

World Fuel Services Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data reported is from 5th April 2018 for two of our UK Organisations which fall under the above legislation:

World Fuel Services Europe Ltd

World Fuel Lubricants UK Ltd

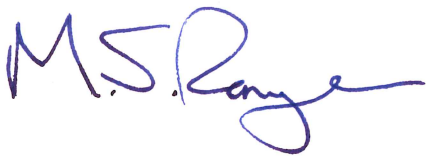
We will use the published results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Declaration

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

A handwritten signature in blue ink, appearing to read 'M.S. Ranger', with a stylized flourish at the end.

Michael Ranger, Director, World Fuel Services Europe Ltd & World Fuel Lubricants UK Ltd

World Fuel Services Europe Ltd

Pay Gap

Gender Pay Gap	Mean: 44.46%	Median: 38.38%
Bonus Pay Gap	Mean: 72%	Median: 70.32%

Employees Receiving a Bonus

Male	76%
Female	75%

Employees by Pay Quartile

	Male	Female
Upper Quartile	80%	20%
Upper Middle Quartile	73.75%	26.25%
Lower Middle Quartile	57.5%	42.5%
Lower Quartile	38.75%	61.25%

World Fuel Lubricants UK Ltd

Pay Gap

Gender Pay Gap	Mean: 9.12%	Median: 5.32%
Bonus Pay Gap	Mean: 40.72%	Median: 26.13%

Employees Receiving a Bonus

Male	41%
Female	83%

Employees by Pay Quartile

	Male	Female
Upper Quartile	80.81%	19.19%
Upper Middle Quartile	80.30%	20.20%
Lower Middle Quartile	89.89%	10.10%
Lower Quartile	51.26%	48.74%