

GENDER PAY GAP REPORT

STORK

A Fluor Company



Pictured above: Stork's Apprentices and Graduates

April 2019

Subsidiary: Stork Technical Services (RBG) Ltd.



At Stork, our vision is to be an employer of choice and to attract, develop, inspire and retain high performing people; irrespective of gender or any other personal characteristics. Stork has long been committed to equal pay for equal work, as well as implementing policies and processes which proactively address the gender pay gap.

WHO WE ARE

Stork, a Fluor company, is a value-driven provider of fully integrated operations, maintenance, modifications and asset integrity solutions.

We partner with our clients in a range of sectors including oil and gas, chemicals and process, metals and mining, power, and manufacturing industries.

Stork Technical Services (RBG) Limited is the UK entity of the global Stork Group and is largely engaged in the offshore oil and gas industry.

Regionally in the UK, Stork employs approximately 2,000 people, with the majority of these individuals working on offshore installations on the UK Continental Shelf.

OUR VALUES

Equality, Diversity and Inclusion are embodied in Stork's core values – client focus, integrity, teamwork, excellence and safety.

As one stork we treat each other with dignity, respect each others perspective and share knowledge and resources to achieve excellence, deliver value and grow individually and collectively.

OUR PLEDGE

Stork has committed to fully deliver on the [AXIS Pledge](#) to help increase gender balance within the Aberdeen, UK energy industry.

#TEAMSTORK



“Stork is truly dedicated to attracting, developing and retaining a diverse workforce. To cement this, Stork has also committed to delivering on the [AXIS Pledge](#), helping to achieve gender balance. We believe diversity goes beyond gender and know the benefits that a diverse workforce brings - to our workplace, colleagues, clients and our wider community in which we work, as well as the industries as a whole.

The energy sector is making progress towards becoming more diverse and Stork will continue to play its part to achieve Vision 2035. Stork will aid in this by helping to raise awareness, influence positive change, provide support and attracting new talent into the industry. We will also continue to develop our existing talent; providing an inclusive environment for individuals to thrive in.

In our report you will see that we have made progress in a number of areas, as well as our company wide focus areas for 2020.”

Steve Hunt
Regional Director U.K.

REPORTING OUR GENDER PAY GAP

It is important to distinguish between equal pay and gender pay gap.

Equal Pay means that men and women doing the same or similar work receive equal pay. Stork has long been committed to equal pay.

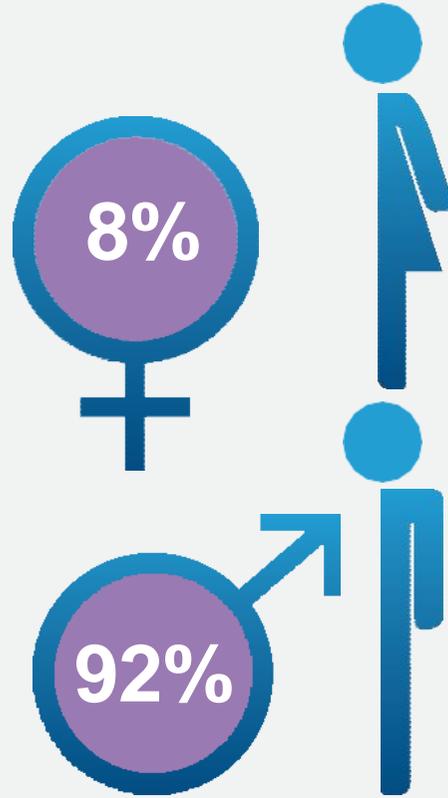
Gender Pay Gap is a measure of the difference between men's and women's average earnings. Gender pay gap is influenced by many factors including societal norms and industry sectors.

UNDERSTANDING THE GAP

This report relates to Stork's UK based entity and operations. The snapshot date of 5th April, 2019 has been used for the basis of our Gender Pay Gap calculations. All findings have been prepared in accordance with ACAS guidance.

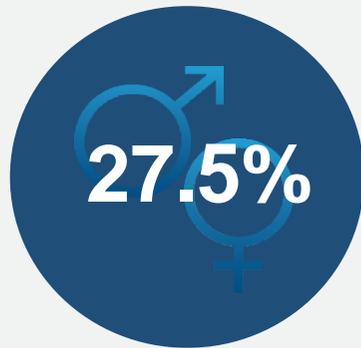
STORK EMPLOYEES:

The gender pay gap differs from equal pay, as it is concerned with the differences in the average pay between men and women over a period of time, regardless of their role. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.

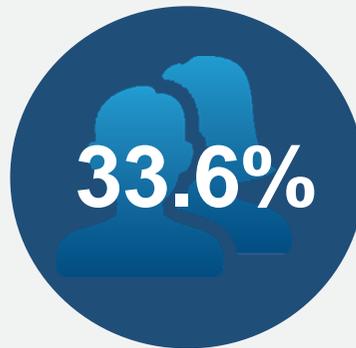


Pictured above: Vicky Welsh, Stork's first female Scaffolder

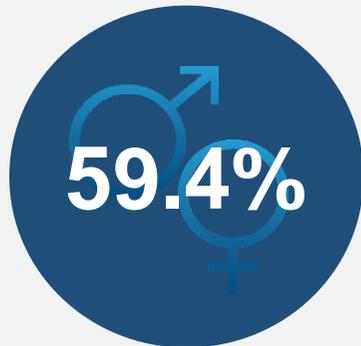
THE DIFFERENCE IN MEAN PAY OF MEN AND WOMEN:



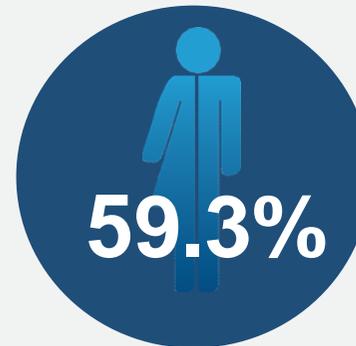
THE DIFFERENCE IN MEDIAN PAY OF MEN AND WOMEN:



THE DIFFERENCE IN MEAN BONUS PAY OF MEN AND WOMEN:



THE DIFFERENCE IN MEDIAN BONUS PAY OF MEN AND WOMEN:



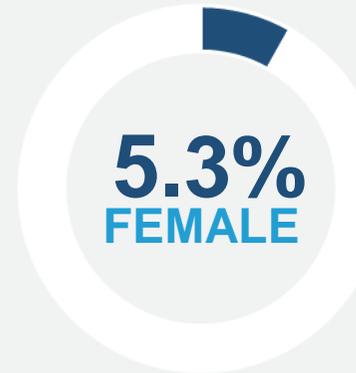
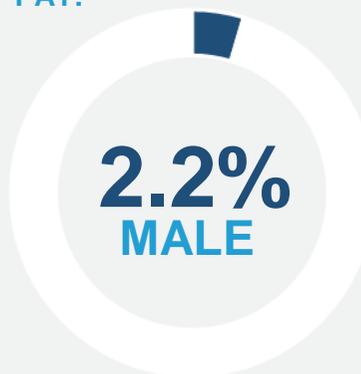
KEY:

Mean and Median: The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.

Proportion of males and females receiving a bonus: The proportion of male and female employees who received bonus pay.

Proportion of males and females in each pay quartile band: The proportion of male and female employees in four quartile pay bands.

THE PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUS PAY:





THE PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BANDS:

LOWER QUARTILE

LOWER MIDDLE QUARTILE

UPPER MIDDLE QUARTILE

UPPER QUARTILE



28.3% FEMALE
71.7% MALE

3.1% FEMALE
96.9% MALE

2.3% FEMALE
97.7% MALE

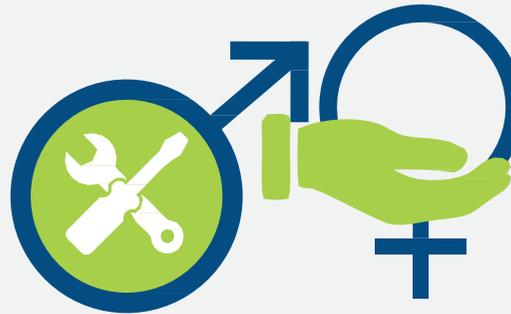
3.6% FEMALE
96.4% MALE

ANALYSING OUR GENDER PAY GAP

The analysis of our gender pay gap figures tell us that Stork's workforce consists of:



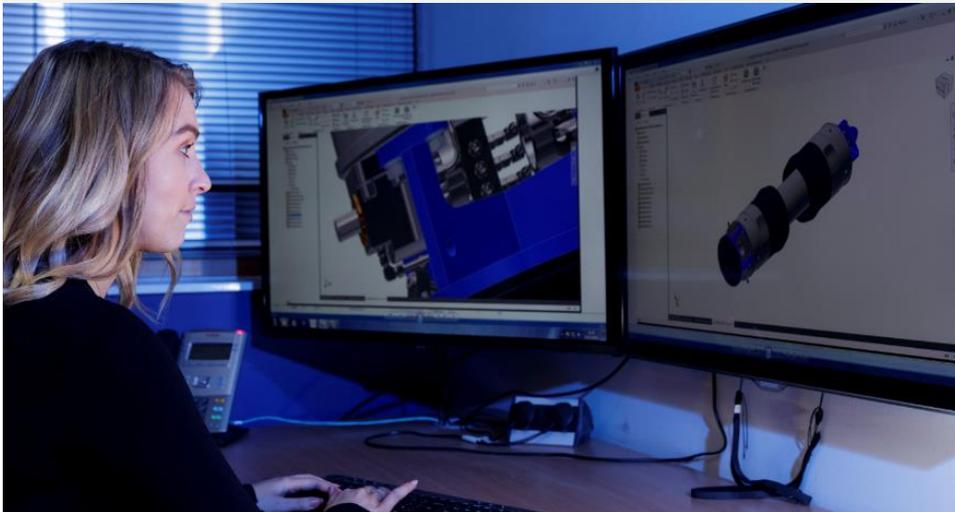
More males than females. 92% of our employees are male and 8% of our employees are female.



A greater number of males in technical roles and more females in support roles; typically technical roles attract a higher salary than support roles.



More males in senior positions within the company; senior roles attract a higher salary and other incentives.



This profile continues to reflect industry demographics within the oil and gas sector, where the overwhelming predominance of men in the offshore workforce is a significant influencing factor in Stork's gender pay gap.

TAKING ACTION TO CLOSE OUR GENDER PAY GAP

In our vision to be an employer of choice that attracts, develops, inspires and retains high performing people, irrespective of gender or any other personal characteristics, we are taking the following action:



ATTRACT - *We aim to increase diversity within our business and the wider industry:*

- We engage with young people at school from the earliest age. Stork has a flagship partnership with a local secondary school, where we work to change perceptions of our industry.
- We employ inclusive and transparent recruitment practices, including the use of psychometric tests and competency based interviews.
- We inspire diversity through our recruitment drives, with the use of promotional materials.
- We focus on diversity within our graduate and apprentice programmes.



DEVELOP - *We will continue to develop our people to create a high performing, diverse workforce:*

- We promote a talent development culture which enables all employees to progress.
- We select candidates for our leadership and personal development programmes, through our objective performance appraisal and employee potential processes.
- We set gender diversity goals.



INSPIRE - *We will continue to inspire our employees to be a highly motivated and engaged workforce:*

- We promote diverse role models who inspire others.
- We recognise that each employee is an individual and that diversity of thought enriches decision making.
- We consult our employees and take action to address any unconscious barriers to career development.



RETAIN - *We strive to be an employer of choice that focuses on talent retention:*

- We offer a wide range of benefits that appeal to a diverse workforce and which provides them with lifestyle choices.
- We endeavor to offer a flexible working environment that matches lifestyle expectations.
- We welcome back anyone who has had extended time away from the work environment such as maternity or paternity leave, and provide them with the opportunity for career progression.

OUR 2019 HIGHLIGHTS

- We committed to the AXIS Pledge to promote gender balance in the Aberdeen energy sector.
- Stork's first female scaffolder was mobilised offshore.
- We continued our work with a local school as part of Developing Young Workforce.
- Participation in the Career Transitions Partnership's employment fair for ex-military candidates.
- Increased diversity in Stork's Leadership team through the appointment of a female Director, as a result of our Succession Planning and Employee Potential Review processes.
- Our Healthy Working Lives and Corporate Social Responsibility Groups held a number of team building and volunteering activities throughout 2019.
- A number of health and wellbeing initiatives were introduced in 2019 including a mental health steering group; mental health first aiders.
- Social events for our employees including employee engagement and family events.
- Stork was finalists for OGUK award: Workforce Engagement and CheRries award: Employer of Choice.
- Improving work life balance by introducing a flexi-Friday scheme for our Aberdeen office employees.
- Improved health benefits for our offshore and site based employees.

A SNAPSHOT OF OUR 2020 LOOK AHEAD

We will continue to work closely with our industries and will deliver on our AXIS Pledge to reduce our Gender Pay Gap by:

- analysing the underlying reasons for any gender imbalance and/or gender pay gap in our organisation;
- following a strategic plan, including clear ambitious targets, to deliver positive change;
- being transparent with our staff and communicating our progress.

In addition, we are focusing on 4 main areas within our People Strategy:

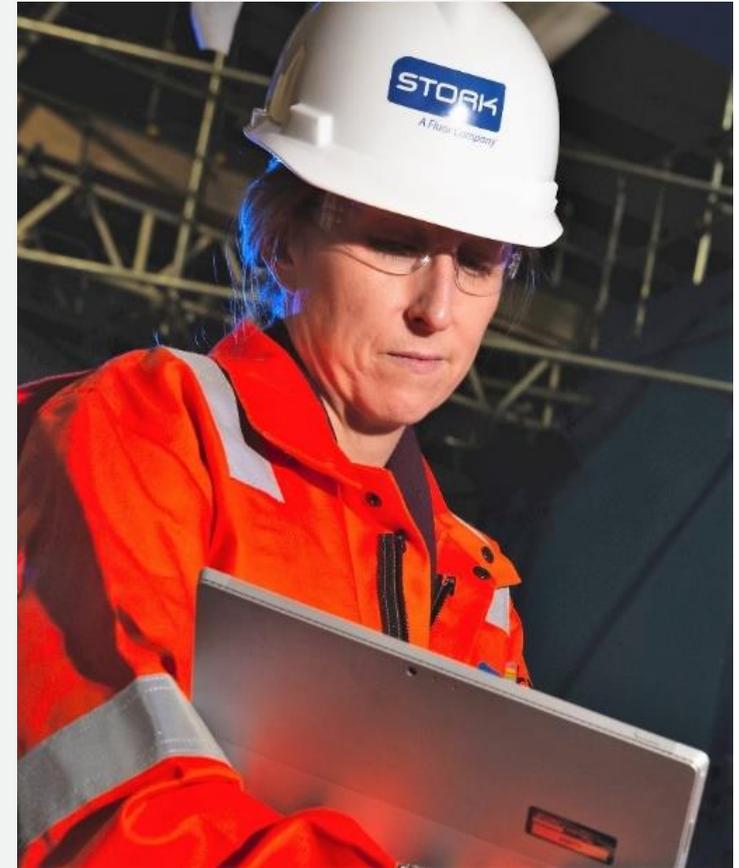
- ✓ **ATTRACT** - Reviewing our recruitment processes to ensure that they are inclusive and free from bias.
- ✓ **DEVELOP** - Developing our talent as part of our Diamond Framework. Our focus will include increasing the intake onto our ILEAD programme, which develop the behaviours that are required for our leaders and providing diversity and inclusion training for our employees.
- ✓ **INSPIRE** - Continuing our focus on inclusion and engagement at Stork, using feedback from our employees to shape our culture and experience.
- ✓ **RETAIN** – Implementing and promoting diversity policies in the workplace.

DECLARATION:

I confirm that the gender pay gap data and calculations in this report are accurate and have been produced in accordance with the Regulations.



Steve Hunt
Regional Director U.K.



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