

CORPORATE SOCIAL RESPONSIBILITY (CSR) REPORT

STORK



2022 - 2023

**SCOPE:**

Produced by Stork Technical Services (UK) Limited (referred to as Stork). This report has been reviewed and approved by our Stork United Kingdom Leadership Team for publication.

APPROACH:

Stork will continue to align with the UN 17 Sustainable Development Goals. The Global Reporting Initiative (GRI) Standards guides the reporting approach adopted. Currently, most of the content included in this report has not been verified by a third party. With maturity, our reporting protocol will take on external verification and submission to GRI.

CONTACT:

Thank you for your interest in Stork and for reading this first edition of our UK Corporate Social Responsibility Report.

Please direct any queries regarding the content of this report directly to info.UK@stork.com

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**@Stork UK**

Follow Us





Building on the 2021 Corporate Report, which reflects our commitment to being a responsible, transparent, and engaged business, industry partner, and employer, we aim to further embed our purpose of “Maintaining a Better World” into how we deliver value to our clients, shareholders, and local communities. This objective is increasingly significant. Stork continues to promote both workplace and community engagement. This vision is driven by leadership at all levels, fostering excellence and collaboration, which ultimately leads to achievements for our clients and society as a whole.

This Corporate Social Responsibility (CSR) Report serves as a testament to this journey and illustrates how our CSR approach supports Stork’s purpose. As we share our stories and accomplishments, we take pride in the active engagement of our workforce, which highlights Stork’s commitment to going beyond our work and recognising the local community as partners in our success.

Reflecting on our journey thus far, Stork is transforming how we work, engage, and support our people, clients, industry, shareholders, and the wider community. This collective effort strengthens our commitment to sustainability and aligns with the United Nations Sustainable Development Goals. Although there have been structural changes within the business since 2022, our commitment to our core value of keeping our people safe, protecting our environment, and supporting our local community remains unwavering as we deliver our products and services to our clients. These core values are evident and exemplify our response to corporate social responsibility.

This is illustrated through some of our company-wide highlights, which are covered in our CSR pillars and DRIVE platform:

- Diversity Equity and Inclusion through DRIVE
- Support for Sustainability and Energy Transition
- Healthy Working Lives
- Developing Young People
- Supporting our Local community

We at Stork are proud of these successes and would like to thank you for your support as we progress together on this journey.

Steve Hunt
Regional Director UK



About us

We bring almost half a century’s worth of maintenance and asset integrity experience to a wide range of energy and industrial sectors. Partnering with our clients throughout their asset’s entire life cycle, Stork supports them every step of the way - from planning and design through to development and construction, as well as commissioning, maintenance, modifications and decommissioning.

We closely work with our clients to assess the condition of their existing facilities, identify a range of emission reduction opportunities, support in the development of business cases, discuss their aspirations in current and future sectors and then implement the right solutions.

Everything we do is underpinned by Stork’s unwavering commitment to safety, quality and our collaborative approach. The vast knowledge of our technical experts, data-driven and digital resources available to them, as well as the high calibre competency of our workforce, all enable Stork to not only deliver, but excel in improving plant performance. Learn more about us at [Stork.com/UK](https://www.stork.com/UK).

Our purpose

Guided by our purpose, ‘[Maintaining a Better World](#)’, we’re committed to creating meaningful change. ‘Maintaining’ is what we do; ‘a Better World’ is the value we add for all of our stakeholders. By embedding this mind-set throughout our operations, we continue to create a sustainable impact and bring long-term value for all of our stakeholders – employees, clients, as well as the communities and environments we work in.

**MAINTAINING A
BETTER WORLD**



PEOPLE



PLANET



CLIENTS

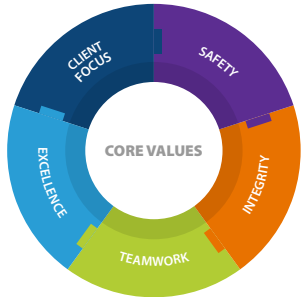


SHAREHOLDERS



Our Core Values

They act as our behavioural compass. They guide our actions, advance our objectives and power our performance.



- Safety**
We promote a caring, preventive culture where no one gets hurt – through an uncompromising focus on safety in the workplace.
- Integrity**
We live by the highest ethical standards. Our actions are consistent with our values and principles.
- Teamwork**
As one Stork, we treat all people with dignity, respect each other's perspective and share knowledge and resources to achieve excellence, deliver value and grow individually and collectively.
- Excellence**
We strive to deliver quality fit-for-purpose solutions at unmatched value.
- Client focus**
We place our client at the centre of what we do. We are flexible, cost efficient, pro-active and provide smart solutions for now and the future. We continually challenge ourselves and improve our service delivery.

Cross-sector solutions

Sharing of best practices, multi-disciplined teams and innovation across industries UK wide.



Nationwide solutions, delivered locally



The UN SDG Goals and Stork's focus areas

While Stork supports all 17 SDGs, our direct ability to influence is greatest in the following:

SUSTAINABLE DEVELOPMENT GOALS





Our Purpose working hand in hand with Corporate Social Responsibility

Our purpose of maintaining a better world is achieved through our commitment to our stakeholders



People

We are committed to providing our employees a meaningful career in a caring, high-performing, technical work environment. We drive this through our policies and initiatives; we deliver a safer working environment while promoting the health and well-being of staff members. This commitment extends to our position on diversity, inclusion and equity, which benefits our staff and the wider community. Stork is committed to the younger generation, and we actively drive this through our CSR, Science Technology Engineering and Mathematics (STEM) and young people engagement, which fits into our people pillar. We consider our people to be employees, customers, suppliers and local communities, and our support of these groups is a testament to our CSR journey.



Planet

We are committed to preserving the world for future generations by decreasing our own carbon footprint, by actively helping our clients to decrease their carbon footprints and by supporting the energy transition. Stork policies reflect this commitment, with energy and electricity reduction targets, while engaging through design and project management to deliver products and services to clients with low environmental impacts.



Clients

We are committed to optimising our clients' asset performance by providing site-based solutions supported by specialists and equipment and complemented by a suite of advisory services.



Shareholder

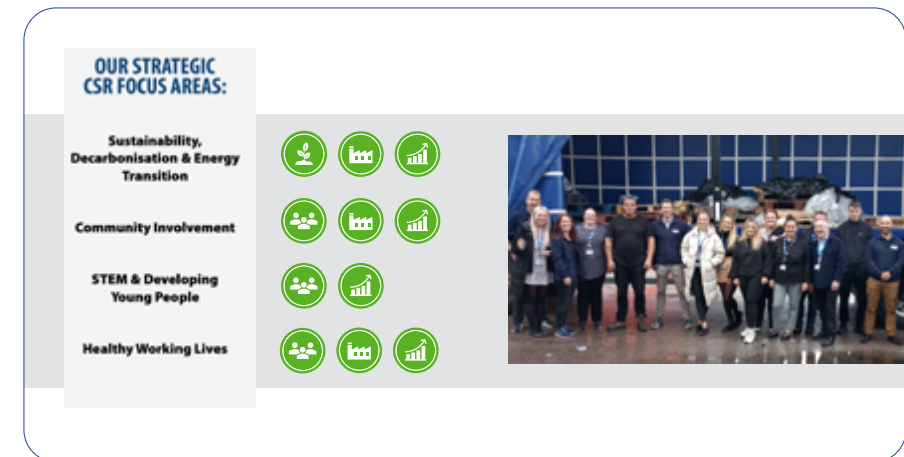
We are committed to delivering to our shareholders healthy, sustainable and predictable returns by delivering on our diversified and balanced strategic growth plan.

We have aligned our Corporate Social Responsibility (CSR) approach to meet these values through our CSR strategy, which focuses on Sustainability, Decarbonisation and energy Transition, Community Involvement, Developing Young People and Healthy Working Lives.

WE ARE ENABLED BY OUR ENGAGEMENT PLATFORMS TO DELIVER A STRATEGIC APPROACH TO CSR



Throughout this report we tell the story of how we make our purpose at Stork work in alignment with our CSR Focus areas:





PEOPLE

We are committed to providing our employees with a meaningful career in a caring, high performing, technical work environment.



Employee engagement

As more employees became involved and actively participated in promoting Stork's values, it became clear that we needed a unique mechanism to unite our staff.

DRIVE

In response, Stork launched the DRIVE platform, which stands for Development, Recognition, Inclusion, Voice, and Engagement. This platform serves as a systematic approach to enhance engagement by consolidating our activities at Stork through effective communication and interaction with our team members.



DEVELOPMENT: We want to encourage and inspire you to develop your skills, knowledge and competence and to progress your career at Stork. It's important for us to ensure the training tools and resources are available to allow you the opportunity to take on greater challenges.

RECOGNITION: We take pride in all of our achievements and we want our employees to know this by our commitment to recognising and rewarding success.

INCLUSION & DIVERSITY: We will always take account of the difference between people and groups and value those differences, providing a sense of belonging and respect.

VOICE: We listen to our employees and provide feedback. To enable our employees to shape the culture at Stork.

ENGAGEMENT: We want our people to know and own Stork's vision, understanding what part they play to get us there and keeping them informed of the Journey.

The adoption of this strategy allows us to focus our people-focused efforts on promoting a safe and inclusive workplace while supporting our local community.



Safe working place and culture

Our workforce, including contractors, is a crucial part of our identity as a business. We believe that ensuring our people work in safe conditions is essential for delivering critical solutions to our clients. It is paramount that they return safely to their families. We must promote a culture of safety, engagement, and inclusion, which is embedded in our HSEQ policies and supporting procedures. This approach aims to transform our way of working and has guided the development of processes and procedures across all our operational functions. The ISO 45001 standard serves as the framework for all our operational activities, promoting a healthy working environment that encourages transparent engagement and communication. To further enhance morale across our sites, members of the senior leadership team make planned visits. During these visits, concerns are addressed, and safety campaigns are launched and supported. The goal of these engagements is to cultivate a culture of safety and active participation.

45%
decline in total case
incident rates (TCIR)
Incident Rate
(per 200,000 man hours)

23%
increase in
leadership visits

Safety Metrics	2023	2022
Fatalities	0	0
Lost Time Injuries (LTI)	0	3
Medical Treatment Case (MTC)	2	7
Restricted Work Cases (RTC)	7	4
High Potential Incidents (HIPO)	4	1
HiPo Incident Rate (per 200,000 man hours)	0.20	0.06
DART Incident Rate (per 200,000 man hours)	0.35	0.41
TCIR Incident Rate (per 200,000 man hours)	0.45	0.82
Unsafe Acts/Conditions Reported	624	565
Management site visits	148	229
Site Audits	392	322
Site Recognition (Commendations)	335	542
Stork Awards (Safer Together)	382	323

Diversity, Equity and Inclusion

Diversity, Equity, and Inclusion (DEI) are vital components of today's workplace, and Stork has embraced this philosophy. As a business, we have been on a journey to understand our operational environment and develop practical, achievable actions to embed DEI in our culture. This effort requires the commitment of our leaders, and a growing awareness is gradually transforming our workplace. Given that our industry is predominantly male-centric, it was crucial to gain a clear understanding of the gender profile within our organisation. This understanding will inform both our short-term and long-term strategies to promote meaningful engagement across the industry.

Office based staff:



69% of our employees are male and 31% of our employees are female.

Field based staff:



99% of our field based employees are male and 1% 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.



There is an overwhelming predominance of men in field based positions.



2022

Stork's cultural transformation began to grow traction in 2022 as we developed our Employee Engagement initiatives to focus on Diversity and Inclusion. We did this through the launch of the DEI policy with an assigned sponsor and ambassador, employee resource groups to offer colleagues an opportunity to connect and learn with like-minded people, launched training and awareness sessions and undertook a cultural review with an independent consultant.



In March 2022, Stork stood alongside contemporaries to celebrate International Women's Day. Also, in September 2022, during National Inclusion Week, the DEI policy was officially launched, setting out the commitment to providing a safe and healthy working environment free from discrimination and harassment. This was fully supported by the DEI Sponsor, Ambassador and Regional Director HSSEQ as well as our People & Culture Manager, respectively.

In November, we also celebrated International Men's Day, which provided the opportunity to raise awareness about Men's mental health. This event offered our workforce the chance to give attention to the sensitivity and seriousness of the challenge that exists within our communities, especially with the links to suicides that affect men..

At Stork we participated on the 1st March in the Zero Discrimination day and on the 8th of March International Women's Day



Grampian Pride 2022



International Women's Day 2022

2023

In 2023, as part of the DEI journey, a strategy that included training and awareness sessions and partnering with networks that promote the same culture we intend to instil in our workforce was implemented. We continued to be signatories to Axis Network, which promotes gender equality in the energy sector, Disability Confident Government scheme signatories, Developing the Young Workforce signatories, menopause workplace pledge signatories, maintained gold investors in people and young people, and joined the Armed Forces Covenant.



International Women's Day 2023

It was important for Stork to gain full buy-in from managers to incorporate inclusive culture and behaviours into our daily activities as we engage in our primary functions and tasks. To drive home this commitment, we had a series of interactive training courses covering inclusive leadership, with 102 managers in attendance, covering our operations across the UK, menopause awareness, and hearing loss. We also launched unconscious bias training on our in-house training platform.



Inclusion Week 2023

Stork also had the pleasure of having Paralympian Stuart Robinson (MBE) visit and talk to us during DRIVE week about his journey. Another noteworthy engagement we took on was the call for Veterans to return to the workforce. Stork has committed to supporting the defence and armed forces community through this initiative.

Training and Career Development

Our industry is ever-changing, and as such, the business is committed to retaining and maintaining a skilled workforce. This is critical to us staying as the industry reference every day everywhere. Stork has committed resources internally to support training and development, with the learning and development team spearheading actions that deliver staff training, be it internal or external.

Career development is entrenched in our performance monitoring process, with a performance and development (P&D) cycle embedded into each employee's progression annual appraisal review. The P&D cycle allows employees and their line managers to identify areas to develop and improve and discuss goals to strive towards throughout the year. These are created at the beginning of the year and then reviewed by managers and employees in the middle of the year to ensure they are still relevant to their development and, subsequently, at the end of the year to ensure objectives have been achieved.

5,390
courses were undertaken
in 2022, this equates to
28,422 hours

5,239
courses were undertaken
in 2023, this equates to
41,141 hours

2022 Promotions



2023 Promotions



We are also active members of the Engineering Construction Industry Training Board (ECITB). This partnership allows Stork to explore connected competency, training, and development opportunities.



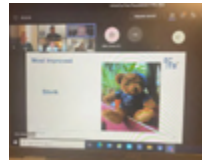
2022

In 2022, a Contract Delivery Manager along with his team worked on succession plans for members of the Buzzard offshore team.

Individuals were identified as potential future supervisors and personal development plans put in place to support their individual journeys.

This has now been adapted and rolled out across the majority of contracts and sites.

Through our training management system for 2022, 5390 courses were booked and 28433 hours of training was delivered.



Stork team took part in the Active Cup



2023

In 2023, we started working with ECITB to define a usable platform to support training and competency requirements across the business ensuring visibility and promoting management accountability in guaranteeing training is up to date for all staff.

In 2023, 5239 courses were booked with 41141 training hours delivered.

In addition, Stork has also supported staff members on their journey's through career progression and these efforts are celebrated.

In 2023, our Quality Service manager graduated with an MBA in Sustainability and Energy Transition on the 5th of July 2023.



Future Generation

Beyond our immediate workforce, we also know we have a responsibility to future generations through developing the young workforce. As part of our people commitment at Stork, the Developing the Young People arm of our CSR strategy has consistently engaged with young people in our local communities where we operate. We have done this through Primary, Secondary, and Placement routes and also on-site visits to our operational bases.

The journey in engaging with young people from Primary School Partnerships to internship as well as graduate placement has been a fulfilling one for us and all the participants.

2022

We at Stork engaged a total of 3 graduates and 19 apprentices, our existing partnership with the Prince's Trust allowed us the opportunity to complete 4 visits covering employability skills. Similarly, we had 3 young people receive mentoring through the career ready programme.

Stork was also a proud sponsor of the NesCOI 2022 Sustainemability challenge, supporting two local primary schools (Quarryhill and Crombie).

19
apprentices in 2022

3
graduates in 2022

36
apprentices in 2023

6
graduates in 2023



2022 Apprentices



Sustemability Challengee 2022



2023

Developing from 2022 into 2023 we engaged a total of 6 graduates and 36 apprentices. We had visits to 2 visits to Princes trust and also a 2 day visit from Prince's trust learners visiting our site in Aberdeen to gain employability skills while promoting health and wellbeing.



2023 Apprentices



ECITB Wind Turbine Technician Scholars Visit 2023



Career Ready



Developing Young People at Meldrum Academy

Supporting our people

For Stork, we believe keeping our staff and wider communities connected is critical to driving the cohesion needed to sustain our workforce. Our journey as a business in 2022 and 2023 has been a learning experience involving wider engagement. It has provided the resources and information required for us as a business to build and further develop our strategic plan regarding engagement with staff. Considering the diversity in our workforce, we have put in place policies, procedures, and packages that we believe can drive the message of our commitment towards our workforce.

77%
females returned to work
after Maternity Leave

COVID-19 brought about the birth of the working-from-home culture, which we have adapted for our office-based staff with a hybrid working policy that builds in the right work-life balance that we advocate for as a business, which is now part of how we operate. Similarly, we have policies to support our working parents and carers throughout their time at work.

As we journey with our colleagues, the recognition, inclusion, voice, and engagement element of DRIVE within Stork is fully supported by senior management and underpins our people activities. This has allowed us to translate ideas into actions targeting the areas of interest of our workforce.

Following the growing awareness drawn to the wellness of body and mind, At Stork, we understand the relationship between good health and good work, and we are dedicated to ensuring that our colleagues are kept well in the workplace. This is also done through the healthy working lives pillar of CSR. Stork's Occupational Health (OH) team have supported and promoted initiatives focused on promoting workplace health, safety and wellbeing while driving the Healthy Working Lives arm of the CSR programme here at Stork. Healthy Working Lives program is our employee-driven health initiative that allows employees to get involved in areas of health and wellbeing that are important to them.

One key initiative promoted by the OH team that Stork is proud of is the WeCare Colleague Programme. In 2022, Stork launched the WeCARE programme, our in-house-designed support package, to equip staff members with the tools to promote and support mental health and wellbeing at work.

WeCare is a simple principle; it encourages all our employees to be the reason that people feel supported in our workplaces. The program is available to all Stork employees and offers essential information and tips on health and wellbeing and how to access support if they or someone else is struggling to cope. It is beneficial that staff members have this support, which is useful for staff, friends, and family outside the workplace at trying times in their lives, whether personal or work-related. This programme offers tools that help trainees spot signs that indicate potential danger signs and introduces tools for support. To demonstrate Stork's commitment to leading a positive and inclusive health and wellbeing culture throughout our organisation, our senior management team has completed the WeCare program and are proud to call themselves WeCare Colleagues.

In addition, the business has provided to support staff is the employee resource group, which focuses on promoting accessible workplaces, generations working together and stronger cultures in the workplace.



Finally, as part of the Recognition element of the DRIVE strategy, Stork has put in place the Your Benefits platform, which provides the opportunity to recognise colleagues for achievements through [Safer Together](#) and Take the Lead nominations.

It offers information on benefits and includes the Employee Assistance Programme and wellbeing initiatives. It is also the home for shopping deals and offers that can be accessed by staff members. Considering the rising cost of living, the business has put this in place to deliver family-centric deals while partnering with retailers to support staff members.

In addition, this platform also provides access to healthcare support with Stork's chosen healthcare provider; within this offering is the provision of 24-hour access to GP consultations, which is available to staff and members of their immediate families.



2022



DRIVE Week

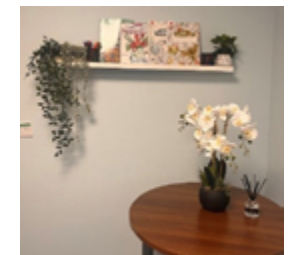


Safer Together Triathlon

2023



Befriend a Child



Aberdeen Quiet Room



Our community and charities

2022

Our commitment to community has grown from strength to strength, in 2022 and 2023 our Aberdeen staff nominated charity was AberNecessities and Liverpool Women's NHS Foundation Trust for the Southern Hub. Our partnership has helped provide families with essential items needed for babies and children while promoting health of women and babies. As part of our community involvement we also supported Grampian Pride as sponsors. This engagement saw Stork Volunteers providing their time to support during the parade and village event. With our partner schools Quarryhill School we were able to design Christmas card for the Fergus house care home which was greatly received by the residents. Also the Stork team through the Ukraine appeal made donations to support the just course.

2023

In 2023, Our colleagues took up the Yorkshire 3 Peak challenge, battling against the elements to raise money for a great cause. Team Stork successfully completed the challenge in under 12 hours pushing their physical and mental strength to the limit and raising over £1500 to purchase a defibrillator for public use in a local community.

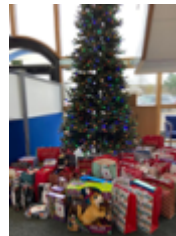
Similarly, the Stork team also took on the challenge to take part in the Banchory Beast race, raising £4000 for charity.



Run Balmoral



Business Fives



Giving Tree



Yorkshire 3 Peak Challenge



Banchory Beast Race



Charity Bake Sale



Charity Bake Sale



Fergus House Care Home



Albury Sports Hub



Albury Sports Hub



Age UK West Cumbria



Shoreline



AberNecessities Volunteering



Volunteering Evening



Christmas Jumper Day



Giving Tree



Foodbank Donations



PLANET



We are committed to preserving the world for future generations by decreasing our own carbon footprint, by actively helping our clients to decrease their carbon footprints and by supporting the energy transition.



Emission Reduction through Energy Management

In 2022 and 2023, Stork has expanded its operations in the UK and is actively seeking new challenges while driving innovation during this energy transition era. Our operational areas span locations in England and Scotland, with Aberdeen being our largest site. The growth of our business presents unique challenges, particularly in managing energy use and consumption volumes, as well as an increase in staff strength.

Our energy profile includes electricity for powering our buildings and specific operational needs, oil and gas for heating, and diesel and petrol for our fleet. We recognise that expansion comes with costs, and our environmental impact influences our decisions. Stork has integrated the energy management standard ISO 50001 into the processes that affect our energy use across operations, promoting a holistic approach to energy management. The core principle of this standard is driving continual improvement, which has shaped our energy policies and management system. We have established year-on-year reduction targets within our policies to lower energy consumption, and we are committed to achieving this through energy efficiency projects across our sites and operations.

We understand that energy consumption and associated greenhouse gas (GHG) emissions pose significant threats to both the planet today and future generations. Therefore, Stork has strategically examined various energy use pathways to drive carbon emission reductions throughout our business. We consistently track our electricity, oil, gas, and commuting fuel consumption across our sites, which contribute to our GHG emissions: Scope 1 and Scope 2 emissions. Additionally, we track emissions related to business travel, contributing to our Scope 3 emissions linked to transportation.

Stork has made a conscious decision to influence our electricity use by opting for suppliers that provide cost-effective renewable energy for our sites where we can negotiate utility contracts. This aligns with the UK's energy transition goals and the Sustainable Development Goals (SDGs) 9, 11, and 13.

Like many businesses across the UK, we face challenges in gaining complete visibility of Scope 3 emissions. Our strategy focuses on managing our impact by driving efficiencies and making changes in areas where we can effectively influence and enact change.



In support of the UK's ambition for sustainable transportation, we are looking to provide our employees with options that will contribute to reducing our overall carbon emissions. This includes introducing initiatives such as a bike-to-work scheme and installing electric vehicle (EV) chargers at our Aberdeen site to support staff interested in electric and hybrid vehicles, in line with SDG goals 3, 9, and 11. Additionally, we plan to start collecting data on employee commuting, which will enable us to adopt a more strategic approach to addressing the associated emission.

We understand that this endeavour will not be easy; it requires commitment from stakeholders, knowledge-sharing, and resource allocation. Stork is dedicated to fostering the necessary collaborations to achieve these goals.

2022

The IT team considered and initiated a switch of desktop phones to utilising the Teams calls function, this was implemented UK wide in January 2022, 400 phones were replaced, resulting in the reduction of 35040 kwh a year associated with these devices.

We flagged the switch it off campaign in September 2022, the intention of the campaign was focused on members of our staff body as agents of change, these small steps target long-term behaviour change and drives a shared sense of responsibility.

Also in 2022, a focused drive to introduce more energy efficient lightings was effected in the Aberdeen office as part of the energy efficiency objective. In October 2022, Stork took the approach of conducting an assessment of its GHG emissions and decided as part of efforts to address climate change, a carbon offset strategy was adopted with 267t CO2e offset through clean cooking projects in Africa and renewable energy projects:

In closing out 2022, we formally installed and launched the dual electric vehicle charging station in the Aberdeen office, this is a show of Stork's commitment to support clean transport initiative as well as staff members considering electric or hybrid vehicle options. Please refer to [Appendix 1](#).





2023

In 2023, Stork downsized its property portfolio, with the most notable being the sale of the Quad building in Aberdeen. This sale, along with other initiatives, has led to a reduction in energy consumption across our buildings.

The LED replacement program continued throughout 2023 at our Aberdeen and Immingham sites.

Additionally, we reconfigured our oil tanks in both offices to utilise kerosene instead of the original DERV, making it a more environmentally friendly and cost-effective choice.

Please refer to Appendices 2 and 3.



**Energy Use
Intensity Ratio per
£M Turnover**

27.67%
reduction per million



**Electricity Use
Intensity Ratio per
£M Turnover**

37.18%
reduction per million



**CO2 emission
intensity ratio per
£M Turnover**

27.3%
reduction per million

16%
reduction in electric use

Water

Water is a crucial aspect of Stork's operations. While we are not a manufacturing business, we utilise water for both domestic and industrial processes. The management of water use and disposal is integral to our operations. Stork incorporates water management as a key element of its environmental management system.

The significance of water, as highlighted by Sustainable Development Goals (SDGs) 6 and 14 which emphasises the importance of water conservation and the health of marine life. Stork has integrated data on water usage and disposal across all its operational locations in the UK. This data drives decision-making and promotes efficiency and conservation in our facilities.

To prepare for unanticipated incidents, we conduct routine spill drill exercises across our sites as part of our emergency controls. These drills ensure that staff members are equipped to manage any potential spills, helping to protect our natural watercourses from pollutants.

Moreover, staff and managers actively contribute by suggesting and adopting eco-friendly chemical alternatives, which reduce risks to both our people and the local environment. Stork is committed to continually improving water usage in our operations.

Demonstrating our commitment to addressing related environmental issues, particularly plastic waste, Stork decided in November 2021 to stop selling plastic bottles of juice and to discontinue the use of single-use plastic cutlery in our canteen. Additionally, in December 2021, we transitioned from plastic milk cartons to Tetra Paks.

In June 2022, we replaced our plastic water bottles with cans to further reduce and eliminate plastic waste, a significant threat to global water bodies. In 2022 and 2023, we also organised targeted cleanup exercises at beaches in the areas where we operate, including Aberdeen and Southport.

This demonstrates the commitment of both management and staff to being agents of change in addressing the environmental challenges our water systems face. Please refer to Appendix 4.

18.09%
reduction in water use
from 2022



Waste

As a business, we take the waste hierarchy approach to dealing with waste. Since waste is an inevitable part of the operational process here at Stork, this methodology has been incorporated into the core services we deliver to our clients and how we conduct our on-site activities.

Waste is also a significant contributor to carbon emissions, so we take a holistic approach as we deliver our plant services, clients' ancillary support service, and office operations. Our Plant and equipment service team has a robust maintenance system that allows for the efficient use of assets to promote longevity and reduce the need for replacements. In addition, the store's team has adopted the reuse and recycle approach for pallets received from deliveries; these are used as base materials for packaging outgoing orders for clients.

Also, we have aligned our resourcing of polythene-containing plastic wrapping materials to fit with the 30% recycled content as prescribed by the UK government. By doing this, we are contributing to the plastic reduction campaign. With equipment rental making a good proportion of our service business, Stork's ambition is to continuously look at ways of lowering the waste associated with assets or materials utilised by clients.

We are members of the OEUK forum and working group, actively looking at material reuse solutions at the heart of the circular economy agenda. Considering how limited our influence is when it comes to what our clients use and the resulting waste generated from their operations, we are constantly reviewing our processes across projects to better understand the material use profile and support clients with strategies to reduce waste.

Finally, across all our sites, we promote and support waste separation, a legal requirement that also aids our waste carriers in the recycling process. Our waste carriers provide us with a breakdown of this information, which offers insight into the waste intensity of our sites, which we actively monitor.



2022

In June 2022, the business as part of its strategy adopted a life cycle approach while considering core material inputs utilised in the scaffolding operations which are wood and steel pipes.

A business case which fits into the Stork's waste management approach was presented to senior management with the intention to cut down waste and associated cost while promoting reuse. This led to the investment in the reuse and re-purpose unit with state of the art cutting machines which delivers on Stork's commitment to protecting the planet by actively implementing waste reduction solutions.

In addition, to address the plastic waste issue, Stork decided to replace plastic water / and juice bottles from the Aberdeen facility catering offerings to cans.



2023

In 2023, the efforts to cut down on waste associated with our operation continued and we replaced our coffee cups with compost-able options; a fair trade coffee brand was selected by staff members who participated in a coffee-tasting exercise conducted in the Aberdeen office. Seventy-four (74) people participated and voted in the exercise.

Also, the IT department overhauled assets to dispose of old backup tapes; working with Iron Mountain, our service provider, 0.25 kg of toxic metal was diverted, metal recycled was 4.9kg, and lead diverted to landfill was 0.25kg.

We adopt the waste hierarchy in all our operations as much as possible. [Please refer to Appendices 5 and 6.](#)



Sustainable Design

A critical part of what we do for our clients is to support them through their project scope; this offers us the opportunity to introduce new products and drive design changes that have the potential to reduce costs as well as lowering the overall environmental impact.

This aligns with our commitment to innovation and the SDG goals 7, 9, 12 and 17. The subject matter experts across our different product lines, alongside the procurement team, have the full support of the Stork leadership to drive this forward. This is one area the business is paying serious attention to, as it is directly linked to our Scope 3 emissions.

It is also an area where control is limited; however, influence is the commodity we intend to utilise as we partner with our clients, third-party suppliers and the research community.

2.6%
less tonnes of waste per
million in 2023

“Stork, over the years, has been known to be a pioneer in the delivery of design solutions that offer value to clients with reduced turnaround time, which invariably lowers the cost of energy and man-hours associated while driving the sustainability agenda of our partners.”

Stork is aware of the challenges innovation brings, and design thinking is at the heart of how we seek to support our clients and save the planet by lowering resource dependency and waste.

Our local communities matter

Our operations span Stork sites in England and Scotland, as well as our clients' sites worldwide. It is at the core of Stork's business to consider the environmental impact of our activities. We provide a range of services, including office-based and field functions, supplying manpower, materials, and equipment. We recognise that these different aspects can pose both threats and opportunities to the environment, which we are an essential part of. Therefore, fostering a culture in which our employees take ownership and consider the consequences of their actions is central to Stork's commitment to creating a better world.

We prioritise our local working environment while conducting operations as responsible neighbours and stakeholders in our communities. Our operations are organised and planned to consider not only the risks to our people but also the potential impact on the environment. This culture of responsibility is embedded in our policies regarding health and safety, energy, environmental practices, and procurement, which all play an integral role in our commitment to a better world. Our engagement with the local community is continuous and intentional. We recognise areas where we can influence change, promote best practices, and provide support.

Therefore, we emphasise the theme of “maintaining a better world” during inductions, highlighting the importance of the planet and people as central to our overall commitment to sustainability. We have translated this commitment into defined processes across all our work locations, ensuring alignment with our quality, environmental, and energy standards. These processes ensure that our work takes into account our local community, including residents and regulatory bodies.

Compliance with regulatory demands whether local, national, or global would be unattainable if we ignored the community's needs. We take pride in our operations aligning with local and government permit guidelines, which are routinely audited and checked to ensure the highest standards of service while prioritising the environment.

Recently, we revisited our emergency response procedures to ensure that we continuously improve areas of our operations that could impact our people, their families, and our local environment. This reflects our ongoing commitment to responsible practices.



2022

In 2022, we organised several litter pick exercises in various locations with different teams from Stork. These initiatives are part of Stork's broader CSR strategy, aligning with our commitment to SDG 6, 7, 14, and 16. As responsible neighbours and stakeholders in our local communities, we actively participate in globally recognised events such as World Environment Day. This allows us to promote common themes like the plastic less campaign and more. These events provide our staff and the wider community an opportunity for interaction and information exchange over our shared interest in protecting the planet.

2023

Stork joined the global community in 2023 to celebrate the World Environment Day, A litter pick exercise was organised Dyce Central Park was cleaned up by members of the Stork UK head office in Aberdeen with 25 kg of mixed dry recycling waste picked up and was collected by our local waste carrier for further separation and processing. As active members in our local community, it became paramount to take the opportunity presented by the United Nations Global Compact UK network to celebrate and promote sustainable development goals which have been embedded into our operations as well as CSR engagements. Stork lifted the UN SDG Goals flag with the rest of the UK community in September 2023.

As a means to further strengthen Stork's drive to promote sustainability we have focused on five (5) core areas as a business we believe we can influence and year on year dedicate resources towards. Here is our testimonial in the areas of energy, waste, water, material and sustainable design.

Please refer to Appendix 7.



World Environment Day



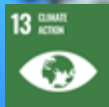
UK Leadership Team Litter Pick

Local litter picks



CLIENTS

We are committed to delivering to our shareholders healthy, sustainable and predictable returns by delivering on our diversified and balanced strategic growth plan.



Supplier Engagement

For Stork, our clients are a vital part of our stakeholder group, ensuring that the products and services we deliver to clients and utilise for project scopes meet the highest standards is what we pride ourselves in.

The choices we make, we understand, directly impact not just our operations but also the clients' operations. Considering the critical nature of this interrelationship with the planet and environment, it therefore drives our commitment and responsibility. The collective responsibility to pursue our purpose of maintaining a better world rests on our shoulders and how they align with the interest of our clients. We know the delicate balance between satisfying our client's interest and navigating the pool of suppliers we can access. We, therefore, approach this by utilising the expertise we have in-house across procurement, industrial, and mechanical services lead to material selection and design.

Through 2022 and 2023, we have taken a journey of revamping our procurement and purchasing process by incorporating energy, environmental and corporate social responsibility criteria in the on-boarding approval process for suppliers. In addition, there has been a particular focus on our supplier's CSR journey; we reached out to our suppliers in 2023 to get a sense of what they think about CSR. This process has increased the visibility of supplier profiles, which gives us a picture of where our suppliers are on the journey towards sustainability. This also considers that our suppliers vary in size and may be at different stages of their journey.

The exercise affords us as a business to collectively approach this joint task and collaborate. In addition, built into our supplier contracts is the mandate to supply the most environmentally friendly product options, suppliers are also encouraged to bring to our knowledge products which they consider would benefit us and our clients alike.

Please refer to [Appendix 8](#).



Innovation in Service Delivery

Our subject-matter experts across various business areas are committed to establishing best practices in design, asset procurement, and project management. These practices are essential for our clients and significantly affect costs, timelines, material usage, and waste generation during project delivery.

The Plant and Equipment Business Line is considering the introduction of electric compressors as an alternative for offshore operations. We believe this initiative aligns with the energy transition theme and will help reduce emissions associated with offshore operations that require compressors.

Additionally, the environmental and decontamination services within our industrial services business line have successfully led multiple projects utilising advanced technology to address offshore sand separation issues. This approach minimises clients' downtime and reduces transport-related emissions linked to moving project materials onshore. At Stork, cross-department collaboration is part of our culture and supports our ambition to deliver excellence.

2022

The Fabric Maintenance (FM) within the industrial services business line on multiple occasions have gone above and beyond in delivering their best to clients through the services carried out which have led to numerous commendations. The actions cover safety awareness and effective project management which all cut down potential lost time on projects and running cost to the clients.



Non-intrusive jetting and waste removal case study

The E&D team in January 2022 completed a work scope which involved carrying out non-intrusive jetting of the internal surfaces, waste and fluid removal within two vessels identified by our clients. Using our project management and technical competencies with our jetting tools we showed the client that tasks of this nature could be executed in half the industry average time, while delivering value for money and lowering carbon emission associated with powering critical assets used for the task.



Decommissioning and industrial cleaning case study

Also in 2022, Stork supported a client in the cleaning and decontamination on-board a floating production storage and offloading asset (FPSO) within the North Sea. The task involved the removal of substantial quantities of hydrocarbon, contaminated waste and naturally occurring radioactive materials. Using our multi-disciplined team approach, the task was executed safely, efficiently using our innovative environmentally friendly technology for sand removal and treatment.

Approximately 750kg CO₂e was avoided by executing the task offshore and eliminating the need to ship waste to an onshore location for disposal. In addition, sand treated and disposed overboard, had the average of 0.038% (382.2mg/kg) oil to sand content which is in line with the legal environmental requirements.



Pressure holding blast pot case study

The FM team in August 2022 commenced the task of redesigning the existing pressure holding blast pots with the intention to increase operational and environmental efficiency. This key asset is utilised as part of coating operations, the innovation pioneered by Stork has the potential of saving technicians time on the job as well as reducing material use resulting in the optimised design. This innovation has been supported by our client and has been trialled with positive feedback.





2023

The partnership between the decontamination team and the engineering team to tackle a client's operational challenge within their decommissioning operations led to the development of a bespoke Ultra-High Pressure cold cutting system. The potential environmental impact was considered during design hence the choice of cold cutting options which utilised only high-pressure water and grit, thereby eliminating the potential of generating hazardous fumes in the operation from hot work operations. The solution was deployed in 2023 and successfully applied by the client with no loss of time incidents or safety concerns.



The E&D team were tasked with clean prepare wrap and topcoat a gas pipeline for a client in order to arrest and limit future surface corrosion of the gas pipework. Job scopes of this nature are critical to clients operations especially as this could have significant environmental impact. The team carried out the cleaning, preparation, wrapping and paint coating at the appropriate times after considering prevalent weather conditions. The new coatings applied returned the gas line to the correct colour for identification, in combination with the application of new Gas ID tape at key points for visibility.



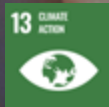
As we strive to go above and beyond on our social responsibility journey we also believe in partnering with our clients on common objectives around good causes. There have been joint projects which we have carried out with clients to support our community through our existing partnership with partner schools. We conducted 3 events covering planting of 1000 daffodils' to commemorate 1000 days of injury free on the clients contract gardening and planting at one of our local care homes all these involving the clients and children from our partner school. This is an approach we look at taking forward as part of our journey.





SHAREHOLDERS

We are committed to delivering to our shareholders healthy, sustainable and predictable returns by delivering on our diversified and balanced strategic growth plan.



Sustainable Business and Governance

We are responsible to our shareholders to ensure sustainable return on investment through the services we deliver to clients and a growing expansion in our operations. In the last two years, Stork has consistently delivered success to our shareholders while delivering value to our clients and the wider community. Consistent with this approach is our culture of embedding our business risk management understanding to how we look at business and opportunities while adopting corporate governance best practices. Stork is aware of the growing demand the business environment presents, and this risk-based approach is key as we tackle the emergent energy transition needs.

Governance is crucial for maintaining our business operations and ensuring client satisfaction while adhering to ethical best practices. At Stork, our leadership team drives the annual top management reviews, which define the overarching strategic direction of the business.

We evaluate risks and identify appropriate mitigations across all areas of the business. These risks are continuously reviewed as new developments arise in our operations. Our commitment to operational processes prioritises occupational health and safety, as well as quality, environmental and energy standards. The Quality Standard (ISO 9001) serves as the foundation of our management system. We consistently uphold this standard and pursue continual improvements annually through internal audits and evaluations by external certification bodies. The Quality Standard enables us to align our processes to ensure the safety of our employees while meeting regulatory needs; this is in line with Sustainable Development Goals (SDGs) 3, 8, 9, 16, and 17. We take a similar approach with our other standards, including Occupational Health and Safety (ISO 45001), Environmental (ISO 14001), and Energy (ISO 50001), which align with SDGs 6, 7, 13, and 15. This adherence gives our shareholders the confidence and assurance they seek. Furthermore, all Stork employees are required to complete an annual ethics training program, which covers the core ethical matters that are considered material to our business.

Please refer to Appendix 9.

157.7
2022 revenue
(million £)

208.9
2023 revenue
(million £)

100%
staff with
stork emails
completed
ethics training

1
Whistle blower
case recorded
in 2022 and
2023 (0 and 1
respectively)



As a business, we recognise the importance of Corporate Social Responsibility (CSR) for our shareholders. To address this, Stork established a dedicated CSR team tasked with achieving specific objectives that align with our commitment to creating a better world. This team receives full support from senior management, who annually review and approve the CSR budget to fund various programs and activities. Our engagement spans multiple sites and locations across the UK.

It is our responsibility to implement strategies that reduce our overall environmental impact and carbon emissions. During the budgeting process, we consider costs for projects aimed at improving energy efficiency, which in turn lowers our carbon emissions. Additionally, Stork is exploring diversification into the emerging energy transition sector, leveraging our existing capabilities and skills. [Please refer to Appendices 10 and 11.](#)

£2,290.21
CSR expenditure in 2022

£17,222.30
CSR expenditure in 2023

This proactive approach allows us to apply the successes and industry experience we have gained over the years to new areas. We believe that not only will this be beneficial for our business, but it also demonstrates our commitment to the energy transition program in the UK.

This approach presents several anticipated challenges, including new regulatory demands, increased operational costs, the need for specialised skills, and potential incident risks. However, as a business, we believe that embracing this direction is essential for staying ahead of the curve and consistently achieving profitability.

Annual Safer Together Awards

Consistent with this approach is the year running annual safer together awards which brings together clients, colleagues and industry partners to celebrate best practice covering health and safety, community engagement as well as other charitable endeavours.

This recognition strategy is one that takes clients, colleagues and the industry partners on the joint journey of collaboration and partnership to drive success in our local communities and areas we operate. This aligns with SDG 17.

In 2023, as part of our safer together award we raised over £1000 which was donated to the Royal Air Force Benevolent fund.

Award Categories

We Care

We Protect

We Support

Take the Lead

Employee Rep of the Year

Safety Rep of the Year

Regional Director's Award





Offshore Europe

in 2023, Stork UK supported during the Offshore Europe Exhibition series held in Aberdeen in partnership with the local travel industry by providing transport using electric powered buses to support the movement of guests and visitors during the event.




STORK

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for the **PLANET**
we live on

DELIVERING YOU TO

OE 2023 **5-8 SEPT 2023**
Offshore Europe **ABERDEEN, UK**

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CONCLUSION

Industry Awards and Partnerships

Year	Awards	Category
2022	 cHeRries Awards	Exemplary Employer of Choice and Rising Star
2022	 Northern Star Business Awards	Staff Matter
2022	 Offshore Safety Awards	Safety Rep of the Year Award
2022	 ECI Awards	Large Employer of the Year
2023	 Offshore Achievement Awards	Outstanding Skills Development





Challenges and Future Goals

Stork, is acutely aware of the growing complexities and evolving demands in our of the industries in which we operate, and the need for a strategy which meets the need of the present without compromising the ability of the future generation has never been more pronounced. Our people are central to our successes and therefore training and knowledge transfer is critical to our journey. Supply chain is also a pivotal to operations, building relationships with members of our supply chain and establishing the shared purpose will be present its challenges. As Stork, we recognise the shift of our industry toward the energy transition which will be driven by cleaner energy alternatives. Although this shift comes with its challenge it presents opportunities as well especially as we consider diversification opportunities.

In the last 2 years, Stork has taken a strategic decision to actively seek out industries outside the traditional Oil and Gas sector that meet the service requirements that we deliver with the intention of profiling opportunities for which our expertise can serve. The growing carbon storage, hydrogen and nuclear industry sectors are some that our teams have already started actively engaging with. The goal is to ensure that we consistently deliver service to clients, support the energy transition and secure sustainable return on investment for our shareholders.

Finally for all stakeholders, it will be important to keep the engagement going, so effective communication is also pivotal.





Conclusion

For Stork, how we maintain a better world is considered part of our daily routine whenever we engage with our people or other interested parties and every time we deliver a product or service to our clients.

Having taken time to reflect on our journey so far as a responsible, sustainable, caring and inclusive business, we can clearly see the benefits to all stakeholders internal and external. Our employee engagement platform DRIVE, has enabled Stork to seek feedback, learn and improve in the ever changing workplace with Stork embedding diversity, equity and inclusion (DEI) into our culture, it's just how we work now.

We have continued to invest in our leaders taking them on a journey through knowledge exchange and learning to create the right atmosphere at work which we believe is key to staff retention as well as operational excellence. Commitment to professional development for our staff has continued to grow with the benefits of upskilling across all areas delivering value for money and supporting clients sustainability goals. The engagement of our staff across our locations has been exceptional with local community engagement through charities and other noteworthy causes show the further entrenchment of this culture. Sustainability and best practices has been a driver on the choices made while delivering solutions to our clients and our case studies highlight the improvements and quality of service we proudly deliver. These wins have translated into a growing business, enhanced reputation and increased revenue to our shareholder. A win-win for everyone concerned.

As Stork, we aspire to be the industry reference everyday everywhere in everything we do, to achieve this we are well aware that this will test our resilience and commitment, however with continued collaboration and engagement with all of our stakeholders we will continue to deliver consistent value exceptional service in a safe, ethical and sustainable manner. We pride ourselves on being a continually learning and evolving company so the journey continues.





Appendices

Appendix 1 - Carbon Offset

Year	Carbon Offset
2022	267t CO2e

Appendix 2 - Emission Reductions

Categories	2022 (kwh)	2022 (tCO2)	2023 (kwh)	2023 (tCO2)
Total Energy (Scope 1 and 2)	4081988	892.9	3928137	851.1
Oil (Scope 1) (Kwh)	1428426	353.1	1570892	387.4
Gas (Scope 1) (Kwh)	492095	89.8	301545	55.2
Fleet Fuel (Scope 1) (Kwh)**	777661	182.4	899183	169.0
Electricity (Scope 2) (Kwh)	1383806	267.6	1156516	239.5
Energy excluding Fleet Fuel	3304327	710.5	3028954	682.1
Business Travel (Air)		187.5		181.19

Target Reduction of energy (excluding fleet) use by 5%

5%
Achieved

5%
Achieved

*Oil use in 2023 increase was due to the expansion of operation involving the uptake of new property increasing overall heating requirement in the last quarter of the year.

** Fleet energy figures increased with addition of fleet to our existing portfolio and the expansion of operation across more client sites.

Appendix 3 - Intensity Ratios

Intensity Ratio	2022	2023
Energy Use Intensity Ratio per £M Turnover	25999.9 kwh/million	18803.9 kwh / million 27.67% reduction per million
Electricity Use Intensity Ratio per £M Turnover	8814.0 kwh/million	5536.2 kwh/million 37.18% reduction per million
CO2 emission intensity ratio per £M Turnover	5.6 tonne CO2/million 10153.11	4.07 tonne CO2/million 27.3% reduction per million

Appendix 4 - Water Usage

Categories	2022	2023
Total Water (m3)	10282.27	8362.19
Water Use (m3)	10282.27	8362.19
Waste Water (m3)	10020.77	7919.34



Appendix 5 - Waste

Categories	2022 (tonnes)	2023 (tonnes)
Total Waste * (across all sites)	406.548	524.042
Total Waste per £M Turnover	2.577 tonnes/ million	2.508 tonnes/ million 2.6% less tonnes of waste per million in 2023
Non-Hazardous Waste ***	324.764	425.046
Hazardous Waste **	81.784	98.996

*Rise in overall waste figures in 2023 is attributable to clean out operation across our sites across the UK, hazardous waste rise noticed in 2023 was due to increased volumes of garnet and hoses received from offshore through client projects.

**Non-Hazardous Waste are general waste, dry mixed recycling, wood and scrap metal.

*** Hazardous Waste are paints, solvent, hoses and garnet.

Appendix 6 - Waste Management

Waste Management Pathways	2022 (tonnes)	2023 (tonnes)
Recycled and Treated	337.313	439.404
Waste to Energy	41.675	48.338
Landfill	27.560	36.300

Appendix 7 - Local Community involvement

Site	2022	No of Participants	2023	No of Participants
Aberdeen	May 2022 –	18	March 2023 – (HSEQ Team event)	11
Aberdeen	Oct 2022 – World mental health day (32kg)	9	June 2023 – World environment day (20kg)	12
Southport	Oct 2022 – World mental health day (22.5kg)	7		
Aberdeen & Grimsby	5th June 2022 – World environment day (162kg)	39		
Southport	5th June 2022 – World environment day (35.5kg)			

Appendix 8 - Supplier Engagement

Category	2022	2023
Suppliers* Screened/on boarded	115	100
Suppliers ranked by risk profile	115	100
Supplier Audits on CSR	4	4

*Supplier on-boarding questionnaire in 2023 included HSEQ, CSR and DEI elements



Appendix 9 - Company financials

Categories	2022	2023
Revenue (million £)	157.7	208.9
EBIT (%)	2.8%	3.7%

Appendix 10 - Corporate Governance

Categories	2022	2023
Ethic Training (percentage of staff completion) (staff with stork email addresses)	100%	100%
Whistle-blower cases	0	1
Internal Audits	53	44
External Audits	24	27

Appendix 11 - CSR Expenditure

Categories	2022	2023
CSR Expenditure	£2,290.21	£17,222.30



Prince's Trust

