



# GENDER PAY GAP REPORT

APRIL 2023 – OFFICE BASED PERSONNEL

STORK TECHNICAL SERVICES UK 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.**

We believe in addressing the gender balance in how we recruit, support and provide for our employees and this is a goal we are inspired to achieve. We believe diversity goes beyond gender and fully appreciate the benefits that a wide-ranging workforce brings - to our company culture, clients, communities in which we work and to our industries.

Stork will continue to play its part, by attracting new talent into energy and industrial sectors, developing existing talent and providing an inclusive environment for individuals to thrive.

We want to embrace equity, people start from different places, so true inclusion and belonging requires equitable action.

In our report you will see that we have made progress in a number of areas and what our focus will be in 2023. “



**Steve Hunt**  
Regional Director U.K.

## 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 UK Limited is an entity of the global Stork Group and is largely engaged in the onshore and offshore energy and industrial industries. Regionally, Stork employs approximately 1400 people with the majority of these individuals working on offshore installations in the UK Continental Shelf as well as our onshore clients' sites.

## OUR VALUES

We strive to create an inclusive environment where our employees are welcomed, encouraged, respected, connected and cared for. Creating an inclusive workplace is implicit in our values and behaviours and we want every unique person working for Stork to feel that they have a valued contribution to make our business a success.

Stork is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to our organisation. By embracing this diversity and the richness of contributions all of our employees can make, everyone working for Stork has the opportunity to reach their maximum potential.



## OUR PLEDGE

Stork has committed to deliver on the [AXIS pledge](#) which holds organisations accountable for increasing gender balance within the Aberdeen Energy Industry.

We are committed to embedding the principles upheld by this pledge across our other UK sites.

## OFFICE REPORT

This report encompasses everyone who is office based, as well as RPlant.

## REPORTING OUR GENDER PAY GAP

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

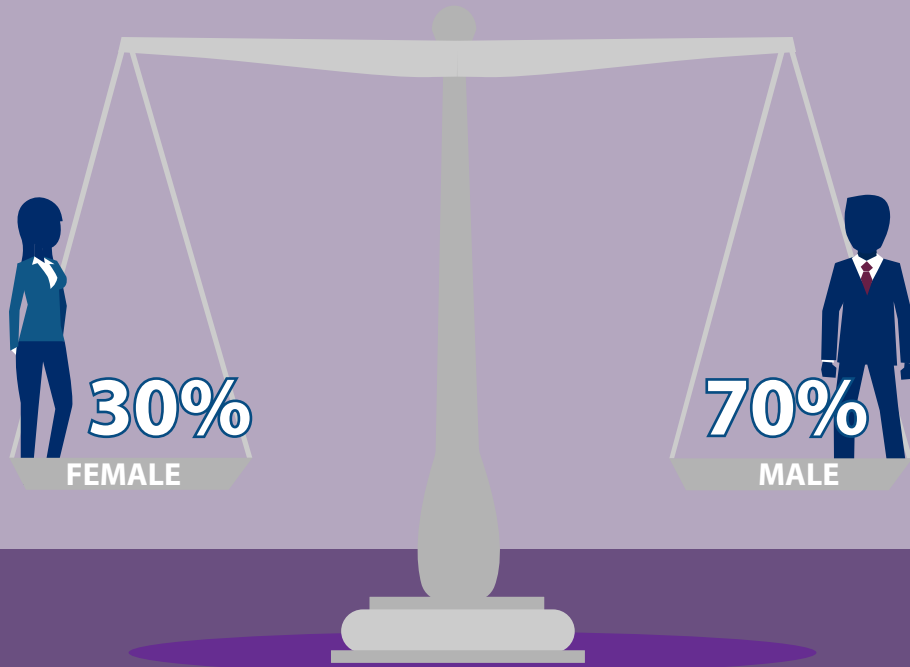
Equal Pay means that men and women doing the same or similar work receive equal pay. Stork has long been committed to equal pay.

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

## UNDERSTANDING THE GAP

This report relates to Stork's UK Office Personnel and operations. The snapshot date of 5<sup>th</sup> April, 2022 has been used for the basis of our Gender Pay Gap calculations. All findings have been prepared in accordance with ACAS guidance.

### STORK'S OFFICE BASED 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.

”

## 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.

The difference in mean pay of men and women:

22.5%

The difference in median pay of men and women:

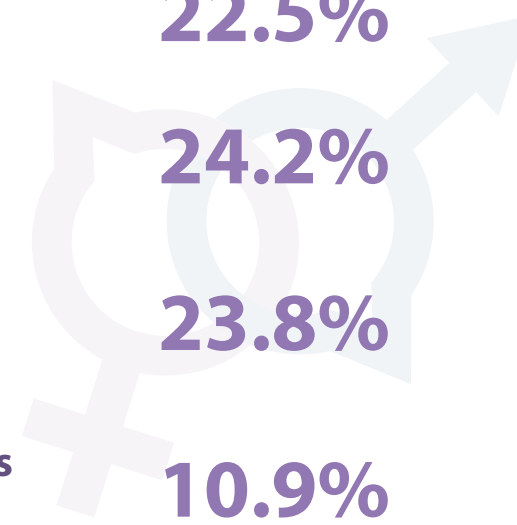
24.2%

The difference in mean bonus pay of men and women:

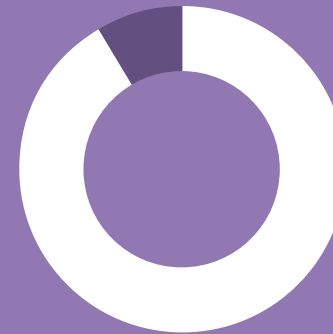
23.8%

The difference in median bonus pay of men and women:

10.9%



## THE PROPORTION OF MEN AND WOMEN WHO RECEIVE MANAGERIAL BONUS PAY



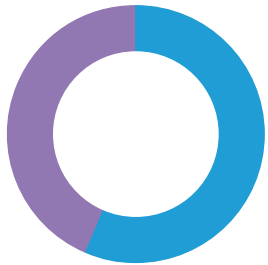
8.5%  
FEMALE



16.4%  
MALE

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

## LOWER QUARTILE



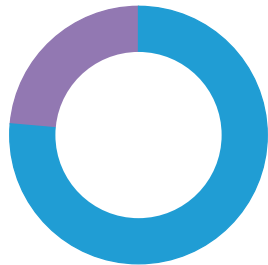
**43.5%** FEMALE **56.5%** MALE

## LOWER MIDDLE QUARTILE



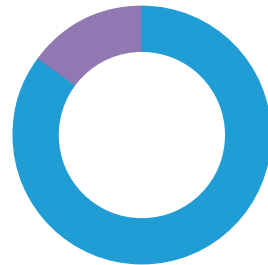
**39.3%** FEMALE **60.7%** MALE

## UPPER MIDDLE QUARTILE



**23.4%** FEMALE **76.6%** MALE

## UPPER QUARTILE



**15.0%** FEMALE **85.0%** MALE

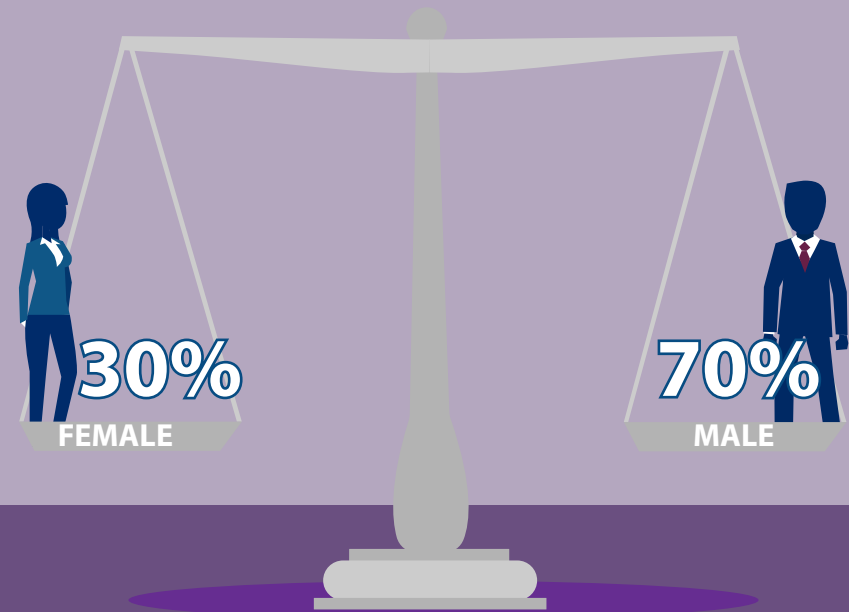




## ANALYSING OUR GENDER PAY GAP

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

70% of our employees are male and 30% of our employees are female.



“

We are committed to taking steps to continually improve Stork's gender pay gap demographics. By ensuring our workplaces are without bias, and promoting equity among our workforce.

”



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.

## 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 possible. Stork has flagship partnerships with both a local primary and 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 apprenticeship programmes
- We work with external charities such as Career Ready and Prince's Trust to attract young people to our industry and demonstrate there are roles for everyone



### 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
- Unconscious bias training is mandatory for all employees to further embed our diverse culture
- We support and work towards corporate diversity and inclusion 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 provide them with lifestyle choices
- We endeavour 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
- We use stay interviews and succession planning to continuously monitor career aspirations



## 2022 HIGHLIGHTS

- Dedicated D,E&I Sponsor and Ambassador:
  - D,E&I Sponsor – George Akers, Regional Director – HSSEQ
  - D,E&I Ambassador – Katherine Webster, HR Manager – Employee Engagement
- Our employee engagement platform; DRIVE, with a dedicated pillar for Inclusion and our UK Leadership Team sponsor, George Akers – Regional Director HSSEQ
- Our continued work with local primary and secondary schools as part of Developing Young Workforce
- We established a Diversity & Inclusion focus group to challenge overall culture and working practices in line with an agreed D&I action plan
- Presence of Diversity & Inclusion topics in our employee surveys
- Introduction of Employee Resource Groups focusing on Accessible Workplaces, Stronger Cultures and Generations Working Together
- Introduction of a suite of policies including a Diversity, Equity & Inclusion Policy
- Participation in Inclusion Week to raise awareness throughout Stork and regular awareness days throughout the year
- Continuation of compulsory unconscious bias training for all employees
- Improved tender process, using videos which showcase our diverse workforce
- Improving work life balance through hybrid working, Flexi-Friday and flexible working hours

## OUR 2022 STEM ACTIVITIES

Working closely with our partnership schools, Meldrum Academy and Quarryhill Primary School, we provide information to young people about the variety of careers open to them, across all industries and sectors.

At Meldrum Academy, we hold sessions to help pupils understand how school subjects link to the world of work and the skills they provide.

Throughout the year, we present to pupils and parents, highlighting the variety of career options open to young people when they leave school. We have a strong focus on trying to ensure young people understand the opportunities available to them and that there is no gender specific roles or wrong path.

During the course of 2022, we worked with a local college, NESCol to roll out their SuSTEMability Challenge to our partnership school, Quarryhill and another primary school within Aberdeenshire. This programme aimed to engage young people in STEM activities at a school age, encouraging them to think about future careers in those fields.





## OUR 2023 LOOK AHEAD (IN BRIEF)

Working closely with our industry peers, we will continue our commitment to 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 four 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 DRIVE Employee Engagement Framework. Our focus will include increasing the intake onto our ILEAD management programme, which develops the behaviours that are required for our leaders and provides 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 employee experience



### RETAIN

Continue to focus on our employee's voices, through surveys and our elected employee representatives

## 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.



**STORK**

**STORK  
NORFOLK HOUSE  
PITMEDDEN ROAD, DYCE  
ABERDEEN  
AB21 0DP**

**TEL: +44 (0)1224 722888  
FAX: +44 (0)1224 723406**

**STORK.COM/UK**

**STORK TECHNICAL SERVICES UK LTD.**