

STORK

A Fluor Company

GENDER PAY GAP REPORT

April 2018

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 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

We are proud to be part of the Fluor Corporation who have been named as one of the world's most ethical companies for the 13th consecutive year.

Stork's core values of safety, integrity, teamwork, excellence and client focus ensure the highest standards of business conduct and ethics. We are committed to equal opportunities and equal treatment of all employees regardless of their gender or other personal characteristics.

We strive for diversity across our organisation and our business processes such as recruitment, career development, remuneration and promotion, are based on objective criteria and merit.



"I fully support Gender Pay Gap reporting as part of our wider initiative to tackle inequality and recognise the importance of diversity and inclusion in our workplace and the associated benefits that they bring.

"We remain committed to building on the work we have already carried out in this area and I am pleased that we can report specific activities we have undertaken in 2018 to further support our diversity and inclusion goals."

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.

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.

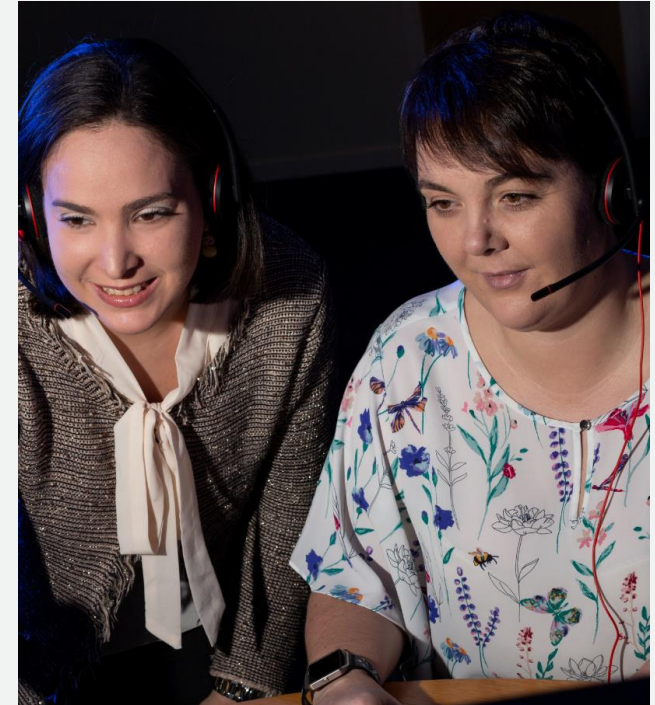
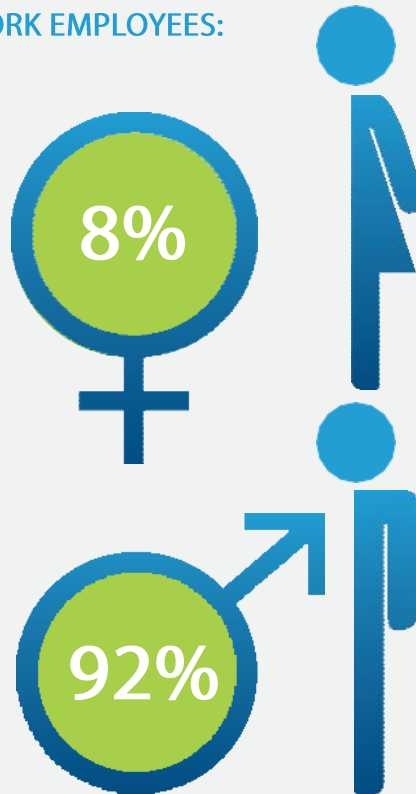
Gender Pay Gap is a measure of the difference between men's and women's average earnings. Gender pay gap is influenced by many factors including societal norms and industry sectors.

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.

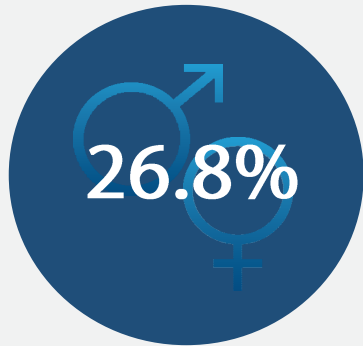
UNDERSTANDING THE GAP

This report relates to Stork's UK based entity and operations. The snapshot date of 5th April, 2018 has been used for the basis of our Gender Pay Gap calculations. All findings have been prepared in accordance with ACAS guidance.

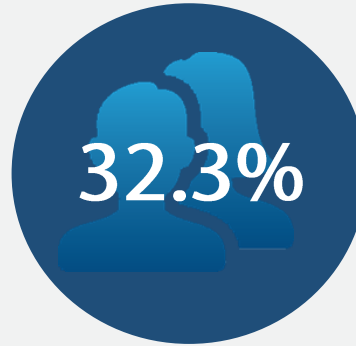
STORK EMPLOYEES:



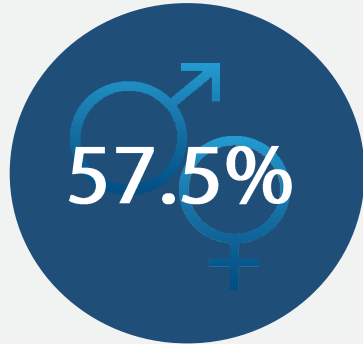
THE DIFFERENCE IN MEAN
PAY OF MEN AND WOMEN:



THE DIFFERENCE IN MEDIAN
PAY OF MEN AND WOMEN:



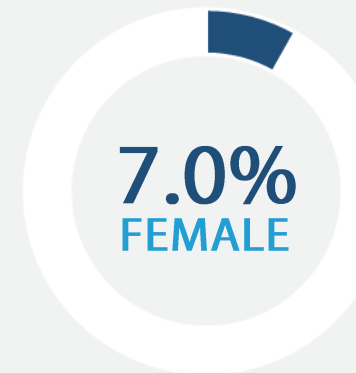
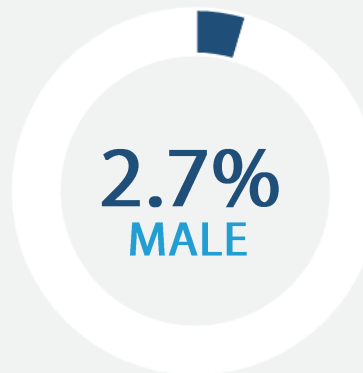
THE DIFFERENCE IN MEAN BONUS
PAY OF MEN AND WOMEN:



THE DIFFERENCE IN MEDIAN BONUS
PAY OF MEN AND WOMEN:



THE PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUS PAY:



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 IN EACH QUARTILE PAY BANDS:

LOWER QUARTILE



28.8% 71.2%
FEMALE MALE

LOWER MIDDLE QUARTILE



3.5% 96.5%
FEMALE MALE

UPPER MIDDLE QUARTILE



1.7% 98.3%
FEMALE MALE

UPPER QUARTILE



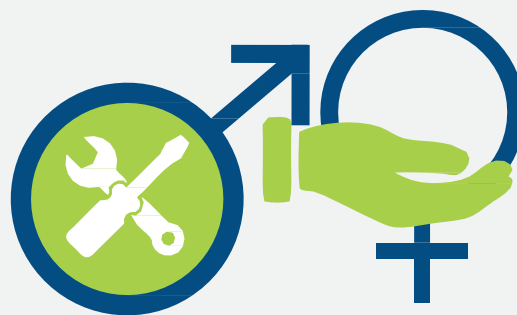
4.0% 96.0%
FEMALE MALE

ANALYSING OUR GENDER PAY GAP

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



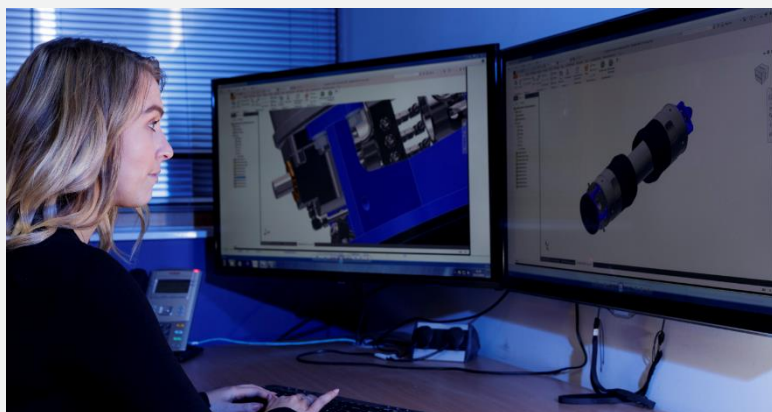
More males than females – 92% of our employees are male and 8% of our employees are female.



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 reflects 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 the number of women in 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 women 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 to senior management levels.
- 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 identify female 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 endeavour to offer a flexible working environment that matches lifestyle expectations.
- We welcome back anyone who has had extended time away from the office such as maternity or paternity leave, and provide them with the opportunity for career progression.

2018 ACTIONS

- Engaged with recruitment firms to encourage greater diversity.
- Sponsored and mentored Go4SET teams from Meldrum Academy, encouraging increased female participation.
- 33.3% of graduates recruited were female.
- Networking and benchmarking within industry regarding gender diversity and best practice.
- Stork in the UK embedded an employee referral scheme which aims to attract a more diverse workforce.
- Key results areas included gender diversity targets.
- Senior female manager selected for Executive Mentoring Programme.
- The creation and roll out of our regional talent management programme; Diamond, generated development opportunities for all employees, encouraging inclusion and diversity.
- Both on and offshore Employee Representative Forums were established, enabling varied thoughts and feedback to be heard from across our business.
- Stork in the UK attained our Silver Investors in People and Investors in Young People accreditations.
- Introduction of Salary Extras programme, including enhancements to work life balance.
- The redesign of employee benefits undertaken in 2018 has resulted in a more inclusive pension scheme design.



A Fluor Company

Stork

Norfolk House Pitmedden Road, Dyce
Aberdeen, AB21 0DP

Tel: +44 (0)1224 722888
Fax: +44 (0)1224 723406
www.stork.com