

# HR-CONNECT

Edition 02 – September 2023



*Equality, equity and diversity*  
**in our region**

**FOX LATAM**  
*Implementation*

*AI, Technological progress*  
**and reality**

*Facts that add*  
**Value**

**STORK**

*A Fluor Company*





**Diana Rodríguez**  
HR MANAGER  
LATAM

You,  
**Our**  
purpose

**HRCONNECT**

Edition 02 - September 2023

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# EDITORIAL

*We finished the first half of the year and are getting closer to the year-end. All of our processes are moving forward and our teams make efforts daily to achieve the goals proposed. The Human Resources team seeks to provide tools, opportunities and wellness to our main asset: our Stork LATAM employees. **Our regional team has worked focused on the different goals aligned with our People Strategy, seeking to go beyond human talent to attract, develop and retain the top talent during these challenging times.***

*I would like to recognize initiatives such as the first **WellStork Week**. This week gave us the opportunity to **involve our employees and their families**, with more than **12,660 participants** throughout the region. Our HR team in the operations, under the leadership of the Wellness team, achieved the implementation of **more than 200 activities** based on the **five (5) pillars of the program**: Financial, Mental, Emotional, Physical and Sustainable wellness.*

*In addition, our diversity, equity and inclusion program **WE ARE STORK**, has made progress on the Women and Generations program. Through the launch of Valued Women and Mentoring programs, we have included different employee populations in activities that add value outside the work objectives, looking for being a more inclusive and fair company for all.*

*There are still many challenges to achieve during this second half of the year. We have asked ourselves, What should we work on as a Company? Where do we want to go, and how do we want to be perceived? We are working hard to obtain the **EQUIPARES** Gender Equity Seal, and in the Campus annual event, **SUMMIT Stork**, which celebrates its second edition with the help of the IT team, bringing topics such as the current technological changes, and the different topics we have been working on.*

*Moreover, we will soon be launching our sixth **Sustainability report** for Colombia and Peru, informing about our stakeholders' management and how we contribute to Maintaining a Better World.*

*I hope you enjoy this **second edition of the HR Connect Magazine** and get to know more about the activities that enrich our organizational culture and reinforce our commitment to deliver the best to our colleagues and their families.*



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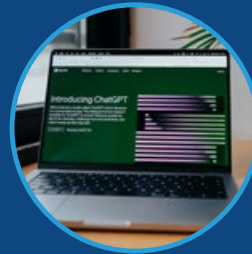
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# WE ARE ALL VALUED WOMEN

We invite you to meet  
**Kalifa Als here** 

Valued  
woman

well **STORK**

*We are*  
**STORK**



# Flexible COMPENSATION SYSTEM

A custom-made compensation model  
is coming soon!

HRCONNECT

The Human Resources area has been working on structuring an efficient compensation model that allows our employees to increase their net income and help the company optimize its labour costs. A flexible compensation model is a tool that helps us to accomplish the financial plan of our employees, according to their life cycle stage.

Under this compensation scheme, employees may choose to receive

a percentage of their income (up to 35%) through non-salary benefits, aligned with their personal and family needs and increasing cash flow, all without affecting pensions or benefits.

#### How does it work?

The employee does not contribute to the health insurance companies, nor the pension fund on the flexible portion, and may optimize the income tax, if they select options that by their nature do not

constitute taxable income. On the other hand, the Company guarantees that the employee will not be affected on the flexible value in social benefits, when compensating sick leaves, indemnities or pension contributions.

We will soon be providing more information on who will be eligible for this new compensation model, the types of options or benefits and the affiliation procedure, among other topics. 🌐

As part of the changes occurring in the LATAM region, the HR area is getting ready to separate the FOX information system from the global database.

The main objectives of the "Fox LATAM" Project are to guarantee the system functionality, preserve the information history and locally assume all the system management and support roles, including the activities performed from the headquarters.

We created a work team with the IT area, Global Fox Support, and Local Fox Support, defining a detailed work plan with a continuous follow-up to make it possible.

The main challenges are:

- Successfully migrate the database located in Europe servers and move it to local servers in America. This phase includes data elimination and configuring other regions to make available only what corresponds to LATAM.

- Re-testing activities in which the functionality of the application is tested again.

- Interface reconfiguration.

- Knowledge transfer.

Finally, we expect to go live successfully without affecting any process. During the implementation phase, we can enhance the system's functionality to become autonomous in Fox's management and continue to provide the best service to our operations and employees. 🐾





# AND, WHAT ARE YOU DOING TO KEEP UP?

*By. Mónica Almonacid  
Learning and Development Consultant*



Technological progress is here to stay, and it is a reality present in all aspects of our lives. It's impossible to deny that, in both personal and professional contexts, we are - whether we want it or not, whether it comes easy to us or not, whether we are aware of it or not-technology users. It implies a fundamental transformation in the way we relate, work and live.

And, if the journey so far is amazing, the future is even more so. When reviewing some studies in this regard, we found that the World Economic Forum (WEF) predicts: "42 % of our daily tasks will be automated by 2027, being the Artificial Intelligence (AI) the innovation that will contribute the most to employment changes during the next five (5) years. It does not necessarily mean jobs reduction; on the contrary, job increase by generating new roles and tasks."

It leads me to share with you two reflections:

First, there is no doubt that changes are imminent, and every day there will be more automation and technological tools. Therefore, **knowledge acquisition and new skills development to avoid our illiteracy in the technological field will be a permanent requirement**, because as they say: "Tomorrow, the drone will do things for me, but someone will have to handle the drone".

Second, while technology will play an increasingly important role in the workplace, and it will do many things for us, **there are human skills that**

**will never be unnecessary, and that, in this technological world, become even more important.**

Because the machine will be able to simplify our lives, but it will not replace us altogether.

While writing these lines, I think about what happened when e-mail first appeared or when we had Excel tools. At the beginning we did not know what it was about and how it worked, and for many, it could have generated some fear and uncertainty. However, many will agree with

"42 % of our daily tasks will be automated by 2027".

me when I say that we can no longer imagine, what would we do without them? Today, after learning how to use them and discovering ways to take advantage of them, we know that they are tools that make our work easier and our lives simpler. Still, without the analysis capability of the human mind, they would not have all the value they have today.

And it is here, hand in hand with technology, AI and other applications and tools that are being developed today and will be increasingly available in the workplace, where all of us, companies and individuals, have a valuable opportunity to continue growing and challenging ourselves. For companies, it will be crucial to have the right talent who not only knows how to use the new emerging technologies and take full advantage of them. It will also be essential to have people who can add value to everything that technology makes possible. For employees, it will be necessary the continuous development of knowledge that



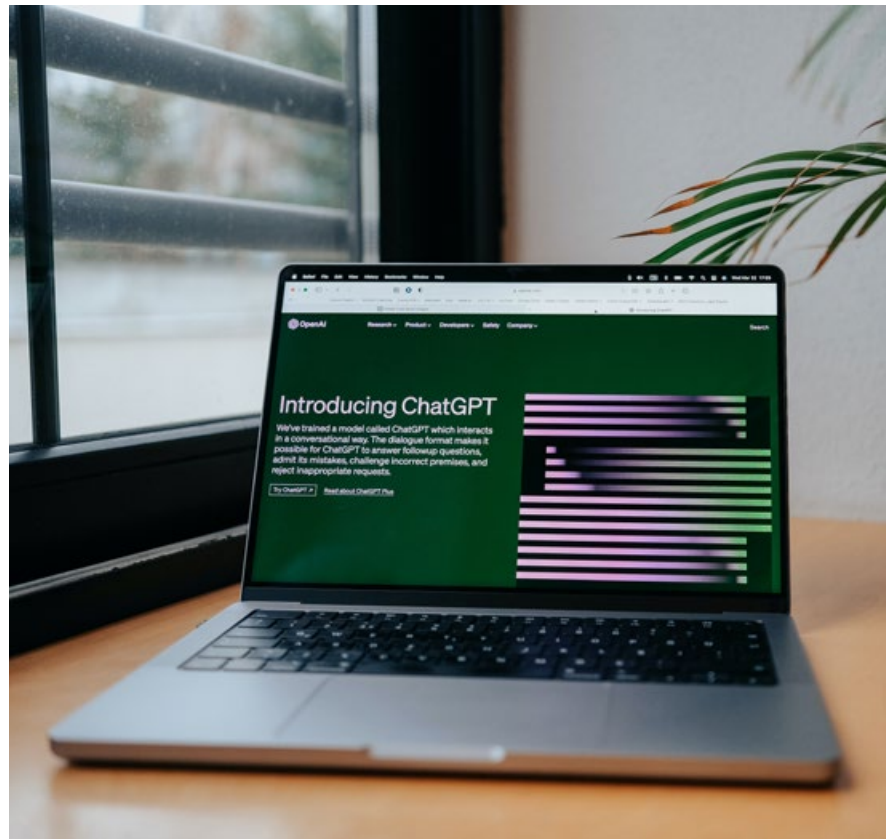
Our invitation today is to learn without fear and with the curiosity of a good learner.

allows them to access the benefits of this new technology at work (technical skills).The permanent development of personal skills, today called “power skills”, to complete the work made by the machine and add real value to the organization.

Our invitation today is to learn without fear and with the curiosity of a good learner. Take advantage of all the new existent learning methodologies and all the online tools available (many of them are free), to research this amazing technological and innovative world.

As we discussed in our previous version of **HR Connect**, it is important to work on your own Upskilling and Reskilling process, keep your knowledge current and reinvent the jobs and roles that AI brings. Here are some ideas to get you started:

- Identify your knowledge and what you would like to learn according to your personal or professional interest.
- If you are exploring the topic, you can read articles related to digital transformation to broaden your mind.



- Listen to a tech podcast or follow tech influencers to learn tech vocabulary and terms.

- If you know more about the subject, identify the applications, systems or digital tools you are most interested in according to your field or profession.

- Define concrete actions on how you are going to start developing the knowledge you need or the digital competence you are looking for. You can seek the help of an expert, or start reading online about the topic. Maybe you can find a free online tutorial that will help you, or you can search in the e-learning platform of your choice.

- Take advantage of social networks to learn more about what's trending

or start exploring ChatGPT for simple, everyday questions.

- Look for short courses or certifications that validate your knowledge. Companies like Google offer several of them for free.

It does not matter where you start;the most important is to open your mind and start tryin Remember that we were able to dominate e-mail and Excel while using them. Let's think that independent of their current role or position, we can and should think of technology as something that came to help us, but that also requires a permanent and active preparation.

May the changes not leave us behind, but always lead us forward! 🎯



Campus Stork, our corporate training program, considered SUMMIT as the annual training event where all of us can feel inspired to keep growing and acquiring new knowledge that boosts organizational changes.

The first version of *SUMMIT Energy* was held last year. There, our experts shared their knowledge

about energy efficiency, new energies, environmental impacts, success stories.

The event had the participation of Colombia and Peru employees, and helped the Energy Efficiency Committee to promote its initiatives, and the certification process for the Energy Efficiency ISO standard, which we are currently accrediting.

This year, the second version of SUMMIT will take place in September: *SUMMIT Tech*, together with the IT team. We invite you to participate and join the different activities to learn about the worldwide technological changes, and motivate you to be their facilitator and sponsor.

We will share more information soon. For now, book your agenda for September 20, 21 and 22! 🎯



# summit

TECH >>> BY CAMPUS

## a Campus event for you



HR·EON·N·E·CT



# Facts that generate **VALUE**

**D**uring this year, we have materialized our purpose, *Maintaining a Better World*, through the efforts made in the social projects, allowing us to reinforce our commitment and legacy to support the territories where we operate.



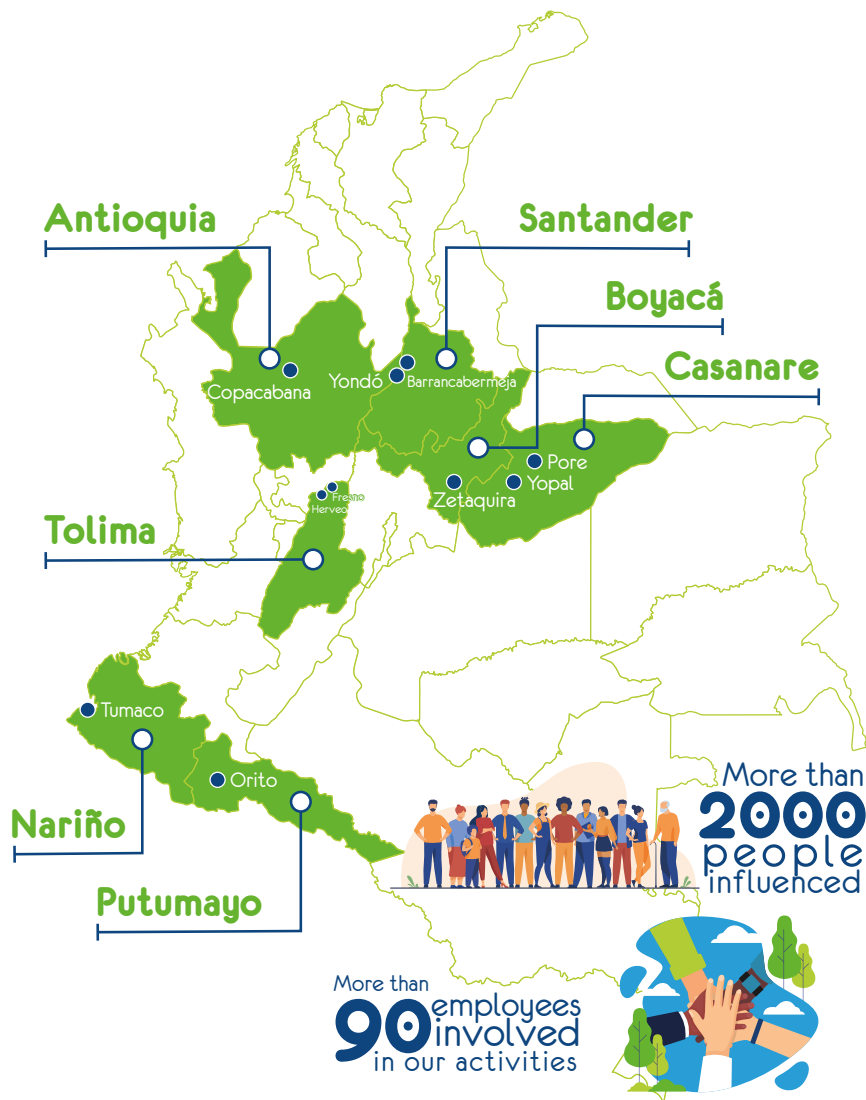
## I AM A VOLUNTEER

Corporate volunteering is a tool to encourage our employees to take some of their time and skills to serve and support the activities designed under the solidarity actions program. In this way, we promote and strengthen the results of performance and improvement in our teams, while positively contributing to our society.

I AM A VOLUNTEER focuses on three (3) action lines to influence local communities:

1. Environment
2. Community spaces improvement
3. Solidarity actions

During 2023, our corporate volunteering days focused on:



Through this corporate social project, our employees can find a space to contribute with the society through their talents, and get to know more about our commitment with their communities and territories.





### LEARN WITH STORK



From a practical and playful methodology designed in 2021, which includes arts, games, music, and experiential learning, we want to teach children from our operational zones about the fundamental axis of being a citizen, their relationship with the environment and how they relate with others. We have nine (9) modules for them to learn about:

- Tumaco (Nariño) **500** children
- Tesalia and Paicol (Huila) **308** children
- Middle Magdalena (Santander, Antioquia, Bolívar) **390** children
- Orito, Valle del Guamez and San Miguel (Putumayo) **112** children

These actions and results demonstrate that Learn with Stork leaves a true legacy in the territories where we are present.

We want to teach children from our operational zones, from arts, games, music, and experiential learning,

- Environmental care and protection
- Rights and Duties
- Diversity and Inclusion
- Leadership
- Teamwork
- Life Skills
- Biodiversity
- Selfcare
- Integrity and Values

During 2023, our Learn with Stork program has achieved the following results:



# Escuela de GESTORES COMUNITARIOS

## COMMUNITY LEADERS SCHOOL

The leadership of our community leaders is fundamental for the development of the territories. For this reason, the Community Leaders School teachings are based on leadership, community management, social management and projects.

Our objective is to provide tools and knowledge to those who want to develop the following skills:

- Leadership
- Project Management
- Team work

In this way, we promote leaders trained and aware of their influence in society and the environment.

During 2023, Our Leaders School had the participation of 46 community leaders from Albania-Guajira, Barrancabermeja and Florian-Santander, and Tesalia-Huila.



## FREEDOM OF ASSOCIATION RESPECT

At Stork, the Unions Relations Culture aims to promote relations based integrity and work corporate values inside the Company, promoting permanent dialogue and achieving peace and long-term relationships based on respect, credibility, trust, fairness and win-win, with the different unions.

• In 2023, through Campus we had the participation of 254 people on topics related to the knowledge and implementation of current Collective Bargaining Agreements, and relevant aspects of Unionism in our daily work.

• In the country's northern zone, we provided practical dialogue tools to a population of 71 employees, including supervisors and administrative personnel, as part of the commitments established with the operation after the 2022 negotiation meetings.

For the second term, we will continue to strengthen the preventive work in the relationship with the different trade union organizations, understanding the current context of Colombia, and our company's sustainability, image and reputation. 🌱



HREON-NECT



# well STORK week 2023

## Highlights

More than  
**284**  
activities performed



During the week of **June 26 to 30**, we performed our first **WellStork Week LATAM 2023**, a space created for our **employees and their families** to participate in this **comprehensive wellness** program, which had more than



**12,660**  
participants  
from LATAM region:



Colombia



Peru



Trinidad & Tobago

Based on the **five (5) pillars** of the program:

**33**



**ECONOMIC WELLNESS**

**72**



**MENTAL WELLNESS**

**86**



**EMOTIONAL WELLNESS**

**73**



**PHYSICAL WELLNESS**

**16**



**SUSTAINABLE WELLNESS**

# #WeAreAllWellstork



We also launched  
**bienSTORK KIDS**  
 a space for the little ones

**4**  
 activities performed, with  
 the participation of  
**542 children**



Children, nephews, nieces, grandchildren and relatives of our employees in Colombia and Peru

We broke barriers and reached all of our operations in the region, regardless of the distance, language, geography, and work shifts of our employees.

# Wellstork

A program tailored for you and your family.





# OCELOT

Project in Trinidad and Tobago



HRCONNECT

Stork was awarded the EPCIC contract to execute this project in November 2022. The Ocelot Project is the largest EPCIC project to be conducted by Stork, Trinidad. It will uti-

lize the company's full suite of services and capabilities from Optimise engineering (FEL) to Commissioning Support and Start Up activities. This multifaceted project is critical

to Trinidad and Tobago's gas processing capabilities, as a disruption in this pipeline can impact the Beachfield Gas Processing Facility, which processes all of BPTT's gas from its offshore facilities.



### Project Background

The existing onshore 6-inch pipeline was commissioned in 1998 and comprised ca.12.6-km of buried pipeline. The pipeline route starts at the BPTT Beachfield Facility. It travels immediately below grade for several meters before exiting the Facility’s perimeter fence into the Right of Way (RoW). The pipeline is routed mostly across a forest reserve. A small segment travels through the Guayaguayare village and ends within the Terminal Facility.

The pipeline was designed with a 50-year life span; however, further inspections conducted by bpTT confirmed a pattern of increasing internal corrosion that has increased in both size and frequency, resulting in the company intervening with the installation of external clamps to enable operations until 2024. Driven by the needs of the business and the environmental impact of a deteriorating pipeline, which can result in loss of containment or shutdown, BPTT sanctioned the Ocelot Project.

The project scope involves the implementation of a long-term solution: replacing the existing 6-inch pipeline with a new proposed pipeline of 7-inch.



### Successful start to the Ocelot Project

#### Phase 1- Early Works on the Ocelot Project was completed successfully.

The scope included the following-

- The refurbishment of three (3) access roads
- Creation of laydown areas and clearing temporary workspaces along the pipeline route between Beachfield and Galeota.

#### Phase 1 Project Highlights

##### Safety

- 39,184 cumulative work hours without a personal safety incident
- 1,963 IRIS cards completed
- 279 self-verification and oversight checklists completed (bp and Stork)
- 81 leadership visits conducted (bp and Stork)
- 2 proactive safety stand-ups completed
- 2 emergency drills conducted (medical emergency and bush fire)

##### Environment & Sustainability

- Seven (7) approved tree removals completed
- Ongoing wildlife relocation (done by a specialist team) to preserve biodiversity and minimize harm to any wildlife

##### Community Relations

Three (3) Community Engagement Meetings conducted

Congratulations to all Stork T&T teams who have successfully made this first phase possible! 🎉



The Ocelot Project is the largest EPCIC project to be conducted by Stork, Trinidad.





# Thanks SANDRA!



Sandra Charles Maxwell will say farewell to the Stork family after six (6) years of devoted service. Sandra joined the company in 2017 and led the HR team in Trinidad & Tobago.

During her tenure, she successfully navigated Stork Trinidad through many difficult periods, organizational restructuring and the COVID-19 pandemic. Under her HR leadership, Stork TT successfully developed and launched its first Mentorship Programme, which has since been adopted by Colombia and Peru as a regional initiative, developed a retention strategy now used in the bidding process and increased the company's focus and visibility on mental health and CSR initiatives.

Sandra was also an integral member of the team that drafted the LATAM region's Diversity, Equity and Inclusion Policy.

An advocate for the advancement of young people, Sandra supported and mentored several young women and men within the company. At the same time, she championed and promoted initiatives such as our first Virtual Career Fair, Community Education Grants for individuals in Stork's fence line areas and the Woman Warrior Project, which empowers women with the basic skills and knowledge to protect themselves.

The company has benefitted from her skilful negotiation abilities during collaborative trade

union meetings and her wealth of experience in the Human Resources field.

Passionate about ensuring that all others felt heard, seen and supported meant that her door was always open to those who needed her for advice or just a listening ear. Her compassion and love for people were evident in her everyday interactions with employees at all levels.

She did not choose this field; this field chose her.

Her vibrant spirit, hearty laughter and cheerful disposition will surely be missed.

We wish her all the best in her new adventures. 🌟

At the end of 2022, we launched the We Are Stork program in the organization. This initiative, led by a multidisciplinary team from Human Resources and other areas, seeks to generate a context that allows the organization to promote, strengthen and articulate initiatives aimed at diversity, equity and inclusion in the different life dimensions.

We know that we play an important role with all our stakeholders. We understand that our business strategy goes beyond providing

services for the industries where we operate.

For this reason, we are implementing a diversity, equity and inclusion management system that will allow us to focus our efforts on these topics in a planned, focused and measurable manner. This distinction, granted by the Ministry of Labour and UNDP, recognizes the implementation of a management system that prioritizes gender equity within the organization. Likewise, we have made progress in the different We Are Stork programs:

We are implementing a diversity, equity and inclusion management system that will allow us to focus our efforts on these topics in a planned, focused and measurable manner.

# We are STORK equity, equality and diversity in our LATAM region





- **W Stork:** This is our gender equity program, aimed at increasing the participation of women in leadership positions, and in core business and operational positions. This initiative also seeks to achieve a balance between family and work life, and to prevent gender-based violence.

During this first stage of the project, the training cycle on DE&I (Diversity, Equity and Inclusion) began with a series of talks given by professionals from the Ministry of Labour and UNDP. Similarly, to share inspiring and motivational life stories with the entire LATAM team, we launched the “Valued Women” program.

W Stork, aimed at increasing the participation of women in leadership positions, and in core business and operational positions.



- **Generations:** We launched MENTORING, a mentoring program for leaders in Stork. The training and mentoring cycle for mentors has already started to ensure the understanding of the role and the preparation of the sessions. We also included the Women axis in MENTORING, to ensure that this leadership development strategy is a space for training and preparation of women in leadership positions in Stork, aligned with the W Stork pillar.

During the second term, we will work on launching the reverse mentoring program in 2024. The purpose is for the younger generations to teach about new technologies, supported by SUMMIT 2023 Campus, which will be about this topic.

Stork’s main asset is our employees. For this reason, the promotion and encouragement of their Wellness, development and participation are actions aimed at guiding each member of the Company in an integral growth process. We will continue working from the different programs for our teams, so everyone identifies with WE ARE STORK. 🌱



# News in Brief HR



## New HR structure in Colombia

According to our new clusters model defined for the operations, we want to introduce our new HR team structure:



Angélica Vigoya - HRBP Colombia





## New HR structure in Peru

In Peru, our HR team has also had some changes. This is the new structure:



Lorena Ruge - HRBP Perú



Ivonne Reyes  
HR Advisor A



Micaela Morales  
Personnel Admin C

Mariella Loayza  
HR Advisor A

Jorge Mejía  
HR Advisor A

TBD  
Trabajador Social

Rocio Montoya  
Asistente Admin

Diana Díaz  
HR Admin B

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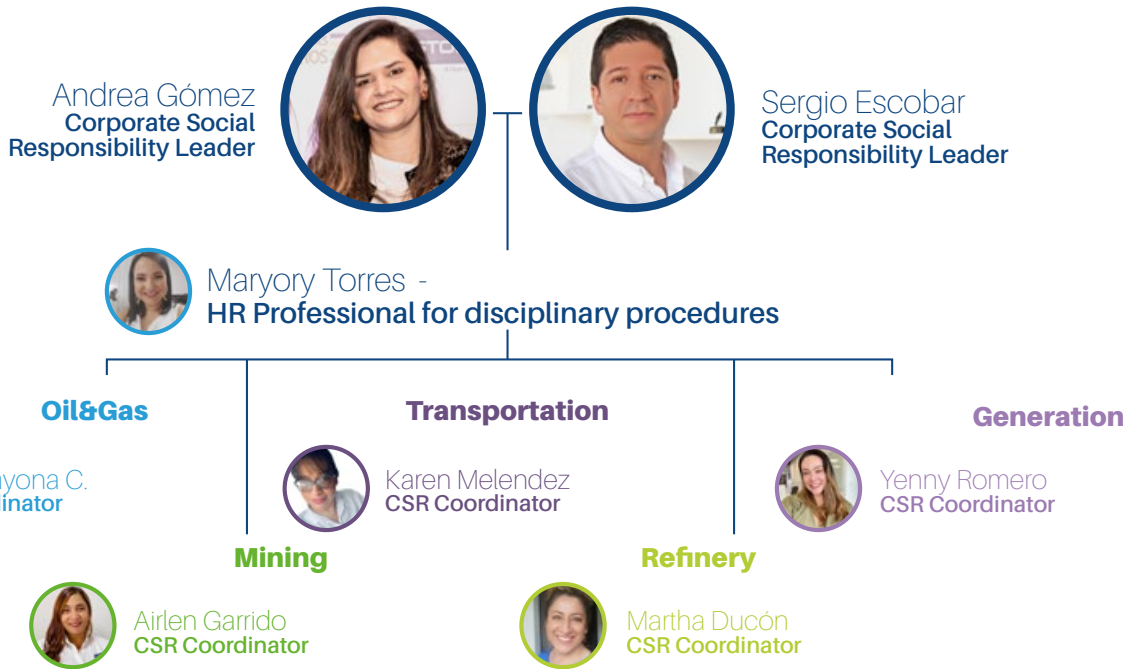




# News in Brief HR



## CSR-IR Structure in operations



# Self-Service

## KACTUS Smart People



Welcome to

# Self-Service KACTUS Smart People



Click here, and learn  
**how to sign up in the platform**



A Fluor Company





# summit

TECH  BY CAMPUS

We are waiting for you on the  
**20, 21, and 22**  
of September

Let's learn more about Artificial Intelligence, Cyber security, among other topics related to technology and its actual application.

**Campus Stork**, a program for all!

**STORK**

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