



DRIVE WEEK 2023: THE ROUNDUP



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This is an interactive document. Links have been provided to articles, videos and much more.

DRIVE CHAMPIONS & SPONSORS

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For each area of DRIVE we have a dedicated DRIVE Champion and Sponsor. They support in creating DRIVE content and promoting DRIVE activities throughout the year. You can reach out to any of your DRIVE champions or sponsors via DRIVE@stork.com.



RECOGNITION

ENGAGEMENT

INCLUSION

VOICE



Development Champion Daniel Stephens



UKLT Sponsor David Stewart



Recognition Champion **Douglas Ibbotson**



UKLT Sponsor Nicola Murray



Inclusion Champion Katherine Webster



UKLT Sponsor George Akers



Voice Champion **Employee Reps**



UKLT Sponsor Mike Duncan



Engagement Champion Jennie Ramsay



UKLT Sponsor Steve Hunt

WELCOME MESSAGE



WELCOME TO THE SECOND EDITION OF DRIVE NEWS FOR 2023

In this quarter's DRIVE News, you'll hear from our team members that are making a difference, find out more about what we've been up to company-wide, as well as information on how you can participate as an active member of Team Stork!

As the summer months continue, we head into a busy operational period with many of our teammates working on the front line. Various client campaigns are already underway, alongside daily operations. Remaining vigilant and HSEQ conscious is key. Each and every team member, whether you work in the office or on a client site, has a part to play - we must look out for one an another.

DRIVE WEEK 2023

Our 2023 DRIVE Week was a great success, with sessions covering all areas of Development, Recognition, Inclusion, Voice and Engagement. We would like to thank everyone who attended sessions and those who hosted them. We were delighted with the level of attendance and array of opportunities for everyone to get involved. Catch up on the DRIVE Week overview on pages 14 and 15 for links to the recorded sessions.

INVESTORS IN PEOPLE SURVEY

Our employee's voice is the one which matters the most. We want to hear what works and what needs improvement, which is why we are currently taking time to review and create a plan of action after receiving the results of the recent Investors in People Survey.

CSR ACTIVITIES

Across all areas of our business, the commitment our colleagues show to Corporate Social Responsibility is one to be celebrated! This year, we want all our employees to get involved with CSR activities. This could be anything from volunteering in your local community to donating to a foodbank. Whether this is individually or as part of a team, we want to hear what you're doing. Please share this with our CSR Team. Take a look at page 18 to see what our colleagues have been up to over the last few months.

Remember, you can always refer to the CSR sharepoint page to find out more about how you / your teams can get involved.

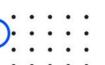
DIVERSIFICATION PLANS

Our diversification plans into new and emerging markets is progressing well, with involvement from many colleagues across the business. These plans have been further cemented by the appointment of Robert Taylor to Business Development Director. As we continue through our diversification journey into new sectors, Robert's new role has never been more crucial to our operating plans and growth strategy. Best regards,

Your UK Leadership Team











2023 Employee Engagement Calendar



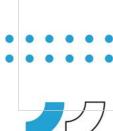
Your 2023 Employee Engagement Calendar gives you an overview of what is coming up throughout the year, across all of our UK sites. You can access the calendar and a range of other resources on your DRIVE platform here or in your DRIVE handbook. Here's a reminder of all our activities for 2023:



JANUARY / 01 FEBRUARY / Q1 MARCH / Q1 APRIL/Q2 MAY/Q2 JUNE/Q2 ■ Employee Resource Group Health Checks ■ Employee Representative sessions Employee Representative sessions ■ Employee Representative sessions ■ Employee Representative sessions Talent Link Updates P&D Goal Setting & 2022 Calibration All staff town hall session CSR Activities Monthly Round Up ■ Employee Resource Group Meetings Employee Representative sessions ■ Employee Representative sessions CSR Activities Monthly Round Up CSR Activities Monthly Round Up HSEO Week CSR Activities Monthly Round Up Stop Smoking Day 2023 P&D Goal Setting & Safer Together Triathlon Kick Off Q2 DRIVE Magazine Easter Coffee Morning Mental Health Week 2022 Calibration CSR Activities Monthly Round Up ■ Time to Talk Day Manager's Toolkits Q2 HSEQ Campaign World Environment Day All staff town hall session Q1 DRIVE Magazine National Apprenticeship Week Grampian Pride World Blood Donor Day CSR Activities Monthly Round Up International Women's Day Q1 HSEQ Campaign Manager's Toolkits Litter Picking Event Managers Toolkits Manager's Toolkits Eating Disorder Week Volunteer's Week Quarterly Leadership Webcast Q1 ■ Linkedin 'Peope focus series' Investors in People Survey DRIVE Week (top 125) ■ P&D Mid-Year Review Manager's Toolkits ■ Linkedin 'Peope focus series' ■ Linkedin 'Peope focus series' Manager's Toolkits Quarterly Leadership Webcast Q2

JUL	Y / Q3	
e Repi	resentative	

- Employe sessions
- CSR Activities Monthly Round Up
- P&D Mid-Year Review
- Benefits Window
- Manager's Toolkits
- Linkedin 'Peope focus series'



AUGUST / Q3

- Employee Representative sessions
- CSR Activities Monthly Round Up
- Cycle to Work Day
- Linkedin 'Peope focus series'
- Q3 HSEQ Campaign
- No Wrong Path
- Manager's Toolkits

SEPTEMBER / Q3

- Employee Representative sessions
- Employee Resource Group Meetings
- All staff town hall session
- Beast Race (Aberdeen)
- CSR Activities Monthly Round Up
- Q3 DRIVE Magazine
- Flu Vaccinations
- Inclusion Week
- Manager's Toolkits
- Quarterly Leadership Webcast Q3 (top 125)
- Offshore Europe

OCTOBER / Q4

- Employee Representative sessions
- CSR Activities Monthly Round Up
- Nine-Box & Sucession Planning
- Menopause Awareness Day
- Manager's Toolkits
- Big Energy Saving Week
- Linkedin 'Peope focus series'

NOVEMBER/Q4

- Employee Representative sessions
- CSR Activities Monthly Round Up
- Safer Together Awards
- Giving Tree
- World Quality Week
- Q4 HSEQ Campaign
- Benefits Window
- International Men's Day
- Employee Rep Kids Xmas Card Competition
- Manager's Toolkits

(top 125)

DECEMBER / Q4

- Employee Representative sessions
- Employee Resource Group Meetings
- All staff town hall session
- CSR Activities Monthly Round Up
- Q4 DRIVE Magazine
- Managers Toolkits
- Christmas Bake Sale
- International day of Persons with Disabilities
- P&D Year-End Review
- Employee Rep Kids Xmas Party (Aberdeen)
- Christmas Jumper Day
- Quarterly Leadership Webcast Q4 (top 125)





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DEVELOPMENT



MEET YOUR DEVELOPMENT CHAMPION

Daniel Stephen, Learning and Development Consultant

DRIVE PLEDGE:

We want to encourage and inspire you to develop your skills knowledge and competence, as well as progressing your career at Stork. It's important for us to ensure the training tools and resources are available, allowing you to take on greater challenges.

COACHING PROGRAMME

In May, we kicked off our new Coaching Programme for Managers. The programme is certified at ILM Level 3 and focusses on helping managers become certified coaches. By having internal coaches, we hope this builds upon our I-LEAD Leadership programme. The 4 training days have now been completed and all candidates are currently undertaking their coursework to complete the qualification.

AIS SURVIVEX TRANSITION

We went live with AIS'Training Management System in February. With the new system and process in place, we have highlighted below some of the main queries received:

IS AIS OUR ONLY TRAINING PROVIDER NOW?

No, AIS is our main training provider. However, they do not cover all the courses we need and there may be times where we need to use other providers due to availability or home location of the employee.

DO I HAVE TO GO TO AIS FOR MY COURSE?

In most circumstances we will always look to book you in to an AIS facility first. However, if you live an unreasonable distance from one of their facilities and there is another suitable provider closer, then where possible, they will look to accommodate this. Please be aware that in some scenarios AIS will be the only option due to availability and / or the course type.

WHO WILL CONTACT ME ABOUT TRAINING?

When a booking is requested for you in the AIS system, you will receive an email about this from AIS. This is not booking confirmation, it is letting you know that Stork has requested this on your behalf. Once AIS have confirmed, you will receive another email with joining instructions.

WILL AIS OR STORK CONTACT ME ABOUT MY **AVAILABILITY FOR TRAINING?**

Either your project team and or AIS will contact you about training. If AIS are emailing you, the email will come from stork@ais-survivex.com.

If anyone has any questions or queries regarding the new process or system, please contact

trainingaberdeen@stork.com.

NUFARM APPRENTICES

Nufarm is proud to announce our first Apprentices, Billy Britten, Harvey Valente and Zane Ballantyne have now completed part 1 of their scaffolding certifications. Billy, Harvey and Zane joined Nufarm within months of each other as GA's, and were quickly identified as good candidates to begin the scaffolding apprenticeship programme. They began their journey together, after first obtaining there COTS cards. We wish them all the best and are proud to have them as part of our Stork Nufarm team. They have shown a great commitment to work, and fit in well with all on site. Well done guys keep it up!



Photo: Billy Britten, Harvey Valente and Zane Ballantyne



DEVELOPMENT CASE STUDY: BILLY NEWALL

Billy joined Stork in 2016 as an adhoc Scaffolder before settling into a permanent role on Shell's Shearwater asset. Fast forward to 2023 and Billy has moved into a 2-year secondment onshore as Onshore Scaffold Lead again for Shearwater, with the role expanding to Gannet and Nelson.

Billy shared his journey with us in hopes of inspiring others who might be thinking about their next career step:

TELL US ABOUT YOURSELF AND YOUR EARLY CAREER?

I believe I'm good with people, I was into boxing when younger and all things fitness. When I went offshore I ran fitness classes for the team and this went on for 2 years, it was great to get everyone together and it brought a real buzz. This got the attention from management, they liked how I was getting others involved. I also grew in confidence to speak up on behalf of the team in meetings and received early feedback from the OIM.

HOW DID YOU DEVELOP YOUR SKILLS?

I knew I wanted to do something beyond scaffolding as I had done this for 19 years. I signed up for an open university degree in mechanical engineering, which I self funded. I did this for 2 years, it was good but also challenging so in year 3 I decided to switch to a business management course and achieved a diploma. I then signed up for petroleum processing course (Petroleum Open Learning POL) – to understand how production works and the whole process of

I started to stand in as supervisor/focal point and knew this is what I wanted to do. When I was on the Flotel, I had 60 scaffolders reporting into me. I received good recognition and grew my leadership skills.

I was gaining more interest in the onshore teams and thinking about this line of work as a next step, so I self funded another course in project management (PMQ) and I have almost finished this with one exam to go.

HOW HAVE YOU COORDINATED THE RELOCATION?

My initial offer was 3 days in the office and 2 days at home but I chose to relocate up to Aberdeen for the 2 year secondment. I felt it was important to make the move.

WHAT ADVICE WOULD YOU GIVE TO OTHERS LOOKING TO DEVELOP/CHANGE CAREER?

The confidence to network, impress the right people and think what differentiates you. Clients need to see your drive and dedication. Even simple things like observation cards, use these and make an impact to help create a positive environment. Take pride and own it.

HOW HAS YOUR FIRST FEW MONTHS IN THE ROLE BEEN?

I am learning a lot, its fast paced with a great variety. I'm getting to meet the client and never thought I would get to do this. Not phased just love it!

HAVE YOU HAD ANY CHALLENGES ALONG THE WAY?

I was recently diagnosed with ADHD, this has made me understand a lot about myself and my motivations. I found it difficult not to achieve what I wanted straight away initially but I now understand why. I love learning and progressing. Nothing changes with my diagnosis but I just understand

I'm keen to support anyone with their career journey, if you would like a chat with please reach out directly to Billy.



"Billy's had a positive impact from the moment he joined the Shell contract onshore support team. A big part of this is down to his knowledge of scaffolding and the Client SAP system. Billy's largest attribute is his positive, bubbly personality, which is infectious and pretty soon sees others around him joining in with his high levels of enthusiasm.

In a relatively short period of time Billy has built strong relationships with people right across the business and has proactively offered ideas and suggestions for continuous improvement to support Business Development and Product Lines. Our Client Senior Management onshore have also recognised the value that Billy has added through his ability to carefully analyse data and identify areas for improvement. They've commended him on work he has produced that has supported their 'Must Win' targets. In summary, Billy has been a tremendous addition to the onshore team and should be extremely proud of what he has achieved to date during his transition to an onshore role. I certainly look forward to continuing to work with Billy."

- Ken Pirie, Senior Contract Delivery Manager

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RECOGNITION



MEET YOUR RECOGNITION CHAMPION

Douglas Ibbotson, Compensation & Benefits Manager

DRIVE PLEDGE:

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



<u>FOX</u>, our performance and people management system, has been updated to include the following information within your employee profile:

- · Pension eligibility level
- · Percentages contributed by both you, and Stork
- Life assurance and group income protection eligibility
- Healthcare eligibility
- · Healthcare level

HOW CAN I SEE THIS INFORMATION?

- Visit the <u>Human Resources</u> page on **Stork Connect**
- Log into FOX
- · Click on 'My Profile'
- Scroll down to 'Compensation Information'

If you have any questions about your benefits, please contact the Compensation & Benefits Team.

CNOOC BUZZARD RYAN JOHNS PROJECT MANAGER SHARED...

The CNOOC Buzzard platform is encouraging both unsafe and positive observations to be raised via their card system.

The fabric maintenance campaign kicked off in February, involving an 11-man Stork team.

To date, they have submitted 67 cards, with the 4 best cards being picked monthly for CNOOC's 'card of the month'. Topics include Hydrocarbon Reduction Prevention (HRP), Condition, Act/Behaviour and Environmental.

In April, 3 out of 5 cards where won by Stork's fabric maintenance team. This demonstrates the excellent safety culture that our team has brought, which is driven by the supervision offshore.



To help you to keep track of your pension savings, the Scottish Widows App has the ability for members to consolidate your pensions. By using the app, you can consider bringing together your pensions into one easy-to-manage plan. You can do this with only a few details - existing pension provider's name, plan number, scheme name (if it's a workplace pension) and the value.

The Scottish Widows App allows you to stay on top of your pension and make the most of your savings for retirement with a variety of features. <u>Click here</u> to find out more.

With the added reassurance of a secure login using fingerprint or facial recognition, employees can make the most of all the app features available. You can find the Scottish Widows App on your iOS or Android app store by scanning the QR code. It's simple to download and start using straight away with only a few personal details.



Cards of the Month Awards - April



A GREAT NUMBER OF TAKE THE LEAD NOMINATIONS FOR THIS OUARTER:









Our Take the Lead employee recognition scheme has an <u>online form</u> which makes it easier than ever to nominate your colleagues. With categories linking directly to our <u>Core Values</u> the awards provide the opportunity to give instant recognition to a colleague for a job well done. The launch of eCards it's never been easier to say thank you. Got a mobile to hand? Scan the code on the left and get nominating.

TAKE THE LEAD STATS 02



LONG SERVICE AWARDS PRESENTED YEAR TO DATE:



20 YEAR SERVICE:

10 YEAR SERVICE:	
Danny Jukes	Project Engineer
Marc Wood	Training Centre Team Leader
Hugh Furness	Senior Work Preparator
Eilidh Walls	Logistics Training Coordinator
Karl Johnson	Core Deck Foreman
Neil Smith	Rope Access Team Leader
Michael Ashurst	Fabricator Sheetmetal Worker
Stuart Dennis	Multi-Skilled Scaffold Chargehand
Scott Adams	Project Engineer
Andrew Donald	Multi-Skilled Scaffolder
Amelia Bensley	Operations & Maintenance Buyer
Kevin Reid	Director Group Technology Services & Operations
Louise Cairns	Occupational Health Technician

Gary Duncan	Project Manager
James Munro	Scaffolder
Jason Wilson	Scaffolder Advanced Chargehand

Scaffolder Advanced
Scaffolder Advanced

30 YEAR SERVICE:	
Charlie Carrol	Service Delivery Manager - Plant & Equipment

35 YEAR SERVICE:	
Peter Ainley	Core Crew Scaffolder

15 YEAR SERVICE:		
Carol Ogston	Project Controls Administrator	
Mark Robinson	Core Rope Access Team Leader	
Peter Richardson	Scaffolder	
Kristoffer Davidson	Technical Support Engineer	
Tristan Lawlor	Inspection Engineer	
Lee Phillips	Painter - Coatings & Applications	
Glynn Swain	Scaffolder	
Emilia Jagielska	Electrical Assembly Technician	
John McCulloch	Focal Point B	
James Ramshaw	Rope Access Team Leader	



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CELEBRATING SUCCESS - PROMOTIONS

Name	Department	Previous Role	New Role
Steven Shirlaw	HSEQ	HSEQ Advisor	HSEQ Team Lead
Colin Thomson	Integrity Services	Project Engineer	Project Manager
Sophie Youngson	Integrity Services	Operations Coordinator	Project Engineer
Connie Gray	Integrity Services	Asset Integrity Engineer	Inspection Engineer
Helena Cameron	HSSEQ	Quality Manager	Quality Assurance & Sustainability Manager
Robert Taylor	Business Board BD&S	Business Development Manager	Business Development Director

PROMOTION SPOTLIGHT:

Robert Taylor has been promoted to Business Development Director, effective Monday, 26th of June. Remotely working, he will split his time between our UK hubs, however more so at our Dyce office in Aberdeen. The newest member of the UK Leadership Team (UKLT) will be responsible for overseeing our strategic business development operations, sales and proposals functions.



With a professional career spanning over a decade, focusing on business planning, change management, commercial analysis and sales, Robert has held a number of senior business development positions. From beginning his career in the energy industry at Dominion Gas as an Account Manager and subsequently ICR Integrity Ltd., to delving into offshore wind, tidal power and the defence sector as Head of Sales for APH Hydraulic Engineering, Robert has a wealth of knowledge and experience in business growth, diversification and market entry principles.

As we continue through our diversification journey into new markets, Robert's new role has never been more crucial to our operating plans and growth strategy.



RECOGNITION SPOTLIGHT:

Doug Mallinson recently received a Gold Safer Together Recognition Award for consistently demonstrating a 'Best in Class' approach to HSEQ.

Doug currently works as a Focal Point on the Shearwater for our Shell contract. He consistently leads by example and shows great safety leadership to his colleagues. Doug brings great experience and cross-department learnings and best practices to the forefront. He consistently inputs to the observation card system. He is regularly nominated for Safer Together Awards and is featured in the nominations monthly. He certainly has the 'out of the box thinking' when it comes to safety interventions / taking ownership and following through on corrective actions.

Doug was instrumental in taking the lead in planning the Shell contract's first virtual visit to the Shearwater. He took on the responsibility for ensuring that a virtual walkthrough could be conducted as well as testing communications. Doug has played a key role in ensureing Stork's safety record is exemplary with no recordable injuries reported during 2021, 2022 and so far in 2023.



Photo: Jamie Robertson (Contract Delivery Manager), Doug Mallinson and Billy Newall (Shearwater Scaffolding Lead).



SAFER TOGETHER RECOGNITION AWARDS (APR/MAY):



The Safer Together Recognition Awards formally recognise actions that improve Stork's HSEQ culture, performance and working practices. All Stork employees are eligible, with ad-hoc recognition presented for examples meeting bronze, silver or gold nomination criteria.

Remember, you can submit a nomination at any point throughout the year. Take a look on <u>stork.com/safertogether</u> or the HSEQ Sharepoint site for more information.





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INCLUSION



MEET YOUR INCLUSION CHAMPION

Katherine Webster, Employee Engagement HR Manager

DRIVE PLEDGE:

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

GRAMPIAN PRIDE 2023

On Saturday 27th of May, Team Stork marched in the Grampian Pride Parade down Union Street in Aberdeen.

As a proud silver sponsor, our employees and their families enjoyed a colourful day in celebration of our local LGBT+ community and its allies!

As a follow up for all Stork employees to get involved, Grampian Pride hosted an awareness sessions during DRIVE week.



EMPLOYEE RESOURCE GROUP: A FOCUS ON MENOPAUSE AWARENESS

Our Employee Resource Groups have come together to work on their first event which will focus on increasing awareness of menopause symptoms, support available for those experiencing symptoms or living with/working with someone who is.

WHAT?

Working with an external expert in this field, June Potts from Menopause 360 will be running a series of awareness sessions and this will be followed with an opportunity for you to join a menopause network support session.

WHY?

Due to an ageing UK workforce, more women will work through their menopause than before. Many women are unaware and unprepared for menopause and may experience debilitating symptoms. Raising awareness through education to normalise what can often be a taboo subject is crucial to creating an inclusive workplace.

OUTCOMES?

- Understand the menopause is including symptoms, triggers, and misconceptions
- Awareness and Support, what is available both to those experiencing symptoms and their colleagues
- Let's Talk Menopause by normalising menopause and developing a menopause friendly culture

MEN'S HEALTH WEEK

Men's Health Week took place between the 12th - 18th June and aimed to raise awareness of preventable health problems that disproportionately affect men. At Stork, we're supportive of **ALL** our male colleagues and want to encourage everyone to learn a little more about men's health and some of the challenges that men may have to overcome.

The theme for this year's campaign was 'men's health and the internet' – which emphasises the impact of technology and social media on mental health.

We had the pleasure of welcoming Mike Scotland, oil and gas HSE professional and mental health ambassador for the offshore industry to share his personal story. Four years ago, he founded manUP speakUP, specifically to support the mental health of those working offshore. Click here to watch Mike's talk.



GENDER PAY GAP REPORT

In 2017, the UK Government introduced Gender Pay Gap reporting, which requires large employers to publish statutory calculations showing the pay gap between male and female employees. View the reports by clicking on the images below:



STORK'S COMMITMENT TO DIVERSITY AND INCLUSION IN THE WORKPLACE:

A number of actions have been taken in 2022 to help close Stork's gender pay gap and to attract, develop, inspire and retain a high performing diverse workforce. Thanks to these actions, we have seen ongoing improvements in our Gender Pay Gap figures for both Office and Field populations.

Enabled by these reports, we will continue to make more meaningful decisions and changes to further help address our Gender Pay Gap in defined areas of our business.

If you have any questions on Stork's 2022 Gender Pay Gap results, please contact Douglas Ibbotson, Compensation & Benefits Manager.

INVESTORS IN PEOPLE RESULTS – A FOCUS ON DIVERSITY, EQUITY AND INCLUSION (DE&I)

Gaining insight into how our people gauge the Inclusive Culture is a priority, therefore in the Q1 employee survey we included some targeted questions to gain a better understanding of your thoughts.

You told us that overall our values are highly respected and behaviours are excellent. Our efforts to be an inclusive workplace where people are connected and feel they have a real voice are being recognised. This is supported through our employee groups including:

- · Employee Representatives
- · Employee Resource Group
- Corporate Social Responsibility Group

But we can and will do more, this will include our continued efforts to raise awareness through informal sessions and celebrating a range of cultural awareness days that are included in our DRIVE calendar.

FORMAL TRAINING:

- · All people managers will be required to attend mandatory facilitated Inclusive Leadership training during Q3
- All employees will be required to complete mandatory online modules by year end focusing on increasing general awareness of unconscious bias and inclusion in the workplace

WHAT ELSE?

We will continue to focus on 5 key areas including:

- External DE&I Groups
- Recruitment
- Data & Monitoring
- · Training and Awareness
- · Policy & Processes



69%

of employees agree that the organisation values and 69%

of employees agree that they respects individual differences diversity and inclusion policies

that the organisation is committed to diversity

leaders at the organisaiton champion diversity

of employees agree that the organisation has a culture where everyone feels respected

From the above statistics, we know we aren't there yet.

However, we will continue to focus on improving diversity, equity and inclusion across Stork through continued training and collaboration.

Please remember to refer to our D,E&I Policy for more information.

Click here >>



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DRIVE **WEEK 2023**

DRIVE Week was back for 2023 and took place between the 19th – 23rd June. DRIVE provides a central point for all of our employee engagement activities and the sessions are designed around the 5 pillars of DRIVE: Development, Recognition, Inclusion, Voice and Engagement. This year's activities were been designed to include everyone across all of our sites and client's facilities.

With a packed full week of events, it was great to see over 600 bookings.

The below sessions were recorded, click on the links to check out the videos and if you have any questions, please email **DRIVE**.

TOP ATTENDED SESSIONS OF THE WEEK:

- Guest Speaker Stuart Robinson
- Get to Know your Benefits
- Scottish Widows

SESSION RECORDINGS:



Scottish Widows Pensions

Westfield Health





Personal Development **Planning**







Guest Speaker: **Stuart Robinson MBE**





Your Benefits - Offshore / Site

SESSION ATTENDEES:

Westfield Health

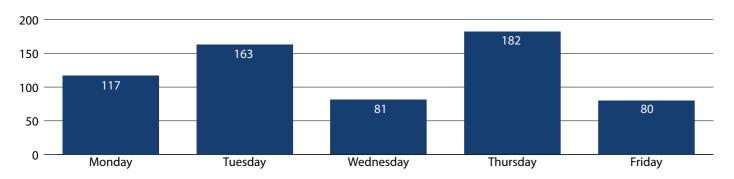


PHOTO ROUND-UP:







Stuart Robinson MBE







Yogi and Cindy - Military Fitness Therapets





Benefits Day and Pizza Party



Beast Race Circuit Training

SOCIAL MEDIA:



Stuart Robinson:

linkedin.com/in/stuart-robinson-a87b0449



Yogi and Cindy:

linkedin.com/company/yogi-cindy-bears/

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VOICE



MEET YOUR VOICE CHAMPION

Your dedicated Employee Representatives

DRIVE PLEDGE:

As your representatives, we listen to employee's, take their views forward, and provide feedback. This enables employees to shape the culture of Stork.

INVESTORS IN PEOPLE SURVEY RESULTS



Photo (left to right): Steve Hunt, Emily Craigmile, Daniel Stephen, Sarah Pirie, Marc Wood, Louise Cairns, Kim Cowie, Nicola Murray, Katherine Webster, Mike Duncan, Amy Castanie Nicola Rae, Scott Cruickshank, Keith Jennings

At the beginning of 2023, employees were asked to participate in the Investors in People (IIP) Employee Survey, with some then being selected at random for interviews with our IIP specialist, Willie MacColl.

IIP SURVEY OUTCOME:

As part of <u>DRIVE's Voice Pillar</u>, the survey allowed us to listen and learn from you. In addition to the feedback and insight the survey offers, Investors In People also carries out reaccreditations every 3 years.

We're delighted to share that Stork retained both our **Investors in People Gold and Investors in Young People Gold Accreditations!**









"To retain both gold accreditations after the challenges of the last three years is a huge achievement! We're focused on creating a people driven and inclusive culture for all. The

feedback received will contribute directly to our action plans moving forward. We will continue to listen and strive to act on the topics that matter the most to you."

- Nicola Murray, Regional Director Human Resources



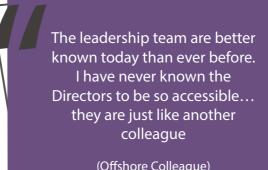
The scores for all the Indicators have risen across the years, and in 2023, the top 3 indicators are:

- Indicator 2 Living the Organisation's Values & Behaviours
- Indicator 3 Empowering & Involving People
- Indicator 6 Structuring Work

The lowest indicators are:

- Indicator 5 Recognising & Rewarding High Performance
- Indicator 7 Building Capability

We received some great feedback from colleagues both on and offshore. Take a look at the below:



(Offshore Colleague)



It's nice to be appreciated for our hard work... our collaboration and teamwork sets us above others in the industry (Award Winner)

Respect is everything. The closer we bond with the client the better the culture it's about safety, quality and good spirit

(Offshore Colleague)

ACTIONS:





SHORT TERM (0-3 MONTHS)

- Introduce monthly people manager communications
- Introduce townhalls for site
- Create DRIVE & Safer Together poster campaign for site
- Create site specific activities based on survey results
- Benefits increase promotion of benefits and education for all
- Launch Inclusive Leadership training





MEDIUM TERM (3-6 MONTHS)

- Succession planning for site based
- Utilise Stork iLink for all site employees
- Review induction for site
- Review employee recognition schemes and consistency of use





LONG TERM (6 - 12 MONTHS)

- Redesign Leadership Training Programme
- Introduce Total reward benefit statements

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ENGAGEMENT



MEET YOUR ENGAGEMENT CHAMPION

Jennie Ramsay, Communications & Marketing Manager

DRIVE PLEDGE:

We want you to know and own Stork's vision, understanding the part you play to get us there, while keeping you informed during every step of our journey.

COMMUNITY INVOLVEMENT

FERGUS HOUSE

In April, our community volunteers headed to one of the local care homes, Fergus House in Aberdeen. Our helpers delivered an Easter treat to all the residents, participated in afternoon tea and judged and their Easter bonnet competition.

It's amazing to see how a small gesture can really make someone's day! Our volunteers are already looking forward to heading back to Fergus House soon to get involved with more of the resident's upcoming activities.



Photo: Keith Jennings, Emma Stewart and Sarah Pirie

100 SQUARE CHALLENGE

The 100 Square Challenge has been picking up across the Harbour Energy assets. The rules of the game are each square is bought at a cost of £1, £2 or £5 and the winner keeps 50% of the winnings and puts the other 50% to a charity of their choice.

First winner, Mike Oram from the Britannia asset, chose Dovehouse hospice, a charity based in Hull caring for people with a life limiting illness.

Second winner, Kevin Mackie based on North Everest, chose to donate his charity amount to Mrs Murray's Cat & Dog home. This charity based in Aberdeen, cares for lost and stray dogs and cats, helping re-home animals whose owners can no longer care for them.



Photo: (left) Craig Scurfield and Mike Oram, Britannia. (right): Billy Henry and Kevin Mackie, North Everest

TEESSIDE FOODBANK

Throughout 2022 and 2023, approximately 3 million people in the UK used a foodbank. With supplies in ever-growing demand, our Teesside branch donated essential items to Redcar Area Foodbank, who are part of a nationwide network supported by The Trussell Trust. Their aim is to combat poverty and hunger across the UK. Well done Team Teesside!



Photo left to right: Helen Hedges, Redcar Foodbank Manager, Teesside Branch Manager - Nick Bushby, Apprentices - Riley Layton and Jack Goldsbrough and Branch Supervisor - Steve Revely

BUSINESS FIVES

On Friday, 23rd June, Team Stork competed in the <u>Business</u> Fives Aberdeen Tournament.

The event saw an impressive 317 goals scored in 75 matches but importantly the teams combined raised £7,436 for various local and national charities.

There was a lot at stake for the companies involved with everyone vying for a donation, as well as aspirations to secure one of the five qualifying spots available for the National Final

Team Stork secured the last space at the national final on the 26th of October, in Edinburgh and received a £150 donation for our chosen charity, AberNecessities, having already raised £300. The team will continue their fundraising efforts until October, if you would like to donate please click here.



Photo (left to right): Chris Blackett, Paul Jeffrey, Danny Kindness (ex-Stork), Jamie Shingler, Paul Green, Calum Davies and Garry Wood

3 PEAK CHALLENGE

On Friday, 30th of June our offshore colleagues Rob Russell, Delwyn Dalgarno and Jamie Routledge tackled the <u>Yorkshire 3 Peak Challenge</u>, raising money for Blood Cancer UK in memory of their friend and colleague, Dean Smith's late mother. The challenge takes on the peaks of Pen-y-Ghent (694 metres), Whernside (736 metres) and Ingleborough (723 metres). They completed the 3 Peak Challenge in an incrediable 8.5 hours, well done guys!

We were delighted to donate £500 to such a worthwhile cause. If you'd like to make a contribution, please click here.



Photo: Paul Rowlands, Operations Delivery Manager presenting Rob Russell with Stork's donation. Top corner: Delwyn Dalgarno, Rob Russell and Jamie Routledge

DEVELOPING YOUNG PEOPLE

MELDRUM ACADEMY INFLUENCING PARTNER

As an influencing partner at Meldrum Academy we have been involved in a few initiatives over the last guarter.

On Wednesday 17th May our partnership school, Meldrum Academy, hosted Stork employees from a variety of areas in the business. This was an opportunity to showcase to pupils and staff of the Maths department, how we use maths across our business on a daily basis, as well as the skills that learning maths at school can provide young people with. The sessions were set up in different departments allowing for smaller groups and for the workshops to be more interactive. We had a variety of departments present including NDT & Inspection, Environmental & Decontamination, Machining & Bolting, Monitoring and Cathodic Protection.

94.6% of pupils who attended rated it a positive experience for them.

Thank you to all Stork employees who took part in the workshops.



Photo: Barry Cain, Garry Morrison, Claire Phillips, Calvino Simon and Stanley Okosodo

On Thursday 1st June, Daniel Stephen presented at the S5/6 induction day. Topics covered included 'What are Employer's Expectations', writing CV's and cover letters s well as interview tips and techniques. This session was aimed to help S5/6 pupils with information about the workplace and to prepare them for when they are applying for University places, part-time or full-time jobs when they leave school.

BALMORAL RUN

Stork supported two teachers and two pupils from Meldrum Academy running club to take part in the Balmoral Run event at the weekend.



Photo: Hugh Ritchie (Pupil), Anne Ritchie and Lauren Pam (Teaching Staff)

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ECITB Wind Turbine Technician Scholars Visit

On Thursday, 13th of April we had a visit from a group of students who are taking part in the new ECITB Scholarship at North East Scotland College (NESCol). During this visit, we provided the scholars with an overview of our Machining & Bolting, NDT, Cathodic Protection and Monitoring Solutions departments at Stork. These product lines were selected to showcase their services, as these align with the mechanical and electrical engineering skills and knowledge the scholars are learning on their scholarship.



Monitoring Solutions Field Engineer, David Sim, and one of our graduates, Jamie Anderson, provided a demonstration of intrusive corrosion and erosion monitoring device retrievals. After this ,the scholars were able to take cathodic protection potential measurements, utilising Stork's diver probe as well as inductive ultrasonic thickness measurements on a spool piece.

We had excellent feedback from the scholars and our point of contact at ECITB. Some of the scholars have since reached out to enquire about work experience at Stork during the summer.

HEALTHY WORKING LIVES

Our Aberdeen WeCARE colleagues have set up a book exchange scheme. Nicola Rae, Business Unit Technical Coordinator, came up with the great suggestion to launch this scheme and shared the below with us:

- · Reading can improve brain health and mental well-being
- It can act as a distraction to encourage people to take a time out and disengage from work pressures and life stresses for a small moment
- · Research shows reading as little as six minutes a day can reduce stress levels by 60% by decreasing your heart rate, easing muscle tension and altering your state of mind
- It may encourage people to leave their desks over lunchtime and sit to read in the canteen while having lunch
- The scheme is environmentally friendly. Re-using a book has a positive impact on the environment, as it uses less energy and fewer resources to reuse than produce new
- · A scheme like this is more cost effective for the individual as you can swap your book out instead of buying

SUSTAINABILITY

Our HSEQ heros braved the brisk weather at Aberdeen beach, to take part in a litter picking team building event.

As part of Stork's commitment to local community involvement initiatives, our HSEQ team took to the sands to clear a whopping 100kgs of waste – that's the same weight as an average newborn elephant!



Photo: Emily Craigmile, Joanne Carroll, Nicola Selway, Samesa Igirigi, Louise Cairns, Helena Cameron, Amaranta Salazar, Simon Walker, Steve Shirlaw, George Akers and Keith Jennings

WORLD ENVIRONMENT DAY

During this year's annual World Environment Day, Team Stork spent a lunch hour clearing 20kgs of waste from our local area in Aberdeen – that's the same weight as 15,385 balloons!





Top photo (left to right): Stanley Okosodo, Morgan Christie, Claire Thomson, Richard Stevens, Lauren McKay, Barbara Adams, Katie Cobban, Jennifer Wilson, Eilidh Anderson, Lynsey Esson, Lisa Oggston, Kim Cowie, Lianne Scruby, Amie Wilson, Wayne Bonnar, Helena Cameron, Samesa Igirigi and





GET INVOLVED AND SHARE YOUR STORIES...

CSR activities help forge stronger bonds between employees, boost morale, and aid both employees and employers in feeling more connected to the communities in which we

Our dedicated <u>CSR Group</u> adopts a strategic approach to corporate responsibility. Their objective is to focus on development and community involvement, while improving project visibility, through the planning and implementation of a wider and more focussed CSR effort.

CSR FOCUS AREAS:

SUSTAINABILITY, DECARBONISATION & **ENERGY TRANSITION**



STEM & DEVELOPING YOUNG PEOPLE

HEALTHY WORKING LIVES

We want to shout about the great work our employees are doing both within, and outwith Stork. Stories may be shared as articles in a future DRIVE News or social media posts.

Have you:

- Participated in a charity event?
- Attended a litter pick?
- · Donated to a local foodbank?
- Volunteered within your local community?
- · Participated in any of our developing the young workforce activities?

Please email the <u>CSR Group</u> with your stories and any supporting photographs.

THINGS TO REMEMBER:

- Participating in any CSR activity will earn you points within the <u>Safer Together Triathlon</u>
- You're eligable to receive sponsorship from Stork for charitable events. Email the <u>CSR Team</u> for more

























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HSEQ CORNER



HSEQ Week was back for 2023 between the 15th – 19th of May. This year we focused on the key elements that make up Safer Together – We Care, We Support and We Protect. With a full week of insightful and engaging sessions for everyone to get involved in., the week was a great success with participation from all across the business.

"HSEQ Week was a tremendous success, purely down to the people who facilitated and attended the sessions. The week was about promoting engagement, collaboration and raising awareness of important HSEQ topics.



I would like to thank each one of you who contributed. People are at the heart of Stork and that sets us apart from our competitors."

- George Akers, Regional Director HSSEQ

PREVENTION OF PERSONAL INJURIES **O2 CAMPAIGN**





campaign will help you to:

















By understanding hazards at operational sites, the harm they can cause and how we can control them, all of this can help to prevent personal injuries. Resources included within this

- Enhance awareness of personal hazards and the potential for personal injuries
- Reinforce the hierarchy of control in reducing personal risk
- Understand how your decisions affect the risk of personal

The key messages of our and Step Change in Safety's material have been combined together to create the campaign's content.

SAFER TOGETHER TRIATHLON

The Triathlon is a series of challenges that colleagues can participate in over the next few months. All the events and activities are based on the three key elements of Safer Together: We Care, We Protect and We Support.

Taking place between the 15th of May until the 5th of October, everyone is encouraged to take part in as many activities as possible and earn as many points as you can.

SAFER TOGETHER TRIATHLON SCORECARD

PRIZES:

1st, 2nd and 3rd places:

The top three Triathletes with the highest scores, will receive the below prizes as well as an invitation to this year's coveted Safer Together Awards taking place in November.

1st - £250 Amazon voucher for yourself and £250 for a charity of your choice (£500 in total)

2nd - £150 Amazon voucher for yourself and £150 for a charity of your choice (£300 in total)

3rd - £100 Amazon voucher for yourself and £100 for a charity of your choice (£200 in total)

SPOT AWARDS:

- This year, seven entrants will be selected at random to attend this year's Safer Together Awards. Click here to watch last year's event highlights!
- Every 10th person to submit their scorecard will also receive a little 'surprise prize'.

For more information on how to earn points, please refer to the 2023 Safer Together Triathlon Guidance Document - the Triathlon Scorecard is there for you to record your scores, but it also has many great activity ideas too!

IMPROVEMENT IDEA OF THE QUARTER

During a safety meeting on the logistics of getting Nufarm site personnel up to date with their training requirements and keeping track of their expiry dates, Michael Smith -Captial Projects Managr, suggested an improvement idea.

It was put forward that all site personnel should carry a Stork ID, showing their current training record and expiry dates. This would assist with the management and process of ensuring renewals are proactively acted upon, whilst also facilitating the operative to maintain their own training requirements.

The software has now been set up to enable the cards to show not only the individual's training expiry dates, but also other key roles an individual can offer their colleagues.

The WeCARE colleagues symbol will be displayed if they have completed the required training allowing others visibility of who to turn to if they feel the need for that little bit of advice or guidance. This includes First Aiders, Safety reps. The idea can also be adapted to display any other information at a later date, when a need has been identified.





A fantastic example of the ID cards in practice, are those being used on our clients site, Nufarm.

Currently they detail the type safety glasses each individual has been eye-fitted against. This makes it much easier when replacing damaged glasses from stores, as the storeperson/ Issuer has instant visibility of what type of safety spectacles are required rather than proceeding to check through



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Thank you for once again reading the latest edition of DRIVE News. We hope you've found the articles useful, interesting and most of all, fun to learn about your colleagues.

Do you have a story you would like to see featured in the next edition of DRIVE News? Get In touch: <u>DRIVE@stork.com</u>







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