

DRIVE

Q4 2024



SPOTLIGHT:

James Scott named winner of the Regional Directors Award at this year's Annual Safer Together Awards. Find out more about all our winners.

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Career Exploration Day

Learn how our Aberdeen colleagues supported students from Aberdeen Foyer and the King's Trust for a career exploration day

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OEUK Awards 2024, the results...

Find out about our Apprentice Rope Access Equipment Storeman, Jamie Shingler's highly commended recognition

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The Impact of Client Support

Hear from our Nufarm team on providing safer and smarter operations

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This electronic version of DRIVE News contains useful links to all the information you need to access.

The contents to the left is also clickable - simply select the page you'd like to visit and you'll automatically be taken there.

DRIVE Sponsors

| | | | | |
|--|--|---|---|--|
|   Development Champion Emma Fergusson |   Recognition Champion Douglas Ibbotson |   Inclusion Champion Katherine Webster |   Voice Champion Employee Reps |   Engagement Champion Jennie Ramsay |
| UK Leadership Team: | | | | |
|  UKLT Sponsor Robert Taylor |  UKLT Sponsor David Stewart |  UKLT Sponsor George Akers |  UKLT Sponsor Hazel Cheung |  UKLT Sponsor Steve Hunt |

Welcome to your employee magazine



@Stork UK
Follow Us

As we approach the end of another remarkable year, I'm excited to introduce this special edition of our year-end magazine. This publication highlights many of the outstanding achievements, initiatives and success stories from across our teams throughout the year, as well as some of the hottest topics from the past quarter. It's a fantastic way to reflect on how much we've accomplished together and to celebrate the incredible work being done across our organisation.

One of the things I value most about this magazine is that it serves as a platform for connection — a space where we can learn more about what's happening across different teams, celebrate our shared successes and gain insight into the diverse contributions that make our company thrive.

Celebrating Our Year: Highlights Video

To bring our journey to life, we've also created a short [highlights video](#) capturing some of the incredible work carried out this year — from offshore platforms in the UKCS to refineries and chemical plants across the UK. This video is a testament to the hard work, dedication and expertise that define our teams. Please take a few moments to watch it and reflect on the vital role each of you plays in keeping our operations running safely and efficiently.

Looking Ahead

As we move into the festive season, I want to take a moment to express my heartfelt gratitude to each of you. Your hard work, dedication and resilience have been key to our success and I'm proud of what we've accomplished together. For those taking well-deserved time off, I hope you can relax, unwind, and spend quality time with your family and loved ones. For those who will continue working over the holiday period to keep our operations running smoothly — thank you. Your efforts do not go unnoticed and are truly appreciated.

Looking ahead, I'm excited about what the future holds. With such a talented and committed team, I have no doubt that we will continue to reach new heights together in the coming year.

Thank you once again for your dedication, enthusiasm, and teamwork. Wishing you all a safe, fun and restful holiday season.

Best regards,

REGIONAL DIRECTOR UK



2024 Highlights

DRIVE

CSR

Safer Together

Internal Marketing

Look out for the launch of the 2025 engagement calendar



Spotlight articles featured in DRIVE news



Recruitment Fairs UK wide



UKLT and SMT visits



Evolving our partnership with Bramble Brae Primary School



Industry Award wins and shortlistings



Walking groups created



Donations to various foodbanks UK wide



#NoWrongPath



Annual Safer Together Awards



End of year highlight video

Click the image to the right to watch our 2024 highlights video. There's a lot to celebrate!



DRIVE

DISCOVER MORE >



Unveiling Our New Development Champion

With recent changes in our HR team, we're delighted to welcome Emma Fergusson to lead our DRIVE Development pillar.

Emma has been with Stork for two and a half years, starting as an HR Advisor before progressing to a Senior HR Advisor. In her new role, Emma will oversee the HR Shared Services Team and Learning & Development function. She brings a wealth of experience and a strong passion for employee development, eager to bring fresh ideas from her tenure at Stork to this new challenge.

"In my previous roles I have always been impressed with Stork's approach to development, we do a lot of great things already to develop our current employees and to attract individuals to Stork. My focus will be on embedding and improving these great processes and opportunities at all levels and locations of the business for the benefit of our employees and assist in the growth of Stork moving forward".



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.

Emma Fergusson,
HR Manager
HRSS / L&D

Our Apprentices Are Flourishing

Jayden Maude, one of our Apprentice NDT Technicians in Teesside was honoured with the prestigious 'Team Player Apprentice of the Year' award during [Lavender International's](#) NDT's Apprentice Recognition Awards ceremony.

This signifies Jayden's exceptional dedication, teamwork skills and outstanding contributions within Stork, which have been recognised by our senior management team and clients.



Steven Revely, Jayden Maude, Nick Bushby and Alfie Foxton-Smith

Touring with the Competency Team

In September, our Competency Assurance Team set off across the North of England. Tracy Middleton & Barbara Adams visited our Humber Bank facility, Wilton Site in Teesside and contract team Seal Sands site team for sessions with employees and our client, ConocoPhillips.

Tracy shared *"It was great to meet our assessors, as well as other Stork personnel face to face. We took away good feedback to help improve the Competency Assurance process."*

Barbara also visited the Britannia Platform in October. During her visit she met with a variety of personnel on board, including assessors and individuals completing 7 Competency Assurance Assessments.

| | Q1 | Q2 | Q3 | Q4 |
|---|-----|-----|-----|---------------|
| Competency Assurance Assessments Complete | 178 | 183 | 140 | 84 (to date*) |
| Competency Assurance Assessors Trained | 15 | 8 | 6 | 4 (to date*) |
| Expert Witnesses Trained | 7 | 6 | 12 | 6 (to date*) |



Barbara Adams and Stuart Gilfillan At ConocoPhillips site

Career Exploration Day: Engaging Experiences

Colleagues in Aberdeen hosted students from [Aberdeen Foyer](#) and the [King's Trust](#) on 20th November for a career exploration day. Additionally, we offered a two-week work experience to Evelyn Bayerlein to help her develop skills for the future. Hear directly from Evelyn about her placement journey with Stork:

"I have been studying on the King's Trust Team Programme, which is a 12-week course aimed at getting 16-25 year olds ready for the world of work with leadership exercises, team-building skills and work placements.

I decided to go to Stork for a 2-week placement as I believed that the skills in an admin role would be transferable in any industry I worked in. At Stork, I have been able to shadow and work in various departments including HSEQ, Competency and HR. I had previously never been in an office environment which took a bit of getting used to, but it was a welcoming atmosphere. Having talked to many different people over the past two weeks, it was interesting to hear the various career paths they have been on to work at Stork and to hear about the #NoWrongPath philosophy.

During my first week, I sat in on an audit of the Quality Team which gave me great insight into how the Quality Team manage

their department, as well as what their function is within Stork and their clients. As a result, it showed me how varied the roles and functions are at Stork. Additionally, I helped the competency upload certificates and update offshore location personnel records.

My second week was more varied, I had a meeting with the HSEQ manager, Steve Shirlaw to discuss his role in Health and Safety, what Stork's future in sustainability looks like and what improvements are made once an issue arises. I then visited the HR department, where I assisted with paperwork such as certificates and work schedules.

I have also been able to attend several lunch and learn sessions and was given presentations on various topics such as CPR, Cardiac Health and World Quality Week. These are presentations were carried out by different departments and are used to share knowledge about a specific department with the wider business.

I feel that the experience has given me an appreciation of the diverseness of the job roles at Stork as well as what an inclusive and supportive work environment looks like in a company which also focuses on Corporate Social Responsibility."



Steve Shirlaw, Jamie Shingler, Barbara Adams, Evelyn McCann, Evelyn Bayerlein, Emma Stewart, Siobhan Ley and Katherine Webster

2024 Graduates: A Year Of New Beginnings

As a company, we're committed to the development of young people within the industry and an important part of our early career opportunities is our graduate programme, in which we currently have 9 graduates enrolled.

Each graduate programme is tailored to the area of the business that they support but our aim is to provide opportunities to each individual in building their skills, knowledge and experience within the workplace that is required to transition into an agreed permanent role at the end of their programme aligned to their career progression.

Robert Taylor, Business Development Director and UKLT Development Sponsor said:

"Graduates and apprenticeships are critical to the UK's energy industry, driving innovation and ensuring we have the skills needed to navigate the energy transition to a sustainable, low-carbon future. At Stork, we aim to invest in the next generation of talent to ensure we have the expertise necessary to take our business and wider industry forward."

Katie Cobban, Learning and Development Coordinator commented:

"Having graduated in 2022, I find it really beneficial being able to relate back and understand the potential challenges and opportunities graduates may face early in their careers. In 2024, we enrolled 6 graduates who all bring a variety of skills, knowledge and experience to their roles."



Kerry Coleman
Graduate HSEQ Coordinator

Q1) Tell us about yourself?

I am a mum of two (a 14 year old and a 1 year old). I decided to go back to studying at 27 and pursue a career in accounting but changed to law and management after completing two years of business.

Q2) What has been your highlight of your time at Stork and why?

The highlight of my time at Stork has to be the Quality Team. I could not have asked for a more supportive and friendly team. Through some rough times, they have really been the uplifting team that I needed starting my new role. Although not part of the quality team, Polly Burnett also played a significant role. I've never felt as welcomed anywhere as I did by her. She has made my short time at Stork enjoyable and eased the transition.

Q3) Where do you see yourself after the programme?

I am still unsure about where I want my career to take me and I hope that during this programme, I will find my niche and progress, remaining at Stork.



Lachie Macleod
Business Development Graduate

Q1) Tell us about yourself?

Born and raised in Aberdeen, I attended Aberdeen Grammar School and graduated from RGU with a degree in business. I have played football all my life and currently play for Banks O'Dee in the Highland League.

Q2) What has been your highlight of your time at Stork and why?

The main reason would be the Business Development Team. They have been great to work with and supported me a lot since I started in January. I imagine me asking the amount of questions I do hasn't been easy at times. On a more job related level, I have enjoyed being involved in a number of tender processes, as well as supporting the sales meetings.

Q4) What are your career goals?

Hopefully to become a key member of the BD Team and this graduate programme will provide me the opportunity to have a number of secondments in a few of the departments. This experience will help build a solid foundation of knowledge.



Scott Walker
Graduate Project Engineer -
Contract Delivery

Q1) Can you introduce yourself?

I am one of the 2024 Graduate Project Engineers who studied Business Management at RGU. I am 23 years old and out with work enjoy travelling and spending time with my 3 year old labrador called Cooper.

Q2) What do you enjoy about working with us?

Everyone at Stork is great, it's such a friendly, open and welcoming work environment. As a graduate, I also really like Stork's commitment to learning & development and I feel like it's a very progressive environment to work in. Stork's CSR initiatives, as well as their networking groups are also an excellent way to get involved within the wider organisation and these are other reasons why I like working for Stork.

Q3) What are your future plans once you complete the graduate programme?

Upon completion of the graduate programme, I definitely see myself continuing to develop in my career within Stork and taking on more and more challenging roles.



Shon Joseph
Graduate Project Engineer -
Industrial and Mechanical

Q1) Tell us a bit about you?

I'm a recent graduate from Ulster University in Belfast. Alongside my academic background, I'm also a creative individual and an artist, which has greatly influenced my perspective and approach to problem-solving and innovation.

Q2) What has been your highlight at Stork and why?

The highlight of my time with Stork so far has been the opportunity to work on real-world projects with experienced professionals. This hands-on experience has been invaluable in accelerating my learning and development, allowing me to gain insights into the industry and contribute meaningfully to our team's goals.

Q4) What are your career aspirations?

After completing my programme, I aim to continue advancing within the industry, further building my expertise in project engineering. My goal is to take on leadership roles that will allow me to drive projects and to contribute to Stork's mission of innovation and excellence.



Owen Silvers
Graduate Project Engineer -
Contract Delivery

Q1) Please give us a short introduction

I joined Stork in late July as a Graduate Project Engineer working on the Harbour Energy Contract. In my free time I enjoy playing golf, running, walking my dogs and watching the famous Dundee FC.

Q2) What has been your highlight working at Stork

I enjoy working at Stork as the role I am in is full of challenges and no day is the same. The wider team are all extremely supportive, helpful, and invested in developing me into a better professional. There are plenty of opportunities to also expand my understanding of the business through lunch & learns and various training courses I have been able to take part in.

Q3) What are your career goals?

At the end of my 2-year graduate programme I would like to have a great foundation of knowledge and understanding of the Project Engineer.



Ben Stephen
Graduate Project Engineer -
Contract Delivery

Q1) Tell us a bit about yourself

I joined Stork as a Graduate Project Engineer on the Harbour Energy Contract. I graduated from the University of Strathclyde in the summer and on my days off I enjoy playing golf and watching football.

Q2) Why do you like working with us?

I like working at Stork as everyone is really helpful and willing to take time out their day to share their expertise. Along with this there is lots of sessions to develop and grow and gain a wider understanding of the industry.

Q4) Where do you see yourself after the programme?/ What are your career goals?

After completing the graduate programme, I would aim to leverage my skills and knowledge gained to continue to contribute to the business and grow within my role.

RECOGNITION



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

Douglas Ibbotson,
Compensation & Benefits Manager

OEUK Awards 2024

On Thursday 28th of November, the 2024 OEUK Awards recognised exceptional accomplishments and contributions in the UK energy sector. Winners were announced in front of an audience of 600 attendees during a glamorous ceremony hosted at P&J Live in Aberdeen.

While we didn't take home an award, Jamie Shingler was recognised with a highly commended distinction from the judges in the Apprentice of the Year category.

Jamie joined Stork in 2022, as an Apprentice Rope Access Equipment Stores Operative and has since continually shown exceptional professional and personal development. From day one, Jamie has demonstrated great commitment and enthusiasm to develop himself, whilst taking on opportunities beyond his role to widen his visibility and contribution to Stork.

On top of his day job, Jamie has taken on the role of employee representative for the Aberdeen base facility and is a member of the community involvement group (CIG), taking an active role in many CSR activities. This is an outstanding achievement, well done Jamie!



Jamie Shingler

Neighbour Of The Year

The recipient of the Neighbour of the Year award was determined through a vote conducted during the event, and Stork received commendable feedback from our industry peers regarding the exceptional efforts we are making to support future generations. It is important to continue this excellent work; Stork's recognition is a testament to the dedication and hard work each of you contributes to fostering a pipeline of talent for the future.



Meet Our Take The Lead Panel:

Monthly, our Take the Lead Panel review impressive nominations showcasing colleagues' commitment, innovation and drive. Let's meet the panel members:



Hazel Cheung, Interim Regional HR Director

Why it is important to recognise our colleagues who go above and beyond?

"Recognising colleagues who go above and beyond is vital for fostering a positive and motivating workplace where employees feel genuinely valued for their contributions. Expressing appreciation not only boosts morale but also strengthens motivation and creates an environment where individuals feel respected, empowered, and inspired to excel. Many of our employees consistently showcase their dedication to the business, and we are committed to ensuring they feel truly appreciated."



Stuart Strachan, Senior Contract Delivery Manager

What are your observations of colleagues reactions to receiving Take the Lead recognition from the panel and why is this important?

"Observing colleagues' reactions to receiving nominations and awards has been particularly rewarding in the time I have been on the Take the Lead panel. It's great to see people's pride and gratitude when they are recognised and you can see how meaningful it is when their efforts are acknowledged.

Take the Lead is really important to us at Stork as it promotes a culture of appreciation and respect that reinforces our core values such as teamwork, integrity and client focus. It's great to see people taking the time to recognise when their workmates have gone above and beyond, this enhances overall morale, boosts people's confidence and motivates continued excellence within the company."



John Walker, Industrial & Mechanical Services Manager

How have you seen the quality/volume of nominations increase since Take the Lead was launched?

"I would say the quality and volume has grown, we are seeing a lot more information on why people/teams have been nominated I would say we are seeing anything between 25-30 nominations a month now which far more than we used to see and it's also good to see they are spread across the business and not just operations."



Steve Shirlaw, HSEQ Manager Scotland

How you ensure the consistency and balance between Take the Lead and Safer Together nominations is maintained?

"I feel it is important to recognise our colleagues through either the Take The Lead or Safer Together platforms because it can help to reinforce positive behaviours. By sitting on the Take The Lead panel I can support with determining whether any nominations better sit under the Safer Together Awards. My main focus when it comes to the Take The Lead is recognising those whose efforts go above and beyond the day job. I keep an keen eye open for any Take The Lead nominations that have led to innovations and improvements relating to Quality."



Denise Kinghorn, Monitoring Solutions Manager and Employee Rep.

As a rep how does it make you feel seeing the range of nominations and recognition of our people

"As an employee rep, it's great to see the wide range of nominations and the recognition our people have received. It highlights how valued they are across the business for their hard work and achievements on a day to day basis."

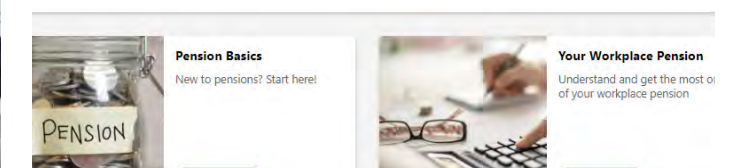


James Daniels, Marc Smallwood, Wayne Taylor, Steve Smith and Dave Hill

ConocoPhillips' Personal Safety Involvement Recognition Awards

Wayne Taylor, HSEQ Manager for England recently attended our ConocoPhillips contract, to deliver the Q3 HSEQ campaign to members of our team and our client.

Wayne was also delighted to present four employees with client recognition awards for their outstanding safety contributions at the site.



YourBenefits: Unlocking Pension Benefits

A new pension page on our intranet's [YourBenefits](#) section now includes all you need to know about your pension. This includes state pensions and a section for those nearing retirement.

YourBenefits Gifting Hub

We're excited to announce the addition of a new feature on [YourBenefits](#), where you can now send gift cards to friends and family at discounted prices! This is our way of simplifying gifting, making it more budget-friendly and adding extra joy this holiday season!

*Check eligibility for access to YourBenefits. Got a query? Reach out to YourBenefits@stork.com

Q4 Safer Together Recognition Awards

We take pride in the achievements of our colleagues and want to recognise and celebrate all their successes. Keep nominating your teammates for their great work and going that extra mile. Let's shout about success!

Safer Together's Recognition Awards congratulate excellent performance and outstanding efforts at any time of the year. They are aimed towards improving Stork's HSEQ culture, behaviours and working practices:

- Bronze - Excellent Safety Behaviour
- Silver - Consistent demonstration of exceptional safety behaviour
- Gold - Outstanding contribution to Stork's safety culture



Long Service Awards

| No. Years | Offshore | Site | Office |
|-----------|----------|------|--------|
| 10 Years | 1 | 0 | 2 |
| 15 Years | 2 | 1 | 0 |
| 20 Years | 3 | 0 | 0 |
| 25 Years | 0 | 1 | 0 |
| 30 Years | 3 | 0 | 0 |
| 35 Years | 0 | 0 | 1 |

Promotions

| Name | Department | New Role |
|-------------------|--------------------------------|---|
| Hazel Cheung | Business Board HR | Interim Regional Director Human Resources |
| Emma Fergusson | Shared Service Centre | HR Manager - HRSS/L&D |
| Kieran Walker | Industrial Services | Project Engineer |
| Natasha Rogers | Staff Recruitment | Recruitment Team Leader |
| Mark Nicholson | Field Recruitment & Resourcing | Operations Resourcing Manager - Field Recruitment |
| Lauren Somers | Training & Competency | Operations Resourcing Manager - Training & Competency |
| Kerry Walker | Logistics | Logistics Team Leader |
| Charlotte Lee | Staff Recruitment | Recruitment Team Leader |
| Marc Wood | Training & Competency | Senior Training Advisor - Training & Competency |
| Scott Cruickshank | Industrial Services | Project Manager |

November's Benefits Window and Recognition Moments throughout 2024

The November benefits window saw a record number of colleagues purchasing additional holidays and applying for SmartTech. The window also saw new Cycle to Work applications and 9 healthcare adjustments. Thank you to everyone who got involved, check out the stats below.

Benefits Window Stats:



113

Employees bought holidays worth £109,311



48

Employees bought tech worth £39,800



3

Employees enrolled in the Cycle to Work worth £4,875

£153,986

Spent within the November benefits window, which is a 62% increase on last year

* Benefits window schemes are open to eligible employees only, check terms and conditions.

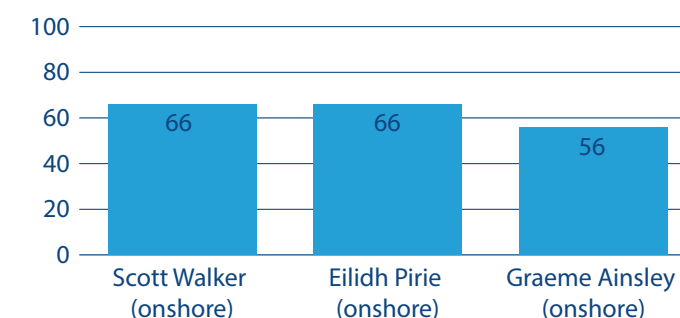
Recognition Stats:



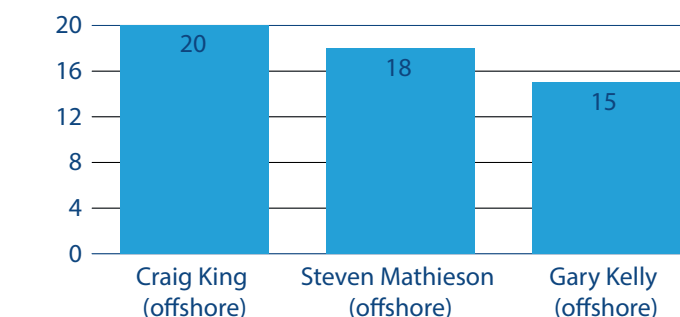
1,500

Take the Lead recognition moments in 2024

Who sent the most Take the Leads in 2024?

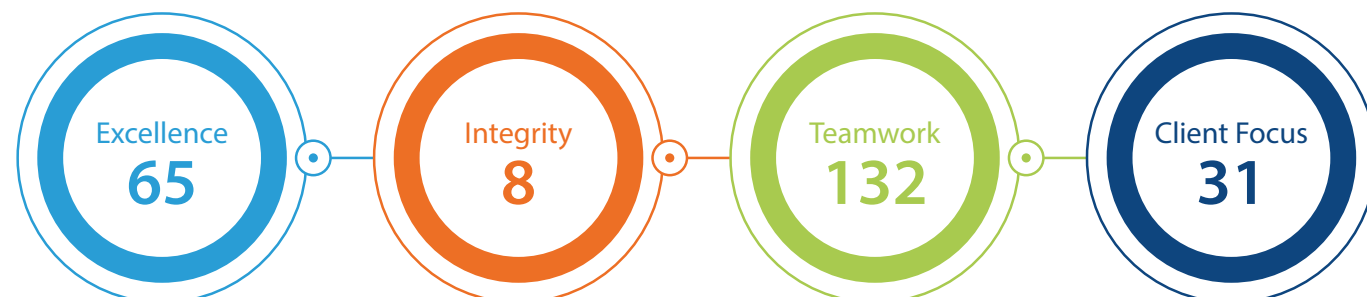


Who received the most Take the Leads in 2024?



DRIVE Take The Lead Awards

DRIVE's Take the Lead Awards celebrate those who go above and beyond their day to day role and demonstrate our core values: Integrity, Teamwork, Excellence and Client Focus.



Recognition At Fawley

During November our ExxonMobil Fawley Site Team received our client's 'Team of the Week' award for their outstanding performance during the LionHeart Turnaround at the refinery and petrochemical complex, not once but twice.

The team received £500 to contribute to a charity of their choice. In addition, with another £1,000 provided by Stork, they chose to donate the total amount to [St Luke's - Sheffield's Hospice](#), which offers palliative care services in the area.

Congratulations to the team on this commendable accomplishment!



Members of Stork's Exxon Fawley Site Team

Safer Together Annual Awards 2024

On the 31st of October teammates, clients and industry peers from across the UK came together to recognise what makes our company special - our transformative, collaborative and people-focused culture.

It was also the 15th anniversary of Safer Together – [click here](#) to watch a short video. A consistent factor throughout this time has been the steadfast dedication of our employees.

Our prestigious ceremony took place within Aberdeen's historic Music Hall and recognised the teams and individuals that have demonstrated an outstanding commitment to HSEQ, DRIVE and our core values. Our five publicised award categories were: We Care, We Support, We Protect, Rising Star and Take the Lead. In addition to this, we also had two surprise categories: Employee Representative of the Year and the Regional Director Award.

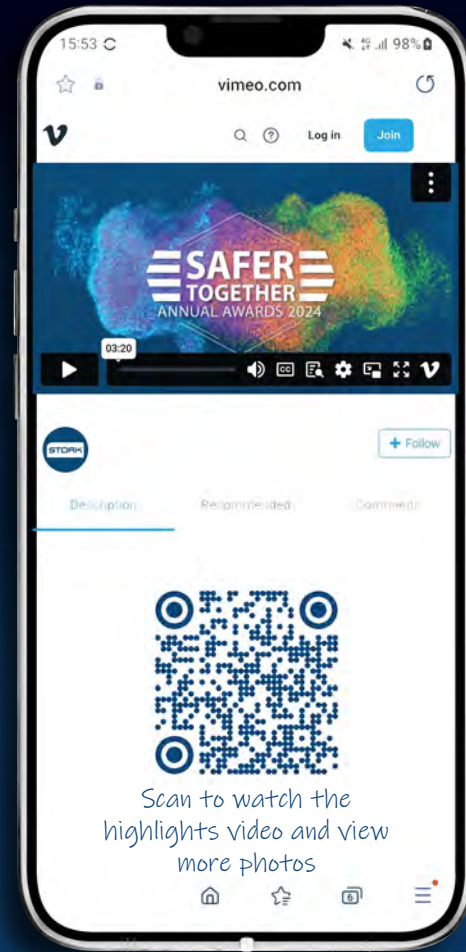
Thank you to everyone who took the time to submit a nomination, helping to recognise their teammates. Congratulations to all those who were nominated, shortlisted and to our winners; your commitment truly is a credit to Stork.

Thank you to our guests for your generous donations



Our chosen charity for the evening was [The UK Oil & Gas Chaplaincy Trust](#), which has been in existence since 1990. Its purpose is to provide financial support to oil related industry workers, past or present, and their direct dependants, who through a wide range of circumstances fall into hardship.

Over the last few years, they have seen an increase in applications, due to a rise in the cost of living, redundancies, mental health issues and serious illness. In addition to a **£5,000** donation from Stork, we raised over **£1,300** for this extremely worthwhile cause.



Your 2024 Winners:

Congratulations to all our winners and finalists. A special thanks to everyone that took the time to nominate and attend the ceremony



WE CARE
Alfie Foxton-Smith



WE SUPPORT
Vicky Moir



WE PROTECT
Apache Contract Team



EMPLOYEE REP OF THE YEAR
Aberdeen Reps.



TAKE THE LEAD
Joseph McGunnigle



RISING STAR
Kristi Strachan



REGIONAL DIRECTOR AWARD
James Scott



INCLUSION



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

Katherine Webster,
Employee Engagement
HR Manager

INTERNATIONAL MENS DAY

In November, we recognised [International Men's Day](#) to support and celebrate men in all their diversity.

A conversation with Paul and Julius

[Click here](#) to hear insights from Paul Green, Project Manager and Men's Health Employee Network Host, and Julius Bernotas, a skilled Rope Access Painter. They discuss creating a positive impact through meaningful conversations and utilising resources for support.

Contact we.care@stork for more information on our WeCARE Colleagues programme. To join an Employee Network, email DRIVE@stork.com.

Julius shares his personal journey in the video, emphasising the importance of supporting colleagues facing challenges. Paul addresses the stigma around men discussing their problems and stresses the need for seeking appropriate support.



Neurodiversity Training in Humber Bank

In line with our continuous dedication to promoting awareness and fostering inclusive work environments, we were pleased to host Billy Alexander, the CEO of [Autism & Neurodiversity North Scotland](#), at our Humber Bank office. During his visit, Billy conducted an excellent session for our site managers and various colleagues who journeyed from different parts of England. The session aimed to enhance their comprehension and appreciation of incorporating neurodiversity into our workplaces. Since the training began, there has been 9 sessions with roughly 150 attendees.



Neurodiversity training taking place in Humberbank



International Day of Persons with Disabilities

The 3rd December highlighted the importance of inclusivity, equal rights and creating accessible environments for all.

Why not explore the wide range of resources available to you: [Inclusion Knowledge Hub](#): Resources dedicated to Disability including an [LXP Awareness Module](#)

Stork's Inclusive Workplace Task Group: Your Voice Matters

Our newly launched Inclusive Workplace Task Group is in place to support you and ensure an even more inclusive, supportive and accessible environment for all employees by:

- Promoting diversity and inclusion across all areas of our workplace
- Identifying opportunities for improvement in accessibility and support
- Developing strategies to ensure everyone feels valued and empowered

Why not share your experience with the group and any suggestions for improvements. This can be done anonymously [here](#).



George Akers and Katherine Webster



EDIB Charter

[CATCH](#), along with member organisations, has crafted a network dedicated exclusively to addressing challenges related to Equity, Diversity,

Inclusivity and Belonging. We are pleased to announce that Stork has officially signed the 2024 [EDIB Charter](#).

This membership further reinforces our dedication to EDIB and offers a platform for exchanging experiences, challenges and best practices with fellow charter members, enabling us to collectively foster meaningful and inclusive workplaces for everyone.



Julie MacKay, Sharon Gaughan and Wayne Taylor

Colleagues in Humber Bank Support Period Poverty

Wayne Taylor, HSEQ Manager for England and Julie MacKay, Facilities Administrator, visited Sharon Gaughan at the Together-Community to donate sanitary products amounting to approximately **£250**.

It was a collaborative initiative highlighting the importance of addressing challenges faced by individuals living in poverty who struggle with access to costly sanitary supplies. Special thanks to Julie for her support and encouragement in rallying everyone at the site to participate in this meaningful cause.



Walk and talk members

Walk And Talk About Menopause

For many years, menopause has been a taboo subject, one that was not talked about and often ignored. At Stork, we want to encourage the conversation by continuing to break down stigmas and ensure we create inclusive workplaces that truly understand and accommodate the needs of all our employees.

As part of menopause awareness month, our Occupational Health team hosted a walk and talk session. This was a great opportunity for colleagues to get together to look after their health and wellbeing, while supporting one another.

For more information, review [Stork's Menopause and Andropause at Work Policy](#) or contact your HR Advisor.



Retaining Top Talent: Stay Interviews are back!

Our goal is to become an employer of choice by attracting, nurturing, motivating, and retaining our staff. We value our employees and recognise their vital role in Stork's achievements. Our continuous effort is to establish a positive and rewarding work environment.

In June 2024, we launched our Employee Engagement Survey based on the DRIVE framework, enabling all employees to express why they choose to remain with Stork. This survey marks the initial stage of our revamped Stay Interview Process.

After analysing survey feedback, we have initiated individual Stay Interviews with our workforce. These discussions offer a platform for team members to discuss their experiences, address any challenges encountered, and suggest ways to enhance our workplace. Phase 1 will involve our UK locations and Vikki Piper, Senior HR Advisor for England is conducting these stay interviews now.



Vikki Piper and Mick Hodgson

Workforce Representative's 2024 Roundup

In what has been another busy year we want to take this opportunity to thank our workforce reps who volunteer their time to represent you and ensure your voice is heard.

We have 3 workforce representative groups including onshore Aberdeen, onshore site and offshore. That's over 40 reps in total! Meeting monthly your reps receive a wide range of business updates and every quarter hear directly from our UK Leadership Team. Here's an insight into the most popular discussion topics for each group:

Aberdeen

- Actively participating in a range of engagement activities
- Supporting the wellbeing of colleagues
- CSR activities

Offshore

- The Energy Services Agreement
- Personal Protective Equipment
- Travel and accommodation arrangements

Site

- WeCARE Colleagues
- Employee benefits
- CSR activities



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

Your dedicated Employee Representatives

Nufarm's Journey To Safer, Smarter Operations...

While Nufarm is undergoing an exciting transformation through the capital investment project, did you know they've also been working away, behind the scenes, on some huge operational excellence initiatives?

With a combination of smart decisions, dedication, and focus on continuous improvement, the team have made significant strides. Here's a closer look at the key initiatives so far:

Asset Integrity

Maintaining the integrity of assets is critical to any industrial operation, and Nufarm has worked really hard in partnership with Stork and Richard Alan Engineering to make sure their equipment and infrastructure is safe and reliable. This ongoing effort involves inspecting and repairing everything from pipework and bulk storage tanks to buildings and bunds, ensuring they're in good condition.

As a UKAS Type C Inspection Body, Stork is an independent organisation accredited to perform inspections on behalf of NuFarm as part of the Registration Project for all COMAH (non-PSSR) pressure systems including; Pipework, Storage Tanks, Pressure Vessels, in addition to structural assets such as Pipe Bridges, Tank Bunds & Buildings.

Alongside registration, Stork is responsible for the undertaking of all Fabric & Maintenance works associated to refurbish and protect assets on-site. One way Stork is doing this is by using Engineered Composite Repairs to restore strength and integrity to Tanks & Vessels in accordance with ISO 24817, saving the client operational downtime and CapEX, over asset replacement.

Of the **188 pipework systems** in place, **38%** have already been fully inspected, approximately 44km, resulting in **100 remedial work packs** to execute remedial actions. The team has completed 12 of these packs, with more on the way. Similarly, the site's **248 bulk storage tanks** have undergone rigorous inspection, with **86%** now registered and **201 work packs** created of which **82** have already been completed.



Pipework Overhaul

The Nufarm manufacturing plant's pipe network spans a colossal 115km. It's also a major part of the manufacturing process, and so it's a top priority to ensure it's both safe and reliable. Since 2018, the team have replaced an incredible **8,742 kilometres of pipework** – to put this into perspective, if you laid this pipe end-to-end it would be nearly as tall as Mount Everest (**8,849 kilometres**). By systematically replacing older sections, it has significantly boosted the reliability and safety of the infrastructure. We have also introduced a new pipe support system called Sikla that has greatly improved the installations' good engineering practice, safety and future install efficiencies.

Additionally, the team have proactively removed **4,162 kilometres** of redundant pipework. This not only reduces unnecessary weight on pipe bridges but also removes the risk of degradation, which could lead to failures or dropped objects.

Dropped Objects

On the subject of dropped objects, one area where the Nufarm team has truly excelled is in preventing a dropped object from occurring, a serious safety hazard in any industrial setting. During their thorough pipe bridge inspections, the team discovered and removed **2,491 kilograms** of potential dropped objects. Out of **174 objects**, a staggering **164** could have caused life-threatening injuries if they had fallen from height.

2,491 kilograms is equivalent to the weight of a small car, an adult male hippopotamus, or even a medium sized sailboat.



Nufarm's journey of transformation is far from over. Every achievement since 2018 has been the result of thinking smarter, being innovative, and the dedicated teamwork of those on-site.

Moving forward, the Nufarm team remains committed to raising the bar on safety, efficiency, and operational excellence, especially as they step up the operation to leverage the capital investment and boost manufacturing capacity!



NuFarm, Stork and Richard Alan Engineering Teams



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.

Jennie Ramsay,
Communications &
Marketing Manager

Braving the Elements for a Charity Sleep Out

On Thursday 3rd of October, 5 dedicated team members from Humber Bank- Lynette Wilson, Chelsea McCreath, Alex Peart, Ivan Gibson and Wayne Taylor - took part in a 'rough sleep-out' to raise funds for the [Grimsby Neonatal Unit](#). The event was an incredible display of determination and community spirit, as they spent the night under the open sky to highlight the challenges faced by those without a home while supporting a vital cause that's close to their hearts.

Braving the cold and discomfort, the team's efforts were not just a representative gesture but a real attempt to understand the struggles that homeless individuals face daily. Their participation also helped shine a light on the importance of compassion and collective action when it comes to supporting vulnerable members of our community.

The **£1,520** raised through this effort will go directly to the Grimsby Neonatal Unit, which provides life-saving care to new-born babies and essential support to their families during some of their most challenging moments. By taking part in the sleep-out, the team not only raised awareness about homelessness but also helped to secure much-needed resources for a medical facility that plays a fundamental role in the lives of so many families in the local area.

Thank you to the team for their commitment and determination in sleeping rough for such a meaningful cause. Their willingness to step outside their comfort zones and endure a night exposed to the elements is a true testament to their dedication to making a difference in the lives of those in need.



Alex Peart, Chelsea McCreath and Lynette Wilson



Members of the Aberdeen office supporting wear it purple day

Wear It Pink / Purple Day

To support Breast Cancer Awareness month, our Humber Bank and Aberdeen offices took part in wear it pink / purple days to raise money for charity.

Aberdeen staff raised over **£400** for [Clan Cancer Support](#). The winners of the raffle were Mark Nicholson, Allison Taylor and Ray Wells. While the Humberbank team raised over **£60** for [Breast Cancer Now](#).



Alexander Leith-Ross, Jason Downer, and Stephen Lenaghan

Cleveland Way Whitby - Saltburn WeCare Awareness

Our Nufarm team were out and about again for their latest [WeCare](#) Colleagues awareness initiative.

Three members recently completed the Cleveland Way Walk from Whitby to Saltburn-by-the-Sea, stopping along the way at the fishing villages Runswick Bay & Staithes; covering a total of 33km in a healthy 7 hours.



Christian Taylor and Wayne Taylor

IOSH Certificate

Congratulations to Christian Taylor who successfully gained his [IOSH](#) Certificate, recently presented to him by Wayne Taylor, HSEQ Manager England.



Michael Fraser with Bob Hayes

Charity Football Match Harbour Energy – J-Block vs GBA Raffle

In September, a charity football match was held at Falkirk Stadium between GBA and J-Area to support the [British Heart Foundation](#). Teams from Stork and Harbour, among others, participated in the event.

Stork donated **£250**, and our team raised an additional **£200** through a raffle prize generously donated by Paul Rowlands. This contribution was made in support of the charity and as a demonstration of our commitment to the Stork 2024 Health and Wellbeing campaign for [Q3 Cardiac Health](#).

Special thanks to Chris Miller on the Britannia for reaching out and involving us. The game ended in a 3-3 draw, with Britannia emerging victorious in the penalty shootout.

Bob Hayes, Armada STL was the lucky winner of the raffle prize and expressed great joy upon receiving it!



Members of the Machining & Bolting team

Machining and Bolting CSR:

Our Machining & Bolting team had a great time helping out at [St. Mary's Catholic Church](#) in Peterhead. They did some refurbishing and painting work inside and outside the church, such as sprucing up doors, window sills and the notice board. It was a successful outing with a few team members pitching in for a CSR activity!

- Paul Jeffery
- Gary Morrison
- Scott Adams
- Scott McKenzie
- Alan Morrison

Our Stork elves have been spreading festive cheer

Our CSR initiatives have been growing and this year we organised a UK-wide festive appeal. This included a range of activities for our colleagues to engage in, supporting various charities and providing assistance to those in need during the holiday season. Let's take a look and see what our festive elves have been up to:

Lighthouse Charity Lunch

On Friday, 6th December, our Humber Bank team attended [The Lighthouse Charity](#) Christmas lunch to show our support for the important work they do in providing wellbeing services for the construction industry.

The event highlighted the significance of offering mental health and wellbeing assistance to employees, a commitment Stork upholds across all our workplaces.



Members of the Humber Bank Team

St. Andrews Hospice

Throughout the year, our Nufarm site team have raised over £1,500 for their chosen staff charity, [St Andrew's Hospice](#).

In addition, they recently sponsored the charities Light up a Life event and donated 50 selection boxes to those spending the festive period at the hospice.



Michael Smith and Andrew Welford

ConocoPhillips Team Deliver Selection Boxes

Our team raised **£165**, which was put towards buying **110** selection boxes for [Bloodrun EVS](#).

This was met by a donation of 20 selection boxes from Stork and a further 10 donated by Michael Hodgson taking the total to 140 selection boxes for the charity.



Stuart Gilfillan and Andrew Broere

Supporting Local Foodbanks

Following the generosity of our employees during our summer foodbank initiative, our Corporate Social Responsibility team has been actively gathering both food and financial contributions across the UK for our local [Trussell](#) centres.

We are grateful for the overwhelming support from our employees, both onshore and offshore. And would like to give a special mention to our Harbour Energy Contract Team, who raised **£400** to acquire essential items.

Members of our community involvement group attended the local Aberdeen foodbank to volunteer their time, helping organise the substantial quantity of donations that will soon be distributed to those in need.



Members of the Community Involvement Group

Festive Hamper Winners

This year, the Facilities Team decided to forgo the traditional Secret Santa and put their money together to organise an Aberdeen Christmas raffle. They raised **£764** for [Clan Cancer Support](#).

The winners are below:

- Winner of the Big Hamper – Steve Hunt
- Winner of the Small Hamper – Graeme McDonald
- Winner of the Golf Voucher for Two – Helena Cameron
- Winner of the Christmas Cake – Craig Sharp



Steve Hunt and Graeme McDonald

Mission Christmas - Giving Tree

This year, we've supported Northsound 1 and Hits Radio's Mission Christmas in aid of [Cash for Kids](#). Their giving tree appeal aims to improve the lives of disadvantaged children and young people in our local communities.



Grant Robertson and Jamie Shingler (Aberdeen)



Wayne Taylor, Lee Gibbs and Paul Riley (Humber Bank)

Christmas Jumper Day

Christmas Jumper Day took place on Thursday, 12th December and saw teams across the UK put on their best festive jumpers in aid of [Save the Children](#).

We would like to thank everyone who took part and made a donation, which will go towards helping give children the magical future they deserve.



Members of the Teesside Team



Members of the Aberdeen Office



Members of the Humber Bank Office

Santa Run

On Sunday, 15th December the annual Aberdeen Santa Run returned, transforming the Aberdeen beach front into a festive delight for those participating and spectators to enjoy.

Members of our Healthy Working Lives couch to 5k group got into the spirit while participating in the race. Well done to all involved.

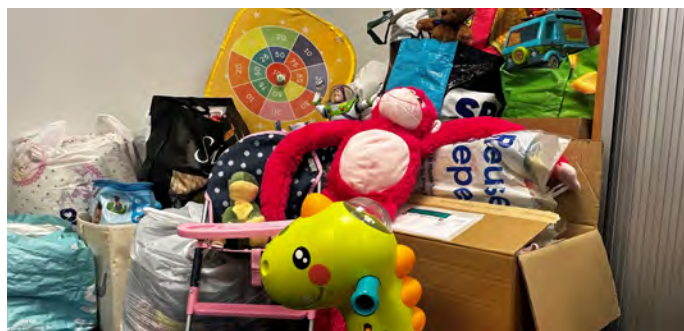


Members of the couch to 5k group

Pre-loved Toy / Clothing Appeal

As the festive season approaches, it presents an excellent opportunity to declutter any pre-loved toys and clothing.

Our Aberdeen office has been collecting good condition, pre-loved items to donate to our chosen charity, Clan Cancer Support, who will sell-on these items in their charity shops.



Fergus House Care Home

Every year, Stork treats the residents of Fergus House, a care home in Aberdeen, to Christmas Lunch. This time around, our team went over to serve up some holiday cheer along with lunch and small gifts. It's all about spreading that festive joy to those who might need it most during this season!



Aberdeen team members along with the care home staff

Volunteering at The Archie Foundation

Our Shell contract team went along to the Aberdeen Children's Hospital to volunteer with the Archie Foundation's Christmas preparations.

The team supported by wrapping presents for the volunteers and creating hampers for the NHS and Archie's staff who are working over the festive period.

"We really appreciated your help with creating our hampers and wrapping up our volunteer gifts! Support like this is just what we need at Christmas time in the hospital, so please pass on my thanks to all, you all did a great job!"

- Maisie Mann, Regional Fundraising Officer – Grampian



Photo: Members of Stork's Shell Contract Team

Christmas Lunches

The UK Leadership team donned their festive aprons to serve Christmas lunch to those in the Aberdeen office.



UK Leadership Team and Elior Chef



Finance Team Foodbank Appeal

For being a relatively small team, the Finance Team took it upon themselves to hold a food drive to help those who may be in need of extra support over the festive period.

The team did really well and handed over 8 carrier bags of goodies, which will go to people in need in the local area.

The volunteers were delighted with Stork's contribution and provided a thank you card on behalf of Dyce Church Foodbank.



Photo: Elle Paterson, Emma Fergusson and Katie Cobban

Careers Fairs

As part of Stork's continuous commitment to the development of young people within the industry, we recently attended two Secondary School Careers Fairs. They're aimed to help students explore career options and understand skills and education required for their preferred potential career. Stork's attendance at these events allows us to communicate with school children and parents about what Stork do as a company, our company values, the various departments we operate in and the potential opportunities that can arise for school leavers. It's interesting to hear what the local young talent are looking for and where there appears to be higher demand/interest as we continue to build/shape our early career pathways/opportunities.

As we attend these Career Fairs to increase knowledge on the vast range of pathways school leavers can now take, it is a great opportunity for Stork to promote our early career opportunities, apprenticeship schemes, graduate positions and the entry level jobs available.

A CSR reflection

Keith Jennings, HSEQ Advisor and current CSR Team Lead reflects on his time as head of the CSR Group:



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Well two years have flown by and I have had the pleasure and honour to sit as the CSR Team Lead for this time. I took on this role during a time of substantial growth through the company with Stork bringing on a greater onshore and site based portfolio, especially in England.

With this increase in business, there was also the rewarding challenge of developing our CSR culture and contribution to these new areas. I am proud to say that the team have done just that. I say 'team' because this role has been a conduit between the fabulous pillar leads and their workgroups that have been creating these opportunities alongside our workforce to deliver. The hardest part of this role was to try and organise myself into gathering the huge amount of work to present back to the UKLT.

I have many people to thank for this especially Emma Stewart, Katherine Webster, Samesa Igrigi and Simon Walker who have supported this development and kept the ship sailing in the right direction.

I look forward to handing the fantastic position we are in to the next CSR Team Lead to put their exciting new spin on things."

2024 CSR stats:

£75,000+

Fundraised and donated to charities across the UK since the beginning of 2024

1,000+

Hours have been volunteered by colleagues since the beginning of 2024

20+

Members of the UK-wide CSR Team

Thank you to everyone who has supported our CSR initiatives throughout 2024, we're looking forward to making 2025 bigger and better!

NOW LIVE

Your personal LinkedIn connections are key to enhancing our hiring success. **Follow** our recruitment channel, **engage** with our content and help us to reach the most relevant and top talent!



Scan & follow!

STORK

Recruitment

FOLLOW US!

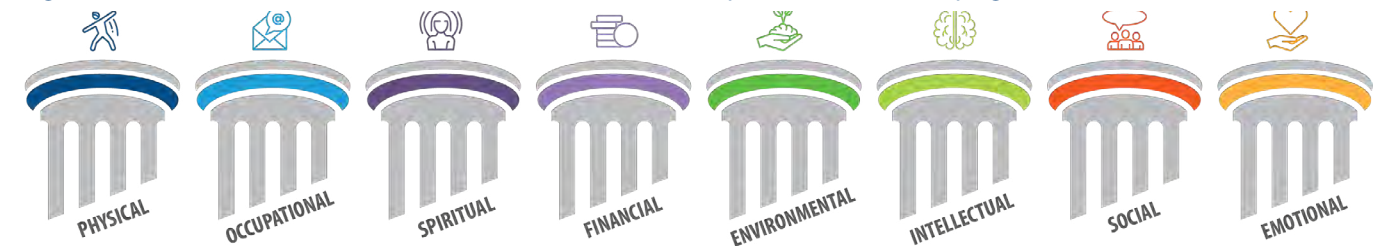


HSEQ Corner

Q4 Campaign: Holistic Health & Wellbeing

We conclude the year with a unique focus on Holistic Health and Wellbeing. [This campaign](#) delves into the various factors that influence our overall health and wellbeing. By understanding these influences, it allows us to address each aspect effectively, empowering us to make positive changes for our wellbeing.

While there are numerous factors that can affect our health, they align with the Eight Pillars of Wellbeing, which serve as key categories for holistic wellness. You will discover more about each pillar within our campaign materials.



The aim of this campaign is to raise awareness of each of the eight pillars and signpost information and support that can be used to promote good health and wellbeing. Knowing a little more about each pillar might just give you the control to make some positive changes or even help you to support those around you who may be struggling.

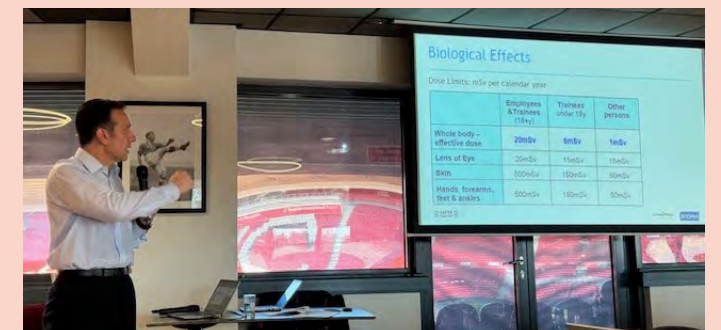
We hope you've enjoyed our [2024 Health and Wellbeing campaigns](#) and we'd like to extend a big thank you to all of you for helping us to create supportive communities in our workplaces. When working together we really can make a positive difference to the health and wellbeing of our colleagues. Please remember, if you have any concerns regarding your health please reach out, there is always support available from the [OH Team](#).

Finally, if you have any health topics that you would like Stork to address in the future, please let us know by contacting the [Healthy Working Lives Team](#). Thanks again for keeping our workplaces Safer Together.

ConocoPhillips - Contractor Safety Forum

On the 28th of October Wayne Taylor, George Akers and Stuart Gilfillan attended the Riverside Stadium in Middlesbrough.

At the forum, Wayne and George introduced the activities and then Wayne carried out a presentation on "Emotional and Cardiac Health" followed by a presentation by Stuart on "radiation safety". The session was the closed out by George.



Step Change in Safety: Occupational Lung Disease And RPE Awareness Event

On 6th November our very own Keith Jennings, HSEQ Advisor, hosted this important event along with Steve Shirlaw, HSEQ Manager, who presented to the group on Resetting Clean-Shaven Requirements: A contractors journey. Keith and Steve joined an impressive list of leading industry voices, health and safety experts and RPE specialists who shared best practices, innovative solutions and valuable learnings throughout the morning.

Watch Steve in action [here](#).



STORK

HAPPY
NEW
YEAR

2025



@Stork UK

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