



**STORK**

*A Fluor Company*

# GENDER PAY GAP REPORT

**April 2021**

Subsidiary: Stork Technical Services UK Ltd.



At Stork, our vision is to be an employer of choice and to attract, develop, inspire and retain high performing people; irrespective of gender or any other personal characteristics. Stork has long been committed to equal pay for equal work, as well as implementing policies and processes which proactively address the gender pay gap.

## WHO WE ARE

Stork, a Fluor company, is a value-driven provider of fully integrated operations, maintenance, modifications and asset integrity solutions.

We partner with our clients in a range of sectors including oil and gas, chemicals and process, metals and mining, power, and manufacturing industries.

Stork Technical Services (RBG) Limited is the UK entity of the global Stork Group and is largely engaged in the onshore and offshore energy and industrial industries.

Regionally in the UK, Stork employs approximately 1400 people with the majority of these individuals working on offshore installations on the UK Continental Shelf as well as our onshore clients' sites.

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## OUR VALUES

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

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

## OUR PLEDGE

Stork has committed to deliver on the AXIS pledge which holds organisations accountable for increasing gender balance within the Aberdeen Energy Industry. We are committed to embedding the principles upheld by this pledge across our other UK sites.



*In a year that changed everything, we will not lose focus on our commitment to achieve gender balance across our organisation.*

*Stork is dedicated to attracting, developing and retaining a diverse workforce and has committed to deliver on the AXIS Pledge to achieve gender balance across our operations. We believe diversity goes beyond gender and fully appreciate the benefits that a wide-ranging workforce brings - to our company culture, clients, communities in which we work and to our industries.*

*Our industry is making progress towards becoming more diverse and Stork will continue to play its part to achieve Vision 2035, by attracting new talent into energy and industrial sectors, developing existing talent and providing an inclusive environment for individuals to thrive. In our report you will see that we have made progress in a number of areas and what our focus will be in 2021.*



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

## REPORTING OUR GENDER PAY GAP

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

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

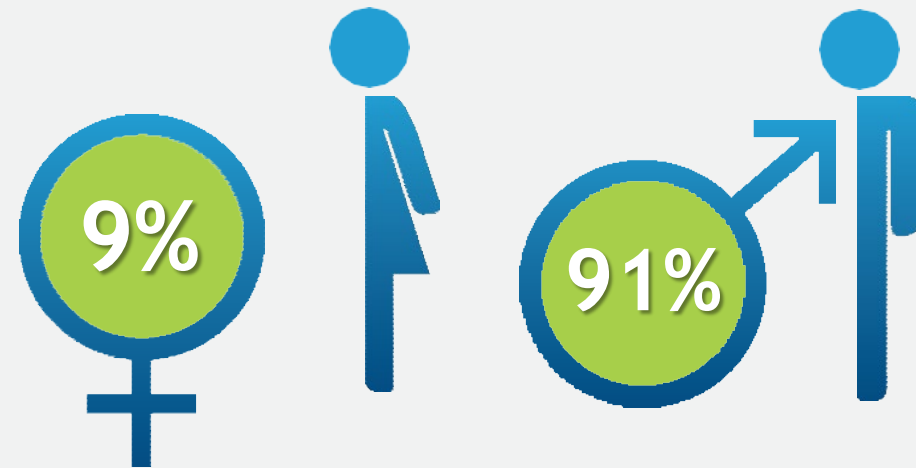
**Gender Pay Gap** is a measure of the difference between men's and women's average earnings. Gender pay gap is influenced by many factors including societal norms and industry sectors.



## UNDERSTANDING THE GAP

This report relates to Stork's UK based entity and operations. The snapshot date of 5th April, 2020 has been used for the basis of our Gender Pay Gap calculations. All findings have been prepared in accordance with ACAS guidance.

### STORK EMPLOYEES:

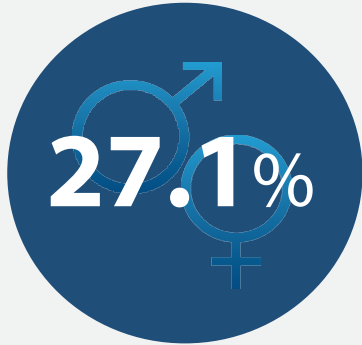


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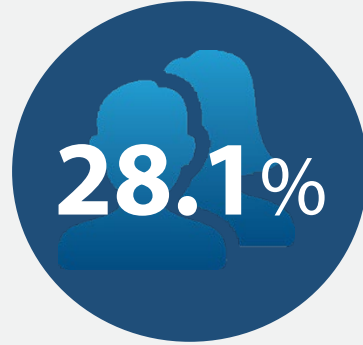
*The gender pay gap differs from equal pay, as it is concerned with the differences in the average pay between men and women over a period of time, regardless of their role. Equal pay deals with the pay differences between men and women who carry out the same or similar jobs.*

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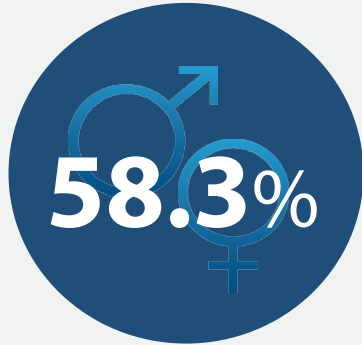
THE DIFFERENCE IN MEAN PAY OF MEN AND WOMEN:



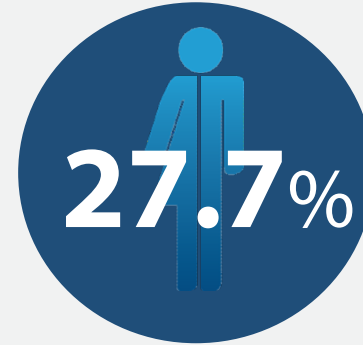
THE DIFFERENCE IN MEDIAN PAY OF MEN AND WOMEN:



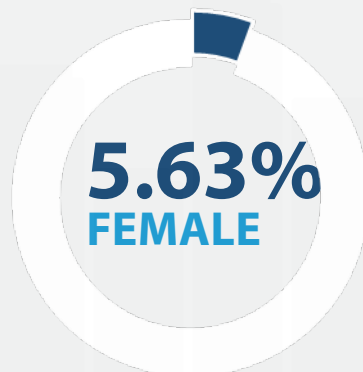
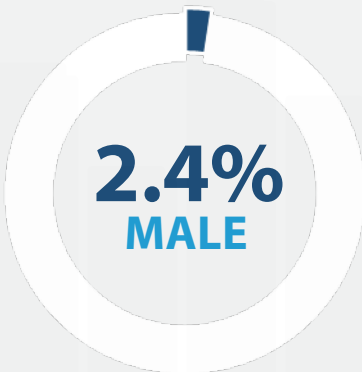
THE DIFFERENCE IN MEAN BONUS PAY OF MEN AND WOMEN:



THE DIFFERENCE IN MEDIAN BONUS PAY OF MEN AND WOMEN:



THE PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUS PAY:



KEY

**Mean and Median:** The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.

**Proportion of males and females receiving a bonus:** The proportion of male and female employees who received bonus pay.

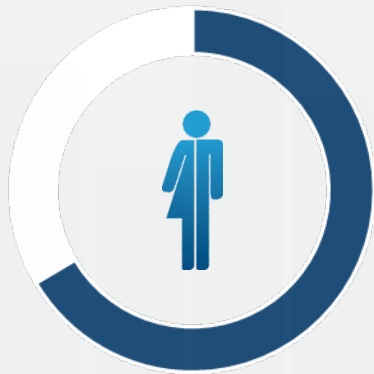
**Proportion of males and females in each pay quartile band:** The proportion of male and female employees in four quartile pay bands.





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

**LOWER QUARTILE**



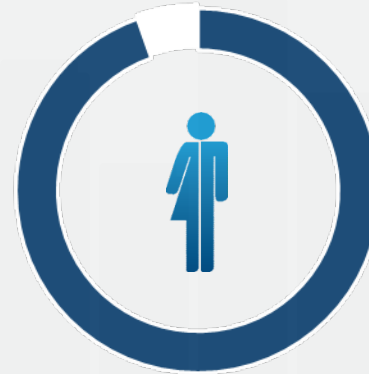
**33.5%** FEMALE  
**66.5%** MALE

**LOWER MIDDLE QUARTILE**



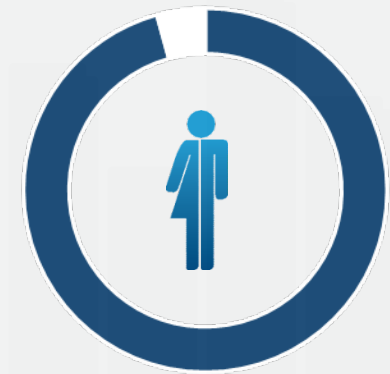
**3.5%** FEMALE  
**96.5%** MALE

**UPPER MIDDLE QUARTILE**



**5.4%** FEMALE  
**94.6%** MALE

**UPPER QUARTILE**



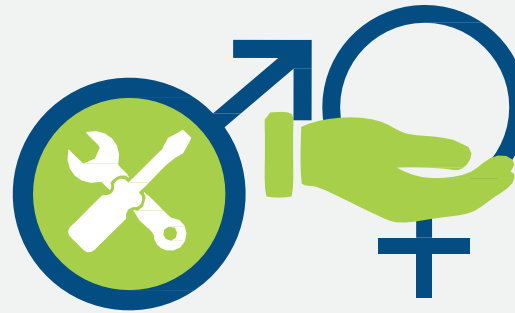
**4.3%** FEMALE  
**95.7%** MALE

## ANALYSING OUR GENDER PAY GAP

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



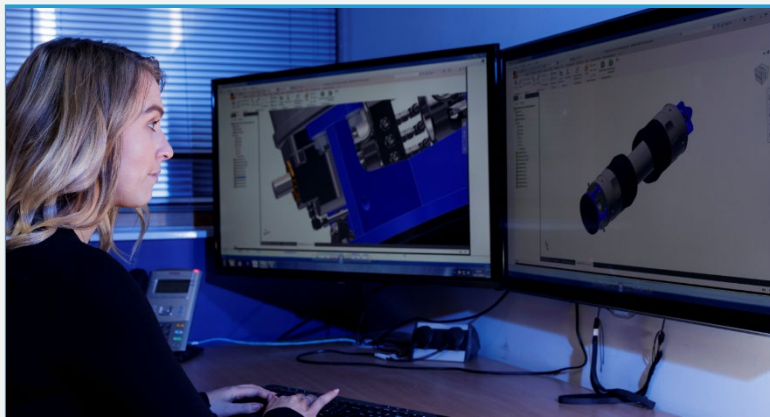
91% of our employees are male and 9% of our employees are female.



A greater number of males in technical roles and more females in support roles; typically technical roles attract a higher salary than support roles.



More males in senior positions within the company; senior roles attract a higher salary and other incentives.



This profile continues to reflect industry demographics within the oil and gas sector, where the overwhelming predominance of men in the offshore workforce is a significant influencing factor in Stork's gender pay gap. We are committed to taking steps to change these demographics.



# TAKING ACTION TO CLOSE OUR GENDER PAY GAP

IN OUR VISION TO BE AN EMPLOYER OF CHOICE THAT ATTRACTS, DEVELOPS, INSPIRES AND RETAINS HIGH PERFORMING PEOPLE, IRRESPECTIVE OF GENDER OR ANY OTHER PERSONAL CHARACTERISTICS, WE ARE TAKING THE FOLLOWING ACTION:

## ATTRACT



***We aim to increase diversity within our business and the wider Industry.***

- We engage with young people at school from the earliest age. Stork has a flagship partnership with a local secondary school where we work to change perceptions of our industry.
- We employ inclusive and transparent recruitment practices, including the use of psychometric tests and competency based interviews.
- We inspire diversity through our recruitment drives, with the use of promotional materials.
- We focus on diversity within our graduate and apprentice programmes.

## DEVELOP



***We will continue to develop our people to create a high performing, diverse workforce.***

- We promote a talent development culture which enables all employees to progress.
- We select candidates for our leadership and personal development programmes through our objective performance appraisal and employee potential processes.
- Unconscious bias training is mandatory for all employees to further embed our diverse culture
- We support and work towards corporate diversity & inclusion goals

## INSPIRE



***We will continue to inspire our employees to be a highly motivated and engaged workforce.***

- We promote diverse role models who inspire others.
- We recognise that each employee is an individual and that diversity of thought enriches decision making.
- We consult our employees and take action to address any unconscious barriers to career development.

## RETAIN



***We strive to be an employer of choice that focuses on talent retention.***

- We offer a wide range of benefits that appeal to a diverse workforce and provide them with lifestyle choices.
- We endeavor to offer a flexible working environment that matches lifestyle expectations.
- We welcome back anyone who has had extended time away from the work environment such as maternity or paternity leave, and provide them with the opportunity for career progression.

# 2020 HIGHLIGHTS

- Appointment of a dedicated HR Manager for Employee Engagement with a strong focus on diversity and inclusion
- Introduction of a new employee engagement platform; DRIVE, with a dedicated pillar of Inclusion
- Our continued work with a local school as part of Developing Young Workforce.
- Introduction of a Diversity & Inclusion focus group to challenge overall culture and working practices in line with an agreed D&I action plan
- Launch of our Diversity & Inclusion policy statement, to solidify our position as a D&I focused employer
- Presence of Diversity & Inclusion topics in our employee surveys
- Carrying out a cultural review as part of our Investors in People partnership with a dedicated focus on D&I, in order to allow us to continue to foster an inclusive workplace culture
- Introduction of compulsory unconscious bias training for all employees
- Improved tender process, using videos which showcase our diverse workforce
- Improving work life balance through Flexi-Friday and flexible working hours

# OUR 2021 LOOK AHEAD (IN BRIEF)

**Working closely with our industries, we will continue our commitment to our AXIS Pledge to reduce our Gender Pay Gap by:**

- analysing the underlying reasons for any gender imbalance and/or gender pay gap in our organisation;
- following a strategic plan, including clear ambitious targets, to deliver positive change;
- being transparent with our staff and communicating our progress.

**In addition, we are focusing on 4 main areas within our People Strategy:**

- **ATTRACT** - Reviewing our recruitment processes to ensure that they are inclusive and free from bias.
- **DEVELOP** - Developing our talent as part of our Diamond Framework. Our focus will include increasing the intake onto our ILEAD programme, which develop the behaviours that are required for our leaders and providing diversity and inclusion training for our employees.
- **INSPIRE** - Continuing our focus on inclusion and engagement at Stork, using feedback from our employees to shape our culture and employee experience.
- **RETAIN** – Implementing and promoting diversity policies in the workplace.



## DECLARATION

I confirm that the gender pay gap data and calculations in this report are accurate and have been produced in accordance with the Regulations.

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





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