

### Subject Matter Expert (SME) / Technical Authority (TA) Insights

SME's and TA's are professionals with advanced knowledge of a specific field or subject. They provide specialised knowledge on a specific area, practice or process and collaborate with managers and teams to define objectives, standards for deliverables and technical expertise. Currently we have 61 SME/TA's across Stork and we caught up with a few of them:

*Anna Havlin, Supply Chain Manager:*

#### Why is your role critical to business success?

The role of a Supply Chain Manager is crucial for cost management and operational efficiency, ensuring the flow of goods, information and resources throughout the supply chain. By streamlining process, reducing waste and improving turnaround times, this enables Stork to operate more efficiently, which directly impacts the bottom line.

In a nutshell, the role of a Supply Chain Manager is integral to a company's success, as it encompasses efficiency, cost management, risk mitigation as well as customer satisfaction, and strategic advantage.

*Denise Kinghorn, Monitoring Solutions Manager:*

#### In what ways is the role of an SME/TA impactful?

The SME/TA's possess in-depth knowledge of their specific specialities. This ensures that any decisions that need to be made are well informed using the most current information. This reduces the risks for the process/project and increases the chances of success. They also play an important role in training and mentoring but imparting their knowledge and expertise to develop the next generation.

*Graeme Falconer, NDT Technical Manager:*

#### What brings you the most satisfaction in your role?

I enjoy using my knowledge to tackle complex challenges and being relied upon to make tangible impacts. I also like the continuous learning, collaboration with other teams and departments and the chance to stay up to date with the latest inspection technologies.



Left to Right: Graeme Falconer, Anna Havlin and Denise Kinghorn

### #NoWrongPath at Stork

Each year we take part in the Developing Young People #NoWrongPath campaign to illustrate the endless opportunities when it comes to careers. Everyone has their own unique journey to success and Stork is here to support you with your next step.

One route is our trainee programme, targeted at individuals from all walks of life, including those who have recently completed their studies, those looking for a career change or individuals who are ready to take on a new challenge.

Jack Hannah and Grant Baillie undertook our 12-month Trainee Painter Programme and are now fully qualified Rope Access Painter/Blasters. Both have a strong drive to continue their development and progress their careers within Stork.



### Q3 Safer Together 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



Scan me to submit an award:

### 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.

All Stork employees nominated for a Take the Lead Award will automatically receive a Take the Lead eCard. Nominators can select their entry to be reviewed by the Take the Lead Panel who will consider if a bronze, silver or gold award should also be presented. Nominations can also be made via the [YourBenefits](#) platform or by scanning the QR code.

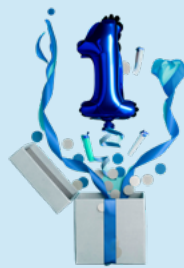


Scan me to submit an award:

### Celebrating 1 year of YourBenefits

Our employee benefits platform is officially one year old! Over the past year, [YourBenefits](#) has made it easier than ever for employees to access and take advantage of the incredible perks available at Stork.

From our recognition awards, wellbeing centre and discounts, to the holiday purchase and our SmartTech schemes. The platform has become a vital tool in supporting our wellbeing and work-life balance.



### The perks just keep getting better!

#### Total Rewards Statement

We're continuously looking for ways to improve our employee's experience at Stork. Therefore, we are pleased to introduce YourBenefits' Total Reward Statement. Employees can now see a summary of their full benefits package at a glance and all the perks that come with working at Stork. This new tool will help you to quickly understand to monetary importance of the benefits that you receive.

Look out for this tile on the homepage of YourBenefits to access your Total Rewards Statement.



### Long Service Awards

| No Years | Offshore | Site |
|----------|----------|------|
| 10 Years | 5        | 0    |
| 15 Years | 8        | 3    |
| 20 Years | 7        | 1    |
| 25 Years | 2        | 0    |
| 30 Years | 1        | 0    |

### October: Pension awareness month

Why not take a look at what your pension prediction is, it's never too late to make meaningful changes.

Remember you can access a wide range of videos and advice via the YourBenefits platform or through the [Scottish Widows](#) app.

Beneficiary nominations have increased from 16% to 27% this year. Have you updated your details? Access your form via the YourBenefits platform or contact [yourbenefits@stork.com](mailto:yourbenefits@stork.com).



## Employee Network Groups

It's been a few months since the launch of our Employee Network Groups and we're thrilled with their success to date.

### Our hosts:

- Men's Health: Paul Green
- Early Careers: Craig Mann
- Women's Health: Tracy Middleton
- Working Parents and Carers: Ellie Horne / Amie Wilson
- Neurodiversity: Sam Ivers
- Armed Forces: Wayne Taylor

### Highlights

- Networks are open to everyone and can be accessed in person and via teams.
- There are no actions! We encourage you to come along and join in the conversation, share what you are comfortable to share and take away what is important to you.
- Build a network of support across Stork with those who have similar experiences
- Bonus guest speakers and insights sessions to build personal and professional development

Want to join? [Sign up here](#)

## Inclusion Week 2024

[National Inclusion Week 2024](#) took place in September and what a week! **Impact Matters** was this year's theme. Each one of us holds the potential to make a profound and positive impact and our activities throughout the week showcased how we can do this.

### Our Inclusive launch session

We welcomed the [Stoltman Brothers](#), the world's strongest brothers, to our Aberdeen facility to share their story of overcoming adversity and achieving their dreams. The brothers shared their personal story of living with autism, mental health, resilience and the importance of teamwork and community. [Click here](#) to hear the Stoltman brothers story.



Left to Right: Luke Stoltman, Tom Stoltman and Katherine Webster



Stoltman Brothers visiting Aberdeen Base Facility

## Employee Engagement Survey

Employees were invited to participate in our Employee Engagement Survey, developed from our newly launched Stay Interview Policy allowing you to provide feedback on why you choose to stay at Stork.

Drum roll... the results are in:



### General

Overall, employees are satisfied and like our culture and are engaged, however there are some concerns with the ongoing divestment.



### Wellbeing

Focus and materials being shared are strong but more interactive activities have been requested to bring the content to life within own teams, as well as more formal sessions being offered.



### Future Steps

A cross section of employees will be invited to attend a one-to-one stay interview to delve deeper into the survey responses.



### Development

Good feedback channels in place, however desire for targeted development of individual needs, above and beyond the needs of the existing role.



### Recognition

Good recognition and benefits schemes available, further support needed to enhance awareness and accessibility for those on site / offshore.



### Voice

Good engagement mechanisms in place, more targeted team and cross team activities desired, more visibility from UKLT requested.



### Inclusion

Belonging and respect is felt, DE&I activities positive, targeted activities for managers good. Need to ensure enough time is made available to commit to activities and managers lead by example.



### Engagement

Overall positive, however a lot of emails and alternative methods could be considered including people managers taking the lead. More technical engagement desired.

## Offshore and Site - Do you want to be an employee representative

At Stork we value the input of our workforce and believe everyone should have a voice. One great way to do this is via our Workforce Rep group who meet monthly via Teams call and every quarter members of our UK Leadership team also join.

The Employee Forum is key to ensuring that our employees have a voice, can provide feedback and allow open communication on matters such as employment, organisational changes as well as policies and procedures that affect our workforce. We also welcome your input on any initiatives we are working on. Is your location represented? Look out for the next round of nominations and ensure your voice is heard.

Reach out to us at [DRIVE@stork.com](mailto:DRIVE@stork.com) to discuss the role.



## UK Leadership Team CSR

Corporate Social Responsibility plays a vital role within Stork and our employees participate in a variety of volunteering and fundraising activities UK wide. This commitment is supported and matched by our UK leadership team.

On Wednesday 7<sup>th</sup> August, the leadership team spent the afternoon at [Inchgarth Community Centre](#) carrying out a range of gardening and cleaning activities to maintain the outside play area.

Robert Taylor, Business Development Director commented,

*"it was such a rewarding experience to work with a neighbourhood project that is making a difference within our local community. It enabled us, as a leadership team, to gain perspective and learn from those who have overcome challenges through perseverance to create a space which benefits the entire community".*



Victoria Price and Charlotte Lee with Grimsby school leavers

## Grimsby School Leavers Fair

Victoria Price and Charlotte Lee from our recruitment team in Humberbank, recently attended a school leaver fair in Grimsby.

The fair attracted a wide range of pupils who had shown interest in what our business areas do. As part of the stand, the pupils were given the opportunity to make knots associated with our rope access activities.



Industrial & Mechanical Team Managers

## Maintaining a better world, sustainability

On the 16<sup>th</sup> of August, our Industrial & Mechanical team took part in a Litter Pick throughout Oldmeldrum, as part of our ongoing local commitment to corporate social responsibility.

Together, they collected over **28kgs** of waste, demonstrating that small actions can make a big difference!



Wilton team lunch

## Wilton Lunch

Richie Lobb, Asset Integrity Contract Delivery Manager, organised a working lunch at the Wilton branch in Teesside with the Wilton / ConocoPhillips Stork management and supervisory team. This provided the opportunity to introduce Clarke Smith, the new Wilton Storeman. The lunch enabled the teams to discuss resources, equipment and share knowledge. This is a great example of engagement across sites, to ensure everyone is effectively working together.



### Chapter One: Support a child with their reading

As part of our ongoing contract and relationship with Sellafield, we have partnered with the charity, [Chapter One](#). This involves online volunteering opportunities, providing 30-minutes a week to make a direct impact on the lives of young children who are facing disadvantages and struggling with reading.

With 20 volunteers, UK wide, the partnership is due to kick off at the end of September. Did you know? **40%** of 11-year-olds from disadvantaged backgrounds in England leave primary school unable to read English well, leaving them a full nine months behind their peers.

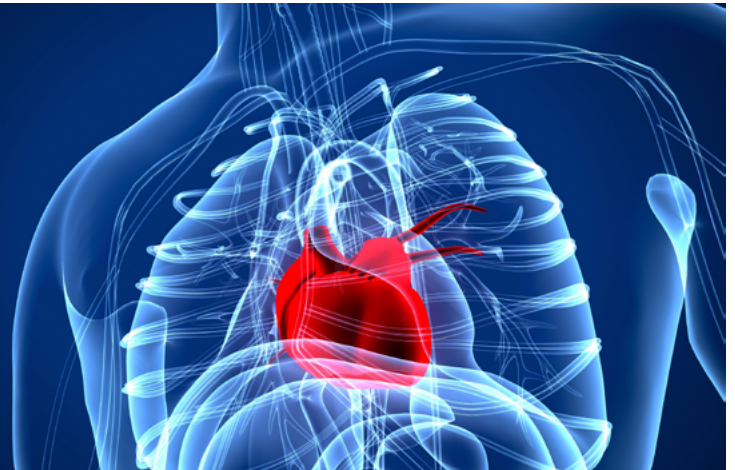


### £100 donations for charity events

As part of our ongoing CSR initiatives, did you know that you can request a £100 donation up to 4 times a year for taking part in an external charity fundraising event? This scheme is open to everyone across Stork, and we want to hear what you're doing to support charities close to your heart.

Since the start of 2024, we have made donations to over 20 employees. If you're taking part in an upcoming event, email the [CSR Group](#) to discuss a donation.

## Q3 Campaign: Cardiac Health



Cardiovascular disease (CVD) is a general term for conditions affecting the heart or blood vessels. It's usually associated with a build-up of fatty deposits inside the arteries and an increased risk of blood clots. The exact cause of CVD is unclear, but there are several things which may increase your risk of getting it. One of these is hypertension (high blood pressure). High blood pressure can lead to serious problems such as heart attacks or strokes, but lifestyle changes and blood pressure medicines can help you to stay healthy.

Our Q3 materials provide an array of signs / symptoms to be mindful of and top tips that you can put into practice, to ensure you keep your heart healthy. Take a look at our [short video](#) to find out more about the hidden signs of heart problems.

Supervisors and managers are to arrange sessions with their teams, roll out the materials and fully encourage two-way communication to facilitate positive conversations and seek [feedback](#).

