

2024

GENDER PAY GAP REPORT

APRIL 2023 – OFFICE BASED PERSONNEL
Stork Technical Services UK Ltd.

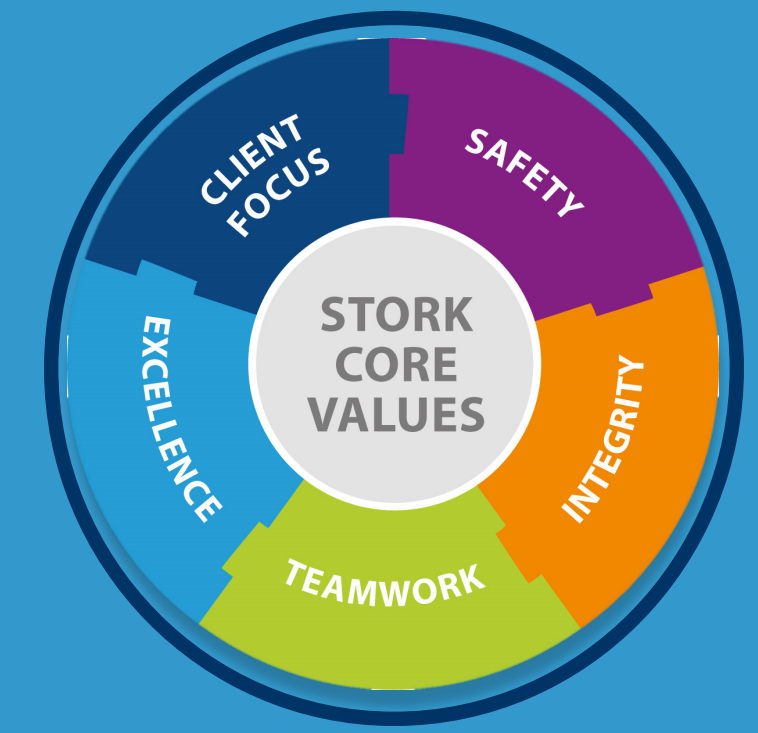


WE ARE STORK

➤ 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. 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 contributions all of our employees can make, everyone working for Stork has the opportunity to reach their maximum potential.



➤ WHO WE ARE

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

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

Regionally, Stork employs approximately 1,800 people with the majority working on offshore installations in the UK Continental Shelf, as well as our onshore clients' sites.

➤ 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 too.

➤ OFFICE REPORT

This report encompasses everyone who works within a Stork office location.

WELCOME MESSAGE

STORK



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.

We believe in addressing the gender balance in how we recruit, support and engage with our employees.

Our ambition is to ensure a culture where all employees feel valued, have a sense of belonging and are treated equally. 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 wider industries.

Stork will continue to play our part, by attracting new talent into the sectors we operate in, developing our existing employees and providing an inclusive environment for all individuals to thrive.

We embrace equity and people start from different places. Therefore true inclusion and belonging requires equitable action.

In our report you will see that we have made progress in a number of areas and what we will focus on in 2024.



Steve Hunt
Regional Director UK

THE GAP EXPLAINED

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.

REPORTING OUR GENDER PAY GAP

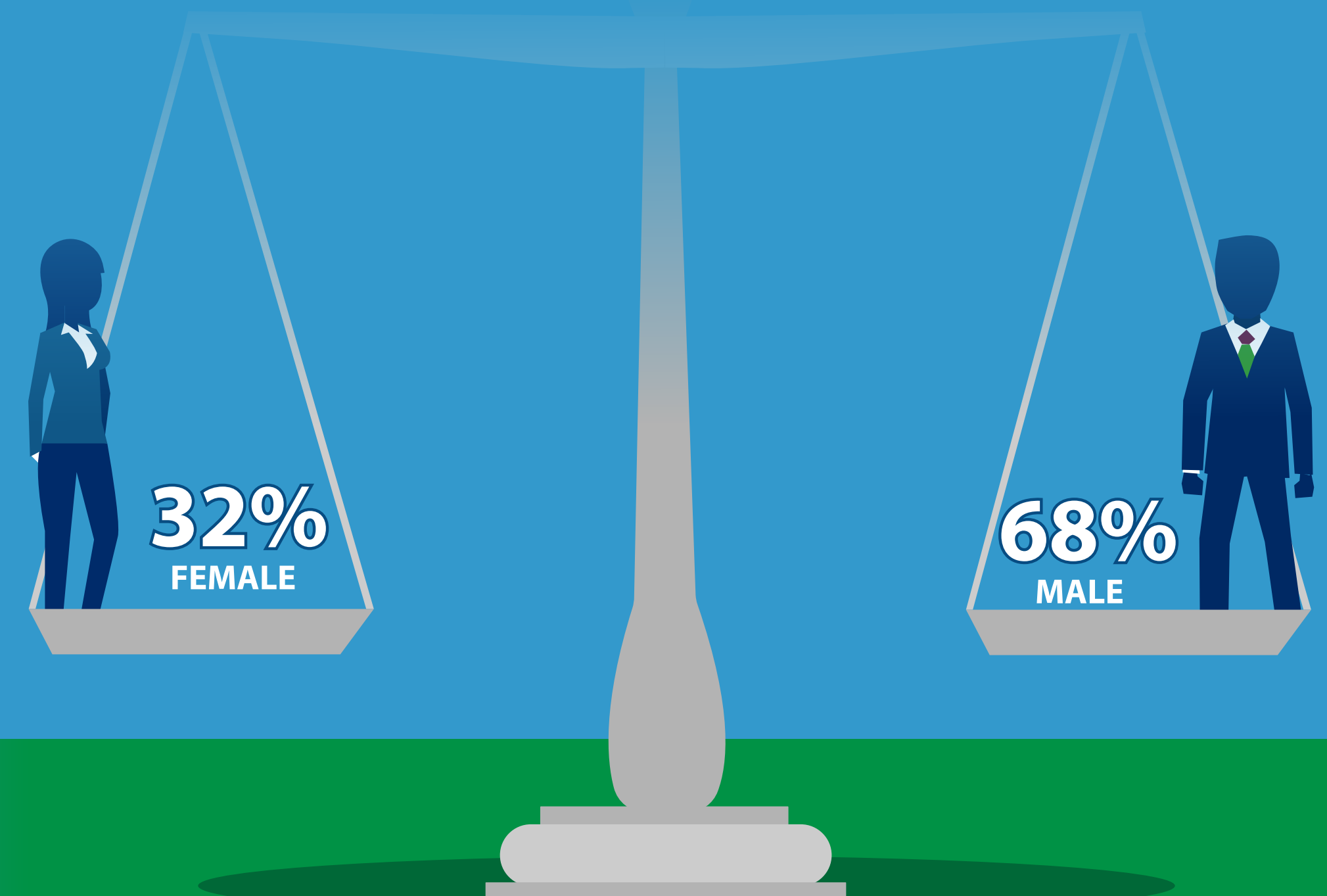
It's important to distinguish between equal pay and the gender pay gap:

- **Equal Pay** means that men and women doing the same or similar work receive equal pay. Stork has long been committed to equal pay.
- **The Gender Pay Gap** is a measure of the difference between men's and women's average earnings. It is influenced by many factors including societal and industry norms.

UNDERSTANDING THE GAP

This report relates to Stork's UK office personnel and operations. The snapshot date of 5th April, 2023 has been used for the basis of our Gender Pay Gap calculations. All findings have been prepared in accordance with ACAS guidance.

STORK'S OFFICE BASED EMPLOYEES:



AVERAGE AND MID-POINT EARNINGS

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

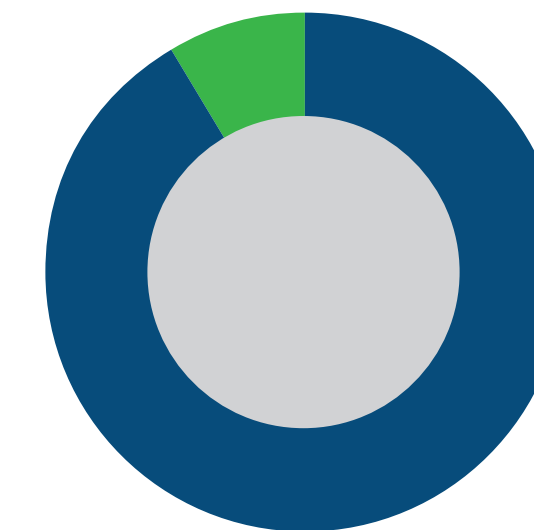
- The difference in mean pay of men and women: **20.8%**
- The difference in median pay of men and women: **20.4%**
- The difference in mean bonus pay of men and women: **29.5%**
- The difference in median bonus pay of men and women: **14.6%**



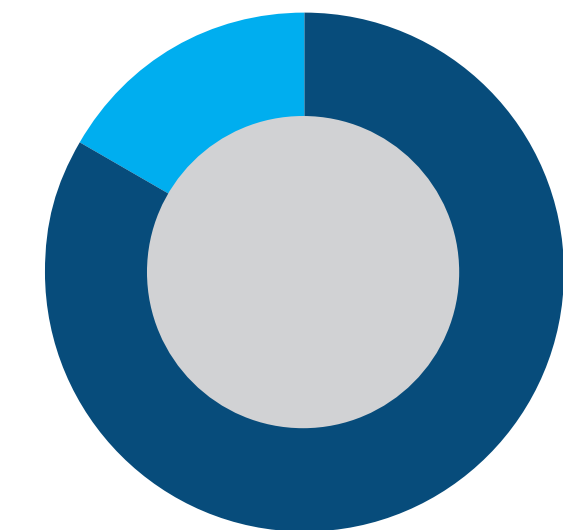
We have reduced the mean hourly pay gap by over **5%** and the mean bonus gap by over **27%** since 2019.

STORK

THE PROPORTION OF MEN AND WOMEN WHO RECEIVE MANAGERIAL BONUS PAY:



11.5%
FEMALE



17.9%
MALE

QUARTILE PAY BANDS



We employ **4.5%** more females in upper quartile positions compared to 2019.

STORK

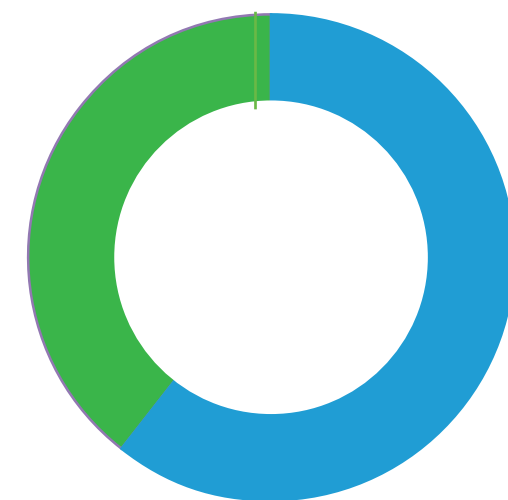
THE PROPORTION OF **MEN** AND **WOMEN** IN EACH QUARTILE PAY BAND:

LOWER QUARTILE



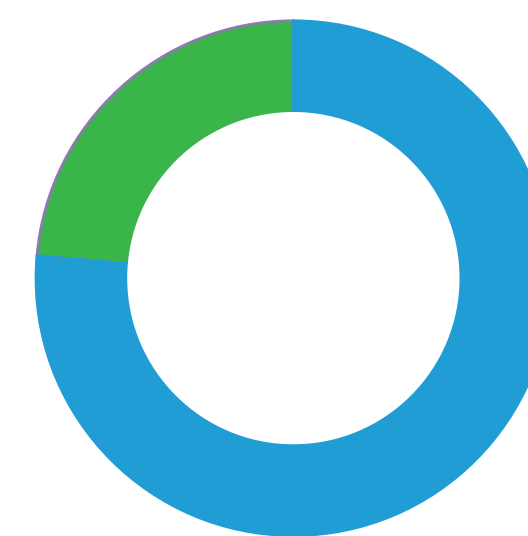
42.5% **57.5%**
FEMALE MALE

LOWER MIDDLE QUARTILE



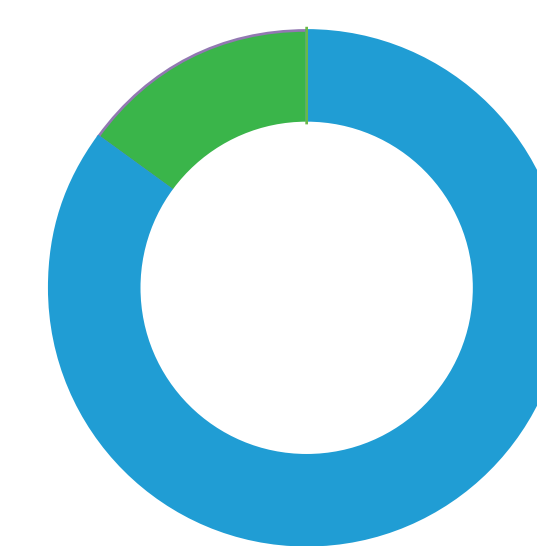
42.5% **57.5%**
FEMALE MALE

UPPER MIDDLE QUARTILE



26.8% **73.2%**
FEMALE MALE

UPPER QUARTILE



14.3% **85.7%**
FEMALE MALE

ANALYSING OUR GAP

The analysis of our gender pay gap figures tell us that Stork's office based workforce consists of 32% being female and 68% male. Over the past 5 years, we have reduced the gap by 3.5%, with more females being employed within our offices.

We're committed to continue taking steps towards improving our gender pay gap demographics, by ensuring our workplaces are without bias, and promoting equity among our workforce.

INFLUENCING FACTORS:

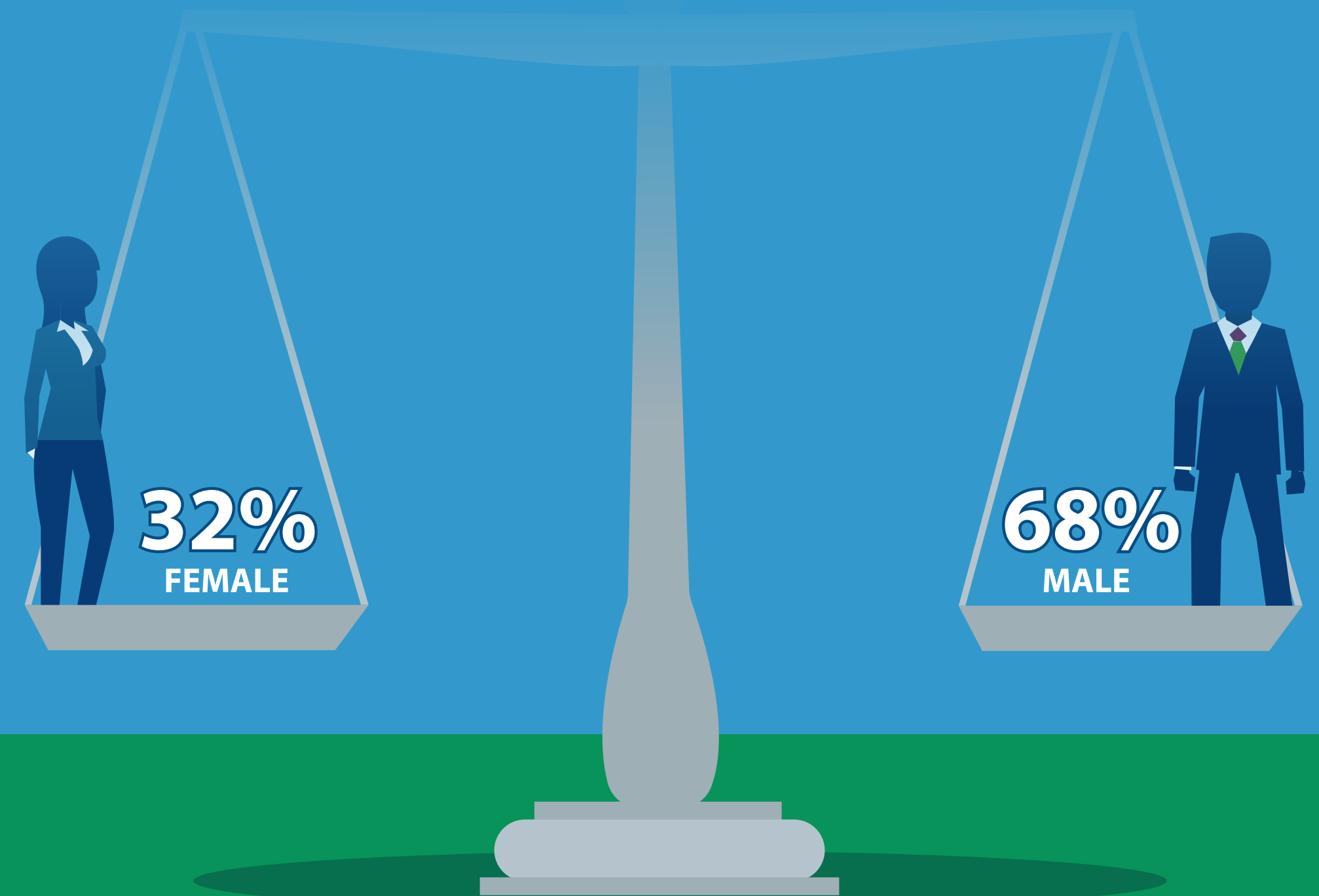


A greater number of males in technical roles and more females in support roles; typically technical roles attract a higher salary than support roles.



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

STORK'S OFFICE BASED EMPLOYEES:



TAKING ACTION TO CLOSE THE GAP



ATTRACT

We aim to increase diversity within our business and the wider Industry by:

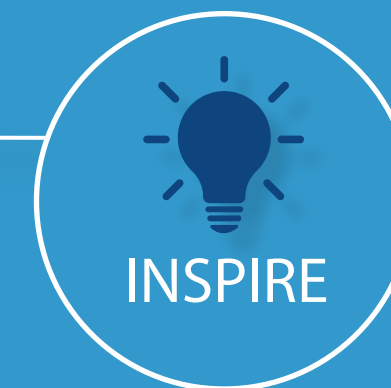
- Engaging with young people at school from the earliest age possible. Stork has flagship partnerships with both local primary and secondary schools, where we work to change perceptions of our industry
- Utilising inclusive and transparent recruitment practices, including the use of psychometric tests and competency based interviews
- Inspiring diversity through our recruitment drives, with the use of promotional materials
- Focussing on diversity within our graduate and apprenticeship programmes
- Working with external charities such as Career Ready and The Prince's Trust to attract young people to our industry and demonstrate there are roles for everyone



DEVELOP

We continue to develop our people to create a high performing, diverse workforce by:

- Promoting a talent development culture which enables all employees to progress
- Selecting 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
- Supporting and working towards corporate diversity and inclusion goals
- Extending training and awareness sessions on diversity and inclusion topics for all employees



INSPIRE

We will continue to inspire our employees to be a highly motivated and engaged workforce by:

- Promoting diverse role models who inspire others
- Recognising that each employee is an individual and that diversity of thought enriches decision making
- Consulting our employees and taking action to address any unconscious barriers to career development opportunities



RETAIN

We strive to be an employer of choice that focuses on talent retention by:

- Offering a wide range of benefits that appeal to a diverse workforce and enable lifestyle choices
- Endeavouring to offer a flexible working environment that matches lifestyle expectations
- Welcoming 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
- Using stay interviews and succession planning to continuously monitor career aspirations



2023

HIGHLIGHTS



- Dedicated Diversity, Equity and Inclusion (D,E&I) Sponsor and Ambassador:
 - D,E&I Sponsor – George Akers, Regional Director – HSSEQ
 - D,E&I Ambassador – Katherine Webster, HR Manager – Employee Engagement
- Our multi-award winning employee engagement platform; DRIVE, has a dedicated pillar for Inclusion
- We continued our work with local primary and secondary schools as part of [Developing the Young Workforce](#)
- We established a Diversity & Inclusion Focus Group to challenge overall culture and working practices in line with an agreed D,E&I action plan
- Diversity & inclusion topics are included within our employee surveys
- Introduction of Employee Resource Groups focusing on Accessible Workplaces, Stronger Cultures and Generations Working Together
- Introduction of a suite of policies including a Diversity, Equity & Inclusion Policy
- Participation in Inclusion Week to raise awareness throughout Stork and regular awareness days throughout the year
- Continuation of compulsory unconscious bias training for all employees
- Improved tender process, using videos which better showcase our diverse people and wider culture
- Improving work / life balance through hybrid working, flexi-Friday and flexible working hours
- Mandatory Inclusive leadership training for all Stork managers of people, to ensure quality leadership across the company that meets individual needs
- Membership and active participation with external bodies and forums to share best practices
- Accountability of people managers to consider their D,E&I activities within teams
- WeCare Colleagues (mental health first aiders) are fully trained all across Stork
- Continue to create opportunities for employees to have their voice



SCIENCE, TECHNOLOGY, ENGINEERING & MATHS

2023 STEM ACTIVITIES

Working closely with our partnership schools, [Meldrum Academy](#) and [Bramble Brae Primary](#), we provide information to young people about the variety of careers open to them, across all industries and sectors that we operate in.

At Meldrum Academy, we hold sessions to help pupils understand how school subjects link to the world of work and the skills they provide.

Throughout the year, we present to pupils and parents, highlighting the variety of career options open to young people when they leave school. We have a strong focus on trying to ensure young people understand the opportunities available to them and that there is no gender specific roles or wrong path.

In 2023, we worked very closely with the maths department at Meldrum Academy to increase the awareness of pupils from S1-S6, about how maths is used in the workplace in a variety of different areas. We also promoted the skills that maths provides young people such as communication and problem solving.

Throughout the year, our teams also collaborated with local schools, providing work experience to young people of school age, as well as internships to those at university.



2024

LOOK AHEAD

Working closely with our industry peers, 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



Showcase the a range of flexible working options to meet the needs of our diverse workforce, sharing colleague-focussed case studies and careerpath examples



Continue to educate all our employees of the importance of inclusive behaviours



Promote and encourage an open environment where everyone can be their true-selves, at all times



Continue to focus on our employee's voices, through surveys and our elected employee representatives, ensuring active action on the feedback received

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.

LEARN MORE ABOUT US

STORK

Stork
Norfolk House
Pitmedden Road, Dyce
Aberdeen
AB21 0DP

Tel: +44 (0)1224 722888
Email: externalcommunications@stork.com

[Stork.com/uk](https://stork.com/uk)

