

Q4 2023 EDITION

STORK

DRIVE

FORWARD TOGETHER

News

SAFER TOGETHER ANNUAL AWARDS

P12-13



MEET OUR GRADUATES!

P8-9

FESTIVE CSR ACTIVITIES: WHAT WE ACHIEVED

P21

CONTENTS

DRIVE CHAMPIONS & SPONSORS	2
WELCOME MESSAGE	3
2023 EMPLOYEE ENGAGEMENT CALENDAR	4
DEVELOPMENT	6
RECOGNITION	10
INCLUSION	14
VOICE	16
ENGAGEMENT	18



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 section you'd like to visit and you'll automatically be taken there.



WELCOME TO THE FINAL EDITION OF DRIVE NEWS FOR 2023

In our last 2023 edition of DRIVE News, we want to celebrate you, our employees, and continue to recognise your incredible successes. We have achieved so much at Stork over the last 12 months. The end of the year is a great time to look back and celebrate what we've accomplished together.

OPERATIONAL ACHIEVEMENTS

We kick-started 2023 with an impressive win. Not only were we awarded a five-year contract extension with Harbour Energy to continue delivering our existing contract, but also extended our services to Solan, the J-Area and the Great Britannia Area. This was a fantastic win for us, which saw many new colleagues join Stork. Throughout the year we went on to renew all contract extensions which were up for tender and continued our diversification journey into new sectors. In Q4 and continuing this diversification trend, we again extended our contract with Sellafield which continues to see us provide independent third-party inspection and quality assurance solutions both on site and across the nuclear supply chain.

CORPORATE SOCIAL RESPONSIBILITY (CSR)

How we operate and what we do in our local communities was also a huge, concerted effort in 2023. We have had a corporate social responsibility group and team leader in place for a few years now, however this year saw CSR efforts expand across all of Stork's operations in the UK.

We need to maintain representation from each of our regional hubs up and down the UK. Therefore, we ask anyone who would like to take part in our [CSR group](#) to get in touch and let us know your interest in becoming a member.

SAFER TOGETHER ANNUAL AWARDS 2023

One of the highlights in Stork's calendar, took place in Aberdeen on the 22nd of November 2023. The awards recognised the teams and individuals that demonstrated an outstanding commitment to achieving HSEQ excellence throughout the year. Congratulations once again to all our award winners and finalists. A special thanks to those who took the time to nominate and support throughout the awards process.

Recognition can be given at any time throughout the year so please remember to use the opportunity to acknowledge your teammates and put them forward for Take the Lead and Safer Together Recognition Awards. Exceptional entries will then be put for our annual ceremony in 2024.

LOOKING FORWARD TO 2024

We're excited about the opportunities that lie ahead. With new owners expected to be announced, it's going to be a busy year, but one we will prepare for and deliver to the high standards that Stork is known for.

Our 2024 Employee Engagement Calendar will be released in January and we encourage everyone to get involved. Whether you work on one of our client's sites, in one of our yards or our offices, we have a variety of activities that you can participate in and be an active member of Team Stork.

Thank you for all of your hard work and commitment throughout 2023. We look forward to making 2024 another successful year.

Your UK Leadership Team

DRIVE CHAMPIONS & SPONSORS

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



Development Champion
Daniel Stephen



UKLT Sponsor
David Stewart



Recognition Champion
Douglas Ibbotson



UKLT Sponsor
Nicola Murray



Inclusion Champion
Katherine Webster



UKLT Sponsor
George Akers



Voice Champion
Employee Reps



UKLT Sponsor
Robert Taylor



Engagement Champion
Jennie Ramsay



UKLT Sponsor
Steve Hunt

2023 Highlights

DRIVE

CSR

Safer Together

Global

Internal Marketing

Throughout 2023, we recognised internationally celebrated days and participated in countless activities UK wide. Let's take a look back.

Watch this space for the launch of our 2024 calendar!



International Women's and Men's Days



Grampian Pride



Harbour Contract Team and Bramble Brae Primary CSR Activity



Easter Egg Drop at Fergus House



Various Recruitment Fairs UK wide



World Environment Day



Inclusion Week



Safer Together Annual Awards



Christmas Jumper Day



Gold re-accreditations of Investors in People and Investors in Young People



Meet our Nufarm Site team



UKLT and SMT visits

DEVELOPMENT



MEET YOUR DEVELOPMENT CHAMPION:

Daniel Stephen, Learning and Development Consultant

DRIVE PLEDGE:

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

MENTORING THE NEXT GENERATION

Stork is once again delighted to provide mentoring to young people through the [Career Ready](#) programme. The organisation works via a one-to-one mentoring programme, with young people who are aged between 15-18 and still in school. Mentors provide insight and guidance, while developing their own understanding of the needs of a young person.

The 2024 intake saw Eilidh Anderson, HR Shared Services Team Lead and Billy Newall, Scaffold Lead take on mentoring positions.



Billy Newall commented, "I signed up to the career ready scheme after seeing one of our HR managers share a post on LinkedIn. I wanted to be a mentor because I know how much I would appreciate having something like the career ready mentorship when I was in school. I hope I can make a difference to my mentee's next couple of years and with my support and advice he will be as successful as possible. I'm happy to be paired up with someone who I already really get on with."

Eilidh Anderson added, "I signed up to career ready after witnessing the success of last year's mentees and wanting to be a part of supporting a young person as they navigate through their final years of academy. I'm really impressed with the career ready programme to date and can see the value it adds to a young person from the exposure to a real work place environment that includes a paid internship."

WE'RE FINALISTS!



We've been shortlisted within the Inspiring Futures category at the 2024 [Northern Star Business Awards](#). The accolades recognise successful and growing businesses in the North East of Scotland, that make a positive impact on the economy.

Inspiring Futures:

This award will be presented to a company which is working in partnership with a school(s) to ensure young people are inspired and supported to find fulfilling careers.

Colleagues have worked incredibly hard in conjunction with [Developing the Young Workforce](#) for many years to engage with school partnerships, Meldrum Academy and Bramble Brae Primary. Our aim is to increase awareness of STEM subjects, career paths and support a range of sessions. In addition, participation with [Career Ready](#) and the [Prince's Trust](#) are other ways we to support the future generation.

TECHNICAL APPOINTMENTS IN ASSET INTEGRITY: GRAEME FALCONER & IAN SEVERS

Due to continued growth within our asset integrity business throughout the UK, Graeme Falconer and Ian Severs have taken on new roles within technical management.

Graeme Falconer as our newly appointed NDT Technical Manager will be responsible for and manage all applied elements within Non-destructive Testing and Inspection both on and offshore.

Our new Pressure Systems Technical Manager, Ian Severs, will be responsible for all technical elements within Integrity services Pressure Systems across the UK.

"Since joining the business both Graeme and Ian have been great asset's to the wider company and department, through huge commitment, integrity, dedication, experience and knowledge within their areas of expertise"

Both will be picking up on the responsibilities and supporting elements from a technical management point and working very closely together in our drive to continually improve and deliver the highest value of services to both internal and external clients."

- Andy Dodds, Asset Integrity Services Manager

A YEAR OF OUR DEVELOPMENT ACTIVITIES

L&D	TRAINING	COMPETENCY
<ul style="list-style-type: none"> Re-introduction of Management Development Programme Participated in the ECITB Active Cup Commenced Offshore/Onshore Succession Planning with Operational Teams Hired 3 new Graduates across the UK Business 2 Interns onboarded in HR and Supply Chain Commenced new Scaffold Trainee Programme hiring 3 new trainees 	<ul style="list-style-type: none"> 579 Competency Profiles Completed in 2023 34 Newly Trained Assessors 67 Newly Trained Expert Witnesses 5 Newly Trained Internal Verifiers Key Achievements: 114 employees TUPE'd in to the Stork Competency Process Creation of new Competency Review App ECITB Connected Competency - Site Based Assessment approval for Industrial Coatings 	<ul style="list-style-type: none"> Top 5 Booked Courses: Face Fit Test – 3M 4255 Alpha Solway Face Fit Test Face Fit Test – 3M 6800S Minimum Industry Safety Training (MIST) Further (OPITO) OPITO Further Offshore Emergency Training (FOET) with CA-EBS

MEET OUR APPRENTICES PAST AND PRESENT

JAMIE SHINGLER

APPRENTICE ROPE ACCESS EQUIPMENT STOREMAN



WHY DID YOU APPLY FOR A ROLE WITH STORK?

After some research on the company and speaking to others it sounded like a very attractive company to work for who values their employees.

WHAT LED YOU TO APPLY FOR AN APPRENTICESHIP?

The apprenticeship stood out due to the fact it is shorter than most others and provides a lot of workplace knowledge, whilst learning on the job.

WHAT ARE YOUR CAREER ASPIRATIONS?

To get my apprenticeship finished. After that I would like to see what other opportunities arise within the company and learn from colleagues.

WHAT HAS BEEN THE HIGHLIGHT OF YOUR TIME WORKING WITH STORK?

My highlight so far would be getting shortlisted for the Rising Star award at the Safer Together Awards. Although I didn't end up winning, it was great to be recognised for the hard work put in day to day and provided a glimpse into what can be achieved.

COLIN PICK

ROPE ACCESS TEAM LEADER

My apprenticeship experience was unique. I was taken on as a trainee insulator in September 2011 on the Forties field. At that time it wasn't possible to access training at TICA to gain the proper certification. I was later given the opportunity to legitimise my experience in 2019 when Stork offered me the apprenticeship to get certified properly. I then started at TICA to train towards an SVQ level 3 in thermal insulation.

Stork always supported me and provided training in many areas. During my 12 years working on the Apache contract in the Forties and Beryls I also worked my way through IRATA rope access certification and in September 2022 I passed the rope access level 3 certificate. I have now gained a position as a rope access team leader on the Scott platform. This was one of my career goals.



MEET OUR GRADUATES



Our graduates don't just come with degrees, but also plenty of skills and ideas that can help Stork thrive. Let's meet our current 6 graduates, each within a different department. They are each completing a two or three year hands-on programme to help with their development.

PAULINA PRZYBYSZ

Finance Graduate - Class of 2022

WHY STORK?

I applied for this role as it stood out to me on the careers site. The company values really caught my attention and made me think that this job would be a perfect fit. I applied for the graduate role as moving around different areas of finance within the company would allow me to use and develop my skills and knowledge but also give me an idea of what I'm good at and which role I would like to go into at the end of the programme.

WHY DO YOU LIKE WORKING WITH US?

I learn something new here every day, this role teaches me new skills, meet great people and provides fantastic opportunities.

WHEN YOU FINISH YOUR GRADUATE PROGRAMME, WHAT'S YOUR CAREER GOALS?

I've not yet decided which role I would like to go into but I'm sure I will nearer completion of my programme.

WHAT'S BEEN YOUR HIGHLIGHT IN YOUR TIME WORKING WITH STORK?

I enjoyed going to the Offshore Achievement awards, as it was a good and new experience.

JAMIE ANDERSON

Asset Integrity Graduate - Class of 2022

WHY DID YOU CHOOSE STORK?

I was in my final year of university and was looking to move into the engineering industry after researching Stork I felt the graduate role would be a great opportunity and aligned with my career goals and ambitions.

WHAT DO YOU ENJOY THE MOST?

I have been working alongside a great team, who have all been really supportive since I joined Stork. I have enjoyed working on a variety of different projects and getting the opportunity to carry out work scopes on onshore and offshore assets.

WHERE DO YOU SEE YOURSELF AFTER YOUR PROGRAMME?

An operational role, as I have particularly enjoyed working in that area whilst I have been here.

WHAT'S BEEN YOUR MOST MEMORABLE TIME AT STORK?

Mobilising to Trinidad to complete the second phase of a Cathodic Protection Survey as part of the Trinidad Offshore Pipeline Replacement Project.

PHILIP ANDERSON

Industrial & Mechanical Graduate - Class of 2022

WHY STORK?

I was looking for a job after uni and I liked the look of the Stork graduate programme. I wanted to be in a role that I felt would allow me to continuously develop my skills and knowledge and allow me to have good career progression.

WHY DO YOU LIKE WORKING WITH STORK?

I have enjoyed having the opportunity to work across different departments with different individuals. Everyone that I have worked with so far has been great with me and helped further my development. I also like all the training opportunities available to me as they allow me to gain more skills and knowledge and show the company's commitment to developing the young workforce.

WHERE DO YOU SEE YOURSELF IN THE FUTURE?

I think it's too early to know for sure at the moment but I'd like to be in a role that has good opportunities for progression and taking on more responsibility.

WHAT HAS BEEN YOUR HIGHLIGHT SO FAR?

The people is probably the main thing that has stood out to me so far. I think the company has a great culture where everyone is pulling in the same direction and is supportive of one another.

All the teams I have worked in so far have been great and I wouldn't have a bad word to say about anyone that I have interacted with across the company.

DYLAN ANDERSON

Asset Integrity Graduate - Class of 2023

WHY DID YOU APPLY?

Stork seemed like a company that would provide excellent opportunities for someone with limited experience. Speaking with staff gave me the impression that Stork is very willing to invest in you and that opportunities for further training and development would always be available. I thought this was an excellent opportunity, as it would allow me to see what role best suits my skills while giving me a wide range of experience.

WHY DO YOU LIKE WORKING WITH US?

Due to the variety, you never do the same thing and constantly move between office based and on-site working, which I enjoy very much.

WHEN YOU FINISH YOUR GRADUATE PROGRAMME, WHAT'S NEXT?

Being new to my role, I do not yet know what position I would like to be in after I finish. I could potentially see myself working as an inspection engineer.

WHAT HAS BEEN YOUR HIGHLIGHT IN YOUR TIME WORKING WITH STORK?

So far, my highlight with Stork has been working on the Huntsman site in Wilton, doing some pipework and vessel inspections. The experience I have gained has been amazing. Having read many inspection standards, working on this project has allowed me to see real life examples of my knowledge. This has really helped my learning. I feel very lucky to have had so much on-site practical experience.

PEDRO AFONSO ANTUNES

Engineering Graduate - Class of 2023

WHY STORK?

My main priority coming out of university was to learn and build my skills as an engineer. With Stork operating in different industries there is a wide range of projects and opportunities. I graduated from University in June and a graduate position seemed like the best path for me as I would be exposed to a wide variety of projects and roles to build my skills as an engineer.

WHAT DO YOU ENJOY THE MOST?

The team is amazing and very helpful. There's a wide variety of projects to work on so it is never boring and there's always something new to learn.

WHERE DO YOU SEE YOURSELF IN THE FUTURE?

I see myself going into project management, I like how I get exposed to the whole project rather than specific sections of it. Also building my skills in core engineering area gives me a different perspective I can bring to the role.

WHAT'S BEEN YOUR MOST MEMORABLE TIME AT STORK?

The highlight of my time with Stork so far has been seeing the team expand and diversify in the few months since I've joined, almost doubling in members, meaning we will be soon tackling jobs we never have before.

CONNER LADLEY

Multimedia Design Graduate - Class of 2023

WHY DID YOU CHOOSE STORK?

I was in the process of completing my main projects at Uni when I saw a job post come up on my LinkedIn. At the time, I wasn't sure what I wanted to do with my degree and this seemed like a good fit for the skills that I had and also an opportunity to improve these and learn new ones

There is only so much that university can teach you and I felt although I could learn more by doing on the job learning. As my role is creative I need to be able to adapt and respond to changes in the way that I work due to new technologies and updates to editing software. By being in a graduate role this gives me room to adapt to these changes.

WHY DO YOU LIKE WORKING WITH STORK?

No two days are the same, one day I could be working with videos and the next I could be creating a brochure such as this edition of DRIVE News. I also like the culture at Stork, as it feels welcoming and friendly and I work with a great team.

WHERE DO YOU SEE YOURSELF IN THE FUTURE?

Hopefully when I finish I will be a Multimedia Designer here at Stork.

WHAT HAS BEEN YOUR HIGHLIGHT DURING YOUR TIME WITH STORK?

The main highlight would be helping with the 2023 Safer Together Awards. I learnt a lot during this especially in regards to filming.



RECOGNITION



MEET YOUR RECOGNITION CHAMPION:
Douglas Ibbotson, Compensation & Benefits Manager

DRIVE PLEDGE:

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

RECOGNISED COMMUNITY ACT OF KINDNESS:



Congratulations to Zoe Meldrum, Stork's Occupational Health Nurse, who received a [Daisy Award](#) in November at NHS Grampian's 'Celebrating Excellence Day', held at the Heritage Centre in Inverurie. Zoe along with three other nurses provided CPR, to a gentleman at the roadside in July 2022 when he suffered a cardiac arrest whilst cycling. The patient is now fit and well and his wife nominated the group to receive the Daisy Award.

Zoe joined Stork in July 2023 and provides a range of occupational health support, as well as coordinating Stork's WeCARE Colleagues programme.



145 employees applied for additional voluntary benefits throughout 2023, with over £150K worth of perks being used in the following areas:



75

People attended benefit sessions during DRIVE week.



48

In the Technology Scheme which equated to 35k.



232

Recognition moments on the platform.



80%

Over 1200 employees have used the new 'Your Benefits' platform.



20

Individuals took us up on the Cycle Scheme which was equal to 30K.



12%

Of employees have either sent or received recognition.



112

Employees have saved money using YourBenefits.



77

Additional holiday purchases took place which equated to 87K.



50%

Of all Take the Lead recognitions have gone to offshore employees.



32K

Spent to date, with 3K in savings.



35

People signed up for a taste card.



80

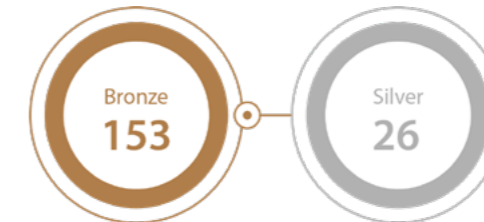
Members of staff took part in Financial and Wellbeing Education sessions.

TAKE THE LEAD STATS Q4:

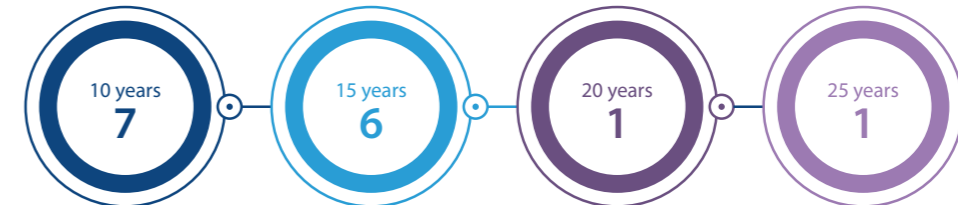
Over 200 nominations since the platform was launched in October. Remember, you can apply through the [form](#) or via the [YourBenefits](#) platform.



SAFER TOGETHER STATS Q4:



LONG SERVICE AWARDS FOR Q4:



PROMOTIONS:

NAME	DEPARTMENT	NEW ROLE
Richard Lobb	Integrity Services	Asset Integrity Contract Delivery Manager
Kate Fullerton	Project Controls	Project Controller
Ashleigh Ross	Recruitment & Resourcing	Recruitment Co-ordinator
James Baxter	Harbour Energy	Project Engineer
Scott Cruickshank	Industrial Services	Senior Project Engineer
Eilidh Pirie	Apache	Project Engineer
Sarah Goodson	Shell SNS	Turnaround Co-ordinator
Graeme Falconer	Integrity Services	NDT Technical Manager
Ian Severs	Integrity Services	Pressure Systems Technical Manager
Dylan Griggs	Integrity Services	Integrity Services Base Technician
Rachel Hoffman	CNOOC	Assistant Planner
Alison Young	Logistics	Logistics Advisor
Samesa Igirigi	HSEQ	ESG Lead
Linzi Forsyth	Harbour Energy	Senior Planner
Lauren Michie	Harbour Energy	Project Manager
Kevin Kerr	Harbour Energy	Plant / Technical Assistant
Michael Grant	Integrity Services	Integrity Services Base Technician
Tom Arnold	Industrial Services	Secondment - HVAC Project Manager

LONG SERVICE AWARDS FOR Q4:

10 YEARS	
Harry Biddlecombe	Inspection Engineer
Daniel Stephen	Learning & Development Consultant
Barbra Adams	Competency Co-ordinator
Bruce Wilby	Core Site Representative
Stephen Lilley	Scaffolder
James Ellis	Rope Access Insulator Foreman
Steven Ogston	Rope Access Supervisor
15 YEARS	
Craig Torrance	Multi - skilled Scaffolder
Thomas Murray	Insulator
Katherine Webster	HR Manager - Employee Engagement
Simon Holland	Multi Skilled Deck Operative
Daniel Pawson	Multi - skilled Focal Point
Gary Kelly	Multi Skilled Deck Operative
20 YEARS	
David Johnston	Rope Access Team Leader
25 YEARS	
Christopher Woodhall	Inspection Specialist



SAFER TOGETHER ANNUAL AWARDS 2023



In its 14th year, our Safer Together Annual Awards recognised the teams and individuals that have demonstrated an outstanding commitment to achieving HSEQ excellence. Our prestigious ceremony took place in November at the Sandman Signature Hotel in Aberdeen. There were five publicised award categories: We Care, We Support, We Protect, Rising Star and Take the Lead.

We also had two surprise categories: Employee Representative of the Year and the Regional Director's Award.

A highlights video of this year's celebrations is available by scanning the QR code or [clicking here](#). This will give everyone a chance to hear directly from our winners and learn a little more about their stories.

For more than 100 years, the [RAF Benevolent Fund](#) has supported members of the RAF family through thick and thin; providing practical, emotional, and financial support. The charity delivers lifelong support to serving and ex-serving RAF personnel and their families.



We raised over £1000 at this year's awards, which will go towards this extremely worthwhile cause.

Congratulations once again to all our award winners and finalists. A special thanks to those who took the time to nominate and attend the ceremony!



CLICK THE IMAGE BELOW OR SCAN THE QR CODE TO WATCH OUR HIGHLIGHTS VIDEO



MEET YOUR 2023 WINNERS

Congratulations once again to all our award winners and finalists. A special thanks to those who took the time to nominate and attend the ceremony!



WE CARE
CENTRICA CONTRACT TEAM



WE SUPPORT
DECOMMISSIONING PROJECT & OFFSHORE EXECUTION TEAMS



WE PROTECT
MICHAEL GILLESPIE
David Austin, Contract Delivery Manager, collected the award on Michael's behalf.



RISING STAR
CRAIG MANN



TAKE THE LEAD
BILLY NEWALL



EMPLOYEE REP OF THE YEAR
KEVIN BLANCHARD



REGIONAL DIRECTOR'S AWARD
NUFARM CONTRACT TEAM

WANT TO BE A PART OF OUR 2024 CEREMONY?

Now's your chance to begin thinking about the many ways in which you, your team or colleagues you know, could nominate or be nominated for next year's ceremony. [Take the Lead Awards](#) run all throughout the year and exceptional entries go forward for consideration into the Safer Together Annual Awards.

Similarly, with the [Safer Together Ad-Hoc Recognition Awards](#). If you achieve a Silver or Gold accolade, you will automatically be put forward to the annual awards.

This year, our top Triathletes were invited along for their hard work and team-spirited efforts. Similar activities will run throughout 2024 which could see more individuals secure their place at the 2024 ceremony.

[Click here](#) to visit our DRIVE SharePoint which hosts our employee engagement calendar.

INCLUSION



MEET YOUR INCLUSION CHAMPION:

Katherine Webster, Employee Engagement HR Manager

DRIVE PLEDGE:

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

INTERNATIONAL MENS DAY November 19

[International Men's Day](#) took place on Sunday, 19th November. We acknowledged and celebrated the contributions and wellbeing of the men in our organisation. The day is dedicated to raising awareness about men's health, promoting positive masculinity and addressing the unique challenges that men may face.

Remember, that celebrating International Men's Day is not just about men - it's about all of us coming together to create a workplace where everyone can thrive and feel valued.

This year, George Akers, HSSEQ Director took time to share his personal journey. This short video talks about challenges he has faced, the impact on his wellbeing and how he utilised the support available to him. [Click here](#) to view.



WHERE TO FIND HELP?

Internally:

Reach out to your Line Manager, [Occupational Health Team](#) or HR Advisor and request a confidential discussion.

Stork also has a growing number of [WeCARE Colleagues](#) all trained and ready to listen.

Remember: our [Employee Assistance Programme](#) is also available to all employees and immediate family members.



Externally:

There are a variety of health and wellbeing resources available, but we wanted to signpost one charity in particular, the [Samaritans](#).



They offer important advice and valuable support for people who are struggling to cope. Follow this [link](#) to understand some of the signs to look out for and read more about the support available.

NEURODIVERSITY

In November, we launched our Autism & Neurodiversity awareness sessions, hosted by [Autism & Neurodiversity North Scotland \(A-ND\)](#). The training provided awareness and understanding about neurodiversity and some of the neurodivergent conditions, along with practical guidance, approaches and considerations that can be applied within the workplace and to everyday life.

We believe that through education, conversations and understanding, we can create workplaces where neurodiverse individuals are supported and understood – thinking differently is okay!



Photo: Billy Alexander, CEO Autism & Neurodiversity North Scotland and Billy Newall, Scaffold Lead and ADHD Ambassador.

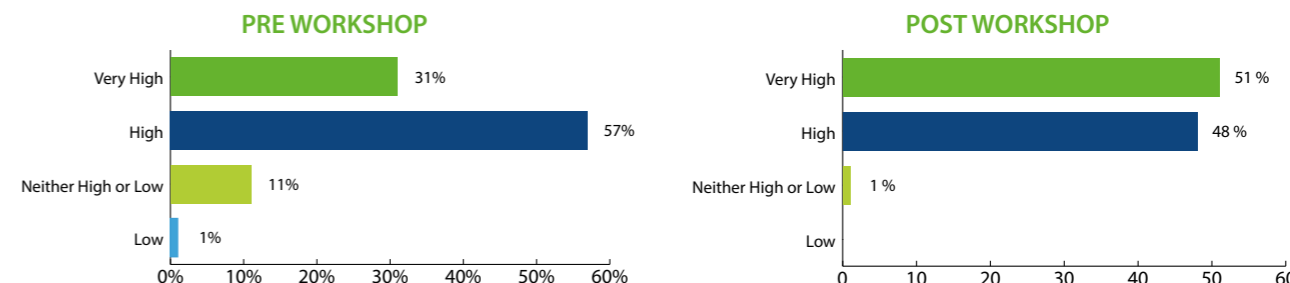
LEADERSHIP WORKSHOPS

Louise Lang of Lang & Co consultancy conducted our Inclusive Leadership workshops, which were attended by all people managers, with commitment from the UK Leadership Team to prioritise diversity, equity and inclusion (DE&I) within our business.

We welcomed delegates for an interactive and energising learning experience. The sessions were designed to

enable and empower our leaders to be change agents in support of our cultural evolution to a truly inclusive workplace.

Our people managers were asked pre and post course where they would rate their commitment to the DE&I journey and the results are in:

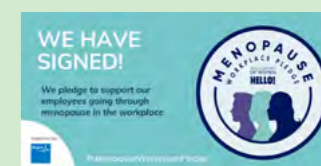
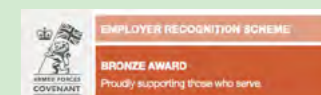


INCLUSION ACTIVITIES ROUND UP



INDUSTRY PLEDGES & MEMBERSHIPS:

- Axis Network – Gender Equality in Energy Sector
- [Disability Confident](#) Government Scheme Signatories
- Developing the Young Workforce
- Menopause Workplace Pledge
- Investors in Young People
- Armed Forces Covenant



TRAINING & AWARENESS SESSIONS

- Inclusive Leadership Training – 102 people managers
- Menopause Awareness – 150 attendees
- Neurodiversity Awareness – 48 attendees
- Inclusion Week – Inclusive conversations across Stork with 10 vouchers awarded to onshore and offshore employees for participating
- Online ECIBT LXP Unconscious Bias Training – Over 130 completed during Inclusion week alone
- Hearing Loss Awareness Session - 28 attendees



RECOGNITION DAYS

- DRIVE Week – Guest Speaker [Stuart Robinson MBE Paralympic Gold Medallist](#)
- Inclusion Week – Inclusive conversations awareness
- International Women's Day
- Mental Health Week
- Grampian Pride
- Menopause Awareness Day
- International Men's Day
- International Persons with Disabilities





MEET YOUR VOICE CHAMPION:

Your dedicated Employee Representatives

DRIVE PLEDGE:

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

THANK YOU TO OUR EMPLOYEE REPRESENTATIVES!

Your dedicated employee representatives have worked tirelessly to represent you and ensure your voice is heard.

The feedback has been invaluable and enabled meaningful change across Stork, whether this be for one individual or a group at site. Here's some interesting stats:

- This year we have hosted 36 formal employee forum meetings
- Your leadership team have attended 12 quarterly employee forum meetings
- Across offshore, site and our Aberdeen facilities, there are currently over 40 employee representatives

ACTIVITY EXAMPLES:

- Providing feedback on winter PPE
- Representing Stork at forums such as the Energy Services Agreement
- Providing feedback on hotels, food and transport
- Raising individual queries when they arise
- Discussing facilities needs
- Gaining a better understanding of our benefits and promoting within teams
- Kid's Christmas Card Competition



YOU SAID, WE DID

Using the results of the Investors in People Survey, we have targeted our activities to create a more rewarding workplace.

RECOGNISING & REWARDING HIGH PERFORMANCE

- Increasing the promotion of benefits and education for all
- Ensuring recognition schemes are promoted and are accessible
- Inclusive Safer Together Awards with representation from across Stork
- New benefits including YourBenefits and Smartshop app
- Monthly Take the Lead panel reviews

BUILDING CAPABILITY

- Succession Planning for site based employees
- Promoting the Permanent Retainable Contract for our offshore workforce
- Reviewing induction process
- Introducing Manager Expectations Sessions
- Accountability reporting for Senior Management on 5 key areas:
 - Engagement
 - Inclusion
 - CSR
 - Safer Together
 - Efficiencies & Improvements
- Inclusive Leadership Training for all people managers

YOUR EMPLOYEE REPS

SITE-BASED

NUFARM	FAWLEY	EASINGTON	SHELL SNS
Kieran Ramsey & Lewis McGowan DRIVE@stork.com	Christie Marriott Christie.Marriott@exxonmobil.com	Darren Evans DRIVE@stork.com	Sarah Goodson / Michael Burrage Sarah.Goodson@shell.com Mike.Burrage@shell.com
TEESSIDE	ESSAR	GRIMSBY	HEAT TREATMENT
Alfie Foxton - Smith Alfie.Foxton-smith@stork.com	Andrew Davies Andrew.Davies1@essaroil.co.uk	Katie Burgess Katie.burgess@stork.com	Yvonne Killingbeck Yvonne.killingbeck@stork.com

OFFSHORE

APACHE - Forties Alpha Platform Daniel Pawson	APACHE - Forties Bravo Platform Andrew Ferguson	APACHE - Forties Charlie Platform Angus McCullough	APACHE - Forties Delta Platform Graham Addison
APACHE - Beryl Alpha Platform Kenny Salmon	APACHE - Beryl Bravo Platform Lewis Hillier	CENTRICA - Rough Field Rhys Bonsall	CNOOC - Buzzard Craig King
CNOOC - Golden Eagle Karl Fennell	CNOOC - Scott Platform Stephen Bryce	DANA - Western Isles Marc Kenmore	DANA - Triton FPSO Paul McBeath
ENQUEST - Magnus Platform Kevin Blanchard	ENQUEST - Thistle Alpha Steve Gray	HARBOUR - Armada Platform Eddie Scurfield	HARBOUR - Britannia Platform Craig Scurfield
HARBOUR - Jasmin Platform David McCourt	HARBOUR - Judy Platform Kevin Harrold	HARBOUR - Lomond Platform Craig McClung	HARBOUR - North Everest Platform TBC
NEPTUNE - Cygnus A David Gartshore	PETROFAC - Anasuria FPSO Paul Kelly	SHELL - Nelson Platform Liam Coulson	SHELL - Gannet Platform Matthew McGill
SHELL - Brent Charlie Platform John Kruse	SHELL - Shearwater Platform TBC		

OFFICE, STORES & YARD

HUMAN RESOURCES & HSEQ	PLANT & EQUIPMENT & STORES	INDUSTRIAL SERVICES & MECHANICAL SERVICES	BUSINESS DEVELOPMENT & FINANCE	INTEGRITY SERVICES & QUALITY SERVICES
Keith Jennings	Jamie Shingler	Scott Cruickshank	Kim Cowie	Denise Kinghorn

ENGAGEMENT



MEET YOUR ENGAGEMENT CHAMPION:

Jennie Ramsay, Communications & Marketing Manager

DRIVE PLEDGE:

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

QUALITY IN A WORD

World Quality Week took place between the 6th and 10th of November. To celebrate this year's theme, 'Quality: Realising your competitive potential', we held a lunch and learn where discussions focused on ways to promote our business and work with clients, suppliers and interested parties to strengthen relationships and drive continual improvement.

Attendees were asked to think about how quality affects their department and leave a word/phrase describing the impact quality has on their competitive potential.

Take a look at our word cloud below:



OUR CSR COMMUNITY

STORK'S STANLOW TEAM

Andrew Davies, Stork's LIP inspector and employee rep on ESSAR, based in Stanlow, along with his son's football team have raised £2,780 for a local suicide prevention charity, the [Martin Gallier project](#).

The team are sponsored by this great charity and they have held several fundraising days to support this great cause. The CEO of the charity explained that it costs on average £80 to help the charity to prevent a suicide from happening when someone is at crisis point in their lives. Stork contributed £100 to this great cause. It's a massive well done to Andrew, his son and all of his team mates.

OUR PLANT & EQUIPMENT TEAM VISITS ABERNECESSITIES

Attendees mentioned how eye-opening the day was for them, putting into perspective all the amazing work the Aberdeen-based charity does to support children in the local area who need it most. Our volunteers donated their time by:

- Making deliveries across Aberdeen
- Sorted donations of new and pre-loved items
- Made-up Christmas Eve boxes



Photo: Members of the Plant & Equipment Team

MAKING A DIFFERENCE: SUPPORTING SELLAFIELD'S CHRISTMAS TOY APPEAL

Our Quality Services Team, in conjunction with EJ Parker have been supporting Sellafield's Christmas Toy Appeal.

To date over 39 gift cards and toys have been given to this great cause. It's fantastic to see companies coming together to do what they can for the local communities in which we operate.



SUPPORTING THE PRINCE'S TRUST

As a long-standing supporter of [The Prince's Trust](#), our colleagues from our [Aberdeen facility](#) recently had the pleasure of welcoming a group of young individuals. Our teams had a fantastic day supporting those in our community looking to progress their careers and for some, take their first step into employment.

[Kieran Semple](#), Development Coach Aberdeen shared: "Thank you again for having us, it was a great day, and everyone had such a good time! They have been talking about it non-stop. It was a perfect mix of fun and engaging activities, getting to actually see how companies like yourself run, and very helpful advice about CV's. Of course, the boxing went down very well!"

Mekaela Buchan, Development Coach (Peterhead) commented: "The team was buzzing all of Thursday with how interesting it was, and how much fun they had. Of course, their favourite part was the boxing, but I know they learned a lot and enjoyed the other parts as well. I think they got so much out of the "no wrong paths" parts of the day, and I know some of them feel a lot more confident in their abilities to follow their chosen paths now".

[Click here](#) to watch a video from the day.



Photo: Young people being shown around the base



Photo: No wrong path activity



Photo: Boxing activity

HARNESSING THE VALUE OF MATHEMATICS

This quarter, we visited some of Meldrum Academy's senior maths pupils. Our very own, Scott Dubickas, Howard Gibbons and Stanley Okosodo presented to groups of 6-12 senior pupils about their roles and how they relate to maths.

Scott discussed his background, education and time with Stork highlighting the areas of mathematics which are used on a daily basis in his role as a structural engineer. For example geometry.

Howard gave an overview of his role at Stork, the type of maths he uses on a daily basis, how these maths apply to designing new tools/problem solving and also linked in his personal hobbies to highlight how maths doesn't only come up at work.

Stanley highlighted the important fact that maths is a fundamental part of all our daily lives from shopping, baking, dancing to travelling etc. It is the basis of engineering and the building blocks for problem solving in the industry. Stan's main area of discussion was the use of math to estimate the volume of solids build-up in a production vessel, the time and number of personnel required to remove the solids and forecasting a periodic maintenance plan to guarantee separation efficiency.

All three of the above examples gave the pupils an insight into practical applications of maths at work and specifically how operations and engineering teams use this every day to support our clients in solving industry wide challenges. The sessions were very well received by the students with extremely positive feedback.



Photo: Scott Dubickas, Structural Engineer

Photo: Howard Gibbons, Senior Design Draughtsperson

Photo: Stanley Okosodo, Operations Manager

NUFARM SPEED NETWORKING

Our Nufarm colleagues, Billy, Dylan and Jonathan, attended a local school within Cleakheaton to participate in a speed networking event. The evening provided pupils with an insight into our industry and the career paths of the employees who attended:

- Billy Bitten: Began with Stork as general labour but has developed and trained into a qualified scaffolder through an apprenticeship scheme
- Dylan Badwal: Completed an apprenticeship outwith Stork and attended University. Dylan himself gained his apprenticeship whilst attending such an event at his own school
- Jonathan Laidler: Currently going through training supported by Stork

The pupils commented on how beneficial the session was, with 94% sharing that the sessions had increased their understanding of how to get into different careers.



Photo: Nufarm Colleagues with local pupils



Map: Location of Nufarm



ENGAGEMENT CASE STUDY JOHN FINDLAY

WHAT IS THE ARCHIE FOUNDATION?

The Archie Foundation was formed in 2000, to support the build of a new Royal Aberdeen Children's Hospital. The charity started with a simple mission – to make the difference for local sick children, providing much-needed extras not already catered for by the NHS.

Evidence of the tangible difference Archie had made through partnership with NHS Grampian invited calls for the charity to extend its geographical reach and widen its range of services, leading the charity to become a key provider of vital support to families across the North of Scotland. On the back of the success of Aberdeen, requests came in from Raigmore Hospital in Inverness and Ninewells Hospital in Dundee. The Archie Foundation assisted both with their local campaigns and provided key support in getting the children's health facilities upgraded and more welcoming for families and also the additional support that came in from families who needed it too. Support also has been given to the hospitals in the Islands in Orkney and Shetland where there were previously no dedicated children's wards and children were mixed into the adult wards.

WHAT'S YOUR ROLE WITH THE CHARITY?

I have been involved with the charity since its incorporation, forming the legal structure of the charity entity. I served as a board member and trustee for 8 years, before coming off that role in line with the constitution requirements of a cycle of changes of trustees. I was also a member of the finance and governance committee.

WHY DID YOU WANT TO BE A VOLUNTEER?

The charity does fantastic work for children and young people and it's great to hear of the success stories from grateful families. As a father of 2 young children, one of which has already spent time at Royal Aberdeen Children's Hospital, I have experienced first-hand the great work that is done and how The Archie Foundation makes such a difference in what can be stressful situations for both children and their families.

WHAT WOULD YOU LIKE TO HIGHLIGHT ABOUT THE ARCHIE FOUNDATION?

I would encourage supporting The Archie Foundation as a charity in any small way people are able to. It's a tough time for charities just now who face significant drops of income in these times. They need our support to carry on doing all the great work.

CHRISTMAS JUMPER DAY

Colleagues wore their most Christmassy jumpers, grabbed a cuppa, a mince pie and chatted with teammates all in aid of [Save the Children](#).

Christmas Jumper Day is the charity's annual event which raises money for the children who need it most. Every December, millions of people across the United Kingdom (and beyond!) put on a festive knit at their workplace, school or with friends and make a donation to help give children the magical future they deserve.



Photo: Senior Management Team

GIVING TREE



At Stork, we believe no child should be without a gift at Christmas, which is why we participated in Befriend a Child's Giving Tree campaign.

Befriend a Child is a registered charity who support children and young people living in difficult life circumstances across Aberdeen City and Shire, through one to one and group befriending / mentoring programmes and projects.

How does the Giving Tree work?

The giving tree appeal helps to make sure the children which Befriend a Child support, and their siblings, have a magical Christmas and exciting new experiences to look forward to in the coming year. Thank you to everyone that donated by QR codes or by dropping of gifts.

CHRISTMAS LUNCH AT FERGUS HOUSE

On the 15th of December, Sarah Pirie, Keith Jennings, Emily Craigmile and Louise Cairns visited Fergus House care home in Aberdeen and served 70, 3-course meals to the residents provided by Stork. Mince pies, shortbread and cards were also given to all the staff and residents as a gift.

Everyone had a great time with crackers being pulled with the residents and entertainment provided by a singer.



Photo: Keith Jennings, Sarah Pirie, Louise Cairns and Emily Craigmile

CHRISTMAS DINGBAT PUZZLES:

The winner of the recent word puzzle was Amy Castanie, Facilities Manager who was the first person to send in the correct answers. Well done Amy!

CHRISTMAS LUNCHES

Over the course of the festive period Christmas lunches were served across sites in the UK. Members of the NuFarm team and Aberdeen based employees enjoyed a festive dinner with those in Aberdeen being served their lunches by the UK Leadership Team.



Photo: Staff of Stork, Knife and Spoon Restaurant in Aberdeen



Photo: Colleagues enjoying their lunch



Photo: UK Leadership Team serving lunch



Photo: NuFarm Christmas Lunch

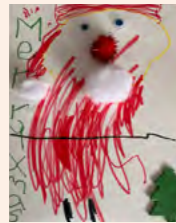
KID'S CHRISTMAS CARD DESIGN WINNERS

Our annual kid's Christmas card competition took place once again this year. We received lots of submissions from all over our communities - offshore, client sites, base facilities and our offices. We also had a diverse mix of employees taking on the important task of judging the entries! They commented on the impressive range of designs and wanted to congratulate all the children for taking part. Everyone who entered received a selection box.

The prize winners were also presented with their Amazon vouchers from our Employee Representatives and their designs made into an electronic card for Stork's clients! We're delighted to announce the 1st, 2nd and 3rd prize winners for each category are:



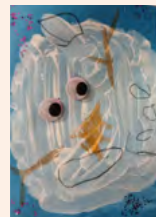
AGED 0 - 4



1st - Rhea, Age 4
John Clark,
Scaffolder Chargehand, Golden Eagle



2nd - Molly, Age 4
Kate Fullerton,
Project Controller



3rd - Islam, Age 3
Chrisanne Aitken,
Proposals Engineer

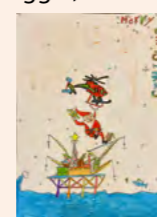
AGED 5 - 8



1st - Ella, Age 7
Kerry Walker,
Senior Logistics Advisor



2nd - Aurora, Age 7
James Spanswick,
Rigger, Jasmine



3rd - Brodie, Age 7
Paddy Arbuthnot,
Scaffolder Chargehand, Beryl Alpha

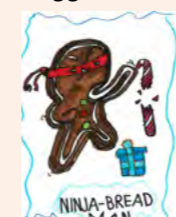
AGED 9 - 12



1st - Layla, Age 9
Kerry Walker,
Senior Logistics Advisor



2nd - Lilly, Age 10
John McDougall,
Rigger, Scott

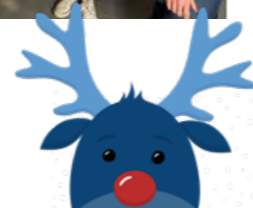


3rd - Erica, Age 9
Ian McKessick,
Compressor Technician

BRAMBLE BRAE CHRISTMAS CARD DESIGN

In addition to our employee kid's Christmas card competition, the pupils of Bramble Brae Primary school also got involved. All of the children took part and created some incredible designs, making the decision of picking the winners extremely difficult.

Katherine Webster, HR Manager - Employee Engagement and Daniel Stephen, Learning & Development Consultant visited to the school to present the winners with their prizes.



HSEQ CORNER

Q4 CAMPAIGN : WELLBEING AND THE WORK ENVIRONMENT

Our fourth and final HSEQ campaign of 2023 was centred around "Wellbeing and the Work Environment". This topic is a regular focus area for us and is equally relevant irrespective of where we work, whether that be offshore or on a site.

Our people make Stork and are the most important aspect of our business, therefore strong and effective engagement around wellbeing is key.

The resources included in this campaign aimed to:

- Improve your understanding of physical and mental wellbeing.
- Increase awareness of occupational health impacts.
- Improve communication and help you to better understand your colleagues.

SAFER TOGETHER TRIATHLON

Thank you to everyone who joined in this year's Safer Together Triathlon and dedicated their time to healthy activities, employee engagement and corporate social responsibility initiatives.

The Triathlon has been another great success, with employees taking part across all areas of the business and demonstrating our Safer Together key principles: We Care, We Protect and We Support. By participating, you have shown your commitment to being Safer Together.

Our 2023 Safer Together Triathlon winners were:



LIFE-SAVING RULES



Bypassing Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe Mechanical Lifting



Work Authorisation



Working at Height



Excavation

STORK

2024
HAPPY
NEW YEAR

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

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



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