

# DRIVE

Q1 2024

**Take charge of your own development**

**Making employee recognition day memorable**

**Harnessing the power of inclusive leadership**

**Exploring the role of employee representatives**

**Leading the change for community involvement**

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

# DRIVE Sponsors

  Development Champion Daniel Stephen	  Recognition Champion Douglas Ibbotson	  Inclusion Champion Katherine Webster	  Voice Champion Employee Reps	  Engagement Champion Jennie Ramsay
<b>UK Leadership Team:</b>				
 UKLT Sponsor Robert Taylor	 UKLT Sponsor David Stewart	 UKLT Sponsor George Akers	 UKLT Sponsor Nicola Murray	 UKLT Sponsor Steve Hunt

# Welcome to your employee magazine

I'm pleased that we're kicking off the new year with exciting updates, inspiring stories and noteworthy achievements from our incredible teams. One of our highpoints so far has been the recognition Stork has received for being named finalists by numerous industry bodies.

 <a href="#">Northern Star Business Awards</a> Inspiring futures accolade	 <a href="#">cHerRies Awards</a> Kristi Strachan, HR Advisor - Rising Star and Cultural Transformation Project of the Year	 <a href="#">Teesside Business Awards</a> Apprenticeships	 <a href="#">Decom Mission Awards</a> Luke Fossett, Project Engineer
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Good luck to the teams and individuals shortlisted for each of the above – it's well deserved! YourBenefits, our reward and recognition platform, was rolled out across our entire company last year. If you haven't logged in yet visit [YourBenefitsatStork.com](#).

Here, you will find exclusive perks, local discounts, your workplace pension, healthcare information and much more. There's even a new way to recognise your colleagues. Sending a special 'thank you' just got easier and really does go a long way.

We've also kick started our [CSR efforts](#) - for 2024 up and down the country and our chosen charities are starting to reap the rewards. Throughout this issue you'll find examples of sponsored activities, acts of kindness and fundraising efforts all by our staff.

We've also got a new Community Involvement Group Pillar Lead, Emma Stewart, who is spearheading and promoting the local activities that we can all take part in for great causes. Engaging in charitable activities we demonstrate our commitment to social responsibility, strengthen team morale and make a difference to the lives of others.

Thank you for your continued dedication and contribution to Stork. I look forward to another year of collaboration, growth and success together.

Best regards,

*Steve Hunt*  
**REGIONAL DIRECTOR UK**



# 2024 Employee Engagement Calendar

Your 2024 Employee Engagement Calendar gives you an overview of what is coming up throughout the year, across all of our UK sites. You can access the calendar and a range of other resources on your DRIVE platform [here](#) or in your DRIVE handbook. Here's a reminder of all our activities for 2024:

## DRIVE

## CSR

## Safer Together

## Internal Marketing

JANUARY / Q1	FEBRUARY / Q1	MARCH / Q1	APRIL / Q2	MAY / Q2	JUNE / Q2
<ul style="list-style-type: none"> <li>Monthly Safer Together Steering Group Meeting - 18/01</li> <li>Energy Saving Week - 17/01</li> <li>Health Checks - 29/01</li> <li>2024 P&amp;D Goal Setting</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Development <a href="#">Toolkits</a></li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Inclusive Leadership Manager Follow Up Session &amp; Employee Survey</li> <li>Marketing Blog Post - Send Topic Ideas to <a href="#">Employee Communications</a></li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>Time to Talk Day and Quiz 01/02</li> <li>Tinnitus Awareness Week - 05/02</li> <li>National Apprenticeship Week - 05/02</li> <li>Monthly Safer Together Steering Group Meeting - 15/02</li> <li>Stork UK Management Review - 20/02</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Development <a href="#">Toolkits</a></li> <li>2024 <a href="#">P&amp;D</a> Goal Setting</li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>International Women's Day - 08/03</li> <li>Stop Smoking Day - 13/03</li> <li>Monthly Safer Together Steering Group Meeting - 21/03</li> <li>Employee <a href="#">Representative</a> sessions</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Q1 <a href="#">DRIVE News</a> Magazine</li> <li>Development <a href="#">Toolkits</a></li> <li>Neurodiversity Week - 18/03</li> <li>LinkedIn People Series</li> <li>Monthly Lunch While You Learn</li> <li>Q1 HSEQ Campaign - Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>Investors in Young People Assessment - 15/04</li> <li>Monthly Safer Together Steering Group Meeting - 18/04</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Development <a href="#">Toolkits</a></li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Monthly Lunch While You Learn</li> <li>Stay Interviews: Employee Pulse Survey Launch</li> <li>Employee Network Launch</li> </ul> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>To host a monthly lunch while you learn session, please email <a href="#">Anna Farquhar</a></p> </div>	<ul style="list-style-type: none"> <li>Mental Health Week - 13/05</li> <li>Monthly Safer Together Steering Group Meeting - 16/05</li> <li>Grampian Pride - 25/05</li> <li>Q2 HSEQ Campaign - Preventing Personal Injuries</li> <li>National Walking Month</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Development <a href="#">Toolkits</a></li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Marketing Blog Post - Send Topic Ideas to <a href="#">Employee Communications</a></li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>DRIVE/ HSEQ Week - 03/06</li> <li>World Environmental Day - 05/06</li> <li>World Blood Donor Day - 14/06</li> <li>Monthly Safer Together Steering Group Meeting - 20/06</li> <li>Armed Forces Day - 29/06</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Q2 <a href="#">DRIVE News</a> Magazine</li> <li>Development <a href="#">Toolkits</a></li> <li>P&amp;D Mid Year Review</li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Monthly Lunch While You Learn</li> </ul>
JULY / Q3	AUGUST / Q3	SEPTEMBER / Q3	OCTOBER / Q4	NOVEMBER / Q4	DECEMBER / Q4
<ul style="list-style-type: none"> <li>Monthly Safer Together Steering Group Meeting - 18/07</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Development <a href="#">Toolkits</a></li> <li>Benefits <a href="#">Window</a></li> <li>P&amp;D Mid Year Review</li> <li>LinkedIn People Series</li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>Cycle to Work Day - 01/08</li> <li>Monthly Safer Together Steering Group Meeting - 15/08</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Q3 HSEQ Campaign - Safe Lifting, Working at Height and Preventing Dropped Objects</li> <li>#NoWrongPath - Developing Young Workforce Campaign</li> <li>Development <a href="#">Toolkits</a></li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>Investors in People Assessment - 09/09</li> <li>Monthly Safer Together Steering Group Meeting - 19/09</li> <li>National Inclusion Week and United Nations Sustainable Development Goals - 23/09</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Q3 <a href="#">DRIVE News</a> Magazine</li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Development <a href="#">Toolkits</a></li> <li>Marketing Blog Post - Send Topic Ideas to <a href="#">Employee Communications</a></li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>Monthly Safer Together Steering Group Meeting - 17/10</li> <li>Menopause Awareness Day - 18/10</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Development <a href="#">Toolkits</a></li> <li>Management Development Programme</li> <li>Pension Awareness Sessions</li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Flu Vaccinations</li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>World Quality Week - 11/11</li> <li>International Men's Day - 19/11</li> <li>Monthly Safer Together Steering Group Meeting - 21/11</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Giving Tree</li> <li>Q4 HSEQ Campaign - Wellbeing and Work Environment</li> <li>Benefits Window</li> <li>Development <a href="#">Toolkits</a></li> <li><a href="#">Employee Representative</a> Sessions</li> <li>Flu Vaccinations</li> <li>Monthly Lunch While You Learn</li> </ul>	<ul style="list-style-type: none"> <li>Persons with Disabilities Day - 03/12</li> <li>Monthly Safer Together Steering Group Meeting - 19/22</li> <li>Christmas Quiz</li> <li>Monthly <a href="#">CSR</a> Activities</li> <li>Q4 <a href="#">DRIVE News</a> Magazine</li> <li>Development <a href="#">Toolkits</a></li> <li><a href="#">Employee Representative</a> Sessions</li> <li>P&amp;D Year-End Review</li> <li>Monthly Lunch While You Learn</li> </ul>



# Take charge of your own development



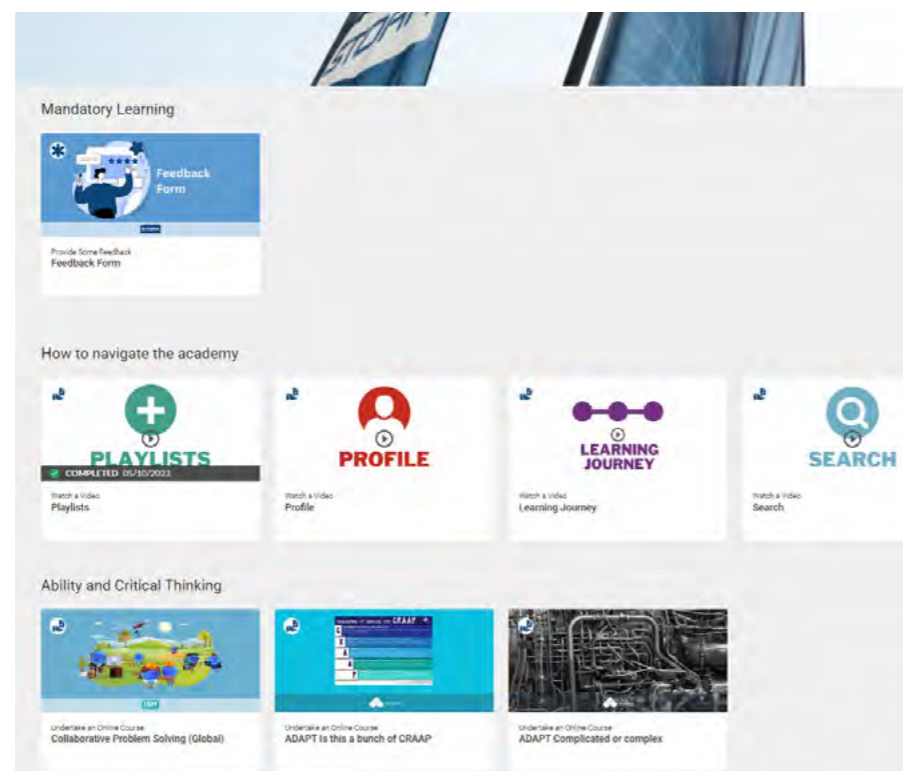
In July 2023, we successfully launched the [ECITB LXP](#) platform for all office and base facility employees across Stork. LXP is a purpose-built online tool to aid your personal development, containing a variety of learning options. E-learning courses, articles, videos and podcasts, were all created to ensure you can access what's important to you from anywhere.

Mandatory modules are added as required, but most of the content is there to enhance own development as you choose. Topics include:

- Coaching
- Commercial Awareness
- Cyber Security
- Finance for Managers
- Microsoft Excel
- People Management
- Project Management
- Time Management

As we progress through 2024, more content will be added and the platform will be rolled out to all offshore and site-based employees. This phase will be completed by the end of Q1. If you have any questions regarding the platform, please contact [Amaranta Salazar](#) or [Daniel Stephen](#).

## Check out the LXP platform



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.

**Daniel Stephen,**  
Learning and Development Consultant

## Aberdeen's educational gem: The new learning suite

Located in Ashley House at our Dyce facility, the newly opened learning suite opened its doors in January. The room contains seven PCs that have been set up to make it easier for our employees including offshore, site and new starts to complete compulsory basic training and inductions.

How to reserve a space:

- The online booking form can be found [here](#).
- PCs can be booked out of hours, after 5pm and weekends. However, if your booking is out with office hours you must also notify our [security team](#).



## Building tomorrow's Leaders: Inside our graduate programme

Stork's graduate programme enables recent university alumni to immerse themselves in the world of work. There are currently 7 graduates, in either their 1st or 2nd year of the programme and a further 5 vacancies for our 2024 intake. Not only are our graduates placed within a dedicated team, either operational or a support function for their 2 or 3 year placement, but they also go through regular training and development sessions to grow their skills, commercial awareness and business acumen.

From January through to March, the graduates took part in a programme designed to support their development and to highlight the impact they can have each and every day.

Focusing on how we behave as individuals, the emphasis turned to the important role we play in our teams and how we can contribute to the company's strong culture and success.

Willie McColl, Team Performance Coach Consultant said "The graduate team really bought into the programme, exploring together how they could each be their best self at work. Using Stork's values, we focused on the things that matter.

"It was about building their skills and confidence. We talked a lot about the importance of being responsible as well as feeling confident to ask for help. My thanks to all the Grads and also to Charlie Carrol who worked with us on the cultural piece and facilitated an exercise within the base."

## Stay ahead of the curve with our development toolkits

To support you in achieving your goals, we've launched the Development Toolkit Calendar for 2024 which contains sessions from across the business. Topics include Human Resources, Diversity, Equity & Inclusion, Learning & Development, Compensation & Benefits and Commercial.

All sessions will be held at the Aberdeen office, lasting 1 to 2 hours depending on the session. Almost all will also be hosted online and invites will contain a Teams link, enabling colleagues to attend UK wide. Head across to the DRIVE Development SharePoint to view the full calendar or [click here](#).

Keep an eye out for the session reminder communications and to secure your place, email [DRIVE@stork.com](mailto:DRIVE@stork.com).



Making an Impact graduate session hosted by Willie McColl from Glenbrenx

# Behind the scenes: Your competency assurance teammates

We caught up with the competency team to learn more about their roles and how they support the wider business. The Competency Assurance department administrate and manage Stork's OPITO approved Competency Management System. They support everyone involved in the process, from Project Teams, Assessors, Verifiers through to the candidates themselves.

### Introduce yourself:

Tracy Middleton: I'm the Competency Team Lead and have been with Stork for almost 17 years. I originally started in a operational role and transitioned across to the competency team, where I have worked for the last 14 years. Within that time, I've had the opportunity to work my way up the ladder, progressing from Coordinator to Advisor and now to Team Lead.

Barbara Adams: I've been a member of the competency team for over 10 years working as the Competency Coordinator. My role includes working alongside 7 project teams and departments, with approximately 1,003 personnel in all aspects of competency.

### Can you give us an insight into your day-to-day role?

Tracy Middleton: Every day is different; we can go from verifying and quality checking assessments to expert witness training. I am the Stork focal point for ECITB Connected Competence and OPITO Competency Management System Approval, which adds another aspect to my role and ensures the right engagement is happening with industry bodies.

### What do you enjoy most about working within the competency team?

Tracy Middleton: This role provides the opportunity to interact with colleagues across the UK, within both on and offshore positions. It's great to be able to work alongside the contract teams and have their support and buy into the competency process.

Barbara Adams: I value the strong relationships that I've built throughout Stork and with the assessors, it's the combined efforts of everyone working together that gets the job done. Additionally, having the opportunity to complete trade specific training course ensure I fully understand the roles within Stork. Some of the courses have included blasting and spraying.

Both Tracy and Barbara expressed the pride they have for what they do. Being able to support colleagues and continuously evolve to meet the ever-changing requirements of Stork. If you'd like to learn more about competency at Stork, please speak to [Tracy](#) or [Barbara](#).



Barbara Adams (L), Competency Coordinator & Tracy Middleton (R), Competency Team Lead

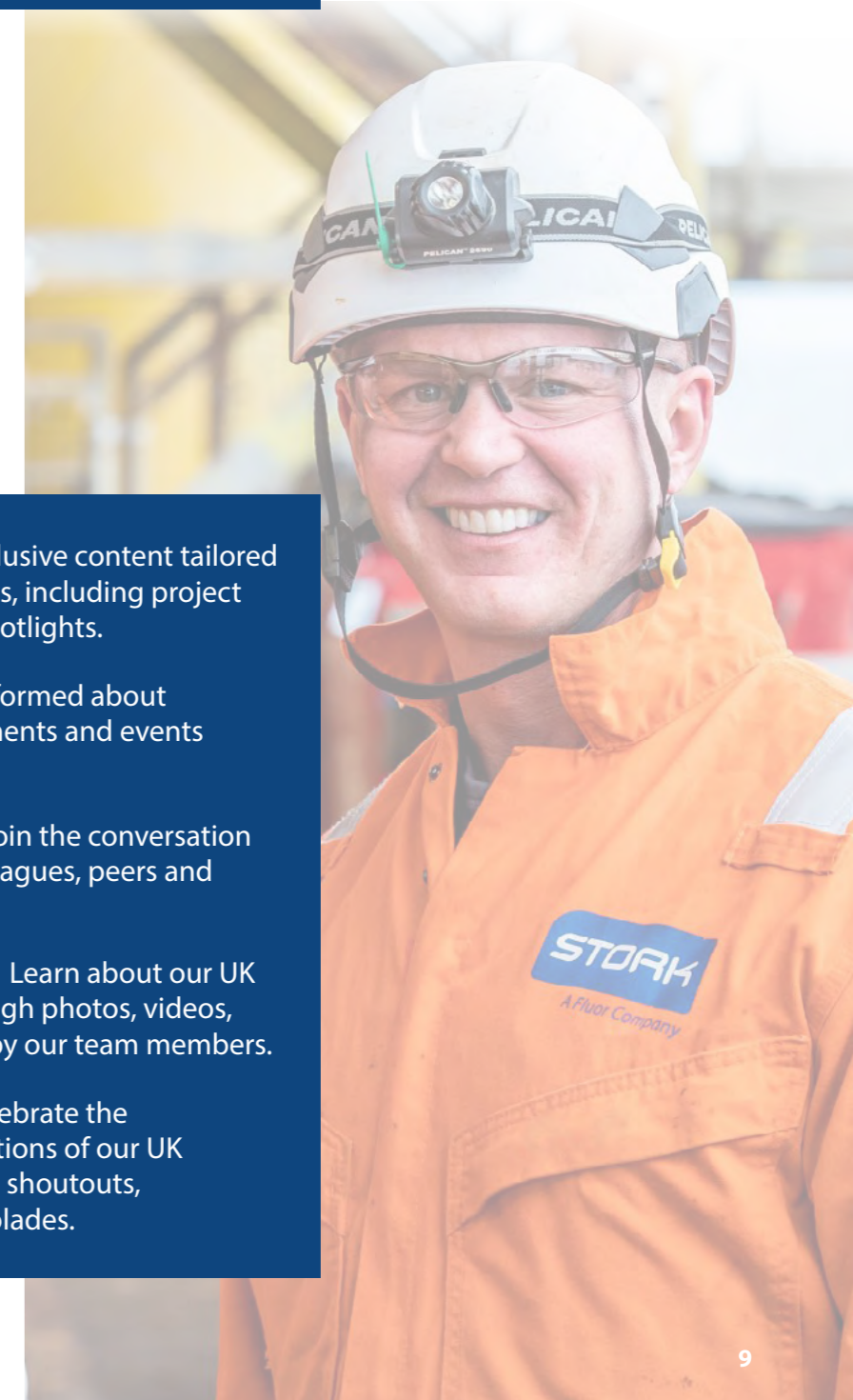


@Stork UK

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## NEWLY LAUNCHED UK LINKEDIN PAGE



**Dedicated UK Content:** Exclusive content tailored specifically to our operations, including project highlights and employee spotlights.



**Real-Time Updates:** Stay informed about the latest news, announcements and events happening in the UK.



**Engaging Conversations:** Join the conversation and connect with your colleagues, peers and industry professionals.



**Behind-the-Scenes Access:** Learn about our UK projects and activities through photos, videos, and stories shared directly by our team members.



**Employee Recognition:** Celebrate the achievements and contributions of our UK team members with regular shoutouts, acknowledgments and accolades.

## RECOGNITION



# Making employee appreciation day memorable

Employee Appreciation Day took place on the 1st of March and we dedicated it to recognising and thanking you, our valued employees.

We wanted to celebrate every single colleague for your continued efforts. Your contribution is what makes us proud to be part of Stork, experiencing a working environment focussed on our people with the drive to make our business a success.

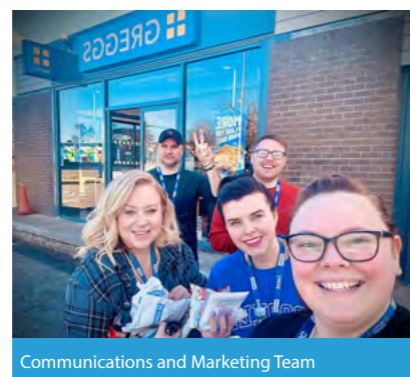
As a token of our appreciation, we partnered with [Huggg](#) and arranged a free treat. This was sent to 1,740 employees. Whichever perk you chose, we hope you enjoyed it. Take a look at the most popular treats below:

• Breakfast Roll Deal	212
• Charity Donation	172
• Savoury Greggs	63
• Sausage Roll	40
• Café Nero Hot or Cold Drink	36
• Greggs Hot Drink	22

The winner of our photo competition, who will receive a £25 voucher credited to the [YourBenefits Platform](#) is Scott Mitchell, Contract Delivery Manager.



Scott Mitchell, Contract Delivery Manager



Communications and Marketing Team



Jennifer Geekie (Enjoying her treat with her dogs)



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

## From Perks to prosperity, employee benefits case studies that will inspire you

**Chrisanne Aitken, Proposals Engineer**

**What do you like about YourBenefits?**

There's an excellent range of benefits and something for everyone, whether it's a big or small saving. It's not only about the savings, all the health and wellbeing information is extremely useful.

**What was your top saving?**

To date, my biggest saving has been £1,962.70 when I purchased two Samsung S24 Ultra mobile phones (15% discount on each phone), £290 each on both trade in phones and getting two smart watches free. These should have been £246 each.

**What would you say to others who haven't logged in yet?**

Try it. You have nothing to lose, there are some amazing discounts to be had.

From discounts on a meal out to your next holiday, there is honestly something for everyone! Gig tickets, cinema tickets, airport lounge passes, the list is endless and I can't wait to use the platform more! I'm looking forward to seeing what my cashback pot is at the end of the year.

### Try it. You have nothing to lose, there are some amazing discounts to be had.

**Siobhan Ley, Senior HR Advisor**

**What do you like about YourBenefits?**

It's really easy to use and so accessible. I use the savings and discounts a lot but there are so many other features available, as well like the recognition schemes and health and wellbeing sections. In the Wellbeing Centre there is a good section called Munch, with hundreds of recipes and step-by-step instructions.

**What was your top saving?**

My top saving was on new trainers from Adidas and saved 10% initially on buying a voucher, they were also offering cash back at 6%, so I got that too. You can also double up by buying vouchers from YourBenefits and then shopping through other savings platforms like Quidco and Top Cashback.

**What would you say to others who haven't logged in yet?**

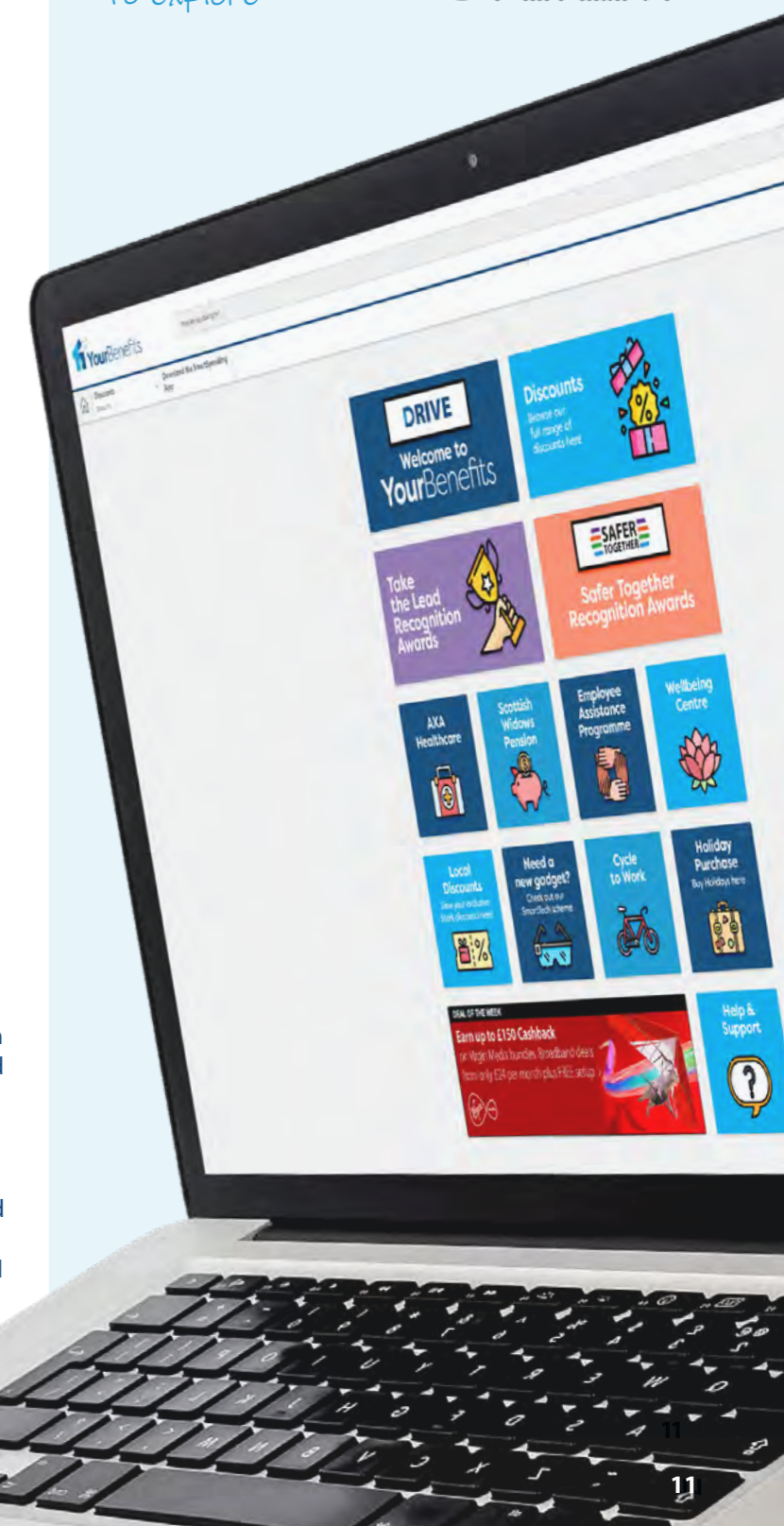
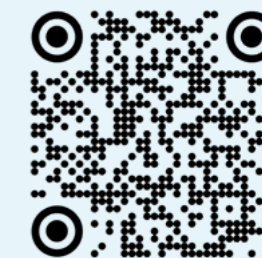
Really you have nothing to lose and the money is better in your pocket. I have the app downloaded on my phone and anytime I'm shopping online, I always check to see what discounts are available. Even for your regular food shop, all the big supermarkets are on there with reloadable cards and it's nice seeing your savings total getting bigger.

To access YourBenefits visit [stork.rewardgateway.co.uk](http://stork.rewardgateway.co.uk)



Haven't visited the YourBenefits platform yet?

Scan the QR code to explore



## Promotions

Name	Department	New Role
Nathan Sandison	Inspection	ANDT Specialist SME
Jonathan Laidler	Inspection	Plant Inspector Cat 2
Martin Doverty	IT	IT Infrastructure Technical Architect
Liam Crawford	Caisson Inspection	Caisson Management Lead
Andrew Welford	NE Hub	Interim Area Manager – North East England
Matthew Banks	Compensation and Benefits	Compensation & Benefits Coordinator
Niaomi Coutts	Quality Services	Quality Services Administrator
Rhys Barker	Centrica CSL & NE Hub	Contract Delivery Manager
Elaine Milne	Integrity Services	Interim Integrity Services Manager
Lauren McKay	Project Controls	Project Controls Coordinator
Ross Leake	Shell	Maintenance & Access Work Planner

## Q1 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



## Long Service Awards

No Years	Offshore	Site	Office
10 Years	12	2	0
15 Years	10	3	2
20 Years	7	2	1
25 Years	2	0	0
35 Years	0	0	1
40 Years	0	0	1



Scan me to submit an award:



## DRIVE Take the Lead Awards

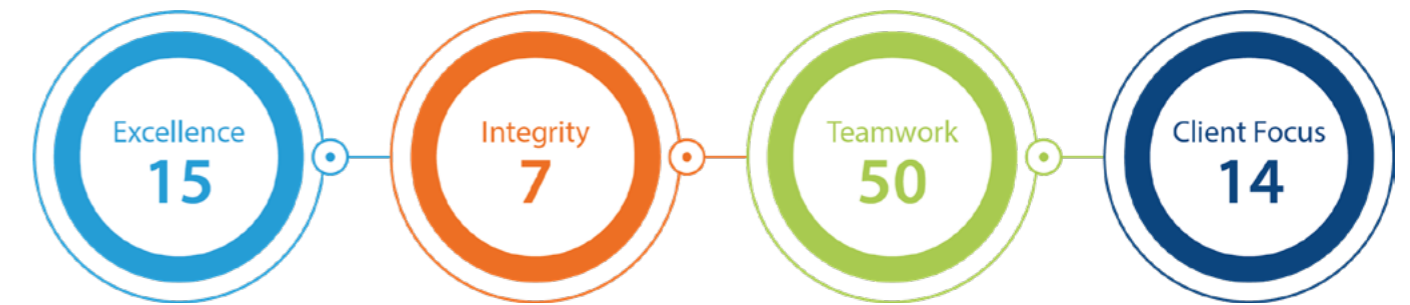
DRIVE's [Take the Lead Awards](#) celebrate those who go above and beyond their day to day role and demonstrate our core values: Integrity, Teamwork, Excellence and Client Focus.

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:

Location	Excellence	Integrity	Team Work	Client Focus	Grand Total
Aberdeen	11	6	44	3	64
Offshore	1	1	2	10	14
Site	3	0	4	1	8



### Barry Pybus and Neil Smith, NDT Technicians

Stuart Gilfillan, Site Manager, shared a recent recognition award for Barry Pybus and Neil Smith who received their £50 Personal Safety Involvement (PSI) awards. Each were recognised for contacting our client's HSE team to discuss RPE requirements for an inspection which had a high benzene concentration after reading the risk assessment. As a result the filters were changed and the scope proceeded safely.

### Douglas Edwards and Sean Hetherington, Mechanical Technicians

Both Douglas and Sean were nominated in the 'Client Focus' category for great service delivery. While carrying out a pipework destruct scope at Sullom Voe, they made our customer's needs their top priority and ensured the scope was completed on time, with no delays and in a safe manner. Our client's feedback commended the quality of the service provided by Stork. Well done to you both!



Barry Pybus (L) NDT Technician & Neil Smith (R) NDT Technician

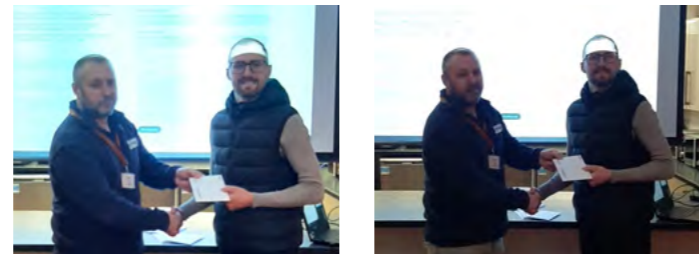
# In the spotlight: Stork's contract team, Easington Gas Terminal

Fostering a culture of appreciation, our contract team continue to recognise individuals who make a difference to the safety culture on site. The client's management team recently handed in awards for Best Safety Observations to 8 Stork employees at Easington Gas Terminal. The ceremony took place during January's Safety Meeting, to which all Stork site employees were invited as well as representation from the client.



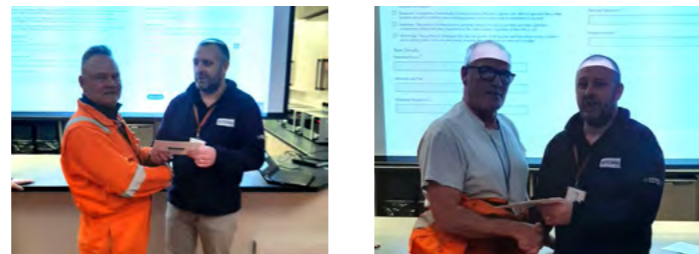
## We want our employees to feel truly valued

This is why we recognise their hard work and dedication to improving safety on site, we utilise the channels we've got to make sure our people feel encouraged and empowered to do the right thing.



Full list of winners:

- Derek Foster - addressed changing conditions during a workscope
- Chris Taylor & Michael Beesley - spotted and addressed a hazard at height
- Chris Frost - provided an excellent contribution to a confined space risk assessment
- Marc Sagar - observation about plant and equipment
- Mathew Ruddock & Steven Smith - elimination of a hazard
- Garry Moody - observation about a hazard at height

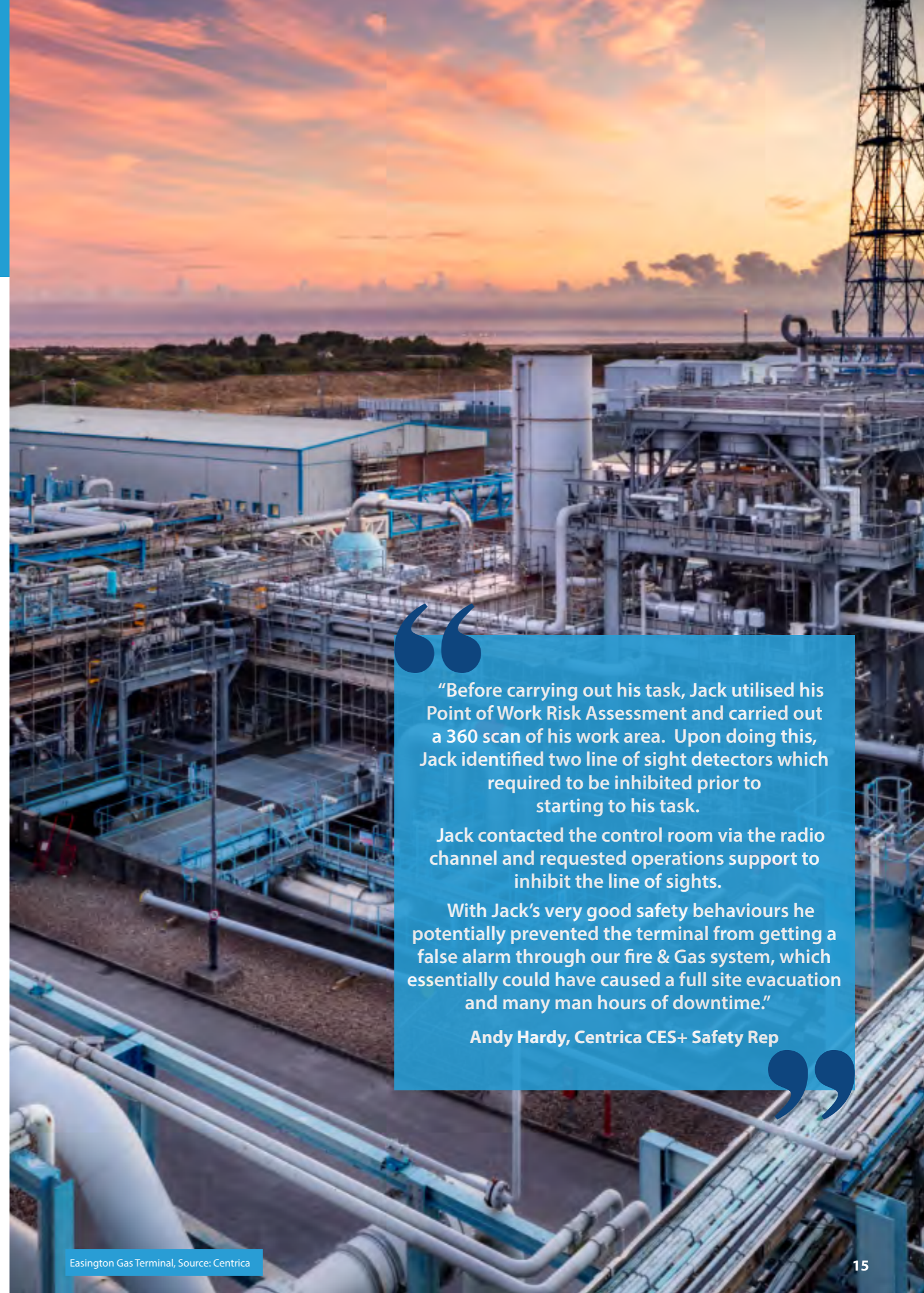


We're proud of the dedication our teams put in day in, day out and are delighted that we can celebrate your successes together!

Our teams' commitment doesn't go unnoticed by our clients either! Jack McMahon, Rope Access Technician was recognised by Centrica Energy Storage+. In March, Jack received a £50 Amazon voucher from CES+ Safety Representative, Andy Hardy.



Working together, we can create an incident free workplace.



“Before carrying out his task, Jack utilised his Point of Work Risk Assessment and carried out a 360 scan of his work area. Upon doing this, Jack identified two line of sight detectors which required to be inhibited prior to starting to his task.

Jack contacted the control room via the radio channel and requested operations support to inhibit the line of sights.

With Jack's very good safety behaviours he potentially prevented the terminal from getting a false alarm through our fire & Gas system, which essentially could have caused a full site evacuation and many man hours of downtime.”

**Andy Hardy, Centrica CES+ Safety Rep**



# INCLUSION



## Harnessing the power of inclusive leadership

Last year, many of our office-based managers completed a survey before attending a training session on Inclusive Leadership. To help us compare our manager's views with employee's, we then rolled out the same survey across the business, asking you to tell us about your experiences at Stork, when it comes to inclusion and how your manager offers support.

Stork's ambition is to ensure a culture where all employees **feel valued**, have a **sense of belonging** and are **treated equally**. All while recognising the **power of a diverse workforce** and **respecting everyone's differences** to promote engagement, safety and overall performance. Through our ongoing training and awareness sessions with our management team, we hope everyone **will feel empowered to support** this ambition within their areas.



We had over 330 respondents from across the UK and here is short summary of what you told us:

- How important is it be part of an organisation that has an inclusive working environment? **88%** responded a lot, to a great deal
- At Stork I feel I can achieve success as my authentic self: **68%** responded a lot, to a great deal
- At Stork my personal characteristics are not a barrier to career progression: **80%** agreed

What are your priorities to ensure an inclusive workplace

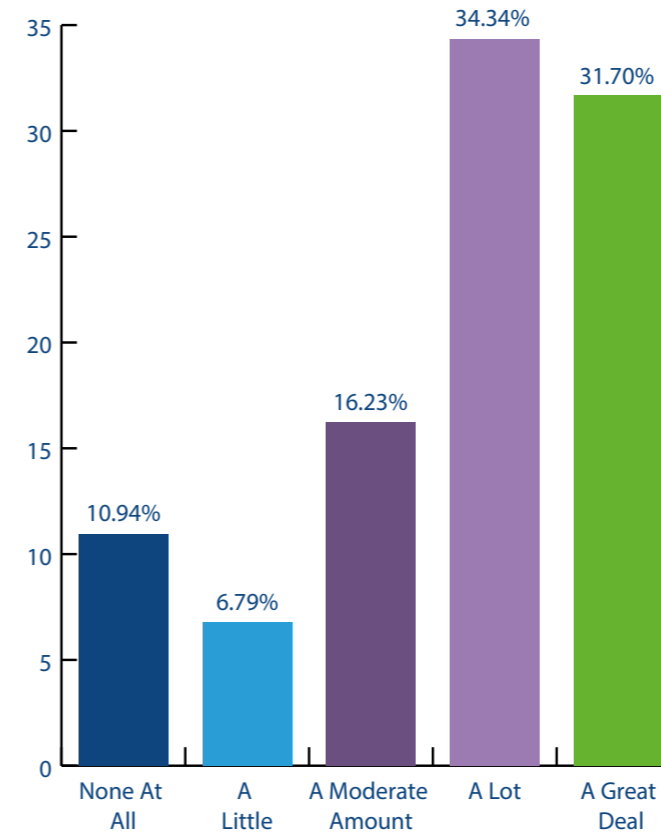
- Fairness
- Trust
- Safety
- Teamwork
- Acceptance
- Open forum/Communication
- Approachability
- Cognisance of bias
- Sense of belonging
- Authenticity and accountability



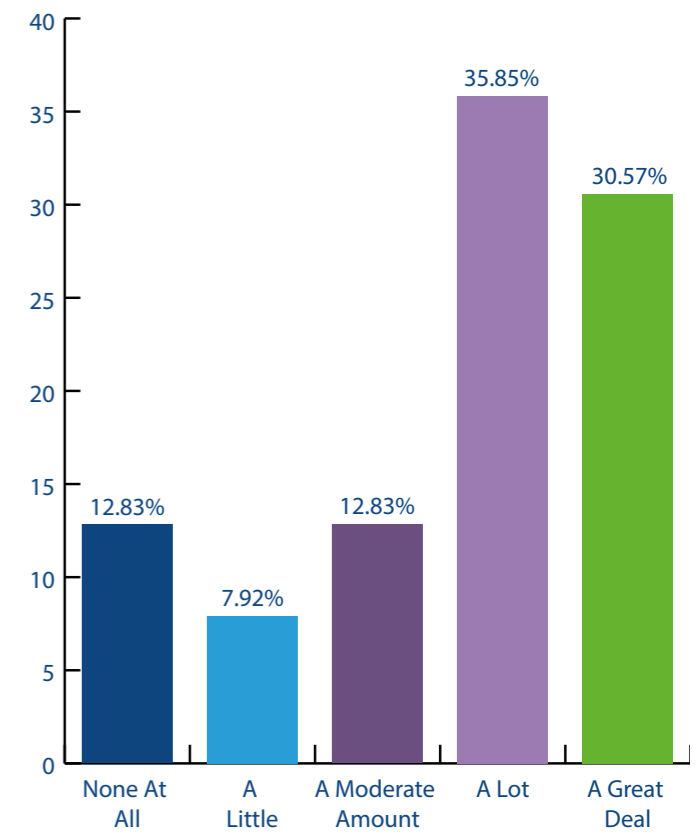
We will always take account of the differences between people and groups and value those differences, providing a sense of belonging and respect.

Katherine Webster,  
Employee Engagement  
HR Manager

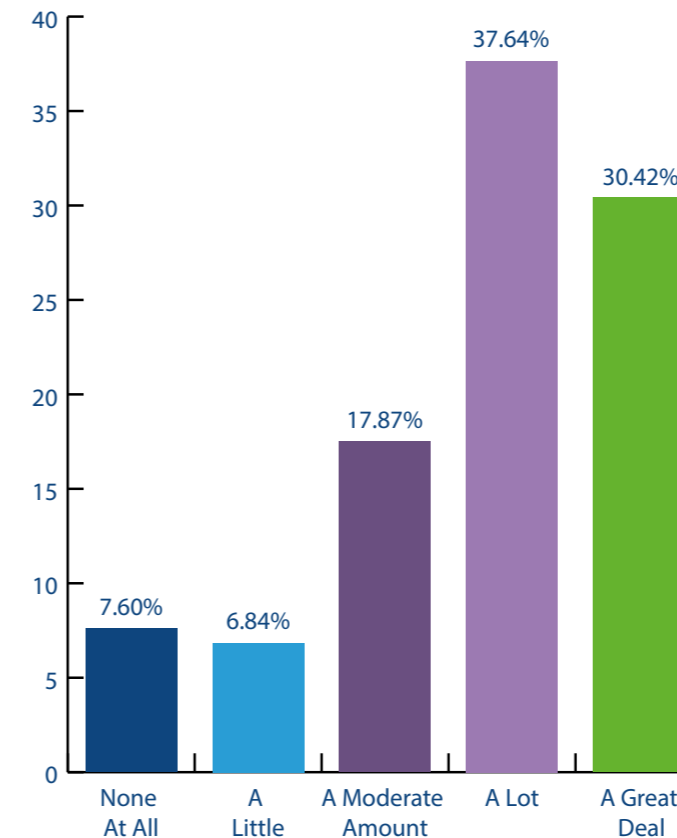
Do you feel your leader has the skills and knowledge to support you?



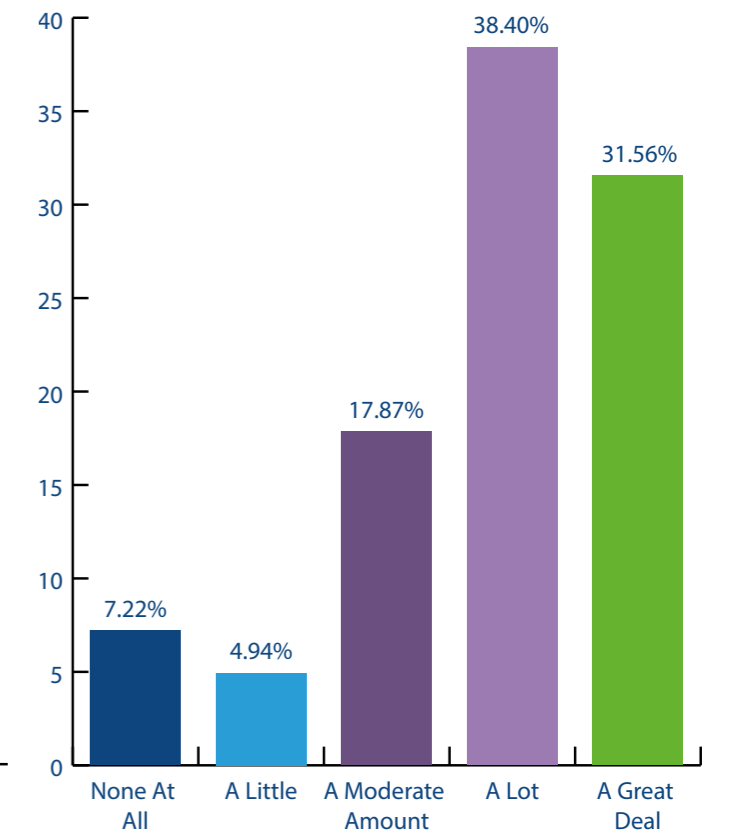
Do you believe your leader has an understanding of the impact of their behaviours?



Do you believe your leader can see the benefits of learning about and experiencing different cultures?



Does your leader have the adaptability to change their style and use appropriate behaviours when interacting with those from different backgrounds or cultures?



## What's working well



"My manager has gone above and beyond to empower, include and welcome me into the team. I could not have asked for more at the beginning of my journey."

"I find the culture at Stork very inclusive and it feels like it is something that everyone buys into. It's great to see what Stork is doing for inclusive leadership."

"Having re-joined Stork some 2.5 years ago after an 8 year absence, I have seen a huge step change in the awareness of and steps being taken within the organisation in becoming an inclusive employer and place to work"

"It is great to see what is being and has been done at Stork to include everyone. I feel my leader is very inclusive and has always been very respectful"

"I think Stork demonstrates good inclusion practices"



## Areas for improvement

"Management level should be more approachable, consistent and take on-board their workforce's ideas or suggestions"

"More leadership training programmes"

"I'd like to see inclusion be something everyone is conscious of within the company going forward. There are still situations where narrow minded people stand in the way of this."

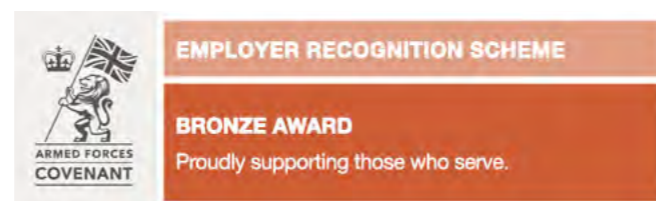
"More focus for those who have disabilities"

"I would like my line manager to be more active on the things that matter to me"

"More Interaction"

"I think more can be done to include remote workers"

We have listened to your feedback and identified the main areas for development throughout 2024. The feedback received came from both managers and non managers ensuring everyone was heard. Look out for the upcoming employee communication which will contain the action plan following the Inclusive Leadership Survey.



## Inspiring change: International women's day celebrations

[International Women's Day](#) took place on Friday, 8<sup>th</sup> of March and we celebrated the incredible achievements and contributions of women everywhere. Let's not forget what makes our workplace truly special - INCLUSION!

Inclusion isn't just a buzzword, it's our commitment to creating a workplace where everyone feels valued, respected and empowered to bring their whole selves to work each and every day. So why is inclusion so important?

- It fosters diversity of thought, driving innovation and creativity
- Creates a sense of belonging, leading to happier and more engaged teams
- Breaks down barriers and builds stronger connections among colleagues

[Click here](#) to listen to our Regional Director of Human Resources, Nicola Murray's story and find out more [here](#) about what we did for this International Women's Day.



## Building a brighter future

We've been working with a local job centre in Aberdeen to develop a positive link in supporting those out of work or early in their careers. We recently met with a group to share more about Stork and the roles available.

We were extremely impressed by the wealth of experience and positive attitudes throughout the session. Many individuals had been made redundant, were returning to work after time off or were early in their career path and looking for that first break.

We're delighted to have been progressing with interviews and have secured a new recruit as a result!

Photo: (Left to right) Mark Nicholson: Recruitment Team Lead, Naomi Buchan: HR Advisor, Katherine Webster: HR Manager Employee Engagement, Gillian Gilchrist: Employer & Partnership Advisor, Natasha Rogers: Senior Recruiter, Lesley Fleming: Employer & Partnership Advisor

## Neurodiversity celebration week

[Neurodiversity Celebration Week](#), took place between Monday 18<sup>th</sup> - Sunday 24<sup>th</sup> of March. It's a worldwide initiative that challenges stereotypes and misconceptions about neurological differences. At Stork, we're raising awareness, celebrating unique minds and the power of inclusion. Let's take the time to celebrate our differences and empower individuality.

### The facts:

Neurodiversity is a term that encompasses a range of neurological differences including autism, ADHD, dyslexia, and many others. It's about recognising that everyone's brain functions differently and each one brings its own strengths, perspectives and creativity to the table.

### Support available within stork:

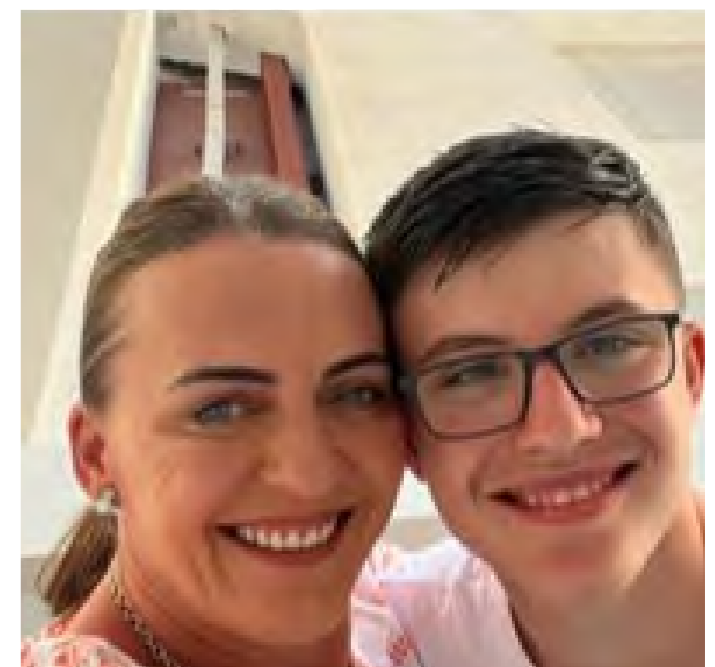
If you require support or would like to start a conversation about your personal needs, please remember you can always reach out to our [Occupational Health Team](#), HR Advisors, [WeCARE Colleagues](#) and [Employee Reps](#).

### Employee spotlight: Lynette Wilson, Stork's Centrica Contract Project Engineer

Lynette shared with us her journey raising a child with autism. There are continuous challenges and the goal posts change every day. This is something Lynette has kept private for many years and didn't share with colleagues. However, she now feels comfortable to open up about her story and raise awareness to help others.

Lynette's son is incredible and she's very proud of what he is achieving in life.

To create a better society for autistic people and their families, Lynette, alongside colleague Chelsea McCreath, Project Coordinator are taking part in the [Spectrum Colour Walk](#) during World Autism Acceptance Week 2 - 8 April 2024.





# Exploring the role of employee representatives

## Aberdeen Office Based Reps

Human Resources & HSEQ	Plant & Equipment & Stores	Industrial & Mechanical Services	Business Development & Finance	Integrity & Quality Services
Keith Jennings	Jamie Shingler	Scott Cruickshank	Kim Cowie	Denise Kinghorn

Let's hear from the current rep group:

The representative group based in Aberdeen are well established, representing all employees within the office and base facilities. Each have been instrumental in influencing change for many years and improving communication across our business. For Denise, Kim and Keith they are coming to the end of their 2-year tenure and nominations will shortly be underway.

**Q: Why did you decide to take on the role of Employee Rep.?**

**Keith:** I was asked if this was something I would like to be involved with and jumped at the chance. I think it's a great opportunity to get to know more about the wider Stork and its wonderful people.

**Scott:** I decided to become an Employee Representative not only to represent the Industrial & Mechanical area with any observations, questions or concerns they may have and raise these with the Leadership Team. But to champion initiatives that help make Stork a more fun and vibrant place to work. Something I have hopefully been able to achieve during the past year.

**Q: What have you enjoyed the most about the role?**

**Kim:** I've enjoyed the last 2 years being there for my constituents. Keeping them up to date with what's going on after our monthly meetings, letting them know I am always available, happy to listen and put forward any questions or concerns they may have.

**Jamie:** Since taking on the role of Employee Rep, it's been enjoyable to be a voice for the people you work with day in day out. It has allowed me to have a positive influence on certain things over at the base and gives a good insight into how things work across at the base for the staff that don't get a chance to see that side of the workforce often.

**Scott:** Being able to bring initiatives like the Summer Raffle to Stork, where employees could win tickets to a show or concert. It was a great bit of fun during the busy Summer period, with something exciting to look forward to each month.

**Q: Do you feel the role provide employees a voice?**

**Keith:** Absolutely, as they say there is no such thing as a stupid question. Something that seems trivial to one person, may hold great value to another. The UKLT make the time and care to ensure all questions are answered.

**Jamie:** All in all, the Rep role is definitely important within Stork, as it provides a voice for all the employees you represent and feedback is always taken on board.

**Q: Do you believe being an Employee Rep is important within Stork?**

**Keith:** Yes, it's great that employees have someone that they feel comfortable to talk to and anonymously have their thoughts and concerns directed and answered efficiently. All while treated with respect.

**Jamie:** The role allows me to put across anything that the constituents ask me to in our meetings. No matter how big or small, an answer is always provided and can provide a lot of clarity. As well as being beneficial for the wider workforce at the base, the role has benefited me personally as it allows Reps to ask the tricky questions that could be hard to put across.

**Kim:** It's a good group to have within the organisation. Meeting up with our UK Leadership Team (UKLT) every quarter, ensures we are listened to and represent our constituents.

**Scott:** I believe Employee Reps help Stork to foster a fair, diverse, and inclusive workplace. Offering a supportive presence for colleagues to share any issue or concerns they may have and bring these matters to the Leadership Team for discussion and resolution.

**Q: Anything else you would like to add?**

**Keith:** Always ensure you speak to someone if there's something on your mind. It can be a friend, colleague, line Manager, We Care Colleague or Employee Reps... Sharing is caring and Stork cares for its Employees.

**Scott:** Hopefully we can build on the achievements of from the past year in 2024 and bring a similar element of fun to the office.

## Offshore Workforce Representatives

Our Workforce Reps for our colleagues based offshore are another group that have been in place for several years. Many take time out of their field break to join calls and get involved. The group regularly hear from the HSEQ Team, Occupational Health, Resourcing and Logistics to name but a few departments, to ensure information is being shared and discussed.

The nominations are open for Reps on the following assets:

- Apache Beryl Bravo
- Centrica Rough Field
- CNOOC Golden Eagle
- Harbour Lomond
- Harbour North Everest
- Shell Shearwater

## Onshore Site Workforce Representatives

This group is currently at full capacity with representatives in place from all sites. The group is growing in confidence and strength and are really taking on their roles with determination to raise the points that matter the most for their colleagues. Well done to all!

**Hear from Katherine our HR Manager for Employee Engagement**

Each rep brings different topics, experiences and feedback to the table. The challenges are different for each and how we respond can vary.

## The challenges are different for each and how we respond can vary

However it's refreshing to work with colleagues who have a genuine interest in taking the time to represent their teams, give feedback on what matters and come up with suggestions for improvements.

**Did you know?**

- Our Workforce Reps meet monthly
- Every quarter our UK Leadership Team connect with your Workforce Reps
- We have over 40 Representatives across the UK



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

Your dedicated Employee Representatives



Left to Right: Keith Jennings, HSEQ Advisor. Denise Kinghorn, Monitoring Solutions Manager, Kim Cowie, Facilities Coordinator, Jamie Shingler, Apprentice Rope Access Equipment Storeman, Scott Cruickshank, Senior Project Engineer



# Growing our reach: Expanding our location network

## Humberside

Our newly opened Humberside facility was created to support the operational execution of contracts. This includes Nufarm and Centrica. It's also the base location for our Heat Treatment services.

In addition to the above, this regional hub will also host a base facility, as well as recruitment, project controls and HSEQ teams. Andy Welford, Area Manager, shared, "the Humberside team is focused on developing further business opportunities within the local area, with room to grow the premises in line with our overall business diversification."



Team members from Humberside

## Ormskirk

Yvonne Killingbeck, Heat Treatment Administration Coordinator shared the news of the recent move to Ormskirk, commenting: "It's been a very eventful year! The team relocated from a large manufacturing facility, to a smaller hub before a further relocation to an office space. The team are delighted with their new home and shared it is a fantastic place to work from."

The team coordinate and support our Heat Treatment technicians who work remotely across not only the UK but also overseas responding to client requests. Yvonne continued: "Many of our technicians are based locally, but not all. It's great to have a base, but we also look for new and innovative ways to engage with our teammates out in the field."



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



## A Magic Breakfast for Ormskirk West End Primary

The Heat Treatment team is very proud to be working in partnership with Ormskirk West End Primary. Through our CSR support and a donation of £600 they have been able to provide the children with breakfast through a charity called [Magic Breakfast](#).

The Head Teacher, commented: "This project is already having a huge impact on our attendance and children not being hungry starting the school day. I can't thank you enough for this!"



## Staff volunteer their time to make a difference

In March, 30 members of the HR team volunteered across Monday – Thursday in 3.5-hour sessions at [Inchgarth Community Centre](#). The team complete a whole host of activities including painting, cleaning, hanging up photos, gardening and delivering leaflets to the local community.

Paul, Community Centre Manager, shared; "Please know that your efforts, time, and patience last week was hugely appreciated and helped our centre considerably. Your efforts have made a difference and helped us significantly, and for that we are extremely grateful and want you all to know that."



From Left to Right: Steve Reverly, Nick Bushby and Head Teacher of Kirkleatham School

## Kirkleatham Hall Special Needs School gets a new set of wheels

The Teesside team's chosen charity is [Kirkleatham Hall Special Needs School](#). They recently contributed £1,000 to fund a minibus for the school, which was raised through employee contributions and a CSR donation.

This has gone a long way to helping the school. The team are looking forward to engaging more with the school in 2024.



## The heat was on while Team Stork took part in CLAN's Firewalk

On Saturday, 17<sup>th</sup> of February, 27 brave colleagues took on CLAN Cancer Support's firewalk challenge. This was the first of many events with our newly nominated Aberdeen charity and what a way to start! Although the weather may not have been on our side, the whole team completed the firewalk and we want to say a massive well done to everyone who took part!

To date, we've raised an outstanding total of over **£9,600!** This could not have been achieved without the support of colleagues across Stork, family and friends. Thank you to everyone who donated!

## Leading the Change for Community Involvement



Emma Stewart has recently taken over the reins of our Community Involvement Group (CIG), and she's hitting the ground running! With a passion for making a difference in the communities where we operate, Emma is on a mission to ensure that each UK location has a dedicated Corporate Social Responsibility (CSR) focal point to help support our local initiatives.

We sat down with Emma to learn more about her new role and the impact she hopes to make in our communities.

### Making a Difference Close to Home

**Q: Emma, how would you describe the CIG and its purpose?**

**Emma:** Our CIG is a collective of employees, who come together to engage in activities and initiatives that benefit the local community. The CIG's aim is to make a positive impact on society by addressing social, environmental, or economic challenges at a community level.

**Q: Can you tell us a bit about your new role as the CIG pillar lead?**

**Emma:** Absolutely! My main responsibility is to connect with local organisations, charities, and community groups to identify opportunities for us to get involved and make a positive impact. Whether it's organising volunteering events, coordinating donation drives, or supporting local initiatives, my goal is to help strengthen our ties with the communities we serve.

**Q: What motivated you to take on this role?**

**Emma:** I've always had a passion for giving back and trying to make a difference. When I heard about the opportunity to become CIG pillar lead, I knew it was the perfect way for me to channel that passion into action. I'm excited to work alongside the wider CSR Group to create meaningful opportunities for our team members to get involved.

**Q: What impact do you hope to achieve through your work as a CIG pillar lead?**

**Emma:** My ultimate goal is to help build stronger, more resilient communities where everyone has the opportunity to thrive. By working together with local organisations and community members, I hope to make a tangible difference in areas such as education, health and wellness, environmental sustainability, and social value. I believe that by harnessing the collective power of our team, we can create positive change and leave a lasting legacy in our communities.

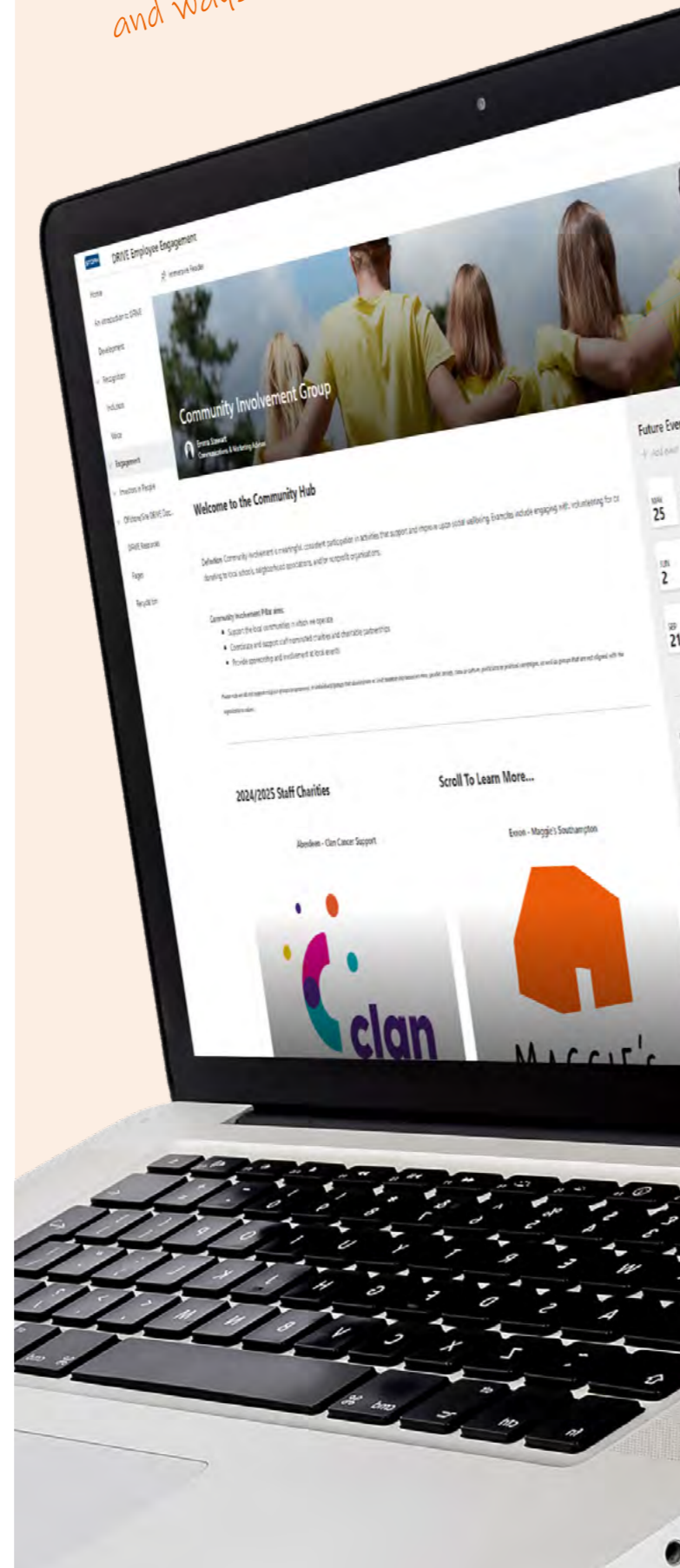
Stay tuned for more updates and inspiring stories of community involvement in future issues of DRIVE News!

### Did you know?

You can request a monetary donation from Stork, up to 4 times a year towards any personal charity events you are taking part in.

Email the CSR Group ([csrgroup@stork.com](mailto:csrgroup@stork.com)) with information about your event and they will do the rest. Remember to send a photo of you taking part!

Take a look at the CIG sharepoint to keep up to with the latest information, events and ways to get involved.



Please reach out, don't suffer in silence

## Supporting our colleague's health and wellbeing

Since the beginning of 2024, 15 colleagues completed the WeCARE training modules and became qualified mental health first aiders. We hope to see the numbers continue to increase throughout the year!

### A new way to get touch

We've created a centralised [WeCARE Mailbox](mailto:we.care@stork.com) ([we.care@stork.com](mailto:we.care@stork.com)). Please send any comments, feedback or questions about becoming a WeCARE Colleague to this email. We're always open to suggestions and/or feedback regarding our mental health first aider programme.

### We've updated our SharePoint: What you need to know

The [OH SharePoint](#) has been updated with a variety of useful links and resources for anyone who requires support. Here, you will also find a full list of our [WeCARE Colleagues](#), located throughout our UK sites and offshore.

### Remember: WeCare Colleagues

WeCARE Colleagues are trained to listen, support and signpost if required. Please reach out if you are struggling.

## Discovering the healing powers of walking for mental health

One of the best ways to raise awareness around mental health and challenge stigma, is to encourage open conversations and that's exactly what our Nufarm site team did.

The team, who are all qualified as WeCARE mental health first aiders, set up a walking group to promote and discuss all aspects of health and wellbeing. 10 colleagues got together and hiked from Glenridding to Helvellyn in the Lake District.

The next walk is planned for the 20<sup>th</sup> of April, around the Northern Skiddaw Horseshoe. This is a great initiative and encompasses the meaning of Safer Together.

### Want to get involved?

Email [Michael Smith](mailto:Michael.Smith@stork.com) to get yourself signed up, you don't need to work at Nufarm to join.



Team members from Stork's NuFarm contract

# Exploring offshore safety: Insights from our recent visit

## Wayne Taylor, HSEQ Team Lead, shared the details of his latest trip

"During a recent visit to the 473/B Rough Field, as part of our safety engagement culture with our teams across the UK, I wanted to understand and evaluate the dynamic within the team out on the Rough, with a particular focus on safety, engagement and collaboration. Emphasis was placed on understanding the level of commitment and involvement from team members at this isolated, yet welcoming environment.

I was very impressed by the reception I received, as a green hat and how professional and friendly everyone was. Having completed my safety induction, which included all 3 platforms. The facilities were impressive, including a cinema, gym, sauna, canteen, recreational room and a couple of quiet rooms. I then went to meet David Blackbird, the focal point for Stork operations who then introduced me to the teams.

### A shared responsibility

From the outset, it was evident the teams have embraced a strong safety culture, with a collective understanding of the importance of adhering to safety procedures and best practices. The commitment to safety was not merely a procedural obligation but seemed to be ingrained in the team's values. Team members actively participate in safety communications, hazard identification discussions and make contributes for improvement.

This level of engagement went beyond mere compliance, showcasing a genuine buy-in from the teams. Safety here is a shared responsibility that each member felt personally invested in, this is always refreshing to see."

### Beyond compliance: How our teams are redefining safety

"The team's commitment to safety was truly commendable and serves as a model for creating a resilient and conscientious workforce. What stood out for me, was their genuine enthusiasm and eagerness to contribute. This fosters a positive atmosphere that undoubtedly fuelled a the work environment and team cohesion.

Team members were genuinely invested in projects and initiatives, showcasing a shared sense of ownership. This not only enhances productivity but also contributes to a more vibrant and cohesive workplace culture with lots of positive banter. The visit underscored the importance of developing such dynamics for sustained success and emphasised the significance of cultivating an environment where individuals feel valued and motivated to actively contribute to the collective success of the team which we will continue to build upon.

As we move forward, this positive reception acts as a testament to the effectiveness of proactive safety measures and reinforces the collaborative spirit that ensures a secure and thriving work environment for all.

The offshore team's appreciation serves as motivation to continue prioritising safety initiatives and maintaining a workplace where every team member feels valued, supported and secure."



Wayne Taylor, HSEQ Team Lead

# do YOU? OUR HOUSE KNOW RULES

Stork's House Rules apply to all facilities and are applicable to all employees and visitors:

 <p>Challenge unsafe acts and ensure corrective action is taken</p>	 <p>Always hold the handrail and stay on the left when on stairs</p>	 <p>Never use a mobile phone either on the stairs or whilst driving</p>
 <p>Take responsibility for obstacles or spills within the workplace</p>	 <p>Ask for assistance when carrying a heavy or bulky load</p>	 <p>Take ownership for safety by always reporting all incidents, no matter how small</p>
 <p>Use a lid when carrying a hot drink</p>	 <p>Observe and follow all safety signage</p>	 <p>Support environmental sustainability by using resources efficiently</p>



[WWW.STORK.COM/SAFERTOGETHER](http://WWW.STORK.COM/SAFERTOGETHER)





Thank you for once again 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 get featured in the next edition of DRIVE News?  
Get in touch: [DRIVE@stork.com](mailto:DRIVE@stork.com)

[STORK.COM/UK](http://STORK.COM/UK)