



STORK

GENDER PAY GAP REPORT

April 2024 – Office based personnel

Stork Technical Services UK Ltd. *(Acquired by Altrad February 2025)*

WE ARE STORK



Who we are

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

Stork Technical Services UK Limited (*acquired by Altrad in February 2025*) is largely engaged in onshore and offshore energy and industrial industries.

Stork employs approximately 1,600 people with the majority working on offshore installations in the UK Continental Shelf, as well as our onshore clients' sites.

Our values

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

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

Our pledge

Stork has committed to deliver on the [AXIS Pledge](#) which holds organisations accountable for increasing gender balance within the Aberdeen Energy Industry.

We are committed to embedding the principles upheld by this pledge across our other UK sites too.

Office report

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

WELCOME MESSAGE

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

Our ambition is to continue to enhance our well established culture where all employees feel valued, have a sense of belonging and are treated equally. We believe diversity goes beyond gender and fully appreciate the benefits that a wide-ranging workforce brings to our company culture, clients, communities in which we work and to our wider industries.

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

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

In our report you will see that we have made progress in a number of areas and what we will focus on in 2025.

02

“

At Stork, our vision is to be an employer of choice and to attract, develop, inspire and retain high performing people; irrespective of gender or any other personal characteristics.

Stork has long been committed to equal pay for equal work, as well as implementing policies and processes which proactively address the gender pay gap.



Steve Hunt
Regional Director UK



THE GAP EXPLAINED

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

Reporting our gender pay gap

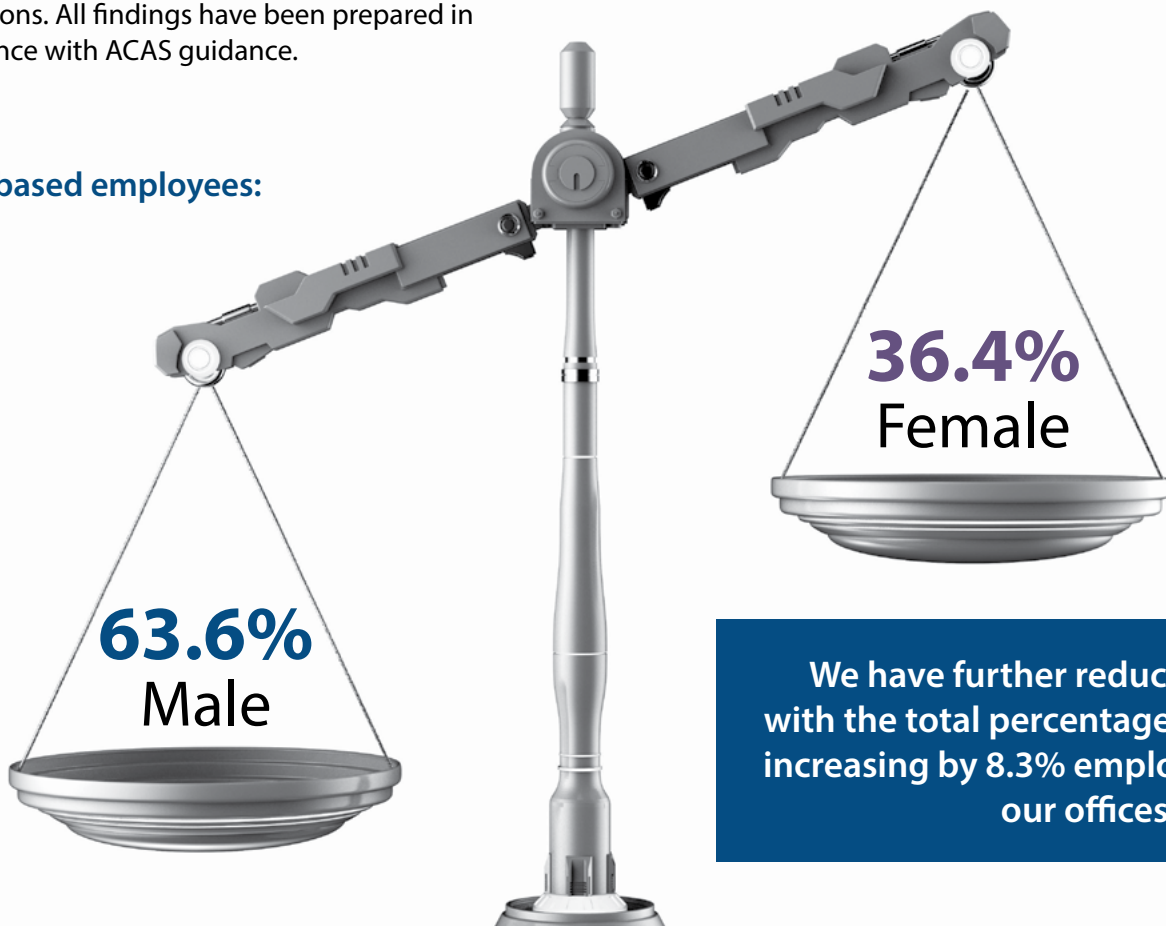
It's important to distinguish between equal pay and the gender pay gap:

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

Understanding the gap

This report relates to Stork's UK office personnel and operations. The snapshot date of 5th April 2024 has been used for the basis of our Gender Pay Gap calculations. All findings have been prepared in accordance with ACAS guidance.

Office based employees:



The analysis of our gender pay gap figures tell us that Stork's office based workforce consists of 36% being female and 64% male.

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

Influencing factors:

Our gender pay gap report mirrors broader patterns seen across the oil & gas industry. This divide often stems from a higher representation of females in support roles, while a greater number of men hold technical and senior roles, which attract a higher salary and other incentives.

We have further reduced the gap, with the total percentage of females increasing by 8.3% employed within our offices since 2019



04

AVERAGE AND MID-POINT EARNINGS

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

17.9% ▲

Difference in **mean** pay of men and women

28.0% ▼

Difference in **median** pay of men and women

19.3% ▲

Difference in **mean** bonus pay of men and women

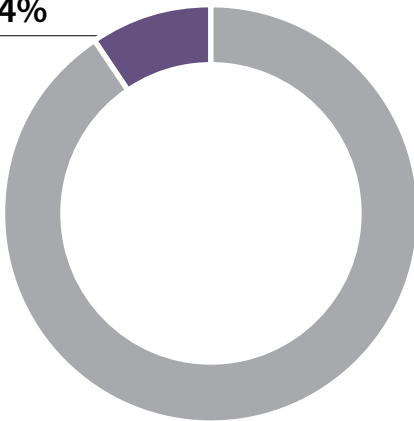
11.9% ▲

Difference in **median** bonus pay of men and women

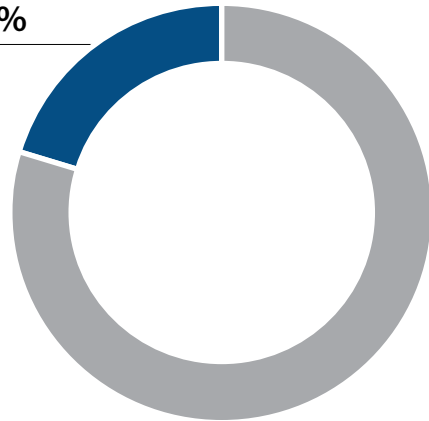
NOTE: The arrows represent either an improvement or a decline in the gap compared to the previous year.

The proportion of men and women who receive managerial bonus pay:

9.4%



20.1%



Male Female



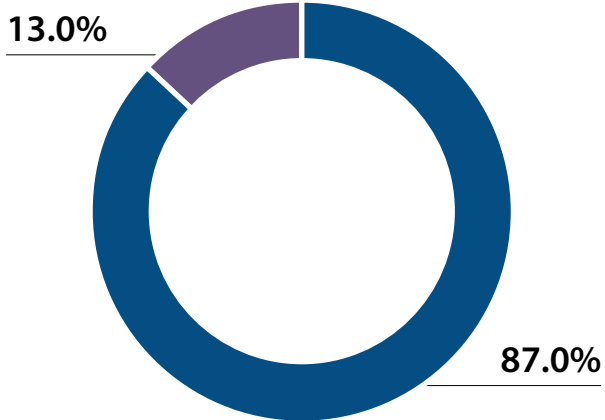
8.5%

Reduction in the mean hourly pay gap in the last 5 years

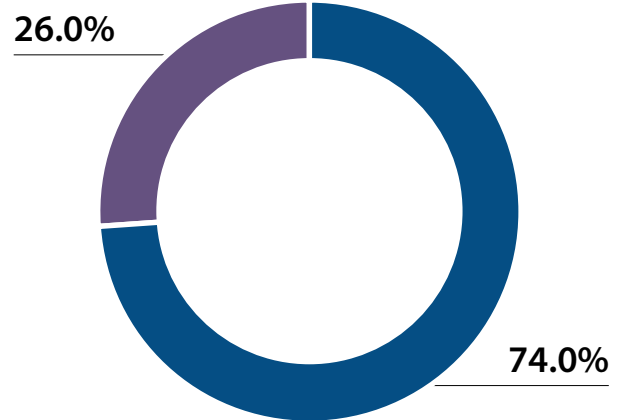
QUARTILE PAY BANDS

The proportion of men and women in each quartile pay band:

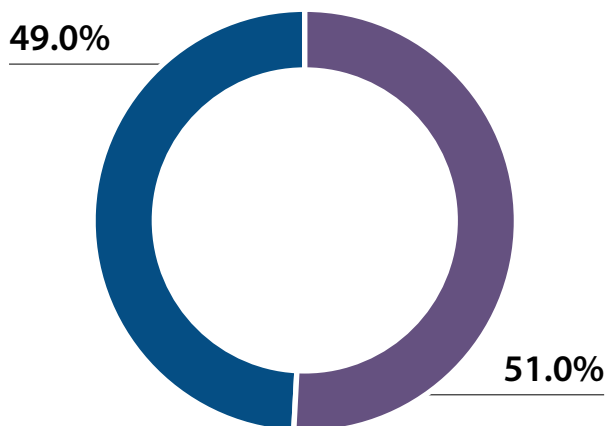
Upper quartile



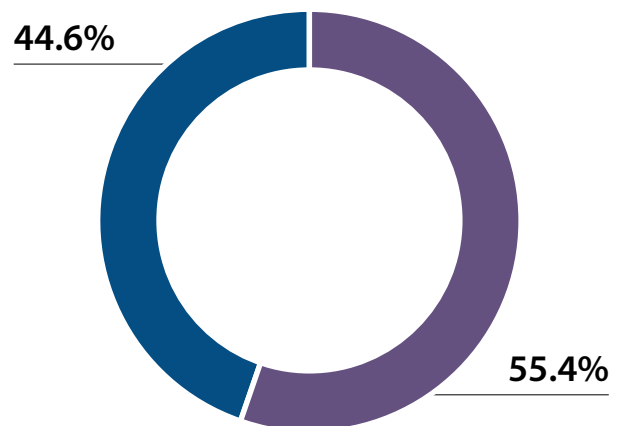
Upper middle quartile



Lower middle quartile



Lower quartile



Male Female

TAKING ACTION TO CLOSE THE GAP

Attract

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

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

Develop

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

- Promoting a talent development culture which enables all employees to progress
- Selecting candidates for our leadership and personal development programmes through our objective performance appraisal and employee potential processes
- Unconscious bias training is mandatory for all employees to further embed our diverse culture
- Supporting and working towards corporate diversity and inclusion goals
- Extending training and awareness sessions on diversity and inclusion topics for all employees
- Undertaking targeted Inclusive Leadership Training for all people managers

Inspire

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

- Promoting diverse role models who inspire others
- Recognising that each employee is an individual and that diversity of thought enriches decision making
- Consulting our employees and taking action to address any unconscious barriers to career development opportunities
- Raising awareness through participation in Inclusion week and Awareness days
- Celebrating the success of all of our people
- Expanding employee groups targeted at the needs of our workforce

Retain

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

- Offering a wide range of benefits that appeal to a diverse workforce and enable lifestyle choices
- Endeavouring to offer a flexible working environment that matches lifestyle expectations
- Welcoming back anyone who has had extended time away from the work environment such as maternity or paternity leave, and provide them with the opportunity for career progression
- Using stay interviews and succession planning to continuously monitor career aspirations

2024 HIGHLIGHTS

09



- Dedicated Diversity, Equity and Inclusion (D,E&I) Sponsor and Ambassador:
 - DE&I Sponsor – George Akers, Regional Director – HSSEQ
 - DE&I Ambassador – Katherine Webster, People & Culture Manager
- Our multi-award winning employee engagement platform; DRIVE, has a dedicated pillar for Inclusion
- We continued our work with local primary and secondary schools as part of Developing the Young Workforce
- We established a Diversity & Inclusion Focus Group to challenge overall culture and working practices in line with an agreed DE&I action plan
- Diversity & inclusion topics are included within our employee surveys
- Introduction of 6 Employee Networks:
 - Women's Health
 - Men's Health
 - Working Parents & Carers
 - Early Careers
 - Neurodiversity
 - Armed / Reserve Forces
- Embedded suite of policies including a Diversity, Equity & Inclusion Policy
- Annual participation in Inclusion Week to raise awareness throughout Stork and regular awareness days throughout the year
- Continuation of compulsory unconscious bias training for all employees
- Enhanced work / life balance through hybrid working, flexi-Friday and flexible working hours
- Mandatory Inclusive leadership training for all Stork managers of people, to ensure quality leadership across the company that meets individual needs
- Membership and active participation with external bodies and forums to share best practices
- Accountability of people managers to consider their D,E&I activities within teams
- WeCARE Colleagues (mental health first aiders) are fully trained across Stork
- Continue to create opportunities for employees to have their voice



10

STEM (SCIENCE, TECHNOLOGY, ENGINEERING & MATHS) ACTIVITIES

Block A: Sparkling Curiosity

Primary school is a pivotal stage in a child's development, providing them with essential skills that lay the groundwork for their future endeavours.

We've expanded our outreach beyond our partnered primary and secondary school by collaborating with Chapter One to support students at St. Gregory & St. Patrick's Catholic Infant School in Cumbria. Through this initiative, Stork employees volunteer in weekly reading sessions, fostering literacy and encouraging a lifelong love of learning.

Block B: Building Awareness

Raising awareness of the real-world applications of STEM subjects is vital for inspiring young people and introducing them to the exciting career opportunities within the industries Stork operate in. It's also essential for developing a future pipeline of talent.

Our longstanding partnership with Meldrum Academy, now in its seventh year, has focused on guiding students through discussions about career pathways while supporting the mathematics department in linking their curriculum to practical, real-world applications.

Block C: Showcasing Skills and Expertise

- **Career Ready** - Our mentoring programme pairs employees with students to offer guidance and coordinate four-week paid internships.
- **King's Trust** - Through this collaboration, we engage with participants to discuss employer expectations, deliver CV writing and interview workshops, while facilitating work experience placements and site visits.
- **NesCol Scholars** - By sharing industry insights and career pathways, we help scholars envision their future in this dynamic field.

Block D: Assisting Professional Development

- **Apprenticeships** - With a 43.8% increase in participation from 2023 to 2024, Stork's apprenticeship scheme is committed to fostering knowledge, enhancing skills and cultivating the right professional behaviours.
- **Graduate Programme** - Our graduate scheme has offered recent graduates a structured 2-3 year programme designed to enhance their knowledge, develop their skills and valuable practical experience. We've had a 66.7% increase in graduates.
- **Traineeships** - Designed for individuals from diverse backgrounds, encompassing recent graduates, individuals seeking a career transition and those eager to embrace new challenges. We are proud to have achieved a 42.9% increase in participation from 2023 to 2024.

2025 LOOK AHEAD

Working closely with our industry peers, we will continue our commitment to our [AXIS Pledge](#) to reduce our Gender Pay Gap by:

- Analysing the underlying reasons for any gender imbalance and/or gender pay gap in our organisation
- Following a strategic plan, including clear ambitious targets, to deliver positive change

Attract

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

Develop

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

Inspire

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

Retain

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

Declaration

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



Steve Hunt
Regional Director UK



The logo for STORK, featuring the word "STORK" in a bold, blue, sans-serif font. The letters are contained within a white rounded rectangular box with a slight drop shadow, set against a dark blue background.

Stork
Norfolk House
Pitmedden Road, Dyce
Aberdeen
AB21 0DP

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

© All rights reserved
2024 Stork Technical Services UK Ltd.