



## FLEXIBLE WORKING

*Offering support to employees who want to adopt a flexible working arrangement*



## SHELL UK REVIEWS AND REAFFIRMS ITS COMMITMENT TO FLEXIBLE WORKING

Attracting and retaining the best people is essential for Shell to lead the way in the energy transition. Supporting flexible working arrangements is a key way of doing this, and one of the 2019 priorities for Shell's UK senior leadership team.

External research has shown that company support for flexible working arrangements can dramatically improve employee engagement and drive better business results. Feedback from Shell employees in the UK, however, demonstrated there was a certain level of confusion about the company's policies, as well a lack of consistency in their application.

That is why, in early 2019, Shell both reviewed and reaffirmed its commitment to flexible working in the UK.

Timewise, a leading independent expert in flexible working arrangements, was invited in to review Shell's policies, practices, and perceptions. Their recommendations were taken on board and materials, such as an interactive toolkit to explore flexible work options, were developed.

Real stories of Shell employees with flexible working arrangements were showcased to demonstrate both the company's commitment to flexible working and to show employees how it can work in practice. Shell's policies were also updated to provide clearer guidance for both employees and line managers.

The renewed commitment to flexible working in the UK has been very well received by employees and leaders alike. Lindsey Darling from the Global Commercial Business currently works non-standard hours and notes "The company's visible support for flexible working, in many situations, has really encouraged others to find a balance that works best for them."

Moving forward Shell will continue to monitor how this renewed commitment improves the application of flexible work as well as offering support to employees who want to adopt a flexible working arrangement.



*"The arrangement is great. Having flexible hours is really useful in a global facing role as it allows me to connect with different businesses later in the day or in the evening. It also works better for me personally."*

*Lindsey Darling,  
Global Product and Additives  
Contracts Manager.*

