

FLEXIBLE WORKING

subsea 7

CASE STUDY OCT 2020



ACHIEVING FLEXIBILITY AND WORK-LIFE BALANCE

Offering a supportive working environment is a crucial part of Subsea 7's employer of choice strategy and 'Being 7' way of working. This includes a focus on challenging perceptions and building an inclusive culture of work-life flexibility, to offer adaptability when and wherever people work.

At the end of 2019, following feedback from the Company's Global Employee Opinion Survey, Subsea 7 revised its UK Flexible & Agile Working and Family Leave policies. This involved updating core working hours and maternity, paternity and adoption leave to enable greater flexibility for both parents.

These enhancements, together with other flexible (formal) and agile (informal) working arrangements, have supported Subsea 7's people to live a more balanced life and manage conflicting priorities. A large range of working options are available, using part-time, annualised and compressed hours, term-time working and career breaks. The company is seeing a steady increase in both men and women embracing flexible working opportunities, and there are signs this is also encouraging a cultural shift towards greater openness regarding teamwork, inclusiveness, support and wellbeing.

Flexibility and agility have been particularly evident during Covid-19, as people balance unexpected business and personal change with care and wellbeing responsibilities. The rapid introduction of new technology, greater team engagement and more focus on wellbeing as the UK embraced remote working, has not only lessened doubts and questions around flexible working but demonstrated how effective it can be. Beyond Covid-19, Subsea 7's leadership will continue to encourage managers and staff to use the flexible and agile working arrangements available and evolve current practices based on lessons learned.

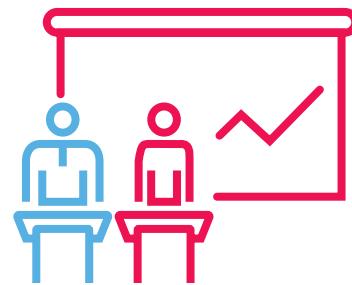
These women in senior roles at Subsea 7 have benefited from the company's approach, allowing them to balance successful, demanding careers with the priorities of family and personal development.



"I am proud to say that I work for a company where I can bring my best self to work. When my first daughter was born, I used Subsea 7's flexible and agile working policies to reduce my working hours. Subsea 7 continued to invest in me through various training courses and I have continued with the career that I love. Progressive companies don't make you choose."

*Nicola Cowe,
Senior Umbilicals & Controls Engineer*

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A steady increase in both men and women embracing flexible working

"I have worked for Subsea 7 for 15 years now. Since the birth of my first daughter 12 years ago I have worked both part-time and full-time, changing as needed to suit my family life and my career phases. At all times my career has continued to develop, with opportunities to do new things and travel. I am proud to work for a company where I am empowered to be who I want to be as a whole person."

*Antoinette Wilks,
HR Director, Group
Corporate Development*

