

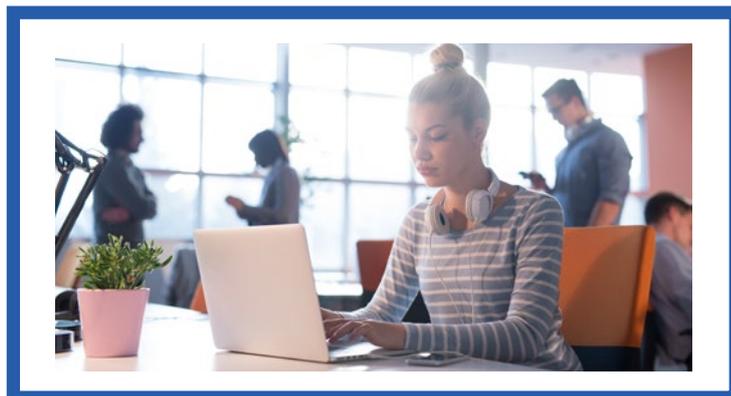
**subsea 7**

ATTRACTING AND DEVELOPING TALENT

DEVELOPING TALENTED WOMEN AT ALL LEVELS – UK FEMALE DEVELOPMENT PROGRAMME

As an employer of choice, Subsea 7 is a business with a rich mix of knowledge and perspectives, and a passion for helping all its people to be successful. Actively supporting more women to strengthen their development, confidence and reach their full potential was at the heart of the decision to create the first UK Female Development Programme (FDP).

The self-driven six-month online programme is available to all UK onshore women, irrespective of age or working pattern. It provides each cohort with a mixture of theoretical and practical exercises, tools and advice to help plan and fulfil career aspirations. The training is also a unique opportunity to confidentially examine perspectives, share ideas and learn from each other's personal experiences.



Increasing diversity, inclusion and gender balance across the energy sector, by supporting women's career progression at all levels, is an important aspect of the company's diversity and commercial priorities. Subsea 7 has a range of established tools and procedures to ensure women have fair access to career opportunities, development-growth projects and flexible working options.

In December 2019, 122 (approximately one-third of Subsea 7's UK female population), registered an interest in the FDP programme. By its launch in January 2020, 97 women had joined the six cohorts, including Assistant Project Manager Niamh Thompson:



"In what remains a male dominated environment, the FDP offers a unique forum for women in the organisation to share learnings, build confidence and be empowered to fulfil their potential with Subsea 7.

Diversity in the workplace is about recognising that women need to be at the table where decisions are made, not to simply make up the numbers as a token gesture to gender balance, but rather acknowledging that diversity brings new talent and different perspectives, values and experience. This in turn creates a culture of inclusion where employees feel valued and ultimately gives the business a competitive and innovative edge."

Niamh Thompson
Assistant Project Manager



women in the Female Development Programme at its launch