People Management
Doosan Babcock continues to be actively involved in supporting STEM (Science, Technology, Engineering and Maths) events across the UK that enhance the technical, personal and employability skills of young people typically aged between 11 – 21 years old. These events have included supporting the Engineering Development Trust (EDT), Year in Industry (YIN) student placement, the Engineering Education Scheme (EES) and local Chambers of Commerce within our local communities.

In October 2016, Doosan Babcock “STEM ambassadors” supported the Renfrewshire Chamber of Commerce STEM activities by inviting 70 children and their teachers from local primary and secondary schools to our Technology & Engineering Building Laboratories. This visit to our facility served to inspire the children to consider engineering and science subjects for their further education studies and their careers by offering them to participate in fun opportunities including:

- Trying ultrasonic testing
- Looking at magnified metallic structures and bugs in the metallurgy lab
- Using cameras and crawlers with the Remote Visual Inspection team
- Testing in our small-scale component test lab

This STEM activity was a huge success, with many of the children promising to work hard in their science subjects going forward so that they can one day become engineers!

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Recruiting and Fostering Talent

It remains Doosan Babcock’s policy to support and encourage appropriate further education opportunities for all employees in order for them to enhance their skills and qualifications to maximise their potential and their contribution to their own and the company’s goals. This was demonstrated by our employees winning three awards and two commendations at the renowned industry recognised ECITB Training and Development Awards 2016.

These awards celebrate both commitment and achievement to training and development in the engineering construction industry – they are nominated and awarded by the industry itself. Doosan Babcock employees were therefore delighted when our employees won the following awards:

- Andy Whitehurst won the Improver of the Year award based on welding supervisor training he received through the government sponsored employer opportunity pilot.
- Willie Ross received a commendation for the Individual Delivery of Learning Award for his excellent mentor and 1-2-1 training support he provides to many Doosan Babcock engineering trainees.
- Doosan Babcock won the Collaboration award for the work we have delivered on the infamous Heysham Boiler Spine Project.
- The Overall Learner of the Year award was presented to Andy Whitehurst.
- A commendation was also received for the collaboration between Doosan Babcock and Bury College for our Pre-Apprenticeship Programme.

The awards recognise the finest future talents in Scotland with thirty students showcasing the projects the students have been working on with companies across Scotland.

Year in Industry (YIN) – Achievement

Student, Azam Ghaffar, who spent one year working with Doosan Babcock on a project as part of his university studies achieved the runner-up prize for Contribution to the Business at the 2016 Year in Industry Awards held by the government’s Engineering Development Trust (EDT).

The awards recognise the finest future talents in Scotland with thirty students showcasing the projects the students have been working on with companies across Scotland. Only six students were shortlisted to present their projects on stage to a panel of expert judges and guests.

Azam worked with Doosan Babcock on a Centraliser Slippage project. Iain Young, Doosan Babcock Group Leader of Component Testing said, “I am delighted for Azam that he achieved the YIN runner-up award for his new test rig project. Not only did he take this strategically important project through its whole lifecycle with consistent tenacity, he also presented excellently on the day and displayed huge levels of professionalism and maturity.”
Meg Wright, Director of the EDT said, “The Year in Industry gives young people a valuable opportunity to gain work place experience in a supported environment. The students, from all walks of life, are hungry to learn and contribute their skills, energy and innovation to companies and make a real contribution to business systems and processes. Many companies go on to further develop the work of the student making costs savings, developing new methods of working and creating new inventions. All in all the Year in Industry is a great asset to companies and students alike.”

The YIN run by the EDT is a fiercely competitive programme with over 300 students applying to take part annually.

More recently, Doosan Babcock attended the third annual Women in Nuclear UK (WiN UK) conference that attracted over 200 people across the industry to raise the profile of WiN UK’s work in raising the profile and importance of gender balance as well as understanding the National Equality Standard within the industry.

Katie Paterson, Doosan Babcock Marketing, said: “The WiN UK event really highlighted the importance of promoting diversity and inclusivity, demonstrating how this can drive better performance and success within organisations. The conference raised challenging questions of the attendees and was a great way to inspire change within industry”.

Respect for Employee’s Rights
In June 2016 Selma Hunter, Director of Project Delivery attended the 5th year anniversary of the Hawthorn Club at the House of Commons in the Palace of Westminster. The Hawthorn Club is a professional international network for women in the energy sector which works towards promoting and supporting the professional development of women and facilitates increased gender diversity within the energy sector.

At the event, members from around the world gathered to hear the renowned climate economist Lord Stern and Amber Rudd MP, former UK Secretary of State for Energy and Climate Change speak on the importance of women leading global energy transition.

“The WiN UK event really highlighted the importance of promoting diversity and inclusivity, demonstrating how this can drive better performance and success within organisations. The conference raised challenging questions of the attendees and was a great way to inspire change within industry”.

People Management

Doosan Babcock Corporate Social Responsibility Report 2016
**Our Commitment**

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<th>Grow the Business</th>
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<td></td>
<td>Developed People sphere focussing on Engineering, Education and the Environment. Build a great workplace with focus on human respect the Doosan Way.</td>
<td>Minimise our emissions and waste through the management, quality and innovation of our products and services. Reinforce ethnics and fair operation. Zero Harm- There is nothing so important that means any job we undertake cannot be undertaken safely.</td>
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