

## Introduction

This Charter outlines the commitment across the offshore energies industry to provide quality employment by implementing fair, inclusive, and sustainable workforce relationship practices; the Charter also contributes to our people and skills commitments in the North Sea Transition Deal (NSTD), to ensuring high employment standards and equality of opportunity.

Stable workforce relations are in the collective interests of everyone in our industry, creating a more positive, safe, productive, and innovative working environment. There will inevitably be challenges – and opportunities – as we all travel through the energy transition to a low carbon economy. Recognising that all stakeholders must collaborate to achieve our net zero goals.

All stakeholders commit to working together to resolve issues, make informed decisions collaboratively and create a positive work environment that values the contribution of all to achieve an equitable energy transition.

Industry stakeholders recognise and commit to the following as principles that support positive workforce relations:

## Fair employment practices

- Fair and competitive compensation and benefits:
  - Benchmarked reward packages and transparency in reward decisions and communications.
  - Recognition of minimum payment terms where applicable (e.g., if a collective agreement applies).
- Recognition and feedback:
  - Formal and informal processes in place that allows recognition and feedback to be provided.
- Meaningful work:
  - Workforce understanding of roles and value they bring to the industry.
  - As applicable, sharing of information on the health and performance of the organisation and its strategic direction.
- Stable workforce relations:
  - All stakeholders commit to open and collaborative engagement, actively participating and working together to maintain stable industrial relations that fosters and support a positive work environment.

## Inclusive workplace culture

- Positive workplace culture:
  - Equality, Diversity, and Inclusion (EDI) policies and training to help ensure the workforce feel included, supported, and respected.
  - Recruitment, promotion, and development decisions that are transparent and strive to minimise bias.
- Opportunities for growth and development:
  - Training and development opportunities that enable industry workforces to acquire new skills, and gain knowledge that will assist in retaining skills and experience within the offshore energies industry and as we transition to a net-zero environment.
- Employee voice:
  - A culture within the workplace that promotes and values regular and structured engagement opportunities, including enabling the workforce to raise concerns without any negative consequences.
  - Encouragement for both managers and colleagues to give informal feedback.

## Sustainable employment practices

- Security and stability of employment:
  - Promotion of longevity and security of work, enabling the workforce to have the confidence to make important life decisions.
  - Visibility of future planned worksopes and creating longer and more consistent employment opportunities to be part of business decision making.
- Wellbeing:
  - Ensuring a safe and comfortable working environment.
  - Demonstrate support for those with mental health conditions as well as physical illness or injury.

## Disclaimer, please note that:

- While this charter demonstrates commitment to the outlined principles and guidelines, it does not create any legally binding obligations or rights.
- While the charter provides guidance and principles for fostering a positive work environment, it does not supersede any applicable laws, regulations, or contractual agreements that govern the relationship between employers, employees, trade unions, or any other relevant stakeholders.
- By signing up to and endorsing this charter, signatories acknowledge the intention of the charter is to encourage cooperation, collaboration, and the pursuit of best employment practices in the offshore energies industry.

## Glossary of Terms

**Stakeholders** – employers, employees, trade unions.

**Employers** – owner of employment relationship with workforce, working under contracts of employment for their respective organisations.

**Employees** – **employee** of the company with which a contract of employment is in place.

**Workforce** – all individuals and groups working offshore in the energies industry whose employing organisations are OEUK members.

**Trade unions** – representatives of Unite the Union, RMT, and GMB