



PEOPLE



Our Workforce

At McDermott, we recognize the pivotal role our diverse and talented workforce plays in driving our business forward.

In 2023, our global headcount surpassed 31,000 employees, up from 27,680 in the previous year. Our workforce also continues to reflect a dynamic mix of age demographics and representation from over 100 nationalities.

Recruitment and Onboarding

In 2023, we bolstered recruitment efforts by refining job postings and simplifying the hiring process. We also re-launched our global internship program, which has succeeded in attracting talent to our company. Our onboarding process was streamlined for consistency across our office locations and now includes a buddy program and 30/60/90-day engagement activities helping new starters learn more about the business directly from their peers.

Talent Retention

To enhance talent retention, we focused on improving benefits and incentive plans, where needed, and in support of employee well-being and career development. We also gathered employee feedback through a global survey. Actions based on this feedback include maintaining our hybrid work program, workplace well-being, career development opportunities, company culture, expanding well-being initiatives, and promoting sustainability.



31,494
Employees

112
Nationalities

54
Countries

Diversity and Inclusion

To enhance diversity and inclusion (D&I) at all levels of our organization, we established a Diversity, Equity and Inclusion Executive Council. The Council serves as the organization's advisory board as we embed our D&I vision and strategy into our overall business strategy.

To support employee engagement, we hosted seven Diversity Weeks, which involved direct engagement and D&I training on the ground in six countries. To create a foundational understanding of D&I across the organization, we continued mandatory trainings.

Employee Engagement

Our Employee Resource Groups (ERGs) lead employee engagement activities across our different offices. We currently have eight active global ERGs and the number of local chapters grew from 10 to 31 over the course of the year.

ACROSS
MCDERMOTT
WE CELEBRATED
OUR 100-YEAR
ANNIVERSARY



Learning and Development

We delivered over 450,000 training hours covering QHSES, Ethics, Compliance, and other subjects. Our programs supported growth within different career paths. Quarterly webinars on topics like Modularization, Power BI, and Influence and Negotiation Skills were attended by more than 1,500 colleagues.

Mentoring continues to play an important role in career development, and in 2023, the program involved 102 mentees and 38 mentors.

Structured people discussions involving 2,000 employees were also conducted with leaders from across the business to consider career development needs, potential next moves, and succession planning.

Our Communities

We seek to do no harm and wherever possible provide positive outcomes for the communities where we operate.

One way we demonstrate this support is by creating training and economic opportunities consistent with the communities' aspirations and well-being. We also focus on fostering open dialogue where we implement community grievance procedures that are client-defined and supported.

Uganda

McDermott was awarded the first-ever Petroleum Authority Uganda (PAU) National Content Skilling Award for our local content skilling efforts in Uganda. 1500 small farmers are being trained to transition from growing traditional subsistence food crops to producing high-value, market-driven goods. Meanwhile, 1,700 women and young people are learning tailoring and business acumen skills to increase their employability and earning potential.



The national recognition we received for our local content skilling efforts in Uganda demonstrates one of the ways in which we are initiating social sustainability programs to help improve the quality of life in our local communities.

Barbra Karungi
Sustainability Manager, Uganda

Mozambique

In Mozambique, McDermott, through our CCS JV initiative with Saipem, has taken significant steps toward supporting the community through programs that equip individuals in remote villages with employable skills and opportunities for long-term economic growth. These focus on local procurement, contracting, small business development, and micro-finance programs.



Angola

In Angola, we have created an international program for recent graduates from the local community. The program provides a group of 16 graduates with in-country training at fabrication yards, project sites, and office locations at McDermott facilities in other countries.



Brazil

In 2023, we developed a program in Brazil's Estacio region for local women experiencing social exclusion. The program uses arts and crafts to promote not only self-esteem and autonomy, but also to provide the women with a source of income. During the year, 60 women benefited from the program.



Human Rights

McDermott is committed to respecting people, the environment, and communities in our global operations.

We conduct our activities in accordance with applicable laws and with respect for human rights, informed by the United Nations Guiding Principles on Business and Human Rights and consistent with the Universal Declaration on Human Rights.

We expect our suppliers and subcontractors to perform their business while respecting individuals and their human rights. McDermott's Code of Business Conduct and UK Modern Slavery Statement provide further guidance on our efforts to conduct business responsibly and respect human rights. Whenever possible, we carry out site inspections, worker interviews, and audits to ensure subcontractors along with ourselves are compliant with both international and local regulations and prioritize the workers' welfare.

In 2023, we conducted audits or self-assessments at five out of eight of our significant sites to ensure compliance with both international and local regulations and prioritization of workers' welfare across our sites, including subcontractors. We also established a corporate-wide human rights management system and plan to continue enhancing it.

We are committed to performing due diligence in collaboration with our business partners and all employees. We developed and deployed training for over 6,900 management employees on the prevention of forced labor. Educating and increasing our employees' awareness of human rights risks remains a key part of our strategy to proactively manage human rights at our sites.

For 2024, we plan to focus on supplier human rights due diligence and have been running operational human rights due diligence programs for suppliers and subcontractors.



Proactively identifying and managing human rights risks at our sites is a fundamental aspect of our strategy. We are committed to providing safe and equitable working conditions for all individuals involved in project execution, including subcontractors and client-embedded teams.

Anu Anmol
Senior Sustainability Specialist

