



## OUR STORIES



**Sarah Hopkin**  
Trainee Materials & Corrosion Engineer

While I was studying for a degree in Materials Science at Oxford University, I wasn't entirely sure what I wanted to do, I only knew I wanted to go into a technical role in industry. Through OxFEST I learned about Shell's Spring Week and was fortunate to secure a place on the 2014 programme.

Before university I decided I didn't want to work in oil and gas. Spring Week completely changed my perception of the energy industry. Through exposure to many different areas of the business, I came to understand the importance of engineers like me, who can provide innovative solutions to ever-evolving problems. I saw the opportunities presented by Shell, and applied to join.

Today, one year into the Shell Graduate Programme I am now on assignment working in the Netherlands as a Materials and Corrosion Engineer. I look forward to an exciting and rewarding career in energy.



**Marianne Eide**  
Developments Manager

As a Petroleum Engineer with 25 years in the energy industry I have seen the value of having diversity, in all its forms. It leads to better behaviours and less group thinking meaning a greater chance of avoiding poor decisions and greater inclusion for all.

My Leadership Team in UK Upstream Developments could easily have remained heavily male dominated if the obvious candidates had been selected. By actively looking for talent that could be promoted, today my team is gender balanced.

Looking forward, my priority is to be mindful also of the other dimensions of diversity to make sure that we utilise the full pool of talent and capability available in the subsurface disciplines.

Diversity breeds diversity and delivers better results, my team is evidence of this.



**Jordan Broadbent**  
Shell Foundation Business Manager

Each family is different and needs to find what works best for them. When our family was expanding, my wife and I were both keen to ensure that our careers could be pursued in a balanced fashion. I feel extremely fortunate to have had the opportunity to take enhanced Shared Parental Leave - Shell's advocacy and commitment to supporting Shared Parental Leave made it possible for our family to follow a path best suited for us.

Taking the decision to invest in six months of dedicated time at home with our new-born was one of the best decisions I've ever made. It was certainly a big adjustment to go from being at home full time with our children to being back in the workplace again, but the transition went well and I'm excited about the future!



**Ruth Leach**  
General Manager Engineering, Retail

I am pleased that today there are more women in our industry, and business than when I started, however we have a way to go to achieve balance.

When I learnt about the extent of the UK gender pay gap, I had to reflect on how I, as a leader, may have contributed to the gap. Has there been unconscious bias in my people decisions? Could I have done more to attract more women into our industry? How have I supported my colleagues? Asking these questions has helped me reaffirm my commitment to our diversity and inclusion agenda by running mentoring circles, supporting our employee networks, focusing on talent development and engaging with our people to understand the real challenges.

The introduction of gender pay gap reporting creates a new imperative for leaders to look at how inclusive they are. I believe it is within our gift to take action and close the gap.