

# A WIN FOR GENDER EQUALITY

Enhancing the immersion suit experience for women who work offshore



**Customer:** Shell

**Supplier:** Survitec

**Industry:** Offshore energy

**Region:** North Sea

**Operation type:** Offshore transfer via helicopter

**Survival Technology:** 1000S Passenger Immersion Suit

## The challenge

In 2019, Shell launched its DE&I in Operations Initiative to address any potential gaps across its offshore and onshore work sites. As part of this initiative, Shell conducted an insights survey in 2022 to better understand the current immersion suit experience for those travelling offshore. This followed anecdotal comments made about the fit of immersion suits, and what this meant in practice for women in a male-dominated and male-created environment. The challenge was to address the issue of immersion suit fit for all genders and body types.

## What was discovered

Findings indicated people of all heights and genders have previously not been able to find a suit that fits first time. With women being 27% more likely to experience this. The most common area of improvement, as reported by 25% of respondents, was finding a suit with a suitably fitting neck and wrist seals that also fits the body in terms of height and width. Additionally, the survey revealed that changing immersion suits, potentially multiple times in front of other passengers, can create uncomfortable scenarios.

Recognising the importance of cultivating an inclusive work culture where all colleagues feel valued and equipped to succeed in their roles, Shell partnered with Survitec to overcome this challenge.

## Breaking workplace barriers and winning awards

The Offshore Energy UK (OEUK) and Offshore Achievement Awards (OAA) have both recognised this project, with the latter presenting it with the esteemed Diversity and Inclusion Award.

## The solution – what was achieved

Based on the survey results, Survitec set out to improve the immersion suit experience for all. The solution involved a thorough review of the physical product and also the processes that surround receiving an immersion suit. The key outcomes included adjustments of the sizing and seals, increasing readily available sizes by 30%. This modular design means any size of suit can be fitted with any size of wrist and neck seals.

In addition, pre-flight fitting is offered as standard. This is perfect for those who have not travelled offshore before, or for anyone with a physical disability who may need a bespoke alteration. These bespoke suits are stored for the individual when not in use and issued in the same way as all other suits at the heliport.

## The benefits – what is the value

The adoption of a systematic and inclusive approach to immersion suit fitting brings numerous productivity benefits to the table.

Firstly, it reduces the time spent on finding and fitting the right immersion suits, which ultimately leads to fewer delays and a smoother, more comfortable journey offshore. This translates into more productive use of time, enabling colleagues to focus on the jobs they're there to do.

Furthermore, the implementation of a more inclusive product and process is designed to remove any apprehension colleagues may have felt previously about their gender or body shape affecting the fit of their suit.



## Looking ahead – from awareness to action

Availability of this solution has now been made to everyone in the offshore industry flying through any Survitec serviced heliport. It sets to significantly increase productivity by ensuring everyone has a correctly fitting immersion suit first time, every time.

This solution promotes colleague well-being and reduces travel disruptions, making it a win-win for everyone. By embracing feedback from representatives of the offshore workforce, Shell together with Survitec, have helped remove barriers and created a more inclusive offshore world for years to come.



## The highlights

The challenge	The solution	The value
Find an inclusive immersion suit solution for all	Survitec reviewed and adjusted the sizing and seals of immersion suits. They increased readily available sizes by 30%	Reduces time spent on finding and fitting the right immersion suits, ensuring everyone has a correctly fitting suit first time, every time
Reduce uncomfortable scenarios caused by changing immersion suits in front of other passengers	Survitec offers pre-flight fitting to everyone including first time flyers. Bespoke suit option for anyone who requires a unique alteration	Helps to remove barriers to access offshore, creating a more inclusive offshore world
Cultivate an inclusive work culture where all colleagues feel valued and equipped to succeed in their roles	Shell partnered with Survitec to improve immersion suit experience for all	Promotes colleague well-being and reduces travel disruptions, making it a win-win for everyone

## Meet the team



### Susannah Stott

Integration Analyst for Low Carbon Fuels and DE&I in Operations Initiative member, Shell

"This work is truly industry changing and sets a clear marker that the ideas of just a few can revolutionise the way we work, removing barriers and creating a more inclusive offshore world for years to come."



### Callum Thomson

Production Technologist and DE&I in Operations Initiative member, Shell

"Survitec really took onboard and approached the challenges openly, quickly and pragmatically. A great example of using a collaborative learner mindset."



### Richard Gordon

Shell Account Manager, Survitec

"We prioritise safety, quality and compliance at all times. By listening to feedback from Shell's offshore workforce, we have improved our immersion suit range with a modular design that supports a correct fit first time, every time"



### Andy Wilson

Design Manager, Survitec

"Our modular design approach and experience enables the optimised universal sizing solution: we can provide a bespoke fit to satisfy individual needs."