



# TEXO TALK

JULY 2021

## Our hidden health challenge

Mental health issues are harder to spot than physical health issues. At TEXO, we take mental health and mental illness seriously. Here, our Commercial Director, Steve Johnson, talks about why it's important to recognise the signs and impact of mental health issues.



“The way people relate to each other at work is changing,” says Steve, who is also a volunteer Director at Mental Health Aberdeen. “Partly, this is about the younger generation entering the workforce who perhaps engage more openly, but there is also a societal shift taking place where it is OK to talk about how you are feeling.

The barriers between what are topics for discussion at home and at work are also breaking down. People are not just workers – they are human beings with their own stresses and strains – and we should always bear this in mind.”

At TEXO, we're all encouraged to do what we can to help others. That may take effort, particularly at a time when we all have our own challenges and needs, but it is incredibly important.

The mindset here is that we are ‘all in this together’. There is, of course, a legal obligation to look after people, but mental health support should never be reduced to a box ticking exercise.

We believe that the way forward is to make sure we signpost that it is alright to have conversations about how people feel, and that they know where to go to find the right help and support. Providing early mental health support helps to avoid that point of crisis where someone feels that they can't cope.



## What are the signs that someone is struggling?

“The better you know your people, the sooner you might see if they are in difficulty,” says Steve.

“Things to keep an eye on include changes in demeanour, behaviour, or routine. This may manifest in small signals around how someone might dress or behave. The challenge is in telling the difference between a bad day or something more sustained.”

And this is particularly important in the industries where TEXO operates, which often have a tradition of not sharing problems and just ‘getting on’.

“The oil and gas industry is famously cyclical,” says Steve, giving an example. “If left unchecked this sense of precarity can have a negative impact on people’s outlook, especially where drop in oil price creates fear of imminent job losses or additional stress.”

Companies working in the space must work out how best to tackle this difficulty. There is a sense that some in the industry see this simply as the cost of doing business, but we should consider how to reduce the severity of the highs and lows and how it impacts people across the extended supply chain.”

One way to do this may be through engagement with the broader energy space. While oil and gas goes through significant booms and busts, renewable energy opportunities for example, do not move to the same rhythm.

The workplace expectations and dynamics are changing. Part of that will require new thinking about mental health and the wellbeing of all. And at TEXO, we are committed to being part of that positive change.



## BUILD A BETTER BUSINESS

At TEXO, we are committed to supporting and recognising our most important asset – the people who work here.

We believe you build a business by investing in the people, and that's why we introduced our "Build a Better Business" initiative – our collaborative approach to improving the way we do things. Our staff are the most important source of information about how our business is working – because they are on the ground, dealing with projects, processes and customers.

They are best placed to see where improvements can be made, and this is why we are giving them the opportunity to share ideas so that we can operate more efficiently. Our motto is **TOGETHER WE ARE ONE**, and we're building an outstanding team of people who are committed to working towards a common goal: making **TEXO a better, bigger and more successful business.**

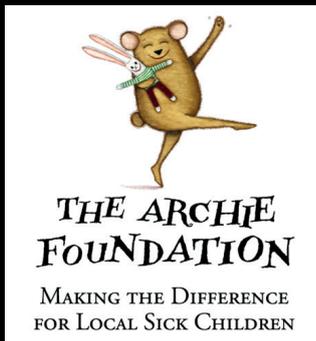
Staff can get involved and share expertise, thoughts and concerns by texting in to a dedicated number. Ideas that we can see will make a real difference will be implemented, and the people who suggest them will receive a reward.



## TEXO Foundation

### Theatre Recovery Bay at Royal Aberdeen Children's Hospital

As TEXO continues in its support of the Archie Foundation, we were pleased to recently be asked to assist in their requirement to update a theatre recovery bay at Royal Aberdeen Children's Hospital. TEXO are covering the cost of materials and installation, and also providing storage, a new desk and workstation. We look forward to seeing the finished result later on in the summer!



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## TEXO Foundation

Undefeated Aberdeen boxer Dean Sutherland to fight for WBO world title

Dean Sutherland returns to the ring on Saturday 31<sup>st</sup> July at New Douglas Park, Hamilton, facing Mexican Jose Antonio Delgado Velazquez for the WBO Youth Welterweight title. With a flawless professional record of 10 wins from 10 fights, the 22-year-old hopes the WBO Youth title will be the first of many at international and world level. Dean currently combines his day job with boxing, and hopes to turn completely professional soon following on from sponsorship from TEXO Foundation and others.



*Dean is a tremendous talent. He really does have what it takes to be a champion – not just his natural talent, but his fantastic attitude, motivation and mature approach to his sport. We're really excited to be part of his journey and we know he has a bright future ahead."*

– Chris Smith, TEXO Group Managing Director

A promotional poster for a boxing event titled "RISE OF THE CHAMPIONS". The poster features a group of boxers in a ring, with Dean Sutherland in the center. The event is scheduled for Saturday 31st July at New Douglas Park, Cadzow Avenue, Hamilton ML3 0FT. The poster lists the main event as Nathaniel Collins vs David Jamieson vs Jordan Grant, and the co-main event as Billy Stuart vs Dean Sutherland vs Kevin Duris. Other featured fighters include Gary Ducie, Hannah Baggaley, Corey McCulloch, and Ben McEivern. Ticket prices are listed as VIP £100, Standard £50, and VVIP Hospitality Boxes £200. The poster also includes logos for sponsors like Betfred and Hydrich, and mentions that the event is live on Fightzone TV.

See Sponsors for Sponsors Banking Partnerships in Association with Fightzone TV

BETFRED HYDRICH

FIGHTZONE

SATURDAY 31ST JULY

RISE OF THE

**CHAMPIONS**

NATHANIEL COLLINS DAVID JAMIESON JORDAN GRANT  
BILLY STUART DEAN SUTHERLAND KEVIN DURIS

ALSO FEATURING:  
GARY DUCIE HANNAH BAGGALEY COREY MCCULLOCH BEN MCEIVERN

NEW DOUGLAS PARK, CADZOW AVENUE, HAMILTON ML3 0FT

DOORS OPEN 4PM | FIRST BELL 8:45PM

TICKETS: VVIP £100 | STANDARD £50 | VVIP HOSPITALITY BOXES £200

TICKETS: AVAILABLE VIA EVENTBRITE OR DIRECT FROM ANY OF THE BOXERS ON THE BILL.

ALL GUESTS ARE REQUIRED TO CHECK IN USING THE NHS COVID-19 APP AND MUST ADHERE TO CURRENT COVID GUIDELINES. ALL BOOBS AND BOXERS SUBJECT TO CHANGE. THE PROMOTER RESERVES THE RIGHT TO REFUSE ADMISSION.

The fight will be live on Fightzone TV on 31<sup>th</sup> July.



## TEXO Foundation

### Upcoming professional debut for Thomas Hodgson

TEXO are also thrilled to be supporting Tyneside boxer Thomas Hodgson as he moves his career into the professional ring. The 25-year-old Team GB Amateur boxer will be making his professional debut on 27<sup>th</sup> August at Ponds Forge International Sports Centre, Sheffield.



*I am feeling amazing in and out of the gym due to my training regime and diet plan, making sure all boxes are ticked and no stone is left unturned. I have a set meal plan – counting calories, carb, fat and protein intake – and drink 6-8 litres of water a day. In the gym, from 8am most mornings I am working on my strength and conditioning, which puts my fitness levels through the roof. On the other mornings I concentrate on running/sprint work at 7am to maintain my weight and increase my fitness. Later on in the day, I am boxing/sparring 5/6 days a week depending on how fatigued I am feeling. This is the life of a boxer in camp, sacrifices have to be made – early nights, early mornings. No shortcuts, no junk food, no drinking. You have to be different and think differently to make it to the top, and I am willing to do so. I have done this sport for 12 years now, this is all I know, it means too much to me! I appreciate and am extremely grateful for all the support TEXO has given me. I will be world champion!"*

– Thomas Hodgson

**The fight will be live on Fightzone TV on 27th August.**

## TEXO Foundation

### Return of students to Port of Blyth

Earlier this month, the Port of Blyth were finally able to welcome students back on to site. Organised by Blyth STEM Hub and supported by the Reece Foundation, the year 12 students were given an engaging presentation at Port Training Services on the Port of Blyth's position as a major offshore support base and the growing opportunities within the port.

This was followed by an introduction to TEXO by Alan Conway, Managing Director of TEXO Port Services. Alan then led the group on a tour of TEXO's facilities and the port, where they enjoyed learning about the sea plough and other offshore machinery.



*“Great team at TEXO. Not only do they support Port Training Services by utilising our training services, but dedicate their time to helping our STEM initiatives to raise the aspirations of students from across the area to pursue a career in engineering. Invested in the local community, the TEXO team support our local SEN school by helping build fantastic facilities to give access to students of all abilities to learn more about STEM subjects and where these subjects can take them. Thanks to Alan and the team and I wish them well as they expand at the Port of Blyth.”*

– **Paul Parry**, Business Development Manager  
[Training] at Port of Blyth



## TEXO Team Player Of The Month



### Gregor Zebrowski

TEXO Engineering & Fabrication  
Fabricator/Welder

Gregor supported a number of our projects over the last year in London, Norway, North Sea and other various Vessels. He completes his work in a safe and efficient manner, and his Supervisors often request his services due to his work ethic and his approach to working safely. Gregor is a key member of the TEXO Construction Team.





ENGINEERING  
& FABRICATION



LIVESTREAM



WORKSPACE  
SOLUTIONS

# TEXO

TOGETHER WE ARE ONE



RECRUITMENT



ASSET  
INTEGRITY



PORT  
SERVICES



LAND & AERIAL  
SURVEYS