

DOLPHIN DRILLING CASE STUDY

Dolphin Drilling brings 60 years of experience and expertise and are committed to upholding the highest safety standards and delivering operational excellence.

As the preferred provider of moored semi-submersible rigs, they focus on reducing carbon emissions and promoting sustainability in all aspects of their operations.

STARTING POINT

While we had individuals within the organisation who were passionate about mental health and acted as informal champions, there were no formal policies, committees, or structured initiatives in place. Like many companies, stigma around mental health likely played a role in holding us back from engaging more openly or taking decisive action.

INITIAL ACTIONS

After signing up to the Mental Health Charter, one of our first priorities was to establish a wellbeing committee. This group includes staff from across the business — both offshore and onshore — ensuring a diverse range of perspectives. The committee began by agreeing on its scope and setting shared priorities.

To support and embed our early efforts, we took several practical steps:

- Introduced a dedicated communication channel for committee members to share ideas, coordinate tasks, and stay connected.
- Launched a SharePoint Wellbeing Hub to centralise resources, including signposts to mental health initiatives, external helplines, webinars, and internal wellbeing campaigns.

- Started regular check-ins with offshore teams to understand their specific wellbeing needs and identify areas for improvement.
- Organised a company-wide wellbeing challenge as part of our 60th anniversary — encouraging staff to take part in a “5km a day” initiative throughout May to promote both physical and mental health.

These initial steps have laid the foundation for a more open and supportive approach to mental health across the organisation.

NEXT STEPS

With the foundation now in place, we are focusing on building momentum and embedding mental health more deeply across the organisation. Our next steps include:

- Prioritising key charter commitments
- Raising awareness
- Exploring training options

These steps will help us create a more informed, supportive environment where mental health is better understood and more openly discussed. Over time, we aim to shift the culture further — making wellbeing a shared responsibility and an integral part of how we work.