

2025 G+ Main Stakeholder Forum

Summary Report - South Korea September 2025

1. Overview

In September 2025, G+ held its annual main Stakeholder Forum in Incheon, South Korea. This is the first time the Forum has been held outside of Europe. The event was attended by 70 participants from across the industry, and was preceded by two side events (electrical and fabrication) on the previous day, as well as the G+ Annual General Meeting and G+ International Regulators session.

The Forum consisted of six themed sessions, featuring speakers from Ørsted, Ocean Winds, Jera Nex bp, Siemens Energy, Smulders, Vestas, CIP, WFO, and KWEIA, who presented practical experiences and initiatives that highlighted how global standards can be adapted to local contexts.



2. Event Summary

The Forum opened with an overview of G+'s global impact and key initiatives, before hearing regional updates from the G+ Members. This was followed by sessions that explored data-driven safety, implementation of safe systems of work, and lessons learned from fabrication yards — including insights from Smulders and Ocean Winds, who shared experiences from both fabricator and client perspectives. Speakers highlighted how early collaboration and clear communication between developers and fabrication partners can strengthen safety performance. The session also showcased practical examples of safe by design improvements and workforce engagement initiatives that have helped build safer and more proactive site cultures. Within these, speakers emphasised the importance of learning from incidents as well as learning from normal working practice. Presentations from Jeonnam 1 (Korea) and OG12 (Australia) demonstrated the realities of applying standards in emerging markets.

In the afternoon, Ørsted and the Energy Institute (EI) shared leading practices for integrating mental-health support into organisational culture. This included a dive into the EI's Mental Health



Framework, followed by Ørsted’s approach to embedding physiological safety with physical safety. The final panel on Regional Collaboration, hosted by the G+ General Manager, featuring Ørsted, WFO, and KWEIA, emphasised the need for transparent incident learning, stronger regional alignment, and collective efforts to attract and upskill new talent for a safe, sustainable industry. In closing, the afternoon Forum host and the G+ Vice Chairperson summarised three defining takeaways:

- the importance of local context, recognising the challenges of translating global standards;
- the strength of collaboration, from design through to delivery; and
- the power of creativity, driving continuous improvement and innovation.

The Forum concluded with appreciation to all presenters, partners, and participants, and a call to continue building a psychologically and physically safe offshore wind industry in Asia-Pacific.

Next Steps

G+ will continue to facilitate industrial collaboration in 2026. The next G+ Stakeholder Forum will be held in London on 11th/12th March 2026, followed by a regional in-person event in Tokyo in the summer to further strengthen dialogue and engagement across Asia-Pacific.



Q&A during the forum

Q. What percentage of industry work hours and incidents does G+ data currently cover?

A. We don’t have access to the dataset of hours and incidents outside of our own membership, so this is a difficult question to answer accurately. Also, we have very little information on the hours and incidents of one of the world’s largest offshore wind markets in China. As such, we can



only provide a loose estimation of our global coverage. We believe we have almost all operational and under construction wind farms outside of China, with more gaps in offshore wind farms under development.

Q. How is the data split within the sector? Some high-profile incidents appear excluded – can this be clarified?

A. We here at the G+ only collect incident data from our members, which means that some high-profile incidents are not included as they occurred on non-member sites. However, for the sake of completeness, we have now included a new section in our report where we list fatal and serious incidents that related to offshore wind, but which were out of scope of our reporting (either because they were non-members, or e.g. incidents during foundation fabrication) to both raise awareness of these incidents and share any lessons learned.

Q. Are statistics from fabrication yards included in the main report? If not, how might they be captured?

A. In our main annual report, we examine offshore wind farm development, construction and operations, rather than the fabrication or manufacture of each of the components of an offshore wind turbine. Right now, we are not planning to expand into reviewing the fabrication or manufacturing side of the industry, as the health and safety of these workplaces could be better covered by the health and safety procedures of other heavy industries, rather than the unique challenges presented by offshore wind farm development.

Q. How can we encourage both members and non-members to share offshore wind incidents with G+ across all project phases?

A. We are of course very keen to encourage both members and non-members to share offshore wind incident data, and we found that one of the best ways to do this is to make the submission process as simple as possible and be responsive to any member issues when submitting the data. We use Toolbox to share incident data. We also have found that members which ask for insights into our dataset, whether that be on a specific subject or an overview of a larger topic, are typically more likely to submit data, as they are able to see more clearly the value of the G+ database.

Q. How do contractors, especially smaller companies, contribute data to improve the inclusivity and quality and of the database?

A. While we collect data from developers, rather than directly from contractors, incidents are



typically reported by contractors to the developers, therefore the contractors' data is our database. We encourage smaller companies and contractors, whether they are members or not, to make full use of the G+ database. This helps them better understand their risk profiles, especially when it comes to the sort of incidents that are infrequent which they might not have seen in their operations, but which might have significant impact. By pooling together the data, the G+'s database can really help organisations learn faster than they would if relying only on their own data. We thank all contractors and their employees for the effort they put into the reporting and incident descriptions, that information is where the true nuggets are that helps us have deep understanding of safety.

Q. Will G+ work with two datasets when including other developers and fabricators? I presume numbers could be different for LTI which could give wrong impression.

A. Right now, we are focusing purely on offshore wind farm development, rather than the manufacturing of turbine components. This means that we think it would be best if we maintained just one database for all offshore wind farm incidents. While there can be changes in the make-up of our membership, we feel that excluding new members (or former members) from the dataset would give an inaccurate picture of health and safety patterns in the industry. In our annual report, we were careful to make this disclaimer, but we still believe that, by including the largest numbers of members possible, we can get the best possible picture of the industry at large. We also track where the data is coming from to understand how the make-up of the database is affecting the rates. We have found that changes in whether projects are under construction or operational have a much greater impact than new reporting members.

Q. How can non-members but subject matter experts, contribute to and engage with G+ workstreams?

A. Non-members and subject matter experts can contribute to and engage with G+ workstreams in several ways. Occasionally, we invite individuals with relevant expertise or a demonstrated interest in a topic to provide feedback on documents, reports, or specific pieces of work. We also welcome participation from non-members in workshops or events where their insights could add value, even if they were not informally invited or are not affiliated with a member organisation.

Q. Can you give an example of a newly initiated workstream linked to incident data?

A. We are currently developing a plan for a Hatches Safe by Design workstream. This initiative was identified based on analysis of recent industry incidents and insights from pervious workshop



data, which highlighted this as an area requiring further attention and improvement.

Q. Several workstreams are specific for Korea, but what about other countries?

A. We have two workstreams planned for next year that will operate at the APAC regional level. In addition, with Christy as the Chair of the Japan group, we expect to continue the work on Japan-specific discussions.

Q. In Smulder's yard, what impact did safety initiatives have on productivity?

A. The impact goes beyond productivity gains in the individual cases. As more people actively looking for better and safer solutions, it has fostered a more open and collaborative culture across the company. We are now seeing employees approach the management team with new ideas and requests for improvements to work more safely and efficiently.

Q. In addition to safety by design, how can we strengthen site culture where many subcontractors and a changing workforce are involved?

A. In addition to safety by design, we focus on strengthening site culture through direct engagement with our workforce. We run a program called Be Safe, which involves regular one-to-one conversations with workers. These discussions create open communication about how tasks are being carried out and encourage everyone to take ownership of safety on site.

Q. Who is responsible for connecting the energy safe Vic, worksafe Vic, and the OIR?

A. Regulatory coordination in Victoria is managed through OMS (Electricity Victoria), which acts as the liaison between WorkSafe Victoria, Energy Safe Victoria, and other relevant authorities. OMS also serves as the contact point for discussions with the Commonwealth regulators, including the Offshore Infrastructure Regulator (OIR) and WorkSafe Australia, to help align state and federal frameworks. However, it was noted that Victoria remains one of the least aligned states with the federal model, presenting ongoing challenges for regulatory consistency.

Q. How can we create an environment where everyone feels able to speak up when struggling mentally?

It would be very powerful if leaders share their vulnerability with their team.

A. Have line managers and SLT members who show openness and understanding themselves and are approachable.

Q. You mentioned "stress level has gone up", how is this measured? Do you make use of wearables,



and are people comfortable sharing this data?

A. We measure stress levels through our annual people survey, which includes a dedicated set of questions related to stress and well-being. The responses capture employee's perceptions of how they're feeling, and the data is then analysed to identify trends and evaluate overall stress levels across the organisation.

Q. Did local authorities, emergency services, and the project team participate in a joint exercise – and what were the key takeaways?

A. No joint emergency drilling was held during the project. The team cited time constraints and coordination challenges but emphasized that this was a key learning, and future projects must schedule ERP drills early to test systems and collaboration with authorities.

Q. Can you sharing practical approaches to mitigate load transportation accidents?

A. Maybe we could use Toolbox for this or IMCA safety alerts. We have processed a few incidents recently that took place during load transportation.

Q. Since safety isn't currently included as a scoring item in bidding content, and governments are strengthening safety policies, is there potential for safety to become a bidding criterion?

A. In some parts of the world, we've already seen government bodies and bidding entities require companies to be members of recognised safety organisations or to share specific safety information as part of the tender process. Companies that don't meet these criteria may be ineligible for projects. It will be interesting to see how much practices continue to evolve globally as safety policies are strengthened.

Other Comments

There is an opportunity to improve on what we know, this is why we encourage reporting. One G+ member reported a fatality, while there are like seven more not captured.

The industry uses CMID inspections as a standard for our vessels, but we often struggle to find IMCA certified vessel inspectors in Korea.

Global Maritime seem to have qualified inspectors in Korea and in the Region meeting IMCA requirements.



Forum Programme



9:00	Event opening	Welcome from the G+ Chair	Lisbeth Norup Frømling / Ørsted
9:05	Global Overview	Overview of G+'s global impact and key initiatives	Giles Mackey / JERA Nex bp
9:25	Session 1 <i>What the data tells us</i>	G+ workstreams: Data-Driven Safety	Elena Caja Martin / Ocean Winds
9:50	Session 2 Safe Systems of Work	Regional Implementation and its feedback	Christy Yohanes / JERA Nex bp
		Harmonising the system globally	Aamir Shahzad / Vestas
10:30	Session 3 <i>Fabrication Safety</i>	G+ workstreams: Safety in Fabrication	Carla Wellens / Smulders Richard Pargeter / Ocean Winds
11:10	Tea Break		
11:30	Session 4 <i>Project Perspectives</i>	Sharing from Jeonnam 1 project - South Korea	Minsuk Kim / SGRE
		Sharing from the OG12 - Australia projects	Kelly-Ann Ee / CIP
12:10	Lunch		
13:30	Session 4 <i>New Focus: Mental Health</i>	Mental Health: EI initiative	Martin Maeso / Energy Institute, G+
		Mental Health: Orsted's practices	Lisbeth Norup Frømling / Ørsted
14:20	Tea Break		
14:50	Session 5 <i>Regional Collaboration</i>	Regional Collaboration as a Driver of Global Safety	Moderator Kate Harvey / G+, Energy Institute Pannelists Jeonghyun Ye / Ørsted, Watanabe Sayuri / WFO Deokhwan Choe / KWEIA