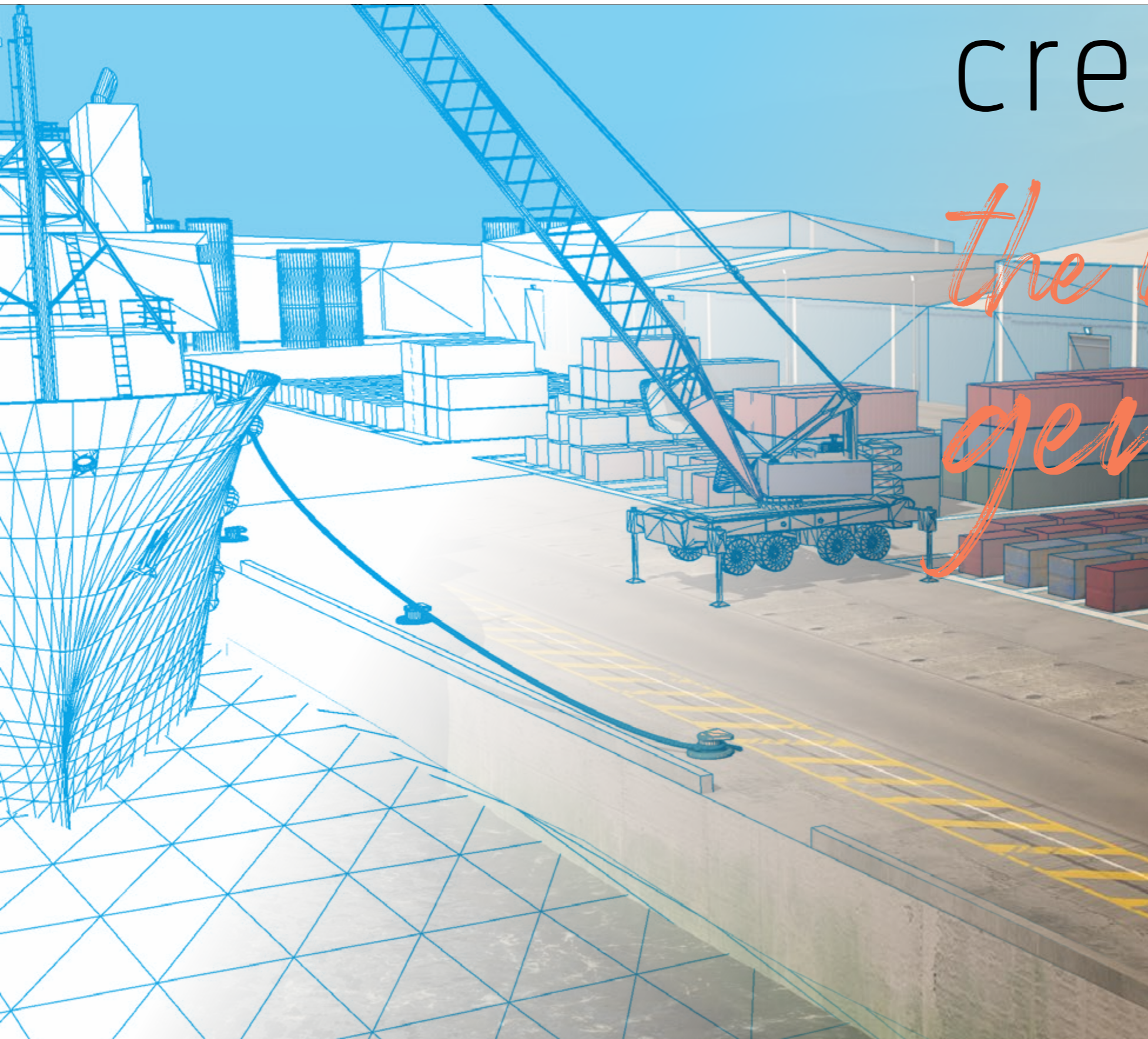




# WORLD

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CREATING THE NEXT GENERATION  
OF MATERIALS AND LOGISTICS MANAGEMENT



creating

*the next  
generation*

of materials  
and logistics  
management



# CEO intro

Dear Colleagues,

2020 has been a challenging year for all of us and I would like to thank each of you for your dedication and hard work during this difficult period. I have been impressed by the way that the business has responded and continued to deliver Safety and Service Excellence. Every week I look forward to receiving the information regarding commendations from our customers and in this issue of the magazine we have highlighted some of these commendations to illustrate the fantastic work that is going on in the business.

I am also very pleased that our hard work is being recognised by our industry and that we have been shortlisted as finalists in two award categories, Workforce Engagement and Apprentice of the year. The OGUK awards are an important event that recognise excellence in the Oil and Gas Industry across the country. Our workforce is pivotal to our success, ensuring a strong and sustainable growth for our company. Well done to the whole team, this recognition is for everyone, and congratulations to Callum Forbes for Apprentice of the year.

In the next few weeks we will be sharing our updated 5 year strategy. In the strategy we are introducing Sustainability as one of our core obsessions along with Safety and Service Excellence. We are committed to becoming responsible custodians of our human, financial and natural capital, supporting the energy transition and protecting our planet. We aim to lower our environmental impact, shape a low carbon supply chain in line with the energy transition and we are committing to become a net zero greenhouse gas emissions business by the end of 2040.

We hope you will join us on this journey towards sustainability and get involved in the new initiatives we are introducing to help our drive towards creating the next generation of energy logistics.

In 2019 we introduced Project Dynamo as an initiative to drive efficiency, lower costs and deliver growth for the business. Thanks to all of you we have made some great progress. In 2020 we have made savings of over £10m and won over £6m of new business. We need to continue to build a portfolio of opportunities, projects and work scopes that can be flexed to contribute to our three business streams; business growth, cost efficiency and cost reduction. No idea is a bad one, so please share your ideas through the Employee Suggestion Portal.

We are also progressing in new territories and I'm looking forward to sharing some positive news in 2021.

Although 2020 has been a challenging year, we still managed to make great contributions to our local communities. I was pleased to see teams across the world thinking of others and taking time to support their local charities, whether that be donating to food banks, taking part in sky dives or hosting a BBQ in aid of a cancer charity - well done everyone.

I hope you all enjoy the festive season with your loved ones whilst remaining safe and remembering to adhere to any COVID restrictions still in place where you live.

Please stay safe and let's continue to work together to ensure ASCO is a great place to work!

## Thank You

The team behind the magazine were delighted to receive such positive feedback on the first issue of ASCO World. We want to thank each and every person across the business who contributes to the magazine and shares their insight and stories with us.

### Interesting news or stories?

This newsletter represents you and your experiences at ASCO. We are always looking for interesting stories, news and photos to include in each issue, so please e-mail your ideas to [marketing@ascoworld.com](mailto:marketing@ascoworld.com)

[www.ascoworld.com](http://www.ascoworld.com)

# Safety Safety Obsession

We actively shape our business strategy and deliver our mission by obsessively pursuing **Safety Excellence** and **Service Excellence**. Through these obsessions we deliver high value for our customers and employees, and are responsible leaders of our human, financial and natural capital.

## LTI ACHIEVEMENTS

Three ASCO locations have celebrated LTI achievements in 2020, achieving a combined 23 years without incident across the sites!

In April, our Darwin supply base in Australia marked five years Goal Zero performance. The onshore supply base is dedicated to providing Warehouse and Yard Services, Supply and Logistics and Transport Services to Shell, and others.

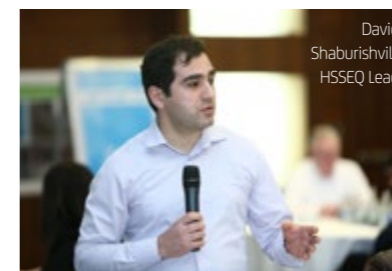
In May, Total Gateway, a warehouse supported by ASCO on behalf of its client Total in Aberdeen, reached an outstanding 10 years without any Lost Time Incidents. ASCO has supported Total's warehouse operations since 2009. August brought celebrations for NORM Solutions who reached over eight years without an LTI at ASCO facility in Aberdeen.

## SAFETY RECOGNITION

This year, two of our employees received a safety recognition for their constant commitment to our obsession of Safety Excellence.

David Shaburishvili, HSSEQ Lead in Georgia received his recognition from BP Georgia for one of the best safety observations recorded in IRIS (Identification and Referral to Improve Safety), BP's system for recording, reporting and learning from safety incidents. In March, Misha Datsiashvili, BP Georgia Area Operations Manager commented: "Thank you very much for adhering to our Safety Leadership Principles – we highly appreciate you staying alert to your surroundings to timely identify weak signals and take action to improve."

At ASCO's Damhead Waste Treatment site in Peterhead, Paul Hepburn, Yard Operative is known on site for continually questioning the safety of every aspect of his work. Talking about the recognition Paul received, Craig Hunter, Group Head of HSSEQ said: "To be recognised by your work colleagues in this way shows how high a regard they have for Paul and how much they value his contribution towards safety excellence. I cannot thank Paul enough for what he does and for leading the way on Safety Excellence."



David Shaburishvili, HSSEQ Lead



L to R: Craig Hunter and Paul Hepburn

## BP WAREHOUSE TEAM FORKLIFT SAFETY VIDEO

An ASCO warehouse team in Aberdeen made the decision to use the learnings from some recent events across the business, relating to gaps identified with forklift pre-use checks. The team created an educational safety video which explains and demonstrates how important it is to carry out the pre-use checks correctly to ensure the forklift is safe prior to use. The team used their own initiative to develop and produce the video, which was communicated to our client's global team with very positive feedback received.

Jason Heberton, ASCO Group HSSEQ Manager commented: "The value of these educational safety videos cannot be underestimated. By applying the learnings from recent undesired events, we can ensure that we put effective controls in place to mitigate against repeat incidents. This is a great example of a team going above and beyond and demonstrating their commitment to achieving Safety Excellence. Well done to the team for their hard work and commitment to safety."



## NEW LIFE SAVING RULE: SOCIAL DISTANCING

With COVID-19 still very much active, we made the decision to implement a new Life Saving Rule. This is to help ensure we are continuing to operate in the safest way possible across the business.



The rule asks that we adhere to local social distancing requirements where possible and as part of ASCO you agree to:

- Maintain safe distancing from others to prevent the spread of coronavirus
- Understand social distancing requirements and apply them in my work area
- Apply risk controls to tasks where social distancing cannot be achieved

The rule has been added to the current Life Saving Rules GOP, which can be found [here](#), please ensure you familiarise yourself with this.

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Please bear in mind the photographs in this issue of the magazine were either taken before COVID-19 restrictions were put in place or were taken in adherence with local COVID-19 requirements.

### Production Team:

- Thuy-Tien.Leguendang@ascoworld.com
- Ellie.Tough@ascoworld.com
- Khara.Wood@ascoworld.com
- Kalina.Zaton@ascoworld.com

# Service Excellence

## BP RECOGNISES ASCO ACHIEVEMENTS IN GEORGIA

Early in 2020, our team in Georgia were challenged by BP to find a new warehousing solution at very short notice.

Working closely with BP Procurement and Supply Chain Management, ASCO Georgia produced a plan which involved moving 50% of the inventory to other existing BP sites, with the remainder of materials moving to a new ASCO facility.

Although quality warehouses are very scarce in Tbilisi, they managed to find a suitable building which is immediately adjacent to a plant hire facility which can provide cranes and additional space if required, providing potential efficiencies to BP in the future.

More recently, the team received recognition from a senior figure within BP for the “amazing progress” they made in clearing the Rustavi pipe yard, near Tbilisi. Jim Bruce (Country Manager), Levan Sakhvadze (Yard Controller) and David Shaburishvili (HSSEQ Lead) were given a special mention by Philip Usherwood, BP’s Chief Procurement Officer for the Azerbaijan-Georgia-Turkey region after his day spent at the Rustavi pipe yard.

Philip commented on the hard work undertaken by the ASCO team in Georgia:

“I want to commend Jim, Levan and David for the amazing progress they have made in clearing it up. From when I first visited in Apr 2017, it is transformed. Of course, I have to mention David Shaburishvili by name, as our leading contributor to IRIS by a huge margin, many thanks David, we can all learn from your leadership.”

Earlier in the year, the team were awarded an Exemplary Reporting Award by the BP Safety Leadership Team. Safety practices, particularly around reporting were highlighted as exemplary and were publicised to the entire BP community in Georgia.

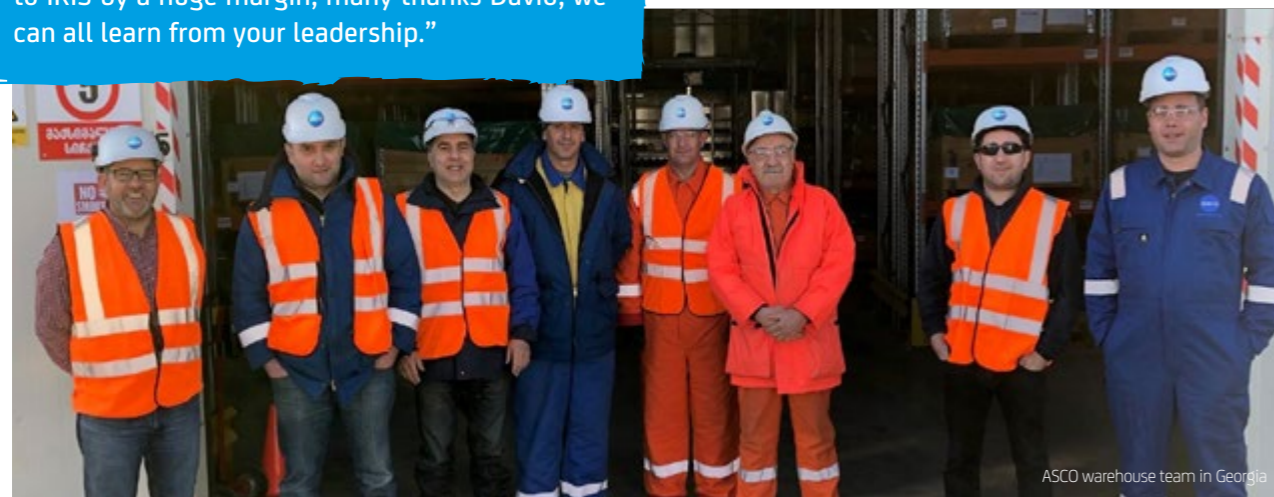
Congratulations to the whole team in Georgia for personifying our obsession of safety excellence and contributing towards the improved HSSEQ culture in Georgia.



## EXXON MINOR INCIDENT

ASCO recently supported Exxon after a minor incident. The MT *Whitchallenger*, based in Antwerp, was on route to ASCO’s Fuel and Lubes (F&L) site in Aberdeen with Marine Gas Oil (MGO) cargo when the vessel became embroiled in a salvage claim.

The Aberdeen F&L operations team, alongside Trading Manager Scott Reid, had kept regular communication with Whitaker Tankers and Exxon. They provided manpower availability throughout to ensure the vessel was discharged as soon as possible, allowing the teams at Whitaker Tankers and Exxon to focus on resolving the salvage claim.



ASCO warehouse team in Georgia

Below we have included some of the commendations that ASCO received across the business this year. Some excellent feedback from clients, showing our commitment to Safety and Service Excellence throughout.

*To the Transport, Cargo Ops team*

“Please pass on my thanks, on behalf of BP Logistics, for the safe and exceptional execution of the change in plan to bring the NS Elida forward in order to deal with the emergent issue in supplying fuel to Foinaven and avoid any risk to Production. ASCO / AQ, Transit Shed, Transport, Certas, Nicols Transport, NS Elida, Marco and BP Cargo ops, all played their part, which resulted in the vessel being turned around overnight and sail with an eta to meet the weather window. It was no mean feat to achieve this, with all showing a great One Team approach and most importantly, done safely.”

From: bp

*To the Stavanger team*

“Hi Per, Then we have Deepsea Stavanger departed for Las Palmas and would like to thank for good help with loading drill pipe and other equipment on the boat last week. On short notice they got the boat loaded and sent all the equipment needed to Bergen so that I got this on board before I left. Thanks for the help and good work, Best regards, Knut Aaberge Dahl Assistant Rig Manager Deepsea Stavanger.”

From: ODFJELL

*To the Quayside team at Peterhead*

“Firstly please pass on my thanks for the speed of turnaround last night.

It is very easy sometimes to put in writing moans and groans when things go wrong and delays are seen, but credit where credit is due the attitude and response seen over this operation so far from Peterhead OPS, Quayside and all involved has been exceptional, I can’t thank and praise your team enough.

Please pass on my thanks.”

From: Petrofac

*To the Aviation team*

“The dynamics of maintaining control for a very fluid requirement in supporting BP operations for the pandemic situation has been exemplary to date and it has been undertaken making it look effortless and silent. Certainly offshore operations would not function without this level of diligence by yourself and the entire Heli-Ops team, so this very humble notification of thanks is deserved to ALL that work with you on this endeavour and does not translate to the efforts involved.”

From: bp

*To SNS Waste team*

“The waste team were extra vigilant and managed to identify some materials that did not look like scrap but had been sent to the waste yard from a client for that purpose, this was a mistake from offshore.”

From: Anonymous

# 2040

## Sustainability – Achieving Net Zero by 2040

The world is changing at a fast pace with new technologies, new regulations and a rising interest in lowering our environmental impact.

The world will continue to need energy to heat our homes, produce our food, travel the world and power industry but this energy needs to have a lower carbon footprint. The Energy Transition will support the move from a system where energy comes dominantly from fossil fuels to an energy mix where renewables, nuclear and emerging energies will play a major part.

This is a transition, not a revolution. We are on a journey where the energy sector evolves, goes through structural changes, creates new solutions and integrates to build an energy mix with a low carbon footprint. This move has already started, our business landscape is transforming.

This is why our vision of “creating the next generation of logistics and materials management” has never been as important. It is through this that we will be able to support the Energy sector to produce the low carbon energy the world needs by delivering our clients’ materials in a safe, efficient and sustainable way. We will do that while reducing our own environmental footprint and shaping a low carbon supply chain.

We will support our clients on their journey towards the Energy transition, their diversification into new energy sources, the decommissioning of assets and the vital work of delivering safe operations on current and future developments.

Along with Safety and Service Excellence, Sustainability is part of our core fundamentals. We are committed to becoming responsible custodians of our human, financial and natural capital, supporting the energy transition and protecting our planet.

We aim to lower our environmental impact, shape a low carbon supply chain in line with the energy transition and **we are committing to becoming a net zero Green House Gas emissions business by the end of 2040.**

Therefore, we have committed to assessing everything we do under a sustainable framework; the ASCO Environmental Management Policy.

ASCO has always taken its environmental responsibilities seriously and over many years has invested strategically to ensure that sufficient resources have been put in place to prevent harm to the environment. This includes:

- Procurement of Euro Class 6 trucks
- Changing out diesel forklift trucks to cleaner energy machines
- Installing shore base power for supply vessels (Norway)
- Lean processes
- ‘Zero Waste to Landfill’ campaign
- Digitalisation of Tananger and Hammerfest supply bases in Norway using smart technologies
- Project Dynamo which aims to drive growth and help us remain competitive and resilient

All of these are stepping stones on our journey through the energy transition.



Tananger Supply Base

We have committed to assessing everything we do under a sustainable framework, the Environmental Management Policy, and have cemented our aim to proactively action the following initiatives: Identify operational improvements to transition to clean energy source:

- Ensuring the efficient use of materials and resources throughout our facilities including water, electricity and raw materials
- Maximize the Procure re-used, recycled cycle
- Minimise waste generated from our operations, following the reduce, reuse and recycle principles
- Identify innovations and harness new technology
- Create an ‘environmental awareness’ culture
- Collaborate and influence the Global Energy Industry and all its stakeholders to contribute shaping a low carbon Supply Chain

# Maintaining business as usual *with no disruption*

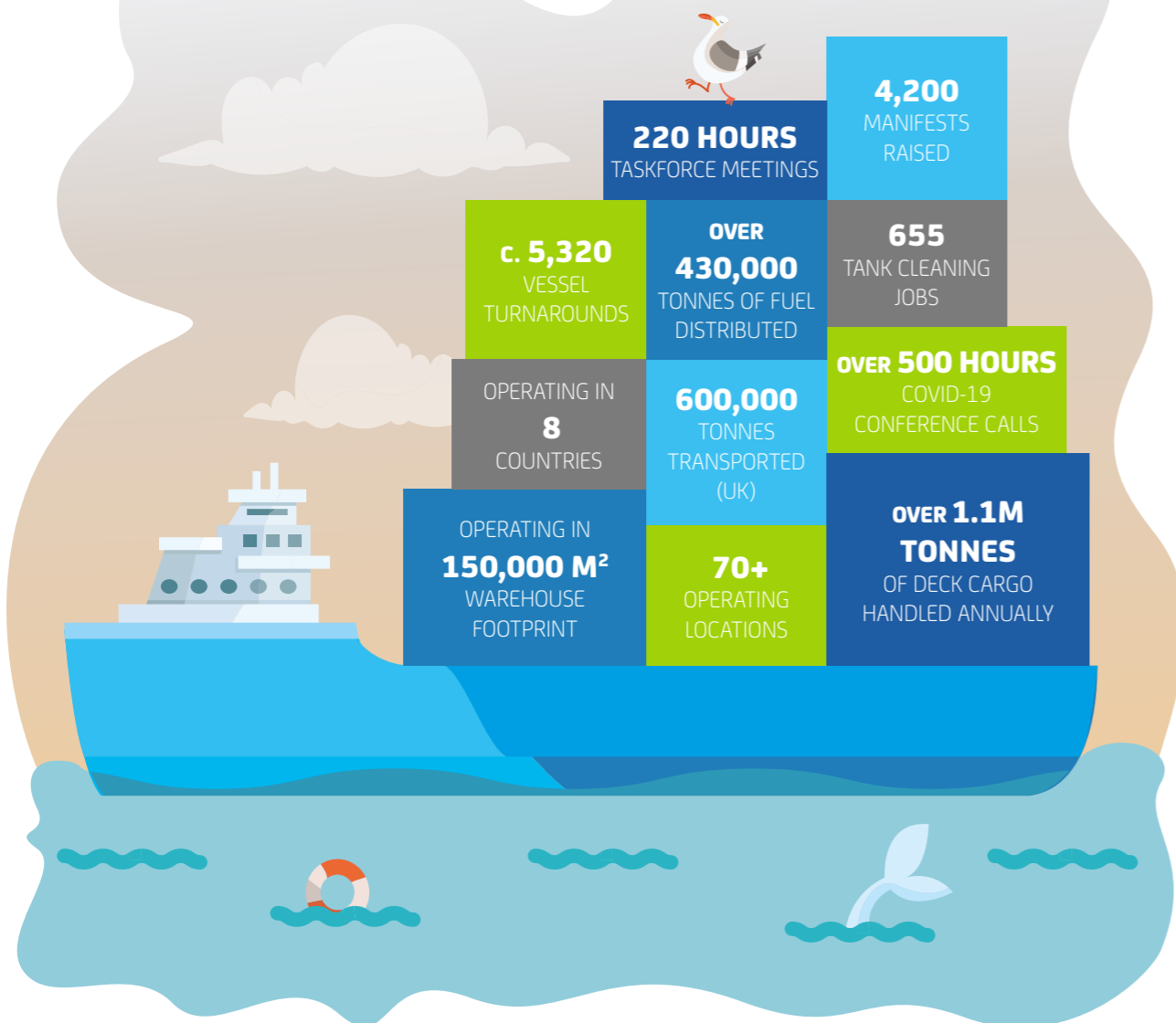
2020 certainly brought a challenge for the business, our first global pandemic.

We knew we had to take fast action to ensure we could continue to deliver 'business as usual' for our clients whilst navigating the changing landscape of controls, measures and COVID-19 constraints.

A COVID-19 Task Force was set up to ensure our staff, suppliers and communities remain protected throughout this pandemic and that the appropriate controls and measures are in place. As a result, we have had very low positive cases and have managed to maintain business as usual.

A strong focus on our obsessions of Safety and Service Excellence helped guide us through this unexpectedly difficult year and we made sure we did not falter on two things: protecting our people and delivering for our clients.

We would like to thank everyone for the part they played in protecting each other and encourage you all to continue to do so.



# Where we've been

## AOG

— MARCH 2020

Michael Fulham and his team attended the Australasian Oil & Gas Conference in March 2020 to showcase our expertise in logistics, materials management and supply base operations whilst including a focus on the ASCO control tower and how it contributes towards safe, lean and efficient operations.



## SNS

— SEPTEMBER 2020

The Great Yarmouth team attended their first virtual event in September at EEEGR's SNS conference. The 2020 theme was Smart Generation and The Transition to 2050 and gave Alisdair Duncan, Simon Turner, and Craig Revie the chance to demonstrate our capabilities for upcoming projects in the Energy industry. Great positive discussions through multiple virtual meetings.



## E-REPS NETWORK INSIGHTS 20

— NOVEMBER 2020

Simon Turner, UK Sales Manager – Waste and Decommissioning joined the waste management forum at the virtual E-Reps Network Insights 20 event in November. Simon shared his thoughts on waste and materials management as the UKCS progresses through the energy transition.



## WASTE SMART ONLINE TRAINING

— NOVEMBER 2020

We are adapting to the new COVID-19 rules and protocols and are now providing our training online!

We delivered the ASCO Waste Smart training online in November in association with CIWM to help companies create a more sustainable working environment and to ensure safety and compliance along with greater cost control. Building on the success of this virtual training, we are looking to run many more in 2021.



## CUSTOMER BRIEFINGS

— 2020

At the beginning of the COVID-19 pandemic, ASCO started to hold weekly company briefing meetings with all their clients to discuss crisis management; what controls were in place and how operations would work, as well as how we would maintain business continuity. This allowed us to keep all clients informed on their operations and any changes that might need to be made.

Over time these have now turned to monthly calls to give general updates on operations and to discuss key initiatives throughout the business as well as performance and any challenges.



# Successes



## SHRIEVE FUEL & LUBRICANTS WORK

ASCO Group's Fuel and Lubricants (F&L) team welcomes a new client.

Shrieve has moved its North Sea base oil storage and distribution from Dundee to ASCO Fuel and Lubricants storage facility at Sinclair Road in Aberdeen, where almost 2,000 tonnes of its base oil will be stored and distributed. Looking forward to this valuable collaboration!



Ally Parker, Shrieve Operations Manager & Stuart Shiel ASCO F&L UK Operations Manager

## NORM SOLUTIONS ACQUISITION

In March 2020 ASCO acquired full ownership of NORM Solutions Ltd, the leading provider of specialist cleaning, treatment and disposal services for materials and equipment contaminated with Naturally Occurring Radioactive Materials (NORM).

Established in 2012, NORM Solutions was originally a 50/50 joint venture between ASCO and John Lawrie Group and this year, ASCO acquired the remaining 50%.

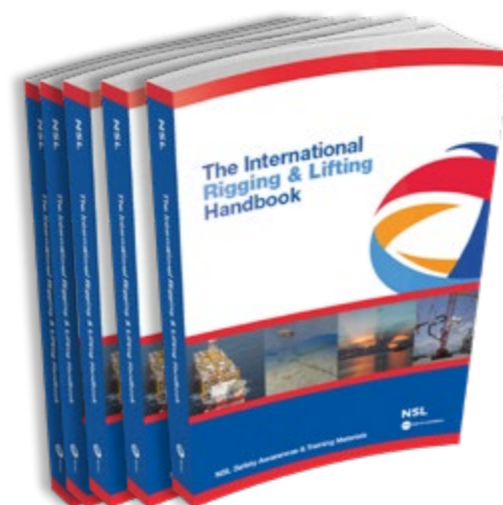
NORM Solutions Ltd operates from its state-of-the-art facility in Aberdeen, which handles all types of NORM contaminated equipment and waste streams for the on and offshore industries, with all systems and procedures meeting the highest environmental standards.

The acquisition reflects ASCO's overall strategy to continually strengthen its specialist waste and decommissioning capabilities and providing its client base with a wider and fully integrated service.

## NSL

NSL recently supplied TOTAL with 400+ Bespoke Rigging & Lifting handbooks as well as 40 ASCO Packaging Standards handbooks.

These have been printed in a number of languages including English, French, Portuguese, Arabic and Spanish. If you think any of your clients would be interested in these, please get in touch with [james.feeney@ascoworld.com](mailto:james.feeney@ascoworld.com)



## ASCO ZERO WASTE TO LANDFILL

We are delighted to launch our Zero Waste to landfill initiative with a contract award from Serica Energy plc. Our Zero Waste to Landfill initiative has been created to support clients in the reduction of waste production by implementing locally assisted sustainable solutions for the onshore management of offshore waste.

ASCO Waste and Decommissioning Sales Manager, Simon Turner comments: "As experts in both materials and logistics management, it is logical for ASCO to increase awareness of responsible waste management, and to assist and encourage our clients to eliminate their delivery of waste to landfill. Our aim is to make this the norm for our clients, long before the 2025 landfill ban takes effect."

Oliver Lever, Serica Energy Environmental Advisor added: "This decision reflects Serica's concerns in relation to the social and environmental impacts arising from the continuation of the disposal of waste at onshore landfill facilities and further demonstrates our "actions speak louder than words" philosophy on leading the way in sustainable operations.



## 2-YEAR EXTENSION FROM EQUINOR

ASCO has been granted a two-year extension by Equinor for terminal and warehousing services in Sandnessjøen.

The contract, which commences in July 2021, secures ASCO's activities and jobs in Sandnessjøen until 2023 and represents the latest in a series of awards it has received from the NOC since 2015. The award is part of a larger round of contracts for services at coastal bases along the entire Norwegian coast that applies to Equinor-operated licenses on the Norwegian shelf.

Base Manager at ASCO Base Sandnessjøen, Ståle Edvardsen said: "The exercise of the option will secure the jobs related to Equinor's activity at ASCO's Sandnessjøen base for another two years, providing stability and predictability in a market situation characterised by a high rate of change and uncertainty.

"This provides confidence to further develop our strategies to ensure we are in the optimum position for new tenders and business areas."

# 25 years

This year we are celebrating 25 years of business in Norway and Canada! Thank you to all who have supported ASCO Group towards this milestone!



▶ PLAY VIDEO



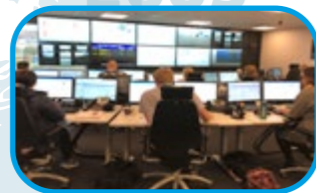
A team of 12 is outsourced to ASCO in Tananger.

1995



Weekly loading/unloading of the supply vessel MS Far Spirit begins.

1995



ASCO department for personnel hire and in-house service delivery to clients.

2003



Bases and offices established.

2007



New bases at Sandnessjøen and Kristiansund.

2009



Farsund expands – MGO at Risavika.

2014



Next generation supply base in Tananger.

2018



Digitalisation and efficiency funding, new operational base at Hammerfest.

2020

# in Norway and Canada of business



▶ PLAY VIDEO



Aberdeen Service Company (North Sea) Limited expand outwith the North Sea with the incorporation of ASCO Canada in Newfoundland.

1995



ASCO Canada awarded first contract with Hibernia Management Company (HMDC) to manage their warehousing and pipe yard facility in Mount Pearl, Newfoundland.

2000



Operations in Nova Scotia with Aliant Telecom in Dartmouth, providing warehousing, inventory and distribution across the Maritimes.

2003



ASCO secures long term contract with Husky to support the White Rose asset in Newfoundland.

2004



ASCO Group acquires 100% of ASCO Canada and expands operations in Alberta through acquisition and opening Calgary office.

2006



Manatoka Oilfield Services acquired to provide fluid hauling and industrial services in Northern Alberta.

2012



10 year contract extensions secured with Husky and Suncor in Newfoundland.

2014



Manatoka signed 5 year Master Services Agreements with MEG Energy and Harvest Operations

2020



# Investing in our business



## SELETAR BUSES

At the beginning of the COVID-19 pandemic, ASCO's Ships Agency service SELETAR took the necessary steps to offer a COVID-19 personnel crew transfer service.

Three minibuses were outfitted at the Peterhead base to provide a safe and bespoke transfer service to support personnel transferred from offshore assets. The first complete minibus was driven to a half-way point between Aberdeen and Great Yarmouth by an Aberdeen Driver and Danny Robb, UK Business Development Manager, to meet Great Yarmouth driver, Clive Simmonds. Clive and David then switched buses to allow service to operate in and around Great Yarmouth and Norwich Airport. The two remaining buses were then used across the Aberdeen and Peterhead areas. This shows great teamwork and commitment to service excellence across different teams and hubs.



## TRANSPORT INSOURCING

In July we successfully completed the insourcing of our transport operations with all Aberdeen clients now serviced directly by ASCO. The Transport Management System (TMS) is also now live.

The Transport team has been working hard to ensure we will have the personnel, resources & processes in place to support the delivery of all ASCO's transport requirements and will be working towards providing a more tailored service to meet our customers' operational demands. Should you have any queries or concerns, please direct them through Willie Smith, our Transport SME who leads the project.

Steve Mitchell, Group Operations & HSSEQ Director said: "The Transport team have been working hard to ensure we have the personnel, resources & processes in place to support the delivery of all ASCO's transport requirements and are working towards providing a more tailored service to meet our customers' operational demands." Congratulations to the ASCO Transport team which has successfully managed the transition without any operational disruptions.

## HAMMERFEST SMART TECHNOLOGY

Our Norway business received 21 million NOK (£1.6m) from The Norwegian Coastal Administration to develop and digitise our base in Leirvika, part of the Hammerfest supply base.

Efficiency improvements include streamlining freight flow for sea-based transport and logistics chains, placing the company in a more competitive position for sea transport for the seafood, aquaculture, fishing, consumer goods and oil and gas industries.

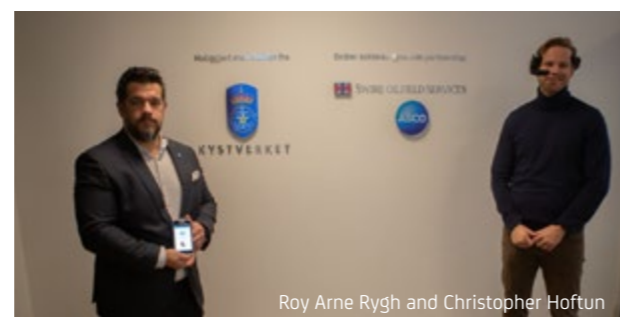
ASCO Norge AS, Chief Digital Innovation Officer, Christopher Hoftun said: "The efficiency gains will offer time savings, estimated at 80% for trucks and 20% for vessels, which emphasises that this will also provide an environmental benefit. The vessels will have a shorter lay time at the quay resulting in less noise and CO<sub>2</sub> emissions."



## LIVESTREAM DEMONSTRATION AT TANANGER SUPPLY BASE

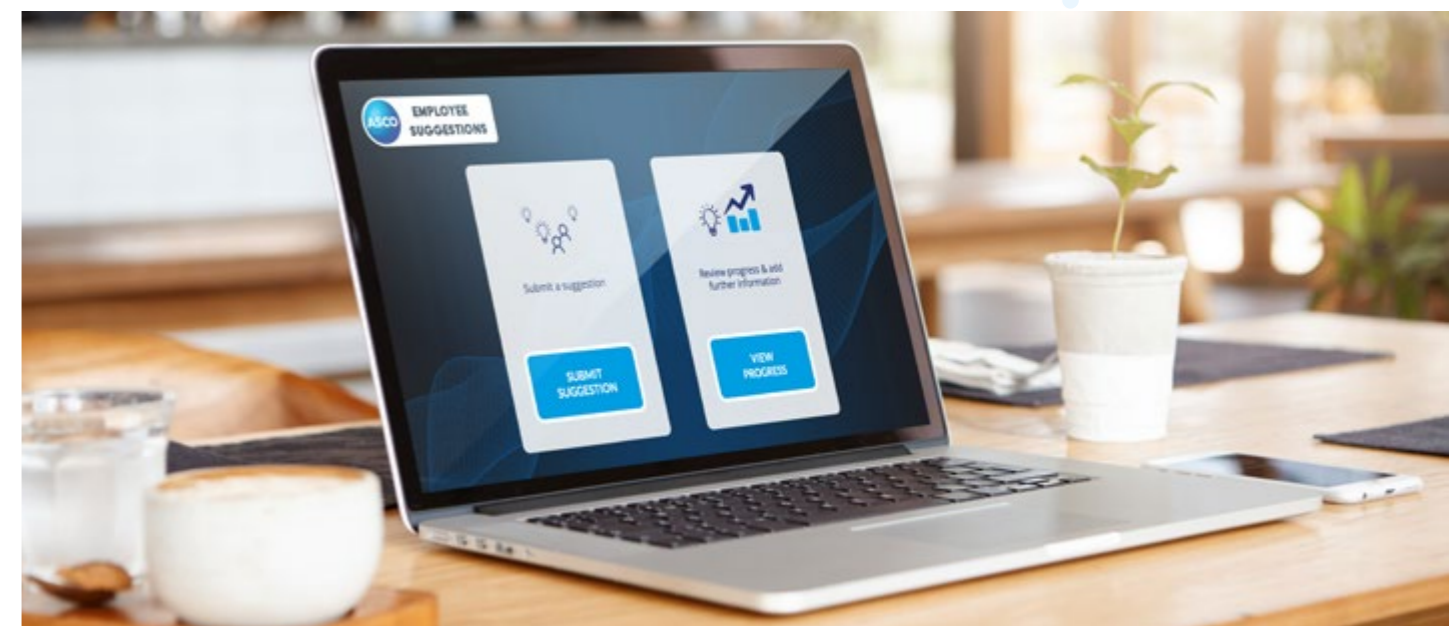
Following the NOK 20 million grant for the digitalisation of our Tananger supply base in Norway, the Secretary of State Ministry of Transport and the Department Manager for the Norwegian Coastal Directorate along with Halliburton, Swire Oilfield Services and Repsol Norge AS, attended a livestream demonstration in November at the goods receipt area at the Tananger base. The livestream was coordinated by ASCO Norway's Chief Digital Innovation Officer, Christopher Hoftun and Tananger's Supply Chain Manager, Roy Arne Rygh.

Commenting on the livestream demonstration, State Secretary Anders Tyvand said: "I am impressed with the way all the stakeholders involved in this project have managed to collaborate, and that it has been thought about so holistically. It can give a huge boost to Norwegian ports."



# Employee Suggestion Portal

Following all the brilliant suggestions we received in our 2019 annual Make a Difference survey, we made the decision to launch an Employee Suggestion Portal (ESP) to encourage all employees to share and submit ideas for improvement.



The ESP, launched globally in March 2020, was developed jointly by Liam Cooper in the Project Management Office (PMO) and Gordon McCulloch in the IT department using the new Microsoft Power Apps program. This portal allows everyone to contribute to the improvement of the company. It might be that you have an idea of how to increase the profitability of the company, reduce costs, improve efficiency, suggestions for new technology, thoughts on a new service line, etc. The more we share ideas, the more successful we will be.

Each idea is reviewed by the PMO who directs it to the correct team for consideration. If it is a new idea that requires a project or investment to progress, it will be adopted by the necessary teams for further build out and progression.

Suggestions received so far include cost saving and service improvement ideas as well as improvements to employee's terms and conditions which are in line with our key strategic driver of being an employer of choice. Providing input in this way is a great opportunity to shape how the company operates in the future. No idea is a bad one, so even if your idea is not taken forward, it is always considered and may be acted upon at a later date.

An example of one of your brilliant ESP ideas that has been progressed is the paperless process that we are currently implementing. Several ideas involving the removal of paper from our internal and external processes were submitted. All these ideas have been passed to the team involved in implementing our move towards becoming paperless and are being incorporated as this is rolled out. The move towards paperless operations has many benefits including being good for the environment, improving the efficiency of our processes and helping to reduce costs.

**Since the launch we have received 48 suggestions. Some of the most notable have been for the introduction of simple improvements to the tools we currently use through to ideas for the Business Development team to consider when expanding the company's service lines into other industries.**

**Please have a think about how you can help the business succeed and continue sharing your ideas via the portal on ASCO Connect, to [suggestions@ascoworld.com](mailto:suggestions@ascoworld.com) or ask your line manager for a paper submission form.**



Shuttle tanker delivering produced water to the Port of Tyne

# Excellence in decommissioning – produced water projects

**Safety and Service Excellence are ASCO's foundation. This commitment is clearly demonstrated in our delivery of sustainable onshore solutions for the safe, compliant and efficient treatment and disposal of offshore-derived waste waters created by decommissioning projects in the UKCS.**

During 2020, the ASCO Waste team successfully delivered three separate produced water projects, managing a **total of 7,400 tonnes of liquid waste.**

The liquid waste created by all three projects contained produced water consisting of radionuclides at levels requiring it to be classed as in-scope radioactive waste. There were also significant concentrations of other hazardous components, requiring the use of different treatment technologies for their safe and efficient removal with the water being cleaned to meet strict discharge regulations.

**We developed this turnkey solution by leveraging our in-house logistics and materials management resources and capabilities, as well as through the development of a collaborative supply chain. We did this by bringing strategically located facilities from the UK bulk storage and waste management sector together under our dedicated project management team.**

Key stakeholders were specifically chosen due to their capabilities and location, with our Waste team taking into consideration the proximity principle to minimise the carbon footprint of the onshore solution. This, in turn, helps our clients meet corporate and decommissioning objectives, as well as ensuring the lowest cost of delivery.

Our customers benefitted from the range of industry experts within our decommissioning team who have the necessary knowledge and experience to develop a project plan and ensure the waste is safely receipted in suitable permitted quayside tanks with a robust disposal route in place. Our locally based project manager, also enhances the service we deliver by ensuring there are clear lines of communication in place between all interested stakeholders.

This wholly UK-based solution enhances collaboration throughout multiple sectors to continually evolve in-line with UKCS regulatory requirements. The produced water service line is flexible and can be used in other applications to meet evolving requirements of the UK's decommissioning sector with heightened pressures on safety and environmental performance.

**All our 2020 produced water projects were safely and efficiently delivered without any accidents or incidents and with a high level of environmental performance.** This was not only due to the location of the facilities, but our deployment of the latest waste management technologies to treat the material. Thus, delivering the safest, most efficient and cost-effective solution with the lowest carbon footprint achievable.

**Want to know more?**

Please contact Simon Turner at [Simon.Turner@ascoworld.com](mailto:Simon.Turner@ascoworld.com)

# Maintaining sustainable growth *in Trinidad, Tobago and the Caribbean*

ASCO has been operating in Trinidad and Tobago since 2001 and our 20<sup>th</sup> year in the country has proved to be productive and memorable. The arrival of a global pandemic was certainly not in our plans for 2020 but it has not stopped the team having a successful milestone year.

Our position as the leading supply base operator in Trinidad was cemented by recent significant contract awards. We are currently providing shore base, pipe yard and warehouse services for two major operators who are undergoing active drilling campaigns in the Caribbean, offshore of Trinidad and Tobago. One of the drilling campaigns is due to continue until July 2021 and consists of two drilling rigs, one platform and five support vessels. The other has a drilling rig operating through to October 2021 as well as three offshore platforms and seven support vessels. We also service two onshore facilities in Central and South Trinidad for one of our clients. We are servicing these projects across three shore base quayside locations, three pipe yards and three different warehouse complexes in Trinidad.



Client vessels working alongside our facilities in Chaguaramas

Whilst supporting these projects over the past seven months and in the midst of a global pandemic – we have seen an unprecedented rise in our activity levels. **Deck tons processed across our facilities in Trinidad have quadrupled and vessel turnarounds have nearly tripled.** As a result, we have invested in our team and increased our headcount by **13%**.



Client vessels working alongside our facilities in Chaguaramas

A recent boost for the business in Trinidad has been the deployment of iLMS for all quayside activities being undertaken at our Chaguaramas bases in Trinidad. The introduction of this system has not only created efficiencies for our team but our clients have seen huge benefits as it allows them to track the progress of their vessel loading by viewing all cargo handling and vessel activity, live and in one place. This gives significant time savings compared with previously tracking all activities manually.

Alongside investments in technology, we have made significant improvements and additions to our current work sites and have invested heavily in the construction and improvement of facilities to support our clients' drilling campaigns. We invested heavily in our materials management functions for these contracts and safely completed set-up and redesigns of our main inventory warehouses at Navarros which houses around 4,000 line items, our Granwood Pipeyard which has an inventory volume of 5,000+ and our logistics distribution warehouse at Lennox. In addition to our core shore base at Mariners Haven, we operate from and provide integrated logistics services for our clients from the nearby CariDock, Pier 1 and Chaguaramas Terminals shore bases.

All materials were consolidated in line with Lean methodologies to ensure ultimate space utilisation and efficiency. The ASCO

Packaging Standard was also implemented within our warehouse facilities and this has also been passed on to many of our local vendors to adopt.

While ASCO Trinidad has seen many changes in its significant period of growth over the past year, this did not negatively affect safety. The team upheld our obsession of safety excellence and did not let standards slip as many changes and improvements were being made in Trinidad's year of strong and sustainable growth.

Elsewhere in the Caribbean, **we are actively pursuing opportunities to grow our footprint in both Guyana and Suriname in 2021.** Both locations have seen significant new oil discoveries, with more exploration underway at the moment and are an exciting prospect for ASCO.

# Dynamo Project

In November 2019, Project Dynamo was established to drive growth through progressing new sales opportunities, adding new customers and revenue streams to our existing business and broadening our end market exposure and geographic reach. This was to be underpinned by taking a structured approach to increasing the efficiency of our operations whilst reducing unnecessary costs.

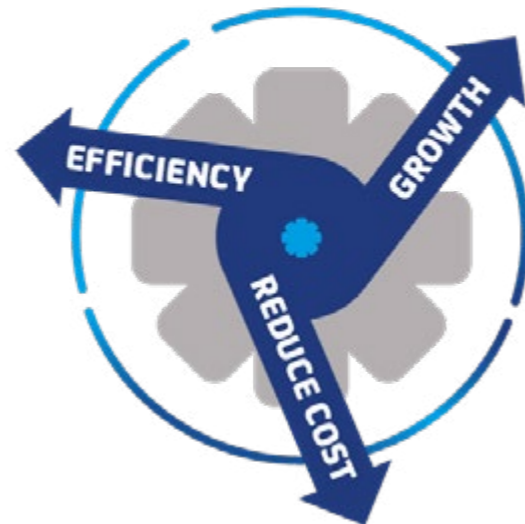
As you know, 2020 took a very different direction than anticipated with the advent of the COVID-19 pandemic. The global pandemic has affected each and every one of us as well as contributing to the third oil price collapse in 12 years. This downturn of our main market has resulted in greatly reduced activity levels across our operations and as such our revenues have been negatively affected.

However, the Dynamo project has shown its worth and it, coupled with the efforts made across our global business to mitigate this situation. **We have made savings of over £10m and won over £6m of new business so far this year.** Demonstrating the ability of our workforce to rise to the challenge and identify new and different ways to work in the dynamic and ever-changing environment we find ourselves in.

## What are the expected effects?

- The Supply Chain team chasing better terms and conditions on our supplier contracts and negotiating prices for everything purchased
- The Commercial team, Fuel team and Key Account Managers continue to ensure our current and future contracts are well structured and correctly applied to guarantee full revenue recovery
- Teams such as the Waste team trying different techniques to reduce the cost of processing waste
- The Business Development team exploring and winning work with existing clients and in new sectors such as renewables
- Our Legal team renegotiating terms and conditions of existing leases
- Our IT team using technology to remove unnecessary operating costs
- Teams across all locations streamlining day to day operations

## PROJECT DYNAMO



Looking into 2021, it is difficult to forecast what the business landscape will be. However, our task remains the same, we need to build a portfolio of opportunities, projects and work scopes that can be flexed to contribute to the three business streams; business growth, cost efficiency and cost reduction.

Please be sure to share any thoughts with your teams on how you feel you could contribute to our mission of ensuring ASCO remains a strong and sustainable business.

Ideas can be submitted via the Employee Suggestion Portal on the Connect home page or via a paper copy to your line manager.

# We are finalists in OGUK & Awards

We have been shortlisted for the Workforce Engagement award and Apprentice of the Year award with Senior Warehouse Operative, Callum Forbes.

The annual awards celebrate the brightest and best talent from across the country's offshore oil and gas industry and finalists represent the hard work, innovation, and collaboration the industry has adopted throughout the year.

## WORKFORCE ENGAGEMENT FINALIST



ASCO differentiates itself by encouraging our staff to lead the way – asking them to create their own safety and service campaigns. By taking this route, we are encouraging ownership from the very beginning, rather than buy-in at a later stage. Equally, we engage our staff on a regular basis to ensure they have influence over the continuous improvement of operational and business processes.

It is this approach which acts as the catalyst for creativity and gives our staff a real incentive to have a hand in the success of the company, as well as their own safety and that of their colleagues. ASCO has been committed to ensuring

communication channels are constantly open and accessible to all staff, especially during the pandemic.

Peter France, ASCO CEO commented:

**“Our workforce is pivotal to our success and I am delighted that ASCO’s continued focus and investment in our people during these difficult times has been recognised through the Workforce Engagement nomination.**

**“Standing close to this are our two obsessions for Safety and Service Delivery Excellence, it is our team that helps drive these passions and deliver them into everything we do.”**

## APPRENTICE OF THE YEAR FINALIST

**Callum Forbes**, 25, began his SVQ 3 Logistics Operations Management Apprenticeship with NESCOL in September 2018. Callum is situated in ASCO's client focused warehouse in Dyce dealing with material logistics.

From very early on, Callum had a clear drive and positive attitude towards the company obsessions and his role. Callum progressed quickly, showing great skills, an eagerness to learn and stood out as a key member of staff that his peers looked up to and listened to. Commenting on the nomination, Callum Forbes said:

**“I am delighted to have been nominated for Apprentice of the Year. ASCO has given me the opportunity to learn so much and work with some fantastic people throughout my apprenticeship. I am extremely grateful to everyone who has helped me get here.”**



# 'Make a Difference' Awards - Employee Recognition Scheme

The 'Make a Difference' Awards are in place to showcase the positive behaviours of individuals and small groups of staff that have a positive impact on ASCO.

It is your opportunity to nominate people that foster, encourage and exemplify the ASCO values. Any individual or small groups you feel are deserving of an award can be nominated; you just need to tell us who and why.

Make sure you tell us who you would like to nominate, why you'd like to nominate them and your details when filling out the form. The nomination form is available on Connect or you can send an email to [nominations@ascoworld.com](mailto:nominations@ascoworld.com). Nominations and awards will be held quarterly, and the winners will be announced in the Company newsletter.

The categories and some examples of award-winning behaviours:

## Work Safe, Live Safe

- Introduction of new initiatives that promote safety in the workplace
- Consistently being a role model for HSSEQ, eg. having the courage to challenge what does not seem right
- Being vigilant toward safety concerns, identifying hazards and seeking improvements
- Consistently participating in toolbox talks and leading safety discussions

## A Passion for Service Performance

- Consistently delivering a high standard of service to our customers
- Receiving commendations directly from the client for work well done
- Developed and implemented an innovative solution to improve service delivery
- Met customer expectations prioritising safety over service

## Fair and Respectful

- Challenges unacceptable behaviour in the workplace
- Supportive team member/leader
- Leads by example

## Reward and Recognise our People

- Regularly provides constructive feedback to improve on-going performance
- Recognises their colleagues and gives praise for a job well done
- Is an Ambassador for ASCO

## Transparent and Collaborative

- Acting in a way that has a positive impact on our Company reputation
- Frequent ideas and suggestions for improvement
- A great team or team player
- Achievement through teamwork



Nominations can be made by completing the online form on ASCO Connect [here](#) – or by emailing [nominations@ascoworld.com](mailto:nominations@ascoworld.com).  
Let's Make a Difference together and recognise each other for the great work that we do!

# Diversity and Inclusion committee

We are pleased to report that we have volunteers from most of our operating locations to sit on the Equality and Diversity Committee. The Diversity and Inclusion committee met for the first time in October.

We need to make sure that everyone is treated fairly and that we are all committed to working together to make sure that this happens.

View the Equality statement [here](#).  
View the Social Media Procedure [here](#).

To further support the level of awareness and understanding of matters of equality and diversity at ASCO we have also arranged an eLearning training session which all ASCO staff will be required to complete. The link to carry this out was sent through email and will come from [no-reply@ihasco.co.uk](mailto:no-reply@ihasco.co.uk) with the subject 'Welcome to your online training suite'. If you no longer have this email, please get in touch with [Debbie.Scott@ascoworld.com](mailto:Debbie.Scott@ascoworld.com)



make a  
difference  
2020  
your opinion matters

# Have we heard from you

The AMB has committed to reviewing and listening to employee feedback more frequently to build a better future together at ASCO. That's why we want to hear from you in our 2020 employee engagement survey.

Let us know how you feel about working at ASCO before the survey closes on **16<sup>th</sup> December**. Contact your local HR Advisor for more information.

**Speak up and make a difference!**

Link to the survey: [www.surveymonkey.co.uk/r/T98NL3Z](http://www.surveymonkey.co.uk/r/T98NL3Z)



# Insight from a new start

*Gary Paver*

Gary is the Chief Financial Officer based in Aberdeen and has been with ASCO since March 2020.



**“I spent 6 years working for one of the large accountancy firms in London and then in Aberdeen. I then moved to a company called Petroleum Engineering Services as Finance Manager which at that time was a small completions/ technology company. It grew pretty quickly and was acquired by Halliburton in 2000. I stayed at Halliburton for around 10 years, latterly responsible for the finance teams in Europe, Russia and West Africa. In 2010 I joined KCA Deutag becoming SVP for Finance in 2012.”**

**• WHAT ATTRACTED YOU TO ASCO?**

I was looking for a new challenge in my career and ideally wanted to do a Group CFO role with a company that was headquartered in Aberdeen. ASCO was a company I was very much aware of and once the selection process started it just felt right... and here I am.

**• DESCRIBE YOUR ROLE?**

As Chief Financial Officer my role is pretty varied but is ultimately centred around managing the finances and financial performance of the company to benefit all of its stakeholders. These include all of our employees, our lenders and investors as well as customers, suppliers and governmental organisations such as tax authorities. The role requires a lot of interaction with the rest of the management team and helping to make ASCO a sustainable and successful business for the long term.

**• WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?**

I can't point to one thing which I enjoy the most but would say that it comes down to:

- Working with a great team of people who have made me feel welcome and who all want ASCO to succeed
- The variety of what I get involved in and feeling that I have the ability to make a difference
- Continuing to learn something new every day

**• WHAT WOULD YOU SAY SETS ASCO ASIDE FROM IT'S COMPETITORS?**

Although I have worked in the energy industry for many years I have not previously worked in a logistics and materials management company. The first thing I would say is that ASCO has a great brand, particularly in our key markets. We are seen as a professional company which

strives to be the best that it can be with excellent customer service, good processes and an excellent safety and environmental culture. But at the end of the day all of this is only possible if we have great employees who live and walk these all day, every day. To me this is what sets ASCO apart from the competition.

**• WHAT WOULD YOU SAY TO SOMEONE CONSIDERING JOINING THE COMPANY?**

I would have nothing but positive things to say about someone looking to join ASCO. I think we can offer anyone a good career and the opportunity to develop. ASCO sits in that space between a small company and the very large companies, and I firmly believe that this allows people with the right skills and desire to get involved in many varied activities which would not be possible in some other organisations.

**• DESCRIBE THE ASCO CULTURE IN A FEW WORDS?**

An innovative and learning company with a strong HSEQ culture which treats everyone fairly. Also a company that recognizes the need for change and to build a sustainable long term business for us all.

**• WOULD YOU SAY YOU LIVE BY THE ASCO CULTURE? PLEASE PROVIDE EXAMPLES?**

I certainly hope I do. Throughout my career I think people have viewed me as someone who is easy to work with and looks to get the job done effectively and efficiently. It is important that we are all clear on the goals and work collaboratively together to achieve things. I hope that I am always respectful to other people's point of view and try to make work something that is enjoyable and fulfilling for the team.

**• WHAT IN YOUR WORDS IS THE LEGACY OF ASCO? WHAT IS IT THEY BRING TO THE CITY OF ABERDEEN?**

I have lived and worked in Aberdeen for over 25 years and throughout that time I have been aware of ASCO, either through the vehicles we see on the road or the facilities at the harbour. ASCO is very much seen as a key supplier to the oil & gas industry given that we provide the link between the onshore assets and equipment and the offshore installations.

**• FOCUSING ON ONE OF THE TWO ASCO OBSESSIONS (SAFETY EXCELLENCE AND SERVICE EXCELLENCE) CAN YOU PROVIDE AN EXAMPLE OF HOW YOU HAVE PLAYED A PART WITHIN YOUR ROLE AT CONTRIBUTING TO THESE OBSESSIONS?**

In ASCO we all have a customer. For some of us this is an external customer whilst for some of us it is an internal customer such as another department. Both are of equal importance if we are to succeed as ASCO overall. I place a lot of emphasis on service excellence within the finance team and ensuring we are delivering to support the business and trying to add value and eliminating inefficient processes. In terms of safety excellence so far this has been largely supporting our efforts to keep people safe whilst working under Covid restrictions. I look forward to a time when I can see for myself some more of our operational bases (my ASCO life has been entirely under covid restrictions).

**• DETAIL OF FURTHER LEARNING?**

Whilst it is a long time since I sat an exam I do generally try to have an enquiring mind and to seek either to learn new things or to understand things I come across. That in itself leads to continuous learning and having new challenges.

... and

*Kristal Ramoutar-Razac*

**“Building relationships and helping people recognise their potential is something that drives me. My first experience in a core HR role was as a Generalist. This opened my eyes to all the various functions of HR in a realistic way. I learnt quickly that I had a passion for witnessing the growth of individuals and enjoyed playing an integral role in this.**

**My present role at ASCO has already taught me a lot, not only in the business sense but in these unforeseen times of the pandemic. It has really shown me how resilient our employees can be as we continue to provide an outstanding service to our Customers.”**

**• WHAT ATTRACTED YOU TO ASCO?**

ASCO's long standing reputation has been quite prominent over the past years here in Trinidad, so there were no second thoughts when I saw the vacancy posting for the Human Resource Manager role.

**• DESCRIBE YOUR ROLE?**

As the Human Resource Manager, I am responsible for ensuring the effective and efficient delivery of all HR functions to the business. Providing the support that allows employees to have a rewarding experience at ASCO is a crucial element of my role.

**• WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?**

I have the opportunity to make a positive difference in an employee's day and overall working experience with the Company. Increasing engagement and having employees comfortably seek advice is most rewarding.

**• WHAT WOULD YOU SAY SETS ASCO ASIDE FROM ITS COMPETITORS?**

ASCO's world-wide recognition and history in Trinidad sets us apart from competitors. Our core focus on service delivery and customer interface continuously strengthens our position and the ASCO name.

**• WHAT WOULD YOU SAY TO SOMEONE CONSIDERING JOINING THE COMPANY?**

If you are looking to be part of something great and grow your potential, ASCO is the place to be. Join the team!

**• DESCRIBE THE ASCO CULTURE IN A FEW WORDS?**

ASCO is committed and safety focused. There is a continuous drive to ensure everyone is safe and delivering the best possible service to our customers.

**• WOULD YOU SAY YOU LIVE BY THE ASCO CULTURE? PLEASE PROVIDE EXAMPLES?**

Yes, our success as a Company is dependent on the service provided both internally and externally. I strive in my role as HR Manager to ensure our employees possess the skills to deliver on expectations. ASCO's safety culture also resonates in my personal life. I encourage my family to do things in the safest manner possible and practice safety first even when going about a normal day at home.

**• WHAT IN YOUR WORDS IS THE LEGACY OF ASCO? WHAT IS IT THEY BRING TO TRINIDAD?**

ASCO is an excellent training ground and encourages career progression. The Global standards have helped bring Oil and Gas logistics to a better place in Trinidad and we are most proud of this.

**• FOCUSING ON ONE OF THE TWO ASCO OBSESSIONS (SAFETY EXCELLENCE AND SERVICE EXCELLENCE) CAN YOU PROVIDE AN EXAMPLE OF HOW YOU HAVE PLAYED A PART WITHIN YOUR ROLE AT CONTRIBUTING TO THESE OBSESSIONS?**

A key part of my role is ensuring employees acquire the required training that allows them to make safe and sound decisions at work and in their day to day lives. In the few months I have been at ASCO, sourcing and coordinating various training programmes aimed at ensuring this has been a priority and will continue to be going forward.

**• DETAIL OF FURTHER LEARNING?**

I believe continuous learning is key to staying vibrant and sharp in this ever-changing world. I continue to seek workshops and programmes that provide me with new perspectives.



Kristal currently works at our Chaguaramas base in Trinidad as the HR Manager and has been with ASCO since March 2020.

# A focus on career development

- John Cowan

Originally from Glasgow, Scotland, John Cowan has been with ASCO since October 2010 and works as the Darwin Supply Base Manager, Australia. Starting out as a supply base operator predominantly working on inventory management, forklift driving, casing cleaning and inspection for Eni, John has worked his way up through multiple roles to his current position.

Over the past 10 years, John has held various roles across the HSSEQ department including HSSEQ Advisor where he worked on the initial implementation of AIMS at the business unit, as well as gaining accreditation to standards. John then moved into the HSSEQ Senior Supervisor role where he managed the Northern Territory HSSEQ systems including training, security and auditing.

## • WHAT IS YOUR CURRENT ROLE AND WHAT DOES IT ENTAIL?

I manage the Darwin Supply Base but have recently also taken on the role of managing the Darwin Marine Supply Base to cover our current Manager's maternity leave.

Like many ASCO businesses, the management focus is on safety leadership, customer service, stakeholder engagement, regulatory compliance and profit and loss accountability. Both supply bases are pivotal hubs in our customer's supply chains for both their offshore and onshore assets. The safe handling of materials, receipt, management and dispatch as well as vessel scheduling and outbound and inbound quayside work management can make some interesting challenges. At the end of the day this gets done because we have an amazing team who knows how to get the job done safely whilst working to deliver each customer's particular tasks and requirements.

## • WHAT DO YOU ENJOY ABOUT YOUR ROLE/THE COMPANY?

The ability to learn and develop – we wear many hats in Darwin which allows for the development of different skills sets. I see this as a key function to ensure we offer the best value to our clients/customers but just as importantly, our employees.

## • TELL US A BIT ABOUT THE ASCO WORKING ENVIRONMENT

We have a great team in Darwin that is always ready to go that extra mile to ensure we deliver Service Excellence to our clients and customers.

It is also extremely hot with lots of crocodiles, poisonous spiders and snakes. For a wee guy from Glasgow, that took a while to get used to and after almost 20 years in the top end, I am still adjusting!

We have two seasons in the North Territory – wet and dry. We are currently at the start of the wet, meaning tropical monsoonal weather and the risk of cyclones developing off the coastline. This means the weather adds another risk factor to all tasking which makes the focus on Safety Excellence even more prevalent.

## • TELL US YOUR THOUGHTS ON THE ASCO'S CULTURE?

We have excellent leadership and safety culture in Australia led by Michael Fulham and James Stuart. We are all working during a difficult

time in our industry, not to mention COVID-19, but because of our culture and attitudes we are stronger for it.

## • WHAT HAVE YOU LEARNED/GAINED FROM WORKING AT ASCO?

There is too much to mention – I have gained experience in so many fields from report writing, P/L, operational management and development to name but a few, ASCO Australia has taken the time and effort to develop me to the person I am today, I am extremely proud to be where I am currently.



# Hear what they say

Hear what our graduates, apprentices and placement students say about working at ASCO.

## KIRSTIN REID – 4 MONTH PLACEMENT WITHIN THE MARKETING AND COMMUNICATIONS TEAM



"This was my first ever professional work environment and ASCO made me feel so welcome and a part of the whole team, supporting and allowing me to develop and grow throughout my placement. A highlight of my time at ASCO was having the opportunity to create a presentation which was then distributed globally across the workforce, which is something I'm immensely proud of. Working within ASCO has really given me the confidence in my abilities going into my final year at university and I'm excited about my future ahead within the industry!"

## WILLIAM MCLEMAN – LOGISTICS MANAGEMENT GRADUATE



William's first project was to support the warehouse team in Peterhead in implementing digitalisation to the warehouse. He then joined the shipping team where he supported day to day operations and is currently learning the role of an 'Inbound Controller' with the shipping controllers' team.

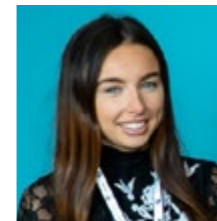
"I thoroughly enjoy my graduate role as it allows me to engage with multiple people throughout the business. This role was a great introduction to the company, as it showed me how crucial the warehouse operations are to the business."

## RICHARD RUE – BUSINESS MANAGEMENT APPRENTICE / ONSHORE MATERIAL CONTROLLER IN ABERDEEN



"I am thoroughly enjoying my business management degree at the Robert Gordon University. The blended learning approach allows me to not only carry out my job to the best of my ability, but also to broaden and improve my skills. In addition, I am gaining knowledge and insight into ASCO as a company and will be able to apply my learning in my current role. One of the key benefits of this approach to study and learning is that both the individual studying and the company benefit."

## ALLY TAYLOR – 12 MONTH PLACEMENT WITHIN THE ABERDEEN HUB



Ally's main role was to assist the Key Account Managers with their daily tasks.

"I really enjoyed my placement at ASCO and I am so grateful for the positive experiences that I had throughout the year. I had the opportunity to learn new skills through working with several different departments and have gained skills to carry with me throughout my remaining time at university as well as my future career. During my time at ASCO I worked alongside the key account managers, HSSEQ and finance which was great as it really broadened my knowledge on how ASCO operates."

## JOE BONNER – LOGISTICS MANAGEMENT GRADUATE



Joe took up roles in Fuel & Lubricants, Finance and most recently at Seletar and gained an understanding of how ASCO operates on a day to day basis in those departments.

"I have really enjoyed my experience and being able to see first-hand the roles everyone plays in the business has definitely helped my understanding of how ASCO operates to ensure Safety and Service Excellence. I am looking forward to continuing on the scheme and seeing the other areas I am yet to work within."

# Social life at ASCO



**PETERHEAD & GREAT YARMOUTH SKYDIVES**

Members of the Great Yarmouth team took part in sky dives this year to raise money for local charities. Stacey Short, James Street and Chris Johnson from Great Yarmouth completed their sky dive in July raising **£1,965** for Children with Cancer UK. Gemma Morris and Elaine Thomson from Peterhead were due to complete their sky dive in October however this was rescheduled to February, so far they have raised a total of **£1,265** for Shirley's Space. If you would like to donate you can do so [here](#).



**CLAP FOR OUR CARERS**

At the beginning of the pandemic, thousands of households across the UK took part in the Clap for our Carers event every Thursday evening at 8pm. Each week, family members would gather at their front and back doorsteps and their windows clapping for a few minutes each time. This was to show our appreciation for the NHS and their hard work throughout the highest peak in the pandemic.

**PLAY VIDEO**



**NEWFOUNDLAND DONATIONS**

**ASCO NEWFOUNDLAND 2020 BACK TO**

ASCO Newfoundland decided to help the Single Parent Association of Newfoundland (SPAN) by supporting their 2020 Back to School Project. This project is to provide practical support to low-income single parent families in preparing their children for school. The team purchased the complete school supply list for a number of children which included grade appropriate school supplies and bookbags.



**FOOD DRIVE**

The Lifestyle teams in Aberdeen and Peterhead arranged donations to local foodbanks. The Aberdeen team worked with local charity Instant Neighbour and dropped off their donations in August. They were able to donate 77kg of items including toiletries, tinned meals, vegetables, chilled meals and hand sanitizers. Thank you to Janice and the Aberdeen and Peterhead Lifestyle teams for arranging these donations!



**AUSTRALIA BBQ**

Some members of our team based in Perth, Australia hosted a Lunch & Learn BBQ on site in August to help raise money for the Cancer Council of Australia. Thank you to our employees for their donations!



**NORWAY KINDERGARTEN**

ASCO Norway recently donated 17 life jackets for children in kindergarten who are a part of Villmarksgruppa, a local wilderness group. The vests were very well received, and this will now give the children opportunities for new adventures, starting with fishing in their new vests. We hope this initiative will not only support the local community but encourage also more outdoor activities for the children in their area.

Sites across the UK and Australia donated packages to local care homes and hospitals in their areas. Darwin and Perth in Australia donated boxes to their local hospitals full of treats to thank the staff for their hard work throughout the pandemic. Across Aberdeen, Peterhead and Great Yarmouth in the UK, packages including hand sanitiser and gloves were donated to local care homes to help with the lack of PPE available to order during this difficult time. Thank you to all of those involved for making this happen.

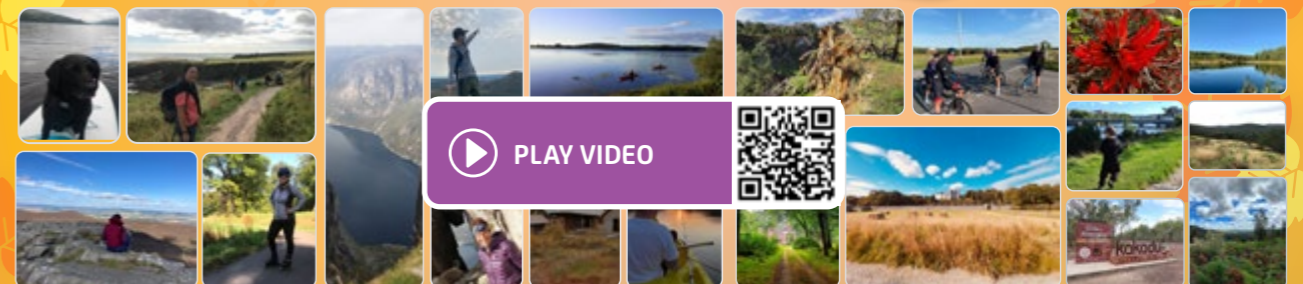


**UK AND AUSTRALIA CARE PACKAGES**



**ASCO 2020 STEPTEMBER**

What a fantastic effort over the 4 weeks of STEPtember. We hope you all enjoyed pushing yourself out of your comfort zones to exercise a little (or a lot) more and gain the health rewards. The combined total steps for the month was 73,098,452. This equates to walking around the equator one and a half times! It is also 17,823,502 more steps than 2019's STEP into Summer! Well done to everyone who took part, we hope you feel motivated to keep stepping throughout the rest of the year! Watch the STEPtember video here.



**PLAY VIDEO**



**We've had a great uptake from ASCO towards Movember.**

**We can't wait to see everyone's new looks!**

Find out more, visit [www.movember.com](http://www.movember.com)



# Meet the Team

## Aviation

Say hello to our dedicated Aviation team led by Jamie Marr and based at the BP HQ in Aberdeen. The team is always on hand to help with your wants and needs.

### WHAT CAN THEY DO FOR YOU?

Aviation management, heli-operations, offshore installations, flying programmes, scheduling, asset requirement management, flight organisation, travel and accommodation arrangement, medical and survival certification verifications, travel clearance and certificate requests. And that's just a fraction of what they do!

Each issue will have a spotlight on a different team within the business, helping us get to know our people all over the world.

### AVIATION LOGISTICS COORDINATOR



Daniel Pirie

**DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD**

Helicopter planning.

**IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?**

Tiger.

**WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?**

Funny.

**WHERE DO YOU FEEL THE HAPPIEST?**

Ibiza.

**WHAT IS YOUR BEST ACHIEVEMENT?**

Buying my home at 21.

**YOUR FAVOURITE HOBBY?**

Gym.

**SUMMARISE YOURSELF IN ONE WORD.**

Amazing.

### AVIATION LOGISTICS COORDINATOR

Trish Grosz



**DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD**

I help people get offshore safely.

**IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?**

Cat.

**WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?**

Honesty.

**WHERE DO YOU FEEL THE HAPPIEST?**

By the sea.

**WHAT IS YOUR BEST ACHIEVEMENT?**

Too many to list.

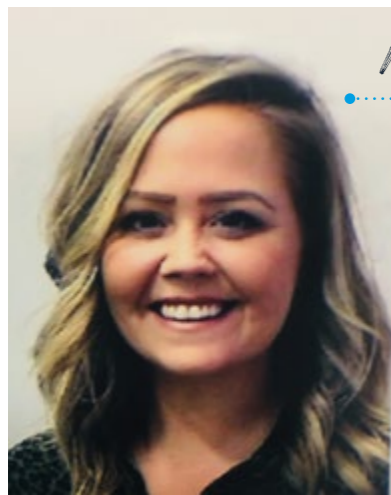
**YOUR FAVOURITE HOBBY?**

Photography.

**SUMMARISE YOURSELF IN ONE WORD.**

Helpful.

### AVIATION LOGISTICS COORDINATOR



Maija Dolmen

**DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD**

I make sure oil rig workers get to work and home again safely on the helicopter.

**IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?**

An Owl because I'm a Hoooooot.

**WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?**

Thoughtfulness.

**WHERE DO YOU FEEL THE HAPPIEST?**

On a sunny beach with a cocktail in my hand.

**WHAT IS YOUR BEST ACHIEVEMENT?**

My Children.

**YOUR FAVOURITE HOBBY?**

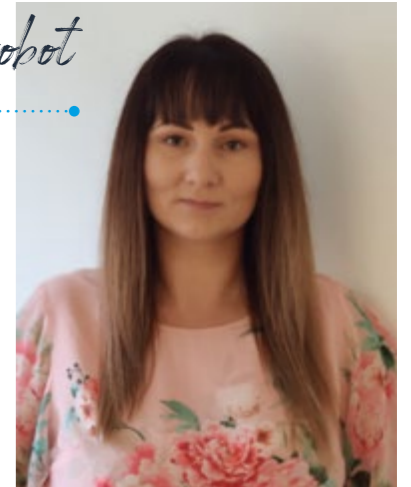
Nice country walks with my family and 3 dogs.

**SUMMARISE YOURSELF IN ONE WORD.**

Fun.

### AVIATION LOGISTICS COORDINATOR

Monika Chrobot



**DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD**

I make people's dreams about travelling on helicopters come true.

**IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?**

Ant.

**WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?**

Honesty and optimism.

**WHERE DO YOU FEEL THE HAPPIEST?**

On my vacations.

**WHAT IS YOUR BEST ACHIEVEMENT?**

My son.

**YOUR FAVOURITE HOBBY?**

Long relaxing walks.

**SUMMARISE YOURSELF IN ONE WORD.**

Reliable.

### AVIATION LOGISTICS COORDINATOR

Gillian Douglas



**DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD**

I arrange helicopters to take BP workers offshore to the oil rigs in the middle of the sea.

**IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?**

Dog – loyal & protective.

**WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?**

Efficient.

**WHERE DO YOU FEEL THE HAPPIEST?**

In the sun.

**WHAT IS YOUR BEST ACHIEVEMENT?**

Having children.

**YOUR FAVOURITE HOBBY?**

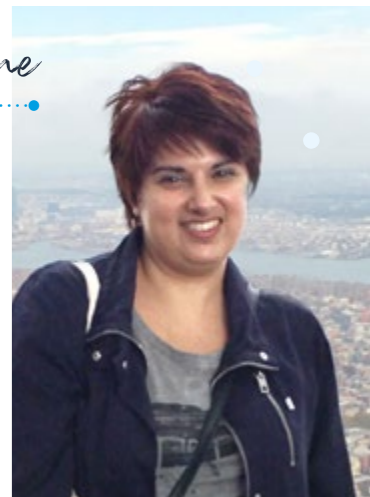
Swimming.

**SUMMARISE YOURSELF IN ONE WORD.**

Loyal.

### AVIATION LOGISTICS COORDINATOR

Nadine Erskine



**DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD**

I book people onto helicopters so they can fly to oil rigs in the North Sea.

**IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?**

An elephant (They are loyal).

**WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?**

Kindness and a sense of humour.

**WHERE DO YOU FEEL THE HAPPIEST?**

When i'm in the sun or enjoying concerts/theatre shows/festivals of any kind with friends or family.

**WHAT IS YOUR BEST ACHIEVEMENT?**

Getting into college to do Journalism.

**YOUR FAVOURITE HOBBY?**

Going to the theatre when we could!

**SUMMARISE YOURSELF IN ONE WORD.**

Thoughtful.

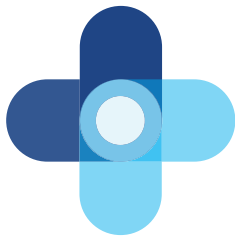


## EMPLOYEE ASSISTANCE PROGRAMME

### Have you heard of the Employee Assistance Programme (EAP)?

The EAP is an assistance programme for employees that offers a range of different services that are all free of charge and strictly confidential. Services include counselling, legal advice, financial advice and lots more.

**We would like to remind everyone that ASCO provides an Employee Assistance Programme across many of our locations, all of these are through third-party providers and are completely confidential.** For more information on the EAP, please get in touch with your local HR representative.



## mental health

## MENTAL HEALTH FIRST AIDERS

**At ASCO, we want to create a workplace culture where everyone feels comfortable, making it easier to speak about mental health concerns and to seek support when they need it.**

We would like to remind you that our trained Mental Health First Aiders are available for support and guidance at all locations, whether by telephone, email or in person.

The contact details for the Mental Health First Aiders can be found on the SharePoint page [here](#).