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CREATING THE NEXT GENERATION
OF MATERIALS AND LOGISTICS MANAGEMENT



creating *the next* *generation*

of materials
and logistics
management

Leirvika, Hammerfest supply base extension



CEO intro

Dear Colleagues,

I can't believe it will soon be June. Time is going at a fast pace, but we have successfully achieved significant milestones in line with our updated 2019-2024 strategy a great achievement in what is still a challenging year.

I am pleased to have received many positive comments regarding the introduction of Sustainability as part of our fundamental obsessions. While we have stressed our commitment to protect our natural capital with our ASCO Environmental Sustainability policy, the environment is just one aspect of Sustainability. Sustainability is about having a strong business that is resilient to market changes, while respecting the environment and providing a strong legacy for generations to come.

The business landscape is transforming with new environmental government policies, resulting in new business needs, new players but also new opportunities. In line with our strategy, we have secured a number of new customers, broadening our geographic reach in places such as Canada and Senegal while broadening our end market focus supporting customers outside of oil and gas in many of our operations. We have made good progress in developing our offering for decommissioning and we anticipate this is an area of growth for the business. A particular area of interest is how we grow our presence in the New Energy sector and the importance of investing in technology that will support the energy transition. We are working on a number of exciting opportunities and we will share more details with you in the coming months. As the market evolves, we need to adapt our offering by providing safe, smart, efficient and sustainable operations for a low carbon future. We have already started this journey and in this issue, you will find some great initiatives implemented across our business.

On the 28th April we all joined together to achieve 'The Perfect Day'. This special day focused on our three obsessions, ensuring we achieve zero injuries or incidents, zero service failures and zero environmental incidents. I hope you took the time to consider what makes a perfect day, and that now The Perfect Day becomes a new way to measure our commitment to our three obsessions, and I encourage you all to "make every day a perfect day".

Thank you to those who completed the Employee Make a Difference survey. I am pleased to see the overall satisfaction raised by 4% and I want to stress that your opinion really does matter, so please take the opportunity to have your say. Share your ideas through the Employee Suggestion Portal, as you are all part of the team, building a strong ASCO together.

As we continue to see the devastating impact of COVID, my thoughts are with our colleagues in Trinidad, Canada, Senegal and Norway. As we are planning a phased return to the office for those people continuing to work from home in the UK, many others are dealing with rising infection rates and deaths. The Task Force is working with our teams in-country to help wherever we can but we can all play our part by adhering to local government guidance as well as our global operational procedures and protocols to keep ourselves, our colleagues and our loved ones safe.

Finally, I do recognise the dedication of every team, department and individual as we navigate through this challenging period of our history. I want to thank you all for your ongoing commitment, for all you are doing and for making this a great place to work. Please stay safe and look after one another.

Peter France

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

Safety Obsession

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

Thank You!

SAFETY YEAR ON YEAR

In 2020 we had a significant improvement in our year on year group safety performance.

Lost Time Injuries, Days Away From Work Cases, Restricted Work Injuries and Total Recordable Incidents were all down significantly from previous years.

LTi ACHIEVEMENT IN NORWAY

Our Sandnessjøen base in Norway recently achieved **4,000 days (415,000 working hours) without a lost time injury, dating back to when the business had their first operations in January 2010.**



With a continuous improvement mindset, the team is always striving towards safety goals, thinking of our Safety Excellence obsession in everything they do. Well done Ståle Edvardsen, Paul Thomas Holmvik, Richard Karlsen, and Stian Brørs Solvang Solvang and the all team in Sandnessjøen!

MANATOKAN SUCCESS

The Manatokan team in Alberta, Canada is celebrating over 5 years **(1,814,640 exposure hours) without a lost time injury.**

This achievement is testament to our commitment of Safety Excellence and ensures that safety is our obsessive priority - at every moment.

Congratulations to the entire Manatokan team for this accomplishment, and we look forward to continuing this trend. With the objective of zero incidents, we want our employees to return from work safely each day.

POSITIVE COVID-19 STORIES

✓ OPERATING WITH NO DISRUPTION

From the beginning of the pandemic we ensured appropriate control measures were created and implemented across the business to prevent the spread of the virus and protect our employees, including those who are shielding.

Crisis Management and a COVID Taskforce teams were established and a COVID section under AIMS was created to support the entire business. The adherence of all our staff to the control measures has ensured a minimal infection rate and zero interruption to our operations to date. A special thank you to all of our key workers who continued to go into work on site throughout the duration of the pandemic. Your hard work, going the extra mile whilst adhering to new protocols and keep operations going with no disruption is greatly appreciated from every single member of the business, **thank you.**

✓ SUPPORT FUNCTIONS

Our Group Function teams have provided tremendous support to the business throughout the past challenging year, to name some: Procurement worked tirelessly to source essential supplies; IT enabled a smooth transition to work from home for many; Marketing & Graphics maintained regular and new communications ensuring everyone in the business has been kept up to date; HSSEQ ensured safety and control measures were correct and in place and HR issued communications around mental wellbeing; physical and financial health and also managed furlough; temporary lay-off schemes and coordinated training exemptions to ensure certifications did not lapse.

✓ SHARING KNOWLEDGE AND LESSONS LEARNED

Weekly meetings continue across various groups (AEL, COVID-19 Task Force, Crisis Management Team/AMB, HSSEQ leads) and within every business unit to provide updates and share lessons learned. This allows us to continuously improve our protocols and processes currently in place.

✓ CLIENT RECOGNITION

We maintained a high level of transparency and collaboration with our clients throughout the pandemic. We received multitude of positive feedback they were highly satisfied with ASCO's operations and controls in place throughout the pandemic.

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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.

Thank You

We want to thank each and every person across the business who contributes to the magazine and shares their insight and stories with us.

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LIFE SAVING RULES: 2021 UPDATE

We fully appreciate that this continues to be a challenging time for everyone and recognise that many of us are starting to suffer COVID fatigue. However, there are good reasons to be optimistic and it is important that we do not allow ourselves to become distracted or allow our level of commitment towards our obsessions, specifically Safety Excellence, decline.

Disappointingly, we have experienced a worrying increase in the number of incidents since the beginning of the year. We must remind ourselves that the consequence of an accident can be devastating and have a life changing impact. Please take a minute to reflect on what you can do to make our operations safer, reflect on the potential consequences, refresh yourselves with Jason Anker's story, think about your family and your colleagues, play your part, be safe and look after one another.

We have Life Saving Rules in place which require your mandatory compliance.

As the vaccine continues to be rolled out, we are more hopeful that some normality could be restored soon.

We encourage everyone who is starting to receive their letters regarding vaccination not to postpone or reschedule your appointments. I have my letter and look forward to receiving my vaccination.

Thank you for your ongoing commitment to build a safe, service focussed and sustainable company.

Our Perfect Day



PERFECT DAY



Thank you for your hard work and participation in making the 28th April 2021 an ASCO Perfect Day.

The 28th April 2021 marked 'World Day for Health and Safety at Work' and to coincide with this while showing our commitment to our obsessions of Safety Excellence, Service Excellence and Sustainability, we held an ASCO 'Perfect Day' across the business.

It is about taking things one day at a time, being engaged and realising that what we do at work each day will have a direct impact on how we all enjoy life tomorrow.

OUR PERFECT DAY AT ASCO CONSISTED OF:



If you want to learn more on the initiative, please read [here](#).

Diversity and Inclusion updates



ASCO is committed to supporting and promoting Equality, Diversity & Inclusion (ED&I). This commitment is embraced by our Group Board and our Management Board and informs all of our activities and their impact on our customers, employees and our stakeholders.

All employees have a right to be treated and have an obligation to treat others with dignity and respect and ASCO values diversity within the workplace, providing equality of opportunity for all applicants, employees and workers.

In 2020 the Equality, Diversity and Inclusion (ED&I) committee was created. Led by Group Commercial Director, Fraser Stewart the group helps us to monitor compliance within the ASCO policy and identify ways in which we can actively support inclusion across our business.

The committee is currently carrying out research to determine a roadmap for establishing ASCO as an Equal, Diverse and Inclusive workplace.

More information on this topic will be distributed in the coming months, but if you have anything you would like to discuss in the meantime, please get in touch with one of the members below and they can bring this to the ED&I meeting.

The committee is made up of 18 ASCO employees from locations across the business which have been noted below:



Caitlin Inglis



Talia Farrow



Allan Scott



Margaret White



Kriston Fortune



Cystal Philip-Sydney



Fraser Stewart



Cindy Shandro



Laura Watt



Stian Brørs Solvang



Vanessa Gilbert



Diane Lavery



Kelene Arjoon



Khara Wood



Jared Pantin-Rogers



Brian Hackett



Robert Nobes



Shalini Samaraweera

Service Excellence

EXCELLENCE IN DECOMMISSIONING

ASCO has successfully completed six separate onshore work scope packages in support of the decommissioning programme for a major upstream Oil and Gas operator within the UK.

The scope included work on the receipt, decontamination and disposal of subsea infrastructure from the client's FPSO and associated fields.

The project involved the onshore receipt of a wide-ranging inventory including 2,400m³ contaminated produced water, flushing fluids and 2,000 tonnes of subsea infrastructure consisting of tether bases, risers, umbilicals, concrete mattresses, waste hydrocarbons and debris.



Offload of reels containing risers and umbilicals from vessel using heavy lift crane

ASCO's comprehensive suite of integrated services were utilised, including ASCO ships agency (Seletar), quayside receipts using ASCO's South Base facility in Peterhead, NORM (Naturally Occurring Radioactive Material) management utilising ASCO NORM Solutions, industrial cleaning and waste management (reuse, recycling and disposal) carried out by ASCO Environmental Services.

This was a nationwide programme with work scopes delivered at several UK locations from the Port of Tees up to the Port of Cromarty Firth. Key to success of this multi-faceted project was ASCO's collaboration with partners including Port of Blyth, Thompsons of Prudhoe, Exolum Teesside and Muehlhan Industrial Services. All partners were interfaced by ASCO's in-house Project Manager to ensure clear lines of communication with all internal and external project stakeholders were maintained in the delivery of safe and efficient operations to pre-determined project aims and objectives.

ASCO successfully delivered the project on time and within budget, in line with client's expectations, working closely with stakeholders and the operator.

This latest project is another addition to ASCO's impressive track record in the decommissioning sector that dates back more than ten years.



Around **1700 t** received over the quayside



878 m of risers de-contaminated by NORM Solutions.



2,400 t produced water and flushings received



135 t of containerised waste worked.



0 reported HSSEQ Incidents.

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

To the Transport team

"May I just say how impressed I am with the level of service we have received since you have taken over the transport, the vehicles are on time and should there be a delay for any reason you are keeping us informed. You should be commended for the level of service you are supplying. Long may it continue."

From: PERENCO

To Kelvin Fodchuk - Manatokan Operator

Opportunity report raised by CNRL Wellsite Supervisor, Craig Lonsdale on Manatokan Operator, Kelvin Fodchuk for achievement of Positive Safety Goals. Safety Goal-Procedures: "Job Scope Change on Coil Tubing Job that changed to rotating tools with mud motor. This change requires higher pump rates and truck to truck fluid transfer now required. Kelvin updated FLHA, delivered procedure for truck to truck transfer and reviewed with WSS/Vac operator. When transferring fluid he went on top of tank, lifted both tank hand rails and opened hatch as per document. Good job following the procedure reviewed and lifting both handrails as required. Thanks"

From: CNR International

To the Packaging Standards and E-learning course creators

Equinor had the opportunity to work with ASCO in developing the Oil and Gas Packaging Standards. We have now included the Packaging Standards in our purchase orders and contracts and see an increased benefit to our operations as a result. Quality of delivery has improved and number of non-conformances have reduced. The e-Learning is a fantastic course packed with practical examples of best practice. It is easy to follow and cost effective. I would recommend the e-Learning to any Operator looking to increase their team's understanding of packaging requirements.

From: equinor

To the BP Warehouse team

From Andy Parry, Maintenance Team Leader, BP Clair platform: "Hi Tony, Hope you're well. Just a quick email to give you some positive feedback on John Shirran the past week. The best feedback I can give is you would not have noticed he was 'filling in' and be integrated into the Clair team seamlessly, needing no guidance at all. Very helpful chap, has a good knowledge of boat manifesting, material management etc and my technicians also gave me positive feedback on him. We would be more than pleased to have him back anytime. Thanks, Andy."

From: bp

To Quayside & Logistics Coordinators

There was a storm in Tanager, with winds upwards of 25 m/sec. NORSOK sets a limit of 15 m/sec for crane operations. Our client, AkerBP had four vessels that need to be unloaded and one of them had to be re-loaded to meet offshore demands. The quayside coordination team arranged for three crews to operate after 19:00 when the wind came down. This allowed us to meet the clients needs. They crane crew worked through the evening/night to get all vessels ready. Last vessel departed Tananger @ 01:45. This was a fantastic job done by ASCO personnel. E-mail translated to English from client: "Hi, thanks for a well done loading operation of four boats for Akerbp tonight, result of good planning and implementation, Olav"

From: AkerBP

Sustainability Initiatives

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

We recognise that our operational activities have an environmental impact and ASCO's Environmental Sustainability Policy sets out our commitment to ensure that we effectively control, reduce and/or mitigate the impact.

We will drive improvements in everything that is directly within our control, and work with companies that share our passion for the environment, encouraging and influencing change in the communities, markets and industries that we serve. All of these improvements will work towards achieving our net zero Green House Gas emissions by 2040 target.

We are making positive progress to minimise the emissions from our activities across our locations and have listed some initiatives and projects across the business below.

A MORE SUSTAINABLE TRANSPORT FLEET

A 100% electric Toyota Pro Ace van has been added recently to the Hammerfest base fleet in Norway.



The electric vehicle is the first one in Hammerfest, alongside 3.5 tonne Electric forklift.

We plan to replace all vehicles, trucks, forklifts with ultra-low emissions solutions as we move forward across all our locations globally.

ENVIRONMENTALLY FRIENDLY SUPPLY BASES

Our Leirvika base, which is an extension of our current supply base in Hammerfest, Norway has been fully operational as of April 2021. This next generation supply base has been built in line with our strategy, focusing on efficient operations while minimising our environmental footprint through smart technology and shore power.

Shore power solutions were first implemented in Tananger, Norway in 2019. Extra battery power means the supply vessel Marine Gas Oil (MGO) engine uses less fuel, produces less emissions, has fewer operating hours and a lower noise level. Expected savings are shown in the table below.

POTENTIAL SAVINGS (YEARLY)		
Vessel	NS Orla	NS Frayja
Fuel [m³]	360	346
Engine hours	5768	5922
CO ₂ [tonnes]	987	949
NO _x [kg]	2868	2757
Energy [MWh] (Enova)	3806	3658

Shore power solutions are also currently under assessment in the UK.



DIGITALISATION AND LEAN OPERATIONS

Following the success of the digitalisation project at the Tananger base, the Norwegian government awarded a similar grant to ASCO's supply base in Hammerfest in 2020. We are now applying for our Sandnessjøen supply base.

A field pilot is currently undertaken in Tananger with Repsol, Halliburton and Swire since July 2020 and received excellent

feedback from the Norwegian Ministry of Transport and Environment. The new digital platform which has been translated into a simple-to-use, real time dashboard-centric system, will be deployed to serve all clients using the base by summer 2021.

The digitalisation project provides concrete environmental benefits (estimated 66 tonnes of CO₂ reduction per month), a significant increase in efficiency by reducing time spent on the truck base (estimated at 80%) and lay time for ships in the port (estimated at 20%) whilst strengthening safety performance. The operational cost savings are estimated at £3.5 million/year.

Two years after the implementation of iLMS track and Trace with Equinor, the results are striking. The warehouse deployment shows major improvements, with the time to complete a receipt reducing from 26 to 3 minutes amongst other benefits developed in the full article (p.17).

SERICA ENERGY - ZERO WASTE TO LANDFILL

In addition to fulfilling our internal commitment to our Sustainability Obsession, it is equally important we provide our services in a way that helps our customers improve the environmental performance in key areas of their business.



Serica Energy for example, have recently committed to playing an active part in the UN's global sustainability initiative and have committed to improving key performance indicators which include waste management. ASCO Environmental Services team has helped with this initiative by launching the 'zero waste to landfill campaign', which provides options to the client in how non-recyclables are managed, in a more environmentally friendly way than sending them to a landfill site. This new ASCO initiative is directly helping Serica address concerns in relation to their social and environmental impact arising from landfill disposal. This also demonstrates Serica's actions speak louder than words' philosophy on leading the way in sustainable operations. ASCO Environmental Services team is working with other clients to roll this out and help fulfil their corporate and regulatory responsibilities.

REDUCING PACKAGING WRAPPING

As one of our clients was looking for ways to be more environmentally friendly, the Clipper quay warehouse team suggested utilising re-usable cages for shipping material offshore rather than relying on shrink wrapped pallets.

After a trial, our client adopted the cages and is now using them across all their assets and as such, has seen a reduction of 45% in the use of Shrink Wrap.

Different cages were developed to meet various needs. One of the client's teams prefers the wooden cage due to space constraints offshore, while another team prefers the red metal wheeled cage that they can wheel straight into their store to save double handling. Not only has this initiative significantly reduced waste and single use plastics, this allowed 30% cost saving in 2020 compared to 2019. The warehouse team continues to focus on different ways to reduce waste at Clipper quay.

DYNAMO 2021

Our aim is to continue looking for further efficiencies, cost savings and growth opportunities helping us remain competitive and resilient.

If you see inefficiency, opportunities to reduce costs or grow the business then please act. If it's something that you and your team can go and do, then please discuss it with your line manager and make it happen. If it something that needs wider involvement or more support, please raise it via the ESP [here](#) or send an email outlining your idea to suggestions@ascoworld.com



FARSUND SUPPORTS LOCAL YOUTH

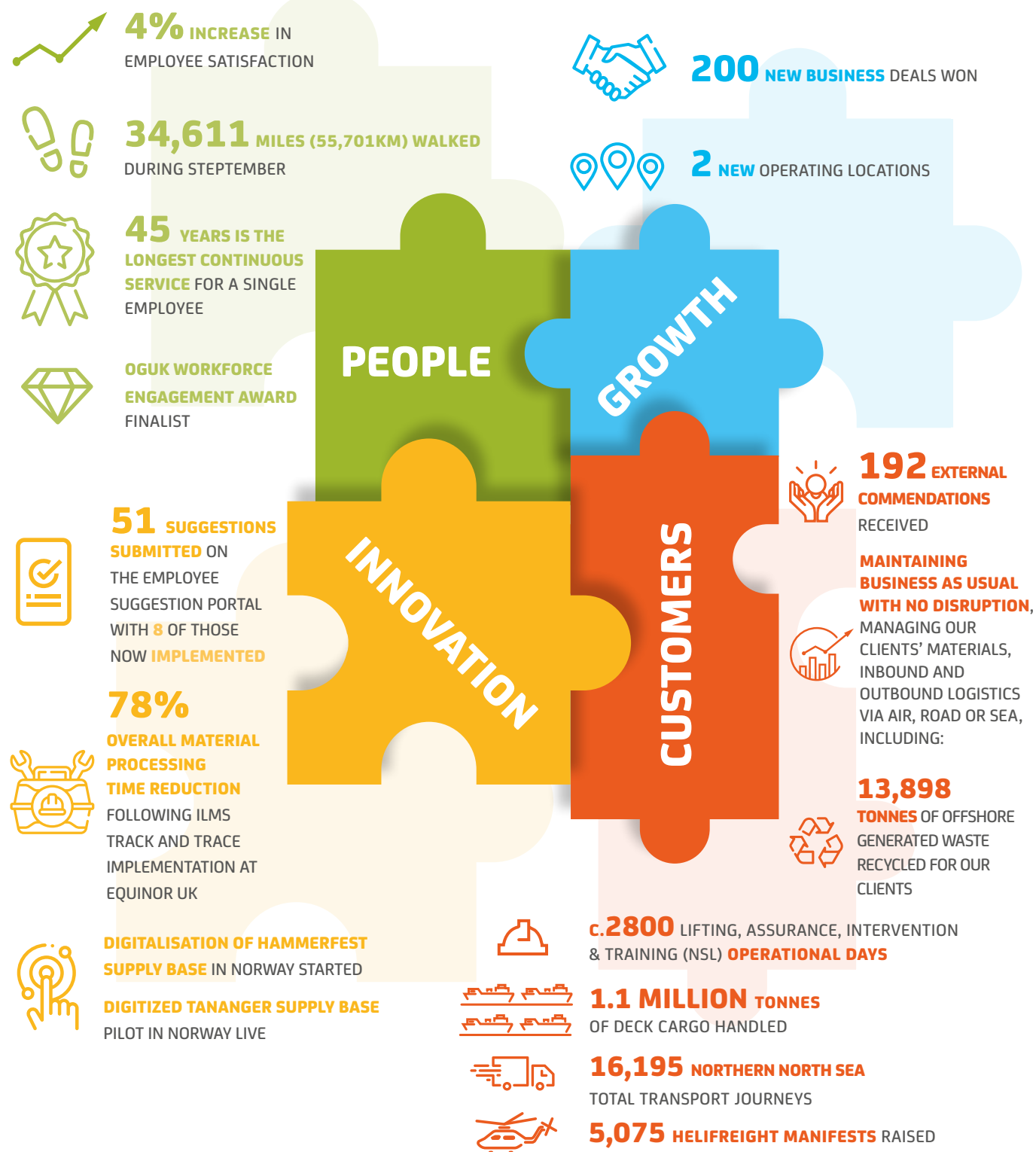
For the last 3 years, Farsund Secondary School has conducted their own project week with focus on the environment and "Plastic in the Ocean". This year the theme week has been named "Project Sea Monster" and focuses on the local and global challenges that arise when the ocean is filled with plastic and other types of waste. Globally, about 8 million tonnes of plastic waste ends up in the oceans every year. It affects not only wildlife, but also human beings as microplastic enters our food chain.

During just a few morning hours, the students collected more than 590kg of plastic from the shoreline of Lundevaagen, where the ASCO Farsund Base is located. In only four days, students from 8th - 10th grade, collected more than 4.1 tonnes waste from our shores. This is a fantastic effort, but also shows how big the problem is.

ASCO Farsund is proud to support this important work in participation with the youth, both through voluntary community work and through sponsoring the students with NOK 2,50 (20p) per kilo of waste collected. The result is a total of NOK 10 000,00 (£852) to be paid in full.

2020 across the globe

STRONG FOUR STRATEGIC DRIVERS IN 2020:



Events

DECOM FUTURES

— JAN 2021

Our decom experts Chris Lloyd, Head of Environmental and Decommissioning and Simon Turner, UK Sales Manager - Environmental Services & Decommissioning attended the virtual Decom Futures event in January which focused on the future of the decommissioning industry in the wider energy sector. Chris also opened the sessions giving an insight into the comprehensive range of services ASCO can provide through a single point of contact, enabling us to deliver the safest, most efficient packages for the clients needs. Chris commented: "Decommissioning in the North Sea is a complex and multi-layered marketplace. Early and effective communication and collaboration are key to creating value in decommissioning projects."



OFFSHORE EUROPE

— 7-10 SEP 2021

Offshore Europe is Europe's leading E&P event which is held biannually at the P&J Live arena in Aberdeen. The event hosts around 38,000 attendees across the four days from international market leaders to innovative technology companies.

Our experts in digitalisation and innovation will share the outcome of the Tananger supply base digitalisation project in the "Future Operations" technical session.



DECOM WEEK

— 17-21 MAY 2021



Decom Week will bring the decommissioning industry professionals together virtually from the 17th May. This year's event will focus on all aspects of energy decommissioning - oil & gas, renewables, circular economy, marine, salvage, and nuclear - and provide tangible insight into the sector, covering tech talks, equipment demonstrations, topical discussions, and location tours.

Chris Lloyd, Head of Environmental and Decommissioning has been invited as a panellist at the waste management & circular economy session, and Simon Turner, UK Sales Manager - Environmental Services & Decommissioning will present at a tech talk, demonstrating the value of collaboration in leveraging the supply chain in the UK. He will be available at our virtual booth. For more information, please get in touch with Simon Turner at simon.turner@ascoworld.com

Please see below upcoming campaigns which you may wish to celebrate at your locations or individually - however if you have any ideas to support these as a business, please get email marketing@ascoworld.com. Or if there are any dates you'd like to add, please let us know.

- 5th June
World Environment Day
- 9th October
World Mental Health Day



Successes

TOTAL CONTRACT WIN IN TRINIDAD

Global integrated logistics and materials management company, ASCO, strengthens its presence in Trinidad & Tobago with the award of an integrated logistics management contract from Total E&P Suriname BV (Total).

The contract, which came into effect on 31 December 2020, will be delivered from ASCO Trinidad's Chaguaramas bases.

The work scope, which will support Total's ongoing offshore exploration activity as operator of Block 58 offshore Suriname, sees ASCO Trinidad provide onshore logistics, pipe yard, plant and procurement services, as well as specialist lifting and training activity.

ASCO Trinidad's Operations Manager, John Clouston comments: "Building on ASCO's 20-year track record in the region, our reputation is built on ASCO's three obsessions, safety excellence, service excellence and sustainability. We are looking forward to supporting Total with their operations and providing them efficient end-to-end, integrated logistics and materials management services.

"The contract commenced at the end of a year which saw an unprecedented rise in our activity levels, as well as significant investment in additional personnel and our facilities – particularly the construction and development of facilities which support our clients' drilling campaigns."

In addition, deck tonnes processed across ASCO's Trinidadian facilities have quadrupled during the past year whilst vessel turnarounds have nearly tripled, with the company's digital integrated logistics management system iLMS deployed to provide real-time material visibility, control and process efficiency.

ASCO WINS INEOS OIL & GAS CONTRACT IN NORWAY

ASCO Norge AS has been awarded the contract as the preferred base supplier for INEOS Oil & Gas Norway's first drilling operation on the Norwegian Continental Shelf.

ASCO Norge AS will be responsible for the delivery of base services for INEOS' drilling operation of the Fat Canyon out of Kristiansund, where work is expected to begin in July.

The scope for the project includes complete logistics and supply base services, including loading/unloading of vessels, transport and customs clearance, storage, waste management, CCU services and management of equipment.

Øyvind Salte, Commercial Director of ASCO Norge AS, said:

"This is an important contract for ASCO and will strengthen our existing activity in Kristiansund. We are proud that INEOS has chosen ASCO as the preferred base supplier for their first drilling operation in Norway."



Client vessels working alongside our facilities in Chaguaramas



ASCO Supply Base in Kristiansund

WEST AFRICA CONTRACT WINS

ASCO has been awarded two vessel monitoring contracts in West Africa, worth in the region of \$3.5m USD.

Contracts include provision of ASCO's fully managed vessel monitoring service for collision risk management, along with an entire field monitoring solution inclusive of design, procurement, installation, maintenance and monitoring. The vessel monitoring service is just one of ASCO's dedicated global marine services, offering clients a 24/7/365 global marine control service coordinated from a dedicated marine operation centre in Aberdeen.

Fraser Coleman, ASCO UK Marine Services Manager, said:

"These contract awards are confirmation of the excellent service provision that ASCO already delivers and demonstrates our capabilities of multi-regional for vessel monitoring and collision risk management. Through advanced technology and our team of experienced mariners, we are able to provide a reliable and immediate service to clients anywhere in the world from our operations control room in Aberdeen, ensuring the best use of valuable marine resources."

Craig Revie, NSL General Manager, who previously held the role of Group Energy Transition Manager at the time of the contract wins commented:

"Interactions between vessels and offshore structures continues to represent a major accident hazard for the energy industry, and whilst surveillance systems using radar, AIS and cameras provide a real time picture of maritime activity, these are not always being operated and monitored to their full capabilities therefore increasing risk to assets. In summary, ASCO's dedicated monitoring service ensures that ship platform collisions and threats to subsea infrastructure do not go undetected."



PETROFAC CONTRACT WIN

ASCO, has been contracted to provide logistics and supply base services for Phase One of a major development project in the Southern North Sea (SNS).

Awarded by Petrofac in line with its role as Well Operator for IOGs' development of the Southwark, Blythe and Elgood fields. The 20-month contract will see ASCO service the five-well development via its Great Yarmouth hub, from where quayside services including marine gas oil, water, storage, warehousing and CCU provision will be supplied.

Operating eight berths within Great Yarmouth harbour, ASCO's logistics capability includes shore-based services, storage and warehousing and environmental services in addition to the largest local transport fleet in the logistics sector.

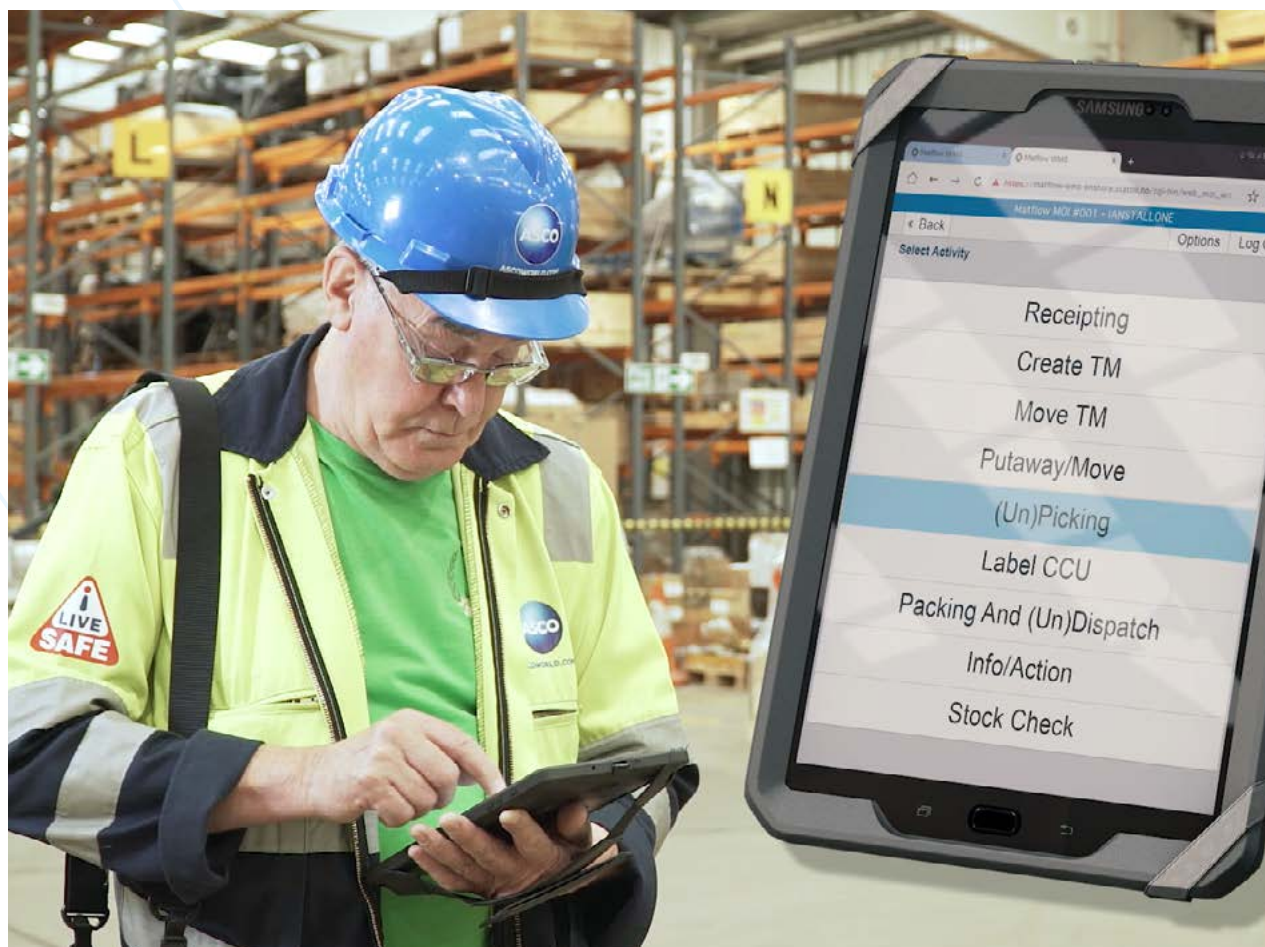
Discussing the contract award, Alisdair Duncan, ASCO General Manager, Great Yarmouth commented:

"We are delighted to continue consolidating our relationship with Petrofac, which spans more than a decade and we are particularly pleased to be playing an integral part in the development of a major project within the Southern North Sea. Securing such projects locally is critical to ensuring the longer-term sustainability of the supply chain in the Southern North Sea."

"ASCO's Great Yarmouth hub is strategically placed to provide flexible logistics and supply base services to customers active in the region, whilst our quayside location and 90-strong staff are renowned for optimising safe and efficient operations, whilst minimising environmental impact."



Great Yarmouth Supply Base



Real-time material visibility

Transforming Equinor's materials management

April 2021 marks 2 years since iLMS Track & Trace was implemented at Equinor, a multinational energy company, providing a unique digital solution to the energy industry, transforming materials management practice.

Working in collaboration with Equinor on a six-sigma approach, we completely rebuilt the business and process architecture for materials management both onshore and offshore, adopting the value adding principles from retail while meeting the specific needs of the energy industry to create a safer, leaner, better, and faster way of working.

Using an existing retail system, we extended and developed our iLMS Track & Trace for Oil and Gas. The iLMS Track & Trace is completely integrated into Equinor's ERP (Enterprise Resource Planning) system, providing greater operational functionality, live updating, increased usability, improved operational control and increased material visibility.

DRAMATICALLY REDUCED MATERIAL PROCESSING TIME






The results are striking; the warehouse deployment shows major improvements, with the time to complete a receipt reducing from 26 to 3 minutes. The iLMS Track & Trace platform is intuitive, quick to learn (staff training was complete in less than a day) and is easy to use as it eliminates the need for ERP systems. The solution instructs the users what to do and AI drives process control, resulting in improving work efficiency by over 80%. As the business processes were streamlined and formalised through the deployment of the solution, processing time was reduced, and personnel were able to focus on value adding activities. With the increased visibility and integrity of material supply, this has influenced our client's wider operation as material visibility allows greater planning accuracy and control.

BENEFITS TO OUR CLIENTS

From our experience, materials management plays a critical part in the running of operations. Delivering full material visibility, control and data about the materials consumption can save millions in inventory, capital spend, consumption, and it can drive up supply integrity. As well as reducing transaction costs for processing materials and contributing toward improving and sustaining higher offshore up times, the main benefits include:

- Full cradle to grave material traceability
- Improved control and process efficiency
- Enhanced safety management and controls
- Reduced client material consumption and capital spend
- Improved supplier integrity
- 70% improved end to end efficiency compared to industry peers
- The system is easy to use, mobile on a tablet and intuitive, reducing training from weeks to hours.
- The system drives up efficiency by a factor of four and reduces errors.
- No change in our client's IT infrastructure

PERFORMANCE BEFORE AND AFTER THE PROJECT SHOWS:

-  **88%** FASTER THAN PREVIOUS SAP RECEIPTING SYSTEM
-  PACKING TIME IMPROVED **85%**
-  CCU DISPATCH TIME REDUCED **54%**
-  KITTING MATERIAL **46%** FASTER
-  STOCK CHECKING **44%** FASTER

iLMS Track and Trace will facilitate a move away from the traditional energy supply chain model, adopting a modern retail model providing full end-to-end track and trace capabilities for operations, maintenance, production, projects and drilling. The new model will allow for real-time material visibility, control and process efficiency in a data and system driven process environment whilst lowering our operational footprint through efficiency.

Learn more on our case study [here](#).



SAFER, LEANER, BETTER AND FASTER WAY OF WORKING
SCAN QR CODE TO WATCH THE VIDEO

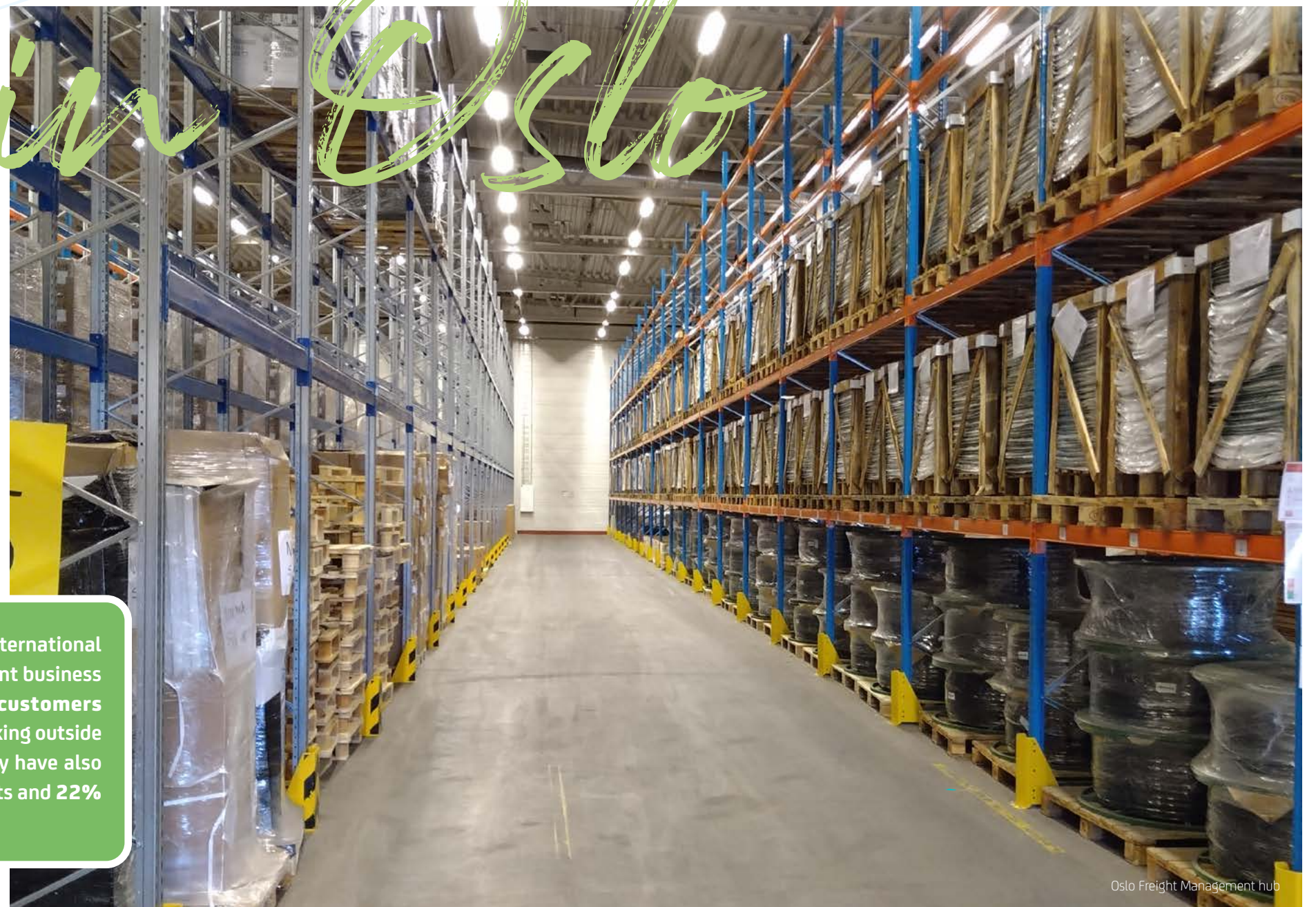
Strong and sustainable Growth

in Oslo

The Oslo hub was established in 2011 and focuses on third-party logistics (3PL) services, providing a number of services to a diverse range of customers, including:

- **Airfreight (IATA-approved agent/vendor)**
- **Sea freight**
- **Road/railroad transports services**
- **Crossdocking**
- **Storage and bonded Warehouse**
- **Customs Clearance (or Customs Services)**
- **Warehouse services**
- **Aircraft /vessel chartering**
- **24/7 service**

Servicing both domestic and international markets, the freight management business in Oslo supports over **300 customers** globally, with 99% of them working outside of the oil and gas industry. They have also seen a **30% growth** in shipments and **22% in revenue** since 2018.



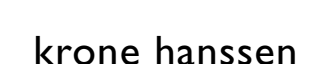
HOW DO WE MAKE A DIFFERENCE?

Our employees have extensive experience and competence within transportation and freight management services, however our ability to offer global coverage and full project management across the entire supply chain is key. What stands us apart is the way we follow the goods step by step through the transportation and delivery process and make sure goods are handled efficiently throughout this process. Having an operative warehouse is essential for crossdocking and storage, as we often need to collect and repack the cargo before sending it when we handle shipments by air, land or sea.

The market in Oslo is very competitive and price oriented with several major 3PL providers in the area. We are very proud of providing the same service level to all our clients regardless of their size. By delivering a high service level to all our clients,

we have built strong and long-term relationships with several customers who have become loyal, allowing us to achieve a strong reputation in the market.

An example is the long-term relationship built with our very first client, a global major clothing retailer. We started providing only freight management services and then expanded our offering and managed store relocating, rebranding, seasonal decoration projects and are integrated in our client new booking/ordering system. 2020 was a busy year, supporting them in their online selling and online returns operations, boosted by the COVID-19 pandemic.



Survey

results

make a
difference
2020
your opinion
matters

None of us could have foreseen the challenges we have faced the past year, nor the way that everyone has rallied together. Everything that you have done to support the business and each other is to be commended.

WE HEARD YOU – ACTIONS FOR 2021

In 2020 we committed to deliver a range of improvements based on your feedback to us in the 2019 Employee Survey. Despite Covid-19 most of these have been progressed and 2021 will see more improvement along with some additional plans to address areas of focus that remain a concern for you.

- We have undertaken a **full pay review** for the third year in succession.
- We committed to review our position on **hours of work** and **flexibility around working practices**. We are considering longer term plans to support flexible working arrangements.
- We committed to provide you with a forum to give your feedback throughout the year and launched the **Employee Suggestion Scheme** in March 2020.
- We committed to improve our safety performance. 2020 saw ASCO's **best safety performance in 10 years**. This is an accolade to everyone across the business and shows how seriously everyone in the business takes Safety. The survey results show for the third year in a row that this is the area where you are most satisfied. We must all be very careful however to make sure that we do not become complacent and that we all continue to maintain our high standards and to push to achieve Safety Excellence at all times. We will continue to focus on specific safety themes throughout 2021 and we have had 'Perfect Day' in April 2021 to mark World Health and Safety Day.



69% OF PARTICIPATION (919 PEOPLE)

OVERALL SATISFACTION ACROSS THE BUSINESS HAS IMPROVED BY **4%** FOR THE SECOND YEAR IN A ROW

- Environmental focus was important to so many of you, and you will be aware that we have added a third company obsession - **Sustainability**. **The Environmental Sustainability Policy** was created and signed by Peter France in February 2021
- Activity in this area involves and affects us all and we will be seeking your support to help deliver this critical objective. Your participation and involvement is sought and appreciated.

[VIEW THE FULL REPORT HERE.](#)

SATISFACTION LEVEL:



Employee Suggestion Portal

Update

The ASCO Employee Suggestion Portal has reached its first birthday! The portal provides an easy approach for all ASCO employees to make suggestions that could make beneficial changes across the company and has received nearly 100 suggestions since its launch. We are constantly looking to make beneficial changes for 2021.

So, what's new?



The ESP was launched in March 2020 and has now cemented itself as one of the main tools used to record employee suggestions. Since the launch, several flaws and improvements on the platform were highlighted to the Project Management Office (PMO) which have now been addressed to ensure the platform is quick and easy to use.

A new system

With a refreshed look, we have created an intuitive interface with additional fields to capture key information.

Employee Suggestion Steer Group

The PMO have joined forces with Group Innovations and ASCO Management to create the Employee Suggestion Steer Group. The Steer Group consists of a diverse pool of ASCO Employees from multiple operational and support functions such as the ASCO Efficiency Task Force, Warehousing, Transport, Business Development, Supply Chain, HSSEQ and Marketing to name a few. This Steer Group meets once a month and is chaired by the PMO. Suggestions received are allocated to the Steer Group for comment and review, before being taken forward and progressed by members of the Steer Group or the relevant team. The aim is to bring more transparency and clarity regarding the suggestion process.

Employee Suggestions Dashboard

The PMO and Group IT have also created an ESP Dashboard through Power BI that highlights key facts regarding the suggestions process. The dashboard includes the number of suggestions received, location of the submitters and progress of the suggestions, a snapshot of which will be available to view on our Employee Suggestions Sharepoint Site.

No idea is a bad idea!

We encourage employees to submit all types of suggestions as "no idea is a bad idea". We welcome all types of suggestions that can generate revenue or lead to potential savings and cost/process reductions to match our Project Dynamo and LEAN goals.

Visit the Employee Suggestions site on Connect **here** to learn more and submit a suggestion, or email a copy of your suggestion to Suggestions@ascoworld.com.

A rewards scheme has been put in place for a "Suggestion of the Month" which is selected at random to receive a prize of £50. Please see below winners so far:

January 2021 – Kelly Smith:

Suggestion: **Improvements to ASCO Integrated Management Systems (AIMS) templates.**

February 2021 – Paul Davidson:

Suggestion: **Introduction of ESP to transport electronic tablets.**

March 2021 – Natalie Jones:

Suggestion: **Improvement to current storage of key operational and finance information, through use of one database.**

Suggestion of the Month

Congratulations!

'Make a Difference' Awards

- Employee Recognition Scheme

The Make a Difference Awards are a chance for you to nominate your colleagues to receive recognition for their great work. Thank you for all of your nominations – the winners for Q4 2020 in each category are:



DUNCAN BELL
Quayside Manager in Peterhead

Duncan was nominated for his effective leadership through the pandemic, making sure that all staff across the base were kept up to date on safety requirements throughout the period.



THE COMMUNICATIONS AND GRAPHICS TEAM
in Aberdeen

The level of communication delivered by the team throughout the pandemic period has been unprecedented, with the team going above and beyond to make sure the quality and frequency of communications has been a high level so that everyone in the business has been kept up to date throughout these challenging times. Special mention to Kalina Zaton whose boundless enthusiasm and clear style have been the basis for many of the designs being issued.



JOE JONES
Materials Operative in Gt Yarmouth

Joe was nominated for going above and beyond. He will help anyone, with his hard work ensuring that processes run smoothly which is a benefit to his colleagues. He has been identified as a 'real asset to the business'.



ADAM RITCHIE
Warehouse Manager in Peterhead

Adam was nominated by various members of his team for his great communication throughout the period, ensuring that everyone knew what changes were coming into effect and understanding the impact on individuals, ensuring everyone was treated fairly.



LYNN DUNCAN
at Seletar

Lynn was nominated for her approach at work. She always reminds those coming on site of the rules in a fair and respectful manner, and goes the extra mile to support her colleagues and genuinely cares about their wellbeing.

If you feel a colleague or team deserve recognition please nominate them by clicking on 'Make a Difference Awards' on ASCO Connect, or send an email to nominations@ascoworld.com.

The winners are selected on a quarterly basis.

OTHER COLLEAGUES NOMINATED BY YOU WERE -

- ASCO Freight Management Operations Team
- ASCO South Base Shed 3 / Shed 2-4 Team
- Peterhead – backyard, packing yard and returns warehouse team
- Caitlin Inglis
- Clare Logan
- Gateway Warehouse team
- Gavin Burton
- Gordon Porter
- Jamie Buchan
- John Gordon
- Lisa Fraser
- Lorna Mitchell
- Mark Summers
- Natalie Atkinson
- Gt Yarmouth - Operations Support
- Rachel Hay
- Gt Yarmouth - Resource Controllers
- Shed 3 & 2/4 R&D / Warehousing Team
- Shed 3 Warehouse team
- SNS Industrial Service Department
- Tom Skinner
- Wayne Bannerman

Well done to you all – you are a credit to ASCO!

Virtual Learning Academy Awards

We are delighted to announce we won three Virtual Learning Academy (VLA) awards. The VLA is an education provider founded in 2011 offering Scottish professional and vocational qualifications through flexible and accessible learning methods.

Congratulations to Joel, Caitlin on their awards and thank you to everyone for your hard work over the past year which has allowed us to receive the Employer of the Year award.

EMPLOYER OF THE YEAR – ASCO

ASCO has seen many successful initiatives in the last year where employees remain at the heart of decisions. Some initiatives included safety campaigns initiated and owned by employees, our annual global staff survey, and a "thank you" day for all staff. Care packages were also issued to ASCO employees during the pandemic.

ASCO will continue to focus on topics such as training and development, health and wellbeing and diversity and inclusion. ASCO has a strong legacy due to our excellent teams who have ingrained the Company's values and obsessions into their daily working lives.



APPRENTICE OF THE YEAR – JOEL MURRAY

Joel Murray, 19, began his apprenticeship in 2019 on a SVQ Level 3 Logistics Operations Management course at ASCO's Peterhead supply base. In line with the ASCO Apprenticeship Programme, apprentices work across the business to gain experience of working in different areas of the logistics landscape. In Joel's case this began at goods-in, moving to client receipts, client inventory and then to shipping.

Adam Ritchie, Warehouse Manager, ASCO Peterhead, said: "Joel stood out, 100% because of his attitude, anything he was given to do he grasped, and wasn't afraid to ask questions. He takes everything on board, he'll take notes, follow up on projects, is always showing his interest, he really does offer a first-class service to clients." During his second stage working on a client team, Joel was put on the team for a new client and proved he had the right attitude and drive to deliver. Joel was producing reports for the client directly and coordinated the movement of stock material from one warehouse to another, and once complete gave the client a step-by-step explanation and run through of the process.

Email feedback from client: "Joel, this is an excellent email. Everything looks to be in good order & I am happy for the project to proceed... Good luck with the project & if you need any Fairfield support, please don't hesitate to contact either Richard or myself". Well done Joel!



SPECIAL RISING STAR – CAITLIN INGLIS

A special mention to Caitlin Inglis for the Rising Star Award, nominated by the VLA themselves, recognising her hard work throughout her apprenticeship programme!

Jamie McDonald, Group Supply Chain Manager commented: "Caitlin completed her SVQ in Business Administration in 2020, showing a great discipline and determination to complete the qualification. She was quick to then step forward for the management qualification which she has approached with similar enthusiasm and focus. To finish one and then make significant progress with the other, against the backdrop of covid upheaval over the last 12 months, is a great credit to her and this recognition from the VLA is well deserved." Cath Sutherland, Director at Virtual Learning Academy also commented: "Caitlin has produced excellent work throughout all the management units completed to date. She has also embraced Management techniques to assist with her work loads and used these to push back on additional duties that were added to her role. Always eager to learn and develop, I was very impressed with her attitude to the learning." Well done Caitlin!



A focus on career development

- Darleen Modeste

Darleen Modeste joined ASCO in 2011 as an Accounting Assistant at our Chaguaramas base in Trinidad. Over the past nine years, Darleen has worked through a number of positions within ASCO Trinidad including: Operations Foreman/Administration, Invoicing and Receivables Supervisor, Invoicing and Operations Support Team lead before progressing into her current position as Commercial Manager in October 2020.

Darleen is committed to professional development and personal growth, holding a BA degree in Business and Finance from Heriot Watt University in Edinburgh as well as a Project Management Certificate from the Trinidad School of Business and Computer Science among other certifications.

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

As Commercial Manager, I am responsible for Commercial, Supply Chain, and Business Development activities in Trinidad. The goal is to manage the delivery of enhanced customer relationships, profitability, and converting opportunities for new business growth in Trinidad and the region.

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

Besides having a supportive team who truly cares about my growth and development, it is always a focus to strike that work-life balance. I enjoy the process of negotiating and agreeing on contracts, minimising risks to the business, and ensuring that total value is extracted from contracts.

• TELL US A BIT ABOUT THE ASCO WORKING ENVIRONMENT

Our team is enthusiastic and focused on delivering the best service to our clients; we give our best every day, which keeps me going. I perform to my fullest potential in an environment where the team is supportive, positive, and empowering. And most importantly, we find the time to have a good old laugh through it all.

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

I am most proud of our safety culture which is unparalleled in Trinidad. From where I sit, the safety culture we have achieved is a result of joint individual and group efforts toward

changing values, attitudes, and goals towards HSSEQ. Coupled with proficient health and safety management, ASCO is set to not only create but sustain a culture underpinned by an obsession towards safety.

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

Over the years, I have gained a breadth of experience working at ASCO and am still learning. The knowledge gained in Operations

has been by far the most rewarding because I had the opportunity to learn and understand what we do. To date, the most valuable lessons learned, personally and professionally, have been on the job at ASCO, which I will carry with me for the rest of my life.



... and

Ole Kjetil Borsheim

Ole Kjetil Borsheim joined ASCO in early 2019 after gaining 11 years of logistics management experience from the Royal Norwegian Navy.

Starting out as Quayside Superintendent, Ole Kjetil was able to learn about the Oil and Gas industry working on tendering processes, holding operational meetings with our clients, while having the operational responsibility for the marine, quayside and backload operations and actively working to give clients the best possible service before moving to Operations Manager in March 2020.

In September 2020 Ole Kjetil progressed into his third position with ASCO as Freight Management Manager based in Tananger, Norway.



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

I currently work as a Manager for the Norwegian Freight Management. I love the role because it's so complex and diverse, and that my days are never the same.

In Freight Management we handle all aspects of customs, Freight Forwarding, transport and project logistics. We strive to deliver great service to our clients while having safety as our main priority. As a Manager my area of responsibility is very diverse. Safety, clients, tenders and economy are some of my day to day tasks. I'm very thankful that I have an excellent team. They know how to get the job done safely while keeping the service at the highest level.

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

One of the things that sets Freight Management apart from other departments is that we have a multi-role system. Every one of us is able to do other tasks than the ones we normally do. This is something I really appreciate because it makes us very resilient in times of change, and it also gives us great opportunities to learn and develop different sets of skills. Having many hats leads to a varied workday where no days are alike, and I find that very motivating. I also enjoy working

with so many different people and the special areas of expertise Freight has to offer.

• TELL US A BIT ABOUT THE ASCO WORKING ENVIRONMENT

I'm very proud of my Freight Management team here in Norway. They are positive, motivated and highly qualified. They know how to get the job done safely and ensures Service Delivery Excellence to all our clients every day. We help each other and work together as a team. I believe this makes us stronger, both by creating a safe, positive and efficient work environment and by giving our clients the best service possible.

Across all of my roles at ASCO, the same dedication and professionalism is reflected through the whole organisation. This tells me that ASCO is a great company that not only has highly qualified personnel but also has a great culture.

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

ASCO is a company with authentic values, and this is reflected in its culture. We have a very safe work environment because safety is such a high priority. ASCO takes care of their employees and there are always career development opportunities for the ones that are hardworking and that have desires to grow within the company. I believe that having a safe work environment where the employees are

seen and appreciated as individuals is a big part of why ASCO has so many highly skilled and dedicated employees. Which in turns gives us the opportunity to provide Service Excellence to our clients.

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

I have learned and evolved a lot since I joined ASCO two years ago. I started with no experience within the O&G sector, supply base operations or Freight Management. Through my relatively short career at ASCO, I have gained knowledge and experience which have helped me grow both as a person and as a leader.

• ANY COMMENTS ON YOUR CAREER DEVELOPMENT?

ASCO is a great company and I'm very thankful for the opportunities I have had to grow and evolve since I started my career at ASCO. When I resigned from the Norwegian Royal Navy, my hopes were to find an employer where my hard work and results would be valued. A place where I could grow and get new challenges as I evolved. The last couple of years have been filled with new knowledge and experience and I know ASCO supports my goals for the future. I'm proud to be a member of the ASCO family.

Insight from a new start

Gerard Rodriguez

Gerard started with ASCO in September 2020 and is based at our Chaguaramas site in Trinidad as a Control Room Operator.

"I have spent over 10 years in HSSEQ working both in upstream and downstream environments gaining a wealth of experience. While my role is not HSSEQ-driven, having that experience and in-depth knowledge has prepared me for the role, which I currently hold."

• WHAT ATTRACTED YOU TO ASCO?

Honestly, I love to learn and I wanted to try something new. The opportunity to work in a dynamic and diverse organisation which offers a lot of learning potential was too good not to accept.

• DESCRIBE YOUR ROLE?

As a control room operator and charge hand, I play an integral role in helping and supporting the operations team achieve its objectives.

• WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

The interactions I have with team members and clients provide me with multiple opportunities for rapport. The job itself is not mundane. Seeing all the moving parts come together for successful delivery to the client gives me a sense of job satisfaction.

• HOW WOULD YOU DESCRIBE ASCO IN A FEW WORDS?

I would say, progressive, inclusive and engaging.

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

ASCO's commitment to service excellence and its drive for continuous improvement through feedback from all stakeholders both internal and external, gives ASCO a competitive edge.

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

Once you are willing to invest the time, there are many roles within the company which allows you the flexibility to move from your entry position, learning different skill sets in the process.

• DESCRIBE THE ASCO CULTURE IN A FEW WORDS?

In my experience, ASCO fosters a positive and nurturing environment which supports and encourages personal growth in the workplace which makes me feel valued.

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

Of course, I live by this culture! Having entered ASCO with a background in HSSEQ, the various trainings I have completed since joining the team has put me in a better position to be of greater value to the team and adding to my overall sense of fulfilment.

• WHAT IN YOUR WORDS IS THE LEGACY OF ASCO?

ASCO's legacy stems from its obsession with service excellence and safety excellence in every aspect of the job from start to finish. This level of

attention to detail and cohesiveness, irrespective of the roles involved, will always work as an advantage no matter what market or where we operate.

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

As control room operator, I have the opportunity to educate all persons on hazards they may encounter when conducting various tasks. So by my very role, given my HSSEQ background, I encourage living by ASCO's safety obsession.

• DETAIL OF FURTHER LEARNING?

I am currently pursuing an advanced diploma in management and finance with the hope to move on to the master's program in Finance.



The week commencing March 1 2021 marked Scottish Apprenticeship Week where we were able to celebrate the apprentices across our industry. At ASCO, we are fully committed to positively engaging our workforce providing a safe, diverse and positive working environment for all to develop their skills and to nurture the next generation.

Across the business, ASCO has hired six apprentices in the last three years, with 36 existing employees also completing their Modern Apprenticeships since 2016. We currently have nine employees completing a Graduate Apprenticeship and have welcomed four apprentices this year despite COVID-19 challenges.

Joel Murray, Logistics Operations Management Apprentice and **Callum Forbes**, Senior Warehouse Operative told us about their roles at ASCO and their apprenticeships within the business:

Joel said;

"My role is to look after the shipping/inventory for 3 different clients that fall under the shared services team. I also have other general responsibilities such as forklift driving, housekeeping and following health and safety guidelines and procedures plus more."

Callum commented;

"I was attracted to the apprenticeship at ASCO as I was looking for something different and new, and this allowed me to get involved in the Oil and Gas industry. I currently work as part of ASCO for BP at their materials management warehouse in Dyce, Aberdeen."

We also spoke to a number of managers across the business and asked them about the importance of apprenticeships, see what **Adam Ritchie**, **Jamie McDonald** and **Tony Gonzalez** said below:

Adam Ritchie, Warehouse Manager;

"My former younger self missed out on the opportunity of an apprenticeship, and now I find myself being able to employ and assist with bringing in new apprentices to the workplace. As of today, I have been involved with 21 apprentices, guiding them on their career progression. I never get fed up of the question,

"Why?" If anything, I applaud it. Employing apprentices doesn't just give them the tools, knowledge, experience but it also has a big effect on the company, we are looking to build the next generation, if we nurture and guide them correctly, an apprentice can have a very successful career here at ASCO."

Jamie McDonald, Group Supply Chain Manager;

"I see apprenticeships as a great way to bring in the next generation of employees to the organisation and industry. It allows the individual to gain a combination of hands-on, practical experience coupled with a relevant, academic qualification. Working through and completing an apprenticeship requires organisation, discipline and motivation from the individual, which are all important qualities. From an organisation's perspective, it introduces individuals into the business who are typically enthusiastic and questioning in nature, and who through the program, will gain a solid, grassroots understanding of the business."

Tony Gonzalez, Deputy Materials Manager;

"16 years ago, I started my career as an apprentice with ASCO, the apprenticeship has set me on the right path and has allowed me to develop and progress my career. It is extremely rewarding to be able to mentor our next generation of apprentices. ASCO over the years has remained committed in developing our talent, we now have at least 5 graduate apprenticeships undertaking their Business Degrees at Robert Gordon University, and the knowledge and experience gained both personally and in the workplace is an extremely valuable asset to our business."



SCAN QR CODE
TO WATCH THE VIDEOS

A step into the unknown

Calum Macdonald

Calum Macdonald, from Aberdeen, Scotland was sourced by OBM, ASCO's recruitment agency and recently moved to Norway to take up a position at ASCO as Offshore Logistics Coordinator.

Read Calum's story to find out how the position came about and how he coped with moving to a new country below.



Name: *Calum Macdonald*
 Age: *29*
 Job title: *Offshore Logistics Coordinator*
 Likes: *Living a healthy lifestyle travel, hiking, golf, coffee.*



How my journey over the North Sea began...



The 6th hole at Cruden Bay golf course, Aberdeenshire, Scotland.

Monday 25th January 2021, a bright, winter's day in the North East of Scotland. The UK had been in lockdown since December 26th but fortunately we were allowed to exercise outside once a day. Scotland, with its own set of guidelines different to the rest of the UK, allowed golf to continue with restrictions. I had just finished the 6th hole when my phone rang. It was Keir Ferguson, a Senior Recruiter from OBM recruitment who I know for a number of years. He told me an exciting opportunity had arisen for work as an Offshore Logistics Coordinator in Norway. However, with the current COVID-19 situation it would be different to the usual offshore contract I had been used to in the past. I was immediately intrigued to hear more.

Mariusgenser interview

I was sent over further details of the role and it was exactly what I was looking for. An overseas contract, being able to educate and develop others, embrace a new culture and most notably, being actively involved in the future of the Energy supply chain. A week later, I looked out my best Mariusgenser (wooly jumper) and joined a Teams call with ASCO Norge which included the HR manager, Logistics Superintendent and Personnel Placement Coordinator. The team immediately made me feel relaxed, it was an informal interview with many insightful questions asked. It was clear that they were looking for the right personality, someone who is open minded, able to adapt to new cultures while bringing new ideas into the business. They also wanted to ensure that the role was right for me. I felt appreciated and valued. At this moment I knew that this was an opportunity I had to take.

Has Calum gone Crazy? Figuring out the logistics

I accepted the job offer and started the logistics involved in selling my house, moving to a new country, learning a new language and culture. For many this would be highly stressful in normal circumstances but throw in a global pandemic with restrictions on travel, numerous testing requirements and vigorous quarantine regulations, and some would think I was going mad. "Are you crazy Cal?" my best friend Craig said in shock when I told him my plans. I responded by saying that in ten years from now, I want to say I have made a difference,

that I chose my life, I did not settle for it.

Inger Lise, ASCO Norway HR Manager, was on hand at every step of the process to assist me in getting all the required documents and permits to work in Norway. As you can imagine the checks at borders are very strict during these times. It took nearly two hours from landing at Sola airport to arriving at my hotel! Ten days quarantine let me recharge after what was an intense two weeks, and it gave me time to continue my Norwegian lessons, as well as starting some online courses via ASCO training portal. It also allowed me to reflect on the past year, how COVID-19 has changed us all and the new chapter in my life ahead.

Why ASCO Norge?

Norway is a country I have always admired. Anyone who works in Oil & Gas knows about Norway and its history, with its emphasis on best practice and continuous improvement, making it a leader in the industry. I have worked in Oil & Gas logistics for over 10 years. Although improvements in technology have been implemented in the UKCS, it frustrates me how many old school processes there are in comparison to its North Sea neighbour. In a billion-dollar industry, why are we still working with excel spreadsheets and paper manifests? We have intelligent software technology that allows us to be accurate, efficient and cost effective. Why can't this be implemented while delivering safe results?

Norway is much more than a leader in Energy. It is a nation always giving back to its people. Their way of life shows what truly matters, and why year on year Norway is in the top 10 happiest nations in the world. Emphasis on family is important with a work/life balance being integral to one's life. Using time at work to be efficient yet productive, means most of the day is spent with family and friends. A complete contrast to the UK.

Living a healthy and active lifestyle, surrounded by the most majestic landscape means nearly everyone enjoys getting outdoors and being Friluftsliv - to connect with nature by simply being in nature. This sets you free from your intrusive and anxious thoughts. Above all else, the people of Norway are calmer, less stressed and enjoy the small things in life. Being in their hytte (small house), surrounded by family, friends and nature, - add in tacos and fresh coffee and you have my perfect weekend!

Calum

Social life at ASCO



FIKA COFFEE BREAK

FIKA is Swedish for "a Coffee and Cake Break" and in many offices and workplaces throughout Sweden, FIKA is part of their daily routine. It is when colleagues meet up and have a 20-30 min coffee break and chat. Caitlin Inglis, Trainee Buyer, Debbie Scott, Training, Development & Competence Focal Point and Lorna Mitchell, Group HSSEQ Supervisor wanted to bring the tradition to ASCO. The FIKA breaks will be held on a monthly basis with a different theme each meeting, topics can include movie recommendations, sports, and more. If you would like to hold a meeting in your area or would like any more information, please get in touch by emailing FIKA@ascoworld.com.



NEW YEAR NEW YOU CHALLENGE

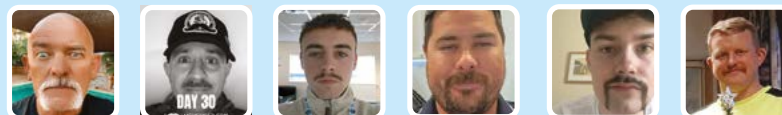
Well done to everyone who took part in the New Year, New You challenge!

Across January you committed to keeping fit and healthy through drinking less alcohol, eating more fruit, veg and healthy snacks and exercising daily. We hope you have all built some healthy habits and are inspired to keep some of them going throughout the year. Fantastic efforts from all of you!



In November we managed to raise an outstanding total of **£3,306** globally across all of our teams and individuals for Movember! All of the donations made to the Movember initiative are working towards changing the face of men's health.

- Moustache Gallery -



- Mo Sistas -



WORLD CANCER DAY BBQ IN AUSTRALIA



The Australia teams recently held Lunch & Learn BBQ's across the Darwin, Dampier and Perth locations after World Cancer Day on February 4th. The sessions were focused on raising awareness on World Cancer Day as well as helping to raise money for the charity, Cancer Council. **The teams collectively raised an amazing \$245.50 (£136)!**

GV RAFFLE WINNERS

The Great Yarmouth Lifestyle team held an Easter Hamper raffle, raising money for their chosen charity CARE. CARE (Canine Aid Rescue & Ethology) is a small, family run, non-profit dog rescue centre who are based in Gorleston, Great Yarmouth which is dedicated to the rescue and rehoming of dogs in the Norfolk, Suffolk and northern Cambridge areas. The chocolatey Easter hampers sold **118 tickets in total, raising a respectable £163 in total for CARE.** Thank you to everyone involved!



DONATION FOR CHILDREN IN NORWAY



ASCO Norway recently sponsored Håja Kindergarten with reflective vests. Håja is one of the several kindergartens the team donate vests to.

Due to the long period of complete darkness in the north, it is important that the children are visible when they are outside the kindergarten on an expedition. The Norway team know the importance of being visible in their daily operations and are happy to help ensure the same for the children at the kindergarten.

TRINIDAD HOSTED KITE BUILDING CONTEST



Some of the team in Trinidad recently arranged a kite building contest at the Granwood site to help bring in some teamwork and healthy competition! Around 21 people took part and the contest included individual and teams and everyone had to build their own kite completely from scratch. There were a number of winners which are included below, each winner received a trophy and a voucher for TGI Fridays. Well done to everyone involved!

TRINIDAD TEAM SHOW SUPPORT FOR WORLD DOWN SYNDROME DAY



In Trinidad, the HR and HSSEQ departments wanted to encourage everyone to support World Down Syndrome Day on 21st March and contribute to a single global voice for advocating for the rights, inclusion and wellbeing of people with Down syndrome. The team took part in the Lots Of Socks challenge where you're encouraged to wear socks that will get you noticed whether that be mismatched socks or the craziest pair you own. This challenge lasted the full week from Mon 15th March with an external team choosing the winner of the best socks at the end of the week!

Congratulations to the Winner of craziest socks of the week, Darleen Modeste, Commercial Manager!

KILT WALK



ASCO Lifestyle in Aberdeen and Peterhead took part in Scotland's Virtual Kiltwalk 2021 to raise money for their chosen charities, Mental Health Aberdeen and Shirley's Space. The Kiltwalk is a fundraising walk held across Scotland each year where teams and individuals can raise money for chosen charities by taking part in a walk of their choice. As this year was virtual, the duration was to be completed individually at home in your local area. The Lifestyle team managed to raise an amazing total of £1,580 for Mental Health Aberdeen and £325 for Shirley's Space! Thanks to everyone who took part and donated!

PHOTO COMPETITION



We know there are many great sites across our ASCO locations and we want to share them! We have decided to hold a photography competition which will run from now until September 30th 2020. All of the photos sent in will be reviewed and twelve winners will be chosen. **Their photos will be**

included in ASCO's 2022 calendar as well as shared on our website and social media! If you capture a photo on one of our bases that you'd like to include, please send this over to marketing@ascoworld.com with a short caption and we will add this to the competition entries. All photos should be in a landscape format. We can't wait to see what you come up with!

Please note: By sending in the images, you are giving ASCO the permission to use these externally as part of future marketing campaigns.

Meet the Team

Trinidad Operations

Say hello to some members of our Operational Team based in Trinidad, the team is a close-family - tight, well structured, flexible, integrated and competent.

WHAT CAN THEY DO FOR YOU?

We ensure the highest levels of 'control of work' on all sites (we have seven!) and the highest possible level of 'sites integrity' to assure day-to-day operations continue safely. We manage the short-term and immediate vessel scheduling for our clients optimising on their cost through rigorous planning and communication with all stakeholders. We also handle the materials management and materials inventories for our clients. All this achieved with the great support from the Finance, Commercial, HR and HSSEQ teams.

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

MATERIALS TEAM LEAD

Kriston Fortune

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

I manage material storage and transactions from the land to the sea.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

I would be a wolf.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Humility.

WHERE DO YOU FEEL THE HAPPIEST?

At home.

WHAT IS YOUR BEST ACHIEVEMENT?

As instructed by God: "be fruitful and multiply"; fulfilling my dream of having a Family (wife and two kids).

YOUR FAVOURITE HOBBY?

Playing football.

SUMMARISE YOURSELF IN ONE WORD.

Humble.

FACILITIES SUPERVISOR

Roger Martins

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

I make sure the place looks pretty and everything is working properly, and I buy new shiny things to make everybody happy.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

My wife's dogs, they are treated much better than I.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Ability to have a good laugh every day.

WHERE DO YOU FEEL THE HAPPIEST?

Home with my family and on vacation.

WHAT IS YOUR BEST ACHIEVEMENT?

My two daughters.

YOUR FAVOURITE HOBBY?

Football, my daughter is named Chelsea after my favourite team.

SUMMARISE YOURSELF IN ONE WORD.

Enjoying every day of my second chance in life.

VESSEL SCHEDULER (ASSIGNED TO SHELL)

Devon Wallcott

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

I pack boats and make sure they get to their destination on time.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

Eagle.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Optimistic.

WHERE DO YOU FEEL THE HAPPIEST?

On the streets Carnival Monday & Tuesday in Trinidad & Tobago.

WHAT IS YOUR BEST ACHIEVEMENT?

My son.

YOUR FAVOURITE HOBBY?

Cooking.

SUMMARISE YOURSELF IN ONE WORD.

Caring.

CHARGEHAND

Kelene Arjoon

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

I supervise ships being loaded and offloaded with big equipment like cranes and forklifts to send cargo needed to go offshore.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

Leatherback turtle - tough on the exterior, kind and soft on the inside and rare.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Integrity.

WHERE DO YOU FEEL THE HAPPIEST?

At home with my son.

WHAT IS YOUR BEST ACHIEVEMENT?

Completing a Master's of Science (MSc) degree in Occupational and Environmental Health and Safety; having work commitments, parenting and hours of traffic to get to school... it's a great achievement for me.

YOUR FAVOURITE HOBBY?

Hiking.

SUMMARISE YOURSELF IN ONE WORD.

Superwoman.



WAREHOUSE ATTENDANT (ASSIGNED TO SHELL)

Brandon Brassington

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

I am responsible for servicing the warehouse.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

I would be a bald eagle.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Honesty.

WHERE DO YOU FEEL THE HAPPIEST?

I feel the happiest working at ASCO.

WHAT IS YOUR BEST ACHIEVEMENT?

Having to work in the energy sector makes you become more aware of the dangers, risks and hazards surrounding your daily, regular task.

YOUR FAVOURITE HOBBY?

My favourite hobby is football!

SUMMARISE YOURSELF IN ONE WORD.

Simplicity.



SHORE BASE TEAM LEAD

Jewan Maraj

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

My job is to help organize a huge job into smaller jobs and telling particular groups of persons employed with ASCO what they are responsible for every day. Also making sure they do it safely and on time.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

If I were an animal, I would've been an eagle so that I could fly high feeling free and having the best view.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

I value dedication. It makes my family life and job much easier.

WHERE DO YOU FEEL THE HAPPIEST?

I'm most happy in the company of my family especially my kids. They are a reminder of what's most important and I can be silly with them.

WHAT IS YOUR BEST ACHIEVEMENT?

My greatest achievement is the life that I have now. Solidifying a great job, my own home and an amazing family.

YOUR FAVOURITE HOBBY?

My favourite hobby would be family excursions and road trips.

SUMMARISE YOURSELF IN ONE WORD.

Humble.



LOGISTICS COORDINATOR (ASSIGNED TO TOTAL)

Sheldon Mohammed



DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

My job requires me to fill a boat with a mix of toys and tools that is needed to dig a deep hole under the seabed, much like you packing your buckets with tools to dig holes and make sandcastle at the beach!

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

A doberman dog.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Integrity.

WHERE DO YOU FEEL THE HAPPIEST?

At home with my family.

WHAT IS YOUR BEST ACHIEVEMENT?

Successfully scoping, planning, resourcing, executing and closing out of the De Novo Energy 2018, 3-well development project which Asco Trinidad provided logistics support.

YOUR FAVOURITE HOBBY?

4x4 off-road trailing and football

SUMMARISE YOURSELF IN ONE WORD.

Easy-going.

CHARGEHAND / ILMS

Nicholas Thomas



DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

I am responsible for supervising any activity on my shift.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

I would be a wolf (complex and highly intelligent)

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Loyalty.

WHERE DO YOU FEEL THE HAPPIEST?

With my kids.

WHAT IS YOUR BEST ACHIEVEMENT?

I'm quite proud of who I am and the positive impact I intend to leave in this world.

YOUR FAVOURITE HOBBY?

Cycling.

SUMMARISE YOURSELF IN ONE WORD.

Ambitious.

CHARGEHAND

Russel Thompson



DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD

Supervise operations ensuring everyone works safe so they could return home safely.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

A Lion (Protective and strong).

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Kindness (especially when displayed towards humanity).

WHERE DO YOU FEEL THE HAPPIEST?

Spending time with my kids.

WHAT IS YOUR BEST ACHIEVEMENT?

Transitioning from a rigger to a supervisor.

YOUR FAVOURITE HOBBY?

Diving.

SUMMARISE YOURSELF IN ONE WORD.

Humble.

Promoting ASCO

What is ASCO Lifestyle?



ASCO Giving

The ASCO Giving branch focuses on supporting charitable organisations close to the hearts of ASCO employees by:

- Identifying one primary charity each year (the "nominated charity")
- Managing ad-hoc charity requests

Being the focal point for employee sponsorship requests.

ASCO Community

The community branch aims to build strong relationships between ASCO families, partner organisations and local communities by organising events that encourage participation by all.

ASCO Support

The employee support branch focuses on providing ASCO employees with support in times of need. They confidentially manage internal requests and identify appropriate support. Beneficiary support is provided via nominations from within the ASCO workforce.

DONATION APPRECIATION FROM LOCAL CHARITIES

We received appreciation from some of the charities that ASCO donated to over the festive period which you can read below:

Instant Neighbour Donations



Susan Cheyne, Business Development Manager at Instant Neighbour got in touch regarding ASCO's donations, *"We are a small charity that relies on the support of the community to allow us to continue to provide 'real help today, hope for tomorrow' and donations such as yours will help us to continue to be able to offer support to vulnerable people here in the North East during this very challenging and uncertain time!"*

Strawberry Bank Peterhead, Hanover Scotland Housing Association Donations



Roberta McGregor, Sheltered Housing Manager at Strawberry Bank Peterhead commented, *"On behalf of Staff and Tenants at Strawberry Bank we would like to thank the Workforce at ASCO for the most generous Hamper and sweets that we were sent."*



Lifestyle team make Norfolk City Council Donations

Carol Manning, Head of Service for Family Support in North Norfolk said, *"I just want to say a big thank you for your really kind donation of food and drink supplies for our families."*

A heartfelt thank you from us all in Family support and I am sure our families too!"

Home Start Aberdeenshire Donations



Melinda Stewart, Senior Coordinator at Home Start said, *"I am writing on behalf of Home-Start North East Aberdeenshire, to thank you very much indeed for the amazingly generous donation of £1500 which you sent to us. Your donation really has made a positive start to the year for us. So again, thank you very much."*

My Golden Callin Abused and Battered Women Ministry, "Back to School" Distribution Drive



Jackman Archer, Chief Executive Officer commented, *"We would once again like to thank ASCO for all your help that made a successful distribution for both our Christmas hampers which were carded on the 19th December*

2020 where we able to help 150 families and treat 100 children. Also our back to school distribution was on the 9th January 2021 where we were able to help 175 children with stationery and school supplies."

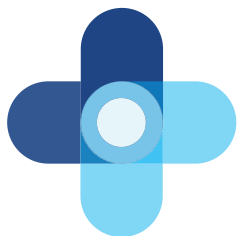


EMPLOYEE ASSISTANCE PROGRAMME

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**.