



# 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,

This edition of the ASCO magazine is full of interesting articles that capture the exciting and broad activities of the Group in 2021. However, there is a lot more information that we want to share with you, and so we are currently making plans for our next round of company Town Halls and I look forward to sharing further details regarding our 2021 performance and our plans for 2022 at these meetings.

We had a very positive end to the year and start of 2022 in relation to new contract awards and extensions of existing contracts. This shows that our strategy of proactively selling our services and strengthening our business development and sales organisation is having a positive effect. It is especially pleasing to see contract wins in the Renewables and New Energy sectors.

As part of our organisational transformation in the UK, we have seen the commencement of the Operations Control Centre (OCC), and it has been wonderful to see its continued development over recent months and I would like to thank the team that have managed the build out and the colleagues who have embraced this new way of working.

Our Sustainability journey continues to gather pace and I am sure that the enthusiasm of the committee will deliver long lasting benefits to our colleagues, communities, stakeholders and ultimately, the planet. Please do let Thuy-Tien Le Guen Dang know if you would like to play a part on this journey, as I am sure that she would welcome further participation. We have a clear strategy that we now need to execute if we are to achieve our decarbonisation targets.

Every week I receive a report detailing external commendations that our colleagues have received from our customers, and it is pleasing to see our fundamental obsessions of safety and service excellence and sustainability being put into action and not just words. You will see in the magazine some examples of commendations we have received, and I just want to thank each of you for the important role you play in making ASCO the supplier of choice for our customers. It is also worth pointing out the fantastic achievement of 11 years LTI free at our ASCO TotalEnergies Gateway warehouse.

We continue to recognise and celebrate the quarterly Make a Difference awards where individuals are nominated by their peers for positive contribution to the Group, and I would like to congratulate all the winners, and those who were nominated, that are listed in this magazine. We also recognise the contribution of staff that have received long service awards during the year, and those just starting out in their careers as apprentices or as part of the graduate programme.

Social and community engagement activities have been more difficult to arrange due to the on-going pandemic, but I am pleased to see that certain events have still managed to go ahead, and I look forward to seeing even more events in the next magazine as we continue to act as a responsible company and support those that are less fortunate than ourselves while looking after our planet.

Finally, a word on COVID-19. It is likely that we will have to deal with new variants and yearly outbreaks for many years to come and therefore I encourage all of you, that are able, to get vaccinated so that we can beat this pandemic together.

Peter France  
Group CEO

### 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)

# 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.

### POP-UP VACCINATION CENTRE

ASCO successfully organised a pop-up vaccination centre in collaboration with the NHS at its Pointlaw facility in Aberdeen in May and July.

The centre was a great success, arranged by NHS Grampian, who worked with the ASCO team to organise and coordinate the vaccination campaign. Two pop-up centres were arranged to allow those who had their first dose in May to get their second dose in July, alongside any others who needed their first or second dose. The two NHS nurses on site on both days were able to administer the COVID-19 vaccine to a total of 75 employees at the first pop-up and 64 at the second. Thank you to the NHS staff for all of your support in keeping our workforce safe. Read the full story [here](#).



### TOTAL GATEWAY LTI ACHIEVEMENT

Total Gateway, a warehouse supported by ASCO on behalf of its client TotalEnergies in Aberdeen, reached an outstanding 11 years without any Lost Time Incidents (LTI) in May.

ASCO worked with Total supporting warehouse operations since 2009. Steve Mitchell, Group Operations and HSSEQ Director at ASCO said, "Congratulations! 11 years without an LTI is a fantastic achievement, well done to TEP UK, the ASCO team and all the other service suppliers represented at the Total Gateway Warehouse."

### MANATOKAN CHALLENGES COMPLACENCY

During a discussion on complacency in the daily toolbox talk at the Cenovus Energy site in Foster Creek, Alberta, Canada, Manatokan Field Supervisor, Deon Cole suggested an innovative safety initiative for all employees.

Deon requested all workers to submit a SID (Service Improvement Document) under the complacency category. Within this document the team could highlight areas where they felt themselves becoming complacent - or areas in which they were at risk of becoming complacent - during daily tasks. So far there has been 100% participation within the team. Well done to Deon and the team for your commitment.

### ISO 9001, 14001 AND 45001 CERTIFICATIONS

After the successful completion of a 34-day global audit of the ASCO Integrated Management System (AIMS) in April by Lloyds Register, ASCO have achieved recertification to ISO 9001, 14001 and 45001.



This recertification is vitally important to the business and demonstrates that we are firmly on the right path towards achieving our fundamental obsessions of Safety Excellence, Service Excellence and Sustainability. Access the updated certificate [here](#).

### ASCO WORK INSTRUCTION

To improve our approach to the safe planning and execution of work, we introduced an ASCO Work Instruction as part of our Integrated Management System.



Aligned with our obsession of Safety Excellence, there is real value in the addition of a work instruction to assist all departments in the continued safe execution of our operations. The Work Instruction template can be accessed on AIMS [here](#) under HSSEQ > Templates.

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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.

#### Production Team:

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# Make every day a Perfect Day

On the 28th of April last year, we launched our Perfect Day with a focus on achieving zero service failures, zero injuries (or incidents) and zero environmental incidents, and we take this opportunity to thank you all for your hard work and participation into making the day a success.

This article highlights all the hard work and effort deployed to prepare for this event, showing full commitment to our obsessions of Safety Excellence, Service Excellence and Sustainability.

The principle to remember is that If we can achieve one perfect day, we can make every day a perfect day, where everyone returns home safe.

We are looking forward to launching another perfect day in the next quarter to embed this principle and engage with our teams, reinforcing our commitment towards our fundamental obsessions.



## PERFECT DAY

### OUR PERFECT DAY AT ASCO CONSISTED OF:

ZERO SERVICE FAILURES

ZERO INJURIES OR INCIDENTS

ZERO ENVIRONMENTAL INCIDENTS

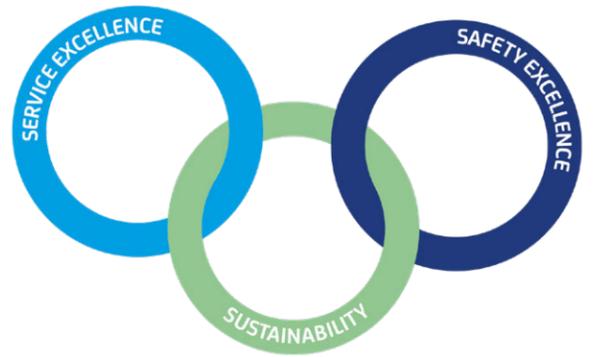
And all of our employees returned home safe in the same condition in which they arrived!



- PRE-EVENT PREPARATION**
  - Workforce engagement with employees sharing knowledge and ideas on how to make a perfect day
  - Presentations with Task Based Risk Assessment (TBRA) content to give details on what a Perfect Day should look like indoor and outdoor
- ON THE DAY**
  - Tool Box Talks
  - Perfect Day objectives delivered by HSSEQ and operational Managers
  - High presence of leadership members throughout the day, on site to support the initiative
- Lunch and Learn**
  - National Day of Mourning, staff paused to remember those lost to OHS accidents & illness
  - Safety quiz to check staff knowledge of AIMS, GOPs, and Provincial OHS requirements
- Safety Awareness Activities**
  - Hazard spotting exercise
  - My Commitment to Safety initiatives (where staff 'take the pledge' by signing a 'Commitment to Safety' poster)



an incredible level of engagement



# Service Excellence

## Operations Control Centre

*Live*

Located within our Aberdeen headquarters, the data-driven Operations Control Centre (OCC) has been live since September 2021.

Connected to our iLMS system, the OCC improves planning and visibility and ultimately drives efficiency. The centre is managed by our team of experts and will eventually collocate our Planning & Control, Transport, CCU, Aviation, Marine, Resourcing, Operations Control and Shipping teams who manage operations both in the UK and overseas.

The OCC model design was set up to support our fundamental obsessions of Safety Excellence, Service Excellence and Sustainability, along with our four strategic drivers: Customer-centric, strong and sustainable growth and modernisation, focused digitalisation and employer of choice.

The result is now an agile delivery approach with workflows that are capable of improving business performance and enhancing the customer experience.

**Data-driven Operations Control Centre improves planning and visibility and ultimately drives efficiencies.**

**Delivering transformational change through our leading systems**

**iLMS**

Logistics management, integrated.

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 Joe Holland - SNS Waste Management*

I would like to express my thanks to Joe at the Waste Transfer Station, for his excellent efforts in trying to help me resolve an issue, which I had during my recent visit to the Leman Alpha platform. Furthermore, he was only too willing to help and was happy to continue assisting until the issue was resolved. Thank you, Joe.

From: 

*To Eann McIntosh, Lynsey MacKay and Graham - Scrabster Team*

Eann, Lynsey, Graham, I also want to pass on a huge thanks to all of you for supporting and delivering an excellent service for BP over the last few days via Scrabster, I am aware of only some of the additional work you all had to do behind the scenes to meet BPs requirements for re-securing the hoses etc and I know you don't have a "magic" cupboard in your office that you can just pull whatever is required, it really was great support from you all and please be assured it has been well noted. Again a huge thanks to you all and please pass this on to everyone within your teams who were involved.

From: 

*To James Strachan - Peterhead*

How well James Strachan has performed for us during the most busy period of the project, and not to mention throughout. The Buzzard Phase 2 module hookup and wider shutdown has been an extremely challenging period of time, he has dealt with the constantly changing priorities very well and played a huge part in making sure that all of the required material has made it out in time. He's 100% committed and is an asset to Asco.

From: 

*To Odjell team - Taranger*

I would like to convey that we in the Odjell project department on board the Deepsea Nordkapp are brilliantly satisfied with the service and follow-up we receive from you ashore. We have had a couple of unfortunate deliveries to the base where equipment is delivered without lifting arrangements and expired certificates. And when delivery is Friday afternoon, it can quickly lead to delayed shipping, it is far from normal that we are then immediately notified, and that base personnel begin to solve this on their own initiative as their personnel have done for us. Therefore it is appropriate that you praise those involved! Keep up the good work!

From: 

*To AFM UK*

FPF1 required an emergency upman to support Production Critical Operations. In addition to the upman, we also required numerous items of freight to be despatched which unfortunately was an unknown and moving target which meant we were unable to confirm exact details or delivery timings. (...) Due to the ASCO person on duties' support, we were able to get the freight out ahead of schedule, which will assist FPF1 in returning to production at the earliest opportunity. On behalf of the FPF1 team, please can you pass on our sincere thanks to ASCO for this excellent support.

From: 

*To Norway Aviation Team*

AkerBP created a video to honour the ASCO Norway Aviation team, explained by Majda Billa, Team Leader for Aviation, which can be viewed [here](#).

From: 

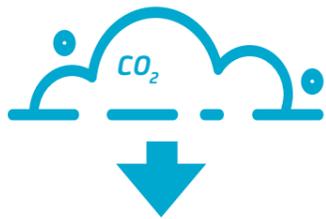
# Sustainability

## Our decarbonisation roadmap

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, shaping a low carbon supply chain in line with the energy transition. Along with Safety and Service Excellence, Sustainability is one of our fundamental obsessions.

### Net Zero Greenhouse Gas Emissions by 2040



### Protect our Natural Resources (Water Usage)



### Zero Waste to Landfill



To become a net zero Green House Gas emissions business by 2040, protect our natural resources and eliminate waste, we have committed to assessing everything we do under a sustainable framework; the ASCO Environmental Management Policy (available to view [here](#)).

## ENVIRONMENTAL SUSTAINABILITY COMMITTEE

An Environmental Sustainability Committee (ESC) was established in 2021 to drive our decarbonisation roadmap using the principles of increasing efficiency, eliminating waste and transitioning to low carbon solution alternatives.

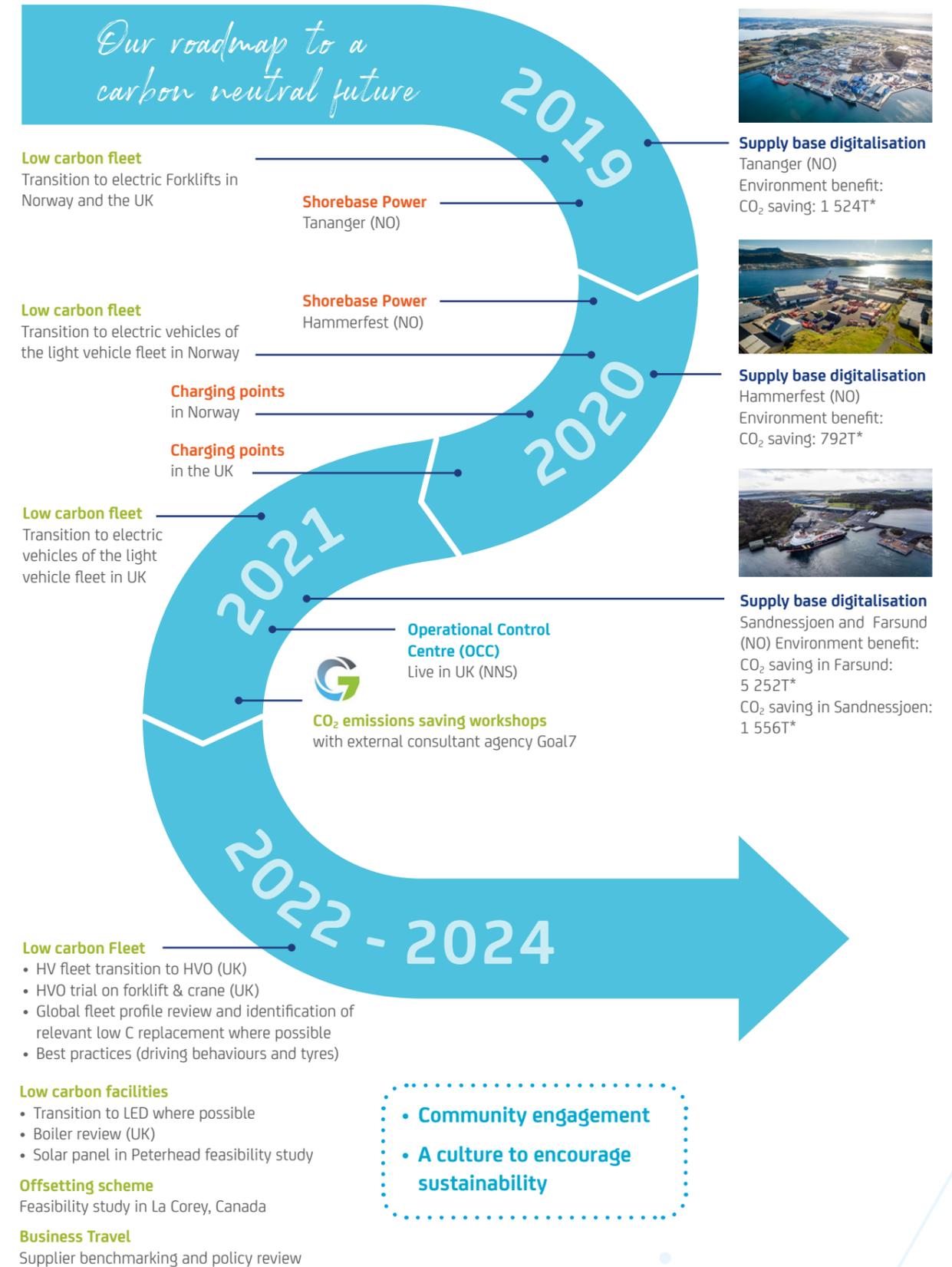
Our decarbonisation strategy is divided into the following strategic streams:

- Net zero Greenhouse Gas Emissions (CO2 emission reduction in scope 1, 2 and 3)
- Environmental improvement of our operations (water usage and waste management)
- Data quality and availability
- Work practice review
- Sustainable procurement
- Sustainability Culture
- Community engagement

Please share any ideas or initiatives through the ESP portal [here](#) or contact any member of the committee should you wish to support any initiatives.



## CARBON EMISSIONS SAVING INITIATIVES



# Update Employee Suggestion Portal

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 2022.

## 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](mailto: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!

# Events

## STAVANGER CLEAN ENERGY TRANSITION SUMMIT — AUGUST 2021

SEC 2021



Kristian Meling, Chief Digital Officer and Kenneth Mikalsen, HSSEQ Manager attended the Stavanger Energy Conference on the 26th and 27th of August. This year focused on "Business opportunities within the clean energy transition". The event hosted 200 exhibitors and around 15,000 delegates across the two days.

## DECOM LIVE SEPTEMBER 2021

DECOM Live @



Decom experts Chris Lloyd, Head of Environmental and Decommissioning and Simon Turner, UK Sales Manager - Environmental Services & Decommissioning exhibited at the Decom Live event on the 2nd and 3rd of September which was one of the first in person events in Aberdeen, held at Aberdeen Quayside. The event allowed companies the chance to network, showcase and connect with the late life and decommissioning community.

## SEAAOC OCTOBER 2021

SEAAOC SOUTH EAST ASIA AUSTRALIA OFFSHORE & ONSHORE CONFERENCE

James Stuart, ASCO CEO, Australasia and Kylie Arnel, Marine Supply Base Manager exhibited at the South East Asia Australia Offshore & Onshore (SEAAOC) conference in Darwin, Australia on the 27th and 28th of October. SEAAOC brings together major players involved within Australasia's oil, gas and petroleum industries and this year's conference included a focus on the energy transition and the role that the oil and gas sector will play.



## ETIDEX OCTOBER 2021

ETIDEX Energy Transition Idea Exchange

ASCO attended the virtual Energy Voice event, ETIDEX on 28 October. The event brought together some of the leading voices in the energy transition debate, with panellists presenting their vision for the transition while exchanging ideas. ASCO's Group Sustainability and Marketing Manager, Thuy-Tien Le Guen Dang spoke during Session 3 on the Supply Chain in Transition.

## OWNE DECEMBER 2021

OWNE Offshore Wind North East 2021



Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager and Simon Turner, UK Sales Manager - Environmental Services & Decommissioning exhibited at the Offshore Wind North East (OWNE) event at the Beacon of Light facility in Sunderland, North East England on the 1st and 2nd December. The event explored themes and opportunities within the offshore wind sector, hosting discussions on how we engage going forward.

## MSGBC OIL, GAS & POWER DECEMBER 2021

MSGBC DAKAR OIL, GAS & POWER 2021



Alisdair Duncan, Country Manager ASCO Senegal and Yann-Anthony Tchiemigni, Deputy Country Manager exhibited at the MSGBC Oil, Gas & Power event in Dakar, Senegal on the 16th and 17th December. The conference focused on enhancing regional partnerships, spurring investment and development in the oil, gas and power sectors.

# Successes

## TRIPLE SNS CONTRACT WIN

ASCO has announced the award of three major contracts, which will be serviced via its Southern North Sea (SNS) base in Great Yarmouth.

The company has secured a three-year contract extension with an SNS-based operator, for the provision of marine base services, including quayside, logistics, waste management and marine gas oil (MGO). Consolidating another long-term relationship, a five-year waste management and industrial services contract has also been awarded by a major IOG operator.

Commenting on both contract wins, Chris Lloyd, Head of Environmental Services and Decommissioning said:

“These are significant projects to be involved in and we look forward to delivering our cost-effective multi-disciplined services, with sustainability at the top of the agenda as we transition to low carbon solutions and progress towards our goal of net zero carbon emissions by 2040.”

ASCO has also embarked upon a new relationship with THREE60 Energy Group, as the company's operations service line awards ASCO a two-year contract for the provision of quayside, MGO and waste management services in support of Schooner and Ketch asset production.

Alisdair Duncan, General Manager of ASCO's Great Yarmouth base said:

“It is really encouraging to see new entrants to the SNS recognising the support and benefits that the existing local oil and gas infrastructure can bring to their operations.”



Great Yarmouth Supply Base

## ASCO AWARDED TWO 5-YEAR CONTRACTS WITH MITSUI E&P AUSTRALIA

ASCO, has been awarded two, 5-year contracts with Mitsui E&P Australia (MEPAU) for logistics & storage and camp management provision to support the Stage 2 development drilling campaign in 2022, as an integral element of the Waitsia gas field project.



ASCO's Camp 1 located in the Perth Basin.

The Waitsia gas field is ranked one of the largest gas fields ever discovered onshore in Australia and is located approximately 330 Km North of Perth and within the Perth Basin. The Waitsia Stage 2 Development will unlock the potential of the Waitsia gas field. A new 250 TJ/day gas processing plant is being built that will draw from up to eight production wells. The processed gas will be transported via a small pipeline to the Dampier to Bunbury Natural Gas Pipeline (DBNGP). Two of these production wells are already drilled and up to six more are planned to be drilled in 2022 prior to production commencing.

The first contract deals with the provision of logistics and storage services including transport between Perth and the Perth Basin, as well as consolidation/receipt services and storage solutions across ASCO's Perth and Dongara supply bases.

The second contract focuses on camp management, including provision of a fully catered and serviced 52-person static accommodation camp which will be serviced by ASCO's Camp 1 located in the Perth Basin. Personnel transport services and a well site mini-camp service at the rig site will also be included.

## ASCO WINS INEOS OIL & GAS CONTRACT IN NORWAY

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

ASCO Norge AS are responsible for the delivery of base services for INEOS' drilling operation of the Fat Canyon out of Kristiansund, where work began in July 2021.

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.”



ASCO Supply Base in Kristiansund

## EXPRO FREIGHT RENEWAL IN NORWAY

ASCO Norge AS was recently awarded a 24-month contract with Expro for freight management services.

The renewal contract commenced in July 2021 and the full scope includes full management of domestic freight shipments of oil equipment supplies, materials, products and equipment.

Ole Kjetil Borsheim, Freight Management Manager for ASCO Norway commented:

“Expro has been an important client to our Freight Services in Norway since 2013, and we are delighted that Expro has chosen to sign a new 2 years contract for domestic transport in Norway. This is a very important contract for Freight Management and will enable further growth both locally in the Stavanger Area and along the Norwegian coast.”

## ASCO SUPPLIES UK WIDE SOLUTIONS FOR OFFSHORE DECOMMISSIONING PROJECT

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 projects involved the onshore receipt of a wide-ranging inventory including 2,400m<sup>3</sup> contaminated produced water, flushing fluids and 2,000 tonnes of subsea infrastructure consisting of tether bases, risers, umbilicals, concrete mattresses, waste hydrocarbons and debris. ASCO's comprehensive suite of integrated services were utilised, this included 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, Exlume Teesside and Muehlhan Industrial Services all of which 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.

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

## MANATOKAN AWARDED 6-MONTH CONTRACT EXTENSION FROM CNRL

ASCO's Oilfield Services business, Manatokan was recently awarded a 6-month contract extension with CNRL for fluid hauling and plant maintenance services.

The contract originated in 2013 for Kirby South when an adjacent Oilsands Plant, Kirby North started operations, a combined contract for Fluid Hauling and Plant Maintenance Services was signed with Manatokan in 2019 with a term to October 2021.

CNRL extended the contract for a 6-month term, expiring April 30, 2022.



# Diversification Strategy

Despite various challenges ASCO has gone through over the past two years, we are on track with our growth strategy, successfully diversifying into our targeted sectors whilst strengthening our position in Oil and Gas.

While our skills and capabilities in logistics and materials management are highly transferable, our 50+ years' experience in offshore operations, our performance track record in safety, service delivery and in leading projects efficiently, as well as the quality of our team, are undoubtedly key differentiators to successfully support our clients' projects, whether these are in general logistics and materials management, decommissioning projects or supporting their ambitions in building new energy solutions as we move towards a net zero carbon emission future.

## OIL & GAS

Oil & Gas (On/Offshore) will continue to be **central** to our business in all locations



### REMAINING STRONG IN OIL AND GAS

2021 was a very successful year for ASCO with awards of a number of major contracts across all our locations around the globe.

We secured contracts for logistics and supply base services with AkerBP, INEOS, Lundin and ST1 (to name a few) and strengthened our presence in Trinidad with an integrated logistics management contract with Total E&P Suriname BV. We were granted two contracts with Mitsui in Australia for logistics & storage and camp management provision to support their Stage 2 development drilling campaign and successfully secured an important project for Cenovus in Canada. Our UK locations had an amazing second half of the year securing both contract renewals and new contracts, accumulating over £200m for the next five years.

Our position in aviation has strengthened through contract wins with CNOOC in the UK and AkerBP in Norway, and we have invested in an innovative new robotic tank cleaning solution to support Manatokan's growth in Canada.

Last year, we also celebrated our expansion in new territories including the establishment of a new supply base in Senegal and the management of Downstream materials in New Brunswick, Canada.

Despite the various challenges the COVID-19 pandemic brought, these key achievements are testament to our strong safety and service delivery performance record, as well as the quality of our team.

## NEW ENERGY

Leveraging our core competencies to support developing **new energy** technologies



### ASCO SUPPORTS HORISONT ENERGI DELIVERING LARGE SCALE BLUE AMMONIA PRODUCTION IN NORWAY

ASCO has been chosen as the supplier of logistics and supply services for Horisont Energi.

Horisont Energi is an innovative company in clean energy, with a focus on blue ammonia, blue hydrogen and carbon storage for the industry. The company will build the Europe's first large-scale factory for the production of "clean" ammonia from natural gas and renewable energy, which means that CO<sub>2</sub> is captured during the production process and stored permanently in sandstone reservoirs. The selected reservoir, Polaris, is located under the seabed off the coast of Finnmark in Norway.

The framework agreement will provide full logistics and supply base services within marine, base and port operations, materials management and control, transport and customs clearance, environmental services, delivery of cargo carriers and associated equipment, as well as other logistics-related services.

A last investment decision is expected for the Barents Blue project around the end of 2022 with expected blue ammonia production in 2025. Ammonia has a number of industrial applications, including fertilizer production, and today is the world's second largest industrial gas used, with an established infrastructure for shipping the product across the globe. Ammonia is expected to be used for climate-neutral fuels, particularly in the maritime industry and for climate-neutral power generation.

## DECOMMISSIONING

**Extending** our service offering through to the end of the oil and gas lifecycle



### A SUCCESSFUL TURNKEY SOLUTION

Building a solid reputation and a proven track record for the past 10 years has allowed ASCO to create a flexible and collaborative decommissioning service offering.

ASCO has developed a turnkey solution by leveraging in-house environmental expertise, logistics and materials management resources and capabilities, as well as through development of a collaborative supply chain. It is through this supply chain that ASCO has been able to collaborate with other like-minded businesses.

As an example, a successful collaboration took place between ASCO's integrated waste offering (including NORM Solutions), Port of Blyth and Thompsons of Prudhoe. The scope of work included the receipt, decontamination, and disposal of subsea infrastructure from our client's FPSO and the associated fields. We received 1,675 tonnes of material from three port calls which was taken to a dedicated decom space at the Port of Blyth. Having this base allowed the material to be safely offloaded, stored and downsized for onward treatment disposal.

ASCO were the point of contact for the client, offering one stream of communication through a dedicated Project Manager, who was on-site at key stages of the decommissioning program to ensure smooth coordination.

The project was delivered on time and within budget, with the collaboration offering the client multiple benefits throughout.

## GENERAL LOGISTICS & MATERIALS MANAGEMENT

Be **agile** to win new business and optimise the use of our skills, assets and resources



### ASCO PARTNERS WITH GRIEG SEAFOOD IN NORWAY

ASCO has partnered with aquaculture company, Grieg Seafood to provide full logistics services.

Grieg Seafood is one of the world's leading salmon farming companies and is a key player in aquaculture in the Barents Sea, Norway. The contract will contribute to the establishment of more jobs in Leirvika. ASCO will provide materials management services as well as office space and indoor and outdoor storage from its Hammerfest base in Norway.

Rolf Harry Sætrum who is responsible for Purchasing at Grieg Seafood commented: "We are pleased to have found a partner who can provide strong logistics solutions, enabling us to focus on the sustainable production of salmon."

Hammerfest Base Manager, Tom Eirik Lysmen Jakobsen commented: "The contract award is very gratifying. This is completely in line with our strategy to be a sustainable logistics base through market diversification.

"We look forward to developing tomorrow's logistics solutions for the aquaculture industry together with Grieg Seafood. There are a lot of exciting opportunities within the industry, and we look forward to contributing using our expertise to ensure all logistics operations are more efficient and sustainable for the customer."

# A focus on the Wind market

## Leveraging our expertise and capabilities across the North Sea

### RENEWABLES

Through technology innovations and economies of scale, the global wind power market has nearly quadrupled in size over the past decade and established itself as one of the most cost-competitive and resilient power sources across the world.

The UK is the largest global player in offshore wind with more installed capacity than any other country. The North Sea has exponential growth potential, with a cumulative offshore wind capacity predicted to treble from 2021 to 2030 and to have a tenfold increase from 2021 to 2050, all of which will be supported by the UK Offshore wind sector deal and the European Union's "Green Deal".

We have been supporting onshore and offshore wind projects in the UK and in Norway since 2018, in both the Construction and Operations and Maintenance (O&M) phases, delivering a comprehensive range of services including but not limited to logistics, warehousing, fuel provision, marine coordination, ship agency services, environmental services, heavy lifting and technical support and more.



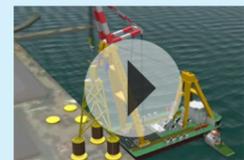
### HOW DO WE MAKE A DIFFERENCE?

- 50+ years' experience in offshore logistics and materials management operations.
- Excellent Safety and Service delivery performance.
- Ability to provide a comprehensive range of Logistics and Materials Management services through one single contract.
- Expertise in building shared models to maximise economy of scale.
- Streamline our operations through digitalisation and smart technology.
- Forward planning, project management and procurement throughout the project lifecycle.
- Excellent relationship with local supply chains.
- Ability to operate from any location.

### ASCO Wind Farm Projects



WATCH THE ABERDEEN BAY LOGISTICS PROJECT VIDEO



# Expanding Horizons

## New Territories for ASCO

### SUPPORTING WOODSIDE'S SANGOMAR FIELD DEVELOPMENT IN DAKAR, SENEGAL

Established in 2021, Senegal is the latest development in ASCO's operating locations.

ASCO will play a major role in the development of Senegal's offshore energy industry following a contract award by Senegal Supply Base (SSB) which is a consortium of national businesses known as COSENI. The contract commences with support for Woodside's Sangomar Field Development (phase 1), Senegal's first offshore oil development which aims to produce 230million barrels of crude oil.

Operating from SSB's exclusive concession on Mole (Pier) 1 in the Dakar Port, ASCO will undertake full management and operation of the 25,000sqm supply base, providing seamless supply chain operations whilst leveraging strategic collaborative relationships with local partners.

Fundamental to ASCO's remit is to ensure all work is delivered to the highest industry standards, whilst benefiting local business and communities. This includes the creation of an initial 20 local positions, with the objective to increase this number in due course.

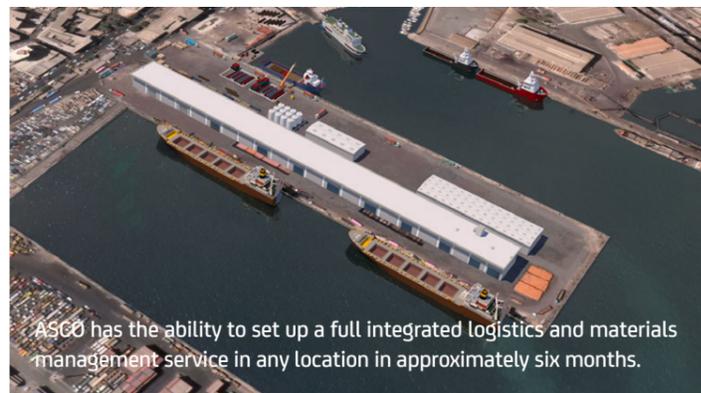
Based in Senegal for the company since 2017, ASCO Deputy Country Project Delivery Manager, Yann-Anthony Tchiemigni has played an integral part in this recent success. He said:

"With our first engagement in Senegal taking place over five years ago, this has been a long and challenging journey. Our commitment to the country, and our faith in the potential that lies ahead for so many companies and individuals, have been rewarded by this contract win."

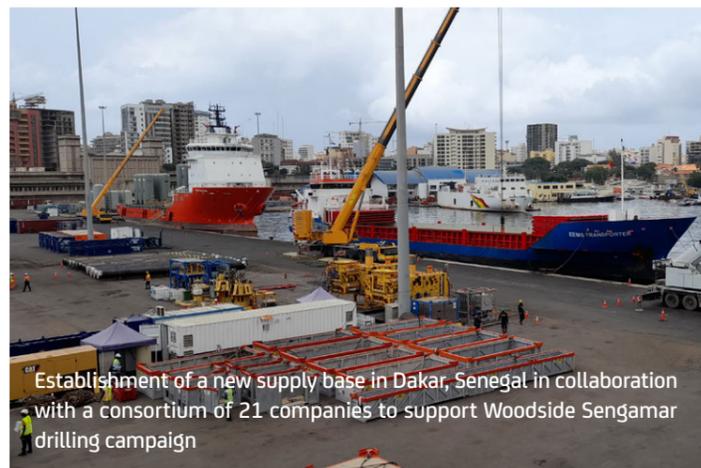
Fraser Stewart, Commercial Director for ASCO said: "To play such a critical role in the development of Senegal's offshore energy industry is a reflection of ASCO's reputation and the regard for our capabilities and dedicated approach. Our presence in Senegal also impacts upon our international development strategy, facilitating our growth beyond Senegal into wider West Africa as we continue to support clients active in the region, and with local workforce development a top priority."

Alisdair Duncan, country managed added:

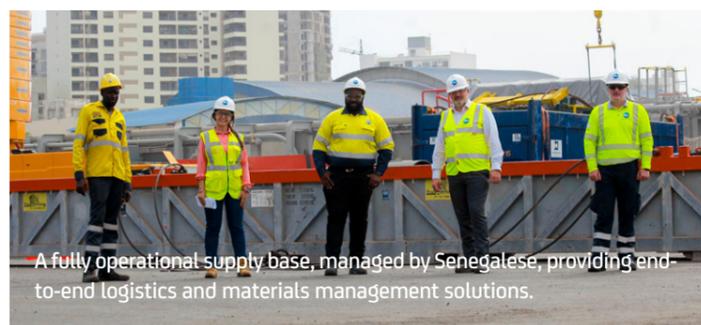
"I think it's really important to consider, what local content is actually trying to deliver, there's a lot of focus at the moment, and a very good structure is being created by the authorities here in Senegal."



ASCO has the ability to set up a full integrated logistics and materials management service in any location in approximately six months.



Establishment of a new supply base in Dakar, Senegal in collaboration with a consortium of 21 companies to support Woodside Sengamar drilling campaign



A fully operational supply base, managed by Senegalese, providing end-to-end logistics and materials management solutions.

### SERVICING ONE OF NORTH AMERICA'S LARGEST REFINERIES IN NEW BRUNSWICK, CANADA

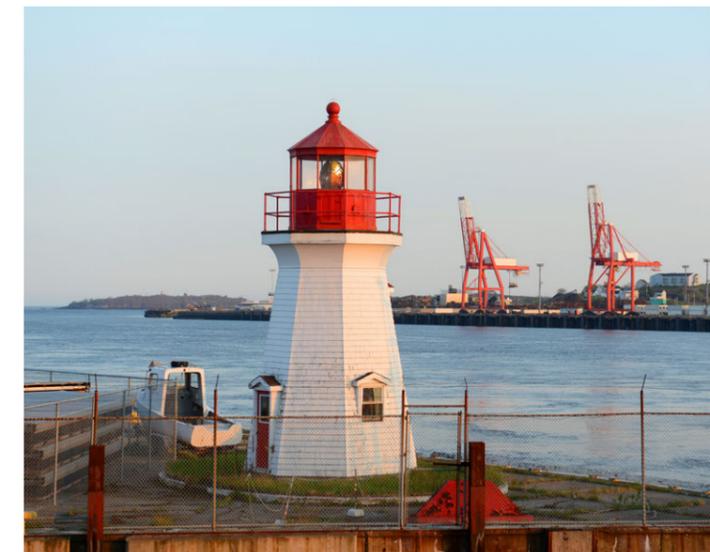
ASCO has been appointed by one of North America's largest refiners, to manage all warehouse and materials activity at its Saint John refinery in New Brunswick.

The five-year, seven-figure contract has commenced last May and will see approximately 30 full-time warehouse and materials management positions recruited for locally by ASCO.

The contract with Irving Oil, marks ASCO's entry into both New Brunswick and the Canadian downstream market, reflecting the company's ongoing international growth and sector diversification strategy which has remained on track despite the challenges of a global pandemic.

Commenting on the contract win, President of ASCO Canada, Kevin Puetz said: "We are particularly pleased to have been appointed by a company with the history and prestige of Irving Oil. With over 25 years' experience in the country, we are fully aware of the refinery's significance not only in the supply of produced energy products to North America, but within New Brunswick, and to the population of Saint John in particular."

ASCO Group Commercial Director, Fraser Stewart added: "This is an exciting time for us to take the warehouse and materials management reins at what is a critical element of the North American infrastructure. Our reputation is one of pragmatic, practical activity based on a mindset of continuous improvement and we look forward to bringing our global experience and added value to the area."



- ✓ Transfer of skills, competencies and business model
- ✓ Meet client standards and objectives
- ✓ Compliance with both the client and the Oil and Gas industry standards
- ✓ Focus on local content
- ✓ Benefit to the community, bringing new competencies and creating direct and indirect jobs

# 'Make a Difference' Awards

## - Employee Recognition Scheme

We are delighted to share the news of the most recent Make a Difference Awards winners for Q1, Q2 & Q3!

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

### Q1



#### THE TOTAL GATEWAY TEAM

##### Aberdeen

The TOTAL Gateway team were nominated as they achieved the great milestone of 11 years LTI free. In doing so the Gateway team demonstrated two of our obsessions - Safety and Service Excellence



#### DEVON WALCOTT

##### Vessel Scheduler in Trinidad

Devon was nominated for delivering exemplary service to our customers, who frequently commend him for proactive delivery and integrated communications with their stakeholders. Devon provides support across the business and shines as the principle contact for Trinidad's shore base berthing.



#### ALAN MILNE

##### HSSEQ Field Advisor/T&C Specialist, Manatokan, Canada

Alan was nominated as he always goes above and beyond his HSSEQ duties. He is always around to listen to problems and give advice, he is never selfish and always focussed on wanting the best for the Company.



#### KELLY BARBETTI

##### MSB Controller in Darwin, Australia

Kelly was nominated due to her commitment to ensuring that the scheduling and reporting activities at Darwin Marine Supply Base is always to the highest standards.



#### BRIAN TURRIFF

##### Warehouse Manager at Clipper Quay

Brian was commended by his team as being a good role model who works with pride and passion. He always has time to listen and help people out and makes Clipper Quay a great environment to work in.

#### OTHER COLLEAGUES NOMINATED BY YOU WERE:

- Gerard Rodriguez, *Trinidad*
- Kelene Arjoon, *Trinidad*
- Matthew Legal, *Trinidad*
- Yann Anthony Tchiemigni, *Senegal*

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](mailto:nominations@ascoworld.com).

The winners are selected on a quarterly basis.

### Q2



#### HÅKON KJØRKLEIV

##### Supervisor Quay / HSSEQ Coordinator in Farsund

Håkon was nominated due to his focus on continuous improvement, his efforts in raising awareness and improving HSSEQ standards in ASCO Farsund and his strong focus on managing the wellbeing of his team



#### SCOTT REID

##### Trading Manager in Aberdeen

Scott was nominated due to his incredible work ethic and tireless efforts to deliver an exceptional service. With his incredible standard of knowledge the team rely on him absolutely.



#### JAYNE HAMMOND

##### Operations Support in Great Yarmouth

Jayne was nominated as one of the kindest, passionate and most helpful people in the business. She always goes above and beyond to help out, no matter what the issue.



#### KINE FORODDEN

##### Freight Forwarder in Oslo

Kine was nominated for her continual positivity and the fact that she is never afraid to try something new. She offers support to her colleagues with no expectation of anything in return.



#### CATHRINE STANGELAND

##### Customs Clerk in Tananger

Cathrine was nominated as an individual who makes an excellent contribution to the work environment, with an 'insane drive' to organise nice things for everyone around her. She helps to bring the team together.

#### OTHER COLLEAGUES NOMINATED BY YOU WERE:

- Kine Skarn-Aadah, *Norway*
- Jenny Eliassen Ludvigsen, *Norway*
- Karl Mathingsdal, *Norway*
- Team Trinidad
- André Saure, *Norway*
- Transit Shed Team, *Aberdeen*
- AFM Team, *Aberdeen*
- Small Drivers Team, *Peterhead*
- Jamie Marr, *UK*

# 'Make a Difference' Awards

## - Employee Recognition Scheme

Q3



**LEIF ALBREKTSEN**

**Base Operator in Farsund**

Leif was nominated for his prompt action in stopping a job which could have resulted in injury to his colleagues on site. Well done and thank you Leif for your observant behaviour and prompt action.



**TRANSIT SHED TEAM**

**Aberdeen**

The Transit Shed team were nominated for recovering an item which has backloaded incorrectly by the customer for disposal. The impact would have been significant if the item had been scrapped and the quick action of the team was greatly appreciated by the client.



**CHARLIE ESSON**

**Terminal Manager in Peterhead**

Charlie was nominated by a member of his team, who told us that Charlie 'always ensures that his team are working safe and treat them all with the upmost respect. He has delivered 40 plus years of excellent service!



**NATALIE ATKINSON**

**HR Shared Services Manager UK in Aberdeen**

Natalie provided support to an overseas colleague who was unsure of how to process a task - when Natalie saw the task to be completed she offered to do it herself, and completed the task in her own time. Her colleague nominated Natalie as they wanted her to know how much they appreciated her help.



**OPERATIONS CONTROLLERS**

**Great Yarmouth**

Gary Chilvers and Stuart Hughes received a joint nomination for their flexibility to meet business requirements without which it would have been very difficult to deliver the excellent service given to our customers.

### OTHER COLLEAGUES NOMINATED BY YOU WERE:

- Nicholas Thomas, Trinidad
- Adam Mahase, Trinidad
- Joe Holland, Great Yarmouth
- Robert Munro, Aberdeen
- Janice Murray, Aberdeen
- Ken Willox, Peterhead
- Erik Knutsen, Farsund
- Danielle Murray, Aberdeen
- Waste Transfer Station team, Great Yarmouth
- Rebecca Ogg, Aberdeen
- Alan Vogan, Aberdeen
- Facilities Team, Peterhead
- Adrian Jordan, Great Yarmouth
- HR Team, UK
- Lancelot Oo, Calgary
- OBM Team, Aberdeen
- Talia Farrow, Great Yarmouth
- Adam Ritchie, Peterhead
- Julie Jamieson, Aberdeen
- Carlos Porter, Great Yarmouth
- Mike Burton, Aberdeen
- Accounting Team, Tananger
- Gry Kraby Svendsen, Oslo

# Dynamo 2022

## Generating efficiency across ASCO

Following the success of the previous two years, we are continuing with our focused approach to improving the organisation as a whole through the Dynamo Transformation Programme.

The Dynamo 2022 transformation programme comprises six workstreams listed below.

### Dynamo 2022 Workstreams:

Workstream 1	ASCO Net Zero CO2 emissions
Workstream 2	HR Process Optimisation
Workstream 3	AIMs Improvement
Workstream 4	Procure to Pay
Workstream 5	Demand Management
Workstream 6	iLMS 2

Five of the six workstreams are already underway, with "HR Process Optimisation" due to start in Q2.

With the underlying theme of "Generating Efficiency Across ASCO", each workstream provides opportunities for the continued advancement of the company in line with our Group Strategy, especially exciting is the ASCO Net Zero workstream.

ASCO Net Zero is aligned to the newly published Environmental Sustainability Strategy and is the delivery mechanism for how the company will decarbonise its operations and become Net Zero Greenhouse gas emissions (GHG) by 2040 with intermediate milestones to reach by 2024.

It includes a diverse set of projects ranging from how we can reduce emissions through powering a mobile camp in Australia with solar panels or through building a business case to develop Peterhead South Base to capture wind and hydrogen energy opportunities.

The AIMs improvement workstream is focused on building a more effective Integrated Management system. You should all have seen the survey that came out in January to gather input into what improvements are needed. The results of the survey have been analysed and are currently being incorporated into how we will move forward.

The system in which we order goods and services through to paying for them is the focus of the Procure to Pay workstream. At present, there are a number of inefficiencies in the way we handle this across sites. These existing processes are currently being mapped to identify the causes of the inefficiencies and find solutions to address those which have the biggest impact.



In the past, the way in which we received long term demand for our services has been sporadic in nature, so the Demand Management workstream is in place to define a standard approach, with clear roles & responsibilities on what data is needed, by when and from who. The new approach has been drafted, and the next step will be to hold a workshop involving some key people to review and finalise the process.

The main goal of the iLMS2 workstream is to progress the iLMS strategic roadmap in terms of technology upgrades and location coverage. A large focus of the workstream is in the implementation of new systems across the Norwegian bases, which are partially funded by the Norwegian Coastal Authority. When successfully implemented they will be incorporated into the iLMS portfolio.

If you have an interest in any of the workstreams listed above, please discuss with your line manager in the first instance. Find out more about Dynamo 2022 on SharePoint [here](#), or via the button on the homepage.

Even if you are not actively involved in one of these teams, we encourage you to submit improvement suggestions via the [Employee Suggestion Portal \(ESP\)](#) on the Connect homepage.

Remember, if there is something that you or your team can just go and do, discuss it with your line manager and make it happen.

*Well done to you all  
- you are a credit to ASCO!*

# A focus on career development

## Shannon Stewart

Shannon Stewart began her career with ASCO in 2019 as a placement student as part of her Business Management degree at Robert Gordon University in Aberdeen.

Supporting the operations team, Shannon was in the role of Operations Support Administrator when, due to an unexpected absence, she was asked to cover the challenging role of Resource Coordinator. This involved co-ordinating both quayside squads and plant, as well as ensuring all members of the squads were trained and competent.

Shannon commented, "It was a very demanding and high-pressure role, but I was definitely grateful for the opportunity and completed my years placement a much more confident, competent and knowledgeable individual."

In 2021, Shannon joined ASCO's Energy industry recruitment arm, OBM, as Recruitment Consultant.

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

I was lucky enough to re-join ASCO a year after I graduated from university, currently working within the OBM team as a Recruitment Consultant. I work with a range of people every day from clients to candidates. The main purpose of my job is to match candidates with suitable positions, allowing them to advance in their career journey. There is also the flip side where I work with clients to provide them with candidates of the highest quality to work within their company.

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

I enjoy the fast pace of the job and the excitement of gaining new vacancies to work on, but also the satisfaction that can be gained from it. An enjoyable week for me will consist of building relationships with existing and new candidates and placing people into new roles, whether it be temporary or permanent.

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

I work within a small team of four at the moment. Being quite new, I feel like we are all finding our feet together and pulling on each other's experiences to broaden our knowledge. The team are enthusiastic and supportive of one another, and I feel we all work extremely well together to get the job done to the best of our abilities.

By having this morale amongst the team, it allows us to create a positive working

environment to thrive and enables us to give our clients the best possible service.

### • WHAT ARE YOUR THOUGHTS ON THE ASCO CULTURE?

The ASCO culture to me has always felt very inviting, from the moment I started to where I am now. Whether it be management, or fellow employees I have always felt included and valued in the teams I have worked in, and I have no hesitations in approaching anyone in the company.



With that, I feel there is always room to grow within ASCO with the right attitude and determination. This is an extremely important part of the culture and this encourages people to perform to the best of their ability.

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

I'm not sure where to begin on this point as I feel I have learned a huge amount since I started here.

In my time at Albert Quay, I learned a vast amount about the quayside operations, processes, procedures, vessel movements, co-ordinating manpower and plant... the list goes on! I started my time there with no O&G experience whatsoever and left with a huge amount of not only knowledge, but practical experience that I absorbed from my extremely knowledgeable and experienced peers.

My time now, as a recruitment consultant is also a huge learning curve for me, and I am learning new things and building on my knowledge every day.

### • ANY COMMENTS ON YOUR CAREER DEVELOPMENT?

I feel very thankful to be in the position I am at the moment and the opportunities I have gained so far in my time at ASCO. I'm grateful to be encouraged to further my knowledge and embark on new training. I know I am supported and valued here which encourages me to perform to the best of my ability.

# ... and

## Mark Young



Mark Young started with ASCO in 2019 as Warehouse Team Leader - Equinor, operating out of the Marathon Operations base in Peterhead, UK.

Having gained 12 years of experience working within a large Oil Services Company in a variety of roles, Mark brought extensive knowledge of the complete project management process from procurement to invoicing.

As Warehouse Team Leader, Mark was responsible for ensuring smooth operations between both the Operations and ICU Project Warehouse teams. Mark was also involved in the final stages of the ASCO Warehouse Management System (WMS) deployment with Equinor.

In May 2021 Mark moved into the position of Operations Manager based in New Brunswick, Canada.

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

In May 2021 I was given the opportunity to transfer to ASCO Canada to work with a client as the Operations Manager for their warehouse operations. Having never previously worked with the client, I was fully involved with the onboarding of a new team and in establishing ASCO within the Irving Organisation. We made some immediate warehousing operation improvements and have lots of opportunities to expand on this going forward.

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

I have been able to establish a great team here in New Brunswick who are keen to learn and move forward with the initiatives we are laying out. I also receive great support from the Innovation team who advise and guide me forward with desired goals for our client. As New Brunswick is a new location for ASCO there is a lot still to do.

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

One of the things that I have experienced in my time at ASCO is that there is a great support structure within the company. Everyone is working towards the same goal to ensure that we can supply the best possible service to our customers in the safest way possible. This applies to all areas from HSSEQ, Invoicing and everything in between - everyone is willing to help out someone in need.

### • WHAT ARE YOUR THOUGHTS ON THE ASCO CULTURE?

I have worked in many places that claim to put safety first. This is quite often right up until safety needs to be sacrificed for operations. ASCO is possibly the only place that always lives by its core obsessions. My team here had the benefit of being introduced to some ASCO Management Board members during our set up in the new location. The overriding message to them was that safety is our first priority, making sure that they can get home to their loved ones at the end of each shift.

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

During my time at ASCO I have had the great benefit to expand my understanding of LEAN methodology and how that applies to warehousing. This knowledge allowed me to strive to meet the customer expectations for Equinor and now in the set up of the warehousing operation in New Brunswick.

### • ANY COMMENTS ON YOUR CAREER DEVELOPMENT?

I feel that I have been extremely lucky to have the opportunities that I have been given within ASCO. I have been challenged and so far, feel that I have succeeded those challenges. I look forward to further cementing the relationship between ASCO and our client in New Brunswick and look forward to future developments within the company.

# Insight from a new start

## Samantha Heeralal

**“My career started in the Food and Beverage Industry, where I began my Academics in Marketing. I got the opportunity for an Internship at BHP in the Materials and Logistics department, and this experience made me realize my passion for the Oil & Gas Industry. At this point I switched my Academic focus from Marketing to Business Management specialising in Logistics and Supply Chain Management. I then went on to work at CARIDOC in Chaguaramas, Trinidad, in the ship repair industry. From there, I worked at Oldendorff Carriers T&T as a Purchasing Officer, where I gained experience in purchasing in the dry bulk shipping and transportation industry. Presently as a Buyer, I love what I do, and my long-term goal is to become a Supply Chain Manager.”**

### • WHAT ATTRACTED YOU TO ASCO?

ASCO was part of my first experience in the Oil & Gas Industry through my Internship with BHP in 2014. Ever since being at the ASCO Chaguaramas base, I knew that Oil & Gas Logistics and Supply Chain Management was my destiny, and seven years later, here I am.

### • DESCRIBE YOUR ROLE?

My job entails fulfilling customer requests in the right quantity, condition, at the right time and price. For the most part, I interact with various suppliers on a daily basis for quotations and coordination of deliveries. A big part of my role is finding ways to improve the Supply Chain Network at ASCO Trinidad.

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

I enjoy providing support to my co-workers and the thrill of fulfilling requests from the cradle to the grave.

### • HOW WOULD YOU DESCRIBE ASCO IN A FEW WORDS?

ASCO encourages employee engagement, opportunities for advancement, fairness and flexibility.

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

I believe that a true ASCO employee has an unquestionable dedication that is irreplaceable. We take pride in our jobs, and we work in cooperation with each other. This dedication is what gives ASCO a competitive edge over the others.

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

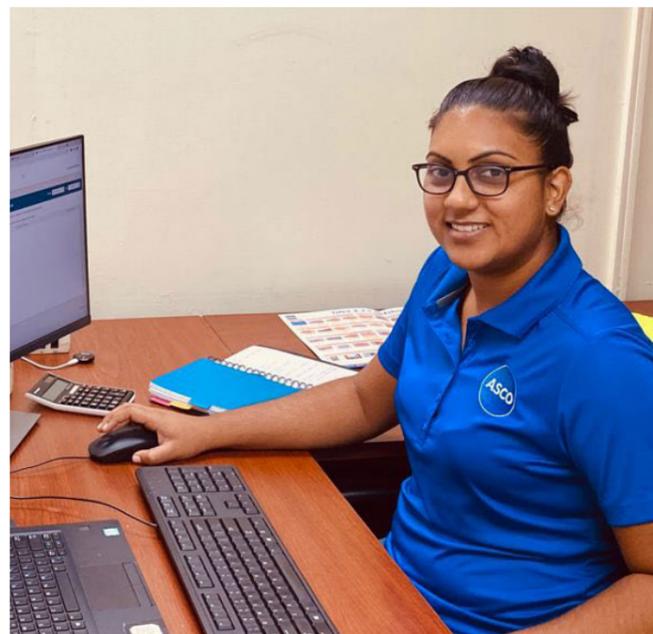
Prepare for a fast-paced environment that will test your multi-tasking ability. ASCO has employees with a wealth of experience who are always willing to share their knowledge and experiences.

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

ASCO exemplifies safety, honesty, integrity, dependability, dedication and compassion.

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

I would say I live by the ASCO culture because safety does not end when I leave for the day. Being at ASCO has made me more conscious and increased my safety awareness while at home and even while driving. I also believe in honesty and integrity in all aspects of life, not just while working.



### • WHAT IN YOUR WORDS IS THE LEGACY OF ASCO?

The legacy of ASCO in Trinidad is the quality of work our clients receive. ASCO employees are highly skilled in all areas of the industry, and our digitalised systems and structured processes make ASCO run an efficient operation.

### • 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?

I believe that my role as a Buyer contributes to ASCO's service excellence. ASCO believes in transparency with its clients, and as a Buyer, I too must be honest and transparent in fulfilling my role.

### • DETAIL OF FURTHER LEARNING?

You can never stop learning. Having achieved my MBA, a Diploma in Mechanical Maintenance Technology and various short courses, I intend to undertake more studies related to Procurement, Logistics, Engineering and Business Management.

# Developing the next generation

## ASCO's Apprentice Programme

### ASCO NORWAY CONTINUES TO SUPPORT APPRENTICES ACROSS THE COUNTRY

At ASCO, nurturing the next generation is hugely important to us, and one of the ways we are able to do this is through apprenticeships.

Apprenticeships have been offered across the business for decades, with the majority of them succeeding in permanent positions.

With over 15 years' experience providing apprenticeship, Norway has currently 19 apprentices across its bases, including four of which in Risavika in Transport and Logistics.

After the completion of the two-year apprenticeship, and the certificate has been received, an assessment is carried out. Most of the apprentices who successfully passed it have gone on to gain permanent jobs within the company.

Mehari Haile Feshaye and Henok Tadesse Tsegay are two apprentices currently based in Tananger, Mehari in the packing plant and Henok in warehousing. Mehari has been with ASCO for one month, while Henok is in his second and final year as an apprentice.

Throughout the apprenticeship, they will spend time in most of the departments to broaden their skillset, whilst helping them find out what they enjoy the most.

They both agreed: "The working environment is great, and that is probably the most important thing. Equally, the tasks are varied, and we learn a lot."

Tommy Steinbru, Base Manager also added: "We challenge our apprentices by giving them important responsibilities from the beginning whilst ensuring they always have the required support and guidance from colleagues and managers."



### ASCO WELCOMES NORWEGIAN MINISTER OF RESEARCH AND HIGHER EDUCATION FOLLOWING EDUCATION PROMISE COLLABORATION

The team in Tananger, Norway were honoured to welcome a number of delegates from the Norwegian parliament early August, including Henrik Asheim - Minister of Research and Higher Education, Aleksander Stokkebo - Member of the Finance Committee and Tuve Gaarder Nordlie - Senior Advisor Communications for the Ministry of Education. The delegates were interested to hear about the outcome of the newly established Education Promise 2020 programme, implemented at ASCO Norway.

The Education Promise 2020 is a program composed of short courses that are created in collaboration between the business community and local vocational schools. As part of the industry program, the Logistics for Offshore course was created for the oil, gas and service companies and was provided by Rogaland Vocational School in spring 2021. ASCO participated in both the development and implementation of the course and hosted eight students on the course.

Henrik was introduced to Fredrik Holst and Ida-Charlotte Lundbakk, two ASCO employees who were part of the spring 2021 program and was very interested to hear about their experience.

Both Fredrik and Ida started as apprentices and received their certificate with ASCO.

Fredrik has risen in ranks and built up valuable skills required to sit in one of the most challenging roles as a Drilling Logistics Coordinator, whilst Ida gained in depth knowledge as Logistics Coordinator and is now a Consultant to customers and works both offshore and onshore.

These are two good practical examples of how knowledge and skills development provide value through industry programs.

Tommy Steinbru, Base Manager also added: "We challenge our apprentices by giving them important responsibilities from the beginning whilst ensuring they always have the required support and guidance from colleagues managers."



# OGUK Apprentice of Year

# Awards

## JOEL MURRAY - OGUK APPRENTICE OF THE YEAR FINALIST

ASCO attended the OGUK Awards in December 2021 to celebrate the top industry talent at the P&J Live in Aberdeen.

Joel Murray, previously an ASCO apprentice in Peterhead and now Senior Material Operative in Aberdeen, was among the finalists up for the prestigious "Apprentice of the Year" Award.

A total of 27 entrants were shortlisted after an expert panel considered over 90 nominees for the eight award categories.

Although Joel was not the Apprenticeship of the Year winner, he was delighted and very honoured to receive the final award of the night, the Audience Award. Virtual and in-person attendees were able to vote throughout the night towards this award, choosing between all of the finalists.

Joel commented: "Thank you to my family and friends at the event and those watching on the live stream and anyone else who voted for me. I was delighted with this award and leave the event with a trophy."

"This event was a great way to top off what's been my breakthrough year in my career at ASCO Group and thanks to all who've been involved with it since day 1 a couple of years back. It was also great to be able to celebrate last night's event with both my family and work colleagues."

Congratulations to Sam Tinning at bp who took home the Apprenticeship Award, and all of the other winners on the night.



The event was a great success and was well-attended both in person and virtually!

ASCO celebrated with those who have worked alongside Joel including his mentor, Adam Ritchie, the HR team and his family.

# Long Service

# Awards



Total  
**820**  
years worked

## NEW GRADUATES AND APPRENTICES

This year we have welcomed five new recruits to Aberdeen, Peterhead and Great Yarmouth in the UK for both the ASCO Graduate programme and for Modern Apprenticeships:



Kerry Skinner



Matthew McCranor



Charlie Spires-White

### APPRENTICES

**Kerry Skinner** - Peterhead

**Matthew McCranor** - Seletar, Aberdeen

### GRADUATES

**Charlie Spires-White** - Great Yarmouth

We hope you all get the chance to meet our new additions and give them a warm welcome to the company.

Samantha Warbey  
Benson Thomson

Darleen Modeste  
Angela Campbell

Stewart Murray  
Alan Rose  
Gary Reid

David Geddes  
David Thomson

Wendy Payton  
Maria Nicol

Beverley Martin  
Timothy Kenn

David Jillings  
John Young  
Ross Gover

Eric Smith  
Colin Jaffray

Gordon Chapman  
Scott Reid

Stuart Hughes  
Glenn Hurren

Christine Penny  
Guy Hobson

Mark Johnston  
Michael Ingram

Salina Shah-Balgobin

Alexander McGregor  
Rosemary Morrison

Mark Knell  
Nicola Jeffels  
Terry Wells  
Donna Forbes  
Thomas McCormack

John Munro  
Gavin Burton

William Cordiner  
Lorna Mitchell

Julie Jamieson  
Christopher East  
Alanna Crook

# Finance Shared Services

## Celebrating a combined 131 years at ASCO



### WHAT DO THE FINANCE SHARED SERVICES TEAM DO?

The Finance Shared Services team is based in our group headquarters at D2 in Aberdeen. The team is the backbone of our finance function and ensures the smooth running of operations through timely collection of cash from customers and management of payment to suppliers. They are pivotal in supporting the governance which is important for a group of the size of ASCO, providing support in master data management and ensuring adherence to processes to minimise the risk to the company from a cash perspective. This is largely for all our UK businesses, but increasingly also with our overseas entities. In the main, their duties consist of reconciling bank accounts, processing expenses, processing our supplier invoices with a view to paying these on time, credit management and control of our AR ledgers. The majority of our processes are now automated, and paperless, with a continued focus on improved efficiency, which is a necessity due to the thousands of documents that pass through the department annually. They are also here to help you, guide and advise where they can, keep things ticking over, and ensure each financial month end is closed on time and for the whole beautiful process to start over again.

**The finance shared services team at ASCO is always in the background, keeping everything running. As a department with 131 years combined working at ASCO, they have created an enviable work environment that not many could replicate.**

The team of nine - Janice Murray, Julie Jamieson, Arlene Archibald, Dawn Archibald, Kelly McArthur, Demi Cox, Fiona Barker, Carol Francis and Alanna Cook – the finance department has seen the evolution of ASCO throughout the years. Their length of service at the company ranges from 7 to 37 years, a rare commodity these days and made even better by the fact they have always had the same supervisor and manager. This team has experienced the change of going from electric typewriters and daily visits to the post office, to the introduction of technology and mobile phones that replaced the hundreds of A4 lever arch files once stored. They have witnessed the move towards a more safety conscious work environment at ASCO, where smoking is no longer allowed!

Having such long-standing and established careers together has allowed their relationships to surpass that of just colleagues. Supporting each other through all of the major events in their lives, such as weddings, divorces, birthdays, pregnancies,

health worries and new babies. Establishing this genuine care for each other, is a quality the ladies have noted as unique to their team

*If you were to ask colleagues at ASCO to describe them, the phrase "a happy bunch" would come to mind...*

in ASCO, after a few have left the company and came back. If you were to ask colleagues at ASCO to describe them, the phrase "a happy bunch" would come to mind as they are always laughing when together. These relationships have allowed for open communication channels where their managers and supervisors are always working on the feedback they receive from the team.

A notable moment for them all was packing up the office in March 2020 due to COVID-19 that meant they would not be working face-to-face every day and instead had to adapt to video conference technology. A difficult experience that with the help of

their colleagues and managers they were able to adjust to whilst staying safe. Hopefully, the finance department will soon all be able to return to the office and make their plans once again for BBQ's on the weekend and lunches out. As a team who love to read menus and pre-plan what delicious item they will get that day, I am sure the prospect of getting out again to socialise with their colleagues is one that will always be met with excitement.

The nine members of the finance team have created an outstanding environment for them all to do their best work in. Something they find so important in their recruitment process just like the rest of ASCO who value the support their colleagues can offer. It reinforces the importance of hiring the right people here at ASCO as those around you, managers and supervisors can really impact an employee's experience in a positive way.

Well done all those in the finance department for your long-standing service at ASCO!

# Social life at ASCO



## CANADA COMMUNITY CLEAN-UP AND RECYCLING INITIATIVES

In support of World Environment Day on June 5th, our Newfoundland team in Canada organised a Community Clean Up that removed litter abandoned from their local areas.

They also recognised the damage improper disposal of electrical equipment is causing to our environment and gathered up used electronic devices so ASCO could arrange the proper recycling. Well done to all involved for playing your part in creating a more sustainable planet!



## KILT WALK 2021

Both our Lifestyle teams in Aberdeen and Peterhead took part in Scotland's virtual Kiltwalk to raise money for charity. The lifestyle team managed to raise a fantastic amount of £1,580 for Mental Health Aberdeen and £325 for Shirley's Space, an amazing effort by all who were involved.



Once again, it was time for September to get everyone on their feet and moving towards a healthier lifestyle. Collectively, 161 employees in 38 teams and 13 individuals took over 60 million steps in 28 days. The winning team, The Holy Walkamolies, managed to make take 4,078,045 steps, an incredible effort by Rine Eikeland, Helge Horpestad, Katrine Bjornsen and Inger K Liset from Tananger, who topped the leader board every week.

Rine Eikeland, a member of the Holy Walkamolies was our star walker, achieving 1,332,863 steps in a month. Averaging 47,602 steps a day, Rine is an inspiration to us all to stay motivated and a huge well done to all who took part across the month! Watch the video [here](#).



## SUPPORTING OGUK IN LOCAL BEACH CLEAN



Kelly Smith, UK Waste Technical Manager and Louise Cooper, Weighbridge Administration Supervisor, took part in a beach clean hosted by OGUK, at Cairnbulg beach, near Fraserburgh, UK. The day was a success with 42 attendees collecting 3.3 tonnes of general waste and 0.24 tonnes of recycling, leaving the beach a lot cleaner!

## TRINIDAD SUPPORTS BACK TO SCHOOL DRIVE



ASCO's Trinidad CSR committee recently donated to the Mayaro Past Pupils Association Back to School Drive. The association helps under privileged students and children in the local community adjust to the changing demands of online school.

The president of the MPAA, Oliver Alexander said: "The Mayaro Past Pupils Association want to thank the Management and Staff of ASCO Trinidad for their support towards our Back to School Drive. The Mayaro Past Pupils Association is looking forward to continue the relationship with ASCO Trinidad as we try to make a difference in the Mayaro Community."

## SUPPORTING CHILDREN IN STEM



ASCO has recently supported local children in STEM across multiple locations. In Norway children were invited to visit the site to quiz the staff in preparation for the Lego League STEM Cargo Connect challenge. The Peterhead lifestyle team also held its own STEM event and supported Meethill Primary on a school trip to the Science centre. A great way to help support the local community!



## AUSTRALIA GATHERS DONATIONS FOR LOCAL SHELTER



The team in Perth, Australia kindly gathered donations for the Victoria Park Youth Accommodation which provides accommodation for homeless young people and supports securing independent living arrangements. These donations included blankets and non-perishable items such as tinned foods and coffees during the winter period.

## AUSTRALIA BLESSING BAG DONATIONS

Our Team in Australia donated blessing bags in Perth, Darwin and Dampier to women refuge centres. These bags contained women's toiletries and a small note of hope to the Patricia Gile Centre, Dawn House and Karratha Women's Refuge.

Christie Beeson, Administrator - Admin & Finance assembled and delivered the bags to Dawn House and commented: "This was a really thought provoking and worthwhile cause and has encouraged me to continue to support this cause on a personal basis".

A big thank you to all who were involved in the purchasing and assembling of the blessing bags.

## PETERHEAD SCOTTISH WEEK



The traditional celebration of Scottish week took place in July in Peterhead and was a successful with a Red Arrows performance. An event co-sponsored by ASCO and featuring some of our trucks in the carnival parade.

# Meet the Team

## Senegal Operations

Say hello to some of the members of our Operational Team based in Senegal.

### WHAT CAN THEY DO FOR YOU?

In Senegal we provide logistics and material management services for Oil and Gas customers and others from our Dakar supply base. We support them in what we do best - managing their supply chain.

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

### LIFTING SUPERVISOR

*Doug Hewitt*

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

Supervising crane operations in the yard and on the quayside.

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

A big placid dog. e.g. Newfoundland.

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

Patience.

#### WHERE DO YOU FEEL THE HAPPIEST?

At home with my family - Mhairi, my wife, my 3 boys and my 2 (so far) grandkids.

#### WHAT IS YOUR BEST ACHIEVEMENT?

Personal life - Being accepted into my wife's family and then having a family of our own.

Job - Lifting Technical Authority contracted to BP in Southern Iraq

#### YOUR FAVOURITE HOBBY?

Motorcycles.

#### SUMMARISE YOURSELF IN ONE WORD.

Calm.



### QUAYSIDE SUPERVISOR

*Martin Cairns*

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

I look after all the discharge and loadouts of oilfield equipment from the vessels to the quay at Senegal Supply Base so that the Rig can continue drilling for oil without any delays.

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

Elephant.

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

Honesty.

#### WHERE DO YOU FEEL THE HAPPIEST?

At home with my family.

#### WHAT IS YOUR BEST ACHIEVEMENT?

Raising a wonderful son.

#### YOUR FAVOURITE HOBBY?

Watching football especially Liverpool.

#### SUMMARISE YOURSELF IN ONE WORD.

Dependable.



### HSSEQ SUPERVISOR

*Graeme Murray*

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

I talk a lot about safety and things that can hurt people.

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

Meerkat.

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

Honesty.

#### WHERE DO YOU FEEL THE HAPPIEST?

With my family.

#### WHAT IS YOUR BEST ACHIEVEMENT?

Completing the London marathon two times.

#### YOUR FAVOURITE HOBBY?

I'm trying to learn photography.

#### SUMMARISE YOURSELF IN ONE WORD.

Friendly.

### PROJECT DELIVERY MANAGER

*Yann Anthony Tchiemigni*

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

I try to make everybody happy by helping them and get them home safely.

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

Chameleon.

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

Adaptability.

#### WHERE DO YOU FEEL THE HAPPIEST?

At home with my wife and kids.

#### WHAT IS YOUR BEST ACHIEVEMENT?

Making my family smile.

#### YOUR FAVOURITE HOBBY?

Laughing.

#### SUMMARISE YOURSELF IN ONE WORD.

Life.



### WASTE & CCU COORDINATOR

*Darren Sutherland*

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

I make sure everyone at my work puts their rubbish into the right bin. I also get to count how many big blue boxes we have.

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

Mountain Hare.

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

Loyalty.

#### WHERE DO YOU FEEL THE HAPPIEST?

On the hills of Scotland with my family and/or friends.

#### WHAT IS YOUR BEST ACHIEVEMENT?

My wife Heather and two sons Oscar and Connor.

#### YOUR FAVOURITE HOBBY?

Hill Running.

#### SUMMARISE YOURSELF IN ONE WORD.

Ex-Submariner.

### TRANSPORT COORDINATOR

*Gary Andrew*

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

Put stuff on the big lorries.

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

Bull.

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

My glass is always half full.

#### WHERE DO YOU FEEL THE HAPPIEST?

Family / friends time.

#### WHAT IS YOUR BEST ACHIEVEMENT?

My three children.

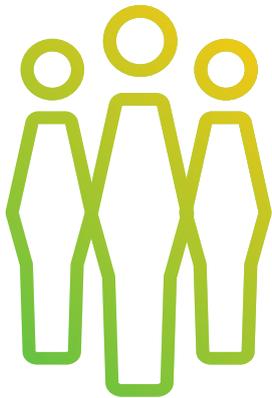
#### YOUR FAVOURITE HOBBY?

Working on my vintage mini & tractor. I also play golf and like to watch my former rugby club playing.

#### SUMMARISE YOURSELF IN ONE WORD.

Positive.





## 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 first aider

## 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](#).