

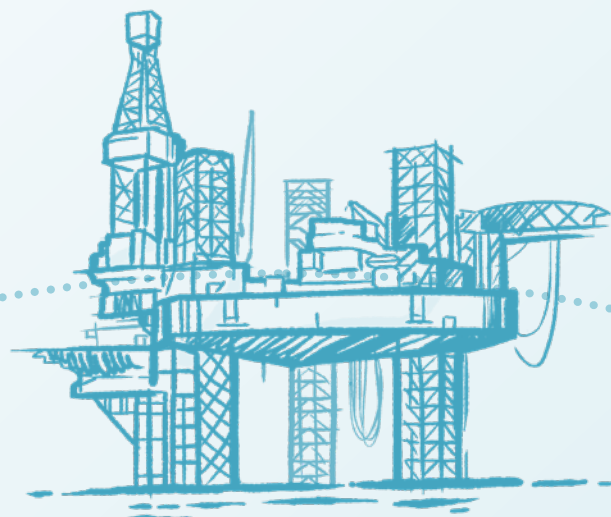
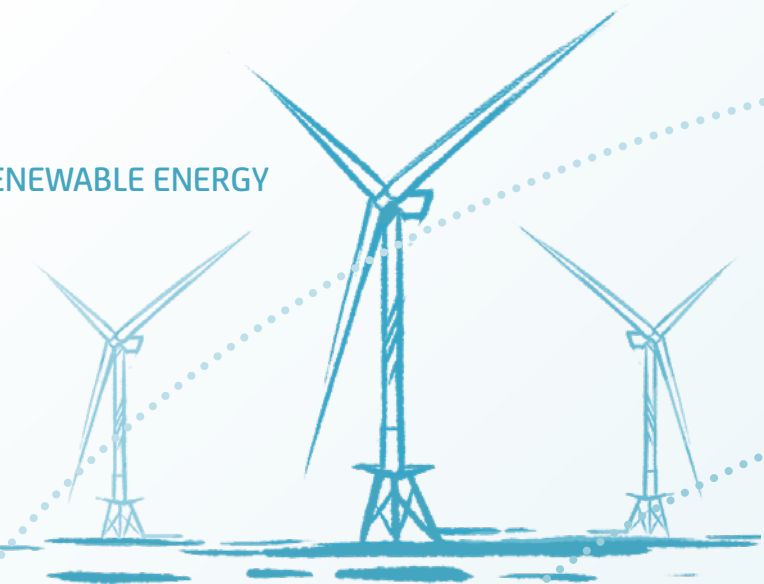


# WORLD

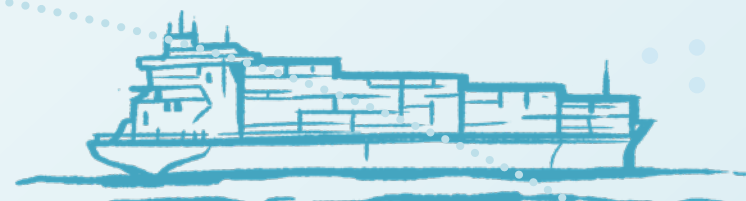
ISSUE 5 • NOVEMBER 2022 • [www.ascoworld.com](http://www.ascoworld.com)

NEXT GENERATION  
MATERIALS AND LOGISTICS MANAGEMENT

RENEWABLE ENERGY



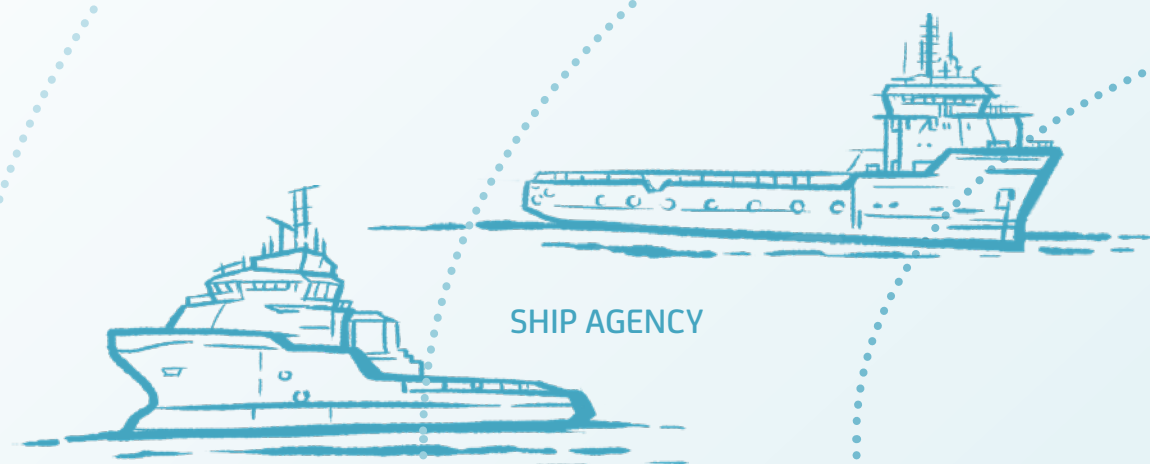
MARINE



AVIATION



SHIP AGENCY



BULK LIQUIDS



OPERATIONS  
CONTROL CENTRE

HYDROGEN FARM



WAREHOUSING



MATERIALS

*next  
generation*

logistics and materials  
management

AGRICULTURE

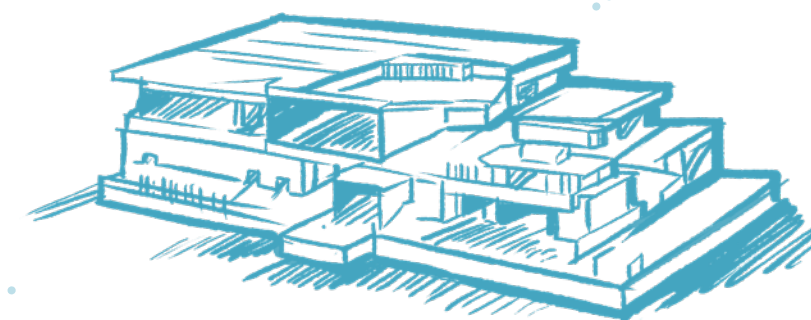


TRANSPORT



LOGISTICS

RETAIL







# CEO intro

Dear Colleagues,  
The fifth edition of our ASCO magazine is once again full of interesting articles that capture the exciting and broad spectrum of activities from our teams across the first half of 2022.

2022 has been a very busy year so far in relation to contract awards, new locations and a multitude of exciting activities and events across our locations.

One area that I am pleased to see gaining traction is the worksite engagement visits. These are meetings of small groups in every location with a senior leader, and the aim of these is to increase the dialogue and understand the things going well and areas that we need to focus on. This is in addition to the Site Leadership visits that focus on safety and adherence to procedures that remain an important part of our 'doing the right thing'

Having an Equality, Diversity, and Inclusion (ED&I) committee at ASCO is an important part of our DNA, allowing us to ensure our values and beliefs are well represented while identifying ways in which we can actively support inclusion across our business. Our ED&I committee, led by Allison Thomson, are beginning to refresh engagement across the organisation, working towards all our staff feeling valued and well represented, while ensuring they are treated equally and fairly.

This year we are also looking to expand our strategy communication by involving more people from across the company through focus groups, helping build a stronger message that everyone can relate to.

If you would like to get involved in one of these focus groups, or in ED&I activities please get in touch with Allison Thomson, our Group Strategy Manager and Chair of the ED&I committee.

Our Sustainability journey continues to gather momentum, and in this issue, you will see multiple achievements implemented across the globe, including the release of our first Sustainability report.

Every week I receive a report detailing the external commendations that our colleagues have received from our customers, and I am always proud to see our fundamental obsessions of Safety Excellence, Service Excellence and Sustainability being put into action.

This year we celebrated anniversaries reflecting our positive safety culture across a number of locations, and I recognise that this does not happen by accident; It is due to the hard work and dedication of our team. I also recognise that our overall safety performance at the start of the year was below the high bar that we have set ourselves. I would like to take this opportunity to restate a critical part of our safety culture. Safety is our number one obsession. If you feel that you are not able to do your job safely, everyone has the right to stop the job. These are not words on the page this is how we must behave. If you feel that you are not able to do this, please email me directly as your safety is the most important part of my job.

In appreciation of everyone's efforts, we continue to recognise and celebrate our quarterly Make a Difference Awards, where individuals are nominated by their peers for their positive contributions to the business. I would like to congratulate all the winners, and those who were nominated, that are listed in this magazine. We also recognise those just starting out in their careers as apprentices or as part of the graduate programme, I hope you will join me in welcoming them all to the team.

Social and community engagement activities have been busier than ever this year as we emerge from the pandemic, I am pleased to see all of our locations taking part in these activities.

Finally, as always, I want to personally thank every team, department and individual for their continued hard work and dedication, together we can make a difference!

Peter France  
Group CEO

## In this issue:

• Safety Obsession .....	5
• Strategy Update .....	6
• Service Excellence .....	8
• Sustainability .....	10
• Events .....	12
• Successes .....	14
• Expanding Horizons .....	16
• Unlocking Net Zero Success .....	18
• Make a Difference Awards .....	20
• A focus on career development .....	22
• Diversity and Inclusion .....	24
• Little changes, big impact .....	26
• Insight from a new start .....	27
• Developing the next generation .....	28
• Social life at ASCO .....	30
• Meet the team .....	34

### 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:

Thuy-Tien.Leguendang@ascoworld.com

Amy.Melvin-Greig@ascoworld.com

Khara.Wood@ascoworld.com

Ellie.Tough@ascoworld.com

Paul.Geddes@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.

## 100th SAFE LOAD OUT MILESTONE IN SENEGAL

In February, the SSB supply base team in Dakar, Senegal marked the safe completion of the 100th loadout of onshore materials for the Ocean Black Rhino Drilling and Completions phase of the Woodside Sangomar Project.

This comes just eight months after the first loadout from our latest international venture, based at SSB's exclusive concession on Mole (Pier) 1 in the Port of Dakar. We are the sole provider of quayside management services to the newly established Senegalese oil and gas industry. We currently provide quayside management, transport, and storage services for international E&P and Tier 1 vendors operating in the Senegalese offshore industry and are based at the 25,000sqm supply base.

We are proud to have worked together with our key partner organisations within Dakar to achieve this goal, safely and efficiently. Well done to everyone involved!

## CELEBRATING MULTIPLE LTI-FREE ACHIEVEMENTS

Five ASCO sites hit key Lost Time Injury (LTI) milestones, reaching a collective total of over 40 years LTI free.

Firstly, congratulations to our team in Farsund, Norway who recently celebrated an amazing 14 years (5,000 days) LTI free!

Our NORM Solutions team have reached a fantastic 10 years without any LTI's, while the ASCO-operated TotalEnergies Albert Quay site reached an outstanding 9 years.

Our Manatokan business based in Canada reached 2.1 million hours without an LTI recently, which amounts to over 80 months with no recordable injuries.

Finally, our Senegal team reached one-year LTI free, which is a fantastic achievement for their first year in operation!

Well done to the Farsund, NORM Solutions, Albert Quay, Canada and Senegal teams and to everyone who works hard to ensure Safety Excellence at all of our sites!

## OUR PERFECT DAY



Thursday 28th April 2022 saw the second 'Our Perfect Day' to coincide with World Health and Safety at Work Day. A Perfect Day is defined by zero injuries and incidents, zero service failures and zero environmental incidents.

Peter Guild, Group Head of HSSEQ commented on the day: "A Perfect Day is when our people return home safe to their families and friends in the same healthy condition in which they arrived at work. It is about taking one day at a time, engaging with your teams and realising what we do each day has a direct impact on how we all enjoy life tomorrow.

"The day was a great success with our colleagues across the globe, taking some extra time to think more about health and safety and how important it is at work and in our day to day lives. It presented an excellent opportunity for us to work together to build a positive HSSEQ culture of care and to stress the importance of our company obsession of Safety Excellence."

The ASCO Senegal team enjoyed a safety quiz while the AOB team in Aberdeen conducted a hazard hunt and ASCO Australia had an open discussion of the ASCO obsessions and what they mean to each person individually as well as a site clean-up at the Dongara Supply Base.

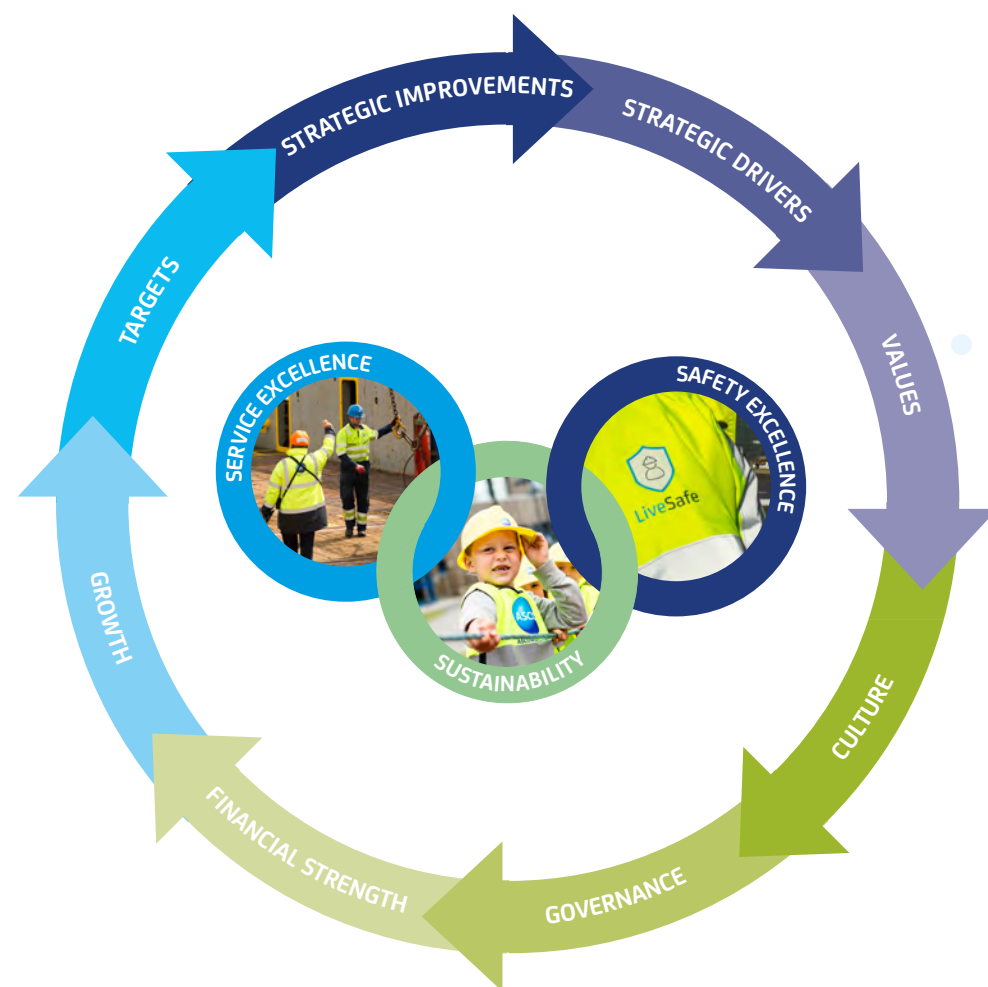




# Strategy Update

Every year we undertake our annual Strategy Review Cycle to ensure that alignment exists between our overall strategy and our functional business plans.

In May, the members of our ASCO Executive Leadership (AEL) team came together to review ASCO's existing plan. The output from this meeting has been used to create an updated company strategy.



This year we are looking to expand on our strategy communication by involving an increased number of personnel from across all levels of the business, helping to build a stronger message that everyone can relate to.

As part of this process, we are introducing "Focus Groups" where we will invite a diagonal slice of the company from all locations to help us continue to build ambitious, inspirational, and motivating material. We are initially establishing two focus groups which will be made up of willing volunteers who are interested in helping to create inspiring engagement material and provide input to the strategy for future evolutions.

Focus Group 1	Senegal, UK, Norway, Australia	2nd Wednesday every month - 9am
Focus Group 2	Canada, US, Suriname & Trinidad & Tobago	2nd Wednesday every month - 3pm

We encourage everyone within the business who wants to be in one of the focus groups, or think it would be a good development opportunity for a member of their team, to reach out to our Group Strategy Manager, Allison Thomson, for more information.

## Purpose

Our vision is to be a vibrant company supporting the world's energy demands, delivering a sustainable environment for future generations.



Our mission is to simplify our customers logistics and materials management requirements by providing a comprehensive and efficient lifecycle service.



WE EXIST TO  
Safely Support The Global Energy Industry

BY  
Providing An Innovative, Integrated Logistics  
& Materials Management Service

FOR THE GOOD OF  
Our Employees, The Community And Our  
Investors.



# Service Excellence

## D2 TEAM RECEIVE SAFETY AWARDS FROM BP

**Congratulations to our D2 warehouse team who have been recognised with two awards from our client, BP, acknowledging seven years of collaboration and our shared value for safety.**

The first award was presented for our dedication to BP's safety leadership principles, in particular "we will not compromise our focus on safety". The achievement demonstrates a close and collaborative approach towards health and safety, involving every team member to deliver a safe working environment, ensuring everyone returns home to their family and loved ones without harm. The award recognises the continual safety improvements that have been made over the past seven years, exemplified by the focus on pallet racking safety which has resulted in zero incidents, damage or fatigue within the structure.

The second award was given in recognition of the team's approach to hazard hunting, specifically in the preparation and



aftermath of the unprecedented weather experienced across the UK and the North-East of Scotland during November 2021 through to February 2022. Every member of the warehouse team participated and contributed to the hazard hunt, from monitoring weather reports and forecasts, to moving material inside the warehouse to ensure safety and security. The team developed and deployed visual management tools to allow for quick and



effective identification of potential hazards and the mitigation of these risks.

Photographed are Stuart Reid, Warehouse Manager, holding the Safety Leadership Principles Award and Callum Forbes, Assistant Warehouse Manager, with the Hazard Hunt Award.

Well done to the entire team for their continued hard work and dedication to both Safety and Service Excellence.

## ASCO SERVES ROYAL NAVY

**Well done to our team in Great Yarmouth who managed a fuel provision for the HMS Kent frigate vessel in February at very short notice.**

In just 24 hours, the team was able to mobilise three tankers and fuelled 60,000L of MGO onto the Royal Navy vessel whilst it was docked at the port of Dover.

Michael Wittrick, Fuel and Lubes Terminal Manager in Great Yarmouth commented; "We were pleased to be able to quickly react to the request by the HMS Kent, working with Tom Stephen and the Sales Team, we managed to mobilise the tankers with 60,000L of MGO to Dover to enable the Royal Navy ship to continue on its duties with a timely and efficient pit stop for fuelling."

Our Fuel and Lubes team in Great Yarmouth have the capabilities to provide fuel or any liquid bulk across the east and south coast of England to a wide range of vessels from a range of sectors. We were pleased to have the opportunity to support a Royal Navy vessel and look forward to supporting further operations in the defence sector.



## AFM QUICK TURNAROUND

**In February 2022, a client contacted the ASCO Freight Management (AFM) team, to arrange a last-minute collection and delivery of a Subsea Control Module for OneSubsea.**

The module was required to be packed into a transport frame for delivery to a DSV (Diving Support Vessel) in Aberdeen by 2nd March after receiving the collection on the 24th February. AFM had to arrange collection from Celle in Germany and deliver to One Subsea's base in Portlethen, Aberdeenshire.

After planning the journey, the team ran into some concerns regarding the transport and customs which could have delayed the ferry's planned schedule. However, Angela Milne, Supervisor - Customer & Freight Forwarding at AFM stayed in touch with everyone involved ensuring everything went smoothly, whilst also creating a back-up plan.

The client then requested the delivery be changed to Portlethen for 7.30am on 1st March, which the haulier successfully completed with no issues.

An outstanding example of our AFM team ensuring service excellence is at the forefront of everything they do. Well done to everyone involved!

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.

### Christopher Forde - Trinidad

Commending Christopher Forde for his excellent attitude during the last four weeks. During a slightly quieter time in operations, we have taken this opportunity to multi-skill our workforce before activity ramps up again. Forde has really embraced this opportunity and shown a real desire to learn both the logistics and materials controllers roles and responsibilities during this period. He is always asking questions to enhance his knowledge, showing a real desire to learn and now has the confidence to lead our daily logistics calls. He is engaged in our Logistics Management System (WELS) creating manifests, receiving cargo, updating inventory and expediting back load. A real inspiration to others who want to further their careers and become successful.

From: TotalEnergies

### David Kemp - Viking Warehouse

Just wanted to follow up on yesterday's QPR discussion with acknowledgement and recognition for the excellent work that David Kemp is performing at the ASCO warehouse. I have been involved with logistics support for the York asset since July 2021 and during that time I have had incredible backing from David, who regularly goes above and beyond all reasonable expectations. Communication is key and this is an area where David excels, always providing updates and ensuring we are fully appraised and up-to-date. He is a real asset to your team and I am extremely thankful for his continued support to Spirit Energy in SNS.

From: SPIRIT ENERGY

### Alex Stephen - BP Warehouse

In our Ph1 team, our Materials Controller, Alex Stephen, is a perfect example of diligence and reliability. He works very hard behind the scenes in managing a high volume of late requests, which are frequently high priority related to working with ageing assets, where there are regular emergent issues. He always receives requests in a positive manner and nothing is too much effort. This hard work ensures that we minimize impact to safe operations of our plant. His management of the procurement and logistics is recognized by both our on and offshore colleagues and was the key point of recognition in our last Squad Retrospective meeting.

From: bp

### Shaun Fearnon, Wayne Bannerman and Neil Cameron - Waste Management

LRQA have noted significant engagement and support in the audit from key ASCO colleagues that included the open exchange, offer of information and support to the Peterhead auditor in excess of our expectations. This is a significant indicator of the professionalism that the organisation is trying to promote. I would like to specifically bring to your attention Shaun Fearnon, Wayne Bannerman and from today, Neil Cameron, as individuals who demonstrated the behaviours that ASCO have asked us to verify.

From: LRQA

### Senegal Team

I would like to formally acknowledge SSB and your sub-contractor (SSB/ASCO) for your operational performance last week. SSB and Sangomar Project teams from Subsea and Well Construction, safely completed the largest simultaneous O&G activity undertaken at the SSB site and delivered it to schedule. We recognise all who enabled this, including SSB, ASCO, Subsea 7, Swire, Halliburton and others. We've discussed the Senegal Supply Base being the "Best in Africa". The activity last week achieved another milestone toward that goal. SSB's progress toward 200 safe load-outs and back-loads supporting Sangomar Well Construction will complement that. SSB and Woodside teams worked together with our counterparts from other parts of the Sangomar Project to prepare for this high risk activity. Each team took time to understand the risks, develop detailed plans, and then deliver the work safely and to schedule. During the planning and delivery phases, changes and new ways of working were required. Collectively, the teams involved demonstrated initiative, respect and integrity. They ensured everyone was safe and services were delivered to plan. They also adapted to conditions and overcame challenges during delivery. Through the actions of your teams, they have kept each other safe and showed how ordinary people can achieve the extraordinary. On behalf of the Woodside Sangomar Logistics team, thank you for your endeavour.

From: Woodside

### Emma Carnie, Matt Homer and Agency Team - Seletar

Many Thanks for your help over the last very traumatic hectic days, we (and I in particular) really appreciate your support.

From: Vestas



# Sustainability

## 2022 Initiatives

### REDUCING SCOPE 1 CO<sub>2</sub> EMISSIONS

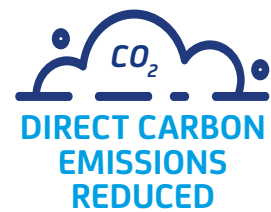
#### SWITCHING TO HVO TO REDUCE DIRECT CO<sub>2</sub> EMISSIONS BY 46% IN THE UK

We made the switch from diesel fossil fuel to Hydrotreated Vegetable Oil (HVO) renewable diesel fuel for our UK heavy goods vehicle (HGV) fleet earlier this year as part of our ambitious drive to

decarbonise our operations and be net zero by 2040.

Our HVO switch will reduce our direct carbon emissions by more than 3,040

tonnes, representing a 46% reduction in the UK and a 20% reduction across our global operations against our 2019 baseline.



**3040**  
TONNES

#### EQUIVALENT TO:



The amount absorbed by  
**150,586 trees**



Heating  
**453 homes**  
throughout the year



### REDUCING SCOPE 2 CO<sub>2</sub> EMISSIONS

#### CHANGEOVER TO LED LIGHTING

We have now completed the switch of all light fixtures to LED across our TOTAL, Lennox and Navarro sites in Trinidad.

A total of 32 lights have been replaced with 200W LED lights throughout our warehouses. We are currently focusing on our Granwood site and conducting a feasibility study in changing to solar-powered lights. If we go ahead with this, Granwood will become our lowest carbon footprint site in Trinidad.

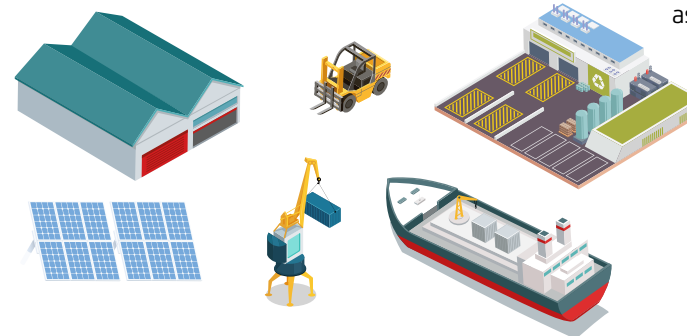
Our Damhead site in Peterhead has also recently made the switch to LED lights and we are now working towards making these changes across several of our other sites worldwide.



### REDUCING SCOPE 3 CO<sub>2</sub> EMISSIONS

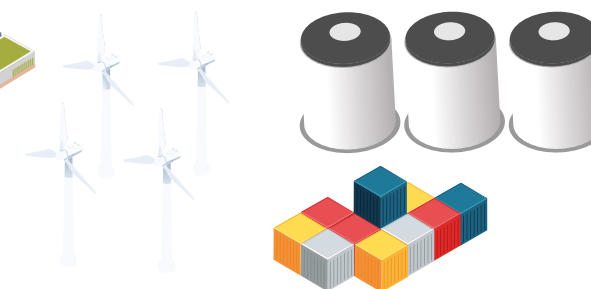
#### CHANGE OF TRAVEL AGENCY

ASCO has now transitioned to a new travel provider in the UK, Corporate Travel Management (CTM), which provides detailed CO<sub>2</sub> emissions data on our travel and provides guidance on reducing our travel-related environmental impact.



#### SUSTAINABLE SUPPLY CHAIN

The ASCO procurement team includes sustainable criteria in all of our tenders and has sourced new suppliers in line with our decarbonisation and sustainability targets. Our current progress includes swapping our stationery products for recyclable items, as well as sourcing sustainable PPE.



### REDUCING WASTE

#### ALL UK GENERAL WASTE NOW DIVERTED FROM LANDFILL

As part of our dedication to our Zero Waste to Landfill initiative, all of ASCO's General waste in the UK is now diverted from landfill to Waste-to-Energy. Waste-to-Energy takes non-hazardous waste that would be otherwise destined for landfill and utilises it to generate electricity production. Our continued efforts include working to decrease our overall waste generation and increase our proportion of reused and recycled waste.

We actively support our clients to reduce their waste and we have conducted several onshore and offshore audits this year to identify waste hierarchy improvements.



**ZERO WASTE**  
TO LANDFILL

REDUCE - REUSE - RECYCLE - RECOVER

### SUSTAINABILITY REPORT LAUNCHED

In August we launched our first Sustainability Report, outlining ASCO's commitment to reduce our environmental impact, manage our resources and continue to build a sustainable business for the future.

The report covers our activities in the calendar year January 2021 - December 2021, across all ASCO's global locations and benchmarks our progress to achieve our targets against an established 2019 baseline.

Within the report we outline our commitment to the environment, our people, our communities, good governance and our wider stakeholders. We also present our Energy Transition Strategy which focusses on supporting new energy development and providing low carbon solutions to our clients, as we work to decarbonise our own operations.

The full 2021 report can be found on our website [here](#).





# Events

## NOF OFFSHORE WIND NETWORKING

MARCH 2022

ASCO exhibited at the NOF Offshore Wind Networking event in Dunblane on the 24th of March. Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager, and Daniel Robb, Business Development Manager, attended to discuss ASCO's capabilities. This event was surrounded by a buzz after the announcement of the seabed lease rights for 17 offshore developments, making it a great opportunity to showcase ASCO's range of integrated services to assist with wind projects..

## DECOM WEEK

MAY 2022



Lee Vettese, Regional Sales Executive - Environmental & Decommissioning, and John Davidson, NORM Operations Manager, attended Decom North Sea's Decom Week which ran from the 16th to 20th of May as a hybrid of in-person and online events. The in-person exhibition took place at the P&J Live Aberdeen on the 18th of May where ASCO had a stand. It was a great opportunity for Lee and John to discuss ASCO's logistics and materials management capabilities in supporting decommissioning projects.

## SNS

MAY 2022



The SNS Conference returned for another year to highlight the opportunities the diverse energy sector in the East of England has to offer. The two-day event, across the 24th and 25th of May, covered major projects in the region across nuclear, offshore wind, oil and gas, and hydrogen. Simon Turner, General Manager for Southern UK, and Stacey Short, HR Advisor, attended with a stand to represent Great Yarmouth's logistics and management capabilities.

## GLOBAL OFFSHORE WIND

JUNE 2022



Peter France, Group CEO, Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager, Mike Pettigrew, General Manager - AFM/Seletar, Tony Brady, Business Development Manager, Simon Turner, General Manager - Southern UK and Amy Melvin-Greig, Marketing Team Lead, attended Global Offshore Wind in Manchester from 21st-22nd of June. The event provided insights from industry leaders and policymakers from around the globe, focusing on delivering the next generation of offshore wind projects and technology, on a global scale..

## SEOGS

JUNE 2022



We exhibited at the Suriname Energy, Oil and Gas Summit (SEOGS) from 28th-30th of June in Suriname. Deborah Benjamin, Managing Director - Trinidad, Darleen Modeste, Commercial Manager, John Clouston, Service Delivery Manager, Geenesh Basdeo, Business Development Officer, and Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager attended the event to discuss our supply base and logistics capabilities. The event provided the opportunity to hear from the local government, meet major operators, licence holders, tier one contractors, service companies and the entire value chain in Suriname's emerging hydrocarbons sector. Deborah also spoke at the roundtable discussion on local content and capacity development during the event.

## OEUK HSE

JUNE 2022



OEUK held their HSE Conference on the 28th and 29th of June at the P&J Live in Aberdeen. ASCO exhibited at the event and sponsored the refreshments at the event. Peter France, Group CEO, also delivered a keynote speech during the opening plenary on the morning of 28th June. The conference brought people from across the industry together to share experiences, highlight innovation and explore the key question: what energises you about HSE today?

## SEAAOC

AUGUST 2022



In August we exhibited at the South East Asia Australia Offshore & Onshore (SEAAOC) conference at the Darwin Convention Centre in Australia. The event took place on the 24th and 25th and is the Northern Australia's largest and longest established petroleum conference. SEAAOC brings together major players involved within Australasia's oil, gas and petroleum industries. The event was attended by ASCO's CEO - Australasia, James Stuart, Marine Supply Base Manager, Kylie Arnel, and Manager - Business Development and Sales, Damian Vinci.

## SHELL UK CONTRACTOR HSE FORUM

AUGUST 2022



In August, we hosted Shell's UK Contractor HSE Forum at our D2 head office in Aberdeen. The event is held every six months for Shell and its key suppliers to have open, honest and collaborative discussions around operational safety. Our Group CEO, Peter France, delivered a presentation on ASCO's obsession for Safety Excellence and his own personal approach to health and safety. The event was very successful and well attended, with Shell sharing their appreciation to us for hosting it on their behalf.

## API

JUNE 2022



ASCO's Lifting, Assurance, Intervention and Training team, NSL, exhibited at the API Offshore Safe Lifting Conference & Expo from 22nd-23rd of June at the Westin Houston Memorial City hotel in Houston. The event offered the opportunity to learn about the latest in offshore developments while sharing experiences, practices, and even information on real-life incidents. Robert Walls, Business Development Manager and Mark Bruce, Operations Manager attended the event to discuss how NSL can support lifting and training needs. Mark also spoke on Subsea Lifting during the event.

## MSGBC

SEPTEMBER 2022



We exhibited at the MSGBC Oil, Gas & Power event in Dakar, Senegal from 1st-2nd September. The conference focused on enhancing regional partnerships, spurring investment and development in the oil, gas and power sectors within the MSGBC region of West Africa. Alisdair Duncan, General Manager - ASCO Senegal, and Yann-Anthony Tchiemigni, Deputy Country Manager, attended both days of the event. The team were fortunate to be visited by Macky Sall, President of Senegal, who was very complimentary of our support as technical partner in establishing a safe and efficient supply base at the port of Dakar.

## UPCOMING EVENTS

### OWNE

NOVEMBER 2022



# Successes

## ASCO SIGNS 3-YEAR LOGISTICS AND SUPPLY BASE CONTRACT WITH REPSOL IN NORWAY

ASCO has been awarded a 3-year logistics and supply base services contract with Repsol in Norway, alongside an additional contract for rig administration services. The services provided will include transport & forwarding, warehousing, container deliveries, waste services and personnel to assist in Repsol's supply chain.

The additional contract for rig administration services will include bookings support, helicopter coordination, personnel on board as well as bed preparedness and lifeboat allocation. All of which will utilise ASCO Operation Control Centre in Tananger to co-ordinate the successful management of such services.

Øyvind Salte, Commercial Director of ASCO Norway, said:

"Although we have extensive experience delivering rig administration services for the customer, this is the first time we will deliver this type of service from our own state-of-the-art operating room in Tananger. This is a historically important and strategic agreement for ASCO. Repsol is an important customer for ASCO, and we are proud to continue to be the preferred supplier within Logistics Services. We look forward to expanding and further developing our good cooperation."

This is an example of the digitalisation and modernisation at the heart of operations at ASCO, the Group's innovative processes and systems mean the company is at the forefront of driving supply chain efficiency.



## ASCO SECURES AKER BP CONTRACT EXTENSION TO PROVIDE SUPPLY BASE SERVICES, TRANSPORT AND FREIGHT FORWARDING

ASCO has been awarded a 3-year contract extension in Norway with Aker BP to supply integrated supply base services, transport and freight forwarding, with a focus on streamlining processes through digitalisation.

The framework agreement has a potential total value of NOK 750m (£64m) and includes the delivery of services within warehouse management, CCU deliveries, waste services and personnel hire within operations and helicopter coordination.

Øyvind Salte, Commercial Director of ASCO Norway, said:

"Being the preferred supplier in logistics for Aker BP for another 3 years is very important to us. We look forward to further developing ourselves as a company and are proud to continue as their supplier. The contract strengthens our existing activity in Norway, and forms the basis for a further development of our good cooperation with Aker BP. In addition, further work is being done on processes for an optimisation and digitalisation of our total logistics delivery. During the year, ASCO will roll out a new IT solution at all its Norwegian supply bases. The goal is to increase efficiency in the ports whilst reducing their environmental footprint, giving Aker BP both a financial and environmental saving on their total logistics costs."



## EQUINOR STRENGTHENS ASCO RELATIONSHIP WITH FIVE-YEAR CONTRACT EXTENSION

ASCO is delighted to have been awarded multi-million-pound, five-year contract extension with the Norwegian energy partner to the UK, Equinor. ASCO will provide a fully integrated logistics and materials management solution, including quayside services, materials management, environmental services, marine gas oil (MGO) provisions and marine technical services with additional ad-hoc services as required.

The service agreement will be delivered primarily from ASCO's Peterhead supply base and will support the local supply chain and regional employment opportunities.

Allan Scott, group innovation director at ASCO, said:

"This contract extension reinforces our decade-long relationship with Equinor. It underlines the truly collaborative journey we have been on, working in partnership to implement streamlined, leaner processes through digitalisation and a digital track and trace. The digitalisation project has given Equinor real-time visibility across their operations, removing any potential variation completely, to give them 100% process control."

Both Equinor and ASCO are passionate about creating a low carbon and efficient supply chain, utilising technological advancements such as the use of artificial intelligence to optimise transport journeys and streamlining processes.



## ASCO AWARDED STORAGE AND MATERIALS MANAGEMENT CONTRACT FOR MORAY EAST WINDFARM PROJECT

ASCO is delighted to have been awarded a contract to provide storage and Materials Management support to Moray East Offshore Windfarm. We recently commenced support to the fixed wind farm which achieved its Commercial Operations Date on the 1st of April 2022 and will provide 40% of the domestic electricity demand in Scotland (enough to power approximately one million homes!). As part of ASCO's commitment toward Net zero, we are delighted to be supporting this project which will contribute to the reduction of millions of tons of CO2 over the lifetime of this offshore wind farm.

Mark Selby, Group Materials and Warehousing Manager commented:

"ASCO are delighted to be awarded this scope of work by Moray East supporting the storage and management of critical spares for this large-scale offshore wind project."

Business Development Manager Danny Robb said: "This is a significant contract win and demonstrates ASCO's strategy to diversify our portfolio into the growing Renewables sector".





# Expanding Horizons

## New Territories for ASCO

### BUILDING LOCAL CAPABILITY ON A GLOBAL SCALE

I am very proud to see how much ASCO has grown and the resilience the business has shown in recent years, particularly against the cyclical nature of the oil and gas industry. While it is critically important for ASCO to continue to build on its strong positioning in our existing locations, it is equally important that we push hard to grow and diversify our international footprint. In 2020 and 2021 we have been successful in securing new business in New Brunswick and Senegal, and we have very recently commenced operations in Suriname. These are the first new international locations in the business since 2013, demonstrating how far we have come in a short period - despite the challenges of Covid-19 and travel restrictions.

As a business of our size, we are not blessed with infinite resources to simply build or buy our way into numerous new markets. What we do have an abundance of is specialist knowledge and experience and it is this competency driven approach that has been the basis of our success. Our customers gain comfort from knowing that we (ASCO) are involved in supporting their logistics and materials management needs and are well equipped to assist them with any challenges they face. In order to access infrastructure and equipment we are partnering with local businesses and consortia to establish ASCO as the technical partner to local businesses, who retain ownership of their facilities.

A large part of our approach is focused on the development of local capability. Local capability is different from local content. Local content is typically focused on the ownership of a business and the drive to avoid all work being completed by foreign companies. Ordinarily, the requirement for local content is driven by the government or by our clients (due



**Fraser Stewart**  
*Managing Director  
International*

to their agreement with the local government), this is not something we can avoid. However, our approach goes beyond ownership and focusses on the importance of developing local people to deliver ASCO's services, to our own and industry standards, through training, mentoring and coaching by our existing ASCO personnel.

In the long-term, developing a model where local people manage and operate our interests in a territory is far more beneficial to both ASCO and to the economy of the countries in which we operate. Our approach to developing locals is a key differentiator and a unique selling point for ASCO, in particular in frontier supply base locations and was the basis of our success in Senegal and in Suriname. When local employees can grow, increase their earning potential and knowledge base, they feed this increased prosperity back into the local community. This improves the prospects of the next generation of potential employees through education opportunities, improved healthcare, and standards of living.

We are at the start of our journey towards becoming the leading frontier supply base operator globally, but every great journey starts with the first step.

### SUPPORTING OPERATIONS IN SURINAME TO UNLOCK IN-COUNTRY POTENTIAL

In June ASCO signed an agreement with Kuldipsingh Port to provide technical expertise for its supply base operations. The agreement will see us play a major role in Suriname's energy industry, supporting new oil and gas developments for TotalEnergies in offshore block 58.

Following our frontier business model, ASCO will collaborate with local businesses to encourage regional investment and key recruitment opportunities for local people. ASCO has already deployed its model during the establishment of the Senegal Supply Base (SSB) in Dakar in 2021. Developed in less than six months, ASCO was asked to support SSB as a technical partner by providing offshore logistics technical expertise to support the development of the Sangomar field.

Deborah Benjamin, Managing Director - Trinidad and Tobago at ASCO, added: "Our track record in West Africa and Trinidad and Tobago



demonstrates how we can support countries managing their oil and gas developments. With the operations we have established in Senegal already transitioning to an entirely locally driven business, our operational model is proving to be effective for both ASCO and the local economy. I look forward to bringing this same model to Suriname, focussing on upskilling local personnel and supporting the region to drive growth in the energy industry."

Although it is a more recent approach, the model is founded on ASCO's legacy of success in establishing new worldwide locations over the last three decades, with all our overseas operations managed and operated by local personnel. The frontier model ensures that relevant compliance with international standards is met while we develop and hone new skills in the local market, enabling self-sufficiency in the long-term. The focus on capability, and not just on local jobs, ensures the economic benefits are shared across the local economy.



### RELOCATION TO WELSHPOOL FOR ASCO AUSTRALIA

ASCO has combined its Perth regional office and supply base to a new location in Welshpool, one of the key industrial suburbs in Perth, Australia.

The new facility encompasses a 4,400m<sup>2</sup> Warehouse with high bay pallet racking, a fire suppression system, 4,000m<sup>2</sup> outside laydown space and modern office facilities. Offering excellent access routes to ports, the airport, key client locations and supply routes, the move provides the potential to expand the service offering in the area.

James Stuart, CEO - ASCO Australasia, said: "We are delighted to move into such a fantastic site where we are ideally located to support our current and future clients. The new site specifications are high-end, allowing us to provide a range of services from the



base, including 3PL, materials management and transport services. The move also supports our expansion plans in the Perth Basin. There are an exciting number of opportunities in Perth, and I look forward to watching our operations continue to grow in the region."



# Unlocking Net Zero Success

## Supply Chain Partners are the Key

**Thuy-Tien Le Guen Dang**

Group Sustainability & Marketing Manager



**Companies across the energy sector are aiming to achieve net zero carbon emissions by 2050, or sooner, as they respond to the decarbonisation challenges laid out at COP26. The current political landscape has accelerated the energy transition, and while many companies have set out road maps to achieve their net zero targets, the energy transition is not just about the decarbonisation of industry operations.**

The energy transition has two key aspects: operational decarbonisation and new energy development. The development of new energy projects such as wind, hydrogen and CCUS are crucial to support the future energy mix. These projects will contribute to supplying a stable and resilient energy source while achieving net zero targets.

While some technology is present, innovation remains essential to make new energy production affordable and to reach the scale of new energy demand. As with all changes of this nature, collaboration at every level will be vital to ensure we all meet our targets. Supply chain engagement with service providers, such as ASCO, is crucial in the early stages of

new developments to provide innovative solutions and bespoke project logistics models to support the scale of new energy production.

Across the UK and Norway, we have already been working to support significant new energy activities such as Moray East, Hywind, Dogger Bank, Seagreen and the Lista wind projects. We are championing the development of hydrogen and carbon capture, with collaborations in place for the Barents Blue project in Norway and the Everlong project in Europe. A recent MoU has been signed to support a new CCUS project in the UK. We are also working with our partners Gen2 Energy AS and HYON AS to establish the Green Arctic HyHub hydrogen base for maritime transport in Norway. ASCO not only provides an end-to-end logistics and materials management service including bunkering, distribution, and shore base services, but full solutions to support these ventures.

Businesses across the industry need to avoid looking at individual energy production projects in isolation but rather as part of an energy hub; with wind energy being utilised to produce hydrogen or electrify an offshore platform. Projects should integrate to provide

the greatest impact and developers should not underestimate the value of companies within their supply chain or working across value chains. Using our 50 years of experience in offshore logistics operations, we work with partners on defining infrastructures and bespoke project logistics models to optimise their resources and ultimately support an integrated low carbon energy market.

In pursuit of our own goal to operate as a net zero carbon emissions business by 2040, we have already reduced our scope one emissions globally by 20% this year against our 2019 baseline. A reduction in emissions within the supply chain has a direct impact on the emissions across the whole project lifecycle, and as a low emissions logistics supplier, we will play a key role in successfully delivering sustainable energy projects.

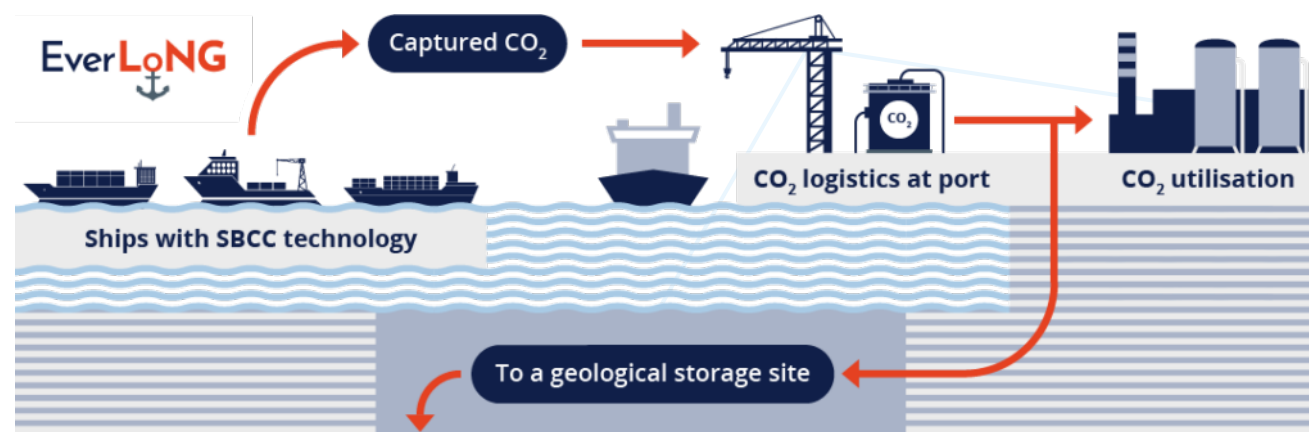
### CARBON CAPTURE, UTILISATION AND STORAGE (CCUS)

#### EverLoNG Project

The EverLoNG project has moved forward to the next stage of its development, recently securing £2.8m (€3.4m) of funding to decarbonise the maritime sector.

The project aims to encourage the uptake of ship-based carbon capture (SBCC) by demonstrating its use on board LNG-fuelled ships, moving it closer to market readiness.

As part of the advisory board, ASCO is looking forward to supporting the team as they consider how best to integrate this technology into existing ship and port infrastructure.



### ALTERNATIVE FUELS



#### Barents Blue Project

Horisont Energi will build the Europe's first large-scale factory for the production of "clean" ammonia from natural gas and renewable energy in Hammerfest Norway. The CO<sub>2</sub> will be captured during the production process and stored permanently in sandstone reservoirs, Polaris.

ASCO will provide full logistics and supply 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.

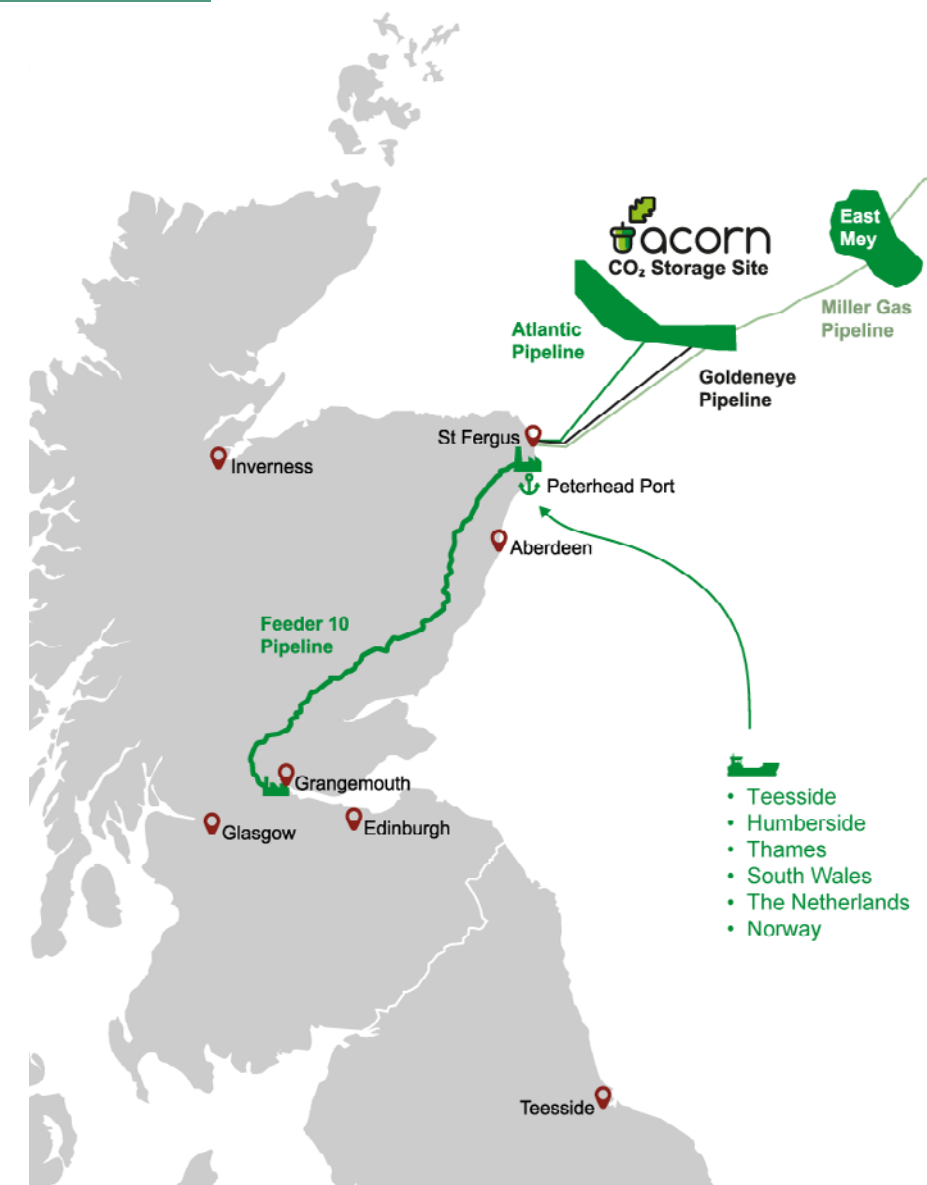
### CARBON CAPTURE, UTILISATION AND STORAGE (CCUS)

#### Acorn Project

ASCO is supporting the Acorn Project, an ambitious climate mitigation programme to establish carbon capture, storage and hydrogen infrastructure in the North-East of Scotland.

The project will be initiated with a natural gas supply from the St Fergus area, feeding a 200MW reformer to produce 1.6 TWh of hydrogen per year, starting at the end of 2025. This will be the first phase of Acorn Hydrogen, with the Acorn Project aiming to develop additional hydrogen capacity.

The Acorn Hydrogen development is preceded by the Acorn CCS Project, which will provide the route to permanently sequester CO<sub>2</sub> emissions generated from reformation of natural gas into hydrogen.





# 'Make a Difference' Awards

## - Employee Recognition Scheme

We are delighted to share the news of the most recent Make a Difference Awards winners.

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:



**ALEXANDER THOMPSON**  
Multi-Skilled Operative,  
Aberdeen Quayside  
**STEPHEN MCDONALD**  
Senior Shipping Controller  
Aberdeen Quayside



Sandy and Stephen both acted promptly in providing emergency assistance and first aid to a colleague who had collapsed on the Quayside. Their calm approach and presence of mind in a very challenging situation undoubtedly contributed toward their colleague making a full recovery. Well done and thank you to you both.



**MEHARI HAILE FESHAYE**  
Apprentice in Tananger



Mehari joined ASCO in summer 2021 and has made a real impression on his colleagues who say he is the best trainee they have ever had! He is a valuable member of the team who is always smiling and helpful with a focus on delivering great service.



**JOSH COWE**  
Quayside Supervisor in Senegal



Josh was nominated for his safety leadership, particularly in training and supporting the local team in Senegal. He is quick to praise a job well done but is not afraid to give firm direction. He has earned the respect of the whole team through building relationships, transparency and his leadership.



**ALI DONALD**  
User Support Engineer in Aberdeen



We received several nominations for Ali telling us how much you value his support. Ali is someone who is always willing to help no matter how busy he is, and his support in the transition into the hybrid working model was greatly appreciated by many.



John went above and beyond at a time when the team was short staffed due to absence and increased activity. John cancelled pre-arranged time off to ensure that service was maintained. In addition to taking on and learning new tasks himself, he also supported cross training in the team who also stepped up to meet the business requirements. John's commitment to the business and his colleagues is clear to see.



**JOHN HARPER**  
Senior Material Operative in  
Aberdeen



**CALUM CALDER**  
Pricing and Analytics Manager in Aberdeen



Calum is a trusted and valued team player. Much of what he does goes unrecognised and uncelebrated. He turns in consistently exceptional work without fuss or fanfare and continuously makes meaningful contributions to successful tenders/proposals across the business.



**SHANNON STEWART**  
Recruitment Consultant in Aberdeen



Shannon is a positive person who clearly demonstrates the obsessions of service. She is extremely focussed on customer service, making sure that what is requested if followed through. She is quick to respond and provides a high level of support to the business.



**RICHARD KNIGHT**  
Quayside Operations Supervisor in Aberdeen



Richard was nominated for his hard work and approach to problem solving. He has been pivotal in ensuring vessels on Albert Quay, Aberdeen have been loaded safely and on time within a very challenging quayside environment. He always ensures the team is working safely and puts ideas forward to keep the squads working safely and efficiently.



**JOHN COWAN**  
Regional HSSEQ and Training Manager in Australia



### NOMINATE YOUR COLLEAGUES

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.

### OTHER COLLEAGUES NOMINATED BY YOU WERE -

- Accounting Team, Tananger
- Gry Kraby Svendsen, Oslo
- Kailey Hunn, Great Yarmouth
- Inger Ølberg, Tananger
- Russell Thompson, Trinidad
- Ali Donald, Aberdeen
- Stephen McDonald, Aberdeen
- Barry Robb, Aberdeen
- Jackie Spence, Aberdeen
- Amanda Pirie, Peterhead
- Team ASCO Farsund, Norway
- D2 BP Warehouse Team, Aberdeen
- Salina Shah-Balgobin, Trinidad
- Terrence Frontin, Trinidad
- Fraser Stewart, Aberdeen
- Kine Marie Førlund, Tananger
- John Clouston, Trinidad
- Carlos Porter, Great Yarmouth
- Shaun Lahey, Alberta
- Guy Hobson, Great Yarmouth
- Patricia Grosz, Aberdeen
- Talia Farrow, Great Yarmouth
- Alexander Horve, Tananger
- Jorunn Sanne, Tananger
- D2 improvement team, Aberdeen (Jennifer Hardie, Stevie Florence, Sean Laird, Mark Wood, Laura Davidson, Liam Cooper, Gordon McCulloch, John Gordon, Ali Donald and Richard West)



**ALEXANDER HORVE**  
Senior Logistics Coordinator in Tananger



Alexander goes to great lengths to meet business requirements. He makes sure that people are kept updated with what is happening and is driven to make sure all elements of a task are addressed. Alexander can always be trusted to get the job done.

### OTHER COLLEAGUES NOMINATED BY YOU WERE -

- John Gordon, Aberdeen
- Shed 3 Warehouse Team, Peterhead
- Håkon Nordfonn, Farsund
- Jamie Daldry, Great Yarmouth
- Harrinarine Baboolal, Trinidad
- User Support Team, UK and Trinidad
- Allan Wilson, Peterhead
- David Beals, Great Yarmouth
- Charlie Spires-White, Great Yarmouth
- Scott McAllister, Darwin
- Annika Dragland, Farsund
- Lorna Mitchell, Peterhead
- Scott Masson, Aberdeen
- AFM Operations Teams, Aberdeen
- Michael Lewis, Aberdeen
- Jamie Kennedy, Aberdeen
- Emma Rochester, Shetland
- David Kemp, Great Yarmouth
- David Corder, Great Yarmouth
- Emma Carnie, Aberdeen
- Graham McBain, Aberdeen
- Lisa Fraser, Aberdeen
- Great Yarmouth Operations team
- BP Warehouse Team, Aberdeen
- Peter Skinner, Peterhead
- Jenny King, Aberdeen

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



# A focus on career development

## Simon Turner

**Simon Turner joined ASCO in 2006 as Key Account Manager, supporting Oil and Gas clients in the Yorkshire area. 16 years on and Simon is now the General Manager for our Southern UK business based in Great Yarmouth.**

It was 2006 and I was the Regional Sales Representative for a national waste management company when I had come across a shiny new waste tanker as it was tipping its load at a site in Leeds. The tanker stood out from the crowd and my inquisitive nature led me to investigate the owner, ASCO, which really opened my eyes to the company and the upstream oil and gas sector. ASCO looked innovative and in a different league to the rest of the service companies in the UK waste sector. Coincidentally there was a job advertised so I applied, and luckily I was successful!

Joining the business as a Key Account Manager (KAM), my role involved managing relationships with our oil and gas clients in the Yorkshire area, including some large-scale operators. I also worked to generate sales utilising the client portfolio I had developed in my last role. Despite some initially challenging targets for onshore waste sales in my first year, alongside my account management responsibilities, I achieved them and the rest, as they say, was history.

I was in the Key Account Manager position for [insert years], and my journey since has been a very interesting one. There have been too many highlights throughout my time so far to list them all, but the ones that stand out are our successful introduction of initiatives such as 'zero waste to landfill', the development of our decommissioning and contaminated produced water service line.

### Progression

ASCO has always provided me with the platform and flexibility to develop in a very transformational way, benefitting both me as an employee, and ASCO as the employer. I have been lucky enough to have had supportive line managers who have helped me progress within regional and national positions, as well as supportive colleagues who have always helped to push me and the business forward when required. I've been given the space to develop a network of key suppliers that has been pivotal to ASCO's success as part of our short, medium and long-term strategies.

I was also fortunate to be supported by the company to complete an MBA through the Robert Gordon University, which has been extremely beneficial in taking my thinking to the 'next level'. The course also allowed me to expand on my network an essential component for business development. One of my course buddies (who played for Aberdeen) was also an Icelandic international! You can imagine my pride showing my son an exchange I had with him after he had kept Lionel Messi 'in his pocket' in the World Cup!



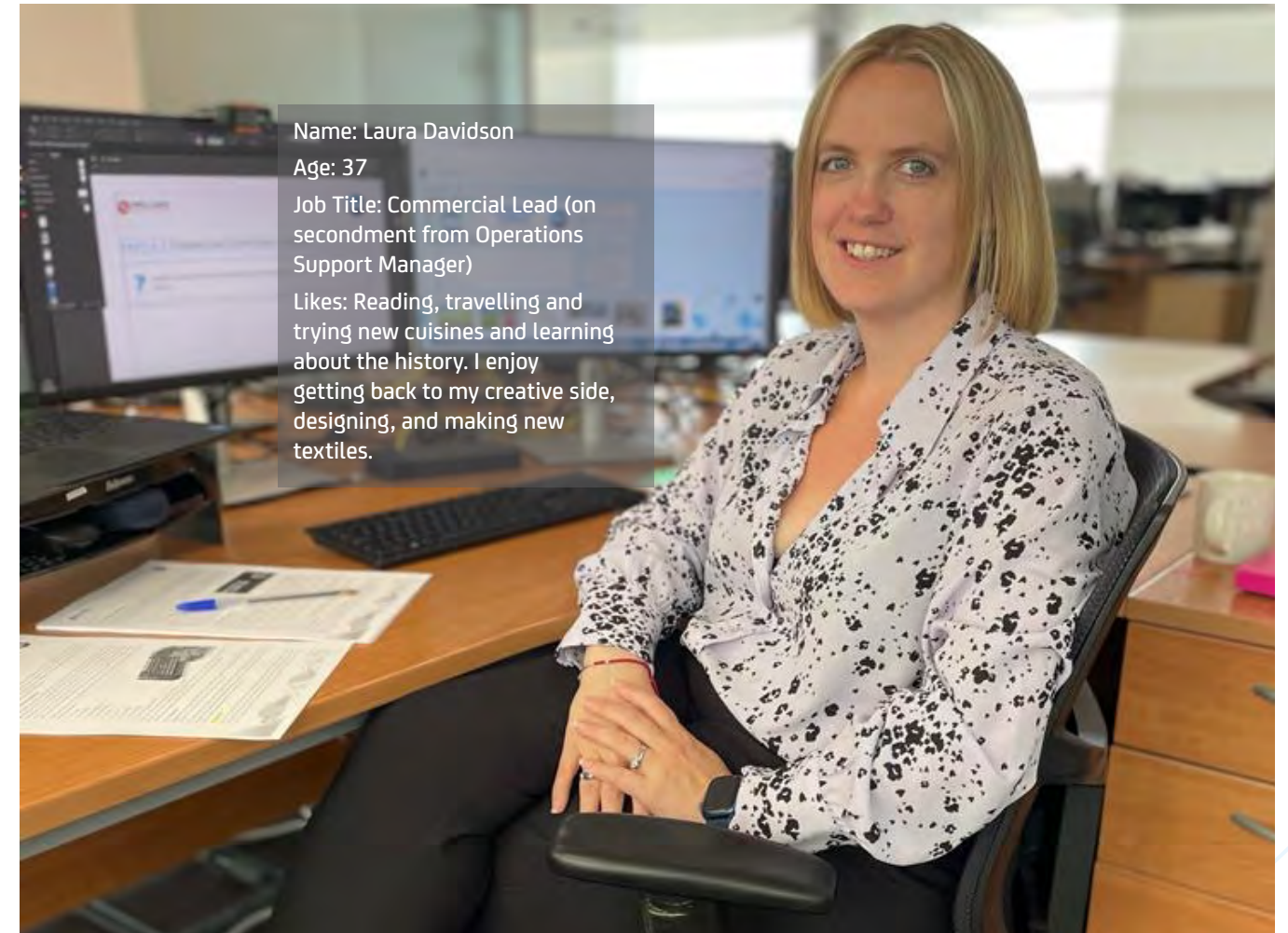
Name: Simon Turner  
Age: 49  
Job Title: General Manager - Southern UK  
Likes: I'm a Sheffield Wednesday supporter and a qualified football referee - which can both have their moments!

### My current role

In January, I started as the General Manager for Southern UK, with the responsibility of all ASCO UK operations in England, based from our office in Great Yarmouth.

Moving out of the Environmental Services department, I am now involved in the provision of all ASCO's integrated service lines and business units, which is really interesting. My new role involves more interactions with our people which has proven very rewarding. Having been with the company for over fifteen years, I always want to play my part in taking ASCO forward. I see this period of energy transition as a very exciting time with unlimited opportunities for the company and I look forward to seeing what the future brings.

## Laura Davidson



Name: Laura Davidson  
Age: 37  
Job Title: Commercial Lead (on secondment from Operations Support Manager)  
Likes: Reading, travelling and trying new cuisines and learning about the history. I enjoy getting back to my creative side, designing, and making new textiles.

**Laura Davidson joined ASCO in 2010 as HSEQ Admin Assistant at the Talisman (now Repsol) Base in Peterhead. 12 years and a wealth of experience later, Laura was recently promoted to Key Account Manager looking after Neptune, Spirit and Petrofac.**

### My ASCO journey so far

Back in 2010 I was looking to progress my career, develop new skills and experience and saw a chance to join ASCO which looked like it would give me the opportunities I was seeking. My journey so far has been very varied, and I have been lucky enough to have been able to work in different parts of the business and learn a lot.

I have also been lucky enough to work with some incredible people through this time.

In my time at ASCO I have gained a wealth of experience from working in a number of different departments and in different positions. Having initially started in the HSSEQ department, I have also worked with ASCO's lifting specialists, NSL, within the Aberdeen Operations team, and most recently with the UK Commercial team as part of the Tendering team. I have gained an amazing level of experience which has helped me develop my skills even further. In 2018 ASCO offered me the opportunity to complete a SVQ in management at SCQF Level 9, which allowed me to demonstrate competence in the related skills I had gained during my time at ASCO.

### Joining the UK Commercial Team

After looking to learn more about a different part of the business, I recently moved into a Key Account Manager role within the UK Commercial Team. This has been an amazing opportunity for my career development, giving me new skills while working directly with our clients.

Although this role is new to me, I have enjoyed being part of a supportive hard-working team. This role gives me the opportunity to learn a different part of the business that up until now I had not experienced. Key Account Management can be hard work but rewarding when you get to work with all areas of the business, building new relationships and working together.



# The importance of Diversity and Inclusion in the workplace



**Deborah Benjamin**  
Managing Director  
Trinidad and Tobago

**I am honoured to be writing this piece for ASCO on workplace diversity and inclusion, acknowledging the full breadth of this topic encompassing gender, age, ethnicity, religion, disability, sexual orientation, education, language, and national origin.**

ASCO's business in the Caribbean is part of the most diverse multicultural, multireligious and multinational regions of the world. Our regional office in Trinidad and Tobago is the epitome of diversity as our staff comprises Hindu, Muslim, Christian, Baptist, and Catholic worshippers across many different races. Our multiculturalism is also embodied in our local food, which varies from Indian, Creole, Chinese, Arabic, Spanish, and French historical influences. Our expanding business into Suriname and Guyana also embraces similar multicultural diversity within their countries.

Reflecting on the International Women's Day celebrations earlier this year, I considered how far we have come with gender representation but also asked myself, how far do we still have to go?

The Caribbean region has been a traditionally strong performer for women in the workplace. The subregion outpaces its neighbours, and often the world, in terms of female employment and managerial representation at the top of company hierarchies.

Encouragingly, according to a recent Eurocadres International Labour Organisation (ILO) report: "Women in Business and Management – Gaining Momentum in the Caribbean", over 43% of companies surveyed had exceeded the 30%

target of female board members. Studies show a minimum of 30% representation is required to benefit from gender diversity. Moreover, the report found that nearly a quarter (24%) of Caribbean companies had achieved gender parity on their boards, where the proportion of female board members was between 40% to 60%. Increasing female representation in senior positions is a key leverage point and can create a multiplier effect for women at all levels of businesses across the region.

As part of this elite group of companies in the Caribbean, ASCO has further increased its regional gender parity by selecting a female country manager. Our team in Trinidad and Tobago already comprises an even split of gender representation, with women holding senior positions within our Commercial, HR and Finance functions. Equal representation is shown to improve organisational collaboration and employee engagement, as well as introducing more diverse problem solving and decision making to the business - all contributors to increasing stakeholder value.

As a group, ASCO continues its focus on further increasing diversity across the business, championing inclusion through mandatory Equality & Diversity Awareness training and the implementation of our Equality, Diversity and Inclusion (ED&I) committee. I am proud to see how far we have come and look forward to seeing the sustained positive impact an inclusive workplace brings.

**#breakthebias**

## EQUALITY, DIVERSITY & INCLUSION (ED&I) COMMITTEE



**Allison Thomson**  
Group Strategy Manager

**In 2020, ASCO set up the first Equality, Diversity & Inclusion (ED&I) committee, and I was lucky enough to get the opportunity to become the chair of it earlier this year.**

Having an Equality, Diversity, and Inclusion (ED&I) committee at ASCO is an important part of our DNA, making sure our values and beliefs are well represented, as well as identifying ways in which we can actively support inclusion across our business.

To ensure the team's efforts cover the whole organisation, we have refreshed our membership to inspire dynamic engagement across all locations. The new team will work on actions and activities towards ensuring all our staff feel valued and well represented, as well as ensuring they are treated equally and fairly.

Our team charter outlines the committee's vision and purpose, which most importantly sets out that we will seek input from the workforce on ED&I improvement



areas that the committee can champion. We will be issuing a survey in the coming weeks to gather as many ideas as possible and I ask that you please take the time to respond when this comes out, especially if there is a specific topic you passionately feel should be represented.

Our vision for ASCO is to be recognised for creating, nurturing and sustaining an inclusive culture where differences drive innovative solutions to meet the needs of our clients and employees. Your enthusiastic involvement both locally and across ASCO as a whole will help make this vision a reality.

If you want to find out more, check out the ED&I site on Connect. As we evolve as a committee, we will make good use of this site to regularly communicate activities and opportunities throughout the year.

## INTERNATIONAL WOMEN'S DAY

**The 8th of March 2022 marked International Women's Day, and the theme this year was "Break the Bias".**

At ASCO, we are committed to fighting inequality and promoting inclusion within the workplace. We strive to provide a workplace free of bias, stereotypes and discrimination, and believe in celebrating the achievements of all our female colleagues and taking action to ensure equality across our organisation.

Click play to watch a video that shows some of the statements our team made on International Women's Day regarding how they are contributing to eliminating gender bias.





# Little Changes, Big Impact



**A key driver to organic growth in any organisation is improving operational efficiency, and it is something we can all play a part in.**

*Allison Thomson, Group Strategy Manager.*

Operational efficiency is delivered when the culture of a company incorporates a continuous improvement mindset, regularly discussing within your teams, between teams and across the wider company to establish where inefficiencies exist and looking at how these can be improved.

Often, when an inefficiency is identified within a team, the solution can be agreed upon, planned, and updated without the need for additional approvals and bureaucracy. It is important to remember that lots of small incremental improvements can contribute significantly to overall efficiency. However, if you find you have an idea that needs a bit more consideration and/or wider support to build it out, the Employee Suggestions Portal (ESP) is there to gather those ideas and help move them forward.

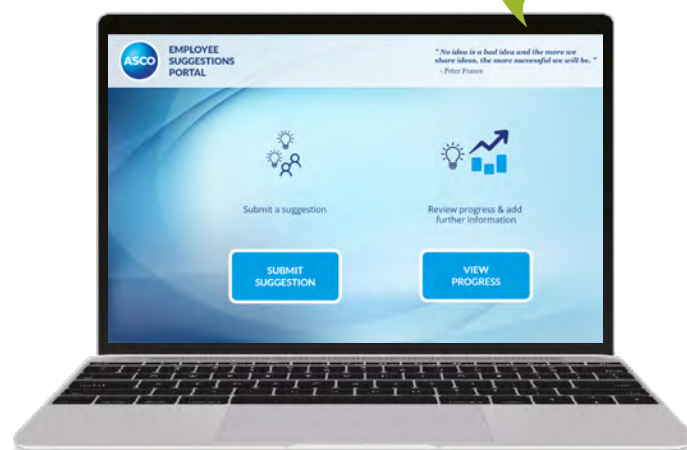
The ESP can be found on the Connect homepage via the **Employee Suggestions button**. So far this year, we have had 63 suggestions, 54% of which are in progress or have been implemented - but there is always room for more!

A recently implemented suggestion focused on utilising our email signatures as marketing tools, both internally and externally. Our IT & S team worked with Marketing and Communications to identify how we could specifically personalise email signatures for those that are mental health first aiders, enabling ASCO employees to identify who their local mental health first aider is.

This also allowed the team to identify how we could use the signatures for additional internal communication of key messages - keep your eyes peeled to see how these will be utilised in future.

No idea is a bad idea and even the smallest of changes can have a positive impact within the business, so why not use your next team meeting to raise the topic of "what could we be doing better" and see what comes out of it.

Visit the Employee Suggestions site on Connect **here** to learn more and submit a suggestion



or email your suggestion to [suggestions@ascoworld.com](mailto:suggestions@ascoworld.com)

## Insight from a new start Jodi Frith

**Jodi Frith joined ASCO in May 2022 as Financial Controller for ASCO Australasia based in Perth, Australia.**

Find out more about Jodi and her time at ASCO so far below.

### Starting at ASCO

Having worked in the logistics industry since my early 20s, I moved to a small ASX-listed micro-caps company in 2018. The move gave me better exposure to statutory reporting and allowed me to broaden my industry experience. However, in 2022 I was lured back to logistics thanks to ASCO!

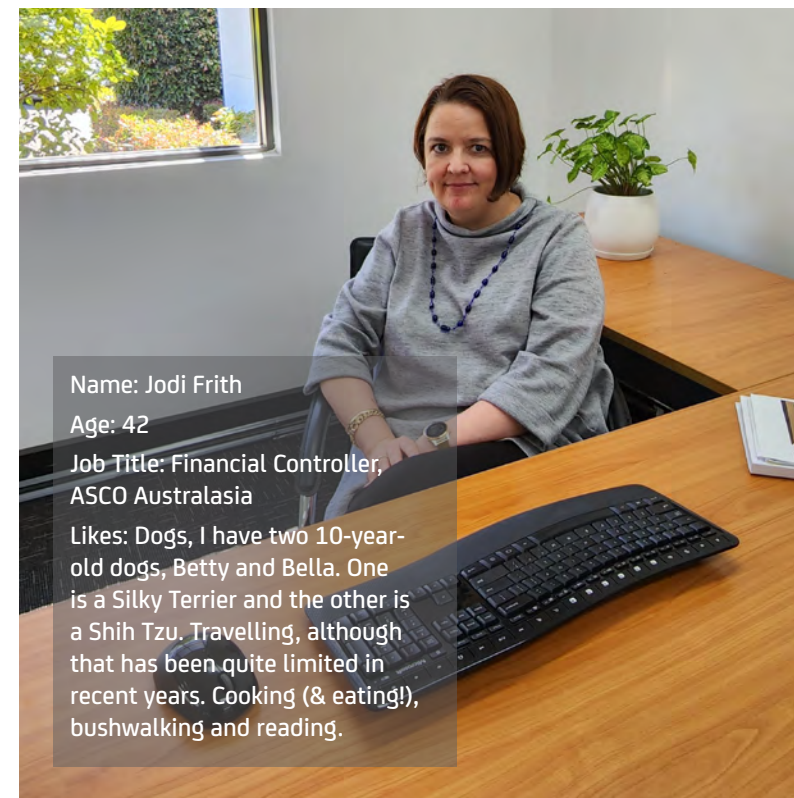
Logistics is a great industry but in Australia there is sometimes the perception that logistics begins and ends with trucking. This is probably due to Australia's dependence on long-haul trucking for most freight. However, I think that is an oversimplification of the really interesting and varied services that can be offered. ASCO provides a varied range of services, including warehousing, camp management, dry-hire camp, marine supply base and asset management throughout Australia. These differing service offerings provide unique problems, and it is actually the human component that makes the whole system work.

### Settling into the Team

Without a doubt, it is the people who make working at ASCO so enjoyable. Here in Australia, everyone, from Darwin to Perth, has been exceptionally welcoming and generous with their time. The team is very close-knit and I definitely feel as though I am valued for my contribution. I have also had a huge amount of support from the UK, which has really helped me when dealing with the challenges of my new role.

### My Role

A lot of my role is necessarily focussed on statutory and management reporting, establishing and maintaining documented controls and ensuring adherence to policies. However, I also get to help others in the business through participation in other areas, such as tendering, business continuity planning and compliance. To non-accountants, my role might not sound the most thrilling, but I genuinely find it interesting, detailed-oriented work which appeals to me. ASCO Australasia is in a growth phase at the moment, and it is really quite exciting to consider how I can streamline our current processes to ensure we can address new challenges as they arise.



Name: Jodi Frith  
Age: 42  
Job Title: Financial Controller, ASCO Australasia  
Likes: Dogs, I have two 10-year-old dogs, Betty and Bella. One is a Silky Terrier and the other is a Shih Tzu. Travelling, although that has been quite limited in recent years. Cooking (& eating!), bushwalking and reading.

### Safety Excellence & Sustainability

One of the most impressive things about working at ASCO is the focus on safety. Anyone who spends any time amongst our Australian operations can tell you that safety is at the forefront of every activity. To me, this is more than a business unit striving to operate in line with the stated obsession of Safety Excellence. It is evident to me that everyone is aware that safety is everyone's responsibility.

ASCO's net zero target of 2040 and its key obsession of Sustainability seems prescient when viewed through the lens of recent climatological experiences. Australia has always been a bit behind the curve when it comes to the environment. So, it is very attractive to work in a business which is placing Sustainability at the forefront.

### Favourite quote

A society grows great when old men plant trees whose shade they know they will never sit in.



# Developing the next generation

## GREAT YARMOUTH PLACEMENT STUDENT

**We recently welcomed Lucy Rainer as a placement student within our Southern UK office in Great Yarmouth.**

Lucy joined us as part of the Coastal Energy Internship Programme administered by The Ogden Trust, which provides students a chance to undertake a short placement within a local company during their summer break.

During the internship programme, Lucy was able to learn more about environmental sustainability within the energy industry. As part of her placement, Lucy was tasked with a workforce engagement project in association with our core obsession of sustainability and our journey towards net zero.

Speaking on her 4-week placement with ASCO, Lucy said: "My time at ASCO has been educational, motivational, and inspiring to say the least! I enjoyed working alongside the managers and marketing team to look inward at their Southern UK operations, assessing how the communication of ASCO's environmental schemes could be improved, as well as bringing new ideas and my own passion for the environment to the company. It's been an incredible experience and I'm so grateful to have had this opportunity. Thank you everyone!"



## RGU CYBER SECURITY AWARD

**Every year Robert Gordon University (RGU) ask local businesses to sponsor student prizes for their Summer Graduation Ceremony.**

Prizes are awarded to the RGU students who have received the Highest Academic Achievement in their course or have contributed significantly to the university during the academic session.

ASCO are always keen to support the next generation of cyber security experts and this year sponsored the RGU School of Computing prize awarded to their top BSc (Hons) Cyber Security student. At the graduation ceremony in July, Raimonda Juoskaudaitė received the award, which included a certificate and an Amazon voucher provided by ASCO's IT&S team.

Our congratulations to Raimonda and all the recipients who received an award in recognition of their hard work.

## TANANGER APPRENTICES

**Congratulations to our apprentices in Tananger who recently passed their logistics exams with flying colours.**

Pictured (left to right) are Øyvind Kollsgård, Kjersti Domke and Henok Tadese, alongside Tananger Base Manager, Tommy Steinbru.



## ASCO CLASS OF 2022

**We are excited to welcome this year's intake of graduates and apprentices who have successfully made it through the recruitment process to join our UK programme this year.**

### GRADUATE SCHEME

There were three places on this year's graduate scheme and with 55 applicants, the HR team undertook two graduate assessment days and further interviews to whittle the group down to the final three.

Our graduate scheme is a two-year programme in which the participants will be given real responsibilities within our business and an opportunity to gain experience from the wider ASCO team, enabling them to contribute to delivering results which drive our business forward.

Each graduate will be appointed a mentor within the business to support continued development of skills and experience. The 2022 graduate scheme comes with the opportunity for an international placement within the second year of the scheme.

### APPRENTICESHIP SCHEME

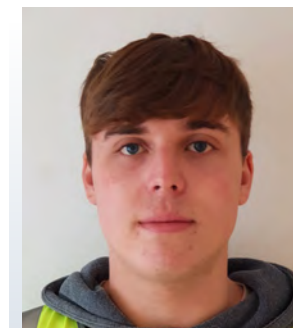
There were 59 applicants for our apprentice roles, and with just five spaces available, the apprentice assessment day helped HR find the candidates who were the right fit for ASCO.

There are two types of Modern Apprenticeship available at ASCO, Logistics Operations and Business Administration. The educational element of the ASCO Apprenticeship is through the attainment of an NVQ in Business Administration or a SVQ Level 3 in Logistics Operations. The lucky apprentices will gain practical experience in one or more of our locations.

All of our new starts began their careers at ASCO on the 26th September and we look forward to welcoming them to our team.

## SCOTTISH APPRENTICESHIP WEEK

Scottish Apprenticeship Week took place from 7th - 11th March this year and gave us the opportunity to celebrate our apprentices in the region. Read below to see what some of our apprentices had to say about their journey at ASCO so far.



### MATTHEW MCCRANOR

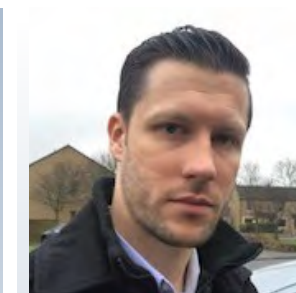
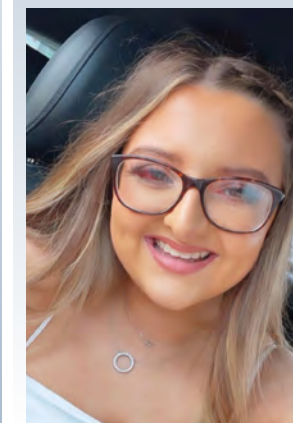
**Logistics Operations Management Apprentice, Aberdeen**

Coming up to the year mark with Seletar I am enjoying myself more and more, I recently moved to the Ships agency department and I'm getting to grips with more of an office-based working life. The workload has certainly increased, however this only means I am learning quicker, which is the ultimate aim.

### KERRY SKINNER

**Logistics Operations Management Apprentice, Peterhead**

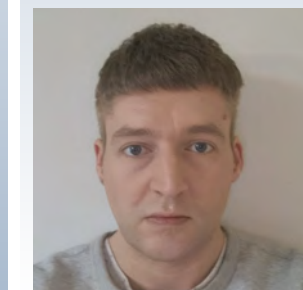
Over the past year I have successfully completed and passed my Level 7 Logistics Operations Course with VLA. I look forward to continuing my learning in the final year of my apprenticeship with some in house training courses.



### JOHN GORDON

**Infrastructure Analyst, Graduate Apprenticeship in IT Management for Business, Aberdeen**

I have worked at ASCO for 18 years and started as a User Support Engineer, then User Support Team Lead and then moved to an Infrastructure Analyst role. I always wanted to get a degree but after leaving college I needed to get into employment, so I jumped at the opportunity when further education was offered through ASCO.



### WILLIAM (BILLY) BUCHAN

**Shipping Controller, Graduate Apprenticeship in Business Management, Peterhead**

I have been a part of the ASCO family for 5 years now. Starting as a Storeman and progressively working my way up to the position of Shipping Controller. ASCO has given me the opportunity to not only further my education through the Graduate Apprenticeship but to hopefully progress further in my future career.



# Social life at ASCO



**GREAT YARMOUTH INFLATABLE 5K CHARITY FUNDRAISER**

Eight members of the Great Yarmouth team plus two of their children have taken part in the Inflatable 5k and managed to smash their fundraising target of £500 by raising an impressive £700.

Simon Turner and his son, Stacey Short and her daughter Polly, Graham Fairchild, Stephanie Anderson, Charlie Spires-White, Daniel King and Jo Pearcy all took part in the 5k held in Norwich on Saturday 7th May. All of the money raised will go to Great Yarmouth's chosen charity for this year, the Runham Wildlife Rescue, a wildlife rehabilitation facility for sick and injured wildlife.



**ASCO FARSUND SUPPORT "CHILDREN OF UKRAINE"**

In light of recent events in Ukraine, our colleagues in Farsund, Norway provided support to the organisation "Children of Ukraine".

Eivind Reisvaag Sunde, Base Manager in Farsund said: "ASCO joined forces with the local volunteer centre this week, contributing to the humanitarian relief towards Ukraine. Our team spent the day preparing emergency shipments on behalf of the organisation "Children of Ukraine". In this challenging and disruptive time, this was a small but meaningful contribution for us to make a difference for the people of Ukraine".

**TRINIDAD TASTE OF CARNIVAL 2022**



From the 28th February - 1st March, our colleagues in Trinidad celebrated 'A Taste of Carnival 2022'.

Though some elements were different to what is usually practiced, everyone was thrilled that Carnival was back for 2022, with measures in place for a safe and responsible celebration.

Trinidad Carnival is held annually in the Republic of Trinidad and Tobago and hosts a celebration of history, culture, fashion, and art all fused together to create sensational music (like soca and calypso) and vibrant, colourful costumes. This year, a number of events have been carried out over the past week in dedicated Safe Zones including; the National Pan Event, the King and Queen competition and the Calypso Fiesta.



**KILT WALK 2022**

A big congratulations goes to our four kiltwalkers who braved the raindrops in May and raised a fantastic group total (which includes the 50% uplift given by the Hunter Foundation) of £2,415! An outstanding contribution to this year's chosen charity for Northern UK, AberNecessities. Well done Laura Davidson, Jenna Buchan, Jackie McKinnon and Katie Greig!

**SUPPORTING CHILDREN IN STEM**



Our ASCO Northern UK Lifestyle team supported a local Aberdeenshire primary school, Burnhaven School, with additions to their new Science, Technology, Engineering and Mathematics (STEM) classroom.

Peter Skinner and Mark Wood built two workbenches for the pupils, enabling them to start creating and building items in the classroom.

**JOLLY HOCKEY STICKS!**



The Northern Lifestyle team recently donated towards a local Aberdeenshire hockey team, Ellon ladies' development league. The team held their end of season presentation recently where the team were presented with their awards and Amazon vouchers donated from ASCO.

Freddie Dick, ASCO Backload/HCR Controller and Coach of the team commented; "On behalf of the club, I would like to thank Lifestyle for the kind donation of the Amazon vouchers for the girls."

**LIFESTYLE TEAMS CHEQUE HANDOVER**



The ASCO Lifestyle teams in Aberdeen and Peterhead recently handed over the cheques to their chosen charities for 2019-2021 earlier this year.

Fundraising throughout the pandemic was difficult but they were able to raise an incredible amount of money for both charities. The Aberdeen team raised £14,993.93 for Mental Health Aberdeen (MHA) and Peterhead raised £11,815.59 for Shirley's Space.



The donations were raised through a number of events including sponsored kilt walks, quiz nights, car washes, bonus ball competitions, raffles, and even a skydive which was postponed until April!

Thank you to everyone who took part in the fundraising events, we are sure these donations will make a huge difference to both organisations.

**ASCO FAMILY FUN**

We recently hosted our fifth ASCO Fun Day in Aberdeen where we hosted over 1,000 of our employees with their friends and family! Despite the recent weather, we got a great day for it and were able to raise £385 for AberNecessities, our chosen charity by our Northern UK business for 2022. A big thank you to Jenna Buchan, Leona Morgan and Laura Davidson for ensuring the success on the day!



**PETERHEAD SCOTTISH WEEK**



Peterhead Scottish Week take places every year in July and is a gala event celebrating Scotland and the local community. We were thrilled to co-sponsor the Red Arrow's display in Peterhead once again and to provide our trucks for the carnival parade. The event was very successful, and we hope everyone who attended the festivities had a fantastic time.



## BP COAST TO COAST CYCLE



This year saw the resumption of BP's annual Coast to Coast cycle to raise money for charity. After 12 successful races, it was back for its 13th year, with the team covering an astounding distance of 250 miles. As always, ASCO was happy to resume their role in supporting BP with the race by offering our transportation services. A big thank you to ASCO driver Davie Geddes, who supported the race for the 11th time by transporting the bikes from Aberdeen Ayr! Davie ensured the bikes arrived on time and intact for the race to run smoothly.

## AUSTRALIA MORNING TEA

For 25 years, Cancer Council has brought together millions of Australians over a cuppa and a bite to eat for Australia's Biggest Morning Tea in support of those affected by cancer.



The yearly tradition is typically held on the 24th of May but can be hosted any time throughout May or June.

ASCO Australia participated in their fourth annual Morning Tea in May, with all the funds raised from the event donated to the charity.

## CAMPBILL COMMUNITY EVENT



Our Aberdeen Lifestyle team ventured out in the Scottish Summer sun to help local school, Campbill, for a community event.

The day started with groundwork levelling in preparation for a polytunnel frame which will be used by the residents of Campbill.

Our volunteers for the day included: Kirsty Gordon, Katie Greig, Ross Irvine, Peter France, Fraser Stewart, Stephanie Falcus, Steve Mitchell, Marianne Lipp, Laura Nicoll, Fraser McIntyre, Caroline Fettes & Laura Watt Well done to everyone for their hard work!

## DARWIN GOLF DAY



Every year, our Darwin Marine Supply Base in Australia sponsors a golf day in support of the Darwin Port Welfare Committee. ASCO's Darwin Marine Supply Base supported the event by sponsoring a team to play and providing prizes for 'Nearest to the Pin'. We also supplied promotional items, such as hats and notepads, as part of the gift bags. An estimated \$3,500AUD was raised in total, which will provide the international crew with WiFi access to contact their families at home while they are alongside in Darwin. A successful event was enjoyed by all!

## EAST COAST TRUCKERS CONVOY



Each year, the East Coast Truckers host their annual "Children's Convoy" event in Great Yarmouth. The event takes children with additional needs to spend an afternoon at their local theme park, Pleasurewood Hills.

ASCO Driver, Andy Warman, took part this year for the 6th time. Commenting on the event, Andy said, "I would like to thank ASCO for the support, and most importantly, the loan of the vehicle to take part in this very popular event where each driver takes a disabled or disadvantaged child out for the day. Without the support of companies like ASCO the event could not happen. Special thanks to Michael Wittrick for his patience and continued support for this event."



# SPRING INTO SUMMER

Challenge 2022

We held our annual step challenge, Spring into Summer, throughout the month of June and we want to say a huge congratulations to everyone who took part!

The challenge helps to encourage physical fitness for both mental and physical health, and we hope everyone who took part is feeling fitter and healthier having developed some new exercise habits.

Collectively, 137 employees in 32 teams and 7 individual entrants took over 50 million steps (53,744,653) in just 28 days! This equates to 25,447.28 miles or 40,715.65 kilometres.

What an incredible achievement!

Scan the QR Code below to watch the Spring into Summer video to see what everyone got up to while gaining their steps!





# Meet the Team *Australia*

Say hello to some of the members of our Team in Australia.

## WHAT CAN THEY DO FOR YOU?

In Australia, our team provides Materials Management, Onshore Supply Base, Transport and Logistics, and Marine Supply Base services to multiple industries across the region. ASCO first entered the Australian market in Darwin in 2001 and now employs 100+ people across our supply bases located in Darwin, Perth and Dongara.

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

### HSSEQ ADVISOR

*Morgan Griffiths*

**TELL US SOMETHING ABOUT YOURSELF THAT YOUR COLLEAGUES WOULDN'T KNOW.**

In 2018, I quit my job and volunteered for a Turtle Rehabilitation Centre, on an island in the Great Barrier Reef.

**IF YOU COULD INVITE ANYONE TO DINNER, WHO WOULD IT BE?**

Barack Obama and my Dad - both incredible leaders and communicators.

### ACCOUNTS, ASCO TRANSPORT & LOGISTICS

*Samantha Fisher*

**TELL US SOMETHING ABOUT YOURSELF THAT YOUR COLLEAGUES WOULDN'T KNOW.**

Many moons ago I was an activist with Animal Liberation, petitioned outside of circuses with exotic animals, superglued McDonalds doors and chained myself to live export ships.

**WHO INSPIRES YOU?**

Anyone who is happy to go outside of their comfort zone.

**WHAT THREE ITEMS WOULD YOU WANT ON A DESERT ISLAND?**

Sunblock, torch, toilet paper!! Ha ha! Not really, my husband, 4 children and all my animals and I would hope that they would bring all the practical things we would need.

**TELL US YOUR FAVOURITE CRACKER/DAD JOKE.**

"Did you get a haircut?", "No I got them all cut!".

### REGIONAL OPERATIONS MANAGER

*Scott Rains*

**TELL US SOMETHING ABOUT YOURSELF THAT YOUR COLLEAGUES WOULDN'T KNOW.**

I once went to 14 concerts in 10 days whilst following a band across Western Australia (some locations had a day-time event for Under 18's and a Night Time event for All Ages).

**IF YOU COULD INVITE ANYONE TO DINNER, WHO WOULD IT BE?**

Morgan Freeman, I would hand him my life story and ask him to read it to me!

**DO YOU HAVE ANY HIDDEN TALENTS?** I enjoy playing guitar and serenading my family.

**TELL US YOUR FAVOURITE CRACKER/DAD JOKE.**

Why didn't the Rooster cross the Road? He was Chicken.

**TELL US SOMETHING ABOUT YOURSELF THAT YOUR COLLEAGUES WOULDN'T KNOW.**

I started working life at 10 years old working every day after school and weekends within family service stations. My 1st job after I finished school was high rise window maintenance specialising in external window repairs at 20+ stories!

**HOW WOULD YOUR FRIENDS DESCRIBE YOU IN THREE WORDS?**

Not good with numbers or Crazy, reliable friend.

### MARINE LOGISTICS COORDINATOR

*Scott McAllister*

**IF YOU COULD INVITE ANYONE TO DINNER, WHO WOULD IT BE?**

My grandparents and all friends who are no longer with us. It would be good to show them where I have got to in life.

**WHAT THREE ITEMS WOULD YOU WANT ON A DESERT ISLAND?**

Pen and paper - I'd love to journal the journey being remote and isolated on an island, and flint - can't be on a secluded beach without a fire!



### MSB COORDINATOR

*Christie Beeson*

**TELL US SOMETHING ABOUT YOURSELF THAT YOUR COLLEAGUES WOULDN'T KNOW.**

I always wanted to join the police force but was too short back when it would have been right for me to apply.

**HOW WOULD YOUR FRIENDS DESCRIBE YOU IN THREE WORDS?**

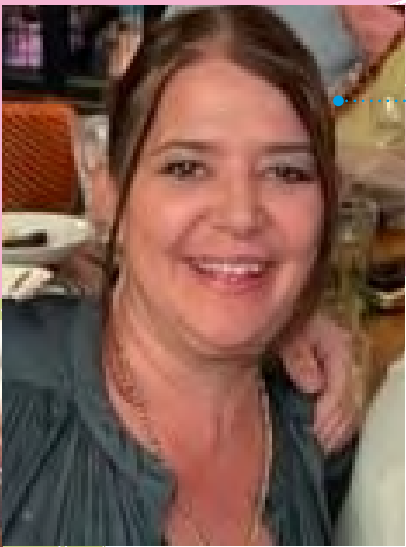
Stubborn, passionate, loyal.

**WHO INSPIRES YOU?**

People who have every reason to be bitter or resentful in the world but choose not to be.

**WHAT'S YOUR FAVOURITE MOVIE AND WHY?**

Top Gun (original) - awesome 80's soundtrack and who doesn't want to be a fighter pilot or date one with such good abs on a beach.



### MANAGER - BUSINESS DEVELOPMENT AND SALES

*Damian Vinci*

**TELL US SOMETHING ABOUT YOURSELF THAT YOUR COLLEAGUES WOULDN'T KNOW.**

I am an avid gardener, handyman and enjoy working around the house!

**HOW WOULD YOUR FRIENDS DESCRIBE YOU IN THREE WORDS?**

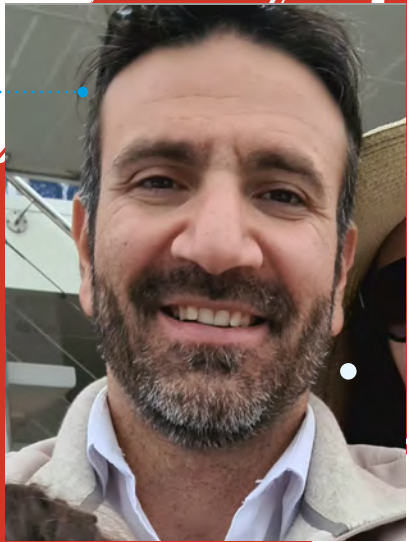
Know it all...

**WHAT'S YOUR FAVOURITE MOVIE AND WHY?**

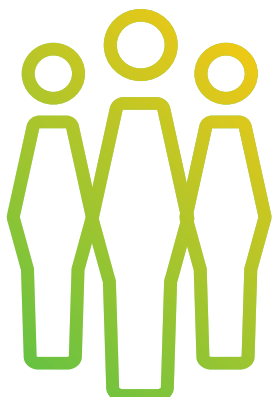
The Wraith - This movie contributed to my love of cars and mechanics and still has that nostalgic feeling from my early adolescence when I watch it today, also it has a great soundtrack!

**TELL US YOUR FAVOURITE CRACKER/DAD JOKE.**

The three hardest things to say in life are "I'm sorry, I was wrong, and - Worcestershire Sauce".







## 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](#).