



# WORLD

ISSUE 6 • JUNE 2023 • [www.ascoworld.com](http://www.ascoworld.com)

NEXT GENERATION LOGISTICS  
AND MATERIALS MANAGEMENT





# CEO intro

Dear Colleagues,  
 I am pleased to share the sixth edition of ASCOWorld magazine, showcasing the activities and achievements of our teams over the last 6 months.  
 2023 has already brought us a busy start to the year with exciting opportunities alongside some challenges to overcome. However, the solid foundations we have built over the years make our company and business units resilient in the face of the energy industry's cyclical nature.

Before I share my thoughts on some of the exciting things we have been involved in recently, I want to remind everyone about our most crucial fundamental obsession, Safety Excellence. Your safety is our number one priority, and it is vital we all follow our Life Saving Rules and are accountable for the activities we see or undertake. I want to remind everyone that if you feel that any task could put you or your colleagues at risk, you must stop the job!

I have just returned from our annual AEL (ASCO Executive Leadership) Conference, a successful gathering of our heads of service lines, functions, and locations, to evaluate our company's strategy against the evolving market conditions and discuss future opportunities. This year, we focused on taking personal responsibility for executing our strategy and driving company progress; this is something we must all consider, as it is only through our collective efforts that we will forge a brighter future and propel our company to new heights.

Our colleagues worldwide have been working hard on many projects, initiatives, and improvement plans, as well as taking part in a variety of events and exhibitions to showcase our full range of capabilities as we diversify our activities across the energy sector, in renewables, new energy and decommissioning, as well as oil and gas. We are certainly gaining momentum in new markets, and I look forward to seeing our efforts rewarded throughout the rest of this year and into 2024.

We are pleased to share that we have exceeded our overall targeted carbon emissions reductions for 2024, and it was fantastic to see our efforts being recognised by the industry; you can find out how we got on at some recent award ceremonies in this magazine. Thank you to you all for embracing sustainability as part of everything you do. We still have a lot to achieve to reach our net zero Greenhouse Gas emissions target before 2040, so make sure you continue to support our sustainability journey in your respective service line and location.

I'm always moved when I read the commendations we receive from our clients, some of which you will find in this issue. This is a testament to everyone's commitment to our obsessions of Safety Excellence, Service Excellence and Sustainability, so keep up the excellent work team and remember, we all must work together to ensure ASCO continues to be the supplier of choice for our customers.

In appreciation of everyone's efforts, we continue to recognise and celebrate our quarterly Make a Difference Awards. I want to congratulate all the winners in our last two rounds of awards and those who were nominated. Thank you for leading by example and living our values. Please remember to nominate your colleagues for their positive contributions to the business in the next round of awards!

2022 was a fantastic year for our ASCO Lifestyle initiatives, as together we raised significant funds and donated our time to support local charities and organisations worldwide. It is inspiring to see so many of you making a positive impact in your local communities and supporting charities close to your heart. I know your efforts are making an enormous difference, so I want to see you all take part this year; we can't do this without the generosity and commitment of our teams.

Finally, as always, I want to thank everyone for your continued hard work; together, we all make a difference!

Peter France  
 Group CEO

### Interesting news or stories?

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

# Safety Obsession

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

### AIMS IMPROVEMENT PROJECT

The ASCO Integrated Management System (AIMS) is our global integrated management system, where everything relating to how our business works (policies, processes, and procedures) is documented to ensure consistent delivery of Safety and Service Excellence aligned with our company strategy.

In December 2021, we initiated Dynamo Workstream 3 to identify and resolve gaps in AIMS, helping our teams to continue to conduct their work efficiently and to the highest standard. Based on guidance from our business process owners and employee engagement, the project team identified the following system improvements to meet business needs:

- Reduce and consolidate existing documents.
- Optimise user experience through improved system functionality.
- Establish an automated approval process, targeting accountability and document ownership.
- Improve notification of new or updated documentation.
- Create easier to edit and user-friendly document templates.

So far, the project team and key stakeholders have delivered on several key actions and project milestones:

- Created an AIMS Guiding Principles document to support clear document standards and definitions.
- Created new AIMS and Business Risk Management SharePoint sites.
- Established clear document hierarchy and structured site navigation.
- Identified 260+ documents to be archived across all Business Functions (approximately 13% of all documents).
- Business Process Owners tagged all documents with key metadata to improve search options.
- 3rd Party company creating automated approval workflows in new AIMS and Business Risk Management SharePoint sites.
- Created new document templates for AIMS and Business Risk Management.
- Established new document reference numbering which will automatically be allocated to an approved document prior to publication.
- Created sub site for training material and guidance.
- Feedback option to continuously improve user experience.

The team will be looking to officially launch ASCO's new AIMS and Business Risk Management system by the end of 2023.

### LEADING BY EXAMPLE TRAINING PROGRAMME

In August 2022, we launched our Leading by Example training, which was designed to elevate our people and develop our leadership practices within ASCO.

Leading by Example is a two-day blended training course facilitated by the ASCO HSSEQ team and our external training partner gofastforward, targeting our Managers, Team Leads and Supervisors across ASCO's operational sites.

The training is designed and delivered to transform the relationship between our Managers, Supervisors, and teams, helping us to develop our culture and deliver on our fundamental obsessions for Safety Excellence, Service Excellence and Sustainability.

The ASCO Management Board (AMB) also attended a workshop on leadership practices that is complementary and supportive of the Leading by Example training. This ensures leadership across ASCO will be mutually supportive and consistent, illustrating our obsessions at every leadership touch point.

By running these sessions with our teams, we are strengthening awareness of our preferred ways of working, communication skills, listening levels and how we adapt, connect, and engage with each other.

So far, the training has been attended by our operations teams from Norway, Senegal, and the UK. We will be rolling out this training during 2023 in Canada and Australia with sessions planned for June and August.

### AMERICAN CHAMBER HSE AWARDS 2022

In November 2022, we were awarded the Business Continuity Planning Award at the American Chamber HSE Awards 2022 in Trinidad.

The award recognises entities that have sought to manage their business in response to the interruptions caused by COVID-19 by updating their business continuity plans to ensure continued safe operations for their clients while protecting their staff.

We are delighted to have received recognition for the processes and protocols we implemented globally and locally in response to the pandemic.

At ASCO, safety is always our top priority, and the changes implemented over the past two years were significant to ensuring everyone at our sites maintained the highest level of service while remaining protected.

Congratulations to our Trinidad and Tobago team, and thank you to everyone involved in making this happen.



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### Thank You

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

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# Service Excellence

## INVESTING OVER £10MILLION IN UK OPERATIONS

We are investing over £10million in our UK operations, demonstrating commitment to delivering a safe, sustainable and efficient service offering.



The investment will add to our current hydrotreated vegetable oil (HVO) fuelled transport and logistics fleet and improve efficiencies across the UK service lines, including enhanced space and services within our Environmental Services business.

"Having almost halved our CO<sub>2</sub> scope 1 emissions through the implementation of HVO in the UK last year, we are adding an increased volume of HVO-compatible trucks, cranes and forklift vehicles to our fleet. This investment strengthens our commitment to sustainably reducing the carbon footprint associated with our operations, directly impacting our client's scope 3 emissions and cementing our dedication to becoming a net zero greenhouse gas emissions business before the end of 2040."

**Steve Mitchell** - Group Operations & HSSEQ Director

NORM Solutions benefits from the investment with improvements to the yard space at the Aberdeen premises to accommodate increased operations while also allowing the jetting bay to be expanded upon.

Other investments include a new storage tank, installed at the Damhead waste transfer station to safely store and dispose of hazardous waste materials, as well as a range of new specialist environmental equipment, including vacuum tankers, recycling drain cleaners and jetting units.

The new environmental services fleet is more powerful than previous units, handling more viscous fluids to deliver quicker movement of materials, resulting in better operational efficiencies and improved services for clients.

"The improvements to our UK fleet and NORM facilities reflect our focus on addressing our clients' evolving needs and challenges. The scale of this investment demonstrates our determination to being a key player in supply chain efficiencies in the UK while actively reducing our environmental impact."

**Chris Lloyd** - Head of Environmental and Decommissioning

## GREAT YARMOUTH EMERGENCY RESPONSE

Our Great Yarmouth team recently had to respond to an emergency after an Unexploded Ordnance (UXO) was discovered near their base during excavation work for a new river crossing.

Following an evacuation of the surrounding areas, army specialists were called in and attempted to disarm it when there was an unplanned detonation. Fortunately, no one was injured as a result of the event.

ASCO's entire supply base was cleared, with our team relocating all employees and making alternate plans for operations to maintain services to our customers safely.

## POSITIONING PETERHEAD BASE FOR THE ENERGY TRANSITION

ASCO recently commissioned a study with ARUP with the support of Scottish Enterprise, which looked at identifying various scenarios where ASCO's South Base might be transformed to support the scale of opportunities available throughout the energy transition.

Development of the facility would allow it to take advantage of the opportunities in sectors such as offshore wind, hydrogen, carbon capture and storage, alternative fuels and decommissioning while continuing to support existing oil and gas activity.

Following this research, a new study is underway, led by Royal HaskoningDHV and commissioned by Peterhead Port Authority (PPA) and Scottish Enterprise, which will look at the entire port setting. Supported by ASCO, Storegga, the local fishing industry and key port stakeholders, the market assessment work will evaluate how Peterhead can be scaled up to function more efficiently as a multi-user port.

"ASCO is taking a proactive approach towards identifying where we must invest and adapt to enable and maximise our port efficiencies, promoting integrated ways to meet the needs of these emerging sectors."

"This is crucial to ensure the long-term sustainability of our business, giving us the capability to support the opportunities that will arise by continuing to offer the same levels of service and safety excellence to these new sectors as we do to our existing oil and gas clients."

**Thuy-Tien Le Guen Dang**  
Group Sustainability Manager



The report looked at a range of possibilities for reconfiguring the base from a starting point of being 100% focused on oil and gas activity to becoming a flexible port for the energy market, capable of serving cross-sector projects, including wind, decommissioning, alternative fuels, and carbon dioxide shipping at the same time.

Well done to the Great Yarmouth team for their hard work keeping everyone safe during this unexpected occurrence.

"The fact the UXO exploded completely justified all the measures that we had previously put in place and ensured we were able to keep everyone safe."

"There were a lot of learnings which have been reflected on at a session held with the management team a few days after the event, these learnings have been captured, and we will benefit from them should there be a similar occurrence in the future."

**Simon Turner**  
Southern UK General Manager

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.

*Trinidad Sosa Warehouse and Pipe Yard Team*

Great job again this week by the whole team. We are achieving a lot working as a team, efficiently and most importantly, safely.

From: TotalEnergies

*John Stewart - NSL*

We are the ones who should thank you. It was a very fruitful training and add great value to OIS I got outstanding feedback from all the candidates and I witnessed that myself. Thanks for the valuable information and knowledge you have shared with the team, for the professional and smooth way of explanation, for the creative environment you have created during the training, and soft inspection skills that you have taught to the team. It was really impressive training thank you.

I would also like to thank Ash for being so kind and supportive, and for sure I will not forget Alex for all the effort and support he provided during the coordination process.

It was really a great experience everything was professional and not surprising because it is not something strange for a big organisation like NSL.

Looking forward to more cooperation in the future.

From: OILFIELD INSPECTION SERVICES

*Senegal Supply Base*

Last night's operation was really a show of our perfect coordination and cooperation as One Team to support all the Projects. I would like to express my gratitude to everyone that put the plan and execute it together. Let's continue to work together and deliver the best as always.

From: OMA GROUP

*Paul Davidson, Graham McBain and Seletar - Scrabster*

Scrabster went really well. We don't go there much but when we do, they don't let us down. Transport and Graham McBain did a fine job too - a lot of effort expended in consolidating these lifts into two artic loads. Our hierarchy have mentioned on numerous occasions that the decision to 'go to Scrabster' was a masterstroke and allowed them to get back on track with drilling faster than if we had waited until Peterhead base was able to re-open. The efforts of all concerned was very much appreciated - especially as Transport had to put up with a couple of delays at Weatherford due last minute changes to the Call Off Order.

From: SERICA ENERGY

*Darwin Marine Supply Base*

I would like to extend my sincere thanks to you and your team for assisting members from Navy's Maritime Trade Operations (MTO) team to conduct briefings to maritime stakeholders and Merchant Ship Masters in Darwin Port, as part of Exercise KAKADU22.

From:

*Seletar and Freight Agency Teams*

Kevin Jarvis - "Please send our sincere thanks to what must be a very tired Courier, who has now experienced quite a wide variation of roads (and conditions) over the last 630 + miles. Thank you too for working your magic. Mission accomplished"

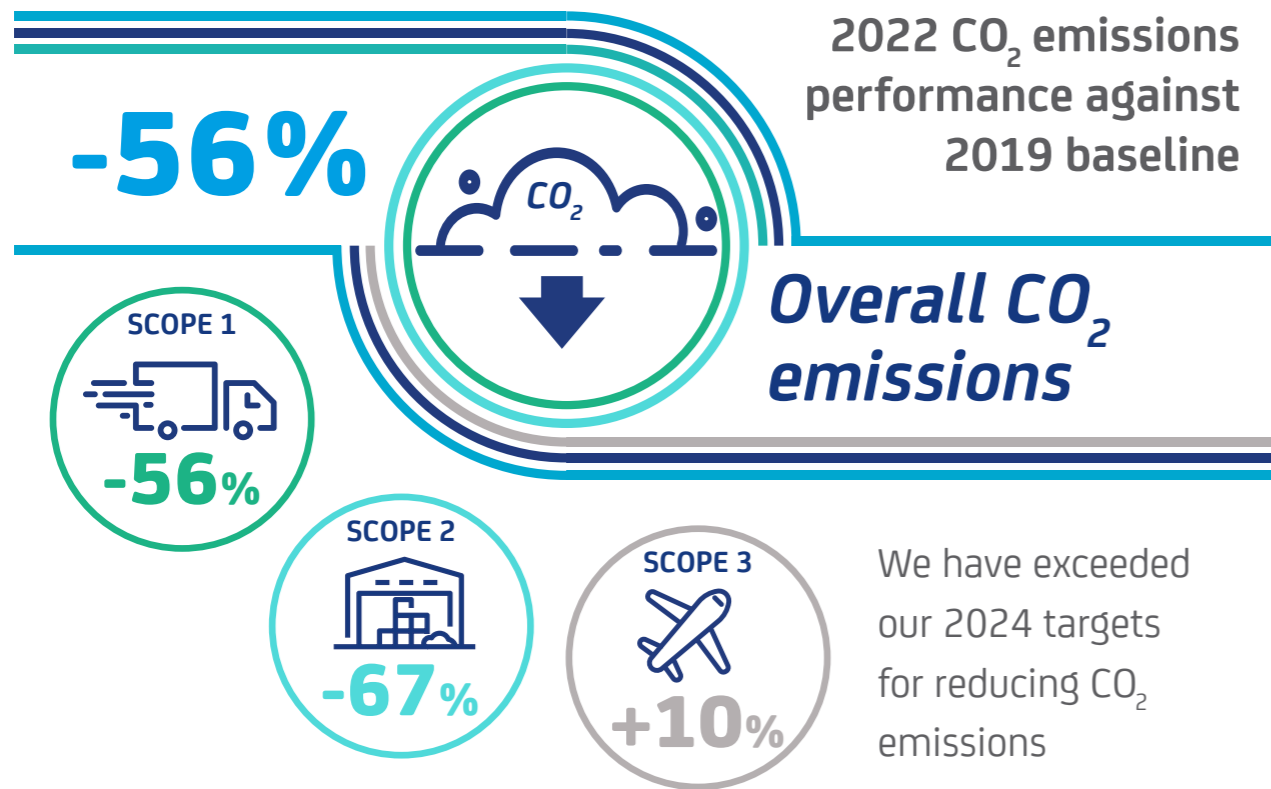
Claudia Aldridge - "Can I reiterate Keven's thanks, this really is an amazing achievement at incredibly short notice on a Friday especially."

From: Vestas

# Sustainability making changes

We recently shared our 2023 Sustainability Plan, outlining our goals for this year and providing an update on our achievements so far. The full plan can be viewed on our website [here](#).

Due to the dedication and commitment of everyone at ASCO, we have made incredible progress and are delighted to share that we have already exceeded our overall 2024 CO<sub>2</sub> emissions reduction target.



Although we saw a 10% increase in our scope 3 emissions, this was primarily associated with increased business travel as we expanded our operations in Senegal. We still achieved a fantastic 56% reduction in our overall emissions, bringing us closer to achieving net zero CO<sub>2</sub> emissions.

## 2023 Goals (against our 2019 baseline)



We are also working to increase our recycling by 5% and implement the installation of water meters in the UK and Norway. We are on a journey, and these goals can only be achieved with the hard work of everyone across the ASCO Group. We look to you all to support our initiatives and make conscious changes to help reduce our emissions and effectively manage our resources.

For more information on our Sustainability initiatives please visit our Sustainability SharePoint page [here](#) or contact one of our Sustainability Committee team members.

## LOCAL BEACH CLEANS



Several of our locations took part in, or hosted, beach cleans in 2022, doing their part to clean up their local areas.

Colleagues from our Aberdeen-based UK team joined the Marine Conservation Society for their Great British Beach Clean, collecting over 900 items across a 100m stretch of shoreline, including 307 nurdles, 26 wet wipes and 41 plastic cotton buds.

In Great Yarmouth, our Southern UK team hosted their own community project, gathering an impressive 84 Kilos of waste in just three hours. The waste was then processed at ASCO's local waste transfer and treatment centre.

Finally, our Trinidad and Tobago team in Chaguaramas collaborated with the International Coastal Clean-up project, part of a global initiative by the NGO - Ocean Conservancy, to arrange their event. The



team collected 415lbs of waste, including 87lbs of plastic, 205lbs of general waste and 123lbs of glass.

Well done to everyone who took part and contributed to helping the environment. We plan to contribute our time and resources even more beach cleans this year across our global locations and encourage everyone to get involved.

## NORWAY SOLAR PANELS

300m<sup>2</sup> of solar panels have been installed at one of our vast warehouses in Farsund, Norway. The addition of the panels is expected to halve our electricity consumption at the site and marks another exciting step towards our net zero CO<sub>2</sub> emissions goals.

Our efforts don't stop here; we are also currently working on feasibility studies to expand the solar cells and utilise wind turbines at the Farsund base, as well as conducting feasibility studies at our other locations.



## RECENT AWARD RECOGNITION

We are delighted to have recently been recognised by the industry for our Sustainability achievements.

### Offshore Achievement Awards 2023

HIGHLY COMMENDED



We are honoured to have received the highly commended certificate for the Energy Transition category at the Offshore Achievement Awards (OAA). ASCO was recognised for its efforts in decarbonising industry operations and supporting the development of new energy.

*Thank you to everyone for their continued hard work in helping us receive these recognitions.*

### Northern Star Awards 2023

WINNER

We are delighted to have received the Northern Star Business Award for "Driving Sustainability" by the Aberdeen & Grampian Chamber of Commerce.

This award acknowledges companies where profitability, concern for the environment and social commitment are in harmony, driving positive change for people and the planet.



# Events

## LIFT-EX OCTOBER 2022



Our NSL team exhibited at the LiftEx Conference on the 5th and 6th of October in Aberdeen. LiftEx is an unmissable global event for the lifting industry and is the flagship event of LEEA (Lifting Equipment Engineers Association). Craig Revie, General Manager - NSL & OBM, Alex Lovie, Business Development Manager - NSL, and Clair Gallacher, Training Centre Sales & Operations Supervisor, were present at the event to discuss how NSL provides a complete safety package, including individual assessments, procedure development, provision of on-site specialists, technical assistance and practical training courses.

## ABERDEEN CAREERS FAIR OCTOBER 2022



ASCO attended the 2022 UK Careers Fair in Aberdeen on the 5th of October. The event offered candidates from all backgrounds, experience and education levels the opportunity to speak to representatives from an abundance of local employers, all in one place. Training, Development & Competence Focal Point, Deborah Scott, and Senior HR Advisor, Paula Hennessy-Taylor, were at the event to share the wide range of opportunities we provide at ASCO.

## MARINE SAFETY FORUM NOVEMBER 2022



Our NSL and OBM teams attended the Aberdeen Marine Safety Forum on the 3rd of November. The event allowed members to present and network with fellow industry professionals. Craig Revie, General Manager - Specialist Services, Clair Gallacher, Training Centre Sales & Operations Supervisor at NSL and Shannon Stewart, Senior Recruitment Coordinator were in attendance, sharing how we can support training and recruitment requirements.

## OWNE NOVEMBER 2022



ASCO exhibited at the Offshore Wind North East (OWNE) event in England on the 9th and 10th of November. Tony Brady, UK Senior Business Development Manager, Simon Turner, General Manager - Southern UK and Thuy-Tien Le Guen Dang, Group Sustainability and Marketing Manager, attended to discuss ASCO's safe, lean and sustainable solutions for your projects in the renewables sector.

## TOPSIDES UK NOVEMBER 2022



ASCO's Group Sustainability and Marketing Manager, Thuy-Tien Le Guen Dang, spoke at TopSides UK in Aberdeen on the 1st of November, discussing how supply chain companies are key to shaping a net-zero energy industry. 2022's conference and exhibition highlighted case studies, operator papers, cost-savings, initiatives, and projects that will help take the industry through this critical and challenging phase.

## AOG MARCH 2023



ASCO exhibited at the Australasian Oil and Gas (AOG) Energy Conference at the Perth Convention Centre from the 15th - 17th of March. Fraser Stewart, Managing Director - International, Jock Stuart, Project Manager, Damian Vinci, Business Development and Sales Manager and Kelly Bembridge, Sales Representative, were on hand throughout the event to discuss ASCO's range of capabilities including port and marine services, project logistics, materials management, warehousing and environmental services.

## ALL-ENERGY MAY 2023



ASCO exhibited at the All-Energy Exhibition and Conference on the 10th and 11th of May at the SEC, Glasgow. Mike Pettigrew, UK Managing Director, Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager, Tony Brady, Senior Business Development Manager, Danny Robb, Business Development Manager and Amy Melvin-Greig (ACIM), Marketing Team Lead, attended to share ASCO's full suite of cross-sector capabilities. Thuy-Tien also spoke on the topic of Enabling Transport Decarbonisation Across the Supply Chain during the Transport Decarbonisation Show Floor Theatre.

## DECOM WEEK MAY 2023



ASCO sponsored this year's Decom Mission (previously Decom North Sea) Decom Week event, which ran from the 15th to the 19th of May in Aberdeen. Chris Lloyd, Head of Environmental and Decommissioning, and Lee Vettese, Business Development Manager - Environmental & Decommissioning, were available throughout the event to share our full suite of decommissioning capabilities to support projects from any location. Chris also spoke during the conference, sharing his thoughts on upcoming challenges and opportunities in the decommissioning sector.



- **SNS2023** - 24-25 May
- **Global Offshore Wind** - 14-15 June
- **SEOGS** - 19-22 June
- **Floating Offshore Wind** - 4-5 October
- **OWNE** - 8-9 November



- **Mental Health Awareness Week**  
15-21 May
- **World Environment Day**  
5 June
- **Pride Month**  
June
- **ASCO Step Challenge**  
June

# Successes

## ASCO AWARDED 2 TWO-YEAR AVIATION CONTRACT WITH INEOS

ASCO has been awarded a two-year contract with INEOS FPS for Aviation Logistics Coordination services.

The contract runs from 1st February 2023 to December 2024, in line with ASCO's existing shorebase contract for INEOS. ASCO has been selected to provide a fully outsourced aviation service for the client, who previously managed their aviation requirements in-house.

ASCO's aviation team will support five helicopter flights per week under a Shared Service operating model where INEOS will benefit from the resilience and flexibility of a full team of ASCO Aviation Coordinators. The ASCO team is responsible for helicopter operations logistics, passenger booking for INEOS core and vendor personnel travelling offshore, and managing unforeseen events including flight delays, medical evacuation and compassionate flights, supporting INEOS requirements 24/7.

Jennifer Trevis, INEOS Northern UK Business Services Lead, said:

**"The transition of the INEOS FPS aviation service to ASCO was seamless. Having a smooth change in service enabled our operations to continue safely and without interruption. The support from Mark and his team at ASCO has been excellent and this is facilitated by a good working relationship between the two companies. I would like to thank the ASCO team for their efforts so far and their continued support."**



## ASCO WINS OVER £10M IN CONTRACTS WITH NORM SOLUTIONS BUSINESS

ASCO has secured four new contracts for NORM decontamination and disposal services with major operators, worth more than £10million.

NORM Solutions, part of ASCO's environmental service division has won multi-year contracts with four leading operators to provide safe management and decontamination of naturally occurring radioactive material (NORM) on North Sea installations as they are decommissioned.

NORM Solutions will handle the receipt and decontamination of all types of offshore materials and equipment, safely cleaning the items to be returned offshore or recycled. They will also handle NORM-contaminated sludges and liquids, repackaging these for safe onward transport and disposal. The contracts will be further supported by deploying ASCO's radiation protection supervisors, who manage the offshore processes required to identify and safely store and offload any contaminated material.

ASCO's state-of-the-art NORM decontamination facility, based in Aberdeen, is fully authorised by the Scottish Environment Protection Agency (SEPA), and is designed to operate at the highest standards when treating hazardous materials.

Chris Lloyd, head of environmental and decommissioning at ASCO, said:

**"Since ASCO acquired full ownership of NORM Solutions in 2019, the business has gone from strength to strength. The quality of our facilities and the professionalism of our team at NORM Solutions has played a major part in these contract successes and we greatly appreciate our customers faith in the services we deliver. We have unique facilities which, together with ASCO's other service lines of logistics, materials management and supply base services, provide a fully integrated solution for our customers."**

The UK continental shelf has led the way in global decommissioning activity for the past decade and as this activity ramps up further, combined with a renewed focus on exploration and production, Mr Lloyd anticipates continued growth at NORM Solutions to service increasing demand in the market.

## EQUINOR AWARDS NEW 2-YEAR OPTION FOR SUPPLY SERVICES TO ASCO



ASCO has been awarded a 2-year option to provide terminal and warehouse services for Equinor in Sandnessjøen, Norway.

Runar Hatletvedt, Managing Director of ASCO Norway, said: "This is very gratifying and an important contract for us."

Equinor has been an important customer for ASCO for several years, with ASCO holding the contract for the activity in Sandnessjøen since 2015. The newly awarded option comes into force on 1 July 2023 and has a duration of two years.

Ståle Edvardsen, Head of Strategy and Business Development in Norway, said:

**"The exercise of the option will secure the jobs related to Equinor's activity at ASCO's base in Sandnessjøen for a further two years and provides stability in a market characterised by a high rate of change and great uncertainty. This gives us peace of mind to further develop our strategies to be even better positioned for new tenders and business areas."**

ASCO's Sandnessjøen Base, which is located at Horvneset, employs around 30 people, and supplies the Norne and Aasta Hansteen fields for Equinor and Skarv with associated satellites for Aker BP. In addition, ASCO Base Sandnessjøen supplies other operator customers who have exploration prospects on the Nordland shelf, as well as suppliers in the oil and gas industry and other customers who require logistics services.



## NSL TRUSTED TO SERVE SCOTTISH WATER

ASCO's lifting, assurance, intervention and training specialist, NSL, is delighted to have been awarded multiple contracts with Scotland's largest water utilities company, Scottish Water.

NSL conducted on site audits on all Scottish Water contractors involved in lifting operations across their various operational locations, covering every region in Scotland. Following positive feedback from the client, NSL now performs Lifting Technical Authority duties for Scottish Water on a contract basis, providing expertise, advice and training as well as conducting bespoke training for all Scottish Water HSEQ Supervisors on all lifting related subjects.

Scottish Water's Team Manager for H&S Field Operations, Richard Holtom, commented:

**"It has been a fantastic opportunity to work with NSL in delivering a Lifting Operations course specifically designed for the Scottish Water health and Safety Team as we support our operations. The feedback I've had from everyone that attended is that they found the course interesting and beneficial in their roles as Health and Safety professionals". Thanks to the team at NSL and their incredible facilities, we look forward to working closely together on future projects."**

NSL has also received positive feedback from delegates who have already taken part in the training, complimenting the quality of the courses, the instructors, and the blend of both classroom content and practical training.



# Changes

## to the UK Management Team

**Long-serving ASCO colleague, Glenn Hurren, retired from his role as UK Managing Director in February 2023.**

Having joined ASCO in 1984, Glenn previously held a number of senior roles with the company including Vice-president of ASCO US, UK Business Development Director and Regional Director of ASCO's Southern North Sea operations. In 2019 he was then promoted to UK Managing Director and joined the ASCO Management Board.



**Glenn Hurren**

*"I am privileged to have worked for ASCO for such a long time and seen considerable change in the energy sector since I began working here. I wish Mike Pettigrew and everyone at ASCO all the success in the future. My decision to retire has not been easy, but no matter where I am and what I do, I will continue to be an ambassador for ASCO."*

**Mike Pettigrew has been appointed as ASCO's new UK Managing Director following Glen Hurren's retirement.**

Mike joined ASCO in March 2022 as General Manager for AFM and Seletar, having previously spent 13 years with Babcock and three years as a non-executive board member at Decom North Sea.

With experience working across the energy, marine, industrial power and ship building sectors, Mike brings extensive knowledge and a cross-sector skillset to the business which will support the strategic development of ASCO and its customers, on their energy transition journey.



**Mike Pettigrew**

*"This is an exciting period for our company amid the energy transition. I aim to continue to build our portfolio of services to support our existing valued clients in oil and gas as well as further strengthen our standing in the evolving energy sector. I wish Glenn all the best in his retirement and thank him for his years of service and continued support of ASCO."*

**Craig Revie has been promoted to the post of General Manager – Specialist Services.**

Craig's new role will be to oversee the integration of ASCO's lifting, assurance, intervention, and training (NSL), recruitment (OBM), freight management (AFM), ship agency (Seletar), Marine and Aviation services to provide an optimised service offering for our clients.

Joining ASCO in 2018 as head of marine services, Craig has since held various management positions across the business, most recently as General Manager for NSL and OBM in Aberdeen.



**Craig Revie**

*"Having worked with ASCO for several years across our specialist business lines and witnessing how it has developed in that time, I am looking forward to supporting us through this next phase of company progression."*

**We wish Mike and Craig all the best in their new roles and hope Glenn enjoys a happy and well-deserved retirement.**

# Organisational Culture

## Finding the right balance



**Peter France**  
ASCO CEO

**This past year, the world's attention has been on Russia's ongoing invasion of Ukraine, which has led to sanctions, supply chain disruptions and an unprecedented increase in energy prices.**

The energy crisis, and its subsequent effect on the industry and consumers, became very real very quickly. This ongoing risk to energy security has resulted in a public reassessment of oil and gas supply and its role in the energy mix.

Following these changes, some may argue that there could be a slowdown in energy transition progress. However, I do not think that is the case; instead, we are witnessing a growing realisation that a just and reasonable transition is a journey and is not a simple case of stopping new oil and gas production.

The challenge supply chain companies like ASCO now face is continuing to deliver for current projects to maintain uninterrupted operations while also providing the necessary resources for new energy developments. Additionally, we must be able to invest in new technologies and the skilled workforce required to help our, and the industry's, drive towards decarbonisation.

Buying into a just energy transition is a cultural understanding that doesn't just start and end with consumers at home. How employees perceive their employers is also vitally important in today's complex jobs market, especially when skills are in high demand.

I have seen first-hand at ASCO how embedding a philosophy that empowers employees and makes them feel listened to, engaged and involved leads to increased productivity and drives environmental and social governance. We have established committees, forums and focus groups to engage our workforce at all levels across the globe, empowering them to influence everything from our business strategy, approach to equality, diversity and inclusion, and sustainability initiatives. An emphasis on building an inclusive and positive internal culture enables organisations to retain and upskill their people to improve systems and processes that will, in turn, shape the energy transition.

It's a pleasure to work with many clients who appreciate and understand the supply chain's vital role in tackling the energy

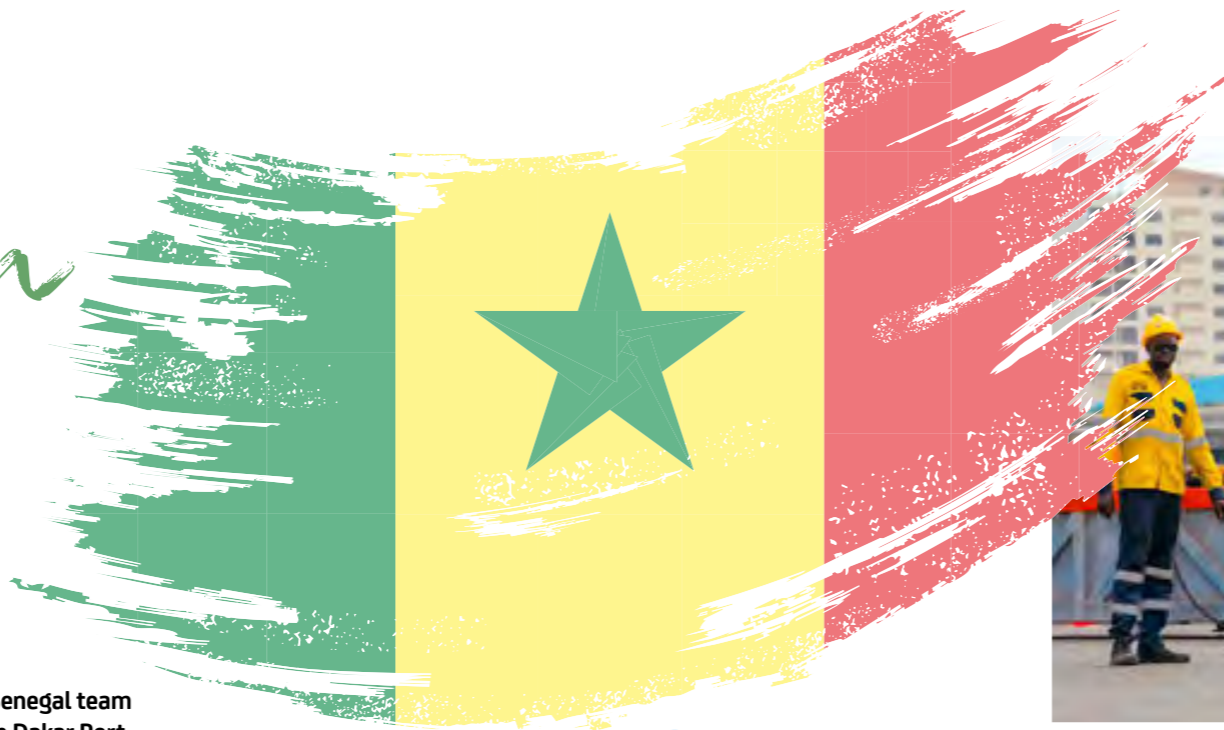
trilemma; this gives us the confidence to invest in the future – be it in new technologies or our people. Nevertheless, the supply chain needs more support from inside the industry and a clear look ahead of the long-term opportunities. The perception that every company working in oil and gas enjoys inflated margins is a myth that needs to be dispelled.

Companies need to work collaboratively with suppliers, recognising that to invest in the necessary resources to meet future challenges, the supply chain requires visibility and the necessary margins to build sustainable businesses and support the energy transition. Failure to invest in the supply chain now will cause a ripple effect of skills and resource shortages that will impact the entire industry. 2023 could be another rollercoaster year for the industry, with significant variables to contend with, including the continued impact of the war in Ukraine, commodity price volatility and the potential effects of the energy profits levy. But on the other side, there are many exciting opportunities across all our locations and markets. It will be a balancing act, but if the companies operating in it foster the right organisational culture, there will be a bright future for everyone in the energy industry.





# Success in Senegal



Since commencing operations in Dakar two years ago, our ASCO Senegal team has managed the safe execution of more than 400 load-outs from Dakar Port, with an impressive achievement of zero LTIs.

The team manages supply base activity and provides technical expertise, compliance and adherence to energy industry standards and protocols.

In February, our CEO Peter France visited the team to see first-hand how far the supply base and our regional operations have come since 2021.



**Our presence in Dakar has brought many benefits to the local community, including job creation and upskilling of the regional workforce.**

Some of our team commented about their experiences so far:

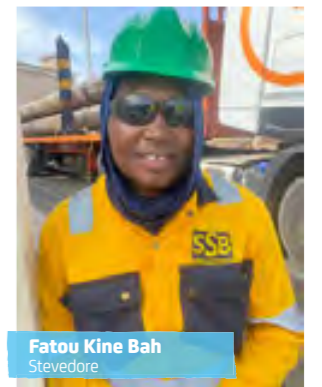
**“What benefits have you seen since ASCO began operations at the Port of Dakar?”**

I was part of the team that selected our first Senegalese personnel to work on this project. For the majority, it was their first experience working in the oil and gas industry, so there was a lot of work to do regarding training and familiarisation. Each Stevedore received Banksman & Slinger training, on-the-job mentoring and competency assessments. We now have over 50 stevedores who contribute to the day-to-day running of the supply base, ensuring each task is completed safely and efficiently. We have always focused on embedding ASCO's Core Values and Life Saving Rules within the team, and our achievements, including LTI-free operations, have demonstrated this. I have thoroughly enjoyed working with ambitious, attentive, affable people who appreciate the experience. The process has been very fulfilling, and I am incredibly proud of the progress our team has made over the last 18 months and look forward to seeing them develop further.



**Josh Cowe**  
Quayside Supervisor

I have seen the importance of Health and Safety, but the marking point for me is in the welfare facilities. As a woman, I can see that we are considered especially with separate toilets for men and women and the expatriates sharing knowledge and experience regardless of gender.



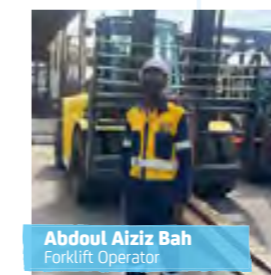
**Fatou Kline Bah**  
Stevedore



**Amacodou Ndiaye Faye**  
Lifting and Rigging Foreman

As a Lifting and Rigging supervisor, I can say there is a big difference in how we approach tasks. Lifting operations, for example, are well-planned and follow precise procedures. I knew the mechanical side of lifting load, but ASCO has helped

me reinforce the safety aspects of lifting operations that are linked to operations planning, from procedure implementation to personnel and equipment preparation.



**Abdoul Aiziz Bah**  
Forklift Operator

I knew how to operate a forklift before ASCO; now, I know how to operate a forklift safely. At SSB with ASCO, I have learnt the importance of wearing PPE even when driving the forklift; it has become a reflex, and I have learnt the importance of inspecting my forklift at the beginning of the day. The area is always clean to work, making operating my forklift easier and safer.

Peter commented on his visit;  
**“It was a pleasure to visit SSB and meet the team in person. In ASCO, we have three obsessions, safety and service excellence and sustainability; it was great to see all of these in evidence. It was also exciting to see our colleagues growing and learning from one another, culturally and technically. Great work by a fantastic team! Well done everyone; I can't wait to see what the future has in store!”**



# Norway's innovative culture the key to digital evolution

**Across the globe, digitalisation has been crucial in revamping the energy landscape and enabling a swifter transition towards improved energy efficiency and security.**

Backed by a culture of adaptability and innovation, Norway has been a world leader in forward-thinking solutions for many years. As a leading global energy exporter, our country's continuous commitment to developing and enhancing industries with the support of digital solutions is reflected through the companies operating here, including ASCO's six Norwegian locations, and as part of the culture of our wider company.

A critical issue clients face is the inability to share data and information with other companies within the supply chain. Addressing this problem, we collaborated with an experienced digitalisation developer to roll out a new IT solution for all Norwegian supply bases. Working with the Norwegian based software company, we can utilise our expertise in manual logistics to collaborate and create digitalised logistics solutions to these time draining challenges.

We have introduced a digital platform which filters real-time information from each stage of the supply chain into a centralised system, named the Integrated Logistics Management System (ILMS). By utilising blockchain technology, we can share data at each stage of the supply chain without having to integrate various IT systems, a process which could be extremely time-consuming and costly.

Another benefit of digital solutions like our OCC and ILMS system in Norway and the UK is that these can be adapted and are not industry-specific, allowing us to tailor our solutions to serve



**Runar Hatletvedt**  
Managing Director  
Norway

a multitude of industries. This flexibility and adaptability has allowed us to support operations in diverse markets, including the fashion and aquaculture industries.

Within the Energy sector, the market for renewables continues to grow in Norway, and there are increasing opportunities for us to support companies establishing low-carbon technologies both on and offshore. This was seen recently in our partnership with Global Ocean Technology, where we are working to develop a logistics supply base for offshore wind customers in the North Sea. This has been an exciting opportunity for ASCO to further expand its renewables network and knowledge in the region whilst supporting Norway in its transition away from fossil fuels.

I look forward to seeing what the future brings for the Norwegian Energy industry. ASCO is excited to share the innovative digital practices we will develop with key industry stakeholders as we continue to evolve.

## SUPPORTING THE NORTH SEA WIND INDUSTRY

**ASCO has actively supported the North Sea wind industry from our locations across the UK and Norway since 2018.**

We provide a comprehensive range of services to suit the developing requirements of the offshore wind industry, including but not limited to logistics, warehousing, fuel provision, marine coordination, ship agency services, environmental services, heavy lifting and technical support.

## ILMS 2.0

**We are pleased to share our new iLMS (Integrated Management System) video, providing more information on how we can transform supply chains to increase efficiency as we work towards a net zero future.**

Logistics management can often be time-consuming when carried out manually; however, at ASCO, we offer our iLMS to break down silos and reshape your materials flow for efficient logistics collaboration.



Click to view the video, created by Sowe Energy, to see Stian Syvertsen, our Base Operator in Farsund, talk about utilising our experience, expertise and ample facilities at the Port of Farsund to provide an efficient offshore supply base for projects in the Norwegian North Sea.



# Decommissioning

## A flexible turnkey approach is fundamental to global decommissioning success

**For the last 50+ years, the UK's energy industry has been dominated by oil and gas activity, but as the industry matures, it faces increasing opportunities in decommissioning.**

With over 15 years of experience in decommissioning projects, ASCO's experience enables us to deliver fully integrated logistics and material management across all decommissioning projects, which includes environmental services, project management, and lifting operations.

Our collaborative decommissioning approach improves the efficiency of our customers' operations and with our ability to support clients from any quayside we ensure they benefit from our expertise at the best facility for their project. We work closely with port operators to establish relationships with local suppliers and the workforce. As global basins begin to mature, we are well-placed to expand our expert decommissioning capabilities on an international level.

One of the main concerns of any decommissioning operation is the risks associated with Naturally Occurring Radioactive Materials (NORM) on structures and equipment that require decommissioning. ASCO can alleviate these risks through our NORM Solutions offering. Often NORM services are sourced separately once the requirement has been identified, but ASCO provides operators with the comfort of knowing that our specialist team are ready to handle any NORM-related challenges without interruption to the task at hand.

Our three core obsessions of safety excellence, service excellence, and sustainability are at the heart of all our services. With safety at the forefront, we have designed our dedicated NORM Solutions premises to support the most modern, efficient, and safety-conscious operations. Through this thorough preparation and the safeguards ASCO has in place, we are proud to be 10 years of lost time injury-free.

Our commitment to service excellence has rewarded us with several significant long-term decommissioning contracts. To support the increased activity levels, we have increased the size of our dedicated NORM solutions team, having onboarded four new operatives, trained in-house and on-site to ASCO's high standards; this ensures that our obsession with service excellence is continued and followed for years to come as we upskill future workforces.



**Chris Lloyd**  
Head of Environmental  
and Decommissioning

Our final core obsession of sustainability is also crucial to our approach. With energy security being firmly established as the UK's top priority, the industry must not lose focus on establishing more sustainable practices within all industry activities, including decommissioning. It is more important than ever that we find a balance between creating low-cost, efficient solutions for our customers while successfully reducing the project's overall carbon impact.

Throughout our decommissioning activities, sustainable measures are put in place that include:

- Ensuring all onshore transportation is facilitated by ASCO's fleet of heavy goods vehicles running on renewable Hydrotreated Vegetable Oil (HVO) fuel.
- ASCO's Zero Waste to Landfill initiative, which allows us to work alongside our clients to significantly reduce the number of items sent to landfills from decommissioning operations.
- Using Ultra High-Pressure jetting to decontaminate items without using abrasive materials to minimise the amount of material sent for further treatment and disposal.

Looking ahead, we can already see decommissioning opportunities in other areas where ASCO has a presence. By building on our ability to collaborate with local partners, we can transfer the skills we have learned in the UK to these and other markets, deploying our experienced personnel to lead global projects as basins reach maturity. With many major oil fields located off Australia's coast already considered mature and Norway's North Sea production expected to decline from 2025, our experience in the UK will be key to supporting international operators as their assets approach the end of their lifecycle.

# A versatile approach to quayside operations

ASCO has managed quayside facilities across the UK to meet port logistics needs and requirements for over 50 years. Backed by decades of experience supporting clients with offshore operations in the offshore energy sector, we have established an integrated services approach. ASCO helps clients as they manoeuvre the obstacles facing their port operations by presenting tailored logistics models that optimise their resources. With the broadest range of services across all aspects of logistics, we utilise our entire service offering to support the port operating needs of our clients from any location.

Market requirements should be the driving force behind everything the supply chain does, and our teams work closely with clients to develop an in-depth understanding of customer and industry needs. With this knowledge and our ability to transfer our skills and capabilities across sectors, we have developed a distinctive offering which has enabled us to become the dominant player in the UK's port services market. Our approach is unique in that we are port agnostic - rather than looking to maximise the return of our own premises, we work as an independent operator to support ports to deliver relevant services from their facility.

ASCO supports clients from the factory door to the offshore asset and everything in between, providing marine coordination, aviation services, freight management, customs, warehousing, materials management, and onshore logistics. In addition, we deliver an extensive range of complementary services covering fuel and bulk provision, industrial tank cleaning, training, lifting and assurance, personnel provision and environmental services. By not being limited to any one port, we can easily relocate resources to support our client's needs from the facility best placed to fit their needs.

Our integrated approach allows us to efficiently support the port logistics needs of clients by collaborating with port owners, leveraging the local supply chain and employing local workers to support operations. This model can be set up swiftly and adjusted to the requirements of each client, ensuring the same high-quality service from any port in the world.

Coupled with increased demand on port infrastructure and capacity is the need to reduce carbon emissions from operations to tackle the climate emergency, so finding the most sustainable solution is at the heart of our constantly evolving approach.



**Mike Pettigrew**  
Managing Director, UK

Facilitating the UK government's pledge to source 95% of its energy demand from low carbon sources by 2050 will require the rapid upscaling of green infrastructure across the UK. ASCO is working with multiple ports to support this predicted growth, managing the influx of construction materials from overseas and aligning the receipt, transportation, and delivery of goods across several locations. This will be crucial in facilitating the swift and seamless rollout of global renewables infrastructure.

As a critical component of the supply chain, ASCO will be a key to enabling the energy transition. We are at the forefront of conversations with UK port owners to discover how we can adapt quayside facilities to support new energy infrastructure for Wind, CCUS and hydrogen as well as looking to integrate low-carbon refuelling and power stations into their capabilities. Likewise, we are constantly evaluating our own operations and locations to ensure we provide the most efficient and sustainable services.

ASCO is already providing our flexible approach to port assistance internationally and success stories in Senegal and Suriname of our 'shore base in a box' have demonstrated the model's ability to quickly and effectively localise supply chains to improve efficiencies across the globe.



# Employee Suggestion Portal

A key part of delivering our company strategy is encouraging innovation across all that we do. One way in which everyone can get involved in generating new ideas is through the Employee Suggestion Scheme.

So far, we have had 47 suggestions submitted this year, which is an excellent number for so early in the year. The suggestions are reviewed by the Employee Suggestions Committee every month to ensure that opportunities are moved forward, with approximately 50% of the ideas submitted progressing to completion.

In January, the idea of the month was to encourage diversity in the recruitment process by advertising suitable roles with the opportunity to job share - this is now being considered by HR.

If you have an idea that you think will be of benefit to the company, please take time to share it through the Employee Suggestion Portal on Connect, or if you don't have access to that, you can email [suggestions@ascoworld.com](mailto:suggestions@ascoworld.com)



**Claudia Rodriguez**  
Lean Coordinator and Project Manager (PMO)

**Even the smallest of changes can have a big impact!**

- ... providing HR support to my business area in a positive proactive manner constantly looking for ways to address areas of opportunity.
- ... providing legal input into the commercial negotiating process to ensure our growth is secured in a sustainable way.
- ... keeping my first aid training current enabling our office to deliver on its safety excellence expectations.
- ... reducing the waste disposed of in landfill through securing disposal contracts with like minded companies.
- ... driving growth through actively exploring multiple business development opportunities
- ... driving service excellence through ensuring vessels leave the quayside on time with the right cargo on board
- ... aiding with change to customs regulations, communicating and collaborating with all concerned to deliver service excellence
- ... driving service excellence through building a collaborative relationship with my client base
- ... making regular leadership visits to our worksites to engage with the teams and re-enforce our ASCO LiveSafe rules
- ... delivering a high quality service to our Ship Agency clients as standard no matter which quayside they come into.
- ... developing and maintaining a robust and sustainable supply chain to ensure the best service performance to our customers.
- ... positively impacting employee satisfaction through being part of the Equality, Diversity and Inclusion team.
- ... working to a high standard of safety whilst carrying out my day-to-day tasks in the Warehouse
- ... analysing the energy consumption at all locations to identify areas that need focus.



# ASCO's Project Management Office

## PMO

## Meet the Team

*We are small but mighty!*

We all manage projects on a daily basis and often do not realise we are doing it. Consider how you go about planning a holiday, buying a car, or even simple things like meal-prepping for the week. For all these examples, you will go through a series of steps to ensure the holiday you book, the car you buy or the food you eat is exactly what you want, within your budget and the timeline you want it.

Project Management is exactly that; a series of steps you go through to make sure the project you are about to start delivers exactly what everyone wants, within the approved budget and to an agreed timeline. As ASCO's Project Management Office (PMO), we aim to standardise the approach to any project our business undertakes and to help our colleagues successfully coordinate, manage and deliver improvements across ASCO in line with our business strategy and objectives!

### What are we working on?

We are currently supporting staff from our HR, Marketing, HSSEQ, Operations, Finance and Legal teams with seven key projects this year that will allow them to deliver significant changes for their teams.

## Community of Practice

Following our recent 20/20 announcement, we have started a Community of Practice for staff to create opportunities for learning, building capability and sharing knowledge through collaboration.

*"The Community of Practice is a positive and collaborative environment where the various Project Managers within the Group; can learn and share with each other. This environment is already improving and widening the project management knowledge and experience base within the Group. More importantly, this environment will support and develop our Project Managers, who will in turn, support the business by successfully delivering a wide range of beneficial projects across the Group."*

If you have a passion for Project Management, would like to be part of a community with interest in the discipline, or would simply like to have access to some tools to help you better manage a project, why not join our PMO Community of Practice!



**James (Jock) Stewart**  
Project Manager Australia

**Do you need our help to make a change? Click here to get in touch today.**

### ALLISON THOMSON



**Group Strategy Manager**

Allison, our fearless leader, joined ASCO in 2019 having worked in Senior roles within our Oil & Gas Operators. With a focus on our strategic goals and promoting of equality, diversity, and inclusion within ASCO, she drives change through continuous improvement and leading by example.

### Fun fact

*Allison is a vegetarian and loves taking her Labrador & French Bulldog hiking at weekends!*

*"Project Management was a complete change for me and a step out of my comfort zone when I accepted the position to project manage the HR Optimisation project. I know I have the full support of Allison Thomson and the PMO team to ensure the success of my project. Allison has a wealth of experience in IT systems and project implementation. She provided me with invaluable guidance on how to approach the project. She also advised me on the standardised ASCO planning approach, and key documents to prepare."*

**Diane Lavery (Optimising Our HR System)**

### SAM ROBERTSON



**Project Manager**

Sam joined ASCO in 2014 as part of our Graduate programme and has since held roles within Operations and Projects. Sam is our pocket rocket with a passion for improvement. She heads up our D2 First Aider group and likes to get stuck in supporting others wherever she can.

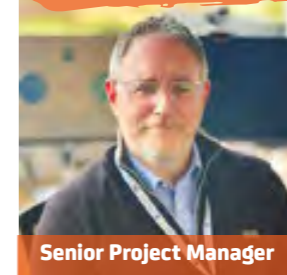
### Fun fact

*Sam spends her free time in the garden with her son and flock of chickens!*

*"The PMO function was invaluable during the scoping and ultimate delivery of the move to the Operations Control Centre. Sam's support, level-headedness and attention to detail (whilst also keeping me in check) ensured that everything went as smoothly as possible."*

**Willie Smith (Establishing our UK Operations Control Centre)**

### SCOTT MASSON



**Senior Project Manager**

Scott joined ASCO in 2021 and brings 20+ years of experience in Project Management within the Oil & Gas industry. He is focused and diligent in his approach to Project Management, as his Project Sponsors will testify! He leads our Community of Practice team, working to nurture and share project knowledge within ASCO.

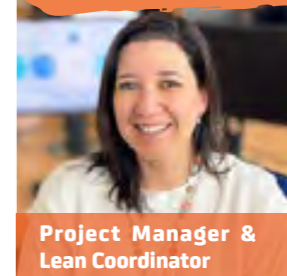
### Fun fact

*Scott loves to play golf and always enjoys a good debate over the football scores!*

*"Scott supports the AIMS project team providing structure and organisation in meeting our key milestones. Scott is dedicated to driving improvement with a clear focus on delivering successful projects and bringing added value to ASCO. He is a strong team player who engages well with his colleagues and continually strives to ensure we meet our goals. Keep up the good work!"*

**Peter Guild (Improving our AIMS system)**

### CLAUDIA RODRIGUEZ



**Project Manager & Lean Coordinator**

Claudia joined ASCO in 2020 through our MBA programme from her native Honduras and brings experience in Planning from different industries.

### Fun fact

*Claudia loves to go out cycling with her son and is always up for a party!*

*"During the payroll efficiency project; Claudia confidently structured the whole process and gave guidance throughout. She consulted with me frequently to understand the needs and objectives of the project; this was vitally important as clear and focused communication and business unit understanding was key. One of the main attributes Claudia brought to the project was that she was also a great teacher; she was inclusive and discussed why we were doing things in a certain way and what benefit it created to the business, all laid out in very simple and professional manner."*

**Rachael Hay (Transport payroll efficiency project)**

# '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:



**JAMES LLEWELLYN**  
Hub Operative (Great Yarmouth)

James (Louie) was nominated for his exceptional attitude to improving safety behaviours on site and recording his actions through the LSI programme. Louie understands the constraints and limitations of the site but does not let this affect our improvements and commitment to keeping everyone safe on site.



**JACKIE SPENCE**  
Senior Administrator (Aberdeen)

Jackie was nominated for the exceptional support she has provided to the team in Senegal with travel bookings and arrangements over the past two years. Jackie always displays a real desire to deliver excellent customer service, often progressing issues out with her regular working hours, which she does willingly. Jackie really does display a can do attitude.



**GARRY URQUHART**  
Materials Controller (Peterhead)

Garry was nominated due to his tenacity when working with a customer to improve an activity which he had assessed as unsafe. He challenged a perspective of 'it has always been done this way', and the customer was complimentary that Garry continued to challenge the point as he believed it was unsafe. Well done Garry - your challenge was the right one, and the way you engaged with the customer was professional and well received.



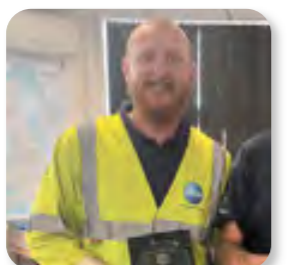
**RACHEL BURNETT**  
Freight Agent (Aberdeen)

Rachel took dedication to her role to a new level when she continued to work her last day before going on maternity leave, even after her waters had broken! Rachel made sure with her medical advisors that it was safe for her to continue working and did not tell her colleagues of her situation until the end of the working day. We are delighted to report that Rachel safely delivered a beautiful baby boy, Leo, on the 28th August 2022.



**MATHEW BAXTER**  
Fuel and Lubricants Supervisor (Great Yarmouth)

Mathew was nominated for his hard work and dedication, regularly going over and above what is required. Always fair and respectful to his team, nothing is ever a problem for him. Well done Mathew and thanks for nominating him 'Team Baxter'!



**RACHAEL HOSEIN**  
Finance Manager (Trinidad)

Rachael was nominated by several of her colleagues in respect of a tendering exercise in Trinidad. Rachael went over and above working long hours and weekends working tirelessly and meticulously to ensure the model was complete - her dedication and passion is recognised and greatly appreciated by her colleagues.



**KYLIE ARNEL**  
Marine Supply Base Manager (Australia)

Kylie was nominated for her exceptional attitude and for showing an efficient, calm and professional approach to managing a busy quayside. Her demeanour removes friction from conflict and keeps operations calm, respectful and organised.



**IAN HAY**  
Logistics Supervisor - Heli freight (Aberdeen)

Ian was nominated due to his dedication to delivering an excellent service to our customers, despite resourcing challenges. Ian works hard, not for financial gain but fundamentally because he does not want to let anyone down. Resourcing challenges are being addressed which hopefully make life a little easier for Ian and his team moving forward, however Ian was nominated for his 'unflinching dedication'.



The BP D2 Warehouse Team were nominated for their continued commitment to safety excellence, service excellence and collaboration. It is clear that the team have developed a strong safety and service culture working closely with each other and their client - they are a team who really operate in a Transparent and Collaborative way. Albeit the team have also won several awards from BP recently, we hope that this plaque will take pride of place!



**BP D2 WAREHOUSE TEAM**  
Aberdeen

### OTHER COLLEAGUES NOMINATED BY YOU WERE -

- Adam Ritchie, Peterhead
- Ally Bruce, Peterhead
- Cecil Rudal, Trinidad
- David Roy, Aberdeen
- Grant Kelman, Aberdeen
- Great Yarmouth Operations Team
- Jamie Daldry, Great Yarmouth
- Jamie Kennedy, Neil Thomson and the Quayside Team, Aberdeen
- Jorunn Sanne, Norway
- Josh Cowe, Senegal
- Kim Alexander, Peterhead
- Natalie Coutts, Peterhead
- Neil Duffus, Peterhead
- Peter McCarron, Canada
- Peter Skinner, Peterhead
- Salina Shah-Balgobin, Trinidad
- Thuy-Tien Le Guen Dang, Aberdeen



**THEA KRISTIN SOLA**  
Customs Coordinator (Norway)

Thea was nominated by her colleagues in Tananger as she is always smiling and engaging and makes everyone laugh a lot! Thea gives her all everyday so that everyone around her has a better and more positive day at work. As well as brightening everyone's day, Thea is very knowledgeable and always willing and happy to help.



### OTHER COLLEAGUES NOMINATED BY YOU WERE -

- Andy Zakrocki
- Morgan Griffith
- Jenny Paku
- Gary Rix
- Jo Wilson
- Michael Lewis
- Cyristal Phillip
- Roger Martins
- Paul Hepburn
- Jackie Spence
- Jennifer Hardie
- Stevie Florence
- Marie Kemp
- Grant Cerezo
- David Perrin
- Stuart Hughes
- Carla Tait
- Bob Stewart
- Stuart Reid
- Angela Campbell
- Paul Doverly
- Jodi Frith
- Wendy Payton
- Matthew McCranon
- Ken Willox
- Carlos Porter
- Alan Munn
- Peter Skinner
- Ross Carlton
- Alison Forsyth

### 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.



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

# A focus on career development

## Damian Hagley

Damian Hagley joined ASCO in 2009 as a Tally Clerk at ASCO's La Brea base on the southwestern coast of Trinidad. Over the past 13 years, Damian has held several roles within the business, currently working as Pipeyard Supervisor at our Chaguaramas base in Trinidad and Tobago.

### MOVING TO ASCO

Prior to ASCO, I was employed with Paramount Ltd when they operated on the South-eastern coast of the island of Trinidad. During this time, I was fortunate to work as a subcontractor interacting with the ASCO team who were supplying logistics services to BP Trinidad & Tobago.

Following my performance in that role, and on the advice of the then ASCO focal point (area authority), I was recommended for employment with ASCO. I was approached by the company for the role of Tally Clerk and immediately accepted as I believed that ASCO would offer me opportunities to learn and expand my knowledge in both safety and logistics – which it did!

### MY JOURNEY SO FAR

Starting my career at ASCO in 2009 as a Tally Clerk, I then progressed to Area Authority in 2010, supervising and managing a small team of third-party contractors, I remained in that role until 2016. In 2017, I was promoted to Quayside Supervisor, where I was required to oversee ASCO staff and third-party contractors in the execution of dockside operations. Additionally, I liaised with client focal and third-party vendors to coordinate logistics services.

After nine months, I was promoted to the role of Pipe yard Supervisor which I have held since 2019. I supported the client transition of warehousing services and managed the development of a 248k sq. ft pipe yard. I currently supervise eight third-party contractors in the preparation and preservation of casing for off-shore drilling campaigns while ensuring ASCO's safety policies are maintained.

My role allows the opportunity to work with a range of individuals and personalities and encourage a strong safety culture. In this position, I can share my knowledge and experience with my team members – this coaching and mentoring helps them develop as individuals allowing them to take on additional responsibilities. Our team has a good working relationship which allows us to share openly, both professionally and personally, working collaboratively to solve any challenges that arise.

### SUPPORT FROM THE BUSINESS

My journey through ASCO has been both challenging and enjoyable, as I have experienced many successes, as well as some trying times. This journey has also taught me that by demonstrating consistent performance, an open mind and belief in oneself; the sky is the limit, and an individual can achieve professional success.

I appreciate that ASCO has supported me in achieving career fulfilment and developed me from a tally clerk to a supervisor through focused hard work and consistent delivery. ASCO has and continues to demonstrate a consistently high standard regarding safety, process and procedures, which aligns with my own core values.



Name: Damian Hagley  
Age: 47  
Job Title: Pipeyard Supervisor (Shell T&T Operations)  
Likes: Socialising, sports (predominantly football – avid fan of Barcelona, Manchester City and Argentina)

## Adasa Edwards

Adasa Edwards joined ASCO in 2013 as an Operations Foreman in La Brea, Trinidad. Working across a number of roles in Trinidad between 2013 and 2021, Adasa then made the move to Dakar, Senegal as an Operations Coordinator in June 2021.

### JOINING ASCO

After completing a Post Graduate Diploma in Business Management through the Australian Institute of Business, I wanted to develop my logistical skillset within the oil and gas sector, as I have often found myself drawn to jobs that emphasise adhering to strict timelines and operational demands.

Starting as an Operations Foreman, I supervised all quayside operational activities on the base. Through hard work, determination and improving my supplier and client relations, I moved to the position of Berth 3 Assigned person in 2015, where I was responsible for the implementation of integrated staff and facilities at the base. I then moved to a Cargo Coordinator position for drilling operations ahead of applying for my current role in Senegal.

The journey has always been exciting and full of interesting things to learn and discover; as the futurist Alvin Toffler wrote: "The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn and re-learn." I have always been fond of listening and providing feedback while developing a problem-solving aptitude.

### MY CURRENT ROLE

As Operations Coordinator, I work closely with our clients in aligning resources to allow deliverables to be achieved under projected timelines via our supply base. I think it's all about communication and having a personable nature.

I saw the Senegal-based Operations Coordinator role advertised and immediately applied for this as I liked the sound of the new challenge and was delighted to be successful after the interview process.



Name: Adasa Edwards  
Age: 36  
Job Title: Operations Coordinator  
Likes: Football, Exercising, and "Liming" ("Liming" - Trinidadian terminology for hanging out with friends)

The role is similar to the Cargo Coordinator role I held previously in Trinidad, and I am extremely enjoying the new challenge in Senegal where I work on a six-week rotation out of Trinidad.

### SUPPORT FROM THE BUSINESS

ASCO has provided me with the platform to understand the demands and requirements for Supply Base Management, and

my ongoing ASCO personal development plans put me on track for further development. I love that my role allows me to travel and see an entire continent while having the flexibility to enjoy the vast culture that Senegal provides. The ability to meet clients and suppliers and have an international network of like-minded individuals brings out the best in me. I am thankful to have had this opportunity.



Join us for



# No Mow May

Support biodiversity by liberating your lawns in May!

Resisting the urge to mow for one month can result in enough nectar for ten times more bees!

We encourage all our global sites and colleagues to take part.

Now sit back and watch your gardens spring to life with flowers, bees and other pollinators.



## Equality Diversity and Inclusion

Since launching in Q4 of 2022, the Equality, Diversity & Inclusion (ED&I) Committee has been busy building out a plan to raise awareness and progress opportunities under the remit of ED&I.

One of its first actions was to develop a new Connect site to share details of what the committee is working on and as a source of information on a wide range of topics that ED&I covers. For example, we recently added information about Disability in the Workplace awareness as part of our Inclusion theme for Q2. You can find a link to the site from the Connect home

page under Quick Links, so please take time to go and explore. You will also see the areas the team is working on within the site. We would like to do so much more in this important area but are limited by the number of people involved, so if you would like to see more happening in this space, please contact: [EDI@ascoworld.com](mailto:EDI@ascoworld.com) and get involved.

### INTERNATIONAL WOMEN'S DAY 2023



International Women's Day was held on the 8th of March and is a focal point in the global women's rights movement that brings attention to issues such as gender equality, reproductive rights, and violence and abuse against women.

- The theme for 2023 was Embrace Equity which allows us to show that we are collectively standing up for a gender-equal world, a world that is free of bias, stereotypes and discrimination.
- Members of the ASCO team from around the globe joined together to hold events, meetings and presentations to highlight the importance of the day to show support for this movement.

#### ABERDEEN

The team hosted a lunch with guest speaker, Victoria Mutch, a businesswoman who established a successful size inclusive women's wear business. The team appreciated hearing about Victoria's entrepreneurial journey and dedication to ensuring all women were represented within her range.



#### AUSTRALIA

The Darwin team held a BBQ, which was enjoyed by the whole team. During the BBQ, Mark Kershaw (Darwin Port - Shipping Scheduler) was presented with an outstanding Operational Excellence Award. Well done Mark!



#### SENEGAL

ASCO Senegal collaborated with Woodside Energy and participated in an engaging panel event. The panel session covered a wide range of topical issues relevant to female participation in the workplace along with both barriers to entry and career progression.



#### GREAT YARMOUTH

The Great Yarmouth team enjoyed a social lunch where all staff had the opportunity to mingle. HR Advisor, Stacey Short, also created a quiz based on iconic females as a fun way to highlight the importance of International Women's Day.



#### NORWAY

The Norwegian team created a video about our female colleagues, who represent 25% of the workforce in Norway. Women are represented in all parts of our business, including goods reception, warehouse, crane and forklift, administration and as consultants to our customers.



#### TRINIDAD AND TOBAGO

The team in Trinidad hosted a ladies lunch where they welcomed a guest speaker, Gisele Thompson, who is VP of Corporate Operations at bp. The team enjoyed the chance to socialise and were motivated by Gisele's inspiring presentation.



Click [here](#) to watch our video showing some of our team's statements on International Women's Day regarding their commitment to embracing equity.

# Insight into a new start

Jessica Chisholm

Jessica (Jess) Chisholm, started at ASCO in November 2022 as UK Tender Coordinator within the Commercial Team based in Aberdeen, UK.

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

## MY BACKGROUND

Before joining ASCO my background was mainly in commercial and projects teams, with some of my roles comprising financial and contractual aspects. While studying International Business Management at the Robert Gordon University in Aberdeen, I completed a placement year at Lloyd's Register. This role was a mix between tendering and project support, which I really enjoyed and where I came to the realisation that I wanted to continue working in tendering.

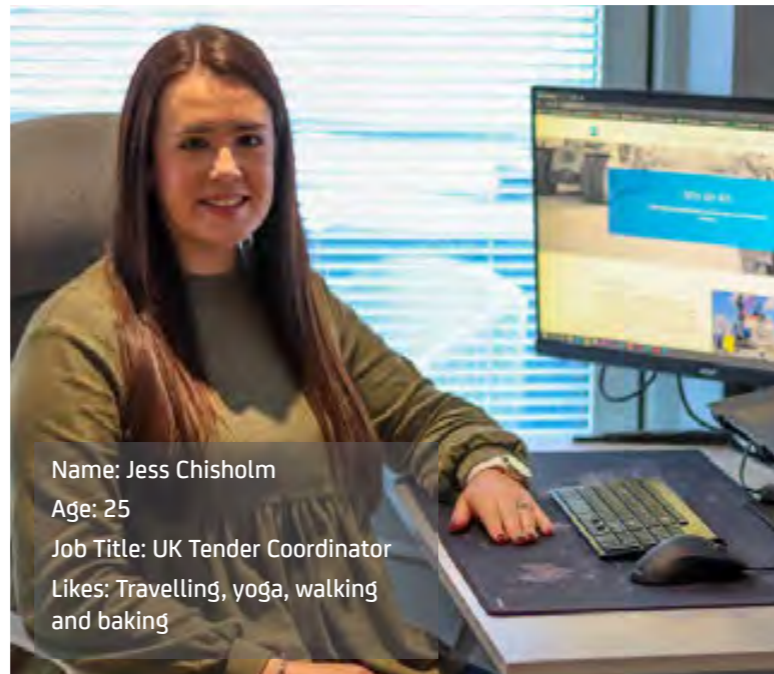
After graduating, I was invited back to Lloyd's Register as a Project Support Analyst. From there, I moved on to work at a company that provided software to manage distillery inventories, and I enjoyed learning about a new industry. A fun fact I learned during my time there was that the spelling of 'whisky' depends on the country it comes from; Whisky is spelt with an e when the country has an e in it, so we have 'whisky' in Scotland and 'whiskey' in Ireland!

I then moved to a public sector renewables company where I was on the opposite side of tendering and procuring services, creating ITT's (Invitation to Tender) and evaluating the responses. I really enjoyed learning about this process; however, I missed the challenge of working to tight submission deadlines and the feeling of accomplishment when we were successful.

## JOINING THE UK COMMERCIAL TEAM

I had been looking for a tendering role when I saw the position on the OBM LinkedIn page and wanted to learn more. I got in touch with Shannon from OBM, who was lovely, she shared more about the job role, which I decided to pursue, and she was great at keeping in touch throughout the recruitment process.

Within my role, I work in the UK Commercial team on preparing tender proposals. I am involved from the beginning when we receive a Request for Proposal or Invitation to Tender, and I work closely with my line manager, Talia Farrow, to compile a comprehensive response to meet the needs of clients. Since starting, the team has been exceptionally busy, so I have enjoyed getting stuck into tenders so soon.



Name: Jess Chisholm  
Age: 25  
Job Title: UK Tender Coordinator  
Likes: Travelling, yoga, walking and baking

## ASCO SO FAR

Since joining in November, I have felt very welcome by everyone I have met at ASCO. I have had the opportunity to meet lots of people from around the business and I can see that everyone at ASCO is very proud of their role within the business which has been great to see. It was important to me that I work for a company that has a focus on Sustainability, so the measures that ASCO has already taken are positive to see, and the further plans to become more sustainable have been very encouraging.

In my role so far, I have enjoyed learning more about the different departments within ASCO, as the company offers a lot more services than I first realised! During my induction to ASCO I had the opportunity to visit sites across Aberdeen and Peterhead which was a great introduction to the business, particularly getting to see the services I am adding to tenders up close. I have enjoyed meeting people from different areas across the business so far, and I look forward to meeting even more of the ASCO team!

# Survey

results

make a difference  
your opinion matters  
2022

In November 2022, we conducted our fifth annual Make a Difference employee survey, allowing all our teams to provide their feedback and help us identify what we can do to ensure ASCO continues to be a great workplace.

## WE HEARD YOU

In 2022 we delivered a range of improvements based on your feedback to us in the 2021 Employee Survey and we will continue to make improvements from your 2022 feedback for this year and beyond to address areas of focus that remain a concern for you.

- Actions taken on pay, benefits and progression are making a difference.
  - We have completed a full global pay review for the fifth successive year.
  - Pay equity continues to be an area of focus and significant progress has been made.
  - A unilateral pay increase was applied in 2022, and a standardised approach in 2023.
  - Despite remaining on the lower end of the scale, satisfaction on progression opportunities increased by 5.63%.
- The commitment to review flexibility and working hours has been a continued area of focus - with changes made as appropriate across the group.
  - Changes include the introduction hybrid working for eligible, non-operational roles.
- Sustainability continues to be a focus, and the team continues to strive towards our goal of being net zero before 2040, with many of the actions taken so far coming from suggestions that you have made.
  - We have exceeded our 2024 scope 1 and 2 reduction targets through groupwide initiatives, including the switch to HVO fuel for our HGV, cranes and forklifts in the UK, changing to LED lighting in Trinidad and Damhead, UK and the installation of solar panels in Norway.
  - We have included sustainability considerations in our tendering process to promote emissions reduction targets with our suppliers.
  - All general waste has been diverted from landfill in the UK.

→ Following feedback on progression opportunities, we trialled a career development process and progression plan:

- The Career Development Programme (CDP) and Behavioural Competence Standards (BCS) were developed and piloted globally with 26 candidates from 4 Countries - the CDP will now be rolled out to the business in Q2 2023.
- More people have been taking part in PDPs; the completion of these is tracked on a monthly basis and feedback is provided to the management teams.
- A Training Matrix Audit was completed, and a Training Project Team was established to close training gaps and streamline onboarding and eLearning.

[VIEW THE FULL REPORT HERE.](#)

## SATISFACTION LEVEL:



You are 'Making a Difference' by giving us your feedback. We encourage everyone to continue to use our Employee Suggestion Scheme, nominate your colleagues for the Make a Difference Awards and complete the survey again.

Your thoughts and experiences are invaluable, and together we will continue to build a strong and sustainable business for the future.



# Developing the next generation

## FURTHER LEARNING ACHIEVEMENTS

Some of our UK colleagues have recently celebrated some fantastic achievements:

**Chloe Irvine**, an Operations Coordinator in Aberdeen, recently completed her dangerous goods (ADR) driving qualification and achieved an HGV Category C+E licence to pursue a role as a Fuel Tanker Driver.

Discussing her experience, Chloe said: "Despite my initial concerns over whether I could drive a bigger vehicle and the demanding physical elements of the role, I knew this was something I wanted to pursue. It has been daunting at times, and there have been comments about how unusual it is to see a woman on the quayside lifting bulky hoses or driving around in an HGV, but I am fortunate that everyone has been incredibly supportive. I am really proud to be the first female class 1 petroleum tanker driver for ASCO Fuel and Lubricants, and I encourage all women out there to challenge themselves. If there is something you would like to do or have an interest in, please go for it!"



You can read more about Chloe's journey to becoming a Fuel Tanker Driver [here](#).

**Hannah Bartlett**, a Technical Chemist who has recently joined our team in Great Yarmouth, passed her forklift training with flying colours in January.

Commenting on her time at ASCO so far, Hannah said: "I've been looking forward to my forklift training since starting my job and I'm excited to be able to help out more in the yard now. Everyone here has been really welcoming and supportive, and I'm proud to be the first female forklift operator at ASCO Great Yarmouth!"



**John Gordon**, one of ASCO's Infrastructure Analysts based at our D2 campus in Aberdeen, has completed his Graduate Apprentice Programme with a BA in IT Management for Business at the Robert Gordon University.



As if that wasn't celebration enough, John was also awarded the School of Computing Award, in recognition of his fantastic academic achievements for the 2021-2022 academic session. John received his award at the ceremony on the 14th of December, we hope you had a great night!

John commented on his achievements: "I really enjoyed the course as it covered areas of the business that I had not been exposed to before, such as Business Finance, Accounting, Business Ethics and Project Management. I found the whole experience very fulfilling and am delighted to have received this opportunity to achieve a degree through ASCO. I am very proud to have achieved an award for my high grades during the course. I think the Graduate apprenticeship programme is fantastic for people like myself currently in full-time employment and would recommend it to anyone if they are given the opportunity to participate in one."

## OUR GRADUATES

Meet our 2023 UK Graduates.

*Taylor Cunningham*

Graduate, UK

Taylor graduated in Sustainable Environmental Management before joining the graduate scheme. Since joining the team, she has spent time working in Shipping and then UK Commercial while also undertaking a project within the sustainability department.

**"I have been working closely with Thuy-Tien to learn all about ASCO's approach to sustainability, whilst undertaking some exciting scope 2 reducing projects! I've had lots of opportunity to meet new people and been exposed to many departments already."**



*Nathan Morrison*

Graduate, UK

Nathan completed an honours degree in Management before joining ASCO and worked in the UK Commercial team before moving into Operations. He is working on a project to enhance the current resource payment process.

**"I am looking forward to learning more and meeting and learning from other people's experiences and knowledge, as well as being part of a company with an exciting future full of opportunities. The potential to have an abroad placement is also an exciting prospect."**

*Ross MacPherson*

Graduate, UK

Ross completed an honours degree in Management before joining the graduate scheme and working in the Shipping department, then moving into HSSEQ. He has been working on a project with the Bulk Liquids team turning an NVQ bunkering training programme into an ASCO programme.

**"I enjoy the friendly atmosphere of the workplace and people so far. I'm looking forward to working in HSSEQ and getting a better understanding of the business as a whole."**



# Developing the next generation

## OUR APPRENTICES

Meet our 2023 Apprentices in the UK and Norway.

### Emily Salazar

Apprentice - SVQ Business Administration, UK

Emily joined the apprentice scheme straight from secondary school and has been working on various projects within the HSSEQ team.

**“Being an apprentice has been great; I enjoy how I am able to meet different people and build up my confidence. This is my first experience of a professional work environment, and everyone has made me feel so welcome and part of the team - it’s been the best experience.”**



### Nathan Gill

Apprentice - SVQ Business Administration, UK

Nathan completed his sixth year at Kemnay Academy before joining ASCO as an apprentice. He spent his first six months working in the HR Shared Service team before moving into UK Commercial.

**“I’ve enjoyed meeting all my colleagues; everyone I have spoken to has been very kind and welcoming and have treated me with respect. I’m looking forward to learning more about the company, as well as myself. I am also excited to visit ASCO’s sites out with D2.”**

### Matthew Begg

Apprentice - SVQ 3 Logistics Operations Management, UK

Matthew completed his sixth year of secondary school before joining the apprentice scheme.

**“I’ve been working in the receipts department, with cargo to be sent offshore, putting it into the system to get ready for the packing team. I enjoy working here because of the team; I get on well with everyone. I also enjoy the pressure of meeting deadlines and working in a fast-paced environment; I thrive on new challenges. I’m looking forward to furthering my career at ASCO.”**



### Ashley Grant

Apprentice - SVQ 3 Logistics Operations Management, UK

Ashley joined the apprentice scheme after working in various roles. He has enjoyed working in the Gantry team in Aberdeen.

**“It’s the best job I’ve had, I really enjoy it. It’s an important job because we are responsible for all cargo coming in and out. I love working for ASCO; everyone is approachable, look out for one another and are helpful - my team are a good laugh too.”**



### Finlay Bruce

Apprentice - SVQ 3 Logistics Operations Management, UK

Finlay joined the team after working as a Safety & Service Advisor at Unite Students. So far, he has worked in the Gantry at both Mearns Quay and Albert Quay.

**“As part of my apprenticeship, I will be working in Gantry, Dispatch, Base Op and Checker each for six months. I will be training on Vehicle Spotter/Banksman and Ready 4 Road in March, and I have just finished my IOSH Working Safely qualification.”**



### Fraser Davidson

Apprentice - SVQ 3 Logistics Operations Management, UK

Fraser Davidson joined the team as an apprentice and has been based at the AOB Warehouse.

**“I have been moving around different departments, developing an understanding of how the warehouse operates on a day-to-day basis. I have settled in well and believe ASCO is a great company to work for. I’m enjoying my apprenticeship, and looking forward to learning more and developing my skills.”**



### Henriette Låstad

Apprentice - Logistics Diploma, Norway

Henriette joined the team in Norway as an Apprentice in November 2022 and will finish her logistics diploma in the Spring of 2026. She is described by her team as someone who spreads joy, is considerate and loves to work in a team.

**“I am working in the goods reception area so am the external face of the business and accept all the goods deliveries. As a mother of two and former ambulance worker, I love a busy everyday life and enjoy meeting lots of different people each day.”**

# lifestyle



**We are delighted to share that through ASCO Lifestyle; we raised more than £20,000 to support charities and good causes worldwide in 2022.**

In addition to raising these vital funds for worthwhile organisations, our incredible teams in the UK, Norway, Australia, Canada, Senegal and Trinidad and Tobago also volunteered their time to support local projects and initiatives.

Our activities ranged from beach cleans in Aberdeen, Great Yarmouth and Trinidad, building a polytunnel at Camphill School, Aberdeen, providing mental health awareness and support in Canada and Trinidad and filling donation bags for shelters in Australia, to building STEM workbenches for Burnhaven School in Aberdeenshire and supporting a STEM workshop at Aberdeen Science Centre.

Everyone stayed incredibly active with fundraising activities, including running, cycling, walking, taking part in the Kiltwalk, skydiving, organising barbecues and coffee mornings, raffles and sweepstakes, and growing moustaches as part of Movember.



Each year, each region nominates charities for their local office to support, with the final charity chosen through an internal vote. Charities and organisations benefiting from our teams' efforts over the past year have included AberNecessities in North-east Scotland, Runham Wildlife Centre in Great Yarmouth, the Cancer Council in Australia, Carenage Girls Government Primary School and The Associates Radiotherapy Centre in Trinidad and Tobago, the Lions Club charity and multiple sporting clubs in Norway, an orphanage in Senegal, as well as food banks and shelters, and various Christmas appeals across all locations.



In 2023, our selected charities include CLAN cancer support in North-east Scotland, Nelson's Journey, child bereavement support in Norfolk, Cancer Council WA in Australia and Mental Helse, a mental health charity in Norway.

We are consistently impressed with everyone's efforts and the engagement from all levels of the business, whether it be joining your local social committee, volunteering time for events, or donating your own money to these worthwhile causes.

Thank you to everyone who has participated; everything we do makes an enormous difference to our local communities.



# What is ASCO Lifestyle?

ASCO Lifestyle, our philanthropic arm, comprises three branches: ASCO Giving, which is focused on supporting charitable organisations; ASCO Community, which looks at opportunities for playing an active role in local communities and ASCO Support, which provides employees with assistance in times of individual need.



## FIND OUT HOW YOU CAN GET INVOLVED THIS YEAR

Contact your local representative

**Northern UK**  
Katie Greig  
Executive Assistant

**Southern UK**  
Stacey Short  
HR Advisor

**Canada**  
Vanessa Gilbert  
Operations Assistant

**Australia**  
Margaret White  
HR Manager

**Norway**  
Inger Lise Molenaar  
HR & Organisation Manager

**Senegal**  
Dior Dieng  
Finance and Admin  
Supervisor

**Trinidad**  
Nicola Bharath  
HR Assistant

# Social life at ASCO



**MELA  
ONE WORLD DAY  
EVENT**

In Summer 2022, NSL's Business Development Manager, Alex Lovie, was asked to attend the local Mela - One World Day (OWD) event at Westburn Park in Aberdeen, UK.

Celebrating cultural diversity across the North East of Scotland through food, music, dance and children's activities, the event is an all-encompassing festival of multiculturalism. Throughout the day, 16 acts performed including Guarana street drummers, Raag Qawwali, Shashwati Vinod and Aarna Sharma & the Energetic Kids.

Arranged by the Aberdeen Multicultural Centre, who Alex has worked with previously, he was asked to go along and MC on the day. However, Alex was asked to fill in on stage for a quick five minutes during an equipment change over, so he decided to teach those from outside of Aberdeen how to "spik Doric", teaching them phrases such as fit like, faraboots and more!

Commenting on the event, Alex said, "The atmosphere created by 14,000 people in the glorious sunshine was fantastic and so many smiley faces at the park. I loved as a proud Aberdonian to be part of the Aberdeen Mela - One World Day event held at Westburn Park and seeing how welcoming the city can be to our guests and friends from all over the world. The event helped to showcase everyone's creative talents, with something for everyone to enjoy. "Hosting 14,000, it was the biggest Mela event so far, and the most successful. It is great to see such a creative display of cultural diversity in a local city to many of our ASCO employees, and we hope to see much more of this in the future!"



**DARWIN  
SPONSOR LOCAL  
CHRISTMAS  
PARTY**

Each year the Variety children's charity organises a Christmas party for children with additional needs in the local Darwin community.

Many businesses within the area sponsor the event which aims to provide the children with presents from Santa, a delicious lunch, and a memorable day out.

Last year ASCO's Darwin team sponsored the event and as a token of gratitude they received a certificate of appreciation, as well as being invited to attend the party in December!



**EMPLOYEES  
ENJOY A  
FAMILY DAY IN  
NORWAY**

A group of our Norwegian employees and their families enjoyed a trip to Ørnhaug visitor and activity garden in October.

The activity centre is located in Åmøy, a small island in Stavanger municipality, with only 629 inhabitants.

Everyone enjoyed a great time with barbecues and activities, such as a bouncy castle, frisbee, golf, gold digging, face painting, a quiz and testing the taste buds! The children also got some time to cuddle with all the animals on the farm.

We hope you all had a fantastic day out!



**PETERHEAD  
STEM EVENT**

We were delighted to support the Aberdeen Science Centre with their Peterhead Community Day in February.

We partnered with companies such as Aberdeenshire Council, Peterhead Football Club and Storegga, to provide a selection of STEM (Science, Technology, Engineering and Mathematics) focused interactive experiments for all ages to enjoy.

315 people attended the free event and provided some fantastic feedback, with five ASCO personnel participating on the day.

Elaine Thomson, Senior Helpdesk Administrator, commented: "I had so much fun. It was a great day. Seeing the amazement in the little kids faces when the lights turned on with the solar energy experiment was just brilliant! I also had a wee go on the AR headset and not being a gamer had absolutely no idea what I was doing, but it was good to try it out and a bit of fun. It was good to see the amount of ASCO employees who came along with their kids to enjoy the day."

Gemma Morrice, Senior Helpdesk Administrator, said: "I thoroughly enjoyed myself, lots of fun, loved seeing the children's faces and their thoughts on the experiments."

Thank you to everyone who volunteered or attended the event; we can't wait to see you at the next one!



**STEVE MITCHELL  
PRESENTS AT  
SCHOOL**

In January, our Group Operations & HSSEQ Director, Steve Mitchell, attended a local Aberdeenshire school, Banchory Primary, to discuss his job and give a short presentation on ASCO operations to the children.

One of our Aberdeen-based drivers, Rab Kidd, was also in attendance, letting the children see an HGV vehicle up close and ask lots of questions about what they get up to on the road!



**DAMHEAD HOSTS  
MCMILLAN COFFEE  
MORNING**



**SURINAME  
TEAM  
BARBECUE**

Our team in Suriname has been busy supporting operator drilling campaigns at the Kuldipsingh Port Facility (KPF). Our collaboration with the port facility is proving successful, with the ASCO and KPF teams working very well together. In November, everyone enjoyed a team BBQ at the site to celebrate!

Our Damhead team in Peterhead took part in Macmillan Cancer Support's annual World's Biggest Coffee Morning event last September.

Organised by Margaret Mackey, Weighbridge Administration Assistant, the event asks everyone to bring in their baked goods and snacks in to be sold for donations. The team also held a raffle and 'guess the number of sweets in the jar'.

Thank you to everyone who contributed for raising an amazing £373.06 for the charity!

# Social life at ASCO

## SCALING LIFJELL MOUNTAIN



After a busy workday in May, 17 of our colleagues from our supply base in Tananger, Norway, exchanged their work attire for hiking clothes. They raced against the sun on a trip in varied and sometimes challenging terrain up to the top of Lifjell Mountain, which is 287m above sea level.

Not a venture for the faint-hearted, but a great trip was had by a great group!

## ABERDEEN STEM EVENT



In March, our Aberdeen team supported the SCDI's Young Engineers and Science Club's STEM event at the Aberdeen Science Centre.

Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager, Tony Brady, UK Senior Business Development Manager and one of our UK Graduates, Taylor Cunningham, provided a five-minute hands-on challenge where pupils from local primary and secondary schools built a boat and tested how many marbles or paper clips it could hold without sinking; this allowed the groups to learn about density, buoyancy, teamwork and problem-solving.



## BENTLEY UNIVERSITY VISIT



We were delighted to welcome a delegation from Bentley University to our D2 headquarters in Dyce, Aberdeen in March.

The group from the Massachusetts-based business school received guided tours of our Operations Control Centre (OCC) from UK Operations Control Centre Manager, Willie Smith, and our NSL Training Centre from UK Operations Manager, Ashley Turner, along with a presentation from our Group Sustainability & Marketing Manager, Thuy-Tien Le Guen Dang, on ASCO's range of capabilities.

The students, who travelled from the USA as part of their Decision Making in a Cultural Context course, thoroughly enjoyed their time with our team and asked plenty of insightful questions.

We have shared our logistics and materials management knowledge with Bentley University for several years. Following their last visit to our Peterhead South Base in March 2022, we were pleased to have them back with us to see another of our locations!



## ASCO UK BALL

We were delighted to have so many of our Northern UK colleagues and their guests join us to celebrate at our ASCO Ball on Saturday 22nd of April, at the P&J Live in Aberdeen.

Along with the excellent venue, delicious meal and music from Woo Hoo Band, we also welcomed back special guests, the Red Hot Chilli Pipers. During the event, we raised a fantastic £5,065 for Clan Cancer Support, our chosen local charity for 2023.

The Ball also allowed us to recognise our people with some special Make a Difference awards; well done to our winners: Richard Knight (Work Safe, Live Safe), Rab Kidd (A Passion for Service and Performance), Ross Irvine (Fair and Respectful), Calum Calder (Transparent and Collaborative) and Shannon Stewart (Reward and Recognise our People). Also, well done to our COVID Task Force, who received the CEO Award in recognition of their hard work throughout the pandemic.

We hope everyone who came along had an excellent night; we know we did!



# Meet the Team

NSL & OBM

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

Say hello to some of the members of our NSL & OBM Team.

## GENERAL MANAGER - SPECIALIST SERVICES

*Craig Revie*

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

I love adventure! I regularly disappear on my adventure motorbike.

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

Organised, Adventurous, Supportive.

**DO YOU HAVE ANY HIDDEN TALENTS?**

Juggling.

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

The Shawshank Redemption. Love the twist and ending!



## BUSINESS DEVELOPMENT MANAGER (US)

*Robert Walls*

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

I lived in South Africa for 12 years.

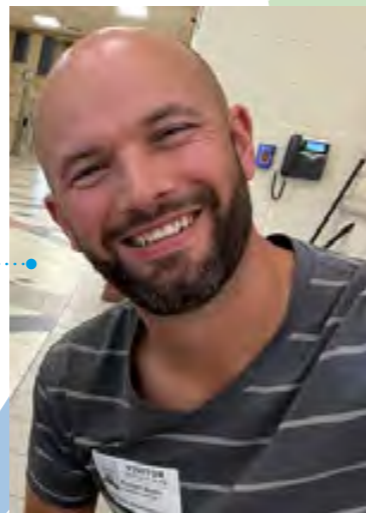
**IF YOU COULD INVITE ANYONE TO DINNER WHO WOULD IT BE?** Sir Alex Ferguson.

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

Sunglasses, a beer and a good book.

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

A man walks into a bar...ouch!



## OPERATIONAL TRAINING MANAGER

*Ash Turner*

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

I'm petrified of spiders!

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

Ferris Bueller's Day Off - The whole lifestyle just amazed me, and I wanted to be Ferris.

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

Water (you need it to survive), knife (so I could make a shelter and tools), permanent match (for lighting fires to keep warm - desert islands get cold at night).



## BUSINESS DEVELOPMENT MANAGER (UK)

*Alex Lovie*

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

I used to write adverts for local companies who wanted something different for Aberdeen radio stations - and NO, I didn't come up with the Thistle Windows advert!

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

The Godfather - the greatest movie ever made and essentially all about family.

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

Water, iTunes and my Taylor Made golf clubs.

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

I went to the Doctor the other day and said "Doctor Doctor I can't stop telling lies!" He said "I don't believe you!"



## SENIOR RECRUITMENT CONSULTANT

*Shannon Stewart*

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

I am a big F1 fan and would love to go to a Grand Prix some day.

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

My dog Lenny (he would sniff out all food), Mosquito repellent (I'm allergic to mosquitoes) and Super noodles (in bulk)!

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

Why do dogs float in water? ... Because they are good Buoy.



## TRAINING CENTRE SALES & OPERATIONS SUPERVISOR

*Clair Gallagher*

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

I used to be part of a Rock Band when I was at school.

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

What do you call a fish wearing a bowtie? Sofisticated.

**WHO INSPIRES YOU?**

My daughter - She's a dancer, she's very talented at what she does and gets up on that stage with major amounts of confidence.

**DO YOU HAVE ANY HIDDEN TALENTS?**

I can play the drums.



## RECRUITMENT CONSULTANT

*Ailsah Fraser*

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

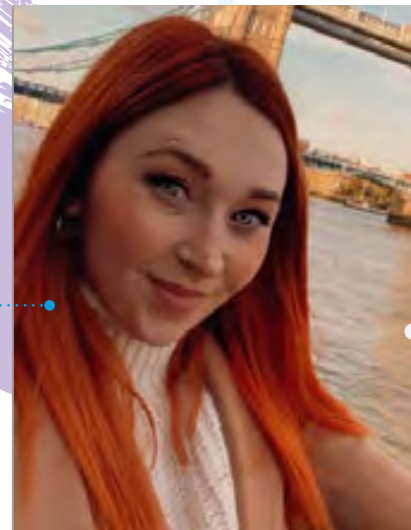
Sarcastic, Ginger, Geek.

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

FBI Criminal profiler, John Douglas.

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

Titanic because it's a classic, and who doesn't love to debate if Jack could have fitted on that door?



## RECRUITMENT CONSULTANT

*Gregor Linn*

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

I am a Black belt in Karate.

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

Enthusiastic, Entertaining and Energetic.

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

Ryan Reynolds, for the laughs.

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

A tent, water and a football. Practical and entertaining.



## OFFICE ADMINISTRATOR

*Moira Guzan*

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

I was on the TV programme Four Weddings.

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

Approachable, reliable and funny.

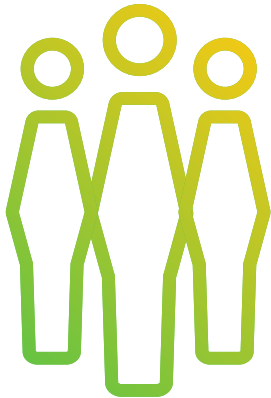
**IF YOU COULD INVITE ANYONE TO DINNER, WHO WOULD IT BE?**

All my family and friends that are no longer with us

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

Grease - I saw it in the cinema 13 times as a kid!





## 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**.