



WORLD

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NEXT GENERATION LOGISTICS
AND MATERIALS MANAGEMENT



AWARD WINNING ASCO!



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CEO intro

Dear Colleagues,
 I am proud to present the seventh edition of our ASCOWorld magazine, yet another fantastic issue that celebrates the activities and achievements of our teams worldwide over the past six months.
 I hope you all enjoyed a well-deserved break over the festive season and took the opportunity to relax, recharge, and spend quality time with your loved ones. Now that we have returned for the New Year, I trust that it is with renewed energy and enthusiasm for the exciting opportunities that lie ahead.
 The second half of 2023 brought significant changes to ASCO, with new ownership and my new role as CEO. Thank you to everyone for the warm welcome I have received; I am truly honoured to lead our team on this next stage of ASCO's growth.
 I am also delighted to see our accomplishments in export, international growth, HSSEQ and decarbonisation receive further industry recognition at recent award ceremonies. Thank you again to each and every one of you for your efforts and contributions to our success.

As we enter this new year, we have a lot to look forward to. While the oil and gas industry remains a critical market to our business, we recognise the expanding horizons and exciting opportunities within the energy sector. We are in a strong market position, as every aspect of our service offering has a role in supporting renewable energy development. We are fortunate that our new owners share this vision, acknowledging the crucial role ASCO will play in this growing sector.
 Adaptability and innovation are paramount for maintaining our competitive edge in this evolving industry. You can read more in this magazine about how continuous improvements, no matter how small, can drive us towards greater success. I encourage you to share ideas that can enhance our efficiency and build on our collective success. We all play a role to play in shaping the future of ASCO.

Our fundamental obsessions of Safety Excellence, Service Excellence, and Sustainability remain at the core of our business. While all three are crucial, I want to emphasise the importance of safety. Please continue to prioritise keeping yourself and each other safe by following our Life Saving Rules and being accountable for the activities you see or undertake. If you feel that any task could put you or your colleagues at risk, do not hesitate to stop the job!

One aspect that consistently impresses me at ASCO is the level of client commendations we receive, showcasing your dedication to providing Service Excellence. Your efforts contribute significantly to ensuring ASCO remains the supplier of choice for our customers, so please keep up the excellent work.

We recently launched our second annual Sustainability Report, highlighting our remarkable progress on our journey to net zero by 2040. We are incredibly proud to have already surpassed our 2024 carbon emissions reduction target and made great strides in supporting the energy transition. We have also received further industry recognition for our accomplishments, so thank you again for integrating sustainability into everything we do.

I want to congratulate our most recent Make a Difference Award winners personally. Your positive contributions exemplify our core values, so thank you for leading by example. If you think one of your colleagues deserves recognition, remember to nominate them in the next round of awards.

Finally, let's say cheers to a year ahead filled with growth, collaboration, and endless opportunities!

Mike Pettigrew
 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

www.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.

CELEBRATING LTI-FREE ACHIEVEMENTS

We are thrilled to share some significant safety milestones achieved by our teams across various ASCO locations, showcasing their ongoing commitment to Safety Excellence.

13 Years LTI-Free at Gateway Warehouse, Aberdeen

Congratulations to our team based at the TotalEnergies' Gateway Warehouse in Aberdeen for achieving an outstanding 13 years without any Lost Time Incidents (LTIs). The milestone was recorded on the 28th of April, just in time for World Day for Safety and Health at Work. Well done to the entire warehouse team, which includes 27 dedicated ASCO employees, for their contributions to ensure the warehouse continues to be a safe place to work.



10 Years LTI-Free at TotalEnergies, Albert Quay, Aberdeen

Well done the Albert Quay team in Aberdeen for reaching over a decade without any LTIs. Since 2002, ASCO has been supporting TotalEnergies with warehouse and quayside operations, and this milestone reflects the continuous hard work and commitment to safety demonstrated by everyone involved.



Two Years LTI-Free at the Port of Dakar, Senegal

Our team in Senegal achieved a fantastic milestone by maintaining a record of zero LTIs for their first two years of operations. The Senegal Supply Base team, operating at the Port of Dakar since July 2021, demonstrated exceptional teamwork to deliver this achievement. Their success is attributed to a combination of attention to detail, effective communication, a proactive mentoring approach, and an ongoing commitment to safety. Congratulations to the team, we look forward to more successes in the future. Well done to everyone involved in achieving these impressive milestones; let's continue to uphold the highest safety standards across all of our operations.



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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

CONTINUING INVESTMENT WITH £1M MOBILE CRANE AT PETERHEAD

Following the announcement that we would be investing more £10 million in our UK operations this year, in November we took delivery of a new state-of-the-art mobile crane.



This versatile unit can be seamlessly relocated to support operations across multiple sites and will efficiently support our planned quayside crane maintenance schedule. The new vehicle will primarily be utilised at our Northern UK sites in Aberdeen and Peterhead. Additionally, it will be deployed to meet the specific demands of clients at various other locations, underlining our commitment to delivering our expertise and services wherever required.

The recent investment aligns with our broader fleet strategy, aimed at future-proofing our operations by implementing a staged process that ensures equipment performs to the highest safety and performance standards, while maximising the lifetime of the assets.

"This latest addition to our fleet is just part of our ongoing investment strategy to ensure we continue to deliver service excellence for our clients. The versatile mobile crane, which will run on renewable fuel, exemplifies our dedication to operational efficiency and sustainability, while enabling our clients to benefit from the highest standards of service, wherever they need it."

Mick Smith, UK Fleet Manager

In addition to enhancing operational efficiency and safety, we remain dedicated to sustainability. The newly acquired mobile crane will operate on HVO (Hydrotreated Vegetable Oil) and features significantly improved engine efficiency, supporting our commitment to providing low-carbon and environmentally responsible logistics solutions to our clients.

With this latest investment, we are reinforcing our dedication to providing high-quality logistics and materials management services across the UK. The new mobile crane not only enhances our operational capabilities but ensures that safety, service excellence and sustainability remain at the core our business for the long term.

ASCO CELEBRATES SECOND ANNIVERSARY

We recently celebrated the two-year anniversary of our UK Operational Control Centre (OCC), which launched at the end of 2021.

Located at our D2 Headquarters in Aberdeen, the OCC is part of our UK 'One Hub', which brings our resources, operations, marine, aviation, transport, and shipping teams together to provide seamless logistics coordination and a standardised approach to driving excellence for our clients.

Willie Smith, UK Operations Control Centre Manager, who leads the Aberdeen hub, commented:

"The introduction of the OCC has been a coordinated move forward for ASCO. Having previously operated through multiple service lines in different locations, the hub provides a multitude of benefits to clients, including synchronised workflows, flexibility, increased efficiency and cost-effective solutions.

"Through increased collaboration and communication, our operational teams in Aberdeen and Peterhead have been able to quickly relocate resources across our sites to support project demands, resulting in 300 hours of cross-site work per week being carried out by our experienced ASCO personnel in Aberdeen and Peterhead throughout 2022 and 2023, providing cost savings for clients and ensuring the highest level of service."

The OCC is powered by the Integrated Logistics Management System (iLMS) to drive increased data-driven process improvements. The iLMS is integrated within customer software to provide complete visibility of their logistics operations, allowing for transparent workflows and greater agility to adapt to the constantly evolving requirements of the energy sector. This integration provides teams with increased visibility for planning and executing vital operations to support energy operations.

ASCO CUSTOMER SURVEY 2023

In June 2023, we launched our second global customer survey to gather client feedback on our worldwide operations. We want to thank all of our clients who contributed and provided us with their valuable feedback.

2023 Survey Overview

Our survey received a 21% response rate, with equal customer representation across all countries and service lines.

Rate ASCO services out of 5



4.18/5 on average

Thank you to everyone at ASCO for their continued passion for service performance; your hard work and dedication are the driving force behind these positive results and will be key to maintaining our high levels of service excellence.

The survey will be sent out annually to measure our progress and continue to gather feedback from our customers across the globe; we aim to send out the next survey in Spring 2024.

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.

Jamie Levesley - ASCO SNS Waste

Jamie Levesley is providing great work to the gas terminal. Jamie coordinates the waste movements and has been working on a major shutdown project on the Methanol Distillation Unit - this involves the delivery of 'lean' material to replace 'rich' that is taken away for distillation. A critical project that needs to be conducted in accordance to the plan to ensure no compromising on plant processing occurs. This demonstrates the value of Jamie in this really responsible position at a key PUK facility.

From:  PERENCO

*OCC and Quayside teams
AQ and Scrapster*

I just want to acknowledge and thank all at ASCO who were involved with quayside operations over the last few days.

A service professionally executed needs to be recognised as we are all very good at focusing on negatives when they arise but rarely when a great service has been delivered so a huge thanks to each and everyone involved..

From:  bp

Jason Cole. DWSB

Jason Cole received a commendation from Jas Anand, Inpex for his exemplary efforts going above and beyond during the Discharge and Loadout of the MMA Brewster PSV432. The Loadout was completed over a two day period which required continual amendments to the vessel's planning and scheduling, cargo profile and labour requirements to ensure the vessel departed the Darwin Marine Supply Base (DMSB) on schedule and a satisfactory result for the clients offshore operations. Jason has displayed ASCO's passion for service performance/ excellence well.

From: **INPEX**

Linesmen at ASCO Peterhead

I just wished to give positive feedback and convey our thanks on behalf of our crews for the continued professionalism exhibited by the linesmen at ASCO base Peterhead. I personally noted it 3 weeks ago (during filthy weather in the middle of the night) when I witnessed a linesman not only "Dip" the vessels lines, but also neatly coil the heaving lines and deposit them at the bottom of the gangway for collection, and once again when visiting two of our vessels alongside today I witnessed mooring lines neatly dipped and well organised.

To a none-seafarer this may seem innocuous and immaterial, but to the mariner it is a vital safety item that could potentially save life, prevent injury and equipment damage in the event of a winch issue onboard (especially as we move into the winter season), while the coiling of the heaving lines and depositing them at the gangway aids in the prevention of slips, trips and falls during nighttime operations by crew unfamiliar with an uneven berth in low level lighting.

I always consider it poor form when people are quick to offer negative feedback and slow to offer positive! With that in mind I would appreciate that this email not only finds its way to management, but to the team that is doing a fantastic job on the quayside and representing the finest safety standards and seafaring practice with their work ethic. Well done!

From: **Tidewater** 

*Benedikte and Jeanette Iddeleland
- ASCO Farsund*

A big thank you to the girls of Alf Johnny who work for ASCO as hosts on the quay! They were smiling from 8 o'clock to 4 o'clock, they were just incredible! We will get a lot of pleasure from them in the cruise ports in the future! Looking forward to more cooperation in the future.

From: **Farsund Municipality**

Sustainability

Reducing Emissions, Waste and Water Consumption

MANAGING / SAVING RESOURCES

As part of our net zero ambition, we have set up intermediate targets, underpinned by our Environmental Sustainability policy, to reduce our scope 1, 2 and 3 emissions, waste generation and water consumption.

Our first targets are for 2024, set against a 2019 baseline and measured every year to capture the initiatives we are going for in our sustainability plan.

In 2023, our focus was to manage our resources more effectively by saving energy and water, while reducing waste.



ENERGY

15% REDUCTION



WATER

15% REDUCTION



MATERIALS

30% REDUCTION
(25% INCREASE IN RECYCLING)

REDUCING ENERGY CONSUMPTION

- To meet our energy reduction targets, we have:
 - Established an Energy Policy Statement, which is accessible under our ASCO Integrated Management System (AIMS)
 - Created an Energy Saving Guidance document
 - Performed energy saving audits at all ASCO locations worldwide
 - Established an Environmental Sustainability Monitoring and Reporting Procedure GOP under AIMS to ensure a strong environmental data reporting
 - Working towards Energy Savings Opportunity Scheme (ESOS) Stage 3 qualification in the UK
 - Supported our clients with recommendations to decarbonise their scope 2 emissions
 - Installed 300 m2 of solar panels installed on the roof of our warehouse in Farsund, Norway, which has:
 - Reduced consumption by 45.620 KWh (approximately 37% compared to 2022)
 - Generated 20,3 MWh of our own renewable electricity, some of which has been sold to a local power company



REDUCING WATER CONSUMPTION

- In Q2-Q3, our focus was to improve efficiencies in water consumption by:
 - Sharing water conservation tips
 - Creating and sharing a Water Saving awareness poster
 - Highlighting the significant achievements made on the path to our 2024 targets
 - Improving the collection of our water consumption data
 - Installing meters in certain locations

We were pleased to see colleagues taking part in these initiatives by displaying the posters across our sites, including Australia and Great Yarmouth.



We also received some excellent suggestions via the Employee Suggestion Process (ESP), including a simple and cost-effective solution involving the installation of a container inside our toilet cisterns; this limits the amount of water that fills the cistern and can result in a water-saving of 2 litres with every flush!

If you have an idea that could reduce our consumption, or support any of our Sustainability initiatives, please submit it to the ESP for review by the Sustainability Committee.

REDUCING WASTE GENERATION

Look out for the next campaign which will focus on how we can responsibly manage and reduce our waste generation. As a starting point, we have already created a General Waste Reduction Guidance document, which can be found on Connect [here](#).



2022 SUSTAINABILITY REPORT

In October, we released ASCO's second annual sustainability report.

Within the 2022 report, we outline our commitment to the environment, our people, our communities, good governance, and our wider stakeholders, and shares the initiatives we have implemented to reduce our environmental impact, manage our resources, and build a sustainable business for the future.





In August, ASCO was acquired by British private equity firm Endless LLP, a company which is focused on building enduring and sustainable businesses.

Endless is a UK based private equity investor with 40 people across offices based in Leeds, Manchester and London. Since its inception in 2005, it has invested in over 100 companies and as a business it is embedded with strong social conscience, working for the benefit of all stakeholders and the wider community.

ENDLESS ASCO TEAM



Andrew Ross
Partner



Stefan Nowakowski
Director



Kayleigh van Eyk
Manager

The acquisition will further strengthen ASCO's position in our current core markets, while enabling us to capitalise on the increasing opportunities presented by the global energy transition.

Andrew Ross, Endless Partner commented: "ASCO is a fantastic business servicing a blue-chip customer base across its global operations with great potential for further growth.

"It is an exciting time in the energy sector both in the UK and internationally and ASCO is well placed to support its customers to accelerate the energy transition. We have enjoyed getting to know more about the business and people since the acquisition, and are looking forward to supporting Mike and the entire ASCO team to deliver the global opportunities available to the business across both current and new service lines."

CEO Mike Pettigrew added: "Over the last few years, ASCO has succeeded in supporting its longstanding existing customer base whilst also expanding into the renewables market, actively contributing to numerous wind projects in the North Sea. Our commitment to supporting all new energy development has led us to build strategic alliances in cutting-edge energy ventures such as carbon capture utilisation and storage and hydrogen projects.

"Leveraging over fifty years of extensive offshore logistics experience with our focussed approach to sustainability, we're well positioned to capitalise on the significant opportunities arising from the energy transition. We look forward to working closely with Endless to further build on our growth during this exciting period for the energy industry.

"We are pleased to have successfully completed the sale and look forward to continuing our journey with our new investors."

Awards

Recent Industry Recognition

We are proud to have received recent industry recognition through multiple awards that celebrate our achievements across various aspects of our operations.

EIC Awards

Following our inclusion in the EIC (Energy Industries Council) 7th annual Survive and Thrive report, we were shortlisted, and subsequently won, two industry awards. Both awards were given in recognition of our people-focussed approach to international expansion:

EIC Middle East, Africa & CIS Regional Awards



In September, we received the People & Competency Award at the EIC (Energy Industries Council) Middle East, Africa & CIS Regional Awards, held in Dubai.

EIC National Awards



In October, we were announced as the winners of the Export Category at the EIC National Awards 2023, hosted in London.

AMCHAM National Excellence in HSE Awards



In November, we won the Toward Business Resilience award at the National Excellence in HSE Awards, presented by the American Chamber in Trinidad & Tobago (AMCHAM T&T). This award acknowledges our commitment to preparedness, resilience, and excellence in the face of disruptions. It also recognises our implementation of robust business continuity management processes to ensure we stay strong, even in challenging times. It is our second year in a row receiving an award at the National Excellence in HSE Awards, so a huge congratulations to our Trinidad and Tobago team for their ongoing commitment to Safety and Service Excellence.

cHeRries Awards



In June, we won the Culture Transformation Project of the Year award at the cHeRries Awards UK. The award celebrates teams whose organisation has undergone or is currently undergoing, a cultural transformation. Our HR and management teams have been working hard to increase employee engagement at all levels of the business, allowing us to make meaningful changes that drive our workforce and business forward and we are incredibly proud to see their efforts recognised.

OEUK Awards



In November, we received the award for Outstanding Contribution to Decarbonisation by OEUK, in recognition of our commitment to reducing our environmental impact and shaping a sustainable, low-carbon supply chain. Well done, and thank you to everyone who has played their part in helping us achieve our goals!

EEEGR Awards

In December, we were recognised as the 'Member of the Year' at the EEEGR (East of England Energy Group) Awards Dinner & End of Year Celebration, held in Norfolk, UK. The event brought together the East of England's business community to celebrate the fantastic achievements and milestones of local companies, individuals and EEEGR members. Our team earned recognition for their commitment to growth in the local area and support of EEEGR initiatives.



Continuous

enhancing the way we operate

In the ever-evolving business landscape, adaptability and innovation are crucial to staying ahead of the curve and maximising our competitive advantage.

Here at ASCO, we embrace a culture of Continuous Improvement that helps to drive us towards greater success.

Understanding Continuous Improvement

Continuous Improvement is the commitment to enhancing the way we operate, day in and day out. Whether through small, incremental changes or large-scale process improvements, we should all be actively seeking avenues to generate more value for both our customers and colleagues.

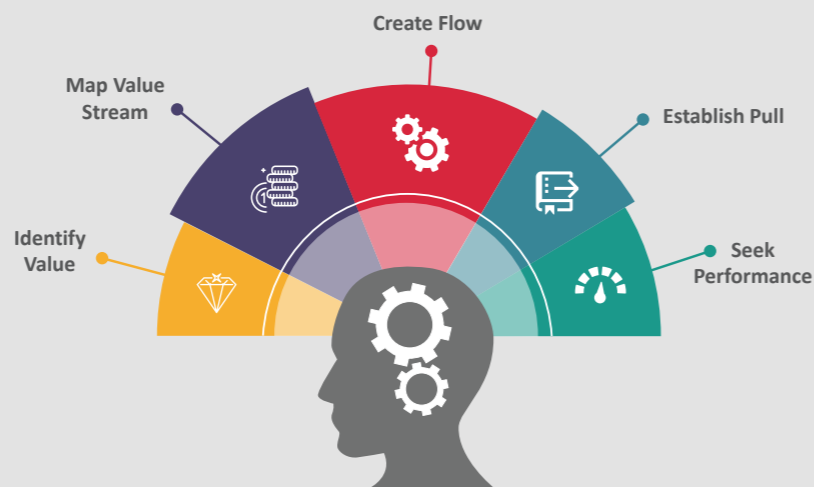


The Lean Philosophy at ASCO

The concept of continuous improvement is an umbrella term that covers many methodologies used to achieve the company's future financial, safety, and service goals.

At the heart of our continuous improvement journey are the Lean principles: value, value stream flow, pull, and perfection; these principles guide us in eliminating waste, improving processes, and achieving excellence.

As part of our Lean journey, we have embraced the 2 Second Lean approach, which focussed on small, consistent improvements every day to remove waste from our business.



Identifying and Eliminating Waste

Waste comes in various forms, and recognising it is the first step towards improvement. It could be fixing mistakes, excessive paperwork, inefficient material handling, or poor project management. ASCO is committed to minimising waste to make our work environment better for everyone.

Improvement



Your Role in Continuous Improvement

We believe that everyone at ASCO plays a crucial role in our continuous improvement initiatives. We have created a Lean website as a central hub for sharing and discovering implemented improvements. The platform, which is managed by the Continuous Improvement Team, offers resources, training materials, information on ASCO Lean events, and most importantly, Success Stories from across our sites.



How to Get Involved

Be proactive and implement 2 Second Lean improvements in your area of the business, then share the positive changes you have implemented through our Lean Improvement page. The 2 Second Lean Steering Committee meet monthly to review submitted improvements, select an Improvement of the Month, and reward the chosen nominees with £50. If you just have a great idea, you can submit it through the Employee Suggestions Portal (ESP)

Connect, Share, and Make ASCO Lean!

Communication, collaboration, and a supportive environment are the key to building a continuous improvement culture. We encourage you to talk to us, share your ideas, and take ownership of your work processes. Your ideas, suggestions, and feedback are invaluable, so let's make ASCO lean together!



Events

GLOBAL OFFSHORE WIND JUNE 2023



Mike Pettigrew, UK Managing Director (now Group CEO), Thuy-Tien Le Guen Dang, Group Sustainability & Marketing Manager, Danny Robb, Business Development Manager, Ross Irvine, General Manager - Seletar & AFM, Eivind Reisvaag Sunde, Director - Freight & Offshore Wind, and Amy Melvin-Greig, Marketing Team Lead, attended Global Offshore Wind in London on the 14th and 15th of June 2023. At the event, industry leaders discussed next-generation offshore wind projects and technology. It was an excellent opportunity to demonstrate our comprehensive range of services to support the wind market.

SEOGS JUNE 2023



From the 19th to 22nd of June 2023, we exhibited in the Suriname Energy, Oil and Gas Summit (SEOGS) in Suriname. Our team included Deborah Benjamin, Managing Director - Trinidad, and Fraser Stewart, Managing Director - International, Darleen Modeste, Commercial Manager, John Clouston, Service Delivery Manager, Geenesh Basdeo, Business Development Officer and Robert Walls, Business Development Manager - NSL, Rachael Hosein, Finance Manager, who attended to share our specialised knowledge in supply base and logistics capabilities for exploration and production activities in the region. SEOGS provided a wonderful opportunity for us to display our knowledge, hear from the local government and network with industry leaders.

THE FUTURE OF LOGISTICS OPEN DAY SEPTEMBER 2023



Our Future of Logistics breakfast open day event, held on Thursday the 7th of September 2023 at our headquarters in Aberdeen, UK, was a huge success. Our clients were treated to engaging demonstrations of Artificial Intelligence (AI) and Augmented Reality (AR), along with in-person tours of our cutting-edge Operations Control Centre (OCC). The immersive virtual tours of our operational facilities were equally impressive, leaving a lasting impression on our guests. The event coincided with the SPE Offshore Europe exhibition, which was held just a short distance from our office.

OFFSHORE EUROPE - WOMEN IN ENERGY SEPTEMBER 2023

Our Group Sustainability and Marketing Manager, Thuy-Tien Le Guen Dang, was invited to speak during the 'Women in Energy' session at this year's Offshore Europe event. Held at the P&J Live arena in Aberdeen on the 8th of September, the panel was hosted by EIC and DNV to bring together inspiring female leaders in the energy sector. During her presentation, Thuy-Tien shared insights into how she started her career in energy, the challenges she has faced, what inspires her about the sector, and her perspective on the future of the industry.

SEAAOC SEPTEMBER 2023

On the 13th and 14th of September 2023, we attended the South East Asia Australia Offshore & Onshore (SEAAOC) conference at the Darwin Convention Centre in Australia. The event is Northern Australia's largest and longest established petroleum conference. SEAAOC brought together major players involved in Australasia's oil, gas, and petroleum industries. The event was attended by our Marine Supply Base Manager, Kylie Arnel, and Darwin Operations Manager & Regional HSSEQ & Training Manager, John Cowan.



SAFETY EXPO SEPTEMBER 2023



Our Lifting, Assurance, Intervention & Training (NSL) and Ship Agency (Seletar) teams exhibited at the Safety Expo event at the P&J Live in Aberdeen on the 21st of September 2023. The Safety Expo was the Northeast of Scotland's only dedicated QHSE event, which aimed to highlight the immense talent for health and safety within the region. The event provided a platform to showcase local safety-related solutions, products, and services. Craig Revie, General Manager - Specialist Services, Ross Irvine, General Manager - Seletar & AFM, Emma Carnie, Crew Travel Team Leader, Clair Gallacher, Training Centre Sales & Operations Supervisor, and Ash Turner, UK Operations Manager - NSL, attended the event to discuss how ASCO can support businesses with safety excellence.

ABERDEEN PORT OPEN DAY SEPTEMBER 2023



On the 24th of September, we attended the Port of Aberdeen's South Harbour Open Day in Aberdeen, UK. Our team welcomed visitors to try their luck at our fishing game, which simulated cargo carrying units (CCUs) being lifted onto a vessel, just like our crane operators do. We also presented an immersive experience with our VR headsets, which allowed visitors to take a virtual tour of our NSL Training Centre or Peterhead South Base. It was a wonderful opportunity for everyone to learn more about our business and visit the newly completed South Harbour development.

- **All Energy**
GLASGOW, UK - 24-25 May
- **Global Offshore Wind**
LONDON, UK - 14-15 June
- **Floating Offshore Wind**
ABERDEEN, UK - 4-5 October



FLOATING OFFSHORE WIND OCTOBER 2023



On the 4th and the 5th of October, we exhibited at the Floating Offshore Wind event, held at the P&J Live in Aberdeen, UK. ASCO attendees included Thuy Tien Le Guen Dang, Group Sustainability & Marketing Manager, Eivind Reisvaag Sunde, Norway Business Development Director for New Energy, Ross Irvine, General Manager for Seletar and AFM, and Daniel Robb, UK Business Development Manager. The team were on hand to discuss how ASCO can support anyone interested throughout their offshore wind projects, with everything from port operations to project logistics. Everyone who came to see us could take a virtual tour of the NSL Training Centre and Peterhead South Base, as well as try out our fantastic AR ASCO village.

OWNE NOVEMBER 2023



We exhibited at the Offshore Wind North East (OWNE) event in Sunderland, UK, on the 8th and 9th of November. Ross Irvine, General Manager - AFM & Seletar, Simon Turner, General Manager - Southern UK, Ryan McMahon, Business Development & Operations Manager, and Amy Melvin-Greig, Marketing Team Lead, all attended the event to discuss ASCO's comprehensive range of services to support offshore wind projects.

LIFTEX NOVEMBER 2023

Our Lifting, Assurance, Intervention & Training (NSL) team exhibited at the LiftEx Conference, which took place at the Exhibition Centre Liverpool on the 21st and 22nd of November. The event, organised by LEEA (Lifting Equipment Engineers Association), was a global gathering for the lifting industry. NSL's Rachel Gater, Business Development Manager, and Clair Gallacher, Sales & Operations Supervisor, attended the event to share details of our capabilities, highlighting NSL's commitment to advancing industry trends and innovations, providing specialised lifting training solutions, and improving workforce skills and safety.

Successes

DNO AWARDS ASCO LOGISTICS CONTRACT IN NORWAY

Earlier this year, ASCO was awarded a contract to supply a comprehensive package of logistics services for DNO's drilling of the 25/7-11 Norma well in license PL984 offshore of Norway.



The contract is based on ASCO's framework agreement with Well Expertise and is being supplied from ASCO's state-of-the-art supply base in Tananger, Norway. The suite of logistics services includes loading and unloading of ships, storage, delivery of bulks, transport and freight forwarding services, waste management, cargo carrying unit (CCU) services and material handling of equipment.

Øyvind Salte, Commercial Director for ASCO Norway, commented on the contract award: "We are looking forward to an exciting drilling campaign where we can further test out our comprehensive digital solutions that contribute to increased efficiency and an overall lower emission of CO2. With our solutions, DNO will benefit from reduced emission solutions at the same time as the supply chain becomes more transparent and enables digital "track & trace" on all cargo.

"We are proud to have renewed trust from Well Expertise and DNO; this is an important contract for ASCO and will help to strengthen our activity in Tananger."

Work commenced in early July 2023, providing logistics operations for Odfjell Drilling's Deepsea Yantai drilling rig. The contract builds on ASCO's strong relationships with the teams following its experience supporting the Deepsea Yantai during previous offshore campaigns.

NEW OFFICE IN LOWESTOFT, UK

We recently celebrated a strategically important milestone for our Southern UK division, with the official opening of a new office in Lowestoft, UK.

Located at OrbisEnergy, the newly established office reflects a strategic decision to support new opportunities within the Energy sector in South East England while enhancing our regional value proposition.

Simon Turner, General Manager for Southern UK, said:

"Our Lowestoft office and our newly developed offshore marine supply base in Great Yarmouth allow us to deliver an enhanced service offering in the region, aligning with our core obsessions of Safety Excellence, Service Excellence and Sustainability."

"The UK energy sector continues to evolve, with significant developments now progressing to the point where they require assistance from specialist service companies like ASCO, and we are ready to support them with our experience and expertise."

Our local operations comprise the full range of ASCO services, including quayside and logistics, fuels, and environmental services, as well as specialised services such as ships agency, training, and personnel provision.

The newly opened office reflects our dedication to meeting the industry's evolving needs and demonstrates a proactive approach to building sustainable business growth across all disciplines and locations.



BASE CONTRACT WITH EQUINOR IN SANDNESSJØEN

Leading energy provider, Equinor, has extended its base contract agreement with ASCO in Sandnessjøen, Norway, until 2027.

Equinor has been an important customer for ASCO for many years, and the company has had the framework agreement for terminal and storage services in Sandnessjøen since 2015.

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

"A further contract extension until 2027 contributes to stability and predictability in a market situation characterised by a high rate of change and great uncertainty; this gives us the peace of mind to further develop our strategies in order to be even better positioned for new tenders and business areas."

ASCO's Base in Sandnessjøen is located at Horvneset and employs around 30 people. In Sandnessjøen, ASCO services 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 with exploration prospects on the Nordland shelf, as well as suppliers in the petroleum industry and other customers who need logistics services.



SUPPORTING DOGGER BANK WIND FARM FROM PORT OF SUNDERLAND

ASCO is collaborating with Port of Sunderland to deliver materials management, warehousing, and procurement services for the Dogger Bank wind farm project.

Managing the Port of Sunderland's storage facility on behalf of a leading shipping company, ASCO has initially been supporting one vessel, with plans for three more in the next six months, all for the Dogger Bank project. Utilising the port's storage capabilities, ASCO ensures efficient materials coordination and delivery for the project's tier 1 contractor.

Ryan McMahon, Business Development & Operations Manager at ASCO, said:

"Since I joined ASCO earlier this year, we have hit the ground running to strengthen our relationships and build partnerships with key industry players. Our agreement with Port of Sunderland outlines our commitment to developing our services in the North East of England, providing our extensive industry expertise and full range of services to support essential energy developments."

Initially only supporting warehousing and materials management, ASCO has since been requested by the contractor to extend its support beyond this. The scope now encompasses the supply of essential goods such as Personal Protective Equipment (PPE), tools, and consumables. Additionally, ASCO will be facilitating the arrangement of shore side cranes and plant hire, further solidifying its commitment to providing end-to-end solutions for the Dogger Bank windfarm project.



Suriname

Supply Base Operations

In 2022, we commenced operations at our latest international hub in Suriname. Located at the Kuldipsingh Port facility in Paramaribo, we have now been providing technical expertise for its supply base operations to support the region's growing energy industry for more than 18 months.

Contributing expertise to support new oil and gas developments in offshore block 58, we are collaborating with the local supply chain to promote regional investment and create employment opportunities for the local workforce.

Developing Local Capabilities

In early 2023, we welcomed two new local team members to our Suriname team.

Arthus Adjako, and Rafaella Raafenburg, joined us as Quayside and Materials Trainees. In the first stage of their employment, they travelled to ASCO's established supply base in Trinidad, where they shadowed ASCO personnel and undertook training in all areas of operations, gaining knowledge across quayside, logistics, warehousing and pipeyard services.

While in Trinidad, they joined in the company celebrations of International Women's Day, which was especially poignant for Rafaella as she begins a career in a typically male-dominated role. They have since returned to Suriname to work with ASCO on the Kuldipsingh Base supporting TotalEnergies' operations, with Arthus will focussing on materials and Rafaella assisting the Jetty Chargehand.



Management Visits

In March, our Group Operations & HSSEQ Director, Steve Mitchell, travelled to the Caribbean to visit our teams in Suriname and Trinidad & Tobago.

Steve's trip started at the Kuldipsingh Port Facility (KPF) in Paramaribo, Suriname, and he was delighted to meet our team in person and see the value they deliver to our clients in ensuring compliance with ASCO and energy industry standards.

Steve then travelled to our base in Chaguaramas in Trinidad & Tobago to visit our long-established team, who were crucial in supporting the development of our presence in Suriname.

Steve commented: "It is excellent to see first-hand our team in Suriname delivering our obsessions of Safety and Service Excellence for our clients. It was also great to visit our colleagues in Trinidad & Tobago, to see their continued hard work and spend time with some old and new faces across our sites. Keep up the great work, team ASCO!"



In June, Fraser Stewart, our Managing Director - International, travelled to Paramaribo to support our regional team at the Suriname Energy, Oil and Gas Summit (SEOGS) 2023 event.

At the event, Fraser had the opportunity to speak at a commercial roundtable on 'Building Energy Logistics capability in Suriname', focussed on building a sustainable operating model for the growing offshore industry. The ASCO team, comprising Deborah Benjamin, Managing Director - Trinidad, Darleen Modeste, Commercial Manager, John Clouston, Service Delivery Manager, Geenesh Basdeo, Business Development Officer and Robert Walls, Business Development Manager - NSL, Rachael Hosein, Finance Manager, had the opportunity to meet the President of Suriname, H.E. Chandrikapersad Santokhi, and Minister for Foreign Affairs, H.E. Albert R. Ramdin while at the conference.

While in Suriname, Fraser visited the Kuldipsingh Port Facility (KPF) to catch up with our local ASCO colleagues. His visit was an excellent opportunity for the team to show the high standards they have implemented and delivered over the last 12 months.

Commenting on his visit to the site, Fraser said: "My time in Suriname, was an excellent opportunity to talk with our team and our new local, Surinamese personnel to get an in-person update on the great work the entire team are doing in support of TotalEnergies. I am really proud of what ASCO has achieved, and the high level of services and support the team are providing to our clients. "



Australia

Driving Growth

NEW MANAGING DIRECTOR FOR AUSTRALIA

In July, Warren McHardie joined ASCO as Managing Director - Australia. Based at our regional head office in Perth, Warren is responsible for leading the established teams in Perth, Dongara and Darwin.

With over 20 years of experience in management roles within the Marine, Oil & Gas, Transport & Logistics and Automotive industries, Warren brings diverse expertise to the position, and is focussed on driving sustainable growth, expanding ASCO's market presence in the region, and delivering a high level of service to customers and stakeholders.

Prior to joining ASCO, Warren most recently served as an Executive Management team member in the capacity of General Manager - Commercial & Business Development for Bhagwan Marine, a leading Australian Marine Solutions provider to multiple industries, including the energy sector.

Commenting on his appointment, Warren said: "I am pleased to join ASCO at such



Warren McHardie
Managing Director - Australia

an exciting stage of growth in Australia. ASCO has a long-standing reputation for providing its customers with high-quality logistics and materials management services, and I look forward to building on this strong foundation to drive the company's growth."

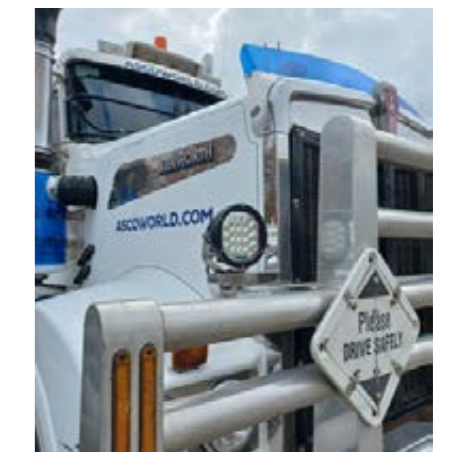
CAMP INITIATIVES

Our Camp 3 facility, located 400 kilometres north of Perth in remote farmlands in Mooriary, Western Australia, commenced operations in March this year.

Camp 3 is now a home away from home for the crews who live at the sites for several weeks at a time. To create a comfortable and inviting place for the crews to stay, our team creatively used recycled pallets from our drill rig and shipping operations to make planter boxes containing various edible and non-edible plants. The flower beds will also soon have garden gnomes which our crew and guests will add.



ASCO PASSES HEAVY VEHICLE ACCREDITATION WITH FLYING COLOURS



The Australian Transport Team successfully completed their annual external audit for Heavy Vehicle Accreditation (HVA), a mandatory requirement for all transport operators in Australia.

The team demonstrated exceptional effort in areas such as maintenance, fatigue management, and document control, leading to a positive outcome in their re-entry audit.

Morgan Griffiths, HSSEQ Advisor - WA, said: "It's been a difficult year keeping up with maintenance demands, given the local skills and services shortage across many industries. The team has worked hard to be proactive on HVA criteria over the long haul, further building it into everyday operations and the way we work. The clear audit report is down to their continued efforts. Well done to everyone."

Talking Safety

Communication is key to preventing incidents

At ASCO, Safety Excellence is one of our fundamental obsessions. It's an integral part of our company culture, and we strive to embed it in every aspect of our operations. In doing so, we prioritise preventing incidents and protecting the well-being of our colleagues.

Our commitment to safety is realised by promoting open and transparent communication, which is crucial to engaging employees to create a healthy, safe, and productive workplace. It plays an essential part in ensuring roles and directions are understood, avoiding unsafe practices, flagging potential risks, and helping us learn about the hazards that our teams encounter during their working day.

Our Live Safe, Work Safe culture is integrated at all levels of the business, reflecting a collective commitment to safety. As an early adopter of the IOGP Life Saving Rules, these still play a key role in educating our teams on workplace health and safety. Our CEO and the ASCO Management Board, consistently emphasise taking personal responsibility for maintaining a safe working environment, as we believe every employee, regardless of their position, is responsible for safety.

This feeling of personal responsibility is driven by ongoing consultation and communication to ensure everyone fully understands their obligation to protect themselves and others. Trust is paramount, and we have found that employee engagement is the most effective way to build it, and our senior leaders engage in-person at our operational locations to understand potential risks and challenges first-hand.

Looking ahead to anticipate and prevent incidents is also an important task for us. We find that mentoring between experienced and new employees is vital to passing down knowledge and instilling a healthy level of chronic unease. As employers, we have a duty of care to educate our teams and provide them with the right skills and awareness to take ownership of the hazards they might see and ensure they feel empowered to stop the job if necessary. Robust processes, procedures, and a clear understanding of roles, ensures our people are prepared and enhances our ability to respond efficiently to incidents if they occur.



Steve Mitchell
Group Operations & HSSEQ Director

Continuous improvement is necessary, and our new Leading by Example training equips our line managers to effectively deliver fundamental safety exercises. During the training, we share what we expect to be covered during our toolbox talks, focusing on drawing attention to risks and discussing mitigation strategies. Delivery of these is important, but attention to detail and engagement can erode over time. Getting to know your team helps to understand why individuals may be less engaged and, if they are, how this could impact safety. Helping supervisors to recognise these signs allows timely intervention to prevent incidents.

Operating in a health and safety-focused industry, we also recognise that mental health can significantly impact physical well-being and the ability to safely carry out work. Therefore, we have invested in providing support, including mental health first aiders across the organisation, an employee assistance programme, and a mental health mobile app accessible to all employees. We aim to ensure our colleagues and their families feel supported in difficult times and know that help is always available.

Our commitment to health and safety must remain deeply ingrained in our culture, with a strong emphasis on continuous improvement. By prioritising safety at every level of our operations, engaging employees, and addressing the impact of mental health, we strive to create a workplace where every individual will return home safely, both physically and mentally, at the end of each day.

Decommissioning

Navigating the Global Decommissioning Landscape

The global decommissioning landscape within the energy sector has evolved in recent years. Driven by increased decommissioning activity worldwide, heightened environmental awareness, and a desire to reduce costs, there is a growing willingness among operators to engage the supply chain in the decommissioning process earlier and more comprehensively than ever before.

As leaders in the provision of environmental and decommissioning services, bolstered by decades-long experience in the North Sea, ASCO understands the importance of early engagement to avoid challenges that can result in costly delays. Working closely with operators and vessel contractors, we can support them to deliver cost efficiencies through improved planning and timely service delivery.

Drawing on the key lessons learned in the North Sea, experts in the UK can actively support other regions as the global demand for decommissioning expertise continues to increase.

The escalating demand for decommissioning support stems from the inevitable endpoint that subsea infrastructure reaches once production ceases. The timelines for oil and gas operations have significantly shortened, with what once took a decade now being accomplished in just a couple of years.

Growing competition with renewable energy installations adds further complexity to decommissioning efforts; the overlapping demand for vessel usage, skills and resources results in difficulty controlling windows of operation and less flexibility on project timescales, heightening the need for early engagement.

In response, global operators are recognising the value of experienced service providers like ASCO, who possess the expertise required to efficiently tackle the unique challenges posed by decommissioning projects.

One of the significant challenges faced by the oil and gas sector is incomplete and outdated information. With most end-of-life fields in the North Sea now over 40 years old, data gathered at the assets launch is often imprecise compared to modern industry standards.

In adapting to the challenge of missing or unreliable data, ASCO ensures contingencies are in place to accommodate unexpected items or hazardous materials. Our contingencies are based on the lessons learned from previous work scopes, enabling operators to make well-informed choices, even in uncertain circumstances. It



Lee Vettese
UK Business Development Manager - Environmental & Decommissioning

is imperative that we dismantle and repurpose existing oil and gas infrastructure while adhering to stringent environmental standards and regulations that demand precision and adaptability.

Another significant concern of any decommissioning operation is the risk associated with Naturally Occurring Radioactive Materials (NORM) on subsea and topside structures and equipment that is to be decommissioned. ASCO can reduce these risks through NORM Solutions, our integrated team of NORM specialists.

Our NORM Solutions service allows us to comprehensively address NORM contamination, ensuring the safety of personnel and the environment. This approach to hazardous substances is replicated across all of ASCO's permitted locations, ensuring we maintain the highest level of safety standards for all decommissioning activity.

Compliance with rules and regulations across different countries is paramount, and ASCO manages this through partnerships with local companies and their knowledge of local rules and regulations, while maintaining the high-quality benchmarks established by ASCO in the North Sea.

This commitment to adherence distinguishes us as a responsible and reliable decommissioning partner.

Through strategic partnerships, and leveraging the expertise of NORM Solutions, ASCO is poised to expand its influence in the international decommissioning market. We are currently on the verge of securing several international decommissioning projects due to our unique service offering, which offers end-to-end solutions for operators.

Our depth of experience and commitment to safety, regulatory compliance, and sustainability means we can effectively address the challenges of decommissioning projects in any part of the world.

'Make a Difference' Awards

Employee Recognition Scheme

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

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

Q1



**WORK SAFE,
LIVE SAFE**

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.



**REWARD AND
RECOGNISE OUR PEOPLE**

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.



Q2



**WORK SAFE,
LIVE SAFE**

COLIN COLE

Yard Coordinator (Great Yarmouth, UK)

Colin was nominated for initiating 'Stop the Job' on two occasions. On one occasion, Colin stopped the job to call for extra support as the job was too much work for one forklift operator to handle alone. He had concerns about the safety of the operation being undertaken. Colin stopped the job to pause, assess the work still to be done, prioritise and ensure it was being done safely. Well done Colin - this was the right thing to do and a great example of Safety Excellence!

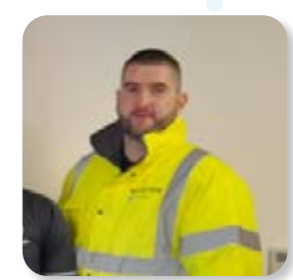


**FAIR AND
RESPECTFUL**

GARY BOYD

Ships Agent (Great Yarmouth, UK)

Gary was nominated for being so welcoming and supportive to a colleague from another area of the business who was providing cover. Gary took the time to introduce his colleague to the wider Great Yarmouth team and to show him around. Gary checked in regularly with his colleague to make sure he was managing. Overall, Gary took the time to welcome his colleague to make sure he felt comfortable and that he knew what he was doing. Well done Gary, and thank you.



**FAIR AND
RESPECTFUL**

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.



**A PASSION FOR SERVICE
PERFORMANCE**

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'.

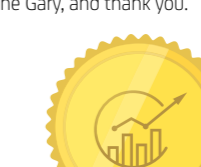
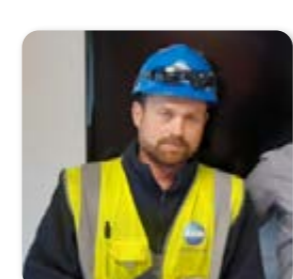


**REWARD AND
RECOGNISE OUR PEOPLE**

ROSS WARD

Site Technician (Great Yarmouth, UK)

Ross was nominated because he always goes above and beyond to help and support people in Great Yarmouth. Ross is always looking for alternative solutions to make things better in a safer, cost-effective and sustainable way. Well done, and thank you Ross.

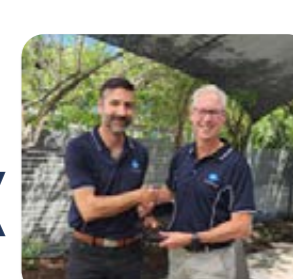


**A PASSION FOR SERVICE
PERFORMANCE**

DAMIEN VINCI

Operations Manager (Australia)

Damian was nominated as someone who is and has always been a great communicator, both internally and with our clients. Damian always has the business at heart and goes above and beyond to ensure our client's requirements are handled promptly to reach a resolution. Well done, and thank you Damian.



**TRANSPARENT AND
COLLABORATIVE**

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



**TRANSPARENT AND
COLLABORATIVE**

Nickola was nominated by a colleague in recognition of all the help and support she has provided to her since they joined ASCO. Her colleague explained how she makes her job easier and that Nickola is extremely knowledgeable about the contracts she looks after and is passionate that everyone in the business and the customer have all of the information that they need.

Nickola is clear and concise in her communication with customers, which assists in closing out any issues. Well done, and thank you Nickola.

OTHER COLLEAGUES NOMINATED BY YOU WERE -

- Jayne Hammond
- Richard Knight
- Daniel King
- Angela Patterson
- Kareem Cornwall
- Lisa Fraser
- Ashley Rutter
- Mark Macrae
- Liam Cooper
- Great Yarmouth Fuels Team
- Stevie Florence
- Entire Manatokan Team
- Gary Chilvers
- Sean Laird
- Jamie White
- John Stewart
- Karen Skinner

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. The winners are selected on a quarterly basis.



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

A focus on career development

Adam Ritchie

Adam Ritchie joined ASCO in 2007 as a storeman in Peterhead, UK. He has since worked across numerous roles in Peterhead between 2007 and 2023. Very recently, Adam moved into his latest role as Warehouse Operations Manager.

Joining ASCO

After leaving school, and before I joined ASCO, I had always worked within a warehouse environment. Initially, I contemplated pursuing a change; however, it became clear that I couldn't resist the allure of warehousing— it's obviously my calling! In January 2007, I joined ASCO as a Storeman within the Warehouse Team in Peterhead, and I will soon be celebrating 17 years with the company!

Fun Fact: I can still recall the first item I located, PO 23230-01; in storage location 102-15H.

I have been very fortunate in my time at ASCO to have had some great mentors and supervisors who have allowed me to develop my skills and climb the career ladder. I managed to gain promotion early on in my career, from Storeman to Material Controller. I have since had multiple opportunities, leading me to my most recent role as Warehouse Manager. I don't want to give too much information on my journey away though, as I am looking to sell an autobiography, "True Memoirs of a Warehouse Manager"...



Name: Adam Ritchie
Age: 38
Job Title: Warehouse Operations Manager - Peterhead, UK
Likes: Spending time with my family, Holidays, Football and Golf.

My Current Role

Despite my jokes, I truly love my role in warehousing! It's not just a job for me; it's an exciting and dynamic journey every day. Being part of the warehouse team allows me to engage in various tasks that keep me on my toes, and the sense of accomplishment when everything runs smoothly is incredibly rewarding.

I've found ways to make it fun by building a positive and collaborative environment with my colleagues. We celebrate achievements, tackle challenges together, and inject a bit of humour into our daily tasks. It's amazing how a positive attitude can turn even the most routine tasks into enjoyable experiences. I genuinely look forward to coming to work and contributing to the success of ASCO's Peterhead warehouse team.

I recently accepted the role of Peterhead Warehouse Operations Manager, which comes with increased responsibilities such as monitoring the Operations Excellence and Service Excellence within the teams I manage. Having daily toolbox talks allows us to discuss any improvements or failures as a team. I actively promote a LEAN culture and support the implementation of improvements and innovations, overseeing projects such as warehouse redesign, like the one we implemented in Shed 3 at Peterhead South Base.

Support from the business

I'm truly grateful for the outstanding support ASCO has provided me in terms of career development. From the beginning, there has been a clear commitment to employee growth, and I've personally experienced the positive impact of this approach. ASCO has consistently invested in training programs that have allowed me to acquire new skills and expand my professional network base and industry knowledge. An example of training that sticks out in my mind is the Lean Six Sigma training. It has had a huge impact on me as a manager and in my department; if you have the opportunity to do this training, I would strongly suggest you do it.

My managers and mentors have played a pivotal role in guiding my career path. Through regular feedback sessions and goal-setting discussions within my Personal Development Plan (PDP) meetings, I've been able to align my aspirations with ASCO's objectives. There's a genuine interest in helping employees reach their full potential.

Eivind Reisvaag Sunde

Eivind Reisvaag Sunde joined ASCO in 2016 as the Base Manager in Farsund, Norway. In 2022, Eivind became the Freight Manager before moving into his newest role in 2023 as Norway Business Development Director for New Energy.

Joining ASCO

After serving over 13 fantastic years as an officer in the Norwegian Armed Forces, my wife and I decided to move back to Farsund, where we are both from, to raise our growing family.

The reason for our move was, for the most part, practicality. We had a three-year-old daughter at the time, and my wife worked long shifts as a Doctor in the local hospital. I had just finished my third deployment abroad, returning from five months in Afghanistan, when my wife told me she was pregnant again.

Before the move, I didn't know anything about ASCO or that they had an office in Farsund; however, when I saw an advertisement in the local newspaper for an exciting opportunity as a Base Manager and that ASCO had plans to expand their activities in the region, I had to apply.

I was happy to get the role, and in May 2016, I officially started my role as Base Manager. My initial task within ASCO's Norwegian leadership team was expanding the Farsund supply base. During my first year, we built 8,000 square meters of additional storage and nearly 20,000 square meters of outdoor space near the dock. Being part of such a significant and exciting challenge was a privilege! In the following years, we succeeded in building a strong business and team; we also doubled the financial results of the department. During the same period, we celebrated over 5,000 days without any recordable incidents! These achievements were only possible thanks to the fantastic hard work and dedication of the entire ASCO team, and I am very proud to have played a part in them.

My current role

In my current role as Business Development Director for New Energy, I am responsible for ASCO's continued expansion in Norway, beyond traditional oil and gas activity. The global energy market is faced with significant changes in the coming years, driven by demands for reduced emissions and a gradual transition from fossil to renewable energy and it is a very exciting opportunity to be part of.

It is more important than ever for ASCO to work in a long-term and strategic manner to develop services and new revenue streams outside of oil and gas; this does not mean that we should reduce our efforts and exposure in the oil and gas sector, but rather that we should seize the numerous business opportunities arising from the Energy Transition. We are fortunate that ASCO is well-positioned to deliver premium logistics and services to the entire energy industry.



Name: Eivind Reisvaag Sunde
Age: 42
Job Title: Business Development Director - New Energy for ASCO Norway
Likes: Spending time in my boat at sea with my family on a warm summer day

I appreciate the fact that ASCO is a lean organisation, where every individual plays a role in driving change and developing our business. We always strive to provide our clients with the best, consistently delivering on our core objectives of Safety, Service Excellence and Sustainability. ASCO is passionate about its people, and we are encouraged and empowered to make a difference. Our daily choices have a significant impact on the ASCO family and actively shape our company culture.

Support from the business

I am grateful that ASCO has provided me with the opportunity to grow and develop my talents within the organisation. It has certainly involved a lot of hard work, but it has also brought numerous opportunities and exciting adventures along the way. ASCO is a fantastic company to work for, and I look forward to the exciting future that lies ahead.

Employee Suggestions

Driving Continuous Improvement

A key role that everyone can play in continuously improving our business is to highlight opportunities that exist either in the area they work or ones they observe elsewhere.

So far this year, we have had 81 suggestions submitted, with around 50% of them either having been implemented or being reviewed for implementation.

One that is being taken forward by the Materials Management team is for the Team Leads to visit a warehouse and do a Safety walkthrough together to share ideas, adding fresh eyes to that location. This gives them the opportunity to look at any SIDs or LSIs that have been implemented to identify further improvements that can be made; this is an excellent example of a simple but effective way to improve how we work as a company.

At the moment, the ESP system has been retired as the feedback was that it was not delivering what we needed. Currently you can still use the button on the front screen of Connect to find out how to raise a suggestion; however, the simple way is to send it to suggestions@ascoworld.com. We will be looking to implement a new system in 2024.

even the smallest of changes can have a big impact!

- Increased access to available free training
- Adding a picnic table outside the D2 Head Office for lunch in the sun.
- Using shredded cardboard for packaging filling
- Improved Road Markings to improve safety
- Standardisation of Base inductions
- Running the Women's World Cup Fantasy football competition
- Addition of Adobe Pro to streamline processes
- Providing ASCO lanyards that show support for LGBTQ+
- Encouraging more training through train the trainer



Equality Diversity and Inclusion

In the ever-evolving landscape of equality, diversity, and inclusion (EDI), ASCO is committed to fostering an inclusive workplace culture. As chair of our EDI committee, I have seen the impact a proactive approach to educating, engaging, and championing diversity through real-life examples and open dialogue has had within our organisation.

EDUCATING FOR CHANGE

At ASCO, our initiatives place a strong emphasis on education, and our EDI network has been sourcing educational materials, hosting special guest speakers, and conducting webinars designed to raise awareness. These educational resources help us all understand the significance of diversity and create a safe space for open and transparent discussions. We firmly believe in creating a culture where employees feel comfortable talking about their experiences and concerns, so please contact a member of our network if you have something you wish to discuss.

TRAINING FOR TRANSFORMATION

Education alone is insufficient and must be accompanied by action, so we provide comprehensive training programmes to support everyone and raise awareness about EDI, from disability in the workplace to anti-bullying; this includes our most recent Bullying & Harassment in the Workplace training, which we rolled out to all employees in October.

We want to provide an inclusive approach to the training we provide, so I encourage everyone to contact their line managers, HR teams or a member of the EDI network if you have suggestions for training you would like to see offered.

CREATING INCLUSIVE CULTURES

The culture within an organisation plays a critical role in promoting equality and inclusion, and I am proud to say we have made excellent progress in this regard. Initiatives such as implementing a hybrid working policy to provide more flexibility for our office-based staff and introducing female-fit PPE have resulted from internal feedback, once again highlighting that the best way to understand what our people want is to ask them. Additionally, we have encouraged colleagues to champion one another and worked to promote better representation throughout the organisation. I cannot stress the importance of representation enough, as it empowers colleagues to pursue their ambitions. For example, when a woman sees another woman in a typically male-occupied role, it can inspire her to pursue her own career



By Allison Thomson
Group Strategy Manager and EDI Committee Chair at ASCO

ambitions. Internally and within our wider industry, we need to continually work to promote diversity at all levels, from entry-level positions to boardrooms and everywhere in between.

DATA FOR DIVERSITY

While the industry is evolving to become more equitable, diverse, and inclusive, challenges do remain, including access to high-quality data. ASCO is part of a sub-group of the OEUK D&I Forum looking to build a set of guidelines on what data should be collected and how it should be interpreted. Only by collecting data such as hiring, promotion, and retention rates for employees from diverse backgrounds can we gain a better understanding of how inclusive our workplace truly is and can set measurable objectives to address issues and reduce gaps.

THE ROAD AHEAD

We are on a journey, and there is still more work to be done. It starts from the ground up, including our future workforces, and this involves speaking to young children and encouraging them that they have the potential to achieve anything they aspire to. This message is not just limited to STEM subjects and jobs, we also need to empower young girls to consider roles traditionally dominated by men. I want us to encourage everyone that they can be whatever they want, because equality, diversity, and inclusion are not just buzzwords; they are the building blocks of a better future for us all, and I know we will all continue championing these principles at ASCO.

Insight into a new start

Kyle Barclay

Kyle Barclay joined ASCO in July 2023 as Sales Executive for the Environmental & Industrial Services team and is based in Aberdeen, UK.

Find out more about Kyle and his journey at ASCO so far below.

MY BACKGROUND

Before joining ASCO this year, I had worked in various sales roles since I turned 17. I started working at Dixons Retail in the B2B sector before moving into a more consumer-facing retail position at O2.

After a few years, I decided to follow one of my passions and become a qualified personal trainer. I've always been interested in fitness and keeping healthy, so I decided to help other people reach their goals too. Working out of David Lloyds Gym in Aberdeen, I stayed in this role for six years before moving into Software as a Service (SaaS) sales, helping private sector companies who were looking to get involved with public sector tendering.

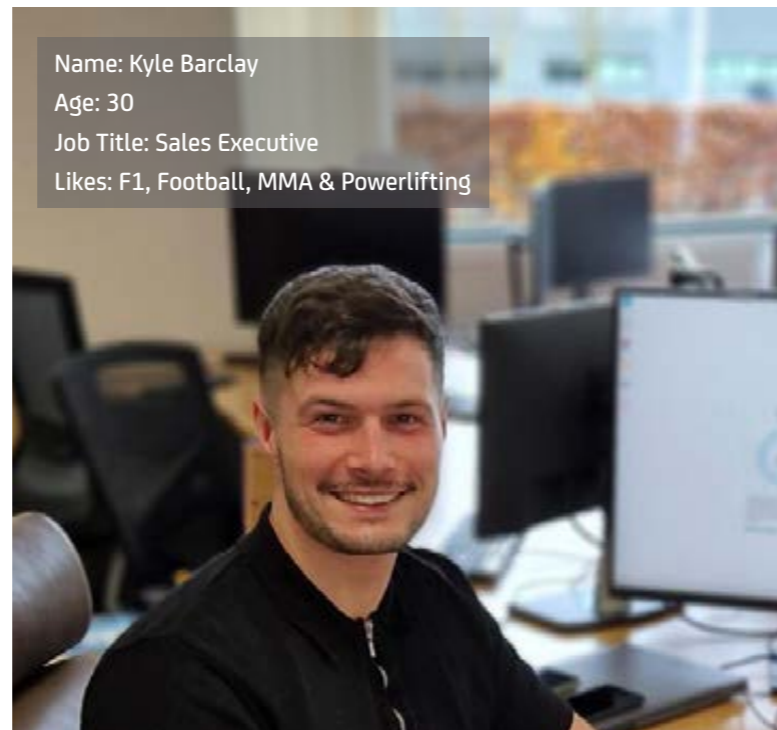
My background has given me the opportunity to learn and gain transferrable skills that I can now utilise in my role at ASCO.

JOINING THE ENVIRONMENTAL SERVICES TEAM

While I was in my last sales role, I was approached by Gregor from ASCO's recruitment business, OBM, about an opportunity that had arisen within ASCO that he thought I would be interested in. I knew Gregor from a few years prior; he is great and really knowledgeable. He shared all the details about the job, and when I applied for the role, he kept in touch throughout the entire process.

For me, the Sales Executive position was an excellent opportunity to step into a new industry, which was very different from where I had worked previously. I wanted the chance to progress professionally with a company with a track record of delivering across a wide range of integrated solutions and services - ASCO was that opportunity.

My role as Sales Executive - Environmental & Industrial Services is located within the Northern UK area of ASCO. I am based primarily out of the Headquarters in Dyce, Aberdeen; however, I like to split my time between HQ and Damhead, our Waste Transfer Station in Peterhead,



I am involved with generating new business in and around Aberdeen and Peterhead to help grow ASCO's onshore standing within the Environmental and Industrial Services sector. I also assist with helping the business stay compliant with waste management regulations.

ASCO SO FAR

Being relatively new to ASCO, I'm still focused on finding my feet, but my colleagues have made the transition really smooth. I'm finding that I learn something new all the time and that every day is a school day. I have the opportunity to meet great people from all walks of life, build relationships with them and learn about how their business operates to understand how we can help them. One of the best things about working at ASCO is being able to work closely with businesses to find a solution to something; there is a great sense of achievement in that.

The Supply Chain

Crucial to Meeting Future Energy Demands

Global net-zero targets pose a huge challenge to expand the renewable energy industry. Experts estimate that for the UK to meet net zero, over 3,200 new and larger wind turbines must be in place by 2030. At ASCO, we have witnessed this surge in demand first-hand, with new energy projects predicted to become over 50% of our business by 2030.

For the supply chain to keep up with this unprecedented spike in demand, there must be a united front across the industry to adapt, while embracing the insights we have gained through fossil fuels. With energy security a concern for many across the globe, having an efficient and sustainable supply chain in place for the energy demands of tomorrow is non-negotiable.

It is widely accepted that the biggest challenge facing offshore wind development specifically, is the limits of our existing port infrastructure. Many UK ports simply lack the water depth or land area to accommodate the ever-increasing size of offshore wind turbines.

At ASCO, we support developers with optimal logistics strategies for their projects, whether it involves a single location or the coordination of multiple ports to serve as central hubs. Additionally, we aid ports in managing their port operations efficiently. Given the magnitude of wind projects and the infrastructural constraints in the UK, logistics plays a pivotal role in coordinating and enhancing the crucial value each port can offer.

Having operated in oil and gas for more than 50 years, we understand how we can leverage the existing supply chain to support the growth and transmission of renewable energy. The inevitable and growing requirements associated with the energy transition can cause confusion as developers grapple with supplies and logistics challenges which they are unfamiliar with. By becoming integrated within these projects from an early stage, we can relieve clients of these burdens. After all, it is simply not good enough to have most of the components to assemble and support a project; you need to have them all.

With a broad range of services at our disposal, including freight management, warehousing, fuel provision, marine coordination, ship agency, environmental services, personnel provision, heavy



Mike Pettigrew
Group CEO at ASCO

lifting and port logistics, we can leverage our suite of capabilities to support clients as and when required. This offers clients integrated support and allows us to oversee all logistics associated with their projects, enhancing efficiency while keeping costs low. If engaged early, this approach gives developers a much larger chance of overall success.

Our collaboration with local suppliers ensures that customers are provided with cost-effective solutions while simultaneously investing in and benefitting local communities. This approach not only drives employment but grows skillsets, which is vital for introducing the next generation of workers into the supply chain.

Revitalising the UK's existing port infrastructure will be key in meeting the needs of offshore renewable developments. Addressing this requirement, we have undertaken feasibility studies to determine how our own South Base in Peterhead, UK, could be transformed to support the scale of upcoming opportunities, especially as it has been identified as a strategic location to support offshore wind projects.

In conclusion, there is a significant learning curve that we must successfully navigate if the industry is to reach its full potential. Delivering the scale of new projects will depend on early engagement and a collaborative approach from operators and developers with the supply chain. Drawing on our global experience working on energy transition projects, we are well-equipped to support clients and ensure that they understand the critical role the supply chain and logistics must play in developing the future energy landscape.

Developing the next generation

FURTHER LEARNING ACHIEVEMENTS

Building skills through ongoing education and learning opportunities is crucial to professional growth.

At ASCO, we prioritise the development of our team members by offering training courses tailored to the requirements of their respective roles. Additionally, we provide opportunities for further learning, allowing individuals to expand their skill sets beyond their immediate job requirements.

Kim Alexander

Trainee Accountant

Peterhead South Base,
Peterhead, UK



What is your current role at ASCO?

I am a Trainee accountant for Northern UK Environmental Services and NORM Solutions. I have always worked in the Environmental Services department during my time at ASCO.

What do you like about your role/working at ASCO?

I like how varied it can be, as I could be doing anything on a day-to-day basis, including monthly accounts, audits, and creating budgets or QPRs; no two days are the same! I like the collaboration between different departments, as you get to work with people you wouldn't normally. I also really like how most of the people I work with all have the same sense of humour!

Gemma Kynoch

Expeditor

BP D2 Warehouse,
Aberdeen, UK



What is your current role at ASCO?

My current role is as an Expeditor for ASCO's bp contract in the Northern UK. My role allows me to support the team with logistical and transport requirements by coordinating each shipment through our transport team and the client. I liaise with multiple vendors and the inventory team to mobilise the required material and equipment in line with the client's offshore time scales; this is done by reviewing and interpreting supplier production plans and schedules, as well as negotiating delivery improvements.

What do you like about your role/working at ASCO?

I enjoy the friendly atmosphere of my workplace, and I am looking forward to developing and growing within ASCO. The nature of my role

If you have been thinking about expanding your skillset to enhance your professional development, please discuss the range of available opportunities with your line manager.

To inspire you, here are some examples of our colleagues who have either completed or are actively pursuing additional studies to enhance their expertise.

What has your journey through ASCO been like?

I've worked at ASCO for almost 10 years, and so much has changed during that time with new systems and people, and I have enjoyed the journey.

Which course are you currently enrolled in?

I am currently in my 4th year, undertaking a Graduate Apprenticeship in Accounting at Robert Gordon University in Aberdeen, UK. The course will take five years, with the initial studies taking four years and then an additional year to do my chartered qualification. I am enjoying the experience; I love that there are a variety of people from various businesses on the course, as it helps to give you an overview and gain insight into other industries.

How has ASCO supported your further learning development?

I am the first, and possibly only person within ASCO, to do the accounting degree as a Graduate Apprenticeship; this wouldn't have happened if I wasn't offered it by ASCO. Doing my degree has allowed me to see other areas of ASCO and apply the knowledge I have learned from my degree.

means that work is fast-paced, which is something I enjoy. I like being able to cultivate relationships with suppliers and looking at ways we can work together to get the best outcome for the client.

What has your journey through ASCO been like?

I started working for ASCO six months ago, and while starting at a new company can sometimes be daunting, everyone has been so welcoming and always willing to help. I'm working alongside a great team; they are so helpful and full of knowledge, which they are happy to share.

Which course are you currently enrolled in?

I am working to achieve my Modern Apprenticeship in Management at SVQ Level 7, which should take around a year to complete.

How has ASCO supported your further learning development?

The support from ASCO has been really positive, and I am delighted to have received this opportunity to complete my SVQ through the company's further learning scheme. I'm looking forward to achieving my final qualification.

Joel Murray

Senior Material Operative
- Acting Warehouse Team
Lead

Transit Shed, Aberdeen, UK



What is your current role at ASCO?

I am currently the acting Warehouse Team Lead at the Transit Shed, part of the Point Law Peninsula (PLP) Albert Quay site; this warehouse looks after the receipt, dispatch and returns of all BP, Neptune Energy, Wellsafe Guardian and Valaris Norway materials.

What do you like about your role/working at ASCO?

As the acting Team Leader at the Transit Shed, I've enjoyed overcoming challenges with our team and contributing to our successful health and safety performance. In this role, I've gained valuable operations and management experience, including risk assessment reviews and verification audits. Our high-level HSSEQ performance reflects our collective efforts, and I'm proud of the team's accomplishments. I also want to thank Stephen Raeburn, Warehouse Team Lead, for his role in our success; without his mentoring before his absence, the transition would have been tough, and these achievements would have been challenging. We all wish him a speedy recovery.

What has your journey through ASCO been like?

My journey at ASCO has been great, with several roles in different locations under my belt now too. I started as an apprentice at ASCO in Peterhead South Base. Then, after completing this, I was promoted to

Michael Tempest

Freight Agency Supervisor - Seletar

Aberdeen, UK

What is your current role at ASCO?

As Freight Agency Supervisor, I am responsible for overseeing general operations for the Freight Agency team at our Aberdeen facility while ensuring that the ASCO values are upheld. We handle materials for our customers in different sectors, such as oil & gas, offshore wind, and aquaculture, from the point of origin through to the point of destination. We arrange shipments of all shapes and sizes to and from vessels in local ports and offshore locations, nationally and internationally, including all shipment and customs documentation, so the team is very multi-skilled.

What do you like about your role/working at ASCO?

I like the variety in my role and being faced with various situations and challenges which require the use of different skills. I also really enjoy working with the people in my team; we have a great culture, and I am proud of the service levels we provide our customers. We are a small team of seven with approximately 70 years of service at Seletar between us, which gives us a huge amount of experience to draw upon.

What has your journey through ASCO been like?

I started as a warehouse operative with Seletar in 2004; a few years later, in 2009, Seletar was acquired by ASCO. I have gained a wealth of knowledge and experience over the years and have had various

Senior Material Operative at the Clipper Quay Warehouse in Aberdeen. This job meant I also had to make a personal move to Aberdeen, which was a huge change. I thoroughly enjoyed both roles, and each one taught me valuable lessons, skills and traits that have and will continue to support me through my career.

Which course are you currently enrolled in?

I'm currently in the second year of a four-year Business Management degree at the Robert Gordon University, in Aberdeen. In my first year, I was pleased to achieve 3 B's and an A. The program has allowed me to expand my network within ASCO, such as Scott Donald, UK Finance Director, who supported me in my Accounting for Business module and Nicola Vogan, HR Director, for my 'Managing People at Work' module. Mark Selby, my mentor, and the Group Warehouse & Materials Manager, has provided valuable support, helping me link my academic studies to my work in Warehousing and Materials Management.

How has ASCO supported your further learning development?

ASCO has played a crucial role in my continuous learning and career progression. Starting as an apprentice at Peterhead South Base, I received valuable mentorship from Gordon Porter, obtained forklift and DG By Sea certifications, and gained experience with various clients. Transitioning to Clipper Quay brought new responsibilities, requiring me to learn SAP and undertake courses at North East of Scotland College. With support from Paul Wood, Warehouse Controller, I developed into a more effective supervisor. Now, as Acting Team Lead and pursuing a Business Management degree, I attribute much of my rapid learning to ASCO and the warehouse and materials management team. Despite the changes in 2023, I eagerly anticipate the challenges and successes that 2024 will bring.



responsibilities and roles which have ultimately led me to my current role as Freight Agency Supervisor.

Which course are you currently enrolled in?

I have recently achieved a Modern Apprenticeship in Management at SVQ Level 7, which took just over a year to complete.

How has ASCO supported your further learning development?

I have learned a lot over the years and had plenty of support from my colleagues, past and present, most recently being able to complete my SVQ during a very busy period. I am grateful for the opportunities that I have been given while working at ASCO, and I look forward to learning more and progressing further in my career.

Fun Fact - the ball of elastic bands in the picture was started in 2005, the year after I joined Seletar and currently weighs around 8kg!

Developing the next generation

Mark Spriggs

Warehouse Team Lead
Peterhead South Base,
Peterhead, UK



What is your current role at ASCO?

In my current role as Warehouse Team Leader, I oversee the day-to-day running of the warehouses in Peterhead. This involves ensuring all receipts are handled correctly and passed to each respective client for onward shipping to their offshore locations. Ensuring safe practices are always implemented throughout the warehouse while maintaining good working relationships with other departments in ASCO, for example, CCU, Transport, Operations and Facilities.

What do you like about your role/working at ASCO?

There is never a dull moment at ASCO. We can all encounter different challenges on a day-to-day basis, whether it be environmental, operational, or personal; however, we have a great team within the warehouse. We communicate well amongst ourselves, which helps us meet our targets and overcome any challenges.

What has your journey through ASCO been like?

I initially started working for ASCO in 2019, where I worked in multiple roles within various client teams in the warehouse at Peterhead South Base. I left ASCO for a brief time before returning in March 2022 to take on the Shared Service Focal Point role at Peterhead. After finding my feet again within the company and getting to grips with my new responsibilities as the Focal Point, I was offered the opportunity to enrol in an SVQ in Management, as well as step into the Warehouse Team Lead Position on an interim basis; this became a permanent role as of January 2023, and I completed the SVQ soon after.

Which course are you currently enrolled in?

I have recently completed my Modern Apprenticeship in Management at SVQ Level 7.

How has ASCO supported your further learning development?

ASCO always has some form of training available, whether it's an online course or within a classroom. After my recent completion of my SCQF Level 7, I am now faced with the choice of enrolling in a Level 9 in Management or going a step further and enrolling in a Degree for Business Management at Robert Gordons University.

Rachael Hay

Finance/Transport
Administrator
Peterhead & Aberdeen, UK



What is your current role at ASCO?

I work in the Finance Support Services team for Transport as a Finance/Transport Administrator. My role consists of making sure all the drivers' payroll and holidays are processed and filed. I provide support to drivers and management, as well as Transport improvements. Additionally, my focus in 2023 has been concentrated on working with all the systems and data from many business areas, aligning operational and client needs alongside company values. I have found this personally rewarding due to the business knowledge gained and network that I have developed.

What do you like about your role/working at ASCO?

In my role within Support Services, specifically in Transport and Finance, I must acknowledge the wealth of knowledge and experience present in this department. I began my journey as a fresh-faced 30-year-old; I've since started a family and witnessed the passage of colleagues through the company. Despite the inevitable ups and downs accompanying changes in the business, I have never felt the desire to seek opportunities elsewhere. Instead, my focus has been on personal development to contribute more value to a company

that I am deeply passionate about. For me, this commitment to continuous education is a testament to the enduring value of long-serving employees at ASCO. Carrying more business knowledge and academics to progress has motivated me to take on more challenging responsibilities within the company.

What has your journey through ASCO been like?

The exceptional team spirit and camaraderie have been unmatched throughout my years with the company, contributing significantly to my continued loyalty. Building positive working relationships at various levels within ASCO has been a very rewarding aspect, and I aim to further nurture these connections through my ongoing studies. Relationships within the workplace are imperative to productivity, and at my core, I believe that connection and teamwork are at the heart of excellent service delivery.

Which course are you currently enrolled in?

I am presently pursuing a Graduate Apprenticeship Business Management degree at Robert Gordon University in addition to being in my 15th year at ASCO. I am currently located at South Base in Peterhead, and I can liken being situated at South Base to being home. I do, on occasion, work from the HQ in Dyce, Aberdeen.

How has ASCO supported your further learning development?

I look forward to pushing forward with my career in ASCO with the support of my company mentor, Scott Donald, who has become a crucial support throughout my studies. Scott's role as my mentor has been fundamental in facilitating my learning by developing my network, providing guidance, and building confidence, which I hope will continue for years to come.

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

Contact your local representative

Northern UK
Katie Greig
Executive Assistant

Southern UK
Stacey Short
HR Advisor

Canada
Vanessa Gilbert
Operations Assistant

Australia
Beatrice Pigni
HR Generalist

Norway
Inger Lise Molenaar
HR & Organisation Manager

Senegal
Dior Dieng
Finance and Admin
Supervisor

Trinidad
Nicola Bharath
HR Assistant

Social life at ASCO



CLAN CHARITY GOLF DAY

Clan Cancer Support, our chosen Northern UK charity for 2023, held its annual Golf Day in June at Banchory Golf Club in Aberdeenshire, Scotland. The golf event was held to raise vital funds to provide emotional and practical support for cancer patients in the Northeast of Scotland, Moray, Orkney and Shetland.

This year, ASCO sponsored a team to compete in the tournament, where they enjoyed a fantastic day out, playing golf in the sun and raising donations for such a worthy cause. Clan raised £4,500, ensuring that they can continue to assist individuals who are coping with or have lost a loved one to cancer.

SUN AND SOCIAL BREAK



Our colleagues in Tanager, Norway, came together during their break to have a cup of coffee and cinnamon buns on the roof terrace of our Freight building, while enjoying the late summer sun. Kaffeknappen, our local coffee machine provider, provided some different coffee varieties to explore, with Chilli Mocha quickly becoming a favourite. It is fantastic to see the team getting together to socialise and enjoy a coffee outside.

UK THANK YOU LUNCH



In July, our colleagues in Great Yarmouth, UK, enjoyed a celebratory lunch, thanking them for their hard work in the first six months of the year. Local suppliers came to the site and served Burgers, Fries, and traditional whippy ice cream, providing a delicious spread.

The team's work included supporting five drilling projects, a significant 'Wheeled Logistics' campaign, maintaining high activity levels, implementing business improvements, and a successful move into a new building. Well done everyone!

HAVNELANGS MARITIME FUN DAY



In June, we attended Havnelangs, a maritime family fun day in Stavanger, Norway. Havnelangs has established a tradition in the Stavanger region of Havn, with all stakeholders in the port invited to participate. This year, roughly 54 companies attended with stands and activities for visitors to participate in.

Our local colleagues brought one of our new electric vans, an electric HGV truck, and one of our forklifts for visitors to name as part of a day-long competition. They also set up another competition, 'Fish a Container,' in which visitors had to use fishing rods to pick up the 3D-printed containers; this was a popular pastime with the kids!

A big thank you to everyone who took part in this great day.

NORWAY CONSTITUTION DAY



Norway's Constitution Day, held on the 17th of May, commemorates the signing of their constitution in 1814 at Eidsvoll. It is a national holiday celebrated by our teams with various activities, including wearing traditional "Bunad" attire and painting Norwegian flags on their faces. Colleagues in Sandnessjøen hiked Reinesaksla to display the Norwegian flag, and in Oslo, some of our colleagues gathered outside their local Castle. Even those working on the day celebrated with barbecues, cakes, flags, and site decorations to showcase their Norwegian culture and pride.

DARWIN CUP CARNIVAL EVENT



We attended the 2023 Great Northern Darwin Cup Carnival, in August, at the Darwin Turf Club in Fannie Bay, Australia. The races are the Territory's largest social and sporting event, with over 40,000 racegoers attending each year to enjoy the colour, fashion, and excitement of thoroughbred racing in the Top End. We invited all our clients out for the day to enjoy the races and networking. It was a terrific day out, enjoying the lovely cool dry season weather while enjoying a few laughs with colleagues and clients, and some of our team even managing to acquire a few winning horse tips!

FUNDRAISING FOR MND SCOTLAND



Doug Hastie, our Transport Controller in Aberdeen, UK, along with his family, received recognition for raising over £100k for the charity MND Scotland. The family have experienced the impact of Motor Neuron Disease (MND) firsthand, having lost Doug's mother to the disease eight years ago. The family hold an annual event at Inverallochy Golf Club and have raised an impressive total of £110,580 since 2014.

In March, Doug and his wife Emma were invited to visit the Scottish Parliament building in Holyrood, Edinburgh, to receive recognition for their support of MND patients. They were also invited to the Royal Garden Party at the Palace of Holyroodhouse on the 4th of July on behalf of MND Scotland, where they met the Royal family. Doug and his family continue to support those with MND and hosted their annual golf event again this year on the 2nd of September.

Social life at ASCO

ASCO UK FUN DAY



In September, we hosted our sixth ASCO Fun Day at our Aberdeen HQ, with over 1,000 colleagues, friends, and family in attendance. We even had great weather on the day!

Thank you to everyone who donated in support of our chosen Northern UK charity during the event; we raised over £1,100 for CLAN, so well done, everyone!

A big thank you to Jenna Buchan for organising the Fun Day with support from Leona Morgan and Laura Davidson, the Lifestyle team, and the representatives at our Northern UK sites; you all ensured the day was a great success.

UK TRANSPORT SUPPORTS NERVS



Our UK Transport team gladly aided the Northeast Rider Volunteer Service (NERVS) in relocating to a temporary facility in Aberdeen, UK. NERVS, like other Blood Bike groups nationwide, offers free transportation services to the NHS, by transporting medical samples, treatments, equipment, breast milk, and important files across Aberdeen City and Aberdeenshire. NERVS chairman Graeme Scott expressed his gratitude to Paul Davidson, UK Transport Manager, and Neil Warden of ASCO Transport, along with the entire team for making their move possible.

UK GOLF DAY



At the end of September, we had the opportunity of hosting a golf day at Newmachar Golf Club in Aberdeenshire, UK, to raise awareness of our Northern UK Charity for 2023, Clan Cancer Support.

Many of our clients, suppliers, and colleagues joined us in raising funds to allow Clan to continue offering emotional and practical support to cancer patients in the North-East of Scotland, Moray, Orkney, and Shetland.

We want to thank our clients for their generous sponsorship and everyone who attended on the day, donated, and purchased raffle tickets. With both sponsorship and raffles we managed to raise an amazing total of £2869 for the charity.

Despite the changing weather, everyone had a great time!

A WALK TO REMEMBER

In Perth, Western Australia, 13 of our colleagues participated in the 'Walk to Remember' event in November to raise funds for Alzheimer's WA. The event drew over 500 participants of all abilities, with 1km, 3km, and 5km walk options. Our team took part in the 5km route along the Swan River Foreshore and enjoyed scenic views and 30-degree weather.

Together, they raised an impressive \$1000 for Alzheimer's and dementia support, which will help provide specialised care and support services, ensuring the community receives a high level of care in the face of these prevalent health challenges.

EAST COAST TRUCKERS CONVOY



NORTHERN UK QUIZ NIGHT



Our colleagues in Tanager, Norway, came together during their break to have a cup of coffee and cinnamon buns on the roof terrace of our Freight building, while enjoying the late summer sun. Kaffeknappen, our local coffee machine provider, provided some different coffee varieties to explore, with Chilli Mocha quickly becoming a favourite. It is fantastic to see the team getting together to socialise and enjoy a coffee outside.



In a show of community support, our ASCO driver, Andy Warman, and Quayside Bunkerman, Jamie Daldry, from our Great Yarmouth team volunteered at the 36th "Children's Convoy" event, held by East Coast Truckers in August. Over 100 trucks transported children with additional needs from Norwich to Pleasurewood Hills theme park in Lowestoft, providing them a memorable day alongside drivers. The event culminated in the local community cheering the convoy from the roadsides. Andy, a dedicated volunteer, deserves special recognition for his 7th year of involvement. Well done to both Andy and Jamie for their wonderful contribution to this meaningful event!

DARWIN PORT GOLF DAY



In August, the Darwin Port in Australia hosted its annual golf day in support of the Darwin Port Welfare Committee.

The fundraiser's goal was to raise funds to support the Seafarers Centre at East Arm Wharf, which supports all international vessel crews arriving in Darwin.

This year, we sponsored two teams to enter the competition, the longest drive award, and provided ASCO-branded promotional golf items for the occasion.

The opportunity to interact with other Darwin Port clients, compete in a round of golf, and raise important funds for a worthwhile cause made the occasion very enjoyable for everyone involved.

Meet the Team

Norway & UK Freight

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

Meet some of the members of our Freight teams in Norway and the UK.

TEAM LEAD - FREIGHT FORWARDER

Kine Isabell Forodden

WHO INSPIRES YOU?

I find inspiration in the people around me, such as my coworkers, husband, and my children.

WHAT THREE ITEMS WOULD YOU BRING ON A DESERT ISLAND?

Other than the obvious essentials like my family and something to catch food with, I must admit that I'm addicted to my lip balm and couldn't be without it.

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO AND WHY?

I would love to revisit Crete as it holds a special place in my heart. I adore the friendly locals, stunning beaches, and delicious Greek cuisine.

IF YOU COULD HAVE ANY SUPERPOWER, WHAT WOULD IT BE AND HOW WOULD YOU USE IT?

The ability to be anywhere with just a snap of the fingers, this would save me a lot of time!

TEAM LEAD - CUSTOMS/INTERNATIONAL FREIGHT

Inger Kristin Liset

WHAT'S A SKILL OR HOBBY YOU'VE ALWAYS WANTED TO LEARN OR DEVELOP, AND WHY?

I have always wanted to be a midwife. I think it's wonderful to be able to help mothers bring their newborn babies into the world.

HOW WOULD YOUR FRIENDS DESCRIBE YOU IN THREE WORDS?

Stubborn, very direct and hopefully sensitive/kind.

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO AND WHY?

My dream is to travel to New Zealand. It seems like a very beautiful and interesting place to visit. I also have relatives that live there that I've never met.

TELL US YOUR FAVOURITE CRACKER/DAD JOKE.

A man walks into a bar.....ouch!

WAREHOUSE SUPERVISOR - AFM OSLO

Kenneth Loken

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO AND WHY?

I would like to go to Japan, mainly because of the food and culture.

WHAT'S YOUR FAVOURITE MOVIE AND WHY?

The Lord of The Rings Trilogy.

WHAT THREE ITEMS WOULD YOU WANT ON A DESERT ISLAND?

A knife, a football and a sleeping bag.

WHAT'S A SKILL OR HOBBY YOU'VE ALWAYS WANTED TO LEARN OR DEVELOP, AND WHY?

Juggling, because it looks fun!

SME & SENIOR FREIGHT FORWARDER

Frode Bruras

WHAT'S A SKILL OR HOBBY YOU'VE ALWAYS WANTED TO LEARN OR DEVELOP, AND WHY?

I would like to explore aerial sports, such as paragliding or skydiving. I have jumped with a parachute once, and the feeling was fantastic.

IF YOU COULD INVITE ANYONE TO DINNER, (ALIVE OR NOT) WHO WOULD IT BE?

Johnny Cash.

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

Every *single* Friday, I bring in the weekend with a pint of Guinness.

WHAT'S YOUR FAVOURITE MOVIE AND WHY?

Not a movie, but a series; Yellowstone. I like the plot and how the actors fit their characters.



CUSTOMS AND FREIGHT FORWARDER

Nathan Wilson

WHAT'S A SKILL OR HOBBY YOU'VE ALWAYS WANTED TO LEARN OR DEVELOP, AND WHY?

I want to improve my golf game because I've been playing for years now and only seem to be improving the golf clubs bank account.

IF YOU COULD WITNESS ANY EVENT FROM THE PAST, PRESENT, OR FUTURE, WHAT WOULD IT BE AND WHY?

I would have loved to be at the Oasis gig at Knebworth, to be in a crowd that size with an incredible band would have been amazing.

WHAT'S YOUR FAVOURITE BOOK AND WHAT IMPACT DID IT HAVE ON YOU??

I have recently taken up reading and I found that Richard Osmans book 'Thursdays Murder Club' was fantastic and its actually encouraged me to take up more reading.

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

My colleagues wouldn't know that I am a fully qualified/time-served coachbuilder.

CUSTOMS AND FREIGHT FORWARDER

Lewis Buxton

WHAT'S A SKILL OR HOBBY YOU'VE ALWAYS WANTED TO LEARN OR DEVELOP, AND WHY?

Swimming, I have never been a good swimmer.

IF YOU COULD CHANGE ROLES IN THE COMPANY FOR A DAY, WHAT ROLE WOULD IT BE AND WHY?

I would be the AFM General Manager, so I could send the team home early.

IF YOU COULD INVITE ANYONE TO DINNER, (ALIVE OR NOT) WHO WOULD IT BE?

Marvelous Marvin Hagler.

TELL US YOUR FAVOURITE CRACKER/DAD JOKE.

Which Spice Girl can carry the most fuel... Geri (Jerry) can.



CUSTOMS COMPLIANCE OPERATIVE

Richard Scott

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO AND WHY?

The Amazon Rainforest or Tibetan Plateau as I think they have to be seen to be believed.

WHAT'S YOUR FAVOURITE BOOK AND WHAT IMPACT DID IT HAVE ON YOU??

Fahrenheit 451 by Ray Bradbury, it made me realise things aren't always as they seem.

IF YOU COULD CHANGE ROLES IN THE COMPANY FOR A DAY, WHAT ROLE WOULD IT BE AND WHY?

Any of the roles in Trinidad team - for a little sunshine!..

TELL US YOUR FAVOURITE CRACKER/DAD JOKE

Knock Knock... Who's there?
Yoda lady... Yoda lady who?
Stop yodelling.



LOGISTICS OPERATIVE - CUSTOMS CLEARANCE & FREIGHT FORWARDING

IF YOU COULD TRAVEL ANYWHERE IN THE WORLD, WHERE WOULD YOU GO AND WHY?

Kazakhstan. It is the largest landlocked country in the world and it is never really talked about, would love to go there and see what they have to offer.

IF YOU COULD INVITE ANYONE TO DINNER, (ALIVE OR NOT) WHO WOULD IT BE?

Sir Ian Fleming. I bet he would have some fantastic stories from the war and the inspiration behind James Bond

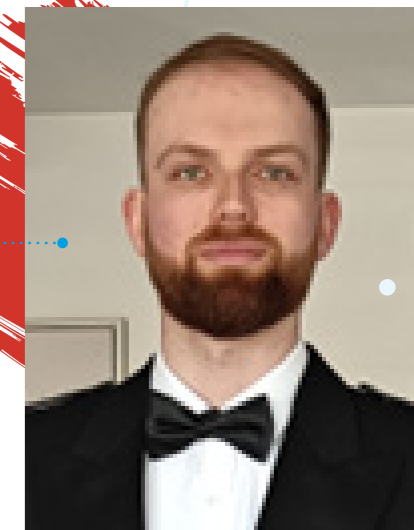
Stuart Roy

IF YOU COULD CHANGE ROLES IN THE COMPANY FOR A DAY, WHAT ROLE WOULD IT BE AND WHY?

Probably a truck driver in Australia. It would be cool to see the outback and the big Australian cities.

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

I spent 3 weeks in the Amazon jungle in Peru building a school for underprivileged children.





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**.