

ASCO WORLD



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CREATING THE NEXT GENERATION
OF MATERIALS AND LOGISTICS MANAGEMENT



creating
*the next
generation*

of materials
and logistics
management



CEO intro

Dear colleagues, welcome to our ASCO magazine, ASCO World.

We do amazing work and I sometimes think we forget to recognise the complex nature of what we do and the fantastic services we offer around the world. This magazine will help us report on your activity and how you add value every day.

I am pleased to see our obsessions of safety and service excellence really embedding themselves within the Group and we should celebrate a good performance in 2019 but we want to do better. Safety is not something that you can turn on and off and I am sure you will join me in stating that we won't be satisfied until we have zero incidents. We will only do this if we stay focused and support each other to identify risks and reduce them wherever we can.

Over the course of 2019, we worked hard to improve the performance of the business. A few notable contract extensions and wins include a nine-figure contract extension with CNOOC International and a new contract with Neptune in the UK. Internationally, Manatoken signed an ongoing waste-water disposal contract, our operations with Shell in Trinidad started, we won a contract for camp services in Dongara, Australia and AkerBP exercised their 3 year option in Norway. These are only a few of the successes we have enjoyed, and we look forward to celebrating many more.

We are constantly working towards our vision of creating the next generation of materials and logistics management, investing in our business, our people and innovation. iLMS track and trace has been launched for Equinor and we received a grant in Norway to create an integrated digital platform for the Tananger base which will go live in 2020. This will provide a lot of information to help us develop efficient solutions for our customers and support operations.

We also had the pleasure of attending a number of events to showcase our capabilities and meet potential customers, including Offshore Europe. The exhibition gave customers and colleagues alike the chance to view our supply base of the future through the use of 3D modelling and augmented reality, and it was certainly a talking point.

I'm sure you'll all agree, we've done some incredible things during the past year, and there's so much more to come!

We have declared 2020 the year of sales and our strategy is to offer our customers a fully integrated service offering. We need to look for new customers and increase our service lines. ASCO World will showcase different areas of the business and in this edition, we hear from Yann in Senegal as we focus on opening up a new market.

I look forward to meeting and talking to as many of you as possible in 2020. Please stay safe and let's work together to make ASCO a great place to work!

Thank You

to all who have shared their stories and have contributed to the first ASCO newsletter as well as the events held across 2019!

We are so grateful for all your help and can't wait to see what's to come in 2020.

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

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Safety obsession

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

JASON ANKER SESSIONS

In June 2019 ASCO ran Behavioural Safety sessions for all employees worldwide based on Jason Anker's life experience. Those sessions were either presented directly by Jason Anker and Sean Toon in our locations or delivered through workshops led by HSSEQ representatives.

At ASCO we strive for Safety Excellence, therefore it is imperative that everyone is reminded of the potential consequences of not working safely. The talks that Jason and Sean gave were not only informative, but extremely thought provoking, emotional and raw.

The sessions were very well received across all of the bases, with a high level of attendance and engagement throughout.



OUR PEOPLE get inspired

All of the Safety initiatives carried out throughout 2019 have made a big difference in helping and inspiring people to think smarter about safety in the workplace.

A great example of this is the This is why I Work Safe Live Safe video made by the warehouse team in Peterhead, showcasing their personal reasons for working safely every single day on site.



PACKAGING STANDARDS

We were delighted to be finalists at the 2019 Offshore Safety Awards in the Sharing and Learning category for our Packaging Standards Handbook.

Driven by our obsession with Safety Excellence, the guide was created by Irina Sapunkova, Lean Analyst/Lean Project Coordinator and Allan Scott, Group Innovation Director with the support of both the HSSEQ and operational teams in Peterhead and Aberdeen in collaboration with the Oil & Gas UK Efficiency Taskforce.

The aim of the guide is to support an industry standard for packaging. The guide covers the basics of packaging and specifies the requirements for the oil and gas industry to reduce delays, costs and most importantly improve the safety of employees.



L to R: Thuy-Tien Le Guen Dang, Jason Hebenton, Khara Wood, Claudia Rodriguez, Androulla Smith, Irina Sapunkova, Allan Scott, Lorna Mitchell

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ASCO WORLD is printed on **Claro Silk** paper which is an environmentally sustainable sourced and FSC certified paper. It is manufactured at a paper mill accredited with ISO14001 environmental management standard.



SAFETY MOMENT WORK SAFE · LIVE SAFE · DRIVE SAFE



As part of our commitment to Safety Excellence, we re-launched our **Mobile Phones/Devices While Driving GOP** on January 6th 2020. The GOP sets the rules for using Mobile Phones/Devices while driving at work and provides additional information on what is required to adhere to the Life Saving Rule for Driving.

Distracted driving is a serious and growing threat to road safety.

It is now evident that if you are using a mobile phone while driving you are approximately four times more likely to be involved in a crash than a driver who is not using a phone. This risk appears to be similar for both hand-held and hands-free phones, because it is the cognitive distraction that is an issue, not only the physical distraction associated with holding the phone (World Health Organization).

It is imperative that the requirements of this GOP are applied by everyone who drives on company business and you may want to share this best practice with family and friends, it really will help to save lives.

Successes



ASCO Camp 1 in Perth Basin (Australia)

ASCO WINS CAMPS CONTRACTS IN AUSTRALIA

ASCO's Camps Business in Australia has been in care and maintenance for the past two years. However a number of exciting opportunities have been successfully tendered for and won. The Main Camp in Dongara, a town four hours North of Perth, Australia secured a contract with Aztech Well Construction, mobile camps are on long term hire to Newcrest Mining and long term Camp opportunities are now arising.

These Camps have been won due to our strong track record, the quality of our buildings and the reputation of the catering teams and our excellent technical response and customer-centric reputation. The success is building the foundation for a further 12-18 months' work.



ASCO Marine Coordination at Steadfast house (UK)

MARINE COORDINATION SERVICES FOR EQUINOR

Following the successful completion of a six-month trial, Equinor has continued its contract with ASCO for Marine coordination services on an ongoing basis.

Since the beginning of the contract, the Marine Coordination team has been able to support Equinor 24/7 whilst ensuring a safe and more efficient marine operation throughout a very important period. ASCO's Marine Services Manager, Craig Revie said: "With KPIs indicating cost savings far in excess of the price of the service, we look forward to expanding this service in the future".

Equinor Operations Supervisor, Mike Coull, said: "Confidence in marine operations breeds confidence within our supply chain, and ASCO Marine Control is essential in making this happen".



ASCO Manatokan Fluid Hauling Equipment fleet (Canada)

ATHABASCA CONTRACT WIN

ASCO has secured an ongoing contract with Athabasca Oilsands Corporation just 30kms from the ASCO Manatokan site in Alberta, Canada.

The full scope of work is to haul 300-500 cubes of waste-water from their oilsands location to a disposal site on a daily basis. The project began in March 2019 and continues indefinitely.

The customer made the decision to remove the waste after it was found that their current waste-water process was believed to be corrupting their oil reservoir.

Manatokan is now the sole provider for waste management due to their customer service reputation and execution of smaller scope waste hauling. The company has also been commended for their transparent communication and commitment to avail the resources for the fluctuating daily requirements.



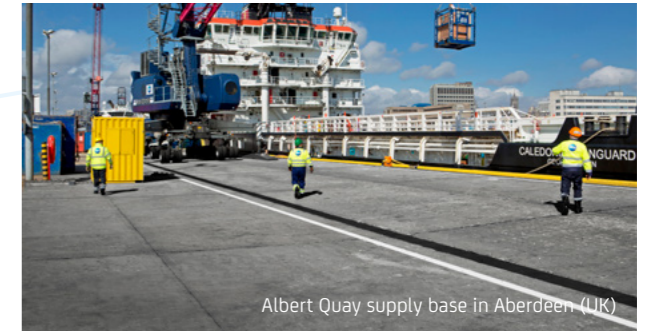
Pipeyard in Chagaruamas (Trinidad)

NEW PIPEYARD FOR SHELL IN TRINIDAD

Shell Trinidad & Tobago has awarded ASCO with a 3 year +1 +1 contract worth £740K to create a pipeyard in Trinidad.

The 5.7 acre (23,000 m²) pipeyard was purpose built in just 14 weeks and has 100% occupancy from Shell. The yard is inclusive of six offices, a double wash bay for Shell pipe washing and inspection and features secondary emergency power support from an 80 KVA generator.

There is CCTV coverage in all areas, on-site 24/7 security and the site is fully enclosed with six-foot fencing. This is the beginning of the long-term relationship with Shell, with the opening of the warehouse in June 2019 and the launch of the Warehouse Management System (WMS) module of iLMS in December 2019.



Albert Quay supply base in Aberdeen (UK)

CONTRACT WIN SEES ASCO SUPPORT NEPTUNE ENERGY

ASCO has secured a five-year contract with international independent, Neptune Energy.

The contract, which began in October 2019, saw ASCO assume responsibility for Neptune's shorebase, logistics, marine and materials management services for the North Sea.

Commended by Neptune for our commitment to safety excellence and the professional, high-quality approach to the tender process, ASCO's expertise will be utilised across all the operator's current and future assets and projects in the UK.

Neptune's UK Managing Director, Pete Jones said: "We take a collaborative approach with all our partners and service providers. We look forward to a successful and mutually beneficial working relationship with ASCO which will support the continued growth of our UK business".



ASCO STARTS NEW DECADE WITH SIGNIFICANT CONTRACT EXTENSION IN THE NORTH SEA

ASCO has been awarded a five-year extension, with options for a further six years by CNOOC Petroleum Europe Limited, a wholly-owned subsidiary of CNOOC Limited, to support all the operator's North Sea assets.

The contract, worth in excess of 100 Million pounds will see ASCO continue to provide a fully managed and integrated, logistics, materials management, waste and Marine Gas Oil supply service.

ASCO has supported CNOOC Petroleum Europe Limited's assets since 2004, and this new contract will enable the provision of continuous support across the asset lifecycle.

The service will be predominantly delivered from ASCO's Peterhead supply base, benefitting from the strategic location to cost-effectively support Central North Sea activities. In line with ASCO's multi-port strategy and capability, support will also be provided from Aberdeen and Scrabster.

2019

A busy year



Where we've been

SNS

— NORWICH, MAY 2019

Simon Turner and his team attended the annual EEEGR Southern North Sea Conference in Norwich. The event attracts upwards of 1,100 delegates from across the Oil and Gas industry and supply chain every year, and it gave the waste team the opportunity to showcase the decommissioning capabilities to potential clients.



BREAKBULK

— BREMEN, MAY 2019

The Seletar team attended Breakbulk 2019 in May alongside the Aberdeen Harbour Board. Danny Robb (General Manager, Seletar & AFM) and Ross Irvine (Operations Support Manager) attended the event in Messe Bremen, Germany to showcase how our shipping agency works from ship to shore across the UK, creating the greatest efficiency for our client's vessels.



API

— HOUSTON, SEP 2019

Houston hosted the API Offshore Safe Lifting Conference & Expo in September in which our NSL Americas team were exhibiting. Robert Walls and his team were able to inform potential clients about the latest NSL developments in training and lifting excellence within the industry.



SPE OFFSHORE EUROPE

— ABERDEEN, SEP 2019

In September we attended the biennial Offshore Europe conference at the P&J Live Aberdeen, Europe's leading E&P event and hosted over 38,000 people this year.

Showcasing ASCO's capabilities we welcomed more than 350 visitors to our stand across the week.

Our stand featured a 3D model showing the full spectrum of our services, demonstrating that ASCO is an integrated global materials and logistics management company offering end-to-end solutions spanning logistics and materials management, marine and waste services.

Thanks to our in-house graphics team the 3D model was made interactive through the use of augmented reality. This highlighted our touch points throughout the energy supply chain and how we add value to our customers.



GIPEX

— GUYANA, NOV 2019

We attended the Guyana International Petroleum Business Summit and Exhibition for 2019 in November. This was a very successful event for the O&G sector in Guyana that enabled the team to gather lots of valuable information and connect with many of the key stakeholders in the industry including the operators, service providers, facilitating bodies, Governmental agencies and potential partners.



L to R: Robert Walls, Neil Bujun, John Clouston, Runar Hattelvedt

Investing in our business



FLEET INVESTMENT

In 2019 we made significant investments into our Peterhead base and have more coming soon for Aberdeen and Great Yarmouth in 2020.

Since 2018 we have upgraded 19 tractor units, 76 trailers, two 7.5 tonne trucks and two base tugmasters, resulting in Peterhead having the newest and largest fleet in the area. Alongside this, Aberdeen and Great Yarmouth will receive new tankers and cabs in the coming months.



NEW CRANE IN TANANGER

Our Tananger base in Norway is our busiest operation in the country and provides a one-stop-shop supply base facility for major IOC and contractors customers.

As part of our fundamental obsession for Service Delivery Excellence, we have recently taken on an additional crane at the base. This investment will improve operating efficiency and vessel turnaround at the base.

The new Liebherr 280 harbour crane is the only crane of its type and calibre in Norway today, having 84 tonnes lifting capacity within a 17-metre radius.

5 STAR ACCREDITATION

Our Transport, Waste and Fuels teams in Peterhead and Aberdeen were recently upgraded to the maximum of 5 stars in the Eco Stars Fleet Recognition Scheme.

The scheme provides recognition for best operational practices and guidance for making improvements.

We were upgraded from 4 to 5 stars due to the continued investment in our fleet, which is now predominately Euro 6, along with our SAFED training.



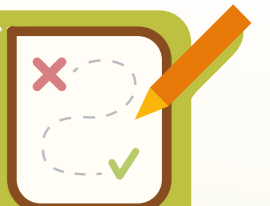
ISO ACCREDITATION

At the end of 2018, ASCO was awarded an ISO:45001 accreditation which recognises exceptional occupational health and safety management systems in the UK, Norway, Australia and Trinidad.

We were one of the first companies to adopt the new standard at the end of 2018, highlighting our commitment to continual improvement and safety in the workplace.

Zero Waste to Landfill Project

The regulatory landscape and public mood in Scotland have become more environmentally conscious, and so have we. The Scottish Government originally set a 'zero biodegradable waste to landfill' target for 2021 but have pushed this back to 2025, however we want to stay ahead of the curve.



As part of a company-wide drive to become more energy conscious, we have set an ambitious target to divert all our clients' offshore general waste from landfill by the end of 2020.

With the support of our clients, our objective is to reduce waste production in the first place by implementing short and medium term solutions for the management of offshore waste. We plan to reduce waste, save money and provide a safe and sustainable alternative solution for our clients.

We plan to reduce waste, save money and provide a safe and sustainable alternative solution for our clients.

We wanted to create a local solution to the problem and have already built relationships with local companies who will help us process the offshore general waste into a suitable feedstock to be processed through our waste to energy plant, which produces electricity and hot water with the energy recovered.

Simon Turner, our UK Sales Manager for Waste and Decommissioning is driving this project for ASCO and said:



"It doesn't seem right that, in 2019, we are taking general waste from companies from our clients and dumping it in a hole in the ground. Landfill should be the last choice for waste disposal and we wanted to offer our clients the choice to be more sustainable. We aim to create a community of clients and hold regular meetings to discuss how we can go further than 'zero waste to landfill' to achieve 'zero waste' and challenge each other to be more aware of our responsibilities when managing our materials."

The Scotland-wide initiative has been well received by all our clients such as BP, CNOOC, RockRose, Shell, Total, INEOS, Fairfield and their stakeholders.



Goal
Zero waste to landfill
by the end of 2020.



iLMS Track and Trace

Launch

ASCO has recently completed a collaboration with multinational energy company, Equinor, providing a unique digital solution to the energy industry, transforming materials management practice.

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

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

The iLMS solution is completely integrated with Equinor's ERP system and enhances their business by providing far greater functionality, usability, control and simplicity. Matflo is a DAI-owned logistics automation software which is used extensively throughout the retail industry. DAI works with leading brands including ASOS, Tesco, Coca-Cola, Sainsbury's and Adidas and have been strategic partners of ASCO since 2012 in the development of ASCO's integrated Logistics Management System (iLMS) built on Matflo.

With offshore deployment commencing back in August 2019, ASCO Group Innovation Director **Allan Scott** commented:

"ASCO's collaboration with Equinor is the result of a joint vision to transform materials management. The warehouse deployment has brought improvements beyond our expectations, one major process has improved from 15 minutes to 30 seconds. Training the staff to use the full system was completed in one day. The ability to control and manage materials in real time brings a wealth of benefits to Equinor. The offshore deployment will be transformative to how we currently think, plan and manage materials offshore."

Equinor Principle Consultant, Supply Chain Management UKI OPR LOG, **Cliff McGregor** also commented:

"We want to transform our way of working. Our previous process was characterised by a high degree of manual and administrative work with limited supply chain visibility. This project is about removing all non-value-adding activities in the value chain and making the process lean."

Sale

In January 2019, ASCO Australia successfully concluded a three month trial involving the installation of in-cabin facial recognition safety technology (Guardian Seeing Machine) in our Darwin based heavy vehicle fleet.

The in-cabin hardware includes both forward and inward facing IR cameras, in cabin audio and vibration sensors as well as a GPS antenna. The technology is designed to track the movement of the driver's eyes and head to detect fatigue and distraction events. When either a fatigue or distraction event is detected, an audio alarm and seat vibration sensor are activated to notify the driver whether they should stop to rest. The event data is then sent to a 24/7 SafeGuard Centre based in the USA, where the data is immediately reviewed, classified and depending on the severity of the event, a phone call is placed to a nominated ASCO Leader to inform them of the event so that they can intervene.

The decision to conduct the trial was based on our commitment to the Work Safe Live Safe value and our desire to provide an engineered control to help mitigate against any fatigue or distraction related accidents involving our drivers. The trial has been a success primarily due to willingness of our drivers to embrace the technology, and we are now rolling out the technology to all Australian locations and are considering bringing this across our whole heavy vehicle fleet.

Group Operations & HSSEQ Director, Steve Mitchell joined truck driver Doug Fraser for a day on the road in Scotland.

The purpose of the day was to gain an understanding and appreciation of our drivers working day, but also to view the service through the lens of Safety and Service Delivery Excellence, whilst considering the vehicles, equipment, technology (such as the Transport Management System) and the working conditions.

Steve said:

“This was a great experience and gave me an invaluable insight into the working day of a driver, and a real appreciation of some of the challenges they face. It also allowed me to consider how could we make the working day easier, more efficient and safer. This type of experience is significantly important when we make decisions from the relatively safe confines of an office.”



ASCO's Lean transformation

Our Lean/Materials Management team recently made a transformational change to Shed 3 in Peterhead to introduce visual process control and safer practise into its warehouse operations.



Lean Transformation Shed 3 in Peterhead

To create a safer, leaner, better and faster way of working, the team transformed the warehouse design based on Lean 6 sigma principles. The upgrade allows linear flow of materials throughout the warehouse as well as better visual control. The new layout helps all teams work together as one which was more difficult in the previous set up.

Our receipts and dispatch operations moved into the facility last June and there has already been some remarkably positive changes.

Following the opening, we were delighted to host members of the Equinor Supply Chain Management team from Norway who were able to use the newly deployed Warehouse Management System, focusing on the receipt of materials and inventory management using a handheld tablet.

This visit showcased ASCO's strengths by demonstrating that we are a lean company in all that we do.



Digitally supply base twin

ASCO Norway has been awarded a **£2.1 million** grant from the Norwegian government to build a digital twin of the Tananger supply base.



Tananger Supply Base in Norway

The project aims to streamline logistics throughout the terminals and improve loading and unloading operations through electronic data capture for increased planning whilst simultaneously reducing CO2 emissions by cutting the time boats stay along the quayside.

The goals will be achieved by establishing the necessary digital infrastructure on the entire quay area, as well as; instrumentation of cranes, trucks and docks with camera technology, GPS tracking and advanced software that utilizes artificial intelligence for the tracking, reporting and planning of freight transfers between the truck, internally at the base and vessels.

What are the expected effects?

- Considerable efficiency improvement of the terminal using digital solutions
- Improved predictability and priorities
- Reduced waiting time for vehicles by 80%
- Reduced waiting time for vessels by 20%

With an activity level corresponding to May 2019, a cost saving of **£3.4 million per year** could be achieved. This is mainly due to the streamlining and reduction of costs for offshore supply vessels for O&G operators.

It is also expected to reduce CO2 and Nox emissions respectively by **127 tonnes** and **1.8 tonnes per month** due to the shorter length of stay required for boats. This equates to roughly the annual CO2 emissions of 500 cars.

Since the savings are mainly made by end users, ASCO do not get any financial incentive to defend the implementation of this investment alone. This is why the project is carried out through any support this grant scheme offers, as it is considered a socially beneficial investment. The project, which started last July, will be live early 2020 and will showcase how a supply base will look in the future.

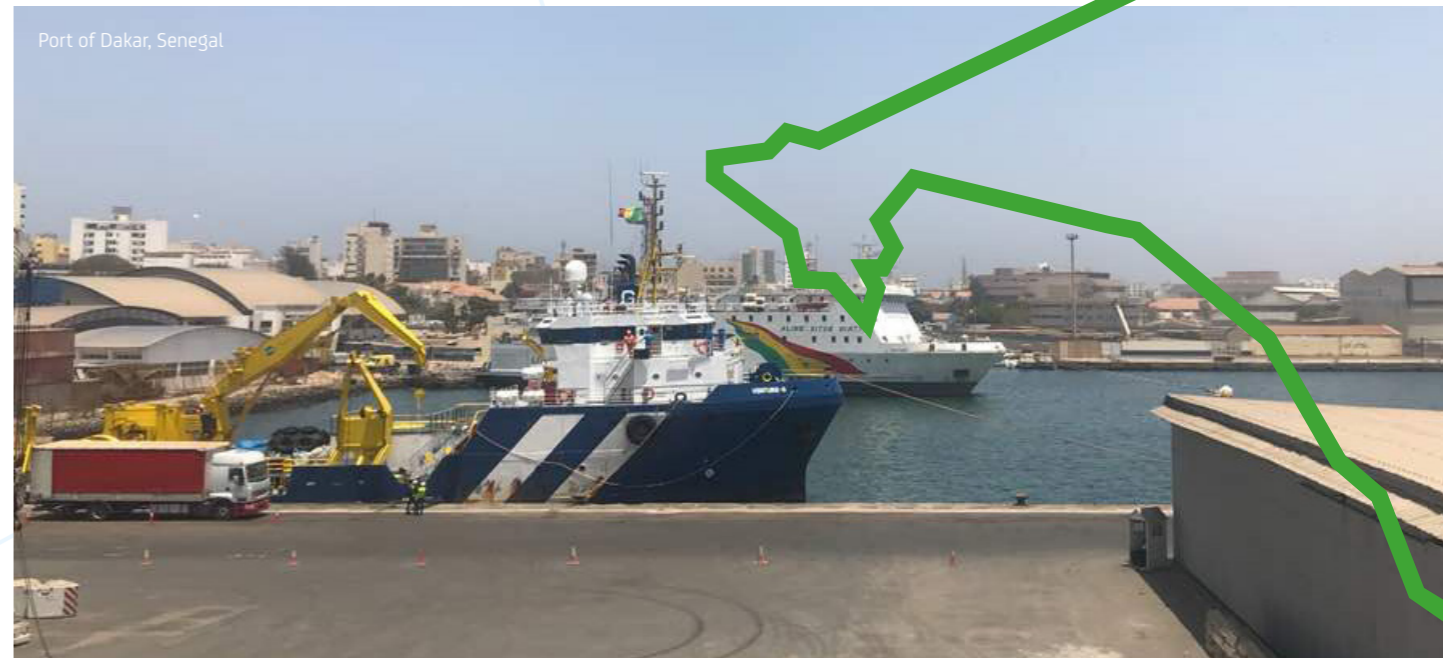
Targeting strong and sustainable growth in Senegal

In 2014 two new oil and gas (O&G) fields were discovered, one in Senegal, called Sangomar field (previously called SNE Deepwater Oil Field) discovered by Cairn and later bought by Wood, the second is between Senegal and Mauritania, called Tortue and was discovered by Cosmos and bought by BP.

YANN-ANTHONY TCHIEMIGNI

Yann took on the role of Operations Manager after successfully completing his MBA consultancy project with ASCO and the Robert Gordon University in 2014. He brought his expertise in statistics and data modelling acquired at AVIVA, an insurance company, in the initial stage of the iLMS Track and Trace project. In September 2017, Yann moved to Senegal, develop ASCO's business in this promising oil and gas new territory.

Port of Dakar, Senegal



Both BP and Woodside have confirmed the beginning of the development for the new fields by early 2020 and we have submitted to tender for the Sangomar field. The development stage is crucial in the O&G cycle as it is where most revenue is generated for ASCO, as a lot of materials need to be delivered. The basin is attracting more and more E&P companies in recent years including Total, CNOOC and SVENSKA who are all currently exploring the area.

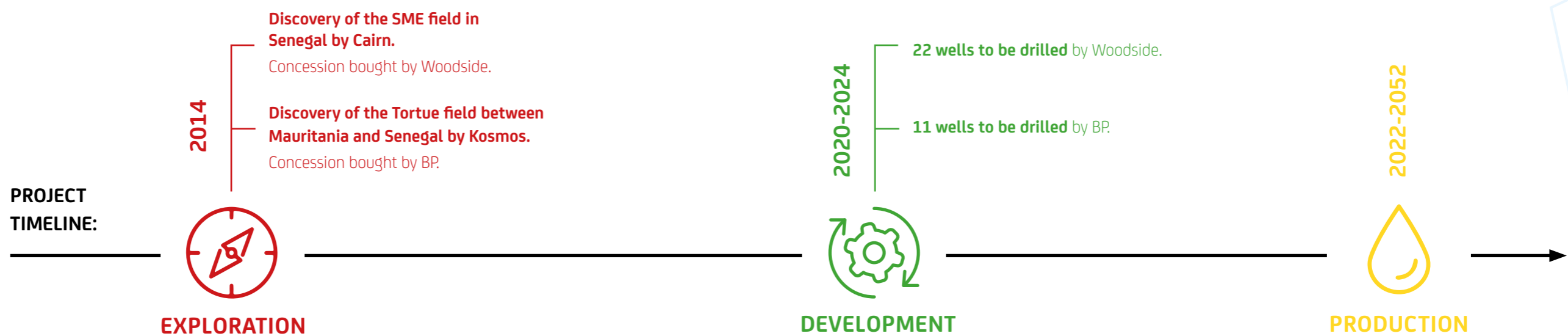
Having Yann-Anthony as a dedicated resource to understand the local context, source partners, influence various stakeholders and manage the relationships locally is a key advantage as Senegal is in demand for O&G competencies and services, especially in logistics with supply base management.

According to Yann-Anthony, ASCO has a real competitive advantage with its expertise in multi-user supply base and its distinctive capability with iLMS Track and Trace,

he said:

“Operators and sub-contractors want the same standard as what they see abroad. The procurement is global while Senegal is the end destination, that’s why trackability and traceability are even more crucial. This is a risky situation as suppliers are not close to the drilling field and you can’t afford to be delayed during this crucial phase.”

Having a supply base will also be an entry to add more new services ad hoc, such as Marine and Waste management services.



Customer centric

DIPLOMA FOR EXCELLENT DELIVERY AWARDED TO GRY KRABY-SVENDSEN BY INFRATEK

Infratek, a new client for ASCO Norway, has awarded Gry Kraby-Svendsen, a Freight Forwarder in our Freight Team in Oslo, with a diploma for excellent delivery. The company required the transportation of a power unit from Egersund to Koengen in Bergen, and back again, for a Phil Collins concert.

Due to the on-time, safe and efficient delivery of the power unit, Gry was awarded her diploma from Infratek - well done to Gry and the rest of the team for your hard work!

Gry also happens to have a friend who was attending the concert and told them that ASCO were responsible for the transportation of the power unit to the concert itself. The next day she received a phone call from her friend thanking ASCO for doing their bit to help ensure magnificent sound on the day!

“Together with our supplier Merkesdal as a carrier, it was a pleasure to perform this project with updates early and late and even weekend.”

Jon Vidar Berg, Project Manager, Infratek



EQUINOR TESTIMONIAL

Kjetil Vindal Forslund has been with Equinor since late 2016 and has recently moved into the role of Operations Project Manager. Having previously been Logistics Manager, he has worked in collaboration with ASCO since January 2017.

“The partnership between Equinor and ASCO is collaborative and based on trust as well as common ambitions and goals. Whilst working together I have experienced a lot of similarities in our values. At Equinor, we believe we should either work safe or we don't work at all, and with ASCO's obsession for Safety Excellence, this really is a great pairing.

Relationship is the foundation for accomplishment and building trust with suppliers is key to enabling a collaborative approach.

Utilising ASCO's Peterhead base as well as Aberdeen's resulted in reducing carbon emissions and sailing times. ASCO are flexible and deliver solutions.”

Kjetil Vindal Forslund, Operations Project Manager, Equinor



Allan Scott presenting the benefits of iLMS Track and Trace and Lean principles to the Equinor Supply Chain Management Team from Norway.

A day in the life of *Kylie Arnel*

Kylie started working within the shipping industry a week after completing her year 12 exams. It was meant to be a part time role until she started her Graphic Arts Degree but she enjoyed the industry so much she completed her Maritime Business and Logistics degree instead. She worked as an Administration Officer managing the international export clearances for all cargo transported from Darwin to East Timor and then transferred to the domestic shipping services where she supervised the client's cargo contracts and business development around Northern Territory and Queensland.

Kylie was approached by ASCO to work at the Darwin Marine Supply Base (DMSB) as the Marine Supply Base Coordinator to manage the shipping schedules for the vessels that operate out of Darwin and two years later became the supply base manager.



• WHAT ARE THE CORE TASKS THAT ARE INVOLVED IN YOUR ROLE?

My responsibility at the DMSB is to ensure that all operations are completed safely, and that the client's vessels operations are in line with their schedules. A large part of my role can be taken up with the vessel schedule, particularly when we have several clients requesting a berth on the same day. We have weekly meetings with the clients to discuss the schedule and forecast visits a month in advance, so we can usually determine conflicts ahead of time. The cargo and bulk operations on-site are conducted by third party contractors, it is my role to oversee their procedures and ensure that they comply with the safety polices on site.

• DESCRIBE YOUR ROLE IN THREE WORDS?

Safety - Scheduling - Meetings

• HOW WOULD YOU DESCRIBE YOUR JOB TO FIVE-YEAR-OLD CHILD?

I work at a busy wharf where large boats come in and big cranes load boxes on them. I go on the boats to speak to the captain and make sure he/she is happy.

• HOW DO THE ASCO VALUES AND OBSESSIONS FIT INTO YOUR ROLE?

The ASCO values are important to my role as they combine my daily activities. I care about the safety of all stakeholders and it is my priority that we all go home to our family each day. I have a small team of four, so it is important that we operate as a team, we step into each other's roles when we need to, and we make sure that there are always lollies or chocolate hidden in the fridge for our afternoon sugar fix!

• WHAT DOES A TYPICAL DAY CONSIST OF FOR YOU?

A typical day for me starts with checking my emails with my morning coffee, I'm even in early enough to watch the sunrise. I then attend our LiveSafe toolbox meeting where we discuss the operations for the day and complete our BAC testing. Throughout each day I attend various meetings, and these can include; vessel schedule updates, client's updates, facilities maintenance and HSSEQ discussions. My days are all very different, this can be due to changes to the vessels schedule. I tend to spend the afternoons on the phone or running around to help anyone that needs.

• WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

In my role I have the best of both worlds; I attend meetings, client functions, prepare reports and

review HSSEQ documents, while also visiting the masters on the vessels and spending time with the stevedores/agents on the wharf to oversee their operations. The best part is when it gets too hot and humid outside, I can go back into the air-conditioned office! I also enjoy updating the vessel schedule; this can be challenging but is also rewarding when all the clients have a berth they requested.

• WHAT QUALITIES/SKILLS ARE TRANSFERRABLE FROM YOUR ROLE TO YOUR LIFE OUTSIDE OF WORK?

My role is very rewarding as I have learnt to prioritise my work and have gained better time management skills. Both of these have allowed me to take a step back to review the task I am planning to ensure that I have safety controls in place first. I take pride in my job; my team and I care that the DMSB operates to a high standard, these qualities also contribute to my life outside of work.

... and *Tommy Steinbru*

Tommy has a background in several different areas within different industries, including painting houses, 7-Eleven, waste sorting, traveling Norway as a pipe pressure tester / chemical cleaner / hydro jet as well as working offshore doing subsea and topside work. He then moved to RHS (ASCO purchased RHS in 2011) where he had a number of roles, first working on the quayside in Tananger as a cargo handler, moving to crane operator, lifting responsible / foreman, quayside supervisor, superintendent quay / backload in addition to being the single point of contact for AkerBP - which he still is. He then moved to assistant base manager and moved to supply base manager last September.

• WHAT ARE THE CORE TASKS THAT ARE INVOLVED IN YOUR ROLE?

HSSEQ, budget and budget forecast, single point of contact for AkerBP (largest client in Norway), lifting technical authority, and personnel responsible for the base.

• DESCRIBE YOUR ROLE IN THREE WORDS?

Challenging - Motivating - Rewarding

• HOW WOULD YOU DESCRIBE YOUR JOB TO FIVE-YEAR-OLD CHILD?

My daughter is 4, and this is what I say to her: many people need dad to help them have a good day at work and come back safe to their families.

• HOW DO THE ASCO VALUES AND OBSESSIONS FIT INTO YOUR ROLE?

The fact that I am responsible for HSSEQ, the single point of contact to a client and base operations, my roles synergizes well with the obsessions. That said, we've got some work to do, but I'm working on it.

• WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

When I leave work, knowing something has changed for the better.

• WHAT QUALITIES / SKILLS ARE TRANSFERRABLE FROM YOUR ROLE TO YOUR LIFE OUTSIDE OF WORK?

I am able to take multiple skills to my personal life including; helping to teach others, communicating efficiently and empathy. Since starting my new position, I have learned a lot of transferable skills and I'm sure there will be more to come.

• WHAT DOES A TYPICAL DAY CONSIST OF FOR YOU?

Managing the largest base in Norway, by a large margin, I spend most of my time ensuring operations run as safely and smooth as possible. When time allows it, I work on the changes I'd like to improve the service of the base.



Insight from a new start

Matthew Homer

“I have been full-time working for the past three years since leaving school, I started painting for six months before going to work on a vegetable farm in Australia, tasks ranged from weeding the produce to driving machinery, which was a whole different environment. Doing this helped me to feel comfortable taking on a new challenge. When I returned back to Aberdeen from Australia I managed to secure the role at Seletar. I look forward to learning more about the role I’m in and getting fully up-to-speed with the tasks that it involves.”

• WHAT ATTRACTED YOU TO ASCO?

I was looking for a job change from the role I was in previously, I heard about the opportunity at ASCO from a friend and it seemed like something completely new to me, which felt like it would be a good challenge.

• DESCRIBE YOUR ROLE?

So far, the role covers a wide variety of tasks including visiting vessels to collect manifests on behalf of ASCO. As well as going on vessels to meet with captains to discuss the vessels needs and requirements. At the same time as our visits, we often take freight down to the vessel. On the other side of the job we are back in the office taking care of the requests we receive from the vessels, ranging from ordering pizza to just booking water. We also take care of all vessel paperwork for travelling in and out of the UK.

• WHAT DO YOU ENJOY MOST ABOUT YOUR ROLE?

The most enjoyable part of the role is the variety of different items each vessel requires, other than the usual needs (water, waste etc), we never get the same request twice.

• DESCRIBE ASCO IN A FEW WORDS?

From the time I've been here it's been very welcoming and supportive of training.

• HOW DO THE ASCO VALUES AND OBSESSIONS FIT INTO YOUR ROLE?

ASCO aims to offer the best service possible, that means when we go onto vessels we are the face of the ASCO company and are expected to provide a top class service, this is a part of the everyday job for us and we have to show them we are focused on providing the best standard of service.



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

From the Seletar side I feel we try and give the highest possible customer service and try to meet the needs of all clients. We always make sure to try and answer any requests as quickly as possible.

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

If someone was to ask me if they should join, I would recommend it highly, as from my short time I have been made to feel welcome and supported and it is an enjoyable workplace.

• DESCRIBE THE ASCO CULTURE IN A FEW WORDS? WOULD YOU SAY YOU LIVE BY IT?

ASCO culture is positive and safe. I stick by it by wearing PPE and by ensuring I always have three points of contact when going on and off any vessels.

• WHAT IN YOUR WORDS IS THE LEGACY OF ASCO? WHAT IS IT THEY BRING TO THE CITY OF ABERDEEN?

ASCO are a massive part of the shipping and oil industry running from Aberdeen, they make it a competitive market in Aberdeen and surrounding areas offering a high quality of service, which I have heard the captains of vessels praise.

People news



NURTURING OUR NEXT GENERATION

Welcoming new Graduates, Apprentices and Placement students

2019 welcomed 10 new recruits to Aberdeen, Peterhead and Great Yarmouth for student placements, the Graduate programme and Modern Apprenticeships.

All of the new starts had a busy week at the beginning of September with introductions to the business and a jam-packed itinerary to visit multiple bases including the BP Warehouse, Fuel & Lubricants, Total Gateway, Clipper Quay, Albert Quay and Peterhead. Alongside their tours, they were also given an insight into the iLMS system and were familiarised with support departments to ensure they were aware of all support available.

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

NEW APPOINTMENTS

We are pleased to announce the recent appointments of Chris Lloyd and Peter Hollister who will be based at our office in Dyce, Aberdeen.

Chris has joined us as Head of Waste and Decommissioning reporting directly to Steve Mitchell. He has many years of experience in the field, most recently spending 12 years as CEO of MSIS Group.

Peter will also report directly to Steve as Group Head of Fuels and Lubricants, bringing with him over 10 years-experience in Operations and Logistics.

We hope you will all show both Chris and Peter a warm welcome to ASCO.



Social life at ASCO



ASCO FUN DAY

The ASCO Fun Day in the Aberdeen was a huge success hosting over **1,000** ASCO employees and their family members and fun had by all!!!



MANAGEMENT TEAM GET THEIR WELLIES ON FOR CHARITY

12 members of the Management team in Aberdeen helped raise money for local Mental Health Aberdeen charity by washing D2 employee's cars and they managed to raise a total of **£370!**



DONATIONS TO GEORGIAN FAMILIES

ASCO Georgia have been increasing their community engagement this year by making donations of much needed items to families in the Tetriskaro Municipality that are suffering from extreme poverty. The donations included food, clothes, bedding and toys and were hand delivered by the team themselves.



AUSTRALIA HELD THE BIGGEST MORNING TEA FOR CANCER COUNCIL

After choosing to raise money for Cancer Council for the year, The Biggest Morning Tea was held across all Australian sites. All the keen bakers rolled up their sleeves to bring cakes, slices and all sorts of nibbles for their teams – raising **\$3,317 AUD** in total!



TRINIDAD, GREAT YARMOUTH & CANADA CLEAN UPS

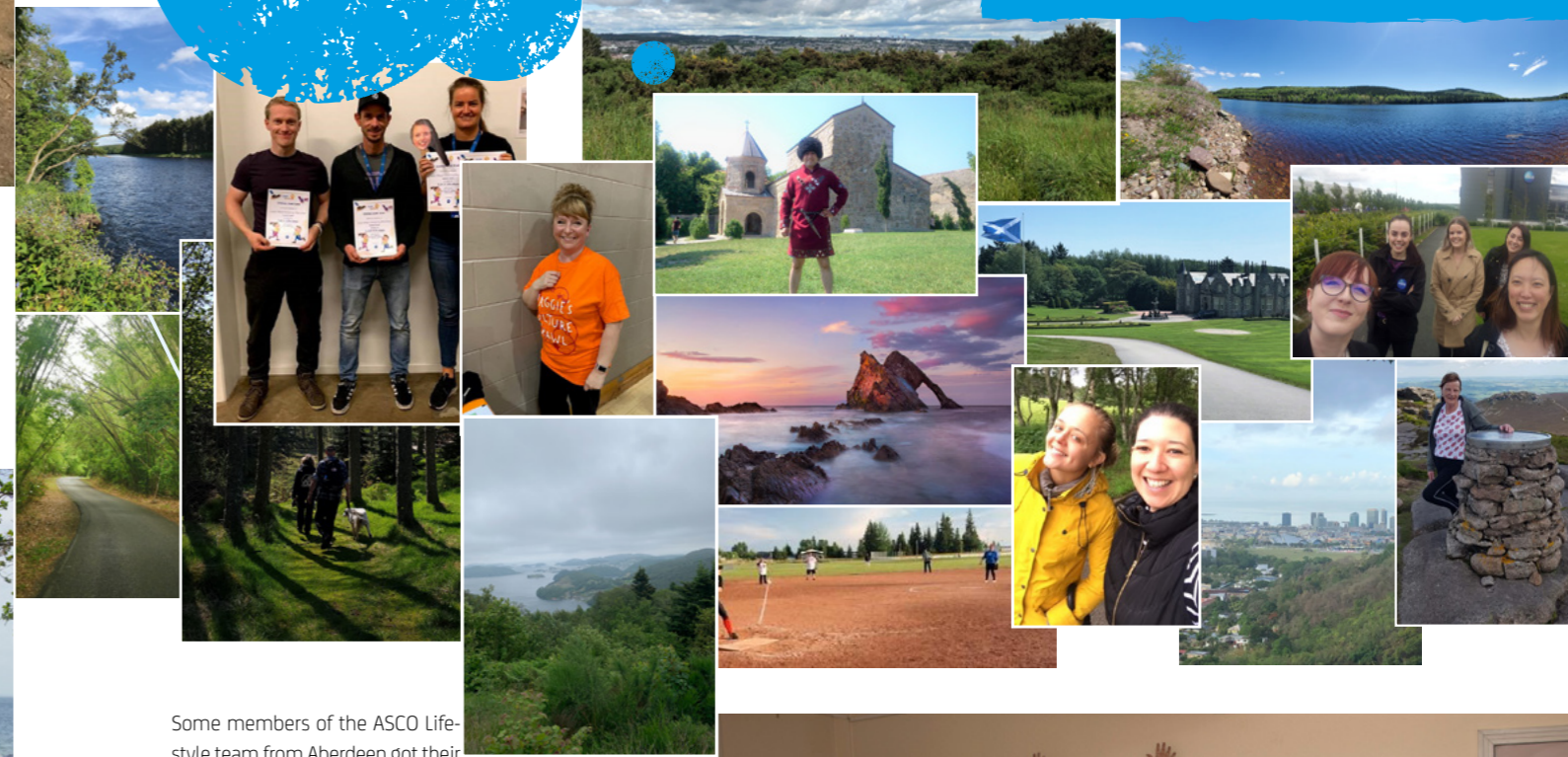
The Trinidad and Great Yarmouth teams took part in a local beach clean in their area with Canada helping to clean up the local area – collecting a huge amount of rubbish between them all!

In June 2019 we took part in the annual STEP into Summer challenge.

The challenge is a great way of improving health & wellbeing, boosting productivity and enhancing your mood as well as being a great teambuilding exercise! There were lots of people out walking on their lunch break to get their steps in.

STEP INTO SUMMER

TOGETHER WE CLOCKED UP
55,274,950 STEPS
- THAT'S 26,172 MILES!



Some members of the ASCO Life-style team from Aberdeen got their overalls on at Mental Health Aberdeen (MHA)'s head office. The team got to work on the big task of giving the offices and counselling rooms a fresh new look with a few coats of paint, tackling eight rooms and a hallway.

Sylvia Hendry, Finance/Office Manager at Mental Health Aberdeen, said: "The second floor is looking great! Please pass our sincere thanks to all of your folks who came along on Friday; I cannot tell you what a difference the painting has made, the rooms look so bright and fresh. It felt like a mini DIY SOS!"

MENTAL HEALTH ABERDEEN OFFICE RECEIVES MAKEOVER



Long service & retirement awards



Total
470
years worked

Big Events at ASCO



ASCO Ball
January 2020

Christmas Initiatives
December 2019

Quiz Nights
October 2019

Tananger Spy Games
September 2019

War History Museum Tour
Summer 2019

Meet the Team *Marketing Graphics and Media*

Say hello to our dedicated Marketing and Graphics & Media teams led by Fraser Stewart and based in our Group HQ in Aberdeen who are always on hand to help with your wants and needs.

WHAT CAN THEY DO FOR YOU?

Safety animations, inductions, incident reconstruction, project visualisation, videos, photography, graphic design, events and exhibitions, promotional goods, presentations, tenders, market research, marketing collaterals (posters, brochures, etc.), promotion of positive stories through internal and external comms amongst others. And that's just a fraction of what they can help you with!

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

MARKETING MANAGER

Thuy-Tien LeGuen Dang

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

I make people buy your goods.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

A cat.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Kindness.

WHERE DO YOU FEEL THE HAPPIEST?

Near the water.

WHAT IS YOUR BEST ACHIEVEMENT?

My family.

YOUR FAVOURITE HOBBY?

Cooking and then eating.

SUMMARISE YOURSELF IN ONE WORD.

Happy.

GRAPHICS & MEDIA MANAGER

Paul Geddes

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

Mucking around on computers.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

Chimpanzee.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Sense of humour.

WHERE DO YOU FEEL THE HAPPIEST?

On a small island somewhere.

WHAT IS YOUR BEST ACHIEVEMENT?

Surviving to 50.

YOUR FAVOURITE HOBBY?

Football (coaching, watching, playing).

SUMMARISE YOURSELF IN ONE WORD.

Learner.

MARKETING SPECIALIST

Khara Wood

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

I help make the business more well-known and write stories.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

An elephant.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Sense of humour.

WHERE DO YOU FEEL THE HAPPIEST?

At music festivals.

WHAT IS YOUR BEST ACHIEVEMENT?

Watching series 1-8 of Vampire Diaries in 6 weeks!

YOUR FAVOURITE HOBBY?

Attending music festivals /events.

SUMMARISE YOURSELF IN ONE WORD.

Lively.

NEW MEDIA DEVELOPER

Michael Clark

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

I do cartoons.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

Badger.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Sleeping.

WHERE DO YOU FEEL THE HAPPIEST?

Anywhere with a pillow.

WHAT IS YOUR BEST ACHIEVEMENT?

Getting illustrations in a Dr Who Book.

YOUR FAVOURITE HOBBY?

"Blowing up stuff."

SUMMARISE YOURSELF IN ONE WORD.

Bonkers.

GRAPHIC DESIGNER

Kalina Zaton

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

I can draw anything you can imagine.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

Hungarian Horntail (Muggles won't know!).

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Creativity.

WHERE DO YOU FEEL THE HAPPIEST?

On the top of a Munro watching a sunrise.

WHAT IS YOUR BEST ACHIEVEMENT?

Loving what I do as a professional and enjoying my life in general just now.

YOUR FAVOURITE HOBBY?

Too many to tell! I guess my favourite is illustrating.

SUMMARISE YOURSELF IN ONE WORD.

Dreamer.

MARKETING SPECIALIST

Ellie Tough

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

I help convince people to want and to buy ASCO's services.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

An elephant as I never forget.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Honesty.

WHERE DO YOU FEEL THE HAPPIEST?

On my travels exploring somewhere new.

WHAT IS YOUR BEST ACHIEVEMENT?

Being a Mum.

YOUR FAVOURITE HOBBY?

Eating chocolatey things I have baked.

SUMMARISE YOURSELF IN ONE WORD.

Independent.

MULTIMEDIA DESIGNER

Mark Coull

DESCRIBE YOUR JOB ROLE TO A 5 YEAR OLD CHILD?

I bring ideas to life.

IF YOU WERE AN ANIMAL WHAT WOULD YOU BE?

Lion.

WHICH PERSONALITY TRAIT DO YOU VALUE THE MOST?

Kindness.

WHERE DO YOU FEEL THE HAPPIEST?

Outside with my camera.

WHAT IS YOUR BEST ACHIEVEMENT?

Winning a gold award at the Aurora Awards in the USA for a production I did 3D graphics / 3D tracking for.

YOUR FAVOURITE HOBBY?

Photography.

SUMMARISE YOURSELF IN ONE WORD.

Passionate.

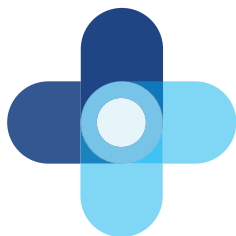


EMPLOYEE ASSISTANCE PROGRAMME

Have you heard of the Employee Assistance Programme (EAP)?

The EAP is an assistance programme for employees that offers a range of different services that are all free of charge and strictly confidential. Services include counselling, legal advice, financial advice and lots more.

We would like to remind everyone that ASCO provides an Employee Assistance Programme across many of our locations, all of these are through third-party providers and are completely confidential. For more information on the EAP, please get in touch with your local HR representative.



mental health

MENTAL HEALTH FIRST AIDERS

ASCO want to create a workplace culture where people can be themselves and make it easier for people to speak about mental health concerns and to seek support when they need it.

Awareness of mental health issues is increasing, but people with mental health problems often still have to deal with stigma and can face challenges getting the help they need. Many people who would benefit from support keep their feelings hidden because they are afraid of other people's responses. That is why ASCO is proud to have introduced Mental Health First Aiders to every location across the world in