

Community Affairs Policy Statement

Geoquip Marine performs operations using specialist staff and latest equipment spreads in various regions around the world. This inevitability involves contacts with in-country authorities and local communities as Stakeholders.

Every effort shall be taken by Project Managers during the planning stages to familiarise project teams with local authority requirements for the work involved, incorporation of any local community customs within the work procedures and develop a planned temporary recruitment schedule for incorporation of local personnel in support services, if possible. Project Managers are under strict instructions to maximise employment opportunities in-country associated with the project under their control. Managers will instruct all staff to identify at the earliest opportunity the recruitment possibilities on any aspect of the works. It is vital that local employment is provided by Company projects, as a means of sharing work remuneration packages, encouraging work experiences in-country, and obtaining/developing local skills and knowledge for the future. In this regard reference is made to Company Local Content Policy document.

At an early stage during any Mobilisation process the Project Manager will review any existing local in-country community policies, and/or incorporate specialist Client knowledge or documentation to be carried through to work practices. Identification of current Government guidelines for personnel transit to, within and from the area of consideration shall be incorporated within Project Safety Plans and enforced by Project Managers. Project teams will always observe these Plans. Where appropriate, or if so advised, local Project Managers will liaise with local community leaders/authorities/stakeholders to ensure the safe and efficient progress of the works, wellbeing of Project Teams, and continued good relations with local populations.

This policy will be reviewed and updated if necessary on a regular basis. Any changes will be communicated to employees at the earliest opportunity. Additional project specific guidelines may be issued for the area of operation or prevailing in-country conditions at a given time. In this regard all Project Managers shall refer to updates to Project Health and Safety documents.



Stewart Higginson
Chief Executive Officer