

Local Content and Socio-Economic Issues Policy

Geoquip Marine will perform surveys using specialist staff and latest equipment spreads installed on vessels or land-based platforms and configured for the specialist area of operation.

Although the grade of specialisation of the services normally limit the number of locally sourced personnel, 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 to our Clients and Stakeholders abroad 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.

As a minimum, the utmost effort will be made to utilize the following local services wherever possible:

- Logistics Agency – for handling various vessel and specialist staff movements in / out of country, vessel bunkers and provisions if required.
- Use of clerks, fabricators for equipment, modifications/repairs and raw data processors onshore.
- Provision of vessel/jack-up barge marine crew/onshore drilling and survey support personnel. (onsite training shall be provided to encourage upgrading of technical/drilling in-country personnel)
- Local laboratory testing houses to be employed, except for specialist tests required to be dispatched overseas.
- Travel agent – To handle travel arrangements for outgoing staff.
- Hotel accommodations – for incoming and outgoing staff.
- Restaurants – meals for incoming / outgoing staff, and during onshore/nearshore activities.
- Vendors – Local purchases of consumables, supplies etc.

This policy will be reviewed and updated if necessary on a regular basis. Any changes will be communicated to employees at the earliest opportunity.