



LOCAL CONTENT PLAN



PFL GHANA LIMITED

In Compliance with the Petroleum Local Content and Local Participation Regulations, 2013



Table of Contents

INTRODUCTION.....	3
STRATEGIC OBJECTIVES	5
PFL'S EFFORTS TO MAXIMIZE LOCAL CONTENT SO FAR	5
PFL'S STRATEGIC PLAN TO MAXIMIZE GHANAIAAN CONTENT	5
Company Ownership	6
Personnel (Workforce)/ Organisational chart	8
COMMITMENT TO FIRST CONSIDERATION FOR LOCAL CONTRACTORS	8
PFL COMMITMENT TO FIRST CONSIDERATION OF EMPLOYMENT OF GHANAIAANS	9
Minimum Employment Levels	9
Investment in Skills of Local Work Force	9
Labor Training and Capacity Enhancement	9
Management Training and Capacity Enhancement	9
Local content Indicator= $[1 - \text{Value added (foreign)} / \text{Total Value Added}] * 100$	11
CONCLUSION	12

In compliance with the Petroleum Local Content and Local Participation Regulations, 2013 and the Ghanaian government's commitment to a programme of development of national self-sufficiency in all areas of industry (labour, equipment, goods and services). The contents of this document draw out the policies and plans to abide by and achieve maximum local content.

PFL Ghana Limited (PFL) is an indigenous Ghanaian company founded in 2017 and is a subsidiary of PFL Engineering Services Limited which was created in 2002 and has its Offices in Ghana. PFL is capable of offering the following services to the Ghanaian Oil and Gas industry and have been doing so to a reputable standard for multiple years in Ghana;

- ❖ **Specialized Recruitment Services**
 - Provision of Technical Manpower to the Oil/ Gas and Petrochemical Industry to support different client projects
- ❖ **Access:**
 - Rope Access: Supply of Rope access crew and rope access equipment for different projects requiring rope access, such as Fabric Maintenance/Surveying inspection on FPSO's etc.
 - Scaffolding: Provision of trained Scaffolders, scaffold design and supply of scaffolding materials
 - Tension Netting
- ❖ **Inspection:**
 - Non Destructive Testing: Provision of High Technology tools and equipments to provide inspection services to the oil and gas industry
 - Lifting Equipment Inspection
- ❖ **Maintenance:**
 - Blasting and Painting
- ❖ **Training Services**
- ❖ **Field Joint Coating**



Fig 1- Certificate of Incorporation

STRATEGIC OBJECTIVES

To develop and exploit our local engineering capability and to become the undisputed Ghanaian Leader in the provision of projects and quality management services before estimated time.

- ❖ A greater attention to quality, safety, health and environmental standard in line with national and international regulations
- ❖ To strategize and reposition its efforts to meet the challenge of local Indigenous company participation in the oil and gas industry.
- ❖ To train and develop our employees into the most preferred and fully committed team in the industry oil field services in Ghana, especially in the offshore operations and maximization of the local content.

PFL'S EFFORTS TO MAXIMIZE LOCAL CONTENT SO FAR

1. Utilization of Local subcontractors in the provision of services to enhance Ghanaian Participation in the oil and gas industry.
2. First consideration provisions for Ghanaian goods and services in all its projects.
3. Employing competent and qualified local contractors to provide technical and non-technical services and support (when required).

PFL'S STRATEGIC PLAN TO MAXIMIZE GHANAIAN CONTENT

The aim of the Ghanaian Local content act is to promote the maximisation of value-addition and job creation through the use of local expertise, goods and services, businesses and financing in the petroleum industry value chain and their retention in Ghana and to achieve the capability and international competitiveness of domestic businesses as well as development of local capacities through education, skill/technology transfer and research and development.

PFL Ghana Limited as an indigenous company is committed to the development of the Ghanaian Oil and gas business consistent with the Ghanaian Local Content and Local Participation Bill, 2013 to develop long-term mutually beneficial relationships with Ghanaian Sub-contractors and to support client's policy on Sub-contracting. **PFL** supports three cadres of Ghanaian Sub-contractors listed below;

- ❖ Reliable contractor from the local Community where the services is to be rendered
- ❖ Reliable contractor from the state where services is to be rendered
- ❖ Reliable contractors from elsewhere in Ghana

PFL Ghana Limited shall where necessary Sub-contract any part of its works and services to competent, Ghanaian sub-contractors in the order of preference stated above.

PFL is committed to ensure that:

- ❖ The practice shall be to maximize employment and capacity utilization of locally available goods, materials, services and equipments.
- ❖ Sub-contractor's manpower or workforce shall be drawn essentially from the host communities.
- ❖ Competent community contractors shall be invited to tender whether or not they are registered with **PFL**
- ❖ All sub-contracts shall be properly tendered for and shall be by open competitive bidding.

Experienced contractors that do not fall into the group of community contractors shall undergo the company's normal bidding process. The contractor will have to be registered with **PFL**, show proof of competence, previous job experience, resources, list of key personnel, degree of HSE compliance, training program, and ability to mobilize resources to site before an award is made.

PFL'S SERVICES OWNERSHIP STRUCTURE

Company Ownership

PFL Ghana Limited is a Subsidiary of Nigerian owned PFL Engineering Services Limited. However, PFL Ghana is incorporated in Ghana, has offices in Ghana and is also one-third parts Ghanaian. PFL Ghana has its offices located in the country with Ghanaian personnel being the clear majority.

Table 1- PFL Ownership

Name	Position	Nationality
Preye Berezi	Managing Director	Nigerian
Yaw Kankam	Director	Ghanaian
Onome Okodiya	Director	Nigerian

Form No. 4

THE COMPANIES ACT, 1963 (ACT 179)
DECLARATION THAT CONDITIONS OF SECTION 28 OF THE COMPANIES ACT,
1963, (ACT 179) HAVE BEEN COMPLIED WITH

PFL GHANA LIMITED

Presented by: YAW BEBRESE KANKAM

To the Registrar of Companies. P. O. Box 118, Accra

PFL GHANA LIMITED

being Directors and Secretary respectively of PFL GHANA LIMITED

do solemnly and sincerely declare:-

That there has been paid to the Company for the issue of its shares consideration to the value of at least five hundred Ghana Cedis, of which at least one hundred Ghana Cedis have been paid in cash within the meaning of section 45 of the Companies Act.

And we make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act, 1971.

YAW BEBRESE KANKAM	Director	Signed
ONOME OKODIYA	Director	Signed
PREYE BEREZI	Director	Signed
YAW BEBRESE KANKAM	Secretary	Signed

Declared at 30th the day of MAY 2017 before me

To be signed by all Directors and Secretary of the Company.

SAMUEL KORLETEY AMARTEY

Commissioner of Oaths

Personnel (Workforce)/ Organisational chart

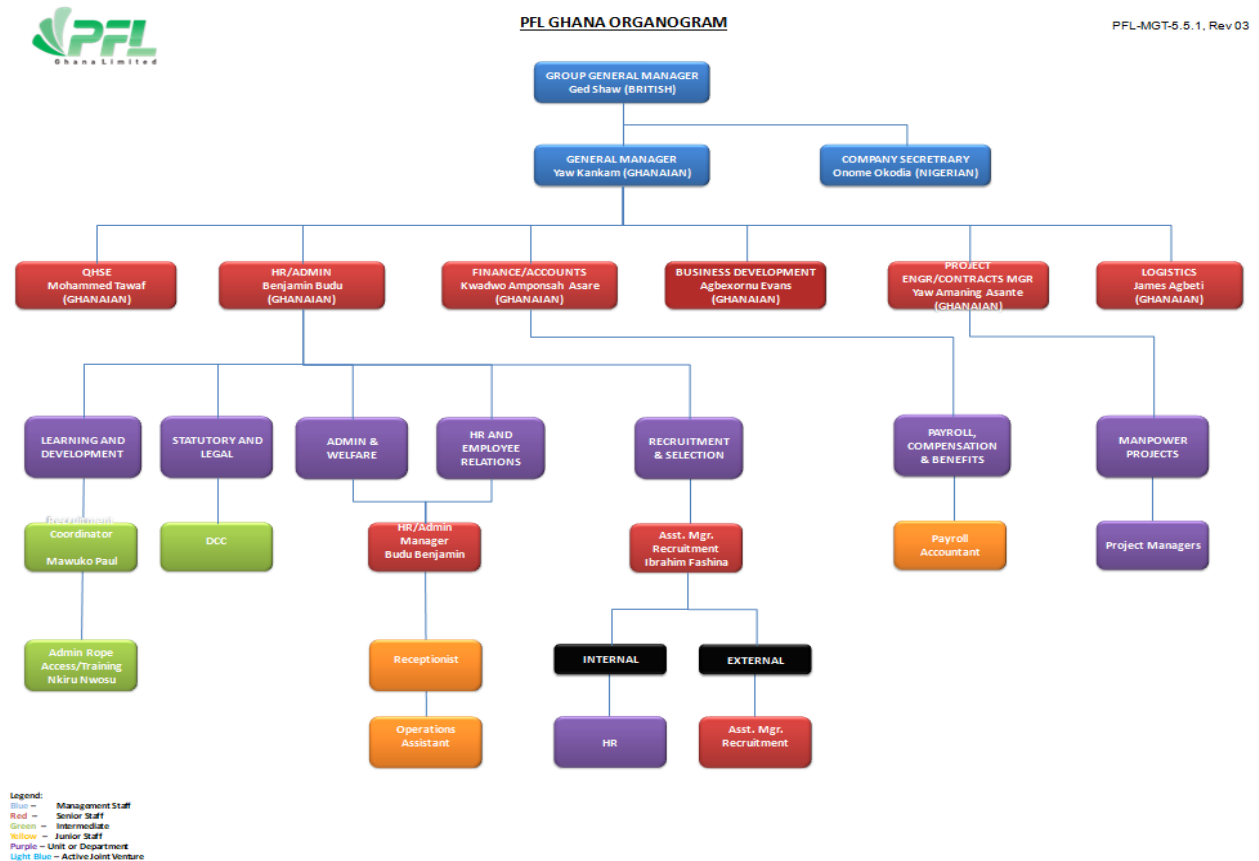


Fig 3- PFL Corporate Organizational chart

COMMITMENT TO FIRST CONSIDERATION FOR LOCAL CONTRACTORS

PFL is committed to the formation of a genuine partnership/consortium with Ghanaian sub-contractors. The goal of this partnership is to ensure the participation of local contractors and offer first consideration to competent indigenous companies in the provision of services/goods made in Ghana as this will increase the participation of subcontractors and create employment. Furthermore, the alliance will expand the expertise of **PFL Ghana Limited** and sub-contractor through training, increased resource base and internship. These goals will be accomplished through the joint efforts of the companies.

PFL COMMITMENT TO FIRST CONSIDERATION OF EMPLOYMENT OF GHANAIS

PFL Ghana is committed to first consideration to the Ghanaian Workforce in the realization of its projects; **PFL Ghana** shall continue to recruit credible skilled Ghanaian for the execution of its projects.

PFL Ghana has already put this into practice as over 80% of its employees are of Ghanaian origin, where only the 5% of its work force are of foreign descent.

Minimum Employment Levels

In selecting employees to carry out its Operations **PFL** shall give preference to qualified and competent Ghanaians for position encompassing engineers, consultants, technicians and skilled and semi-skilled Labor

Investment in Skills of Local Work Force

PFL shall develop and implement an annual training plan with the objectives to:

- ❖ Organize training of its employees to upgrade employees' skills and provide further practical experience
- ❖ Train employees in line with the Company's short and mid-term human resource plans
- ❖ Upgrade selected employees' qualifications by enrolling them in studies inside or outside the State on a contractual basis to further upgrade their professional qualifications.

Labor Training and Capacity Enhancement

PFL shall develop and implement a comprehensive training program for the local personnel in the region where project is to be executed if necessary, and carry out such programs for training and education in order to meet the requirement for various classifications of skilled and semi-skilled full time employment for the Project.

Management Training and Capacity Enhancement

PFL shall develop and implement training for the Local personnel in order to qualify them for technical, administrative and managerial positions, with the objectives to:

- a) Furnishing on-the-job counterpart training, not only in the State but to the extent reasonably feasible in the offices of the Company in the State, in order that the beneficiaries may receive training in the overseas aspects of the Company's Operations.
- b) Providing scholarships for inhabitants of affected communities to pursue studies, including advanced studies in the State or abroad.
- c) Enhancing such training and educational opportunities as already exist in the vicinity of the local community.

STAFF TRAINING PROGRAM

A. General Training

- ❖ General induction to PFL Ghana Limited
- ❖ HSE Training for all staff
- ❖ General logistics training (for logistics staff)
- ❖ Defensive driving (for drivers)
- ❖ First Aid training

- ❖ Offshore Survival Training (All field staff)

B. QAQC/HSE Coordinator Training

- ❖ General induction to PFL Ghana Limited
- ❖ Introduction to Inspection/Rope Access requirements
- ❖ Participate in internal auditing training
- ❖ Familiarization with PFL QA/HSE management system

C. Class Room Training PFL Development Centre (Optional)

- ❖ IRATA Level 1-3 Training for Rope access Technicians
- ❖ Inspection training on Standard Method, Ultrasonic Testing, Magnetic Particle Inspection, Dye Penetrant Testing, Visual Testing etc
- ❖ CITB level 1-2 Training

D. Safety Training

- ❖ Basic safety training
- ❖ Offshore survival training/HUET
- ❖ First Aid training
- ❖ HSE
- ❖ Fire fighting

PERCENTAGE OF WORK TO BE EXECUTED LOCALLY

S/No	Work To be Executed	Responsibility	Nationality	% Domiciled in Country
1	Project Management	PFL Engineering Services Limited	Ghanaian	100%
2	Procurement	PFL Engineering Services Limited	Ghanaian	100%
3	Provision of Personnel	PFL Engineering Services Limited	Ghanaian	100%
4	Banking	Access Bank Plc	Ghanaian	100%
5	Training	PFL Engineering Services Limited	Ghanaian	75%
TOTAL NC Input				95%

Local content Indicator= $[1 - \text{Value added (foreign)} / \text{Total Value Added}] * 100$

$1 - (25/500) * 100 = 95\%$ Nigerian Content Input

CONCLUSION

PFL Ghana as earlier stated is a part-Ghanaian owned Company, incorporated in Ghana determined to facilitate the government's goals and aspiration concerning the Local content development and are striving to exceed the 85% Ghanaian content target by the end of this year. It can be seen evidently that our staff are primarily Ghanaians so as our offices/equipments are located in Ghana.

We believe in the integrity of the Ghanaian professional and as such we give preference to the Ghanaian indigenous personnel. In **PFL** we believe in training local personnel to man challenging positions that are presently reserved for foreign expats.

In the next few years, PFL Ghana plans to include a training facility on its Ghanaian premises as this has proved to be successful in our other branches. This training facility shall put us in a position to hire and train more Ghanaians to ensure that our business continues to grow and high quality standards are achieved.

At **PFL** we are of the view that maximizing local content makes good business sense as lower composite rates can be realized by increasing local labor and material resources especially where these items are readily available and the prices are commercially attractive.

Currently about 75% of the plan has been achieved, the company intends to achieve all objectives set by this plan within the next three years and put itself as a fore runner in the implementation of the Ghanaian content act.



Preye **BEREZI**

Managing Director/CEO