



BAYFIELD OIL SERVICES LIMITED

LOCAL CONTENT POLICY

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Bayfield Oil Services (**BOSL**) as a company has positioned itself to develop a Local Content Policy for its operations.

The purpose of the Local Content Policy is to outline the approaches and practical efforts of BOSL with respect to ensuring participation of local persons and resources in the day to day running of our activities.

Our interest is to at all times, satisfy the nationally acceptable value that could be added to and created in the Ghanaian economy by employing Ghanaian human and material resources in the services we render to the Oil and Gas industry.

Also , our policy seeks to comply with the provisions of Ghana's PETROLEUM (LOCAL CONTENT AND LOCAL PARTICIPATION) REGULATIONS, 2013 otherwise known as the L.I. 2204 which defines local content as "*the quantum or percentage of locally produced materials, personnel, financing, goods and services rendered in the petroleum industry value chain and which can be measured in monetary terms*"

POLICY OBJECTIVE

The primary objective of this Policy is to generally promote the indiginisation of knowledge, expertise and technology within the Company and in the environments where we operate.

BAYFIELD'S LOCAL CONTENT POLICY COMMITMENT

1. We are committed to creating value in – country through the utilization of Ghanaian human and material resources and related services.
2. We are committed to furnishing our Ghanaian personnel with the relevant skills for the execution of our services through training within and outside Ghana.
3. BOS is in partnership with foreign companies that assist with technical back up for our personnel and services with the agreement to transfer same to local staff in the course of executing projects. This ensures for capacity building and keeps staff abreast with latest practices in the industry.
4. We are committed to provide empowerment our local contractors and suppliers to develop capabilities to produce goods and services domestically..
5. We are committed to ensuring that BOSL, its subsidiaries and contractors shall employ only Ghanaians in their unskilled and middle level skilled personnel or any other corresponding grades.
6. We place a strong emphasis on supporting initiatives which help local organisations develop skills and resources and support them to deliver services that contribute to the health and wellbeing of communities.