



AD – PRECISION LTD

**Suppliers of General Engineering Tools and Equipment, Computers & Accessories,
Stationeries and Office equipment.**

LOCAL CONTENT POLICY

Vision

Ad-Precision Limited is committed to deploying an effective local content and local participation policy as the platform for achieving the goals for the oil and gas sector with full local participation in all aspects of the oil and gas value chain of at least 90% .

To this end, Ad-Precision Limited shall seek to provide the enabling environment and opportunities for Ghanaians to benefit from the economic wealth that emanates from the activities in the oil and gas industry through participation of Ghanaians in the ownership, operations, control and management.

Policy Objectives

The key policy objectives to be attained under the Local Content Platform are to:

Maximise the benefits of oil and gas wealth generation on a comprehensive local content platform by maximizing the use of local expertise, goods and services, job creation for people, businesses and financing in all aspects of the oil and gas industry value chain and retention of the benefit within Ghana;

Develop local capability in all aspects of the oil and gas value chain through education, skills and expertise development, transfer of technology, know-how and an active research and development portfolio;

Achieve a degree of influence or control over development initiatives for local/domestic stakeholders;

Maintain 100 percent local content and local participation in all aspects of oil and gas industry value chain within a decade;

Increase capabilities and international competitiveness of domestic businesses and industrial sectors.

Policy Directions

The policy objectives will be attained within the context of the following actions:

Mandatory Local Content in Oil and Gas Development

Ad-Precision shall work with all regulatory authorities, operators, contractors, sub-contractors and any other entities involved in any project, operations, activity or transaction in Ghanaian Oil and Gas



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Industry shall consider local content as an important element in their project development and management philosophy for project execution.

Every project, operation, activity or transaction shall have an Annual Local Content Plan.

Such a Plan shall include all aspects of the Local Content framework discussed in this document and shall be assessed and revised annually.

The implementation of the Local Content philosophy shall ensure measurable and continuous growth of Ghanaian participation in all aspects of the operations.

Interest of a citizen of Ghana in Petroleum Exploration, Development and Production

Employment and training of citizens of Ghana

Ad-Precision as an Operator in the petroleum sub-sector shall ensure that opportunities are given as far as is possible for the employment of Ghanaians having the requisite expertise or qualifications in the various levels of the operations.

Ad-Precision shall, within twelve months after the grant of a licence (or effective date of a Petroleum Agreement), submit to the relevant Regulatory Agency for approval, a detailed Annual Recruitment and Training Programme for recruitment and training of citizens of Ghana in all job classifications and in all aspects of petroleum activities, which may be carried out in or outside the country.

The Annual Recruitment and Training Programme shall ensure that the following targets are met:

- (a) Management staff, at least fifty percent of the management staff are Ghanaians from the start of petroleum activities of the licensee and the percentage shall increase to at least eighty percent within five years after the start of the petroleum activities;
- (b) Core technical staff, at least thirty percent of the technical staff are Ghanaians from the start of petroleum activities of the licensee and the percentage shall increase to at least eighty percent within five (5) years after the start of petroleum activities and ninety percent within ten (10) years; and
- (c) Other staff, one hundred percent are Ghanaians.

Such programme shall provide for the training of Ghanaians in all aspects and phases of petroleum activities and as many staff categories, including management, as is possible and shall be reassessed and revised on an annual basis (the “Annual Recruitment and Training Programme”) and may include scholarships, industrial training for students and other financial support for education.



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To enhance transparency and effectiveness in the implementation of this policy direction, Ad-Precision shall publicly advertise and give preference to the employment of citizens of Ghana who have the requisite qualification, competence and experience required to carry out the required work.

With respect to employee training, **Ad-Precision** shall prepare a scheme for the training of its Ghanaian employees. For the effectiveness of this policy the scheme shall be submitted to the Petroleum Regulatory Agency for approval as part of the Annual Recruitment and Training Programme. Where such a programme or a scholarship proposed to be awarded has been approved by the Regulatory Agency it may not be varied without the permission of the Regulatory Agency.

Where Ghanaians are not employed because of their lack of training,

Ad-Precision shall ensure that every reasonable effort is made within a reasonable time to supply such training locally or elsewhere.

Quarterly reports

Quarterly reports on the execution of the training programme shall be submitted by Ad-Precision to the Regulatory Agency. The Regulatory Agency shall ensure that a proportion of such training is tenable in Ghanaian institutions and that such institutions are resourced adequately to carry out the training.

Technology transfer

Ad-Precision shall, while carrying out petroleum operations, prepare and implement plans for the transfer of technological know-how and skills relating to petroleum operations to Ghanaians and to establish in the country any necessary facility for technical work and technology transfer.

MICHAEL ADAFLAGBE
MANAGING DIRECTOR

FOR: AD-PRECISION LTD