



# LOCAL CONTENT POLICY

Ref No.  
CML/GH/004

Document Owner:  
Calibration Masters Limited

Approved by Peter Mifetu  
(General Manager)

Previous Rev. Date:  
N/A

Current Revision Date:  
02/05/2018



## LOCAL CONTENT DEVELOPMENT PLAN CALIBRATION MASTERS LIMITED

### 1. BACKGROUND AND CONTEXT



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In accordance with the Petroleum Local Content and Local Participation Regulations, 2013 (L.I. 2204”) we have prepared the following Local Content Development Plan.

The plan proposed by Calibration Masters Limited, acknowledging and working within the confines of the tender scope aims to;

- i) Promote employment of Ghanaian nationals and procurement of goods and services through local entities.
- ii) Promote the training and advancement of Ghanaian nationals to allow increased employment opportunities and a higher skills level within the local workforce
- iii) Increase local capabilities and international competitiveness through strategic partnering with Ghanaian registered entities.

Calibration Masters Limited is an established wholly Ghanaian Company, which has over the years proven its capability to support the training and employment of locals in building their career in both Onshore and Offshore works.

## 2.0 Roles and Responsibilities as an Indigenous Ghanaian Company

Calibration Masters Limited, in the role of indigenous Ghanaian company will have the following roles and responsibilities within this project:

- (i) This is to include building indigenous (ie. Local suppliers) capacity and knowledge in the field of supporting construction projects onshore Ghana.
- (ii) A key part will be the training and development of local staff both onshore and offshore in the roles required to support the the project
- (iii) Execute a subcontracted scope of work in line with the objective of achieving as much local spend as possible and utilization of financial organisations. Such contract shall include, but not limited to the following scope of work:
  - a. Procurement of materials and equipment
  - b. Miscellaneous procurement and activities related to the day-to-day operations of Calibration Masters Limited
  - c. Provision of office, yard, warehouse, accommodation and transpo

## 16.0 COMMUNITY SOCIAL RESPONSIBILITY PLAN



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**Calibration Masters** is determined to play a positive role in the development of the local community. For this reason, the company will be embarking on a plan targeting 2 (two) sectors of the community.

**Education** – Calibration Masters will identify and educate communities on safety standards.

Below we have provided an estimated percentage of project spend on Local contractors

## Local Spend in Percentages:

SCOPE	SCOPE PERCENTAGE LOCAL SPEND
Project Management	100%
Procurement	100%
Overall Manpower	100%

## LOCAL CONTENT DEVELOPMENT PLAN

### EMPLOYMENT PLAN

	Total No. of Current Employees	No. of Ghanaians	% of Ghanaians	Projected No. of New Employees	Projected No. To Be Filled By Ghanaians	Minimum Skill Required	No. of Employees of Work Permit	Remarks/ Comments
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						(Each Position)		
Management	3	3	100%	3	3	Self Management	0	
Core Technical	1	1	100%	1	1	Technical	0	
Other Staff	5	5	100%	3	3	Technical	0	
Total								
Department/Functional Distribution								
EHS								
Technical/Engineering	2	2	100%	3	3	Calibration	0	
Supply Chain	0	0	0	1	1	Project Management	0	
Administration	1	0	100%	3	3	Customer Service	0	
Finance	1	1	100%	2	2	Financial Reporting	0	
HR	0	0	0	2	2	Communication	0	
Other (Specify)							0	
Total	13	12	100%	18	18		0	