



ENGINEERING SERVICES LIMITED



INTRODUCTION

BHGE is pleased to outline its plans to support the ongoing development and growth of its Ghanaian capability and fully supports the Ghanaian government's drive to increase the country's inherent knowledge and capabilities. Our commitment is expressed in our existing operations as well as plans laid out herein to support the growth of our aftermarket support services on the back of future CSAs.

Over recent years, BHGE has invested significantly in the development of its existing in-country facilities and local human resources and continues to do so as part of its commitment to localization. This has been evident in the steady growth in our local staff strength and the establishment of a state of the art aftermarket services support facility in Takoradi.

LOCAL CONTENT PLAN/COMPLIANCE STRATEGY

The following sections outlines the Local Content Development Plan for BHGE Turbo Machinery and Process Solutions relating to the Tullow Jubilee Project, GE has carefully evaluated where we are in terms of localization, what needs to be done to improve local capability and available pipeline of potential deals to support this investment. We have capitalized upon lessons learned on past projects, both in-country and internationally; evaluated 3rd party suppliers for potential utilization in certain work scope; and taken measures to increase capabilities, personnel and capacity to a level that meets customer needs and government localization requirements.

We have balanced the recruitment, training and development of our own resources for key activities, with the expansion of our supplier base, transferring knowledge and technology to stimulate growth and development of Ghanaian companies.

We believe the mix of Local Content aligns with delivery timescales and meets the requirements of Company and the Petroleum Commission. Bearing in mind that while developing this Local Content Plan, we have ensured:

- i) Maximised opportunities for Ghanaian content utilizing Ghanaian companies and workforce in line with Reg. 3 of the Petroleum regulation
 - ii) Given first consideration to services provided from within Ghana and goods manufactured in Ghana in line with the provisions of Reg 9 (1) (a) (i) of the Petroleum Regulation 2013 iii)
- Ensured that the Local Content Plan is supported by credible plans for execution and delivery, and
- iv) Ensured that the Local Content activities do not impair quality and delivery milestones of the work.

LOCAL CONTENT SCOPE OF WORK

In complying with the Local Content Regulation and as a means of building our in-country capability in Turbo Machinery & Process Solutions, the strategy is to utilize where applicable, local talent in execution of work scope and where such talent is not readily available to hire the most nearly qualified to undergo training through classroom and on the job, working side by side our highly experienced expat Field Service Representatives & Contract Performance Managers. The plan at the end of this is to have Ghanaians as FSRs and CPMs to fulfil our customer's needs under our CSAs.

HEAD COUNT

To meet our customer needs and to empower our local teams, the recruitment and training of employees for our TMS scope is deliberately targeted at Ghanaians. As with our culture in operating locally, priority for each role is for Ghanaians, absent finding qualified persons of required years of experience, understudy and succession plan will be put in place for the most closely qualified candidate available. As is the case in the present situation, our focus on has been on developing local talent through classroom and On-The-Job training.

TRAINING & DEVELOPMENT

BHGE prioritizes continuous training and development of its workforce and has further prioritized the understudy of expatriates by Ghanaian technicians. Under the current 1 year contract, provision will be made for the training of 1 Field Service Representative through classroom and OJT. The Junior FSR will be onboarded as understudy to existing expatriates and will undergo usual training as all other GE FSRs. This will be a combination of classroom and on the job trainings.

For 1 Ghanaian Training to become a MKVI/VIE Control Specialist, the training package includes:

Classroom:

- ITP
- Instrumentation fundamentals
- Aero GT/Controls
- BN Fundamentals
- Quality & Digital Tools
- MKVIe Fundamentals
- Centrifugal Compressor fundamentals
- MKVe fundamentals

The OJT assignment will be carried out working side by side Snr FSEs on the Tullow Jubilee project. To get the most out of this however, longer project timeline will afford better opportunity to bring trainee FSE to the competency level that allows he/she work with minimal supervision.

These trainings are in addition to soft skills around customer responsiveness, presentation skills, influencing skills, delivering customer impact and time management trainings.

SERVICES

In line with our “One GE” strategy, which aims to leverage centralised capability across the spectrum of oil and gas solutions we offer, the strategy is to leverage our existing facility in Takoradi to establish L2 capabilities to serve our existing LM fleet in Ghana. This approach ensures that services are carried out within Ghana and especially beneficial to our customers as proximity to them will ensure faster service delivery.

LOCAL CONTENT PERFORMANCE REPORTING & THIRD PARTY MONITORING

As required under Reg. 34 (1) of the Petroleum Regulation, annual reports on local content performance will be provided specifying by category of expenditure, the local content on both current and cumulative cost basis and show the employment achievement in terms of hours worked by Ghanaians and foreigners as well as their job positions and remuneration.

In addition to the above and in line with Reg 36(1) we undertake to monitor any subcontractors engaged on any scope of work to ensure that the provisions of the contract on local content are complied with as well as ensuring that sub-contractor abides by the provisions of the Petroleum (Local Content and Local Participation) Regulation 2013 are complied with.