

LATEST NEWS FROM PBS



Issue 1
14th Feb 2020



GENERAL MAINTENANCE AND OPERATIONS CONTRACT AWARD AND TRANSITION

On behalf of 'PBS by Ponticelli', a consortium of three international partners cumulating decades of offshore oil and gas experience in the North Sea and worldwide, I am delighted to confirm that we have been awarded the Total E&P UK (TEPUK) General Maintenance & Operations Contract (GMOC). Under this contract PBS will execute general and fabric maintenance, OPEX-related projects and operations manning support to all TEPUK assets. This is a flagship contract for PBS, which will run for five years from contract commencement date in early Q2 2020.

This newsletter will be issued regularly to provide all employees of TEPUK's assets, relevant news regarding the transition phase (between now and contract commencement) and the GMOC implementation and roadmap for the next five years.

GMOC activities undertaken by one provider will bring a simple, consistent and safe operating model for all assets, to the benefit of employees and TEPUK. This model will give new career opportunities by promoting campaign-based maintenance, upskilling and multiskilling. All PBS partners have experience in providing all the required GMOC services and are currently setting up a dedicated team in Aberdeen to manage the contract in an integrated manner with existing TEPUK teams. Our prime objective is to focus on the continuity of operations and to undertake a safe transition for employees in GMOC scope who are currently performing work on the assets.

As part of the process leading to the award of the TEPUK GMOC contract, PBS carried out detailed discussions about the Transfer of Undertakings (Protection of Employment) Regulations (TUPE). Each PBS partner fully understands the TUPE provisions that apply to the contract award and I can affirm our commitment to adhere to our obligations under TUPE. The process is at an early stage and the employers involved will be engaging in a formal information and consultation process as required by TUPE. Moreover, PBS will train and recruit additional employees and is committed to complying with the Offshore Contractors' Partnership Agreement terms and conditions.

Together with PBS and TEPUK representatives, I attended offshore presentations last week on all assets and I look forward to working productively and collaboratively with all colleagues, suppliers and trade unions to ensure that the provision of the GMOC services to TEPUK installations is carried out safely and efficiently for the benefit of all stakeholders.

Olivier Renaud
GMOC Director



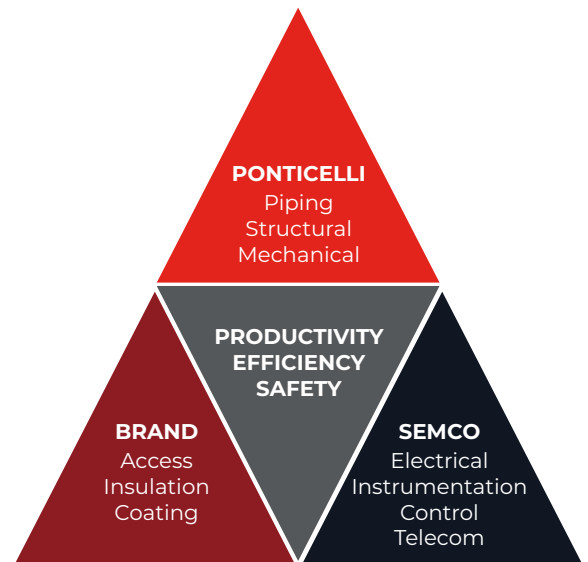
INTRODUCING PBS

Ponticelli, Brand Energy & Infrastructure Services and Semco Maritime joined forces in 2019 to establish 'PBS by Ponticelli', an Aberdeen-based consortium led by Ponticelli.

The combination of these three organisations brings a wealth of knowledge, North Sea and global experience and expertise to lead the GMOC for TEPUK. The process efficiencies contributed by this single approach to GMOC, means a simple and consistent operating model for all assets, robust planning and high levels of safety.

The PBS team is located in Aberdeen, currently in Semco Maritime's office, and is on target to move to our own dedicated office in Westhill in March. The GMOC will be delivered from early Q2 2020 by an integrated onshore management and preparation team, and with core resources dedicated to the contract either on the assets or in flying teams.

This consortium will bring the potential for new ideas and ways of working within a nurturing and genuine partnership with TEPUK.



a **different** approach,
a **better** approach

PBS KEY FACTS - A world of opportunity for you

Ponticelli

- Independent and family-owned group
- £550m turnover in 2019
- 4,000 employees
- Operating in oil & gas, power and industrial sectors
- 80 locations in more than 20 countries

Brand

- Specialist fabric maintenance service provider
- £4bn revenue
- £3.2bn in assets and equipment
- Operating in global energy, industrial and infrastructure markets
- 37,000 employees and 200+ locations globally

Semco

- International contracting and engineering company
- £250m revenue in 2018
- Oil, gas and renewables
- 1,400 employees
- Operating in more than 12 countries

KEY MESSAGES FROM TEPUK

- TEPUK retains control of all sites, drives performance and continues to invest in the operations
- GMOC activities will be undertaken by one provider, PBS
- TEPUK and PBS are striving to make the business better than it is today, for even safer and more efficient operational sites
- In scope TEPUK and incumbent Contractor employees are proposed to TUPE transfer either to Ponticelli, Brand or Semco, the selection based on their trade position

WHY A GMOC?

A **SIMPLIFIED** operating model,
consistent across all sites


STANDARDISED contracts and
organisations

ALIGNED methods and
interfaces

INCREASED collaboration
and cooperation between
assets

Complies with **OCA**
recommendations

NEW OPERATING MODEL FROM Q2 2020

Discipline \ Asset					WOS	NNS	ENS	CGA	CLZ
GM	Maintenance Eng.	Project Eng.	Common Services	Gen MNT/O&M	ONE GMOC 				
FM				Piping/Structure/ Construction					
				Scaffolding/Painting/ Insulation					

NEXT STEPS FOR EMPLOYEES ELIGIBLE TO TUPE TRANSFER

TEPUK, PBS and the current incumbent Contractors are undertaking a huge workload in this transition phase, with a targeted GMOC contract commencement in early Q2 2020. Our goal is to welcome you to the business, answer any questions you may have, and reassure you of an exciting future in PBS.

We are working with the following timeline:

February: Transfer of information from incumbent Contractors to PBS

March: Consultation with eligible employees (by current employer)

April: Effective transfer to PBS

We appreciate that you will have questions relating to the transition and how this will affect you. In the first instance, we ask that you contact your current employer.

During the coming weeks we plan to meet with your current employer to discuss the transition plan in detail, as well as their communication plans with you and your colleagues.

We look forward to welcoming you to PBS.

Safety is part of our DNA



YOUR PBS TRANSITION TEAM



Olivier Renaud, GMOC Director

Olivier graduated with a Master of Engineering Degree and has 15 years of maintenance and project management experience within Ponticelli in the oil and gas industry. He has recently managed large offshore projects in Congo and Angola.

Since contract award, Olivier has been appointed by PBS as having overall responsibility under the GMOC contract for the transition period and will be in charge from contract commencement date of PBS's operations.



David Strang, Transition Operations Manager

David is a qualified Civil Engineer with 30 years' experience, 10 years of that within the North Sea. He has spent the last 10 years managing industrial services contracts and projects offshore.

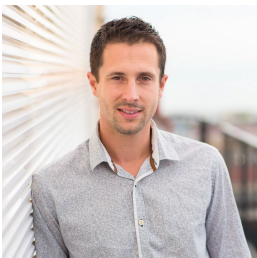
David is currently the Transition Manager for PBS and is overseeing and supporting the PBS team in the delivery of all identified transition scope.



Jason Grey, Transition HR Lead

Jason has 20 years of offshore industrial services operations and project management experience within the oil, gas and renewables industry in the North Sea. In his current role he has accountability and responsibility for all HR and training aspects during the transition phase.

Jason has a degree in Business Management Administration and is a Chartered Member of the Institute of Personnel Development.



Grégoire Wackowicz, GMOC Asset Focal Point - NNS

Grégoire has over 10 years of offshore industrial services operations and project management experience within the oil and gas industry and also holds Material and Welding Engineer Degrees.

He has successfully managed various and diverse transitions, as well as new ISO certifications, fabrication yards and the opening and development of Subsea Fabrication Services within Ponticelli.

In his current role he has responsibility and accountability for NNS assets, Alwyn, Dunbar and Gryphon.



Kenny Murray GMOC Asset Focal Point – CNS

Coming from an electrical engineering background, Kenny has over 20 years of maintenance and project management experience within the oil and gas industry. Recent projects include Clair Ridge, Mariner and Culzean within the North Sea.

In his current role he has responsibility and accountability for CNS assets, Elgin-Franklin, Culzean and Alisa.



Etienne Passot GMOC Asset Focal Point - WOS

Etienne, a graduate mechanical engineer, has worked for Ponticelli for 12 years and has extensive experience in maintenance contracts, particularly in gas storage and chemical processes.

In his current role he has responsibility and accountability for the West of Shetland asset.