



Local Participation Policy

This Subsea & Pipelines Engineering Consultancy (SPEC) Policy affirms the responsibilities, commitments and actions of the Company, its Directors, employees, contractors and associates in meeting the Company's standards for supporting the development of local and Indigenous employment and business opportunities, and benefitting the communities and environments where we operate.

Our Commitment

This Policy states that wherever possible SPEC will consider awarding contracts to, employing and supporting local and Indigenous suppliers, businesses, employees and partners. Wherever possible we will also contribute to the education, training, skills development and business capabilities of local people.

Our Actions

In order to meet the Company's commitment to maximising local and Indigenous participation and content, the Directors, personnel and any third parties acting in the name of the Company undertake to:

1. Purchase goods, services, materials and resources from local and Indigenous providers and suppliers wherever possible.
2. Include a local and Indigenous participation and content clause in all tender documents, encouraging local and Indigenous businesses to bid.
3. Consider suitably qualified and experienced local and Indigenous candidates for all available employment positions, encouraging and assisting their applications where appropriate.
4. Offer preferences to bidders who include a local and Indigenous content and participation clause and/or Policy in their bid.
5. Participate in and/or contribute to the training and education of local and Indigenous people wherever possible.
6. Provide active support for local and Indigenous business in the areas where we operate.
7. Ensure that all record keeping is diligent, up-to-date, accurate and true.
8. Report any behaviour that may breach any part of this policy to the Supervisor, Manager or Director responsible for the conduct of this Policy.

Matt Lancien
Principal Engineer & Company Director