





Contents

02/03	<u>Our Approach</u>
04/05	<u>Drilling Marine and Subsea</u>
	<u>Engineering and Technical</u>
06/07	<u>Construction and Operations</u>
	<u>Human Resource Services</u>
08/09	<u>Corporate Support</u>

Core Values

People

Global's people make our success possible

- We will provide a secure, safe and challenging environment, promote a positive attitude and encourage personal development
- We will create a culture centred on care, respect and reward

Integrity

Global's integrity is not negotiable

- We will maintain the highest moral and ethical standards
- We will honour our commitments and reflect respect and trust in all relationships

Quality

Global's quality is assured by performance excellence

- We aim to deliver above our clients' expectations
- We will research and develop innovative solutions to remain best in class

Welcome



Global Resources is synonymous with cost-effective delivery of high quality, fully-integrated resource management solutions. Part of the Global Energy Group, we serve the international oil and gas industry and other sectors, including petrochemical, power generation and renewables.

With an impressive portfolio of blue chip clients we supply personnel to operators, large engineering and drilling, subsea, marine and service companies across the globe. We are valued by those companies for the high level of service we deliver and for always being responsive to their needs.

We provide proven people and HR services for all operational function areas and project stages of:

- exploration and production
- design engineering and construction
- drilling
- marine and subsea

With offices in Aberdeen, Dubai and key oil and gas activity areas, we are supported by in-country partners and full corporate services. This enables us to deliver optimum resource management services of local nationals and expatriate personnel.

Many of the personnel Global Resources provide have worked on numerous previous projects with us, giving a continuity that benefits both us and our clients. Working in four groups – Drilling, Marine and Subsea, Construction and Operations, Engineering and Technical and Human Resource Services – the highly motivated and professional members of our recruitment teams are experts in their market sectors. Client-focused and trained in attested recruitment practices, they have extensive experience in all aspects of resource management supply.

Team members are used to meeting the tight deadlines often required in the oil and gas industry and other sectors we serve. They continuously update their knowledge of market demand, resource availability and the commercial expectations of our clients and our assignees.

A firm commitment to ensuring the highest standards of health, safety and quality is central to all our services.

A handwritten signature in black ink, appearing to read 'Alan Mathers'.

Alan Mathers
Group Director

Our Approach

Our fully integrated approach to the resourcing process is highly successful and of proven benefit to our clients and assignees.



Key features of this approach, which is used across our four groups, are:

- designated client focal points
- use of known personnel
- sharing of information and knowledge
- direct control of:
 - payroll
 - invoicing
 - administration support

State-of-the-art recruitment tools, tracking systems and industry knowledge, combined with our systems and practices and reinforced by ISO 9001

quality accreditation ensure we supply the very best candidates to match clients' contract or permanent needs.

Whether a client needs one person for a job, a whole team, or management of an entire project team or crew, at Global Resources we are ready and fully-equipped to meet their requirements.

Our recruitment services deliver highly flexible human resource solutions that are fully responsive to the peaks and troughs in demand in the modern oil and gas businesses and other sectors.





Drilling, Marine and Subsea

We have an exemplary record in supplying the best available drilling, marine and subsea personnel, backed with full logistical support.



Able to respond swiftly to clients' needs – from one person to entire crews – we offer a highly effective service 24 hours-a-day, 365 days-a-year.

We supply high quality, experienced and knowledgeable people at all levels of seniority for deck and drillfloor operations and maintenance on platforms and mobile drilling rigs. We also provide personnel of the same high standards for onshore support aspects of drilling marine and subsea operations.

Personnel we supply include:

- operational drilling crews
- maintenance personnel
- marine and deck crews
- procurement and materials / logistic
- onshore technical support

A key to our continuing success in this challenging sector is our pool of proven personnel who have successfully worked for us for many years. This is underpinned by our continual tracking of suitable people through our extensive resourcing system, which maintains a seamless service to our clients and regular work for our highly valued assignees.

Engineering and Technical

We supply qualified, experienced people on a contract and permanent basis, to meet all our clients' specialist needs.



We supply qualified, experienced people on a contract and permanent basis, to meet clients' needs in the oil and gas, petrochemical, pharmaceutical renewable, nuclear and power generation across the whole spectrum of engineering, technical and supporting disciplines, including:

- design engineering
- operations
- costing and planning
- supply chain
- HSE
- integrity

As well as full professional credentials and experience, our people bring in-depth knowledge of the latest methodology of their disciplines to the projects they are assigned to.

Global Resources' skilled engineering and technical team provides project and management professionals to match every requirement, covering:

- conceptual
- engineering design
- construction
- commissioning
- start up
- maintenance
- decommissioning
- sub-surface
- well engineering

At Global Resources we take great care and pride in selecting the right people to meet clients' needs. In doing so, our in-depth knowledge and resourcing systems are enhanced by thorough background checking of assignees' suitability.

Construction and Operations

We rapidly mobilise the right personnel – from one person to complete construction and operations teams.



The people we supply are constantly tracked to ensure we meet the fluctuating demands for skilled labour.

Our core teams comprise construction, commissioning and maintenance personnel at management, supervisory, technician and deck operations levels for:

- production operations
- electrical and instrumentation
- mechanical and pipefitting
- scaffolding and rigging
- welding and fabrication
- material and logistics

Supplying tried, tested and proven personnel enables us to offer increased assurances on competence and commitment to safe working.

Our well services division comprises highly experienced team members, including engineers, supervisors and operators, fully competent in pipeline and process pre-commissioning – from contract award through to completion.

Functions undertaken by team members include:

- hydrotesting
- flooding, cleaning and gauging
- dewatering and vacuum drying
- chemical cleaning
- flange management
- nitrogen/helium leak testing
- nitrogen purging
- pipefreezing
- coiled tubing

Human Resource Services

Supporting our successful recruitment business is a full range of human resources consultancy based services.

Our specialist staff can assist with specific parts of a client's human resourcing needs, complementing the activities of their own HR team and providing services such as job profiling, job description and person specification writing, salary reviews and market intelligence.

Also included in the full suite of HR services we provide are:

- consultancy
- recruitment campaigns
- executive search
- media selection
- vacancy response handling
- psychometric evaluations
- training and competency assessments

We can also devise and deliver human development and organisational development programmes to meet the specific needs of companies.

No matter what a client's HR needs, Global Resources has the expert and professional personnel to work with their own human resources staff to deliver the best solutions.



Corporate Support

Strong corporate support underpins everything we do.

Paramount within this is our HSEQ commitment. During all stages of the resourcing process we are mindful that we must provide people who are conscientious about their own safety and welfare and that of those they work with.

Inductions, job briefings and feedback forums are continually carried out to ensure our people are always fully aware of their and our HSE responsibilities and objectives.

Best practice is constantly reviewed by our HSEQ department and our procedures are amended accordingly to ensure optimum HSE performance.

As our personnel usually operate under our clients' HSE management systems, close collaboration with those companies is ongoing to ensure policies and procedures are fully aligned, providing a safe working environment at all times.

Complementing this we have a full suite of policy and procedures covering:

- human resources
- information technology
- legal
- financial

This corporate strength allows Global Resources staff to concentrate on serving our customers and providing the best candidates available – hand picking them to match not just the position, but also the culture and ethos of the client's company.

This approach has helped us develop many long-lasting relationships with clients, from which we all benefit.





About the Global Energy Group

Formed in 2005, with main offices in Inverness and Aberdeen, the Global Energy Group is a contracting and service-based company supporting the international energy industry and other industrial sectors through turnkey project solutions and stand-alone services.

Encompassing 10 companies, the group's principal activities are: engineering; fabrication; rig repair and inspection; resource management; supply chain solutions and; pipeline services.

Our business units are run by highly qualified and experienced people who appreciate and understand the needs of our clients. We are known for our innovative approach to providing quality solutions in all areas of our work and the success of our business is based on the high quality of people we have working for us.



Aberdeen Office

In-Spec House
Wellheads Drive, Dyce
Aberdeen AB21 7GQ

Tel: +44 (0) 1224 356500
Fax: +44 (0) 1224 356555
Email: info@global-resources.co.uk
Web: www.global-resources.co.uk

Dubai Office

Level 9, Office 928
Monarch Office Towers
One Sheikh Zayed Road
PO Box 333840
Dubai, United Arab Emirates

Tel: +971 (4) 372 1318
Fax: +971 (4) 372 1319
Email: info@global-resources.co.uk
Web: www.global-resources.co.uk

PART OF THE GLOBAL ENERGY GROUP

GEGROUP.COM
info@gegroupp.com

...working together for success