

SHORE BASE HIGHLIGHTS

 **January - June 2022**

 **Volume 1**

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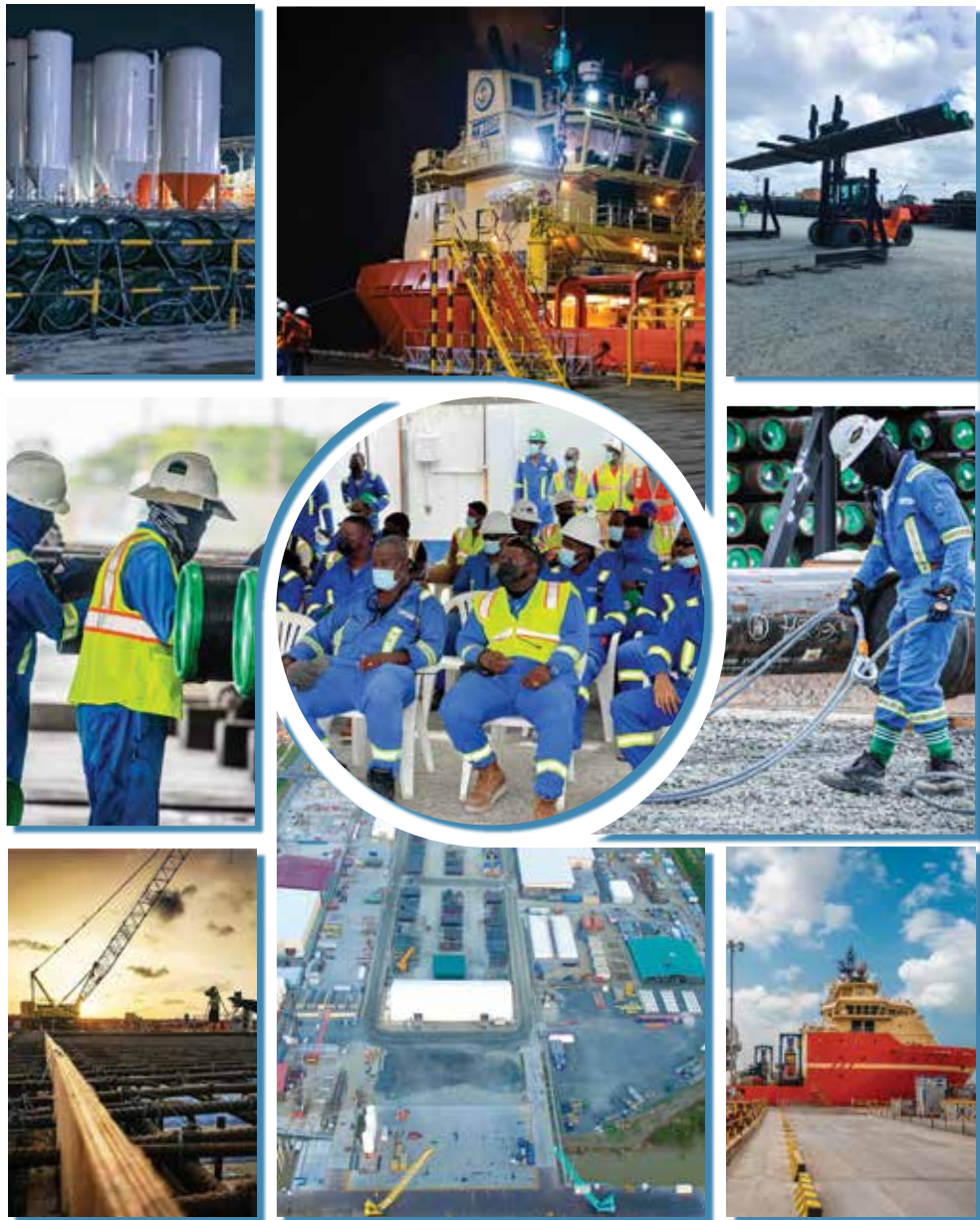
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WELCOME

Welcome to Shore Base Highlights, a quarterly newsletter publication aimed at keeping staff members of Guyana Shore Base Inc. (GYSBI) informed of developments within the company.

As the first edition, we hope this will bridge the information gap among the workforce and ensure we function better as a motivated and inspired team!

Happy reading!





We are pleased to welcome Robert Albiez as our new General Manager and Rabin Chandarpal as the Deputy General Manager.

Both Robert and Rabin are no strangers to the company and bring a wealth of knowledge, skills, and experience to their new positions.



Robert Albiez
General Manager



Rabin Chandarpal
Deputy General Manager

**Congratulations
and best wishes!**

JUNE 2022

WORLD BLOOD DONOR DAY BLOOD DRIVE

In observance of World Blood Day 2022, GYSBI hosted a Blood Drive, where 21 units of blood were donated to the National Blood Transfusion Services.

Some of our staff members who are regular donors, also received tokens of appreciation for their unwavering support over the years.

A huge thank you to everyone who supported this venture. If you missed this one, you can join us for our next blood drive in September, 2022.



JUNE 2022

TEAM GYSBI PARTICIPATED IN THE ENVIRONMENTAL PROTECTION AGENCY'S GREEN WALK 2022



Some of our staff members participated in the Environmental Protection Agency's (EPA) World Environment Day Green Walk, which was observed under the theme, "Only One Earth."

The EPA is an important partner to GYSBI, and we were pleased to lend our support to this initiative.



MAY 2022

GYSBI BECOMES ISO 9001 CERTIFIED

The Guyana Shore Base (GYSBI) has been officially ISO 9001:2015 certified. This certification indicates that our internal management systems are efficient and effective and are consistent with the requirements of the ISO 9001:2015 standard.

ISO 9001:2015 certification can apply to any organisation, regardless of size or industry and helps the organisation to ensure their customers consistently receive high-quality products and services.

In addition to its ISO certification, GYSBI was also presented with the Award of Excellence for its Internal Management Systems.

Thank you and congratulations to the team, including the QHSSE Department, for successfully taking us through this process.





GYSBI AT OTC, HOUSTON, TEXAS

We participated at the Offshore Technology Conference (OTC) 2022 in Houston, Texas. OTC is one of the biggest oil and gas events globally.

During the course of the four days, the booth was visited by Guyana's Minister of Natural Resources, Hon. Vikram Bharrat, Chief Executive Officer of the Guyana Office for Investment (GOINVEST), Dr. Peter Ramsaroop, United States Ambassador to Guyana, Sarah-Ann Lynch, Chairman of the Private Sector Commission (PSC), Mr. Paul Cheong and other dignitaries.



MAY 2022

GYSBI CELEBRATES 2 YEARS LTI FREE

- reiterates commitment to Safe Work Culture

In May, our company recorded a milestone of zero Lost Time Injuries (LTI) for a period of two years.

LTI refers to an injury sustained on the job by an employee, which results in the loss of productive work time. Lost time injuries encompass both temporary injuries that keep the employee away from work for a day as well as permanent disabilities and conditions that prevent the employee from ever returning to the job or performing their regular work tasks.



LTI is one of the key metrics that are tracked in the Quality Health Safety Security and Environment (QHSSE) Programme of a company or organisation to determine its effectiveness.

Andrew Dowson, GYSBI's QHSSE Manager, extended congratulations and hosted a celebration with members of our team.

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“This achievement is as a result of the collective efforts of our hardworking and dedicated QHSSE staff, Operations and Base Managers and the Operations, Field and Support Staff and their unwavering commitment to GYSBI's Safe Work Culture and objective of ensuring everyone gets home safe. We aim to continue to build on this momentum and deliver world-class services at internationally recognised QHSSE standards.”

-Andrew Dowson, GYSBI's QHSSE Manager

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QHSSE AWARDS

Guyana Shore Base Inc. copped two first places and one second place at the Government of Guyana/Ministry of Labour's 2022 Occupational Health and Safety Awards.

GYSBI was adjudged the winner in the Medium Business Category while the award for the Young Workers category, was given to our very own, Harendra Bacchus.

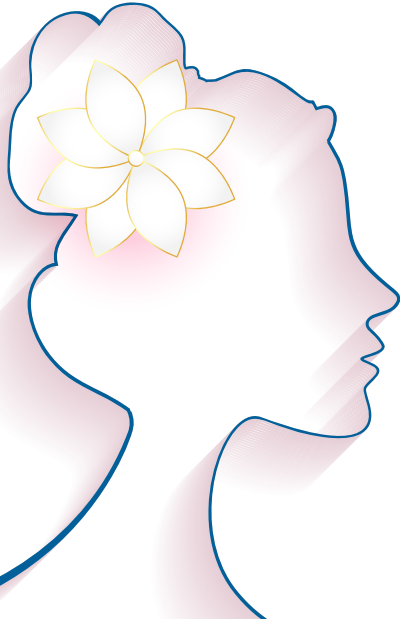
Elroy Vankennie, also a proud member of our staff, was adjudged as the Runner Up in the Individual category.



Congratulations to our QHSSE team, who continue to do an exceptional job!

MARCH 2022

CELEBRATING INTERNATIONAL WOMEN'S DAY 2022



2022 Concept: "Breaking The Bias"



INTERNATIONAL ENERGY CONFERENCE 2022

GYSBI participated in the International Energy Conference 2022, which was held in February at the Guyana Marriott Hotel. The Conference saw the participation of more than 400 delegates, drawn from over 20 countries.

His Excellency, President Irfaan Ali and Prime Minister Brigadier Mark Phillips also took the time to stop by the booth.



WOMEN IN OIL AND GAS

Aliyah Murray-James: Sets Pace for Women at GYSBI

—Praises GYSBI's support for women, especially in non-traditional jobs

Being a woman in a male-dominated technical field can be intimidating—and lonely. But when an enthusiastic, determined woman finds a work environment that is conducive to learning, accommodates gender differences, and values her as a woman, she has all the right ingredients to blossom.

According to Aliyah Murray-James, the construction department at Guyana Shore Base Inc. (GYSBI) is a workplace that caters for a committed woman's comfort and career advancement potential, and she has seized her opportunity to blossom.

Despite having no experience in construction—knowing only about “hammers and nails” as Aliyah jovially put it—she was still able to learn quickly, perform well in her job, and transfer skills she learnt from previous engagements in very different roles.

She initially intended to become a lawyer, but after just three years on the job at GYSBI, Aliyah is now happily ensconced as a technical administrative supervisor, attached to the company's construction department at Houston estate, which is near Guyana's capital city, Georgetown.

The beginning

When Aliyah applied to GYSBI in 2019, she was quite sure she had the background and mindset needed for success in any of the company's modern, high-performance workstreams. “My background prior to my commencement with GYSBI would have been purely and strictly admin,” Aliyah said.

She had been a human resources officer in her previous job, but after researching GYSBI she decided to send an open application to the company because, from what she had found out, she realized there would be tangible growth and development opportunities in many areas of its operations.

Aliyah recalled, “I was thinking: I have qualifications; I'm going to get in!” She was supremely confident that her solid academic record would give her application a competitive edge, especially her postgraduate diploma in international studies from the University of Guyana.

She was successful, and GYSBI engaged her as a technical administrator in the construction department, which was just starting up. She soon moved up from organizing files to full responsibility for the warehouse and tool room inventory,

tracking equipment hours—with little or no knowledge of the tools and equipment!

As the only woman in the construction department when she started, Aliyah worked daily with seven male colleagues: two were project managers and the rest were field workers. This gender disparity did not daunt her at all; in fact, she was able to get a feel for the job early and move into high gear seamlessly.

Finding her flow

When it came to logging equipment hours, Aliyah noted that sub-contractors did not make it difficult because they had checklists with information that could be easily extracted. But she knew that she needed to familiarize herself with all tools and equipment, so if a discrepancy ever arose, she could investigate it herself.

“I went out in the field and I saw a whole bunch of equipment. I didn't know what a man-lift was...what an excavator was...what anything was.” Luckily, a colleague who was a Computer-Aided Design (CAD) engineer gave her the lay of all the equipment and their purposes. “I eventually learned all the equipment,” she said.

Since her job required a lot of work out in the field, Aliyah was able to learn about much more than tools and equipment. In time, she was able to acquire a keen understanding of construction

materials and procedures, and her male colleagues were a great help. “They treated me like the queen of the office, they honestly did. So, anything that I wasn't sure about, I would ask questions, they would clarify it for me.” Their camaraderie and support smoothed her path along this progressive learning curve, she explained.

GYSBI also contributed meaningfully to her personal and professional advancement. She said the company facilitated her participation in several training programs and seminars, and also fully supported her studies as she acquired the acclaimed Certified Associate of Project Management (CAPM) qualification.

In June of 2021, and as the organization grew, Aliyah was promoted to the position of Technical Administrative Supervisor. Looking back, Aliyah is very proud of this period of professional growth, and attributed her high performance to GYSBI's outstanding culture of care and support for every member of staff.

Care and support

Aliyah said the company demonstrated this to her very clearly when she was just one month into the job. It occurred when she experienced an immense personal challenge after her father suffered a stroke that severely impaired his ability to look after himself, and she became one of his primary caregivers.

She did not know how to juggle her work and caring for her father at home and, after careful consideration, she decided to

quit her job. “It was something at that point in time I had to deal with. I don't know how he would have progressed, if he would have gotten better or not.”

However, GYSBI pressed her to explain her decision to leave, and on learning the reason, the company asked her to stay on and put a flexible work arrangement in place for her that allowed her to care for her father until she found a suitable caregiver to replace her. This surprised her because she was still on probation.

Reflecting on GYSBI's remarkable empathy and support, Aliyah said, “That was something that I really appreciated because a lot of companies wouldn't have done that for me, and it was very nice to know that you're appreciated in the one-month span that you were there.”

Eventually, much to her distress, her father's health deteriorated and he eventually passed away. When that happened, Aliyah said she was touched by the fact that the entire GYSBI construction department, which had grown considerably in the months after she started, came to the funeral to show support as she grieved.

“Everybody came...every single person from the department...some were there in their safety clothes...I was very much surrounded by a supportive team even though it was a male-dominated department...The guys were very much accommodating. I have never felt any inequality... There's literally no disparity there,” she affirmed.

Growing with GYSBI

GYSBI's accommodating environment and Aliyah's personal strength have allowed her to grow and, in her words, feel a sense of personal achievement in all that she has learned. She said she has grown from someone who was very timid and quiet, to someone who is strong, mature, and outspoken.



Aliyah Murray-James being presented with the Employee of the Month award. (Photos courtesy of GYSBI)

WOMEN IN OIL AND GAS

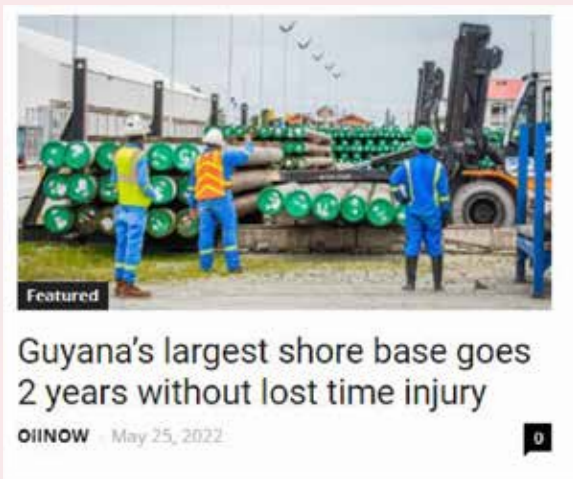
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INDUSTRY LEADER DEVELOPMENT

Positive outlook drives long-term investment in Guyana by shore base frontrunner

— Guyana Shore Base Incorporated (GYSBI) launches significant expansion of services

Guyana Shore Base Incorporated (GYSBI), currently seen as Guyana's premier shore base company, has decided to expand its range of integrated services as the nation's emerging oil and gas industry gains momentum.

The company has been at the forefront of shore base operations for ExxonMobil (Guyana) since its startup. Its operations are strategically located at Houston on the East Bank of the Demerara River, about one kilometer from the central business district of the capital city Georgetown, which provides ready access to the main transit routes of the nation's offshore oil-production sites.

According to General Manager (GM) Sean Hill, an Australian with decades of oil and gas experience, the company is currently ramping up services to keep pace with clients' expectations and a generally favorable outlook for the local industry. He noted that GYSBI began with just eight acres of active workspace; however, in response to the increasing demand for its services, this has grown to 150 acres with four berths, with two additional berths connected to 30 acres on the port side.

"We offer a range of services such as fuel and water, stevedoring, pipe management, and a wide range of lifting and manpower services...we have a 100-acre industrial park. There is a range of clients and services out there, all focused on the oil and gas industry," Hill disclosed. He added that the company is in tune with the industry's growing needs and will offer much more as its expansion program unfolds.

According to the GM, most local berthing facilities are hampered by severely limited heavy-lifting capacity, averaging about 10 tons per square meter, mainly due to suboptimal construction techniques. "The new berths we are building will have a capacity of 100 tons per square meter...This enables us to put a much larger crane on them and lift much heavier loads, both on and off vessels.

"We have decided to proceed with this development because what it means for Guyana is that we can take those services that existed in Trinidad and now deliver all of those services out of Guyana. Once we finish these berths in 2022, there will be a minimal need for any services coming out of Trinidad for Guyana's oil and gas industry," he explained.

Hill pointed out that the additional capacity will boost the company's local content plans, and GYSBI has been working closely and consulting with the Government of Guyana via the Ministry of Natural Resources to help develop a fair and effective national local content policy. He further stated that GYSBI employs 500-plus employees — the majority of whom are Guyanese — and also spends a substantial amount of funds engaging local suppliers.

"Ever Since I arrived in early 2019, I have seen a continual growth and development in all aspects of our contribution to Guyanese local content," Hill commented. He



General Manager of Guyana Shore Base Incorporated, Sean Hill

INDUSTRY LEADER DEVELOPMENT



Expansion works ongoing at Guyana Shore Base Inc. to bring additional berths and lifting capabilities on stream.

said GYSBI is especially pleased that, in a traditionally male-dominated industry, women account for over 16 percent of company staff at all levels—technical, administrative and management—under a strict no-discrimination policy.

Highlighting GYSBI's attractiveness to jobseekers, Hill described the response to three recent job fairs as "overwhelming." The fairs, held at Uitvlugt, Enmore and at Guyana's National Stadium at Providence attracted more than 1,500 applicants. "It was really impressive to see the quality of personnel who were coming out and applying for jobs. "We have already taken on board just over 40 people."

The company plans to hire more staff from a growing pool of potential applicants as it continues its expansion into 2022. That expansion will include the erection of three new warehouses, which is part of approximately 25 percent of planned development works to be completed.

Hill said the main qualities GYSBI looks for in new staff are exceptional ability and a positive, responsible attitude. "We can give you the training. We can give you the tools. You have to come in with the right attitude if you want to take on those tools and better yourself," he advised.

SUSTAINABLE INITIATIVES

Despite its primary focus on oil and gas, he said GYSBI continually seeks ways to reduce its carbon footprint. "Where possible, our lights are powered by solar panels. That is to reduce our heavy fuel load, which is generally used... We have a wash-bay, which can generate a lot of grime and grease with other undesirables into the environment but we do not dispose of that into the environment.

"We have an enclosed recyclable system so we can minimize the impact to the environment. We have also gone ahead with local partners to create sustainable environmental solutions. We wanted to get involved in that activity because the oil and gas industry, like any other activity, generates waste. We want to make sure all of that waste is managed in an environmentally sustainable manner..."

GYSBI's policy is to set up environmentally-friendly initiatives proactively, and the company sees itself as the local leader in pushing environmentally-safe practices. "It is an important makeup of the DNA of this company to ensure we minimize our environmental footprint," the GM declared.

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