

# GM

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# UPDATE FROM OUR CEO

02  
CEO UPDATE

WRITTEN BY CEO JONNY LOGAN

This year has been dominated by one very significant topic. While it wouldn't be reasonable to write about our experience of 2020 and plans for 2021 and beyond, without mentioning the coronavirus pandemic; I would very much like to focus on some of the other elements of our business, in this update.

**This year has brought some really positive success stories, from all over the world of GM**

and I think it's important to prioritise describing some of these, and the huge volume of exciting prospects that are ongoing currently, and upcoming in the next few months.

However, as I said, it is difficult to write a piece like this and not mention COVID-19; so let's get that out of the way early on. The main message that I'd like to convey in relation to this today is one of thanks. The fact that we are all here and working in a stable business with a healthy outlook, and despite everything that has happened in our industry and the wider world this year, can be attributed, for the most part, to one thing. And that thing is a combined effort, by all our people, to keep providing the high-quality services that our clients trust us to deliver, and in keeping the focus on developing new business and on providing the administrative and financial support that every company needs to succeed.

It's important to recognise several things, not least of which is that everyone has had to deal with very different challenges as a result of the circumstances of 2020, and that the impact of these on people's lives (especially some which may not be immediately apparent) should not be underestimated. At the outbreak of the pandemic, I overheard somebody describe the situation by saying "but we're all in the same boat...".

On reflection, I'm not sure that this statement is true.



**"THIS YEAR HAS  
BROUGHT SOME  
REALLY POSITIVE  
SUCCESS STORIES  
FROM ALL OVER  
THE WORLD OF  
GM"**

Sticking with the nautical theme, I think it would be more accurate to summarise that “we are all in the same storm”, but not necessarily the same boat.

This is not to infer that anyone has had an easy time of it. Far from it. Simply to underline the fact that we each face our own challenges and that it is important to recognise the impact of this on everyone.

So, to all of you/us who have faced hardship and loss (including losing friends/family to the disease), who have continued to travel around the globe when necessary to meet our clients’ needs, who have worked large volumes of extra hours, who have spent weeks of 2020 in isolation or quarantine, and the countless other acts of support for the company;

**I’d like to say the most heartfelt thanks for a job well done on behalf of Global Maritime, our colleagues and friends, and of myself.**

A second note of thanks should also go to our clients. If this year has challenged us, then the pressures it has placed on some of our clients are hard to imagine. Despite some very adverse circumstances, many of our clients have gone the extra mile to ensure the safety of our personnel, to have constructive dialogue about how we can tackle the operational and commercial situation together and also to continue to put their trust in GM to continue to deliver the practical solutions to the challenges of the sea, for which we are globally known.

Leaving the pandemic there; let us turn instead, then, to some of the highlights of this year. In 2020, Global Maritime undertook and supported projects that:

- will decommission a Tension Leg Platform in the Gulf of Mexico, in 2021;
- successfully brought the Terra Nova FPSO off station for inshore mooring;
- safely towed more than 15 drilling units for recycling in Turkey;
- connected the world’s largest offshore windfarm to the UK electricity grid;
- decommissioned several production platforms in the North Sea;
- extended the life of the Jotun FPSO, in Norway;
- completed a concept study for the next generation offshore fish farm;
- installed 40km of fibre optic cable at the Njord Field;
- completed Global Maritime’s first IMO Evacuation Simulation;
- connected several German wind farms to the shore grid;
- completed over 60 Inventory of Hazardous Material Surveys (a new service for GM in 2020);
- loaded out, transported and installed the jackets for the North Field Expansion, in Qatar;
- provided MAPS Operator services to BP in Azerbaijan;
- installed subsea pipelines in Egyptian waters;
- installed wellhead templates and pipelines offshore Turkmenistan;
- provided MWS for the Merakes development in Indonesia and the Block H project in Malaysia;
- carried out mooring analysis for drilling activities in India;
- installed LiDAR buoys for future offshore wind projects in South Korea;
- prepared the Johan Castberg FPSO for tow from Singapore to Norway;
- signed deals with new clients for GM’s Digitalized DP Management system;

and that is all before we mention the 560+ DP assurance projects, 100+ rig moves, 1000+ site specific jack-up assessments and all the other great work that we've undertaken this year.

And it's not all about the projects completed. Despite everything that has been going on, there has been a lot of work put in this year to improve some of our administrative and financial processes, and the added burdens of the circumstances have also added to the demands placed on our teams responsible for this.

Continued improvements are being made to Netsuite, which cumulatively have had a positive effect on efficiency and useability. Combined with this, we are collectively getting far better at using the system and that is becoming more apparent in the quality of information and how we can use this to not only calculate and report on our financial performance, but also understand the projects themselves and feed that information back into future tenders and bids. There's still work to do, I'll grant that, but we are getting there. To sum up for Global Maritime, 2020 has been a far more successful year than many of us could have imagined, especially in those dark days in the Spring where the potential impact of world events looked set to deal us a terrible blow. But this success has come at a cost; nothing about this year has been easy, and that takes its toll on the thing this company needs the most, its people.

With Christmas coming up in just a few days, I very much hope that this time will provide those who celebrate this with some opportunity to take some well needed and well-earned rest. It will not be a normal Christmas for many of us (not least here in Scotland, where we will still be under heavy restrictions on where we can go and whom we can meet), but hopefully something to look forward to.

**Wishing everyone a very Merry Christmas and a happy, and safe, New Year.**

# HAS THE PANDEMIC CHANGED THE WAY WE WORK FOREVER?

WRITTEN BY **SARAH JAMES - GLOBAL HR MANAGER**

I think we can all agree this year has been anything but normal.

Since the pandemic began and with subsequent lockdowns, restrictions and changes to life as we know it, we have had to adapt; and quickly. Flexible working in some companies which was not deemed possible before the pandemic became necessary post March. People had to get to grips with new technology which they may not have used or not to that extent before Covid.

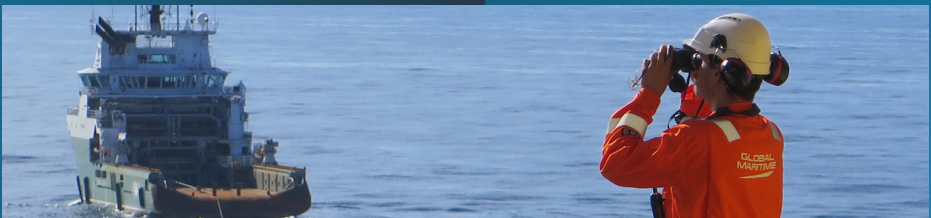
Communication also stepped up in the wake of remote/distance working. Managers and colleagues were encouraged to reach out to their teams more often and ensure they checked in regularly not only to talk about work but also to make sure people were ok from a personal point of view, since work and life were now blurring more than ever. One of the upsides of the current crisis will hopefully be a shift in the way that leaders communicate with their teams and hopefully the empathy and humanity to make it meaningful.

When we think about returning to normal, its vital we don't lose the new connections that have been made. I hope now that when we ask our colleagues or teams "how are you?" we actually want to know the answer. Also we have seen our managers in real life, juggling children, pets and trying to look professional on Teams/Zoom which I think might have made us realise they are more human and relatable than we knew before.



The frequency of communication has become more 'little and often' rather than a bi annual or quarterly update and I hope that this continues. People are looking for connection more than ever.

Finally trust has become a key part of being able to work remotely for those that didn't before. With the absence of physical supervision, managers have had to trust their people during lockdown. And unsurprisingly, productivity hasn't suffered and in many cases, morale has actually gone up as a study shows. Despite the negative effects of the pandemic globally I hope we are able to reflect and adopt some of the positive aspects that are happening in all companies globally.





# A TRULY DIVERSIFIED RENEWABLE ENERGY CONSULTANCY

06

GLOBAL PROJECTS  
RENEWABLE ENERGY

WRITTEN BY  
**THOR KAVLI**  
- GLOBAL COMMERCIAL MANAGER

Although 2020 is a year that will be marked in history because of the Covid-19 crisis, it has also been a year with immense focus on renewable energy and sustainable energy solutions. Global Maritime has fortunately been able to benefit from this focus as the demand for our competence within these fields has increased.

We have been in dialog with new renewable technology inventors and stakeholders for numerous years, coming across numerous good ideas and solutions. Finally, there is now an increased willingness among investors to fund these ideas.

**Below is a short and high-level summary of our involvement in various types of renewable energy:**

**Floating Solar:** We have been involved in two different projects for big industrial players where we have assisted them with design of the floating solar plant, mooring of the solar plant etc. We have also assisted them with the verification of existing market designs and technology, to help find the optimal design solutions for specific locations.

**Floating Offshore Wind:** Global Maritime won the Marine Warranty contract for Equinor's Hywind Tampen project that have just started. In addition, we are working with the Kincardine project (ongoing since 2018) where the first 9.5MW floater is being installed right now. We have been involved in four other floating offshore developments in UK/Europe where we have assisted with general marine engineering consultancy and verification services.

**Bottom-Fixed Offshore Wind:** Global Maritime has been involved in bottom fixed offshore wind within the better part of the last decade. We have now been involved in the installation and/or development of more than 5000 offshore wind turbines globally. Although it might seem 'corny', we are proud to have this track-record and look forward to continuing our involvement.

**Tidal Energy / Wave Energy:** From an offshore perspective the primary focus has been on offshore wind developments the past few years, but we are now seeing an increased amount of interest from other types of offshore renewable energy solutions. Global Maritime has been involved in several early phase concepts to 'mature' such concepts and optimize the technology involved.

Want to know more? Contact us at  
[www.globalmaritime.com](http://www.globalmaritime.com)

# HSEQ GM GLOBAL SAFETY DAY

BY HANNAH CRUTCHLEY

**Global Maritime has successfully completed an initiative, called the "Global Safety Day".**

The purpose of the Safety Day was to have a 'time-out' from work to connect with our colleagues and have constructive discussions about our responsibility for our own Safety and our individual impact on our company HSEQ performance. The workshops were facilitated by the Location Manager with support from the HSEQ department.

All sessions commenced with a video demonstrating commitment to the initiative from our CEO, Jonny Logan, and an introduction video from our Chief Safety, Sustainability and Compliance Officer Hannah Crutchley.

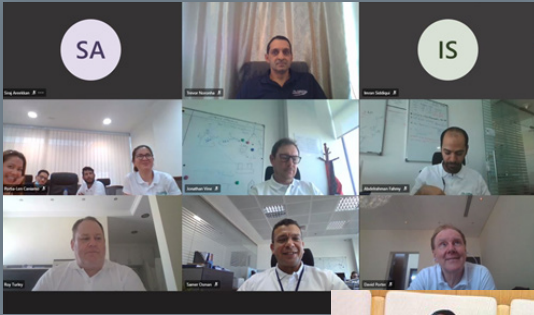
## **The agenda of the workshops included:**

- 2019/2020 HSEQ Performance and definitions
- Refresher on HSEQ Observation Reporting and Customer Feedback
- Refresher on the IOGP Life Saving Rules
- Specific topic relevant to the office/ location, for example, mental health and well-being

The workshops stimulated good conversation about Safety, COVID and continuous improvement suggestions that Global Maritime are implementing into 2021.

**07**  
HSEQ





Abu Dhabi

08  
HSEQ

Asia Pacific

CEO Jonny



Indonesia

London





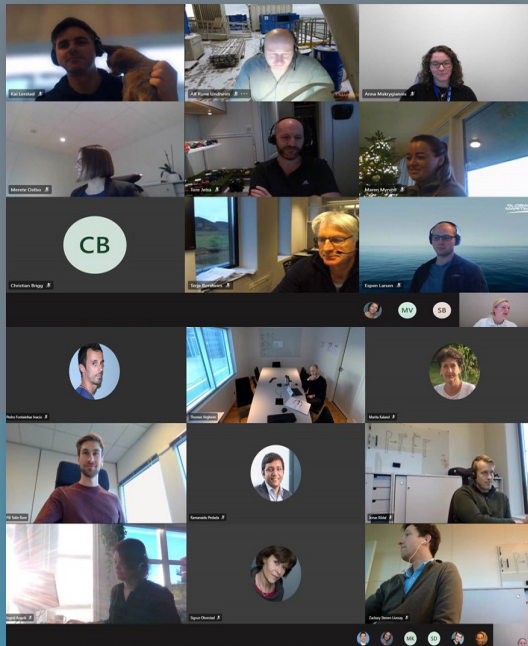


Malaysia

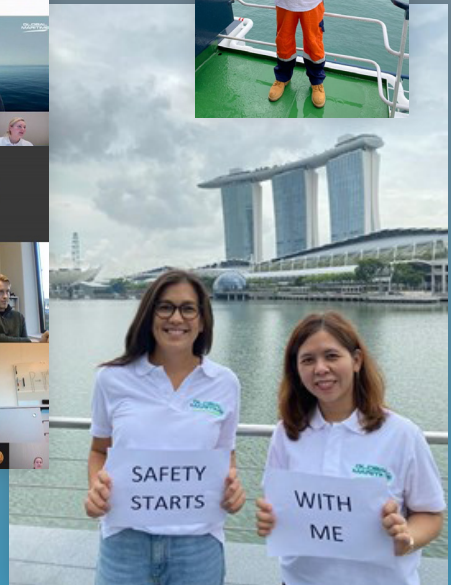


09  
HSEQ

Norway



Singapore



# SEAFARERS DELIVERING CHRISTMAS!

10

BY **HANNAH CRUTCHLEY**  
**CHIEF SAFETY SUSTAINABILITY**  
**& COMPLIANCE OFFICER**

Global Maritime are supporting the **#seafarersdeliveringchristmas** initiative, recognising the 500,000+ seafarers (including offshore divers!) and offshore energy sector workers who continue to work to deliver our medicines, food, PPE, Amazon orders and energy which powers our Teams and Zoom calls and who will not get home this Christmas.

We have asked our Global Maritime team to volunteer to make a video to post on social media or to make a donation to any of the supporting charities.

Global Maritime will match any donation made and give the same amount to the international seafarers charity:

<https://www.seafarerswelfare.org/news/2020/celebrating-seafarers-this-festive-season>



GLOBAL MARITIME

