

To whom it may concern

Please ask for: Stuart Black
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Our Reference: JSB/VM
Date: 25 January 2019

Dear sir/madam

Subsea 7 has been fully operational for over 40 years in Caithness and The Highland Council (THC), and its predecessor local authorities (Highland Regional Council and Caithness District Council), have enjoyed a positive relationship with the multi-national company over this period. Planning, and the subsequent facility development, have all been completed on a collaborative basis to ensure that the site was constructed in keeping with the local development plans, environmental needs and area requirements.

The chosen location in 1978 on the shores of Sinclair's Bay, involved passing over one of Scotland's most beautiful beaches and heads in a landward direction for 7.8 kilometres over farm and peat lands. The site also neighbours a Site of Special Scientific Interest, one of the highest environmental designations in the UK. I can confirm that Subsea 7 works hard with all the various statutory agencies to ensure that the bundle pipeline construction process meets or exceeds all the environmental requirements for such an area. Subsea 7 continuously ensures that all stakeholders, visitors and tourists are duly considered and accommodated as part of the operations taking place at Wester Site.

Throughout their tenure, the local management team, supported by their Aberdeen office, has operated with a high degree of corporate social responsibility, contributing greatly to community life and various events e.g. beach cleans, and educational programmes with local schools. They also operate a Performance Recognition Scheme which has delivered hundreds of thousands of pounds in financial support to local community organisations over the past 40 years.

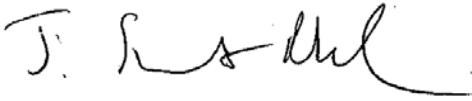
Subsea 7 has provided significant economic benefits with a predominately local work force of around 150 people. This brings high quality job opportunities for a wide variety of skill sets. Caithness, and indeed the Highlands, has benefitted greatly as a result of this world class

pipeline fabrication site operating in the area. It is considered a key long term employer following the downturn of the fishing industry and the reduced requirement for labour in the agricultural sector.

To summarise, Subsea 7 has been an important player in the continuing economic development of the North of Scotland, and has done so with the highest regard for the environment and the local community.

Please do not hesitate to contact me if you require further information.

Yours faithfully

A handwritten signature in black ink, appearing to read 'J. Stuart Black', with a long, sweeping underline.

J Stuart Black
Director

January 2019

To whom it may concern

SUBSEA 7 IN CAITHNESS

Highlands and Islands Enterprise (and its predecessor body Highlands and Islands Development Board) has been supporting the economic and socio-economic development of the north of Scotland for over 50 years. In that time there have been a number of key regional success stories, one of which has been the creation and subsequent growth of the company now known as Subsea 7.

Subsea 7 began life in Caithness in the 1970s as Kestrel Marine, and the company remains an integral part of the local economy. Its reputation within the North Sea oil & gas industry in the UK is unrivalled, but even more importantly for the north of Scotland, it is an important source of employment. Since its initial phases of work, the facility in Caithness has provided high quality employment to around 150 staff, and it is a testament to the company's operation that its workforce has consistently been able to contract and expand according to workload.

The company is widely seen as a positive contributor not only to the area economy in terms of direct wages, but also as a supporter of the area's wider economy in terms of its strong relationships with local supply chain companies. And it has been heartening to see the sustained effort and commitment of its staff in supporting the social wellbeing of the communities from which it draws its staff.

Over the past 40 years Subsea 7 has been a force for good in the north of Scotland: it continues to live up to its own high standards of corporate responsibility, as well as helping future economic opportunities in our area.

Yours sincerely

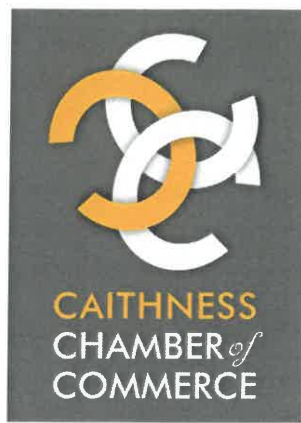


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STRONGER TOGETHER

To whom it may concern,

I am writing to you today on behalf of Subsea 7, to outline the company's positive impact in the North Highlands of Scotland.

Caithness Chamber of Commerce is the lead organisation representing business within the area. It actively works to support and promote businesses from all sectors and is working alongside key agencies within the area on regeneration plans to ensure that the region has a vibrant and sustainable future.

Subsea 7 is one of our Silver Premier Partner members and a major employer in the local area. It has had a base in Caithness for the past 40 years. Premier Partners are high level memberships and as a Chamber there is very little we can do for Subsea 7 which it can't access for itself through its multi-national corporation. However, it takes its corporate social responsibility extremely seriously and by being part of and supporting the Chamber, it is helping the local business community. It also contracts with the local supply chain and has a sizeable associated spend in the local economy.

Caithness has a strong heritage in manufacturing and engineering, despite the geographic and demographic challenges we face and Subsea 7 has played a significant role in that success. Wick, the burgh town of Caithness is the nearest town to Subsea 7's sites and it has gone through significant challenges, particularly being hard hit by the decline in the fishing industry. Subsea 7 has played a major role in the regeneration of Wick Harbour which has led to significant investment, firstly with a new marina in 2012 and now acting as the Operations and Maintenance base for the Beatrice Offshore Wind Farm.

As well as using the harbour at Wick, Subsea 7 uses the rail infrastructure in its commitment to green procurement, ensuring items are delivered in an environmentally pro-active way and in fact the company were instrumental in the reopening of the far north rail line in 1994.

It is also committed to environmental sustainability with its fabrication site at Wester being situated beside a European Site of Special Scientific Interest (SSSI) established to conserve and protect the wildlife and ecology of the area. Subsea 7 ensures its activities do not impact the SSSI and regularly organises beach clean-ups, quite often with the local school, and supports local rangers and ornithological groups.

Unlike many large employers, it has made efforts to play a real part in the life of the community. This goes beyond the usual surface-level activities like sponsoring the local football team, with the company taking a close interest in helping to build a lasting legacy for the North Highlands.

It has also been actively involved in the Chamber-led “Developing the Young Workforce” initiative, working with local schools to help pupils develop the skills they will need as they enter the workforce for the first time. The majority of Subsea 7’s staff are employed from the local area and training is at the heart of the company.

The General Manager of the local site, Willie Watt, is himself a community stalwart, acting as one of the deputy Lord Lieutenants of Caithness, and giving generously of his time to promote all aspects of life in the area.

When we talk up our inward investment pitch, we always cite Subsea 7 as one of our examples, as it demonstrates our connectivity and ability as an area to work in global markets, despite those demographic and geographic challenges. In the Far North of Scotland major employers can be counted on one hand and as we look back at Subsea 7’s immense and valuable contribution to the area over the last 40 years, I have no doubt that without its influence and support, some of these things wouldn’t have happened or would have taken longer to develop.

This is just a short synopsis but hopefully it gives a flavour of how Subsea 7’s presence here in the North Highlands has proven to be of great benefit to the area. I hope you have found this useful to see how a similar community has been impacted by a multi-national corporation.

Yours sincerely,



Trudy Morris
Chief Executive

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