PNL-NCD-0804-1006

# NIGERIAN CONTENT POLICY

Profogas Nigeria Limited has as its cardinal policy, the provision of the highest possible benefits to the Nigerian people and the Nigerian economy in general. We believe that this can only be achieved when a greater percentage of work and services are carried out in Nigeria and by qualified Nigerians.

The following have always been the company's operating guidelines.

1. Evaluate the services to be performed and the community affected by such services.
2. The local content of the service should reflect the value added in Nigeria via the utilization of local quality labor and material resources etc. in large quantity.
3. Access the job opportunities offered by the services to be performed.
4. Ensure that 60% of the unskilled and semi-skilled labor are employed from the locality.
5. Ensure that another 60% of the skilled labor is Nigerian nationals and a greater percentage of this from the immediate communities (if available).
6. Advertise, recruit and train Nigerians to take up opportunities offered by the service.
7. Monthly reports are made to immigration department on the number of Nigerian nationals understudying or working with the expatriates.
8. Where contracts involve equipment and manufactured goods, local subcontractors must be encouraged to take up such. In this regard accurate data and documentation and books are kept for either audit or review or inspection.

Our workers will be continuously trained to update their knowledge and skills for greater efficiency. From time to time we organize as a deliberate policy seminars and workshops to make our staff proficient on their jobs. These include refresher and retraining courses in all relevant areas of job execution at hand.

This Policy shall be regularly reviewed to ensure ongoing suitability. The commitments listed are in addition to our basic obligation to comply with Profogas Nigeria Limited standards, the Nigerian Content Act, and other applicable laws and regulations where we operate. This is critical to our business success because it allows us to systematically minimize all losses and adds value for all our stakeholders.

**UMOH EFFIOM**
**Managing Director**
**September 7, 2020**