



# TEXO TALK

2023 HIGHLIGHTS

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## Review of 2023

TEXO has experienced a remarkable year, marked by significant achievements in various aspects of operations. Managing Director Chris Smith and Brand Executive Alan Conway speak about their highlights and aspirations for 2024.

*"A significant development was the expansion into the utilities sector, exemplified by the company's role as principal contractor for a regional water supplier. This landmark project serves as a testament to the group's capacity to expand into new domains and leverage opportunities in untapped markets."*

*"Diversification remains a key focus in 2024, with plans to explore and penetrate new industries. My ambition is to operate in five distinct sectors, ensuring no more than 20% of revenue is derived from any one sector. This strategy aims to enhance the our resilience during economic downturns".*

TEXO has further expanded its geographic reach, venturing into new markets with remarkable success. *"A particular highlight is the establishment of a presence in South America, spearheaded by the efforts of project manager Craig Macintosh. This expansion demonstrates the group's multi-disciplined capabilities, extending beyond oil and gas operations."*

Despite the rapid growth, TEXO remains committed to maintaining its established reputation. *"Upholding a respectful and transparent approach, emphasising community engagement and open communication is extremely important to us,"* commented Alan Conway. *"Town hall events and Q&A sessions foster a culture of transparency and address stakeholder concerns."*

TEXO's participation in the Offshore Europe exhibition was a resounding success this year. *"I commend the team for shifting the focus from traditional self-promotion to highlighting the company's contributions to charitable endeavors. This strategic move resonated with industry leaders, garnering recognition for TEXO's commitment to social responsibility,"* says Chris.

*"In conclusion, TEXO has demonstrated remarkable growth and innovation throughout 2023. Our expansion into new sectors, establishment of international operations, and commitment to social responsibility position us for continued success in 2024 and beyond."*



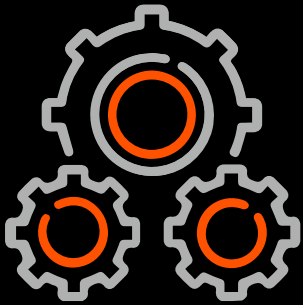
**Chris Smith,**  
Group Managing Director



**Alan Conway,**  
Brand Executive

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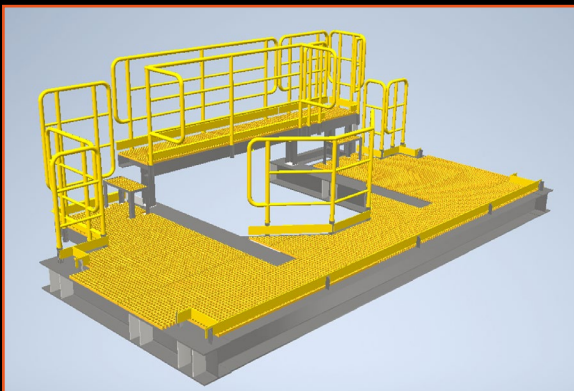


## TEXO Engineering & Fabrication

TEXO Engineering and Fabrication deserves a well-earned rest over the holidays. The division has had an extremely busy year, with a brand new contract for BP and all hands on deck.

### A contract award for BP

TEXO Engineering & Fabrication was awarded a 3-year contract from BP to do Engineering, Design & Fabrication for the UK North Sea assets for Repair Orders, we were tendering against some experienced companies but within period of performing ad-hoc services to BP, our reactiveness and agility to meet the clients needs and expectations was a real key attribute during the decision process.



### Selected by Mocean Energy

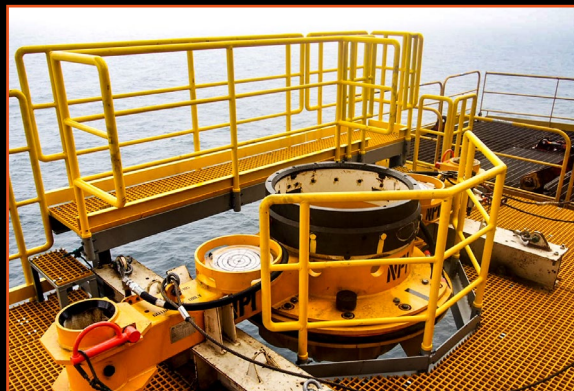
“We were selected as the preferred fabricator and secured a 3-year contract for Mocean Energy,” says Director, Donny Marshall, “and one of the reasons we were chosen was our E&D capabilities – we’re getting involved at concept stages, providing consultancy on the best way to make things work.”

### Valaris 72

Between March and June, the team worked on the jackup rig Valaris 72, replacing a huge 40 tonnes of corroded steel. “This year we’ve had more work than we could handle alone, so we’ve doubled our staff, and then we had to put a lot of effort into recruitment and training. Despite that, we’ve kept our standards high – proud to deliver this on time and on budget!” says Donny.

### New Year goals

With growth and training expected to continue at pace, the division will be looking for opportunities to expand and publicise its work in new sectors. “We’re doing a lot of work in renewables and gas as well as the marine subsea sector, so we’ll be planning to get more exposure for those projects,” adds Donny. “Asset Integrity is looking to push into the Utilities sector and we’ll be identifying ways to support them in that.”



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## TEXO DSI

At TEXO DSI, no day looks the same – from flood modelling to high-risk inspections, and even recording drone footage for local youth teams – their scope is broad, and the division has had a busy and rewarding year.

### Flood planning for the Environment Agency (EA)

To assist the EA in improving flood defences around the River Witham, TEXO DSI was commissioned to collect different types of data from a 50km stretch of waterway. The project required deployment of high-end LiDAR technology to collect inspection imagery along the banks. DSI brought together a team of 19 people for 6 weeks to provide the EA with extremely detailed information which will help them to predict and manage flooding in the local region.

### Offshore inspections in confined spaces

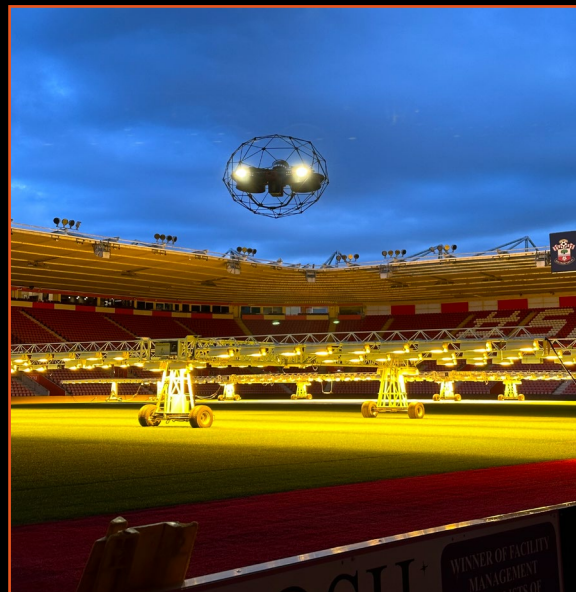
DSI specialises in gathering data for inspections in high-risk or confined spaces, such as cargo oil tanks. According to Director James Arnott, “We focus on inspecting Olympic pool-sized oil tanks, and this year, we implemented cutting-edge technology to perform visual inspection and laser scans of the environment – potentially a global first. This innovative approach allowed us to generate comprehensive 3D layouts of the tanks, uncovering both their structure and any damage present. This

detailed information empowers our client to strategically plan maintenance and necessary adaptations.”

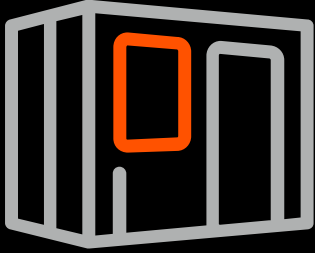
### New year goals

On December 1st, James Arnott assumed the role of Director at TEXO DSI, with his primary focus set on building both the business and its people. Reflecting on the past year, James highlights the significant additions to the division, including Andy Bradford, a seasoned senior surveyor; Craig Macintosh, entrusted with expanding operations in South America; pilots Tom Williams and Ken Brooksbank; trainee surveyor Tim Howell, injecting a real spark into the office; Andras Sandor, highly skilled in 3D visualization and mapping; and Mike Hibberd, the safety manager dedicated to cultivating our safety culture and advancing our standing in the drone industry.

Looking ahead to 2024, James envisions substantial expansion for the division, placing a strong emphasis on investing in training and coaching personnel to ensure the growth of both the business and its people, ultimately leading to the delivery of exceptional client service. As James asserts, “This is our year to set the pace and build a thriving future together!”



# TEXO TALK



## TEXO Workspace Solutions

TEXO Workspace Solutions has extended its global reach this year – with diverse projects ranging from one of Edinburgh’s top-performing high schools to a rig in Brazil.

### All Around the World

No matter where, TEXO are there – and nothing proves that more than our Offshore Accommodation Division who have found themselves supporting their ever-increasing client base, no matter the location.

“It has been great to see the growth over the past five years,” says Richard Lamb, Divisional Director. “We pride ourselves in delivering a no-nonsense service from survey to execution, and understand the importance for the wellbeing of all on board that we cause minimum disruption whilst we deliver a safe, quality and cost-effective package.”



### Modular Division

With another year under our belts, we reflect not just what we have produced, but where we have built it. From Thurso to Felixstowe, we have covered the length of the country installing everything from schools, offices, welfare, security, accommodation, control rooms, equipment rooms, border control and gym pods.

From education, airports, ports, refineries, offshore, construction, renewables and leisure, our Modular Division can develop a solution to deliver any building on a modular form – be it temporary or permanent. We have also developed a net zero solution to ensure we are doing all we can to mitigate the environmental impacts.

The benefits of modular build continue to increase, and with the continued expansion of our Inverurie facility we can handle the largest of projects in the safest of environments. 2024 will see us continue the trend across the UK and into Europe following a significant project win for a Refinery CCR in Germany and other project developments in Greenland and Italy.

### HVAC & Refrigeration

With an increased workload within our Offshore Accommodation and Land-Based Modular divisions, it seemed only natural that we would look to expand our HVAC & Refrigeration service to support these areas. Following a successful year, we made a strategic move to increase our capabilities by putting in place a senior team with a proven track record in design, manufacturing, project management, installation, and maintenance. “This has been a significant move for us,” says Richard Lamb. We were sure that the new team would be a perfect fit, sharing and buying into our way of operating and ensuring our clients always receive the best of service. The combination of experience along with the TEXO support has been welcomed by our existing and new customer base.”

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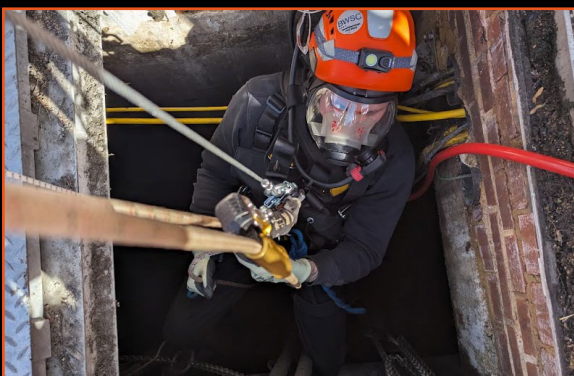


## TEXO Asset Integrity

TEXO Asset Integrity prides itself on the ability to scale up and quickly mobilise multi-disciplined teams for every project. Director Colin Smith estimates that the division has trebled its workload this year, including a significant 8-year utilities contract.

### Water Works Underway

A regional utilities supplier appointed TEXO Asset Integrity as principal contractor in 2023. “We had boots on the ground in March, supplying confined space entry and rope access, working with a third-party team,” explains Colin. This 8-year agreement could yield further work, as it is “growing in scope by the month,” he adds.



### All Hands on Deck

In an emergency, the division can be trusted to rise to a challenge. “One client had a shutdown in the North Sea and needed 18 personnel and all the necessary equipment in 5 days,” says Colin. “They were let down, last-minute, by another vendor, so they came to us. We got the teams mobilised and all equipment prepared and organised. Now there’s potential for further work supplying personnel in mechanical engineering, maintenance and inspection.”

### New Year Goals

“Jamie Hailes, our new project manager, has been driving forward with the utilities client and winning a lot more work,” says Colin; “our workload trebled this year and we hope to do the same in 2024.” The division will be investing in equipment and recruiting in early 2024, with an eye to expanding operations. Patrick Gallagher’s come on board as Technical Director, with a remit to expand into more sectors – including more utilities and oil and gas operators.



# TEXO TALK



## TEXO Port Services

TEXO Port Services had a 'supersized' 2023 – building the large subsea drill template and three subsea vehicles for the renewables sector. The division has been building rapport with new clients and collaborating with other divisions, showcasing TEXO's diverse strengths.



### Large subsea drill template

Facing an incomplete structure, our client sought TEXO's expertise. By leveraging our integrated capabilities, we seamlessly undertook both fabrication and installation from a single location. This collaborative approach, including dedicated office space and support from other divisions, ensured project success.

### A subsea vehicle for the renewables sector

Perhaps the headliner for this year – our subsea vehicle plunges to a depth of 3000m to lay power cables for offshore turbines, keeping them safely buried and operative. "We did the full fabrication and assembly, hydraulics, electrics: this project got a lot of attention and increased our reputation in the renewables sector," says Alan Conway.

### Goals for 2024

"70% of all vessel and fabrication work this year was in renewables, and we'd like to do more on the vessel side, from Port of Blyth and other ports; we've worked on mobilisations from Dundee down to the Port of Sunderland, Port of Teesside, Hartlepool, so we're building a good reputation at different ports."



# TEXO TALK



## TEXO Recruitment

**TEXO Recruitment has proven to be a dedicated and dynamic team this year, functioning as a closely-knit unit that goes above and beyond for the success of the TEXO Group.**

Their relentless efforts have contributed significantly to the expansion of the division's output. In addition to generating an impressive six-figure revenue from external sources, TEXO Recruitment has actively supported other divisions, making substantial contributions to the success of some of the Group's most significant projects.

### Recruitment for Valaris 72

Engaging in the recruitment efforts for the Valaris 72 project from March to June, TEXO Engineering underwent a substantial collaboration with the Recruitment team. Director Debra Bruce notes, "Working closely with Engineering on the V72 project was a notable highlight of this year. It represented one of the largest projects we've undertaken in quite some time, necessitating a significant up-manning effort of approximately 50-70 personnel. Notably, our team had a physical presence on-site as well working with the project managers and getting an insight into the day-to-day running of this project. Despite facing some last-minute challenges, the project came together smoothly, underscoring the effectiveness of our collective approach."

### Growth and Diversity

In 2023, the external arm of our Recruitment division demonstrated exceptional growth. We are proud to have extended our reach across various sectors, including construction, engineering, oil, energy, finance, and commercial industries. This diversified portfolio positions us favourably for the upcoming year, as we continue to broaden our client base and enhance our capabilities.

Internally, our team has been instrumental in facilitating the success of TEXO Group, making over 1,000 placements. This achievement marks a substantial accomplishment, representing a remarkable increase from the previous year. At the heart of everything we do is our exceptional team, whose unwavering dedication and expertise have been integral to our success. As we celebrate these achievements, we look forward to further expanding our division in the upcoming year.

### New Year Goals

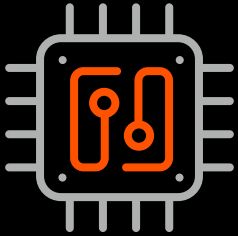
As we reflect on the accomplishments of 2023, Director Debra expresses deep pride in the resilience and achievements of her team, particularly in maintaining an effective and cohesive process amidst various challenges. A pivotal goal for the year was not only met but surpassed—keeping the team united.

Beyond team continuity, we've strategically expanded our division, welcoming key additions such as an Operations Manager and Operations Coordinator. This growth has not only enhanced our internal structure but has also translated into a physical expansion with the establishment of an extended office space in Blyth. This strategic move positions us for greater efficiency and collaboration.

Looking ahead to the upcoming year, our focus remains on fostering a unified and thriving team. Our commitment to providing exceptional service to our customers remains unwavering. By maintaining our high standards and adapting to industry dynamics, we aim to not only meet but exceed our clients' expectations.



# TEXO TALK



## TEXO Technologies

TEXO Technologies has had an incredibly exciting year, supporting clients in the electric vehicle, food safety, and security sectors. In the past two years, Steven, Johnny, Rich and Pat (TEXO's version of Take That) have become a solid team with a clear and snappy mission statement: **Protection Matters.**

### Driving home for Christmas (without a breakdown)

When they develop issues, unlike traditional vehicles, electric vehicles (EVs) require specialist diagnostics – and usually get referred to the manufacturer. To address this problem, one large EV manufacturer commissioned TEXO Technologies to create diagnostic software for bespoke tablets built by Getac. “This new tech will have a positive impact, not just on customer service, but also carbon reduction – connecting users to a knowledge base and saving unnecessary journeys.”



### How safe is your festive turkey?

This year, TEXO Technologies won a significant contract with the Food Safety Agency. During the pandemic, inspectors couldn't travel to food processing units – like slaughterhouses – to carry out their inspections, which was obviously a problem. TEXO Technologies pitched a versatile and user-friendly solution: a platform which can be accessed using any smartphone or tablet. It'll be finished by year-end and “food safety is a key area for growth in the next few years,” says Pat.

### Elf and Safety

Protecting people is one of the team's key focus points. This year, they were commissioned by Subsea7 to develop a safety system – with cameras and danger-triggered alarms – which could operate in areas without reliable internet. “The cameras are positioned in workshops or danger zones and our technology means that we can detect if someone steps into the zone, switching on an alarm,” says Pat. “It's based on an Edge device, which works without any internet connection.”



# TEXO TALK

## ACS

### Airport Capacity Solutions (ACS)

This year ACS was fast-tracked into the TEXO Group, working with the QHSE team to meet quality standards. Their heads may still be spinning but the ACS team is making some exciting plans for 2024!

#### Cargo at Teesside

ACS can save up to 85% on traditional construction costs. The team uses a modular system to build and test units, which are then transported and quickly assembled on-site. This year they've worked with Workspace Solutions on a project at Teesside Airport, which was a big success.



#### Harmonisation of Standards

ACS has only been part of the TEXO Group since March, but their integration was impressively fast. "The QHSE team at TEXO has been brilliant," says director Alistair Herriot. "We really do value their input – getting through all 3 standards at once was done very efficiently. To get through those and only have a couple of observations about it was really impressive!"

#### New Year, New Goals

"Our new Commercial Manager Carl started with us at the beginning of November and has hit the ground running! For the coming year our goal is making ACS the go-to supplier across the Airports. We are about to launch our Cargo/Compliance Campaign targeting mostly Regional Airports across the Country. We are now part of the Regional Airports Strategy Group which will support us in generating leads and introducing our capabilities". Based at the Northampton Office ACS is looking for a local cause to support in 2024.

# TEXO TALK

## Highlights of 2023

The TEXO Foundation has really flourished in 2023. Besides sponsoring local events – like Supercar Day, Archie's 80s Ball, and numerous sports matches – the Foundation also draws on our multi-skilled teams to make a tangible difference in the communities where we operate.

### Putting the teams to work...

"We're keen to put our skills and time to use – it's far more than just money, it's about doing something concrete for the communities," says Chris. For Richard Lamb, director of Workspace Solutions, the Foundation's remit enables the team to work directly for people who need them. "Workplace Solutions has been instrumental in a number of TEXO Foundation projects this year – hosting breakfast for families and drivers at Supercar Day and renovating a kitchen for Kirkhill Primary School. It's incredibly moving and rewarding, and we'll be looking for more projects to deliver in 2024."

### Renovating a kitchen at Kirkhill

Kirkhill Primary was desperately in need of kitchen facilities to run cooking workshops for pupils and families. During the summer holidays, TEXO renovated the kitchen with new units and equipment – and it's already being well-used! "Seeing how much it means to the kids and staff was a real highlight," says Chris. "We went in with goodie bags for the kids and cut the ribbon, then 12 kids stayed back and cooked for us. They were all around 11 and they prepared vegetables and dips and even washed up afterwards – it was great to see and quite touching. These kids have skills to take away, so they can go home and cook for their parents."

### Generating opportunities through sport

Sponsoring sports teams is an important part of the Foundation's work. "Witham cricket team provides a lot of help for kids entering into sport," says James Arnott, "and this year

we've supported them with drone footage of the events they put on as well as matches played by the junior teams – it's quite a big deal because we can help them to bring in more sponsors and promote the team, getting even more young people into sports."

### Making football more accessible

This year, the Foundation collaborated with Russell Anderson and is in discussions to plan and build sports banks. "Russell told us that football coaches go into the schools but when they get there, some of the kids don't even have trainers," explains Chris. "So we came up with an idea of building sports banks where people can put old trainers and tracksuits – then we'll collect and deliver the donations."

### NEW FOR 2024: #CHALLENGETEXO

The Foundation is inviting applications from the communities in which our divisions are based. It's an exciting opportunity for us to direct our efforts where they'll make the greatest gain for people living nearby. "Schools, young people, families, sports teams and individuals – we're really keen to support people and improve opportunities and facilities," says Chris. "With #ChallengeTEXO, we'll look at our five locations and see how we can do more in some of those places. Next year we want to do even more, especially in terms of giving time and resources – it's small for us but it makes a massive impact."

# TEXO TALK



TEXO FOUNDATION

Initiatives we're proud to support in 2023:



# TEXO TALK



TEXO FOUNDATION

Initiatives we're proud to support in 2023:



Dean Sutherland



Tommy Hodgson



Sophie Robb



Deeside  
Caledonia  
Pipe Band



Kirkhill  
Primary



Dale  
Specialist  
School



Witham  
Cricket Club



Step Up Dance  
Studios



Bede  
Academy

## TEXO TEAM PLAYER OF THE MONTH



### Dave Stuart

TEXO Workspace Solutions  
Operation's Team Lead

Since joining TEXO Workspace Solutions' Offshore Accommodation Team, Dave has played a decisive role in optimising operational efficiency across all facets of our business. His extensive experience and expertise have proven invaluable in streamlining processes and procedures, particularly as our workload expands within a larger customer base and broader geographical reach.

Dave's exceptional technical knowledge is consistently utilised to support colleagues both onshore and offshore. His ability to effectively navigate challenges make him a beacon of calm within the team. He truly embodies the team-oriented work ethic shared by TEXO, readily extending support and assistance to anyone in need.

From the very beginning, Dave seamlessly integrated into the team, quickly becoming a key player not only within the Offshore Accommodation division but also across the wider TEXO organisation. His willingness to help and collaborative spirit make him a highly deserving candidate for the TEXO Team Player Award.



### Jack Meldrum

TEXO Engineering & Fabrication  
Plating Chargehand

Joining TEXO Engineering & Fabrication in 2018, Jack was promoted to Plating Chargehand at the Dundee workshop facility in September 2023. Jack has had to evolve and grow into the job very quickly due to extremely high levels of work that had to be delivered within demanding delivery schedules, whilst liaising daily with client representatives.

Jack's fluency in Spanish proved invaluable recently, allowing him to bridge language barriers and effectively communicate with overseas colleagues.

Jack continues to demonstrate an unwavering work ethic and positive attitude which is facilitating his continued development within TEXO.

# TEXO TALK

DECEMBER



## December Results

Hibernian **2 - 0** Aberdeen  
Cinch Premiership  
3 Dec, Easter Road Stadium

Aberdeen **2 - 0** Eintracht Frankfurt  
UEFA Europa Conference League  
14 Dec, Pittodrie Stadium

Aberdeen **0 - 1** Kilmarnock  
Cinch Premiership  
6 Dec, Pittodrie Stadium

Rangers **1 - 0** Aberdeen  
Viaplay Cup, Final  
17 Dec, Hampden Park

Aberdeen **2 - 1** Heart of Midlothian  
Cinch Premiership  
9 Dec, Pittodrie Stadium



# TEXO TALK

DECEMBER



## December Results

Rushall Olympic **1 - 3** Blyth Spartans  
NLN  
Sat 02 Dec

Chorley **2 - 0** Blyth Spartans  
FA Trophy  
Sat 09 Dec

Alfretown Town **3 - 0** Blyth Spartans  
NLN  
Sat 16 Dec



## December Results

Witham Town **3 - 2** Maldon & Tiptree  
Isthmian North, Fri 08 Dec

Redbridge **2 - 0** Witham Town  
Isthmian North, Sat 16 Dec



## December Results

Sunnybank FC **1 - 1** Buchanhaven Hearts FC  
NRJFA Premier League, 09 Dec 2023

Sunnybank FC **1 - 6** Stonehaven FC  
NRJFA Premier League, 16 Dec 2023



