

## Nigerian Content Policy

Maerlin Limited Nigerian Content policy will be to augment our operations and processes to drive for developing indigenous employees and contractors and utilizing local labour and locally manufactured materials, as far as is practicable, while complying with project specifications and targets.

### **Maerlin Limited shall be committed to the following:**

- As an indigenous company we are dedicated to building local capabilities and utilize the maximum amount possible of Nigerian resources throughout all aspects of our operations.
- Act as responsive and responsible corporate citizens of the Federal Republic of Nigeria.
- Meet the aspirations of the Nigerian government and other stakeholders in compliance with all legal requirements to increase local content in all sectors of operations.
- Employ, train, mentor, coach, and establish development plans for our staff and contractors.
- Implement technology transfer programs and mentorship programs, increasing the technical skills and capabilities of our Nigerian staff.
- Transfer technology and develop local capabilities to promote and provide an efficient delivery of services offered by our organisation.
- Implement processes and operations to enable the growth and expansion of in-country capabilities.
- Increase local value added content and contribute to the development of the national economy and all stakeholders involved with our organization.
- Prefer qualified local sub-contractors to provide both technical and non-technical services and support.
- Develop purchasing policies that give preferential status to local products and services.
- Invest in office, logistics, and other business support infrastructure, goods, and services, all of which are procured locally in Nigeria.
- Track and report performance status and improvements and comply with all statutory reporting processes.
- Develop leading indicators for Nigerian content performance and track performance against expectations.
- To fully comply with the NCD directives, Maerlin Ltd shall domicile all engineering activities within the country, the servicing and maintenance of our tools and equipment will be domiciled in Nigeria and performed by Nigerians.
- Maerlin Ltd content policy objectives are aligned to achieve the targets set by the Local Content Act.