



# TEXO TALK



HIGHLIGHTS OF 2021



## Review of 2021

2021 has been a year of innovation and growth at TEXO. We have introduced new service areas, undertaken some exceptional projects, hired new people and continued to build our reputation for a transparent, multi-disciplinary approach that's backed by outstanding customer service and attention to detail.

For this edition of TEXOTalk, we asked each service area to summarise their year, looking at projects, challenges, achievements and plans for 2022. Across the board, everyone in the business has worked incredibly hard to produce great work this year – expanding our customer base and our reach – and has met all the challenges head on with a positive attitude.



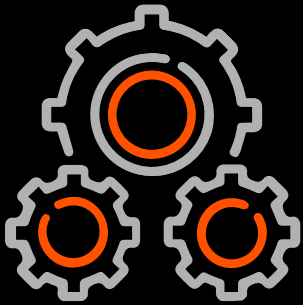
*TEXO is all about working together. 'Together we are one' is our motto, and we include all our customers, suppliers and communities in that. During 2021, we have refined our branding, added new service lines and continued to deliver great results across projects and sectors.*

*As the individual business units unite under one banner, we have become stronger – a brand and a team that can be trusted to deliver. TEXO is much more than a service company – it is a partner, an innovator and a leader. And by extending our values into environmental, wellbeing and social inclusion through our Foundation, apprentice schemes, Carbon Neutral programmes and support in the community, we hope to continue to be a force for good in 2022 and beyond.*

– **Chris Smith,**  
Group Managing Director



# TEXO TALK



## TEXO Engineering & Fabrication

The Engineering & Fabrication team (E&F) has had an extraordinary year. One of the standout projects was the manufacture, outfitting and mobilisation of the world's largest tidal turbine – The Orbital Marine Power O2 Turbine. After a re-baselined schedule to re-manage expectations during the pandemic, the effort and teamwork of the E&F service line saw us meet the launch deadline, and seeing the unit going from quayside onto barge and set sail for Orkney was a great achievement for all parties and the tidal renewable energy sector.



This year has been about building the foundations to give E&F the platform to grow – changing it from two separate business units into a single, focused service line. This has included getting the right team onboard and building a strong belief in our purpose and values. Consequently, E&F has gone from a team based on 85% contractors to now having a team based on 85% staff, showing our clients that they will have a dedicated TEXO team on all their projects.

### PROJECT SPOTLIGHT: PLATFORM INTERFACE SOW

This project was unique, as the end client asset is in New Zealand. So we had to use digital tools to complete the job in the UK, while still having good communication with oversight from the end client. The timescale was also very tight, so we used our bespoke visual data management platform Texzone to manage, collaborate and plan digitally to make sure all parties could be involved in the design review before pre-fabrication and installation. This saved time, and delivered more flexibility and agility to the scope of work.

The biggest challenge was working in different time zones and deciphering what the clients' expectations were. Clear and good communication was paramount due to the very tight schedule to have the diesel line designed and clash-free routed, prefabricated and installed before the asset departed from Dundee. A really good example of the way we use technology to meet client needs.

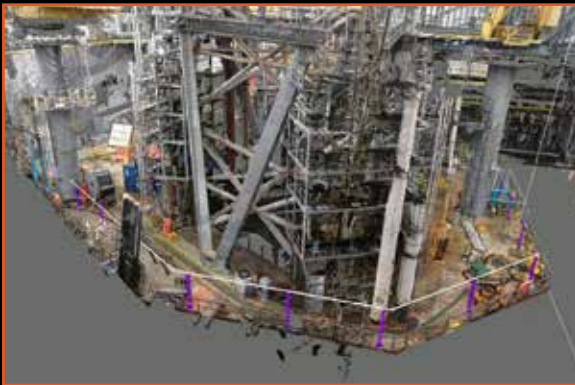
# TEXO TALK

## HIGHLIGHTS OF 2021

The whole team have performed over and above all year, showing their commitment to TEXO and to each other. Even in the most demanding times, when the team was particularly stretched, everyone has worked towards a common goal. Along with the other teams, E&F has been instrumental in building a positive brand image for TEXO, which means great things are in the pipeline for the coming year.

### THOUGHTS FOR 2022

E&F is looking forward to starting the year with a strong team, allowing us to take on and service projects from day one and managing that ever demanding workload we have seen over the last year. Our aim for 2022 is continued growth – more presence in existing sectors and a push into new markets, together with collaborating with other TEXO services on larger, multi-disciplinary projects.



# TEXO TALK



## TEXO DSI

DSI has experienced a very busy year with heavy repeat business and an expanding client base. The team has been managing survey and UAV projects across a variety of sectors, and has supported other TEXO service lines, offering a high-value multi-disciplinary service.

In what has been a hard year for everyone, DSI has worked hard to establish an excellent reputation in its industry, building a foundation for the years to come as part of its plan to become the industry leader in UAS and surveying. Whilst there have been challenges linked to finding people with the right skillsets, working within COVID restrictions and upskilling staff, this has been balanced by great customer feedback, significant return business and many successful projects across the year.

### PROJECT SPOTLIGHT: THE WEST PHOENIX

Being able to offer operational support to projects at all stages of their lifecycle such as design, engineering, fabrication stages right through to project completion and integrity surveys is key to DSI's success.

The team's survey work on The West Phoenix is a perfect example of how our industry-leading survey procedures can complement and help deliver projects for other service lines – in this case for TEXO Engineering's needs, providing an all-encompassing solution to the end client.

This project demonstrated TEXO's ability to collect high quality data in the harshest of environments, where the team experienced down to  $-20^{\circ}\text{C}$ . By delivering 3D point cloud models, UAV Inspection imagery and 360-degree VR imagery, all hosted on our industry leading data platform Texzone, the team enabled 'virtual surveying' for this project that can be applied to all decommissioning works.



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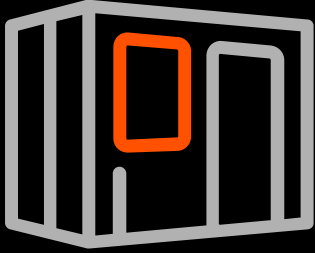
In a year when the TEXO brand itself has been transformed, the whole team at DSI have helped set the highest standards for our service – standards that our clients now expect. The commitment that the team has demonstrated is something to be proud of and the success of this year is a testament to the sheer hard work, determination and willingness to work together to achieve a great result – a real sense of the TEXO family ethos.

## THOUGHTS FOR 2022

There are two key things we are looking forward to for 2022. One is building and expanding our team while supporting them and developing their skills further. And, from a commercial perspective, to exceed turnover expectations, break into new markets, develop and add new service offerings to stay at the forefront of the market and continue to expand our client base. We also want to expand the number of countries we operate in and, most importantly, want to work with all divisions of TEXO to support the growth of the wider group.



# TEXO TALK



## TEXO Workspace Solutions

TEXO Workspace Solutions has worked hard to maintain its excellent level of service throughout 2021. By setting and agreeing a vision for the re-structured service, the team had a common goal, with everyone feeling involved in a successful business that delivers great opportunities. Facing the challenges of the year has left the team stronger and ready for a new year which will see determination and effort being rewarded across the board. Taking on board new ways of working and communicating, the team has learned to work together differently, whilst still delivering client requirements.

### PROJECT SPOTLIGHT: AMEY COP26 MODULAR PROJECT

From a standing start to final delivery, this project best represents the team's skill and commitment.

An unexpected phone call led to a project to deliver modular units to support five separate police stations in the central belt. With high expectations from our customer, AMEY, and from Police Scotland's SHEQ and the Union and Estates Departments, the project required the very best of what we can deliver.

We designed, manufactured and installed 12 bespoke buildings across five sites in Glasgow and Edinburgh within a 10-week period whilst adhering to specific specification requirements for Police charge counters and holding cells. The project was expected to be a temporary measure, but is now considered better than some of the force's existing permanent buildings in use and will be incorporated into long term infrastructure on a number of new locations.



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### THOUGHTS FOR 2022

This year has seen managed growth and development of a united TEXO following on from careful restructuring. Through economic downturn and a pandemic, our people have worked hard to get us where we are now, and we are looking forward to more opportunities and building relationships with new customers in the years ahead.

We will be targeting opportunities in different marketplaces, adopting technology to help us work even more effectively and investing in our people, who are vital to continued commercial growth.





# TEXO TALK



## TEXO Asset Integrity

Asset Integrity has had a very successful year, expanding its portfolio outside the traditional oil and gas markets, and working on multi-disciplinary projects with TEXO DSI – both onshore and offshore. Asset Integrity has also introduced new service lines at Port of Blyth: Load monitoring rentals, lifting equipment and NDT inspection. One of the team's highlights was carrying out a large-scale fabric maintenance scope on an offshore drilling asset.

Of course, there have been challenges across the business linked to the pandemic. Being unable to carry out customer visits and meetings earlier in the year meant everyone had to think about how to work differently whilst still remaining productive. Asset Integrity is now starting to see a steady flow of enquiries and orders, which it puts down to consistent hard work and relationship building by the team and a growing reputation for delivering high quality work.

### PROJECT SPOTLIGHT: CADELAR WIND VESSEL INSPECTIONS

Asset Integrity was engaged by Cadelar to carry out inspection scopes on two of its offshore wind support vessels. This involved initially mobilising a five-man team to the first vessel in the UK and sailing across to Denmark. Whilst carrying out the initial Inspections we identified five additional scopes which covered fabric maintenance and Installation of client equipment using rope access methods.

We had a multi discipline team onboard that was able to carry out all these scopes in a cost effective and timely manner. After completing work on the first vessel the team then mobilised to the second vessel to carry out inspection, fabric maintenance and welding scopes. We also mobilised an additional five personnel to complete these scopes as there were time constraints on the project being completed due to vessel movements.



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Again, we identified additional scopes of work – six in total – which we completed with our multi-discipline team. We received excellent feedback from the client and our working relationship with them has gone from strength to strength.

The whole team has adapted to more efficient ways of working and all have stepped up to the plate when required – giving up their time at weekends to assist with mobilisations and deal with client enquiries.

Asset Integrity also has a core of excellent technicians who we utilise on our projects, and they also give that extra bit to ensure that TEXO Asset Integrity continues to provide a best-in-class service. Wherever we can, we provide added value and a one-stop service to the wider TEXO customer base.

## THOUGHTS FOR 2022

We are working closely with existing and potential clients to offer proactive solutions that save money and are more efficient. The TEXO 'one team' approach is helping us to win complex projects across multiple scopes of work, and we expect to win more business like this in 2022.

Alongside this, we are exploring more international opportunities and are working particularly closely with TEXO DSI to deliver our services across other sectors.



# TEXO TALK



## TEXO Port Services

Port Services has used 2021 to establish a reputation as a dependable and agile business that is now recognised as having one of the best set ups in the North East. The team has had great feedback from existing and potential clients, and several new businesses have come onboard as customers, including Osbit, Royal IHC, SMD, Spencer Group, Catapult and JR Dynamics.

Like all TEXO services, Port Services has been building its business during the course of the year – and doing that within the confines of the pandemic. There have been significant deadlines to hit and high customer expectations to meet, and the whole team has worked hard to make sure the service meets its commitments.

### THOUGHTS FOR 2022

After a better Christmas break than 2020 and the chance to recharge our batteries, the Port Services team is looking forward to offering continued excellent service to existing customers, and to working with new teams on more exciting projects.

### PROJECT SPOTLIGHT

It's hard to choose a single project out of the range of work the Port Services team has completed this year. The complex operation of a tower load-out and installation in Holland posed a significant challenge, and we were proud of the high standard of work on both the Osbit and SMD contracts. Additionally, we rose to the challenge of being Port of Blyth and Saipem's preferred vessel support team for all mobilisations and demobilisations.



# TEXO TALK



## TEXO Recruitment

TEXO Recruitment, an independent recruitment agency working in various sectors on a world-wide basis, has more than doubled its original turnover target in less than 12 months. It's a significant achievement for a service line that started with just one person, and now has a strong team of eight working over two locations.

TEXO Recruitment works both internally on TEXO projects and with a growing number of local, national, and international external clients. The goal at TEXO Recruitment is to develop long-lasting relationships with hiring managers across the UK, along with supporting job seekers to find the perfectly suited position to match qualifications, skills, and experience.

### SPOTLIGHT: ROOM TO GROW

TEXO Recruitment has been focused over the past 12 months on building a reputation for delivering on all manner of roles, including those which are technically complex, niche and challenging by developing long-standing relationships with our clients.

Working on an international basis will continue to be a goal in the coming year. So far, the team has recruited not just for UK roles, but for positions in Japan, Taiwan, Finland, Holland, Romania, and Spain.

The biggest challenge has been pulling a brand-new team together when everyone has been working remotely. But the team, which has been recruited over the course of the year, has worked well together, stepping up to the challenges, and supporting the growth of the business every step of the way.

### THOUGHTS FOR 2022

With new client enquiries being received daily, the team will have their hands full in 2022. As well as focusing on expanding the team in Blyth, they will continue to look for external and international opportunities and providing a service to all we work with.



# TEXO TALK



## TEXO Livestream

Livestream has had both an exciting and challenging year. Encouraging customers to use the latest in remote technology allows us to demonstrate the clear cost savings and measurable efficiencies Livestream can bring. This was really evident in our work at Port of Blyth, where we introduced the Livestream platform to remotely monitor site crane operations, and seeing just what a difference it made to the people in the field.

Moving from an R&D focus into applying our technology commercially has been hugely rewarding. The Livestream team is focused on developing the business further, applying it across sectors and applications, and making sure we communicate clearly, so we can demonstrate the value to customers. And, like all TEXO services, we do this as a team, ensuring everyone is involved and working towards the same aims.

### PROJECT SPOTLIGHT: ROYAL IHC J-LAY HEAVY LIFT

TEXO's strength is in its capabilities to combine traditional services with new technologies to offer clients a combined service. The Royal IHC J-Lay heavy lift project was a particularly good example of how we used technology and worked with our client to help them monitor the lifting operation.

### THOUGHTS FOR 2022

2021 has been a year of developing and shaping our product and service offerings in the industrial digital space. Livestream is looking forward to a fruitful year in 2022 as we see digital technologies growing, particularly in the new energy markets such as offshore wind.



# TEXO TALK

DECEMBER

## TEXO Team Player Of The Month



### James Arnott

TEXO DSI  
Business Development Manager

Having been involved in both operations and commercial side of the business over a number of years, James has helped set the high standards for which DSI has become known for, consistently going above and beyond for team members and clients, driving and innovating survey and UAV operations. His vast knowledge of the industry and attention to detail of client requirements has served to establish our division as one of the market leaders. James motivates the team by demonstrating a strong work ethic and his dedication towards client satisfaction is inspiring.



*We have used various surveying & UAS companies in the past but TEXO is by far the best in terms of deliverables and managing our expectations. Having worked with James closely over the last two years, he has been invaluable in assisting us when we need guidance and innovation advice. Both James and the team are always at the end of the phone and nothing is too much trouble."*

– Client



# TEXO TALK

## Santa's Return to the Sky at Aberdeen Children's Hospital supported by TEXO Foundation

Santa lifted spirits for children at Royal Aberdeen Children's Hospital (RACH) on Sunday 12 December. Due to COVID restrictions, Santa was prevented from visiting the ward again this year but Scottish Fire and Rescue Service (SFRS) saved the day by raising him up to wave through the window to children and staff at the hospital.

Santa was in safe hands as he was secured into an aerial rescue pump festooned with tinsel and lifted up to greet the children. Gifts donated by Morrisons supermarket and from funds raised by SFRS – as well as sponsorship from TEXO and Flat4 media – were given to youngsters on the ward as well as children supported by The Archie Foundation's Child Bereavement Service. Children who were well enough to take part in outdoor festivities also had the opportunity to meet Santa in person.



*The Archie Foundation is close to all our hearts in TEXO. It's especially important to us at this time of year, when families need to be together and celebrate the magic of the holidays. So we were delighted to support Santa's visit to Royal Aberdeen Children's Hospital and were glad to hear that he delivered all his presents safely!"*

– **Chris Smith**, TEXO Managing Director

The Archie Foundation, the official charity of Royal Aberdeen Children's Hospital and Aberdeen Neonatal Unit, provides vital services and support to sick babies and children, as well as supporting bereaved families through Archie's Child Bereavement Service.

*We are incredibly grateful to Scottish Fire and Rescue Service and our sponsors for bringing this incredibly special event back again this year. It is so important to us to raise the spirits of sick children and their families who are in RACH over the Christmas period. We can only imagine how hard it is for families to be separated not only when a child is unwell but also to not be together over the festivities. We are incredibly grateful to Scottish Fire and Rescue Service, Morrisons PLC, Flat4 media and TEXO for bringing this incredibly special event back again this year."*

– **Paula Cormack**, The Archie Foundation CEO



# TEXO TALK

## TEXO Workspace Solutions doing what they do best

During these difficult times it's easy to forget what really matters and that is why TEXO have such a strong bond with the Archie Foundation.

Whilst we understand that financial contributions are important, we also realise that there are other things that matter. During our various conversations we learned that the nurses station at Royal Aberdeen Children's Hospital was less than fit for purpose for both efficiency and staff morale, and they had been trying to get something better in place. Funding is extremely limited right now, so that's where TEXO stepped in.

Our Project Manager identified the requirements and what we needed to do to improve the space. TEXO Workspace Solutions then manufactured and installed the new nurses station to suit the hospital's specific requirements, all of which was supported by the TEXO Foundation.

Being so close to Christmas we could not help ourselves, so along with the nurses station, we delivered lots of toys for the children and confectionery for the staff.



*No matter what we do, it can never be enough to support such a worthy cause. We just have to hear the name 'Archie Foundation' and our hearts go out. I am so proud of my team who without question gave up their time to deliver this project early one Saturday morning.*

*The team at Archie are a great bunch, and it goes without saying their commitment to the cause is second to none. We take much pleasure in supporting them, and each and every time it brings a tear to my eye when I stop and think of the service they are providing. A special thanks goes to Lynne Brooks from the Archie Foundation, and our own Dave Short, Kenny Greig and Thomas Lynch for turning up at 6.00am on a Saturday and giving their all to help the cause."*

– **Richard Lamb**, Divisional Director,  
TEXO Workspace Solutions

*Thank you so much for the generous donation of toys for the children who are x-rayed and scanned in the radiology department at The Royal Aberdeen Childrens Hospital. It was extremely kind and thoughtful of TEXO who donated these items. They will make lots of boys and girls of the north east of Scotland very happy. These toys mean a great deal to them and it takes away a small part of the stress involved in attending our department. Also, hopefully if they have to attend in the future, they will firstly be reminded of the gift they received as opposed to the pain and stress they possibly had to endure. Thus, reducing their anxiety and worries. Thank you also so much for the box of biscuits and tea. This will be very much enjoyed by all the staff. It is greatly appreciated and extremely kind."*

– **Shonah Simpson**, Paediatric Radiographer, RACH



# TEXO TALK

## Making dreams come true at Christmas

Debra Bruce, Managing Director of TEXO Recruitment has once again supported Barnardo's this Christmas by providing Christmas Eve boxes for six young boys in Aberdeen. Each box contains presents, pyjamas and tickets to watch Aberdeen FC on Boxing Day. We hope these boxes provide happy memories for the boys at this magical time of year!



*Barnardo's continues to work with the most at risk young people within the city of Aberdeen, one of the main values we hold is to ensure "no child gets left behind". We strive to work with children who have experienced early years trauma in ways that ensure they have new safe, loving, and healthy relationships. We also believe in making memories and ensuring every child particularly around Christmas has the same magical experience. Debra continues to support Barnardo's each year with xmas eve boxes which ensures the boys have lifelong memories and something special to remember during what a really difficult time for them is. TEXO has shown massive support this year to 6 local young lads who deserve the very best. Thanks, TEXO for making dreams come true this Christmas."*

– **Rebecca Christie**, Senior Practitioner

Find out more about the wonderful work that Barnardos do to support vulnerable children and young people: [www.barnardos.org.uk](http://www.barnardos.org.uk)

# TEXO TALK

## A successful year for Tommy Hodgson and Dean Sutherland

On Friday 17th December, Tommy Hodgson topped off an outstanding year for the boxers that TEXO Foundation sponsors with a win against Petar Aleksandrov at Sheffield's Ponds Forge Arena.

There were great skills and dedication shown by Tommy as always. Aleksandrov was down in the 3rd round but made the referees count. He was down again at the end of the 4th and last round, he made the count again just as the bell rang to end the fight. With the bout going the distance, it went to the referees scorecard with Tommy winning by a score of 40-34.

Over the course of 2021, both Tommy and Dean Sutherland have gone unbeaten, with three successful professional bouts for Tommy and two for Dean.



Dean Sutherland



Tommy Hodgson



*"Both Dean and Tommy are a tremendous talent. They really have what it takes to be champions – not just natural talent, but a fantastic attitude, motivation and mature approach to the sport. We're really proud to support and sponsor both boxers, and are excited for 2022 and the bright future the lay ahead for both of them."*

*– Chris Smith, TEXO Group Managing Director*



ENGINEERING  
& FABRICATION



LIVESTREAM



WORKSPACE  
SOLUTIONS



RECRUITMENT



ASSET  
INTEGRITY

**TEXO**  
TOGETHER WE ARE ONE



PORT  
SERVICES



SURVEY &  
INSPECTION (DSI)