NRG GROUP

Company Profile

nrg-group.com

As a consortium of independent but closely related companies, the NRG Group specialises in well integrity, well engineering, well project management, and the provision of skilled energy industry personnel.

Operating since 1998, the NRG Group companies provide a complete technical, managerial, and personnel service provision to the oil and gas industry.

NRG Well Management NRG Well Examination mcgregor. NRG GROUP

Our Story

The genesis of the NRG Group traces back to 1988, when Andrew Mackay, the current NRG Group Chairman, founded the first NRG company - NRG Consultancy - to support his work as a project management consultant to UKCS Oil and Gas operators and the UK Regulator, the HSE.

In the mid 1990's, as Independent Well Examination was introduced as part of the reformed safety management framework of the UKCS oil and gas industry, NRG Well Examination was incorporated, driven by Andrew's unique Operator and Regulator experience.

Since then, NRG Well Examination has grown into the largest provider of Well Examination services globally, with an unrivaled history of examination across the well lifecycle in the UKCS and Internationally.

In 2007, NRG Well Management was incorporated to meet the demand from independent operators for outsourced full well lifecycle engineering and project management services.

NRG Well Management has since delivered engineering studies, well managemen projects and talented upstream personnel for our client's projects across the world.

People are the key to the success of the NRG Group organisation, and at the heart of our service offering. Therefore, managing people and assuring our clients that the NRG Group can provide them with the right people for their projects is a key deliverable.

Thus the opportunity to acquire McGregor Consultants in 2020, an organisation that specilaises in the provision of key personnel to the energy industry, was an easy decision to make, and they are a natural extension to the NRG Group family.

With the three key companies now in place, and potential future acquisitions considered to further bolster the groups offering, the NRG Group is well placed to be the partner of choice for Oil and Gas operators looking for a technical, managerial and personnel solution for their upstream projects.

People are at the heart of the NRG Group service offering, and have been the key to our success over the past 25 years.

NRG GROUP

Want to know more?

Please contact Daniel Mackay, Managing Director, for any further information.

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nrg-group.com

NRG Well Management

Company Profile

nrg-wellmanagement.com

Company Overview

NRG Well Management, an NRG Group Company, provides well engineering and project management solutions to the global upstream Oil and Gas Industry.

Our world class managerial and technicalservice offering covers the complete exploration, appraisal, development, production and decommissioning well lifecycle.

Since 2007, NRG has provided safe and efficient well management solutions and operations to our upstream clients, with our success underpinned by the world class people and systems we provide to each project.

The development of strong and long lasting relationships with our clients, helping them achieve and surpass their upstream goals is NRG's modus operandi, and in delivering on our promises we strive to maintain high levels of professionalism, safety and ethics at all times.

NRG's success is a product of joint commitment to excellence from all our business partners, suppliers, vendors, contractors and service providers. Each play an important and valued role in our continuing quest to provide top quartile performance, while remaining compliant with our own policies and legislation governing business practices across the globe.

Through continuous effort, NRG strives to provide professionalism and dedication in providing the best engineering and project management service globally. We aim to be the partner of choice for oil and gas operators looking for a well management solution bespoke to their project.

Services & Capabilities

Subsurface

NRG provides a range of subsurface disciplines and effective evaluation, study, and production optimisation services to ensure our clients can make the best technical and operational business decisions for their projects.

Well Engineering & Project Management

Utilising our in-house engineering, contractual, logistical, HSE capabilities, and leveraging our world class well integrity and personnel services across the NRG Group of companies, we can provide a range of bespoke engineering and project management solutions. Everything from small desktop studies, to managing the complete upstream design, planning, procurement, logistics and operational aspects of our clients' projects.

Subsea Engineering

Our subsea engineering team complement our well engineering and project management team, providing expertise across the complete specification, procurement, manufacturing, and installation cycle for all subsea requirements.

Production Technology

Combining our subsurface, well engineering, and subsea offerings with completions and testing, we can provide a fully optimised production technology service, ensuring a safe and efficient operation though the planning process to the well site.

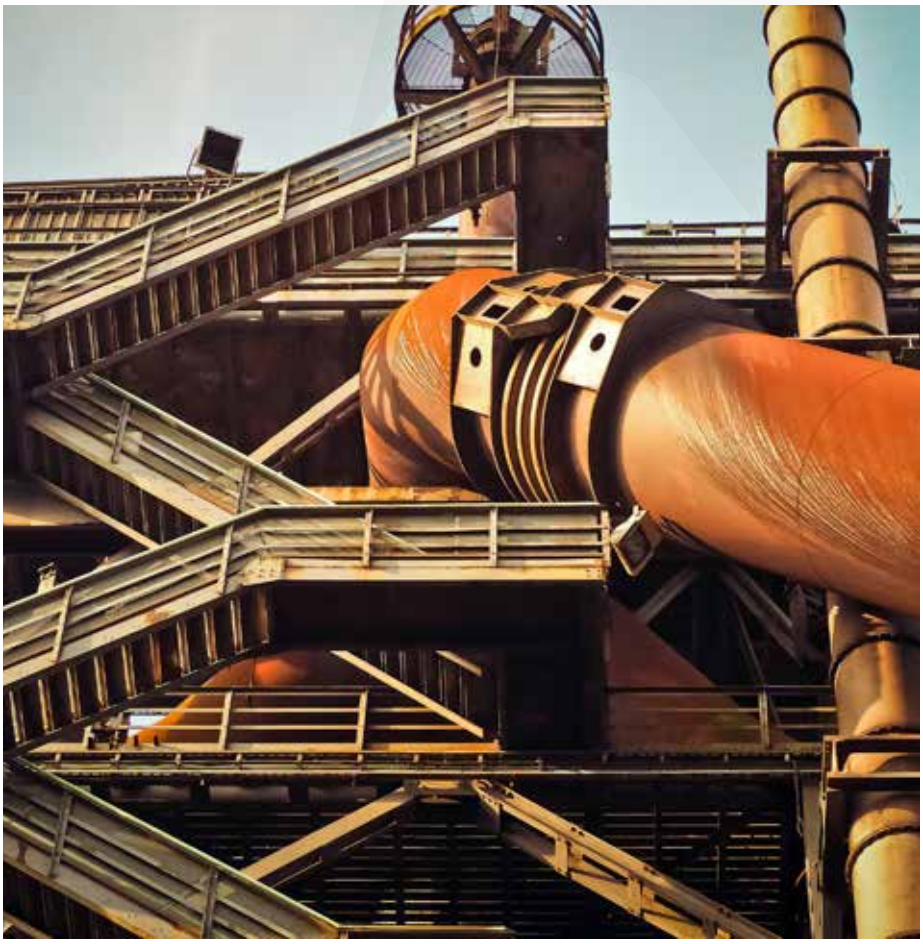
Peer Review and Risk Assessment

NRG prides itself on understanding and implementing industry best practice, and with our unique access to NRG well examination our ability to peer review well engineering design and studies is unrivaled.

Combining our subsurface, well engineering, and subsea offerings with completions and testing, we can provide a fully optimised production technology service, ensuring a safe and efficient operation though the planning process to the well site.

What Differentiates NRG Well Management?

- NRG Well Management can integrate services across the NRG Group of Companies. Dovetailing our well engineering and project management with expert well integrity verification from NRG Well Examination, and world class drilling and wells personnel from McGregor Consultants, offering significant synergies and value.
- NRG has a core technical capability consisting of highly experienced personnel across multiple geographies and asset classes. Combined with a flexible and lean business model, NRG can quickly scale up or down depending on client requirements.
- NRG has a deep understanding of UK and international regulatory requirements and is experienced in operating in highly regulated and unregulated jurisdictions.
- Our approach to commercial models is flexible and will be developed in line with client's requirements, ensuring favourable outcomes for both parties.
- NRG has both UK and international experience with supply chain management, and a strong track record and in-house capability with rig and third party tendering, and equipment procurement.



How we Work

One Team

A 'One Team' ethos and effective communication is key to our service offering. We strive for an open and seamless relationship with our clients, focussing on what is best overall for the client and project.

A key objective for all our projects is to fully understand the client's objectives and turn these into clear deliverables.

Integration

NRG Well Management has a bespoke well project management system, designed from the ground up and used on all of our projects to date.

We provide this system and expert personnel to integrate with our clients' corporate management systems for all drilling, procurement and logistical activities.

Resources

NRG will always keep personnel numbers to a minimum, operating a 'lean and mean' approach, and utilising the same key team members on all of its projects where possible.

Contracting & Procurement

NRG's preference is for our clients to hold the contracts which we negotiate on their behalf.

This ensures that there is complete financial transparency and avoids NRG having any commercial interest in the contracts awarded, therefore not in a position to receive commission or 'mark-ups'.

NRG does not retain any Master Service Agreements, believing that they too often conflict with local and / or regional conditions technically, commercially and in a broader regulatory sense.

NRG Management Systems and QHSE

NRG Well Management provides a range of services based on engineering and well management solutions to the upstream energy sector, and has a bespoke project and quality management system audited against IOGP standards.

NRG Well Management's Well Design and Operations Management Policy Manual forms an integral part of the Project Management System, ensuring the highest standards are at the heart of all we do.

NRG Well Management is committed to applying policies and standards that are compliant with Oil and Gas UK guidance and the EU European directive.

The foundation of all our work is via dedicated and experienced teams, working with the NRG Project Management System to deliver compliant well design and operational practices. This ensures a consistently high value product and customer service to our clients.

NRG considers safety and the minimization of environmental impact to be fundamental to all our operations. All NRG personnel are committed to creating a safe working environment and executing safe operations, with each person bearing the responsibility to promote safety first.

NRG is committed to continually improve all aspects of our service offering, without comprising the health and safety of our personnel and impacting the environment we work in.

Affiliations and Accreditations

> FPal

> Oil and Gas UK

> PESGB

NRG Well Management is committed to applying policies and standards to our operations that are compliant with Oil and Gas UK guidance and the EU European directive.

NRG Well Management

Contact us

Want to know more?

Please contact Daniel Mackay, NRG Group Managing Director, for any further information.

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NRG Well Examination

Company Profile

nrg-wellexamination.com

Company Overview

NRG Well Examination, an NRG Group Company, is the leading provider of well examination and integrity assurance services globally.

The company specializes in the delivery of design and construction phase well examination and integrity assurance, well lifecycle management systems, and insurance risk reviews.

Founded in 1998 by current NRG Group Chairman Andrew Mackay, NRG Well Examination was borne out of the introduction of new upstream well integrity legislation to the UKCS in 1996, following the inquiries into the tragic Piper Alpha and Ocean Odyssey offshore disasters in the North Sea.

Having examined thousands of wells across the world, and worked with over 70 clients in the UKCS and Internationally, NRG Well Examination's experience in Well Integrity is unrivaled.

Our success is underpinned by our people, most of whom have been with the company for over 15 years, and we are proud of our long-standing relationships with some of the most active oil and gas operators across the world.

Regulators, operators, insurance companies and stakeholders recognise the advantages of independent well examination and assurance, particularly where well related risks are perceived to be high.

Meeting this need, NRG Well Examination has grown into the largest and most experienced provider of well examination and well integrity assurance services in the UKCS and internationally.

Services & Capabilities

Well Examination

Independent Well Examination became a legal requirement in the UKCS in 1996. It involves the independent assessment of oil and gas well integrity management throughout the well lifecycle, from the initial design phase through to construction, production, decommissioning and abandonment.

NRG Well Examination provides oil and gas operators with best-in-class independent well examination services, tailored to be compliant with in-country regulations.

We work closely with our clients to implement well examination management systems, ensuring any examination work is compliant to company and local regulations, and is tailored to well stock requirements.

Production Well Examination

Production well examination follows the well handover to operations phase and applies to production, injection, long-term shut-in, and suspended wells either on land, an offshore installation or subsea.

As with all examination work, it is carried out in accordance with the well operator's well examination management system ensuring the well operator conforms to a rigorous production well integrity management system, and that all the wells are operated in accordance to it.

Production well examination also includes a review of the production well integrity management systems employed against the requirements of industry standards and good practice requirements.

The results of this examination work are typically compiled into an annual Production Well Examination report.

Our success is underpinned by our people, and we are proud of our long-standing relationships with some of the most active oil and gas operators across the world.

Well Reviews for the Insurance Market

Since 2010, NRG has worked closely with the global insurance market, and in particular Lloyd's of London, delivering well reviews as per the Joint Rig Committee guidelines.

The Well Reviews generally require only a desktop review, however they can contain site trips if necessary which are undertaken by NRG's senior personnel.

The Well Review report includes an overall risk rating for the well in question by assessing well type and design; operator and contractor competency; pollution risks; and environmental and geographical impacts.

Bespoke Management System Development

NRG firmly believes that systematic processes, coupled with experienced and skilled personnel, drive a company's performance.

Our work with clients across the world has provided a range of exposure to various management systems and processes, giving NRG a unique insight into the most successful examples.

For operators of any size, systematic processes are essential in the demonstration of effective risk management to regulators and stakeholders.

NRG has developed systems for well examination, the design and construction of wells, and corporate management systems. Our approach allows our clients to update any part of their system without the need for a major re-write.

Ultimately, we help clients focus on what is important to their business. We ensure they have the appropriate support and processes in place, to enable cost effective decisions. This is particularly relevant to companies who are tentatively entering a new area and do not yet have all the resources to fulfill their obligations.

Personnel Competency

NRG prides itself on exceptional personnel, highly experienced in all aspects of the well lifecycle and since 1988, NRG has built up a team of employees and associates with considerable industry experience.

The NRG Company Competency Assurance Standard for well examination projects includes an "Expertise Matrix" framework. This summarises the complete suite of competences that are applicable to the examination of wells.

NRG's process for management of personnel competency has been subject to the FPAL Verify Audit process since 2013.

NRG has a competency management standard for its work which includes NRG's expectations of the competencies required by Well Examiners and the training required for new Well Examiners in the process of Well Examination.

The Competency Management Standard has been inspected by the UK Health and Safety Executive (HSE) on numerous occasions during HSE inspections of our clients and has also been independently audited by our Clients and FPAL and complies with the Oil & Gas UK Guidelines for well operators on competency of well examiners.

Quality Assurance

NRG has developed an internal quality assurance procedure to ensure that the quality of our work is maintained to the highest standard.

It is a three part process covering the report submissions, response times, and the review of technical quality.

All issues are recorded, and non-conformances reported to management. Close out of the issues is mandatory.

Well operators also perform frequent audits on NRG and feedback from these external audits is incorporated at the company and examiner level where necessary.

Affiliations and Accreditations

> FPal

> Oil and Gas UK

NRG has developed an internal quality assurance procedure to ensure that the quality of our work is maintained to the highest standard.

NRG Well Examination

Contact us

Want to know more?

Please contact Zoë Fuller, Operations Manager, for any further information.

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mcgregor.
NRG GROUP

Company Profile

nrg-mcgregor.com

Company Overview

McGregor Consultants, an NRG Group company, is a recognised energy recruitment specialist serving the global oil, gas, and renewable industries.

Established in 2006 by former colleagues and friends Jo McGregor and Angie Mcgregor, together they bring more than 60 years of experience in the energy sector.

With the support of their dedicated team, they have grown the business from a two-person operation into a global enterprise, specialising in matching the best-qualified people to high-level oil, gas and renewables posts worldwide.

Our people are our success, and they have been instrumental in the ongoing growth of the business.

Developing trusted relationships with our clients and consultants set us apart from our competitors. We invest time travelling to different countries, meeting our clients face-to-face, getting to know and understand their culture.

It is also how we ensure visibility of forthcoming projects, creating the opportunity to expertly partner with the best, high-level personnel for individual projects.

Initially specialising in oil and gas roles, McGregors have since broadened their areas of expertise into the renewables sector and have successfully work with clients active in on and offshore wind, solar and hydrogen projects.

Known for being a reliable hub and source of valuable information in the global oil and gas sector, we continue to develop our knowledge in the renewables sector, building relationships as we aim to be a centre of expertise in this arena.

Our Mission

Our goal is for McGregors to be the go-to company for the oil, gas, and renewables personnel, providing a personal and tailored service to our clients.

Our Responsibilities

> Investing in our people to be the best they can be

> Supporting our consultants globally – duty of care is paramount to us

> Actively promoting diversity and inclusion

> Providing tailored solutions

> Actively seeking the best professionals who are the best fit for our clients

> Placing the hard-to-find people

> Delivering results

Services and Capabilities

> Upstream & Renewables Personnel

> Permanent and Day rate Placements

> Project Teams Domestically & Internationally

> PAYE / LTD Payrolling

> Intl. Logistics & Tax Administration

> Compliance Administration

> R35 Compliance & Administration

> GDPR Compliance & Administration

Team McGregor

With more than 25 years of experience, we know that getting the right people on board is crucial to the success of any business. With our extensive knowledge and understanding of the energy industry and impressive contacts both in the UK and internationally, we believe that our team is our most valuable commodity.

Our Team Values

> Respect: While we keep in regular contact with our clients, we understand their time is valuable. Therefore we find the right balance of communication. We are there when you need us.

> Principles: Attention to detail is key for us as we know how important it is to get this right, from contracts to logistics – we look after it all both domestically and globally.

> Commitment: We are committed to looking after your long-term interests from the conception beginning of the project to realisation.

> Personality: People are the core of our business. We understand that personality is just as important as technical ability.

We work on the premise that quality is far more important than quantity and will not inundate our clients with unsuitable candidates.

Resources

McGregor commissioned a bespoke database, MAC, to manage the contracts, contacts, and correspondence for all our projects. Our unique database allows for the highly efficient handling of over 1,500 contacts, 350 clients, 3,500 consultants and more than 100 suppliers.

Process

We work on the premise that quality is far more important than quantity and will not inundate our clients with unsuitable candidates. Instead, we take the time to get to know our clients and their culture, understanding their recruitment needs and requirements. Only then do we screen our consultants, ensuring first-class candidates are put forward for positions.

> Candidate selection

> Contacting

> Identified

> Requirement

> Sourcing

> Assessing

> Submitting

> Interviewing

> Offer and Acceptance

Candidate Evaluation Process

Candidate Experience: McGregors select a candidate based on the specific experience required for the role. This search begins through our CV check on our database and direct discussion with the candidate.

Skills and Competencies: Our candidates are reference-checked, ensuring their skill set and competencies marry the detail in their CV's.

Qualifications and Certificates: Degree certificates are required on registering with McGregors. All certification is checked to ensure valid and current, continually looking ahead at renewal dates to ensure no disruption with the operations.

Training and Competence: It is the responsibility of McGregors to ensure that all certifications, required courses etc. are valid. As and when courses are due to be renewed, McGregors have a process to contact the candidate at least one month in advance to ensure the required has been arranged and does not encroach on operational times where possible.

Global Services

Although we began in a small office in Aberdeen, we by no means restrict ourselves to the North Sea.

McGregor Consultants operate on an international stage and we continue to place talent in positions around the world.

1. Algeria	2. Angola	3. Australia	4. Austria
5. Bangladesh	6. Brazil	7. Cameroon	8. China
9. Cuba	10. Denmark	11. Dubai	12. Egypt
13. Ethiopia	14. Falklands	15. France	16. French Guyana
17. Gabon	18. Germany	19. Greece	20. Greenland
21. Guyana	22. Indonesia	23. Kurdistan	24. Irish Sea
25. Israel	26. Ivory Coast	27. Kenya	28. Libya
29. Malaysia	30. Mauritania	31. Morocco	32. Mozambique
33. Myanmar	34. Namibia	35. New Zealand	36. Nigeria
37. Norway	38. Oman	39. Senegal	40. South Africa
41. Spain	42. Suriname	43. Tunisia	44. Trinidad
45. Tanzania	46. Turkey	47. UK	48. Uganda
49. Ukraine	50. Vietnam		

Our Ethos

Discrimination

McGregor Consultants will ensure that there is no discrimination against any person in relation to their employment.

We will ensure that there is no discrimination in any aspect of recruitment, selection and opportunities for promotion or transfer.

Disability

McGregors has a duty under the Disability Discrimination Act to ensure that an individual is not disadvantaged in employment/recruitment for a reason connected with his/her disability.

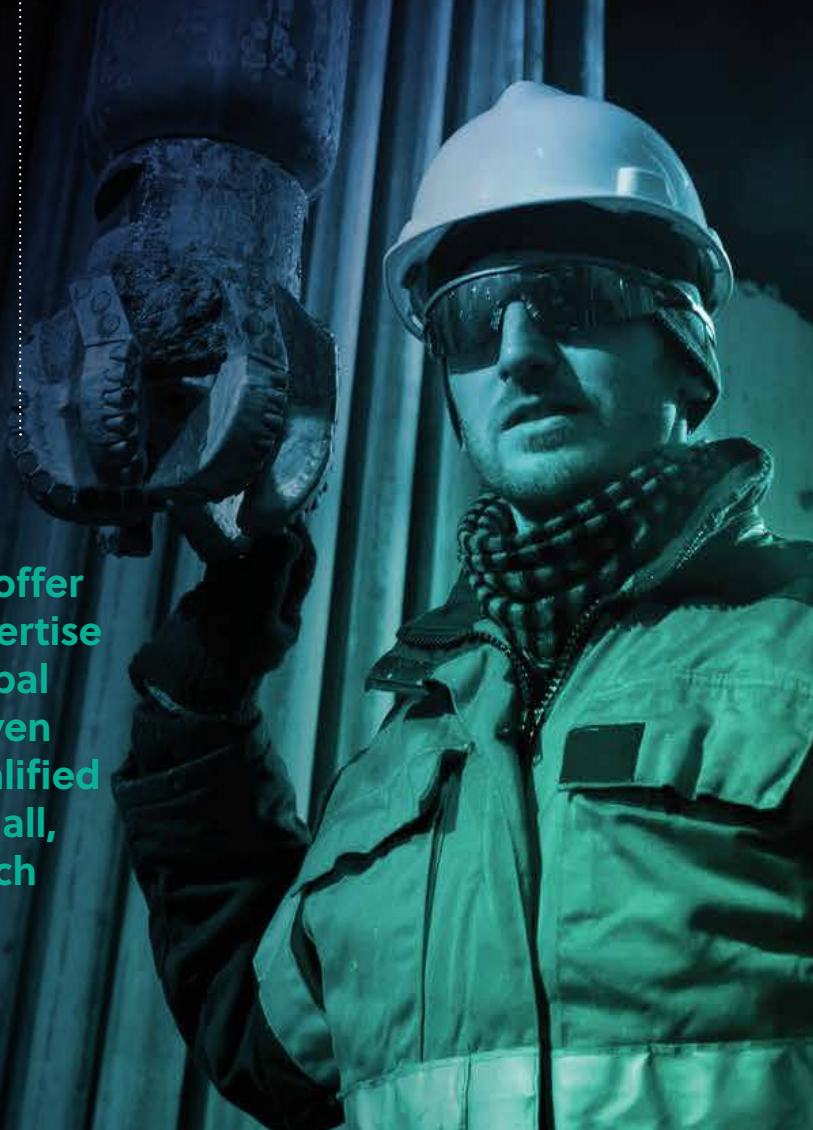
We will comply with this duty by making reasonable adjustments to working conditions or to the physical environment where that would help overcome the practical effects of a disability.

Managers/directors will consider whether any reasonable adjustment(s) to the working environment, including premises and equipment, or to working arrangements, could be made to accommodate any specific needs of a disabled employee or job applicant.

Victimisation

McGregors has created a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all staff are recognised and valued.

We will ensure that an individual is not treated less favourably than colleagues because they have taken action to assert their statutory rights or have assisted a colleague with information in that regard.



Our strength lies in the fact that we offer a genuine and personal service, expertise and extensive knowledge of the global energy industry. We also have a proven ability to handpick the very best qualified people for each vacancy and, above all, we have a great relationship with each client and consultant.

mcgregor.
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Contact us

Want to know more?

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