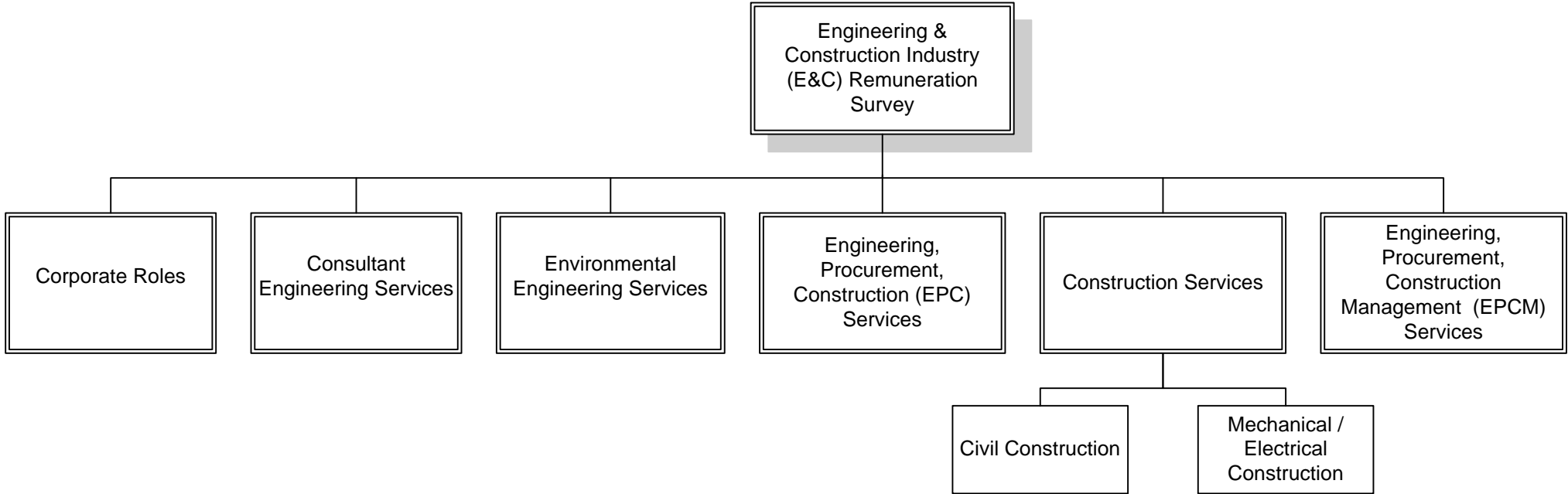
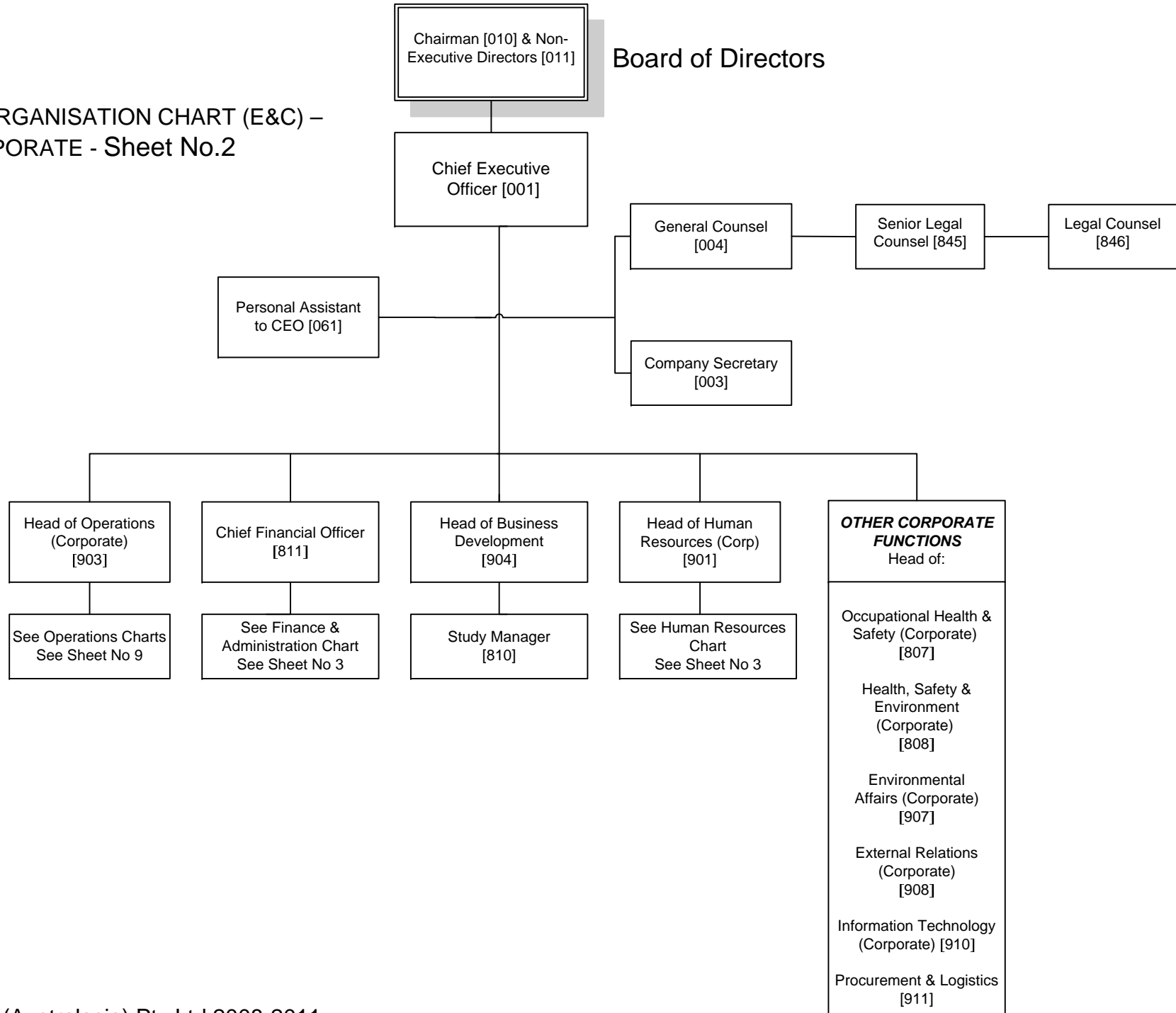


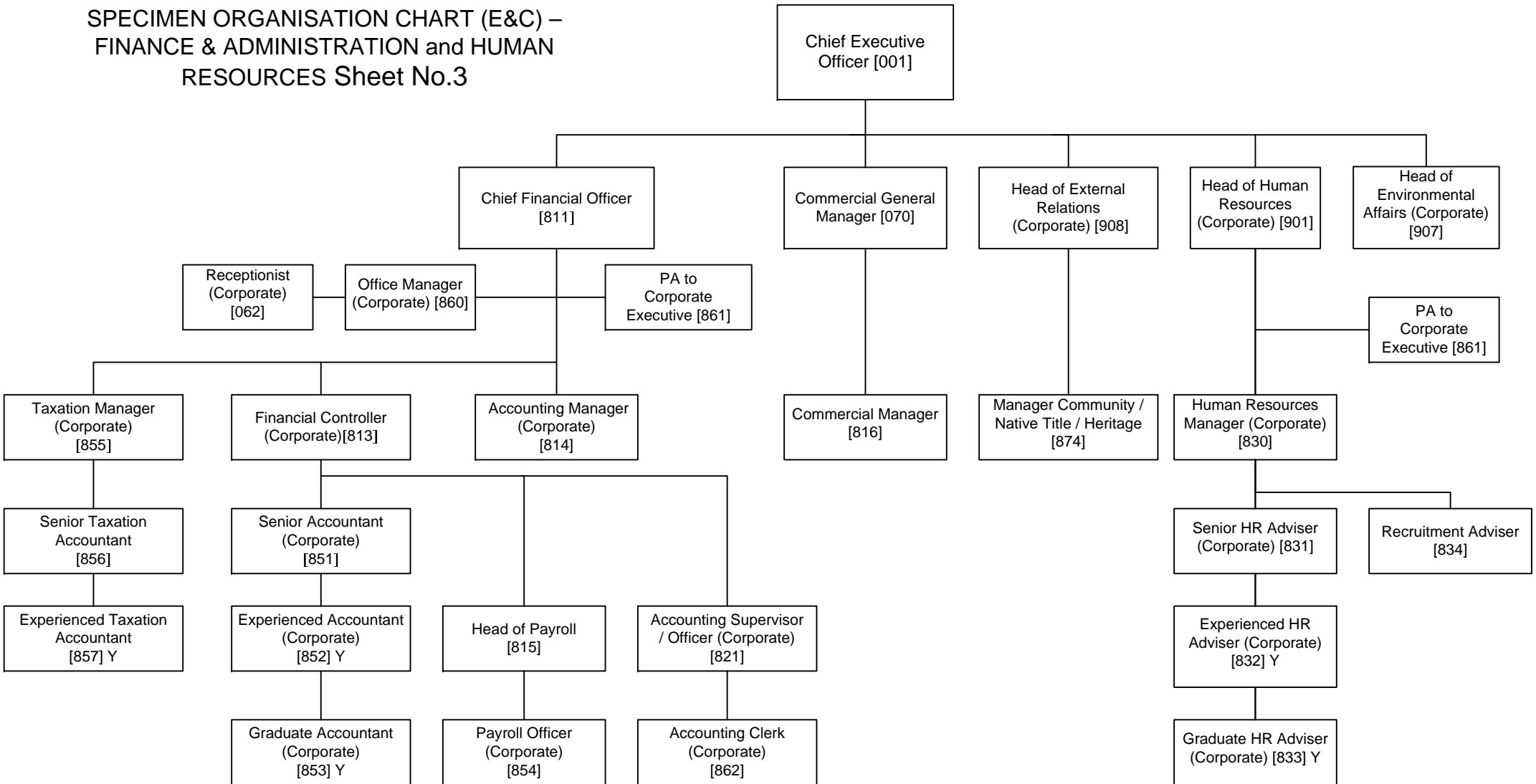
Engineering & Construction Industry (E&C)
Remuneration Report
- Survey Framework Sheet No.1



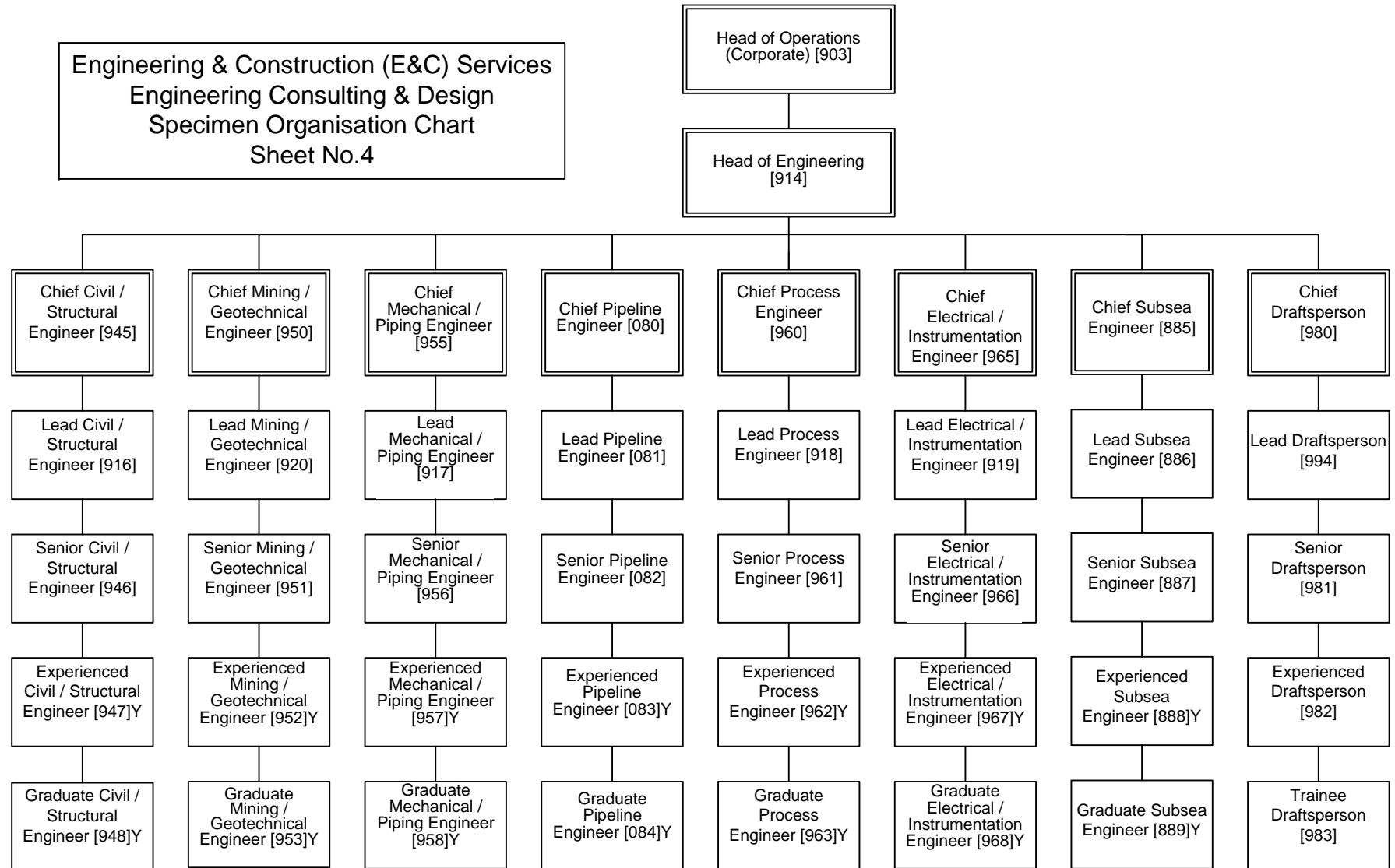
SPECIMEN ORGANISATION CHART (E&C) –
CORPORATE - Sheet No.2



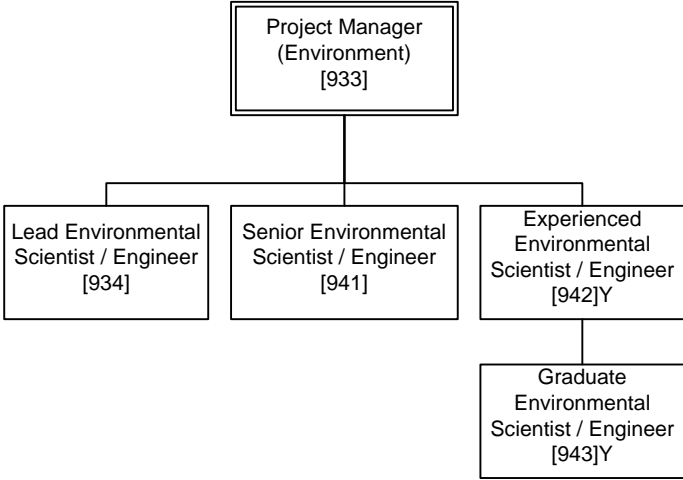
SPECIMEN ORGANISATION CHART (E&C) –
FINANCE & ADMINISTRATION and HUMAN
RESOURCES Sheet No.3



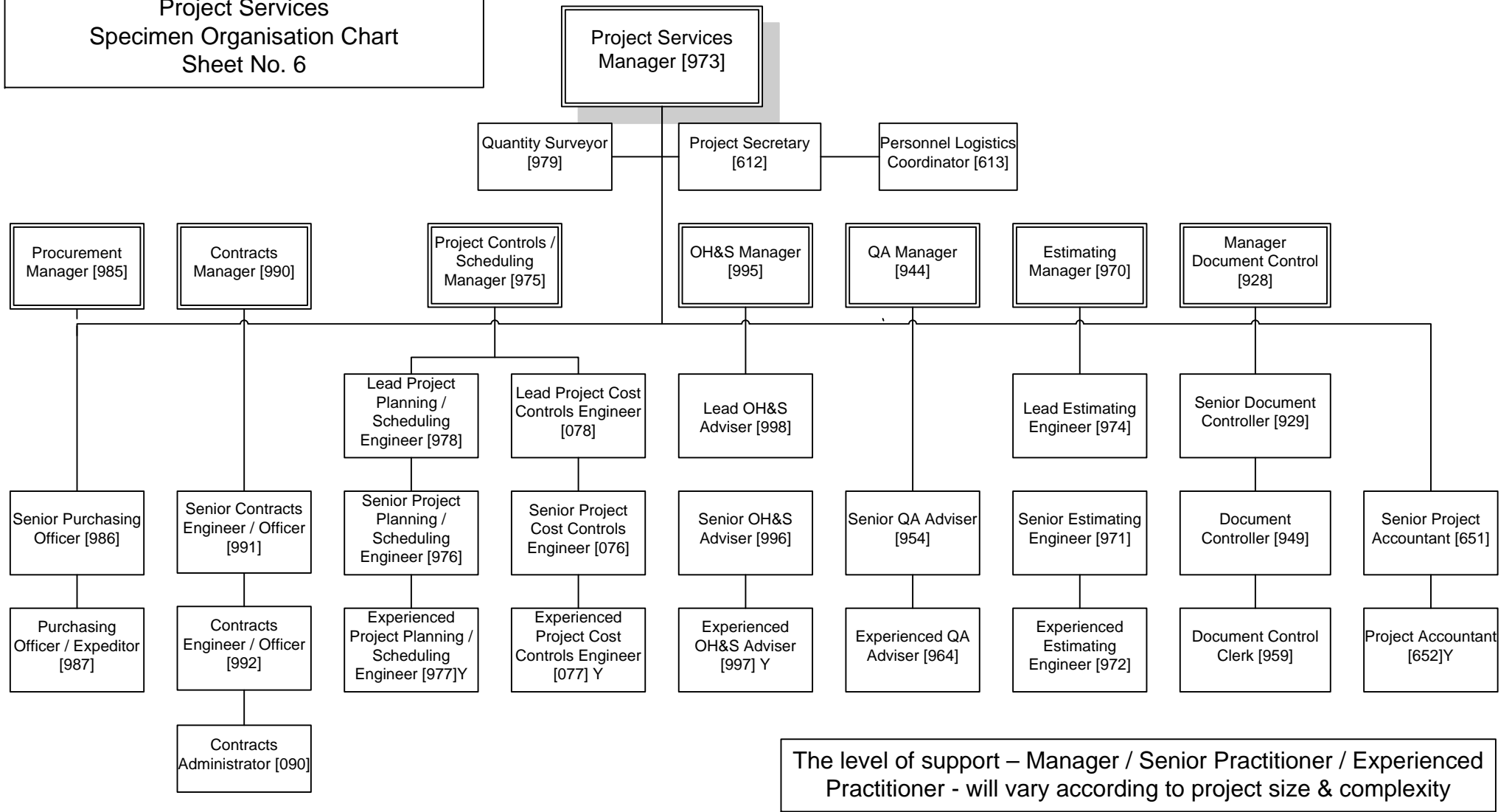
Engineering & Construction (E&C) Services
 Engineering Consulting & Design
 Specimen Organisation Chart
 Sheet No.4



Environmental Consulting Services
Specimen Organisation Chart
Sheet No. 5

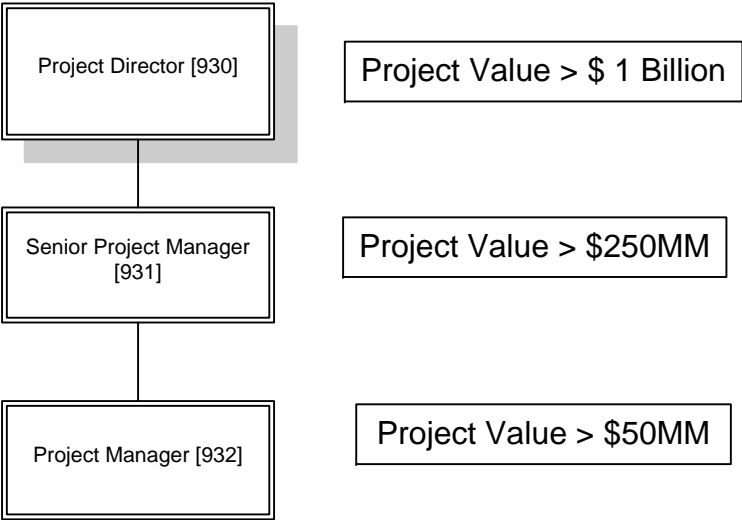


Engineering & Construction (E&C) Services
Project Services
Specimen Organisation Chart
Sheet No. 6



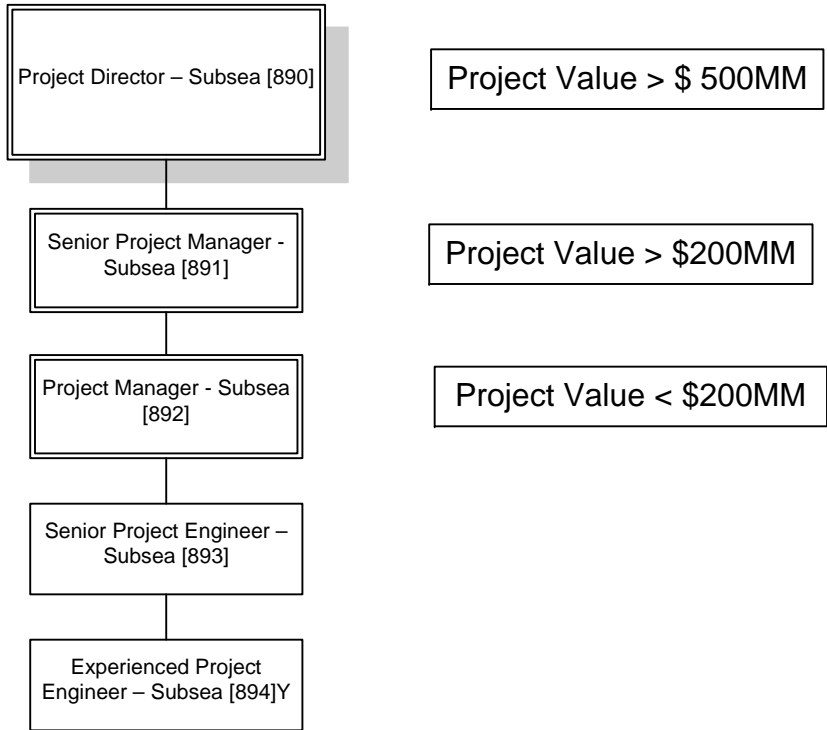
The level of support – Manager / Senior Practitioner / Experienced Practitioner - will vary according to project size & complexity

Engineering & Construction (E&C) Services
Project Management
Specimen Organisation Chart
Sheet No. 7



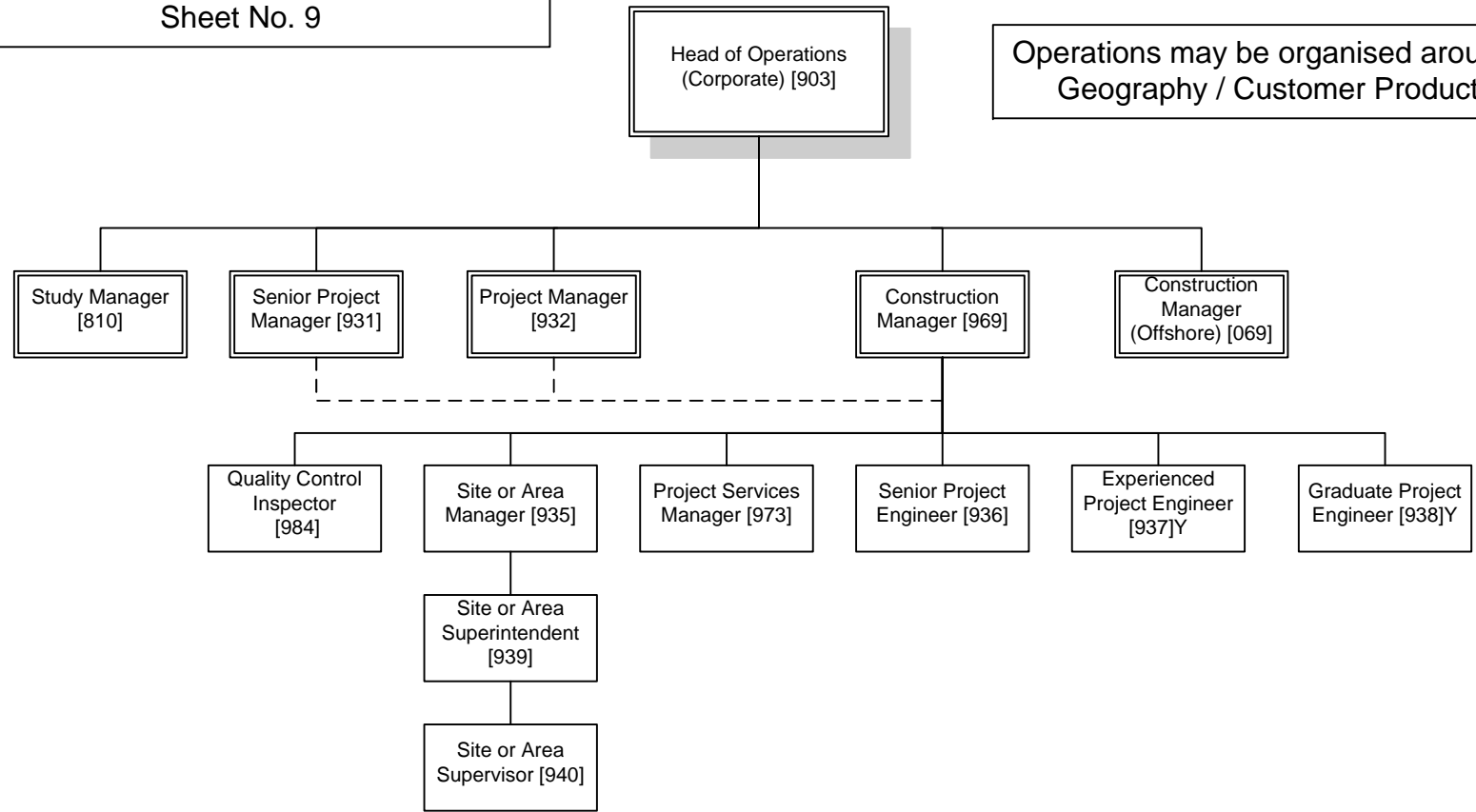
Note: Not necessarily in hierarchical relationship

Engineering & Construction (E&C) Services
Subsea / SURF Project Management
Specimen Organisation Chart
Sheet No. 8



Note: Not necessarily in hierarchical relationship

Engineering & Construction (E&C) Services
 Construction & Operations
 Specimen Organisation Chart
 Sheet No. 9



Operations may be organised around Discipline / Geography / Customer Product Structures

Please see Sheet No. 6 for project services roles