



Grupo Mieres
The Gate to Angolan Business



WORLD FORUM FOR A RESPONSIBLE ECONOMY

PRESENTATION



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www.grupomieres.com



Services PRESENTATION

Grupo Mieres Angola is a leading Services Company in Angola. It was established in 2013, to provide Support Services for International Companies, Ship Management, Crewing, Staffing, Logistics, Compliance & Ethics Consultancy, Local Content, Investment and Company Implementation in Angola.



GMA in Numbers

Proud to be 100% Angolan Supplier,
Proud to be Compliant.

-  Total employees: 520
-  Marine: 450 seamen
-  Training: 3 training Centers, 350 training Courses, +2500 trained students.
-  Translations: +35,000 pages/year
-  Visas: 850 WV/Year, +1500 Lol
-  Husbandry: 720 Movements/month
-  Compliance & Consultancy
 -  Oil Sector
 -  Foreign Investment
 -  Company Creation
 -  Angolanization
 -  Regulatory Compliance

 Sonatide Marine – OSV fleet



 SOYO LNG TANKER



 CUBAL LNG TANKER

SME Challenges



ORGANIZATION CHALLENGES

LACK OF:

-  CORPORATE FILOSOPHY
-  DIVISION OF ROLES
-  ESTABLISHMENT OF POLICIES
-  QUALITY MANAGEMENT
-  SANCTIONS TO EMPLOYEES



SME Challenges



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STRUCTURAL CHALLENGES

Lack of:



LIMITED FINANCIAL RESOURCES



LIMITED HR RESOURCES & EXPERIENCE



LACK OF COMPLIANCE AWARENESS



COMPANY FREQUENTLY ASSOCIATED
WITH “OWNER’S NAME /REPUTATION”



SME Strengths



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-  FAST DECISION-MAKING
-  KNOWLEDGE OF THE MARKET
-  SIMPLE STRUCTURE
-  MARKET STRATEGY VERY DEFINED
-  OWNER FULL DEDICATION
-  SIMPLE, BUT DEFINED VALUES



SME Main Challenge!

 In a difficult environment, and without sources of finance, the main challenge for SME will be keeping **ANTI-BRIBERY** control and **COMPLIANCE**.

Sometimes, having to chose between **COMPLIANCE** and **KEEP DOORS OPENED**.



SME & Corporations



Training and Transferring Corporate Values will be the key to integrate SME in the Corporate Value Chain.

Case of Success



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 Before the JV in Angola:

-  GMA was very compliant, but no Compliance Structure defined
-  Ethics Channel not existing
-  Compliance Policy not disseminated
-  “In Vigilando” process not in place for its Suppliers & Clients
-  No Compliance Certification

Case of Success



AFTER JV in Angola:

-  GMA has a defined and mature Compliance System
-  Ready to be inspected to ISO 19600 Certification
-  ISO 9001 Certified
-  TRACE International Certified
-  Member of the Coalition for Ethical Operations (CEO)
-  Member of *Cumplen* Association (Spain)
-  Constant Compliance in-house Training

Conclusions



After our Company was integrated into a Larger Company Compliance System:

-  GMA signed 4 others JVs
-  Became a reference in Compliance & Ethics in Country
-  Has a very selected group of clients who demand ethical business and operations
-  In 2 years has double the Income, reaching over 10 million USD / year.



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COMPLIANCE WITH
BUREAU VERITAS
STANDARD FOR QUALITY
MANAGEMENT SYSTEM OF
SEAFARER MANNING OFFICES

TRACE
CERTIFIED



Where
WE ARE

Marine - Luanda



GMAcademy & Marine- Cabinda



Headquarters - Luanda



CABINDA

SOYO

LUANDA



Luanda (Angola):

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