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

- 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 LoI
- Husbandry: 720 Movements/month
- Compliance & Consultancy
  - Oil Sector
  - Foreign Investment
  - Company Creation
  - Angolanilization
  - Regulatory Compliance

Sonatide Marine – OSV fleet

SOYO LNG TANKER

CUBAL LNG TANKER
SME Challenges

ORGANIZATION CHALLENGES:

LACK OF:

- CORPORATE FILOSOPHY
- DIVISION OF ROLES
- ESTABLISHEMENT OF POLICIES
- QUALITY MANAGEMENT
- SANCTIONS TO EMPLOYEES
SME Challenges

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

- FAST DECISION-MAKING
- KNOWLEDGE OF THE MARKET
- SIMPLE STRUCTURE
- MARKET STRATEGY VERY DEFINED
- OWNER FULL DEDICATION
- SIMPLE, BUT DEFINED VALUES
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.
Training and Transferring Corporate Values will be the key to integrate SME in the Corporate Value Chain.
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
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.
Where WE ARE

Marine - Luanda
GMAcademy & Marine - Cabinda

Headquarters - Luanda

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