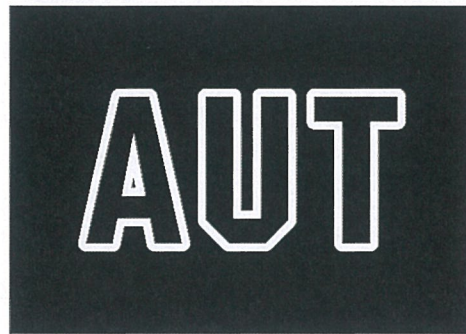


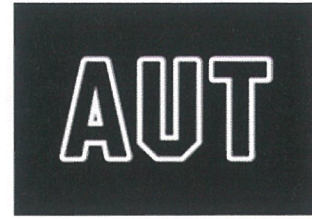
**MoU – Partnership Agreement Signing
Ceremony**

babcockTM



02 March 2023

**HMNZS Philomel Naval Base,
40 Queens parade, Devonport
Auckland**



MEMORANDUM OF UNDERSTANDING

BETWEEN

AUCKLAND UNIVERSITY OF TECHNOLOGY

AND

BABCOCK NEW ZEALAND LTD

THIS MEMORANDUM is made on the 2nd day of March 2023

In addition to the Deputy Vice Chancellor Academic signing this agreement:

Signed for and on behalf of **AUCKLAND**

UNIVERSITY OF TECHNOLOGY by:

Name: **TEE JING LIE**

Position title:

Date: **2/3/23**

Signed for and on behalf of **BABCOCK NEW**

ZEALAND LTD by:

Name: **MARK WORFORD**

Position title: **PROGRAM DIRECTOR**

Date: **2-3-23**

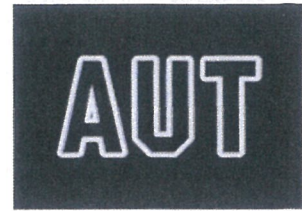
Signed for and on behalf of **AUCKLAND**

UNIVERSITY OF TECHNOLOGY by:

Name: **YVONNE CHAN CASHMORE**

Position title:

Date: **2/3/2023**



MEMORANDUM OF UNDERSTANDING
BETWEEN
AUCKLAND UNIVERSITY OF TECHNOLOGY
AND
BABCOCK NEW ZEALAND LTD

THIS MEMORANDUM is made on the 2nd day of March 2023

Signed for and on behalf of **AUCKLAND
UNIVERSITY OF TECHNOLOGY** by:

Name: **Professor Wendy Lawson**
Position title: **Deputy Vice-Chancellor Academic
Auckland University of Technology**
Date: **2/3/2023**

Signed for and on behalf of **BABCOCK NEW
ZEALAND LTD** by:

Name: **MARK WORKFORD**
Position title: **PROGRAM DIRECTOR**
Date: **2-3-23**

In the presence of:

Name: **SUSAN CHAPMAN**
Position Title: **EXECUTIVE ASSISTANT**
Date: **2/3/2023**

In the presence of:

Name: **Heejin Park**
Position Title: **Head of Engineering
Innovation**
Date: **2/3/23**

- (b) In addition to continuing to support AUT's leadership in Maritime Engineering degree programme through MID sponsored scholarship, Babcock will provide two annual scholarships for potential students of AUT's Faculty of Design and Creative Technologies - Te Ara Auaha.

Focussed on supporting under-represented groups, scholarships will support both under-represented women and Māori – Pasifika in Technology and Engineering.

Scholarships provided by Babcock will abide by the policies and procedures of the AUT Scholarships office.

- (c) They will agree the communication approach regarding the announcement of this partnership and future communications, ensuring there is mutual enhancement of the parties' reputation and brands.

3. FURTHER AGREEMENTS

- 3.1 The parties intend to jointly pursue the mutually acceptable objectives set out in Appendix 1 – Support Scope.

4. NON-BINDING NATURE

- 4.1 This document is a Memorandum of Understanding and is not intended to create binding or legal obligations on either party. The specific details of any matter may be set forth in agreements supplemental to this Memorandum.

5. FINANCIAL CONSIDERATIONS

- 5.1 The parties acknowledge that all or any financial arrangements to support this Memorandum must be negotiated and will depend upon the availability of funds.

6. TERM OF MEMORANDUM

- 6.1 This Memorandum shall commence on the date signed and shall continue for a period of three years (the *Term*).
 - 6.2 This Memorandum may be terminated by either party giving the other party six months notice in writing for any reason or for no reason.
 - 6.3 Termination will not operate to prejudice any student or staff engaged in a co-operative activity at the date of termination, the intention being that such activity will be permitted to reach its natural conclusion.
-

Appendix 1 – Supporting Scope

For New Zealand

1. Strategic Opportunities - Babcock NZ-AUT Steering Group

Our increased collaboration will benefit both our brands, increasing awareness of Babcock and the Maritime engineering sector while providing wider visibility of AUT across Babcock’s global engineering community. Joint Sustainability, Equity and Innovation focused energies in our local and New Zealand communities will provide benefit for all involved.

Steering group

Co-chaired by Babcock Chief Engineer & AUT Head of School

Babcock NZ	AUT
Al Lyons – Head of Engineering Integrity	Aman Oo – Head of School
Jon Irving – MFSS Transition PM	Yvonne Chan – Associate Dean, Engagement
Tracy Smeaton	Incoming – Associate Head of External Engagement, Prof William Wong
Young engineer / Graduate	Engineering Department representative – Current student rep

Outline Terms of Reference (to meet bi-annually)

- Partner updates from both Babcock and AUT
- Review engagement over previous period. Assessing;
 - Overview of significant events,
 - What level of engagement was achieved against the plan?
 - What outcomes were achieved?
 - How well did we tell the story to our staff and to the wider NZ?
- New Zealand STEM landscape update
- Discussion on engagement in the coming period. Covering,
 - What outcomes are we seeking to achieve
 - What specific opportunities do we have to support each other
 - Are there any opportunities to broaden or deepen our relationship
 - What support is required

5. Strategic Engineering Subjects

Coordination Leads: Babcock: Jon Irving; AUT Engineering Programme Director (TBC) & Mazier Ramezani (Maritime Pathway Lead) & Postgrad Director (TBC)

AUT and Babcock will build on the support and engagement currently underway for AUT Maritime engineering to explore opportunities to enhance and increase the AUT academic portfolio in support of New Zealand and global engineering trends and requirements.

Babcock is internationally recognised as an independent capability partner for the management and maintenance of complex and critical assets. In our development of both the technology toolset and individuals' skillset required to deliver at the leading edge of the Asset Management of complex and critical assets, Babcock sees an opportunity for focused academic approach to upskill engineers in this challenging multi-faceted discipline.

Using the Babcock Digitally Enabled Asset Management operating model we will explore the viability of developing a Post Graduate Complex Asset Management offering.

For our Students

6. Industry Perspective

At AUT, collaboration and partnerships underpin everything we do. We foster deep working relationships with industry leaders and employers, focused on all aspects of our student development and enabling graduate talent.

As The NZDF's Strategic Maritime Partner, Babcock's culture and focus is built on collaboration and supporting the wider NZ industry base as we focus on our purpose to; **create a safe and secure world, together.**

Coordination Leads: Babcock, Al Lyons, AUT Prof Aman Oo & Associate Head External Engagement

Babcock will continue to provide support for the AUT Engineering department's Industry Advisory Committee and supporting sub-committees focused on supporting the aims of AUT in providing a world-class education, developing industry relevant graduates.

7. Support Student Talent

AUT and Babcock recognise that increased collaboration will provide Babcock access to student talent, enhancing student employability through industry awareness sessions, internship places and; undergraduate projects.

Coordination Leads: Babcock: Al Lyons; AUT: Karen Phipps & Leanne Bint

Final year Projects

Babcock values the contribution made by AUT student projects and recognises the role these projects play in the development of the student. We will continue to support AUT's requirement for undergraduate engineering projects and industry engagement.

Babcock will continue to support both AUT's requirement for undergraduate engineering project and the need to celebrate student success through sponsorship of academic achievement prizes.

Together we are able to provide opportunity to develop a wide-range of professional relationships and partnerships between AUT and Babcock staff including but not limited to a world leading initiative to develop:

Industry – Academia peer-to-peer mentoring.

We will:

- a. Launch a peer-to-peer mentoring scheme; based on mentoring best practice concepts, the scheme will partner individuals from both organisation aligned to their requested areas of awareness and personal development:
 - i) Peer-Based Mentoring
 - ii) One-on-One Mentoring
 - iii) Situational Mentoring
 - iv) Developmental and Career Mentoring
 - v) Reverse Mentoring
 - vi) Group-Based Mentoring

Industry Awareness: Our staff, lecturers and researchers will better understand the needs of Marine and Defence Industries.

Leading Edge Awareness: Our Leaders and Managers will better understand wider best practice and future opportunities.

9. Continuous Professional Development

Coordination Leads: Babcock: Jon Irving AUT: Prof Aman Oo & Associate Head External Engagement

AUT and Babcock recognise the benefits of life-long learning throughout an individual's career. AUT already offers part-time study options for a wide range of courses alongside a number of short courses.

As a people-centric professional engineering company, Babcock recognises the importance of staying current in an ever developing engineering and technology landscape. We are also keen to support personal passion and growth to provide individual and organisational flexibility.

Looking at options such as micro-credentials and recognising the importance of creating the lifelong learner, we will work together to further develop delivery options that support learning within the workforce.

With a Profit for Purpose mind-set, we will:

- a. Engage NZ industry to identify their lifelong learner needs with Babcock providing particular input on the needs of its NZ supply chain.
- b. Assess the sustainable outcome and academic leadership role that AUT can fulfil in this area of learner support.
- c. If required as an outcome; Babcock through its business and supply chain relationships across NZ will support piloting and prototyping of any relevant AUT course offering.