

Our core Values



D I X S T O N E



Our vision

To become the leader to provide safe, dedicated, and innovative solutions in the energy service industry.

Our mission

We invest for the long term, we create, we maximize the synergies, we optimize recycling, and we achieve excellence with our multidisciplinary teams, competent people and versatile asset.

What we do

Headquartered in Hoofddorp, the Netherlands, Dixstone is an affiliate of the Perenco Group, specialized in integrated solutions for the industry. With a robust presence in 10 countries and a team of 2,000 experienced professionals, Dixstone brings together a wealth of expertise and innovation in engineering services to cover the entire oil and gas value chain and beyond.

From the first tanker conversion in 2003 to a large consolidated company with two proprietary shipyards in Gabon and the Netherlands as it is today, Dixstone offers a wide range of services including shipbuilding, conversion of rigs & vessels, drilling & offshore services, decommissioning, maintenance, and marine fleet management.

Our commitment to teamwork, responsibility, safety, and innovation drives us to deliver exceptional results for our clients while fostering growth and development within our organization.



Dixstone aims to participate to the global warming reduction of the industry through energy optimization, new generation of rigs & vessels design with a recognized ESG performance, Additionally, Dixstone contributes to social responsibility and environmental sustainability by prioritizing initiatives that align with these goals.



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Safety

My role as employee

- Ensure that you are informed about risk and control measures for the job and work environment
- Always perform a YES scan – check Yourself, Equipment, Surrounding
- Inform your supervisor about hazardous acts and hazardous conditions.
- Always follow the responsible behaviors and Life-saving rules.

My role as a manager/supervisor

- lead by example and demonstrate safety leadership.
- Foster a culture where everyone feels comfortable speaking up about safety
- Ensure that suggestions for improvement are acknowledged and acted upon
- Ensure compliance with responsible behavior and Lifesaving rules.

“SAFETY FIRST, ALWAYS
– PROTECTING LIVES,
SECURING FUTURES.”

Passion

Expected Behavior for Employees

- Approach your work with enthusiasm and a positive attitude.
- Show curiosity and a willingness to learn new things.
- Be proactive in contributing ideas for continuous improvement.
- Collaborate with others and be open to constructive feedback.
- Stay focused and adaptable to changing situations.

Expected Behavior for Managers

- Inspire and motivate your team with passion and energy.
- Recognize and value the contributions of employees.
- Encourage creativity and innovation, fostering an open environment for ideas.
- Provide opportunities for growth and professional development.
- Lead by example in maintaining enthusiasm, even during challenging times.

“ENHANCING SUCCESS WITH
PASSION – STAY POSITIVE,
STAY DRIVEN.”

Responsibility

Expected Behavior for Employees

- Take ownership of your tasks and be accountable for your actions.
- Respect the diversity, culture, and values of others in the workplace.
- Follow regulations and guidelines to ensure ethical and responsible practices.
- Actively share knowledge and experience to help colleagues succeed.
- Make efforts to minimize environmental impact and follow sustainability practices.

Expected Behavior for Managers

- Hold yourself and your team accountable for results.
- Promote a culture of inclusivity and respect across the organization.
- Ensure compliance with local and international rules, and set an example for ethical behavior.
- Foster an environment of transparency and knowledge sharing.
- Drive initiatives that promote environmental responsibility and sustainability.

“OWNERSHIP MATTERS
– BE ACCOUNTABLE,
MAKE AN IMPACT.”

Teamwork

Expected Behavior for Employees

- Communicate openly and share information with your team.
- Collaborate and offer support to colleagues to achieve common goals.
- Accept feedback, both positive and constructive, and learn from it.
- Be respectful of team diversity and embrace different perspectives.
- Take ownership of your role within the team and contribute actively.

Expected Behavior for Managers

- Foster a culture of collaboration and ensure alignment on team goals.
- Encourage information sharing and open communication across teams.
- Provide feedback constructively and create a space for mutual learning.
- Promote team integration and celebrate diversity within the workforce.
- Guide the team with clear objectives, and delegate responsibilities effectively

“AT DIXSTONE WE
BELIEVE IN THE POWER
OF COLLABORATION!”

Integrity

Expected Behavior for Employees

- Do not engage in or accept any form of bribery or corruption, and I will report any unethical practices I encounter.
- Follow company policies, agreements, and ethical guidelines.
- Communicate openly and honestly, ensuring transparency in all my dealings with colleagues and stakeholders.
- Treat everyone with fairness, honesty, and tolerance, fostering an inclusive and respectful work environment.
- Take ownership of my actions and decisions, holding myself accountable and setting an example for my peers. Maintain confidentiality and safeguard sensitive information
- Make decisions that are objective, unbiased, and based on facts, ensuring integrity in my work.

Expected Behavior for Managers

- Strictly avoid any form of bribery or corruption and create a zero-tolerance culture for unethical practices within my team.
- Always do the right thing and promote ethical behavior across the organization, leading by example and supporting my team in making ethical decisions.
- Ensure open and transparent communication within the team, fostering an environment where transparency is valued and expected.
- Treat every team member with fairness, honesty, and tolerance, and I will promote a culture of respect, equality, and inclusion.
- Take responsibility for the actions of my team, guiding them by setting high standards for accountability and leading with integrity.
- Promote and facilitate objective, unbiased decision-making in my team, ensuring that all decisions are based on facts and fairness.



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PROTECTING LIVES,
SECURING FUTURES.”



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