

**EXCEPTIONAL
MANAGEMENT
SOLUTIONS
FOR SHIPPING,
SUPERYACHTS &
AIRCRAFT**



**Bachmann
Group**

Contents

1. Commercial shipping
3. Superyacht management
4. Services at a glance
6. About us
7. Reasons to choose Bachmann Group
8. Bachmann Group Services in detail
14. Key personnel



Commercial shipping

Ideally placed in Guernsey in the Channel Islands, BachmannHR Group are able to handle both European and overseas clients surrounding a range of services within the shipping industry.

Our services fall into six main categories:

Total Crew Management

Our complete crew management package encompasses at least all of the following areas of marine personnel management

- Recruitment
- Operations
- Training
- Medical
- Welfare
- Travel
- General Employment Issues
- Administration

Payroll Management

Utilising some of the leading payroll software available, the payroll section of Bachmann Group handles thousands of payments each month, totalling over US \$1 billion per year.

Provision of Temporary Seafarers

We supply in excess of 800 temporary and permanent seafarers to major shipping companies operating all over the world.

Consultancy

At Bachmann's our team has over 75 years (combined) of marine experience working in all aspects of the marine industry.

Our consultancy team comprises of experience experts who have worked within the industry with some of the worlds' leading Ferry and Cruises Operators, have operated vessels in a technical capacity as well as Ports from a legal aspect, even serving as Harbour Master.

Recruitment

We are a leader in the field of Personnel Management, Marine Recruitment Services and Training to the marine and offshore industry.

- Over 20,000 seagoing and shore-based candidates registered on our database from all over the world.
- A high level of of service irrespective of our clients' size, location or operation.
- Providing a full crew management service, including everything from recruitment, certification and scheduling, arranging travel and payroll to dealing with employment issues

Ship Management

Bachmann Group manage an ever increasing number of vessels in full compliance with the International Safety Management Code.

- Providing technical and marine superintendent services specifically for passenger vessels and yachts.
- Manging building constructions, dry docking and repair projects with superintendents on-site.
- Over 75 years experience in managing both passenger and freight ferries as well cruise ships operating all over the world.
- Full managment of vessels to the provision of Designated Person Ashore and Company Security Officer responsibility.



The ultimate in stress-free superyacht management

Owning and managing a superyacht is an increasingly complex undertaking. Beyond its role as a source of enjoyment, it stands as a valuable asset, subject to stringent and shifting legal requirements, emerging technologies, and evolving crew dynamics.

For over 50 years Bachmann has been supporting clients, yachts, captains and crew with everything they need to navigate these financial, regulatory and operational challenges.

Our professional and experienced management is the key to stress-free, economically beneficial and tax-efficient ownership.

Bachmann handles every detail from corporate ownership and liability mitigation; risk management and incident prevention, to legislative, technical and operational services.

We ensure qualified and experienced crew are employed on the right terms.

As leaders in crew employment operations, with over 20,000 crew at sea, we build long-term relationships in recruitment and understand crew needs so that you can attract top tier personnel.

We are renowned for our comprehensive support, pairing a swift and responsive service with unparalleled attention to detail across all of our services.

With strong ties to major industry players and over 50 years of superyacht management experience, we have well-established and trusted connections with expert teams around the world to ensure your experience in any port of call is smooth, seamless and relaxed.

Who could benefit from Bachmann Group's services?

Owners, Family Offices or Companies with Clients, who are:

- Operating a superyacht or executive aircraft anywhere in the world
- Looking to separate from the liability and administrative burdens associated with crew employment
- Running crew payrolls with employers EU Social Security or UK National Insurance, Contributions
- Interested in beneficial corporate rates and truly personalised solutions for private, charter & leasing

Our services at a glance

Fiduciary & Compliance

- Corporate Ownership to Limited Liability Companies
- Offshore Company Registration, Incorporation & Structures
- Yacht Registration with Red Ensign & Aircraft Registration
- VAT Planning & EU Temporary Admission VAT Waivers

Human Resources & Management

- Crew & Staff Recruitment, Employment, Training, Travel and HR
- International Offshore Payroll Management & Processing
- Employment Advice, Contracts & Dispute Mediation
- Day to Day Expense Management & Finance Administration



Operations & Technical

- Port Visit Logistics, Fuel stop and Customs & Immigration Handling Service
- New Build, Refit and Insurance Project Management & Technical Support
- Regulatory Compliance, Expert Witness and Contract Dispute Resolution
- Pre-Purchase, Condition, Damage and Tonnage Measurement Surveys
- Security & Safety Management, ISM, Mini-ISM & Operational support
- Expert Contractors, Designated Person Ashore (DPA) & Company Security Safety Officers (CSO)
- Highest Industry Operators Standards, Safe Manning & Yacht Compliance (ISPS)
- Insurance Market Review and Policy Cover Assessment

Corporate & Private Aviation

- Certification Processing, Air Operating Certificate (AOC) & Private Operators Certificates (POC)
- Aircraft Registration and Corporate Management of Aircraft & Aircrew
- Offshore VAT-free Aircraft Sale & Purchase with use of Temporary Resident Agent Status
- Offshore Company Structures and Tax Planning Specific to Aircraft Ownership

Our Clients & Associates Include



“

Bachmann's are always extremely responsive to any of our queries or concerns about their services. Their professional knowledge is excellent.

”



About us

With an annual payroll responsibility of around \$1 billion, Bachmann Group is the largest provider in this sector and has been continually setting the standard for operations and management globally.

We are the most experienced provider of offshore corporate ownership, employment services, payroll administration and personal management services to the marine, aviation and offshore industry.

Since its establishment in 1974, the Group has grown substantially and today we manage the employment and payroll for over 20,000 seafarers and aircrew, with corporate ownership or structured management of over 150 vessels, including 75 superyachts, and a number of prestigious aircraft on Guernsey's 2-Reg aviation registry, including a Boeing 787 Dreamliner business jet.

Bachmann is a direct employer of over 50 shore-based staff and nearly 900 seagoing staff (of the total payroll number) who in turn are subcontracted to our clients. In addition, we have a recruitment division, which sources, vets and provides staff for more than 200 clients.

Our ethos is for robust planning and considered thought, our reputation is for integrity and professionalism delivered in a personal Clients choose Bachmann Group due to; our team We help owners and representatives focus on what matters to them, resulting in a truly bespoke and trusted relationship.

Bachmann Group Structure

Bachmann Group operates through several divisions, each offering a full range of our services to a specialist industry sector:

- BachmannHR Marine – commercial shipping and ports management
- BachmannHR Yachts – superyacht corporate administration and management
- Bachmann Recruitment - personnel, crewing and payroll
- Bachmann Technical Services – operational, logistics and technical support

“
The service that we receive from Bachmann's is of a very high quality. We would be extremely likely to recommend the services that they offer to others.”

Reasons to choose Bachmann Group

Fiduciary & Compliance

Our valued clients benefit from very attractive jurisdictional and financial advantages of our strategically oriented Head Office, which is based right in the heart of Europe - Guernsey, Channel Islands, Great Britain.

- Jurisdictional benefits of a Headquarters with location and fiscal governance independent to UK & EU
- Bachmann Corporate Services Limited is regulated by the Guernsey Financial Services Commission
- Bachmann Group is a member of The British Marine Federation & Superyacht UK
- ISO 9001 Certification of quality management system to financial regulatory standards
- Access to state of the art sophisticated information and management technological solutions

Human Resources & Personnel Management

Outsourcing all or part of Personnel Management Functions to Bachmann, can bring real efficiencies to a business and peace of mind to its owner, we offer:

- Direct access to the very best professionals and expertise in the field
- Beneficial offshore corporate rates and structures

- Streamlined recruitment, human resources and process management
- Offshore based payroll administration & employment services for Social Security Contribution savings
- Substantial savings in UK Secondary National Insurance contributions in accordance with HMRC Tax Bulletin IR49

Operations and Technical

Our team provide technical assistance and round the clock support services across all touch points of your schedule.

- We have established connections with a network of port agents, contractors and shipyards to ensure the smooth running of cruising itineraries as well as planned maintenance schedules
- Bachmann's base in the Channel Islands is also a highly convenient option for resetting EU VAT status, particularly for anyone undergoing refits in Northern European shipyards.

In order to ensure compliance with The Temporary Admission Procedure, vessels must leave the EU after 18 months or they will become liable for customs duty and VAT

We act as port agents and through our partners can provide VAT free, cost effective refuelling options with the highest quality marine fuel



Bachmann Group Services in detail

Fiduciary & Compliance - Yacht Ownership, Registration & Vat Planning

Ownership

Yacht and aircraft ownership can be corporate and complex in its operational demands. Therefore owners of high value yachts or aircraft often choose to incorporate a limited liability company. This company then takes legal ownership of the vessel which provides a level of separation and protection in its operation, to the ultimate beneficial owner's personal and other business affairs.

Registration

The choice of flag on a yacht's transom and with it the country of registration, has a direct effect on the level of privacy and liabilities that the vessel and owner is exposed to; as such this can significantly impact a client's enjoyment of the asset. Whilst many factors will influence the final choice of the flag, the considerations will include; the yacht's use, the planned area of operation, the yacht's VAT status, the nationality of the owner, the crew and their qualifications.



VAT Planning

Bachmann is proud to offer all qualifying individuals a Non-EU Corporate Ownership & Registration service, administered and managed in-house by our team to take advantage of efficiencies that the EU VAT system offers. This service provides owners; the benefits and opportunity to own their yacht through an offshore company, the vessel to be registered at the owner's preferred offshore port of registry, and with this the vessel to enjoy VAT free access to European waters for up to 18 months on any visit. The procedure is known as Temporary Admission or Temporary Importation; resulting in an approved, limited, waiver from any VAT charges on the value of the yacht, which would normally be due on entry to the EU or UK HMRC.

- Temporary Admission (importation) is a means by which a non-EU resident yacht owner or owning company is granted admission in to EU waters without having to pay VAT on the value of the yacht. It is important that such legislation exists and is readily applied across EU member states, otherwise, many non-EU resident owners or owning companies may choose to steer clear of visiting European waters, with the cost of paying VAT on arrival being too prohibitive.

In general terms, to be eligible for '**Temporary Admission**', a yacht must be owned by either an individual or yacht owning company, resident outside of the EU VAT territory and not used for commercial gain (private use only).

“

We are very satisfied with BachmannHR Group and feel that their services meet our needs extremely well.”

Human Resources & Management – Recruitment, Employment, Payroll & Accounts

Recruitment, Employment

Bachmann Group are the largest manager of crew in Europe, looking after over 20,000 seafarers and aircrew scattered all over the world, providing robust and cost-effective solutions to crew employment and crew payroll. We deal with legislation and all aspects of:

- Crew and shore staff Recruitment & Contracts
- Training to STCW (International Convention on Standards of Training, Certification and Watchkeeping for Seafarers) & MLC (Maritime Labour Convention) requirements
- Arranging medicals, travel, health events, repatriation, and immigration procedures
- Offshore payroll management and social security contributions in any major currency
- Employment advice, contracts, human resource issues and dispute mediation
- Meticulous management of vessel's accounts and operational expenses.

Payroll & Accounts

Bachmann maintains accreditation and audit under the Marine Labour Convention, and in doing so is authorised to manage the employment and payroll of yachts under commercial use (charter). Using approved Seafarer Employment Agreements combined with our specialised payroll software, BachmannHR Yachts has a leading market share of crew across the world's charter fleet.

When it comes to financial administration responsibilities, Bachmann's accounting team are all highly qualified, experienced, disciplined and focused. They diligently take care of Owner's funds, robustly verifying payment requests, invoices and any other financial transactions. Bachmann work with several long-established banking partners and operate accounts in all major currencies, primarily EURO, GBP and USD, accommodating Superyacht Owners near and far.



Cost Savings of Bachmann Offshore Employment & Incorporation

As an Offshore Based provider of payroll administration and employment services, Bachmann Group offers savings on management fees over EU and UK onshore providers.

In addition, Bachmann Group incorporates and manages Offshore Entities for owners and companies, enabling direct savings for them on Employers Social Security / National Insurance Contribution payments.

Therefore, owners and companies engaged with Bachmann Group are able to offer higher salaries to their offshore seafarer employees, by saving on Employers Contributions. Employers Contributions for seafarers working offshore as of August 2023:

- if employed by an 'onshore entity' = UK 13.8% and Europe = ~20% (av.)
- whereas, if employed by a Bachmann Group 'offshore entity' using Malta payroll = ~5% (av.) and using Guernsey payroll = 0%

Bachmann Group is also able to provide Offshore Residency Relocation Solutions, for owners or seafarers looking to maximize efficiencies on Social Security and Tax liabilities.

Operations and Technical – Port Visit Logistics, Shipyard Support & Regulatory Compliance

Port Visit Logistics

Bachmann Technical Services offer Port Agency to handle all management, logistics, costs and liabilities for Port Calls. Appointment of an approved Local Port Agent by all commercial and professionally operated visiting vessels is a mandatory requirement in most ports.

Bachmann Port Agents manage this service directly in home ports of the English Channel and through trusted partners, together with a logistics/incident/dispute consultancy support service, globally. Services include all port and local authority arrangements, Customs & Immigration handling together with all supplies and fuel bunkers.

Bachmann Group has direct partner accounts with Physical Fuel Suppliers in their English Channel Home Ports and partner accounts with all of the major International Bunker Agents, globally; for assured highest quality product and service, at the most competitive prices. Bachmann Port Agency ensures the best port visit logistics and the best support when unforeseen difficulties do arise.



English Channel, Guernsey Home Port Call Advantages:

- Strategic location at western approach to the English Channel
- Low price Premium Marine ULSD/AGO FAME free diesel, MARPOL delivery
- No VAT on services and supplied products, purchases or imported items
- Customs clearance from UK and EU Fiscal Taxation Areas
- All tide commercial berths for vessels 25m – 130m+ LOA
- Excellent port, restaurants and provisions for Owner's and Crew Shoretime
- Beautiful coastline scenery and an archipelago of islands to visit

Guernsey has some of the finest restaurants in the British Isles and as such Bachmann are able to source the highest quality products from local vendors depending on their specialty, saving vessel staff's time and delivering the best provisions to the galley, in the best condition.

Guernsey's unsurpassable beauty of its terrain and rich history attracts volumes of visitors from all around the world every year. This 24 square mile island, along with the neighbouring isles of Sark and Herm, offers a unique fusion of French and British cultures within a warm and easy-going community. Guernsey's landscape is depicted with dramatic cliffs, tranquil lanes, charming, sweeping beaches and many historical landmarks.

At Bachmann Port Agents, we are entirely at your disposal. Our headquarters local agent and concierge service ensures you get the maximum enjoyment and convenience from a visit to Guernsey, and our network of partners ensure you get the same great service globally.

“
*An excellent pitstop
and service.*”

Captain Andrew
46m Feadship, English Channel

“
*The service that we
receive is excellent.
I like the fact that even
if there are people
out of the office, there
is always someone
available to take over
and deal with any
issues. This is a lesson
that my own company
could learn from...*”

“
*The value for money
of the services that
Bachmann provide
to us are excellent.*”

“

The standard of service that we have received over the past 20+ years has always been excellent. Our relationship has been extremely long standing with Bachmann and we look forward to the continuity of this relationship.”





Shipyard Support

Bachmann Group have an in-house team and extended network of technical experts to support their clients through every stage of:

- specification requirement, vessel selection, pre-purchase survey and purchase contracts
- new build design, brand choice, builder selection, project management and commissioning
- scheduled refit management, condition reporting, quantity surveying and costs evaluations
- Classification Society, regulatory compliance, operational support, security and safety
- expert witness, damage surveying, insurance claim management and dispute resolution

Security & Safety Management

Bachmann are experts in Yacht Management and Security in the practicalities of running yachts and can offer:

- Provision of Cloud based Full & Mini ISM (International Safety Management)
- Provision of Designated Person Ashore (DPA) & Company Security Safety Officer (CSO)
- Safe Manning & Yacht Compliance (ISPS)

We offer Safety Management Systems, ranging from our Full ISM Safety System (commercial registered +500GT) to our Mini ISM (24 m – under 500 GT). From within our own company, we are able to offer experienced and certified

DPA and CSO Officers who are trained in Crisis Management and are able to offer a wealth of knowledge and advice. In addition to flag approved Safety Management Systems, we offer ISM & International Ship and Port Facility Security Code Internal audits, for yachts and company offices. We provide comprehensive, independent audit reporting of any ISPS non-conformities, in advance of external audits by a client or Flag Administration.

Insurance Market Review and Policy Cover Assessment

In addition to claim support and repair contract management, Bachmann independently navigate the insurance market of the best policy wordings and cover for our clients. We ensure that the integrity of any insurance offers; are of the highest ratings, are from reputable insurers with excellent claims history, and have the most favourable terms. Specialist policies include; Main Vessel Hull & Machinery, Support Vessel & Aircraft, P & I Protection and Indemnity, Crew Employers, Artwork, Charter & Expedition, Cyber Data Protection, Pollution, War Risks, Kidnap & Ransom, Shipyard Project Insurance, and many more.

Aviation Services

We offer the same economically beneficial and tax-efficient ownership and crew management solutions to private and business jet owners. Operating closely with Guernsey's 2-Reg Offshore Aircraft Registry, we manage some of the largest aircraft on the register including a Boeing 787 business jet.

- Experience of processing Air Operating Certificate (AOC) and Private Operator Certificates (POC) on behalf of our clients
- Experts in Sale & Purchase and the use of 2-Reg to facilitate the movement of aircraft through the use of temporary Resident Agent status
- Corporate Ownership Structures benefiting from Guernsey's offshore status.
- Offshore Payroll and Employment of aircrew

Key Personnel



Nick Saul AFNI, CMLT, BSc, Group CEO

After a 7-year career at sea as a Navigating Officer on tankers and bulk carriers, Nick returned to academia in 1985, studying Maritime Commerce at Cardiff University. Nick is a Chartered Member of The Chartered Institute of Logistics and Transport, an Associate Fellow of the Nautical Institute and a member of The Institute of Directors. Nick is also a fully qualified Lead Auditor and DPA & Company Security Officer. Nick.Saul@bachmanngroup.com



Liz Powell, HR and Operations Group Director

Liz has been with Bachmann Group since 2006 and was promoted to HR and Operations Director for the Group, in October 2016. Liz is responsible for all HR matters for both Bachmann Group and all of our clients, as well as making sure the company is fully compliant for MLC purposes. Liz has developed and grown the latest addition to the Group, Multiwage Limited, over the last few years. Liz.Powell@bachmanngroup.com



Gary Le Cras, Director of Corporate Yachting Services

Over the last 20 years, Gary has registered, structured and managed superyachts, ranging from mildly modest to proudly prestigious. In doing so, he has more than earned an enviable reputation for his knowledge and experience. Gary is an associate member of the Yacht Brokers, Designers, & Surveyors Association and holds qualifications with the Royal Yachting Association, Association of Accounting Technicians and the Institute of Chartered Secretaries. Gary.LeCras@bachmanngroup.com



Ben Mahy C.Eng MRINA, Director of Port and Technical Services

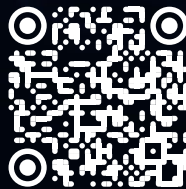
Ben has worked in the Superyacht Industry for over 25 years and has expertise in yacht design, shipbuilding and bunker fuel supplies. He is a qualified port agent, naval architect, marine engineer, project manager and vessel operator. Ben heads up the Technical Services of Bachmann Group, giving support in; port call logistics, yacht management, ISM, mini ISM, as well as project consultancy and management for new builds or refits. Ben.Mahy@bachmanngroup.com



Marianne Domaille ACIS, Head of Aviation Services

Marianne is an Associate of the Chartered Governance Institute with extensive experience dealing in complex asset classes, private wealth, asset protection, estate planning and institutional structures. She has worked in Guernsey's trust industry for over 20 years and has developed a sound knowledge of various types of trusts, foundations, cellular and non-cellular companies. Marianne.Domaille@bachmanngroup.com





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**Bachmann
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