



الشركة الكويتية لنفط الخليج (س.م.ك.)
KUWAIT GULF OIL COMPANY (K.S.C)

OIL ZONE

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We strive to convert oil pits into green oases



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Dear colleagues,

It gives me great pleasure to communicate with you in every issue of your quarterly magazine "Oil Zone" to highlight different issues that concern us all, in which we strive to raise our performance through such issues and contribute to build our country. In this issue, and following our homeland Kuwait State's celebrations of the national days, and our successful participation in this national ceremony, which pleased everyone who lives on this good land, I would like to extend my thanks and appreciation to everyone cooperated with KGOC in this regard.

Regarding our national elements, I would like to emphasize KGOC's continuous keenness to use every effort to develop them, especially that they have technical expertise in engineering, management and geological fields, through enrolling them in programs and courses that contribute to raise performance rates and achieve the highest degrees of quality.

In this regard, we cooperate with the associate oil companies to exchange expertise and modern techniques in different fields of work through workshops and coordination meetings to exchange best practices of each company, and to identify the imbalances and ways to avoid them.

Finally, I confirm that all our work and efforts reflect our professional commitment to serve the objectives of KGOC, the oil sector and our homeland. As I always say, "Whatever we offer Kuwait, it will be less than what it deserves", therefore, I ask Allah Almighty to guide us always for the welfare of our beloved country.

Abdulnaser Y. Alfulaj
Chief Executive Officer

Through a distinctive set of events and activities

KGOC participates in Kuwait's joys of national days



Proceeding from its annual tradition, KGOC celebrated the National Day and the Liberation Day of Kuwait State through organizing a series of distinctive events and activities starting from launching the national celebrations in the State, in which it participated in the flag hoisting ceremony held by Ahmadi Governorate through a booth in the Governorate headquarters.

Also, it cooperated with Al-Shaheed Office of Amiri Diwan in this year celebrations titled "Thank You 2", through its participation in the Walkathon organized by the Office in West of

Mishref Area, in which various categories of the society participated in.

Also, the Company, in cooperation with the Office, held its booth in Al-Shaheed Park over 3 days, in which it received the public who participated in the activities and competitions organized by the Company during that period. As well as, it organized a distinctive celebration carnival in the Park witnessed great public attendance for its varied activities and recreational paragraphs. The ceremony was attended by the CEO Mr. Abdunaser Alfulaij, who delivered a



speech expressing his happiness to participate in Kuwait State's joys. He thanked Al-Shaheed Office for its cooperation with KGOC to implement the national celebrations. He also honored the officials of the Office who participated in this cooperation, headed by Fatima Al-Amir, Assistant Undersecretary and the Director-General of Al-Shaheed Office.

Also, and proceeding from its keenness to participate Kuwait in welcoming its guests and visitors during the national days, the Company participated in receiving and welcoming Kuwait State's visitors

coming through Al-Nuwiseeb Land Port, wishing them good stay in their second country, Kuwait.

Moreover, and in order to stress the importance and value of such celebrations, the Company celebrated this occasion internally through distributing gifts and national flags to its employees in the Head Office & WJO.

Also, the Company produced a video titled "Thank You Bu Naser", which was participated by the Company's employees and a group of the society's various categories in order to express their love and appreciation to HH the Amir.



Honoring



In the presence of the Executive Management KGOC honors long service employees

KGOC organized an honoring ceremony for its long service employees who have over 20-year service in the Company and the oil sector. It was held on Thursday, 8th March 2018, at Jumeirah Hotel & Resort.

The ceremony was attended by KGOC's Executive Management, led by the CEO Mr. Abdunaser Alfulaj, DCEO of Finance and Administration Affairs Mr. Abdullah Al-Shammari, and DCEO of KJO. Mr. Saeed Al-Shaheen, in addition to the Company's managers.

The ceremony was opened by Mr. Al-Shammari, who thanked the employees for their giving and sincere work throughout those years in the Company and the oil sector, stressing that all long service employees will be honored in the coming years.

Mr. Alfulaj welcomed the honorees and thanked them for their continued sincerity and dedication, confirming that working for such a long period in the oil sector is a unique effort contributed to the renaissance of Kuwait State. He appealed to his colleagues to work and give continuously to contribute to the renaissance of the oil sector and Kuwait State, because the homeland deserves a lot of work.

Also, the honoring included two of the retired employees; Mr. Helal Al-Mutairi, former Manager of HR Group, and Mrs. Hayat Abbas, former Team Leader of Risk Management, Insurance & Environment for their service and efforts in the Company.

At the end of the ceremony, the Executive Management honored the national days' activities team for its efforts which contributed to the success of the Company's activities to celebrate the National Day and the Liberation Day, and producing them as required.



Honoring the team of HR's Unified Benefits Automating Project

Honoring



In the presence of KGOC CEO Mr. Abdunaser Alfulaj, Mr. Nizar Al-Adsani, KPC CEO, and Mr. Bader Al-Sharrad, KPC MD HR, honored the Transition Management Office Team of KPC's HR for its distinctive efforts in the HR's Unified Benefits Automating Project in the oil sector.



Colleagues Abdulaziz Hasan Dashti, Risk Analyst HO, and Ahmad Al-Khateeb, Permits Controller WJO, were among the honorees, in addition to honoring Mr. Saud Al-Khateeb, Manager of Transition Management Office, and Mr. Khalid Ibrahim, Administrator of International and Governmental Relations at KPC.



KGOC supports the Paediatrics Section at Jahra Hospital

Support

Proceeding from its social role and responsibility towards the society's different categories, KGOC offered financial donation to Paediatrics Section at Jahra Hospital to support its medical care services.

Mr. Waleed Al-Khaddah, Acting Manager of Commercial Affairs & Public Relations Group, received Dr. Mishari Al-Osaimi, representative of Jahra Hospital, to submit him the Company's contribution. It was attended by Mr. Ahmad Thaher, Team Leader of Public Relations, and Mrs. Dalia Al-Hashash, Senior Public Relations Officer.

Dr. Al-Osaimi praised KGOC's initiative, thanking it for the contribution which confirms its social and humanitarian role.



Organizing “Share Your Hobby With Us 2” Event

Under the auspices of the CEO



In continuation of the success of “Share Your Hobby With Us” event, which was launched by the Company at the end of 2016, and under the auspices of the CEO Mr. Abdunaser Alfulaij, with the attendance of DCEO of Finance and Administration Affairs Mr. Abdullah Al-Shammari, DCEO of KJO Mr. Saeed Al-Shaheen, and the employees of the HO, WJO & KJO, “Share

Your Hobby With Us 2” Event was launched on Thursday, 4th January 2018, in Ahmadi Oasis. Mr. Alfulaij opened the event by a speech, in which he welcomed the attendees, and praised their sharing their varied and distinct hobbies with their colleagues. He also thanked the event organizers, and wished everyone a delightful day away from the work environment.

21 of employees and their family members participated in the event to show their varied hobbies to the attendees. Colleagues Salem Al-Oumi, Unit Controller, won the first position for beekeeping hobby, Afrah Al-Adwani, Public Relations Officer, won the second position for drawing on clothes hobby, and Hamood Lafi Al-Shammari, Web Designer, won the third position for collecting old books and magazines hobby. The event also included several sports competitions such as walkathon, cycling and football, in addition to other recreational activities, in which the winners and participants were honored by the CEO.



Under KGOC's management

The launch of the Legal Advisory Community for the Oil sector



Under the supervision and sponsorship of KPC, and KGOC CEO Mr. Abdulnaser Alfulajj, the Legal Affairs Group organized the first meeting of the Legal Advisory Community for the Oil sector, which is headed by DCEO of Finance and Administration Affairs Mr. Abdullah Mansi Al-Shammari, and his deputy Mr. Bader Al-Harbi, Manager of Legal Affairs Group. The Community includes in its membership the managers of legal and technical groups and departments in the associates oil companies. It was held on Sunday, 7th January 2018, at Al-Zour Auditorium in the Company's Head Office.

In his opening speech, Mr. Al-Shammari welcomed the attendees, and highlighted the importance of the Community forming, then he was followed by Mr. Al-Harbi, who spoke about the Community formation and its work mechanism. He explained that KGOC was given the managing of the Community from 2018 to 2019. The Community's chairmanship will be then among the associates by the agreement of the its members, in which each company will manage the Community for two years. He added that the Community aims to exchange legal expertise among the companies of the sector, and to assist in taking the decisions issued by the K-companies' executive managements and boards of directors, in addition to the legal search of cases and issues common among oil companies, and the development of disputes settlement mechanisms or claims that may arise among companies and any third party, including the international partners.



The meeting also included speeches by the representatives of legal departments in the associates oil companies, the Community's members, in which Mrs. Hessa Al-Tuwaijri, Legal Affairs Manager in PIC, delivered a speech about the role of legal affairs within the oil companies, and the importance of that role in the legal awareness of all departments and employees of the latest laws and regulations, in addition to studying cases, representing companies before the judiciary, initiation of internal investigations, and other legal services.

Mr. Michael Nussbaum, Legal Affairs Manager in KUFPEC, delivered a speech about the risks and challenges that face the legal work in the oil sector, such as legislative texts conflicting and the clash of legal interpretation of certain issues. He also spoke about the risks of resorting to international arbitration to settle disputes and other challenges due to the change of global economic conditions, which are the legal challenges that the Community will work to meet and find appropriate



solutions to them in a way comply with the working environment of the oil sector in Kuwait State and the scope of its relevance to oil markets and global trade.

Mr. Al-Shammari concluded the meeting stressing that the aim of this legal coalition is to extend the bonds of cooperation among the legal groups within the oil companies and to increase the legal awareness among the oil sector's employees, in addition to studying and evaluating the common legal issues, and the unification of attitudes and legal strategies among oil companies to increase the work quality of the legal departments within the oil sector, which would maintain the rights of KPC and its subsidiaries in the face of others. Also, he explained that the future will witness more meetings to discuss cooperation on a more comprehensive scope, and surveys to identify the satisfaction of all sectors and departments about the legal services within companies will be conducted among the oil companies to work on addressing the causes of failure, promote the legal work and develop it. In addition, the idea of electronic gate of the Community was launched and will be activated and linked to KPC's website to document the work of the Committee to promote the achieve-

ment of the common objectives of the legal sector among the oil companies.

In a related context, the Legal Advisory Community held its second meeting on Wednesday, 21st March 2018, at Al-Zour Auditorium in the Company's HO. The meeting was chaired by it Mr. Al-Shammari, the Community Head.

The meeting included speeches by the Community's members, in which Mrs. Al-Tuwaijri talked about the mechanism of establishing and work of joint companies. Mr. Essam Al-Merjan, Manager of Corporate Legal in KNPC, discussed the nature and importance of arbitration at the local and international scope, and highlighted its role as a means of resolving commercial disputes. Mr. Juan Riancho, Manager of Legal Affairs in KPI, explained the lessons learned from clarifying the relationship between the companies' owners (Stockholders) and the groups responsible for managing the joint companies' business.

At the end of the second meeting, Mr. Al-Shammari reviewed the results of the Community's first questionnaire, which measures the satisfaction of the sectors and departments about legal services within the oil companies. The results showed a high satisfaction percentage reached (92%) about the legal departments performance. He concluded by reviewing the Community's recommendations aimed at reinforcement of legal awareness and raising the work quality.

It is worth mentioning that the Community's online portal was launched to be a window for any developments or discussions among the oil companies about the joint legal issues, in order to reinforce communication among them and increase the legal awareness of the oil sector's employees.





In the presence of KGOC Executive Management

Launch of the 8th HR Forum for the Oil Sector "Together for Excellence"



Under the auspices and presence of KPC CEO Mr. Nizar Al-Ad-sani, KPC launched the 8th HR Forum for the Oil Sector "Together for Excellence" titled "Success Stories". It was held from 5th to 7th March 2018, at Jumeirah Messilah Beach Hotel.

The opening events were attended by KGOC CEO Mr. Abdunaser Alfulaj, and DCEO of Finance and Administration Affairs Mr. Abdullah Al-Shammari, in addition to many employees from KGOC HR Group, and a group of oil sector and associates' leaders.

The forum hosted a number of distinctive specialists and experts in the field of HR and leadership to share experiences with the oil sector's HR personnel, and present new experiences in this field that will achieve the objectives of KPC and its subsidiaries HR's unified strategy.

Ebtikar system



KGOC's Management is pleased to announce the start of **Ebtikar system** implementation, which includes the steps that the employee must follow to apply to innovative initiatives and ideas, and apply them to the reality of work to encourage employees and motivate them to develop and renew the work environment and innovation. In addition to the Company's desire to grant its employees the opportunity to present achievements in easy and simplified steps that will benefit both the employee and the work.

For more information, please call: 23854285,
or through email: SWA.80018@KGOC.com

Organized by IT Team Information Technology Exhibition

KGOC, represented by its IT Team, organized an exhibition for information technology, in which it hosted many local telecommunications companies, and companies working in the field of mobile phones and their technologies. It was held on 11th Feb. 2018 and lasted for 3 days, in the Company's HO.

Mr. Saeed M. Al-Shaheen, DCEO of KJO & Acting DCEO of Planning and Services, attended the launch of exhibition and made around among its sections to be familiarized with its offers, services, technical devices and accessories provided to the Company's employees, thanking the IT Team for organizing such exhibitions yearly.

As Mr. Abdullah Al-Shammari, DCEO of Finance and Administration Affairs attended the closing events of the Exhibition, which included many draws on valuable gifts for the employees offered by companies participated in the Exhibition. He also thanked the participating companies for accepting KGOC's invitation to participate in the exhibition.

A big number of the HO employees visited the exhibition to view the offered distinctive products and



services. The exhibition included technical awareness lectures of diverse content presented by IT Team throughout the exhibition days at the Company's Auditorium "Al-Zour", which got the satisfaction and interaction of all attendees.





In line with the Company's environmental objectives Anwar Al-Na'ar: Wafra Oasis is a distinctive environmental initiative

Within the scope of the environmental objectives that KGOC strives to implement in line with the local oil sector's environmental strategy, Steam Flood Project Team has been able to implement the Company's latest initiatives in the environment field, which is Wafra Oasis Project for cultivating fungous plants.

In this regard, Mr. Anwar Al-Na'ar, Steam Flood Project Team Leader and Wafra Oasis Environmental Project Official, confirmed that his team strived to carry out this environmental initiative to enrich the fungous life with rare plants and increase the green area in Wafra. He noted that they were keen that the Oasis to include distinctive plants such as Alarfaj, Alsidr, Alsmar, AlSafsaf (willow), Alrghl and alrmth, which are known plants in the desert environment and can endure the country's hot climatic conditions.

Mr. Al-Na'ar thanked the Executive Management for their unlimited support and encouragement for the Project and the Team formed from the employees of Steam Flood Project. In addition, he thanked Mr. Saad Al-Azmi, from the Kuwaiti Fungous Life Team, Mr. Mubarak Al-Owaini, from the Million Saplings Project Team, and Mrs. Nouf Al-Hashash, from General Authority for Agriculture for their fruitful cooperation in the Project, which will continue to coordinate and follow up the Oasis' plants.



From the Interior Ministry and the Associates Honoring the bodies participated in the evaluation of the Eocene crude line

Projects & Facilities (Wafra) Team, headed by Mr. Fahad Al-Qattan, organized a ceremony to honor the bodies participated in the direct evaluation of the external corrosion in the KGOC's Eocene crude line (12-inch), which extends from Mina Abdullah refinery to Mina Al-Ahmadi refinery. It took place on

11th January 2018, at Ahmadi Guest House. The ceremony was attended by Mr. Nasser Rashed, Manager of Assets Management (Wafra) Group, who praised the implemented work, appreciating the efforts of the team which included Interior Ministry, KOC, KNPC, as well as KGOC's Assets Management (Wafra) Group.



In preparation to implement the internal audit plan

A workshop about Quality Management System

In the scope of the Company's continuous striving to reinforce performance level and raise quality standards by ensuring the implementation of its Quality Management System in line with international standards, Quality Assurance Team, headed by Mr. Ghazi Al-Shammari, organized a workshop for the internal auditors. It was held from 14th to 15th March 2018, at Al-Tijaria Tower.

The workshop was attended by the staff of Quality Assurance Team and 15 internal auditors to prepare and coordinate the implementation of the requirements of the coming internal audit process, which will continue until November of this year, to ensure that HO teams apply the approved work procedures in line with the applicable Quality Management System.





KGOC's initiative is applied at the oil sector level

Mohammed Safar: The Defensive Driving Program achieved significant positive results on the level of employees' safety

KGOC HSSE Team has recently achieved positive feedback for its initiatives and programs aimed at raising awareness among employees and promoting health and safety standards inside and outside the work environment. In this interview, Mr. Mohammed Safar Abbas, Team Leader of HSSE, will familiarize us with one of the most important safety programs carried out by his team, namely "The Defensive Driving" Program, which was implemented within the Company and achieved excellent results that qualified it to be circulated at the level of the oil sector as an initiative for employees' safety.

At the beginning, can you give us a general idea about Defensive Driving Program?

It is one of the most important driving programs approved by the Royal Society for the Prevention of Accidents (ROSPA). It has been chosen to be applied in KGOC within the initiatives aimed at employees' safety because of its excellent global reputation in the field of defensive driving, especially that ROSPA is internationally known for this kind of programs in the field of defensive driving for all types of vehicles. The program included two aspects; the theoretical one which was presented to the employees through a series of theoretical lectures, and the practical one which was presented to them through driving tests, in which the employees are evaluated accordingly after attending the theoretical lectures. This aspect was implemented on many employees in the Company's HO & WJO.

After implementing the experience internally, how would you evaluate the implementation of the Program? And what are the outcomes of its implementation?

As I explained above, the program was implemented

internally at the level of HO & WJO employees, and during its implementation we already noticed positive feedback and distinctive interaction of the employees through attending the lectures, which was then confirmed by their evaluation in the practical driving tests.

The participants admired the program as it includes various things and details that may sometimes be absent from the mind of vehicles' drivers. Also, it offers everything new in this field. In the latest program which was introduced in 2017, cameras were used inside the cabin, and in the front and rear part of the vehicle. At the end of the program, the trainee is given a disk includes some of the behaviors and driving skills that should be developed.

The extract of KGOC's experience on this program and its outcomes on the ground?

As it is clear to everyone, all employees committed to what they learnt during the training program.

How did you coordinate with KPC to implement this program at the oil sector level?

KGOC's experience, as one of the best practices in



safety, was presented to a committee formed from all HSE managers on the oil sector level (from KPC & its Subsidiaries). The idea was approved by all the committee members, and then the Program was chosen as a unified safety program in KPC and all oil sector companies.

What is the expected period for the program to be applied at the oil sector level?

From our internal experience to apply this program in HO & WJO, the program requires certain stages to implement it, including registration of the employees, and then identifying the theoretical aspect through attending awareness lectures, which allows them to participate in the practical evaluation and then obtain program completion certificate. The Program does not stop at the limit of employee's obtaining the certificate of Defensive Driving Program, but HSSE Team, based on the evaluation of employees subject to the program, updates the content of the Program periodically within specified periods (6 months, two years, and 3 years).

Regarding applying the program on the oil sector level, our team is in continuous communication with the Petroleum Training Center team to start applying it on all oil sector's employees, and it has already been implemented in last March.

What are the teams you have cooperated with to apply this program internally?



In this regard, I would like to thank Training & Career Development Team for cooperation with HSSE Team through provision of the financial resources, follow-up among the training institutes, registration and coordination for the program in HO or WJO.

Finally, I would like to say that we are looking forward to conveying this distinguished experience to our colleagues in KJO for the benefit of everyone.

To introduce the new system of monitoring vehicles HSSE Team organizes an awareness session

In order to raise the driving skills of KGOC's employees, HSSE Team launched a system to monitor vehicles designated to the Company's employees aimed at improving their performance and driving behavior, as it organized an awareness session to introduce this system on 6th Mar. 2018, at Al-Zour Auditorium.

During the session, which was attended by Team Leader of HSSE Mr. Mohammad Safar, colleague Hamed Mostafa, Snr. Safety Engineer, delivered a lecture, in which he explained that the system is not intended to monitor the employees' behavior while driving and evaluate them accordingly, but it aims to raise their awareness towards the importance of following the driving's instruc-



tions while driving for their safety. He asked everyone not to be confused by this system and to act normally to achieve the desired benefits of the system.

At the end of the session, Mr. Safar and the representatives of the company that will execute this program answered the attendees' questions about the new system and its mechanism.

Within the Oil Sector's "Because You Are Valuable" Campaign

KGOC hosts a lecture about traffic safety

In efforts to implement the plans of "Because You Are Valuable" traffic safety campaign, launched by KPC to raise the awareness of all oil sector's employees about the safety on road and during vehicles driving, KGOC hosted representatives from Interior Ministry to deliver an awareness lecture about Kuwait States' traffic rules. It took place on 3rd Jan. 2018, at Al-Zour Auditorium.

The lecture was delivered by Major Abdullah Bahman, who spoke about most of the traffic rules applied in Kuwait and the violations resulting from not following those rules. Also, he explained that the reason of increasing some traffic sanctions by the Interior Ministry recently is to protect the lives of road users, and to reduce traffic accidents. He answered the attendees' questions during the lecture and through the booth which was held on the day of the lecture.



Environmental Management Standard

ABNORMAL WEATHER CONDITIONS PROCEDURE



Abnormal weather conditions can be defined as adverse, unusual, or unfavorable weather conditions that may have deleterious effects on individuals while they are at work or travelling to or from their places of work.

Such as: Sandstorms, Hurricanes, Fog, High winds, Mist and Heavy rains followed by flooding.

The PURPOSE from this message is to Inform employees that they have the right of :

- Late arrival to and from work.
- Early dismissal to and from work due to prior weather warnings.
- Presents guidelines for safe practices of employees while on or off the sites during abnormal weather conditions.

Reduction of any work-related injuries due to abnormal weather conditions

To Prevent related injuries employees, should

Going To & From Work:

- Boots or appropriate foot protection – Warm jacket or coat.
- One (1) gal water.
- Plan leaving extra time to make the trip.
- Keep car in good operating condition.
- At least 1/2 tank of fuel.
- Tires with good tread.
- Wear seatbelts.

Whilst at Work:

- Wear protective clothing while working outside to prevent wind driven sand injuries – wear eye protection.
- While walking, keep hands out of pockets to aid in maintaining balance.
- Wear proper footwear to prevent slips and falls.
- Wear dust masks to protection your respiratory system.

Organized by HR Group for its former manager A farewell ceremony to Mr. Helal Al-Mutairi

HR Group organized a ceremony to honor its former manager Mr. Helal Al-Mutairi for his efforts during his service in the Company, and to bid farewell to him in the occasion of his retirement. It was held on 22nd Feb. 2018, at Hubara Center.

During the ceremony, which was attended by Mr. Abdullah M. Al-Shammari, DCEO of Finance and Administration Affairs, and large number of the Company's employees of Mr. Al-Mutairi friends and colleagues of different teams and groups, the at-

tendees expressed their great appreciation to Mr. Al-Mutairi and his cooperation during his service in the Company as a manager of Financial Services Group and then a manager of HR Group prior to his retirement, wishing him prosperity and success in his coming life.

Mr. Al-Mutairi thanked Mr. Al-Shammari and his colleagues for this great honoring and their keenness to participate. He expressed his happiness to cooperate with them during his professional journey in KGOC, asking Allah Almighty to guide all to success and prosperity, and to achieve the Company's goals and vision.



With the Company's cooperation

Colleague Wesam Najaf establishes a lounge in the name of Kuwait State for German Salvea Hospital patients

Proceeding from her humanitarian work around the world through its charitable initiatives under the umbrella of Madarat Al-Rahmah Association, colleague Wesam Najaf, and in cooperation with German Salvea Hospital- Krefeld, succeeded in establishing a lounge for patients from around the world in the name of Kuwait State, which includes a reading corner with a collection of books in various fields, a prayer room for men and another for women, and an entertainment corner.

The Company supported this initiative through its contribution to the implementation of the prayer room, as well as encouraging Madarat Al-Rahmah's charitable initiatives led by Mrs. Najaf as an example in this field, as part of its social responsibility and its keenness to participate in activities that confirm Kuwait State's charitable and humanitarian role around the world.



Corporate Planning Group organized a lecture about climate change and global warming delivered by colleague Saleh Al-Azmi, HSSE Team, at Hubara Center.



KGOC's Crisis Management Team participated in the Unified Field Exercise of crisis management at KPC and its subsidiaries.



Training & Career Development Team organized a training course about HSSE for WJO staff.



HSSE Team, headed by Mr. Mohammad Safar, participated in an interactive booth at the second meeting of the Operations Safety Management Association, which was organized by KOC at the oil sector level for the best practices in the safety field. It was attended by a number of Associates' CEOs and oil sector's officials.



Al-Shaheed Office honored the KGOC's national days activities team in a ceremony titled "Success Partners" organized by the Office to honor the parties cooperated in carrying out the activities and events of national holidays.

The Legal Regulation of Working Time (1-2)

Faisal Al-Asfar - Industrial Relations Officer

The employer has the right to organize the work in the facility in the manner that he sees fit to achieve the facility's interest. It is not allowed to object to that regulation since it is abstracted from the intent to abuse the employees based on the dependency relationship that links the employees to the employer and the consequent of his discretionary authority regarding the identification of the facility's needs and the manner in which it is organized and managed.

Accordingly, the legislator (Article 82 of Law No.

6/2010 about work in the Private Sector) requires the employer to hang in a visible place at the work place a list approved by the competent labor department, including the daily working hours, break period, weekend and official holidays. Therefore, the employer's authority to regulate his facility is not absolute, as modern legislation interferes to place rules and restrictions governing the organization of work time, whether daily, weekly or annually, as the employer should comply with these rules when regulating the working time.

The legal regulation of working time is as follows:

First: Legal regulation of daily and weekly working hours:

The legislator took into consideration the imposition of maximum working hours, provision of daily break and weekend, as the legislator gave the working woman a break to breastfeed her children.

1. Maximum Working Hours:

Article (64) of the Labor Law in the Private Sector stipulates that "The employee must not work more than 48 hours per week or 8 hours a day." Article (5) of the Oil Labor Law stipulates that "The average working hours shall be 40 hours per week during the shift period."

The idea of determining daily or weekly working hours is the actual hours achieved by the employee. These hours do not include breaks that the employee takes to eat, rest or move to and from work.

The Kuwaiti judiciary has finished the dispute raised about the text of Article (64), in which it gave the em-

ployer the freedom to operate the employee 8 hours a day or to distribute working hours by the shift system, provided that not to exceed 48 hours per week. This is what derived from the text of Article (64) of the Labor Law, as its term means the choice between operating the employee 8 hours a day or 48 hours a week "Labor Partial 27th March 1973". But this choice is likely not permissible, the text contains two prohibitions no one of them can replace the other, as this is confirmed by the Explanatory Note of the Labor Law No. 6 of 2010 about the work in the Private Sector.

Also, the legislator in Article (64) of the Private Labor Law has reduced the number of working hours in Ramadan to 36 hours a week, considering the conditions of this holy month, in which the number of daily working hours are six hours during it.

If the basis it is not allowed to operate the employee more than 8 hours daily, it is allowed to increase or decrease this limit in some cases if the conditions are available.

In the case of increase working hours more than the allowed legally, the following conditions must be met:

Availability of necessities, which are:

- If the work is necessary to prevent a dangerous incident or repair its outcomes, or to avoid a certain loss or avoidance.
- Or if the work is necessary to meet additional works of an extraordinary nature and exceeds the daily amount, such as the annual inventory.

Issuing a written order from the employer:

- If the employee is working of his own and without a request from the employer, he is not entitled to request extra wages, as it is not the employer's responsibility, only in return for operating him by power he authorized by law.
- Provided that the overtime hours are not more than 2 hours a day to a maximum of 180 hours yearly.
- Overtime periods should not exceed 3 days per week and 90 days a year.
- The employee should not be a juvenile, as the employment of juveniles for overtime is prohibited.

The employee deserves for every overtime hour a wage equal to the average wage plus at least 25% (Article 66) Private Labor Law, which is the same provision as in (Article 7) of the Oil Labor Law for daytime work. But if the overtime was during night, the oil employee shall be entitled to a wage equal to the normal wage plus 50% (Article 7 Oil Labor). The two parties may agree that the wage include the value of the additional hours.

The Daily Break:

As the continuous work throughout the daily working hours would exhaust the employee, weaken his pow-

ers and affect his health, the legislator forced the employer to give the employee a break within the daily working hours not less than an hour, and decided that the employee should not work more than 5 continuous hours daily (Article 65), and 4 consecutive hours for juveniles, as the working hours do not include the break period. Also, after the approval of the Minister of Social Affairs and Labor, it is allowed to operate the employee 8 hours of continuous work without a break, for technical or emergency reasons in office work, provided that the total number of hours worked per day is at least 1 hour less than the specified hours, i.e. the maximum in this case is 7 hours a day.

2. Weekend:

The Kuwaiti legislator stated that the employee has the right to have a weekly rest not less than 24 working hours after 6 working days. The legislator did not appoint a specific day for the weekly rest, but left it to the employer to choose the day and to distribute it among the employees according to the work requirements. The employee does not have the right to object since the employer is not abusive. The employer may, if necessary, can operate the employee during weekend when work conditions require so. In this case, the employee shall receive a wage equal to the average wage plus at least 50%, and shall be compensated by another day of rest.

To be followed

Reference: (Explanation of the Provisions of the Kuwaiti Labor Law No. 6 of 2010) Dr. Khaled Jassim Al-Hindiani - Dr. Abdul Rassoul Abdul Redha.

Psychological Stress...

Symptoms & Causes

Negative psychological stress, tension and anxiety are very common problems in modern life, as most people suffer from symptoms of stress that may be dangerous or exhaustive. Dealing effectively with this kind of stress is an important life skill that everyone needs.

But on the contrary, positive stress makes the body produce more adrenaline, which makes the person able to achieve his goals according to deadlines and makes him in a state of mental alertness, high efficiency and self-confidence, while the negative stress persists even after the pressure is gone and the body can not return to the relaxation state.

Sources of Psychological Stress:

It is the result of high levels of stress and many sources, including personal stresses that may be caused by the nature of your work, changes in your life or personal problems; pressure on family, friends, or your colleagues which in turn may affect you.

It can be described as a distress caused by demands that put pressure on physical and/or mental energies. It arises because of many factors including:

Anxiety: It occurs as a result of life events that threaten the physical, social and mental balance of the individual. The amount of

anxiety that the individual suffers depends on how to evaluate the threat of these life events, individual coping strategies, and the incidence rate of stressful events in a short period of time.

Tension: It is a natural reaction to anxiety and is part of the primitive survival instinct, where the physiological changes within the body prepare the individual for confrontation or escape. The appropriate reaction comes as a result of the release of (ATP) in the body that makes the muscles in a state of tension in preparation for a specific reaction, such as shrinking the blood vessels near the skin to slow down bleeding, in case of injury, causing an increase in blood flow to the muscles, heart, lungs and brain. The digestive process stops, the bladder relaxes, and the heart rate, breathing, and body sweating increase. The affected person becomes more alert, so that his eyes widen and his adrenaline secretion increases, leading to an increase in energy.

These physiological changes are very useful in cases of material danger, but, unlike the primitive Man, many of the concerns of modern life can not be solved by "confrontation or escape" or by physical reactions.

Psychologically stressful situations in the modern time continue for long periods and the immediate response does not remove the effects of situations of concern. Therefore, prolonged exposure to anxiety leads to psychological stress symptoms that prevent the person from returning to normal state (relaxation), and therefore the stress for long periods harms the health.

Physical Signs of Psychological Stress:

In addition to discomfort, tension and anxiety, the physical effects of persistent stress include symptoms such as throbbing, headache, indigestion or heartburn, dizziness, muscle pain, eye tremble, diarrhea, frequent urination, insomnia, and fatigue.

People often do not realize that they are suffering from psychological stress and their visits to the doctor are because of symptoms associated with stress. Persistent stress and extreme psychological stress can also lead to panic attacks, chest pain, phobias and fear, persistent feeling of tiredness, migraine, intestinal disorders, and inability to sleep.

If you have these symptoms, do not hesitate to seek help and advice from the health care specialist who, once he recognizes the symptoms and diagnose them as stress-induced, will control them and reduce stress levels by learning a number of assistive techniques.

Dealing with Psychological Stress

People differ in their classification of the positions that cause stress and its degree (high, medium, or severe), because everyone has a range of events or situations that stress him psychologically. However, most people agree that certain situations in life, such as job loss, divorce or major financial problems, cause them psychological stress, as well as many cases that cause great psychological stress to any person come as a result of sudden unexpected changes and accidents.

Most psychological studies based on measuring changes in the manner of many people at long periods and their interaction to those changes have confirmed that the difficulty of adapting a person to his events affects him greatly. Also, the more people can deal wisely with their daily changes and events, such as work stress, job loss, death of a relative, illness, divorce, or family problems, the less their psychological and health effects are.

Also, any change in human life conditions can also cause him negative psychological stress. It is wise not to make many changes in our lives at the same time.

Kuwait's Rulers

The Fifth Ruler
The Late Amir

Sheikh Abdullah bin Sabah (1866-1892)

He was known for his rare courage in the battlefields, as the official British records show that Kuwait had a trade and military fleet at the time, which refers to the boom of the local trade of that era.



Al-Qurain

It is in the south of the country, and it is the ancient name of Kuwait land. Its name came from the minimization of "Qarn", which means hill, as it was written "Grain" by foreign travelers.

It had the ruins of "Bani Khalid" town which was destroyed in 1755, as Al-Sabah family stayed in it when they migrated from "Najd", because it was on their way to "Al-Soubbiya" and then to Kuwait City.

Quality Control



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Quality Assurance

In this issue we will address the Quality Control concept, which is a concept invented by the American Joseph Juran, who is one of the most famous quality pioneers in modern times, and the first to expand the concept of "Quality Control" to include the administrative aspects. He paid a visit to Japan to restructure the Japanese industry, as he effectively helped the Japanese to adapt to the ideas of quality and to use the statistical methods.

In the beginning of 1951, he published a book entitled "Quality Control", in which he introduced the "Quality Trilogy" term, which focuses on three major processes regarding the quality (quality planning, quality control, and quality improvement). These processes are detailed as follows:

First: Quality Planning: It is based on the design of processes that achieve the goals set for actual implementation, and the identification of the beneficiaries' needs and expectations through:

- Develop the quality of the product or service.
- Take the necessary decisions to meet the beneficiaries' needs and expectations.

- Identifying the human and material resources necessary to provide the service.

Second: Quality Control: The parameters of the implementation results, the focus on the measurement units and the frequency of control processes are determined through:

- Taking the corrective procedures to control processes to meet the beneficiaries' requirements.
- Actual evaluation of products and their compliance with the specifications desired by the beneficiary.
- Solving the problems revealed by the evaluation process.

Third: Quality Improvement: They are the procedures that are followed to achieve fundamental changes in performance to improve quality. Quality is improved by focusing on placing the support mechanisms for quality to continue through:

- Distribution of resources.
- Assign individuals to follow up quality projects and provide them with the training needed.
- Forming a permanent structure that follows the quality and maintains the gains achieved.

\$ 23 Billion Gulf energy expected investments in 2018

Recent report said that estimates for the GCC energy sector are forecast to rise, with more investment spending expected on project contracts this year, a sharp increase compared to 2017.

2050. The weekly report of Crescent Petroleum Company pointed to the most important factors driving growth in demand for energy, such as encourage the demand for hydrocarbons, especially in transportation and chemicals sector, despite the growth of renewable energy sources, and the reach of energy consumers by 2050 to 2 billion people.

In addition to emergence of new uses of oil and gas, whether related to the automotive, construction and housing manufacturing sector. The reports indicated that the oil and gas sector will remain prosperous in the long term, with support the trend towards further exploration, pumping more long-term qualitative investments and intensifying technical use to raise production of old and new fields.

Oman to open pipeline at a cost of \$ 336 million

The Sultanate of Oman, represented by Oman Oil Company for Refineries and Petroleum Industries (ORPEC), opened its joint venture with Spanish CLH company, which is the Muscat-Sohar pipeline, and Al-Jaffen station Al-Seeb state, at a cost of \$ 336 million. The project is the first of its kind to be implemented in the Sultanate, where the same line is being used to transport various fuel products. It contributes to achieving a new level of efficiency, reduce the associated operating costs, and reduce environmental pollution by reducing the movement of oil transporting trucks.

The project is equipped with a high-tech pipeline system which is considered the safest and most efficient means of transportation of oil products for medium distances. It provides a state-of-the-art system with SCADA system, leaks detection system and telecommunications network.

US commercial oil inventories fall by 2.7 million barrels

Data from the American Petroleum Institute (API) showed the fall of US commercial oil inventories, beating analysts' forecasts, as gasoline and distillate inventories also declined.

It said in its weekly report that crude oil inventories fell by 2.7 million barrels, while analysts had forecast an increase of 2.6 million barrels.

Gasoline inventories fell 1.1 million barrels, while analysts had expected a 2 million barrels decline. Distillate stocks, including diesel and heating oil, fell 1.9 million barrels, while 1.7 million barrels were expected to fall.

The API said US crude oil imports fell from 572,000 bpd to 7.4 million bpd.

