



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

OIL ZONE

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HAPPY NEW YEAR



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

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Happy Year

As our usual tradition with the approach of the New Year, we are keen to renew our greetings and blessings, and to communicate with you my dear colleagues to receive together a new year, aspiring to achieve many achievements and successes. As a year has passed with all its pros and cons, we need to evaluate our performance, be proud of what we have achieved, and learn from the challenges we overcame that what separates between our ambitions and achieving them is only the hard and sincere work.

Thanks to Allah, and the efforts of our employees, we can say at the end of this year that KGOC achieved a range of distinctive achievements in all worksites. For us, raising and developing our employees' efficiency is one of the most successful achievements, in which during 2017, by the grace of Allah, we completed two of the most successful training programs at the level of the oil sector; "Fab Lab" program for Applied Sciences in cooperation with Sabah Al-Ahmad Center for Giftedness and Creativity, and "KGOC Learning Path Program" in cooperation with Compagnie Générale de Géophysique (CGG), a leading company in onshore survey data analysis, which analyzes the data of 3D Seismic Survey in the onshore DZ.

At the level of the operations areas, the workflow in these areas is proceeding at a good pace, and maintenance projects are proceeding as planned and according to the Company's plans and objectives.

Finally, I would like to thank you my dear colleagues, as you are the real player for any achievement or success achieved by the Company in any training and operational fields, looking forward together to qualitative step during 2018 in all fields to achieve the strategy of KPC and the oil sector.

Allah guide us all for the welfare of our homeland Kuwait.

Abdulnaser Y. Alfulaj
Chief Executive Officer



Conducted by the CEO An inspection visit to WJO

KGOC CEO Mr. Abdulnaser Alfulaij and a number of group managers in the H.O. paid an inspection visit to WJO on Wednesday, 29th November 2017.

They were received by WJO's top officials, in which Mr. Alfulaij acquainted with the workflow in the area and inspected the most important work facilities such as the Fire Station, the Main Gathering Center, the Warehouse Division and the Equipment Workshop.

He also met the staff of Joint Operations Area and was briefed about workflow developments, current work, and the future plans that will be implemented.



Attended by the Executive Management A farewell ceremony to the former Chairman and Member of Directors Board

KGOC organized a farewell ceremony to Mr. Mohammed S. AbdulWahab, former Chairman, and Mr. Qasem A. Al-Mejadi, former Board of Directors Member. It was held on Tuesday, 10th October 2017, at the Company's H.O.

The ceremony was attended by the new Chairman Mr. Fuad E. Al-Abbasi, and KGOC's Executive Management represented by the CEO Mr. Abdulnaser Alfulaij, and DCEO of WJO Mr. Saeed M. Al-Shaheen.

During the ceremony, Mr. Alfulaij thanked Mr. AbdulWahab and Mr. Al-Mejadi for their sincere efforts during their service in the Company, and their tireless striving to achieve the Company's visions and objectives in line with the strategy of KPC & oil sector, hoping them success and welfare at all levels.

As he congratulated Mr. Al-Abbasi, and wished



him success and prosperity in his new occupational journey, stressing the commitment of the Executive Management to cooperate fully with the Board of Directors to achieve the Company's visions and objectives as an integral part of the oil sector's objectives.



Through a lecture titled "Leading Change"

KGOC hosts Dr. Saad Al-Barrak



In the scope of its internal celebrations, KGOC represented by PR Team organized a ceremony, attended by the CEO Mr. Abdulnaser Alfulaj and the Company's top officials, to honor its employees of "Fab Lab" members, in which it hosted Dr. Saad Al-Barrak, who delivered a lecture titled "Leading Change". It took place on Wednesday, 1st November 2017, in Al-Zour Auditorium -H.O.

Mr. Alfulaj launched the event by a speech in which he welcomed Dr. Saad Al-Barrak, and appreciated the acceptance the Company's invitation and his distinctive lecture. He also thanked the members of "Fab Lab" program for their perseverance and full dedication for this mission, which resulted in distinctive innovations participated under the name of Kuwait State in the International Inventions Exhibition. He explained that the future will witness more train-

ing opportunities for the Company's employees in "Fab Lab" for Applied Sciences to benefit the largest possible number of employees at the Company's different worksites.

Dr. Saad Al-Barrak expressed his happiness to be in one of the oil sector companies and among group of young people who have achieved remarkable achievements through "Fab Lab" program. He explained that he chose the topic of the lecture about leading change because of its importance in developing work and raising its quality in different institutions and companies. He also explained the concept of required change, its steps and means, which eventually lead to a qualitative shift in the work.

The attendees interacted with what Dr. Al-Barrak presented of examples and experiences of global and local companies that managed change to reach the goal and success desired to be in the top of success list among its competitors.

At the end of the lecture, Mr. Alfulaj honored Dr. Al-Barrak and thanked him for attending, and honored the members of "Fab Lab" as well.



In cooperation with Environment Public Authority KGOC sponsors "It Deserves Protection" Environmental Campaign



During a press conference in the headquarters of the Environment Public Authority EPA, KGOC announced its sponsorship of "Worth Protecting" environmental campaign, organized by EPA. About the campaign, KGOC CEO Mr. Abdulnaser Alfulaj stated that "The Company's sponsorship of the campaign comes from our deep belief in the importance of participating in all events and activities that care about the environment and aim to send awareness signals to the community in order to interact with the ongoing campaigns launched by EPA to create an environment free of pollution which negatively affects human health".

He pointed out that the Company has made great

steps in this regard through its programs and activities, as well as its unlimited support for environmental activities and projects that care about Kuwait environment, stressing that this sponsorship comes within the scope of the Company's responsibility and keenness to practice its social role practically.

The idea of the campaign is based on raising the awareness of campers; of individuals, companies and authorities, about the need to preserve the wild environment, commit to camp in a safe and healthy manner, preserve the environment, and familiarize them with government bodies that issue camping permits.

The aim of the campaign is to create a spirit of cooperation among members of society and State institutions

to preserve the environment, and to raise the awareness of individuals about the importance of complying with environmental requirements, the consequences of damaging the wildlife and air quality. In addition to urging them to plant in their camps to save wildlife in the long term.

The campaign will last three months, in which it was launched on 20th of last November, and will continue until 20th February 2018.



Attended by the CEO

Conclusion of KGOC “Learning Path Program”



Proceeding from the tireless striving of KGOC's Senior Management to develop its human element, the CEO Mr. Abdunaser Alfulaij attended the final presentation presented by the members of “KGOC Learning Path Program”, specialized in technical fields. The presentation was also attended by Mr. Mohammad Al-Hamdan, Manager of Assets Management (Khafji) Group, and Mr. Osama Abul, Training Officer and a Member of the Supervising Committee on the program, which is implemented by the Company in cooperation with Compagnie Générale de Géophysique (CGG). It took place at the CGG's headquarters in Llandudno area, Wales.

The program was launched with a recommendation by the Senior Management, as CGG has a long experience in fields supporting the oil industry, especially in the field of geological survey data analysis. In addition, it has cooperation with KGOC in analyzing 3D Seismic Survey Project in the Divided Zone, which is being conducted currently in Houston - USA.

Based on this recommendation, a working committee, included Mr. Mohammad Al-Haimmer, Manager of Exploration (Wafra) Group, Mr. Mohammad Al-Hamdan, Manager of Assets Management (Khafji) Group, Ms. Amal Al-Khalfan, Team Leader of Training and Career Development, Mr. Fahad Al-Qattan, Team Leader of Projects & Facilities (Wafra), and Mr. Osama Abul, Training Officer, was formed to coordinate and follow up the mechanism of implementing this training program, in which the participation was opened for the associates oil companies and the Oil Ministry. After interviewing all the candidates for this program, 14 employees from KGOC and the Oil Ministry were accepted and enrolled the program from 17th September to 16th November 2017, in which the participants presented a set of presentations before representatives from the Program Supervising Committee to follow up and evaluate their performance step by step.

In the presence of the CEO Mr. Abdunaser Alfulaij, the Saudi-Kuwaiti Joint Committee honored the government bodies contributing to the success of the 3D Seismic Survey Project in WJO.



The CEO Mr. Abdunaser Alfulaij, DCEO Of KJO Mr. Saeed Al-Shaheen during the meeting of KGOC's third quarter performance report, in which the Company's performance measurement indicators, strategic initiatives, business plan 2040 and capital projects were reviewed. It was attended by group managers from HO, WJO & KJO.

Attendance of the Executive Management and managers of “Leading Change” Workshop organized by KPC within K-Lead Training Program to develop oil sector top officials.



The CEO Mr. Abdunaser Alfulaij honors a number of employees of The Public Authority for Civil Information (PACI), along with employees from IT Team and Services Team after the success of hosting the PACI's booth for three weeks at the Company's H.O.

For their participation in KAFO conference for national competences Amiri Diwan honors the Company's employees of "Fab Lab" members

KGOC CEO Mr. Abdulnaser Y. Alfulajj praised the honoring a number of the Company's employees by Amiri Diwan and the Supervising Committee on 1st KAFO Forum and Program to exhibit the national competences. It took place on Tuesday, 17th October 2017, at Al-Seef Palace.

The honoring of the members of "Fab Lab" program of Sabah Al-Ahmad Center for Giftedness and Creativity, was for their participation in the first session of the Forum, which was launched on 9th October 2017, at Sheikh Jaber Al-Ahmad Cultural Centre.

The honorees were invited by the 1st KAFO Forum's Supervising Committee Head and consultant at the Amiri Diwan Dr. Youssef Al-Ibrahim, and attended by CEO Mr. Abdulnaser Alfulajj, and DCEO of KJO Mr. Saeed M. Al-Shaheen.

In this context, Mr. Alfulajj said that this honoring emphasizing on supporting the national employees and their innovations. He praised the achievements of "Fab Lab" members, and their good representation of Kuwait State though implementing new in-



novations and ideas presented under the name of Kuwait State at the International Inventions Conference in the Republic of Chile.



Within an event included an induction program about patent registration

Sabah Al-Ahmad Center honors "Fab Lab" members



Sabah Al-Ahmad Center for Giftedness and Creativity held an honoring ceremony for the employees participating in "Fab Lab" program for Applied Sciences. It was held in the Academy of Giftedness in the presence of KGOC DCEO of Financial and Administration Affairs Mr. Abdulla Mansi Al-Shammari, Eng. Barrak Al-Subaih, Chairman of the Center, and Dr. Omar Al-Bannai, Director General of the Center.

During the celebration, Mr. Al-Shammari expressed his pleasure to participate in this honoring, saying "It gives me great pleasure to participate you the conclusion of your distinctive training journey, which you have done with all diligence and perseverance, in which some of you were able to complete until the end, reach the final stage of implementing their innovative ideas, and compete in the international forums". He stated that the program's participants are successful and innovators, and deserve appreciation for their commitment, full dedication to that mission, and their serious attempts to create different innovations.

Mr. Al-Shammari thanked Mr. Al-Subaih, and all the Center's staff for meeting all the training program's requirements, supporting its members with all means



available, and working with them to overcome any obstacles. He stressed on the important role of Sabah Al-Ahmad Center as a minaret of science and innovation, and a supporter of young innovators in Kuwait State.

Also, the ceremony included an induction program about patent registration, in order to assist the employees who passed this program in documenting the outcome of their training journey as patents, and the required procedures as well.

Through work paper about oil & gas pipelines in WJO KGOC Participates in the 4th Kuwait Corrosion Conference



Under the auspices of KPC CEO Mr. Nizar Al-Adsani, and under the title “Plant and Pipeline Integrity Management”, the National Association of Corrosion Engineers (NACE), Kuwait Section, organized the 4th Kuwait Corrosion Conference from 21st to 23rd November 2017, at Hilton Kuwait Resort.

KGOC participated in the Conference through a work paper about “Method Opted to Minimize Risk for Oil and Gas Non-Piggable Pipelines during Prolonged Shutdown Period within Partitioned Zone” discussed by colleague Tariq Kamshad, Senior Chemical Treatment and Metallurgy Engineer, and Member of NACE, Kuwait Section. This accustomed partici-



pation of Eng. Kamshad comes within 27 scientific and practical papers discussed during the Conference to exchange expertise about the management of facilities assets, pipelines, and protection services against corrosion.

In the same context, KGOC CEO Mr. Abdulnaser Alfulaj, received Eng. Abdul Razzaq Al-Shammari, President of NACE, Kuwait Section, and Eng. Kamshad during their visit to the Company’s headquarters to thank the CEO and express their appreciation for his efforts in supporting the Conference and his permanent stimulation for the Association’s activities and events.



In a lecture titled “Occupational Health Management”

Risk Management & Insurance Team hosts Dr. Ahmad Al-Shatti

Risk Management & Insurance Team organized a lecture titled “Occupational Health Management”, in which it hosted Dr. Ahmad Al-Shatti, Manager of Occupational Health Dept. and Ms. Raheeq Al-Qatami, Official of Medical Committees in the Ministry of Health. It was organized on Thursday, 14th December 2017, at Al-Zour Auditorium.

During the lecture which was attended by DCEO of Finance and Administration Affairs Mr. Abdullah Al-Shammari, and a number of the Head Office’s employees, Mr. Al-Shammari welcomed Dr. Al-Shatti and attendees, stressing the importance of the lecture, because it concerns the employees’ health.

Dr. Al-Shatti explained the concept of occupational health and what is considered as a disease or occupational injuries, and the responsibilities and duties of both employees and the employer in this regard. He also explained the medical retirement and how to determine the disability rate in the different diseases and injuries.



An awareness lecture about Group Medical Insurance Scheme

In the same context, and to implement the efforts of Risk Management & Insurance Team aimed at familiarizing the Company’s employees with the insurance schemes and their updates, the Team organized a lecture about the Group Medical Insurance Scheme for employees of KPC and its subsidiaries. It was held on Wednesday, 20th December 2017, at Al-Zour Auditorium.

Colleague Abeer M. Al-Fozan, Senior Insurance Officer, opened the lecture by Safety Paragraph, welcoming the attendees and the representatives of Gulf Insurance Group; Dr. Saif Al-Khamaisa, Senior Medical Approvals Officer, and Ms. Ghadir Ismail, Customer Service and Complaints Department Director, who explained the most important contents of the health insurance system, all treatments and diseases covered by, and diseases excluded from coverage and how to claim them. Also, they discussed the attendees’ questions and answered them.



It is worth mentioning that Risk Management & Insurance Team organizes such lectures on a regular basis to raise employees’ awareness of any new insurance services, whether health, travel, accidents, work injuries or other insurances.

Through a documentary film about the journey
of Oil Pits Rehabilitation

KGOC participates in the memory of Extinguishing Kuwait's Oil Fires

In a ceremony held in Oil Sector Complex and attended by oil sectors top officials and representatives from different State's bodies and institutions, KPC and its subsidiaries celebrated the memory of extinguishing Kuwait's Oil Fires.

Mr. Nabeel Bourisli, KPC MD of International Marketing, launched the celebration through a speech, in which he explained the importance of this occasion to Kuwait State and the oil sector, and the efforts exerted to extinguish more than 700 wells in a record time of 240 days, after the global estimates that the extinguishing process will take about five years. He praised the firefighters from Kuwait and 10 other countries who participated in this remarkable environmental and national achievement.

The celebration was attended by KGOC CEO Mr. Abdulnaser Alfualij and a number of the Company's employees, where the environmental achievements of KPC and its subsidiaries were reviewed, in addition to presenting a documentary film about the journey of "Oil Pits Rehabilitation", one of the most important environmental achievements of the KGOC in WJO Area.



The Standards of Quality Management Systems

ضمان الجودة
Quality Assurance



Ghazi Al-Shammari
Team Leader of Quality Assurance

The standard is a document issued as an outcome of an assent which deciding the requirements that must be met by a product, process or service, and endorsed by an approved body. At the companies' level, the main objective of standardization is to increase their profitability.

The quality system in any company, certified by a body or an organization, requires defining the quality management method in that company, which is defined by the company itself, in which each company has the freedom to determine the level of its products. This definition by the company for its quality system requires the availability of (organizational structure, procedures and operations, and identification of resources required to carry out a comprehensive quality management system) to ensure that the Company's products are in line with the placed requirements / standards.

QMS standard helps the company to achieve the quality level required and appropriate to the standard. In the case of contracting, the implementation of a system such as "ISO 9000" assists the company to understand the requirements of the client, and manages the operations of different career divisions in a way ensures that the product and end service meet all the contract's requirements.

What is ISO System?

The series of ISO 9000 includes a consistent set of general quality assurance standards applicable to any company, whether it is large, medium or small, and can be used with any system existed in the company to help in reducing the internal cost, in-

crease quality, effectiveness and productivity, in addition to increase the overall quality and work on its continuous improvement.

ISO 9000 series is not a set of product specifications and does not cover specific industry standards, in which each document classifies a quality model used in different applications. In this month's message, we will start by familiarizing you with ISO 9001 standards, which is the most comprehensive document in ISO 9000 series. It applies to companies operating in design, development, manufacture, arrangement and services. Also, it decides a quality system to be used when contracts require an explanation of the supplier's ability to design, manufacture, install and servicing the product. Also, ISO 9001 deals with detection and correction of mistakes during production, staff training, documentation and data control.

ISO 9001: 2008 Quality System's Requirements and Conditions:

- The existence of a set of procedures that include all the main operations' keys of business sector.
- Monitor the operations to ensure their effectiveness.
- Maintain adequate records.
- Check the defects' outcome, and taking the appropriate procedures and correcting them if necessary.
- Regular review of individual operations and the effectiveness of the quality system itself.
- Facilitating the continuous improvement.

For the first time on oil sector level

"Omniya" Project in KGOC's HO

To enhance the environmental awareness, and spread recycling culture, HSSE Team, represented by colleagues Mohammed Al-Kandari, Yousef Al-Najjar, and Saleh Al-Azmi, cooperated with the team of "Omniya" Project for plastic recycling to designate a container in the Company's H.O. to collect plastic bottles for recycling.

This initiative of KGOC, which is considered the first in the oil sector, comes within the efforts of HSSE Team aimed at taking serious steps to preserve the environment, and argue the employees to participate effectively in recycling process through the disposal of plastic waste in containers designated for this objective in the Company's H.O.



Wisam Najaf ... A unique human experience



Many of KGOC's employees know her by her post as Chief HR Officer of Training and Career Development Team, but few know the other side of her personality, and her way of life which is different a lot from usual.

She hesitated a lot, when we interviewed her, before narrating this side of her life and human activity, which deserves to be mentioned and highlighted to be a good example for all due to her human action that many of us may not think to do. As an individual act, no one has ever done such behavior.

In short, Colleague Wisam Najaf visits Arab patients in a number of European hospitals, and travel on her own expense for this purpose only. More details are in the following interview:

How and when did that humanitarian initiative begin?

First, I would like to point out that my keenness to visit Arab patients abroad stems from my feeling that the patient in this situation is alone and far from his family and friends. With this loneliness accompanied by the suffering and pain of the disease, such a visit will have a positive effect in raising the patient's morale, and will make him feel that there are people care about him, especially if the patient is from my country, Kuwait, his positive feelings will be redoubled. This is from the patient side, from my side, no words can describe my feelings when I meet patients, and that moment which usually accompanied by the tears of sincere feelings of the sudden visit joy.

She explained that this idea began since her childhood when she was accompanied by her aunt to visit patients, and then it developed through allocating one or two days of her trip, whether family or professional, to visit Arab patients, in which those external visits began in 2013.

She added "During my visits, I am keen on wearing a uniform represents my country, Kuwait. I consider myself a citizen who must represent Kuwait in any behaviour or conduct I do inside or outside my country. I also take the Holy Quran with me, as

well as healing prayers, adhkaar of morning and evening, Rukia Shari'a and some roses as symbolic gifts to the patients to be comforted during their loneliness. I prefer not to mention my name when visiting them and just say (from your mother Kuwait or from your people in Kuwait)".

In addition to her various visits to the camps of the Syrian refugees in Al-Za'tari area in the Hashemite Kingdom of Jordan, and Freiburg city, Germany.

Why did you decide to talk about that initiative now?

In fact, this is not the first time I am talking about this matter. I have had interviews on this subject, especially in 2016, after I established Madarat Al-Rahmah Association, a non-profit voluntary organization that includes "Et-houm and Rabbak Rahoum" (You hover and your Lord is merciful) campaign.

After many visits, and because of the reactions of my family and some of my close friends, and the positive interaction of the patients I visited, I decided not to monopolize the idea and spread it to make happiness and alms from travel. She explained that the most important principle of the association is not to accept financial donations, and respect the patient privacy and not filming him.

No words can describe my feeling when visiting Arab patients in foreignness

I implemented the first corner for Arabic reading in a German hospital

I established "Madarat Al-Rahmah" Voluntry Association to spread the idea

What hospitals have you visited? Do you have a schedule for those visits while you are busy with your job and your family life?

I visited many hospitals in Europe, especially Germany and London, such as Barraquer Hospital - Barcelona, Uni Clinic - Cologne, Gleneagles Hospital - Singapore, St. Mary - London, Cromwell - London, Reha Clinic - Bonn, Bumrungrad - Bangkok, Salvea- Krefeld, Uni Clinic - Ahern and others.

Regarding my visits' schedule, I am keen on making them during official holidays such as Eid Al-Fitr and the national holidays to participate those happy occasions with patients and celebrate them together. I usually take my daughters with me during these visits, but when conditions prevent me from travelling, I communicate with some of the hospitals and interpreters I cooperated with during my previous visits to distribute to patients some simple gifts shipped from Kuwait.

The most achievement you are proud of in that initiative?

On 14th September 2016, I implemented the first Arabic reading corner at Salvea Hospital, which includes almost 100 books in various fields. Thanks to God and after the positive reaction of this initiative, the management of Salvea Hospital agreed to increase the corners of Arabic reading in its branches in the German cities. Also, I got the initial approval to implement the same thing in the Helios Hospital -Germany.

Also, obtaining the membership of the World Happiness Organization - March 2015.

In addition to, and after coordination with the Salvea Hospital, a Holy Quran was placed in the rooms of Muslim patients, for Kuwait to be the first Arab country to distribute the Holy Quran for Arab patients abroad. Currently, I am working with some hospitals in London to place an Arabic reading corner to spread the initiative under the name of Kuwait in more than one foreign country.

Your future ambitions?

I am looking forward to making happiness and alms from travelling, as the citizen is the ambassador of his country. If there are seven benefits in traveling, let us create the eighth benefit by earning the alms of visiting patients and relieving the pain of the disease and foreignness.

After my retirement, I wish to implement a charity voluntary project about the psychological rehabilitation of patients before and after treatment.



Organized by Public Relations Team

An awareness campaign about Diabetes



In coinciding with World Diabetes Day, which is celebrated on 14th November yearly, PR Team organized an awareness campaign, in which it hosted the Kuwait Sugar Association. It was held in the lobby of (A) Building in the Company's H.O.

During the campaign, the employees tested the



sugar level in blood and eyesight, the matter that got the employees' approval and consent to reassure their health, and discuss with specialists about the most important signs of diabetes and the ways of protection by following a moderate diet.

An awareness campaign about Winter Diseases

In coinciding with the approaching of the winter, PR Team organized an awareness campaign about winter diseases. It was held on Sunday, 19th November 2017, in the lobby of (A) Building at the Company's H.O.

The campaign aimed to identify the most prevalent diseases during the winter and the causes of infection, such as cold and chest allergy, and their complications. As well as vaccinations against winter seasonal diseases were provided to the employees, who were familiarized with the work of these vaccines and their interaction with the body to increase immunity against these diseases.



Presented by the Head of "Agrivage" Recycling Company

A presentation about "Recycling"



In line with the Company's concern about the environmental aspect and to raise awareness among its employees in this regard, as well as supporting the distinctive youth projects, Corporate Planning Group and Risk Management Group hosted "Agrivage" Student Company specialized in recycling surplus food, to deliver a presentation titled "Recycling and Environmental Awareness". It was held on Thursday, 26th October 2017, at Al-Zour Auditorium.

The presentation was delivered by Abdulwahhab Bo-

day, the Company's Head, who explained the nature of the company's work and how it was established through the youth initiative "Injaz", which supports the distinctive youth projects. During the meeting, he explained that the nature of the project is recycling the surplus food and turning it into organic fertilizer.

Also, the company aims to spread this idea within the local community because of its distinctive environmental and economic effects that can preserve the environment and save the waste of food.



Tires in good condition
Give You More Control While Driving.
Regular checking is highly advised

الحالة الجيدة للإطارات
تعطي السائق المزيد من السيطرة أثناء القيادة
أفضلها باستمرار هي عادة جيدة

Saudi Petroleum Corporation and subsidiaries | مؤسسة البترول السعودية والشركات التابعة لها



Honoring ceremony for Mr. Abdullah Hashem, Manager of the Commercial Affairs and Public Relations Group, in WJO on the occasion of his promotion and moving to the Head Office.

Talents Management meetings organized by the Training and Career Development Team for managers and team leaders to implement HR strategy 2040 in the oil sector aimed at identifying talents and ways to develop them based on the integrated learning approach.



Two presentations about the new SOP Automation System organized in HO & WJO by Compensation & Job Evaluation Team and IT Team.

KGOC Legal Affairs Group hosted its counterpart from KNPC to discuss issues of common interest and to review the practical experiences and lessons learned in the legal fields.



Financial Services Group hosted Ernst & Young Co. to deliver a presentation about applying the Value-Added Tax System in KJO.

The participation of colleague Dalia Al-Hashash in the visit of Public Relations & Media departments' representatives in KPC and its subsidiaries to the headquarters of Shell in Netherlands to enhance bilateral relations and exchange of experiences and best practices in the field of public relations and media, in which Shell has raised the flag of Kuwait State on its building to celebrate the visit.



Financial Services Group hosted Boubyan Bank in the Company's HO to offer its banking services and products to the Company's employees.

PR Team organized a blood donation campaign, in cooperation with Central Blood Bank, in the Company's HO.



Colleague Mohammad Safar, Team Leader of HSSE, during his participation in the UN's Framework Conference on Climate Change in Bonn, Germany.

Colleague Wisam Najaf, Chief HR Officer, during her participation in the seminar about the motives of humanitarian work organized by "Dawafe'a" Centre to talk about her voluntary initiative "Madarat Al-Rahmah", within the events of Kuwait International Book Fair.



What forms our bones!

Some may think that bones are solid blocks inside the body, but in fact they consist of live tissue, and include blood, lymphatic and nerve vessels. Bones cells, like other cells in the body, are live cells that grow and develop over the years, so bones need protection and nutrition from an early age to keep them healthy.

In this topic, we will review some facts about our bones in order to understanding their nature better and to keep them healthy throughout our lives.

Bone Structure

Minerals compose about two-thirds of the weight of bone tissue, in which most of them are calcium, phosphates and carbonates, and the rest are organic substances, mostly consisted of a fibrous protein called collagen. The bones are a store of about 99% of calcium, in which calcium work is not only limited to the bones, but also to the muscles, nerves and other cells of the body. In addition to important vital processes within the blood, calcium is absorbed from the intestine with the help of activated vitamin D, as 98% of calcium is re-absorbed by the kidneys.

Regarding Phosphate, it is one of the basic components of the bones and it performs important work in regulating the enzymes inside the body and maintaining the acidity and alkaline system within the body. About 85% of the phosphate is stored in the bones, and the process of re-absorption of phosphate is by kidneys.

We have to know that the completion of bone in the human being is between the age of 16 and 25 years, and it continues until the age of 35 years, then the bone loss starts by 3% to 5% per day.

The Growth of Bones

The bones begin to form a long period before the birth, forming the top of embryo's skull with bones of membrane formation and then the bone tissue replaces the soft connective tissue in this process. Long bones originate from cartilaginous bones and grow by means of a structure called the epiphyseal growth plate that continues to function during childhood and youth, and stops when the person reaches the adult length. Each new layer of cartilage is replaced by new layer of bone in a process called the bone cartilage formation. In this way, the epiphyseal growth plate grows away from the central part of the bone, and the bone length grows gradually.

The process of reconstruction and regeneration of bone cells begins when a group of cells are working on producing new bones, while a second group to swallow them. Thanks to this process, the bones are reconstructed again after any fractures, and bones grow at a rapidly during childhood. Bones begin to thin later in life, when the destructive group begins to win.

Our balance of Bones

It is important to consider our bones as one of our most important health investments, in which if we want to keep them strong and sound, we must start this early, through precautionary procedures such as practicing exercises, especially lifting weights because of its great importance in increasing bone density and prevention of osteoporosis at early age. Also, jogging and any other activity that moves the muscles leads to make our bones stronger.

General Tips for Stronger Bones:

- For females: Any irregularity in menstruation cycle presages a problem with bone health, because the body does not secrete normal hormones and begins to simulate menopause symptoms, and this leads to osteoporosis.
- The accumulation of fat in the abdomen weakens the bones density, because they are different from other fats in other areas of the body as being very active metabolic fat and produces hormones that may increase the body inflammation, which leads eventually to osteoporosis.
- Not only food that contain calcium benefits bones, fruits and vegetables remove acids in the body that may damage bones. The leafy vegetables, sesame seeds (tahini), almonds, tofu, parsley provide all the calcium you need.
- Experts recommend taking calcium from its natural sources, rather than various dietary supplements. Excess amounts of calcium, which usually come from dietary supplements, may lead to kidney stones and increase the chances of heart disease.
- Some types of fractures form a greater risk than incurable diseases. A fracture of the hip neck, which is common in people over the age of 65, may change the life of the person to the worst and lead to permanent disability leads the patient to use a wheelchair for the rest of his life.

Occupational health is a joint commitment

Sara Al-Ayoub - Industrial Relations Officer

Occupational safety and health is defined as a science that concerns with the human health and safety by providing safe working environments free from the causes of accident, injuries or occupational diseases. Also, it is defined as a range of procedures, rules and regulations established in a legislative frame to protect the employees from injury risk and preserve property from the risk of damage and loss.

The Labor Law in the Civil Sector No. 6/2010 regulated the rules to maintain the occupational safety and health in Articles 80 to 88, which obligated the employer to fulfill some obligations to ensure the implementation of all occupational health rules. This refers to the legislator's concern in the human elements, as the major pillar in the work, by granting them the protection and guarantees that enable them to perform their work as required.

In general, the occupational safety and health's rules, placed in the Civil Labor Law No. 6/2010 by the legislator, strive to achieve the following objectives:

1. Protecting the human elements from injuries resulted from work environment's risks by preventing them from exposure to accidents, injuries and occupational diseases.
2. Maintaining the components of the physical element, represented in facilities and their devices and equipment, from damage and loss because of accidents.
3. Providing and implementing all occupational safety and health requirements to ensure a safe environment to prevent risks to human and material elements.
4. Providing the employees with the sense of safety and security while carrying out their duties, and eliminate the concern they may have when dealing with tools, materials and machines that may have a threat to their safety.

Below are the obligations placed by the legislator on the employer regarding the occupational health:

- Articles 80 and 88 of the Civil Labor Law No. 6/2010 stipulated that the employer, in addition to the basic documents that belong to the employee and considered as his identity documents such as photo of ID, work permit and contract, annual and sick leave, and overtime hours he benefited from, shall keep the employee's receipt, after the termination, of what he has deposited with the employer of documents, certificates of experience, the penalties against the employee, and the date and reasons of termination. In addition to keeping the documents of the occupational injuries and diseases belonging to the employee, occupational safety records in accordance with the forms and regulations on which a decision is issued by the competent minister.

- Article 82 of the Civil Labor Law No. 6/2010 stipulated that the employer shall suspend an approved list of the competent labor administration in a visible place at the work place, including the daily working hours, the break period, the weekly rest, and the official holidays.
- Article 83 stipulated that the employer shall take all safety precautions needed to protect the employees, machines, materials used in the facility and the visitors from work risks, with providing the required occupational safety and health means, on which a decision is issued by the competent minister, after taking the relevant bodies' opinion. The legislator prevented the employer from making the employee endures any protection's expenses, because this obligation falls on the employer in full.
- Article 84 stipulated that the employer shall show the employee, before starting his work, the risks that he may face and the means of protection that he must take.
- Article 85 stipulated that the types of activities that are committed to providing the needed equipment and means for the occupational safety and health of the facilities' employees shall be determined with appointing technicians or supervisors on the availability of requirements by a decision of the competent minister after taking

the relevant bodies' opinion. As the decision must determine qualifications and duties of these technicians and specialists and their training programs.

The Minister shall issue decisions concerning the instructions, warning signs positioned in visible places in the work place, and the personal safety tools that the employer is obliged to provide in the different activities.

5. Article 86 obligated the employer to take all necessary precautions to protect the employee against health harms and occupational diseases arising from the practice of work, and to provide first aid and medical services.
6. Article 88 obligated the employer to insure his employees at insurance companies against work injuries and occupational diseases.

Accordingly, all above mentioned are obligations placed by the legislator on the employer to protect the employee while performing his work and to provide a safe and proper working environment. However, in contrast, Article 87 obligated the employee to use the means of protection provided to him by the employer, and to undertake to use what in his possession carefully, and to carry out the instructions placed for his safety and health to protect him from injuries and occupational diseases.

Reference: The Labor Law in the Civil Sector No. 6/2010.

Kuwait's Rulers

The Fourth Ruler
The Late Amir

Sabah bin Jaber (1859-1866)

Amir Sabah bin Jaber assumed power in 1859 after the death of his father, the Late Sheikh Jaber bin Abdullah "Jaber Al-Aish". He was known for running the power as a father towards his sons.

The most famous event in his reign was the visit of the British politician resident in Bushehr, Colonel Louis Bailey, to Kuwait.



Abu Halifa

The reasons of naming are different, some said it is attributed to one of its population, who swears lot, and other says that it is due to an alliance among its people. Also, it is said it is due to *Al-halfaa* plant (A harmful plant to palm tree, and called *Al-Aqoul* tree as well), which was spread in it.

The first to live in Abu Halifa was the late Yousef Abdulmuhsin Al-Badr, who built a stable of genuine Arabian horses, which he brought from Najd.

After that, Sheikh Mohammad Al-Salman Al-Sabah lived in Abu Halifa Village in 1814, and he was its first Amir. He planted many palm trees, which he brought from Basra.

Many decent families, and families from



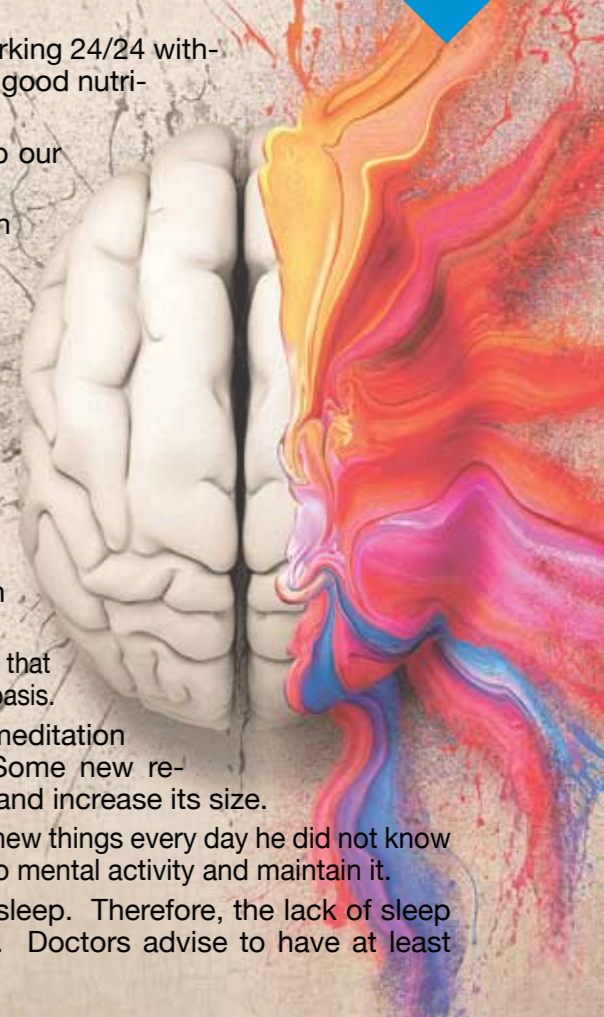
Al-Anaqeed of Bani Khalid, who worked in agriculture, diving and construction around the stable of Al-Badr, lived in Abu Halifa. Previously, Kuwaitis used to visit it during the spring, for a group of wells, in which rainwater was gathering in.

7 important habits to improve the mind work

The mind is the most important member of the human body, working 24/24 without stopping, even at bedtime, so it requires a lot of energy and good nutrition to continue to perform its functions well.

According to "Forbes" site, there are some habits that can help our mind to improve its work, as follows:

- **Exercise:** Physical activities are closely related to the health of the mind. Studies have found that people who practice physical activity have a larger brain than those who do not practice physical activities.
- **Foods and spices:** The brain does many tasks like thinking, learning and remembering, so it absorbs a lot of energy. therefore, it needs 20 % of the energy resources in the body, which can be obtained with good nutrition seasoned with spices.
- **Vitamins and minerals:** Our brain needs some vitamins such as B12, in which its lack can affect memory negatively, and vitamin D, which maintains the mind health. It also needs iron which has oxygen.
- **Coffee:** Some may think this is a joke, but it is true. Studies have found that older people with a healthy mind were keen to drink coffee on a daily basis.
- **Meditation and thinking:** There is scientific evidence that meditation helps the person psychologically, and perhaps nervous. Some new researches have also found that it also helps the brain to grow and increase its size.
- **Education:** The mind remains active in the event that Man learns new things every day he did not know before. Studies say that crosswords and Sudoku are important to mental activity and maintain it.
- **Sleep:** The brain does a lot of processes when a person is asleep. Therefore, the lack of sleep negatively affects the health of mind and reduces creativity. Doctors advise to have at least seven hours of sleep daily.



Europe launches "Galileo" and is close to dispensing with the "GBS"

Europe has launched four other Galileo satellites, bringing the number of European satellites in space to 22, which brings the continent closer to owning its own navigation system and reducing its dependence on the GPS.

European Space Agency said that the satellites were launched from a base in French Guiana on an Ariane 5 rocket and headed for orbit about 24,000 kilometers from the Earth.

The Galileo system will eventually have 30 satellites, each weighing about 700 kilograms, equipped with sensors and a solar card based on two panels of five meters.

The European Union aims to use the Galileo system to benefit from the global satellite navigation market, which is estimated to be worth around 250 billion euros (\$ 296 billion) by 2022.

Venezuela's oil sales to U.S. decline

Venezuela's crude oil exports to the United States declined in November to their lowest level since January 2003, when a strike knocked down the country's output, due to sanctions and a steep production decline, according to "Reuters" data.

State-run oil company PDVSA and its joint ventures sent 475,165 barrels per day to its customers in the United States last November, down 36 % from a year earlier and 12 % from last October.

Barclays: Commitment to 2017 levels will improve oil markets

Barclays Bank said that the commitment of OPEC and Russia to production levels in 2017 after the first quarter of 2018 will essentially lead to a more balanced supply and demand in the market by about 400 thousand BPD, and will pose a threat to its expectations for oil prices in the second half of 2018.

"We expect a response from the production of shale oil, which could grow again by between 400 and 500 thousand BPD if the average price of WTI US \$ 60 a barrel.", Barclays added.

\$ 4.2 billion to expand Bahrain refinery

State-run Bahrain Petroleum Co. "BAPCO" has awarded a consortium led by UK-based TechnipFMC a contract to expand Bahrain's only oil refinery, sources close to the matter told Reuters.

A spokesman for South Korea's "Samsung Engineering", also a member of the consortium, confirmed the news. "Samsung Engineering" said in a statement that the consortium received a letter of award from "BAPCO" on 30th of last Nov. to execute the project in a contract worth a total amount of \$ 4.2 billion.

