



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

OIL ZONE

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**Dear colleagues,**

There is no doubt that KGOC's concern in the environmental aspect, and the employees' security and safety in all its operations is a mandatory matter that does not accept any gaps, and it goes beyond the concept of occupational duty to be a humanitarian and national necessity we all must commit to.

About this concept, I would like to stress the importance of HSSE's aspects, and urge myself and you to present a distinctive example in this regard to the oil sector and to Kuwait, especially that the Company has achievements that can be exported to the public to reinforce its positive image regarding its commitment to HSE's standards.

One of these achievements that I would like to highlight is the rehabilitation of soil in the oil pits sites in WJO, and use of cleaning effluents as organic fertilizers and soil fertilizers.

This comes because of our commitment to the environmental standards and requirements which brings us to a new stage in which we aspire to achieve more in our works and operations in various aspects, not only environmental, and it is our responsibility to do more efforts to achieve the desired excellence.

Allah is the Grantor of Success**Abdunaser Y. Alfulaij**

Chief Executive Officer

In the Company's HO

Alfulaij Receives the Eid's Well-wishers



KGOC CEO Mr. Abdulnaser Alfulaij, and DCEO of KJO Mr. Saeed Al-Shaheen received Eid Al-Fitr's Well-wishers of the Company's employees in the HO, WJO, and KJO, in addition to CEOs of the Associates and a number of oil sector's leaders. It took place during a reception ceremony was held in the Company's HO, on Wednesday, 28th June 2017.

During the ceremony, Mr. Alfulaij exchanged congratulations with the attendees, wishing everyone good health and wellness, asking Allah Almighty to return this occasion with prosperity, security and stability to the Islamic nation and the State under its wise leadership. As well as the next stage of KGOC to witness many distinctive achievements at all levels through the combined efforts of its employees, and their permanent strive for excellence in performance.

Also, all KGOC's employees extended their sincere congratulations to HH the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah, HH the Crown Prince Sheikh Nawaf Al-Ahmad Al-Jaber Al-Sabah, and the good government on the occasion of Eid Al-Fitr.

He stressed the Company's tireless strive to develop its national personnel

Abul: Developing the human capacity is KGOC's top priority

KGOC DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, stressed the Company's keenness in developing and training its human elements, especially the national personnel of technical specializations of engineers and geologists in the Company's different worksites (HO, WJO & KJO).

He explained that since its foundation, the Company was keen on this matter through developing many plans and strategies to raise the efficiency of its employees, as well as enroll them in internal and external training courses and development programs according to their specializations, through developing evaluation programs for each job title that measure the level of occupants of those jobs, and identify their strengths and weaknesses.

He stressed that the general policy of training, development and evaluation programs has been developed and approved in line with the one followed by KPC and its subsidiaries.

In this regard, KGOC implemented the latest program approved by KPC, which is the annual program of scholarships and study leaves that provides scholarships and educational opportunities for oil sector employees, inside and outside Kuwait, to develop their capabilities and reinforce their skills.

He added that the announcement of this year allocated two scholarships to KGOC in Chemi-



cal Engineering and Geology, in which the number of applicants for the two specializations was equal this year.

Also, Mr. Abul said that this year scholarship grantees were chosen according to certain conditions. There are conditions for submitting and validity of applications, as well as the differentiation elements, in which some elements are taken into consideration such as the applicant's annual performance, his/her department, marital status, educational level, as these elements come within the unified scholarships conditions placed by KPC, to ensure that this feature - the scholarship - is given to those who deserve it.

He explained that the winner of an external scholarship must look for a globally recognized university that suits his/her specialization, to complete studying and obtain a master's degree, and this for the specializations that are not available within the State of Kuwait.

At the end, he said that the employees of the Kuwaiti oil sector should feel of honor and distinction for the development opportunities offered by the sector in the different worksites that will make a major move in human performance levels and the consequent in the field of operating and production, and do their best to benefit from those developmental advantages provided by the sector to its employees.



KGOC's New Building Project

Environmental Leadership, Advanced Engineering and Architectural Techniques

Al-Shaheen: KGOC's New Building considers all global environmental considerations

Acting DCEO of Planning and Services Mr. Saeed Al-Shaheen said that "In the scope of its concerns about the environmental aspect, and commitment to these standards, KGOC was keen to meet all environmental requirements during the construction of its new building. As the building is designed according to the latest techniques and methods of sustainable environmental design and techniques, in which sustainable technology and energy saving methods have been implemented in the project in line with the local environment and the character of the Company's work requirements".

He added that the design of the new building has been rated silver according to the LEED energy and environment design for its energy consumption and reduction of various types of waste, in which about 20% of total energy consumption will be provided through solar generators. In addition, sustainable environment methods in design were approved through providing natural lighting for 100% of the offices, allowing the employees to implement all their daily work during working hours depending on natural lighting.

The following report is highlighting the implications of this distinctive project, in which



KGOC is working to implement it according to the latest global environmental and engineering requirements:

First: The Project's Components

The project consists of three primary building blocks; the north block, the east block and circular central block.

The three blocks combined provide approximately 70,460 sqm. of built up space distributed over five floors above ground level consisting of offices, fully equipped meeting and conference rooms, training rooms, main auditorium of 200 persons capacity, male prayer hall of 200 persons capacity and several female prayer rooms in each of the building blocks. In addition, the project includes the main data center and significant storage spaces and other supporting facilities.



It provides more than 20% of total energy consumption

Natural lighting throughout working hours

Second: The Project Environmental Standards:

Before tendering the new building project, team members responsible for the project conducted a field visit to the United States which was facilitated by both the Sustainable Design Consultant and the LEED Consultant. The trip objective was to inspect the latest sustainable design and energy saving technologies in similar buildings. Then, the team reached the most appropriate design methods and developed an implementation plan through carry out the sustainable technology and energy saving methods in the project in line with the local environment and the character of KGOC's work requirements.

Third: Sustainability in the Project:

With regards to the energy saving modern technologies, several sustainable design aspects have been integrated into the building design including providing natural lighting to 100% of the offices such that each employee can work solely on daylight throughout normal working hours.

In addition, 20% of all installed loads shall be generated from roof mounted high yield solar panels array. Furthermore, and in order to provide the building occupants with a healthy and pleasant work environment, the design incorporates several external and internal gardens. Thus, all the building occupants will have the opportunity to enjoy natural views.



Fourth: The Project's Facilities:

The project includes a range of facilities and services that meet the need of employees during working hours such as, equipped meeting rooms, mosque, bank, café, library, stores, open areas for casual meetings and inter-company social activities, auditorium, information center and other facilities.

Fifth: The Project's Implementation Mechanism:

The new building will be constructed in the same location which is currently being occupied by the Company in Ahmadi, next to the Petroleum Training Center, which was a major challenge for the team to be able to balance among the speed of implementation, the employees' safety, and secure the procedures of transferring them to alternative workplaces.

KGOC's team succeeded in this challenge, in which the construction has already begun in parallel with the transferring the staff to highly equipped temporary buildings according to successful evacuation plan, without any injuries, physical or environmental damage, and in a record time, which achieved a smooth balance in the construction plan and continuity of work in the Head Office.



Distinctive efforts of “Fab Lab” Program’s members

Mr. Ahmad Al-Awadhi, Manager of KGOC’s Commercial Affairs and Public Relations Group (Formerly), and Mr. Materan Al-Shamari, Team Leader of Media Relations visited Sabah Al-Ahmad Centre for Giftedness and Creativity to review the developments of “Fab Lab” Program, which is joined by several of the Company’s employees to develop their innovative skills.

During the visit, Mr. Al-Awadhi met the Company’s employees the members of Fab Lab of different engineering, administration and technical specializations and he was familiarized with the developments of their training program and skills they acquired. Also, the employees reviewed the ideas they are working on them, and the society’s benefit from these ideas once completed.

Mr. Al-Awadhi praised the members’ effort and innovative ideas that will benefit their practical and intellectual level, and the Kuwaiti society, which in turn will qualify them to get patents



and be spread around the world. He explained that the idea of Fab Lab started before more than 10 years in the industrial countries and was adopted by MIT University for Technology Sciences to provide the opportunity for innovators to find an equipped place to carry out their ideas and develop them to serve the society in various fields. It was applied in Kuwait by Sabah Al-Ahmad Centre for Giftedness and Creativity of Kuwait Foundation for the Advancement of Science as the most important local authority that grants interest and care, and provides an environment that stimulates the innovative thinking in various fields.



A visit to the Environment Public Authority

Sheikh Abdullah Ahmed Al-Humoud Al-Sabah, Director General of the Environment Public Authority, and several senior officials of the Authority, received a delegation from KGOC, includes Mr. Materan Al-Shammari, Media Relations Team Leader, Ibtesam Al-Mutairi, Chief Media Relations Officer, and Afrah Al-Adwani, Public Relations Officer. It took place in the headquarter of the Environment Public Authority.

The two sides discussed several common interest issues, especially the environmental projects implemented by the Company, its efforts in protecting the environment, and the extent of its commitment to the environmental requirements in all its projects and operations, proceeding from its responsibility to preserve the Kuwaiti environment.

They also discussed the aspects of coop-



eration between them to reinforce the community awareness of the most important environmental issues, increase and activate the bilateral cooperation between KGOC and the Authority.

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



A new environmental achievement is added to the Company's record

The rehabilitation of the oil pits in WJO

Proceeding from its tireless strive to consider the environmental aspects of its various operations, KGOC succeeded in rehabilitating the oil pits soil in WJO. The pits are of 100 meters in length, 100 meters wide and 5-6 meters deep, in which the oil was stored in these pits before establishing of lined oil pits and modern oil reservoirs.

The Company has applied an ambitious environmental strategy in WJO, based on scientific studies approved by the Environment Public Authority, and implemented by Worley Parsons Company.

In implementing the decisions and recommendations of the Environment Supreme

Council, a comprehensive study, included a detailed evaluation of the environmental situation in the oil pits area, was conducted, in which the Company conducted a field survey of the project site and collected soil samples, groundwater and monitoring of air pollutants. The oil pits then handled and rehabilitated according to studied scientific steps and approved engineering designs started by discharging the pit from petroleum materials, and then removing the sticky oil sludge and transferring it to places prepared for that. After that, removing the sand barriers and cleaning the bottom of the pit. The soil was then collected scientifically in preparation

Applying an ambitious environmental strategy in the Company's different operations

Systematic steps led to the success of the rehabilitation of the oil pits' experiment



Considering all global environmental considerations

to be returned and buried in the soil in the same place of the pits, in which the soil was taken from according to the hydrocarbons rate, and in line with the global environmental conditions and standards. Because of the success of the previous steps, the oil pits soil has been reclaimed and the vegetation has been restored. By this, KGOC moved to use environmentally certified lined pits, created for this purpose, with an estimated capacity of 700 thousand barrels, in addition to other emergency pits of up to 150,000 barrels.

By reaching this step, KGOC in cooperation with SAC, its partner in WJO, has achieved a distinctive environmental achievement and succeeded in handling about 97% of the oil pits in WJO, estimated at more than 60 pits. In addition to the use of cleaning effluents from the polluted sludge as organic fertilizers and agricultural soil fertilizers after treating them to reflect the commitment of the Kuwaiti and Saudi sides to the global environmental standards, and to meet the environmental requirements aimed at improving soil quality and environment in WJO's worksites.



Two scholarships for KGOC in this year announcement

The Scholarship and Study Leave System provides the applicants with equal opportunities to obtain scholarships

Oil Zone had the following interview with colleague Abdullah Al-Dousari, Unit Controller in Training and Career Development Team, as a member in the Committee of the Announcement, Sorting, and Differentiating of this year, to speak about this system, and explain the requirements and conditions of getting a scholarship, whether inside or outside Kuwait.



First of all, what is the program of scholarships and study leaves?

It is a program that provides scholarships and educational opportunities for oil sector employees, whether inside or outside Kuwait, to develop their skills.

It publishes only one announcement every year on scholarships and educational opportunities available after determining specializations to be sent externally through a specialized committee called the “Announcement Committee”, which was formed in October 2016. This year, the announcement of scholarships and study leaves was published during January 2017, in which the last day of the announcement was on 18th February 2017.

The “Announcement Committee” prepares to announce about the scholarships and study leaves, and receives applications from employees. Then the role of the “Sorting and Differentiating Committee” begins, in which its work is divided into two parts:

The first part is to sort the applications of the oil sector employees applying for scholarships, to see if the applications meet the requirements and standards, or not.

The second one is to introduce the applications that

meet the conditions into the system to differentiate among them to reach a final result of the chosen names, and then submit them to the Board of Education and Development in KPC for approval.

As a member in the “Announcement Committee” and “Sorting and Differentiating Committee”, can you inform us about your findings?

The “Announcement Committee” completed all its works, and then the works submitted to the “Sorting and Differentiating Committee”, which completed sorting applications for scholarships, and introduced the applications that meet the requirements and conditions into the differentiation system on 19th March 2017 for the approval of the Board of Education and Development on the results of the employees chosen for this year’s scholarship, and announcing the winners at KGOC and the other oil companies of KPC.

After announcing the winners, those who were not chosen for the scholarship will be invited to a workshop to be explained and clarified about the results and the method of calculating the marks obtained by the winners for the transparency and credibility with all applicants.

Mr. Hamad Al-Subaie, DMD of Training in KPC

praised the Committee work and granted its members certificates of thanks and appreciation.

What are the elements of choosing the scholarship grantees?

The scholarship grantees are chosen according to certain conditions. There are conditions for submitting applications, their validity and sending, as well as the differentiation elements, in which some elements are taken into consideration such as the applicant's annual performance, his/her department, marital status, educational level, as these elements come within the unified scholarships conditions placed by KPC.

What are the specializations that employees from KGOC will be sent for this year?

This year announcement allocated two scholarships to KGOC to get master in Chemical Engineering and Geology, in which the number of applicants for the two specializations was equal this year.

Are there specific universities contracted for the scholarship?

The winner of an external scholarship must look for a university that suits his/her specialization, provided that the university is recognized by the Ministry of Higher Education in the State of Kuwait. It was a wise decision issued by KPC this year, stipulating that any specialization available within the State the scholarship shall be inside the State and not outside it. This decision was applied to KOC and KNPC, and will be applied in all oil companies later.

What about those who were not lucky enough to get scholarships this year, do they have priority next year, or their chance is equal to new applicants?

No, they will have equal chances with the new applicants because they will apply in the same system and will be requested to meet all conditions of the external scholarship. If they meet the conditions and standards, they will be entitled to a scholarship, if not, the priority will be for those who meet the conditions.

Through your work on the Scholarship Committee, what do you advise those wishing to get a scholarship?

First, they must meet the standards and conditions that help them to get an educational scholarship. The employee should also care about the annual performance level, and the accumulative average, as well as providing a good performance in the work, and pass the differentiation elements that determine the employees eligible for the educational scholarships.

Do you want to say anything as a conclusion?

I would like to congratulate those who got educational scholarships, and hope prosperity for those who were not lucky enough to get scholarships during the current year, as I recommend them to do further efforts to meet the conditions and get this chance in the coming years.

The system provides an opportunity to oil sector's employees to develop their academic skills according to their occupational specializations



About the Balanced Scorecard



Khaled Al-Anzi

Senior Planning Engineer

Balanced Scorecard (BSC) is a tool that has been developed to measure the performance of an organization in accordance with its strategy, and aims to assess and evaluate its performance by focusing on all the activities and operations of the organization, and the influence on the future plans of the organization.

Thanks to the invention of this tool to both Robert Kaplan and David Norton of Harvard University in 1992.

The role of the card is managing the performance of the organization by translating its vision and strategic plan to achievements and tangible results, works to enhance communication and interaction between internal and external parties, defines the responsibilities of groups and individuals and set their targets to achieve the indicators that have been identified for them. Organization's performance management is achieved through controlling the approaches of implementation of the strategic objectives and the commitment to performance measurement indicators according to main organizational perspectives (usually 4 perspectives) as follows:

1. Financial perspective: includes the achievement of financial targets such as increasing profits, preservation of resources, reduce capital expenditures (CAPEX) and operational expenditures (OPEX).
2. Customer/stakeholder perspective: includes customer satisfaction and work to earn their loyalty, this is measured by setting indicators clarifying the relationship between the organization and customers, (e.g. customer satisfaction, strive to maintain them and the ability to gain new customers).
3. Business perspective: includes measuring the organization's internal processes, activities and operations. Work on improving these processes through the implementation of the latest systems and regulations that contribute to develop the performance and improve the operations (e.g.: Services, Quality Management, and the regulations of HSSE).
4. Growth and Learning perspective: includes the organization's requirements of Human Resources and operational systems, training and technology/techniques.

These perspectives are cascaded into sub-elements from top to down, balanced and interconnected with each other, namely: strategic objectives, strategic themes, strategic initiatives, performance measurements and objectives. The implementation of this tool requires an engaged leadership and good communication & interaction (See Figure -1)

The objective of using Balanced Scorecard is to measure the organization's performance, work to mend the gaps and deficiencies, create a database to document all that is contributing to the implementation of the strategic plan on the best condition, and avoid any complications that may cause lack or delay in the performance of the organization's operations and activities, also contributes to the card in the characterization of the role of each employee in the company in terms of strategy and work to be involved in achieving the objectives of the company.

KGOC as a K-Company always aspire to achieve the highest levels of performance in business, so it uses the Balanced Scorecard in line with the directives of Kuwait Petroleum Corporation (KPC). KPC and its subsidiaries seek to achieve their strategic objectives excellently, by accomplishing their tasks and leadership in the field of oil, gas and strengthen the national economy aligned with the Health, Security, Safety and the conservation of the environment regulations and to be the employer of choice. Considering all of the above, Performance Management team takes on the task of creating and developing and updating KGOC Balanced Scorecard, where the performance indicators are determined before the beginning of the year, and then the data is updated/ followed-up on a quarterly basis.

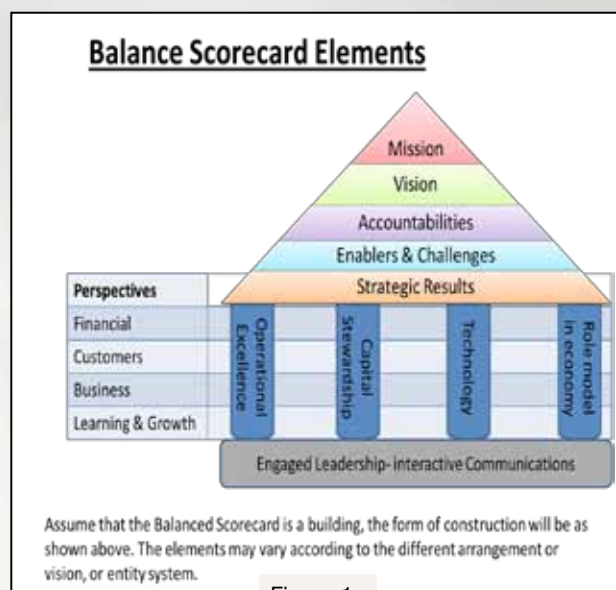


Figure-1

In the presence of the Executive Management KGOC Organizes Graish ceremony



Proceeding from its annual custom shortly before the approaching of the holy month of Ramadan, and following the Kuwaiti traditional customs, KGOC PR Team organized Graish ceremony and competition. It was held at the lobby of (A) Building in the Company's Head Office.

The ceremony was attended by the Company's Executive Management represented by the CEO Mr. Abdalnaser Alfulaij, DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, and DCEO of KJO Mr. Saeed Al-Shaheen. In addition to many of the Company's employees who competed through their distinct dishes, which included main dishes, salads and desserts.

As the employees exchanged congratulations for the approaching of Ramadan, asking Allah Almighty to accept their good deeds, and return it to everyone with welfare and blessings. At the end of the ceremony the winners were announced and honored.



Organized by IT Team

Communication Exhibition 3

Proceeding from its keenness to provide new and advanced services to the Company's employees, KGOC IT Team organized Communication Exhibition 3, in which it hosted a number of the major local communications & Internet services companies to present their offers and products. It took place over 3 days at Habara Center - Ahmadi.

The Exhibition was opened By KGOC CEO Mr. Abdulnaser Alfulajj, and DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, and it was attended by several group managers, team leaders and the employees in the Head Office.

The participating companies offered exclusive offers for the Company's employees who were very interested in the offers which included phone calls, Internet services and smartphones.



Financial Services Group hosts Gulf Bank's booth



In order to present services and offers to KGOC's employees, Financial Payments Team of Financial Services Group hosted Gulf Bank's booth. It took place over three days in the Company's H.O. at the building of the Financial Services Group. During the hosting, the Gulf Bank's representatives presented exclusive offers and financial advantages to the company's employees.



HSSE Team organized Defensive Driving training, approved by The Royal Society for the Prevention of Accidents – UK (ROSPA), included a range of safety and preventive procedures before and during driving, and risk factors for the drivers' protection from many potential accidents.

In the scope of the Team's training and development plans for the employees in general, and for the engineering and technical specializations in the Company's worksites, KGOC Training and Career Development Team organized several training courses for KJO employees according to their specializations.



Light Point



Colleague Mohammad Safar, Team Leader of HSSE and the member of negotiating team of Kuwait State, participated in the UN's Framework Conference on Climate Change in Bonn, Germany.

Within her talent in mountain climbing, Wisam Najaf, Chief HR Officer, raised the flag of Kuwait State on the peaks of the Republic of Peru's mountains at an altitude of 4,215 square meters.



How to Manage your

ANGER

to Control your Health?!



Anger is one of the natural and healthy human emotions that people experience in different situations depending on the situation and their interaction. However, anger management can be a problem for many who find it is difficult to keep their anger under control. There are health problems associated with uncontrolled anger such as high blood pressure, heart attacks, depression, anxiety, colds & flu, and digestive problems.

Everyone has a physical reaction that expresses anger, so we must pay attention to what our bodies tell us in the state of anger and take what is necessary to calm ourselves. It is not necessary the anger to be a problem, psychologists say, "Everyone has control over his anger, because it is his responsibility to do that. As the anger can be controlled in a frightening way, you can also deal with it correctly with no negative health consequences."

When dealing with everyday situations that stimulate our anger, it is important to consider the following:

- **Know the symptoms of anger:** When we are angry, the heart beats and breathing rate increased dramatically, as it may be accompanied by other symptoms such as light spasm in some muscles, here the person must try to get out of anger as soon as possible in order these symptoms not to develop to the worst.

Also, personal awareness of anger symptoms makes the individual calms himself easily, and seeks for other ways to control anger.

- **Count to 10:** It gives you a time to calm down, to think more clearly, and to overcome the negative feelings.
- **Breathe slowly:** Make the duration of exhalation longer than inhalation, and relax when exhaling. Man, automatically, does inhalation more than exhalation when he is angry. The trick here is to calm yourself effectively and to think more clearly.
- **Practice exercises:** This can reduce stress levels in general, as adopting them as part of daily routine is a good way to get rid of negative emotions and anger.
- **Take care of yourself:** Allocating time for yourself to do whatever you want of sports and mental activities, or to relax will clear the mind and give the opportunity to think of many of the things and situations that you have experienced, or you expect to face. As it will enable you to plan for future.
- **Follow a healthy lifestyle and have good sleep and rest every day:** It reduces the chances of getting into fits of anger, and keeps your mood good for a long time.
- **Talk about your feelings with those who care about you:** It will help you to look at the situation from a different angle.
- **Pay attention to the way you think and try to leave any way not useful in thinking:** Because negative internal thoughts such as "This is not fair" or "This should not happen" make anger worse. Also, thinking in this way will keep you thinking about anything that makes you angry, so you must be free from these ideas to make it easier for you to calm down.

How to Avoid Sunstroke?



The sunstroke strikes the person when he exposes to hot sun rays for a long time in the afternoon. It is a serious medical condition that affects the head and leads to serious health complications, such as the failure of the center regulating the heat of the brain and high temperature of the body without sweating. These symptoms may develop and lead to death if the injured person is not rescued quickly.

Sunstroke Symptoms

- High body temperature.
- Redness and dryness of the skin.
- Headache.
- Nausea.
- Dizziness.
- General weakness in the body's muscles.
- Sudden flop and possibly loss of consciousness.
- Respiration rate.
- Accelerating the heartbeat.
- Muscle spasms.

These symptoms may disappear and the person returns to the normal state before the case is returned and has the same symptoms again.



Sunstroke Cure

The following first aid must be conducted to ensure the casualty safety until presenting him/her to the competent doctor:

- Move the casualty to less heat place quickly.
- Take off the casualty clothes to cool his body.
- Lie him on his back and raise the head and shoulders slightly above the body level.
- If the casualty is conscious, it is advised to give him cold water to reduce the body temperature, but if he is unconscious, it is advised to spray or wipe his face and body with cold water.
- Transfer the casualty to the hospital to follow up his condition, with taking into consideration conditioning the atmosphere with cool air during transferring.

The legal effect of using a name different from the official one

Nouf S. Al-Yehya - Industrial Relations Officer

To complement the series of the legal studies prepared by the Industrial Relations Team to reinforce the legal culture of the company's employees, and raise their awareness of their rights and the duties towards the Company, the following legal study deals with the subject of the legal effect of an employee's using a name different from his name in the official documents (such as civil ID, nationality and passport). For example: When the employee's name is Khalid Mohammed Ahmed and he writes Khaled Mohammad Al-Ahmad, or when the female employee's name is Noura Abdullah Fahad Al-Mohammad, and she writes Noura Abdullah Al-Fahad, because of leniency, getting used to, or for any other simple reasons without any intent or criminal purpose, or the lack of knowing the legal implications on such action, especially if the employee represents the company in conclusion of a contract, a tender or other important legal acts.

Moreover, such act can not be considered a material mistake that does not affect the content because it is repeated permanently and continuously in all official documents. Therefore, we highlight such actions to educate the employees and save their rights.

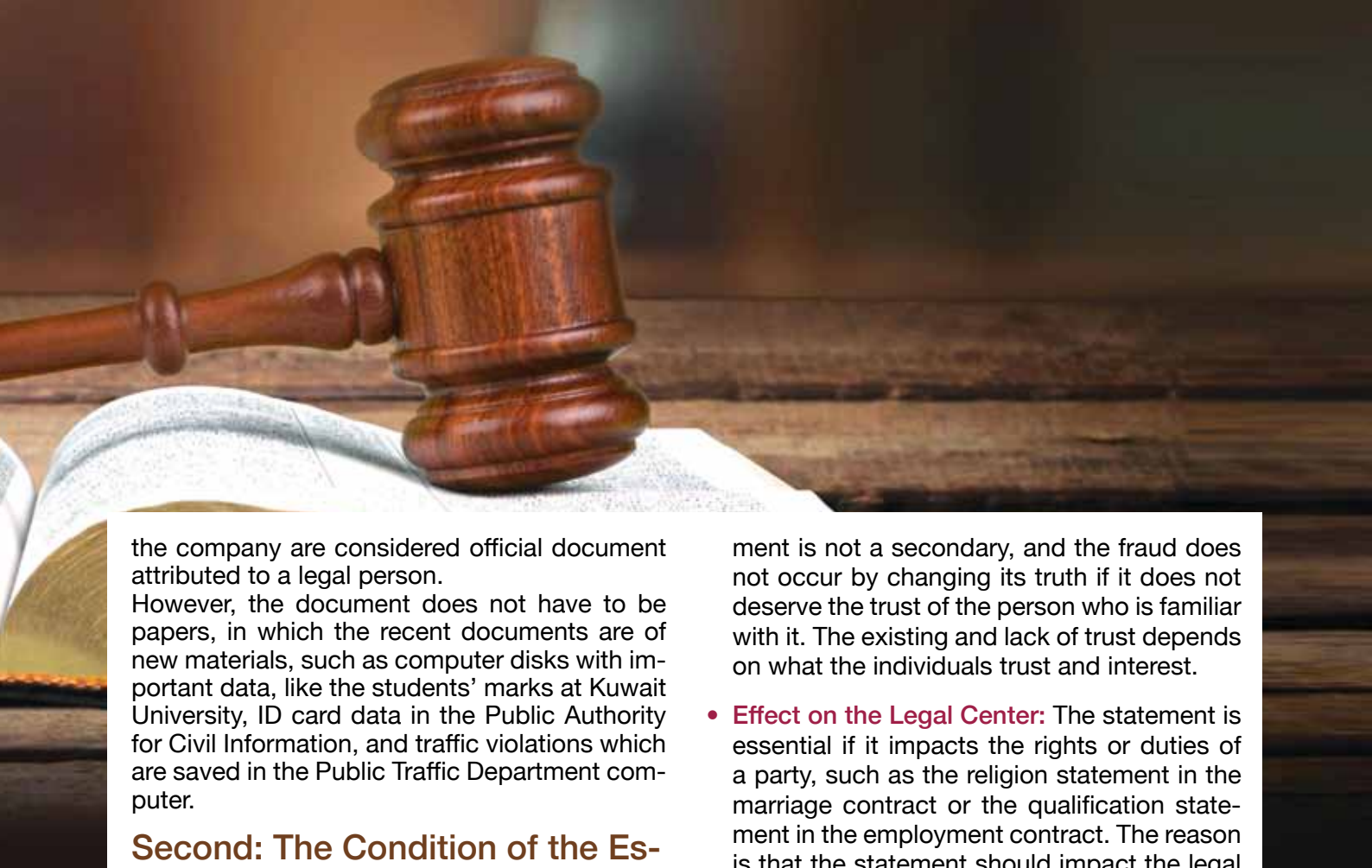
With reference to the Criminal Law No. 16/1960, Article (257) which states that "Any alteration of the truth in a document to be used in a manner makes it identical to the truth, is considered fraud (forgery), if the document after alteration became valid to be used as such. The fraud occurs if the doer produced a document and attributed it to someone else, or made a change to an existing document either by deleting, adding, or changing phrases. As well as placing a signature, a stamp or fingerprint of a person without authorization from that person, or leading that person, by fraud, to signature, stamp, or impress on the document without knowledge of its contents or right satisfying of it. The fraud also occurs if the person assigned to write the document changed its meaning during writing to make an incorrect incident as a correct one, as fraud occurs by exploiting the goodwill of the person assigned to write the document by providing him/her with false information claiming it is true".

Since the definition of fraud is "Changing the

truth in a fundamental statement of a document in one of the ways stipulated by the law in a way may lead to cause harm", we find a serious outcome that the employee's use a name different from the official one in official State's documents may lead to "Fraud in a document" charge for the existing of all the material elements of that charge, as follows:

First: The Document's Condition:

The document is words attributed to a particular person, in which those words create a legal center or prove a specific relationship with a particular person, i.e. the document consists of words and sentences of a certain meaning, not just numbers, and that the document creates a legal center or indicates a particular relationship, i.e. to be a document or a proof against a particular person and arranges a legal center or commitment such as check, bond and different contracts. Also, the document issuance must be attributed to a certain person in writing, whether a natural or legal person, in which the university certificate and the contract issued by



the company are considered official document attributed to a legal person. However, the document does not have to be papers, in which the recent documents are of new materials, such as computer disks with important data, like the students' marks at Kuwait University, ID card data in the Public Authority for Civil Information, and traffic violations which are saved in the Public Traffic Department computer.

Second: The Condition of the Essential Statement:

Not every change of truth is a fraud, in which it is not considered a fraud if a change occurred to a secondary statement in the document. It is necessary the fraud to occur to a substantial and essential statement in the document. The essential statement of the document shall be fulfilled if the following standards are met:

- **Evidence Standard:** The statement is essential according to this standard if it is prepared to prove this statement, i.e. some of the documents are existed to prove specific data, such as a birth certificate, which was prepared to prove the birth of a particular child in a particular name. However, the evidence standard has been developed to include not only the data that the document was prepared to prove, but also that the document is fit to prove or stick to in data proof case.
- **Contrary Doctrine Creation:** It means, for the statement to be considered essential if the person who reads this statement is to believe it. The prohibition of fraud protects the trust in the documents. This trust is not only limited to the court or the official authorities trust, but also the trust of the usual person is the place of protection. Due to that, the state-

ment is not a secondary, and the fraud does not occur by changing its truth if it does not deserve the trust of the person who is familiar with it. The existing and lack of trust depends on what the individuals trust and interest.

- **Effect on the Legal Center:** The statement is essential if it impacts the rights or duties of a party, such as the religion statement in the marriage contract or the qualification statement in the employment contract. The reason is that the statement should impact the legal center of the parties regarding the existence of the contract.

Third: Impersonation of Others:

The impersonation of others may be through arrogating the job or its uniform, impersonation of others to mislead justice, or arrogating an unreal person name, in which the latter may be arrogating a name of a real or an unreal person, as follows:

- **Arrogating of a name of an unreal person in a common document:** If a person arrogated a name of an unreal person in a common document, this prevents happening harm to the victim, although the use of this document is likely to cause harm to someone else when presenting the document on a particular occasion (e.g. a case). The latter harm is not the standard relied upon in the crime of fraud.
- **Arrogating of a name of an unreal person in an official document:** If a person impersonated another person in an official document, the harm is presumed, and it is not necessary for the Public Prosecution to prove the availability of the harm, since the official documents must express the absolute truth.

Kuwait's Rulers

The Second Ruler: The Late the Amir Abdullah bin Sabah (1762-1813)

He assumed the power after his father Sheikh Sabah bin Jaber passed away, may Allah have mercy on them. The most famous events in his reign were:

- Battle of Raqqa.
- Moving the East India Company from Basra to Kuwait.
- Construction of Kuwait First Wall in 1797.



Kuwait Areas

Ahmadi

Its name is attributed to the late Sheikh Ahmad Al-Jaber Al-Sabah, the tenth Amir of Kuwait, in which his reign witnessed the extraction of oil.

It was originated as the headquarters of Kuwait Oil Company and its employees. It has a storage for crude oil collected from the neighboring fields and then transported by gravity to Ahmadi Port on the coast.



Technology



Tips to keep your smartphone battery charged

The battery charge of smartphones is soon discharged; due to its multi-function it provides to the user. However, the user can prolong battery life by following some measures such as:

Reduce screen brightness

The user usually does not need the full brightness, as adjusting of brightness helps to save the battery charge. There are phones that include a light sensor that adjusts the brightness as needed.

Turn off WLAN and Bluetooth

The user must turn off WLAN, Bluetooth, or GPS when navigation to save the battery charge. This merit only works with a limited number of applications.

Disable LTE technology

This technology consumes a lot of battery charge, so it should be disabled if it is not needed.

If these devices fail to save the battery charge, the applications may be responsible for the speed of the battery outage, as they stress the processor by performing a lot of unnecessary operations in the background, thus reducing the performance of the smartphone and battery charge.

Charge behaviours

Experts recommend recharging the battery before it reaches the red band, and it is best to disconnect the battery from the power supply before reaching 100% charging. Ideally, the battery should be used in a charge range of 30 to 70%, as it is subject to great stress, whether the band is lower or higher than this, which negatively affects the battery life. In addition, the smartphone can not be left connected to the charger all night.

Smart phone batteries should not be exposed to very high or low temperature in order not to reduce their efficiency.

Do You Know!

The most painful conditions:

Cluster headache	Stomach ulcer	
Pancreatitis	Gout Endometriosis	
Pain after an operation	Cancer	
Broken bones	Slipped disc	
Trigeminal neuralgia	Appendicitis	
Arthritis	Kidney stones	Shingles
Heart attack	Migraine Sciatica	

Study: 12 hours is the perfect time between dinner and breakfast



A scientific study conducted by a team of American researchers has shown that the best time to separate between the last meal eaten by the individual at night and the breakfast is at least 12 hours.

The researchers explained that fasting a night reduces the level of glucose in the blood, reduces the risk of diabetes, and helps women to avoid breast cancer.

The study recommended to commit to the optimal time, which separates the last meal eaten by the individual in the evening (dinner), which is usually at 8 pm, and the breakfast in the next day to achieve those health benefits.

Kuwait Becomes Japan's Third Crude Oil Provider

The Japanese Natural Resources and Energy Agency said in a preliminary report that Kuwait became Japan's third-biggest crude oil supplier in April, providing 7.71 million barrels, or 257,000 BPD.

It mentioned that Kuwait supplied 7.3 % of the Asian country's total crude imports to become No.3 provider after Saudi Arabia and UAE, overtaking Qatar and Russia.

Saudi Arabia remained Japan's No.1 oil provider, but imports from the kingdom slid 2.6 % from a year earlier to 1.39 million BPD, followed by the UAE with 833,000 BPD, up 24%.

Oil prices heading for further decline on the impact of the US withdrawal from the climate agreement

Two important events witnessed by the oil arena recently; the first is the continued decline of oil, although it extended the Vienna agreement for nine months considering the decline in exploration investments and hopes to withdraw the surplus supply. The second, which is the most influential, is the withdrawal of USA from the Paris Climate Agreement, Opening up US oil and other minerals.

At the "Shale" level or the current US production, the reports speak of 10 million barrels per day from 8.9 million in 2016, an increase above the cut in production by OPEC and oil producing countries.

The danger the world is waiting for now is the prospect of other countries withdrawing from the climate agreement, which will mean several repercussions for the oil sector, drilling and exploration, and a kind of investment chaos.

Although oil fell recently, it is likely to retreat on the impact of further events, which will impose a new reality on the oil-producing countries, which still depend on more than 90% of its income on oil revenues.

Third Strategic Partner in Kuwait-Oman Duqm Refinery

After the signing of the partnership agreement between Kuwait Petroleum International (KPI) and Oman Oil in last April, the partnership agreement in the Duqm Refinery and petrochemical complex, the two countries have launched the principle of economic cooperation and oil between the Gulf countries in an unprecedented manner, where the proportion of partnership in this huge project is 50 % for both partners.

Oil sources said that a third strategic partner is expected to enter after several companies expressed their desire to participate in this vital and important project for both countries, noting that the project is proceeding at a steady pace according to plan. The final decision to invest in the Refinery is expected to be very soon.

Duqm Refinery and petrochemical complex with a refining capacity of 230,000 barrels per day, is located in the most promising economic region of the Sultanate of Oman, overlooking the Arabian Sea after the Strait of Hormuz, and near the international markets.

