



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

Issue 27th - September 2016

Monthly magazine published by Media Relations Team

OIL ZONE

الله أكبر
محمد رسول الله

عزك .. عزنا

كل عام وأنتم بخير

Saudi National Day



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

www.kgoc.com

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HSSE's Policy



Dear colleagues,

Through my speech with you, I would like to deal with the subject of HSSE's policy in KGOC, which includes maintaining the security, health and safety of the employees, as well as preserving the surrounding environment when implementing any of our operations in the Company's various work sites.

As you know, our human fortune is our most important priority and asset we strive to maintain through the application of everything that related to the occupational security, health and safety in this policy, seriously and without flaccidity. As the dangers and incidents of work in oil sites we heard about them around the world have shown the need for this important policy which makes us avoid a lot of losses, and the necessity to be adhered by everyone.

The implementation of this policy, which is being circulated among the Company's employees, requires a lot of awareness and effective performance of every employee, in order to be applied properly and effectively to reach the desired results. Proceeding from this point, the executors of KGOC HSSE's requirements do their best to deliver the message of that policy, and confirm its requirements through different events and systematic awareness campaigns to raise the employees' awareness.

So I call you to interact positively with those activities and campaigns to achieve HSSE's message optimally, especially as we in KGOC are striving to be a leading party in this area as one of the goals of our vision, and as we are an important and effective part of a global oil entity, namely KPC, which in turn is trying to carry out this goal through its subsidiaries.

AbdulNaser Y. Al-Fulaij

Chief Executive Officer



In his letter to farewell Yousef Ali and receiving Saeed Al-Shaheen

Al-Fulaij wishes them prosperity



Following the Company's Board of Directors issued organizational changes of appointing Mr. Saeed M. Al-Shaheen, as DCEO of Planning and Services, successor to Mr. Yousef Ali, KGOC CEO Mr. Abdul-Naser Al-Fulaij addressed a letter to the Company's employees, in which he praised the efforts of Mr. Ali during his service in the Company, wishing him prosperity and success in KOC.

Mr. Al-Fulaij said in his letter, "During his service in the Company, colleague Yousef Ali was a good example of tireless effort and sincere work in the responsibilities he assumed, whether in KJO, Sector of Planning and Services, or WJO"

As he welcomed Mr. Al-Shaheen and wished him prosperity and rectitude in his new post, praising his qualifications and occupational expertise in the oil sector, most recently was the Manager of Wells Inspection Group in KOC.

In a related context, the Company organized a farewell ceremony to Mr. Yousef Ali, the former DCEO of Planning and Services, as a recognition of his sincere efforts during his service in the Company.

During the ceremony, which was attended by KGOC CEO Mr. AbdulNaser Al-Fulaij, and DCEOs Mr. Mahmoud Abul and Mr. Saeed M. Al-Shaheen, in addition to a number of group managers and team leaders in the HO, the attendees wished Mr. Ali an occupational journey full of achievements and success, thanking him for his cooperation and tireless effort during his service in the Company.

During Eid Al-Adha's Reception in the Head Office

Abul: We are keen on improving the abilities of our human element



Mr. Mahmoud Abul Ali, KGOC DCEO of Finance and Administration Affairs, confirmed that the Company aspires to carry out its strategic objectives varied between developmental and operational objectives, in which the most important one is the reinforcement of the expertise and abilities of its human element, and provide it with needed professional skills through training and development courses.

As Mr. Abul extended his best greetings to all Company's employees on the occasion of Eid Al-Adha, asking Allah Almighty to return it with welfare to them. This came on the sidelines of a ceremony organized by the Company on the first working

day after Eid's holiday, and attended by KGOC's Executive Management, represented by Mr. Mahmoud Abul, DCEO of Finance and Administration Affairs, and Mr. Saeed M. Al-Shaheen, DCEO of Planning and Services, to receive Eid Al-Adha's well-wishers. It was held at the Company's HO.

During the ceremony, the attendees exchanged greetings on this joyful occasion, in which a number of current and former senior leaders of the oil sector, KPC CEO and some MDs, and CEOs of associate companies, in addition to the Head and members of KGOC's Trade Union, and employees from HO, WJO, and KJO were keen on exchanging congratulations with the Executive Management.



Announced about the HSSE's Awareness Program

Mohammad Abbas: We are striving to promote the commitment to the Company's HSSE Policy

In the scope of the HSSE Team's efforts to raise the awareness of the Company's employees about the HSSE's requirements and their full commitment to them, the Team recently announced the launching of awareness program endorsed by the CEO Mr. AbdulNaser Al-Fulaij. It will take place over nine months, including a variety of activities and events to deal monthly with one of the HSSE's principles to familiarize the employees with their requirements and how to reach and achieve them.

In this regard, Mr. Mohammad Abbas, Team Leader of HSSE Team, confirmed that this awareness program is in line with the Company's HSSE Policy, and with the Senior Management's directions and the decisions of the Central Committee of HSE. He pointed out that the CEO's endorsement of this awareness program is an actual reflection of the Company's commitment to HSSE Policy, and the keenness to achieve its goals on all environmental level and those related to the security of work sites and occupational safety and health.

As he explained that the events of this program will be launched as from September 2016, and

will deal with one of the HSSE's principles monthly, in addition to choosing a specific message of that principle and focusing on it through a range of activities, events, and awareness messages via

various means of communication available in the Company to define and promote them among the Company's employees.

At the end of his statement, Mr. Abbas thanked the Senior Management and the CEO for supporting and endorsement of the Program, as he urged all the employees to interact and respond in a way fits them as employees in the oil sector in front of the associate companies, wishing the program to achieve its desired objectives.



By virtue of the IT Team's efforts

KGOC receives the Symantec Cyber Security Award



KGOC IT Team is proud to announce that KGOC has received the Cyber Security Award for “Pioneering and Ambition” from World Renowned IT Security Organization, Symantec Corporation.

In an event Conducted by Symantec Corporation for all K-Companies, KGOC was recognized for its security practices and measures due in particular to its newly implemented Cloud Solutions such as:

- Microsoft Azure Cloud Environment which is a cloud computing platform and infrastructure for building, deploying and managing the Company applications and services through a global network of Microsoft-managed data centers.

- Microsoft Office 365 Cloud Application which include the latest Office applications in addition to new productivity services that are enabled over the Internet (cloud services), such as Skype for Business for web conferencing, online storage with OneDrive and Exchange Online hosted Company E-Mails.
- Oracle Fusion Cloud System which is currently being used for all Financial Services in our Company enabled over the Internet (cloud services) using the latest technology and best practices that provide a new standard for the way businesses innovate, work and adopt technology.

This Award is a testimony for KGOC and in particular to the IT Team for their Vision, Dedication and Hard work.

Commitment 7 x 7 x 7



Commitment, the final value of the Corporate Values Initiative



Mr. Fahad M. Al-Ajmi,
Team Leader of Strategic
Planning Team



The 7x7x7 initiative, which started in the month of January 2016 to communicate KGOC Corporate Values, culminated successfully in the month of July. The main purpose of the 7x7x7 initiative was to engage and motivate KGOC staff to adopt and live the KGOC Values in their day to day actions and decisions. Every month a KGOC value was chosen as a theme and a wide range of activities revolving around this theme were carried out. In the initial months, besides other activities, two external motivational speakers were invited to deliver talks on Integrity Value and Partnership Value to the employees at Head Office. For the month of July, KGOC celebrated the Commitment value through surveys, online quizzes, post master communications and team briefings.

Commitment is one of the KGOC seven Values and has been defined as – ‘Commitment to protecting the environment and providing a safe healthy workplace. Commitment to social responsibility in Kuwait and other societies KPC operates in’. It also means willingness to

give your time and energy to something that you believe in, or a promise or firm decision to do something.

Commitments are essential to an Organization. They are the means by which a company secures the resources necessary for its survival. Commitments provide important benefits inside an organization as well. Without commitment no company can think of achieving excellence. Commitment is rather a key ingredient for improving quality and productivity, reducing wastage, increasing profitability and decreasing costs. Committed employees understand, share and support the company’s vision and goals and consistently try towards achieving them.

As a company KGOC is totally committed to HSE & Society and avidly take part in social activities, support worthy causes, take initiatives to enhance its HSE performance, hone the skills and talents of its employees.

KGOC organizes the Services Second Expo



The Services Team, headed by Mr. Ahmed Thaher, organized the Services Second Expo over two days, in which it hosted a number of the local bodies, included the most important airlines, mechanical services companies, agricultural contracting, and flower arrangement. During the first day, an open illustrative meeting for participating bodies was organized, and delivered by colleague Abdullah Albawi, Administration Officer from the Services Team, in which the representatives of these bodies delivered presentations about the most important services and

exclusive offers provided by their companies.

The Expo was opened by the CEO Mr. Abdul-Naser Al-Fulaij, DCEO of Finance and Administration Affairs Mr. Mahmoud Abul, and the former DCEO of Planning and Services Mr. Yousef Ali. They made a round in the Expo to be acquainted with the participating bodies, as they showed their approval of the good organization, and the distinctive services and offers. At the end of the Expo, a draw for value prizes was held, and then distributed to winners by Mr. Thaher.



In a meeting attended by the DCEO of Finance and Administration Affairs Al-Jeri thank the HR staff for their occupational performance



Proceeding from its annual custom and concern about its human elements and reinforcement of the communication bonds among them, HR Group organized an open day for its staff, including a group breakfast ceremony. It took place in the lobby of Building (W).

It was attended by Mr. Mahmoud Abul, DCEO of Finance and Administration Affairs, in addition to the staff of HR Group, led by Mr. Faisal Al-Jeri, the Group Manager, who welcomed the attendees and praised

the Senior Management's keenness to attend this meeting, which confirms its interest in communicating with the Company's employees to reinforce the meaning of career engagement virtually.

As Mr. Al-Jeri thanked the Group's employees for their efforts and tireless striving to perform the occupational tasks perfectly, who, in turn, thanked him for organizing such annual event and his keenness for constant communication with them.

Organized by HSSE Team

An awareness lecture on Repetitive Strain Injuries and Office Ergonomics

To carry out the HSSE Team's awareness plan and lectures to raise the awareness of the Company's employees about HSSE procedures, the Team organized an awareness lecture titled "Repetitive Strain Injuries and Office Ergonomics". It was held in the Company-HO.

Mr. Mohammad Ismaeil, HSE Coordinator, delivered the lecture, in which he explained the major risks faced by employees in the office work environment, such as back and arthritis pains, and eye fatigue. As he presented a set of illustrative videos for major wrong practices that we do during working hours, such as sitting positions and not adjusting the chair, the computer and its accessories as required, stating the correct way to sit and adjust those accessories in order to avoid many of the potential pains of those wrong practices.



It is noteworthy that the lecture was attended by a good number of the HO's employees who were keen on registering to attend and benefit from the lecture subject. As the Team will organize more awareness lectures which will be available to all HO's employees to attend.



Carried out by
the Personnel
Administration and
Industrial
Relations Team

A field visit to its counterpart in PIC

In order to develop the work environment and raise the performance level by exchanging the best practices with the competent teams in the associate companies, the Personnel Administration and Industrial Relations Team paid a field visit to its counterpart (Work Relations Team) in Petrochemical Industries Company (PIC).

The visit, which was conducted by colleagues Yagoob Al-Taher and Faisal Al-Asfar, Industrial Relations Officers, comes within the scope of work nature similarity between the two teams, their applicable systems and regulations, and their work under Labor Law in Oil Sector

(28/1969) and Civil Labor Law (6/2010) for the best applications they apply. As well as the difference of the work mechanism between them to enable KGOC Personnel and Industrial Relations Team to develop its performance and work to apply the best internal procedures applied in PIC, after presenting them to the Company's Management and obtaining the necessary approvals.

Also, they discussed the major procedures of work and acquainted with the work nature of PIC through Work Relations Team.



The Special Leave in the Civil Service Commission Law, Labor Law and the Company's Administrative Regulations

Rasha Al-Salem - Chief HR Officer

Proceeding from the Personnel Administration and Industrial Relations Team's role to spread awareness and knowledge among the employees about the aspects that affect them directly, and remove the confusion that might occur to the minds of some of them, as well as the interest to provide them with legal studies, which allows them to benefit from the rights stipulated in the labor laws applicable in Kuwait State, below is a comparison among the Civil Service Commission Law, Labor Law of Private Sector and the Company's Administrative Regulations and Executive Procedures about the Special Leave Item.

The Civil Service Commission Law of leaves item in article No. (49) of Decree No. (395/2009) for Special Leave refers that the Minister may grant the female employee a special leave of full pay, reduced pay, or without pay to accompany her husband who was appointed abroad if he was transferred, sent in a scholarship, study leave, official mission, or mandatory, according to the rules and provisions approved by the Civil Service Commission.

While Part IV - Chapter III in Article No. (79) of the Labor Law of Private Sector (6/2010) stated that the employer may grant the employee, upon his request, a special leave without pay.

Taking into account the conditions that may occur to the employee, the Company's Administrative Regulations and Executive Procedures came to organize the work according this article, in which Chapter VIII - Item X of the Regulations

stated that the Company grants unpaid leave to a maximum of (28 days) for personal reasons after the employee's depletion his annual leave balance for that year, according to the following procedures:

1. The employee submits a letter to the Head of his Organizational Unit explaining the reasons of requesting a leave.
2. After the approval of the Department Head, the Leave Form is sent to the Head of Personnel Administration for consideration and approval.
3. After the approval of the competent Group Manager, the Personnel Administration calculates the leave accruals and notifies the Financial Payments Department.
4. After the employee's return to his job, the Personnel Administration notifies the Financial Payments in order to deduct the leave period from the employee's salary.
5. The approval of the Chairman and Managing Director must be taken when the unpaid leave exceeds (28) days.

References:

- Civil Service Commission Law.
- Labor Law of Private Sector (6/2010).
- The Company's Administrative Regulations and Executive Procedures.

Employee Identification



PURPOSE:

To establish guidelines for the issuance of a photo identification badge to all employees and for the use of said badge by the employees while at work place in an effort to provide a safe and secure workplace for all employees.



ALL EMPLOYEES ARE REQUIRED TO:

- Wear the ID badge at work areas.
- Carry the ID all times during work hours.
- Wear the ID between the shoulders and waist.
- Be responsible for safeguarding their own ID. Any lost or damaged ID should be reported immediately to HSSE Team.
- Present the ID to security staff at main gates whenever requested.



ID CARD HOLDER RESPONSIBILITIES

- Do not lend your ID to anyone.
- Do not allow unauthorized individuals into any secure area.
- Do not fold, bend pry open or mutilate your ID.
- Do not leave your ID unattended.
- Do not use your ID improperly.
- Do not leave ID on dash of vehicle or other locations where exposed to extreme temperatures
- Immediately notify HSSE Team if your ID is no longer in your possession .

At KGOC, Safety is “My Responsibility”



autism

Autism



Autism is a health disorder appears in the early childhood, usually before the age of three, as it affects the child's development through affecting the ability of communication and interaction with others. Estimations refer that 1 of 100 children in the world is infected by Autism.

It affects the child's evolution and development through three aspects:

- Language skills, or how to speak.
- Social skills, or how to respond and communicate with others.
- Behavioral skills, or how to behave in certain situations.

There are different types of Autism, which differ from a child to another, as for this reason it is said that there is Autism Spectrum Disorder (ASD). Currently, there is no cure for autism, so the infected child lives the rest of his life with autism. But the early investigation of autism allows to benefit from the many treatment options which can help a person to coexist with autism.

Some adult people with autism can work and support themselves, but others need a lot of help, especially those of damaged mental processes and intelligence, or can't speak or communicate. The life quality of the infected child in adolescence and adulthood is subject to the early diagnosis, the disease's harshness, and the intensity of the personal treatment given to the child.

As the early diagnosis and intensive treatment will improve the ability of most infected children to establish relationships with others, and the ability to communicate and help themselves when grow up.

The Causes

The Autism's causes are not fully understood, as it is not a single disease; but a spectrum of many diseases. For this reason, scientists believe that many causes could be behind ASD, as they are

studying many theories about the genetic and environmental causes of autism for better treatment.

The statistical researches show that the possibility of child's infection of Autism is higher in the following situations:

- If there is a family history of Autism.
- If the child is male.
- If the father is above 40.
- If the family history includes genetic and nervous disorders.

The Symptoms

Sometimes the symptoms may be noticeable during the first few months of a child's life, and sometimes can not be noticeable before the age of three. Since Autism is not a specific disorder, different symptoms are possible to appear to each child. But there are common symptoms in many children who are being diagnosed as infected by Autism disorder. However, such symptoms do not necessarily mean that the child is autistic.

The following are 10 symptoms as an early warning to parents that their child does not develop normally:

- If the child does not respond or pay attention to his family's sounds during the first months of his age, this leads into concern.
- The absence of common interest with others, as the child at the age of a year usually is able to participate someone to look at specific thing. For example, if a person refers to something, the child will look at the same thing. Also, children who have a natural development often try to draw the others' attention to the things they interest in.
- The children usually imitate the people around them, especially the facial expressions, hands' movements, and some body movements. While it is difficult for the children with autism to imitate others.
- The lack of physical or expressive response to the others' feelings. When a child with autism sees a person in a state of anger or crying, he does not respond with body movements, such as a change in facial lineament, contrary to the natural child who usually responds to the feelings of others in different ways, such as trying to console the person, or reflect any reaction refers to his understanding the situation.
- They do not have imagination skills. When a child

with autism plays with something, he does not interact in an imaginative way, he only touches or move it in random and not understandable manner. The normal child can act that the plane flies, and interact with an imaginative manner.

- The evolution of the autistic child can be natural to some extent, even after the diagnosis of autism, but suddenly he loses language or social skills, then he becomes unable to form sentences or use some vocabulary as before.
- Abnormal physical movements, in which he continues moving from one place to another, finds it is difficult to stay static, or does repetitive gestures such as swinging back and forth, clapping, or fluttering with his arms.
- Abnormal response towards pain, light, sound, or touch, in which he shows a little feeling of pain, or exaggerated reaction towards specific matters such as touch, loud sound, or new places.
- His anger if his daily regime changed. Even the simplest changes make him very angry. Normal child might not be happy to change his daily routine, but autistic always inclines to routine and adapts to his daily surroundings appreciably.
- He has extreme temper. He may appear very aggressive towards others or even himself. As his response is hyperactive or his negativity is exaggerated.

The Diagnosis

Autism severity varies from light to strong; and symptoms vary from child to child. For that, it is difficult to be diagnosed. There is no qualitative test diagnose autism.

It is important for the family to visit the doctor on a regular basis to make sure of the child's development. It is true that the diagnosis requires a specialist doctor, but the pediatrician can observe some early warning symptoms.

Diagnosis is usually made by a team of specialists to conduct a range of tests on the child's development, including tests of speech, language and behavior. They can also conduct full clinical test, blood tests and others. In many cases, it is not diagnosed until a child reaches the second or the third year of age. The early diagnosis is important, because the child case responds better to early treatment.

The Treatment

There is no curative treatment for autism, but there are treatments to reduce its symptoms, according to each case and treatment style. The treatment of autism may be so different from a child to another, as treatments also change and develop continuously. Due to the big diversity of the special needs of different autistic children, treatment is more effective when it is conducted for each child to

- suit his case. The treatment can be a mixture of:
- Behavioral treatment, which helps to learn the skills and reduce the abnormal behaviors.
 - Speech treatment.
 - Physical treatment.
 - Medicines to relieve some of the associated symptoms.
 - Changing the diet.

Construction Begins on 'World's Largest' Gas Complex in Saudi Arabia

Al-Riyadh Newspaper said that the construction has begun on the largest industrial gas complex in the world for the benefit of Saudi Aramco to support Jazan refinery in a huge Saudi-American investment valued at SR7.8 billion (\$2.1 billion), under a joint venture of Air Products and ACWA Holding.

The complex will supply Saudi Aramco's refinery being built in Jazan with 55,000 tons of nitrogen and 20,000 tons of oxygen per day for 20 years. Operation is planned to begin in 2018, as the refinery will supply 400,000 barrels per day of Arab medium and heavy crude oil, 80,000 barrels a day of gasoline, 250,000 barrels a day of diesel, and around 1 million tons annually of benzene and paraxylene chemical products.

Egypt to open petrochemical project of \$1.9 billion to produce Ethylene and its derivatives

Egyptian Ministry of Petroleum and Mineral Resources is preparing to open a petrochemical project to carry out the national plan projects for petrochemicals to produce Ethylene and its derivatives, located in Alexandria with total investments exceed \$1.93 billion. The operating's experiments began in preparation for the official opening during the coming period.

The Ministry announced the success of operating of both Ethylene Production Plant, of 460.000 tons per year capacity, and Polyethylene plant, of 400.000 TPY capacity. As the importance of the petrochemical industry projects is to keep pace with the Ministry's strategic objectives for achieving the highest added value of Petroleum wealth, and as a basic industrial pillar to establish complexes of small and medium industries which use petrochemical products as intermediate inputs to produce final products have multiple uses instead of importing them, leading to save import's expenses, and maximize the added value.

ExxonMobil to Buy InterOil Corp.

News reports mentioned that US giant Exxon Mobil Corp. agreed to acquire natural gas explorer InterOil Corp. for as much as \$3.6 billion to add discoveries in Papua New Guinea that will feed the buyer's existing export plant.

Bloomberg News Agency mentioned that Exxon will use its own stock and cash to pay between \$45 and \$71.87 per share of InterOil, depending on how much gas InterOil's Elk-Antelope field holds. With total value of deal ranging between \$2.5 and \$3.6 billion, it may represent Exxon's biggest acquisition since about four years.

