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Orpic

Issue 23

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Inside Orpic is a publication dedicated to our stories, events and articles. Please feel free to send me any comments, questions or if you wish to submit an article, simply contact me either by phone or email. Articles are uploaded daily to Facebook. If you have not yet seen our page go to: www.facebook.com/orpic. Be sure to share it with your family and friends!

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This month we have seen a considerable amount of achievements and momentum building up to ensure Orpic's successful path to growth.

As safety is our first priority at Orpic we need to stay vigilant and alert to help each other to work safely. Everybody needs to contribute through reporting near misses or unsafe acts to their respective team leaders so that similar incidents can be prevented. We have an absolute commitment towards protecting our employees and the communities around our plants.

The Mina Al Fahal Refinery has pioneered a three year business improvement plan, and is making good progress; the aim of the plan is to enhance the strategic framework and supporting infrastructure to improve the efficiency and effectiveness of the plant.

As part of our growth strategy the Sohar Refinery Improvement Project has reached an overall progress of 16%. The project is expected to improve the Sohar refinery's product range and increase its refining capacity by another 60,000 barrels of oil per day to add to its current capacity of 116,000 barrels per day, in addition to solving many of the environmental challenges we are faced with today.

We have also launched our first Annual Sustainability Report for 2012, which highlights Orpic's economic, environmental and social achievements. Orpic places sustainability at the heart of its business to further drive future growth and prosperity by creating a balance between these three major areas.

I would like to thank each of our employees and contractors for their unrelenting efforts in working towards Orpic's vision, so that we may continue to serve Oman with Pride.

Musab Al Mahruqi
Chief Executive Officer



MAF Operations

We had the privilege of interviewing Essam Al Sheibany who is the General Manager for Mina Al Fahal Refinery Operations.



Q: How many employees are in the department?

A: There are a total of 139 employees in MAF Operations.

Q: What are the department's key responsibilities?

A: Our main responsibility is to meet the production plan target at the lowest cost and being environmentally friendly.

Q: What motivates the department's employees?

A: The key motivating drivers for the employees are being high performance achievers and ensuring a good work environment.

Q: What exciting projects does the department have planned for the future?

A: MAF has a three year Business Improvement Plan that touches various areas of daily business such as Process Technology, Maintenance, Inspection, HSE and other organisational issues. This also includes ideas generated from all shift members to improve the HSE and Operations performance in on-going workshops designed to develop MAF operations. Some of this plan's results or quick wins have already been achieved due to the high motivation of the task teams.

Q: What has been the department's biggest challenge this year?

A: There are many challenges, starting with implementing the Business Improvement Plan initiatives, meeting the agreed departments KPI's, developing and motivating all employees to achieve better goals.





MAF Business Improvement Plan: Focus on HSE

As part of a series of articles covering the four themes (Health Safety and Environment; General – Organization; Maintenance, Inspection and Procurement and Operations – Technology) this article focusses on the HSE theme.

The HSE plan aims to improve efficiency and effectiveness in a variety of areas, some of these include: identifying Occupational Safety and Health (OSH) hazards and utilizing resources in eliminating, reducing, controlling them; promoting environmental protection during all operations by advising techniques and technology to minimize pollution and resources; reviewing and monitoring refinery compliance with HSE related local legal requirements; investigating and recommending preventive measures regarding HSE and fire related incidents; monitoring/measuring work-place health hazards and advising medical clinic on occupational health related issues; evaluating and monitoring the contractor's HSE plans and activities; providing company wide support to tackle any emergency; coordinating with all concerned Ministries in ensuring required permits and renewals are up to date; conducting regular mock drills, maintaining and updating the Refinery Emergency Response Plan, Permit to Work System, HSE Regulations manual, Chemical MSDS Manual and HSE e-reporting System (OMNISAFE).



Environmental Improvement Project

Focus on Wet Gas Scrubber unit



Orpic has an overriding commitment to environmental responsibility and this has always been one of our foremost priorities. In 2011, Orpic developed an Environmental Improvement Plan (EIP) in cooperation with MECA / SEU to improve the environmental performance of its operations in Sohar across four key focus areas. Orpic has already succeeded in delivering major improvements in each area with a number of the projects coming to fruition.

As part of an on-going series of articles relating to EIP in this newsletter, we would like to focus on the progress of the Wet Gas Scrubber (WGS) unit following the contractor fire that occurred on 11 March 2013 at the Sohar Refinery.



The fire happened during the company's planned shutdown of the refinery for maintenance and while there was contractor work taking place in the WGS. As a result the unit, which removes Sulfur Oxides from the gas created by the refining process, and is therefore a critical environmental process, was badly damaged.



Orpic immediately started work on a recovery plan. According to Al Moatasam Al Yaqoubi, Team Leader in Engineering Services at Orpic, "we went into a 24/7 construction mode in order to ensure that no time was lost in replacing the WGS unit. One of the local potential vendors was approached and agreed to complete the fabrication and transportation of the WGS within a 62 day time frame, a target that was beaten by seven

days. That involved moving the 75 metric tonne unit within Sohar Port from the supplier's yard to the final destination in the refinery." The unit was 11 by 12 metres in size, so special preparations and permissions were obtained prior to transportation.

The Wet Gas Scrubber was commissioned on 27 July 2013. CEMS is on service and analyzers readings were verified by the third party. The Re-Heater Burner is in the final installation phase and will be commissioned by the end of September 2013 (commissioning was delayed due to the requirement of the new damper).

The WGS incident highlights the rapid recovery Orpic was able to make. However, it's also underpinned by a theme of constant improvement with regard to environmental standards, of which the company now has a growing collection of examples.

Sohar Refinery Improvement Project moves to the next phase



After completion of the Basic Engineering and FEED phase, The Sohar Refinery Improvement project is currently in the tendering phase for the EPC and procurement of Long Lead Items. The evaluation of technical and Un-Priced Commercial Bids for both EPC and Long Lead Items has been completed and the reports have been approved by the Internal Tender Board on 23 June 2013. Subsequently the report was approved by the Executive Committee of the Board on 10 July 2013.

The evaluation reports were then submitted to Government Tender Board on 14 July 2013. The opening of the commercial tenders for the recommended contractors is expected to happen in the coming weeks. It is also expected that the EPC Contract and



Orders for Long Lead Items will be awarded in October 2013.

SRIP's office layout has been modified based on the open office concept. All the discipline engineers have been accommodated in a single office for close interaction. The open office concept has increased the relationship and the efficiency of the employees.

The organization chart for combined PMC during Engineering and Procurement phase as well as the construction phase has been finalized. Suitable candidates from FEED and PMC contractors are being identified.

The overall project progress is 16% and the total expenditure is USD 55 Million.



HSE Theme of the month: Prevent oil spills by keeping the environment clean

An oil spill is defined as pollution in form of hydrocarbons and other substances extracted from oil and its waste which is introduced into the soil, water and sea. Oil spills affect these various environments through the contamination impacting habitats. There is also a cost involved in cleaning and remediation. Oman has a Royal Decree "The Law on Conservation of Environment and Prevention of Pollution" that prohibits the discharge of any pollutants to the environment, and hence there is a requirement to report any discharge of pollutants to the environment. Orpic has four steps to help reduce oil pollution: inspect the equipment with thorough maintenance (this includes continuous inspection of lines, valves, flanges, pumps etc.), report any incidents, clean up; quick spill response time and lessons learned; create awareness, incident investigation recommendations and knowledge sharing.



Security at Orpic

This is to inform and remind you about the implementation of the security measures at Orpic, as it is a primary concern to protect the welfare of our staff and business operations.

Security Check Points:

Orpic has implemented a number of security procedures; one of these is the security check points at the designated gates within Orpic. These gates are mandatory check points which means all employees are required to present their company ID cards or temporary gate passes/permits whenever requested to do so. Please ensure that you carry your ID with you at all times. We request your full cooperation and collaboration with the SSS guards at the Orpic gates.

Random Vehicle Searches:

Random vehicle searches for prohibited items are generally performed to help protect the interests of those who are entering and exiting the company. Orpic conducts random vehicle security checks at all its points of exit and entry used by all employees and visitors to the company. The purpose of these searches is to monitor compliance of our rules concerning security and safety of company and individual property. The inspections are random and take about 15 seconds to conduct.

Personal belongings:

It is your responsibility to protect your personal belongings by not leaving your items such as wallet, keys, mobile phones etc. on your table – instead you need to lock it in your personal draw.



beyond

As part of employee recognition scheme, Orpic celebrates the outstanding teams and individuals who go "Above and Beyond" for the Company.

Each month, winners are selected by the Function Heads and Line Managers. These nominees can be from any part of the business and their success can be in any element of their work.

June 2013 - Above and Beyond winners

Millind Shirbavikar

HSE/MAF

For demonstrating good skills in managing manpower resources and controlling the department's budget in a professional manner. Contributed greatly towards developing Omani workforce.

Ahmed Al Shafai

Finance Services

For developing a harmonised Standard Chart of Accounts (Orpic SCOA) which required meeting all different business needs. The SCOA was developed and agreed with the stakeholders in a record time to meet the SAP deadline. Also Ahmed engaged with stakeholders and used his expertise to construct a lean and effective SCOA. The new SCOA had far fewer GL codes; instead it placed reliance on an elaborate cost centre structure. This makes the maintenance of the accounting records easier, enables budgeting at higher expense category rather than at a detailed expense level, and reduces the propensity for coding errors. The harmonized SCOA also facilitates easier consolidation of Orpic accounts and the generation of standard financial statements across all Orpic companies. Despite the complexity and the heavy interdependencies in the project, Ahmed was able to conclude the task in a very short time, while still delivering the daily operational requirements of his job.

Said Salim Al Hashmi

Finance/ Accounting Services

Said worked with the TSD team to analyse the backlog and to clear it prior to SAP Go-Live. Through his hard work, collaboration with TSD and extensive data mining and analysis, Said was able to clear 80% of the backlog and capitalise USD 36 Million before the SAP Go-Live. He has now put in place a detailed accounting log of the projects which he updates in collaboration with the project teams.

Saif Al Jahdhamy

Finance/ Accounting Services

Saif reconciled the differences in accounting ahead of SAP Go-Live to ensure the migration of reconciled balances from the legacy system to SAP. Also he employed his quantitative analysis and data mining skills as well as his experience with ORPC accounts and business processes to reconcile these accounts. The difficulty of the task stems from the limited data availability and the significant number of data transactions to sift through and analyse. The task was completed in time and lessons were also captured to prevent future recurrence.

Chirag Rajput

Muhammad Khalid Mumtaz

Finance/ Accounting Services

For their contribution in two live iR2 projects (SAP and Falaj) parallel with their daily operational requirements for six months, Chirag and Muhammad have delivered remarkable achievements in meeting the assigned responsibilities and targets to very high level.



July 2013 - Above and Beyond winners

Dilip Thakur

TSD/POS

For his ability to generate good ideas to solve issues in the unit and to improve the profitability of the refinery through his contribution. His idea to solve the issue of the catalyst loss during the transfer is worth USD 2 million per year with a payback of approximately six months.

Sultan Al Rubkhi

TSD/POS

For his extraordinary contribution to the operation of the POS team working in two different areas of the plant including his regular work. Working on the Crude unit along with Area 300 as well as working on the WWTP due to lack of senior engineers in these areas, during the Ramadan period.

Mahmoud AlHarrasi

SCM

For his excellent monitoring of Px and Pz sales despite plant upsets. He achieved good financial returns for the Aromatics Plant on gross margin. Furthermore, the extra feedstock planning for the Aromatics Plant has made extra barrels on products to achieve the good production.

Salim Rashid Al Tamimi

Aromatics Operation / Utilities

Salim managed the shutdown activities and coordinated with different parties to achieve the target safely. He met the deadline and conducted his tasks with excellence. Furthermore he is currently the Acting Team Leader in case any of the team leaders are unavailable.

Ramesh Shetty

Aromatics Operation / Area

He managed the training for the new operator in his shift. He is productive in his duties and especially in the critical tasks, emergency handling, start up and shutdown times.

Abdullah Al Hasmi

HRS - HR Partner

Abdullah performed HRP services support not only for his allocated Functions, but also for an "Acting HRP" assignment doubling his area of service delivery responsibility during the quarter. His support was done with outstanding service ensuring delivery of all HRP service requests and targets while being a HRP role model of pro-active follow-up with a customer base of over 827 staff and 19 Managers.

As monthly winners, these employees will automatically be entered into the second level of the employee recognition schemes, the quarterly PRIDE Winners that are nominated from the pool of the 'Above and Beyond' winners from each quarter. Congratulations to the June and July winners!

Get to know...



Fatma Ali Al Muqbali



Tell us a bit about yourself?

I was born in the UAE and completed my Bachelor Degree from the Sultan Qaboos University in 2002. I am married and have three daughters. I started my career with Orpic in 2006 during the commissioning phase of Sohar Refinery Project as Media and Public Relation Coordinator. After that I worked with various departments such as Admin, HR, ABU and IR2 project in different specializations, and during this period I gained a lot of experience in the Oil and Gas industry. During the integration period I was fully involved in the staffing process.

What is your current position at Orpic?

Currently I am working with the SRIP team as the Senior Admin and Interface Officer, and my new assignment is to coordinate all SRIP requirements with different Departments/Functions in the organization, which requires a high level of communication skills.

What is the best part of your job at Orpic?

The best part of my job in Orpic is dealing with different Departments/Functions.

Name one of Orpic's four guiding principles and what it means to you?

My favorite Orpic principle is Serving Oman with Pride.

Where in the world would you most like to visit, and why?

I would like to visit Turkey, because of its mixed culture, and I think it will be a valuable experience to travel and discover it.

Who do you most admire in life, and why?

The most admired people in my life are my beloved parents and husband, because they are the main influencers on who I have become today.

If it was your birthday, what would you like to have for dinner this evening?

If it's my birthday, I would like to have an Italian dinner.

What do you do on your days off?

On my off days and vacations, I love travelling, reading books, watching TV series and spending time with my lovely family.

Hilal Al Maashari



Tell us a bit about yourself?

I am a proud father of one boy and one girl. I joined ORC in 2005. I am actively involved in sports and social activities in Orpic alongside my normal day-to-day work. I am also involved as a member of the Orpic Sports Committee.

What is your current position at Orpic?

I am presently working as the Senior Electrical Technician at the Mina AL Fahal Refinery.

What is the best part of your job at Orpic?

I enjoy the challenge in trouble shooting problems in a timely and safe manner.

Name one of Orpic's four guiding principles and what it means to you?

The guideline "We serve Oman with PRIDE" really appeals to me as I truly enjoy doing good works for Orpic.

Where in the world would you most like to visit, and why?

Definitely Italy, as I appreciate the historical side of the country.

Who do you most admire in life, and why?

Obviously, the creator Allah.

If it was your birthday, what would you like to have for dinner this evening?

Sea food at the Al Bustan Palace.

What do you do on your days off?

Spend the time with my family at home or go out for a picnic and have some fun.

Amin Al Amry



Tell us a bit about yourself?

I am from Salalah and I love challenges and plan my path accordingly to my skills whether it's on a personal or professional level. I joined Orpic in 2005, so I am, so to say, with Orpic from the start. It has always been my goal to join a distinguished organization where I would prosper in my career as well as enjoying being a part of Orpic growth. Orpic is certainly one of the top employers in that aspect plus the importance towards the value it contributes to the national economy makes anyone proud to be part of it.

What is your current position at Orpic?

A Team Leader at the Raysut Depot.

What is the best part of your job at Orpic?

Working day and night with my team to ensure all shipments are on time.

Name one of Orpic's four guiding principles and what it means to you?

"Serving Oman with Pride" it means I am proud

of my role in raising the standards and making a difference.

Where in the world would you most like to visit, and why?

Barcelona, as I love this football team more than anything in world.

Who do you most admire in life, and why?

I admire Prophet Mohammed (Peace be Upon Him) because what the world has achieved today in terms of technology and science has been a result of his vision and leadership in Islam. As well as his morals and the inspiration towards building this heritage.

If it was your birthday, what would you like to have for dinner this evening?

Mix seafood grill.

What do you do on your days off?

My days off are dedicated to my family and having a good time with them.



1 Orpic launches its inaugural annual sustainability report

Orpic launched its first Annual Sustainability Report with the 2012 version on 21 July 2013 at an Iftar Dinner held in Muscat. The inaugural report signifies Orpic's approach and commitment to transparent reporting and stakeholder engagement. Through this report, we aim to exhibit that we are serious about delivering on our responsibilities and that placing sustainability at the heart of policy and decision-making is not only right for the environment and our communities, but will also drive future growth and prosperity for our business. The 2012 Sustainability Report can be downloaded from Orpic's website (orpic.om).

2 Orpic Ramadan Football Championship

With 24 talented teams from around the Sultanate, playing 76 matches and scoring an astounding 188 goals in the championship. The final matches were played on 6 August 2013, with Takia beating Refinery 2-0 to claim the tournament, and Diesel shaded Ruwi Club 2-1 to take third place. Dr Hilal Al Hinaï (GM Corporate Support Services) presented the teams with their trophies and medals. Orpic's sponsorship of the competition dates back to the early 1980s.



3 MAF – Monthly Near Miss winner

Every month MAF chooses one of the best reports regarding High Risk in Operations (Near Miss). Congratulations to Rashid Al Maamari (Lead Operator – Area 1) who is the May 2013 winner; Rashid has positively contributed to the safety of our people and plants. We encourage all employees to continue to report Near Miss incidents, so similar incidents can be prevented from happening again. If you don't know how to report one, ask your Team Leader or your Manager for further guidance.

4 Orpic has sponsored a TV Programme

The TV programme 'Min Al Sawahil', was aired during the holy month of Ramadan, which was sponsored this year by Orpic. As part of that sponsorship Orpic has created a 30 second TV commercial on Orpic which appears twice during the programme. 'Min Al Sawahil' hit the screens on 10 July 2013. The programme sponsorship forms part of Orpic's campaign to grow awareness of the company and brand.



5 In house Training - Corrosion in Refineries

In coordination with the Training Center Services, the Technical Services Department organized internal training on Corrosion in Refineries on 25 August 2013. The training was given to 23 young Engineers from the TSD - Inspection and Process department. The training highlighted various damage mechanisms in a refinery and gave them an overview of all the corrosion related mechanisms, material selection and monitoring. The same training is planned to be conducted in MAF in September 2013.

6 In House HAZOP Training

The Training Center Services organized a HAZOP training programme for 31 Orpic employees from the Operations and TSD in line with the capability development plan for Technical staff during the period (19 to 21 August 2013). The technique of Hazard and Operability Studies (HAZOP), has been used for 'identifying potential hazards and operability problems' caused by 'deviations from the design intent' of both new and existing process plants. The programme will enable employees involved in plant or installation modifications and projects to contribute meaningfully in Hazard and Operability Studies.



7 ITS Strategy Workshop

ITS conducted a Workshop titled "ITS Strategies", it involves helping other departments drawing up their own strategic road map. The event was presented by Gartner, Inc. which is one of the largest information technology research and advisory firms in the world. It was held at the Crowne Plaza Hotel in Sohar on 20 and 21 August 2013. The workshop was divided into two parts. The first part aimed to create a definition for ITS Strategies and to draw a valid role in how ITS can assist in achieving Orpic's overall goals. Another aspect was the ITS role in how it can enhance each department's performance. The second section was limited to discussions on how to build a case study based on the information gathered in previous sections, which will be translated into the working environment at a later date.

8 Training Programme - Auditing Oil and Gas Petrochemicals

Training Center Services organized a training programme in Auditing Oil and Gas Petrochemicals for 10 participants from Orpic and two from Oman Oil Company from 19 to 22 August 2013. The programme is designed to equip Internal Audit personnel with the necessary skills, expertise and competencies to conduct risk-based operational audits of core business processes. The topics covered in the course included how to carry out internal auditing and the fundamentals of Operational Auditing. The participants also learned how to audit major contracts, shutdown management and health, safety and environmental management.

