Welcome 110 new trainees

Sohar Refinery Improvement Project

Congratulations to Orpic’s Voluntary Team (Ehsan)
Contact the Editor

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Yours in Communications,
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Editorial Team: Martin Norris, Steven Smith, Aida Al Shabanooti and Fadilha Al Ghaithi.
I congratulate all Orpic employees, contractors, suppliers, customers and stakeholders for yet another good year for Orpic.

During 2013 we have achieved a great deal, some of the major highlights include: Polypropylene Plant completing 6 years without LTI, Aromatics Plant completing 4 years without LTI, Mina Al Fahal Refinery completing 3 years without LTI, completion of the Turnaround in Sohar, Aromatics production hitting a record high in May 2013, significant reduction in odour emissions and flaring, Tawasul going live with the new SAP system. We also launched our first Sustainability Report, initiated the Orpic App on Android and Apple devices, welcomed 1,500 visitors to the Visitors Centre, honoured 103 trainee graduates who completed up to 18 months’ in-house training, welcomed the new batch of 110 trainees, and completed the renovation of the Open Learning Centre to enhance employee training.

Congratulations to the Orpic Volunteer Team (Ehsan) for winning the Jusoor Volunteerism Award 2013. Volunteerism plays a vital role in the development of any community and in our relationship with our neighbours. And as we realize this importance, we have commissioned Jusoor to initiate projects that foster a volunteer culture among community members and strengthen individuals’ commitment to serving the community each in their area and within their capacity.

I would also like to extend my congratulations to all 242 staff members who received a Long Service Award in 2013 – the backbone of a company is its people, and their continued dedication and commitment to growing the organization.

To all at Orpic, let us continue to work in the Orpic Way as we serve Oman with Pride.

Musab Al Mahruqi
Chief Executive Officer

Happy New Year and warmest greetings on the start of 2014.
Sohar Refinery

We had the privilege of interviewing Ralph Clim who is the General Manager for Sohar Operations.

Q: How many employees are in the department?
A: Sohar Operations department currently has 298 dedicated staff. The General Manager has 18 direct reports and the 6 Area Managers have 280 shift staff.

Q: What are the department’s key responsibilities?
A: Sohar Operations is production-centered and focused on delivering the maximum yield of high value products for Oman. This must be done with safety and the environment as top priorities, and with an efficiency that minimizes the cost of production.

Q: What motivates the department’s employees?
A: There is a lot of diversity within the Operations staff but the main drivers are to perform to the best of their capabilities, to safely and efficiently deliver the production plan. The rewards for this are a safe working environment and career development with steady and secure progress.

Q: What exciting projects does the department have planned for the future?
A: The Sohar Refinery Improvement Project (SRIP) is just ahead on the horizon and it is now a focus area to prepare for the full integration of this project with the refinery. Many of the current Sohar Refinery staff will be transferred to operations for the integrated refinery so training and development are essential. There are also exciting opportunities for many of our highly-motivated team members.

Q: What has been the department’s biggest challenge this year?
A: The safe startup of the refinery after a prolonged Turnaround. There were significant pressures from the limitations of critical equipment that challenged the maximization of the RFCCU. With Sohar in a key position with regards to impact on the local community’s environment, the team met the challenges head on, and achieved credible and good results.
Welcome 110 new trainees

110 new trainees joined Orpic on 29 September after completing all the recruitment formalities. The Training Center organized the On-boarding Programme for one week which included safety induction, refinery process overview, visiting Orpic’s Visitors Center and many other activities. The trainees were welcomed and encouraged to learn, develop and utilize the training programmes to improve their knowledge.
The overall physical progress of Sohar Refinery Improvement Project is 18.3% against the schedule of 18.5%.

The total expenditure of the project to the end of Dec 2013 is USD 61 million.

The following contracts have been awarded and signed on 25 November 2013:

- **Main EPC Contract with Daelim and Petrofac JV**
- **Contract for Supply of Reactors with ATB Riva Calzoni, Italy**
- **Contract for Supply of Centrifugal Compressor with GE Oil and Gas (Nuovo Pignone), Italy**
- **Contract for Supply of Reciprocating Compressors with Howden Thomassen Compressors, Netherlands**
- **Contract for Supply of HP Pumps with Flowserve, Netherlands**

All the contracts were signed by HE Minister of Oil and Gas at a ceremony at the Ministry of Oil and Gas in Muscat.

At the same time, LNTP (Limited Notice to Proceed) was issued to Daelim and Petrofac Joint Venture, as a result of which, the Main EPC Contract has become effective from 25 November 2013. Initial Acceptance will be achieved in 36 months from the Effective Date when the Plant will be handed over to Orpic by the EPC Contractor.

After signing the Main EPC Contract with JV of Daelim and Petrofac, the Project has gathered momentum and SRIP team is geared up to take rapid strides. KOM was conducted with the Joint Venture on 10 December 2013. Home office has been set up by the EPC contractor at Seoul, Korea and Engineering works have already been started.

KOM with PMC consultant was conducted on 6 January 2014 and PMC key personnel and their mobilization plan has been finalized. KOM with LLI Suppliers and EPC Contractor was scheduled at Seoul from 14 January 2014. The Orpic team is being mobilized to the home office of EPC Contractor from 2 February 2014 for the detailed engineering works.

Many activities took place to ensure the financial arrangements for the Project were completed. Meetings with local lenders have been held, and the ones with international lenders took place in January 2014. Target for achieving Financial Close is May 2014.
GCC Petroleum Products Emergency Plan Workshop

A workshop on modelling scenarios for GCC Petroleum Products Emergency Plan was launched by Dr. Ahmed Al Shiryan, Undersecretary of National Oil and Gas Authority. The workshop aimed to create organizational and technical procedures which must be implemented in order to meet local demand for petroleum products during an emergency.

The workshop was attended by 25 GCC experts. The discussions were about GCC petroleum products such as: Feedstock, Gasoline, Kerosene, Diesel and LPG, the demand on the GCC countries, logistics services, truck loading capacity, unloading capacity for vessel shipments and the ships’ loading capacity.

The GCC Emergency Plan is identified as the tool that has all the organizational and technical procedures which must be implemented by GCC countries in order to meet local demand for petroleum products for any of the GCC countries during an emergency. Therefore, the GCC countries will employ ways and possible solutions to confront this issue during any period of shortage.

This plan aims to promote the security of the GCC economy in accordance to the basic law, unified economic agreements and collaboration and cooperation of GCC countries during an emergency.

5-6 November 2013- Bahrain
Orpic, represented by Ehsan Voluntary Team, organized an awareness campaign for Road Safety as part of a volunteering competition run by Jusoor for its three supporting companies, Sohar Aluminium, Vale and Orpic. Ehsan’s campaign was in cooperation with Ministry of Education represented by the Directorate General of Education in the Governorate of Muscat, as well as Oman Scouts and Guides, Royal Oman Police, Road Safety Committee and Traffic Safety Institute. This campaign targeted a selected number of schools in Muscat and a school from Al Sharqiya South. It lasted for three days where awareness videos were played, a traffic village exhibition was made in cooperation with ROP and Road Safety Committee, and provision of ROP Traffic Awareness buses. The various campaigns in the competition were evaluated by an expert panel and Ehsan was declared the winning team!

Congratulations to Orpic’s Voluntary Team (Ehsan) for winning the Jusoor Volunteerism Award 2013
Best near miss reporters

Every month MAF selects one of the best near miss reports regarding High Risk in Operations.

Congratulations to:

<table>
<thead>
<tr>
<th>Reporter</th>
<th>Month</th>
<th>Incident Description</th>
<th>Department/Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Said Albatashi</td>
<td>July</td>
<td>One of the water cooling fin fan motors (E2507-C) was found to have fallen, with its live electrical cable hanging in an open area.</td>
<td>Operation (Shift D) / Cogen</td>
</tr>
<tr>
<td>Hitendra Patel</td>
<td>August</td>
<td>At 10:45am a big leak was detected at the Platformer area. The RSS Operators went to the scene and found around C8202- cloud of LPG leaking from V8205-. CDU and Platformer were forced to shut down while pumping out liquid from V8205- until the level dropped. After isolation, the valve leak stopped.</td>
<td>Mechanical Workshop/Area 2</td>
</tr>
<tr>
<td>Ali Al Harthy</td>
<td>September</td>
<td>New line from E8216- to V8205- welding was in progress, but it was observed that the blind had been removed and the new line was full of hydrocarbon.</td>
<td>Operation/Area 2</td>
</tr>
</tbody>
</table>

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.
Security at Orpic

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

Confidential Information
You need to take reasonable security measures to protect confidential information from loss, unauthorised access, destruction, misuse, modification or disclosure. Internal reports, statistics, indices and performance data may not be communicated externally without the Function Head’s authorisation. In addition do not leave any sensitive information on your desk. Instead, lock it in your personal drawer.

Respecting the speed limits
As Road Safety remains a high level uncontrollable risk for us, obeying the speed limit within Orpic premises is mandatory. Orpic has two zones; the green zone (non-operational areas) has a speed limit of 40km/hr, and the red zone (operational areas) has a speed limit of 30 km/hr. Orpic Security Services use speed cameras to record any violation of speeding, and disciplinary action is enforced if anyone is caught disobeying the safety rules, which can lead to termination. Obeying the speed limit does not end at Orpic, it also continues beyond our premises!

Employee ID cards
It is important for all Employees, Contractors and Visitors to keep their ID cards on them at all times, as the ID card provides authorization to access the security gate and to be in certain areas in the plant. When you enter the security gate and swipe your card the emergency team will know who is in and out of the plant if at any point an emergency response needs to be activated. If you have lost your card please report it immediately to the Security Office or call 1515.

Visitors
Visitors to Orpic are required to leave their identity document (resident card or passport) with the security at the gate and will receive a temporary access card. The Orpic host is required to arrange an Induction with HSE before the visitor is allowed to access the site. It is mandatory that all visitors remain under the supervision of the Orpic host at all times, it is also important to point out the locations of the emergency exits, and assembly points to be used in the event of an emergency or fire.
As part of employee recognition scheme, Orpic celebrate 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. HRS has received the below list of nominees for November 2013 “Above and Beyond” scheme.

Above and Beyond winner - November 2013

**Sultan Sulaiman Al Alawi**
SR Operation

For going above and beyond his role and for his involvement in the overall CDU operations. There were 2 incidents in Sohar Refinery during the month of November, a power failure and the CDU furnace tripped. Sultan was involved in restoring the unit on line within a very short time (30 minutes).

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 & Beyond’ winners from each quarter. Congratulations to November winners!
November 2013 - Above and Beyond Pride winners

Rashid Al Washahi
PP Operation

He has demonstrated efficient Acting Lead Operator capabilities with good understanding of the DCS system.

Tariq Al Hashmi
MAF Operation

Improved de-Salter operation, better chemical monitoring techniques and reliable CDU operation. Implemented detailed fire incident analyses to prevent similar incidents.

Mahmoud Al Harrasi
SCM

For going above and beyond his role and for his excellent monitoring of Px and Pz sales despite plant upsets. As well as achieving good financial returns for AP on gross margin. Moreover, the extra feedstock planning for AP has resulted in extra barrels on products to achieve good production.
Tell us a bit about yourself?
I am married and have 5 children and 2 grandchildren. I used to work at the Municipality and Water Resources Ministry for 4 years before I joined ORC. I joined it on 1 October 1984 and worked in the Operations Department as an outside operator, panel operator and team leader. I worked within Operations for 18 years and then I was transferred to the Administration Department in September 2002. On 1 October 2013 I completed 29 years with the company.

What is your current position at Orpic?
My current position is in Real Estate

What is the best part of your job at Orpic?
I enjoy operations and technology

Name one of Orpic’s four guiding principles and what it means to you?
“We put safety and the environment first” - It means that safety is always first in order to prevent any incidents, and also to protect the environment and the world from pollution.

Where in the world would you most like to visit, and why?
Malaysia, Sri Lanka, Thailand, Indonesia and Turkey - because the weather in those places is very good and they are also a green environment.

Who do you most admire in life, and why?
My older brother, because he is a very strong believer and this has led him to be successful in his social life and business.

If it was your birthday, what would you like to have for dinner this evening?
Sea food BBQ, salads and Thai soup (Tumyamkung seafood soup)

What do you do on your days off?
I spend my time with my family and visit my parents, and help out around the house with some minor maintenance tasks, as well as constructing a nice garden.
Ahmed Al Mashikhi

Tell us a bit about yourself?
I joined the company (ORC) in 1997 in the Operations Department. I completed my studies in 2008 and graduated with a degree from the Caledonian College in Operations Process and Maintenance. I am married and have one son and one daughter.

What is your current position at Orpic?
My current position is Field Operator and acting Team Leader.

What is the best part of your job at Orpic?
The best part of my job is gaining new knowledge and sharing it with my colleagues.

Name one of Orpic’s four guiding principles and what it means to you?
“We serve Oman with Pride” - means I’m sharing and building Oman.

Where in the world would you most like to visit, and why?
Saudi Arabia specifically Mecca and Medina Al Menorah, so that I can experience the holy places.

Who do you most admire in life, and why?
Prophet Mohammed because he is our guide.

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

What do you do on your days off?
Fishing and sometimes swimming.

Arastou Eftekhar

Tell us a bit about yourself?
I have been working with Orpic for the past 2 and a half years. Working with Orpic and being part of the family has been a great and memorable experience. I am so honored and strive to give my best each day.

What is your current position at Orpic?
Engineer Analyzer in the Instrument Department - looking after Aromatics and Polypropylene plants.

What is the best part of your job at Orpic?
Having good friends and colleagues who are from different parts of the world.

Name one of Orpic’s four guiding principles and what it means to you?
“We put safety and the environment first” - the oil, gas and petrochemical industry is one of major pollution sources in developed societies. Fortunately our company has a good focus on this issue (as can be seen by the reduction of flaring and SOx emissions) - Orpic is always looking at ways to improve and reduce the environmental impact.

Where in the world would you most like to visit, and why?
I would like to visit Italy and China, because of their history (archaeological places) and experience their beautiful scenery.

Who do you most admire in life, and why?
I admire my parents, because they are heroes to me in my life. Whatever I have today is a result of their dedication and love. On this occasion I just want to thank them again.

If it was your birthday, what would you like to have for dinner this evening?
I would invite my friends to have a fun-filled time, and have a large vegetable pizza for dinner.

What do you do on your days off?
Normally in my days off I study to prepare my thesis for my masters degree, do some exercise, clean my room and make myself ready for next working week.
Emotional Intelligence Training Programme
15 Employees from HR and CSS functions participated in a two day Emotional Intelligence Training Programme that started on 2 October 2013. Emotional intelligence is one of the key competencies required for any department responsible for providing services especially HR staff as they deal directly with people and personal issues. Emotional Intelligence is the ability to recognize our behaviors, moods, and impulses, and manage them in a positive way so that we can communicate effectively, empathize with others, manage stress, overcome challenging situations and defuse conflict.

Training on Workplace Safety
Students from the College of Applied Science (Sohar) in coordination with HSE participated in workplace safety awareness training on 1 October. The training promoted health, safety and welfare of employees at work and increased the awareness of hazards identification and controls. Training Center arranged the session as part of the continuous cooperation and support for higher education institutes from the local region.
Advanced Process Control Training
From 22 September to 3 October, 12 engineers from Aromatics Operations and the TSD department participated in Advanced Process Control training. The training prepared the team members for the ongoing ‘APC Implementation project’ in Aromatics. The course covered topics such as: inferential building, controller modeling, simulation etc. The same training is planned to be repeated for the Sohar Refinery team next year during implementation of APC project in the refinery units.

MAF Business Improvement Plan
As part of the MAF Management commitment to the Business Improvement Plan (BIP), the MAF Management initiated a poster exhibition to explain the progress, status and achievements of the BIP. The exhibition was inaugurated by Musab Al Mahruqi (CEO) and management received information from each project leader for the explanation and update of the BIP. The exhibition is located in the MAF admin building, in the operation wing corridor and will continue to remain open for visitors.
5 Caledonian College of Engineering - Plant tour
On 6 October 2013, 25 third year Engineer Students visited the MAF refinery. The students received a presentation on the processes in the refinery as well as had the opportunity to interact with our Engineers. The students also visited the MCB and Laboratory to learn more about the equipment and products.

6 Root Cause Analysis Training
35 Members from OMT received Root Cause Analysis (RCA) training at the Sohar Refinery Training Center. The first session consisted of a four day workshop for the nominated senior staff from all the departments/teams. The training consisted of RCA objectives, common RCA tools and methods used, outcomes and benefits of systematic RCA, conducting RCA investigations using PROACT Meridium software and records maintenance. The second session was a one day workshop which provided the GM’s, managers and senior staff from each OMT team to receive training on the PROACT RCA software applications.
Women in Business - Training

The Training Center arranged a “Women in Business” training programme for 20 Orpic lady employees. The programme provides opportunities for women in the Middle East to improve and develop their leadership skills in a highly interactive environment. The programme focuses on individual development and is based on women working together to identify the best leadership solutions for the challenges faced in the region. It is based on the premise that women can expand their business capabilities; they can learn, develop, and become more effective in their various roles.

Congratulations Aromatics Plant

The Aromatics Plant has completed 4 years since the first on-spec production of its main product Paraxylene on 10th November 2009. We are proud to mention that this milestone is achieved without any Lost Time Injuries (LTI). Well done to all who have contributed in achieving this safety record.
Sohar Community Visit to Slovakia and Hungary
Key Sohar community members, sponsored by Orpic, visited Slovnaft Refinery in the Republic of Slovakia and Duna Refinery in Hungary. The visit took place from 5-9 November. This is the second Orpic sponsored community visit to international refineries this year. This visit included 12 individuals: 2 Shura members; 3 Sohar Municipal Council members, 2 Sheikhs, 1 College lecturer, 1 ROP Officer, 2 from MECA and 1 from SEU. These members represent Majees (2), Al Khuwairia (1), Falaj Al Qabail (1), and the remaining (4) are from Sohar. The diversity of the delegation is an excellent platform to cascade the visit’s experience to different community groups.

8th Gulf Petrochemicals & Chemical Association Forum
Orpic participated in the 8th Gulf Petrochemicals and Chemical Association Forum (GPCA) that took place in Dubai from 19 to 21 November 2013. The forum provided a platform for Orpic staff to meeting contactors throughout the industry. Over 40 Orpic employees were present; one of the hot topics of discussion was the Liwa Plastics Project to potential suppliers and customers. Our stand received lots of compliments from many visitors who came to enjoy our Omani hospitality.
Finance Team Building
The Finance team conducted a team-building event at the InterContinental in Muscat on 18 December 2013. The aim was to reflect on the 2013 finance functional performance and to determine what the function will need to achieve in 2014. On 19 December team building continued with outdoor activities and exercises to foster team work and develop leadership skills. 26 staff attended the event.

Duqm Refinery Trainees Programme
As a part of the coordination between Orpic and other oil and gas industries in Oman, the Training Center has committed to train four Duqm Refinery Engineer Trainees in the ongoing training programme for a period of three months covering foundation, HSE mandatory training and multi-disciplinary field familiarization at MAF Training Center. Training commenced on 6 October and will conclude on 26 December 2013.

Board of Directors Visit
On 16 December the annual Board of Directors’ visit took place. While the board members were in Sohar they experienced a packed programme which included an exhibition focusing on 2013 performance by function, a tour of the Training Center, the opening of two new facilities (Area 200’s Operators’ Shelter and the Industrial Waste Storage Center).
There are 14 hidden words in the puzzle above.

How many can you find?

(The answers are on the bottom of the page)