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Accomplishing Success Through Unwavering Commitment to
Health, Safety, and Environmental Protocols

**LNGI Achieves
One Million Safe Man Hours**

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Accomplishing Success Through Unwavering Commitment to Health, Safety, and Environmental Protocols

LNGI Achieves One Million Safe Man Hours

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Kuwait Integrated Petroleum Industries Company (KIPIC) has reached a new milestone by recording one million safe man hours without any accidents, loss of life, physical injuries, health or environmental damage, property damage, or interruption in operating activities—an impressive achievement that comes as a result of the company's strict adherence to the highest standards of health, safety, and environmental protection.

In this context, Mr. Ali Al-Ajmi, the official spokesman for KIPIC, stated that the company is celebrating an extraordinary achievement today by reaching one million save man hours without “losing any working days” at the Liquefied Natural Gas Import Facility (LNGI), highlighting the company's unwavering dedication and efforts to provide a safe and productive working environment.

He went on to indicate that this accomplishment is not merely a statistic but rather a reflection of the genuine commitment to the health and safety of all employees, regardless of whether they are company employees or contractors, as Kuwait Integrated Petroleum Industries Company places a high priority on ensuring the safety of its employees and contractors.

Al-Ajmi emphasised the company's desire to encourage all employees and contractors to comply with health, safety, and environmental requirements by organising incentive programs under the supervision of acting CEO, Ms. Wadha Al-Khateeb, to strengthen this commitment, as well as providing specialised training programs to technically equip employees in line with the requirements of the job, which improves their skills and contributes to reducing work accidents.

The spokesman praised the great and extraordinary efforts made by all teams of the Permanent Liquid Natural Gas Import Terminal (LNGI) from employees and contractors, as well as the main contractor, the National Natural Gas System Operator “DESFA,” who demonstrated their continuous dedication around the clock to ensure the continuity of operations and productivity in accordance with the highest industrial safety standards.

Al-Ajmi emphasised the company's dedication to continue “making more possible” for the oil sector in particular and the State of Kuwait in general by achieving new successes and incorporating them into the company's profound track record, as he reinforced the importance of raising health, safety, and environmental standards in the performance of operational business to ensure the continuity of production.



KIPIC Business Excellence Scorecard Dashboard

A Cutting-Edge Tool That Enhances and Elevates the Level of Excellence Across the Company

As part of its ongoing efforts to strengthen the business excellence program, Kuwait Integrated Petroleum Industries Company has introduced the “ KIPIC Business Excellence Scorecard Dashboard”.

This innovative tool is designed to assess and showcase the continuous improvement at both the group and individual levels within the company.

Furthermore, the Key Performance Metrics (KPM) of the “ KIPIC Business Excellence Scorecard Dashboard“ have been chosen as the criteria for the upcoming CEO Awards for Business Excellence.

This tool is specifically designed to monitor and improve the company’s performance across four continuous improvement programs. It is user-friendly and offers up-to-date data, giving a complete overview of the progress made by different business groups in their pursuit of business excellence. It also provides valuable insights into key metrics and performance indicators.

Every group has the potential to enhance their performance by utilising Key Performance Indicators (KPIs) in their specific areas of operation.

Kuwait Integrated Petroleum Industries Company is constantly striving to embrace new initiatives that will drive excellence and innovation, bringing its vision, mission, and values to life, and making a significant contribution towards achieving its strategic objectives.



Innovation



The Fourth-Year Innovation Award Winners!

The implementation of an innovation program is seen as an essential element for Kuwait Petroleum Corporation (KPC) and its affiliates, aligning with the 2040 strategic plan. The program, which was launched last October, aims to unleash the ideas of employees and leverage innovation to bring about development through the completion of fruitful projects and initiatives that reflect positively on work performance, and it will achieve profits and operational excellence.

Aligned with the innovative culture that our employees have grown used to promoting, Ms. Wadha Ahmed Al-Khateeb, Acting CEO of Kuwait Integrated Petroleum Industries Company (KIPIC), honoured the winners of the Innovation Award for the fourth year in a row, recognising their excellence in providing innovative solutions that would inevitably contribute to increase productivity, lower costs, and improve the performance of the company.

The KIPIC Newspaper Team met the winners at the Al-Zour Refinery, where they shared ideas that received high acclaim and emerged victorious.



The first project, titled “Locating the Emergency Isolation Valve Switch: Adjustable Switch Valve” by using bright colours,” was proposed by members of the Operations Group at Al-Zour Refinery. Omar Haif Al-Anzi, Superintendent; Yoni Lopez-Zerpa, Field Operator 1; Mittal Kumar Bhanvadia, Field Operator; and Khaled Al - Musallam, Operations Engineer.

The second project discussed a system called “Zero Liquid Discharge” (ZLD) for treating desalinated water. This system would be implemented in “Unit 72” of the Ministry of Electricity and Water’s wastewater treatment plant before the water is directed to the “Distilled Seawater Package” (DM Pkg) in “Unit 62.” The presentation was given by members of the Technical Services Group at Al-Zour Refinery, including Jamaan Al-Awadh, Team Leader Process Engineering; Ghalia



Faisal Hassan, Engineer Process; and Hariharasrinivasan Ramasamy, an Operations Specialist.

The third project centred around the concept of “Reducing Hydrogen Flame Burning by Using It as Fuel” and was presented by Engineer Process Hussein Al-Mesri. He emphasised that this innovative idea has the potential to generate substantial cost savings, estimated at 5 to 7 million US dollars per year. Furthermore, adopting this approach would not only conserve energy but also result in a significant reduction of carbon dioxide emissions by 25%.

For his part, Abdulrahman Alotaibi, a mechanical maintenance engineer from the Maintenance Group at Al-Zour Refinery, proposed resolving the “Life Saver Suit” to address emergency situations, including unexpected



explosions and fires during oil and gas operations. This suit is designed with advanced technology to ensure the safety and well-being of employees. It includes a QR code and a GPS tracker, which can be extremely helpful in emergency situations such as fires or explosions. In the unfortunate event that a work supervisor is not present, the suit can assist in locating the employee at the operating site. This feature provides an added layer of security and peace of mind. In addition, it allows paramedics to easily access the medical records of injured employees, ensuring they can provide the appropriate treatment.

The winners were hopeful that these innovative ideas would come to life, garnering beneficial outcomes for the company and its employees.



Two exemplary initiatives implemented by the Health, Safety, and Environment Group. The first initiative applies to the "HSE Quiz", which consists of questions regarding the company's safety procedures. The purpose of this quiz is to enhance awareness and comprehension of these procedures, as well as to identify any gaps in employees' comprehension of these procedures.

The second initiative pertains to the automated system for registering the "entry and exit" of units and is designed to improve overall performance, reduce risks, and enhance operational excellence.

During a meeting with the KIPIC Newspaper team, the individuals behind these remarkable initiatives provided a comprehensive explanation of their significance to the company's employees and their role in enhancing the performance of the Health, Safety, and Environment Group.



Raed Al-Obeidi:
Introducing a New Program to Enhance Employee Awareness of Safety Procedures

In this context, Raed Abdullah Al-Obeidi, Health, Safety, and Environment Group Senior Safety Engineer at the Al-Zour Refinery, affirmed that the safety of the company's employees is one of the most significant concerns to protect the individuals, the equipment, and the reputation of the company.

He elucidated that the human element is the cornerstone of any industry, and the company's management places a high priority on its safety. Consequently, written procedures have been implemented to guarantee that all manufacturing processes and accompanying procedures are conducted in accordance with the most stringent international standards and regulatory requirements that are adhered to in the oil refining industry to ensure the safety of all employees.

According to Al-Obeidi, the purpose of introducing this initiative was to raise awareness and knowledge of the existing safety procedures, as well as to identify the areas in which employees have difficulty understanding these procedures and to encourage them to work towards improving their understanding, signifying the intention of ensuring that all employees are informed in accordance with the safety procedures that are followed by the company in order to prevent any possible accidents.

For his part, Salem Al-Hudaib, safety engineer from the Health, Safety, and Environment Group, clarified that the initiative is a quarterly competition for the company's associates and is designed to increase awareness of the appropriate practices and procedures in the field of health, safety, and the environment.



Salem Al-Hudaib:
Hosting a Quarterly Competition for the Company's Groups

He emphasised that the competition assesses the level of knowledge of employees and offers them the chance to review their information and acquire new knowledge that assists them in adhering to health, safety, and environmental standards, explaining that the competition was conceptualised in response to the identification of some gaps in the knowledge of employees regarding the appropriate procedures.

He further stated that the initiative was initiated to foster a culture of health, safety, and the environment and to guarantee that all employees of the company are adequately informed about the most recent procedures and standards related to health, safety, and the environment.

Al-Hudaib stated that the evaluation encompasses topics such as health, safety, and the environment that all employees in the company are required to be aware of and comply with. It also provides them with the opportunity to find the correct answers regarding the procedures.

He explained that the company's top management will award the manager of the winning group with the highest point total, and the manager Health, Safety, and Environment Group will honor the employees who achieved perfect scores.

According to Al-Hudaib, the competition has seen a high level of participation from employees across various groups since its inception. He also noted that some employees from different groups have achieved perfect scores.



Ahmed Al-Loghani:
Our Initiative is Based on Promoting Operational Excellence and Reducing Risks

Al-Zour Refinery's Senior Safety Engineer, Ahmad Yousef Salem Allughani provided insight into the second initiative that focusses on implementing an automated system for registering "entry and exit" from the units. The goal is to enhance operational excellence, minimise risks, and enhance overall performance in alignment with the vision of the State of Kuwait, Kuwait Petroleum Corporation, and Kuwait Integrated Petroleum Industries Company for digital transformation.

He explained that the second internal audit report of the Kuwait Petroleum Corporation stated the following: "In the emergency cases and for the purposes of counting individuals, employees must check in and exit the operational units."

Allughani mentioned that Al-Zour Refinery's Safety Team of the Health, Safety, and Environment Group was responsible for the development and programming of this system. This was accomplished through the efforts of individuals and without the expenditure of any material costs. The combination of requirements and the ease of use of the system was taken into consideration to ensure that all employees of the company as well as contractors are able to take advantage of this system without any difficulty.

For his part, Al-Zour Refinery Safety Engineer Salman Abdullah Al-Sanea, who is a member of the Health, Safety, and Environment Group, demonstrated that the development and programming of the system were carried out in an intelligent manner. For employees to register the units, they must first go to KIPIC portal and then go to the page of the Health, Safety, and Environment Group. After that, they must click on the icon that says "Process Units Entry," and then fill out the required data and select the unit that is required.



Salman Al-Sanea:
The System Is Advantageous in Emergency Situations and Reduces the Risk of Incidents

He added : "following the completion of the task within the unit, the employee is sent an email indicating that the procedure has been finished. Subsequently, the person is sent another email requesting that they register for the exit process, noting that prior to entering any unit, employees are required to alert the relevant controller".

He mentioned the benefits of this system which include the ability to keep track of the individuals within the company's units in the event of an emergency, the ability to assist in the reduction of potential accidents by determining the approximate number of employees within the company's units, the ability to know the distribution of employee spread, and the ability to identify geographically crowded units in order to prevent potential accidents and control simultaneous operations (SIMOPS Activities, etc.).

He stated that it is possible to benefit from the system by alerting the employee and those concerned with the presence of the employee within the unit for a long period of time during the routine working day (with the exception of situations involving the maintenance of units, pre-commissioning, and final operation of commissioning units). He also mentioned that there is the possibility of accessing the system by the employees of the company, contractors, and visitors using computers or smartphones.

In addition to providing instantaneous and historical data on the check-in and exit of employees from units, he went on to claim that the system is also helpful in decreasing expenses and efforts to perform logins and exits of employees from units. This is accomplished by using simple systems that are accessed through drop-down menus and logos.



Sharing His Exceptional Journey at Harvard Business School

Saud Al-Awadhi

Joins the Graduate Network of the Leadership Development Programme

Saud Al-Awadhi, Maintenance Planning Engineer, is a driven young man who made the bold decision to embark on a one-of-a-kind experience: participating in the Leadership Development Programme (PLD) at Harvard Business School. His curiosity led him to delve deeper into this programme, and he eagerly embarked on this rich and thrilling journey, which provided him with personal growth and had a major transformative impact on him, as he expressed.

Al-Awadhi shared his insights with the KIPIC Newspaper Team regarding his experience, providing a comprehensive overview of the programme, which comprises four units that span over a period of six months. Two of these units are conducted through distance learning, while the other two are completed in person at the esteemed Harvard Business School campus.

According to Al-Awadhi, individuals who participate in the programme have the choice to complete the “Unit 5 Programme” or explore other programme offered at Harvard Business School. Additionally, they are required to spend a minimum of two extra weeks on campus to achieve the prestigious title of “graduate” from Harvard.

He noted that the programme has a significant impact on enhancing employees’ personal leadership style and helping them achieve better results for the company. It is highly recommended that all potential candidates for leadership roles participate in this programme.

Here is a breakdown of the interview:



4 Modules

• When did you first hear about Harvard Business School's Programme for Leadership Development?

I became aware of the programme in 2018, when Kuwait Integrated Petroleum Industries Company (KIPIC) announced its involvement in an executive programme called "Programme for Leadership Development." The company provided a concise overview of the programme's goals, components, and sections. Curious to expand my knowledge, I began reaching out to others and delving into online resources. A dear friend of mine from Kuwait Oil Company (KOC) who has experienced the programme described it as a truly transformative and profound experience. I was deeply impressed by the feedback I received and filled with a major desire to experience it and cultivate my personal growth.

Therefore, I made the decision to apply and seek a one-of-a-kind experience. Subsequently, I submitted my nomination to KIPIC's Training and Career Development Group.

In order to be accepted into the programme, I had to meet the specified qualifications and successfully pass a personal interview conducted by the Harvard Selection Committee.

In the end, I was chosen and admitted into the programme, along with two other seniors, out of an overwhelming number of nominees.

• Could you tell us more about the programme?

The programme is comprised of four modules. Two modules are available online, while the other two are conducted on-campus at Harvard Business School.

The entire programme lasts for 6 months, with two weeks of on-campus modules in the second and fourth modules. Modules 1&3 offer online foundational courses in Economics and Financial Accounting, as well as online classes and various self-development tools. Module 3 also includes a project where each group is tasked with solving a real-world problem or initiative from a company and developing a comprehensive plan or solution for it.

Modules 2&4 are held on-campus, requiring all participants to reside in the accommodation facilities provided by Harvard Business School. One of the standout aspects of the programme is the requirement to join a living group, where participants gather in a shared living room on a daily basis. The on-campus programme runs from 8am to 10pm, requiring a significant amount of dedication and focus.

During the on-campus module sessions, students actively participate in class discussions and analyse HBS's case studies. The classes focus on a range of important subjects, including Accounting, Economy, Leadership and Corporate Accountability, Marketing, Negotiation, and Strategy.

A One-Of-A-Kind Experience



A True Leader

- How was your experience attending Harvard Business School?

It was a thought-provoking and enlightening experience that had a profound impact on me. I must say, it has far surpassed my initial expectations. Allow me to highlight some aspects that contribute to the unique nature of this programme and Harvard. Harvard's teaching style stands out for its emphasis on case studies and lively class discussions. The case method allows you to step into the shoes of a decision-maker in the real world. It will provide you with the opportunity to gain insights into the real-world challenges encountered by top companies globally and learn how to navigate them. By embracing diverse perspectives from participants worldwide, you can cultivate a broad and inclusive global outlook.

Another aspect to consider is the style of leadership learning and guidance within living groups. Living on campus and sharing a living space with other peers allows for a stimulating and enriching environment, fostering meaningful interactions with a diverse group of individuals. This select group has become my personal board of advisors during the programme and beyond.

Coaching added another layer of strength to PLD, enhancing its effectiveness. Throughout the programme, we had the opportunity to collaborate one-on-one with a highly skilled HBS Executive Coach. This allowed us to make significant progress towards our individual objectives and tackle any professional obstacles we encountered.

As an illustration of the unique nature of this programme, we had the opportunity to participate in an acting class led by experienced acting instructors. By adopting this approach, you will gain valuable insights as a leader on effectively conveying and sharing your narrative.

Finally, we were fortunate to have the chance to listen to guest speakers who shared their experiences in overcoming various business and leadership obstacles.

- Is the completion of the Leadership Development Programme accompanied by the designation of "Alumni"?

Unfortunately, it is still necessary for you to either finish the Optional Module 5 programme or participate in other HBS programmes that require an additional two weeks of on-campus time. As per KIPIC's original plan, I have successfully finished Module 5 and achieved the status of an alumnus.

Module 5 focused on cultivating a genuine leader. Discovering effective strategies for leading personal and organisational change. It enhanced my quantitative skills and broadened my analytical and creative capabilities. The programme encourages reflection and introspection.

- Who do you recommend this programme to?

I highly recommend this programme to all employees who are seen as potential candidates for leadership roles and increased responsibilities. It not only enhances their personal leadership style but also empowers them to deliver exceptional results for the company.

Harvard University Graduates

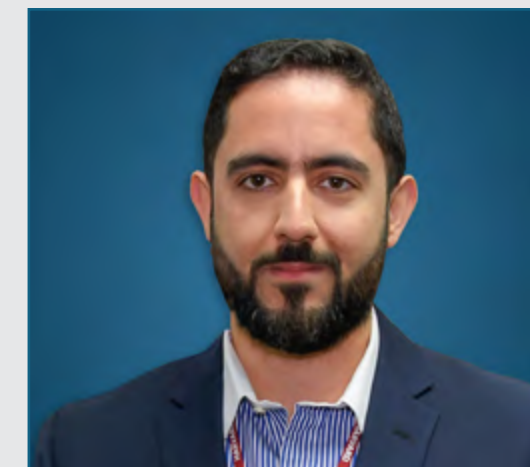
Additional employees at KIPIC who completed the programme at Harvard Business School include Anwar Al-Mutawa, Mohammed Al-Ammar, and Mohammed Al-Ali from the Human Resources Group, as well as Manal Al-Rushaid from the Corporate Communication Group.



Anwar Al-Mutawa



Mohammed Al-Ammar



Mohammed Al-Ali



Manal Al-Rushaid



Commemorating the First Anniversary of the Permanent Relocation to Al-Ahmadi Headquarters

KIPIC: A Revolutionary Journey Towards “Making More Possible”

A whole year has passed since the transfer of KIPIC employees to the company’s permanent headquarters in Al-Ahmadi, after staying for more than 6 years in rented offices in the Olympia-Salmiya complex. The relocation of the employees to the new building marked the commencement of a fresh chapter in their journey, as it inspired them to embark on a new and exciting quest to expand their realm of potentials and “make more possible.”

The new administrative building, located in Al-Ahmadi City, offers convenient proximity to KIPIC’s associate companies and sites. This advantageous location enhances work efficiency and fosters seamless communication among employees across different sites.

The design of the building is focused on energy efficiency and environmental sustainability, aligning with KPC’s strategy to optimise operating expenses by reserving the value of rents paid for the leased administrative offices in the Olympia complex.

Today, a year after this transition, which was interspersed with more prevailing projects such as the establishment of a cafe, the allocation of a room for mothers, and the “Thursday Surprise” activity, in addition to the appealing agriculture and green spaces inside and outside the building, which added beauty to the work environment.

KIPIC Newspaper highlights this remarkable achievement, which owes its success to the unwavering dedication and resilience of the company’s employees.