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**140 million KD financing agreement signed
with 3 local banks**

**KOTC
receives
ISO 50001
certificate**

**KOTC signed a contract
to build 3 VLGC within
the fourth Phase of
Fleet Modernization**

Nakilat

April 2018



شركة ناقلات النفط الكويتية
KUWAIT OIL TANKER COMPANY S.A.K.

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Talal Al-Khaled Al-Ahmad Al-Sabah
Chief Executive Officer

A Promising Start

With steady steps, KOTC is moving on with its fleet modernization plan. This plan is systematically and meticulously set according to a precise, scientific and technical methodology. It clearly defines the company's objectives that are in line with KPC 2040 strategy and the requirements of next phase. Such plan will secure Kuwait oil industry and ensures sustained developments and stability of Kuwait, and all in fulfillment of His Highness the Amir of Kuwait ambitions, aspirations of the Kuwaiti people and better future for next generations.

2018 had a promising start; in a few months, the company made consecutive successive achievements. Regarding the modernization of its fleet, KOTC signed a contract of 213.36 Million USD with the Korean Hyundai Heavy Industries Company to build 3 giant gas carriers. The aim is to increase the size of our gas fleet to meet the strategic needs of KPC. Another contract of 79.7 Million USD has been signed with the Chinese Bohai Ship Building Heavy Industry Company to build a very large crude carrier (VLCC). As well, the company succeeded in signing a 10-year long-term agreement of 140 Million KD (US\$ 462 million) with 3 Kuwaiti banks for building 8 tankers of various types and sizes.

On the international level, and in confirmation of commitments towards environment through the fleet optimized operation, KOTC was awarded the ISO 50001 certificate for energy management. The certification maintains the company's status among the world elite of marine transportation companies.

The company was also awarded by the International Maritime Organization for several achievements, including the effective involvement in the marine transportation industry, commitment to IMO requirements and standards that stipulate improved safety and security at sea and marine pollution prevention.

The company's successive achievements are a source of pride for all of us. Those successes, however, have not come from the blank, but, after Allah will, through solid vision, rigorous planning, loyalty, group efforts and one-team spirit organization. The constructive cooperation between KOTC and KPC also played a major role.

We are sure that KOTC unlimited ambition will continued and we aspire for further achievements. Such requires for further efforts in order to boost our status regionally and internationally.

May God brings you success and keeps Kuwait safe under the wise leadership of His Highness the Amir of Kuwait.

Signed a contract with the Chinese Company "Bohai" to build a VLCC

KOTC signed a contract of 213.36 Million USD for building 3 VLGC

In its 4th Phase of fleet modernization, KOTC signed a contract with the Korean "Hyundai Heavy Industries" to build 3 Very Large Gas Carriers, each cost 71.12 Million dollar per vessel, and with total value of 213.36 million dollar.

The contract was signed by CEO Sheikh Talal Al-Khalid Al-Ahmad Al-Sabah and "Hyundai Heavy Industries" President Sam-Hyun Ka. The South Korean Ambassador of Kuwait Yu Yu Ntshool and top management representative of both companies were present. The "Hyundai Heavy Industries" were awarded the contract following the approval of KPC Supreme Procurement Committee and the Central Agency for Public Tenders. The building contract shall be according to the latest international standards applied in the LPG Maritime industry. All international specifications, standards and stipulations regarding environment protection, pollution prevention, tankers emissions limitation, safety and security shall be closely adhered to.

With each 84,000 m³, the three tankers will boost the size of the company's fleet to fulfill KPC's strategic needs. The first tanker is scheduled for delivery by the end of 2019.

After receiving the 3 tankers, KOTC fleet will include 31 of multi-type tankers, VLCC, gas carriers and petroleum by-products carriers.



■ KOTC Sheikh Talal Al-Khalid during the signing ceremony with Mr. Sam-Hyun Ka president of Hyundai Heavy Industries

The new tankers will be compliant with the latest LPG sea-transportation international specifications

The US\$ 79.7 million 318,000 MT crude oil tanker will be delivered in the last quarter, 2020

Through new projects, KOTC maintains its fleet development. In the near future the contracts will be signed to serve and support Kuwait oil sector. On Thursday, March 15th, 2018, KOTC inked a shipbuilding contract with the Chinese "Bohai Shipbuilding & Heavy Industries Company" to build a US\$ 79.7 million VLCC. The new tanker is part of Phase-4 of fleet modernization plan.

CEO Sheikh Talal Al-Khalid Al-Ahmad Al-Sabah, together with "Bohai Shipbuilding Heavy Industry Co." President Mr. Sun Dongming signed the contract. A representative of KOTC Chairman Mr. Bader Al-Khashti, KPC Human Resources MD Mr. Bader Al-Sharrad, Managers, officials and Team Leaders of both companies were present. The tanker building bid was

awarded to the Chinese company following the approval of the Higher Purchasing Committee of KPC & its subsidiaries tenders as well as the Central Agency for Public Tenders.

Building the new 318,000 DWT tanker will start in 1st quarter of 2019, and expected to be delivered in the 4th quarter of 2020. When the new tanker is delivered, KOTC fleet will expand to 32 of various types of VLCC, gas carriers and petroleum products carriers. The new carrier will be built according to the world latest specifications in crude transport industry. Marine laws stipulations related to environment protection, pollution prevention, emission control, security and safety of people will be strictly adhered to.

Building 8 tankers of various types and sizes

Financial agreement of 140 Million KD was signed with 3 local banks



■ Mr. Nizar Al-Adsani awarded Warba bank CEO in presence of Sheikh Talal Al-Khalid

On March 15th, 2018, KOTC signed a financing agreement of 140 million KD (around US\$ 462 million) with three Kuwaiti banks to build 8 tankers of various types and sizes.

The company managed to secure a 10 years long Contract with Warba bank, Al-Ahli United Bank and



■ Sheikh Talal Al-Khalid Signing the agreement

Kuwait International Bank to finance the building of 8 tankers. The new tankers are part of the company's fleet upgrading strategy in support of KOTC strategic role in the transportation of Kuwait exports of crude oil, petroleum products and LPG. The agreement was signed by CEO Sheikh Talal Al-Khalid

Al-Ahmad Al-Sabah, CEO of Warba Bank Mr. Shahin Al-Ghanem, CEO of Al-Ahli United Bank Mr. Richard Groves and Acting CEO for Kuwait International Bank Mr. Muhammad Al-Sakka. KPC CEO Mr. Nizar Al-Adsani and KOTC Chairman Mr. Bader Al-Khashti attended the signing ceremony.

Underlined international commitments in environment protection

KOTC receives ISO 50001 certificate

In recognition of its international commitments towards environment protection through the optimal operation of its marine fleet, KOTC received the energy management system ISO 50001 certificate from the International Classification Society (DNV-GL).

"Receiving this certificate is in line with KOTC pioneering vision in the field of marine transport of oil and liquefied gas," CEO, Sheikh Talal Al-Khalid Al-Ahmad Al-Sabah Stated. "The certificate was obtained after the International Classification Society (DNV-GL) made the audit on on KOTC fleet and the executive management during the period of 12th to 14th February 2018. Sheikh Talal said "With this



■ CEO Sheikh Talal Al-Khalid receives the award from the International Standards Organization

certification, the company maintains its status among the world leading marine transport companies through the optimal application of the energy management system, through which the necessary systems and frameworks are in place to preserve energy used onboard the tankers in order to maximize the energy

consumption efficiency". Sheikh Talal added that the optimal application of the energy management system will reduce the greenhouse gas emissions that are the main cause of global warming. This contribution to the protection of environment is in line with the relevant new international laws and resolutions.

KOTC Former CEO, ... the first Kuwaiti captain holding a higher degree in maritime science

Faisal Al-Ghanem: "I loved Kuwait ... and for Kuwait I left my love to work in the sea"

The story of a great love tied him with the Marine since he was young... He still keeps the numerous Marine stories, they are unforgettable despite his retirement for so many years ago. He is of the first generation of Kuwait; he was born in 1940 in Freej Al-Qibla. His father was a merchant who owned many sail-ships, pearl diving and coastal transportation vessels. He is the former KOTC CEO, Captain Faisal Thunyan bin Thunyan Al-Ghanem, the first Kuwaiti captain to hold a higher degree in maritime science. When you meet him, you realize from the first glance that you are in presence of a unique personality with a relentless will, determination, rich experience and knowledge in everything related to Marine and navigation affairs.



■ KOTC Former CEO Capt. Faisal Al-Ghanem

I traveled on board my father's booms when I was 16, I lived with sailors and gained a lot of experience from them

Nakilat magazine would not overlook this long history of achievements; so the team visited Captain Faisal Al-Ghanem to listen to his unique experience, both in the sea and in the oil sector. He began by explaining how he joined the Naval Academy. "My father wish was that I learn Civil architecture in order to help him in the construction work; Kuwait at the time was experiencing a construction and building boom, so he sent me to London to study Civil architecture, but I, personally did

not wish to do so. Therefore, after I received the G.C.E. certificate, which is equivalent to a high school diploma in Scotland, and without his knowledge, I applied for the Naval Academy instead of the Faculty of Architecture because of my old love to work at sea since my childhood, where I grew up in a family closely connected to the sea. I traveled onboard my father's booms since I was 16, lived among sailors, and gained experience from them," he said.

"Indeed, I was accepted into the

My love for the Marine and achievement encourages youth Kuwaiti to follow this approach is behind my the shift from engineering to studying maritime science

Naval Academy, where I studied for 3 months. Afterwards, I sent a letter to my father expressing my apology to switch from Civil architecture to maritime sciences; he replied back that he was happy with this step that I had taken, especially since he had a great relationship with the Marine," Al-Ghanem added.

The Journey of Knowledge

"I went to the Maritime Academy at Cardiff University in Wales, then the British Navy, and I received a graduate degree," Al-Ghanem went on about his study journey. "I began my four-year practical

studies for a Second Officer Degree, then I returned to the Academy for 4 months. The exam was made at South Shields in Newcastle, England. After these practical and theoretical studies, I received an Overseas Second Officer certificate. Afterwards, I received the certificate of Chief Officer. The English University recommended Kuwait to give me the certificate, since it's consider the normal procedure followed by the British Maritime Academies. Upon this, I was issued a certificate by the State of Kuwait. Afterwards I applied for Master deck in South Shields and received it; thus i was the first Kuwaiti Captain to hold a higher degree in maritime sciences, as well as the only Kuwaiti and Arab who worked onboard British ships at the time, while the rest were English people and Indian. What motivated and pushed me was my love for the sea, and taking a step to motivate the young



■ Mr. Abdulwahab Al-Qatami presenting memorial gift to Capt. Faisal Al-Ghanem

Kuwaitis to follow this approach."

Practical Life

Al-Ghanem narrated the start of his career at sea as a "Third Officer" onboard British cargo vessels. This continued for a year and a half, during which he traveled between many European and international ports, until he worked as an officer onboard the "Kazimah" tanker, the first Kuwaiti oil tanker, built in 1959. Recalling his first trip, he said: "My

first trip onboard Kazimah was from Kuwait to the Milford Haven Port in Wales, I do still have beautiful memories. The second trip was onboard "Al-Arabiya" carrier, of which I became the captain in 1968."

KOC

Al-Ghanem recounts the journey of returning and settling in Kuwait: "After years of working at Marine , I began to think of settling in Kuwait because of my love for this country, so I joined KOC and worked as a captain on the tugboats, Marine pilot and superintendent of the south port (Mina Al-Ahmadi), then I was appointed the marine Operations Superintendent, Oil Export and Storage Superintendent, the Export General Superintendent, Refining and Exporting Manager and in charge of the refining plant, then the LPG Plant and Export plant. Later, the Deputy Managing Director of Production, Drilling, Refining and Export Operations, and then the Deputy Chairman. The work experience at KOC was very useful for me when my main concern was to know and study everything related to oil sector, starting from exploration until it is loaded into tankers."

My first trip was onboard Kuwaiti tanker "Kazimah" was from Kuwait to the port of Milford Haven ... unforgettable memories

We have sent many young people to study maritime science to create generations of Kuwaiti marine captains, engineers and officers

The Most Difficult Journey

Talking about the most difficult trips he went, Al-Ghanem said that it was onboard a British ship transporting goods (iron ore) to Russia. The journey was in winter (January), and to reach "Murmansk" port in Russia, they had to cross Norway and Sweden in order to arrive to the north pole. With temperature of minus 53, mountains and sea water were frozen and snow was covering everything. "The port received us with ice breakers in the sea, and we stayed 10 days in the middle of the snow. We used to open the cargo decks using fire. After we got out, none of us considered to renew the trip to these areas; they offered us double salaries to make this journey again, but we refused due to the hard times we had in the first time."



■ Memorial Photo with Capt. Faisal Al-Ghanem

KOTC Experience

"It was a very special experience," Al-Ghanem replied after reminding silent for a moment when he was asked about his experience with KOTC. "During my work at KOC, the government bought all KOTC shares and I was appointed its CEO. During my long tenure in KOC, I had a firm belief in the necessity of replacing foreign workers in the oil sector with Kuwaiti ones. Our wealth should be managed by the national hand, they will preserve our resources by their national sentiment. Indeed, we have started applying this approach in KOC; and when I moved to KOTC, I wanted to apply

this thinking at a larger scale, so we started to delegate a large number of Kuwaiti youth abroad, especially to England to learn, train and study maritime sciences in order to establish distinguished generations of Kuwaiti marine engineers, officers and captains to replace the foreign workers." Here, Al-Ghanem gave a big smile and said: "Thanks God, during the period I spent in KOTC, I saw a part of the fruit of this effort, and I saw the Kuwaiti youth working on KOTC fleet. The Kuwaiti generations continued the giving in the company, and today my happiness is complete after the descendants of the homeland

work in all different fields of the oil sector, especially the marine field." Al-Ghanem concluded his interesting conversation by recommending to complete the path that was initiated by the first generation and the following one, to march on the same road to complete the Kuwaiti renaissance to put Kuwait in its worthy position, and to gain benefit of the latest in maritime science through study and collect the industry appropriate certificates.

Attendance during the meeting

A number of employees were keen to attend the "Nakilat" magazine interview with the former KOTC CEO, Captain Faisal Al-Ghanem, including:

- Captain Ahmad Al-Salem - Fleet Operations Support and Security Team Leader.
- Mr. Abdulwahab Al-Qatami - Team Leader Public Relations.
- Mr. Khaled Al-Haidar - Team Leader Fleet Quality, Health, and Safety.
- Mrs. Dalal Al-Asfour - Senior Analyst Public Relations.
- Miss Mounira Al-Khashti- Public Relations Analyst.
- Mrs. Fatema Qali - Senior Controller Public Relations.



■ Capt. Ahmad Al-Salem giving a brief about "Dar Salwa" Vessel to Al-Ghanem

Recognition of achievements in freight transport industry

IMO honors KOTC

The International Maritime Organization (IMO) honored KOTC for its achievements in the maritime transport industry and commitment to international standards. The honoring took place at the 9th Offshore Arabia Conference & Exhibition which was held in Dubai, under the title "Navigating the future and facing the challenges."

In a ceremony held on the sidelines of the exhibition, KOTC CEO, Sheikh Talal Al-Khalid Al-Ahmad Al-Sabah, received the honorary shield from the Secretary-General of IMO, Kitack Lim. More than 50 marine transportation companies from 40 countries participated.

"The honoring of KOTC is a recognition of its efforts, achievements and contributions in the marine transportation industry, and full compliance with the laws and requirements of IMO, which stipulates improvement of safety and security at sea and to fight marine



■ CEO Sheikh Talal Al-Khalid receives the honorary shield from Kitack Lim

pollution," Sheikh Talal Al-Khaled said for the occasion.

"The company has recently received many certificates and awards from international and regional organizations during the last periods, in addition to saving 536 refugees off the Italian coasts last year; for such the company deserved the honoring of the major international shipping institutions," Sheikh Talal added.

The 9th Offshore Arabia Conference & Exhibition was held at the Dubai International Convention and Exhibition Center. This is suitable platform to discuss the latest strategic, operational and technical developments in the marine environment and energy field in the Middle East and North Africa region. Over 7,000 visitors and marine industry professionals from around the world participated.

Measuring readiness to deal with emergencies

Drill at Al Jabriyah-II by Fleet Operations



■ A side of Emergency drill meeting

In line with KOTC regular training to ensure fleet and crews are well prepared to face any challenges, a drill was carried out at Al Jabriyah II, a VLCC of KOTC fleet.

In the emergency room at KOTC Head Office, the exercise was attended by CEO Sheikh Talal Khalid Al-Sabah,

DCEO of Fleet Operations Mr. Ali Shehab, Managers from FOD directorate, QMHSSE, Insurance group, a team from KPC and members from the KOTC emergency team. Various facilities and support vessel in participated in the drill, such as the Emergency Response System of DNV-GL. All were closely engaged

and worked in coordination with the emergency team and the ship's Captain and crew in carrying out the set scenario. The training scenario took into consideration the recent incident when a loaded Iranian tanker on 6th of January collided with a Chinese cargo ship near Shanghai coast that led to sinking of the cargo ship and death of the tanker's 32 crew on board. The scenario chosen for this exercise replicated the incident to ensure that our team is capable to handle such complex situations in an effective manner.

The training was well executed and all played their roles perfectly. It was also reassuring regarding the integrity of our principles adopted in operating a safe fleet in line with the vision of KOTC, KPC and the State of Kuwait.

KOTC Tankers are up to date with the latest environment protection regulations

Al Shamali: Fleet Renewal Program is compliant and inline with KPC's strategy

Following a set vision, KOTC's fleet is undergoing a renewal and expansion program that meets with KPC and oil sector 2030/2040 long-term strategy. The strategy seeks to have a well-balanced and multi-purpose fleet that propels the company to be harmonized with the leading companies in the oil and gas transport sector, and to fulfill KPC's marketing needs.

After the first, second, and third phases of the renewal and expansion programs are completed, the average age of the company's fleet has been significantly lowered. KOTC now operates one of the world's youngest, modern, and advanced Oil and Gas Carriers. Upon the completion of the currently ongoing Phase Four of the Fleet Renewal and Expansion program, the average age for the fleet will come down to approximately 6 years.

KOTC has recently signed a US\$ 213.36 million contract with the Korean Hyundai Heavy Industries Company to build and deliver three very large gas carriers valued at US\$ 71.12 million each. Both KPC's Higher Purchasing Committee and the Central Agency for Public Tenders have already approved the contract.



■ Mr. Abdullah Al-Shimali

The construction of eight tankers in Phase-IV includes a 320,000 DWT supertanker and another 4 tankers for petroleum products

KOTC aims to have a balanced fleet as a strategic cover for Kuwait and meets KPC's marketing needs

"The new tankers will be in compliance with the latest LPG regulation (IGC CODE)," the Fleet Projects Superintendent, Mr. Abdullah Al Shamali said at "Nakilat" interview. "They'll be compliant with all the international regulations in addition to those pertaining to the environment protection, in addition these vessels shall be equipped with the latest technological development and technical specifications in accordance with the standard shipbuilding industry."

The three sister tankers are matched in specifications, each is about 230 meters

in length and 37 meters in beam. "Depending on cargo amount and vessel condition, the speed varies between 9 and 16 nautical knots. With an approximate capacity of 84,000 cubic meters of LPG, the depth is 22 Meters, and draught is 12 meters. Unloading of the cargo usually takes 19 hours," he added. The main propulsion plant and the power plants onboard these vessels shall be in accordance with Tier-III of the emission regulation, where the new tankers will also have emission-monitoring devices. "The first tanker is expected to be delivered in the last

quarter of 2019; the second in first quarter of 2020, while the third and last tanker is expected to be delivered in the second quarter of 2020. The company continues the fleet development through building of new tankers, contracts of which will be signed in the near future. The contract of a crude oil supertanker with a capacity of approximately 320,000 tons will be signed in 2018. Contracts for 4 MR petroleum products tankers each with a capacity of approximately 50,000 tons will also be signed soon. In total, 8 tankers of various types and sizes shall be constructed and

The company signed a US\$ 213.36 million contract for the construction of 3 new gas tankers, according to the latest international specifications

delivered as part of the Phase IV renewal and expansion program” Al Shamali said

Commitment to the Environmental Standards

“Over the past few years, the marine environment-related standards have undergone dramatic changes. They are now much rigorous, especially the requirements related to the treatment of ballast water,” Al Shamali said to underscore the commitment of the new tankers to environment standards. “In our to-be-built tankers, the company takes into account the international standards, specifications and stipulations related to the protection of environment, reduction of pollution and limitation of harmful emissions. The new tankers also meet the highest technical and technological specifications applicable in accordance with IMO regulations, as well as the

conditions and standards of oil majors and the classification societies.”

Ballast water treatment

“The new tankers, in addition to our existing tankers, are designed and equipped with emission monitoring and reduction units to limit Sulfur / Nitrogen Oxides, Carbon Dioxide, and VOC emissions- Shamali continued. “The new tankers are also equipped with ballast water treatment systems. Ballast water is a major factor that can introduce invasive species of aquatic life, whereafter loading a vessel, the water must be discharged. affecting the marine organisms that leads to damage to the local ecosystems in what is known as “biological invasion,” he added.

Al-Shamali said that the ballast water treatment unit sterilizes the water during loading

All new tankers apply international security and safety requirements, and are equipped with piracy protection equipment

and discharge processes to ensure that it is free of marine organisms before it is pumped back into the sea in order to preserve the environment. “All KOTC new tankers have this unit as part of the company’s commitment to the protection of marine environment. The aim is to have fuel efficient, economical, and environmental friendly tankers” he said.

Security & safety

Al-Shamali said that KOTC is strongly concerned in maintaining the safety and security of personnel; hence, the international maritime regulations and standards in this regard are strictly followed. “All new tankers have the latest safety and security specifications, equipped with anti-piracy solutions, advanced protection systems and well-trained watchmen,” he concluded.



Elite local and international companies, consultant and experienced bodies "KOTC" at oil sector 8th Human Resources Forum



■ Mr. Nizar Al-Adsani delivering the speech

CEO Sheikh Talal Al-Khalid Al-Ahmad Al-Sabah, participated in the opening of the 8th Oil Sector Human Resources Forum. Under the slogan "Success Factors" KPC and its subsidiaries organized the Forum at the Jumeirah-Messilah Hotel and Spa from 5th to 7th of March 2018.

"I am speechless for what we have heard from His Highness supreme speech, who has always stressed that the true wealth of the country lies in its youth; they are its tools and pillars, its hope in building the present and future," KPC CEO Mr. Nizar Al-Adasani said in his opening speech. "Investing in the promising human and creative powers of our youth, polishing their talents, and motivating them to give and participate in the development of the country's wealth, is indispensable, and

we cannot achieve the desired successes without." "Out of this, comes the importance of holding annual forums in this regard as an effective method of development, especially this Forum, which has become a landmark in the endeavors of KPC and its subsidiaries to invest in everything that benefits the human element in the oil sector. The sector employs some of the finest promising young people. We hope they will benefit from the activities of the Forum in its 8th edition," Al-Adsani added. "The upcoming period will witness the completion of many promising projects in accordance with our 2040 Human Resources Strategy."

Al-Adsani pointed out that the Organizing Committee of the Forum was keen to attract the elite of management specialists



■ Oil Sector Management during the HR Form opening

and thinkers, the distinguished administration and leadership experts from all over the world. "They were brought to put throughout the Forum's events, workshops and exhibitions, the utmost of their experiences, success factors and excellence, in order to benefit and support the capabilities and efficiency of employees who will soon be responsible for running the oil sector," Al-Adsani concluded. The Forum was attended by a number of KPC subsidiaries CEOs, oil sector officials and other people interested in the human resources sector. Along with renowned companies and consultant organizations specialized in human resources, KOTC participated in a workshop at the exhibition held on the sidelines of the Forum.



■ Honoring the workshop participant



■ Sheikh Talal Al-Khaled with KOC CEO

Transformed to the “Employees Relations Team” in line with the company’s aspirations and “KPC 2040 HR strategy”

Al-Abdulkarim: The Industrial Relations Team has a “new identity”

The industrial relations represent an important aspect of management; it is the technical apparatus concerned in arranging the relations between the organization or the company, all employees and the society it works in in order to create an atmosphere of mutual cooperation, trust, respect and understanding between all both parties.

As organizations and companies expand, and number of employees continuously increases, these bodies urgently need to establish firm communications with large numbers of employees and set plans in the field of industrial relations that are in line with strategy development. Out of this, and to conform to KOTC’s development ambitions, the “Industrial Relations Team” title was modified to the “Employees Relations Team.” The change keeps up with the industrial and work relations latest developments, and compatible with international names and modern trends in this field.

Keeping Up with developments

To talk about the new transformation, “Nakilat” magazine met the Employees Relations Team Leader (ex-Industrial) Mr. Abdul Mohsen Al-Abdulkarim, who explained that modifying the title of “Industrial Relations Team” in the company to “Employees Relations Team”, is in line with KOTC top management adopted developments in different work fields, whether administrative or technical, progress of systems and policies in use, keeping up with the latest developments relating to industrial and work relations, and to be in compatibility with the international names and the modern trends. The International Association of Industrial Relations has recently adopted the modernization of this title for being more universal, and describes all types of employees relations in various establishments, not merely restricted to the industrial enterprises.

About what the Team will offer under the new title, Al-Abdulkarim asserted

The Team new title is more universal and compatible with the international names and modern trends

that the Team will continue to play its role in the company under its new title. “The missions of the team will be in accordance with the purposes of its establishment; the Team’s new title was adopted as from 4th of March 2018.”

New Vision

Regarding the new vision of the Industrial Relations Group after its transformation to the Employees Relations, Al-Abdulkarim clarified that along with the streamlining of the Team’s title, its strategy, vision, tasks and values will also be updated in conformity with the company’s future strategy and KPC’s 2040 HR Strategy. “Since it was established, whether under the old or new title, the Team’s main goal is to take care of the human element and everything related to the employees, as well as to create good and stable work relations, gain confidence and strengthen effective cooperation in the establishment with what achieves a fair and acceptable basis for work. “The Team’s new transformation will highlight its role in change management by spotting the full meanings of the changes conducted by the company management from time to time to develop the work through continuous communication with employees, and to deal with any constraints that may



■ Mr. Abdul Mohsen Al-Abdulkarim

Employees Relations Team

Mr. Abdul Mohsen Al-Abdulkarim
Team Leader
Mr. Abdullah Al-Qallaf - Senior Analyst – Employees Relations
Mr. Hasan Karim - Analyst – Employees Relations
Mrs. Azari Al-Mutairi - Analyst – Employees Relations
Mrs. Hissa Al-Awadhi - Analyst – Employees Relations
Mrs. Fatin Balabaki - Administration Assistant

result from the process of change,” Al-Abdulkarim noted. “The Team will also stimulate the participation of all parties, affecting or affected, by the changes in order to work together for development and change, to ensure the success of the company’s initiatives and projects. Working to understand the change and its specified vision, raise awareness about its objectives and how to apply them through the established plan will undoubtedly contribute to the success of this change,” he concluded.

Group's Organizational Structure, Contracts Department duties & objectives were highlighted

Commercial Group Tendering Process Presentation

The Contracts Department - Commercial Group, conducted an awareness session and a PowerPoint presentation on 12th of February 2018 at the Head Office auditorium. The presentation focused on the tendering process.

The main speaker, Administration Contracts Team Leader Eng. Jihan Al-Hubaishi, outlined the organizational structure of the Commercial Group, Contracts department statistics, Contract's laws, regulations, duties and objectives in addition to all procedures and tendering process related to floating of tenders (Practices) and direct contracting according to the ongoing rules and regulation.

Al-Hubaishi gave examples during



■ Eng. Jihan Al-Hubaishi during the lecture this session related to the duties of Contracts Department, such as following up and monitor the ongoing contract's validity, notification of the Controlling Groups, variation orders procedures for ongoing contracts, contract completion/closure, coordination with the Controlling Groups for preparing RCA form, response to State of Audit Bureau,

National Assembly, Internal Audits and contractors queries of ongoing contracts, issuing weekly and monthly status regarding contracts Department, implementation of decisions issued by the concerned authorities or committees, compliance of service level agreement between (Controlling Group and Commercial Group) – SLA.

She also mentioned the channels which the tendering process goes through, i.e. the Controlling Group, the Commercial Group, the concerned Committees and concerned groups. The channels are defined by the public tenders law No. 49 for 2016, Kuwait Oil Tanker Company Purchasing & Tendering Regulatory Policy – Issue No. (1).

Organized by Insurance Section in cooperation with Al-Ahlia Insurance Co.

Group life policy presentation



■ Memorial Photo

In order to disseminate awareness regarding various insurance policies, the Insurance Section organized a presentation about the "Group life Insurance, personal accidents and workplace insurance policy" provided by Al-Ahlia Insurance Company for KPC employees and its subsidiaries, according to the contract No (3/2017). The presentation was given on Thursday, 15th of February 2018 in the company's Head Office auditorium. The lecture was given by the CEO Assistant, Life and Health Insurance Management, Al-Ahlia Insurance



■ Mr. Jawad Saleh during the lecture

Company, Mr. Jawad Rajab Saleh. He explained the advantages and conditions of the policy, employee minimum and maximum age limits covered by the policy, types of covered accidents and diseases, the financial compensations offered for various cases of injuries and the medical expenses offered by the policy in case the employee has an accident, whether inside or outside work. He also clarified the differences between the types of injuries inside and outside work. Saleh demonstrated the steps that the

employee should follow, documents to be completed in order to cash the due compensations and the time period during which Al-Ahlia Insurance Company should be notified in demanding compensation. He also outlined the exceptions stated in the policy, by which no compensations will be awarded, which are in line with the international standards adopted in this regard.

The presentation had a huge great attendance by all Groups. The employees' questions and enquiries were fully answered.

Measuring efficiency of stand-by power generators and emergency teams readiness

Evacuation drill at the Head Office



■ Sheikh Talal Al-Khaled with the Emergency Team

Reflecting concern in maintaining the highest international security and safety criteria, the company, in cooperation with the General Civil Defense, General Traffic and General Police Departments, carried out an evacuation drill for the Head Office employees in Al-Shwuaikh area, on 13th of March 2018. The drill scenario began with a full power-outage at the building and fire alarm in the second basement. Immediately, the fire alarms were set off, and, through megaphones, the employees were notified to evacuate through the emergency exits. In the presence of emergency and security staff, the employees were evacuated

successfully in a record time. Within minutes, they gathered in a previously determined safe assembly area outside the building. The evacuation drill



■ Sheikh Talal Al-Khaled with the Participants Team

aimed to measure the effectiveness of the Head Office standby (substitute) power generators, readiness of emergency teams in all floors and to

examine the maintenance team's readiness to deal with such emergency cases. Training of the employees to deal with the emergency cases and facing different crisis was another target.

A pre-drill presentation was given by the General Civil Defense Department about the precautions to be followed during the evacuations, followed by a meeting with the Civil Defense to arrange for this training. The evacuation drill operation was conducted in the presence of KOTC Management. After conclusion, participating held a meeting to discuss the training and pinpoint the gaps, if any, in order to avoid future recurrence.

Evacuation procedures and arrangements awareness session

In preparation for the recently conducted evacuation drill, Quality, Health, Safety, Security & Environment Management and Enterprise Risk Management Group (QHMSSE & ERM, in coordination with the Civil Defense General Directorate, held an awareness session for the Emergency Team about the procedures and arrangements to be followed during emergencies. Head of Planning Section - Civil Defense General Directorate Captain Yusef Yacoub Al-Faras spoke at the session. He gave details about how to evacuate the buildings when an emergency is declared, procedures to ensure safety and security, protection of lives and property, both inside and outside the company. "The success of emergency and crisis plan basically relies on the emergency teams; hence, they should be well trained to deal with such cases," said Cap. Yacoub.



■ Another Shot of the evacuate drill



■ Sheikh Talal Al-Khaled with KOTC management during the drill

Kuwait flag fluttered high with the national songs and anthems **KOTC's festivities in the national holidays..** **Love and loyalty**



■ Mr. Khaled Al-Asousi Participating in the national day Celebrations

On the occasion of the national holidays and as an expression of our love and loyalty for our dear homeland Kuwait, the Public Relations & Administration Services Group organized the annual celebration to bring joy into the hearts of all company employees.

On this occasion, CEO, Sheikh Talal Al-Khalid Al-Ahmad Al-Sabah, raised the deepest congratulations and blessings to His Highness the Amir, Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah, HH the Crown Prince Sheikh Nawaf Al-Ahmad, and HH the Prime Minister Sheikh Jaber Al-Mubarak – God bless them all-, as well as the Kuwaiti Government, the people of Kuwait, the employees of the company and the oil sector. "This anniversary

brings joy to our hearts, brings us together and renews the patriotic spirit among all the people of Kuwait," Sheikh Talal said. "All Kuwaitis pledge love and loyalty to Kuwait and the Amir. We remember the sacrifice of our parents and ancestors. We cherish the achievements made in various fields and believe that they would be a motivation to gather efforts for further development. This country deserves a lot from us and we ask God to protect Kuwait and its people from all evil, to make it a safe and secure home.

At the ceremony, Kuwait flags fluttered high, and the audience chanted national songs and anthems. Other programs included many artistic and entertainment, shows,

competitions and an exhibition in which a number of companies provided special services, products and gifts related to national holidays for employees. A large number of employees praised the celebration, the remarkable coordination and good preparation, in order to come out in the proper way and fine image that meets the ambitions of employees, be an honourable image for the company and an opportunity to express love and loyalty to our dear country Kuwait. The employees were pleased and thanked the top management for participation in various events. They also thanked everyone involved in organizing the ceremony.



■ Another shot of the celebration



■ Employees participating with national day celebration