

Nakilat



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

إحدى شركات مؤسسة البترول الكويتية
A Subsidiary of Kuwait Petroleum Corporation



**Al-Nafisi: "Oil tankers" attach
"special importance to the human element" and "partnership"**



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Nakilat

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Full return to work

In the beginning of a new year, it gives me immense pleasure to extend our highest congratulations to HH the Amir, HH the Crown Prince, HH the Prime Minister, may Allah protect them all, Kuwaiti people, and all staff of KOTC, hoping that 2022 will be a happy year for everyone, and brings progress and prosperity to our beloved homeland.

In addition, we are proud that our beloved country succeeded in fighting COVID-19 and reached a stable state of health, thanks to adherence to all health measures also we would like to thank the adherence for all health measures approved by the authorities and special thanks for everyone who holds the responsibility to overcome this pandemic.

We hope to play an effective role during the coming period, with the participation of all countries, in finding positive solutions for the problem of climate change and global warming, in which KOTC took part in the UN Conference about climate change held recently in (Glasgow), UK. Furthermore, the State of Kuwait participated last October in the Saudi Arabia Summit for the Preservation of the Environment and Global Warming, as this is the habit of our country of being proactive in finding solutions to major global problems.

KOTC company is committed to following all environmental needs as a marine carrier, which will preserve the environment and reduce pollution, and this obligation makes us in constant contact with all the authorities concerned with the environment. Provided that our fleet meets all international environmental requirements.

Moreover, we are looking at how to contribute to solving the climate change problem and finding solutions to reduce emissions by using technological methods that Fleet Engineering works on to reduce fuel consumption.

Given the importance of climate change worldwide, the environmental challenges and the fulfillment of global environmental requirements, such as reducing thermal emissions from different transport ships, were among the most important topics discussed during the recent Gulf Shipping Companies Forum organized by the Company prior to the outbreak of the COVID-19 crisis, as we hope that the recommendations agreed upon during the Forum will play a role in contributing to reducing thermal emissions.



Editorial

Abdulnaser Y. Alfulaij
Acting CEO

As an extension of joint cooperation with the Kuwaiti Naval Forces

"Kuwait Oil Tankers" participates in a large operation in the "Defender Falcon"

As an extension of the joint cooperation between the Kuwait Oil Tankers Company and the Kuwait Naval Forces, oil tankers participated in the "Defender Falcon" exercise, which included the task of protecting and ridding the tankers of the sea piracy process and repelling attacks from fast boats, on Wednesday 26/1/2022, Where the Oil Tankers Company participated in the Defender Falcon exercise with the 152nd Duty Force of the Mixed Naval Forces, whose headquarters are in the Kingdom of Bahrain under the leadership of the Kuwaiti Naval Force, in addition to the Air Force, Commando Brigade/25 and the General Administration of Coast Guard.

Meetings were held with the leaders of the entities participating in the exercise in the Kuwaiti oil tankers building and the naval base. The main role of oil tankers





in the Defending Falcon exercise was to provide and equip the tanker, draw up an emergency plan and be fully prepared in case anything happens during the exercise, according to the agreed scenario. Where the Naval Operations Group coordinated the exercise scenario and reviewed all the risks involved in this exercise, starting from escorting the ship at the agreed site of the event and maneuvers to repel the attack of fast boats, to the airdrops of the intrusion team on board the tanker.

This participation was represented by directing the supertanker Al-Jabriya 2 to the meeting site for this important event on the economic borders to carry out the duties of national oil tankers towards providing training opportunities to enhance the implementation of command and control of these positions, which encourages raising the level of maritime security within the Kuwaiti borders and the region.



Holding the preliminary meeting for the annual external audit process between the Kuwait Oil Tanker Company and the international classification authority (DNVGL)

The preliminary meeting for the annual external audit process was held between the Kuwait Oil Tanker Company and the International Classification Organization (DNVGL), on Thursday, March 10, 2022, to renew the certificates of international standards (ISO9001:2015, ISO, ISO14001:2015, ISO 50001:2018, ISO 45001: 2018), and the International Safety Management (ISM) certification, represented by Captain / Yousef Al-Sager, Executive Vice President for Fleet Affairs and Fleet Group Managers, where representatives of the international classification body were briefed on all the measures taken by the Oil Tanker Company to continue to apply all security standards and international safety of the maritime transport sector



■ Cap. Yousef Al-Sager and all fleet managers during the meeting

In the presence of the group manager and team leaders

The Human Resources Group honored Fatima Al-Yousef and Qais Al-Hamad because of their retirement

In the presence of Mr. Abdullah Al-Enezi, Director of the Human Resources Group, team leaders in the group and its employees, Ms. Fatima Al-Youssef and Mr. Qais Al-Hamad were honored from the Manpower and Employee Returns departments, on the occasion of the end of their services and their retirement from work after many years of giving and sincerity



■ Group picture



■ Honors Mrs. / Fatima Al-Youssef



■ Mr. Abdullah Al-Enezi honors Mr. Qais Al-Hamad

In continuation of his previous visits to follow up on the exploration of work

The D.C.E.O Financial and Administrative Affairs visited

Mr. Abdullah Mansi Al-Shammari, D.C.O.E Financial and Administrative Affairs of the Kuwait Oil Tanker Company, visited the Gas Filling Branch (Umm Al-Aish) on Wednesday, January 5, 2022, and this tour comes as a continuation of his previous visits to follow up the progress of work and to check on the strategic stock under the current circumstances. He made a close look at all work related matters the visit included a field tour of all the facilities of the factory, including production lines and liquefied gas filling operations. In the end, he thanked all the workers for their efforts and their keenness to adhere to all procedures taken to avoid new Corona virus



■ Mr. Abdullah Mansi Al-Shammri mediates the work team in the LPG Umm Al-Aish

She praised consumers' interaction, participation, and feedback about the cylinders

"Oil Tankers Company": We appreciate the great efforts made by the cooperative societies to ensure the safe preservation and transportation of gas cylinders to consumers

The Kuwait Oil Tanker Company (KOTC) affirmed its strong and permanent concern for the safety of all gas cylinders and adherence to international security, safety and quality standards in dealing with them before they reach the hands of consumers, praising at the same time the great effort made by cooperative societies to ensure the safe preservation and transportation of gas cylinders to consumers.

In a statement, the company expressed its appreciation and thanks at the same time, the interaction of consumers and their keenness to warn about the misuse behaviors of some, especially in the commercial sector of these cylinders, and stressed that maintaining and safety of cylinders is a shared responsibility that requires the concerted efforts of all concerned authorities and consumers.

The company pointed out that the cylinders go through multiple stages to ensure their safety before they are safely exited to the gas branches, in parallel with moving forward with short and medium-term



■ Transporting gas cylinders in a safe way

plans to address the damage caused by misuse.

The company indicated that it is filling approximately 60,000 cylinders per day and inspecting, filling, transporting and distributing more than 17 million cylinders annually

In cooperation with Kuwait Oil Hospital (Al Ahmadi)

"Oil tankers" organized a vaccination campaign for the third dose

Out of eagerness from the keenness of the Kuwait Oil Tanker Company for the safety of its employees and raising awareness among them of the importance of health and safety and motivating them to create a sound and healthy work environment, further more to promoting a culture of community prevention and supporting government efforts in limiting the spread of the epidemic and expanding the base of beneficiaries of the Covid-19 vaccine, the company launched a representative In the public relations team, the third dose vaccination campaign against the emerging corona virus, Covid-19, in cooperation with Kuwait Oil Hospital (Al-Ahmadi) on Monday, January 10, 2022 in the main lobby of the company's general administration building, where the company received workers to provide the refresher dose to those who wish with a goal Strengthening their immunity against the Corona virus (Covid-19) and in support of the great efforts organized by the state to immunize society during the current period. Since the first days of the crisis, the company has been keen to respond effectively to the efforts of the various ministries and institutions in the country, by adhering to all precautionary measures that helped mitigate the impact of the pandemic and reduce its health, economic and social repercussions as much as possible. The third vaccination campaign organized by the company came as a continuation of the first campaign launched since the beginning of the pandemic and the launch of vaccination campaigns in the State of Kuwait in cooperation with Kuwait Oil Hospital (Al-Ahmadi). Vaccinate the company's employees early and attend the public relations team to follow up on organizing the entry of workers to take the dose.



■ side of vaccination



■ Register for taking the dose



An employee while taking his vaccine



■ Verify the data before taking the vaccine

Celebrating Mother's Day

The Public Relations and Administrative Services Group organized a breakfast for the company's female workers

Monday, morning on March 21, 2021, the Public Relations and Administrative Services Group, represented by the Public Relations Team, organized a breakfast party for the female workers of the company and its affiliated facilities on the occasion of Mother's Day in the main lobby of the company's general administration building, in appreciation of the role of female workers in the company and the role of women in society and in honor of them.



■ Mr. Abdullah Mansi, Mr. Abdul-Wahhab, Mrs. Dalal Al-Asfour and Mrs. Fatima Qoli



■ part of the celebration



■ group picture



■ Dr. Abdul-Hadi and Mr. Abdul-Wahhab Al-Qatami



■ group picture

keen On Inculcating and promoting all work values of the company and the Kuwait Petroleum Corporation

Al-Nafisi: "Oil tankers" attach "special importance to the human element" and "partnership"

Mr. Abdullah Hamad Al-Nafisi, Head of the Human Resources Support Team, stressed the keenness of the Kuwait Oil Tanker Company to inculcate and enhance all the values of the company, the Kuwait Petroleum Corporation and its subsidiaries, especially the values of "partnership" and "caring for the human element" through Finding appropriate ways to enable its employees to reach and achieve their maximum potential and create a culture that enhances those values, while at the same time ensuring that the right workers are attracted with the right skills. Al-Nafisi said in an interview with "Nakilat" magazine that the values in which the company operates are derived from the principles and practices of management and employees and have been formulated in an administrative manner so that it is emphasized, preserved and strengthened to be general rules and values that shape the work environment, stressing the company's belief that the most important element in the success of any facility is The worker, believing in his importance in the development of the oil industry, and pointed to the importance of applying the value of "partnership" at work and strengthening it through building relationships that support growth and enhance operational excellence. This is done by urging all workers to work in a team spirit and within an integrated work system that contributes to the transfer of The experiences and knowledge of others, and complement each other in a way that contributes to the success of the work and the achievement of the desired goals behind it About the foregoing the following conversation took place:

"Strengthening partnership by enabling employees of all functional levels to participate in decisions"

"We follow many methods to raise the efficiency of workers



Working according to the principle of "partnership" contributes greatly to achieving goals"



■ Mr. Abdullah Al-Nafisi

“The “human element” is the most important in the operational process of any facility and is considered the main factor in its success



We believe in the importance of the “human element” in the development of the oil industry



Follow up on the development of employees at all functional levels and search for distinguished workers”

Why does the company pay special attention to the “human element”?

The “human element” is the most important in the operational process of any facility and is considered the main factor in its success. We at “Kuwait Oil Tankers Company” and in the oil sector in general believe in the importance of the human element in the development of the oil industry and that it is essential in the advancement of this sector. It is a firm belief of the company derived from its mission and has been translated into rules and regulations that you find in the company's policy - personnel affairs regulations, work rules and conduct, and its regulations and administrative practices in general.

How to take care of the human element and invest its potential and capabilities in the company?

Attention to the human element in general is achieved by creating a work environment that ensures the development of employees and their career growth and positively motivates them to achieve joint success, and the company has full belief that the most important element in the success of any company or institution is the factor, and since it sees that the amount of attention it pays to the worker And an appreciation that affects the levels of job satisfaction and is reflected and affects the rate of productivity and efficiency at work. The company is always keen to

“We seek to create a work environment that ensures employee development and career growth and motivates them to achieve common success”

provide a healthy and harmonious work environment characterized by respect and transparency.

What are the methods used by the company to raise the efficiency of its employees?

The company follows several methods to raise the efficiency of the human element, develop its performance and increase its productivity, the most important of which is to give employees all possible opportunities for training and career development to keep pace with the changes that occur in the nature of work, including intensive programs allocated to new employees from recent graduates. To provide important training materials that convey to them all the information related to the practice of work that they need throughout their career, in addition to exchanging experiences through courses as a result of their presence with other workers who have different experiences, and at the same time the company is constantly keen to follow up the development of workers at all their functional levels And the search for distinguished workers who have leadership qualities and attention to them by giving them the best opportunities to develop their skills and knowledge in order to improve them in the performance of their jobs, especially in times of crisis. During the development of a special development plan for competencies, according to the needs for development their skills by enrolling them in the latest courses related to technical, administrative and leadership professional competencies, including courses related to health, safety and environment as well as work conduct rules periodically and directly before the Corona pandemic and during the pandemic period, as this was done through e-learning or virtual training to be a seed that is harvested in the future to lead oil sector.

What is the company's role in creating good working relationships between employees?

The human element, as we mentioned earlier, is the most important in the production process. Therefore, building good working relationships and the highest degree of professionalism among employees and maintaining a healthy and safe work environment is an essential matter that the company seeks to preserve and fortify through the regulations and procedures that have been established to ensure this, including work rules and behavior. The Personnel Affairs Regulations - the company's policy and the regulations, laws, rules and provisions that regulate employee relations. Since the company has paid great attention to this aspect,

“Urging all employees to work in a team spirit and within an integrated work system that achieves the principle of “partnership””

you will find that there is a specialized work team, which is the employee relations work team of the Human Resources and Career Development Group, which is concerned with following up on a relationship.

Assigning important projects to them is one of the effective encouragements that develop the capabilities and expertise of individuals in an important way, which was clearly represented in the tanker construction project that took place in South Korea and China by assigning the supervision process on the site by Kuwaiti workers to the highest degree of Qualification and experience in the field of marine engineering and construction, which was crowned with success, through which the construction of 8 tankers was completed according to the highest international quality standards and at the most important tanker industry centers in the world.

Based on the company's interest in the human element and its social responsibility, the company is keen to grant job opportunities to national elements, rehabilitate, empower and invest them in an optimal manner, by enhancing the percentage of national labor and appointing them, whether they have in the company directly or through contractor contracts. It also adopts sending Kuwaiti candidates as part of a mission plan to study navigation and marine engineering in the most important specialized colleges in the United Kingdom to work after that on tankers.

Tell us about the value of the partnership with the Kuwait Oil Tanker Company? and relevance?

The company always seeks to implement the value of partnership at work by building relationships that support growth and enhance operational excellence. This is done by urging all employees to work in a team spirit and within an integrated work system that contributes to the transfer of experiences and knowledge to others, and complements each other in a way that contributes to the success of work and achieving The desired goals behind it and improving the company's ability to deal with sudden changes, facilitating production processes, creating good communication, and contributing to enabling teams to reach their best productivity and capabilities, and partnership makes the team reach a level of understanding and understanding of the common goals they aspire to, and helps innovation and improve flexibility the organization .

Does the value of the “partnership” in the way we do business affect the performance level of the company?

“Assigning many tasks and projects to employees is an important aspect of their training and gaining experience”

Working with the principle of “partnership” greatly contributes to facilitating production processes and creates good communication to enhance the value of every action that is implemented. It also affects the workers positively because the increased participation between workers leads to wide cooperation with all their energies and this ultimately leads to innovation and the production of new projects because all Someone who shares their talents and strengths, so Partnership brings the best of all to achieve common goals.

How does KOTC enhance the value of “partnership” with other oil companies and outside the oil sector?

The company believes absolutely in the concept of the company in all its aspects and at its various levels, whether this partnership is between employees or between different groups within the company or between the company and the institution and the oil companies, and this is evident through the joint cooperation with the Kuwait Oil Company by meeting the needs of the Kuwait Oil Company of qualified manpower And trained in the field of marine engineering and navigation, who hold marine certificates and licenses. Where the Kuwait Oil Tanker Company harnessed its experience in the field of sending students to study abroad at the most important specialized colleges. It took over the process of announcing seats for those wishing, and coordinated with the competent authorities from government departments or specialized colleges in the United Kingdom, and sent students to obtain the required certificates and licenses. It also supervises the Their studies and educational attainment from their enrollment until their graduation and their obtaining the required certificates and licenses, and then their appointment to the Kuwait Oil Company, thus meeting their needs in these specialties. On the other hand, the Kuwait Oil Tanker Company meets an important part of the needs of the Kuwait Petroleum Corporation in terms of security personnel and security services in the main building and the Petroleum Training Center by trained national labor affiliated with the Kuwait Oil Tanker Company in accordance with an agreement concluded with the Kuwait Petroleum Corporation. From these examples, the value of the partnership is evident at the level of the oil sector. The company is also keen on the principle of partnership outside the oil sector through the conclusion of joint cooperation protocols with several different parties such as the National Guard and the Kuwait Institute for Scientific Research in order to exchange experiences

The pace of work on the projects continued according to the highest standards of quality performance despite the "Corona" virus.

"Oil Tankers": A plan to establish and develop our facilities is going according to the specified schedule

The Kuwait Oil Tanker Company is proceeding according to a well-studied plan in the process of developing and modernizing its facilities, in line with its future strategic plan, and in line with the strategic directions of the Kuwait Petroleum Corporation and the major developments in the oil sector.

The pace of work on the company's projects has continued according to the highest standards and quality of performance, even with the spread of the Corona virus epidemic, and given that the construction sector is one of the sectors most affected by this pandemic, but the efficiency of performance and the rotation of the wheel of work in the company did not stop, especially in this regard. The sector, so the achievements continued, and the company was up to the challenge and more than expected under these exceptional circumstances.

The Projects Group, represented by the Civil Projects Department, follows up and completes the company's projects according to the set plan and schedule.

In the following report, "Nakilat" magazine reviews the most important projects that have been completed, the projects being implemented, and the financial cost of each.

• Completed projects:

The works that the company has completed in order to develop its services and achieve quality performance are varied and varied. During the past period, it completed a number of important projects according to priorities, chief among them: the rehabilitation of the buildings of the Maritime Agency branch, the construction and completion of the new administrative building for the LNG filling branch in the Shuaiba area, As well as the company's headquarters.

• Projects being completed:

The Civil Projects Department is currently working on a



■ Work is under construction of the company's main building car parking project

"The company was up to the challenge and more than expected under these exceptional circumstances"



The Civil Projects Department follows up on the completion of projects according to the set plan



Completion of the administrative building of the Liquefied Gas Filling Branch in Shuaiba"

“Completing %99 of the work of building warehouses for the company in the Shuwaikh area



Completion of the multi-storey car park construction project for the headquarters at the end of September 2022”

number of vital projects, including:

1 - A project to build warehouses for the company in the Shuwaikh area (the old gas factory).

The cost of the project is about 1,462,332,400 KD (only one million four hundred sixty-two thousand three hundred thirty-two Kuwaiti dinars and only four hundred fils), and the estimated duration of its completion is 37.5 months, and 99% of the works have been completed, and it is expected that the electric current will be delivered and the project will be delivered in full by the end of March 2022.

The total area of the project is approximately 22,387.50 square meters, and it consists of:

- Building No. (1) is on-site offices.
- Building No. (2) (B2) dedicated to security and safety.
- Building No. (3) (3A) Store.

Building No. (3B), a storeroom, and spare parts, two floors.



■ Project in progress



■ One of the completed projects

- Building No. (4) file store.

Building No. (5) offices, and a two-storey furniture store.

2- Construction of multi-storey car parks for the headquarters of the Kuwait Oil Tanker Company.

The cost of the project construction contract is about KD 2,135,816.138 (only two million one hundred and thirty-five thousand eight hundred and sixteen Kuwaiti dinars and only one hundred and thirty-eight fils), and the period specified for its completion is 14 months, and the actual completion rate at the end of February 2022 has reached 70% All works are expected to be completed in September 2022.

The project consists of:

- The second basement (B2), which is an existing basement and includes 72 parking spaces.
- The first basement (B1), which is an existing basement and includes 69 parking spaces.
- The ground floor has an area of 711 m2, and contains 21 parking spaces, in addition to security rooms, and an electricity room.

- The mezzanine floor has an area of 871 m2, and it contains 48 parking spaces, an electricity room, and a lobby elevator.

Floors from the first to the fourth, each floor has an area of 545 square meters, and contains 37 parking spaces for the floor, an electricity room, a security room, and a bathroom.

- The floor of the roof, and it contains 56 parking spaces, a security room, and an electricity room.

3- Construction of the new administrative building for the branch of the Maritime Agency.

The cost of establishing the project is about 2,490,631 KD (only two million four hundred and ninety thousand six hundred and thirty-one Kuwaiti dinars), and the time limit for its completion is 547 days, and the actual completion rate in the works by the end of February 2022 has reached 72.2%, and it is expected that the entire project will be completed. The project will be delivered in June 2022.

The project consists of an administrative building and administrative offices for the company with an area of approximately 1802 square meters, and includes:

- The role of the basement.
- Ground floor.
- Mezzanine(1).
- Mezzanine (2).
- Recurring first round.
- Repeated second round.
- A third recurring role.
- Fourth round recurring.
- the roof.

4- The project of establishing a private security building for the Ministry of Interior at the Liquefied Gas Filling Factory (Shuaiba).

The tender work for the project has been completed, and it is expected to sign a contract for construction, completion, maintenance and construction work during March 2022, at a cost of about KD 275,000 (only two hundred and seventy-five thousand Kuwaiti dinars only), and a completion period of 6 months.

The project area is 251.31 sq.m. It consists of a security building designed according to the security requirements and needs received from the Liquefied Gas Filling Branch (Shuaiba), and it consists of:

- The ground floor, consisting of a control and control room, a reception room, a preparatory kitchen, and a bathroom.
- The first floor, consisting of three office rooms, in addition to a storeroom, a bathroom, and a changing room.

5- Preparing designs for the project of the security and guard building for the liquefied gas filling branch (Umm Al-Aish).

The company has contracted with a consulting office to prepare the designs for the project in order to provide a building to be used by the state security force to increase the safety factor in the facility. Usually the delay in receiving projects is due to reasons beyond the company's control. Despite this, the company is making unremitting and continuous efforts to overcome obstacles and reduce these delays to implement projects as soon as possible, in order to benefit from them.

The Corona virus pandemic is one of the most important reasons for the delay, given the precautionary measures



■ One of the completed projects

“547 days, the period specified for the completion of the project to build the new administrative building for the branch of the Maritime Agency



Preparing designs for the project of the security and guard building for the branch of liquefied gas filling in Umm Al-Aish”

applied in all countries of the world, including Kuwait, of course, which is taking strict measures to preserve the health of its citizens.

This pandemic has had many consequences, among which are:

- Lack of manpower due to the total and partial ban periods that have been applied in the country.
- The manufacturing and supply periods are affected, as it is known that some materials for projects are manufactured and supplied from outside the country.

In addition, there are some other obstacles facing the project implementation process, including obtaining the necessary approvals and licenses from official authorities.

It is worth noting that the Kuwaiti technical cadres working in the Civil Projects Department contribute almost 100% to the completion of projects.

The concept of the rule of law and institutions

The rule of law and institutions is defined as the system that has helped introduce the necessary reforms to the administrative and production of different countries, especially the developing ones, in order to follow the development taking place in other developed countries, and openness to developed economies, through the existence of a network of effective institutions, and the institutional environment that constitutes the rule of law. The developed judicial system, modern legislation, effective frameworks and procedures to combat corruption, or financial and monetary policies that are credible and transparent, and solid institutional work, which believes in the role of the individual in society and his ability to change, and exploits human capabilities and mental skills to achieve various goals in organizations, including organizations public and private sector. It is also a modern and modern global system, very intertwined and comprehensive, as it has imposed itself forcefully on all areas of life in the country, which in turn seeks to accurately implement the various legal legislations, and limits the various problems, especially with regard to the commitment to apply the accepted financial and accounting standards, which ensure that no Manipulation, theft, looting, and auditing, which leads to the reduction of negative practices, and the reduction of various risks, and believes in the work of audit and audit units in various sectors, which contributes to giving confidence and credibility to the various information, and achieving confidence and credibility. The state is a method that provides the ability to correct and evaluate the performance of institutions in the various sectors of the state, apply the law by adhering to its requirements, adhere to administrative laws, and ensure the application of good rational performance and sound practices, including optimum utilization of resources, and seizing available opportunities to advance institutional work.