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• Published & edited by Marketing & Communications Department

• If you wish to contribute in the next issue, please email us at marcom@mbholdingco.com with an outline of what you wish to contribute.

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CHAIRMAN'S MESSAGE



“There are challenges, but we are quite confident and optimistic about the bright future of the group and will contribute to the growth and prosperity of the nation.”

Dear Colleagues,

We are already in the second quarter of 2014 and it has been a busy one. Petrogas Kahil LLC has signed an Exploration & Production Sharing Agreement (EPSA) with the Government of Oman for a 100% interest in Block 55, called the Kahil Block. This six year agreement comprises two phases and I am confident that Petrogas will fulfil its commitment in a timely and efficient manner.

On the international front, Petrogas Gibraltar LLC, a wholly owned subsidiary of Petrogas E&P LLC, has signed a farm in agreement with DNO International to acquire a 40% working interest in Block SL018. The farm is ratified by the Government of the Republic of Somaliland.

Closer home, MB Petroleum Services (MBPS) has once again set a benchmark in their HSE practice for the oil & gas industry. MBPS Oman & BP achieved a significant milestone by exporting 20 billion standard cubic feet of gas to PDO without a single day away from work case (DAFWC). MBPS Oman has also accomplished three years without any Lost Time Incident (LTI) while working on well test unit 27 serving EWT operations.

These outstanding achievements reiterate and echo MBPS' pledge to safety and demonstrate that, Safety will always be the top priority for the company. I hope

that MBPS maintains this extraordinary performance and sets new industry benchmarks.

As part of our greater initiative to encourage employee engagement and create a sense of 'togetherness', we have launched an HR Awareness campaign. This campaign being conducted in three stages focuses on 'Anti Bribery, Anti Corruption, and Punctuality'. Through these programmes, we hope to inculcate the right values among our team members and I am confident that 'Together we can' achieve this!

The fourth edition of the MB Group Sports Tournament recently took pace and I am happy to note that it was once again a huge success. The number of employees participating over the years is testament to the growing bonhomie within our companies.

There are challenges, but we are quite confident and optimistic about the bright future of the group as we continue to contribute to the growth and prosperity of the nation.

Regards & Good Luck!

Dr. Mohammed Al Barwani
Chairman, MB Holding Company LLC.

Chairman, Dr Mohammed Al Barwani, interacts with young Omani entrepreneurs



Dr Mohammed Al Barwani, Chairman, MB Holding Company LLC was a guest speaker at the National Business Centre Initiative which was recently held in Muscat.

Dr Barwani gave an inspirational talk on entrepreneurship and was attended by Omani entrepreneurs who wish to network with industry leaders and learn more about being innovative and generating creative ideas for the

businesses.

The event was followed by an interactive question & answer session.

The National Business Centre Initiative conducts a monthly networking event with a key leader in business from private or public sector.



Remembering Gopi Mohan

As many of you may be aware, our dear colleague Gopi Mohan recently passed away after a prolonged battle with cancer. He worked with the MB Group as our Chairman's executive assistant. He joined the company on April 1, 1990 and breathed his last on January 8, 2014. Known for his kind demeanour and constant smile, Gopi was not only efficient but also precise in everything that he did.

Here is what our Chairman - Dr Mohammed Al Barwani had to say about Gopi:

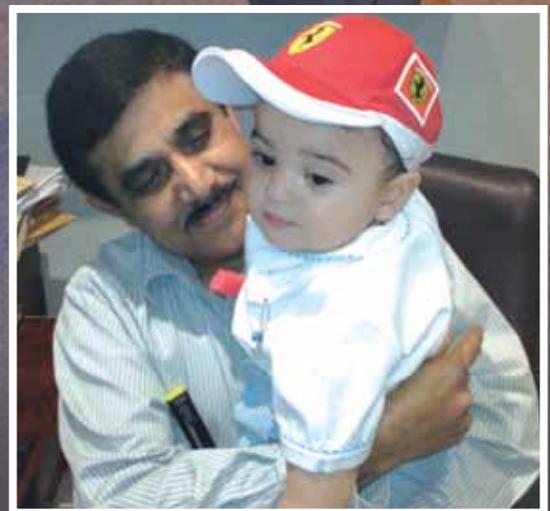
"I had just started the company and our activities were slowly starting to grow. I interviewed roughly about 30-40 candidates for the position before I selected Gopi. When he came for the interview, he was working as a salesman for some company.

I had interviewed many candidates for this position but selected him. As he started working, I realized that Gopi was a multitasker. He would contribute to several aspects in the initial stages of the business including sometimes picking me in his personal car from the airport! This was much before we grew and expanded globally.

Our big breakthrough came in 1991 when we won a major contract. The company grew rapidly after that. However one thing always remained constant: Gopi's efficiency. He would never say 'no' to anyone and always wore a smile.

Even our key clients knew Gopi for his polite mannerisms and a positive attitude. He made all of them feel special and important. What impressed me most about Gopi was the fact that he knew how to handle sticky situations and difficult people well. He also possessed a razor sharp memory and he could remember dates, time, and conversations well.

Gopi was one of the few people that everyone in the



Late Gopi Mohan playing with Mohammed bin Usama Al Barwani

company could rely upon as he was extremely helpful.

However, I feel that during the last few months of his life, Gopi still continued to work long hours and be as dedicated as he was all through his working career – something that wasn't probably good for him and his health.

We will all miss Gopi and he will forever remain in our hearts as one of the oldest, most loyal employee and team member.

May his soul rest in eternal peace. Amen."

MB Holding Group announced the launch of Gulf Drilling LLC



Salim Al Harthy, CEO, Gulf Drilling LLC,



The MB Holding Group officially announced the launch of a new company – Gulf Drilling LLC. The company has been formed with the objective of providing quality services while nurturing and developing the Omani talent pool in the drilling services sector in the country.

Headquartered in Baushar, the company offers complete support services to all its clients within the country and the region. Strategically located in the heart of the city, this will further enable Gulf Drilling LLC to better serve clients within the oil & gas business hub. With its main emphasis on the Oman market, Gulf Drilling aims to be one of the largest Omani drilling companies with strong focus on safety, training and operational efficiency.

Dr Mohammed Al Barwani, Chairman, MB Holding Company LLC, stated, “We are very pleased to announce the formation of Gulf Drilling LLC in the Sultanate of Oman. The main objective of the company is to provide competitive services while seeking the right opportunities and

create the right working environment for our local talent pool.”

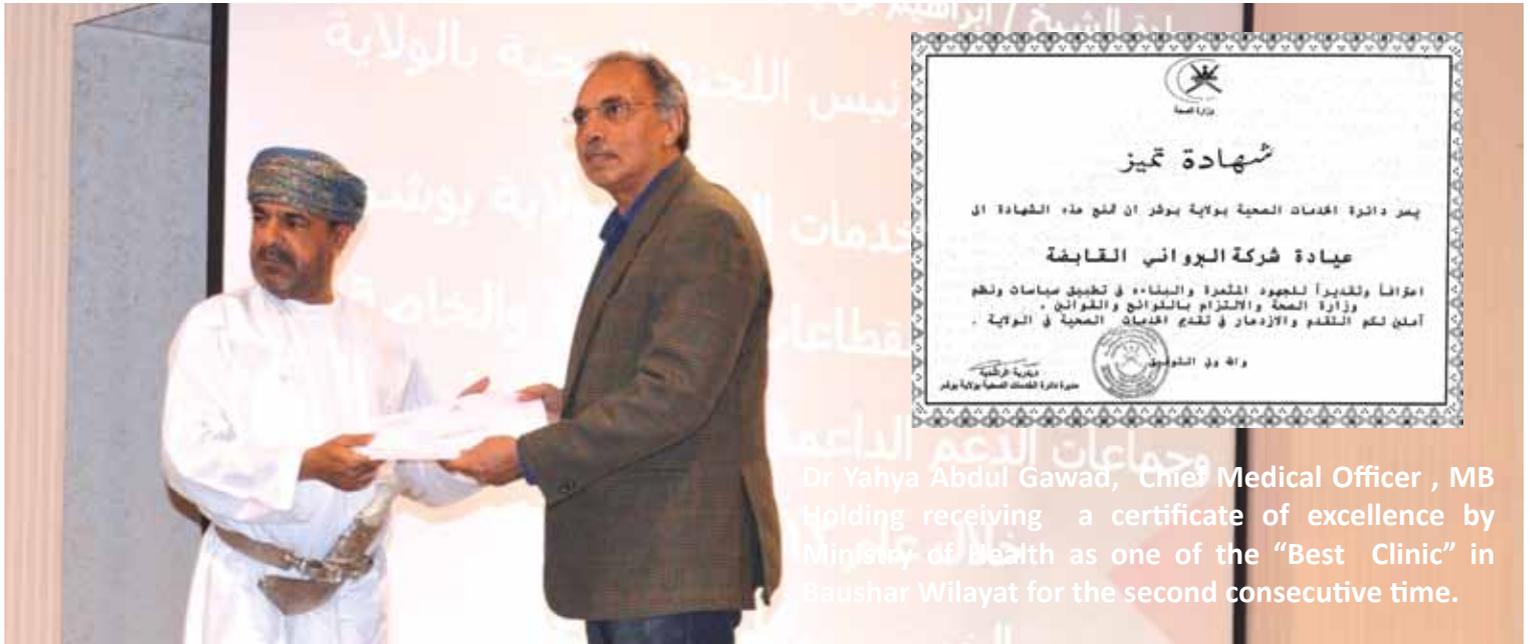
Salim Al Harthy, CEO, Gulf Drilling LLC, said, “We at Gulf Drilling see a strong future for growth in the Oman and the regional markets. We have already signed a number of contracts and commenced operations with our long standing clients. We have also added a rig to our existing fleet and are actively seeking more contracts for the same. Additionally, to be competitive in the market, we will be applying a ‘Lean Methodology’ in all aspects of our business while maintaining high standards in HSE and performance.”

He added, “Our approach to drilling begins the same way it does for all our operations—with qualified people.

Through our innovative training and safety initiatives, Gulf Drilling LLC strives to provide all personnel with comprehensive and practical knowledge, as well as continued support and opportunity. Being a truly Omani company, Gulf Drilling will promote the In Country Value (ICV) drive by supporting business development, nurturing human resources capabilities, job creation and contributing to Oman’s economy.”

The company aims to continuously maintain and develop an extensive network of people whilst retaining its long-term association with the drilling industry in Oman and the region. This way, the company will ensure that they are able to attract, absorb and retain the best available talent. In addition, as part of the larger learning and development programmes, the company will mentor new talent across the country. This will help in building an in-house talent pool of people capable of handling both technical and commercial aspects of the industry.

Ministry of Health awards MB Clinic



Dr Yahya Abdul Gawad, Chief Medical Officer, MB Holding receiving a certificate of excellence by Ministry of Health as one of the "Best Clinic" in Baushar Wilayat for the second consecutive time.

MB Informatics celebrates Christmas & New Year in great style



MB Informatics celebrated Christmas & New Year recently in its office. The office was decorated with a Christmas tree and festive lights. In keeping with the spirit of Christmas, MB Informatics organized a Donation Drive within the office to collect clothes for the lesser privileged which were then sent to "Goonj"- a unique resource mobilization initiative providing clothes and other basic amenities to millions of villages across 21 states of India.

The celebrations began with a team activity wherein team members had to decorate one of their own as a Christmas

tree using the standardized Kit provided by the organisers within 30 minutes.

To objectively decide, the competition was judged by a panel comprising Dilip Phadnis, COO, MB Informatics), Des Raj Khattar, VP, Petrogas E&P-India and Vivek Chaudhary, Legal Counsel, MB Holding. The winning team was presented with a prize.

The next fun activity involved everyone holding their notebooks above their heads to draw a Christmas tree based on instructions being read out without being able to look at what they are

actually drawing. Based on an objective scoring system, the drawings were calculated and the winner received a prize.

"The Christmas & New Year Celebrations was fun - a great way to kick start the New Year. I would like to congratulate the organising committee for arranging such a wonderful event and bringing a smile on everyone's face. I hope to see many such celebrations in the future," said Dipin Elwadi, Financial Analyst, MB Holding.

Whilst enjoying the Christmas cake and snacks everyone was asked to pen down the funniest New Year resolution they could think of. This generated the most fun responses ranging from, "I will never try to put the toothpaste back in the tube again" to "I will process the salary of Bill Gates" which had the crowd in splits.

All in all, it was a great way to boost the spirits of the employees and ring in the New Year in style!

MB Holding Group conducts



The MB Holding Group recently conducted the fourth edition of the 'MB Group Sports Tournament'. The tournament which was open to all MB Group employees was divided into three different sports– bowling, cricket and football. While cricket & football were open to all, bowling was a women only affair. In total, there were 38 teams from MB Holding, MBPS, Petrogas, UES, Cameron, Mawarid, Daleel and Musstir competing in the field of

bowling, cricket and football.

The cricket & football matches which were held in Al Ghubra Desalination Grounds, comprised knock out sessions while the bowling competition which was held at the Al Maasa Mall was a two game highest score one.

'MB Superstars' won the bowling honours, with



Sports Tournament

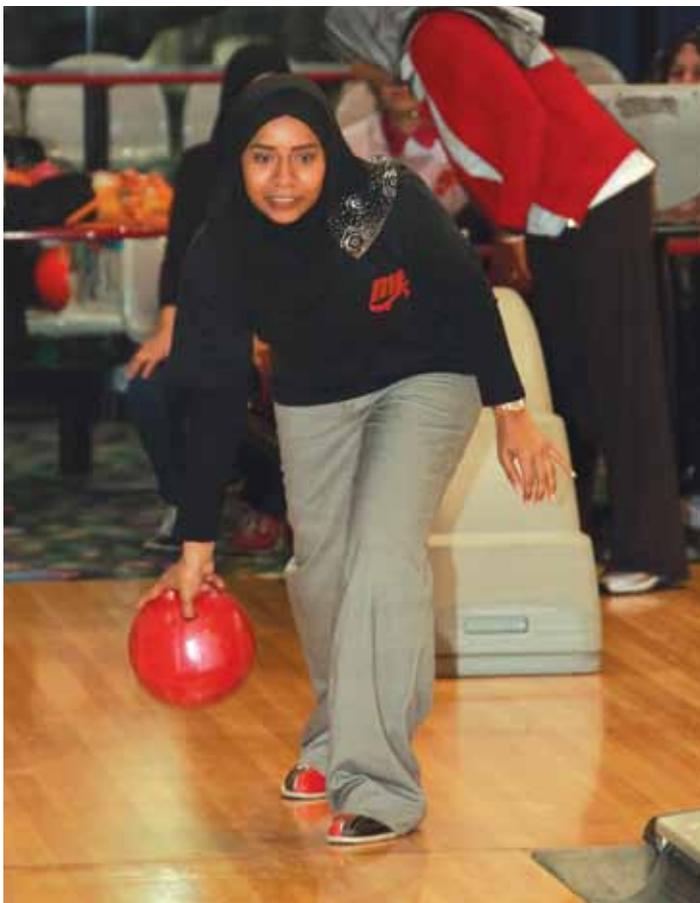


'UES Powers' a close second. 'UES Technocrats' won the cricket league in a closely contested match, while 'UES Team A' won the football title which spilled into an exciting penalty shoot-out.

Usama Al Barwani, Director- MB Holding Company, said, "As part of our team building initiative, we have been organizing the group sports tournament for the last few years. This tournament gives the employees a chance to mingle with their colleagues in other companies in a light hearted yet competitive manner. Every year we have been witnessing an increase in the number of teams participating as it encourages fun, interaction and sportsmanship."



The inter company sports tournament gave the participating teams an opportunity to represent their respective companies and win honours for them. Although a corporate tournament, the competition was intense and the participants were fierce about defeating their opponents. The unique format with 3 trophies and more matches provided everyone with more opportunity to win medals & trophies. Playing at professional venues, delicious food and lively ambience only enhanced the experience - both for participants & spectators. .



MB Informatics celebrates Diwali

The festival of Diwali (meaning: Festival of Lights) is one of the most celebrated festivals in India. It signifies the triumph of good over evil, of righteousness over treachery and most of all of light over darkness. Amongst the innumerable reasons why Diwali is celebrated, the most significant one is Lord Rama's glorious and long-awaited return to his Kingdom after fourteen years of exile.



MB Informatics organized a fun filled half-day Diwali Celebrations at its office. In anticipation of the celebration, one of the activities planned was for all employees to nominate their colleagues for 'Ramayan (Indian folk tale) Based Titles'. The activity was received enthusiastically by all employees and one could feel the electrifying energy and excitement in the air as the day of the celebration drew closer.

On the day of the celebration it was a delight to see the office decorated with diyas (candles), flowers, rangolis (traditional designs) and a variety of other decorations. All the employees came dressed in traditional wear to add to the festive spirit. The celebration commenced with a prayer and the blessings of the God Almighty.

"MBI celebrated Diwali complete with the traditional Laxmi Puja, Bay Decoration, Team fun & Competitions. All this made me feel like our office is our second home. The arrangements by the MBI Cultural Committee were innovative and the festivities added to the kindred spirit," said, Karishma Kaushik, an employee. This was followed by a Workstation Decoration Competition. The employees were divided into teams of 4 and were provided with a standard decoration kit.

Each team came up with creative ways of decorating their designated work areas within 45 minutes and brought additional decoration material including lights, stickers, and streamers to get an edge over the competing teams!

Dilip Phadnis – COO, MB Informatics and Vivek Chaudhary - Legal Counsel, MB Holding judged the event. As the judges consolidated their scores for the workstation decorations, the employees were engaged in a Mini Rangoli Competition wherein the same teams were provided with 1 Cardboard plank (12"x8") and a set of 5 colours to display their creativity with the colours in 30 minutes. It was heart-warming to see the sincerity and excitement with which everyone participated and brought their own uniqueness and creativity. After much anticipation, the judges announced the winners of all the activities and awarded them with tokens of appreciation. A special token was also presented to the Best traditionally Dressed Male and Female Employee.

The Diwali celebrations ended on a high note and the employees went back home feeling blessed and happy knowing that they are one big family!

MB Informatics' Friday fun at work

Since November 2013, MB Informatics (MBI) has organised friendly cricket matches for its employees.

The matches are played every Friday and all employees are encouraged to participate. The teams usually comprise 8-9 players playing 8-10 over games. They have so far played about 4 matches and hope to continue the momentum. The central idea behind this is to inculcate the value of team spirit among

employees. To encourage them to work together as a group with a common goal and to help them realise that its only team work can that help achieve both personal and professional goals.

"This initiative has served as an ideal platform to promote grassroots cricket, identify promising talent and groom MBI staff . I hope we will represent MBI on a corporate level!" Amit Kundu, Accountant, MB Informatics said.

Shyam Singh, Associate, Accounts Payable, MBPS, added, "During my tenure at MBI, I have never seen such excitement amongst the employees. This is something that the entire MBI family looks forward to." Here's hoping that that this initiative gains momentum in 2014 and with continued practice and perseverance the MB informatics team can form its own corporate cricket team to compete externally!

Behind the lens

After Office Hours Salim Al Harthy



Salim Al Harthy, CEO, Gulf Drilling LLC, in an in-depth conversation with the Marcomm team reveals how the world of photography changed his life... Read on!

He stumbled upon his passion for photography over four years ago during a visit to Turkey. Holding a point & shoot camera, he wondered what he could possibly do to capture the beauty that lay before him: the lush carpets, the snow-capped mountains, creeks, flowers, steppes and rolling hills of Turkey. Alas, the small automatic camera couldn't capture it the way he wanted.

A chance at taking pictures (with his point & shoot) blew his mind & senses and thus started Salim's love affair with the camera. Today, several people follow his work on his website and other social media sites. Ask him about his fan following and he immediately says with a smile, "It's never the camera, but the person behind the lens that matters more."

He never really thought of photography seriously until that moment when he felt the urge from within. There was so much beauty around which had to be clicked in the right way and at the right time, he remembers. That was four years ago, when he had no clue about cameras or photography. Today, he is one of the leading professional photographers in Oman and even internationally and is a great source of inspiration to many.

"I started from scratch, with zero knowledge in photography, which has now turned out to be my passion," says Salim. Even though, he started it as a hobby, money came knocking at the door, without him looking for it. "This is the message I am trying to impart. If you are passionate about something and you love it, you will become good at it. Do not worry about recognition. It will come by itself," he explains.

A self-taught professional, Salim never attended any photography class and instead went through a painful process of self-teaching, spending thousands of riyals on new cameras thinking better or more expensive cameras would yield better results. "Only later I realised it wasn't the camera but the person behind the lens that mattered most. All one may need would be a standard entry level DSLR camera. Whether the camera costs RO4000 or RO200, for a good photographer, it doesn't matter. Today, some of the best photos taken around the world could be taken on iPhones. It's the subject matter, creativity involved and the right timing that counts." he points out.



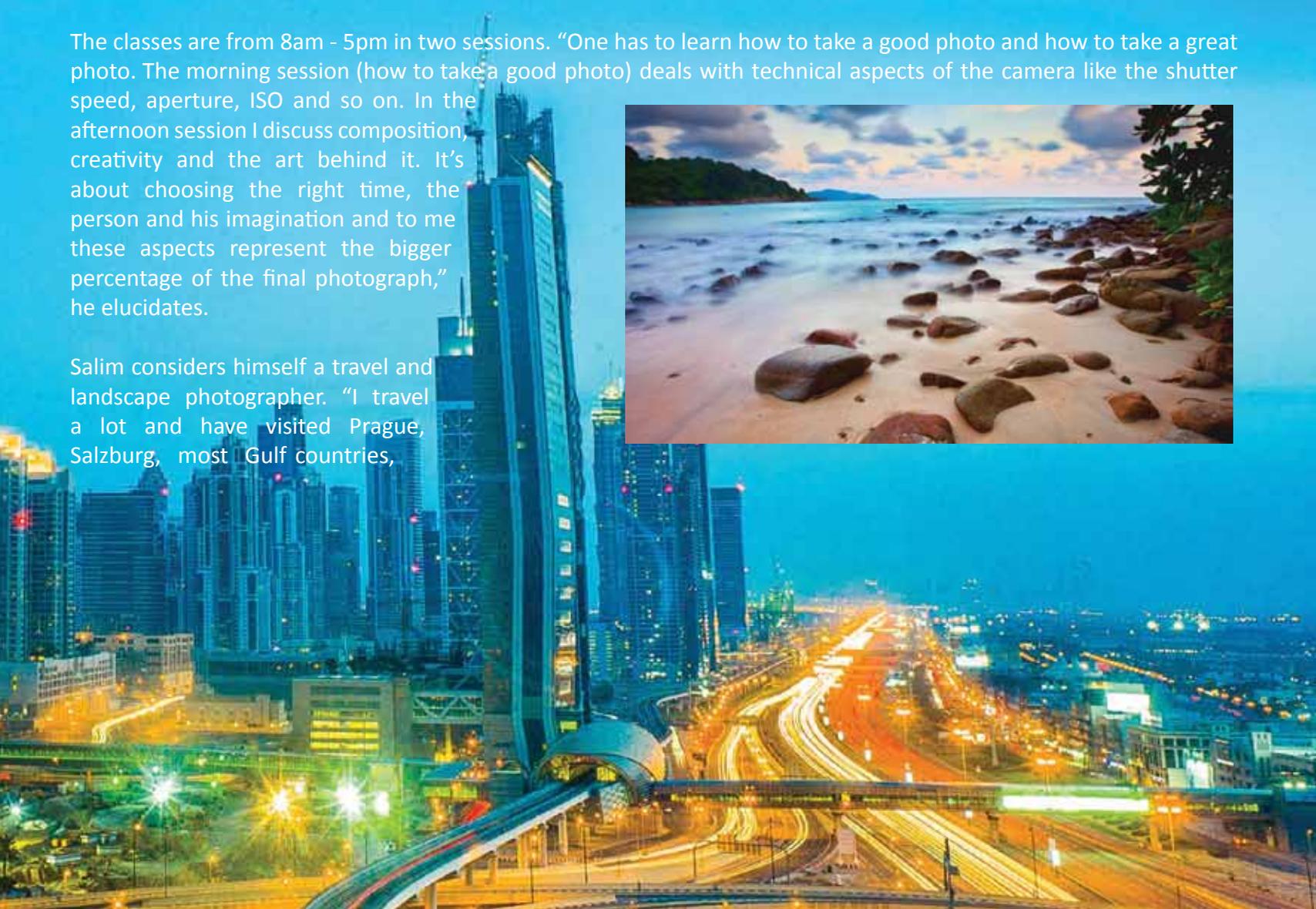
Apart from his challenging role as CEO in Gulf Drilling LLC, Salim has been conducting photography classes for over 2 years. To-date, about 500-700 people have attended the course.

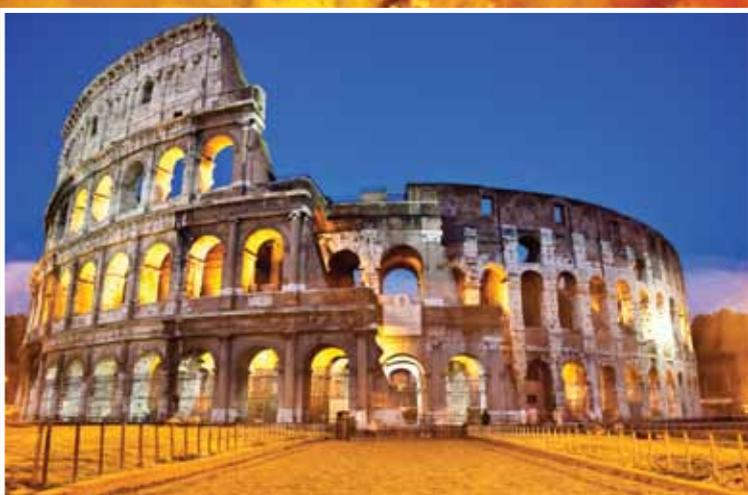
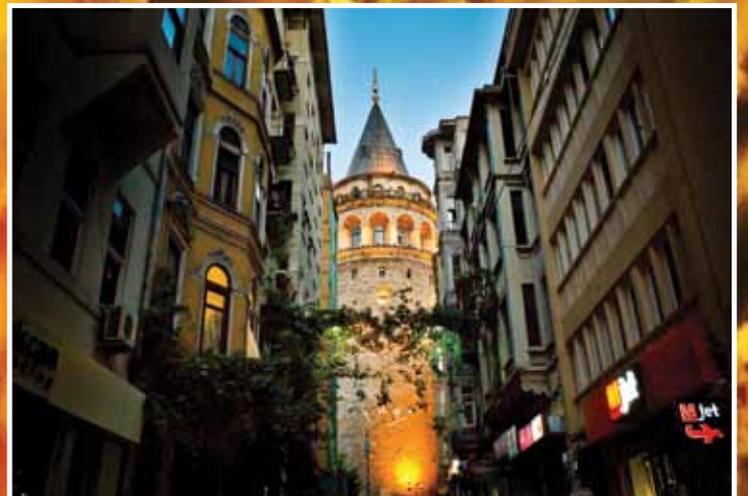
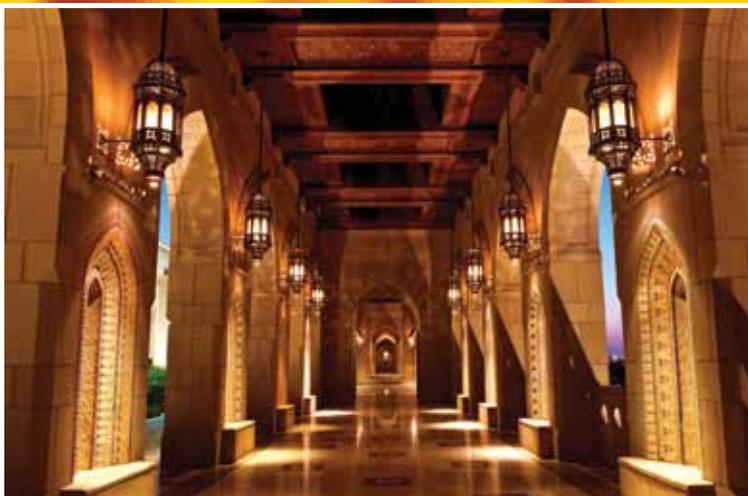
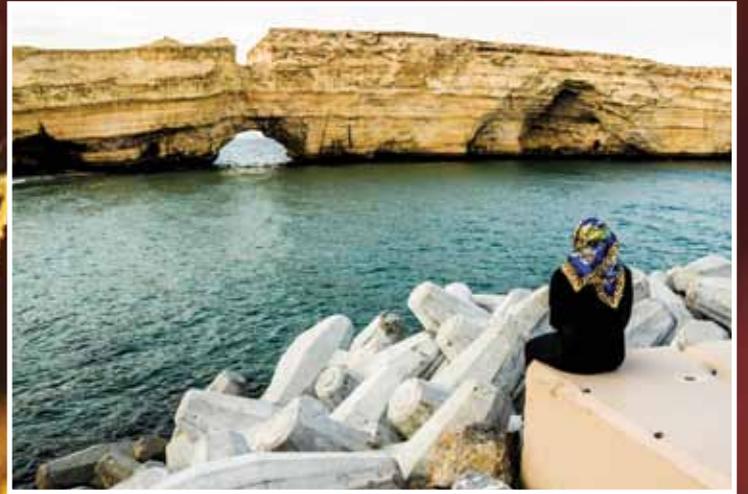
Salim informs, "I conduct the course once or twice a month with maximum of 10 students in each class. I believe that photography is a personal thing. My students can feel comfortable in a home environment and it's like an informal gathering." The students are a mix of nationalities – Omanis, Indians, Filipinos, Latvians, Croatians and Russians and they are aged between 16-50 years."

A photograph could reflect the photographer himself, how he looks at things, his creativity and his timing, which all come into play while taking a photograph. This is what Salim tells his students. "They have to hone their photographic skills instead of raising complaints."

The classes are from 8am - 5pm in two sessions. "One has to learn how to take a good photo and how to take a great photo. The morning session (how to take a good photo) deals with technical aspects of the camera like the shutter speed, aperture, ISO and so on. In the afternoon session I discuss composition, creativity and the art behind it. It's about choosing the right time, the person and his imagination and to me these aspects represent the bigger percentage of the final photograph," he elucidates.

Salim considers himself a travel and landscape photographer. "I travel a lot and have visited Prague, Salzburg, most Gulf countries,





Italy, Egypt, Jordan, Thailand, Malaysia and China and I try my best to make these trips once or twice a year. And there are still places I would love to go, especially to the US with some of the best national parks in the world,” he says. Usually he travels around the Sultanate armed with his camera.

“I tell my students if they want to take good photos, they have to look for it. The best photographers around the world travel in search of their masterpiece,” Salim adds. Salim credits his wife and family for being the backbone of his success despite his hectic schedules. “My wife has been very supportive. Wherever I go, she follows and helps me with cameras and gears and like me she enjoys camping, walking the mountains and travelling to different villages,” he says with a smile.

He continues, “Besides, travelling as a photographer makes a big difference. You look with a different eye and you end up going to areas a normal visitor wouldn’t be

going, beyond the main tourist spots and landmarks. And a photographer might plan ahead of time, do research about the country, see what other photographers have done before, what areas they have covered and the time they have been there. You will go by yourself and see the country from a different perspective,” he says.

In Oman, he says, “There are many good photographers and some of them have won prestigious international awards. But what we lack here are people who can take risks, who believe that photography could be their main vocation, their main income. You cannot blame them as photography is a relatively new business here. But like in any other businesses you need to take chances and you will succeed.” he adds.

He feels Oman is the best place a photographer can come to in terms of variety. There are mountains, wadis, culture, villages and sea and its underwater life. Getting to those places, may take time but it’s worth the wait!

Some of the students who have attended Salim’s photography workshop



Petrogas Kahil LLC signs EPSA for Oman Block 55



Petrogas Kahil LLC, a wholly owned subsidiary of Petrogas Exploration and Production LLC has signed an Exploration and Production Sharing Agreement (EPSA) with the Government of the Sultanate of Oman for a 100% interest in Block 55, called the Kahil Block.

The EPSA is a six year agreement comprising two phases. The first phase will be four years followed by the second phase which will be two years.

the Sultan and the Government of Oman for awarding Petrogas with the contract for Block 55. He said, "We are deeply honoured that the Government

Block 55 was originally part of the Block 6, a PDO Concession. It comprises an area of 7,564 sq. kms and is located in the Al Wusta region of Oman on the eastern flank of the prolific South Oman Salt Basin. Block 55 has some 4,200 kms of vintage seismic, on which only four wells were drilled, the last in 1995. In the interim, an increase in geological understanding has resulted in the opening up of new hydrocarbon plays in Oman. Improvements in geophysical technologies coupled with the integration of the historic data, will allow for a speedy implementation of the Petrogas work programme.

On behalf of the shareholders of Petrogas & MB Holding Company, Usama Al Barwani, Director, MB Holding Company LLC, thanked His Majesty

of Oman has entrusted Petrogas E&P with this prestigious contract. I am confident that Petrogas will fulfill its commitment in a timely and efficient manner."

Based on the evaluation of vintage seismic, well data and regional geologic studies, Petrogas envisages that it will be able to test a range of hydrocarbon plays. The conventional play targets will include the Cretaceous and the Permian units. The latter is expected to be similar to that in the adjacent Petrogas Operated "Rima Small Fields" area (part of a Petroleum Development Oman service contract). Frontier plays include the carbonate stringers embedded in Ara Group, and the Nafun play, which has proven to be productive elsewhere in Oman.

Jean Denis Bouvier, CEO, Petrogas E&P, said, "I wish to express my gratitude to His Majesty the Sultan, the Government of Oman and the Ministry of Oil & Gas for entrusting in Petrogas in realizing



the full value lying in the subsurface of this large concession.”

He further added, “I am very excited by the oil & gas potential of this block which has not seen any activity since 1995. With the help of additional seismic coverage and by targeting plays proven since then, I am confident in the prospect of a commercial discovery in Block 55”.

Petrogas will evaluate a series of geophysical studies to delineate the location and plan new seismic to be shot. The seismic will be shot as early as studies are complete in 2014 followed with a number of exploration wells.

The Company plans to immediately start the reprocessing of older seismic



data and aero gravity and magnetic surveys early in 2014 in preparation for the seismic plan.

Petrogas E&P LLC is a privately owned exploration and production company, based in the Sultanate of Oman, and

part of the MB Holding Company. Petrogas is engaged in the full range of petroleum activities - from exploration to development and production - through its subsidiaries, with its head office in Muscat, Oman. Petrogas produces oil and gas in Egypt & Oman.

Petrogas E&P recently sponsored an In-Country Value conference organised by Ministry of Oil & Gas in Oman

The Ministry of Oil and Gas recently organized an ‘In-Country-Value’ conference at the Al Bustan Palace Hotel, Muscat, Oman. The aim of the conference is to support local community companies, increase local purchases & services and improve the energies & capabilities of Omanis and Omani companies to achieve long-term sustainable and commercial benefits.

The opening ceremony was inaugurated by Dr. Ali bin Masoud al Sunaidy, Minister of Commerce and Industry and Deputy Chairman of the Supreme Council for Planning. The conference included a number of seminars that aim at setting up a dialogue with the business community about the prioritized commercial challenges.

The Minister of Commerce and Industry and Deputy Chairman of

the Supreme Council for Planning pointed out that the programme was very important. He added that the oil sector is one of the major economic sectors, especially after the new explorations, which were recently unveiled. He also said that at the current stage and through the ICV strategy, which was launched last year, new job opportunities would be created in the country.

Jean Denis Bouvier, CEO, Petrogas E&P said, “Petrogas as a 100% Omani owned Exploration and Production operator would not exist without the vision of the Oman Oil and Gas stakeholders of In Country Value (ICV) well before the initiative was launched. As such we cannot underestimate the value of the support that was at that time availed to Petrogas. It is therefore natural that we want to return the compliment and emulate the Petrogas model by

supporting local companies to meet their aspirations to contribute to the sector while maximizing the benefits to the Omani society. ICV is ingrained in the Petrogas business model. If we could ... other companies can ... !”

Nasser bin Khamis al-Jashmi, Undersecretary of the Ministry of Oil and Gas pointed out that the conference was unique in that it did not only unveil the ICV development blue print strategy but also unveiled 15 real investment opportunities for the private sector. These opportunities represented the first stage of a series of investment opportunities that will be unveiled in the coming period. There are a total of 53 investment opportunities worth of \$64 billion.

A number of ministers, undersecretaries and officials in the public and private organisations attended the opening ceremony.

Petrogas E&P organizes a day out for the Child Care Centre



Petrogas E&P recently organized a fun day out for the children of Child Care Centre in Muscat, Oman by taking them to visit the Monte Carlo Circus.

The circus which was stationed in the capital area, enthralled the children with acts like walk on wire, lion show, textile show, wheel of death, magic show, clowns, jugglers, robe act, smart dog show, flying trapeze, mono cycle, elastic man, amongst others.

The 25-odd performers at the Monte Carlo Circus hail from countries such as Italy, Maldives, Venezuela, Colombia, Spain, Austria, Maldives, Ukraine and the Czech Republic. One of the biggest attractions of the show was the performance by an Egyptian artist Anousa, who played with the big cats inside the cage at the end of the show.

Iman Al Barwani, Manager - Corporate Social Responsibility & Public Affairs, said, "This event is part of our yearly activity wherein

we spend time with the children from the Child Care Centre. This year since the circus was in town, we decided to take them there to give them a live experience.

The children thoroughly enjoyed

the circus and some were even amused and amazed. We are happy that these wonderful kids got an opportunity to see the circus and enjoy special moments with the performers."





Petrogas E&P sponsor Muscat Triathlon



Petrogas E&P recently sponsored the recently held Muscat Triathlon competition in Muscat, Oman. The competition was held at the Wave Beach and comprised 1,500 m swimming, 40k biking & 10K running.

The competition included both individuals as well as teams from the age of 10 years and above. The awards were presented to:

- Overall (male, female)**
- Masters (male, female)**
- EXTENDED AGE GROUPS from 10 year to 15 year groups**
- Top 3 finishers in all male, female and teams**

Iman Al Barwani – Manager – Corporate Social Responsibility & Public Affairs, said, “Our endeavour has always been to support initiatives in the communities within which we operate. This initiative not only promotes healthy living but also gives young Omanis a chance to train and participate in national and international competitions.”





Petrogas E&P conduct first HR Open Day



Petrogas E&P conducted its Annual Town Hall Meeting & the 1st HR Open Day recently. The aim of the Town Hall meeting was to bring together Petrogas staff & Daleel secondees to discuss current business achievements and status, share business plans & challenges and address staff questions & enquiries vis a vis work.

The main objective of the 1st HR Open Day was to bring together staff at all levels from the head office as well as field in an informal setting to enhance staff awareness and understanding of the main HR activities, responsibilities as well as challenges facing the organization.

The event was inaugurated by Jean Denis Bouvier, CEO, Petrogas E&P and Ahmed Al Kharusi, HR Manager,

Petrogas E&P. This was followed by a tour of the exhibition stalls wherein HR team members explained the various HR functions and also responded to employee queries.

Jean Denis Bouvier, who presided over the event, said, "I am very happy with the success of the first HR Open Day. The main agenda of this event was to enhance staff awareness as well as create a better understanding of the

HR functions within Petrogas. It also helped break the ice between the employees and the HR department and the employees sought an answer to their queries in a more informal setting. I hope we conduct many such team events in the future as well."

Apart from presentations on several key topics which were made by the senior management, the event also included raffle draws.

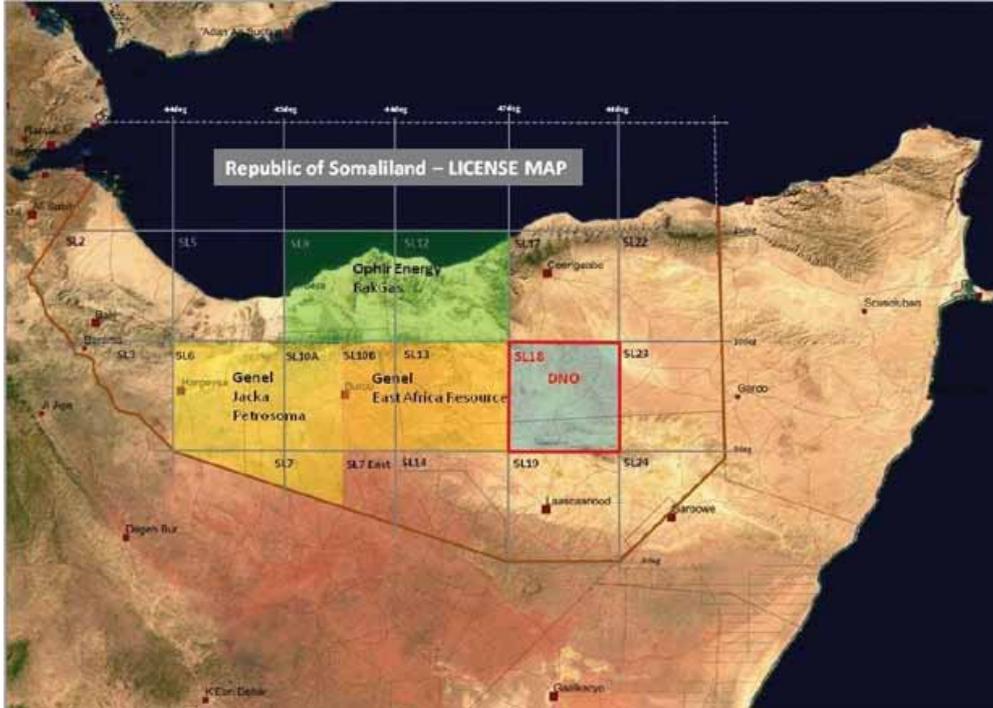




Sr.	Activity	Team
1.	Resourcing	Laila / Nusaiba
2.	Learning/ Competency Development & Performance	Nasra/ Faiza
3.	Total Rewards	Mohammed/Saif
4.	HRIS	Tariq
5.	Admin Activities	Nasra /Fatma/Samira
6.	CSR	Iman
7.	IT	Fahad/Sadiq/Themiz/ Hamad



Petrogas Gibraltar LLC farms into PSA for Somaliland Block SL18



DNO international, as the Operator. DNO is a Middle East and North Africa (MENA) focused Oil and Gas Company listed on the Oslo Stock Exchange.

DNO is a significant operator in Oman, with the Bukha and West Bukha fields and exploration and appraisal activities. Its other assets are in the Kurdistan region of Iraq, and the Republic of Yemen, United Arab Emirates, Tunisian Republic as well as Somaliland.

Dr Mohammed Barwani, Chairman, MB Holding Company, thanked the President of Somaliland and his Ministers for giving Petrogas the opportunity to conduct business. He said, "I wish to express my gratitude to President Ahmed Mohamed Mohamoud, the Government of Somaliland and the Ministry of Mining and Energy for entrusting in DNO and Petrogas in realizing the full value lying in the subsurface of this large concession."

Petrogas (Gibraltar) Ltd, a wholly owned subsidiary of Petrogas Exploration and Production LLC has signed a farm-in agreement with DNO International to acquire a 40% working interest in Block SL018. The farm-in was ratified by the government of the Republic of Somaliland on January 7th 2014.

seismic and well commitments.

The exploration onshore block SL18 covers a large surface area of 12000 sq. kms.(about 108 x 108 kms). Somaliland is a virtually unexplored territory, with sparse seismic data, few wells and no discoveries to date.

The PSA is a six and half year agreement comprising three phases. The first phase will be two and a half years to allow for initial assessments and 2D seismic. The following phases include additional

However, Petrogas believes that all the key elements are present for exploration success in this genuine frontier area for exploration.

Exploration efforts will be led by

He further added, "I trust that this relationship will help build upon historic ties between Oman and the communities of East Africa, to assist specifically in the economic growth of Somaliland."

PG LLC completes 5 years without LTI & 2013 without RTA

Petrogas LLC Sahmah achieved a remarkable feat in the history of its operations in Block 7 by achieving 5 years without any lost time injury (LTI). The company also completed year 2013 without a single recordable road traffic accident. This milestone has been achieved due

to the hard work and effort of all employees including the line managers, field employees and contractors who ensured that the working environment was safe and all HSE practices were rigorously followed and implemented.

Petrogas E&P sponsor the 1st International Conference on Advances in Obstetrics and Gynaecology 2013



Petrogas E&P was the main sponsor of the 1st International Conference in Obstetrics and Gynecology (OBGYN) organised by the department of obstetrics and gynecology at the College of Medicine and Health Sciences & Sultan Qaboos University Hospital at Sultan Qaboos University. The conference was organized for the first time in Oman and was supported by the Royal College of Obstetrics and Gynecology, London, UK.

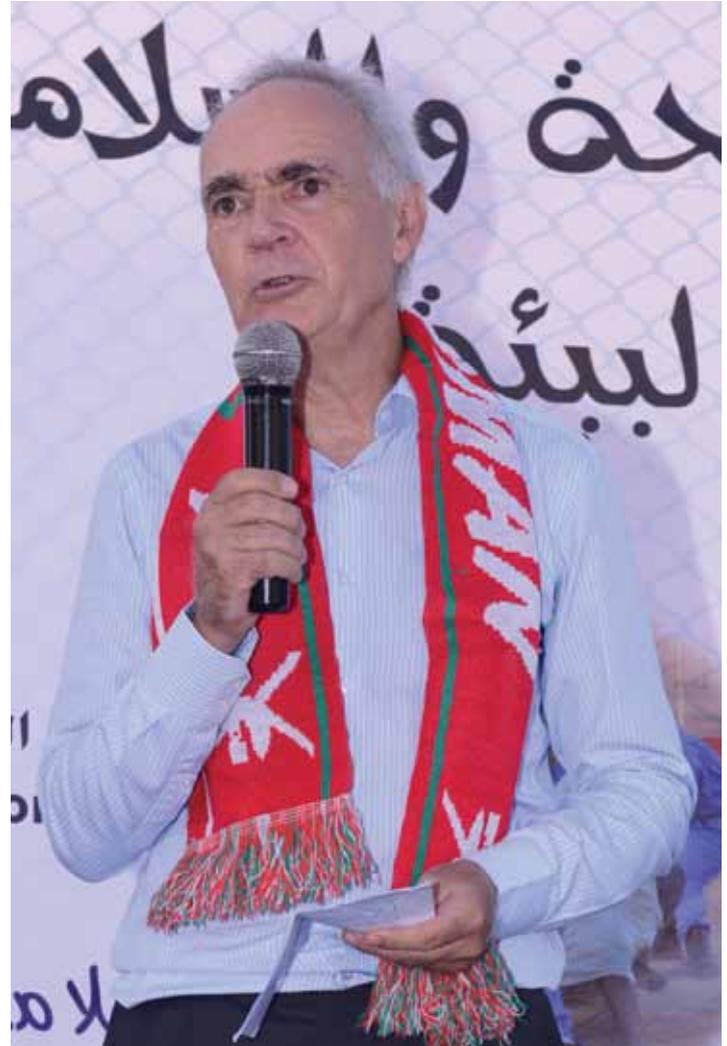
The opening ceremony was held under the auspices of His Excellency Undersecretary Dr Ali bin Talib Al Hinai, Ministry of Health and keynote presentation by Her Highness Sayyida Dr Muna bint Fahad Al Said followed by an inauguration of the poster session at the exhibition hall wherein fifty scientific posters were displayed.

The aim of the conference was to update health care professionals involved in women's health about advances in the various sub-specialties in OBGYN, to provide a forum for interactive discussion between a panel of international experts and participants, to refine clinical skills at the point of delivery of care through workshops and clinical tips, to promote opportunities for research and to encourage regional and international collaboration in the field of enhancing women's health.

The conference witnessed 15 International speakers and chairpersons from UK, Canada, Brazil, Italy, Egypt, India, Kingdom of Saudi Arabia and Holland. In addition, various Omani and non-Omani senior OBGYN staff were either presenters or chairpersons during the various sessions.



Petrogas E&P LLC organize 1st Muscat HSE Awareness Day



Petrogas E&P LLC organized its 1st Muscat HSE Awareness Day in December 2013 at the Oman Civil Aviation Club. The event was held under the theme of “Home, Road and Office Safety”. The main objective of the event was to recognize the milestone achieved in HSE performance, enhancing safety compliance and delivering strong message that, ‘Safety starts with you’.

The event comprised four sessions, starting with a welcome address, which was delivered by COO, Azhar Al Kindi wherein he also stressed on the achievements made by the HSE Department. John Abbs – HSE Manager PG E&P delivered a programme overview and HSE highlights, which focused on the theme of day Home, Road and Office safety. He had also presented the HSE performance of PG E&P affiliates and emphasized on the achievements and learning areas. The programme also had

contributions from visiting lecturers from Al Dhaheera Training services, who presented a talk on ‘Home and Office Safety’. The Royal Oman Police also made a presentation on Road Safety and the importance of compliance to ROP road safety rules. Ahmed Al Mahruqi – HSE manager PG Rima LLC presented on ‘How can you preserve life’.

Sessions two and three of the programme consisted of outdoor activities which included football, volleyball, tug of war and other

entertainment. The session also covered practical training on fire fighting, which was attended by interested participants. In session four, the closing ceremony note was given by CEO, Jean Denis Bouvier who thanked all participants and appreciated the milestone achieved by the HSE Department.

The programme ended with distributions of awards and gifts to winners. Overall the event achieved its objectives and focused on areas of continual improvement.



MBPS Oman & BP reach a production and safety milestone in Oman

BP Oman has achieved a significant milestone by exporting 20 billion standard cubic feet (bcf) of gas to PDO and the Omani Government without a single day away from work case (DAFWC). This achievement reflects the value of 'One Team' as BP is involved with several other contracting companies including Enerflex, Baker Hughes, Waacasco, MB Petroleum Services (MBPS), PE and STS who worked together keeping in mind BP's safety requirements and policies.

BP's contractor partner MB Petroleum Services has accomplished three years without any Lost Time Incident (LTI) while working on the well test unit 27 serving EWT operations. The test unit was designed to be mobile in order to gather surveillance data from each of the operating wells individually which is considered critical data to feed into the Khazzan project. Since the beginning of 2013, it has been on permanent duty at KZN-8, removing and disposing highly saline water, which in turn flows through the well. The well test unit has undergone significant modification both prior to and during ongoing operations and all of MBPS's crew demonstrated a commitment to follow BP's standards.

Bill Keeler, on-site manager - EWT, BP, said, "I have had the pleasure of working with MBPS over the last several months and they have shown a keen commitment to safe, compliant and reliable operations while working on a BP location. They have adopted BP's safety culture and their efforts

are reflected in the results – three years without a DAFWC - a huge accomplishment. I am very proud of MB#27 team.

Together we have made the work location safe and healthy so each of them can go home safe & sound to their family and friends."

Sandy Morrison, Area Operations Manager, BP, added, "This is a great achievement and the MBPS management should be very proud of their team's contributions towards maintaining a safe and healthy work environment, which is a great example of 'Silent Running'. The BP Leadership Team always enjoy and appreciate their visits to WT-27 because of the quality of the operations being run by the MBPS crew."

Madhusudan Swami, CEO – Oman & Middle East, MBPS, said, "Considering the various operational challenges and working environment, we strongly believe these achievements

come as a result of a strong leadership, good working culture, teamwork, fully complying not only with the mandatory safety codes and regulations but also the team's willingness to embrace key learning's from other significant external incidents, personal ownership and continuous improvement. Moreover, working for 3 years without any LTI's is even more commendable considering the type of activities that were carried out on a day-to-day basis."

He further reiterated, "However, the challenge now is to sustain this performance and achieve more years LTI free and ensure that work is carried out in a safe manner. All employees must take responsibility for their own safety and for that of their colleagues and continue to be vigilant in looking out for issues related to safety. With the right attitude, and uncompromising approach towards safety, we are confident that we can maintain and improve our safety performance at all our work locations."



CTU Superintendent Salah Mohamed Medani received an award and certificate for the best Coiled Tubing SBO Initiator of the Month from Coiled Tubing Head of Department - Hamyar Al Saadi

The Iron Lady



Azza Al Harthy, GM – Admin & HR, MUSSTIR reveals what it takes to break through the male bastion and emerge on top... read on!

As a woman living in a fairly conservative society and at a time where most women were confined to household tasks and duties, Azza Al Harthy towed a different route. She went ahead and got herself an education and decided to join the predominantly male bastion – Ministry of Defence (MOD).

She joined MOD in 1978 as an employee and worked for two years in the Administration Department as the sole woman in a group of men. She then moved to the Office of His Excellency the Undersecretary for a year, before going on a scholarship to the United Kingdom and the Arab Republic of Egypt for a management course (1981 -1982). In 1983, Azza was promoted to the rank of a Civilian Officer as an Assistant Supervisor (Assistant Chief of Staff for Administration), and later promoted to the position of an Office Supervisor.

“It was an exciting time. We were a small team and the job was challenging yet exhilarating,” she remembers. One of the key challenges she faced at the time was to increase the level of Omanisation within her department. “Levels of Omanisation during the early years of the blessed Renaissance were very low and barely exceeded 10% in my section. After being promoted as an Office Supervisor, I played a crucial role in upgrading the percentage of Omanisation changing the rate to

90%. The achievement of such a score was based on my belief in what we term in Human Resources language as (placing the right person in the right position at the right time),” she pointedly remarks. Despite having a successful career, Azza took an early retirement from Ministry of Defence in 1999. She felt she wanted to focus on other aspects of her life as well. However, this feeling was short-lived as she felt that she needed to continue working and share her knowledge. In early 2000, she joined MB Petroleum Services (MBPS).

At MBPS she was tasked with various roles and responsibilities. “Initially, I worked as an Assistant Supervisor for Personnel Affairs for a year. I was then promoted as Supervisor for Personnel Affairs where my core duties were to manage recruitment and day-to-day personnel duties. I was then awarded a 3 three year’s scholarship and obtained Executive Diploma in Management from Chartered Management Institute UK. Five years later, I was promoted to Manager - Human Resources. Here I had a team of 70 employees supporting over 3000 employees in different disciplines distributed across subsidiaries in the Gulf and Middle East.”

Azza reckons that her role at MBPS was extremely challenging and a great learning opportunity. “To think out of the box, cultivate quick decision



making abilities, and meet the expectations of employees as well as the management were some of the things that were expected of us. Our job also required us to ensure that we had quality people working with the company. In operations, it was a must that we had the right number of quality people all the time.”

In her Department, she continued with the same concept of Omanisation; assessing people and relocating them to the right place to match their potential and qualification. Such a principle, she strongly believed, was one of the fundamental steps towards success which promoted a positive morale among employees and took several employees to higher positions. “I encouraged team work which led to individual development & achievements ultimately resulting in increased productivity at work,” she says with pride.

She considers herself lucky to have had the opportunity to get exposed to both the public and private sectors in the oil & gas and now in the hospitality sector. She says, “The experience I gained with working in such diverse businesses, range of people and cultures was

immensely rewarding.”

Today, Azza Al Harthy works as GM HR, Admin & Facility Management for MUSSTIR, the real estate arm of the MB Group. She feels that despite its share of challenges in dealing with myriad issues that arise on a daily basis, she is able to translate all that wisdom and knowledge that she has acquired in her day-to-day work life.

A campaigner of social causes, Azza’s future ambition is to assist the differently abled in every possible way and engage herself in charitable work which she believes is the main pillar in building a society and promoting social unity among individuals.

Message to team members:

I encourage the younger generation to take the lead and be pro-active in creating their future and the future of our nation.



Determined to succeed



Kingsuk Sen, Chief Financial Officer, Petrogas E&P recently completed his Executive MBA with Honour's from INSEAD. The Marcomm team caught up with him to know more about what it takes to be a winner...

1) Why did you decide to take up an executive MBA? Why INSEAD?

I needed an MBA programme which would be a “life changer”... something that would impact me both intellectually and emotionally and set a platform in my career where I could prepare myself for senior management positions. I knew that I needed a stimulus to boost my knowledge and intellect, widen my perspective and refine my soft skills, to ultimately be a better leader. I also wanted to gain access to a vast and diverse network of top notch professionals. Taking all these aspects into consideration, I felt I needed an MBA degree from an institute which is extremely reputed, recognized globally and is considered top in its class.

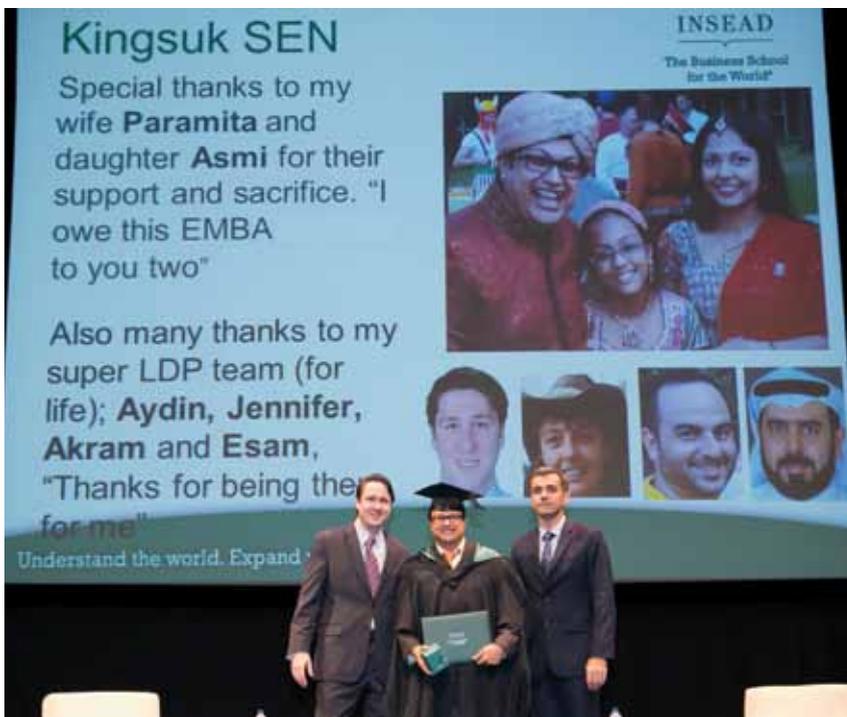
With the above aspirations, I did not have much difficulty in selecting INSEAD, which stands out globally as one of the best business schools. One

of the things that truly amazed me was the extent of diversity INSEAD offered - 46 participants in Abu Dhabi from 22 countries and overall 183 participants from 55 countries!!

2) Can you provide us with details about this course?

The course is an intense Global MBA programme, where we needed to attend 10 modules comprising 1-2 weeks each on-campus within a span of 15 months in order to graduate. Each participant irrespective of their initial base campus (mine was Abu Dhabi), has to attend all the three campuses (ie. Abu Dhabi, Singapore and Fontainebleau) and finally graduate as a single class. The overall course was divided into core courses for the first 6 modules and then non-core courses for the remainder 4 modules.

The subjects covered in the core courses, ranged from corporate finance, managerial accounting



to organizational behaviour, process & operations management, strategy, marketing, macroeconomics, international politics etc. Each core subject module was followed by a written exam which was graded. The non-core subjects covered various key management challenges. These included a wide range to choose from (eg. Corporate governance, Leadership transition, Entrepreneurial leadership etc.). Each of these modules required specific paper submissions which were graded. Finally there was a final project which was done in parallel (each participant is assigned a guide) and submitted prior to graduation. Also, the Leadership Development Programme (LDP) ran throughout the course duration. Overall, it was a very intense 15 months with most of my time spent in pre-reads and assignments that had to be done.

3) How did you balance work & education? Was it a tough balancing act?

To be honest, when I joined the course, I did not realize how demanding it would be. However, I soon realized how demanding it was and this was even more evident as work could not be compromised. Hence, a bulk of my time for my course had to come out of my personal time after work. It was a tough balancing act, as this necessitated a lot of adjustment and sacrifice from my family. Even at work, my team, peers and seniors supported me immensely by accommodating my hectic schedules, especially during my frequent absence from work to attend the modules.

4) How did your family cope with such pressured moments?

My family coped very well. I believe their sacrifice was the biggest contributing factor to my success in completing the course. My wife took driving lessons and gained a driving license so that I could be completely free of household needs. Both my wife and daughter had no vacation and

did not visit our hometown in India for almost two years. It was very touching to see the level of understanding my daughter showed during the entire course, by completely curbing her demands.

5) You have excelled in the course...how easy or difficult was it? What is “Claude Janssen award”? What does winning the “Claude Janssen award” mean to you”?

The grading system in the course measures your relative performance to the rest of the class, and hence you are always competing with others in the class who all are distinguished professionals in their own field. Hence it was very tough to stay on top and needed a lot of commitment and stamina to retain the intensity for 15 months.

Claude Janssen Award is an award given each year to the highest GPA holder across all sections. This is the highest award for academic excellence for EMBA, named after one of INSEAD’s founders.

Winning the Claude Janssen award was a dream come true for me. Right at the onset of the course, when we were told about the grading system and the recognition in form of a Dean’s list and the ultimate ... Claude Janssen award, I aspired for the Dean’s list (top 10% of the class) but nonetheless dreamt of the award. I was pragmatic enough to realize that it would be extremely tough to win the award, as there is only one student to get it from all the sections spanning Abu Dhabi, Singapore and Fontainebleau.

The recognition through this award has helped me intrinsically enhance my self-confidence and going forward, I believe it will help me in my career progression. Also more importantly, this award has helped me to do justice to the sacrifice my family made in supporting me during the course



National costume party, INSEAD campus, Fontainebleau

and the belief my company and shareholders had in me. I would like to take this opportunity to thank our Chairman, Dr. Mohammed Al Barwani and Director, Usama Al Barwani for continuously supporting me and encouraging me during the entire programme. I would also like to specially thank my CEO, Jean Denis Bouvier for being my mentor and believing in me, more than myself. But above all, this award allowed me to be a role model for my daughter and for that I am very happy.

try out something that takes you out of your comfort zone and stimulates your intellect. I realized that most of us are conservative about judging our own abilities and hence the key is to take the plunge.

An intense programme like the EMBA shakes you up and stretches you, but at the end you are infused with renewed energy and senses of fulfillment that you can steadfastly carry throughout your life.

6) Any trying moments?

Yes definitely! There a few that I can think of... During the core courses, right at the start, the fact that we had to read so much material was a big challenge, as I had lost the reading habit. I was almost not sleeping at all, in the first module and came close to crack up. Fortunately, I survived that phase and then with time, I regained my ability to absorb faster. Another challenge that I faced was coping with time at work especially when it clashed with my final project deadline.

7) How do you think this course has helped you?

The EMBA experience was a true “life changer”. Apart from the vast knowledge and wide perspective I gained from such a rich and diverse class and world class professors, it also helped me reinvent myself. Today, I am a lot more focused on my priorities and needs. Externally, the programme has opened up a vast source of knowledge and business connections through the INSEAD alumni network spanning across all industries, globally.

8) Your message to fellow colleagues?

Based on my experience with my EMBA, my advice to all my colleagues who are in mid-career like me, is to

GEMBA 2013 Graduating Class



Safety First

Over the years-David Murray



David Murray, Healthy & Safety Manager, Hyspec Engineering, tells us why hard work, focus and commitment is important in everything you do...

The first thing that strikes you when you meet David Murray is his simplicity. He comes across as a soft spoken, reserved person who is focused on his job and family. Although it is all true... it is just part of the truth. What you don't often see is his strong commitment to working hard, being dedicated to his family & work and the passion that he brings to his job.

David joined Hyspec Engineering way back in 1986. Recalling his initiation into the company, David says, "The Managing Director himself interviewed me and during the interview (which was very informal) he showed me the machines that I would be working on. These were CNC milling machines which were quite modern at the time."

He adds, "The interview went well and I started work the next day at 8am. There were 13

employees working at the time in what we now call 'workshop one'. The employees were skilled toolmakers and machinists who had knowledge of how the machines worked."

At the time, Hyster fork lift trucks, Volvo trucks and buses and Glacier Metals were some of Hyspec's key clients. During the initial phase of his career David experimented with various assignments within the company - CNC'S to delivering parts to cleaning the toilets and painting walls! But that did not deter his commitment to excel at his job. Despite facing hardships, David stuck his gut and continued working. And soon enough his efforts paid off.

He was promoted as 'Materials Manager' and was responsible for controlling raw materials that were being purchased by the company including ensuring that all certifications were in place. As part of his development programme, David went to college to do his NEBOSH in Health & Safety and in 2006 he was once again promoted as HSE Manager for Hyspec Engineering.

David remembers, "We were a small team but were highly motivated. There was an oil boom in the early 90's and our company decided to venture into oil & gas work and became one of the most successful companies in our area."

An avid social activist, David who has been married for over 25 years is also a chairman at his local sports club. He also doubles up as the director of the gym club. "We have almost 500 members in our club. During my time as gym director we have seen an increase from 70 to 280 of gym members in less than two years," he says with pride.

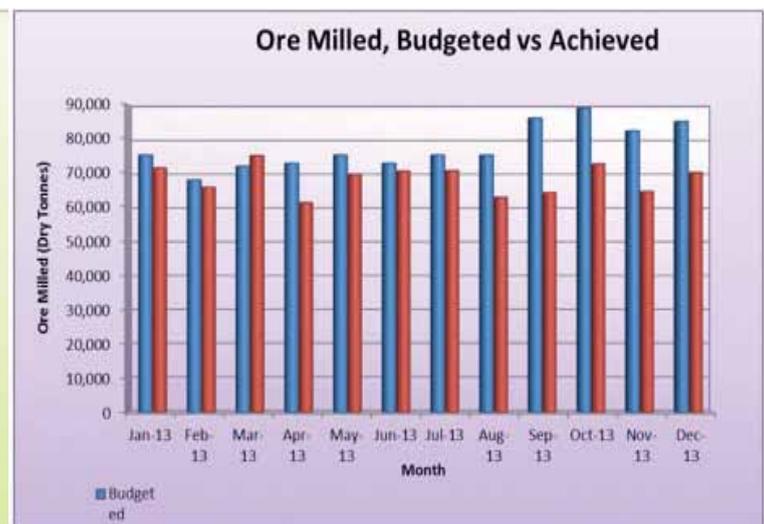
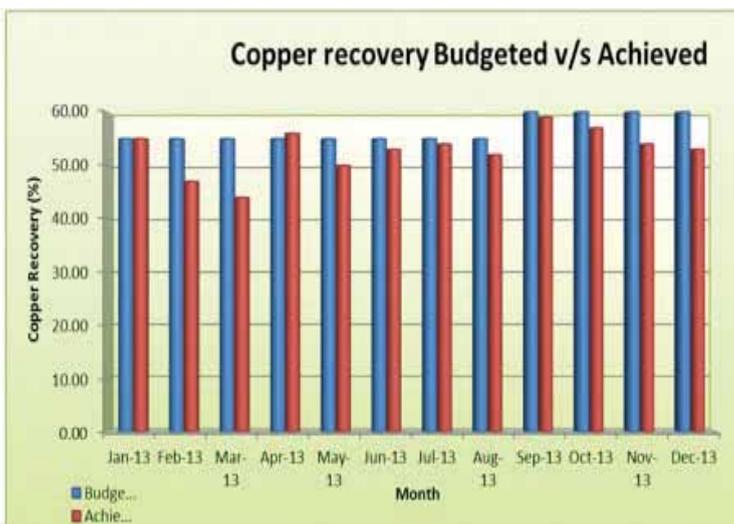
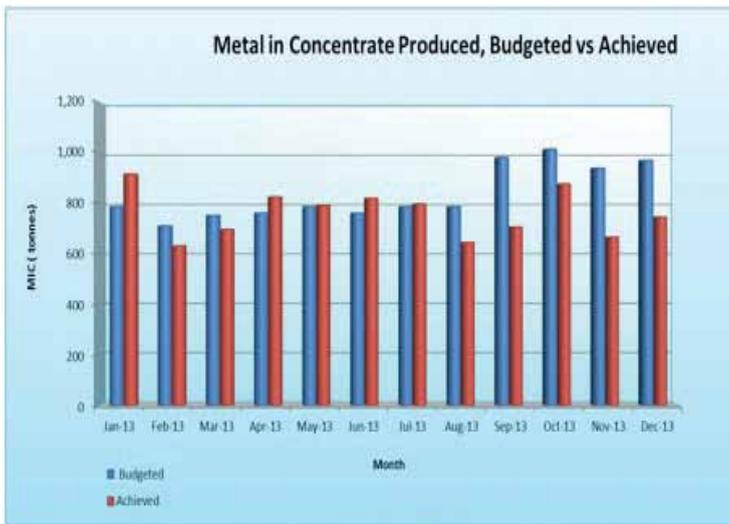
Currently David is working on a charity challenge that involves rowing/cycling and running between the sports club in North Ayrshire and Peru. The charity is involved in building orphanages for the children of Peru who have been left behind as their parents have moved to cities in search of work.

Message to fellow colleagues:

Work hard and stay focused

Mining update at Concentrate Plant

The plant milled 819,651 DMT of copper ore (target: 929,501 DMT, 88 % achievement) and produced 57,183 DMT of copper concentrate (target: 59,051 DMT, 97 % achievement) with a metal content of 9,124 MT (target: 10,039 MT, 91 % achievement).



Through put was maintained at 100 TPH on a consistent basis. Large variations in ore composition occurred in 2013, particularly with ore from Mandoos. Copper metal recovery stood at 53 % as against targeted recovery of 56% (i.e. 95 % achievement).

The grade of concentrate produced was 16.1 % Cu as against targeted grade of 17 % Cu, as several technical initiatives were introduced and the improvements

achieved were:

- Mandoos ore treated in the plant in 2013.
- Two New rougher cells (15 cubic meters each) installed in the plant to increase copper recovery.
- New conditioner tank installed at flotation section to enhance concentrate grade and recovery.
- A major housekeeping campaign was introduced in 2013 which resulted in significant improvement and smooth operation of the plant.

United Engineering Services participates in the International Unconventional Gas Conference & Exhibition

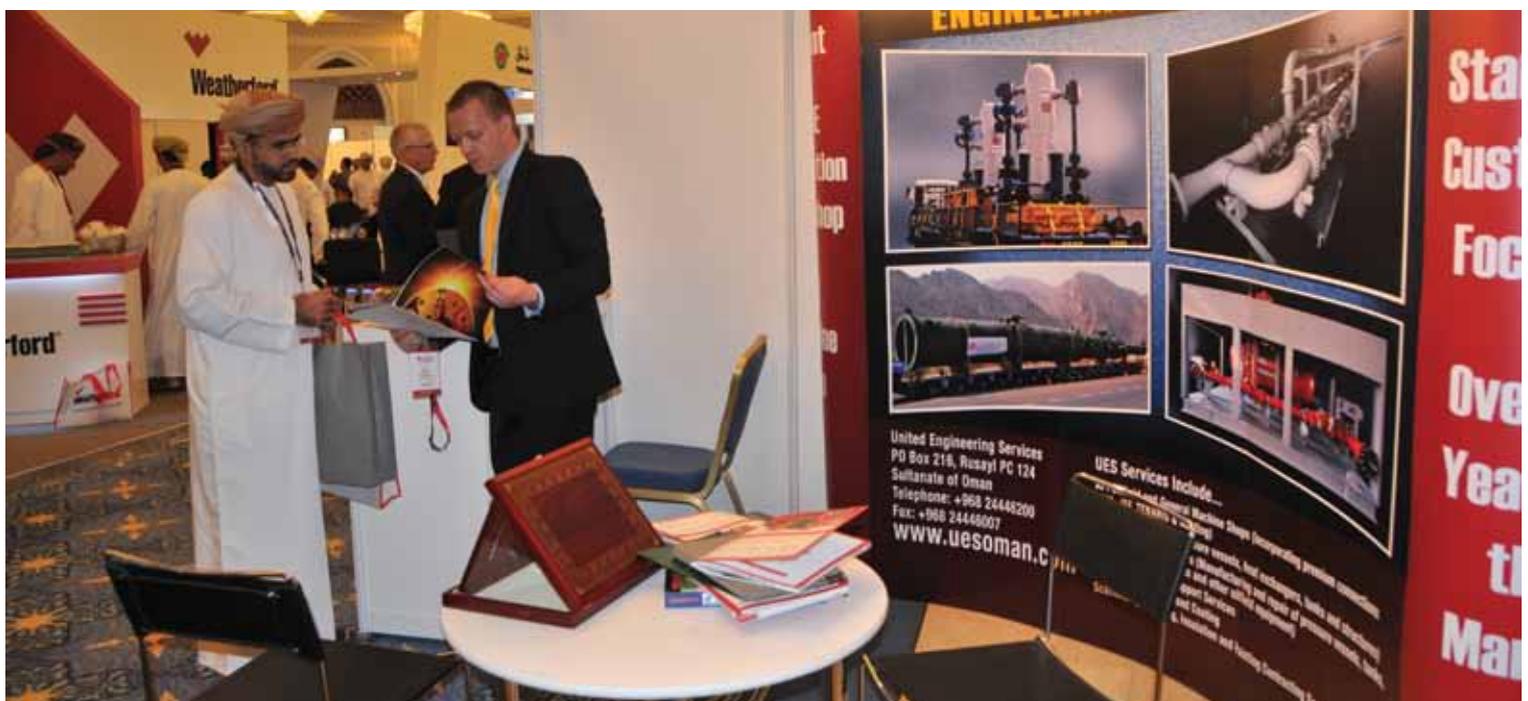


United Engineering Services (UES) recently participated in the International Unconventional Gas Conference & Exhibition (IUGCE) which was held at the Ritz Carlton Al Bustan Palace Hotel. The exhibition held under the theme “Unconventional Gas Resources: Challenges & Opportunities for Sustainable Development”, the exhibition and conference saw participation from leading oil & gas companies in the Sultanate and the region.

This conference brought together international experts to share emerging findings from groundbreaking research and real successes and lessons learned from international developments. The event also

highlighted, focused and showcased the opportunities for oil & gas companies to transfer skills and knowledge to take advantage of the unconventional developments planned in Middle East and further afield.

Shoaeb Kasmani, Deputy CEO, UES, said, “UGCE 2014 provided us with the opportunity to meet leading E&P companies, government and regulators, equipment manufacturers, utilities, service companies, analysts and economists, geologists, environmentalists, law firms and investors to analyze new global challenges and opportunities in this sector. It was an exciting event and we were happy to participate.”



UES holds bowling tournament for its employees

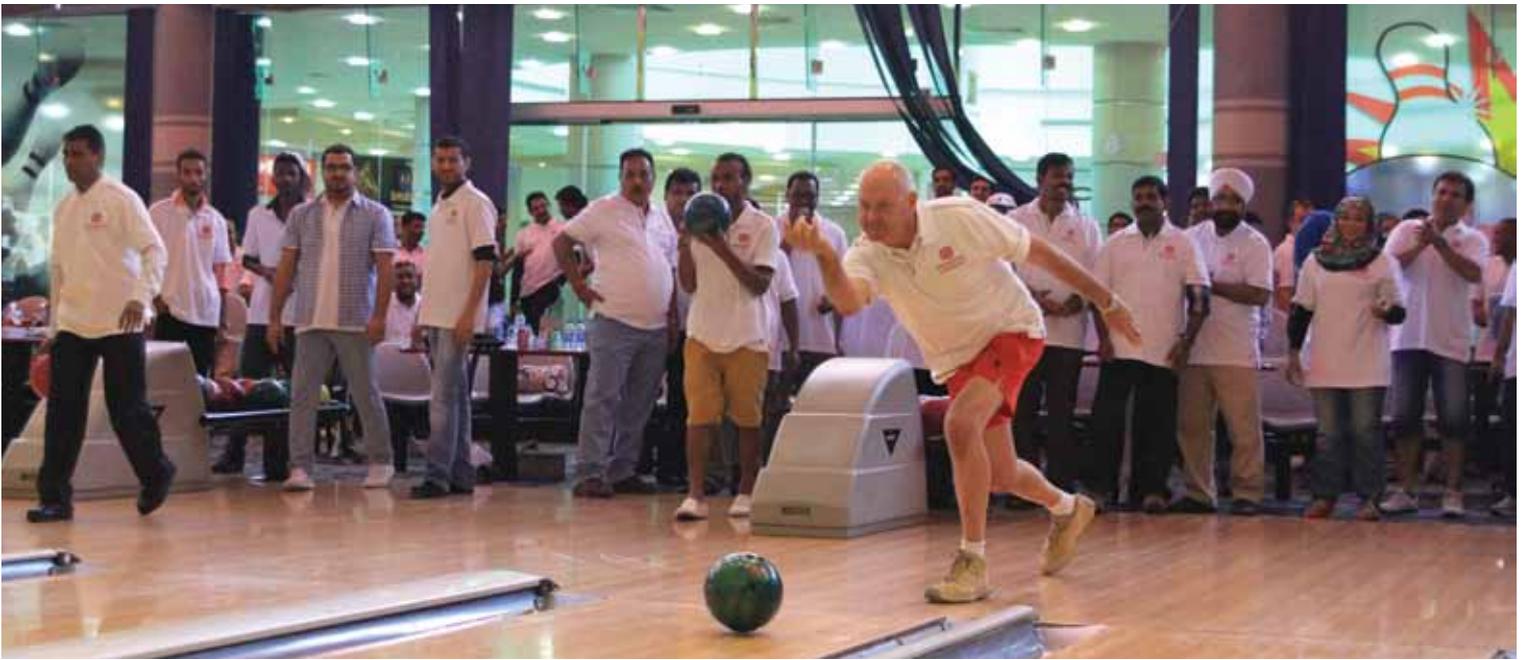


As part of its efforts to boost employee morale and inculcate a greater sense of belonging, UES management organized a bowling tournament for its employees. The event held at Al Maasa Mall, witnessed eager participation from all the employees. The teams were chosen at random through draws allowing all employees the chance to meet their fellow colleagues and play together.



The team which scored the highest was declared winners. There were several on the spot prizes and raffle draws conducted during the course of the event. The employees went back smiling after having enjoyed a day of fun, games and friendly banter.





Royal Army of Oman visited UES facilities in Ghala & Rusayl

The Royal Army of Oman (RAO) recently visited the UES facilities in Ghala and Rusayl, Oman. The primary objective of this visit was to inspect UES's capabilities in the sphere of marine and defence engineering.

The army officials were impressed with the diverse range of services and quality provided by UES and pledged to offer support related to repair, maintenance, machining and fabrication of defence related equipments.



United Engineering Services participates in Port Security Conference 2013

United Engineering Services (UES) recently participated in the Port Security Conference 2013 which was held at the Radisson Blu hotel in the Sultanate of Oman. UES Marine, the maritime & defence division of UES was one of the main sponsors of the event. The Port Security Conference addressed the latest security challenges faced in Oman and the region by the maritime & defence related government and private bodies.

The conference also provided a platform for ports around Oman and the region to provide security solutions and offer the best practices to address them. This included in-depth case studies, keynote presentations, interactive sessions, extensive networking opportunities and workshops.

One of the key highlights of the conference was the display of two signature high speed interceptor boats: P-38 & P-46, which generated a lot of interest.

Abdullah Al Shidani, GM – Marine, said, "With more ports being setup in Oman and throughout the region, securing ports through a diverse array of security measures has become crucial. Through this conference, we hope to establish the maritime & defence division of UES as one of the frontrunners in its segment not only locally but also regionally. We provide the latest technology right here in Oman and this puts us in a position of advantage as one of the leading high speed coastal security boat manufacturers in the GCC region."



Well Test- 27 completes 3 years, Hoist 24 completes 7 years, Rig 101 completes 4 years & Hoist 34 completes 7 years without any lost time incident

These achievements reflect the consistent approach of everyone in MBPS in following HSE policies, procedures and safe practices.

Rusayl workshop supervisors and crewmembers complete 3 years without any lost time incident

The Rusayl Workshop crew completed three years without any lost time incident. This outstanding milestone reiterates and echoes MBPS's firm commitment to demonstrate safety and excellence performance.

12 years LTI free days celebration in Fahud Completion Workshop



OXY WS - Rig 106 completes 3 years without any lost time incident

OXY WS - Rig 106 completed three years without any lost time incident. This achievement reiterates and echoes Oxy & MBPS firm commitment to demonstrate safety especially considering the various operational challenges and working environment. Moreover,

working for 3 years without any lost time incident is commendable considering the type of non-routine activities that are carried out while dealing with steam injection and oil producer wells in day-to-day operations.

Nimr Base completes 6 years without any lost time incident

Nimr base recently completed 6 years without any lost time incident. This achievement reflects the consistent approach of everyone in the team in following company HSE policies, procedures and the safe practices.

Mawarid Mining Llc's HSE & Permitting Department Celebrated World Water Day Along With Ministry Of Municipalities & Water Resources In Liwa



Mawarid Mining conducted fire drill at the Copper Plant

As part of its safety procedure, mock fire drills are regularly conducted at Mawarid plant sites to ensure that employees, visitors and customers are aware of the safety procedures.

It also helps test the effectiveness of a fire evacuation plan and improve various aspects of fire provisions.

During a mock fire drill, the fire alarm was activated and the response was immediate from the employees. They proceeded to the assembly point within 1 minute and 25 seconds. Post the drill, means to improve the future fire evacuation plans were discussed.

The Fire warden, supervisors and employees responsibilities were outlined in a 25-minutes discussion, wherein about 42 employees, who were on duty participated.

During the open discussion, employees were once



again reminded of the key points - not to deal with fire without proper training or experience and to proceed calmly to the assembly point and avoid a stampede.

This exercise will be held regularly to ensure the smooth operation while dealing with an emergency.

Mawarid Mining conducts weight management session



Height and weight measurement of a mine employee

Awareness is the key to balanced living. An individual must be able to determine his place in the wellness continuum in order to decide the appropriate measure he must consider to move closer to the favorable side

of the wellness scale. That is why it is important to have health checks done periodically.

As part of their health plan for 2013, Mawarid Mining conducted a weight management campaign at all Mawarid sites in the last quarter of 2013. All participants were individually weighed and were identified whether they were of a healthy weight, overweight or obese category. Accordingly, a customized health plan was provided to each individual.

The importance of maintaining a healthy weight was one of the topics of discussion. During the discussion, participants were informed about the risk of being overweight including developing serious problems such as heart disease, high blood pressure, type 2 diabetes, gallstones, breathing problems and even certain types of cancer. They were advised on the importance of being healthy thereby leading a more joyful and energetic life.

Energy balance was explained to participants. The amount of energy that an individual gets from food or beverages is considered as energy-in. It should be balanced with the energy spent by the body in breathing, digesting food and being physically active also known as energy-out. An increase in energy-in and decrease in energy-out overtime could result in weight gain. More energy-out than energy-in overtime can result in weight loss. The same amount of energy-in and energy-out overtime keeps an individual balanced.

Mawarid Mining conducted an anti-smoking and anti-alcoholism campaign

Mawarid Mining conducted an anti-smoking and anti-alcoholism campaign in the last quarter of 2013. During the two-hour seminar, participants from the copper concentrator plant and mines were given health education on the short term and long-term effects of smoking and alcohol on the body. Though

an individual prerogative, the HSE department at Mawarid Mining encouraged employees not to smoke or consume alcohol due to its negative health impacts starting from heart diseases, mouth, throat, esophagus, stomach and lung cancers, emphysema amongst others. Smoking has a negative impact on the environment and contributes to environmental pollution.



Cigarette contains at least 400 toxic substances. The products that are most damaging are:

- **Tar – a substance that causes cancer**
- **Nicotine – addictive and increases cholesterol level in the body**
- **Carbon monoxide – reduces oxygen in the body**
- **Components of the gas and particulate phases causes chronic obstructive pulmonary disorder (COPD)**

Mawarid Mining conducts Manual Handling Seminar

In its efforts to reach out to the on-site crew, Mawarid Mining conducted a manual handling seminar for its maintenance, blasting crew and the warehouse employees.

The seminar focused on physical operations undertaken by the employees and the resulting back problems.

The aim of the course was to provide sufficient understanding and knowledge of manual handling, the risks involved, and the control measures available.

Though it is not possible to pinpoint the exact cause of back pain, the trainers felt that it was important that employees had a basic understanding of the structure and function of the spine in order to minimize back complications.

Some of the probable causes for back pain but not limited to include:

- Poor posture
- Lack of exercise
- Being overweight

Work related upper limb disorders can be caused by excessive force and/or repetition, lack of recovery time or rest, stress, poor static posture and individual susceptibility.



An employee from mines maintenance demonstrating proper lifting technique



Mines maintenance team group photo after manual handling course

Low back pain occurs with the same frequency in people with sedentary occupations as those in heavy labour. Smokers are more likely to suffer back pain than non-smokers are.

Being overweight increases the likelihood of back pain. Age does not necessarily make any difference,

bad backs affects people of all ages. Poor handling technique when you are young will contribute to problems in later life. Those who have suffered from a back injury are three times more likely to suffer injury again.

This course will be continuously implemented at all Mawarid sites.



Petrogas E&P conduct Annual Family Day

The much awaited annual edition of Petrogas E&P's family day was recently held at the Crowne Plaza Hotel. The event was attended by all team members of Petrogas along with their families. The day was marked with fun filled activities and team sports. All the employees eagerly participated in several team building activities that brought out the best in them.

Every employee was given a token of appreciation for their participation at the end of the day.









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- MB Holding LLC is a group of companies that has evolved into one of the fastest growing and most versatile players in the oil & gas, and mining sector in the Middle East with presence in more than 20 countries.
- It comprises over 6000 professionals from more than 51 nationalities delivering significant value and success.
- The MB group makes significant investments in the development and training of its employees to enrich personal learning and continually build local organizational capacity.