



ADIPEC 2015

Page 3



Marine Assessment Interview

Page 5



Women's Health Event

Page 15

Minister of Energy Receives Russian Delegation



His Excellency Dr. Abdulhussain bin Ali Mirza, Bahrain's Minister of Energy last month received a key Russian delegation of 30 academicians and University officials at Al Dar in Awali, on their visit to the Kingdom of Bahrain. At the outset of the visit, His Excellency welcomed the delegation and wished them a pleasant stay in Bahrain, hailing the dedicated efforts exerted by the Russian educational sector in organising educational visits for Russian delegates to Bahrain. During the visit, Dr. Mirza gave a presentation in which he reviewed the potential and capabilities of the energy sector in the kingdom and reviewed with the visitors the accomplishment of this vital sector in fostering the national growth of Bahrain. HE the Minister also highlighted the history of the oil and gas industry in the kingdom. Upon the conclusion of the visit, the head of the delegation Dr. Irina Aidarose expressed her sincere thanks and appreciation for arranging the visit and for the warm hospitality shown to the visitors during their stay in Bahrain. She also thanked officials of NOGA and nogaholding and officials of the Bahrain Chamber of Commerce and Industry (BCCI) for their valued support in fostering mutual friendly relations between Bahrain and Russia. Later, the visitors were also taken on a tour of the Dar Al Naft (Oil Museum) and the Princess Sabeeka Park in Awali.

(Continued on Page 3)

Alba Secures Natural Gas Supply for Line 6

A signing ceremony for securing the supply of natural gas for Aluminium Bahrain B.S.C. (Alba)'s Line 6 Expansion Project was held on Thursday, November 26, 2015 between Alba's Chairman of Board of Directors, Shaikh Daij Bin Salman Bin Daij Al Khalifa, Chief Executive Officer, Tim Murray and Bahrain Petroleum Company B.S.C. (Bapco)'s Chief Executive Dr. Pete Bartlett at the Natural Oil & Gas Authority (NOGA) Offices at GB Corp, Bahrain Financial Harbour, Kingdom of Bahrain. Alba's Chairman of Board of Directors, Shaikh Daij Bin Salman Bin Daij Al Khalifa expressed his sincere thanks to His Majesty King Hamad bin Isa Al Khalifa, the King of the Kingdom of Bahrain, His Royal Highness The Prime Minister, Prince Khalifa bin Salman Al Khalifa and His Royal Highness, The Crown Prince, Deputy Supreme

Commander and First Deputy Premier, Prince Salman bin Hamad Al-Khalifa for granting their approval towards securing natural gas supply for Alba's Line 6 Expansion Project. Speaking about this significant signing ceremony, H. E. Dr. Abdul Hussain bin Ali Mirza, Minister of Energy, Kingdom of Bahrain and Chairman of the Board of Directors, NOGA stated: "The signing of this key agreement marks the inception of a partnership which will revolutionise the kingdom's aluminium industry. We are grateful to the Wise Leadership for their invaluable support in helping us fulfil our ambitions of securing the gas supply for Alba's Line 6 Expansion Project, which we are positive will be crucial to highlighting the kingdom of Bahrain on the world map with regard to aluminium production."

(Continued on Page 4)



Bapco Achieves 15 Million Hours without a Lost Time Injury



A historical and outstanding achievement of 15 Million Hours without a single lost time injury was achieved by Bapco employees and contractors on 17th November 2015. This is the first time that Bapco has reached this safety milestone in its history, which represents 18 months of operation with no injuries requiring a Bapco or contractor employee to miss a working day. In an internal memo addressed to employees and contractors, Bapco

management congratulated all involved for living Bapco EHS values and applauded them for their dedication to duty and contribution to the achievement of such a significant milestone, which is in line with Bapco's goal of an incident and injury free workplace. In a special gathering held at the Refinery on 18th November 2015, attended by the Management, employees and contractors, Bapco's Chief Executive, Dr. Pete Bartlett conveyed the

congratulations and appreciation of HE Dr. Abdulhussain bin Ali Mirza, Minister of Energy and Bapco's Chairman of the Board HE Shaikh Mohamed bin Khalifa bin Ahmed Al Khalifa, who commended Bapco's steadfast commitment and leadership which contributed to this tremendous achievement, which demonstrates how much Bapco cares about its employees, contractors, and all those associated with Bapco and the community at large.

New Natural Gas Supply Agreement Signed with Garmco

A new gas supply agreement has been signed between Bapco and the Gulf Aluminum Rolling Mill (GARMCO), one of the major natural gas consumer based in Industrial Sitra, which specializes in producing high quality flat rolled aluminum products in various sizes & alloys, coils and foil stock. Garmco has been supplied with natural gas by Bapco since 1985. The new agreement aims at fostering Garmco's New Smelter Facility project which will hopefully be completed during the first quarter of 2017. With the new agreement, Bapco will supply Garmco with 4.5 million cubic meters per day with the launch of the new project. The signing ceremony was attended by Garmco's Chief Executive Officer Mr. Jean-Baptiste Lucas, Bapco's Chief Executive Dr. Pete Bartlett, Bapco's General Manager Petroleum Engineering & Exploration Mr. Ghassan Al Muhanna and other officials. Commenting on this occasion, Dr. Bartlett expressed Bapco's pride in signing the new agreement with Garmco, hailing its prominent status in the field of industry.



For his part, Mr. Lucas thanked Bapco's Management for signing the agreement, lauding its key role as a leading industrial establishment on regional and global arenas. He wished Bapco further progress and prosperity.



BSi Quality Management System Surveillance Audit Successfully Concluded

The first (Sincere-certification) BSi Quality Management System surveillance audit was successfully concluded on 5 November 2015 in Bapco. The processes that were audited included Quality Management System QMS, Maintenance / Management, International Marketing, Oil Processing OPD, Information Technology ITD, Refinery Tanks, Reliability Engineering RED, Power & Utility

P&U, Technical Services TSD (Hydrocracking/ Treating & Lubes), Procurement Department / Purchasing, and Shutdowns & Major Maintenance (Tank Repair). The close out meeting was held in the presence of members of the Bapco Executive Management. The presentation was delivered by the BSi's Lead Auditor Colin Rushmere. He highlighted a number of improvements which had been evident, as noteworthy efforts and best practice applied in the different processes that had been audited,

and enhancements for full compliance. The meeting concluded with the Deputy Chief Executive Mr. Ebrahim Talib thanking the auditors and the Bapco Team for their hard work. Mr. Talib reiterated how Bapco recognizes the significance of such audits on the pathway to achieve the objectives of having a clear line of sight for Management to continuously improve. Consequently the Bapco Quality Management System was recommended for continued status of the BSi certification for ISO 9001:2008.

Bapco Provides Sponsorship to Special Olympics Bahrain



Continuing its constant efforts towards fostering the concept of Corporate Social Responsibility (CSR) towards the Bahraini community in the sports industry, the Bahrain Petroleum Company (Bapco) has recently sponsored the Special Olympics Bahrain's First Regional Triathlon Race for Middle East and North Africa, scheduled for 12 – 15 November 2015 in Bahrain, under the kind patronage of His Highness Shaikh Nasser bin Hamad Al Khalifa, Chairman of the Supreme Council for Youth and Sports & Chairman of the Bahrain Olympic Committee (BOC). Bapco will also sponsor the Special Olympics Bahrain delegation, participating in the Special Olympics Regional Winter Games Tournament to be held in Beirut from 30 January to 2 February 2016. In this regard, Bapco's General Manager – Human

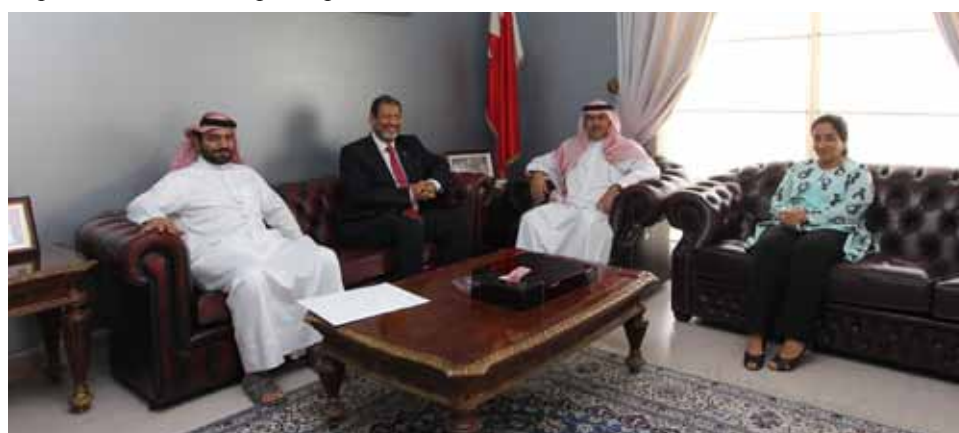
Resources & Administration, Mr. Khalid Al Sabbagh received the Chairman of Special Olympics Bahrain, His Excellency Shaikh Duaij bin Khalifa Al Khalifa. During the meeting, Mr. Al Sabbagh handed over the sponsorship cheque to His Excellency Shaikh Duaij, hailing the role of Special Olympics Bahrain and its tangible achievements in serving the sports sector of the kingdom, wishing them every success and progress in achieving the aspired goals of Bahrain. For his part, His Excellency Shaikh Duaij expressed pride in Bapco's initiative, lauding its key contributions in fostering the kingdom's athletic sector. Present at the meeting were Mr. Mohammed Al Matooq, National Director of the Special Olympics Bahrain, and Mr. Ali Yacoub Al Meftah, Manager – Public Relations, Bapco.

Bapco Co-sponsors Capital Governorate National Day Festival



As part of its continued national role in fostering the celebrations marking the National Day and Accession to the Throne in the Kingdom of Bahrain, Bapco announced its participation in co-

sponsoring the celebrations of the Capital Governorate aimed to mark the National Day Festival. Bapco's General Manager Human Resources & Administration, Mr. Khalid Al Sabbagh received the Governor of the Capital Governorate, HE Hisham bin Abdul Rahman Al-Khalifa. During the meeting, Mr. Al Sabbagh presented the sponsorship cheque and stressed on Bapco's pride in participating in the National Day celebrations which embody the principles of dedication and loyalty towards the Wise Leadership in the Kingdom. He further said that Bapco is committed to fostering these national activities out of its obligation and mission for fostering the aspired progress of the Kingdom. Present at the meeting was Bapco's Public Relations CSR Officer Mr. Mohamed Al-Khalaf.



Minister of Energy Receives Russian Delegation



(From Page 1) This is the third occasion in which a large number of such Russian delegates have visited the Kingdom of Bahrain. Previously, a delegation was received in 2009, and then a second group visited the kingdom in 2011. During both visits, delegations met with officials from NOGA, Bapco, GPIC, University of Bahrain, Royal College for Women, Bahrain Exchange, BCCI, Al Baraka Bank, Bahrain Institute of Banking & Finance (BIBF) and others.

Delegates also visited archaeological sites in the kingdom and both visits resulted in the production of a book in Russian compiled by Dr. Aidarose, which features the key accomplishments of the kingdom with particular reference to the oil and gas and financial sectors, with the aim of introducing the national economy of Bahrain and its potential and capabilities in the finance and business sector to the Russian federation.

Bapco Participates at ADIPEC Conference & Exhibition 2015



Bapco has participated last month at the Abu Dhabi International Petroleum Exhibition & Conference (ADIPEC) 2015, which launched its activities on Monday, 9 November 2015 under the kind patronage of UAE President His Highness Shaikh Khalifa bin Zayed Al Nahyan. The event, which is being held under the theme, "Challenges and Opportunities in the Coming 30 Years" hosts over 600 speakers and over 7000 delegates. Over a period of four days, the conference reviews a number of key issues including the challenges and opportunities in view of the growing demand for energy worldwide. The conference also discusses issues such as innovation, transfer and growth towards sustainable development

in future, in addition to reviewing the role of information technology in developing the oil and gas sector. Bapco has participated with a key stand reflecting its latest initiatives and products in the oil industry. The stand was visited by key officials and major delegations participating in the event. Bapco is an active participant of this global event due to its vital significance as a global forum for experts from the energy industry to exchange views & valuable expertise. ADIPEC is a major platform for enhancing innovation and sustainability and provides a major opportunity for reviewing latest technologies in the field of exploration and production on Gulf, Arab and global levels.

Women in Industry

As part of ADIPEC 2015, a conference titled "Women in Industry" was held on 8 November 2015. The conference attracted over 200 attendees and was held with the objective to discuss, educate, debate and address the drive to engage women in the growth and future success of the oil and gas sector. Activities included live on-stage interviews, panel discussions, an audience Q&A session, roundtable-focused conversations and an intimate and informative ladies-only discussion. Notable speakers and panelists included UAE's Minister of International Cooperation & Development, Her Excellency Shaikha Lubna Al Qasimi.



International Recognition for Refinery Laboratory

A ceremony was recently held in the Refinery Laboratory to recognise the outstanding performance demonstrated by the Laboratory workforce in the testing of a Lubrication Oil sample which qualified the Bapco Laboratory for a "certificate of merit" from Chevron Global Lubricants Proficiency Testing Program. The Bapco Refinery Laboratory was the only Laboratory that met the qualification criteria and earned the recognition among the 64 participating Laboratories. In addition, the Laboratory scored the top ranking in 6 out of the 9 program tests. The ceremony was held in the presence of the Chief Executive, Dr Pete Bartlett, the Deputy Chief Executive, Ebrahim Taleb, GM Refining, Hafedh Al Qassab and Manager Technical Services Department, Dr Greg Lilburne. The Chief Chemist, Ali Al-Aradi, thanked the management and Laboratory staff for their support and



contribution to this international achievement and commented that the Proficiency Testing scheme which has been in implementation in the Refinery Laboratory since the early eighties is an essential quality assurance tool for the assessment of Laboratory testing capability in terms of personnel, analyzers and procedures. He added that this program also

helps in building the confidence in Laboratory staff which in turn helps in providing reliable results during the movement and blending of the intermediate and finished products. Dr Bartlett congratulated the Laboratory staff on this remarkable achievement and urged them to continue with this "world class" performance to reflect the excellence in

Bapco's testing and certification processes, and to ensure that the best results and services are always provided to our clients in the market place. The certificate was presented to the Chief Chemist by the Chief Executive. Laboratory personnel also received letters of appreciation from Bapco management.

Alba Secures Natural Gas Supply for Line 6



(Continued from Page 1)

Alba's Chairman Shaikh Daij Bin Salman Bin Daij Al Khalifa said: "We express our profound gratitude to the Leadership and the Government of the Kingdom of Bahrain for their commitment to further develop the Aluminium Industry

in Bahrain, and for the continuous support to Alba. We are pleased to receive the approvals for securing the natural gas supply, which is vital for Alba's Line 6 Expansion Project. We are confident about the continued progress of Line 6 Expansion Project in the coming months, which, upon completion, will make Alba the world's largest single-site smelter. This Project is vital to the development of the

local downstream industries in Bahrain and in providing employment opportunities for Bahrainis."

Bapco's Chief Executive Dr. Pete Bartlett also commented: "Alba is one of the key pillars of the Kingdom's economy. We are pleased to partner with Alba for the significant Line 6 Expansion Project, which will be a major boost to Bahrain's reputation and economy."



Naresh Kumar Honoured by GM - Refining



Naresh Kumar, GIS Specialist from Bapco's Exploration & Petroleum Engineering Department was recently honoured by GM Refining on the successful Implementation of a Safe Permit to Work System using GIS for the Refining Division. Naresh writes, "The "Emergency Preplans Response System using GIS" was delivered to FHS Department a while ago, and it was thought that it would be easier to develop this application using the same system, but it was not as easy as expected because of the request for editing capabilities on the fly. The version of ArcGIS Server 9.3 that was used to develop Preplan System, doesn't have the feature

editing capabilities, and hence have to go with higher version of ArcGIS Server. I have spent 4-Months of sleepless nights in developing the system as to meet the User requirements. On 8th December 2013 a Demo was delivered to GM Refining which was well accepted and was asked for implementation, but because of the ArcGIS License issues, the implementation got delayed until March 2015 and since Mid-April 2015 onwards the System is on Testing phase and is being updated with the User's Feedback. Within a period of 6-Months a project like this "GIS based Permit to Work System" can be delivered."

Naresh continues, "Last year when I received the first appreciation letter, I felt that getting an honour from a different Division was a great achievement for me, but getting it again for the second time has made me feel really good.

The trust Mr.Ahmed Khalil & Mr.David Hurlock had on me along with the support that I received from my Management & GM Refining has made today the Permit to Work System a reality and nevertheless the support of the South Process Section has made the system live." Naresh would like to specially thank:

GM Exploration & Petroleum Engineering
GM Refining Division
Senior Manager Exploration & Petroleum Engineering
Manager Exploration
Manager – Fire, Health & Safety
Mr.David Hurlock
South Process Section
GIS Section
IT Group
My Family, Colleagues & Friends

Bapco Participates in "Invest in Bahrain 2015" Forum



Bapco participated in the "Invest in Bahrain 2015" Forum, which was held at the Bahrain International Exhibition & Convention Centre, the Kingdom of Bahrain. The event, in its 10th edition, was held under the kind patronage of His Royal Highness Prince Khalifa bin Salman Al Khalifa, the Prime Minister of the Kingdom of Bahrain who delegated the Deputy Prime Minister, His Excellency Shaikh Khalid bin Abdullah Al Khalifa to open the forum. Bapco was represented at the event by a high level delegation including Board Members Mr. Adel Khalil Al Moayyed, Dr. Abdulmajeed Al Awadhi and Mr. Mohamed Al Jamea. On this occasion,

Bapco expressed pride in attending this key international event, which is a mainstay with regards to Bahrain's investment aspirations. Bapco's participation in the event falls in line with its role as a top contributor to such national endeavours, which strive to affirm the Kingdom's belief in the importance of investments and its exceptional ability to attract them, whilst highlighting Bahrain as a business-friendly environment for investors. More than 1,000 business leaders and potential investors, and over 120 exhibitors attended the event which featured presentations on various promising investment opportunities in the Kingdom.

Bapco Honoured at Arab World CSR Regional Conference



Bapco has been awarded a gold trophy and certificate at the Arab World CSR Conference in Jordan in recognition of its continued leading contributions in the field of CSR. There ceremony was held on Thursday, 29 October 2015 at the Le Meridien Hotel under the patronage of the Jordanian Prime Minister Dr. Abdullah Al-nasour. Also present at the ceremony were elite senior officials of government sectors in Arab countries, heads of relevant civil societies and executives of banks and financial institutions

which apply the concept of CSR in serving the community. The trophy and certificate were received on behalf of Bapco by its Manager – Public Relations Mr. Ali Yacoub Al Meftah, and were presented by members of the Board of Trustees of the Arab World CSR Regional Conference, Dr. Mohamed Al Edwan and Dr. Fadel Dhaher. Commenting on this occasion, Mr. Al Meftah said the award was the culmination of the remarkable achievements made by Bapco in the CSR field and a vivid

reflection of its dedicated initiatives in this field. "Bapco is proud to receive this global recognition which reflects its continued strong efforts in the field of CSR." Mr. Al Meftah extended his thanks on behalf of Bapco for the prestigious award presented to the company. Bapco participated in the Arab World CSR Regional Conference which was held in Jordan from 27 – 29 October 2015 under the title of "Gains & Challenges". The conference was held at the Royal Cultural Centre of Jordan.

Bapco Achieves 15 Million Hours without a Lost Time Injury

(Continued from Page 1)

Dr. Bartlett, commented that, “setting ourselves such milestones is not only about achieving and celebrating them, but it is about ensuring that all Bapco employees and contractors go home safe and sound every day to their beloved ones. These milestones are not achieved by chance, but rather through decades of hard work, comprehensive standards and processes, and by the staff and contractors believing this is the right way to work.” Bapco’s Deputy Chief Executive and Chairman of the Environment, Health,

Safety Committee Mr. Ebrahim Talib reflected in his opening remarks that, “These safety milestones are reflective of the existence of strong EHS culture, comprehensive and sound safe work practices, the desire to ensure friends and colleagues stay safe at all times while at work and the mindset of knowing that creating an incident and injury free work environment is possible and an attainable goal. The achievement of this milestone is also a clear demonstration of how effective Bapco’s Operational Excellence Management System is in identifying and controlling risks.” Bapco’s

next milestone is set at 18 million hours without a lost time injury and Mr. Talib expressed that, “I am confident that we will attain it if we remain alert in adhering to safe work procedures and practices, keep our sense of vulnerability and continue to strive for excellence in our environment, health and safety performance. We will tirelessly continue on our corporate emphasis on environment, health and safety not because we ‘have to’ but because we ‘want to’ at the work environment or elsewhere in line with the directives of our wise Leadership”.

Marine Environment Assessment Conducted In Conversation with Professor Olof Linden

By: Dinesh Ramanathan

In line with its commitment to preserving the environment, through a comprehensive environmental management program, as well as its keen interest in fostering CSR endeavours, Bapco has been conducting regular marine environment

assessments over a 30 year period with the help of Swedish marine ecology scientists led by Professor Olof Linden. impact of metals and petroleum hydrocarbons (including polyaromatic hydrocarbons which are the most persistent of petroleum hydrocarbons). We are also looking at some of the Biological parameters.

(Prof. Hollander): I am a marine biologist currently working with Lund University in Sweden. My areas of interest in particular are effects of climate change, due to which we are now being introduced to more invasive species, and that includes in the oceans as well. I work on Pacific oysters and invasive oysters in Sweden. This is actually my first visit to Bahrain, and we are assessing water quality and pollutants such as nutrients which influence chlorophyll content. We’ve also talked about organic carbon. So it’s quite a broad range of topics that we’ve looked into over the past fortnight.

What are the main objectives of conducting this survey in Bapco and Bahrain?

The prime objectives of this comprehensive marine survey are to continue monitoring Bapco’s coastal areas assessed previously to establish any changes in the marine environment since the last assessment conducted in 2011, and to provide a detailed environmental status report of the survey findings including recommendations to further improve the surrounding marine environment. The assessment study includes a measurement of parameters that require regular monitoring in order to ascertain whether the marine eco-system is improving or otherwise. Furthermore, it also provides baseline data post the commissioning of Bapco’s Waste Water Treatment Plant (WWTP) and the Sewage Treatment Plant (STP) projects commissioned in 2013 & 2014, respectively.

How would you comment on the state of Bahrain’s marine environment, in comparison to other areas in the region that you have assessed?

It is generally a stressed environment, since the natural

conditions are stressful for the ecosystem. Despite the fact that the ecosystem has adapted to the stress-inducing factors, the temperature ranges rather sharply from around 10 degrees in the winter to about 30 to 35 degrees in the summer. Furthermore, there are a number of artificially-induced factors such as dredging, which stirs up silt, and clearly has a negative impact on the environment.

Since our previous assessments, I am happy to report that we have observed a dramatic positive change in terms of sea water pollutants levels around Bapco operating facilities and our reports reflect these changes in detail. Currently, we are taking samples to determine the situation at present – we need to analyze these samples and assess the present conditions, which we hope will improve in the future.

Tell us a little about the geographical points that are considered during the marine assessment in Bahrain.

We have almost used the same sampling stations at around 60 locations throughout the assessment activities, particularly around the coast around the Refinery outfalls and jetty, as well as on the north and south. Additionally, we also have control stations on the north plus several nautical miles away from the mainland.

What do you find most impressive about the assessment in Bapco?

Its uniqueness – I am sure that this sort of thorough assessment, over a period of thirty-plus years does not exist anywhere else in this region, and I have a feeling that this is one of the most long-term studies that exists, which makes it particularly valuable. Obviously, the data increases in value with the passage of time.

Secondly, this is great CSR on Bapco’s part, especially because it began in 1981. These days it is not uncommon to see major companies placing a huge emphasis on CSR, but the fact that Bapco began this over thirty years ago is simply commendable and should be stressed.



assessments over a 30 year period with the help of Swedish marine ecology scientists led by Professor Olof Linden. Professor Olof has been part of every one of the 8 marine assessments conducted for Bapco, and this year Professor Johan Hollander joined the survey team. The marine experts were in Bahrain once again last month, making key observations, sharing their expertise on trends in the local marine ecosystem and documenting their undersea findings. The Islander had a chance to catch up with both gentlemen towards the end of their trip, with Bapco’s Abdulla Al Ansari from Health, Safety & Environment Department also in attendance.

Good evening. Please give us an introduction to yourselves, and tell us a little bit about the history of marine environment assessments in Bapco.

Marine assessments have been conducted around the Bapco Refinery and Sitra operating facilities since 1981. This year, we are conducting the 8th Marine Environment Survey in Bapco from 12 to 22 October 2015. We work for the World Maritime University (WMU), International Maritime Organization (IMO) and Lund University in Sweden. (Prof. Linden): We have been conducting these assessments for quite a long time now. Personally, I have come back repeatedly to Bahrain for over thirty years. Back in the day, I used to work for the Food and Agriculture Organisation of the United Nations, Stockholm University and Kalmar University, and later for the World Maritime University (WMU) and International Maritime Organization (IMO). Onto the purpose of our visit – we are assisting Bapco in determining the state of the marine environment in the area immediately outside the Refinery and extended area to the north and the south, and also over the reef. We are assessing issues such as chemical pollution that could be related to refinery operations, and the biological



Photo Caption: “Corals are found along and on the edge of the reefs (Fasht Al Adhm) not far from the Bapco Refinery. These colonies of at least three or four species are found sparsely distributed but more common observed in the 2015 marine environment survey than the survey conducted in 2011”

Exploration & Petroleum Engineering Honours Long-serving Employees

Bapco participated in the “Invest in Bahrain 2015” Forum, which was held at the Bahrain International Exhibition & Convention Centre, the Kingdom of Bahrain. The event, in its 10th edition, was held under the kind patronage of His Royal Highness Prince Khalifa bin Salman Al Khalifa, the Prime Minister of the Kingdom of Bahrain who delegated the Deputy Prime Minister, His Excellency Shaikh Khalid bin Abdullah Al Khalifa to open the forum. Bapco was represented at the event by a high level delegation including Board Members Mr. Adel Khalil Al Moayyed, Dr. Abdulmajeed Al Awadhi and Mr. Mohamed Al Jamea. On this occasion, Bapco expressed pride in attending this key international event, which is a mainstay with regards to Bahrain’s investment aspirations. Bapco’s participation in the event falls in line with its role as a top contributor to such national endeavours,



which strive to affirm the Kingdom’s belief in the importance of investments and its exceptional ability to attract them, whilst

highlighting Bahrain as a business-friendly environment for investors. More than 1,000 business leaders and potential investors, and

over 120 exhibitors attended the event which featured presentations on various promising investment opportunities in the Kingdom.

Bapco Provides Title Sponsorship for Six Hours of Bahrain Championship



BIC, Sakhir – The Bahrain International Circuit (BIC) has proudly announced that its official partner, Bapco was signed as title sponsor for the FIA “Six Hours of Bahrain”

World Endurance Championship that was held last month. The Bapco Six Hours of Bahrain Championship took place amid a horde of enthusiastic spectators on November 20 and 21 at “The Home of Motorsport in the Middle East” (BIC) in Sakhir, as the eighth and final round of the 2015 FIA World Endurance Championship (WEC). Bapco is backing Bahrain’s second-biggest international motor racing event of the year, and the only one of its kind in the entire region. In view of this, BIC Chief Executive Shaikh Salman bin Isa Al Khalifa was joined by Bapco at a signing ceremony to formalise the sponsorship. Shaikh Salman commented, “We thank Bapco for signing as title sponsors of this year’s FIA WEC Six Hours of Bahrain Championship. As one of our existing official Circuit partners, Bapco has always been a great supporter of our events here at the BIC.” Shaikh Salman continued, “The Six Hours of Bahrain

event is a magnificent race to be associated with. As the leading endurance championship in global motorsport, it reaches hundreds of millions around the world.” “We are certain that Bapco’s support will deliver great benefits” he added. For his part, Bapco’s General Manager – Marketing Mr. Khalid Buhazza said, “Bapco is indeed proud to be a continued supporter of key events and activities of the BIC. Our sponsorship of the Six Hours of Bahrain Championship in 2015 falls in line with our commitment towards fostering the kingdom’s sporting sector, and as part of our national and regional reputation as a forerunner on the energy scene.” “We are confident that the ‘Six Hours of Bahrain’ Championship will be very well received this year and we wish the organisers the very best in ensuring the success of this event” concluded Mr. Buhazza. Following the event, it was described as a great success by attendees.

CIPD HR Business Partners Workshop Held for HR Staff



Bapco’s HR Department, Learning section, last month completed a CIPD workshop with CIPD facilitator Sarah Davis designed specifically for HR employees. The theme of the workshop was HR business partnering as an example of HR “good practice” and it was aimed at HR professionals who work closely with an organisation’s senior leaders in order to develop a HR agenda that closely supports the overall aims of the organisation.

The two-day programme consisted of using a combination of case studies and activities.

The first day focused predominantly on the theory of

HR Business Partners so the delegates understood the definitions of a HRBP and their potential benefits to Bapco. Delegates worked in small groups to discuss amongst their peers how they believed Bapco HR could become more involved in strategic decisions and activities. Subsequent activities focused on Bapco’s current challenges and opportunities and the delegates were asked to write these within their groups and then share with their reasoning with the rest of the room. After discussing this, the workshop began looking at who are Bapco’s shareholders in terms of our external customers and all members of the business.

The second day of the workshop focused on personal skills development and included comparing delegates own attributes within the work environment and how this affects work, including communication styles. Delegates each completed a questionnaire called ‘The Effective Influencer’ which showed the preferred learning style. Linked to effective communication, the workshop then examined Simon Sinek’s golden circle of influence using ‘Why, How and what’ we are trying to effectively communicate. A model entitled ‘The OK Corral’ was then introduced to determine delegate’s behaviors in terms of their “life position”. This model enabled delegates to be better able to understand the influences of behavior and how this can impact the communication, as well as how to manage conflict which can arise using the different types of behaviors. The workshop drew to a close with models of change. The delegates were able to look into the different levels of change that they may face, the Force Field Analysis which includes resistance to change against the drivers for change, reasons for resisting change and finally coping mechanisms for dealing with the resistance when it arises.

The delegate feedback was very positive with delegates commenting as follows:

- “The trainer was very positive, always encouraging us to participate” – Zainab Salman
- “The facilitator was extremely friendly and helped us better understand the concept using various visual aids” – Suhayla Khalid

Sea-Water Bio-Fouling Control Project in Operation at HLPH



A chlorine-dioxide plant having a maximum capacity of 100 kg per hour has been successfully designed, constructed and commissioned by Bapco's Plant Engineering Department and handed over to the Power & Utilities Department in April 2015 as part of the Sea-Water Bio-Fouling Control Project and is currently in operation. Safety concerns regarding handling and transporting the chlorine cylinders led Bapco to decide to utilize a different, safer technology and it was decided to install an in-situ chlorine dioxide generation plant with under-water production of chlorine dioxide and a sea water dosing system at the High Lift Pump House (HLPH). "In the past Bapco utilized Chlorine gas, supplied as a liquid in 1 ton cylinders, as a continuous dose of biocide to control biological growth in the once-through cooling circuit at the Bapco Refinery", said Mr. Khalid Hadi Manager Plant Engineering Department. "The new facilities comprise of hydrochloric acid and sodium chlorite storage tanks, situated in

dedicated concrete bunds. Each chemical can be dosed to four reaction chambers situated below the water level in the incoming sea water, immediately upstream of the traveling band screens. The two chemicals react immediately to produce chlorine dioxide, which is a very effective biocide and a very strong oxidizing agent which destroys the algae, barnacle and thus prevents biological-fouling of the sea water". "Each reactor train has a capacity of 25 kg per hour of chlorine dioxide and the maximum capacity is 100 kg per hour with all four trains in operation. Normally one reactor in the north flume and one in the south flume are in operation. There are four (4) on-line bio-fouling probes located at 4ACDU, #1VDU, HLPH and STG in the cooling water lines at the inlet of strainers/exchangers to monitor the effectiveness of the chemical dosing over a period of time. Depending on the results, the dosage rate or the duration can be adjusted accordingly", Mr. Hadi concluded.

Ear Show 2015-2016 Launched

As part of Bapco's EHS Week 2015 activities, the Bapco Ear Show 2015-2016 was launched on Monday, 15 October 2015. The show promoted the proper use of ear defenders with the aim of reducing the risk of noise-induced hearing loss among employees. Similar to BOOST noise observations which observe if someone is wearing their hearing protection, the Ear Show team observed the effectiveness of employees' hearing protection by:

1. Observing how employee fit their hearing protection.
2. Correcting and training employees on how to fit their hearing protection properly.
3. Testing the effectiveness of hearing protection once it is fitted correctly.
4. Advising employees on the most appropriate type of

hearing protection for them.

The Ear Show team also discussed how hearing protection relates to the actual noise in the Refinery and other areas. Over the next few months, the Ear Show is scheduled to visit over 20 locations such as Control Rooms, Workstations, Maintenance Areas and Awali Services.

For more information visit the Ear Show section on the Bapco Portal; this can be found in the HSE section under the following link:

http://bapcoportal/SiteDirectory/Ear_Show/SitePages/Home.aspx

Photo Caption: Bapco's GM - Refining Mr. Hafeedh Al Qassab, Manager – OPD (North, Hassan Bahram and Manager OPD (South) Mahmood A.Rahim at the Ear Show launch.



Two Employees Awarded by Ministry of Education

Bahrain's Ministry of Education has recently awarded two employees from Bapco; Mr. Ahmed Al- Musaifer, Protocol

Officer (PR Department) and Mr. Ziyad Kiksu, Strategic Trainee, for their valued participation in the Ministry's vital training

programme which is aimed at qualifying the national caliber and creating a future generation of educated professionals. As part of the project, both employees paid visits to the Yathrib Intermediate School for Girls on 10 November 2015 and the Tariq bin Ziyad Intermediate School for boys on 12 November. During the visits, both

employees gave presentations on Bapco's history, role, vision and mission in fostering the national economy. The initiative comes as part of Bapco's active role as a forerunner in Corporate Social Responsibility (CSR) endeavours in the kingdom, continuing on the company's numerous initiatives carried out previously.



West Virginia University Delegation Visits Bahrain



A senior delegation of visitors from West Virginia University was hosted by Bapco in the month of November. The delegation was taken on a tour of the Dar Al Naft (Oil Museum) and also on a visit of the first oil

well, where they were briefed on the rare contents & possessions of the museum which narrate the history of oil discovery in Bahrain. The visitors toured the various

sections of the museum and also visited the gallery which features a number of valuable documents depicting the rich history of the kingdom. The visitors hailed the significance of the museum and its rare possessions in telling the story of the ancient and modern history of Bahrain. Upon the conclusion of the visit, the delegation expressed their sincere thanks and appreciation to Bapco for arranging the visit. The visit was organised as part of Bapco's ongoing efforts to enhance joint cooperation & coordination with various organizations and establishments, and bolster the concept of Corporate Social Responsibility (CSR) for promoting Bapco's support of the economic & social



life of the Kingdom. The visitors were accompanied by Mr. Fahad Shamsan from Bapco's Public Relations Department

GIF - Bapco Partnership Renewed for 2016 Edition

Gulf Industry Fair (GIF) 2016, the GCC's only dedicated event to promote industrialisation and economic diversification is scheduled to be held from 9-11 February 2016 at the Bahrain International Exhibition & Convention Centre (BIEC) under the patronage of HRH Prince Khalifa bin Salman Al Khalifa, The Prime Minister of the Kingdom of Bahrain.

Bapco has renewed its strategic partnership of GIF as well and has also taken the lead by sponsoring the Energy and Environmental Protection Sector. GIF 2016 also carries the support of Alba, promising to promote the importance of the aluminum sector. With Bapco and Alba, the GIF carries the support of the

two major pillars of Bahrain's economy.

The 9th edition of GIF will host a series of complementary events and seminars focusing on innovation. Additionally, the much celebrated iTech awards 2016 will also be presented during GIF 2016. For more information on GIF 2016, please visit: www.gulfindustryfair.com

iTech Awards 2016 categories are currently open to nomination online at: www.iTechgulf.com



Occupational Hygiene Hosts Noise Course



From 15 to 19 November 2015, the Occupational Hygiene Section of Bapco's Health, Safety & Environment (HSE) Department hosted a noise course endorsed by the British Occupational Hygiene Society (BOHS) titled "W503 Noise - Measurement

and its Effects". The course was provided by Mr. Mike Slater of Diamond Environmental Ltd., a UK Training and Consultancy firm. Nine delegates attended the course from Safety, Occupational Hygiene and the Refinery Clinic.

Visiting Delegations Hosted by Bapco in November



A number of key delegations were received in Bapco over the past month. The visits included a Chinese delegation visiting the kingdom, a group of auditors from Ernst and Young Bahrain and other key organisations. The various groups were taken on tours of the Dar Al Naft oil museum managed by Bapco as well as the First Oil Well, where they were briefed on the rare contents and possessions of the museum which narrate the history of oil discovery in Bahrain. The visitors also toured the various sections of the museum and visited the gallery



which features a number of valuable precious documents about the rich history of Bahrain. They hailed the significance of the museum and its rare possessions in depicting the ancient and modern history of Bahrain. Furthermore, they were also taken on a tour of the princess Sabeeka Park in Awali, where they were shown the various rare plant exhibits and different sections of the park.

Upon the conclusion of the visits, the various groups expressed their sincere thanks and appreciation to Bapco for arranging



the visit. They also lauded the key role assumed by Bapco in fostering the overall development of the kingdom.

The visits come in line with Bapco's ongoing efforts to enhance joint cooperation and coordination with various organisations and establishments, and to bolster the concept of Corporate Social Responsibility (CSR) for promoting the company's support of the economic and social life of the Kingdom. The visitors were accompanied by Mr. Fahad Shamsan from the company's PR Department.

GOOD NEWS FOR ROAD USERS

MANAMA APPROACH TO BE RE-SURFACED SHORTLY

THE section of the Awali-Manama road between the Radhm al-Qawari (Wiggley Bridge) and Manama is to be re-surfaced as soon as the main road renovation programme in the town itself is completed, a Government spokesman told the "Islander" this week.

Work will begin in about three weeks and is expected to take about 2½ months. By the beginning of July the whole of the section, nearly three miles, will have been re-surfaced.

The work is being carried out with the equipment which was so successful in the construction of the new Bapco roads, and which has since been put to effective use in the Government's own road programme.

Modern highway

In the last two or three months much of the main road system in Manama has been treated, including the "ring" road which comprises Shaikh Muhammed Road, Shaikh Isa Road, Prior Road,

Government Road (the water front) and Shaikh Hamad Road.

A modern two-lane highway connecting Manama with the New Pier at Jufair has also been completed, and there have been a number of additions and modifications to the system.

Future plans

Re-surfacing of the Wiggley Bridge-Manama section will not bring the Government's road programme to a close.

Plans for the future include a first-class road from A'ali to Zellaq, taking in a number of villages which are at present served only by dusty tracks.

Other roads are also under consideration, but plans for these have not yet been put into final shape.

Retiring employee honoured by Shipping Section

ALL the members of Shipping Section attended a ceremony at Awali Main Office last week at which the Acting General Manager, Mr. C. R. Barkhurst made a presentation to Mr. D. M. Joshi, who recently retired after more than 20 years' service with the Company.

Mr. Joshi received a Swiss-made combination clock, hygrometer, compass, barometer and thermometer, and it was inscribed with the words: "Presented to Mr. D. M. Joshi by friends and colleagues in the Bapco Shipping Section as a token of their esteem."

Mr. Barkhurst said he had known Mr. Joshi for a long time and regarded him as one of his friends in Manama. He said Mr. Joshi "was a loyal Company man and had done a fine job of work."

"Still here"

In expressing his thanks for the gift Mr. Joshi referred to the fact that he had passed 20 years of his life with the Company "in peace and harmony."

"Although I am going to India," he added, "mentally and spiritually I shall be staying here among my friends."

Mr. Joshi first came to the Persian Gulf from Poona in 1919, and he was with the Iraqi Port Directorate at Basrah for over 10 years until 1933, when he returned to India.

In 1936 he came to Bahrain and shortly afterwards joined the Company. He has been with Shipping Section ever since and was Chief Clerk at the time of his retirement.

Family reunion

Mr. Joshi is 61 years of age. He has two sons in Bahrain, both of whom attended last week's ceremony in Awali. One is Dr. M. D. Joshi, who is a doctor in the Uwal wing of Awali Hospital and the other is Mr. M. D. Joshi, an Ac-

counts Clerk in the Refinery.

His wife, two other sons and two daughters are living in Poona, and Mr. Joshi told the "Islander" that he was looking forward to seeing them all again shortly. He was also going to see his mother who, he said, was still enjoying good health at the age of 79.

Mr. Joshi does not think he will remain long in "retirement." "I have not decided what I am going to do," he said. "I only know that I cannot be quiet—I must be doing something."



PRESENTATION is made by Mr. Barkhurst.

S-s-s-splash!



350-YARD SPLASH as a new submarine line is launched from the trestle at Sitra. The 12" pipe was later floated into position between the new wharf and the old wharf—it is an extension to an existing sea line—and then sunk between the two points which it is to connect.

The men responsible for the operation were Mr. Bob Turner, General Foreman, and Mr. Jack Bell, Foreman, of Refinery Construction.

SUN COY— BUT FETE WAS GREAT

THE sun seemed to be playing hide-and-seek on Friday afternoon when St. Christopher's Annual Garden Fete took place in the gardens of Al Bustan, Manama.

But it did not stop a record crowd coming along and during the afternoon many people surrounded the well-stocked stalls; tried their skill at the coconut shies and other games; and watched the entertainment provided on the lawn.

Good business

Among a fine array of stalls special mention should be made of the needlework stall, where hand-knitted and embroidered children's clothes, shawls, aprons and hand-made flowers were fine evidence of the work which had gone towards making the occasion a success.

The familiar Bring and Buy, cakes, candy and other features

(Continued on Page 3)

Refinery area gets Personnel Adviser

MR. J. E. M. Ferguson, of Personnel Department, has been provisionally assigned to the new position of Personnel Adviser in the Refinery Area.

A memorandum issued by Mr. J. Jefferson, Superintendent—Personnel Department, says that the Personnel Adviser will be available to advise supervisors in the Refinery Area on all matters of personnel policy and administrative procedures.

Mr. Ferguson is temporarily located in the Maintenance Machine Shop building from 7 a.m. to 9 a.m. each day. After Ramadan he will be available for two hours from 8 a.m.

REFLECTIVE FIRE SUITS HEAT-TESTED TO 400°

THREE different kinds of reflective-aluminium fire-fighting suits were put on trial at a special test arranged at the Refinery last Sunday afternoon by Fire and Safety Division.

Two of the suits under test were for use with breathing apparatus and, of these, one was also fitted with a special reflective visor.

Each had different linings—one of asbestos and wool only, and the other of asbestos, wool and string.

The third suit, designed for use in circumstances where breathing apparatus would not be needed, was much lighter than the other two, and had a lining of heat resistant textile material. This suit was also equipped with a reflective visor.

Durability

The object of the test was to discover which type of suit was most comfortable under heat conditions and to assess the comparative durability of the different suits.

For several minutes three men tried the suits by turns, holding thermometers in their hands to record the heat as they stood close to a long trench which was filled with burning oil.

The highest temperature recorded was over 400 degs Fahrenheit,

registered on one of the men's thermometers while he was wearing the lightweight suit without breathing apparatus.

LATE NEWS

NEW GENERAL MANAGER

Notice issued yesterday announced appointment of Mr. W. A. Schmidt as General Manager, reporting to Mr. M. H. Lipp, new Resident Vice President of Bapco in Bahrain. Picture of Mr. Lipp's arrival—Page 2.



THE ISLANDER

Published by
THE BAHRAIN PETROLEUM
COMPANY LIMITED
(MEMBER OF THE CALTEX GROUP
OF COMPANIES)

AWALI, BAHRAIN, PERSIAN GULF.
PUBLIC RELATIONS DEPARTMENT:
Manager: Copp Collins; Editorial
Supervision: John Hopper; Pictorial and
Production Supervision: Ron Startup.

Editor: Jim More O'Ferrall
Box 416, phones 4358, 4608 (night)
Production: Harry Hallows
Photography: Carl Sutton
Raya Fernandes

Departmental Representations:

Bill Clemow, Eric Curtis,
Barrie Edwards, Ken Edwards,
Jim Ferguson, Bob Ford,
Duncan Gilchrist, Aubrey
Glassborow, Gerry Goldfinch,
John Halstead, Ron Hart,
John Huskie, Marjorie Hussey,
Paul Mayo, Alan Meyer, Dave
Moloney, Pete Nisbet, Harry
Smith, Rod Smith, Ivor Swan,
Ted Verrill, Don Weston, John
Whitfield, Des Younger, Greg
Zakrewski.

Organization Changes

CONSTRUCTION DEPT.

During the absence of Mr. H. D. Knight, Construction Superintendent, in London from March 30 to April 13, the activities of Construction Department will be co-ordinated by Mr. D. D. Gilchrist, Construction Planner. Mr. Gilchrist can be contacted in Bunkhouse 68A and on phone 4422.

MAINTENANCE DEPARTMENT

Effective March 23, Mr. J. Law has temporarily assumed the duties and responsibilities of Electrical Section as Acting General Foreman during the absence of Mr. G. E. Cox, on local leave.

Mr. Law can be contacted on phone 2343 during business hours.

ACCOUNTING DEPARTMENT

Effective immediately Mr. W. F. P. Ellis will act as Assistant to the Chief Accountant and will co-ordinate matters affecting Cash Section, Costing Section, General Accounting Section, and Investment Accounting Section. Mr. Ellis will be located in Room 261, phone 4439.

RULER OPENS EXHIBITION

The Danish Archaeological Expedition held a three-day exhibition of their work at the Education Department Library, Manama, last week. The opening ceremony was performed by His Highness the Ruler, who is here seen with members of the Expedition, including its leader Prof. P. V. Glob.



WELCOME TO BAHRAIN at Muharraq on Tuesday for Mr. M. H. Lipp, who has been appointed Resident Vice President of the Bahrain Petroleum Company Limited to be in charge of all affairs of the Company in Bahrain. Mr. Lipp was received at the airport by Mr. C. R. Barkhurst, Acting General Manager (on right) and is here being greeted by Mr. C. E. Davis, Manager of Producing and Development Department.

THE WEEK'S READING

By Marjorie Hussey

The Burden, by Mary Westmacott. The author is none other than Agatha Christie but this is not a thriller. This novel is about loving and being loved and it discloses a great insight into the disguises behind which the human heart likes to hide. As is to be expected of this writer the plot is powerful and the characters true to life.

Paulette, by Anne Francis. This is a study of adolescence at its most difficult stage. The setting is modern London and the chief character is the daughter of a busy, pre-occupied business man who has remarried soon after his wife's death; the story is concerned with the pitiful efforts the girl makes, both at home and at school, to be noticed. However, it all sorts itself out happily in the end.

Time of Departure, by W. D. Pereira. This is the story of a small group of men—the designers, technicians and test pilots—engaged upon the development of a supersonic airliner. This is a fascinating, well-constructed novel and the author evidently knows a great deal about the aircraft industry.

Crossroads to Nowhere, by Raymond Stark. Science fiction. This highly imaginative tale is about the destruction of our present civilisation and the condition of the world a hundred years from now. It is certainly stimulating and thought-provoking, and contains an awful warning.

Breakfast at Night by Pamela Bright. A novel about the trials and tribulations of a probationer nurse in a large Scottish hospital.

The Forest of Fear, by Ernst Lothdorff. This book is not for the squeamish. It is gripping, horrifying uninhibited account of the hazardous journey through the "green hell" of the Amazon forests in search of rare orchids, and of the tough, degenerate types of both sexes who live in the riverside settlements.

The Life and Times of Cleopatra, by Carlo Maria Franzero. Although poets and playwrights have so often made this famous Egyptian Queen the heroine of their poems and plays, very few authentic facts are known about her life and character. The author of this biography has carried out exhaustive research and his evaluation of Cleopatra discloses a vital, beautiful and politically shrewd woman.

Submarines Attacking, by Aldo Cocchia. The author played an extremely active role in Italian actions in the war at sea and describes here encounters with British merchantmen, landings in Crete, the enemy's part in the Battle of Matapan, and the attempts on Gibraltar by Human torpedoes.

Bridge for Beginners, by Victor Mollo and Nico Gardener. This little book really is for those who haven't a clue about this ever-popular, always-in-season, social game. It is written in simple language and each stage is clearly explained.

Sears, Roebuck Spring/Summer 1957 catalogue. Several copies of this latest catalogue are now available on loan. There are also copies on the Reference Room tables but these may not be borrowed.

Arrivals and Departures

ARRIVALS: Mr. and Mrs. R. Sarapu, Mr. and Mrs. J. Mansfield, Mr. R. C. Snow, Mr. M. H. Lipp.

DEPARTURES: Mr. M. Oswald, Mr. M. G. Hodgson, Mr. W. F.

Smith, Mr. H. A. Thomas, Mr. J. Reid, Mr. D. MacInnes, Mr. R. H. Baxter, Mr. G. H. Douglas, Mr. G. B. Touhy, Mr. and Mrs. R. A. McLeod and family, Mr. and Mrs. A. Smith and family, Mr. M. C. Randolph, Mr. and Mrs. W. Pengelley, Mr. and Mrs. D. Barrett and family, Mr. N. H. Hammond, Mr. J. Bryson, Mr. and Mrs. J. C. Scofield, Mr. R. E. Fox, Mr. and Mrs. R. J. Elford and family, Miss B. A. Mitchell, Mr. and Mrs. R. E. T. Hearn and family, Mr. J. Welsh, Mr. and Mrs. H. A. Swan and family, Mr. C. A. Pratt, Mr. F. J. Christie, Mr. J. L. Sparkes.

VISITORS: Mr. L. Bley, Mr. J. D. Farrell, Mrs. F. Warneford.

NEW EMPLOYEES: Miss S. Veitch (Personal) London, Mr. D. Bain (Secretary) Cambusland, Mr. A. Carver (Secretary) Preswick.

'A COMPANY IS ONLY AS GOOD AS ITS FOREMEN'

— Mr. C. J. SOUTHWELL

ONE of the most intensive courses of supervisory development ever undertaken in Bapco was launched on Saturday by Mr. C. J. Southwell, Assistant General Manager Engineering and Technical Services, when he addressed a meeting of over 100 men of Refinery Maintenance staff at Awali Hall.

The meeting marked the opening of daily sessions throughout Ramadhan during which each of the men will attend ten two-hour sessions and cover five main topics.

On the subject of foremanship, Mr. Southwell told the meeting: "Every Company is just as good as its foremen—no better, no worse. The best-laid plans and policies of higher management can be rendered useless by careless, inefficient supervision."

Contact

"On the other hand incomplete, sketchy plans can develop and grow when processed by alert, intelligent supervisors," he said.

Mr. Southwell said the supervisor was the contact between management and the worker. "His opinion of Bapco depends on how well you represent Bapco in all of your dealings with him."

"Bapco can be, in his mind, the fine Company that it is, or it can be just another outfit to work for or to leave at the first opportunity. It all depends on you."

Referring to the importance of the various subjects to be discussed during the conferences, Mr. Southwell stressed that of appraisal and development in helping to bring along all employees.

Proving Ground

"More and more Bapco is called upon to supply trained men to other parts of the Caltex family," he said. "We are fast becoming the training, developing and proving ground for Caltex. So again, how good a job we do not only establishes how good Bapco is, but also affects the whole Caltex organization."

Assistance in the planning of the programme was given by Mr. Len Houghton, of Supervisory Development Division.

Conference leaders for the series are Mr. Stan Noble, Mr. Bob Fulcher, Mr. Ron Powrie and Mr. Stuart Clarkson of Maintenance Department, and Mr. Jim Jefferson and members of his staff from Personnel Department.

Service awards

Twenty Years

March 29—Ali bin Atia.
March 31—G. H. Tommey.
April 1—Makky bin Mohamed, Farhan bin Mubarak, Salman bin Hassan.
April 3—H. Catlow.

Ten Years

March 29—Ahmed bin Habib, Ali bin Ashoor.
March 30—Sayed Ali bin Sayed Hussein.
March 31—Abd Ali bin Hussein, Abdulla bin Ashoor.
April 1—J. Y. Sharples, Ali bin Ahmed, Ahmed bin Ali.
April 2—H. Mattinson, H. Weston.
April 3—Mohamed bin Ali, Abdulla bin Othman.

Five Years

March 30—Yousef bin Ahmed, Ahmed bin Ali, Rashid bin Hassan, Ahmed bin Mohamed, Ali bin Ibrahim, Ahmed bin Hussein.
March 31—L. B. Darocha, F. L. D'Cunha, Abdulla bin Salim, Abdul Karim bin Kadhem, Jaffer bin Abdulla, Hussein bin Ali, Abdul Aziz bin Khamis.
April 1—Abdulla bin Essa, Ahmed bin Mohsin, G. Wilson, T. W. G. Lawrence.
April 2—Rashid bin Mohamed.
April 3—Sayed Said bin Sayed Yousuf.

Departmental Correspondents

Barrie Edwards

Among the first of the "Islander's" Departmental Correspondents, Mr. Barrie Edwards, of Inspection Department, is now nearing the end of his first tour in Bahrain.

A bachelor whose home is at Stoke-on-Trent, he intends to indulge his taste for travel when he leaves for foreign service vacation later this month.

He will go home via Istanbul, Athens, Rome and then journey northwards across the Continent by bus.

Barrie came to Bapco as Plant Inspector and later went to Materials Division of Inspection Department as Corrosion Engineer. His work has principally been on cathodic protection of buried



and submerged structures and equipment, and the projects on which he has been engaged have included the protection of Sitra Wharf.

A man who likes to dabble with many topics, Barrie's chief interests are books, music and art. He admits to playing most games on a "pressed man" basis and to having recently entertained large numbers with his drives off the first tee!

"I think golf is one of my Bahrain interests that will really stick," he will add in a more serious mood. "I have enjoyed it immensely."

Bus driver wins the Transport sweep

First prize of Rs. 1,000 in the Grand National sweepstake organized by Transport Department Sports and Social Group went to a Bahraini bus driver, Mohammed Abdulla. His ticket drew Sundew, the winner of the ace.

Mr. M. S. Colborn won the second prize of Rs. 500, and the third prize of Rs. 250 was won by Abdulla bin Hassan, of Transport Department.

Weather

DATE	MAXIMUM	MINIMUM
March 25	88	68
March 26	84	64
March 27	84	64
March 28	84	62
March 29	86	65
March 30	79	69
March 31	86	67
Humidity: Maximum 98% Minimum 36%		



PRESENTATION TO MR. G. H. TOMMEY. Photograph taken recently following the presentation by Mr. C. R. Barkhurst, Acting General Manager (second from left, front) of a 20-year Service Pin to Mr. G. H. Tommey (centre) of Employee Services Department.

RAMADAN

It is said that, on one night of this holy month, all the eight doors of Heaven open at once

RAMADAN is the name of the ninth month of the Muslim calendar. In the days when the ancient pre-Islamic Arabs still tried to make their calendar correspond with the solar year, Ramadan fell at the height of summer, but since the establishing of the lunar calendar it has progressed regularly through the seasons.

It is a month of special importance to the Muslim in many respects; it is the only month to be mentioned by name in the Holy Koran, the Sacred Book of Islam, and it is expressly stated there that "the month of Ramadan is that in which the Koran was revealed to Man."

Of important days within the month, the great Muslim scholar Al-Biruni notes the 6th as the birthday of the martyr Husain bin Ali, the Prophet Muhammad's grandson; the 10th as the day of the death of Khadeeja, the Prophet's first wife; the 17th as the day of the battle of Badr, in which the Prophet and the early Muslims won their first military victory over the pagans; the 19th as the day on which the Muslims occupied the town of Mecca; the 21st as the day of the death of Ali, the Prophet's son-in-law and the fourth Caliph; and the 22nd as the birthday of Ali.

Doors of Paradise

The night of the 27th Ramadan is Lailat al-Qadr, the night on which the Holy Koran made its descent. God sent it to the lowest heaven where it was received by Gabriel who revealed it piecemeal to the Prophet Muhammad.

The date, the 27th, is not

however absolutely certain and the pious therefore also use the nights of the 21st, 23rd, 25th, and 29th of Ramadan for good works, as one of these certainly is Lailat al-Qadr.

On this night, which is described in the Koran as "better than a thousand months," all eight doors to Paradise are opened simultaneously and in a row.

The believer who has been fasting and who is then watching may see the heavens open and behold his God. So fortunate a man dies at once and goes straight to Paradise.

The overriding importance of the month of Ramadan, however, is that it is the month of fasting,

*In this article by
W. E. N. KENSDALE
the significance of an
important Islamic month
is explained*

and fasting is one of the five "pillars of Islam."

The fast, or saum, begins before the dawn of the day following the first appearance of the new moon of Ramadan, at the moment when it first becomes possible to distinguish a black thread from a white one.

If cloudy weather obscures the moon then the fast may be delayed until the next night or the next.

Cannons and drums

The duty of deciding when the fast should begin fell originally to men of honest reputation in each community, but with the growing complexity of life it became the duty of the religious doctors of each city whose pronouncement was then accepted by the countryside around.

Today some Muslim nations have their own body of moon-gazers, to determine the beginning of the month, while others depend upon a broadcast announcement from Radio Mecca. When the news of the fast is heard, cannons are fired and drums beaten.

Fasting in Islam demands great self-control and endurance, particularly if Ramadan falls at the height of the summer in Arabia or in the depths of winter in Central Asia.

It calls for complete abstinence from food, drink and smoking throughout the hours of daylight together with a pious and contemplative state of mind.

Ramadan nights, however, are given up to pleasure to compensate for the hardships of the day; traditionally the evenings after dark are the time for public entertainments.

Awaited eagerly

Needless to add, the nights are also times of feasting and great eating. In Bahrain those who can afford it invite ten or 15 poor people to break the fast with them when the evening canon is heard.

However, even the night times have their solemn occasions, for a prayer of 20 prostrations is prescribed. It is also necessary to awaken very early in the mornings so that a substantial breakfast may be eaten before dawn.

With all its rigours, it might be supposed that Ramadan would be greeted by the Muslim with determination rather than pleasure, but this is far from true; its coming is awaited as eagerly as Christmas by the Christians.

Sensibly enough, not all are subjected to the rules of the fast; children below the age of puberty, pregnant women, the sick and travellers are exempt, although travellers must fast later for a number of days equal to the number of those they missed during Ramadan.

End of the Fast

With the end of Ramadan comes the month of Shawwal, the first days of which are devoted to the celebration of the Eed al-Fitr, "the festival of the breaking of the Fast," otherwise known as eed as-sagheer, the "minor festival" or "lesser bairam." Although this is called the "minor festival," yet since it comes at the end of the fast, it is in fact the occasion for the major festival of the Muslim year, with much more festivity and rejoicing than the "major festival" (i.e. eed al-adha).

At both festivals everyone dresses in new or at least in his best clothes, and people visit each other and exchange presents. The visits are an important feature and no one must fail to call on his friends; also, if you wish a man to become your friend it is appropriate to call on him during the 'eed.

Around AND About

Another success

Jack O'Neill, of Accounting Department, who is at present on leave in England, has written to add his congratulations to the many received by David Lawrence, whose scholarship success was recently announced in this column—and to tell me of the achievement of his daughter, Bernadette.

Bernadette sat for the exam last January, when she was just 10 years and one month old, and she has been granted a Grammar School place. "She will go to the Ursuline Convent, Westgate-on-Sea," Jack's letter continues, "and we believe she is one of the youngest in England to gain the award."

Bernadette attended Awali School from 1954 to July 1956.

David Lawrence who is 10, passed the examination for entry to Kent College, Canterbury, a Non-conformist public school established during the last century. He took the examination while in Junior III at Awali School.

Awali School Headmaster Maurice Bowler, tells me that Richard Lewis who is aged 11 has also passed the 11-plus examination for Kent and has been offered a Grammar School place. Richard is the son of Mr. & Mrs. J. D. E. Lewis. He sat for the examination here in Awali.

Havashuuf Club

Inspection Department's Havashuuf Club report a change of Secretary. John Harvey has now taken over from Arthur Pratt who left Awali yesterday for a spell of F.S.V.

Arthur was a leading light in the formation of the club six months ago and at their party in Awali Hall last Thursday, Mrs. J. E. Boshier, on behalf of the club, presented him with a tankard in recognition of his notable services.

John Harvey informs us that the club is still on the lookout for sporting fixtures of all kinds. "The more sportin' the better," he says.

Nomad



FORTUNE TELLERS (above) did good business at the fete and so did the various stalls, one of which is shown below.

MANY ATTENDED MANAMA FETE

(Continued from Page 1)

did good business, the sweets stall selling twice the amount they sold last year.

The R.A.F. stall once again distinguished itself with the various interesting things brought in from other places in the Gulf.

Dancing display

Mr. James Belgrave, Government Public Relations Officer, was in charge of the donkey rides and reports that over 600 rides were enjoyed by his young customers

during the afternoon.

A fine display of Scottish dancing by the Cameronians was followed by a splendid show of dancing by the Brownies, who had to perform on a lawn that was crowded with spectators.

Of special interest this year was an Indian dance, executed by Miss Akhtazadek.

As a grand finale, the pipes and band of the Cameronians Beat the Retreat and brought to a close one of Bahrain's happiest annual events.



ARTS chairman to be host

Acting Chairman of the A.R.T.S., Mr. Noel Coutts, will be host for an informal get-together of the group which is to be held in the garden of his home on Saturday, April 6, at 7.30 p.m.

Refreshments, coffee and snacks will be served and there will be a programme of music. All members of the group are invited to join in the evening's entertainment.

Women Talking . . . by Anne Youngman

Reader's recipe makes another "sweet idea"

HERE is a recipe sent to us by one of our readers. We are always glad to receive recipes for publication here, so please send any you may have and help keep our cookery page bright and lively.

Pineapple Flip

4 cups milk
1 cup water
2 cups pineapple juice
3 eggs
1 lemon (grated rind and juice)

1 cup sugar
4 tablespoons gelatine

2 cups cooked crushed pineapple

Soften gelatine in a little water for 10 minutes. Put milk and water on to come to boil, then add egg yolks well beaten. Mix well, but do not allow to boil again.

Cool slightly, add dissolved gelatine and fruit juice. Stir until well mixed. A fine curd will form but this will separate and form a layer when set.

Add crushed pineapple and fold in the stiffly beaten egg whites to which sugar has been added.

Pour into dish or individual dishes and chill until set. Decorate with whipped cream or cherries.

It is important that cooked or tinned pineapple must be used for this recipe, as uncooked pineapple contains a substance which prevents gelatine setting.

Keep it fresh

To keep cooked and uncooked foods fresh, wrap them carefully in thin metallic foil. This is obtainable here and is ideal for wrapping round sandwiches for picnics.



The stole is attached to one shoulder of this short evening dress in fine flower-printed cotton.

LETTER TO THE EDITOR

Where were the ball boys?

Sir,—Everyone concerned in the enterprise which last week brought three tennis stars to Awali is to be congratulated and thanked for their efforts which were appreciated by many enthusiastic onlookers.

Once more, however, a "big" tennis occasion was somewhat marred by the initial absence of ball boys. Even when the players asked for some assistance in this respect, the Umpire's appeal for volunteers was not eagerly responded to by the numerous healthy-looking gentlemen around the court.

That the situation was eventually retrieved was largely due only to the activity of some ladies, including the Awali ladies' singles champion, who was herself the previous week, along with her opponent, unnecessarily tired by the need to fetch balls from all over three courts, while playing an exhausting final.

No doubt many people are too proud to demean themselves by performing such a useful service, but surely the Tennis Committee can avoid a recurrence of discourtesy to players by arranging, in advance, for some help from the willing few—it is particularly of importance in singles matches.

If we want to see good play, we must be deserving of it.

Yours &c.,
Coming One

Church Services

Interdenominational

The Rev. Alun Morris will conduct the following Services in Awali Church this week.

HOLY COMMUNION—Friday, April 5 at 8.30 a.m.

EVENSONG—Sunday, April 7, at 8.30 p.m.

Holy Communion will be celebrated after Evensong.

Catholic Mass

Mass is offered at Awali Church every Sunday at 6.30 a.m. and at Awali Hall at 6.00 p.m.

American Mission, Manama

Evangelical Church Service every Sunday evening at 7.00 p.m.



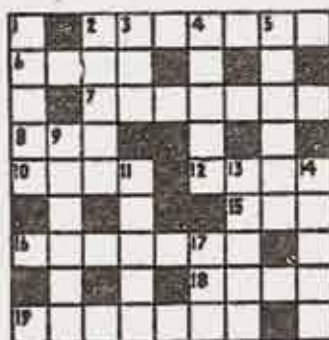
STRAIGHT LEFTS from P. Simkins (left) and P. Gallagher demonstrate something of basic training.

JUNIOR CROSSWORD

CLUES ACROSS. — 2. Seaport and largest commercial city of Morocco. 6. He wrote about the Pussy-cat. 7. "— Matthews" is one of our best-known footballers. 8. Jack Sprat couldn't eat this. 10. Small wingless jumping insect. 12. There are Stone and Iron ones in history. 15. Undivided. 16. British colony consisting of 360 small islands in the W. Atlantic. 18. The highest volcano in Europe. 19. Pupils in boarding schools often have these rooms.

CLUES DOWN. — 1. Steep rock-face often overhanging the sea. 2. This sense gets to work when you put something into your mouth. 3. The subject in which you learn to draw. 4. The port for the whole of Northern Italy. 5. The number of

players in a hockey team. 9. The name of Queen Victoria's consort. 11. Equipped with weapons of war. 13. Their babies are called "kids". 14. Frontier town on the Meuse in the Ardennes, France. 17. Welsh river whose source is Bala Lake.



LAST WEEK'S SOLUTION

Across. — 1. Elf. 7. Elephant. 8. Wey. 9. Scorer. 12. Ladder. 16. Oar. 17. Tapestry. 18. Bow.
Down. — 2. Leek. 3. Fly. 4. Epic. 5. Fair. 6. Stork. 9. Sad. 10. Our. 11. Flute. 13. Dips. 14. East. 15. Mayo. 16. Orb.



WAITING FOR THE BELL and time for a few words of expert advice for Master B. Sellar.

HUNDREDS ENJOYED FINE DISPLAY OF BOXING

SEVERAL hundred spectators on Saturday enjoyed a fine display of boxing by the boys of the Awali Boxing Group and members of the 1st Battalion Cameronian Scottish Rifles.

A high standard of sportsmanship was maintained throughout in this annual event in which the boys are able to demonstrate to parents something of what they have learned at their weekly training sessions.

Trophies for both winners and losers were presented by Mrs. C. R. Barkhurst and the team trophy went, once again, to Blue Team, captained this year by J. Davidson.

Presentation

Following the presentation of trophies, Mr. L. A. Smith thanked the Parent-Teacher Association for sponsoring the group's activities and made special reference to the men who organized and now maintain this activity.

"They have worked hard this evening as they have done throughout the year to bring the boys up to the high standard that we have seen this evening," said Mr. Smith.

Results (blue team first) were:—
D. Lloyd beat M. Knight
L/Cpl T. Whiteside beat Rfm. R. Leitch
J. Davidson (Capt.) beat R. Miller (Capt.)
P. Mayo lost to C. Brooks
B. Sellar drew with R. Russell
J. Cotter beat W. James
M. Patten drew with M. Allan
Rfm. D. Docherty beat Rfm. J. Wallace
P. Gallagher drew with P. Simkins
M. Perks beat M. Salaman
C. Young lost to L. Took
P. Curtis drew with E. Hedberg
K. Watson lost to D. Stuart
Lt. J. Orr beat Rfm. T. Shields

The officials were:

Referees: Mr. C. T. Rogers and Mr. W. J. Murray. Judges: Major Quinn, Mr. L. A. Smith, Mr. N. F. Coutts. Master of Ceremonies: Mr. J. Howe.

Marshals: Mr. A. Crombleholme, Mr. L. Sharman, Mr. F. Addis.

Seconds: Mr. N. Parks, Mr. C. Thomas, Mr. J. Purdy, Mr. J. Howe, C/Sgt. Sneddon, Capt. N. Carter.

Timekeepers: Mr. A. H. Chapman, Lt. J. Bone.

Medical Officer: Dr. K. B. LeGalley. Ring Marshall: Mr. M. T. Russell.

Stewards: Mr. F. Yates, Mr. K. McKim.

Chana'ad getting bigger and better

The question "How big do chana'ad grow?" was being discussed this week by members of the Bahrain Fishing Club after Jir Lovick, Assistant to the Refinery Superintendent, had landed a 48-pounder.

Club president Howie McKimm said that when Maurice Corbett caught one weighing 40 lb. a few weeks ago a new record went on the Club's books.

"This one of Jim's easily beats that, though," said Howie, "and there is little doubt that Jim's catch is not the ultimate. We are thinking now of the possibility of catching chana'ad up to 75 pounds."



PRIZES ARE PRESENTED by Mrs. C. R. Barkhurst—there were trophies for both winners and losers.

AWALI REPERTORY THEATRE SOCIETY

present

"WAITING FOR GILLIAN"

April 16, 17 & 18 8.30 p.m.

AWALI THEATRE

BOOKING TOMORROW

at Bapco Club 10 a.m. to noon

INTRODUCING – BAPCO FRONTIER MEGATEK



In our ongoing feature on Bapco Lubricants, this month we bring to you, “Bapco Frontier Megatek”.

PRODUCT DESCRIPTION

BAPCO FRONTIER MEGATEK 10W-40 API CJ-4 is a Full Synthetic Diesel engine oil to surpass the most severe performance requirements of the latest generation diesel engines. It delivers extraordinary lubrication in diesel engines found in commercial, fleet and personal vehicles requiring API CJ-4 performance level. Compounded with the latest additive package, the product exceeds the higher performance demands of modern engines. It withstands the stress of heat, soot and acids to help prevent deposits, corrosion and wear. Suitable for Diesel engines fitted with DPF.



PERFORMANCE STANDARDS

Approvals	Meets/Exceeds Specifications
API CJ-4/SN Certified	ACEA E9-08 Issue 2
MB Approval 228.31	CUMMINS CES 20081
MAN M3575	
MTU Type 2.1	
VOLVO VDS 4	
MACK EO-O Premium Plus	
RENAULT VI RLD-3	
DETROIT DFS 93K218	
DEUTZ DQC III-10 LA	

TYPICAL PROPERTIES

Test Properties	Method	Typical Value
Kinematic Viscosity @ 100°C, cSt	ASTM D 445	14.5
Viscosity Index	ASTM D 2270	150
Base Number, mg KOH/gm	ASTM D 2896	9
Apparent Viscosity by CCS @ - 25°C, mPa-s	ASTM D 5293	6000
Apparent Viscosity by MRV @ - 30°C, mPa-s	ASTM D 4684	25000
Noack Volatility, % Volume	ASTM D 5800	9
Density @ 15 °C, kg/L	ASTM D 4052	0.8575
Flash Point COC, °C	ASTM D 92	230
Sulphated Ash, % wt.	ASTM D 874	0.9

APPLICATIONS AND BENEFITS

- Outstanding control of engine wear for longer engine life
- Excellent soot handling properties
- Extended drain intervals
- Better control of piston deposits
- Outstanding control of viscometric properties at low and high temperatures
- Outstanding control of oxidative thickening, foaming and viscosity loss due to VI shear
- This oil is best suited for ultra-low sulphur diesel fluids

For further details, please contact LBU at 988002@bapco.net, 17753035.

Always follow equipment manufacturer’s recommendations for required lubricant performance level and oil drain intervals.



Current Trends in the Energy Market

Market Highlights:

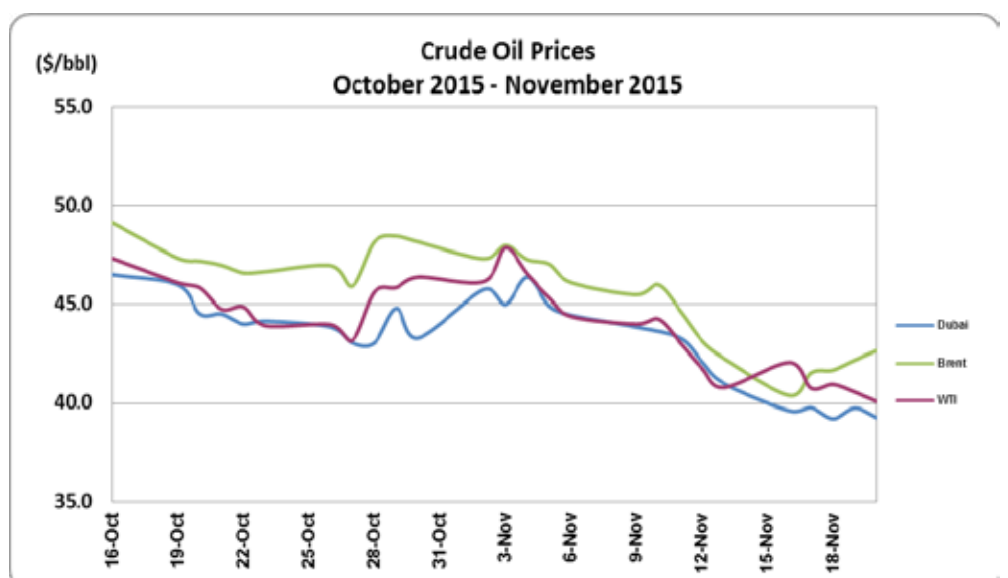
1. Saudi Aramco has awarded a contract to Petrofac to do the engineering, procurement and construction (EPC) of a sulphur recovery plant as part of their Fadhili gas programme. Fadhili gas plant is a greenfield development situated 30 km west of Jubail in the eastern province of the Kingdom. The gas plant would have around 2,500 MMSCFD capacity and would process sour gas from the Khursaniyah oil field and the Hasbah non-associated gas field.
2. Aramco Trading Company (ATC) has started a Singapore office to market oil products, joining a growing number of companies setting up shop in the city-state, industry sources said. The office is working to win new business for the parent company from Asia, but there are no immediate plans to conduct trading from Singapore, the source added. The company is also exploring new markets to sell its excess diesel while it steps up exports to Europe.
3. Kuwait’s Petrochemical Industries Company (PIC) is close to signing a deal to acquire 45% of the Indian chemical factory ONGC Petro-additions Limited (OpaL), the PIC’s chief executive said last Wednesday on the sidelines of an annual petrochemicals industry forum in Dubai, without elaborating on the size of the deal. OpaL is currently a joint venture between three Indian companies: Oil and Natural Gas Corporation (ONGC), Gujarat State Petroleum Corporation (GSPC) and Gas Authority of India Limited (GAIL).
4. Global storage operator Vopak has started an expansion project at its terminal in Durban, South Africa, ahead of expected increased demand for oil products. Completion date for the project is October 2016. The Durban terminal is 70% owned by Vopak and 30% by Realtile Chemicals. The terminal has a capacity of 144,000 m³ and stores oil products, petrochemicals and oleochemicals that are derived from plant and animal fats. Vopak said that the expansion will increase capacity to 234,200m³, and consequently improve fuel supply security and facilitate imports of cleaner fuels to the country.
5. Japan’s largest oil refiner JX holdings Inc (JX) is in talks to merge with rival TonenGeneral Sekiyu (Tonen), people with knowledge of the matter said last Monday, potentially creating a company that will control more than half of a market in long-term decline. The companies are aiming to reach an agreement as early as next month, one of the sources said.

The deal coincides with a Japanese government push towards consolidation in the refining sector. The government has ordered the refining industry to cut capacity cut by nearly 1.4

million barrels per day (b/d) to around 3.6 million b/d by March 2017.

Crude:

Crude oil	Avg. Price 9 – 13/11/15 \$/bbl	Avg. Price 16 – 20/11/15 \$/bbl	w-o-w change +/-
Brent	44.3	41.7	-2.6
WTI	42.8	40.9	-1.9
Dubai	42.6	39.5	-3.0
Abu Safah	39.2	36.2	-3.0



Prepared by: Planning and Economics Department – BAPCO

Key Issues Discussed at EHSC Meeting No.83 on Tuesday, 10 November 2015

Bapco's EHS Committee held its monthly meeting for November 2015, in which the following issues were discussed:

- There was no Lost Time (LTI) or Non-Lost Time Injury (NLTI) during October 2015; however 3 first aid injuries were reported.
- The target of 15 million hours without an LTI is due to be achieved on 17th November 2015, therefore, we must remain focused by using all the tools available to us such as "4 Keys to Safety" and "OSOOL Bapco" to prevent all injuries to ourselves and contractors. Our vision remains zero incidents and zero injuries.
- 13 Process Safety Incidents were recorded during October 2015, out of which 6 incidents were tiered as Process Safety Event (PSE) as per API RP754 standard.
- There were 5 vehicle accidents during October 2015, 3 involving Bapco and 2 contractor drivers. 2 accidents were due to Bapco driver fault. YTD there have been 94 vehicle accidents compared to 91 during the same period last year. Defensive training is being progressed.
- There were no unplanned flaring incidents during October; however 2 planned hydrogen flaring events were recorded. The Environmental Performance Index (EPI) remains at 5.65 vs. target of 7. We must continue with our efforts to reduce unplanned flaring and oil spills in order to achieve our target EPI.
- The feedback from the EHS Week Organizing Committee was presented to the meeting highlighting the positive points as well as the key learning points to further improve future events. The EHS Week impacted nearly 80,000 people from the various activities culminating in the peak event "The Family Day" on 10th October 2015 at BIC. Many Congratulations and Well Done to the Organizing Committee, many Sub-Committees and volunteers in ensuring this successful campaign to promote the EHS awareness amongst our staff, contractors and their families, and community at large.

Behavior Observation Obtains Safe Trends (BOOST): Eye and Face Protection



One of the top 5 at risk behaviors in the company as per BOOST metrics in XHQ report is "eye and face protection". The bellow tips have been written to avoid any related injuries

and protecting our eyes and face.

Protecting the eyes and face from hazards is extremely important considering all of the organs and soft tissue in the area. For example, a projectile to the eye not only damages the eye, but potentially the ligaments and muscles that move it, and in some cases the brain. Furthermore, lacerations to the face can damage muscle tissue and leave life-long scars.

Serious injuries can occur very quickly and it is important to choose the proper Personal Protective Equipment for the task. Always make sure PPE is properly rated for the job, fits properly, and doesn't obstruct view.

Causes of Eye and Face injuries

- Splashes from acids, cleaning solutions and other harmful liquid chemicals.
- Flying debris, chips and dust from grinding and windy conditions.
- Flying projectiles from objects colliding, falling or being dumped.
- Loose straps, cords or banding that breaks or snaps under extreme tension.

- Extreme heat and light from exposed flames, welding or torches.

Types of Personal Protective Equipment

- Safety goggles: Enclose the whole area around the eyes to help prevent debris when sanding or blowing dirt and protects the face from any chemical splashes.
- Safety glasses and side shields: Provide some protection against airborne particles and projectiles and are made of impact resistant material.
- Weld masks, dark shields and torch glasses: can help protect the eyes and face from flash burns and over-exposure to light.
- Grinding shields: can help protect from grinding debris, flying projectiles and chemical splashes.

By controlling our behaviors which are focused in the BOOST process and using other safety tools "Osool Bapco, 4 Keys and Stop work authority which are provided by company we can go home for our family safely.

A.REDHA HABIB

BOOST Steering Committee member



First-Aid Training Course Held for Employees

Keeping with Bapco's dedicated initiatives and ongoing commitment aimed at raising health awareness among all employees, and promoting the welfare and health of Bapco employees, Contractors, their family members and community in general, the company has conducted a first-aid training course for a group of female employees from various divisions and departments, as part of its regular training and development practices. The employees were trained on a number of first-aid practices which taught them to promptly and efficiently deal with administering first-aid in case of fractures, cuts, sprains and strains, bruises, internal and external bleeding, choking,

CPR and so on. The employees, on their part, expressed their gratitude upon being trained in this key life skill. Employees were awarded with a First-Aid certificate and First-Aider's Card, which are valid for two years, upon completing the examination successfully. The international qualification, which is being granted through the Bahrain Red Crescent Society, contributes to fostering health and safety culture within the company and promotes welfare in general. At the conclusion, course trainers wished the employees success in meeting and serving Bapco's Health & Safety policy aspirations.



Health Promotion Unit Holds Women's Health Event



Bapco's Health Promotion Unit under the Medical Services Department recently held an event focusing on women's health awareness. The event, titled "Women's Health 4 Life", was the 7th in an ongoing series of "Wellbeing Programmes" being held in the company as part of Bapco's ambitious Wellbeing 2020 project under the leadership of Dr. Spyridon Trus. Themed "You are Important", the event was held on Thursday, 30 October 2015 at the Bapco Club in Awali, and garnered a strong attendance from female employees of Bapco. Present at the event was Bapco's Deputy Chief Executive (Refining & Marketing) and Chairman of the EHS Committee, Mr. Ebrahim Talib, who addressed the attendees

and discussed the importance of women's health. "Through the Wellbeing Project WBP 2020, Bapco ensures that employees, contractors and families health & wellbeing initiatives are backed with strong leadership and visible support at Board level", he said. "The project will develop and implement an evidence-based improvement plan for employees to meet the company's needs. The project engages employees at all levels with improving their own health through education, encouragement, and support" he added. "The Wellbeing Project 2020 is in line with the dedicated efforts aimed at implementing the wise directives of the Leadership and Bahrain Vision 2030", Mr. Talib concluded.

Here's Why Fermented Foods are Good for you!

Have you heard of fermented foods? More and more people are consuming fermented foods due to the host of advantages that it has:

- Fermented foods contain probiotics: Consuming fermented foods and drinks like Kefir will help populate your gut with good or beneficial, which can help the overall bacterial balance in your system. These probiotics have also been proven to stop disease in its tracks, while also

aiding bowel health, immunity and digestive health.

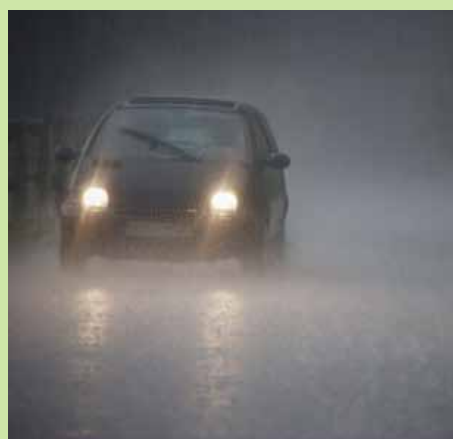
- They assist in food absorption: Like we mentioned in the previous point, a healthy bacterial balance in the gut combined with adequate digestive enzymes will help nutrient absorption to a great extent. Nutrient absorption is crucial to your health because naturally, eating healthy is essentially pointless unless the nutrients are absorbed by your body.
- Fermented food helps

in food preservation: You will be surprised at how long fermented food lasts without going bad! Foods such as pickles and sauerkraut will be preserved for longer without losing any of their nutritional value, when they are stored in their fermented form.

- Eliminates anti-nutrients: Fermentation can eliminate anti-nutrients; acids are broken down during the fermenting process, which leads to the minerals becoming better available.



Measures to Avoid Risks of Heavy Rain and Stormy Weather



- Be aware of the changes that could occur to the roads as a result of the changing weather conditions.
- Check regularly water and drainage channels and conduct the necessary maintenance.
- Fix objects that could be blown by severe wind such as boards, TV networks and others.
- Spread emergency hotline (999).
- Perform periodic maintenance for electrical and water systems.
- Make sure the emergency and first aid bags are ready.
- Provide the means for backup lighting (hand lamp or lantern) to be used when needed.
- In case of heavy continued rain, follow weather forecasts on local media and social networking websites.
- Do not leave home unless absolutely necessary and listen to weather bulletins and various media.
- Do not allow children to play outside the house during unusual weather conditions.
- If you are outside the house, try to find a safe place and avoid standing under tall trees and electricity poles.
- Do not try to walk or swim in the flowing water, ponds, valley streams or dams.
- Do not use the car to navigate in the flooded areas, as the torrential waters could make you lose control of the vehicle.
- During heavy rains, stay away from power lines. Cut lines are not necessarily safe.
- If you're in the car and strong winds are blowing, leave the car and head to the nearest safe place. The wind may overturn your car.
- If you are swimming, head to land and try as much as possible to stay away from open water.
- During a storm, unplug the power supply for home appliances to protect them from the passage of a high bolt through the electric

current.

- During a storm, move immediately to the nearest building or to your car to guarantee a safe haven.
- During a storm, avoid standing under trees and electricity poles.
- During a storm, avoid working or standing in upland areas or on the roofs of buildings under construction.
- Lightning may cause fire. Prepare the appropriate firefighting equipment.
- If you are away from a safe place during a storm, the risk of being hit by a high bolt is higher.
- If you're in an open space during a storm, avoid using your mobile phone unless it is absolutely necessary.
- Stay away from windows and metal doors.
- If you hear a call for evacuation through the media or competent security authorities, conform immediately and make sure you and your family are safe.
- When driving your car during heavy rainfall, turn on your vehicle's emergency flasher and lights. Reduce speed and do not overtake another vehicle. Leave enough distance between vehicles. Park your vehicle completely off the road if necessary.
- Drive with extreme caution on the roads for fear of landslides or limited visibility

Dr. Jamal Ahmed Kamal
Fire Chief
Health, Safety & Environment



RECSO Chairman Visits Bapco

The Chairman of the Regional Clean Sea Organisation (RECSO), Dr. Hassan Anbar accompanied by Mr. Khalid Al-Dossary - Director of Global Oil Spill Response, Saudi Aramco and RECSO Board Member visited Bapco on 27 October 2015, and met with Mr. Ebrahim Talib – Bapco’s Deputy Chief Executive (Refining & Marketing) & Chairman of EHSC Committee; Mr. Hafeedh Al-Qassab - GM Refining and Mr. Ahmed Khalil – Manager Health, Safety & Environment. Also, present in the meeting were Mr. Ijaz Ashraf - Advisor Environmental Affairs and Mr. A Hadi - Oil Spill Co-ordinator.

The purpose of the meeting was to provide an update on the recent organisational changes in RECSO and activities of RECSO and also to further strengthen the relationship with Bapco. Dr. Hassan Anbar appreciated the role played by Bapco in supporting the various activities and programmes of RECSO as well as being part of the RECSO management team. For his part, Mr. Talib praised the role of RECSO as an oil spill and environmental cooperative comprising of all the major oil companies in the GCC, and assured him of the continued support by Bapco.



RECSO is an oil industry co-operative organisation functioning on the concept of “mutual aid”. It was officially set up in 1972 by 13 founder members, when the oil companies in the region recognized a need for collective response to major oil pollution incidents and thus came together to achieve a common objective, which was to protect the Gulf’s

resources from oil pollution. The prime responsibility of RECSO is to protect the regional seas and environment from oil pollution emanating from operations, shipping and other related activities of its members in the region. Each member oil company shares the responsibility of ensuring a long-term commitment to the “Clean Gulf” concept.

HSE Achievements, Milestones for Replace LSFO Substation Project

Construction for Replace LSFO Substation Project is progressing at extensive areas of the Refinery, spanning from #2 Power Plant through multiple congested operational areas, pipe-corridors, road crossings up to LSFO Complex Units and also at the Greenfield area. A large workforce has been working relentlessly for this challenging, critical work. All throughout, high importance and topmost priority is accorded to the Health, Safety & Environment (HSE) aspects of the Project. Guided by a detailed Project HSE plan, diligent surveillance is observed and close monitoring is ensured for all site activities. Weekly Management Safety Walks are conducted to instill continued sense of priority towards HSE, among all site personnel.

On 20-August-2015, Mr. Ebrahim Talib, DCE - Refining & Marketing and Mr. Abdul Jabbar MA Karim, GM - Major Engineering Projects inspected the Project work sites as part of Executive Safety Tour. The Project team appraised the Management team about various safety arrangements at site and the physical status of the Construction works. Safety arrangements and various procedural compliances at the Greenfield site and the adjoining Brownfield locations were inspected.

On 7 September 2015, the Project team achieved 300,000 employee hours of working without any Lost Time Injury



(LTI). Project EPC Contractor JGC Gulf International Co. Ltd., their Sub-Contractors, MCSC, COMSIP, NASSCAFORM together with BAPCO Project Team commemorated the occasion by recognizing each and every workman as the key contributor to this milestone. HSE gifts and certificates were distributed on this occasion. The next HSE Milestone is targeted at half-million employee hours working without LTI, expected by end December 2015.

OSOOL Bapco-4
Always follow safe work practices and procedures and insist on others doing the same



(General example – using pedestrian crossings)

OBITUARY



It is with deep regret that Bapco announces the passing of Abdulla Hamad Al Romaihi on 2 November

2015. Abdulla was a member of the company’s Local Marketing Department and served in Bapco for over four years. Our heartfelt condolences go out to Abdulla’s family and friends. May God rest his soul in eternal peace.

EAMS & ITD Celebrate Major Upgrade Refining

Bapco’s EAMS (Enterprise Asset Management System) Project team and the IT Department recently celebrated the achievement of a great milestone in upgrading company systems. The ITD team was recognised by EAMS Enhancement Project Leader Mr. Mahmood Dashti during a gathering held on Wednesday, 18 November 2015 at the ITD office in Awali. The EAMS project leader expressed his gratitude at the ITD team’s commendable achievement. He said, “These upgrades took place swiftly, professionally and quietly”, and underlined that the upgrades took place with almost no interruption to the daily work of the end users.

ITD team members managed to creatively upgrade the existing Oracle EBS (Enterprise Business Suite) database and operating system. These upgrades also paved the way for other ITD projects to proceed without any delays. The team managed to achieve their goals before time and without any rollbacks. The database and operating system upgrades were done on a test server by mid-August 2015. Given the highest priority by ITD management, the ITD team managed to upgrade and test the Oracle EBS without affecting the other pending tasks.

The testing period was completed successfully by mid-September 2015, when the go ahead signal for the production upgrade was given. The production upgrade was carried out into two phases to avoid doing multiple changes at the same time complying with ITD’s change management policy. The database upgrade was done first by the end of September 2015 and the operating system upgrade was carried out by the end of October 2015, which marked the achievement of this milestone in Bapco’s EAMS Enhancement Project.



" Festive Celebrations 2015 "



Order your 'TURKEY'

From 1st DEC

'BBQ NIGHT'

EVERY THURSDAY – 19.00

TUESDAY, 15TH DEC

LAST SET MENU OF 2015

BD 6.000 per person – 19.00

Non - members are welcome

WEDNESDAY 16th DEC

NATIONAL DAY

Lunch Buffet

BD 5.000 – Adult

BD 2.500 – Child (5 – 12 years)

5 years & below dine free

SATURDAY, 19th DEC

SANTA'S VISIT – 17.45

Member's Children only - 12 years & below

Reserve your child's seat and collect

the ticket from Bapco Club Reception

Happy Festive Season

Happy National Day

&

Happy New Year 2016



FRIDAY 25th DEC

X'MAX LUNCH BUFFET

Lunch : 12.00 – 14.30

Dinner : 19.00 – 23.00

Adult - BD 8.000

Child - BD 4.000 (5 to 12 years)

(Below 5 years Dine free)

Non -Members are welcome

SATURDAY 26th DEC

QUIZ NIGHT – 19.00

Non -Members are welcome

SUNDAY 27th DEC

LAST COUPLE'S EVE of 2015

BD 10.000 per person – 19.00

Non -Members are welcome

THURSDAY, 31st DEC

NEW YEARS EVE PARTY

'Live entertainment' - 21.00

BD 25.000 per person

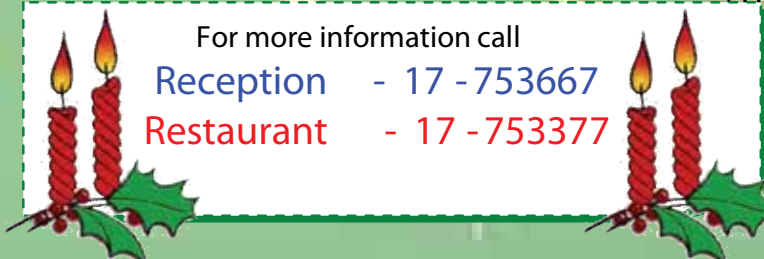
Members only – 18 years and above

(Tickets are non -refundable)

For more information call

Reception - 17 -753667

Restaurant - 17 -753377



Najma Sadiq Bids Farewell to Bapco Family

Bapco's long-serving Najma Sadiq recently bid farewell to Bapco after a long and illustrious career with the company. On the occasion of her retirement, a group of her colleagues from the HR Division held a farewell to thank Najma for her contributions over the years. Najma was praised by her colleagues for her good morals and work ethic, a helpful and hardworking attitude and her keen interest to achieve work tasks on time and

fulfill all work requirements efficiently and effectively. She was described by her colleagues as someone who is liked by all staff, senior and junior alike, and they wished her continued success, health and happiness post-retirement. For her part, Najma thanked her colleagues and Bapco for the many years of cooperation over the course of her tenure, wishing the company continued success in the times to come.



Bahrain, Back in the Day



Clockwise (from left): Eid Celebrations (1970); Employee Honouring Ceremony (1980); Employees en route UK for training (1980); Certificate presentation to graduates (1981)

ALHG Holds Festive Fayre at Bapco Club

The Awali Ladies Hospitality Group (ALHG) organised their long-established annual fund-raising event, “The Awali Festive Fayre”, at Bapco Club in Awali on 14 November 2015. The vibrant and colourful Fayre, steeped in tradition, was opened by the Chief Executive of Bapco, Dr. Pete Bartlett, along with the Chairperson of ALHG, Mrs. Karen Labella, and other senior members of Bapco management. They visited all the stalls at the Fayre, showing a keen interest in the art and craft showcased at the event.

Regarded as a shopper’s paradise on the island and viewed as an opportunity to bring Bahrain under one roof with the participation of people from various nationalities, the event was a grand success with more than 900 visitors at the 95 stalls set up at the Fayre. To tempt the keen shoppers, dozens of tables displayed a wide selection of handmade

jewellery, greeting cards, ornaments, decorations, paintings and homemade baked goods.

As they say, ‘it’s not how much we give but how much love we put into giving’, and with this simple thought the proceeds from this annual event are donated to a number of charitable organisations and causes. This year, an amount of BD 9500 was donated to various organisations, such as the Bahrain Mobility International, Hope Institute, Nepal victims, Sneha, Ramadhan donation for Bahraini needy families, blankets for the poor labourers, etc.

The whole team of ALHG, as usual, went beyond the call of duty in working behind the scenes to organize this event and their hard work bore fruit as the ‘Awali Festive Fayre’ was a huge success. ALHG have expressed their heartfelt thanks to BAPCO whose



support for ALHG over the years has been immense. They also thanked all the other sponsors for their generous donations, Bapco Club for a job well done, the vendors for

making the Fayre so unique and sought-after, and finally, the shoppers and visitors for supporting this event with their enthusiastic participation.

ALHG Donation for SNEHA



As they say, “it’s not how much we give but how much love we put into giving that matters” and it is against this backdrop that ALHG donated BD 1500 to Sneha on 14 November 2015 with the hope that this contribution will help those in need of it in whichever small way possible.

The cheque was presented by ALHG’s Chairperson, Mrs. Karen Labella, at the Awali Festive Fayre, in the presence of the Committee, Bapco Management, vendors and visitors, to the representatives of SNEHA at Bapco Club in Awali during the Awali Festive Fayre.

Awali Ladies Hospitality Group (ALHG), a

non-profit charitable organisation under the aegis of Bapco, has been supporting local charities for a long time in the Kingdom. A major portion of the funds for altruistic purposes is raised through ALHG’s annual events, such as the Awali Craft Fair and the Car Boot Sale, besides a Thrift Shop which is operated out of House No. 509B in Bapco’s Awali Township. At appropriate times during the year, ALHG donates generously to a number of local charitable organisations which include Bahrain Mobility International, Bahrain Cancer Society, Sneha, Hope institute, Think Pink and Helping Hands to name a few.



New Books at the Awali Library

FICTION

TITLE	AUTHOR	NO.
PRETENDING TO DANCE	Diane CHAMBERLAIN	8269
THE ROAD TO RANGOON	Lucy CRUICKSHANKS	8272
THE TEA PLANTER’S WIFE	THE TEA PLANTER’S WIFE	8274
X	Sue GRAFTON	8281
TRIGGER MORTIS	Anthony HOROWITZ	8283
THE MURDERER’S DAUGHTER	Jonathan KELLERMAN	8284
BETWEEN SISTERS	Cathy KELLY	8285
DISCLAIMER	Renee KNIGHT	8287
THE GIRL IN THE SPIDER’S WEB	David LAGERCRANTZ	8288
THE FOOD OF LOVE	Prue LEITH	8289
ME BEFORE YOU	Jojo MOYES	8291
UNDERCOVER	Danielle STEEL	8292

NON-FICTION

TITLE	AUTHOR	NO.
THE EMERGENCY POET	Deborah ALMA	8293
THE ROAD TO LITTLE DRIBBLING	Bill BRYSON	8296
A NEW YOU IN 21 DAYS	Lucy DONCASTER	8297
THE SILK ROADS - A NEW HISTORY OF THE WORLD	Peter FRANKOPAN	8299
PRISONERS OF GEOGRAPHY	Tim MARSHALL	8300
THE LAST WALTZ	John SUCHET	8301

Bapco wins 2nd Place in Annual Badminton Tournament

Bapco 1st Annual Badminton Tournament recently came to a fitting finish following a four week sporting extravaganza. The tournament, which ran over the course of four successive Tuesdays, was conducted in a round-robin Doubles format and included a total of seven teams from four companies including BAPCO, BMMI, ALBA and Tatweer. The final was played between Bapco-1 and BMMI at 6.30pm on November 17th 2015 at the Bapco Club in Awali. The players for the winner (BMMI) were Ehsan Ebrahim, Madhu Menon, Ramachandran Kandambeth and Gilbert Vincent. Players for second-placed Bapco-1 were S Khalil Ebrahim, Hameed

Murtadha, Jalal Ismail and A Hadi Al Attar. Tatweer-1 was in third place and players were Sreekumar Kalathil, Manoj Kalarikkal, Muruganandam Karuppiah and Sureshbabu Venkatakrishnan. The final game and prize distribution ceremony was attended by GM Human Resources & Admin Mr. Khalid Al Sabbagh, GM Maintenance Mr. Mahmood Mirza, team members, organisers and other dignitaries. This tournament is held under the auspices of Public Relations Department as part of the Company's overall internal and external sports programme. The tournament highlighted Bapco's consistent efforts towards instilling sporting spirit in Bahrain and particularly in



its employees. Bapco has consistently been a key supporter of sport and badminton on the island for many decades. The company conducts regular practice sessions and periodic tournaments at the Bapco Club, as well as valuable coaching sessions for employees' children during the company's yearly summer camp.



Employees Put in Solid Performance at Olympic Distance Triathlon



Bapco employees Salah Janahi and Tim Owen finished with commendable results in the Olympic Distance Triathlon which was organised by the Bahrain Road Runners and held last weekend at the Sofitel Hotel in Bahrain. The triathlon, which consisted of a 1.5 kilometres Swim, a 44 kilometres bike race and finally a gruelling 10 kilometres run, was held in very hot and humid conditions. The event was described by participants as a massive test for athletes, and in the end, a number of 162 teams and

individuals finished the race. Tim finished at 14th place and won the M50 section, while Salah finished at 39th spot out of the 162 competitors and finished 3rd in the M50 category. Despite the highly challenging conditions, the oldest competitor in the race was over 60 years of age, reflecting the competitive spirit and fitness levels of the participants. The official times of the Bapco competitors were: Tim Owen: 2 hours, 31 minutes and 30 seconds and Salah Janahi: 2 hours, 49 minutes, and 0 seconds.

Bapco Women in Clean Win over GOYS-B Team



registered a comprehensive 53-30 victory over GOYS – B in a contest played on Friday, 20 November 2015 at the Bahrain Basketball Association court in Um Al Hassam. Of the four games it has played thus far, the Bapco team has won two, courtesy of inspired performances from a revamped roster of players. The Team Management has credited a rigorous training programme and the dedicated attitude of team members for the improvement in performance this season. In relation to this, Team Manager Mrs. Nadia Muradi extended her thanks and appreciation to all players and wished the Bapco Women's Basketball Team success in their upcoming playoffs. She also specially thanked the Bapco

Management for their unstinting support throughout the course of the team's activities. The 2015-2016 basketball season has witnessed the enthusiastic participation of a number of teams from around the kingdom . BWBT still has two more games

throughout the tournament. On Friday 27th November 2015 the team will be playing against Al Najma Club at 12:30pm in Um Al Hassam. And the last game for the BWBT to play will be held on 2 December 2015 against Bahrain School.



Following up on its recent string of commendable performances, the Bapco Women's Basketball Team