

KPO ECOLOGISTS VISIT JAPAN

In late 2007 an International seminar on environmental monitoring was held in Tokyo, Japan. The seminar was attended by KPO ecologists from Environment departments and Kazakhstan officials representing Ministry of Energy and Mineral Resources, Ministry of Environmental Protection, Ministry of Health, and KazMunayGas.

The visit, which was led by the Corporate Environment Department, provided an opportunity to study and compare international experience and best practice in air emission monitoring by oil and gas companies in deeply industrialised countries and densely populated regions.

The seminar was organized by Unico International Corporation and KazMunayGas. As part of FPSA commitments KPO, under the guidance of KazMunayGas, annually organizes training seminars for officials of State Authorities so that they can familiarise themselves with international experience in managing business activities at operating oil gas fields.

The ten-day seminar covered

lectures and practical studies involving several visits to production facilities. The participants attended a seminar providing an overview of the Japanese oil and gas industry and environmental regulations particularly focusing on air emission monitoring and sanitary regulation. In addition, during their stay in Japan the Kazakh delegation visited a number of leading Japanese companies such as Hitachi and Mitsui, and also toured the Kyokuoto refinery and Nagaoka oil and gas field. Kazakhstan guests were briefed on latest technologies in oil and gas production and transportation.

According to Francesco Trombetta, the seminar was very productive and well organised. "Both sides discussed differences in Kazakhstani and Japanese environmental legislation. In Japan emission regulation does not involve payments for nature use and specific taxes are connected with particular pollutant emissions. Protection of health and environment is guaranteed by continuous monitoring of emissions", said Francesco.

Commenting on the visit,



Kazakhstan delegation with their Japanese colleagues

Francesco went on to say: "I was delighted to visit Japan and I think it was a worthwhile trip for all of us. Our Japanese colleagues upheld their tradition

of hospitality and friendliness and were very cooperative and respectful. At one refinery they even hung the Kazakhstan national flag. We were very

impressed with the presentations and everybody showed special interest in Japanese technology for oil and gas production and transportation."

Gianluca says hello from remote Italy



Gianluca Chiarenza with his Kazakh colleague

KPO has recently received two boxes of books in Russian and Italian languages from the association "Aksaicultura" which is based in Italy. One box of books in Russian is addressed for children of Uralsk orphanage and the other in Italian for the Italian school "Aksai-Cultura" which is based at Czech Camp.

The books were sent by Gianluca Chiarenza who used to work at KPO in 2002 as Material Maintenance Specialist. Mr Chiarenza is considered to be a founder of the Italian school "Aksai-Cultura". Although he is no longer with the Project, the Italian school is continuing to successfully operate here in Aksai. The history of the Italian school opening in Aksai is as follows: After being contacted several times Gianluca has finally agreed to a request from his Kazakh colleagues to teach them Italian and at that time he did not know what he was letting himself in for.

He started holding two evening classes a week for his friends, but then others discovered what was happening and asked to join the lessons. He had never taught before, but he really did enjoy it. Everyone was so enthusiastic and he got a great deal of satisfaction from the fact that they were learning his language. Things became so hectic that Gianluca had to recruit others to help him. When Gianluca was not working or teaching, he found time to paint and his artistic efforts have helped a children's boarding school in Uralsk. He sold a number of his pictures and donated the raised money to help buy furniture, washing machines and spin dryers for the school.



KPO's Behavioural Based Safety (BBS) programme has come along way in the four years which it has been in place and we have seen significant improvements in the programmes implementation over this period.

In recognition of individual BBS observations made by our trained observers, the Operations Safety Department recently presented commemorative shirts to personnel within Operational and Service units.

BBS is recognised as an important and effective tool in

incident prevention. The process enables us to address unsafe behaviours before they lead to an unsafe act. The BBS Support team is now well established and recently relaunched the BBS image with a new logo and materials.

The Operations HSE BBS

Support team would like to extend thanks to all of those functions which have continued to support the ongoing development of the BBS programme. Without your support we could not have achieved such success with this initiative.



Commemorative shirts to BBS observers

BUILDING PARTNERSHIP WITH KAZAKHSTAN UNIVERSITIES

KPO is not only one of the leading oil and gas companies in Kazakhstan, but is also one of the main employers in the West Kazakhstan region. As the business moves towards the next phase of development, it will be vital that KPO is able to attract qualified professionals from a range of disciplines from Engineering to Operations and Services. As a major employer, it is no wonder that many graduates from the technical universities and colleges of Western Kazakhstan are keen to have long and exciting careers with KPO.

Collaborating with the leading Kazakhstan Universities has been one of the major successes of the KPO HR department in recent years. KPO specialists often go to meet talented students who want to know more about KPO and who are interested in building a career with the company.

Recruiting local graduates is a reflection of KPO's long term strategy to developing the local community and invest in future generations. In addition, KPO closely cooperates with a number of Kazakhstan universities, making a huge contribution to the training of high potential young people. KPO also provides work experience to graduate which helps to prepare them for real jobs. Normally students in their final two academic years would undertake a one month placement and for pre-graduate students this would be two months.

According to HR Controller Sergio Zanovello, "KPO specifically targets technical Universities across the country and focuses on academic knowledge ideally suited for the future needs of the Venture. Collaboration with these universities is designed to attract candidates for business critical functions such as; WEOPS and RPE where specialist students are more difficult to find and competition from employers is highest".

"The HR Operations Department, as part of the ongoing recruitment effort, is frequently meeting with University staff and students in order to highlight opportunities in KPO. These meetings are often supported by the provision of more general lectures and presentations on career development. KPO's continuing efforts are always well received by University staff", continued Sergio.

In late 2007 an intake comprising of 114 young university and college graduates started their long and exciting career with KPO. It is expected that most of them will support KPO future needs in critical areas such as RPE, WEOPS and E&P. These graduates have joined the Venture at a very exciting time. With Train 4 and Phase III developments progressing many will be involved in these projects.