## **KPO ECOLOGISTS VISIT JAPAN**

Environment departments and Ministry of Energy Environmental Protection, Ministry of Health, and KazMunayGas.

The visit, which was led Department, provided international experience and best by oil and gas companies in production and transportation. deeply industrialised countries and densely populated regions.

The seminar was organized by Unico International Corporation FPSA commitments KPO, under environmental legislation. annually managing business activities at by continuous monitoring operating oil gas fields.

The ten-day seminar covered

In late 2007 an International lectures and practical studies seminar on environmental involving several visits to production monitoring was held in Tokyo, facilities. The participants attended Japan. The seminar was a seminar providing an overview of attended by KPO ecologists from the Japanese oil and gas industry and environmental regulations Kazakhstan officials representing particularly focusing on air and emission monitoring and sanitary Mineral Resources, Ministry of regulation. In addition, during their stay in Japan the Kazakh delegation visited a number of leading Japanese companies by the Corporate Environment such as Hitachi and Mitsui, and an also toured the Kyokuoto refinery opportunity to study and compare and Nagaoka oil and gas field. Kazakhstan guests were briefed on practice in air emission monitoring latest technologies in oil and gas

According to Francesco Trombetta, the seminar was very productive and well organised. "Both sides discussed differences and KazMunayGas. As part of in Kazakhstani and Japanese the guidance of KazMunayGas, Japan emission regulation does organizes training not involve payments for nature seminars for officials of State use and specific taxes are Authorities so that they can connected with particular pollutant familiarise themselves with emissions. Protection of health international experience in and environment is guaranteed emissions", said Francesco.

Commenting on the

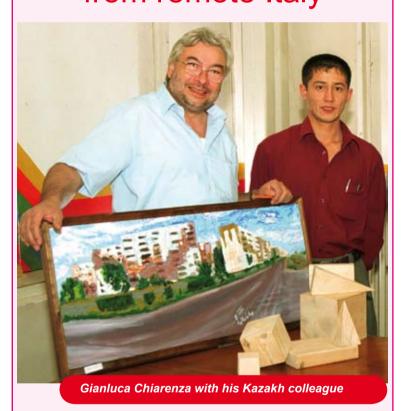


Francesco went on to say: "I of hospitality and friendliness impressed with the presentations was delighted to visit Japan and were very cooperative and and everybody showed special and I think it was a worthwhile respectful. At one refinery they trip for all of us. Our Japanese even hung the

colleagues upheld their tradition national flag. We were very

interest in Japanese technology Kazakhstan for oil and gas production and transportation."

## Gianluca says hello from remote Italy



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 recruite 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 your support we could not have 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 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

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.