

# Insight!



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MPRL E&P Newsletter (Special Edition)

2nd February 2015



**1st Prize**  
**200 USD**

Name : Daw Nilar Han | Designation : Senior Technician | Department : Reservoir Department  
Description : The key of **Teamwork** is not about the number of people involved but the work done in harmony and unity. [More Winners on Life 8 >](#)



## Women Engineers Poised to Break the Glass Ceiling

Kyaw Zin Htun  
12 December 2014

In her early childhood, Ma Eaindray Oo never thought in her wildest dream of becoming a Petroleum Engineer. She originally wanted to be a singer as she was interested in singing. With her sweet voice, her childhood dream seemed possible.

But in her high school years, her ambition changed to engineering, though perhaps not in Petroleum. She was inspired by one of her neighbors who was a chief engineer. She pursued her undergraduate degree at West Yangon Technological

University in Mechanical Engineering and earned a Bachelor of Engineering in 2013. She then received a postgraduate diploma in Industrial Engineering a year later.

"When I had to search for a job

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## PREMIER BUSINESS LANDMARK IN MYANMAR

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## Your Opinion: What professional achievement and lessons did you receive in 2014?

**U G Yaw Bawn**  
Community Investment  
Team Leader  
CSR Department



I assumed, according to my years of background in INGOs, that implementing MPRL E&P's community investment programs would be a piece of cake when I was about to join the company. The then so-called CSR activities were, in my book, not a far cry from traditional Buddhist donations. Anyway within a year after joining, I began to understand that CSR means more than traditional philanthropy in that it is a concept intended to bring long-term benefits for all parties involved. What's more, my learned impression was that CSR is a program embedded in the organizational goals of long-term existence of business operations, bringing benefits to the employees and other stakeholders at large. I have gained, by carrying out projects through which I was exposed to the problems faced by communities, their complaints and proposals, a great many lessons which will help me move forward in order to achieve the expected outcomes required in my role. I was taught to always open my mind, be receptive of, and responsive to the needs of society and the company.

**Ma Ne Che Thwee**  
Assistant Geoscientist  
Geology & Geophysics  
Department



Constructing a stratigraphic section is one of the main tasks that every geologist needs to pass during their early career life. I had to spend nearly the whole day under the hot and bright sunlight of Ngwe Saung beach to measure every single inch of the rock which was exposed along the northern part of Ngwe Saung hotel zone. Under the guidance of senior geologists U Thein Win and Dr. Eloi Dolivo, I managed to construct a stratigraphic section at the end of that long, hot day. I considered this as one of my best professional achievements in 2014. A lesson which I learned during my field trip to Rakhine coastal and offshore areas is to never interpret the depositional environment of a rock based on their sedimentary features alone. On seeing the outcrops near Ngwe Saung hotel zone, I thought they deposited in the same setting as in Mann Field. But my mentors taught me that depositional environment of a rock could not be evaluated by their features alone, needing additional studies such as Micropaleontology, Nano Paleontology and Palynological analysis. This is my greatest lesson learnt during the field trip. Next time I see the rock, I will never say their depositional environment based on their sedimentary features alone.

“Did you know that Digital oilfield, also called i-Field or Smart Field applied in the E&P sector of the oil & gas industry, is an oilfield where all the working components are integrated and communicated at a constant basis through a program by which companies measure and manage all of the cross-disciplinary data from all over the oilfield. It increases production by 5 percent and cuts operation expenses up to 25pc.”

## Introduction to New Employees

No.	Name	Designation	Department	Commencement Date
1	Mr. Ruslan Nutrobkin	Operations Manager	Technical	10-Nov-14
2	Daw Aye Aye Win	Executive Secretary	Administration	25-Nov-14
3	U Kyaw Thu Aung	Internal Communications Assistant	CSR& Communications	01-Dec-14
4	U Thwin Htoo Aung	OJT Mechanical Engineer	Technical	15-Dec-14
5	U Tet Nay Ko	OJT Mechanical Engineer	Technical	15-Dec-14
6	Daw Mya Tin Htun	Jr. Admin and Contracts Officer	Administration	22-Dec-14
7	U Kyaw Soe Win	MIS Technician	MIS	29-Dec-14
8	Daw Myint Myint San	Junior HR Officer	Administration	1-Jan-15
9	U Htein Linn	Warehouse Assistant	Field Operations (Field Warehouse)	1-Jan-15
10	U Kyaw Min Thu	Warehouse Assistant	Field Operations (Field Warehouse)	1-Jan-15
11	U Myat Min Aung	Warehouse Assistant	Field Operations (Field Warehouse)	1-Jan-15
12	U Myat Thu	Warehouse Assistant	Field Operations (Field Warehouse)	1-Jan-15
13	U Kyaw Soe Han	Field Admin Assistant	Field Operations (Field Admin)	1-Jan-15
14	U Htein Lin Soe	Field Admin Assistant	Field Operations (Field Admin)	1-Jan-15
15	U Kyaw Zaw Lin	Field Admin Assistant	Field Operations (Field Admin)	1-Jan-15
16	U Saw Aung	Field Admin Assistant	Field Operations (Field Admin)	1-Jan-15
17	Daw Shoon Eaindray Khin	HR Assistant	HR	5-Jan-15
18	U Aung Zayar Win	MIS Technician	MIS	5-Jan-15
19	Mr. Priam Arboleda	Environmental Engineer	HSE	7-Jan-15

## Insight!

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### Cartoon

“CSR should be built into an organization, and not bolted on. The values and culture promoted by the company create a partnership between employees, and communities impacted and / or influenced by the company's activities.”



## MPRL E&P Group of Companies named new CSR Champions

Thal Sandy Tun  
12 January 2015

MPRL E&P proudly announced on 12 January 2015 that it has chosen three CSR champions who will be playing an instrumental role in the company's mission to be a responsible business.

The company regards Corporate Social Responsibility (CSR) as an indispensable part of its sustainable business strategy and it has a strong desire to promote employees' involvement and awareness of it through various initiatives and CSR champions.

The new three CSR champions are Daw Kay Khine Myo Thwin from the CEO's Office in MPRL E&P, U Aung Aung from the Admin Department at M&A, and Daw Khin Myo Swe from the Finance Department at M&A.

Corporate activities dedicated to creation of ethical, responsible and sustainable development for the community and the employees will be implemented by these champions through the support of various departments such as HR, Communications, and Finance. Essentially, they will play a catalytic role in communicating the CSR vision and ob-



Newly selected three CSR Champions will play a vital role in the company's mission for responsible business.

Photo: Kyaw Zin Htun

jectives of the Group of Companies as well as best practices.

U Kyaw Nanda Htwe, Stakeholder Engagement Officer, who provided CSR sustainability sessions, said "We decided on these three champions based on our selection criteria, which included attending all six

CSR sustainability training sessions, active participation in group discussions, and contributions of ideas and suggestions for improvement of the company's CSR activities. Other things we ruminated are their own keen interest and time to invest."

"They will have an opportunity to

work with us in a wide range of CSR initiatives including workshops, and performing respective duties under the supervision of the CSR Department. In addition CSR Team will provide trainings, orientations, briefings and other capacity-building activities as required. The champions are warmly invited to attend regular CSR Team meetings and dialogues where they can share their ideas as well as feedback," he added. Daw Kay Khine Myo Thwin, who was chosen as a CSR Champion, told *Insight!*, "I am most happy and honored to have received this CSR champion award. I'm ready to serve as a volunteer to get more familiar with the company's CSR strategy and to align our roles in making the company's strategy and mission successful." The first batch of CSR Champions were chosen in May, 2014 and Daw Khine Thazin Tun, secretary in M&A, U Tin Tun Lwin, operations assistant from M&A, were selected as CSR Champions at that time so there is now a total number of five CSR Champions in the organization. ■

## Improving MPRL E&P's Contracts Strategy and Management

Thal Sandy Tun  
19 Dec 2014

MPRL E&P sent a team of three employees to a "Contracts Strategy and Management" course held in Kuala Lumpur, Malaysia from 13 to 17 October 2014.

Daw Mya Wit Yee, Senior Accountant, U Nay Myo Naing, Assistant Financial Controller, and Daw Thandar, Staff Officer from MPRL E&P

Pte Ltd., were present at the five-day course which was commenced by MDT International, a specialist independent training company serving the international oil and gas industry, in Kuala Lumpur, Malaysia.

The purpose of the course meant to help the participants to develop a successful procurement and Supply Chain Management strategy. In addition, provide them with knowledge concerning adoption of a "best-practice" model and the latest development in the upstream petroleum industry procurement.

Daw Thandar, Staff Officer at the Administration and Contracts Department, told *Insight!* that as she is responsible for the contracts

administration including tendering in the company. As a result, she took part in the course to improve her knowledge as regards contract strategy and management, involving topics such as key features of a contract, pre- and post-contracts steps, role of contracts sponsor, role of contracts department, contracts

policy and procedures, and estimating contracts costs.

"The course was very informative and wide-ranging in terms of not only the theories but also real-time contractual practices. I'm convinced that the three of us gained valuable expertise on what

we have just learnt, and we will be able to apply best practices to our contracts management process appropriately and beneficially for our business," she said. ■

If you have any suggestion to our Newsletter, please contact:

Kyaw Zin Htun  
Communications Officer  
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"The course was very informative and wide-ranging in terms of not only the theories..."



THINKING ALoud with Kay Khine Myo Thwin  
Newly Selected CSR Champion

How do you understand the role that you are going to play as a CSR champion?



I fully understand and appreciate that Corporate Social Responsibility in a business entity is a commitment by all staff, actively and responsibly extending maximum efforts towards a well-balanced approach by integrating social and environmental impact considerations into the daily business decisions and the company's operations. One of the responsibilities of a CSR champion is playing an exemplary role, through a voluntary commitment, in achieving our company's objectives to ensure a successful CSR program by having clearly-articulated vision, mission and values.

As MPRL E&P, our vision is to be a leading upstream exploration and production company in the oil and gas sector in the Asia Pacific Region through our performance, people and partnerships.

Our goal is to be honest and to conduct business with integrity, together with the people we work with, which include but is not limited to, local communities, business partners, and governmental agencies, and to maintain respect for cultural, national, and religious diversity.

As a CSR champion, I strongly believe that having an active Green Team is great in brainstorming sustainability ideas for the company and thus, I am very excited to join the Green Team at work to bring together like-minded employees in achieving our mission.

How do you feel about it?

I am willing to spend my time liaising with the employees and my colleagues within our GoC to be more involved in our CSR initiatives, as well as to clearly understand the reasons behind the company's CSR objectives. I believe we can find and profile success stories of CSR leadership within departments through our voluntary service toward this noble cause. In addition, becoming a CSR champion, I am convinced our company's CSR initiatives will undoubtedly help the communities in which our business operates and by having all stakeholders jointly and actively extend our team efforts. I feel it will play a very important role in the continued success story of our entire Group of Companies. Let's all plug into our CSR initiatives!

From Front Page

## Women Engineers Poised to Break the Glass Ceiling

after graduation, I was contemplating to apply for a job in an Oil and Gas company as I believed jobs in the extractive industry were usually well-paid and provide better career opportunities. As most of the companies concentrating in the oil and gas industry are foreign owned, I thought I would have a chance to work in line with international best practices and have the opportunity to improve my language skills," she recalled, adding that she decided to apply for a job at MPRL E&P, one of the largest Oil and Gas companies in Myanmar.

After attending a number of tough interviews, she soon realized that she was going to do something big, which most female engineers never dream of. Yes, she was interviewed for a Petroleum Engineer position, which is a field still largely dominated by men.

"At first, I was surprised but I never doubted my ability to perform the role. I saw some photos of women engineers who work for some big oil and gas companies such as Schlumberger and Baker Hughes. I asked myself the question why can't I do this job if these other women can!" the 24-year-old said.

She finally received a position as an "On-Job Training Engineer (OJT)" and joined the company's busiest technical department in September, 2014. A position, of which hundreds of applicants applied. The position has never been easy and requires hard work and determination.

"In my initial first month, I have faced a lot of difficulties and challenges. As I didn't study Petroleum Engineering at university, everything was new for me. Although we could say basic principles of engineering were the same," she added. Like Ma Eaindray Oo, 25-year-old Ma Cherry Thinn was chosen for an OJT Engineering position as well. She is a graduate of a Bachelor of Engineering in Electronical Communications from Thanlyin Technological University.

She said she had noticed that petroleum engineering jobs offer exciting opportunities in terms of career development and income while she was working for a service company



Ma Eaindray Oo and Ma Cherry Thinn had expected challenges and difficulties but they believed they would overcome all the obstacles by working hard. Photo: Htet Naing Win

in Electrical Power field after graduating in 2012 which influenced her decision to work at MPRL E&P as an OJT Engineer.

She shared the same experiences as Ma Eaindray Oo, who in the future wants to be a manager, as both of them have common traits: female, new to the industry, and new to Petroleum Engineering.

"Our manager trained us very hard. He encouraged us to read lots of reference books as well as to do problem solving. Thanks to him, we

are able to improve our skills and capacity. Petroleum Engineering is a totally new field for me. After passing four months, I become very much interested in this subject," Ma Cherry Thinn told *Insight!* Both admitted that they had expected challenges and difficulties as Petroleum Engineering job is new to them but they believed they would overcome all the obstacles by working hard. They said they have never seen any obstacles in their work for being a woman.

"While we were undertaking industrial internships or fieldtrips at university, I was told sometimes by my male classmates that I couldn't do these things as I was a woman. But I never accepted that. I always tried to do what I could do," Ma Eaindray Oo said.

Ma Cherry Thinn, whose ambition is to become a technician, claimed that women have advantages in the workplace, such as meticulousness, patience as well as communications and negotiation skills, compared to men. She believes that these assets are valuable to women, and her success in the industry.

However, they agreed on the fact that there may be some sort of discrimination against women in some workplaces although they have not seen such things at MPRL E&P. They are convinced that at MPRL E&P they have the opportunity to "break the glass ceiling," which is an unacknowledged barrier to advancement in a profession especially to women and members of minorities. Ma Cherry Thinn reflected on her optimism by saying: "We have to try hard to achieve our career goals by using every possible way. Neither working hard nor learning advance degree alone can't help to attain our goals. We have to move towards our goals through a combination of hard work, exhaustive learning and extensive experiences. We also need to put our efforts in our job that can be three-four times greater than men. Nothing is impossible." ■

### Key findings from A Survey Examining the Gender Talent Gap by NES Global Talent in March, 2014

- 44 percent of respondents reported to work in different industries—such as building and construction, law and retail—before moving into oil and gas.
- 75pc of women feel welcome working in the oil and gas industry yet almost half (45pc) believe they do not get the same recognition as their male colleagues.
- More than four fifths (82pc) of respondents plan to stay in the oil and gas industry for the next two to five years

## MPRL E&P Joined Exploration and Production Accounting Training

Thal Sandy Tun  
16 Dec 2014

Three participants from MPRL E&P joined "Exploration and Production Accounting Level II" training, provided by MDT International, in Kuala Lumpur, Malaysia from 20 to 24 October 2014.

The course, which lasted for four days, was designed to cover a range of topics such as accounting policies and practices in the oil and gas industry, their implications, accounting issues and treatments unique to the exploration and production sector of the industry including joint ventures, production-sharing accounting, budgeting and cost control.

U Wunna Aung and Daw Mya Wit Yee, Senior Accountants from MPRL E&P as well as U Nay Myo Naing, Assistant Financial Controller from M&A, joined

the training to study the case of recognition of intangible assets, non-physical properties of a business, and in the oil and gas industry where development costs are regarded as an intangible asset, an accounting standard called "IFRS-6 Exploration for and Evaluation of Mineral Resources".

U Wunna Aung said "The difference between the exploration and production accounting and general accounting is that the former focuses on accounting standards, policies and practices that are unique and only applicable to the oil and gas industry whereas the latter refers to the standard framework of guidelines for recording, summarizing and preparation of financial statements in many other industries." ■

## MPRL E&P's employees try to give back to society

Thal Sandy Tun  
26 December 2014

As there is a re-emerging trend of citizen engagement in the community in Myanmar in its new era of rebuilding, various groups dedicated to various causes such as human rights, charity, and environment are increasingly attracted attention regarding their capability to fulfill what is fallen short by government and business sectors.

Meanwhile, based on the monthly contributions, prosocial individuals from MPRL E&P Group of Companies come together and donate to causes such as education, HIV/AIDS and youth development, as well as religious functions has caught Insight!'s attention lately.

Say Ta Nar Shin, which is the name of the group, meaning a kind of mental quality –goodwill and kindness towards fellow human beings in association with moral roots, is composed of ordinary staff members.

U Yan Aung, Senior Driver, who serves to collect cash and arrange donations, said that he was aware of the trend and felt inspired to kick off with a group within his and his friends' own capacity.

Their dream was realized for the first time on 6 October 2013 when the group donated K 255,000 to the Free Funeral Service Society in Yangon. Since then, the donations have materialized eight times through the help of about 180 members.

Ma Shwe Mar, CSR Assistant at MPRL E&P's CSR Department, in participating in the latest donation activity at a Buddhist Sister School called Wi Thar Khar, recalled how it happened



Donation at Wi Thar Khar Buddhist Sister School, Yangon, in December, 2014.

Photo: Say Ta Nar Shin Group

to her and how she felt about it.

"I learned that there was a donation group called Say Ta Nar Shin when I was conducting a sustainability session in my work. My team and I had just won USD 100 in our company's 25th Anniversary Party's talent competition and we decided to donate our prize money to the group. We went to Wi Thar Khar with the Say Ta Nar Shin's members and I felt very touched when the children said 'thank you' to us."

The group has no formal structure, nor a treasury body. U Yan Aung explained that he collects cash from the members at the end of each

month and the collected funds are donated when a certain amount is reached.

When asked about the future of the group, U Yan Aung voiced some ideas.

"I have some sort of notion that it would be great if some of our donors-cum-staffs who know how to talk encouraging and educative words to our recipient children, for instance, the ones from Linn Lat Kyal Youth Education Network in Latputta District in Ayeyarwady Division who were orphaned when their parents were killed in 2008 Nargis, the worst Cyclone in the

country's history, can accompany our donation trips. Another thing is the limitation of fund sources; our company has a staff body of 400 or so and if three quarters of employees wrote a cheque to us, we would be able to double our capacity to contribute towards the society who's stark deprivations I witness first hand." ■

If you are interested to support Say Ta Nar Shin, please contact U Yan Aung Senior Driver Mobile: 09-316 394 66

## 20 Geoscientists Received In-house Training in December

Thal Sandy Tun  
22 Dec 2014



Participants in Basin Analysis & Petroleum System Training

Photo: G&G Team

MPRL E&P Pte Ltd, in collaboration with Next Training Center, held an in-house training, namely

'Basin Analysis and Petroleum System', from 1 to 5 December 2014 as part of its comprehensive training

programs for its human resources development.

The training, which took place at Mi-Casa Service Apartment in Yangon, was attended by 20 geoscientists from MPRL E&P Pte Ltd. and Myanmar Oil and Gas Enterprise (MOGE). It was intended to sharpen the geoscientists' knowledge and technical skills on exploration and development of known and frontier basins, which are large low-lying areas oftentimes below sea level, evolution of the basins and different petroleum systems around the world.

Ko Zaw Win Aung, one of the trainees and assistant geoscientist at the Geology and Geophysics Department of MPRL E&P Pte Ltd., told Insight! that the training involved studying key aspects of basin analysis and subsequent petroleum systems to build models plus problem-solving and quantifying geographical uncertainties.

"Every geoscientist dedicated to either exploration of a new field or redevelopment of an old field needs to understand the formation of sedimentary basins backwards and forwards and how to apply that understanding in exploration and development of commercial hydrocarbon," he said.

He also added that it was a light bulb moment when he learnt that basin analysis and petroleum systems modeling call for a holistic approach to be on course for success and the training gave him confidence and encouragement to apply his new-found knowledge and skills to his work.

U Ko Ko, Manager of the Geology and Geophysics Department, said that he appreciated the company's Management, Human Resources Department and Admin Department as regards to their support for the successful completion of the training. ■



### Daily Vehicle Inspection Checklist

- 1. General condition**  
Tires, Windows, Mirrors, Lights, Body damage, Wires
- 2. Engine compartment**  
Water, Oil levels, Battery, Drive belts
- 3. Rear door/Hatch**
  - 1. Safety equipment**  
Fire extinguisher, First aid kit, Tow rope, Jack, Chains, Triangle, Cargo screen, Survival kit, Hammer
  - 2. Tool box**  
Tools, Tire pressure gauges, Tire tread gauge, Flash light
  - 3. Spare tire**
- 4. Inside vehicle**  
Adjust mirrors, Seats, Headrests, Gauges, Lights (all), Seatbelts (all seats), Horn, Maps

#### HSE Team

Driving Safety is one of the key safety concerns in MPRL E&P. The company has developed a Driving Safety program, which includes safety inspection of vehicles, the Defensive Training program for drivers and Safety Incentive program.

#### Safety Pass Card

All MPRL E&P's vehicles will be inspected every six months by competent personnel using a safety checklist to ensure that a vehicle is fit for use and for purposes. After a thorough inspection, the approved vehicle will be certified by a Safety Pass Card. This Safety Pass Card will be displayed on a vehicle to indicate that it is safe for use. Passengers and drivers are always to be aware that the vehicle that they are going to use is safe.

If a vehicle is involved in a traffic accident, withdrawal of the Safety Pass Card will take place. Only after the vehicle has been checked by an authorized Motor Transportation Officer, a new card will be re-issued.

#### Defensive Training program

A comprehensive Defensive Training program has been developed and introduced to all drivers. The contents of the program are

1. The journey planning
2. Vehicle inspection prior to a trip
3. Observation skill on the road
4. Driving risk analysis and speed control
5. Safety driving techniques

#### 6. Emergency responses

The program is carried out on a monthly basis in the Motor Transport Department. Risky behaviors and unsafe conditions concerned with daily operations are identified, noted and talked through for further improvement. Lessons learnt from previous traffic accidents and incidents, and sustaining positive safety cultures are canvassed.

#### Safety Incentive program

The company has already provided its GoC's drivers with Driver Manual Handbook, which includes traffic rules and regulations as well as defensive driving techniques in order to complement the Defensive Training program. In addition, under the Safety Incentive program, those who respect safety rules and responsibilities at work are to be kept encouraged and motivated through a reward system as follows:

Safety Awards for GoC's drivers who are incidents/accidents-free

1. If 3 years free from incidents/accidents, one-month salary awarded.
2. If 6 years free from incidents/accidents, two-month salary awarded.
3. If 9 years free from incidents/accidents, three-month salary awarded. ■

**In November, 2014, U Than Soe Naing, U Kyaw Min Oo, U Tun Tun Oo, and U Zaw Htwe (1) were awarded one month salary for maintaining three years free from any incident/accident.**

## What It Means to Be a Leader, 7 Tips

*There's only one way to leadership, and that's the hard way. Whether you're running a business or a department, being a parent, or leading an adventurous expedition, the following advice can help you be a better leader...*

#### 1. You need to see things other people aren't willing to see yet.

This is a tough one. We've all done it--seen things that aren't what we want to see. Most people are great at ignoring and pretending they haven't seen. Leaders need to really see things, acknowledge them, and then adapt and respond to them--and try to convince their teams that it's important to see them, too. Hard, but not impossible. Often accompanied by periods when teams deny, belittle, and exhibit passive-aggressive behavior to justify denial. But a real leader needs to see the truth and not waver.

#### 2. People are waiting for you to make the tough decisions.

If you're the leader, look around the room at your team. Yes, they are looking at you and waiting with bat-

ed breath to hear what your decision is. They might hem and haw, but in their deepest hearts they want you to make those tough decisions. We all learn by watching, and they are watching you to see how you do it.

#### 3. You take responsibility and accountability for everything in your domain.

Everything. Even if it's not your fault. Even if you didn't do it. Even if it's embarrassing. You don't "throw anyone under the bus." You own it, deal with it and move on. We all make mistakes and it's not the end of the world.

#### 4. Your job is not to be loved, but to do the right thing.

Too many times our desire to be liked and loved causes us to delay making tough decisions, even though we know they need to be

made. It can be hard to separate those feelings of neediness from the need to get things done, but things must get done.

#### 5. Your job is to do the right thing, with love.

There is a place for love in the life of a leader. In fact, that place is everywhere and with everything and everybody. No matter what you do, it's always better done with love. But still, remember #4, and don't think that doing things with love means needing to feel loved in return. You still need to do the right thing, just in the right way.

#### 6. If you don't believe in what you are doing, no one else will either.

People often think that leadership is about that corner office, the big paycheck, the nice car, perks, ego, and such. Nothing could be further

from the truth. Real leadership is about creating a vision in your heart and mind and bringing the energy of manifestation to that vision so that others can see and believe in it too. That's why...

#### 7. You NEED to believe.

Call it passion, call it vision, call it power--it's really the power of believing in what you're doing that enables you to accomplish your goals. I see it all the time. There are many people in positions of power who no longer believe in what they are doing, and as a result, the whole organization loses faith. ■

(<http://huffingtonpost.com>)

If you would like to contribute to our Newsletter, please contact:

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# CSR Says: “A Grievance Mechanism is important to build a partnership between stakeholders”

In August 2013, MPRL E&P introduced the Grievance Mechanism in two communities to operate and establish effective partnership with community stakeholders in Mann field. Now it has been expanded and carried out in 14 communities in Mann field. Insight!'s Kyaw Thu Aung had an opportunity to interview Ms. Anastacia Howe, Head of CSR and Communications, about Grievance Mechanism and its current activities and future aspirations.

## What is a Grievance Mechanism (GM)?

The GM provides access for communities to lodge concerns and complaints that can be effectively addressed. MPRL E&P's objectives is to ensure communities are given the oppuntity to voice concerns and to ensure impact associated with operations affecting the environment and surrounding communities are monitored and effectively addressed.

## When was the Grievance Mechanism initiated at MPRL E&P?

The GM process was piloted in two communities back in August 2013. The driving factor for this decision was receiving a social license to operate and establishing an effective partnership with community stakeholders. As well as reflect principles identified in international guidelines such as IFC and UN Business and Human Rights Principles.

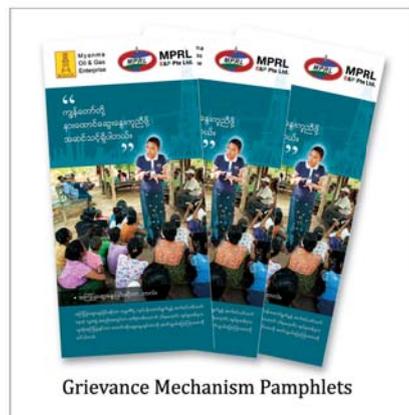
## Where has it been implemented so far?

To facilitate this process in Mann Field, MPRL E&P has encouraged surrounding communities namely; Eainyar, Man Kyoe, Kywe Cha, Chin Taung, Ywar Thar, Kyar Kan, Puak Kone, Mei Bayt Kone, Auk Kyaung, Nan U, Aye Mya, Let Pa Taw, Lay Ein Tan, Let Pan Ta Pin to activitely participate in various discussions to address community needs. 14 volunteers representing each community have been selected to work alongside MOGE and MPRL E&P field personnel to identify and address complaints and issues.

## Could you give me a boarder explanation about the Grievance Mechanism?

A grievance mechanism is a tool that provides communities with the opportunity to lodge concerns/complaints directly to the company as oppose to media or Civil Society Groups that may not be in the position to address these concerns. An effective mechanism helps build and or strengthen communication between communities affected or influenced by the company's operation.

## Under which situation is a person eligible to be considered for a grievance?



Grievance Mechanism Pamphlets

Any community influenced or affected by the company's operation is eligible to use the GM process.

## What are the process and procedures in the mechanism?

In summary, communities have the opportunity to lodge their concerns/complaints directly to a community volunteer or utilise the GM suggestion boxes available in each community. Once a grievance is received, the MPRL E&P field team together with MOGE representatives, review the concerns and record and measure damage identified. The community member who lodges the complaint is then engaged with by the MPRL E&P Field CSR team and informed of the time it will take to effectively address the concern. In addition, identifying an appropriate response is a team effort coordinated between MOGE and MPRL E&P. The complaint is also giving the opportunity to identify suggestions of possible remedies.

## How many GM cases has been processed so far?

Out of 25 cases, 18 cases have been processed so far and 7 concerns are under review for further process.

## Could you point out the advantages and effectiveness of GM?

The advantages of the GM include mitigating risk, building effective partnerships between communities, improved brand and reputation, and improved trust from the community.

## What would be the consequences of not having such a mechanism?

If an effective GM process is not in place, companies fear the risk of not understanding the impact its operations may have. As a result, it leads to a lack of trust between community stakeholders, MPRL E&P and MOGE. Without trust, communities are more likely to complain directly to media and/or CSO's that will not have the ability to improve the situation but emphasize the companies lack of partnership with the community. The company would also face scrutiny for not reflecting general performance standards and be at risk for human right abuses.

## Why a Grievance Mechanism is important?

A Grievance Mechanism is important to build a relationship between stakeholders and gain a social license to operate.

## Long-term strategy and future work plan for GM?

It is very important to raise awareness of the stakeholders impacted and / or influenced by operations in Mann Field. They should understand that the GM process is a tool to communicate directly with MOGE and MPRL E&P in a neutral and fair environment. To ensure the process has been integrated within communities, we have distributed pamphlets, handouts, and other materials to strengthen awareness and acceptance. Going forward, we will continue our efforts to embedd the process within community structures by providing focus group discussions, workshops etc. In addition, provide capacity building to MOGE and MPRL E&P staff regarding skills such as negotiations, communication, and engagement methods when addressing grievances and concerns. ■



## All You need to know about GM Process

Communities where the GM mechanism has been carried out

Eainyar, Man Kyoe, Kywe Cha, Chin Taung, Ywar Thar, Kyar Kan, Puak Kone, Mei Bayt Kone, Auk Kyaung, Nan U, Aye Mya, Let Pa Taw, Lay Ein Tan, Let Pan Ta Pin

### Issues

Waste pits, pipe line repair, compensation for crop, land issue, fresh water source, electrical hazard and road repair

### No. of cases

Man Kyoe	5
Kyar Kan	8
Pauk Kone	7
Lat Pan Ta Pin	5

### Challenges

1. Effectively addressing all complaints and/or concerns received within an appropriate timeframe
2. Coordinating with government stakeholders to engage in direct dialogue with community members as direct engagement with communities did not take place prior to 2012
3. Tracking progress of cases and identifying trends

### Next steps

1. Setting targets and mile stones
2. Defining key performance in dicators (KPIs) to monitor and evaluate the effectiveness of the system
3. Seeking stakeholder feedback on their satisfaction with the process and outcome



# MPRL E&P The Winners Are . . .

MPRL E&P has set up a photography competition for its employees with a dual aim of exploring their creativity and talent, and enhancing internal communication for the engagement of the workforce. By the closing date for the entries, a total of 17 images from 17 contenders were accepted. It was a very difficult decision as everyone captured amazing photos. Among them, we picked up the following contenders on the basis of the ability to describe the theme 'Teamwork', creativity and quality of the work.



**2<sup>nd</sup> Prize**  
**100 USD**

Name :  
U Htet Naing Win

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Designation :  
Computer Operator & Design

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Department :  
Design Section

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Description :  
The photo highlights harmonious **Teamwork** of fishermen in Ngwe Saung

**3<sup>rd</sup> Prize**  
**50 USD**



Name :  
U Khin Mg Gyi

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Designation :  
Senior Project Engineer

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Department :  
M&A Construction

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Description :  
" **Teamwork** " Vantage Tower Project, Table Form Work Installation Team.

Congratulations to the Winners! We would like to express our deepest thanks to all the people who participated in this event, and we genuinely look forward to seeing more of your wholehearted involvements in our next events.

**Maung Myo Win**  
SGS (Myanmar) Ltd.

**Ma Thae Su Aung**  
MPRL E&P Pte., Ltd.

**Congratulations!**  
Marriage is a beautiful time when two people begin to share one heart. Let your love for each other grow with each passing day. We wish you a very happy married life ahead!

**MPRL E&P**

**Maung Zarni Tun**  
Global Technology Co., Ltd.

**Ma Lwin Mar Latt**  
MPRL E&P Pte., Ltd.

**Congratulations!**  
You are two beautiful people who are now teamed as man and wife. The love you share is immense and sweet. We wish you lots of happiness and good luck as you start your new life together!

**MPRL E&P**

# Who's Who at MPRL E&P?

## Materials and Logistics Department

As the business operations of MPRL E&P has expanded, its organizational structure has evolved to ensure that all of its business needs are met. Therefore, among many departments, a brief description of the responsibilities of the Material and Logistics Department in MPRL E&P is provided in this issue of Insight!

The description includes the necessary information to learn about the Department, its duties and its personnel, as well as remarks by the manager of Material and Logistics Department.

The Department is designed to handle an array of procurement and logistics issues such as purchasing, warehousing, distribution, forecasting, planning, implementation and control of both material and information flows in the most efficient and effective modality by 9 personnel. It is also responsible to manage logistics personnel, logistics systems and operations, including coordination with end-users for delivery processes.

The personnel at Material & Logistics Department are

1. U Aung Zaw Lwin (Field Material & Logistics Team Leader)
2. U Thet Lwin Ohn (Field Material & Logistics Team Leader)



3. U Myo Thu Aung (Procurement Coordinator)
4. U Myo Htet Thu (Sr. Material & Logistics Assistant)
5. U Than Htoo Zaw (Procurement Assistant)
6. U Han Lin Zaw (Logistics Coordinator)
7. U Kyi Htoon (Sr. Logistics Assistant)
8. U Ye Wint Lin (Sr. Logistics Assistant)

If you would like to know more about the department, including policies or procedures, please contact the information below:

Office Phone: (95-1) 521 471-3/521 461-2

Email: [ko.k.naing@mprlexp.com](mailto:ko.k.naing@mprlexp.com)

### U Ko Ko Naing

Manager

Material and Logistics Department

U Ko Ko Naing, who has a wide range of expertise in the field of logistics management, is the manager of Material and Logistics Department at MPRL E&P Pte Ltd. Graduating with a Bachelor of Geology in 1993, he has been working in the company since 15 May 2000. Previously an employee of M&A, he gained his experience and skills as an assistant manager in the administration department. He actively has taken



part in various workshops and short courses at home as well as abroad such as Thailand International Logistics Fair 2011 and Technical Report Writing and Presentation Skills Training. He made some memorable comments for Insight! and its audience.

"There are more or less 200 employees in our company and all of them are of diligent and demonstrative personality. What's more,

they are imbued with a finely tuned team-spirit that generates better inter-departmental cooperation and accomplishment of work as well as other activities. So, personally I am practically as happy as Larry working for the company and very proud of being an MPRL E&P staff member. I am determined to keep my honesty and loyalty to the company while maintaining personal satisfaction of serving the company."

## Celebrations



Yangon Sailing Club 90<sup>th</sup> Anniversary Dinner

Yangon Sailing Club held its 90th Anniversary Dinner on 5 December 2014, which was attended by MPRL E&P employees. MPRL E&P wishes Yangon Sailing Club continued success and many anniversaries ahead!

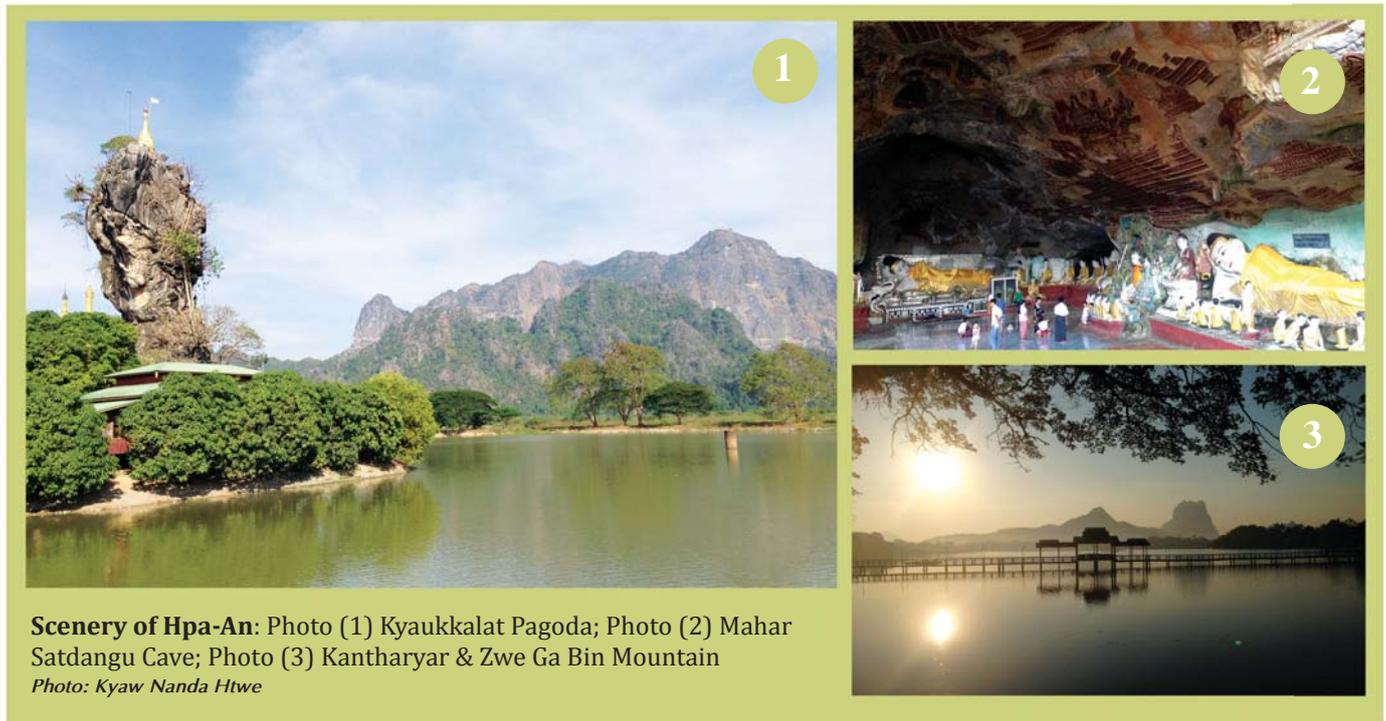
Myint & Associates, a sister company of MPRL E&P GoC, threw a New Year Dinner in the evening of 9 January 2015. MPRL E&P wishes 2015 to be a happy & prosperous year for its sister company!



M&A New Year Dinner 2015



# My Journey to Hpa-an: How to Wander Well



**Scenery of Hpa-An:** Photo (1) Kyaukkalat Pagoda; Photo (2) Mahar Satdangu Cave; Photo (3) Kantharyar & Zwe Ga Bin Mountain

Photo: Kyaw Nanda Htwe



*Italian playwright Carlo Goldoni once said "A wise traveler never despises his own country." Our Contributor Kyaw Nanda Htwe inspires to the saying by travelling to the famous Kayin Region.*

At the onset of my own New Year holidays in December 2014, I entertained the idea of visiting somewhere up in the country, to which I have never been. Being a site of cultural heritage and tourist loop, belonging to a salubrious environment and within easy reach of the transportation system, abundant green vegetation and fresh water bodies, Hpa-an drifted into my mind as the most likely spot to spend my free time away from home.

On the first day of my three-day journey in Hpa-an, Capital of Kayin State in southeastern Myanmar, I set out to Mahar Satdangu (a cave called "Mahar Satdan") which is situated 17 miles southeast of Hpa-an. The road there was quite rugged and bumpy, taking up to an hour by car and 45 minutes by motorcycle. Foreign visitors usually hire motorcycles from their hotels, which costs up to 15,000 Kyats for a round trip. Quite a ride!

Inside the cave, I paid homage to a stupa and reclining Buddha Image. Then I adventured into the deeper part of the cave to spend about twenty minutes in the dominating darkness, feeling my heart skip a beat. Due to low lighting and droppings of the bats residing in the inner cave, I was compelled to retreat quickly out to the open air for fresh breath. On my way back, I noticed a mesmerizing artwork at the entrance of the cave – a small pagoda built on a stone sculptured in the shape of a man's head.

On the same morning, I continued to another cave called Kawt Ka Thaug, inside which I had a chance to enjoy paying tribute to a wonderful maze wall and a group of twenty-eight Buddha images. Unlike the first one, the cave was not far away from the main road and the path to the base of the cave could be used all year round.

Afterwards, it was almost about lunchtime and I headed towards nearby eateries and a small communal lake, where water coming through mountains and caves is collected and I had a cool bath that was both relaxing and refreshing, chatting with some local bathers who were government workers, honest and kind towards strangers.

Then at one of the eateries, I enjoyed a meal of Papaya Salad and Grilled Fish which was deliciously prepared by the two female owners, who explained that they previously went to work in Thailand and came back to start this business on their own. I noticed how the tastes were similar to that of Thai food. As all were built on the surface of the water, it was a bit shaky whenever you took a step.

On the lake, you can enjoy a canoe ride available for hire. On the second day, I woke up early and struggled to get a seat in a famous café of Hpa-an, namely "Chit Lay" for breakfast, according to the recommendations of my Hpa-an veteran friends. They are right – the food was great, the price reasonable, and the staff welcoming.

After a hearty breakfast, I visited Kawgoon Cave and Bayin Nyi Naung Yatanar Cave. I learnt that the former was of historical importance because it host a myriad of Buddhist religious canon on its walls, such as, miniature Buddha statues, relics, terra cotta, stone figurines, and ancient inscriptions, of which origins date back to the 13th Century A.D. On my way back, I was aware of the quietness of the surrounding community, except the chirps of some small birds whose names unfortunately I had no idea.

On the third day, I climbed the Zwe Ga Bin Mountain, positioned 2,372 feet above sea level, the monument of Kayin State. Above which locates a famous pagoda with the sacred relics of the Buddha inside, the heart of the Buddhist Kayins. I began my enterprise at 9 in the morning, spending two hours to reach the top, where I paid homage to the pagoda in elation, savoring an unending panorama of the sky and the earth in front of me. I had never thought about climbing this magnificent mountain before and I felt as if a miracle happened to me on the final day of my odyssey, completing everything.

Previously, I had never fancied visiting Hpa-an despite the fact that foreign people frequent there. Witnessing it as a land of historical significance to the country and the people, of breathtaking landscape, its traveler-friendly, I have concluded that my decision to visit there was right.

—Translated by Thal Sandy Tun



## Travel Info

**How far from Yangon?**  
279 miles

**How to get there?**  
By Highway Express Buses

**How much?**  
K 5,000 for one way ticket per person

### What to visit there?

Mt. Zwe Ga Bin  
Kawgoon Cave  
Kawt Ka Thaug Cave  
Mahar Satdan Cave  
Bayin Nyi Naung Yatanar Cave

For more information about Hpa-an, Please visit:  
<http://wikitravel.org/en/Hpa-an>

# It's time certification came to the oil and gas industry

Despite being one of the most politically and economically valuable commodities, oil and natural gas have no market-facing certification system.

Palm oil, timber, cotton, biofuels, fish, gold and silver, and even coal all have certification systems that differentiate responsible producers from unsustainable operators. Yet impossible as it may sound, big oil has escaped the certification revolution. Oil and natural gas – arguably the world's most politically and economically important commodity – have no market-facing certification system to allow motorists, fleet-owners, manufacturers, supply-chain managers, and consumers to choose a “certified” option.

Of course, that doesn't mean the oil and gas industry is free from outside scrutiny or lacks environment, health and safety (EHS) or environment, social and governance (ESG) standards. A number of companies participate in industry sustainability indices and corporate CSR reporting initiatives, such as the Global Compact, the Global Reporting Initiative, and the Dow Jones Sustainability Index. Some follow guidelines developed by the Extractive Industries Transparency Initiative (EITI) and the Voluntary Principles on Security and Human Rights, which have made considerable strides in raising standards on corruption and human rights. Internal corporate standards that conform to the Equator Principles, loan conditions put in place by project financiers, or comply with ISO, a family of generic systems-based standards, are also increasingly common.

Collectively these systems cover many of the important oil and gas sustainability issues, but they don't address all, and are not a systemic framework to manage or report non-financial risk. Many are designed around environmental or social management systems that are often criticised for failing to measure “outcome” performance – ie is the local ecosystem or community better or worse off as a result of development? The effectiveness of many voluntary systems is often irritating but not enough to change behaviour. Also, few, if any, are familiar to consumers or easy to incorporate into retailers' sourcing policies.

What's needed is a certification system designed specifically for oil and gas that is comprehensive, credible (rigorous standards supported by stakeholders), provides assurance (has a professional and independent ecosystem of certifying bodies and auditors), provides retailers and consumers with a choice to support responsible production, and creates business value through building a recognisable brand that can help distinguish responsible companies in the market.



Impossible it may sound, but big oil has escape the certification revolution. *Photo: galleryhip.com*

Will the oil and gas industry buy into this?

A senior manager at one oil super major responded to an NGO's question at a public meeting by saying: “We can see that you care that we have external assessment of our practices, but why should we care that you care?”

Making the case to oil and gas companies to adopt third party verification of their EHS performance is not easy. Change isn't a priority. Yet, now is exactly the right time for certification.

Awareness of environmental, human rights, and good governance issues is at an all time high. At oil and gas project sites, communities are more vocal and better able to delay and stop projects, costing companies many millions. People care. As do investors who are facing pressure to use their influence to improve EHS performance. Supply chain executives have also come on board. For example, the non-profit

Business for Social Responsibility's Future for Fuels initiative has powerful manufacturing and retail companies, including Wal-Mart, looking at ways to source responsible liquid fuels.

Studies show that certification schemes improve reputation, lead to significant operating efficiencies, win long-term clients, and improve market position. And customers continue to say they'd pay more for green, clean and responsible products if given the choice.

Equitable Origin (EO), a social enterprise, has created a fully comprehensive certification – the EO-100™ Standard – and certificate trading system to recognise and incentivise responsible oil production. EO believes incentivising best practices at oil and gas operations is crucial and have included a “book-and-claim” certificate trading platform that returns revenue generated from end-users of oil and gas to a certified project site to invest back

“

Studies have shown that certification schemes improve reputation, lead to significant operating efficiencies, and win long-term clients.

”

into community development and environmental protection. A performance score at each project ignites the competitive nature of the private sector and a race to the top. EO is a stakeholder-based system that has the support of indigenous people and communities in oil-producing regions and a governance system that balances the voices from industry, experts and scientists, affected communities, and international NGOs. Later this year, an oil and gas operation in the Amazon Basin will become the first site to be certified to the EO100 Standard. Assheton Stewart Carter is corporate vice president global engagement at Equitable Origin. He is chair of AccountAbility Standards Board, and sits on the technical committees of the Responsible Jewelry Council and the stakeholder council of the Better Coal Initiative. (<http://www.theguardian.com/sustainable-business/certification-oil-gas-industry>)



*Photo: thestaffingstream.com*

Photo: [centralafricanbusiness.net](http://centralafricanbusiness.net)

## Oil Prices: What's Behind the Drops?

Thal Sandy Tun

How could one go about explaining turbulent changes in oil prices that the global oil markets have experienced over the past few months?

There are a number of explanations vying in the markets for consumption. I will present some points to construct and present an intellectually viable extrapolation—in my modest capacity.

The recent incidents in world oil prices have been remarkable, but they are anything but arbitrary. Digging into the dynamic forces working behind, for starters, there are simple economic factors at play—supply outstripping demand in the backdrop of a slower growth of global economy, 3% last year.

For much of the past decade, the equilibrium of oil markets was kept at around \$100 a barrel through a number of reasons. One such reason was what economists called a 'super cycle', which was a sustained rise of world oil and commodity prices thanks to surging demands for them by the rapidly growing China, India and other emerging market economies with growth concentrated on

manufacturing sectors.

The flourishing global economy affects oil industry and its market mechanism in two ways.

First, it drives oil prices up. Secondly, with increased revenues, oil producers are able to invest in exploration efforts and technological innovations to meet the growing demand for fossil fuels. For example, North America's hydrocarbon revolution due to hydraulic fracturing made the U.S. one of the world's largest oil producers, with average production of 9.2 million barrels a day in 2014, according to the Energy Information Administration of the U.S. Energy Department.

However, in the past few years, the world's growing economic engines began to mature. The effect on fossil fuel demand was tremendous when combined with other coincidences such as efficiency standards for vehicles and equipment, fuel switching toward renewable energy, demographic changes and consumer behaviors.

Economic theories alone cannot help us satisfy our deeper intellec-

tual thirst because global political and economic competitions are all too intense to take anything for granted on the surface.

World oil markets dipped further after the UAE's oil minister insisted in late November that there was no plan to reduce the production of OPEC, a cartel of oil producers controlled by Saudi Arabia. The fear-somely puritanical Wahhabists' argument is that if they signal to rein in their production, the kingdom's market share will drop and so will its international political leverage. In the worst scenario, that means Saudi Arabia who can politicize oil thanks to its comparative advantage over production cost—\$5 or \$6 a barrel—would not be able to go after Russia and Iran who support its historical rival, Syria and the formation of a Shiite crescent (contentious notion of an emerging arrangement of Shiite political forces consisting of Iran, Lebanon, Syria and Iraq) in the Middle East.

Laissez-faire capitalism is liable to cycles of booms and bust and so does history of oil. Lower oil prices are projected to persist through 2015 and the Bank of Canada is anticipating the global economy to grow at the rate of 3 ½ per cent, albeit the shale oil production in North America expected to decline in the second half of the year. Kaushik Basu, World Bank Chief Economist and Vice President, points out that the scenario will prove to be good news for oil-importing developing countries if they are to introduce fiscal and structural changes for sustainable growth and inclusive development.

For oil producers, if the prices continues to spiral down as they are adamant to flood the world oil market with glut, twisting the knife in the wound, further exploration and investment efforts will be discouraged anyway. Some rigs in US shale fields have already been dismantled. But that is still marginal and, it is too soon to expect any immediate recovery.

The point now is more confidence in world energy regimes involves removal of traditional roadblocks in the market, such as price control, monopoly and government intervention. Market economy principles will finally take away political power enjoyed by oil producers for decades through the use of oil as policy weapons to replace a zero-sum (in game theory and economic theory, one person's loss is equal to the other person's gain) world by the win-win world. For that to materialize, in particular, OPEC cartel has to make tough choices. ■

Photo: [imperialcreatelab.com](http://imperialcreatelab.com)

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