

# Insight!



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MPRL E&P Newsletter

26<sup>th</sup> June 2015



Photo: Zayar Lin

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## One Team, **One Dream**

*There is a famous quote, "The achievements of an Organization are the result of the combined efforts of each individual." What about MPRL E&P achievements along its journey? One of the factors contributed to the success is its incredible team spirit. Thal Sandy Tun finds out.*

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Myanmar Petroleum Exploration & Production Co., Ltd.

Group's Myanmar Arm for Upstream Exploration & Production Activities in the Union of Myanmar



# Your Opinion: What is your understanding of a better working environment?

**Ko Myo Thu Aung**  
Procurement Coordinator  
Material and Logistics Department



**Ma Win Kalayar Than**  
Secretary  
HSE Department



In my opinion, a better working environment is a place where we have a good leader who is forward thinking and strategic. This forward thinking and strategy of a leader helps everyone feel involved and comfortable with the direction of the organization and provides security knowing that the leader can plan ahead. Also it is undeniable that a well-cooperated and communicated team has a characteristic of a better working environment. As a result, the team itself can depend on one another. It is said that the best way an individual can influence the success of its organization is by helping others learn and grow, have a positive attitude and solve problems effectively and efficiently. In conclusion, it is a place where people work with respect for each other and the employer has respect for its employees by trusting them and allowing freedom in their roles and responsibilities. It is also important that the place has a recognition system for hard work and rewarding those who put their best efforts forward. There should be a good balance between work and personal life. Last but not least, a clean and well-organized workplace has great effects on an employees' performance and creativity.

In every organization, the most difficult thing to manage effectively is human resources. Employee conflict is one of the less-glamorous aspects of a business. Thus, maintaining a happy and stable workplace is one of the most important elements for developing a positive image of the company. To maintain a better working environment, it is important to support transparency and promote open communication. This clear communication leads to a successful team creating a strong support system. Secondly, another essential aspect of a better working environment is a leader who is qualified and understands its team members without bias. Following this, it is vital to shape a "better working environment" that reflects the vision of the business whether this is sustainability including developing skills and competency of employees. Lastly, work-life balance is one of the necessary attributions that make the working environment better. That is why daily work achievements and personal enjoyment are relevant to each of us and is the core of the perfect work-life balance.

“Did you know *that* according to International Energy Agency (IEA), the world's largest gas field, the South Pars / North Dome field, is located in the Persian Gulf, shared between Iran and Qatar? The field is estimated to store 1,800 trillion cubic feet of natural gas and some 50 billion barrels of natural gas condensate, covering an area of 9,700 square kilometres. ”

## Introduction To New Employees

No.	Name	Designation	Department	Commencement Date
1	Daw Khin Ma Ma Nyein	Senior Accountant	Finance	May 4, 2015
2	Daw Hnin Wut Yee Latt	Field Accountant	Finance	May 4, 2015
3	Daw Hla Darli Kyaw	Senior Accountant	Finance	May 4, 2015
4	Daw Chaw Ei Ei Myo	Assistant HR Manager	Human Resources	May 18, 2015
5	U Aung Si Hein	Customer Support	Data Centre	May 19, 2015
6	Daw Sandy Shwe	CSR Intern	CSR & Communications	May 16, 2015

## Insight!

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### Cartoon

- What are the benefits associated with transparency and accountability of business operations?
- For the long-term development of local communities, how can investment plans be best implemented?



### Quote of the Day

“Coming together is a beginning.  
Keeping together is progress.  
Working together is success.”

– Henry Ford (an American industrialist, the founder of the Ford Motor Company)



## MPRL E&P Holds Its First Ever HSE Day In Mann Field

Kyaw Zin Htun

June 5, 2015

MPRL E&P Pte. Ltd., held its first ever Health, Safety and Environment (HSE) Day on May 1, 2015 in Mann Field, where the company operates as the contractor for Myanma Oil and Gas Enterprise's Production Enhancement Project.

The HSE Day, which took place under the theme of "Working Together for Risk Prevention and Achieve Zero LTI", was part of a HSE Awareness Campaign and held to commemorate the achievement of 1.5 million Man-Hours without Lost Time Injuries (LTI).

U Kyaw Swar Shin, the Assistant HSE Manager of MPRL E&P, told *Insight!* that "The safety campaign is important to promote effective participation from MPRL E&P and MOGE personnel of all levels and functions in upholding HSE in the workplace."

He added that the HSE campaign would deliberate



MPRL E&P's first HSE Day, held in Mann Field, received 400 attendants and included various activities. *Photo: Supplied*

changes in belief and behavior of MPRL E&P employees to adopt a HSE focused working attitude and habits such as learning to stay safe and healthy during working hours.

The event received 400 attendants – including 350 MOGE employees – and included conducting various activities such as signing the "Pledge to Zero LTI",

an award presentation as well as safety performance demonstration and entertainment.

The HSE Day also included a safety performance competition, which awarded a cash prize of K 115,000 which went to this year's winner, the Measurement Team.

U Khin Maung Htay, the Field Manager of MPRL E&P, said the HSE Day en-

abled the field staff to learn safety knowledge and information through speeches and activities which would create long-lasting memory for participants to clearly understand the 'Safety First' concept.

"I am sure that the event is very important for HSE because it was attended and participated by a majority of all workers in Mann Field

including some workers who are not directly working with us," said U Khin Maung Htay.

Ma May Phyo Khaing, CSR Support Staff from Mann Field, who attended the HSE Campaign Day, said people would have a certain extent of awareness if HSE related issues could be revealed systematically at such kind of event which could lead to their keen interest to learn and follow HSE concepts.

"This kind of event is really needed to convene and convince our employees that safety is very important for each and every individual," she said, adding that raising awareness should be conducted in different ways such as key visuals and quiz competitions.

Starting from this year, MPRL E&P plans to hold a HSE Day on an annual basis on the 1st of May. ■

## MPRL E&P CEO U Moe Myint Donates USD 5,000 To Myanmar Library Association

Thal Sandy Tun

June 5, 2015

MPRL E&P's Chief Executive Officer U Moe Myint, who is a keen reader and enthusiastic book collector, donated USD 5,000 to the Myanmar Library Association on May 29 to help support 10 librarians to attend the 16th Congress of the Southeast Asian Librarians Conference which was held in Bangkok, Thailand, from June 10th to 13th.

The Congress Myanmar Library Association members are attending, consists of Pre-CONSAL Workshop on School Library Development in ASEAN Countries, Executive Meetings and General Conference under the theme of "ASEAN Aspirations: Libraries for Sustainable Advancement." The Library Association will have the opportunity to explore areas of cooperation and collaboration among school library stakeholders in the region.

Daw Ah Win, the Vice President (1) of the association, explained the international knowledge and experiences of Myanmar librarians should be upgraded in an urgent manner because librarians are key players in the organization's missions

at a national level.

"Attending the CONSAL will help us get the opportunity to learn new professional skills, library technologies and understand international cooperation. So we are thankful for the generous support from U Moe Myint." The Congress of Southeast Asian Librarians (CONSAL), established in Singapore in 1970 with library associations and librarians in Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam, exists to promote cooperation and provide a forum for exchanging information and

“international knowledge and experiences of Myanmar librarians should be upgraded in an urgent manner because librarians are key players in the organization's missions at a national level.”

experiences on issues in the field of librarianship, library and information sciences, documentation, information and related services in the region. In particular, hosting a General Conference every three years to invite 800 members to each member country.

For the very first time, the Myanmar Library Association has been appointed as the host for the 17th Congress of Southeast Asia Librarians.

The delegation's recent attendance in Bangkok will enable them to effectively prepare for the 17th Congress ensuring successful hosting and future development of Myanmar Libraries. The Myanmar Library Association, founded in 1990, is a non-governmental professional body in library and information studies in Myanmar, which serves to upgrade the standards of libraries throughout the country, to promote professional competence of national librarians, and to bring together library professionals. MPRL E&P's CEO is a consistent supporter of the Association. ■

## MPRL E&P Engineers Successfully Completed Halliburton's Training

Kyaw Zin Htun

June 8, 2015



*Photo: Supplied*

Some 15 engineers from MPRL E&P Pte. Ltd., completed a technical training program on wireline and perforating, conducted by Halliburton, one of the world's largest oil field services company.

The training was held in Yangon on May 24, 25 and 27 by three trainers who are Luther Foster, Technical Advisor, Guillermo Eichertopf, Business Segment Manager, and Nuttaphon Charuvajana, Operation Lead Myanmar.

According to the information from the Halliburton Training Proposal, the three-day training upon completion would allow the engineers to understand basic slickline, basic open-hole, and cased hole logging services, which may be required in MPRL E&P's future operations.

The training highlighted differences between slickline equipment and wireline equipment which would build capacity in the form of practical and theoretical knowledge. Mr. Daniel Chia, the technical manager of MPRL E&P, emphasized that the attendants would have a 'fundamental understanding of Slickline and Wireline operations.'

Along with engineers from MPRL E&P, six third year students from Yangon Technological University also joined the training with support from MPRL E&P.

Mr. Chia added that the training will be expanded to all engineers – including on-job trainees – and geologists within the company to become familiar with these operations. ■

# Waste Management System Introduced In Mann Field

Thal Sandy Tun  
June 17, 2015



MPRL E&P's HSE field team has introduced a waste management system following Senior Management's approval for a waste management procedure on 26th June 2014. According to the approved procedure, a total of 50 waste bins for segregation and collection of waste have been placed

in ten different locations in Mann Field, such as GOCS compounds, warehouse, workshop, base camp and MOGE main office as of February 2015.

In accordance with the existing waste management procedure, the overall target of the waste management system under implementation

is pollution prevention. If elimination of waste is impossible, reduction will be emphasized. In this regard, the following waste management practices are in operation:

<b>Source reduction</b> <ul style="list-style-type: none"> <li>Generating less and less waste through more efficient practices</li> </ul>	Material elimination, inventory control and management, material substitution, process modification, improved housekeeping
<b>Reuse</b> <ul style="list-style-type: none"> <li>Using the materials or products that are reusable in their original form</li> </ul>	Non-hazardous waste containers, wooden pallets, plastic bags
<b>Recycling/ Recovery</b> <ul style="list-style-type: none"> <li>Conversion of waste into usable materials and/or extraction of energy or materials from waste</li> </ul>	Recycling scrap metal, recovering oil from tank bottoms and produced water, drilling mud, plastic, glass, cardboard and wood
<b>Treatment</b> <ul style="list-style-type: none"> <li>Destruction, detoxification and/or neutralization of residues through process such as biological methods</li> </ul>	Composting, tank-based degradation, incineration, thermal desorption
<b>Responsible disposal</b> <ul style="list-style-type: none"> <li>Depositing waste on land or in water using methods appropriate for a given situation</li> </ul>	Landfilling, land spreading or land farming, incineration

**Table 1 : Waste Management Practices**

In order to raise awareness and facilitate support for the waste management system and practices, the company staff members, site personnel, and contractors are being provided with necessary trainings, which aims to promote knowledge and compliance. ■



## THINKING ALOUD with

**Priam Arboleda, Environmental Engineer ( Mann Field )**



**How would you like to describe the waste management issues in Mann Field?**

As far as I'm concerned, there is no solid waste management system in Minbu Township in comparison to Yangon where there is a daily waste collection system. So when you go around the place, you can see a lot of waste, all sorts of waste, scattered beside roads, among bushes - affecting not only the scenery but also the environment and health. However, it is not because of MPRL E&P necessarily, because in Mann Field we already have started our own waste management plan whereby we segregate waste collected and measure the weight to dispose properly. Some of these wastes are recyclable. So we put them in our waste compound. Hazardous and non-recyclable materials are disposed in our landfill.

**How do you seek out communities' participation in these plans if they are to be**

**successful?**

We always explain about proper solid wastes segregation and disposal system during our meetings with communities as well as during HSE meetings. So far, we have just started but there are only a small group of employees complying. It's a good sign. Of course, there would be problems for the environment and health of the communities and ourselves if we did not initiate these practices. You will have rodents, rats and flies which will bring you sicknesses and even death, for example, if you do not dispose kitchen wastes properly.

**How is the company going about managing waste issues in Mann Field?**

There are a set of plans already in place even before I came here, such as:

- Waste Segregation Plan
- Hazardous Waste Management Plan
- Oil-Contaminated Materials Plan
- Recyclable Wastes Plan

**What are your future plans?**

I am here to start this plan and I don't know how long I will be here for. Expatriates like me work on a certain period of time and so I want to develop something here during this particular timeframe. Even when I am no longer here, this plan will go on. For the future we want to develop more landfills and more waste compounds. People will understand soon that we are not doing this for the sake of the company's policy, we are doing this because everyone is responsible.

## MPRL E&P Sponsors Sports Events

Thal Sandy Tun  
June 12, 2015

MPRL E&P Pte Ltd. sponsored the 2015 Myanmar National Open Sailing Championship, of which competitions and prize-awarding ceremonies were held during March and April, which included the Myanmar Yachting Federation President Cup 6th Annual Golf Tournament. Both events were organized by the Myanmar Yachting Federation (MYF) to which MPRL E&P's CEO is currently the President since 2005. He has donated a total of USD 2.83 million from 1991 to 2015.

The Myanmar Yachting Federation, has dedicated itself to Yachting since disbanding from the Burma Rowing and Yachting Federation in 1999. MYF then, took part in the Southeast Asian Games, to promote friendliness among 11 Southeast Asian nations through sport every two years. The expenditures associated with the participation of Myanmar yachtsmen are managed by the Federation.

U Maung Win, who is the Vice President-3 of the MYF, explained that it is the Federation's responsibility and pleasure to make sure that Myanmar athletes successfully participate and impress their rivals in the competitions. The President Cup Golf Tournament, originally a brainchild to maintain engagement among Yangon Sailing Club (YSC), MYF and Myanmar Navy Yachtsmen, is to encourage as many people as possible to join in and facilitate successful activities.

MPRL E&P's contributions have been significant in initiating the mission of the Myanmar Yachting Federation, which is to uphold the accomplishments of national athletes by hiring international training experts and purchasing state-of-the-art equipment from foreign countries. However, moving forward, there is still a need to identify sustainable financing sources. ■

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## Technical Workshop On Myanmar Petroleum Fiscal Systems Held

May 13, 2015

The Myanmar Investment Commission, the Ministry of Energy of the Government of the Republic of the Union of Myanmar and MPRL E&P Pte. Ltd., a leading oil and gas company in Myanmar Energy Sector collaborated to provide a Technical Workshop on Myanmar Petroleum Fiscal Systems, which was held today at Novotel Hotel, Yangon.

The one-day workshop was attended by a total number of 126 participants which included government officials from various ministries and representatives from international oil companies and state-owned businesses.

H.E. U Aung Htoo, the Deputy Minister from the Ministry of Energy, attended the Workshop and delivered an opening speech. U Aung Nang Oo, the Secretary of the Myanmar Investment Commission, and U Myo Tin, the Group General Manager of MPRL E&P Group of Companies, addressed the audience respectively.

Then, U Than Min, Director (Planning) and U Aung Myat Soe, Deputy Director (Legal) of Myanma Oil and Gas Enterprise (MOGE) explained about Production

Sharing Contract (PSC) and Improved Petroleum Recovery Contract (IPR) specific to Petroleum Fiscal Systems.

U Zaw Lwin, the Assistant Chief Financial Officer of MPRL E&P, gave a presentation on Performance Compensation Contract (PCC).

In the afternoon session of the Workshop, U Than Min, U Han Tun, Daw Nyunt Nyunt Lwin, U Aung Myat Soe, who are the Directors and the Deputy Director of MOGE, led the discussions on the Petroleum Fiscal Systems such as Production Sharing Contract (PSC) and Improved Petroleum Recovery Contract (IPR), and U Zaw Lwin from MPRL E&P led the discussions on Performance Compensation Contract (PCC) as a Case Study Workshop.

Following the workshops, the audience discussed the following topics:

1. U Han Tun, the Director (Material Planning) of MOGE presented taxation of Investment Item, Drawback Item and bonded warehouse permission as Logistic issues. Daw Soe Soe Lwin and U Than Swe Tint, the Director and the Assistant Director from Customs



U Zaw Lwin, the Assistant Chief Financial Officer of MPRL E&P, gave a presentation on Performance Compensation Contract (PCC) at Technical Workshop on Myanmar Petroleum Fiscal Systems. *Photo: Supplied*

Department, provided policy explanations on custom duties.

2. U Han Tun, Director (Material Planning) of MOGE presented difficulties faced with importing food-based items and Daw Mya Mya Oo, the Director from the Internal Revenue Department continued the discussion.

3. U Than Min, the Director (Planning) of MOGE, discussed about taxes paid for import permit with regards to crude oil transportation.

4. Daw Nyunt Nyunt Lwin, the Director (Finance) of

MOGE, discussed about the possibility of paying commercial tax. Regarding this topic, Daw Mya Mya Oo, the Director of the Internal Revenue Department, explained how policy reforms related to commercial tax are in progress. In addition, she acknowledged that there is a need to negotiate among ministries concerned.

5. Thura U Thaug Lwin, a member of the Myanmar Investment Commission and a retired Deputy Minister, commented that there are many rules and policies

which will require revising during the reform period which is currently taking place in Myanmar today.

He also mentioned that there may be a need to negotiate and cooperate to find answers for respective sectors.

The Workshop was successfully concluded at 16:00 hours and legal, taxation, financial and production allocations of contracts related to the oil and gas industry were discussed by attendees in a friendly and openly manner. ■

## MPRL E&P Offers Training To Strive Its CSR Capacity Building Initiatives

Kyaw Zin Htun

June 17, 2015



*Photo: Supplied*

The Corporate Social Responsibility (CSR) team of MPRL E&P Pte. Ltd., conducted two trainings for its CSR field team and Myanma Oil & Gas representatives in Mann Field on May 29 as part of its initiative to enhance capacity of project planners and implementers.

The one-day training, attended by 2 CSR field staff and 3 MOGE CSR representatives, included monitoring and evaluation and

project management for development.

For monitoring and evaluation, participants received information in a three part series which lasted for about two hours.

Ma Kyisin Htin Aung, the Monitoring, Evaluation and Knowledge Management Coordinator said, "The training series is intended to build capacity of project planners and implementers to integrate monitoring and evaluation from the design

and planning phase of any project."

She added that the participants would be able to understand how monitoring and evaluation fits into the project management cycle, how to write a problem statement and how to articulate SMART (Specific, Measurable, Achievable, Realistic and Timely) objectives. The training included two group exercises – one where participants were asked to write a problem statement

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The training will be beneficial to the field staff's daily activities during the implementation period.

”

and another where participants were asked to write SMART objectives.

"The purpose of these exercises is for project planners to plan well from the design phase of any project. Planning well means that we set targets that are SMART, which allow us to monitor our progress over time and evaluate whether or not we achieve our planned results at the end of a project," said Ma Kyisin Htin Aung.

The monitoring & evaluation working group plans to deliver another two sessions in this training series within this fiscal year.

Another training conduct-

ed on the same day, project management for development, was delivered by the community investment team leader U G Yaw Bawn. The training topics included the concept of a project, project characteristics, project management cycle and project management process.

U G Yaw Bawn told *Insight!* that the training was conducted through discussions, Q&A and presentation activities to achieve the objective of the training which is to understand the project management cycle and its process.

"The training will be beneficial to the field staff's daily activities during the implementation period. The training will support field staff in project design process, implementation, monitoring and evaluation," he said, adding that the training as well as learning conceptual skills and discussion on the constraints and challenges will occur every month. ■

# MPRL E&P's HSE Performance In Mann Field : Leading The Effort On Mitigating Produced Water

CSR Team

The process of exploring for and producing oil and gas generates many different kinds of by-products. Principally, all of these by-products have to be appropriately managed by oil companies, on the basis of their characteristics and the environmental settings of the sites.

MPRL E&P recognizes that they cannot yield success in its business operations throughout Mann Field without its vibrant initiatives taken throughout their HSE activities. It has a firm commitment to achieve the highest HSE standards for the Health, Safety and Environment of the employees and business partners as well as the protection and preservation of the environment in which communities live and the operations occur. Since 2001, MPRL E&P has been active in a number of environmental improvement projects in Mann Field and has spent as much as USD 870,000 to date on projects such as the refurbishment of Gas Oil Collection Stations (GOCSs), which includes trialing initiatives that effectively improve the management of produced water.

Water produced during oil and gas extraction and production operations constitutes the industry's most important secondary products stream on the basis of volume and normally contains a complex mixture of inorganic and organic compounds as well as residual chemical additives. Mann Field produces nearly 2,200 bbls of formation water on a daily basis, that is 262 329.037 liters per day. The salinity of this water is high, between 3,000 mg/L and 5,000 mg/L, and is not recommended for agricultural use.

To effectively mitigate the amount of water produced,

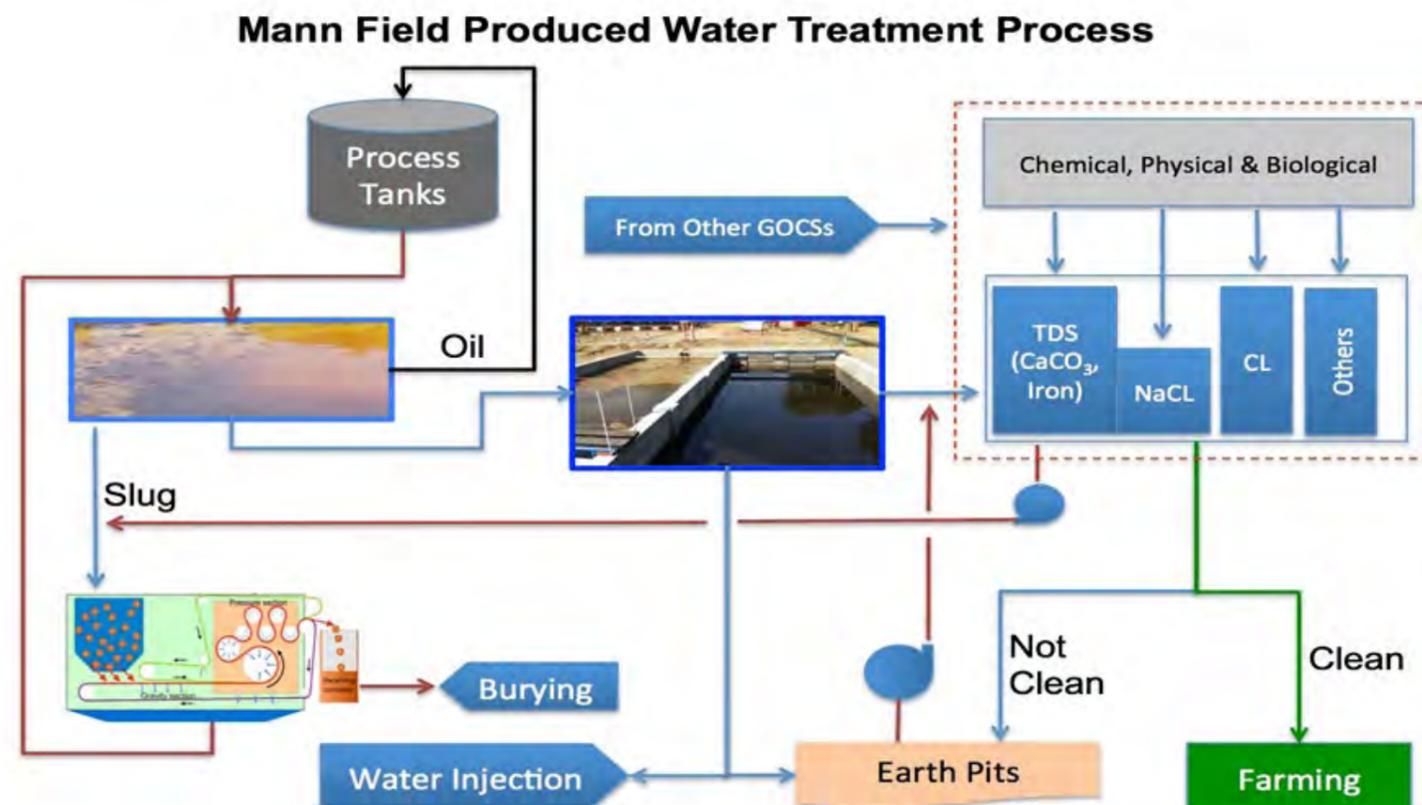


Figure 1 Overview of water treatment options

MPRL E&P adopted a Zero Water Discharge Policy, which means no produced water will be discharged directly into the surrounding environment, across Mann Field in 2012 and has made significant improvements to produced water management over the past several years. Currently, 30% of produced water is being re-injected into abandoned wells while the remaining

Collection Stations, which stores and treat produced water on a large scale. This is achieved through a mechanism in which the water is drained and then processed. The primary intent of the mechanism is to remove a contaminate, known as slug, through a dewatering process that ensures the slug can be properly captured, solidified and disposed of effectively. Once the slug has

been removed by a siphon system, which has been re-engineered to increase the efficiency of the oil removal process, a sampling and monitoring system then tests the water to ensure oil content is no more than 50

ppm. It has been estimated that on a yearly basis, the total volume of produced water will be 900,000 barrels and treatment cost will equate to approximately USD 10,000. Although most of the wells are currently connected to the GOCS via a pipeline system, there are still a large number of wells producing water connected to a local earth pit process. In order to minimize the environmental impact at these sites, MPRL E&P has taken the initiative to upgrade these earth pits with concrete cellars which reduce the potential of contaminating topsoil. To date, the company has upgraded over 100 sites with this enhanced produced water management practice.

It is fair to say, despite the lack of environmental laws and best practices seen throughout the country, Mann Field, is an example where initiatives and activities are implemented that most of the time are

successful. However, the important skill MPRL E&P has identified is recognizing the lessons learnt and becoming solution driven. It these skills that have enabled the HSE team to adapt to everyday challenges within the field.

Further to HSE's performance in Mann Field, they have outlined possible solutions to managing and disposing produced water:

1. Providing an adequate treatment plan to treat the water and ensure it reflects the legal and regulatory requirements
2. Dumping the water back into the reservoir for pressure maintenance or production maximization
3. Using the water for a water injection program
4. Shutting in non-profitable wells

“  
the important skill MPRL E&P has identified is recognizing the lessons learnt and becoming solution driven  
”

70 percent is being stored in seven temporary earth pits. In order to enhance the quality of produced water management, MPRL E&P has redesigned and renovated the produced water treatment process at selected Gas Oil

Collection Stations, which stores and treat produced water on a large scale. This is achieved through a mechanism in which the water is drained and then processed. The primary intent of the mechanism is to remove a contaminate, known as slug, through a dewatering process that ensures the slug can be properly captured, solidified and disposed of effectively. Once the slug has

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# The Letpadaung Copper Mine – Leveraging Lesson's Learned

Ms. Anastacia Howe

The Letpadaung Copper Mine is a classic example of how a lack of responsible business practice can harm the reputation and brand of a company. There are many lessons learnt from this case that businesses operating in Myanmar can leverage from. This particular case has had a major impact on the mining industry influencing government regulations such as environmental and social management procedures, importance of operational grievance mechanisms and relevance of stakeholder engagement. This project continues to impact host communities and a result has failed to provide the operating company with a social license to operate. The operating company Wanbao is trying to do what it can to rectify mistakes made. However, it is proving harder than anticipated.

## FACTS

- Chief investor Wanbao, a subsidiary of China's state owned arms firm Norinco, and its joint venture partner is the Union of Myanmar Economic Holdings
- In 2010, 7,800 acres of farmland was confiscated to expand the mining operation
- Villagers protested against the project because of unfair compensation for confiscated lands, environmental destruction and defilement of religious structures
- Woman killed in clashes and dozen injured during two days of protesting
- Curfew under emergency Act 144 which imposed heightened security and movement restrictions
- Wanbao stated they spent more than required, and claimed they spent 1.8 million on 'CSR' work in 2013
- Amnesty international estimates that approximately 2,500 villagers have been affected by the project
- Villagers who refused to be relocated were excluded from community consultation process
- Villagers claimed that the sulphuric acid plant on the mine's property is rendering the surrounding farmland infertile and leading to an increase in number of children born blind
- Commission report released contained 42 recommendations concerning land utilisation

CSR is a relatively new emerging trend in Myanmar. In 2012, there were a number of organizations providing forums and workshops to present and discuss the concept of responsible business. It was during that year, that many international and national companies marketed their 'CSR' activities/programs to the wider community. Soon after this, with good intention, the government launched a regulation that encouraged foreign businesses to have a 'CSR' activity/program as part of their investment in Myanmar. The greater public was informed then, that responsible business practices included a strategy that is built into the organizational culture of a company and promoted the three pillars of people, profit, place.

Since the continued development of CSR in Myanmar, it is only now that we have come to understand the real challenges of responsible business practices within a Myanmar context. What we know is that many businesses, foreign or locally operated, face difficulty with engagement, understanding how to measure and disclose performance, and most importantly establishing a rationale to support certain CSR initiatives.

## What happened?

If we take a closer look at the Letpadaung Copper project, we need to ask ourselves what went wrong? Businesses in Myanmar have been operating with minimal disclosure, minimal engagement and minimal transparency. What has changed within Myanmar for companies to support and accept new regulations that encourage transparency?

Logically, we understand that in order to mitigate risks and save on costs, it is valuable for a company to make decisions that are proactive and protect the business.

If we leverage the lessons learned from Wanbao's experience during the past three years we can justify why responsible business practices are required and influence the triple bottom line - environmental, social, and governance performance.

1. Wanbao failed to recognize the importance of a social license to operate. As a result, their lack of experience prevented them from prioritizing engagement with host communities to develop a partnership and two-way communication.
2. Like many companies, reacting to a series of challenges can be difficult especially understanding the continual development of responsible business practices in Myanmar. Continuous engagement with affected stakeholders can help manage challenges identified at the field level.
3. The large number of complaints received and failed attempts to address concerns in a transparent manner indicated the lack of an operational grievance mechanism. Communities were not provided a platform to voice concerns over land issues and/or compensation rates. Instead communities approached media and civil society organizations active in the area. This then led to a number of protests insisting the company stop operation and leave the area. Operations were temporarily shut down for a long period of time.
4. The involvement of security forces such as police did not help the situation, as violence was used to control protest-injuring people throughout their mitigation efforts. It can be ar-

gued, that Wanbao implemented poor mitigation strategies to monitor and review security issues and efforts.

5. A resettlement action plan was not developed with communities to ensure their needs and concerns were addressed. In addition compensation guidelines were not drafted making engagement with host communities increasingly difficult.

6. Following, the committee reviews of the site, Wanbao, and concerns from communities, a list of actions were identified to provide guidance to Wanbao and its partners on how to effectively mitigate the social and environmental issues resulting from the project. However, poor disclosure and transparency efforts impacted Wanbao, as stakeholders were not aware of progress made or challenges identified.

7. To further support point 6, an ESIA was not completed till after the committee released the recommendations.

The continued experience Wanbao and its host communities have faced allows us to learn from their experience and identify a list of actions every responsible business should practice and embed within its organizational culture.

Best practices should include the following;

- Engagement should take place during the initial phase of a project and continue throughout the project life
- An Operational Grievance Mechanism should be implemented to enable communities to voice concerns and allow a company to develop trust and partnership with host communities
- Legacy issues such as land ownership and acquisition will continue to be sensitive for host communities. As a result, policies should be developed that provide guidance to companies dealing with resettlement challenges. These policies should involve key community groups. Policies developed should be disclosed on the company website for stakeholders to access.
- A social license to operate is imperative for any company to receive and mitigate potential operation delays. Developing a partnership through community investment initiatives helps build trust and manage impact that brings benefit and value to the company and community.
- Tracking progress is important to enhance and facilitate trust with stakeholders. The wider community wants to know how companies are dealing with environmental and social management. As a result, monitoring and evaluation frameworks help company's to explain challenges and progress.
- Community involvement is necessary for the success of a project

## Summary

Since the Letpadaung mine's challenges in 2012, Wanbao have since attended various workshops and forums facilitated by the Myanmar Center of Responsible Business to learn more about operational grievance mechanisms and stakeholder engagement. However, leveraging from Wanbao's experience it is evident that responsible business practices are an organizational requirement necessary to mitigate risks and manage impact associated with a business. Strategies should be built in and transparent.

Developing a partnership with host communities and gaining a social license to operate, an acceptance to operate within that area, will negate any protesting, disputes, and most importantly avoid operation delays.

At the end of the day, Corporate Social Responsibility is another form of describing responsible business practices. CSR is a business tool. Integrating various international tools, mechanisms, and frameworks enables a business to transparently manage environmental, social, and governance performance positively influencing a workforce, host community, and government. ■





MYANMAR  
PROPERTY  
AWARDS  
2015



Best Office Development

Best Office Architectural Design

Best Commercial Development  
( Myanmar )



## Vantage Tower Dominates The 1<sup>st</sup> Myanmar Property Awards In Yangon

25 June 2015, YANGON-VANTAGE TOWER, a Myint & Associates Construction Company Limited (M&A Construction) real estate development project, dominated the 1st Myanmar Property Awards. The event, held on 17 June 2015, was organized by Ensign Media Co., Ltd., which publishes Property Report, Asia's premier property publication and information resource. Despite fierce competition among shortlisted candidates, Vantage Tower took home all awards for which the property was nominated, which included, Best Office Development and Best Office Architectural Design. In addition, Vantage Tower also received the overall Best Commercial Development Award, a prestigious acknowledgement identifying Vantage Tower as the commercial property with the highest quality and excellence within the country. Vantage Tower, which is located at 623 Pyay Road and uniquely almost exactly between downtown Yangon and Yangon International Airport, is quickly establishing itself as the premium business landmark in Yangon and is the first international standard grade A office development in Myanmar. The property, which is scheduled to come online at the end of Q3 2015, features Yangon's most technologically advanced building structure and design with 12 floors of office space, 3 generously sized penthouse units and commercial areas for food and beverage outlets. Vantage Tower also features the country's first Uptime Institute Certified Tier III Data Center that will provide world-class Information Technology (IT) and colocation services for both Vantage Tower tenants as well as external customers. It is worth noting that only five such Uptime Institute Certified Tier III Data Centers exist in the Asia Pacific region. Vantage Tower will also be providing tenants with IT infrastructure that will enable users to realize the fastest internet speeds in Yangon. In addition to receiving power from the main Yangon electricity grid, Vantage Tower will also provide additional double redundant power supply to ensure close to 100% uninterrupted electricity to tenants. The developer will also offer supporting facilities for the tenants within the building, including significant car parking, a number of meeting rooms and a 4,300 sq-ft function area for hire by the hour.

Representing the developer of Vantage Tower, Myint & Associates Company Limited, was Director U Sithu Moe Myint, who said, "On behalf of the entire Vantage Tower team, we are both extremely proud and humbled to be the recipient of these awards. Such recognition was only made possible through the world-class cooperation, commitment, and perseverance of numerous individuals, teams and contractors that have brought this development from an idea to inception. We have had strong interest in Vantage Tower from numerous companies and organizations from within and outside of Myanmar and we look forward to the opening of the project and receiving the first tenants, whom we consider not so much as customers, but partners in our success."

"The building deserves to be recognized as a high quality development. The developer has invested a significant amount of time and money in order to make sure that this property is the best in the market. M&A Construction have not simply built a building as quickly as possible to take advantage of the high rents in Yangon, they have built a product that provides Grade A office space, supporting facilities, and services that offer good value for money in an otherwise expensive market", said Hugo Slade, Managing Director of Slade Property Services.

The building boasts the highest levels of health, safety and fire prevention as well as evacuation systems and processes available in the market. "We are very proud of the building specifications, which have stood up to high levels of scrutiny from potential tenants when conducting their due diligence," Slade added. "We are receiving a good number of inquiries from large multi-national tenants that have the highest expectations of health and safety. We are pleased to report that Vantage Tower has passed all due diligence investigations and we have now progressed to the negotiation of commercial terms with a number of Multi-National Corporations (MNCs) and we expect to have tenants in the building by 1st November 2015."

## Ngwe Saung Yacht Club & Resort ( NSYC ) Collected Four Highly Commended Accolades During the 1<sup>st</sup> Myanmar Property Awards 2015

26 June 2015, YANGON - Ngwe Saung Yacht Club & Resort (NSYC), a member of MPRL E&P Group of Companies, proudly announced that it had been awarded four Highly Commended Certificates in the 1st Myanmar Property Awards 2015, held on June 17, 2015.

The 1st Myanmar Property Awards 2015, featuring 22 awards for the country's emerging real estate industry, is part of Asia Property Awards, the biggest real estate awards event in Southeast Asia. Ngwe Saung Yacht Club & Resort was nominated for the following four categories - Best Hotel Development, Best Hotel Interior Design, Best Landscape Architectural Design and Best Hotel Architectural Design. The certificates highlighted the excellent caliber of NSYC in terms of design, construction, and architecture to be recognized at the event.

U Phone Kyaw Moe Myint, Director of Ngwe Saung Yacht Club & Resort, said, "We are honored to receive the prestigious acknowledgment and very proud of our achievement. As a result, we will continue to provide the best services to our guests. We believe receiving these certificates manifest the recognition and encouragement from our valuable guests towards the hard work of our dedicated employees and our keen investment in the country's fast growing hotel and tourism sector."

Conveniently located in Ngwe Saung Beach, Ayeyarwady Region, just a 5-hour drive from Yangon, Ngwe Saung Yacht Club & Resort boasts a total of 100 deluxe rooms and 34 villa rooms, all spacious. The rooms are well furnished and feature breath-taking views of the gardens and the sea.

In addition, there are a range of amenities and recreational facilities including restaurants, outdoor pools, fitness & conference facilities, spa, sea sports facilities, high speed internet and 24-hour electricity, which can all be fully enjoyed by guests.

As the first Sailing Club in Myanmar's Bay of Bengal, NSYC successfully hosted the 27th SEA Games' Sailing and Windsurfing Competition at Ngwe Saung Beach in Myanmar in December 2013, when it was first opened.



MYANMAR  
PROPERTY  
AWARDS  
2015

Highly Commended  
For

Best Hotel Development

Best Hotel Interior Design

Best Landscape Architecture Design

Best Hotel Architecture Design



LAND OWNER  
Myint & Associates  
Company Ltd.

DEVELOPER  
M&A  
CONSTRUCTION

LAND OWNER  
Myint & Associates  
Company Ltd.

DEVELOPER  
M&A  
CONSTRUCTION



Photo: Supplied

# Who's Who at MPRL E&P?

- Recruitment, Selection, and On-Boarding
- Performance Management Process
- Career Development
- Develop policies, standards, systems, and processes
- Employee Relations
- Compensation, Rewards, and Benefits Management
- Training and Development (Learning Management)

## Human Resources Department

The Human Resources Department of a business organization plays an essential role in developing the business's HR strategy as well as handling various employee-centered activities from the aspects of the areas of Organizational Development, Continuous Process Improvement. In addition, it ensures that employees receive a variety of training opportunities and enjoy significant tenure by Benefits Administration, Recruiting, Policy Analysis and Communications.

Furthermore, Human Resources play a very important role in mapping out the success of the organization because organizational policies, culture, compensation, benefits and employee relations, contribute to maintaining the motivation level of employees and productivity, and help retain a wealth of valuable talent, are formulated in this very department. The following are typical tasks of the Human Resources Department:

MPRL E&P's Human Resource Department is composed of six personnel to fulfill the human resources needs of the organization:

1. Daw Chaw Ei Ei Myo – Assistant Human Resources Manager
2. Daw Lwin Mar Latt – Human Resources Officer
3. U Sai Min Thant - Human Resources Officer
4. Daw Pann Wit Yee - Human Resources Officer
5. Daw Win Moh Moh Ko- Human Resources Officer
6. Daw Shoon Eaindray Khin – Human Resources Assistant

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

Office Phone: (95-1) 521 461-2 / 521 471-3  
Email: [chaw.e.myo@mprlexp.com](mailto:chaw.e.myo@mprlexp.com)



**Daw Chaw Ei Ei Myo**  
Assistant Manager  
Human Resources Department

Daw Chaw Ei Ei Myo freshly joined MPRL E&P's HR Team as the Assistant HR Manager on May 18, 2015. She shares some of her views since starting at MPRL E&P. "I am very excited about working at MPRL E&P where wonderful people, organizational culture as well as capability development are continuously provided to foster employees' skills and improvement, which really inspires me. It gives me great pleasure to join hands with the talented HR colleagues with diverse backgrounds and I'm determined that our team will continue providing human resources support not only to MRPL E&P but also to its valuable asset, employees, in our effective and innovative initiatives."

## Quick Facts

### Block A6

#### Key Highlights

Location : Rakhine Offshore Region, Myanmar  
Fiscal Regime : PSC (Production Sharing Contract)  
Block Size : Approximately 9,830 sq-km  
Equity : MPRL E&P Pte Ltd. (50% - Government Affairs Operator), Woodside Energy Limited (50% - Technical Operator)  
Play : ( 1 ) Oil and gas charged Oligo-Miocene sub-marine river deposits proven in Ramree and Cheduba islands; sands coming from a continent to the East  
( 2 ) Bacterial gas in deep sea Pliocene sub-marine river deposits such as in Shwe giant gas fields; possibly charged by a deeper possibly oily source-rock, sands deposited form East (ancient Ayearwaddy River extending sub-sea) and North (Bengal deltas)  
Current Period : First Extension Period as per PSC (ending 08 June 2016)

#### Asset Overview

MPRL E&P signed the Block A-6 Production Sharing Contract (PSC) with Myanma Oil & Gas Enterprise (MOGE) on 18 January 2007. The 9,830 sq km block is located offshore on the western seaboard of Myanmar and some 200 km south of Blocks A-1/A-3 (including Daewoo's Shwe Gas Field), adjacent to the South of Chevron's A-5 and N of Woodside's A-7. In early 2013, a farm-out exercise resulted in Australian Woodside Energy entering the PSC with a 50% participating interest. The initial three-year exploration period ended on 8 June 2014, including three extensions granted by MOGE to allow for the acquisition of a 3D survey that led to the Pyi Thar pioneering gas discovery, and finally another 3D seismic campaign in deep waters over a large lead identified by MPRL E&P. This 3D survey shot in February 2013 has now resulted in a new location to test this large prospect by drilling in December 2015.

Whilst the block is deemed in shallow waters, over 70% actually lies in water depths greater than 2000 ft.

#### EXPLORATION HISTORY

- Martaban Cities Services and MOGE shot 1,870 km of 2D seismic in the early 70's in Block A-6. CGG conducted a non-exclusive 2D seismic survey



2015 Myanmar National Open Sailing Championships & MYF President Cup 6th Annual Golf Tournament



MPRL E&P HSE Day in Mann Field



Technical Workshop on Petroleum Fiscal Systems

**Maung Min Zaw Tun**  
(Senior Admin Assistant)  
MPRL E&P Pte Ltd.



**Ma Poe Ei Khin**  
(Community Volunteer)  
MPRL E&P Pte Ltd.

**Congratulations!**  
Happy married life to you two and wishing you all the wealth and happiness throughout your life together!





## A Walk To Remember



*A Famous English Poet, William Wordsworth said “Life is divided into three terms – that which was, which is, and which will be. Let us learn from the past to profit by the present, and from the present, to live better in the future.” In early June, Kyaw Zin Htun walked with Yangon Heritage Trust to remember the old glorious days of Yangon to find out how things have changed over the years.*

It was a fine Sunday although there were signs of a storm brewing. As Yangon had started embracing monsoon, the weather was hot and humid. Bright and early in the morning, a group of 30 enthusiasts in Yangon’s cultural heritage gathered at a suite overlooking Yangon’s famous Pansodan Road where Yangon Heritage Trust, a non-governmental organization working on conservation of heritage and urban planning, resides. These enthusiasts, including me, were there to venture throughout downtown of Yangon to find out how Yangon changed from a fishing village to one of the busiest ports in the world to a now rapidly changing metropolis.

Before heading out on the walking tour, Ko Thurein, a historical researcher and project manager with YHT who was also our tour leader, told us the walking tour would bring to life the history of Yangon through the unique and lasting architecture designs.

As soon as we stepped out on to the road, Ko Thurein asked us if we noticed something common at the buildings located on the right side of the road. It was clear that almost all of the buildings on the right side of the road were built with large columns.

“These buildings were built with columns to shield the building from the sun and maintain the longevity of the buildings,” he explained, while pointing out at an art-deco style building, which was built around 1930. Although the building was constructed as a premise for the India Grindlays Bank, it was appointed as a Myanmar National Museum from the 1970s to 1990s.

I remembered my first visit to that building (which was then the National Museum) when I was 10 years old. I recalled that I was really impressed with its magnificent deco, such as a half-circle portico adorned with glass, huge door entrance and marble flooring.

Opposite the Myanmar Agriculture Bank, there stood another four-storeyed building, painted in white and blue. Located at the corner of Pansodan Road and Bank Road, formerly known as Shafraz Road and built for the Standard Chartered Bank, the building was once regarded as one of the most sophisticated buildings in Southeast Asia due to its modern facilities at that time such as a basement car park. Currently, the building is occupied by the Myanmar

Economic Bank (2) and its basement car park is used as a bank vault. On the left corner of Pansodan and Bank Road, there stood a building with a dome shaped centerpiece, built in 1900 and used as the accountant general’s office and currency department during the British rule. Not fully aware about the history of the building, we were surprised when we were told that the right wing of the building collapsed when the Japanese dropped bombs on Yangon during World War II. The ruins of the building can be seen from Bank road. The building is still used as the court for west district of Yangon. When we walked another 50 feet, we reached a building which has long tradition throughout the high and low of Yangon’s evolution. It is a huge building, located on Bank Road, built in 1931, which was used as a law court and police commissioner office. We were told that this building had been headquarters for *Kempeitai* (Japanese Military Police Corps) during Japanese Occupation in World War II. In the socialist era, it was used as the headquarters of the Burma Socialist Program Party and it later became the law court again till 2005. At present, it is under renovation for transforming it into the State House hotel managed by Kempinski group from Switzerland.

Just opposite to this building is a three storey building, built as early as the 1900s and used as the office of an Armenian Trader known as Mr. Balthazar. When we stepped into the building, I immediately imagined a woman cooking lunch for her family at once glamorous left corner of the lobby. The building was desperately ruined, and unclear ownership resulted in multiple owners, government and private.

“The building has steps, made with cast iron, and marble floor so you imagine how grand the building was in its heyday,” Ko Thurein told our group while pointing out the lobby area of the building where a ruined bird cage elevator was positioned and showed round shaped bricks used for the corner. Even the bricks used for the building were specially made.

He added that the building needed repair and conservation but its complex ownership made it challenging for YHT to conserve the building.

At the end of Bank Road, we reached one of the most famous addresses in town, Sule Pagoda Road. At the corner, we found a large establishment, con-

structed with marble, which has been playing a vital role in Myanmar's financial history. Built with four large columns and a staircase on each side of the building, it possesses a massive structure with a strangeness which was not having any windows in the front.

"It is because it conveys the essence of safety and reliability," Ko Thurein explained. Built in 1936 as the Reserve Bank of India, the centerpiece of financial sector in the British Burma, it was changed to the Public Bank under Japanese Occupation in World War II. In 1945, when the allied forces entered into Myanmar, the Japanese tried to burn this building but failed. After independence, the building became a premise for the Central Bank of Myanmar and later became the Myawaddy Bank. Now, it is under renovation to host the country's first ever stock exchange center.

After crossing a busy and bustling Merchant Road, we were walking along Sule Pagoda Road until we reached the left corner of Maha Bandoola Park, which formerly known as Victoria Square, under the British Rule, named after Queen Victoria. The park accommodates the independence monument and it still stands as a largest public space within the downtown area.

Looking from the park, we can see the City Hall, the AYA bank building and the Yangon Region's High Court. The Yangon City Hall building is constructed with Myanmar architecture, such as traditional tiered roofs called *pyatthat*. The building, built between 1926 and 1936, is still used as a home for the Yangon City Development Committee.

When I worked as a reporter, I had to visit the City Hall occasionally for appointments. At that time, I noticed the different architecture of the building which possessed Myanmar style deco in the front but looked more western from the back. The City Hall building owns parallel foyers with marble steps, large windows and doors which are made of wood and painted with oil dregs. Although the building was built about 80 years ago, it still portrayed its style and value.

At the right side of Mahabandoola Park, there was a large building with a clock tower. It was one of the well-known buildings in the city as it used to be the country's high court, which was built between 1905 and 1911 and in Queen Anne's Renaissance style architecture.

"You can imagine how Yangon was an important city under the British Empire by looking at these magnificent buildings," said Ko Thurein, adding that the British spent a lot of resources on infrastructure with the intention to create Yangon as their stronghold.

We walked along Merchant Road and passed through a lot of buildings which were important in the history of Yangon. These buildings included the former US Embassy, Myanmar Foreign Trade Bank Building (which was then HSBC Bank building), Innwa Bank (Once Mercantile Bank of India), and the Indian Embassy.

Again, we reached Pansodan Road, where another heritage buildings known as Inland Water Transport Building (previously the Irrawaddy Flotilla Building), the Lawkanat building (previously Sofaer Building), the Internal Revenue Department Building (previously the Rander House), are located. These places have a lot of stories as most of them previously played a vital role in Myanmar's economy. According to Ko Thurein, the Sofaer Building housed the then well-known Vienna Café, which served Prince Edward of Britain when he visited Myanmar, Reuters News Agency Office, a German owned photo studio and a Filipino run hair salon. Since 1970, it has been accommodating the first modern art gallery called Lawkanat.

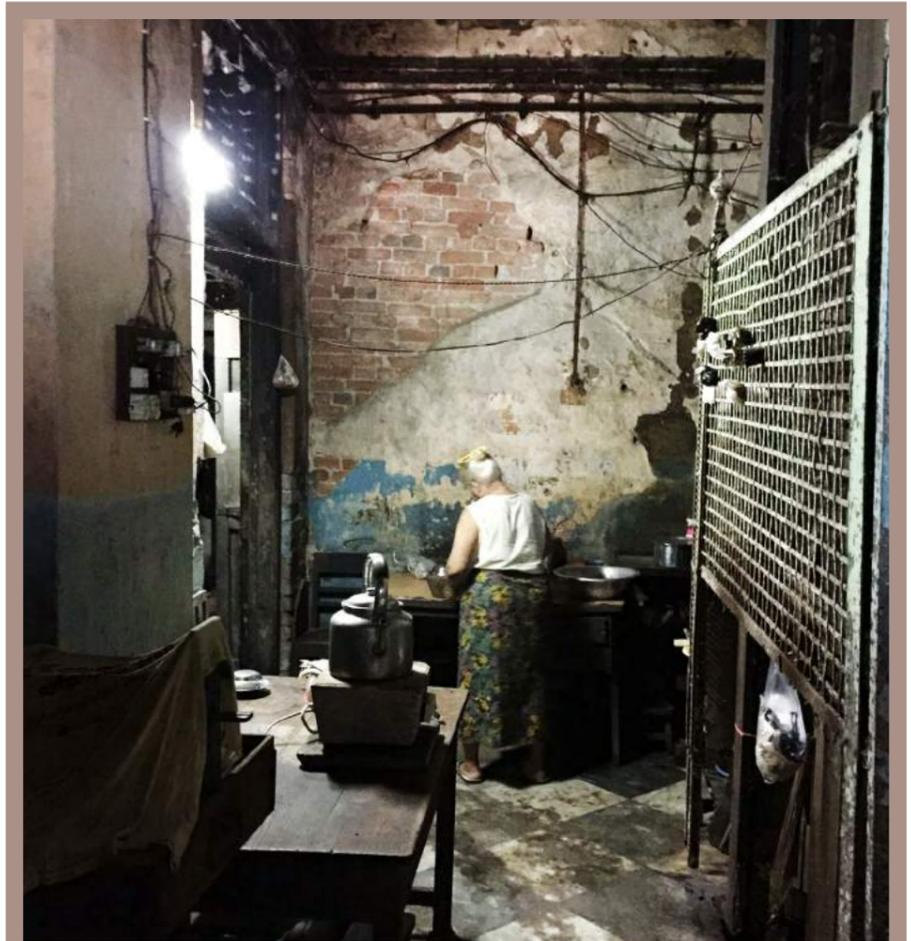
"Because of complex ownership, this building is being faced with many difficulties specific to renovation. But in recent years, we have seen keen interest from businesses to accommodate the old buildings. That is something we should welcome as it will encourage restoration," said Ko Thurein.

After walking along the Merchant Road for 5 minutes, we reached the corner of Merchant Road and Bo Aung Kyaw Road where the Armenian Church, the oldest Church in Yangon built in 1862 on the land presented to them by the King of Burma, exists. The Church is a small building but with a significantly high ceiling. Some of the antique furniture, including a piano, can be viewed for visitors.

We continued to the Central Post Office located on the corner of Bo Aung Kyaw Road and Strand Road. The building, which looked as if it consisted of three floors, was inspired by a building in Florence, Italy. Built in 1908 as the headquarters for Bulloch Brothers & Company, the building has been currently used as the Central Post Office since 1936. The building possess a beaux art portico and two large stairways, made with cast iron as well as high ceiling.

Located very close to the Central Post Office building, the Strand Hotel was another stop of our walking tour. With its famous reputation as one of the most expensive hotels in town and its enrichment for architecture and history, the Strand Hotel is something guests can be proud of. The Strand Hotel was opened in 1901 by the Armenian Hoteliers named the Sarkies Brothers, who also built the Raffles Hotel in Singapore and the Eastern Emporium Hotel in Penang, Malaysia. The Hotel was also used as the dormitory for the Japanese military officers. The renowned Strand Hotel, was, refurbished into the hotel it is today due to the investment provided by foreign businesses.

Our final stop: The Myanmar Port Authority Building, which has been a symbol of Yangon's history for more than 100 years. In 1928, the building, with a Venetian Tower, was constructed to commemorate Yangon's achievement for being the second busiest port in the world after New York. The building boasts spectacular architecture and sophisticated design but sadly, some of



its great architecture, such as large columns, which you can usually see from the river side, is being obstructed by the recently built passover with escalators. Although I agree that Yangon might need a modern infrastructure for the convenience of people's daily life, I think we should consider a more efficient way to conserve the cultural heritage we possess.

When I concluded my half-day walk, I questioned myself, "What did I learn from this memorable walk?" The answer would be a mixed one with different emotions. I have had a chance to be proud for being a 'Yangonite' when I saw these glamorous buildings but I felt heartbroken when I saw its deteriorating infrastructure. At the end of the day, I was convinced that it was every Yangonite's responsibility for having a voice to preserve the city's heritage and create a city that everyone can be proud of. The message I have learnt and would like everyone to personify is that we should all work together to restore the glory of Yangon! ■



## Travel Info

What : Yangon Heritage Trust Walking Tour  
 How : Please register at:  
 Yangon Heritage Trust  
 22-24, Pansodan Street (lowest block)  
 First Floor, Kyauktada Township, Yangon, Myanmar  
 Phone : +95 1 240 544, +95 9 32100 785  
 E-Mail : [info@yangonheritagetrust.org](mailto:info@yangonheritagetrust.org)

How much : Free of Charge

For more information, please visit <http://yangonheritagetrust.org>

# One Team, One Dream

Thal Sandy Tun  
June 21, 2015

Since time immemorial, the progression of human civilization has evolved around teamwork as research has shown teams always outperform individuals while they remain flexible, motivated and responsive to changes. Today, booming organizations in any area of life have to rely on a 'teamwork ethic' where ordinary people are driven together towards a common vision to achieve extraordinary results. As an individual, there is nothing for them but to sink or swim. As a team, they beat the odds and come through.

It is not so different a story for the people working in the downstream oil and gas industry, where drillers, technicians, geologists, engineers of all sorts, function together in the field, which, according to its very nature, operates round the clock like an Autobot spacecraft as the pumpjacks keep moaning and the gates swinging. For MPRL E&P's employees deployed in Mann Field, an onshore oil and gas field in the Central Myanmar Basin covering an area of about 4,000 acres, being in operation since its discovery in 1970, seldom have they got any better chances to coordinate, collaborate and come by on a daily basis than anywhere else.

There is a total of eight departments running in this well-known success story of E&P activities in Myanmar's oil and gas industry: Production, Drilling, Down



MPRL E&P field employees seen at work *Photo: Supplied*

Hole Workshop, Mechanical Workshop, Warehouse, Geology, Special Project, HSE and CSR Team. The workforce is made up of 147 people from MPRL E&P, 102 from M&A, and more than five hundred people from MOGE and other entities who work in rotation and thus so many different working groups involved in running Mann Field every day highlights the importance of establishing a culture of cooperation, understanding and trust.

One team to describe here is the Special Project Team which was spearheaded in 2000 to take care of the environment and conduct renovation, upgrading and maintenance work for Mann Field's dilapidating infrastructures that long suffered under-investment and under-development, posing a potential threat to the relations with surrounding communities and overall success of the com-

pany. At the same time, improvements in industrial environmental, health and safety performance are needed according to the evolving modern industrial standards although the fundamental process of discovery of oil and gas remains the same since 1912 when oil was first unearthed.

Setting up the Special Project Team, which is composed of people from different engineering disciplines and experiences, coincided with the time when MPRL E&P began to implement enhanced oil recovery efforts throughout the land of gushers, which involves ensuring operations are consistent, reliable, and cost effective leading to optimal production and manifestation of environmental and social responsibility.

U Saw Nay Lin Tun, being an engineer and member of the Team, explains, "The first line of hard ware we improved includes GOCSs, Gas

Oil Collection Stations, and their compounds, oil, gas and steam pipe lines. GOCSs are refurbished in that they now have banisters, steel stairs, indicators, warning signs and extinguishers. For the pipelines, they used to be a labyrinth. So we set up parallel flow lines by building concrete trenches. Now the security and safety of the operations, people and facilities are ensured."

In pursuit of the company's vision to transform an oil

attributes established by research as required for success of the teams, such as skills, profundity, open communication, esprit de corps and leadership, "Teamwork is vital for our assorted working groups with which we remain performance-driven, achieving excellent results while maintaining dynamic relations with our operator, MOGE, the communities and the local authorities. We make sure everyone of us understands their roles and responsibilities and that everyone of us is working harder to ensure 'zero impact' to the people and environment than ever before as time is changing."

However, it would be too complacent to miss out challenges people face in their road to Mecca. The Special Project Team recalled dealing with a land owner who was ready to throw his gauntlet if he perceived threats to his land such as oil spills when repairing well number 465. Another obstacle they faced was with procurement of materials for refurbishment work of

“

"Teamwork is vital for our assorted working groups with which we remain performance-driven, achieving excellent results while maintaining dynamic relations with our operator, MOGE, the communities and the local authorities.

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## From Page 10 ► Quick Facts

in 1993 in the Rakhine coastal area (Bay of Bengal) of Myanmar

- MPRL E&P carried out four geologic field trips along the Rakhine coast
- MPRL E&P acquired satellite imagery (detection of oil slicks) and 1,955 line-km of 2D seismic of excellent quality in 2009
- MPRL E&P acquired 550 sq-km of 3D seismic survey in 2010
- MPRL E&P drilled two exploration wells (one vertical & one side track) in February-March 2012. The sidetrack encountered gas in 5 million years old Pliocene sandstones, a pioneering discovery in the offshore Rakhine Yoma.
- Woodside and MPRL E&P acquired a 1731 sq-km 3D seismic in ultra-deep waters of the block during early 2013..

### GEOLOGICAL KEY FACTS

1. India diagonal convergence below Asia plays a major role in tectonic history and deposition of sands in Myanmar on- and offshore.
2. Ongoing deformation (Minbu mud volcanoes, Bagan earthquake 1975) is guiding the course of rivers including under water, as well as drawing the present topography
3. Main depositional elements in deep waters of Block A-6 are sandstones from an ancient Ayeyarwaddy River that flowed from Patheingyi into Blocks A-6 and A7 before Quaternary mountain building during last one million years cut off Patheingyi River from Rakhine coast.

field project once thought unviable into a well-managed, profitable and sustainable business, more than USD 73,000 has been invested into the field through such activities. U Saw Nay Lin Tun imparts his understanding of the contribution he makes and how he is connected to a bigger goal via the very Team, "We are called Special Project Team because we support 'the whole field'"

U Khin Maung Htay, Field Manager (1), shed light on the importance of creating a cooperative environment in the organization through

the pipelines. Nevertheless, U Saw Nay Lin Tun said he was happy as most of the time their efforts paid off.

Given that every team in Mann Field performs like this, MPRL E&P's business operations, relations and reputation with a variety of stakeholders such as employees, communities, authorities and partners will be kept at their best. This is the way the common people achieves the uncommon at the end of the day; this is where everybody wins as 'teamwork divides the tasks and multiplies success.' ■



# 10 Ways To Improve Time Management

Do you often feel stressed out with too much workload? As time passes by, do you feel like you have more tasks on hand than you have time to do them or you could have effectively use your time to complete all the given tasks? The trick is to organize your tasks and use your time effectively to get more things done each day. This can help you to reduce stress and do better at the workplace. Time management is a skill that takes time to develop and is different for each person. You just need to find out what works best for you. Use the strategies listed below for a few weeks and see if it can help you to increase productivity.

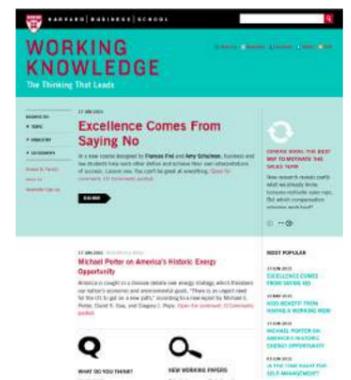
- 1 **Delegate Tasks** : It is common for all of us to take more tasks than our desired potential. This can often result in stress and burnout. Delegation is not running away from your responsibilities but is an important function of management. Learn the art of delegating work to your subordinates as per their skills and abilities.
- 2 **Prioritize Work** : Before the start of the day, make a list of tasks that need your immediate attention as unimportant tasks can consume much of your precious time. Some tasks need to be completed on that day only while other unimportant tasks could be carried forward to the next day. In short, prioritize your tasks to focus on those that are more important.
- 3 **Avoid Procrastination** : Procrastination is one of the things that badly affect the productivity. It can result in wasting essential time and energy. It should be avoided at all costs. It could be a major problem in both your career and your personal life.
- 4 **Schedule Tasks** : Carry a planner or notebook with you and list all the tasks that come to your mind. Make a simple 'To Do' list before the start of the day, prioritize the tasks, and make sure that they are attainable. To better manage your time management skills, you may think of making 3 lists: work, home, and personal.
- 5 **Avoid Stress** : Stress often occurs when we accept more work than our ability. The result is that our body starts feeling tired which can affect our productivity. Instead, delegate tasks to your juniors and make sure to leave some time for relaxation.
- 6 **Set up Deadlines** : When you have a task at hand, set a realistic deadline and stick to it. Try to set a deadline few days before the task so that you can complete all those tasks that may get in the way. Challenge yourself and meet the deadline. Reward yourself for meeting a difficult challenge.
- 7 **Avoid Multitasking** : Most of us feel that multitasking is an efficient way of getting things done but the truth is that we do better when we focus and concentrate on one thing. Multitasking hampers productivity and should be avoided to improve time management skills.
- 8 **Start Early** : Most of the successful men and women have one thing in common. They start their day early as it gives them time to sit, think, and plan their day. When you get up early, you are more calm, creative, and clear-headed. As the day progresses, your energy levels starts going down which affects your productivity and you don't perform as well.
- 9 **Take Some Breaks** : Whenever you find for 10-15 minutes, take a break. Too much stress can take toll on your body and affect your productivity. Take a walk, listen to some music or do some quick stretches.
- 10 **Learn to say No** : Politely refuse to accept additional tasks if you think that you're already overloaded with work. Take a look at your 'To Do' list before agreeing to take on extra work.

(<http://www.lifehack.org>)



HBS Working Knowledge  
<http://hbswk.hbs.edu>

Harvard Business School has a long tradition of practice-oriented research and teaching that has a profound and far-reaching impact on business and management education worldwide. HBS Working Knowledge is a forum for innovation in business practice, offering readers a first look at cutting-edge thinking from HBS faculty, and the opportunity to both influence and use these concepts before they enter mainstream management practice.



Every day, HBSWK features new work from among the more than 200 HBS faculty at the forefront of their diverse fields of expertise, providing a valuable source of inspiration for executives, entrepreneurs, and managers seeking to keep their organization at the leading edge of innovation and change. Topics include

1. Business history
2. Entrepreneurship
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4. Globalization
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6. Marketing
7. Operations
8. Organizations
9. Social entrepreneurship & non-profit
10. Strategy



## What's Your Life Changing Moment?

Like everyone else, our MPRL E&P Team Members have their own life changing moment. What are the forces behind their changes? Thal Sandy interviews.



**Mr. Daniel Chia**  
Technical Manager  
Technical Department

First being a husband at 23, being a father of one at the age of 24, then a father of two at 25 and then a father of four (one set of twins) at 26. What happened? You become more selfless and you will grow-up quickly. There are many lessons that are learnt and I am still learning, but one is patience, patience, patience... Another is communication, communication, communication... The results are great unconditional love between family and the amazing changes your children undergo over time.

I have two life-changing moments. The first one is listening to advice from my Geology Professor, Dr. Phyu Phyu Lwin, who encouraged me to apply for a post graduate diploma course from Yangon University. If I didn't follow my teacher's advice, I may still be an ordinary graduate with a bachelor degree, working in other fields, which may not be related to Petroleum Geology. The second time is when I applied for a junior Geoscientist position at MPRL E&P. At that time, I was attending the second year PhD course at Yangon University. I had a chance to meet with our CEO, U Moe Myint, during the interview and he encouraged me to finish my PhD degree while working for MPRL E&P. I also met with respectable teachers from MOGE and Yangon University. I am not a sharp and bright man but a diligent and industrious one. This changed my whole career life as I was able to learn petroleum geology both practically and theoretically at MPRL E&P. With the kind permission of CEO, my dream of getting the highest degree in academics and of becoming a member of MPRL E&P, the only Myanmar Oil and Gas Exploration and Production Company, was fulfilled. I have two life-changing moments because of my Professor and our CEO. So I would like to say "THANK YOU" to them through this newsletter.



**Dr. Aung Zayar Myint**  
Senior Geoscientist  
Geoscience Department



**Maung Pyae Zaw Htet**  
OJT Engineer  
Operations Department

It all started with me visiting Mann Field, a well-known oil field in central Myanmar, to attend Myanmar Oil and Gas Enterprise's Internship Training in October 2009 when I was still a student at West Yangon Technological University, specializing in Petroleum Engineering. During the training, I was able to study Mann Field's Oil and Gas Collecting Stations, Drilling Department, Production Department and Geology Department. I then realized that MPRL E&P Pte Ltd managed Mann Field's enhancement work plan. Once I received my degree of Petroleum Engineering in 2013, I began to think seriously about joining MPRL E&P. So, I sent my CV. In the interim, I worked at other oil and gas companies. In December in the same year I received my much-anticipated job offer from MPRL E&P. Once there, I started to dive in more in-depth studies through this On-Job Training, such as Production Measurement, Well Servicing, Mud Engineering, Reservoir Engineering and Pumping Unit Maintenance. It was a time for real world relevance of all theoretical studies I had done before by spending time at Mann Field, Headquarters, Myanaung Field and Pyay Field. My life had changed. Technically, I had become more advanced. All the people I worked with were very supportive and enabled me to gain valuable knowledge and experience in the field of exploration and petroleum. So I really thank MPRL E&P's management personnel, both in Mann Field and Yangon Office, and I would like to say that I am ready to perform my duties for IOR-4 and IOR-6.

I had never thought that a book could change my bleak perception on life until I read "Five People You Meet in Heaven" by Mitch Albom. Learning all the bittersweet lessons of life, I used to be cynical and imperceptive but this book made me rethink the way I saw things in life and treated others. I came to realize that life is so much more than accomplishing great things. The book has shown me that our existence has a meaning; our lives are in an intricate interconnection with others' and our stories imbricate; and a deed of seemingly insignificance can have a significant impact on another.



**Maung Zune Min Latt**  
System Architect (OJT)  
MIS Department