

Insight!



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MPRL E&P Newsletter

24th December 2019



May this festive holiday season remind all of us of our endless blessings. May the new year reinvigorate us with lasting peace for our nation, renewed health for our loved ones, boundless joy, and plenty of prosperity for all!

Happy
New Year
2020

Signing Ceremony for the Adjustment of PSC and Fiscal Terms in Offshore Block A-6 took place in Naypyitaw

Thal Sandy Tun

In the evening of 16 December 2019, the Signing Ceremony for the Adjustment of PSC (Production Sharing Contract) and Fiscal Terms on offshore Block A-6 was held at the Kempinski Hotel in Naypyitaw between Myanma Oil and Gas Enterprise (MOGE), and the Block A-6 Joint Venture including MPRL E&P Pte Ltd., Woodside Energy (Myanmar) Pte Ltd., and Total E&P Myanmar.

H.E. U Win Khaing, Union Minister for Electricity and Energy, gave an opening address, followed by an address delivered by U Myo Myint Oo, Managing Director of Myanma Oil and Gas Enterprise (MOGE), U Moe Myint, Chief Execu-

tive Officer of MPRL E&P Pte Ltd., Ms. Meg O'Neil, Executive Vice President of Woodside Energy (Myanmar) Pte Ltd., and Mr. Javier Rielo Ameijide, President and CEO of Total E&P Asia Pacific, each addressed the audience, thanking the government for its diligence to facilitate the legal and commercial challenges of bringing the A-6 gas to markets, especially for the people of Myanmar as owner of the resource. CEO U Moe Myint outlined that the A-6 Development Project, located off the western Ayeyarwady coastline, is Myanmar and ASEAN's first ultra-deep water development project at these water depths.

MOGE and the Block A-6 Joint Venture signed the

two agreements, which consisted of the Fourth Amendment and Supplementary Agreement to the Block A-6 Production Sharing Contract (PSC), and the Agreement on Upstream and Midstream Ratio. These two agreements established the necessary fiscal framework with regard to the economic viability and commerciality of A-6 gas. The Block A-6 JV is wasting no time in starting the pre-Front End Engineering Design (pre-FEED).

In light of the momentous progress achieved by the Block A-6 Joint Venture and MOGE, CEO U Moe Myint remarked: "The execution of the two agreements associated with the adjustment of

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In Recognition of the Auspicious Occasion of the Government and People of the Republic of the Union of Myanmar on the

72nd

*Anniversary of
Myanmar Independence Day
4th January 2020*

MPRL E&P, the pioneer and discoverer of natural gas in offshore Block A-6 Myanmar, and to be the energy company to play a key role in fulfilling the needs, and contributing towards the sustainable energy security of Myanmar and Thailand.

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Editor

Wit Hmone Tin Latt
withmone.t.latt@mprlexp.com

Reporters

Thal Sandy Tun
thal.s.tun@mprlexp.com

Thae Aei Khinn Zaw
thae.ak.zaw@mprlexp.com

Moe Thu Zar Soe
moe.tz.soe@mprlexp.com

Layout Design

Multimedia Team
ye.lnaing@mprlexp.com

MPRL E&P Pte Ltd.
CSR & Communications Department

623 Pyay Road, Kamayut Township 11041
Yangon, Union of Myanmar
Tel : (95-1) 230 7733
Fax : (95-1) 230 7744
Facebook : www.facebook.com/mprlep
Email : mpristaff@mprlexp.com
Website : www.mprlexp.com

Your Opinion : What are Some of the Best Ways to Promote Employee Motivation?



Nyi Zaw Oo
Assistant Engineer
Drilling Department

I would like to present my views on the topic of "Employees Motivation" from both a company and employee standpoint. Since the motivations of the employees and the companies are interdependent, I want to discuss the topic not only for our company but for other companies and their staff. In my experience, an effective employee retention program mainly depends on employees' management skills.

Productivity between two different companies will contrast on two main things: one company with a high turnover rate, and the other with long-term loyal employees. This contrast will likely produce different business progress. The management plan for employees retention plays a significant role to keep employees motivated: employees feel active based on the benefits apart from their salary -- having earned leaves, medical insurance, arranged transportation, educational support, and so on. Based on these benefits, employees decide if they will stay at their current job or look elsewhere. Thus, companies today have started strategizing ways to retain reliable and valuable staff while establishing a great reputation of the company. As a result of increasing trends through

social media platforms, there are many great career opportunities that can be explored everywhere; it is just one click away to be taken to the new careers prospects. So companies also have to concentrate and strive not to lose existing quality employees to the growth of competitive business opportunities. As long as employees feel motivated and happy at work, there is no doubt that they will perform well and be productive at work. Recognizing the efforts of employees at all levels, and having a reward system, would surely keep employee morale high.

To sum it up, employees and companies are dependent on each other. If we work in harmony to reach the goals set by the company through mutual understanding and respect, both the future prospects of the companies and employees will flourish and expand in the long term. ■



Thin Thin Phy
Assistant Accountant
Finance Department

In companies, employees play an important role in making the organization stay functional and profitable. High staff turnover rates can affect the image and the business of the company. Keeping employees motivated may give a number of benefits for companies to accomplish their tasks successfully. In my view, motivation is directly linked to job satisfaction; but keeping employees motivated is not as simple as giving them more money.

There are some other ways to keep employees motivated and content in their work environment. Firstly, a balance between work and social life is one of the best ways to keep employees motivated and happy. Having afterwork activities such as organizing a yoga club or aerobics at work are nice ideas to boost staff motivation after a full day at work. Town hall meetings -- to have open and transparent discussions between staff and management where employee opinions and ideas can be voiced -- will surely benefit both for the companies and employees, too. Another idea to help motivate employees is having a pleasant and safe working atmosphere, since most employees spend most of their time at work more than at home. Without a safe environment, employees won't be able to work comfortably and productively. Providing facilities such as transportation, meals, medical insurance, and other benefits can also make them work comfortably and happily. Moreover, providing supportive leadership is also a key factor in keeping the employees motivated. As supportive leaders work closely with employees, employees can discuss concerns and ideas with their leaders while leaders listen closely to their team members. After that it is certain that every employee wants to realize their role in the workplace. Employees need to know that they are valued as an individual. So, making sure all the employees are given opportunities to apply themselves will motivate them to work well on their own, as well as in a team.

Cash incentives on top of commissions are a great way to encourage outstanding performances. However, employee rewards do not necessarily need to come in monetary form. Sometimes even just praise and an accompanying gesture can make a positive and significant impact. ■

Ngwe Saung Yacht Club & Resort won the First Runner-up Award as the Best Responsible Accommodation Provider (Large) at Myanmar Responsible Tourism Award 2019 Awards Ceremony



Stakeholder Engagement: A Key Part of Corporate Social Responsibility (CSR)

Thae Aei Khinn Zaw



MPRL E&P regards encouraging partnerships by working closely with stakeholders and focusing on communicating CSR activities to keep the stakeholders updated on CSR work programs.

In October, MPRL E&P held three stakeholder engagement meetings on CSR Performance Progress Updates for the first half of fiscal year 2019-2020.

On October 8th, the 1st biannual CSR Performance Progress Updates

were held in Nay Pyi Taw and MPRL E&P's CSR & Communications Department presented the CSR Performance Progress Updates for the first half of fiscal year 2019-2020 to the officials of Myanma Oil and Gas Enterprise (MOGE) Nay Pyi Taw and discussed the CSR activities to be implemented in the second half of the fiscal year.

On October 29th, MPRL E&P also organized the 1st biannual CSR Performance Progress Updates Meet-

ing for the fiscal year 2019-2020 at Mann Field. There were a total of 33 participants including Pyithu Hluttaw representatives, Magway Region Hluttaw representatives, Mann Oil Field General Manager (MOGE), Township Administrator, Environmental Conservation Department, township departmental officials, MOGE's CSR department, Field Operations team of MPRL E&P, village administration, and other invited guests. The HSE Department also gave a presentation on the updates of Environmental

Monitoring Activities at the meeting.

In the evening of October 29th, MPRL E&P also gave an update on CSR performance achieved during the second quarter of Fiscal Year 2019-2020 to the locals at Auk Kyaung village surrounding Mann Field. There were a total of 45 participants including village administrators, village development committees, and community volunteers from Mann Oil Field. ■

Sharing is Caring when it Comes to Knowledge

Moe Thu Zar Soe

Corporate Social Responsibility (CSR) activities have been playing an essential role in addressing the development needs of nations and promoting social inclusion, particularly in developing economies. Governments around the world are convincing companies to strengthen their reputation, achieve a loyal workforce, increase customer attractiveness, and strengthen competitiveness by fulfilling their social responsibility. Supporting these ideas, MPRL E&P Group of Companies are increasingly expected to create value across environment, social, and economic dimensions, their-triple-bottom-line.

To channel CSR efforts toward attaining the Sustainable Development Goals in a socially responsible manner, MPRL E&P has been implementing CSR initiatives with its own plan and also assisting

other institutions including the Ministry of Electricity and Energy and sharing CSR knowledge.

Through these efforts MPRL E&P has provided a series of CSR knowledge-sharing sessions to government officials since the fiscal year 2017-2018. For this fiscal year 2019-2020, the CSR & Communications Department from MPRL E&P organized knowledge-sharing sessions for the managers and assistant managers from onshore operating oil fields from 20 November 2019 to 21 November 2019. The sessions also provided access to international best practices, and covered the topics including the concept of Performance Compensation Contract (PCC), the overview of CSR, Strategic Community Investment, Operational Grievance Mechanism, Stakeholder Engagement, Reporting on CSR, and Monitoring



and Evaluating the Effectiveness of CSR. A total of 36 officials from onshore operating oil fields attended the two-day knowledge exchange program and shared their perspectives on CSR, and challenges and opportunities in implementing CSR activities through their own experiences.

On the second day of the knowledge-sharing sessions, attending officials had a chance to explore MPRL E&P's CSR initiatives through site visits. The officials visited the mobile clinic program, and

community-led waste management program in Lay Eain Tan village surrounding Mann Field, and the refresher course for bag-making training that was conducted as a six-day training for women from Mann Field communities with the support of Young Women Christian Association (YWCA) at Auk Kyaung Monastery. They also visited the mushroom model farm in Chin Taung village, the tomato plantation in Man Kyo village, and then met community volunteers who assist CSR initiatives in collaboration with CSR staff members in Mann Field. ■





Investing in Employee Growth: Business English Proficiency Class

Aye Nyein Phyu

Investing in employee training and development not only can serve as a motivation, but it can also enable the organization to create a highly skilled workforce. When employees receive consistent training and upskilling, it fosters employee creativity and helps them to be more independent and creative when they encounter challenges at work.

In this era, improving the personal skill of Business English becomes an essential part in employee development. Hence, the Human Resources Department of MPRL E&P initiated 3-month Business English Proficiency Course for Intermediate Level starting from 1 July 2019 to 7 October 2019. With the collaboration of Edulink, this in-company training provided a total of 80 learning hours to employees aiming to improve their English skills in a working environment. Mr. Jimmy from Edulink shared his knowledge of Business English 4 skills and Report Writing based on six units from Market

Leader Business English Course Book (3rd Edition). There were 22 employees attending this class -- 19 from MYO, 1 from MFO and 2 from M&A Telecoms. Among them, three outstanding employees were awarded by the Senior Management: Daw Toe Akari Hlaing (1st Prize) from Reservoir Engineering Department; Daw

Soe Thinzar Aung (2nd Prize) from Executive Management Office; and Daw Naw May Pale Htoo (3rd Prize) from CSR & Communications Department. These winners were honored with recognition certificates and monetary awards. ■



Outstanding Performer Awards Ceremony Honors (2) Awardees

**“When someone goes that extra mile, we praise them.
When someone helps us complete a task, we thank them.
When someone lives and breathes our company values, we celebrate them.
And guess what ... they did it again.”**

Aye Nyein Phyu

One of the biggest motivators for employees is to be held in high esteem by their peers. The best way of earning this respect is by being acknowledged for being good at what they do. MPRL E&P has a culture that promotes the ways of showing appreciation as staff recognition can have a big impact on staff morale and productivity. Employees respond to appreciation expressed through recognition of their good work because it affirms their work is valued by others. When employees and their work are valued, their satisfaction and produc-

tivity rises, and they are motivated to maintain, or improve, their good work. For the first six months of fiscal year 2019-2020, MPRL E&P's Outstanding Performer Awards Program recognized a select number of exceptional employees who demonstrated a commitment to the pursuit of excellence and a level of performance that exceeded the values and standards of the company. The following two awardees were selected based upon the nominations by the Heads of Departments. ■

U Thura Win
Engineer, Pulling Units



“I am so pleased for receiving this award because I feel that the company recognizes my hard work. This program is really good for all employees to get motivation on their duties and responsibilities. MPRL E&P gave me the challenging duties and responsibilities but I loved to overcome these challenges. Because of these challenges, I became more mature and skillful. And if there was no good teamwork, any of the challenges would not be overcome effectively. So I really want to thank to our Field Operation Team for great teamwork and Senior Management for guiding us.” ■

Daw Hsu Myat Yee
HR Administrator, Human Resources Department



“I was very delighted to receive this award. Although it has only been one year and seven months of service years, I am grateful to have this opportunity and to be working at MPRL

E&P. It was unexpected so it came as a complete surprise. I want to express my sincere thanks to Senior Management, my seniors and my team. I wouldn't have made this achievement without my team's support.” ■





Creating a Happier Workplace: Learning Club Program

Thae Aei Khinn Zaw

In order to cultivate a learning environment, the Learning Club Program was launched and introduced to MPRL E&P Group of Companies staff in the second quarter of this year and the club runs activities on a quarterly basis. The objective of the Learning Club Program is to encourage staff to gain opportunities through attending motivational and informative talks held by either internal senior staff or external well-experienced keynote speakers.

In November, the Learning Club Committee organized the second Learning Club Program with the support of Mr. Ian Davies from Team Thinking Asia. During the program, Mr. Davies discussed points such as 'How to Create a Happier Workplace' and how to find self-help solutions to achieve contentment in both the workplace and in our personal lives, and shared tips on how to maintain that balance.

Throughout the Learning Club Program, Mr. Davies shared his views of creating a happier workplace based on his experiences and opened the floor for discussion. ■



One Year Anniversary of MPRL E&P GoCs Yoga Club was successfully held with the Staff Yogis, and with the support of Yoga Chit Thu Training Center





THINKING ALoud with

Ei Ei Khin

HR Officer, Human Resources Department

1. Could you please explain a bit about your role and responsibilities at MPRL E&P?

I am currently working as HR Officer (Learning & Development) at the HR department and I am tasked with taking responsibilities regarding performance evaluation process of all the employees from the head office and at Mann Field. As a focal person of the Learning & Development section, I have to communicate with all departments regarding the career development program, the outstanding performer awarding program, the formal mentorship program, the succession planning process, and the Learning Club program in order to operate them smoothly and effectively. Also, I have to perform MPRL E&P Group of Companies' tasks related to HR which are assigned occasionally by my supervisor and manager.

2. Why is learning and development important for employees and their organizations? What are the benefits?

It's important to expand the knowledge of employees -- training opportunities within the organization is the only tool to enhance it. Providing learning and development at the company is also a worthwhile investment with a lot of benefits for both the employer and the employee.

An employee who receives training is more capable to perform in his or her job. If training is effective, it builds confidence in an employees by giving a great understanding of their responsibilities within their role and their working environment. That confidence will enhance the overall performance of an employee who becomes valuable to the company. Also, staff are more likely to feel valued and are less likely to change their jobs. So Learning & Development can be seen as a company benefit where the recruitment cost will go down due to the

staff retention. Besides, having Learning & Development makes a company more attractive to potential new recruits who seek to improve their skills and opportunities.

3. How is the company encouraging learning and development of employees?

Within these two financial years, we could provide and support many corporate trainings and also individual trainings to employees by getting approval from Senior Management. The role of Learning & Development takes place as an important section to develop both the staff and the company, and also management is encouraging all employees by giving them sponsorships to all types of training, except soft skills, if they would like to apply for a company budget.

Furthermore, HR has currently launched a succession planning and gap analysis program to track areas where employees are lacking in skills and the training methods of how to support their improvement by cooperating together with their respective HoDs. There is a 75% success rate as a result of the trainings within this fiscal year 2019-2020.

The mentorship program also helps connect supervisors and a mentee to discuss and improve learning culture within the working environment.

We also have rewarding programs: management recognizes every outstanding employee either from training or good performance at work by actively acknowledging them in Monthly Management Meetings or occasional company events. Learning & Development is a kind of motivational tool to encourage personal and professional growth for everyone.

4. What are some achievements and challenges?

challenges?

Our organization has more millennials than any other generational group, which means that there are more young employees at

workplace. Because of them, we could say that our organization can produce effective results by using their dynamic skills in technology, innovation, network-communications, multitasking and enthusiasm in this competitive business world. So, previous generational groups have a responsibility to enhance the competency of millennials to become more proficient and skillful in achieving organizational goals.

Previous generational groups should analyze what millennials are great at through providing strong feedback on their performance not only at annual reviews but also in daily work life -- like assessing personal matters rather than work-related matters. It would be better for communication between supervisors and his or her employees to be more open, and that their comments and feedbacks are given by measuring job tasks and skills.

When comparing Learning & Development activities of these two fiscal years, we acknowledge that employees are participating in the trainings more actively this year. Depending on training evaluations and assessments, the feedback received is positive and more trainings are being requested by employees. The Learning & Development team will continuously develop employee skills with the right training, or have Learning & Development programs to keep up with the organization for achieving goals and objectives. ■



Our Community: Let Pa Taw Village

Zin Mar Myint, Community Investment Field Coordinator

Let Pa Taw is one of the communities surrounding Mann Field, and is mainly inhabited by farming households, office staff, and others. In the village, several CSR projects have been carried out through coordination with Village Administrators, the Village Development Committee, and Community Volunteers since 2014. These projects include building a community water pipeline, school furniture, water filtration units, hand-washing stations, and vocational trainings, amounting to MMK 3,434,123.



U Aung Tayza

Community Volunteer

I am 37, and I serve as a Community Volunteer for Let Pa Taw after being selected by Village Administrators. For my livelihood, I farm, cultivate honey, and sew. As a Community Volunteer, I assist the MPRL E&P's CSR Field Team in addressing the needs and concerns of my village through the Operational Grievance Mechanism (OGM). I also assist in implementing the development projects in my community by serving as a point of contact between the village and the company. Personally, I think it is important to bring about local development while preserving some of the local traditions and cultural sites. I am glad to play an active role in the CSR programs of MPRL E&P for my community's development. ■

As a Community Volunteer, I assist the MPRL E&P's CSR Field Team in addressing the needs and concerns of my village through the Operational Grievance Mechanism (OGM). I also assist in implementing the development projects in my community by serving as a point of contact between the village and the company. Personally, I think it is important to bring about local development while preserving some of the local traditions and cultural sites. I am glad to play an active role in the CSR programs of MPRL E&P for my community's development. ■



MPRL E&P's CSR Team Conducted Knowledge Sharing Sessions on Corporate Social Responsibility to the Staff of Ngwe Saung Yacht Club and Resort (NSYC) in Ngwe Saung



10 OSH Inspectors from Factories & General Labor Laws Inspection Department (FGLLID) led by One Expatriate Trainer visited MPRL E&P to observe on our Occupational Health and Safety Management System, and Environmental Compliance Certificate



Materiality Assessment Providing Assurance and Possibilities



Thal Sandy Tun

During the first half of this fiscal year, MPRL E&P initiated a materiality assessment exercise by commissioning CSR Asia (an ELEVATE company) in order to engage internal and external stakeholders in assessing sustainability knowledge, practices and room for improvement as well as identifying sustainability topics that are material to the key stakeholder groups.

The process involves CSR Asia (an ELEVATE company) engaging with a group of key internal and external stakeholders using focus group discussions, surveys, and personal interviews to discuss the material topics that have been identified through context review and benchmarking exercise. The process ensured that the stakeholders have been engaged from the standpoint of strategy and reporting as it can be most effective and useful when designed to inform both strategy and reporting.

A set of 26 sustainability topics related to community, workforce and people, process and operations, supply chain, environment, economic and governance were identified for MPRL E&P and formed the basis of stakeholder engagement activities which followed the context

review and benchmark. During November, a material workshop was conducted by CSR Asia (an ELEVATE company) to present the findings of stakeholder engagement activities completed over the last few months. According to these activities, a number of key takeaways from communities, and other external stakeholders have been extracted.

During the workshop, MPRL E&P's Senior Management and Department Heads scored a set of sustainability topics identified and agreed on the resultant material matrix which will be communicated on our website soon.

“ Globally, sustainability reporting is a business practice which is young, but the number of companies that report on environmental, social, and governance (ESG) data has grown considerably. ”





Globally, sustainability reporting is a business practice which is young, but the number of companies that report on environmental, social, and governance (ESG) data has grown considerably. There is also a rapid development of sustainability reporting frameworks and standards such as Carbon Disclosure Project (CDP), Human Rights Reporting and Assurance Frameworks Initiative (RAFI), Open Technology Institute Transparency Reporting Toolkit (OTI), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), UN Global Compact (UNGC), and International Integrated Reporting Framework (IIRC). This highlights different stakeholders have different expectations on corporate disclosure, and there is a need for various reporting frameworks and standards to evolve further for a more streamlined approach.

Moving forward, in addition to the annual Communication on Progress (CoP) report as an active UN Global Compact member, MPRL E&P intends to be able to meet current and evolving expectations of the stakeholders and maintain our reputation by proactively identifying a set of sustainability topics that are material to the company as well as key stakeholder groups, and disclosing the company's ESG performance on a yearly basis using a global sustainability reporting standard.

Implementation of a robust corporate social responsibility program requires publishing reports on the company's sustainability strategy, social and environmental performance for both internal and external stakeholders, and disclosure of our ESG performance using a global reporting framework will enable us to communicate our voluntary commitments to society's wellbeing and responsible business conduct. ■



Soap is Hope

Thal Sandy Tun

For many people, soap is a very basic hygienic product used to clean dishes, to wash hands and clothes, and to bathe on a daily basis. But what does it mean to the people who produce it? Let's find out about the three soap-making entrepreneurs in Mann Field, who are all women!



Daw Myint Myint Khaing lives in Auk Kyaung Village in Mann Field. While her husband works a mason, she stays at home. In addition to doing household chores, she is generating an income through her home business of making soaps called "Yoon Family". She attended both the first soap-making training as well as the advanced training on natural, cold process soap-making in Pyay. All the trainings have been part of MPRL E&P's CSR initiatives in order to promote livelihood opportunities and women-led SMEs development in Mann Field.

"After the advanced training in Pyay, we three trainees tried to make new products using our new skills.

We can buy ingredients from Magway but quality is a bit substandard from those ordered from Yangon. So later we will discuss how to secure quality ingredients together. As we started selling all-natural, cold process soap bars, we have received good customer feedback. People said after using the soap bars, their faces became smooth. So there have been more orders coming in."

The soap-maker continued, "As we work as a group, we do bookkeeping carefully. Now we share the upfront costs, and use one of our houses as a workstation. We produce five types of soap bars named "May Nant Thar", and a soap bar can cost between MMK 2,500 and 3,000."

Daw Myint Myint Khaing expressed her satisfaction with the progress she has made so far with her soap making business. "As I am now having my own income, I do not have to worry about fulfilling my household needs. In the future, I will focus both on my own business and the group business. We have identified new shops where our products will be displayed, and we also are making home deliveries. So we expect our customer base will grow over time." ■



Daw Khin Thuzar is a 36-year-old soap-maker residing in the MOGE Mann Kyoe Barrack (MOGE Staff Quarter), as her husband is an MOGE Staff. She attended the first soap-making training provided by MPRL E&P in November 2017. After the training, she started to produce shampoo and soap under the product name "Thuzar". She purchases the ingredients for her products from Minbu. She is happy they can be locally sourced although she notes bottles for liquid soap can sometimes be difficult to procure as the way she would want.



With regard to the sales and income of her products, she



said, "My shampoos sell better, and I think I am good at it. Currently, my average monthly income from selling shampoos is MMK 100,000. The average profit is half of it. The product sells very well in Yangon, Mann Field, Minbu and other villages. In Magway, you can get one at the Kaung Mon Shopping Centre. I have loyal customers who buy my products a lot."

Daw Khin Thuzar explained how her business contributes to her family and her family's support in return. "I now can support my family as I have started generating an income. I set aside two to three days every month to produce the products. My family also gives a hand. They are happy about my business. Sometimes I ask my friends to lend a hand so they can make some money in return. Now we do not have to buy soap as we can use our own products. It's fun!"

Then she joined the intensive professional soap-making training in Pyay in August this year. She said she has gained both new knowledge and new business contacts through the training in order to help her business grow in the future. ■

Daw Ohnmar Than from Kywe Cha Village started producing detergent soaps called "Ohnmar Myint Moh" as a home business in addition to her agricultural work. She sells it mainly in her village, but she intends to extend it to nearby villages and at retailers by offering commissions. She earns about MMK 24,000 a month on average.



The 34-year-old is grateful to receive close assistance from MPRL E&P's Vocational Training Support Program, which includes organizing trainings, procuring raw materials, and linking market opportunities. "We are very happy to receive such support from MPRL E&P. Initially we were worried that the prices of our products were a little bit higher than local products. However, we have managed it."

In the future, she intends to discuss securing quality supplies for products with her group. As the income from her home business enables her to support her family, she hopes to do it for the long-term, hopes to improve the quality of her products. ■

"When I attended the professional soap-making training in Pyay, provided by Charcoal Natural Soap-Making, arranged by MPRL E&P's CSR Program in Mann Field, together with Daw Khin Thuzar and Daw Myint Myint Khaing, I learned new techniques which are different from the first training. There are two types of soap-making techniques: hot process and cold process. The latter was what I learned during the advanced training, and it is less time-consuming to produce and sell. You can see the difference through the bathing experience, as well as their prices. We can also be more creative in the cold process soap making," said Daw Ohnmar Than.



How to Align Operations & Safety to Achieve a Two Million Man-hour Target in Oil Field Operations

Myo Win

There are many operations or projects in the world that have their own targets to ensure success which can be defined as the financial commitments and meeting safety goals. Today safety is of paramount importance, encompassing three main areas: Health, Safety and the Environment, all of which are needed to ensure sustainability. Health, Safety and Environment (HSE) is a department in a company or an organization tasked with ensuring that the work undertaken by the company does not cause undue environmental damage, does not put the workers' health and safety at high risk, complies with applicable legislations, and follows the best practices or Standard Operating Procedures (SOPs).

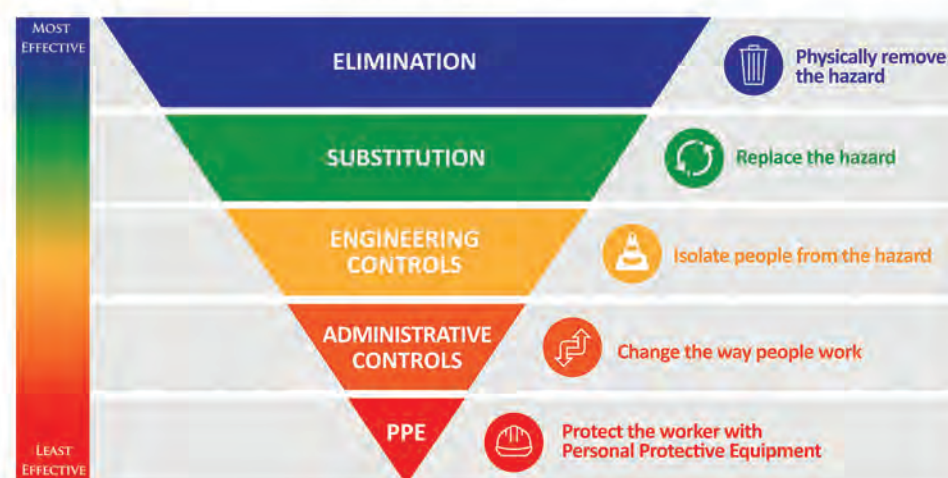
MPRL E&P maintains a robust safety policy. All staff including contractors and partners are required to comply with the safety policy. All the operations team members have to keep a positive thinking and effective discussions to develop a safety first culture in the workplace.

In our Mann Field Production Enhancement Project, there are 450 operations staff who are executing numerous operations, including a new well drilling, deepening operations, production enhancement operations such as the GreenZyme treatment program, spot produced water injection operations and daily remedial well operations such as well servicing, casing swabbing, producing operations. In addition, we carry out initiatives that reduce the environmental impacts of our operations in accordance with the Environmental Management Plan (EMP).

Following the leadership of Senior Management, we are committed to performing any operations safely with the support of the HSE Department and other Departments from the Yangon Head Office to reduce hazards or risks. In this regard, first of all, we always update "Standard Operating Procedures (SOPs)" and perform any operations according to SOPs. This performance is openly discussed with operational supervisors and site safety officers. Then we hold discussions on this point with crews in pre-job safety and toolbox talk meetings. The crews share their own operational safety experiences during these meetings, which is very important to help others to reduce hazards too. Therefore, pre-job safety meetings have proven to be a best practice for our operations team to prevent any hazards.

Risk Control Process: Hierarchy of Controls

Hazard is an object or condition with potential to harm people, property or the environment, and risk is the potential outcome of a hazard. It is the possibility of injury, illness, damage or loss occurring as a result of hazards. So, we need to identify work-related hazards/risks, and identify ways to control them. The risk control process starts by considering the highest-ranked risks, working down to the least significant. Each risk should be examined having regard to the 'hierarchy of controls'. The hierarchy of controls are Eliminate, Substitute, Engineering Controls, Administrative Controls, and Personal Protective Equipment (PPE).



Job Safety Analysis (JSA)

Job Safety Analysis (JSA) is a safety management tool that identifies the risks or hazards associated with a specific job in the workplace, and then eliminates or controls those hazards. In the Occupational Health and Safety industry, the purpose of a job safety analysis (JSA) is to identify the dangers of specific tasks within jobs in order to reduce the risk of injury to workers.



Adopting JSA before the operation helps us not only to perform safely but also to be able to meet the safety standards. Additionally, it creates positive and effective communications in the workplace by increasing productivity and being a training guide for new employees. Moreover, applying JSA before commencing operations also increases our confidence in preventing hazardous conditions, and also enhances employee morale. In a high-risk industry like the oil and gas industry, JSA is an armor for us to be able to conduct our daily operations procedures.

HSE Trainings

We have a training matrix for all working crews including contractors and partners on a weekly basis. The Workplace Health and Safety Training is a process that aims to provide a workforce with knowledge and skills to perform their work in a way that is safe for themselves and co-workers. It is necessary that employees are effectively trained in HSE to prevent any undesired incidents and protect personnel, materials, equipment, environment, etc.

The benefits of the trainings are as follows:

- Attaining and maintaining ZERO ACCIDENTS at the workplace.
- Helping to reduce workplace accidents and injuries, saving the company from costly legal battles.
- Compliance with national and international laws.
- Compliance with ISO: 45001 Occupational Health and Safety Management System, ISO: 14001 Environmental Management System and other applicable national laws and International Standards.
- Enhancing employees' awareness, morale and responsibility towards their jobs.
- Maintaining quality standards in organizations.

CARE Card System

MPRL E&P promotes effective use of the CARE Card System for the following benefits at the workplace:

- Knowing action of operations and the conditions of the workplace & equipment are safe or unsafe, as well as the access roads around well sites.
- Knowing the updated conditions of communication with communities, stakeholders, health, and the weather.
- Receiving safe working practices and also stimulating teamwork by brain storming.
- Improving problem-solving skills, PM, SOP & JSA/JHA.
- Promoting existing positive safety culture with the best ideas.
- Preventing near-miss accidents and incidents.
- Acting as soon as possible and reducing environmental impacts by receiving information early.
- Communicating within the organization as well as with communities and stakeholders quickly.
- Promoting knowledge as well as awareness of operations procedure / safety / environment impact



- Decreased cost of replacement
- Decreased system downtime and
- Reduced risk of injury

Personal Protective Equipment (PPE)

Over the past few years, accidents happen frequently in Oil Field operations and most of happenings are due to the absence of Personal Protective Equipment (PPE) or failure to wear the provided PPE.

PPE is equipment that will protect workers against health or safety risks on the job. PPE will be appropriate to the hazards identified and likely to be present. PPE includes items such as helmets, eye protection, high-visibility clothing, safety shoes, safety harnesses, and respiratory protective equipment. However, PPE alone should not be relied upon to provide protection against hazards, but should be used in conjunction with other methods, such as safe working practices and engineering controls. The purpose is to reduce employee exposure to hazards when engineering and administrative controls are not feasible or effective to reduce these risks to acceptable levels.

In Mann Field, to promote a positive safety culture, there are awards for quality CARE Cards. On a monthly basis, we select HSE outstanding performers through the working crews including MOGE working crew and MPRL E&P casual crew, and award HSE outstanding performers. We also award persons for effective CARE Card writing. In Mann Field, at least 20 CARE Cards are collected daily. Among them, we provide first, second, and third prizes for CARE Cards that have been most effectively written. We have found that this reward program is one of the most effective ways to drive positive safety culture by instilling the HSE awareness in the workforce ultimately driving our goal of "Independent Safety Culture". Furthermore, the rewarding and recognizing programs are one of the reasons why we have acquired the "Two Million Man-hours" achievement at Mann Field.

While personal protective equipment may be the last option when it comes to keeping employees safe, it is still extremely important. PPE can reduce the risk and minimize the effects of any accident that does take place. This is why using PPE is not just a requirement, from the viewpoint of the company's Rules and Regulations, but also good practice.

Permit to Work System (PTW)

We are all responsible for completing our day-to-day operations as well as performing them safely. Most of the people may forget the related hazards when they perform their tasks hastily for many reasons, and especially in occasional tasks or assignments. Apart from the daily routine operations, Permit to Work System (PTW) is applied to special operations such as Confined Space Entry, Hot Work (welding, cutting and grinding) and repairs and maintenance involving mechanical and electrical isolation.

Inspections and Audits

All the safety procedures are needed to ensure safe behaviours and conducts at the work sites. Therefore, management teams and HSE Team make inspections daily, weekly, and monthly, and we also conduct "Surprise Checks" at any time including night shifts. If we find occurrences of non-compliance, we discuss the issue from a positive side and reinforce the requirements. We have two times of HSE audits for a year and make corrective actions or new creations for operational safety as per the findings.

In the PTW system, we can identify the tasks, related risks and how to control those risks. For example, if we have to take the injection test operation, we know the potential risks such as slip/trip/fall, strike, pinch point hazards are present when connecting injection head and line. After we have identified those hazards, we can control those hazards by performing a pre-job safety meeting, installing safety barriers, LOTO, using proper hand tools and equipment, ensuring connections are properly tightened. By performing this system, people can know how to undertake their work safely. why we have acquired the "Two Million Man-hours" achievement at Mann

As per the PCC, MPRL E&P coordinates with MOGE in daily operations with the goal of maintaining a "Safety First" culture. Regarding the oil and gas field, our daily operations have many risks and hazards. Although we have SOPs, we encounter some incidents and accidents occasionally due to many various root causes. We have learned from these occurrences and ensure to follow updated SOPs by all employees. There are several challenges in our continuous effort to align safety and operations, including weakness of some materials although preventive maintenance is conducted, the need for specific job safety analysis, and the urgency of some operations.

According to lessons learned, we reinforce safety requirements and adjust the operational times to overcome some of these challenges. As a result, we have achieved our goal (without LTA until Two-Million Man-hours). With continuous emphasis on proactive actions, we will step forward to further HSE achievements. ■

Preventive Maintenance Schedule (PMS)

Preventive Maintenance Schedule (PMS) is an SOP to apply all operations in the oil and gas industry. In practice, PMS is systematically and regularly inspecting, and repairing the equipment before potential failure. For example, the Downhole Workshop Team makes inspection of the tubing elevator as per Preventive Maintenance Schedule (PMS). As a result of this action, the Downhole Workshop Team found the lack spring of the tubing elevator before complete damage. Therefore, the Downhole Workshop Team prevented unnecessary hazards happening. All of Mann Field Operation Teams perform acts like this. It is very important to reduce sudden mechanical failures, operation downtime and also prevent potential accident conditions. "Prevention is better than cure." Thus, all the machinery, vehicles and industrial working tools are checked and maintained as per Preventive Maintenance Schedule. Therefore, we get these benefits:

- Improved system reliability
- Fewer errors in day-to-day operations



Working in the Field Operations: Perspectives of a Female Petroleum Engineer

While the oil and gas industry offers one of the world's most rewarding careers, it is also demanding for its petroleum engineers, requiring them to solve challenging problems. However, this is part of the fun, and the multi-billion dollar question for a petroleum engineer who takes up the challenge is "how can I make the most of my life in the field?"

Thal Sandy Tun

"My daily work routine starts at six in the morning and ends at around five in the evening, like everyone else in the field. Currently I am assigned in the Echo Meter Team and I monitor conditions of the wells on a daily basis. If there is something wrong with the wells, I have to conduct a survey and troubleshoot, then report to supervisors," said Ma Thin Thandar Win who works in Mann Field as a Junior Engineer.

Born and raised in Yangon as an only child, Thandar's initial childhood dream was to become a pilot. Yet she ended up studying Petroleum Engineering at the Yangon Technological University (YTU) after passing the matriculation exam in 2012.

During her six years at the university, she took part in four internship programs. In those programs, she became familiar with the working nature of the oil and gas industry, and the link between practices and theories after observing the real-life application of equipment and tools. To ready herself, she trained herself in time management, interpersonal skills, and public speaking.

"It used to be very difficult for me to speak in front of people during my freshman year. However, it was a necessary skill as we had to make presentations about what we had studied during the internships. So preparations and self-rehearsals helped me to overcome it. Now I'm pretty confident."

As a Junior Engineer, Thandar is dedicated herself to the 24/7 operations in one of the oldest onshore producing fields in Myanmar. "Mann Field which has been fulfilling national oil demands for a long time, and its Enhanced Oil Recovery Project is a testimony to responsible business with regard to environmental and social impact management through environmental management plans, rigorous corporate social responsibility initiatives and promoting a positive safety culture. I am happy to be involved in this specimen field as my very first career step. Along the way I have opened my eyes to the country's energy industry and its role in the wider context."

She said teamwork plays a critical role in the

field operations to deliver optimum economic results. There are many oil wells under operations, and subject matter experts from a variety of disciplines work together to ensure all those wells are running and producing oil as expected. According to her, the keys are good communications, trust, and synergy.

"The weather conditions here are quite extreme, so you have to be strong both mentally and physically to work under such conditions on a daily basis. I work 28 consecutive days in the operations and then I am off for two weeks. Many people tend to think that this is not a suitable job for a woman who is generally considered physically weak."

She insisted that a can-do spirit, good health, and physical strength shows that women can work side-by-side with men. Conservative thoughts of not allowing women in certain workplaces should wane with more women

being welcomed and accepted to "find their own place and shine".

"Given a relative lack of gender diversity in the oil and gas industry, the industry should ensure its attractiveness and reputation to women candidates by providing a wide range of compelling job opportunities. It should also ensure that women have equal career development opportunities, especially in technical roles which are often critical to career advancement, through necessary support. When women persist in the industry, there will be gender balance, higher quality of teamwork, diversity of perspectives, and creativity."

Being an admirer of Mother Teresa, well-known humanitarian for her great love and compassion, Thandar is inspired to live a life free from fears, and dare to do things others don't.

Thin Thandar Win
Junior Engineer



"I am the type of person who likes taking new challenges, amalgamating practices and theories, solving problems, and playing with new ideas in order to support the field operations. Basically, I am a field person."

The Junior Engineer has also set her heart to becoming a production engineer, possibly in a natural gas field, as her future career path with the full support of her parents who always believed in her and respect her decisions. In this regard, she understands life-long learning in technical know-how and general knowledge

about the industry alongside refining communications, problem-solving, analytical skills and creativity are integral to ensure a successful career. In addition, determination, persistence and adaptability will ensure that she continues to break future glass ceilings.

Thandar is hopeful of the country's energy industry which continues to attract foreign investments by opening up opportunities, and the resulting role of women.

"The industry plays a very important role in im-

proving the country's economy and quality of life. In the coming years, it is obvious that we have to produce more oil and gas to meet growing demands; in this regard we will need more capable human resources. This is a good opportunity for women in Myanmar, who remain as untapped resources, especially in science and engineering disciplines. I would like to encourage the next generation of women to prepare their best as the oil and gas industry will inevitably have to harness the power of women engineers to fulfill national energy needs and drive economic development." ■

Focusing Our Efforts to Produce Energy in a Safe and Sustainable Ways

Thal Sandy Tun

Interview with Assistant Field Operations Manager Zayar Htet based in Mann Field for the 'Employee Spotlight' series



Zayar Htet
Assistant Field Manager

Please introduce your role and responsibilities in Mann Field.

As an Assistant Field Operations Manager based in Mann Field, I [U Zayar Htet] am responsible for managing, planning, and executing field operations activities with the main purpose of achieving production targets. In this regard, I ensure all operations activities are completed in a manner that is safe and in line with our health and safety standards. In addition, I handle HR matters that include developing manpower plans and supporting personnel development. I also take care of reporting processes associated with our field operations as well as cost-tracking.

How long have you been with MPRL E&P? Can you please tell us about your education and professional background?

I've been working at MPRL E&P since 2007, so it's been over 12 years; almost 13 years. I graduated in BE (Petroleum) from Yangon Technological University and MPRL E&P is the only company where I have worked as a professional petroleum engineer.

Can you provide an overview of the field op-

tions and performance highlights including social and environmental aspects up to the mid-year point of the fiscal year 2019-2020?

Up to this point of the fiscal year 2019-2020, our Field Operations Team has completed implementation of Spot Water Injection program for three wells, and Greenzyme treatment program for one well. Well Servicing and Work-over operations for production enhancement have been carried out as routine activities.

Regarding social impact management, our CSR Programs have provided four vocational trainings up to the mid-year to the communities in Mann Field. In addition, a total of ten OGM (Operational Grievance Mechanism) cases have been collected and settled against the performance indicators of the CSR Programs.

Concerning the environmental compliance, which is a fundamental aspect of oil and gas exploration and development projects, Mann Field has been endowed with an Environmental Compliance Certificate (ECC) from the Environmental Conservation Department (ECD) of the Ministry of Natural Resources and Environmental Conservation (MONREC), and we are

fully aware of the requirements to fulfill our environmental obligations in line with the ECC in our daily operations. Up till now, we have conducted monitoring activities three times to observe the physical environmental parameters in Mann Field in accordance with the Environmental Monitoring Plan in the ECC.

What are the short-term, mid-term or long-term plans of the field operations in Mann Field in terms of production optimization and further exploration?

Currently, we are carrying out the Spot Water Injection program, GreenZyme treatment program, Work-over and Well Servicing activities to optimize field production. We have also made plans to drill a new deep-exploration well in northern Mann Field as part of further exploration plans.

As the person in charge of leading the Field Operations Team, how do you ensure there are staff motivation and welfare in Mann Field in relation to meeting production targets and safety milestones?

We have selected some of the best and most capable staff members personally trained in lead-

ership skills to ensure they lead each team in our field operations. On a daily basis, we conduct at least two operations/technical meetings and discuss safety aspects of each operation among teams. In Mann Field, where safety is paramount and motivation on HSE is key, we incentivize our staff through a CARE Card system which they can use to communicate both safe and unsafe conditions, and actions related to the operations. We reward quality CARE Cards as well as outstanding HSE performance with cash awards on a monthly basis.

What are some of the things that you are most proud of in Mann Field?

Regarding Mann Field, I am most proud of it being the first onshore operating field with an Environmental Compliance Certificate (ECC)--a robust corporate social responsibility initiatives which include a successful community grievance platform -- as well as leading the oil and gas production operations on a daily basis without the involvement of foreign technicians or expatriates. As a matter of fact, all the field operations in Mann Field are led by Myanmar engineers, geologists, and technicians.

How do you ensure that the Field Operations Team catches up with the latest industrial, political and economic developments in the country, and the world as well as networking opportunities in the industry?

We have ensured that most of the field operation engineers are members of the SPE (Society



of Petroleum Engineers) to have networking opportunities and enhance industry-related knowledge. We have created a library as well as an e-library in Mann Field. We supply the library with periodicals which the staff can read over during meals or free time. We also encourage each of the staff to make their own technical presentations once a year for self-improvement.

Are you concerned that fossil fuels will be displaced sometime in the future? What is your perspective on this?

Today, fossil fuels which include both oil and natural gas are the major sources of energy in our society. Exploration and production of these energy sources proceed by making sure to minimize environmental impacts and maximize energy efficiency.

I am aware of the development of other 'renewable' energy sources such as solar and hydroelectric energy etc. But it will take time to move our economy from fossil fuels to renewable energy. In the meantime, we are focusing our efforts to produce much-needed energy in a safe and sustainable way.

At the industrial level, what are some of the challenges and opportunities existing in the oil and gas industry of the country?

In my view, global oil prices remain a major factor affecting the economics of oil and gas exploration and production activities; production costs are still high in Myanmar. Our offshore block A-6 will release its first gas in a commercial quantity in 2023, which is an opportunity to lighten the country as well as attract foreign investors towards to the oil and gas sector again.

How were you able to take on more important roles throughout these years in Mann Field? What leadership traits have you developed at this stage? Who are your role models?

I have always tried my best to improve my leadership skills, management and decision making abilities for leading the field operation team successfully, which means achieving our annual production targets in line with our environmental and social aspirations. Within our organization, I regard Deputy Technical Manager Sayar U Thu Nyo as my role model of a petroleum professional.

How would you inspire younger generations, and what advice would you give them?

I strongly believe, as an emerging economy and a young democracy, our country needs an array of professionals who are from diverse backgrounds, competent in their fields and patriotic for the development of energy industries and other aspects. I would encourage all younger generations to learn both theories and practices, as well as hone their interpersonal and language skills to be successful in their future careers. ■



Merry Christmas To All, And Merry Overshoot Day Too!

Dr. Eloi Dolivo

Introduction

Merry Christmas to Christians here and everywhere! Christmas is one of the most important Christian celebrations in the West, when exchanging presents is often more focused than reflecting about its significance.

Merry Overshoot Day to all of us residing in Myanmar! Overshoot Day? What is it? Overshoot Day is a day when an individual, a group, a region, or a country, has consumed more during the year than its entitlement in resources provided by Nature. Overshoot Day falls this year on Christmas Day in Myanmar.

29 July 2019, was Earth Overshoot Day. In other words, the entire Earth's population would need nearly two planets Earth to satisfy its needs. Compared to a family budget, this is like running out of money on the 18th day of the month, and living on credit for the rest of it. Not quite sustainable, now is it?

Every country has its own Overshoot Day -- depending on climate, location, natural resources, population and its needs. Some ultra-rich countries consume what they are entitled to in barely over six weeks -- they would need eight-and-half planet Earths to reach sustainability, while other much poorer countries take up to three years to consume what they are entitled to in one year.

Myanmar Overshoot Day falling on Christmas Day means that the country is almost in a balanced environment budget. Could Myanmar continue to balance this environment budget, i.e. reach Overshoot Day near the end of December, while continuing development?

How is this environmental budget calculated? What are the expenditures and what is the income provided by the environment?

1. How is the environment budget calculated?

An environmental budget is made of income and expenditures out of the environment purse. The currency unit is global hectares per person -- globally comparable hectares with world average productivity. A hectare is equivalent to 10,000 square meters, or nearly 2.5 acres (about eight times the ground area covered by the Vantage Tower).

The Income: the Biocapacity

Regarding income, or supply side, a city or a nation's biocapacity indicates the generation of resources (rice, fish, cotton, timber, etc.) and the absorption of waste (such as carbon dioxide by forests) that land can provide. Biologically productive land and seas include forests, meadows, cultivated fields, fishing grounds, and built-up land.

Because world productivity varies slightly from year to year depending on weather or agricultural improvements, the size of a global hectare slightly changes from year to year. The size of the global hectare is also affected by

productivity, population, and technology.

Impact of productivity: The natural environment provides many resources for human use, as well as a natural sink for some waste products. Different types of land provide different volumes of resources: highly fertile agricultural land like the Ayeyarwady Delta with high rainfall and good soil produces many more tonnes of food than the semi-arid and barren lands that you can see while driving around the Yenangyaung Township. For the same area, there are many more global hectares in the Ayeyarwady Delta than around Yenangyaung.

duction of all goods and services produced in Myanmar, this footprint somewhat mirrors

- The ecological footprint of domestic production of all goods and services produced in Myanmar, this footprint somewhat mirrors the Gross Domestic Product, but needs to include the emitted carbon dioxide,

PLUS

- The ecological footprint of trade, the ecological footprint of the imports to Myanmar from abroad and neighbouring countries, MINUS the ecological footprint of the exports, which are produced in Myanmar, and there-



Fig. 1: Biocapacity (income) vs Ecological Footprint (expenditures)

Impact of population: Biocapacity is expressed in terms of global hectares per person, thus it is dependent on human population. An increase in global population results in a decrease in biocapacity -- a decrease in the number of global hectares.

Impact of technology: Biocapacity is also affected by technology. Emerging technologies may be good or bad depending on how supply and demand of resources are affected. For instance, a new use of rice husk for producing bioethanol (a fuel that may be mixed with diesel after minor adjustment of engines) would result in rice husk becoming a useful material. Using rice husk to produce fuel thus increase the biocapacity of rice cropland, adding more global hectares to the same concerned area.

The Expenditures: the Ecological Footprint

On the expenditures, or demand side, the ecological footprint measures a population's demand for plant-based food and fiber for textiles (cotton, silk, wool, nylon, etc.), cattle and fish products, timber and other forest products, space for urban infrastructure, and forests to absorb carbon dioxide emissions from fossil fuels (the "carbon footprint").

The ecological footprint of Myanmar is the addition of:

- The ecological footprint of domestic pro-

fore already included in Myanmar's ecological footprint of above domestic production.

National Ecological Footprint = Ecological Footprint of Domestic Production + (Ecological Footprint of Imports - Ecological Footprint of Exports)

The results of an excessive ecological footprint or expenditures include shrinking forests, disappearing wildlife, collapse of fisheries, water and land mismanagement (such as soil erosion), higher commodity prices and subsequent political impacts.

How to calculate the "Overshoot Day"

Budget sustainability requires balancing income and expenditures, i.e. balancing Biocapacity and Ecological Footprint. Exceeding the Ecological Footprint is living on credit. The date when we start living on credit is the Overshoot Day.

The Overshoot Day is quite simply the ratio between Biocapacity (i.e. the income) and Ecological Footprint (i.e. the expenditures), multiplied by the number of days in a year, resulting in a certain day in the year. Assume that Biocapacity (income) is half of Ecological Footprint (expenditures), then Biocapacity will have been spent in the middle of the year, towards June 30th.

Overshoot Day = (Biocapacity / Ecological Footprint) * 365 days, converted in the

Yardsticks in Surgical Pathology Workshop at Vantage Tower

A three-day "Yardsticks in Surgical Pathology Workshop" was held at Vantage Tower on 21st, 22nd and 23rd December 2019. "Yardsticks in Surgical Pathology" is a course, with the support of the Royal College of Pathologists of Australia, hosted by Douglass Hanly Moir Pathology, and is successfully run internationally with more than 100 attendees every year. It has also been brought to Myanmar registrars in Anatomical Pathology twice, 2017 and 2018.

This year workshop at Vantage Tower focused on examining and diagnosing on the histopathology glass slides on all systems followed by interactive discussions and feedback. The participating pathologists and educators are currently working as diagnostic surgical pathologists in both public and private sectors of anatomical pathology in Australia, and actively involved in training of anatomical pathology registrars.

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The interactive workshop program was led by Dr. Esther Ohnmar Myint, Consultant Pathologist at Douglass Hanly Moir Pathology, Clinical Lecturer at Notre Dame University, and Co-chief Examiner in Anatomical Pathology at Royal College of Pathology. She is also the first cousin of MPRL E&P Group of Companies' Chief Executive U Moe Myint. A total of 86 participants including officials from the National Health Laboratory, Ministry of Health and Sports, Pathologists from the Directorate of Defence Medical Services, regional hospitals, Institute of Medicine (1) and (2) in Yangon joined the workshop alongside other invited guests. The workshop was completed as part of Corporate Social Responsibility initiatives by MPRL E&P.

Myanmar pathologists who are fully accredited in Australia, and who are holding the fellow qualification (FRCPA) have been providing courses, workshops and trainings for the RCPA in Australia, and hope to continue doing the same for fellow pathologists in Myanmar. The longer term objective is to continue histopathology workshops for post graduate students training in histopathology and pathology in Lower Myanmar (Yangon) and Upper Myanmar (Mandalay). ■



Signing Ceremony on Successful Conclusion of the Adjustment of Block A-6 Production Sharing Contract and Fiscal Terms in Preparation for Development



From Front Page ➤

the Block A-6 Production Sharing Contract and Fiscal Terms is a significant milestone for the project, the Joint Venture Partners, and our key stakeholders, the most important of which being the resource owners consisting of the people of the Republic of the Union of Myanmar. I extend my sincere gratitude and appreciation towards the Ministry of Electricity and Energy as well as the Union Government for their continued support and guidance in collectively achieving this milestone and look forward to delivering the nation's and the ASEAN region's first ultra-deep water development project at these water depths. I am further proud that MPRL E&P, the founding and initially the sole venturer of the Block A-6, after achieving the first gas discovery in the Block, almost eight years ago, is one step closer towards realizing the significant potential that lies within this asset together with our Joint Venture Partners. I take this opportunity to reinforce MPRL E&P's commitment towards furthering the energy security of our nation and provide my assurances towards identifying and pursuing opportunities that will enable rapid development of the project with the intent to be able to achieve first gas production in line with the Union Government's needs and desires."

At the end of the ceremony, a commemorative dinner to mark the successful signing of the Agreements ensued. ■





From Page 17

corresponding spending date in the year

The reverse ratio, i.e. the ratio of expenditures (Ecological Footprint) divided by income (Biocapacity), gives the number of planets Earth to sustain above standard of living, in this case two planets Earth.

Controversies

Surely the Biocapacity and Ecological Footprint indexes, mostly calculated from data and statistics available from the United Nations organizations, are far from perfect, for instance it does not include availability and usage of water or land erosion due to soil mismanagement, including the impact of deforestation or mining for instance.

Another controversy is the complex calculation of the carbon footprint, which makes up much of the Ecological Footprint.

However, the available data and indexes are already in use by many businesses and governments to monitor ecological footprint and guide policies for sustainable development.

2. When is Overshoot Day?

As of 2019, mankind reached Overshoot Day on 29 July. However, there are vast discrepancies between nations. These vast discrepancies come from climate zones, ways of life, with a worst case being very high standards of living in deserts where nature is rather mean.

Figure 2 shows when many countries reach their Overshoot Day within less than a year, in other words, spending more than what nature can replenish. The ASEAN countries are highlighted, with Indonesia and Myanmar almost living in balance with their environment. Meanwhile Cambodia and The Philippines are living well within budget by spending less that

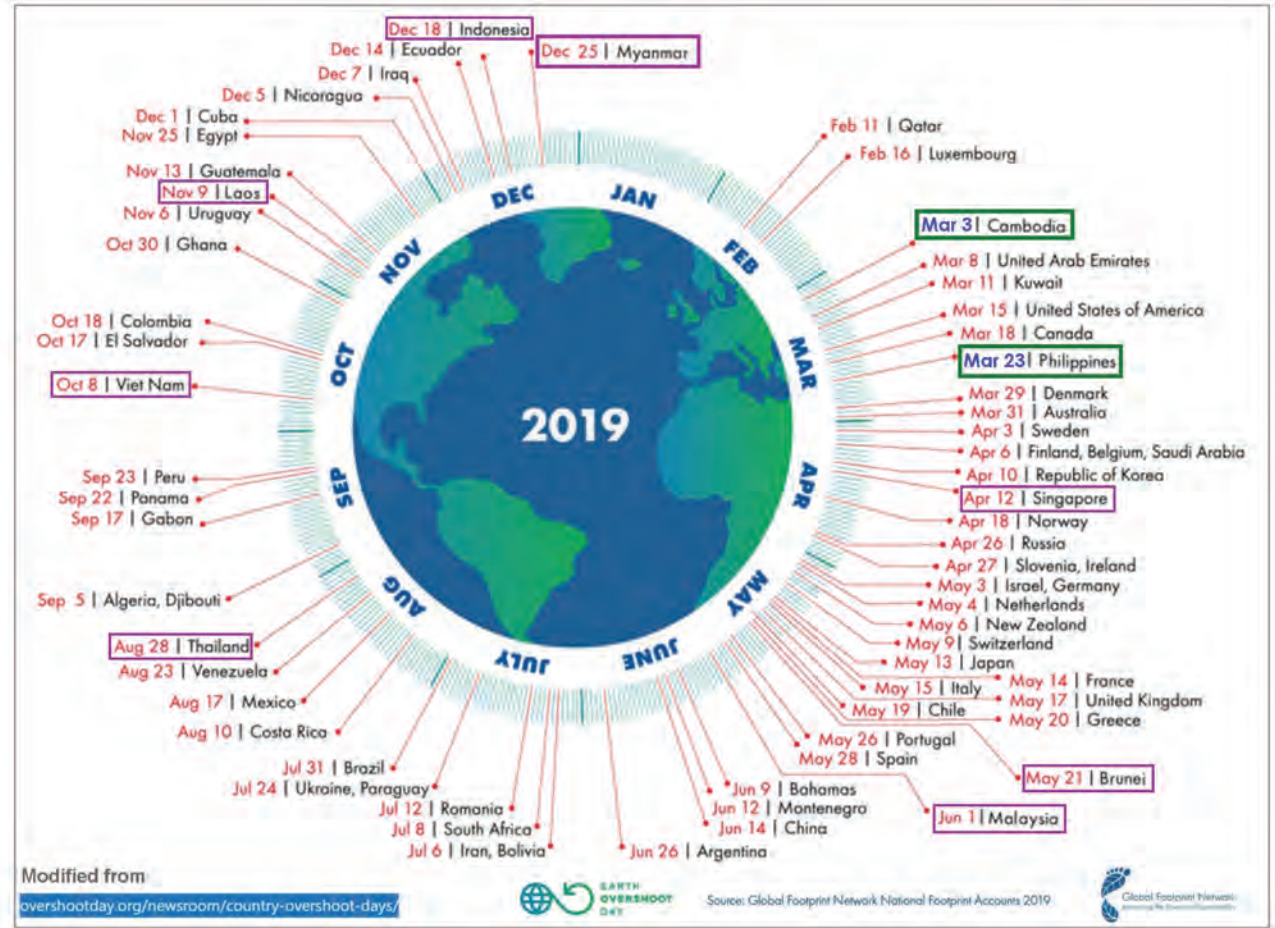


Fig. 2: When do some countries reach Overshoot Day? - The ASEAN countries names are surrounded by a rectangle, the purple rectangles indicate countries reaching Overshoot Day within one year. The green rectangles show countries reaching Overshoot Day the following year, i.e. under-exploiting their resources - Modified and augmented from <https://www.overshootday.org/newsroom/country-overshoot-days/> to highlight ASEAN countries

nature can restore. Worst offenders include affluent urban Singapore, and Brunei, with its abundant non-renewable petroleum reserves.

What does history tell us? Mankind has been living on environmental credit since 1970 (fig. 3). It is interesting to note that the two oil price collapses of the 1970's led to a decrease in ecological footprint, and so did the global financial crisis of 2007-2009.

The solution appears to be lying into a drastic decrease in carbon emissions, which now

make up some 60% of the ecological footprint.

3. So what?

Want to know more? Much of the above information comes from the website of Overshoot Day <https://www.overshootday.org/>. Now that we have a glimpse of the issue, what can we do as individuals to keep Myanmar in the pack of countries sustainably exploiting the planet, while at the same time continuing to develop?

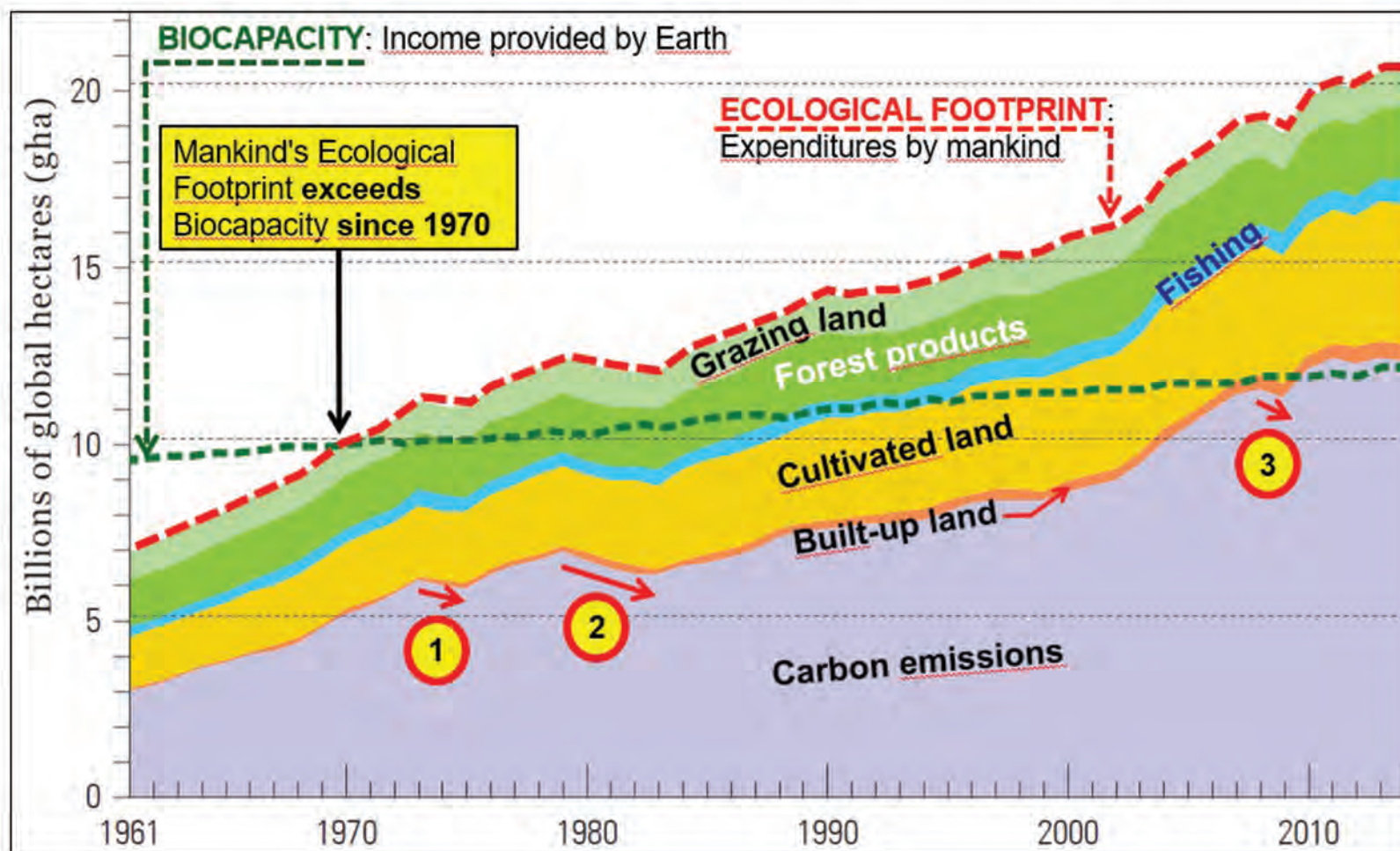


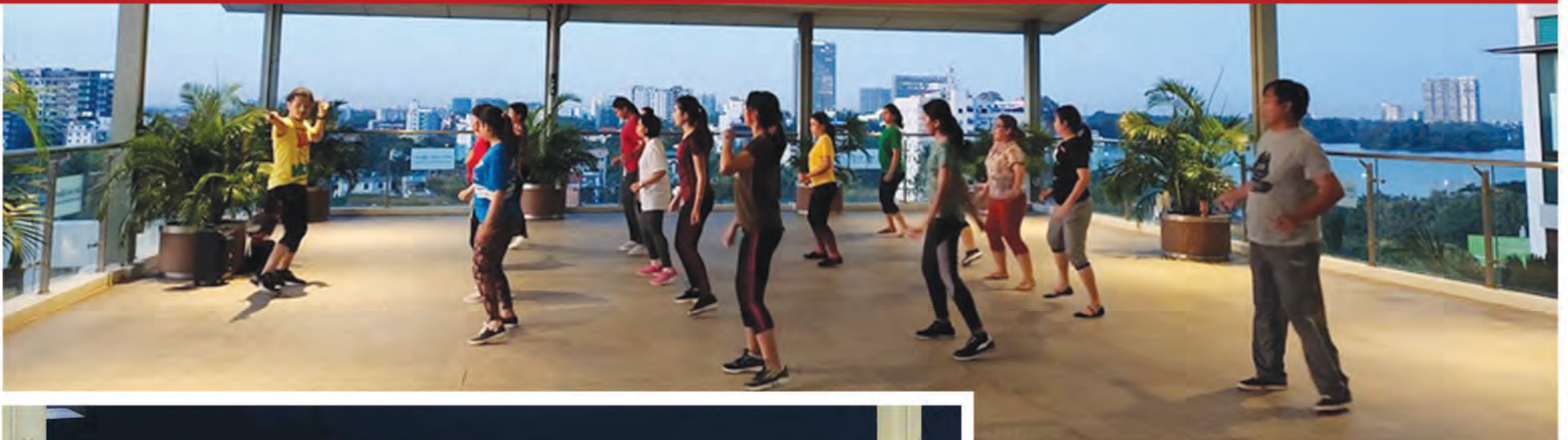
Fig. 3: Time perspective of Earth's Ecological Footprint vs Biocapacity; modified from WWF's Living Planet Report 2018; numbers 1 and 2 point to major oil prices crises; number 3 corresponds to the global financial meltdown of 2008-2009

Couldn't we, as citizens, act before we are forced to, and therefore guide governments through the civil society? Living a bit more thriftily (without necessarily sacrificing comfort), saving water, power, paper, food, enjoying a balanced diet of mainly local products and dishes?

Let's not forget our favourite CSR shop of local Mann-made delicacies and handicrafts to limit our footprint. And what about a little Insight! column of tricks, tips and recipes to keep Overshoot Day near Christmas? ■



Staff Members of MPRL E&P Group of Companies Enjoyed Leisure Activities as Part of Weight Management Program during Weekends





Aung Phone Myat
Fifth Year Student of Petroleum Engineering
Thanlyin Technological University

When I was in my fourth year as a petroleum engineering student, our head of department made an announcement about a test to qualify selected students for internship programs that companies offered. That test covered basic knowledge of petroleum industry; Reservoir Engineering, Drilling Engineering, Production Engineering and Natural Gas Engineering. After taking the test, I gained second-highest score among my fourth year peers. As a result, I became an intern at MPRL E&P, which is coordinated by Myanmar Engineering Society (MES) during my fifth year's second-semester examination.

After passing the 2013-14 matriculation exam, I joined the Technological University (Thanlyin) and specialized in Petroleum Engineering. I am now eagerly awaiting the results of my fifth year study in October. Throughout the last five years, I have been involved with University Associations as both a member and a leader in inter-University activities. Thus, I have experience in communication, organizing events, and drawing plans. I also have experience in debate as I was involved in the inter-University Debate Tournament in my first year.

I am learning geology -- drilling procedures and equipment, production procedures and equipment, tools that are used drilling and production operations and their maintenance -- HSE (Health, Safety and Environment) policies and procedures: making drilling fluid and their chemical additives and apparatus used in mud lab and other technical and engineering knowledge. I am very eager and I intend to absorb as much as possible because these are the skills I want to learn. So, I am confident when I say, "Yes, I have learned what I intended to learn during the internship." When I needed help, I received so much support from the Field Staff as well as the Yangon Office Staff.

I have studied for 28 days as an intern at MPRL E&P field operation in Mann Oil Field. After I finish my studies, I would like to work in the oil and gas industry (especially Drilling Engineering) and face new challenges. My dream is to become a professional petroleum engineer who has thorough knowledge about the oil and gas industry.

Hein Htet Soe
Fifth Year Student of Petroleum Engineering
Thanlyin Technological University

I am a student studying Petroleum Engineering in my fifth year at Thanlyin Technological University (TTU). I started applying for internship at MPRL E&P in my fourth year. When I heard there was the exam for the internship at MPRL E&P, I decided to sit for the exam to enhance both my theoretical and practical knowledge. I didn't expect to get in the internship program, but when the results came out, I was extremely happy to see my name in the top-three list.

I am now learning Drilling & Production Engineering this year. Actually, I have found myself more interested in Drilling Engineering, but I also have a little interest in Production Engineering. With the interest in both of these subjects, I am still studying to enrich my knowledge regarding practical knowledge in oil field. After learning the necessary theories, I will test them in practice practical and observe the actual application of equipment and operations. As for my other experiences, I am versed in computer and internet-related skills, as well as English (4).

As I am now in the studying drilling and production operations during this internship, I have learned a great deal of drilling and production processes. I have also received great support from the MPRL E&P field staff and in the working environment during my internship.



Min Thike Nyan
Fifth Year Student of Petroleum Engineering
Thanlyin Technological University

Before applying to any internship, I had always wanted to intern at an oil and gas company because I wanted to know how much of my theoretical knowledge would be applicable in the oil and gas field. If my knowledge would be applicable, I will always learn more about my field. During my fourth year, our department head informed us about a qualification test for an internship program. I also heard that MPRL E&P would arrange the internship program in coordination with Myanmar Engineering Society (MES). I was very happy to take the test. During the test, they asked about the overall knowledge of petroleum engineering including reservoirs, drilling, production and natural gas engineering. When the results came out, I found out that I had placed first among all of my fellow fourth year students.

Our department head decided to send the top-three students to the internship program.

I passed the matriculation examination in 2014, and now I'm studying at the petroleum engineering department as a fifth year student at Technological University (Thanlyin). I have also taken the fifth year exam in October. I have the knowledge in Microsoft Office applications. I have been chosen as a candidate in most oil and gas events. I also serve as a president in the SPE student chapter (TTU).

Now I'm learning about exploration and the production life cycle of petroleum. For the exploration stage, Mann Oil Field is a mature field. As for drilling operations, there are no drilling and deepening operations, so we haven't observed those operations but I can study the overall system of drilling operations and equipment used. I can also learn circulation systems and solid control systems. I can study why we use drilling fluid in drilling operations and what the properties of the drilling fluid are. For production operations, there are so many things to learn. I have learned about pumping systems: different kinds of pumping units, downhole pump and tools, collection, separation and measurement systems, workover and well service operations, and daily well analysis operations. All operations are important, and safety is the first priority at MPRL E&P, which we learned thoroughly about HSE. I have gained much knowledge and value from this internship such as work experience, communication and great support from my seniors and field staff. They shared their knowledge and gave advice. I want to thank MPRL E&P for giving me this chance as an intern.

I have four weeks left of my internship training to study at MPRL E&P. I'm very interested in Reservoir Engineering and also want to be a Reservoir Engineer in one of the oil and gas companies in the future. My dream job is to work in a Reservoir Engineering Department, but I will be quite adaptable to any other fields of Petroleum like drilling and production before this internship, I had already had field training. Because of this internship I have gained more self-confidence in myself for my future.





Kyaw Su Thway
 Second Year Student of Geology
 Dagon University

On 1 October 2019 to 29 November 2019, I began my very first internship at the Geoscience department at MPRL E&P's Yangon Office. In 2017-2018 academic year, I passed the matriculation exam and am now studying as a geology major in my second year at Dagon University. I had passed the level-2 CHR (at YUFL) evening class and have been a liaison in the 2018 Asian and Oceanic Championship. During this internship with MPRL E&P, I've learned about the introduction of petroleum geology, exploration, and drilling processes -- U Than Tun taught us about the offshore A6 project; U Thein Win held a presentation about the Field Area of Geology; and U Kyin Sein taught us contouring and the correlation of log interpretation. I've attended two presentations with other employees, and I feel that my reading has improved. Even though I'm not familiar with the workplace, office staff are very supportive.

After completing my internship, I'll go back to my university and learn more about petroleum. During two months with the guidance and effective scheduling plan of Geoscience Manager U Kyaw Soe Win and Assistant Manager Dr. Aung Zayar Myint, I gained knowledge and experience in geology in the working industry. In conclusion, I would like to thank all the people who have helped me at every step during my internship. ■

Zwe Thura
 Second Year Student of Geology
 Dagon University

I started the Internship Program at MPRL E&P's Yangon Office from October 1st to November 29th, 2019. This is my first internship. I think this internship gave me a wealth of knowledge and experiences about petroleum geology. I passed my matriculation examination in 2017-2018 academic year and I have taken the exam for my second year in geology at Dagon University. I don't have much professional experience, because I have just started learning through my internship. My other experiences are an Intermediate English 4 skill level in SCBI. During this internship, I have to read a lot of books about basic petroleum geology and learned about the introduction of the oil and gas industry: basic petroleum geology, introduction of tectonic plates, workstations, well logs and hands-on training on geological cross section, and subsurface contouring. I intended to learn the exploration of oil and gas. I got a lot of support and experience from the Yangon office staff during this internship. As an intern, I studied two months at MPRL E&P and after I finish my studies I will resume my studies about geology at the university, reading and learning more about basic petroleum. I would like to give my thanks to all the people who helped me during this internship. ■





Internship @ MPRL E&P - Kyi Kyi Shonn's Story

Kyi Kyi Shonn became an intern at MPRL E&P after completing her first year in Environmental Studies at Yangon University. She was interested in gaining practical experience related to community service, and environmental management during her two-month holiday. Here is her internship story.

I enrolled in Environmental Studies, a relatively new course at Yangon University, as I wanted to understand more about the world we live in, and how human activities impact the environment. I believe the course will allow me to find ways to create a healthier and better environment for all of us. In my minor, Environmental Geology, I learned about oil, gas, coal, and other concepts such as groundwater, reservoirs, erosion and waste. However, I wanted to understand more about oil and gas fields -- my father happens to work at the HSE Department of MPRL E&P. So I decided to apply for an internship there and immerse myself in the field I was interested for two months. My hosts were the HSE Department, and CSR & Communications Department, where I learned about health, safety, environment and corporate social responsibility matters.

The internship was a step-by-step program, and during the first week I went through several orientation sessions to grasp a general understanding of the roles and responsibilities of the departments in the organization. In addition to these, I read many of the previous Insight! issues; a great way to gain perspective into the company's past, present and future activities (as well as staff stories). I got myself into daily office routines too.

Learning about CSR

During an information session conducted by the CSR Department, I learnt that CSR is not a donation and the communities in Mann Field play a big part in the CSR projects being implemented there. There are also Community Volunteers who serve as a bridge to facilitate communications between communities and the company like the Operational Grievance Mechanism (OGM). In my view, CSR is the company's

image and it is really important. This was apparent when I went to Mann Field along with the CSR Team to contribute to the OGM Awareness Raising Campaign and CSR Open Day. Before the event, I got a chance to observe the CSR Team educating local schools how to apply proper cleansing methods to the water purification units installed for clean drinking water. I also listened to a lively discussion among Community Volunteers about the community-led waste management system in Mann Field through the facilitation of the CSR Team.

The CSR Open Day on 2 November was a great event, and lots of preparations were made to ensure success. There were 11 groups of school children competing against one another through their cute performances to the OGM theme song. At intervals, the Field Operations Teams entertained us with their amazing performances. I myself was busy taking care of the Environmental Booth and quizzing children about their general knowledge about the environment; we rewarded correct answers with notebooks. Even if some children didn't know the full answer, I would give them hints. We ended up giving out 14 dozen notebooks to school children! Although I had a hard time thinking about different questions, it was really fun. I was happy to see the children get excited at the questions and try their best to answer them. This was truly a remarkable memory and an irreplaceable experience in my internship!

Learning about HSE

During the first day in Mann Field, I attended the CSR Performance Progress Update Meeting and Environmental Monitoring Activities Meeting. I also observed the field operations sites, and visited the Waste Management Compound where waste is segregated for proper recycling

and disposal. I found the composing system for the food waste from the Kitchen very interesting as it produced natural fertilizers.

I went to see how crude oil is produced by using pump jacks and collected in oil tankers at the GOCS-2. Then produced water is separated by using gravity and is injected into the shut-in wells so that none of it is discharged outside the field. I also had a chance to see how water samples were collected from bodies of water in Mann Field to study their quality at a laboratory to ensure they are not impacted by the injection of produced water. In addition, I observed how the HSE Department monitors air quality in and around Mann Field.

As a highlight of my internship, I took some time to read the Mann Field Environmental Impact Assessment (EIA) Report in which I noted there was an Environmental Management Plan -- mentioning managing impacts related to air quality, noise, landscape as well as water quality. The report enabled me to understand the impacts of oil and gas field operations and why it is important to manage them effectively in order to maintain a healthy environment.

This two-month internship was a great opportunity for me to catch a glimpse into the oil and gas business, its operations and its sustainability strategies related to environmental and social impact management. It also helped me build confidence in communications and develop new relationships. Overall, it helped me grow in knowledge, capacity and self-discipline. This would not have happened without the invaluable support of the company and its personnel. ■



Who's Who at MPRL E&P?

Daw Kay Khine Myo Thwin

Executive Office Manager

Executive Management Office

Daw Kay Khine Myo Thwin earned her Master's Degree in Public Administration from Yangon University of Economics in 2018. She also studied International Diploma in Business Administration from Informatics Academy. Before that, her first degree was in B.Sc. (Zoology). This education helped her form an analytical mind. Her way of thinking is well-suited for management where she oversees many administrative matters. She start-

Manager as well as Group HR Coordinator at the Office of the Executive Management.

She is also concurrently working as Events Secretary for the Myanmar Yachting Federation (MYF) since 2006. MYF is the national authority for the promotion and management of the sport of sailing in Myanmar under the auspices of the Myanmar Olympic Committee.

The Executive Management Office (EMO) is responsible for a wide range of administrative functions, all of which are aimed at establishing a coordinated approach to the Group of Companies. The primary aim of the Office is to organize and coor-

team works individually, collectively, and efficiently, therefore they come up with better ideas and fewer mistakes.

As an Executive Office Manager, her main responsibility is to assist executives in the general handling of their activities. This is accomplished by acting as an office organizer, supervising office staff, delegating tasks, and linking communications with top management, heads of department, all staff members within the group of companies as well as high-level government organizations (including military authorities and other business partners). In the Executive Office, there are a lot of unexpected situations as well as urgent cases which cannot be predicted and yet instantaneous action is usually required.

CEO's Secretariat

Executive Management Office

The role of the CEO's Secretariat includes, but not limited to, making sure the needs of the Chief Executive is met. The team act as the medium and moderator for the CEO's daily activities, ensuring everything goes smoothly and efficiently. The CEO's Secretariat is composed of three members: U Htet Aung Soe (Junior Staff Officer), Daw Yamin Kyaw (Executive Office Assistant) and Daw Thin Yadi Nwe (Junior Executive Office Assistant).

U Htet Aung Soe obtained his Diploma in Marine and Offshore Technology with Business Management from Ngee Ann Polytechnic, Singapore and he has a Bachelor's Degree with Honours in Offshore Engineering from Newcastle University. He then worked as the Marine Operations Executive in Mærsk Singapore Pte Ltd, prior to joining MPRL E&P Pte Ltd. as Junior Staff Officer. U Htet Aung Soe acts as the supervisor of the office and handles technical analyses, preparation of executive summaries and presentation for the Chief Executive and Senior Management and other special assignments.

Daw Ya Min Kyaw finished her Master's Degree at University of Yangon in 2017. This is her first job here in MPRL E&P, joining as FOA at the Front Office in July 2018. She is currently performing as an Executive Office Assistant (EOA) in the CEO's Secretariat starting from October 2018.



ed working at the age of 17 and her first job was at No. (1) Mining Enterprise where she spent over nine years working in the government sector. After that she joined Myint & Associates Co., Ltd. in 2006 as a Junior Secretary in their operations department. Within a period of two years, she got consecutive promotions: Secretary, Senior Secretary, Executive Secretary, and Staff Officer in 2008 and became an Assistant Manager in 2013. She currently holds the position of Executive Office

dinate office administration and procedures in order to ensure the effectiveness and efficiency of Senior Management's Offices. The team's favorite quotation is "Alone we can do so little, together we can do so much," quoted by Helen Keller. In the team, every team member willingly performs the tasks as dictated by the department head and supervisor. Moreover, the team members complete our assigned tasks without fail. Furthermore, every member of the team is goal-oriented the

Daw Thin Yadi Nwe achieved her Bachelor's Degree in English from Dagon University in 2018. She got a diploma in Association of Business Executives (ABE) in the same year. She joined Myint & Associates as a Junior Operations Assistant for seven months and after that, she transferred to MPRL E&P as a Junior Executive Office Assistant (Jr. EOA) starting from November 2018.

As support staff, they strive to be like the number zero, which adds ten times more value to any number it supports. As the CEO's Secretariat's job is not just limited to the Chief Executive's Office, they also participate in group-related activities. Ultimately, their goal is to implement systems and work flows that will allow the office to produce the best assistance to the Chief Executive. ■



other functions involve providing administrative support for the efficient functioning of the office and ensuring the employees to work with the standard working procedures. Effective reporting to the Country Manager in a professional and timely manner is also important for management effectiveness and decision-making processes. Furthermore, the office also gives secretariat support at the Yangon Sailing Club where the Country Manager serves as a Vice Commodore.

Daw Yu Mon Soe Lwin joined M&AS in early 2008 as Secretary at the Chief Executive Office for a year. She then worked for Group General Manager until 2012. She joined MPRL E&P in 2012 as Executive Secretary to Deputy Technical Manager who is currently the Country Manager. She graduated from Yangon University of Foreign Languages specializing in French in 2006. She is now working on her master's thesis for her Master of Public Administration from Yangon University of Economics and expected to graduate soon.

Daw Soe Thinzar Aung graduated in Business Management from National Management Degree College in 2013. Before joining MPRL E&P, she worked as a Sales Executive in a local engineering company upon receiving her degree. She then obtained a diploma in International Relations from the University of Yangon in 2017. She joined MPRL E&P in early 2017 as an Executive Office Assistant at the Country Manager's Office.

Daw Myo Theingi Khin, a new team member, has joined MPRL E&P since April 2019. She is a bachelor's degree graduate, majoring in Business Man-

GXM's Secretariat

Executive Management Office

There are three members in Group General Manager's Office: Daw Nan Htwe Yee (Executive Secretary), Daw Yi Mon Aung (Executive Secretary) and Daw Yin Thant Aung (Executive Secretary).

Daw Nan Htwe Yee graduated from the University of the District of Columbia, majoring in Business Management. She worked for Seara Sports Systems as a Retail/Office manager in 2017. She then joined MPRL E&P on May 25th, 2018 as an Executive Secretary. She performs as a focal person of organizing MPRL E&P's Monthly Management Meeting and Administrative Matters.

Daw Yi Mon Aung graduated from Yangon University specializing in English in 2009. After graduating from University, she worked as an instructor at Uniteam which is one of the shipping companies in Myanmar. A few years later, she joined the GXM's office in December 2018 as an Executive Secretary.

Daw Yin Thant Aung achieved Master Degree from Yangon University of Economics specializing in Business Administration. After she obtained her degree from University, she joined MPRL E&P on 24 April 2017 as an Executive Office Assistant.

Overall, besides the assigned tasks, secretary members take day-to-day roles and assist the Group General Manager as required. Furthermore, they collaborate with respective persons in the GoCs in order to fulfil the office activities on a daily

basis. Three secretary members believe that working both as individuals and as a team are equally important. ■

CXM's Secretariat

Executive Management Office

The main functions of the office include coordination between the Country Manager and other departments, not only for MPRL E&P but also for other group of companies; liaising with internal and external stakeholders to build a better working relationship. Another function is to provide secretarial and personal assistance to the Country Manager with a high level of confidentiality. The



agement from National Management Degree College in 2017. She is now working on her master's thesis for Master of Business Administration from Yangon University of Economics and is expected to graduate soon.

Daw Noble Nay Win obtained her Bachelor's Degree in Mechanical Engineering from the Government Technological University (Thanlyin) in 2008. She worked for M&As in early 2010 as a Junior Secretary and joined MPRL E&P in 2014 as Executive Secretary and assumed the role of Jr. Staff Officer in 2017 at the Chief Executive's Office. She contributed her time serving as the administrative member and volunteer of Myanmar Yachting Federation in early 2013. Moreover, in order to expand her knowledge in the Business Administration Sector; she attended and achieved her Single Subject Diploma in Business Management and Administration from the Institute of Commercial Management (ICM), UK in 2017. She is currently serving as the Staff Officer supporting Block A-6 development activities such as protocols, gas sales marketing and MGTC work streams etc. to Deputy Country Manager starting from June 2019. Her main responsibility is to act as a point of contact for communication with department heads and follow up with pending tasks of respective areas including clerical support and administrative matters. ■

Front Office

Executive Management Office

The Front Office Assistants always strives to make a better day for everyone they meet with: starting with a smile and ending with a satisfactory service. The members of the Font Office are Daw Nandar Lin (Junior Executive Office Assistant) and Daw Thinzar Oo (Front Office Assistant).

Daw Nandar Lin is currently an undergraduate at West Yangon University, majoring in Myanmar studies. Concurrently, she is also studying at Association of Business Executives (ABE) for her Level 6 Business Management Diploma. She joined MPRL E&P as Front Office Assistant on July 18th, 2018. She is responsible for the overall activities at the Front Office including, but not limited to, administrative matters such as case registration, Executive Meeting Room arrangements, updating contact lists, housekeeping, and making stationery request for the offices located at the Executive Floor.

Daw Thinzar Oo achieved her Bachelor's Degree in Zoology from Dagon University in 2013 and worked as a cashier in Kanbawza Bank Ltd, before joining MPRL E&P as Front Office Assistant on June 3rd, 2019. She shares the workload with Daw Nandar Lin including meets & greets, telephone answering and updating business cards. ■

Design Team

Executive Management Office

The graphic design team creates the visual designs of the MPRL E&P Group of Companies by hand or using various designing software. They communicate with other members of Group of Companies and develop the overall layout and production design for advertisements, brochures, corporate reports, merchandise and customized items, logo and product illustration, events and office decoration, mapping, drawing and illustrations, digitiz-



ing documents, creating e-document layouts, and refining photos for social media.

There are four members in Design Team: U Win Htun Aung (Team Leader), Daw Nilar Han (Supervisor, Mapping), U Htet Naing Win (Supervisor, Graphic Design) and U Htet Linn (Jr. Graphic Designer).

U Win Htun Aung graduated from University of Distance Education, majoring in Economics. He joined MPRL E&P on October 1st, 2014 as a Supervisor (Design). He is the focal person for guiding his team members to complete projects, and developing and implementing timelines their team will use to reach its end-goal.

Daw Nilar Han achieved a Master's Degree from Yangon University, specializing in Nuclear Physics in 1997. She earned a Diploma of House Planning & Interior Design from International Correspon-

dence Schools from Pennsylvania in 2000. She joined MPRL E&P on June 12th, 2000 as a Computer Technician. She performs as a CAD Woman of the Technical & Geosciences mapping & digitizing process.

U Htet Naing Win graduated from University of Distance Education, majoring in Myanmar. He joined MPRL E&P on October 1st, 2014 as a Graphic Designer. He creates layouts, product designs (preparing and arranging printing), and ordering and installing customized products.

U Htet Linn graduated from University of Distance Education, majoring in Chemistry. He joined MPRL E&P on 26 September 2019 as a Junior Graphic Designer. He performs the creation of necessary layout designs, digitizing office documents, printing, and supporting the team. ■

Multimedia Team

Executive Management Office

The Multimedia team produces visual designs, photos, and videos of the MPRL E&P Group of companies. They communicate with other members of GoCs and develop the quarterly Insight! newsletter other layout designs -- making logo animations, photo slideshows, videos, manage audio, and other activities related to multimedia of MPRL E&P GoCs. There are two members in Multimedia Team who are U Ye Linn Naing (Team Supervisor) and Daw Khin Myat Moe (Multimedia Designer).

U Ye Linn Naing graduated from University of Distance Education, majoring in Home Economics. He joined MPRL E&P on October 1st, 2014 as a Senior

Graphic Designer and played the role of Supervisor in Multimedia team from August 2017. As the focal person of the Multimedia team, he manages and plans creative stories, logo animation, photo and video shoots, post production design, audio, and Graphic Design.

Daw Khin Myat Moe obtained her Bachelor's degree in Physics from the West Yangon University. She joined MPRL E&P on December 11th, 2018 as a Multimedia Designer. She manages the creation of video content as well as production and editing, preparing the reports design for multimedia team on a monthly basis, supporting and assisting in managing technical responsibilities of video and photo creation, and editing for assigned projects. ■





M&AOSB Promotes Local Labor Force's Capacity with (11) Training Workshops

Pyae Pyae Phy

From June to September 2019, Myint & Associates Offshore Supply Base Limited (M&AOSB) accomplished (11) training workshops as a strategic and impactful community investment and strengthened a training center approach as part of its FY 2019-2020 CSR program. M&AOSB arranged Good Animal Husbandry Practices Training, Home-made Food Product Making Training, Value-added Consumer Goods Training, GYB-SYB Training, SSHE Training (Batch 1,2,3), Welding Training, Excavator Training, Masonry and Carpentry Training, and helped a total of 195 trainees complete their respective trainings.

After providing skills trainings, M&AOSB supported the interested community trainees to sit for National Skills Standard Authority (NSSA) exams for the nationally recognized certificates of professional qualifications to enhance livelihoods and access to job opportunities. A total of 20 masonry trainees, 20 carpentry trainees and 7 welding trainees passed in both theoretical and practical assessments. With the support of M&AOSB, all the excavator trainees also achieved 'C' driving licenses to operate heavy machinery.

M&AOSB's CSR training program was well-appreciated from chosen trainees and trainers as a good initiative for the long-term development of the business and society. The company will continue to promote the capacity of the local labor force and to create shared value for the business and the society. ■



A Volunteer's Success Story at M&AOSB

Pyae Pyae Phy

Myint & Associates Offshore Supply Base (M&AOSB) appreciates people with the right talents. Daw Kay Khaing Moe accepted M&AOSB's job offer and began working as a Community-based Facilitator in September 2019. After 14 months of partnering with the company as a community-based volunteer, her dreams came true: being gainfully employed near home.

Daw Kay Khaing Moe, a middle-aged woman with a charming smile and voice, actively participated in coordinating between the community and M&AOSB while simultaneously raising two daughters. Juggling between work and being a mother is challenging, but Daw Kay Khaing Moe was able to manage her time to be efficient and effective in accomplishing her duties both at work and at home.

Daw Kay Khaing Moe feels blessed, especially because her two daughters who consistently support her. Neither of them had once ever complained about her dream of working for the development of their community. While also owning a personal business planning weddings during her free time, Daw Kay Khaing Moe has a solid engagement with community members. Thus, she has a direct



line to the voices of the community, shares with them the company's approaches.

She shared with the community her experiences from a cross-community learning visit to Mann Field in Minbu Township, Magwe, where MPRL E&P operates as the service contractor to MOGE responsible for enhancing production, under a Performance Compensation Contract (PCC). During the trip to Mann Field in December 2018, she mingled with one of community-based vol-

unteers in Mann Field where they openly discussed their challenging experiences as volunteers before becoming fully fledged staff. This trip had strengthened her resolve to pursue her dreams even though she, at times, faced challenges in building a community partnership. She also gained great courage when she saw how the local administrators in Mann Field gave their support in mobilizing the community.

According to Daw Kay Khaing Moe, the community in Nga Yoke Kaung was paying more attention to M&AOSB's CSR program and the OGM process now compared to last year. Among trainings completed as part of the M&AOSB CSR Training Series this year, women-centered trainings such as trainings for Home-made Food Products, Value-added Consumer Goods, and Water Treatment Techniques were very effective and half of the trainees have already begun making items such as popcorn, jelly, and soap. The water treatment techniques were also successful in Nga Yoke Kaung and Nanttharpu as the community was delighted to access clear and cleaner drinking water. Most of the trainees were excited to apply their knowledge from the company's CSR training series, especially after the monsoon season.

As a university degree-holder with previous volunteering experiences in two local NGOs, Daw Kay Khaing Moe was very enthusiastic to share her knowledge and experience with the next generation of volunteers with the aim of helping her community to thrive. She believed the collaboration between the company and the community was just like how "grass depends on the island,



and the island on the grass," and it would make both parties prosper.

She wishes M&AOSB's project to be the one that the community could rely in the long-term. As she said, "a good tree can lodge ten thousand birds." She believes that the company will take full responsibility and accountability based on what she witnessed during her visit to Mann Field. ■



M&AOSB Takes Part in a Round Table Discussions on Public Participation Process in the EIA

Pyae Pyae Phyoo

Myint & Associates Offshore Supply Base Limited (M&AOSB) received an invitation to join a round table discussion on the public participation processes in undertaking the Environmental Impact Assessment (EIA) from the event organizer OXFAM. M&AOSB willingly accepted the invitation as a panelist in the fourth session: Monitoring and Compliance. Daw Kyisin H. Aung, Corporate Affairs Manager of MPRL E&P GOCs and a representative of M&AOSB, participated as a project proponent panelist in the discussion and she shared her panelist experiences from the discussion.

The round table discussion was jointly organized by OXFAM and EarthRights International, supported by Myanmar Environmental Assessment Association (MEAA). The event aimed to provide a platform for relevant government officials, EIA/ SIA Consultants, Businesses, and Civil Society Organizations (CSOs) to discuss challenges, concerns, and share experiences and success stories based on their previous experience of undertaking the EIA for respective projects from various perspectives as different stakeholders.

The event was organized in Nay Pyi Taw on October 30th, 2019 and several government entities were in attendance -- the Environmental Conservation Department (ECD), Ministry of Natural Resources and Environmental Conservation (MONREC), Directorate of Investment and Company Administration (DICA), and General Administration Department (GAD), EIA Consultants such as Myanmar Environmental Assessment Association (MEAA), Environmental Resource Management Co., Ltd. (ERM), E-Guard Environmental Services Co., Ltd. (E-Guard), and Myanmar Sustainable Development Engineering Services Co., Ltd (MSDES) and Civil Society Organizations such as Kann Chay Arr Man, Dawei Pronbono Lawyer Network, Dawei Development Association, Thilawa Social Development Group and many more.

After the opening speech by U Hla Maung Thein, Director General from ECD

(Nay Pyi Taw), continuous panel discussions followed: Screening and Scoping; EIA Investigation Process; EIA Review Process and Monitoring and Compliance.

In the discussion, Daw Kyisin H. Aung shared the company's commitments to ensure public participation throughout the EIA process and in every project phase by disclosing the results of monitoring surveys if it is normal or exceeds the baseline and M&AOSB's actions to mitigate risks of any possible environmental and social impacts. Challenges remain in some cases since the Project Affected Person (PAP) have not fully understood the EIA's insights and obligations within EMPs/ ECCs where the subject matter is highly technical.

She also highlighted that MPRL E&P Group is the first and only company in Myanmar that has not only initiated, but is robustly, implementing the Operational Grievance Mechanism (OGM). The mechanism refers to IFC's good practices and IPIECA's standards. IPIECA is an international non-profit association which develops, shares and promotes practices and industrial knowledge to improve the environmental and social performances, involving both upstream and downstream oil and gas industry. The mechanism is proved to be effective and functional in Mann Oil & Gas Field in Magwe, operated by MPRL E&P since 2014 with 100% of community satisfaction on the process. A similar Operational Grievance Mechanism (OGM) has been rolled out in one of the Group's assets, Myint & Associates Offshore Supply Base, located in Nga Yoke Kaung Bay in 2016.

She also discussed that Myint & Associates acknowledges that ISOs are required to conduct business in the oil and gas industry and the company has applied relevant ISO practices in its businesses. In a similar manner, M&AOSB will venture to obtain ISOs relevant to its operations over time.

The discussion topics covered all stages of implementing EIA and the panel discussions involved all rounded views of stakeholders. Through the attendance of the roundtable talks and participation as a panelist, the company got learned not only current situations and the challenges related to EIA laws and procedures but also the roles of CSOs and their perspectives related to environmental and social performances. M&AOSB took this as an opportunity to share the company's good practices, efforts, challenges encountered, and lessons learnt throughout the implementation of ESIA. ■





Ever since I was young, I had always dreamed about travelling to somewhere I've never been before. This was my first time visiting Cambodia with my friend to study how the country had built their cultural monuments and temples in the 12th century -- contemporary to Myanmar's Bagan Era.

I visited Cambodia from October 5th to 6th (two days, one night) transiting through Bangkok.

We flew to Bangkok on October 4th on our own to do some shopping (we went to Platinum Mall, Big C, Central Wall and Night Market). The next morning we crossed the border between Thailand and Cambodia on a five-hour car ride. At 2:30 pm, we arrived in Siam Reap. Along the way, we had the chance to enjoy the countryside, which was really amazing and refreshing.

During our first day in Siam Reap, we visited the Tuol Sleng Genocide Museum, King's Residence and People's Park, and then we had dinner at Tonle Mekong Restaurant while enjoying Traditional Cambodian music performances. It was raining heavily at the time, so we didn't have a chance to go out to the night market. But it was fantastic having meals and watching cultural performances inside the restaurant. I will never forget those memories.

On the next day, we first visited Angkor Thom Temple, which is the last and most enduring capital city of the Khmer Empire, which then moved to Ta Phrom -- built in the Bayon style (great Khmer city style) in the late 12th and early 13th centuries (originally called Rajavihara, which means

A Memorable
Trip to

Cambodia



"If you can dream it, you can do it." - Walt Disney

'monastery of the king'). We then took a tour of Angkor Wat, an enormous Buddhist temple complex located in northern Cambodia. It was originally built in the first half of the 12th century as a Hindu temple. During the tours around Cambodian temples and architectural heritage sites, we could vividly see how graceful, patient, and pious the Cambodians were.

Angkor Wat, which is one of UNESCO's World Heritage sites (since 1992), is the largest religious monument in the world and the symbol of Cambodia.

After visiting Cambodia, we returned to Bangkok for a night to rest at a hotel. The next day, we visited the Royal Palace and Emerald Pagoda in Bangkok -- the most famous tourist site in Bangkok.

On October 7th, we returned to Myanmar on an evening flight.

It was a great pleasure meeting and learning about different cultures, peoples, and religions during our tour in Cambodia and Thailand.

Although I had been told to be aware of scams and pick-pockets, especially in crowded areas, we were met with simple, kind-hearted people who were willing to help others -- including our tour guide. Cambodian traditional food mainly consists of rice, corn, and farinaceous food which is similar to Thai food, therefore it's also similar with Myanmar traditional food.

If I had a chance, I want to visit Cambodia again to go to the places where I didn't get a chance to visit during this trip. In my opinion, it's worth going with colleagues, friends, or family to experience Cambodia and its people. ■



M&AOSB Participated in the Annual Celebration of Kathina (Kahtein) Festival at Nantharpu Village Tract for the Third time





Staff Members of MPRL E&P Group of Companies Paid Homage to Executive Management and Senior Management during Thadingyut





Annual Celebration of Kahtain Donation Ceremony from MPRL E&P GoCs family was held at Moe Goke Monastery



Myint & Associates Co., Ltd. performed lighting of 9,000 Candles at Shwedagon Pagoda for its 30th Anniversary





Congratulations

PHILIPPINES 2019
30th SEA GAMES

**Bronze Medalist
May Myat Noe Khin
with her medal!**



**Asia Drilling Rig AD-2
Rig Move Operations
Block RSF-5**





MPRL E&P, Main Energy Partner of Motourlogue Expedition 2019, proudly held the "Welcome Home Ceremony" for Motourlogue returns and warmly welcomed back the Motorcyclists, Ko Aung Kyaw Win and Sai Zom Pha, at the Yangon Sailing Club

