



## MPRL E&P Group of Companies Step Up Efforts to Stay Corona-safe

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## EBS Environmental Baseline Survey

lined up for Block A-6 by Doc Rock

Dr. Eloi Dolivo

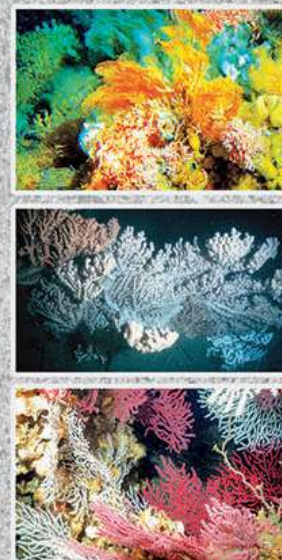
### 1. Introduction

The science snippet of the April 2020 issue of Insight! covered the Geophysical, Geotechnical (or "Geo-Geo") and Metocean surveys, ongoing at the time. In a nutshell, these surveys answered the question of "How will the environment affect the A-6 Gas Project?"

The A-6 Joint-Venture of MPRL E&P, Woodside and Total (or "A-6 JV") is to embark as soon as conditions allow into a new survey over the site of the Block A-6 Gas Development Project: the **Environmental Baseline Survey (or "EBS")**.

In contrast to the Geo-Geo-Metocean surveys, the EBS is about answering the question of "How will the A-6 gas project affect the environment?"

**Why do we need to carry out this EBS?** Before we rent a property, we usually inspect it with the owners and review what is damaged, what needs repairing, what defects we can live with, and this visit usually concludes with a report that we, the tenant, and the owner sign. This report is very much an EBS. When we leave the flat, this report will be used to determine which degree of wear and tear is due to our occupancy to compensate the owner.



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## Your Opinion : How Important is it to Prepare Ourselves to be Adaptable to Change Today? What do We Need to Do at Both Individual and Organizational Levels so that We Remain Resilient?

### Htet Aung Soe

Junior Staff Officer

Office of the Chief Executive



"There is nothing permanent except change." That is what I believe in. Even the very earth we are sitting on, which seems stationary, is in fact spinning on its axis at a speed of 1,000 miles per hour and orbiting the sun at a speed of 67,000 miles per hour. But why don't we feel a thing about such a tremendous speed? Because we have simply adapted to it. I hope everyone remembers "The Principle of Inertia" from high school physics. It is a property of physical matters where things have a tendency to remain unchanged whether at rest or moving. But I believe this principle does not just live in our science textbooks. It is intertwined with our daily lives. Everyone has imaginary zones in their lives where they are happy, and used to routines – "Comfort Zone", where they feel somewhat threatened, thrilled and alive – beyond the "Comfort Zone". I would like to call it the "Magic Zone" because this is where the magic happens if you manage to leave your "Comfort Zone" and survive. This is where "Inertia" comes into play.

Suppose the fast-moving earth suddenly stops, what would happen to everything on it? Yes, the almighty inertia will throw everything off balance. That is exactly what happened in March and April 2020. The World stopped due to COVID-19, and everyone has been thrown out of their comfort zones ever since. Everyone was forced to change their lifestyles and routines. I, too, was one of the many people who had to cancel travel plans, change outdoor activities, and my working environment.

Myanmar tested its first COVID-19 positive case on March 23<sup>rd</sup>, 2020. A week later, almost everyone was forced to stay at home to prevent a massive outbreak. It was tough for me at first, especially because I am someone who enjoys nature and outdoor sports. So staying at home all the time makes it hard to keep fit both physically and mentally. However, where there is a will, there is a way. I managed to adapt my outdoor sports to indoor sports by purchasing a boxing kit and drew up a workout plan so that I can challenge myself daily. That kept any psychological or mental problems at bay. Regarding work, we had a great team which cooperated together to transform our internal database to an online cloud-based format so that it can be assessed anywhere and work from any place with an internet access, thanks to the advanced technology. However, the productivity is reduced because everyone is trying to adapt to their new lives, and it is hard to get immediate support when needed. I believe this whole COVID-19 situation has taught everyone that you can be thrown off-balance at any time, and unless you are able to adapt, it will take a long time to recover. It has also taught me that sometimes preparation means nothing when you don't know what's coming. You have to be able to change according to the new flow in order to survive. A lackadaisical effort will not be able to keep up with the fast-changing, inertia-ruling world. And I do believe this is just a start and there will be more to come. Therefore, we should be prepared to be good at adapting to the only permanent thing called "Change". ■

### Ja Seng Pan Tsawm

Junior Secretary

Finance Department



Nowadays we all are facing various kinds of developments: politics, businesses and social sectors have been seen changing in an upward trend. All these changes bring about challenges and opportunities.

Thus, the good and bad come together, and we have to choose what is good for us. Sometimes, both the good and the bad give us a valuable experience. From what I read, which says, "What we learn from our experiences is not what we are able to do, how we can get better at creating our own personal success." We all need to keep learning throughout our lives to keep ourselves ahead in this fast-changing world. We must know what is better for us and we need to learn something for what we want to do. Discover what we most want to learn about, and design it to be adaptable at our workplace and society as much as we can. Being adaptable means being resilient, and being resilient will shape your life. To remain resilient as individuals or organizations, our preparation in the changing life is one of the good things. Resilience gives people the strength to tackle problems, overcome adversity, and move on with our lives. Resilience is an important ability and something that you can get better at with time. As an individual we have to be resilient through confidence, believe in ourselves and continuously learn new things that are related with our respective fields of expertise. Organizations also need to involve work together what their participants force on the situations and it would be nice to be able to plan on improving things.

Lastly, I would like to mention about the pandemic which has affected the whole world. It is important that we all should put an effort on our responsibilities more than ever before in this situation. I envisage to survive and thrive by adapting the changes in this new normal situation individually and also in the society. ■

### CORONAVIRUS Prevention

#### Protect Yourself & Others from CORONAVIRUS



WASH YOUR HANDS  
FREQUENTLY WITH  
SOAP AND WATER



TREAT YOUR HANDS  
WITH ANTISEPTIC



KEEP 2 METRES  
DISTANCE



WEAR FACE MASK



STAY AT HOME



USE TISSUE WHEN  
COUGH / SNEEZE



DO NOT TOUCH  
YOUR EYES  
OR FACE



AVOID MASS EVENTS

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# A Practice of Working Closely with Host Communities: 1<sup>st</sup> Quarter CSR Progress Review Meeting

Moe Thu Zar Soe

Engagement is a continuous process that is part of all our activities. Various communication tools and strategies are required to ensure that all stakeholders are frequently consulted and their concerns and needs are included in the decision-making process of project activities. MPRL E&P acknowledges the importance of stakeholder engagement and adopts the practice of working

closely with all stakeholders in order to maintain the social license to operate in project areas.

In August, representatives from MPRL E&P's CSR & Communications Department conducted the CSR Performance Review Meetings to give an update on CSR initiatives carried out in the first quarter of 2020-2021 fiscal year in line with MoHS guidelines. The meeting took place in three sessions and each session was attended by 15 people comprising of Village Administrators, Village Development Committees and Community Volunteers, representing the 14 communities surrounding Mann Field. ■



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## Enhancing Employment Opportunities Benefits the Mann Field Communities

Moe Thu Zar Soe

Nursing Assistants / Nurse Aides are vital to healthcare systems and long-term care communities everywhere. It takes a very special type of person to care for others. As part of CSR Initiatives and Livelihood Development Program for the fiscal year 2020-2021, MPRL E&P is pleased to offer an education partnership program for the community members interested from Mann Oil Field in obtaining a Nurse Aide Certification from the Local Private Training Centre.

This program for selected Nurse Aide training students will include the costs of the program and other necessary facilitating assistances. A total of 15 short-listed candidates from Mann Field Communities applied for the program and the personal interview for each applicants was made by the trainer from Ayeyarwaddy Pharmacy & Health Care Training Centre at Minbu in early July 2020.



After completion of personal interview, the three candidates from Kywe Cha, Lay Eain Tan and Let Pa Taw villages surrounding Mann Oil Field are eligible to attend a two-month training course which starts from July 2020. Students are prepared with the theoretical knowledge of Basic Nursing Care, Anatomy and Physiology, First Aid, Nutrition and Infectious Diseases during the first month of program in Minbu and the program also offered on-site skill preparation at Ayeyarwaddy Private Hospital in Yangon and employment opportunities in Yangon, Mandalay or Nay Pyi Taw after successful completion of the program. ■



## Invest in Training : Escalating Access to Essential Health Services

Moe Thu Zar Soe

Varieties of community-based practitioners are used in escalating access to essential health services, mainly in under-served communities of low- and middle- income countries. Among them, auxiliary health workers are increasingly becoming the main providers of health services in many countries. Myanmar's current health workforce strategic plan recommends continued commitment from government to invest in training and to ensure rural retention of the health workforce.

Auxiliary Midwives (AMWs) are community health volunteers supporting the work of midwives, especially maternal and child health services in remote areas in Myanmar. AMWs had a comparative advantage for longer service in hard-to-reach villages where they lived, spoke the same dialect as the locals, understood the socio-cultural dimensions, and were well accepted by the community.

With the aims of strengthening the contributions of Auxiliary Midwives and enhancing availability and accessibility of health services at lower

costs, MPRL E&P contributes refreshments, meals and stationaries for all trainees at the Refresher Course of Auxiliary Midwives that was organized by the Department of Public Health (DoPH-Minbu) in July 2020. The course provides knowledge about fields of medicine, healthcare, and providing medical assistant to families, individuals, society, and measures necessary for maintaining a good quality of life. A total of 40 Auxiliary Midwives in the region including three midwives from the communities surrounding Mann Oil Field attended the training.

As part of CSR initiatives, MPRL E&P continuously supports the health services for the communities surrounding Mann Oil Field through a Mobile Clinic Program which focuses on providing zero cost quality health care and health education since September 2018. ■





## Awareness-Promoting Workshop on Performance Compensation Contract (PCC) Held at MOGE in Nay Pyi Taw

Thae Aei Khinn Zaw



On 20 August, the Deputy Technical Manager and the party from MPRL E&P organized the Performance Compensation Contract (PCC) Awareness Workshop in Nay Pyi Taw and presented the mechanism and concepts of Mann Field Performance Compensation Contract (PCC) to the MOGE personnel. The workshop was attended by Directors and Deputy Directors from Planning, Production, Exploration and Development, Finance and Legal Departments, and respective team members from the MOGE Nay Pyi Taw Office. The awareness workshop was held in interactive discussions and the supportive questions, clarifications and constructive feedback were provided afterwards. There were a total of 16 participants who attended the workshop. ■



## Culture of Learning : 3<sup>rd</sup> Learning Club Event Successfully Hosted via Live Session

Thae Aei Khinn Zaw

Where there is a will, there is a way, and we will not let COVID-19 stop our learning culture. On August 12<sup>th</sup>, the third "Learning Club" event was organized through Workplace as a Facebook Live session. The live debate centered around the topic "Work from Home vs. Work at Office", by the Learning Club members in three rounds.

During the lively debate, the members in two groups discussed and debated the advantages and disadvantages of the proposed topic from their different standpoints and perspectives.

As the Learning Club Program Debate was hosted as a live event using an online platform, all interested staff members -- whether they are at the office or at home -- were able to join the live program. ■







## THINKING ALOUD with U Myo Zaw Oo Assistant Manager

**What is the progress with implementation of MEITI during the NLD led government in terms of revenue transparency? Describe MPRL E&P's observation in this aspect.**

MEITI activities are implemented under the oversight of MEITI – MSG with the support of the MEITI Leading Committee and the Working Committee. Deputy Minister H.E. U Maung Maung Win, Ministry of Planning, Finance and Industry (MOPFI) leads MEITI MSG as a Chairman and National Coordination Secretariat plays a role of coordination among MOPFI and MSG members. As far as I can recollect, the Myanmar EITI process has gained a lot of progress because Myanmar EITI successfully implemented the requirements in accordance with the EITI Standard 2016 and then the 2019 Standard has also been initiated since the 4<sup>th</sup> MEITI report published in 2019. Currently, Myanmar is able to publish five reports for the fiscal years of 2013-2014, 2014-2015, 2015-2016, 2016-2017 and 2017-2018 while four reports for the forestry sector were produced respectively. Since 2014, MPRL E&P participated as MSG members in Myanmar EITI process and contributed financial data and information to accomplish the reports until now.

**How has MPRL E&P fulfilled the requirement of being subject to verification and publication of the company payments to and from the government?**

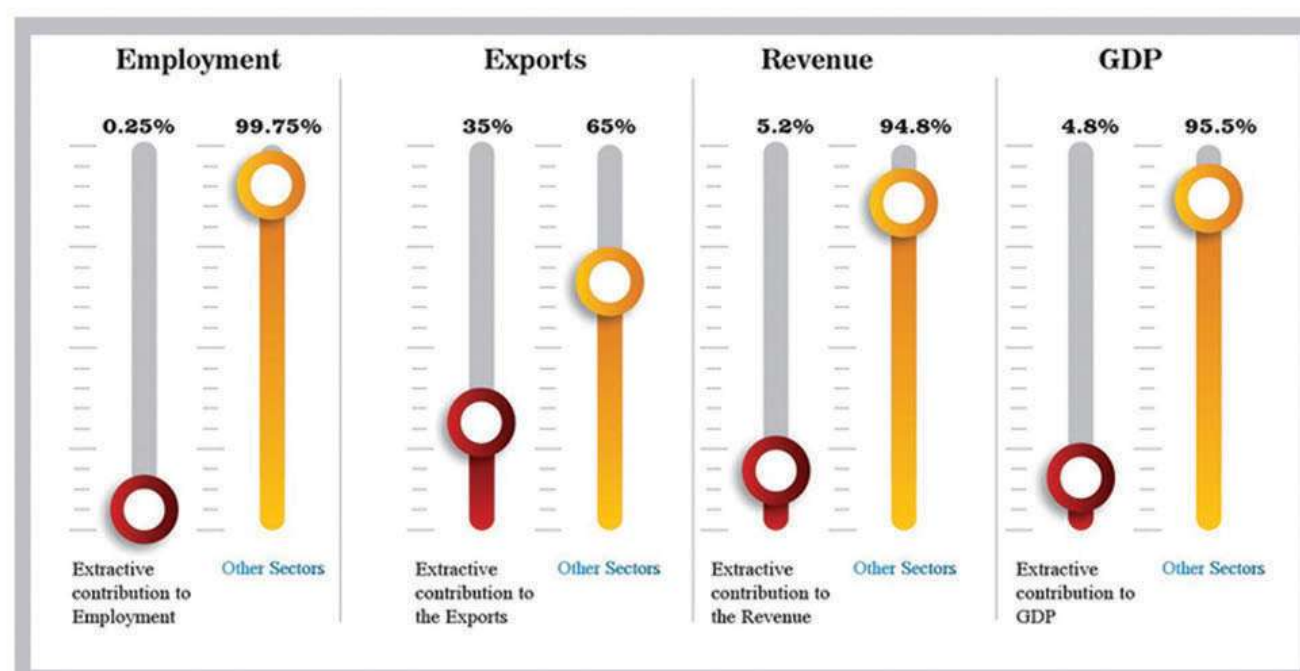
MPRL E&P contributes financial data and statement production and sales to reconcile with the data provided by the government. In addition to the contribution of the payment on production and sales, MPRL E&P disclosed social expenditure incurred and infrastructure provisions. This amount was declared unilaterally by the company and was not included in the reconciliation flows. According to the EITI 2016 Standard 2.6, MPRL E&P disclosed the Beneficial Ownership information at the website of DICA in December 2019.

**Can you share the key highlights of the latest report submitted to MEITI?**

The 5<sup>th</sup> MEITI report summarizes information about the reconciliation of fiscal and non-fiscal revenues from the extractive sector in Myanmar for FY 2017-2018 as part of the implementation of

the Extractive Industries Transparency Initiative (EITI). For the fiscal year 2017-2018, the total revenues generated from the extractor amounted to MMK 1,935,945 million -- accounting for MMK 1,397,467 million for oil & gas sector (including the oil and gas transportation); MMK 124,230 million for other minerals sector; MMK 411,751 million for gems and jade sector; and MMK 2,498 million for pearl sector respectively. The revenue stream from the extractive sector is made up of 72.19 percent of revenues from the oil and gas sub-sector (including oil and gas transportation) while the mining sector represents 27.81 percent.

According to the Central Statistical Organization, the Gross Domestic Product (GDP), the employment, the state's revenue, and the value of exports from the extractive sector are illustrated as follows;



Source from Annual MEITI Report (July 2019 - June 2020)

In addition, on October 16, 2019, the EITI Board concluded that Myanmar has made meaningful progress overall in implementing the EITI standard in 45<sup>th</sup> EITI Board Meeting which was held at Addis Abba in Ethiopia. The EITI Board acknowledged MEITI efforts on introducing policy reforms particularly in improving transparency in extractive data, creating robust public debates and open dialogues, and beneficial ownership and extractive SOEs transparency.

**How does this practice help MPRL E&P's commitment to be a responsible business?**

Before EITI process in Myanmar, MPRL E&P has applied business principles in four key sustainability areas: People, Health & Safety, Environment, and Community and has developed a specific range of policies, procedures, and guides. We understand that in Myanmar there are no social payments mandated by law, but social expenditure made voluntarily through CSR programs which are implemented in accordance with company policies. Since 2012, MPRL E&P initiated CSR activities in Mann Field and has designed and implemented CSR strategic work plan and activities identified by communities' needs and resources. In addition, MPRL E&P has developed a multi-stakeholder approach to design an Operational Grievance Mechanism (OGM) which reflects IFC Standards and introduced in Mann Field in 2014. This is the very first mechanism that has been facilitated and managed by both the host community and Myanmar Oil and Gas Enterprise (MOGE). Following this, MPRL E&P has already embraced the commit-



ments of the UN Global Compact on human rights, labor, environment, and anti-corruption.

**What are some of the future plans?**

In order to follow the 2019 EITI standard, systematic disclosure is included in the priority list to disclose the information required by the EITI Stan-

dard through routine government and corporate reporting, and consultation systems such as websites and annual reports.

The 2019 EITI Standard continues to shift the focus from publishing EITI Reports toward encouraging systematic disclosure, opening up new opportunities for MSG discussion and oversight. The 2019 EITI Standard has reiterated that the EITI should cover material environmental payments by companies to governments, and encourage disclosure of contextual information related to environmental monitoring and encourages MSGs to document how they have taken gender considerations and inclusiveness into account.

MEITI Commodity Trading Report will disclose information regarding revenue from the sales of the State's share of oil, gas and condensate, including reporting by product, price, purchaser and sales volumes in accordance with the relevant EITI requirements. The scope of that report covers sales revenues from the Oil, Gas and condensate sectors performed during the fiscal year 2017-2018.

As Myanmar undertakes great exertion into ensuring that EITI implementation is incorporated with the Myanmar Sustainable Development Plan (MSDP), a country framework to fulfil the UN's Sustainable Development Goals, to ensure linkage with the overall development of the country, MEITI had taken an interest within the workshops to examine on indicators which was organized by Central Statistic Organization in order to get ready for National Indicator Framework. ■





# Accessibility Predictability Transparency for the Community

Wit Hmone Tin Latt

Wherever business enterprises operate, their activities will bring them in contact with local communities. Sometimes these contacts are mutually beneficial, but on occasion problems arise with some of them being serious.

There have been many well-documented situations where serious harm has occurred as a result of companies' activities. It is now over 10 years since the United Nations Human Rights Council adopted the Framework "Protect, Respect, Remedy", which led to the UN Guiding Principles on Business and Human Rights.

## UN Guiding Principles

The UN "Protect, Respect and Remedy" Framework and its companion instrument, the UN Guiding Principles, state companies have a responsibility to respect human rights. As part of this obligation, companies should provide access to remedies for individuals, workers and/or communities who may be impacted by their activities by establishing a grievance mechanism (GM) to handle complaints. In accordance with Principle 31 of the UN Guiding Principles, GMs should be legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning and based on engagement and dialogue.

Since the adoption of the UNGP, there has been some progress in terms of companies creating Operational-level Grievance Mechanism (OGM) and understanding their usefulness. OGMs are directly addressed in Guiding Principle 29, which calls on businesses to "establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted", in order to make it possible for grievances to be addressed early and remediated directly.

In a country like Myanmar where natural resources are abundant, Oil and Gas exploration and production plays an important role in positively impacting Myanmar's economy. When undertaking

oil & gas exploration and production, the local communities where we operate may sometimes have concerns or grievances based on the potential impacts that our operations may have on them.

A mechanism to address affected communities' concerns and complaints -- an Operational Grievance Mechanism (OGM) -- is an important pillar of the stakeholder engagement process, since it creates opportunities for companies and communities to identify problems and discover solutions together. There are several models of grievance mechanisms and multiple roads to remedy and multiple kinds of remedies -- OGMs fit within this remedial ecosystem.

The OGM at MPRL E&P is a process for systematically receiving, investigating, responding to, and closing out complaints or grievances from affected communities in a timely, fair and consistent manner. Our grievance management system aims to be based on dialogue with our stakeholders first and foremost, and is designed to prevent any retaliation risks. We consider this to be essential in order to maintain a social license to operate in Mann Field.



MPRL E&P works closely with the Operator of Mann Field, Myanma Oil and Gas Enterprise (MOGE), providing advice, support, and guidance. The objective is to enable local communities to have a voice and to ensure impact associated with operations affecting the environment and surrounding communities are solicited, monitored, and effectively addressed.



We aim to solve all grievances quickly. Depending on the severity level of a grievance and the type of issue raised, the response to the complainant can take anywhere between first 24 hours in cases where immediate resolution is necessary and/or possible up to a maximum of 30 days in cases (rare, if within our sphere of influence) where detailed investigations or resolutions are required.

To encourage the accessibility by stakeholders, the existence of OGMs and details of processes must be known to them. Information for the potential users of the OGM and wider communication to the general public are essential.

MPRL E&P has been organizing an OGM awareness-raising campaign for four years now. Before the OGM awareness raising campaign had kicked off, MPRL E&P has conducted Knowledge, Attitude and Practice (KAP) surveys to determine the awareness level on OGM to explore the satisfaction level of complainants, and to identify process improvements required. The campaign design was created based on the KAP survey results. The CSR team always keeps awareness actionable and strives to achieve the underlying goal of this awareness campaign – improved engagement between MOGE, MPRL E&P, and the 14 surrounding communities of Mann Oil Field.





Testimonials relate complainants' experiences with MPRL E&P's OGM and document their feedback in order to contribute to the existing evidence on the functioning of the OGM.



U Kyaw Htun / Kyee Pin Kan Village - 2

One day when I chit-chatted with an employee from MOGE Production Department, I mentioned to him about the two old concrete tanks sitting in the middle of my farmland that caused difficulties in cultivation. He suggested me to contact MPRL E&P's CSR Team for submitting my grievance. They came to address and resolve the situation. There are no more areas that are fallow on my farmland. I am so happy now as I can grow crops on the entire field. I wish MPRL E&P and its OGM exist here in Mann Oil Field for us for a long time and remain a part of our communities. The OGM helps us greatly in reaching out to the company easily and our concerns are looked into immediately.



Daw Ohn Kyinn / Auk Kyaung

I became familiar with MPRL E&P's OGM processes through a community mass meeting, pamphlets, and community volunteer of our village. I participated in the OGM Awareness Raising Campaign and won prizes two times in Q&A sessions. In the past, there was an unused pipeline laid across my compound and I faced some challenges to reconstruct my



house. After submitting a grievance to MPRL E&P, they came to inspect the pipeline, and removed it within a week as it was no longer in use. I could reconstruct my house as I wished finally. I also suggest others to reach out to MPRL E&P's CSR team in consultation with village administration and community volunteers if they have any concerns.



U Win Naing Soe / Mei Bayt Kone Village

There was a pipeline laid across the middle of my farmland and caused a lot of problems for me when I tilled my land. I learned about MPRL E&P's OGM in a community meeting at the Damaryone in the village, so I submitted my grievance through our village community volunteer. MPRL E&P's Field Operations Team inspected it and removed the unused old pipeline the next day. Only when they removed the old pipelines, I was able to work more effectively on my farmland and till my land properly. I thank MPRL E&P's CSR staff who are always approachable when we have some concerns.

There is a total number of 125 OGM cases logged as of September 2020. According to KAP survey results, almost all of the villagers in Mann Field communities are aware of OGM process and procedures. It is proved that the annual awareness raising activities that conducted since 2014 bring us a good result and met our targets.

At each MPRL E&P operated site a grievance expressed by our stakeholder goes through the below 5 step process.

#### MPRL E&P's Operational Grievance Mechanism Process

##### Receive & Acknowledge

Grievances can be expressed in local languages and lodged in writing, by phone to our offices and through our community volunteers. Each grievance is acknowledged once received, and the complainant is informed of the next steps.

##### Assess & Assign

Once we receive a grievance, we assess its severity. CSR Field Staff reports to MPRL E&P's Field Operations Manager and MOGE General Manager and coordinates with assigned staff who will follow through to ensure that the issue is investigated by respective department that are best suited to do so. The complainant is then responded to in due course. If there may be grievances with high severity levels, they are escalated to executive management level.

##### Investigate & Respond

The CSR Field Coordinator and the respective departments investigate the grievance and respond to the complainant informing them about the proposed resolution. In some cases, more information may be requested from the complainant to ensure a thorough investigation.

##### Close Out

We strive for our community grievance process to be based on dialogue where a resolution can be found together with the complainant. Remedies are proposed depending on the case. If the solution is not satisfactory, the complainant can appeal, in which case the grievance will be re-evaluated. Once the complainant accepts the solution, the grievance is considered resolved.

##### Lessons Learned

A key step in the process is regular review and extraction of lessons learned from the grievances received. Grievance trends are regularly discussed with executive management and at project sites for improvements to the grievance management process itself.





## From Cover Page ➤

In the case of Block A-6, the owner is the people of Myanmar represented by the Government, and the tenant is the A-6 JV. It is essential to know, before running in the project, the environmental state of the area regarding development activities. Environmental arguments will only be settled by stakeholders in the society, the local population, the government levels from local to regional to national, concerned NGO's and CSO's, by disclosing well in advance of the project the status of the property before we occupy it, by disclosing the EBS, to be included in the Environmental and Social Impact Assessment (ESIA).

This snippet attempts to answer three questions, each of which filling books:

- What does the law say?
- What are the various environments along the route of Block A-6 gas from sub-surface to delivery points?
- How are these environments studied to result in an EBS?

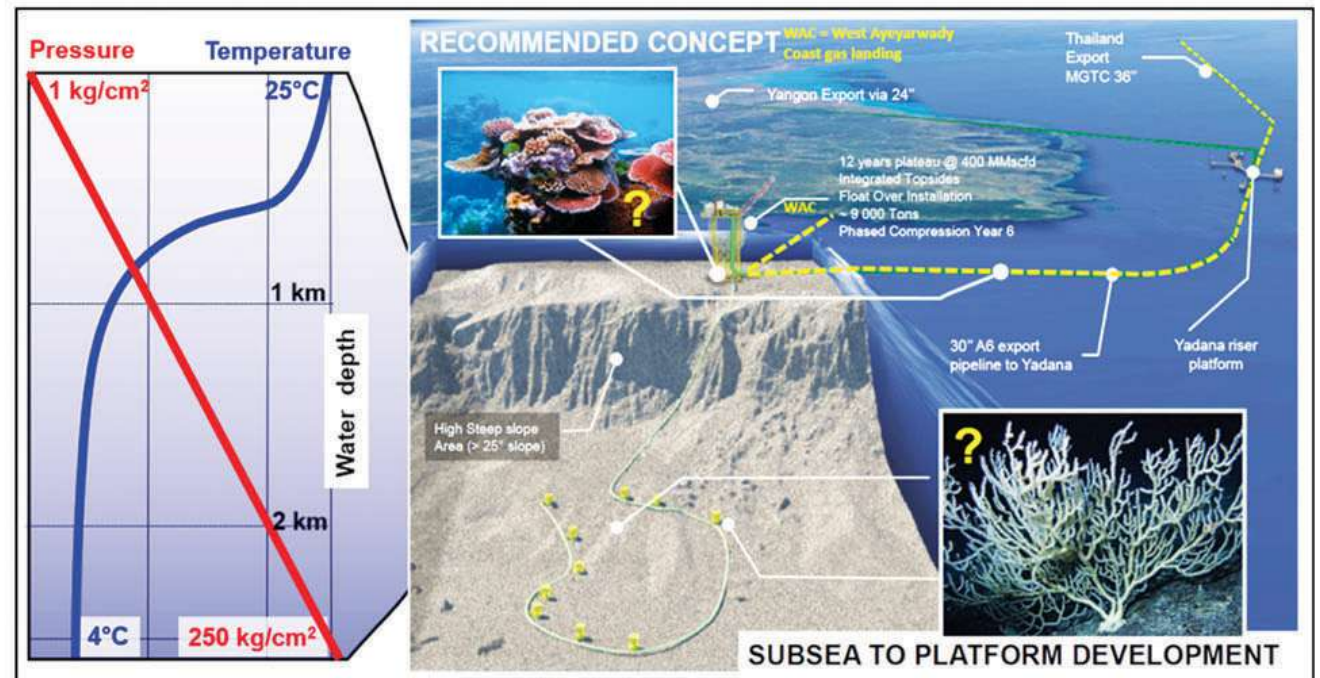
Figure 1 summarizes the extent of the project and two examples of environment that the gas of Block A-6 may encounter along its route to its markets.

## 2. What does the law say?

Myanmar's economic development must be socially and environmentally sustainable for its citizens, says the DICA (Directorate of Investment and Company Administration).

Such commitment is materialized in various recent legal instruments, including the Environmental Conservation Law (2012), and Rules (2014). Any responsible investor must comply with the environmental prescriptions on quality standards regarding emissions, effluents, solid waste, production procedures, processes, and products as regulated in the Environmental Quality Standards (EQS). Any responsible investor must

**Fig. 1: The project scheme and the potentially affected environment;** including to the left water temperature and pressure in the water column above the production installations



also comply with the Environmental Impact Assessment (EIA) and Social Impact Assessment (SIA) procedures issued in 2016.

Practically, long before going on stream at the stage of starting the first works in the field, the Block A-6 Gas Development Project will have obtained an **Environmental Compliance Certificate** (or ECC), similar to the one obtained for the Mann Field by MPRL E&P in 2019, which was a first for an onshore field in the country.

The ECC is to sanction an **Environmental and Social Impact Assessment (ESIA)**, to be recommended for approval by the Environmental Conservation Department (ECD) of the Ministry of Natural Resources and Environmental Conservation (MONREC).

- **ESIA reviews and approval:** Are all environmental and social aspects covered according to the approved scoping? Is the Environmental Management Plan (EMP) manageable and enforceable? Is periodical monitoring in place? If and when affirmative answers are returned, the MONREC will then issue the ECC, including conditions on management, emissions, use of energy or natural resources, pollution prevention, protection of heritage, waste and toxic materials management, access, decommissioning and rehabilitation, monitoring, financial guarantee and contributions to the national Environmental Management Fund.

The **Environmental Baseline Survey (EBS)** is generally carried out at the scoping stage, as it serves to guide the Environmental & Social Impact Assessment (ESIA).

## 3. What are the various environments along the route of Block A-6 gas?

Figure 1 shows the Block A-6 gas to flow from well heads in **deep sea** up to **shallow waters** to the processing platform and via pipeline to the Yadana riser platform.

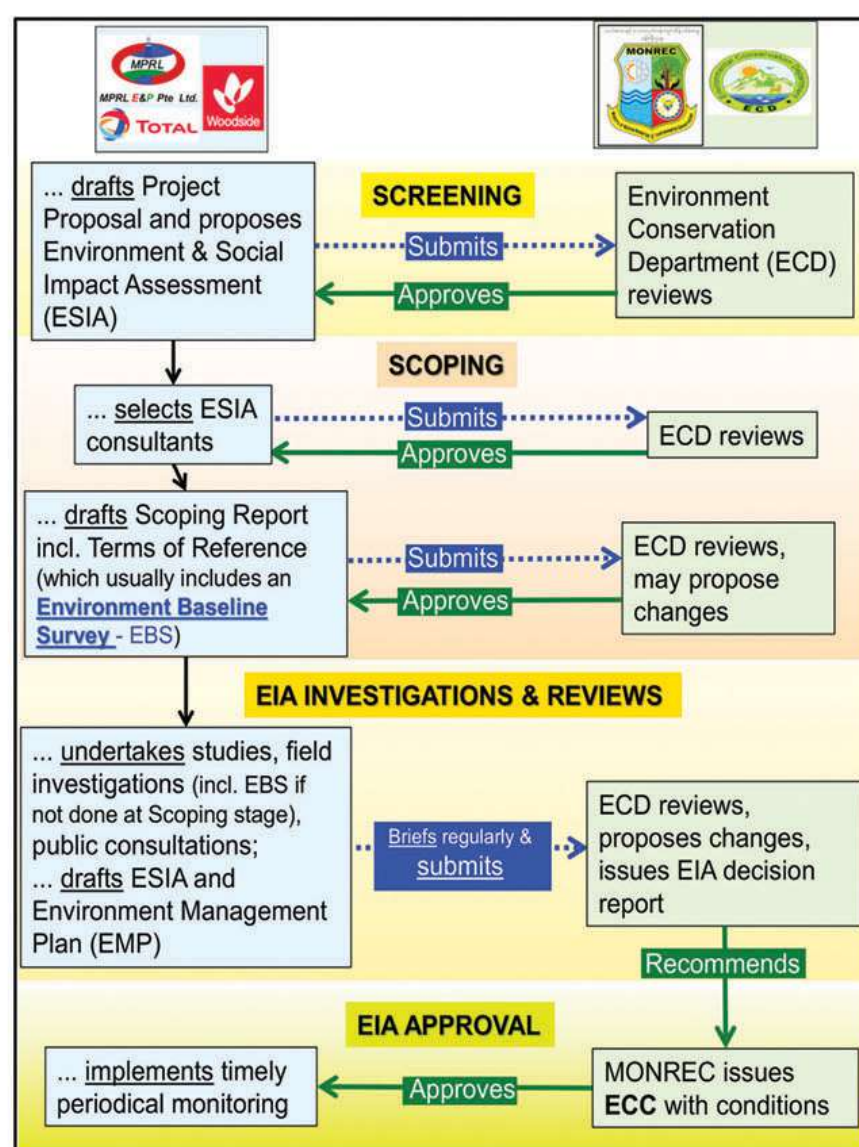
### 3.1. The deep sea

The conditions at the sea bottom around the deep-water producing installations are punishing:

- **Temperature:** at some 4°C, the temperature is as cold as in a good domestic refrigerator and
- **Pressure:** at about 200 kg/cm<sup>2</sup> (more than 2,800 psi), the pressure is about the weight of three adult people concentrated on the nail of the forefinger.

Yet, incredibly enough, living creatures strive and prosper at these depths. An example that an EBS may well find in Block A-6 are **deep-water corals**, also known as **cold-water corals** (fig. 3). These corals often congregate in mounds near pockmarks where methane seeps through faults from gas accumulations in the subsurface to the sea bottom. Methane provides the food of the corals and associated algae, which entertain a fauna feeding from them and /or their remains.

These deep-water corals may form mounds covering several acres. Even modest occurrences of these hard deep-water coral mounds can be



**Fig. 2: The road to ECC;** to the left, actions by the Block A-6 JV; to the right, actions by the Environmental Conservation Department (ECD)

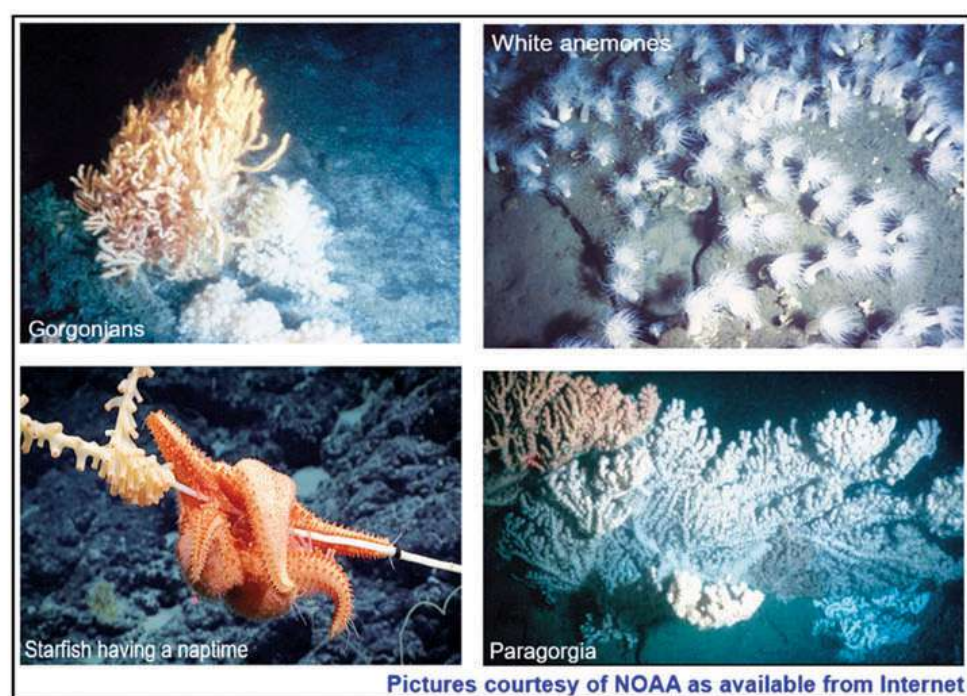
The procedures to reach the ECC include four steps, each to be approved by the ECD and summarized in fig. 2:

- **Screening:** what type of environmental impact assessment is to be conducted? The A-6 Project will require a full ESIA, by contrast with a desktop Initial Environmental Examination (IEE) required for lighter and shorter projects;

- **Scoping:** which data are to be collected where & when, and analysed by which competent consultants to assess the potential adverse impacts to what and to whom? A certain degree of public consultation is required at this stage;

- **ESIA investigations:** environmental and social assessment studies and investigations, without failing to **consult** every potentially affected entity at national, state and local levels including authorities, civil society, community-based organizations, concerned sector ministries, regional and local governments, and other concerned stakeholders;





**Fig. 3: Deep sea corals**, likely to be present in some spots of the deepwaters of Block A-6

mapped by sonar (the underwater equivalent of radar in the air) as they contrast well with the soft mud where they are rooted. This survey has been acquired during the seabed surveys in March to May of this year.

### 3.2. The shallow waters

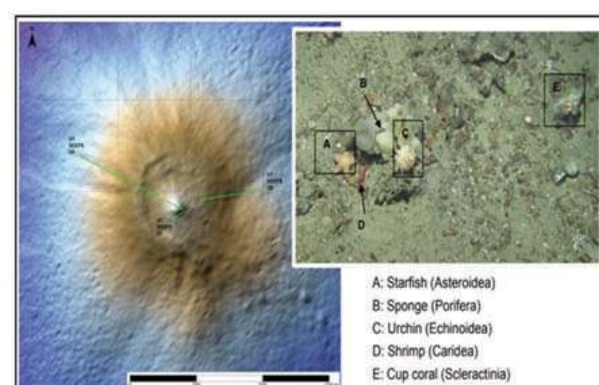
Deep-water corals may extend upward on the escarpment to the deepest of the shallow waters depending on the presence of pockmarks for instance. Shallow waters of the West Ayeyarwady shores are known to include active mud volcanoes and shoals. Shallow water surveys in the area have already showed the presence of pockmarks and active gas seeps with limestone and microbial mats around them feeding with the seeping methane. Reefs are likely to be encountered on shoals known to be present along the potential pipeline route to the Yadana gas field. Associated observed flora and fauna included green and red algae, various corals, sponges, worms, shellfish, sea snails, crabs, starfish and flatfish.

A unique feature that the Block A-6 producing and transporting installations will be required to **avoid** are **submarine mud volcanoes**, just like the terrestrial ones we see in Minbu.

At least two of these are known to exist in a nearby block along the pipeline route to the Yadana gas field area.



**Fig. 4: Life in shallow waters**



**Fig. 5: A submarine mud volcano**, 500-meter wide, 50-meter high, under 240-290 meters of water, somewhere aside of the pipeline road to Yadana, and associated fauna feeding on micro-plankton and algae associated to methane seeping from time to time

## 4. How is environment studied?

### 4.1. What is the science behind the EBS?

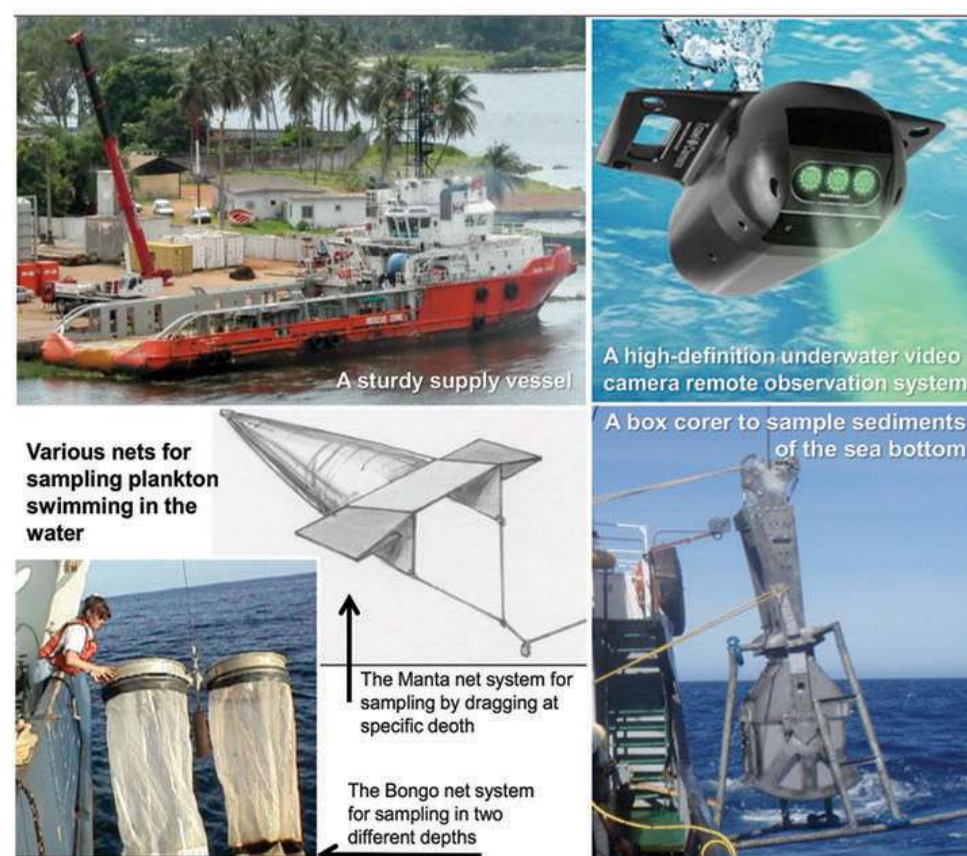
The science underpinning the assessment of the status of environment in the Block A-6 development project is the **ecology**: quite simply, the branch of biology (the science of living beings) dealing with the relations and interactions between living beings, whether plants or animals, and their environment including other living beings and/or the rocks, soil, water, and air they live. These organisms and the environment that supports them form **ecosystems**. A good example of an ecosystem is **reefs**, where corals are complex colonies of living organisms, which can grow only in very clear waters, and which support a vast variety of fishes and marine mammals, and ultimately human neighbours.

**What will ecology be assessing?** Ecology will assess the **biodiversity** -- short for "**biological diversity**" -- of the various ecosystems encountered along the route of the A-6 gas from the **deep sea** where the producing wells are located, through the escarpment to the **shallow waters** where will be erected the processing platform from where the export pipeline will transport the Block A-6 gas to the A-6 riser platform near Yadana.

Biodiversity is not only the sum of all ecosystems. Rather, it represents the variability within and among them. Biological diversity will be analysed at several levels, to simplify:

- **Diversity of species**: from vegetal to animals, from the microplankton and microalgae at the base of the food chain to crustaceans (crabs) and shellfish (such as mussels) to fish, whales or dolphins at the other end of the food chain, in the water as well as in the soils; samples of waters and sediments will be analysed for a number of species and individuals per species, their density, the total biomass.
- **Diversity of habitats**: in the context of the Block A-6 project, the EBS will also document in deep vs shallow waters and the escarpment in between:
  - the **physical nature** of the sediments in the sea bottom and of the waters, temperature, acidity, salinity of the waters and the soil, variation through depths; for the soils, their nature, texture, colour,
  - the **biological content** including the presence of dead or alive fauna and flora; the potential presence of man-made garbage will also be assessed;
  - the **chemistry** of the waters, presence of heavy metals, types of salts, carbonates near reefs, but also contaminants already present in the soil and waters before the implementation of the Block A-6 project in the ground.

The EBS is therefore present to answer any questions before any development activity takes place: What lives within these waters, in the bottom of these waters and in which conditions? Are there critical high-density high-biomass habitats, key biodiversity sensitive areas, presence of plants and/or animals on the red list of the International Union for Conservation of Nature (IUCN)?

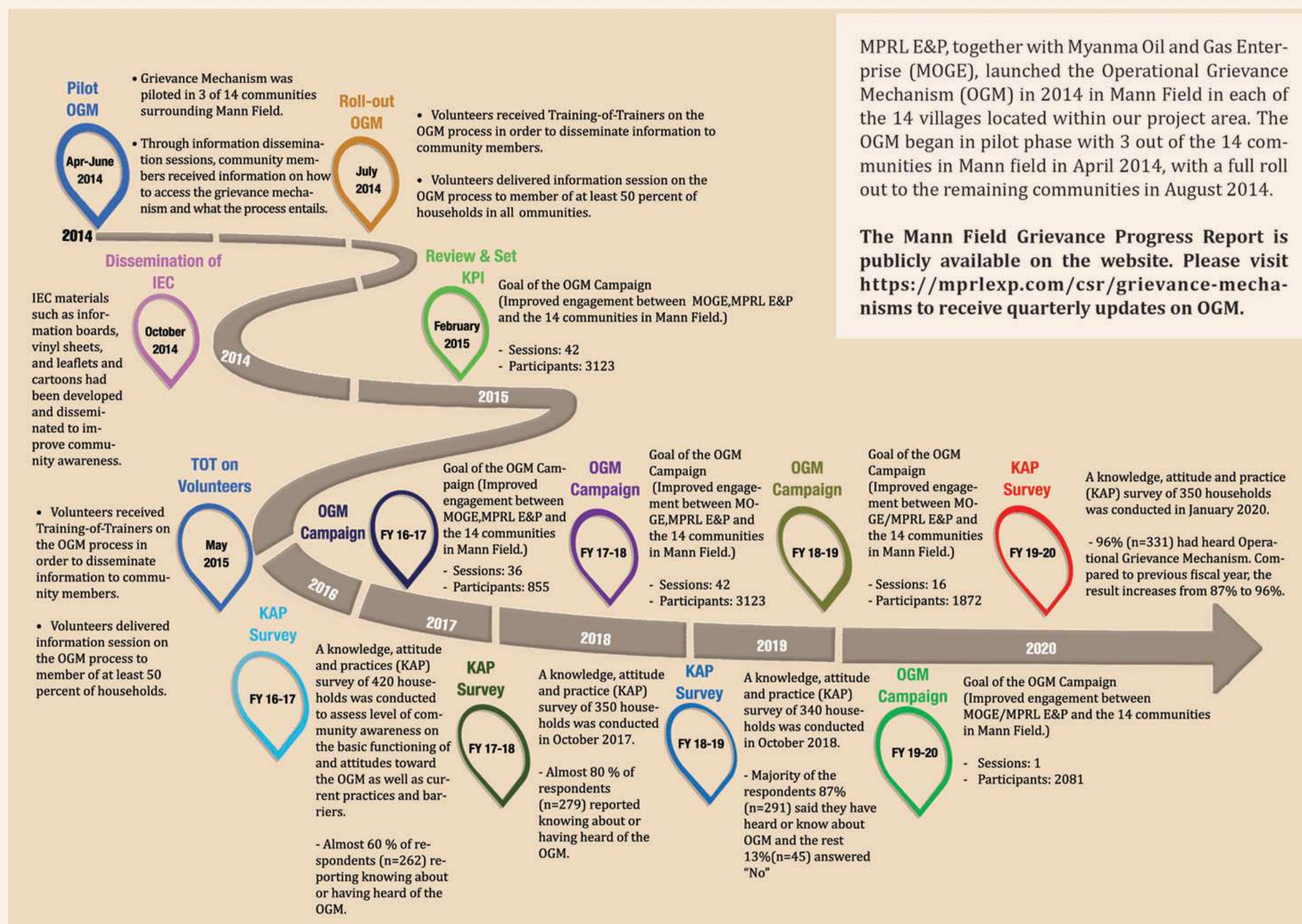


**Fig. 6: Environmental baseline survey field equipment**



From Page 8 ➤

## Our OGM Journey



From Page 10 ➤

The EBS shall contain the list of threatened species, and those identified during field mission including invasive species, as well as a list of fish and shellfish edible by the human species. The EBS shall also provide an evaluation of how quickly can the various environments recover from the disturbance brought by the operations to install the Block A-6 production and transport facilities.

The EBS constitutes a reference status in case of any changes due to climate change, pollution or incidents occurring and caused by Block A-6 activities and/or by others. The mapping of the sensitive areas should be used as a basis to identify location of sensitive ecosystems, how to avoid them or mitigate footprint.

### 4.2. What does an EBS report include?

The EBS (Environmental Baseline Survey) is quite simply an **inventory** of the various environments along the route of the gas from the producing wells to the delivery points to the markets.

How will we monitor these environments?

The contractor in charge of the EBS will acquire data as per the following sequence:

- Desktop review** of all available documents (previous studies, maps, remote sensing studies, literature, web search data etc.) in order to characterise the environment within the study area and identify any specific concern or sensitivity.
- Field surveys** in the study area including measurements, taking pictures, collecting samples of sediments and water for laboratory analyses and characterising biodiversity and associated ecosystems. This is done from an ordinary supply vessel, equipped by the EBS contractor with various sampling tools (Fig. 6).

- Interpretation, integration and reporting of the results** from field surveys, laboratory analyses and data from the desktop review. The final result is the EBS document, which will also include a discussion of future monitoring of the accuracy of predicted impacts as well as predicted effectiveness of recommended mitigation measures.

### 5. The last word

The EBS needs also to liaise with the Social Impact Survey as fishermen are the community most concerned by the project. Fishermen already blame the petroleum industry for the sharp decrease in fishes in the last 20 years. The EBS is exactly to answer their concern and provide evidence whether these complaints are justified. This will be done in the Environmental and Social Impact Assessment (ESIA) of which the EBS is one of the basic elements.

**Meanwhile, may the fun go on! And let's not lower our guard against COVID-19 until a vaccine is available to all; wear a mask – our CSR shop is selling very comfortable washable reusable ones, free advertisement – keep socially distant (No EXM, sorry, this does not mean "avoid all meetings") and keep your hands clean with Mann Field hydro-alcoholic gel also available at our CSR shop. And treat yourselves to CSR shop's unique super-luscious dried tomatoes for a sweet-and-sour vegetable curry. ■**





# Building Resiliency and Future-Proofing

Thal Sandy Tun



**U Moe Zaw Tint**

Planning and Production Engineering Manager

*During an economic downturn, businesses focus on efficiency improvements rather than growth to maintain profits and gain a competitive advantage. This strategy enables leading companies to become leaner and better prepared for post-recession economic challenges. The following is a conversation with MPRL E&P's Planning and Production Engineering Manager U Moe Zaw Tint on building resiliency in brownfield operations and future-proofing for growth projects.*

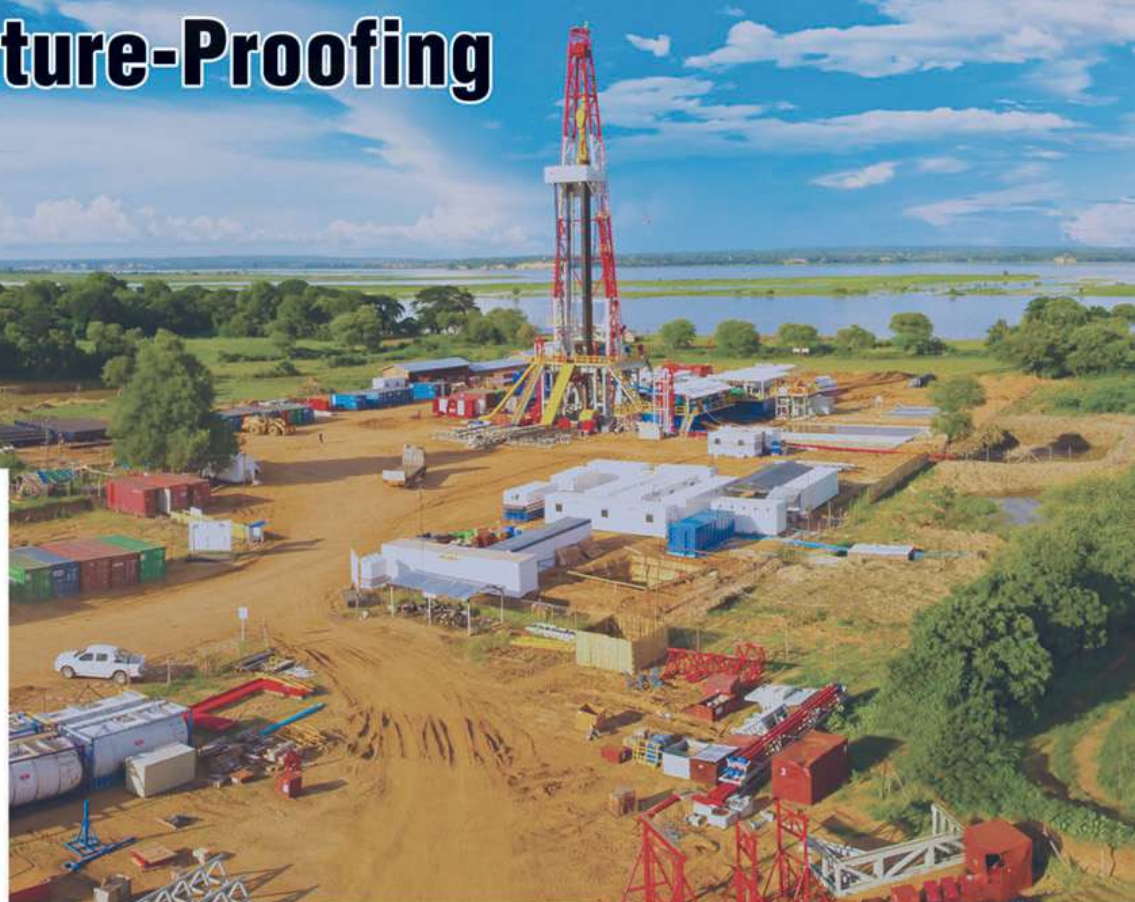
**Let's start with what the experience has been for MPRL E&P as a result of oil price crash due to the coronavirus which has put greenfield projects on hold around the world with a focus on productivity optimization and cost effectiveness in brownfields.**

Over the course of the first half of the year 2020, we have encountered a turning point in our business and personal life as the novel coronavirus (COVID-19), which causes a pneumonia-like disease, has evolved into a pandemic, affecting 213 countries and territories on our planet to date. Resultant lockdown and travel restrictions across the globe led to a forecast that oil demand worldwide would be reduced by more than 10 million bopd in April 2020 compared to last year, as well as putting a downward pressure on oil prices.

While the COVID-19 pandemic triggered a substantial reduction in demand for oil and gas, the two leading petroleum industry players -- the OPEC cartel led by Riyadh, and the non-OPEC oil producing countries led by Moscow -- had a challenging time to reach an agreement on an aligned strategy to weather the industry downturn.

Closer to home, during the first quarter of the fiscal year 2020-2021, there was a 50 percent decline in the Minas oil price, which is most relevant to Mann Field. It brought home to us that we must build a culture of resilience and robust financial disciplines that is demonstrated by each and every one at all levels of the organization.

According to the recent decline rate in our Mann Field, which is a brownfield, it is indicated that the decline rate of Mann Field in the previous fiscal year was around 10 percent per annum. We have set a P50 production target which is equivalent to the exponential decline rate of 7 percent per annum for this fiscal year which will end in March 2021. In this regard, we continue to monitor the COVID-19 situation, market conditions and our forecast as we prepare for the worst and are cautiously optimistic about the future.



**A recent Wood Mackenzie study on the position of oil majors at different oil price scenarios vouches for active upstream portfolio management to boost resilience. How would you like to discuss this within the context of Mann Field?**

People may be aware that the depressed oil prices have most affected the upstream sector of the energy industry that involves companies engaged in exploration and production of hydrocarbons. Many of them have revised their financial outlooks, and developed short-term and long-term strategies which included slashing capital investments and operating budgets by as much as 30 to 50 percent. Looking on the bright side of the state of affairs, the industry has shown its ability to quickly adapt to the third oil price crash within a period of 12 years to ensure long-term sustainability of the sector which is too important to fail. The same concept applies to Mann Field and its revenue side—we must ensure that we meet or exceed our production target and maintain our safety and operational excellence.

**Mann Field is an oil field discovered in 1970 and through the PCC with MOGE, MPRL E&P has realized a sum of USD \$332.57 million in cost saving for the country due to the incremental oil production since 1996. So what does the prospect of producing the remaining original oil in place that is 500 million barrels in Mann Field look like?**

As a matter of fact, the Mann Field PCC is set to expire in 2024 which is in the region of 5 years away from now. We have developed a set of medium and long-term plans for the asset and the company which includes formulating a 5-year work program and budget towards the end of the current PCC for Mann Field, finalizing a contract renewal strategy for the Mann Field PCC, and identifying new growth opportunities of the MPRL E&P business portfolio.

The Mann Field work program for the coming years features a focus on water injection projects for enhancing oil recovery. To this end, there is a plan to reopen a selection of abandoned wells for produced water to cope with the water demand from these current and upcoming water injection projects following a caliber test.

**Can you explain the exploration success as well as challenges in Mann Field - typical of a brownfield or any unique aspects?**

MOGE discovered Mann Field in 1970 and drilled more than 640 wells. Then MPRL E&P signed a Performance Compensation Contract (PCC) with MOGE in 1996. Today, Mann Field is an over-mature oil field producing more water than oil. It is far more complex an oil field than other oil fields in the country as it has up to 22 stacked reservoirs on top of one another. Each of these reservoirs has their own characteristics - more or less thick sands, more or less water encroaching in the oil leg and various pressure regimes. We have carried out several production enhancement operations successfully, including new well drilling, deepening, ADP (Additional Perforation), and other stimulation techniques (Sem Jet, Hydraulic Fracturing, Greenzyme Treatment (EOR) and Spot Water Injection).

Within the past 6 years, deepening was our main development mechanism in Mann Field due to its cost effectiveness, minimum environmental impacts and



shorter operational time. Unfortunately, the success rate of the deepening operations was dramatically decreasing over the last years because of a lack of drillable candidate wells, surface area restrictions and other mechanical problems.

In addition, Greenzyme Treatment (EEOR, or Enzyme Enhanced Oil Recovery) operations have a proven record of increasing Oil Production in Mann Field. Application of a modified enzyme in Mann Field resulted in doubling oil production in some of the pilot wells. Going forward, a spot water injection campaign will help arrest the reservoir pressure decline in Mann Field.

***Can you provide a drilling case study in Mann Field?***

In Mann Field, MPRL E&P implemented a total of 22 new well drilling campaigns, deepening of 90 wells and more than 180 additional perforations. Well 655 is the first deep well for us in Mann Field. It is located in Mann North area and a final target depth is 10,500 feet to test Shweseztaw Formation. The well's maximum production is 224 bopd and it is the highest caliber well among the new wells drilled by MPRL E&P in Mann Field. However, in light of difficult condition of tectonic stress of deeper formation, we could not reach to our target of Shweseztaw Formation yet. It meant that we won't give up the dream to explore the deeper reservoir of Mann Field.

At present, there are 20 brownfields like Mann Field in Myanmar and all of them play an important role in fulfilling domestic energy demands. In particular, Mann Field contributes up to 20 percent of all the fields' oil production.

***There is a view or concern regarding ESG metrics of oil and gas fields that assets with high carbon intensity will increasingly become risky as they can weaken the sustainability performance of the company in the long run. What has been the sustainability rationale and deliverables in Mann Field?***

The ESG regulatory environment is in progress in Myanmar although there are certain challenges at some point. In Mann Field which is an asset home to the 14 surrounding communities, we have achieved robust social and environmental performance in cooperation with local and regional stakeholders by addressing our impacts and investing in mutually beneficial initiatives.

The Mann Field Enhanced Oil Recovery (EOR) Project secured an Environmental Compliance Certificate on 5 April 2019 from the Environmental Conservation Department of the Ministry of Natural Resources and Environmental Conservation (MONREC) following a positive review of its EIA, which essentially indicates that the oil and gas exploration and production undertakings in Mann Field will not produce a significant negative impact on the environment, that the company has complied with all the requirements and committed to implement a rigorous environmental management plan. In this regard, awareness-raising campaigns on the ECC and its requirements were

conducted for the Field Operations Team and an action plan to fulfill them have been mapped out. We are now undertaking monitoring activities to monitor the physical environmental parameters and submitting a report every six months to the Environmental Conservation Department.

***There is a calling for a green economic reset which includes accommodating wider energy options in the economy. Would you like to share your observation?***

Personally, I am aware of the fact that climate change is a global challenge and one solution lies with decarbonizing the economy through the use of diversity of sustainable energy sources in addition to oil and gas. A lot of progress in renewable energy such as wind and solar as well as hydrogen alongside carbon capture and storage technologies have been happening in some leading European countries. I observe Myanmar has joined the rank of LNG importing countries in the Asia Pacific region with the operations of its emergency power plants, and called for an international tender for solar power projects to be implemented in 30 locations throughout the country during the first half of 2020. It seems the country is diversifying its energy mix in its grand scheme of universal electrification by 2030.

***So essentially are we switching from oil to gas as a clean burning and environmentally friendly energy option?***

The development of modern industrial societies would not have been possible without the exploitation of cheap and abundant oil and gas resources from on land towards off the coast. However, the industry has seen growing gaps in energy access, environmental sustainability and economic development around the world. As one solution, we are aspired moving towards a more inclusive, sustainable, affordable and secure energy system that creates value for society and businesses by balancing the needs of all stakeholders as well as enabling innovation and technologies.

***Last but not least, what do you think about oil and gas careers in this transition? How can we promote adaptability of the workforce?***

The upstream energy sector is an important part of the energy industry and the economy. The only challenge for the industry is to both engage and adapt to a changing policy and investment landscape while seizing opportunities to contribute to the growing efforts to decarbonize the energy system.

In other words, we must ensure that we remain at the forefront of the efforts to reduce emissions and to promote the ESG-focused investment. In this regard, we have to develop a strategy with a dual purpose of enhancing adaptability and capability of the existing workforce while addressing the need to remain as an attractive industry and employer for new talent and younger generations who will be more concerned about the ESG performance of the energy industry. ■





## Championing the Substance of Employee Welfare

Thal Sandy Tun

*It is important to understand what matters most to employees as it can enable a company to create a workplace that can provide every single employee with a rewarding experience.*

**Daw Yin Nyein Oo** always believes that providing an attractive benefit package will keep employees engaged and upbeat, while cultivating their performance -- in addition to competitive remunerations -- as a Junior HR Officer responsible for the company's welfare program for over 300 permanent staff members working in both the Yangon Office and Mann Field. "When we provide non-salaried benefits that can help our employees work comfortably and inform them that the company cares a lot, this can lead to higher performance and lowered employee turnover rate, supporting the company's overall personnel retention strategy," she said.

Employee welfare can entail services, facilities and resources established in the workplace over and above the salaries to enable employees perform their work with motivation, good health, and high morale.

The Junior HR Officer explained the general approach towards the topic, "Employee welfare may raise the company's expenses, but it is an investment that will never go to waste. Today, people no longer focus on a paycheck only. They look into the company's retention strategy which is a broad term covering compensation, working environment, work-life balance and career development."

Employee welfare can be grouped into two types: statutory and non-statutory. The former is required by law and the latter is provided according to the will of the company's leadership. Organizations offer a wide range of staff-benefit packages based on industry standards and statutory requirements. As she said, any high-caliber candidates should look at what the company does to help their workforce's wellness, engagement and efficiency if they are looking for a truly rewarding career experience.

Yin Nyein Oo said, "We offer both statutory and non-statutory categories of employee welfare activities. For the former, we would like to refer, in general, to the country's labour law and related regulations which involve remuneration, training, working conditions, and holidays. We administer employees' health protection through our membership and regular contributions to the Social Security Board (SSB) which intends to support employees' income security at the time of maternity, sickness, work-related injury or death."

It is even more important to reflect the company's preoccupation with the employees' physical and mental wellbeing as it has navigated a course through the COVID-19 pandemic, from setting up preventive measures and flexible work arrangements in the workplace to continuation of the employee benefit package which includes perks such as lunch, uniforms and commute program, as well as some non-statutory welfare categories such as a scholarship program for employees' outstanding children and the medical benefits for employees and their immediate family despite cost cutting across the board.

"I am happy to communicate here that 100 percent of our employees are covered by the SSB and they have received unemployment benefits in monetary form from the SSB during July 2020 as part of the government's COVID-19 response initiatives," said Yin Nyein Oo.

Born and brought up in Yangon, Yin Nyein Oo graduated from the Yangon University of Economics with a bachelor's degree in Commerce, and she decided to study the subject of Human Resources as it is the 'center' of all the actions in an organization. "I am interested in talking with people, and listening to their problems, and coming up with a solution to help them out. Above all, I am passionate about people's welfare and benefits in the field of HR, and so I set out my professional journey as a compensation and benefit specialist."

She shared her understanding of what makes a good HR professional. "Every HR professional should become change-agents to develop and maintain a workplace culture beneficial for everyone. In this regard, they need to apply a well-organized and action-oriented approach backed by sound judgement, being supportive, efficient time management, and being a great paradox navigator."

As she prefers working at a private organization where she can get familiar with HR trends and corporate HR functionalities, Yin Nyein Oo started her career at MPRL E&P in January 2017 and her main roles are time and attendance, leave management, payroll, employment contract renewal, operation of HRIS, regular engagement with the township Labour Office and SSB Office, as well as be a helpful liaison of an internal employee-dedicated YOGA Club. When asked what she's most proud of her role at the company, she replied, "I find it impressive to see how we HR Team make sure the right talents are recruited, and that we deliver fully what the employees deserve in return, through awareness raising and assisting in preparing and processing the necessary paperwork, in accordance with our HR Policy to treat everyone with respect, dignity and fairness as a leading employer in Myanmar."

Enjoying one's career and excelling is more fulfilling than pursuing a flashy title or higher income. The Junior HR Officer revealed how it naturally comes to her, "I am inspired to continue caring and supporting my colleagues in all functions as an HR professional. I believe, through our comprehensive welfare activities, we will help the company bring about the development of the full personality of its personnel to make the workplace more diverse, inclusive, engaged, dynamic, and happy!" ■





# Telling a New Story with Agriculture : GAP Sesame in Mann Field

Thal Sandy Tun



Village Administrator U Win Zaw from Lay Eain Tan Village, one of the surrounding communities in Mann Field and a hotspot of MPRL E&P's agricultural initiative, was excited as he saw his fellow villagers preparing the land to grow the region's most popular and promising crop: sesame.

Over the past few months, he has been facilitating knowledge-sharing activities and field trips on a new cultivation method known as GAP for sesame through the Livelihood Development Program initiated by MPRL E&P's CSR Program in cooperation with the Department of Agriculture (Minbu) intending to usher in sustainable farming in Mann Field.

"I learned that the GAP protocols can help our farmers apply a systematic farming method for sesame, produce a better-quality crop, and fetch better prices. For the summer of 2020, we grew 87 acres of sesame using the 16 GAP protocols and 42 farmers from my village participated in the initiative."

Sesame is a cash crop grown throughout the year in Magway, Mandalay and Sagaing regions in Myanmar for food-related consumption and oil production. It is also one of Myanmar's commodities exported to the EU, Japan, South Korea, and China.

There is a great opportunity to increase the country's revenue from sesame exports by generating the crop varieties using organic farming or GAP protocols. The latter were launched in 2017 in Myanmar for certifying 15 crops including sesame, and have been implemented by public and private stakeholders in the agricultural sector along the value chain for the development of a sustainable, safe and high-value agri-business in the country.

One of the GAP protocols suggests growing sesame varieties with genetic purity systematically. U Win Aung, a farmer from Lay Eain Tan Village grows 3 acres using quality sesame seeds supported by MPRL E&P's CSR Program. He said, "This is the first time I have dedicated up to 3 acres of the land for growing sesame only, and I have harvested 38 baskets of GAP sesame now."



U Soe Naing, another sesame farmer, told that there are five steps for sesame cultivation, all of which have been carefully logged in a book. The steps are land preparation, seeding, upkeep, harvest and drying the crop, according to the farmer who also grows chickpeas, sunflowers, onions, and tomatoes.

With regard to securing a GAP certification for the sesame from the Ministry of Agriculture, Livestock and Irrigation (MOALI) through the Department of Agriculture (Minbu), the Village Administrator said, "Conducting soil and water tests to identify their acidity level, which should be pH7 ideally, and timely pest management through the natural pesticides are, among many other requirements, key to the process."

Another important aspect of the GAP certification application process is keeping a complete and detailed log book to ensure the farmers' adherence to and traceability concerning the GAP protocols of



the Ministry of Agriculture, Livestock and Irrigation (MOALI). Yet, it proves to be a challenge for some participants as they were unfamiliar with the practice according to the reflection workshop completed in August. The pandemic has also disrupted the sesame market which makes it difficult for some of the farmers to fetch a high price at the time of harvest.

On the other hand, the most widely reported advantages of growing sesame under GAP is higher yields of quality, close cooperation with the Department of Agriculture (Minbu) to solve pest problems as well as observance of the GAP protocols, and the farmers can cultivate the existing land for another 4 years without further soil and water tests. They have also understood the benefits of using a record book for their activities in the fields - they know what the expenses are, when to irrigate and use pesticides, when to harvest and how much their returns are.

With regard to the support provided by the CSR Program and the Department of Agriculture (Minbu), U Nyunt Win, one of the 42 participating farmers, said he has been confident about the inputs and technical assistance. Working together with fellow sesame farmers is an amazing experience for him, and he has earned a good income through the collective marketing of the produce. He shared his success story with others in the community and he said they will follow suit if they can receive inputs in terms of loans, seeds, techniques and machinery.

Ko Kyaw Kyaw Naing, the Community Volunteer of Lay Eain Tan Village, himself has grown 4 acres of GAP sesame and reflected his experience. "There were challenges as a result of the COVID-19 pandemic of which guidelines restricted movement and gathering. However, we were able to gain satisfactory results as well as lessons learned which can be applied to next growing seasons. I myself have been pleased to be a part of this initiative implemented by the CSR Team and the Department of Agriculture (Minbu)."



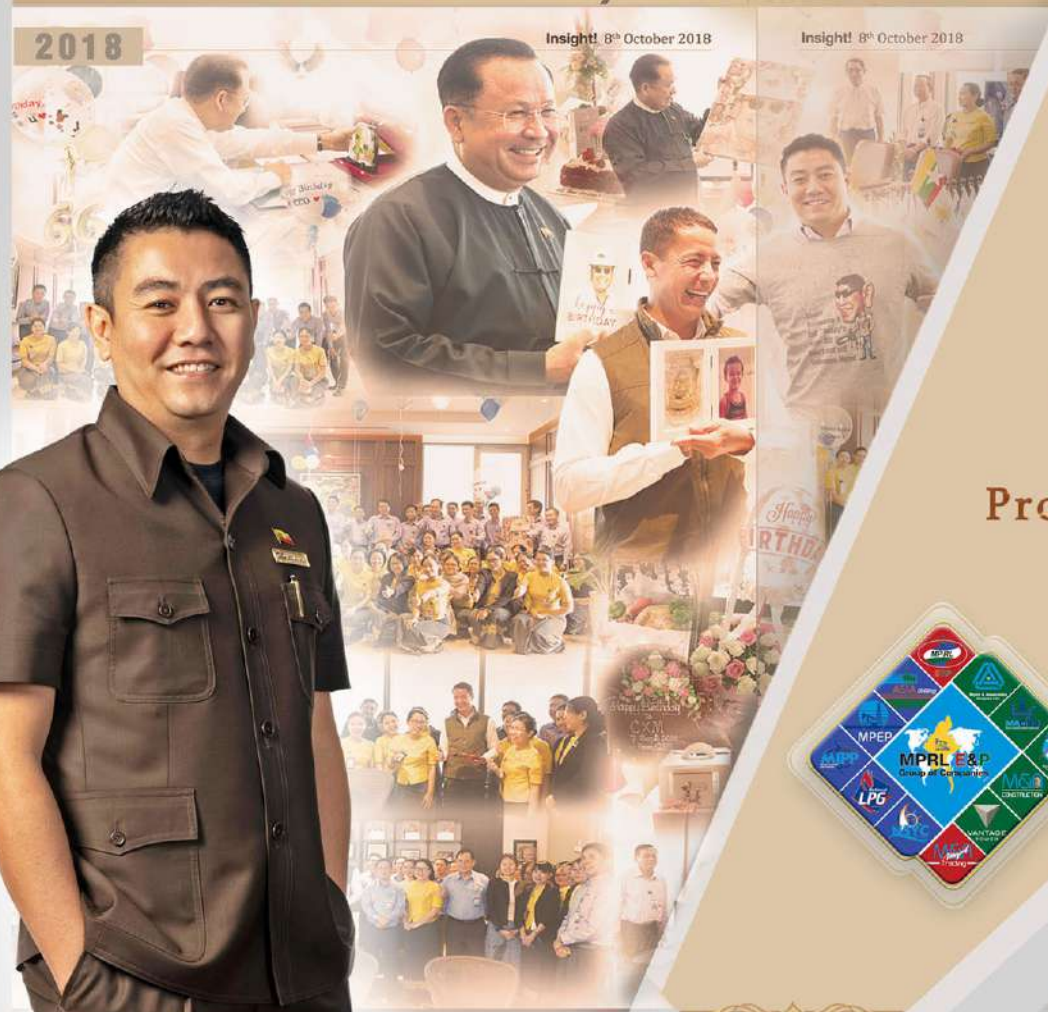




Happy Birthdays

CEO & His Family's Meritorious Deeds on Birthdays

CEO, CXM and DXM



Our Warmest Wishes  
for Good Health,  
Success and  
Prosperity!



September 2018 Family's BIRTHDAY Celebrations







# Who's Who at MPRL E&P?

## Field Operations Department



**U Myo Win**  
Field Operations Manager  
Mann Field  
Enhanced Oil Recovery Project

Our company has been running Mann Field operations as a contractor since 1996. We performed not only the production optimization but also the renovation of necessary requirements around Mann Field. Mainly we have renovated Gas & Oil Collecting Stations (GOCS) compound for operational safety and to reduce environmental impacts. We have used a lot of budgets to be a clean and green compound every year. We take environmental awareness very seriously and employ procedures and practices to ensure the protection of the environment whilst actively rooting out any environmentally harmful practices. Industry codes, best practices, and current legislations are all taken into consideration. We provide clear directives to all employees to improve environmental performance so that they can consistently carry out their work in an environmentally responsible manner.

We have a big challenge: controlling produced water from Oil & Gas reservoir. Produced water is high in salinity due to its chemical composition. We tried to get a good result and complied with the prescribed laws for the environment and surrounding communities. We observed a win-win situation from the technical team and so we managed to either dispose or inject the produced water into the reservoir. That technique maintains the reservoir pressure and does not impact our environment due to the produced water, which is good but we need to consider how to implement it successfully. Firstly, we chose the reasonable injector well and tested the injection rate with the formation pressure test truck. We then prepared the line connection to inject the produced water if the well is available. Finally, we got zero discharge of all GOCS

water to the outside of the field with effect from October 22, 2014. "Zero discharge of produced water neither to the evaporation ponds nor outside of the field with effect from 24-Aug-2017." This is a big achievement for our company. Real challenges started from now to sustain it as a long-term commitment. Our field operations team has full responsibilities to succeed in a long run. We don't accept even a little spill of produced water because of the direct impact to the communities and environment. Our field operations team discussed and decided to assign the accountable person to avoid wrong actions.

## Production Optimization Team Leader & Measurement Team

We decided to assign additional duties to the production team leader. They negotiate with the supporting section for long-term. The main job of the production team leader is daily field production negotiation with Myanma Oil and Gas Enterprise (MOGE) team to get accurate production data, flow line construction technique, Gas and Oil Collecting Stations (GOCS) compound development, well testing operation, and staff management of measurement team. They know our company's policy and regulation and directly report to the field management, and can solve community issues around Mann Field in cooperation with MOGE and our CSR team. They lead the implementation of Health, Safety, and Environment (HSE) activities in various operations and create necessary safety instructions for the operations of oil and gas separation smoothly.

There is a total of five Gas and Oil Collecting Stations (GOCS) in Mann Field. Collected oil, produced water and gas from individual well around the field in GOCS compound are transferred to a sales point with a transfer pump. Our technician measures the flow rate of each well in hourly basis and always monitor to notice the change in well behavior. If there is a change in well behavior, or the well is not pumping properly, they inform the related section of another team member. They perform produced water out from the collecting tank to separate oil and produced water and recorded it; transferred crude oil from an individual tank to TAC (Tank Accept Collector) daily and continue to sell points weekly; participate in produced water injection from their side and their collaboration is important for smooth operation; and maintain upkeep of their compound as per environmental standards.



**U Aye Min Htun**  
Production Team Leader

I earned my Bachelor of Engineering in Petroleum at Pyay Technological University in 2010, and joined MPRL E&P in July 2013. During my first working days at MPRL E&P, I had cross trainings and subsequently worked in various field operations like Gas and Oil Collecting Stations (GOCS), Well Servicing Operations, Echometer & Dynamometer Survey, Data Processing and others.

Now I am working as a Production Team Leader in Mann Field Enhanced Oil Recovery Project such as well servicing operations, interpreting echometer



and dynamometer surveys for service well selection, pipe line connection, all GOCS renovation, and coordinating with other related departments to have smooth operations in time. On the other hand, I have to lead the measurement team to observe well behavior, monitor hourly rates and get accurate production of each well to support for service well selection from all pulling unit supervisors. I also am responsible for special work programs such as GreenZyme treatment operations, Additional Perforation (ADP), and spot water injection. For motivational and technical purposes, I am assigned with providing trainings for juniors, and supervise interns. Regarding Occupational Health and Safety, we note that safety is our first priority. So I cooperate with HSE officers to ensure a happy, safe and healthy working environment for our crews and team members. Moreover, as part of environmental protection, we also strive to meet the commitments of Environmental Compliance Certificate (ECC).

During my seven years here, I received a lot of technical experiences in various work locations for my career development and those are the most important and valuable things for my life. MPRL E&P is my first job that allowed me to apply my specialized skills and to manage team work. I feel very happy and lucky at MPRL E&P because all of the staff in MPRL E&P are very helpful and team work and integrity are very excellent. Joining MPRL E&P has been a big change in my life and I am proud of being an employee that improves my life and gives a job security. I am giving my best to grow more together with MPRL E&P. ■



### **U Thura Win** Production Team Leader

I earned my Bachelor's degree in Petroleum Engineering from Mandalay Technological University. I have been working for MPRL E&P Pte Ltd. since April 9, 2012. I was first assigned as a supervisor for the remedial and workover operations and then took on the responsibilities of echo/dynamo team to monitor the well behavior of each well and to interpret the down hole pump condition of wells for the right

choice of remedial and workover operations. After that, I took on data processing and configuration of production and field operations.

Now I am working as the production team leader for the field operations. As a production team leader, I am responsible for monitoring the daily production of each well to enhance the production and deciding quick responses for the remedial operations for related wells. Moreover, I am also responsible for implementing the projects planned by head office such as Greenzyme treatment operation, spot water injection project, pumping test and Additional Perforation (ADP) operations for enhance production through coordination with other MOGE departments under the guidelines of safety and environmental objectives.

Among the policies implemented by MPRL E&P, field operations activities have been performed mainly to fulfill the objectives and commitments of Occupational Health and Safety policy and Environmental policy. I am responsible for ensuring that all of the measurement team members and labors follow the Standard Operating Procedures (SOP) and Job Safety Analysis (JSA) during their individual-related operations to improve the positive safety culture through the Mann Field operations. In the future, I will learn innovative technologies related with field operations and contribute my experiences to new face of oil & gas industry for the long-term success of MPRL E&P. ■



### **U Zaw Myo Htet** Production Team Leader

I received my Bachelor's in Petroleum Engineering from Mandalay Technological University. I had a chance to learn about the oil and gas industry since joining MPRL E&P on April 9, 2012. I currently have eight years working experiences in oil and gas industry. I worked at the Pulling Unit, Echometer, Measurement, Data Processing, and Production Configuration

tions. Now, I am responsible as a Production Team Leader for all of Gas and Oil Collecting Stations (GOCS) and all production operations. I try to keep total field productions in suitable conditions and encourage my team to put in good effort. I pay complete attention on field production, and as a result I have seen troubles decrease, giving way for positive effects on total field production.

Nowadays, we face many challenges to overcome difficult conditions. I plan, manage, and conduct these tasks to ensure a good performance from the measurement team. My team and I follow not only Safety Policy but also the Environmental Policy. For that reason, I educate and promote the organization's positive safety culture to meet our safety goal and create safe working environment.

For example, I conduct Tool Box Talk every morning with my team before starting operations. During Tool Box Talk, I educate and discuss measurement team supervisors and crews to never fail, follow safety and environmental policies, avoid unsafe conditions, and supply suitable Personal Protective Equipment (PPE). Moreover, I monitor and manage sludge from inside the GOCS's drain pit and inside the cellar of all wells, after collecting the sludge, drying the sludge at the designated area at GOCS's compound, and then transferring the sludge to sludge management compound to keep it in acceptable condition. I also run a Spartek tool inside the wells with wire line unit to get bottom hole temperature and for analyzing the behavior of reservoir. After that, I retrieve data from tool and interpret the data to determine pressure gradient as report sheet.

I plan, manage, monitor and conduct the Water Flooding Project to supply enough formation water volume for injector, to get enough injection formation water from producer, to hold high volume in the GOCS drain pit especially during rainy season, build pipe line network between all of GOCS and all of injector wells and producer wells to transfer formation water and vice versa. In addition, I regularly check conditions of high-pressure of the salt injection pump and also maintain injection pumps. For Additional Perforation Wells, we perform well testing for behavior of wells under the standards of well testing technology. I observe and analyze the performances of Additional Perforation Wells with test separator and well site tank in previous phase after Perforation. I cooperate with MOGE to get sustainable result for both parties. I try to have good communication among our organization and also with MOGE in win-win situation.

I am passionate to develop my competency and skill in the oil and gas industry. So I am doing my best to overcome any struggles with my team to meet our company's goal. ■



### **U Aung Naing Tun** Measurement Team Leader

I passed the matriculation exam from Mingalardon High School in 1994 and joined Myint & Associates Co., Ltd. in 1995 as a guard. In 1996, I was assigned as security at Yandamar gas line project in Kanbaw. And after getting pipe line working experience for nine months at Kanbaw, I came back to M&A's head office and was promoted as an operations assistant

for export and import shipment clearance by airfreight and sea freight for Total E&P, Schlumberger, McDermott, Baker Hughes Solutions, etc. I faced a lot of difficulties and challenges because I was young and had no experience. But I tried my best and overcame these difficulties with the support of my team members. While working, I got a chance to attend university through distance learning and I graduated with a BA (Myanmar) from Dagon University in 2000. After graduating, I was transferred to Mann Oil Field Operations as a trainee. I tried hard and learned a lot. I was promoted to Technician on June 1, 2001 and then Senior Technician on April 1, 2008.

Now I am working as Measurement Team Leader, which I had been promoted to on October 1, 2017. With my current position, I have to support and assist the production team leader and serve a leading role as measurement supervisor as well as monitoring, calculating and transferring, crude oil, as well as calculating field loss and sale losses calculation. I always try to keep in touch with other related departments and participate in negotiation processes for the whole field production target. As an assistant production team leader I have to cooperate with enhanced work program such as spot water injection, Additional Perforation, hydraulic fracturing, and GreenZyme treatment.

Promoting positive Safety Culture is also my responsibility and I always try to tell my team members and crew to comply with Occupational Health and Safety and Environmental Policies, and also encourage the assistance and implementation of CSR activities for surrounding communities of Mann Field. MPRL E&P has taught me how to overcome challenges, how to lead and communicate with team members and how to learn technical experiences. I love working at MPRL E&P because all my colleagues are friendly and provide a lot of experiences, so I regard MPRL E&P as a second family. ■





**U Aung Zaw Tun**  
Measurement Team Leader

I am a father of two lovely kids who are attending universities in Yangon; my eldest daughter is attending her final year at Dagon University with a major in English, and my youngest son is attending his 2<sup>nd</sup> year at Yangon University with a major in Geology. I graduated with chemistry degree from Mandalay University in 1993.

I started working at Myint & Associates Co., Ltd. in 1998. After two years, on October 24, 2000, I was assigned temporarily to MPRL E&P's Mann Field Operations. Thankfully, on June 1, 2001, I became a permanent employee as a Field Technician in the measurement team, and on April 1, 2007, I was promoted to Senior Technician.

At present, I am working as a Team Leader on the Measurement Team since October 1, 2017. As a Team Leader, I have to focus on production targets and environmental safety along with other responsibilities as needed and assigned. Regarding production targets in collaboration with all GOCS Supervisors, Echometer team, and all Pulling Unit Supervisors, we are working as a

team by advocating and educating each other to protect safety of both our personnel and the environment.

Since "Safety is Everybody's Responsibility," I have to notify all my colleagues together with the HSE Department to be careful about the safety of each and every one of my team members. We regularly do awareness-raising and knowledge-sharing sessions, and Tool Box Talks within our team to follow and comply with Standard Operating Procedures (SOPs), Job Safety Analysis (JSA). To sustain the green environment within Mann Field, including the GOCS compound, we are very careful about the waste management of waxy oil, paraffin waste, oil sludge, formation water, and adhere to the Environmental Management Plan.

Based on my knowledge learned and best practices of MPRL E&P Mann Field Operations, I am confident in myself and I am passionate and committed to new challenges; I will try my very best to contribute my experiences to my mother company as much as I can. I will also keep on learning new ideas as a life-long learner to keep myself fit in the modern world. I have been working here for 20 years and I am very much delighted to be part of MPRL E&P. I am able to support my own family with no worries because I have been assisted and taken care of like a family member at MPRL E&P. Also, I wish and hope M&A and MPRL E&P all the very best to be a sustainable and profitable company now and forever. ■



**U Aung Nyein Chan Swe**  
Senior Field Technician



**U Htay Thit Aung**  
Senior Field Technician



**U Kyaw Min**  
Senior Field Technician



**U Kyaw Soe Oo**  
Senior Field Technician



**U Kyaw Swe Win**  
Senior Field Technician



**U Lwin Ko Ko**  
Senior Field Technician



**U Min Tin Htut**  
Senior Field Technician



**U Nay Oo Khaing**  
Senior Field Technician



**Sai Mahn Naung**  
Senior Field Technician



**U Than Zaw**  
Senior Field Technician



**U Thaung Oo**  
Senior Field Technician



**U Thet Naing Tun**  
Senior Field Technician



**U Tint Lwin**  
Senior Field Technician



**U Tint Naing Oo**  
Senior Field Technician



**Zaw Min Tun-1**  
Senior Field Technician



**U Aung Win**  
Field Technician



**U Aye Min**  
Field Technician



**U Htin Kyaw**  
Field Technician



**U Po Hlyan Win**  
Field Technician



**U Than Tun Aung**  
Field Technician



**U Win Htay**  
Field Technician





**U Htet Aung Kyaw**  
Junior Engineer

My first exposure with MPRL E&P goes back a long way when I had a two-week field training in my second year of university. During those two weeks,

I started to join MPRL E&P Pte Ltd. on January 22, 2020. I was a fresh graduate with a Bachelor's in Petroleum Engineering from Yangon Technological University by the time I joined MPRL E&P Pte Ltd. as a Junior Engineer and it was my very first job in the Oil & Gas Industry. I am a bit familiar with Mann Field as I had been there two times before. When I was a second year student, I had completed a two-week internship in Mann Field - it was very intensive. Last year, I was also chosen as an internship student to learn about Enzyme Enhanced Oil Recovery (EEOR) in Mann Field for my final year thesis.

During my internship period at Mann Field, I gained a lot of invaluable field experiences and some production field facts which will be vital in my future career. I also got a chance to see the difference between theory and hands-on practice. It does not mean that theories are wrong but in some situation, we have to make some adaptations to be

I was fortunate to witness the awe-inspiring real field life experiences firsthand and my interest for oil and gas fields have rapidly skyrocketed since then. The way that MPRL E&P operates, such as in setting certain standards of procedure, assessing job safety analysis and taking safety precautions at every corner of the field, really amazed me. Hence, when the opportunity arose to work in Mann Field, I decided to apply and got selected for a Junior Engineer position.

I started my probation period with MPRL E&P as a Junior Engineer in January 2020 just before graduating with a Bachelor's degree in Petroleum Engineering from Yangon Technological University in February 2020. Throughout this period, I noticed the warm, friendly and welcoming working environment from senior colleagues which, I believe, is one of the core values of an organization. I would also like to give my gratitude for the time they've taken out to show me the ropes and ensure that I have the required knowledge to do a great job.

Now that I have successfully completed my three-month probation period, and am currently

flexible with the current problems. Whenever I get to Mann Field, I used to wish I could come back here again not as an intern but as an engineer. Now my wish came true as I had successfully completed my three-month probation period at MPRL E&P Mann Field Operations under the Production Measurement team. During this period, I was assigned as a both day and night supervisor tagging along with a senior technician at GOCS (Gas & Oil Collecting Stations) working on the assigned tasks of a GOCS supervisor following HSE culture at the same time.

I am really glad to work here with all my senior colleagues who are kind, helpful, and eager to explain whenever I ask them. Happiness in a workplace is very crucial for long-term career life and I feel it in Mann Field. As I am interested in Production Engineering, I will always try to find advanced technologies and methods to be a part of the Production Enhancement Project at Mann Field. ■

working as a supervisor at Gas and Oil Collecting Stations (GOCS) and Pulling Unit Operations. The responsibilities mentioned above require technical competency including from doing day-to-day paper work, awareness raising, HSE knowledge sharing, and Tool Box Talks within the team to monitor the routines and unexpected outcomes of events with resilience, experience, knowledge, and critical thinking. With that being said, I will keep on trying to acquire the power to rise above any situation and grow steadily while supplying a valuable contribution to the company.

Never before have I seen an employee so dedicated, hard-working, and yet still tenacious at the same time. I appreciate the time my colleagues have taken out to show me the ropes and ensure that I have the required knowledge to do a great job lifting everyone's morale, for pushing the boundaries and lifting everyone during the difficult times. ■



**U Pyae Phyo Paing**  
Junior Engineer



**Daw Thae Hnin Si**  
Junior Engineer

I am a fresh graduate with a Bachelor of Engineering in Petroleum from Yangon Technological University. In February 2020, I received a job offer letter from MPRL E&P and joined Field Operations Department as a Junior Engineer under a three-month probation period. I completed my probation in May 2020.

At first, I majored in Petroleum, not because I was interested in it but because of my parents. But in 2015, when I was in my second year in university, I had an opportunity to have a two-week industrial training at Mann Field arranged by MPRL E&P. It was my very first time to be on an oil field and everything I saw was amazing. Since then, I felt that petroleum is deep and complicated, and I became interested --it let me know what my passion was. Before going back home, I wished I could be able to come here again. My wish was fulfilled: a second chance to be in Mann Field as an intern came to me in November 2018. At that time, I had more time to learn about all the operations and knew other programs like CSR than the first time and my passion became stronger. It was a great chance for me to combine my educational knowledge with practical operations. I decided, and encouraged myself, that I had to be an engineer working at Mann Field project after I graduated.

Thanks to management team and HR, my great adventure could start. The sudden change from student life to professional life was not quite as easy as it seemed. However, kind and supportive seniors let me be able to adjust that transition. During my probation period, I was assigned as supervisor at Gas and Oil Collecting Stations (GOCS), attached to senior colleagues and was trained

under Production Measurement Team, performing assigned tasks following Standard Operating Procedures (SOPs) and Occupational Health and Safety (OHS) and Environmental Policies. At that time, I had a chance to know about well behavior and production rates which are fundamental information for further workover operations. Currently, I am working as Pulling Unit Supervisor. By working together with governmental organisation, Myanmar Oil and Gas Enterprise (MOGE) and other third parties such as contractors, I understand the importance of team work and interpersonal skills. All the experiences I gained let me develop both soft and hard skills as self-confidence, safety knowledge and care for environment and colleagues. As the company forwards gender equality in workplace, I will try my best and determine to go as far as I can, being a female professional petroleum engineer.

I would like to thank MPRL E&P for taking good care of fresh graduates and giving us such a great opportunity to start professional engineer life. I can say that we, new generations, will contribute to the company and be a part of supporting force for further journey. ■





## with Banyar Myo Tin (University of Glasgow)

I was offered to write an internship story for *Insight!* newsletter. The offer came with a set of questionnaires to help me write my experience as an intern in MPRL E&P's Mann Field. I usually follow written instructions, but since writing journal entries is my forte I decided to write it my way. My plan is to condense 8300 words from my daily journal to a shorter, more reader-friendly version.

Let me start by explaining how I became an intern at MRPL E&P. I am Banyar Myo Tin, a Mechanical Engineering graduate from the University of Glasgow. After graduating in June, I updated my CV and made a targeted CV for MPRL E&P – the leader in Myanmar's upstream energy sector. I have always worried about energy sources running out. If we look at our mature Mann Oil Field, a gradually depleting production rate can be seen. I believe right now is the turning point for Myanmar's oil and gas economy with enhanced oil recovery being implemented on the depleted wells of Mann Field, while gas exploration is extensively done offshore at the Rakhine and West Ayeyarwady Basins in partnership with Woodside Energy and Total E&P. Thus, I decided to start my industrial training under MPRL E&P in Mann Field as soon as I graduated.

Initially, I had a vague understanding of the job setting at MPRL E&P's Mann Field, but I was ready to work hard. What I did not expect was to stand under the sun from 6:00 am until lunch break at 11 am; coming back to the base camp to study the theories behind what I had learned in the field. On days when I was not studying, I would be taken back on site to examine the intricacies of working with obsolete machinery.

The working hours are 12 hours (5:00 am to 5:00 pm) which seems like a lot, and tires you out both physically and mentally. However, my first week with Health, Safety and Environment (HSE) was a smooth ride. I was given an HSE orientation alongside the HSE operation manual. I read the HSE manual in a day and took out the relevant information for the upcoming safety meeting with the M&A catering service. Around 30 catering staff attended the meeting where I shared the information I read from the HSE manual. I cited some health and safety-related issues for improvements



On my second day with HSE, I got to experience first-hand a Perforation job on a previously shut-in well #637. When we arrived at the well, an engineer from Schlumberger rounded the staff on site to give us a safety toolbox talk. Safety precautions such as keeping the area radio silent and stopping all traffic across the well site were briefed. Once the toolbox talk was over, one supervisor after the other came to explain to me about what was going on. I am pretty sure I had puzzled eyes, and nodded involuntarily throughout our 3-hour long "discussion". I was new to everything and I could not grasp 90 percent of the technical information they were flooding me with.

We endured through it until the HSE officer wanted me to see the safety measures taken when operating with a pulling unit. He took me over to another well with less action so that I could observe the preventative measures implemented according to the JSA (Job Safety Analysis). The well was being swabbed for oil using the P-75 pulling unit. The pulling unit supervisor, like the supervisors from the previous well, introduced himself and started explaining the mechanisms and reasons for doing casing swabbing. By then I realized my lack of knowledge was hindering my opportunity to learn more onsite. Thus, I decided to read in my free time to deepen my understanding of the work. From that day onward, I stayed on the field until noon and did the background reading afterward. After the HSE week, I was moved to other departments such as the Downhole Workshop, Pumping Unit, Echometer (MJ6), and Pulling Unit.

The learning experience at each department was more fluid and enriching than universities. For instance, when I had a question about the slow jack principal, the pumping unit supervisor immediately took me to a well site to show how this was applied. When we got back to the office, he went to the library to show me the theory behind it, and printed the pages for me to read.

At the end of my first month at Mann Field, I got to experience another objective of MPRL E&P: maintaining the interrelationship between the locals and the company healthy while maintaining a social license to operate. It is important to give back to the community when we are working on lands that locals call home. Thus, MPRL E&P's department CSR & Communications is specially designed to work towards the betterment of the community with co-existence of two parties in mind.

I first joined the CSR activities when there was a meeting with the locals regarding a Community Investment about 40+ sesame farmers that profited using the GAP method provisioned by CSR. Following that, there was another meeting with community-based volunteers, which was held at Auk Kyaung Pagoda. It was there that I learned the "bridges between the company and the locals", a phrase they used to symbolize the volunteers. However, I believe these people are more than just a communication bridge as they are engaged in the activities and ultimately act as the engine of the entire CSR team. Their efforts are paid with the smiles and gratitude of the locals which helps bring up the overall image of the company. They are also involved in every activity that the CSR team does, which includes, but not limited to, Community Infrastructure Development, Operational Grievance Mechanism, Community Capacity Building, Community Healthcare, Waste Management Program, community meetings, and knowledge-sharing sessions. I was told that volunteers are also involved in the mobile clinic established by MPRL E&P, but I did not get to experience it since the clinic operation was halted due to COVID-19.







# Warmest Congratulations!

## to High School Graduates from the Family

### Members of

## MPRL E&P Group of Companies



Student's Name : Ma Pyae Pyae Phyo Thar  
 Father's Name : U Zin Min Aung  
 Position : Engineer  
 MPRL E&P Pte Ltd.  
 School Name : Pyinnyar Ah Linn Yaung  
 Private School  
 Distinction Subject : Myanmar, English, Mathematics,  
 Physics, Chemistry, Biology



Student's Name : Ma Khune Cho Thar  
 Mother's Name : Daw Kay Khine Moe  
 Position : Community Based Facilitator  
 Myint & Associates  
 Offshore Supply Base Ltd.  
 School Name : Basic Education High  
 School No. (2), Patheingyi  
 Distinction Subject : Myanmar, English, Mathematics,  
 Physics, Chemistry, Biology



Student's Name : Mg Ye Min Lwin Oo  
 Father's Name : U Zaw Min Soe  
 Position : Assistant General Manager-2  
 Myint & Associates Co., Ltd.  
 School Name : Basic Education High  
 School No. (2), Tamu  
 Distinction Subject : Myanmar, English, Mathematics,  
 Chemistry, Biology

## U Moe Myint & Family's Educational Foundation

# Scholarship Program

### for Talented Myanmar Students



Student's Name : Ma Thet Mhu Thwe  
 Mother's Name : Daw Sandar  
 Position : Assistant Administrative Manager-2  
 Myint & Associates Co., Ltd.  
 School Name : Basic Education High  
 School No. (2), Sanchaung  
 Distinction Subject : Myanmar, Physics, Chemistry, Biology



Student's Name : Mg Min Khant Soe Oke  
 Father's Name : U Soe Oke  
 Position : Senior Administrative Assistant  
 Myint & Associates Co., Ltd.  
 School Name : Practising High School,  
 YIE, Kamayut  
 Distinction Subject : Mathematics, Chemistry, Biology



Student's Name : Mg Aung Wai Yan Kyaw  
 Father's Name : U Aung Moe Oo  
 Position : Security  
 Myint & Associates Co., Ltd.  
 School Name : Basic Education High  
 School No. (1), Tamu  
 Distinction Subject : Biology



Student's Name : Mg Zaw Htet  
 Father's Name : U Saw Thant Shin  
 Position : Senior Driver  
 Myint & Associates Co., Ltd.  
 School Name : Basic Education High  
 School No. (2), Hlaing Thar Yar  
 Distinction Subject : Biology



## Pass without Distinction



Student's Name : Mg Pyae Sone Aung  
 Father's Name : U Zaw Lwin Aung  
 Position : Security  
 Myint & Associates Co., Ltd.



Student's Name : Mg Sithu Win  
 Father's Name : U Zaw Min-2  
 Position : Senior Driver  
 Myint & Associates Co., Ltd.



Student's Name : Ma Thin Waddy Tun  
 Father's Name : U Win Tun  
 Position : Senior Driver  
 Myint & Associates Co., Ltd.



Student's Name : Mg Wai Yan Lin  
 Father's Name : U Zaw Win  
 Position : Senior Driver  
 Myint & Associates Co., Ltd.



Student's Name : Ma Nyein Chan Mon  
 Father's Name : U Khin Maung San  
 Position : Mechanic  
 Myint & Associates Co., Ltd.



Student's Name : Ma Hnin Nu Nu Htwe  
 Father's Name : U San Aung  
 Position : Driver  
 Mann Field Project



Student's Name : Mg Saw Aung Lin Thu  
 Father's Name : U Saw Kyaw Thein Tin  
 Position : Cook  
 Mann Field Project



Student's Name : Ma Moe Sandar Myint  
 Father's Name : U Sai Mehn Naung  
 Position : Senior Technician  
 MPRL E&P Pte Ltd.



Student's Name : Mg Zwe Htet Phone Myint  
 Father's Name : U Soe Aung  
 Position : Engineer  
 MPRL E&P Pte Ltd.



Student's Name : Ma Cho Mar Lwin  
 Father's Name : U Kyaw Min Oo  
 Position : Gardener  
 Ngwe Saung Yacht Club &  
 Resort Hotel



Student's Name : Mg Saw Flar Gay Soe  
 Father's Name : U Saw Eh Pwal  
 Position : M&E Helper  
 Ngwe Saung Yacht Club &  
 Resort Hotel



Student's Name : Ma May Wun Yan Kha  
 Mother's Name : Daw Thin Thin Cho  
 Position : YSC Manager  
 Yangon Sailing Club

## Build through Excellence



## Lead with Integrity





# Juggling Work and Life during the Pandemic

## Work-from-Home Experiences of GoCs Staff



**Daw Thal Sandy Tun**  
Communications Support Staff  
MPRL E&P Pte Ltd.

At the onset of the virus in Myanmar, I believe setting up COVID-19-proof measures that can protect everyone's health and safety, as well as continue business operations with minimum workforce, prove to be a challenge for businesses, and there is also a need to make the work arrangements more flexible amid the pandemic.

For me as an employee, certain positive offshoots from remote working include escaping stress from long commutes, and the need to dress up. On the flip side, there is certain work that has to be done at the office. There are risks of cyberattacks to our ordinary home computers. One may also find it hard to set clear boundaries while working at home and fulfilling family commitments at the same time in the single space.



There is an interesting survey published on HBR which revealed virtual work has been a success for most white-collar staff in the USA on account of certain positive personality virtues which enabled them to adjust well to virtual work, leadership and organizational support. I believe we overcame the first wave of the pandemic successfully, and we are very 'very' back to work. What a relief to see my colleagues and the city view again! However, the office experience will not be the same for the requirement to still be #coronasafe.

This "working remotely due to COVID-19" is something that has happened at a global scale and is said to be the largest virtual work experiment in our history. On the other hand, sadly, there are millions of people who cannot afford the luxury of virtual work, and certain economic and social systems are on the brink of collapse as a result of the pandemic. While some countries extend their work-from-home program toward the end of 2020 among mounting infection cases, Myanmar's domestic infection cases are confined to certain geographic locations and hopefully so in future. ■



**U Nay Thu**  
Electrical Engineer  
Building Management Office, Vantage Tower

I am working in Building Management Office (BMO) as an Electrical Engineer. During the critical time of COVID-19, all my family members abided all the rules set by the government: staying at home, and not going out if there are no emergency cases for us (we go to market once-a-week with masks, and do not touch our faces, wash our hands, and bathe after coming back from outside). As we all understand this health crisis, we only communicate with our relatives and friends with the help of today's technologies such as phone calls or through the internet.

As I am an engineer, all of my work has to be done physically, and only reporting can be done at home. So our office arranged my duty schedule with a one-week work at office and one-week off. That way, I do my work and also can give time for my family during the pandemic. Having more time with my



family and being able to teach my child during the work-from-home period is a real blessing, and it can be taken as one of the good vibes during the pandemic.

When I am at work, there are many rules that I have to follow such as wearing a mask and face shield at all times, as my work conditions always require me to go to places where there are technical problems. Using hand sanitizer every 15 minutes, cleaning hand tools before and after using, staying 6-feet apart as social distancing are

very important rules. All staff working at Vantage Tower have adopted these rules, too. I try hard to adapt to the "New Normal" working lifestyle for a happy and healthy working atmosphere. We use group chat for the communications among team members from the office and at home. Out of the "New Normal" lifestyle, I would say the good practice of washing hands frequently and wearing masks should be kept as the hygienic factors that should be brought together with us in the future. ■







**Daw Moe Thuzar Hlaing**  
Business Development Manager  
Myint & Associates Co., Ltd. (M&A)

I have been working with Myint & Associates Co., Ltd. as a Business Development Manager for 10 years. As people know, the COVID-19 pandemic sweeps the world, causing stress, and forces us to adapt to the "New Normal Lifestyle".

As soon as I heard that positive cases appeared in Myanmar through announcements from Ministry of Health and Sports, I became nervous and scared, the energy drained out of me -- going outside was unsafe. I couldn't sleep well as I have a baby who was only 9 months old at that time. I had slight depression due to not having proper sleep. During that time, my family members closely, and warmly, helped me cope with the emotional pains and fears. Thanks to my family's support and love, I finally got back my inner-peace by taking the advice from my family on tips for cooling down my mind, being prepared for the pandemic and staying emotionally strong.



**Daw Ni Ni Khaing Myint**  
Administrative Manager  
Myint & Associates Offshore Supply Base Ltd.  
(M&AOSB)

As we all know, the coronavirus (COVID-19) is more than a health crisis, it impacts everyone in one way or another. My deepest concern would be for my niece who was studying abroad. She had to come back to Myanmar recently due to the mandatory shutdown of university campuses due to the outbreak in the United States. Upon her return, she was put into a quarantine facility in Myanmar. Although I was worried for her staying alone during quarantine, I accepted it must be done for the safety of the community.

But I do not feel overly stressed during this period. We are taking care of each other by sharing health, knowledge, and practicing social distancing with co-workers and family members. Since our existing work style is partly cloud-based, it was not much of a challenge to adapt to the "New Normal".

As most of our interactions with colleagues are through online platforms, I just have to put a little extra effort into adapting to an online working culture.

Reminding family members about the on-going pandemic, having to be very cautious about our hygiene, and following



the Ministry of Health and Sports guidelines are new aspects of the "New Normal" lifestyle I have to embrace these days. The implemented preventive measures against COVID-19 in the workplace have been very strict, systematic, and thoughtful as everyone has a responsibility to help prevent the spread of the virus. Since we began the "New Normal", colleagues and friends have become more active using online working platforms. Being able to reach anyone with just a touch of my finger is a blessing during pandemic. Challenges and obstacles like document transfers, work discussions and the chain of command can easily be overcome with the help of today's technologies. The newly implemented schedule, where we come to the office on alternate weeks, allows us to come to the office with minimal human interaction. The significant changes before, during and after COVID-19 would be the increased reliance on internet, a cloud storage system and online workplaces. ■



For my work, I have to manage and arrange my team to come to work as Groups A and B on alternative schedules. I also have important meetings using online platforms such as Google Meet and Zoom. At first, I was not familiar with working online but gradually I become accustomed to it, and now I find it easy to reach and support our clients by providing related information with the help of online tools. I set the job scope for me and my team based on time management and daily schedules. I firmly understand that clear communication is important due to work from home practice. So, I have been working my best to clearly communicate not only with my team members but also with the clients in order to avoid communications gap and misunderstanding. Meanwhile, I carefully keep an eye on my mental health by surrounding myself with my beloved family, especially my son, to maintain work-life balance while keeping ourselves vigilant during the COVID-19 period and follow rules and regulations to be healthy and happy in the "New Normal Lifestyle". ■







# Customs Department and Myint & Associates Telecommunications Extended Colocation Service Agreement for Another Five Years

M&A Telecoms Team



The Myanmar Customs Department and Myint & Associates Telecommunications formally reached an agreement to extend the colocation service for hosting the Myanmar Automated Cargo Clearance System (MACCS) of the Customs Department at the M&A Data Center for another five years, from 2020 towards 2025. A signing ceremony between the two parties took place on 19 May, 2020 at the Customs Department in Yangon.

The Customs Department has rented the colocation service for accommodating its MACCS at the Data Center since April 2015. In this regard, Myint & Associates Telecommunications ensures

provision of a service that is in line with the TIER III Standard set by the Uptime Institute as the only data center endowed with the TIER III Level Certification in Myanmar, with no operations downtime even during the maintenance period of the MACCS. Upon satisfaction with the excellent colocation service, the Customs Department decided to



extend its contract with Myint & Associates Telecommunications for another five-year period.



Prior to the renewal of the contract, the Customs Department and Myint & Associates Telecommunications discussed the matter during January 2020, and the contract was tabled at the Union Minister's Office, Ministry of Planning, Finance and Industry in Nay Pyi Taw. As part of the procedures, the contract was also circulated to the respective offices and ministries with the final approval granted on 15 May, 2020. Therefore, the Customs Department and Myint & Associates Telecommunications were able to sign the contract officially four days later with the presence of officials concerned and guests invited. ■



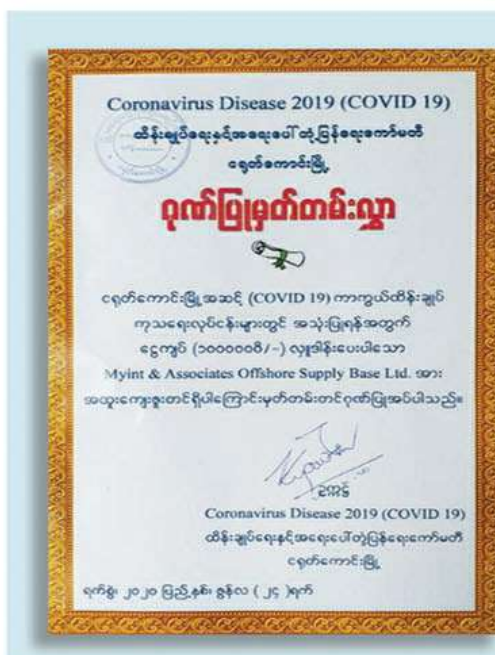
# M&AOSB Gives a Helping Hand to Local Efforts in Combatting COVID-19

M&AOSB Team

As the COVID-19 pandemic has caused global social and economic disruption, Myint & Associates Offshore Supply Base Limited (M&AOSB) has tried our best to be a helping hand for the local efforts in combatting COVID-19. We worked actively with the host communities in the fight against COVID-19 by contributing not only funds but also medical supplies to the local around the project area.

We made a financial contribution of 1 Million Kyats to the COVID-19 Control and Emergency Response Committee of Nga Yoke Kaung Town with the aim to prevent the possible outbreak of COVID-19 in the communities. M&AOSB was pleased to receive the acknowledgement letter from the donation event at the General Administration Department of Nga Yoke Kaung Town in June 24, 2020.

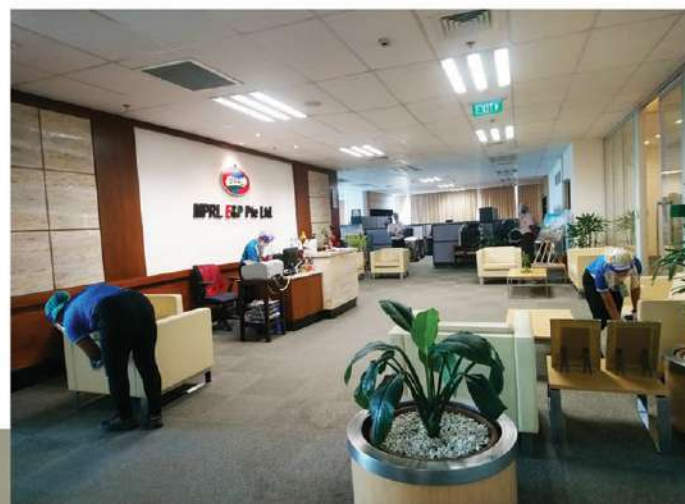
Last April, we also made a donation of medical supplies such as N90 masks, 3-layer masks, personal protective equipment (PPE), spirit boxes, hand gel bottles, Dettol antiseptic liquid, gloves, infrared thermometers and bleaching powder to the Community Quarantine Center in Nanttharpu Village Tract in order to mitigate the spread of COVID-19. As a responsible investor, M&AOSB will surely continue to care the health and safety of the people around our project area. ■





# MPRL E&P Group of Companies Step Up Efforts to Stay Corona-safe

Thal Sandy Tun



A second wave of COVID-19 has been identified by many business organizations as a leading threat to business continuity as the first wave of infections ebbs through widely adopted strategies such as testing, tracing, social distancing and disinfection practices, with many people and organizations eager to return to work. However, how prepared are businesses to ensure their employees can safely return to work and combat the second wave of COVID-19?

Myanmar manages the coronavirus disease through the formation of the National Level Central Committee on Prevention, Control and Treatment of Coronavirus Disease which is chaired by State Counsellor Daw Aung San Suu Kyi, and oversees the prevention and control strategies. Meanwhile, the Ministry of Health and Sports (MoHS) is in charge of enacting guidelines and instructions as well as public information campaigns alongside its laboratories and hospitals throughout the country being tasked to finesse mass testing operations and treatment of COVID-19 positive patients.

At MPRL E&P Group of Companies, headquartered at Vantage Tower, the HSE Department plays a critical role in identifying top priorities for the business and formulating relevant strategies and implementing them effectively.

Some of the top priorities of our **Return-to-Work Program (RTW Program)** are

1. Reduce the overall risk of infection to a reasonably acceptable level at the workplace.
2. Develop a contingency plan which separates the workforce into two groups for business continuity if there is a positive case among employees.
3. Ensure compliance with MoHS guidelines and rules for infection prevention and control at both the organization level and individual level.

In this regard, our CEO U Moe Myint has led the companies-wide efforts by making himself an example to educate staff on the importance of individuals' roles in the prevention of COVID-19 in accordance with the MoHS guidelines through a video clip which has been shared with all staff, and is being played at Vantage Tower's lobby. The RTW Program entails the following procedures and practices to ensure a safe workplace for each and every single one of us.

1. Team A and Team B work on rotation basis
2. COVID-19 Protection Measures
3. Disinfection Procedures
4. Lunch Time Arrangement
5. Staff Commute Arrangement
6. Monitoring of wearing a facemask, handwashing and social distancing among staff



Among them, since July 2020, MPRL E&P Group of Companies has contracted a professional disinfection service provider who can provide disinfection services at the company precincts including common areas, facilities and vehicles in line with our HSE Policy and Standards. The HSE Team conducts spot-checks on staff's adherence to social distancing rules on a daily basis to identify non-conformity, and reinforce correct behavior for reducing transmission risks at the workplace. Most importantly, we believe a regular COVID-19 audit is key to measure the effectiveness of the RTW Program and related procedures for business continuity, while providing room for adjustments. To this end, the HSE Department conducts the audits on a regular basis and reports their findings and recommendations to Senior Executive Management on a two-week interval. Based on the findings, necessary reinforcement opportunities identified by the Country Manager and his deputy are communicated to all staff via the Heads of Departments to ensure everyone complies with the HSE procedures and MoHS's guidelines.

Moving forward, while we are preparing as best as we can to prevent and control the second wave of coronavirus cases, we need to be aware of what to expect in the coming days.

WHO has said pandemics in the past are characterized by waves of activity spread over months, and in this regard, a second wave or another waves of coronavirus infections are not a matter of 'if' but 'when'. We have seen even countries with impressive strategies succumb to spikes, or clusters, of cases. Again, WHO has said the coronavirus may remain with us, just like an unwanted guest, and all we can do is forecast, chase, and manage the new cases which might be as devastating as we dare to imagine. ■





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Another thing that's free, apart from the volunteer's incentive, is the free-flow of empathy and responsibility taken by the MPRL E&P's CSR Field Team. For instance, the locals would directly call the CSR Field Coordinator to inform of an oil spill at 5 am in the morning. The Coordinator could not stay home but immediately reacted to it and helped solve the case with the support of the Field Operations Team and MOGE Departments, although it was out of her office hours.

To summarize, I have realized that a friendly, cooperative relationship has been built between MPRL E&P and the Communities surrounding Mann Oil Field over the six years since the CSR Department was established. It is amazing how strategic community investment projects have turned conventional strong-headed villagers into engaging in activities together with



the company and to be lenient when it comes to dealing with the company. Owing to the hard work of CSR, MPRL E&P can contribute to sustainable developments and improve the livelihoods of communities where it operates through active engagement and regular dialogue.

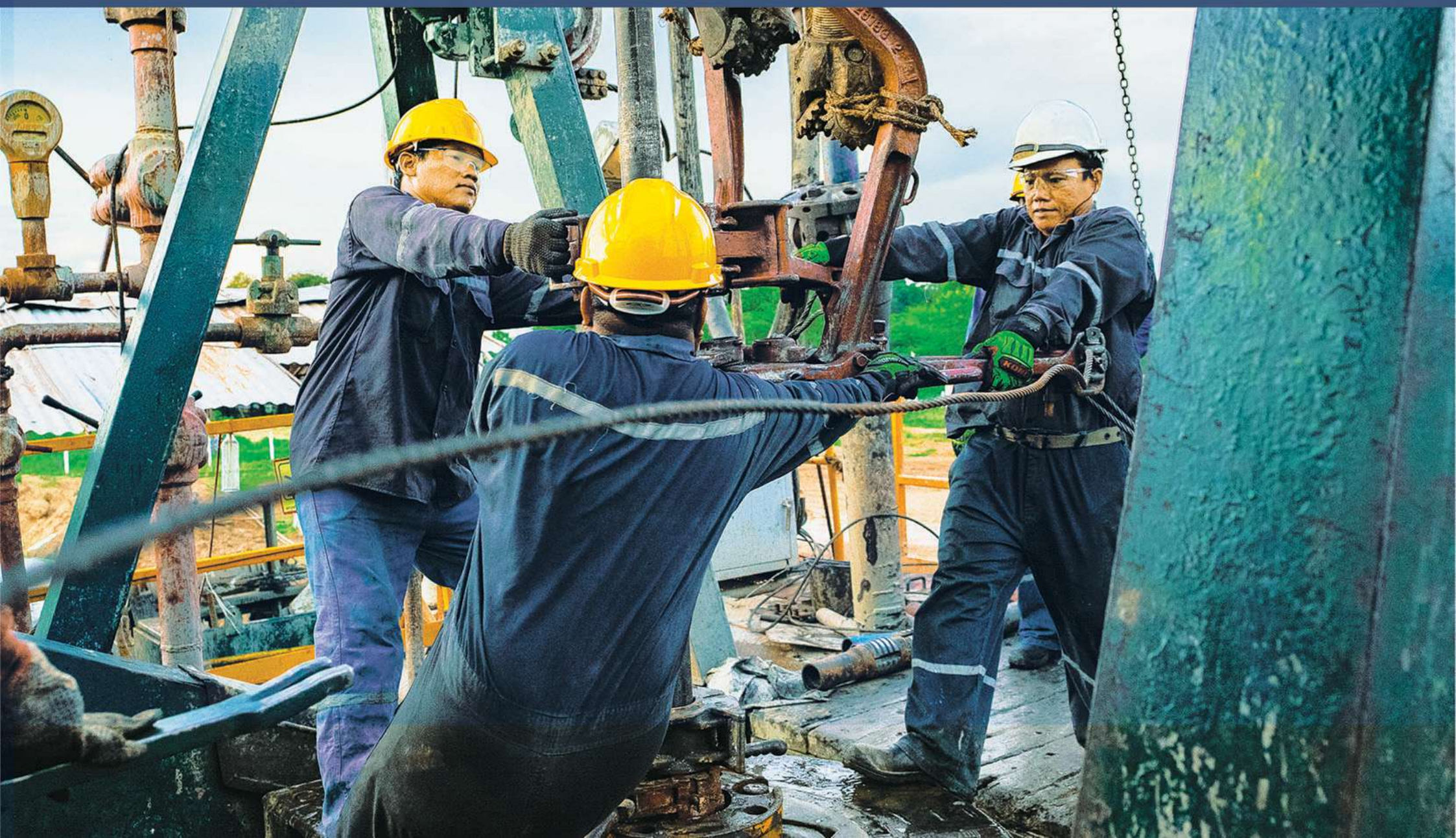
During my first month at Mann Field, I believe the tightly-knit staff at Mann Field was the highlight. It is amazing how respect and work-knowledge come before the ranks. Every practical suggestion is considered and the standard of work taking place keeps getting better with time and additional recommendation.

This is an insight into my one-months' worth of internship at Mann Field. I still have one more month there, to learn from Uncle U Win Myint at the mechanical workshop and research a way to lower the cost of a DFPS by working with Ko Soe Thiha. Afterward, I will be continuing my internship at the Yangon Vantage Tower office, where I will be giving presentations on the things I experienced and making suggestions on how production can be increased. Once I am done with my study at MPRL E&P, I will pursue a master's degree specializing in exploring new oil and gas reservoirs for the growth of our economy. ■



## MPRL E&P Pte Ltd.

### Enhancing Oil Production at Mann Field







# Congratulations!

## the Winners of Outstanding Performer Award

for the First Six Months of the 2019-2020 Fiscal Year



**U Min Zaw Oo**  
Assistant Geoscientist  
Geoscience Department



**Daw K Thant Syn**  
Junior HR Officer  
Human Resources Department



**U Aw Zar**  
Assistant Engineer  
Field Operations Department



**Myint & Associates  
Company Ltd.**



## Safe Driving Award Winners

Recognizing 60,000 Kilometers Driven without Incident

# Congratulations to All Our Drivers

who Received Safe Driving Awards!



**U Swe Lin**  
Senior Driver  
Years of Service - 7 years and 2 months



**U Zaw Min-2**  
Senior Driver  
Years of Service - 12 years and 4 months



**U Htay Zaw**  
Senior Driver  
Years of Service - 12 years and 7 months



**U Nay Myo Win**  
Senior Driver  
Years of Service - 12 years and 5 months

## "Safety : Our Number One Priority!"





## Disinfection Activities of Offices & Common Areas on Vantage Tower

