

Insight!



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MPRL E&P Quarterly Newsletter

2nd December 2014



A group of MPRL E&P employees seen at MPRL E&P Group of Companies' Team Away Day and its Staff Party held in Ngwe Saung from 6th to 8th November, 2014. Various team building activities including games and talent show were conducted during the trip.

Photo: Zayar Lynn

IN PICTURE

MPRL E&P to support K8 million to schools in Mann Field

Kyaw Zin Htun
November 24, 2014

MPRL E&P Pte., Ltd. plans to support more than K 8 million to schools in Mann Field, where the company operates, in December this year for school furniture and minor renovations of the schools, said U G Yaw Bawn, the community investment team leader of the company's Corporate Social Responsibility Department.

He said the company will support the stated budget as a third phase short term activity under its Community Investment project and will work closely with community representative groups and school committee. Two primary schools in Chin Taung/ Kywe Cha and Kyar Kan villages as well as Mei Bayt

Kone village high school will receive the support and MPRL E&P also has a plan to support major renovation and construction of the schools in its upcoming phase four.

"According to the proposed priority needs of villages, we have set criteria and ranking and according to the serial numbers of the ranking results, we divided as phases," said U G Yaw Bawn.

He added that the company supported for improved access of water to schools and communities in phase one and it helped to connect extension water pipeline, which is distributed by Myanma Oil and Gas Enterprise, to villages in phase two bringing

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More Stories

IOR-4 and IOR-6 commence ESIA

MPRL E&P Pte. Ltd is implementing an ESIA (Environmental and Social Impact Assessment) in its onshore assets to reflect international standards. News 4 ►

CSR Asia Training in Yangon

MPRL E&P Pte., Ltd, proudly sponsored the first ever public training of CSR Asia held in Yangon on 13th November 2014.

News 4 ►



PREMIER BUSINESS LANDMARK IN MYANMAR



MYINT & ASSOCIATES COMPANY LTD

84-85, HLAING MYINT MOH LANE 1, 10TH QUARTER, HLAING TOWNSHIP YANGON, THE REPUBLIC OF THE UNION OF MYANMAR
Tel: (95-1) 507 100, 521 003, 516 201, 516 896, 505 077 Fax: (95-1) 501 501 email: myint@myintassociates.com.mm Website: www.myintassociates.com

Your Opinion: How is the impact of team building activities on the motivation and productivity of employees?

U Kyaw Nanda Htwe

**Stakeholder
Engagement Officer
CSR Department**



In my opinion, the teams building activities will have an impact on the staff in the following points:

- To increase communication, learn new strengths and gain insights within the team
- To help develop all elements of team work including creativity, communication, trust, problem-solving, and time management
- To help develop a high performance team by encouraging shared commitments to common purposes, core values, communication norms, defined roles and responsibilities and a culture of mutual respect, accountability and responsibility
- To improve engagement with one another and create team cooperation etc.

U Myo Min Htet

**Engineer
Mann Field**



Team building helps to foster better and open communication amongst the employees themselves, as well as between the employees and the senior management. It goes a long way in improving professional relations, understanding and cooperation, and this is very much reflected in the quality of work being done. Team building in the workplace significantly contributes towards employee motivation and building trust among the employees, thereby ensuring better productivity.

These are some common team building exercises for communication, success and improved team performance—conducting employee feedback activities, promoting informal addressing, celebrating each other's success and initiating group discussion sessions.

“Did You Know that currently there are more or less 23 oil and gas companies, national and international, operating in Myanmar? Most of the companies have signed Production-Sharing Contracts with Myanmar government. The purposes of engaging in this type of contracts are to quicken Myanmar oil and gas explorations and production, to create revenues for the government as well as financial returns for the oil company which faces various risks in the upstream oil business and to develop a system that is technically feasible for parties involved.**”**

Cartoon



**“ CSR
is not
Philanthropy
or
Donation ”**

Insight!

Editor

Kyaw Zin Htun
kyaw.z.htun@mprlexp.com

Reporter

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

Layout Designer

Ye Linn Naing
ye.l.naing@mprlexp.com

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CSR & Communications Department
MPRL E&P Pte., Ltd.
84-85, Hlaing Myint Moh Lane # 1, 10th Quarter
Hlaing Township, Yangon, Myanmar.
Tel : (95-1) 521 461~2, 521 471~3
Fax : (95-1) 521 156
Email : mprlstaff@mprlnet.com.mm
Website : www.mprlexp.com

Introduction to New Employees

No.	Name	Designation	Department	Joined Date
1	Daw Thet Nwe Soe	Cleaner	Administration	1-Sep-14
2	Daw Eaindray Oo	OJT Engineer	Technical	11-Sep-14
3	Daw Cherry Thinn	OJT Engineer	Technical	11-Sep-14
4	U Win Tun Aung	Design Group Supervisor	Administration	1-Oct-14
5	U Ye Lin Naing	Sr.Computer Operator(Design)	Administration	1-Oct-14
6	U Htet Naing Win	Computer Operator(Design)	Administration	1-Oct-14
7	U Aung Pyae Phyo	Field Technician	Field Operations	16-Oct-14
8	U Htin Thar Soe	Consultant Senior Engineer	Technical	24-Oct-14
9	U Win Kyaing	Consultant Senior Engineer	Technical	24-Oct-14
10	U Win Myint	Consultant Senior Engineer	Technical	24-Oct-14
11	U Htoo Naing Zin	OJT Engineer	Technical	3-Nov-14
12	U Aung Ko Oo	OJT Engineer	Technical	3-Nov-14
13	U Kyaw Myat Thu	OJT Engineer	Technical	3-Nov-14
14	U Myo Aung	OJT Engineer	Technical	3-Nov-14
15	U Ye Lin Aung	OJT Engineer	Technical	3-Nov-14
16	U Win Ko	OJT Engineer	Technical	3-Nov-14
17	U Kyaw Swar Shin	Assistant HSE Manager	HSE	3-Nov-14
18	Daw Kyisin Htin Aung	M&E and Knowledge Management Coordinator	CSR & Communications	3-Nov-14
19	Daw Thal Sandy Tun	External Communications Assistant	CSR & Communications	10-Nov-14

Clearly visible in murky waters: resilience of the human spirit

Kyisin Htin Aung

Not knowing what to expect as the tales of its glory predates me, I recently traveled to the iconic Mann Field in central Myanmar. Mann Field is strangely pleasant and far from industrial, although there is no separation of man and machine. Horseheads repeatedly nodded away around the clock, churning out liquid gold, while local farmers went about their daily routine among the magnificent beasts. I met a villager who recalled the drilling of well no. 1. People spoke to me about their interconnectedness with oil and gas because they have always lived side by side with it.

Over the last 35 years, Mann Field has become a shared space for oil field operators and farmers alike in the absence of a clear land use policy. For farmers cultivating the land inside Mann Field, murky waters surround the rights to land ownership. Because of this, we

previously lacked a system to compensate for crops damaged as a result of operations. But Myanmar is going through unprecedented changes in its history, and the way extractive industries operate too is changing. MPRL E&P recently instituted a grievance mechanism that gives a voice to those who had none before.

During my trip I got to witness the grievance process in action and was so humbled by a farmer who had recently lost his crops.

He embodied a resilient human spirit able to cope with adversity, to not only accept what has happened but also continue forth to find some form of happiness.

Oil and gas operations are inherently risky, and it takes time to set up the structures that mitigate social risks.

In other words, it will take time to turn an ocean tanker around, but I am glad that we are slowly going in the right direction. ■



MPRL E&P CSR Team meets with community for Grievance Mechanism discussion Photo: May Phyo Khaing

“ He embodied a resilient human spirit able to cope with adversity... ”



THINKING ALOUD with Kyisin Htin Aung
Monitoring, Evaluation & Knowledge Management Coordinator (MPRL E&P Pte., Ltd.)

How have you become interested in monitoring and evaluation (M&E)?

Before joining MPRL E&P, I worked in academia, specifically researching the effectiveness of public health interventions in reducing incidence of disease. Through my work, I developed a keen interest in operationalizing meaningful programs that integrate rigorous impact evaluation into program design.

Whatever we do, our efforts can only be meaningful if we know what works and what does not at the end of the day.



What exactly is Monitoring & Evaluation and why is it important?

Monitoring and evaluation is really a way to self-reflect. It helps us track the progress of our programs, learn what works and what does not in achieving our goals, and enables us to choose impactful programs that yield the most return on investment.

Why have you decided to work back in Myanmar?

My family left Myanmar in the late 1990s and we were part of a great wave of people leaving the country for socioeconomic reasons. My older brother finished high school, essentially reaching the top rung of his educational ladder in Myanmar because Universities had been closed indefinitely. My parents decided to leave to seek greater educational opportunities for us. Earlier this year I decided it was time for me to reconnect with my roots. Myanmar is going through an exciting time

Do you have anything else you would like to share?

I have noticed a lack of recycling bins at MPRL E&P and would like to suggest that we start a workplace recycling program to reduce waste.



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 Fax : +95 1 539 530
 Email : reservations@ngwesaungyachtclub.com
 info@ngwesaungyachtclub.com
 sales@ngwesaungyachtclub.com

MPRL E&P sponsored CSR Asia Training in Yangon

Kyaw Zin Htun

November 13, 2014

MPRL E&P Pte., Ltd. proudly sponsored the first ever public training of CSR Asia held in Yangon on 13th November 2014.

The training, which was held at Taw Win Garden hotel, was conducted as two workshops - Building and implementing a CSR Strategy; Strategic Community Investment - and about 20 participants from different sectors, including eight employees from MPRL E&P Group of Companies, attended the training.

Ms. Anastacia Howe, Head of Corporate Social Responsibility & Communications of MPRL E&P Pte., Ltd., said MPRL E&P sponsored the trainings with the objective to encourage other businesses in Yangon to learn about CSR and highlight the available resources and tools for building CSR strategy and help companies reflect best practices.

"These [trainings] are crucial topics that will help companies in Myanmar learn about how to develop strategy and most importantly measure performance and impact of community investment initiatives. It is important for companies in Myanmar to move away from philanthropy driven initiatives and focus on sustainable programs that involve an exit strategy," Ms. Howe told Insight.

She added that MPRL E&P employees will receive a wealth of knowledge and better understanding of why the company is working towards developing an organizational culture that promotes responsible business.

Ms. Mabel Wong, Senior Manager from CSR Asia, told Insight that the training



CSR Asia Public training in Yangon received attendees from government owned energy giant Myanmar Oil and Gas Enterprise, non-profit organization Myanmar Centre for Responsible Business and Multi-National Companies such as Total E&P, Petronas and British American Tobacco. Photo: Kyaw Nanda

helps businesses to understand international good practice with regards to Corporate Social Responsibility (CSR) and Community Investment and think about how to adapt these practices in a Myanmar context.

Ms. Wong agreed that the training, which was the first CSR Asia public training in Myanmar, attracted a considerable amount of interest and received participants from different backgrounds including government, profit and

non-profit sectors.

The training attendees included Myanmar Oil and Gas Enterprise, Myanmar Centre for Responsible Business and Multi-National Companies such as Total E&P, Petronas and British American Tobacco.

"Companies in Myanmar are increasingly asking questions about what international good practice looks like when it comes to CSR and sustainability," Ms. Wong said. ■

From Cover ►

MPRL E&P to support K8 million to schools in Mann Field

benefits to 1241 households from communities and 896 students.

MPRL E&P has been implementing its Community Investment project since last year and has spent more than K128 million for its short-term activities.

"For the long term, we are now in project design process to identify what exact activities to be implemented. But, we have an idea to support farmers, job creation and income generating activities in respective villages," U G Yaw Bawn told Insight.

Thanks to the support plan of the Community Investment project, the communities are expected to have improved access to clean and fresh water, possess decision making and problem solving skills as well as increased community safety from fire. The company expects to have increased and improved relationship with communities, improved team working communication skills between MOGE and organization, improved planning and organization skills and finally, opportunity for short term employment. ■

IOR-4 and IOR-6 commence ESIA

MPRL E&P Pte. Ltd is implementing an ESIA (Environmental and Social Impact Assessment) in its onshore assets to reflect international standards. But most importantly it is to reflect the current environmental and social guidelines that the Myanmar government is presently drafting.

The ESIA has commenced for blocks IOR 4 & 6. Ms. Anastacia Howe who is Head of the CSR & Communications Department at the MPRL E&P Pte. Ltd, said, "The commencement so far has been great. We are all learning a lot in particular becoming familiar with the new ESIA guidelines drafted by MOECF (Ministry of Environmental Conservation and Forestry)." ERM (Environmental Resource Management) was selected to implement the ESIA. They were selected based on the experience and knowledge of Myanmar including their expertise in the field of environmental and social management.

It is important for MPRL E&P to identify potential risks associated with previous operations in IOR 4 and IOR 6 to effectively mitigate the impact and protect the environment and surrounding community. In order to improve

communication on progress and overall management of the blocks, a weekly meeting comprising of department heads is now active to ensure all departments are aware of the progress made in these new assets.

In addition, MPRL E&P is embarking on a new journey creating new experiences and gaining new knowledge on best practices. It is definitely an interesting and exciting time for the company. ■ — Thal Sandy Tun

Announcement

On the first week of December, 2014, electronic versions of Policies and Procedures Booklet and Glossary of CSR will be published. Both books will be uploaded on the Internal Web Portal for public viewing. Any further enquiries regarding the books can be directed to the Communications Team at the CSR Department.

For more information:

Kyaw Zin Htun

Communications Officer

kyaw.z.htun@mprlexp.com

ZERO Accidents by 2015

Kyaw Swar Shin

At MPRL E&P we share a set of values and principles that apply to all our businesses and people across the Group Of Companies. These set the context for our approach to health and safety. Now we have set ourselves a major new challenge: to achieve Zero Accidents across all our businesses by 2015.

What does this mean, and where will we begin to see differences in our expectations and requirements?

While Operating Companies will continue to work in a evolved manner, from now on they will increasingly be expected to account for, and measure, their progress towards the achievement of Zero Accidents.

This document sets out the MPRL E&P framework for managing health and safety, and the minimum requirements that every part of MPRL E&P must meet.

But achieving Zero Accidents will require more than this: at the heart of Zero Accident is the commitment to eliminate the risk of serious harm.

As we move closer to our goal and learn more about what it will take for each business to deliver Zero Accidents, we shall also need to raise the bar on the "Expectations for Managing Health, Safety and Environmental" that we must all meet. These "Expectations" form part of a common set of standards against which we can measure our progress. They will therefore be reviewed, updated and re-issued when appropriate. The overarching expectation here is that from the moment of their issue we will all look to exceed the published minimum requirements. From now on, the only way is towards zero!

Zero Accidents is defined as:

- Zero fatalities
- Zero permanently disabling injuries
- Zero injuries to members of the public/ No damage to the environment.
- Zero long term harm to health

Sharing knowledge in a large organisation is a big challenge but MPRL E&P is determined to break down barriers – and create a culture of collaboration.



An HSE Officer gives explanation on HSE procedures at Mann Field
Photo: Zayar Lynn

One of the Group's main differentiators is the depth and breadth of its expertise, but when you are expanding as quickly as MPRL E&P, how do you ensure that expertise is accessible to those who need it? Individual operating companies already pool know-how to some extent, but as the Group grows, so does the need to adopt an effective knowledge-sharing strategy. "Our ability to share knowledge across the Group to help our investment partnerships has gained greater focus in the past Eighteen years". Our CEO said "The company's reputation for excellence, along with its strategic positioning and in-depth knowledge of working within Myanmar, ensures that both the company and its investors are in the perfect position to benefit from the growth in demand for oil and gas throughout the region. "Due to acquisition and organic growth, we have much more firepower, many more people working on innovative ideas and we see customers award us contracts at least partly on the basis that they get access to that expertise."

We all recognise that most innovative practice is carried out by the people right at the coalface and is not pushed down from the top. "People solve problems and exploit opportunities locally on site and we need to get them to share their methods with others so they can learn from each other. Feeding the value they create back into our wider business is so important." Knowledge sharing and collaboration are vital to retain a competitive edge, but they are by no means new concepts for the business. "We can find examples of operating companies sharing expertise and working collaboratively at all levels of the business. For instance, MPRL E&P brings to bear the expertise of several operating companies to present a unique, multidiscipline offering to the Myanmar Oil and Gas sector. Our Myanmar major Oil & Gas business is collaborating on tracking technology to improve the safety of workers – pushing towards our goal of Zero Accident by 2015. ■

5 Minutes with U Kyaw Swar Shin

U Kyaw Swar Shin is the assistant manager of MPRL E&P's Health, Safety & Environment Department. *Insight!* recently had a chance to ask his perspective on HSE.



Why do you think HSE is important and who are responsible?

I believe HSE is important because by setting the standards for HSE practices within the company and by enforcing the rules to be followed by everyone in the company, it will prevent workplace injury and death, property damage and loss of cost. Everyone in the company is responsible for promoting health and safety environment. It is important for the company to ensure that the employees of the company are provided with the safe working environment as well as to ensure the facilities are provided for the employees' health.

What kind of suggestions would you like to offer to improve MPRL E&P's culture of HSE?

To improve MPRL E&P's HSE Culture: Ensure that everyone in the company has the knowledge of HSE.

■ Ensure that everyone in the company holds accountabilities' for following health and safety rules and the standards set by the company.

■ Ensure that the company's HSE method to always be 'Active Method' which is preventive method i.e. planning and setting the HSE standards, routine inspections of the premises, branches and equipment used by the employees, monitoring the employees' health, routine inspections of the factory or plant actively.

What is your opinion on Myanmar's HSE Standards?

In my opinion, HSE standards applied in Myanmar is improving during the past years. However, the law enforcement by the government agencies is greatly required. There are rooms that still need to be improved to promote the culture of workplace safety and health environment across the different industries in Myanmar.





MPRL E&P Celebrates in Style

For MPRL E&P, last quarter filled with cheer and joy as its staff members celebrated various events in style. On 4th October 2014, MPRL E&P Pte., Ltd held its annual staff party at the Inya Lake Hotel. The long awaited event, happened with "Reach for the Stars" theme, was one of the most glamorous events in town and hold to congratulate the highest performance of the employees and success of the company. The event had an amazing performances, by famous singers such as R Zarni and Chan Chan, and an exciting lucky draws which made all the staff members overwhelmed with happiness.

From 6th to 8th November, 2014, more than 350 staff members of MPRL E&P Group of Companies celebrated the 25th Anniversary of Myint & Associates Co., Ltd., its founding member company, at Ngwe Saung Yacht Club and Marina. The trip to Ngwe Saung, which was named as Team Away Day, also included various team building activities such as games and talent shows.

On 29th November, 2014, some 25 employees from MPRL E&P GoC joined The Music Run by KBZ, the biggest running event in town, for charity causes. They were delighted to have a chance to donate for their time to charity by running. ■



MPRL E&P
Group of Companies's
Team Away Day and
M&A 25th Anniversary
Celebration



The Music Run by KBZ





More than 350 employees from MPRL E&P Group of Companies participated at M&A 25th Anniversary Celebration and Team Away Day held in Ngwe Saung from 6th to 8th November, 2014. Photo: Zayar Lynn

M&A 25th Anniversary and Team Building Activities Flourish Team Spirits

Thal Sandy Tun
November 27, 2014

It is a valued tradition for Myint & Associates Co., Ltd. to hold anniversary events, staff parties, and team building activities every year. However, this year is more significant for the Company as it marks a remarkable mile-stone of 25th year that the Company has been in existence. Therefore, on the 7th and 8th of November, 2014, the celebrations took place at the Ngwe Saung Yacht Club and Marina of Group of Com-

panies in Ngwe Saung Beach, the beautiful venue and resort in the Ayarwaddy Division. Over 350 staff members and guests attended and participated in a series of events.

The Group General Manager, U Myo Tin, on behalf of the CEO, delivered an opening speech in Myanmar and a keynote speech in English was addressed by the CEO on the first night. In an effort to encourage team spirit while having fun together, talent shows were included in both nights with ten teams of staff members, followed by miscellaneous prize award events, set menu dinners and entertainment activities on the beautiful, white beach.

The management body who is convinced of the importance of team spirit to the success of the business's operations, which include multiple entities pursuing objectives in varying sectors of the business, expects to encourage an environment of professional cooperation and team spirit as well as open exchange of information and knowledge amongst the employees more and more. Accordingly, in his keynote

speech, the CEO said,

"In order to not only meet our goals, but to continue to exceed them, it is also important for me to stress for all of us to continue to work in close alignment and coordination with one another".

Ko Sai Min Thant who was one of the organizers of the events, told Insight, "Normally we all are busy with our day-to-day operations and

we do not have much chance to work together as a team in our normal job. By participating in those team activities in the celebrations, all employees got a chance to increase their team skills and communications as well as to improve morale and productivity. These team building activities allow us to return to

the office reinvigorated, with a new set of problem-solving skill and team building skills."

"Before the start of the journey to Ngwe Saung, team members practiced and prepared for talent shows. We prepared dresses, accessories, dances, songs and performances. It was worth going to Ngwe Saung and we all made the best happen there", said Ma Su Mon Kyaw who is a staff member of M&A and a participant in the celebrations. Furthermore, she was sure that everyone who participated in the Silver Jubilee of the MPRL E&P Group of Companies would remember those tons of memories of happy, sweet, sweating moments in every early November. ■

"It is also important for me to stress for all of us to continue to work in close alignment and coordination with one another". — U Moe Myint
CEO, MPRL E&P GoC

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