

Issue 139 - March 2013

THE

PIONEER

THE MAGAZINE OF QATARGAS OPERATING COMPANY LIMITED

PRIDE IN
OUR VALUES

LONG TERM
AGREEMENT WITH
PTT OF THAILAND

LEARNING AND
DEVELOPMENT
IS ON A MISSION

THE PIONEER
EMPLOYEE
COMPETITION ★

CELEBRATING
OUR PEOPLE'S
ACHIEVEMENTS

14TH QATARGAS
GOLF TOURNAMENT

SUSTAINING FLOW
LEVELS WITH PMP



In this issue

March 2013



OPERATING EXCELLENCE

- 2 CEO visit to North Field Bravo
- 3 DHT Project achieves 1 million man-hours without incident
- 4 Qatargas 3 first long-term agreement with PTT of Thailand
- 6 Liaison Offices promote global Qatargas brand



PEOPLE

- 8 Shareholders' Spotlight: Masataka Inoue
- 11 Learning and Development is on a Mission
- 14 Legal Eagles Soar High
- 17 So you think you know about Legal – PROVE IT!
- 18 Fit for work
- 20 Celebrating our people's achievements
- 22 Everyone's a Sport Day winner
- 24 Qatargas sponsors Qatari Career Fair in the UK



INNOVATION

- 26 Sustaining flow levels with PMP

THE PIONEER COMPETITION

- 16 Test your knowledge
- 17 Previous competition answers

EVENTS

- 25 14th Qatargas Golf Open Tournament



CORPORATE SOCIAL RESPONSIBILITY

- 28 Advanced wastewater treatment at Qatargas
- 31 Return of the turtles
- 34 Golf Open Sale Event supports Qatar Charity
- 35 Advantage Qatar
- 36 Proud to be "Made in Qatar"

THE PIONEER

Issue 139 - March 2013

THE MAGAZINE OF QATARGAS OPERATING COMPANY LIMITED

EDITORIAL TEAM:

Editorial Director: HEBA SEDKY
Editor in Chief: NIZAR AHMED
Associate Editor: THAJUDEEN ALIAR
CSR

Associate Editor: JAMES BALDWIN
Environment

Associate Editor: LAWRENCE WRIGHT
Compliance Communications Initiatives

PUBLISHED BY:

The Public Relations Department
Qatargas Operating Company
Limited

P.O. Box 22666, Doha, Qatar
Tel: (974) 4452 3228
Fax (974) 4473 6628
Website: www.qatargas.com

PRINTED ON
RECYCLED PAPER



All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying or otherwise without the prior permission of the Public Relations Department, Qatargas Operating Company Limited.

SCAN QR CODE
FOR DIGITAL EDITION



Pride in our Values



As you know, our Direction Statement declares our aspiration to become the World's Premier LNG Company and 'be known' everywhere for our people, our innovation, our operating excellence and our corporate social responsibility. Of course, to become known in this way involves enhanced communication both inside and outside the Company.

Without effective and efficient internal and external communications, Qatargas cannot begin to build and register a unique 'premier' identity within our business environment and among our various stakeholders. In our Qatargas workplace, we can't work productively without communicating our plans, our policies and procedures, sharing experiences and ideas and passing on useful information. Also, to lead, train, coach and encourage our people to become the best that they can be, it goes without saying that focused and thoughtful communication is essential.

I am sure most of you have seen the various posters and other recent publicity around the Company about the 'Qatargas Six Communications Values'. This communications initiative is one which I consider as a key element in making progress towards achieving our Vision.

The Communication Values encapsulate six key communication areas considered fundamental to the way in which the members of a premier organization like ours should communicate and relate to each other and, indeed, how our Qatargas team may in time become known as unique, special and premier by all who come in contact with us.

Open and honest communication is the foundation of any successful business. Clarity in communication creates trust, builds relationships, enables effective control and delegation and also ensures greater transparency within the organization. Companies are emotional networks where a diverse workforce of intelligent, talented people with different experiences and outlooks on life interact daily. In Qatargas, we have a diverse workplace with talented individuals from all over the world. It is absolutely critical, therefore, that good communications prevail to ensure our people remain aligned with the common goals of the Company, and work collaboratively to achieve agreed targets.

In dealing with our employees internally and with our partners and customers externally, we know that face-to-face, honest and transparent

communication builds a sense of trust, belonging and mutual understanding. In our global business, too, communication involves connecting and engaging with clients in different countries and building successful business relationships.

With clear communication people can stay focused on what matters. Such communication keeps everybody well informed and allows us as a premier company to be pre-emptive and dynamic, rather than reactionary and slow-acting.

Finally, I urge all our Qatargas people to reflect on these Six Communications Values and absorb them into the way we routinely set about our work, the way we do things - the 'Qatargas Way'.

Khalid Bin Khalifa Al-Thani
Chief Executive Officer

CEO visit to North Field Bravo

Qatargas CEO visits North Field Bravo offshore facility to host an open forum Town Hall meeting and to deliver an important message to Qatargas employees

Qatargas CEO Mr. Khalid Bin Khalifa Al-Thani, accompanied by members of the Management Leadership Team (MLT), visited the North Field Bravo Platform and conducted a Town Hall meeting with offshore employees.

The CEO and the Management Team shared the Company's achievements in 2012 along with plans for this year and beyond.

The event also provided an opportunity to reiterate the importance of the '10 Life

Saving Rules' which remain an ongoing priority at Qatargas.

The talk was followed by an interactive session between management and employees, during which the CEO and the Management Team responded openly to queries and concerns raised by the offshore team.

The event concluded with managers being given a full tour of the offshore facility.



DHT Project achieves 1 million man-hours without incident

On 8th February 2013, the Diesel Hydrotreater (DHT) Project achieved the major milestone of one million man-hours without a lost time incident

The DHT Project is the latest expansion phase of the Laffan Refinery which, when fully operational, will produce low sulphur diesel. This will be a significant component of the State of Qatar's drive to achieve world-class environmental standards. The DHT Project is currently under construction and is due for handover and launch in the second quarter of 2014.

The DHT Project Team along with its contractor, Samsung Engineering and Construction Ltd., held an award ceremony on 17th February 2013 to celebrate the safety achievement. The project sponsors, Mr. Salman Ashkanani, Chief Operating Officer (Refinery Ventures), and his Korean

counterpart, Mr. Hangseop Lee, Executive Vice President Hydrocarbon 1 Business Support, were in attendance.

In congratulating the teams, Mr Ashkanani said, "This achievement underlines our commitment to safety excellence within the Laffan Refinery Expansion Projects. The DHT Project safety record is something we can all be proud of. However, this safety milestone must not allow our pride to turn into complacency. The recent implementation of the Qatargas 10 Life Saving Rules has reiterated that a continuous focus on safety will help ensure that work is carried out in a safe manner."

This achievement is all the more remarkable considering the various challenges the project has had to deal with including green field and brown field work scopes as well as a number of strategic interface agreements. Mr. Neil Bonner, DHT Project Manager, added, "This milestone is the result of first-class teamwork and a strong commitment by all to our Incident

and Injury Free philosophy. Everyone involved in the project takes personal responsibility for the safe conduct of their work."



"The recent implementation of the Qatargas 10 Life Saving Rules has reiterated that a continuous focus on safety will help ensure that work is carried out in a safe manner."

Mr. Salman Ashkanani
Qatargas Chief Operating Officer
- Refinery Ventures

Qatargas 3 signs first long-term agreement with PTT of Thailand



Qatargas' LNG agreement with PTT of Thailand heralds first long-term supply to Southeast Asia

December last year was a milestone in the relationship between Qatargas and Thailand with the signing of a new long-term agreement between Qatargas 3 and PTT Public Company Limited. The agreement, to supply two million tonnes of LNG per annum for 20 years commencing in 2015, represents the first Qatargas long-term LNG supply to Southeast Asia.

The contract was signed on 7th December 2012, when a new long-term Sale and Purchase Agreement was signed by His Excellency Dr. Mohammed Bin Saleh Al-Sada, Minister of Energy and Industry and Chairman of the Board of Qatargas,

and Mr. Pailin Chuchottaworn, Chief Executive Officer & President of PTT.

The new agreement follows a successful contract between Qatargas and state-owned PTT in 2011 to supply the first commissioning cargo to Map Ta Phut LNG Receiving Terminal, one in a network of LNG terminals throughout the Kingdom of Thailand. Since then, Qatargas has sold several spot cargoes to PTT during 2012 and 2013.

The current capacity of Map Ta Phut LNG Receiving Terminal is five million tonnes per annum and PTT has plans to increase this capacity to 10 million in the near future.



Diverse

Our employees come from all over the world. 67 nationalities make up the family of Qatargas.

As the largest LNG producer in the world with 42 MTA, we work every day to meet our customers' needs around the world by safely and efficiently operating our world-class facilities in Qatar. Our diverse and high caliber workforce has brought innovation to the LNG industry, enabling us to deliver cleaner energy to where it is needed the most. Qatargas - committed to being the World's Premier LNG Company.

The World's Premier LNG Company
www.qatargas.com.qa



Liaison Offices promote global Qatargas brand

Since the inception of Qatargas, Liaison Offices have been established in order to generate presence within our markets and promote our brand

Qatargas Liaison Offices provide our customers with an immediate point of contact with Qatargas, wherever they may be in the world.

Since the evolution of the Company's LNG business in Japan, our anchor Japanese buyers have required a liaison office to be set up and we decided to take the concept and apply it in other markets. To date, we have three liaison offices, one in Japan, one in China, and one in USA.

The Japan office is called the Japan Liaison Office (JLO) and is based in Nagoya, Japan, very near to the headquarters of Chubu Electric, one of our major customers. This office was established in August 1996, and is staffed by 13 employees. In addition, the Nagoya office has a team of

Marine and Technical Superintendents who supervise every discharge to our eight Japanese buyers. Business and Operations Coordinators, also stationed at the office, provide a direct interface with buyers and deliver frequent market intelligence reports.

Our China office is known as the Beijing Representative Office (BRO) which took its name based on Chinese law regulations for a liaison office and, as the name implies, is based in Beijing. This office was established in November 2009, and is staffed by eight employees. The office has similar responsibilities as our JLO, with a much larger geographic footprint to cover, but serves only two buyers who are based in Beijing. The Qatargas brand is well represented with the Q-flex and Q-max vessels that



The Americas Liaison Office (ALO)



The Americas Liaison Office (ALO)

call at Chinese terminals. The BRO is currently undergoing additional staffing in order to achieve its approved headcount.

The Americas Liaison Office (ALO) was established in March 2011, also with similar responsibilities. This office is based in Houston, a global energy capital, and the office is responsible for markets from Canada to Chile. The ALO is currently recruiting staff in order to achieve its target headcount. This office is currently playing a significant role associated with the preparations of the LNG17 conference slated for Houston this April.

One of the common themes for all of our liaison offices is to promote the Qatargas brand in order to confirm our presence with existing LNG buyers,

and to secure name recognition for potential new customers within each market. Another function of these Liaison Offices is the coordination of high level Qatari Government and Qatargas Senior Delegation protocol visits within the countries in which they operate, with the aim of fostering positive relations and outcomes.

Liaison Offices act as our representatives on the ground to help us understand what our customers want and how Qatargas can effectively and efficiently deliver on those needs. In many cases, our offices coordinate and informally support the Qatari Embassy in each country where we have a presence. Working in concert, they are promoting Qatargas as the World's Premier LNG Company.



Members of JLO with General Manager, Mr. Ali Al-Baker (second from the right, seated)



BRO located on 10th floor in China World Office Tower 2



Left to right, Nicole, Cindy, Echo, Cliff, Abdulla Hijji, Steven and Carl (Qatar National Day)



Beijing office reception area



The Americas Liaison Office (ALO)

Shareholders' Spotlight:

An interview with Masataka Inoue

Managing Director, Marubeni Corporation (Doha)



Can you please provide us with some information about yourself and your role at Marubeni?

I joined Marubeni in 1982 and was assigned to the LPG Department, in which I spent about ten years in charge of international trading as well as Japanese domestic distribution. Then, I moved to the Petroleum Product Department, which deals with gas, oil, kerosene, jet fuel and other fuels.

In 1997, I was assigned to our Singapore subsidiary to look after crude oil trading for one year and since 1998 I worked in the upstream business in Singapore for another year, in Perth for six years and in London for two years until 2007. Three years after I came back to Tokyo, I was appointed as General Manager of the Natural Gas Project Development Department in 2010 to oversee several LNG projects, the Laffan Refinery and other new

business development ventures including US shale oil and gas.

In April 2012, I was appointed as Managing Director of the Marubeni Doha Office to manage all the businesses we are conducting here in Qatar.

What is your typical day like?

Marubeni has been in Qatar for more than 30 years doing various types of business, including the QG1 Project, the Laffan Refinery Project, petroleum products trading, chemical products trading, sewage and water treatment projects, a power cable project and an IPP (Independent Power Producer) project with about 70 employees working in three offices in Qatar. Therefore, I am fairly busy all day in making sure that all those businesses are going well or expanding further.

What I am always trying to do, though, is to find as much time and as many

occasions as possible to meet and catch up with our customers and partners.

As my wife has not yet joined me, my weekend life is quite the same unless we receive customers or guests from Japan or other countries. I normally try to play as much golf as possible to have a reasonable amount of exercise.

Where will the most significant growth occur in Marubeni over the next few years?

Marubeni is involved in the handling of products and provision of services in a broad range of sectors worldwide. These areas encompass the import and export of food products, textiles, pulp and paper, chemicals, energy, metals and mineral resources, transportation machinery, and include offshore trading as well as domestic transactions in the Japanese market.

The company's activities also extend to power projects and infrastructure,

plants and industrial machinery, finance, logistics and the information industry, and real estate development and construction.

Among the various fields of business we participate in, we will most likely see significant growth in our energy business, as we are now actively expanding our endeavors in both gas and oil development and trading in new markets. Besides our energy related business, we are also focusing on IPP-based electric power projects and the water infrastructure business. Demand for new IPP-based electric power and water infrastructure is growing worldwide, and we will be working hard to make the most of our extensive experience and expertise. For example, in Qatar, we are very keen to participate in the RO Desalination Project planned by the Qatar Foundation. We also plan to participate in forthcoming water and sewage treatment EPC projects such as the Mega Reservoir

Project for KAHRAMAA and Al Dhakhira Sewage Treatment Plant and the Inner Doha Resewerage Implementation Strategy (IDRIS) Project for PWA, based on our experiences as a Prime EPC Contractors in Qatar and GCC countries.

Furthermore, we are in the midst of expanding our food grain business. We are aggressively extending our grain sales channels into growing markets such as Asia, most notably China, the Middle East and North Africa, and, at the same time, we are securing more diverse production sites, worldwide.

What do you see as our energy industry's greatest challenge?

We would think that the greatest challenge for the gas industry may be the emergence of a highly competitive market for gas sellers due to the shale gas revolution, new gas development in southeast Africa, potential projects in Australia, and so on.

In such an environment we believe reliability will become a key factor in the gas industry. Under H.E. Dr. Al-Sada, Minister of Energy and Industry, and QP's sound leadership, Qatargas has been recognized, over the years, as one of the most reliable and prudent LNG suppliers in the world. We believe that Qatargas will be able to maintain its reputation as a World Premier LNG Company and will continue to play a significant role in the LNG industry.

How do you see Marubeni's relationship with Qatargas?

As one of the founding shareholders of Qatar Liquefied Gas Company (QG1), Marubeni has been involved in the Qatargas LNG Project since 1984. Along with QG1, we have also been involved in the Laffan Refinery Project since 2006, and today we are in discussions for the Laffan Refinery Expansion Project, which is moving towards a final investment decision. It has been a great honor for us to have

“We are looking forward to cooperating with our Qatari partners in domestic and foreign investments, in a variety of areas.”



been able to contribute to Qatargas through finance and LNG marketing activities, especially to the Japanese market, for such a long period of time.

Since the beginning of the QG1 Project, Qatargas and Marubeni have developed a strong relationship, from top to bottom throughout each company, mainly due to good communication. We also second employees from our companies to the Japan Liaison Office and Qatargas Headquarters, hoping to further strengthen our already solid relationship, which we are more than grateful for and hope to continue for the further prosperity of Qatargas.

What is your company's main contribution to the Qatari energy sector?

While Marubeni is one of the shareholders of QG1 and the Laffan Refinery Project, we are also Qatar's long-time partner as a significant buyer of crude oil, petroleum products, chemicals, and other products from Qatar. In this regard, we truly appreciate the assistance and cooperation from Qatar Petroleum and Tasweeq.

As for the near future, our IPP business in Mesaieed is already helping to support Qatar's economy; we believe our insight into this business will be able to further advance the development of the power sector in your esteemed country. In addition to the IPP business, we would be most pleased and honored to contribute

to developing the necessary transportation and water supply infrastructure to realize the Qatar National Vision 2030, and play a role in the dramatic development Qatar will go through in the near future.

What does the future hold for Marubeni in Qatar?

Along with our ongoing participation in QG1, the Laffan Refinery, and other projects, including the off-take of various products in Qatar, we would be more than grateful to lend assistance to Qatar's society needs through the construction of power, water, and transportation infrastructure, helping to build an even brighter future for Qatar. We are also looking forward to cooperating with our Qatari partners in domestic and foreign investments in a variety of areas.

In addition, Marubeni will continue to cooperate and strive to deepen not only economic relations through the development of business, but also cultural and educational ties between Qatar and Japan. We have started

a sponsorship fund for the students of Qatar University, amounting to US\$6million over a five-year period. We hope this support will contribute to the further development of the younger generation in the State of Qatar.

Last, but not least, please allow us to send our deepest gratitude to all the prevalent support Qatar has given to Japan following the Great East Japan Earthquake on 11 March 2011. Qatar's speedy and timely decision to supply additional LNG helped save Japan from electricity shortages, and the donation made by the Qatar Foundation has brought hope to the fisheries in the city of Onagawa, which was badly hit by the tsunami. We will always remember the generous support Qatar has lent to Japan, and we hope the strong relationship between the two countries will continue and that we remain long known friends.

Learning and Development is on a Mission

A Premier Company needs premier learning and development for its employees, and Qatargas is no exception

Mr. Adnan Al-Shaibi, Qatargas' Learning and Development Manager, is focused on ensuring that the Learning and Development Department is keeping up to speed with the changing demands and requirements that a Premier Company faces. Adnan explains, "Qatargas is a fast-moving business. Our people have high expectations and responsibilities. The Department continues to provide opportunities for all to learn the skills and knowledge required to ensure we continue to be the best we can be. I have introduced a mission for our Department. The mission will ensure our focus and energy as a team is applied to the right deliverables to support our people in the delivery of the Direction Statement."

Learning and Development Mission Statement

The Learning and Development Department will provide Qatargas employees with timely best practices, practical advice, and support relating to:

- Training and Education
- Competence Development & Performance Management
- Leadership Development & Succession Planning
- Qatarization and National Development

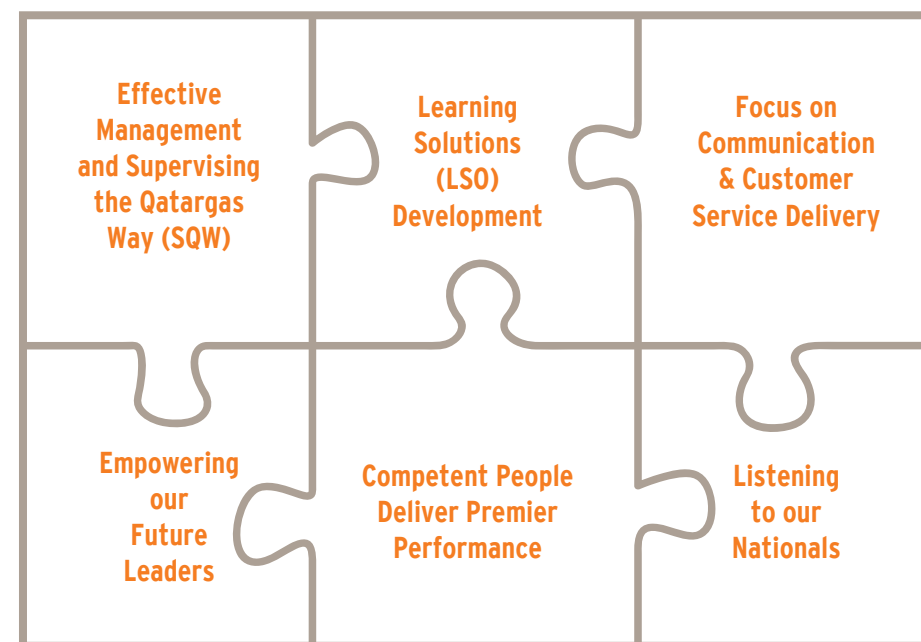
We continuously strive for excellence. This is achieved by listening to and communicating with our customers,

ensuring our service delivery is aligned to the expectations that a Premier Company requires.

We encourage and facilitate 'fit for purpose', effective and structured development of our high caliber and diverse workforce.

The Learning and Development Department has a comprehensive program of deliverables for 2013. Here is a spotlight on a number of them that will make sure it delivers on the mission:

Learning and Development Department



Effective management with Supervising the Qatargas Way

Supervising the Qatargas Way (SQW) is designed to equip supervisors to be more effective in their day-to-day roles. Phase 1 was completed at the end of 2012. The Training and Education Division is now working on the final touches of Phase 2. The result of this work will be cascaded to all Line Managers by the end of Quarter 1. More information can be found on the Learning and Development Intranet Portal Site.

Learning Support Organization (LSO) development

One of our priority projects this year is the installation of a Learning Support Organization (LSO) system. From 2014, this will provide a complete online system which facilitates different levels of access to information for Training Coordinators, Administrators, Managers and our people.

The system will provide:

- Auto-enroll and auto-assign courses to individuals/groups
- Catalog browsing
- Registration process: book/cancel/change course (event rescheduling and event wait listing)
- Mandatory training allocation and timely reminders (via email)
- Course joining instructions, reminders, evaluations and reporting



Focus on communication and customer service delivery

The Learning and Development Department is dedicated to hosting three Learning Olympics in 2013. These events will provide access for all employees to increase awareness of the learning and development opportunities currently on offer.

As a center of learning excellence, the Learning & Development Department will also be holding learning community sessions to give Qatargas trainers from every Department an opportunity to enhance their facilitation skills and network with other learning professionals.

Empowering future leaders

This year the Learning and Development Department will continue to support each group in identifying their critical roles and the depth of talent available to succeed in those roles.

Outcomes from this succession planning process contribute to the provision of tailored development opportunities. Adnan explains, "Headed by Mr. Simon Day, our team works closely with Qatargas leaders. This year will see us designing and providing a variety of development programs targeted at supporting potential and current Division Heads and Department Managers. More information about these programs will be made available soon."

Competent people deliver Premier performance

The new Qatargas Individual Performance Management (IPM) system was launched in January 2013, and superseded the Objective Management System (OMS). IPM effectively records our annual objectives, mid-year and end-year reviews. The system is already proving to be a more user-friendly system than the previous one. Adnan believes that the new system is a vast improvement. "It's important that the focus for managers is on driving performance through an effective conversation with their people. The IPM system supports this in every regard."

Excellent progress was made in 2012, when a Key Performance Indicator (KPI) target of 70% for assessing and verifying employees, against a technical profile designed specifically for the role, was surpassed with a completion rate of 88%. It is widely recognized that this has been a tremendous achievement for Qatargas.

The Corporate KPI target for 2013 is for 90% of employees to be assessed and verified. The intention is to use the analysis to identify developmental focus areas and implement individual plans accordingly. The Vision 2015 KPI on technical competence is the application of the Competence Development Framework to a minimum of 90% of Qatargas employees.

Listening to our Nationals

Through listening to our people, the Qatarization and National Development Team has identified a need to enhance communication channels and our customer service approach as a matter of priority. We will achieve this in a number of ways.

Firstly, the workflow system for the National Graduates' development plan will be enhanced to make it more efficient and intuitive for users of the system, supervisors and graduates.

Secondly, a focus group has been formed with representatives from the

National Graduate community. The purpose of the group is to provide a forum for discussing a range of issues and initiatives to improve the Graduate Development Program. There are ten graduate members, joining Senior Qatarization and National Development members. Each one is from a different Department, ensuring all graduates' interests are represented.

Lastly, our team is piloting an Online Service Desk where all customer concerns and requests are logged on a ticketing system. Services will be streamlined and requests can be dealt with in a timely manner. The system will eventually be adopted by the entire Learning and Development Department if the pilot proves successful.

In addition to providing enhanced customer service, the ticketing system will track communication with customers, allowing the Department to improve services and ensure everyone can find both the assistance they need and the answers to any questions they have.

Technical Competence Assessment Process



Legal Eagles Soar High

Three of our young Qatari graduates discuss what it takes to work in the Legal Department and how Qatargas is helping them lay the foundation for a bright future in law.

One of the most important objectives we maintain at Qatargas Legal Department is to develop the skills of our people. As the world's leading supplier of LNG, operating the largest fleet of LNG vessels and largest LNG production facilities, we are proud of our market position and the opportunity to take on board trainee lawyers and to expose them to mega engineering projects, major LNG supply agreements, corporate governance, anti-trust compliance, shipping, international dispute resolution and other legal work as they are trained by and work alongside our senior lawyers.

Together, we are enthusiastically making a real contribution towards the Company's Vision, Qatar's National Vision and our shared goal of Qatarization.

From day one, our Qatari graduates are involved in exciting work opportunities

under the guidance of their appointed supervisor. They assist all members of the Legal team and are involved in various work-related matters on a daily basis.

They are afforded the best training opportunities, on-going coaching and support and continual exposure to world-class projects. This leads to a breadth and depth of first-hand legal experience on major projects and major transactions, which rivals that of any company in the world.

Working alongside and interacting with people from different cultures gives these young graduates invaluable experience. As does having dealings with people right across the Company, affiliates and shareholders, world-renowned external legal experts and third party companies, both domestic and international.

Individual Development Plans (IDPs) provide a comprehensive mix of skill development and training, which includes both in-house courses and external training in Qatar and overseas and, in particular, the UK. Once the IDP is successfully completed, the trainees then undertake a six-month secondment to a top-tier London law firm. This ensures that the Qatari lawyers emerge from their IDPs with significant high quality training and varied work experience and are fully equipped to embark on a successful professional legal career as they continue to build on the excellent foundation laid here in the Qatargas Legal Department.

We have the great pleasure of introducing you to three of our most talented Qatari colleagues for a personal look at their individual experiences at Qatargas.

"If you think in terms of a year, plant a seed; if in terms of ten years, plant trees; if in terms of 100 years, teach the people."

Confucius



A word with Essa Al Mannai

Legal Counsel
Joined: August 2008

Achievements: Essa acquired his Law Degree from the UK and completed a six-month secondment to Allen & Overy in London during 2010/2011. Essa has advised on various matters including Sales & Purchase Agreements, construction, commercial, Laffan Refinery and the Gasoline project.

Prior to joining Qatargas as a trainee, Essa read his law degree in the UK where he had a very clear idea of where he wanted to take his career. He says, "Before joining the Company, I studied Law in the UK at the University of Essex, taking courses specializing in commercial and international trade."

"I was lucky to have learned about this industry throughout my summer internship in the Company because I was sponsored by Qatargas throughout the whole duration of my studies in the UK. I was able to spend a month every summer in Ras Laffan where I was introduced to different areas of the Company's operations, to different

groups, with different courses and lessons so I was able to grasp as much as I could about the Oil & Gas industry specific to Qatargas before actually joining the Company upon graduation as a graduate on development."

So, what attracted Essa to Qatargas in the first place? He explains, "Basically, the professional environment and the level of experience that all Qatargas employees have. I saw Qatargas as a good environment in which new employees and especially new graduates could develop."

Essa is impressed with Qatargas, citing how he enjoys the professional working environment and the excellent relationships he has forged with colleagues who work alongside him. "It's the professionalism and the relationships with professionals. It's also about the importance of Qatargas within the country. Qatar is energy-rich and the country is dependent upon Qatargas. The future of Qatar rests on the export of natural gas around the world and Qatargas is the first established LNG Company with the most experience of LNG in this region, and is a flagship Company for the country as a whole. Working for a company that gives back to the community gives me, as a Qatari employee, a lot of national pride. Qatargas has done a lot of marketing globally and only employs high caliber employees."

He is also enthusiastic about the Legal Department's renewed emphasis on training and development: "The Legal Department has always afforded me opportunities for on-the-job training and training courses both in-house and abroad in line with my on-going development programme. I have been provided with training support delivered by world-class consultants. I was given a six-month secondment to a very high profile organization in London that provides legal advice to the Company. I have always been given all the help and support I needed to develop myself."

Essa is grateful for the experience working at Qatargas is giving him, saying, "With the various experiences and work exposures, as I get more complex issues going forward, I think I have developed my practice as a Legal employee. Through increasing responsibilities, I believe I am also developing my character."

A word with Ines Al Tamimi

Assistant Legal Counsel
Joined: December 2010

Achievements: Ines has advised on various matters including LNG sales, construction disputes, shipping and non-LNG projects in Ras Laffan. Ines is currently nearing the end of her six-month London-based secondment to Allen & Overy and another world-renowned law firm, SNR Denton, and will shortly return to Qatargas to take up the permanent position of Legal Counsel.



Ines studied for her degree at the University of Southampton in the UK prior to joining the Legal Department at Qatargas as Assistant Legal Counsel. But what attracted her to the Company and why did she choose the Oil & Gas industry? She is very specific about her reasons, "Well, Qatargas is a world-

class organization. And that counts for a lot in terms of career, prospects and opportunities in the future. It also has a good reputation in the community. It is well known in Qatar as a good employer and also for the support it gives in developing nationals - so naturally I was interested to join such a Company."

Like most, when she joined, her knowledge of the Oil & Gas industry was limited. She says, "I had some basic but not very specific information. Since joining obviously I have become more knowledgeable about the industry and the Company's activities."

Ines joined as part of the National Graduate Program, which supports Qataris in helping them find work and in providing training to further their careers. However, before she came to Qatargas she had little understanding of the program. She says, "Before I joined I didn't know much about this particular program but when I was approached by Qatargas and I asked questions I came to know about it."

Since joining Qatargas, Ines has been given excellent opportunities to further her knowledge and skills through training, both in Qatar and abroad. On the matter, she says, "I've been on several training courses in the UK already and there are more planned in the program later. These were invaluable to my training, giving me confidence and enhancing my knowledge."

For Ines, Qatargas has certainly lived up to her expectations and she is grateful for the opportunity she has been given, "Actually, it has been more than what I had expected. Things were much more challenging than I had imagined at the beginning and I am very happy that I managed to achieve more than anticipated."

A word with Albandri Al Khater

Assistant Legal Counsel
Joined: December 2011

Achievements: Albandri has advised on various matters including a legal dispute in Panama and LNG sales agreements. Albandri recently completed a three-week law course at Cambridge in the UK and has now resumed her National Graduate Development on return to Qatargas.

Albandri studied at the University of Sharjah in the United Arab Emirates for her law degree before joining Qatargas. But what attracted her to Qatargas in the first place? Albandri explains that she wanted to work for a world-class company right from the start, "I knew that Qatargas was a large international organization. That was very attractive to me as there would be a lot of opportunities that come from that."

Law has such a wide application in the world of work that at the start of her career the choices available to her were almost overwhelming. However, Albandri made the decision to apply for roles within the Oil & Gas industry and the rest is history. It was a surprising decision as she only had a rudimentary understanding of the industry she was about to launch into. Talking of this understanding, she says, "To be honest, I had no understanding beforehand. I had very limited knowledge of the Oil and Gas industry."

The legal trainee program at Qatargas is aligned to the National Graduate Program as part of the Company's wider Qatarization Program. Albandri however, like Ines, had not heard much about the program prior to joining the Company. She says, "I think you

guys explained it to me. I didn't know previously much about the National Development Program at Qatargas."

Albandri is impressed with the way the Legal Department has assisted in her career, saying, "The Legal Department in conjunction with the Qatarization Division has arranged a number of useful courses including various English courses and also a series of soft skills courses, for instance, I've just completed a 'Legal English' course in the UK. I also get one-to-one training and support from my supervisor as well as from all the people around me. I'm so lucky. I can ask any of my colleagues for support and advice at any time. Everyone is available to help me achieve my work and learn new skills."

And how is Albandri finding working at Qatargas? What interests her most? Albandri cuts to the chase with an honest appraisal, saying, "As a large organization with a great international reputation it is one of the best companies in Qatar that a national could work for."

So, there we have it. Three talented, young Qatari professionals at the start of a promising career in law; happy, content and enjoying the challenges of working in the Legal Department of the World's Premier LNG Company. All three, an asset to Qatargas.

So you think you know about Legal - PROVE IT!

Two activities are on the pull out card for you to complete, again with some great prizes. All the crossword answers can be found by reading the article on page 14.

Use the tear-out card and complete the Crossword and the puzzle and add your name; Department; staff number and signature where indicated. Please send the original completed card by internal mail addressed to: Lawrence John Wright, Room 48-16, Qatargas Doha Head Office.

The emphasis is on staff participation, encouraging staff to read Pioneer;

learn about Legal and Safety rules, but also having some fun at the same time. Remember, staff need to get 100% correct answers to be eligible to win.

Entries are open to all direct hires, secondees and contract staff who are employed by Qatargas Operating Company Ltd. We will only accept one entry per person; anyone sending more than one card in their name will be disqualified. Entries should be from individual staff, in their own handwriting, using their own endeavors

and no team entries will be considered.

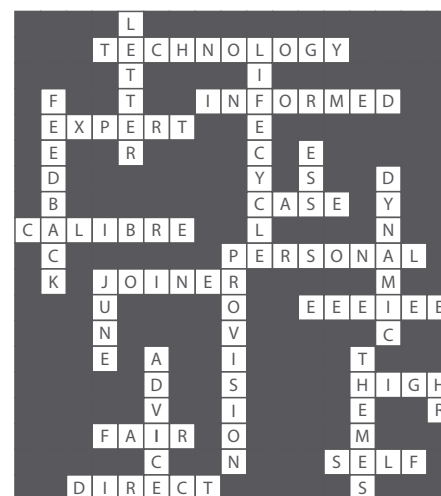
The competition is open for one month from the date of official publication of Pioneer Magazine and the draw will be soon after the closing date. **Good luck!**

More prizes to win!

The first **two** correct crossword entries in the draw will win a **Galaxy Tab**, and the first **three** correct entries for the fill in the blanks will each win an **iPod Touch**.

Previous Competition Answers

Crossword puzzle:



Choose the correct answer:

- How many key stages are there in the Employee Lifecycle?
 - 4
 - 5
 - 6
- What are the HR Department's three key strategic areas?
 - Talent Management, Employee Engagement, Organisation Effectiveness
 - Recruitment, Organisational Design, Employee Engagement
 - Selection, Career Development, Talent Management
- How many Tiers does the HR Service Delivery Model have?
 - 2
 - 4
 - 6
- Which of the following Self Service tools directly supports Informed Assistance at the Tier 2 level of the HR Service Delivery Model?
 - ESS
 - HR PA Service Desk
 - Workflow
 - HR Department Intranet
- The HR Department is comprised of how many Organisational Divisions?
 - 4
 - 5
 - 6
- Onboarding services are used specifically for which Qatargas population?
 - Operations Group
 - All New Joiners
 - Finance Group
 - Demobilising Employees
- In which month does the HR Department steward the Organisation Chart approval and sign off?
 - February
 - April
 - December
- How many queries have been received through the Tier 2 HR PA Service Desk to date?
 - 1270
 - 1520
 - 1720
- Which Lifecycle stage would you refer to for information on the Internal Job Posting Board?
 - Adminstrating YOUR Personnel Requests
 - Supporting YOUR Career
 - Supporting YOUR Demobilisation
- In which month does the HR Department aim to provide Merit Increase Payments to employees?
 - November
 - December
 - January

Previous Competition Winners

Road Safety Competition

Jan Siddiqui - Won a Galaxy Tab
Shahid Nadeem - Won an iPod Touch
Zahi Al-Sharman - Won an iPod Touch

HR Customer Service Competition

Wong Yung Yuan - Won a Galaxy Tab
Amjad Tanveer - Won an iPod Touch
Ali Al Mohanadi - Won an iPod Touch



Fit for work

Our new Fitness Center, the first such facility for an LNG company in the Middle East, will bring huge health benefits to employees at Qatargas HQ

Two years in the planning, Qatargas' sparkling new Fitness Center opened its doors on 1st February, in time for this year's National Sport Day, and has since proved a great success among employees and secondees of Qatargas, and Qatar Petroleum, based at Qatargas HQ in Doha.

The facility was the brainchild of Qatargas Management, in order to promote health and well-being amongst employees. A committee of nine, led by Chairperson Mr. Abdul Moneim Al Sayed, General Services Manager, and including Mr. Sabri Hamadeh, Mr. Mohamed Ismail, Mr. Kamel Mansy, Mr. Adnan Al-Shaibi, Mr. Abdul Rahman Al-Mannai, Dr. Hesham Ahmed, Mr. Klaus Teil and Mr. Abdul Rahim Almir Hilal was set up to undertake the planning and orchestrate the launch of the facility.

Mr. Abdul Moneim Al Sayed, says, "Without the support of the Committee we would not have been able to complete the gym in anywhere near the timescale we have achieved."

"I believe that the facility plays a vital role in ensuring employees remain healthy. Let's be honest, like any developed nation, we have an obesity problem in Qatar. Over 50% of the population is overweight. Having access to a gym at work means employees are more likely to exercise

because it's super convenient and they aren't having to battle through traffic to get to a gym."

Fitness key to good health

Dr. Hesham Ahmed, who was consulted during the planning of the center, is enthusiastic, saying, "The philosophy behind the facility is to keep our healthy people healthy. Regular exercise helps to alleviate all manner of conditions, from obesity, which is the main cause of diabetes here in Qatar, to respiratory illnesses to hypertension."

The Doctor goes on to say, "We all have stress in our lives to certain degrees. Regular exercise can help alleviate that stress. Some of our employees spend most of their time at a desk in front of a screen. Again, exercise can help to alleviate repetitive strains and relieve pain."

The Doctor has some simple advice for employees, "I would suggest that employees go to get fit and feel good, not just to lose weight. Any exercise is good exercise, and having the gym at work means you can drop in, do 15 minutes or more, and build up gradually. I prescribe the gym at least once a week if not more."

Membership fees are some of the lowest around for a private club with facilities of this quality with every piece of the latest state-of-the-art equipment you could possibly need. In just a month since launch, take up among staff has been excellent, with more joining every week.

Vital statistics

Qatargas' Fitness Center has all the features and amenities of a first-class, exclusive health club with hot spas, sauna, power showers, relaxation and massage areas and changing rooms.

The gym is equipped with the very latest PRECOR machines from the USA. These state-of-the-art machines have touch screens and are connected to personal training software which allows members to access their personal training program and history online with a single password.

Cardiovascular machines can also be interfaced with an iPad or iPod for entertainment and music.

"It's great. So convenient. Now I have a gym just two minutes from my desk. I miss the traffic which means I'm more up for going."

Mohamed Kamal

To give some idea of the level of equipment available, here's a quick rundown of the equipment on the gym floor:

Cardiovascular

- 10 x Low impact treadmills with incline adjustment
- 6 x Elliptical crosstrainers
- 2 x Steppers
- 5 x Upright bikes
- 6 x Spinning bikes

Combination

- 3 x Adaptive Motion Trainers - The latest revolution in fitness, the AMT® goes from short to long strides, walking to running, and climbing to lunging.

Strength and muscle building

- Various resistance presses
- Free weights, multiple sets
- Benches and high impact mats

Activities at the gym are managed by an experienced Fitness Supervisor, who is experienced in running top-notch facilities. He is supported by two personal trainers, one for women and the other for men.

Time for exercise

The fitness center is open seven days a week outside of working hours, providing ample opportunity for all employees to use the facility. In keeping with local custom, the center has ladies only sessions during some days.



	Ladies Only	Everyone
SUN	2:30 pm - 10:00 pm	6:00 am - 8:00 am
MON	-	6:00 am - 8:00 am 2:30 am - 10:00 pm
TUE	-	6:00 am - 8:00 am 2:30 am - 10:00 pm
WED	-	6:00 am - 8:00 am 2:30 am - 10:00 pm
THU	2:30 pm - 10:00 pm	6:00 am - 8:00 am
FRI	3:00 pm - 9:00 pm	8:00 am - 2:00 pm
SAT	8:00 am - 2:00 pm	3:00 pm - 9:00 pm

Opening times are subject to change.

Celebrating our people's achievements

Qatargas' 13th Annual Gala Dinner was a celebration of our people and the achievements they have made during the year



The Latin American pianist, composer and conductor Ovidio De Ferrari and his chamber orchestra

Held on the 3rd and 6th February at the Qatar National Convention Center (QNCC), our Annual Gala Dinner highlighted the extraordinary achievements of employees at Qatargas and was hosted by the Chief Executive Officer and his Management Leadership Team.

The theme of this year's event was 'Celebrating our People', acknowledging employees' valuable contributions to the continued success of Qatargas, and recognizing their achievements as members of Qatargas' highly skilled, diverse workforce.

Mr. Khalid Bin Khalifa Al-Thani, Qatargas Chief Executive Officer, opened the evening with a welcome speech, addressing the hundreds of employees and their spouses who attended. During the speech, he lauded the contribution made by employees, along with the support of their families, towards Qatargas' continued growth and success, saying, "People are our most important asset at Qatargas. We employ over 70 different nationalities - people who

come from Qatar and from all over the world. It is this very diversity that is our source of strength. Working together using our experience and our different backgrounds, steers us and contributes to our success as a company."

He went on to say, "Our Vision to be the World's Premier LNG Company is being realized, and it is being realized by all of you. I would like to thank you all for your continued dedication and professionalism, and indeed to express our sincere appreciation for the support given by your families."

In his address, Mr. Khalid Bin Khalifa Al-Thani also reminded employees about the importance of safety, a recurring theme that will continue to dominate the agenda. He said, "Safety continues to be a core cultural value for the Company that is deeply embedded in the way we work. Not only to operate our business efficiently, but also to ensure that everyone goes home safely every day. This is the most important thing for all of us."

During the event, the Chief Executive Officer presented the 'CEO Award of Excellence' to a total of 21 employees in recognition of their outstanding contributions towards achieving the Company's Vision during 2012.

Important milestones achieved by the Company in 2012 were also celebrated at the event, which served as a venue for the inaugural screening of a special film themed around Qatargas' diverse high caliber workforce.

At Qatargas, we believe it is important to recognize the commitment, and often the sacrifice, that employees make for the Company, and to show appreciation of the efforts everyone at the Company makes on a daily basis. As such, the Gala Dinner was a success and we look forward to next year's event.



Qatargas Logo momento presented to Sheikh Khalid Bin Khalifa Al-Thani, Qatargas Chief Executive Officer, by Mr. Ghanim Al-Kuwari, Chief Operating Officer Administration



"From Doha To The World", a group of 15 nationalities

Everyone's a Sport Day winner



An active, fun-packed and enjoyable day was had by hundreds of Qatargas employees and their families, who participated in a range of sports activities organized by Qatargas on the 2nd National Sport Day

This year's Qatargas Sport Day activities took place at Al Gharafa Sports Club, Al Khor Community, Doha Golf Club, Sealine and Qatargas HQ Gymnasium. Over 3,500 employees and their families participated in the events, and special praise must go to the team of 100 plus volunteers who made sure that the events ran smoothly and everyone had a wonderful experience.

To kick off proceedings at Al Gharafa, employees and their families had the opportunity to join the Company's Senior Management Team for a group photograph, after which participants took part in a 2km walkathon led by the Management Team.

After an energizing, brisk walk, everyone was invited to participate in a variety of popular sports including football, beach

volleyball, basketball, table tennis and cricket. The children weren't left out, with a special area set aside with numerous attractions and fun activities such as bouncy castles, slides, and face painting.

Qatargas medical and security support services were on stand-by to ensure the safety and security of all participants. People had the opportunity to have their blood sugar levels, blood pressure and body mass index measured at a dedicated health-check area supported by the Qatargas Medical Department.

An Arabian tent, set up specially for the event, also provided a venue for people to take a break and relax as well as enjoy traditional Arabic coffee and dates. Refreshments and light lunch boxes were available for all participants throughout the day.

The day's activities at the Al Gharafa Club came to a close with a prize-giving ceremony for winners of the various sports events.

Activities were also organized at other venues across Qatar. At the Doha Golf Club, golfing enthusiasts polished their golfing skills on the driving range, enjoyed playing on a purpose-made, five-hole putting course and participated in lessons delivered by PGA professionals.

Activities were also held at the state-of-the-art gymnasium which was commissioned recently at Qatargas' Doha Head Office, as well as the Company's Winter Camp at the Sealine area in Mesaieed. In addition to Qatargas employees and families, members of the public were also invited to join the activities at the Winter Camp which

included football, volleyball, basketball and cricket, in addition to special games and activities for children.

For Al Khor Community employees, exciting activities were organized, including a 5km walkathon and several popular sports and games such as football, volleyball, badminton, tennis, table tennis, cricket and athletics.

Through affording employees and their families the opportunity to participate in a wide range of health-giving and fun activities, Qatargas played its part in helping to widen the scope of community participation in sport and physical activities, and to build communal harmony and well-being, primary objectives of National Sport Day.



Qatargas sponsors Qatari Career Fair in the UK

6th Annual Career Fair for Qatari Students organized in London by the Qatari Embassy

The Qatari Career Fair in the UK attracted over 100 Qatari students studying at various universities and colleges across the UK.

A delegation from Qatargas to the Career Fair included Sheikh Khalid Bin Abdulla Al-Thani, Chief Operating Officer, Engineering and Ventures, Mr. Abdulaziz Al-Mannai, Human Resources Manager, and representatives from the Company's Human Resources and Learning & Development Departments.

His Excellency Khalid Al-Mansouri, the Ambassador of the State of Qatar to the United Kingdom, officially opened the two-day event on 22nd February 2013 at a welcome reception.

As sponsors of the event, Qatargas' Sheikh Khalid Bin Abdulla Al-Thani delivered a speech addressing students during the opening ceremony, saying, "Qatargas' success would never have been possible without the talents, the professionalism, and the energy of our employees: professionals from more than 70 different countries with thousands of years of experience between them. Now, looking to the future, we want you, the new Qatari generation, to participate in our success story and continue pushing the boundaries as we pursue our dream of becoming the World's Premier LNG Company."

Commenting on Qatargas' participation at the event, Abdulaziz Al-Mannai, Qatargas Human Resources Manager, said, "Qatargas is actively pursuing its goal of quality Qatarization. We have



qualified Qatari Nationals working in key positions across the organization. Our aim is to continue to attract, develop and retain talented Qatari Nationals, so participation in events like this will help strengthen our Qatarization Program as it provides us with an opportunity to reach out to young Nationals pursuing higher education abroad, and highlights the excellent career opportunities available to them at Qatargas."

Qatargas has a robust undergraduate scholarship program that provides opportunities at leading international universities and colleges in Qatar and abroad. The program specializes in disciplines that are critical for Qatargas' business success.

Currently, 28 Qatari Nationals are studying at various colleges in the UK, as part of Qatargas' Overseas Scholarship Program. The event provided an opportunity to catch up with these graduates, and discuss their progress.



14th Qatargas Open Golf Tournament

The 14th annual Qatargas Open Golf Tournament was an enthralling contest that proved popular with players and audiences alike

Held on the 7th and 8th December 2012 at the Doha Golf Club, the two-day competition attracted over 352 golfers, underlining the popularity of this exciting event.

In addition to players of the Qatar National Team and the Qatar Golf Association, employees of Qatargas, its stakeholders, companies based in Ras Laffan Industrial City, banks, and embassies participated in the tournament.

At the end of day two, Saleh Al Kaabi was declared the overall winner with 42 points. Chris Crane secured the first position among Qatargas employees, while Susie Dagless won the ladies' tournament. Bill Townsend won the 'Hole in One' Prize on Hole 17.

A special ceremony was held to celebrate the successful conclusion of the event and award prizes to the



winners, presented by Ghanim Al-Kuwari, Qatargas Chief Operating Officer Administration.

Addressing players and guests, Mr. Al-Kuwari said, "We are very pleased to host and organize such a successful tournament. The Qatargas Golf Open, which is now in its fourteenth year, is one of the most popular events in Doha's golfing calendar. Congratulations to the winners, and thank you all for your wonderful participation."

Following the award ceremony, the players and invitees attended a special celebratory buffet dinner.



Sustaining flow levels with PMP

The Plateau Maintenance Project (PMP) is working to optimize performance and maximize productivity at Qatargas 1, an essential activity to ensure Qatargas achieves its Vision

The purpose of the Qatargas Plateau Maintenance Project (PMP) is to ensure that the production capacity of Qatargas 1 is maintained at 10 million tonnes per annum (mtpa) of liquefied natural gas (LNG). This will be accomplished by: drilling and recompleting additional offshore wells, modifying associated offshore facilities, modifying the existing Train 1-3 LNG Plants, and adding onshore facilities to accommodate expected increases in feed gas and Hydrogen Sulfide (H₂S).

Two of the four new wells were successfully drilled in 2007 on Wellhead Platform 3 (WH3) as part of PMP Drilling Phase 1. RasGas was mandated to carry out planning and execution of the Phase 2 PMP Drilling and Recompletion work. The existing Technical Services Agreement with RasGas was amended in May 2011. In June 2011 Qatargas 1 Shareholders endorsed drilling of one new well each on WH2 and WH3. Two drilling rigs were mobilized at the same time in April 2012 during the QG1 Total shutdown and the wells were drilled and completed in SIMOPS mode. Drilling two wells in SIMOPS at the same time was unprecedented in both Qatargas and RasGas and posed many challenges in terms of planning, logistics as well as operations. Eventually, the campaign concluded in August 2012 safely, without any LTI, fulfilling all objectives while remaining under budget. Excellent teamwork and coordination ensured zero adverse impact on

production due to mobilization, demobilization or drilling operations.

Hani Hussain, Qatargas Reservoir and Production Manager, said, "These wells showed good potential during post-stimulation flow-back and are now ready to produce - after surface tie-ins - concurrent with new PMP onshore facilities." Planning is also afoot for two well recompletions.

The increase in the number of wells will bring additional volumes of gas while maintaining the current LNG production level. This invariably means increased quantities of H₂S that is contained in the gas. Therefore, the additional quantities of H₂S need to be treated, which is the main purpose of the Onshore PMP workscope.

Since the Onshore EPC contract was signed, the team has focused on applying IIF/STOP... a proactive activity and leading indicator for a safe workplace. Jim Ierubino, PMP Onshore Project Manager noted, "Keeping our people safe is a continuous and relentless effort. In order to mitigate risks, the team uses STOP observation cards to document safe and unsafe behaviors and conditions. This data is studied thoroughly each week, and mitigating measures are continuously applied based on this analysis and trends. In October 2012, the PMP and our contractors surpassed the milestone of 250,000 STOP cards since project inception. This achievement was recognized with a celebration at the PMP construction

camp which over 4,500 individuals attended. Today that count stands at 335,000. The project has now liquidated over 19 million manhours of work with a recordable incident rate of 0.33 (per 200,000 hours worked) utilizing a workforce approaching approximately 6,000 individuals. Over that period, the project unfortunately experienced one lost time incident due to an ankle injury when a worker stepped on an unlevel working surface. "We strongly believe that our IIF/STOP program has enabled the avoidance of numerous incidents. That is not good enough though, so we have continuous efforts in place to mitigate risks. We will never be content until 'nobody gets hurt', and every PMP team member goes home safely every day", said Saide Mansur, PMP Safety Manager.



The onshore project has a major "brownfield" component, meaning a significant amount of the workscope must be conducted within the QG facility fence, and among operating facilities and equipment. This presents a special challenge which requires tremendous communication and alignment with many QG Departments. Approximately 1,000 interface agreements (88% complete) are required over the project life as a prerequisite to work permits for PMP activities in the brownfield areas. Jay Freels, PMP Engineering and Technical/Interface Manager, said, "The team thanks all of the associated Qatargas Departments (particularly Venture, Engineering, Operations and SHE) for their input and assistance to date

in gaining acceptance for associated interface agreements."

This Qatargas project has essentially completed detailed engineering and procurement activities (99+% each). Site construction activities are 56% complete, which is behind contractual schedule but ahead of the time when QG1 feedgas composition requires new onshore facilities from an H₂S standpoint.

The onshore project is targeting mechanical completion by the end of 2013. Once on line, PMP will serve as another link in the chain leading to the Qatargas' Vision 2015: becoming the World's Premier LNG Company.

"We want to make sure that Qatargas 1 can produce 10 mtpa until the end of the concession (2021). PMP will help deliver that capability."

Sheikh Khalid Bin Abdullah Al-Thani
Qatargas (Chief Operating Officer -
Engineering and Ventures)

Advanced wastewater treatment at Qatargas

Qatar's National Vision (QNV2030) rests on four pillars of Human, Social, Economic and Environmental Development. The Environmental Development pillar requires a responsible balance between economic growth and social development, providing sound environmental management and protection.

Following its launch in October 2008, the QNV 2030 established a framework of programs and projects supporting sustainable developmental goals. The first phase of implementation of these programs is guided by the National Development Strategy 2011-2016 (NDS), which identifies specific actions to support the QNV 2030 goals.

Environmental protection can be enhanced through investment in technologies to minimize the effects created by economic development

and associated industrial projects. A key element identified in the NDS is the development of advanced wastewater treatment facilities.

The NDS identifies a range of initiatives to address technical and economic challenges associated with the production, distribution, use and treatment of water. It highlights the benefits of an integrated approach to water management aligned coupled with a revision to regulations designed to address these challenges. It is anticipated that by 2014, Qatar will have established an independent regulator to help accelerate reforms of the water sector governed by a National Water Act. This is a new piece of legislation currently being developed, which includes an extensive process of stakeholder consultations, studies and analyses.

The National Water Act will establish a system of quality requirements, discharge controls and incentives for water conservation, creating an integrated governance framework for water regulation. As a key stakeholder in this process, Qatargas acknowledges its responsibility and recognizes the crucial role that major industry has in advancing the goals and specific objectives of the QNV 2030 and NDS. In response to these ongoing initiatives, Qatargas is developing a range of integrated wastewater treatment projects designed to meet and exceed the rapidly developing water production and wastewater management regulations.

Qatargas' water management objectives involve a range of enhanced treatment processes to conserve and recycle water through the use of advanced technology across all assets.



“In today’s water-scarce environment, industrial use of water accounts for more than 20% of global demand.”

QNV 2030

MBR case study

A key element of Qatargas' water treatment enhancement plan is the use of Membrane Bio Reactor (MBR) technology.

MBR uses a combination of synthetic membranes, which screens out tiny suspended solids and other compounds, and relies on microbes to consume and breakdown the remaining pollutants. The membranes resemble spaghetti-like strips which filter the water. They are made up of a polymer called PVDF, and each strand contains billions of “nano pores”, tiny holes which filter out contaminants, but allow water to pass through.

Testing of this system at Qatargas was necessary due to the unique operating parameters, including the heat of summer and variable wastewater chemistry found in LNG plants. To study the implementation requirements at Qatargas, a task force was established to pilot the process for a six-month period.

A critical element of the study was to ensure the MBR could minimize the wide range of contaminants present in wastewater, including ammonia, Chemical Oxygen Demand (COD), total suspended solids, nitrates and total Kjeldhal Nitrogen.

COD levels are an indicator of the amount of pollution in a sample of water: the higher the COD, the higher the amount of pollution. The MBR process provides COD removal efficiencies in the range of 75% to 85%, along with suspended solid removal of 95% to 99%, significantly better than the Ministry of Environment (MoE) standards for treated wastewater.



Following the successful trials a suite of enhanced wastewater treatment facilities using MBR are now at various stages of implementation at Qatargas.

The Qatargas MBR uses advanced membrane aeration controls, optimizing operational efficiency, which helps to offset costs associated with the membrane system also reducing operational energy costs and associated greenhouse gas emissions, it achieves a reduced footprint compared to conventional wastewater treatment systems.

MBR is identified as a Best Available Technology (BAT) for wastewater treatment, and Qatargas' proposed

use of this technology was the first of its kind in Qatar, as well as the LNG industry. Furthermore, the MoE has confirmed at a recent MoE/RLC industry consultation workshop that approval for and management of wastewater projects will be done in full alignment with the objectives of the QNV 2030 and NDS.

The first of the planned full-scale MBR at Qatargas will be on stream in 2014, coinciding with new water regulation in Qatar, as well as supporting the QNV 2030 and NDS goal of strengthened environmental management and improved water treatment efficiency.

Industrial use of water accounts for more than **20%** of global demand



“Environmental development outcomes: development and protection of the environment are two demands neither of which should be sacrificed for the sake of the other.”

QNV 2030

Return of the turtles



It may be a surprise to know that the beaches at Ras Laffan Industrial City (RLIC) are among the most important turtle nesting sites in Qatar, despite the sensitivity to disturbance of these fascinating marine reptiles.

As there is restricted public access to the beaches of RLIC, and environmental controls and protection are carefully managed, the area provides ideal nesting sites for turtles. Although construction in the vicinity of beaches is still prevalent, the RLIC Environmental Department issues permits restricting night-time activities in known turtle nesting areas to minimize as far as possible potential disturbance to nesting turtles.

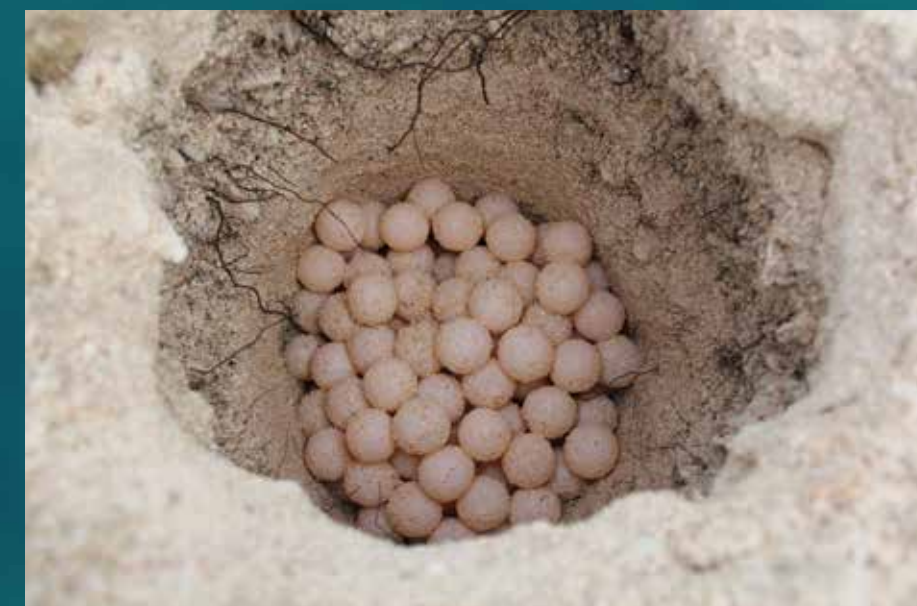
Ras Laffan and other Northern Qatar beaches benefit from strong protection provided by the Ministry of Environment (MoE) through regular patrols by MoE Rangers in publicly accessible areas, and trained conservation inspectors within the industrial city area.

Each year prior to the turtle-nesting season the beaches of RLIC are cleaned

of tidally deposited garbage and debris to make the nest building and egg laying activities easier for turtles.

Turtles are extremely sensitive to disturbance as they leave the sea to nest and while they are laying eggs. If disturbed while attempting to nest, turtles will sometimes return to the sea

and dump their whole clutch. The type of sand on the RLIC beaches helps air to reach the eggs, which aids embryo development. Every year from late March through July, female Hawksbill Turtles come ashore to lay their eggs. After an incubation period of about 60 days, the eggs hatch over the summer.



Photography by James Baldwin and Robert Baldwin.

Tips for watching turtles on publicly accessible beaches

Only one species of sea turtle, the Hawksbill, is confirmed to regularly nest on Qatar's beaches, and is the only sea turtle that is listed as a Critically Endangered Species.

Hawksbill Turtles (*Eretmochelys Imbricata*) have been seen right in the heart of RLIC on the beaches near the common cooling water facility breakwater to the west of Qatargas. One turtle was even seen on the beach attempting to lay her eggs during the day. This was quite unusual, as turtles typically emerge to lay their eggs under the cover of darkness to avoid disturbance from human activity and predators, such as seagulls and foxes, which steal the newly laid eggs. Another reason why turtles generally lay eggs at night is to conserve energy

as the process of emerging onto dry land to dig a nest is very energy consuming for turtles which are highly adapted for life at sea.

Hawksbill Turtles can lay up to 190 eggs in a single clutch, although generally about 100 eggs are laid, located in a single egg chamber. Females normally return to nest several times in the same season, with an interval between nesting of about two weeks. Hawksbill nests are roughly circular and shallow, usually less than half a meter deep. Adult turtles are typically about 80cm in length and can weigh up to 50Kg.



Watching turtles nest provides a rare insight into these fascinating animals. However, it requires patience and a few simple rules of conduct should be followed. Never drive along nesting beaches, and when on foot, avoid approaching or touching turtles moving along the beach. It goes without saying that you should take care not to interfere with nesting. Turtle watchers should not use lights, lanterns, torches, or light fires near the beach. Light scares off turtles and, in addition, hatchlings are attracted to light and could end up in your campfire.

Please take care to remove your rubbish. Plastic rubbish blown into the sea, along with abandoned fishing gear, is dangerous to marine life including turtles, who eat these

objects, mistaking them for food, such as sponges or jellyfish.

To avoid disturbing turtles, find a spot with a good view of the beach at sunset, and watch the early nesters emerging. When walking on the beach, keep high on the inland side away from the water-line and the crest, where your silhouette could scare off emerging turtles. If a turtle is in the early stages of nesting, keep low and directly behind the turtle where it cannot see you.

In general, keep low, move slowly, keep well up on the beach, and never point camera flashes towards the sea.

Remember, although turtle watching takes time and patience, it's also a rewarding and enjoyable life experience; one you will remember forever.



Golf Open Sale Event supports Qatar Charity

A Charity Sale event at the Qatargas Open Golf Tournament last December raised funds for Qatar Charity's local initiatives



"We thank Qatargas for their contribution... in supporting social development initiatives in the State of Qatar. Through mutual cooperation, we will be able to further strengthen our efforts in serving needy people and communities in Qatar."

Mr. Ali Mubarak Al-Kubaisi
Fund-raising Manager of Qatar Charity

The proceeds of a Charity Sale at the sidelines of the recent Qatargas Golf Open Tournament raised much-needed funds for Qatar Charity. Qatargas' support will be used for various activities undertaken by Qatar Charity in the fields of social and cultural development and emergency relief.

Qatargas matched the amount raised at the Charity Sale, with Mansour Rashid Al-Naimi, Qatargas Public Relations Manager, handing over the contribution to Ali Mubarak Al-Kubaisi, Fund-raising Manager of Qatar Charity, at a brief ceremony held at Qatargas' Doha Head Office.

Speaking at the ceremony, Al-Naimi, said, "We are very happy to support Qatar Charity as part of our corporate social responsibility, which is one of our core strategic priorities at Qatargas."

He went on to say, "I would like to thank the Qatargas employees and our guests who participated in the Charity Sale and raised money for this noble cause. Qatargas is always keen to support important social development and charity-oriented initiatives that will continue to improve the lives of the people of this country."

Qatargas extends support to various social, educational, sports and cultural programs in the country as part of its continuing corporate responsibility initiatives that support local charities and good causes.



Advantage Qatar

Qatargas is proud to have once again sponsored the Qatar Total Women's Open, hosting some of the most famous female tennis players in the world.

Qatargas was a major sponsor of the prestigious Qatar Total Open championship this year. The event, organized by the Qatar Tennis Federation (QTF) took place from 11th to the 17th February 2013, at the Khalifa International Tennis Complex in Doha, and attracted many star players from around the world.

First held in 2001, the Qatar Ladies' Open was the first professional women's tennis tournament staged in the Middle East, and today it is a WTA Premier 5 event, bringing with it the greatest names in the world of tennis to Qatar.

Commenting on Qatargas' sponsorship of the tournament, Mr. Nasser Ghanim Al Khelaifi, President of the Qatar Tennis Federation, said, "Qatargas' partnership with the Qatar Tennis Federation has contributed towards promoting tennis in Qatar, and turning the country into a major sports destination."

For Qatargas, the sponsorship is part of Qatargas' corporate social responsibility program that aims to promote and support various local sports and cultural activities that take place in the country.

"Qatargas has partnered with Qatar Tennis Federation during many major events over the past years, and we are very proud to have been associated with the QTF in raising popularity of the game in the country."

Mr. Ghanim Al-Kuwari, Chief Operating Officer - Administration, Qatargas



Proud to be "Made in Qatar"

The "Made in Qatar" Exhibition, held at the Doha International Exhibition Center between 16th and 18th January, was an opportunity for Qatargas to present the contribution of LNG to Qatar's continued prosperity

Qatargas was a proud 'Gold Sponsor' of the recent "Made in Qatar" exhibition organized by the Qatar Chamber of Commerce and Industry in collaboration with the Ministry of Energy and Industry.

The exhibition showcased high-quality products, industries, and businesses in Qatar in an effort to contribute to the national economy, and enhance the performance of various sectors, especially the industrial field.

The Qatargas stand at the exhibition presented the huge contribution of the LNG Industry to Qatar's future development and prosperity and highlighted the Company's Value Chain, explaining 'who is Qatargas?' and 'what is LNG?' using films and interactive screens.

"Our commitment to the community through our Corporate Social Responsibility programs, and our adherence to the Qatar National Vision 2030, is vital for the future of our Nation."

Mr. Ghanim Al-Kuwari, Chief Operating Officer Administration at Qatargas

