



Gulf Petrochemical Industries Co. (B.S.C)



## CHAIRMAN'S MESSAGE

*In terms of profitability, the Company achieved an increase in its profits for the sixth consecutive year.*



**B**ased upon the declared principles of the Company, namely profitability, social responsibility and concern for the environment, Gulf Petrochemical Industries Company proceeded with confidence to realise numerous achievements in all spheres at both local and international level.

In terms of profitability, the Company achieved an increase in its profits for the sixth consecutive year. Net profit totalled US\$201 million by the end of the year, compared with US\$162 million at the end of 2006, an increase of more than 24%. This significant achievement reflects the plants' safety and reliability on the one hand and the efficiency of both the executive management and employees on the other hand. It is also a demonstration of the close relationship and smooth co-ordination between the shareholders and marketers of the Company's products.

At the forefront of our social responsibility comes the safety of our employees and citizens of our Kingdom. It is indeed gratifying that the Company's safety and health systems are of international standard and that records have been achieved in a variety of categories. During the year, the Company was able to reconfirm the certification of its safety and health systems effectively, in addition to receiving significant local, regional and international safety awards.

These achievements are endorsements of the sound systems utilised by the Company and the quality of occupational safety and health management in GPIC. This achievement was further enhanced by winning the International Safety Award from the Royal Society for the Prevention of Accidents (RoSPA) for the Third consecutive year in recognition of GPIC's contribution to the enhancement of occupational safety and health standards. This recognition is a great honour for the Company and a cause of pride for industry in the Kingdom of Bahrain.

Concern with the environment is the third key priority of the Company. During the year, GPIC carried out several pioneering projects and programmes within and outside



the Complex, enabling it to win an award for the Best Industrial Organisation that Complies with Environmental Standards from the Human and Environment Affairs Division of the GCC General Secretariat. This is undoubtedly clear evidence that our industry pursues a strategy of sustainable development that is based upon responsible care for the environment.

In addition, the Company took major strides towards upgrading its information systems by the implementation of an integrated Enterprise Resources Planning (ERP) structure covering all GPIC's management activities within a record period of time of 7 months. This achievement is considered a qualitative transformation that has enabled the Company to keep in step with other major enterprises in the application of sophisticated modern management technologies.

As planned, the Company carried out the biggest maintenance turnaround in its history with complete safety, within the approved budget and on schedule. This major maintenance work resulted in record levels of increased plant productivity. This new level of productivity is expected to yield attractive returns in the coming years.

As a further development of its operations and enhancement of its regional position, GPIC signed a contract for the construction of a Carbon Dioxide Recovery Plant that is projected to increase production by 80,000 tonnes annually without any additional increase to the natural gas consumption. Moreover, this project which is considered as the first of its kind in the Middle East, will enhance the Company's pioneering role in the protection of the environment through the more efficient use of available resources.

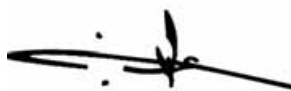
As a result of the great importance accorded to human resources in the Company, management focused on meeting the needs and requirements of all staff. A comprehensive plan for realising career ambitions of personnel was drawn up during the previous year. These efforts enabled the Company to win the award for Excellence in Training and Qualification of National Manpower in the Private Sector. GPIC was also awarded the Shield of Excellence - First Class from the Bahrain Ministry of Labour during the annual ceremony held under the patronage of His Majesty the King.

All these examples of excellence and continuous achievements of the Company in 2007 could not have been possible without the strong support and wise directives of the national leadership that have provided the incentives for success and made the Kingdom of Bahrain an oasis of economic investment. I would like to express my thanks and appreciation to His Majesty King Hamad bin Isa Al Khalifa, King of the Kingdom of Bahrain,

HH Shaikh Khalifa bin Salman Al Khalifa, Prime Minister and HH Shaikh Salman bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander for their continuous support and guidance.

I would also like to express my thanks and gratitude to all the government organisations in the Kingdom of Bahrain and to the shareholders - the National Oil and Gas Authority in the Kingdom of Bahrain, Saudi Basic Industries Corporation (SABIC) of Saudi Arabia and Petrochemical Industries Company of the State of Kuwait for their continuous support to the Company. I greatly value and appreciate the contributions made by the Board of Directors, their wise policies and farsightedness in guiding the Company to ever greater success.

I would also like to express my thanks to the executive management and all the employees for their sincerity, their teamwork and their outstanding contribution to the overall success of the Company. Their loyalty and hard work have greatly contributed to the remarkable growth and achievements during the past year.



**Isa bin Ali Al Khalifa,**  
Chairman

## BOARD OF DIRECTORS



H.E. Shaikh Isa bin Ali Al Khalifa  
Chairman



Mr. Anwar Saeed bin Salama  
Deputy Chairman



Mr. Nasser Ahmed Al Sayyari  
Deputy Chairman  
Up to 28 May 2007



Mr. Yousef A. Rahman Al Zamel  
Managing Director  
From 29 May 2007



Dr. Mohammed A. Rahman Al Terkait  
Managing Director  
Up to 28 May 2007



Mr. Yusuf Hamad Al Ateeqi  
Board Member



Mr. Mohammed bin Ali Alymni  
Board Member



Mr. Ahmed A. Rahman Al Sayed  
Board Member



Dr. Ahmed Ali Al Sharyan  
Board Member



Mr. A. Aziz Mohammed Al Rawaf  
Board Member  
Up to 28 May 2007



Mr. Fahad Hamad Aldubayan  
Board Member  
From 29 May 2007



Mr. Hamad Dakheel Al Sebaie  
Board Member  
From 29 May 2007

# BOARD OF DIRECTORS' REPORT TO THE SHAREHOLDERS

For the year ending 31st December, 2007



**T**he Board of Directors of your Company is pleased to present the 28th Annual Report, which highlights the achievements of the Company during 2007.

During the year, the Company continued, as in previous years, to focus on achieving economic success whilst rationalising expenditure and increasing productivity. These efforts resulted in net profits for the shareholders totalling US\$201 million, which is 24% more than the net profits of the previous year.

In terms of occupational safety and health, the Company won the International Award for Occupational Safety and Health from the Royal Society for the Prevention of Accidents (RoSPA), UK, for its performance in meeting international standards while extending and enhancing awareness of these systems in industry. GPIC also renewed its OHSAS 18001 certification expeditiously because of the comprehensive and effective preventative systems existing in the Company. The Company's efforts were rewarded by registering 6,565,495 accident free working hours (the equivalent of 2,050 working days) for the Company's employees and 4,424,003 accident free working hours (1,587 working days) for the employees of contractors working on site. Thus, the total accident-free working hours totalled 10,989,498 hours at the end of 2007. This is a remarkable achievement considering the large number of tasks completed during the maintenance turnaround in November 2007. GPIC's environmental contributions culminated in winning the Award for the Best Industrial Organisation that complies with Environmental Standards from the Human and Environment Affairs Sector of the GCC General Secretariat.

In recognition of the achievements in training and development of Bahrainis, both inside and outside GPIC, the Company was listed first among the companies exempted from occupational training fees. In addition GPIC won an award for excellence in the training and qualification of national manpower in the private sector as well as the Shield of Excellence - First Class. All these awards were made by the Ministry of Labour, Kingdom of Bahrain.



During the year the average monthly manpower level in GPIC stood at 480 employees in addition to 43 trainees, of this total 391 employees have successfully completed their training programmes. The Company provided 211 training courses and programmes inside and outside the Kingdom, covering a wide range of disciplines. Training was not only provided to the Company's employees but it opened its doors to school and university students to join summer training courses. The students who benefited from these courses totalled 380. Furthermore, the school environmental awareness programme, which was launched in 2004, continued its impressive success with 351 projects from various secondary schools in the Kingdom to date. This programme was concluded by an impressive ceremony under the patronage of His Excellency the Education Minister in the presence of a large number of senior government officials.

# BOARD OF DIRECTORS' REPORT TO THE SHAREHOLDERS

For the year ended 31st December, 2007

These achievements provided significant motivation to employees and are reflected in the increased productivity levels achieved. GPIC produced high quality products without interruption, with the total output rising above the targeted level by more than 1.9%. The Company exported more than one million metric tons of petrochemicals that were shipped on board 72 ships to various destinations worldwide. The Company was able to renew the Australian Department of Agriculture, Fisheries and Forestry's Inspection and Quarantine Service Certificate for GPIC's Urea Export Jetty for the next 3 years. This will facilitate the export of Urea to one of the most important international markets.

The Board of Directors would like to take this opportunity to express its sincere thanks and gratitude to His Majesty King Hamad bin Isa Al Khalifa, King of the Kingdom of Bahrain, HH Shaikh Khalifa bin Salman Al Khalifa, Prime Minister and HH Shaikh Salman bin Hamad Al Khalifa, Crown Prince and Deputy Supreme Commander for their unwavering support to the Company and for providing a sound basis for growth and investments in the Kingdom.

The Board of Directors also expresses its thanks and appreciation to all the governmental organisations in the Kingdom of Bahrain and to the Company's shareholders - the National Oil and Gas Authority of the Kingdom of Bahrain, Saudi Basic Industries Corporation (SABIC) of Saudi Arabia and Petrochemical Industries Company (PIC) of the State of Kuwait for their confidence in the Board of Directors and their invaluable support.

Finally, the Board of Directors also expresses its sincere thanks and appreciation to the Company's management and all the employees for their unstinting efforts, which made these achievements possible.





## EXECUTIVE MANAGEMENT



Standing from left to right

**Mr. Adnan A. Razzaq Al Mahmood**

Information Technology & Knowledge Manager

**Mr. Yasser A. Rahim Mohamed**

Safety & Security Manager

**Mr. Zuhair A. Aziz Tawfiqi**

Public Relations Manager

**Mr. Adel Ahmed A. Malik**

Finance Manager

**Mr. Jihad A. Rahman Taqi**

Marketing Manager

Sitting from left to right

**Mr. Fadhel Malalla Al Ansari**

Maintenance Manager

**Mr. Yousif Abdulla Yousif**

Plants Operation Manager

**Mr. Abdul Rahman A. Hussain Jawahery**

General Manager

**Mr. Ahmed Abulla Nuruddin**

Technical Services Manager

**Mr. Yusuf Ebrahim Fakhroo**

Administration Manager

# PRODUCTION PERFORMANCE

The year 2007 was one of many achievements for GPIC Plant Operations Department and a number of important milestones were achieved. All plants were operated in a reliable, safe and efficient manner whilst maintaining the specified standards in terms of quality for all products.

The annual production of Ammonia, Methanol, Urea and saleable products were as follows:

Ammonia	417,455 Tonnes
Methanol	371,006 Tonnes
Urea	584,763 Tonnes
Total cumulative production	1,373,224 Tonnes
Ammonia consumed for Urea production	329,813 Tonnes
Total saleable production	1,043,411 Tonnes

All the Board approved targets for production and exports were achieved on time. The total combined production (Ammonia, Urea and Methanol) for the year was 2% above the budget.

The annual turnaround was carried out successfully in November as planned. As a result of the various maintenance activities carried out and the strategic replacement of some of the critical equipment during the turnaround the plants have been performing extremely well after starting up again.



- The ammonia plant completed 707 days of continuous daily production in April 2007.
- It is worthwhile to note that: Ammonia plant cumulative production since 1985 exceeded 9.057 million tonnes by the end of December 2007.
- The Ammonia plant achieved 95.31 % capacity utilisation and a 103.23% utilisation factor in 2007.
- The on-stream factor achieved by the Ammonia plant during 2007 was 92.33%.



- The cumulative Urea production since 1998 exceeded 5.579 million tonnes by the end of December 2007.
- The Urea plant achieved 94.24 % capacity utilisation and a 102.34 % utilisation factor in 2007.
- The on-stream factor achieved by the Urea plant during 2007 was 92.08%.





The cumulative Methanol production since 1985 exceeded 9.029 million tonnes by the end of December 2007.

- The Methanol plant completed 414 days of continuous daily production in October 2007.
- The Methanol plant achieved 94.12 % capacity utilisation and a 101.83% utilisation factor in 2007.



- The on-stream factor achieved during 2007 was 92.43%. The Wharf Services Section gave reliable and uninterrupted support throughout the year.

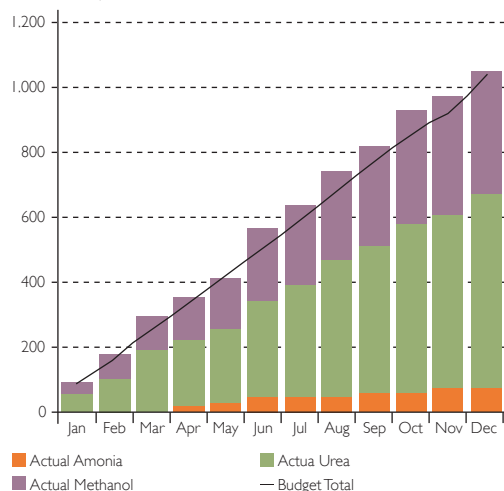
Throughout the year every care was taken to maintain product quality while producing Ammonia, Methanol and Granular Urea for the premium international markets.

A total of 72 ships comprising 7 Ammonia ships, 46 Methanol ships and 19 Urea ships were loaded in 2007. A total of 1.049 million tonnes of product was exported during 2007.

The 44,700 tonnes of Urea loaded for export in February 2007 was the highest quantity of Urea loaded in a single ship at GPIC thus far.

GPIC's certificate from the Australian Quarantine and Inspection Services (AQIS) was renewed for another 3 years. This certificate confirms GPIC's commitment to ensuring that the quarantine requirements of the Australian Government are maintained using recognised contamination management strategies throughout the production, storage and export of Granular Urea.

CUMULATIVE SALES  
AMMONIA, METHANOL & UREA - 2007



## SAFETY, HEALTH AND ENVIRONMENT

In 2007, GPIC continued to enhance and strengthen its Safety, Health and Environmental (SHE) management systems. These efforts culminated in winning the International Sector Award for the second time from the Royal Society for the Prevention of Accidents (RoSPA) and the GCC Environmental Award for the "Best Establishment Adhering to Environmental Legislations".

Furthermore, in 2007 the company reviewed its existing systems and procedures. The aim was to ensure that all pertinent Safety, Health and Environmental systems were updated to international standards while the Behavioural Based Safety Programme (BBS) was fully implemented, especially during the Turnaround period.

BBS is considered one of the cutting edge safety programmes available in the world. In this programme employees gain an increased awareness of good safety practices and these practices then become natural behaviour. This in turn ensures that the company's activities are carried out in an optimized safety environment, thus raising productivity to a new level.

The following is a list of the significant SHE achievements during 2007:



1- The International Dilmun Award was launched in 2007. This environmental award is sponsored by GPIC as part of the Royal Society for the Prevention of Accidents' (RoSPA) awards programme. The name 'Dilmun' was given to reflect the history of Bahrain and in recognition of GPIC's commitment and contribution to safety, health and the environment.

2- GPIC achieved 6,559,072 person-hours of work or 2,050 continuous work-days without a lost time accident. Similarly, contractors working for GPIC achieved 4,424,003 person-hours of work or 1,587 continuous work-days without a lost time accident. The total combined safe working hours attained is 10,989,498. This outstanding record was achieved through the encouragement of employees, contractors and visitors to report unsafe conditions and to take pro-active remedial action, thus preventing accidents. In addition, carrying out 29 SHE audits throughout the year ensured that all work areas were controlled in such a way that they remained safe.



RoSPA Award



GCC Environmental  
Award



3- The company implemented Behavioural Based Safety Programme (BBS), which aims to increase the awareness of employees towards best safety practices and instill these as inbuilt behaviour patterns. A total of 55 employees were trained to be BBS observers and through them it was possible to record over 30,000 behaviour observation. Root causes and corrective actions were generated to enhance behaviour. The programme is designed to be a continuous enhancement process in accordance with the international norms adopted for such initiatives.

4- GPIC trained and qualified 23 first aiders in 2007, bringing the total number of qualified first aiders in the company to 72.

The company reaffirmed its compliance to local and international environmental laws and regulations and was successfully requalified for ISO 14001 certification for the next two years.



## SAFETY, HEALTH AND ENVIRONMENT

As in previous years, a number of capital projects were executed to preserve the environment through the reduction of waste and pollutants, reuse of resources and recycling of materials.

The Herbal Garden inaugurated in 2005 by His Highness Shaikh Abdulla bin Hamad Al Khalifa, Governor of the Southern Governorate and Chairman of the Public Commission for the Protection of Marine Resources, Environment and Wildlife, was extended and a number of trees were planted elsewhere in the complex. As a continuation of its efforts to protect the habitat, GPIC approved a new project targeting desert plants and soilless plantation in green house tents. This project is planned for implementation in the first quarter of 2008.

As part of its annual contribution to replenish the national fish stock in the territorial waters of the Kingdom and to enhance ecology, a further 30,000 Seabream and Hamoor fish were released into the sea. The fish farm has been restocked with Seabream fingerlings after the successful commissioning of the third fish farm pond in mid 2007.



Publicising environmental awareness amongst future generations progressed as planned. Our engineers presented a number of environmental lectures in both public and private schools. The total number of students benefiting from this programme has now risen to more than 10,000 since launching the programme in 2001.

For the fourth consecutive academic year, GPIC sponsored the Ministry of Education/GPIC Environmental Research Programme for students. A total of 99 projects were presented in the fourth batch, which is higher than in previous years. This is an indication of the progressive success of this unique programme.



In order to publicise the importance of the GPIC Bird Sanctuary, a book entitled "Birds at GPIC" was published with illustrations of 74 bird species, which were witnessed visiting or residing in the GPIC Bird Sanctuary. A total of 5,000 of these books were presented to school students and GPIC staff.

These efforts contributed greatly to GPIC winning the GCC Environmental Award for the Best Establishment Adhering to Environmental Legislations. In addition to receiving a certificate of recognition from UN-HABITAT for the best practices adopted by the company in corporate social responsibility, sponsored by the Dubai government. The company was also highly commended by the IRR Institute for its social responsibility programmes and ground breaking environmental activities.



# CARBON DIOXIDE RECOVERY PROJECT

The project aims to cut down greenhouse gas emission and improve overall efficiency of the resources by generating additional Methanol and Urea products.

The CDR plant will utilise flue gas from the Methanol Reformer for the recovery of 450 tonnes per day of pure Carbon Dioxide(CO<sub>2</sub>). The recovered gas will be used to boost Methanol production by 120 tonnes per day (39,600 tonnes per annum) and Urea production by 80 tonnes per day (26,000 tonnes per annum).

The CDR plant is basically a low pressure CO<sub>2</sub> removal section in which CO<sub>2</sub> present in flue gas is absorbed and then regenerated to produce CO<sub>2</sub> having 99.95 % purity. The technology is provided by Mitsubishi Heavy Industries (MHI), Japan and the plant will be constructed on a lump sum basis by Tecnimont ICB of India.

The project cost is US\$ 52 million with a return on investment (ROI) of about 21% per annum.

Contracts were awarded on 25 October 2007 to MHI, Japan for Technology License and development of the Process Design Package and to Tecnimont ICB, India for the Engineering Procurement & Construction (EPC) of the plant.

The project is slated for completion within 27 months, i.e. by January 2010, from the date of signing of the Contracts. The construction activities will start during July 2008.



*Contract signing ceremony with Tecnimont ICB, India for Engineering Procurement & Construction (EPC)*



*Contract signing ceremony with MHI, Japan for the Technology Licence and development of the Process Design Package*





## TECHNICAL SERVICES

### Materials Section

**D**uring 2007, the Warehouse and Stock Control Section received 1,481 consignments with an approximate value of BD 11.5 million, whilst 22,083 items were issued, valued at over BD 4.25 million.

The Purchasing Section received 1,116 Purchase Requisitions, issued 924 Enquiries, and placed 1,075 Purchase Orders at a value exceeding BD 19 million, of which around 42% were placed on local suppliers/contractors. In addition, the Purchasing Section achieved a cost saving of about 10% during 2007 as a result of negotiations and direct sourcing.

The percentage of Bahraini employees in the section was 72% by the end of the year.

A team of five persons from the Materials Section took part in the implementation of the mySAP ERP project, in its various stages. This project was completed in a record time of seven months. As a result, all material reservations, issuance and receipts were processed in SAP during Turnaround 2007.

Furthermore, various internal and external audits were performed, which ensured full compliance with the international standards and procedures in place.







## Engineering Section

**G** PIC has invested around BD 12 million in projects with the objective of improving safety, reliability, performance and preservation of the environment.

To achieve these objectives, major equipment like the Ammonia Plant Secondary Reformer; the Methanol Plant Process Gas Cooler and the Urea Plant Carbamate Condenser were replaced in Turnaround 2007. Simultaneously major maintenance tasks were carried out in all the plants. A new Burner Management System for the Auxiliary Boilers was introduced to improve safety and operability. The Condensate Stripper was revamped to enable reuse of waste water and hence enhance environmental protection. During the year, 107 plant modifications were engineered and processed to meet the above objectives. Process Hazard Assessments for these major modifications were carried out to ensure the safety, integrity and reliability of the plants.

The energy consumption and efficiency of the process equipment were continuously monitored to ensure optimal use of resources and protection of the environment.





# TECHNICAL SERVICES

## Inspection Section

During Turnaround 2007, more than 332 items of equipment were inspected, which included 78 statutory items, 244 pressure safety valves and 186 non return valves. In addition to the turnaround activities, 421 routine inspection reports were issued during the year.

An internationally recognised inspection organisation was engaged on behalf of the company to ensure fulfillment of the quality assurance/quality control programmes for the 16 major items of equipment which were manufactured world wide for installation during the turnaround.

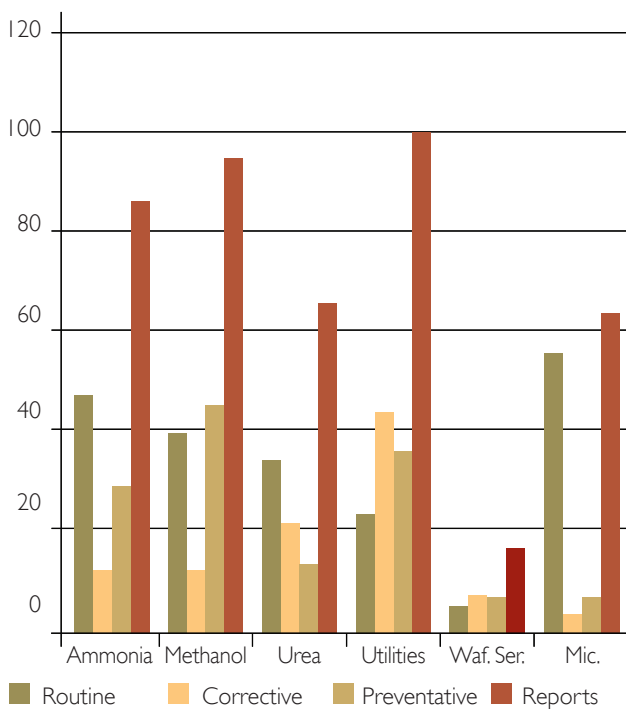
During 2007, more than 50 items were subject to Risk Based Inspection study (RBI). These studies highlighted many recommendations and actions aimed at enhancing reliability and safety of the plant. In addition, as a direct result of the RBI study and GPIC's comprehensive inspection records, the Ministry of Labour granted exemption from the existing 24/26 months statutory inspection interval by ministerial order to 36 months for more than 51 statutory items.

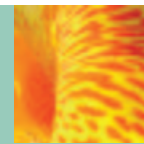
The second Methanol Storage Tank T-7201A was subject to a full integrity assessment using a combination of conventional and rope access inspection techniques. The tank was found sound for further service.

During the year more than 60 pipelines were inspected utilising traditional and new inspection technologies such as digital radiography.



INSPECTION REPORTS





## Laboratory

**D**uring 2007 the laboratory successfully completed all routine and special analyses. The laboratory took approximately 44,600 routine samples on which it carried out over 155,000 analyses. In addition over 5,500 special analyses were carried out on over 1,600 special samples.

The laboratory issued 7 final product certificates for Ammonia, 38 certificates for Methanol and 87 for Urea. It also monitored the effluent water and gases from the complex, which once again complied with the applicable Bahrain environmental standards. Independent audits by BSI, Lloyds Register and DNV confirmed the laboratory's continued compliance with the requirements of the ISO 9001, ISO 14001 and OHSAS 18001 international standards.

In 2007 the laboratory implemented SAP as part of the Enterprise Resource Planning system, which should improve the efficiency and effectiveness of business processes in the laboratory. The water laboratory was completely refurbished and all gas chromatographs were replumbed, improving the working environment for all staff.

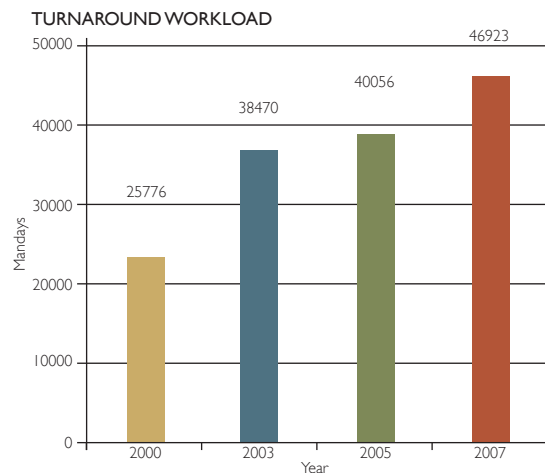
During the year laboratory personnel underwent further training and development including visits to other laboratories in Bahrain and Oman. Two Bahraini chemists were promoted to senior chemist. Bahrainisation in the laboratory stands at more than 88%.

## MAINTENANCE

From the first quarter the Maintenance Department concentrated on finalising plans for the November 2007 Turnaround activities. These early planning efforts resulted in maintenance and refurbishment of the plants ahead of schedule, safely and reliably with substantial benefits to the company.

Turnaround 2007 was the largest planned, in terms of person-days, in the history of GPIC.

The in-house spare part manufacturing programme continued to reap benefits for company, saving US\$ 640,000 in 2007. The total cumulative savings have reached US\$ 3.6 million since embarking on this program seven years ago.

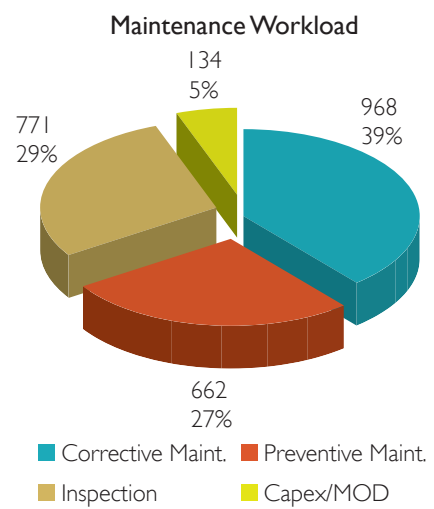
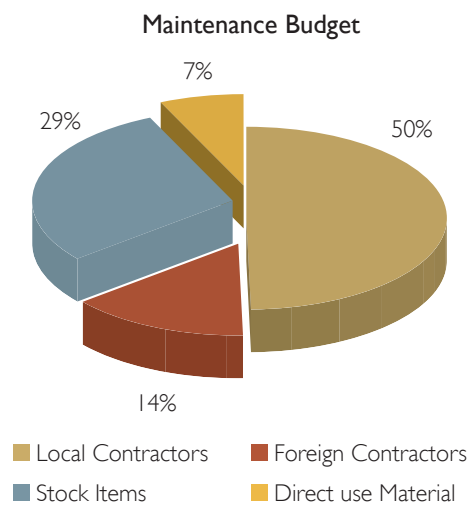


The Maintenance Department executed a large number of capital expenditure modification projects during 2007. The following gives a breakdown of activities:

- 134 Modifications.
- 662 Preventive Maintenance Orders.
- 968 Corrective Maintenance Orders.

Training and development of personnel continued to be a top priority for the Maintenance Department, with most employees attending courses throughout the year. The training rate reached 32.9 hours per employee, exceeding the target by 51%.





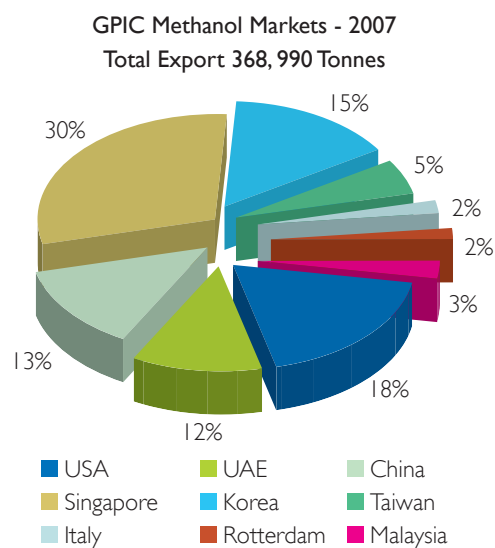
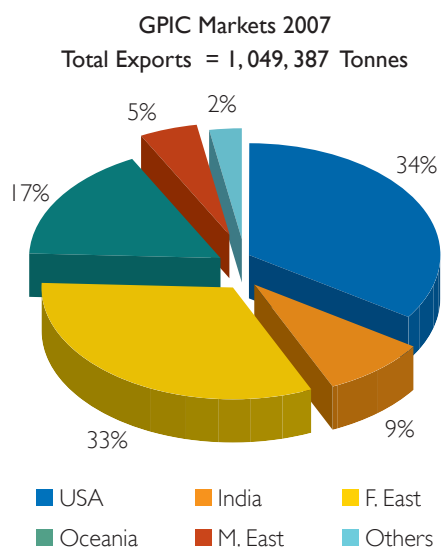
## MARKETING

The combined total for sales of Ammonia, Methanol and Urea came to 1,049,387 tonnes for 2007. This total was made up of 84,872 tonnes of Ammonia, 368,990 tonnes of Methanol and 594,448 tonnes of Granular Urea, while 1,077 tonnes of Urea were sold in the local market. These volumes were safely exported on time, without incurring demurrage charges and without a single customer complaint.

In 2007, the company has achieved its targets as planned with excellent returns on the sales of its products. Moreover, the company has enhanced its exports to the USA, exporting 359,994 tonnes, representing 34% of total exports, to that country.

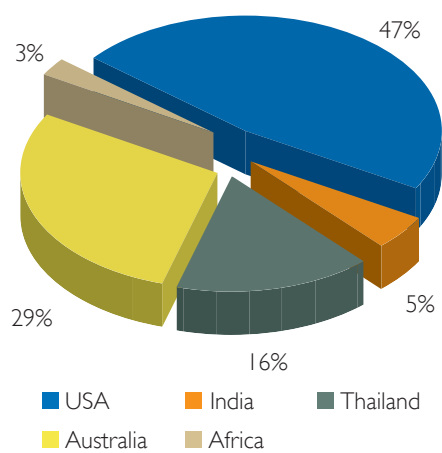
The cumulative export tonnage over the life of the company totalled 20.6 million, comprising 5.9 million tonnes of Ammonia, 9.1 million tonnes of Methanol and 5.6 million tonnes of Urea.

These figures reflect the excellent coordination and cooperation between the GPIC Marketing Department and the company's marketers, PIC, Kuwait for Ammonia and Granular Urea and SABIC, Saudi Arabia for Methanol. This coordination has led to optimum returns to GPIC from these sales.

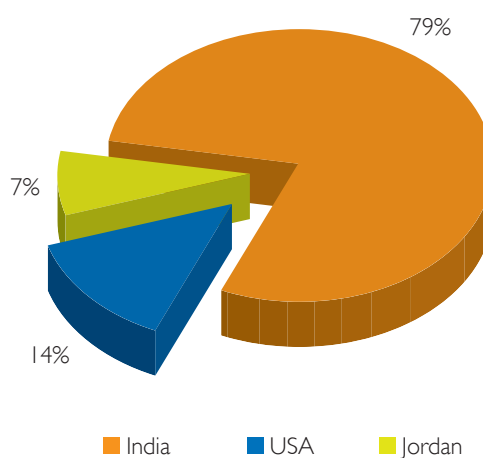




GPIC Urea Markets - 2007  
Total Export 595, 525 Tonnes



GPIC Ammonia Markets - 2007  
Total Export 84, 872 Tonnes





## TRAINING AND DEVELOPMENT

**T**raining and development of the company's Bahraini nationals represent a major priority for GPIC's management.

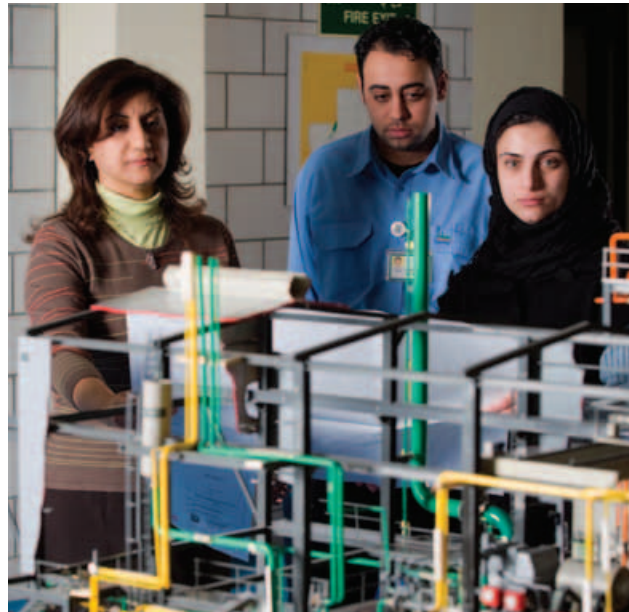
The company's training policy aims to achieve a progressive integration of Bahraini nationals into its workforce through the implementation of a well-structured and systematic training and career development scheme. This scheme comprises an effective on-the-job training programme, as well as providing development courses in GPIC's Training Centre, locally or abroad.

The manpower during 2007 was 474 plus 41 trainees. The cumulative number of trainees who have completed their training since inception stands at 390, out of these 74 are Engineers. The trainees are appointed in various positions such as Operators, Technicians, Chemists, Engineers and Supervisors, after successful completion of the comprehensive training programme.

By the end of 2007 the overall Bahrainisation level achieved in the company was 82%.

In addition to the training programmes for the newly recruited graduates, 17 candidates for supervisory positions were undergoing career development training. Of these 7 have been appointed in senior positions.

During 2007 the Training Centre arranged 204 courses covering different subjects for 934 employees, this is in addition to the awareness programmes conducted for Health, Safety, Environment and Quality. There were also a number of lectures by specialists on topical subjects aimed at the broader education of the workforce.

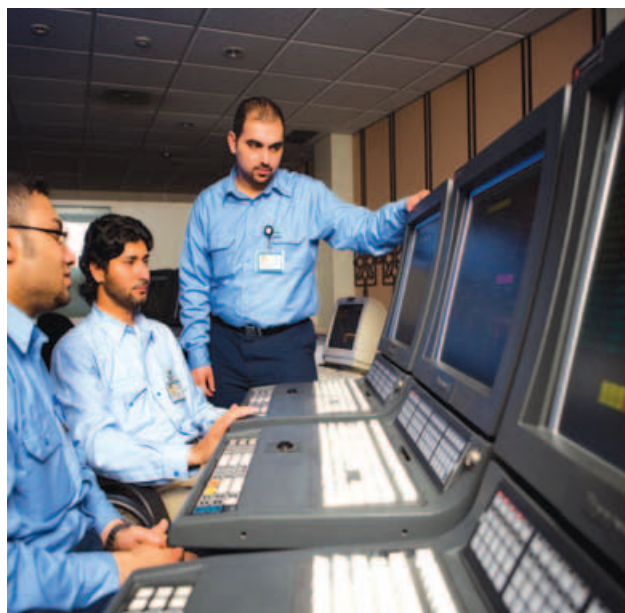


The company also instituted a sponsorship programme to encourage employees to enroll for higher studies. This programme also includes awarding sponsorships to outstanding students currently studying at universities as well as scholarships for the children of employees.

An E-Learning Centre was established to promote leisure-time study by employees and trainees to enhance their soft skills and technical knowledge.



*H.E Dr.Abdul-Hussain bin Ali Mirza Minister of Oil and Gas Affairs and President of the National Oil and Gas Authority inaugurates GPIC E-Learning Centre*





## COMMUNITY SERVICE

In accordance with the directives of H.E. Shaikh Isa Bin Ali Al Khalifa, Advisor to His Highness the Prime Minister for Industrial and Oil Affairs and GPIC Chairman, and as part of the Company's policy of supporting the Bahraini community through local, charitable and professional societies in the Kingdom, a number of these have been selected for publication in this report as examples of donations given during 2007.

H.E. Shaikh Isa bin Ali Al Khalifa



مركز الرحمة  
Al Rahma Centre



جمعية الهلال الأحمر البحريني  
Bahrain Red Crescent Society



مركز الحد لتأهيل ذوي الإحتياجات الخاصة  
Hidd Rehabilitation Centre  
for special Needs



نادي النويدرات  
Nuwaidrat Club



معهد الأمل للتربية الخاصة  
Hope Institute for Special  
Education



نادي سترة  
Sitra Club



الإتحاد البحريني للبيارد و السنوكر  
Bahrain Billiards & Snooker  
Association



جمعية البحرين لمكافحة السرطان  
Bahrain Cancer Society



الإتحاد البحريني لكرة الطاولة  
Bahrain Table Tennis Association



صندوق سترة الخيري  
Sitra Charity Fund



الجمعية البحرينية لمتلازمة داون  
Bahrain Down Syndrome Society



صندوق النويدرات الخيري  
Nuwaidrat Charity Fund



## خدمة المجتمع

بتوجيه من معالي الشيخ عيسى بن علي آل خليفة مستشار سمو رئيس الوزراء للشؤون الصناعية والنفطية ورئيس مجلس إدارة الشركة، وفي إطار سياسة الشركة تجاه دعم المجتمع البحريني من خلال الجمعيات والمؤسسات الخيرية والأهلية المهنية، فقد قامت إدارة الشركة بتقديم الدعم والمساندة لعدد كبير من تلك الجمعيات الذي يمثلون جميع الأطياف المجتمع المدني، وقد اخترنا عدداً منها لنشرها في هذا التقرير الذي يمثل تلك التبرعات خلال عام ٢٠٠٧م.



معالي الشيخ عيسى بن علي آل خليفة



جمعية التاريخ والآثار بدول مجلس التعاون لدول الخليج العربي  
GCC History & Archaeological Society



وزارة التربية والتعليم  
Ministry of Education



مركز معلومات المرأة والطفل  
Information Centre  
for Women & Children



معرض البحرين للحدائق  
Bahrain Garden Show



الملتقى الخليجي السابع للجمعية الخليجية للإعاقه  
Gulf Disability Society



جمعية الصداقة للمكفوفين  
The Friendship Society  
for the Blind



الاتحاد البحريني للرياضة للجميع  
Bahrain Sport for All Association



صندوق دمستان الخيري  
Dumstan Charity Fund



نادي قلالي  
Galali Club



صندوق المعامير الخيري  
Ma'ameer Charity Fund



الإتحاد البحريني لكرة الطائرة  
Bahrain Volleyball Association



نادي العكر  
Al Eker Club

## SOCIAL AND SPORTS EVENTS



السفير الألماني يزور البتر وكيمابويات  
German Ambassador Visits GPIC



أعضاء لجنة المرافق العامة والبيئة بمجلس الشورى يزورون البتر وكيمابويات  
Shura Council's Public Utilities & Environment Committee Members visit GPIC



البتر وكيمابويات تقيم أمسية شعرية  
Poem Night at GPIC



طلبة معهد البحرين للتدريب يزورون الشركة  
Bahrain Training Institute Students visit GPIC



المخيم السنوي للشركة  
Annual Camping



برنامج البتر وكيمابويات الصيفي  
GPIC Summer Programme



## الأنشطة الاجتماعية والرياضية



البتروكيماويات تختتم برنامج «التربية وجيبك للبحث البيئي»

GPIC Concludes the Presentation of "Education and GPIC for Environmental Research



الاحتفال السنوي بالذكرى الثامنة والعشرون على تأسيس الشركة

GPIC Marks its 28th Anniversary



الاحتفال بعيد الأضحي المبارك

Eid Al Adha Party



الحفل العائلي السنوي ليوم السلامة والصحة والبيئة

Safety, Healthy & Environment Family Evening



جيبك تقيم إحتفالاً للعاملين وعائلاتهم بمناسبة العيد الوطني المجيد

GPIC Holds National Day Celebration for Employees and Their Families



فريق طائرة البتروكيماويات بطل دوري وكأس الشركات الصناعية

GPIC Volleyball Team wins the Industrial Volleyball league & Cap