



ISSUE NO. 1, 2020

# FIRST HARVEST OF **SEMBADA 188 RICE** BY LIVEWIRE AGROBIZ



ALSO IN THIS ISSUE:  
**LAUNCH OF THE  
BSP ENERGY  
SERIES BOOKS**

**UNSUNG HEROES  
#BSPCARES  
NATIONAL DAY**

## CONTACT

E-mail: [editorial@shell.com](mailto:editorial@shell.com)

## PUBLISHED BY

Communications & External Affairs  
Brunei Shell Petroleum

## EDITOR

Dk Rafidah Pg Hj Ahmad

## WRITERS

Sofie Hj Taha  
Marlina Ahmad  
Amal Amin  
Siti Diyana Abdullah Chin  
Saiful Bakri

## COVER DESIGN

Aaron Suhaili

## LAYOUT AND DESIGN

Hajah Fauziah Jahis

## PRINTING

Dream Makers Enterprise

# MD's Desk



Welcome to the first edition of SALAM for the year 2020. This edition comes during a time of uncertainty and unease caused by the COVID-19 pandemic. In just a few weeks, our everyday life in Brunei has changed, impacting education, people's livelihoods, and stretching the emergency services. These are truly unprecedented times that require us all to grapple with unfamiliar challenges.

In BSP, I am proud that everyone is coming together in solidarity to ensure that we continue to deliver Energy for Brunei. I am especially thankful to our Energy Frontliners offshore and onshore for their dedication and personal sacrifices. They have extended their shift temporarily to 28 days working away from their homes and families, supported by many hundreds of BSP functional and technical staff and leaders.

Through the #BSPCares programme in Q1 2020, generous initiatives have been carried out for the benefit of the community. I commend the staff who have collaborated to support the relevant Government authorities – showing the healthcare frontline workers that we CARE and playing our part to stop the spread of COVID-19. Well done!

In this issue, we feature BSP's participation at the 36th National Day. A

proud contingent of 200 colleagues from BSP and BSM marched with vigour in Black and Gold whilst some staff marched attired in full Personal Protection Equipment (PPE). National pride equally demonstrated by colleagues across the operations working through National Day to power the celebrations! We demonstrated our commitment as responsible corporate citizen by joining forces with Green Brunei to avoid single use plastic bottles at the event; ensuring everyone remained safely hydrated. Truly tremendous achievements!

For every change, for every new way of working through the tough times of the COVID-19 pandemic, we have not stopped focusing on Safety. You and I will Go Home Safely remains the cornerstone of all we do in BSP. This is why I am pleased that, with the launching of the BSP ORMC Hazard Hunt, we have a dedicated, unique interactive facility that will reduce future incidents by learning from the past. Appreciation to the dedicated BSP and business partner colleagues who have constructed this.

COVID-19 is a challenge that we all need to tackle together. It will be delivering both Energy and Care that will be BSP's legacy when we look back in the bright days to come. I am confident we have the resilience as a company and as a Nation. It remains far from easy as I write this foreword but together, we will prevail, safely and surely.

We all have a role, we are in this together, and we will all make a difference.

**Dr Ceri M. Powell**  
Managing Director, BSP

# CONTENTS



**04**

BSP Making The World A Better Place  
For The Next Generation

**06**

#BSPCares For Health Frontliners  
And Community

**10**

"Energy Frontliners" Delivering Safely  
In Tough Times And In Good Times

**12**

Unsung Heroes In The Sea:  
BSP Offshore Crews Celebrate  
National Day

**16**

A Greener National Day Parade  
In Black And Gold

**18**

LiveWIRE Agrobiz Students Celebrate  
First Harvest

**20**

First Batch Of ORMC Welders Qualified

**22**

Local Business Wins Runner-up Prize  
In Shell LiveWIRE Top Ten Innovators  
Awards

**24**

A Memorable National Day With BSP  
And BSM Staff

**26**

Hazard Hunt Facility To Learn From  
Past Incidents

**28**

IWD2020: An Equal World Is An  
Enabled World #EachforEqual

**30**

BSP Energy Series Book To Power  
Interest In Energy And STEM

**32**

Tutoring Brunei's Future

**34**

#BlastFromThePast The Padang  
Berawa Collection: Visit To Seria  
Oilfield By Malayan Rulers  
And Regents

**36**

Enjoying The Changes Of Seasons  
In The Hague

**38**

Be Ambassadors To Road Safety

**40**

Celebrating Achievements And  
Creating A Future Quality

**42**

Fit For Future Winners Q3 2019

**44**

"I Am BSP" Champions

**46**

Why I Am Proud To Work For BSP

# BSP MAKING THE WORLD A BETTER PLACE FOR THE NEXT GENERATION



- Her Royal Highness Paduka Seri Pengiran Anak Isteri Pengiran Anak Sarah binti Pengiran Haji Salleh Ab Rahaman, ISB BGIC's royal patron consented to grace and launch the event

Today, faced with the imperative of tackling climate change and responding to the challenge of providing enough natural resources including water, energy, and food to a global population of at least 9 billion by mid-century, careful planning will help the planet achieve a more efficient, integrated use of current resources for a sustainable future.

International School Brunei (ISB) organised the 16th Borneo Global Issues Conference (BGIC), with the theme 'Youths Call for More Sustainable Cities and Communities'. It is a privilege for Brunei Shell Petroleum (BSP) to support a large and enthusiastic group of young adults engaged in global issues for the third consecutive year.

ISB BGIC's royal patron, Her Royal Highness Paduka Seri Pengiran Anak Isteri Pengiran Anak Sarah binti Pengiran Haji Salleh Ab Rahaman consented to grace and launch the event at the Main Conference Hall of the International Convention Centre (ICC) in Berakas. Minister of Culture, Youth and Sports



- Her Royal Highness Paduka Seri Pengiran Anak Isteri Pengiran Anak Sarah in a group photo with event sponsors



Major General (Rtd) Dato Paduka Seri Awang Haji Aminuddin Ihsan bin Pehin Orang Kaya Saiful Mulok Dato Seri Paduka Haji Abidin was present.

Farida Dato Talib, BSP's Commercial Director, received a certificate of appreciation from Her Royal Highness.

BSP is proud of its 90 years of history in support of the nation and honoured to be part of the energy transition as the nation diversifies into new and innovative sectors of growth. A dedicated BSJV Energy Transition team was established to support Brunei as the nation embarks on an exciting decarbonization journey, with accountability for supporting National Policy and driving renewable energy & energy efficiency projects in our portfolio.

ISB BGIC is an annual student-led model United Nations conference where participants represent various countries, sharing their views on current and real-world issues. The annual event continues to remain a significant platform for the young to gather and address pressing global issues since it was first held 16 years ago.

The four-day conference is an initiative aimed at expanding students' understanding of global citizenship and improving their public speaking and negotiation skills. The conference featured two notable keynote speakers: Darren Tan who leads the Education and Community Outreach efforts at ComCrop Singapore, and Chloe King, a 2019 Fulbright US Scholar conducting research in sustainable tourism in Sulawesi, Indonesia.

*"A dedicated BSJV Energy Transition team was established to support Brunei as the nation embarks on an exciting decarbonization journey, with accountability for supporting National Policy and driving renewable energy & energy efficiency projects in our portfolio."*



- Farida Dato Talib, BSP's Commercial Director, received a certificate of appreciation from Her Royal Highness

# #BSPCARES FOR HEALTH FRONTLINERS AND COMMUNITY

**C**COVID-19 has challenged, and is challenging, the world community. Nationally, our health care is being stretched and businesses are being impacted. It has driven us to make unprecedented changes, challenged our medical services, moved our children to virtual learning and resulted in the implementation of temporary monetary and fiscal measures, and restriction on travel and social activities. BSP applauds and commends the tireless efforts of our fellow friends and colleagues in managing this pandemic.

Individuals, businesses, students and NGOs are combining forces to support our healthcare workers on the front lines and the others in need. In the face of adversity across the country, the Brunei's community spirit reverberates, truly pulling together to flatten the curve of COVID-19.

In the spirit of solidarity, BSP launched the #BSPCares initiative, to supplement the generous initiatives that have been done by other organisations. #BSPCares is a company-led initiative that also gives full empowerment for staff to contribute to a good cause. Staff collaborated in their own ways to support the relevant Government authorities and community with a common goal – **to show our care to the frontline workers and to do our part to stop the spread of COVID-19.**



Dr Ceri M. Powell, Managing Director of BSP said, "The response from staff to the relief efforts is truly heart-warming. The strength of our #BSPCares spirit truly shines through. It showcases our focus on Fuelling Brunei's Future whilst Caring today."

BSP studied ways of supporting the healthcare system, the frontline workers and the community and identified certain items are vital and in need of further replenishment, such as food, medical equipment, hospital beds and personal protective gear and equipment.



- BSP volunteers handing over contributions to a member of the community

## #100Beds

One of the major efforts in BSP was the #100beds campaign for the newly built National Isolation Centre in Tutong. The campaign was open to all staff, family members and friends, and was also an opportunity for Muslim staff to participate as part of their **wakaf** (voluntary charitable endowment).

Within 24 hours, staff contributed a sum worth of 110 beds, exceeding its initial 100 beds target.

Dr Ceri M. Powell presented BSP staff's donation for the purchase of hospital beds to Minister of Health, Dr Haji Mohd Isham bin Haji Jaafar at Ministry of Health's (MOH) Al' Afiah Hall.



- Dr Ceri M. Powell presented BSP staff's donation for the purchase of hospital beds to Yang Berhormat Dr Haji Mohd Isham bin Haji Jaafar, Minister of Health



- The hospital beds are now at the newly constructed National Isolation Centre in Tutong

"I am extremely proud that our #100beds campaign was a success. This will be one of the many acts of generosity we shall remember in the future" said Dr Ceri M. Powell. The hospital beds will be useful not only during the current situation but also in the future.

## Supporting Education In Tough Times



- Hj Malai Anwar Hussain Hj Shed Ahmad Hussin, BSP's Chief Information Officer and Farida Dato Talib, BSP's Commercial Director presented the donation to YB Dato Seri Setia Awang Haji Hamzah bin Haji Sulaiman, Minister of Education

To facilitate the transition to online learning and to support students who have difficulty with access to laptops, BSP donated 42 laptops to the Ministry of Education. Prior to online learning and studying from home, BSP had already donated more than 85 laptops to local schools in the country.

These refurbished laptops are fully tested by the BSP IT team. The laptops come fully installed with the latest operating systems and equipped with Microsoft Suite for e-learning courtesy of DXC Technology Brunei and Microsoft Brunei.

"We hope that this contribution can help ease the worries of the students and help motivate them to strive and remain positive at this time," said Hj Malai Anwar Hussain Hj Shed Ahmad Hussin, BSP's Chief Information Officer.

Farida Dato Talib, BSP's Commercial Director, presented the donation on to Yang Berhormat Dato Seri Setia Awang Haji Hamzah bin Haji Sulaiman, Minister of Education.



- Rinni Haji Amran, representing Asset Engineering Operations teams (AEO/1 & AEO/6), handed over a range of donation items to Miss Lulita Haji Hashim the Principal of Sekolah Rendah Bukit Udal in Tutong

BSP staff volunteers, on their own initiatives and time, volunteered either as individuals or in teams and connected with schools to provide a range of school supplies including tablets, mobile top-up cards, coloured printers, ink cartridge, pen drives and stationaries, aimed to facilitate the transition to online learning and teaching considering school closures due to COVID-19. The intent is to enable students to continue their lessons during this challenging time.

### BSP staff volunteers going above and beyond

The positive gestures of #BSPCares are prevalent amongst staff as they come together to support the community. Several of these networks, such as the graduate network "Generate" have reached out to vulnerable communities, visited their homes and delivered essential items such as food, hygiene and care items to help them weather the crisis.

Adibah Syazwani Hj Hariah Mohamed and the GENERATE team members provided care packages to 14



■ Adibah Syazwani Hj Hariah Mohamed (1st in row, far left), President of Generate with team members



■ Ang Wan Shin and colleagues purchasing essential items for medical frontliners

underprivileged families in Kuala Belait. The families who received the support were registered under the Medical Welfare Unit at Suri Seri Begawan Hospital.

"We have a lot to be grateful for hence we need to show our care to those less fortunate and those who are working hard day and night to fight the pandemic," said Adibah.

Members of the Asset Engineering Department (AED) Health Lifestyle Programme team established a departmental fund with the aim to support the medical frontliners and patients.

"With the fund collected we purchased essential items such as scrubs for the our healthcare frontlines, meals for frontliners through Social Kitchen as organised by SCOT Brunei and prayer mats," said Ang Wan Shin, Company Site Representative under the AED department.

Colleagues from offshore also took time to give back to the community during their off days. Up till press time, more community contributions have been lined up as we ushered the blessed month of Ramadan.

### Meaningful Collaboration with LiveWIRE Agrobiz and IBTE School of Hospitality and Tourism

In a crisis, there is also an opportunity for meaningful collaboration. LiveWIRE Agrobiz and IBTE School of Hospitality & Tourism worked together to prepare hot meals daily for the healthcare frontliners using locally grown pesticide-free rice from the Agrobiz first harvest. This initiative is a small way of thanking the healthcare workers for their hard work and commitment in managing the outbreak.

The Sembada 188 rice was harvested recently and is a successful outcome of the Agrobiz Padi Agropreneur Scheme by IBTE and supported by LiveWIRE Brunei.

Hjh Rosita Haji Hassan, Chairperson of LiveWIRE Brunei said, "LiveWIRE AgroBiz is so grateful to have the opportunity to contribute to frontline workers. 600Kg of rice from the AgroBiz first harvest at the IBTE AgroTech Campus in Wasan is used to prepare 300 hot meals daily. The food is prepared by the IBTE student chefs at the IBTE School of Hospitality & Tourism central kitchen in Jalan Muara."



- About 300 hot meals were prepared daily for healthcare frontliners using 600kg of rice from the Agrobiz first harvest

## Panaga Expat Community Shows Care



As a way to express the community's utmost appreciation for all the hard work carried out by Brunei's COVID-19 frontline workers, Panaga Outpost initiated a donation drive within the expat community. The items include children's books, toys, toiletries and towels but what made the donation even more special were the accompanying lovely handwritten cards from the kids and parents in Panaga.

"The response from the community and the amount of kind donations are heartwarming. Simply an amazing community we have here in Panaga" said Maarlen Spaans, Outpost focal point.

Outpost Brunei is Shell's global international mobility network to support the Panaga expat community and eligible family members to settle in upon arrival to ensure they experience a positive transfer and integrated experience whilst their stay in Brunei. Panaga Outpost has been in Brunei for more than 80 years and has recently located its office to the Panaga Club in November last year.



- Care Packages safely delivered to Tutong hospital



- Part of the Care Packages from Panaga Outpost

# “ENERGY FRONTLINERS” DELIVERING SAFELY IN TOUGH TIMES AND IN GOOD TIMES



As the global impact of the COVID-19 pandemic continues to grow, Brunei Shell Petroleum (BSP) puts priority on the safety and health of our people and the nation, along with the safe operation of all our businesses.

Like the heroic frontline teams in the Ministry of Health, BSP has its role to play - to continue powering the country's hospitals, telecommunications, and homes. Now, more than ever, energy is needed to power our nation in these extraordinary times. This is the reason we continue to ensure the safe and reliable operation of assets while looking after the safety of our people.

As a precautionary measure, BSP implemented a temporary change of shift rotation for some offshore and

onshore production operations personnel, from a two-weeks shift to a 28-days shift (28/28). This is a personal sacrifice for each of them as it means that they are spending longer days away from their families. The change is meant as a purposeful and calm way of increasing the stability and safety of BSP's operations.

"The BSP Energy frontliners are our very own heroes. They are our offshore and onshore crews, our land, sea and air logistics staff, our medical staff at the Panaga Health Centre, our Search and Rescue Crews, our Bomba staff, our IT teams ensuring that we all stay connected, the Care Call team caring for colleagues who were in self-isolation, and so many more ... thank you for taking on an extraordinary load and exceeding all expectations," said Dr Ceri M. Powell, BSP's

Managing Director.

Champion 7 is one of the main critical hubs of BSP which covers 80% of production and supply of inland gas security for Brunei's power. With 240 crews onboard per rotation, it is imperative that all personnel at the platform are safe and healthy to carry out operations.

When 47-year old Sofian Haji Ahmad (EOP/11) first heard of the shift rotation, he immediately thought of his family.

"My 7-year old son whom I love dearly suffers from cerebral palsy. This requires him to undergo for medical treatment at Tutong hospital on a weekly basis. He also needs to be seen by a specialist at the RIPAS hospital on a quarterly basis", he said. As the situation remains uncertain, Sofian is deeply touched by his wife's strength to continue to be both the mother and father to their children during his prolonged absence from home.

"I believe the true hero here is my wife. I salute her for her bravery and this inspires me to be more than ready to stay for the extended 2 weeks from the usual offshore. She is my backbone!" Sofian continues.

For the Fairley 4 crews, the change of shift rotation took effect from April 20. "We have to bear in mind that this arrangement is **TEMPORARY**. To make this happen, we must all play our parts to practice social distancing seriously so that we can all return to our families" said Kelvin Han (WOP/113), Complex Shift Supervisor from Fairley 4.



■ Kelvin Han (WOP/113) – Complex Shift Supervisor, Fairley 4



■ Sofian Haji Ahmad (EOP/11) - North South Production Lead, Champion 7, standing far right

To 42-year old Asyran Bin Haji Mohd Yakub, Production Lead at AMPA 9, it is a call for duty. Reflecting on the "I Am BSP Mindset", he reminds everyone to remain Accountable, Focused and Collaborating.

"Accountable as our job is to ensure that we keep production going through constant supply of oil and gas to generate energy for Brunei to keep the lights on. Focused as we need to remain resilient to operate safely. Collaborating as we need to be united and join hands with the healthcare frontliners to help flatten the curve," Asyran said.

*"We are truly thankful. Thankful for the sacrifice that you are making for the rest of us. Thankful for your courage at times of uncertainties. Thankful for your dedication to continue and save lives while the rest of us are working from a distance. Please be strong – we shall keep the lights on for you together with the rest of our offshore and onshore crews. We will do our part to fight this battle against COVID-19 so that you too, can go back your families safely. **TOGETHER, WE CAN. TOGETHER WE CONTINUE TO FUEL BRUNEI'S FUTURE!**"*

**- A heartwarming message to Brunei's Healthcare frontliners from the Fairley 4 crew**

# UNSUNG HEROES IN THE SEA: BSP OFFSHORE CREWS CELEBRATE NATIONAL DAY



- Crew of Brunei Shell Petroleum's Champion 7 in a group photo

Every year on February 23, Bruneians across the country celebrate National Day with much passion and energy. While thousands gather in colourful and patriotic ensembles at Taman Haji Sir Muda Sultan Omar 'Ali Saifuddin, hundreds of BSP employees don their orange coveralls in the middle of the sea. The locations are different, but the intent is similar – to display their sense of pride and patriotism.

The celebration of National Day offshore is a special BSP tradition. Festivities are scheduled into the weekly operational plan for manned platforms and complexes to make sure that National Day is safely celebrated, whilst ensuring critical day-to-day activities continue to be carried out and stable production is maintained.



- Dk Sapiyah binti Pg Ismail, Complex Offshore Installation Manager at Champion 7

For the Offshore Installation Manager of the Champion 7 Complex, Dk Sapiah binti Pg Ismail, that means making sure all frontline personnel are on standby and on call. Dk Sapiah is accountable for the safety of the Champion 7 platform and the people working within its vast complex. Her efforts ensure that the “24-hour operation” is maintained smoothly so that the nation is provided with the energy needed to keep the lights on and the cars running.

### SHOWING APPRECIATION WITH MASS PRAYERS

Celebrations offshore begin on the eve of National Day, when crew members gather for mass Maghrib prayers with recitation of Surah Yassin and Doa Selamat. At the crack of dawn the next morning, the sea is greeted by a mass of orange coveralls waving the Brunei flag and marching with pride, work boots clunking on the steel platforms. The revelry continues with the hoisting of the national flag to the sound of the Brunei national anthem filling the air. Next up, the recital of the National Day *Ikrar* (Oath) followed by a special *makan-makan* (Special feast) before crew members resume their operations.



■ Zulfadli bin Zaili, Field Production Operator at Fairley 4

Over on Fairley 4, Zulfadli bin Zaili, a Field Production Operator shares his joy and pride when asked about celebrating National Day offshore, “Frontline work is physically and mentally challenging. There are times when you have to work for extended hours, battling the hot sun, bad weather, big waves and sea sickness. But Brunei needs energy, and it’s important to remember that.”

### MENJAYAKAN WAWASAN NEGARA

Hj Syamaizar bin Hj Mat Daud, Operation Installation Manager of Ampa 9, shares how honoured he is to be working offshore on National Day, “I personally feel an honour working offshore, as the nature of our job is to directly fuel Brunei’s present and future”.



■ Hj Syamaizar bin Hj Mat Daud, Operation Installation Manager at Ampa 9

This proud feeling is a common sentiment, highlighting the uniqueness of celebrating National Day offshore. It is celebrating Brunei while providing the energy that fuels the nation. For the people offshore, the hardships of living and working in the middle of the sea away from relatives and friends are secondary to what it means for the country.

“Our number one priority is safety, and a safe operation means a stable operation – this leads to a stable cash flow for the country,” adds Hj Syamaizar. “However, the meaning of Menjayakan Wawasan Negara goes beyond delivering for today. It is also thinking about tomorrow”.

### BRUNEIAN-LED, TODAY AND TOMORROW

For Ampa 6 Electrical Supervisor, Nur Hazirah binti Abdul Rahman, National Day is a time to reflect on a shared duty to ensure Brunei will continue to have highly skilled individuals. This includes making sure that there is always room for continuous improvement.

“Our continuous improvement culture at BSP ensures that the teams we lead have the right trainings, the right knowledge, and the right competence to ensure that we deliver not just for BSP, but for Brunei Darussalam. Not just today, but for many more years to come.”

## IN THE SPOTLIGHT



- Nur Hazirah binti Abdul Rahman, Electrical Supervisor at Ampa 6

This sentiment is echoed by Abdul Haziq Hazmi bin Haji Abd Nasir, Champion 7 Graduate Production Analyst who believes that part of realising Brunei's Vision 2035 is by continuously learning from his offshore colleagues with many more years of experience.

"It is to ensure that myself and others can develop to contribute to Wawasan Brunei 2035 aspiration of ensuring our people are highly educated and highly competent. In addition, I can contribute with sharing the knowledge and learnings to develop others as well," He said.



- Abdul Haziq Hazmi bin Haji Abd Nasir, Graduate Production Analyst at Champion 7

### PROUDLY CELEBRATING NATIONAL DAY

Dk Sapiah sums up National Day celebrations as a reminder of how far we have come as a country, "While we celebrate more than 90 years of fuelling Brunei Darussalam in BSP, we are grateful to be living in Brunei as a peaceful and blessed country that has been independent for 36 years. As a Bruneian, we should be proud of how Brunei has developed in the last 36 years, and the sense of pride should always be sustained and be reminded to our future generation. It is a reminder for everyone to contribute to the development of the country, and to continue fuelling Brunei's future".



- Champion 7 crew celebrate the National Day offshore

سمبوتن اولڻ تاهون هاري ڪڙڻسآن نڪارا بروني دارالسلام ڪ ٣٦

## CELEBRATING 36 YEARS OF INDEPENDENCE



منجايڪن واورسڻ نڪارا  
MENJAYAKAN WAWASAN NEGARA  
23 FEBRUARI 2020



بروني  
BRUNEI



# A GREENER NATIONAL DAY PARADE IN BLACK AND GOLD



**B**runei Shell Petroleum (BSP) participated in the 36th National Day Parade led by Dr Ceri M. Powell, Managing Director of BSP, together with Muhammad Norshafiee Dato Paduka Hj Abd Jalil, Managing Director of Brunei Shell Marketing (BSM).

The contingent of 200 highly skilled employees from BSP and BSM marched on proudly in Black and Gold – symbolising the source of the nation's prosperity, oil and gas. Some of our staff also marched in full Personal Protection Equipment (PPE) attire, on behalf of our colleagues who are working diligently onshore and offshore to operate our oil and gas assets safely, reliably and responsibly and keeping the lights on.

This year, BSP celebrated a greener National Day. Demonstrating our care for the environment, BSP partnered with Green Brunei to provide water dispensers during the National Day celebration. The water dispensers were made available at strategic locations to reduce the use of plastic bottled water. This is in line with 'Inisiatif Bebas Botol Plastik', an initiative introduced in year 2018 by Department of Environment, Parks and Recreation (JASTRe), Ministry of Development. Through this initiative, BSP discourages the use of disposable plastic bottles and to carry reusable bottles instead.



This year's 36th National Day celebration and parade attracted over 26,000 participants comprising contingents ranging from various sectors of the armed forces, government civil servants, higher education institutions, schools, civil associations, public organisations and foreign associations.



- One of the water dispensers provided as part of the 'Inisiatif Bebas Botol Plastik' initiative



# LIVEWIRE AGROBIZ STUDENTS CELEBRATE FIRST HARVEST – ONE OF THE HIGHEST YIELD RECORDED IN THE COUNTRY

With the aim to boost the nation's rice self-sufficiency and tap into the country's potential of agribusiness, the LiveWIRE AgroBiz Project was officialised in January 2019 with the signing of an MoU between Brunei Shell Petroleum (BSP), through its entrepreneurship arm LiveWIRE Brunei, and the Institute of Brunei Technical Education (IBTE).

Some 10 hectares of paddy fields located at the IBTE AgroTechnology campus in Kg Wasan act as a training ground for the future "agropreneurs" to acquire the knowledge and practical skills needed to be successful commercial farmers.

The LiveWIRE AgroBiz Padi Agropreneur Project (AgroBiz)'s first success is feted just over a year later, when the first batch of 10 IBTE Agrobiz students recorded a yield of 8.5 metric tonnes (MT) of paddy per hectare, one of the highest in the country.



■ Yang Berhormat Dato Seri Setia Awang Haji Hamzah bin Haji Sulaiman in discussion with the students



■ LiveWIRE Chairperson Hjh Rosita Hj Hassan during her welcoming remarks

Yang Berhormat Dato Seri Setia Awang Haji Hamzah bin Haji Sulaiman, Minister of Education, attended as the Guest of Honour, to mark the special occasion. The minister took the opportunity to talk with the students and teachers to learn more about the programme. LiveWIRE Chairperson and BSP In-Country Value Manager Hjh Rosita Hj Hassan delivered the welcoming remarks for the event.

The Agrobiz project aims to support and enhance the nation's effort to increase the country's self-sufficiency in rice production and the same time to produce skilled agropreneurs. This is in line with the Titah of His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah ibni Al-Marhum Sultan Haji Omar 'Ali Saifuddien Sa'adul Khairi Waddien, Sultan and Yang Di-Pertuan of Brunei Darussalam, that calls upon more efforts and involvement from farmers, businesses and



■ The Minister of Education in a group photo with the teachers and students as well as representatives from BSP

youths to develop the country's agricultural sector.

The yield of the planted Sembada 188 from the 10-hectare plot at the IBTE Agro-Technology Campus in Kampong Wasan exceeds Agrobiz's target for four to five MT per hectare. The site's irrigation infrastructure to ensure that adequate water for the plantation and use of pesticide-free and organic fertilisers which were deployed using modern methods including drones contributed to the success of the first harvest.

LiveWIRE Chairperson and BSP In-Country Value Manager Hjh Rosita Hj Hassan said in her welcoming remarks, "The fertilizers and pesticides are from natural and local ingredients, made by the students at the AgroBiz Organic fertilizer manufacturing workshop, making it one of the most commercially viable products for the domestic and international market".



■ From left: Hajjah Zainab M.A Omar, BSP's Human Resources Director, Dr Shamsiah Zuraini Kanchanawati binti Hj Tajuddin, Permanent Secretary (Core Education), Dr Hj Azman bin Ahmad, Permanent Secretary (Higher Education) and Wahida Hambali, Rice Specialist from the Agrobiz programme

The 10 participating students are also being trained to start their own farming businesses upon completing AgroBiz. These students have the option to become farmers or become service providers for the rice industry after the programme, where they can further explore the practice with the business scheme offered by the Department of Agriculture and Agri-Food. In addition, the students will also have the opportunity to join LiveWIRE's Business Award Start-Up Funding Scheme, which can provide seed-funding to help early stage agropreneurs grow their business.

In order to further develop the cultivation of paddy in the country, LiveWIRE Brunei invites institutions such as UBD and UTB to collaborate for the purpose of research to improve the quality of production and plantation techniques.



# FIRST BATCH OF ORMC WELDERS QUALIFIED



■ The first batch of students from the ORMC Welder Training Programme in a group photo

**B**runei Shell Petroleum Co Sdn Bhd (BSP) launched the Offshore Reliability and Maintenance Contract (ORMC) Welding School in Q2 2019, with a programme led by BSP and developed in collaboration with Aker Solutions Sdn Bhd as one of the ORMC Managing Contractor LBD Deliverables.

Located at the BSP Marine Construction Yard (MCY), the ORMC Welding School is setup to produce qualified oil and gas welders through a structured training programme with a combination of classroom theory, personalised and supervised practical training, where students will undergo periodic quality assessment combined with personalised coaching and welding throughout the programme.

The first batch of seven local welders received their completion certificate in early February 2020 during a graduation ceremony handed over by the guest of honour, Deputy Minister of Energy Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw, and witnessed by the Managing Director of BSP Dr Ceri M. Powell.

During the graduation ceremony, Dr Ceri M. Powell highlighted in her welcoming remarks that the collaboration

between BSP and Aker is part of their joint commitment towards Wawasan Brunei 2035 to produce highly skilled Bruneians qualified to international standards. It is aligned with the country's vision to produce 'industry-ready' graduates who are ready to take on real-world experiences, through a programme designed to ensure that the students gain practical knowledge that will kick-start their career.

In the programme, candidates undergo a structured training programme conducted by Aker Solutions' Welding Instructors. Period quality assessments combined with personalised coaching on the finer aspects of welding and working in the energy industry are given.

The training team works directly under the Aker Solutions QAQC Department.

The facility is equipped with 12 welding booths complete with cutting and welding tools and equipment for both SMAW and GTAW processes.

The ORMC Welder Programme aims to train 18 welders by end of Q1 2020 who are graduates of the ISQ and PPK programmes.

Within the first batch of locals is the first female welder to complete the course, Azuana binti Ramli, who said that like



■ From left: Yap Kong Fah; Deputy Managing Director of BSP, Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw; Deputy Minister of Energy, Dr Ceri M. Powell; Managing Director of BSP and Eddie Lee; BSP's Head of Offshore Construction with Azuana binti Ramli of the ORMC Welding Programme

most people, she initially did not have any interest in welding, but that interest sparked after watching family members welding things at home. She set out to apply for the ISQ Welding Course at IBTE Mechanical Campus after secondary school where her application was accepted.

"I applied for this course because I was interested in upskilling myself," said Azuana.

Being the top in her class for the ORMC Welder Programme, Azuana said that there were many challenges that she had to go through in the course and in the profession as you are basically "fighting with fire" on top of having to be in full PPE when welding which can get overwhelming. Azuana added that "all this eventually becomes unbothersome once you've gotten used to it."

"I chose this course because I want to eventually become a QA/QC or Inspector, and that's why I've taken the courses one by one, as welders have stages in levelling up, and I want to move up and not remain stagnant," said Azuana.

As a woman welder, Azuana wants to show that welding is not just a male profession, and that women can weld too. Even though the work is heavy, as long as a woman is physically able to and puts in the effort to carry out the job, they will be able to do it.

"As a female welder, I feel fully supported. If you look at me, I don't think I look like I'm fit to be a welder, but I want to put in the effort and one day reach the inspector level," added Azuana.

Meanwhile, another graduate of the course Muhammad Adli Mirza bin Haji Abdul Ghani said that he chose the career path of a welder because he wants to provide for his family. As someone who grew up not liking heavy manual

labour, Muhammad Adli Mirza said that he grew into liking welding after continuing his training which he hopes will eventually land him a spot to work offshore.

"These courses are very expensive, but the advantage to working under my company is that I get to do these courses for free, and these GTAW SMAW courses are important for any welding company as you need the knowledge and experience from this combination of course," said Muhammad Adli Mirza.

Finding a bit of a challenge when he first began his 6GR course, Muhammad Adli Mirza said that it was hard for him in the beginning because of the uncomfortable way the body has to be positioned during welding, but in the end, he got used to it.

"You always have to be at the ready, know your body positions, have good hand-eye coordination, and a smooth hand when you get into welding. That was one of the biggest challenge for me at first," added the graduate. "I want to be a professional welder. So, I keep welding to improve and when I do go offshore I want to weld pipes that are mostly previously done by foreign workers to prove that we too, can do it."

Muhammad Adli Mirza said that his next plan depends on his company, but he is definitely ready to work, but added that he would not pass the opportunity, if given another chance, to undergo another course to upgrade himself.

Upon completion of the programme, these welders are now qualified in accordance to international standards.

The programme will be extended to include GTAW-6G for Duplex and Stainless Steel in Q2 2020. From 2020 the ORMC welder training programme will be made available to local welders from other companies executing work for BSP.



■ Deputy Minister of Energy, Dato Seri Paduka Awang Haji Matsatejo bin Sokiaw handing over a certificate of completion

# LOCAL BUSINESS WINS RUNNER-UP PRIZE IN SHELL LIVEWIRE TOP TEN INNOVATORS AWARDS



- LiveWIRE Brunei Business Counsellor Hajj Abdul Yusrin bin Dato Haji Mohd Salleh, Meryyannah binti Haji Umar representing S&R Aquafarm, Managing Director of BSP and Shell Country Chair Dr Ceri M. Powell and Chairperson of LiveWIRE Brunei Hajjah Rosita binti Haji Hassan in a group photo

Syazwan bin Haji Suni of S&R Aquafarm from Brunei became one of 10 people to receive the runner-up prize in the prestigious Shell LiveWIRE Top Ten Innovators Awards. This is a first for Brunei since the launch of the Shell LiveWIRE Top Ten Innovators (TTI) in 2015.

It is a global competition among Shell LiveWIRE alumni, which highlights and rewards businesses that demonstrates excellence in innovation, and gives entrepreneurs a chance to shine on a global platform.

Located in Tutong, S&R Aquafarm produces herbs through an aquaponic system that uses solar energy to power the water pumps.

The award ceremony – at the head office of Brunei Shell Petroleum Company Sdn Bhd (BSP) – saw Managing Director of BSP and Shell Country Chair Dr Ceri M. Powell presenting a USD10,000 cheque to S&R Aquafarm, represented by



- S&R Aquafarm produces herbs through an aquaponic system

Meryyannah binti Haji Umar.

Dr Ceri M. Powell shared that BSP is proud to play its part in supporting Brunei's local entrepreneurs, especially in the field of agriculture and aquaculture.

"People and Country is a key priority for BSP. We are in full support of the vision of His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah ibni Al-Marhum Sultan Haji Omar 'Ali Saifuddien Sa'adul Khairi Waddien, Sultan and Yang Di-Pertuan of Brunei Darussalam to encourage more youth to participate in entrepreneurship, through delivering innovative and sustainable ways to develop the capability of Bruneian talent and businesses.

"This incredible achievement will hopefully inspire more businesses, communities and society to also make that transition towards a more sustainable future," she added.

When asked about his win, Syazwan said, "We have been in this journey since 2011 and we are constantly looking for creative ways to improve the efficiencies of the aquaponics system. We pitched the idea to incorporate solar to the aquaponics system to LiveWIRE mentor Hajj Yusrin, and we prepared a business plan for the LiveWIRE Business Awards 2019 competition. Alhamdulillah, we won third place, and we were awarded with the 'The Most Innovative

Enterprise Award' on the same day.

"By early September 2019, we learned that S&R Aquafarm was shortlisted for the Top 21 Innovators award. The final Global Top 10 Innovators was decided by public votes. Alhamdulillah, S&R Aquafarm attained the runner-up position in the Global Top 10 Innovators. We are so grateful for this achievement, not only for S&R Aquafarm, but on behalf of Brunei as well. Moving forward, S&R Aquafarm is looking to expand the business into a commercial production, Insya Allah," he added.

This year, Shell LiveWIRE partnered with Shell Global Commercial – which supplies lubricants, aviation fuels, bitumen, sulphur and related services to one million business customers in 150 markets – to deliver a competition focussed on the circular economy.

Shell aims to reward entrepreneurs that help move the world away from the linear economy model – taking, using, and disposing of products – towards an economy that designs waste out of the system.

This year's categories include: Food and Agriculture, Energy and Mobility, and Sustainable Future. The winners from each category received USD20,000, while the runners-up from each category received a USD10,000.

S&R Aquafarm under the Food and Agriculture category, faced stiff competition out of 98 applications from 19 countries. From there, 21 finalists competed in a public vote, which drew in more than 18,000 votes from 144 countries.



■ Vertically grown Aquaponics lettuce

The 2019 Top Ten Innovators judging panel included Patrick Carré, Vice President, Global Key Accounts & Global Business; Jeff Wee, 2018 Top Ten Innovators winner and founder of WormingUp; Maarten van Dijk, Managing Director of SkyNRG; Susan Preston, Managing Partner of SeaChange Fund; and Wijnand de Wit, partner at Dalberg.



■ Sweet Basil grown in S&R Aquafarm's Aquaponics system

# A MEMORABLE NATIONAL DAY



# WITH BSP AND BSM STAFF



# HAZARD HUNT FACILITY TO LEARN FROM PAST INCIDENTS



- The BSP ORMC Hazard Hunt facility is an initiative to simulate learnings from past incidents

**A**s an initiative to support the Brunei Shell Petroleum Co Sdn Bhd's (BSP) continuous efforts to ensure that safety is always a top priority for its employees and business partners, the BSP ORMC Hazard Hunt facility was launched in February.

The facility is deliberately set up to simulate learnings from past incidents that have happened in BSP recently, where the team re-created actual hazards as well as actual permit systems from past incidents.

"The idea behind this simulation is that we've had incidents across the years of operations so whenever those incidents happen, the crew on the boat would be the ones who know the most about it such as what happened, what are the gaps

- Eddie Lee, BSP's Head of Offshore Construction, explaining how the facility is set up



- Deputy Minister of Energy, Dato Seri Paduka Awang Haji Matsatejo bin Sokiauw in a group with BSP management and staff and Ministry of Energy staff during a visit on the facility

and what are the things they need to do differently,” said Eddie Lee, BSP’s Head of Offshore Construction.

The simulation idea was brought on to aid personnel on the supervisory level to go through the simulation or mock-up areas to let them see for themselves the practical setup or the mock-up incidents that have previously occurred in order for them to identify all the hazard that caused the incidents so they will take the learnings back on site and be able to recognise these hazards immediately in order to break the risk normalisation.

“It’s about putting all the incidents in one location, making the mock-up look real based on incidents that we’ve had, and then letting all the supervisors go through this particular mock-up,” Eddie Lee added.

Among the common incidences experienced in terms of safety is slipping and falling, debris falling into eyes and the most common injury being finger injuries in the last two years.

In the hazard hunt, a simulation of two to three cases of finger injuries were set up such as a hatch cover coming down and causing an IP to lose fingers, or an incident where a supervisor tried removing an unsupported valve that fell down and pinched fingers between the valve and grating, as well as an incident where crew members were moving a beam to location.

The BSP ORMC Hazard Hunt facility is one of a number of innovations being used at BSP to counter ‘risk normalisation’ at sites and maintain a safe working environment.

‘Risk normalisation’ comes about when a hazard is encountered but ignored multiple times until it no longer feels like a hazard, which BSP believes is a trend that needs to be broken, especially for frontline supervisors, by actively asking supervisors to recognise these hazards and actively making sure supervisors list down the hazards especially when they first go into the site where they will create a facility entry checklist, recognise all the hazards, and then set mitigations.

Additionally, the idea of the facility is for supervisor-level personnel to undergo a ‘hazard hunt’ to build their practical knowledge.

One of the reasons why the hazard hunt is targeted for supervisor-level personnel is because in the recent year alone supervisors were the ones who were getting themselves hurt as they get into the work and did not recognise the hazards which resulted in the need for these supervisors to step up, recognise and mitigate the hazard, on top of asking the crew to do the job themselves.

Another reason is because supervisors are the ones that manage all the construction crew and on site, they control and monitor the crew whilst providing instructions. Having a supervisor with a high level of safety standard when it comes to hazard recognition and hazard mitigation will subsequently enforce these standards on the crew themselves. Thus, if a supervisor is managing five to eight people correctly, this will later trickle down and be embedded in the crew.

# IWD2020: AN EQUAL WORLD IS AN ENABLED WORLD #EACHFOREQUAL

// An equal world is an enabled world” - and every one of us can do our part to bring about gender equality. That’s the core message of #EachForEqual, the campaign at the centre of this year’s International Women’s Day. It seeks to draw attention to the idea that gender inequality isn’t a women’s issue, but an economic one – as gender equality is essential for economies and communities to thrive. And by celebrating women’s achievement, raising awareness of bias and calling out inequality, we can all help to bring about change. In this edition, we interviewed several inspiring women from BSP who explained what #EachForEqual means to them.



**“With a small change, we will start living #EachForEqual”**

**– Elizabeth Kumar**  
**Head of OE Consultant (HR Department)**

Each for equal means; living, practicing, empowering and role modelling each for equal in my personal and professional life.

It is important to practice what one preaches both personally and professionally. In my current role, I contribute to live #EachforEqual a) By not making assumptions, clarify when not clear b) By treating all who we work with equally starting from the security staff, to cleaners to our colleagues,

being the same person to all and that there should not be different versions of me based on people’s roles or designations. c) Giving all equal opportunities, we are all different and unique in our own ways. It is important to accept people as they are and provide the best opportunity in my own way.



**“Empower Women To Be The Best Versions of Themselves #EachForEqual”**

**– Saloha Daud**  
**Onshore Exploration Team Lead**

We can strive for excellence in our own characteristic way, based on our own principles and motivations, which may differ to another individual. And that is okay. Establish



your strengths but also be aware of your limitations. Are these limitations self-inflicted or externally-imposed? Recognise which of these limitations are temporary or permanent, which are recurrent or just occurring once. What can you remove and improve? Keep on learning, do good and reach for excellence in your own distinctive way.



**“Closing the gap through awareness, education and engagement towards diversity and building talent pipeline #EachForEqual**

**– Sofiah Umar, Digitalisation Manager (left)**  
**– Aishah Helena Sharif (right)**

#EachForEqual for me refers to **ALL** to begin with. We all have a role to play to ensure gender equity is practiced at the workplace in which our individual actions make a collective difference. The theme also raises awareness that there are various workplaces that are still striving to fight gender-based perceptions and stereotypes, regardless of the economic progress in that country or industry. I’ve noticed that the digitalisation space in Brunei among the youth (or at least those who are younger than me!) tends to have a mixed population and have an amazing learners’ mindset. One of

our data scientists, Aishah Helena Sharif and I have participated in Brunei’s Google Developers Group events as speakers. The events’ speakers and participants had good representation for both genders, and they were all keen to learn new and learn from each other. Wanting to learn from others and being open to new ideas are key attributes – perhaps even foundational traits – towards #EachForEqual.

I believe in giving equal opportunity to everyone no matter



**“Collective action and shared responsibility for driving a gender equal world is key”**

**– Ellynah Abd Rahman**  
**East Operations Manager**

what their gender is. To me, collective action and shared responsibility for driving a gender equal world is key. It’s about making time for them, for your team. We talk openly about personal experience on issues surrounding harassment, unfair treatment or feeling discomfort when working with certain people and discuss on how to manage the situation together. This also applies to my male colleagues. It is equally important to me that the men in my team know that I listen and give time regardless of gender and that they have a safe space to share any concern. My message to other women or young girls out there- if you asked for it and got it, live up to the expectation. If you never asked for it and you still got it, don’t feel that it is a test – it’s because they know that you can do it!

# BSP ENERGY SERIES BOOK TO POWER INTEREST IN ENERGY AND STEM



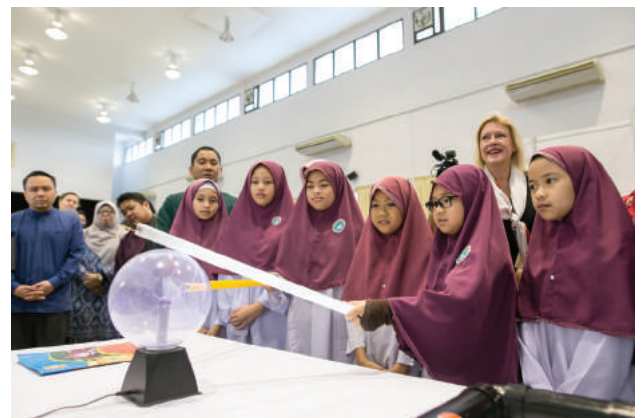
- Dr Ceri M. Powell, BSP's Managing Director, posed for a photo together with recipients of the BSP Energy Series



**B**runei Shell Petroleum Company Sendirian Berhad (BSP) launched its very first Children's Book Series titled 'BSP Energy Series' at Sekolah Rendah Panaga, Seria on January 9, 2020.

Published in conjunction with BSP's 90th anniversary, the BSP Energy Series tells the story of oil, gas and energy in general in Brunei through the decades.

The BSP Energy Series visits our humble beginnings of wooden rigs onshore before talking about our operations today, and how we produce energy with technologies to help us. The third book looks to the future with renewable





*"The series is a labour of love. It is the work of many Subject Matter Experts, bright and enthusiastic kids who contributed their opinions and passionate writers in their endeavour to raise awareness on Energy and STEM," – Dr Ceri M. Powell*

energies and sustainability. Each book series is dedicated to the previous generations of BSP heroes who have paved the way to ensure BSP continues to fuel Brunei's future, the current BSP staff who are tirelessly working today for our tomorrow, and our future leaders.

Although the series targets 9 to 11-year olds, it's hoped that it will prove fun and educational for all age groups. It follows the adventures of a group of children who call themselves the Science Squad who are on a mission to learn



#### ■ The unveiling of the Science Squad

about energy. With the help of their special jet and their feathered friend, Roo, the squad finds out about oil and gas and where it comes from, the journey it goes on and how it is used.

Attending and launching the book series as Guests of Honour were Cikgu Asmah binti Tengah, Head of Cluster 6, and Dr Ceri M. Powell, Managing Director of BSP. Invited guests included principals from all private and government primary schools in the District who received 30 copies of the book series for their respective schools.

"I hope that this series will help nurture interest for STEM in our young students, to facilitate the country's ambition to have a diversified economy propelled by skilled, educated workforce – future leaders which will be made from our bright children and students of today," Dr Ceri M. Powell added.



- Students present on the day had the opportunity to participate in fun colouring activities, interactive science experiments and group reading sessions

# TUTORING BRUNEI'S FUTURE



- BSP Volunteers with the students from Muhammad Alam Primary School during the “Maths Amazing Race” activity



- Melissa Zainal-Abidin, BSP's Financial Controller with a student during the Maths Amazing Race

A s part of a PSR math tutoring programme, a group of BSP volunteers spent multiple weekends over the year last year to improve the grades of a few selected Year 6 students at Muhammad Alam Primary School and Pengiran Setia Negara (PSN) Primary School.

This activity is one of BSP's continuous effort in supporting Science, Technology, Engineering, and Mathematics (STEM) education amongst local schools in Brunei. Through a focused learning environment, the tutors developed a close relationship with the students as well as the teachers. Together, they worked hand in hand and successfully improved the overall grades in PSR maths of the schools. This was truly a positive impact and a success story worth sharing.

Melissa Zainal-Abidin, BSP's Financial Controller, was one of the tutors who volunteered. She had the opportunity to tutor two boys who had learning difficulties and scoring less than 10% in Maths. "I will never forget the day when I got their results! I was overjoyed to hear that they not only passed Maths but also all the other subjects with good grades. One of the boys that had learning difficulties actually improved from less than 10% at the start of the year to scoring a B in Maths for PSR," Melissa shared.

"I salute the teachers for the grade improvements because



of their dedication and continuous focus. Volunteer tutors assist in helping students to work on specific topics that they struggle in," she added.

"On behalf of the school, I would like to say thank you to the volunteers from BSP. The students have benefitted greatly from the programme and we look forward to more collaborations such as this in the future," said Raidah Hj Juni, Principal of PSN Primary School.

Aside from tutoring the students, the volunteers also held fun activities to further spark the interest of the students in STEM. One of the highlights was the "Maths Amazing Race" organised by the BSP volunteers at Muhammad Alam Primary School in Seria. The race was organised for the Year 6 students in collaboration with teachers from the primary



school, to test their abilities to work together as a team. It was a race against the clock on who could solve a series of challenges ranging from maths puzzles, physical activities, memory games and creative drawing (think calculators and geometry sets!).

At the end of year, 73 Year 6 students from both schools were treated to a full-day educational yet fun-filled school trip to the capital city, accompanied by 36 teachers and BSP staff volunteers. This activity was part of the 90 Act of Kindness initiative in conjunction with BSP's 90th Anniversary.

It was an eye-opening experience for the students at the Royal Regalia Museum, Brunei Arts and Handicraft Centre and Jerudong Park and a great way for the students to celebrate the end of the PSR examinations!



▪ Students enjoying their day at the Jerudong Park

# #BLASTFROMTHEPAST THE PADANG BERAWA COLLECTION: VISIT TO SERIA OILFIELD BY MALAYAN RULERS AND REGENTS

It was a historic occasion when royal dignitaries from Malaya and Singapore visited the Seria Oilfield on September 24, 1958. Their Highnesses The Sultan of Pahang, The Sultan of Selangor, The Raja of Perlis, The Regent of Negeri Sembilan, Tunku Mahmood, representing his father, The Regent of Johor and Dato Abdul Hamid bin Haji Jumat, Deputy Chief Minister, Singapore departed Brunei Town in two of BSP's Prince aircraft and landed at Anduki Airfield in the morning.

Accompanying the visitors were Hon. Mr Denis C. White, British Resident, Brunei and Hon. Pengiran Mohamed Yusof, State Information Officer.

Mr R.E Hales, Managing Director of BSP at the time, welcomed the visitors and shortly after, the cavalcade of cars moved towards the Gas Plant. The delegation made its first stop at BSP's Trades School where they interacted with students in the classrooms and workshops.

At their next stop at the Shell Recreation Club, BSP Malaysians, Singaporeans and other guests were introduced to Their Highnesses and Dato Abdul Hamid during a reception. The royal visitors toured the Club premises before



- Yang Berhormat Major General (Rtd) Dato Paduka Seri Awang Haji Aminuddin Ihsan bin Pehin Orang Kaya Saiful Mulok Dato Seri Paduka Haji Abidin, Minister of Culture, Youth and Sports launched the exhibition 'Padang Berawa: A Country's Legacy' together with Dr Ceri M. Powell, Managing Director of BSP

leaving to the Istana Kota Manggalela.

The highlight of the tour was a visit to well Seria-494 where they watched the crew start to pull out and stack the drill-pipe prior to changing the bit. Particularly interested in this operation was His Highness the Raja of Perlis who showed a real grasp of the technical details in a long discussion with BSP's Technical Manager, Mr P.M. Linton. Before leaving the rig, Tunku Mahmood expressed his desire to retain his safety



- 'Padang Berawa: A Country's Legacy', a travelling gallery which showcases a compilation of never been seen before photographs of the oil and gas industry from the past



- The royal visitors touring BSP's Trades School



- Front row (from left): Pg Abdul Momin, Acting Belait District Officer (3rd); Hon. Mr Denis C. White, British Resident to Brunei (4th); Pg Abu Bakar bin Pg Omar Ali, Acting Assistant Resident, Kuala Belait (5th); His Highness The Sultan of Selangor, Sultan Hisamuddin Alam Shah Alhaj (6th); Mr R.E. Hales, BSP Managing Director (7th); His Highness The Sultan of Pahang, Sultan Abu Bakar Ri'ayatuddin Al-Mu'adzam Shah (8th); His Highness The Raja of Perlis, Tuanku Syed Putra (9th); His Highness The Regent of Negeri Sembilan, Tunku Laksamana Munawir (10th); His Highness The Regent of Johor, Tunku Mahmood (11th) and Dato Abdul Hamid bin Haji Jumat, Deputy Chief Minister, Singapore (12th).

hat as a souvenir of the visit, and subsequently all the visitors were presented with the hats they had worn. When asked sometime later why he wanted the hat, Tunku replied. "Because it's about the only hat my small son can't ruin in the first week he's had it!"

After a reception at the Managing Director's residence, the visitors were entertained to lunch in the BSP Hotel before they drove to Kuala Belait where they were welcomed by the Acting Assistant Resident, Pengiran Abu Bakar at the Kuala Belait Recreation Club.

The party left the KBRC in the afternoon to return to Anduki. Before boarding the aircraft for Brunei Town, His Highness the Sultan of Selangor said, "I was so interested by everything, particularly the drilling rig."



- BSP Malaysians, Singaporeans and other guests were introduced to Their Highnesses and Dato Abdul Hamid at the Shell Recreation Club.



- Hon. Mr D.C. White, British Resident to Brunei (5th from left) discussing drilling operations on well Seria-494 with His Highness, The Sultan of Selangor, Sultan Hisamuddin Alam Shah Alhaj (in white, 6th from left)



- In a light-hearted moment, The Raja of Perlis, Tuanku Syed Putra has his helmet lifted so he could take photos on the drilling rig.

# ENJOYING THE CHANGES OF SEASONS IN THE HAGUE



■ Nur Shahidah with her family

After having been in Brunei Shell Petroleum (BSP) for almost 10 years, Head of Finance (Offshore) Nur Shahidah Hj Shahbudin set out to carry on a different career path for her two-year Long Term International Assignment (LTIA) as the Upstream Strategy and Portfolio Advisor at the Shell Head Office in the Hague.

Delving in a variety of Finance specific roles throughout her career in BSP, Nur Shahidah said it enabled her to gain a lot of knowledge in her working experience, which in turn gave her the ability to tap into further understanding her current role. Being a genuinely curious person throughout her career in BSP prior to coming to the Hague, she has a deep

comprehension of her current role that allowed her to ask questions that have not been raised in a long time and evidently helped in creating changes in processes at the Shell Head Office.

“By being curious, it helped me navigate my way through the structure here in the Head Office because Shell is actually quite a complicated organisation as we have different departments looking at different things,” said Nur Shahidah.

Settling into a new country has been quite smooth for Nur Shahidah after officially joining at the Hague on September 1, 2019, as she has her husband who also works for Shell at the Hague on a Short Term International Assignment (STIA) alongside her and their five-year-old son.

"So far, we've been enjoying the change of seasons. We went through the Christmas period in the winter season and it was very festive," added Nur Shahidah. "The Netherlands is a fairly small country, but there are many cities that are near the Hague that we've enjoyed visiting such as Amsterdam, Rotterdam and Delft which have so much to offer in terms of places to sightsee."

Having studied in the United Kingdom before, Nur Shahidah thought that it would be as difficult to get halal food, but to her surprise it has been pretty easy to obtain with Netherlands' strong Indonesian presence. "It is fairly easy to spot an Indonesian restaurant in any of the major cities there," she said.

"It has partly helped with our settling in because we don't really miss the food from home so much except for certain items like soto and other things that we can't find here," she added.



■ Nur Shahidah Hj Shahbudin

However being far away from home, Nur Shahidah said that they miss their extended family and often hold video calls and skype, but find that it is not the same as seeing them physically.

With the current COVID-19 pandemic occurring globally, Nur Shahidah explains that they have to stay in due to the quarantine. As she and her colleagues are considered non-critical staff and staff that can manage work remotely, Nur Shahidah said they are highly encouraged to not come to the office, except when they are in need of IT support.

Coming into their third week of working from home, she shared that the first week was quite a shock as schools are also closed and both her husband and herself have to find a balance between their son's online learning and activities and their day job.

With the support of the small Bruneian community they have there, Nur Shahidah said they are coping well. "Some of our children are of the same age, so sometimes we arrange for video or zoom calls between the children so they're not as lonely as my son is also missing his school friends as well."

Nur Shahidah explained that BSP has also given support to those undergoing LTIA or STIA in the Hague to ensure their wellbeing during this difficult time. Through their focal point, Haji Idris, they have been in communication with Hajah Zainab M.A, Omar, BSP HR Director and Dr Ceri M. Powell, BSP Managing Director. They are also offered flight tickets if they decide to travel back to Brunei during this period.

"So far in our discussions between the Bruneian families, we've decided to stay put for now and monitor the situation. If there are any emergencies, we'll help each other in terms of getting that family or person back home," she said.

*"BSP has been quite generous to offer that support to us and we are thankful, although we haven't actually exercised that yet, because we're also worried about the risk of travelling and getting infected during the travel home."*

**– Nur Shahidah Hj Shahbudin**

# BE AMBASSADORS TO ROAD SAFETY



- From left to right: Hj Osmera bin Hj Othman, Yang Berhormat Dato Seri Setia Awang Abdul Mutalib bin Pehin Orang Kaya Seri Setia Dato Paduka Hj Mohd Yusof, Minister of MTIC and Yang Mulia Dato Seri Paduka Ar Haji Marzuke bin Hj Mohsin, Deputy Minister of Development

The first 'Tell Everyone' Road Safety Outreach Programme for 2020 was held on January 8, at the Chancellor Hall of Universiti Brunei Darussalam (UBD). Organised by Brunei Shell Petroleum (BSP), Brunei National Road Safety Council (MKKJR), Brunei Shell Marketing Company Sdn Bhd (BSM), Megamas Training Company Sdn Bhd and in collaboration with UBD, the objective of the outreach was to inculcate good road safety behaviours, particularly amongst youth.

The Minister of Transport and Infocommunications, Yang Berhormat Dato Seri Setia Awang Abdul Mutalib bin Pehin Orang Kaya Seri Setia Dato Paduka Haji Mohd Yusof, attended and launched the outreach programme as Chairman of MKKJR. Also in attendance were Deputy Minister of Development Dato Seri Paduka Ar Haji Marzuke bin Haji Mohsin, Acting Vice-Chancellor of UBD Hajah Rubiah binti Haji Yacub, senior government officials, Brunei Shell Joint



- BSP Head of HSE and Security and Chairman of BSJV Road Capacity Hj Osmera bin Hj Othman during his welcoming speech

Venture (BSJV) representatives and students.

BSP Head of HSE and Security and Chairman of BSJV Road Safety Committee Haji Osmera bin Haji Othman during his welcoming speech said, "Road safety is not something we should take lightly. The World Health Organization (WHO) cites that there are 1.35 million people



who die each year from traffic deaths, equating to one every 23 seconds."

"We hope that you also become ambassadors and tell your friends and family because, remember, it is the responsibility of all road users to abide by road safety rules and proper driving etiquette," said Haji Osmera.

"Think of the lives you could and will save if you reminded your family and friends to wear their seat belts and not to exceed speed limits or text and drive," he added.

The 'Tell Everyone' outreach programme, a one-day road safety awareness campaign, targets the most vulnerable group, in particular youth between the ages of 18 to 38, through engagements at higher education institutions throughout the country.

The outreach programme focuses on communicating the seven key road safety messages namely not speeding, wearing seatbelts, no mobile phone usage while driving, not driving under the influence of drugs and alcohol (DUI), wearing helmets and/or proper attire whilst riding, awareness of vulnerable road users (pedestrians, schoolchildren, joggers and cyclists) and tyre checks. The campaign also highlights



the importance of driving responsibly and included breakout sessions and activities meant to further deepen knowledge and understanding on road safety.

The activities include MKKJR's seatbelt convincer, a simulation of driving under the influence of drugs and alcohol using drug goggles, an online stimulator exercise to test effectiveness of driving while talking on the phone, good behaviour improvement through lagging and leading indicators (vehicle tracking), road risk assessment, traffic games, vehicle compliance and demonstrations on fatigue management.

The Acting Vice Chancellor of UBD Rubiah binti Haji Yacub, shared that she was thankful to BSP for choosing UBD to kick off its first 'Tell Everyone' Road Safety Awareness Outreach Programme for 2020 as most of the university students are also young drivers who travel from home to classes, go on excursions and field studies. "Through this partnership with BSP, we continue to care greatly for the safety and well-being of our staff and students, especially on the roads."



# CELEBRATING ACHIEVEMENTS AND CREATING A FUTURE QUALITY



- Official launching of e-QOC App by BSP Asset Director, Malcolm Mayes and Shell Performance and Supplier Technical Integration Manager, Idzqandar Abu Bakar

By Saiful Bakri (AEQ/1)



- The audience and participants of poster and samples exhibition comprised of BSP and Business Partners personnel

rganised by BSP Asset Engineering & Project Quality (AEQ/1) and Technical Wells Engineering Quality (TWB/3) teams, BSP celebrated World Quality Day on December 5, 2019 with the theme – ‘Celebrating Achievements and Creating A Future for Quality.’ More than 400 people, from BSJV companies, Business Partners and Technical Institutes attended the celebration – a record for BSP!

BSP Asset Director (AD), Malcolm Mayes, officiated the opening ceremony. In his opening speech, he commended the continuous collaboration between BSP and Business Partners in projects quality deliverables, sharing of best practices and lesson learned.



- Hjh Zainab M.A. Omar (BSP's Human Resources Director) participated in the poster-walk session in the afternoon session

Malcolm Mayes and special guest, Idzqandar Abu Bakar, Shell Performance and Supplier Technical Integration Manager launched the new quality intervention application, the electronic Quality Observation Card (e-QOC). Muhammad Hafizuddin Umar, AEQ/321 presented the features of the new app.

The Quality Day event for year 2019 was conducted in 4 separate sessions with the sub-themes of Supplier Quality, Digitalization, Flawless Project Delivery and People Development. The event was made more interactive with theme-specific poster walks, sample tours and quality video presentations. These interactive sessions provided opportunity for BSP and our Business Partners to showcase and share their best practices and achievements. More than 20 business partners participated in this event; the highest number of participations since its conception!

The Quality Day celebration this year concluded with presentation of certificates and prizes to the winners by Rob Van Velden, Finance Director (FD).



- Students from IBTE and Politeknik Brunei were also invited to the event for their own learning opportunity

The Quality Day celebration was an enriching and insightful day that further strengthened the working relationships between BSP and our Business Partners – a great way to close the year 2019. Numerous best practices and learnings were captured and shared during the event and this is useful to ensure continuous improvement while delivering BSP's Fit For Future goals.



- Rob Van Velden, BSP's Finance Director presented the certificate of participations and prizes to the participants



- Participants from BSP and Business during BSP Quality Day 2019

# FIT FOR FUTURE WINNERS Q3 2019



## CHAMPION WEST DRILLING CAMPAIGN



The Champion West integrated team delivered a true example of a collaborative project during Pelaut's recent drilling campaign on CWDP-01. The three wells drilled on CWDP-01 were the first archetype wells drilled for BSP, offering substantial opportunity for standardisation and simplification of our wells development portfolio in the future.

During the duration on the Pelaut campaign on CWDP-01 approximately \$17M BND of cadence initiatives were delivered by the integrated team.

Several opportunities were identified that became key enablers to its success. The teams have shown strong collaboration, dedication and focus towards the safe and successful delivery of the project through detailed level 5 planning as well as daily progress meetings. The team successfully avoided production deferment during the BOP/HP riser heavy lift and gained a savings of \$2M BND on the platform through a risk assessment performed between TWD/EBW and OAI.

A risk assessment performed between TWD/Sapura/EBW/ OAI also ensured that the heavy lift can be done safely without requiring to shut down the Bulan-Bulan

production line which resulted in a savings of \$3M BND in production.

This campaign was full of challenges and hurdles and the team's ability to deliver on the business promises is a true indication of the one team, one BSP mindset that was needed to reach the finish line.

## BSP & BLNG SYNERGY CAMPAIGN



The team saw an opportunity to deliver greater value to BSVJ Companies by consolidating Contracting and Procurement activities between BSP and BLNG. A consolidated demand profile, combined with technical expertise from two operating units, would bring about lower costs, greater In Country Value solutions, net staff workload reduction, optimisation of technical requirements and increased sharing of best practices.

Though there had been examples of BSP & BLNG collaborating to source 3rd party goods or services in the past, it was found that these efforts were executed on an ad-hoc, infrequent and non-standardised basis. They often fail to target high value opportunities or realise its full potential. To realise the project, the team ensured feasibility through the development of a legal framework to comply with anti-

competition laws and ensure compliance to contract confidentiality articles and affiliate definitions. They developed and implemented a structured approach to identify and execute joint sourcing activities.

Since its official launch in August 2017, \$400M BND worth of combined 3rd party spend (nearly a dozen contracts) has been tendered/negotiated under the BSJV Synergy Campaign Banner. An average of 15% to 20% cost savings was achieved against an initially anticipated target of 5 – 10%. Furthermore, Joint Operating Agreements were established to support Tug and Anchor Handling Vessel utilisation and Material Supply Agreements were leveraged to explore opportunity to share critical spares.

### WELLS MATERIALS RIGHT SIZING



Materials surplus was affecting BSP's bottom line and BSP Wells had high level of surplus. At the beginning of 2018, BSP had USD 223 million worth of inventory. This is about 3.4 times of the requirement as Right Sizing KPI should be less than 1.3. New materials are being ordered despite existence of surplus due to inaccurate materials database. The inventory was piling up, and efforts to minimise and reduce this inventory were not effective. The Material Management team came up with a new strategy. The approach was to realign the rightsizing of materials inventory through collaborating with business partners and stakeholders within BSP and learning from other Shell OUs. This led to streamlined contracting strategy, demand planning, digitalisation of transactions, stock records accuracy, and competitive investment recovery. One year after the kick-off, rightsize KPI has reduced from 3.37 to 1.1.

The team's collaboration with internal and external stakeholders and reaching out to other Shell OUs have been a key success factor for this initiative. Focusing on the priorities has driven the team to right size KPI in a short time. High accountability for this improvement by the team members has resulted in inventory reduction by USD 131 million and cost

saving/avoidance exceeding USD 87 million. They also demonstrated accountability to the environment by re-using materials and chemicals, and responsibly recycling leftovers using local vendors. The freed-up space in the warehouses and turnover of real estate supported other BSJV activities; a true collaboration of BSJV companies.

### BSP WELLS INTEGRITY

In early 2018, BSP Wells Integrity team found that hundreds of wells across BSP (East, West and Darat) asset had open-ended ports on wellhead annulus and corroded glass plate on wellhead actuators though LOD-1s.

It was a big risk exposure if the ports are left open as a potential gas leak can directly vent to environment without any protection (risk of loss of containment LOC). There was no clear indication of actuator status due to the corroded glass plate leading to a potential risk of not being able to shut in wells. After the findings were highlighted by CPE, Wells (TWC, TWB) collaborated with SCM, PTs and business partners and they quickly worked up a viable solution by training the local PM crew to install a proper isolation plug for each open-ended port and change out new glass plate. However, the existing contract of an international contractor provided a very long lead time and high unit price which would delay the project and cause high cost impact. The well integrity team reviewed with different vendors to find an end-to-end solution. After reviewing solutions, a local vendor was selected to support the project to reduce the lead time and cost.

The team successfully shortened the material lead time from 8 months to 1 month (glass plate) and 3 months to 1 month (B&B), and had a total cost saving of 0.5 Mln BND (Glass Plates) and 4.5 Mln BND (B&B). Since early 2019, the local vendor has started to install, track, manage and maintain the inventory through the project life cycle.





# "I AM BSP" CHAMPIONS

Introduced in early 2018, the monthly BSP recognition programme rewards highly commendable individuals and teams who go above and beyond in supporting BSP in its goal towards fuelling Brunei's future. The programme also strives to influence and bring out the best behaviours out of the organisation.

Seeing a steady growth in nominations reflects an increasing trend in exemplary behaviours that demonstrates the "I AM BSP" mindset – Accountable, Focused and Collaborating. The programme is also highly competitive as certain nomination periods result in a highly congested pool of worthy champions leading to a shared-winner situation with more than one I AM BSP Champion.

## SEPTEMBER 2019



**Nicky Yap (AEO/511), Izam Zakaria (OCP/12), Fadli Azman (DOP/414), Hisyam Yusop (Tendrill), Azizi Ariffin (Tendrill)**

In 2017, pipeline flushing activities of PID320 and PID301 were unsuccessful and were assumed to be blocked. Plans were then set the next year to mobilise technology to diagnose and unblock these lines.

In July 2019, the team led by the Project Engineer did further investigations and found that the pipelines to be flushed at TG31 may have been spaded. The Business Partner, Tendrill along with Darat Operations (DOP) devised a cost-effective reverse flushing methodology (i.e flush from onshore) and confirmed that the pipelines were not blocked.

Through this collaboration and with a focused and inquisitive mindset, the team successfully reduced the loss of process containment risk of these lines with flushing completed in September 2019, executing this in a cost-effective manner. The team achieved a cost avoidance of approximately 500K BND through this cost-effective solution.

## OCTOBER 2019



**Mariana Muhammad Jamil (OPE/2), Muhammad Irfaanuddin Osman (WOP/42), Zarina Surya Zainal (DOP/32), Adiazizi Mahdi (EOP/42), Zulkifri Abdullah (OPE/1)**

Every Tuesday morning, the ADLT (Asset Directorate Leadership Team) Production meeting is held as Asset Managers discuss the Top 5 open deferment items across their assets, to ensure resources are focused on closing the right gaps to production. To facilitate these meetings, central programming and production support teams need to ensure the right information is available.

On 3 separate occasions in 2019, these 5 individuals have shown their dedication and accountability by choosing to review the deferment data by coming in on a public holiday to ensure the ADLT has a focused discussion around the correct and up-to-date information on the following Tuesday morning. This requires collaboration across all the assets and central OPE function in order to enable the ADLT to make timely decisions.

## NOVEMBER 2019



### Afi Khafezan Kadir (DOP/1313)

Afi has displayed a higher level of accountability by always prioritising personal safety and process safety in the workplace before any tasks at hand.

Being an operator does not limit Afi's focus in ensuring the safety of everyone around him. He is proactive and always deals with situations calmly while keeping the team motivated. These qualities have put him above and beyond from the rest.

His level of accountability has shown through especially when dealing with incidents in NGCP as he is always the first responder at the front line.



### Koh Ming Han WOP/212

Ming Han has repeatedly shown Accountability at a level above and beyond expectations in his role as Ampa 6 Production Lead throughout the year.

The most recent example is volunteering to support the opposite crew as acting Production Lead during his off shift. During this time, the on-duty personnel was called away on emergency leave on very short notice and Ming Han volunteered to step in the very same day. This greatly helped the stability of the crew due to his experience and leadership skills.

He regularly fills in as acting Production Lead on his own shift and he often volunteers to help on his off shift in order to help maintain the stability of Ampa 6, a critical production hub for BSP.

## DECEMBER 2019



### HDSP1229 Md Redzuan Md Sharji, DSP1419 Hj Mohd Yusof Hj Awg Besar

On 18th November 2019, two Security Guards on duty at NGCP, DSP1229 Md Redzuan bin Md Sharji and DSP1419 Hj Mohd Yusof Hj Awg Besar, noticed that there is something amiss about the Induction Card of a Business Partner (BP).

Noticing that the person has no history of entering NGCP, they intervened the BP, and questioned the authenticity of his Safety Induction Card. As the BP was unable to prove the validity of his Induction Card, the Security Guards immediately denied his access to the asset.

Their action triggered further investigation and revealed that the Induction Card had been stolen and the signature of the Area Authority had been forged.

Their positive action ensured the security of the people and safety of the workplace and asset. Their intervention is a true demonstration that they are accountable, focused and collaborative.



# WHY I AM PROUD TO WORK FOR BSP



**Sonia Perry – EPE/2**  
**Head Geology East**

My name is Sonja Perry, EPE/2 and I have been the Production Geoscience Discipline Lead in BSP for nearly 4 years and been with Shell for 21 years. I am proud to work for BSP for many reasons, but ultimately it comes down to the people that I work with on a daily basis. I find Bruneians incredibly friendly, welcoming and open. BSP has also presented many opportunities for me to develop personally for which I am grateful.

A particular highlight is contributing to BSP's Fit for Future journey through the HCM Roadmap utilising Continuous Improvement mindset and with organisational support, to strengthen our HCM maturation which was recognised as a winner in the 2019 Upstream Impact Awards; a real recognition for a lot of effort and focus of many people in BSP over the past 3 years. BSP Boleh!

**Nabilah Shahrani – HRL/53**  
**Learning advisor Leadership Development & Functional Learning**

I am a Learning Advisor at the Brunei Asia Pacific Shell Learning Hub (BAPSLH) where I coordinate, facilitate and customise learning solutions for Leadership Development and Functional Learning. Training activities are currently very minimal at my workplace due to the COVID-19 situation.



Because of this, I was given the opportunity to support our health workers at the Panaga Health Centre. My role there is to support the call center with other selected staff to address staff enquires, requests and concerns. It gives me a great sense of pride to be able to do my part as we stand united to help the Ministry of Health and Brunei to fight the pandemic. To future young Bruneians, we are here to fuel Brunei's future and we hope that you too will help us achieve Wawasan Brunei 2035!

**Hamizah Hanim Hj Hamzah – XGC**  
**Exploration Portfolio And Planning Lead**

My late grandfather, who would have been 102 years old this year, used to work for the company back in the 1950s





# WHY I AM PROUD TO WORK FOR BSP

as a firefighter. I can only imagine how different everything must have been back then. I enjoy hearing wonderful stories from my parents about them growing up in the 1950/60s and how the discovery of Champion in the 1970s brought about significant opportunities to the nation.

I feel privileged to be a part of such a legacy. Throughout my 10 years with the company, I am most grateful for the colleagues that I work with within my own teams and across the different disciplines.

The company has an amazingly diverse group of expertise that if you want to learn something new, you can learn it here. The diversity goes beyond expertise – there are many different nationalities, ages, skills, experiences; which makes for a fun and meaningful learning and working environment.

## **Zayani Zaini- TSG/41**

### **Geoscientist**

I am currently working in the geohazards and pore pressure prediction team. September this year will mark my



tenth year in BSP. BSP has not only provided energy for Brunei for the past 90 years but it has also developed the people of Brunei. I am certainly one of them! My father worked for BSP until his retirement and I am proud to follow in his footsteps.

Having the right blend of expatriates and locals is key for the future of BSP. I have acquired a lot of knowledge from our

expatriate staff as they bring with them expertise from the around the world. This include local Bruneians who have returned from international assignments. I am thankful to be given the opportunity to collaborate with other experts within the company to explore and produce more hydrocarbons safely and responsibly to continue fueling Brunei's future!



## **Siti Amalina Awang- WPM**

### **West Planning Manager**

It is very rare that a company contributes largely to the economy of a country the way BSP is. I am very proud that BSP is not just a company, but a community of passionate people who drive change with knowledge. Every effort we take and with what we generate for the country means that we are bettering the livelihoods of the people in Brunei through one way or another. For the past 8 years, BSP has helped develop my technical and leadership capabilities, especially as an operations engineer. These capabilities ultimately allow me to lead a group of 40 as an Offshore Installation Manager.

My message for young Bruneians is to think positive and have an open mindset to welcome new challenges, explore what the world has to offer and use that for BSP's and Brunei's growth.

Great ideas come out of diverse minds, and with the right motivation and skill, together we can fuel Brunei's future for many years to come!

