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SALAM

ISSUE NO. 1, 2021

BSP MARCHING RESILIENTLY WITH THE NATION

ALSO IN THIS ISSUE:
**HONOURING
COMMUNITY TIES
AND MAKING THE
FUTURE TOGETHER**

**ARTIFICIAL
INTELLIGENCE FOR
A FUTURE-READY
NATION**

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2021 is the year of the new normal, the year of transition, of preparing for the next normal, boosted by the distribution of the COVID-19 vaccines worldwide. In Brunei, the vaccinations started in April. Leading the fight against the deadly pandemic is His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah The Sultan and Yang Di-Pertuan of Brunei Darussalam, who received the first dose of the vaccine on April 1, 2021. I truly am grateful for all the efforts made by His Majesty's Government of ensuring that Brunei will be better protected from the virus.

As we end the first quarter of 2021, I am proud to report that we have been very productive here at BSP. In this first edition of SALAM, we highlight various key achievements across BSP such as the drilling and completion of five wells within the expected budget with two of them already on stream as of March 2021. In terms of cultivating our future leaders, we are proud to have supported the 17th Borneo Global Issues Conference organised by the International School Brunei. This is an important step in making sure that our youth is equipped with the skills in research, communications, collaboration and leadership.

On a personal note, this year was the

first time I had the honour of being part of Brunei's National Day celebration! It was a glorious experience! Even with the more subdued celebration due to COVID-19, the joy and excitement were palpable as I marched with BSP. It was a sight to behold as the nation came together for the special day. It was also touching to see that the patriotic energy was high across our operations both onshore and offshore.

The first Goal Zero Townhall of the year was centred around the difficult yet necessary conversation on workplace harassment. It gave us the opportunity to take a step back and reflect on our workplace behaviours. In BSP, we are committed towards Goal Zero and "zero harm to our people" is an important part of achieving that goal. I believe that these types of engagements can foster an environment where we are intolerant towards all types of harassment.

In this year's International Women's Day, we celebrate the achievements made by the women in BSP. I am proud to be able to stand with the talented and empowering women and talked about our right to challenge in the workplace. Remember ladies, choosing to challenge can start small!

Last but not the least, I would like to express enormous congratulations to our 197 BSJV colleagues for receiving the Long Service Awards. Collectively, the emblem recipients have amassed more than 6,205 years of service and experience. I believe that all have given their best, and on behalf of BSP, I thank you for all your hard work.

I hope you enjoy this issue of Salam and that the year of transition is a good one for you.

Agnete Johnsgaard-Lewis
Managing Director, BSP

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BSP MARCHING RESILIENTLY WITH THE NATION



- His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah the Sultan and Yang Di-Pertuan of Brunei Darussalam inspecting the Royal Guard

In His Majesty's Titah in conjunction with the 37th National Day, he reminded all of us that as an independent nation, we are to pursue development for self and the country. Also, as an independent nation, we cannot be complacent or slow to act because the environment is not static and evolves swiftly.

Despite the smaller celebration this year, powerful echoes of patriotic songs and cheers could be heard throughout Brunei Darussalam as the nation came together and

celebrated our 37th National Day at the Taman Sir Muda Haji Omar 'Ali Saifuddin on the morning of February 23, 2021. Prior to the pandemic, annually, the parade would comprise a total of 30,000 participants while this year's celebration attracted approximately 2,600, a 91 percent reduction.

Gracing the momentous event was His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah the Sultan and Yang Di-Pertuan of Brunei Darussalam.

Brunei Shell Petroleum Co Sdn Bhd participated the march pass together with the other private organisations including Brunei LNG, Brunei Shell Marketing and Brunei Gas Carriers. The 10-member delegation was led by Agnete Johnsgaard-Lewis, BSP Managing Director and Shell Country Chair in Brunei. Even though in a smaller group, they marched with pride as the men wore the traditional Baju Cara Melayu and the women donned the Baju Kurung.

During the celebration, the lush green patches of the centre field were decorated by a colourful display of a five-part performance supporting the year's theme "Menjayakan Wawasan Negara". The choreographed mass told a story which highlighted the nation's resilience and unity in overcoming challenges while realising the country's vision.

Outside the capital, the celebrative patriotic mood could still be felt as it reverberated through the rest of our country. Our colleagues who were currently on shift took some time to celebrate the auspicious day.

The teams from AMPA 6, AMPA 9, FAIRLEY 4 and CHAMPION 7 joined in the celebration, posing for a group photo at their respective platforms.

Taking it to the next level, the team from Champion 7 together made a formation and held up cards which forms both the Brunei Darussalam National Flag and the official logo of the 37th National Day which carries the theme "Menjayakan Wawasan Negara".

It was a symbolic gesture of how the BSP colleagues and business partners uphold the country's aspirations towards realising the Brunei Wawasan 2035,

Thanks to the leadership of His Majesty's Government and the cooperation of the nation in battling the COVID-19



pandemic, we have yet again celebrated our National Day. BSP is proud and thankful to be a part of the celebration.

BSP and Green Brunei continued their partnership for the second year to carry out "Plastic-Bottle Free Initiative" during the 37th National Day celebration. This is an effort to encourage members of the public to use reusable water bottle and reduce the waste generated from single use water bottles.

BSP supported the provision of water dispensers placed strategically around the capital and Green Brunei deployed their friendly volunteers assisting to fill visitors' bottles while following COVID-19 guidelines set by the Ministry of Health.

The drive hoped to further support the 'Bandarku Bebas Botol Plastik' which is a part of the 'Inisiatif Bebas Botol Plastik', an initiative introduced in June 2018 led by the Department of Environment, Parks and Recreation (JASTRE).





منجايان واهسن نگارا
MENJAYAKAN WAWASAN NEGARA
23 FEBRUARI 2021

CELEBRATING
37 YEARS OF
INDEPENDENCE

Our Heartiest Congratulations to the Government of
His Majesty the Sultan and Yang Di-Pertuan of Negara
Brunei Darussalam on Brunei's 37th National Day.

From the Board of Directors, Management & Staff of



BSP PRESENTS ITS PORTFOLIO TO LEGCO MEMBERS

Honourable members of the Legislative Council (LegCo) visited Brunei Shell Petroleum Co Sdn Bhd (BSP) on February 3, 2021. It was a part of a working visit to a number of energy facilities in the Belait District conducted by the Ministry of Energy as part of its efforts to provide a strategic insight to the existing and latest development of Brunei Darussalam's energy sector.

Joining the delegation was Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, Minister of Energy. Also in attendance were Yang Mulia Dato Seri Paduka Awang Haji Matsatejo Bin Sokiaw, Deputy Minister of Energy; Yang Mulia Haji Azhar bin Haji Yahya, Permanent Secretary (Energy); and Yang Mulia Pengiran Haji Jamra Weira bin Pengiran Haji Petra, Deputy Permanent Secretary (Energy and Power) at the Ministry of Energy.

Upon arrival, the delegation was welcomed by the BSP's management team led by Agnete Johnsgaard-Lewis, BSP Managing Director and Shell Country Chair in Brunei. An overview of BSP's business and operations, including its past achievements and future business plans was shared by Hj Mohamad Azmi Hj Mohd Hanifah, BSP Commercial Director.

For over 90 years, BSP has continued to produce safely, reliably and responsibly in support of Wawasan Brunei 2035. As the country's largest oil and gas company, BSP is actively increasing its portfolio through active exploration including onshore and offshore drilling activities. In 2020, BSP expanded its offshore exploration activities by embarking



■ Yang Berhormat Dato Seri Setia Dr. Awang Haji Mat Suny bin Haji Md. Hussein, Minister of Energy, during a tour at the NDCO building

on its first Deepwater projects.

This was followed by a dialogue session touching on resource management, BSP's commitment to local business development and matters pertaining to community.

The Honourable LegCo members also had the opportunity to tour BSP's New Data Centre and Offices (NDCO) building and were briefed on the building's state-of-the-art data centre. A notable achievement shared was on the CerDaaS project where BSP partnered with a leading global independent end-to-end IT services company to setup a local end-user computing (EUC) service operations that will improve BSP's connectivity. Through this flagship project, up to fifty (50) local IT experts were employed under the IT services company.

The visit highlighted the important role that BSP plays in the energy industry, as well as the sector's crucial role as a cornerstone of Brunei's socio-economic development and prosperity.



■ The Honourable LegCo members and BSP management team posing for a group photo at the end

BSP SUPPORTS 17TH ISB BGIC TO ADDRESS GLOBAL INEQUALITIES

Presently, as the global population is pushed indoors due to the COVID-19 pandemic, innovation and adaptation is becoming more apparently crucial, especially in ensuring equality of access to social welfare, quality health services or education systems, for the world to remain resilient.



International School Brunei (ISB) organized the 17th Borneo Global Issues Conference (BGIC), with the theme 'Reduced Inequalities'. It is a privilege for Brunei Shell Petroleum Co Sdn Bhd (BSP) to support a large and enthusiastic group of young adults engaged in global issues for the fourth 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 International Convention Centre (ICC) in Berakas. Also, in attendance was the Minister of Culture Youth and Sports, Major General (Rtd) Dato Paduka Seri Haji Aminuddin Ehsan bin Pehin Orang Kaya Saiful Mulok Dato Seri Paduka Haji Abidin.

During the event, BSP's Managing Director and Shell Country Chair in Brunei, Agnete Johnsgaard-Lewis, received a certificate of appreciation from Her Royal Highness.

BSP believes that to fuel Brunei Darussalam's future, it is imperative to equip students as leaders of tomorrow by



- Her Royal Highness Paduka Seri Pengiran Anak Isteri Pengiran Anak Sarah (C) with the representatives of the supporting organisations after receiving their certificates of appreciation



- Her Royal Highness Paduka Seri Pengiran Anak Isteri Pengiran Anak Sarah (C) with the representatives of the supporting organisations after receiving their certificates of appreciation

developing their skills in research, communications, collaboration and leadership. An example of the initiatives made by BSP through #BSPCares during the pandemic was the donation of 42 laptops to the Ministry of Education in order to facilitate the transition to online learning and to support students who have difficulty with access to computers as learning moved indoors.

The ISB BGIC is an annual student-led Model United Nations style conference where participants represent countries to address various views on current, real world issues. This initiative is aimed at the development of students' understanding of global citizenship and critical skills in research, public speaking and negotiation.

It remains as a significant platform for the young to gather and address pressing global issues since it was first held 17 years ago. This year, twenty-two schools participated in the four-day event.

"BSP believes that to fuel Brunei Darussalam's future, it is imperative to equip students as leaders of tomorrow by developing their skills in research, communications, collaboration and leadership."



- Her Royal Highness Paduka Seri Pengiran Anak Isteri Pengiran Anak Sarah presenting the certificate of appreciation to Agnete Johnsgaard-Lewis, BSP Managing Director and Shell Country Chair

ARTIFICIAL INTELLIGENCE FOR A FUTURE-READY NATION



- Professor Dr. Dayang Hajah Zohrah binti Haji Sulaiman, Vice-Chancellor of UTB, Agnete Johnsgaard-Lewis, Shell Country Chair and Managing Director of BSP and Dr. Ivo Verstralen, Managing Director of Shell Deepwater Borneo Ltd during the signing witnessed by Yang Berhormat Dato Seri Setia Awang Haji Hamzah bin Haji Sulaiman, Minister of Education

The future that lies ahead of us is exciting and full of opportunities as we are entering the Industrial Revolution 4.0. It is a world that is moving towards truly intelligent machines, systems and artificial intelligence, which is commonly referred to as "AI". It touches every aspect of the world around us: healthcare, environment, business, education, engineering, to name only a few.

Brunei Shell Petroleum Co Sdn Bhd (BSP), Shell Deepwater Borneo and Universiti Teknologi Brunei (UTB) celebrated a significant milestone as they announced their cooperation in the field of AI through the initiative 'Artificial Intelligence (AI): Gift to Nation'. BSP and Shell Deepwater Borneo pledged to contribute AI technology, applications and development to UTB.

This was officialised with the signing of the Memorandum of Understanding (MOU) between the three parties at the Lecture Theatre 2, Library Complex, UTB on December 3,

2020. Present at the signing ceremony as the Guest of Honour was Yang Berhormat Dato Seri Setia Awang Haji Hamzah bin Haji Sulaiman, Minister of Education.

Signing on behalf of UTB was Yang Mulia Professor Dr. Dayang Hajah Zohrah binti Haji Sulaiman, Vice-Chancellor of UTB, on behalf of BSP was Agnete Johnsgaard-Lewis, Shell Country Chair and Managing Director of BSP, and on behalf of Shell Deepwater Borneo was Dr. Ivo Verstralen, Managing Director of Shell Deepwater Borneo Ltd.

In her speech, Agnete Johnsgaard-Lewis expressed that UTB's vision to be 'A Global University, Impacting Society' resonates with one of Shell's Strategic Ambitions which is a Strong Societal License to Operate.

"Shell cooperates with many academic institutions across the globe. It uses its Shell.AI platform that was formed to drive a common approach to data science platform technology, to develop consistent ways of working and build a community of practice which can demonstrate the 'art of the possible'

"Shell cooperates with many academic institutions across the globe. It uses its Shell.AI platform that was formed to drive a common approach to data science platform technology, to develop consistent ways of working and build a community of practice which can demonstrate the 'art of the possible' and shares best practise across its entire business."

- Agnete Johnsgaard-Lewis, Shell Country Chair and Managing Director of BSP



and shares best practise across its entire business,” said Agnete.

She then shared that BSP is also using AI to address business problems.

“We have learned that as we increase exposure to digital capabilities, including AI, we’re able to develop more complex skills in this space. For instance, our data scientists have produced a solution to automate the process in identifying anomalies in our equipment using machine learning and to find the best well trajectory in a given area using deep learning. AI is helping us to do our work more efficiently and effectively and helping us to address complex problems,” she continued.

Under the MOU, UTB will initially be provided with AI machinery such as AI developer powerful laptops, AI Edge computing, Augmented and Virtual Reality devices, Do It Yourself Voice and Vision kits, as well as Conversational Interfaces. In addition, Shell will provide its AI and Machine Learning experts to provide guest lectures and Shell will organise a Hackathon with UTB based on successful



experiences with other universities in the world, using its platforms to solve some of Brunei’s toughest challenges.

The MOU hopes to further the development of advanced technologies and enhance the competitive edge of science and technology in Brunei. Together with UTB and Shell, BSP looks forward to increase cooperation in AI and digitalisation to benefit the country and develop our local youths to be future-ready in this field.

B2B3AW IDEA TO OIL IN 2 YEARS



- Collaboration across different departments was one of the keys to success on top of showing perseverance

A Learner's Mindset is about continuously improving by learning from adversity with an open mind. It involves replicating the processes that worked well while adjusting those which produced unexpected results.

On the back of the 40+ wells B2B3 drilling campaign underdelivered against volume expectation, the team was tasked to find solutions in a timely manner to offset the production shortfall in Nov 2018. The team stepped back and assessed options in order to address some of the shortcomings from the previous campaign. The wells concentrated at about 40km off the shores of Jerudong were drilled from platforms CPWJ44 and CPWJ43 in Champion 7.

Through fit for purpose "sprint" sessions, 5 opportunities were identified and matured to drill ready within 1 year. The proposed solution of horizontal Electric Submersible Pump (ESP) wells was initially deemed "undrillable" due to a variety of challenges such as aggressive lateral outsteps, low drilling margin, potentially high gas oil ratio (GOR) reservoirs and horizontal ESP placements. However, the team worked to put suitable mitigation measures in place to counteract these



- Some of the challenges faced were aggressive lateral outsteps, low drilling margin, potentially high GOR reservoirs and horizontal ESP placements

risks.

The identified top project risk of drilling losses did eventually manifest, with four of five wells needing to be side-tracked. However, through the perseverance / can-do attitude of the team, collaboration across various departments and usage of new technology (eg. deployment of specialized wellbore strengthening material, geomechanical model), the wells were successfully drilled and completed within budget, with two wells already on stream as of Mar 2021.

Some key enablers for the project were: the vast amount of additional data and new understanding from the aforementioned wells, relatively new platforms with minimal brownfield challenges, maturation team continuity and the support/buy-in from various parts of the organisation. Thanks to AGILE ways of working and the collaborative performance of the project team, the first well CP-422ST2 was put onstream in Nov 2020, which represents Decision Gate 1 to First Oil in 2 years, compared to typical infill well timeline of ~5 years.

Fang Bo Jun, the Rig Team Lead, in an interview explained that as a rule of thumb, project Decision Gate 3 to start of well execution typically takes 1.5-2 years. But in this case, from the point of opportunity identification in the first quarter of



■ Members of the team posing for a group photo

2019 to the production of the first well in the fourth quarter of 2020 took less than two years.

"But of course, there's a lot of asterisks as this is an infill project which means we've been there. A lot of things that happened previously that helped in quickening the pace of the project were replicated. What works well, we replicate so that helps in speeding up the process." As an added bonus, both the first two wells are performing better than pre-drill expectation.



■ The wells were drilled from platforms CPWJ44 and CPWJ43 in Champion 7

BSP AND BMC CELEBRATE A DECADE OF STRATEGIC PARTNERSHIP

The year 2020 marked a special milestone for Brunei Shell Petroleum Co Sdn Bhd (BSP) and Brunei Methanol Company (BMC) as both companies celebrate their 10th Anniversary, marking a decade long of optimum collaboration and strategic partnership. The partnership was officialised with the signing of the historic gas sales agreement between BSP and BMC on April 12, 2007 which underscored the crucial role BSP played in fuelling the efforts by the Brunei Government to spur economic growth and diversification by leveraging on its hydrocarbon resources.

BSP is also proud to have supported BMC as it pioneered the pilot hydrogen plant which represented the close ties between Brunei and Japan and looks forward to continue supporting BMC as it widens its reach to deliver high quality products not only in Asia but beyond.



- Agnete Johnsgaard-Lewis delivering her welcoming remarks



- Group photo taken in 2010 comprising of BSP team, Brunei LNG (BLNG) team and members of SPARK with IGT staff



- Teams from BSP and BMC in a group photo

Since the start of commercial operations on July 26, 2010, BSP has delivered more than 200 billion cubic feet of gas and BMC's cumulated methanol production has exceeded 6 million tons. Both companies have supported the country's aspiration in the diversification of the economy and the development of the downstream industry aligned with the Wawasan 2035 objectives towards achieving a dynamic and sustainable economy.

"On behalf of BSP, I extend my most sincere gratitude to BMC for their commitment in being a responsible,



- With the completion of the Industrial Gas Terminal in Lumut back in 2010, BSP was set up to fuel Brunei's new methanol plant. BSP and BMC celebrated its 10th Anniversary last December in 2020 – a decade of strategic partnership between the two companies.



- Agnete Johnsgaard-Lewis, MD of BSP and Shell Country Chair in Brunei presenting a token of appreciation to Mr. Kaneshige Kubushiro, CEO of BMC

collaborative and safe business partner. I am confident that the partnership between our companies will continue to thrive and prosper in the years to come," said Agnete in her remarks.

Throughout the past 10 years, the bond between the two companies has grown and prospered. Together, both BSP and BMC have developed an aligned partnership that focuses on common goals and complementary strengths. BSP has been very fortunate to have BMC as a valuable partner and confident that the partnership will continue to thrive and prosper in the years to come.

TWO BSP CONTRACTED RIGS AWARDED 'SHELL RIG OF THE YEAR 2020'



■ Celebration group photo at Sapura Alliance Rig



■ A view of the Maersk Convincer, A Baker Pacific Class 375 jack-up rig

Due to the COVID-19 pandemic, 2020 was an unprecedented year which enabled changes in how tasks are approached and delivered. But amidst these great changes, people were still able to rally and strive to deliver what is needed by the country.

Despite the restrictions and challenges, energy frontliners from within Brunei Shell Petroleum Co Sdn Bhd and its business partners remained united and resilient to ensure the lights stay on. And as proof of that, two BSP contracted drilling rigs have won the Royal Dutch Shell Global "Rig of The Year 2020" awards which were announced in January 2021.

The Maersk Convincer, a Baker Pacific Class 375 jack-up rig, which arrived in Brunei in 2017, won its 3rd consecutive award under the Jack-Up Rig of The Year category. Since its arrival, it has consistently been performing on par with other best drilling rigs employed by Shell.

Amir Hamzah, the Rig Superintendent for the Convincer, stated that 2020 was a year full of challenges but the rig team was able to prove their resilience throughout the year in ensuring safe delivery without any interruption to operations.

"On top of the exceptional operational performance and the teams' initiatives towards safer and cleaner well

operations, one key contributor to success was the people that truly demonstrated solid integration and collaboration. The team has stepped up to keep the business running as they managed the impact of the pandemic. Local Bruneian staff took on greater responsibility as they were accelerated into leadership roles which also meant taking on longer shifts to help manage the unconventional crew changes. Expat staff took on longer shifts and spent long periods of time away from their families to manage the risk of exposure and also to keep things running,” added Amir Hamzah.

Maersk Drilling’s successful customer relationship with BSP dates back to 2007 and is focused on efficient and sustainable drilling. Additionally, to the hat-trick winner, Maersk Convincer, the Maersk Viking is also in the Bruneian waters since March to commence deep-water operations.

Meanwhile, winning its first Royal Dutch Shell Global Rig of The Year award under the Platform Rig Category was the Sapura Alliance Rig. It began its operations in Brunei on May 16, 2018 and is in a contract with BSP for five years.

During the pandemic, the challenges faced by the team

aboard the rig were more on maintaining business continuity and zero impact on the operations. This results in the team having to work for extended periods to help manage unconventional crew changes.

“To help each other, we developed mental health awareness e-learning modules and stress management courses which were conducted by the Rig Medical Personnel,” informed Hammry Ali, the Sapura Alliance Well Operations Team Lead.

However, amidst the pandemic crisis, similar to the people strategy at Maersk Convincer, Bruneians development has been accelerated, both in BSP and its business partners. On Sapura Alliance, some Assistant Drillers were promoted to Drillers who operated under the supervision of Tour Pusher.

On top of delivering highly complex wells during the pandemic, they went above and beyond and supported their sister rigs Sapura Pelaut and Sapura Esperanza while also their Goal Zero safety milestones.

“This is the result of hard work and dedication of everyone, including our client and business partners,” added Hammry.



- Sapura Alliance won its first Royal Dutch Shell Global Rig of The Year under the Platform Rig Category

INTERNATIONAL WOMEN'S DAY 2021: CHOOSE TO CHALLENGE



- Panel speakers Noorhafizah Rashid, Agnete Johnsgaard-Lewis and Pg. Dr. Noor Affizan Pg. Hj Abd Rahman during the forum

International Women's Day is celebrated annually on March 8 across the globe. It is a celebration of the tremendous efforts made by women and girls around the world in shaping a more equal future. Carrying the theme of "Choose to Challenge" in 2021, Brunei



- BSP Financial Controller, Melissa Zainal-Abidin, presenting on behalf of BSP WiN



Shell Petroleum (BSP) commemorated the significant day with a forum to recognise women in the workplace, and the contribution that they have made in powering progress for women in the energy industry and beyond.

Hajah Zainab M.A Omar, BSP Human Resources Director, stressed the importance of the forum and in continuing the dialogue on women's empowerment in the workplace. She also highlighted BSP's commitment in providing an open and safe space for women to speak up and choosing to challenge.

Present also at the event were a panel of esteemed speakers constituted of BSP Managing Director, Agnete Johnsgaard-Lewis; Deputy Medical Superintendent of Pengiran Muda Mahkota Pengiran Muda Haji Al-Muhtadee



- BSP staff showing their support in this year's theme "Choose to Challenge"





■ Clad in purple, BSP employees celebrate International Women's Day

Billah Hospital, Pg. Dr. Noor Affizan Pg. Hj Abd Rahman and founder of BIG BVN project, Noorhafizah Rashid.

The panel shared their experience on the instances where they "chose to challenge" the norm in their path to success.

"It is important to feel empowered to realise your full potential, to be your very best self whichever path you may choose," Agnete shared. She also stated that choosing to challenge can start small, and one could always work their way up in overcoming them.

The speakers also touched on the topic of creating an open and inclusive space in the workplace.

The forum concluded with a presentation by the Women in Focus Network (WiN), BSP's volunteer organisation that aims to cultivate strong support networks to enable female leaders to achieve excellence.

Clad in purple, the symbolic colour denoting justice and dignity that has come to be the representative colour for International Women's Day, more than 100 BSP employees attended the event with 200 more joining online to show their support. Together, they held their right hand up in unity to represent the symbol for this year's International Women's Day as they "Choose to Challenge".



GOAL ZERO: ZERO TOLERANCE TO HARASSMENT



As part of BSP's efforts in ensuring that all staff and business partners feel safe in the workplace, 2021's Goal Zero Townhall series kicked off with a get-together aimed to deepen the conversations around workplace harassment.

In her welcoming remarks, Hjh Zainab M.A Omar BSP's Human Resources Director highlighted that workplace harassment is a serious issue that can harm a person's emotional and psychological wellness. She continued stressing that harassment can come in many forms such as verbal or written aggression, bullying or physical harassment.

"Everyone deserves to be treated with respect. Feedback, criticism and challenges can and should be reflected in an appropriate and respectful manner. It is critical for us to foster a workplace environment where there is 'Zero Tolerance to Harassment'," added Hjh Zainab.

In order to effectively exercise zero tolerance to harassment in the workplace, it is important to identify the types of harassments. This was illustrated by Elizabeth Santanakumar, BSP's Head of Organisational Effectiveness Consultant, as she shared anonymous heart-rending accounts of victims of harassments in the workplace. Active participation was seen from the attendees as they discussed on different types of workplace harassments such as psychological, physical or sexual harassment.



- Elizabeth Santanakumar BSP's Head of Organisational Effectiveness Consultant during the engaging session in enlightening the attendees on the different types of harassment

The event continued with a mini workshop on identifying the different behaviours related to workplace harassment. The attendees of 200 people divided themselves into groups of 20 people where they carried out reflective discussions on how these behaviours may not only affect the victim but also the people around them.

In the past few months following the townhall, BSP staff and business partners also participated in sessions on Workplace Harassment organised by their supervisors. It is hoped that they will help to provide a deeper understanding of what is and what is not harassment.

Carrying the theme 'Zero Tolerance To Harassment', this initiative is a part of BSP's commitment towards safety which is Goal Zero – zero harm to our people, our assets and our environment.



ENERGY INDUSTRY ENGAGEMENT DAY CONTINUES DIALOGUE ON LOCAL MANPOWER DEVELOPMENT



The Energy Industry Engagement Day was held in January this year and organised by the Manpower Industry Steering Committee [MISC] Working Group for Energy (MISC-WG Energy), a committee under the Manpower Planning and Employment Council (MPEC), with strong support from Brunei Shell Petroleum Co Sdn Bhd (BSP). The event was a continuation to the Competence Framework Industry Engagement held in March and the Registered Training Organisation (RTO) Market Engagement held in August last year.

Present as Guest of Honour was Yang Mulia Dato Seri Paduka Awang Haji Matsatejo Bin Sokiaw, Deputy Minister of Energy. Also in attendance were Yang Mulia Dr Chin Wei Keh, Deputy Permanent Secretary (Higher Education), Ministry of Education (MOE) as the Deputy Chairman of the Manpower Industry Steering Committee (MISC), key stakeholders from Prime Minister's Office, MOE, Ministry of Energy, MPEC Secretariat, other relevant government agencies and leaders from operators and suppliers in the Energy industry.

One of the objectives of the Energy Industry Engagement Day was to continue the dialogue on local manpower development. The Energy Industry Engagement Day also

shared progress on the latest MISC Energy implementation plan, the workforce development programmes with focus on competence development programmes, work placement with the industry and competence assessment. Several presentations on various topics such as the projected manpower demand in the Energy Industry, and plans made by MISC Energy together with the Ministry of Education and Ministry of Energy to address the increasing the supply of skilled workers were also shared to the participants. The event also gave the opportunity for MISC Energy to share key information and obtain valuable feedback from the industry on areas where MISC Energy can further improve delivery.

In her opening remarks, Hajah Rosita Hassan, BSP In-Country Value Manager in her capacity as the MISC WG Energy Lead, shared her appreciation and applauded the



- Hajah Rosita Hassan, the BSP In-Country Value Manager in her capacity as the MISC WG Energy Lead during her welcoming remarks

collaboration between MISC WG Energy, Ministry of Education, Ministry of Energy, relevant government agencies and institutions and the Industry partners for making significant progress towards its joint objective to develop and strengthen the capabilities of our local workforce and reduce unemployment through the iSkill programme.

“Despite the challenges faced in 2020 with the pandemic and the impact from low oil price, Brunei Shell Joint Venture business partners continue to grow with 1,771 local staff recruited throughout the year, out of which 936 are fresh recruits from secondary schools and higher institutions. The local employment has increased from 59% in 2019 to 63% by end 2020. Alhamdulillah, I applaud the resilience and perseverance shown by many stakeholders to make this happen,” continued Hajah Rosita.

Hajah Rosita also shared that MISC Energy is transitioning into execution phase where some further new initiatives will be rolled out. “We have also reviewed the existing programmes and have made changes to ensure that the competency development program remains relevant and dynamic, to meet the requirements of the industry and market,” she stated.

LAUNCH OF THE SKILLUP DIGITAL APPLICATION

Meanwhile, the SkillUP Digital Application was officially launched during the event. The SkillUP app is a career and skills tracking application for contractors, employees and regulators in the energy industry and has the potential to be rolled out to other industries. The platform allows individuals to record their learning and training progress with every achievement or additional experience.

The mobile app is in tandem with the development of the iSkill Programme with the aim of ensuring that every trainee in the industry meets the prescribed standards and requirements set forth for their respective qualifications. With the support from BSP, MISC WG Energy embarked on a digital approach to capture, monitor and track the development of skills and competence of our local workforce industry wide.

THE iSKILL

The iSkill is a new Competence Development Programme that has been developed through close collaboration



■ Rahim Jahit, BSP's Business Excellence Manager in his capacity as the Lead for the Industrial Placement Committee of MISC-WG during a presentation to the participants

between the Energy Industry with support of the Manpower Industry Steering Committee Working Group (MISC-WG) Energy together with Institute of Brunei Technical Education (IBTE). The programme underwent a rigorous process to match and align industry requirements and expectations from the local workforce. This includes potential opportunities in developing a pathway towards a professional career in the relevant skill pools. Skill modules in the programme have also been mapped to recognised international standards. The programme will serve the energy industry's needs by opening opportunities specifically with local participation in mind to achieve greater occupational skill levels in support of Brunei's Wawasan 2035.



ENLIVENING NATIONAL D



DAY WITH NEW NORMAL



BADAS: ONE OF THE FINAL STRONGHOLDS FOR BORNEO PEAT SWAMP FORESTS



■ BSP Corporate Manager, Hj Jaafar Hj Bakar, planting the Shorea Albida sapling

In support of Brunei Darussalam's National Climate Change Policy, Universiti Brunei Darussalam (UBD), through the Institute for Biodiversity and Environmental Research (IBER) organised the "Badas Tree Planting 2021" project.

Just a stone-throw away from the hub of Seria, Badas has been identified as one of the high conservation value areas which led to a myriad of scientific research as it is also the core of Seria and Lumut's water source. Badas is very likely the last stronghold of peat swamps in Borneo. It is also home to *Shorea albida*, a high conservation value species, currently listed as vulnerable in the International Union for Conservation of Nature (IUCN) Red List. Brunei's peat swamp forests hold the least disturbed stands of *Shorea albida*, as populations elsewhere in Borneo have been extensively logged and this valuable tree species does not reproduce

regularly.

It took Universiti Brunei Darussalam (UBD) and Singapore-MIT Alliance for Research and Technology (SMART), otherwise known as UBD-SMART, five years to craft a revegetation project leveraging on valuable seedlings of *Shorea albida*. After a series of successful trial plantations and careful consideration, BSP came to be a pivotal funding partner and steered this project as a citizen-science research involving members of the public in hopes to raise awareness on climate change and its effect on biodiversity.

In her opening speech, Associate Professor Dr Rahayu Sukmaria Hj Sukri, UBD lead researcher of the Badas Tree Planting Project said that Brunei's peat swamp forests are likely the only place with the least disturbed *Shorea albida*.

But "Badas peatlands are increasingly affected by forest fires, prompting an 'urgent need' to protect the area" she added.



■ Some of the BSP volunteers at the tree planting



- Associate Professor Dr Rahayu Sukmaria Hj Sukri, UBD Lead Researcher, of the Badas Tree Planting Project delivering her welcoming remarks

According to researchers, sand mining and residential infrastructure development have further contributed to the degradation of the Badas peat swamp forests.

On 25th February, the Badas Tree Planting 2021 project was finally launched, led by UBD-SMART team, championed by the Forestry Department, supported by Brunei Shell Petroleum and witnessed by the Brunei Climate Change Secretariat. Thanks to BSP volunteers the project began by the planting of two hundred saplings of *Shorea albida* over the course of four days. Their survivability will be monitored by the UBD-SMART researchers with the help of public volunteers.



- The Acting Director of The Forestry Department, Noralinda Haji Ibrahim planting a *Shorea albida* tree sapling

The project was also launched in conjunction with Brunei Darussalam's National Climate Change Policy.

In the spirit of BSP's Social investment on sparking sustainable solutions towards Environment (Biodiversity and Climate Change) as one of its core deliveries, it is hoped that this project will consolidate research on Badas. It is also hoped that with the UBD-SMART team working with various international research collaborators, it would help elevate the Badas peat swamp forest as a centre for tropical peat swamp research



- Volunteers posing in a group photo after successfully launching the project

HONOURING COMMUNITY TIES AND MAKING THE FUTURE TOGETHER

It has been many decades since Brunei Shell Petroleum Co Sdn Bhd (BSP) explores and produces oil and gas for the country. The seaside towns of Seria and Kuala Belait have enjoyed the economic boom while retaining the same rustic charm from years ago. When passing through the well-maintained shophouses in these towns, several family businesses like the retail shops and restaurants can still be spotted. It is not uncommon to see the occasional oil-town worker - in their recognisable safety coveralls - as well.

BSP prides itself on the longstanding partnership with its neighbours, especially in its fence-line communities (operations areas). Maintaining this good relationship requires emphatic listening, mutual understanding and building trust over the years. To continue to cultivate these bonds, the Social Performance (SP) team from the Communications and External Affairs Department, is responsible for leading various engagements between the leaders or project teams with the community.

Part of this is done through the quarterly community townhalls, a key feature of BSP's stakeholder engagement. Key stakeholders from various government agencies, private bodies and communities are invited to attend the session. During the townhall, project teams share their upcoming activities that could potentially affect the public and how BSP ensures that the cumulative risks and impacts are mitigated in accordance with Shell's standards and Government

requirements. Awareness campaigns which include safety and security matters are also shared during the townhall.

This is usually followed by a dialogue session with the stakeholders where everyone is encouraged to ask for any clarification and share their views. Any feedback and findings are recorded as part of the SP team's Social Environment Overview. The feedback also serves to identify potentially impacted groups (including vulnerable groups); key community needs and, recent and expected changes to Social Environment. This is then shared with the business leadership teams to take into consideration as part of their decision-making process, especially in projects that may impact the communities.

The community feedback mechanism is actively employed in BSP's interactions with members of the public. The aim is to provide a safe avenue for stakeholders to communicate with the company and over the years, this has served to strengthen the ties with the communities. Feedback is important and it is not unheard of for members of the public to directly contact the team if they have grievances or concerns regarding operation activities.

The last community townhall was held on March 17, 2021, being the first for the year. As a proud member of the Belait community, BSP is always excited to meet with its stakeholders and hopes to foster the already strong relationship in the future.



- Over 60 people from various government agencies attended the Q1 2021 engagement including the Acting Belait District Officer Mohd Yassin bin Hj Ahmed, Mukim and Village Heads and representatives from oil and gas companies.

THE FIGHT AGAINST CANCER BEGINS WITH AWARENESS



- Panaga Health Clinic personnel manning the booth as an effort to spread awareness on the deadly disease

Every year, countless lives are affected by the deadly disease. Brunei Darussalam has seen an increase of 22.8% in cancer cases over the past 5 years. Raising awareness and knowledge on the disease can play an important role in early detection.

World Cancer Day takes place every year on February 4th and this year's theme is 'Together, All Our Actions Matter'. BSP through the Panaga Health Centre (PHC) organised a series of activities throughout February 2021 that not only helped raise awareness on cancer but also supported this year's theme.

With knowledge, comes great understanding. The PHC team organised exhibitions in various places around the BSP Head Office where information regarding the disease was showcased. They include the causes, symptoms and prevention. As health experts were stationed at the booths, it gave the opportunity for the visitors to ask specific questions relating to the disease.

To further promote awareness, a Meet The Expert session was organised through Skype on February 8, 2021. The virtual talk, delivered by Dr Hj Mohd Syafiq Abdullah, a Specialist Oncologist from the Ministry of Health invited listeners to ask all sorts of cancer-related questions including common side effects, different types of available treatment, early signs of cancer, and debunking the myths of cancer. There was also an abundance of tips on healthy living.

One of the frequent preventive measures that was brought

up during the exhibitions and the virtual talk was to maintain a healthy lifestyle. Staying active can help people lower their risk of many types of cancer.

In support of an active lifestyle, throughout February, PHC organised yoga sessions every Wednesday afternoon at BSP's Atrium. These yoga sessions saw the participation of BSP colleagues and business partners from beginners to yoga enthusiasts.

ABOUT WORLD CANCER DAY

The World Cancer Day is a global initiative of the Union for International Cancer Control, the largest and oldest international organisation dedicated to taking the lead in convening, capacity building and advocacy initiatives that unite the cancer community to reduce the global cancer burden, promote cancer equity and integrate cancer control into the world health and development agenda.

World Cancer Day began on 4 February 2000 at the World Summit Against Cancer for the Millennium in Paris. The Paris Charter Aims to promote research, prevent cancer, improve patient services, raise awareness and mobilise the global community to make progress against cancer, and includes the adoption of World Cancer Day.



INTERNATIONAL DAY OF PERSONS WITH DISABILITIES: BSP RECOGNISES THAT NOT ALL DISABILITIES ARE VISIBLE



■ (L to R) Panel speakers Rasyidah Samah, Pg May Fazura Pg Radin Haafi and Dr Abang Muhammad Fahmy bin Hj Hepnie during the forum

December 3rd is International Day of Persons with Disabilities (IDPD). This special day was first recognized by the United Nations in 1992. Commemorating this day as a “day for all” to raise awareness and promote inclusivity for people with disabilities, BSP held a special forum focusing on this year’s global theme, “Not All Disabilities Are Visible” – a recognition that some

disabilities are not always apparent. These might include mental illness, chronic pain or fatigue, sight or hearing impediments, brain injuries, neurological disorders and learning disabilities.

The event was led by the BSP Human Resource Director and Brunei’s Diversity and Inclusion Country Chair, Hjh Zainab M.A Omar. Also present at the event was BSP’s Managing Director and Shell Country Chair, Agnete Johnsgaard-Lewis.

Three guest speakers were invited to speak on topics surrounding disabilities; Dr Abang Muhammad Fahmy bin Hj Hepnie, Head of Rehabilitation Department at Pantai Jerudong Specialist Centre, Pg May Fazura Pg Radin Haafi, Headmistress of Freda Radin School and Board Member of Special Olympics Asia Pacific Family Input Council and Rasyidah Samah, an active Community and Youth Worker.

One of the questions that the attendees were asked to reflect on was “What do you think of when you hear the term Invisible Disabilities?”. Described as disabilities that are not immediately apparent, invisible disabilities are typically



■ BSP Human Resource Director, Hjh Zainab M.A Omar during her welcoming remarks

illnesses or conditions that can affect a person's daily activities significantly.

Dr Abang Muhammad Fahmy bin Hj Hepnie in his session talked about the different types of disabilities that have been identified in Brunei. They include disorders of the nervous system involving the brain, spinal cord, peripheral nerves or muscles as well as traumatic injuries, limb loss and musculoskeletal disorders.

"The medical condition is interpreted in terms of function in realms such as mobility, self-care, community interactions and on the psychological responses as well as the social consequences associated with loss of function," he explained further.

Pg May Fazura Pg Radin Hanafi shared her experiences from being a parent to a child with a disability. Since 2015, she has been a Board member of the Special Olympics Asia Pacific Family Input co-ordinator. Currently, she is a National Family Input Coordinator for the Special Olympics Brunei Darussalam. The headmistress and mother of four shared that her child with autism now has a job after being recruited by a private company. Focusing on a more societal approach, Rasyidah Samah talked about her experiences with managing community projects and social enterprises concentrating on the autism community in Brunei Darussalam, which included



- A member of the audience engaging with the panel speakers to enquire on the topics that was discussed

working with Uniklearn, a vocational and employability training program for young people with autism in 2018.

The forum proved to be a valuable and insightful platform as it provided an opportunity for the guest speakers as well as the attendees to raise awareness, share knowledge and gain exposure on the various types of disabilities which may not be familiar to all. The forum also highlighted the availability and access to the different aids and initiatives in place by government agencies, private companies and non-profit organisations to support the community with disabilities and to further promote inclusivity and integration for persons with disabilities especially in the workplace.



197 BSJV EMPLOYEES RECEIVE LONG SERVICE AWARDS



■ 40-year service Emblem recipients

Brunei Shell Joint Venture [BSJV] companies celebrated and honoured the personal and professional accomplishments of 197 long term employees of the BSJV companies. To comply with the social distancing regulations in place, the celebrations were held at two separate events; the first of

which took place at Pusat Insani, Seria on December 5, followed by the second event at Rizzqun International Hotel on December 10, 2020.

Present at the events were Agnete Johnsgaard-Lewis, Managing Director of Brunei Shell Petroleum Co Sdn Bhd (BSP) and Shell Country Chair in Brunei, Hajah Farida Dato Talib, Managing Director of Brunei LNG (BLNG) and Muhammad Norshafiee Dato Paduka Haji Abdul Jalil, Managing Director of Brunei Shell Marketing (BSM). Also in attendance were members of the leadership teams of the respective BSJV Companies.

"We are celebrating the contributions of the recipients from BSP, BLNG and BSM who have dedicated up to four decades of their working years to the BSJV group of companies; in fact, thirteen of these recipients will be receiving their 40-year Emblem award this year! This is truly a remarkable achievement," said Agnete Johnsgaard-Lewis, MD of BSP in her welcoming remarks.

"I am proud of the resilience and commitment I have seen in BSJV as we continue to overcome challenges and thrive, especially during these unprecedented times. During the COVID-19 outbreak, crew changes and movements were limited to minimise exposure, while ensuring critical day-to-day activities could continue to maintain stable production.



■ 35-year service Emblem recipients



■ 25-year service Emblem recipients

Many of you were amongst these energy frontliners who had to be away for longer periods of time from your families during that difficult time, we once again thank you for your commitment to delivering Energy and Care to the country," she continued.

Collectively, the emblem recipients have amassed more than 6,205 years of service and experience, their commitment towards delivering the best over the years has built the success of the BSJV companies and ensured that they remain the top contributors to the robust development of Brunei Darussalam.

The event concluded with the highlight of event: the presentation of the long-service emblems to the recipients. Leading the list were the 40-year service awards, presented by Agnete Johnsgaard-Lewis, followed by the presentation of 35 years, 30 years and 25 years awards.



■ 30-year service Emblem recipients



■ 30-year service Emblem recipients



■ 25-year service Emblem recipients



■ 35-year service Emblem recipients

#BSPCARES: SERIA ENERGY RECREATIONAL PARK FILLED WITH SMILES & ENERGY ON DAY OF ACTION



In the spirit of volunteerism, Brunei Shell Petroleum Co Sdn Bhd (BSP) and seventy of its staff spent a beautiful fun-filled and adventure-packed day with over eighty 'Miftahun Najaah' primary school children and orphans at the Seria Energy Recreational Park (SERP).

The event was held in December 6, 2020 and was part of the #BSPCares initiative and in support of the Brunei Day of Action organised by the Ministry of Culture, Youth and Sports.

The activities started bright and early, led by BSP's Commercial Director, Hj Md Azmi Hj Md Hanifah, marking the start of 12 events happening simultaneously across five locations in the Belait District. Present to witness the launch of the event was Permanent Secretary of the Ministry of Culture, Youth and Sports, Pengiran Mohammad Amirrizal bin Pengiran Haji Mahmud and Legislative Council Member, Yang Berhormat Awang Hanapi bin Mohd Siput.

The fun activities at the event spanned three out of seven volunteerism clusters which are (1) Education, (2) Health and Sports, and (3) Society and Humanity. These clusters were chosen due to their proximity to the values that BSP holds closely in its ongoing efforts to give back to the community.





Enthusiastic and energetic, the BSP volunteers and children started with a warm up exercise which included brisk walking and jogging on the route around the Seria Energy Recreational Park and the Seria Energy Lab. This was followed by a scavenger hunt game which took place around the park.

After the challenging scavenger hunt, the children visited the different booths comprising exhibits and games prepared by the volunteers from BSP, with support from the Seria Energy Lab. The games were centred around physical coordination development such as ball throwing and bowling, while the exhibits aimed to introduce the children to technology. An example was the Papertronics, a demonstration on the technology of electronic components being printed directly on paper.

Exciting prizes were presented by Hj Md Azmi Hj Md Hanifah to the children who won the activities and games.

The children also received a school pack, comprising stationary and educational items which were bought with funds from the sales of the BSP Energy Series for Children to BSP staff earlier this year.



#BSPCares is an initiative launched by BSP to supplement generous initiatives that have been conducted by the government and other organisations. #BSPCares is a company led initiative that also gives full empowerment for staff to contribute to a good cause. BSP staff can collaborate in their own ways to support the relevant government authorities and community.



AWAY FROM HOME DURING UNPRECEDENTED TIMES



■ Zulfaiq and his family during one of the excursions before COVID-19 hits

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aking a life changing decision is sometimes not as easy as it seems. And for some, it does not only involve just themselves, but also their family.

Zulfaiq Zaini, 35, is a committed Energy personnel who started his career in BSP in 2009 as a Petroleum Engineering Graduate Development Trainee. And throughout the years in the Energy industry, he has gathered quite a plethora of experiences. During his first few years on the job, he focused on strengthening his core discipline as a Reservoir Engineer and had the opportunity to be seconded to the Government of His Majesty the Sultan of Brunei Darussalam.

Currently, Zulfaiq is undergoing his Long-Term International Assignment since 2019 as the Global Hydrocarbon Maturation Portfolio Lead with the Royal Dutch Shell in the Netherlands and recently appointed as Global Development Advisor, Business Advisor to VP Subsurface Excellence and RDS Chief Petroleum Engineer. He enthusiastically spent some of his free time speaking with the SALAM team through Skype and shared his experiences.

THE TRANSITION

"International Assignment has always been in my sights as to me, it was an opportunity to show what Bruneians are made of. When stationed to a place where other talented professionals from around the world gather, learning is a

priority, but it should accurately be about learning how would all the experiences and skills acquired over the years fit in the new environment," highlighted Zulfaiq.

Immediately after settling down in a comfortable home in the city located on the western coast of the Netherlands, Zulfaiq began a transitional journey with Shell Projects & Technology in Rijswijk. He explained that transitioning into the new role was a challenge especially in building new strong working relationships with relevant stakeholders across different organisations.

COVID-19

But excitement in adapting to a new country and workplace soon turned into a challenging endeavour. As of the end of February 2020, The Netherlands was shocked by the news of its first COVID-19 case. By the end of 2020 the country faces 10,000 new cases per day.

"In the beginning, it was difficult for everyone as there were various changes needed to be done. Especially when it comes to the way we work," expressed Zulfaiq. As a countermeasure, in March 2020, Shell implemented its Business Continuity Plan which required staff to work from home. Adapting to this virtual working was easy for Zulfaiq as Skype and Microsoft Teams have already been used as daily business communication tools.

"When I do projects assist across different regions such as the Deepwater Gulf of Mexico, Nigeria or Shell UK, now all these events were done mainly virtually," he added.

"I do miss the interaction with team members, the debate, discussions, the coffee chats and lunches at the cafeteria," said Zulfaiq as he paused to reminisce.

"Now to compensate those interactions, we now have virtual coffee chats," joked the 35-year-old father of two.

NEW NORM AT HOME

The pandemic not only affected schools but also changed the way the students learn. Sarah, his five-year-old daughter, with the other children across the globe whom has access to the internet, began a phase of online learning at home.



- Like millions of students around the world whom has connection to the internet, Sarah began her online-learning phase.

"It was interesting for us as parents to witness how children adapt to technology easily as opposed to when we were at her age," exclaimed Zulfaiq in amazement.

Being in a country with many COVID-19 cases, he expressed worry as he was afraid that his family would be exposed. Zulfaiq explained that to add another layer of security against the pandemic, the family began to wear facial masks when they had to leave their home.

"Although as time goes by, we get used to it. The number of cases doesn't scare us anymore like how it used to be. We must remember to take care of each other and ensure we follow the guidelines set by the authorities," added Zulfaiq, as he elaborated that people in his surroundings have normalised with the situation and no longer as anxious as before.

BEST MEMORIES

Even though life took an unexpected turn in 2020, Zulfaiq still feels blessed even though he is away from Brunei Darussalam.

Amid the worsening situation in December 2020, the family was greeted with a bundle of joy as his wife Najaa gave birth to a healthy baby girl, Safeeya.

"It was a happy moment for all of us. Even for our family back in Brunei. 2020 sure ended with a happy note with Safeeya being born," sighed Zulfaiq ecstatically.

In terms of his career, he was pleased to share that in 2020, he was a core team member representing the Development organisation together with the Projects and the Asset Management Excellence team.



- Zulfaiq with his lovely daughters Safeeya and Sarah

"We initiated the World Class Startup Ramp-up or WC-SURU improvement initiative focusing on protecting value promise of new oil and gas production from capital projects," informed Zulfaiq. In January 2021, the Project & Technology (P&T) leadership officially recognised WC-SURU as one of the critical building blocks to the Competitive Transformation (CT) 2025 which was recently rolled out in January this year as the continuation of PT2020 program.

MESSAGES OF MOTIVATION

Even though Zulfaiq is only about halfway through his LTIA, he would like to contribute in some ways to those who are planning to pursue their LTIA or STIA.

He advises that international assignments are a fantastic way to experience the different ways of working in other parts of Shell all over the world. It is an opportunity to test our credibility, continuously learn, build network, and bring those experiences back to Brunei.

"Also, more importantly, it is an opportunity to showcase the Bruneian talent globally by being competitive and proactive in contributing to the Shell business," he said.

"When choosing IA, make sure it is the right role and the right timing aligned with the Development Plan," underlined Zulfaiq as he took an opportunity to leave the newcomers in BSP with words of guidance.

"Curiosity, inquisitiveness and continuously improving are some key ingredients to Learner's Mindset. Be brave, don't be afraid to take risks in your personal or career development and do not forget to have fun."

FIT FOR FUTURE WINNERS

The Fit for Future Awards is a programme to recognise and reward teams that exemplify behaviours contributing to the successful implementation of BSP's Fit for Future strategy. This programme will help sustain the Fit for Future journey and help motivate employees to contribute to the strategy and provide a platform to visibly recognise the I AM BSP mindset.

All shortlisted nominations are assessed firstly by a panel of judges representative of each directorate and the winners will then be decided by the Leadership Team and presented quarterly.

The teams need to demonstrate commitment and delivery of Fit for Future strategy through six focus areas: Safety, Cost, Production, Hydrocarbon Maturation, People & Country and Environment. The winning team must also exemplify the I AM BSP mindset, Accountable, Focused and Collaborating and has identified specific problem and delivered the solution with measurable benefits.

Q3 2020 WINNERS

CPRA WAIVER FOR WRFM HWU ACTIVITY



Team Members: Lee Wen-Ren (EPE/52), Nooraini Ibrahim (AEO/21), Kam'ainun Abd-Karim (AEF/12), Alan Wee (AED/312), Izzizaini Sabtu (AEQ/22), Go Lai-Yung (SCM/42), Brian Gomez (AER/53), Nik Syahron Nizam Nik Mohd Fauzi (HSE/612), Zaini Juna (EOP/41), Aqilah Suratno (TWE/111).

Concurrent Production & Rig Activities (CPRA) is a costly and time-consuming requirement for Rig activities (drilling) that includes commissioning and decommissioning the package.

The team realized an opportunity to avoid costs and obtain waivers with at least 10 platforms regarding CPRA package by Comprehensive integrated review of requirement for WRFM Hydraulic Workover Unit activity with a Decision Quality approach as per Operation Management Procedures

requirements.

The result was a savings of BND 10M or 15,000 man-hours while also eliminating scheduled hydrocarbon deferment and reducing carbon footprint during CPRA commissioning.

BSP RESIN TECHNOLOGY IMPLEMENTATION TEAM



Team Members: Hu Xing (POP/3), Mohamad Hafiy Iskandar Mohd Thamrin (POP/32), Mahadevan Palaniappa (POP/3x), Mohamad Bakar (PCC), Azariah Rosli (BLNG-EPA/21), Abdul Aziz Ahmad (BLNG-EPC/21), Nurul Fadzillah Blajih (BLNG-ERE/1), Jupry Kamat (BLNG-OPC) AbuSophian Ismail (BLNG-PPM/1), Fauzi Mahmud (BLNG-MKP/1)

Sustained casing annuli pressure is a key Well Integrity threats representing ~10% of BSP well stock (1,600 wells). Current rectification process requires massive footprint, high HSSE exposure and high cost intervention. SWA259 planned for deep sidetrack had sustained B-annulus pressure

with hydrocarbon gas return when bled-off.

Instead of depending on one vendor, a collaborative team effort ensured that the workload was managed by multiple vendors in stretched timeline to enable start of AMDP20 drilling campaign and job execution at the peak of covid-19 pandemic outbreak.

As result, the safe and successful of SWA259 Resin trial demonstrated the concept with immediate upside to save BND 7M complex sidetrack. This also provided an opportunity to apply future applications to fix Well Intervention threats, production restoration and reducing cost for complex abandonment while creating capabilities for local economy.

ID-23 WELL DELIVERY DURING COVID-19



Team Members: Lee Wen-Ren (EPE/52), Nooraini Ibrahim (AEO/21), Kam'ainun Abd-Karim (AEF/12), Alan Wee (AED/312), Izzizaini Sabtu (AEQ/22), Go Lai-Yung (SCM/42), Brian Gomez (AER/53), Nik Syahron Nizam Nik Mohd Fauzi (HSE/612), Zaini Juna (EOP/41), Aqilah Suratno (TWE/111).

ID-23 is a highly complex abandonment and sidetrack Extended Reach Drilling well in Iron Duke. COVID-19 impacted Rig intake and drilling with personnel shortages from travel restrictions.

Managing business continuity was a priority and it created BSP's first remote monitoring of abandonment operations with drilling the reservoir appraisal section with remote pore pressure monitoring and prediction. This also introduced the utilization of new technologies to allow for efficient execution: MSE (Mechanical Specific Energy) and DPTRs (Drill Pipe Torque Reducer).

The campaign safely delivered one of BSP's this year biggest wells onstream and ahead of plan without any interruptions during COVID-19 period with ~BND6M of cadence initiatives delivered by the integrated team. Actual production rate exceeded planned rate (Oil: 475 vs 330, Gas 75 vs 65)

BU7 PRODUCTION REINSTATEMENT TEAM



Team Members: Hu Xing (POP/3), Mohamad Hafiy Iskandar Mohd Thamrin (POP/32), Mahadevan Palaniappa (POP/3x), Mohamad Bakar (PCC), Azariah Rosli (BLNG-EPA/21), Abdul Aziz Ahmad (BLNG-EPC/21), Nurul Fadzillah Blajih (BLNG-ERE/1), Jupry Kamat (BLNG-OPC) AbuSophian Ismail (BLNG-PPM/1), Fauzi Mahmud (BLNG-MKP/1)

BU-7 (BBWJ01) was a new gas well Bubut in 2019 that was found to be filled with solids above all production zones post-kick off attempt. It required coiled tubing intervention (CTU) to perform cleanout to gain access and restore production. Travel restrictions during COVID-19 also hampered equipment mobilization.

The "can do" attitude and collaboration across the West WRFM team, TWC well interventions team, TWE well testing team, WOP, WMI, AED, IPC and OPC team challenged the odds and rallied through all potential stoppers to get every aspect of the job ready in less than 4 months.

The job was safely and successfully executed in Aug 2020 with 200 km³/d gas production adding 400 boepd and 1,400 boepd into this year and next year production promise respectively.

Being BSP's 1st complex intervention on a well jacket, it provided a better understanding of the Bubut ultra deep reservoir properties while opening possibilities for future interventions on small well jacket.

Q4 2020 WINNERS

WEST WRFM AREA-1



Team Members: Yahya Abdul Waliyuddin (WOP/41), Dzulazmi Mutalib (AED/331), Abd Nasir Muhamad Hazman (WPD/13), Hj Abd Mutalif, Sarah (WOP/42), Maidin, Mohd Thamrin (WOP/11), Mat-Rais, Hamzah (WOP/111), Salleh, Mohammad Azahari (WOP/113),

B2B3AW - IDEA TO OIL IN 2 YEARS



Team Members: Fang Bo Jun (DWD/1), Ankur Singh (CPT/13), Faridah Abd Malek (EPE/52), Onn Lu Shian (TWD/14), Farah Safri (DWD/12), Izzati Yahaya (DWD/12), Goh Jien Hann (DWD/14), Muhammad Afiq Hj Ismail (TWE/221), Haji Abu Bakar, Amalina Fadilah (AEO/211), Aqilah Suratno (TWE/111)

The B2B3 additional well saw a volume shortfall during its three-year drilling campaign. This required the team to take a step back and re-evaluate their understanding of the current situation with new data, budgets and platforms.

With the support of the organization, they used AGILE ways of working to shorten maturation times to almost one-third of the initial timeline. Despite 4 of 5 needing to be sidetracked, their can-do attitude and usage of new technology allowed them to successfully drill and complete these wells within budget, with 1 already on stream. As an added bonus, the actual production rate from the 1st well substantially exceeded the business plan promise (plan 110 m³/d vs actual 150 m³/d). Furthermore, the remaining 4 wells are expected to be on stream 1-2 months ahead of BP20 target.

Yunos, Muhd-Waliyuddin (WOP/111), Yakub, Asyran (WOP/11), Isah, Ali (WOP/113)

Understanding your equipment is necessary to operate at an optimum level. The team took to increase their integrated understanding of compressor and split between PID004 & PID001 and optimized their high-pressure compressor for enabling more gas production gain by operating at a higher speed. What seemed straightforward actually involved a lot of planning, strategy and monitoring towards safety requirements and potential spill.

This activity safely delivered 150k sm³/d gas production gain at zero cost to BSP. The team is looking to further replicate this by taking the pressure lower to deliver further over 200k sm³/d gas in 2021 in a phased approach calibrating all risks and adhering to all the Operating Envelopes.

CP-157 ABANDONMENT TEAM



Team members: Ahmed Diab (TWE/241), Ayuni Buang (TWE/240), Stewart Thomson (TWE/2), Azimi Kamis (TWD/151), Hammry Ali (TWD/15), Joao Queiros (TWD/1), Hamizah Aziz (SCM/53), Iswanddi Sunny (TWB/321), Majdi Jasni (EPD/13), Pg Suraini Hashim (EPE/4)

CP-157 was one of the more challenging abandonment requiring remediation of dual annuli. Using fit-for-purpose tools and job design with rigorous contracting negotiation, they delivered a global first for Dual Casing Section Milling inside a third casing string. This activity enabled them to achieve 18% and 60% rates reduction tools. Apart from obtaining zero harm to personal and processes, along with nonproductive time, the team beat the performance benchmark by 32%, saved B\$6M with 17 days of rig time saved. There is also an opportunity to expand the potential savings of B\$68M across BSP's liability portfolio.

WEST ASSET WRFM CWE TEAM



Team Members: Sami Al Arimi WPD, Amirul Omar (WPD/4), Hadini Zainal Abidin (WOP/4), Rafali Rasit (AED/33), Marco Bonato (WPD/2), Pankaj Kumar (WPD/13), Ji Peng (WPD/13), Vipin Tyagi (WPD/13), Waliyuddin Yahya (WOP/41), Irfaan Mohamed Osman (WOP/42)

Prior to 2018, the West Asset had become less competitive and was in declining trend with an increasing frequency of process safety incidents and decreasing production deliveries. The Production Delivery Team was established in 2017 to drive WRFM focus and ensure safe production delivery with a focus on Safety Leadership, People and Delivery. This has led to improved and sustained Well Integrity performance while progressing 19 individual local talents to higher Job Group in the same period.

GEOMATICS ONSHORE OPERATIONS



Team Members: Khairur Yussof (TSM/2), Amy Wahid (TSM/5), Fadhairul Aminurzaman (TSM/23), Zulhildi Rahman (HSE/4151)

For upcoming projects, integrity checks and inspections, teams regularly conduct site visits to offshore platforms to visually inspect site conditions. These visits involve a lot of planning, logistics cost and high HSSE exposure. The team saw an opportunity to virtually capture these visits while reducing the need to travel onsite with the help of a 360-degree camera.

High resolution photos were taken, processed and published into MyMaps portal creating a "360 degrees Virtual Asset Tours" – a concept similar to Google Street View. To date, 11 platforms have been captured with more planned in 2021. This has also provided quick access for asset verification and improve work scoping and multi-discipline discussion. Moving forward, there is also application development for virtual training and data integration features to maximize the tour capabilities.



"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.

JUNE 2020



Md Khairul Hafiz Sulaiman (DOP/1121)

We at BSP must intervene when we see unsafe acts, especially when they put others at risk. Production Operator Md Khairul Hafiz's focus on diligence and competence led him to intervene during three critical activities that may have led to unnecessary consequences.

The first was the during the discovery of hard wax causing

a blockage in our pipelines at PID2282 from E10 to Saints 1 Seria Crude Oil Terminal. Our business partner had requested to inject additional chemicals into the pipeline to dissolve or soften the wax, thus solving the problem. He intervened and work did not go ahead as it was not according to the approved plan and method of statement (MOS) set out by the Darat Pipeline Engineer. His second intervention was during repair works required on Tank 210 at Production Tank TG30. While inspecting a pressurized habitat at the tank, he observed that the emergency route's position for the habitat was a potential risk for falling from height. This prompted him to act and have the route repositioned and have an additional platform added to minimise the risk.

Also, at TG30, he intervened on the removal of a chamber equipped with a transmitter which acts as a high-level safeguarding mechanism to trigger an alarm in the event of a full tank. Removing the transmitter would lead to a potential shutdown of TG30, which can cause a daily loss of oil in a net worth of 187m³/d equivalent to USD50,495. On top of the intervention, he also sought to collaborate with the relevant business partners to discuss and safely execute their solutions.

Md Khairul Hafiz has demonstrated courage to intervene and facilitate discussions with regards to Personal Safety and Process Safety. His contribution ensured that people, environment and asset are safe. His sense of responsibility to ensure the workplace is free from hazards and safe for people is truly an example we should follow. He is your I AM BSP Champion for June 2020.

JULY 2020



Halidy Harry (AEN/723), Shahrul Hj Jamari (AEN/64), Hj Mohd Asmadi Mohd Yussof (AEN/31), Hj Sufri Hj Ali (AEN/35), Norhafizah Md Yakub (AEN/726)

The production from Darat RS-52 gas well is limited to 0.9mmscm/day due to the limitation of the existing Relief Valve. In order to maximize the production from this well and to ensure that the process safety requirement is compliant, an additional Relief Valve is required to be connected to RS-52 manifold.

AUGUST 2020



Thomas Lassaigue (DVM/12), Karan Christopher (DVM/12), Muhammad Shafi'e Haji Alipudin (EPE/62), Noor Saudah Zulkifli (EPE/64), Siti Norzalena Puasa (EPE/62)

Accountability is shown in many ways to demonstrate our dedication and responsibility to ensure that we operate in a safe environment. This was shown when the nominated team intervened and displayed courage in highlighting the findings to management. Despite being already post-FID and 2 months to execution, this intervention led to a robust decision on two new well opportunities in dropping Champion West-BT (CW-BT) and delaying Champion West-AD (CW-AD) in order to optimise the well design with a safer well trajectory. The team's accountability prevented the loss of investments which would have been costly to the company.

The team discovered that one of the key project risks prior to Final Investment Decision (FID) on the two new exciting opportunities within the Champion West infill-well

In order to deliver this demand, AEN team is required to proceed with the handover of Merdeka South (MKS) facilities, fabricate a spool and to install it onsite. These tasks will usually take between 4 to 6 months to completed under the existing work process.

This team understood the importance of the Process Safety requirements as well as the importance of the production of this well to BSP. They demonstrated great collaboration with AEQ, ORA and DOP team to ensure smooth handover of MKS facilities to asset. In the meantime, LRMC Fabrication team, Planning team and Execution team worked tirelessly to ensure that the spool and other materials are ready on time while the resources are available to execute the job.

Thanks to their "I AM BSP" behaviours, the job was completed safely within 5 weeks and Darat Asset is able to increase their gas production up to 1.1MMscm/day.

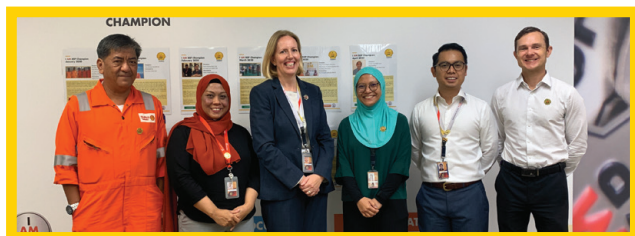
opportunities, as part of Project 2181H1, was the uncertainty around the presence of the cross-faults around the area of interest that may lead to further compartmentalisation and also complexity to the well designs. The Project Team interpreted the newly acquired seismic data from the recent INTAN Ocean Bottom Nodes (OBN) seismic survey along with existing and new well data from the recently drilled exploration wells CW-71 ST1/3. The new interpretation not only supported the presence of the mentioned risks, but also showed that they were previously underestimated, leading to a conclusion that the oil volumes expected from CW-BT are likely too small to be economically viable.

The new information also highlighted the safety risk associated with the well design for CW-AD, which had the potential to be a future gas lift supplier from Block 41 S&T reservoirs, with the aim to safeguard production and reserves from the existing oil wells in CWWJ-03. Its planned well trajectory was also close to one of these cross-faults and the casing shoe would have been placed in the fault zone which could lead to a weak shoe strength for drilling into the deeper target reservoirs.

The team displayed the 'I AM BSP' mindset through their display of accountability, focus and collaborative effort across EPE and DVM. Their demonstration of courage to relay a difficult message to ensure the safety and BSP's interest remains priority above everything else, is notable and worthy of the 'I AM BSP Champion' award.



SEPTEMBER 2020



Ayuni Buang (TWE/14), Sulhi Yahya (TWD/31), Hamzah Lamat (DOP/432), Suriani Garip (CEA), Todd Zerbin (DPE/7)

The BSP D&R journey has started with a successful onshore abandonment campaign from 2014-2020 in the Darat asset, where just recently the operation achieved 2 years GOAL ZERO in August. With a campaign that involves movement of an abandonment unit of an average of less than 2-3 week per well, I recognise that this success story is due to the strong team integration to manage a program with scarce historical information of wells completed since as far as the 1970s whilst keeping a Safe and Efficient operation.

The challenges involve integrating decisions for safe reservoir isolation with TAs to safely plug and abandon (P&A) every well. In addition, there is the need to work with external

stakeholders for approval, Wells Cessations, Wells, and Asset Operations Safety and Public Engagement Plan as part of social responsibilities. The team achievements include;

- Goal Zero operations for last two years
- The execution of 135 abandonments as well as recompleted or worked-over 30 wells in the last 6 years.
- Top quartile performance of averaging less than BND 1 million/well that initially started from BND 2-3 million/well by applying risk-based approach in abandonment design with steep learning curves.

- Continuous efficiency operations gains demonstrated in the last 2 years that show the initial GIP had a target of 20 well abandonments / year was exceeded by >10%

Demonstrating I AM BSP behaviours of being focused, accountable, and collaborating in the area of safety and technical excellence marks a good start for BSP long haul journey to reduce D&R liabilities. I am immensely proud of the individuals and the team behind them.

A steep learning curve and effective communication amongst the integrated team members was key in managing the costs and risks of abandonments. The learnings and processes established shall be a key building block in BSP's campaign efforts to address overall D&R liabilities onshore and offshore.

OCTOBER 2020



Dr Arfan Ali (EPE/54)

One of the key roles of expat staff joining BSP is to support the development of local talents. The proactiveness of the staff

and his/her ability and experience in knowledge transfer are key enablers to successfully drive this development.

Arfan joined Shell as a Petro physicist from an academic background (previously Lecturer and Research Head in Petrophysics, Edinburgh UK). He brought with him his passion for knowledge transfer. Since joining BSP in 2018, Arfan has been very active in technical knowledge sharing among various teams, within the Petrophysics community, as well as coaching and mentoring junior staff across Assets. Arfan was part of the Shell Graduate Programme's Petroleum Engineering Block 1 training program this year as well as contributed to

the BSP industry lecture series program for UTB in 2019.

Earlier 2020, Arfan took his knowledge sharing effort one step further by taking the initiative to start biweekly Petrophysics Lecture series. He has delivered 20 lectures this year, bringing over 40 BSP graduates and BSP Interns under one umbrella, thus providing tremendous help and support in their development amidst a difficult COVID-19 situation when training opportunities remained limited.

Arfan has also been enthusiastic in showcasing BSP's valued technical work at external oil and gas conferences. Since joining BSP in 2018, he has published 7 research papers, including two Journal papers, where he took 10 BSP local staffs on board as co-authors providing them the exposure to present at global external platforms. He is also playing a key role in various improvement initiatives in the East asset and around BSP.

Arfan truly demonstrated the I AM BSP behaviour by setting a good example of knowledge sharing and local talent development.

NOVEMBER 2020



Haji Eddy Suhardee Mohd Yusof (HSE/42), Haji Shahnizam Noor-Hashim (HSE/421x)

Haji Eddy and Haji Nizam are leading the Salman HSE team at the Major Construction Yard (MCY). The Salman fabrication in MCY is a great opportunity for young Bruneian engineers to get a job in industry and develop themselves as valuable technicians for Brunei. This also means that the Salman project team has a high percentage of green helmets at site, new to industry and new to site.

In order to ensure that the young technicians will remain safe and become competent, Hj Eddy and his team developed a task book. This task book contains key elements of the Work Management Procedure and learnings of the incidents that have happened in BSP before and applicable to the work ongoing at MCY. The young technicians have to complete all modules, discuss with their supervisors and their supervisor will sign-off the modules once completed.

After completing all modules, the technicians will transfer from green helmet to a white helmet (for Salman: yellow). This first groups just completed their task book and certificates were handed out by Hj Osmera (HSE) and Hj Idris (ADR). Great achievement by the team and the young technicians!

With this initiative Hj Eddy and Hj Nizam directly contributed to the safety at MCY and our target to develop local Bruneian workers. Taking accountability by taking ownership for the development, focus on innovative solutions to improve the performance and collaborating with the contractor in order to achieve this. Great example, great work, great BSP champions.

DECEMBER 2020



Abdul Wafiy Haji Muslim (TDM/651), Hjh Noor Raidah Haji Basir (TDM/64), Junainah Ali (TDM/651)

A 49% increase in document publishing has resulted in an increase of backlogs, creating pressure against the available resources within the TDM/6 Document and Record Management (DRM) team which consists of just 3 members. Each document takes an estimated five minutes to be uploaded and published according to the SOP. This involves quality-checking subsurface and wells documents, and data based on disciplines, where each document has to be in their final version and in accordance to standard naming convention.

The team took accountability to action and reassessed the publishing process and think on improvements on productivity time. This led to the team taking the initiative to self-learn the Python coding script, a high-level programming language with dynamic semantics, through hands-on learning to automate the publishing process. This was on top of their daily deliverables, including on-going projects.

The new script immediately increased efficiency with documents automatically published within a few seconds, eliminating backlogs, resulting in a productivity rate of 135% above target. The team took accountability, focused on the problem in hand and collaborated with each other, improving efficiency within their scopes and responsibilities. They are your I AM BSP Champions for December 2020.



WHY I AM PROUD TO WORK FOR BSP



Rezona Tajuddin - HRN
Head Talent Bruneianisation & Management
Information

I've been working in BSP for just over 15 years and out of which, 5 years were spent in the Netherlands. I came back to Brunei and to BSP in 2020 and since then I have been heading the Talent, Bruneianisation and Management Information team in BSP.

I am excited to give back to BSP, to share all my learnings and experiences gained from my assignment in the Netherlands and tailor that to BSP's needs! I've never been so proud to be part of this organization that's been fuelling Brunei's past, present and I'm sure without a doubt, the future. For the first time in over 90 years of BSP's existence in Brunei, we are at its highest percentage in terms of Bruneianisation content and we're on track to meet the national aspiration of having 90% Bruneians in the Company by this year 2021 and by 2022 latest.

Highlights of my career included implementation of revised pay and benefits which resulted in differentiated bonus percentage and increase in leave days amongst other things – all in the spirit of differentiated reward to align with our pay for performance philosophy. In my previous role in the Netherlands, I was in a Global Subject Matter Expertise role for Employee Relations/Industrial Relations and HR Investigations and had trained more than 200 Human Resource professionals from more than 50 countries on these topics as part of skill building.

I am a single mother with a 10-year old daughter, Alya,

who joined me during my adventures in the Netherlands. Alya continues to be my inspiration everyday – simply by being curious, inquisitive and quite unrelenting in getting answers to her questions. And, this is what I hope the current and future workforce will continue to demonstrate – Be curious, inquisitive and keep asking for answers.



Zamri Latif - STL/2
Head of Supplies Operation

My name is Zamri and I work in the STL Department as the Head of Supplies Operation. This is my eighth year in this role and on top of that I've been in BSP for almost 14 years.

Working in warehousing and supply base may not be well-known but it is a key support facility that enables BSP's execution of projects, maintenance and turnarounds. I am very proud of my profession as the supply base is a key link between onshore and offshore in terms of delivery of crucial materials.

The highlight so far of my career is delivering a manpower (semi-skilled) contract consisting more than 300 local workers. This contract helps to provide jobs for Bruneians. It also provided the opportunity for Bruneians to climb up the career ladder as there were more positions and opportunities offered. For me, this helps to support Brunei's Wawasan 2035 of a highly educated, skilled and accomplished workforce.

WHY I AM PROUD TO WORK FOR BSP



Khairul Hadi bin Haji Abd Hamid - EVI/24
Turnaround Operation Coordinator

I am definitely proud to work for BSP! I've been working in the industry my entire career, starting 13 years ago at EOP/3 and EOP/11 as a Production Analyst and Production Operator. Now I'm the Turnaround Operation Coordinator on CWV and BIMMS platforms.

Working in BSP makes me feel rewarded and fulfilled, it has given me the life experience that I don't think I could have had from any other career; the teamwork, the sense of belonging, fitting in and feeling like we are part of a family, the caring people, and being proud of what you do for living.

My proudest achievement was when I drove my first ever Turnaround as Turnaround Operation Coordinator for BUDP01 in 2019. We completed all shutdown scope and start-up one day ahead of plan – saving the company one day of deferment! I had excellent teamwork between ORMC and Assets (EBW & EMI) and we were able to execute the turnaround with 30 days goal zero, no harm to people, no LOC and most importantly we went back home to our family safely.



Nor-Afiqah Zainulabidin - AEO/31
Senior Project Engineer

I started my career with BSP as a Process Engineer and during my 12 years with the company it has helped me to develop both my personal and professional development (e.g. technically, HSE, project & interface management etc).

One particular project that helped to develop who I am today (as a Senior Project Engineer) was working on the Champion Intermediate Deep project. This project came with a whole lot of challenges such as overseas fabrication, high CO2 content necessitating its own unique requirements including blending down before being received by downstream consumers to name a few.

Today, I am proud to be working on the Salman project that helped to restart in-country major fabrication in the BSP Major Construction Yard (MCY) after more than 6 years of construction inactivity. As Salman platform is currently in fabrication, it has supported to maximize local main contractors in design engineering and fabrication.

Through this project, it has helped me to act as a catalyst to develop young fellow Bruneians in areas that were lacking such as Bruneian welders and also in taking care of their well-being. Insha-Allah, BSP-MCY will potentially be churning out more low-cost development platforms in the near future. I truly believe this journey has helped me to be where I am today, and I am proud to be working in BSP!

