

Staff Development

- ✓ Localization and Diversity
- ✓ Training and Incentives
- ✓ Safety and Health

We owe our development in Iraq to the hard work and sincere cooperation of our employees, of which we are very proud. We make unremitting efforts to create more jobs, promote local employment, multicultural integration and overall development of employees, and strive for business growth in harmony with the career development of our employees.



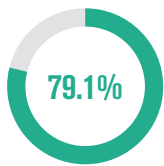
40,000+ jobs

Provided jobs for the local people

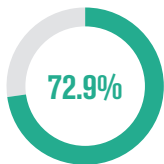
88 %

Local employment rate

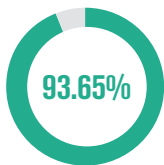
Local employment rate of our projects



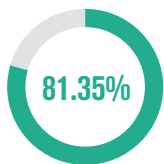
Al-Ahdab project



Halfaya project



Rumaila project



West Qurna project

Localization and Diversity

Creating more local jobs is a principle we have always followed in all of our investment activities. Through 10 years of operation, in our enterprise in Iraq, we have built a workforce with local employees as the backbone and provided jobs for more than 40,000 local people. 88% of our employees are locally hired.

In Iraq, we keep promoting local employment, intensify our efforts in training local employees, and increase the proportion of local employees in important positions such as management, professional skills, and operational skills. Specifically, the local employment rate of the Al-Ahdab project was 79.1%, the rate of the Halfaya project was 72.9%, the rate of the Rumaila project was 93.65%, and the rate of the West Qurna project was 81.35%.

We are committed to enhancing mutual understanding and trust, mutual appreciation and learning among employees with different cultural backgrounds through promoting multicultural integration, so as to constantly enhance their cohesiveness and creativity. All types of events have been organized to enhance mutual understanding among employees with different cultural backgrounds. We inspire international employees to follow local customs and respect local religious beliefs and cultural practices in Iraq.

Building a Multicultural Team in the Implementation of the Halfaya Project

Case

CNPC's Halfaya project hired international employees from 37 countries, with international employees and local employees accounting for 79%.

In the implementation of the Halfaya project, we strived to build an open and inclusive international corporate culture. To help international employees enhance their understanding of Iraq, we held lectures on Iraqi culture on a range of topics, from the basic local etiquette and daily customs in Iraq to the origin of Mesopotamian culture. These lectures were given from the easier topics to the more advanced ones, attracting many Chinese employees, international employees and contractors.

In addition, in the implementation of the Halfaya project, we set up prayer rooms at the main camp of the oilfield to facilitate the chapel of international employees and local employees; we sent our blessings to employees on their birthday or wedding day; we showed our humane care for our employees and promoted cultural integration, creating a more harmonious international community.



Achieving Multicultural Integration in the Implementation of the Rumaila Project

Case

The Rumaila Operating Organization (ROO) is an international consortium formed by a Chinese company, a British company and an Iraqi company, featuring three different types of cultures, languages and systems. Therefore, it is a major challenge for ROO to tap the potential of all parties and achieve multicultural integration.

Respecting multiculturalism and shaping a common philosophy. ROO published its code of ethics in Chinese, English and Arabic versions, and developed the cultural philosophy of "One Team, One Target". It is the consensus of the three parties to put in mind "One Team", develop a culture of value sharing, and march towards a higher goal. During the performance-oriented implementation of this philosophy, it fostered the shared sense of responsibility, mission and honor of the three parties and inspired the three parties to work together.

Promoting the cultural integration of the three parties. On important holidays such as Eid al-Adha, Christmas and Chinese New Year, ROO will organize events such as long-distance running, dining together and writing couplets, so that they can feel the charm of different cultures and draw closer to each other.

Bringing into full play the overall potential of employees. At work, CNPC and its partner BP kept passing on mature management experience to local employees. At the same time, in partnership with a number of institutions and training institutions, ROO provided Iraqi employees with training on language and skills.



Rumaila project is a cooperation project which delivers win-win results for China, the UK and Iraq

"We are all different and we all have our own strengths and weaknesses. The key to success is mutual respect. Based on mutual understanding, we can live in harmony and work together."

—Sarah Mohamed, former General Manager of ROO



Training and Incentives

Our local employment policy has not only helped local employees play an increasingly important role in business development, but also fostered talents for the sustainable development of the oil industry in Iraq.

Strengthening local staff training. Together with our partners, we strive to train local employees. Through different means such as tutoring and pairing, we continuously improve the operational skills of local employees. In the implementation of the Halfaya project, the Rumaila project and the West Qurna project, we locally allocated USD 15 million to provide staff training every year. In the implementation of the Al-Ahdab project, we partnered with colleges and universities to provide bases for production internship for students from the University of Technology, BGP provided all-round training for local employees throughout the production process, in an effort to continuously improve the work skills and raise HSSE awareness among local employees. In the implementation of the Garraf Oilfield project, CNPC Greatwall Drilling Company invested a significant amount of human, material and financial resources in local staff training on topics such as HSE, operational processes, operational skills, and language skills. 66% of the employees were locally hired, and a great number of talents were trained for the local drilling industry.

Through multi-level and all-round training, we have trained a large number of management and technical personnel for Iraq, who have been proficient in oil exploration, development and production, oil pipeline construction, and ground engineering construction.

Promoting the establishment of training centers for each project.

The Halfaya project has set up a training center to provide local employees with training on petroleum expertise; China Petroleum Engineering & Construction Corp (CPECC) has set up a comprehensive multi-purpose training center in Rumaila, which has served as a training base for Basra University; Daqing Oilfield provided overseas training courses in Iraq to help local employees enhance their skills, teamwork and work efficiency and promote the cultural integration between Chinese and foreign employees through systematic training.

Sending Iraqi employees to China and other countries for relevant professional training. For instance, we sent 20 oil police officers to China Special Police College for a 20-day special skills training program.

We continuously improve the remuneration of employees and their promotion channels, and provide incentives for outstanding employees. In order to encourage outstanding local employees and enhance their team cohesion and sense of pride, we have carried out activities to select and recognize excellent and outstanding Iraqi employees for many consecutive years, held the CNPC commendation conferences for outstanding Iraqi employees, and organized outstanding employees to visit China.

“CNPC has made the greatest efforts and the most outstanding achievements in local staff training, which demonstrates that the Chinese and Iraqi people have been valuing and building the friendship and cultural exchange between the two peoples.”

——Deyha Al-Mosawi, General Manager of South Oil Company (SOC)

China Petroleum Engineering & Construction Corp Trains Local Operators

Case

In 2012, China Petroleum Engineering & Construction Corp (CPECC) established in Rumaila the CPECC Iraq Training Center, a comprehensive multi-functional training center designed to provide local operating employees with three-month petroleum engineering construction training on welding, electrical operation, riveting, and installation and to train and deliver excellent mid-level management and technical talents for the Iraqi oil industry. Covering an area of 1,000 square meters and featuring remote network video teaching, it can accommodate 130 people. It has trained more than 100 qualified welders for Iraq since its completion. After the completion of three sessions of training, the Iraqi branch also signed an employment contract with 27 outstanding trainees who were willing to work for the company.

As of late 2018, a total of 8,632 people had been trained. Many of them have become the technical and management backbone of the projects.

On June 8, 2013, South Oil Company (SOC) Vocational Training Center was established in the training center; on June 10, 2013, the center entered into a memorandum of understanding with the University of Basrah to jointly run schools. Each year, it not only recruited 50 fresh graduates, but also selected 70 outstanding junior students from the School of Engineering for order-based training. Upon their graduation, 50 fresh graduates were selected and trained into outstanding talents in the field of petroleum engineering construction.

The training center has been recognized and praised by SOC, local residents and residents in Basra for its useful work and great efforts to bring tangible benefits to them. These efforts have been extensively covered by a great member of media, including Al Iraqiya TV, Reuters, and Energy.



“CPECC has provided training opportunities for local poor people and recruited them as local employees, demonstrating its efforts in local employment. It will be always supported by the operating company of Rumaila Oilfield and SOC.”

——Sara, former Iraqi General Manager of ROO

“Thanks for CPECC for equipping us with high welding skills. With these skills, I can find well-paid jobs wherever I go in the future.”

——Saugil, a third session student

“I had worked as a welder before training. I didn’t know what welding was truly about until I was trained here. I hope I have the opportunity to work here for a few more years, so that I can master pipeline welding and develop superb welding skills.”

——Agor, a third session student

“We will offer more training courses, so as to cultivate EPC talents for the Iraqi oil industry, gradually build a team of local backbone operators, and bring local employment to a new level. We will build this training center into a platform for cooperation between SOC and CNPC and a bridge for friendship between the Chinese and Iraqi people!”

——Li Zhaoming, General Manager of Iraqi Branch

Activities to Commend Excellent Local Employees in Iraq

Case

We continuously carried out activities to commend excellent employees. We awarded honorary certificates and material rewards to 20 outstanding Iraqi employees and more than 100 excellent Iraqi employees, and invited outstanding employees to China for studies and visits.

Asmaa Nasef Jasim Mohammed, a representative of excellent local employees, said: "I am very honored to be named an excellent CNPC employee. This is not only CNPC's recognition of our work, but also a great encouragement to me. CNPC has regarded us as an important member of this big family. We will live up to the great honor CNPC has given us and work harder in the future to contribute to the development of the oil industry in Iraq and dedicate our youth to it."



Outstanding local employees were commended at CNPC headquarters

Ahmed's Chinese Dream

Case



Ahmad wearing a rosette as a mark of honor

Ahmad is a "post-80s" man who has been working for CPP for years.

In 2011, Ahmad was taken on as a driver for the CPPA Al-Ahdab project. He made rapid progress through contact with the project staff. His English listening and speaking skills improved quickly and he could also carry out simple communication in Chinese. He has also been responsible for external communication and coordination of the project department.

After the initiation of the Rumaila project, Ahamed came to the new camp with the project preparation team and served as a full-time project coordinator. His work seemed simple, but was very cumbersome. And he often worked overtime. However, he always did every job seriously, without any complaint. In September 2013, he was named a distinguished Iraqi employee of CNPC.

Ahmad is just the epitome of a new generation of post-war Iraqi youth who are positive and determined to create a better life through painstaking efforts.

Ahamed said he had learned a lot at CPP, and he was respected by local people. Through his own efforts, he has obtained recognition from CPP and was named a distinguished Iraqi employee by CNPC. He was also provided with an opportunity to visit and study in beautiful China. It is CNPC who has helped him fulfil his dream. In the future, he will work for CNPC in return with greater enthusiasm.

Health and Safety

In the face of prolonged political unrest and the severe and complicated external environment, we “put employees’ life above everything else”, keep improving our emergency response capability, unremittingly carry out employee health monitoring and occupational hazard workplace monitoring, and comprehensively manage the occupational health of our employees. During our presence in Iraq, we have suffered no fatal industrial production accidents, fatal accidents affecting the broader community, environmental accidents or occupational health accidents.

Safety

Faced with the severe security situation, we carefully took a variety of security emergency measures. We conducted staff drills for security and anti-terrorism and emergency medical treatment as well as security knowledge training; employed international security companies to provide security services, established an integrated security and anti-terrorism system involving the Iraqi government, all project departments and participants; in addition, we also prepared an emergency preplan for staff evacuation and established an air corridor to ensure safe staff entry and exit, in order to safeguard staff safety in all aspects and at all levels.

During the implementation of the ExxonMobil 2D Seismic Exploration Project undertaken by BGP, in response to densely distributed landmines and unexploded munitions in the construction area, BGP employed professional mine clearing companies, established standardized mine clearance procedures, and adopted a zero-tolerance policy for minefield operations, minimizing minefield risks.



Mine Clearance

Health

We take care of the physical health of our employees. Every year, we conduct occupational health examinations for our employees on a regular basis. We also regularly provide them with easy access to health consultation and services and create a working environment and working conditions conducive to the health of our employees.

In the area of Basra, we established a green channel for medical treatment for overseas employees and built SOS medical clinics of an international standard. In case of any emergency or critical illness, the SOS medical clinics will provide immediate medical treatment. The injured can be transported to Dubai airport by an "air ambulance" to receive medical treatment in the hospital designated by SOS in Dubai or to be transported directly to Beijing for medical treatment. During this period, all treatment information will be transmitted to the SOS rescue system simultaneously, ensuring seamless rescue and saving the lives of the injury in the shortest possible time.

CPP Protects Employee Health in Iraq

Case

CPP made every effort to prevent all potential hazards in the workplace that may jeopardize employee health and safety. CPP required employees to wear goggles and flying towels, apart from formal protective clothing and reflective clothing to avoid local white worms. In addition, CPP also made ice cubes to cool down the workplace for employees, built sun sheds for construction workers to rest, and set up special health rooms, which were equipped with eyewash for employees who accidentally got sand in their eyes.



Fire drill conducted by CNPC Greatwall Drilling Company

Halfaya Project Establishes Emergency Medical System

Case

In 2011, the Halfaya project entered into a cooperation agreement with International SOS to gradually establish an emergency medical assistance system. Based on camp clinics and local medical resources and relying on Phase I and Phase II of the oil and gas processing center as well as drilling crew first aid stations, this system was supported by the global emergency rescue network of the International SOS Rescue Center.

Creating “field hospitals” for perfect safety. The Halfaya project has set up a compound position composed of doctors, emergency teams, health managers and HSSE consultants. In case of emergency, emergency resources including ground ambulances and air ambulances will be made available through coordinated cooperation among different channels and across different sectors to ensure high-efficiency, high-standard medical assistance services. This is based on the on-site first aid stations of the oilfield and local medical resources in Iraq, and supported by the international medical rescue network of International SOS and the global medical emergency rescue platform of International SOS.

According to international practices and international standards and with the professional support of high-level medical rescue agencies, the Halfaya project focuses on pre-hospital emergency treatment to minimize health hazards within the oilfield. Through this, it introduces the emergency room of high-level hospitals and global medical emergency resources to the site of the oilfield, ensuring timely medical treatment and protection of possible injuries.

Monitoring staff occupational health at source. The Halfaya project designed physical examination items for new recruits according to job needs. The design items were divided into six basic categories, and expanded to ten categories for special positions. At the same time, physical examination results were reviewed and evaluated, and their physical health information was managed and recommendations proposed.

However, it was difficult to establish the health status of employees as a result of different medical examination standards and inconsistent quantitative standards for international employees from different countries. Based on the understanding of relevant national medical institutions and according to international standards and professional levels, the project designated staff medical examination hospitals and developed generally acceptable and feasible uniform standards.

Actively providing medical resources. In the implementation of Halfaya Oilfield project, bilingual doctors were provided on site and Iraqi doctors from International SOS were provided to local employees. Necessary medical resources were made available to contractors, regular assessments and warnings were conducted for environmental health and occupational

health risks at the workplace, and training on basic first aid knowledge and skills and health knowledge lectures were regularly provided to employees.

Providing first aid training for employees. The project carried out the company-wide popularization of first-aid knowledge, enhanced self-rescue and mutual rescue capabilities, and improved the emergency response capabilities of all employees. The training covered rescue environment identification, self-risk prevention and control, cardiopulmonary resuscitation (CPR) and automatic external defibrillator (AED) operation knowledge. Meanwhile, to consolidate training results, it has established a complete training model covering lectures, simulations, demonstrations, assessments, and archiving.

Continuously improving the medical system. It has developed a medical emergency network covering the entire work area; established a graded treatment system consisting of first aid stations, central clinics, local medical resources, International SOS medical rescue channels, and medical resources outside Iraq; and where possible, equip each emergency station with a professional first aid responder who has been professionally trained and proficient in handling emergencies and common diseases.



CNPC has established an emergency medical system and actively provides training for its employees