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BPW PNG LNG In-Country Scholarship

At least thirty students will have the opportunity to further their education thanks to ExxonMobil PNG. EMPNG is offering an in-country scholarship in 2020 through the Business & Professional Women's Association (BPW).

Both male and female students from Hela, Southern Highlands, Gulf, and Central provinces are eligible to apply for Higher Education scholarships to further their education at either a vocational, technical institution, or a university in PNG.

Jessinta Wagambie, the President of BPW Association, said the partnership with EMPNG is groundbreaking for BPW as it includes sponsorships for male students to further studies.

"We have supported over 2,200 women and girls to date to complete their studies because we believe

by educating women, we are empowering them to take care of themselves, their families, and their community."

The not-for-profit organization was established in 1982 and operated as a club in Port Moresby. They are raising funds primarily to support and provide scholarships to women and girls to obtain an education.

In launching the scholarship program, EMPNG's Managing Director Andrew Barry said EMPNG remains committed to building human and socioeconomic capacity that benefits people, communities, and businesses over the long term.

"We have long said education is the cornerstone to Papua New Guinea's future. We hope that this program will positively impact youth from the PNG LNG Project areas to further



Hela Governor Philip Undialu, Gulf Governor Chris Haiveta, BPW President Jessinta Wagambie, EMPNG's Managing Director Andrew Barry and Central Governor Robert Agarobe at the PNG LNG BPW Scholarship launch.

their education so they can return and contribute to the development of their home communities and the nation."

Showing their support, present at the scholarships

launching was Gulf Governor Chris Haiveta, Central Governor Robert Agarobe, and Hela Governor Philip Undialu.

This K300,000 scholarship

is available to applicants from across the PNG LNG Project impact areas who meet relevant entry-level qualifications. Applications close on 20th January 2020.

Message from the Managing Director ExxonMobil PNG



Andrew Barry, Managing Director ExxonMobil PNG

As we draw to the end of 2019, we have much to celebrate and much more to look forward to in the coming year.

Our world-class facilities continued to produce at exceptional levels. They

resulted in a production record in August, thanks to our formidable teams at the Hides Gas Conditioning Plant and the LNG Plant.

Results like this give assurance that we are maintaining very high standards on our procedures and processes. We were able to echo this with over 40 companies engaged in the PNG LNG project at the annual Safety Contractors Forum in October. At that event, we mapped out EMPNG's safety goals for the next 12 months, promoting the Safe Choice concept.

Congratulations to Total Waste Management and Hides Security Services Ltd for winning the safety awards for their demonstration of EMPNG's Em Pasin Bilong ExxonMobil long PNG to

their workforce throughout this year.

EMPNG also acknowledges the great work by our contractors, and we will no doubt work together to ensure that we all remain safe at work.

The community partnerships we built over the years to engage the community in our impact areas and bring back development was brought to the fore with education on top of the list. In partnership with the Business and Professional Women's Association, EMPNG is providing an opportunity for a minimum of 30 young men and women to further their education at vocational, technical, and tertiary levels.

We continue to offer our expertise to the University of

Canberra and the University of Papua New Guinea to build their capacity. We are also investing in early childhood programs with Buk bilong Pikinini.

I am always proud of the brilliant workforce we have at EMPNG and the professionalism that is demonstrated day in and day out. It's a commitment like this that complements EMPNG's passion for building our local workforce. Training exposure remains a priority to ensure we have the right people with the necessary skills across the company.

Setting the benchmark is Noel Pingin and Appollonia Nabo. Both were shining examples at the world stage at this year's annual Gastech conference to share their experiences of the 2018

earthquake recovery. It is a timely reminder that when we work safely, whatever we encounter, whether manmade or natural causes that we can safely overcome this and return home to our families.

So as we celebrate this festive season with family and friends, let's reflect and be thankful for their support. For those that are less fortunate than us, let's be moved to share the spirit of giving in our communities.

I thank you for your unwavering support. On behalf of the EMPNG family, I wish you and your family a joyous Christmas and prosperous New Year na Lukim Yu next yeia.





Setting a global standard



EMPNG's safety team proudly displaying the ExxonMobil's Global Upstream Operation Safety, Health and Environment Performance and Perseverance Award for 2018.

From the first instance that any of our workforce step onto any of our sites, they are met with a strong safety culture. It is one that underpins everything they do and is backed up by training that equips them with the knowledge and skills needed to respond to any situation.

In recognition of their commitment, the team at ExxonMobil PNG, operator of PNG LNG Project was recognised as a global safety leader amongst our

international colleagues and affiliates by winning ExxonMobil's Global Upstream Operation Safety, Health and Environment Performance and Perseverance Award for 2018.

"It is amazing how ExxonMobil PNG drives safety throughout its operations. This award is a resounding testament to our team working together," said Winnie Schubert, Manager Safety, Health and

Environment at ExxonMobil PNG.

But it doesn't stop there. Safety continues to shape our operations and activities within the PNG LNG Project areas, and this year has seen new safety initiatives implemented.

Throughout 2019, teams across ExxonMobil PNG hosted a range of leadership workshops to further help develop their safety skills and knowledge further - discussing safe processes and

sharing successful practices.

As a follow-on activity and result of the workshop, a contractor safety day was held in September, which attracted 100 participants from 40 companies.

The turnout at these events highlights the passion and dedication our team has for setting a benchmark for safety. More than one of our fundamental company values, safety is becoming a crucial part of Papua New Guinea's culture.

"People know that caring for each other is the right thing to do. We believe our Observation and Interaction program had helped in that sense," said EMPNG's Pipeline Operations Supervisor in Moro, Southern Highlands Province, Noah Pingin.

"The idea that staff is one 'upstream family' resonates with all our team members."

Make the safe choice



Participants at the 2019 safety contractors forum held in Port Moresby.

"Being smart about safety and making that Safe Choice that will make the difference" was the main theme at the 7th Annual Safety Contractors forum that targeted 40 companies operating in the PNG LNG project held in Port Moresby.

Safe Choice is about looking at human performance and decision making concepts, to provide participants with more profound knowledge and self-awareness about themselves.

EMPNG's Safe Choice Lead Wally Komon said it

provides new techniques that remind individuals to become self-aware about their actions.

"In Safe Choice, we are introducing four new concepts; know your decision making styles, think slow and fast, test your bias, and be present be motivated."

EMPNG's Executive Director Keith Kilian challenged participants to enhance and continue to put safety first by thinking of making a safe choice.

"Safety is very personal, and getting it wrong is very personal, as we heard today it's about choices, so how

will you take this back to your teams? What choices will you make? How will you make safer choices?"

During the annual workshops, EMPNG recognizes the efforts of organizations that uphold safety at their workplace. This year, two companies were awarded for their continued efforts in demonstrating safety within their organizations.

Total Waste Management (TWM) and Hides Security Services Ltd (HSSL) have been outstanding as a third party service contractor to

the PNG LNG project.

TWM clocked five years LTI (Loss Time Injury) free along with 1,000 days with zero LTI at the LNG Plant. TWM's General Manager Kori Chan attributed the result to a committed workforce.

HSSL recorded the highest number of Observations and Interaction's (O & I) submitted with over 1,000 O&I's reported in a quarter as well as implementing the safety leadership model.

HSSL's Dionne Van Huyssteen said the company is working towards perfecting their LEAD model that covers four behaviors.

"Laying out a vision, embracing change, acting as a coach, and demonstrating credibility are the four key behaviors that we are driving."

HSSL also provided support to the Komo Rugby League competition in Komo in the Hela Province by assisting the league officials and supporting peace restoration efforts around Komo.



Data reveals bright future



EMPNG's Mea Vai showing LNG Plants control room facilities to University of Technology lecturers.

A collaboration between EMPNG and Papua New Guinea's University of Technology (UniTech) Department of Engineering will see the next generation of students empowered by data insights.

The initiative, JMP (pronounced Jump) Ahead Data Analytics Program, was established by a team of EMPNG engineers to help enhance the analytics and real-world problem-solving skills of PNG university students.

Mea Vai, Engineering Technician and Kayleen Pirina, Computing Engineer, supported Rupesh Parbhoo, Surveillance Engineering Lead to provide training to 40 UniTech students, including five professors.



EMPNG's ex UniTech students after an informative feed back session with UniTech lecturers.

"We are at the forefront of a lot of digital transformation initiatives at EMPNG, and as our recruits come in, we find that some don't have much exposure to these new technologies. We hope this initiative will bridge the gap," Rupesh said.

This technology gap was reaffirmed during the UniTech lecturers' visit to

LNG Plant, where they had a feedback session with former students who now work for EMPNG.

"There is a need to connect classroom theory to industrial applications and how it would help to prepare students before entering the workforce," said Peter Pomeleu, Machinery and Reliability Engineer at LNGP,

who attended the discussion.

Furthermore, additional learning areas were also identified, including the necessity for students to have excellent communication skills in addition to technical expertise and early exposure of technologies used by industries.

Working in close partnership with UniTech,

EMPNG will assist UniTech to include JMP in their teaching syllabus.

"We hope this assistance not only helps UniTech in particular but also to support human capital development in PNG," concluded Dr. Ora Renagi, UniTech Vice Chancellor.

Scoring tries in Komo



Komo rugby league weekly competition.

4 All it takes is an idea. With a shared vision of ending violence and promoting unity in Hela Province, youth leaders in Komo came together to reinvigorate a once-loved sport through the creation of a rugby club. In its inaugural season, the grassroots Komo Rugby League Football Association (KRLFA) saw the formation of 18 teams; ten men's, six women's and two children's. Not only it is a testament to the traditional rivalries being played out on the field in the spirit of sportsmanship, but also women competing in the region. The community has seen positive impacts from the game as a shining example of what can be achieved when people and

communities work together. ExxonMobil PNG has proudly supported the initiative since its inception. Kim Hahn, ExxonMobil PNG Upstream Asset Manager, said the organization is both humbled and excited to see what the youth and local community can build together. "This initiative is an example for all those in Hela that want to live in peace and build prosperity for its people," Kim said. "They have not only inspired us, but also many other communities in Papua New Guinea. We are proud to have supported them since the beginning of their journey." In a year of firsts, KRLFA has converted some significant tries. In May this

year, the PNG LNG Kumuls and Hunters Coach Michael Marum, NRL Manager and former PNG Orchids Captain, Cathy Neap, and Hunters players William Mone and Stanton Albert visited Komo. Not only to meet and greet the local community, but they also provided support and encouragement to the young men and women who have helped to establish the local rugby league. In July, the team tackled another milestone with the introduction of official jerseys ahead of the season's finals in September. Edwin Morris, from Komo rugby league, said it was the PNG RFL requirement to have uniform with their and association's logo when playing. "I want to thank



Kim Hahn presents a trophy to Komo rugby league team captain.

ExxonMobil for providing these jerseys, and for its ongoing support and encouragement of rugby in Komo. To have professional uniforms is a big boost for the esteem of the players and the fans," Edwin said.

From humble beginnings, KRLFA has turned this initiative into a tool to develop people and bring communities together. Bring on season 2020, we're excited to notch another accomplishment!

It takes a village

Maintaining a facility that processes over a billion cubic feet of gas each day is no small feat. Still, the Hides Alliance Group (HAG) and their 145 team member takes on this mammoth task every day. HAG coordinates extensive services such as catering, cleaning, laundry, and basic maintenance, while 500 workers at Hides Gas Conditioning Plant (HGCP) keep gas production on target. "It feels good to know I've done well," comments Lenny Nala. "The work is good, and I find it interesting and challenging. It's good to know that I can provide for my family, and I hope they are proud." Joining HAG eight years ago, Lenny worked as a kitchen hand making salads. Demonstrating a good work ethos, she soon caught the eye of supervisors and received mentorship and

advanced to the role of Food Safety Officer. Her ability soon opened the door for additional training where she was promoted to the role of Safety, Health, and Environment (SHE) Lead. Lenny is just one example of HAG's commitment to ensuring Papua New Guineans assume key positions within the company – with 90 percent of personnel locally hired from the Hela region. Steven Evans, HAG's Facilities Manager at HGCP, said employment opportunities in the Hela Province are limited, which is why the group has focused on offering work opportunities to the local community as a priority. "We have seen countless examples of how people have risen up over the years, an indication that when you build people's capacity, they are able to progress and start



Simon Moropa conducts a basic literacy class at HGCP.

to advance their own lives," Steven said. Aside from offering one-on-one mentoring opportunities, HAG also runs basic literacy and numeracy programs for all staff. The program covers 11 units throughout six-monthly classes, with participants receiving a completion certificate following national standards.

"By improving people's basic literacy, we automatically enhance and cultivate their other skills," comments Simon Moropa, a trainer from National Catering Services (NCS) who conducts the training for HAG. "The response has been very positive – this is like a stepping stone for many people. Some people



Lenny Nala is determined to keep working hard.

weren't able to write their name when they started, but now they can – and they even have signatures! By starting with the very basics, we are helping to improve the foundation of knowledge, and this will build their capacity within the workforce and help them to advance."



Building the learning blocks



EMPNG's Managing Director Andrew Barry testing items from the problem solving kits with students from Papa Learning Centre.



Students from Papa Learning Centre showcasing their reading skills.



EMPNG yellow army of volunteers building robots with students of Papa Learning Centre.

EMPNG's and BbP staff volunteers showcasing their robot creations with students from Papa Learning Centre.

Triggering a child's mind to be inquisitive at the earliest age remains a parent's concern when seeing their child grow up.

In Papua New Guinea, teaching early childhood programs is a mission of Buk bilong Pikinini (BbP). This non-government organization co-founded and chaired by Anne-Sophie Hermann have their eyes set on expanding the current early childhood program in the country.

BbP establishes Library Learning Centres (LLCs) focusing on early childhood development to give children the best possible start to their education. So far, BbP has built 21 learning centres across the country.

"Learning at a very early age enables children to adjust to school learning when they start elementary or grade one."

Highlighting the importance of early childhood learning, BbP also organizes annual Literacy Week through all its LLCs with the funding assistance from EMPNG.

This year the theme, creating a brighter future for the children of PNG was to highlight the importance of STEM (Science Technology

Engineering and Mathematics) and problem-solving in early childhood development.

Anne-Sophie thanks EMPNG for the support where each LLC have received a Problem Solving Kit box. The kits include items to be used to support the numeracy curriculum and problem-solving activities such as kitchen scales, telling time toys, number charts, snap card games, building blocks and much more.

Another important task is building the teaching capacity. Since 2016, EMPNG has partnered with BbP to deliver early childhood education in communities near the LNG Plant.

EMPNG's Community Development and National Content Manager, Sisa Kini, said teaching tools are essential to improving quality whose teaching early age students.

"It goes a long way to assist our children who are at a pivotal age of being curious and eager to learn."

Anne-Sophie said the

partnership with EMPNG had enabled the growth of its library services and continually provided training to all early childhood educators within these communities.

"Over the past years, we have also engaged them to assist with a teacher training program to our pre-schools near the LNG Plant site.

We invest in programs like early childhood educators training to empower them to teach and set the learning foundation for them to develop further as future leaders."

Twenty-five teachers from the six schools of Edith Early Learning Centre, Church of Christ Learning Centre, SHEN Learning Centre, Salvation Army Lealea Learning Centre, Papa Community Pre-School and Maiari Pre-School participated in the training.

BbP has 55 staff working in the 21 LLC's in the following provinces, Sandaun, Manus, Milne Bay, Morobe, Eastern Highlands, Hela, Gulf, Central and the National Capital District.

"We invest in programs like early childhood educators training to empower them to teach and set the learning foundation for them to develop further as future leaders"

Standing tall on the world stage



Noah Pingin and Appollonia Nabo addressing participants at the 2019 Gastech Conference in Houston, United States.

It's one of the biggest global conferences with over 700 exhibitors and organisations from the gas industry attending the annual Gastech conference.

This year's conference saw ExxonMobil PNG's, Moro Pipeline Operations Supervisor Noah Pingin and LNG Plant's Trains Control Room Technician, Appollonia Nabo sharing their experiences of the earthquake that hit Hela province in 2018.

With a magnitude of 7.5 the earthquake's epicenter was several kilometres near the Hides Gas Conditioning Plant. Both Noah and Appollonia were working at that time, an important

learning experience they both share.

"I spoke about the actions we took to recover and get LNGP production back online in a six week time frame. Both Appollonia and I highlighted the fact that the impact to our facilities were on a small scale in comparison to the earthquake impact."

Held in Houston in the United States, the conference was larger than life for Appollonia who was excited to share her story on

the earthquake recovery and the relief efforts for both LNGP and HGCP.

"I had the opportunity to hear first-hand and witness the latest developments and innovations in the industry as well as connect with other professionals in the industry."

"As a Papua New Guinean woman in a male dominated field and industry, it was empowering to see a good presence of women, not only as conference delegates but as leaders and decision makers in the industry."

Both Noah and Appollonia were thankful of the opportunity given to them, as they were able to witness important industry discussions focused such as cleaner energy and reducing the carbon footprint.

"It was an eye opener, I was overwhelmed with the number of LNG projects that are currently being built or are in operations around the world," said Noah.

"It has given me an added perspective on our business as whole. With global discussion on climate change, this LNG business is truly the energy of the future."

"Visiting the other booths and learning about other LNG facilities, seeing the difference and similarities with process controls and equipment broadened my knowledge in my current role," said Appollonia.

Gas Tech conference is held annually and brings together global energy leaders to transform today's challenges into tomorrow's opportunities. Ministers and global energy leaders convene to set a clear path for the future of the industry. Global energy demand is moving towards cleaner and more sustainable energy sources in the LNG sector.

Commitment pays off for Leonard



Fire officer Leonard Bosco at LNG Plant site.

As a seasoned firefighter, Leonard Bosco, is as hard and tough as they come. He is one of two Papua New Guinean Falck Firefighters that were promoted to the rank of Fire Officer this year.

Leonard's career started in 2006, after applying to the University of Papua New Guinea to study Applied Physics, Chemistry and Major Mathematics. But due to school fees, Leonard was forced to put tertiary studies on hold and look for employment.

He was employed by the Civil Aviation Authority of PNG where he completed the required Aviation Rescue and Firefighting training and was then deployed to Tokua Airport in his home province, East New Britain.

After six years with

valuable training locally and abroad in Australia and the United States, Leonard applied for the Firefighter role, based at the Komo Airfield.

"I find that I am learning every day. We add more knowledge to our skills and learn more from our expatriate colleagues. Very interesting that something can be explained in many different ways, which I have come to appreciate."

A proud father of four children now a certified Fire Officer, Leonard has worked at the Hides Gas Conditioning Plant, Komo Airfield and is currently based at the LNG Plant.

"I truly enjoy my job, and every day there is a new challenge to overcome. Working at EMPNG has

taught me a lot and continues to shape me as a leading Fire Officer."

EMPNG's Emergency Preparedness and Response Lead Blaise MacDonald said the goal is to train and promote Papua New Guinean firefighters.

Leonard was also part of the team that competed in the 2019 PNG Extractive Industries Emergency Response Challenge held in Port Moresby last October.

EMPNG's commitment to workforce development has enabled employees, and contractors like Leonard succeed. In 2018, EMPNG recorded 86 percent of its 3200 workforce is Papua New Guinean with 2400 training courses delivered.



The mechanics of moving into a new future

Back in 2011, Andrew Doonar was a young graduate mechanic who didn't know where his career was going to take him. He explains how one job application changed his life.

"One of the best decisions I ever made was to apply for the EMPNG Operations and Maintenance training program," says Andrew, who was one of 76 selected trainees in February 2012.

Today, Andrew is an Operations Integrity Management Systems (OIMS) Technician at ExxonMobil PNG. He has been with EMPNG for seven years since the traineeship and has worked hard to learn his trade.

"The program allowed me to gain critical experience and broaden my understanding of company operations – it provided me with such a shift from my original work as a mechanic.

"I always thought my future was as a mechanic, someone in the army who works on engines or planes, but working here opened me

up to a whole new world, to a whole new life," says Andrew.

As an OIMS technician, Andrew works to ensure EMPNG's commitments to safety, security, health, environmental, and product safety are practiced at the Hides Gas Conditioning Plant (HGCP).

He acknowledges that constant exposure to the diverse operational sectors of EMPNG continuously opens new opportunities for growth and development – one of the many benefits of working for the Company.

"I can't begin to describe how many new skills I've developed since I started working with EMPNG," said Andrew.

"Having skills is what sets you up for opportunities in the future, and I'm amazed at how the Company invests in

its people. They're committed to the long-term process of building the skills of the workforce. It's a privilege to be part of the team – I hope I can return this by assuming a leadership position in the future and continuing the ethos of contributing to growth," he said.

When he's at home, he says the local community sees him as an example of what can happen when you commit to something and work hard. It's something he's very proud of.

"It's given me a sense of personal value, it's inspired me to work even harder. I always wanted to do something to help my country, but I didn't quite know what. Now I do," concluded Andrew.



Andrew Doonar hopes to inspire young people to work hard and do well in life.



Andrew Doonar believes the mentorship provided on the PNG LNG Project has helped him develop countless skills.

Change mindsets to transform lives

To effect positive change in any society requires a holistic approach from all levels of the community.

A catalyst for change, PNG Tribal Foundation (PNGTF) has the arduous task of breaking through cultural obligations, gender barriers and religious beliefs to promote this change.

Under the Senisim Pasin (Change Your Ways) program, PNGTF's entire team has been relentless in changing the mindset of Papua New Guineans.

"The Senisim Pasin program is built on the belief that PNG can improve how society values women. Change does not happen overnight; it needs to be nurtured in each individual from youngest to eldest mind," said Ruth Kissam, PNGTF's Director of Operations.

"We work with people and rescue people from sorcery-related violence. We drive through villages where they chop down trees and block us from getting the people out. We work with high-risk youth, and we operate in settlements where people make a living by brewing steam for school fees, hospital visits, and building houses.

These are the kind of things that unless you understand where they are from your perspective, you see everything as black and

white and no grey, but there are grey areas."

EMPNG's Community Development Support Manager Debbie Maraki said EMPNG has partnered with PNGTF to deliver medical supplies to provinces that have a shortage of basic medication.

"We wanted PNGTF to also roll out the Senisim Pasin program along the PNG LNG footprint area, in this case, Komo in Hela Province, which we had an overwhelming response."

In August this year, the Senisim Pasin program carried out a three-day awareness activity with Komo youth.

Ruth said the initiative by the Komo Rugby League Football Association (KRLFA) to steer away from tribal differences is a natural fit with the Senisim Pasin campaign.

"We had been talking and engaging with the KRLFA for some time. In partnership with their management, we ran the two-day training for players, community leaders, church pastors and screenings for the general communities."

"Over 500 people from 24 council wards attended the program and took the Senisim Pledge", Ruth said, "the Komo community had one goal, and that was to have peace in their area."

A participant from Komo

who had recently lost family members to tribal fighting said, "This is the message we need. It is time for us to settle our differences and start appreciating one another. I will forgive and be an example of how we can bring peace to our people."

"We talked to the participants about gender appreciation. We are not using the term gender equality, because we work in rural communities, so we have to use terms that they can easily resonate with.

EMPNG has funded PNGTF with over 1.3 million kina since 2013. The funds have gone towards medical supplies and assisted with the setup of PNGTF branches in 19 provinces which has seen the establishment of 22 medical containers help current health services.



Action from the Komo rugby league weekly competition.



Komo youth proudly showing their Senisim Pasin pledges.



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Santos



The PNG LNG Project is an integrated development that includes gas production and processing facilities, onshore and offshore pipelines and liquefaction facilities. Participating interests are affiliates of ExxonMobil Corporation (including ExxonMobil PNG Limited as operator), Oil Search Limited, Kumul Petroleum Holdings Limited, Santos Limited, JX Nippon Oil and Gas Exploration and Mineral Resources Development Company.