

Lamprell

times

SUMMER EDITION 2019

Overall winner: Bird of Colour by Mukesh Darta



CONTENTS

From the CEO

Message from the CEO'S desk 3

Journal

Coconuts cracked to celebrate Moray 4
 East first steel cut 4
 Sigma gathers pace 4
 Mission Control celebrates launch 4
 Sunbelt appoints new General Manager 5
 Keeping quality in check 5
 Extensions and experts 5

Features

The Interview 6
 From lesson to learning 9
 It's all about the weld 10
 The Big Picture 16

People

Behind the scenes with... 18
 Supercharging employee wellness 19
 Lamprell's ladies celebrate 19
 In-house scaffolder training programme launched 19
 Living our values 20
 I wouldn't be without my... 22
 Time capsule back in... 23
 Lamprell through the Lens: winners announced 24
 37 years later... 26
 We don't like cricket - we love it 26
 Fight to the finish at Lamprell's premier league 27

Glossary 27

MESSAGE FROM THE CEO'S DESK



Welcome to our summer edition of Lamprelltimes. More than half way through the year we're now seeing our yard activity ramping up particularly as our Moray East project gets into full swing. I'm delighted that through the combined efforts of everyone this project is progressing on track and safely. The team celebrated the first steel cut in June and fabrication work is well underway. With peak manpower and construction still some time away it's absolutely critical that we maintain vigilance on every aspect of our execution: safety, integrity, quality, schedule and cost.

Pleasingly, our rig refurbishment division continues to bring in a steady flow of work. In the first six months of 2019, we completed nine projects and received eight rigs in our yards for various overhaul works, as well as adding two new contracts which are due to arrive in our yards in the period ahead. Today, we are stacking 12 rigs between Sharjah and Hamriyah, the majority of which are warm stacked, and we see a gradual, albeit small, increase in the scope of work performed. Staying with rigs, three soil coring land rigs were also delivered to our client, Horizon Geosciences on time, on budget and with zero incidents in Q2. The rigs were delivered in the UAE and are scheduled for work in Saudi Arabia.

Looking to Saudi Arabia, construction at IMI's yard in Ras Al-Khair is progressing. Dredging and all other ground improvement works have been completed with the site now handed over to EPC contractors. All four fabrication zones are expected to be commissioned for operation in late 2022. And we continue to engage with the client on the specifics of the two newbuild jackup rigs from the IMI joint venture.

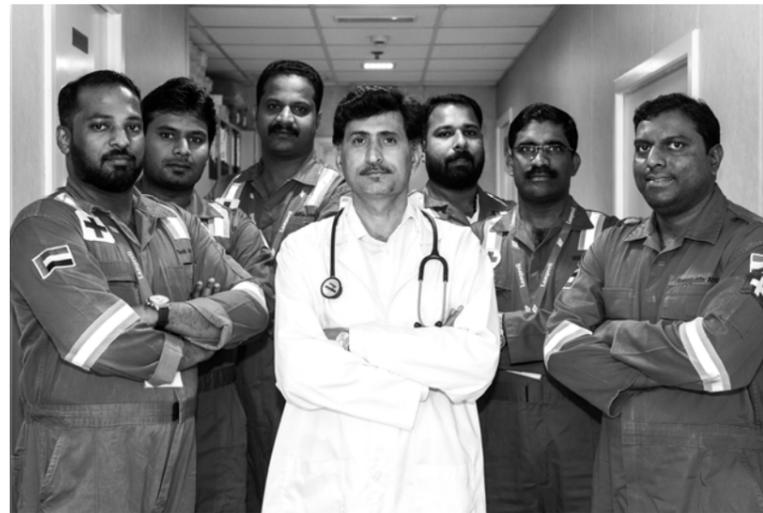
On the renewables front, the Belfast-based assembly of the final jackets for the East Anglia One project is complete. All 60 jackets have been installed by the client and we work towards commercial close out of the project.

At USD 6.3 billion, our bid pipeline is strong in our target sectors, and while proposal activity remains high, the pace of new awards remains slow. Bidding in the renewables industry continues to be buoyant where we are targeting a number of opportunities which we expect will come to fruition later in 2019 and 2020. We currently have several submitted bids due for award or in the process of submission, and we are working hard to realise opportunities in the region. We have seen early interest from the Middle East customer base in both jackup and land rigs, which supports previously announced output growth plans from the region in the medium term.

But it's not only work at Lamprell that drives our culture. We also know how to have fun and take care of our employees. Our recent Lamprell through the Lens calendar photography competition is testimony to that. Hundreds of images were submitted which provided a challenging task for our judges. Congratulations to Mukesh Darla from Supply Chain Management, selected as the overall winner and whose image takes pride of place on our front cover. And well done to all the entrants who participated. The standard was excellent.

We hope you enjoy this edition.

Christopher McDonald
 Chief Executive Officer



Feature article: Living our values
 Our medical team talk to us about what integrity means to them.



Feature article: It's all about the weld
 Tackles the significance and importance of welding in all projects Lamprell executes.



Feature article: The Interview
 Vice President Business Development, Peter Ireton shares his insights.

COCONUTS CRACKED TO CELEBRATE MORAY EAST FIRST STEEL CUT

With almost 30,000 tonnes of steel on-site at the beginning of July, the Moray East project team recently celebrated inaugural steel cutting. Ceremonies were held in Lamprell's Sharjah and Hamriyah facilities where fabrication work on the initial 48 jackets has now officially commenced. Senior officials from Lamprell, our client and the ultimate developer participated. And as is customary, as well as a long standing Hindu tradition, both gatherings enjoyed a coconut cracking ritual to commemorate the significant milestone.

Speaking at the event, Lamprell Project Manager Angela De Vincentis said: "It

was great to have a good presence from both client and Lamprell management at the steel cutting ceremony and the workforce appreciated the meet and greet that took place. We are currently ramping up on prefabrication and assembly work and will start the erection phase in Q3. The team is very motivated, we are closely monitoring production, with a resolute focus on delivering a safe and high-quality project. There is a positive feeling for the coming period and excitement around having the first jackets ready in early 2020."



A steel cutting ceremony to fabricate jacket foundations for the Moray East offshore wind farm project was held at Lamprell's facilities in the UAE.

MISSION CONTROL CELEBRATES LAUNCH

Following the recent launch of Lamprell's 'Mission Control' centre, a number of Lamprell's Directors held an Audit & Risk Committee (ARC) meeting in the new state-of-the-art real time data room. Mission Control has been specifically designed for short and direct discussions on operational matters, using dashboards and live data feeds on the large monitors, enabling fast decisions and dynamic

engagement between participants. Senior management, led by CEO Chris McDonald, COO Hani El Kurd and VP of BD Peter Ireton took the opportunity to demonstrate some of the functionalities of Mission Control to the Directors. The ARC was undertaking a 'deep dive' on various enterprise risks that Lamprell faces as part of the Group's overall risk management and mitigation.

SIGMA GATHERS PACE

Our business optimisation programme, Lean Six Sigma (LSS), continues to gather pace and traction across the organisation. Not only is it helping re-shape our approach to business challenges, but the benefits to the organisation from a commercial and efficiency perspective are enormous. Since the launch of the programme in 2017, over 700 admin staff have completed the first stage of training, and over USD 3 million in benefits have been recognised. Across the business, we are advancing LSS competencies, both in our yards and offices. The next level 'Yellow Belt' programme is being rolled out with a goal of training 25% of admin staff, and certifying 20% by the end of the year. In the yards, supervisors are being trained in Lean principles, and will be certified as Lean Supervisors. Meanwhile, the LSS Black Belts continue to tackle complex issues in the company. These combined efforts will ensure we exceed our \$5M savings challenge in 2019.



SUNBELT APPOINTS NEW GENERAL MANAGER

Lamprell's Sunbelt Safety Services division recently appointed a new General Manager. Congratulations go to Martin Johnstone who has taken his 15-year Lamprell journey to new heights. Martin first joined the group as a Quantity Surveyor for the Rig Refurbishment division. He then moved on to become its Contracts Manager and subsequently also took on the same responsibility for Lamprell's Land Rig Services and E&C divisions.

Speaking about the move Martin reflected: "I have been fortunate to have had the opportunity to work on many exciting assignments with Lamprell which have helped to develop both my project and management skills over the years. My previous roles have provided me with essential skills and know-how, which are proving to

be extremely useful as I take on this new challenge with Sunbelt. With a dedicated workforce of around 130, I am thrilled to join the team, and look forward to growing and developing the business in the coming years as confidence in the market grows."

Martin continues: "The first six months of 2019 have been positive for Sunbelt, the team has increased revenue and margin and seen increased market activity, particularly in our Erbil, KSA and Qatar operations. Following excellent feedback from clients, we are in the process of reactivating our license in South Iraq and are currently bidding for several major projects in Badra, Basra and Baghdad. Additionally, in Qatar, we are working closely with a key client to support them on major new projects scheduled to commence in 2020."



Martin Johnstone
Sunbelt General Manager

KEEPING QUALITY IN CHECK

A number of certification audits have recently been successfully completed at Lamprell's Hamriyah, Sharjah and Jebel Ali facilities including a surveillance audit on CE marking 'EN 1090-1' and Welding Quality Management System 'ISO 3834' audit by DNVGL. Recertification audits for our Land Rig Services division based in Hamriyah were completed by API for 'API Q1', 'ISO 9001:2015' and monogram licenses 'API 4F' and 'API 16C'. Additionally, 'ISO 9001:2015' and 'API Q1' certifications were extended to our Hamriyah Phase 2 facility, including an upgrade of the 'API 4F' monogram license to 'PSL2'.

Following a week-long thorough audit by Bureau Veritas in July, Lamprell also

successfully completed recertification audits for ISO 9001:2015, ISO/TS 29001:2010, ISO 14001:2015 and the transition audit to ISO 45001:2018. The latter is significant in so much as Lamprell is one of the few companies in the region to have an early transition to this newly published Occupational Health and Safety Management System standard.

Vice President HSEQ Iain Walker commented: "These certifications are an important part of Lamprell's DNA. They help to streamline production in our industry, ensure the safety and consistency of products, and they promote global collaboration and compatibility. Lamprell's management team is committed to maintaining the highest levels of QHSE management systems underpinned by strong values driven behaviour. I would like to thank all those involved in the successful recertification process for their dedication, continued efforts and hard work."

EXTENSIONS AND EXPERTS

Lamprell's E&C division was recently awarded a three-year extension to an existing long-term agreement with a key regional client to provide support services including project management, surveys, engineering, procurement support, construction, repair and maintenance at the clients gas plant.

We also provided a dedicated team of experts to two UAE based clients for refinery commissioning and start-up work following an award for additional manpower.

THE INTERVIEW

PETER IRETON

Vice President Business Development

“

The sales pipeline is the strongest it has been for years, with a significant number of high value/high-quality opportunities; our shared challenge is to provide innovative, differentiated solutions in our bids with a relentless focus on being competitive. If we do, I am confident we will convert our share of this pipeline into backlog and deliver the growth we aspire to.

”

Joining Lamprell a little more than two years' ago, **Peter Ireton**, Lamprell's **Vice President Business Development**, is a man who has certainly hit the ground running. A graduate chemical engineer, he has brought over 30 years' of energy industry experience to the organisation, the last 20 being in the business acquisition arena with several international EPC contractors. With absolute focus on supporting Lamprell's strategy in the oil & gas and renewables sectors, Peter shares his insights with Lamprelltimes.

LT: Further realisation of Lamprell's intentions in the renewables sector was rewarded at the end of 2018 with the Moray East award from DEME Offshore. What has this meant for Lamprell?

Peter: Securing our second renewables project was great news for the business: a demonstrable result of our strategy in action. The rigour and discipline we put into the bidding ensured a competitive offer, which was ultimately the winning bid. Having another significant and strategic wind project in our portfolio really positions us well when it's a sector we are actively looking to expand in. Our scope of work for the Moray East Offshore Windfarm project comprises the supply of 48 jackets (foundations) with a value in excess of USD 200 million. The project kicked off late last year, and all 48 jackets are being fully fabricated and assembled in our yards in the UAE. The global offshore wind

market is growing rapidly year on year and is a target sector for us and one which we believe offers significant long-term potential.

LT: As well as the ongoing partnership with IMI, 2018 also saw Lamprell being accepted onto Saudi Aramco's LTA programme. How is bidding activity going and are we likely to see any awards anytime soon?

Peter: After a very long and intensive period of bidding, we were very pleased to be invited onto the much-coveted LTA programme, much credit to all the LTA team led by Sebastian Lagaditis and Massimo Bettolini. Shortly after its award, we started to receive invitations to bid, and these have continued apace with nine bids currently in hand. And of course we hope to convert something into an award in due course.



Peter Ireton
Vice President Business Development

“
It's all about bidding for work competitively so that we can execute it safely, profitably and deliver quality projects for our clients.
”

FIVE IN FIVE

1. **Fine dining or fast food?**
Home-cooked food with the family every time.
2. **Gym or swim?**
Gym, especially after swimming in the freezing cold UK water recently.
3. **Elvis Presley or Elvis Costello?**
Radiohead.
4. **Newspaper or digital news?**
Hard to beat a good UK newspaper over a mug of coffee on holiday.
5. **Phone call or text message?**
Depends who's calling...

And we shouldn't omit to mention Lamprell Saudi Arabia (LKSA) which is based in Dammam and is set up predominantly to handle all Lamprell's in-Kingdom work. LKSA is an integral piece of the jigsaw for our Saudi ambitions.

LT: Which sector is seeing more bidding activity and why, renewables or oil & gas?

Peter: We have seen a marked increase in bidding activity across both of our end markets of oil & gas and renewables, although many of these opportunities are not scheduled for award until the second half of 2019/ first half of 2020. It is a testimony to the efforts of all the team that we ended 2018 with a bid pipeline of USD 6.4 billion and it's sitting at pretty much the same level as we pass the mid point of 2019. And not overlooking that it was a pipeline of USD 3.6 billion at the end of 2017. So I remain very encouraged by the growth in our pipeline both in terms of quantity and quality opportunities. This is a result of the progress we have made in repositioning the company for growth and the dynamics of the macro-level environment. Currently, we have some USD 1.8 billion in renewables opportunities and USD 4.5 billion in oil & gas. Although we are very encouraged by the growth in the pipeline, we remain disciplined as to how we identify, pursue, and differentiate ourselves with respect to new business so that the quality of the pipeline is maintained.

LT: What does the rest of 2019 look like for you?

Peter: It's all about bidding for work competitively so that we can execute it safely, profitably and deliver quality projects for our clients. The business development, proposals, projects and estimating teams are extremely busy as we seek to convert some of our bid pipeline into signed contracts.

LT: What does your ideal customer look like?

Peter: They are all ideal if they are awarding us profitable work! Humour aside, every customer is different, and every organisation has its own culture and nuances. Our challenge is to get behind our key customers, understand their drivers and challenges and build long-term relationships with them.

LT: What keeps you motivated in your work?

Peter: The variety, challenge and high pace of work. High performing bid and estimating teams are the key to success in winning work, and it is very rewarding when the team get something over the finish line and into backlog.

FROM LESSON TO LEARNING

"It does not matter how frequently something succeeds if failure is too costly to bear".

- Taleb

Some wise words from the Lebanese-American essayist and author of the hugely popular book 'The Black Swan'. Learning from its failures and successes is something which is taken very seriously at Lamprell. **Karl Kesser, EPCI Programme Director**, is tasked with making sure that learning lessons from the organisation's collective experiences are truly studied, analysed and carried forward into all future projects. But it's not a one-man task by any means. Lamprelltimes speaks to Karl to find out more and why this topic creates such a lot of enthusiasm in the organisation.

LT: It doesn't sound the most exciting of subjects, so why such excitement and energy about lessons learned?

Karl: It may not be exciting to some, but sharing knowledge to help others succeed is something I am passionate about. It is very rewarding to be able to pass down information that you know will make a project run more efficiently. Our more experienced project teams help the newer generation produce their successes, saving them time and energy as well as costs for the company.

LT: Why are they important?

Karl: The only way to avoid mistakes occurring is to carefully consider what went wrong in the past and why, and decide what can be done differently in the future to avoid those mistakes. Time is unrecoverable - you can never get more time. So, preventing a problem or

mistake from re-occurring is extremely important.

LT: How does Lamprell ensure lessons are genuinely learned and carry them forward in execution?

Karl: We conduct a root cause analysis on all major (and some minor) problems or issues and engage several people from different sides of the business to eliminate bias. It's important that we get to the bottom of what caused the problems. Only then can we prevent the root cause from occurring again. With regards to carrying lessons forward, there are several facets. But, they all revolve around "communication". We share the lessons learned knowledge and make it very visible and easily accessible.

LT: How do employees find out about the lessons learned?

Karl: Anyone who is confronted with the problem of how to do something with a specific piece of software generally finds the solution in the software provider's "knowledge base". So, it's no different at Lamprell. We have our own lessons learned knowledge database which employees can access based on their security clearance. Later this year we will be extending the lessons learned "education" with lunch and learn sessions as well as tool-box talks which will be available to all. We also run in-house awareness campaigns around the subject to promote a broader appreciation.



Karl Kesser
EPCI Programme Director

LT: Are clients involved in the learning of lessons?

Karl: Lamprell's clients are the ultimate beneficiary of our lessons learned programme. Client feedback is a crucial component in the success of the programme.

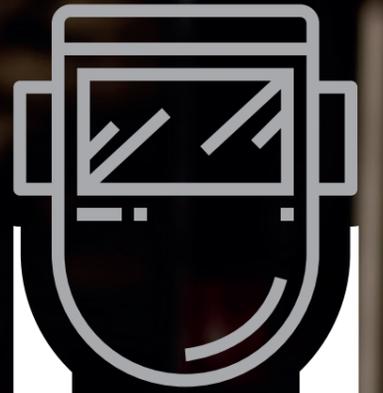
LT: We opened this feature with a quote from the very popular Taleb. Who is the most inspiring person you have ever met?

Karl: A porter on Everest. His mantra was simple: Improve what you do daily, so you have more time to enjoy what life provides to you. And that certainly resonates with the lessons learned theme.

“
Improve what you do daily, so you have more time to enjoy what life provides to you.
”



It's all
about the
weld



Take a stroll around any of Lamprell's yards or offices, and you'll hear these words - **"it's all about the weld"** - being said time and time again at every level and designation in the business.

With construction and fabrication services being the beating heart of the organisation, welding underpins everything. It is fundamental to the integrity, safety and quality of all the projects undertaken by the business.

Welding is not a new concept by any means. Evidence points to welding being around in some form from as far back as the Iron and Bronze age periods. However, it wasn't until the nineteenth century that it evolved more conventionally to the forms that we know and recognise today. We don't give it a second thought, but welded materials are an intrinsic and essential part of everything we come into daily contact with.

With a language all of its own acronyms such as SMAW, FCAW, abound. But for our welders, these are essential competencies as they are recruited based on their abilities to undertake the range of such welds.

Recruit

The integrity of the process starts long before a welder meets any metal. Large construction and fabrication projects require hundreds of welders who, at the point of recruitment, are generally residing outside of the UAE. A further complexity is that years of experience and qualifications are not necessarily good indicators of performance. Rather like an aircraft pilot, it's about the number of recent continuous working hours that has the biggest bearing.

"We receive thousands of applications," says Faiz Mohamed, HR Manager, Yard Operations and Resourcing. "Finding and assessing candidates in an objective and relevant format is critical. It could

be a very pricey business if we are not super-thorough at this early stage. We are undertaking masses of trade testing for which the consumables costs quickly mount up. And one poor hiring decision can be further costly since mobilisation/demobilisation of the wrong candidate and identifying and mobilising a replacement takes time, energy and money."



Faiz Mohamed
HR Manager - Yard Operations & Resourcing

Recruitment drives can be a multifaceted logistics affair, particularly when combined with audits as it's critical the team has the assurance that the standards of its third-party providers, including test centres, satisfy Lamprell's strict requirements.

"We even have to contend with the weather" Faiz ruefully smiles. "During one of our last recruitment campaigns, a severe weather front rather unhelpfully turned up. That meant

many candidates couldn't get to the interviews and we had to re-write our itinerary. Even the airport was closed. It was a little stressful, to say the least. But my most satisfying moments are when a candidate comes into our work site after going through the two to four months of selection, recruitment and mobilisation. At that point, they become part of the Lamprell family. And when they spot someone from HR or the recruitment team and make a point of mentioning their selection experience, our efforts seem well worth it."

Train

So with hundreds of welders flooding into the organisation, what next? This is where David Enders, manager of



David Enders
Environmental & LATC Manager

Lamprell's Assessment and Training Centre (LATC) takes up the reins. "Whilst the welders are trade tested in their home countries, once they arrive in the UAE we also require them to pass through LATC so that we are further assured that all technical competency requirements will be fully met in the field. It can be a stressful time for the welders as they know failure in LATC could lead to their demobilisation. LATC is the first experience of Lamprell which the majority of new employees

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It (welding) is fundamental to the integrity, safety and quality of all the projects we execute.

”

receive. It is therefore vital that we instil the company's core values in all personnel at this stage whilst providing a supportive learning environment."

With the ability to operate 24/7 to keep up with operational demands, LATC provides trade and HSES training as well as assessment and certification activities for all Lamprell operations. There are a

Quality assured

With hundreds of welders working across thousands of interfaces, the integrity and technical assurance of the weld quality is paramount. This is where Lamprell's Welding Manager and Technical Authority, Lee Melvin steps into the frame. "Welding is a huge component in any large fabrication and



Welding training in LATC



Lee Melvin
Welding Manager/Technical Authority

EPC(I) business. This special process has to be managed at all levels by qualified and competent personnel. My role is all about managing the welding engineering function and providing a welding/metallurgical advice and review service to our operational teams."

Welding is a broad and very specialist subject area. "As a Welding Engineering Department we have to look at the design codes, drawings, materials, welding processes, fabrication methods

KNOW YOUR WELDS

SMAW
Shielded Metal Arc Welding

FCAW
Flux Cored Arc Welding

GMAW/MIG
Gas Metal Arc Welding/Metal Inert Gas

GTAW/TIG
Gas Tungsten Arc Welding/Tungsten Inert Gas

FEATURES

and plan the welding procedures around this information;” Lee explains. “The projects we are currently involved with each have a different philosophy with regards to the welding requirements; so we have to act upon this and tune into every client’s requirements from day one.”

With a clear passion for his subject, Lee tells us; “technical welding engineers have to be able to predict the final desired metallurgical and mechanical outcomes of the welded joint in line with rigorous client specifications, code and design requirements. It’s serious and can be incredibly complex.” Which begs the question about what keeps Lee awake at night, and there is no hesitation when firing back his reply! “Thinking about how to keep productivity maximised while ensuring the desired quality and integrity requirements are achieved in parallel. That’s always at the front of my mind, 24/7.”

Let’s weld

In the recent words of Chief Operating Officer, Hani El Kurd: “Excellence starts with management direction, underpinned by strong systems, but most importantly strong people that are driven, motivated, engaged and accountable.” So let’s hear it from the welders:

Welding supervisor, Dileep Kumar:

“I’ve been with Lamprell for the last 24 years and in that time so much has changed. But the focus on safety and how it cares for its employees is second to none. That means we can do our jobs worry-free. We have a strong reputation, and that’s a good feeling. But it’s an intense job, particularly in the hot summer months. If we get a weld wrong that can be really expensive for the company and it could mean we lose our employment. I have to make sure those people I’m supervising on any given day understand what they are doing, how to do it safely and what it



Dileep Kumar
Welding Supervisor

means. A successful weld contributes to a successful finished product, which adds to a great project. And that’s why I like coming to work. Watching our projects come to life is magical.”

Welding superintendent, Suresh John:

“I came to Lamprell in 2019. It was my first time working in the Middle East and the testing that Lamprell puts me through keeps my skills really strong. I’m specialised in 6GR welding which is basically about the position a tubular



Suresh John
Welding Superintendent

weld joint is angled at and the TKY joints I’m qualified to weld. These are one of the most common and critical used offshore. And they’ve got to be right.”

And for our Lamprelltimes readers who like to draw parallels, by way of analogy,

“

A successful weld contributes to a successful finished product, which adds to a great project.

”

the 14th-century rhyme ‘For want of a Nail’, quite literally nails the importance of every single weld, on the head.

*For want of a nail the shoe was lost.
For want of a shoe the horse was lost.
For want of a horse the rider was lost.
For want of a rider the message was lost.
For want of a message the battle was lost.
For want of a battle the kingdom was lost.
And all for the want of a horseshoe nail.*

Into the future

With technology very much the driving seat of welding improvements, innovation is up front and centre for Lamprell’s Production teams. The organisation is investing in state-of-the-art developments, including robotics that will drive significant efficiencies thereby mitigating the risks of downtime and re-work.



It really is...
“all about the
weld.”



THE BIG PICTURE MISSION CONTROL

Lamprell's brand new state-of-the-art 'Mission Control' room is where yard and project operations are monitored in real time, as well as providing a powerful, technology-embracing meeting space. Using life-size touch-screen monitors and dashboards, it facilitates dynamic interaction to support instant decision making.



BEHIND THE SCENES WITH...

Shallet Bhujbal

Designation:
HR Operations Manager
Year of joining:
2007

- ☑ **I was born in** Nagercoil city, which is the southernmost district of Kanyakumari, India **and raised in** Bombay (now called Mumbai) one of the biggest, busiest and densely populated cities of India. It is also the financial capital of India, home to Bollywood and the Dabbawala's (a lunchtime delivery system using predominantly bicycles that brings hot lunches from homes and restaurants to people at work).
- ☑ **Countries I've lived in** include India and the UAE, with a short stint in the USA too.
- ☑ **My last unforgettable holiday was spent in** Edinburgh. The weather was perfect (I am told that I was very lucky as the sun was shining and there was no sign of rain) and I particularly loved the trek up to Arthur's Seat, the beautiful botanical garden and the walk up and down the Royal Mile. A couple of other holidays that come to mind as

being unforgettable include a trip into the forests of India a few years ago and also Goa with family and friends.

- ☑ **The best souvenir I've brought home is** a heather pendant, which is handcrafted from the stems of Scottish heather.
- ☑ **The thing I've now got my eye on (to purchase)** is an apartment at the Burj Khalifa 😊!
- ☑ **The last music I listened to was** by Sonu Nigam (Indian) and Bryan Adams (Western).
- ☑ **Last night, my evening meal was spent with** my family, dining at home celebrating and appreciating everything and everyone we had around us.
- ☑ **The last time I laughed so hard I cried was** actually yesterday when I met a dear friend who has been

having a rough time. I was very happy and relieved to meet her and her wonderful family.

- ☑ **Given a chance, I would like to be a travel show host for a day because** I could visit different places and learn about new and different cultures.
- ☑ **My six dream dinner guests would be** Sonu Nigam, Sukvinder, Shan, Hariharan (of Colonial Cousins), Neeraj Shridhar (Bombay Vikings) and Shreya Ghosal - all Indian musicians.
- ☑ **And what I'd say to any new employee joining Lamprell today is that Lamprell is** a values driven company that truly cares for its employees and the number of long-serving staff we have is a testament to that.

SUPER-CHARGING EMPLOYEE WELLNESS

A series of wellness events have been taking place in 2019 as part of Lamprell's continuous drive to support a happy and healthy workforce. Annual summer wellness talks covered healthy eating tips during Ramadan and the hot summer months, a women's wellness event covered the benefits of healthy posture as well as how to implement small and simple changes to make for a healthier lifestyle. Most recently, Lamprell hosted a series of health screenings which included BMI tests, blood sugar level and blood pressure checks as well as a cholesterol check. We are serious about employee wellness, and our events are always well received and appreciated.



Wellness events held in Lamprell's facilities

LAMPRELL'S LADIES CELEBRATE

Lamprell's ladies got together to celebrate international women's day back in March, with a bit of mischievous support from two male photobombers.



International women's day celebration at Lamprell

IN-HOUSE SCAFFOLDER TRAINING PROGRAMME LAUNCHED

Lamprell recently initiated its first in-house scaffolder training and competency assessment programme. This has been developed in close collaboration between the company's scaffolding team and LATC, and comprises a blend of classroom theory and practical training elements in accordance with SG:04 international scaffolding standards. All trainees are required to pass a robust competency assessment by certified and approved trainers before being authorised for project work. The design and implementation of this programme reinforces Lamprell's emphasis on safe, quality workmanship in line with international best-practice. It also helps ensure that scaffolding works are completed in a consistent and efficient manner.



An in-house scaffolder training programme was recently launched by Lamprell

LIVING OUR VALUES

THE STATE OF INTEGRITY – LAMPRELL'S MEDICAL TEAM SHARE THEIR THOUGHTS

Integrity - "We conduct our business honestly, with professional integrity, fairly and transparently, and we are open and ethical in our day-to-day dealings with all stakeholders."

You only need to speak to Lamprell's employees and it's clear to see that they fully embrace the company's values. In this issue, we feature 'integrity' and talk to the on-site medical team about what this core value means to them.

Since 2016, when the company's first on-site government-approved clinic was opened, Lamprell's employees have enjoyed access to faster and improved medical support to address both unexpected and pre-existing health challenges. Today there is a team of eight medical professionals, including a registered doctor and trained paramedics, who oversee Lamprell's facilities spread across the UAE.

LT: What does integrity mean to you?

Doctor Ayaz Ali Lashari: To me, integrity means doing the right thing, being honest, open as well as communicating and standing up for your beliefs and values, even when under pressure to do something you may not agree with. Integrity is fundamental to ensure trust



between the public and healthcare professionals, it forms the basis of the social contract between a physician and society. I believe that it is also about doing a good job when no one is watching, both at home and in the workplace!

LT: Can you give an example of when your integrity has been tested at work and how you handled it?

Sharjah based paramedic Reeyajuddin Ansari: Naturally, I have built



relationships with my colleagues, and there have been instances where my integrity was tested. For example, a colleague and friend asked me to grant him sick leave for one day so that he could take time off to make purchases ahead of his trip home. He was one of my good friends, but my professional integrity did not allow me to grant him the fake sick leave, and I instead advised him not to approach me with such requests. After discussing the matter within my department, a verbal warning was issued to him. And he's learned his integrity lesson; well and truly.

LT: Do you have any tips on how employees at Lamprell can exemplify integrity in their daily lives?

Hamriyah based paramedic Willingston Chellathurai: Yes, some easy tips I



could give to my colleagues would be:

- Work when you are supposed to and save socialising, searching the Internet and personal phone calls for break time.
- With such a large organisation, people often lose items by accident, so turn in any lost items or money you may find.
- If you see someone walking away without their bag or mobile, tell them! If they have spinach in their teeth, also tell them!
- Show respect, empathy and understanding to your co-workers, you never know what is going on in their lives.

LT: Any recent developments at the clinic you may want to mention?

Doctor Ayaz Ali Lashari: Yes! In 2018 our on-site clinic was accepted onto the insurance network, which is great



“

...a healthy employee is a happy employee, and I am so proud to be part of a company that is very proactive with its employee welfare initiatives.

”

for both employees and the company. This has paved the way for faster and free GP consultations, prompt issue of prescriptions and referrals to external facilities as necessary. This is particularly important considering that the majority of our employees are expatriates and so don't necessarily have the usual family support networks in place to deal with problems, should they find themselves in a predicament.

LT: What do you like most about working at Lamprell?

Jebel Ali based paramedic Jubin Joseph: I like the fact that Lamprell makes efforts on multiple levels to



improve employee welfare. For example, the extensive employee health screenings that are offered, the annual heat stress awareness campaign which

is taken very seriously, and the various health education and awareness talks that are hosted for both admin and yard personnel. I also like that our work-life balance is respected; so when it's required, people really do want to go the extra mile. Everyone agrees that a healthy employee is a happy employee, and I am so proud to be part of a company that is very proactive with its employee welfare initiatives.



Lamprell's medical team at Hamriyah facility

I WOULDN'T BE WITHOUT MY... NESPRESSO TRAVEL MUG

By Gary Jones

I am definitely aligned with Lamprell when it comes to fiscal responsibility, a value I hold dear, but when it comes to matters of the



heart and Nespresso, I had to make an exception. Around 12 months ago, my beautiful wife Sarah showed me a great act of kindness. I am a lover of good coffee, and after listening to me express my desire to be able to have a Nespresso

when I arrived at work, she gifted me with this fantastic travel mug. I really like the mug and use it every single day, however, almost fell off my chair when she told me how much it cost! A funny thing happened about a week later when we were out shopping – they had a deal to buy ten sleeves of coffee and get the travel mug free! I looked at my wife, and she simply stated “do not say a word”, so I didn’t. As with two hearts, two mugs are better than one, and I am now never without (one of) my Nespresso travel mugs.



TIME CAPSULE BACK IN...



Lamprell oilfield engineering commenced operations, repairing and assembling land rigs and land rig camps in Dubai and Sharjah.



Lamprell **delivers its third 76-man harsh environment mobile accommodation camp** to ADNOC Drilling (formerly NDC) complete with kitchen, dining room, power generation unit and laundry.



In association with Smit Tak of Singapore, Lamprell **recovers a military aircraft** which was submerged in 200 feet of water. This is the third such project that Lamprell undertook within a 15 months period.



Lamprell is awarded a contract by Dubai Aluminium Company to **supply 248 sets of walkways and stairs for the Falcon project**, a development Lamprell is still associated with today.



A **brand new electrical workshop** and enclosed **blasting paint shop is erected** in Lamprell’s Sharjah facility.



Sri Lanka defeats Australia to win **cricket’s World Series Cup**.



British pop girl group, the **Spice Girls**, release their debut single **“Wannabe”** in the UK! Worldwide, this is the best-selling single by an all-female group.



Alexa, the best-known web traffic and analytics company in the world, **was established in San Francisco** by entrepreneurs Brewster Kahle and Bruce Gilliat.



Tiger Woods is honoured with the **Sportsperson of the Year award** by Sports Illustrated.

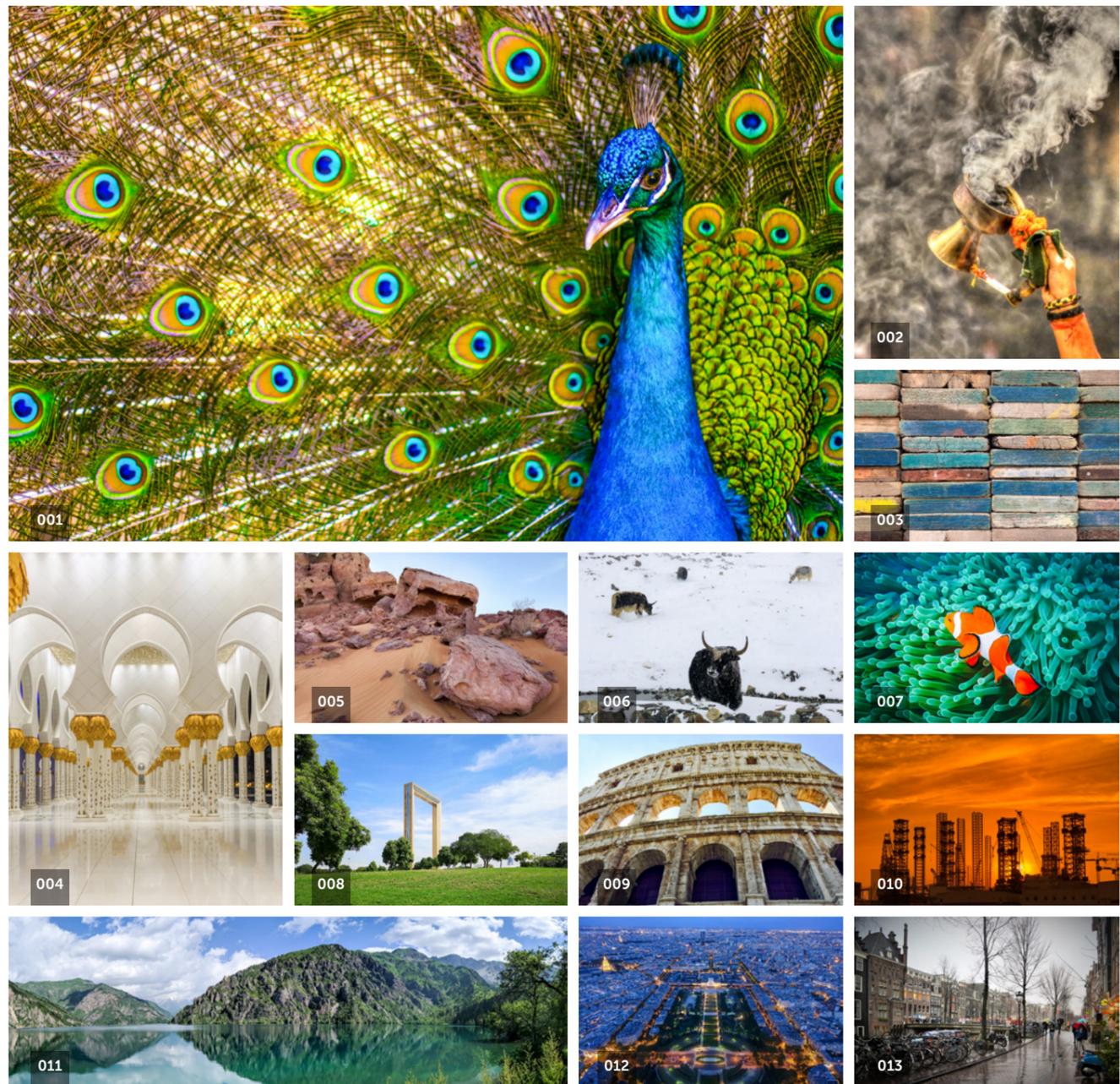


UK House of Commons announces that the Stone of Scone, aka the **Stone of Destiny**, used in the coronation of Scottish (and subsequently English and British monarchs), **will be returned to Scotland after 700 years** in Westminster Abbey.



LAMPRELL THROUGH THE LENS: WINNERS ANNOUNCED

Lamprell's annual calendar photography competition lunched for the very first time this year. Hundreds of entries were received and the bar set high with the standard of photography. Following a rigorous judging process, the top 13 were announced at the beginning of August as well as the rest of the short listed entries. Congratulations to **Mukesh Darla** for winning the overall competition, securing a coveted front cover on Lamprelltimes with his shot **Bird of Colour** and walking away with a professional Canon EOS 200D camera. Congratulations also go out to the next top 12 who all walked away with cash prizes and whose photographs will be featured in Lamprell's 2020 calendar. And finally, thanks go out to our head judge, professional photographer Sid Siva (<https://www.sidsiva.com/>) who helped Lamprell's internal judging team select the winners.



Our overall winner: 001 Bird of colour by Mukesh Darla

And our top 12 (in no particular order): 002 Ganga Aarti by Ashok Dorairajan, 003 Colour boards by David McCrossan, 004 Sheikh Zayed mosque by Ali Anwar, 005 Place of power by Aleksandr Andriychenko, 006 A lesson learned from nature by Irfan Khan, 007 Fish-cal responsibility by Gareth Kourie, 008 World's largest picture frame by Ashley Nazareth, 009 Rome by David Enders, 010 Another sunrise, another new beginning by Tushar Bisht, 011 Sary Chelek lake by Ismail Wadiwala, 012 View from the top by Florence Inejosa, 013 Once upon a time in Amsterdam by Prashant Nar.

Our shortlisted entries: (in no particular order) 014 Beautiful sunset by Ali Anwar, 015 Ocean songs by Boopathi Natarajan, 016 Life goes on by Arrah De Guzman, 017 Old scrap jeep by Mohammed Shareef, 018 The steel work art by Aleksandr Andriychenko, 019 A beautiful hallway by Vishal Parab, 020 Giant causway by Devendra Kumar Chouhan, 021 Go fish! by Galo Calizo, 022 Mesmerizing Nepal by Jessica Ninama, 023 Difficult paths often lead to beautiful destinations by Irfan Khan, 024 Teamwork keeps everyone afloat by Gareth Kourie, 025 Height safety training required by Gareth Kourie, 026 Contemplation by Ashok Dorairajan, 027 The Victoria memorial by Ashok Dorairajan, 028 Sometimes you just need to chill by Sudarshan Shinde, 029 State of mind by Mithun Chakraborty, 030 The early morning rays of sunlight break in between tree branches by Jenu Varghese, 031 Team spirit by Yulia Aglomazova, 032 Go green by Sajith Nair, 033 Beautiful desert sunset by Sachith Jagannath, 034 Reflections of grandeur by Gokuldas Thoomat, 035 Find your flow and row as for every sunset is an opportunity to restart your life by Victor Galang, 036 The sleeping giant by Gokuldas Thoomat, 037 A crane by Vinod Mundakkal, 038 Uluwatu - Bali by Vinod Mundakkal, 039 Panchatarani - Amarnath, Kashmir by Vinod Mundakkal, 040 Hello, new home! by Tushar Bisht, 041 North Face - Switzerland by Mohammad Essmaeel, 042 Olden day mosque by Melanie Stanger, 043 Passage through the valleys by Saravanan Ganeshan, 044 Oil well by Jaffet Neril, 045 Team work by Sapna Nayak, 046 Up in the air by Raheel Haider, 047 Balance = stability by Muhammad Adnan, 048 Selfless rivers by Muhammad Adnan, 049 Lost in the woods by Florence Inejosa, 050 Home safe by Galo Calizo.

37 YEARS LATER...

Lamprell recently said farewell to long-time Lamprell veteran Unni Krishnan who is hanging his boots up to enjoy a well-earned retirement. Unni joined Lamprell as a youthful 27 year old fabricator in 1982. Over the following 37 years, he held various positions including General Foreman, Yard Supervisor, Senior Supervisor and most recently Senior Supervisor Fabrication. CEO Christopher McDonald hosted a farewell presentation and lunch to wish him well as this new chapter begins for him.



Lamprell bid farewell to veteran Unni Krishnan following 37 years of service

WE DON'T LIKE CRICKET – WE LOVE IT



Team Sixers won Lamprell's 2019 cricket championship

Lamprell's annual cricket day was held recently at the Al Batayeh cricket ground in Sharjah where the battle for the "Lamprell Shield" was a much closer affair than in previous years with the two teams, Strikers and Sixers, going head to head. In the end, the Sixers 168/4 (14.4 overs) beat the Strikers 164 /8 (20 overs). The man of the match award went to Ritin Das with 35 runs and one wicket. The best bowler was Renjith Radhakrishnan with two wickets for 20 runs, and the best batter was Muhammad Junaid who pulled 21 runs in 13 balls at the crucial tail end for the Strikers. The game was played out with high spirits, outstanding teamwork and great sportsmanship.

FIGHT TO THE FINISH AT LAMPRELL'S PREMIER LEAGUE

Following seven gruelling weeks of play consisting of up to four matches per week, the inaugural Lamprell Premier League (LPL) football championship came to an exciting conclusion with team 'Brainstormers' coming out as the overall champions. Runners up 'Sigma Sums' fought a hard fight but had to concede to second place. Each week leading up to the final, players and spectators battled it out at the Malaeb Football Pitch in Ajman. A total of eight teams took part in the popular and much-anticipated event. Congratulations to both teams as well as individual winners Nishanth Simon from Sigma Sums who was the 'Top Scorer', Sharoon Mathew from the Brainstormers who won 'Best Goalkeeper' and Nishanth Simon from Sigma Sums who was named as 'Player of the Tournament'. A very entertaining management vs selective LPL players' match was also held alongside the final, with the LPL team winning their game. The event was a great success, and thanks go out to the organisers, participants and players who displayed great teamwork.



Sigma Sums, Lamprell premier league 2019 runners up



Brainstormers, Lamprell premier league 2019 overall champion



Nishanth Simon, Top scorer and player of the tournament

Sharoon Mathew Best goalkeeper

Jayan Veettil Man of the match

Lamprell times

GLOSSARY

- ADNOC Abu Dhabi National Oil Company
- API American Petroleum Institute
- ARC Audit & Risk Committee
- BD Business Development
- CEO Chief Executive Officer
- COO Chief Operating Officer
- DEME Dredging Environmental & Marine Engineering
- DNA Deoxyribonucleic Acid
- DNVGL Det Norske Veritas and Germanischer Lloyd
- E&C Engineering and Construction
- ENOC Emirates National Oil Company
- EPC Engineering, Procurement, Construction
- EPCI Engineering Procurement Construction and Installation
- EPCL ENOC Processing Company Limited
- FCAW Flux Cored Arc Welding
- GDI Gulf Drilling International
- GMAW/MIG Gas Metal Arc Welding/Metal Inert Gas
- GTAW/TIG Gas Tungsten Arc Welding/Tungsten Inert Gas
- HR Human Resources
- HSES Health, Safety, Environment and Security
- HSEQ Health, Safety, Environment, Security, Quality
- IMI International Maritime Industries
- ISO International Organization for Standardization
- LATC Lamprell Assessment and Training Centre
- LKSA Lamprell Saudi Arabia
- LPL Lamprell Premier League
- LRS Land Rig Services
- LTA Long-Term Agreement
- O&M Operations & Maintenance
- MOWEL Moray Offshore Windfarm East Ltd
- NDC National Drilling Company
- QHSE Quality, Health, Safety, Environment
- SMAW Shielded Metal Arc Welding
- UAE United Arab Emirates
- UK United Kingdom
- USD United States Dollar
- VP Vice President



Your feedback is important to us!

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