

# the arabian sun

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## YLAB Global Leaders Dialogue series

“Youth comes with energy, and with energy comes ambition.”

HRH Prince Abdulaziz bin Salman Al Saud,  
Minister of Energy

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## A milestone in unconventional

“This is a pivotal moment in the commercialization of Saudi Arabia’s vast unconventional resources program.”

President and CEO,  
Amin Nasser

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# Youth comes with energy, and with energy comes ambition

As part of YLAB's Global Leaders Dialogue series, Saudi Arabia's Minister of Energy, HRH Prince Abdulaziz bin Salman Al Saud, takes time to share his thoughts on leadership with young employees.

By Scott Baldauf

The global energy industry continues to face strategic challenges, whose solutions will almost certainly come from tapping into the creativity of talented, ambitious, and energized Saudi youth.

This was the message of Saudi Arabia's Minister of Energy, HRH Prince Abdulaziz bin Salman Al Saud, during his engagement with Aramco's youth at the Global Leaders Dialogue, a series of encounters with local and global leaders organized by Aramco's Young Leaders Advisory Board (YLAB). The Global Leaders Dialogue is a platform that empowers the youth of Aramco to engage with role models across various industries, to obtain firsthand advice and lessons learned, embodying learning through engagements. More than 120 young employees from across the company attended the dialogue, held at the Plaza Center in Dhahran.

In a panel discussion, moderated by two YLAB members, Wesam A. Al-Zam-



il, a cybersecurity governance specialist, and Mohammed A. Al-Khalid, a Berri Gas Plant engineer, the minister engaged in a dialogue on a range of topics, including leadership, the future of energy, and Saudi Vision 2030. The heart of the dialogue was leadership where the minister focused on the paramount im-

portance of it, and the need for youth to take ownership and be proactive in addressing global challenges, and also for leaders to trust and empower the youth to tackle such challenges.

## Lessons of leadership

"Youth comes with energy, and with energy comes ambition," Prince Abdulaziz said, noting that the Ministry of Energy has its own organization to promote the aspirations of its young employees. "You cannot go wrong by reaching out to the youth and asking them, 'What are your dreams, and how would you like to be part of the company's story line?' People need to own what they do, and if they have a sense of ownership, that gets more buy-in, and then you have more assurance that the objectives will be achieved."

Prince Abdulaziz shared inspiring stories from his own days as a young leader, bearing great responsibility at the Ministry of Energy during challenging times

for the Kingdom. "That hot seat taught me so many things," he said. "The best of you can come from being put into the thickest of challenges," he added, and he encouraged young Aramcons to take on challenges that took them out of their comfort zone.

When asked about some of the most important values to uphold to ensure achieving one's goals, he emphasized first on faith and trust, which he said was the biggest pillar that allowed him to be what he is today. The second value is honesty, which he said, "solves 70% of the problems we face." The third value in leadership is hard work. "I wish you all could have walked through life with me, then you would really know that there is no such thing as a free lunch. You have to earn it."

## Value of a great team

During the dialogue, it was emphasized that great leaders know the value of a great team, and they surround themselves with people who will succeed with them. They work "together" and not "for each other," and they avoid arrogance and condescension. "Be humble and share that success with others," Prince Abdulaziz advised.

Being humble with one's team does not mean being soft in defending the interests of the company, Prince Abdulaziz said. He urged his young audience to be proactive in finding solutions to difficult challenges.

This engagement was remarkable and left a great impact on the hearts and minds of the young Aramcons, who are now more motivated than ever to proactively and innovatively pioneer in tackling the industry's challenges.



## Your voice

# Professionally interacting with people in your team and other employees



By Husin Sitepu  
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In professionally conducting business at work, it requires effective, productive, and harmonious interpersonal communication skills and technical (hard skills).

Here are a few tips on how to offer effective interpersonal communication skills whether at work or at home.

One of the key points here to achieve the best possible outcome in conducting teamwork is that you need to clearly and precisely describe the scope and objective for each projects. Therefore, each team member will clearly understand his/her specific tasks and time frame along with the expectations. To make it even better, you need to then ask each team member if they understand what is expected of them. Second, give everyone a chance to provide

their opinion on his/her specific task.

If any issue appears, clearly and politely provide time for the team member to voice the issue. When you disagree with the idea of one of the team members — who might be very pleased with himself or herself — first cool-down and always avoid minimizing any unnecessary arguments with him or her. Maintain your professionalism!

It has scientifically been proven that fostering effective, polite, and clear communication of the scope and objectives of the assigned tasks along with the expectations, make people more comfortable in carrying out their tasks in a timely manner. One important additional point is that to have effective two way communication, one needs to be an attentive listener. Good communication between the speaker and

listeners is therefore anchored on courtesy.

It is true that the team members may not fully understand the topic of the speaker. Therefore, the members should never be afraid to ask the speaker to clarify his or her understanding about the key points described in the talk. This can avoid any confusion, and show you that the team members understand what the exact message is.

By maintaining both your soft skills and hard skills on a day-to-day basis, whether at work or at home, and communicating your ideas will build trust, respect, and openness between you and other people. Also, clearly, effectively, and properly communicate the specific tasks so that all team members know exactly what is required from him or her to deliver results as needed.



# Aramco awards contracts worth \$10 billion to develop vast Jafurah field

On Monday, Aramco announced the start of the development of the vast Jafurah unconventional gas field, the largest nonassociated gas field in Saudi Arabia. The company has awarded subsurface and Engineering, Procurement and Construction (EPC) contracts worth \$10 billion, with capital expenditure at Jafurah expected to reach \$68 billion over the first 10 years of development.

## A major expansion

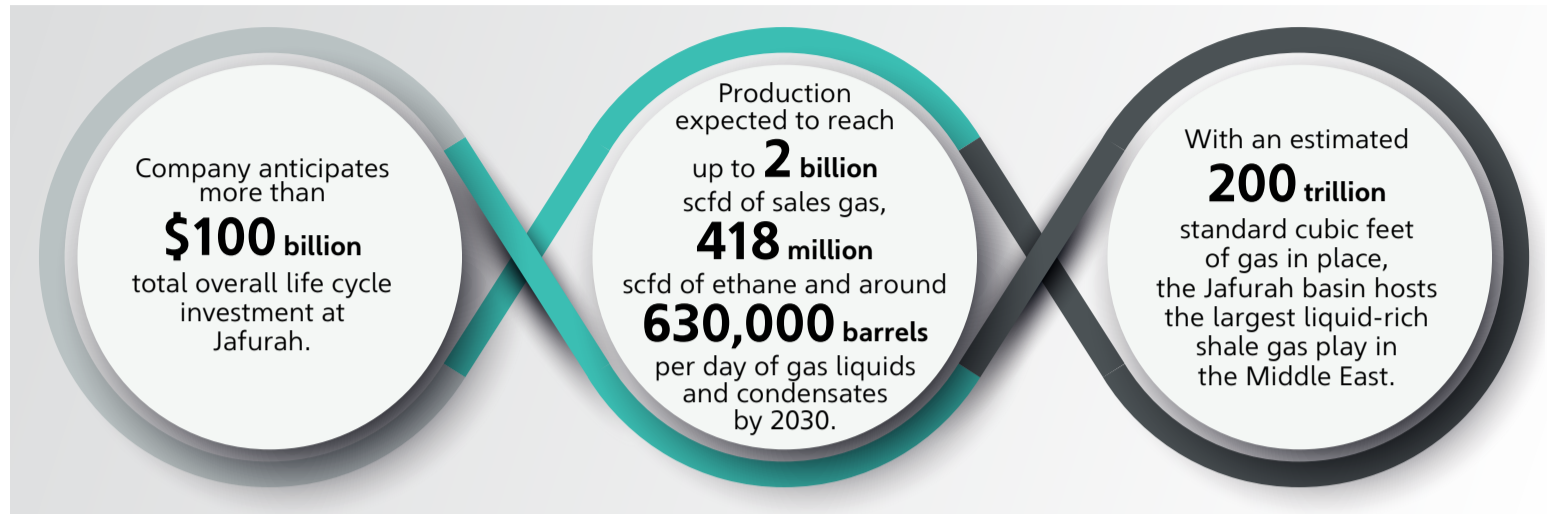
It is a significant milestone both for the commercialization of unconventional resources in Saudi Arabia and the expansion of Aramco's integrated gas portfolio, which will provide additional feedstock to support growth of the company's high value chemicals business, complement its focus on low carbon hydrogen production, and help reduce emissions in the domestic power sector by providing a cleaner burning alternative to liquid fuel.

With an estimated 200 trillion standard cubic feet of gas in place, the Jafurah basin hosts the largest liquid-rich shale gas play in the Middle East. This shale play covers an area measuring 17,000 km<sup>2</sup>, and production of natural gas at Jafurah is expected to ramp up from 200 million standard cubic feet per day (scfd) in 2025 to reach a sustainable gas rate of 2 billion scfd of sales gas by 2030, with 418 million scfd of ethane and around 630,000 barrels per day of gas liquids and condensates, which are essential feedstock for the growing petrochemical industry.

HRH Prince Abdulaziz bin Salman Al Saud, Minister of Energy for the Kingdom of Saudi Arabia, said: "I would like to thank the Custodian of The Two Holy

“It is a breakthrough that few outside the Kingdom thought was possible, and which has positive implications for energy security, economic development, and climate protection.

— Amin Nasser



Mosques, King Salman bin Abdulaziz Al Saud, and HRH Prince Mohammed bin Salman bin Abdulaziz Al Saud, Crown Prince, Deputy Prime Minister and Minister of Defense, for their ongoing support of the Kingdom's energy sector.

"The development of Jafurah will positively contribute to the Kingdom's energy mix, and it has been made possible thanks to close cooperation between more than 17 different agencies. The government is committed to the empowerment of national companies such as Aramco, and no other energy company in the world is empowered to the same extent by the state, or by the Ministry of Energy, which oversees the concession to develop the Kingdom's hydrocarbon resources."

## Creating hundreds of thousands of jobs

The project is a key component of the company's long-term strategy and Aramco expects total overall life cycle investment at Jafurah to exceed \$100 billion. Through its unconventional gas program at the Jafurah, North Arabia, and South Ghawar fields, the company expects to create more than 200,000 direct and indirect jobs.

Amin Nasser, Saudi Aramco president and CEO, said: "This is a pivotal moment in the commercialization of Saudi Arabia's vast unconventional resources program. It is a breakthrough that few outside the Kingdom thought was possible, and which has positive implications for energy security, economic development, and climate protection.

"Gas has a critical role to play in the energy transition, and it will help to significantly reduce emissions in the domestic energy sector, while providing a feedstock for low carbon hydrogen and ammonia. It will also allow Aramco to tap into high value feedstocks for use in the expanding Downstream petrochemicals

industry and our goal is to significantly increase our gas production capacity over the next decade to meet demand growth."

## An integral piece in pursuing a net-zero target

Aramco recently announced its ambition to achieve net-zero Scope 1 and Scope 2 greenhouse gas emissions across its wholly owned operated assets by 2050. Jafurah is expected to contribute to Saudi Arabia's goal of producing half of its electricity from gas and half from renewables as the Kingdom pursues its own 2060 net-zero target.

At peak production, Aramco's unconventional gas program is expected to replace approximately half a million barrels of crude oil per day that would otherwise have been used for domestic consumption. The Jafurah gas development alone is expected to replace more than 300,000 barrels of crude oil per day at peak production.

Nasir K. Al-Naimi, Aramco's Upstream senior vice president, said: "The development of Jafurah is a game changer for our Unconventional Resources program. It will be one of the most modern, cost-effective shale development schemes in the industry and observe the highest environmental and safety standards.

"Jafurah will be a key enabler of our ambitions moving forward, and we continue to explore new fields, reevaluate existing ones, and evaluate potential joint investment opportunities in both natural gas and natural gas liquids as we pursue our goal of developing an integrated global gas portfolio to meet long-term energy and petrochemicals demand," Al-Naimi added.

## \$10 billion in contracts awarded

Aramco has awarded 16 subsurface and

“The development of Jafurah will positively contribute to the Kingdom's energy mix and it has been made possible thanks to close co-operation between more than 17 different agencies.

— HRH Prince Abdulaziz bin Salman Al Saud, Minister of Energy

EPC contracts valued at \$10 billion for the Jafurah Gas Plant and gas compression facilities, as well as infrastructure and related surface facilities. These contracts were awarded to domestic and international service companies and involve several projects to enable the development of subsurface and surface components of the Jafurah program. This is in line with the company's efforts to support development of the domestic energy sector and local supply chain partners.

This will allow for the reliable delivery of gas and condensates through a dedicated surface network that includes a gas processing plant, a gas compression system and network of around 1,500 km of main transfer pipelines, flow lines, and gas gathering pipelines. The program also includes construction of the Jafurah Bulk Supply Point, transmission lines, power interconnection for the Jafurah Gas Plant and new cogeneration plant facilities.



The benefits of Saudi Aramco's unconventional program will ripple out into the Kingdom's economy in tangible ways. Cranes lower well intervention tools into the hole of a well site in the Jafurah field last year.



# Safety legacy on display at international conference

By Judith Talbot

Aramco played a key role at the recent Occupational Safety and Health International Conference in Riyadh. Hosted by the Saudi Ministry of Human Resources and Social Development, this event was used as an opportunity to launch a new virtual platform aimed at protecting the labor force through stringent regulation of occupational safety and health (OSH) standards in the Kingdom.

Opened by His Excellency Ahmed bin Sulaiman Al-Rajhi, Minister of Human Resources and Social Development, this event brought together five themes based on contributing factors to OSH. It focused on international trends related to occupational medicine, the adoption of modern applications and technologies to improve workplace standards, the importance of mental health and well-being, the private sector's role in developing OSH regulations, and the importance of risk management in maintaining workplace safety.

## Core safety management

The structure and working of some of the company's core safety management systems were presented by three Loss Prevention (LP) engineers, providing a 360-degree view on essential components in building a strong OSH program.

Aramco's experience in developing and integrating such systems was demonstrated by LP's Mark Fields; his presentation establishing the importance of developing Global Safety Management Systems, and underlining that a secure safety management system (SMS) is the foundation for a successful, strategic safety culture.



Ghassan G. Abulfaraj is joined by Khalid K. Al Mulhim, executive director of Corporate Affairs, as he provides His Excellency Ahmed bin Sulaiman Al-Rajhi, Minister of Human Resources and Social Development, with an overview of Aramco's role in ensuring its support of the Kingdom's occupational safety and health initiatives.

A focus on the importance and impact of programs Kingdomwide to raise OSH performance was clearly seen in Faisal A. Shathri's deep dive into the company's Contractor Safety Management Program, established to ensure minimum safety standards and expectations from contractors are both clearly defined and demonstrably met.

Munirah M. AlSubait's authoritative insight into Aramco's Building Code Evaluation clarified how integrating core SMS strategies and standards into work procedures can ensure OSH objectives are achieved and remain robust.

"These systems have become the foundation of our safety management," said Zaher M. Tayeb, head of LP's Global Safety Assessment and Compliance Division. "We continue to review and refine these systems and the fact that many

businesses are replicating these systems and processes — especially within Saudi Arabia — is testament to the success of our safety journey to date."

## Technologies on display

Drawing a significant proportion of the 2,700 attendees who visited the exhibition over the three days, Aramco's booth displayed a range of safety-related technologies, including an inspection drone used in confined spaces, as well as a hands-free headset — inclusive of video screen and audio connection — that enables direct communication between site personnel and office-based safety subject matter experts.

Visitors also had the opportunity to participate in some immersive virtual reality safety training that allowed users access into simulated Aramco work en-

vironments to identify common hazards in areas such as construction sites, workshops, and oil-gas separation plants.

Loss Prevention's publication — *Saudi Aramco and the Art of Safety* — drew widespread attention from attendees for the unique and engaging manner in which it presents 80 years of safety communication.

"It was a privilege to be part of this exciting event, which will undoubtedly benefit personnel working within the Kingdom," said Ghassan G. Abulfaraj, chief loss prevention engineer. "Events such as this underline the clear commitment to OSH by the Saudi government, and these initiatives will enable Aramco to contribute and share in the Kingdom's overall development and integration of standards, regardless of the industry involved."

## The Ministry of Human Resources and Social Development awards Ithra the *Mowaamah* certification

The Ministry of Human Resources and Social Development has announced that the King Abdulaziz Center for World Culture (Ithra) has obtained a Gold *Mowaamah* certification for the accessible ecosystem the Center provides to support persons with special needs in accordance with their required standards and needs. Throughout the year, Ithra has offered a number of initiatives, events, and workshops to support the ambitions and talents of those with special needs in addition to providing them with services that guarantee their rights such as transportation, access to facilities and parking spaces, as well as providing services in Braille to facilitate reading for both blind and visually impaired people.

*Mowaamah* is one of the Ministry of Human Resources and Social Development's programs launched to realize the Kingdom of Saudi Arabia's vision to guarantee the rights of those with special needs. It strives to enable them to obtain suitable job opportunities and to provide them with all facilities and tools needed to succeed. The program also strives to motivate establishments to provide appropriate environments for them by adhering to specific standards and requirements. This enables establishments to obtain the necessary license to employ their skills, ensuring their independence and integration as active members of society.

## Pride and honor

Ithra's division head of the Operations Division, Mohammad S. Al-Rabiah, expressed his pride and the honor for Ithra in being awarded this accreditation for complying with the standards and requirements of people with special needs.

The Center also seeks to elevate the level of services provided to people with special needs through newly developed innovative programs and events that are offered throughout the year. It offered various programs such as "Dialogue in the Dark," which was presented by a group of blind and visually impaired individuals to all participants of the interactive exhibition, which included other activities such as dining and various creative workshops. Ithra also provided support to the blind during the Children's Book Fair by offering them Braille

written publications to enrich their minds and skills.

The Center is distinguished by providing training opportunities for a large number of people with special needs; by carrying out a variety of interactive activities, as well as integrating them into the center's voluntary programs and providing them with multiple opportunities.





# Aramco Asia holds forum to enhance quality awareness

In the presence of more than 130 participants from Japan, Korea, China, India, Singapore, and Southeast Asia, Aramco Asia Engineering and Technical Services (E&TS) recently hosted the annual quality exchange meeting with seven accredited inspection agencies. It was held virtually to ensure work safety and participants' health.

This year, the forum featured the theme of "Sustainability: Improving our products, people, and planet." In his opening remarks, Omar M. Al-Amudi, Representative director of Aramco Asia-Japan, emphasized the importance of adopting and deploying new inspection technologies with the highest level of inspection services to address future manufacturing and engineering challenges.

Commenting on the forum, Anwar A. Al Hejazi, president of Aramco Asia, said, "It is always a great pleasure to host the annual quality exchange meeting. We have a strong commitment to quality inspection that is built on our cooperation, mutual respect, and shared values. The event today sends a clear message to our partners that we are fully committed to developing long-term partnerships with our major quality service providers to ensure a safe working environment and operational excellence."



Omar M. Al-Amudi (center, front row), Representative director of Aramco Asia-Japan, joined the quality professionals for a group photo after the Quality Exchange Forum in Tokyo, Japan.

## Major Achievements

Yasser S. Al-Subhi, Aramco Asia Quality Management head, provided information on the vision and mission of corporate quality management, inspection services, challenges, and mitigation plans for all functions across the Asia Pacific region.

The forum also highlighted this year's major achievements, new technologies, and upcoming services. Jin-Mi Jung, Quality Management coordinator from Aramco Korea, presented overall inspection agency performances and recommendations to im-

prove the overall level of inspection.

Representatives from seven inspection agencies shared their best practices, lessons learned, challenges, and area of improvement in terms of eight elements from the Inspection Agency Performance Index, ranging from the Work Order assignment process to inspector qualification process.

## Top-notch inspection

These presentations provided a valuable venue to pursue the highest level of inspection services through

collaboration between Aramco Asia and the inspection agencies.

Aramco Asia E&TS vice president Mohammad W. Al-Qahtani concluded the event by encouraging the partnering inspection agencies to maintain top-notch inspection services, and emphasized the importance to ensure quality engineers and inspection agencies receive all the support needed to maintain good performance.

This event is part of a continuous effort by E&TS to improve contractor services, elevate quality awareness, and address common issues.

# Aramco wins Knowledge Management Excellence Award

Aramco's Project Management Office Department (PMOD) knowledge management process has been recognized by the American Productivity and Quality Center (APQC) as one of the top 5% of participating companies. More than 300 global companies were assessed, 58 of which were from the petroleum and chemical industry.

APQC is a leading global authority in knowledge management benchmarking, best practices, and process improvement.

## Knowledge Management

In 2010, PMOD established its knowledge management process, which serves as a repository for all knowledge captured from company projects. The system includes documentation of successful processes and ones that failed with lessons learned. PMOD's project knowledge management process also

provides teams with precedents that assist them in coming up with solutions for new and old problems.

In 2017, PMOD's strategy became aligned with the then newly established corporate policy statement, requesting all departments to develop a systematic approach of creating, capturing, organizing, disseminating, and providing access to corporate intellectual capital to drive business gain, obtain competitive advantage, and to become a learning organization.

## Access to information and expertise

PMOD proceeded to integrate the established knowledge management processes with its employees' day-to-day activities by assigning a goal to each employee.

Additionally, PMOD's employees were encouraged to actively participate in the PMOD Services Community of Practice (CoP).

PMOD assigned subject matter experts (SMEs) to support the CoP, and these SMEs received email notifications of any discussions related to their area of expertise. This ensured that an appropriate response was provided to questions that were raised on the CoP.

## Engaging and recognizing employees

PMOD publishes a "Knowledge Moment" on its CoP every month, in which one of the SMEs explains a key term in

project management. The PMOD team is also promoting innovation through the knowledge management system by encouraging its CoP community to focus on project challenges and to seek solutions that can be submitted through the company "Innovation Portal" for review, approval, and implementation.

In conjunction with these endeavors, PMOD launched a recognition program to ensure that employees are motivated and recognized for their participation in knowledge sharing processes. This recognition is provided by the PMOD manager on a quarterly basis to top contributors.

## Continuing to develop

PMOD has continued its efforts with the development and enhancement of several technology applications to enhance and optimize project performance. Among these applications, the Lessons Learned Knowledge Base and the Project Risk Management Engine were developed within the VIPs Hub, a new single knowledge sharing platform.

Finally, PMOD continues to engage in benchmarking exercises to identify areas for improvement and see the results of adopting best-in-class knowledge management processes.

"The PMOD knowledge management program helped us elevate the department's performance," said Sami S. Al-Shubaibi, PMOD manager. "This recognition is a testimony to the great efforts of the team who qualified because they were able to show real business impact."

The company was recognized by the American Productivity and Quality Center with the 2021 Excellence in Knowledge Management Award.



Sami S. Al-Shubaibi.



# Well-being

## Caring for your health and wellness

### Pregnancy and gestational diabetes

Gestational diabetes can be dangerous for both the mother and baby. Getting diagnosed and treated can help prevent complications.

Over one-half of women with gestational diabetes will develop type 2 diabetes later in life. For many women, this risk can be reduced with regular exercise and weight management.

Gestational diabetes happens about 20 to 28 weeks into a woman's pregnancy. It usually goes away after the pregnancy is over. Like other forms of diabetes, gestational diabetes happens when the body does not use sugars correctly. Gestational diabetes happens when the mother has high blood glucose levels during pregnancy.

A mother's glucose levels can affect the fetus' glucose levels. Too much glucose in the baby's blood can cause problems with the pregnancy. The baby's pancreas also makes insulin. The insulin changes glucose to fat. If the mother has high glucose levels, the baby will be born with more body fat than normal.

#### Risk factors

Health care providers may not be able to predict who will get gestational diabetes and who will not. Although, they do know factors that can increase a woman's chances of getting it. These are known as risk factors.

Some risk factors you can control, others you cannot. Women without any risk factors can also have gestational diabetes.

Pregnant women who are older than 25 years old are more likely to have gestational diabetes. Also, women who are overweight are at an increased risk of having gestational diabetes.

Once a woman has had gestational diabetes, she is more likely to have it again in future pregnancies. Women who previously had a baby weighing more than 8 pounds and 13 ounces are at an increased risk for gestational diabetes.

A woman may develop gestational diabetes without having any risk factors. If you are 24 to 28 weeks pregnant you may be tested for gestational diabetes. Your health care provider may also recommend that you be tested earlier if you are at high risk of developing gestational diabetes.

#### Effects during and after pregnancy

There are many consequences of having gestational diabetes — both during and after pregnancy. Some of these effects may be avoided if you follow your health care provider's treatment plan.

High blood glucose levels increase the chances of having a large baby. This increases the likelihood of delivering the baby by C-section.

Gestational hypertension and pre-eclampsia are more common in women with gestational diabetes. Both can cause life-threatening complications for the mother and baby during the pregnancy and delivery.



If your blood sugar levels are not well controlled during pregnancy, the baby may have low blood sugar and breathing problems shortly after birth. Severely low blood sugar may cause seizures.

Women who have had gestational diabetes should be screened regularly for diabetes. You should be screened 6 to 12 weeks after delivery and at regular checkups.

Women who have had gestational diabetes and had a normal glucose level after delivery should have their glucose level checked at least once every 3 years.

#### Managing gestational diabetes

To manage your gestational diabetes, you will need to:

- Follow a special diet.
- Exercise.

- Check your blood glucose levels.

Your health care provider may refer you to a nutritionist or dietitian. They will help you learn what foods to eat. Following your diet carefully is important.

Regular exercise will help keep your blood sugar levels normal.

You may be asked to check your blood sugar every day. Your health care provider may refer you to a diabetes educator to teach you how to check your blood sugar. You should record all blood sugar levels in the log provided to you.

If diet and exercise do not control your blood sugar, then oral medications or insulin may be needed throughout your pregnancy. Most women — 80% to 90% — with gestational diabetes can treat it successfully with diet and exercise.

## More than 65 volunteers participate RT Beach Cleanup Campaign: Clean seas and clean shores

**Ras Tanura** — Inspired by the message from the Saudi Aramco president and CEO Amin Nasser, and the company role to be the leader of environmental stewardship, the Marine Department and the Ras Tanura Refinery (RTR) jointly hosted the "2021 RT Beach Cleanup Day" under the theme of "Clean seas and clean shores." The event, which was held on Nov. 9, attracted more than 65 volunteers from both organizations and covered a section of approximately 1.5 kilometers along the Ras Tanura beach.

The goal was to increase awareness and establish environmental friendly habits striving to keep our beaches clean. The activities started with briefings, providing an overview of the campaign and safety tips for participants to ensure safe and enjoyable activities.

The event was inaugurated by Abdullah O. Al-Tewairqi, Marine Department manager, and Abdulsalam A. Alsaif, RTR Operations manager.

"One very simple thing we all can do is to promote a clean and safe en-



vironment ensuring the tidiness of our beaches. Putting our effort together in the field of environment protection, with no doubt, will lead us to a better environment to live and work in. Coastal waste is not only harmful to people in the community, but it also affects marine life," Alsaif said during the inaugural speech.

One of the biggest challenges is preventing the polluting of our oceans and beaches. Such pollution endangers the

habitat of various marine creatures and birds. Plastic, a very toxic and harmful element, is already present in all levels of the food chain due to such pollution. Therefore, it is very important to support programs that minimize environmental issues and help keep our beaches clean and safe.

This event was concluded with a message from Al-Tewairqi, emphasizing on Aramco's commitment toward protecting the environment in general, and

with special attention to the sea environment, where a significant part of the company operations take place. He also added, "The enthusiasm demonstrated by participants is a clear message of their environmental stewardship, interest, and high awareness in supporting such initiatives and everyone is equally responsible to contribute to the national and global efforts that are underway at Aramco for the purpose of maintaining a clean environment for generations to come."



# Tanajib community beach park inaugurated

**Tanajib** — Community Services (CS) and Safaniyah area management inaugurated a new park next to Tanajib Community's shore for employees to enjoy the outdoors. This park will contribute significantly to the health and well-being of the community residents as it provides valuable green space in which employees can exercise and relax.

The park is enriched with various native plants, with each section displaying a specific type that employees can enjoy and learn about.

Safaniyah Area Producing (SAP) and the Northern Area CS Department (NACSD) are committed to planting native trees in and around community camps as part of Aramco's 1 million trees initiative.

## The inauguration

On Oct. 26, 2021, Tanajib's beach park was inaugurated by Azeb M. Al-Qahtani, SAP general manager, and Mohammad A. Al-Sultan, CS Operations general manager, as well as other SAP and NACSD management.

Tanajib CS superintendent, Khalil J. Al Refaii, opened the ceremony, stating, "The park is meant for the community residents to enjoy outdoor activities. Tanajib Park is part of Aramco's partic-



ipation in the green Middle East initiative, and it is aligned with Saudi Arabia's 2030 Vision." He also highlighted the two objectives of the park. The first is education, to increase the employee's awareness and importance of the surrounding environment. The second is to increase the green coverage in the community areas with minimal water usage.

NACSD has established a seed bank at the Tanajib nursery to collect as many native seeds as possible. As a result, about 500,000 plants and 25,000 native

trees are being produced this year.

NACSD manager, Abdullah S. Al Shemaly, highlighted that this initiative is part of the CS's green initiative at all remote camps and said, "This park will substantially support the concept of harmonizing the city."

Al-Sultan said, "This park will improve the quality of life of the remote employees and integrates with other efforts in the area such as working on the visual appeal program and renovation programs. In addition, Community Services



This park will substantially support the concept of harmonizing the city.

— Abdullah S. Al Shemaly

will always operate with customer satisfaction in mind."

Al-Qahtani thanked CSs' efforts for their area operations, which will lead them to achieve their objectives. "We are looking forward to seeing more initiatives impact our business positively and to have a good service supporting a work life balance."

Following the inauguration, each committee member planted a native tree at the park for future generations to enjoy.

# ITC's New Female Trainee Intake | Toward diversity and inclusion

By Dalia Darweesh

Under the Aramco Industrial Training Department (ITD), the Dhahran North Industrial Training Center (ITC) is now welcoming female trainees to its campus.

An onboarding session took place on Oct. 10, which enabled 80 new female trainees to enroll in vocational training programs at the Dhahran North ITC starting on Oct. 17.

ITD is the largest organization within Training and Development (T&D), consisting of the Northern, Central, Southern, and Western operating divisions.

The Central Area Industrial Training Division (CAITD), which was established in 1955, offers academic and jobs skills training for both non-employees and employees, including:

- Two-Year Apprenticeship Program (APNE) for non-college degree trainees
- One-Year Vocational College Graduate Program (VCGNE) for vocational/technical college graduates
- Full- and part-time regular programs
- Self-study program
- Summer program.

The CAITD female program offers



Enthusiastic trainees attend the onboarding session.

CAITD Academic assistant superintendents and VCGNEs the following tracks:

- Admin clerks
- Industrial security operators
- Lab technicians.

## Training and empowerment

Female empowerment is not new for the company, as Aramco began sponsoring Saudi female students to study abroad as of 2006. The Diversity and Inclusion Division also provides programs that help women in the workforce to develop their professional careers and build leadership skills.

CAITD Academic assistant superintendents

enthusiasm, "I think this is a great step forward. It's a natural continuation of all the support provided to females since the beginning of Aramco."

Joining a shared environment will enable females to adjust to their future jobs, as they work alongside their fellow male colleagues and interact with their teachers to acquire the requisite academic and job skills, as well as soft skills.

Fozia A. Took, acting principal of the Dhahran ITC math and science unit, shared her thoughts on this move. "Aramco is paving the path for more diverse careers in the workplace, as well as equal opportunities for all employees," she said.

Sara A. Muhaisin, Apprentice Administration superintendent shared: "This is a very ambitious goal on a national level: supporting female empowerment and equal opportunities is in alignment with Vision 2030. Historically, Aramco has had a progressive role in supporting females — and we all have been thankful for that."

## Enthusiastic students

Farah Almomin, who is an APNE trainee in security operations, shared: "My

friend told me about the program, and I'm so grateful I got chosen. I'm excited to have this opportunity to study with my fellow colleagues, and learn from my teachers."

Sara Abdullah, an admin clerk with a major in finance has joined the VCGNE program. "I'm so ecstatic to be a part of this journey as a trainee. I can't wait to do my best and enhance my skills to fulfill my duties at Aramco in the future," she shared.

"The trainees like to be involved in events and shared activities and don't feel apprehensive about being a part of a shared environment," said Ramadhan. "We are proud of our female population and look forward to preparing them," she continued.

In total, 80 female trainees alongside 88 male trainees will be working in an inclusive campus. Training women in vocational fields is a significant step for the company as these specific training programs have historically been provided in a male-dominant environment.

"Having female trainees officially under CAITD is an indicator of the company's alignment with the initiatives set by the government to empower more females in the workforce," said Muhaisin.



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## Tanajib community beach park inaugurated

see page 7

## Cycling, be safe and enjoy your ride

There has been an increase in the use of bicycles for transportation and sports. According to the statistics of the World Health Organization, 50% of traffic accident victims are pedestrians, and bicycle and motorcycle riders.

Some important tips when selecting a bicycle:

- **Make sure you try the bicycle**, and ensure your feet touch the ground while sitting. When you put your feet on the pedals, you should be able to slightly bend your knee.
- **Inspect the bicycle and check the safety of its wheels/tires** and their air pressure, check the quality of the brakes, and ensure that the bolts are fitted firmly.



### Safety Equipment

- **Helmet:** Always wear a helmet and ensure it is the right size for your head, and the chin strap firmly fits under your chin. It should cover the forehead with a distance of two fingers above the brow. If your helmet experiences a strong shock, you must replace it since it loses much of its toughness after a shock.
- **Clothing:** Wear bright colors to be visible to others.

### Bicycle riding laws

Traffic laws imposed on cars also apply

to bicycle riders, including stopping at a red traffic light and moving at a green light, and adhering to any signs and instructions at intersections. Always stop at a STOP sign. You should be familiar with the updated and most recent laws in the area you ride.

Bicycles don't have side lights; therefore, you need to use your hand and arm to give signals.

- Before changing your lane, you need to look behind to ensure there is enough distance between you and other vehicles.
- Avoid using headphones while riding, as it will prevent you from hearing the warning of others.

The riskiest areas for riders are intersections, therefore, indicating by hand is not enough. You have to have eye contact with the drivers of other vehicles to ensure they have noticed your presence.

Be careful when moving around a parked vehicle, as someone may open the door without knowing that you are passing by.

### Riding at night

Wear reflective clothes to help others notice you. Rear and front lighting must be available.

Always keep a safe distance be-

tween you and other vehicles.

### Cycling safety tips

The following tips will enhance cycling safety:

- **Do a quick bicycle test:** Ensure your bike is in good condition.
- **Wear biking gear:** Wear your helmet to protect your head, and eyewear to protect your eyes from dirt and debris.
- **Stay visible:** Wear reflective clothing, and use lights at night to help other road users see you.
- **Stay alert:** Watch out for holes and debris and look out for obstacles in your path.
- **Go with the flow:** Avoid swerving left and right on the road. Bike in the direction of traffic in a straight line.
- **Use hand signals to let drivers and other bicyclists know where you're going.** Look and make eye contact. Don't assume drivers will stop.
- **Follow** all traffic laws and lights.
- **Be very cautious at blind spots** — think ahead before you react.

Test your knowledge about bicycle safety by taking the Traffic Safety Monthly quiz offered by the Traffic Safety Signature Program Division (TSSPD).

For more information about cycling safety, please visit <https://qyadati.com/>.



## Judah Thumb, Saudi Arabia

Saugata Nandy captured this image of Judah Thumb, located in Judah, while on vacation during the 'Id break in July. He used his Canon EOS 70D camera, set with a f/9 aperture and shutter speed at 1/400 sec. Nandy used a ND filter on a Sigma 24-27 mm lens, with the focal length set at 34 mm. The ISO was 640.

Nandy has been with Aramco for seven years and lives in Ras Tanura. He is an engineer working in the Project Technical Services Unit of the Global Manufacturing Support Department.