

MARCH 2017

SOCAR Polymer Newsletter / Issue 3/2017

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A taste of Novruz



On the threshold of the Novruz celebrations and on the occasion of this spring holiday the SOCAR Polymer staff gathered together for an all-hands meeting to welcome the Oriental New Year in Baku and Sumgayit.

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More than

4.000.000

Man-hours LTI Free

276

Employees

74,9%

PP Total progress
in March

32%

HDPE Total progress
in March

 **SOCAR**
POLYMER

A message from the General Manager



Dear colleagues,

I am genuinely proud of the achievements and progress that we have made to date. Such progress builds upon many crucial factors that make things happen and make this appreciation possible. But one of the most important of them is the TEAM that we have created comprising members with different backgrounds be it personal, cultural, national, educational, professional, etc.

As it is known, the biggest advances in human society and business happen in places where diversity is present and various cultures coexist.

It is hard to overestimate the importance of mutual respect for one another, as it is only in this type of respectful and mutually enriching environment that we are able to progress our project and make something that each and every one of us is proud of.

Therefore, it is not without bitterness that I mention the incident that happened on our construction site between subcontractor team members, which ended in punitive measures and dismissal of those who stirred or were involved in it. It is very unfortunate

that communication and interaction issues remain unsolved until escalation to an outright conflict.

It is important that everybody make an effort to not have a reactive situation, but rather a preventive situation so that going forward we make sure that situations are either solved in advance or brought to attention in due time. Difference is the essence of humanity and, therefore, should never be the source of conflict. The answer to difference is to respect it. Our strengths lie with unity and mutual respect. Let's adhere to this fundamental principle in our everyday working environment.

Farid Jafarov

A handwritten signature in blue ink, appearing to read "Farid Jafarov".



March 2017

Site Photos



Pre-shipment Inspection of Compressors complete

Final inspection is very important for an export order shipment. Our colleague, Mechanical Engineer **NASIM MAMMADOV** gave his personal account of his business trip mission accomplished



The Final Inspection of the Compressor is the last inspection before shipment. It takes place after the completion of all the manufacturing stages and tests including the mechanical performance test.

With the participation of an Ingersoll Rand specialist we checked the main dimensions against the drawing requirements, base plate dimensions, equipment name plate, painting and coating of the compressor skid, etc. Additionally, I inspected the installed condition of parts and assemblies from the maintainability and operability points of view.

I travelled to Italy on March 28, 2017 to perform a Final Inspection at Ingersoll Rand's production facility in Milan, where two Air Compressors were produced to be installed at the Nitrogen Generation Package of the SOCAR Polymer PP and HDPE plants. The compressors were manufactured under the CENTAC C700 series which implies a three stage, oil-free centrifugal compressor. The compressors and motors were already mounted on skid including the lubrication and sealing system.

Apart from the visual inspection I also checked the results of the previously performed tests including the performance test report, material certification, hydrostatic test report, and mechanical run test report.

Overall, the manufactured compressors have been inspected successfully and will be shipped to Azerbaijan soon.



Cable and Switchgear FAT complete



In the framework of the SOCAR Polymer project 20 km of medium voltage cables were delivered to the site at the end of March 2017. These 6.3 kV feed cables capable of carrying 35MW of peak power are intended for the electrical substation that will feed both the PP and HDPE plants.





The Factory Acceptance Test (FAT) of the power cables took place in Bursa/Turkey at PRYSMIAN Group's cable factory with participation of SOCAR Polymer's Lead Electrical Engineer Elman Bakhish, and the representatives of the manufacturer and contractor. As per the approved Inspection and Test Plan (ITP), the cables underwent various tests, including detailed examination of the conductor and insulation, the hot test, the bending test, conductors' electrical resistance test, partial discharge test, high voltage test of 21000V for 5 minutes' duration, etc. Testing was successfully completed within two days.

Medium voltage switchgear for the HDPE plant was manufactured under the PP & HDPE EPC contract by the ABB company (Italy). The switchgear is rated 12 kV, 50 kA with the ingress protection level of IP42. FAT of the switchgear took place in Dalmine (Italy) on 15-17 March 2017, at ABB MV switchgear factory with participation Elman Bakhish, and the representatives of the manufacturer and contractor. As per approved ITP, the switchgear was tested for dimensions, painting, mechanical operation, electrical operation and wiring, insulation with high voltage of 28000V for 1 minute's duration, functioning of measurement and protection devices, etc. The FAT was completed successfully with minor punch items to be cleared and re-inspected by the EPC contractor's representative.





SOCAR Polymer meets the students of the Sumgayit State University

SOCAR Polymer represented at Sumgayit State University's event dedicated to the chemical and petrochemical industry



On 2 March 2017, the Sumgayit State University (SSU) hosted an event initiated by the Azerikimya Production Union and conceived as a discussion meeting between the university students majoring in technical science departments and senior representatives of chemical and petrochemical companies either currently operating or under construction in Sumgayit city. Held in the auditorium of the university, the event was attended by the Chairman of the Supervisory Board of Azerikimya Mr. Mukhtar Babayev, Director of the Sumgayit Chemical Industrial Park

(SCIP) LLC Mr. Nazim Talibov, the Finance Director of SOCAR Polymer LLC Mr. Fuad Ahmadov, the Director of the Carbamide plant Mr. Khayal Jafarov, and the Director of the Ethylene-Polyethylene Production plant Mr. Ogtay Niftaliyev. In his opening speech, the Rector of SSU touched upon the recent education reforms, the university's contribution into the development of Azerbaijan's economy and the significance of such events aimed at delivering to the students the information about the existing and expected production and processing facilities in Sumgayit, the

demand for human resources, new job openings and the prospects of employment upon graduation.

Then the floor was given to the Chairman of the Supervisory Board of Azerikimya Mr. Mukhtar Babayev who spoke about the chemical and petrochemical facilities in Sumgayit and introduced the heads of the facilities to the assembly. He emphasized that expansion of cooperation between Sumgayit's only higher education facility and the local industrial enterprises, as well as taking of steps towards thorough



cultivation of future chemical and engineering specialists are among the main objectives of the event, as the need for qualified staff is very high and growing.

The guests of the university made presentations about the companies they represented and the projects currently implemented therein. The presentations were followed by numerous questions from the audience, inquiring about HR projects, career advancement, study abroad programs, new projects under implementation, opportunities of scientific cooperation between higher education facilities and the companies, the impact of oil prices' fluctuation on the global market, etc. In his presentation, the Finance Director of SOCAR Polymer LLC Mr. Fuad Ahmadov spoke comprehensively about our project worth 750 million USD in investment terms and implemented through the successful cooperation of the public and private sectors, as an inseparable part of the non-oil development strategy undertaken by the President of Azerbaijan. Mr. Ahmadov touched upon the purpose, configuration and design capacity of the PP and HDPE plants, the currently achieved

construction progress, the expected commissioning dates, and the benefits of location in SCIP including exemption from taxes and custom dues. He also emphasized export-orientedness of the plants under construction at the Sumgayit Chemical Industrial Park (SCIP), meantime expressing belief that production of polymer granules would also promote the creation of numerous small and medium-size production enterprises in the country, and new job openings.

In her turn, our Training Development Specialist, Ms. Afag Ismayilova gave overall statistic data on SOCAR Polymer's current staff and corporate HR development policy, which had so far provided the company staff with over 5000 hours of diverse local and international training, including trainings at the Sumgayit Education and Training Center (SETC), SOCAR's Gobustan Regional Training Centre and SOCAR's Baku HR Training School. She also elaborated specifically on the Summer Internship Program piloted in 2016, with 13 interns selected from a total of 303 applicants, and 5 interns employed by SOCAR Polymer on part-time basis upon successful completion of the internship term. Ms. Ismayilova underlined that the in-

ternship program would be repeated in summer of 2017 and invited eligible students to apply as our company is interested in involving talented youths, attaching great significance to their professional development. The audience was also informed that the operators and technicians for the future PP plant had already been employed and were then undergoing appropriate training, and that the same process of recruitment for the HDPE plant was planned to be completed by the end of April.

Following the presentation, our representatives answered the questions and took note of the students' request to arrange an informative tour to the company premises and future production facilities for better and visual acquaintance with SOCAR Polymer.





Production of polypropylene at the PP plant is expected at the rate of 180,000 tons per annum. At the end of the production process homogenization is required, i.e. mixing of PP pellets before packaging, as it is significant for the quality of the end product. At this point, silos have advantages that the old “pile and bag” method of mixing does not.

Blending Silos

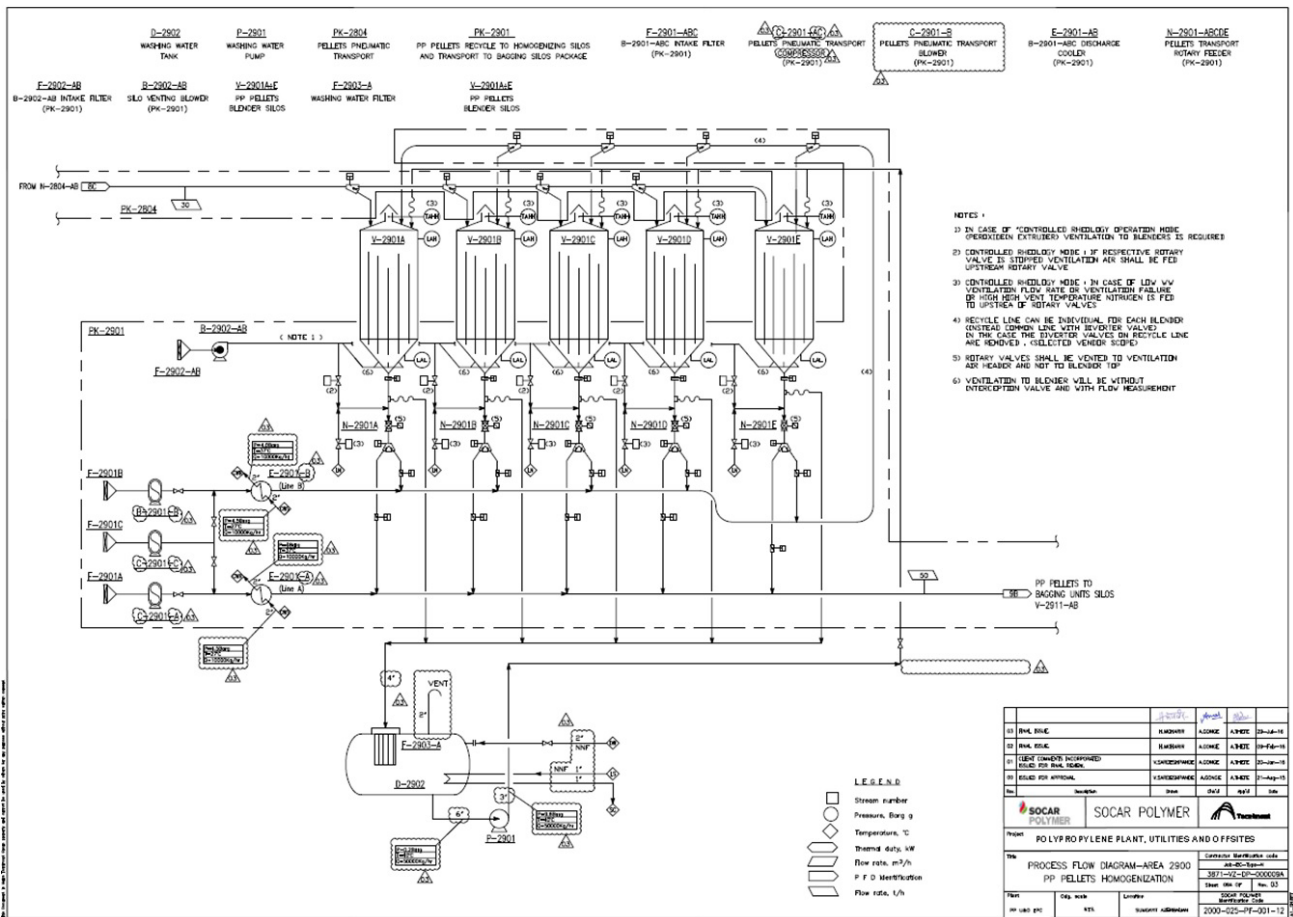
installation under way

Produced polypropylene pellets are continuously transferred to the silos through a dedicated pneumatic conveyance line. It is possible to operate any of the silos in the homogenization mode by recirculating on itself, meaning that the delivery silo and destination silo shall be the same so that the pellets are blended within the silo(s). Once homogenized, the final product is discharged from blenders to a bagging silo and then by gravity to a downstream bagging/packaging unit installed indoor in a non-hazardous area at ground floor. A packaging unit consists of: 1) a bagging machine for filling bags with polypropylene pellets (25 kg/full bags), with the design capacity

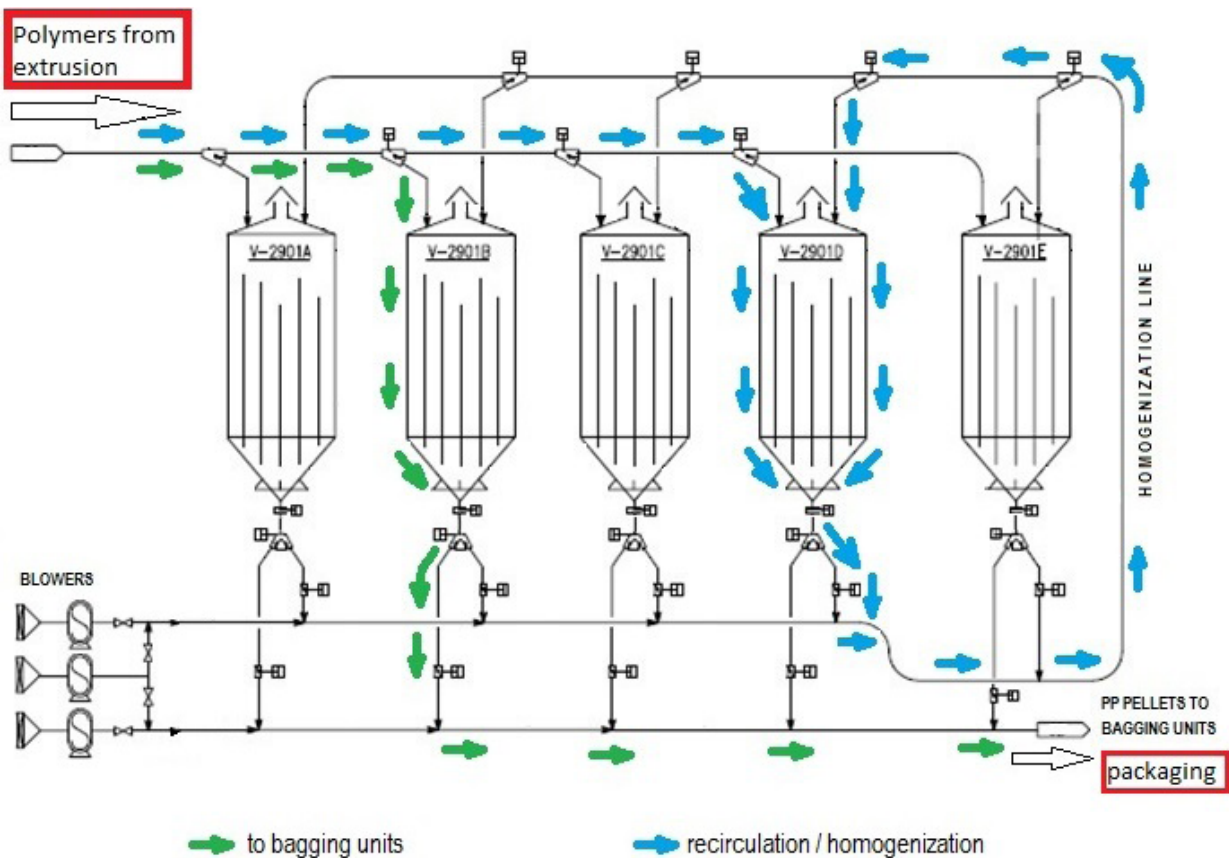
of 2000 bags/h; 2) a palletization unit for arranging bags on pallets; and 3) hooding and stretch-wrapping machine. A reliable and precise weighing system shall control the filling process.

The installation of the system of five blending silos at the construction site of the PP plant is nearing completion, with three silos installed in March and two more planned for early April. With 31 meters of height and 7 m of inner diameter, each silo has the nominal capacity of 750 m³, enough to fit as much as 600 tons of PP pellets. These blending silos can also provide buffer hold-up in case of sudden stoppage in the downstream packaging system.

Regardless of the product, every producer desires smooth product discharge seamlessly integrated into the production process. In PP production, optimum discharge is significant in order not to lose a single granule and ensure the quality of the packaged product. To this end, it is impossible to imagine a PP production plant without silos. The manufacture of the silos and blending systems is customized to provide the best solution and suit every specific requirement, including use of durable materials and coatings, maximization of the energy-efficiency and cost-effectiveness of pneumatic conveying systems, multi-flow or combiflow options, etc.



The blending silos system is quite complicated for a non-specialist. A maximum simplified sketch of the system is hereby provided to only give a slight clue of how and what the system is used for.



Silos Installation photos





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A closer look at what QA/QC is about

What is the difference between Quality Assurance (QA) and Quality Control (QC)?

Construction project quality assurance, or QA on the one hand, and quality control, or QC on the other hand, are two fundamentally different processes with different goals and purposes. Quality assurance focuses on prevention of defect and, thus, differs from defect detection and rejection in quality control. Whether you are the owner or the contractor, you have to use the correct methods to fulfill your role in ensuring high-quality results. When each of the project participants knows what aspects of QA and QC fall within their areas of responsibility, they can execute the project to the required standards.

Let us compare for revealing the differences:

QA - staff

1) SPECIFY the Design Standards, focusing on the procedures required for the design to meet quality standards:

- specifies qualifications for designers, engineers and architects;
- signatures rules for drawing preparation, revision and approval; and
- specifies quality standards for the materials proposed in the drawings and specifications.

2) SPECIFY the process for determining which suppliers are qualified to deliver the required quality; whether visits of supplier facilities are required, whether the supplier has to have a QA program in place and whether testing of supplied materials is required.

3) IDENTIFY the characteristics that the completed construction project must have, the quality levels it must satisfy, the applicable standard and any testing that the standard requires.

QC - staff

1) CHECK and verify that:

- people carrying out the work have the specified qualifications;
- the drawings are signed properly; and
- the materials to be purchased meet the specified standards.

2) APPLY the process, by selecting suppliers that meet the qualification criteria, and carry out any required testing. QC is responsible for corrective action if QC personnel find that material is not as specified or does not meet the required quality standards.

3) CHECK and verify that the Project Requirements are met and carry out any required testing. QC is responsible for documenting the results and presenting them to the owner if required.

QA/QC Manager

Karl Wainwright

I have worked all over the world: in Saudi Arabia, China, Ireland, Indonesia, Basra, Iraq, Papua New Guinea, India, Germany, Russia (Sakhalin, Moscow, Kaliningrad, Ekaterinburg), and now Baku. Mostly lived on the site accommodation, in a room no bigger than 3 by 4 meters.



Odoptu (in Sakhalin) was also one of the most challenging projects due to the logistical challenges. Winter meant a 1000 km journey on ice roads for all of the materials and equipment. In summer the ice roads turned to mud. We had to set up a remote laboratory on site for all calibrations. All that and maintaining a remote camp for 1300 people 60 km from the smallest village – you can imagine the fun of it.

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Sakhalin will always hold a special place in my thoughts: looking from the office balcony early morning, watching the whales in the sea of Okhotsk, as they surface with their water spouts clearing in the morning sea mist...

But of course, every new project is exciting and remarkable in a way, all having their own individual personalities, new friends and of course old friends who we meet along the way.

On this project alone, I have met an Indian guy who I worked with in Saudi Arabia 20 years ago, and another guy who worked for me on BS2 in Sakhalin in 2008, and, of course, some friends from the Germany project.

How did I choose my profession? Growing up my father worked for Shell in quality, so I suppose that quality was always at the forefront of everything we did.

When it comes to criteria for selecting

staff for the department, being a new company, SOCAR Polymer needs dynamic go-getter staff, logically thinking strong individuals who once brought together would be the makings of a world class team. As for hobbies, I have several. Motor biking is one. Also, I keep Koi carp at home. Helps me to relax sitting in the garden... steak on the BBQ... and I have setup an inverted aquarium in the pond and drew a vacuum, as seen in the picture.

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To me, anticipation of new projects and experiences brings about the thought that new challenges are always enjoyed.



QC Welding/Piping Inspector

Tamara Maharramova



I hold 2 diplomas: one in Finances and Credit from the Economic faculty of the Institute of National Economy, and the other in Automatics and Processes from the Azerbaijan Industrial Institute. My work experience has been 15 years, including many years of work abroad - in Ireland, Scotland, Thailand, Holland, Georgia and Germany. Most of all I enjoyed working in Ireland. The Irish are open-hearted, friendly and very cheerful. When I went there, the clouds of the economic crises were beginning to darken over this country where people lost jobs and enterprises closed down almost every day. Nevertheless, the people somehow still managed to enjoy life.

Some people ask me why I have chosen a man's job for living... I don't know really. I just did. Imagine my childhood. Dance classes started for me at the age of 3 and lasted for 16 years, as I joined the national ensemble Jangi and travelled the world with them. Add sewing, knitting and chess classes to that. Spice it further up with full contact Okinawa

karate, in Goju-ryu and Sindo-ryu styles. Later on, I also took opera singing classes, and joined music bands as a lead singer in Baku, Georgia and Ireland. For a while I was keen on making Venetian wall Masks out of clay and even had an exhibition of my own arranged. I played football for the North Carolina Youth team U17 as a striker in the game seasons of 2000-2002; and did air diving to get my underwater inspection certificate. I have attended the music school №3 named after Dzerzhinsky for 11 years and play 4 musical instruments: the drums, piano, violin and electric guitar. I spent 3 months at the Vidal Sassoon Performing Arts Council in LA taking classes from colorists. I am fond of any sort of drawing/painting art: using oil, acryl, coal, chalk, pencil or pen. And, finally, I remember soldering my mother's earrings using a soldering iron, which my father had brought from Germany. I have travelled 47 countries, most often representing Azerbaijan with our national dance group. I love my life and enjoy every moment it gives me.

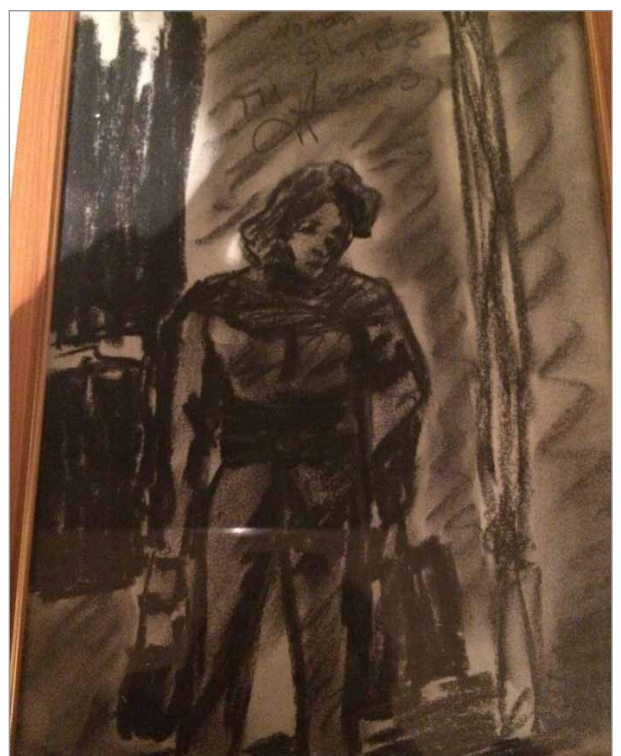
I like my job, because I permanently

stay at the site, maintain contact with people in my area of specialization, and enjoy ascending the pipe racks. This may sound strange but I really like it. I also enjoy collaborating with the welders on site and working with metal. Some people think a Certified Welding Inspector just looks at a finished weld, but this is simply not the case. I have one of the busiest and most diverse careers in welding, and am often expected to handle qualification records, oversee non-destructive testing, make sure proper materials are available during tests, and much more. Certified Welding Inspectors have a lot of responsibility, but that's largely because they're in a position of accountability. We are responsible to the public for the quality of the things produced under our inspective control. I am happy to be part of the SOCAR Polymer team now. Together, our friendly team can do anything. We have an excellent manager who always supports us. All conditions required for efficient work at the site have been provided.





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QA/QC Piping Inspector

Elshan Heydarov

I was born in Sumgayit, but have had a chance to travel and work in different countries. Having majored in engineering mechanics at the polytechnic institute, I stayed at the institute to work at one of its Chairs for three years following graduation. My first employment as an engineer was at the Sumgayit compressor plant which closed down after the collapse of the Soviet Union. So, for a year and a half I joined Azerikimya as a senior welding assistant in their installation works within the EP-300 modernization project in Sumgayit. The small power station under installation was intended to provide electric power and, most importantly, steam to an Azerikimya plant. That job was my first familiarization with construction-related aspects of engineering.

Then, at different points of time I worked in Russia. First, in 2000-2002, I worked for a UKOS subcontractor at the construction of a gas compressor station in Tomsk. Our company was engaged in maintenance and installation work, the equipment used

in the work process was, for the time, state-of-the-art and new to me, which stirred my interest.

Another work experience in Russia was within the Sakhalin II project, in the capacity of a Quality Control Engineer at the construction of OET and LNG plants. The project was huge and envisaged construction of a crude oil transportation unit and liquid gas production units, almost as big as in Qatar. On that project, I gained good experience in Quality System Management and was certified as a Level III welding engineer as per Russian Local regulation.

In the Russian city of Tobolsk I worked for the YAMATA Company in their project with SIBUR and Tecnimont, involving the construction of a Propane Dehydration Plant. I acted as a senior pipeline engineer. Then I received another, more interesting offer of employment at QC management level in Nizhny Novgorod, where RusVinyl was constructing a PVC production unit. Remarkably, in those

two projects I was directly involved in the development of welding technique procedures. As a holder of a NAKS certificate (Level III), I was entitled to developing welding technologies for the oil refining, boiler production and gas industry. I am authorized for attestation of welding processes for power and gas supply piping as well. Having attended trainings in Non-Destructive Testing provided by the MQS company, and as a holder of Level II certificates in RT (radiography), UT (ultrasonic testing), MPI (Magnetic Particle Inspection) and PT (Dye Penetrant testing) I have also worked as an NDE technician, and these skills have been very helpful to me on many a project.

To Lebanon I was invited in 2008, and up until early 2011, I worked there





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Generally speaking,
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as a senior welding engineer in the construction of two mooring terminals – one for a steel processing plant and the other for a commercial harbor.

Late in 2012 – early in 2013 I was engaged as a Lead Engineer for steelworks in the scope of 5000 tons at the construction site of the Baku Shipyard plant construction project. That plant is operating nowadays, building ships. Before the construction was completed I got a job offer from TML and became a QC manager in Lebanon again for two years. There, during the construction of a deformed bar production plant, I was introduced to a different kind of industrial construction and was proud that our department successfully managed its work within that challenging project.

I have also worked in the Nitrogen and Ammonia Complex project. In PROCON, I acted as a QC manager. In 2016, a very appealing job offer came from the Renaissance company. A huge business center was under construction in Saint Petersburg through an order placed by GasPromBank. The main building was conceived as the currently tallest building in Europe, with 85 floors and 480 meters in height. So, I joined the project to coordinate the plants with steelworks – in Sverdlovsk and Chelabinsk

areas, in Omsk. However, for family reasons again I had to leave the ongoing construction there and return to Baku, where I got a job offer from SOCAR Polymer. So, here I am working for an interesting project close to home.

Young men often make their choice of profession unconsciously. I cannot say I aspired to become an engineer. I am in mechanic engineering because I couldn't fancy anything else. Being an engineer in machine building is very interesting. This profession keeps one tightly in contact with new technologies, know-how and new equipment brought in. Working at the compressor producing plant, making engines for the compressors, I was very pleased to see abroad the aged refrigerators manufactured in our country and to say “hey, the plant where I worked as a technologist produced the engine for this refrigerator”. That is something certainly very pleasant to realize. It is always interesting to create, invent something. Generally speaking, an engineer's mission largely involves creativity.

One of my sons is a chemical technologist studying for his Master's Degree; while the other has majored in mechanical engineering for oil and gas equipment.





QA/QC Civil Inspector

Murad Urfan

I ended up with my current specialization very much by chance, I may say. I majored in Architecture just as my twin brother, the difference being geographical as I studied in Baku, while he – in Turkey. Comparing the two schools further, I can say that our school of architecture based on the Soviet education system keeps up the creativity component of architectural thinking, with compulsory Drawing and Molding classes incorporated into the curriculum, whereas the corresponding educational process in Turkey focuses primarily on technical knowledge and skill acquisition. Meanwhile, the reason why I chose the profession of an architect was that it dwelled at the intersection of technical proficiency and art.

For years, I have worked as an architect, and that involved performance of an active role in production, i.e. in construction. Somehow my job took a different turn as I increasingly had to control the quality and standards of construction more actively. Working for KBR, I acted both as an Architect and a

Civil Engineer. Since the launch of our operations at Shah Deniz II, KBR assigned me to BP. Starting my activity there I believed I would be working in the construction department, whereas I found myself in QA/QC instead. The official duties I was assigned to perform within that project lay with the QA/QC department. That's where my current career path emerged. At times I fancy myself to be the Aramis of The Three Musketeers. He was an abbot, but compelled to become a musketeer. Same as I – an architect tricked by fate to transform into a QA/QC specialist.

My personal preference and interests lie with construction rather than with engineering. One can touch, feel, and have everything in sight. My daily duties consist of exercising construction quality control. It is primarily team-related considerations that boosted my interest in our project. Before joining SOCAR Polymer I had heard lots of positive feedback about the company's management and the project's being a new and progressive one. I am confident that this project

will favourably represent Azerbaijan. As to our department, I must mention the highly commendable intellectual qualities of our team members. All of them are very well-read and true professionals in their field. Irrefutably, praise for having assembled such a good and consolidated team is attributable to Karl. Besides, we all get along very well.

As to my hobbies and interests, I enjoy the sound of motorcycle engines and am planning to start learning to ride a motorcycle. I never liked sport motorbikes though. I like to move at medium speed, listening to the engine running. I like the emotional drive you get from a motorbike when you start it and hear it roar.





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QC Electrical & Instrument Inspector

Heybat Muradov

I received my higher education in the Energy Department of the Azerbaijan State Oil Academy, majoring in automation of electrical machines and industrial plants. I spent 6 years working as a maintenance engineer in the electrical mechanics service of the Baku underground railways. Then I worked in AzFen and the Shahdeniz II project. SOCAR Polymer is my third employer. Why did I choose this profession in particular? Electrical engineering is something invisible, which not everyone can tell about. Besides, it is a hazardous profession, which is why people's choice rarely favours this particular occupation. Nonetheless, I like it. No one interferes with my work. Think for yourself: anyone can discourse upon history, religion, literature or politics, whereas electricity

is not such an easy topic to discuss or elaborate on. That fascinates me. Nobody in my family had chosen this profession. Nonetheless, since early childhood I had taken interest in electricity and cherished the dream of pursuing education in this field. I am a happy man taking pleasure in my work and returning home with a smile. I loved my work in the underground railway service. At times, I still feel like I am their employee. When talking about the subway service, I say WE, although it has been 2 years already since I quit the job. I left because there my work hardly expanded beyond electric engineering, in simple words, maintenance. Meanwhile, my computer literacy, creativity skills and other abilities remained unapplied there. AzFen offered more interesting

work; and now in SOCAR Polymer I can apply my skills and abilities to a greater extent. I am very grateful to Karl and my colleagues. I have a perfect boss and colleagues who are true professionals. All my life I have been lucky to wind up in teams of good professionals. Every day I learn something new and am enjoying it. As to my hobbies and leisure time activities, I am keen on painting and taekwondo.





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QA/QC Mechanical Inspector

Zahid Sultanov



Within our project I exercise responsibility for QA/QC of mechanical static and rotating equipment.

My interest in construction derives from my childhood and family. My father worked in the construction field, and grandfather spent about 40 years working for "Azerenerji". Thus, running in our family among male members, such devotion to and interest in construction and industry, mainly predefined my choice of profession. I have a curious childhood recollection of my first experience at a fabrication and construction site during my summer holidays. I was about 12 when allowed to join the driver behind the steering wheel of a tractor which belonged to an asphalt production facility. So, from a very young age I

knew that my future profession would relate to the construction industry. I guess it is already a family tradition.

I started working in 1997 right after secondary school and continued working in the same company till graduation from university. The company was involved in civil construction projects. I was employed on a part-time basis in the procurement department. Upon completion of military service, I got an offer to work in a QA/QC department. My first QA/QC related job started in 2004, as I began working in the Azeri-Chirag-Guneshli project. I was engaged as a technical certification inspector in the QA/QC department, ensuring adequate record-keeping of project documentation, certification control,

and later, quality control inspections at construction site. Ever since, I've been in QA/QC and in engineering teams of various projects. For 5 years preceding my employment with SOCAR Polymer, I have been working in Turkey: first, engaged in project development and design by TANAP and some other pipeline projects, where I was part of a pipeline design team; then, a year later, freelancing in Istanbul and providing consultancy services mainly to Turkish companies operating in CIS countries.

I left Turkey to join SOCAR Polymer's construction project team. The project itself is a very significant one for the petrochemical industry. I enjoy working in our team and what's more we have an excellent manager who is always there to support with advice.



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My interest in construction derives from my childhood and family.





QA/QC Insulation Inspector Rauf Aghabayov

I've graduated from the Electric Drives department of the Azerbaijan Industrial Institute. As corrosion is an electrochemical process, I am well aware of the technical aspects involved. This helps me work efficiently and make appropriate decisions.

My work experience includes 4 years in Africa, namely in Angola, and 8 years in Kazakhstan. There I dealt with the same issues as in this project, i.e. corrosion resistant coatings. In Africa, I engaged in both onshore and offshore projects, with onshore and underwater metal structures. In Kazakhstan, I worked at the Kashagan field.

What I enjoy most in my job is the chance of working and communicating with people from different countries of the world. All the projects I have worked in had international teams and it's been captivating to learn about new cultures. I like our team in the SOCAR Polymer project most. The competence level of our employees has been a very pleasant surprise, and our manager Karl is the kindest of people. His approach is that of a counselor rather than merely of a boss.







QA/QC Administrator

Zohra Mammadova

My first working experience as a part-time English Teacher for language course providing companies coincided with my university study period. Later, before joining SOCAR Polymer I worked for the Mace International Limited and Aker Solutions companies. When Karl interviewed me for this job, one sentence he said motivated me more than any other factors might have. "Personality comes first and is as important as good work", he said and was absolutely right. I enjoy working at this project because our team is good and we have a very supportive manager whose efforts enable us to work without stress involved. Although my home is quite far from work, I nevertheless go to work with pleasure. At some of my former workplaces I had health problems due to the stresses experienced. When I was offered to work in Sumgait I had some doubts considering the distance, but now I am quite happy.

In leisure time I like reading and spending time with my family, playing with my 3-year-old son.



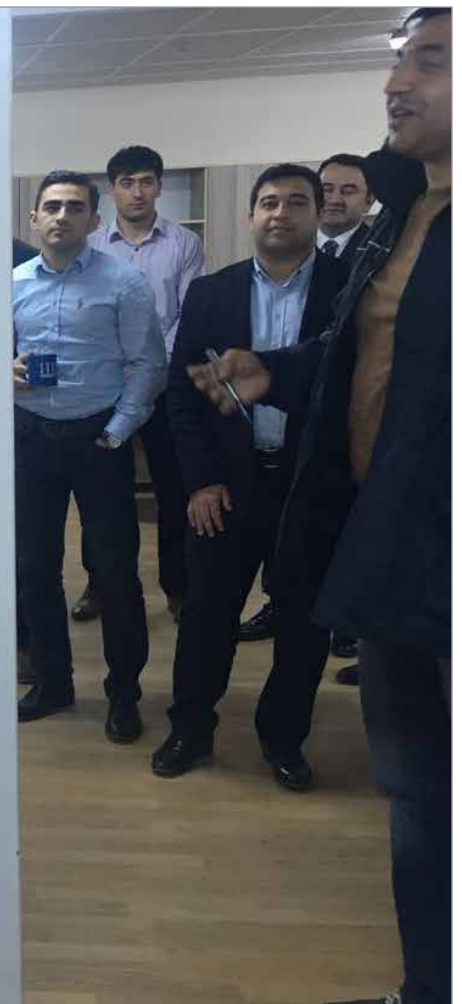


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A taste of
NOVRUZ





On the threshold of the Novruz celebrations and on the occasion of this spring holiday the SOCAR Polymer staff gathered together for an all-hands meeting shortly after lunch hours to socialize and welcome the Oriental New Year simultaneously in both offices – Baku and Sumgayit.

Novruz is one of the best occasions for the team to get together for tea-and-talk in an amicable atmosphere with a touch of festivities as a tribute to the best traditions of this colourful holiday which, in an office setting, also promotes stronger unity and closer ties amongst the staff members and departments.

Decorated Samani trays in festive green, red, yellow colours symbolizing in the East the new spring vegetation (green), happy events (red) and warmth of the sun (yellow) rejoiced the eye upon entrance to the office.

The positive vibe of smiles and generous wishes reigned on the premises. Colleagues shared experiences of Novruz,

relevant stories and wishful toasts, tasted dainty sweets, of which shekerbura and pakhlava are indispensable attributes on a table set for Novruz, and even played the “egg-tapping” game, which has variously been known to foreigners as “shackling”, “jarping” or “dumping” in English folk traditions.

The game is played between pairs of competitors who repeatedly knock the pointed ends of their hard-boiled eggs together until one of the eggs cracks; the overall winner is the one whose egg succeeds in breaking the greatest number of other eggs.

The participants of this event went home that Friday evening with sweet memories of pleasant time spent with their office family.





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