

2nd QUARTER 2021

SOCAR Polymer Newsletter / Issue 34 / 2021



3,858,515
Man-hours LTI Free

Changes and progress come out of hard work



Dear colleagues,

Another half year is behind, and we are checking the outcomes of the 6 months against the goals we had planned. The consequences of COVID-19 related restrictions are still tangible and observable in the present day logistic and other challenges faced by businesses. Over the past year we have had to learn to adjust and at times to even turn challenges into advantages.

Most of polymer producers in the region including CIS countries have long specialized only in production of commodity grades which are not complex in production and have lower profit margins. Our company managed to arrange, optimize and expand production of Premium grades within as little as 2 years and doubled the production of premium grade products this year. We have achieved high sales rates of PP on Russian market leaving behind all the traditional PP producers such as INEOS, Borealis, Total, and Sabic. Around 87.4% of the PP and HDPE products produced last year has been exported and our company is listed as the leader among non-oil product exporters according to the Ministry of Economy.

Our achievements have become possible owing to the right product portfolio development strategy, stable operations, contribution by supporting functions and efficient sales team. We continue expanding our product portfolio with high margin products. Recently, we have launched two new impact copolymer polypropylene grades ideal for thin-wall injection molding applications and offering faster processing that reduces energy consumption. Meanwhile, the end-use properties are a desired balance of stiffness and impact resistance, among other advantages. Apart from that, a number of our homopolymer PP grades have passed quality inspection laboratory tests in Moscow Center for hygiene and epidemiology. Interest in our plants and company continues to bring visitors to our production site, such as mass media and representatives of foreign businesses or embassies promoting international cooperation opportunities. Expanding its sales geography and product line, our company is open to cooperation and dialogue.

Fuad Ahmadov
General Manager

Production and Sales Overview

Despite the economic, logistic, and other challenges faced by most companies in 2020-2021, SOCAR Polymer has been able to retain and even boost some of the production and export rates.

In the 2nd quarter of 2021, the main export markets for PP have been the Russian Federation, Turkey, and Ukraine, whereas HDPE has mostly been exported to the Russian Federation and Ukraine.



Year 2021	PP (tons)		HDPE (tons)	
	Production	Export	Production	Export
1ST QUARTER	29982.28	29273	18483.91	14693
2ND QUARTER	36388.45	21763	13990.11	9302



Local sales currently constitute about 15% of total sales. Over 70 local companies have been SOCAR Polymer's customers. About 50% of all local sales is effected to our biggest customers: RAM BNT Ltd, Azertexnolayn MMC, and Megapolis LLC. The Azertexnolayn company produces pipes from SOCAR Polymer's HDPE grades and is already exporting them to European markets.

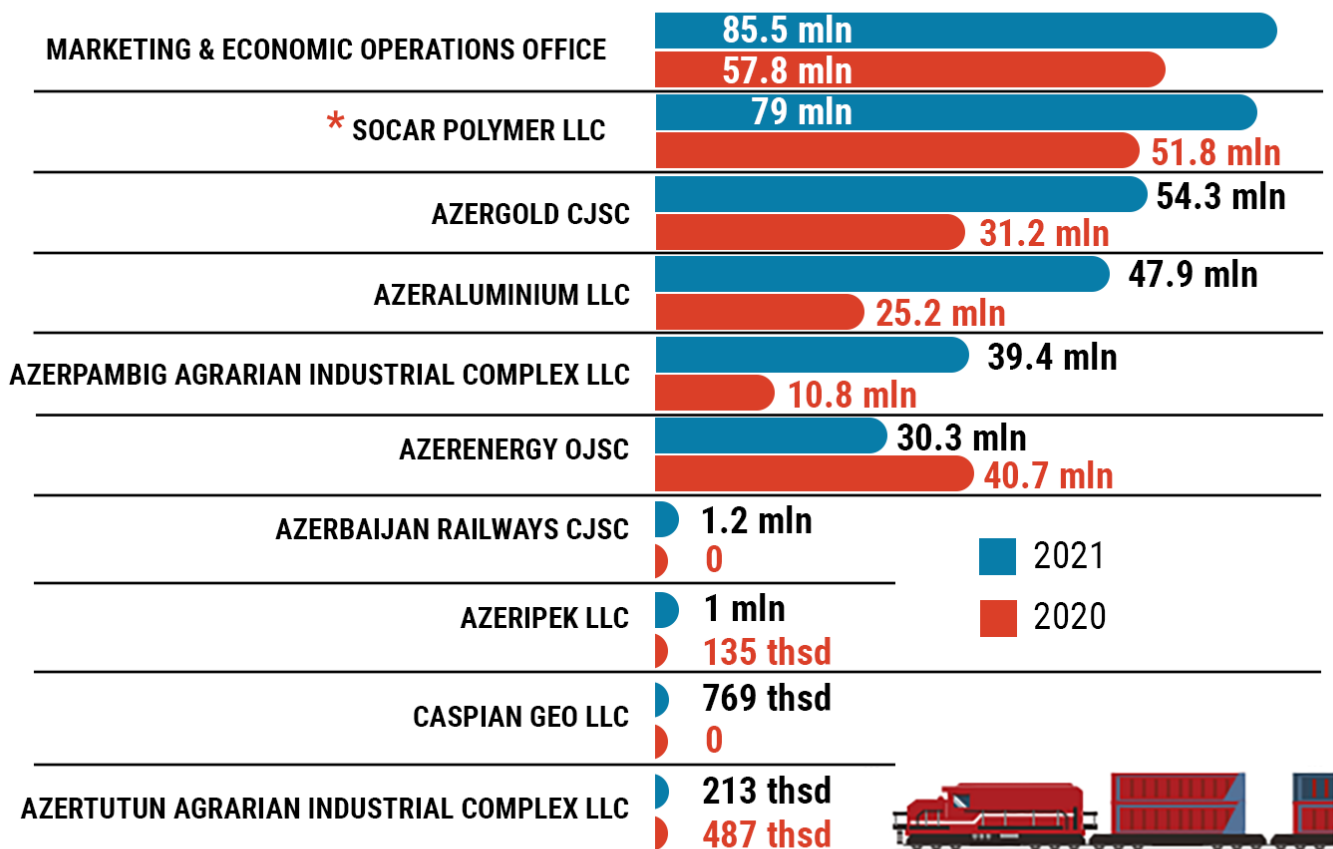
In 2019, SOCAR Polymer cooperated with 33 local buyers, whereas in 6 months of 2021 we have already made sales to 54 local buyers. In total, SOCAR Polymer has so far had 73 unique local buyers since initiation of sales.

Determined to retain the achievements of 2020

In the June issue of its “Export Review”, the Centre for Economic Reform Analysis and Communication (CERAC) rated SOCAR Polymer, with \$79 mln USD of non-oil export income over January-May, second republic-wide after SOCAR’s Marketing & Economic Operations Office.

SOCAR Polymer’s income is reported to have been \$14.7 mln in January, \$15.2 mln in February, \$18.3 mln in March, \$19 mln in April, and \$11.8 mln in May, which is by \$27.2 mln more than in January-May of 2020 (\$51.8 mln).

Rating of **STATE-OWNED EXPORTER COMPANIES** of the non-oil sector, January-May, 2021 (USD, comparison to the same period of 2020)



JUNE / 2021

Azerbaijan Republic's Center for Analysis of Economic Reforms and Communication

* SOCAR Polymer is a public-private venture company

CERAC's objectives:

- to prepare mid- and long-term forecasts to ensure sustainable economic development of the country
- to provide government authorities and agencies with reports and forecasts
- to organize promotion of the achievements made by the Republic of Azerbaijan in various sectors of economy

CERAC's “Export Review” has been regularly published since April 2017.

Two new impact copolymer PP grades added to product portfolio



SOCAR Polymer has launched large-scaled production of two new grades of impact copolymer polypropylene (ICP) resins that are ideal for use in thin-wall injection molded (TWIM) packaging applications such as caps, closures, and opaque containers, as well as in various housewares, sporting goods, and toys.

The two new grades are **CB 4848 MO** (with a melt flow rate of 48) and **CB 6448 MO** (with a melt flow rate of 64), which are the most common melt flow rates for ICPs. Both offer an excellent balance of end-use properties. These ICP grades deliver molded parts that exhibit low shrinkage, improved thermal resistance (HDT), and an excellent balance between stiffness and impact resistance.

Additionally, with their good flowability, the two different grades enable converters to realize faster processing, while allowing both newer and older injection molding machines to efficiently process the material.

These new grades advance SOCAR Polymer's aim to provide customers with reactor grades of heterophasic copolymers that use no organic peroxides, and abide by SOCAR Polymer's zero-phthalate philosophy, meaning that no catalysts or chemicals containing phthalate compounds are used at any stage of production. At the same time, the resulting products offer superior rigidity and dimensional stability.

The use of **Milliken Chemical company's Hyperform® HPN® performance additive** in the ICP formulation aided, among other advantages, processability by helping to boost converters' productivity by reducing cycle times, while also enhancing their sustainability by reducing energy usage.

Milliken's Hyperform® HPN® performance additive boosts productivity, reduces molders' energy use

The two firms have been working collaboratively to develop these materials for the past year. These efforts built upon the previous cooperation between the companies that late last year led to the introduction of SOCAR Polymer's first two random copolymer PP grades – RB 4545 MO and RB 6545 MO. Those grades used Milliken's Millad® NX® 8000 family of clarifiers to boost clarity in TWIM packaging products while maintaining an excellent balance of overall properties.

The two new impact copolymer PP grades are currently marketed to customers in Russia, Turkey, and other countries in the Commonwealth of Independent States.



SCIP residents at a roundtable

Promoting cooperation between industries and universities

On June 10, our Sr Process Engineers, Nizam Zahidli and Javid Ahmadow represented our company at an event held at the Vocational Training Center operating under the auspices of the Sumgayit Chemical Industrial Park (SCIP).

Organized by SCIP LLC and supported by the AR Ministry of Economy, the event was dedicated to the topic of "University-industry cooperation: from OSTIM Technical University's experience".

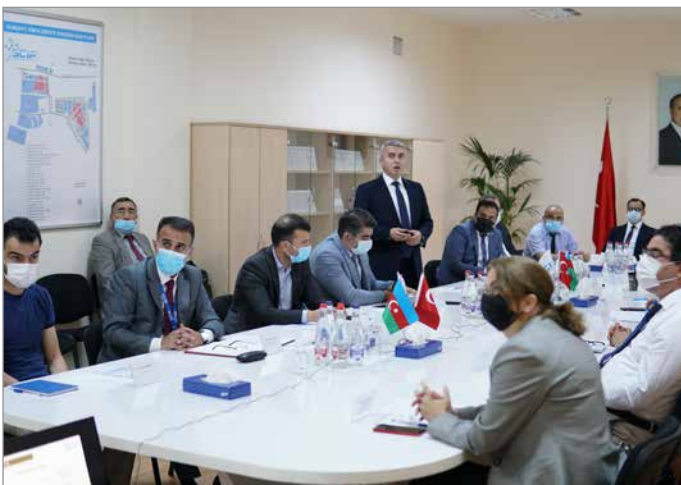
Participating at the event were representatives of such SCIP residents as SOCAR Polymer LLC, 'Azertexnolayn' LLC, and STP LLC, as well as the representatives of relevant state bodies

of Azerbaijan and Turkey, such as the Head of the Science & Higher/Secondary Vocational Education Department of AR Ministry of Education, the Deputy Rector of the Ganja State Science and Innovations University, the Rector of the Azerbaijan Technical University, the Chairman of OSTIM's Board of Directors (Turkey), the Rector of OSTIM Technical University, and others.



The main objectives of the event were:

- to ensure lasting cooperation between industrial and higher education facilities
- broad application of scientific potential in industries
- expansion of industrial park residents' research, development, and innovation activity





Videos describing the activity of Azerbaijan’s industrial parks, as well as that of Turkey’s OSTIM Technical University were demonstrated. OSTIM was introduced as a network that cooperates with the industrial sector by means of technoparks.

The event participants emphasized the significance of cooperation between universities and industrial facilities, the indispensable role of internship programs in professional

cultivation of young specialists for the industrial sector, and SCIP’s having established such ties with many local and foreign education facilities. SCIP residents’ representatives reported on their respective companies’ experience of cooperating with many educational facilities. New opportunities under the given topic were discussed, including the fact that every year several students of the Azerbaijan Technical University would enrol in internship programs of the OSTIM Industrial Technopark.



— ” —

This event created an opportunity for both sides – the industries and the universities – to better understand each other’s interests, in a way that enables building of best cooperation possible

— ” —

Sr Process Engineer,
Javid Ahmadov

PP homopolymer grades pass quality inspection in Moscow



Following 10-days' period of laboratory analyses of polypropylene homopolymer grades HB0200GP, HB0300GP, HB0400GP, HB0600GP, HB0900GP, HB1200GP, HB1800GP, HB2500GP, HB3500GP, HB4500GP, HB6500GP, and HB8500GP, the Federal Budgetary Healthcare Facility titled "Centre for hygiene and epidemiology in Moscow city" issued on April 29 an Expert Evaluation stating that the above products meet the common sanitary, epidemiological and hygienic requirements of the Federal Service for Control aimed at Consumer Rights Protection and Human Wellbeing.

The products submitted for inspection were accompanied by protocol of tests, protocol of sample collection, list of ingredients, technical specifications, and other relevant documents. According to the results stated in the Expert Evaluation report, the product samples contain only homopolymer polypropylene, stabilizers, and antioxidants. Chemical analyses revealed no presence of odour, flavour, turbidness, precipitation, or unwanted chemical substances in the samples of given PP grades designed

for manufacture of plastic items intended for contact with food. The PP grades were approved for mass production.





5TH NATIONAL CEREMONY

**BRAND
AWARD**
AZERBAIJAN

 **SOCAR
POLYMER**

Rating 16th among Azerbaijan's most recognizable companies

SOCAR Polymer is among 16 top brands rating highest among Azerbaijan's 50 most recognizable brands identified through the national "Brand Award Azerbaijan" contest organized by Caspian Energy Club in 2021. With over 200 corporate, service and product brands participating, the contest winners have been identified through anonymous online surveying held both domestically and abroad from April 26 till May 23. The top three winners of the contest are the Azerbaijan International Bank, Azerchay, and Sun Paper brands.

As one of the highest rating 50 brands, SOCAR Polymer will participate in the Brand Awards International contest to be held on global level at the end of the year.

SOCAR Polymer, indeed, has a relatively short but dynamic history of corporate achievements. Within 5 years after its establishment in 2013, the company constructed and put into operation two polymer plants. Soon after, in October 2018, first export of "Made in Azerbaijan" polypropylene was arranged to Turkey, and by early 2020 the company became the largest importer of homopolymers to the Russian Federation, supplying 40-60% of market demand. According to the January-April data of 2021 published by the Azerbaijan Republic's Centre for Economic Reform Analysis and Communication in their monthly "Export Review", SOCAR Polymer with 67.2 mln USD export revenue is leading among local non-oil exporters.

It is noteworthy that the organizer of the recent contest, the "Caspian Energy Club" was established in 2002 and brings together over 5,000 member companies and organizations from 50 countries around the world

operating in the Caspian, Black Sea and Baltic regions and including some of the largest oil and gas companies. The Club's primary objectives include active involvement in the B2B dialogue, systematic study of problems and suggestions of foreign and local business representatives to bring the information to the top leadership of the country, provision of informational support to projects by promoting a favourable business climate, facilitate establishment of a dialogue between SME and large business representatives.

QALIB OLAN TOP 50 BRENÐ
02.06.2021 | www.brandaward.az

Japanese embassy representatives visit SOCAR Polymer plants

On March 6, the Extraordinary and Plenipotentiary Ambassador of Japan to Azerbaijan, Wada Junichi visited the SOCAR Polymer production facility in Sumgayit and met with the General Manager of the company and other company officials. The ambassador was accompanied by Attaché for Economic Affairs Ono Masatoshi and Culture, Education and Public Affairs Assistant Gunel Yuzbashova.



For better acquaintance with the production facility, the ambassador was taken on a guided bus tour round the industrial area, visited the 'brain' of the plant – the Control Room, and received general information about the plants.

Following the bus tour, a short video and slide presentation were demonstrated in the main conference room and F.Ahmadov informed the guest about the company and its business achievements to date. He emphasized the high quality of SOCAR Polymer products, their popularity on the markets of Turkey and Russian Federation, and competitive advan-





tages in comparison to European analogues. It was underlined that the company's product portfolio is continuously enriched with new competitive polymer grades.

The Ambassador expressed gratitude for the warm welcome and provided information. He commended SOCAR Polymer's prioritizing human resource development and

HSE protection activities. The ambassador also showed particular interest in past/current collaboration, as well as future cooperation opportunities between SOCAR Polymer and Japanese businesses.

In conclusion of the meeting, a collective photo was taken in memory of the visit.



SOCAR Polymer sponsored an International Student Research and Science Conference

SOCAR Polymer presented awards to the finalists of the 2nd International Student Research and Science Conference on “Sustainable Development in Chemistry and Chemical Engineering” organized by the Baku Higher Oil School (BHOS) on the 98th birthday anniversary of the national leader Heydar Aliyev.



BAKI ALİ NEFT MƏKTƏBİ
BAKU HIGHER OIL SCHOOL

Ümummilli lider Heydər Əliyevin anadan olmasının 97-ci ildönümünə həsr olunmuş

TƏLƏBƏ VƏ GƏNC TƏDQIQATÇILARIN
I BEYNƏLXALQ ONLAYN ELMİ KONFRANSLARI

8-11 iyun 2020-ci il, Bakı, Azərbaycan



Speaking at the conference award ceremony, the rector of BHOS, Elmar Gasimov welcomed all the participants and congratulated the finalists. He underlined the stable interest taken in these annual conferences and emphasized the importance of supporting students and young researchers

in their scientific research efforts, particularly in lockdown circumstances. Elmar Gasimov also thanked the sponsors of the conference, including SOCAR Polymer, for their support. Other sponsors of the conference were the BP and Maire Tecnimont companies.

The conference on “Sustainable Development in Chemistry and Chemical Engineering” consisted of sections on “Oil-gas and petrochemical processes”, “Ecologic problems and biotechnologies”, “Renewable energy”, and “Advanced materials and polymers”, with 29 research papers submitted under the latter topic. A total of 131 research papers in an electronic presentation form had been submitted online to the board of judges by April 16. Among the authors of the scientific papers were the students and young researchers of domestic and foreign education facilities, including the Baku State University, Azerbaijan University of Architecture and Construction, Azerbaijan State Oil and Industry University, Azerbaijan France University, Ganja State University, Nakhchivan State University, and different Institutes of the Azerbaijan National Academy of Sciences such as the Institutes of Molecular Biology and Biotechnology, Polymer Materials, Petrochemical Processes, and Catalysis & Non-organic Chemistry.

The other two of the conferences were dedicated to the topics of “Oil and gas geology and engineering” and “Process automation and information security - 2021”.

REAL TV released a video coverage on SCIP

On April 9, President Ilham Aliyev signed an order on “Expansion of the Sumgayit Chemical Industrial Park’s area”. That order not only changed the area of the Park, but also expanded the boundaries for domestic industry. Shortly after, a REAL TV field team visited SCIP and produced a video coverage on the topic.



The video starts out informing that Sumgayit is the second largest industrial city and a modern hub not only in Azerbaijan, but in the entire South Caucasus. “SCIP is the largest industrial park in Azerbaijan. In 2020, the Park’s residents have produced a total of 1.1 bln AZN worth products, which is by 37% more than in 2019. Products are exported to more than 30 world countries. The additional 75 hectares of land given to the Park under the mentioned order is intended for the Park’s future projects. Since 80% of the Park’s 508 square meters of total area have already been occupied by residents who are either at the construction stage of their production facilities or already operating ones, it is natural that new areas be needed for the Park’s development in the upcoming 2-3 years”, said Elshan Shiriyev, Deputy Director of SCIP LLC.

Further on, the TV correspondent team visited some residents of the Park such as Azerfloat CJSC whose production site was put into operation 4 months ago and

has since been producing sheet glass. It even launched export to Turkey, Russia, and Ukraine in early March. Executive Director of the Azerfloat company, Emil Hasanov emphasized that Turkey is their largest export market due to high demand for and low supply of glass, especially grey glass. Production of coloured glass for export was planned to be launched in May of 2021.

Next, the TV team visited the SOCAR Polymer production facility, one of the largest investors of SCIP. “Our company’s revenues have been by 50% higher this first quarter than in the same quarter of 2020. Exports have respectively grown by 14% in terms of tonnage. This year, our export market of a dozen countries has expanded to include Romania and Bulgaria”, the Deputy Director Rauf Guliyev informed in an interview.

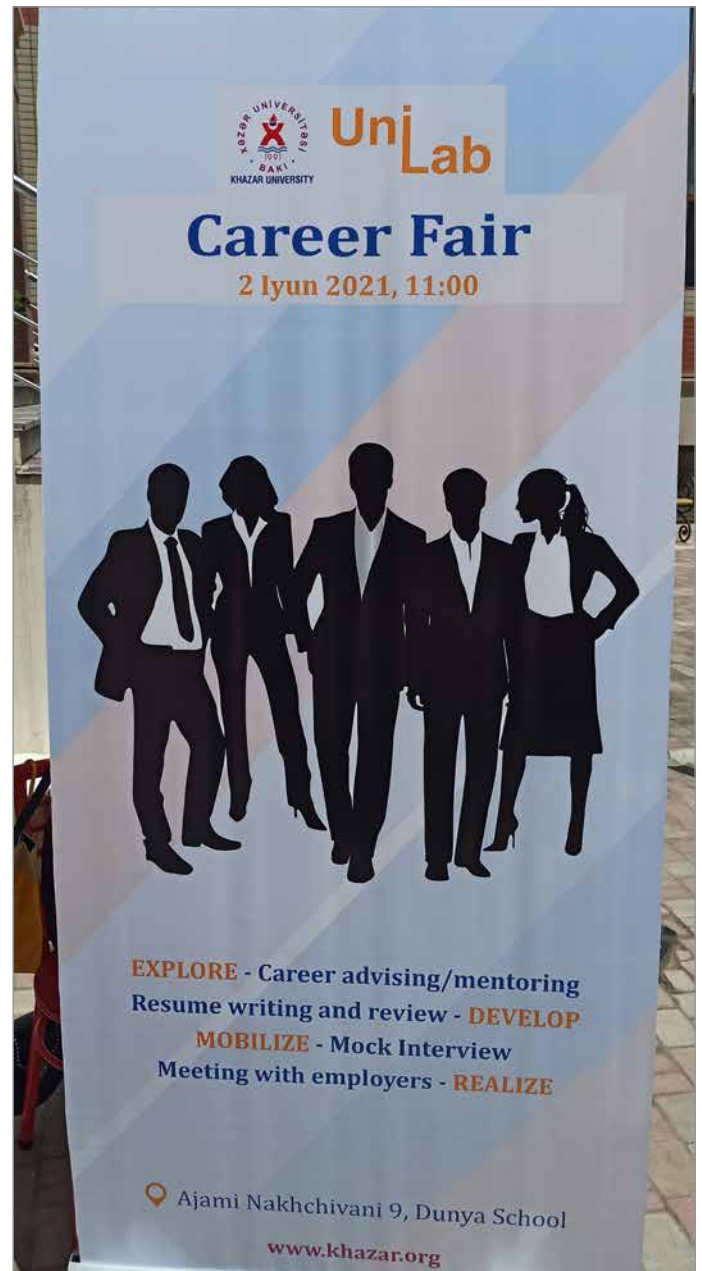
The video of this TV coverage in the Azerbaijani language was posted on our company’s official YouTube channel on April 14, 2021.

Supporting new graduates and young specialists on their career paths

On June 2, SOCAR Polymer participated in the career exhibition organized in the framework of the "Unilab" Project by the Career Development Centre of Khazar University. Our colleagues, Sr Recruitment & Selection Specialist Ravan Khalilov and Sr Training & Development Specialist Natavan Mahmudova answered students' questions regarding internship and career opportunities at our company.

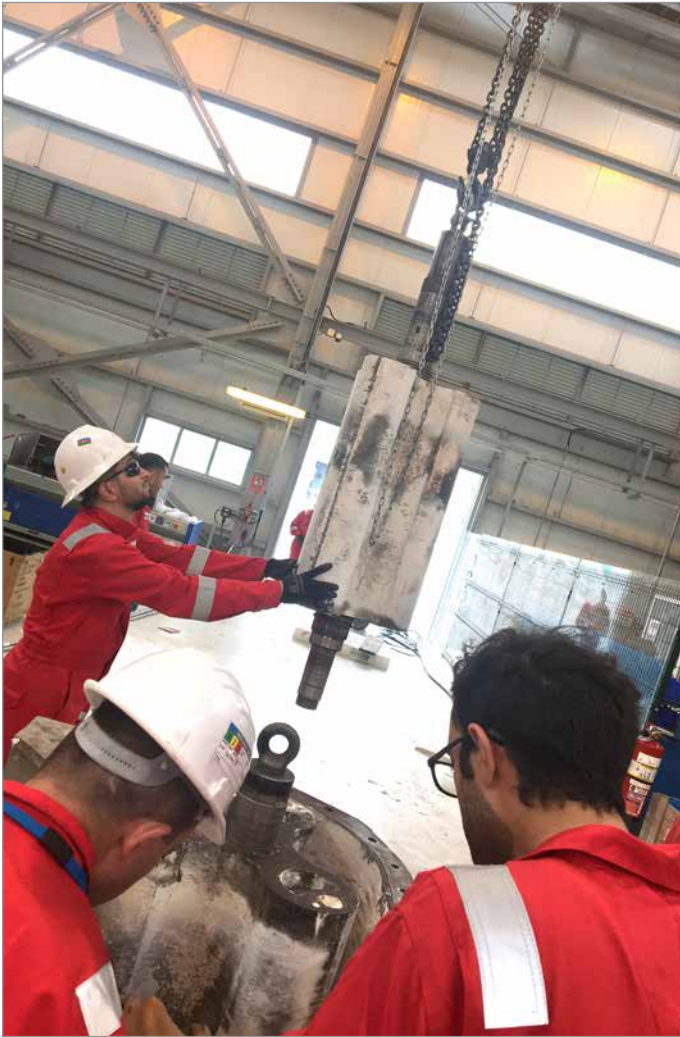
A dozen of well-known companies were represented at the career exhibition held with the purpose of facilitating communication between students and employers and providing a platform where all career related questions would be answered.

As a reminder: the Khazar University has organized the annual Career Exhibition for several years now, giving hundreds of university students, graduates, and young specialists good opportunities to communicate directly with representatives of large companies in order to make the right choices for a good start on their career path.



Maintenance of blowers performed successfully

SOCAR Polymer had started shaping up its production site personnel way before the plants were constructed and had arranged relevant trainings for them both in Azerbaijan and abroad. As a result, all teams were up and ready for performance by the time the PP and HDPE plants were commissioned in mid-2018 and early 2019.



The primary objective of the mechanical team is to secure continuous operation of the plants by keeping a vigilant eye on the rotating and stationary equipment and providing rapid and safe elimination of any malfunctions or breakage. To date, the team has successfully performed many maintenance, repair and reconstruction tasks. One of such has been first maintenance of two alternately used blowers, which was performed on 21 May-2 June and 30 June-2 July entirely by the mechanical team and lasted about 48 hours.

A few hours prior to the maintenance activities, the team prepared all the necessary tools, lifting devices, equipment and spare parts as planned. At the assigned hour, the inlet and outlet lines were disconnected, and the blower was lifted by a crane and transported to the workshop.



During the 2-day maintenance of the first blower, a total of about 50 different parts got detached and re-installed. Meanwhile, two mechanics were on guard by the second blower ready to act should the inlet filters get clogged.

The re-installed blower was handed over to the OPS team for testing: the stationary parts were tested with gas against leakage, and then the blower was tested in unloaded mode. After the successful results of the test, the mechanical team investigated the root cause of the blower breakdown. For this purpose, the team also took into account the laboratory results of chemical substance samples taken from the equipment.

Thus, the sub-divisions of the mechanical team, field mechanics, workshop, lifting, and engineering teams performed their tasks well and completed the maintenance activity successfully.



Fire Extinguisher User Awareness trainings continued

For continuous learning and development purposes, regular trainings provided through internal resources are conducted at SOCAR Polymer as per the company's HSE Training Matrix, except the Fire Extinguisher User training which is accessible to any employee to ensure the entire staff's awareness of the basic firefighting equipment and its application.

Started in January of 2020, the fire extinguisher user training has so far had 219 participants from various departments including HR, Business Development, Office Administration; Finance, IT, MM, Internal Audit & DMS; OPS, Engineering & Maintenance, Technical support; Warehouse, Logistics & Sales; and HSE.

The 1-hour trainings covered topics including general classification of fires, fire extinguisher types and designations, firefighting methodologies i.e., safe use of firefighting equipment, visual inspection and positioning of fire extinguishers, wind direction, PPE. The HSE department also developed a "Handbook on fire extinguishing means" for distribution among the training participants and staff.

In quarter 2 alone, the training sessions consisting of both theoretical and practical parts were led by HSE Engineer Tofiq Ismayilov to make 60 more employees of our plant aware of proper conduct and use of relevant equipment in case of small indoor or outdoor fires.



Large-scale Fire Drill performed successfully

On June 25, a large-scale Fire Drill was carried out with the purpose of ascertaining readiness to provide quick reaction to fire occurrences and to coordinate actions between the SOCAR Polymer plant's Emergency Response Team and the firefighting teams of Sumgayit city's nearest Fire Stations subordinate to the AR Ministry of Emergency Situations. Another purpose was to assess the Local Fire Brigades' readiness to support SOCAR Polymer (SP) in case internal resources are not enough to deal with a specific fire emergency and to check compatibility of equipment used by SP and Sumgayit Fire Brigades.

In all, approximately 20 SP employees and 80 representatives of Local Fire Brigades took part in the event.



A Fire Drill:

- gives employees an opportunity to practice emergency procedures in a realistic, but safe simulated environment
- demonstrates if employees understand and are ready to carry out emergency duties

The scenario of the Fire Drill involved a barrel with organic peroxide (Iniper 101) which went aflame as a result of a spill during unloading from a flatbed truck by a forklift in front of a warehouse. First witness reported the case to the Control Room Operator by a radio device. ERT mobilized and started firefighting, but 'the fire spread' to the flatbed truck, and it was decided that internal resources would not be sufficient to fight the fire, so, a Local Fire Brigade was notified and requested to assist in firefighting. Security staff was informed to meet the Fire Trucks and direct them to the incident scene where all team joined their efforts in coordinated actions. To complicate the case, the scenario included injuries suffered by five members of the Local Fire Brigade at different times of the event, involving first aid treatment by a Shift Doctor and some even requiring medical

evacuation. The scenario ended in resumption of fire due to smoldering after seeming localization and stopping of fire.



A Fire Drill demonstrates readiness to:

- quickly and properly react to a fire
- assess the situation and decide on actions
- use fire equipment such as fire hydrants, hoses, nozzles
- apply proper firefighting techniques





“Considering high hazard potential of our plants, we regularly and closely cooperate with local fire brigades and other emergency management entities. Cooperation includes joint events, familiarization of the fire extinguishing teams with the production facility area, submission of information on chemicals applied in production, and conducting of trainings.

This Fire Drill, too, was on the approved list of planned events. The drill scenario incorporated all possible complicated circumstances, with involvement of 6 firefighting trucks and 1 emergency rescue truck, as well as an ambulance car to treat the factitiously injured.

Overall, the drill has been very successful. Upon its completion, the deputy head of the State Fire Service, Akbar Novruzov briefly gave his recommendations and expressed gratitude for all the efforts made in preparation for this event.”

Alovsat Jafarov
HSE Director

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Considering high hazard potential of our plants, we regularly and closely cooperate with local fire brigades and other emergency management entities. Cooperation includes joint events, familiarization of the fire extinguishing teams with the production facility area, submission of information on chemicals applied in production, and conducting of trainings.



Materials Management

The backbone of any production facility

The Materials Management (MM) division of the Financial department at SOCAR Polymer functions in coordination with the PSCM, Finance, Accounting, Engineering & Maintenance, Operation & Laboratory, IT, HSE, and Executive Office teams. MM ensures performance of all materials-related activities which taken together are termed as Integrated Materials Management:



- material planning and purchasing
- variety reduction through standardization and rationalization
- reducing uncertainties in demand and supply
- handling and transportation, inspection, proper storage, and issue of materials
- inventory management with data accuracy
- disposal of obsolete, surplus and scrap materials
- reduction of carrying/storage costs and inventory losses occurring due to deterioration

MM missions:

- to minimize non-production time
- to maximize operational efficiencies
- to reduce working capital and operating expense
- to optimize material inventory, warehousing and transportation

Key MM activities:

- Demand Planning (MRP analyzing) • Inventory Management (IM) • Master Data Management (MDM) • Disposal/Scrap Management (DSM) • Warehouse Management (WM) •

Department evolution since 2018

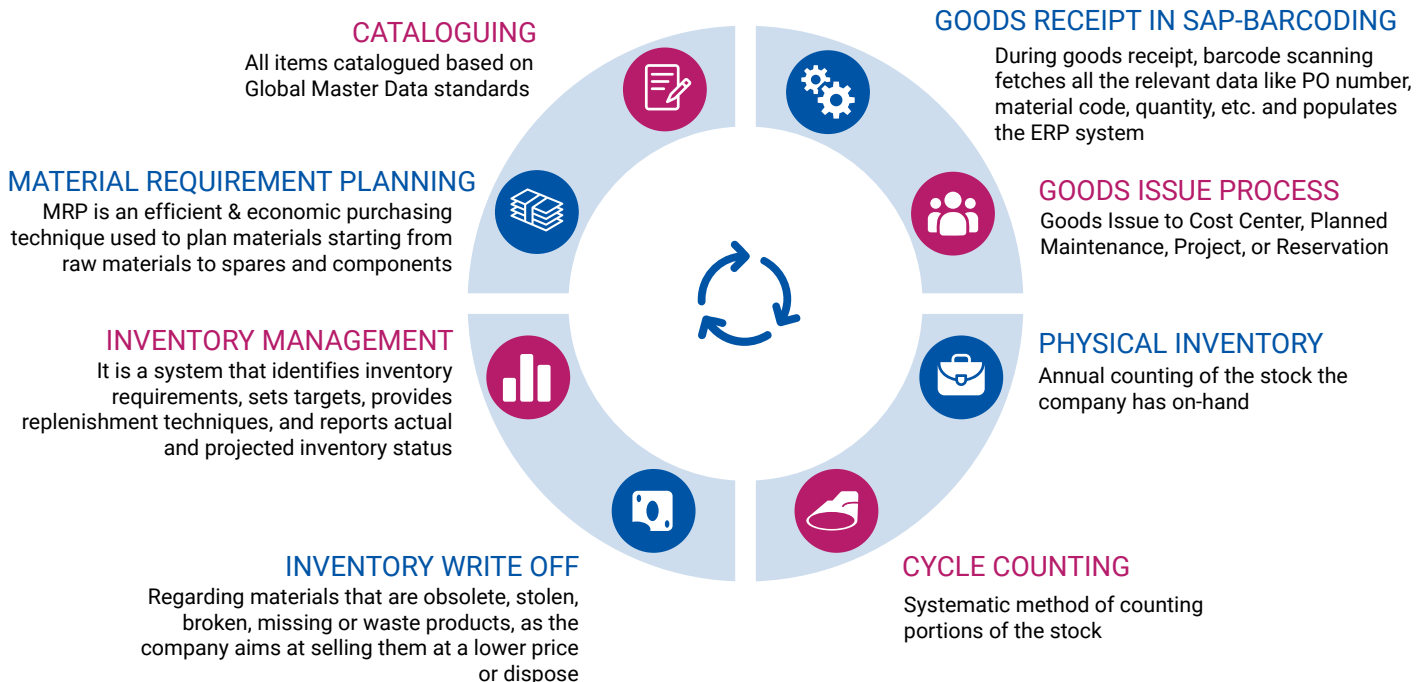
Formation of the Materials Management team started in January 2018 by the end of the Project's construction phase.

In mid-2017, SOCAR Polymer had only two employees laying the foundation of the future MM department: Rovshan Musazadeh, an SAP MM Lead who was in charge of im-

plementing and setting up the SAP IM module to suit the needs and requirements of this company, and Tariyel Bagishov, a Spare Parts Coordinator was responsible for acquisition and storage of the materials that were recommended and supplied by Tecnimont as 2-year spare parts for the PP/HDPE plants.



EFFECTIVELY IMPLEMENTED MATERIALS MANAGEMENT FUNCTIONS



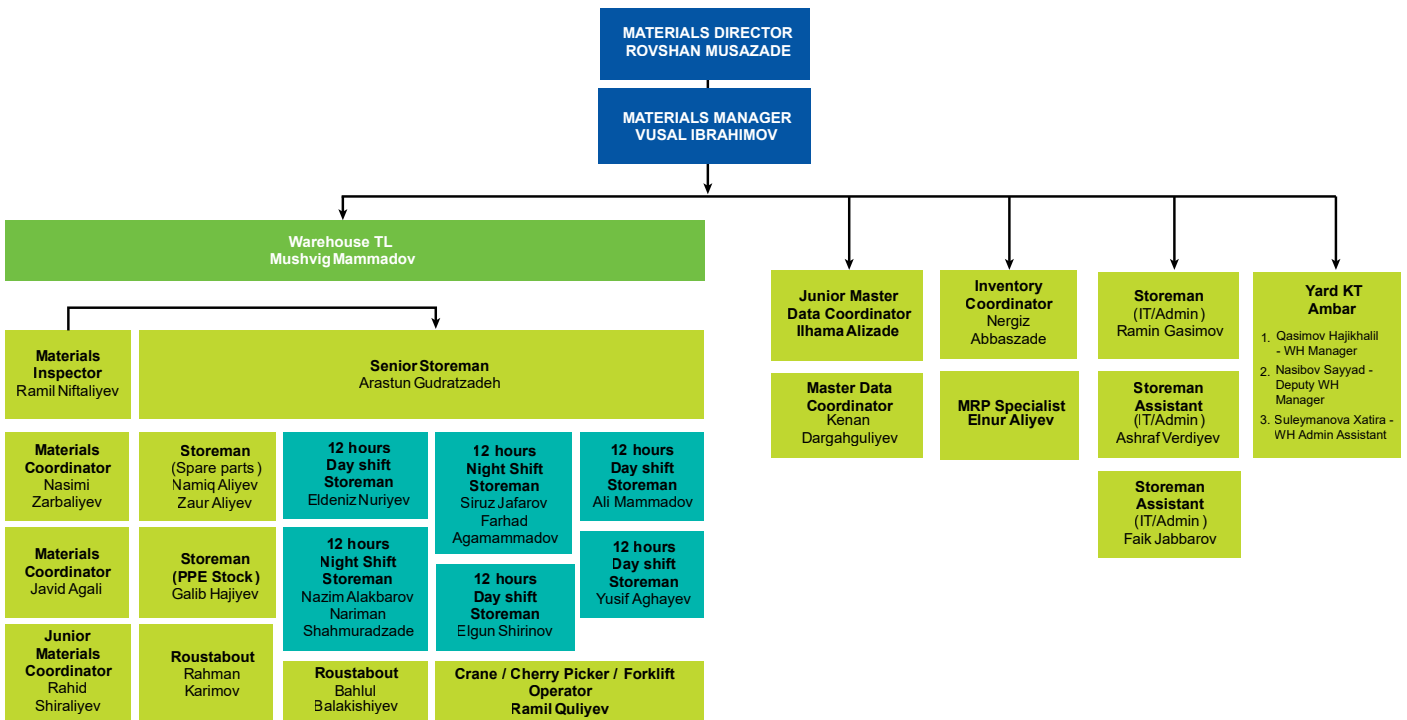


ROVSHAN MUSAZADEH
SAP MM LEAD

— ” —

I remember the early stage when there were only Tariyel and I. First materials purchased through the SAP system were chemicals, the first shipments of which were received in April 2018. We worked with enthusiasm. I remember the two of us unloading all the trucks of first delivered chemicals till 9 p.m.

— ” —



By the end of 2017, the MM department was officially instituted at SOCAR Polymer and recruitment of MM team members started in February 2018. As first priority, a Master Data Specialist (Kamran Ahmadov) and an MRP Specialist (Vusal Ibrahimov) were hired. The former was responsible for cataloguing and data migration, and was involved in the implementation of the SAP WM module; while the latter was in charge of MRP replenishment, and development of MM procedures and forms. Both of them played a major role in the formation and development of the MM department.

By the end of 2018, the core of the MM team was formed. Materials Coordinators and Storemen for the warehouse were hired in May 2018. Now, the team consists of 32 employees.

Construction of the chemicals warehouse was completed in March of 2018, the new spare parts warehouse was commissioned in May 2021. Total storage area sums up to 5,000 m².

To support the OPS, maintenance and other departments, the MM department works 24/7 by 3 shifts: day shift, middle shift, and night shift. Performing mostly routine functions, the department at the same time must be ready to support unplanned cases such as emergency shutdowns or breakdowns that may happen any time during the 24 hours. Meanwhile, routinely the department supports OPS and maintenance activities, mostly facilitating preventive measures, with tasks scheduled through Planned Maintenance (PM) orders well in advance.

Let's hear it directly from the MM team members

There is a variety of different positions and respective responsibilities assigned to the 32 MM team members. We have taken interviews from several representatives of the team to find out what duties are performed in each of the positions, and in the meantime, to get to know our colleagues better.

ROVSHAN MUSAZADEH **Materials Director**

I have 24 years' experience in the oil and gas sector, with 10 years working offshore. I was hired by SOCAR Polymer in July 2017 to assist the ERP project team in the implementation of the SAP IM module. It was a great opportunity and challenge to me to start building up a working mechanism from scratch. I also introduced the Material Requirements Planning (MRP) philosophy and methodology which got effectively implemented at SOCAR Polymer.

At the same time, I initiated data migration to transfer 1C data and lists of spare parts recommended for a 2-years period. Meanwhile, I had all chemicals cataloged for order, the current storage capacity of warehouses calculated, warehouse equipment & accessories purchased including shelving bins, storage pallets, pallet collars, and a racking system for the warehouses for spare parts and chemicals. The warehouse bin structure, material labels and SAP print out forms for IM/WM modules were designed; a cataloguing mechanism (MCR process) was applied.

As to the MM team's performance and approach to work, I have always adhered to the principle that team members should not receive and perform tasks without really realizing how the work they do leads to the success of the company. They should not only have a short-sighted approach to team goals. Instead, there must be full awareness of the "big picture" and understanding of how individual responsibilities fit into the overall business strategy. At this point, I would quote Antoine de Saint-Exupery who said: "If you want to build a ship, don't drum up people together to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea".

Regarding the role of teamwork in MM, none of the recruited team members



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*M*RP is a perfect control tool that prevents shortage or surplus in stock. It is a computer-based inventory management system designed to assist in scheduling and placing of orders for items of dependent demand. MRP is designed to answer three questions: 'what is needed?', 'how much is needed?' and 'when is it needed?'

— ” —

has the same knowledge and experience as the whole team. Therefore, it is important that team members listen to the opinions of others, learn from their peers and seniors, and respect one another. A teamwork environment promotes an atmosphere that fosters friendship and loyalty. These close-knit relationships motivate employees in parallel and align them to work harder, cooperate, and be supportive of one another. We pay particular attention to such details in our everyday work: good teamwork structures provide our department with a diversity of thought,

creativity, perspectives, opportunities, and problem-solving approach. As Henry Ford once said, "Coming together is a beginning. Keeping together is progress. Working together is success." In January 2019, a team development plan was written up in cooperation with the HR department, recognizing the importance of promotions to make employees feel appreciated and rewarded, and 6 people got promoted to higher positions. Our team has also contributed to 5 summer interns' professional development, and 2 of them are now on board our MM team.

VUSAL IBRAHIMOV
MM Manager

I graduated from the Azerbaijan State University of Economics with a Bachelor's and Master's degree. I have over 18 years of experience in materials management. I worked in the Oil and Gas industry for 15 years. About 3 years ago I joined to SOCAR Polymer family and a year and a half later I was promoted to the Materials Manager position.

It gives me great pleasure to apply my previous experience and knowledge in my daily work and share it with my team, as well as gain new experience in the Chemical industry.

I have been closely involved in the establishment of the Materials Management department, in the implementation of the SAP MM module, in the creation/modification of the warehouses, in the development of MM/WHSE processes and procedures, and in building up an efficient and professional team.

Now we have a very strong team, and their day-to-day development inspires me even more. We are working on projects that will ensure the most effi-



cient way of managing materials for our plants, to provide timely, accurate, and sustainable services to all departments. We are a very supportive team,

and our achievements are apparent. As to my leisure time activities, I like playing games with my children, watching movies, and riding a bike in the park.



MUSHFIG MAMMADOV
Warehouse Team Leader

I had 18 years of work experience when I first joined SOCAR Polymer as a Materials Coordinator in February 2019. Eight months later I was promoted to my current position. My previous experience as a Team Leader at Siemens Energy company came in handy. Apart from leading the warehouse team, my round of duties at SOCAR Polymer includes planning, coordinating, and monitoring of receipt, storage and dispatching of all incoming and outgoing spare parts to warehouse, as well as control over loading, unloading, transportation, and logistic processes related to plant operation. My job involves implementation of warehouse and management systems in line with best practices, with continuous improvement.

The most important part of my job is to provide updated stock information to all plant departments as required. I am motivated by challenges and achieved positive outcomes. In my absence, only the Senior Storeman may cover for me. My closest professional development goal is to become a certified QA/QC Materials Engineer and I am going to pursue it in 2021 via distant education.

NASIMI ZARBALIYEV
Materials Coordinator (spare parts warehouse)

I am a graduate of the Baku Base Energy Technical Vocational School and I have worked ever since the age of 15. So, by now I have 31 years of overall work experience, 15 of which have been in the field of materials management. In 2005-2015, I worked for the KCA Deutag company of Scotland – first as a Warehouseman, and the last 5 years as a Materials Coordinator. In 2016-2018, I was employed by the Prokon company as a Sr Materials Coordinator.

I have continued my career at the SO-CAR Polymer company as a Materials Coordinator since May of 2018. My round of duties includes verification of spare parts and materials documentation for correspondence to the SAP system, and management of parts and equipment necessary for smooth plant operation. What I enjoy most about my job is teamwork and joint achievement of goals. On daily basis, I work closely with warehousemen (storemen). In my absence, the other Materials Coordinator in our team can temporarily fill-in for me. The main challenges faced in my job so far have been associated with the COVID-19-related restrictions imposed on logistic



processes throughout the world. In terms of career growth, I only dream of excelling in my field of specialization by attending relevant advanced

trainings. In terms of life in general, my dream and goal is to live a healthy and happy life with my family and to raise my kids.



JAVID AGALI
Materials Coordinator

I graduated from the State Baku Lyceum number 17 as a Computer Operator. I am 31 now and have had overall 10 years of work experience, including 6 years as a PSCM Warehouse Technical Clerk / Inventory MM Specialist for the Azco (Italy) and BOS Shelf companies. Before joining SOCAR Polymer, I had worked over 2 years as a PSCM Offshore Materials Coordinator for BOS Shelf.

My round of duties currently includes coordination of the flow of materials and spare parts between sections or departments in accordance with production requirements and shipping schedules or department priorities, as well as compiling and maintaining of manual or computerized records. This job demands precision, accuracy, and lots of teamwork which I enjoy very much. I report to the Warehouse Team Lead.

My dream job would be a Warehouseman for the Azerbaijan-Georgia-Turkey (AGT) region.

RAMIL NIFTALIYEV
Materials Inspector

I started my career at SOCAR Polymer as Material Inspector in February 2019 and have been working in this position since.

Regarding my academic background, I hold a Master's degree in Power Engineering from the Azerbaijan State Oil Academy. I also hold several certificates obtained during my job experience in CTTC, Intertek Academy, and other organizations.

Overall, I have over 18 years of work experience in the construction, and oil & gas sectors, with about 10 years of specializing in the field of Quality and Inspection. Almost every day, I check all delivered goods and spare parts against POs, ensuring accuracy of all items to give approval.

What I enjoy most in my job is being able to instantly detect non-compliant goods, taking the necessary measures in this regard, and ensuring that only the right goods enter the warehouse. Some of the challenges of this job may include inconsistency of the de-



livered items with relevant documents, or shortage, overage, and damage of goods.

I do not have any subordinates in this position, but all warehouse employees assist me during inspection of delivered items. I am the only Materials Inspector in our team and have no sub-

stitutes, but during every inspection I try to train our storemen to perform the type of work I do.

To progress in my position, I am looking for suitable courses and qualifications to improve the quality of my performance and do a more effective job.

RAHID SHIRALIYEV
Jr. Materials Coordinator

My educational background is in Oriental Studies, namely Korean language and literature. I studied in the Baku State University for 3 years, then went to South Korea to study Business Administration in the Korea University from 2014 through 2018. In this company, I started out as an intern. In 3 months of internship, I was offered a full-time position as a Jr Materials Coordinator. It is my first job in Azerbaijan, and I need to gain experience for promotion, so, I am doing my best to succeed.

My duties are to receive materials, to process them in the SAP system, to record bin location, to transfer or issue items through reservation, and to be overall in charge of the chemical store conditions where all chemicals are stored and issued to sustain polymer production. The most enjoyable part of my job to me is processing different transactions in the SAP system. Some of the challenges may have to do with accuracy of Material Inventory counts, correct shelf life noting, and quantity of materials. In my job, I am sometimes assisted by storemen in physical tasks.

There is one more person in our team doing a job similar to mine, but he is responsible for spare parts storage, not chemicals.

Regarding future career, although there is a long road ahead, I am aim-

ing at reaching the top in my career. To that end, I perform self-studies by using internet resources on Materials Management and learn actively from my managers and more experienced peers.



NARGIZ ABBASZADE
Inventory Coordinator

I started my journey with SOCAR Polymer back in July of 2018 as a summer intern in the MM department. Upon completion of my internship term, I was offered a Jr Inventory Coordinator position which I accepted without any hesitation. Promotion to my current position occurred in October of 2019.

I hold a Bachelor's Degree in Industrial Organization and Management and Master's Degree (MBA) from the Azerbaijan State University of Oil and Industry.

My current duties include preparation of inventory reports, inventory discrepancies analysis identifying potential duplicates or items with incorrect master data and making timely corrective changes in the system, constant communication with end users to clarify any arising issues or inaccuracies, performing write-off for obsolete or scrapped stock items, etc. It is difficult to overestimate the role of effective inventory management at a production facility. Having the right materials in the right place at the right time is crucial for uninterrupted production. Moreover, maintaining inventory visibility and accuracy is critical not only for the plant's



successful operation, but also for effective cost optimization.

My job requires communication and cooperation with several departments. Being detail-oriented by nature, I am glad that my qualities match in with my job. Accuracy is key in this job and even the slightest inaccuracy can potentially cause big difficulties, so it is very important to always be most attentive.

As to a dream job, to me, it would be one that offers professional development

and career advancement opportunities, allowing to constantly learn new things and improve skills. To get to the desired point in my career, I am taking online courses to advance in specific areas of knowledge or skills of interest to me. I plan gaining professional certification, and studying for that purpose has become an essential part of my routine throughout the pandemic. I intend to keep it unchanged in the post-pandemic period as well.

ELNUR ALIYEV
MRP Specialist

I have 15 years of work experience in the fields of planning, production, and sales

Regarding education, I have studied Textile engineering (BSc) in Uludag University (Bursa, Turkey) and Production Management (MA) in Istanbul University (Turkey).

I started working for SOCAR Polymer as an MRP Specialist in April of 2021. MRP stands for Material Requirements Planning. In this position, I mostly perform planning and ordering of spare parts, consumables, bagging materials, and some of the raw materials. My duties include following up of the placed orders to ensure seamless flow of processes at our operation facility. I also manage the MRP policy in SAP MM module, assess planned orders against consumption and actual stock conditions, provide assistance in various stock management processes, and report daily progress in MM projects. This job requires much responsibility as lack of procurement and planning can cause very undesirable results, from delays in production

to hazardous situations in technical terms.

For me, most enjoyable in my job is exposure to technical information, taking of an engineering approach, and thinking as a planner. Speaking of possible challenges in my work, I would mention classification of materials, considering where they are

used and the entire production cycle. Apart from my field of specialization, I am interested in cutting edge practices in supply chain management and from time to time I improve my knowledge on this topic. As to hobbies, I am a progressive rock fan, an audio records (including vinyls) collector, and music history enthusiast.



KANAN DARGAHGULIYEV
Master Data Coordinator

I am a 2005th-year graduate of the Azerbaijan Economy University. I joined SOCAR Polymer in 2017 as a Storeman and was promoted to my current position in May 2019. My responsibility is cataloguing new materials in the SAP system. My job is important for buying the right materials for our plant's operation. I am assisted by a junior colleague. I enjoy seeing the positive results of my well-done job. As to challenges in work, I get motivated by them. My goal is to become a Master Data Coordination Specialist.



ASHRAF VERDIYEV
Storeman Assistant



I was first employed by SOCAR Polymer as a roustabout in June of 2018, and then promoted to my current position. My job is to fulfil tasks properly and in conformity to safety rules. I participate in reception and placement of warehouse goods. The types of goods I manage include food/kitchen items and office supplies. When needed, I also help my colleagues in performing their tasks, and that is what I enjoy most about my job – working together as one team. My current goal is to progress in career, and I am trying to perform my duties impeccably.

NAMIG ALIYEV
Spare parts Storeman

I have about 15 years of work experience at production sites. Since 2014, I have worked in Storeman positions for different companies. In 2019, I joined SOCAR Polymer. My round of duties includes conducting of discussions on planned actions, involving such details as proper PPE use, documentation, risk assessment, engagement of persons competent for the given type of task, tidiness of the work zone, correct classification of wastes, and reminding that any person can stop any activity perceived as unsafe. I see to it that all tasks are fulfilled in safe and timely manner and that the FIFO (first in – first out) principle is observed during goods placement. I charge electric loaders, unload pallets from trucks and place them on shelves, manually disassemble and dispose of wooden boxes, receive, check, place, and issue gas cylinders, and perform other common warehouse activities. In this position, I have learned the specifics of handling chemical substances and some previously unfamiliar materials. My current goal is to become a professional in this job and to this end I learn from the more experienced members of our team.



RAMIN GASIMOV
Storeman (IT/Admin)

I was hired by SOCAR Polymer in March of 2015 as a roustabout at the warehouse located at Azerikimya's site. In 2016, I was appointed a Storeman. My duty basically is to control the storage of office supplies and IT goods. Communication with staff members whom I provide with goods for daily use is a big and most enjoyable part of my job. The challenges I face are limited to late arrival of some goods. My current goal is to enrich my work experience and get involved in relevant trainings that help improve performance.



FAIG JABBAROV
Storeman Assistant

I had 4 years of work experience when I was hired as a Storeman Assistant for SOCAR Polymer. My round of duties includes reception, counting, checking the condition of, and keeping track of goods. On the scale of such a large production facility, my seemingly simple job is of much significance, so, our team spares no effort to do our best. Besides, it is a very interesting job that requires a strong sense of responsibility. There is one more person in the same position as I, and we are assisted by roustabouts.

ARASTUN GUDRATZADEH
Sr Storeman

I joined SOCAR Polymer as a Storeman in January of 2019 and was promoted to my current position in February 2020. My round of duties includes control over loading and unloading of all incoming and outgoing spare parts. I assign tasks to our warehouse storemen, coordinate their activities, and assist our team members in carrying out of various tasks. Most enjoyable in my job is to get work done safely and properly, i.e., to ensure timely supply of spare parts for continuous operation of the plant. My current goal is to become a professional in warehouse management, and to accumulate necessary experience, knowledge, and skills.





ELDENIZ NURIYEV
Storeman (12 hrs dayshift)

I commenced my duties as a Storeman at SOCAR Polymer in January of 2017. My educational background is in finance. Assisted by two roustabouts in our team, I perform receipt, placement, and issue of goods. There are nine more storemen in our team, performing functions similar to mine. Most of them work at daytime, fewer on night shift. To get better in my job and advance in career I take every opportunity to attend relevant trainings and improve my day-to-day performance.

NAZIM ALAKBAROV
Storeman (12 hrs night shift)

Since November 2016, I had worked as a storeman for a contractor company engaged in the construction of the SOCAR Polymer plants. In January of 2019, I was hired by SOCAR Polymer. Like other storemen, I am responsible for receiving, checking, and issuing materials. What I enjoy most about my job is the friendly relations and mutual support among our team members, as well as the orderly manner of all activities in our department.



Roustabouts in the MM team are responsible for housekeeping, loading / unloading trucks, stocking products in warehouses, repackaging feedstock products (raw materials), as well as for loading and operating equipment for handling materials. The two Roustabouts

are **Bahlul Balakishiyev** and **Rahman Karimov**. Forklift Operator, **Ramil Guliyev** is responsible for operating and managing a forklift to load/unload materials, for deliveries and moving materials to/from storage areas, as well as for machines and loading docks.

MAJOR ACHIEVEMENT OF MM WITHIN 3 YEARS

TOTAL CATALOGUED - MASTERED LINE ITEMS	28,500 LINE ITEMS
TOTAL TRANSACTIONS RECEIVED TO SAP	24,500 TRANSACTIONS
TOTAL TRANSACTIONS ISSUED FROM SAP	49,000 TRANSACTIONS
TOTAL ITEMS SET UP MIN MAX LEVEL	4,500 LINE ITEMS
TOTAL PRs REPLENISHED THRU MRP PROCESS	4,400 PRS
SAP - MM MODULE INTEGRATION WITH OTHER FUNCTIONS AND MODULES	100%
TOTAL WEIGHT OF RECEIVED MATERIAL TO WAREHOUSE	15,000 TON
TOTAL NUMBER OF TRUCKS RECEIVED TO WAREHOUSE	2,500 TRUCKS



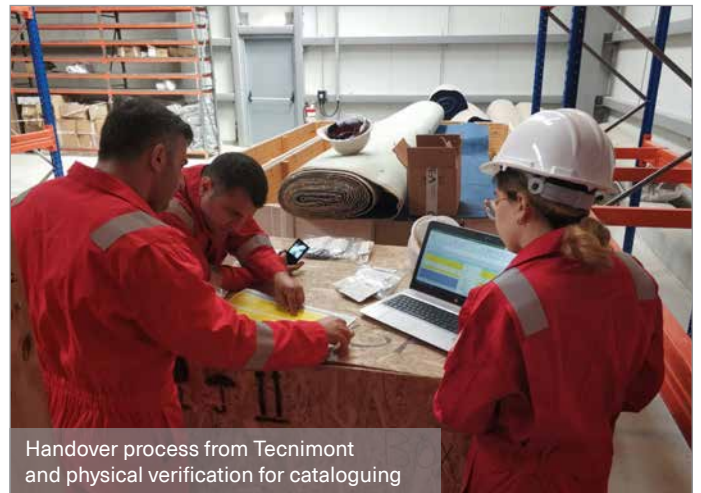
First pallets delivery



First Materials Coordinator, Nasimi Zarbaliyev unloading materials (May 2018)



First team members on site (Vusal Ibrahimov, Kamran Ahmadov, Rovshan Musazadeh)



Handover process from Tecnimont and physical verification for cataloguing



Housekeeping



Teamwork



Birthday in warehouse



Teambuilding



It is with deep regret that we inform that on August 18, we lost a colleague, a Materials Management team member, Galib Hajiyeu a storeman, a son, a brother, a husband, and a father of 2 children has died prematurely of a cardiac disorder.

We extend heartfelt condolences to his family and relatives. May Allah grant you strength and patience, and ease your pain from this immense loss. May he rest in peace.

Joining hands to 'Save Environment'

The purpose of World Environment Day celebrated on June 5 throughout the world is to spread awareness about the threat to the environment due to rising pollution levels and climate change.



Every year, Environment Day is hosted by different countries around the globe. Pakistan will host the day this year in collaboration with the United Nations Environment Programme. The theme of World Environment Day this year is 'Reimagine. Recreate. Restore' and its focal point is ecosystem restoration. "Ecosystem restoration means preventing, halting and reversing this damage – to go from exploiting nature to healing it", according to the UN. All individual citizens of Earth, legal entities and enterprises must realize and accept their moral duty to nature and make their contribution to ecosystem restoration.

Our company well realizes its obligation to protect the environment. As other companies in our industry, SOCAR Polymer is subject to numerous international and national environmental laws and regulations. These laws and their implementation regulations set limits on air emissions and on discharges to water, establish standards and impose obligations for the remediation of releases of hazardous substances and hazardous wastes.

One such example of a recent occurrence involved recycling of compressed gas cylinders. The Lab Team requested that the HSE department organize disposal of gas cylinders with residual gas which had been kept in the laboratory building for a long time. To reduce the amount of

such hazardous waste, as well as the risks of and expenses on transportation and disposal of the cylinders, the HSE team decided to re-direct the enquiry to PSCM to find and engage a suitable and legally authorized company for recycling/reuse of the cylinders.

In the meantime, the HDPE OPS team submitted a material requisition for acquisition of small-capacity gas cylinders to substitute the large ones that are regularly carried up to and down from the top floor of the polymerization reactor. To evaluate the condition and technical parameters of the laboratory gas cylinders and to advise on recycling possibilities, PSCM engaged a company specializing in this field. At the same time, commercial offers were sought by PSCM from different vendors who supply and deliver brand new cylinders. All the technical and financial proposals were evaluated conjointly and a decision in favour of recycling was made.

Thus, SOCAR Polymer LLC takes every opportunity to facilitate:

- adherence to the national and international standards on reduction of waste;
- reduction of risks and hazards which may occur during transportation;





- promotion of the manual handling technique philosophy, e.g. reduction of load weight that need to be carried up and down the HDPE reactor floors;
- tangibly reduce the expenses on transportation and disposal of hazardous waste.

are established and tracked to completion.

SOCAR Polymer LLC has designed processes relating to sustainable development in our economy, safety, environmental and social performance. Our processes, related tools, and requirements focus on water and climate change, as well as social and stakeholder issues.

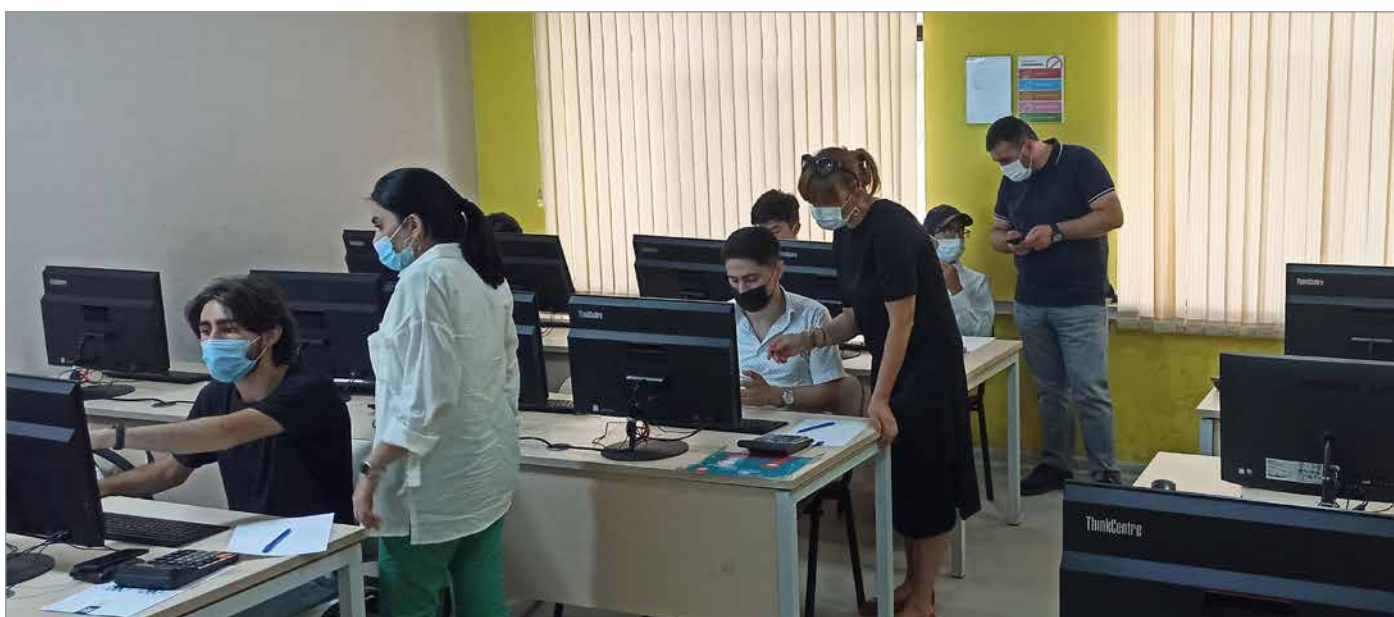
Another example depicts our environmental monitoring practices. The main objective of environmental monitoring is to manage and minimize the impact an organization's activities have on environment, either to ensure compliance with laws and regulations or to mitigate risks of harmful effects on the natural environment and protect the health of human beings. Environmental Monitoring is one of the regular significant actions performed by SOCAR Polymer's HSE team to ensure that all plant operations are carried out with due regard to preservation of air, water, ground waters, soil quality, animals, plants, and people.

SOCAR Polymer's HSE team provides tools and support to all our business units and staff groups to help them ensure world class HSE performance. The framework through which we safely manage our operations – the HSE Management System Standard – emphasizes process safety, risk management, emergency preparedness, and environmental performance, with an intense focus on process and occupational safety. In support of the goal of zero incidents, HSE milestones and criteria are established regularly to drive strong safety and environmental performance. Progress toward these milestones and criteria is measured and reported. HSE audits are conducted on business functions periodically, and improvement actions



Application screening stage of the Internship Program completed

Students' participation in social projects and internship programs during their university years is important for their professional development and career success, as it gives an opportunity to apply in practice the knowledge and skills learned in academic institutions. Youths dreaming of a career at a transnational company realize that an internship is probably the shortest path to their dream. It is pleasant to note that SOCAR Polymer, too, is among the companies of interest to students.



The 2021 Summer Internship Program was launched on April 23, with the application deadline on May 16. This year internships in 15 disciplines were offered. Eligible to apply were citizens of the Azerbaijan Republic who are currently third/forth-year students of a 4-year Bachelor Degree Program, or forth/fifth-year students of a 5-year Bachelor Degree Program or first-year students of Master's Degree Program.

1565 applications were received from students of such academic facilities as the Azerbaijan State Oil and Industry University, Baku State University, Baku Engineering University, Khazar University, Polytechnic University of Turin (Poltecnico di Torino), University of Debrecen, Budapest University of Technology and Economics (BME), Yildiz Technical University, Istanbul Technical University, etc. Most popular with applicants this year was the process engineering discipline, with 230 applications submitted for this position. The other popular disciplines were mechanical engineering with 135 applications and HSE with 129. The applications were screened for eligibility by age, by relevance of the selected discipline to the applicant's major, and by acceptability of the submitted essay.

280 students who passed the application screening stage were invited to an English Language test. Only 210 of them took the test, as 87 students educated in English at the Baku Higher Oil Academy, 10 foreign university students

and 37 holders of IELTS/TOEFL certificates got exemption from the English language exam. Invitations to the next, Logical Test stage will be emailed to successful applicants shortly. The final stage will be an interview.

















With the exception of the year 2020, the SOCAR Polymer Summer Internship Program has been conducted every year since 2016. Some of the interns received a full-time job offer and are currently continuing their career development at SOCAR Polymer.



Professional development milestones achieved

SOCAR Polymer supports its employees' aspiration for continuous education, training, and professional development. Individuals setting high standards of expertise motivate other team members to improve and grow further, thus increasing the staff expertise level, the competitive advantages and overall value of a business.

Senior Network Administrator, Zaur Rustamov has completed a subsequent stage of his professional development through the platform offered by CISCO Systems. It has taken Zaur 6 month of self-study to prepare for each of the exams. His achievements so far are as follows:

TITLE ACHIEVED	EXAM TITLE	Exams passed
 Cisco Certified Entry Networking Technician (CCENT)	CCENT	
 Cisco Certified Network Associate (CCNA)	1. Interconnecting Cisco Network Devices (ICND1)	
	2. Interconnecting Cisco Network Devices (ICND2)	
 Cisco Certified Network Associate – Security	CCNA Security	
 CCNP Routing and Switching Professional	1. Switching	
	2. Routing	
	3. Troubleshooting	
 Cisco Certified Specialist – Enterprise Advanced Infrastructure Implementation	Enterprise Advanced Infrastructure Implementation	
 Cisco Certified Specialist – Enterprise Core	Enterprise Core	
 Cisco Certified Internetwork Expert (CCIE)	Enterprise Infrastructure	Planned



”

CISCO certificates help to improve network performance, efficiency, and security.

”

Sr. Network Administrator,
Zaur Rustamov



Thus, Zaur’s next step and target is to pass the exams for getting the Expert level Cisco certificate for Routing/Switching/Security.



SERGEY ALIYEV
ABAP PROGRAMMER

ABAP Programmer, Sergey Aliyev has passed the first of three test exams required for MCSA certification. The exam was on Installing and Configuring Windows Server 2012. The remaining two exams are on Administering Windows Server 2012 and Configuring Advanced Windows Server 2012 Services. Sergey did not attend any courses. He studied configurations of the Windows Server operating systems, advanced settings of all services, troubleshooting of network problems, and data storage. It took him 2-3 months to prepare

for the exam and he scored 769/1000. According to Sergey, the gained knowledge helps him find optimal solutions to problems associated with system optimization.



Microsoft

Process safety management - the way to zero harm

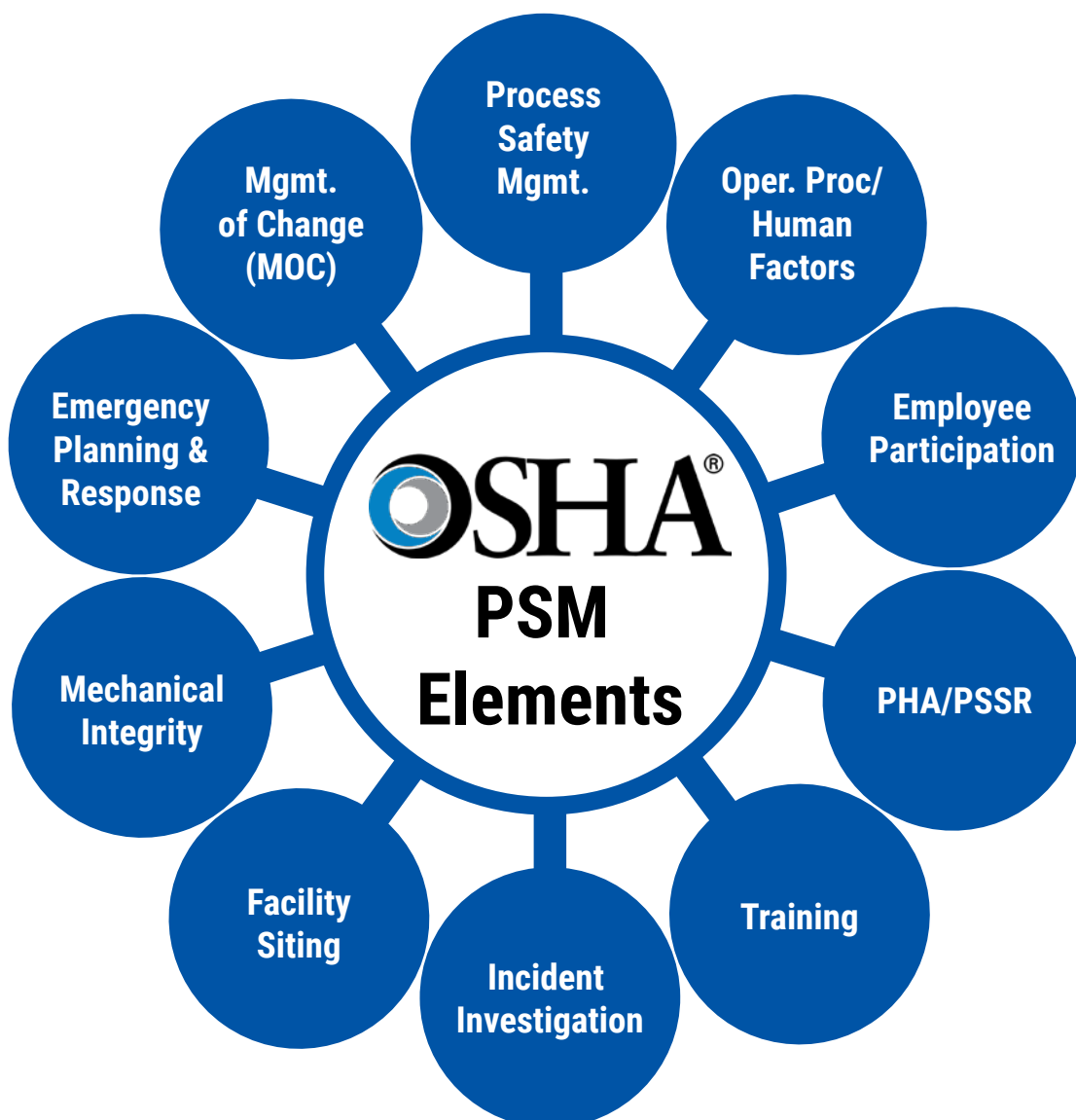
SOCAR Polymer's Process Safety Management program (PSM) was established to manage the production facility throughout its life cycle with the goal of never unintentionally releasing any hazardous material into the environment, thereby adhering to the principal of "No harm to people, No harm to the environment and No harm to assets" to support both safe, reliable, and profitable operations.

What is Process Safety Management?

PSM is a set of interrelated principles for managing the hazards associated with process industries. These principles are designed to reduce the frequency and potential severity of process incidents that could result from accidental release of hazardous fluids (oil, gases, chemicals) and other energy sources. PSM approaches are composed of design standards, engineering studies, equipment specifications, organizational capability and operational procedures, audit programs,

safety case development, and a host of other methods aimed at preventing accidents that can cause serious harm to people, environment, assets, and company's reputation.

SOCAR Polymer follows the requirements applied to PSM programs by the Center for Chemical Process Safety (CCPS) and Occupational Safety and Health Administration (OSHA). There are 20 key elements that provide a comprehensive management system to handle risks in chemical plants and other facilities.



The Process Safety team formed through detailed labour market research and recruitment processes was headed by Mahmoud Moustafa who is a Chemical Process Safety Engineer and a PSM Subject Matter Expert with 17 years of experience in technical support to process/operations, Process Safety Management & Loss Prevention (PSM & LP), Asset Integrity Management (AIM), advanced process control (APC), simulation & optimization, flow assurance, upstream production forecasting & planning, economic

models, process reliability, feasibility/conceptual studies, FEED, DDE, including pre-commissioning, commissioning, and start-up of process units in oil refinery, gas processing & petrochemical industries.

Going forward, two talented Process Engineers – Surat Asgarov and Aysu Darchinova – were taken onboard the Process Safety team and were supported with robust personal development plans to boost their professional development as Process Safety Engineers.



Career Synopsis



Mahmoud Moustafa's career began at MIDOR – a complex 3rd generation refinery in Egypt – with focus on diesel hydrotreating DHT, Hydrocracking, Hydrogen production HBU, Sulfur Recovery Units (SRU) & Amine systems. Experiences gained at MIDOR built up a reputable technical background that later entailed appointment to a high-level decision-making committee to manage the project life cycle of the "E-LAB" Petrochemical complex which utilized SR Kerosene for producing linear alkyl-benzene. Then, an integrated energy company ORYX GTL, QP-SASOL J.v. in Qatar, employed him as a Lead Project Definition & Concept Engineer for its 11 bln USD-scale US GTL & Uzbekistan GTL projects. As a career progression, Mahmoud was employed by UAE government & Bp Global as Process Safety technical authority (TA) & Asset Production Head with significant responsibilities for managing PSM system and hydrocarbons development strategies for the mature Gas & Condensate Onshore facilities including new exploration assets through Eni-Italy.

Administration & Security department reports

Transportation team

- 18 shuttle buses are provided daily to transport up to 500 employees from Baku and Sumgayit to the production site. The bus routes start from 16 points in Baku and 6 points in Sumgayit to cover employees working on dayshift, middleshift, and nightshift.
- Shuttle buses are disinfected every day.



Cleaning and hygiene team

- In continuation of preventive measures against COVID-19, disinfection of 8.500 m2 of indoor area three times a day is provided, with hand sanitizer solutions distributed throughout the office premises and industrial site buildings.



Construction and repairs team

- Daily repair work is performed throughout the office premises and industrial site buildings;
- A new employee checkpoint with turnstiles and vehicle inspection gate has been erected for controlled admission to the production site;
- A new stand-alone warehouse office for the Materials Management team has been constructed;
- Over 100 m2 of office space has been re-constructed into offices for senior management;
- A new concrete road was built to the new warehouse;
- Repair and refurbishment work has been performed in the 6 houses and apartments of war martyrs and veterans in Sumgayit area. New household appliances have been installed.





A tribute to Motherland defenders

As a resident of the Sumgayit Chemical Industrial Park, SOCAR Polymer considers itself also a resident of Sumgayit city and is doing its best to contribute to the city's social life.

To improve the wellbeing of the families of the deceased heroes of the II Garabagh War, the family members were contacted to inquire about their current financial or household issues, and 6 families' apartments were refurbished, old household equipment was replaced through our company's internal means and resources.

The provided support and performed work were as follows:

1. Salaries of the 10 SOCAR Polymer employees summoned to the front were paid throughout the war and their families were attended to.
2. A deceased war hero's family had problems with water supply line pressure as their apartment was on the last floor of a dormitory. To solve the problem, a new water pump and a hydrophore system were installed. Additionally, a 4-burner gas stove, a washing machine, and a heat radiator were procured and turned in.
3. A balcony in a deceased war hero's family apartment was refurbished, with one of the walls completely pulled down and replaced. The balcony ceiling and lighting were renewed. Two wooden windows were replaced with new plastic windows, the floor was tiled, and new kitchen furniture was installed. A new kitchen aspirator, a sink, a water tap, and a water heater were installed. The shower room and bathroom were refurbished, the gas and water supply lines, as well as the sewerage lines were renewed. The kitchen floor and walls were tiled, the ceiling was covered with PVC planks, a new shower set, a sink, a toilet, a heated towel warmer, a water tap, etc. were procured and installed.
4. Walls in 4 rooms, corridor and kitchen of a deceased war hero's family apartment were covered with new wallpaper. The shower room and bathroom were refurbished, the floor and walls were tiled, the ceiling was covered with PVC planks, the electric lines were renewed, and new WC accessories including a shower set, a sink, a toilet, a water tap, etc. were procured and installed. The corridor floor and a kitchen wall were tiled. The bottom part of all room floors was finished with floor trims.
5. A deceased war hero's family apartment was supplied with a new Combi heating system, and radiators were installed in all rooms and the kitchen. The wallpaper in all rooms and the corridor was renewed. To fight off wall mould on one of the



- rooms, the wall was covered with Alchipan planks, the ceiling was re-painted.
6. An injured soldier's family house was provided with new plastic windows in all rooms. The soldier himself was employed as a flag-man at our company.
7. The shower-room and bathroom in a deceased war hero's family apartment were refurbished: the walls were plastered and tiled, the floor was tiled, the water supply and sewerage lines were renewed, and all WC accessories were procured and installed. The wooden entrance door was replaced with a metal one. The entrance hall was enlarged, the stairs were restored, and handrails were installed. Kitchen walls were refurbished, kitchen furniture and all kitchen accessories were procured and installed. The late hero's wife refused to accept the job offer, wishing to spend more time raising her children.

Providing every possible support, SOCAR Polymer believes that the war heroes' and motherland defenders' merits are priceless and unrepayable.



Ramadan and Eid al-Fitr celebrated through sharing

This year again, SOCAR Polymer collaborated with the Sumgayit branch of the Azerbaijan Red Crescent Society to facilitate 140 low-income families' joyful celebration of the Eid al-Fitr holiday crowning the sacred Ramadan month.



Considering the COVID-19 risks, the organizers arranged it so that every sponsor could distribute their holiday presents on separate days. SOCAR Polymer attended such an event on May 12. In adherence to all preventive measures against COVID-19, the 140 beneficiaries were invited to the venue in groups of 30-50 people with time intervals allowed to avoid crowding.

Addressing those who assembled at the venue at the start of the event, the head of the Sumgayit branch of RCS, Matanat Maharramova expressed deep gratitude to SOCAR Polymer for its loyalty to the years-long tradition of sharing the joy





of grand holidays with families, orphans, and solitary elderly in need of support and care. She spoke thankfully about the history of our company's collaboration with RCS which has been annual since 2016 and expanding every year. Over the years, in the framework of diverse corporate social responsibility programs, SOCAR Polymer has provided warm clothing and footwear to about 600 children, as well as Novruz and Eid al-Adha holiday food baskets to about 1100 homes.

Right after Ms. Maharramova's welcome speech and greetings, the supplied food baskets were presented to the representatives of families from Sumgayit, alongside with our company's warm wishes of good health and wellbeing.

Those who due to any reason could not attend the event had the food packages delivered to their doors by the volunteers of RCS's Sumgayit branch.





One workday through the eyes of a co-worker

My workday starts at 7:30 a.m. Today, like always, I started out by getting in touch with the nightshift team to hear about any events that took place at night and learned that a short circuit had occurred in the lighting system of the Nitrogen Unit, and the relay stopped displaying the electric current readings of an engine. At the same time, I looked through the information on the electric issues entered into the SAP PM module at night. The specified issues were that brightness of lighting in the bagging area was insufficient and that the rooms in the Laboratory building had turned too cold due to switching of the HVAC system to the summer mode.

Then I attended our team's daily 7:50 meeting where we discussed the mentioned issues and their safe solution within the shortest time possible. Based on the priority, all work got planned and tasks were assigned to team members. Next, I attended the meeting of the maintenance planning team.

In general, the primary objective of the electric team's is to ensure continuous and failure-free operation of electric equipment. Therefore, we pay particular attention to timely and safe performance of all related tasks.

From 10:30 till lunchtime, I observed fieldwork done and assisted our team. Right after lunch, I conducted a 5-minute team meeting to check the status of the work assigned for the first half of the day and discussed ways of eliminating any faced obstacles.

Then I worked on permits to work (PTW) that are necessary for performing the planned installation of new electric power sources around the railroad on site, as well as for installation of an air ventilator in the new warehouse building. I believe, in general, documenting is the most responsible part of our activities.

Later in the day, I closed the completed task assignments in the SAP PM module.

Then, I went out to inspect such significant equipment as the emergency diesel generator and its control panel, UPS systems and their batteries, and visited the sites where the electric team was performing tasks during the day to check the progress.

My working day ended at 16:30. However, on most days I voluntarily stay at site till 20:00 to work on improvement of our team by planning internal trainings jointly with engineers, and by organizing the mechanism of control over use and testing of electric equipment. In that way, I facilitate rapid assimilation of new team members and improve overall team performance.



SAKHAVAT RAFIYEV
ELECTRIC SUPERVISOR

— ” —
*I*n general, the primary objective of the electric team's is to ensure continuous and failure-free operation of electric equipment. Therefore, we pay particular attention to timely and safe performance of all related tasks.

— ” —

Republic peak conquered on 28 May holiday



“
Having physicians, teachers, engineers and people of other different professions among the participants made the night even more interesting. Erecting your own tent, admiring the beauty of the mountains, feeling the nature by every cell of your body, inhaling crystal clear air, sipping at hot coffee or tea, conversing with other participants, and taking photos was extremely pleasant

”
HSE Director
Alovsat Jafarov



On the 28th of May holiday, on the occasion of the 103rd anniversary of the Azerbaijan Democratic Republic, 3 employees of SOCAR Polymer – HSE Director Alovzat Jafarov, Sr Warehouseman Rashad Jafarov, and Sr Budget Specialist Rakif Hasanli – took part in the ascent to the Republic peak in the Great Caucasus mountain range.

The ascent to the 3740 meters high Republic peak took two days. On the first day, our colleagues spent 5 hours to get from Baku to the Khinalig village of the Guba region, and 2 more hours to the camp in Shahyaylag (literally translated as “Shah’s pasture”), where they erected tents and rested overnight to gather strength for the morning ascent.

At 5 a.m. the ascent to the peak began. Physical challenges like steep slopes, slippery stones, and the dangerous proximity of abrupt cliffs on the one hand, and the changing weather conditions on the other complicated the ascent. Accompanied by a team of professional alpinists ensuring safety, the ascent participants took 5 hours to reach the peak. They eternalized the moment by taking photos.

After some time spent on the peak, the participants spent 4 hours descending to the Shahyaylag camp, and then returned to Baku.

We are proud of our colleagues who waved our national and corporate flags on this mountain top on such a remarkable day. Well done!



As the view changed with height I felt like I was entering a different world. Green slopes gradually gave way to steep cliffs. On seeing the fascinating view from the mountain top, all the fatigue from the hard ascent vanished. The negative energy accumulated over months vanished as the body absorbed new positive energy.

Sr Warehouseman
Rashad Jafarov



Aiming high on the way up to Victory

On June 26, we all celebrated the national Day of Azerbaijan's Armed Forces. Some of our colleagues – namely, Laboratory Development & Sales Support Team Leader Sevil Khalilova, Logistics Team Leader Samir Javadov, Sr Warehouseman Rashad Jafarov, Sr Budget Specialist Rakif Hasanli, Cost Accountants Kanan Ismayilov and Famil Mammadov, and Project Engineer Shamsi Taghizade – went as far as climbing to the peak of the Zafar (literally translated as 'Victory') mountain to pay tribute to the fearless soldiers, medics and nurses, brave sons and daughters of Azerbaijan who demonstrated unbelievable feats of courage and patriotism to defend their motherland. The second highest peak in the Great Caucasus mountain range, the 4301 m tall Zafar mountain was named so in honour of Azerbaijan's glorious victory in the Patriotic War which liberated Garabagh and adjacent lands of our republic from years-long occupation plotted and committed by a wicked neighbour state.



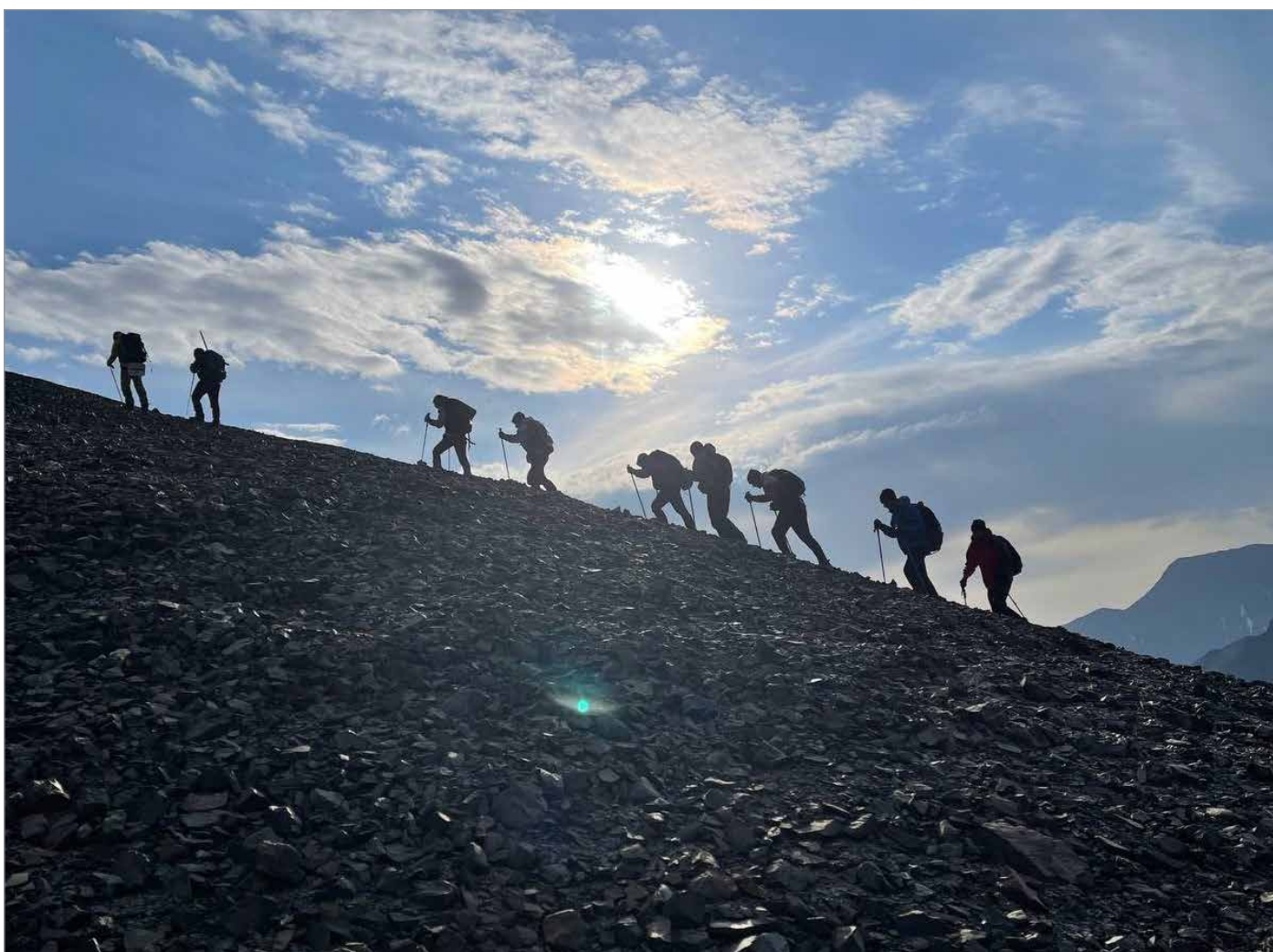


”

I climbed two mountains during this tour: the Zafar peak and Azerbaijan's highest peak – Bazarduzu. Despite the hardships one experiences during such ascents, once visited, mountains constantly lure you back, calling you to conquer greater heights

”

Laboratory Development & Sales
Support Team Leader
Sevil Khalilova





”

*I*t was my first mountain hiking experience. Some of the challenges during the tour were sleeping in a tent in cold weather, and low oxygen content in air making it harder to breathe, but the hardest part was the snowstorm that caught us at the peak on the way back down. It was freezing cold.

Our purpose in making the ascent was to dedicate it on behalf of the SOCAR Polymer company to the soldiers who sacrificed their lives for our people’s victory in II Garabagh War.”

”

Cost Accountant
Kanan Ismayilov

On June 26, our colleagues first made a 6-hour journey to the Khinalig village (Guba region) which is generally the starting point for most of the mountain hikes in the Great Caucasus and is about 2225 m above the sea level. The next destination was the Shahyaylag camp at the height of 2800 m in the territory of the Shahdag National Reserve was reached by Gaz-66 cars, having descended which the tour participants walked carrying their backpacks to the second camp (3250 m high) and erected tents there for an overnight stay. The ascent from the foot of the Zafar mountain to the peak took about 6-7 hours. At the top, our colleagues took photos and commemorated our fellow-countrymen who sacrificed their lives for Motherland.





”

Extrême sports such as alpinism and mountain biking are my hobby. I have already climbed the Shahdag peak (4243 m), Heydar peak (3751 m), Ataturk peak (3759 m), Republic peak (3740 m), and Bazarduzu peak (4466 m). This time's ascent was different as there were no trodden paths to the top of the Zafar Mountain and we dedicated it to Azad Bakirli and all our brothers who died in the recent Patriotic War. At the mountain peak, we commemorated them with a minute's silence”.

”

Sr Warehouseman
Rashad Jafarov



The mountain tour participants returned to Baku on June 28.

May Azerbaijani people reach the greatest heights and always fight for noble causes! Well done, colleagues!



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