

4th QUARTER 2021

SOCAR Polymer Newsletter / Issue 36



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New Year message from the General Manager



Dear colleagues, dear friends,

We are bidding farewell to year 2021, the year which after a 30-years-long interval brought us the joy of restoring the legitimate borders of our republic and hoisting our national flag in the lands liberated from invaders owing to the wise policy and leadership of our President and the courage of our army. This victory charged us with great enthusiasm that accompanied us throughout the year.

With deepest respect, we pay tribute to the memory of all our heroic soldiers who sacrificed their lives for this Victory. May God have mercy on them! As to the wounded veterans of the Patriotic War, we wish a rapid recovery. The SOCAR Polymer team also contributed to this Great Victory. Thus, 11 of our employees took part in the Patriotic War, and one of them, Azad Rasim oglu Bakirli, heroically fell in battle.

Throughout the year, our State has taken necessary social protection measures to support war veterans and shehids' families. SOCAR Polymer, too, has showed solidarity with this initiative and taken appropriate measures. Thus, in the post-war period, 11 war veterans and members of shehids' families were employed by our Company. In addition, our representatives visited a number of war veterans and shehids' families in Sumgayit. Their needs were identified, and appropriate measures of financial and material support were taken. I also want to note that with the support of our Company, a documentary film about our deceased

colleague Azad Bakirli was produced and presented to his family on the eve of the 1st anniversary of the Great Patriotic War.

Our Company has made great progress in 2021 as well. Thus, compared to last year, the volume of production increased by 44%, the goods range was expanded, and the share of high-margin products doubled. Our Company's sales revenues have more than doubled compared to last year.

I hope that in this coming year, SOCAR Polymer will retain its status of Azerbaijan's largest exporter in the non-oil sector. I would also like to note that within a short period of time our Company became a leading exporter of Polypropylene to the Russian market, having surpassed the world's largest manufacturers such as LyondellBasell, Borealis, INEOS.

The contribution of each of you to these successes is undeniable. I would like to thank all of you for your immense determination, confidence, enthusiasm, and commitment to team spirit. As you know, our team includes about 800 people. Their average age is 33 years. Operation of such a complex plant by such a young team once again demonstrates how very talented, purposeful, and hardworking you are. There are no obstacles to the continuous development of this team, the overwhelming majority of which are young professionals with knowledge of foreign languages. Our goal is to become one of the leading companies in the country and the region.



Human resources play a crucial role. That's why, development of our team, its motivation, and creation of a positive working environment will be one of our priority goals in 2022. Our Company has already applied the KPI system and developed mechanisms for assessing each team's contribution. At the same time, it is planned to implement large-scale specialized training programs in 2022. We want the specialists working in our team to meet international requirements. In addition, we have launched a project to build a new office building to improve working environment.



Our main goals for the coming year are to ensure sustainable and safe production and produce more than 50% of products with high sale margins. We need to expand the volumes of sales and exports and improve working conditions. We strive to ensure professional development of our employees by applying new ideas and optimizing processes.



To achieve these goals, each of us must work hard and constantly develop ourselves. Realizing the responsibility for our obligations, we must be open to innovation and, most importantly, support each other.

I heartfully congratulate all of you on the Day of Solidarity of World Azerbaijanis and on the coming New Year holiday that coincide on 31 December. I wish you and your loved ones good health, prosperity, and abundance in your homes. I wish our country peace, serenity, prosperity, and well-being.



Fuad Ahmadov
General Manager

2021

MAJOR ACHIEVEMENTS

GATEHOUSE

NEW GATEHOUSE AND OUTDOOR
PARKING LOT CONSTRUCTED



PIPELINE

PRESSURE PIPELINE LAID FOR
TECHNICAL AIR TRANSPORTATION
TO AZERIKIMYA PU

 **123%**

SALE REVENUES INCREASED BY 123%
AS COMPARED TO 2020

x2

PREMIUM
PRODUCTION
DOUBLED THIS
YEAR



TITLE

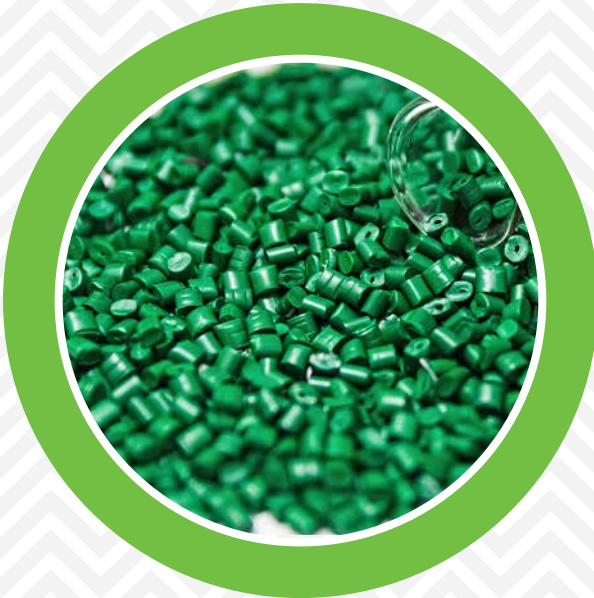
"LEADING PP IMPORTER TO
RUSSIA" TITLE RETAINED

49%

ANNUAL PP PRODUCTION INCREASED
BY 49% AS COMPARED TO 2020

35%

ANNUAL HDPE PRODUCTION INCREASED
BY 35% AS COMPARED TO 2020



MAINTENANCE

PREVENTIVE MAINTENANCE
SYSTEM CREATED AND
LAUNCHED

30+ 55

30+ AND 55 NEW SOPS DEVELOPED FOR THE PP AND HDPE PLANTS, RESPECTIVELY



SOP



TESTING

EMERGENCY SHUTDOWN SYSTEM TESTED



PE-100 GRADE

HDPE HM0359PE CLASSIFIED AS PE-100 GRADE



2021

REVIEW



SOCAR Polymer successfully completed Lender's Reliability Test



Onsite landscape park design approved



New trainings conducted for PP plant operators



International Women's Day celebrated



Novruz holiday celebrated



New Year gifts distributed to 100 Sumgayit children



Two new impact copolymer PP grades added to product portfolio



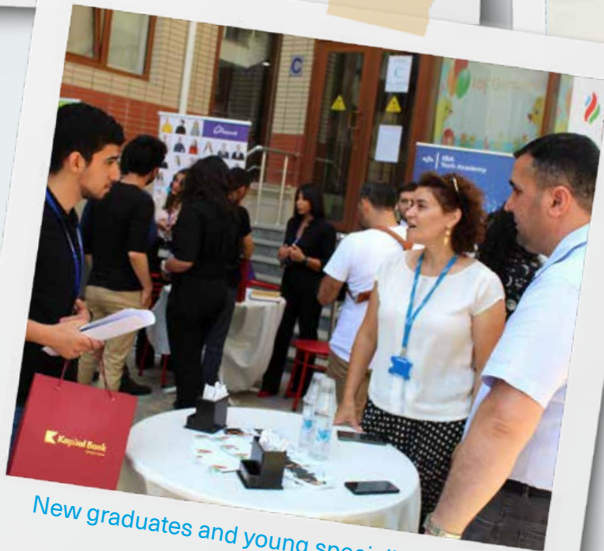
SCIP residents gathered at a roundtable



PP homopolymer grades passed quality inspection in Moscow



Japanese embassy representatives visited SOCAR Polymer plants



New graduates and young specialists supported on their career paths



SOCAR Polymer sponsored an International Student Research and Science Conference



Fire Extinguisher User Awareness trainings continued



Large-scale Fire Drill performed successfully



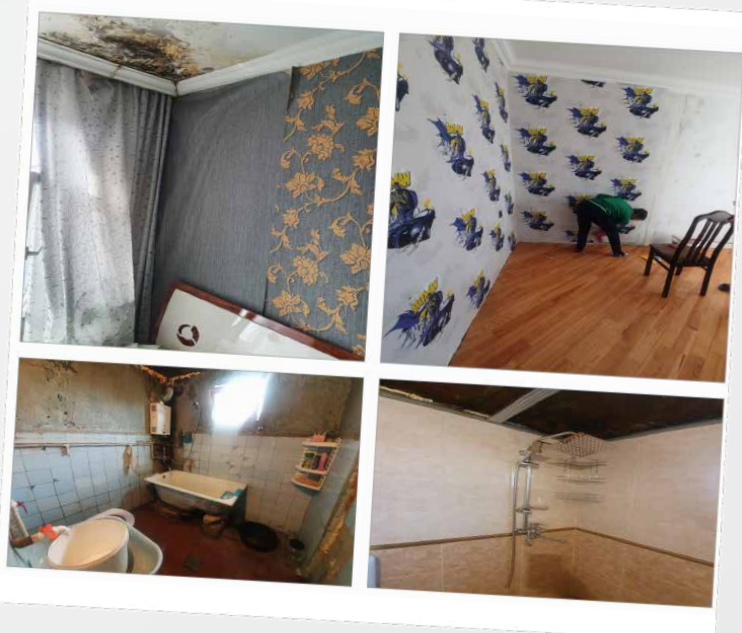
Actions to 'Save Environment' continued



Process safety management reinforced



2021 Summer Internship Program implemented



A tribute made to Motherland defenders



Ramadan and Eid al-Fitr celebrated through sharing



Republic peak conquered on 28 May holiday



Sponsored the uniforms of national Paralympic athletes



The film in memory of shehid Azad Bakirli presented



Iraq's Oil Minister visits SOCAR Polymer



Visitors from French-Azerbaijan University received



Chemical Engineering students visited SOCAR Polymer



SOCAR Polymer's flag waved on another summit



BHOS and Khazar universities' students visited our plants



Ambassador of Belgium visited SOCAR Polymer



Dunya School students and faculty visited our plants



"Best employee" awards presented

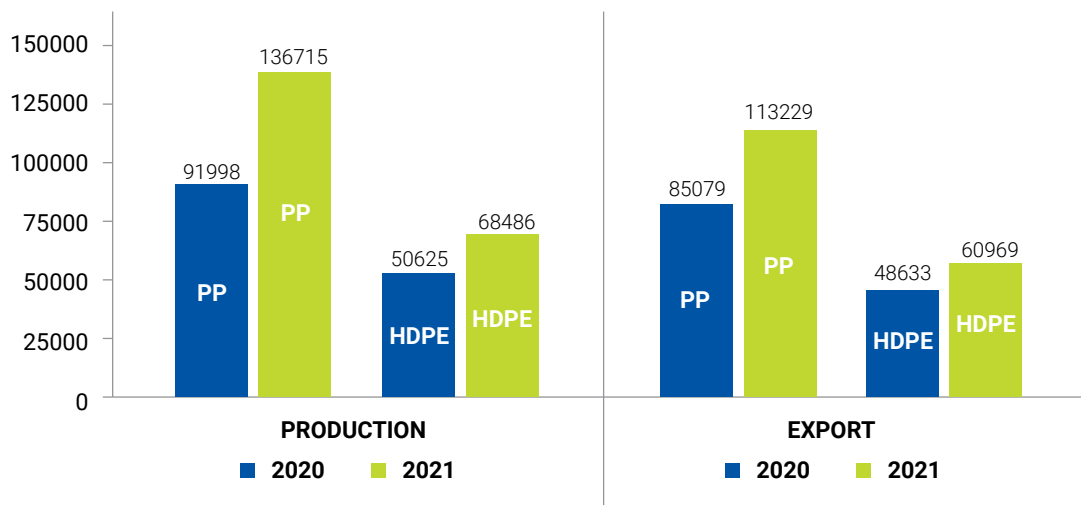


New Year charity event sponsored

Facts in figures

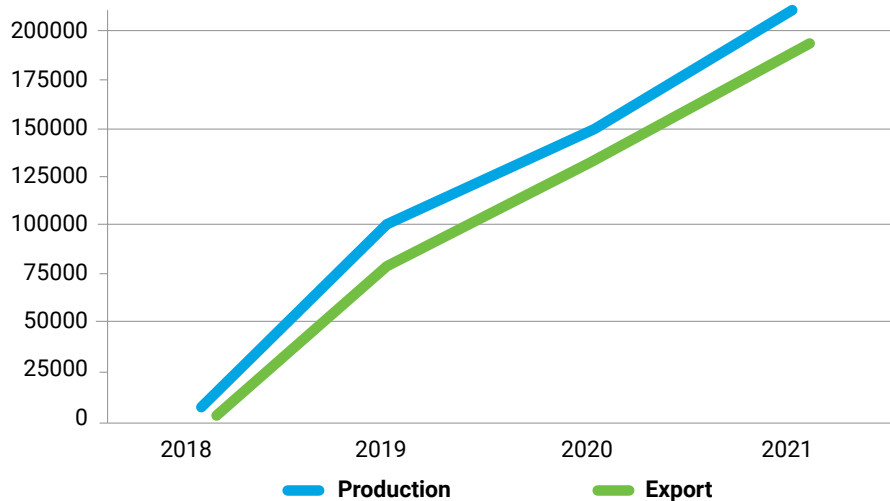
1. Annual production and export grew in 2021 by 44% and 30% respectively as compared to 2020. PP production increased by 49%, HDPE by 35% relative to the previous year.

Production and export, 2020/2021 (tons)



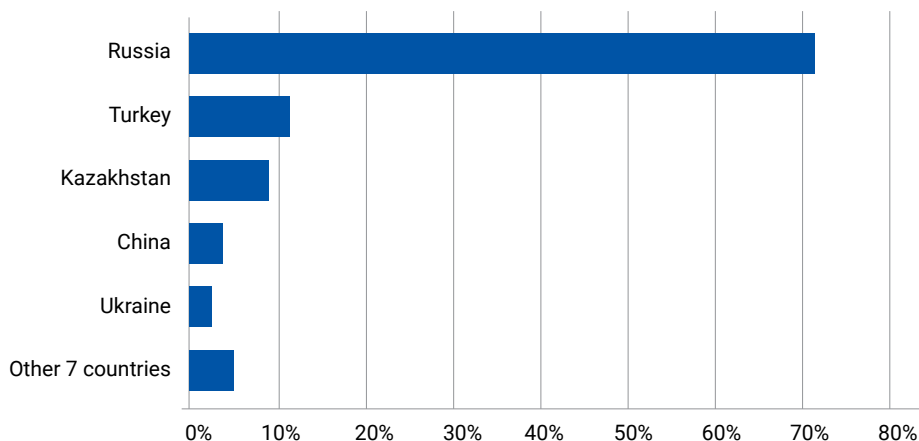
2. Put into operation in 2018, SOCAR Polymer has been gradually boosting production. The ultimate goal is to reach the PP and HDPE plants' design production capacity: 184 and 120 KTA.

Production and Export dynamics 2018-2021 (tons)



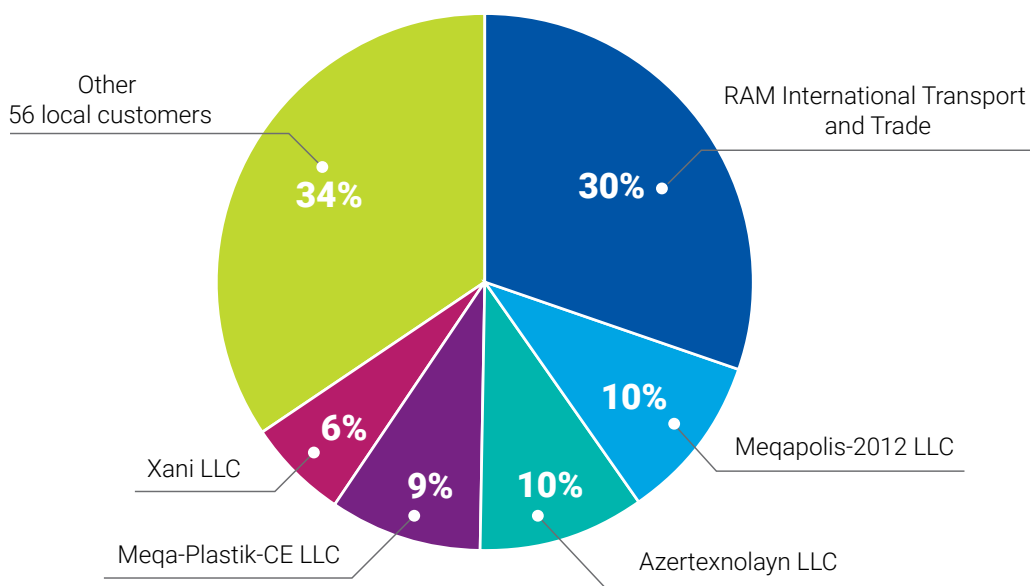
3. Followed by the Turkey and Kazakhstan markets, Russia has been by far the prevailing destination for SOCAR Polymer company's export in 2021.

Primary export markets, 2021



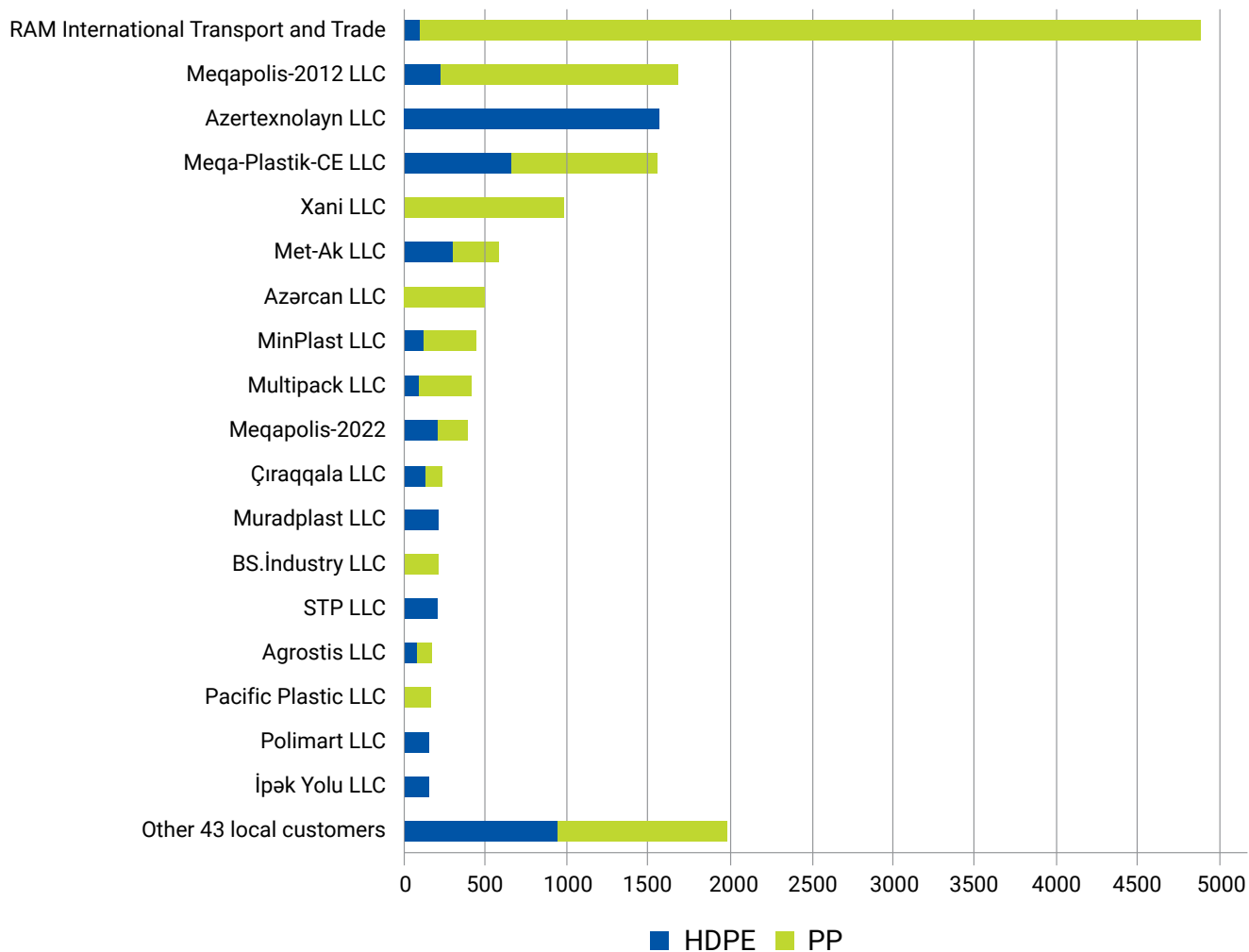
4. In 2021, SOCAR Polymer's list of local customers consisted of 61 companies and physical persons. 19 local customers bought both PP and HDPE grades.

Top 5 local customers, 2021

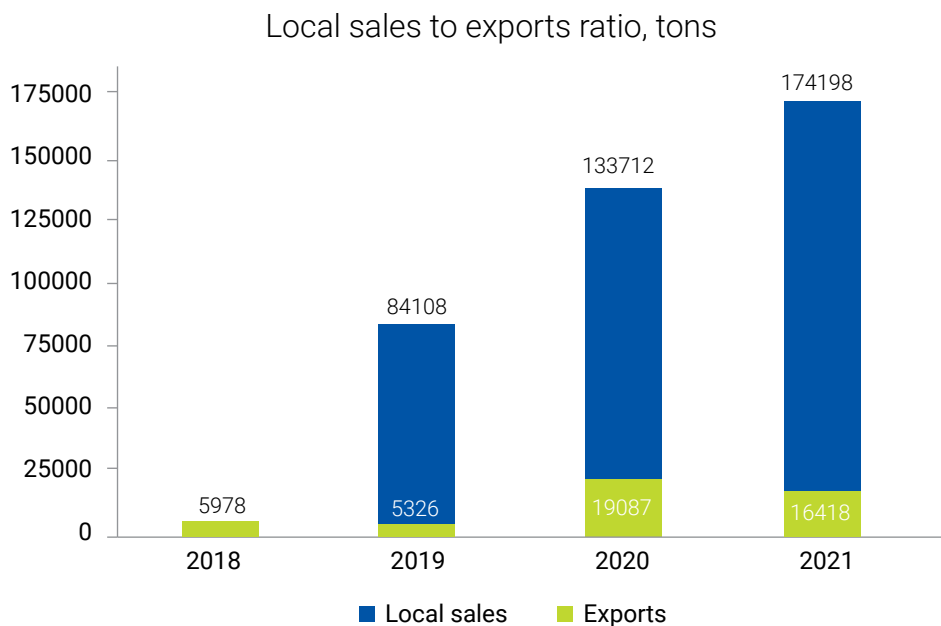


5. The leading local customer for PP in 2021 has been the 'RAM International Transport and Trade' company. The leading HDPE buyer in 2021 has been the 'Azertexnolayn' company.

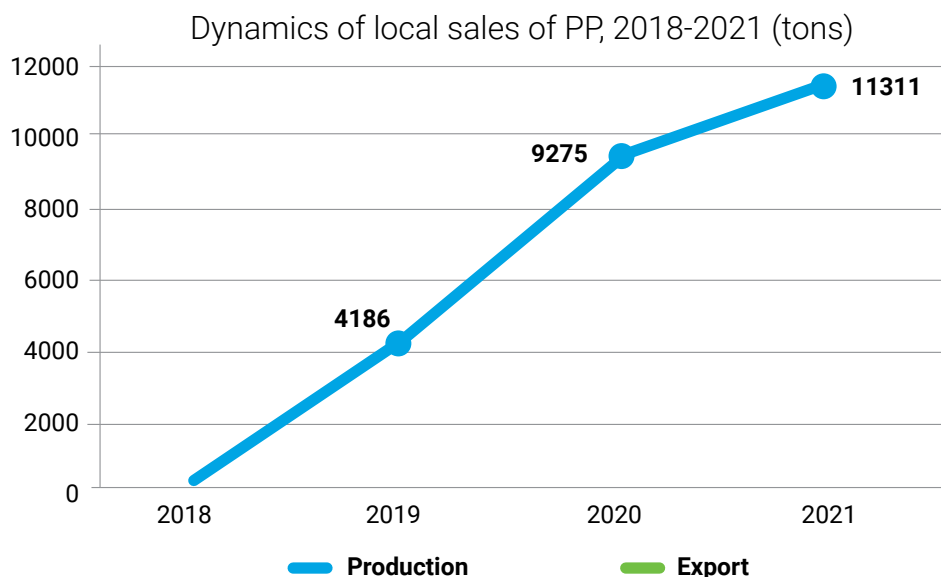
Top 5 local customers, 2021



6. The local market is demonstrating interest in the SOCAR Polymer products and is quite slowly, but rather steadily growing.

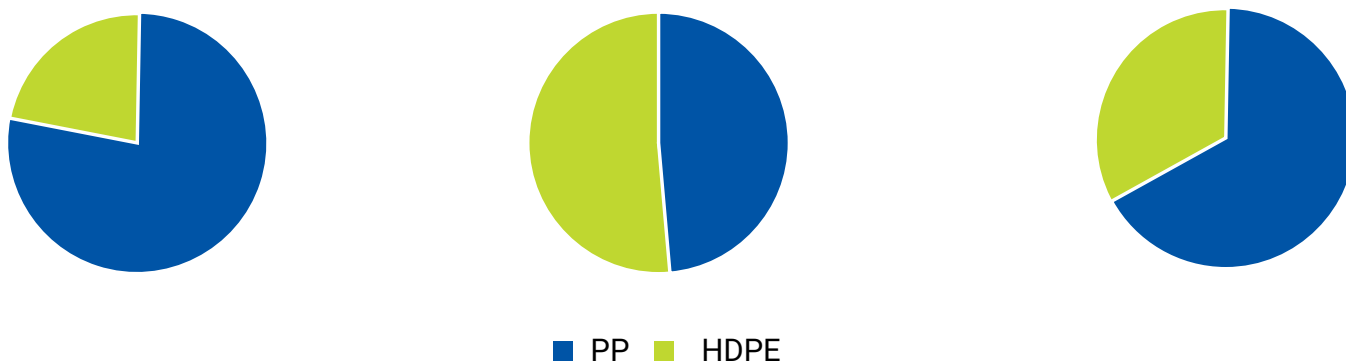


7. Local sales of PP have been steadily growing since the plant was launched in mid-2018.



8. The statistics of the past three years demonstrate higher demand for PP on the local market, except in 2020 when HDPE grades sold best.

PP to HDPE sales ratio on local market



8 November

is our People's Victory Day

The city of Shusha considered the crown of Karabakh and therefore of great symbolic importance for the Azerbaijani people, was on 8 November 2020 liberated from 28 years long occupation.

This victory played a crucial role in the chronology the Azerbaijani Army's incredible military successes achieved in its victorious march under the leadership of Ilham Aliyev, President of the Azerbaijan Republic and Commander-in-Chief of the Armed Forces. It ended with Armenia's recognition of its defeat and capitulation. By our President's decree dated 3 December 2020, 8th of November has been declared the national Victory Day that shall annually celebrate our victory in the political and military struggle for the integrity of our lands.

This year we are celebrating the first anniversary of that glorious victory which we had so long been waiting impatiently for.

The recent Patriotic War, the Victory and its first anniversary evoke feelings of both joy and profound sadness. On the one hand, we rejoice that we have cleared our lands from a hateful enemy and liberated our Motherland from the evil of nefarious invaders. On the other hand, we deeply mourn for every gone soldier, for our brothers and sisters lost in the war, strongly empathize with shehids' family members, and share their grief.

We are proud both of our soldiers who showed courage, brotherhood, unity, and heroism in this war, and of their families! For as long as this nation has such brave sons, and parents who raised them, brothers and sisters who support them, this nation will live on, and our Motherland will write its glorious name in history in golden letters! Thank you for what you are, and for the sense of unity you exemplify. Our incomparably great victory in this war was achieved owing to the valor, courage, steadfastness of our heroic brothers who had been brought up by thousands of Azerbaijani families!

We express our deep gratitude to all SOCAR Polymer employees who fought in the Patriotic War for the honor, national pride, and territorial integrity of Azerbaijan!

We pray to Allah to have mercy upon the soul of our brother and colleague Azad Bekirli who perished in battle, and we wish patience to his family. May he rest in peace! Dear Azad, may your soul rejoice on this Victory Day! The memory of you will always live in our hearts.



Ambassador of Belgium interested in business opportunities around SOCAR Polymer



The newly appointed Ambassador Extraordinary and Plenipotentiary of the Kingdom of Belgium to Azerbaijan, Georgia and Turkmenistan, Michel Peetermans visited the SOCAR Polymer site to meet with the company management. The ambassador was accompanied by Assistant to Ambassador, Sevil Gahramanova and Deputy Head of Sumgayit city Municipality, Gunduz Aliyev.

The purpose of the visit was to explore opportunities and identify specific areas of cooperation in the framework of intended practical steps towards increasing business ties and trade turnover between Belgium and Azerbaijan.

General Manager of SOCAR Polymer, Fuad Ahmadov presented a short video about the company and spoke about the recent achievements of the company in expanding the product range and sale markets. Regarding possible cooperation areas with Belgian companies, the General Manager expressed readiness to evaluate any business proposals towards further extension of the production chain that currently starts with a Baku oil processing plant supplying oil products to Azerikimya Production Union's chemical plant in Sumgayit, which in its turn produces feedstock for SOCAR Polymer plants whose PP and HDPE pellets are further used by local and foreign

companies as feedstock for end product manufacturing. He underlined that local producers manufacture pipes and some household items, however, some of the demand for locally produced goods made from polymers is not currently met; so, Belgian businessmen could consider filling in those gaps in the local industrial network.

Mr Peetermans thanked Mr Ahmadov for the information which he intended to share with interested parties during his meeting with Belgian businessmen early next year. In conclusion of the meeting, a joint photo was taken in memory of the visit.



Plant Operations in good hands



The SOCAR Polymer plants were put into operation in 2018. Since then, huge progress has been made in terms of growing competency of the plants' personnel through internal and external trainings and development programs. This year, too, we made a big step towards expanding our product range and with the support of the Technology department produced new grades that have been tested and approved by our customers as high-quality products.

Polymer products add great value to our country's economy, and the role of the Operations (OPS) team at a production facility is pivotal as it is responsible for 24/7 management of the production processes and, therefore, for products' quality. The production process is closely monitored and controlled by production managers, shift supervisors, and central control operators. Field operators monitor safe operation of equipment and participate in start-up and shutdown operations.

The OPS team also plays an important role in ensuring safety of all operations. Relevant documents are prepared by site supervisors or engineers to safely isolate and de-isolate equipment before and after maintenance.

'Standard Operation Procedures' have been developed by engineers for each system and piece of equipment to ensure that any work is done safely, in an orderly and efficient manner, and to eliminate human error. These documents help operators take well-thought-through actions and are often used to start/stop production, or switch to production of another grade. These procedures are also used to safely shut down the plant in the event of a power outage or feedstock supply disruption to safely send the remaining hydrocarbons into the flame line.

Safety of human life is as important as that of equipment used in operational processes. Prior to each task performance, brief discussions are held by shift supervisors to address critical operational tasks and their safety aspects.

To increase and improve OPS personnel's technical knowledge engineers and field supervisors conduct internal trainings that have a tangible effect on the operators' performance and professionalism, boosting their engineering knowledge and skills.

Process Engineers, Production Managers and Field Managers constantly engage in research to give recommendations for optimizing production and increasing economic efficiency. Optimization details are uploaded to the Optimization Management system; engineers and managers are interviewed; and an optimization plan considered effective is adopted and implemented.



IT department's annual report highlights

Network & System Administration team:



- installed and configured a New Generation FortiGate Firewall
- updated to the latest requirements and specifications the operation of ESET Endpoint Antivirus
- boosted E-Mail Protection services

Note: these activities were performed to enhance security of IT processes in the company.

Network & Security Team configured and put in use a large system to monitor and manage all of the IT equipment in the company premises

IT Helpdesk team:

- continuously supported all staff
- performed installation, maintenance, and configuration of IT devices in office rooms



IT System Engineering team:

- installed and configured CCTV and Access Control Systems in the checkpoint area of the new gatehouse
- implemented a "Personnel on Board" System for security to manage all movements at the plant
- configured Public Address and General Alarm system within the perimeter of the plants

IT department also developed several new IT projects for increasing the company's performance efficiency, such as one involving a Transportation Management System for the Administrative department, and others involving Management of Change (MOC) software for the E&M (Engineering & Maintenance) and Operations departments, a CV Management System for the HR department, and a Task Management System for general office operations.

ERP team:

- Launched the STARLIMS implementation project aimed at fully automizing laboratory processes – from maintenance of equipment to issuing of Quality Certificates. STARLIMS is ERP software designed especially for laboratory operations.
- Launched the SAP Success Factors Performance Management and Goal Management Module re-implementation project to streamline employees' performance & goals and to improve productivity by aligning them with corporate strategy and goals.
- Launched the Transportation Management System exclusively designed and developed to increase the efficiency of managing the company's transportation system as well as to systematize maintenance of transport vehicles.
- Created FAQ database per implemented SAP Module. FAQ databases will enable immediate and easy access to basic information concerning each module separately. This will simplify onboarding of new employees and facilitate continuous exchange of information and knowledge management.
- Developed a tool for tracking and managing the efficiency of business processes in each Live SAP Module and for measurement of SAP Modules' Performance.
- Reviewed Business processes of each implemented SAP Module in order to reveal which of the business processes need improvement and/or any additional amendments to adjust SAP to current demands of SOCAR Polymer business.
- Developed Internet Banking in SAP. With this feature the process of payments through the SAP system shall be fully automized and the human factor will be eliminated to the maximum extent.
- Optimized the SAP System by full Identification of SAP Test and Productive Environments.
- Upgraded SAP Solution Manager
- Upgraded SAP Kernel system
- Updated SAP Support Backbone
- Performed SAP QAS Post-installation configuration
- Performed the SP SAP ERP Backup restore Test
- Cleaned SAP ERP systems redo log and system application log

Pipes made from SOCAR Polymer's PE100 grade passed laboratory tests in Russia



SOCAR Polymer's product, the HM0359PE grade of HDPE has been tested and classified as PE-100 in one of the accredited laboratories of the Russian Federation.



With such advantageous qualities as easy processing/installation, durability, longer service life, reliability, and strength despite lighter weight, polyethylene pipes are gradually replacing steel and iron pipes. As their chemical and physical properties improve, PE grades for pipe production are classified as either PE63, PE80, or PE100.

SOCAR Polymer's HM0359PE grade of HDPE passed laboratory tests carried out by "Polyplastic Group" at the laboratory of the "AND GazTrubPlast" plant for evaluating long-term hydrostatic strength of pipe samples by the extrapolation method. The results of the tests carried out throughout 2020-2021 on pipe samples provided by the Klimovsk Pipe Plant

(owned by "Polyplastic Group") show that, according to GOST R 54866-2011 and GOST ISO 12162(2017), the given HDPE grade is classified as PE100, as the lower confidence boundary of its estimated hydrostatic strength equals 10.681 MPa. The HM0359PE grade of polyethylene possesses minimum required strength (MRS) of 10 MPa and its classification number is 100.

"Polyplastic Group" is the largest in CIS producer of polymer piping systems for outdoor water and sewerage networks, gas distribution, hot water supply, and heating. The Group comprises about 27 plants located in Russia, Belarus, and Kazakhstan, with total production capacity of about 600 KTA. Exporting to over 50 world countries, the company possesses four accredited laboratories and a scientific research institute. Polyethylene PE100 is a high-strength HDPE grade processed to manufacture products undergoing various excessive loads, such as pressure pipes for various applications (for water, gas, sewerage, etc.), fittings and valves for assembly of pipelines, chemically inert airducts and air suction units, technical equipment assembly fittings, etc.

HR: Training & Development 2021 outcomes



In 2021, the HR department has arranged 11337 manhours of internal and external classroom trainings and 1658 manhours of online training for all staff segments.

Internal trainings

Training title	Trainees		Training mode
	Number	Department	
Process Safety Management (awareness/intermediate/advanced levels)	189+8 interns	Technology, Engineering & Maintenance (E&M), Operations (OPS), HSE	classroom
Task Risk Assessment, Level 1	248	E&M, OPS, HSE, Warehouse, Technology	classroom
Performing Authority	231	E&M, OPS, HSE, Warehouse, Technology	classroom
Fire Extinguisher Usage Awareness	177+19 interns	E&M, OPS, HRD, IT, HSE, Technology	classroom
ISO 9001:2015 Quality Management System	35	HSE, PSCM, Internal Audit, Technology, E&M, OPS, Administration, MM	classroom/online
Manual handling awareness	181	all staff	online
Environmental awareness	168	all staff	online

Hazardous Materials awareness	188	all staff	online
Office Safety	365	all staff	online
Waste Management & Housekeeping Awareness	162	all staff	online
Pollution Prevention Awareness	258	all staff	online
COSHH Awareness	175	all staff	online
Rotating Equipment Awareness	189	all staff	online

External trainings

Training title	Trainees	
	Number	Department
CSWIP Senior Welding Inspector, CSWIP 3.2.1	1	E&M
Hydraulic Tools Usage	12	E&M
Lift Guide	12	E&M
Working at Height, Level 1	61	E&M, OPS, Operations, Warehouse, Administration
Six Sigma Yello Belt	3	Technology
Vibration Analysis	8	E&M
Payroll	2	HRD
Forklift Operator Assessment	19	Warehouse
First Aid	66	E&M, Warehouse, Administration, HSE, HRD, Internal Audit
Overhead Bridging Crane	47	E&M, OPS
Authorized Gas Tester	22	E&M, OPS, HSE
Basic Scaffolding Skills Assessment	6	E&M
Working on Pressurized Vessels	159	E&M, OPS, HSE
Confined Space Entry	61	E&M, OPS, HSE
Self-contained Breathing Apparatus	122	OPS, HSE
Incident Investigation	22	E&M, OPS, HSE, Internal Audit
Banksman / Flagman	21	Materials Management (MM), Warehouse
Electrical Safety	2	E&M
COSHH Assessor	9	Warehouse, HSE, Operations, MM
Basic Fire Fighting	12	E&M, Technology, MM, Accounting, Administration, HRD
Rigging & lifting, Novice level	25	E&M, HSE
Implementing Effective Preventive and Predictive Maintenance	25	E&M
ISO/IEC 17025:2017 Laboratory Accreditation	8	Technology
Full CompEx	4	E&M
Manual Handling	6	MM
Scaffold Inspection	11	E&M, HSE

External trainings

It is common knowledge that safe and reliable operations – and thereby, successful businesses, industry, and economy – depend on competent and skilled workforce. To illustrate the significance of a CompEx training and certificate in this context, it will suffice reminding that SOCAR Polymer is an industrial company with many operations taking place in potentially dangerous and explosive environments. Industrial gases and chemical reactions are sensitive to electrical sparks and heat, so many preventive and precautionary measures are taken to minimize hazards and risks.

Full CompEx training goes beyond basic understanding what risks working in explosive atmospheres involves. It provides full training and assessment of electrical and instrument technicians working in hazardous areas prone to explosion risks, takes trainees through every aspect of inspection and testing of electrical equipment, and gives them confidence based on both theoretical and practical competence.

The main purpose of the CompEx training is to increase workplace safety by ensuring proper selection, installation, and inspection of certified electrical and instrumentation equipment and/or their parts for areas where a potentially hazardous and explosive atmosphere is present or may occur. Failure to ensure the above, as well as even a small error may lead to major complications.

CompEX is based on international standards and is the only officially recognized Ex certification system under ISO/IEC 17024 Conformity Assessment. CompEX qualifications are internationally recognized by the UK's National Health Regulator (HSE – The Health and Safety Executive).

In addition to theoretical and practical sessions, the six-day course program includes the following exams:

- Ex01-Installation of Electrical Installations
- Ex02-Inspection of Electrical Installations
- Ex03 -Instrumentation Installation
- Ex04-Inspection of Instrumentation Devices
- EX01-04 Theoretical exam

Certificates are awarded to those who successfully pass both practical and theoretical exams.



SAKHAVAT RAFIYEV
ELECTRICAL SUPERVISOR
ENGINEERING & MAINTENANCE DPMT

— ” —

SOCAR Polymer upholds safety and strongly promotes professional development, so, the necessity of this training couldn't go unnoticed. Two Sr. Electrical Technicians – Elvin Mammadov and Ramin Aliyev, an Electrical Engineer Orkhan Jafarov, and an Electrical Technician Agarazi Iskandarov from our team took the course and all four successfully passed the subsequent exams, which are quite difficult and according to world statistics are often failed by many trainees taking this course. They all took the training very seriously, worked with great determination and perseverance. We are proud of them.

— ” —



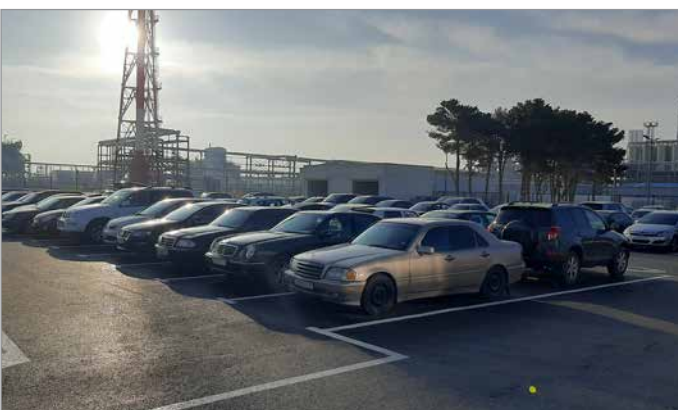
New gatehouse in service

On November 16, SOCAR Polymer employees entered the site through the newly constructed entrance gate building.

Performed by a general contractor, the construction works were closely monitored and controlled by the Engineering, Maintenance, and IT teams. Commenced early in June of 2021, construction of the 100 sq.m. large gatehouse and an adjacent parking lot lasted about 5 months. The 65x50 meters large parking lot with 105 parking spots is also equipped with a car washing station.

The new gate house is traditionally equipped with turnstiles for checking in personnel and visitors who flash employee ID or guest cards, with the entry data automatically recorded for administrative and security purposes. There is also a security/server room, a reception desk, and a waiting area for visitors with a video screen playing videos about our company and production facilities.





Schoolchildren visited SOCAR Polymer laboratory



On November 4, the SOCAR Polymer site was visited by a group of eight-graders from the “Dunya” secondary school established by the Khazar University. The purpose of the visit organized within the “Visiting industrial facilities” project was to demonstrate to schoolchildren the industrial significance of the chemical tests and chemistry topics taught at school, as well as to give the children an idea of where and how chemistry is applied. The schoolchildren were accompanied by two teachers.

Before entering the PP/HDPE production area, the schoolchildren passed an HSE induction conducted by HSE Advisor Kamran Ramazanzadeh to inform the visitors about any potential hazards in a production zone, safety rules, required actions in emergency situations, location of muster points, medical assistance availability on site, etc.

Then, the visitors got on a bus for a tour round the plant in the company of Process Engineers, Humay Hamidli and Esmira Jafarova. During the tour, the schoolchildren saw the main parts of the PP and HDPE plants, including the polymerization and extrusion areas, the warehouses and control building, and received brief information about each.

The main destination of the tour was the laboratory where the children were received by the Lab development and Sales Support Team Lead, Sevil Khalilova. First, the guests were shown to the Gas Chromatography room designed for initial gas sample testing. There, the children learned about the physical and chemical qualities of PP and

HDPE, and about the testing methods and operation of equipment units that measure such qualities, including gas chromatographer (GC), inductively coupled plasma (ICP), and micro-coulometer.

The schoolchildren also visited the sample preparation room and intermediate/final product testing room to watch operation of an X-ray spectrometer, Melt Flow Index (MFI) meter, tensile tester, densimeter, rheometer, izod/charpy impact tester, mini lab extruder, pellet size distribution metering device, cast film extruder, and injection moulder.

Then, the schoolchildren returned to the site office building to discover various gifts with imprinted SOCAR Polymer logo to remind them about this visit and the advice to treat school subjects and chemistry with regard in order to become, perhaps, future leaders of the national petrochemical industry.

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



YEGANA GULIYEVA
BIOLOGY/ CHEMISTRY TEACHER



As learning through experience allows students to apply learned theory in real life, "Dunya" school of International Baccalaureate (IB) organizes various trips relevant to the subjects our students take and the topics they learn. IB MYP 8C class visited the SOCAR Polymer plant within the framework of the project called "Visits to industrial facilities". Our students were particularly curious about the equipment used and experiments performed in an on-site laboratory. This visit inspired our students to better learn science at school, having made them realize the high applicability and importance of scientific knowledge in the modern world. We thank SOCAR Polymer for providing this opportunity to schoolchildren!



SEVIL KHALILOVA
LAB DEVELOPMENT & SALES SUPPORT TEAM LEAD



8-graders' interest in chemistry and such excursions to production facilities in school years is certainly going to largely influence their future choice of career paths. It is a great initiative on the part of "Dunya" school. We were happy to show the schoolchildren the laboratory equipment, to demonstrate tests and to give them information they were curious about. It was obvious from their looks and asked questions that it was a fascinating experience for them. So it was for the laboratory team. We wish success to all the schoolchildren and faculty of Dunya school!



REYHAN MAMMADLI
STUDENT



We were very excited about visiting SOCAR Polymer and it has been an amazing experience to see operation of the devices and testing equipment in the laboratory. We learned a lot of new things!



Students and faculty of Khazar University visit SOCAR Polymer



On December 16, twelve students of the Oil and Chemical Engineering department of Khazar University visited SOCAR Polymer plants.

The visit was arranged by Khazar University's Career Centre and the Society of Petroleum Engineers. The students were accompanied by their lecturer Ehsan Jafari, Doctor of Technical Science specializing in oil and gas engineering. The purpose of the visit was to familiarize students with the polymer production process and encourage them to build a career in this industry in the future.

Before entering the production site, the participants of the trip received and put on a full set of personal protective equipment. Then an HSE Consultant, Sanan Karimov gave a presentation on HSE rules to be observed for safety in SOCAR Polymer's office and production site, and answered numerous questions asked by the students. In conclusion of the HSE session, two most active students received souvenirs from our company.

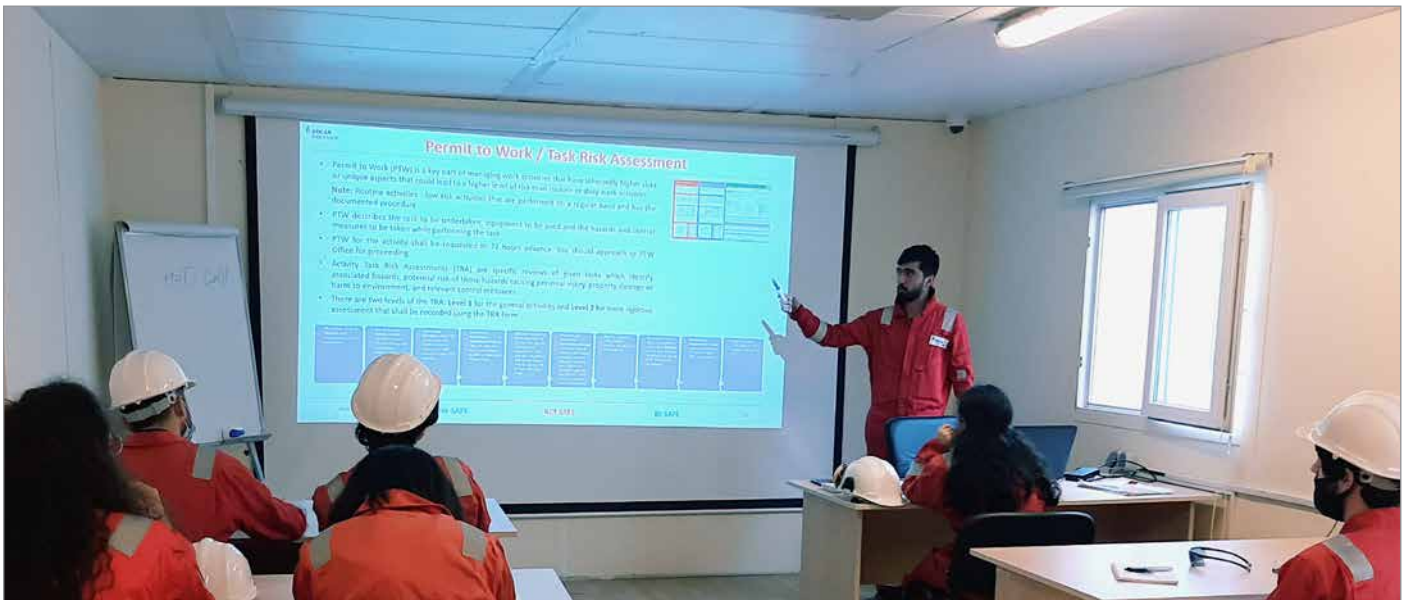
During the bus tour to the production site, the students were accompanied by a Field Process Engineer, Ismayil

Ahmadov who gave them detailed information about polymerization reactors, PP and YSPE production, and polymers' industrial significance.

Before departure, the visitors took a collective photo in memory of their visit to SOCAR Polymer.



Khazar
University



LAMIYA SAMADOVA
3RD YEAR STUDENT OF KHAZAR UNIVERSITY

— ” —

In my university years, I took several opportunities to participate in field trips, but this present experience has turned out incomparably valuable and spectacular. The facts I learned during the HSE induction session were quite detailed and very interesting. I am very thankful to SOCAR Polymer representatives who answered our questions tirelessly in attempt to provide detailed information about all the processes and equipment of the PP production section within the short time available. Not only the engineers but also all the other staff members were friendly and welcoming. Our visit to the plant lasted over 3 hours and I enjoyed every minute, wishing we had more time. My only regret is that there was no time to get acquainted with the HDPE production section as well. Also, I would like to express special thanks for the gift in memory of the event. It will always pleasantly remind me of this very valuable day in my university experience.

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BHOS students' field trip to SOCAR Polymer



The 2nd, 3rd and 4th year students of the Baku Higher Oil School (BHOS), Azerbaijan State Oil and Industry University, and Baku Engineering University visited the PP and HDPE Plant of SOCAR Polymer located in the territory of the Sumgayit Chemical Industrial Park. The visit was arranged by the Society of Petroleum Engineers (SPE) of BHOS. The students were met by a PR Specialist, Bakhtiyar Allahverdiyev. After a brief introduction, HSE Advisor Kamran Ramazanzadeh informed the guests of the HSE rules to be observed in the production area.

During the bus trip to the production zone, the students were accompanied by a Field Process Engineer Ismayil Ahmadov, a finalist of the 2019 Summer Internship Program. The guests were shown the physical facilities of the PP and HDPE plants and received information about the core technological processes. They were particularly curious about the polymer production process and the value chain that started with the Heydar Aliyev refinery, was extended by the SOCAR Polymer plants and included local manufacturers of end products. The students' interest in this industry grew as they learned more about the applied modern technologies and innovative solutions and realized that the production process was managed by a team of local specialists aged 33 on average. On this trip, the students got an opportunity to discuss with experienced engineers what they had learned from textbooks, as well as to associate theoretical knowledge with real production processes.

The students who were very pleased with the field trip, took a collective photo in memory of the event.

NAILA SHAKAROVA
3RD YEAR STUDENT OF BHOS

— ” —

Honestly, I didn't have much information about SOCAR Polymer before this field trip, and I expected to see a production facility with conventional equipment and unpleasant chemical odours. However, SOCAR Polymer pleasantly surprised me, as the production facility was unbelievably clean and tidy. Moreover, we met young but impressively professional engineers who turned out to be quite perceptive of students' emotions and even unexpressed thoughts. We felt free to ask all our questions about the company, the production facility, the work environment, the challenges faced by new-coming specialists, and the summer internship opportunities for students. It was pleasant to find out that feedstock and chemical substances are not wasted in the process of production. In conclusion, I should mention that this field trip has inspired me to pursue internship opportunities at SOCAR Polymer, with potential employment in the forthcoming years. I am thankful to SPE BHOS Student Chapter and all other organisers of this field trip.

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Water and wastewater management in spotlight

On October 12, our Environment Team Lead Kamran Babayev and Senior Environmental Specialist Nigar Ismayilova attended the 1st German-Azerbaijani Sustainability Forum 2021 on “Sustainable Development of Water Infrastructure in Azerbaijan”.



The Forum was organized by the German-Azerbaijani Chamber of Commerce (AHK Azerbaijan) with the aim to provide a unique platform and to unite businesspeople, including CEOs and high-ranking representatives of economic and political institutions from Germany and Azerbaijan. Among the speakers were the Deputy Minister of Ecology and Natural Resources of Azerbaijan Rauf Hajiyev, the German Ambassador to Azerbaijan Dr. Wolfgang Manig, the First Deputy Chairman of Azersu OJSC Teyyub Jabbarov, the Regional Director of the German Eastern Business Association Stefan Kaegebein, and representatives of different companies such as WILO SE, LightOre GmbH, and DecRen Water Consult (DWC), producing pumping equipment, high-porous filter media, water treatment units, etc.

The event also offered exclusive public-private dialogue opportunities through panel discussions, keynote speeches, workshops, and individual B2B meetings. The specialized workshops in industry fields, moderated by German experts, created a platform for best practice exchange between German and Azerbaijani stakeholders regarding green technologies.

The forum was part of the 4-day business trip of German company representatives, focusing on Sustainable Water

and Wastewater Management in Azerbaijan. The project was funded by the German Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (Exportinitiative Umwelttechnologien). After the interactive workshops, participants had the chance to meet German company representatives in B2B meetings and discuss future collaboration opportunities.



'Best' awards presented

To further incentivize its employees and show appreciation for the contribution made into the company's development and achievements, the SOCAR Polymer company set up two new annual awards in the "Best employee of department" and "Department's most supportive employee" nominations. The bests were selected based on an anonymous survey distributed by the HR department.



The suggested selection criteria for the "Best employee of department" award were as follows:

The suggested selection criteria for the "Department's most supportive employee" award were as follows:

1. Leadership skills

Takes initiative to resolve challenges and motivate others to do the same, directs people to resources, views work assignments from the 'big picture' point-of-view, handles difficult situations and assignments well, personifies dependability

2. Excellence in performance

Applies international practice and professional approach at all operation stages promoting process improvement in all areas that drive efficiency improvement; consistently and substantially exceeds expectations, makes important and significant contributions to the success of the department

3. Exemplary relations with customers and business partners

Establishes a positive relationship with both internal and external customers, both being important to a successful business. Internal customers are people in company or perhaps a business partner that provides internal services/support helping deliver company's goals. External customers are those who buy company's products or services.

1. Exemplary relations with customers and business partners

2. Initiative and creativity

Has improved a work process or system or has significantly increased the efficiency of an operation or department; consistently seeks to improve the quality of work assigned; demonstrates efforts to expand work responsibilities

3. Positive attitude

Creates a healthy environment and acts as a role model for others; maintain a positive attitude that makes the job more pleasant; contributes to the positive team spirit

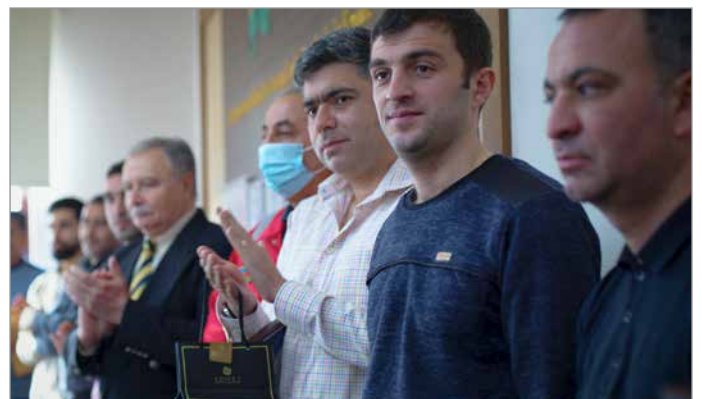
In all, 32 employees from 14 departments had been selected by their department colleagues, and the award ceremony took place on December 28. In his opening speech, General Manager Fuad Ahmadov congratulated the awardees, thanked them on behalf of the entire staff for their efforts towards company's success, and emphasized the significance of being selected from among the total 800 employees.

Each awardee received a valuable prize and a certificate from the company.



Department	Best employee	Best team-player
Legal	Orkhan Jalil	-
Internal Audit & DMS	Gunel Malikzada	Narmin Valehgizi
HSE	Tofiq Ismayilov	Nargiz Bunyatova
PSCM	Khayala Mammadzadeh	Samira Ibrahimli
HR	Gullu Babashli	Maryam Talibova
Admin & Security	Tural Allahverdiyev	Elnura Huseynova Vugar Shamiyev Jeyhun Abdullayev
Business Development & Public Relations	Khalida Rahimova	Sonuj Alizadeh
Operations	Jeyhun Maharramov	Humay Hamidli Saleh Mammadov
Engineering & Technical Support	Narmin Askarova	Rovshan Rahmatov Ramin Aliyev
Technology	Javid Ahmadov	Aneesh Padmanabhan
Warehouse, Logistics & Sales	Gunay Gulmammadova	Muzaffar Tagiyev Rustam Zakharov
Finance	Jamshid Hasanov	Aysel Nasirova
IT	Emil Hasanzadeh	Rahimakhanim Shirinova
Materials Management	Mushfig Mammadov	Ilhama Alizada





Expanding academic horizons

Master's degree pursuits



Ibrahim is currently in his 2nd year of master's degree education, studying Industry Automation and IT in the Computer Science and Engineering department of TH Köln (Technische Hochschule – Technical University). It is a full time education program, however, due to the lockdown restrictions, lectures were given online. The curriculum covers specialised modules such as:

- Modelling and Simulation
- IIOT and MES
- Automation and Control
- Artificial intelligence and Machine Learning
- Industrial Communications
- Industrial IT
- IT Security

When selecting the university, I paid attention to the curriculum of this academic program to choose one closely related to my current job at the plant where I set up automation of the manufacturing processes and streamline operations to make the production as efficient as possible. The academic program I have chosen integrates the knowhow of automation and information technologies for added value in the industry 4.0 which implies digital transformation of manufacturing. Artificial intelligence combined with automation is transforming businesses all around the world, greatly contributing to economic development through contributions to productivity. My focus is on new methods, systems like IIOT, machine learning, Artificial Intelligence,

and industrial security in order to improve stability and performance of automation systems at our company in the future.

Germany is one of the best countries to study abroad. All professors of the Koln university are experts in their disciplines and have huge hands-on experience in automation. Enrollment pre-requisites in my case included possession of strong background skills, submission of a motivation letter, and passing of an interview. I travel to Koln each semester for getting some learning materials and special software packages, as well as for taking some important exams at the university.

PhD degree pursuits



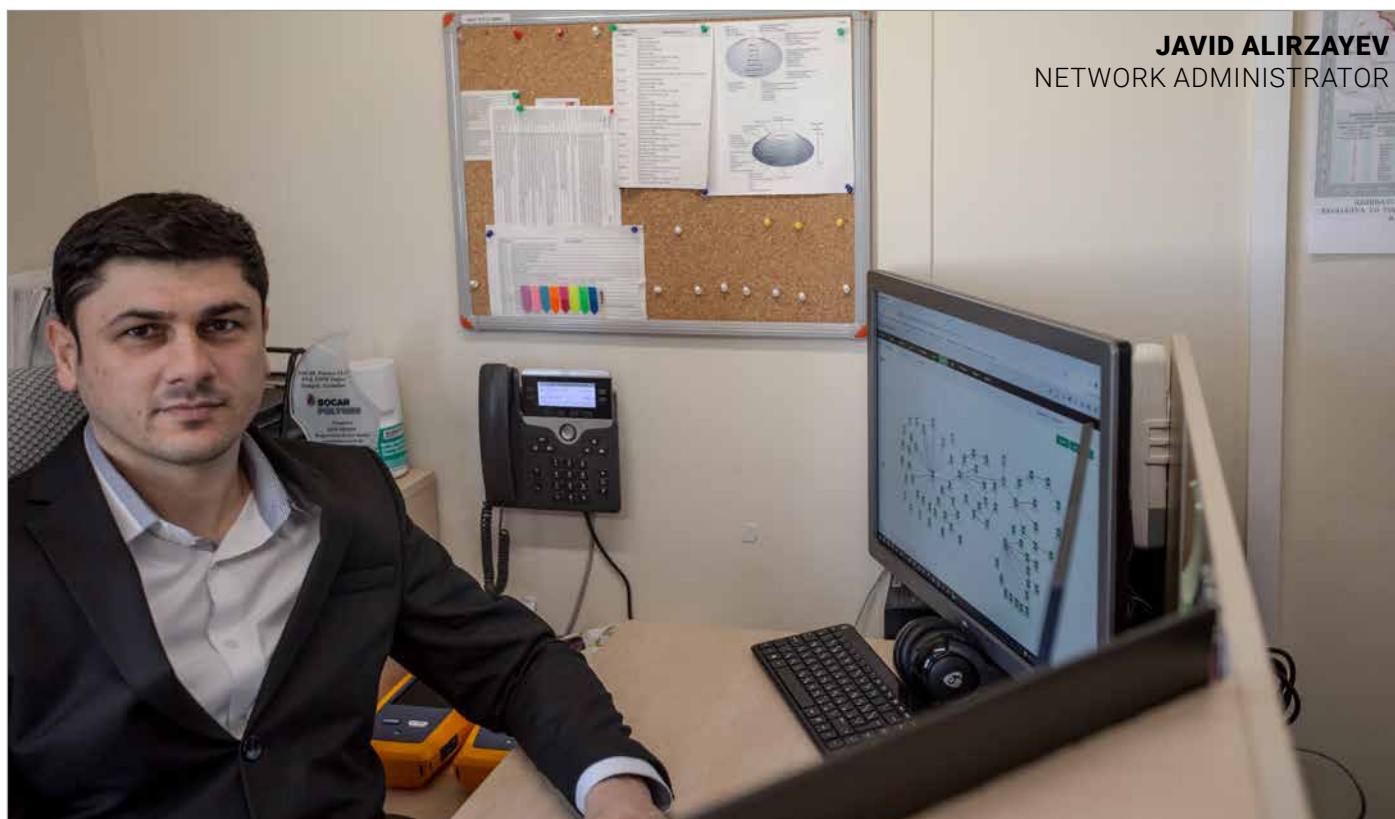
Laboratory analyst, Aygun Mammadova has defended her dissertation for the degree of Doctor of Philosophy in Chemistry at the Institute of Petrochemical Processes named after academician Y.M.Mammadaliyev (under the Azerbaijan National Academy of Sciences).

Following her bachelor's and master's degrees in chemistry, Aygun enrolled in a PhD program in 2016. Her research topic title is "Synthesis of alkyl-, hydroxyalkyl- and ester derivatives of cyclopentadiene and investigation of them as a component of synthetic oils".

Long years of researching a given topic gives a researcher not only new knowledge on the subject, but also new valuable sets of skills. My research and analysis skills help me make quick and effective decisions regarding any issues that arise in the process of my work at the laboratory. I look past the surface of problems and seek their roots by applying researchers' comparative reasoning.

As I love science, I shall continue scientific research and hope to promote our production facility's development by giving new ideas towards improvement in areas associated with my performance as a laboratory analyst and chemistry researcher.

One workday through the eyes of a co-worker



JAVID ALIRZAYEV
NETWORK ADMINISTRATOR

— ” —
*M*ost favourite part of my job is being a team player and supporting the staff by solving their IT related issues addressed to me through the ticketing system or in personal manner.

Every day I start my work routine at 9 a.m. by checking the status of the IT infrastructure in the Corporate Network Monitoring System. I inspect all of the reports that had been generated over the past 12 hours. Oftentimes, network processes require some troubleshooting for maximum efficiency optimization. After thorough investigation of identified issues, I discuss each round of troubleshooting with my colleagues in network administration, Zaur Rustamov and Farida Bayramova. We always share experience and practical tips with one another.

Later, I check the centralized IT Ticketing System that includes all IT related tasks generated based on the inquiries and issue reports from employees. I take note of the tickets and tasks assigned to me. For example, I received a ticket resolution request with an issue related to network

devices for Onboarding Forms incoming from the Human Resources department. So, I configured the IP Phones, provided necessary internet access, documented the process, and passed the IP Phones alongside with related information on to the IT Coordinator. Some other cases of ticket resolution had to do with distribution and updating of internet and inter-network accesses or supporting the IT Helpdesk in resolution of more challenging requests.

Apart from that, I have my own to-do list which includes tasks that I have created for myself to ensure better regulation of my work routine and to make it more streamlined and efficient.

A less regular but highly important task of mine is to examine newly purchased equipment before its official acceptance and transfer to the Materials Management department.

Most favourite part of my job is being a team player and supporting the staff by solving their IT related issues addressed to me through the ticketing system or in personal manner. It is important to mention that every time I give IT support or seek solutions, I boost my expertise and knowledge, because the IT sphere is diverse and ever rich in innovations.

By the end of the day, at 5 p.m., I check in with the entire IT team to inquire about any potential network related issues before I leave. Actually, for IT team members, a working day is not limited to regular office hours. In fact, we monitor the IT Systems 24/7 and often support employees remotely even at weekend upon request.

Up for charity campaigns of the winter season

On 23-24 December 2021, SOCAR Polymer participated in the “Hasten to be merciful” campaign arranged by the Sumgayit City branch of the Red Crescent Society to bring some New Year joy to orphans, disabled children, single mothers, and children of shehids’ or discharged war participants’ families.



Sumgayit’s low-income families were invited to the event arranged on 23 December 2021 at the Sumgayit House of Poetry. In her opening speech, the Chairman of the Sumgayit Branch of the Red Crescent Society, Matanat Maharramova congratulated the participants on the occasion of the World Azerbaijanis’ Solidarity Day and the New Year. She expressed gratitude to the sponsors of the event, the SOCAR Polymer and Pasha Life Insurance companies.

Our company’s PR Specialist, Bakhtiyar Allahverdiyev emphasized it has always been a pleasure for our Company to participate in annual charitable events organized by the Sumgayit City branch of the Red Crescent Society and wished everyone success in the new year.

Given the floor, members of the invited families expressed their hearty gratitude to the organizers and sponsors of the “Hasten to be merciful” campaign, who had for many years been providing their children with warm winter clothes in the New Year festive season.

After that, on behalf of SOCAR Polymer, 60 gift baskets containing warm winter clothing such as overcoats, boots, sweaters, and trousers were distributed to the invitees.

On December 24, the second and final event of the "Hasten to be merciful 2021" campaign was conducted to rejoice the hearts of children from families of shehids and discharged war participants on the threshold of the New Year holidays.

Speaking at the event, Matanat Maharramova underlined that SOCAR Polymer has been a regular sponsor of the "Hasten to be merciful" campaign for 5 years. On behalf of the Sumgayit branch of the Red Crescent Society, she expressed deep gratitude to our company's General Manager Fuad Ahmedov for his continuous support and presented to our PR Specialist Orkhan Khalilzadeh a Certificate of Gratitude in appreciation of SOCAR Polymer company's contribution.

Following the official part of the event, New Year gifts from SOCAR Polymer were distributed to the 50 children invited to the event.





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