

**شركة الخليج لصناعة البتروكيماويات**  
**Gulf Petrochemical Industries Company**

**Workplace Safety Management @**  
**GPIC – A Case Study Approach**

  **2006 IFA Technical Symposium**  
Vilnius Lithuania  
25-28 April 2006

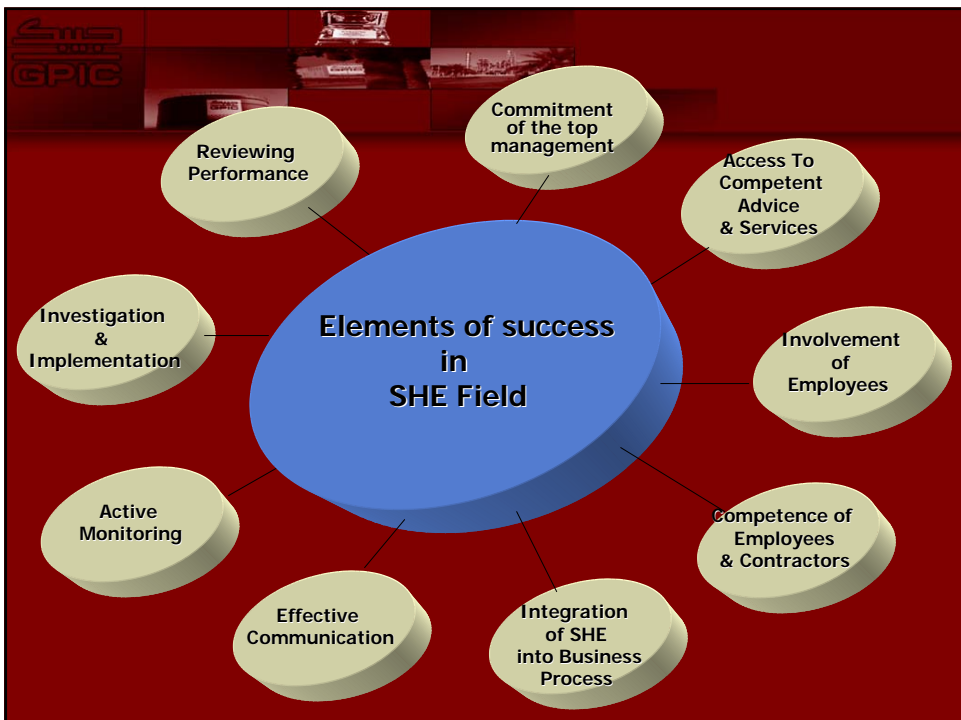
  **By:**  
**Fadhel Al Ansari**  
**Maintenance Manager**  
**GPIC**

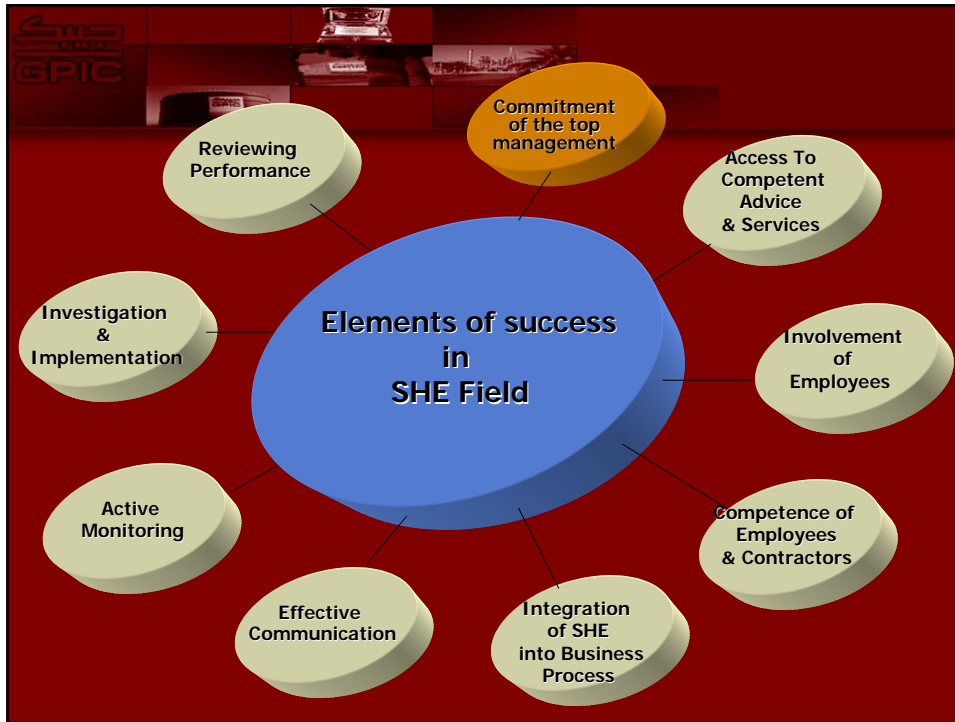
**GPIC – Case Study**

To present an example of how such initiatives  
are yielding very positive results

## GPIC Overview


- **Established in December 1979**
- **Joint-Venture between the Governments of Bahrain , Kuwait (PIC) & Saudi Arabia (SABIC)**
- **Utilises Natural Gas as raw material**
- **Products: Ammonia , Methanol (400,000 TPY each) and Urea (600,000 TPY)**
- **Manpower : 540 employees, 80% are Bahrainis**





**Vision**

To be the best Petrochemical Company recognized worldwide as a role model in its field of operation.



# Mission

To provide the World with best quality petrochemical products manufactured efficiently & economically, in a safe and eco-friendly environment By creative and motivated work force in a learning organization environment.



# Commitments to SHE

## GPIC's SHE Policy

- **SAFE, HEALTHY and ECO-FRIENDLY WORKPLACE**
- **COMPLIANCE with LEGISLATION**
- **Continuous improvement**
- **Minimising emissions**
- **REVIEW of OBJECTIVES and TARGETS**
- **Training**
- **Improving the QUALITY of LIFE**
- **Transparency**

**GPIC PETROCHEMICAL INDUSTRIES CO. B.S.C.**

**SAFETY, HEALTH AND ENVIRONMENT POLICY**

The Management of Gulf Petrochemical Industries Company is committed to providing a safe, healthy and environmentally friendly workplace for all employees, contractors and visitors, complying with Health, Safety, Health and Environment (SHE) management rules, quality and production and safety requirements.

GPIC will comply with all laws of Bahrain Government Safety, Health and Environment laws and regulations and additionally meet internationally recognized standards and requirements where it is practical and feasible.

GPIC will manage its Safety, Health and Environment system through continuous improvement of its practices and activities, implement major regulatory changes and ensure that all products and services are of high, consistent quality based on management systems.

GPIC will, where practical, endeavor to minimize pollution of the environment to all aspects of its work activities, products and services and will provide the best available resources and technical means required to achieve this.

GPIC will not regularly exceed agreed SHE objectives and targets.

GPIC will encourage the active participation of all employees in the implementation of the policy and their understanding of the objectives of the policy and responsibilities, making them to effectively discharge their responsibilities. Management at all levels will implement the policy at all times.

This Policy is based on the firm conviction that effective SHE management not only contributes to the prevention of accidents, but to the efficiency and success of the company. It also enhances the quality of life of employees by promoting the extension of their practice at home and in leisure.

All persons at the company are responsible to adhere to the policy at all times. It will be regularly reviewed by GPIC Management and it is available in English in the public domain.

  
 Managing Director

**شركة الخليج للصناعات البتروليكيماويات**

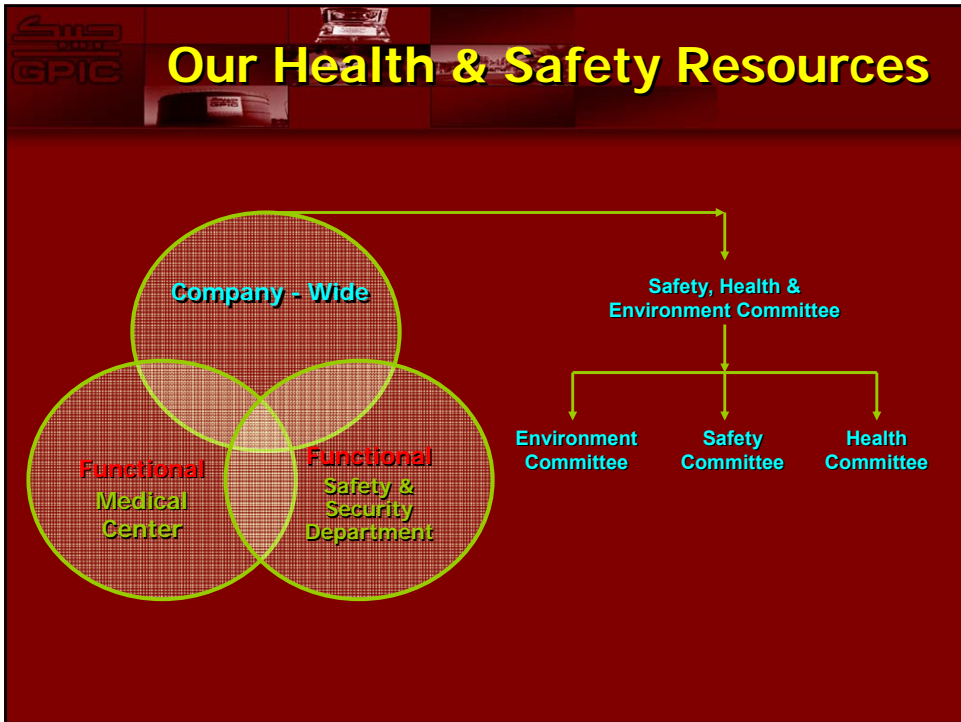
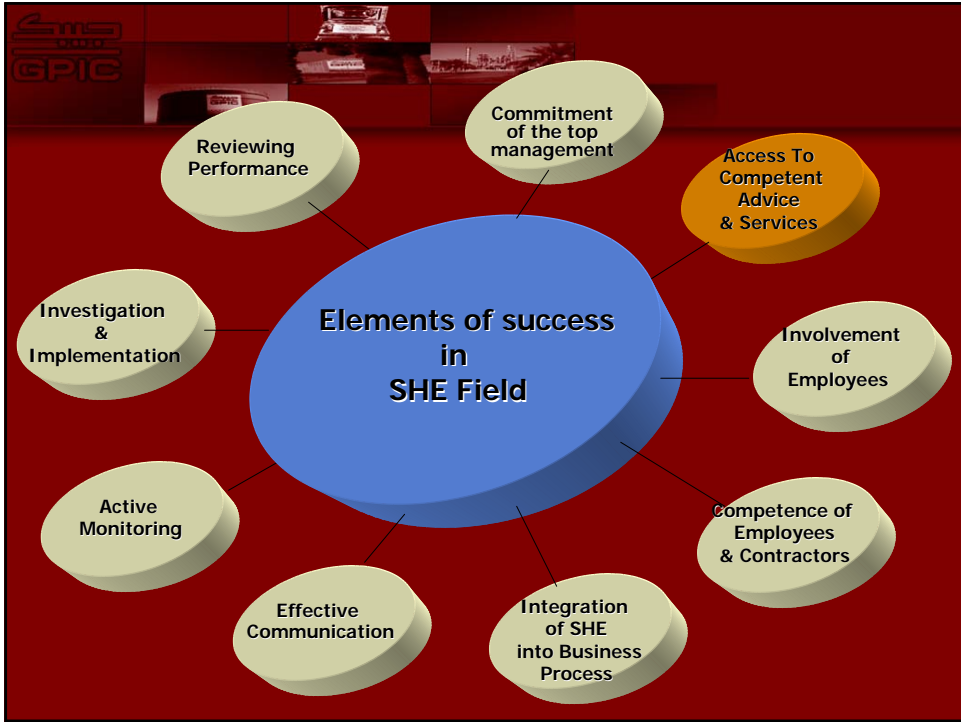
**سياسة السلامة والصحة والبيئة**

التزامنا بأمننا وسلامة العاملين والبيئة، والوفاء بالمتطلبات العالمية، والالتزام بالمتطلبات القانونية، والالتزام بالمتطلبات البيئية، والالتزام بالمتطلبات الاقتصادية، والالتزام بالمتطلبات الاجتماعية، والالتزام بالمتطلبات الثقافية، والالتزام بالمتطلبات الدينية، والالتزام بالمتطلبات الأخلاقية، والالتزام بالمتطلبات المهنية، والالتزام بالمتطلبات العلمية، والالتزام بالمتطلبات الفنية، والالتزام بالمتطلبات الإدارية، والالتزام بالمتطلبات التشغيلية، والالتزام بالمتطلبات الإنتاجية، والالتزام بالمتطلبات التسويقية، والالتزام بالمتطلبات الخدمية، والالتزام بالمتطلبات العلاقاتية، والالتزام بالمتطلبات المجتمعية، والالتزام بالمتطلبات الوطنية، والالتزام بالمتطلبات العالمية.

سياسة الشركة في مجال السلامة والصحة والبيئة، والالتزام بالمتطلبات القانونية، والالتزام بالمتطلبات البيئية، والالتزام بالمتطلبات الاقتصادية، والالتزام بالمتطلبات الاجتماعية، والالتزام بالمتطلبات الثقافية، والالتزام بالمتطلبات الدينية، والالتزام بالمتطلبات الأخلاقية، والالتزام بالمتطلبات المهنية، والالتزام بالمتطلبات العلمية، والالتزام بالمتطلبات الفنية، والالتزام بالمتطلبات الإدارية، والالتزام بالمتطلبات التشغيلية، والالتزام بالمتطلبات الإنتاجية، والالتزام بالمتطلبات التسويقية، والالتزام بالمتطلبات الخدمية، والالتزام بالمتطلبات العلاقاتية، والالتزام بالمتطلبات المجتمعية، والالتزام بالمتطلبات الوطنية، والالتزام بالمتطلبات العالمية.

  
 General Manager

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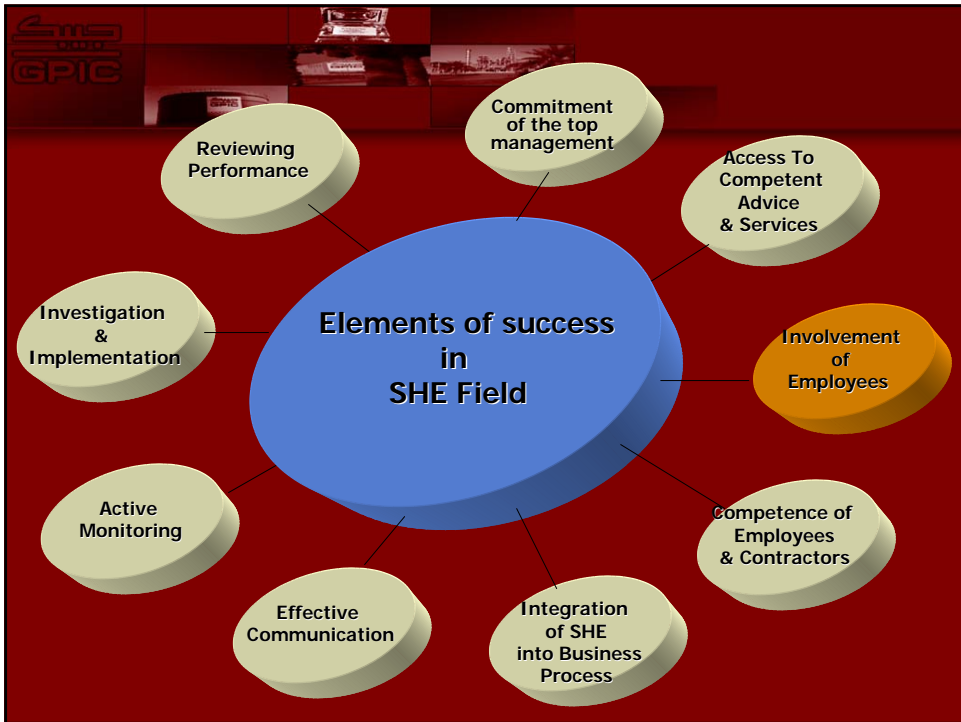
**Competent Advice**

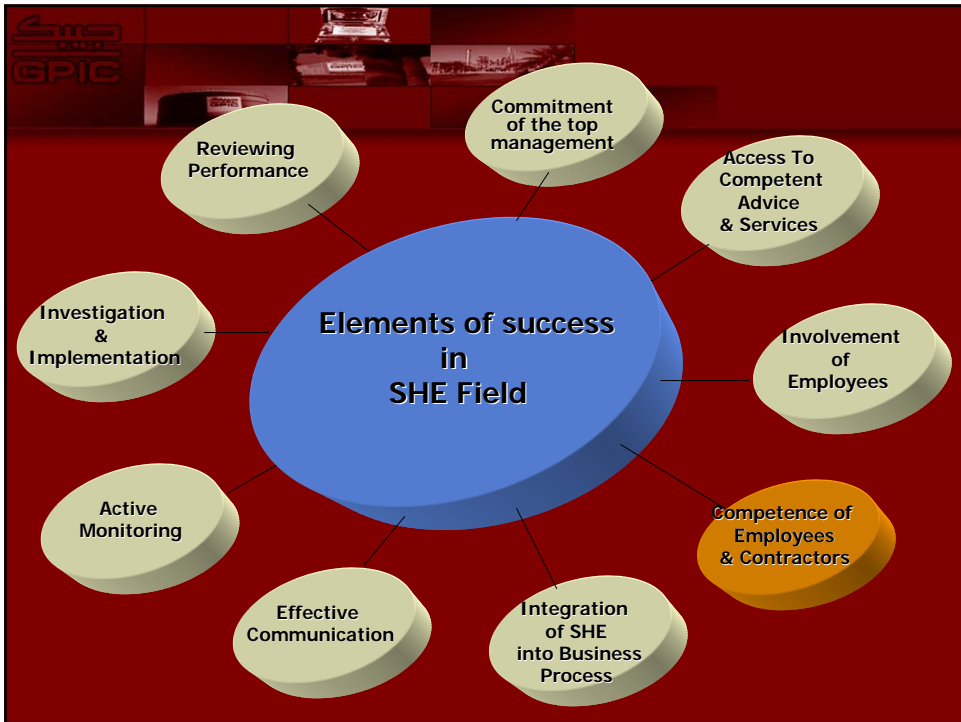
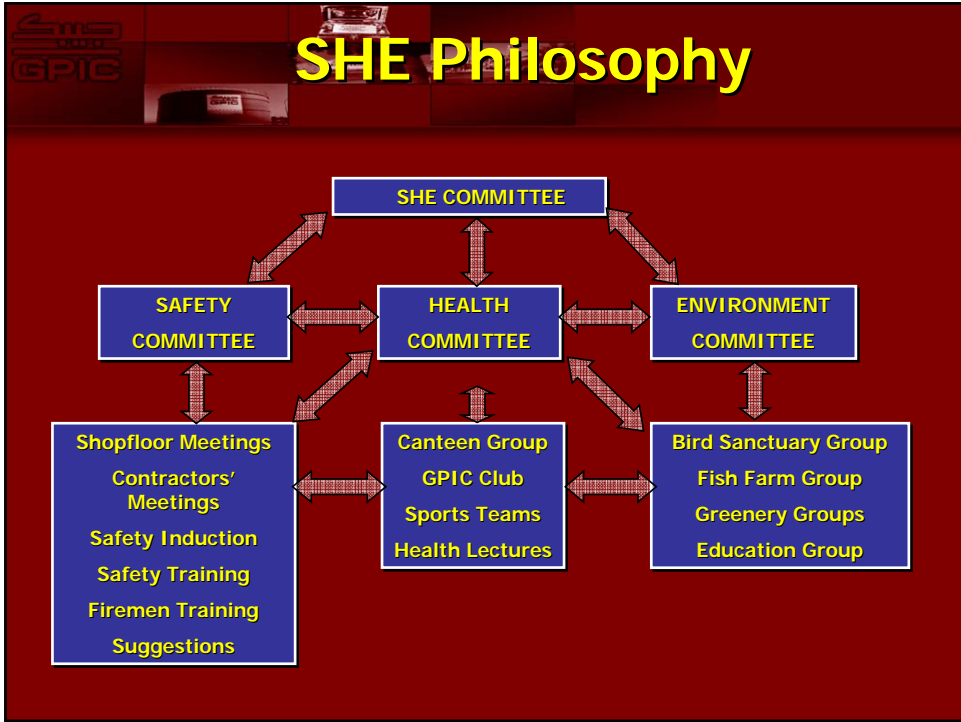
Providing a professional and dedicated team to look at safety issues




Providing a fully equipped Medical Center to enhance occupational health programs

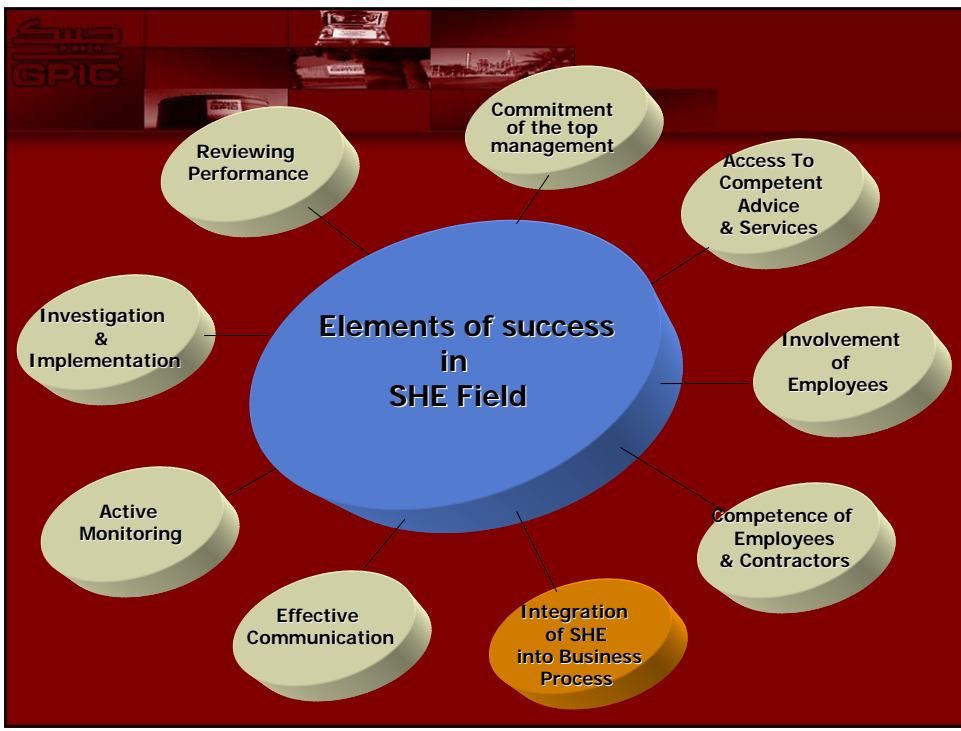






# Competence of Employees & Contractors


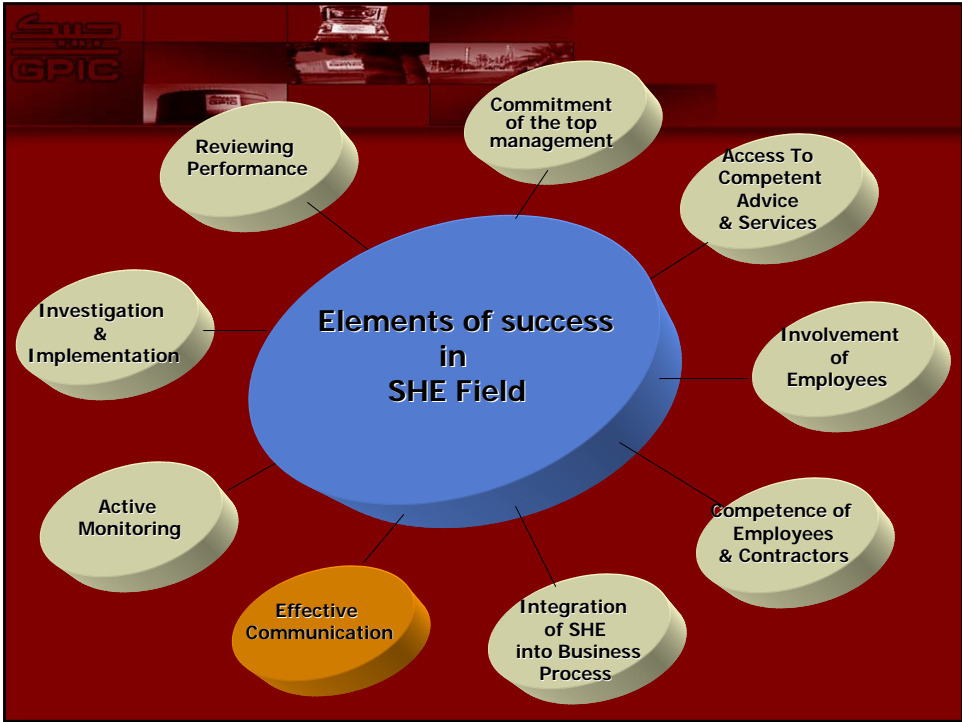
- SHE induction training film
- Comprehensive assessment through a written examination
- Annual complex emergency drill & evacuation
- Annual SHE week activities
- Weekly fire drill
- IOSH or NEBOSH qualification for each contracting company
- Permit to Work System Authorisations





# Integration of SHE into business process

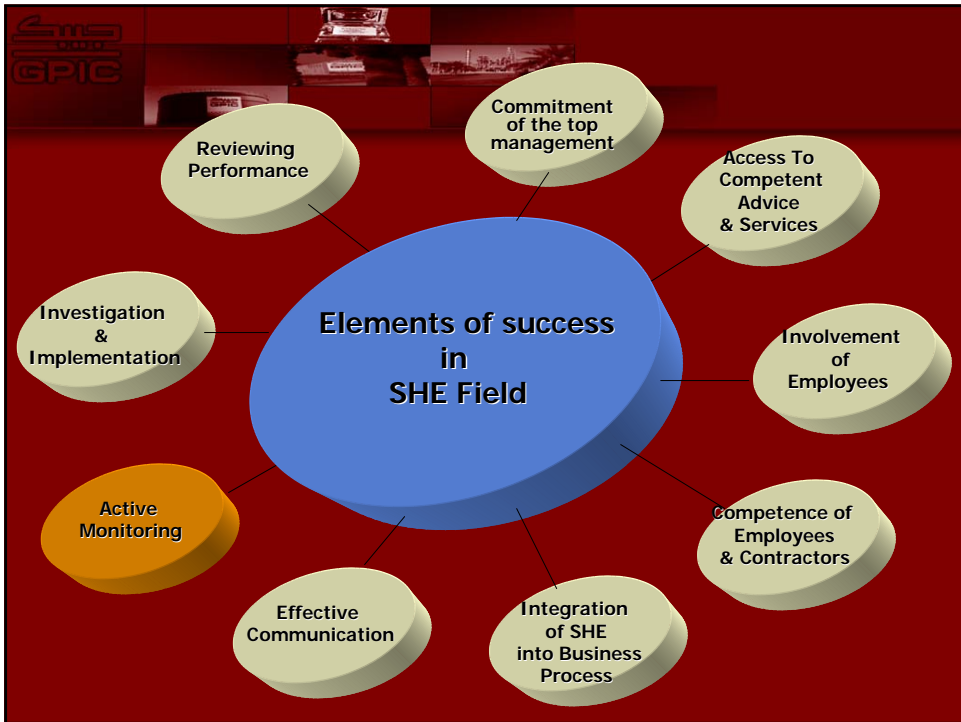
- ISO 9001
- ISO 14001
- OHSAS 18001
- PSM
- ISO 27001

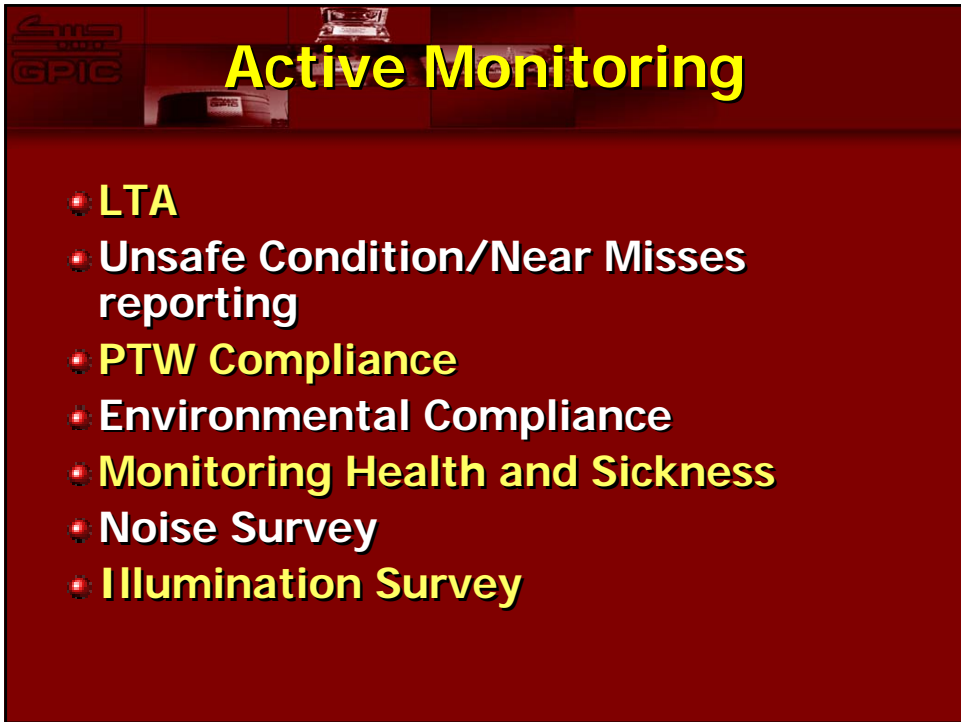



# Effective Communication

- Committees protocol
- SHE Publicity team
- Accident Incident reporting system
- PTW System and involvement of all parties
- Environment and Safety Auditing System
- intra-net site
- company's website [www.gpic.com](http://www.gpic.com)
- Daily/Monthly Safety Meetings with contractors
- Shift Talk's
- Maintenance groups monthly meetings

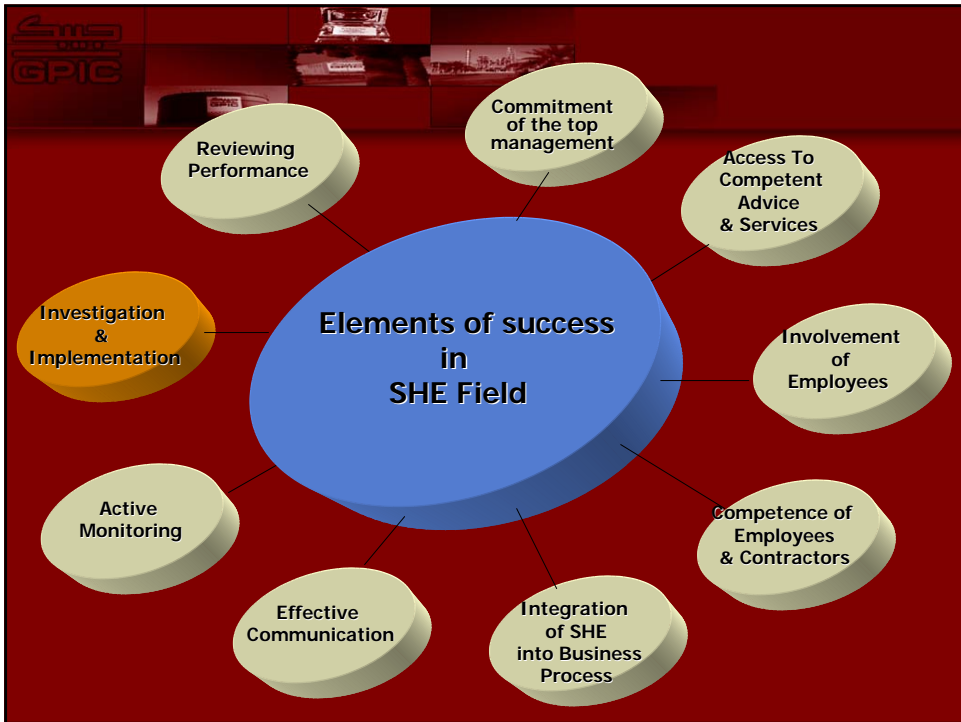







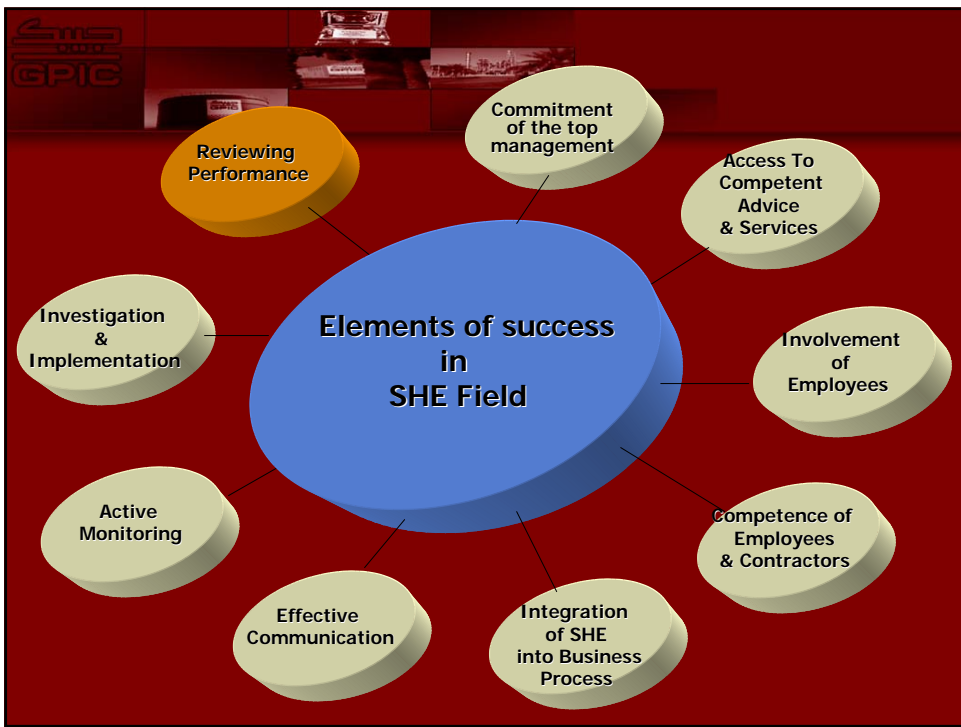
# Active Monitoring

- LTA
- Unsafe Condition/Near Misses reporting
- PTW Compliance
- Environmental Compliance
- Monitoring Health and Sickness
- Noise Survey
- Illumination Survey



# Investigation & Implementation

- Systematic and computerized Reporting System
- NIR
- Environmental aspect, impact and objectives
- Employees suggestions Regarding H&S with feedback
- Risk assessments
- Root Cause Failure Analysis
- Risk Based Inspection (RBI)
- HAZOP studies
- PSM

# Reviewing Performance

- Analysis of health, accidents and incidents statistics.
- Persons Hours without LTA.
- Benchmarking:
  - Rospa Awards Program.
  - Energy Benchmarking.
  - Environmental Benchmarking.
- SHE Compliance through ISO 14001&OHSAS 18001 audits.

# SHE ACTIVITIES

- Environmental awareness lectures in schools
- Sponsor Environmental research programs for schools
- Blood Donation Campaigns



**Environmental Projects**

- Fish Farm
- Bird Sanctuary
- Greenery

**Achievements**

**RoSPA Awards Program**

- 1991: Bronze award in Occupational Safety.
- 1992: Silver award in Occupational Safety.
- 1993: Gold award in Occupational Safety.
- 1994: Gold award in Occupational Safety.
- 1995: Gold award in Occupational Safety.
- 1996: Gold award in Occupational Safety.
- 1997: Gold medal in Occupational Safety.
- 1998: Gold medal in Occupational Safety.
- 1999: Gold medal in Occupational Safety.
- 2000: Gold medal in Occupational Safety.
- 2001: International Sector award.
- 2002: Highly Commanded Chemical Sector award.
- 2003: Chemical Sector Award.
- 2004: Chemical Sector award.

**In 2005  
RoSPA  
Sir George Earle Trophy**




**Conclusion**

- **To Have A World Class SHE Company, the following key elements and systems are required:**
  - Directors & Senior Mangers Commitment.
  - Effective systems of access to competent advice & services.
  - Effective systems ensuring involvement of employees.
  - Effective systems ensuring competency of employees & contractors.
  - Integration of SHE into the business process.
  - Effective communication processes.
  - Active monitoring systems and processes.
  - Effective systems ensuring investigations and follow up implementation.
  - Effective systems ensuring performance review.