

A TOUGH RECRUITMENT CHALLENGE IN PAPUA PROJECT



A new LNG project

In late 2007, the OGC Sector of SGS Indonesia won the tender to provide laboratory services to a LNG (Liquefied Natural Gas) Project for BP in Irian Jaya (Tangguh). What makes the assignment especially unique is the remoteness of the site and the local HR challenges.

The project is based in Bintuni Bay of West Papua which is 3,200 km away from Jakarta, head office for SGS and the country's capital city. In the easternmost province, it takes over 13 hours from Jakarta to reach our remote laboratory. This long journey involves a variety of transport – speedboats, buses and planes – with lots of waiting in the middle! You really need a lot of stamina to keep going.

Once there, the first thing you notice is the blue sky, the sense of nature on a large scale and the clear air after smoky Jakarta! Our laboratory staff live in converted shipping containers while on-site. Other containers provide washing facilities – shared of course!

The terms of BP's project contract in Tangguh require a proportion of staff to be hired locally. Here is your recruitment brief:

1. Papuan origin,
2. Must be a villager from a Direct Affected Village,

3. Must have graduated from high school,
 4. And must have majored in science.
- As there is not even a secondary school, let alone a university, it's been very difficult to even find people with high school credits.



Luckily, the Manpower department in the nearby towns, Bintuni and Sorong, are very cooperative. When we visited the towns they helped us to promote the job vacancies on the notice board in Manpower office, by contacting high schools and organize initial interviews. To make this work, we had to really use our initiative.

Working in HR is not just about sitting in an office! It's also about managing cultural sensitivities in the jungle.



It has been just over six months since I became the COO for South East Asia Pacific (SEAP) and in that time I have had the immense pleasure of visiting the affiliates in the Region and meeting some of you face to face. I have been impressed with the enthusiasm and professionalism shown by the employees of all the businesses that I have met and you have shown me that the Region is highly diverse in both skills and culture. Your efforts and integrity are the bedrock that will continue to make us the global leader.

In keeping with my philosophy of "meeting the people" I am pleased to present this first copy of the South East Asia and Pacific Newsletter which will concentrate on the more "human Interest" stories in the Region.

Be safe and I look forward to seeing more of you in the Region.

Kind regards,

Thakar Singh.

SEAP REGIONAL - SGS AUSTRALIA

ROSS YOUNG: ENGINEER & FOOTBALLER, PERTH

Ross Young joined SGS as a graduate engineer at the start of 2008. Ross also plays semi-professional football with the Perth Football Club in the Western Australia Football League (WAFL). Although he only plays at the weekend, his training commitments mean he has to train most evenings during the week.

Originally from Donald, a small country town in North West Victoria, he grew up playing football while completing his schooling at the local high school. This was followed by further education at The University of Melbourne, where he studied for a double degree in engineering and science. Following a brief stint with AFL team Carlton, he made the move to Western Australia where he enjoys the lifestyle in Perth, working at SGS and of course football!! As part of his rotational graduate programme, Ross has worked in the continuous improvement team and is currently based in the finance department.



RICHARD HENRY: FIELD SAMPLER & BAGPIPER, GIPPSLAND

The beaches and parks around the Victorian Gippsland area are alive with the sound of music when SGS Environmental Gippsland Field Sampler, Richard Henry is passing his time. For Richard is a Scottish Highlander Piper who practices his pipes in open spaces.

Thirteen years after leaving his birthplace on the Shetland islands in Scotland, Richard became a naturalised Australian and as such wanted to do something uniquely Australian. So he began didgeridoo lessons. When he was shown the similarity between a didgeridoo and the bagpipes, memories of his Scottish heritage came flooding back - compelling Richard to take his skill on the didgeridoo one step further, and learn how to play the bagpipes. Both instruments are similar in that the didgeridoo has a drone with embellishments whereas the pipes have three drones with embellishments over them. (Whatever you say, we believe you!)

For the past 11 years, Richard has been playing with the Morwell Caledonian Pipe Band at community functions, weddings, Anzac parades, festivals etc. Richard is a true Aussie/Scot with the love of and ability to play traditional music from both his birthplace and adopted homeland.

SGS SUPPORTS GLOBAL CLIMATE EXPEDITION TOP TO TOP

MELBOURNE – 30 May 2008 – SGS is supporting TOPtoTOP, a global climate expedition aiming to summit the highest peak on each continent and travelling between them using only human power and the forces of nature. TOPtoTOP's expedition seeks to raise awareness of climate change and to show that great goals and progress can be achieved in balance with nature. The United Nations Environment Programme (UNEP) and Victorinox are also backing this initiative.



The TOPtoTOP global climate expedition began in 2002 and was followed shortly by the successful ascent of Mt. Blanc in France, the highest peak in Europe. Since that time, TOPtoTOP has travelled to South America and North America, climbing the highest peaks on each of those continents: Aconcagua in Argentina and Denali in the United States. After crossing the South Pacific, TOPtoTOP is now in Australia.

"We are delighted to be backing TOPtoTOP on their global expedition. This is a serious commitment by our company to help focus attention on the most important issues facing society and business today. Our experience in helping customers all over the world address their sustainability in the context of environmental certification and compliance, such as our global climate change programme, mirrors perfectly our commitment to TOPtoTOP," said Chris Kirk, chief executive officer, SGS.

TOPtoTOP is led by Dario Schwörer and his wife Sabine, both Swiss ski and mountain guides who decided to embark on this voyage when they saw the impact climate change was having in the Alps. Through their voyage and interaction with school children, they hope to raise awareness about the dangers of climate change, encourage climate protection and demonstrate that one can enjoy nature through sport but at the same time give something back to nature. From here, TOPtoTOP will climb Mt. Everest in Asia, Kilimanjaro in Africa, and Mt. Vinson in Antarctica before returning to Europe to close the expedition by climbing Mt. Blanc once more.

"We are very excited about our partnership with SGS and I know that their expertise in a wide variety of areas, especially in climate change, will prove useful in our expedition. We look forward to working with the team from SGS," said Dario Schwörer of TOPtoTOP.

"As we have seen recently in Australia, the subject of climate change has been thrust into the foreground. TOPtoTOP's global climate change expedition highlights an issue that businesses in Australia are just starting to address. The numerous regulations and reporting required can be daunting. Our Global Climate Change Programme can help address many of these issues and make the process easier for our customers," said Tony Hall, managing director, SGS Australia.

ABOUT TOPTOTOP

TOPtoTOP is a global climate expedition travelling the seven seas and climbing each continent's highest peak using only human and nature's power to raise awareness about climate change. For more information, visit www.toptotop.org

NEW FIELD STAFF TRAINING IN OGC INSPECTION SERVICES

The new staff induction programme for OGC staff in SGS Singapore is very comprehensive. HR's goal is to ensure that all new employees are properly briefed on company policies, contract terms & conditions, code of integrity, professional conduct, employee benefits and global ethics. This helps to provide a feeling of identification with our company.

Three new employees, Ashish, Santosh and Min Swe recently started with OGC. Once they had completed the HR step they then joined the OGC Quality, Safety and Training Manager. The QST manager is responsible for providing orientation to new employees - to familiarise themselves with the new working environment - even if they had previously worked in other inspection companies.

The orientation is a classroom-based training consisting of short modular or single topic sessions and/or video presentations. The classroom training consists of 3 days on safety, one of which is conducted externally by the local regulatory provider, and 7 days of technical training based on petroleum measurement standards.

Particularly for employees without any previous experience related to our industry, the classroom training must start from the basics to teach job knowledge and the required skills.



Ashish

Santosh

Min Swe

EMPLOYEES BOND THROUGH RECREATIONAL ACTIVITIES

HR recognises the value of bringing the staff together in social functions. The fun of the occasion helps to break down inhibitions and creates a strong feeling of SGS togetherness.

The recreational club organises such events. In March it was a bowling night at Tampines Safra. The April event brought everyone together for a dinner at the Royal Plaza on Scotts. A splendid afternoon was had by all - not forgetting a tasty selection of Japanese and Western cuisine. In Singapore, food is the route to happiness and employee pleasure!



CYCLONE 'NAGRIS' IN MYANMAR



The villagers living along the roadside

The cyclone Nagris was the worst natural disaster to ever hit Myanmar. The cyclone made landfall in the country on May 2nd, 2008 causing catastrophic destruction and at least 90,000 fatalities in the Ayeyarwaddy Delta and parts of Yangon

It was a shock and disaster never experienced by this country. Though the human death toll in Yangon was not high, the city was covered with fallen and uprooted trees and debris everywhere. In this altered landscape, most electricity and telephone lines were cut.

The SGS office lost some 36 roofing sheets to the storm and as the water poured in through the roof, damage was most severe to the uppermost floor – where agricultural samples in the sample store room and archived documents were stored. Although the rain spread through all the floors, incredibly there was no damage to office equipment. Yet phone and internet connections remained down for a few days.



M.D. and team donating food & clothing to cyclone victims

Thankfully none of the SGS staff suffered any casualties, though everybody had major or minor damages to their homes. With the efforts of the SGS team we were able to start working the very next day. Cleaning up, making repairs and drying the fuse boxes was our top priority. Within a month, operations were back to normal. We were very lucky that Yangon did not receive the brunt of the storm, like the Delta regions, where casualties were much, much higher. This is where the humanitarian need was greatest.

HUMANITARIAN AID

Once they dealt with their own immediate needs, the people from Yangon and other parts of the country immediately turned their focus on helping the disaster stricken areas and the storm victims. The SGS team, led by our Managing Director drove two cars packed with supplies of food, clothing and water into the disaster areas. These much needed relief materials were provided to villagers who had taken refuge in a monastery in Kungyankone Township. These refugees had lost their whole villages



and a lot of family members to the cyclone. From the items we had carried into the delta, we were able to provide for about 600 of these villagers. Even today, effective relief is only just reaching some more isolated parts of the delta region.

FUNDS FOR CYCLONE RELIEF

SGS Myanmar has set up a disaster relief fund with contributions from the SGS family. We would like to thank all our SGS colleagues from around the world abroad also supporting us with considerable donations to help victims of the cyclone.

RELIEF WORK IN PROGRESS

Soon after the disaster, and led by the Agri Business Manager, an SGS team was sent to Nyaung Done to evaluate

where they could help. Quickly it became clear where urgent help was needed – the access road connecting the village to schools and the main road had been washed away. What remained of the roadway had been turned in a muddy swamp making it very difficult to reach the school. The SGS team donated MMK.300,000 (US\$300) to the village for repairing this access to school with a temporary bamboo bridge.

The Agri Manager, Aung Kyaw Htoo and his team made a second trip into the delta in June. This time they travelled further, to Labutta nearer the coast, and where whole villages had been wiped out and the vast majority of villagers lost their families. They found the local people in a state of trauma, with very little help reaching them. SGS will be helping them to rebuild their village. Out of a pre-cyclone population of 300, there were only 55 survivors in this village when the team arrived.

STAFF WELFARE

SGS provided 15000 kyats (US\$15) to each employee to provide for their immediate needs after the cyclone.



Donations of MMK.300,000 to the Cyclone hit village

Prices rose dramatically after cyclone Nagris hit the Ayeyarwaddy delta of Myanmar which has affected everyone's cost of living. Under the suggestion of the COO we have started a program to buy rice from wholesalers and distribute to the staff this month. This is a temporary measure and further rice distribution or action will be made only if the price situation continues like this in the longer term. The rice distribution has been a huge morale booster for the staff, especially the more junior members, where the price rises have affected them badly.



The muddy swamp road needing repair

HSE TRAINING: A VERY IMPORTANT SKILL

The Quality, Health, Safety and Development Function in SGS India organised a training programme covering emergency response & care, first aid, fire safety, stress management and workplace ergonomics.



The trainers:

After careful evaluation M/s. Strategic Safety Services (Safety Circle) were selected as the official trainers for this programme. They are associated with the National Safety Council, in the US All the trainers are medical doctors.

The trainees:

To ensure the success of the training programme and its objectives, it was essential that the participants, who were later expected to function as safety / first aid representatives, were volunteers. The recommended lists of personnel were studied by QHSE. The training was attended by nearly 180 volunteers. The number of people who volunteered to come forward to be of help to others truly speaks of the quality of the personnel.

The training

The training was conducted in 5 different regional locations, so that the volunteers from various branches, operations units and laboratories across the country could conveniently attend. The programmes were full-day events, often stretching beyond the 8-hour workday because of the enthusiasm of the participants.

The training involved theory sessions, followed by practical demonstration and hands-on practice by each participant. New techniques of CPR and first aid were taught and many myths broken. The sessions ended with lectures and practical exercises for stress management and workplace ergonomics.

Each of the participants received a certificate in Emergency Response & Care from the American National Safety Council.

Management Support & Commitment:

Successfully organizing a training event of such magnitude was possible thanks to of the complete support of the Management and the dedication and drive of our personnel. Active involvement by the MD underlined the importance laid on HSE aspects in SGS India.

CSRS TEAM BUILDING

In April, the CSRS department went on an outward-bound team-building event under the theme, 'A Champions Team is a team of Champions'. The aim of the activity was to foster team bonding, teach team dynamics and improve interpersonal communication after recent changes and expansion of the team.

The course was designed to improve team performance and encourage teamwork through fun and practical interactive exercises and games. The day long workshop was followed by a surprise dance party to carry the momentum of the day. The workshop at Gurgaon was attended by 22 participants from around India. The evening's festivities were attended by India's MD, Paul House, and the CTS Manager, Sudesh Kumar.

Here are few pictures of the day in action.



TRACEABILITY WORKSHOP



A one day workshop was organized by SGS India "Product Traceability and Recall in Food Industry". Over 100 people paid to attend this practical course which was opened by the CEO of newly formed Food Safety and Standard Authority of India.

LET'S KEEP HEALTHY WITH HR



The well-being of our staff is important, especially for those who work in potentially harmful and risky roles.

In the middle of the year, HR organized a new program 'Pre Check up Program' to promote healthy lifestyles before the annual medical check up.

Both the meeting room in HQ and Lab office were crowded with many people on the program day. Many took advantage of joining this event to learn more about their health.

SCHOLARSHIP FOR YOUR KIDS

For over 20 years SGS Thailand has awarded scholarships to talented kids. It is one of the key benefits that our employee's children can receive. This award supports children who have achieved excellent studies from primary school until grade 12.

Good example! Miss Chuthamas Insawang, a daughter of Mr. Natthanan Insawang, has received this award since 1983.

Her dedication to study and hard work allowed her to receive the SGS scholarship for 10 consecutive years. Now she is studying in grade 12, her final year to obtain this valuable award.

Keep it for your future!

"I'M SO GLAD AND PROUD OF MYSELF THAT I CAN MAKE MY PARENTS HAPPY. SGS IS A GOOD COMPANY WHICH GIVES A GREAT OPPORTUNITY TO CHILDREN. THE SCHOLARSHIP INSPIRED ME AND OTHER STUDENTS TO PAY MORE ATTENTION TO STUDY." MISS CHUTHAMAS...



Mr. Natthanan Insawang Minerals Services
Joined SGS in 1986

30 YEARS WITH SGS THAILAND

Since 1978, Mr. Sakol has worked as an inspector in Agricultural Services. The long service has taught him many life experiences.

"SGS is a good company. SGS gives me a lot of experiences and benefits. SGS has a good work system and always works as a team so that we can help each other to solve problems. I also have very nice colleagues."

"for mu personal life, my family is happy with my works at SGS. They are so proud of me that I can support my family and raise my son, till now he is studying in Chiang Mai University."

FOR ME, I'M GOING TO RETIRE AT THE END OF THIS YEAR, BUT I STILL FEEL FRESH AND YOUNG. I HOPE THE INSPECTORS WILL KEEP A GOOD RELATIONSHIP BETWEEN SENIOR AND JUNIOR. I LOVE THE WAYS WE TEACH WORK AND HELP EACH OTHER HERE"



SGS PICNIC 2008

SGS staff in Dhaka & Chittagong enjoyed their respective annual picnics at Zinda Park, Dhaka and Cox's Bazar, Chittagong. The day was memorable and it brought us closer together than before.



Chittagon staff

CRICKET TOURNAMENT

SGS Bangladesh participated in cricket tournament with Cotecna Inspection S.A . The game was a 25 over match. Cotecna batted first and scored 123 all out. SGS Bangladesh won the game by 6 wickets.



HANS AND THE UNSINKABLE BOAT



Whiti Jet co-owner Mike Payne armed himself with a fire hose, 400 litres of water and with help from 10 other people, tried to discover just what it takes to sink his jet boat.

Despite their best efforts, the vessel stayed afloat and passed its Maritime New Zealand "swamp test".

A "swamp test", a requirement of any commercial crafts less than six metres long, intended to operate in deep water, is normally done on paper, with math calculations determining the safety of a boat. Practical tests on boats are usually carried out before the electrical equipment is installed.

SGS was on hand to monitor the jet boat's performance with inspector Hans Grimbergen having already tried and failed to overturn it the week prior, putting it through some heavy spins and trying to turn the boat over.

Mr Grimbergen said swamping a fully equipped boat was rare and a privilege. "What we have here is a very confident boat owner who wants to prove a point".

They used the fire hose to pump in the water and ordered the passengers out before the bow dipped under the waves. But despite the relentless pressure on the vessel and to Mike Payne's relief, the engine kicked in to life on first try.

Photo caption : SGS inspector Hans Grimbergen on Mike Payne's unsinkable jet boat.

SGS MALAYSIA SEEKS NEW GRADUATES THROUGH EDUCATION FAIRS

In April 2008, SGS Malaysia participated in the Technology, Education & Career Fair organized by Petronas Technology, University at Perak. The 2-day event was co-organized by the Petronas Technology University and Ministry of Higher Education. Specifically it was aimed at students majoring in engineering and science degrees. Students were very positive and showed much interest to know more about SGS, its diverse involvement in many industries and employment opportunities.

The Industrial Division attended a recent Career Fair at MARA Technology University. This event contained students with engineering and marketing backgrounds. Initial interviews were conducted during the fair at Selangor.



NATIONAL PALM OIL SUSTAINABILITY CONFERENCE 2008

The SGS SSC Forestry Dept. and Agricultural Div were active participants in The National Palm Oil Sustainability Conference 2008 which was held at Kota Kinabalu, Sabah in mid April 2008. The conference attracted 575 local and international participants and was organized by the Malaysian Palm Oil Council.



REGIONAL CONTACT

SGS Australia

10 Reid Road
Newburn
Western Australia 6105
Tel : +61 8 9373 3500

SGS Malaysia

Unit 10, 10th floor Bangunan
No. 17 Lorong Dungun
Damansara Heights 50490 KL
Tel : +60 32 095 9200

SGS Sri Lanka

3rd floor AEC Building
140 Vauxhall St.
2 Colombo
Tel : +94 11 234 1255

SGS Bangladesh

73 Sonargaon Road
1205 Dhaka
Bhngladesh
Tel : +88 02967 6500

SGS Myanmar

79/80 Bahosi Housing Complex
Wardan St
Lanmadaw TSP Yangon
Tel : +95 122 0225 211537

SGS Thailand

J. Press Tower,
100 Nanglinchee Road
Chongonsee, Yannawa 10120
Bangkok
Tel : +95 122 0225 211537

SGS India

250 Udyog Vihar
122015 Gurgaon
India
Tel : +91 124 239 9990

SGS New Zealand

17 Maurice Road
Penrose Auckland
Tel : +64 9 634 2593

SGS Indonesia

Cilandak Commercial Estate #108C
Jl. Raya Cilandak KKO
12560 Jakarta
Tel : +62 21 781 8111

SGS Singapore

Block 26 Ayer Rajar Crescent #03-07
139944 Singapore
Tel : +65 677 81550

WWW.SGS.COM

WHEN YOU NEED TO BE SURE

SGS