

NESMA INSIDER

Bringing our Nesma community closer through shared communications • Issue No. 10: October 2014



**NESMA &
PARTNERS
CAMP
AWARDED
FOR BEING
THE BEST!**

NESMA EVENTS



GROUP NEWS



FROM THE COMMUNITY



ABOUT NESMA INSIDER

Nesma Insider is part of Nesma's commitment to the integration of the Nesma Group of companies with news, announcements, stories, articles and more. The newsletter encompasses all the countries in which Nesma operates: Saudi Arabia, Egypt, Turkey, the United Arab Emirates, and beyond.

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Happy and healthy work environments are a result of many different elements coming together: strong relationships with co-workers, opportunities for self-development, job satisfaction, and importantly, the physical environment which covers air quality, safety, comfortable workstations, and the like.

This October issue of the Nesma Insider features stories about Nesma workspaces and facilities. We reveal our latest partnership, which is aimed at making our companies friendly for employees with disabilities. We highlight an exemplary worker accommodation that sets new standards for the Group. We share healthy activities that Nesma people have been engaging in with encouragement and support from the Company, such as exercising in the Nesma Holding gym and meeting with university students to mentor them.

Ultimately, happy and healthy work environments result from a combination of commitment from the company's leadership and commitment from

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Nesma people. Our effective work culture at Nesma is an outcome of each of us believing that we all have a role to play and must all take an active approach. We encourage you to continue to launch your own positive initiatives and to share your suggestions for new activities with your HR departments and managers.

Noura Alturki
HR and CSR Executive Manager
Nesma Holding Co. Ltd.



NESMA JOINS QADEROON NETWORK

Nesma Holding is the newest Gold Member of Qaderoon, a non-profit non-government organization that was established in March 2014 in Saudi Arabia to help companies become better employers of people with disabilities. "People with disabilities" cover a wide range including women and men with visual, hearing, and mobility impairments; speech impairments such as stuttering; learning difficulties such as dyslexia and autism; mental health conditions such as depression and anxiety; learning disabilities such as Down syndrome; and long-term health conditions such as diabetes.

Sh. Abdulrazak Al-Turki, a director in the Nesma Group, was nominated as the Senior Sponsor of the Qaderoon initiative within Nesma. Commenting on people with disabilities, he says, "The abilities of the handicapped have no limit; they can work in any job and be successful so long as they have the following: First, they are given trust and also have trust in themselves;

"The abilities of the handicapped have no limit; they can work in any job and be successful so long as they have the following: First, they are given trust and also have trust in themselves; second, training in the job they are asked to do; third, they have the right systems needed for the job; and finally, the right environment."

*Sh. Abdulrazak Al-Turki
Director in the Nesma Group*

Qaderoon Representatives from Nesma



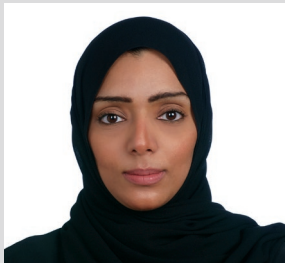
Sh. Abdulrazak Al-Turki



Noura Alturki



Ghassan Nasser



Rana Zumai



Nabeel Syed



Shaik Aslam

FEATURED ARTICLE *continued*

second, training in the job they are asked to do; third, they have the right systems needed for the job; and finally, the right environment.” He expressed that Nesma’s membership in Qaderoon brings hope to people with disabilities, to break the barriers and taboos about the handicapped and their capabilities.

With the support of leading companies like Nesma, Qaderoon will raise employer awareness of the rights of people with disabilities to gain employment through the creation of a supportive work environment and platforms, and sharing best practices from local and international organizations.

The pioneer of disability friendly workspaces at Nesma is Nesma Embroidery, which was established in 2009 to provide jobs for women with speech-and-hearing impairments. Today, Nesma is keen to expand our definition of disability as well as our support for this type of worker. Therefore, and in order to get started in promoting disability-friendly practices in the Nesma Group, Noura Alturki, Nesma Holding Executive Manager of Human Resources and Social Responsibility, hosted a workshop at the Nesma Training Center with representatives from Nesma and from Qaderoon. Attending from Nesma were: Rana Zumai, General Manager of Nesma Embroidery, Ghassan Nasser, HR Manager of Namma Cargo, Nabeel Hassan Syed, Nesma Holding Oracle Apps DBA, and Shaik Aslam, Nesma Holding Electrical Engineer.

The team selected Namma Cargo as a pilot company on behalf of the Nesma Group. Working together, they will help Namma Cargo to promote a work environment that welcomes and engages people with disabilities as employees. The focus of the pilot will be to improve the whole business in terms of: showing commitment to people with disabilities; increasing company understanding of how to handle disabilities; improving recruitment and HR management to accommodate disabilities; improving products and services to be disability-friendly; expanding communication; upgrading company premises and facilities; and utilizing information and communication technology.

Each of the Nesma representatives made a commitment to help Namma Cargo promote disability-friendly practices, after which they may serve other companies in the Nesma Group as well.

NESMA & PARTNERS PROJECT AWARDED BEST CAMP AWARD



Report by Elie Chedid, Camps Unit Head- Nesma & Partners

Nesma & Partners “NPJC1” Camp in the Jubail area was awarded the “Best Camp Award” from the client, Foster’s Wheeler Sofcon. This award wasn’t given just for normal job performance, neither for mediocre execution of tangible technical requirements, but rather for the exceptional effort derived from the general strategy adopted by Nesma & Partners to transform its camps into a home away from home for all its employees, taking into consideration their different ethnic backgrounds and their work-related categories. This was a mission that was

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FEATURED ARTICLE *continued*



well applied in NPJC1 by the camp management, supported by an exceptional safety and project management team.

The camp management, as a unit, was able to create a serious professional figure that would preserve and maintain the camp's assets and utilities through a well devised preventative maintenance plan and follow up. Additionally, it was able to show its willingness to improve and a dedication to do so by fulfilling the requirements of the client upon their periodic visits, and clarifying their observations when given. Furthermore, it was able to create an authority figure that contained and understood its residents' needs and wants, which in turn was clear and obvious to the client by the way the residents complied and respected the rules and regulations of the camp, as it has invested a great deal of time and proper supervision to ensure a good quality of food production, a hygienic (HACCP-certified) venue and a perfect coordination with our sister company Nesma Trading to accomplish satisfaction. Maintaining all of the above created a

standard to which everyone had to adhere and to continuously improve on. The safety team, in coordination with the camp's staff, was able to set a hazard-free environment, through planning and implementing a safety strategy. Checklists, firefighting teams, evacuation routes, color coding systems, assembly areas, organizational charts, visible disseminated information, properly archived documents, regular inspection visits, and fire drills were all created, applied, and followed up on respectively to reach the ultimate goal of a safe hazard-free environment where the residents (our employees) would be harm-free and well prepared for any possible emergency that might occur.

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NESMA EVENTS



NESMA WATER AND ENERGY MEETS WITH UNIVERSITY STUDENTS



Nesma Water and Energy hosted twenty university students participating in the Prince Khaled Al-Faisal Administrative Leadership Development Program. The program, called Qiyadat (meaning Leaders in Arabic), selects the highest potential Saudi students, male and female, from the Makkah Region and enrolls them in an intensive program that prepares them to become future leaders.

The objective of the visit was to help students understand real-life business challenges and operations, as well as to prepare and enhance their career prospects by understanding the skills and attributes that are demanded of workers by industry.



The agenda included a welcoming speech by Nesma Water CEO Eng. Mahmoud Fallatah, a corporate presentation by Business Development Manager Rayan Bukhari, a meeting with company staff, and a company tour. Most importantly, the students had lively and engaging discussions with top managers and young talents covering topics like the private business environment, leading and managing staff, the skills needed to survive in a competitive and dynamic business world, and critical skills for young talent including time management, organization behavior, and teamwork.

NESMA EVENTS

NESMA CATERING HOSTS A TEAM OUTING



Nesma Catering hosted an outing for its team members working on the Nesma Holding Jeddah project. Kindy Al-Ahmar, Events & Banqueting Manager- Western Region was the event Chairperson and explained the purpose as follows, “We aimed to optimize the mind power of our employees using radiant thinking through fun filled outdoor activities. Through this, individual team members learned to work together as a team, utilizing available resources and focusing on achieving shared goals.” Among the stated program benefits were effective collaboration, building self-

confidence, and creating fun and exciting memories to cherish. The outing included 35 persons who engaged in games, team building activities, swimming, and activities that helped them to get to know one another better and strengthen their bonds. Dinner was also served. At the conclusion of the event, Mr. Al-Ahmar commented, “We were able to promote the sense of belongingness to each other and to the organization despite the differences in culture and in other aspects. Moreover, we were able to give the organization a professional and reliable image of ‘one wholesome team.’”

Thank You for Sharing Photos

Thank you to Syed Rafiullah Hussaini, Project Engineer – UCS Project, for submitting a photo of the project team working on the Abqaiq Plant Project in Nesma Trading



GROUP EVENTS

NESMA TRADING PARTICIPATES IN WORLD OBESITY DAY



Nesma Trading, represented by the Quality, Health, Safety and Environment (QHSE) Team, participated in the World Obesity Day which was organized by Aramco in Dhahran, Saudi Arabia on October 26h. Dietitian Fatima Al-Sayed Ali, and QHSE Officers Anas and William represented Nesma and covered the following topics: The definition of obesity, its causes, its associated health risks, how to prevent and treat it, how to eat right, and what the difference is between being obese and being overweight.

In addition to the orientation, brochures and free samples of light sweets and fruits were distributed to customers, raising their awareness and encouraging them to consume safe, healthy and nutrient-rich food.

Obesity is a disease characterized by excessive body fat accumulation to the extent that has a negative impact on health and wellbeing.



Stages of weight are medically defined by body mass index (BMI) which is defined as a person's weight in kilograms divided by the square of his height in meters (kg/m^2). People with a BMI above 27.5 are considered obese, while the healthy range is between 18.5 and 23.

Individuals affected by obesity are at high risk of developing serious medical conditions such as type-2 diabetes, high blood pressure, high cholesterol, heart disease, stroke, among others. These medical conditions can affect the individual's quality of life and lead to death if obesity is kept untreated.

Obese and overweight people should combine a calorie-controlled diet with regular exercise such as walking for 30 minutes per day 5 times a week. In addition to adapting a healthy lifestyle (healthy eating and exercising), you may consider other helpful strategies such as: setting realistic goals when losing weight, avoiding situations where you know you may be tempted to overeat, involving your family in your weight loss effort so they can motivate you, and monitoring your progress by weighing yourself regularly.

GROUP NEWS

NESMA HOLDING GYM BENEFITS FROM PERSONAL TRAINING

The Nesma Holding gym benefited from extra personal training expertise this month, following the return of Firas Younes from a training course sponsored by Nesma Holding at the American College of Sports Medicine in Larnaca, Cyprus. Firas, who is the Senior Business Development Officer at Nesma Trading—Western Area, is also a Certified Personal Trainer for health and fitness and works part-time at the Nesma Holding gym motivating and encouraging Nesma staff to achieve their health and physical activity targets.

His principal mission is to deliver exciting, challenging, and safe classes at Nesma Holding (cardiovascular, core strength, toning, cardio kickboxing), and following each trainee to achieve his own goals. Firas explains, “My expertise includes designing and implementing individually based training programs and executing diet plans in accordance to workouts so that my trainees derive the maximum benefit from an exercise regime. My specialty lies in handling specific problems such as obesity and injury management and prevention.”

The Nesma Holding gym is open to all Nesma Holding employees in Jeddah and is located in the head office. Firas plans to introduce boxing classes next month, starting November 10th.



“ My expertise includes designing and implementing individually based training programs and executing diet plans in accordance to workouts so that my trainees derive the maximum benefit from an exercise regime.”

Firas Younes

GROUP NEWS

COMPANY NEWS

Nesma & Partners appointed a technical consultant, Mr. Ziad El Khouri, reporting directly to the CEO with the role to assist in streamlining and improving the project procedures in the Company.



Nesma Trading was awarded a new project under Saudi Aramco in Jizan Province, with the scope to develop the 17km perimeter security infrastructure, including surveillance, fiber sensing, and volumetric microwave technologies for the Jazan Refinery and Terminal.

EMPLOYEE NEWS

Many employees performed Hajj this year and some chose to volunteer and assist pilgrims. Among the Nesma volunteers was Syed Zamir Hassan, ISO Internal Auditor at Nesma Telecom & Technology who volunteered during the Hajj under the umbrella of the World Assembly for Muslim Youth (WAMY) and the Pakistan Hajj volunteer group.



The company also celebrated Eid with its employees in some workplaces, as was the case for Raji Marwan El-Samrani, construction manager at the Nylon Project who reported on behalf of the Nesma & Partners project team in Jubail.



ANNOUNCEMENTS:

Congratulations to Ahmad Bashir, Mawaddah Group's Finance and Support Services Manager on the engagement of his daughter, Sara to Abdullah Shawqi. Both Sara and Abdullah are accountants at Namma Tours in Egypt, making them the first "Nesma couple" to be congratulated in the Nesma Insider!

Congratulations to Talat Wafa of Nesma Telecom & Technology on being nominated Employee of the Month.

Congratulations to **Mr. Noor Mohammad**, Store Supervisor at Nesma Catering, for being selected as employee of the month



Turkey National Day... Sneak Peak!

On the occasion of Turkey Republic Day (October 29), Nesma celebrated with its Turkish friends in the following companies:

Nesma & Partners (Saudi Arabia)
Nesma Telecom & Technology (Saudi Arabia)
Nesma Havatek (Saudi Arabia)
Nesmal Yaterim (Turkey)
Nesma Onur (Saudi Arabia)
Negmar (Turkey)
Etis Logistics (Turkey)
Istanbul Lines (Turkey)
Basistek (Turkey)
Orzax (Turkey)
Anadolu Anka (Turkey)
Avrupa Goz (Turkey)

More than 1400 Turkish employees work in Nesma & Partners alone, which comprises around 5 - 6% of the Contracting company's total strength. In addition, Turkey is a major base for the Nesma Group, with several Nesma companies and investments based in Istanbul and other locations in the country... **More coverage in next issue!**

