

HSE CONTRACTOR ACADEMY



2021 ACHIEVEMENTS BRIEF

MESSAGE FROM ACADEMY'S MANAGEMENT

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I am delighted to share with you this achievement brief that provides an account of ADNOC Technical Academy's operations and accomplishments throughout the year 2021. In the last year, the visibility of our Academy has been enhanced through running several functions, activities, and collaborative initiatives, which are illustrated in this brief.

These accomplishments would not have been possible without the commitment of our excellent staff members and their drive, passion, and dedication to help trainees grow and meet their individual needs.

Everyone recognizes the remarkable change that has occurred in the last year as we placed our full focus on improving the trainees' learning experience. Our trainees are at the top of our priorities; thus, we are committed to graduating healthy, well-rounded employees capable of adapting to and embracing new opportunities and equipped with resilience to face the uncharted journey ahead.

Nevertheless, there is still much to be accomplished. For the next phase of the Academy's development, a new strategic plan is being developed, which calls for more activities to enrich the trainee experience and new innovative programs that reflect the changes in our energy landscape.

I hope the year 2022 will mark a new chapter in the advancement of our Academy in terms of excellence in training, learning, and course design. We strive to create a learning environment that fosters intellectual growth and supports trainees in developing a sense of purpose and connectivity.

I am confident that together we will keep moving from one success to another relying on our long-term strategy, our business portfolio and our resilient people to shape a promising sustainable future.

I welcome you read through some of our successes in this brief, as we continue our journey to become a leader in technology-driven technical training.

Yours sincerely,
Ibraheem Al Zaabi

A man in a blue uniform, safety glasses, and a white face mask is working on a piece of electronic equipment. He is wearing grey gloves and is focused on his task. The background is slightly blurred, showing a workshop or laboratory setting.

NEWLY DEVELOPED VISION & MISSION STATEMENTS

The Academy's ambitious scope and long-term objectives in addressing the growing energy-transition landscape are defined by our newly developed vision and mission statements. As they reflect the Academy's transformation into a business-center model while maintaining our commitment to key stakeholders, potential customers, employees, and the community.

We aim to embrace the new vision and mission and build a strategy that capitalizes on current strengths and resources to take the mission forward and enhance performance.

VISION

To be the leading provider of certified industrial training of the energy and manufacturing sectors in the UAE and the region.

MISSION

We are committed to drive excellence in developing world-class specialized workforce for the preferred employer of choice to the industry's sustainable growth. We inspire learners to pursue competency acquisition leading to shared prosperity of the community and beyond.

SETTING OF 5-YEAR STRATEGIC PRIORITIES

As we embark on a new year, 2022, we aim to set up a 5-year business plan that aligns with the '10 Principles for the next 50 years' and 'ADNOC 2030 Integrated Strategy'.

The guiding principles for the plan are centered around **4 key priorities:**

1

Quality world-class industry-specialized workforce



2

Strengthen Cost Position by optimizing ATA Business Portfolio



3

Generate profit through an effective demand creation strategy



4

Profile Branding and Community Engagement



Effective adaptation to work environment dynamics in terms of energy transition and its' resultant requirements of new competencies development.

The full commitment and engagement of all employees to the business priorities and their desire to make substantial contributions to achieving our goals and mission.

The effective integration of technology and digitalization as key requirement to create added customer value and accelerate the learning process.

Leveraging on ADNOC potential growth opportunities.



100% HSE AS A CORE VALUE

With the aim of shaping the Academy's safety culture, we are committed to delivering good HSE performance that is in adherence to ADNOC's HSE Culture Transformation Strategy. We stayed focused on driving our safety performance forward and strengthened our trainees' HSE values & competencies to ensure their readiness to integrate with the ADNOC front-line workforce.

ADNOC Technical Academy focuses on improving HSE efficiency and resilience through promoting sustainable value creation and developing internal capabilities.

Among the HSE milestones of 2021 we can list the following:

- The Academy's curriculum was revised to align with ADNOC sustainability strategy, in addition to embedding the ADNOC Way values and Behavioral Expectations. Communications were initiated with ADNOC Sustainability Team to align with ADNOC 2030 Strategy on integrating sustainability vision in our training programs.
- Introduced the HSE Champion Award to recognize trainees and employees with outstanding safety habits and behaviors.
- Implementation of the ADNOC Work Management System in ADNOC Pilot Plants (APP) & Pilot Training Plants (PTP). It was rolled out to technical instructors and later extended to contractor activities.
- Instillation of HSE Engagement Boards across several facilities and classrooms in the Academy to reinforce effective communication about HSE lessons learned.



I ADHERE TO ADNOC'S LIFE-SAVING RULES

I plan my journey
beforehand and I do not
exceed the speed limit.

- We celebrated the 4th Annual ADNOC Safety Day under the theme of "Road Safety" with the goal of uplifting safe driving behavior among our trainees and employees. Several engagement sessions were conducted to highlight the importance of road safety and reflect on lessons learned.
- The Academy's participation in the Sustainable Campus Initiative managed by Abu Dhabi Environment Agency. A good number of environmental projects were submitted by our trainees, and a few were selected for implementation.
- Collaboration with the Department of Civil Defense in several awareness activities with trainees: combined fire drills, muster and rescue drill with a feedback report.

INVESTMENT IN ACADEMIC EXCELLENCE

PROGRAM ACCREDITATION

The Academy successfully acquired the accreditation of its vocational programs from the National Qualifications Center (NQC), making the Academy a certified vocational diploma provider on a national level and fulfilling a key repositioning objective that aligns with ADNOC's vision.



PERFORMANCE BENCHMARKING

A benchmarking field visit was conducted to Takatuf Petrofac Oman (TPO). The key visit takeaways will be implemented in 2022 as they relate to the Academy's promotion and branding, value-added short courses and COMPEX training development, new training facilities, utilization of resources, and technical/digital development. Similar visits were also conducted to Abu Dhabi Polytechnic.



GRADUATION OF COMPETENT TRAINEES

We continue our role as leaders in sourcing the oil and gas industry in the UAE with highly qualified, confident, and talented young technicians and operators who will play a critical role in the future of ADNOC and the UAE. In 2021, a total of 225 graduates successfully completed their training. The Academy will be working towards increasing the number of graduates and assisting ADNOC Group Companies in meeting operational self-sufficiency.



ADVANCED TECHNOLOGY INTEGRATION

In 2021, the Academy collaborated with the group's Technology team to finalize and endorse the Academy's Technology Implementation Plan, in coordination with the Group Companies Technology Champions to implement and integrate advanced digital projects into the Academy's curriculum and training infrastructure. As part of this plan, digital projects like 3D Models, IIOT, and 3D printing will be implemented in 2022.



ACHIEVING SELF SUFFICIENCY IN OPERATING AT ADNOC PILOT PLANTS

ADNOC Pilot Plants (APP) handover plan has been secured from services contractor to in-house operation with the timely provision of the required employees to sustain the plants' operation, including the required training of assessors and verifiers.



SPOTLIGHT ON PERFORMANCE EXCELLENCE PROGRAMS



Launched in February 2021, ADNOC Technical Academy Performance Excellence Program has been an opportunity for our teams to engage with 10 major projects, demonstrating our continuous-improvement culture. This ambitious program uses a methodology known as the i5 Project Management Tools, an innovative methodology that was created and being used in Borouge with excellent feedback and results.

The 10 projects are related to following themes:

1. Uplifting behavioral safety performance
2. Branding and repositioning the Academy
3. Organizational transition to 'Winning Team'
4. Quality Management
5. Enhancement of Academic programs and accreditations
6. Effective progression of UAE Trainees
7. Enhancing trainee's engagement and wellbeing
8. Strengthening cost consciousness and commercial mindset
9. Contractors' performance compliance
10. Initiate and Implement HSE Contractor Academy

In July 2021, we organized a Showcase Conference to demonstrate the latest progress on the 10 undergoing projects, under the theme of "Celebrating a Culture of Success". The event was also an opportunity to celebrate and live the 'ADNOC Way Behavioral Expectations' beyond business.

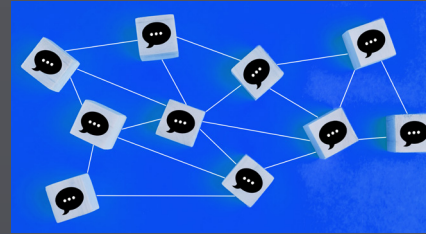
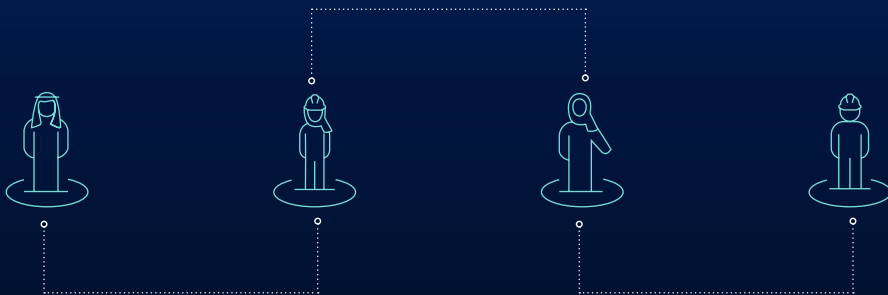
ADNOC HSE CONTRACTOR ACADEMY

ADNOC HSE Contractor Academy is one of the most ambitious initiatives launched in 2021. The project was inaugurated on 7 January 2022 with the aim of centralizing the delivery of high-quality HSE training services to contractors at ADNOC Technical Academy. This should ensure better training alignment and a well-established quality assurance mechanism that is consistently applied.

Among the many benefits of the project, we can list the following:

- It is the fruit of collaboration between the different directorates of ADNOC; represented in Group Health, Safety and Environment Function, Group Human Capital Directorate, and ADNOC Technical Academy
- An opportunity for the Academy to generate profit while complying with HSE policy in terms of quality assurance and standardization through a centralized internal office.
- Capitalizing on the Academy's training infrastructure to expand training and maximize profit.
- Enhance HSE competency and safety performance of contractors to meet 100% HSE compliance.
- Overhead cost reduction: one centralized office to leverage on planning, managing resources, communication, scheduling, and purchasing across different sites.
- A unified and centralized contractor database, allowing group companies to track and verify training.
- Unified training materials approved by Group HSE according to ADNOC's HSE matrix.

BUILDING A SOLID ORGANIZATIONAL PERFORMANCE CULTURE



MANAGING ORGANIZATIONAL COMMUNICATION

We implemented a comprehensive communication strategy linked to our business goals and priorities and focused on sharing information, giving employees a voice, enhancing engagement, improving processes and procedures, and ultimately creating greater efficiency.

EMBRACE ADNOC'S BEHAVIORAL EXPECTATIONS

ADNOC WAY BEHAVIORAL EXPECTATIONS CAMPAIGN

In line with embracing a transformational cultural change across the Academy, a campaign is currently underway to foster the commitment of staff and trainees to the values and how they can be embodied in our consciousness and culture.



INSTILLING A CULTURE OF REWARD AND RECOGNITION

In addition to recognizing the Academy's distinguished graduates who achieved excellent academic results and demonstrated exemplary behavior and commitment, the Academy implemented a Recognition and Awards Program aimed at driving a culture of positivity and appreciation by celebrating the efforts and contributions of outstanding staff and trainees in areas like performance, HSE leadership, and embracing our shared ADNOC Way Values: being Collaborative, Respectful, Responsible, Efficient, and Progressive.

ENHANCING LEADERSHIP AND PROFESSIONAL DEVELOPMENT



Over 35 training sessions, workshops, and presentations were conducted in 2021 as part of the Academy's in-house training and development program, which is aimed at implementing best practices and enhancing employees' competencies in specific areas.

LEADERS' ENGAGEMENT FORUM

A Leaders' Engagement Forum was held on 19 January 2021 under the theme 'Our People'. This interactive open dialogue between the Academy's management and Team Leaders aimed at reviewing key achievements and challenges of 2020 and discussing the main goals and priorities of 2021 and 'how' to sustain a high level of organizational performance.



VIRTUAL TOWN HALL MEETING

Trainees are kindly invited to attend an introductory town hall meeting that will be hosted virtually by Senior Vice President of ADNOC Technical Academy, Mr. Ibrahim Al Zaidi, on Thursday 5th of November, 2020 from 11:30 am to 12:00 noon

A Virtual Open Forum with the Academy's SVP was conducted on 15 February 2021 under the theme "Performance Excellence". The event was an opportunity to review the Academy's key achievements in 2020 and engage staff in the exercise of setting the 2021 goals and priorities, and the implementation mechanism to attain these goals.

BUILDING A VIBRANT TRAINEES' LIFE, HEALTH & WELLNESS



The Trainee Council has been reactivated as a recognized and responsible body within the Academy's population. The Council seeks to achieve various goals, foremost of which is to work as a link between the trainees and the Academy management, to support the trainees and address their issues, in addition to enhancing the spirit of participation, teamwork, and cooperation in the Academy.

The Council provided trainees with an opportunity to develop their leadership skills by planning and delivering impactful initiatives and service projects. In addition to planning events that contribute to the wider community, the Trainee Council is the primary voice of the trainee body as it comprises 14 members who assume leadership roles in 4 committees: the HSE Committee, Social & Cultural Committee, Sports Committee, and Communication Committee.

Among the Council's notable activities are the following:



Great contribution to the UAE National Day and 50th Golden Jubilee celebrations. Spectacular arrangements were made for the event with the joint participation of staff and trainees, symbolizing a genuine one family spirit of pride and loyalty to our beloved nation. The event was inaugurated in the presence of the Academy's Chairman, Mr. Abdulmunim Saif Al Kindy and distinguished guests.



The Council planned for and organized several trips to EXPO 2020 Dubai. Over 350 trainees took part and engaged in exciting and memorable EXPO experiences.



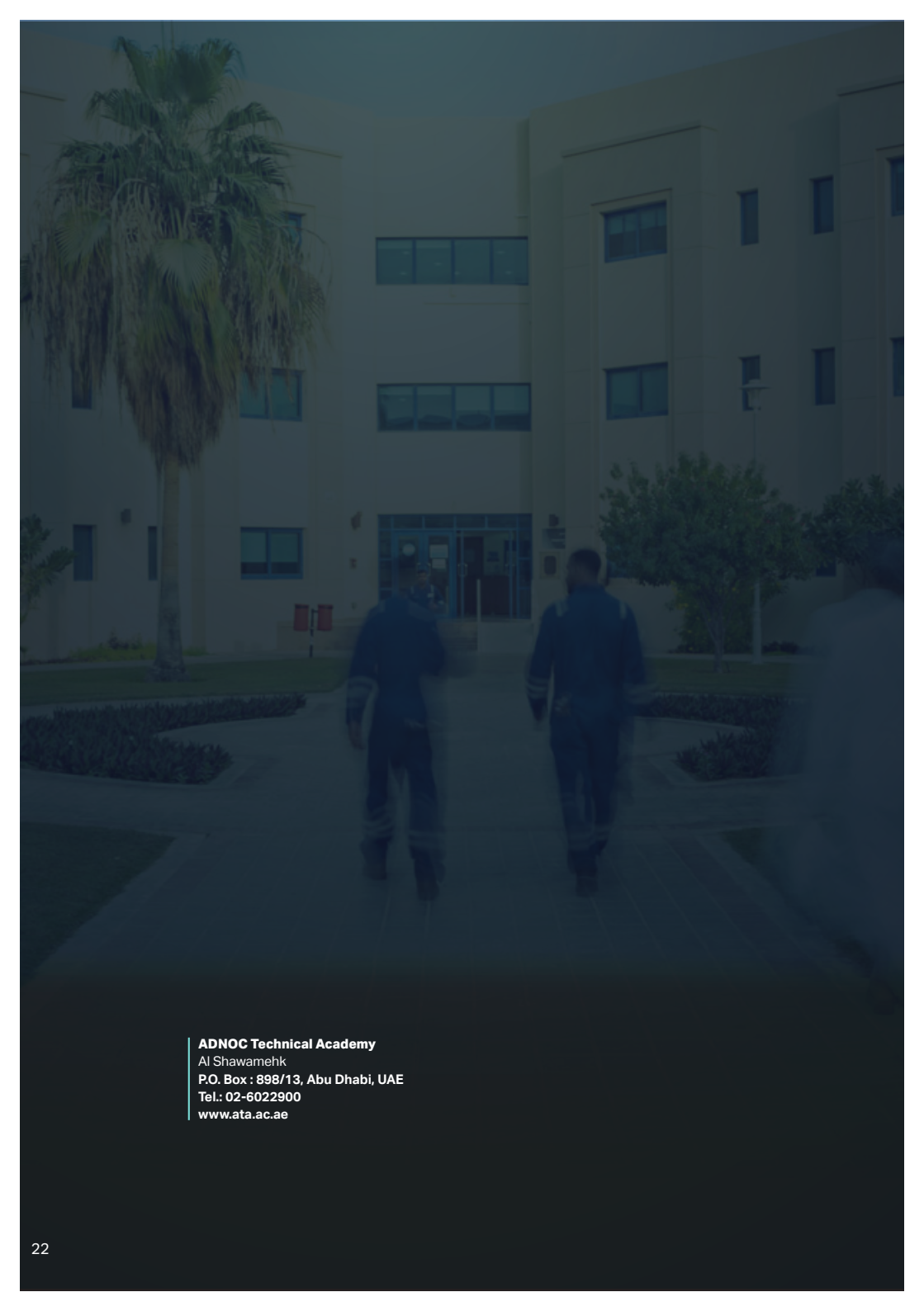
During the ADIPEC Exhibition, the Council led trainees' participation in 'Young ADIPEC Talks'. This platform offered our trainees an opportunity to connect and engage with other youth and industry professionals and explore the wealth and diversity of career opportunities in the sector.

A photograph of two people shaking hands, symbolizing partnership and achievement. The person on the left is wearing a dark suit, and the person on the right is wearing a light blue shirt. The background is a soft, out-of-focus blue.

MAXIMIZED ENGAGEMENT WITH PARTNERS

We proactively increased our engagement with ADNOC Group Companies to ensure we full alignment on the implementation of collective actions. We conducted two rounds of executive-level partnership meetings with each of the Group Company to review joint efforts for continued customer-service improvement.

- The first round of partnership meetings was conducted in July 2021, and it focused on collaborative opportunities of interest to both sides, and areas of improvement such as intake allocation, OJT trainees' mobilization plan to sites, and pending graduates' recruitment.
- The second round of partnership meetings was conducted in November 2021 with Group Companies' senior leadership and was an opportunity to assess collaborative efforts for continued customer-service improvement as well as communicate the Academy's strategic initiatives of mutual interest.
- The Academy hosted a successful and highly stimulating forum on 28 October 2021, under the theme "Future Technical Leaders". The form brought our trainees and Group Company operations senior leadership representatives together in an engaging and constructive dialogue about the various opportunities and career paths for the Academy's graduates upon their joining the ADNOC workforce.
- In August 2021, the Academy developed a business case to justify its entitlement to the In-Country Value (ICV) certification. The Academy has defined clear contribution methods under the ICV and CSR frameworks. Group Procurement was requested to provide a list of potential Group Companies' partners to present them with the initiative.
- ADNOC Technical Academy and ADNOC Offshore agreed to launch App-based training for both female and male engineers as part of the Young Development Program (YDP).



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