

Annual Report 2015



SUSTAINABILITY



Gulf Petrochemical Industries Co. BSC (C)





H.M. King
Salman bin Abdulaziz Al Saud
*Custodian of the Two Holy Mosques
Kingdom of Saudi Arabia*



H.M. King
Hamad bin Isa Al Khalifa
The King of the Kingdom of Bahrain



H.H. Sheikh
Sabah Al Ahmed Al-Jaber Al Sabah
Amir of the State of Kuwait







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The Chairman's Message



H.E. Dr. Ahmed Ali Al Sharyan
Chairman

The Gulf Petrochemical Industries Company has achieved great success and everyone has worked with team spirit, sincerity and loyalty in this past year, in the process further developing its systems and maintaining its international standing.

There have been new achievements at various levels and we have sustained our perfect record in the field of safety since 2002, and we reached more than 22 million hours without any lost time accident at the end of 2015.

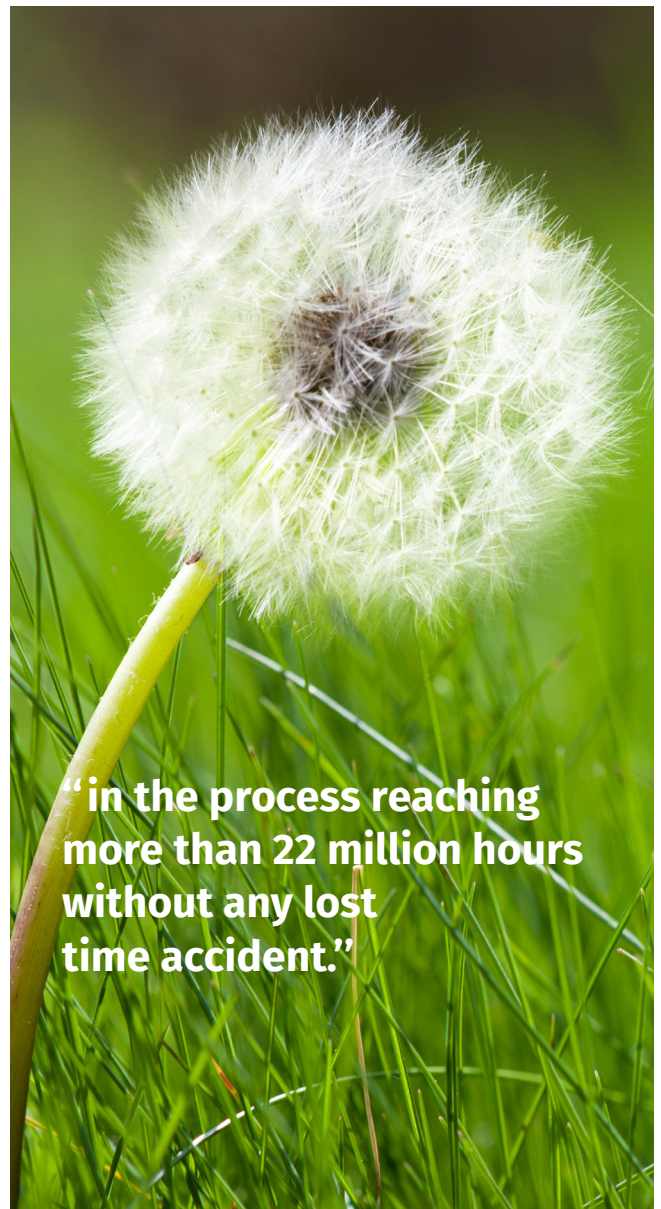
The company continued to update its systems to raise productivity and reliability by adding the ISO 50001 Quality Management certification to its already vast portfolio of accreditations.

On the technical side, GPIC implemented one of the largest maintenance activities in its history when periodic comprehensive maintenance work was successfully completed during the April 2015 Major Turnaround. GPIC embarked on this extensive Turnaround to sustain the safety of GPIC's plants and to increase its reliability to work without interruption until the next maintenance cycle which is scheduled for 2018.

During 2015, GPIC produced a total saleable product of Ammonia, Urea and Methanol of 1.1 Million tonnes which was all marketed worldwide. Despite the difficult global market conditions and the decline in prices for all petrochemical and fertilizer products, GPIC managed to make a net profit of \$ 47.5 million, attributed to its extreme quality control and excellent marketing strategies.

The company also continued its efforts in promoting a strong safety culture and fulfilled its community and Corporate Social Responsibility objectives.

GPIC continued attaining local, regional and global recognition in the form of several awards, including the Occupational Health and Safety Award given by the



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“The company continued to update its systems to raise productivity and reliability by adding the ISO 50001 Quality Management certification to its already vast portfolio of accreditations.”

Royal Society for the Prevention of Accidents, the Gulf Responsible Care International Award instituted by the Gulf Petrochemical and Chemical Association and the Mohammed bin Rashid Al Maktoum Award for Excellence in the industry among GCC companies.

GPIC was also recognised as the best enterprise in the GCC for its commitment to environmental legislation.

These distinguished achievements would not have been possible without the grace of Allah and, we extend our utmost appreciation to the Board of Directors and GPIC Executive Management Team, for their wise policies and professionalism, which has been integral to the company’s success and prosperity.

We graciously thank His Majesty King Hamad bin Isa Al Khalifa, King of the Kingdom of Bahrain, His Royal Highness Prince Khalifa bin Salman Al Khalifa, Prime Minister and His Royal Highness Prince Salman bin Hamad Al Khalifa, Crown Prince, Deputy Supreme Commander and First Deputy Prime Minister, for their support, and we ask Allah almighty to make them even stronger.

Our thanks and appreciation is extended to all government institutions in the Kingdom of Bahrain, valued shareholders, NOGA Holding, the Saudi Basic Industries Corporation and the Petrochemical Industries Company of Kuwait for their continuous support and encouragement.

Finally, we also express our heartfelt gratitude to all employees for their loyalty and dedication, which has been vital to culminating the great success of GPIC this past year.



Dr. Ahmed Ali Al Sharyan
Chairman of the Board of Directors





H.E. Shaikh Isa bin Ali Al Khalifa
Chairman
December 1989 - 14th November 2015

GPIC pays tribute to the memory of H.E. Shaikh Isa bin Ali Al Khalifa who chaired the Governing Council of the Gulf Petrochemical Industries Company from December 1989 until his death on November 14th 2015.

The passing of this great man will be sincerely felt in all parts of the company and within the entire Board of Executives and, we will deeply miss this most highly respected man who espoused a universal affection better than any of us.

All of us were profoundly impressed not only by his intense sincerity, but also by his dignity, broad-mindedness and intense conviction to success through people development.

We have lost an inspirational Leader, a colleague and a pioneer of dignity, wisdom and sagacity.

Throughout his 27 year leadership, he contributed his profound experience and skills, allowing GPIC to occupy the special place it enjoys today, regionally and globally. He worked tirelessly to strengthen the company's presence and he leaves a lasting and positive mark professionally and socially within each of us. His vision provided GPIC with all the ingredients necessary for success and created an ideal working environment for the development of all its employees.

May Allah have mercy and bless him in his heavenly abode.

The Board of Directors



H.E. Dr. Ahmed Ali Al Sharyan
Chairman
From 26th November 2015



Mr. Sa'ad Mohammed Al Ajmi
Deputy Chairman



Mr. Yousef A. Rahman Al Zamel
Managing Director



Mr. Mohammed bin Ali Al Yemni
Board Member



Shaikh Fahad bin Salman Al Khalifa
Board Member



Mr. Abdalnasser Ahmed Al Babbain
Board Member



Mr. Emad Mahmoud Sultan
Board Member



Mr. Ibrahim Mohammed Al MUSAITEER
Board Member

Board of Director Report

For the year ending December 31, 2015



Firstly, the Chairman and the Board Members of Gulf Petrochemical Industries Company offer condolences to the shareholders and all the employees of the company for the loss of His Excellency Sheikh Isa bin Ali Al Khalifa, Chairman of the GPIC Board of Directors, after contributing towards many achievements of the company and was a key supporter to its Board of Directors.

The Board also wishes to extend its sincere congratulations to His Excellency Dr. Ahmed Ali Al Sharyan for his appointment as the new Chairman of the GPIC Board of Directors, and we wish him every success.

As a continuation of the success achieved by Gulf Petrochemical Industries Company, the Board of Directors is pleased to report to shareholders its annual report for 2015, including the outstanding achievements of the Company as well as the Company's participation in occupational safety and health and the environment activities as well as its financial, technical, administrative and marketing activities.

In 2015, with Allah's blessings there were many diverse accomplishments, where the company was able to achieve new records regarding the number of working hours without causing lost time accidents, which reached more than 22 million hours for GPIC employees and contractors, thus maintaining its record of no lost time accidents since May 2002.

With regard to production, the company managed to produce sellable production of 404 thousand Tonnes of methanol, sellable production of 51 thousand Tonnes of ammonia and sellable production of 645 thousand Tonnes of urea.

Attributed by the close cooperation with marketers in Saudi Basic Industries Corporation (SABIC), Saudi Arabia and Petrochemical Industries Company (PIC) of Kuwait, the flow of export products in the company's operations

went smoothly and continuous, shipping 1,1 million tons of the company's products on board 57 ship.

Also in 2015 the company completed successfully a comprehensive periodic Turnaround of its plants and facilities, which is considered one of the largest Turnaround Projects carried out by the company in terms of the amount of work performed and an approved budget where the implementation of large capital projects, in addition to the mandatory inspections for equipment of high pressure were carried out.

The company has faced many economic challenges seen worldwide including the dramatic decline in oil prices, leaving a large impact on the overall economic situation and even on life in general, resulting in a significant decline of prices for all petrochemical products globally including prices of the company's products of Ammonia, Urea and Methanol, in addition of course to the increased gas prices in the Kingdom of Bahrain. This has affected the profitability of the company. In spite of all of these challenges, thankfully the company managed to achieve a net profit of US \$ 47.5 million in 2015.

The company continued to update and enhance its management systems resulting in achieving the ISO50001 certification for Energy Management, which represents a new addition to the number of quality certificates the company is certified for.

The company also reaffirmed its commitment to safety systems and policies and won numerous awards, certificates and accolades.

The company received the Award of Excellence in the field of Occupational Safety and Health and the Environment provided by the Royal Society for the Prevention of Accidents (RoSPA), the best Gulf Company in Responsible Care Award GPCA Responsible Care (RC) International Award. and the Mohammed bin Rashid Al Maktoum award

of excellence in business as the best company in the Gulf Cooperation Council (GCC).

In addition, the company won the Arab Best Social Responsibility Award 2015 in the category of the Best Company in the Arab world granted by the Arabia CSR Network in addition the company got the excellence trophy in the field of Human Resource Management Award for 2015 for the private sector category.

The most prestigious achievement the company achieved in 2015 was its selection to be the best company in the GCC that comply with environmental regulations and standards.

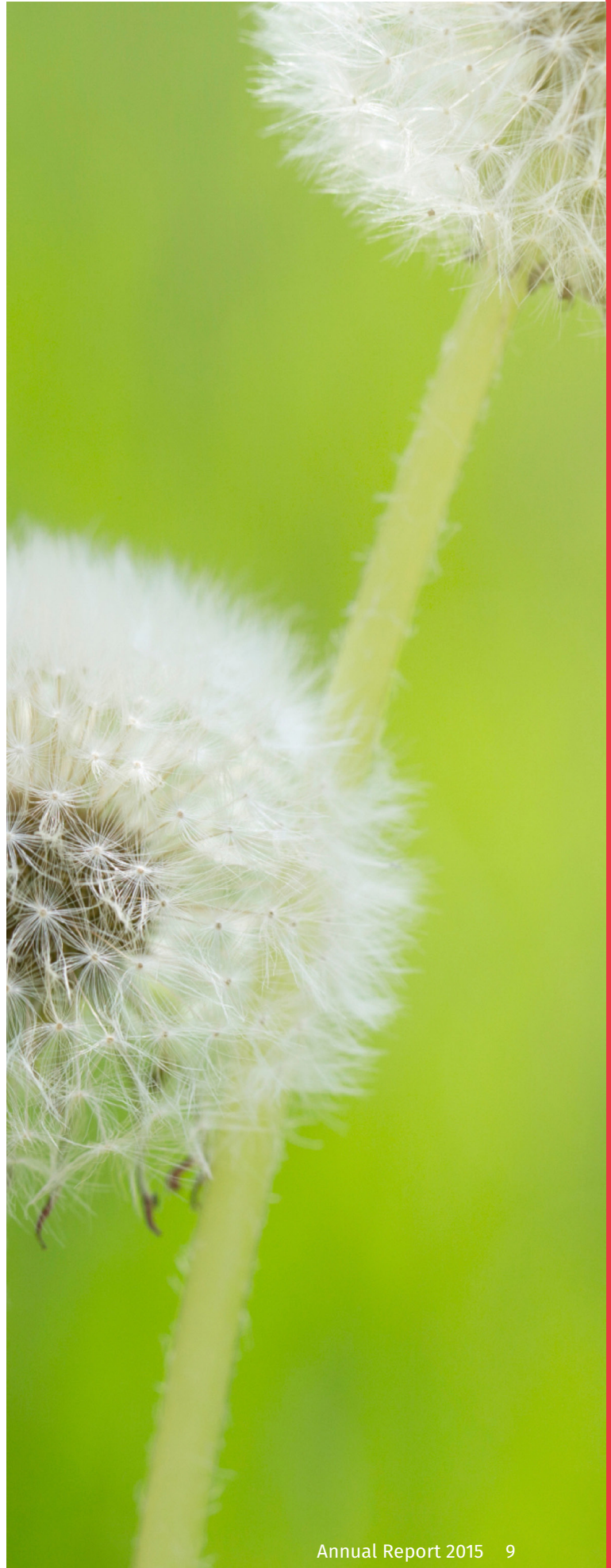
The company's top Leadership was granted by His Majesty King Hamad bin Isa Al Khalifa, may God protect him, the Bahrain Competency Medal of The First Class to each of His Excellency Dr. Ahmed Ali Al Sharyan GPIC Chairman of the Board of Directors and Dr. Jawahery, President of the company.

Gulf Petrochemical Industries Company has become world renowned to the petrochemical industry not only locally but also worldwide and the company has a distinguished reputation from the blessing of Allah Almighty and from the guidance and support of the wise leadership of the Kingdom of Bahrain.

On this occasion, the Board of Directors is pleased to take this opportunity to express sincere thanks and appreciation to His Majesty King Hamad bin Isa Al Khalifa, King of the Kingdom of Bahrain, His Royal Highness Prince Khalifa bin Salman Al Khalifa, Prime Minister and His Royal Highness Prince Salman bin Hamad Al Khalifa, Crown Prince, Deputy Supreme Commander and First Deputy Prime Minister, may Allah protect and save them for their continued support of the company.

The Board of Directors also expresses sincere thanks and gratitude to the shareholders, National Oil & Gas Authority Holding Company, Kingdom of Bahrain and Saudi Basic Industries Corporation (SABIC), Saudi Arabia and Petrochemical Industries Company (PIC), Kuwait, for their continued commitment to the success of the company and support of the company's operations and marketing.

The Board of Directors also pays tribute to the dedicated efforts of each of the members of the Executive Management and all employees of the company who have banded together as a team, working together to maintain the company's position as a center of global petrochemical and fertilizer production.



Corporate Governance

Audit, Finance & Risk Committee Internal Audit Function

The corporate Governance policy of the Gulf Petrochemical Industries Company requires the formation of a high level Audit, Finance & Risk Committee to assist the Board of Directors in the effective performance of their oversight responsibilities.

The Audit, Finance and Risk Committee is comprised of three directors. Each director is nominated by Saudi Basic Industries Company (SABIC), Petrochemical Industries Company (PIC) and NOGA Holdings.

The Committee is tasked with overseeing such responsibilities as financial reporting, internal control and risk management, internal audit, external audit, compliance, governance and other matters as enumerated in its terms of reference.

GPIC Internal Audit is an independent, objective, assurance and consulting activity designed to add value and improve GPIC's operations. The internal audit function helps the Company accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, internal controls and governance processes.

It contributes to a sound control environment through monitoring of the prescribed control procedures. An effective internal audit function can assist all members of the Management in effectively discharging their

responsibilities by providing them with analysis, appraisals, recommendations and pertinent comments concerning the activities reviewed. In addition, it can provide constructive suggestions for improving the systems. The internal audit function can play a prominent role in enhancing the overall control environment within the Company.

When an organisation reaches a certain size or complexity such as GPIC, it becomes a challenge for Senior Management to ensure that all the sections within the business are being effectively managed to achieve the Company's objectives and are performing economically, efficiently and effectively.

The internal audit function, if properly established and resourced, will provide reasonable assurance to the Board and Management of GPIC on whether the controls to manage key risk areas are designed and operating effectively or identify important improvement opportunities where Management actions are necessary.

The GPIC Internal Audit Function reports directly to the Audit, Finance and Risk Committee. For logistical reasons, the Internal Auditor reports to the President for matters relating to time and attendance, leave, travel and other administrative requirements.



Executive Management



Standing from Left to right

Mr. Ahmed Mahmood Abdulghani
Marketing Manager

Mr. Zuhair A. Aziz Tawfiqi
Corporate Communications Manager

Mr. Adnan A. Razzaq Al Mahmood
Information Technology & Knowledge Manager

Mr. Ahmed Ghuloom Ismael
Maintenance Manager

Mr. Khalid Yusuf Al Binali
Technical Services Manager

Mr. Jassim Ahmed Darwish
Safety, Health & Environment Manager

Sitting from Left to right

Mr. Yusuf Ebrahim Fakhroo
Human Resources Manager

Mr. Yasser A. Rahim Alabbasi
Plants Operation Manager

Dr. Abdulrahman A. Hussain Jawahery
President

Mr. Fadhel Malalla Al Ansari
General Manager - Manufacturing

Mr. Adel Ahmed A. Malik
Finance Manager

GPIC's Vision, Mission and Corporate Values

“One of the factors, among many others, which has contributed to GPIC's success is its realistic Vision, sound Mission and solid Corporate Values. These are the main drivers of all GPIC operations and activities and set the framework for the way our business is conducted.”

VISION

To be a global, dynamic world-class petrochemical and fertiliser company of choice, recognized for excellence.

MISSION

To grow and add value to our customers and shareholders by meeting their expectations whilst:

- Producing high quality products.
- Focusing on customers.
- Optimising business in a cost - effective, safe, environmentally - friendly and socially responsible way.
- Embracing knowledge, creativity and best practices.

VALUES

- Excellence
- Integrity & Fairness
- Respect
- Transparency
- Safety
- Professionalism
- Social Responsibility
- Creativity
- Team Work

Sustainability

*“We have entered a new era where we are engaging more with **leading global corporate sustainability initiatives** such as the UN Global Compact and focusing more on **Leadership, Collaboration and Innovation** so that we can serve the people of this nation and the world in a better way.”*

Sustainability & Corporate Social Responsibility (CSR), is at the heart of GPIC’s success story. Sustainability is fully interwoven into our business fabric and focused goals and strategy. For us, sustainability is not only a journey we embarked on over three decades ago, but is now a solid and embedded way of life for our Company and our employees. We have always been committed to environmental care, the well-being of our people and the communities in which we operate. We have always pursued new ways of addressing global climate change which in turn has guided our scope, from a moderate approach, to a much more broader and robust strategy of integrating economic, social, environment and governance prerequisites within our sustainability strategy and framework.

This year marks the 36th Anniversary of GPIC’s commitment to sustainability and Corporate Social Responsibility. Whilst much has changed both in the world and within our Company over the years, our commitment has remained steadfast. In fact, we have, in our belief, become much stronger and determined that we exist and operate as a RESPONSIBLE COMPANY, endeavoring to meet the needs of the present generation whilst keeping our future in mind. We will continue our journey to achieve year on year success, in a holistic way and by taking care of the Planet, Our People and our Profitability. We have entered a new era where we are engaging more with leading global corporate sustainability initiatives such as the UN Global Compact and focusing more on Leadership, Collaboration and Innovation so that we can serve the people of this nation and the world in a better way. We are confident that through developing leaders across our organizational structure; ensuring collaboration and Innovation at every level, we will be able to transform successfully to a futuristic and systematic CSR.

This year marks our three year anniversary of GPIC’s commitment to the United Nations (UN) Global Compact. Our commitment to the Compact’s Ten Principles remain firm. We are proud of our ongoing dedication since the UN Global Compact’s Six Food and Agriculture Business Principles (The FAB 6 Principles) was launched in 2014. We are especially proud of our vows regarding the UNGC Women’s Empowerment Principles and, for upholding and publicly disclosing our sustainability performance through the GRI Sustainability Reports and the UN Global Compact Communication on Progress Reports.

GPIC maintains its full and pledged allegiance to sustainable agriculture, food security and poverty eradication. The company ensures the sustainability

Dr. Abdulrahman Jawahery – GPIC President

of its promises through engaging with international organizations such as the UNGC, UNEP, and FAO who have gained further momentum and international focus during 2015.

We have always looked to benchmark ourselves against the international arena and, have continually focused on developing and implementing world class best practices. As such, GPIC was honored to have won the Arabia CSR Award in 2015 within the ‘Large Organizations Category’ and for our outstanding achievements in Corporate Social Responsibility & Sustainability in the MENA Region. The winning of this prestigious accolade for the fifth time, is a testimony to GPIC’s successful strategy in building a culture which extends far beyond the traditional understanding of corporate philanthropy. It has taken on a life and form which exudes proactive, hands-on engagement within and across a myriad of social sector needs - from education, health and skills development to, poverty alleviation, women empowerment and infrastructure improvement, GPIC has warranted its strategy.



GPIC participation at the UNGC 15th Anniversary celebrations at the UN Headquarters, New York, 2015

Safety, Health and Environment (SHE)



Team work is the cornerstone of GPIC's holistic success

In 2015 the greatest challenge for our department was to complete the Maintenance Turnaround successfully in a safe, secure and environmentally friendly manner. We successfully managed a daily manpower of 4000 regional and international contractor personnel along with GPIC employees, carrying out all of the turnaround jobs safely and efficiently without any accident.

Throughout the year, GPIC continued to enhance and strengthen its Safety, Security, Health and Environmental (SSHE) Management Systems including training, capacity building and testing of its emergency response and preparedness. On 30 December 2015, GPIC successfully conducted a complex table-top exercise including complete evacuation procedural drills. These continual improvement efforts culminated in achieving a record of over 22 Million (22,663,607) lost-time accident free working hours for its workforce and contractors alike (exceeding 5,000 days).

With regard to its excellence in Occupational Health, Safety and Environment, GPIC was honored and awarded the RoSPA Chemical Sector Award from the Royal Society for the Prevention of Accidents (RoSPA). This award was

presented to GPIC for its outstanding application of SHE standards and for undertaking a leading role in this area. GPIC's leadership in SHE excellence was further acknowledged and showcased when GPIC's President was awarded the RoSPA Archangel Award, the most esteemed accolade for his outstanding personal commitment to safety and accident prevention. GPIC won the Gulf Petrochemical and Chemical Association (GPCA) Award for 'Best Responsible Care Company' in the Gulf Region for its sustained and outstanding performance, driving excellence in safety, health, security and environmental management. Furthermore, and specifically on the environmental front, GPIC also received regional recognition through winning the Gulf Cooperation Council (GCC) Environment Award for 2015 in the category of "Best Industrial Establishment that Complies with Environmental Regulations and Standards." A testimony of GPIC's commitment to energy management was realized when GPIC was accredited with ISO 50001 Energy Management System in December 2015.

The following is a list of significant SSHE achievements during 2015:

1. Safety training continued to be provided for both Operations and non-Operations personnel. During 2015, 11 Modulized Emergency Response Training (MERT) sessions were delivered and attended by Plants Operation and Maintenance personnel. Furthermore a number of safety personnel also attended Hazmat training and Rope Access Rescue training at the Fire Academy in Saudi Arabia.
2. GPIC further enhanced SHE training to contractors and launched a state-of-the-art training programme for contractors called IMIST (The International Minimum Industry Safety Training). This certified training tool is being delivered at GPIC to enhance the safety knowledge and capacity building of contractors. Through this platform, a number of contractors have been trained which we believe will add great value to

"In 2015 the greatest challenge for our department was to complete the Maintenance Turnaround successfully in a safe, secure and environmentally friendly manner"



GPIC, the Best Responsible Care Company in GCC

- enhancing contractor safety at GPIC and the Industry in general.
3. A total of 1986 PTW Audits were carried out throughout all the plants. In addition, integrated SHE Audits and Environmental Audits were carried out throughout the year to ensure that all work areas were controlled in such a way that they remained safe and eco-friendly.
 4. An ISPS Code joint audit was successfully carried by the Local Authority and USA Coastguard.
 5. In order to make GPIC free from Ozone depleting substances, a phased replacement of depreciating Air Conditioners and those using R-22 with environment friendly refrigerant, is in progress.
 6. Energy efficient LED lights are being installed also within the GPIC Complex. To date 1,040 LED lamps have been replaced resulting in an energy saving of 285,653KWh per year.
 7. In order to facilitate liquid waste management at GPIC, a double HDPE lined 1000 M3 capacity evaporation pond was used effectively during the Turnaround 2015.
 8. Publicizing environmental awareness among our future generations progressed as planned. Our engineers presented a number of environmental lectures in both public and private schools. The total number of students benefiting from this program has crossed 27,500 since 2001. From 2015 Responsible Care awareness is also being imparted in addition to environmental awareness.
 9. For the 10th consecutive academic year, GPIC has sponsored the Ministry of Education/GPIC Environmental Research Program in relation to the GPIC Environment Award for secondary school students. This Award has gained momentum and become the best Environment Award available for secondary school students. This project also received the first runner up award for the Best CSR Project by Arabia CSR, UAE.
 10. As part of our health awareness program, GPIC's Medical Center arranged several lectures to increase employees' understanding of health awareness and impart knowledge on subjects such as Office Ergonomics, adverse effects of smoking, dental care, food in Ramadan, health and nutrition. Additionally, various health campaigns took place during the year such as GPIC Smoke-Free Campaign, Beat-the-Heat Campaign and an Obesity Management Program.
 11. 386 employees were screened at GPIC Medical Centre as part of the periodic medical examination during 2015
 12. As part of our Corporate Social Responsibility strategy, 201 GPIC employees donated blood during 2015.
 13. Being a Responsible Care (RC) Company, GPIC actively participated in all the planned RC related initiatives, committees, conferences and workshops spearheaded by GPCA. Additionally RC metrics were reported as planned.



Management Systems



To enhance their competitiveness in the oil and gas industry, which is experiencing rapid and continuous developments and changes, oil and gas companies must become more efficient and effective in their day to day operations. This means taking initiatives and developing strategies that help us to achieve the desired results in a shorter time and at a lower cost.

As a result, continuous assessment of administrative processes has become most urgent and important for these firms, at a time of increasing pressure on the company's different activities.

With this sense and future vision for the sustainability process, the Executive Management of Gulf Petrochemical Industries Company, has placed an imperative emphasis on conducting regular and periodic management meetings to review and monitor the performance and efficiency of the Integrated Management Systems (PAS 99), the Responsible Care System (RC 14001), the Information Security System (ISO 27001), and the Business Continuity System (ISO 22301), amongst others. These meetings help construct the future roadmap for further improvement and development in the management systems both for the current year and for years to come.

Gulf Petrochemical Industries Company (GPIC) was honored and awarded in 2015 by the Gulf Petrochemicals and Chemicals Association (GPCA) as Responsible Care Company of the year, for 'Excellence in the field of Health, Safety, and Environment. GPIC was recognized as an example to other organizations for its continued commitment to lead and motivate Responsible Care initiatives & practices in the Arabian Gulf. According to the Awarding Body, GPIC's achievements emphasized the success of companies who have set up exceptional sustainability projects to motivate others and enhance their performance.

During 2015, GPIC was able to combine and integrate the Business Continuity System (ISO 22301), the Responsible Care System (RC 14001), and the Information Security System (ISO 27001) under the umbrella of the Integrated Management Systems (PAS 99). The three systems combined, work in unison and operate succinctly in the sustainability process of GPIC's intricate administrative and operational practices.

In addition to the previous achievements and the future vision of the company; with respect to the improvement and development of its performance and productivity without harming the environment and the natural resources, GPIC has felt the need to be sure of its commitment to implement and achieve better management system standards in the area of energy resources conservation. Accordingly in 2015, the company formed a gap analysis team comprising various disciplines and functions within GPIC, to prepare an analytical study of the energy use and consumption in the company processes, as well as to highlight, clarify, and update on any deficiencies that may be apparent in its operations. This analysis process was also structured to ensure alignment to Bahrain legislation and Energy Management System (ISO 50001) requirements. It is worth mentioning that since its inception, GPIC's Executive Management has taken upon itself to always seek out opportunities and best practice in developing optimal strategies for better energy consumption. This strategic approach has ensured a clear and direct contribution to the success of the company and the achievement of the Energy Management System Certificate. The standards adopted by GPIC is considered one of the best and most prominent international standards that can be adopted by organizations. This achievement will most certainly contribute to the strengthening of GPIC's energy efficiency use and proactive awareness within the company and between its employees.

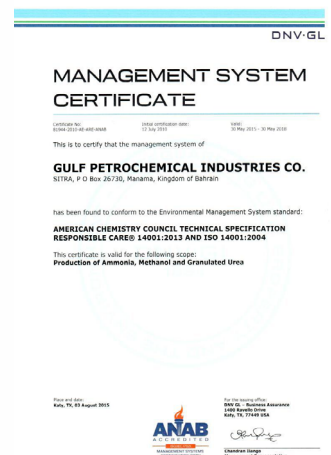
With a relentless focus on best practice, and for the second consecutive year, the Laboratory Section has been able to add the examination of the Ammonia Product to the general requirements for the competence of testing and calibration laboratories System (ISO 17025) given by International Accreditation Service, based in the United States. The Laboratory Section's 2016 target is to add the Methanol Product to the approved list. ISO 17025 is the standard by which most laboratories must hold accreditation in order to be deemed technically competent. The accreditation validates our objective professionalism in the completion of work in the laboratory whilst ensuring the highest levels of commitment to health and safety issues. In this regard, GPIC is considered to be the first Bahraini company in the country's oil and gas sector to obtain this certification.

GPIC's Resilience Committee is responsible for following up on progress of the above mentioned matters in more detail, and for reviewing the Enterprise Risks and activities related to the revisions and validations of the standards specifications. Its role is also to ensure that the company is aligned to the required standards, the current situation of the company, the chemical industry and the region in general. The committee has also worked diligently to develop clear and well-defined goals for all departments and sections to introduce a periodic review of all possible business threats. The purpose of these reviews is to help the company know in advance, any potential hazards and, in case of any adverse event occurring, to trigger the implementation plans required to ensure no negative impact is experienced on the general conduct of day to day operations. In doing so, the Resilience Committee safeguards the company's ability to fulfill its obligations to shareholders, clients, customers, employees, the society and all of its stakeholders, within a short time and with the lowest realistic costing.

To ensure that management systems are well maintained within the company, GPIC has a very comprehensive internal audit plan in place. During 2015, there were approximately 90 internal audits conducted covering various standards and requirements of different management systems. These audits were, and continue to be, one of the most important instruments used by GPIC to continue its journey towards continuous improvement. Furthermore, a total of 9 external and independent audits were conducted during the year on various standards by different approved certified bodies. All external audits concluded that the company was fully committed to implementing these management systems and fully compliant with Bahrain's laws and legislation. We are proud to say that all internal and external audits have been successfully concluded as per the 2015 schedule.

In the presence of GPIC's Board Members and its Executive Management team, our most distinguished internal auditors were honored during the company's

annual celebration for their considerable efforts and achievements during 2015. This was a boost to morale for the team and confirmed how important their work and roles are in establishing the strict adherence to the application of the management system requirements. It also reflects the role of ensuring that GPIC conforms to the required laws and regulations, and internal procedures at all stages and sections of the company's business and, contributing to the organization's continuity of workflow and desired goals.



Manufacturing and Production



PRODUCTION PERFORMANCE HIGHLIGHTS:

All Plants were operated in a reliable, safe and efficient manner whilst maintaining specified standards in terms of quality for all products.

- Turnaround 2015 was executed successfully during March – April 2015. All planned jobs were carried out and the plants' production resumed as planned. A number of projects were carried out during the 2015 turnaround. These include:
 - Emergency diesel engine was replaced successfully to have the highest reliability to the critical equipment during power outage.
 - Capacitor banks were installed for substations 1&2, to increase the power factor, which helped increase it to 0.9, thus resulting in a saving of BD100,000 per month in electricity bills.
 - Overhauling of all the major machines at the plant.

- Carry out all the plant's equipment inspection requirement.

The table below gives summary of the various budgets versus actual production figures.

1. The month of August 2015 registered combined monthly production of 136,592 MT, the highest ever produced in any August,. This surpassed the previous highest cumulative monthly production by 1069 MT, which was achieved in August 2013. This record production was achieved despite the rise in the sea water temperature to a highest ever value of 38.9°C.
2. The plants registered excellent running cycle without interruption until the planned shutdown in March 2015
 - The Ammonia plant completed 831 days of continuous production run.
 - The Methanol plant completed 652 days of continuous production run.

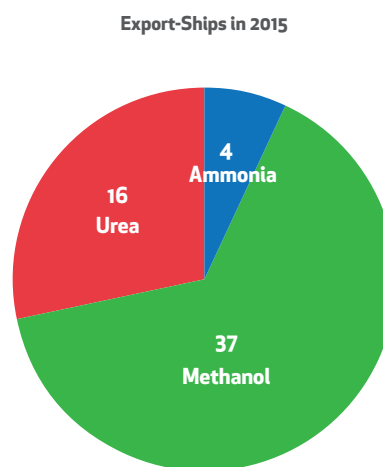
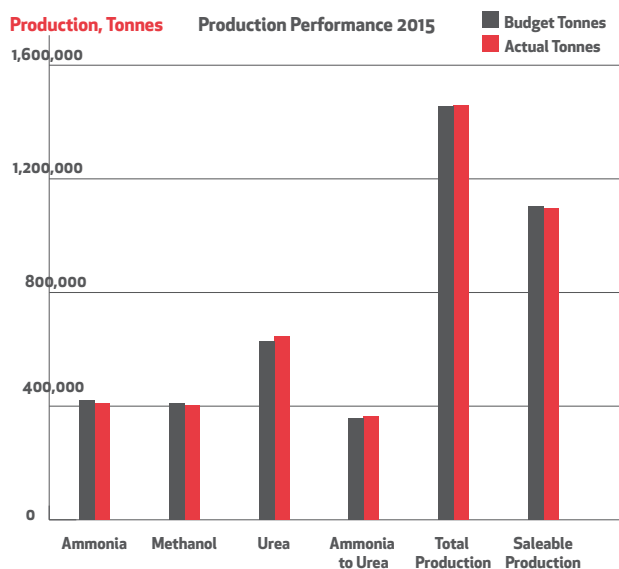
Product	Budget, tonnes	Actual, tonnes	Variance
Ammonia	421,680	415,688	1.4% Lower
Methanol	411,140	404,478	1.6% Lower
Urea	627,920	645,475	2.8% Higher
Ammonia to Urea	357,910	364,213	1.8% Higher
Total production	1,460,740	1,465,641	0.3% Higher
Saleable production	1,103,830	1,091,139	1.0% Lower

- The Urea plant completed 507 days of continuous production run
- 3. Since 1985, a cumulative total of 12.6 million tonnes of Ammonia and 10.61 million tonnes of Methanol production was achieved by end of December 2015.
- 4. Since 1998, 12.64 million tonnes Urea production was achieved by end of December 2015.

In 2015 GPIC was certified by DNV for the prestigious ISO:50001, Energy Management System.

All process plants achieved the target level of energy consumption.

1. Ammonia plant cumulative energy consumption for the year was 9.18 GCal/t.
2. Methanol plant cumulative energy consumption for the year was 9.34 GCal/t.
3. Urea plant cumulative energy consumption for the year was 6.76 GCal/t.
4. Overall cumulative energy consumption for the complex for the year was 7.8 GCal/t against the budget 7.9 GCal/t.



Ship	No. of Ships	Total quantity export (MT)
Ammonia	4	41,210
Methanol	37	414,805
Urea	16	635,124
Total	57	1,091,139

Technical Services Support

Materials & Procurement Section

During 2015, GPIC received materials with an approximate value of BD 23 Million, which were required to support the maintenance for insuring reliability of plant equipment and uninterrupted operation of the plants. Approximately 1,200 Purchase orders for materials and services were issued in 2015.

The warehouse service level continues to be more than 99% throughout the year indicating ready availability of materials required by the plants. It is also a clear indication of the close and effective coordination with suppliers and contractors, both local and foreign.

Turnaround 2015 was successfully carried out and completed as per schedule in March/April 2015 without any concern for materials availability. For the Turnaround 2015, more than 500 Purchase Orders were issued and all the materials required for job execution were obtained in time due to proper planning and expediting. Nearly BD 5 million worth of stock materials were issued for performing the turnaround jobs.

As part of warehouse modernization continuous initiative, 3 new Warehouse stackers made with the latest technology were procured and commissioned in the beginning of 2015, in order to increase the efficiency, and productivity of warehouse operations while enhancing the safety of materials handling.



Delivery of New Emergency Diesel Generator (MD-6101) –TA 2015



Inspection of Vibration Probes – TA 2015

Laboratory

During 2015, the laboratory assisted Operations Department and contributed towards the smooth & reliable operation of the plant by successfully completing its total analytical requirements. Approximately 48,500 samples from various sections of the plant were collected and 165,000 parameters were analyzed. The break-up of samples and parameters analyzed is given in chart below. In addition to routine samples, approximately 3,500 special samples were analyzed for 12,000 parameters.

To ensure quality of the products, regular monitoring at intermediate stages in the process is carried out and the product quality is checked before being shipped/loaded in trucks. Approximately 130 product quality certificates were issued during the year. Regular monitoring of environmental parameters is carried out as per statutory requirements of the Supreme Council for the Environment.

To strengthen analytical capabilities of the laboratory, internal as well as external training programmes by specialized agencies on various analytical techniques were arranged for the staff and number of new analytical instruments/equipment such as Auto-Titrator, Iso-kinetic sampler, Gas Distribution System etc. were commissioned. The laboratory was also renovated during the year to enhance its ambience.

The laboratory received ISO 17025 accreditation from International Accreditation Services-USA for the determination of purity of anhydrous ammonia product during the year. The laboratory is now accredited for analyzing some of the important parameters of ammonia and urea products as indicated in the certificates attached below.

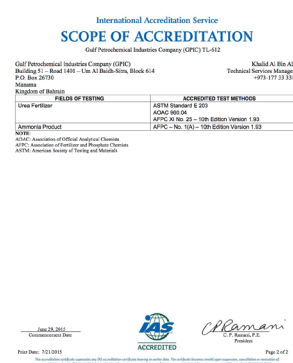
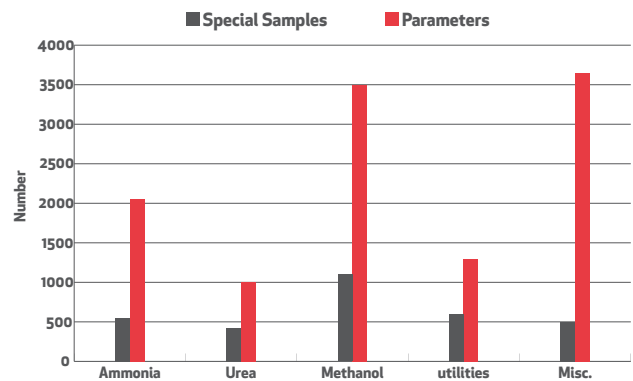
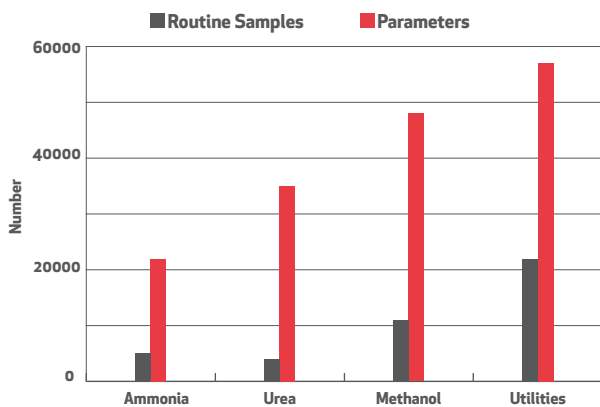
Inspection Section

The year 2015 was a challenging one for more reasons than one for the Inspection Section because some of the major critical inspection activities were undertaken during the turnaround in March/April 2015.

During the course of the turnaround, a total of 465 pieces of plant equipment, including those complying with statutory regularity requirements, were inspected.

Health of 56 heat exchangers were subject to eddy current and IRIS inspection. A total of 151 NRVs and 190 PSVs were also inspected during this time. Inspection of the piping loops identified through Risk Based Inspection (RBI) study and critical dead legs/dead ends were also carried out during TA 2015.

Ammonia plant reformer (B-0301) and methanol plant reformer (B-1201) inlet pigtailed and inlet sub headers replacement project, refurbishment of the high pressure



boiler super heaters, and the refurbishment of the desalination plants were some of the major projects which were executed during the year.

In addition, more than 67 risk based inspection studies were revalidated.

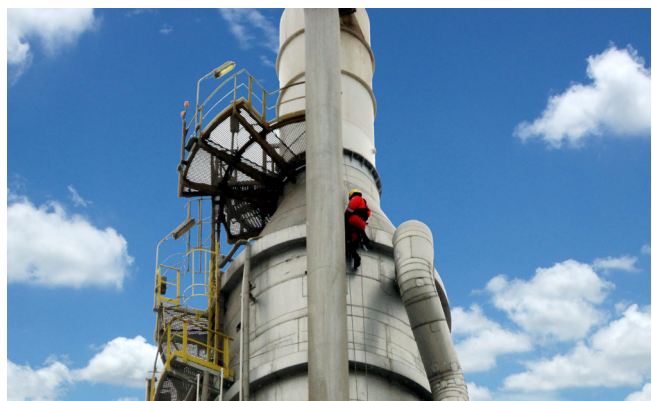
In line with the GPIC policy to enhance and update skills of employees, some of the inspection Engineers have attended certification courses and certified by reputed international agencies like American Petroleum Institute.

Engineering Section

The year 2015 was a challenging year for engineering with a Turnaround in March-April 2015. During the turnaround, 52 capital projects worth US \$43 million, were implemented. In addition to these, 108 modifications were also implemented. Successful implementation of these modifications/enhancements during the turnaround resulted in higher levels of reliability for the plants. Some of the critical projects that were implemented are listed below:

- Replacement of pigtail tubes & its sub-headers of ammonia and methanol reformers
- Replacement of existing emergency diesel generator (MD-6101) set
- Installation of 11kV capacitor banks

- Replacement of various critical control valves
- Replacement of a number of heat exchangers, including Syn loop WHB E-0801, E-2005A&B tube



bundle, tube bundle of ammonia vaporizer EU-6801 and combustion air preheater EB-0302-5

- Upgrade & enhancement of field instruments & control system of the desalination plant

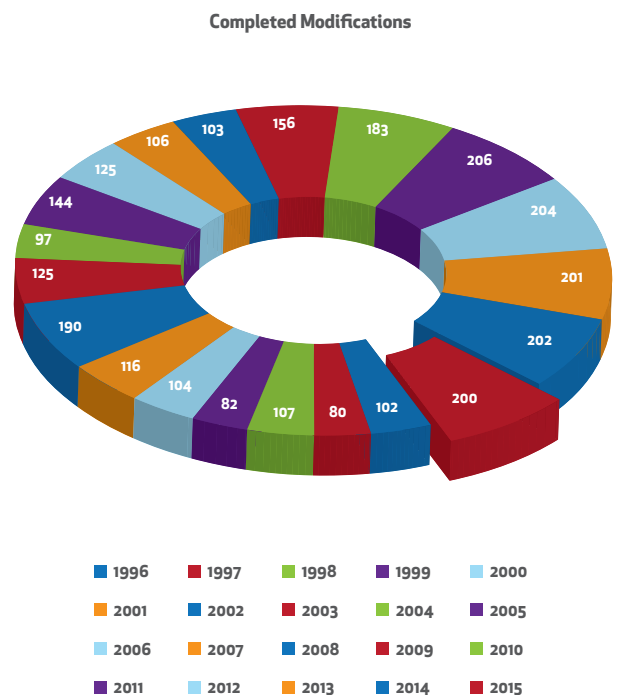
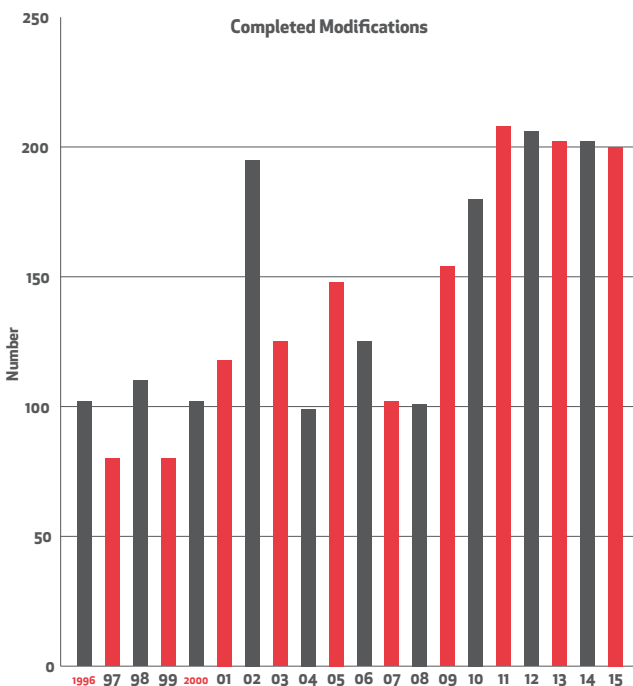
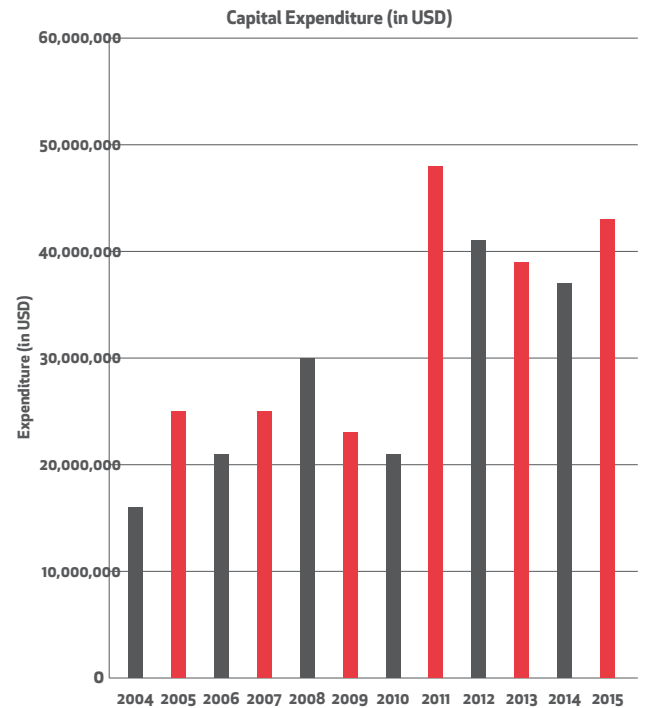
The rest of the year 2015 went in carrying out engineering activities according to the road map for implementation of improvement projects and modifications that will be implemented during Turnaround 2017. The procurement process for major long lead equipment is underway. This year, engineering of around 200 modifications have been completed. The focus of the Engineering Section has been towards exploring and evaluating energy conservation related modifications.

Some of the major safety and reliability improvement projects being studied are:

- Replacement of the Carbamate condenser at the Urea plant
- Refurbishment of the high pressure boiler
- Replacement of some critical process equipment which have been since inception in Ammonia and Methanol Plants. In view of the hazardous nature of the plants, these replacements shall help in improving safety in the plants
- Replacement of firefighting system at the gas turbine of the power generation plant.

- Deploying of surplus steam from the urea plant into the Carbon Dioxide Recovery Unit. This shall help in reducing the consumption of natural gas
- Replacement of the main firefighting pumps.
- Replacement of the existing air conditioning refrigerant with an environment friendly one.

All the modifications undergo a rigorous process hazards assessment before being operational to ensure safety and reliability of the plants.



Plant Maintenance



In 2015, the Maintenance Department continued its consistent efforts to enhance safety and reliability throughout the complex, placing special emphasis on the process plants. Accordingly, the Objectives and Key Performance Indicators for the department were set and monitored closely on a quarterly basis, resulting in nearly all of the objectives being achieved.

The department also completed, as a part of routine maintenance activities, the following:

1. 89 Modifications & 14 Capital Projects.
2. 5,856 Preventive Maintenance Orders.
3. 2,005 Corrective Maintenance Orders.
4. 265 Inspection Orders.

Major jobs executed during 2015:

1. Construction of Dedicated Flare system for Urea Plant.
2. Installation of Ammonia Venting System
3. Painting of Urea Export Conveyor Gallery Structure Phase V: [80% completed].
4. Painting of Urea Export Conveyor Gallery Structure Phase VI: [100% completed].
5. Water Proofing of Bulk Storage Roof [16% Completed].
6. Administration Building Extension Job [86% Completed].
7. Refurbishment of Laboratory Building
8. Replacement of Overhead Crane control Panel in the Plant

9. Painting of Structures in Ammonia Plant: [96% Completed].

10. Replacement of Urea Tannoy System [80% Completed].

11. Painting Methanol Structures [40% Completed].

12. Granulation Unit: Granulation washing activities were completed 17 times from the beginning of the year up to end of year.

Improvements & Achievements:

1. Integrated Management System: 17 documents were introduced & 329 reviewed during 2015.
2. 84 Maintenance Employees involved Training Courses, including SHE and e-learning courses.
3. 73 Training Courses (Technical, Non-Technical, English and General) attended
4. 3,216 Training Hours achieved against target 3,024 Hours
5. 38 Training Hours per Employee against 36 Training Hours for each employee
6. 23 Employees were awarded with certificate courses.

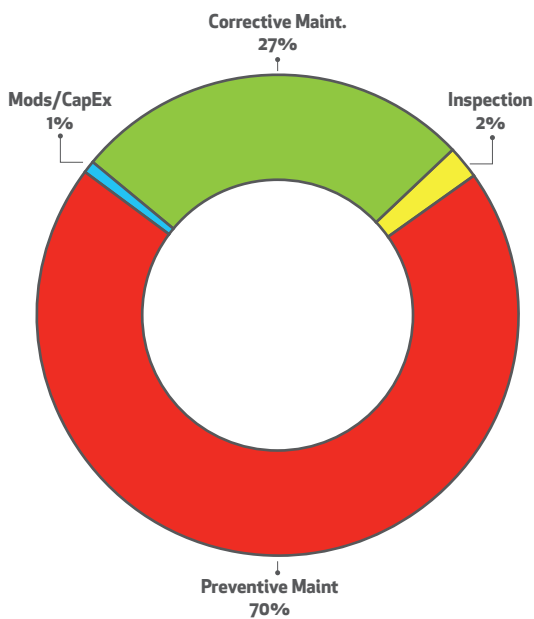
In House Spare Parts Manufacturing (Status from 01/01/2015 till 31/12/2015)

In-house spare manufacturing continued unabated with strict quality control and resulted in a saving of nearly US\$ 481,704 taking the total saving to more than US\$ 8.68 Million since inception of the programme in 2001.

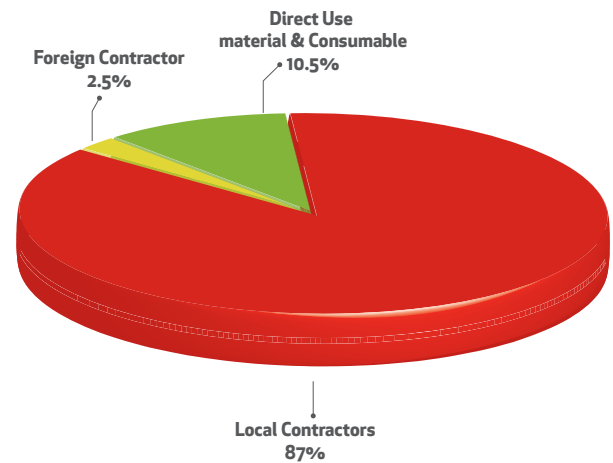
Employee's Training & Development (Status from 01/01/2015 till 31/12/2015)

Training and development of personnel continued to be at the top of the Maintenance Department's agenda. In addition to familiarizing all maintenance staff with the company's Corporate Objectives and the Department's own objectives 70% of all Bahraini Maintenance staff attended training. The training rate achieved was 38 hours per employee. Total Training Hours achieved: 3,216.

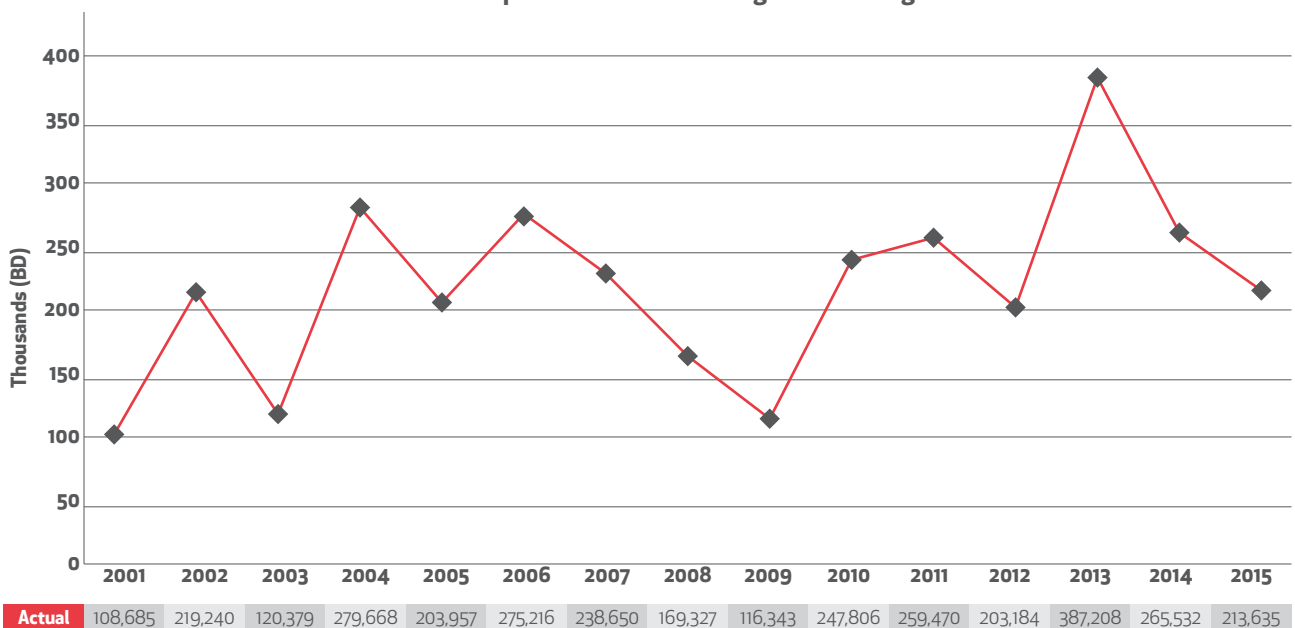
Routine Maintenance Orders [Completed]



Routine Maintenance Budget Utilization



In House Spare Parts Manufacturing Actual Savings





In 2015, the maintenance department also executed the major turnaround. The plant turnarounds are major planned outages for general overhaul of the plant equipment, inspection, equipment upgrades & other outage based activities. They are critical events in the life of any plant to enhance safety, environment, reliability & availability.

During 2015 Turnaround the maintenance department have completed the following

1. 120 Modifications & 46 Capital Projects.
2. 978 Preventive Maintenance Orders.
3. 1,264 Corrective Maintenance Orders.
4. 646 Inspection Orders.
3. Developed Turnaround complexity matrix.
4. Developed Factors that decides Turnaround Cycle.
5. Developed Turnaround Risk assessment procedure.
6. Adoption of shareholder audit outcomes in terms of preparedness, readiness, and front loading.
7. Introduction of capacitor banks at substation # 1 and 4 have improved the electrical power factor of the network and eliminated the additional reactive tariff charges of BHD 110,000 per months, thus resulting in direct saving of BHD 1,320,000 per year.

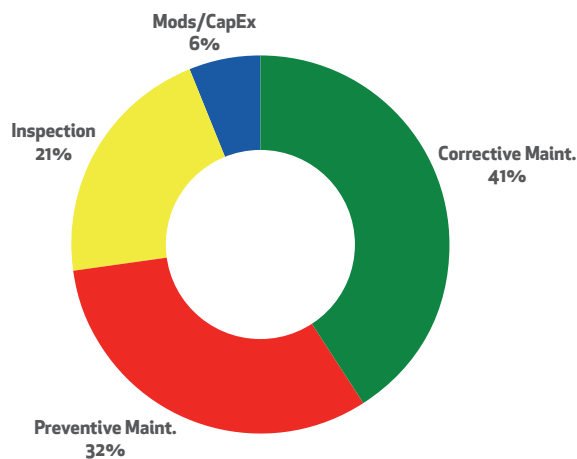
Major jobs executed during 2015:

1. Replacement of Ammonia & Methanol Plants Reformer inlet pigtails, sub headers & spring supports.
2. Replacement of waste heat boiler E-0801.
3. Overhaul of all main machines (Compressors & Turbines): K-0201, K-0701, K-0901, K-1401 & K-8101.
4. Urea reactor relining R-8201.
5. Replacement of 415V switchboard in SS1.
6. Replacement of Bomafa control valves.

Improvements & Achievements:

1. Incidents free (ZERO) Turnaround.
2. Introduction of 'Turnaround Planning Follow-up database.

Turnaround Maintenance Orders [Completed]



Sales and Exports

During 2015, global market activity showed mixed signs with the pace of growth remaining uneven across major economies around the world, influenced by the sharp decline in oil prices and lower interest rates, affecting some countries like China which saw a slowdown in economic growth due to lower commodity prices.

In 2015, in response to declining and relatively low crop prices, farmers were forced to reduce the area under cultivation for cereal crops. Likewise, the international oilseed, sugar, cotton and biofuel prices remained weak, which reflected in abundant supplies of all major crop commodities in International markets. Under this circumstances, fertilizer prices in general and urea prices in particular remained under pressure during the best part of 2015.

On the petrochemicals side, methanol being an energy substitute and having a strong correlation with international oil prices, also could not fare much better with its demand failing to pick up and prices moving in a narrow range for most part of the year, recorded as the lowest since 2011.

The US, once again, proved to be the biggest importer for GPIC products during the year, with nearly 421,623 tons, or 39%, share of the total exports of GPIC destined for the strategic market. The US was followed by Brazil 15% and Taiwan 11%. The company was also able to enhance and further expand its products presence in some new emerging market e.g Turkey.

During 2015, the GPIC's sales of ammonia, granular urea and methanol totaled 1, 091,139 tons, which included 41 ,210 tons of ammonia, 414,805 tons of methanol and 635,124 tons of granular urea , out of which 935 tons of bagged urea were sold in the local Bahraini Market.

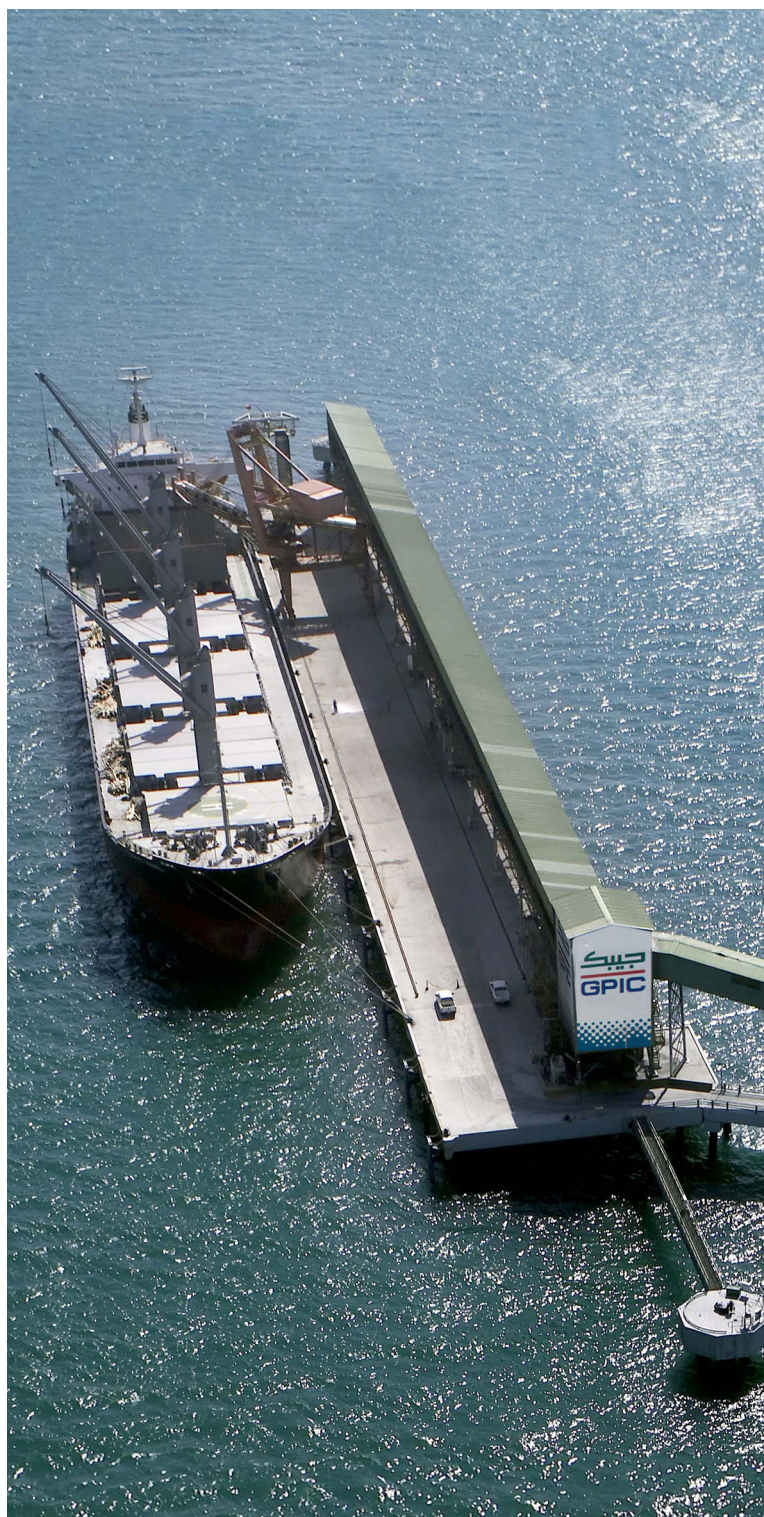
This brought the total GPIC ammonia and methanol exports to world markets since the company's inception in 1985 to nearly 6.5 million tons of ammonia and 12.4 million tons of methanol. The GPIC's urea exports since the takeoff of its urea operations in 1998 now total around 10.8 million tons, while the cumulative total of all products exported from GPIC now exceed 29.7 million tons.

The Australian Quarantine and Inspection Service (AQIS) audit was carried out in November 2015, and GPIC Urea Jetty was recertified as level 1 marine.

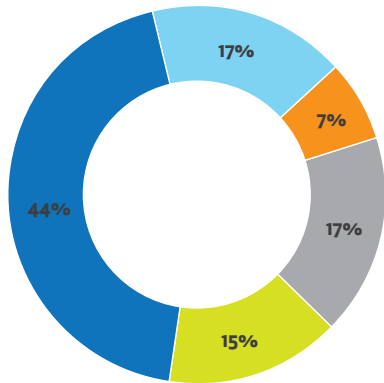
Even though 2015 proved a very demanding year, which saw a paradigm shift in global fertilizer and petrochemical market dynamics, GPIC still managed to conclude the year in positive shape, both in terms of volumes of products exported to world markets and in achieving attractive netbacks on all its three products - ammonia, granular urea and methanol. During 2015, the company was also able to realize all its marketing goals and targets by

effectively meeting customer expectations, mainly with regard to quality and timely delivery of its products.

The remarkable results could not have been possible without the unstinted dedication, hard work, joint planning and close coordination between the GPIC and both its marketing partners, Saudi Basic Industries Corporation (SABIC)-Saudi Arabia for Marketing of Methanol and Petrochemical Industries Company (PIC)-Kuwait for Ammonia and Urea Marketing.

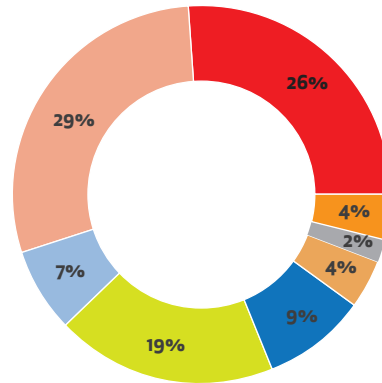


AMMONIA EXPORTS BY REGION 2015
TOTAL: 41,210 MT



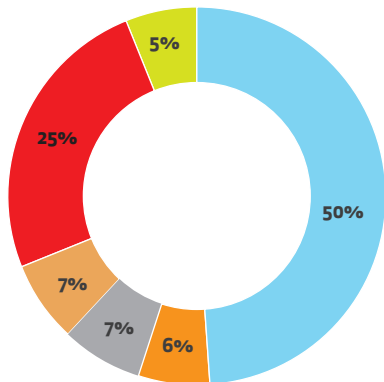
■ KOREA ■ TAIWAN ■ JAPAN ■ AFRICA ■ INDIA

METHANOL EXPORTS BY REGION 2015
TOTAL: 414,805 MT



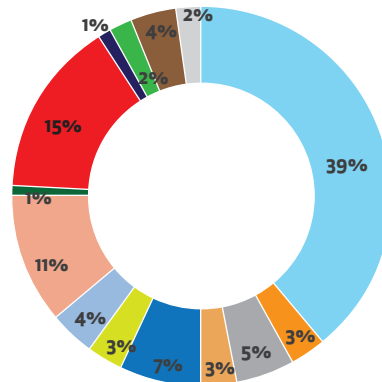
■ USA ■ NETHERLAND ■ SPAIN ■ UAE
■ CHINA ■ SINGAPORE ■ KOREA ■ TAIWAN

UREA EXPORTS BY REGION 2015
TOTAL: 634,189 MT



■ USA ■ CANADA ■ TURKEY ■ THAILAND
■ BRAZIL ■ EUROPE

CUMMULATIVE EXPORTS BY REGION 2015
TOTAL: 1,090,204 MT



■ USA ■ CANADA ■ EUROPE ■ CHINA ■ SINGAPORE
■ KOREA ■ THAILAND ■ TAIWAN ■ JAPAN ■ BRAZIL
■ AFRICA ■ INDIA ■ TURKEY ■ UAE



Human Resources Development



The training and development of Bahraini employees is a major priority for GPIC management and 2015 marks 36 years of this commitment as the Academy of Leadership and Learning, previously the Training Centre, celebrated its 31st anniversary. To keep pace with the development of its strategies and the future trends of training and development in the Company, on 8th November 2010, HE Dr. Abdul Husain Bin Ali Mirza, Minister of Oil and Gas Affairs and President of the National Oil and Gas Authority, inaugurated the GPIC Academy of Leadership and Learning.

The Company's training policy posits the full development of Bahraini employees, both new and existing, as its ultimate objective. To achieve this goal, employees undergo training courses arranged and designed by the Academy of Leadership and Learning as a part of their continuous training and development, encompassing both practical and soft skills competencies through in-house, local and overseas training events.

In addition to the awards in training and developments GPIC received in the previous years, the Company was awarded the second place for being an outstanding institutions in training and human resources development for the year 2014, organised by the Supreme Council for Professional Training from the Ministry of Labour. This achievement comes in recognition of the Company's role in the development of Bahraini human resources, through the provision of prolific opportunities for staff to participate in specialised courses inside and outside the Company and the support and encouragement for employee participation in relevant petrochemical industry workshops, forums and conferences in order to achieve the Company's sustainable development objectives.

The Academy of Leadership and Learning utilises Competency-Based Training (CBT) in its approach to the training and development of staff. This scheme is considered as a qualitative step in the development of training with a view to enhancing staff skills, boosting

their capabilities, achieving equal training opportunities, improving productivity and developing skills to bridge any competency gaps. This pioneering project assists in the creation of individual training plans for company employees in addition to the annual training plan and leads to the development of each and every person in the company.

In 2015, the Company's total workforce reached 480 employees in addition to 31 trainees employed in various positions, such as plant operators, technicians, chemists, engineers and supervisors, who all became qualified after attending intensive training programmes.

The Academy of Leadership and Learning is also currently overseeing the development of 18 employees to qualify them for taking senior supervisory positions in the future.

Apart from the training of new graduates, the Academy conducted a number of training and development courses to meet the requirements of both the Company and its employees. This process involved the organisation of 122 training courses held in the Academy and GPIC Club, attended by a total of 1,586 employees. This is in addition to 80 training courses and conferences held in Bahrain with 346 employees in attendance and a total of 90 training courses outside Bahrain attended by 230 employees. These courses represented a total of 292 courses attended by 2,162 employees and trainees.

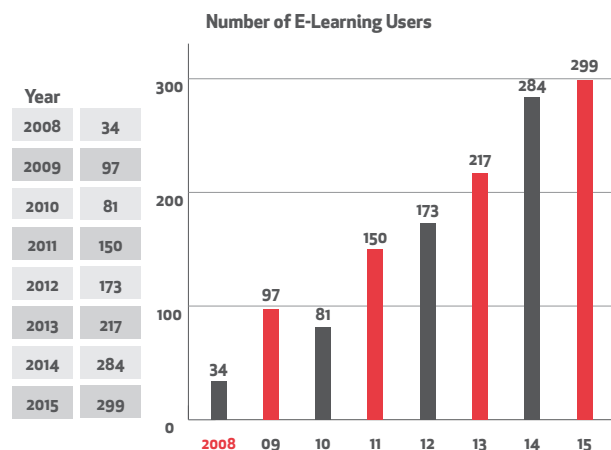
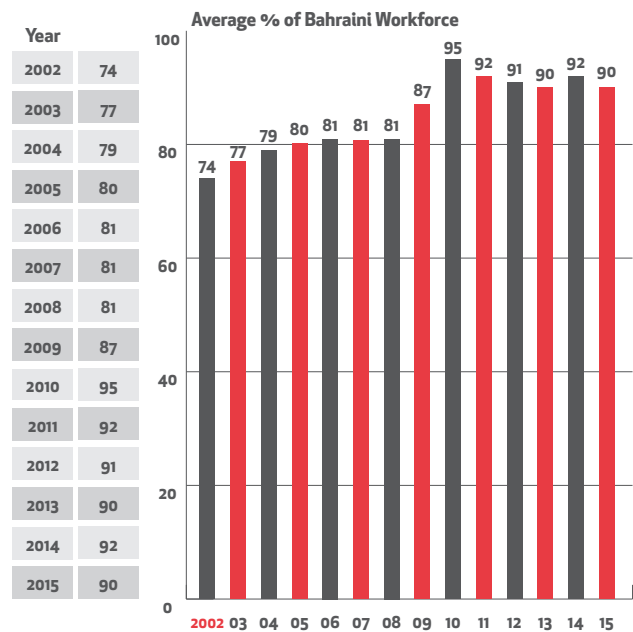
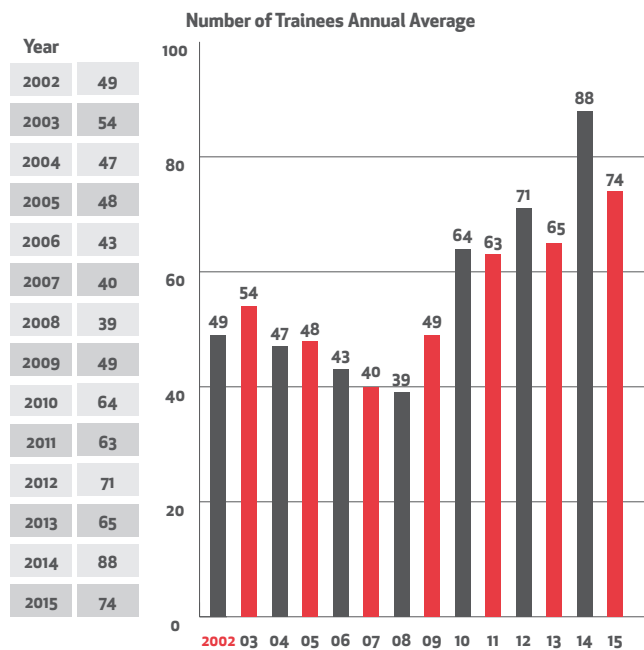
GPIC has also recently adopted a Company-wide mentoring programme to provide guidance from all managers and superintendents to junior staff members. A total of 42 employees benefitted from this guidance and counseling process in 2015. This is in addition to the development and awareness programmes held by the Company for all new employees in the areas of health, safety, environment and quality.

GPIC has a separate scholarship scheme that strives to encourage employees to complete their academic studies. In addition to this scheme, scholarships are offered to the outstanding students of the University of Bahrain undertaking the subjects and specializations needed by the Company as well as scholarships for employees' children.

In 2015, GPIC trained 190 students from various local and overseas universities, institutes and schools in various departments of the Company under the supervision of qualified employees. This came as part of the management's keenness to play its role towards the community and provide training opportunities for upgrading the technical, leadership, communication, planning and team work skills of young people engaged in their academic studies. This is a part of GPIC's commitment to the community and the development of a generation of young people who have enhanced skills and abilities to contribute to the country's growth and development.

The eLearning Centre provides support to the training and development plans in GPIC as it offers 55 training programmes in a wide range of topics such as communication skills, self-development skills, computer applications, leadership skills and project management skills. There are 21 technical programmes on offer for the upgrading of technical skills and knowledge for workers in the technical departments such as the Maintenance Department, Plants Operation Department and other technical areas in the Company. In addition, the Centre constitutes 32 comprehensive training courses in the areas of safety, health and the environment.

GPIC has also recently launched the electronic library through the Company's intranet. The new library has numerous magazines, journals, periodicals and valuable publications. The Academy of Leadership and Learning Library has more than 1,800 titles covering a wide range of topics. In addition, the electronic library contains more than 190 e-books on different subjects.



Bahrain-Japan Friendship Garden

Her Royal Highness Princess Sabeeka bint Ibrahim Al-Khalifa, wife of His Majesty the King, President of the Consultative Council of the National Initiative for Agricultural Development, has inaugurated the Bahrain- Japan Friendship Garden, located at Al Areen Park and sponsored by GPIC.



Bahrain-Japan Friendship Garden



Official Visits to GPIC Complex



Visit of H.E Dr. Abdulhussain bin Ali Mirza ,Minster of Energy



Visit of H.E. the Ambassador of India to GPIC Complex



Visit of H.E the Italian Ambassador



Visit of H.E. National Safety Council President and CEO



Visit of H.E. IFA Director General to GPIC Complex

Official Visits to GPIC Complex



Visit of H.E. Chairman and CEO of US-Arab Bilateral Chamber of Commerce



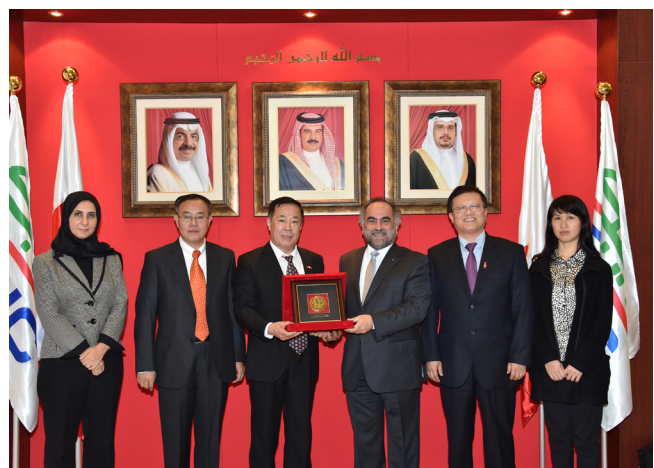
Visit of H.E. US Department of State Special Representative for Commercial and Business Affairs



Visit of H.E. The Moroccan Ambassador



Visit of Mr. Warren Wilder, VP-Chemicals, Saudi Aramco



Chinese Industrial & Businessmen Delegation Visiting GPIC Complex

Official Visits to GPIC Complex



Visit of H.E. Mr. Khaled Al Mana, SABIC Executive Vice President for Agri-Nutrients



Visit of Salah Methanol Company Officials and Stakeholders



Visit of Tatweer Chief Executive Officer



Visit of Aluminum Bahrain (ALBA) CEO



Visit of H.E Bahrain Olympic Committee Secretary General

Exhibitions



Bahrain International Garden Show



Bahrain International Corporate Social Responsibility Conference & Exhibition



Middle East Oil Show



GPCA Research & Innovation Summit



GCC Petroleum Media Forum

Exhibitions



Invest in Bahrain Exhibition



10th Annual GPCA Forum



2nd Energy Management Conference and Exhibition



28th AFA Int'l. Fertilizer Technology Conference & Exhibition



IPTC Doha Qatar Conference & Exhibition

Women Empowerment



Supreme Council for Women



Salmaniya Medical Complex



AL Hidd Intermediate Boys School



AlKhansa Primary Girls School

Women Empowerment



Zallaq Primary and Preparatory School for Girls



King Hamad University Hospital



Bahrain Deaf Society

Corporate Social Responsibility



Bahrain Badminton & Squash



Bahrain Table Tennis Association



Bahrain Football Association



Bahrain Free Labour Unions Federation

Corporate Social Responsibility



Bahrain International Air Show



Royal charity Organization



Bahrain Defense Force Hospital



Mohammed bin Khalifa bin Salman cardiac Centre

Social Events and Activities



Annual Day Celebration



Annual Ceremony Honoring the hardworking workers by Ministry of Labour



Family Safety, Health & Environment Evening



Labour Union - employees' children outstanding ceremony



Blood Donation

Social Events and Activities



GPIC Labour Union Election



Eid Al Fiter Festival at GPIC Club



Beach Cleaning Campaign in cooperation with (GPCA)



UN World Environment Day Celebration Bahrain City Center



Green Wave Campaign in cooperation with (UNEP)

Summer Programme



Summer Programme



Summer Programme





شركة الخليج لصناعة البتروكيماويات ش.م.ب (مقفلة)
Gulf Petrochemical Industries Co. BSC (C)