

November 2022



MONTHLY TRAINING BRIEF

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New Joiner Orientation



In November, the HR department completed the new joiner orientation with 17 new Chinese employees and 5 new Brunei/local employees joining the Company.

新员工入职培训：本月完成17名新入职中方员工和5名文方员工公司级培训。

18 New Staff Completed Post-Qualification Exam

A total of 18 Hengyi staff successfully completed the post-qualification examination for the month of November and will continue their tenure as field or panel operators for Hengyi.

继续组织开展员工上岗取证相关工作，11月份共18名员工完成了上岗考试。

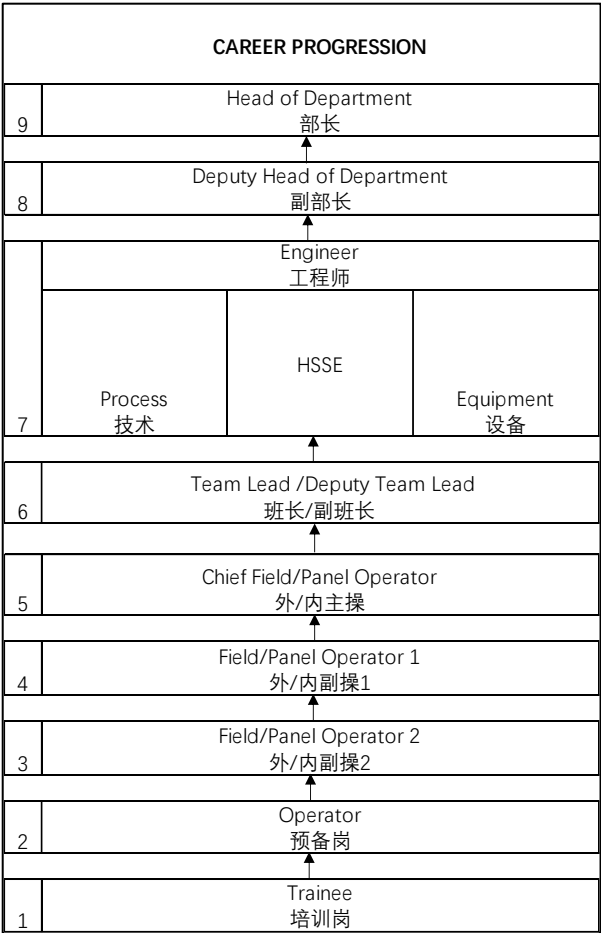


Operations Department Urged To Fast-Track Localization Numbers

The HR department conducted operation department engagement in November to emphasize the importance for all departments to strengthen the local staff learning and development programs.

The HR team engaged the leaders from the operation departments to review the progress of local employee training and development, independent working target numbers and the staff progression. The HR team also urged the leaders to complete their respective succession plan and staff career plan in order to fast track the Company’s localization targets.

本地化培养：本月初完成各部门本地员工培养和发展情况的走访调查；向各部门下发了顶岗指标；策划并组织填写员工职业发展规划和岗位接替计划。



Education Talk for Politeknik Brunei Students



On 1st November 2022, HR department in collaboration with Scheduling and Dispatch Department went to Politeknik Brunei for an education talk. The talk was attended by the Hengyi joint collaboration program scholars that are currently enrolled in the Diploma of Chemical Engineering, and Diploma of Power Plant System Technology.

The talk introduced the students to the Hengyi refining and petrochemical operation processes.

联合计划部，前往Politeknik Brunei为合作办学化学工程专业和热电专业的学生举行了一期education talk，介绍恒逸工厂的生产工艺。



Gearing Up For 2023 Refinery Plant Turnaround

In preparation for the 2023 planned refinery plant turnaround, all departments carry out turnaround training in an orderly manner according to the plan, and organize employees to learn the shutdown plan, overhaul plan, process disposal plan, etc. The Human Resources Department and the Scheduling & Dispatch Department jointly inspect the training situation.

为备战2023年全厂大检修，各部门按计划有序开展大检修培训，组织员工学习停工方案、检修方案、工艺处置方案等内容。人力资源部联合计划调度部对培训情况进行检查。



IBTE Teachers Visit Instrumentation Control Department

Organize IBTE teachers to come to the factory to visit the DCS training implementation of the Instrument Control Department.

组织IBTE老师来厂参观仪控部DCS培训实施。

