

A Newsletter of Al-Rawahy Holdings L.L.C.

الأخبار al-mabaaadee

VOLUME 3. ISSUE 1
JUNE 2018



WHAT ARE OUR BUSINESS ETHICS ?

By :-
Sh. Afrah Al-Rawahy

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REMINISCING 2 YEARS OF

المَبَادِئِ al-mabaadee



Remembering our Founder - Sh. Hamed bin Salim Al-Rawahy



Receiving the prestigious HM Cup for Industrial Excellence 2015-16



Inauguration of the Al-Rawahy Complex, the new landmark in business houses in the Sultanate of Oman



المَبَادِئِ al-mabaadee

Did you miss our previous editions? No problem, catch us on

www.alrawahyholdings.com/newsletter



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THE EDITOR'S LETTER

Al-Rawahy Holdings business philosophy is built on the foundation of sound moral and business ethics. Honesty, Trustworthiness and the Fear of Allah, define all actions in the Group. It is therefore assumed that every employee working for the Group will strictly follow the path of honesty, respect, integrity and fairness with whoever they interact. Our Chairman was encouraged by the Board to talk on this subject to senior management and refresh their minds on the ethical standards expected of all ARH employees. In turn, it is the responsibility of each manager to run a refresher for all staff working under them so that the whole organisation is once again re-energised on our business ethics. We in the editorial team decided to support the task of communicating the group ethics by featuring ethics as the central theme for the third issue of our in-house newsletter 'al-mabaadee'.

Meanwhile, the previous editions of our newsletter were quite well received and are still in active circulation. We receive numerous enquiries on when the next edition of the magazine would be published. There are some

in the Group who were excited with the short 'quiz' and 'photographer of the issue' competition we featured in the previous two editions, they cannot wait to see what comes next. All in all we feel that the magazine has generated reasonable interest and is beginning to serve its purpose of becoming a bridge between the various companies within the Group. We intend to publish this magazine on an annual basis during the first quarter of the calendar year.

On behalf of our editorial team, I would like to thank everyone for supporting and contributing articles for our magazines. We encourage new members to join our editorial team, we are on the lookout for new ideas and concepts and those who are interested may contact me or any member of the editorial team.

We wish our Group companies success in this financial year and look forward to sharing success stories in our future editions. We welcome feedback and suggestions, these could be sent to

editor@alrawahyholdings.com.



*Nelson D'Silva,
Editor - ARH Newsletter*

Editorial Team

Editor : Nelson D'Silva

Associate Editor : Ronnie Pereira

Design and Visualisation : Sachin D'Silva

WHAT ARE OUR BUSINESS ETHICS ?

Outline of a talk by :

Sh. Aflah bin Hamed Al-Rawahy
(Chairman - Al-Rawahy Holdings LLC)

The Chairman of ARH, Sh. Aflah Hamed Salim Al-Rawahy spoke to Key Management Staff on the Business ethics of ARH at the auditorium on the 3rd of April 2017.

The presentation was appreciated by all the attendees. Highlights of the presentation are featured below for those who missed it :



INGREDIENTS OF ETHICS

- Belief
- Justice
- Consultation
- Leadership
- Faithfulness
- Confidence
- Transparency
- Supervision

SUCCESSFUL BUSINESS ETHICS

- Honesty
- Trust
- Loyalty
- Integrity
- Accountability
- Excellence
- Patience
- Keeping Promises

DAMAGING BUSINESS : UNETHICAL ACTIONS

- Oppression
- Lying
- Stealing
- Waste / Squandering
- Cheating
- Bribery
- Depressing
- Overruling



THE REWARDS

- PERSONAL REWARD :
When a person is happy with his / her actions.
- ENTITY REWARD :
When a person is appreciated or recognized because of his / her actions.
- AFTER LIFE REWARD :
When a person receives the reward when passing from this life.

AL-RAWAHY BUSINESS ETHICS

- Sticking to the Principles
- Continuous Learning
- Obeying the Law
- Caring
- Respect
- Cleanliness
- No paying or receiving interest
- No investment in Sharia forbidden things



VISIT OF THE GRAND MUFTI OF THE SULTANATE OF OMAN

- HIS EMINENCE SHEIKH AHMAD BIN HAMAD AL-KHALILI

H.H. SAYYID DR. ADHAM BIN TURKI AL SAID VISITS AL-RAWAHY COMPLEX



On the 13th February 2018, H.H. Sayyid Dr. Adham bin Turki Al Said (Member of the Royal Family) visited Al-Rawahy Complex for the first time. The Board and members of the Al Rawahy Family welcomed His Highness to the complex and took him on a tour of the complex.

His Highness who comes from academia also spent time talking to senior staff of various Group companies at the Al Rawahy Auditorium. He impressed everyone with his immaculate speech and astute knowledge by answering diverse questions that were posed to him. We were truly honoured by this visit.



OIG WINS THE 1ST AL-RAWAHY CRICKET TOURNAMENT



As part of the Group's initiative towards a healthy work force and to fuel the spirit of comradery within the companies, an inter-group cricket tournament was held on 16th & 17th of February 2018. Teams from National Engineering (NECC), Oman International Group (OIG), Bin Salim Enterprises (BSE), and Al-Rawahy Est. Dubai (ARD) entered into the tournament. Unfortunately, ARD's team could not participate due to visit visa issues at the border. The first round-robin matches were held in the lush green grounds of the Al-Hail School of Cricket. OIG won all their league matches and qualified for the finals while BSE and NECC had to fight it out for the one place in the final.



The semi-final and final were held at the Al-Amerat Cricket Ground and BSE pipped the NECC team to clinch the spot in the finals. In the finals, BSE were put in to bat and scored a respectable target of 92 runs. OIG were steady and the match turned into a thriller when OIG needed three runs to win from the last ball and they scored a boundary, earning a well-deserved win and were crowned champions.



PARTICIPATING TEAMS

الشركة الوطنية للهندسة والمقاولات (تضامنية)
NATIONAL ENGINEERING AND CONTRACTING COMPANY (PARTNERSHIP)

مشاريع بن سالم ش م م
BIN SALIM ENTERPRISES LLC

OIG
شركة المجموعة العمالية الدولية ش م م ع م
OMAN INTERNATIONAL GROUP SAOC

PDO SIGNS CONTRACT WITH BSE - ATLAS COPCO FOR SUPPLY AND SERVICE OF COMPRESSORS

Atlas Copco

Authorized distributor

PDO has signed two contracts with Bin Salim Enterprises LLC for the supply of instrument air compressor packages and the maintenance and repair of installed units.

Compressors are used throughout PDO's operations to increase well production, maintain reservoir pressure and boost hydrocarbon flow through pipelines. The supply and maintenance of compressors was the 15th opportunity to be realised by PDO since the ICV Strategy Blueprint for the Sultanate's oil and gas operators was unveiled in 2013 to boost local business participation in the nation's hydrocarbon exploration and production sector.

Bin Salim Enterprises LLC represents Atlas Copco as the exclusive distributor in Oman for the product range of compressors, generators etc. and are proud to be associated with PDO as their partners in the way forward.



" Thank you to PDO for this great opportunity. To have such support can only enhance what we already do for Omanisation."

: Sh. Is-haq Al-Rawahy (BSE Managing Director)

" We are delighted to sign these contracts, which once again show our commitment to investing in Omani businesses and people."

: Mr. Raoul Restucci (PDO Managing Director)





MR. VAGNER REGO, DIVISIONAL PRESIDENT - ATLAS COPCO, COMPRESSOR TECHNIQUE

along with Mr. David Pauwels (Vice-President - Operations) and Mr. Zoubir Zoubir (BLM-CTS : ACSME) visited the Al-Rawahy Complex, Muscat, Oman on the 17th of May 2017 for a Business Review Meeting.

MR. ADRIAN RIDGE, DIVISIONAL PRESIDENT - ATLAS COPCO, POWER TECHNIQUE

along with Mr. Tuluy Yetis (Regional General Manager) and Mr. Ali Al Jazzazi (Regional Business Line Manager) visited the Al-Rawahy Complex, Muscat, Oman on the 23rd of November 2017 for a Business Review Meeting.



MR. JOSÉ MANUEL , PRESIDENT - EPIROC

along with Mr. Mansoor Eskandanian (Regional General Manager) visited the Al-Rawahy Complex, Muscat, Oman on the 25th of January 2018 for a Business Review Meeting.

ATLAS COPCO ANNOUNCES EPIROC AS THE NAME OF THE COMPANY REPLACING ATLAS COPCO MINING AND ROCK EXCAVATION



On January 16, 2017, Atlas Copco Board of Directors announced that it will prepare a proposal to the Annual General Meeting 2018 to split the Group into two companies; Atlas Copco, focused on industrial customers, and the other one – now named Epiroc – focused on mining and civil engineering customers.

More information on this can be found at www.epiroc.com



MINISTER OF COMMERCE AND INDUSTRY VISITS BSM STALL DURING THE HM CUP CEREMONY

Bin Salim Manufacturing LLC (formerly known as Al-Asr Electrical and Electronics) has won the prestigious HM's cup twice in a row in the years 2013 and 2015 after having won the shield on three previous occasions.

In the month of February 2018, BSM was invited by the Ministry to display our products at the exhibition held at the new Convention Center to honour the winners of 2017. The Minister of Commerce and Industry visited the BSM stall and spent time going through the products on display.



NECC CONSTRUCTS STAFF ACCOMMODATION FOR OIG AT BID BID



الشركة الوطنية للهندسة والمقاولات (تضامنية)
NATIONAL ENGINEERING AND CONTRACTING COMPANY (PARTNERSHIP)

National Engineering & Contracting Company (NECC) has been awarded yet another major project by Oman International Group (OIG), to construct a first class staff accommodation at Bid Bid. The project in itself is one of the vast infrastructure project for OIG, which aims at accommodating majority of its Facility Management staff in one central location.



The project is spread across an area of 8,698 sq mtrs with the total built-up area of around 13,165 sq. mtrs. The project facilities includes staff quarters, Industrial Kitchen facilities, Dining hall, Workshop, Training room, Recreational facilities, etc.

The project consists of four blocks (Block A, B, C & D) that can accommodate around 2,500 staff members. The project works includes civil & electro-mechanical works, external works, guard rooms and boundary walls. The project commenced in November 2017 and is expected to be completed in February 2020.

ELITE EXECUTES DIFFICULT TELECOM SITES

During the past year, Elite Technology deployed and erected telecommunications towers in various locations in the remote areas of southern Oman. These locations are among the most difficult desert locations to access. All these projects presented exceptional challenges in mobilization, logistics, accommodation and welfare. Extreme road and weather conditions affected the progress of the work but the efforts of the teams ensured that the planned execution time was maintained with the minimum deviation.

The prize achievement was the erection of the 120m tower at Al Mazyunah, near the Yemen border. A 220-ton mobile crane with a 110m boom was mobilized from Muscat to support the tower erection activity and the site was completed on time despite the frequent sand storms.



PDO AWARDED OIG TO MARK 20 YEARS OF CONTINUOUS SERVICE TO PDO WITHOUT A LOST TIME INJURY



PDO Infrastructure Director Dr. Badar Al Kharusi made the presentation to OIG Executive Director Sh. Abdul Rahim Al-Rawahi at an official event organised by the Corporate Real Estate department.

The achievement includes working 20.1 million manhours and driving 12.8 million kilometres safely.

On awarding the commemorative shield, Dr Al Kharusi said: "We are very proud to be able to make this award to OIG and would like to thank them for maintaining their high standards which help us at PDO to achieve our objectives.

"We at PDO value the working relationship with OIG as they understand how important it is to us to keep operations running all year round. By OIG doing their job, it allows us to concentrate on doing ours."

Sh. Abdul Rahim Al Rawahi said: "Our team at OIG see these standards as an industry benchmark to maintain with all our customers, and we are very honoured to receive this accolade from PDO."

GENMAC GENERATORS ORGANIZES PARTNERS MEET IN UAE



GENMAC celebrated 35 years of their international presence by organizing a meet for their Middle East, East Africa and Asia partners in Dubai. This meet was well attended by various partners of the Italian genset and power products brand including representatives from BSE; Oman and ARD; UAE. The event titled "Growing Together" was held at the Radisson Blu Hotel; Dubai Deira Creek on 6th March, 2018. The objective of the meet was to promote new tools to support sales teams and to share ideas towards achieving a growth of + 20% by 2020.



ARD WINS BEST DISTRIBUTOR AWARD 2017

BIN SALIM GROUP HOLDS ITS ANNUAL FAMILY DAY 2018

The Bin Salim Group continued its tradition of having the Annual Family Day where the Management and staff along with their family members, get-together and spend a day enjoying various activities.

The Annual Day was organized on 9th February 2018 at the Al-Nahda Resort in Barka where everyone enjoyed the day with group games, stage activities, kids play area and so much more.



BSE TRAINS STUDENTS AS PART OF ITS CSR



As part of BSE's Corporate Social Responsibility (CSR), internships and trainings were imparted to students of different schools within the Sultanate of Oman. Trainings were as per the students specialisations as some were inclined towards engineering, some towards IT and some requested for an overall management training. On the final day, the students were asked to deliver a presentation of their internship experience.

BSE HELD A ROAD SHOW AT OMAN DRYDOCK COMPANY, DUQM

On 14th May 2018, BSE had organised a Road Show for the different divisions and staff of Oman Drydock Company (ODC). ODC is one of the largest and most modern ship repair yards throughout the world. The purpose of this event was to introduce BSE's products through presentations, live demonstrations and trainings to the staff of ODC that could replace the current adopted methods to save time and improve quality of the job performed.



During the beginning of the Road Show, Sh. Ma'an Al-Rawahy (DGM - BSE) had given a brief presentation of the BSE group, its products and solutions it offers. This was held at the ODC Lecture Hall and was also attended by Mr. Haitham Al-Taie (GM, Finance - ODC) and Mr. Prabhat Kumar (GM, Procurement - ODC). After the presentation, the audience had moved to the ODC Industrial Institute where the products were displayed, demonstrated and trainings had

taken place.

BSE thanks ODC for the opportunity and looks forward to long lasting business relationship with each other.



OIG - GOLD SPONSOR AT THE OMAN CLEANING AND FACILITIES MANAGEMENT EXHIBITION AND CONFERENCE

OIG was a Gold Sponsor at the recent Oman Cleaning and Facilities Management Conference (OCFM) from 5th to 7th February 2018 which was held at the Sheraton Hotel Muscat. This is the first time OIG has exhibited as an Integrated Facilities Management (IFM) provider and took the most prominent position at the show ahead of all other FM providers including competitors such as Al Naba. OIG views these events as a platform to showcase their services and prominence in the FM sector. A number of high level discussions were held with key and potential customers during the exhibition.



BSE TOASTMASTERS WINS AT AREA LEVEL

Bin Salim Toastmasters entered the Area 19 Annual Speech Contest held in Majan Hotel on 10th March 2018 in four categories. TM Loknath Puthran bagged the first place in Table Topics, TM Nikhil Sohal was First Runners-up in International Speech while TM Ronnie Pereira completed the good performance by also coming in First Runners-up in the Evaluation Contest. The team was ably led by the President of the Club TM G.H. Negi and Vice President Education TM Valerian Alphonso by winning in three categories

out of four categories, bettering the performance by more experienced clubs in Oman. The winners were presented awards by Her Highness Sayyida Mayya Al Said, who is also an accomplished speaker and was named "Omani Woman of the Year 2018 – Social Media Influencer"



HEAD OF PROCUREMENT, HEMANT SIKKA AND TEAM VISITS ARD



Mr. Hemant Sikka, CPO, Powerol & Spares Business, Mahindra & Mahindra Ltd accompanied by Mr. Sanjay Jain, Mr. Sunil Chahure both Senior Management team members and Mr. Krunal Shelke, visited ARD

on the 8th of March, 2018. They interacted with the staff of ARD including representatives from BSE; Oman.

'FARO' MEASUREMENT TOOLS ADDED TO BSE'S FIELD SURVEY DIVISION (FSD)

Faro develops and manufactures leading edge solutions that enable high-precision 3D capture, measurement and analysis across a variety of industries. BSE's FSD have already begun marketing and selling it in the market.



'MAX FRANK' JOINS BSE'S PRODUCT RANGE



In early 2018, BSE has added Max Frank to its product range. Max Frank has been developing, producing and distributing a wide range of proven products for concrete and reinforced concrete construction for over half a century. Some of their Business Units include :

- Spacers
- Formwork Technologies
- Reinforcement Technologies
- Sealing Technologies
- Building Acoustics

PDO IFM CONTRACT - BITESIZE BULLETIN

○ IG, the Environmental Team within the Coastal IFM contract have invested in new road sweeping technology to serve the Mina Al Fahal industrial area and Ras Al Hamra housing area. The new machine was officially put to work at the start of 2018 following an official unveiling by Azzan Al Kindy, Corporate Real Estate Manager (UIB), on behalf of the joint IFM team, and will now provide an all year round service, regardless of temperatures.

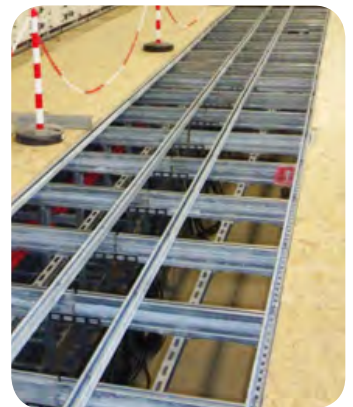


In addition it will provide the operator a highly comfortable working environment and safety minded operation: The new machine satisfies the most recent European emission regulations with safety features including a reverse camera the cabin next to an acoustical warning. This is a highly efficient and innovative leading edge and filtration and vacuum system, 35% more efficient than a traditional road sweeping system.

HILTI INTRODUCES A NEW CONCEPT 'IFS'

Integrated Floor System (IFS) is a new business concept by Hilti specially for powerplants, substation and oil and gas projects. This is a concept wherein the three 'pain' area of the clients, raised floor, electrical supports and panel fixation is taken into consideration. Normally all the three activities will be done by three departments respectively and coordination at site

is the real challenge. This is the first time Hilti has collaborated with a third party. Avayo Tiles and in conjunction with the Hilti Installation System offer the complete package to customers.



PAUL ANTHONY SULLIVAN

20th October 1941 - 29th September 2017

We will miss you...!!

Al-Rawahy Group's UK Director Mr. Paul Sullivan, passed away on 29th September 2017 after a brief struggle with illness. He had a very cordial business relationship with the Al-Rawahy Group for more than 35 years. He leaves behind a legacy of successful overseas business, excellent Oman-English relationship and above all respecting the Group's ethics and principles.



EMPLOYEE

SPOTLIGHT

OIG BIDS FAREWELL TO ITS LONG SERVING STAFF ON THEIR RETIREMENT



MR. GOPINATHAN GOVIND
40 years of service



MR. JOHNSON GEORGE
38 years of service



MR. ABDUL KHAYUM KHAN
37 years of service



MR. KODUMULAYIL CHACKO KOSHY

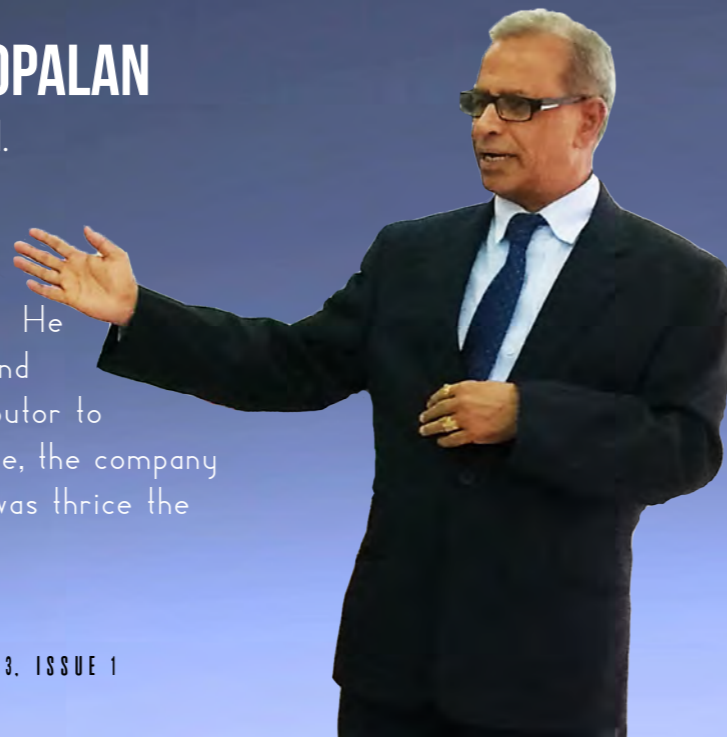
retires after 38 years of service to BSE

Koshy is considered to be one of the foundation pillars of the company due to his commitment and hard work for the company. He joined the company in 1980 and was the person who managed and laid down the systems of stocks and spare parts. He started his journey as one of twelve employees when Bin Salim had a small showroom in Riyam and retired after seeing the company grow into a multinational company with more than 150 employees. He leaves behind a great example of commitment and loyalty that will be hard to forget. We wish him a happy and healthy retired life.

MR. THIRUMANAMCHERI SANTHANAM GOPALAN

retires after 20 years of service to BSM.

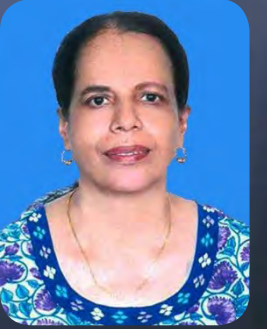
T.S. Gopalan, retired from Bin Salim Manufacturing LLC after putting in 20 years of sincere and dedicated service to the company. He was instrumental in the setting up of the single and three phase meters which was the biggest contributor to the company's excellent growth. During his tenure, the company was awarded the HMs Cup for best factory and was thrice the Runners-up. We wish him a happy retired life with his family.



MRS. MARGARET D'SA

retires after 17 years of service to OIG.

The OIG family bids farewell to one of its long serving members of the team Margaret D'Sa who has been with OIG for almost 17 years. Margaret joined shortly after the departure of Mr Dick Carrington who many know well. Margaret has worked as the secretary to the GM and more recently as Office Manager/ CEO Assistant where she has worked closely with all the directors and senior managers. We will all miss her in the office and wish her well in her retirement.



BSE AWARDS STAFF FOR THEIR LOYALTY ON COMPLETING 20 YEARS OF SERVICE



MR. KRISHNA KUMAR



MR. AYOUB AL-RAWAHY

OIG MANAGER RECEIVES PDO AWARD



Mr. Mathew Roy, OIG contract manager for PDO contract made proud OIG by receiving the PDO's prestigious chairman's award. This award was created for the excellent performance of individuals for a particular project / task within PDO. Mathew received this award in a function from PDO's Infrastructure Director Mr. Sami Baqi Al Lawati. Mathew Roy is managing the PDO contract since 1997.

THE PEREIRA BROTHERS WIN BADMINTON TOURNAMENT

The evergreen Pereira brothers Ronnie & Percy – kept their long-standing record of doing well in the annual Indian Social Club Badminton Tournament 2018. Ronnie clinched the A Doubles title while the brothers combined to take the Runners-up title in the Veterans category.



ARH GALLERY



Visit of The Indian Ambassador to Oman
Shri Indra Mani Pandey



HILTI organized a Firestop seminar for the Ministry of Defense officers



OIG has won the PDO IFM Interdivisional cricket tournament held on Friday 26 January 2018



BSE Staff during the National Day celebrations 2017



HILTI's
Kick Off
2018



held at the
Millenium
Resort
Mussanah

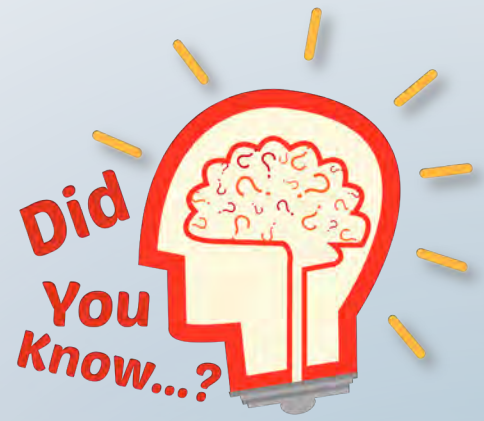


FARO product
launch and
training at BSE



Advanced GENMAC Technical
Training at Al-Rawahy Est. (Dubai)

IN A LIGHTER MOOD



1. Drinking coffee can prevent depression.



Hmm, interesting !!

2. Chewing gum makes you more alert.



Got to try it out...

3. Sitting at a desk can increase death risk by almost 50%.



Careful you big bosses !!

4. ATM machines and public toilets are equally dirty.



Really ??

5. If you're an optimist, it could help you live longer.



Oh... so better be one !!

6. Smell an apple to prevent claustrophobia.



Now that's new...

7. If you're tired... exercise.



Well, that's easier said than done... but will try.

8. Sit-ups won't give you a flat stomach.



OMG !! Why wasn't this told earlier...

9. Handwriting things can help your memory.



True !!

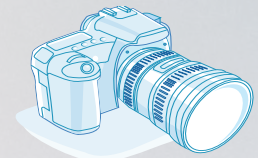
10. To cool down, drink something hot.



I really need to understand how :)

For explanations and details about these facts please refer <https://www.realbuzz.com/articles-interests/health/article/10-surprising-health-facts/>

PHOTOGRAPHER OF THE ISSUE



Glowing Lamps

Finny Mathunny George
Oman International Group SAOC



Send your pictures to photography@alrawahyholdings.com and win a gift. The best picture would be selected to be published in the next issue. The last date of submission is 1st December 2018.

APPRECIATE WHAT YOU HAVE !!

Many a times we forget to look at what we possess, we are always in the spree of getting more and especially getting more than others.

We always compete and complain that we do not have enough and that times are difficult for us and we sulk...

But think...


There are yet so many people in the world who do not have even 5 % of the comforts we have, yet, they are happy.
We see them smiling and very grateful with whatever little they have.

There is a famous phrase that says, "I used to complain about my shoes until I saw a person without feet."

So, learn to appreciate what you have and thank God for what he has blessed you for. Do not compare yourself with others rather help the needy for the measure you give is the measure you get.

- By a member of ARH who wishes to remain anonymous

SPOT THE LOGO

Spot the Al-Rawahy logo hidden between the paragraphs.  Other than this one of course !!

Send your answers to quiz@alrawahyholdings.com

Your answer should include the page number and the area where you have spotted the logo.

The last date of submission is 1st December 2018.

Answer to last issue "Spot Mr. Ronnie sneaking and clicking a picture":

Page No. 14, In the picture, "Michael Hilti presents a gift to BSE".

The winners of the Issue 2 are -

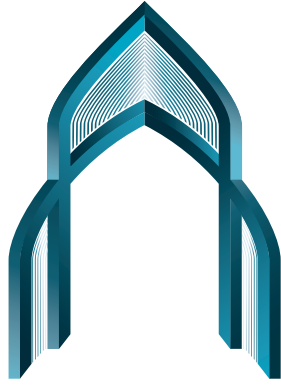
Sh. Mohammed Al-Rawahy & Jolen Paul Lobo

The winner is requested to collect your prize from Mr. Ronnie Pereira.

Please Note :-

- Articles similar to the one above, 'Appreciate what you have' can be sent to info@alrawahyholdings.com to be published.
- Kindly send your entries by email including your full name and your company's name.
- Only staff of the companies under Al-Rawahy Holdings LLC are permitted to enter the competition.
- The Editor has the final discretion in judging the winners.





الرواحي القابضة ش م م
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