

Minutes of

Consultation Meeting on the Future Growth Project - Wellhead Pressure Management Project, Tengizchevroil LLP

Venue: Cultural Centre, Kuryk Village, Karakiya District, Mangystau Oblast

Date & Time: October 16, 2018

15:30 – 17:00

M. Tulegenov, the Akim of Kuryk village, opened the meeting, welcomed the residents and announced that Tengizchevroil LLP (TCO) is going to provide information on the Future Growth Project - Wellhead Pressure Management Project (FGP-WPMP). Further he handed the floor to R. Artygaliev.

R. R. Artygaliev, TCO General Manager, Policy, Government and Public Affairs, informed participants that TCO continues holding annual consultation meetings with Atyrau Oblast Community. The objective of the meeting was stated, which was to give an overview on work progress within TCO FGP - WPMP and listen to the audience opinion regarding TCO and Project. He emphasised that the consultation meeting was not a public hearing. It was stated, that presentation about the Project would be introduced followed by Q&A Session, and if attendees would like to address their requests in written form, they could use special forms provided to each attendee. R. Artygaliev noted that in case of any further queries the attendees could address TCO by the contact information provided in handouts distributed to all the meeting participants.

Further, as per the agenda, Nurtas Kenganov, FGP-WPMP Regulatory Affairs Manager, delivered a presentation on TCO and FGP-WPMP activities.

It was followed by Q&A session.

Question: How to apply for vacancies?

A. Sagingaliyev (TCO): It is necessary to register on ENBEK.kz web-portal, monitor the job openings and apply for suitable jobs to get employed on FGP-WPMP project. The Project contractors post available vacancies on this web-portal.

R. Artygaliev (TCO): ENBEK.kz web-portal is developed jointly with the RoK Ministry of Labour and Social Protection of Population who is the web-portal owner. Information on available vacancies from all over Kazakhstan is posted on this web-portal. Instructions on registration and submission of CVs are available on the web-portal. TCO vacancies are posted in Career section on TCO website. CVs are accepted via website in electronic format only.

A. Koydanbayev: You are the Client of ERSAl where residents of Kuryk village and other residential areas work. Are there any plans to increase the salary in ERSAl company?

A. Sagingaliyev (TCO): We do not have this information. Your question will be reviewed, and we will advise you later.

A. Koydanbayev: The social conditions in Kuryk village were harsh from 1990 to 2000. Many residents moved. Currently there are about 13,000 residents living in the village. When people were moving, 2,000 - 3,000 residents stayed in the village. There was no heating and gas. Then an enterprise was opened here, gas pipe was laid. People have returned. The village is prospering. Our children and spouses work in ERSAl company. ERSAl's scope of work is increasing with your orders. We are happy and wish you success in your activity. Probably, you have heard that a port was launched in our village. It is also a happy occasion. We welcome such projects. We believe that our village will not be worse than other residential areas. We wish the best future for our children. On behalf of fellow villagers, I would like to thank you for the meeting arranged with Kuryk village community.

L. Duisembayeva: You noted that there are 42,000 people involved in project activities, over 6,000 people out of them work in Mangystau Oblast. I kindly ask to clarify the number of employed Kuryk village residents. Number or percentage. For the purpose of improving the social conditions in the village, can you support the projects of youth as part of the projects implemented in cooperation with NGOs? What are the projects in Kuryk village you are planning to work on? Is it development of entrepreneurship? Planting activities?

R. Artygaliev (TCO): The preliminary project of Kazakhstan Association of Family Physicians is commenced. Its objective is to study the underlying situation on providing medical assistance in case of cardiovascular and other socially significant diseases. The residential areas included to the project: Aktau city, Borankul, Bautino and Kuryk villages. The pre-project will be implemented by the end of the year and its results will help to determine what social healthcare projects are viable in Mangystau Oblast. The project team has already started the work in Aktau. Our employees (expatriate or local) who have a good command of English language visit schools in Zhylyoi District and talk with students of 7-11th grades in English. Employees help the students to improve their level of English on a voluntary basis. Now, by visiting schools we can see how the students improved their level of English. We are planning to start the same program in Mangystau Oblast. First, we need to agree our plans with Oblast Department of Education. The entrepreneurship in Kuryk village is developed by ERSAl company. This year the Eurasia Foundation of Central Asia (EFCA) started the implementation of Zharkyra project with support of TCO. Its objective is to develop the social entrepreneurship and increasing the capabilities of the local community. Residential areas included to the project: Aktau city, Borankul, Bautino villages and Fort-Shevchenko town. This program allows to take interest-free loans in the amount of 1-3 million tenge. This month EFCA will hold a workshop for population to familiarize them with Zharkyra program. One more project which will also be implemented by Eurasia Foundation of Central Asia (EFCA) is Our public places. Its objective is to involve the community in improvement of public places. Residential areas included to the project: Borankul, Bautino villages and Fort Shevchenko town. These projects are being implemented not only in Mangystau Oblast but in Atyrau Oblast as well. All projects are being implemented with the approval and permission of Akimats.

A. Sagingaliyev (TCO): 42,000 people are involved in project activities. FGP-WPMP engineering works are being executed in Almaty and Atyrau. 42,000 employees do not include people from

Mangystau and Atyrau Oblasts only. Approximately 1,200 people work in Almaty. In Atyrau Oblast - about 32,000 people. It includes Atyrau city, Tengiz field. Approximately 6,000 people are working in Prorva. In Mangystau Oblast locations - over 6,000 people. It includes ERSAl and KCOI fabrication yards and office in Aktau as well. 3,800 residents of Mangystau Oblast are employed in FGP-WPMP project. 2,200 out of them are working at ERSAl fabrication yard. Approximately 1,000 residents of Mangystau Oblast are working in Tengiz field and about 600 - in Prorva. This is the general information for Mangystau Oblast. Contractor organizations do not provide the number of employed people by separate residential areas.

R. Artygaliev (TCO): Maybe this information is available in the Akimat.

S. Izbassarova: Is it true that 28/28 rotational work schedule in ERSAl will be changed to 14/14 or 5/2 schedule?

A. Sagingaliyev (TCO): TCO does not participate in internal procedures of the Contractor organizations. We will clarify it from ERSAl company and inform you later.

Toleshev: 28/28 rotational work schedule is excluded in TCO, isn't it?

R. Artygaliev (TCO): This work schedule is valid. Also, there are 21/21 and 14/14 work schedules.

Toleshev: Children worked in ERSAl with 5/2 work schedule in different disciplines. They earned 400 thousand tenge per month. People say that the salary will be divided into 2 months in case of transferring to 28/28 work schedule. Now they will get 400 thousand tenge for two months. Is the 28/28 work schedule valid as per Labour Code?

A. Sagingaliyev (TCO): In accordance with Labour Code the rotational schedule limit is 30 calendar days. Rotational schedule up to 30 days is applicable. Regarding the salary - this issue is the internal policy of each company. There are various methods for record of cumulative hours worked as per rules of each company. If you tell us the company name, we will check and provide the information later. You have signed an employment agreement which specify all payment terms. The Labour Inspection carries out regular inspections to ensure compliance of labour payment with Labour Code. If you are not satisfied with recommendations of your company, you can contact the Labour Department and it will carry out an inspection and give you an advice.

Conclusion

R. Artygaliev thanked the residents for participation and noted that consultation meetings with the community will be arranged every year until the completion of the project.

Summary of issues

Following the consultation meeting and based on written questions received during the consultation meeting, a summary of questions and concerns raised by the meeting participants in Kuryk village is given below:

- Employment;
- Salary and rotational schedule of work;
- Social projects.