

INSIDE CGCL



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CEO's Greeting



Dear CGCL Family,

The past quarter was somewhat bumpy with several business-impacting disruptions (protest activity, weather threats etc.). However, you would agree with me when I say that we've done well to navigate these encounters and keep production going. In fact, we recently announced the achievement of Project Completion, a very significant accomplishment for the company. This realization is a result of the consistent and dedicated effort of several persons across the business, who worked assiduously, over the past year to ensure this victory for CGCL. My sincere thanks to each of you.

While this is indeed a remarkable accomplishment for the business, the road ahead is paved with much uncertainty as we work through our Reformer issues, pursue our Pipeline Corridor Refurbishment Project, replace our E-1206 and work to keep the Plant performing at an optimal level - all while managing our operating overheads.

Considering the above, and in order for us to end 2022 on a high note, I humbly ask that each of you continue to do your part to ensure the safe and reliable operation of our Facility and maximize every opportunity for efficiency at all levels. As always, thank you for your hard work and unyielding commitment to our company.



Plant Update

The Quarter in Review (July 2022 – September 2022)

- ❑ Total methanol production for the quarter was 248,592 MT.
- ❑ For fiscal 2Q (July – September) CGCL shipped a total of 248,024 MT of methanol.
- ❑ The DME Plant remains in preservation mode.
- ❑ Total volume of aerosol grade DME in storage 431 MT.



On October 25, 2022, Caribbean Gas Chemical Limited (CGCL) achieved PROJECT COMPLETION, under our Project Finance Agreement with its lenders.

Congratulations Team CGCL!

Another great accomplishment for the company...

HSSE Corner

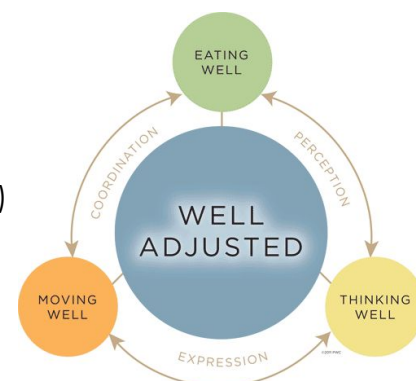


Wellness Update

CGCL focuses on employee's wellbeing

CGCL has commenced the process to develop and implement an effective wellness programme for its employees. A Wellness Steering Team was established a few months ago and tasked with setting up the infrastructure for this initiative. The team led by the HSSE Manager, Nigel Ramlogan and supported by the CA Manager, HR Manager and support staff from these departments as well as CGCL's Plant Nurse, have accomplished the following over the past months:

- Developed the Terms of Reference for the Employee Wellness Committee
- Developed an 'Interim' Wellness Program
- Conducted a 5K Fun Run/Walk Event
- Conducted the first wellness education session (Estate & Will Planning)



Upcoming Activities

- Recruit and appoint CGCL's Employee Wellness Committee
- Conduct a Wellness Survey to ascertain areas of interest/focus (**already in progress**)
- Progress wellness education and awareness for lifestyle and other diseases
- Plan and execute the next employee activity by January 2023 (Aerobic Marathon)

The remit of CGCL's Employee Wellness Committee will be to promote a culture of physical, psychological, and emotional well-being for employees by providing activities and support that will assist in healthier lifestyles. The goals of the Committee include:

- Increasing awareness of factors contributing to physical and mental well-being.
- Inspiring and empowering individuals to take responsibility for their own health.
- Encouraging employees to make healthier lifestyle choices.
- Creating a sense of community through health and wellness education and activities.



The Human Resource Information System (HRIS) Launch



Leisl Indarsingh Sunil Rampersad Ronald HARRIPERSAD Ravie Ragbir Candice Ramnarine Diandra Alphonso



Dana Samaroo Sheldon Ramsook Sheldon Lutchman Kathleen DeGannes Dane Miller Sasha Moore Mariesse Mann Sue-Ann Richards

As part of CGCL's move towards a technology-driven future, the Executive Team endorsed the implementation of the **Employee Central Module (ECM) of SAP SuccessFactors** - a cloud-based Human Resources Information System (HRIS), which helps to standardize HR processes and assists organizations to make better people-related decisions. In a CGCL context, this system will help us to manage our most important resource, our employees, as well as deliver organizational excellence and administrative efficiency to key stakeholders.

The first phase of the project was successfully completed on October 17, 2022, when the platform went **'LIVE'**. Key functionalities of the system are described below:

Human Resources	Managers	Employees
Manage employees with a global system of records Execute and manage HR transactions Capture all employee data in one place Combine talent data for comprehensive employee profiles and generate reports	View Employee Profiles Manage and approve team absences and Execute HR workflows	View his/her Employee Profile View the Organization's Structure and Apply for leaves of absence

Recognition is due to the following above-pictured employees for achieving this milestone:

- **HR Team** managed by Leisl Indarsingh with special mention of the Project's Lead, Candice Ramnarine
- **IT Team** led by Dana Samaroo
- **SCM Team** led by Dane Miller
- **Support Team** which comprised; Sheldon Ramsook, Ravie Ragbir, Sheldon Lutchman and Ronald HARRIPERSAD

We also wish to recognize the implementors of the HRIS - The Silicon Partners (TSP), Luis Manrique, Project Manager and Consultant, Laura Ortega.

This noteworthy achievement is a testimony of CGCL employees' commitment, hard work and drive for success, which is sincerely appreciated. We must embrace this change **TOGETHER** to successfully adopt the new SAP platform to become flexible, agile and innovative.

Employees are encouraged to continue utilizing the solution to ensure our company benefits from higher operational efficiencies during this transition period.

As we look towards the future, there will be other transformational projects and with this same team spirit, dedication and drive we can all make CGCL a great place to work.



CGCL Internship Programme

CGCL hosted a vacation internship programme from June to August 2022, where University students were given the opportunity to work within a department that aligns with their area of study. This is the 6th year that CGCL has offered the program but the first year that it was extended to dependents and relatives of CGCL employees. See a breakdown of interns and departmental appointments:

Corporate Affairs	Britney Seepersad
Supply Chain	Darion Harripersad
Legal	Candice Ramkhelawan
Process	Rebecca Ragbir
Electrical & Instrumentation	Sanjana Rampersad
Projects	Shirnesse Ramsundar

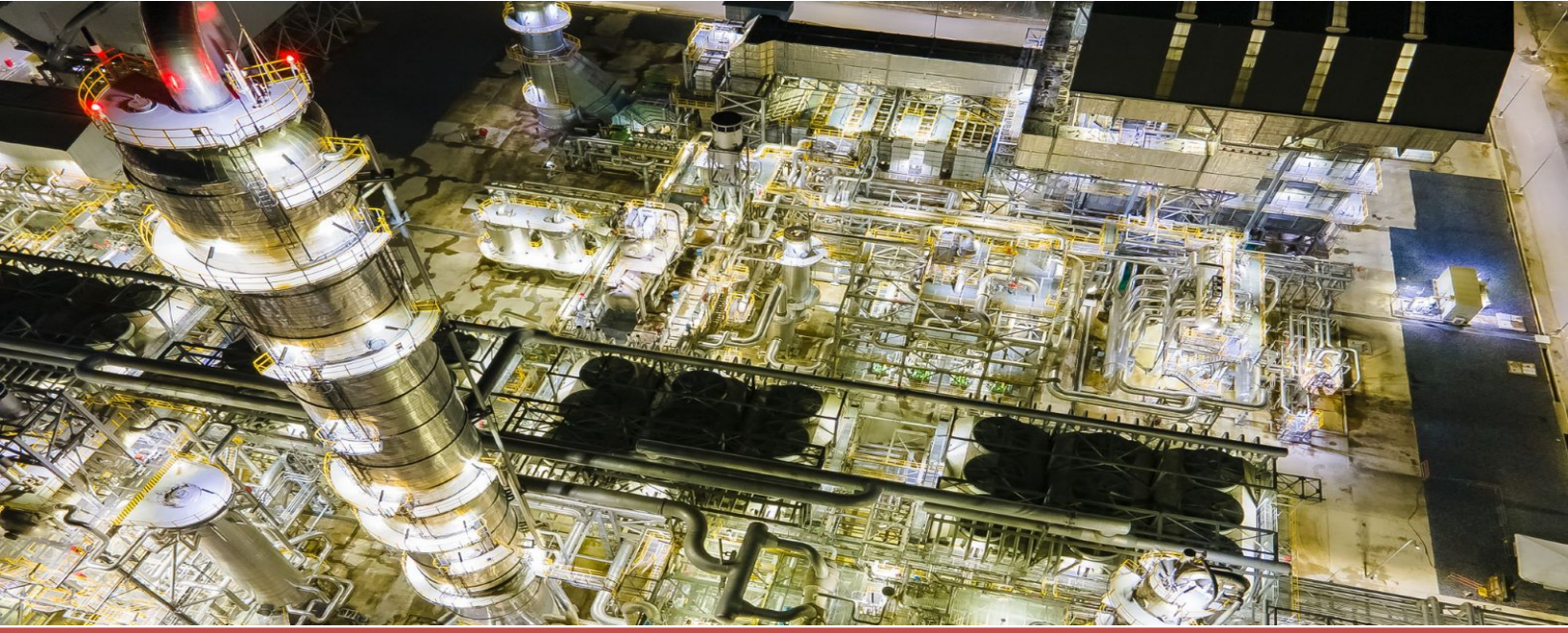


Overview of CGCL's Interns' Experience :

The interns were exposed to several training sessions conducted by various departments including Workplace Etiquette (HR Department), Communication/Presentation Skills (Corporate Affairs Department), Finance for Non-Financial Persons – (Finance Department) and Resume Writing Skills (HR Department).

The interns also participated in many Corporate Events including Emancipation Celebration, Employee Volunteerism, Community Hamper Drive, and our company's 1st 5K Fun Run.

To close out the internship program, each participant had the opportunity to deliver a presentation to the Executive and Management Teams, describing their experience and outlining the work undertaken over the three-month period. All parties expressed sentiments that the experience and knowledge gained were applicable and invaluable, as the exposure received could not be gained in a classroom. **All in all, a successful implementation of CGCL's Internship Program.**



LONG SERVICE AWARDEES

In this issue, we acknowledge some of CGCL's long-standing members of staff and take the opportunity to thank them for their service and commitment to the company. See below, the list of individuals who are celebrating 3 and 5 years of service with the company.

Long Service Employees-2022			
First Name	Last Name	Jbb Title	Years of Service
Third Quarter			
Randhir	Ramjattan	Production Manager	3.0
Jewel	Williams	Payroll Clerk	5.0
Sueanne	Ramroop	Assistant Accountant	5.0
Sookdeo	Ramnaress	Shift Supervisor	5.0
Reeshard	Ramjohn	Senior Operator	5.0
Jimmy	Joseph	Senior Operator	5.0
Yonn	Murray	HSE Advisor	5.0
Dion	Mc Donald	Senior Operator	5.0
Jason	Williams	Senior Operator	5.0
Christian	Sookhansingh	P&I Engineer II (Mechanical)	5.0
Naem	Hosein	Senior Operator	5.0
Trimurti	Ramsaran	Senior Operator	5.0
Jonathan	Beepath	Senior Operator	5.0
Allister	Hankey	Senior Operator	5.0
Timothy	Dean	P&I Engineer II (Mechanical)	5.0
Sue-Ann	Richards	Human Resource Clerk	5.0



Employee Engagement – CGCL Beach Clean-up at Vessigny

In celebration of International Coastal Clean-up 2022 for **TRASH FREE SEAS**, CGCL's Employee Event Committee hosted a clean-up activity at the **Vessigny Beach Facility** on **October 1, 2022**.

CGCL employees and their families came out in their numbers and brought with them, good vibes, great energy and outstanding team spirit. The participants fully immersed themselves in the experience and did their part to help conserve their community's coastal environment.

CGCL's theme for this year's Coastal Clean-up was: CGCL - Conserving our Coastal Environment

A heartfelt thank you, to the members of the Employee Events Committee who successfully delivered this employee engagement activity. Special mention of Mrs Alicia White who provided strong and dedicated support to this undertaking.

WINNERS

Congratulation to the Production 'Collab' Team (Production, HSE, Maintenance) who copped the prize for the Largest Trash Collection.

Congratulations to the 'Cleaners' a team comprising SCM, Finance, HR and Administration, who copped the Best Team Spirit Prize and also won 20 tickets to Movie Town, having solved the Coastal Clean Up puzzle.





Employee Engagement – Divali Celebration 2022

CGCL hosted its Divali Celebration and Cultural Showcase on October 21, 2022. The company's APB office was transformed into a palace fit for a Divali King, Queen and royal subjects. Traditional artefacts adorned the APB Reception Area, and Hibiscus and Ixora Conference Rooms and delightful delicacies and traditional sweets were distributed to all persons on site. The celebration included performances by the Shiv Shakti Dance Group and several employees participated in a fashion show which saw Sieunarine Ramkumarsingh and Candice Ramnarine emerge as the best-dressed male and female winners. They were closely followed by Sunil Rampersad and Fawn Deomarsingh who dressed to impress and won the second-place prizes. Special mention must be made of Anisa Ali-Garibsingh and Amit Bholand-Singh who took on a lead role in ensuring the quality delivery of this event. The photos say it all.

SIEUNARINE RAMKUMARSINGH
WINNER

CANDICE RAMNARINE
WINNER





Japanese Education Corner



Culture Day in Japan also known as “Bunka no Hi” is celebrated every year on November 3. This national event pays tribute to Japanese culture and is one of the biggest and most famous celebrations held at the Imperial Palace in Tokyo. The day recognizes individuals' contributions to culture, art, or academic superiority in Japan. The Emperor of Japan usually presents these awards which are regarded as a great honour.

This year, CGCL's Employees Events Committee, in collaboration with representatives of the Embassy of Japan, Trinidad and Tobago, hosted its inaugural celebration of Japanese Culture Day, and Fashion Show on November 01, 2022. The event was a resounding success. See key highlights and winners of Best-Dressed Male and Female below.

KEVIN FUNG – WINNER

CANDICE RAMNARINE – WINNER



Thank you for taking the time to review
Inside CGCL.

We look forward to sharing these quarterly updates
with you and featuring stories of excellence within our
organization, in upcoming issues.

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We would like to hear from you !!!!
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