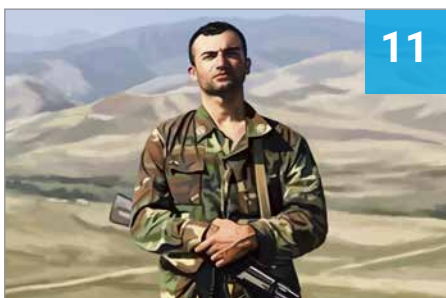


# 4<sup>th</sup> QUARTER 2020

SOCAR Polymer Newsletter / Issue 32 / 2020

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In commemoration of Azad Bakirli



2020 year in review



SOCAR Polymer launches two new random copolymer polypropylene grades



Tensile Tester training held for Lab staff



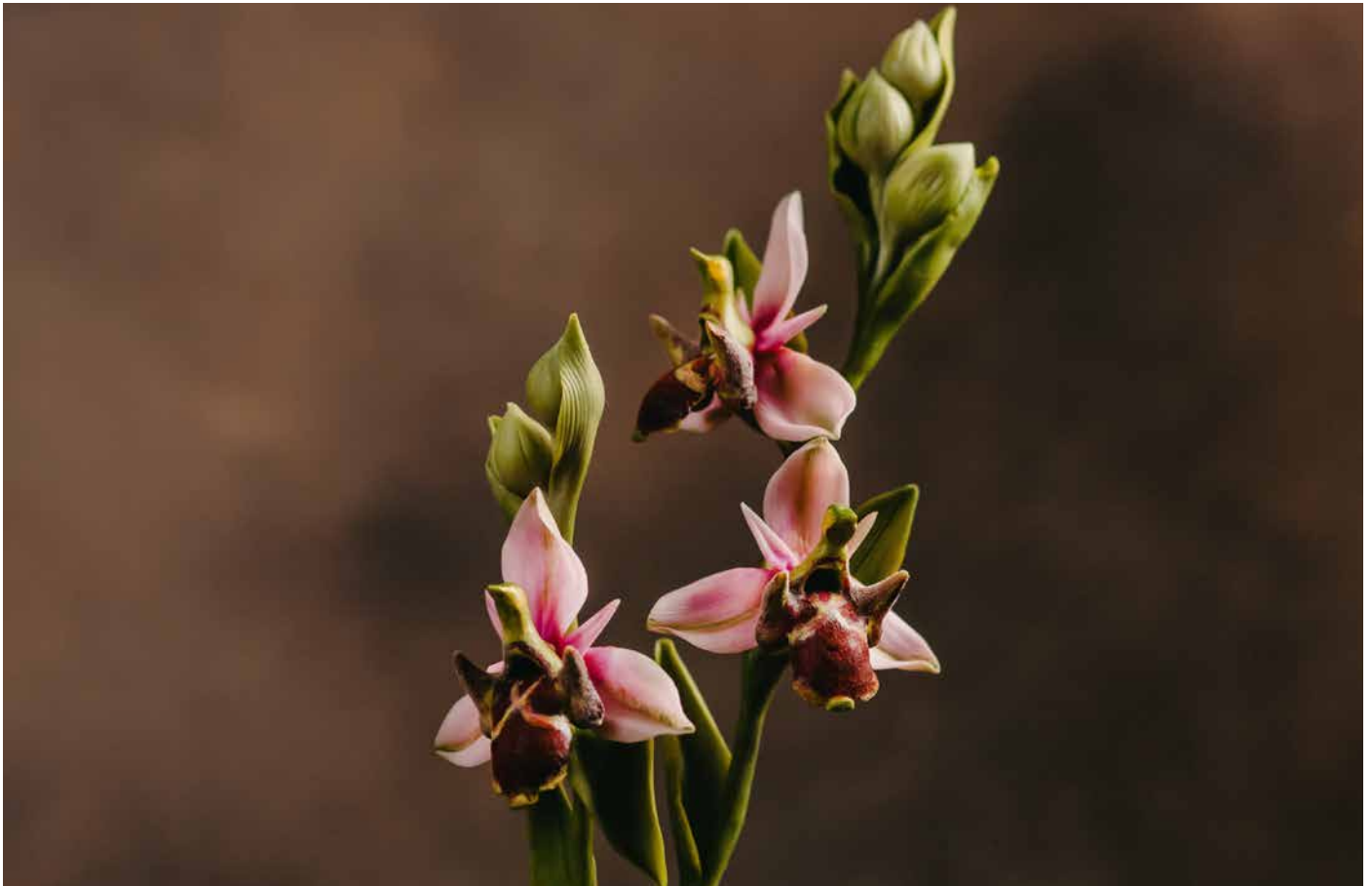
Fire Fighting Operational Readiness Campaign



One workday through the eyes of a co-worker



# The hard days are what make you stronger



Dear colleagues,

2020. It has been a year full of unexpected events, limitations, restrictions, struggle, and therefore, developments and achievements. This year we have focused on what really mattered... for the population's health and safety, for economic survival and, desirably, development, for accomplishing business goals, for contributing to the great victory of the Azerbaijani people, and for extending support to and sharing the pain of our compatriots who sacrificed their most for our Motherland.

As the year continued to test us, SOCAR Polymer made some achievements worth reiterating in an annual summary:

- SOCAR Polymer has kept up production and boosted sales
- In the first half of 2020, SOCAR Polymer has sold more polymers than in the entirety of 2019
- SOCAR Polymer is leading among the top ten non-state exporters in Azerbaijan's non-oil sector
- SOCAR Polymer remains for the most of the year the biggest importer of Homopolymer PP to Russia, supplying 40-60% of RF's market demand for such grades
- Our local sales in 2020 have tripled as compared to 2019
- Our local to foreign sales ratio is steadily growing
- There have been 35 companies and 3 physical persons among our local buyers in 2020

- Planned full-scale TAR activities this year have been performed completely through our internal resources

The credit for these achievements goes to the entire staff and I thank you for all your efforts that keep SOCAR Polymer strong. I am also thankful to the SOCAR Polymer employees who joined the army in the 44-day war for Azerbaijan's dignity and territorial integrity to keep our country strong! My most heartfelt condolences and prayers are with the family of Azad Bakirli who sacrificed his life in this war. It is our collective wish that the memory of him be eternalized. Needless to say, SOCAR Polymer is happy to extend every possible support to the families of martyrs.

This year, the word "solidarity" was filled with special meaning as we all stood united for our country and supported each other during these unprecedented times! On 31 December, we will celebrate our national holiday, the World Azerbaijanis Solidarity Day with the greatest sense of belongingness to our land as never before.

It is foreseeable that the New Year will hold many challenges and yet bright views for us. Let us tackle them with optimism, confidence and courage. Stay safe and well!

With best wishes for the holidays,  
Fuad Ahmadov



# 2020 REVIEW





1-year anniversary of HDPE launch



5th anniversary of SOCAR Polymer and Maire Tecnimont cooperation



French embassy representatives and executives of French transnational companies visit SOCAR Polymer plants



Petroleum Engineers Society members visit SOCAR Polymer



Wood scrap donation continues



Women's day celebration at the site office





SOCAR Polymer shields off coronavirus risks



SOCAR Polymer brings Novruz joy to low-income families



SOCAR Polymer stories broadcasted on television channels



Sponsor support to the 1st International Student Research and Science Conference



BAKU-BUZULUK: 1000 young trees travel 2200 km

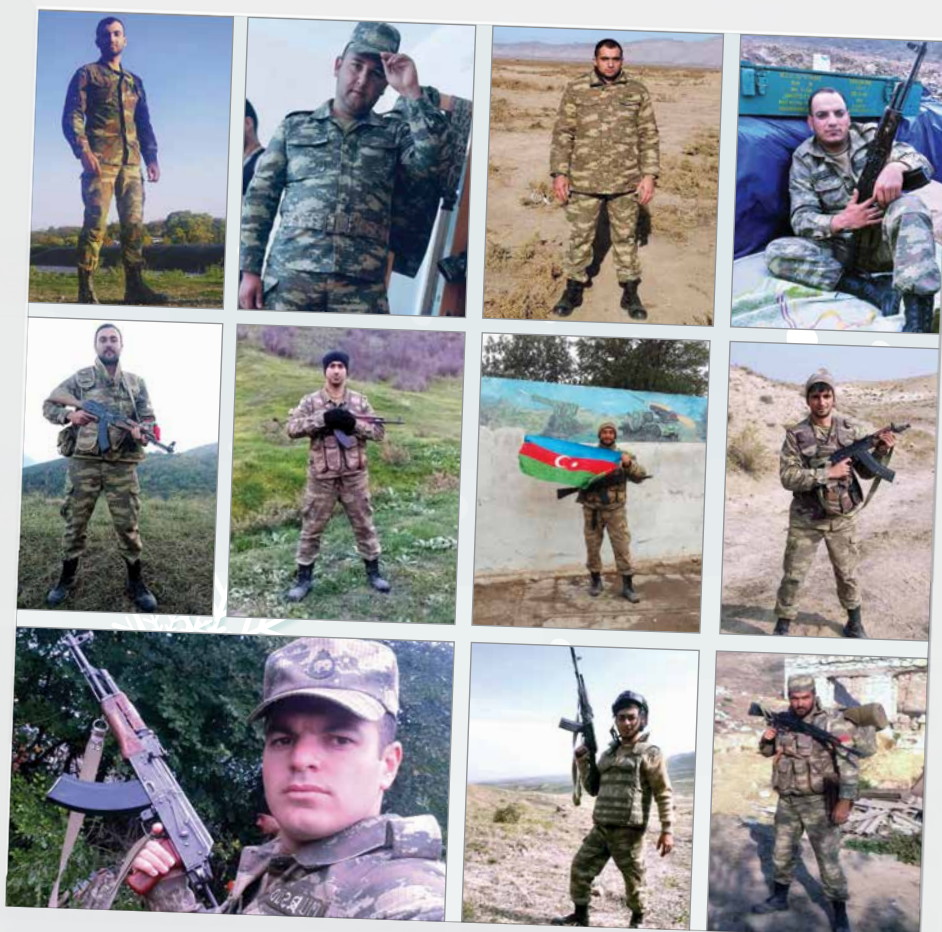




SOCAR Polymer directorship received a medal award



SOCAR Polymer brought spring holiday joy to 300 families



SOCAR Polymer employees on the Patriotic war fronts





SHUSHA CITY - HEART OF KARABAKH  
- RETURNED



Polymer product range expanding – new HOMO and HECO grades



Our colleagues deliver first necessity  
goods collected for the army



SOCAR Polymer brought joy to low-income families on  
Eid-al-Adha holiday



Annual planned shutdown activities  
successfully completed

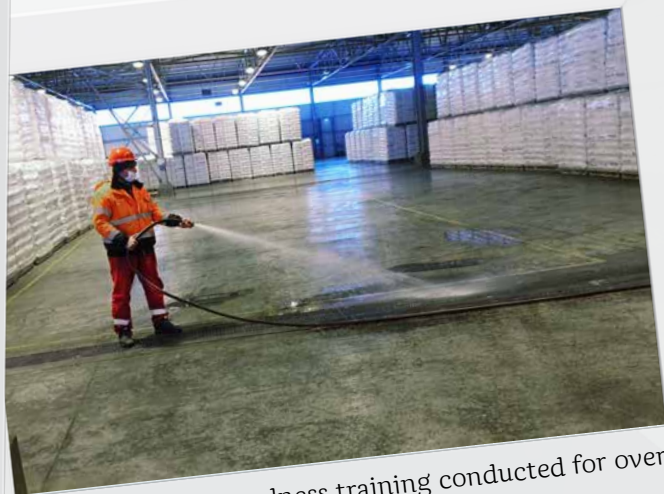




SOCAR Polymer launches two new random copolymer polypropylene grades ideal for thin-wall packaging



Laboratory team received a Tensile Tester operation training



Firefighting preparedness training conducted for over 100 SOCAR Polymer employees



HSE culture promoting award winners



# Victorious end of **Azerbaijan's Patriotic War**

**S**tarted on 27 September 2020 in response to the latest military aggression of the Republic of Armenia against our country, the Patriotic War under the leadership of the Supreme Commander-in-Chief Ilham Aliyev ended in the final victory of Azerbaijan after 44 days.

As a result of the military actions, our army liberated from occupation a total of 300 settlements including the cities of Jabrayil, Fizuli, Zangilan, Gubadli and Shusha, the towns of Minjivan, Aghband and Bartaz of the Zangilan region, the town of Hadrut and many villages of the Khojavend region, the village of Sugovushan of the Tartar region, several villages of Khojaly and Lachin regions, as well as important strategic heights in the direction of Aghdara, Murovdagh and Zangilan regions.

The heroic liberation of the City of Shusha on 8 November 2020 - the 43rd day of the war - played a crucial role in the war, and two days later a trilateral statement was signed between Azerbaijan, Russia, and Armenia. According to the statement, the occupying Armenian forces were supposed to leave Aghdam by 20 November, Kalbajar by 25 November and Lachin by 1 December, and Azerbaijan received a land corridor to Nakhchivan. Thus, the territorial integrity of the Azerbaijan Republic was fully reinstated.

2802 servicemen of our army were killed in the Patriotic war. According to the information from the Ministry of Defense as of 28 December, checking of the identity of 50 killed soldiers is still ongoing. More than 30 servicemen are missing.





# SOCAR Polymer proud of Azerbaijan's heroes

**H**aving joined the initiative of the Azerbaijan Republic's President to honor the memory of the martyrs of the Patriotic War with a minute of silence, SOCAR Polymer suspended all work at the PP and HDPE Plant on December 4 at 12:00 and honored the memory of the martyrs with a minute of silence. We are proud to note that 11 SOCAR Polymer employees have taken part in the Patriotic War and fought shoulder to shoulder for the liberation of our lands from the invaders. The names and positions of soldiers from SOCAR Polymer are listed below:



**MIRZAYEV MATIN**  
INSTRUMENTATION TECHNICIAN



**NOVRUZOV ROYAL**  
INSTRUMENTATION ENGINEER



**ABBASOV ILKIN**  
OPERATOR



**BAKIRLI AZAD**  
OPERATOR



**ADIGOZALOV AYKHAN**  
PACKING AND DISTRIBUTION OPERATOR



**MAMMADOV BABAK**  
WEIGHING-MACHINE OPERATOR



**NABILI MURSHUD**  
OPERATOR



**ALIYEV SAYYAD**  
CONSTRUCTION, RIGGING AND LIFTING  
SUPERVISOR



**MAHMUDOV TOFIQ**  
OPERATOR



**ALIMAMMADLI MAHAMMAD**  
FORKLIFT DRIVER



**NAZAROV ALI**  
SENIOR ACCOUNTANT

The SOCAR Polymer Team is proud of and will be grateful to each of the Azerbaijan Army soldiers for life.

Unfortunately, one of them, our colleague, Azad Bakirli, died because of his wounds and rose to the pinnacle of martyrdom. A crowded funeral and mourning ceremony for Azad took place on December 25.

We bow in gratitude before the souls of all our martyrs, including Azad who gave his life for the freedom of his Motherland.

May the Lord have mercy on all our martyrs!



# In commemoration of Azad Bakirli

It has been a victorious war, one that brought a new life to millions of Azerbaijanis all over the world, but also it was a very tragical war as it took away lives of thousands of our countrymen, friends, and relatives. We have lost a colleague, a good man, a young soul... The pain from human losses is indescribable...

Some of us have known Azad Bakirli personally, some have been very good friends with him, while some never happened to meet, cooperate or communicate with him. However, all of us want to hear his friends and teammates share their memories of Azad, because a person can live in people's memories forever.

Here, on these pages, our colleagues are sharing with us their thoughts and feelings, as well as the brightest memories of the time when Azad was among us.

Azad was one of the first to be called to the army to fight in our second Patriotic War and free Azerbaijan lands from invaders. He performed his military duty with dignity. Unfortunately, the enemy's bullet caught him...

Everyone remembers him not just as an Operator or just a SOCAR Polymer employee, but as a responsible, hard-working and responsive person, one who led the way, never afraid of hardships, and ready to learn something new. He had many a personal quality which made him not just an outstanding, but a very memorable person. Always friendly to everyone, he would always smile, ready to help and console any minute, to crack a joke and laugh. When we heard he was missing without any following news, we all tried to find him by involving people we knew at the front. Unfortunately, the truth was very saddening. He became a martyr. Azad's death is a big loss, both for the SOCAR Polymer staff and for all his friends. On behalf of SOCAR Polymer, his colleagues and teammates, and on my own behalf, I extend most sincere condolences to Azad's family and dear ones. We are all in mourning.

**Rauf Davudov**

**Head of Operations department where Azad worked as a Plant Operator (Extruder Field)**



I met Azad Bakirli when we were told to select one person from the Bagging unit team for the position of a Plant Operator. At that time, they were stationed in a SCIP building. There, we conducted a small test with simple questions asked. Most important was personal interest and willingness to switch to a new job.

That's where I saw Azad first. An amicable and positive young man. He had the gift of the gab. He also expressed wish to work in the HDPE section. Having received his line-manager's positive recommendations, I took Azad to my team.

From the very first day he established good communication with everyone. I liked his responsible approach to work and fast learning skills. He was a good team-worker and knew how to stay positive using jokes. When we planned an event outside of work hours, he would gladly take the lead.

He loved his motorcycle, but due to his poor eyesight he seldom rode it. It had been a while since he bought a new motorcycle. When he told me that he was attending trainings and then would go to the war, I got really worried because I knew Azad well enough to foretell that he would always volunteer for any task, no matter how difficult or dangerous. He never refused any assignment. Knowing this quality of his, I was very worried about him all along.

It is very hard for me to speak about Azad in the past tense. He will always remain in my heart as a positive and ever smiling Azad.

**Niyaz Mammadov**  
**HDPE Offsite Lead**







One can speak about Azad for hours. I haven't had much time to put it all down, but I couldn't fail to mention the following.

He was the most good-natured and friendly person in our team. He could establish and maintain warm relations with everyone. From the turnstiles to the Control Room, he greeted everyone on his way. "Gaddan alim" was his favourite phrase. He was on very good terms not only with the 2 colleagues in his shift, but also with other shift teams. He was also very sincere with our foreign employees telling them the translated version of his favourite phrase – "I will take your Gada" ("gada" meaning "trouble, misfortunes" in Azerbaijani) – and they got used to it. They, too, are strongly affected by Azad's death... it is hard to believe he is gone...

As you may know, Azad was responsible for the Extruder area. The pellets' parameters are important for getting a proper final product. He would personally calculate the pellet samples collected for laboratory testing. He hated giving someone trouble and was trying to help even in duties that weren't his own... It is very hard to believe he is no longer with us...

As you may have heard, there was no news of Azad for 62 days. Our colleagues even packed into two cars and drove to the front to get news about Azad. His colleagues did their best. For 60 days all our thoughts were about Azad only. We couldn't even properly rejoice at the news of victory. We all were preoccupied about Azad. We have an unwritten law: whoever gets a promotion brings some sweets or a cake to celebrate the occasion in the night shift. It has been 2 months since some colleagues got promotions, but nobody is celebrating because nobody is in the mood to. They have known Azad for 2 years. Not even 2-3 years, like us. "Not without Azad. Let Azad return, Allah willing, and we will celebrate together" – one of the teammates texted me. Many guys then posted Azad's photo in their WhatsApp statuses or profile pictures. At such a critical and uneasy time anything can happen. I got a chat message and saw Azad's photo in the profile

image area of the sender. I rushed happily to open the message. But it wasn't from Azad. I got very frustrated and spoke very harshly to the person calling. Only later I realized I was doing him injustice. True, the man assured me later that he accepted it with understanding and took no offence.

I think the memories about Azad will live with us forever. We will miss Azad very badly. Motherland is worth it all, but Azad was such a person that speaking of him, no matter to whom, we always smile even though we know he has died. He would always smile, always be positive, always be kind...

**Vugar Abbasov**  
HDPE Shift Supervisor in Azad's team







The eight of us had formed a friendship to last for a lifetime. Afat Gayibova, Gunay Asliyeva (former employee), Ali Gasimli (OPS), Nail Aliyev (OPS), Zaur Shukurov (OPS), Eldar Omarov (OPS), Azad, and I. All in the same environment, we have witnessed our opinions and interests match. We had a perfect friendship of 8 people.

I want to talk a little about Azad's personal qualities. He was the most understanding of us all, trying to accept everyone, to present people in the best light and change negative perceptions to positive ones. He never said No to anyone. To us he was particularly sensitive. Whenever we had problems, he offered support. He would always show respect and give good advice.

There is hardly a person who remember Azad in negative light. He always radiated light and gave smiles to everyone familiar or unfamiliar.

He often came to the laboratory. He loved his job. He was an Operator in the Extruder area. His love for work was strong. He was one ready to work round the clock. Always performed his work to the best standards. Didn't like to be reprimanded. He was about to get a promotion, and he deserved it. Too bad, he left this world too early.

We made joint trips to Guba and Gusar towns. He acted as though he was our brother attending to our needs on the trip. He always tried to explain everything. By the way, he was a happy owner of a motorcycle.

Want to tell you about his special present to me and Afat. Although we weren't always able to meet up, he made a wonderful surprise on 18 May 2019. It was a very valuable gift to us. A moral gift. He had a painter paint it. Its presentation was original, too. We will keep his gift forever.

**Gunel Allahverdiyeva**  
Shift Supervisor, Technology dpmt

Owing to his amicability, diligence in work and good nature, Azad had won his colleagues' respect. We waited impatiently for Azad to return safe and sound from the war, and we were stricken by the tragical news of his death.

On October 9, 2019 he had posted a status note reading "It is better to live one day Azad (his name literally meaning Free), than to exist as a slave for 40 years". Azad demonstrated a good example of heroism and patriotism aimed at protecting his people's and motherland's freedom at the expense of his own life.

Martyrs never die. On the contrary, they gain an eternal life. Now, Azad's soul is free up in the skies above his Motherland.

May paradise be your home, Azad. Martyrs shall never be forgotten.

**Gunel Maharramova**  
Laboratory Analyst



Thinking of Azad's death, I always get upset. It hits me that Azad is gone, he is not in this life anymore, and I won't meet with him again. As Azad's close friend, I knew about his dreams and plans for the future. At this age, I have few friends. I cannot call everyone a friend. Azad was a close friend of mine. Remembering him I feel terribly bad for him. It is a destructive feeling.

The Narimanov district reminds me of Azad a lot. We would often meet there, talk, walk, and dine at a restaurant there. Azad lived there nearby, so, we often met there. It was close to my place, too. So, we would meet there and discuss things... about our future steps and any other issues, problems. We also met there with other friends, all together. So, now passing by those places in Narimanov, I get very upset. I remember Azad.

Our first acquaintance was at SOCAR Polymer. I first came to work on 4 December 2017. Azad came on December 6, 2017, if I am not mistaken. Upon entering the room, he shook hands with everybody. There were 25 people in the room. I thought the man was doing what was best for his own business networking purposes. In time, I realized it wasn't so. I often heard him say "Perfect". He, too, was a 'perfect' man himself.

What a big heart he had, what a kind heart... what a noble man. Azad had indescribable qualities.

My first impression of him was neutral. In time, it developed into friendship. We had worked together for 3 years and had become very good friends. He was very supportive to his friends. Not only to friends, but also to everyone around. He either did someone good or just did nothing. My friends are like that. Meaning, we like to be friends with backboned people. That was Azad's rule in life.

I miss him a lot, miss our walks. When he patted me on the shoulder, I felt like he was an elder brother to me. I had always wished to have a brother. Instead, life gave me very good friends. At work, I have some good friends like Nail and also a few outside my workplace. They are like family to me although we are not related by blood. But Azad's absence saddens me terribly. The memories whirl in my head. I may be having lunch, and suddenly I remember Azad. He liked salty food. When I use much salt, I remember Azad and feel very low. I miss him badly. Very often I do. I pray for him every day. Every day I ask Allah to rest Azad's soul in peace. He was a very good person, a very valuable friend, brave, fearless. Any positive word can be attributed to Azad. His favourite target was to build a handsome body shape. He did sports and wanted to always be in shape. Whenever he gained some extra kilos, he took up a diet. He liked to always surround himself with good people. He loved tall girls. Ones who had a freckle on a cheek. His biggest dream was to meet and marry a fair-skinned girl with a freckle.

What he disliked was double-faced people. He kept away from false-faced people. There were some other things he disliked, but I won't go into details. His family was a standard Azerbaijani one. They had lost the head of the family a year before, very abruptly. Azad's mother was very attached to Azad. He loved his brother's and sister's children very much. He was very much into having children. I would always say "If you treat nephews like that, I can imagine what a father you will make". He was very open with kids. He had a child-heart himself. He was 3 years older than me. Despite that fact, he was much like a child at heart. Very pure. He let absolutely no grudge, no envy into his heart.

He had many acquaintances and was on good terms with everybody. Apart from that, he had friends. Some of them were friends made at work – of both genders. Mostly those whom we spent a lot of time with. There were also friends from university and from the previous workplace. He had friends in his neighbourhood in Narimanov. He highly valued each friend and treated everyone individually. Next to him one felt noble, too. Next to Azad, I felt appreciated – so much value he gave to a person. Reading everyone's memories about Azad will make many people regret that they hadn't met Azad personally. When Azad was with us, I personally felt very appreciated because Azad made people feel so.

Azad had majored in Information Technology at the Azerbaijan University of Architecture and Construction. He was a very hard-working person and had beautiful plans for the future. He worked with patience. He was a very patient person, a reserved one. He knew







some English, but when he came to SOCAR Polymer, he took up English courses for improvement. He learned with patience, including for the driver's license exam. He studied diligently for the exam for about a year, using different books and online resources. He always worked patiently towards his goals, wouldn't rush, just worked on it little by little. Looking at him, people got a sense of peace. His behaviour put people to rest. Regarding career, he wanted to move forward in future and looked for opportunities to work abroad.

He didn't give us any specific information about the battlefield. He just said "Don't worry, I am gonna return safe and sound." But he didn't. Unfortunately. Azad said that everything would be good, even super: "The victory will be ours; we won't let the enemy to gain the upper hand, we will stop them". Despite his -5 eyesight, Azad volunteered for the army, saying, he must serve as a soldier. So, he volunteered for the war, fought, and died as a hero. After Azad's death I think that martyrs are at such a high level to rise to which one should be as good a person as Azad was. He had a simple life, both simple and beautiful at the same time. His life was logical and peaceful. He drove a motorcycle, walked, talked, and laughed. When we walked with him, every 2 of 3 people we met would approach to greet him. We have made very pleasant memories. Countless memories, indeed. There have been many situations that make me laugh when I remember them. I want to narrate a few.

Once I was unwell at work. Azad noticed I wasn't in good mood. At lunchtime, he played a song by Dua Lipa that I liked, and we danced in the lunchroom for a few minutes. He had suggested dancing just to cheer me up. That happened in 2018. One of the managers saw us dancing and even applauded in approval. We felt kind of embarrassed there again.

Another funny story: I promised him a mug as he had broken his. So, I promised buying him a much better one to use at workplace. The new mug was a chameleon and the heat of liquid poured into it exposed his favourite phrase "I will take you 'gada' ('=trouble') in English. He used the mug for a week and kept mentioning to everyone that I had given it to him. And guess who dropped the mug and broke it? He did. Everyone laughed as it was a funnily awkward situation there, but Azad certainly regretted losing the mug.

Azad was a good friend. Memories of him are too many to tell all.

**Ali Gasimov**  
**Field Process Lead Operator**





It was December of 2017. At that time the Laboratory and Bagging teams temporarily used the office of the Sumgayit Chemical Industrial Park. I first met Azad there. He had just started working as a bagging unit operator. Our two teams jointly bought a New Year tree for the office and decorated it. Once I was standing by the tree rearranging the decorations on it. Azad approached the tree and helping me re-decorate initiated a conversation. It was our first acquaintance. Azad was so good at establishing communication. He easily found common language with new people as if he had known them for ages.

Later, when our plant was launched his position changed to an HDPE plant operator, and he often brought samples for testing at the Laboratory. To other plant operators bringing samples to the laboratory, I only say hello and pass by, whereas when Azad came to the lab we spoke as good friends. He had such a good manner of conversing that any person felt special and appreciated when talking to him.

Azad always stood out with his friendliness, good nature, smiling face and originality. He will live on in our hearts.

**Sevil Khalilova**  
Quality Control Team Lead



In commemoration of the 'Extruder-man' of Shift 2...  
"May death not rejoice"...

We would have never imagined that we would take a pen to write down our memories about Azad, because we believed such a life-loving man as Azad wouldn't be hurt by life...

He was a man capable of comforting those around even when in trouble himself... Now there is nobody to comfort us... It's hard to believe he is no longer with us... we still can't believe it... Our amicable friend, our only consolation is that your soul is smiling down at us from the skies... It is impossible to think of you without smiling... We smile through tears remembering the time when you were with us.... We had only hoped for a miracle... but it did not happen... You preferred your native soil to everything else in this world...

You are our motherland's hero who sacrificed his life to liberate us all from sad longing for our native lands... You are our hero!

May paradise be your eternal home, may your soul rejoice, our kind friend and brave soldier!

We met only recently and lost you too soon, but we shall keep you in our memories for life...

**Nigar Gafarova**  
Senior Laboratory Analyst  
Laboratory shift supervisor  
**Shehla Aliyeva**  
Senior Laboratory Analyst  
**Aygun Mammadova**  
Laboratory Analyst





Hearing Azad's name brings a smile to everyone's faces. He was a person who had won everyone's respect and regard. He was one of the favourites at gatherings outside work. He was very attentive to everyone, gave good advice, and supported with motivating words.

There are countless memories of him, both work-related and those from external events, but all of the memories are valuable to us. Every moment of the time spent together with him as a team and friends is branded in our minds as good memories. If we had a chance, we would love to live each of those moments again with Azad among us.

I met Azad at the laboratory. I had newly joined the shift-2 team and he greeted me very nicely and warmly.

Even at challenging times, he stood tall and kept smiling, always showing everyone what a strong personality he had. In life, too, he always held his head up high and never gave up. It was important to him to always move forward.

Calling from the frontline, he promised many of his friends to take them on a motorcycle ride. Most importantly, he had promised us to return safe and sound. Unfortunately, he hasn't been able to. Always a master of his word, this time Azad sacrificed his life heroically for his motherland.

Every moment lived with Azad among us has become a legend.

We are very happy that such a brave, pure-hearted person, a loyal friend has passed through our lives. How fortunate we are to have known Azad.

We are proud of him and bow before his soul. He has occupied a special place in our hearts and will always remain there.

**Aysel Ismayilova**  
Laboratory Analyst



First of all, I should note that work by shifts differs from daily work not only by the fact that it includes a night shift, but also by involving a greater degree of togetherness. To work together, to get tired and rest together, to share meals, and so on make it different. My acquaintance with Azad started on the birthday of our colleague. On hearing Azad's name, everyone's face lightens up with a smile. He was a youth who buried his pain deep in his heart. There is an episode for which I shall never forgive myself. To be more exact, it was a conversation.

+ hey, guys, let's meet up before the lockdown gets harsher  
- that will make too many meetings

+ one never knows, Azad. – I said and we never gathered up.

Azad had a bright personality. One may think that everyone calls him patriotic just to be nice to the deceased, but he truly was a remarkable patriot. There was no talk, no conversation, at the end of which he would fail to mention motherland, occupied lands, weapons, or fight. Azad was a persistent type, and that persistence probably drove him far ahead to the most severe battle spots.

It is very hard to write about Azad in the past tense.

Azad was the kind of person worth being proud of. I am so happy to have known a youth like him, to have worked with him in the same shift. Azad has been someone I came to know too late and lost too soon.

**Zarifa Amiraslanova**  
Senior Laboratory Analyst



By means of this publication, I would like to share my thoughts about Azad Bakirli. I have known Azad for about 2 years. I can confidently say that he one of the most sincere and honest people I had met. It is very hard to talk to him in the past tense: Azad will always live in my heart as my friend and junior brother.

Azad told us he served at Murovdag. His uncle, too, had fought in the first Garabagh war. Azad was a patriot. Talking to him about the battles of the past war, I could see how much he wanted to participate in the liberation of our lands.

I regret that I haven't been able to go to the front with him. I loved him as if he were my own son. May your soul rest in peace, Azad. I bow before your soul. Forgive us, Azad, we haven't been able to save you.

**Mubariz Mammadov**  
Plant Operator (Field Pump)







Azad Bakirli and I had similar jobs. We worked shoulder to shoulder. Azad was not only a co-worker to me, but also a very close friend. We were very frank with each other. We had shared a lot. One of Azad's biggest dreams was to create a happy family. He would always say that he wanted to find a girl who would respect and value his mother as much as he did. His mother was always a priority. We had many joint dreams and plans, too. Unfortunately, many of this young man's dreams remained unfulfilled. Realizing it makes me sad. There are many places on the way home from the plant, where we often sat discussing what troubled us. Passing by those places now keeps reminding me of Azad.

There had been many occasions when we had a good laugh. So many, that I don't even know which occasion to choose for an example. He would often joke about my reluctance to eat chocolate. He would always crack a joke about it, and we would laugh. It is a pity that he is no longer with us and we cannot talk and laugh together again. It is really hard to realize that your co-worker whom you worked closely with at the same plant and the person you had considered a brother is gone. Sometimes I find it very hard to accept. We had created many good memories, some related to the work environment, and I can describe them to you by showing one photo. I will never forget that day. It was 22 February 2020.

Another bond that tied me to Azad was the fact that we had graduated from the same Azerbaijan University of Architecture and Construction, only with different majors. At times, we had a good time sharing funny stories from our university years. Azad was a very dear person to me. He had a favourite phrase which many have probably mentioned to you already. He would often say "Gadan alim (I'll take your trouble), don't do this task, I will do it".

Azad was really an ardent patriot. Whenever we talked on the topic of military service, he said he would be among the first to leave for the front. And that's what happened. The war started, and Azad was among the first to join the army. Azad was truly very brave and fearless.

No matter how much I talk today, I won't be able to describe Azad fully. While he was in the army, we talked whenever we had a chance. He had sent me a voice message saying "Elnur, finish all your task before I return. Don't postpone them". I said "Sure, Azad, I will. Just return safe and sound". He was a responsible employee. I strongly regret it that he hasn't come back. I have his last voice messages. He said "Elnur, don't worry about me, take care of yourself." It is really painful to write and talk about him.

May Allah accept you in his kingdom, Azad. Your death has saddened us all immensely.

**Elnur Ibrahimov**  
HDPE Extruder Field Operator

Azad had always had a nice expression on his face and will remain in our memories as such. My personal acquaintance with him took place in 2018, in shift two. Soon, we became not only same shift members and colleagues, but also friends and family to each other. From the first day of his joining our shift, he earned respect and regard of everyone around. He treated everyone with attention, friendliness, and care. Even on the toughest and exhausting days at work, he spoke words that elevated our spirits and motivated us. On every holiday he would write his best wishes to us on the submitted sample pellets bags (see the enclosed photo). Azad was a person without whom we imagined no gathering or fun event.

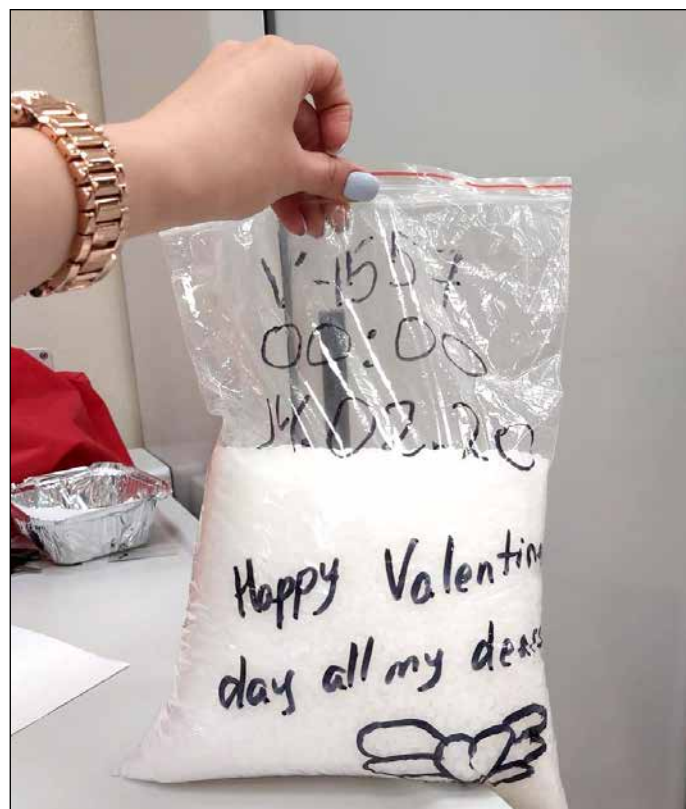
Even in the face of troubles, his love for life never faded. He had such a big and pure heart, that his eyes could only see beauty in all. He had a wish of going on a train journey around the world.

Azad was a fighter type of person. Even in everyday life he would rush forward to protect his friends from problems. In the second Patriotic war, too, he demonstrated bravery and rose to the pedestal of a martyr.

He had promised to us that he would liberate our lands and come back to tell us many interesting stories about battlefields. Unfortunately, he was only able to keep part of his promise. We have lost a precious friend in him. Now we can only talk about him and so we will. He has left us plenty of unforgettable memories.

Born in the years of the first Patriotic war, Azad participated in the second and left this world, as if he had come to this world for that purpose.

**Zulfiyya Musazada**  
Laboratory Shift Supervisor



My first dialogue with Azad had been on top of the extruder building as we were watching the sun rise. He said: "People get born into this world, live and, shortly, go to another world of eternal life. Once born, a person lives forever".

He had thoughts and approaches different from common standards. Being nice to everyone, he left pleasant memories in people's minds and left this world too soon.

He could unexpectedly come up and give you a hug with his favourite "Gadan alaram!"

May paradise be his home. Azad was an uncommon kind of person.

**Samir Mursalov**  
HDPE Polymerization Field Operator



Azad was, perhaps, the most positive person at our plant. There was hardly a single person who had been offended by or at odds with Azad. His favourite phrase at work was “gadan alaram”. When an Indian colleague in our laboratory asked the meaning of it, Azad translated it as “I will take your gada” and we all laughed because he deliberately left out the word ‘gada’ which means ‘troubles’. We mostly miss these positive qualities and smiles of his. I first met Azad on my first day at work in the Laboratory. He approached and greeted me very politely, introduced himself, welcomed me and gave me his phone number offering his assistance whenever needed. We became friends. Later, I joined the Operations team. He often walked to the Extruder area with me, offered to watch the sunrise at 5 a.m. That was his favourite spot at the plant.

He couldn’t talk much about the developments at the front because of the war secrecy and all, so, he would just say the whole army were advancing fearlessly. One of my friends was in the same war zone as Azad. He told me that Azad was very brave and volunteering for every task.

I am pretty sure that his garage was his favourite place. He would often talk excitedly about the countless modifications he made to his motorcycle. He loved it. I remember once he came complaining he had been unfairly fined by the road police for nothing. )) We asked questions to figure out the segment of the road where it happened and replying to us he concluded that he had indeed been driving opposite the traffic direction there! )) We had a good laugh there. )

When we discussed his love-life topic, I would ask: “Why aren’t you getting married?” And he would say: “I cannot find anyone with matching height. )) Where can I find a girl who would look good next to a 1.90 meter tall guy? )) As he was tall, the team would always have him take our selfie pictures and that must have been pretty annoying. ))

There have been so many curious stories, good memories with Azad... Can’t cover them all. These have been some I wanted to share.

**Famil Agayev**  
**Plant Operator (Offsite & Active Field)**



Thinking of Azad, I remember him smiling, full of life and giving no trouble to anyone. They say a person cannot be liked by everyone. So, why is it that Azad could be? I have always noted that he was one of the few people I had known to have no problems with anyone. There can be many problems at work, sometimes there are disagreements and even heated arguments, but Azad’s brief “Gadan alaram” phrase and innocent look would cool anyone down. That look and phrase are the first things that pop up in the head.

What I miss most about Azad is our sitting in “Shaurma №1” and discussing work-related events, or meeting with old colleagues (including Azad) for a picnic and light joyous conversations.

Once we agreed to gather up with Azad and Famil. Azad didn’t feel like going out, but I insisted, and, on his way (he drove a motorcycle), he got fined by the road police. You should have seen the funny expression on his face when he arrived. We all, including himself, had a good laugh.

Our first acquaintance occurred in SOCAR Polymer. In fact, it would be a lie to say that I liked Azad at first glance. He seemed way too polite which was somewhat weird to me. His often “Pardon me” and “Excuse me” phrases even annoyed me. Then, however, his behaviour, purity of heart and politeness won everyone’s heart. Seriously, I had never before seen anyone brought up so well.

At work, we were part of the same team and did a lot together. Outside of workplace, we would meet and lunch together almost every weekend.

Regarding his career, he had only informed that he used to work at an underground railway station. Also, I remember him teaching me how to tell a train heading to the “Darnagul” station from one heading to the “Icheri-Sheher” station by looking at the codes on the train cars.

He hasn’t been able to tell us much about his military service,

because he rarely used the phone there.

Azad was a lad full of life. He had no particular dislikes except one: he didn’t want his future wife to be short, as he was tall himself.

This summer had been very engaging. Our team members went to the beach together and had many fun days. Who knew those were our last days with Azad?

**Tural Khanahmadov**  
**Former SOCAR Polymer employee**  
**(Reactor Control Room Operator)**







I started working for SOCAR Polymer in September 2017. I met a lot of good and kind friends here. Azad was one of my dearest friends in that group. I met him first when I started working in SOCAR Polymer laboratory.

I had an unforgettable trip with Azad. In August 2018, we went to Laza with Shift 2 Lab colleagues... Sometime during the trip, we played a game called "Him-jim". At his insistence, I also attended. We both were on the same team in the game and although we lost the game, it was a good moment that we enjoyed unforgettably.

His main activity was translating for me into English, and he explained to me about the places we travelled to. He did not hesitate to do so. He always kept a smiling face and I always got a positive energy because of his smiling attitude when communicating with him.

When I went back home to India in January 2019, he gave me 2 bottles of jam and told me it was made by his mother. It was so delicious! I gave it to my family and friends, and everyone loved it so much.

You always live in our best and most beautiful memories, my dear bro!

**Aneesh Padmanabhan**  
Laboratory Equipment Engineer

Most often, I remember the times we had spent together, the places we visited, our conversations and, of course, Azad's voice.

I often remember his favourite joke-phrases: "Gadan alaram" and "Minnetin olsun" (translates as "That was a favour/You should have thanked me"). When I hear them from someone else, I remember Azad. We met frequently because we not only worked together at the SOCAR Polymer plant but also were neighbours in the Nerimanov district of Baku. We had had many funny stories. It would take a book to narrate them all.

My first acquaintance with him was at a soccer game. I played with co-workers and was late for the game on that day. Then I saw a newcomer standing at the gates. He was a new employee. Tall, in a white T-shirt, with longish curly hair. That was Azad. My first impression of him wasn't good, but in a day or two we became friends.

He was my teammate – we worked in the same, extruder area of the plant. Outside of work, we took walks or rode his motorcycle.

He disliked injustice most. That could make him very angry. His likes included extreme activities, motorcycling and meeting with friends.

Azad was a very friendly person, a very good friend and buddy. He had a strong spirit... never showed he wasn't in the mood... always smiled and was positive.

I don't know what the situation really was like, but talking to us from the frontline, he said everything was good and that he would return soon with interesting, detailed stories about the war... Who knows... may be he was saying that to comfort us... He would never complain of hardships. I miss him very much. He was one of my closest friends. He will always be in my heart.

**Zaur Shukurov**  
Plant Operator (Extruder Field)







My unperishable martyr, Azad Bakirli!  
A 28-years-long life... A glorious life! An interrupted life... But a life that helped re-write the history of our motherland!!!

A man may live 100 years, but never be remembered after his death. You, on the contrary, have lived a 28 years long life and died a death of a martyr to become a legend on everyone's lips!

Your young life lasted almost as long as our 30 years' longing for Garabagh.

So, when the treacherous enemy was invading our lands you were still in your mother's womb. When you came to this world, no one yet knew you would be one of the brave men who would put an end to the Garabagh tragedy.

When they named you Azad (meaning Free), who knew your bravery and strength would help liberate our lands.

It seems, your mission in life had been predetermined by destiny.

I well remember those days... With your unique personal qualities and modesty you quickly earned everyone's respect. You became everyone's favourite, dear friend.

And now you have become a son and a brother to many tear-shedding mothers and sisters.

Now, every newly liberated Khari Bulbul flower will freely spread its aroma. When girls pick flowers in the fields and meadows of Garabagh, the flowers will whisper "We have been liberated by men like Azad"...

My martyr, words fail at the point of your death... but people will keep you in their stories of the past and you will live as long as Azerbaijan lives.

**You have helped write a new page in history.**

**Teach us what it is to be a martyr,**

**Brave sons make a people strong;**

**Mother Nature will sing you a lullaby,**

**Rivers will shed their tears for you, Azad,**

**You have helped liberate our Garabagh lands, Azad!**

**Nabi Eyvazov  
Extruder Specialist**



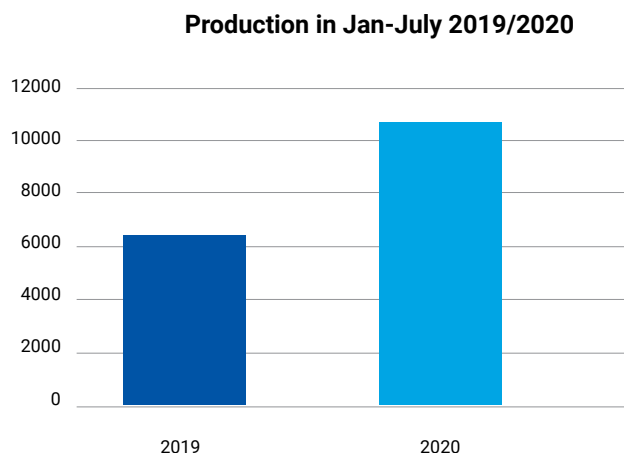


**Live eternally in our  
memories, Azad Bakirli...**



# Overview of production trends at SOCAR Polymer

Despite the quarantine measures, the production rate in early 2020 had increased before the planned shutdown period. Comparison of production totals in the first 7 months of 2019 against the same period of 2020 showed an 83% increase in the production rate:



In 2020, SOCAR Polymer produced about 139,000 tons of PP and HDPE, having surpassed the previous year's results by 39%. In 2020, there has been a slight increase (7%) in PP production and a large (184%) increase in HDPE production rate as compared to 2019.

Production numbers fluctuated in the second half of 2020 due to the implementation of planned shutdown activities.

## Export developments

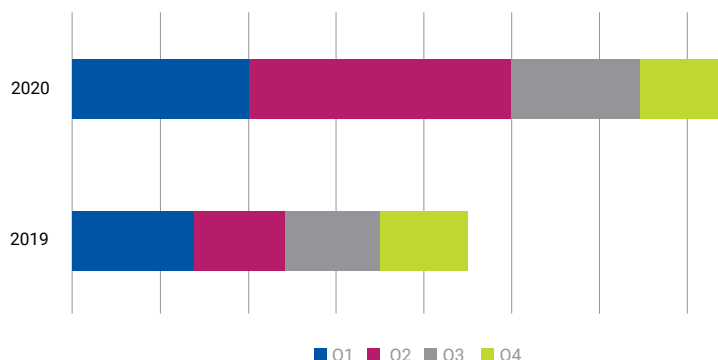
According to the Report news agency, referring to the August issue of the Center for Economic Reforms Analysis and Communication's "Export Review", SOCAR Polymer is leading among the top ten non-state exporters in Azerbaijan's non-oil sector. Other high ranking companies in this rating are Land Logistic LLC, Representative office of Azerbaijan International Mining Company Limited, MKT Cotton LLC, Fruit Store LLC, Global Trade Group LLC, Sun Food LLC, AzAgroExport 2017 LLC, Baku Steel Company, Agro-West DC LLC.

Despite the economic downturn throughout the world due to the quarantine measures, SOCAR Polymer managed to boost its exports and keep up production in 2020, with the third quarter of the year dedicated primarily to preventive maintenance and upgrading activities over 2 months' planned shutdown period.

Thus, for instance, in the first half of 2020, SOCAR Polymer has sold more polymers than in the entirety of 2019. Total sales in 2020 surpassed last year's sales by 65%. 87.6% of total production was exported.

Put into operation in July of 2018 and February of 2019, respectively, the PP and HDPE plants at SOCAR Polymer company's production grounds in Sumgayit have a total design capacity of 304 KTA.

**Quarterly sales, 2019/2020**

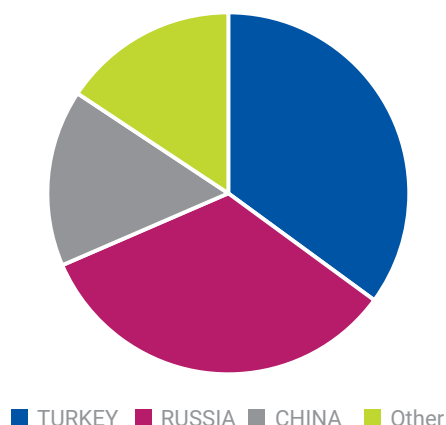


In the first half of 2020, SOCAR Polymer's exports doubled as compared to the same period of 2019. Remarkably, the highest sales rate registered since the start of production has been in June 2020.

The adverse impact of the COVID-entailed measures and restrictions revealed itself in the quarterly export statistics for the second half of the year. Nonetheless, the export numbers for the period are higher than the analogues in 2019. For most of the year 2020, SOCAR Polymer remained the biggest importer of Homopolymer PP to Russia, supplying around 40-60% of RF's market demand for such grades.

In Q4, export sales have been made to Russia, Turkey, Kazakhstan, and Belarus. The top-buyers of SOCAR Polymer's products in 2020 have been Turkey, Russia, and China.

**Distribution of exports, 2020**

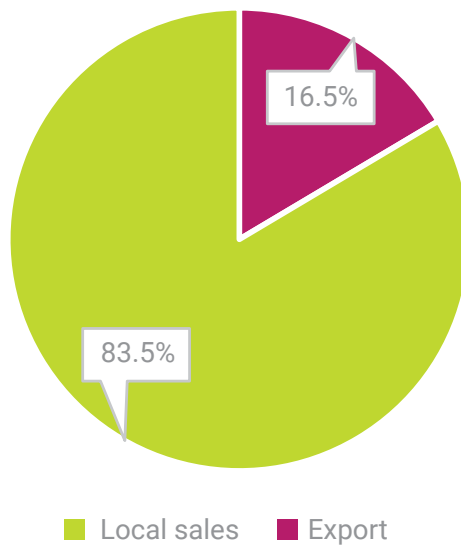


SOCAR Polymer exports both by highway transport, by railway and by sea. This July, delivery of BOPP to Kazakhstan was carried out by the ADY Express railways using a new route going through Russia.



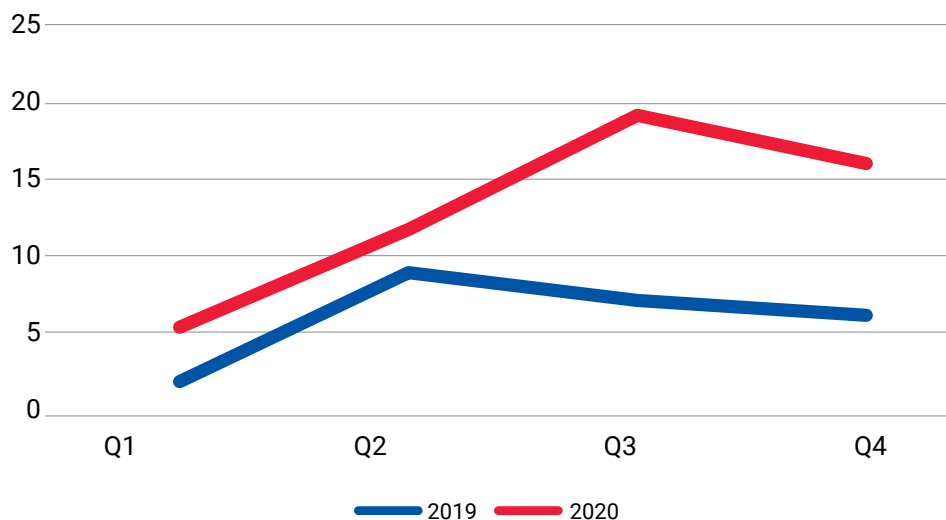
## Local Sales

Domestic sales made up 16.5% of total sales in Q4:



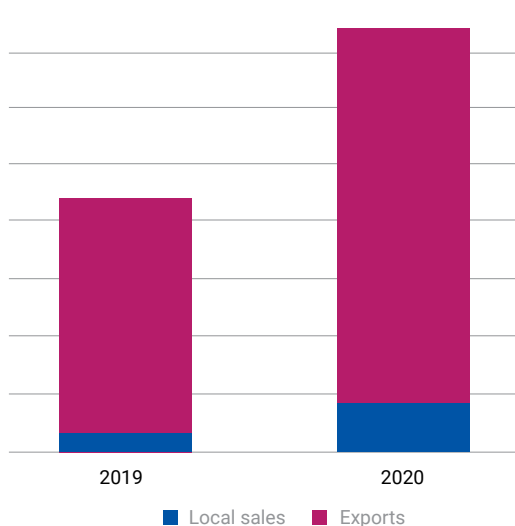
Meanwhile, the local sales' share in total sales kept steadily rising from January through September of 2020. Supplying of local businesses with polymer feedstock was a priority, especially so in the current conditions of limited cross-border trade.

**Dynamics of quarterly local sales (% of total sales)**



Local sales tripled in 2020 as compared to 2019. The local sales to exports ratio changed from 1:16 (in 2019) to 1:7 (as of Dec 22, 2020).

**Local sales to export ratio**



There have been about 24 different local companies and 3 physical persons among SOCAR Polymer's local PP-buyers in the past two years. Some of those buyers have purchased up to 10 times more tons of PP in 2020, than in 2019.

13 different local companies purchased HDPE from SOCAR Polymer in 2019. In 2020, this number grew to 28 companies and 3 physical persons. Some of those buyers have so far purchased up to 20 times more tons of HDPE in 2020, than in 2019. Top local buyers in 2020 have been the Meqa-Plastik LLC, Ram BNT Ltd, and Azertexnolayn LLC companies.



# 2020 Products Portfolio novelties

**Year 2020 was the year of new product developments and innovative modifications. It will be remembered with the following highlights regarding our products portfolio:**

- Production of RB4545MO and RB6545MO random PP copolymer grades for thin wall injection molding (TWIM) was launched, with homologation at target markets of Russia and Turkey;



- Production of the new PP homopolymer grade HB2662FS was launched. It is used to produce nonwoven fabric for protective masks, respirators, disposable medical wear, hygienic pads, furniture upholstery fabrics, construction fabrics, and geotextiles;



- Production of the HL1050BF HDPE grade was raised to industrial scale. The product was well accepted by manufacturers of 5-30-micron thin films. On the domestic polymer market, this grade successfully competed with its imported analogues;

- Production tests of the HM0359 grade of black HDPE compound were carried out to check conformity to the PE-100 class requirements. The grade was designated for production of pressure pipes. Work was carried out jointly with the Scientific-Technical Centre of the Polyplastic company (Russia);



- Production of the HB4540MO and HB6540MO grades of PP homopolymers with very high rigidity and high melt flow intended for high-speed TWIM and standard injection moulding applications, particularly well-suited for polystyrene replacement in food packaging industry;



- Production of the CB4848MO and CB6448MO grades of heterophasic copolymers (HECO) was launched. The grades were designed for rigid packaging requiring high processing speed and possessing anti-static properties;
- Production of the RB4545MO and RB6545MO grades of random PP copolymers for TWIM applications was launched. Modified with the Millad NX 8000 clarifier, these grades can be processed at lower temperatures and save energy.

**According to the Product Strategy, the new grades have been mostly exported to the CIS market.**

# SOCAR Polymer launches two new random copolymer polypropylene grades ideal for thin-wall packaging

SOCAR Polymer has expanded its portfolio of high-performance polypropylene resins with the addition of its first pair of random copolymers (RCPs). These resins are designed to yield rigid packaging via thin-wall injection molding (TWIM), along with a host of other benefits.



Having produced more than 25 different grades of PP since the launch of the PP plant in July of 2018, SOCAR Polymer continues expanding its product portfolio.

The two new grades are **RB4545MO** (with a melt flow index of 45) and **RB6545MO** (with a melt flow index of 65). Those viscosities account for the majority of TWIM items made from random copolymers. These new RCP grades will qualitatively complement its portfolio of PP products intended for the segment of rigid packaging produced by thin-walled injection molding.

During product development, SOCAR Polymer decided to completely redevelop its RCP grades intended for TWIM applications. The products were re-engineered and the Millad NX 8000 clarifier was introduced to their formulation recipe. The Milliken company provided samples for development, and the two parties met at the K 2019 trade show in Dusseldorf to confirm the plan to proceed.

The aim of these materials is to provide the best possible balance between processability, good mechanical and optical properties, along with high-end aesthetics and excellent safety of the final molded







products. The use of the Milliken clarifier provides superb transparency and clarity to the resulting resins, which enables the replacement of other plastic materials with the highly recyclable PP.

**RB4545MO** and **RB6545MO** are ideal for production of clear rigid packaging for food. The main advantage of such clear packaging is that food producers will be able to demonstrate the contents of the packages to consumers, which is an important factor in advantageous presentation of the product resulting in higher sales.

Normally, polypropylene is not a fully transparent polymer. To reduce opacity and make PP clear, special additives are used in the polymer production process.

*Milliken's Millad® NX® 8000 family of additives increases product clarity, reduces molders' energy use.*

Additionally, these Millad NX 8000-modified grades can be processed at lower temperatures, and for shorter cycle times, which translates into energy savings for the injection

molder. This independently verified lower energy usage allows brand owners to apply the UL Environmental Claim Validation label on injection molded packaging made with these PP resins, further emphasizing their sustainability commitment.

These latest SOCAR Polymer PP grades also yield parts with an excellent balance between stiffness (rigidity) and impact resistance, as well as with good antistatic and mold-release properties. They are food contact-approved, use no organic peroxides, and abide by SOCAR Polymer's zero-phthalate philosophy, meaning that no catalysts and chemicals containing phthalate compounds are used at any stage of production.

The very good flowability of these grades make them ideal for high-transparency TWIM packaging applications such as caps and closures, containers and housewares.

SOCAR Polymer is currently marketing these materials to customers in Russia and other countries in the Commonwealth of Independent States.

# Human Resources is not a thing we do, it's **the thing that runs our business**

**T**aking our readers through SOCAR Polymer departments, introducing different teams and hearing team members' stories shared in brief, we would like to strengthen the intangible ties between us all, particularly so in the circumstances of the present lockdown.

Today's visit is to the HR department, a division that is responsible for effectively managing a company's most important – human – resources, which are its employees.

In February of 2014 when the SOCAR Polymer company was very young, the entire staff including management consisted of only 8 people. So, the credit for having put together a finely balanced, functional and productive team who implemented the SOCAR Polymer

project and are now operating two largest chemical plants not only in the country, but also in the region, goes to the HR department. With **811** people currently on staff, the HR team consisting of 19 members perform their mission of making sure the company's employees are adequately managed, appropriately compensated, and effectively trained. The department is also responsible for recruiting, hiring, firing, and administering benefits. Another big merit of the HR team is the comprehensive programme of professional classroom and on-job trainings arranged for the Operations and Maintenance staff both locally and abroad to adopt the best practices, valuable experience and know-how of the modern chemical production industry.



**SABINA FEYZOVA**  
HEAD OF DEPARTMENT

— ” —  
**W**hat I enjoy most in my job  
is communication with  
people and performance  
achievements.  
— ” —

I started working for SOCAR Polymer as a head of the HR department in February of 2014. I have graduated from the Moscow Academy of the Institute of Economics and Management and possess over 20 years of experience in progressively responsible HR roles. I lead and manage the HR team, delivering day to day services to all employees and managers. The goal is to ensure high performance of services, quality, and productivity. I manage a team of 18 professional HR specialists. Our team provides consistent advice and support, in a cost-effective and efficient way, to positively impact employees' effectiveness, efficiency and confidence. I also supervise the administration of end-to-end HR transactional activities associated with the employment cycle.

What I enjoy most in my job is communication with people and performance achievements. Meanwhile, one of my big challenges is adjusting to the new business situation and circumstances. My dream job would be a combination of creating products that are making a difference in the world and getting a chance to share them with as many people as possible. In aspiration to develop, I am currently studying and preparing for an SPHRi exam.



— ” —

*To me, communication with people and building up of new networking relations is the most enjoyable part of my job.*

— ” —



**YULIYA ABDULLAYEVA**  
PERFORMANCE & TALENT MANAGEMENT TEAM  
LEADER

I became a SOCAR Polymer employee almost 4 years ago and 6 months later was promoted to the position of a Performance & Talent Management TL. I graduated from Azerbaijan International University (AIU) in 2003 with a bachelor's degree in journalism. In 2007, I received my second degree in foreign languages from the Russian Academy of Education in Moscow. In 2015, I got professional certification as an Associated Recruiter from the International Institute of Recruiters in UK. I am planning to get a professional degree in HR next year. My job now mainly deals with assessment & performance processes at SP. I also supervise the recruitment team and am the first point of contact for expatriate staff. I have 3 subordinates: 1 junior in the performance team, as well as 1 junior and 1 senior specialists in the recruitment team. To me, communication with people and building up of new networking relations is the most enjoyable part of my job. The most challenging part is people who are not meeting deadlines.



**NARGIZ SALIMOVA**  
LEARNING & DEVELOPMENT TEAM  
LEADER

I passed 5 interviews before joining SOCAR Polymer as a Learning & Development Specialist in January of 2016. Since then I have been promoted twice: to a Sr Specialist and then to a Team Leader. At bachelor's degree level I majored in Accounting & Audit at the Azerbaijan State

— ” —

*My favourite part of the job is implementation of a students & graduates development program, which usually takes place in summer.*

— ” —

Economic University. I am currently studying for a master's degree in Human Rights and Multilevel governance.

I am responsible for Learning & Development activities in SOCAR Polymer, specifically for planning and arranging onshore/offshore trainings. I cooperate with other petrochemical plants to exchange experience in HR development and delivery of foundation development programs, such as Summer Internships. In addition, I actively liaise with the leading universities in the country. Moreover, I have supported implementation and delivery of SP Project training program aligned with PMC and EPC strategies. My favourite part of the

job is implementation of a students & graduates development program, which usually takes place in summer. My biggest challenge so far has been related to timing while we were implementing a project aimed at arranging offshore trainings for OPS and Maintenance teams. We encountered many curious situations then. I work in a team of two people. Working in the HR department, I feel I am in the right place as I enjoy socializing with people. For professional development purposes, I try to always be in line with the technological updates in the field of L&D, to oversee and develop different projects which can be beneficial for people development.

## **FARIDA KARIMOVA**

SR. HR & PAYROLL SPECIALIST

I have worked for this company since March 2015 and got promoted to the Senior Specialist position in April of 2019. I got my bachelor's degree in Business Administration from the Azerbaijan State Economic University in June 2011.

My daily round of duties includes processing of the payroll every pay period (on-cycle & off-cycle) in line with local legislation; maintaining of the payroll processing system (SAP HCM module) & records by gathering, calculating & inputting data; identifying, investigating and resolving discrepancies in timesheet & payroll records; acting as a consultant on the effective communication of any compensation issues; and handling of changes in job status, job titles, etc. Some of the encountered challenges have to do with management of timesheets, tracking of personnel files, correct taxation of benefits, and timely awareness of changes in local legislation. I work closely with the HR Admin and the payroll team. For the purposes of professional development, I participate in conferences and attend training courses to build, maintain and enhance my knowledge and skills.



## **RAVAN KHALILOV**

SR. RECRUITMENT & SELECTION SPECIALIST

I started my career at SOCAR Polymer in 2014 as an HR Assistant and later was promoted to a Recruiter Specialist role. Since March of 2020, I have been a Senior Recruiter Specialist.

To share with you the experience I have gained over the years, I would like to start off by reaffirming the old saying that 'we learn from our mistakes'. However, while this age-old phrase certainly rings true, I would like to point out that we also learn from our successes.

We get it, recruiting can be tough – especially in today's competitive hiring market. The reality is, as a recruiter, you are competing with thousands of other recruiters for the same batch of high-quality candidates.

A recruiter should focus on building strong relationships with both job seekers and hiring managers and put in the effort to stay organized, keep track of scheduling information, minute candidate details, and hiring preferences. By identifying the hiring need, devising a recruitment plan, advertising the position, recruiting the position, reviewing applications, phone interviewing as initial screening, conducting interviews, assessing applicants, performing background and reference checks, offering a job, hiring, and finally onboarding, I perform the essential steps of the hiring process.

I would also mention our 'internal recruiting' which involves filling vacancies with existing employees from within the company because there's a good chance the best candidate for needed position is already working for our company. Internal candidates are already familiar with and contributing to our corporate culture and goals. My personal experience, too, confirms that an employee's past success within the company is the best indicator of their future success in a new position.



— ” —  
**M**y personal experience, too, confirms that an employee's past success within the company is the best indicator of their future success in a new position.  
— ” —



I hold a bachelor's degree in Chemical Engineering of the Azerbaijan Oil Academy (ASOIU). Having joined SOCAR Polymer as a Learning Administrator in May 2018, I was mainly responsible for the SAP Learning Management System, for designing training programs in the system, and for creating exams and surveys. I was also in charge of guiding employees for proper use of the system. In September of 2020, I was promoted to become a Senior Learning & Development Specialist. I am responsible for arranging onshore/offshore trainings, negotiating with training vendors, administering the SAP LMS System, writing training reports, and supporting SP employees in their learning initiatives. In addition, I was fully involved in the organization of our Summer Internship Program. Delivery of students' & graduates' development program is what I enjoy

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*Delivery of students' & graduates' development program is what I enjoy most in my job.*  
 — ” —

most in my job. Some challenges I face are the promotion-triggered broadening range of responsibilities and my taking the lead in some projects' implementation. I am happy with my job as I enjoy working with people and being part of a team. For professional development purposes, I follow industry news, learn different IT programs related to the technological part of my job, and further educate myself about e-learning as it is very popular nowadays.



**NATAVAN MAHMUDOVA**  
 SR LEARNING & DEVELOPMENT  
 SPECIALIST



**ALINA EYYUBOVA**  
 HRIS ADVISOR

I have almost 17 years of experience, the recent 10 of which involved HR processes. I joined SOCAR Polymer in August of 2016 as a Senior Recruitment Specialist. Six months later, I was appointed a Subject Matter Expert to one of SP's biggest projects aimed at the implementation of the SAP HCM and Payroll, and then SAP ESS/MSS modules. After successful completion of the project, I was promoted to the HRIS Advisor position.

Currently, I am a Leader of an HRIS subunit and in charge of the SAP HCM, Payroll and ESS MSS modules. I provide regular HR analysis and reports, including HR forecasting for HR management and/or business.

I hold a bachelor's and master's degrees in Linguistics. This year, I made a professional achievement in HR by having become an SHRM Chartered Professional.

**MUBARIZ KHUDIYEV**  
 MIGRATION & TRAVEL COORDINATOR

I got employed by SOCAR Polymer as a Travel and Migration Coordinator on 1 March 2017. Exactly 3.5 years later I was promoted to the position of a Migration Specialist. I am a graduate of the Azerbaijan State Economic University 2007-2011 and a bachelor's degree in International Economic Relations. My round of duties includes obtaining work and residence permits, visa requests, arranging registrations, and other duties assigned by management. I like the fact that my job is dynamic, requiring good communication skills in interaction with various government agencies such as the Ministry of Foreign Affairs, State Migration Service, State Border Guard Service, TABIB, etc. I work in close cooperation with my colleagues Yulia Abdullayeva and Sevinj Mammadova. Due to the pandemic, we are facing lots of difficulties that complicate the arrival and departure of expats.

I love my job and want to bring as much value to our company as possible, trying to use all my skills and knowledge in order to do my job quickly and efficiently.



**AYGUN ATAKISHIYEVA**  
HR SPECIALIST



I started out as an HR Assistant in May of 2016 and was promoted to the HR Specialist position in September of 2017. I graduated from the Azerbaijan University of Languages in 2011, with a

— ” —  
*M*ost challenging to me is fostering a culture of continuous learning.  
— ” —

bachelor's degree in English philology.

My job duties include but are not limited to dealing with employee requests regarding HR issues, rules, and regulations; provision of all requested information during internal/external audits; documentation of position changes, intercompany transfers, salary increase, and disciplinary actions according to the Labor Code; preparation of general HR-related orders/internal decrees; systematic documentation and registration of maternity leaves; protocolling of sick leave requests in the e-gov portal; and maintaining of internal documentation.

What I enjoy most in my job is the collaborative work environment, genuine spirit of cooperation, shared targets, and positive organizational culture being a key to feeling

motivated and inspired at work. Thus, each team member shares the same vision and is dedicated to the missions of the Company. Most challenging to me is fostering a culture of continuous learning. My daily routine creates conditions for me to work both independently and in a team. My current position is at the start of my career path. In due time, I will be considered for promotions or progressions via performance and competency assessments. To progress to my dream job, I diligently develop my teamwork skills; deliver my tasks in time; devote saved time to enlarging my scope; employ a comprehensive approach to handling issues on a short and a long-term bases; and deepen my knowledge in relevant fields to the required extent.

**SABINA KARIMOVA**  
HR SPECIALIST



I joined SOCAR Polymer as an HR Specialist in March of 2017. I had majored in Literary Translations at the Baku Slavic University. I also hold a medical nurse diploma and a piano performer's diploma issued by the Ministry of Education and the Sattarkhan Palace of Culture and Technology, respectively.

My round of duties at SOCAR Polymer includes among other things administering of HR software (SAP system); dealing with employee requests regarding HR issues, rules, and regulations; making appropriate records in the e-gov portal upon request; and providing all requested information during internal/external audits. I am in this job because I love working with people, helping them feel comfortable at work, and knowing that my knowledge and skills are fully applied. The friendly HR team and professional development, too, are most enjoyable. I mostly work independently, but HR activities are inextricably linked to the entire HR team. Regarding challenges, I believe any difficulties can and should be overcome. To progress in professional development, I am preparing for my CIPD exam.

One of my personal dreams is to own a Learning Center for Children with Special Needs or a Center for Gifted Children. That requires a financial base, collecting relevant information, and making useful acquaintances.

**ELMADDIN ABILOV**  
HR & PAYROLL SPECIALIST



I was hired as an HR Specialist for SOCAR Polymer in June of 2018 and was promoted to my current position in April of 2019. I got my bachelor's degree from the Baku State University. My work experience includes 4 years as an Engineer and 7 years as an HR specialist. Teamwork is what I enjoy most in my current job. I cannot specify any major difficulties or challenges in daily work. At this stage of my career, my dream job target is to advance to the position of a Sr. HR & Payroll Specialist. To progress to my dream, I simply perform my job in a responsible and timely manner.



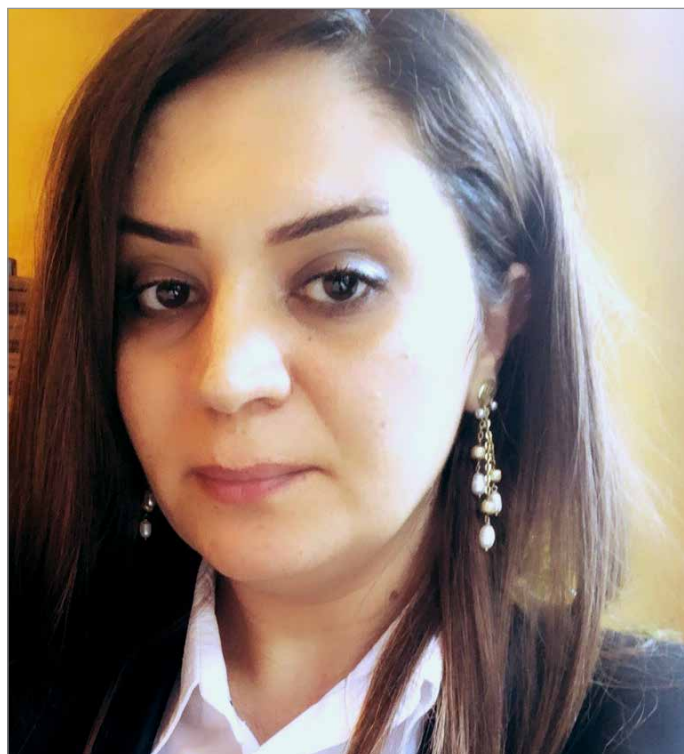
— ” —  
*I also enjoy helping people, i.e. helping candidates find a job that really fits their personal qualities, skills and job expectations.*

As a graduate of the Baku Slavic University, I hold a bachelor's and master's degrees in philology.

I have accumulated more than 10 years of extensive experience in the HR field: I started as an HR assistant and rose to the level of HR coordinator. Starting from the lowest position in this field and gradually rising helped me to learn more about my work. In 2017, I gained my first international experience as a Project HR coordinator on a business trip for a pipeline WREP SRP project in Georgia. In March of 2018, I joined SOCAR Polymer as an HR Specialist.

In HR, all work is interconnected, so you cannot work alone. There are 4 people in our HR administration group. I am responsible for keeping individual personnel records and for keeping HR documentation in compliance with labor law requirements and corporate standards. I prepare HR orders and special HR forms in compliance with legislative standards and administer the HR module in the SAP system. I also deal with employee requests, maintain employee files, update employment records, manage onboarding processes, provide HR induction, and inform job applicants of details such as duties and responsibilities, compensation, benefits, schedules, working conditions, or promotion opportunities.

As an HR Specialist, I communicate with people both inside and outside our company. That is one of the things I love about my job. I also enjoy helping people, i.e. helping candidates find a job that really fits their personal qualities, skills and job expectations.



**AYNUR ARSLAN**  
 HR SPECIALIST

Challenges are part and parcel of our life, and to overcome the challenges in any job one requires some strategies and cannot just improvise. To create a strategy for a particular problem, one needs to observe and analyze the situation. A lot of strategies seem good on paper, but they are not practically effective. So, one needs to be realistic.

I am currently planning to get second higher education in HR Management and get an international certificate. I would be excited to take on more managerial responsibilities in the next few years and potentially take the lead in some projects.

**MARYAM TALIBOVA**  
 HR DEVELOPMENT TEAM



— ” —  
*The nice part of this job is that it is not monotonous; I do different things every day.*

I got employed at SOCAR Polymer as a Team Admin on January 8, 2020. I had majored in Business Administration at the Faculty of Management of the Western University in Baku. I have almost 3 years of work experience, about 11 months of which I have worked as a team admin. My job is basically to regulate documentation so that all documents are signed on time. I am also the point of contact between all employees and the HR team. What challenged me most at the beginning was the amount of information that needed to be absorbed fast to keep up the workflow. The nice part of this job is

that it is not monotonous; I do different things every day. 60% of my work requires communication and negotiations, including mail correspondence. There are 20 people in our department and during a day I manage to support half of them in their work. I seldom face any specific difficulties of problems. The atmosphere of friendliness, honesty, and sense of mutual responsibility is what I like about working for SOCAR Polymer most. I love my job and that helps me perform successfully every day. In future, I would like to learn more about personnel selection and recruitment, and to try myself as a Recruitment Specialist.

## KAMALA HAJIYEVA

### JR. PERFORMANCE & TALENT MANAGEMENT SPECIALIST

I am a graduate of the Translation department of the Baku Business University. In March of 2018, I joined SOCAR Polymer as an IT Coordinator. Given an opportunity, I eagerly transferred to the HR department, and it was a dream come true. I love helping HR professionals improve our company. Doing their best to support the company's biggest asset – its people – the HR team are day in and day out juggling a whole range of spinning plates, constantly trying to make sure one does not drop.

My round of duties includes keeping probationary goals under control, developing Performance Improvement Plans (PIP), preparing Competency Assessment forms, and participation in such assessments.

Performance and talent management is one of the functions of the HR department. Talent management is aimed at attracting, engaging, and retaining high-quality employees to motivate them to grow and perform better. It is a constant process that helps businesses improve performance, stay competitive, form productive teams, decrease HR turnover, and lead to strong employer branding.

Working hard, striving to always learn from every single person I come into contact with, taking up extra work aware that it involves gaining new skills and knowledge, and remaining humble and able to produce tangible and measurable results, I believe I will be able to climb the professional and career ladder!

”  
*Doing their best to support the company's biggest asset – its people – the HR team are day in and day out juggling a whole range of spinning plates, constantly trying to make sure one does not drop.*



## JAMILBEY ZEYNALZADE

### JR. LEARNING & DEVELOPMENT SPECIALIST

I was employed as a Jr. Learning and Development Specialist at SOCAR Polymer in October of 2019. I grew up and was schooled in Yevlakh city; received my bachelor's degree in Computer Sciences at the Azerbaijan State Oil and Industrial University. Upon graduation in 2019, I continued

”  
*I cannot think of any challenges I am facing except my dislike for remote-office work due to the lockdown, but there is little I can do about it except maintaining the same degree of activeness and zeal for work*

my education at master's level at the Azerbaijan State Economic University majoring in IT in Management.

In my current job, I am engaged in filling of monthly budget reports, checking and fixing SAP SF LMS mismatches with my team members, fully controlling the English Language Classes for SP employees, and performing some other duties. Being more technology-oriented owing to my education background, I am happy to be able to learn new features of the Learning Management System (LMS) and to improve my knowledge of Office applications in this job. I enjoy the amount of socialization an

HRD member gets. I cannot think of any challenges I am facing except my dislike for remote-office work due to the lockdown, but there is little I can do about it except maintaining the same degree of activeness and zeal for work. I work in a sub-team consisting of three people. My current career goal is to excel as a Learning and Development Specialist and advance from a junior position. I try to do my duties flawlessly and within a small amount of time. I want to become the best in my segment of professional activity. I am also working on getting additional language skills and improving my stress management capabilities.



— ” —  
*I am curious about technology (especially software) and like helping others.*  
 — ” —

I received a bachelor's degree in World Economy from the Baku Engineering University in 2019. As a finalist of SOCAR Polymer's Summer Internship program I gained 8 weeks' experience as an Environmental Specialist. So, my first experience at SOCAR Polymer was of an intern. Later, in December 2019, I was offered a position in the HR department and gladly accepted it to become a Junior Human Resources Information Systems (HRIS) Specialist. In short, my round of duties is to prepare, maintain, and update employee data in the HR information system, to provide routine and ad-hoc reports, and to participate in the organizational management process such as structuring actions, job/position creation/maintenance, and the like. I am curious about technology (especially software) and like helping others. An HRIS Specialist's job is a good polygon for both those interests. I usually work independently or with my supervisor Alina Eyyubova. An occasional challenge is to encourage employees to adapt to using the electronic system daily. I would love to see more digital workplaces in the near future, so I am keen on participating in the development of ERP software systems and assisting employees in adapting to those systems. My current goal is to advance my technical and soft skills. As working from home allows to use time more efficiently, I spend more time on learning and development through online courses.



**GULLU BABASHLI**  
 JR. HRIS SPECIALIST

**FIDAN ISMAYILOVA**  
 JR. RECRUITMENT SPECIALIST



— ” —  
*It is awesome when from among 100 resumes you finally find the one you need!*  
 — ” —

I was hired almost 2 years ago as a Team Admin for the HR department. I documented orders, processed orders from hospitals, and gained a lot of experience using the e-gov system. Six months later, I was promoted to the Junior Recruitment Specialist position.

The recruitment team consists of two people. We carry out our duties fast enough and, if necessary, replace each other. I enjoy communication, interviews, calls and meeting new people in my daily job. Every candidate has their own points of view and expectations regarding the announced vacancy. It is awesome when from among 100 resumes you finally find the one you need! The first interview, then another one... then introduction of the new employee to the workplace, and

soon the person is already a full-feathered member of the staff, showing up every morning, smiling at you... working... feeling 'at home'... raising and resolving issues. Before you know it, the person becomes an indelible part of the team and entire staff. It is such a wonderful feeling when you understand that it is you who did it! During the candidate selection process, it is important to analyze each profile and express your conclusions about the candidate in the final feedback.

When a new vacancy is posted, it is important to decide the best media to advertise it, whether in newspapers, on websites, or social media. Then come resumes, calls and new interviews are conducted bringing in more new employees. I like my job.

# Tensile Tester training held for Lab staff

**On** 15-17 December 2020, the Quality Control Lab staff attended a training on the structure and operation of the newly installed Tensile Tester equipment with an Automatic Contacting Extensometer.



A Tensile Tester is an important piece of equipment in the Laboratory, enabling batch analysis of final PP and HDPE products. Based on the results of tensile tests (among others), the Laboratory can issue Certificates of Analysis for the produced polymers.

This newly installed model of this equipment differs from the previous ones by its accuracy, sensitivity, and simplicity of operation. The new, Automatic Contacting Extensometer part of the equipment improves productivity and repeatability as opposed to traditional clip-on extensometers.

The vendor representative, Abdullah Shahin was a laboratory engineer from the "Uçkan Test" company which is a member of the "Instron Tensile Tester Group", the leading global manufacturer of testing equipment for plastic materials.

For training purposes, all lab employees were divided into small training groups depending on their shift schedule. The



three-day training program provided a broad overview of the tensile tester and covered many topics including materials, hardware, and processing methods. The training participants learned how all parts of the tensile tester equipment were functioning; how to act in any troubleshooting situations, and how to operate a laboratory tensile tester in order to determine the mechanical properties of PP and HDPE materials.

After the training sessions, all employees performed practical mechanical tests on their own to apply the newly gained knowledge and skills.





# My development path



*L*ooking back, I realize I had not expected such progress within a year. The biggest difference between me today and a year ago is, of course, in the amount of accumulated knowledge and skills.



difficulties in coordinating employees' performance. Now that challenge is practically gone. According to my own observations, my other disadvantage is hastiness, which both helps and hinders depending on the situation. Being fast means meeting deadlines, which is generally good, but in production rushing is a drawback and being agile, cold-blooded, and restrained is an advantage. So, I am currently working on achieving a balance in that.

Over the past few weeks, I learned a lot about the gas-phase reactor which was not often used at our plant, but was activated recently for the production of high impact copolymer grades – the most expensive PP we produce. Thus, I have enriched both my understanding and practical experience regarding this type of reactors and a recirculating compressor. I made the most of the opportunity, observed the process closely and participated in the adjustment of its main parameters.

Looking back, I realize I had not expected such progress within a year. The biggest difference between me today and a year ago is, of course, in the amount of accumulated knowledge and skills. This is my first job as a full-fledged engineer, but I can see how much more confident I've become, and how much my approach to solving various problems and the quality of my interaction with colleagues have changed.

As a reminder, my daily work routine consists of walking around the plant site for a general equipment inspection. Any equipment malfunction or problems in various devices and sensors are raised as issues and reported to the Site leads and other relevant persons. The daily routine also includes control over absolute safety of production and heat transfer efficiency of heat exchangers, participation in trainings related to procedures, troubleshooting, process adjustments and optimization.

In the upcoming weeks, I am planning to delve deeper into the intricacies of the production process and work on process optimization. For the next few months, my plan is to fully master the Control Room (DCS) system, take more production trainings, and learn more about the Extrusion section and Utilities, and about monitoring of final product quality and solving problems related to interlocks.



**ISMAYIL AHMADOV**  
JR. FIELD PROCESS  
ENGINEER

This quarter, I got a deeper understanding of the processes and got deeper involved in the workflow. One of my recent tasks was to monitor the state of the process together with the Operation, Technology and Instrumentation teams, and to make changes to the process parameters.

As mentioned, before I had started spending more time in the Control Room (DCS), learning new things and also helping the operators. As a result, I can already see and feel the difference the past few months have produced: control of the production process used to seem very difficult and tedious to me, whereas now things have become much clearer and even more interesting. Each passing day I gain more confidence in my actions, especially regarding critical situations. True, it is impossible to fully master this system in such a short period and some weak points surely still need to be worked on. But I do make decisions quicker now and stay calm in tough situations. Additionally, I began collecting various data about process parameters and am trying to plot their dependencies for further optimization of the process.

Development implies stumbling upon challenges and persistent efforts to improve. I used to have some

# Fire Fighting Operational Readiness Campaign

**O**n December 21-23, the HSE team conducted a 3 days' comprehensive campaign to increase firefighting operational readiness throughout the site. The campaign activities included full inspection, examination and testing of:

- Fire Towers / Monitors
- Hexene and Isobutane Tanks' Foam Systems
- Warehouse firefighting system

Inspections and tests were conducted with involvement of all relevant parties – the OPS, Maintenance, Instrumental and Electrical teams. All findings were officially recorded and reported to relevant parties for further actions. All activities were conducted under PTW and only essential personnel were involved.



## Fire Prevention and Preparedness in broad focus

From October 23 through to November 6, SOCAR Polymer's HSE department conducted a series of training sessions on "Fire Extinguishers Usage Awareness". A training session offered:

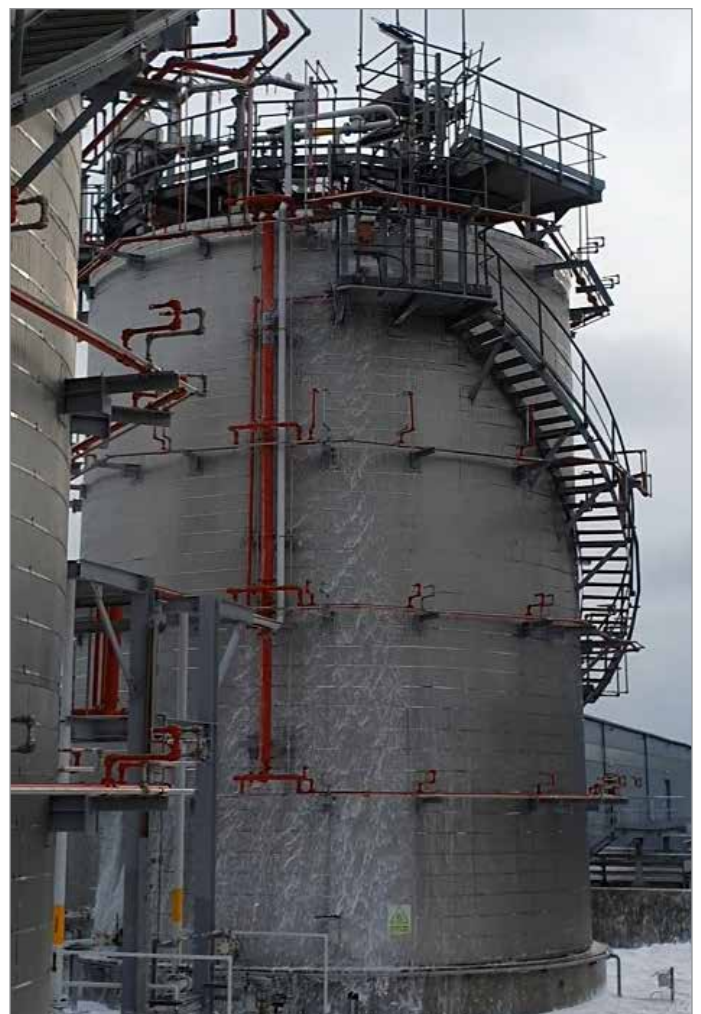
- General information concerning classification of fires
- General information about causes of fires
- Information on firefighting methodologies and details including safe use of firefighting equipment, personal protective equipment, proper visual inspection and positioning of extinguishers, correction for wind direction, etc.
- Tips to differentiate types and purposes of fire extinguishers
- Practical information on use of different types of fire extinguishers
- Broad information regarding inspection and positioning of fire extinguishers
- Practical training in extinguishing fires

The 1-hour practical trainings in extinguishing fires were available to 12 participants per training. Registration for the course was via a link to the appropriate section of the SAP SF Learning Management System (LMS). With trainings held three times a week, more than 100 employees have benefitted from the opportunity to learn about and actually practice firefighting.



# Fire Fighting Preparedness system upgraded

This year, firefighting activities at the plant have been broadened. Periodical checking of the firefighting system and testing of fire-extinguishers was performed by random HSE team members at different times. There was a need to make these checks and other activities more systematic and coordinated. For this purpose, a new member was taken on board: Tofig Ismayilov joined the team as an HSE Advisor. As a result, all the active and passive firefighting equipment was registered and is now managed from a single Register, while all relevant events, checks, and trainings are neatly conducted in accordance with a preliminarily approved Calendar, the equipment is tested and re-certified on timely basis. All the issues and gaps found during these activities are promptly addressed and eliminated. To this end, Tofig is actively cooperating with the operational, mechanical, and instrumental teams. Another positive change is that our plant now has its own training package developed on the topic of firefighting and fire extinguisher use. Based on those training materials, a Fire Fighting Awareness Program was set up, and over 100 SOCAR Polymer employees have already passed trainings and gained basic theoretical knowledge and even practical skills in firefighting.





# HSE culture promoting award winners

It has been 3 years since SOCAR Polymer's HSE award was initiated. The main purposes of establishing this competition in May of 2018 were to achieve formation of a corporate HSE culture, to encourage employees to secure a safe work environment, to engage everyone in prevention of adverse events that can lead to incidents or accidents, and to establish communication between employees and managers.

To collect such reports and select potential awardees, an observation card system was created. Thus, our employees have been reporting their observations of at-risk or unsafe situations that deviated from HSE standards and jeopardized the established HSE culture. As the purpose was not to blame, but to improve, the reports contained no names. At the end of each month, the HSE and OPS managers selected top 3 observations of the month. The winners received certificates and monetary prize vouchers.



## January

### 1st place – Najaf Najafov / HSE Advisor

Nominated for stopping an unauthorized Confined Space Activity with no permit or rescue means

### 2nd place – Elvin Aslanli / Plant Operator

Nominated for reporting and properly addressing the malfunctions in the Fire & Gas Alarm system

### 3rd place – Allahyar Guliyev / Workshop Supervisor

Nominated for reporting diesel having been loaded to the dosing system instead of the proper chemical additives

## February

### 1st place – Anar Aliyev / Plant Operator

Nominated for reporting the acid leakage at the Condensate Treatment Package area

### 2nd place – Rahman Zamanov / Extrusion Unit Lead

Nominated for reporting uncovered emergency push buttons in the HDPE Extruder

### 3rd place – Ilgar Muradov / Mechanical Technician

Nominated for reporting and taking proper action to eliminate heavy wind entailed damage to the guard of the P-2502B pump

## March

### 1st place – Sakhat Rafiyev / Electrical Supervisor

Nominated for reporting the improperly installed cable tray covers with high dropped objects risk and taking further actions for temporary and then permanent elimination of the risk

### 2nd place – Javid Bashirov / Plant Operator

Nominated for reporting and taking necessary actions to deal with leakage of the teal-donor-catalyst mixture from the inline mixer

### 3rd place – Orkhan Suleymanli / HDPE Bagging Team Lead

Nominated for reporting a damaged forklift movement stopper at the HDPE Bagging Lines



## April

### 1st place – Azer Aliyev / Plant Operator

Nominated for reporting and taking proper corrective actions against leakage of nitrogen in the TEAL area

### 2nd place – Fariz Mammadov / Senior Warehouseman

Nominated for reporting improper placement of fire extinguishers

### 3rd place – Gail Aliyev / Electrical Technician

Nominated for reporting the dropped object risk created by equipment covers

## May

### 1st place – İlham Rustamov / Plant Operator

Nominated for reporting improper functioning of an isolation valve while checking fire water valves

### 2nd place – Parviz Mammadaliyev & Joshgun Huseynov / Mechanical Technicians

Nominated for reporting totally wrong installation of valves, making them non-operational for isolation & de-isolation purposes

### 3rd place – Vadim Ismayilov / Plant Operator

Nominated for reporting high fire water pressure on a deluge valve (SDV-002-D), the pressure indicator PI35069 in Valve House 2 reading 5.5 barg instead of 10 barg

## June

### 1st place – Eldar Omarov / Plant Operator

Nominated for reporting improper functioning of the HVAC system

### 2nd place – Farid Mammadli / Instrument Technician

Nominated for reporting loosening of grids on the 2nd floor and of the stair holder on the 6th floor of the HDPE plant Organoleptic area

### 3rd place – Nizami Fataliyev / Mechanical Supervisor

Nominated for reporting improper placement of objects that crowd the area around the fire extinguisher and increase its access-time by 4 times

## July

### 1st place – Rovshan Babayev / Process Analyzer Technician

Nominated for reporting health-threatening situation in the techs' dressing room in an iron container

### 2nd place – Murad Mammadov / Instrument Technician

Nominated for reporting a broken gas detector 2700-NGOR-27203 that created leakage-entailed risks in that area

### 3rd place – Bahruz Novruzov / Bagging Operator

Nominated for reporting a night light lamp hanging on an electrical cable on a PP bagging silo

## August

### 1st place – Vugar Bayramov / Plant Operator

Nominated for reporting some objects left on a platform

### 2nd place – Elvin Nasirli / SOCAR Cape Jetting Specialist

Nominated for reporting a leakage in the jetting-hose used for washing production pipes

### 3rd place – Mirjalil Agayev / SOCAR Cape Jetting Specialist

Nominated for reporting employees walking into the high-pressure jetting work area despite the restricting barricade tape

## September

### 1st place – Azer Aliyev / Plant Operator

Nominated for reporting improper instalment of a polymer slurry pipe

### 2nd place – Rauf Hajiyeve / Bagging Team Lead

Nominated for reporting removal of gratings under PP bagging silos, with temporary placement of hard barriers

### 3rd place – Vugar Seyidov / Plant Operator

Nominated for reporting a broken earthing cable (MP3958)

## October

### 1st place – Mushfig Bagirov / Mechanical Supervisor

Nominated for reporting a higher temperature reading on the 1st reactor seal pot's CWS line PI than on the CWR line PI

### 2nd place – Aydin Aghayev / Plant Operator

Nominated for reporting a software problem with tracking and providing notifications about a Fire&Gas workstation

### 3rd place – Mehman Shukurov / Mechanical Supervisor

Nominated for reporting unsealed holes exposing cables near the ethylene compressor in HDPE polymerization area

## November

### 1st place – Nijat Ahadov / Plant Operator

Nominated for reporting improper connection of CO valves' air lines, which will impede opening of 2 CO valves in case of an electric supply failure at the plant

### 2nd place – Rasul Ahadov / Plant Operator

Nominated for reporting a problem in the Fire & Gas system software

### 3rd place – Aydin Aghayev / Plant Operator

Nominated for reporting the damaged steel grating covering the lines feeding the wastewater basin

## December

### 1st place – Nizami Piriyeve / Shift Supervisor

Nominated for recommending to stop feeding the tracking signals from the "Hexene, isobutane Storage & Transfer Unit-3950" to a PP monitor instead of an HDPE monitor to prevent confusion and related risks

### 2nd place – Babek Abbasbeyli / Plant Operator

Nominated for reporting a booster pump 2700A smoking

### 3rd place – Anar Aliyev / Plant Operator

Nominated for reporting a missing lock on the door to the Nitrogen Unit control container in the Utilities area

Congratulations to HSE prize winners!

# One workday through the eyes of a co-worker

I arrived at the plant at 7:20 am and took over the shift from my night-shift colleague. At 8 a.m. I attended the safety toolbox conducted by a Mechanical Supervisor. Then out in the field I checked the equipment and systems for pressure, lubrication oil levels, temperature, and other gauge readings, and took appropriate notes. Such checks are particularly important for the plants' proper operation and performance. Thus, the plants' uninterrupted operation is secured and to prevent an abrupt breakdown we carefully monitor all the equipment at every shift. If a sudden breakdown occurs for whatever reason, we try to perform maintenance safely and accurately to restore the plants' functionality as soon as possible.

Most often, when there are no incomplete tasks taken over from the night shift, we summarize and prioritize the outstanding tasks and activities right after the toolbox with the OPS team. Then we start acting from the top item on the list. At the same time, I fill in a PTW form for the works planned for the following day and submit it to the Permit room along with the required accompanying documents. If there are no cases of equipment breakdown and no pending tasks taken over from the night shift, we get a printout form from the "Tasks of Work Order" section of the SAP system listing the outstanding planned maintenance work in accordance with the Weekly Plan received from the Planning Team, and depending on the tasks specified in the printout, I check and record such parameters as equipment vibration, temperature, pressure, leakage, and alignment, input my records into the SAP system, confirm the specified work duration periods, and submit the form to my mechanical supervisor.

As the suction and discharge valves of the recycle compressor in the PP polymerization area had to be dismantled during this shift, right after the safety toolbox I took the PTW and went to that area. There, I gave safety instructions and described the work process to the mechanical technicians assigned to that task alongside with me, explained the possible risks and hazards and having made sure that everyone is clear on that, started the operation. We dismantled the valves and took them to the workshop. There, together with my colleagues, we took the valves apart for inspection and repairs, and spent the rest of the shift hours on cleaning, repairing, and re-assembling a few valves. In the end, we tidied the workplace and put the tools in their storage place. At 7:30 p.m. I submitted the PTW to the shift supervisor and returned to my desk to describe the mechanical work performed during the day in my daily report to the mechanical group. Having reported the outcomes of the day to the mechanical supervisor, I informed the night shift's Sr. Mechanical Technician about the field work performed during the day and specifically the work that was not completed. At 8 p.m. I left my workplace with a sense of having successfully fulfilled the tasks for the day.



**SARKHAN AHMADOV**  
SENIOR MECHANICAL TECHNICIAN

— ” —  
*Most often, when there are no incomplete tasks taken over from the night shift, we summarize and prioritize the outstanding tasks and activities right after the toolbox with the OPS team.*

— ” —



# AmCham providing useful communication opportunities



**AMCHAM**  
AMERICAN CHAMBER OF  
COMMERCE IN AZERBAIJAN

**Following** establishment of cooperation with the SOCAR Polymer company in June of 2020, the American Chamber of Commerce in Azerbaijan (AmCham) has continued inviting our employees to participate in its online events dedicated to different disciplines and topics.

AmCham is a leading private, non-profit business association in Azerbaijan. It promotes the business interests of its Member Companies by providing high quality services to them, as well as by working on improvement of the business climate in Azerbaijan. With over 80% of received investment being foreign, AmCham organizes more than 70 events annually for its 290+ current members.

Participation in the events is provided free of charge. The events are held via Zoom software at business hours on weekdays. The working language of the events is usually Azerbaijani, English or Turkish.

The events held in quarter 4 of 2020 are listed below:

#### **Joint virtual meeting of AmCham BFI and HR Committees**

**Date/Time:** November 24, at 16:00

**Topics:** "Remote work and virtual leadership", "Experience report from an Austrian Bank".

**Guest speaker:** Birgit Moschitz, with 20+ years' experience in various HR management functions including project and interim management

#### **Virtual meeting of AmCham Legal & Compliance Committee**

**Date/Time:** November 30, at 11:00

**Topics:** "Related Party Transactions", "Conflict of Interest", "General aspects of taxation of related party transaction in Azerbaijan"

**Speakers:** Birgit Moschitz, with 20+ years' experience in various HR management functions  
Naila Asadova, Senior Manager at E&Y Tax and Law department, with 10+ years' experience in corporate and

cross-border taxation in Azerbaijan

Zaur Allahverdizade, Baker Hughes Russia-CIS Region Compliance Director, Commercial/Litigation lawyer and Compliance specialist experienced in Oil and Gas Industry  
Kamil Valiyev, partner at MGB Law firm, with extensive experience in cross-border and local commercial and M&A transactions

#### **Virtual meeting of AmCham Sustainable Development & Corporate Impact (SD&CI) Committee**

**Date/Time:** December 1, at 15:00

**Topics:** "AmCham Sustainability Policy", "Involvement of private sector in the humanitarian initiatives: achievements, gaps and partnership"

**Speakers:** Gunel Isakova and Etibar Huseynov from Azerbaijan-UK Alumni Association  
Shams Mustafayeva, UN Development Coordination Officer

#### **Online discussion on the use of analogue signature in accordance with legislation**

**Date/Time:** December 11, at 15:00

**Topics:** Use of analogue signature in accordance with legislation

**Speakers:** representatives of the State Tax Service under the Ministry of Economy, the Central Bank of the Republic of Azerbaijan and E-Gov Development Center

#### **Online meeting of the AmCham Sustainable Development & Corporate Impact Committee**

**Date/Time:** December 17, at 11:00

**Topic:** "Tax exemptions for CSR related expenses on science, education, health, sports, culture etc." and brief introduction of the youth education support project "Build Your Future!"

**Speakers:** Nijat Imanov, Acting Head of the Tax Policy Main Department of the State Tax Service  
Turan Jafarova, project manager at Build Your Future Ltd.

SOCAR Polymer employees are encouraged to participate in such events by AmCham and to benefit from fruitful discussions on topics relevant to their field of specialization. Further information can be obtained from the HR or PR departments.





[www.socarpolymer.az](http://www.socarpolymer.az)

OPENING NEW FRONTIERS  
IN THE PETROCHEMICAL  
INDUSTRY OF AZERBAIJAN

 **SOCAR**  
POLYMER