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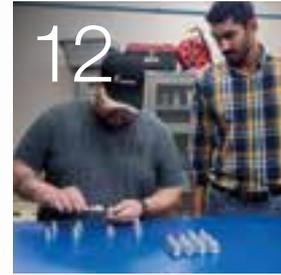
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"Fifty years ago, this Company started its journey in the oilfield service industry by opening a support facility in Great Yarmouth, England, to meet a set of new challenges faced in the North Sea.

At that time, no one could have predicted the scale of our diverse product offering or the global footprint we have today.

Equally amazing have been the changes in our industry over these last five decades. Drilling in today's deep waters was thought an impossibility and oil & gas from unconventional resources was not even considered. The technology that is now so prevalent in horizontal drilling and completions was simply not imagined in 1967.

As our industry continues to recover from a severe downturn, it is important to realise that change will continue to be our constant travelling companion and we need to embrace it.

We look forward to those challenges as we journey ahead"



Jim Johnson, Chief Executive Officer



Norway calling

Hunting's global network has expanded in Scandinavia with thriving regional sales in Stavanger, Norway



Located in Norway's southwestern "oil capital", Hunting Energy opened a regional sales office close to Stavanger in 2015, primarily to service the Norwegian sector North Sea operations. Represented by Staae Granberg as Business Development Manager for Northern Europe, a sales network is being progressively established for the Scandinavian market. To date the focus has been on the well intervention market, as well as supporting OCTG and

bringing new and innovative technologies, targeting the mid-sized independents. The Norwegian oil and gas industry is currently about twice as active as the UK sector, supporting sixteen drill rigs and 180 producing wells from the Barents Sea in the North through the Norwegian Continental Shelf and down to Denmark. As well as the expected Exploration and Production (E&P) market, there is a growing P&A programme.





The Norwegian oil and gas industry is currently about twice as active as the UK sector, supporting sixteen drill rigs and 180 producing wells

SEAL THE DEAL

One of the most significant achievements to date has been the successful introduction of the new Ezi-Shear Seal valve, which has amassed considerable interest in recent months not just from the smaller operators but also the international majors. This innovative safety head is the latest piece of well intervention technology to emerge from Aberdeen and join Hunting's Pressure Control portfolio. Easily exceeding all safety and technical standards, this gives that extra assurance to well operations in a post-Macondo world. This – and other promising new technologies – are also under customer field trials for this comparatively sophisticated market with the major service and E&P companies.

The Ezi-Shear Seal valve provides a compact, reliable and quick mechanism for the rapid shearing of slickline, wireline, capillary or coiled tubing to establish the isolation or sealing of a wellbore during well intervention operations. It also offers a cutting and sealing capability for standard, offshore or high-pressure applications where an additional level of pressure barrier contingency is typically required.

The Ezi-Shear Seal's compact design allows for deployment through a standard offshore intervention hatch, often negating the need to remove main hatch covers with the associated non-productive time that goes with that process. Its use also reduces heavy lift exposure and potential shutting in of adjacent producing wells.

PROACTIVE THRU AND THRU

Being a sales office in this phase of the endeavour, there is little need for storage for outright sales or a workshop for servicing rental equipment. Proximity to Aberdeen means Pressure Control products – including all those in the EZI range – are shipped direct to the customer from Badentoy along with downhole tools from an extensive inventory and full range of Thru-tubing technologies whether delivered via wireline, slickline or coiled tubing. This includes tools under licence from the OEMs as well as proprietary products such as the Variball system with its elliptical self-aligning rollers that are used in highly deviated wells to ensure the tool string does not make contact with the tubing wall. The identified opportunities in OCTG can be shipped at short notice from Fordoun, and perforating products with explosives can be shipped from Clinterty. This includes new Spectra cutters that orient to the P&A market. Well Testing equipment is supported by Hunting's Velsen Noord facility in Holland.

TECHNOLOGY DAY

With its relatively short presence in-country, the Norwegian operation has been quick to establish routes to market which has included participation in a regional Technology Day, organised by the Ridge consultancy. This valuable networking and business development opportunity enabled the Stavanger office to showcase new technologies in the Hunting stable and cement its credentials in Thru-Tubing, Pressure Control Equipment and OCTG. A proprietary microbial oil recovery enhancement system has also received much attention and it too is now undergoing customer field trials. ■

Perforating performance

The Canadian perforating gun cell has been optimised to internalise volume manufacturing of guns that were previously outsourced

A steady commodity pricing environment has made crude oil production attractive once again, and with that we have seen a return of activity in the North American shale plays. This has been a catalyst to change some previous business processes and take further advantage of the company footprint and flexible manufacturing capability. While the Skyline facility in Calgary, Alberta, has made perforating guns for a few years now, the market has evolved with 75 per cent of all guns now having an overall length of one metre or less. This also includes the Canadian shallow gas ECO gun market.

BOTTLENECK

Physical production constraints for this developing market led to the identification of the layout of the perforating gun and neighbouring OCTG accessories cell as sub-optimal and ripe for CI attention. Reviewing this opportunity, the re-jigging of the ECO, slick un-scalloped gun production line, would also address labour inefficiencies. Ultimately the purpose was to increase productivity and secure higher sales revenue introducing an approximate 50/50 split between domestic and export sales of conventional guns with ECO guns in addition.

UNCORKED

Anticipating the significant interruption that this project would have on business, the solutions to these problems would lie with the shop floor team with CI facilitation. It required a total movement of seven lathes and mills to align both perforating gun and accessories cells. The Accessories Doosan mill was swapped out with a HAAS mill in the perforating cell which was better utilised to reduce scalloping floor-to-floor cycle times while the HAAS machine offered a larger capacity in return. Two long-bed HAAS lathes with gun rotators were also relocated in the perforating cell. The re-organisation of the respective cells gave improved access for fork lift trucks and the required access to the overhead bridge crane within the accessory cell. The perforating cell now allows for improved product flow for high volume manufacturing of shorts guns.

With prevailing market demand calling for the re-organisation of the manufacturing cells, through what is now a well embedded CI programme, the results of implementation are demonstrably impressive





PERFECT FLOW

While one of the original objectives was to reduce headcount in the assembly of ECO perforating guns, the success of the project has led to the hiring of additional personnel. This is because of the spike in demand and a substantial increase in sales of conventional short guns, which could not be met with the existing labour allocation. The results of the CI move have also exceeded many other expectations. Targeted short gun production rates were 4,000 per month while the reality has been the manufacture of about 5,500 per month. Machine utilisation rates have also been impressive, with the newly assigned Doosan mill producing six times its previous output and cutting 38 per cent off scalloping cycle time.

With prevailing market demand calling for the re-organisation of the manufacturing cells, through what is now a well embedded CI programme, the results of implementation are demonstrably impressive. Total capacity utilisation rates of the six lathes in the perforating cell have more than doubled since the CI reorganisation. ■

Pictured: The CI and perforating gun cell team above and OCTG accessories team below



Celebrating diversity

Singapore is a society of many races, religions, and nationalities. Colleagues in the region have celebrated this diversity with a vibrant range of group activities



CALL OF THE ROOSTER

It all began with the Lunar New Year celebration in February when employees of all backgrounds from the regional headquarters and Benoi Road facility came together to usher in the Year of the Rooster. The lion dance troupe chased away the mischievous monkey, which was the Chinese Zodiac sign for the preceding year, and the Financial Controller Eric Ong took on the role of welcoming the God of Fortune for the year to come.

With fun and games, staff were introduced to various aspects of the festival celebrated by the Chinese communities in Singapore such as the symbolic gifts of tangerines for good fortune and giving red envelopes (hongbao) for good luck. The highlight of the staff lunch was the traditional tossing of “Yusheng” or the Lo Hei salad which is considered a symbol of abundance, prosperity and vigour.





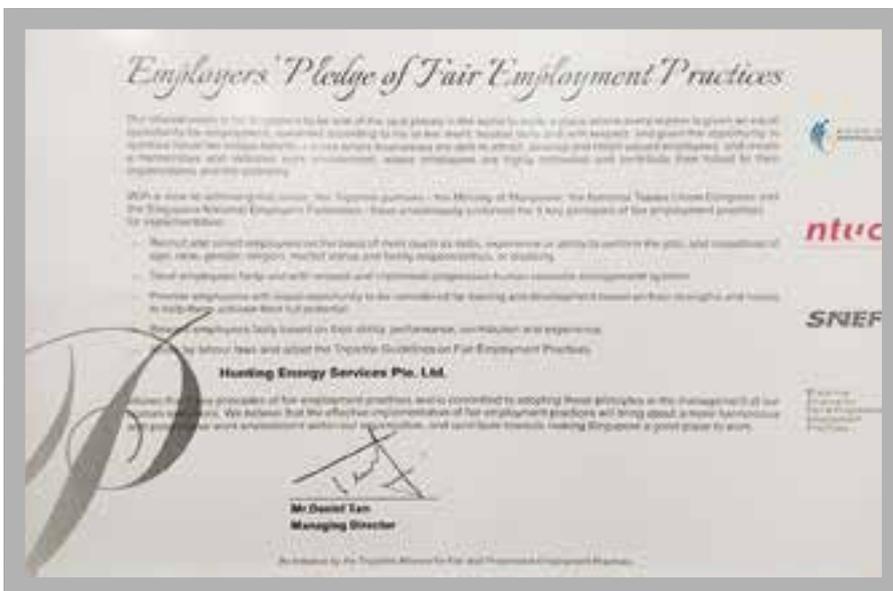
WOMEN'S WORKFORCE

In March, the female employees in Singapore congregated at our International Business Park office for an afternoon to honour International Women's Day. This event acknowledged the contributions of our female brigade.

EMPLOYERS' PLEDGE

In May, the Company became a signatory to the Employers' Pledge of Fair Employment Practices under the Tripartite Alliance for Fair Employment Practices.

The pledge was signed by the Managing Director for Asia Pacific, Daniel Tan, to underscore the Company's commitment to make the workplace fair and inclusive, recognising the need for merit-based employment practice. →





REMEMBERING OUR ELDERLY PARENTS

Representing the HR Department in the Corporate Community Involvement initiative, Yovita Christiani led a visit to St John's Home for Elderly Persons to celebrate Parents' Day with the residents. Some 55 Hunting employees donated goody bags for the beneficiaries, a small gesture with big impact on the elders. The 18 staff volunteers joined in games, art and craft activity, and high-tea. Hunting Singapore has been a regular corporate contributor to the home since 2014.

TRADITIONAL RICE CAKE

In July 2017 employees came together to celebrate 'Hari Raya' which marked the conclusion of the month of Ramadan. Our Benoi facility was abuzz with pre-lunch activity where staff were given a quick lesson on the art of making Ketupat by their colleague, Programming Engineer, Mohd Hairi.

The rice cake is a favourite among locals and a regional specialty. It is usually eaten with satay, a special peanut sauce. While many colleagues were familiar with this traditional delicacy, it was the first time they had had the opportunity to weave coconut leaves into a pouch. Fun group activities like this help bring staff members closer while promoting an appreciation of the culture of others.





FESTIVAL OF LIGHTS

Employees at the Benoi facility were treated to a pre-holiday lunch last October. They were also given insight into the festival of Deepavali.

Generally referred to as the Festival of Lights, Deepavali is observed over five days by Hindu devotees. Houses are cleaned and renovated, while entrances are decorated with colourful floor patterns called Rangoli. The third day is the main festive day with new clothes and best outfits. Small earthenware oil lamps are lit and placed in rows along the parapets of houses. Day four honours the love and mutual devotion between husband and wife, while the fifth day celebrates sibling appreciation.

'TIS THE SEASON

Christmas came early in December when employees joined together for an afternoon of team building activities and celebratory barbeque. The event started with the 'Amazing Race', which saw groups competing in seven challenges against the clock, and other festivities before the Christmas feast. ■





Electric avenue

The recent co-location of the electronic business groups has bolstered the Hunting Electronics Division's reputation as a key supplier to the 'high reliability' market

When the lease to the ControlFire switch group (Titan) facility expired in 2015, the obvious move was a short distance away to Hunting Electronics (formerly Innova) at 8383 Sam Houston Parkway in Houston. Purpose-built as an electrical manufacturing service facility, the building operates as a clean site with static free flooring, ideal for the manufacturing and assembly of electronic componentry. Originally geared towards the manufacture of surface mounted components for the oilfield MWD/LWD markets, the synergies derived now embrace much

of the pioneering technology that goes into the electronics of the H-1 Perforating System and other proprietary products.

IN-SOURCING

Where once much of this electronic manufacturing work had been let to outside suppliers, it has now been brought back in-house. Each business retains its identity with designated areas for the product groups, while central administrative services are shared. The ability to help one another through commercial cooperation and in-sourcing

has clear financial and efficiency benefits. The cultural fit also works well since inter-group technical interests are aligned with common goals. The success of these ventures builds momentum to everyone's benefit. In the meantime, respective market segments are still serviced by the root teams, for example, the Electronics Division continues to target its core MWD/LWD market through the Advanced Manufacturing Group's (AMG) combination of precision machining capabilities.



The history of the Division has always been underpinned by a strong Lean Manufacturing and Continuous Improvement culture

LEAN AND MEAN

The history of the Division has always been underpinned by a strong Lean Manufacturing and Continuous Improvement culture. Once embraced this is a journey that never ceases. Extending these concepts across business streams, synergies have been actively sought and found. This is highlighted by the move to manufacture perforating switches in-house: since taking over the electronics, the component production of a single part number has multiplied tenfold – from ten thousand per month

in 2016 to over a hundred thousand per month at the end of 2017. This is just one part of many manufactured in-house.

RELATED DIVERSIFICATION

Lessons are also learned from the AMG, where certain technologies overlap into other industries such as the medical, aerospace, space, and power generation sectors. In this way further product synergies can be sought outside the oil and gas industry cycle. To this purpose, the Division is moving forward on new certifications (such as AS9100 and 13485)

which will enable diversification into the 'high reliability' electronic segment of aerospace and defence sectors.

The co-location of three departments has successfully brought the key electronic capabilities together to foster collaboration, cooperation and comprehensive productivity. ■



Going with the flow

The Company's pioneering joint venture with ExxonMobil has moved up a gear, as the team moves on to field testing

Hunting's Titan Division and ExxonMobil Upstream Research are in the early stages of collaboration on a project which focuses on the introduction of market-leading autonomous tool technology. This has been designed to provide the industry with an efficient, safe and economical new method of performing well completion and Plug & Abandonment (P&A) operations. The autonomous tool will reduce well completion operational risk, as well as increasing time and cost effectiveness.

GAME CHANGING INNOVATION

The tools are wireless, portable and easy to deploy. They also have applications for perforation, pipe-cutting, plug-setting and gauge deployment in addition to other well completion and intervention operations.

This joint venture, which began in 2015, marks a revolutionary milestone for the market. Following a series of successful developmental phases, Hunting and ExxonMobil have recently confirmed the next step will include field trials for the autonomous tools, beginning in late 2018.

THE LOOP

The autonomous tools have proprietary anomaly detection and depth correction algorithms verified in a 5,200-ft (1.58 km) long horizontal flow loop at Hunting's Milford Texas facility. The design, which simulates horizontal well conditions, allows the autonomous tool to accelerate to velocities of 35ft per second. The flow loop is constructed with 5-1/2inch OD 20 lb/ft P110 HC casing with Hunting's Seal-Lock HT Premium Connections Technology.

CONFIDENCE BUILDS

Simulated autonomous tool detection and error correcting algorithms provide a high degree of confidence in the accuracy of perforating placements and other spontaneous deployments at velocities of up to 50ft per second. Verification of the tool's positional

accuracy at randomly chosen points along the flow loop will be performed using non-destructive testing techniques.

Field confirmation tests will take place at one of ExxonMobil's locations, using a tubing punch fired from an autonomous tool down a vertical well. Commercialisation is expected to follow shortly thereafter.

REFINING THE PROCESS

New methodology and procedures, as well as hardware and energetics, are being developed. In addition, refinements to the autonomous tool are continuously made to ensure its safe assembly and launch. Different tool configurations are being tested, while the team at Titan is currently developing hardened jet cutters for autonomous P&A operations. Well intervention hardware is also being designed by Hunting to launch the autonomous tools. Simulated tool handling and launching will be carried out at Milford through a test well configured with conventional North American wellhead equipment. ■

Hunting's hidden Harvey heroes

"It is with great pride that I share these stories with our fellow Hunting team; we all should be proud to work for such a wonderful company with such selfless leadership and colleagues who continue to inspire us daily"

Lisa White, Director of Human Resources, Titan Division →



Hurricane Harvey was the costliest tropical cyclone on record, inflicting nearly \$200 billion in damage, primarily from widespread flooding in the Houston metropolitan area. In a four-day period, many areas received more than 40 inches of rain as the system swept over eastern Texas and adjacent waters, causing catastrophic flooding. With peak accumulations of 60.58 inches, Harvey

was the wettest tropical cyclone on record in the US. The floods inundated hundreds of thousands of homes, displaced more than 30,000 people, and prompted more than 17,000 rescue missions.

Although Hurricane Harvey brought enormous damage to Houston in late August, it also brought a sense of unity and goodwill. During the storm

and the immediate aftermath, the Company was receiving news updates on our employees. Once we knew who was impacted and what the needs were, many of our colleagues made plans to help: coordinating a voluntary donation drive, generously giving money, or through clean-up work and recovery efforts. →

Paula Gasper, who handles Titan's Payroll, was impacted by this flood. Her home sustained water damage throughout the first floor. Her family was not able to get home for several days except by boat. When the waters finally subsided, the damage was assessed and it was very extensive in her neighbourhood. Challenging enough already, it was also payroll week. Although she was overwhelmed with her personal situation, she was able to locate a place to access the internet to process payroll for our 600+ employees, thereby ensuring all were paid on time.

Once the waters subsided, Paula was able to get back to her home to start the clean-up efforts. With help, all salvageable items on the first floor were moved upstairs. Mopping, disinfecting, and drying of wet items was underway when several co-workers offered to help by bringing the necessary supplies and tools to support the task ahead. One of the most notable, committed, and selfless volunteers was Rick Bradley, President of the Division and now COO of Hunting Energy Services. He loaded up his truck and trailer with a dumpster, copious amounts of trash bags, humidifier, fans, gasoline, generator, shovels, coolers with ice, and a spare refrigerator. He also offered to loan a personal vehicle

to Paula's family since two of their cars were destroyed. Upon arrival, the cleanup efforts began. After six grueling hours lifting, raking, shovelling, and loading the truck and trailer with water soaked debris that had been stacked outside the home (wet padding, carpets, ruined furniture), her front yard was cleaned. When finished, Paula's home was the only one in the neighbourhood that looked pristine and unaffected on the outside.

In coming down to Houston and the surrounding areas, I saw complete devastation; however, during my time there, one thing stood out the most: community

Unfortunately for his neighbours on the other side of town, Rick was slowly making his way home with this unsightly and quite odorous load. As the temperatures and humidity rose, so the stench became stronger. The debris was slowly picked up by the trash company from his shop, over a period of seven weeks.

Rick went back to Paula's home the next day to help her husband with a few other repairs, including the repair of the water leak from the removed dishwasher so, vitally, the kitchen sink became usable again. The pictures included here show some of the clean-up efforts that took place.

Josh Howk, Director of Sales & Distribution for Titan, was also selflessly helping at the forefront of the storm. He left his boat for others to use in the rescue efforts while he and his father-in-law were able to utilise Titan's three quarter ton truck since it was high enough to get through the rising waters to rescue a disabled grandmother, a mother with her son and daughter, and their three cats. After getting them and their beloved pets to the safety, Josh left them at his home and went back to aid in water rescues.

His guests stayed with them for two weeks and were allowed to invite more displaced family / friends into Josh's home. He and his family helped them all until such time that they were able to go back to their respective homes. He even stocked his freezer and left them the key as he went on his vacation and then a business trip!

Thanks to his willingness to help, many were able to reach safety unharmed during this time of devastation.





We met so many people there during this time: from beyond the Red River of Texas, Oregon, New York, Washington, Louisiana, New Mexico, Oklahoma, and so many more states. It was amazing to witness the generosity and willingness to help from our fellow Americans

Alphie Wright, VP of Sales for Titan, gave up his home for his son-in-law's family and his grandmother-in-law to use for about two months while he and his family relocated to his lake home in Livingston.

Shelley Espinoza, VP of Compliance for Titan, also opened her home to her in-laws when their home flooded. Immediately after the floods, she and her husband went through the same laborious efforts of helping to remove carpeting, padding, and sheetrock. from the water damage as evidenced by the photos below. Three months later, she continues this kindhearted, support while they await the next steps on their personal recovery.

Nick Liles, Titan's Product Line Manager – Perforating, also volunteered his time and support to the rescue efforts. He took vacation time off from work and headed to Houston from Joshua, Texas, with friends to assist with water recoveries for families stranded by the floods. In his

words, "in coming down to Houston and the surrounding areas, I saw complete devastation; however, during my time there, one thing stood out the most: community."

Prior to driving down to Houston, they started out planning and prioritising what to do and where to go to help. He and his friends had a truck full of water, fuel, clothes, and food. Much of their time was spent going into neighbourhoods where people were stranded and were wanting to leave. When they found these people, they assisted in getting them to safety.

"We met so many people there during this time: from beyond the Red River of Texas, Oregon, New York, Washington, Louisiana, New Mexico, Oklahoma, and so many more states. It was amazing to witness the generosity and willingness to help from our fellow Americans", says Nick.

Nick also describes helping parents cross the rushing water with their

children in order to help them get out of the flooded neighbourhoods. He was able to help people who had been stranded without power for days.

However, he states that the real heroes were the community of individuals who were willing to put their wellbeing on the line for others. Although they helped several families in the two days there, he says if they had only been able to help one person, it would have been worth the trip. He says it was quite possibly the easiest decision and most rewarding work he has ever done and would do it again in a heartbeat.

Hunting, as a company, has demonstrated its commitment to its employees during this catastrophe and has stood by the impacted employees through their recovery efforts and offered much support along the way. ■



CI NEWS

US manufacturing and AMG upgrade together

The Advanced Manufacturing Group's old WL Doffing business has relocated to the better suited US Manufacturing's 288 Sam Houston Parkway premises

A move has been made in Houston which now sees the Advanced Manufacturing Group's (AMG) Parkway Avenue business re-located to Hunting's Sam Houston Parkway (SHP) facility. This is just a short drive from the associated Electronics Division on the other side of the Beltway.

This endeavour was achieved over a six-week period in which strategic equipment and skilled labour were redeployed to SHP. This was accomplished with a team effort across US Manufacturing, and coordinated to ensure that downtime was minimal.

The key benefits from the consolidation include:

- SHP production capabilities expanded to include an EDM processing cell with one operator running four machines, tool grinding capability for on-the-spot performance, increased milling capability, improved diversity in small part a machining cell.
- Reduced outsourcing with the addition of a CMM thus allowing for improved throughput velocity meeting customer expectations.
- While manufacturing capabilities were increased, the manufacturing footprint was reduced by 39 per cent.
- Diversification of the customer base for SHP, alleviating the downturn risk.
- ERP system consolidation streamlined transactional activity such as job tracking and billing.
- The addition of a uniquely skilled and experienced workforce to assist SHP, enabling bidding on complex projects with reduced lead-time. ■



CI evangelism

One of the key objectives for the Continuous Improvement (CI) movement in Asia Pacific is to build and develop a community of practitioners beyond the technical and engineering arena, with local management as Champions to promote it as a way of life.

To support this, the Hunting Training Academy has developed the CI Awareness and Basic CI Toolbox programmes which are now being rolled out.

As a result, there was a wider workforce participation in CI projects during 2017. Both non-technical and engineering projects have involved more diversified groups of employees in the project planning and implementation stages.

Lean operations in Singapore

Last May, Hunting Energy Services International (Singapore) accessory plant embarked on its pursuit of leaner production under its new management team, and led by Operations Manager, Kwek Wee Liang.

The team underwent a two-day 'CI Champion' training course to begin their

six-month period of reviewing internal and sub-contracting processes from initial work order to finished goods collection. The project was held in collaboration with the Singapore Business Federation (SBF) which administered the government funded Mentorship for Accelerating Productivity (MAP) programme.

Guided by an assigned Lean Six-Sigma Master Black Belt from the MAP programme, the team used various techniques to identify solutions to reduce or eliminate waste in gauge management, inspection, planning and documentation. These improvements were implemented and monitored from August 2017 over a three-month period. Some examples include:

- Simplified and pre-printed information on the gauge issuance form to cut down laborious manual filling and reduce errors from reading handwriting.
- Reduced over-processing in first article inspection, enabled more efficient inspections and less machinist and machine downtime.
- Extended visual aids to the packing station as triggers for inspected outgoing parts.
- Early notification for the supply store to review and make on-time orders of consumables, thereby eliminating delays due to unavailable stock.

- Adopted communications technology in compliance with IP Security Policy. For instance, using walkie-talkies for quick communications and wireless paging systems to notify machinists for gauge collection.

The implementation of such solutions has generated significant savings in manpower and production costs and has resulted in improved productivity and efficiency by more than ten per cent. These results were presented to the Managing Director, Daniel Tan, and submitted to the SBF for verification and grant endorsement.

The project has also generated significant ideas for further improvement, requiring collaboration with the Management Information Department and the Engineering Technology team. These will become chartered projects for 2018.

The project team was led by Operations Manager, Kwek Wee Liang, and included Production Superintendents, Ning Xiaobo and Tan Chew Hin; Planning Team Leader, Ong Zhen Chian; QA Engineer, Phang Taixiang; and was supported by production and QA supervisors, mobilising the workforce to implement the changes. →



Employees in Singapore participate in mentorship for accelerating productivity training

Quality-at-source for Indonesia



The rising cost of outsourced refurbishment has prompted the team at Batam to build up its in-house refurbishment resources to manage cost efficiency and to control quality refurbishment outcomes of the pipe inventory. Under the joint efforts of local Logistics, QA and HR departments, the project to build quality into the refurbishment process was

initiated, involving competency mapping, training design, skills qualification and a revised quality management system.

Targeting refurbishment quality-at-source, the new refurbishment crew was placed on a structured training programme to build up their skills and competencies through classroom and field training. They were then placed on guided on-the-job-training with more experienced crew members to ensure their output met both Hunting and API requirements.

Over a three-month qualification process with involvement from the QA department, the team achieved an estimated ten per cent improvement in productivity. Quality-at-source empowered the crew to own and assure quality at each process

without having to wait for inspectors. This has led to reduced waiting time and headcount savings for inspection.

In addition, the project generated overall refurbishment cost savings compared to the rising outsourcing costs, as well as better internal quality control. The intangible gain through this project was the personal and team pride in pursuing quality-at-source.

The project team was led by HR Manager Faris Gateneh and QA Superintendent Iwan Hernandi. They were joined by Logistics and QA personnel: Yohanes Papias, Broto Hadi Wibowo, Fredy Horas Ambarita, and were supported by the refurbishment crew in the implementation.

Over a three-month qualification process with involvement from the QA department, the team achieved an estimated ten per cent improvement in productivity



Employees in Batam undertake field training to improve internal quality control



Supplier leveraging in China

Hunting Wuxi's Engineering team was tasked to review the surface treatment process for its '3 Chrome' materials L80-3CR and BG80-3CR due to the escalating costs of outsourcing the copper plating. Previous production data on an alternative phosphating coating method to control corrosion was reviewed and the team found that the phosphating chemical solution used on carbon steel material had produced quality problems for 3 Chrome material.

To evaluate options, the team identified and shortlisted a prospective supplier to conduct further studies and tests for the right phosphating chemical solution to be used. They experimented with various combinations and parameters (such as the concentration level, iron ion and acid levels) and leveraged on the supplier's

capability to develop new phosphating solutions for a series of phosphating tests.

After two months the chemical solution for quality phosphating on 3 Chrome material was finally developed. The phosphate coupling samples for 3 Chrome materials were visually inspected first, before passing through the weight, bend and eraser tests. The production technicians for the buck-on process were also enlisted to carry out the 'Make and Break' tests to confirm that they met Hunting and American Petroleum Institute (API) requirements.

The newly developed formula for the phosphating solution was officially commissioned for use in August

2017, which avoids the identified quality issues and replaced the copper plating process which had cost up to four times the new solution.

The project team led by Assistant Manager for Engineering Leo Feng comprised Production Supervisors Qian Xingyun and Tan Xu, QA Supervisor Li Zhengxin. They were supported by production technicians in the phosphating and buck-on stations for the tests and implementation. ■



Employees work together to find better methods of preserving materials

Our Hunting Community

APPOINTMENTS AND PROMOTIONS

HUNTING PLC BOARD CHANGES

Hunting PLC has announced the appointment of John “Jay” Glick to the post of non executive Chairman of the Board. He succeeds **Richard Hunting C.B.E** who remains on the Board as a non-independent, non-executive Director. **James “Jim” Johnson** has also been promoted to Chief Executive Officer on the retirement of **Dennis Proctor**. Jim has worked with Hunting for over 25 years most recently as Chief Operating Officer for Hunting Energy Services.

HUNTING ENERGY SERVICES

Rick Bradley has been promoted to Chief Operating Officer of Hunting Energy Services. For the last 38 years Rick has been an integral part of the growth and success of the Hunting Titan business unit.

Ronald “Ron” Sorozan has joined Hunting Energy Services as Group IT Director. Based in Houston, he has responsibility for developing and delivering the global IT strategy.

April Dilli has accepted the role of Senior Tax Manger – USA. In this role she will be responsible for tax related matters for America and be located with the finance team at the Northpoint office in Houston.

David Puckett has assumed the role of Senior Advisor – Enhanced Oil Recovery (EOR) Technologies. The EOR Advisory role has been created as part of the Aberdeen ‘TEK-Hub’ which was established as a focal point for collaboration between Hunting Energy Services and third-party innovators.



Graeme Smith

Graeme Smith has been appointed to the position of Director of Hunting’s Aberdeen and Dutch companies. Graeme has been with Hunting for seven years working as Group Financial Controller.

David Smith assumes the role of International Technical Sales Representative with the Hunting Titan Division of Hunting Energy Services.

David will be based at the Houston Northpoint office and will support the international sales and marketing efforts for Titan.

Jason Mai has joined Hunting Titan Division as General Manager of the Energetics Group. He will have global responsibility for the overall development and management of the Perforating Systems product portfolio. He is based at the Milford Texas facility.

John Blattel has accepted the role of Assistant General Manager of Manufacturing and Perforating for Hunting Titan Division at Northpoint. He will work closely with those manufacturing facilities and develop capacities with other Hunting divisions.

A NOTE TO OUR HUNTING PENSIONERS

As from March 2018 the Hunting Pension scheme will be transferred to Fidelity. This will be the last time Hunting Pensioners will be able to receive a copy of the Hunting Review as we will no longer be allowed to use the mailing list. If you would like to still receive a copy of the Hunting Review you must either write in direct to the Editor or email pr@hunting.plc.uk.

EDUCATION AND DEVELOPMENT

Last November Hunting South Africa hosted a group of students from Synergy Training for a tour of its Cape Town facility. The students have engineering and mining backgrounds and were grateful for the opportunity to experience and have the opportunity to ask questions about the products and

processes which feature in their studies at Synergy Training.

The Company has hosted students for job shadowing and tours from various secondary schools, universities and technical colleges to give them a wider perspective of the possibilities for future careers within the industry.





SAFE ZONE

On 19 July 2017, Hunting Energy Services' Wuxi facility marked 365 accident free days. Hunting Wuxi is committed to reporting all possible incidents, and its "duty-to-report" principle exhorts employees to report even near-miss incidents for risk re-assessment and corrective actions.

At a site meeting, the General Manager for Operations, Paul Zhang, addressed the

workforce with a challenge to strengthen the safety culture in the workplace, particularly using Hunting's health, safety and environmental (HSE) framework. In the region, Hunting continues to deliver its HSE commitments through the framework, which emphasises:

- 1) Risk assessment and management for accident prevention
- 2) Ongoing education and

training for constant awareness and work-safe culture

- 3) Emergency preparedness for the unexpected
- 4) Assessment and improvements in HSE achievements and standards

To commemorate the achievement, Wuxi employees were issued with two new work shirts at the meeting, which also serve as a

reminder to continue the collective effort for a safe workplace and to help new employees to adopt a safe work culture and practices.

Employees from Hunting Energy Completion Equipment (HECE) in Wuxi, which has remained incident free since its incorporation in December 2013, also joined the meeting, providing inspiration for their colleagues.



KENGEN

KenGen is the leading electric power generation company in Kenya, producing some 75 per cent of electricity capacity installed in the country. KenGen owns and operates three geothermal drilling rigs and

auxiliary equipment in Olkaria Geothermal Field, Naivasha.

In line with the continuous improvement of their processes and practices, Hunting has accepted a

request from KenGen for multiple delegations to visit and be introduced to the Hunting Mombasa facility and its services and capabilities. The visit will identify opportunities for

KenGen to improve in its activities, establish baselines and effectively monitor performance. Three visits have already taken place, to great success, with three further delegations due in early 2018.



HYDROPONIC HARVEST



In June 2017, PT Hunting Energy Asia gifted the Istana Yatim Al-Jupri Orphanage in Batam, Indonesia a hydroponic structure. These provide a way to grow plants without the need for soil, using only nutrient-rich water to nurture the plants.

This hydroponic system was designed to help those at the orphanage to plant, harvest and eat a range of vegetables. Representatives from Hunting visited the

orphanage every month to help cultivate the plants and provide any assistance that may have been needed to sustain the project.

After several months of care, the orphanage was able to reap the rewards of its work. Each month, the orphanage has been able to alternate the harvest of tomatoes, lettuce, spinach, chilis and red peppers, enjoying a selection of fresh vegetables. In the spirit

of giving, some of these harvests were shared with the local community.

The success of the project has led the orphanage to request our employees to teach them how to plant medical herbs such as mint leaves and lemon grass. Our employee representatives have enjoyed sharing the delight the harvests have brought the orphanage, and seeing the impact on the children's lives.



HEAD OFFICE CELEBRATES HALLOWEEN

The Head Office in London celebrated Halloween by dressing up in fancy dress and raising money for Combat Stress, a leading UK Veterans and ex-Services Charity supporting those who suffer from mental health issues. A lunch was held in a local restaurant with every participant contributing individually to the cause.

RAMADAN KAREEM AT DUBAI

Employees in the Dubai office recently marked the Muslim holy month of Ramadan with a charitable donation and employee celebration. A donation was made to an initiative called 'Ramadan Sharing Fridges'. These fridges are set up on the streets and are manned by volunteers all over Dubai. Donors across the city are encouraged to fill them with food, to help those in financial difficulty to break their fast with a fulfilling meal at sunset. Staff at Hunting's Dubai office donated fresh

fruit, juices, nuts, soups and other tinned goods to the fridge closest to the office.

Those observing Ramadan were also invited to break fast with other colleagues at an Iftar meal in a downtown hotel. The group enjoyed traditional Middle Eastern dishes such as hummus (a chickpea dip with tahini), baba ganoush (baked aubergine dip), lamb ouzi (whole lamb cooked with fragrant rice) and shish tawook (grilled spice marinated chicken).

What is Ramadan?

The ninth month of the Islamic calendar, Ramadan is a time when Muslims around the world abstain from eating, drinking or smoking between sunrise and sunset. Lasting for one month, it marks the time when the Qur'an was first revealed to the Prophet Mohammed. Extra prayers are performed at the mosque throughout Ramadan and it is considered the holiest time in the Islamic calendar. It is a time for prayer, reflection and religious devotion.

Why do Muslims fast during Ramadan?

The fast is intended to help Muslims learn about self-discipline and restraint and enable them to empathise with those who have less. Ramadan is a time to spend with family and friends, breaking the fast together at sunset. The sunset meal is known as 'Iftar'.



MEETING THE FAMILY

Since its incorporation in December 2013, Hunting Titan and Hunting Energy Completion Equipment (HECE) in Wuxi has worked hard to make progressive improvements in its production line for perforating guns. As part of the improvements, Eric Zhou, the newly appointed HECE Manager, took three employees for 11 days of training in September at Hunting Titan in the USA.

The team was hosted by the Energetic Division in Milford, Texas where they were introduced to the manufacturing process of shaped charges and perforating gun field assembly. The group then headed across country to Pampa, several hours north-west in Texas, for training in manufacturing and quality control processes of perforating gun systems under the professional guidance of local experts.

The HECE team also had the opportunity to share best practices and improvements with Pampa's production team in areas like tooling and programme management.

The General Manager for Quality, Gene Rains, extended the hosts' hospitality with an outing to watch a Texas Ranger's baseball game, introducing the team to true American culture.

The training journey now continues back in Wuxi, where much of the learning will be translated into local training programmes, focusing on standardising HECE's manufacturing processes that require its production crew to undergo structured training, as defined in the Competency Development framework that was jointly developed with Hunting Training Academy in Asia Pacific for implementation in 2018.

KENYA MARKS SIGNIFICANT SAFETY MILESTONE

The Kenya facility has achieved the milestone of 1,000 days accident free. This means that the facility has seen no time lost to injury during this period. This covers not only employees, but contractors, site visitors and third parties and marks a significant

safety achievement for any business in the industry.

The team has been dedicated to ensuring safety by introducing measures across all processes, and is continuously looking at ways of minimising risks. This includes:

- Safety responsibility culture – both collective and individual
- Active participation in toolbox talks, monthly safety meetings and regular site inspections
- Regular observation and hazard reporting
- Regular auditing, reporting and monitoring
- Embracing the "Right to Stop Work" authority for unsafe situations
- Conscious effort to continuously improve safety performance; and
- Dynamic and specific HSE communication across the business.



CROSS STRAITS BOWLING

Continuing the tradition of 'Cross Straits' sports that started three years ago between Indonesia and Singapore, a friendly bowling competition was held in November 2017. The Supply Chain team from the Singapore office and representatives from Batam, Indonesia had come together for a team-building and workout session during the day before heading to the bowling alley for a mixed group ten-pin bowling competition.

Although the sporting challenge wasn't the main event of the trip, the games represented the commitment to work together going into the new year. The success of these bridging activities has encouraged discussions to extend the exchange to other sports apart from futsal and bowling for wider participation among employees. On the cards for 2018 are possible Cross Straits table tennis and badminton competitions.

AN ENCHANTED EXCURSION

Hunting's Wuxi facility is located about two hours of west of Shanghai. In the summer, temperatures soar, regularly surpassing 36°C (96.8°F).

To recognise the commitment to meet customer orders under sweltering conditions, especially those who work on the production floor, employees of both the OCTG and perforating guns business units went on a two-day trip to Shanghai.

On the first day in Pudong on 20 September,

employees hiked in the park, which although physically challenging due to the hot weather, was enjoyable, with camaraderie among the employees lifting everyone's spirits.

Everyone spent the following day at: Shanghai Disneyland. The experience of the theme park was well worth the wait as employees spent a magical day in a fantasy world straight from fairy tales and Hollywood movies. The trip back to Wuxi was filled with stories recounting the best moments from the day.



BANCHORY BEAST

In September 2017, a daring team of colleagues from Aberdeen took part in the Banchory Beast race in aid of Charlie House, a respite care for children in the region. Johnny Noble, Josh Gamble, Ewan Johnstone, Alun Roberts & Roger Findlay all completed an epic 10km obstacle race which included; sliding, dunking, swimming, wading, climbing and pushing yourself through freezing loch water, thick mud, steep and rocky terrain, and over mega obstacles.



BADENTOY BUSINESS PARTNERS

The Badentoy facility has welcomed new business partners onsite. Several factors, including the relocation of the OCTG business from Badentoy to Fordoun, have

left the facility under-utilised. The Company has addressed this by welcoming new tenants – a local company called Uniconn. The partnership will see Uniconn utilising the

vacant Badentoy storage yard, around 50 per cent of the Machine Shop along with occupying the Ground Floor level of the Badentoy front office facility. The Uniconn

business is complementary to Hunting's product lines with torquing and manufacturing capabilities, and there are opportunities to partner on projects in the future.

SAFETY REWARDED

In June 2017 Sam McClements, the retiring director of Hunting Energy Services, recognised three individuals for their efforts towards safety in the Sub-Saharan region. The HSE Awards honour employees for their safety commitment and recognises those who have made significant contributions towards maintaining and enhancing a safe work environment. These were awarded in three

categories: 'Best Overall Observation' went to Sive Manyisane for highlighting a significant safety condition and thereby mitigating the risk to safety and environment; 'Best Safety Improvement Observation' was awarded to Isgaaq Galant for highlighting a critical hazard; and Cyril Moore won 'Best Positive Safety Observation' for recognising positive safety practices as they occur.





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