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Staff and guests celebrated ten years of operations at the Wuxi facility in China in some style.



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HISTORIC HUISHAN

This beautiful old town and gardens on a siding of the Grand Canal in Wuxi, has been a favourite of emperors and modern visitors alike.



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THE ALL NEW H-2

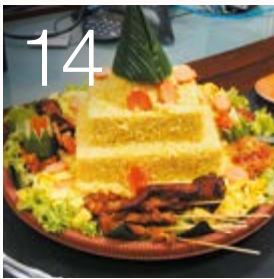
The development of the second generation and shortest ever plug and play perforating gun has now come to the market.



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HOUSEKEEPING IN ASIA PACIFIC

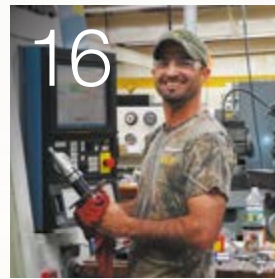
The basic lessons learned at the beginning of the of the Continuous Improvement regime are often those worth revisiting, here as a regional Asia Pacific initiative.



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SEVEN YEARS AND COUNTING

This remarkable accident-free record was worth recognising at the Batam, Indonesia facility.



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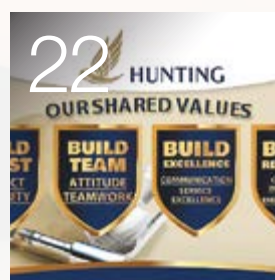
The Norwegian operation reconfigures for increased market opportunity.



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The Subsea division in Stafford is leading the field in the development of couplings.



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OUR HUNTING COMMUNITY

Taking a look at just some of the many activities and events Hunting employees are participating in around the world.



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“As Henry Ford once said “if everyone is moving forward together, then success takes care of itself”. These words highlight the importance of working collaboratively towards a shared goal – a value we hold highly at Hunting. By communicating regularly and learning from one another across the company we succeed together as a team. This is demonstrated by our global team, who collaborate and share knowledge with increasing ease. It is encouraging to see the impressive work underway around the world, from Dearborn to Wuxi and I commend the continuous determination to enhance our offering to the customer, through efficiency and innovation”



Jim Johnson, Chief Executive Officer





Wuxi at ten

Hunting's commitment to a large scale manufacturing presence in Wuxi's economic development zone in China was confirmed in June 2009 when the Company acquired the 332,000 ft. sq. property and existing building, Plant A

Pictured above: Staff assemble for speeches, awards and celebrations.



With a ready-built facility suitable for manufacturing purposes, CNC threading machines were soon installed to cut OCTG almost exclusively for export. Originally designed on lean principles, the facility is configured to four single piece flow threading lines with a custom built pipe handling system for cutting 2 3/8" to 20"OD pipe with a throughput capacity of 100,000 MT/year. The capability extends to Hunting's range of proprietary premium Seal-Lock threads including Wedge-Lock Flush.

In the meantime, the old Plant A was reconfigured to manufacture couplings, accessories and for storage. This was until

the decision was taken in 2011 to add a completions capability to manufacture perforating guns. These range in size from 1 9/16" to 7" and vary from 2ft to 20ft long.

A few total output statistics help to illustrate the manufacturing achievements since the adjacent buildings were fully commissioned. On the 10th anniversary, it was announced that over a million joints had been produced for tubing and casing with a further 1,117,638 couplings and 41,778 accessories. With a current design capacity of 320,000 short guns per year, the total number of proprietary Hunting perforating guns produced has hit 724,115 since early small scale start up. →

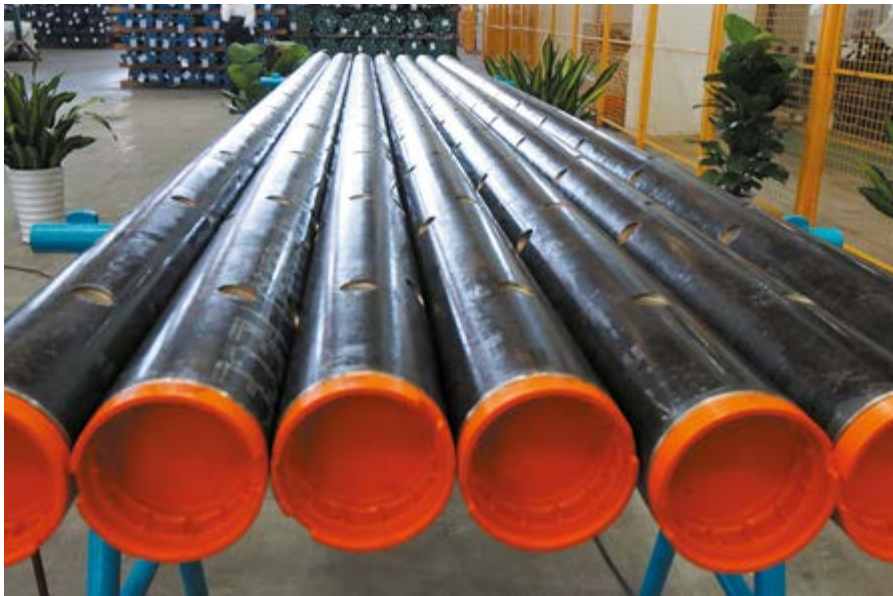
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Pictured top left: Helen Su, David Hunting, Daniel Tan Paul Zhang and Zue Changfu prepare to cut the birthday cake.

Top right: Visual quality checks in the Coupling cell of Plant A.

Bottom left: Part of the automated pipe handling of Plant B.

Bottom right: Threaded OCTG ready for shipping.



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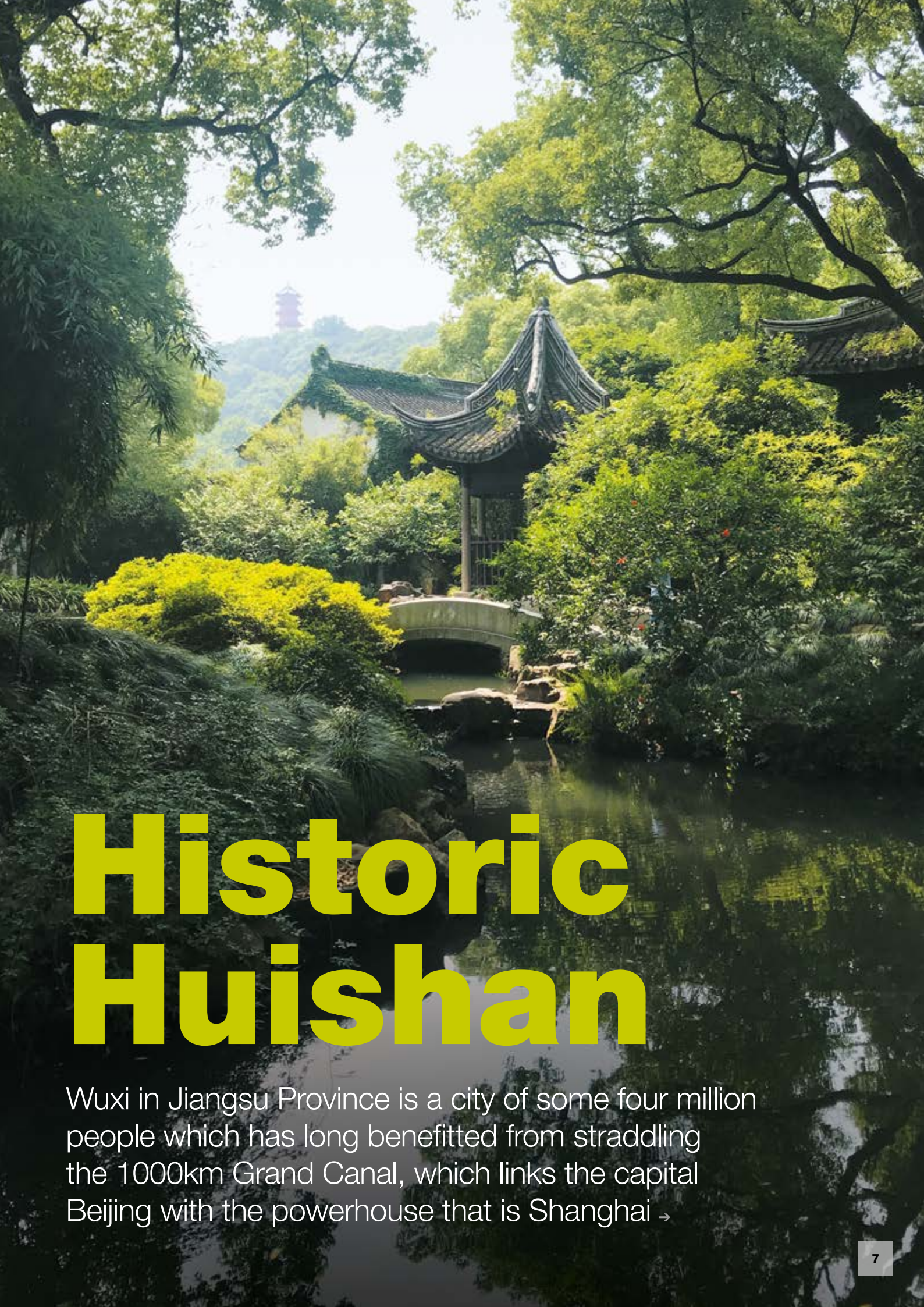
Continuous Improvement is embedded into the culture of the workforce now and automation of key processes has maintained the facility's competitive standing. This had led to an increasingly sophisticated level of skills being required and ongoing training has become endemic. A spin off has seen the Company awarded a number of Utility Model Patents, the Chinese Patent Office's way to protect Intellectual property. With a government mandated drive to improve environmental conditions and standards, it is perhaps no surprise that some of these have been awarded for novel ways of looking after air quality and management of waste. It is also no surprise that the facility has been a regular recipient of Wuxi City and Industrial Park Committee awards for enterprise, quality and safety. ■

Pictured top: Perforating guns manufactured in Plant A.

Pictured left: The tenth anniversary is marked with a tree planting ceremony.

Pictured below: 36 Pioneers were given recognition for their long service.





Historic Huishan

Wuxi in Jiangsu Province is a city of some four million people which has long benefitted from straddling the 1000km Grand Canal, which links the capital Beijing with the powerhouse that is Shanghai →



This waterside location has led to a long and rich history with many significant cultural treasures including the ancient town of Huishan with its temple, gardens and 118 ancestral reliquary halls. It is a World Cultural Heritage Site. Huishan Temple traces its origins back more than 1500 years at the foot of the eponymous mountain from which it takes its name. With its serene setting, the town was a favoured spot for a succession of visiting emperors through several dynasties. The monks' dormitory was bought during the Ming dynasty (circa 1520) by a descendant of the famous poet Quin Guan and moved through a succession of generations. In 1591 Quin Yao, rebuilt and extended the building as a gable and hip roof villa alongside the temple to take advantage of its tranquil aspect.





GARDENER'S WORLD

Quin Yao also embarked on an ambitious plan to renovate the garden and create a stunning vista to complement its setting. He wrote in frustration after losing his career in a power struggle, how he was “resorting to the supremacy of mountains and water to attain my pleasure”. Hummocks that were a feature of the original garden to emulate the hills, were enlarged further and ponds excavated to take advantage of the local springs and artfully decorated with natural rock. The formal garden plan was finished with many different varieties of flowers, plants and select trees with twenty set pieces of watery mountain scenes to enjoy. He marked the occasion by changing its name to Jichang Garden.



The garden moved out of family control and was confiscated for a while in the early eighteen century and various changes made. When in 1736 the garden was restored to the Quin dynasty a rich descendent donated a substantial sum to restore it to its previous condition. Trying to stay faithful to Quin Yao's vision, his great-great grandson returned it to the original form, which is still what is conserved today. ■



The all new H-2

Following on from the success of the plug and play H-1 Perforating System, the company has introduced another ground breaking system that sets new standards for well completions

The H-2, as the name suggests, is the second generation of purely Hunting developed complete Perforating Systems. It is the shortest gun on the market at 7.5" and what further sets it apart is that it fires up to four shots simultaneously from the carrier puck in a single plane, although more typically it is configured for three. This means it can more than double the guns per run than a conventional system. In recent field trials with a major US land operator, the H-2 Perforating System was used to successfully run 45 perforating guns on one run in conjunction with a plug. Over 200 guns were deployed successfully

on multiple wells. The system lends itself for high gun per stage operations and scenarios where rig up length is limited.

The new Perforating System features proprietary EQUAfrac shaped charges which punch a consistent hole in the casing resulting in equal fluid distribution through the multiple entry holes per stage. Reduction in treatment pressure achieved in this way ranged from 600 to 1500 psi lower when stimulating H-2 stages, providing significant savings to the operator. The charges are easily pushed into place on the puck making loading as easy as pushing

a button. Addressable switch gear is again provided by the latest technological development of the ControlFire Cartridge, aptly named the "Shorty". This eliminates the need for arming subs, wire connections and detonating cord making deployment simpler and safer. The ControlFire switch has a success rate of 99.999% from over three million runs and allows for up to 100 guns per run.

The H-2 will be available in a 3 3/8 inch gun diameter which is an optimal size for well completions with 4 1/2 inch and 5 1/2 inch casing. ■

Housekeeping in Asia Pacific

The Lean Manufacturing element of the Hunting Continuous Improvement regime starts with the 5S: “Sort, Set in order, Shine, Standardise and Sustain”

Good housekeeping is the cornerstone for a more productive and safe working environment. With this in mind, Hunting Asia Pacific recently carried out a series of housekeeping initiatives.

The local Steering Committee for Continuous Improvement (CI) at our manufacturing units rallied management and employees from various departments to participate in the exercise covering shop floor, production areas, storage yard, warehouse, and offices. Planning

The mission was simple: “Happy Workforce in a clean, tidy and safe environment for productivity and workplace safety”

started in April 2019 for incremental implementation in phases to ensure minimum disruption to operations and customer deliveries. The IBP Office in Singapore also participated in this exercise.

It is the belief that good housekeeping lays the foundation for a strong corporate culture with productivity mindset and safety consciousness. →



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CHINA CALLING

Our Wuxi facility in China was first off the block incorporating an organised “Hazard Hunt” in its Kaizen-themed event. From de-rusting and repainting of metal support structure to the installation of mist separator on CNC machines, no effort was spared for workplace improvements. The Hunt yielded safety outcomes from the replacement of a damaged wheel on a scrap container, to the re-assessment of the hazmat storage location. Collectively, some 30 areas were identified for improvement and closed over several weeks.



Sort, Set in order, Shine, Standardise and Sustain



INDONESIAN CLEARING

Sharing the same mission, our Batam team in Indonesia took the opportunity to re-organise its yard spaces. Further improvements were made in its storage practices including re-wrapping of end-caps and protectors, and providing proper storage containers for end-caps and bumper rings. The exercises also covered the production shop floor as well as the offices where a simple addition of indoor plants brought a refreshing touch to the work environment.



Before

SINGAPORE THREE

One-degree north of the equator is our Accessory and Well Intervention (WI) facility in Singapore where joint housekeeping exercises reflected the increasing collaborating effort between the two business units. At the Pioneer Crescent facility, a major make-over helped free up spaces for new product proto-types and capability development. In addition, WI unit expanded its existing storage to house our Thru Tubing spares inventory, while the walkways and walls got a fresh coat of paint.

At the accessory business unit in Benoi Road, various teams were assigned work areas that included an off-site shared storage facility. The spill-over effect of Benoi's housekeeping exercise resulted in a downsized off-site warehousing need as storage spaces were cleared to take in several items, which meant lower off-site storage fees. The regional and accessory QA teams jointly re-organised a shared facility for regional gauge and calibration in yet another show of inter-company team-working.

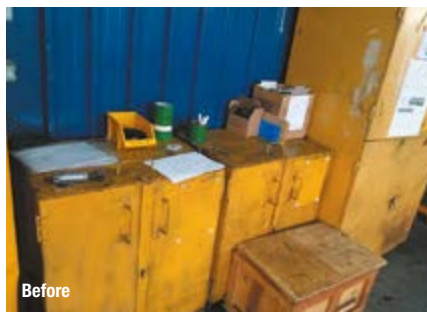
Our Regional Headquarters at International Business Park (IBP) also participated in the regional workout. Housekeeping ground rules for up-keeping boardroom and meeting rooms were drawn up, and communal house-rules for the use of communal are as were agreed upon.

CONTINUING THE JOURNEY

This housekeeping campaign emphasised the shared regional values and ethos, which will be maintained in the years ahead. Our Regional Engineering Department coordinating CI matters for Asia Pacific is working with each business unit for a cross-site review



After



Before



After



Before



After



Before



After

and standardisation where applicable. In addition to the shared education platforms such as Toolbox meetings, Hazard Hunt, Safety Safari and Gemba Walks, the local Steering Committee for CI is charged with developing the culture for continuous improvement. The company's innovation fund was

introduced to encourage new initiatives to achieve this, while a local recognition award acknowledges the contributions of employees in this movement.

This housekeeping campaign is our first steps in the continuing journey for excellence in the next 10 years. ■



Seven years and counting

A significant milestone was recently reached at PT Hunting Energy Asia, the Batam facility in Indonesia: seven accident free years

The welfare of personnel at any Hunting facility is of paramount importance and safety at the workplace remains the priority. Seven years of busy manufacturing operations without accident or injury is an important achievement, and possibly a record for Hunting. To mark this occasion the team held a celebration and reviewed the progress that had been made over this time.

The occasion was not only recognition of the seven year achievement but an endorsement of the stringent safety practices that Hunting has in place.

Seven years of busy manufacturing operations without accident or injury is an important achievement and possibly a record for Hunting

Back in 2012 the lost time due to incidents per year was so poor, action had to be taken. A “lost time accident” is recorded

when someone receives an injury during working hours and is prevented from being at work on medical advice. Working hours also include the journey to and from the employees’ place of work. A new management team went out on “walking safaris” to identify any unsafe practices or obvious hazards and correct them. Staff were also empowered to identify and report any safety issues in the work place and the wider facility. Under the “Duty to report” principle near misses are also recorded so that corrective and preventative action can be taken. This regime is now embedded in Batam’s culture under the moniker: “Think safe, Work safe, Be safe”.



PARTY TIME

All of the site's staff were invited to a lunchtime event, where they were joined by visiting colleagues from Singapore and the UK. Having been presented with a specially commissioned T-shirt, music, singing and dancing started, with much laughter and fun. Short speeches were made, and Regional Managing Director Daniel Tan and Operations Manager Djoko Mardijarso exchanged engraved commemoration plates. A splendid buffet of regional delights was then provided and a Tumpeng rice cone cut in traditional celebration. ■



CI through an AMG lens

Hunting Energy's manufacturing processes have long been subject to local scrutiny, however this has evolved now into a strategic and global Continuous Improvement (CI) Programme



Launched formally in the Spring 2015 under Corporate CI Leadership, the general deployment model shows the programme well into its stride, but still a long way from maturity. The beginning state for company operations was critically analysed by drilling down into the six fundamental building blocks of People, Culture, Technology, Methods, Structure and Alignment.

The change from localised Lean Manufacturing and Six Sigma initiatives to strategic CI came as a result of the corporate knowledge gained through acquisitions and spurred by the creation

of the Advanced Manufacturing Group. The expertise and processes that came with the Dearborn division's super complex machining capabilities were key.

BUY BUY BUY

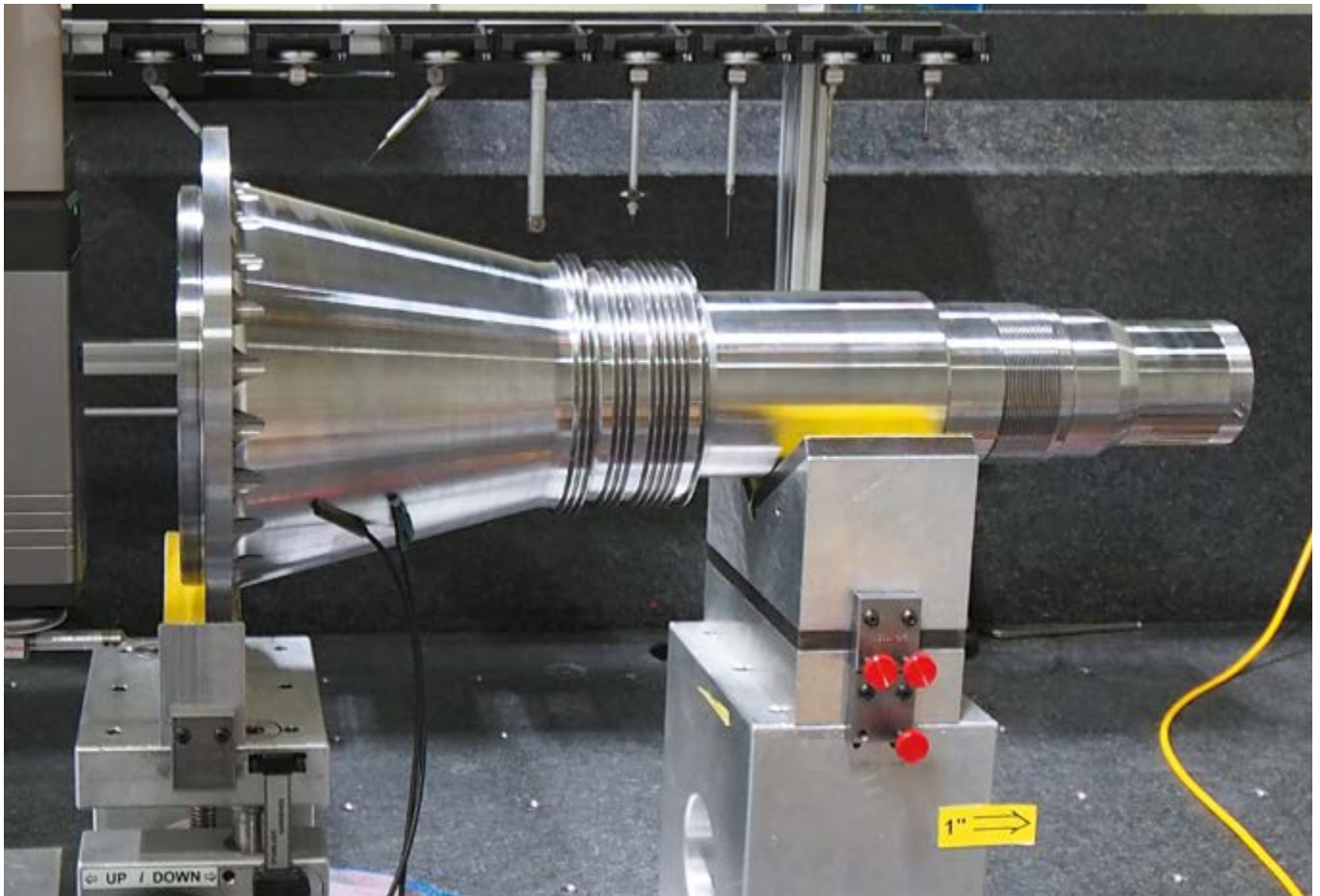
It was important from the start that the Senior Leadership Team bought into the programme and appointed CI Champions in every business unit. Face to face and virtual training became fixtures and mentorships were facilitated, KPIs developed and initial projects selected to address the needs of each division. It was emphasised that this is not a top down

process but a programme that every staff member should embrace. The incremental gains are more easily harvested and there were immediate measurable results.

In the following year projects were continually implemented with the support of Corporate CI Managers. Training and sharing of global best practice is discussed monthly in live sessions, which are also catalogued. The development of the infrastructure played a crucial role in both gathering standardised data and in delivering hard results. →

It was emphasised that this is not a top down process but a programme that every staff member should embrace





THROUGH THE LOOKING GLASS

The focusing lens of Hunting's CI Programme is Hunting's Quality Policy, specifically Total Customer Satisfaction achieved via continually improving the elements of quality, price and delivery. The Throughput approach looks at revenue created by sales (not inventory) per labour or machine hour. However, it excludes the cost of materials and third party work to keep the programme

operationally focused. Even so while data capture over time will measure effectiveness, it does little to determine cause and effect. In answer to that a tactical element is introduced to help CI teams seek and evaluate the likeliest performance wins. This has led to the adoption of one single, simple operational measure: Overall Equipment Effectiveness which translates directly to Customer Satisfaction. ■

PORTAL POWER

From the outset it was envisaged that a support platform would be built to facilitate oversight, provide backing and general mentorship and to keep projects on track. This portal was added to the Company's SharePoint environment. The wealth of collective knowledge can now be leveraged and training material collated and shared.

As the model has matured the emphasis has grown from the initial short term tactical aims measured by cost savings to include throughput elements, such as added capacity (revenue) and time inputs. This is because while cost savings alone are valuable, combining it with the elimination of wasted time creates much more opportunity for revenue creation at an even lower cost.



New Norway

In March Hunting Energy officially opened its new Norwegian office and workshop in Sola, on the Stavanger peninsula. A regional sales presence was first established in 2016 and the business has grown successfully since then

The new facility will continue to serve the Scandinavian energy markets with all the Hunting Energy's product lines in Well Intervention, OCTG and Manufacturing. It also provides a presence for the Titan division's range of products and the Dutch Well Testing group. Being orientated around sales, there is only limited need for storage and workshop footprint. The proximity to Aberdeen means that primary manufacturing, service and storage can be effectively provided there without having to compromise on response time. Shipping is usually direct to the customer. Likewise Well Testing Equipment is supported by Hunting's Velsen Noord facility in Holland.

With the discovery and development of North Sea oil in the 1960s, Stavanger with its maritime heritage and benign geography soon became the focus for the Norwegian sector of the industry and the region's rapid population growth in the late 20th century was primarily a result of Norway's booming offshore oil industry. That is why it makes sense for Hunting to base the operation there too.

To date the focus has been primarily on the Well Intervention market and OCTG, as well as bringing technical support for new innovative technologies.

Staae Granberg remain in charge as Business Development Manager. He is now joined by Hans Brekken, Workshop Supervisor, Arve Bradsvik as Sales Manager, Well Intervention, and Tove Kvalvik, HMSQ Manager, who form the nucleus of the Norwegian team.

An open day is planned for September, where the Hunting product range will be showcased and customers given an opportunity to view the new facility. ■





Subsea couplings

Hunting Energy Services has played a central part in the offshore energy sector for some fifty years. The Subsea Technologies team has recently introduced several new products to meet rising customer demand

Hydraulic couplings have long been the primary product offering of the Subsea Technologies team in Stafford, Texas. In fact, they have over two million of these coupling installed, with no reported design flaws to date. It is unlikely that there are many subsea wells in the world that do not utilise this Hunting product. Over 3,500 different male and female coupling

designs exist, with an extensive range of customised applications. These range from low-pressure, shallow water connections to critical components high pressure, high temperature environment typically encountered in ultra-deepwater. The Hunting team also engineer and design bespoke couplings for special applications.

Over 3,500 different male and female coupling designs exist, with an extensive range of customised applications



The usual working pressure is between 10,000 and 15,000psi but that frontier has been pushed still further with the recent introduction of the 20KSI. As its name suggests, this is suited to even greater pressures

NO PRESSURE THEN

The usual working pressure is between 10,000 and 15,000psi but that frontier has been pushed still further with the recent introduction of the 20KSI. As its name suggests, this is suited to even greater pressures but with increased allowances for misalignment and consequential side-loading of mating equipment. The coupling with its unique characteristics is designed for use on subsea Christmas Trees and Tubing Hangers.

The range includes 20KSI tree couplings which have been recently qualified to enable an increased pressure rating with bigger allowances for misalignment and side-loading beyond the capability of the previous generation of equipment. "All of these enhancements were in response to customer requests as they work to meet greater challenges" explains Scott Stolle, Coupling Engineering Supervisor. The 20KSI XT couplings also uniquely provides metal seals that can withstand all subsea environmental pressures.

The team is also developing 20KSI plate couplings to offer an enhanced side-load capacity, while another design – Soft Seal Hydraulic Coupling – now has a unique female polymer seal which is interchangeable with a metal female seal. Importantly, this product lowers the cost for the customer by eliminating the need to buy different types of male couplings to fit with specific female couplings.

EXTENDING THE RANGE

Subsea Technologies' metal seal coupling range includes the compact hydraulic coupling line "RS". These are designed to be applied when reduced size, weight and travel distances are key requirements. Also designed to meet market demand for a smaller, lighter and higher flow coupling but in ultra-deepwater extreme working pressures, is the UO series. The TO line works under the most severe pressures in deepwater applications, for customers that require the highest possible reliability. The RO and TM metal coupling lines have also been developed to meet specific market demands.

Elastomer Seal Couplings are generally engineered for economy and intermediate pressure ratings that are expected in such applications as umbilical junction plates or shallow water diver ROV stab plates. Even so the AO series is designed for working pressures up to 17,500psi.

With the largest prospects for long term development mostly to be found in the offshore sector, this division of Hunting Energy is clearly positioned well for developing the technology that will allow this to happen. ■



Our Hunting Community

APPOINTMENTS AND PROMOTIONS

Ryan Elliott has been appointed as Chief Information Officer. Ryan has been in the role of acting Manager of Information Technology since January 2019. Ryan holds a Bachelor of Business Administration majoring in Management Information Systems from Baylor University and has had various Information Technology roles with NASA and Lockheed Martin.

Randy Walliser has assumed the position of Managing Director, Canada. In this role Randy will be responsible for all facets of Canadian operations. Randy brings over 20 years of experience in senior management roles over Sales and Marketing and Operations with Lee Specialties, Baker Hughes, Innicor Subsurface and Owen Oil Tools. Randy will be replacing Chris Wallace who we thank for his dedicated service to the Hunting organisation and wish him well in his retirement.

Rick Smith has assumed the role of Senior Manufacturing/Operations Manager for the US Manufacturing Division. Rick

is joining US Manufacturing from the Titan division where he held the position of General Manager Perforating/Manufacturing, overseeing plant operations in Pampa, Oklahoma City and Monterrey Mx. Rick began his career with Titan Specialties in 1982 his manufacturing/management expertise will be key to enhancing US Manufacturing's current and future product manufacturing processes.

Rick will be responsible for all manufacturing operations within the US Manufacturing Division.

Julie Montemayor has joined Hunting as the Training Manager for Hunting Energy Services. In this role Julie will be responsible to developing and deploying various training and personal development programmes.

Jim Hill has accepted the role of General Manager of Well Intervention. In this role he will be responsible for Well Intervention products globally. Jim joins Hunting with over 40 years of various management roles in Wireline and Perforating systems with Halliburton and Gearhart Industries.

Travis Kelley has been promoted to Manager of Sales & Marketing, for the Connection Technology division. Travis has been with Hunting since 2011 focused on integrating our products and technology for customers during very challenging market conditions. Travis will manage all domestic and international Connection Technology sales efforts and strategies. All outside sales staff, both domestically and internationally will report directly to Travis.

Reza Ghasemi has been promoted to Engineering Development Manager, for the Connection Technology division. Reza has been with Hunting since 2017 and has been instrumental in managing connection testing programmes and the design and development of new technology. Reza will manage all the development efforts of the Connection Technology Engineering Department.

Barry McElligott has accepted the role of Sales Manager for Hunting Canada. Barry will be responsible

for all commercial aspects of the OCTG, Connection Technology, Accessory and various manufactured products for the Canadian markets.

Titus John has accepted the position of Technical Sales Manager for the Middle East. His job responsibilities will include all commercial sales aspects of the Instruments, Energetics, and Perforating systems for Hunting's Titan division.

Chris Charles has joined Hunting Titan as General Manager, Perforating. In this role, Chris will manage the Pampa, Oklahoma City and Monterrey, Mx facilities. With some 30 years of industry experience with Baker Hughes, Chris is well versed in LEAN manufacturing principles and the International market.

Angela Walker has joined Hunting as Inside Sale Representative. Angela have some 17 years sales experience in the oil & gas sector and will be based at the Northchase, Houston office.



Keith Crews being congratulated on his 30 years of long service by Jim Johnson.



Banu Davies (l) and Chris Berris (r) of the London office, both celebrated 20 years with the company.

ORGANISATIONAL UPDATE

Last March Hunting sold the service side of its Thru-Tubing business to Well Pro – a UK based thru tubing company. Along with the business Well Pro also hired 18 employees

associated with this side of the business, who we would like to thank for their time and hard work to Hunting. Hunting will continue to operate its thru-tubing products.

Bruce Ferguson will be responsible for all business activities in the Middle East and Africa, aside from the OCTG product portfolio.

Sean O’Shea will be Director for Business Development MEA responsible for OCTG sales in the region.



WORK HARD PLAY HARD

The eighth Hunting Wuxi Sports Day saw some 400 participants (285 staff and their families) take part in various sporting activities such as short-distance running, relay race, tug-of-war, team rope skipping. Employees had the opportunity to join up with others from different departments in

team events, bonding over games and getting to know their co-workers better. An active afternoon was followed by a traditional dinner, featuring several stage performances by our employees. For the first time, the Company included a local award segment to recognize contributions in Continuous Improvement (CI)

and Innovation in Wuxi. The various award winners were:

- Xue Anqing (Engineering), Xu Qing (Production) for improved methodology in coupling painting
- Ji Chengsan, Lu Yi (Maintenance), Zhou Xin (Supply Chain) for improvements in Buck-on Machine maintenance
- Zhang Xiaoming, Yu Qiang (HECE QHSE) for Increasing the working-life of Gauges
- Zhang Fan, Shan Kwangwen (Engineering) for conversion from phosphating to grit blasting for SL-Semi Flush pin
- Zhu Mingqing (Production) for improvement in pipe threading plug.

BREAKING FAST

Managing Director of Asia Pacific, Daniel Tan, visited the facility in Batam during Ramadan last May to join staff for an evening meal to break their fast. The

Ramadan (Islamic holy month of fasting) started on 5 May, ending a month later with the Festival of Eid, a religious holiday celebrated by Muslims worldwide.



LOCAL MP VISIT TO BADENTOY

Last April the Badentoy facility welcomed a visit from Andrew Bowie MP.

The objective of the visit was to provide Mr Bowie with an overview of Hunting and the Badentoy facility, highlighting the importance of Hunting's collaboration work with TEK-HUB and OOR companies. The key focus was to highlight Hunting's

innovative approach to re-energising and extending the Oil and Gas sector's product life cycle.

Managing Director Bruce Ferguson briefed Mr Bowie on Hunting's strong legacy, sharing the company's future industry focus. Roger Findlay and Dan O'Brien also gave an overview of TEK HUB and Organic Oil Recovery.



WALK TO HEALTH AND WALK FOR HEALTH

Employees from Hunting Singapore business units signed up a nation-wide steps challenge which includes some 600 participating organisations in a 15-week competition. Employees were issued with a steps tracker by the National Health Promotion Board, enabling them to track their daily steps and time spent in moderate-vigorous physical activities (MPVA). These data were then linked

to the national database for comparative results.

To launch the event, each business unit in IBP (RHQ), Benoi (Accessory), Pioneer Crescent (Well Intervention) organised a national steps workout/dance session involving every employee in simple exercises with accompanying music. In addition, employees were also encouraged to organise group walks over

the weekends with several taking up the sponsorship for drinks and meals vouchers.

On the last working day before the official end of the corporate challenge, employees took part in site-based activity such as workout/dance sessions in the manufacturing plant and a special food-on-foot challenge where groups ventured on foot to buy lunch for sharing in office "potluck" style.

At the end of the Corporate Challenge, Hunting Singapore was ranked 150 out of the 602 organisations that participated with an average daily active steps of 7701. In our internal competition, the Production QA team clocked an impressive average daily step count of 14287, while the HR & Admin team came up tops for MVPA with weekly average of 256 minutes.



SHAN SHUI ADVENTURE

The team from Hunting Wuxi recently went on an overnight stay to Wuhu in the nearby Anhui Province. The outing began with a climb up the highest mountain in Wuhu - Maren Mountain. After the two-hour ascent, the walkers were greeted by the famous "Flying Dragon Glass Bridge" which has a transparent glass platform to walk on. Brave volunteers can see the valley below through the glass while seemingly walking on air.

After a good night's rest, employees visited the Wuhu Fanta Oriental Heritage Theme Park located on the bank of Yangtze River in Wuhu City.

The return journey to Wuxi was filled with great memories of the adventures of the glass bridge and the spectacles of the theme park. This was a timely recharge as the Wuxi team continue its good run in 2019.



SUPPORTING THE LOCAL ORPHANAGE

Management and staff of PT Hunting Energy Asia in Batam have raised funds for Assyaamil Orphanage. The sum raised was specifically for the purchase of sewing machines, school shoes, pocket money (in

"red packets") and food for communal Iftar fast breaking. The gifts were delivered over two visits last May. In the first visit, management and staff gave out pocket money to the 40 orphaned children, ranging



from 6 to 12 years old. The follow-up visit presented the orphanage with the sewing machines and school shoes for the children.

The gift package included a two-month sewing

machine training programme from the supplier.

The orphanage was also presented a plaque with the inscription "A Hope for a Better Future" before breaking fast together.

GLOBAL TITAN AWARDS

Recently the Titan Division presented its annual Global Titan Division awards for Performance in Sales and Operations for 2018. Awards went to: Rickey Ramsey – Product Champion of the

Year; Dustin Mack – US DC Manager of the Year; Blaine Schlaht – Canada DC Manager of the Year; and Woodward Oklahoma DC was named DC of the Year.



Pictured from left: Josh Howk, Armando Velasquez (International Salesman of the Year), Graeme Rignault (NA Technical Salesman of the Year), Cassie Allmaras (NA Operations Employee of the Year), Dwayne Vodden (NA Region Manager of the Year) Ron McMullan (Corporate Salesman of the Year) Alpie Wright, Mat Hans

INTERNATIONAL WOMEN'S DAY

To mark International Women's Day, Daniel Tan, Managing Director for Hunting Asia Pacific, joined some 20 female employees in Singapore for an afternoon tea. In China, the same was celebrated. It is commonly

called "Goddess Day" with many companies in major cities setting time to show their appreciation. In Hunting Wuxi, Yan He our Regional Manager for IT, presented bouquets of flowers to the 20 female members of staff along with token gifts of appreciation.



LUNAR NEW YEAR WITH LOVE

The 15-day Chinese New Year "Spring" festival started in February, welcoming the year of the Hog, the animal traditionally symbolizes overall good fortune, wealth and prosperity. This year, the Recreation Committee decided to have a double celebration, timing the arrival of spring with Valentine's Day.

QA Technician Murali who sportingly accepted the role of the Chinese deity, symbolising understanding and acceptance. Joining him was "Cupid" (played by Engineer Sam Oh) who took on a special mission of spreading friendship and collegiality among the team. Employees also created art to mark the fusion theme of Spring Festival and Valentine's Day.

The "God of Fortune" was performed by Hunting's

Core Principles of the Hunting PLC Code of Conduct

Every employee and business partner has a critical part to play in ensuring the Code of Conduct becomes part of the fabric of our organisation. Doing business the right way is not about compliance, it is part of our culture.

- **We aspire to deliver growth and strong performance in all our operations.**

We invest in opportunities that fit with the ethos of the Group, always subject to rigorous financial and commercial review.

- **We behave with integrity.**

Hunting PLC promotes a culture of honesty, transparency and fairness. We will not partake in unethical practices such as bribery and expect the same of our business partners.

- **We are objective and trustworthy.**

Our employees act without bias and conflicts of interest. We do not act in an anticompetitive fashion and are respectful of confidential information when entrusted to us.

- **We develop responsible business relationships to drive our strategy.**

A customer focused approach is core to the Group's strategy. We are committed to developing mutually beneficial relationships with our business partners and communicating our core business principles.

- **We drive growth in a responsible manner.**

Employees are encouraged to seek opportunities to develop their distinct business units, but never at the expense of the highest ethical standards. We have a culture of continuous improvement, focused on safety, quality and value.

- **We respect our colleagues.**

Our employees have the right to work in a safe, secure environment, with proper training, equality and regard of their colleagues.

- **We respect the laws and principles of the jurisdictions in which we operate.**

Hunting PLC recognises its obligations as a leading Public Company and expects its employees to observe the laws, rules and regulations in all operational jurisdictions.

- **We behave in a socially and environmentally responsible manner.**

We strive to apply the highest standards in health, safety and the environment as well as being sensitive to local cultures and the communities in which we operate.



Jim Johnson
Chief Executive

If you become aware of any breaches of the Code of Conduct, please raise any concerns with the nominated PLC contacts. These details are contained in the Code of Conduct document, which can be downloaded from www.huntingplc.com



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