

# 2010

SUSTAINABILITY REPORT



The Sustainability Report is published annually by  
**ATLANTIC LNG COMPANY OF TRINIDAD AND TOBAGO**

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Website: [www.atlanticlng.com](http://www.atlanticlng.com)

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Assurance provided by  **CSR** Solutions  
for a sustainable future

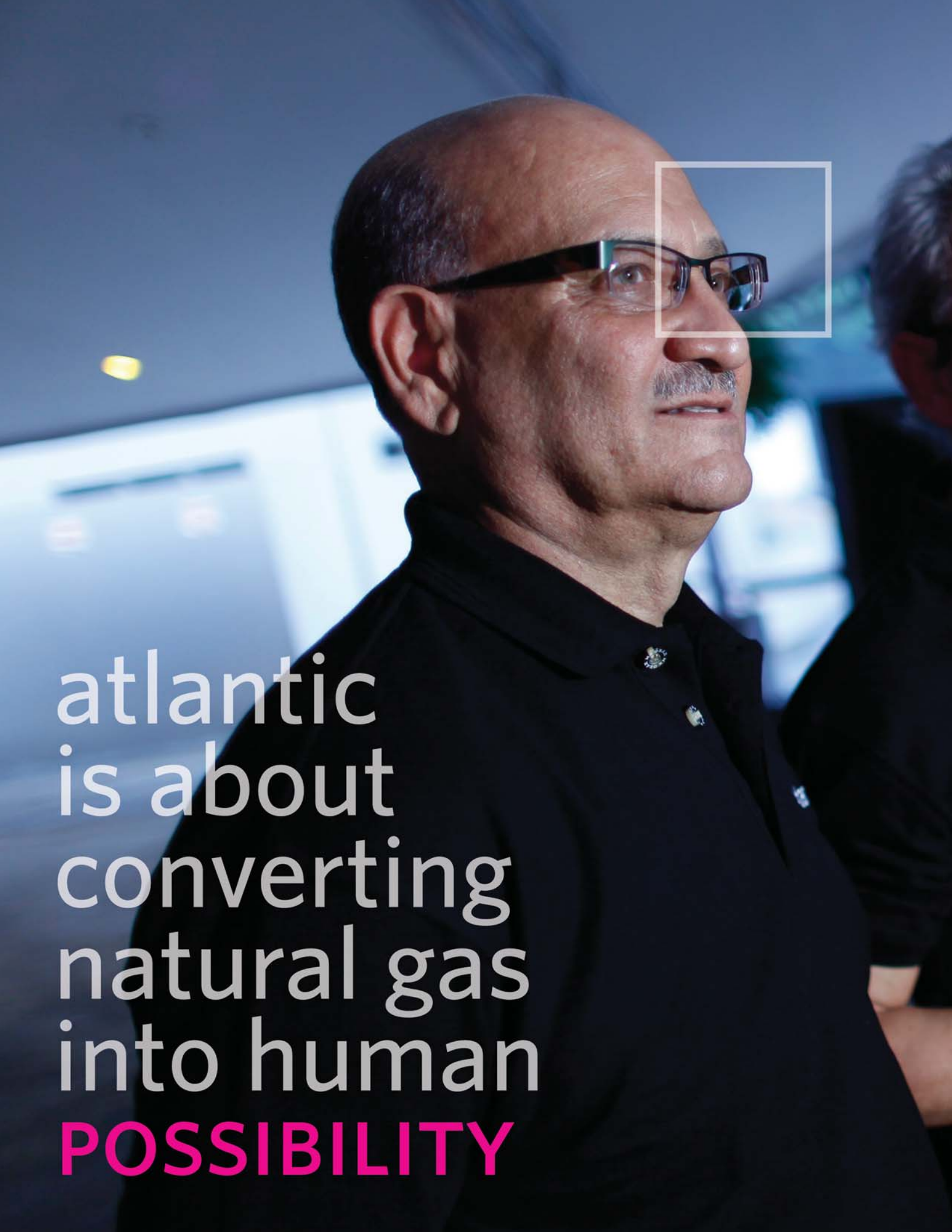
The Environmental Management System of Atlantic LNG Company of Trinidad and Tobago has been  
certified to the ISO 14001 international standard



# Contents



03	Chairman’s Word
04	About this Report
05	The Oil and Gas Sector in Trinidad and Tobago
07	CEO’s Review
09	Company Profile
11	Key Performance Indicators
12	Moving a Generation Ahead
14	Operational Excellence
17	Capability Growth
21	Sustainability
38	Assurance Statement
39	Sustainability Indicators



atlantic  
is about  
converting  
natural gas  
into human  
**POSSIBILITY**

### Moving a Generation Ahead

**Trinidad and Tobago** has a petroleum producing history of over 100 years. Our people are skilled, enterprising and have created a culture of safety, teamwork and discipline.

Still one of the newest energy sector companies in Trinidad and Tobago, Atlantic continues to build on that heritage, and earns tremendous respect in the international industry. Even as other LNG facilities come on stream around the globe, we attract oil and gas colleagues who come to our plant to see first hand what has become known as the Trinidad Model.

Atlantic is not just an energy producer and a profitable global business, we are a catalyst for the growth and development of our employees, the community of Point Fortin, and indeed all of Trinidad and Tobago. We are raising the next generation by example and excellence. Atlantic is about converting natural gas into human possibility.

*Gordon Deane - Chairman*



# About This Report

## REPORTING BOUNDARIES AND STANDARDS

This is the seventh report published by Atlantic LNG Company of Trinidad and Tobago on its performance against the themes of corporate responsibility. In 2008, the concept of Sustainability was introduced as a core value and strategic aim of the company. Since then, this report has been called the Sustainability Report. It contains data for the year January 1, 2010 to December 31, 2010. The report follows the guidelines of the Global Reporting Initiative (GRI).

As in previous years, this report covers the objectives and activities of the LNG processing company operating the four trains located in Point Fortin, in southwest Trinidad, on behalf of the train owners. Natural gas is delivered to the plant from offshore fields east and north of Trinidad by pipelines operated by an independent company. This report does not cover the performance of suppliers and customers nor that of natural gas exploration, pipeline delivery, shipping nor distribution to markets.

This is a report of the company's performance against its declared strategies and the Key Performance Indicators (KPIs) identified for 2010. This report is not a statement of the financials of the Company.

This report provides an overview of progress against the KPIs captured in the Corporate Performance Contract for 2010. The indicators against GRI may be found at the back of the book.

The report is intended for internal and external stakeholders: employees, contractors and suppliers, communities, partners, government and its agencies, and the international community.

## STRATEGIC AIMS

There are three main areas of focus

captured by the company's strategic aims. These are:

**Capability growth:** which includes the competence, initiative and responsibility of the human resource driving all activity and performance in the company; the focus is employees but includes others - suppliers and contractors - who have a direct impact on the operations.

**Operational excellence:** which includes material indicators such as production, efficiency and maintenance of equipment, cost and value creation, and the way the business is carried out including safety and security.

**Sustainability:** includes relationships with stakeholders, governance, environmental impact and management, and social investments.

The report is available as an electronic document on the Atlantic website at [www.atlanticlng.com](http://www.atlanticlng.com) or on CD by request. A limited number of copies are printed.

## ASSESSMENTS AND FEEDBACK

Every two years, the company performs a guided self-assessment against Ethos Indicators. At the same time, the consultant interviews stakeholder representatives for issues and concerns that are relevant. Ethos assessments were conducted in 2009 and in May 2011 by BSD Consulting (Brazil and Colombia).

Focus group testing of the 2009 Sustainability Report was conducted by Odyssey CONSULTinc among employees, contractors, community groups, partners, shareholders and representatives of government. This feedback has been incorporated into the design and content of this report.

## ASSURANCE STATEMENT

The content and supporting data of this report have been scrutinized by an independent assurance provider CSR Solutions Ltd. The statement from the Assurer is included on page 38.

This is a report of the company's performance against its declared strategies, and the Key Performance Indicators (KPIs) identified for 2010.

The 2010 Atlantic Sustainability Report details the Company's performance across a wide range of core operations and support activities.

# The Oil and Gas Sector in Trinidad and Tobago

## MEETING THE GLOBAL CHALLENGE

2010 marked the beginning of slow economic recovery globally. Unemployment remained high with public debt creating a negative knock-on effect that impacted fiscal recovery for many countries.

Major economies like the US and some in Asia began to re-think and re-shape their approach to energy extraction and resources. At the same time, supplies of LNG were increasing as new facilities came on stream in the Middle East adding to the inventory available for purchase internationally.

## OIL AND GAS SECTOR IN TRINIDAD AND TOBAGO

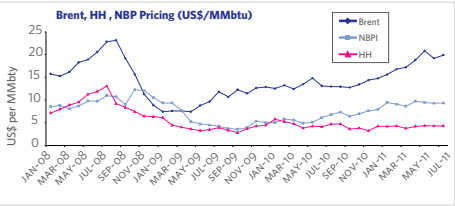
The Trinidad and Tobago economy followed other world economies showing slow or minimal recovery in 2010. The Central Bank of Trinidad and Tobago reported an estimated growth of 0.1 percent in real GDP.

Despite this recovery, performance in the energy sector closed out 2010 at an estimated 35.7 percent of annual GDP, down by 0.1 percent on a revised 2009 figure of 35.8 percent.

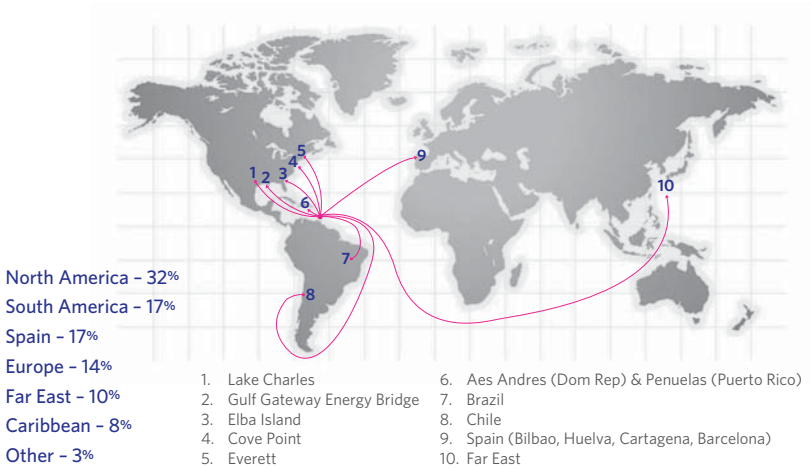
Half of Trinidad and Tobago's natural gas production goes to the production of LNG. From the first cargo on May 1, 1999 through to May 9, 2011, some 2171 cargoes of LNG have been shipped from Point Fortin. Shipments have been delivered as far as Japan; however, the United States is the main buyer.

The chart below shows the difference in pricing between oil and gas. Crude oil prices experienced some peaks and troughs ending slightly higher than 2009. LNG prices experienced a similar trend with a steep rise at the beginning of 2010, peaking again in mid-year and levelling off at the close of the year but not recovering to the extent of oil.

## GLOBAL OIL AND GAS PRICING



In 2010 Atlantic supplied LNG for 267 cargoes for shipment to the markets shown in the map below with North America remaining the main destination for Trinidad and Tobago's LNG exports. In 2010, forty-three percent (43%) of the LNG imported by the US came from Trinidad and Tobago. This is down from a peak of nearly 75% in 2008. Thirty-four percent (34%) of our LNG was shipped to South America and Spain and fourteen percent (14%) to countries in Europe, including the UK, Portugal, Italy, and Greece. Ten percent (10%) was exported to the Far East, to such countries as Korea, India, Taiwan, Singapore, China and Japan. Another 8% went to Puerto Rico and the Dominican Republic, in the Caribbean.





we take the  
approach that  
shared values...  
are critical to  
the success of  
**ATLANTIC**

Atlantic continues to grow as a learning and teaching organisation. Early in 2010, we became the first centre approved by the National Training Agency to offer training and certification recognised by the Caribbean Vocational Qualification Agency.

## CEO's Review

### TRANSFORMATION AND TEAMWORK *Small Steps, Bigger Goals*

**In years to come,** Atlantic will look back on 2010 as a year of transformation. We changed our identity – from Atlantic LNG to Atlantic – and launched a bold contemporary brand that stands out from our energy sector colleagues. Deeper than this, we changed some of our approaches in the way we do business, and what we stand for, raising the bar on safety, governance and corporate responsibility.

Down the road, much of what we achieved in 2010, and continue to pursue in 2011, will seem like baby steps. Let us remember that every journey starts with a single step.

### OPERATIONAL EXCELLENCE

By the end of 2010, Atlantic delivered over ten million man hours safely worked and a safety record that improved on the previous year's. Individual employees and teams also pushed the rate of safety inputs – walkdowns, STOPS and interventions – above the previous year's. We are however still lagging in identifying and reporting incidents and occurrences that have a "high potential" risk. We must not allow ourselves to become complacent either in personal safety, or in asset integrity management. In 2010, we completed all actions related to elements of the Asset Integrity Management Standard.

Chasing a stretch production target of 815 Tbtu (800 Tbtu of energy could easily power a country like Spain for a year) Atlantic safely produced 810.3 Tbtu, the largest ever in a single year. This is an excellent performance carefully managed by the Operations teams, and demonstrates a high level of cross-functional teamwork, attention to detail and management of the plan; including adapting and recovering quickly when variances occurred.

In 2010, we also marked the delivery of the 2,000th cargo of LNG from our port at Point Fortin in south Trinidad.

Costs were managed within budget, with a benchmark cost per LNG unit.

### CAPABILITY GROWTH

We made huge strides in in-house training for the Operations staff. The primary tool was a system for Competency Management Assurance and the use of a Competency Development Tool. Without doubt, these applications have enhanced expertise and efficiency in the core teams at Atlantic.

Atlantic continues to grow as a learning and teaching organisation. Early in 2010, we became the first centre approved by the National Training Agency to offer training and certification recognised by the Caribbean Vocational Qualification Agency. Our system of enrolling graduate trainees and apprentices has been expanded for the last three years to include students from the Point Fortin's Finest programme; they are introduced to the "world of work" through summer internships.

In one area, we fell below benchmark. Our score in the Employee Benchmark Survey placed Atlantic in the very average range – 54% satisfaction among employees. We have already begun working on leadership and communications issues. In 2010, the Leadership Team embarked on a structured development programme to enhance leadership skills. The plan was to extend the leadership development programme to all the Management Team in 2011. These sessions in 2011 would also be supported by communication workshops. It is our intention to continue these programmes to enhance communications between teams in the company.



CORPORATE RESPONSIBILITY

Social investment programmes in Point Fortin are stepping up, with praiseworthy results. The Point Fortin’s Finest programme celebrated its tenth anniversary with the first students now qualified in fields such as engineering and medicine to return value to their hometown and country. Sports for primary students have expanded and include cricket, swimming, tennis, gymnastics and volleyball. For the second year, we supported an off-season football competition played among teams in the community. The Atlantic Seeds of Hope – an initiative through the 4H clubs – are expected to sprout in places far beyond the southwest peninsula – in Tobago and Mayaro – during 2011.

Two new programmes intended to foster entrepreneurship and business development were introduced to Point Fortin: a practical approach for secondary students; and business planning for agricultural producers.

The national community continues to take notice of Atlantic’s involvement in primary schools cricket and football. We have already begun discussions to add the national primary school athletics competitions in 2011. These energetic children – the leaders of tomorrow – are our assurance of sustainable development.

We take the approach that shared values – especially in key relationships with suppliers, contractors and partners – are critical to the success of Atlantic. The development of a Supplier Code – representing shared business principles – is a work in progress for Atlantic and its suppliers and contractors. Together with the Safe to Work (STOW) certification promoted by the Energy Chamber (formerly South Trinidad Chamber of Industry and Commerce), these industry standards can only improve the business climate of Trinidad and Tobago.

Continuing from 2009, Atlantic remained a member of the Carbon Reduction Strategy Task Force (CRS-TF), coordinated by the Ministry of Energy and Energy Affairs. This group comprises representatives from government, industry and academia,

with a mandate to collect information and make recommendations on reducing carbon dioxide (and other greenhouse gases) emissions from industry.

In keeping with the national – indeed global – concern about climate change and responsible management of greenhouse gas emissions, it was timely for us to have our carbon footprint quantified by an independent external consultant. While we are aware that – especially in a developing nation like Trinidad and Tobago – there can be no progress without cost, understanding the Atlantic carbon footprint is an important first step towards determining how to reduce, mitigate or offset it. An Environmental Action Plan with activities contributed from across the company – engineering, purchasing, advocacy and volunteerism – is being developed and will be implemented in 2011.

I am very proud to say that ethical standards and good governance continue to guide Atlantic’s progress. A joint Shareholder Audit was successfully conducted with no Priority 1 findings. In preparation for any issues that may result from the adoption by Trinidad and Tobago of the UK Anti-Bribery Act, we began to review and update policies and procedures across the Company.

In 2010, Atlantic received the Trinidad and Tobago Transparency Institute (TTTI) Award for Transparency for our 2009 Sustainability Report.

I think you must agree that these are indeed deliberate and significant steps on our journey to benchmark and beyond.

Let me take this opportunity to thank our employees, contractors, suppliers, partners, and all our other stakeholders for allowing Atlantic to work with you towards a better and more sustainable Trinidad and Tobago.

Oscar Prieto,  
Chief Executive Officer

“

We inspire and enable our people, in delivering global pace-setting performance, creating opportunities now and for future generations.”

- The Atlantic Aspiration

Company Profile

WHAT IS ATLANTIC

**Atlantic** is one of the world’s largest producers of Liquefied Natural Gas (LNG) and the sole supplier located in the Caribbean. The four-train natural gas liquefaction facility is located at Point Fortin in south Trinidad.

The Company is ultimately owned by four international energy majors – BP, BG, Repsol and GDF Suez – and one local company, NGC representing the government of Trinidad and Tobago.

Natural gas is received at the plant from offshore fields north and east of Trinidad owned and operated by affiliates of owner companies. The natural gas is processed and liquefied in one of the four trains which have a total capacity of some 100,000 cubic metres of LNG per day.

LNG continues to be the most economical way to move natural gas from key production areas to importing countries. In 2010, Trinidad and Tobago remained the seventh largest LNG exporter in the world. Approximately half of Trinidad and Tobago’s natural gas production is liquefied for export. (See the Atlantic LNG process on the inside back cover of this report.)

NATURAL GAS: CLEAN FUEL

Of all the fossil fuels, natural gas has the lowest level of carbon dioxide emission per unit of energy. For an equivalent amount of heat, burning natural gas produces about 30% less carbon dioxide than burning petroleum and about 45% less than burning coal.

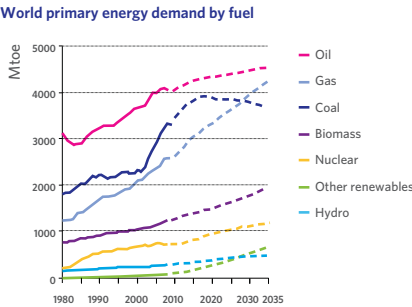
FOSSIL FUEL EMISSION LEVELS Pounds per Billion Btu of Energy Input			
Pollutant	Natural Gas	Oil	Coal
Carbon Dioxide	117,000	164,000	208,000
Carbon Monoxide	40	33	208
Nitrogen Oxides	92	448	457
Sulfur Dioxide	1	1,122	2,591
Particulates	7	84	2,744
Mercury	0.000	0.007	0.016

Source: EIA - Natural Gas Issues and Trends 1998

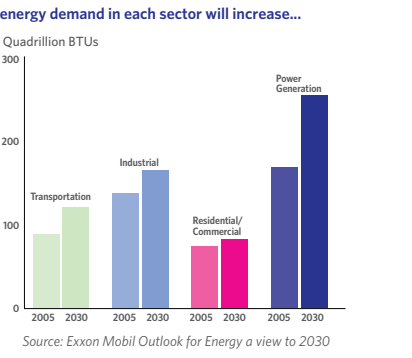
Even factoring in the energy required for liquefaction, transport and re-heating, natural gas still performs as well or better than alternatives such as coal and fuel oil in terms of carbon efficiency.

Natural gas is also being used as an alternative automobile fuel, particularly in urban areas where local air quality is an issue. It is an important fuel for electricity generation, as feedstock for ammonia in fertilizers, and the primary source for hydrogen that is being used in fuel cell vehicle technologies.

All industry and economic predications indicate that fossil fuels will remain the world’s primary source for energy. Oil will be the fuel of choice, followed closely by coal and natural gas. While growth is projected for renewable energy sources, renewables will still not replace fossil fuels. In recent years, the world has been moving to fuel technologies that are more environmentally friendly, and in this scenario renewables will begin to play a larger role in the global energy mix.



Source: Are we Entering A Golden Age of Gas Special Report World Energy Outlook 2011 IEA



Source: Exxon Mobil Outlook for Energy a view to 2030





we understand that one person's success is everyone's TRIUMPH

Sustainability, as a strategic aim, refers to the intention to create long-term value for our Company and shareholders, as well as for employees, communities and the wider nation.

## Key Performance Indicators

**REPORTING ON PERFORMANCE**  
**Atlantic reports on performance** against three strategic objectives: Operational Excellence; Capability Growth and Sustainability. These objectives are met through activities and targets according to five pillars that represent the functional areas of the Company: Production, People, Cost and Value Creation, Safety and Corporate Responsibility.

**Operational Excellence** refers to the business activities of our company, and commits us to operate in a cost effective and efficient manner with no harm to employees, communities and the environment.

**Capability Growth** refers to Atlantic's aim to be constantly developing employees so that we are considered an employer of choice. This includes the relationship between employees and the company, and in particular some of the issues which need to be improved in that relationship.

**Sustainability**, as a strategic aim, refers to the intention to create long-term value for our Company and shareholders, as well as for employees, communities and the

wider nation. At the practical level, Sustainability actions are developed to build capability within the Company as well as with stakeholders, and include social investment programmes, environmental initiatives, as well as ethical conduct, compliance with national laws, and transparency and good governance.

**WIPA in the Point Fortin community**  
Through their cricket programme in primary schools in Point Fortin, the West Indies Players Association (WIPA) is cultivating healthy lifestyles as well as a love for cricket. WIPA also conducts cricket camps and organizes competitions among community teams.

Strategic Aim	Performance Aspect	Metric	Key Performance Indicators				
			2008 Actual	2009 Actual	2010 Target	2010 Actual	2011/12 Target
Sustainability	Stakeholder Engagement	Ethos Score	4.87 Benchmark: 9.09	6.55 Benchmark: 8.8			714
Operational Excellence	Safety	OSHA Recordable Accident Rate	2.9	0.062		0.059	0
	Environment	Greenhouse Gas Emissions (million tonnes CO <sub>2</sub> )	5.07	5.66		5.86	5.07
	Production	Total (Tbtu)	775.1	799	815	810.3	800
	Employee Satisfaction	Employee Satisfaction Survey Score	54%			54%	63%
Capability Growth	Talent Pool	Employee Turnover Rate	3%	3%	4%	2%	4%



## Moving a Generation Ahead

**On Wednesday, September 22, 2010,** Atlantic launched its new brand. This was the culmination of a period of review and analysis by an independent brand designer, Abovegroup. The engagement process included staff consultations and external stakeholder focus groups.

The review of the Atlantic Brand was achieved through an audit of company history and information; employee culture and pride; as well as through discussion with key stakeholders including staff, shareholders, partners, suppliers and the public. A distillation of the data established core attributes of Atlantic:

**Diligent • Visionary • Empowering  
Catalyst • Responsible • Unique  
Ours • Driven • Valuable**

Among the primary stakeholders – employees and shareholders – the process of re-branding provided communications opportunities, heightened involvement and introspection on Atlantic's role and responsibilities, both as a global energy business and an indigenous Trinidad and Tobago company.

In this process, the new brand emerged as simply "Atlantic" with distinctive contemporary livery. The meaning of the new brand was articulated by the Leadership Team during one of its development sessions as an aspiration statement, expressing expectations beyond the vision to be global benchmark by 2013; and making the connection between current performance and future possibility.

Discussions about the aspiration and brand attributes have improved awareness among employees of the importance of Atlantic to Trinidad and Tobago, reinforcing pride in citizenship and corporate responsibility.

The new Atlantic symbol – the QUAD in a grouping of four – is both dynamic and stable. It lends itself to articulation of "who we are" and "what we do" in terms that are grounded (four trains, four compass points, square, solid) but visionary.

The A-QUAD strategy, for example, has emerged with the following watchwords:  
**Agility:** Fostering nimbleness and responsiveness required to meet challenges of the future

**Advocacy:** Championing the interests of those to come

**Advancement:** Creating opportunities for growth by strengthening skill and knowledge

**Ability:** Building physical and/or mental abilities that promote strength and wellness.

Because many of Atlantic's social investment programmes are intended to benefit children, our identity – the brand – is closely aligned with the next generation, or what is now termed Atlantic's E-generation. One of Atlantic's strategic objectives is to share our principles and practice with the E-generation. Hence the tagline, *moving a generation ahead*.

A close-up, slightly blurred photograph of a blue flag with white and red patterns. The word "Atlantic" is written vertically in large, white, stylized letters. A small white square is visible in the upper right corner of the flag.

diligent  
visionary  
empowering  
catalyst  
responsible  
unique  
ours  
driven  
**VALUABLE**



## Operational Excellence

### SAFE RELIABLE OPERATIONS

The heart of the business is the production of LNG from natural gas. It is a process that involves complex interactions of teams of people with one another and with machines in a continuous cycle of increasing efficiency towards benchmark performance, safe and reliable production and sustainability.

The strategic aim of Operational Excellence is to improve safety and reliability of Atlantic's operations by implementing the integrity-related processes, growing the technical capability and embedding a culture of continuous risk reduction.

Some of the processes to ensure optimum operation of plant and equipment, as well as safety of people, include the Asset Integrity Management Standard (AIMS), the Major Accident Risk Assessment (MAR), the Competency Management and Assurance System (CMAS) and the Electronic Document Management System (EDMS).

Efficient maintenance and operation of physical assets are therefore very important to our benchmark position and competitiveness. Atlantic is working towards ensuring that plant reliability is optimized.

Reliability is a factor that is determined in the preparation of the production plan, and achieved by management of the plan to minimize unplanned occurrences and variances. In 2010, the Atlantic Reliability target was 97.4 percent of plan; 96.3 percent was achieved.

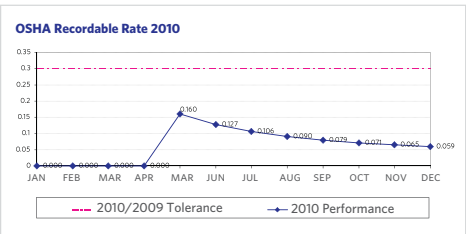
The benefits of the world class maintenance activities of the previous year also paid off with the achievement of production of 810.3 Tbtu, a year-on-year improvement of 11.0 Tbtu.

It should be noted that 2010 saw one of the hottest, driest "dry seasons" since Atlantic started producing LNG. High ambient temperatures are a distinct challenge to a plant that functions like a giant refrigerator cooling the natural gas to -161 degrees Celsius and thereby reducing its volume 600 times to a liquid state.

### SAFETY PERFORMANCE

#### World Class in Personal Safety

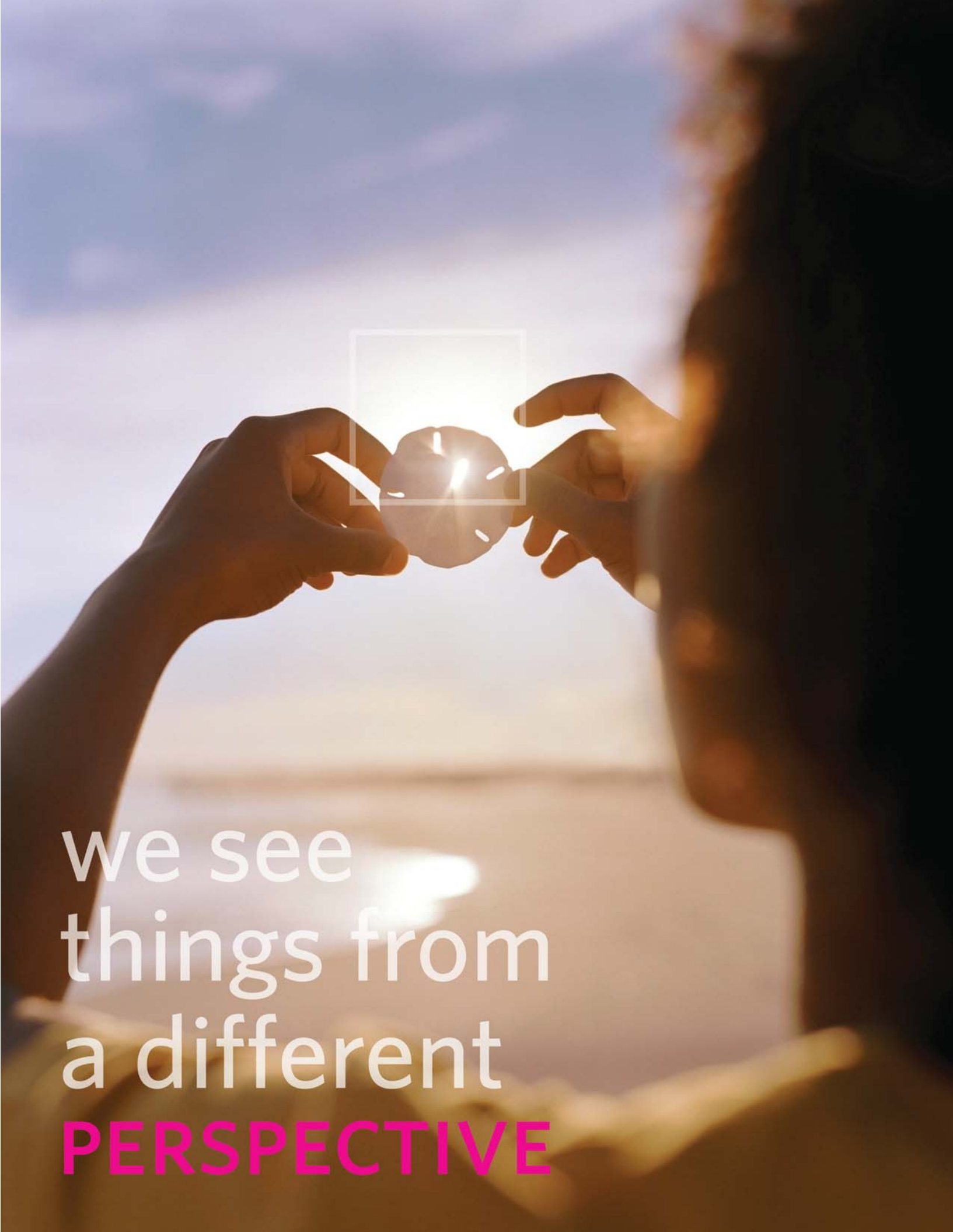
Careful management of a system in which each employee is responsible for his/ her personal safety as well as the safety of those in their teams or vicinity continues to keep Atlantic within the realm of world class safety in 2010. At the end of 2009, Atlantic achieved benchmark performance in the area of personal safety with a full year Recordable Incident Frequency (RIF) of 0.062. In 2010, this record was topped with the achievement of a rate of 0.059 - an improvement of 0.003.



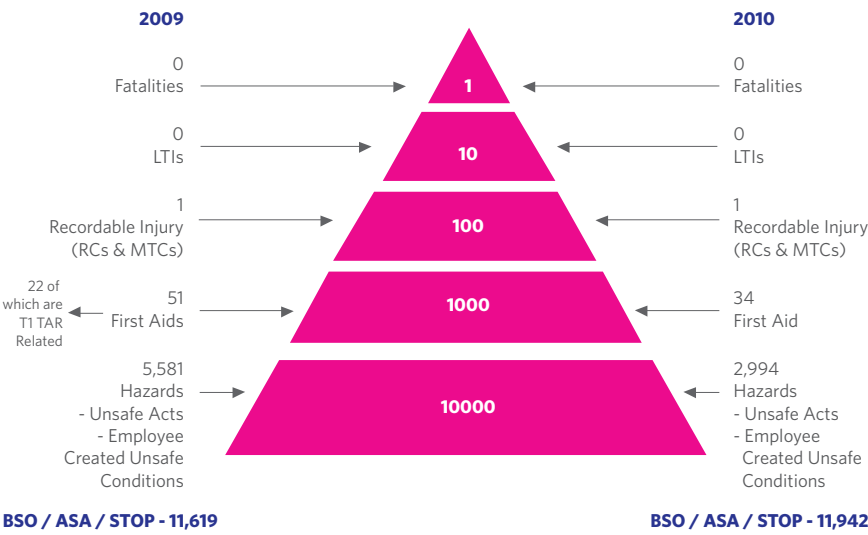
### 2009 VS 2010 PERFORMANCE OUTPUT HIGHLIGHTS

Year-on-year comparisons of Safety outputs captured in the Safety Triangle below show improvements in safety across all areas, most notably in First Aid cases and Hazards including Unsafe Acts. This performance is consistent with Atlantic's efforts to ensure that people are more aware, more alert and more consistent in the application of safety guidelines and practices.

Positive changes in behaviour towards safety contributed also to the achievement by end December 2010 of over 10,008,197 man-hours without a Day Away From Work (DAWFC).



we see  
things from  
a different  
PERSPECTIVE

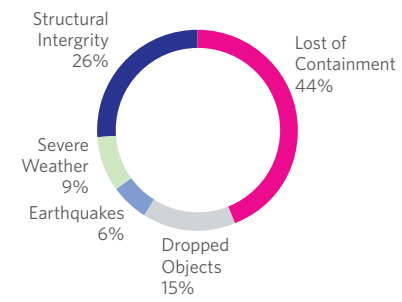


Positive changes in behaviour towards safety contributed also to the achievement by end December 2010 of over 10,008,197 man-hours without a Day Away From Work (DAWFC).

**INCIDENT REPORTING IS A MUST**  
Reporting incidents and near misses is a means of capturing the details of the circumstances for analysis, recording and sharing of Lessons Learnt. Anyone engaged by Atlantic can report on issues: staff, contractors, suppliers or the community. Issues that are reported on include: Recordable injuries, First Aids, Incidents, Near Misses and Potential Hazards.

**KEEPING THE HYDROCARBONS IN THE PIPE**  
In 2009 Atlantic reported on the implementation of the Asset Integrity Management Standard (AIMS). This framework is made up of 10 elements that help to proactively monitor the ability of an asset to perform its required function effectively and efficiently while safeguarding life and the environment. Using these elements Atlantic continues to drive continuous risk assessment and reduction, with the ultimate goal of no accidents, no harm

to people and no damage to the environment.  
  
This chart shows the significant risks identified and addressed through AIMS in 2010.



The concept of continuous risk reduction recognizes that the resources available to reduce risk are not infinite. Progress in implementing AIMS in 2010 included the roll out of the 5-year plan.

Atlantic provides facilities for its Staff to ensure that health and opportunities for wellness are a priority.

## Capability Growth

**THE EMPLOYER OF CHOICE**  
**As an operator,** Atlantic has an organisational structure that supports the maintenance of physical assets, reliable production and shareholder value. In 2010, a dedicated Team for Turnarounds and Contract Management on plant maintenance was formed to strengthen this area of capability, and to provide a platform for continuous planning, execution and evaluation of maintenance work on the four Trains, in annual or regular cycles.

Strategically, the capability and flexibility of this team position Atlantic to build capacity in specialized areas, to promote knowledge transfer and to build expertise among its technical staff.

NUMBER OF EMPLOYEES At December 31st, 2010			
	2010	2009	2008
Total	714	677	680
Location			
Point Fortin	594	558	555
Port-of-Spain	122	119	125
Job Status			
Permanent	601	590	600
Trainees	64	45	51
Contracted	49	42	29

**SHORING UP INDUSTRY CAPACITY**  
In January 2010 Atlantic became the first company within the Trinidad and Tobago energy sector granted 'Centre Approval Licenses' to offer training that would be certified by the Caribbean Vocational Qualification (CVQ) in Mechanical Maintenance Level 2 and Instrumentation & Control Level 2.

During the period March to October 2010, the Apprentices of the Mechanical Maintenance; Reliability and Electrical & Instrumentation units were assessed against the respective units' requirements.

In November 2010, the National Training Agency (NTA) conducted another audit to authenticate the competence of the Apprentices, the outcome of which was yet another history making moment for Atlantic. Eleven Atlantic Apprentices were the first in Trinidad and Tobago to be awarded a full CVQ in either Mechanical Maintenance Level 2 or Instrumentation & Control Level 2.  
  
Also graduating at the function were Graduate Trainees who had completed their two-year programmes at Atlantic.

Atlantic re-hired some of the graduates from both groups to fill permanent positions in the Company. All graduates - with the qualification gained through Atlantic and the experience in the field - are qualified for employment in processing companies.

**COMPETENCY DEVELOPMENT**  
In 2010, the company completed an organization-wide job evaluation exercise, updating all job descriptions and having these assessed by an independent evaluation company. The 2010 milestones for the Competency Development Tool (CDT) and Competency Management Assurance System (CMAS) projects were also delivered. Based on these assessments, the company continues to provide on-going training and individual development plans for targeted employees.

**EMPLOYEE ENGAGEMENT**  
Every two years, Atlantic surveys employees to assess the levels of satisfaction according to specific company characteristics. The survey is administered online with respondents' answers collated and summarized by Quality Consultants Limited. The Employee Benchmark Survey positions Atlantic against other companies in similar specialized sectors. The findings



Apprentice Graduation



of the survey are summarized and graded according to the following system:  
75% and over - Major strengths (Cerise)  
51% - 74% - Minor strengths (Blue)  
26% - 50% - Minor weaknesses (Green)  
25% and below - Major weaknesses requiring urgent attention (Grey)

Such a survey was conducted in 2010 and the summary results of employees' levels of satisfaction are shown in the chart below.

The overall People Satisfaction Index (PSI) was also calculated. This index indicates the overall satisfaction of employees in the context of the areas surveyed. In 2010 Atlantic's PSI was 54 percent which was the same as in the survey conducted in 2008.

The Company's People Plan was subsequently revised to address employees' concerns. The Plan includes initiatives under the headings Welfare, Leadership, Communication and Talent Management. A structured leadership development programme was undertaken for the Leadership Team in 2010 and will be extended to managers in 2011.

Other targets under the Plan will be rolled out and executed in 2011 with the aim of a more positive result in the next survey (2012) and a higher PSI than the previous two surveys.

DEVELOPING A CULTURE OF WELLNESS

Atlantic provides facilities for its Staff to ensure that health and opportunities for wellness are a priority. Employees are encouraged to make use of fully equipped gyms in Port of Spain and in Point Fortin. Other initiatives include awareness sessions on health topics, dance lessons (which promote wellness and employee interaction) and contests of strength and stamina such as the annual Power Challenge (a contest for individuals which includes swimming, cycling, kayaking and a gruelling run on a forest trail).

Among the programmes offered to employees in support of Wellness during 2010 were:  
**Smoking Cessation Programme:** a sensitization programme that demonstrated the benefits of not smoking and offered support for those who chose to stop smoking  
**Chester Step Tests:** this is a fitness-type test that is widely accepted as a means of gauging heart health  
**Influenza Vaccinations:** a preventative measure made convenient and available to Staff on site.

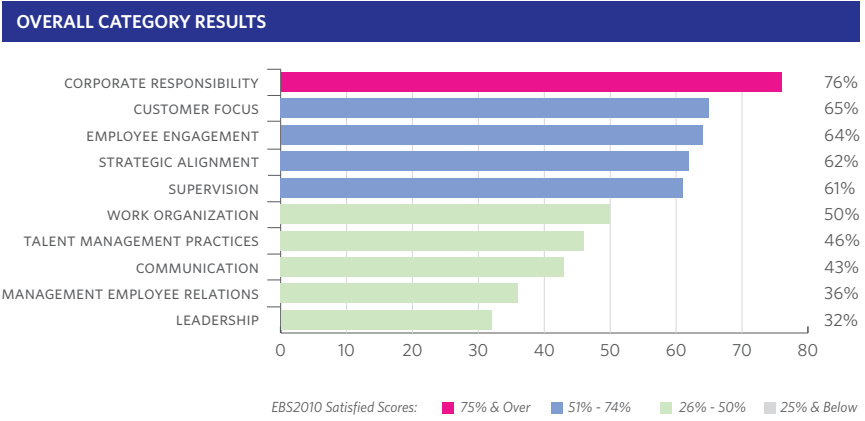
In treating with wellness, like all other areas of performance, Atlantic applies standards and has drafted a Medical Records Policy to protect the rights of individuals and to ensure that their medical histories are readily available to the relevant persons in the event of an emergency.



Dr. Ishvan Ramcharitar is the doctor on call for plant personnel.



Dancing to wellness: employees were invited to participate in dance classes in 2010.



**Boys Nature Nurture Camp**  
Atlantic together with bpTT and BG Trinidad and Tobago formed an alliance to fund a camp for boys in need of counseling. The camp was organized by Franklyn Dolly & Associates. Boys who participated in the programme (in 2009, 2010 and continuing in 2011) receive follow up mentoring and monitoring. It is expected that the results of an evaluation of the process will indicate the next steps for a continuing programme.







we work  
as a TEAM

Reports on specific waste materials are generated monthly. These include Greenhouse Gas (GHG) emissions, hazardous waste and solid waste.

#### CORPORATE RESPONSIBILITY

The energy sector, and specifically natural gas and LNG, is a major contributor to the GDP of Trinidad and Tobago. As a Trinidad and Tobago operating entity, Atlantic has maintained that its output should also contribute to the development of people and communities, as agents to transform Trinidad and Tobago.

*At Atlantic, we refer to corporate sustainability as our ability to develop our business in an economically, environmentally and socially responsible way, adding value for our stakeholders and contributing to a sustainable future for our nation and our planet.*

*Our commitment to Sustainability is aligned with our Core Values of Safety, People and Performance and is incorporated into our daily activities and decision making process. In accordance with our Business Principles, we conduct our business operations in an ethical and transparent way, respecting human rights and corporate governance.*

#### GOVERNANCE AND PRINCIPLES

The Leadership Team led by the Chief Executive Officer (CEO) reports on performance and operational matters to the Board of Directors.

The Board of Directors comprises the Chairman Gordon Deane, the CEO Oscar Prieto with alternates Vice President Finance and Administration Moonilal Lalchan and Chief Operating Officer Jean Andre Celestain.

Atlantic is a private company and is not traded on any public exchanges. The company remains current with all requisite regulatory filings under the Trinidad and Tobago Companies Act. The governance structure, control mechanisms and reporting requirements are all integrated into the Atlantic Code of Ethics.

Our affiliates represent leaders in sustainability in the oil and gas sector. Joint

Shareholder Audits of the operations management system are conducted annually.

The principles of sustainability are central to the success of the business and are the responsibility of the CEO. The CEO is supported by senior managers. These managers include the vice presidents and directors of each business unit, including health, safety, environment, security, sustainability, communications, human resources, law, finance, operations, procurement, commercial, internal audit, maintenance, performance management and others.

The CEO leads a regular review of performance in each business area with the management team. The company is dedicated to continuous improvement in each of the strategic aims (see page "About this Report") Atlantic has a governance approach based on corporate policies that shape responsible behaviour. These policies are implemented through the management systems of the company.

#### CODE OF ETHICS

The Atlantic Code of Ethics is one of the guiding principles for our employees, suppliers and partners. It is included in all contracts and governs all behaviour and relationships in our business.

The Code is shared with employees as part of their induction. As a demonstration of adherence to the Code, all employees submit a Conflict of Interest (Col) Declaration Form annually.

Other tools used to guide transparency and ethical behaviour are the Gift and Entertainment Registry and the Speak Out system. The Gift and Entertainment Registry is an online tool through which employees are required to declare items which they have received in the course of doing business with partners and suppliers.



The Speak Out system allows phone in, drop box or on-line submissions. It enables employees, suppliers or members of the public to report or question any perceived practices at Atlantic. The system is managed through an external provider and reports are treated in the strictest confidence.

Reports on the use of the Code of Ethics tools are made quarterly to Staff and posted on the Company's Intranet for reference. At the end of 2010 the data recorded via these tools was as follows:

- 1. Gift And Entertainment Registry:**  
A total of 52 entries were made for 2010. Total value of gifts received was approximately \$7,870 USD
- 2. Conflict of Interest Declarations**  
At December 31, 2010, 100% of employees had completed the form; for those who had declared potential conflicts, records of follow-up discussions with line managers were logged and submitted in a timely way.
- 3. Speak out**  
In 2010, a total of 89 complaints were received. Of these 61 were closed.

**COMMITMENT TO SUSTAINABILITY**  
Atlantic's Commitment to Sustainability identifies five areas to affect through direct investment, partnership or positive influence: employees, community, suppliers, partnerships and the environment. In 2010, important actions towards sustainability were delivered in each of these areas. Expanded objectives and new targets are also indicated. The Company's plan for sustainability is refreshed by the self-assessment against Ethos Indicators facilitated by an independent consultant every two years.

**COMMITMENT TO THE ENVIRONMENT**  
*Practising responsible environmental stewardship and minimizing adverse impacts to the environment through the optimal use of resources by recycling and reduction of waste and emissions.*

Atlantic's impact on the environment is central to its operational health and safety strategy, and to a positive relationship with the community. Atlantic is committed to pursuing a role of environmental leadership with all stakeholders.

Membership on the Ministry of Energy's Carbon Reduction Strategies Task Force was held by the Head Sustainability and Corporate Communications in 2010 to 2011. Through this forum, the company expects to subscribe to solutions to deal with carbon emissions produced by the energy sector; as well as to an Energy Policy that is in sync with a proposed National Climate Change Policy.

In addition to the Company's Environmental Management System defining the code of compliance and practice, Atlantic articulated an environmental commitment statement which is being shared with employees and suppliers, and which is expected to guide the way we do business. The environmental commitment is also reflected in the Supplier Code which was drafted in 2010, and will be applied in supplier contracts over the next five years.

**ENVIRONMENTALLY RESPONSIBLE OPERATIONS**  
Since 2006, Atlantic's Environmental Management System (EMS) has been certified at ISO 14001:2004. This certification is maintained with minimum non-conformances, and the audits by the Trinidad and Tobago Bureau of Standards are now conducted every two years. In 2010, to minimise the risk of complacency and to maintain rigour in the approach, the Internal Audit department recommended a process approach to environmental management and to the EMS audit which is intended to drive continuous improvements in the system. This led to the creation of a cross-functional team with representatives from all departments to prepare for the 2011 EMS audit.

**STATEMENT OF INTENT**  
Reports on specific waste materials are



In 2010, Atlantic held two all-staff business meetings. At the Kick Off meeting, held in late January, the targets for the year were presented to employees.



Oscar Prieto CEO and Clyde Paul, Mayor of Point Fortin, turned the sod for the new administrative building on Clifton Hill.



Minister of Sport and Youth Affairs Anil Roberts (far right) greeted other officials at the launch of the Atlantic National Primary Schools Football League 2010.

generated monthly. These include Greenhouse Gas (GHG) emissions, hazardous waste and solid waste.

Through audits of its Environmental Management System (EMS), Atlantic recognizes strengths and weaknesses as well as opportunities for improvement. During the year 2010 and into the first quarter of 2011, the quantification and classification of Key Environmental Performance Indicators were identified as requiring more focus.

With a commitment to continuous improvement, embedding sustainability, and managing the environmental and social impacts of its operations, Atlantic has initiated the development of a Total Waste Management Plan (TWMP) towards better documentation of the Key Environmental Performance Indicators.

The review of current data and reclassification of the waste types will provide the framework to ensure that these leading environmental indicators are properly identified and categorized with appropriate mechanisms to facilitate measurement and tracking. We intend that the data for categories of waste (hazardous, hydrocarbons etc.) will be specific and verifiable. This will be published for the period 2009 to 2011 in the next reporting period.

Atlantic continues to look for every opportunity to minimize impact to the environment and maximize the positive contributions by managing its operations responsibly. Through rigorous continuous assessment of the Environmental Management System, the company will continue to address the environmental challenges of our operations.

**MEASURING THE CARBON FOOTPRINT**  
The Carbon Footprint project is closely aligned with the on-going monitoring of Atlantic's waste stream in order to minimise GHG and waste output; and was undertaken as part of a strategy for reduction. The exercise involved an audit

of records and procedures by an independent consultant. The main objective was to determine GHG emissions, with a view to setting targets for reduction based on possible efficiencies.

The findings of the report are being used to propose and prioritise projects on an expanded Environmental Action Plan that now includes engineering projects, efficiency programmes and advocacy campaigns.

In 2008, with all four trains fully operational, the GHG emissions were estimated at 5.07 million metric tons. (This is an absolute value based on mass balance calculations.) In 2009, issues with a storage tank led to higher GHG emissions; that year's figure was normalized to 5.66 (see the KPI table on page 11). It was recommended that 2008 be the baseline year.

It was estimated that direct emissions from LNG production amounts to a carbon dioxide equivalent of 0.369 metric tons per metric ton of LNG produced. The emissions associated with power production on the facility account for 5 to 7 % of the total. The emissions at Atlantic's plant are dominated by combustion emissions from plant operations. Several efficiency projects already in train have the potential to reduce emissions and it was estimated that such projects might provide reduction of up to half to one million metric tons per year. The calculations also indicate that emissions from flaring account for 10 to 12 % of direct emissions at the plant.

**ENVIRONMENTAL ADVOCACY AND AWARENESS**  
Several initiatives are undertaken every year to demonstrate Atlantic's commitment and advocacy for a clean managed environment. Among the initiatives undertaken in 2010, were:

**RECYCLING**  
Employees were encouraged to bring bottles, cans and plastic bottles to the office to be recycled.



Full protective equipment is worn for all activities in the Atlantic process plant.



ALTERNATIVE ENERGY IN SCHOOLS

Students from nine secondary schools in the south west peninsula of Trinidad participated in the competition for innovative solutions, “Alternative Energy in Today’s Environment”. Parvati Girls Hindu College took the first prize for their project “D Gasbage bin” that generated fuel gas from garbage.

In second place was Penal Secondary School with their “Wind Power” project “Word!” Holy Name Convent placed third with the proposal to use La Brea Pitch Lake as a source of geothermal energy.

INTERNATIONAL COASTAL CLEAN UP

This is the fourth year in which Atlantic participated in an exercise to measure types of garbage collected on the same day, on coasts all around the world. On September 18, 2010, 97 volunteers picked up and sorted 1535.5 pounds of garbage, at the La Brea Station Beach.

WORLD ENVIRONMENT DAY ACTIVITIES

The first Biodiversity Exhibition in Point Fortin was mounted by the El Socorro Centre for Wildlife Conservation at the Ministry of Agriculture in June 2010. The Environmental Management Authority (EMA) assisted by giving lectures and sharing details of the EMA’s activities.

The HSE team also devised an in-house competition, called the Environmental Feud, in which teams comprising an employee partnered with a contractor, were quizzed on environmental matters. The objective was to increase general and technical knowledge of the environment among staff and contractors.

ATLANTIC SEEDS OF HOPE

The Atlantic Seeds of Hope programme evolved from the initiative to create a buffer zone between the plant and the Point Fortin community. As fast as residents were relocated out of the designated area, trees were planted. The buffer zone – a work in progress – features young trees

mixed in with the older vegetation from home owners.

The 4H Clubs of the southwest peninsula took on a project to collect seeds and germinate young trees for planting in the buffer zone.

The project, renamed the Atlantic Seeds of Hope, now produces some 25,000 plants annually: these include fruit and forest trees including rare species, vegetable and food crops. In 2010, plants were distributed and planted in home gardens, private orchards as well as in re-forestation projects such as that undertaken by NGC in south Trinidad.

Atlantic Seeds of Hope will be expanded to other areas in Trinidad and Tobago in 2011. The primary objective in 2010 was “4Hers working against global warming, preserving nature’s biodiversity, growing what we eat and developing agribusiness skills.”

COMMITMENT TO SUPPLIERS

*Strengthening the suppliers by setting high social, environmental and quality standards along the supply chain and developing their capacities.*

Building the relationship between suppliers and Atlantic has been an area of focus for the company over the last three years. A regular forum was convened to bring suppliers up to date with respect to Atlantic’s standards of safety and ethics. This has progressed in 2010 to a meeting held every two months expanding the areas of synergy and alignment. One session was designed as a Supplier Expo with booths provided for suppliers to talk about safety in their business.

SUPPLIER EXPO

In July, Atlantic provided a forum for suppliers to showcase their businesses through a Safety Expo, in which they were provided with booths to mount displays of their products and could talk about their services.



Wind power was one of the suggestions in the alternative energy competition.



Atlantic employees and community groups participate in the annual International Coastal Clean up – one day on which garbage is collected on beaches and coasts in order to raise awareness for environmental responsibility.



Suppliers are fully engaged as Atlantic continues to strengthen relationships and develop supplier capacities at bimonthly Supplier Forum meetings.

Atlantic sea turtles

Leatherback hatchlings head to the sea as soon as they emerge from the nest. If this hatchling survives to maturity, it will traverse the Atlantic and return to the beach where it was born to mate and deposit eggs. Atlantic’s partnership with Turtle Village Trust facilitates the monitoring of leatherbacks and other sea turtles around Trinidad and Tobago. (Photo by Skene Howie, SOS Tobago)





ATLANTIC SUPPLIER CODE

On the same occasion in July, Atlantic launched the intention to produce a Supplier Code, in collaboration with suppliers. Based upon elements of the Atlantic Code of Ethics and the Commitment to

Sustainability, the Supplier Code sets out the guidelines for ethical standards of business conduct with information about Atlantic, how the company operates, what is important to us, and what is expected of business partners and the supply chain.

SAMPLE SECTION OF SUPPLIER CODE	
3.1.11 Transparency	
COMMITMENT	
Atlantic business partners should disclose in a clear, accurate and complete manner and to a reasonable and sufficient degree, the policies, decisions and activities for which they are responsible, including the known and likely impacts on society and the environment. This information should be readily available, directly accessible and understandable to those who have been or may be affected in significant ways by the organisation. It should be timely and factual and be presented in a clear and objective manner so as to enable stakeholders to accurately assess the impact that the organisation's decisions	and activities have on their respective interests.  The principle of transparency does not require that proprietary information be made public, nor does it involve providing information that is legally protected or that would breach legal, commercial, security or personal privacy obligations. However, business partners must accurately record and disclose information regarding their business activities, structure, financial situation, and performance in accordance with applicable laws and regulations and prevailing industry practices.

EXPECTATIONS	
We expect our business partners to demonstrate organisational commitment to transparency regarding:	
<ul style="list-style-type: none"><li>• The purpose, nature and location of their activities;</li><li>• The manner in which they make, implement, and review decisions, including the definition of the roles, responsibilities, accountabilities and authorities across the different functions in the organisation;</li><li>• Standards and criteria against which the organisation evaluates its own performance relating to social responsibility;</li></ul>	<ul style="list-style-type: none"><li>• Their performance on relevant and significant issues of social responsibility;</li><li>• The source of their financial resources;</li><li>• The known and likely impacts of their decisions and activities on their stakeholders, society and the environment.</li><li>• The identity of their stakeholders and the criteria and procedures used to identify, select and engage them.</li><li>• Its qualifications and experience as well as those of its personnel.</li><li>• The litigation history of the company.</li></ul>

EXCEEDING EXPECTATIONS	
We value business partners who:	
<ul style="list-style-type: none"><li>• Participate in sectoral, multi-stakeholder, national, and/or international initiatives to promote transparency (i.e., Extractive Industries Transparency Initiative)</li><li>• Publish an annual Corporate Sustainability Report in line with the reporting guidelines of the Global Reporting Initiative (GRI)</li><li>• Uphold transparency as a corporate value, and train employees and business partners in regards to it.</li></ul>	



The Safety Expo 2010 was a special feature of regular meetings between Atlantic and its supply chain to share information and best practice.



Point Fortin's Finest: the first university graduates from this educational support programme were honoured in 2010.



Julie John was the first "home partner" for an Atlantic-Habitat home.

//

The Energy Chamber commends Atlantic on being the first operating company to take the bold step to become STOW certified. This move clearly demonstrates that Atlantic holds itself accountable to the same high standards that they ask of their contractors and service providers."

Dr. Thackwray Driver - CEO of the Energy Chamber / Member of the STOW Implementation Board

SAFE TO WORK CERTIFICATION

In 2010, Atlantic was the first operator in the oil and gas sector in Trinidad and Tobago to achieve Safe to Work (STOW) certification.

STOW consists of a series of international best practices and guidelines developed for fostering, certifying and auditing robust Health, Safety and Environmental (HSE) Management Systems. STOW was an initiative of the energy sector companies under the auspices of the Energy Chamber (formerly the South Trinidad Chamber of Industry and Commerce or STCIC).

The challenge to achieve this certification through a rigorous process was taken up by Atlantic as an example to its contractors and service providers. Atlantic is committed to sharing the experiences that culminated in its STOW certification and to transfer the knowledge so that service providers can deliver on the mandate of the Energy Chamber, which is that all member companies in the local oil and gas industry should attain this certification within the next two years.

Leading the way for STOW certification through the supply chain will also ensure that a sustainable cadre of service providers is available not only to Atlantic but to the energy sector as a whole.

The Atlantic Award for Excellence presented at the Energy Chamber's CSR Awards 2010 went to the Neal & Massy Wood Group for their achievement as the first Trinidad and Tobago energy supplier company to become STOW certified. The sponsorship of this Award was directly in line with Atlantic's drive to become STOW certified, which was achieved early in 2011.

COMMITMENT TO COMMUNITY

Promoting the advancement of the local community by fostering capacity building, education, social progress and the creation of business opportunities.

Many community-based programmes - mainly in sport and education - have been running for at least two years in Point Fortin. Previous assessments (Good

Corporation 2008, Ethos 2009) focused on the value of the programmes through their intrinsic content, structure and reports generated by the partners. In 2009 and 2010, partners responsible for community programmes were invited to submit their programmes for the CEO's Sustainability Awards.

ASSESSING ATLANTIC IN THE COMMUNITY

At the end of 2010, a local consultant was selected to interview and elicit feedback from participants in seven sustainability programmes in Point Fortin. The specific objectives of that assessment were to provide "Qualitative and quantitative information, including perceptions, opinions and concerns etc. related to the projects assessed". (Extract from CSR Solutions Report - Feb 2011).

The Assessment was conducted with participants in the following programmes:

1. Seeds of Hope programme run by 4H Clubs in St Patrick's West
2. WIPA (West Indies Players Association) in the Community - building capacity in sport through cricket
3. Shape the Community, sports programme for schools, Trinidad and Tobago Olympic Committee (TTOC)
4. Swimming programmes at the Point Fortin Community Pool, YMCA
5. Adolescent Development Programme in Point Fortin conducted by Servol
6. Skills training, National Energy Skills Company (NESC)
7. UWI (University of the West Indies) Telehealth - international medical consultation via videoconferencing, for children

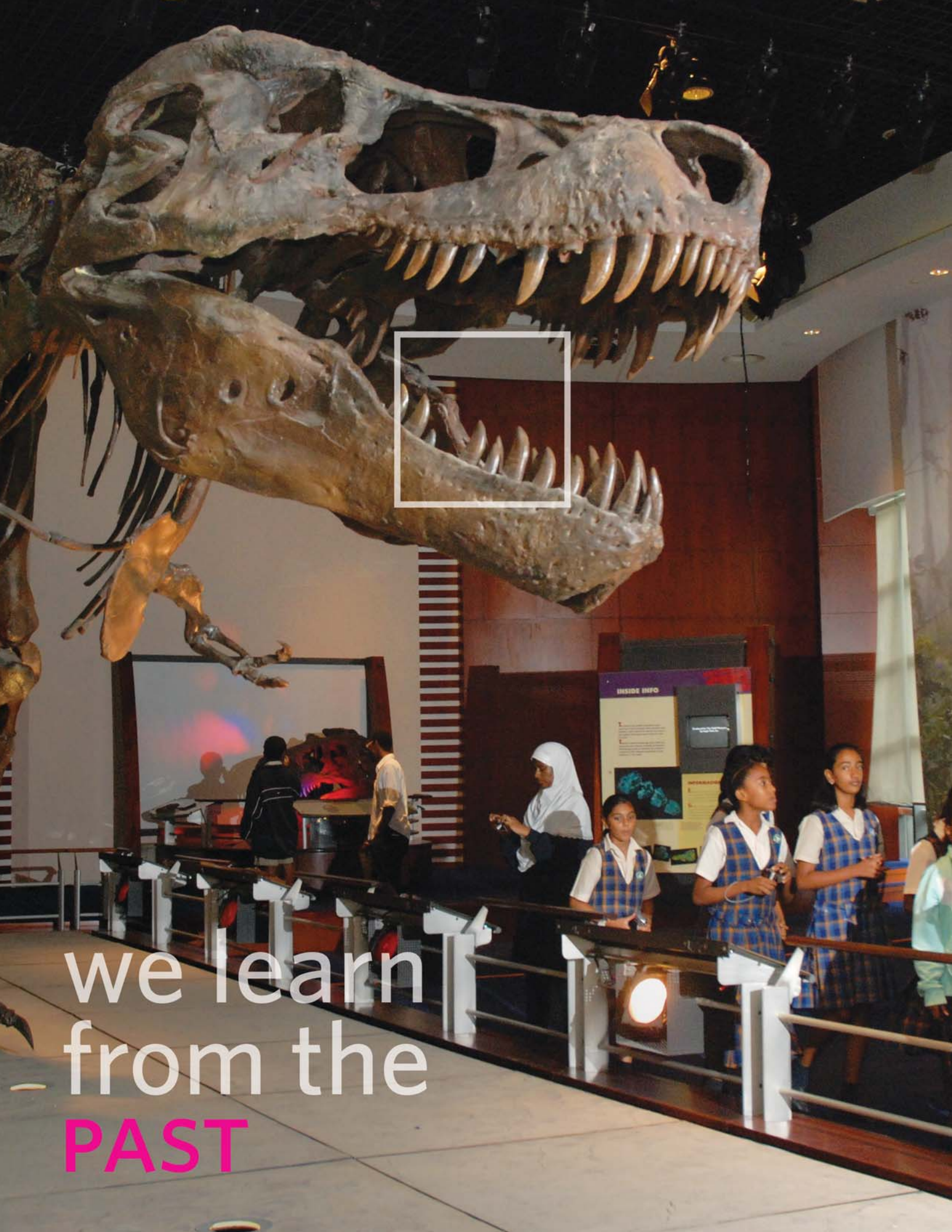
Across all programmes the children were happy to have the programmes available to them. They were excited about what they were learning and that was expressed by the consultant in this extract of the summary below:

"Another facet of Atlantic's commitment to promoting the advancement of the local community is fostering social progress, which generally refers to social, economic and cultural advancement. In this context, we refer to not only the life-skills which were mentioned throughout the document,



Members of the Executive Team of the Neal & Massy Wood group receive the Atlantic Award for Excellence from the CEO Oscar Prieto.



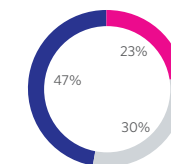


we learn  
from the  
PAST

*and which result in attitudinal and behavioural advancement, but also the actual and potential opportunities for economic progression. In terms of life-skills, students explicitly noted teamwork, discipline, co-operation, respect for self and others, self-awareness, patience and self-confidence as their most important learnings arising from the programmes. These attitudes and behaviours then manifested in more social cohesion ..., an essential part of social progress”.*

*(Extract from CSR Solutions Report – Feb 2011)*

The main area of weakness raised by the Assessment was the lack of knowledge about Atlantic and Atlantic’s role as the financial partner in these programmes.



■ Atlantic ■ Other ■ I don't know

It is to be noted that before 2010, NGO partners were not mandated to brand the community programmes. Since the launch of the new brand, however, Atlantic has indicated that all programmes should be branded to ensure association of the company with the programmes, with a deliberate strategy to ensure that Atlantic brand values are upheld by partners and participants.



#### SHARING WITH THE POINT FORTIN COMMUNITY

Atlantic shared its Emergency Evacuation Plan with schools in the Point Fortin area. Atlantic conducts at least one emergency drill every year, and is also involved in those staged by the Point Fortin Borough Corporation. The lessons from these sessions are recorded and shared.

#### COMMITMENT TO PARTNERSHIPS

*Building strong partnerships on regional, national and global level to achieve common objectives for a better future.*

Atlantic utilises three avenues through which contributions may be made to support worthwhile causes or enterprises.

The Donations Committee considers all requests for assistance on the basis of criteria of need, children, education, health and alignment with Atlantic’s governance values. The Sponsorship Committee considers programmes through which Atlantic may have the opportunity for brand identity and publicity. Examples of such programmes are national events (primary schools cricket, football or athletics), conferences (Energy Caribbean, Caribbean Investment Forum, Business Chambers and Associations etc) or exhibits and entertainment in alignment with its core values and aspiration. The Sustainability Committee considers programmes of intrinsic value for capacity building, especially education, sport, technical or skills training, or innovative sustainable solutions for human development.

#### COMMUNITY BUILDING

In 2010, Habitat for Humanity Trinidad and Tobago was engaged to work with the Point Fortin community (represented by the Mayor and Borough Council and the Point Fortin Corporation) on the construction of the Guapo Beach Visitor Centre sponsored by Atlantic.

#### CONTRIBUTIONS IN 2010

Atlantic continues to focus on capacity building and human development activities in the home community Point Fortin. New programmes in 2010 included the Enterprise Training (conducted by UWI-Roytec) for secondary students and the Business and Computer Literacy for Farmers (conducted by the University of Trinidad and Tobago).

At the national level, children at primary school continue to have our attention. In keeping with this position, we were pleased to sponsor the educational dinosaur exhibit – a first of its kind in Trinidad – featuring A T-Rex named Sue. The location of Atlantic’s head office near to the National Academy for the Performing Arts is convenient for sponsorship of other events such as theatre productions, concerts and exhibitions which target primary school children.



#### A T-Rex named Sue

The life-size skeleton constructed from plaster casts of original bones formed the centre piece of this dinosaur exhibit on loan from the Field Museum of Natural History in Chicago. Mounted at the National Academy for the Performing Arts (NAPA), “Sue” provided a unique opportunity for children to learn about these prehistoric creatures.



This chart details Atlantic's contributions in 2010.

## 2010 Contributions

### POINT FORTIN PROGRAMMES

	US\$
Adolescent Development and Skills Programmes (SERVOL)	62,650.52
Adult Literacy (ALTA)	11,020.32
Art Training in Point Fortin	11,451.55
Atlantic Annual Swim Meet	8,705.49
Atlantic Off-Season Community Football	22,212.38
Atlantic Plant visits	4,120.91
Borough Day (May 01, 2010)	78,178.57
Computer Centre & Internet	3,992.79
Cricket (West Indies Players' Association)	132,650.34
Ferndean Place Children's Home	16,659.23
Guapo Beach Visitor Facilities (design and pre-construction)	25,222.07
Point Fortin Swimming Pool (YMCA - maintenance and programmes)	132,094.68
Point Fortin's Finest Programme (school and university grants, camps and world of work)	80,608.55
Pre-University and Agri-Business Programmes (University of Trinidad and Tobago)	84,790.48
Re-planting and Maintenance of the Buffer Zone	75,920.09
Seeds of Hope (4 H Clubs)	46,195.77
Shape the Community Sports Programme (Trinidad and Tobago Olympic Committee)	595,204.62
Skills Training (National Energy Skills Centre)	43,805.12

### SPONSORSHIPS AND CONTRIBUTIONS

A T-Rex Named Sue (dinosaur exhibit)	40,450.78
Boys Nature Nurture Camp	20,000.00
Business Development in secondary schools (UWI / Roytec)	72,595.93
Donations	472,890.66
Habitat for Humanity Home Building Programme	80,000.00
IDB Workshop	4,379.94
John Andrews Arts Bursary (University of the West Indies)	1,587.30
National Primary Schools Cricket League	62,746.45
Partners in Energy Annual Calypso Competition	30,000.00
Primary Schools Football League	47,132.18
Turtle Village Trust	225,565.74
United Way	52,999.34
UWI Telehealth	50,000.00

### SUSTAINABILITY PROGRAMMES

Carbon Footprint Study	79,000.00
Staff Child Care Centres	483,734.60
Supply Code	26,400.00

### ASSOCIATIONS, MEMBERSHIPS AND CONFERENCES

American Chamber of Commerce of Trinidad and Tobago	9,716.30
Employers Consultative Association of Trinidad and Tobago	9,737.70
Conferences (Amcham, Energy Chamber, TTCIC)	17,419.88
The Energy Chamber of Trinidad and Tobago	14,403.55
Trinidad and Tobago Chamber of Industry and Commerce	4,074.48

TOTAL	3,240,318.31
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**Football camp**  
Top teams in the National Primary Schools Football League participated in a camp which featured coaches from Manchester United in 2010.







## Government

Point Fortin Mayor,  
Borough and Corporation  
Government of Trinidad and Tobago

## Clients

Customers, Transport and  
Shipping Companies

## Wider Society

Media, NGOs, Universities,  
Energy Sector  
Business Associations

## Affiliates

bp, Repsol, GDF Suez,  
BG, NGC

## Community

Point Fortin and surrounding villages,  
La Brea and Cedros  
Trinidad and Tobago residents

## Employees

592 in Point Fortin;  
122 in Port of Spain

## Suppliers

International, National and Local suppliers,  
Contractors, Consultants and Technical Service  
Providers, NGO and other Partners (including WIPA,  
TTOC, Sport for Life, Turtle Village Trust, Telehealth,  
4H Clubs in St Patrick's West)

### HOW WE ENGAGED IN 2010

- Regulatory bodies such as OSH Agency; EMA; WASA
- Facilitation of plant visits for government officials
- Ministry of Education
- Ministry of Sport and Youth Affairs
- Ministry of Works and Transport
- Ministry of Housing
- Carbon Reduction Strategy Task Force (Ministry of Energy)

### KEY IDEAS AND CONCERNS

- Energy Policy
- Carbon Reduction
- Climate Change Policy
- National Development
- Safety on the plant
- Security issues

### HOW WE ENGAGED IN 2010

- Buyers meetings
- Hosting of plant visits

### KEY IDEAS AND CONCERNS

- Business opportunities
- Regulatory compliance
- Security of supply
- Safety and reliability assurance

### HOW WE ENGAGED IN 2010

- Membership in business associations and participation in their conferences:
- Energy Chamber
- American Chamber of Industry and Commerce
- Trinidad and Tobago Chamber of Industry and Commerce
- Point Fortin Chamber of Industry and Commerce
- Rotary Club of Point Fortin
- Employers Consultative Association
- Energy Caribbean Conference
- Sponsorships (including National Primary Schools Cricket and Football Leagues, Dinosaur Exhibit – A T-Rex named Sue)

### KEY IDEAS AND CONCERNS

- Corporate responsibility
- Environmental performance
- Relationship building
- Security of supply
- Safety and reliability assurance

### HOW WE ENGAGED IN 2010

- Board meetings
- Shareholder audits
- Partners in Energy (Mama Yo! calypso competition)
- Joint Corporate Responsibility Programme – Nature Nurture Boys Camp

### KEY IDEAS AND CONCERNS

- Benchmark Performance (including production, cost management, governance, safety of people, process and assets; people development)
- Reputation
- Cooperating on sustainability projects
- Developing the public profile of the energy sector

### HOW WE ENGAGED IN 2010

- Info to Clifton Hill Residents on Administration Building
- Visitor Centre for Guapo Beach
- Borough Day Celebrations
- Point Fortin Community Pool
- Programmes conducted by Servol, WIPA, TTOC
- Southern Gardens Village Council through Habitat for Humanity
- Business training for Farmers in Point Fortin

### KEY IDEAS AND CONCERNS

- People development
- Joint crisis management
- Environmental management
- Sport and education
- Capacity building and business opportunities

### HOW WE ENGAGED IN 2010

- Employee Benchmark Survey
- Training sessions
- All Staff events (including Kick Off; Town Halls; Children's Party, End of Year Function)
- CEO's Sustainability Awards
- Internal Communications media – company intranet, plasma screen network and bi-monthly newsletter, The Wave
- Re-branding
- Personal Performance Contracts
- Day Care Centres
- Volunteerism projects

### KEY IDEAS AND CONCERNS

- Personal development
- Safety, health and work-life balance
- Salary and benefits
- Job security
- Communication and information
- Company Values

### HOW WE ENGAGED IN 2010

- Procurement process and pre-qualification
- Preparation of Supplier Code
- Safety Villages
- Supplier forum and Safety exhibition
- Safe to Work (STOW) Certification
- CEO's Sustainability Awards

### KEY IDEAS AND CONCERNS

- Development of small and local businesses in Point Fortin
- HSE
- Transparent contracting procedures
- Consistent training and appraisal
- Sustainability initiatives
- Sharing of Best practices in Industry



ENABLING EMPLOYEES

Enabling the employees by investing in their potential and using their capacities as agents of change.

Initiatives to secure employee satisfaction and address issues of “work-life balance” extend from a strategy for the appropriate dissemination of information and better communications; the provision of day care facilities for children of employees; and policies that promote diversity, gender equality and volunteerism.

The employee communication strategy emerged from consideration of the Employee Benchmark Survey done in 2010 which gave us a lower score than other companies in the group: 43% employee satisfaction in the area of Communication, against the average of 47%; and 71% for the benchmark company.

Among the recommendations implemented are:

- regular “all staff business meetings” as well as smaller sessions where employees have the opportunity to hear about company matters, such as strategic targets and people issues;
- the CEO’s blog on the intranet; and
- training for leaders and managers so that they could be accountable for improving communication and information sharing in their teams, and across the company.

VOLUNTEERISM

In 2010, the employee volunteerism effort has generated some interest (approximately 10% of the staff population) and a few projects. Construction on two houses being built by Habitat for Humanity had assistance from the Law department. Renovations and the creation of a play area at the Ferndean’s Children’s Home in Point Fortin were coordinated and completed by members of the Projects Delivery team.

TRANSPARENCY AND GOOD GOVERNANCE

In accordance with the Business Principles, business operations are conducted in an ethical and transparent way, respecting human rights and corporate governance.

The Sustainability Commitment obliges Atlantic to engage with stakeholders, to be accountable to the shareholders, and to disclose publicly if targets are not being achieved.

The Atlantic Code of Ethics governs all behaviour and relationships in the business. It is also intended to govern relationships with partners, contractors, community, suppliers and the supply chain.

The Code is shared with employees as part of their initial induction. As a demonstration of adherence to the Code all employees submit a Conflict of Interest (CoI) Declaration Form annually. Where there is potential for conflicts of interest, guidance is provided by supervisors and heads of department, with the ultimate jurisdiction by the CEO.

Two other tools used to guide transparency and ethical behaviour are the Gift and Entertainment Registry and the Speak Out system. The Gift and Entertainment Registry is an online tool that allows employees to declare items which they have received or given in the course of doing business with partners and suppliers.

The Speak Out system allows employees or anyone associated with Atlantic to report or enquire about any interactions or perceptions of unfair practices at Atlantic. Secure reporting is provided through a hotline; internet reporting or drop boxes. The system is managed by an external provider and reports are treated in the strictest confidence.

Reports on the use of the Code of Ethics tools are made quarterly and posted on the Company’s Intranet for reference.



Atlantic provides “world of work” opportunities for operator apprentices, interns and graduates. In 2010, eleven operators trained to the Caribbean Vocational Qualification (CVQ) standard received their certificates.



Atlantic is one of Habitat for Humanity’s homebuilding partners. Here, the sod is turned for one of five homes built in Point Fortin in 2010.



Atlantic Volunteers created a play room for children at Ferndean’s Home.

Point Fortin community pool

Swimming for primary students is coordinated by the Trinidad and Tobago Olympic Committee (TTOC) in Point Fortin. The pool is operated and maintained by the YMCA. This is one example of Atlantic partnering with government agencies and NGOs for the benefit of the community.



we have the  
endurance  
to go the  
DISTANCE



## Sustainability Report 2009

In November 2010, Atlantic accepted an award from the Energy Chamber for Transparency in CSR Reporting. Atlantic was adjudged winner of the category for “TTTCI Commitment to Transparency” as assessed through the 2009 Sustainability Report.

The Judges comment on Atlantic’s 2009 sustainability Report:



“...the Report is well structured starting with a description of the international and local context, and moving to a description of the Company and its strategic indicators which are tied in to the overall vision of the company which is world scale in scope.”

## CEO's Sustainability Awards 2010

Employees, Partners and Suppliers were invited to submit their projects for judging according to one of the five commitments to sustainability (environment, employees, suppliers, community and partnerships).

Among the award-winning projects are two managed by partners: the Agri-business Training conducted by the University of the Trinidad and Tobago; and the community building programme by Habitat for Humanity, “Grasping Ready Opportunities for Work.”

### HSSE & ASSET INTEGRITY:

- LNG Tank D-2401A Repair  
(Overall Winner and Category Winner)
- Trash Screen Design and Installation  
(Judge's Special Award)

### CORPORATE RESPONSIBILITY:

- The Point Fortin Farmer Enterprise Training conducted by UTT  
(Category Winner)

### COST MANAGEMENT AND VALUE CREATION:

- Trip Reduction - Continuous Improvement Initiative  
(Category Winner)

### PEOPLE:

- GROW Project - Grasp Ready Opportunities for Wealth -  
Habitat for Humanity Trinidad and Tobago  
(Category Winner)
- Upgrade of the Blue Rubb Tent, facilities used by contractors  
(Judge's Special Award)



# Assurance Statement

**Atlantic contracted** CSR Solutions Limited to provide independent verification on information presented in its Sustainability Report 2010, in accordance with AA1000 Assurance Standard 2008 (AA1000AS 2008). This statement provides an independent, third party assessment of the organization’s management processes and the adherence to AA 1000 AS 2008 principles.

**SCOPE OF OUR WORK**

The scope of our work includes the information covering the period January 1, to December 31, 2010, presented in the Atlantic Sustainability Report 2010. We have evaluated adherence to the principles of inclusivity, materiality and responsiveness as outlined in AA1000 Accountability Principles Standard (APS) 2008. We reviewed a selection of data with a focus on the following information presented in the report:

- Operational Excellence
- Capability Growth
- Sustainability
- Sustainability Indicators

Our scope of work did not include the validation of historical financial or economic data.

**OUR INDEPENDENCE**

CSR Solutions is an independent consulting firm which specializes in Corporate Social Responsibility and Sustainability. We were not involved in the preparation of the Sustainability Report 2010 and none of our members of staff maintain any associations with Atlantic. In 2010, CSR Solutions Limited conducted an assessment to provide “qualitative and quantitative information, including perceptions, opinions and concerns” related to seven sustainability programmes that Atlantic supports in the Point Fortin community. This engagement served to support the evaluations of this independent assurance.

**OUR RESPONSIBILITIES**

Atlantic was responsible for the preparation of the Sustainability Report 2010 including the collection and presentation

of information contained within. Our responsibility was to provide independent assurance and provide an opinion to all Atlantic’s stakeholders.

**OUR APPROACH TO THE ASSURANCE**

Our work was planned and performed in accordance with AA 1000AS 2008, in order to obtain sufficient evidence to provide the basis for our assurance conclusions. In this regard, we conducted the following activities:

- Review of information presented in Atlantic Sustainability Report 2010;
- Interviews with management concerning the organization’s commitment to the integration of sustainability within the organization and its relationship to the data collection and reporting process;
- Interviews with employees;
- Interviews with a sample of external stakeholders;
- Review of management reports, external correspondence and other supporting documentation;
- Review of current issues relating to sustainability that are relevant to Atlantic and its stakeholders;
- Presentation of a management report to Atlantic including conclusions and major recommendations toward improving the sustainability reporting process and report.

**OUR CONCLUSIONS**

The Sustainability Report 2010 was reviewed by CSR Solutions in its draft form and where necessary, changes were made by Atlantic, based on our feedback provided. The report is structured around Atlantic’s three strategic aims of Capability Growth, Operational Excellence and Sustainability and demonstrates its commitment in each of these areas.

**INCLUSIVITY**

**This principle refers to the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.**

Atlantic continues to demonstrate a strong commitment to sustainability and its integration throughout the organization. There are notable processes aimed at engaging stakeholder participation and involving them in decisions that affect sustainability. Atlantic has undertaken a number of engagement activities with various stakeholders in relation to the organization’s commitment to sustainability; this includes focus group testing on the 2009 Sustainability Report to inform the content and design of the Sustainability Report 2010. There has also been a move toward strengthening of governance systems within the organization. We encourage the organization to continue to work toward strengthening systems of stakeholder communication and engagement especially in relation to employees.

**MATERIALITY**

**This principle refers to the determination of the relevance and significance of an issue to the organization and its stakeholders.**

Atlantic’s on-going activities in stakeholder engagement have served to both identify and prioritize sustainability issues. The organization should, however, work toward the development of a more structured materiality determination process to ensure relevant issues are continuously identified within a constantly evolving sustainability context. Particularly in the area of Key Environmental Performance Indicators more comprehensive reporting would allow stakeholders to have a greater appreciation of the significance of these issues. Atlantic has expressed their intent to review and reclassify environmental data to facilitate proper identification and tracking of indicators for future reporting.

**RESPONSIVENESS**

**This principle refers to the determination of the relevance and significance of an issue to the organization and its stakeholders.**

Atlantic remains committed to engaging with stakeholders and has established and implemented a number of policies and processes that demonstrate responsiveness to stakeholder issues. These are notable in relation to governance structures, management systems and measuring and monitoring. There remains however the need to integrate a formal approach to stakeholder issues to ensure that these are systematically addressed.

**CONCLUSIONS**

Atlantic continues to work toward strengthening its reporting process guided by the Global Reporting Initiative (GRI) framework. There is still a need for more integration of internal stakeholders into the reporting process and alignment with the strategic aims of Operational Excellence, Capability Growth and Sustainability. As in previous years, Atlantic has shown advancement in relation to social

dimensions but needs to strength the reporting on environmental performance.

**CSR Solutions Limited**

**Melanie Richards, Director**

Port of Spain, August 8, 2011

# Sustainability Indicators

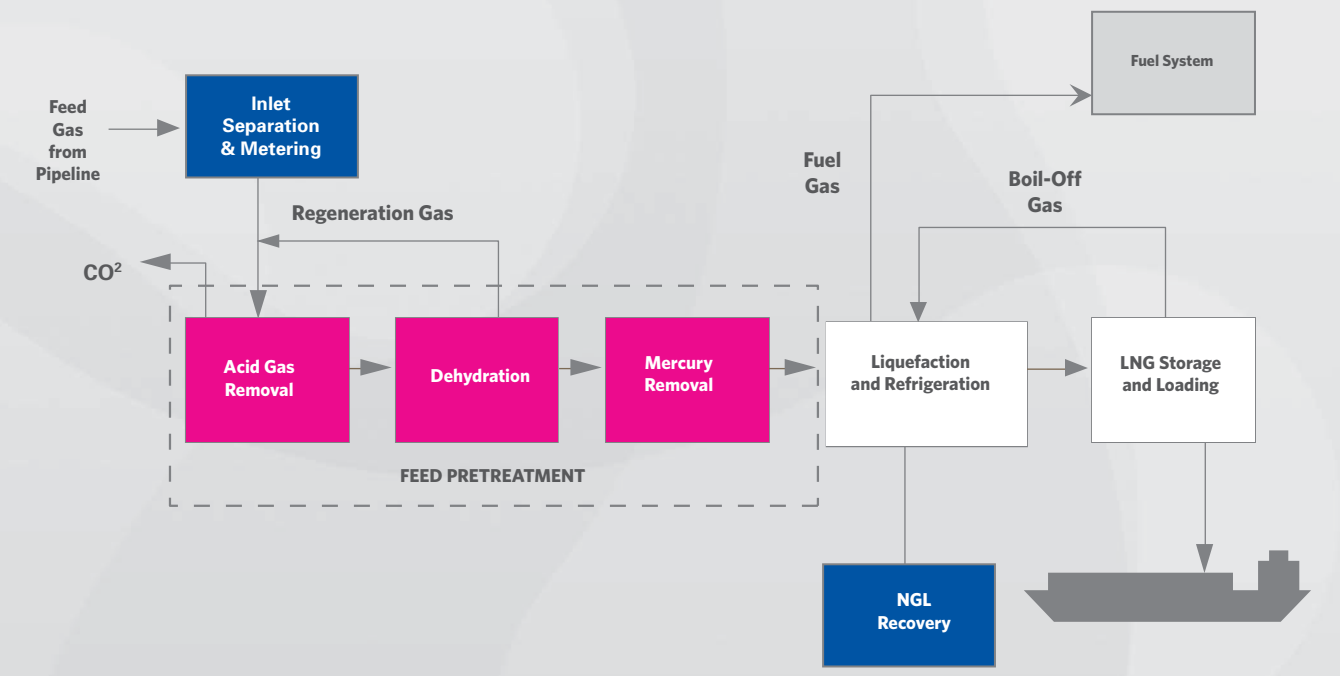
Reporting Standard (GRI)	Atlantic Core Area	Content Heading	GRI
	EXECUTIVE STATEMENT	Chairman’s Word About this Report The Oil and Gas Sector in Trinidad and Tobago CEO’s Review Company Profile Key Performance Indicators Moving A Generation Ahead	
Economic Performance, Product Responsibility	OPERATIONAL EXCELLENCE	Safety Performance World Class in Personal Safety 2009 vs 2010 Performance Output Highlights Incident Reporting is a Must	LA 7
Environmental Performance, Social Performance	CAPABILITY GROWTH	The Employer of Choice Shoring up Industry Capacity Competency Development Employee Engagement Developing a Culture of Wellness	LA1 LA2 LA11 LA12
	SUSTAINABILITY	Corporate Responsibility Governance and Principles Code of Ethics Commitment to the Environment Environmentally Responsible Operations Measuring the Carbon Footprint Environmental Advocacy and Awareness Atlantic Seeds of Hope Commitment to Community Assessing Atlantic in the Community Sharing with the Point Fortin Community Commitment to Partnerships Community Building	EC9 EN6 EN12 EN13 EN14 EN18 SO1 SO4





we know  
that every  
stage of  
the process  
**MATTERS**

### THE LNG PROCESS





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