



الجمعية العمانية للطاقة
Oman Energy Association

WHO WE ARE 2025

STRIVING FOR EXCELLENCE

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ABOUT OPAL

Oman Energy Association (OPAL) is a prominent business society in the Sultanate of Oman. It is a non-governmental, non-profit organization focusing on the Energy and Minerals sector. The organization was originally established in 1998, when like-minded companies came together with a shared vision to promote industry standards, address common challenges, and exchange best practices. Initially known as the Oil Industry Training Board (OITB), it later merged with the Oman Oil & Gas Contractor Forum to form the Oman Petroleum Alliance (OPAL). The industry's business society was officially registered on October 27, 2001, under the regulations governing the formation of societies by the Ministry of Social Development.

OPAL aims to strengthen its services through a unified platform for establishing and promoting work standards to enhance competencies and professionalism. OPAL's long-term goal is to elevate Oman's energy industry to a world-class level, making it internationally competitive and a leader in the sustainable management of hydrocarbons and renewable energy. OPAL aspires to be the foremost facilitating body in aligning stakeholders' objectives and addressing common challenges for the benefit of its members.

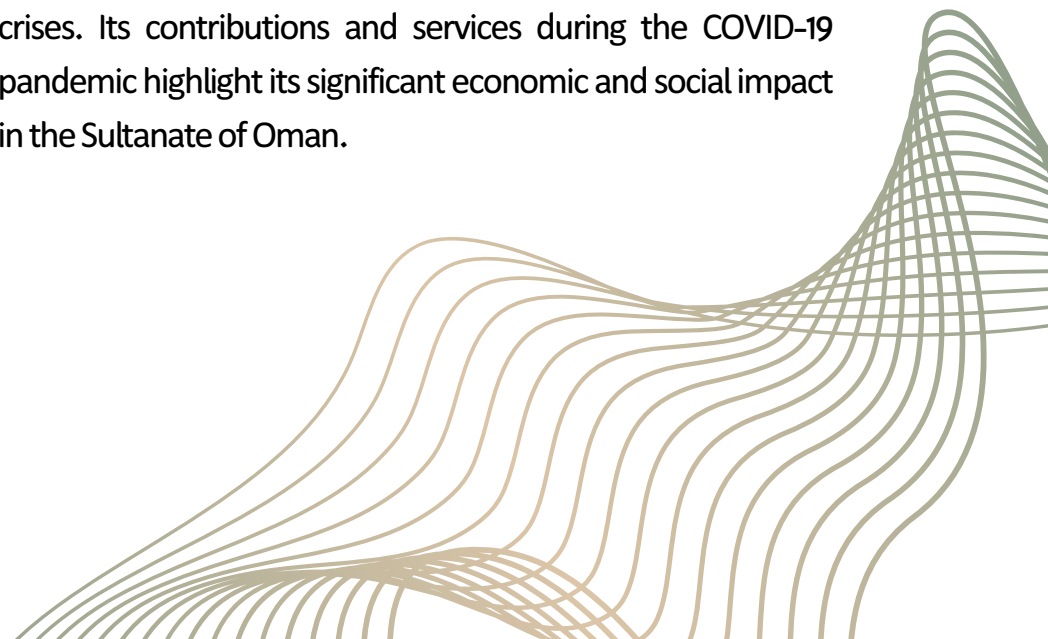
Industry leaders, including Managing Directors, CEOs, and General Managers, meet quarterly to discuss areas of mutual benefit and consensus. An elected board governs the society, adhering to the highest standards of corporate governance.

OPAL employs a small yet highly effective executive team to implement its programs and serve its members.

QHSE is OPAL's key priority. OPAL aims to achieve high aspirations and promote QHSE best behaviors and practices, which remain a top focus in the daily operations of the industry. OPAL is committed to supporting maturing companies in developing minimum QHSE standards. The overarching goal remains striving for Goal Zero, ensuring no fatalities and no serious injuries.

The Human Capital Development Scheme prioritizes employers' needs and focuses on targeted training aimed at enhancing competence and work ethics. Employment is the primary objective, with training serving as the enabler. Over the past 25 years, OPAL has facilitated the training and employment of more than 15,000 Omanis and has successfully redeployed over 9,700 during the last several years.

OPAL plays a crucial role during global economic and financial crises. Its contributions and services during the COVID-19 pandemic highlight its significant economic and social impact in the Sultanate of Oman.



STRATEGIC DIRECTION

VISION

The valuable “Voice of the Industry” inspiring capable and resilient businesses to sustain prosperity in Oman’s Energy & Minerals sector.

MISSION

Uniquely serving member companies by promoting “synergies,” “In Country Value creation,” and “Capacity Building” to enhance the sustainability of the Energy & Minerals sector and strengthen the national economy.

4 Strategic Objectives Focusing on

- The Valuable Voice of the Industry.

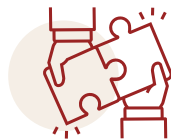
- Sustainable In-Country Value and Prosperity for Business Communities in Oman.

- Greater Synergy Across the Industry.

- Sustainable Business Practices and Common Standards for the Industry.

VALUES

INTEGRITY



TRUST



TRANSPARENCY



FAIRNESS



INDEPENDENCE



OPAL aims to promote Oman’s Energy sector to be internationally recognized and competitive by elevating the operating standards of member companies (small and large), setting a consensus of minimum agreed standards, and creating a level playing field within the sector. OPAL will continue to work with stakeholders, partners, and members to achieve the following strategic objectives:

OUR GOALS

4 Strategic Objectives Focusing on

The Valuable Voice of the Industry.

- Provide a "Think Tank" to research and recommend viable policies to address challenges faced by the sector, such as HSE compliance.
- Tackle common issues that adversely affect businesses in the sector.
- Advocate for conducive regulatory frameworks to support thriving businesses serving the sector.

Sustainable In-Country Value and Prosperity for Business Communities in Oman.

- Promote "Local Content" to sustain the prosperity of member companies, the Energy & Minerals sector, and Oman's economy overall.
- Facilitate the capability development of the Omani workforce at all levels through the employment and development of opportunities for Omanis.
- Promote the transfer and retention of technology and know-how.

Sustainable Business Practices and Common Standards for the Industry.

- Promote best practices for the management of HSSE (Health, Safety, Security, and Environment).
- Promote best practices for quality management (quality products and services, efficiency, savings, and productivity).
- Promote best practices for human capital development and management.
- Promote best practices for business ethics and the code of conduct.
- Pursue relevant common standards for the industry.

Greater Synergy Across the Industry.

- Facilitate the sharing of valuable information (technical, business, and general) across the sector.
- Promote collaboration among member companies to achieve greater combined results for common goals.

GOVERNANCE

**There are two main governing bodies of the Association:
the Board of Directors and the Executive Management.**

The Board of Directors The Board of Directors is responsible for the direction and oversight of OPAL on behalf of its members. It comprises seven non-executive directors, each elected for a two-year term. Every board member is a high-ranking executive in their respective company. All elected directors are professionals and experts in their fields, ensuring the best guidance for the Association. The Board of Directors plays a pivotal role in developing the strategic and organizational goals of the Association and ensuring the efficiency of the internal control systems.

The Board of Directors' responsibilities include, among others, the following:

- Forming relevant steering committees and forums to address the industry's issues.
- Ensuring that the society conducts its operations within the framework of the constitution in an ethical and transparent manner.
- Appointing the CEO and other executive managers of the association.
- Assessing the activities and performance of the Executive Management on a quarterly basis.
- Approving the strategy, budgets, policies, and business plans.
- Reviewing the annual report, financial statements, accounting policies, related party transactions, and the fair value of contributions received by the society.



BOARD OF DIRECTORS



Dr. Amer Al Rawas

Chairman

Chairman at Concordia Group L.L.C.



**AbdulRahman
Al Yahyai**

Deputy Chairman

CEO at Integrated Gas Company S.A.O.C



Husam Al Jahdhami

Treasurer

Technical Director at Seven Seas Petroleum LLC.



Said Al Habsi

Board Director

CEO at Oman Chlorine S.A.O.G.



Saif Al Darai

Board Director

Managing Director at SAS Engineering L.L.C.



Abdullah Al Hinai

Board Director

CEO at Tabreed Oman S.A.O.C.



Abdullah Al Naimi

Board Director

Chief Financial Officer,
SMN Power Holding SAOG

THE EXECUTIVE MANAGEMENT



Eng. Mohammed Al-Naabi
OPAL CEO

The CEO of the association is appointed by and reports to the Board of Directors. The CEO is responsible for managing the association's affairs based on the authority delegated by the Board. The CEO is supported by a team of six departments.

Member Network Management

- Manage and optimize OPAL's engagements with member companies to address their issues and requests for support.
- Manage the resolution and communication with relevant authorities concerning raised issues and requests from member companies.
- Market OPAL's benefits, products, and services to maximize sales related to memberships, products, and services, as well as sponsorship of events, publications, and programs organized by OPAL.
- Manage OPAL's events and all media publications/communications to promote OPAL's brand and relevance to key stakeholders in the Energy & Minerals sectors.
- Manage and facilitate OPAL's member committees.

People & Culture

- Building positive workplace relationships, ensuring legal compliance, and updating HR policies for clarity and relevance.
- Attracting top talent, ensuring employee satisfaction, fostering long-term engagement, refining recruitment policies, and optimizing compensation and benefits.
- Adapting and evolving through strategic improvements, change management, and performance-aligned development.
- Overseeing the Labor Clearance Committee process for the Energy, Electricity, and Minerals sectors.
- Proactively engaging in industry HR initiatives linked to the MEM ICV PMO.
- Acting as the custodian of industry redeployment and manpower supply initiatives.
- Providing HR consultancy and promoting industry best practices in People & Culture management.

Planning & Internal Support

- Coordinate and oversee planning processes to produce OPAL's Strategic and Annual Business Plans.
- Oversee and facilitate monitoring and management of OPAL's business performance regularly.
- Oversee and facilitate OPAL's Quality and Risk Management systems and processes.
- Oversee management of OPAL's Finances ensuring adequate controls on expenditures as well as reporting of required financials regularly.
- Manage account receivable and account payable ensuring timely collections and payments.
- Tax Compliance: Preparing and filing tax returns, ensuring compliance with Oman tax laws, and optimizing tax strategies.
- Manage and Support Contracts and Procurements internally.
- Manage delivery and support IT solutions and infrastructure required by OPAL.

THE EXECUTIVE MANAGEMENT

Quality and Accreditation

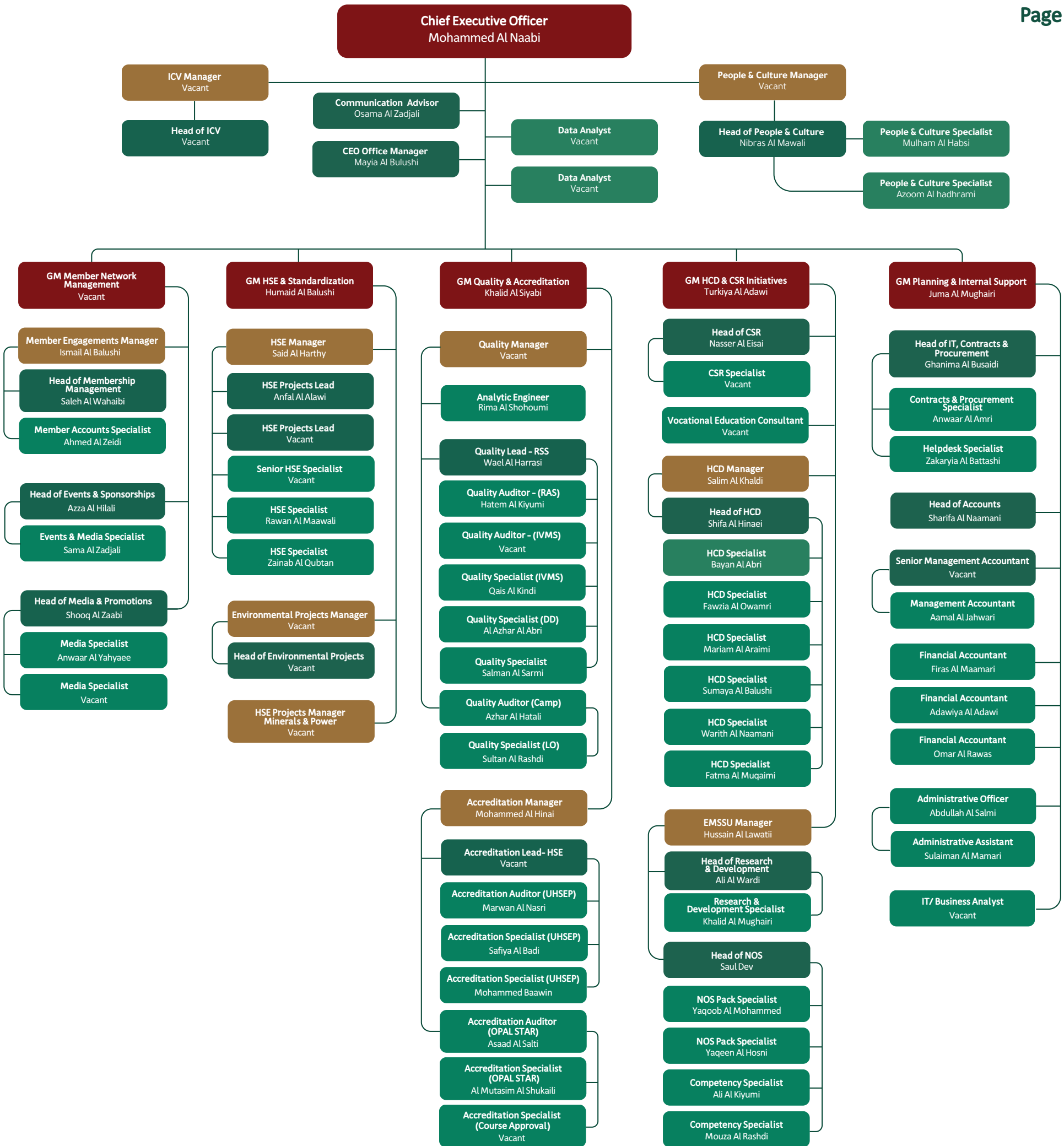
- Evaluating the compliance of OPAL's products and services with the standards and requirements of the Energy and Minerals sector.
- Enhancing standards and quality in public and private training institutions that provide services for the Energy and Minerals sector through the OPAL STAR project.
- Conducting external and internal audits, ensuring that they comply with applicable standards and regulations, and that the resulting reports are fair, impartial, and useful.
- Overseeing the implementation of HSE standards while ensuring OPAL products are quality-assured and audited periodically as required.
- Maintaining the quality assurance and integrity of Road Safety standard service providers and other related services.
- Activating and disseminating a quality culture and contributing to the development of new products and services related to quality assurance and accreditation.
- Ensuring that standards of excellence are maintained during the implementation of projects or services, and that OPAL products meet applicable performance standards in the sector.

HCD & CSR Initiatives

- Assisting in the adoption and implementation of HCD products and services, including the National Occupational Standards (NOS) pack and a variety of training schemes.
- Supporting the sector in identifying training and qualification needs through occupational maps and labor market intelligence studies.
- Ensuring HCD products and services align with national labor market requirements and deliver on advertised standards and promises.
- Supporting the creation and utilization of skill certifications that meet sector-specific requirements and adhere to MOL regulations.
- Facilitating continuous collaboration with key stakeholders across government and private sectors to maximize the benefits of HCD products and services.
- Assisting with the implementation of ICV initiatives aimed at enhancing human capital development within the sector.
- Supporting CSR strategies that deliver significant value and maximize shared benefits for organizations, employees, customers, shareholders, and the community.
- Aligning CSR initiatives to create synergy among member companies.
- Collaborating with the Ministry of Education (MOE) to establish and implement vocational education programs for Grades 11 and 12, enhancing career-focused learning and equipping students with practical skills and resources to prepare them for future career paths.
- Providing ongoing support for ICV-related committees and initiatives within the industry.

HSE & Standardization

- Leading the standardization of HSE practices across the Energy & Minerals industry, including the development and implementation of new standards as well as digitalization.
- Conducting feasibility studies for new HSE projects to assess the viability of fulfilling desired results technically, financially, and within the desired timeframes.
- Collaborating and coordinating engagements between MEM and Operators' HSE Managers to identify common challenges and jointly address them.
- Managing, facilitating, and delivering OPAL-led HSE conferences and workshops.
- Actively participating in key HSE conferences and workshops within the industry for knowledge sharing.
- Collaborating with different government sectors to improve their HSE standards for safer operations.



HISTORY & MILESTONES

1998

- Oil Industry Training Board (OITB) was formed.

1999

- Acknowledged to be a lead training association for the Oil & Gas Industry in Oman.

2000

- Trained 90 trainees for the Oil & Gas industry.

2001

- OPAL officially registered as Oman's first society for the Oil & Gas industry.

2002

- Signed MOU with the ministry of Manpower on training for employment (TFE).
- Trained and employed 491 Omanis in the Oil & Gas industry.
- Endorsement of the First Five Year plan.
- Launched HSE Management System certification.

2003

- Trained and employed 2,309 Omanis in the Oil & Gas industry.
- Launched Compliance Verification Certificate (CVC) certification.
- Launched OPAL's website.

2004

- Trained and employed 1,948 Omanis in the Oil & Gas industry.
- Endorsement of the CVC by key Oil & Gas producers and operators for bidding processes.

2005

- Trained and employed 746 Omanis in the Oil & Gas industry.
- Trained and employed a total of 5,584 Omanis by the end of 2005, which is more than the planned target to achieve by 2007.

2006

- Trained and employed 636 Omanis in the Oil & Gas industry.
- Renewed the MOU with Ministry of Manpower. The Ministry allocated OMR 2 Million to training for employment programme (TFE).
- Launched CA&A certification.
- Launched Oil & Gas Directory in association with POTENTIAL.

2007

- Trained and employed 451 Omanis in the Oil & Gas industry.
- Raised OMR 205,000 in donations to contribute to restoration efforts of GONU affected areas.

2008

- Trained and employed 110 Omanis in the Oil & Gas industry.
- Financed projects for the restoration of areas affected by Cyclone Gonu with a value of RO 91,000 in Quriyat.

2009

- Trained and employed 150 Omanis in the Oil & Gas industry.
- Developed Road Safety Standards for Upstream Operators.

HISTORY & MILESTONES

2010

- Trained and employed 183 Omanis in the Oil & Gas industry.
- Certified as ISO 9001, ISO 14001, OHSAS 18001.
- Financed OMR 45,036 for Gonu restoration projects. in Quriyat.

2011

- Trained and employed 331 Omanis in the Oil & Gas industry.
- Trained and employed a total of 7,262 Omanis by the end of 2011.

2012

- Produced The Oil & Gas report in partnership with the Ministry of Oil & Gas and Petroleum Development Oman.

2013

- Updated OPAL website.
- Signed 17 Training for Employment (TFE) agreements that resulted in employing 317 young Omanis.

2014

- Signed two agreements with Shell Development Oman (SDO) to facilitate the vocational training for 36 Omanis under Training for Employment (TFE) programme.

2015

- Trained 356 Omani candidates through a total of 21 training for Employment (TFE) programmes.
- NEWREST WACASCO OMAN QHSE Award.
- launched OPAL Award for Business Best Practice.

2016

- Launched OPAL magazine in February 2016.
- Launched OPAL Oil & Gas Forum.
- Activated OPAL Social Media channels.
- Trained and employed 48 Omanis.

2017

- Development and launch of three HSE standards (Heat Stress Management, Camp and Road Safety).
- Received accreditation from EAL (UK qualification awarding body).
- Signed MoU with Ministry of Manpower for OPAL's Apprenticeship programme.
- 36 Omani students joined the OPAL Apprenticeship program extracted from the National Occupational Standard (NOS).
- PDO pledges \$6 million for OPAL's TFE programme.
- Organized 1st OPAL Oil & Gas Conference in November 2017.
- Successful completion of the Mobile Library project with Dar Al Atta'a.
- Launched OPAL Sports Event with the participation of more than 500 employees.
- Launched OPAL STAR programme to recognize Training Providers meeting minimum standards for the industry.
- Trained and employed 200 Omanis through the Training for Employment Programme (TFE).
- Signed 17 Training for Employment (TFE) agreements that resulted in employing 317 young Omanis.

2018

- Developed 7 suites of National Occupational Standards (NOS) between 2016 and 2018, with approval by the Ministry of Manpower.
- Developed and launched DROPS (Dropped Object Prevention Scheme) Management Standard.
- Recognised and approved more than 20 training providers through the OPAL STAR programme.
- Re-deployed 5,000 Omanis in the Oil & Gas sector.
- Trained more than 1,200 Omanis through the Training for Employment (TFE) and Training for Development (TFD) programmes.
- Signing a financing agreement for creation of the Labor Market Study with Occidental of Oman and Oman Oil Company for Exploration and Production.
- The Second OPAL Oil & Gas Conference successfully organized.
- Honoring the winners of the OPAL Award for Best Practice.
- Signing a Labor Market Study agreement with the International Maritime College of Oman.

HISTORY & MILESTONES

2019

- Obtained the first license to host a Sector Skills Unit for the Energy & Minerals sector.
- Participated in all MOG ICV committees.
- Licensed seven IVMS providers and approved eight IVMS devices.
- The HSE apprenticeship framework program was approved by the Scottish Qualifications Authority.
- Collaborated with funders and initiated the CompEX program to fulfill the requirements for certified CompEX technical specialization (electrical & instrumentation).
- Established the OPAL Quality Mark to ensure consistent quality of OPAL products and services.
- The ERP project was approved.
- Trained and employed 400 Omanis under the Training for Employment (TFE) program.
- Organized the OPAL Sports event with more than 2,000 participants from member companies.
- Organized the OPAL Oil & Gas Conference.

2020

- Signed an MOU with the National Bank of Oman for an E-Commerce and POS terminal agreement.
- Conducted workshops on compensation issues and contract terminations in partnership with SASLO.
- Formed the Energy & Minerals Sector Skills Unit Board.
- Signed an MOU with the Ministry of Higher Education, Research, and Innovation to support the conduct of COVID-19 examinations for students abroad.
- Signed an MOU with Total and Tabreed Oman for funding COVID-19 testing.
- Formed the Repatriation Flights Committee during the period of airport closures to various destinations. As a result, 133 international special flights were organized, and more than 27,000 foreign employees returned to their home countries. Additionally, approval was obtained from government agencies to repatriate more than 11,000 workers from the Energy & Minerals sector.
- Organized the inauguration of the Unified Defensive Driving License for the Energy & Minerals sector and the OPAL Awards for Best Practice.
- Launched the Unified Roadworthiness Assurance Standard (RAS) and In-Vehicle Monitoring System (IVMS) standard.
- Trained and employed a total of 10,700 Omanis since the start of the Training for Employment (TFE) program.
- Introduced OPAL STAR remote audits.
- Updated the OPAL website.
- Introduced E-Commerce for OPAL STAR products.
- Launched the Lifting Operations Management System.
- Represented the Energy and Minerals sector in the O&G Labor Clearance Committee and Laid-off Committee.
- Supported by subject matter experts, the OPAL team spent 460 hours on HR consultancy, mostly focusing on the Supreme Committee's directions.
- Inaugurated the OPAL STAR Learning Hub (Enhancement project).
- Launched the Roadworthiness Assurance Standard (RAS) portal as part of the OPAL STAR Learning Hub.
- Endorsed the 2020-2023 Sector Skills Unit Business Plan.
- Formed the Sectoral Occupational Map focus group.
- Formalized the SSU structure and operational model.
- Formation of 4 SSU Committees.
- Registered the largest number of new members in the history of the society, with a total of 428 companies registered for the first time.
- Launched the OPAL Roadworthiness Assurance Standard (RAS) Sticker.
- Licensed nine IVMS Providers and approved ten IVMS devices.
- OPAL's ERP system for Finance & HR went live.
- Recognized and approved 36 training providers through the OPAL STAR Learning Hub.
- Licensed 2 RAS inspection centers.
- Licensed 6 Defensive Driving (DD) Training Providers and 6 Defensive Driving (DD) Assessment Centers.

HISTORY & MILESTONES

2021

- Achieved highest revenue since the establishment of OPAL.
- Achieved record high number of members since the establishment of OPAL.
- Formed OPAL's Senior Leaders Quarterly Safety Forum.
- Issued Fitness to Work Standard.
- Continued to support redeployment, placement of graduates and support in resolving laid-off issues where over 474 hours HR consultancy provided.
- Established VAT helpdesk to provide VAT advisory service to our member companies at discounted consultancy fees.
- Worked closely with Tax Authority and OPAL members in clarifying VAT related issues and formation of Oil & GAS VAT guidelines.
- Organized Road Safety Implementations Roadshow.
- Organized the first summer mitigation control Forum.
- Organized OPAL Best Practices Award.
- Supported the Ministry of Energy Minerals in reviewing and endorsement of over 233 requests for the return of expat manpower of member companies, spanning to over 3,698 expat employees required for TAR & other projects implementation.
- Supported member companies for Labour Clearance requests where over 90 requests processed for both Operators & Non-Operating Companies.
- MoU with SME Authority (Riyada) with objectives to foster better entrepreneurs' development programs.
- Partnered with SME Authority (Riyada) and led the urgent loan initiative for SMEs with total approved amount of OMR 4 million.
- Conducted two SMEs workshops to understand the entrepreneurship skills gaps. Consequently, OPAL developed the entrepreneurship training program for entrepreneurs readiness.
- In collaboration with three member companies and Ministry of Labour, OPAL kicked off the Omanization initiative of fuel station managers and fuel tanker drivers.
- Signed MoU with MOL to fund TFE programs for Energy and Minerals Sector.
- Kicked off several TFE programs with total of 75 opportunities.
- Organized and participated in the MoHERI workshop to introduce Apprenticeship scheme to higher education institution.
- Launched first edition of the ICV book which summarized the the ICV contributions by Oil and Gas companies.
- Licenced 7 training providers and assessment centers to deliver and assess for Defensive Driving, distributed in 17 different locations (20,927 DD permits being issued).
- Licenced 11 In-Vehicle Monitoring System (IVMS) suppliers and approved 17 IVMS devices (7415 IVMS devices being installed).
- Licenced 46 RAS Inspection Centres (22,561 vehicles inspected).
- Licenced 7 training providers to deliver Safe Journey Management Course (226 competency cards were issued).
- Recognized and Approved 51 Training Providers through OPAL Star Learning Hub platform.
- Issued a total of 47 Compliance Verification Certificates (CVC).
- Award TAR project contract to the independent contractor with objective to train and employ between 300 and 500 Omanis within the next 3 years.
- TFD programs: Delivered 4 workshops in HSR, Two online labour law workshops in labour law in terms of HSE and termination cases, Two courses of HRCPL. A total of 118 participants from several companies benefited from these workshops.
- Trained 19 interns.
- Developed Seven National Occupational Standards (NOS) related to Drilling Operations occupation.
- The Skill Certification for HSE and Lifting operations completed and approved by the Ministry of Labour.
- Raised more than 230,000 Omani Rials to support those affected by Cyclone Shaheen.

2022

- Record highest number of members in the history of OPAL (480 members).
- Record high revenue since inception to date.
- Organized 17 engagement workshops, conferences, and forums.
- TAR Project: 52 candidates have been selected to be working under the TAR project and have been enrolled in 4 Turnaround in 2022.
- 12 TFE & OJT programs conducted targeted (392) candidates.
- Delivered 2 upskilling programs targeted 50 employees from drivers to rigger and electrical assistant positions.
- 6 TFD courses conducted targeted (80) candidates.
- Completed internship program targeted 135 job seekers out of which 110 were employed.
- Ongoing internship program for 30 job seekers.
- Conducted entrepreneurs' readiness programs for 35 batches targeted 1079 candidates.
- Issued UNIFIED HSE PASSPORT TRAINING/ASSESSMENT STANDARDS 1st Edition.
- Issued Occupational Health & Industrial Hygiene Standard 1st Edition.
- Issued Process Safety Management Guideline 1st Edition.
- Issued DROPS Management Standard 2nd Edition.
- Issued Road Safety Standard 2nd Edition.
- Issued Heat Stress Management Standard 2nd Edition.
- Issued Camp Standard 2nd Edition.
- Issued HSE Incident Sharing and Statistics Standard 2nd Edition.
- Developed OPAL HSE Unified Risk Matrix.
- Conducted 4 Safety Leadership Forums.
- Developed first ever Mutual Aid Agreement.
- Developed Mutual Aid Platform.
- Developed HSE Incident Sharing Platform.
- Formed the first industry Corporate Social Responsibility (CSR) committee for the contractors community.
- 59 Approved OPAL STAR training providers.
- 5 Approved training providers to deliver HSE Practitioner Apprenticeship program.
- 8 Training providers are approved to deliver and assess for the lifting operations program.
- 20 Training providers are approved to deliver OPAL Unified HSE passport (over 40,000K cards issued).
- Full implementation of Road Safety Standard.
- Approved 12 Training providers to deliver DD training and assessment distributed in 27 different locations. (over 40,000K permits issued + 8000K DD permit replaced).
- Approved 12 Training providers to deliver Safe Journey Management course (+1000k cards issued).
- Approved 51 RASIC (over 31,000K vehicles being inspected).
- Approved 11 IVMS vendors and 20 devices modules (5700 IVMS devices installed).
- Issued 40 Compliance Verification Certificate (CVC).

HISTORY & MILESTONES

2023

- Rebranded as Oman Energy Association (OPAL), aligning with Ministry of Energy & Minerals & Oman Vision 2040.
- Boosted membership by 501 active registrations and 82 new members.
- Hosted 27 diverse forums, workshops, and conferences, including OPAL & Operator Engagement, Worker Welfare Forum, Senior Leadership Safety Forum, and Oman First Mining Safety Forum.
- Collaborated with the Ministry of Social Development on the First Forum for Persons with Disabilities.
- Expanded social media reach with over 75,000 followers.
- Upgraded ERP to the latest version for enhanced features and streamlined workflows.
- Automated membership management with the launch of the Membership module.
- Strengthened partnerships through over 100 contracts/MOUs.
- Secured strategic secondments from operators, further enriching the team with diverse expertise and industry insights.
- Led the creation of a People & Culture SharePoint site, leveraging technology for enhanced collaboration and information access within the organization.
- Conduct a comprehensive Culture Survey in Alliance with Lighthouse Consultancy, resulting in an exceptional Culture Index score of 71 for OPAL staff, symbolizing a strategic leap in cultural excellence.
- Pioneered a comprehensive HR Department Audit, pinpointing strategic areas of improvement for 2024, setting the stage for a transformative evolution in human resources management.
- Championed collaboration with ICF Management Coach, orchestrating 6 Pro Bono Executive Team Coaching Sessions, fostering strategic leadership development within the organization.
- Oversaw the Employment MoU with Apave & Halliburton, resulting in the employment of over 200 Fresh Graduates across diverse technical and non-technical specializations, reinforcing OPAL's commitment to talent investment.
- Led the international recruitment campaigns for ADNOC & ADC, overseeing the application process for over 1,000 candidates, thereby expanding employment opportunities and strengthening the global presence of rig-based Omani employees.
- Facilitated over 40 O&G Labor Clearance Committee Meetings in 2023, in turn reviewing and processing 377 requests, demonstrating a strategic approach to labour management in the Oil & Gas sector.
- Collaborated with the Ministry of Labor (MOL) to deliver key informative webinars on the New Labor Law 2023/53, and co-facilitated the Introduction to WPS Webinar, ensuring member company's disseminate the crucial changes.
- Conceptualized and executed the inaugural Industry Worker Welfare Webinar, orchestrated the facilitation of the WW Working Group Workshop, and played a pivotal role in developing the content of the 1st Energy Sector Worker Welfare Standard, marking a strategic milestone in industry-wide welfare initiatives.
- Led the MEM ICV HR Sub-Committee analysis, strategically identifying Omanization opportunities for 103 Key Jobs and providing invaluable support to over 30 members with redeployment, Article 48 compliance, Ministry of Labor bans, and CV assistance, contributing to the strategic development of the workforce.
- Facilitate Operator's One Drive and Hy Fly projects.
- Enhanced IT security, replaced file servers, and improved network performance.
- Implemented Priority Matrix application for optimized work management and staff productivity.
- Facilitated eight Operator HSE Managers Committee and thirty working group engagements for sector-wide initiatives and problem-solving.
- Delivered five primary energy and minerals sector forums focused on Health, Safety, and Environment.
- Developed and launched two digital HSE platforms for the energy sector.
- Reviewed and updated essential standards, including Illegal Drugs & Alcohol, Lifting Operations Management, Fitness to Work, and FTW Assessment Approval Process.
- Developed the OPAL Road Safety Strategy (2023-2030).
- Supported several HSE initiatives, including Occupational Health and Safety Guidelines for Minerals Exploration, Environmental Authority Green Alliance, and Civil Aviation Authority.
- Advanced preparations for the International Occupational Health Summit (February 4-7, 2024, Muscat) through ten committee engagements.
- Empowered 250 candidates through employment and on-the-job training programs across various fields.
- Secured 326 internship opportunities through PDO, BP, and SMN, with 114 individuals employed and others undergoing training.
- Upskilled 102 participants through training for development courses (employees and university students).
- Delivered the HSE AP upskilling program for 22 candidates in collaboration with OLNIG.
- Updated and reviewed 43 National Occupational Standards.
- Launched the Energy and Mineral Sector skill unit website and platform, featuring National Occupational Standards, an occupational map, skill certification information, and training/career guidance resources.
- Developed and launched the OMAN CSR platform for centralized social responsibility project and database management.
- Mobilized 90 employees for the TAR (Turnaround) project, conducting 13 Turnaround activities since its initiation.
- Launch the first Oil and Gas Job Catalogue.
- Launched the Expertise platform in collaboration with Dawam to utilize retired expertise.
- The launch of OPAL Unified Services Platform (USP).
- Implementation of Driver Fatigue Management System (2 providers are in process), including developing the operation standard and evaluation pack.
- Sign the agreement with GAC for lifting inspection companies' approval.
- **The development of the following road safety standards-related training:**
 - Defensive Driving Train the Trainer Program.
 - Defensive Driving Manager Training Program.
 - Safe Journey Management Training and Assessment Skills Program.
 - Safe Vehicle Recovery Authorized Person Program.
 - RAS Inspector Training for Development – Light Vehicle.
 - RAS Inspector Training for Development – Heavy Vehicle.
 - IVMS Foundation & Orientation Program.
- **64 OPAL STAR training providers are approved, in which:**
 - 6 are approved for HSE Practitioner Apprenticeship program.
 - 12 are approved for lifting operation program delivery and assessment.
 - 22 are approved for OPAL Unified HSE passport (87K+ certifications issued).
 - 2 are approved to deliver QA/QC program.
 - 2 are approved to deliver EMI program.
 - 12 are approved for Safe Journey Management course (1,000+ certificates issued).
 - 2 are approved for OPAL First Aid, CPR & AED Training.
 - 2 are approved for OPAL Working at Height Training.
 - 12 are approved for DD training and assessment in 25 locations (33K+ permits issued).
 - 55 RASIC approved (33K+ vehicles inspected).
 - 10 IVMS vendors with 20 device modules approved (a total of 5K+ IVMS devices installed).
 - 25 camps are certified.
 - Issued 40 approved Compliance Verification Certificates.

HISTORY & MILESTONES

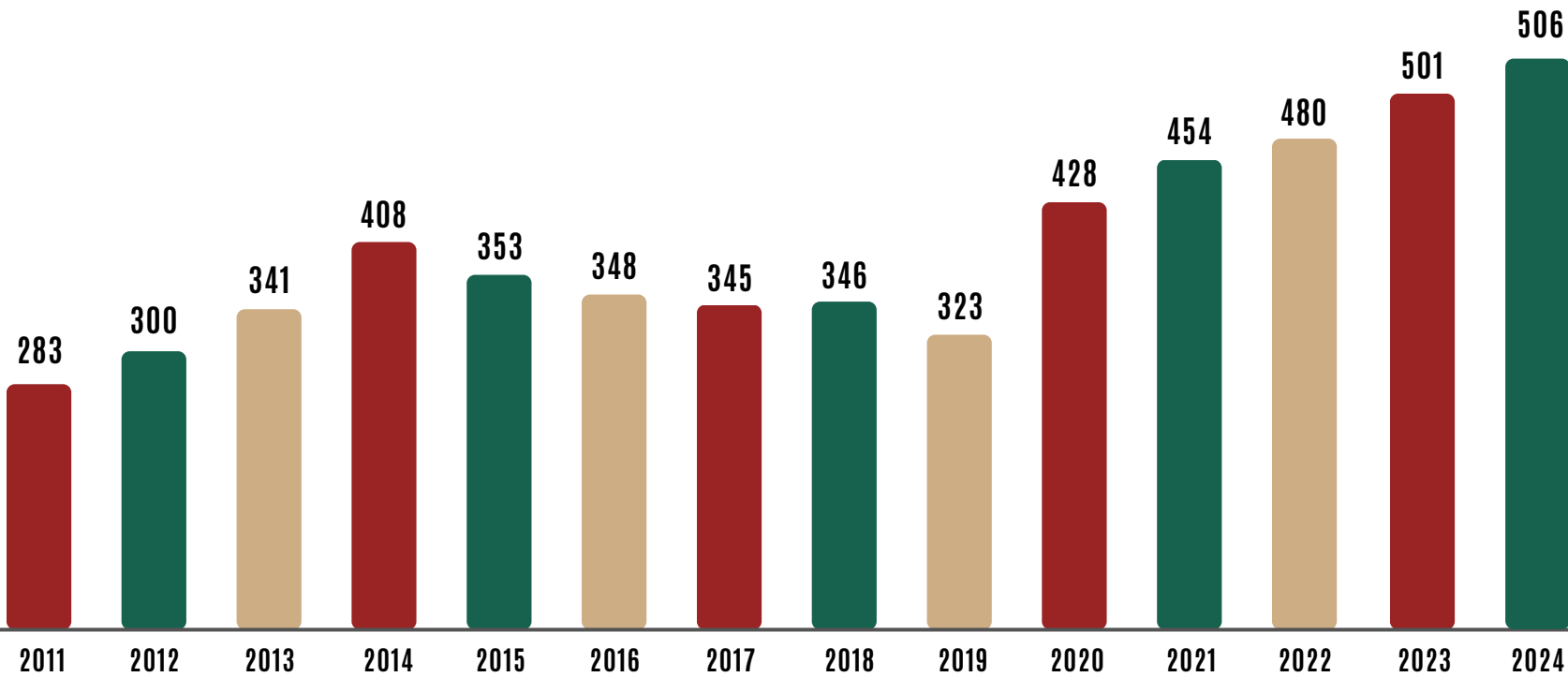
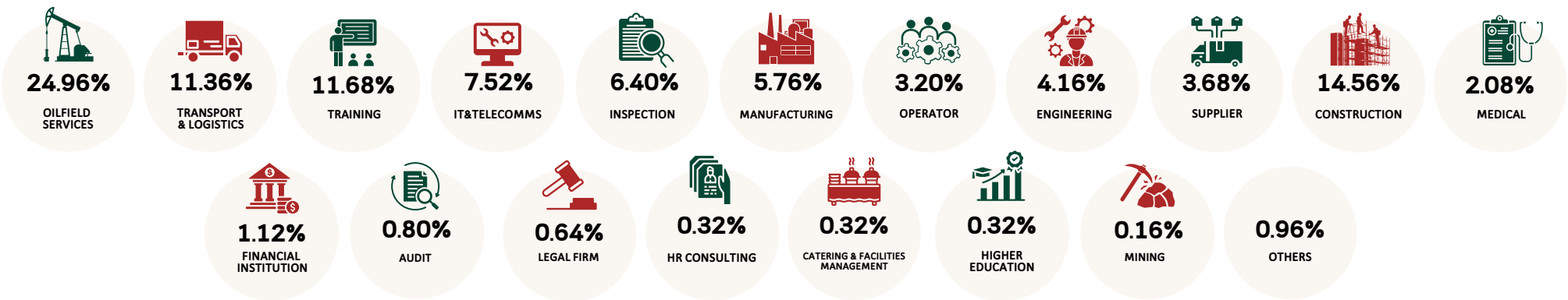
2024

- Rebranded as Oman Energy Association (OPAL), aligning with Ministry of Energy & Minerals & Oman Vision 2040.
- During the period we registered 506 active members, and 82 new members secured.
- Hosted over 20 diverse forums, workshops, and conferences, including OPAL & Operator Engagement, Worker Welfare Forum, 2023 OPAL Award for Best Practices.
- Collaborated with Oman Authority for Academic Accreditation and Quality Assurance, Oman qualification framework launching event.
- Organized virtual 2024 AGM Meeting.
- Issued 12 Newsletters.
- Issued 549 Letters.
- 2023 Annual Report.
- OPAL Magazine - August
- Over 85,000 LinkedIn Followers
- Over 9,906 Insta Followers
- Over 5,300 followers on twitter
- 393 posts combined On Instagram and LinkedIn.
- Created 23 promotion videos.
- 2023 Achievements Video
- Secured all the events with Sponsorship with our members including CCED, Transcontinental Energy services, Mitsue E&P, Shell, OQ, Ryboa Haima, Al Ghaibi Int. Engineering & Contracting and Seeh Al-Sarya Engineering LLC.
- Secured 6 Strategic Secondments from Operators.
- Recruitment of 11 interns, 12 temporary employees driving cost effective delivery of OPAL strategic deliverables.
- Facilitated two awareness webinars on new wage protection system and one webinar on the new labor law.
- Organized a comprehensive emotional intelligent training program to enhance OPAL's employee's leadership skills.
- Organized over 24 upskilling training courses (soft and technical skills) for OPAL's employees.
- Led the organization of Unified Omani Women Day celebration which attracted over 1,300 attendees. This event emphasized role of the women in Oman's growth and featured the launch of "Women Energy Award" to celebrate the contribution of Omani women our industry.
- Facilitated over 50 O&G LCC meetings, reviewing and processing 764 requests.
- Completed the development of Worker Welfare standard and launched it for implementation in our industry.
- Led the MEM ICV HR sub-committee analysis for 130 key jobs.
- Closed 2023 books with clean audit certificate and produced financial report for the 2023 Annual General Meeting.
- Coordinated for EMSSU audits (2020-2023).
- Facilitated the internal brainstorming storming workshop toward building OPAL 2025-27 Business Plan.
- The 2025-27 Business Plan building completed and scheduled to be presented to the Board for approval in 29 Dec 2024.
- The quarterly VAT returns were submitted on time and no any penalty imposed for any non-compliance.
- Upgraded Odoo ERP to the latest version which provides more features and functionality.
- Provided on going support for OPAL Applications and IT infrastructure for OPAL's in-house and cloud hosted platforms.
- Completed OPAL office floor expansion project and the offices are ready to use.
- Formed over 102 contracts/MOUs and issued over 183 Local Purchase Orders.
- Supported re-tendering for the operators' TAR project.
- Reviewed tendering documents for Sur Hydrogen and Energy Transition cluster (OLNG, OQ, OMIFCO). The tender scheduled to be issued in Jan 2025.
- Installed new file servers at OPAL office to support OPAL growth and provide faster access to files and enhance security.
- Implemented Priority Matrix application to enhance collaboration and work organization at OPAL.
- Approved 73 OPAL STAR training providers.
- Approved 8 Training providers to deliver HSE Practitioner Apprenticeship program.
- Accredited 12 training providers to deliver and assess for the lifting operation program.
- Accredited 22 training providers to deliver OPAL Unified HSE passports (Total of 67K+ certifications are issued).
- Accredited 2 training providers to deliver QA/QC program.
- Accredited 2 training providers to deliver EMI program.
- Accredited 10 training providers to deliver OPAL First Aid, CPR & AED Training.
- Accredited 4 training providers to deliver OPAL Working at Heights Training.
- Accredited 11 training providers to deliver DD training and assessment. (Total of 40k permits issued).
- Accredited 11 training providers to deliver Safe Journey Management course (+1400 certificates issued).
- Approved 55 RASIC (Total of 33 vehicles were inspected) with 224 Approved inspectors (70% Omanisation).
- Approved 10 IVMS vendors with 18 device modules (Total of 23k IVMS devices were installed).
- 66 industry camps were certified in 2024 and total number reached to 91 camp.
- Issued 23 Compliance Verification Certificates.
- Twelve DD trainers received certification in defensive driving training and assessment skills
- 5 Light vehicles Inspectors training.
- 36 inspectors attended and certified as heavy vehicle inspectors.
- 6 candidates attended the IVMS Foundation & Orientation training and received certification.
- OPAL Unified HSE Passport Level 2 training has led to the addition of 8 new courses.
- 20 lifting equipment's inspection bodies are transferred to the OPAL Unified Services Platform (USP) for the full automation of lifting inspections.
- We have approved 8 training providers to deliver educational vocational programs.
- Participated in the 17 cycle Arabian CSR & Sustainably Awards and awarded as 1st runner-up in the energy sector category
- LMIA Study completed: Organized a workshop and launched the Labour Market Analysis for Green Industries on December 12, 2024, focusing on solar energy, wind energy, green hydrogen, and energy efficiency.
- CSR Platform is full-fledged live: We accomplished the following results since went live:
 - The number of projects received through the platform: 34
 - The number of Investors registered in the platform is 9.
 - The number of applicants is 44.
 - The volunteer opportunities secured is 3
 - The number of volunteers registered is 8
- A total of 580 students enrolled for the vocational education program, 280 students registered in Muscat and 300 students registered in Sohar.
- The curriculum is a work in progress; the first semester's student handbook is complete, and work is underway on the others.
- Qualification Profiles and Skill Certifications: Over 11 Skill certifications frameworks completed and launched with 19 approved assessment centres.
- Delivered 9 training for development on various topic, 363 overcandidates participated.
- Delivered or work in programs over 12 training for employment in various disciplines and , over 536 candidates benefited from the programs. We secured a total of 358 new job opportunities.
- TAR Project: Participation and Activities: The independent contractor and the Omani-selected crew of 96 employees have participated in 18 Turnaround (TAR) activities since the start of the project.
- The RFP for TAR manpower supply was issued on 22-12-2024 and the contact award is scheduled on 6-02-2025.
- Upskilling Program: OLNG funded HSE program with a total of 26 candidates, 19 candidates completed the program.
- Delivered a World Class International Occupational Health Summit comprising of three full day workshops and three days of conference & exhibition, with 128 speakers and 1643 participants from 21 countries.
- Established collaboration with World Health Organization and International Labour Organization and jointly delivered a workshop in IOHS2024.
- Launched Himaya Platform, a full-fledged digital HSE management system for the Energy and Minerals sectors, endorsed by major Oil and Gas Operators in Oman.
- Launched Amaan HSE Digital Platform.
- Held Quarterly Senior Leaders Safety Forums, chaired by HE the Minister of Energy and Minerals.
- Held quarterly engagements with Operators HSE Managers Committee focused on enhancing HSE in the energy sector.
- Developed and published the Energy Sector Emergency Response Standard.
- Developed and published the Energy Sector Worker Welfare Standard.
- Signed Cooperation Agreement with the Muscat Municipality.
- Signed Cooperation Program with Environmental Authority for the Implementation of the Green Alliance Initiative.
- Held regular engagements with the energy sector Subject Matter Experts through technical committees and working groups.
- Delivered Road Safety Forum, Safety Leadership Forum, Subcontractor HSE Management Forum and Summer Heat Stress Management Webinar, with the total participation of around 700 professionals for the energy sector.
- Played a key role as Strategic Partner to the International Association of Drilling Contractors (IADC) in the organisation and delivery of the IADC Middle East 2024 Conference in Muscat, a first IADC event in Oman.
- Actively participated in local and regional major events through presentations and in critical discussion panels.
- Coordinated Incident Command System (ICS) emergency response course in Qatar for Operators emergency response focal points.
- Delivered Health and Safety at School session as a part of the Science Festival 2024, organized by the Ministry of Education.

MEMBERS

OPAL currently serves over **500** member companies.

Comprising tens of thousands of dedicated professionals, these companies form the backbone of Oman’s energy and minerals sector. As a member of OPAL, the Sultanate of Oman’s premier energy and minerals society, they gain access to a wealth of industry expertise, collaborative outreach strategies, and invaluable professional networks. OPAL’s modest membership fees support impactful annual programs that directly benefit member companies and foster a thriving energy and minerals industry in Oman. Additionally, a diverse range of companies providing vital services that support the industry’s growth and innovation contribute to OPAL’s vibrant membership community.



Membership Trend 2011 - 2024

OUR PRODUCTS & SERVICES

Training For Employment (TFE)

TFE programs are specialized schemes aimed at promoting and supporting Omanization by addressing the basic skills needed by school leavers and graduates to secure suitable employment opportunities with growth potential in the private sector. Since its inception, OPAL has facilitated employment for over 15,000 Omanis and continues to support Omanization with government backing.

Training For Development (TFD)

TFD programs are dedicated to improving human resources professionalism. OPAL's TFD programs contribute to raising the professionalism standards across all functions and skills in the energy industry. TFD includes workshops and seminars on diverse, relevant topics, aiming to enhance capabilities.

The Energy and Minerals Sector Skills Unit (EMSSU)

The General Directorate of Training under the Ministry of Labour has granted OPAL the license to host the first Sector Skills Unit (SSU) dedicated to the Energy and Minerals Sector in Oman. The SSU is an employer-led organization that aims to build a skills system driven by industry demand, providing a platform "for the industry, by the industry" to capture skills needs and develop occupational standards. The EMSSU supports OPAL's mission to standardize and foster industry collaboration in skills development. It works with sector Subject Matter Experts (SMEs) to develop National Occupational Standards and implement Skills Certification Assessments to ensure the sector's human capital development requirements are met while addressing skills gaps.

OPAL VAT Help Desk Services

OPAL members can seek VAT-related clarifications, resolve doubts, and have their VAT returns reviewed by experts before submission to the Tax Authority to ensure VAT compliance. This service helps businesses prevent penalties due to non-compliance with the VAT law.

Labour Market Intelligence Research

This research project focuses on the Omani labour market, with an emphasis on understanding and analyzing both qualitative and quantitative aspects of labour market trends and dynamics within the Energy and Minerals sector of the Sultanate of Oman. The trends include workforce distribution, historical trends, and future demands, while the labour market dynamics cover recruitment, hard-to-fill roles, skills shortages, staff retention, apprentices and graduates, as well as training and development.

Vocational Education Program Initiative:

This initiative is a collaboration between the Ministry of Education (MOE) and OPAL to enhance career-focused learning. It equips students with practical skills and resources to prepare them for future careers. OPAL has played a pivotal role in aligning the curriculum with industry needs and supports students by providing laptops to ensure they have essential tools for their education.

HSE Standards

HSE standards are developed to raise the performance standards required from all operators and contractors in the Energy and Minerals industry. These standards are created by Subject Matter Experts (SMEs) from the industry, making them well-suited for adaptation within and outside the industry where applicable. Available standards include the Road Safety Standard, Camp Standard, Heat Stress Standard, Incident Sharing and Statistics Standard, DROPS Management Standard, Industrial Hygiene Occupational Health Standard, Unified HSE Passport Standard, Fitness-To-Work Standard, Illegal Drugs and Alcohol Standard, Lifting Operations Management Standard, Process Safety Management Guideline, and the Road Safety Strategy (2023-2030). On a yearly basis, OPAL continues to identify new requirements for common standards and develops them for the benefit of the industry.

OPAL STAR (Standard for Training Approval and Recognition)

Introduced in 2017, OPAL STAR was established to drive standardization and ensure quality among training providers across various sectors. By creating a centralized framework, OPAL STAR promotes uniformity, efficiency, and excellence in training services. The OPAL STAR standard fosters a level playing field for training providers, showcasing their commitment to professionalism, adherence to industry standards, and continuous improvement. Training providers are evaluated and categorized into STAR gradings—Gold, Silver, and Bronze—which incentivize ongoing development and reward excellence, progressively raising the bar for quality. This framework has become a trusted credential, recognized across industries and valued by operators and contractors as a hallmark of credibility and superior training standards.

OPAL In-Vehicle Monitoring System (IVMS) Approval

A verification and approval scheme aimed at providing the Energy and Minerals industry with assurance of compliance with the OPAL Road Safety Standard by providers of IVMS services. The scheme involves careful and extensive evaluation of IVMS devices, as well as the quality of service and capabilities of the service providers to operate in Oman's diverse conditions.

OUR PRODUCTS & SERVICES

IVMS Foundation & Orientation Course

The objective of this course is to provide selected staff with a broad-level orientation on IVMS technology, application, and operations. This course is designed to create the required awareness and education on the IVMS solution concepts for a better understanding of the industry and technology.

Compliance Verification Certification (CVC)

CVC is a framework that verifies the compliance of applicant members against five key pillars based on OPAL standards: HSE Management System, HRD Management System, Legal Requirements, Remuneration, and Omanization. The certification process assesses compliance in a transparent manner and aims to level the playing field while applying a uniform code across the industry. OPAL helps member companies to be audited annually (at no cost) for compliance with the minimum industry requirements. While compliance was once mandatory as per the MEM's mandate for contractors, it is now entirely voluntary for companies desiring to demonstrate compliance with the minimum standards.

OPAL Driver Fatigue Management System (DFMS) Approval

A verification and approval scheme aimed at providing the Energy and Minerals industry with assurance of compliance with the OPAL Road Safety Standard by providers of DFMS services. The scheme involves careful and extensive evaluation of DFMS devices, as well as the quality of service and capabilities of the service providers to operate in Oman's diverse conditions.

OPAL Defensive Driving Permit

The OPAL Defensive Driving Permit has been introduced to standardize the training and assessment levels required for drivers before they can operate in Energy & Minerals Sector areas. It ensures quality driver training and eliminates unnecessary costs incurred by companies for multiple training sessions to meet varying standards and requirements from different operating companies.

OPAL Roadworthiness Assurance Standard Inspection Centre (RASIC) Approval

Roadworthiness Assurance Standard (RAS) is a standard set by the Energy and Minerals sector to ensure the safety and roadworthiness of all vehicles used in the industry through a scheme of processes where technical vehicle examination is performed at an approved RAS Inspection Centre.

OPAL Unified HSE Passport

The OPAL Unified HSE Passport is a recognized certification that enables employees to work within the energy and minerals sector. The passport covers UHSEP Level 1 and UHSEP Level 2 courses, aiming to introduce candidates to essential HSE concepts while establishing minimum competency requirements for all employees before they are allowed to work for energy and minerals companies. Completion of this training is mandatory for gaining access to oil and gas concession areas. The OPAL Unified HSE Passport ensures the standardization and quality of HSE training, eliminating unnecessary costs incurred by companies for multiple training sessions to meet different standards and requirements across various operating companies.

OPAL Road Safety Development Programs

To enhance the proficiency of workers and operators within the energy and minerals sector, OPAL has instituted a range of comprehensive training and development initiatives across various domains. These programs include:

- Defensive Driving Train-the-Trainer Program
- Defensive Driving Manager Training Program
- Safe Journey Management Training and Assessment Skills Program
- Safe Vehicle Recovery Authorized Person Program
- RAS Inspector Training for Development – Light Vehicle
- RAS Inspector Training for Development – Heavy Vehicle
- IVMS Foundation & Orientation Course

Lifting Equipment Inspection Approval

The Lifting Equipment Inspection Standard is a critical framework established by the Energy and Minerals sector to ensure the safety, reliability, and compliance of all lifting equipment used within the industry. This standard is implemented through a well-defined and structured process, including rigorous technical inspections carried out by OPAL-approved lifting equipment inspection bodies.

OPAL Camp Approval

The OPAL Camp Standards Assurance Framework establishes a comprehensive set of guidelines designed to ensure the health, safety, and welfare of individuals residing in camps within the Energy and Minerals sector. These standards are implemented through a structured process of evaluation and compliance verification conducted at approved camp facilities. The objective is to promote consistent adherence to quality benchmarks across all camps, ensuring safe and hygienic living conditions for workers while meeting industry regulatory requirements.

OUR PRODUCTS & SERVICES

Engagement Forums

OPAL organizes interactive forums between its members to address common issues in efforts to provide solutions to create an ideal business environment. In addition, engagement forums with international participation are organized where companies from abroad will be invited to provide the latest technology and open business opportunities to our members with their counterparts from different countries around the world.

Business Promotion and Marketing

OPAL members have access to the OPAL's Community, Events and Publications to network with other members and players from the Sultanate of Oman Energy and Minerals industry.

Business-to-Business (B2B)

At OPAL, we believe in partnership. Therefore, we have launched this platform to enable manufacturers of raw materials to market and sell their products to members, thereby ensuring the continuity of production operations and creating business opportunities among members.

Advisory & Consultancy Services

OPAL provides complimentary consultancy services to its members on issues related to Human Capital Management, Human Capital Development, Labour Law, Omanization, Corporate Social Responsibility, HSE Standards, and other energy and minerals sector-related business matters.

OPAL Award for Best Practices

The objective of OPAL's Best Practices Award (BPA) is to highlight the best-performing members and disseminate their achievements across the industry. The event also provides other members the opportunity to emulate their counterparts and encourages them to compete in such proactive developments. The award covers seven different aspects: Omanization, Health & Safety, Environment and Net Zero, Energy Transition, Operational Excellence, Research & Development (R&D) and Omani Products and Services.

Smart Auction Solution

A service which was shaped to provide OPAL members an advanced technology with end-to-end solutions to trade with all kinds of scrap and waste via the electronic system (www.mzadcom.om). This service will support Corporate Social Responsibility (CSR) projects.

Coaching Services

An initiative which will provide Coaching services to OPAL members by partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The service was developed in collaboration with International Coaching Federation (ICF Oman Chapter).



OPAL DIGITALIZATION JOURNEY

Unlocking the Future: Oman Energy Association's Bold Step Towards Digitalization

In an era defined by technological prowess and rapid advancements, the Oman Energy Association (OPAL) stands at the forefront of innovation with its ambitious journey toward digitalization. Recognizing the transformative power of digital technologies in shaping the future of the energy sector, the association has launched groundbreaking platforms that are not only redefining operational landscapes but also propelling Oman's energy industry into a new era of efficiency and sustainability.



الجمعية العمانية للطاقة
Oman Energy Association

<https://opaloman.om>

OPAL Membership Platform



<https://usp.opaloman.om>

**OPAL Unified Services
Platform (USP)**



<https://csr.opaloman.om>

CSR OMAN Platform



<https://emssu.opaloman.om>

EMSSU Website & Platform



<https://himayaopal.com/Landing>

**Himaya
(OPAL HSE Platform)**



**Amaan
(OPAL Internal HSE Platform)**



**ESH Watch
(OPAL MEM HSE Platform)**

OPAL DIGITALIZATION JOURNEY



الجمعية العمانية للطاقة
Oman Energy Association

OPAL Membership Platform

The membership platform offers numerous benefits in terms of user experience, operational efficiency, membership retention, financial management, and data-driven decision making. By leveraging this platform, we can enhance our membership processes, improve member satisfaction, and drive organizational growth.

Platform Overview:

- Enables new member registration, renewals, and fee payments
- Centralizes membership-related activities for efficiency.



OPAL Unified Services Platform (USP)

- Provides many services to facilitate registration and accreditation processes for service providers in the sector.
- Provides electronic database for data management.
- Provides an integrated umbrella for member companies to be a vital factor in enhancing efforts to improve electronic services.
- Contribute to improving alignment between all sectors, through which OPAL will be able to manage its products and services with a unified electronic system.



CSR OMAN Platform

Digital CSR serves as a unifying force for member companies' strategies, promoting transparency in Corporate Social Responsibility. It maximizes engagement among companies, employees, and citizens through digital strategies and champions online volunteering as part of the digital transformation. This platform efficiently manages initiatives, tracking their progress, and simplifying community-side CSR proposal submissions. It offers a unified location for initiative applications and registrations while gathering valuable insights from communities, all in one place.



EMSSU Website & Platform

The platform and website aim to consolidate all EMSSU & HCD products and services into a single electronic channel accessible to various stakeholders and customers, such as employers, training providers, and candidates. This platform facilitates direct communication among all parties and records all activities for future data analysis and informed decision-making.



Himaya (OPAL HSE Platform)

Himaya is a digital Health, Safety & Environment (HSE) Software solution has been developed and designed with the purpose to support & enable contractor community in the energy sector to build a safer, better, efficient and more technology aware workplace.

- Support & enable contractor community on EHS & Governance Standards.
- Encourage & support learning through digital platforms.
- Create value by benchmarking performance across the community.

OPAL 2025 THEME

OPAL plays a pivotal role in driving In-Country Value (ICV) initiatives within the energy and mining sector, aligning with national economic diversification goals. OPAL works closely with government entities, industry stakeholders, and service providers to enhance local content, strengthen Omani workforce capabilities, and ensure sustainable economic growth.



Key Contributions of OPAL in ICV:

1.Strategic Industry Collaborations:

- OPAL serves as a key enabler in aligning ICV strategies with national policies, fostering partnerships between industry players, government bodies, and training institutions.
- OPAL supports ICV steering committees in the sector to maximize value return and drive the localization of goods and services.
- OPAL supports the government in tracking ICV commitments in collaboration with the industry major players ensuring compliance with ICV guidelines set by the Ministry of Energy and Minerals.
- It provides ICV reporting frameworks and assists companies in measuring their ICV contributions effectively.
- OPAL supports digital transformation by automating services and unifying platforms across the sector to reduce costs and maximize value utilization.
- It enhances industry efficiency by integrating digital solutions that streamline ICV reporting, workforce certification.

2.Workforce Development & Certification:

- OPAL operates the Energy and Mineral Sector Unit, responsible for uplifting national occupational standards, strategizing the roadmap for national workforce development, and enhancing the educational and training environment in Oman.
- In addition to vocational education programs, OPAL conducts various training programs in collaboration with local training providers to enhance workforce capacity and maximize value utilization.
- OPAL works closely with the industry on Omanization strategies, supporting the localization of skilled jobs and ensuring sustainable employment opportunities for Omani talent.
- It plays a critical role in managing employment projects, including TAR (Turnaround) workforce development, ensuring sustainable career pathways for Omani talent.

3.Enhancing Local Supply Chains & ICV Implementation:

- OPAL actively promotes the participation of Omani SMEs and suppliers by supporting local content policies.
- It collaborates with operators and service providers to increase local sourcing of goods and services, strengthening Oman's industrial ecosystem.
- It works closely with the industry in aggregating demand and coordinating efforts with the government to maximize economic benefits across the sector.

4.Digitalization & Automation:

- OPAL supports digital transformation by automating services and unifying platforms across the sector to reduce costs and maximize value utilization.
- It enhances industry efficiency by integrating digital solutions that streamline ICV reporting, workforce certification.

5.Social Investment & Community Development

- OPAL is committed to corporate social responsibility (CSR) and social investment initiatives that benefit local communities and contribute , ensuring maximum impact and sustainable development in Oman.
- It collaborates with industry partners to support education, healthcare, and sustainable community projects that enhance the well-being of Omani society.
- OPAL works to bridge the gap between industry and society by promoting initiatives that create long-term social and economic impact, such as entrepreneurship support, and community-driven skill development projects.



Impact on The Industry and Oman

OPAL provides a single umbrella body to promote and facilitate agreements on common standards covering QHSE, work competency, operational effectiveness and Human Resource Development. Our overall aim is to raise the standards of Oman's Energy and Minerals Industry and propel it to become world class, internationally competitive and prosperous for the benefit of the business community and the country. OPAL is the conduit by which the valuable "Voice of the Industry" can be heard and our unique structure ensures impartiality for any single organization or government body. Our projects and programs are created specifically to aid local talent development which consequently adds value to related initiatives. OPAL provides member companies with a unique platform to contribute and influence the development of national agenda.



Why Your Membership Matters?

As a valued OPAL member, your organization is acknowledged as a supporter of sustainable development within the Energy and Minerals Sector. Moreover, your organization is eligible to benefit from our ever-increasing products & services. Needless to say, member companies have the opportunity to collectively influence policies affecting the industry via OPAL as the respected "Voice of the Industry". OPAL is a non-profit organization that relies on subscription fees, contributions and sponsorships primarily from its member companies to cover operational expenses. With your continued support, we will be able to enhance our services aimed at boosting the prosperity of the industry and, more importantly, of member companies (like yours) serving the Energy and Minerals Industry. The annual membership subscription fees, whilst being nominal, are being used efficiently and effectively in creating long term savings to all OPAL members.

OPAL, The Partner of Choice

- The partner of choice to both, the government & private sectors.
- A key partner in addressing local unemployment challenges by establishing and overseeing training-for-development and training-for-employment programs for the Energy & Minerals Sector.
- Brings synergy & alignment to address common challenges in the sector.
- Supports development of Small & Medium Enterprises.

WHAT OUR STAKEHOLDERS SAY



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“The Energy & Minerals Industry needs an organization like OPAL to be its voice. OPAL is actively demonstrating that it is delivering on that promise. It is by far the most professional and representative of communities in the Sultanate, serving as an extended arm of the Ministry of Energy and Minerals.”

His Excellency Eng. Salim bin Nasser Al Aufi,
Minister of Energy and Minerals



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“OPAL, through its goals, initiatives, and partnerships with members, has contributed to enhancing the professionalism of its members, alleviating the challenges they face, and making a positive contribution to solving them through constructive communication with the relevant authorities. This has resulted in the prosperity of its work and an increase in the number of its affiliates, confirming the success that the Society achieves in serving its members and creating a platform for coordinating joint efforts to develop the working environment of Energy & Minerals companies in the Sultanate.”

Her Excellency Dr. Laila bint Ahmed Al-Najjar,
Minister of Social Development

ADVERTISE YOUR PRODUCTS & SERVICES

NEWSLETTER



OPAL newsletter is a monthly report containing news about activities of our members. It is very good platform for you to showcase to OPAL fraternity about your company, events, etc.

Send us any news you would like to share with our members at (opal@opaloman.org)

EVENTS



Gaining access to exclusive networking opportunities and on-stage recognition as a sponsor during events.

For further details, feel free to reach out to us at (opal@opaloman.org)

DIRECT E-MAILS








Email marketing allows you to segment your customers into different lists based on their preferences to send highly personalized content.

Send Your Emailer Requests to (opal@opaloman.org)

SOCIAL MEDIA



Social media advertising has been gaining popularity as the number of people using these platforms is increasing considerably.

  OPAL OMAN   opalsocietyoman  opal_oman



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Oman Energy Association

STRIVING FOR EXCELLENCE