



The Horizon

TOSL OFFICIAL NEWSLETTER

I S S U E 0 9



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Empowering Our Leaders

TOSL Engineering (TOSL) is charting a course to success by shifting our focus. We empower our Leaders by encouraging a change in mindsets, directly influencing behaviours. We are helping our people become better listeners and have implemented vital structural elements to guide our business processes. Over the past year, we have been assiduously working on:

1. Our Strategy – Ensuring alignment with our Leaders to our newly developed Vision, Mission and Core Values and implementing our strategic plan. The generation of our 2021 to 2025 Strategy and Balanced Scorecard was a concerted effort from twenty-two (22) persons across our business, comprising Executives, Managers, and middle management team (Team Leads, Engineers and supervisory personnel).

We identified eleven (11) strategic initiatives championed by Managers and middle management personnel.

2. TOSL's Approval Matrix – We amended this document in September 2021 to allow our middle management the opportunity to make informed decisions via authorization and increase the agility of the approval processes.

3. One-on-One session with the Managing Director (MD) – Middle management personnel have one-on-one time with the MD quarterly to engage in casual discussions on their professional and personal development and determine areas for improvement and the level of assistance required.

4. Virtual Discussions – The Executives and Management Team takes the time to reach out to our Site Supervisors to have conversations on their work activities, ongoing issues or concerns and determine how we can help.



Ricardo Mahadeo

Managing Director

TOSL Engineering Limited

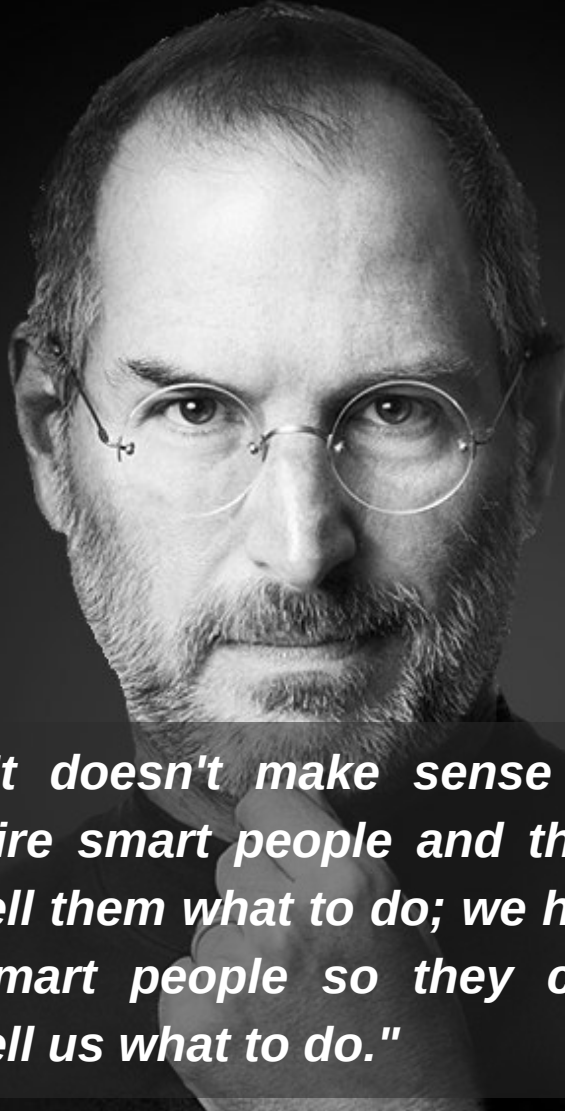
5. Self-Directed Teams – Several of our new offerings were initiatives from our self-directed Teams, led by our Team Leads under the guidance of our Managers. They have successfully introduced to Trinidad & Tobago and the Caribbean region Multichem & Athlon Chemicals and INGU Pipers.

6. Leadership Opportunities – Various staff members within the organization have opportunities to exercise their leadership muscle, from being instrumental in collating elements and chairing our fortnightly sales meetings, monthly HSSEQ meetings and quarterly staff meetings.

7. Outward Mindset - While these structural elements guarantee leadership development and empowerment opportunities, we are not assuming our strategy will work. We need to make more effort to see and understand others — their objectives, needs, challenges, and circumstances.

TOSL must ensure that all our leaders, myself included, have the necessary tools to comprehend and communicate effectively with each other. Consequently, twenty-nine (29) of our Executives, Managers and middle management team have embarked on a six (6) month course entitled "Outward Mindset", which will equip us with the skills required of a present-day leader. TOSL is on a journey, and we celebrate our successes along the way. We know the path is long and can be blurred, but we trust that as a team, as One TOSL, we will succeed together. As stated by Steve Jobs,

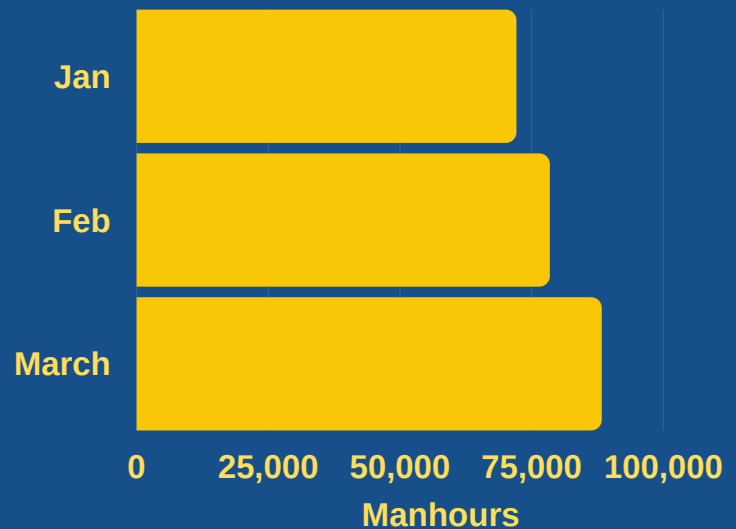
"It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do."



"It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do."

HSSE STATS 2022 Q1:

- Lost Time incidents – 0
- OSHA Recordable – 2
- Manhours – 238,689



Report It!



If you have a concern about TOSL you can report it anonymously any time, 24/7 in the following ways:

Toll Free Hotline: +1 800 872-2281

OR

+1 877 RPT-LINE

OR

Report Online www.tosl.com

username: toslttd

Password: reportit

Company News

Dave Ragoonath: 27 years of Engineering Excellence

Mr. Davanand (aka Dave) Ragoonath joined TOSL on April 03, 1995 in the capacity of Project Engineer and progressed the ladder to the position of General Manager-Engineering Products and Services from where he retired at the end of February 2022.

During his tenure at TOSL, Dave was instrumental in bidding and securing contracts, developing some of our major rotating equipment product lines and teaming with a multitude of persons across the organization on various projects.

Always having a great passion and focus while conducting his responsibilities, there was also another side to Dave that he fervently enjoyed. This included being an avid supporter of our company events whereby he partook in cricket, football, cookouts and even our J'ouvert band! Dave is also an exercise fanatic and as such, he was one of the few who routinely visited our in-house gym on a weekly basis (until COVID-19 arrived).

As communicated to him prior to his departure, we once again sincerely thank Dave for his dedication and commitment to TOSL as he journeyed with us during his career. We wish him a healthy and happy retirement as he has now entered a new era in his life. All the best to Dave and his family!

"Retire from your job, but never retire your mind."



Dave Ragoonath

"Retirement is when you stop living at work and start working at living."



HSSE Lessons Learnt



HSSE

1

FACTS:

Warehouse received an order and upon inspection it was observed that crate was damaged and there was evidence of an oil leak. Further evaluation revealed that the lubricator glass door was damaged.

2

CONSEQUENCE:

Resulted to an oil leak.

3

ROOT CAUSE:

Mishandling of foreign purchase product by supplier.

4

CORRECTIVE ACTIONS:

1. Inform the supplier.
2. Segregate and tag item as a Non-conforming product.
3. Evaluate the damages to the item.
4. Conduct repairs and recertify item prior to release to customer.

5

LESSONS LEARNT:

Ensure critical products are inspected and reported to ensure product conformity prior to release to the customer.

Quality Lessons Learnt



1

WHAT HAPPENED:

On 2022.03.08 At 4:15pm, while a flat bed truck was driving into the compound at TOSL's facilities, the load being transported, came into contact with the convex mirror at the entrance.

2

IMMEDIATE ACTIONS:

2022.03.08 - Security reported the incident. HSSE personnel visited the location, and a discussion was held with the driver, security officer and supervisor concerning the incident. The broken mirror was removed.

3

CONSEQUENCES:

Convex mirror was damaged.

4

LESSONS LEARNT:

Proper assessment of the job taking into consideration the height of the load, the weight of load, equipment to be used and the space required, and having a person with the necessary experience and training present during execution of task.

5

COMMUNICATIONS:

Share IIN (Initial Incident Notification) with all TOSL's work crew on different workshops.

Product Spotlight



UE Systems Inc.



UE Systems is the world leader in providing ultrasonic instruments & training solutions for predictive maintenance, reliability, condition monitoring and energy saving programs. Technological advantages:

- Portable Solution
- Can work in various environments
- Measurement field of view can be amplified
- Easy to use, ergonomic, long battery life with extended use
- Reliable data network solutions
- No need to switch to different probes for surveys
- One probe can service all Plant needs
- Can be used with a Route based Software or Not

SERVICES OFFERED

- Leak Detections
- Steam Trap & Valve Inspection
- Bearing Inspection & Lubrication
- Electrical Inspection
- Pressure Vessels (Heat Exchangers, PSV's, Cannisters)
- Continuous Machine Monitoring Solutions

TECHNOLOGY ADVANTAGES

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Product Spotlight

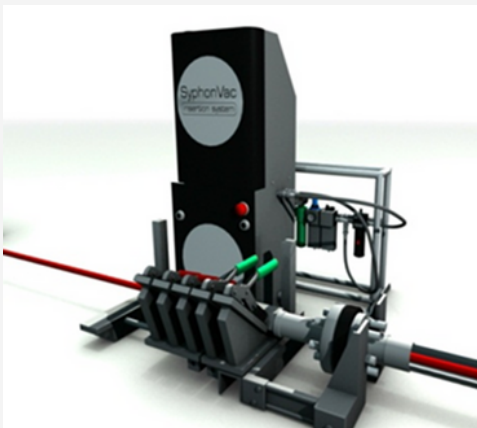
ALTRAD



Syphonvac System

The principal of online vessel de-sanding centres on inserting a water pressure hose into the belly drains of a separator to fluidise the formation of sand & spent chemicals so that it is able to flow out of the vessel using the vessel's own production pressure. A sealing gland system is used to maintain system integrity when the vessel's in-situ valves are opened, and the hose is inserted. The gland is designed to withstand a high axial pressure differential, created when the vessel drain isolation valves are opened and the vessel is live. Sand is transferred through steel conduit pipework to the Syphonvac sand management unit where the flow of material is controlled. The material flowing into the Syphonvac is dispensed into an airflow created by the Altrad Samson Vac airflow system, the material being deposited into collection skips by the Sam Vac system for processing which can include further chemical treatment to minimize sand cleaning costs.

ONLINE VESSEL DE-SANDING – INTRUSION UNIT



- Pneumatically driven
- PTFE packing gland system to ensure seal
- 300 mm feed rail
- Manual hose locking clamps
- Pneumatic feed controls
- Emergency stop controls
- 1200 (l) x 500 (w) x 1000 (h)
- Gross weight 350 kg's

ONLINE VESSEL DE-SANDING – SYPHONVAC MANAGEMENT SYSTEM

- Pneumatically driven
- Built in gas detection
- H2s alarm 10ppm & 20ppm
- LEL Methane 20% & 40 %
- Double block and bleed emergency trip from gas detectors
- Air horn alarm sounding
- Silencer controls
- Accumulated gases vented overboard via vacuum liquid ring to safe area
- Foot pedal & hand control operation requires to operate unit
- Emergency stop controls
- 1200 (l) x 500 (w) x 1000 (h)
- Gross weight 350 kg's

Case Study

Magnetic Survey, Pressure Survey, Deposit Survey and Leak Detection Monitoring

Maintaining a clear picture of asset condition using Pipers ® across 11 kilometres of pipeline



Survey length: 11 kms

Pipe diameter: 305 mm

Pipe composition: Carbon Steel

Resource carried: Produced Liquid

Location: Trinidad & Tobago

TOSL together with our partners, INGU conducted Magnetic, Pressure, Deposit and Leak Detection Monitoring surveys totalling 11 kilometres of pipe. The data collected confirmed that there are no leaks in the line. The pressure loss gradient over the pipeline was within the range which is expected for a clean 12" steel pipe suggesting minimal deposit build up in the pipeline. The magnetic analysis identified some localized anomalies and areas of interest. Our client followed up with verification digs and implemented an asset integrity framework for their pipeline network moving forward.

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THANK YOU

THE HORIZON IS THE OFFICIAL
QUARTERLY NEWSLETTER OF TOSL
ENGINEERING LIMITED. IF YOU HAVE
ANY QUESTIONS OR COMMENTS
PLEASE FEEL FREE TO CONTACT US

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username: tosltd

Password: reportit