

It seems that **Mr. Jeroen van der Veer** and **Mr. Malcolm Brinded** could not command any effective solutions to Shell management in the Operating companies in resolving my case. I am just wondering how Jeroen and Malcolm can have the time to consider the well-being of an individual axed-employee when they have to think around the clock for ways and means in undoing and/or hiding their own personal and professional wrong-doing?

If only they could institute discipline and fair-minded management at the workplace, then Shell's reputation will be given a breathing place to recover from being torn to pieces **by the immoral self-serving attitude of Shell top management who appear to place their fat cat remuneration/pension packages above all other considerations, moral and legal.**

Mail on Sunday: Chairman Jeroen van der Veer in frame over Shell scandal – could lead to 20 years in jail: Patrick Tooher, 6 June 2004

SOME ADVICE FROM A SHELL INSIDER OF ALMOST 30 YEARS...

Investors - "You cannot be sure of Shell" growing your funds. Potential employees – **do not trust your career and aspirations to Shell until you understand the true inside story.** If Shell is unwilling to undergo radical change at every level in the organization for the better, Shell's negative and evil ingrained cultures will ultimately destroy the little which remains of its former reputation.

Just consider the recent appalling headlines as follows.

The Independent:	"Lies, cover-ups, fat cats and an oil giant in crisis"
The Guardian:	"Trail of emails reveals depths of deceit at the heart of Shell"
The Scotsman:	"Shell admits reserve 'lies'"
Daily Telegraph:	"Memos expose Shell's years of lying"
London Evening Standard:	"Shell bosses lied to the City"
Minneapolis Star Tribune:	"Dutch/Shell Group exec was 'sick and tired' of lying"

When I started with Shell all those years ago I was proud to be an employee of what I considered to be nothing less than the best company in the world; an internationally respected brand and an equally highly respected management. It is a matter of the deepest regret to me that the company has sunk so low with its management acquiring global notoriety for participating in a disgraceful scandal which ranks alongside the likes of Enron and WorldCom.

It is ironic: If only Shell management had abided by its own ethical code – the SGBP, the humiliating reserves scandal, the results of which will inevitably drag on for many years with the investigations and ruinous class action law suits, could never have occurred. As God is my witness, that is the truth.

I am finding it hard to come to terms with the con-artist mentality of a management which thought it could say one thing in speeches and advertising – pledging "Profits and Principles" - honesty, openness, integrity etc and actually get away and rewarded with doing the exact opposite.

My recipe for recovery: Every single member of Shell senior management who is implicated in or tainted to the least extent by the reserves debacle should do the honorable thing and resign immediately. That includes Mr van der Veer and Mr Malcolm Brinded. **Royal Dutch Petroleum and Shell Transport and Trading should be merged into one unified company – Shell with a single management structure.**

Only then would I be prepared to invest in Shell or to recommend anyone else to so.

This article is published under the universally recognised basic human rights of freedom of expression and freedom of speech.

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EXTRACTS END: Leaflet published by Alfred Donovan of www.shellnews.net