

Corporate Social Responsibility

Since its inception in 1922, the Company's contribution towards CSR has been an important part of our core values. During these long years, we have taken exhaustive initiatives in this realm and continue to find ways and means to meaningfully contribute towards community welfare activities as enumerated below:



Attock Sahara Foundation (ASF)

- ASF is a registered Non-Profit Organization (NPO), sponsored by ARL. ASF has been helping and supporting the down trodden segment of community through its different welfare programs.
- ASF sustains itself through a well-equipped medium size Industrial Stitching Section which is the main source of income to meet its manifesto. The programmes/welfare schemes undertaken by ASF mainly include but not limited to Apprenticeship Program, Scholarship Scheme, Marriage Support Fund, Poor Patient Fund, Collection and Distribution of Zakat and various welfare and community development projects like women skill development, capacity building and skill enhancement. During the year under review Rs 20.86 million were spent on these programmes/schemes.
- With the view to augment income of ASF and to provide an opportunity to the local cottage industry (mostly based on the skills imparted to poor women of the area by ASF) as well as recreation to local population, the Company organizes a grand ASF Meena Bazaar annually on its premises. This family event is whole heartedly participated by all and sundry of the surrounding communities.
- ASF is committed to empower and strengthen the poor women of our society by imparting different skills and creating awareness to enable them to become earning hands for their families. The programmes for this purpose include stitching, hand and machine embroidery, "adda" work, training as beautician, computer training etc.



- A comprehensive programme has been initiated under the umbrella of ASF for the promotion of art and practice of horticulture and to impart knowledge and training to the gardeners.
- During the year, ASF also conducted the awareness session on tree plantation campaign, seminar on dengue awareness, awareness session on kitchen gardening, international malaria day and sports gala for female employees. ASF also has a play group level school operating on "no profit no loss basis".

Community Welfare

The Company sponsors well maintained playgrounds for hockey, cricket and football along with other sports facilities. The Company patronizes parks in the vicinity, provides potable water and health care to the surrounding communities. The Company provides administrative support to schools and mosques in the surrounding area. The Company gives financial assistance to an NGO working for the betterment of the visually impaired. The Company arranges limited quantity of fuel to a Golf Club for promotion of Golf. The Company also pays annual grant to adjoining Union Councils of Morgah and Kotha Kalan. In collaboration with its subsidiary company, [Attock Hospital \(Pvt.\) Limited](#), the Company arranged free medical camp at Morgah, Rawalpindi. The total expenditure on such activities amounted to about Rs 7 million.

Corporate Social Responsibility

Employment of Special Persons

The Company not only provides equal employment opportunities to special persons but takes an extra step to help them to earn respectable living. Emoluments to the tune of Rs 4.57 million were spent for this noble cause.



Education/Training

- a. The Company is operating an extensive management training program of 1 to 2 years for fresh graduates. The annual expenditure on these training schemes amounts to over Rs 29 million.
- b. The Company offers scholarships from class 6 to PhD level to employees' children. During the year 39 scholarships were awarded and 33 brilliant students amongst employees' children were recognized by awarding prizes. The Company incurred an annual expenditure of Rs 3.37 million.

Business Ethics and Anti-Corruption Measures

The Company has voluntarily adopted United Nations Global Compact (UNGC) principles since year 2008 in its business practices leading to fight against corruption in all its forms, including extortion and bribery.

Health, Safety, Environment and Protection Measures

In line with the Health, Safety, Environment and Quality (HSEQ) policy of the Company, following activities and programs were conducted:

- a. The water used in the production process is treated at the Effluent Treatment Plant to ensure that the effluent water leaving the refinery meets the Punjab Environmental Quality Standards (PEQS). This has also helped in conservation and recycling of water.
- b. The Company supports [National Cleaner Production Centre Foundation \(NCPC\)](#), an NPO which provides analytical/environmental and waste management services including bioremediation and waste incineration.
- c. The Company has taken a step forward towards achieving excellence in Environmental Management Systems by following British Safety Council 5 Star Environmental Audit Rating program guidelines for adopting best practices. The Company maintained 4 Star rating for this year also.



- d. Hazard and Operability (HAZOP) study is conducted on all process areas at regular intervals to identify and control the hazards at Process units.
- e. Waste water treatment facility recycles 4,000 litres per day of canteen waste water for use in fruit orchard through drip irrigation.
- f. The Company has installed two 19 & 09 KW on-grid solar power systems, in addition to already installed 139 KW. This initiative of ARL has not only reduced its energy cost but is also a step forward towards generation of green energy & achieving United Nation Sustainable Development Goal of Affordable and Clean energy.
- g. Safety Week, Energy Week, World Environment Day, World Safety Day, World Energy Day were observed in collaboration with NCPC and Environmental Protection Agency (EPA) during the year.

Green Environmental Initiatives

- a. The Company has established the [Morgah Biodiversity Park](#) which uses recycled water for its orchards through drip & sprinkler irrigation systems. It helps to conserve the biodiversity of the Potohar Region and provides a healthy environment, recreation and education to the visitors.
- b. Under Morgah Biodiversity project, the Company has initiated several CSR activities for the benefit of employees and local communities which include natural honey production, fruits like peach, grapes, strawberries, citrus etc. and organic vegetables.
- c. The Company plants 10,000 to 12,000 saplings each year which include about 2,000 fruits and



Corporate Social Responsibility



indigenous plants. Tree saplings are also being donated to various educational institutions and local communities to enhance the vegetation cover and improve the environmental conditions in the surrounding communities to conserve natural ecosystems for future generations.

- d. The Company planted a Citrus & Guava orchard on 10 acres in the existing vegetable/fruit orchards furnished with solar powered drip irrigation system in collaboration with the Government of Punjab.

Energy Conservation

The Company has implemented Energy Management System ISO 50001-2011 and continues with its internal program to conserve energy by creating awareness among its employees and initiatives to optimize energy consumption in the Refinery.

Industrial Relations/Workers Welfare

The Company extends maximum benefits to its employees and ensures cordial industrial relations

through the Collective Bargaining Agent (CBA). In this context the Company extends following facilities:

- a. The Company provides highly subsidized food through its dining facilities and wheat flour.
- b. The Company nominates on annual basis, four members each of Non-Management Staff along with their spouses or dependents through open ballot for performing Hajj and Umrah. The Company also nominates on annual basis, one non-Muslim worker along with spouse through open ballot for visiting their sacred places in Pakistan. The total cost incurred on this account was over Rs 5.23 million.
- c. The Company gives quarterly Good Performance and Long Service awards to its workers.
- d. The Company provides pick and drop for employees' school and college going children.

Contribution to the National Economy

- a. The Company's annual contribution to the national exchequer in the form of taxes and duties amounted to over Rs 50.51 billion while foreign exchange savings of US \$ 189 million were achieved through import substitution and exports.
- b. The Company not only operates on 100% indigenous crude oil thus providing a major outlet to more than 41 oilfields spread over the northern part of Pakistan but also remains the main source of petroleum products to the civil and defence sectors of the northern region of Pakistan. It is also a catalyst in the deployment of a large transportation fleet for crude oil and refined products movement.

