

PHILANTHROPY & CORPORATE INVESTMENTS

Since its inception in 1922, Attock Refinery Limited (ARL) has been contributing towards CSR, which is 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:

1. *Attock Sahara Foundation (ASF)*

- a. ASF is a registered Non- Profit Organization (NPO), sponsored by ARL to help and support the less privileged segment of the community through various welfare programs/schemes which mainly include but not limited to Apprenticeship Program, Scholarship Scheme, Support Fund, Poor Patient Fund, Collection and Distribution of Zakat, community development projects like women skill development, capacity building and skill enhancement. In this realm, during the year under review Rs 20.77 million were spent.
- b. ASF lays special emphasis to empower and strengthen the less privileged women by imparting different skills and creating awareness to enable them to become earning hands for their families. The programs for this purpose include stitching, hand and machine embroidery, on job training as beautician, computer training etc. ASF sustains itself through a well-equipped medium size Industrial Stitching Section which is its main source of income to meet its manifesto.
- c. During the year ASF also created awareness on dengue, Covid-19, importance of tree plantation and kitchen gardening.

2. *Community Welfare*

The Company supports and arranges multiple community welfare activities for which the expenditure during the year was Rs 7.07 million. Details are as given below:

- a. Sports including hockey, cricket, football along with other sports facilities and well maintained play grounds.
- b. Patronizing parks, providing potable drinking water and health care to the surrounding communities.
- c. Administrative support to schools, masajids and churches in the surrounding area.
- d. Financial assistance to an NGO for the betterment of the visually impaired.
- e. Fuel to Garrison Golf Club for the promotion of Golf.
- f. Annual grants to adjoining Union Councils of Morgah and Kotha Kalan.
- g. In collaboration with Attock Hospital (Pvt) Limited (AHL), a wholly owned subsidiary of ARL, arranged free medical camps and blood donation campaigns.
- h. Seminars on COVID-19 pandemic, plastic bags hazards, dengue awareness, health, and child protection were held.

3. *Covid -19 Pandemic*

ARL has taken all necessary precautions as per Government directives, to minimize effects of Covid-19 without compromising refinery operations. Precautionary measures include checking body temperature before entering the premises of Refinery and offices, wearing face masks, provision of sanitizers and disinfection of

buildings. We also conduct regular awareness sessions in collaboration with AHL to control Covid-19 spread among employees, their families and local community.

As per SOP effected employees and their families were isolated and extended medical support which resulted in their complete recovery as well as helped to contain the spread of the pandemic. In this context mix of work from home, flexible office timings and online video meetings without compromising standards of work have been adopted and official travelling has been restricted to the most essential.



DG Health Services Punjab has approved Attock Hospital (Pvt.) Limited, a wholly owned of the Company, as an official Covid-19 Vaccination Counter for mass vaccination. Mobile Vaccination Team of the hospital is also actively extending the vaccination facility in the neighboring areas. In this way free of cost vaccination facility has been extended to employees of Attock Group of Companies, their families and general public of the surroundings areas. We are also pursuing our contractors/service providers for the prompt vaccination of their staff who visit us on regular basis.

4. *Employment of Special Persons*

ARL not only provides equal employment opportunities to special persons but takes an extra step to help them to earn respectable living. Emoluments to a tune of PKR 3.31 million were spent for this noble cause.

5. *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 during the year was over PKR 37.25 million.



Visit by National Institute of Biotechnology & Genetic Engineering Students & Teachers for research at ARL

- b. The Company offers scholarships from class 6 to PhD level to employees' children. During the year, 26 scholarships were awarded and 16 brilliant students amongst employees' children were recognized by awarding prizes. The Company incurred an annual expenditure of Rs 3.16 million in this respect.

6. Business Ethics and Anti-Corruption Measures

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

7. Industrial Relations/ Workers Welfare

ARL provides maximum benefits to its workers and ensures cordial industrial relations through its Collective Bargaining Agent (CBA). In this context the Company extends following facilities:

- a. CBA Referendum was held at ARL in collaboration with Registrar of Trade Unions, Rawalpindi on September 30, 2020 between two registered trade unions of ARL for the determination of CBA.
- b. Provision of highly subsidized food and wheat flour.
- c. Every year the Company selects four workers for Hajj and five workers for Umrah along with their spouses or dependents on the Company's expense. The Company also nominates one Non-Muslim worker along with spouse or dependent, for visiting their sacred places in Pakistan. However, due to the restriction on Hajj consequent to Covid-19 pandemic, the selected workers would perform Hajj.
- d. The Company gives quarterly Good Performance and Safety Awards to its workers for their motivation and Long Service Awards to acknowledge their long association with ARL.
- e. Free pick and drop facility is provided to the school, college and university going children of the workers



8. Dengue & Corona Control Campaign

Special teams were assembled by ARL Administration to ensure precautions against Dengue and Corona, Created awareness, launched campaign for eradication of dengue larva and Fumigated & Sprayed the area and surroundings with effective and recommended chemicals to protect the resident from the effects of Dengue and Corona. Mostly these exercises were carried out in collaboration with government health teams.

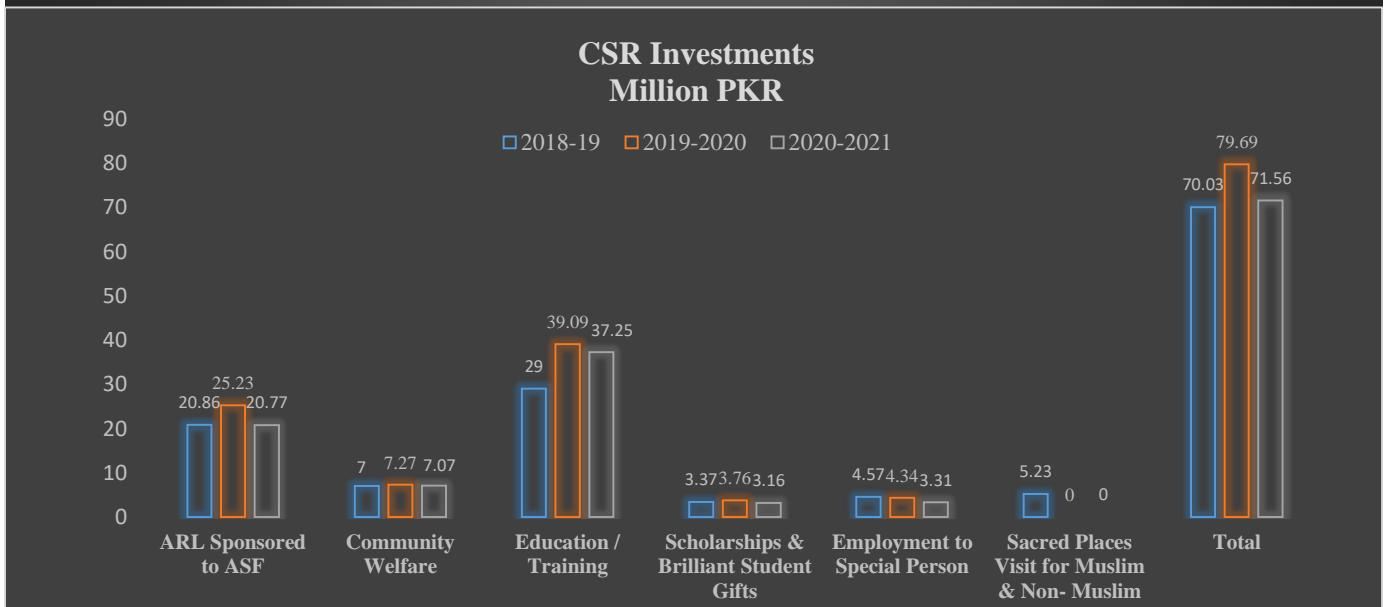
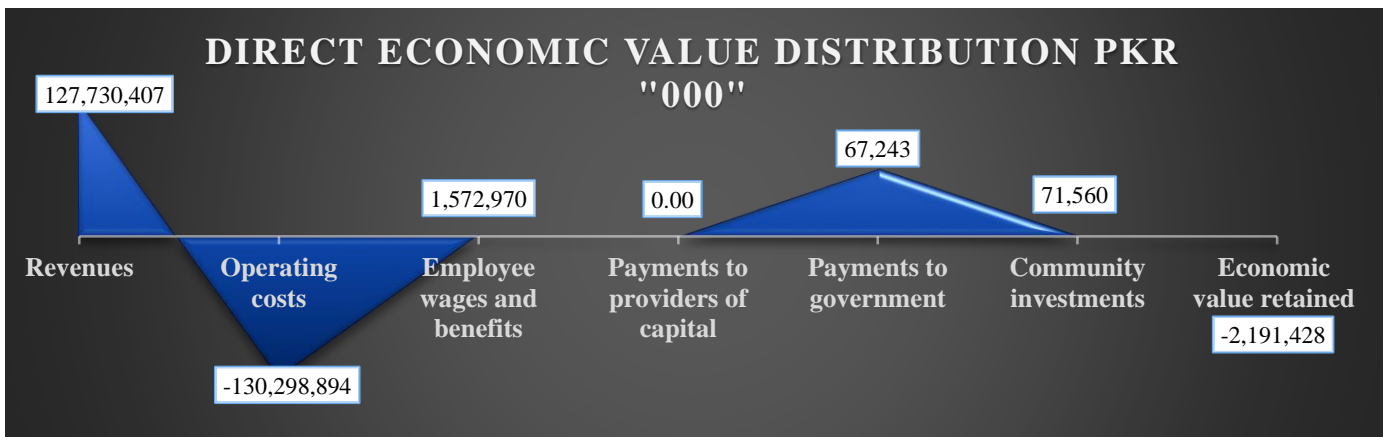
9. Development and Impact of Infrastructure

Investments and Services Support Availability of potable water is a big issue in this region. To facilitate local community in this regard, ARL continued with its policy of providing potable water to the surrounding population in the villages of Morgah, Kotha Kalan, Jhamra & to the welfare organization like SOS village, Deaf & Dumb School, other schools, Masjids and Churches. ARL being a social responsible company, to avoid the current scenario of health issue, conduct the anti-viral spray to prevent dengue and Corona virus at

Morgah. ARL is paying an annual contribution of PKR 200,000 to union council Morgah and Kotha Kalan other than provision of free of cost electricity and gas connections to the area. Local community is also benefited by ARL's efforts to ensure cleanliness of the area and upkeep of roads in appropriate condition. The famous Morgah Biodiversity Park, developed and maintained through ARL support provides a scenic look to the area besides preserving natural habitat. Similarly, through pursuing its green plan, ARL has planted thousands of trees in the adjoining area.

Positive & Indirect Economic Impacts

- a. The Company’s annual contribution to the national exchequer in the form of taxes and duties amounted to over Rs 67 billion while foreign exchange savings of US \$ 115 million were achieved through import substitution and exports.
- b. The Company not only operates on 100% indigenous crude oil thus saving foreign exchange but is a major outlet to the oilfields in the northern part of Pakistan. ARL is also the main source of petroleum products to the civil and defense sectors of the northern region of Pakistan and is a catalyst in the deployment of a large transportation fleet for crude oil and refined products in the private sector.



ATTOCK INSTITUTE OF HORTICULTURE

Attock Refinery Limited (ARL) in collaboration with Attock Oil Company (AOC) has established an Institution for the promotion of art and practice of horticulture in general and to impart knowledge and training to gardeners and horticultural professionals in particular.

The objective of this institute is to achieve excellence in the domains of Horticulture including Floriculture and Landscaping on non-profit basis, to train Human Resource by building their capacity in the field of horticulture and enable them to seek employment through awarding certificates/ diplomas.

The institute operates under the ambit of Attock Sahara Foundation (ASF) registered as a Non-Profit Organization (NPO) and acts as center for training of horticulture and awareness about utilization of modern technologies in this field. Various training programs are being offered with affiliation of relevant organizations including Universities, Floriculture Department Punjab and Technical Education & Vocational Training Authority (TEVTA).

All trainings in the facility are being conducted by qualified instructors through a fine mix of theoretical class room training and practical field work. In this context, scope of trainings includes the following;

PROFESSIONAL COURSES

- Horticulture & Landscaping
- Floriculture
- Tunnel Farming
- Kitchen Gardening

HOBBY COURSES (1-3 DAYS)

- Kitchen Gardening
- Seasonal Flowers & Fresh Flower Arrangements
- Roof & Terrace Gardening
- Water Conservation
- Environmental Horticulture
- Solid Waste Management
- Urban Landscaping



ARL is uniquely equipped to take on this noble cause in a cost effective manner and providing existing in-house office space, land and related facilities including equipment, laboratory and workshops free of cost as part of its Corporate Social Responsibility (CSR). Similarly, the donation of PKR 10 Million by the Attock Oil Company and revenue generated from provision of services will help to go the institute in a sustainable way. In future, for expansion the scope of training at AIH, collaboration with Departments of Wildlife, Livestock, Fisheries and Agriculture will be enhanced.

