

NEWSLETTER



100 Years of Excellence
1922-2022

PIONEERS

in Petroleum Refining

JUL-DEC 2022
Volume IV, No. II

The HOD (HR & A) Announcement



Mr. Imran Sardar joined ARL on December 27, 2022 as the new Head of the Department (Human Resources & Administration) after the retirement of Mr. Sardar Lall Khan. Previously, he served as Group Executive Vice President-HR Business Partner of Pakistan Telecommunications Limited.

COMPANY EVENTS

REWARDS & RECOGNITION

TRAINING & DEVELOPMENT

GREEN PLANS

SOCIAL RESPONSIVENESS

EMPLOYEES AFFAIRS

CREATIVITY CORNER

PATRON-IN-CHIEF



M. Adil Khattak
Chief Executive Officer

PATRON



Imran Sardar
HR & Admin.

EDITOR



Saba Sarfraz
Public Relations

EDITORIAL TEAM MEMBERS



Salman Shaikh
Operations



Muhammad Ahmed
Administration



Kamran Shahzad
Human Resources

Editorial Note



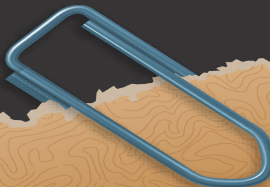
Dear Readers!

The Editorial Board is once again at work and is pleased to unveil this edition of Pioneers. We are delighted to welcome Mr. Imran Sardar as the Patron of the ARL newsletter.

In this edition, life at ARL has been covered from July-December, 2022 under the segments of company events, rewards & recognition, green plans, social responsiveness, training & development, employees affairs and their contributions.

You are welcome to share your feedback at newsletter@arl.com.pk

Happy Reading!



Core Values Embedding Program

Attock Refinery Limited launched a company-wide six weeks long program to embed its six core values of 1) Integrity and Ethics; 2) Quality; 3) Social Responsibility; 4) Learning and Innovation; 5) Teamwork and 6) Empowerment. The inauguration ceremony was presided over by Mr. M. Adil Khattak, Chief Executive Officer. All Heads of Departments presented their perspective with respect to ARL Core Values to the audience along with showing firm determination to disseminate and embed the Company's Core Values at the grassroots level. The CEO also stressed joining hands to inculcate the importance of core values to all the employees working in ARL.

The core values embedding program started on 18th July and ended on 26th August, 2022. In order to ensure seamless efforts and coordination for this program, the following coordinators were designated from management and non-management staff of all departments who designed various activities and arranged multiple sessions on all levels of employees:

Team Members of ARL Core Values Embedding Program

Operations Department

- Mr. Salman Sheikh
- Mr. Asif Munir Khan
- Mr. Hassan Ahmad
- Mr. Tariq Mehmood
- Mr. Muhammad Naseer
- Mr. Javed Masih

Maintenance Department

- Mr. Zulfiqar Ali Khurram
- Mr. Usman Sattar
- Syed Meesum Mehdi
- Mr. Muhammad Saeed Khan

HSEQ Department

- Mr. Muhammad Tahir Hussain
- Mr. Ayaz Khan
- Mr. Sardar Mohammad Ishaque

Human Resources & Administration Department

- Mr. Sajid Hussain
- Mr. Abdur Rahim
- Mr. Obaid Ullah
- Mr. Rohail Ikram
- Mr. Naveed Qamar

Commercial & Materials Management Department

- Mr. Kamran Faisal
- Mr. Aamir Saeed
- Mr. Mohsin Ali Sadiq
- Mr. Javed Gul

Finance & Corporate Affairs Department

- Mr. Amin Kahoot
- Mr. Irfan Baig Mirza
- Mr. Ali Hassan Khan
- Mr. Ammar Ahmad





Core Values Embedding Program

Team Members of ARL Core Values Embedding Program

Technical Services , P&D Department

- Mr. Saleem Hasrat

Engineering Department

- Mr. Haider Shahid

Business Review & Assurance Department

- Mr. Tariq Khan
- Mr. Muhammad Sarfraz

The closing ceremony of the values embedding program was held on September 21, 2022, in which Mr. Muhammad Adil Khattak, Chief Executive Officer, was the chief guest. Mr. Sardar Lall Khan, HOD (HR&A), presented a progress report along with the key highlights and learning from this program. The CEO appreciated the efforts made by all departments for making the values embedding drive a resounding success.

At the end of the ceremony, he distributed shields among ARL Core Values Champions from all departments based on their valuable contribution.



Salman Ahmed Sheikh
Operations



Kamran Faisal
C & MM



Sajid Hussain
HR & Admin



Suhail Munir Kiyani
BR & A



Syed M. Meesum Mehdi
Maintenance



Ali Hassan Khan
F & CA



M. Haider Shahid
Engineering



Amir Ejaz
Technical Services, P & D



Saeed Khan
HSEQ

INDEPENDENCE DAY CEREMONY

The 75th Pakistan Independence Day was celebrated at ARL General Office on August 14, 2022 with traditional fervor and excitement. Members of management & non-management staff attended the ceremony.

The key highlights of the ceremony were the blowing of a hooter, recitation from the Holy Quran, playing of the national anthem, flag hoisting and prayers for the solidarity of the nation. The buildings of ARL General Office, CBA Office and ARL Main Reception were also decorated with lights.



ENERGY WEEK CELEBRATION

As a responsible corporate entity, ARL is cognizant that natural energy resources are not only scarce but also very precious and need to be optimally utilized. In this realm, Energy Week was celebrated at ARL from October 17-21, 2022 to reaffirm its commitment and inculcate energy management and conservation culture. This celebration was organized in line with World Energy Day (22nd October).

The purpose of this celebration was to educate, motivate and enhance the energy consciousness of employees for strengthening their commitment towards energy conservation at the workplace. Energy awareness sessions were arranged throughout the organization to ensure the maximum participation of all the employees in creating awareness about energy management & conservation.

ARL believes in a systematic and structural approach for the effective operation and management of significant energy users. To monitor & optimize energy consumption, ARL is following the guidelines of ISO 50001 (Energy Management System) since 2012. ARL management's goal is to protect the environment & natural resources through increasing awareness of energy efficiency among its employees.



BALLOTING FOR NON-MUSLIMS

Non-Management employees, Management staff and CBA representatives attended the balloting for Non-Muslims held at Elliott Club on December 9, 2022.

Mr. Javed Masih, Operations Department, was declared successful as a result of balloting for visiting the Holy Places within Pakistan and was awarded a cheque amounting to Rs. 260,000/- for this purpose.



CHRISTMAS PARTY

A Christmas Party was held at Elliott Club on December 27, 2022. Representatives of ARL Senior Management Staff, a large number of Christian staff & CBA members attended the ceremony.



NMS RETIREES FAREWELL PARTY

The farewell party for NMS retirees was held at ARL Diner on December 29, 2022. Mr. M. Adil Khattak, the CEO, was the chief guest at the occasion.

The chief guest in his address expressed warm wishes for their future wellbeing and applauded the dedication and contribution of the retirees. Senior Management, CBA representatives and a large number of Non-Management Staff were also present.



Retirement is not the end of the road.
It is the *beginning* of the open *highway*.



RCCI DELEGATION VISITS ARL

A high-level delegation of the Rawalpindi Chamber of Commerce & Industry headed by President Mr. Saqib Rafiq, along with Group Leader Mr. Sohail Altaf visited Attock Refinery Limited on December 09, 2022. President RCCI discussed matters of mutual interest and congratulated CEO, Mr. M. Adil Khattak on the 100th year of ARL. The CEO presented a souvenir to President RCCI.



MORGAN CLUB ANNUAL SWIMMING GALA

Morgan Club has been traditionally holding Swimming Galas over the last five decades. Members and their families enthusiastically take part in this event.

This year, Morgan Club Annual Swimming gala was organized on September 13, 2022. Team competitions were held in various categories including, Fancy Dress, Boat Race, Thread and Needle Race, Coke Race and many other individual competitions like Diving, Free Style, Breast Stroke, Butterfly and Back Stroke. Finally, the event culminated in a thrilling Water Polo Match between Khaur Club and Morgan Club. Winners were awarded medals and trophies.



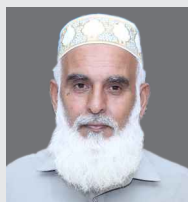
2nd MAN OF THE QUARTER (MOQ) AWARDS

2nd MOQ (2022) awards ceremony was held at ARL Diner on August 17, 2022. The MOQ awards were distributed in the following categories:

Award Type	No. of Recipients
Performance	18
Safety	4

In 2nd Quarter 2022, Quarterly Safe Man-Hours trophy was won by Hydrogen Plant.

PERFORMANCE AWARDS



Safdar Mahmood
OPERATIONS



Muhammad Naseer
OPERATIONS



Javed Masih
OPERATIONS



Muhammad Danish
OPERATIONS



Muhammad Azim
MAINTENANCE



Shahbaz Siddique Khan
MAINTENANCE



Awais Farooq
MAINTENANCE



Sajid Mehmood
MAINTENANCE



Iftikhar Ahmad
HR & ADMIN



Muhammad Rashid
HR & ADMIN



Kamran Pervaiz
HR & ADMIN



James John
HR & ADMIN



Kamran Malik Shayan
HR & ADMIN



Safi Ullah Siddiquee
HSEQ



Faisal Islam
HSEQ



Tahir Mehmood
C&MM



Asif Iqbal
F & CA



Muhammad Bashir
AHL

SAFETY AWARDS



Ayub Hashim
MAINTENANCE



Zufiqar Tahseen
MAINTENANCE



Yousaf Khan
OPERATIONS



Muhammad Zubair
OPERATIONS

3rd MAN OF THE QUARTER (MOQ) AWARDS

3rd MOQ (2022) awards ceremony was held at ARL Diner on November 17, 2022. The MOQ awards were distributed in the following categories:

Award Type	No. of Recipients
Performance	17
Safety	4

Quality & Environment section won the 3rd Quarterly Safe Man-Hours trophy.

PERFORMANCE AWARDS



Arshad Ali
OPERATIONS



Muhammad Ramzan
OPERATIONS



Ilyas Khokhar
OPERATIONS



Muhammad Muslim
OPERATIONS



Muhammad Zahoor
MAINTENANCE



Muhammad Ahtsham
MAINTENANCE



Daniyal Ahmed
MAINTENANCE



Arsalan Arshad
MAINTENANCE



Sohaib Maqbool
MAINTENANCE



Ali Raza
HR & ADMIN



Waqar Ahmed
HR & ADMIN



Ghulam Mustafa
HR & ADMIN



Mubashir Khalil
HR & ADMIN



Parvaiz Masih
HSEQ



Shahid
HSEQ



Zulfiqar Ali
F & CA



Asif Mehmood
C&MM

SAFETY AWARDS



Muhammad Saeed
MAINTENANCE



Muhammad Ishaq
MAINTENANCE



Muhammad Zubair
OPERATIONS



Abdul Latif
OPERATIONS

LONG SERVICE AWARDS

ARL's tradition is to distribute Long Service Awards to management and non-management employees to recognize and appreciate their long association with the company.

MANAGEMENT EMPLOYEES



Muhammad Ashraf
44 Years Service Award
Operations



Shaukat Pervaiz
42 Years Service Award
Operations



Muhammad Yasin
41 Years Service Award
HR & Admin



Babar Mahmood
20 Years Service Award
HR & Admin



Amjad Ali
20 Years Service Award
C&MM



Akhtar Munir Khan
20 Years Service Award
HR & Admin



Shahid Ali
20 Years Service Award
Operations



Raja Talat Irshad
20 Years Service Award
HR & Admin



Arshad Nazir
20 Years Service Award
Operations



M. Safdar Khan
20 Years Service Award
Maintenance



Sher Zaman
10 Years Service Award
Operations



Sajid Mahmood Shakir
10 Years Service Award
Operations



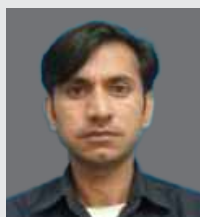
Saqib Ejaz
10 Years Service Award
Operations



Ghulam Murtaza
10 Years Service Award
Operations



Shahzad Saleem
10 Years Service Award
HR & Admin



Shams-U-Zaman
10 Years Service Award
Engineering



Jahanzeb Khan
10 Years Service Award
HSEQ



Muhammad Ali Hanif
10 Years Service Award
Engineering



Mohsin Ali
10 Years Service Award
Operations



Adil Haseeb
10 Years Service Award
F&CA



Sohail Ahmad
10 Years Service Award
F&CA



Sajjad Ahmad
10 Years Service Award
Maintenance



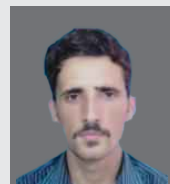
Sami Ullah
10 Years Service Award
Maintenance



Rehmat Ullah Khan
10 Years Service Award
Maintenance



Muddasar Khan
10 Years Service Award
Operations



Nisar Rahim
10 Years Service Award
Operations

NON-MANAGEMENT EMPLOYEES



Muhammad Zahoor
40 Years Service Award
Maintenance



Muhammad Saeed
40 Years Service Award
Maintenance



Muhammad Rafaqat
40 Years Service Award
HR & Admin



Safdar Mehmood
40 Years Service Award
Operations



Ammar Ahmed
25 Years Service Award
F&CA

TRAINING ON ACHIEVING EXCELLENCE AT WORKPLACE

Mr. Ijaz Nisar, a prominent coach and Chief Executive Officer of CEO Club Pakistan, conducted a training session on “Achieving Excellence at Workplace” on September 2, 2022. He delivered his topic with the activities and presentation and staff from Senior Management attended this training.



DENGUE AWARENESS SESSION

ARL joined hands with ASF & Social Security Department, Punjab to conduct a Dengue Awareness session at Elliott Club Morgah on August 17, 2022. Representatives from Local Community, ARL, ASF and Attock Hospital Limited (AHL) were present at the session.

Medical Officer (AHL) Dr. Nawaz, Dr. Anum from Social Security Department & Mr. Mohsin Raza, an Entomologist, shared valuable information amongst the participants regarding dengue and its prevention.



MONSOON TREE PLANTATION CAMPAIGN

To promote the concept of Green Pakistan and to encourage tree plantation among local communities, Attock Refinery Limited plants 10,000 to 12,000 tree saplings every year as part of Corporate Social Responsibility. In this context, ARL launched the Monsoon Tree Plantation Campaign in collaboration with National Cleaner Production Center (NCPC) and Environmental Protection Department (EPD) Punjab during the months of July & August. An inaugural ceremony was held at Morgah



Biodiversity Park on August 04, 2022. Under this campaign, plantations were carried out at different locations including Morgah Morh, ARL Vegetable Farm, Fruit orchards, Morgah Biodiversity Park, Cricket ground and Residential areas of ARL colony.

ATTOCK INSTITUTE OF HORTICULTURE (AIH)

Attock Institute of Horticulture has arranged awareness sessions for the Horticulture Section's staff and organized a one-day training workshop on kitchen gardening for students of the Environmental Sciences Department, Fatima Jinnah Women University, Rawalpindi.

Moreover, an inspection team from Punjab Skills Development Authority (PSDA) visited AIH for renewal of registration of its programs on August 16, 2022 and as a result of which AIH programs got renewal of registration with PSDA.



TREE PLANTATION ON INDEPENDENCE DAY

ARL collaborated for the tree plantation with Attock Sahara Foundation (ASF) and National Cleaner Production Centre (NCPC), to make the vicinity greener and more beautiful. The event was organized on August 14, 2022. The female staff of these organizations participated in this tree plantation ceremony.



INDUSTRIAL / EDUCATIONAL VISITS AT ARL

The following industrial & educational visits were arranged at ARL:

- A delegation from the Lahore Punjab Institute of Management and Professional Development, comprising 60 members, visited ARL on September 15, 2022. Different processes of the refinery were explained to the participants.



- A group of 44 participants from Chashman Centre of Nuclear Training (Chascent) visited ARL on October 07, 2022. The participants were briefed about maintenance activities, followed by a field visit to the refinery.
- A group of 23 students from Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi, visited ARL on December 14, 2022. They were given briefings about the refinery operations and processes of different units.
- A group of 45 students from National University of Sciences & Technology Islamabad, visited ARL on December 23, 2022. The faculty and students were given an informative session about different units and maintenance activities of the refinery during the field visit.



- A group of 45 students from Pakistan Institute of Engineering & Applied Sciences Islamabad, visited ARL on December 30, 2022. Besides, a field trip was also arranged for them to understand the different processes in the refinery.



ANNUAL SUMMER INTERNSHIP PROGRAM 2022

In order to provide industrial and professional exposure to continuing students, ARL offers 4-6 weeks of summer internship opportunities to students in all functional areas. These students are imparted formal orientation sessions in batches. This year ARL offered internships to over 114 students from various recognized academic institutions across the country.



AID FOR FLOOD AFFECTEES

Attock Refinery Limited, in collaboration with Attock Sahara Foundation and National Cleaner Production Centre distributed food packages in flood-stricken areas. All employees of ARL also contributed a one-day salary to this noble cause.



OUR GREAT ASSET

Welcome on Board

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	JOINING DATE
Mr. Zebullah	Senior Officer	Engineering	July 01,2022
Mr. Muhammad Saad	Field Operator	Operations	July 15,2022
Mr. Adil Khan	Junior Officer	C&MM	July 15,2022
Mr. Asad Rehman	Senior Officer	Maintenance	August 01,2022
Mr. Hafiz Muhammad Usman	Field Operator	Operations	August 04,2022
Mr. Abdus Salam	Field Operator	Operations	August 12,2022
Mr. Atif Shahzad	Boardman	Operations	August 15,2022
Mr. Muhammad Usman	Senior Officer	Operations	August 22,2022
Mr. Misbah Ud Din	Senior Officer	Operations	September 06,2022
Mr. Mohsin Mehmood	Field Operator	Operations	September 07,2022
Mr. Muhammad Wasim Ishaq Shah	Senior Officer	Operations	September 26,2022
Mr. Muhammad Adnan Arif	Field Operator	Operations	September 30,2022
Mr. Faizan Rasheed	Engineer	Maintenance	October 03,2022
Mr. Zeeshan UI Haq	Engineer	HSEQ	October 03,2022
Mr. Wajahat Jalil	Field Operator	Operations	October 04,2022
Mr. Muhammad Bilal Khan	Engineer	Maintenance	October 05,2022
Mr. Hamid Ali	Senior Officer	Operations	October 10,2022
Mr. Naseem Hassan	Senior Officer	Operations	October 31,2022
Mr. Muhammad Ali Mohsin	Field Operator	Operations	November 02,2022
Mr. Muhammad Bilal	Field Operator	Operations	November 02,2022
Mr. Husnul Maab	Field Operator	Operations	November 02,2022
Mr. Rao Ahsan Ali	Field Operator	Operations	November 02,2022

OUR GREAT ASSET

Welcome on Board

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	JOINING DATE
Mr. Umar Farooq Khan	Field Operator	Operations	November 02,2022
Mr. Faizan Sahar	Field Operator	Operations	November 02,2022
Mr. Mateen Shahbaz Khan	Field Operator	Operations	November 02,2022
Mr. Muhammad Umair Shahzad	Field Operator	Operations	November 02,2022
Mr. Ehtisham Shamas	Field Operator	Operations	November 02,2022
Mr. Muhammad Luqman	Field Operator	Operations	November 15,2022
Mr. Muhammad Sanwal	Field Operator	Operations	November 15,2022
Mr. Muhammad Aaliyan Younis	Field Operator	Operations	November 29,2022
Mr. Mujahid Manzoor	Senior Officer	Operations	December 01,2022
Mr. Najmul Hassan Shah	Engineer	Operations	December 02,2022
Mr. Imran Sardar	Senior Manager	HR & Admin	December 27,2022
Mr. Raheel Tariq	Junior Officer	Operations	December 29,2022
Mr. Adil Nawaz	Junior Officer	Operations	December 29,2022
Mr. Muhammad Bilal	Junior Officer	Operations	December 29,2022
Mr. Zaheer Abbas	Senior Officer	Maintenance	December 30,2022

Management Retirees

EMPLOYEE NAME	DESIGNATION	DEPARTMENT	JOINING DATE
Mr. Sardar Lall Khan	Manager	HR & Admin	December 31,2022
Mr. Muhammad Shahbaz	Senior Officer	HR & Admin	December 31,2022

Rest in Peace



Employee left us for his final abode

Mr. Anar Gul (Late)

Security Officer

died on October 28, 2022

CORE VALUES AND ETHICS : FROM PAST TO FUTURE



NEK AHKTAR
BR & A

From personality traits to industrial development, Values and Ethics are extraordinarily important. In Islam, the pinnacle of exaltation is referred to as “the Best in morals and manners.”

The unit of development and progress is the man. Islam focuses on the personal development of mankind, which in turn has great impact on all aspects of social activities including economic, business, education, social and cultural. If we look back to the bright horizon of Islamic history, it will be dawned upon us that the highest level of values and morals were the contributing factors to a more significant extent in every walk of life of Muslims.

With the industrial revolution, several disciplines have passed through evolutionary phases to achieve standardization. The main aim has been to get high-quality products, services and practices in the industry. Since then, industries worldwide have rushed to introduce core values with the ultimate goal of maximization of profits and simultaneously dispensing their corporate social responsibility.

The history of core values reveals that Jim Collins and Jerry Porras first introduced the concept in North America in 1994. Today, almost 80 % of businesses have developed their core values and ethics in a zest to standardize practices and maximize stakeholders' interests.

The Core Values provide guidance on the commitment to integrity and expectations for achieving the vision and mission of the company.

Violation of “Core Values” may affect the company's reputation. According to theorists, “Core values” are a living document and always galvanize a new soul in the business operation of the company. Core Values and Ethics are usually applicable at all levels of the company, from top to bottom i.e. directors to the lowest level workers.

If the core values of a company prove to be misinterpreted, poorly disseminated and/or poorly implemented, companies bear irreparable financial and reputation losses. The best-known example is Enron, an energy company that suffered a loss of \$74 billion in the year 2000. The reason behind its failure was the inadvertence of the designed core

values, as per the experts and analysts. The corporate moral of Enron inferred is “A company must live by its core values or will face the consequences of misconduct and business collapse.”

In a nutshell, core values are the measuring rods against which employees are analyzed and judged.

What does come after core values?

Business pedagogues and experts are not content with current achievable core values being adopted by entrepreneurs; rather, they further coined a set of values that they named “Aspirational Values.” These are the values companies and businesses currently lack and long to achieve. These are more demanding than core values as they are challenging and defying. It keeps teams in a quest to achieve higher standards than becoming static and contended on what has already been achieved or almost achieved. For example, a company may need to develop a new aspirational value to support a new strategy, launch in a new market, or fulfill new regulatory requirements. Hence, as a business empire, the wreath of success is built around these gems of value.

ARL History & its Core Values:

ARL has a legacy of more than a century of cultural, industrial, social, scientific and technological history. It has been a petroleum industry pioneer in the sub-continent and Pakistan. It has employed, engaged, hired, trained, skilled and developed multi-ethnic strata of a diverse population. It has picked up all the refined characteristics of a diverse population of time, nations, races, skills, religions, etc. ARL has also devised, adopted and implemented “Core Values.” It has a very well-versed and comprehensive set of Core Values. These include integrity and ethics, quality, social responsibility, learning and innovation, teamwork and empowerment.

The CEO of Attock Refinery Limited's keen interest in embedding the core values among all its cadres has fulfilled the dire need for training, awareness and adherence to these doctrines. In pursuance of this drive, the Human Resource & Administration Department has framed a six-week long program for embedding these core values in all employees of ARL. There is also need to create an environment where the employees feel pride and honour in compliance and adherence to Core Values. These Values should be implemented wisely and should be referred to most often for getting better results.

UPDATE ON FUTURE PROJECTS



NAVEED AHMED
TS, P & D

Since its commissioning in 1922, ARL has executed multiple expansion and upgradation projects along its journey in order to remain competitive and meet new challenges.

Basic Engineering Design Package (BEDP) of CCR Complex is prepared by Honeywell UOP, USA.

(ii) The existing Diesel Hydro-treater Unit (DHT) is a 12,500 BPSD unit designed to produce 500 ppm sulfur HSD. DHT will be revamped to produce HSD with a maximum Sulfur content of 10 ppm at 110% of the current design capacity. BEDP of DHT Revamp



In order to achieve higher product standards (Euro V specifications) of Premium Motor Gasoline (PMG) and High-Speed Diesel (HSD), ARL intends to execute a project to install a new Continuous Catalyst Regeneration Reformer (CCR) unit, its allied facilities and carry out revamp of existing Fixed Bed Reformer Unit, Isomerization Unit, Diesel Hydro-treating (DHT) Unit and Auxiliary Units.

Project overview:

The project comprises the installation of new process plants, revamp of existing units and the installation of utility, auxiliary and offsite units. This includes:

(i) CCR Complex which will consist of a Naphtha Hydro-treating Unit, a CCR Unit, an existing Semi Regen Reformer Unit revamping to a Par-Isom Unit, and an existing Penex Unit revamping to Penex Plus Unit (collectively "CCR Complex"), to produce high octane PMG meeting Euro-V specifications. The

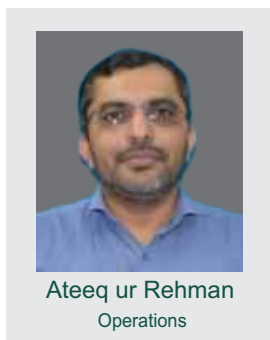
is prepared by Honeywell UOP, USA.

Project Update:

a) Basic Engineering Design Package for CCR Complex (including new and revamped units), as well as DHDS Revamp, is complete. Engineering work by UOP on DHDS revamp was completed in December 2022. Successful meetings between ARL and UOP at different phases of engineering work (Kick-off, PFD review and P&ID review) were conducted in the UOP Dubai office.

b) For the next phase, a consultant is being engaged for the preparation of the tender document for project FEED plus PMC services. An Expression of Interest (EOI) was floated to local and international companies with requisite experience for the said consultancy work, followed by the floating of ITB, Bids for the consultancy services have been received and a review is in progress.

ARL TECHNICAL TRAINING & DEVELOPMENT CENTER



ARL management has always put emphasis on training of staff for their development. After the Up-gradation projects, the complexity of the refinery increased requiring more attention on new trainee engineers and Diploma of Associate Engineering (DAE) to improve their skill levels. While training is an ongoing process already in place, it

was felt that a more organized and focused approach is required. Classroom training requirements were also emphasized by staff at different forums and exit interviews. It was envisaged that along with the OTS training, classroom training should also be introduced with the concept of the development of a Technical Training & Development center. Finally, the training center was made operational on November 1, 2022, for capacity building of newly hired staff. The salient features of the training programs are as follows:

1. Trainee Engineers Class Room Training Program:

A systematic, well-organized and formal classroom training program was set in place. Experienced Operation Engineers are deputed as instructors, who conduct training sessions on a daily basis. The training module comprises of PowerPoint presentations, inter-active technical discussions, theoretical lectures and finally assessments/tests for evaluations.

The present capacity of the training batch is 18-20 trainee engineers.



2. Apprentices & Trainee Operators Daily Classroom Training Program:

Classroom technical training program for Plant Operators i.e. Apprentices and those having Diploma in Associate Engineering (DAE) has been started with effect from December 1, 2022, on daily basis. The main objective of this training program is to enhance their technical capabilities and to ensure quick backup staff is available for turnover.

The program includes daily technical animation videos, classroom trainings, presentations, experience-sharing sessions and quizzes.

Trainers for the Apprentice training program are both engineers and Operations' trainee engineers under the supervision of experienced engineers. This

training program not only helps the capacity building of Apprentices/DAEs and on the other hand, but also polishes the technical and presentation skills of Trainee Engineers. The present capacity of the training batch is 30 Apprentices/ DAEs and it is planned to gradually increase this capacity by next year.



3. Capacity Building Training Program for experienced staff:

Newly hired experienced staff hailing from other industries also needs capacity building to quickly fit into the ARL environment. The program is intermittent and initiated on a need basis, as recommended by plant/section Incharges. In order to embed ARL Core values, a separate session for all newly inducted staff is part of the program.

4. Operator Training Simulator (OTS) system:

ARL is the first organization in the country's oil refining sector to acquire a customized Operator Training Simulator (OTS) – a tool which creates a real-time environment identical to a control room for operators to learn/practice the operation of a specific plant.

It has been of great use for manpower training on process units. It has immensely contributed to lessening the low skill level issue of a relatively inexperienced workforce arising out of high employee turnover. This has helped in the safe and smooth operation of process units hence ensuring sustained profitability for the company.

5. Engineering, Modifications & Re-work:

Nominated engineers are being trained on OTS/dynamic simulation to carry out training sessions for OTS users and use dynamic simulation to evaluate the impact of different changes/modifications on the process units (other than already available OTS Models) prior to their implementation in the field thereby reducing re-work and facilitating quick and improved decision making.

6. Digital Library:

ARL has a vast information available related to processes and equipment. However, this was scattered and not easily accessible to all. To improve the learning process at all levels, a comprehensive digital database covering relevant equipment, machinery, technical papers, books, ARL internal reports and refinery processes is being developed for quick reference and technical support.

ENVIRONMENTAL SOCIAL GOVERNANCE PRACTICES



NAFEESAH GUL
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Environmental, social, and governance (ESG) refer to the three key areas that are used to measure the sustainability and societal impact of an investment in a company or business. These three areas are often used to evaluate the performance of a company and its potential for long-term growth and success.



Environmental factors refer to a company's impact on the natural environment, including its carbon footprint, its use of natural resources, and its efforts to reduce pollution and waste.

Social factors refer to a company's impact on society, including its treatment of employees, its relationships with local communities, and its commitment to diversity.

Governance factors refer to a company's leadership and management, including its board of directors, its executive team, and its overall organizational structure.

Investors who are interested in sustainable and responsible investing often consider ESG factors when evaluating potential investments. By considering these factors, investors can identify companies that are not only financially successful but also socially and environmentally responsible. This can help to create a more sustainable and equitable economy, and can also provide investors with the opportunity to support companies that align with their values.

Overall, the concept of ESG has gained increasing importance in recent years, as more and more investors and companies recognize the value of sustainable and responsible business practices. By considering ESG factors, investors can make more informed decisions and support companies that are making a positive impact on the world.

Oil and gas companies are often associated with negative environmental and social impacts, due to the nature of their operations and the potential risks associated with extracting and transporting fossil fuels. However, there are many ways in which these companies can improve their environmental, social, and governance (ESG) performance, and many are already taking steps to do so.

One of the key areas where oil and gas companies can improve their ESG performance is by reducing their greenhouse gas emissions and their overall carbon footprint. This can be achieved through a variety of measures, such as investing in renewable energy sources, implementing more efficient production processes, and developing new technologies to capture and store carbon emissions.

Another area is by ensuring that their operations are safe and responsible, and that they follow all applicable laws and regulations. This can involve implementing robust safety and environmental management systems, training employees on safe and responsible practices, and conducting regular audits and assessments to identify and address potential risks.

In addition, oil and gas companies can also improve their ESG performance by engaging with local communities and stakeholders, and by being transparent and accountable in their operations. This can involve providing regular updates on their activities and performance, as well as engaging in dialogue with local community members and other stakeholders to understand and address their concerns.

ARL has been at the forefront of meeting challenges related to ESG and has done fundamental work in developing corporate climate policies, optimizing energy use, controlling the waste, pollution and environmental risks and ensuring compliance with environmental regulations. Some of the yardsticks used by ARL to ESG requirements in its systems and investments are:

- Publishes a sustainability report
- Limits harmful pollutants and chemicals
- Seeks to lower greenhouse gas emissions and CO2 footprint
- Uses renewable energy sources
- Reduces waste
- Operates an ethical supply chain
- Meets all labor laws
- Encourages all forms of diversity
- Has policies to protect against harassment and misconduct
- Embraces corporate transparency
- Meets the requirement of company/corporate/tax and other laws
- Meets the requirement of the Security and Exchange Commission of Pakistan
- Holding its suppliers to its ESG standards
- Under Corporate Social Responsibility (CSR) investing in the local community through variety of ways.
- Providing workplace conditions reflecting high regard for employees' health and safety.

These efforts have been recognized by independent local and international bodies and allowed ARL to operate for more than 100 years in its locality completely in harmony with the community and surroundings.

CLIMATIC SUSTAINABILITY OF PAKISTAN: IS IT BECOMING A THREAT?



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Pakistan being a developing country is facing critical economic and climate challenges. It is a country with limited financial resources and unfavorable natural circumstances. Its institutional resources are insufficient to handle the challenges caused by environmental deterioration, endangering

sustainable growth.

Recently, **Ten Billion Tsunami Tree Program**, **Clean and Green Pakistan**, **Recharge Pakistan** and **Protected Areas Initiative** had been launched in the last 03 to 04 years and were implemented to some extent. However, despite all of these initiatives, Pakistan is still highly susceptible to the effects of climate change and its drastic impacts.

In recent years, Pakistan has faced heat waves, droughts and floods to unprecedented limits. Damages to the natural ecosystem, depletion of natural resources, food insecurity and water scarcity are becoming the main concerns for the country. River and the catchment overflow induced by glacier meltdown during the hot summer months and with summer monsoon becoming more intense each year results in flash floods, urban flooding, damage to animals and property, and a threat to human life. Water logging and an increase in the water table around agricultural root zones are two effects of flash floods. The consequences and intensity are worsening each coming year. Climate change is posing a significant threat to Pakistan's crop productivity and, eventually, economic stability. 23%¹ of the GDP is dependent on agriculture, whereas agriculture is, directly and indirectly, dependent on climatic conditions. Untimely rains, a lack of water, and intense temperatures have hampered crop productivity and the livelihood of the citizens. According to the Global Hunger Index 2021, Pakistan was ranked 92nd out of 116 countries, which is a major concern for Pakistani management. So how does a country with one of the largest agrarian economies in the world find itself unable to adequately feed nearly 40% of its population? Agriculture has been neglected for years as successive economic crises have taken a toll on people's incomes. On top of this, over the past decade or two, environmental changes and calamities linked to climate change have rendered the country's already underdeveloped agriculture

less competitive.

Who is responsible for the mismanagement and insufficiency of resources? I don't think any single individual or industry can be held accountable for this current scenario. There are some mitigation measures that each sector and individual should implement to improve current environmental and climatic conditions. The preservation of forests can assist in increasing carbon sequestration from the atmosphere while reducing the effects of floods and heavy rain. In the case of water management, wetland restoration with substantial storage facilities



like dams and residential and commercial rainwater harvesting can help reduce water scarcity and the occurrence of floods. The government must implement mass transit in all major cities and encourage consumers to transform to electric vehicles decreasing carbon emissions. Additionally, this will aid in lowering the skyrocketing cost of oil imports and provide some respite to the general public from inflation brought on by growing oil prices. A comprehensive and well-integrated energy policy that focuses an emphasis on developing Renewable Energy (RE) generating resources and reducing reliance on fossil fuels is necessary to address Pakistan's energy issue. It is possible to restore what humans have damaged by integrating the aforementioned measures.

¹Pakistan: Distribution of gross domestic product (GDP) across economic sectors from 2011 to 2021
<http://www.statista.com/>



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