

The Energy of Positive Change!

Message from the Editorial Board

Dear Readers,
Welcome to our September issue of the E-letter. In this edition, we will be bringing you up-to-speed with the latest developments and eventful proceedings at MOL Pakistan. Starting off with the Bowling Championship event to the achievements of our employees highlighted at the Town Hall, this issue will fill you in with all the details. We wish you all an informative read!

The Bowling Battles

The long-awaited 3rd Bowling Championship organized by MOL Pakistan HR Department, took place on September 12, 2018 at the Mega Zone in F-9 Park, Islamabad. From the overwhelming response received by the participants to the striking skills demonstrated on the day of the competition, the entire event was booming with exhilarating energy and excitement. Aimed at creating a collaborative culture and to encourage team building abilities, team formation was rendered across functionally diverse talent and aptitude. 80 players in 10 teams contested with each other in the first round that was filtered down to 6 teams in the second round. Top three scoring teams were to claim the winning trophy while their respective team members were entitled to receive gold, silver and bronze medals.

Food and refreshments were served after the first round concluded where everyone fueled up for the next intensive round. The 2nd and final round kicked off and moral support and different bowling tactics were embraced by the succeeding teams and as the competition tightened, the hall echoed with supportive ovation and the excitement level of the crowd intensified.

The 3rd Bowling Championship 1st place trophy was awarded to "The Sappers", recognized by an extraordinary team leading performance by Mr. Irfan Khan, captain of the winning team, who made a commendable hat-trick of winning the 1st place trophy three times in a row with a different team every time. 1st Runner up trophy was awarded to the team "Hawks" with Mr. Raja Hassan Ali as team captain and the 2nd Runner up trophy was given to "Sher Dils" with Mr. Khawaja Abdur

Rehman as captain of the team. Top scoring male was Mr. Fahad Bangash from Drilling and Top Scoring Female was Ms. Rahat Bibi from Community Development, each were presented with an award for their top game.

The overall event was executed to a successful completion. This event allowed the MOL Pakistan staff with a refreshing break from their routine and were provided with an opportunity to interact with their colleagues and have fun as a team. To further encourage employee engagement, the management of MOL Pakistan is committed to organize such events in the future as well that will influence a healthy, interactive culture.



Town Hall

The quarterly Town Hall meeting was organized on September 13, 2018. The event started off with Mr. Muhammad Omer Saeed, acting Head of SD & HSE, presenting a safety moment highlighting the six main causes of accidents at home and in the workplace.

The Town Hall was organized to bring everyone up to speed with the latest developments of the company. MD/CEO MOL Pakistan, Dr. Gabor Vakarcs, emphasized upon the importance of trust being a fundamental ingredient to a healthy workplace environment, he further added, "Everybody in this organization is an important brick in the wall and together we have to care for the bricks as all of them have equal importance".



Dr. Vakarcs appreciated the young engineers working at the field, who are constantly contributing towards the improvement of technical procedures by introducing new and innovative ideas. Witnessing such hard work and devotion, the management decided to review new ideas that are being introduced and present an "Innovation Award" to innovative thinkers, encouraging them on their good work at optimizing processes.

The "Innovation Award" was presented to a team of people who successfully worked on the completion of the Cold Box modification job at the field. This achievement by the Process and Maintenance teams has resulted in an increase in the recovery of LPG, and has subsequently added on to the revenue of the company till the life cycle of the GPF. The recipients of the award from the Process section are Mr. Kashif Hafeez, Mr. Irshad Ali, Ms. Alveena Azeem, Mr. Hanifullah – Production Operator, Mr. Nadeemullah – Boardman, Mr. Adeeb Shah – Boardman and Mr. Muhammed Khalid – Production Operator. The recipients of the Innovation Award from the Maintenance section are Mr. Adeel Ahmed, Mr. Muddasir Nazar, Mr. Aslam Hameed, Mr. Muhammad Rizwan, Mr. Munir Khan, Mr. Kashif Reyan and Mr. Sohail Shakeel.

To recognize further achievements, the "Transparency Award" was presented to Mr. Bashir Ahmad – Security Guard and Mr. Muhammad Ijaz – Staff Car driver, for demonstrating exceptional honesty and support for the company as well as their service in protecting the company and its assets beyond the call of duty.

Additionally, to promote a culture of safety in the company, the "Safety Champion of the Month Award" is given to individuals at the field every month for their exceptional performance reflective of on-the-job compliance with HSE standards accepted industry-wide. The Safety Champion Award for the month of June 2018 was presented to Mr. Muhammad Sharif - Instrument Technician, Mr. Kashif Alam Khan - DCEP for July 2018 and Mr. Dawood Khan - Deputy Production Foreman for August



2018.

"Special Awards" were presented to the staff who performed exceptionally in response to accidental hazards. This recognition of contribution was granted to Security Guards, Mr. Abbas Khan, Mr. Mohammadi Shah and Mr. Azmat Ullah, for their timely response to prevent theft from the pipe yard at the CPF, while identifying the intruders. Their prompt action helped in recovery of the stolen goods and prevented a loss of USD 17000 to the company. Another award was presented to Mr. Zahid Amin for the Pipe Leak incident, where he had identified an attempted Hydrocarbon leak and theft point. His actions not only prevented the theft but also avoided acute reputational loss to MOL Pakistan. Subsequent to the award distribution, DMD/CFO MOL Pakistan, Mr. Andras Madi took the stage and talked about the results of the recently conducted Salary Survey. He re-iterated the company value of putting its people first and supported his statement by highlighting the efforts being

undertaken to modify the remuneration and promotions structure for the staff of MOL Pakistan. Afterwards, Mr. Madi introduced the new Director HR MOL Pakistan, Mr. Muhammad Khaleeq, who gave an enthusiastic and energy filled speech on "putting people first", garnering a heavy ovation from the audience.

At the end, MD / CEO MOL Pakistan, Dr. Gabor Vakarcs called upon Group Regional Advisor Middle East Africa & Pakistan, Mr. Ali Murtaza Abbas, DMD/CFO MOL Pakistan, Mr. Andras Madi and COO MOL Pakistan, Mr. Ahmad Nawaz to host the Q&A session. The Q&A session was for the attendees to participate and deepen their understanding on the discussed topics by communicating their queries and all questions raised were sufficiently catered to and accommodated by the respected panel.

ANNOUNCEMENT

MOL Pakistan welcomes

Mr. Muhammad Khaleeq who has joined MOL Pakistan as the Director Human Resources, from September 3, 2018. With a career span of over 40+ years and experience in multiple fields, Mr. Khaleeq will be responsible for the development of MOL Pakistan's HR function. We welcome Mr. Khaleeq and wish him success in his new role.

