

## Celebrations at CPF

A cake cutting ceremony, with the front line staff was arranged at MOL Pakistan's Central Processing Facility to celebrate the efforts of the Business Support Team. All Covid-19 task force members, inclusive of field management and department heads, attended the ceremony. Mr. Khawar Anwar, Field Manager, appreciated the efforts for business continuity and applauded the milestone achievement and contribution towards business growth during this critical time.



### Virtual E&P Townhall

On April 30, 2020, MOL Group Upstream organized its first virtual townhall, gathering approximately 600 E&P colleagues from Europe to Asia, with the goal to address the current crisis hitting the world.

Dr. Berislav Gaso, Group E&P EVP, provided more insight on the recent changes in the oil and gas industry, including the effects of the COVID - 19 pandemic over the last several months. He continued talking about the current situation within MOL Group, specifically within the E&P Division. Moreover, Dr. Gaso explained the rationale behind the economic measures taken by the company in response to the economic crisis, and with Mr. Thomas Quigley, Group E&P COO, responded to questions that E&P colleagues raised before and during the live session via Sli.do.

Although MOL Group had entered strong into the crisis, the following response must be to leave the crisis equally strong. Although the economic crisis will far outlive the pandemic, what can be done is to take care of our health and wellbeing, understand the changes, and adapt to the new circumstances as well as we can. The management was very grateful for the unbroken contribution of the E&P community by delivering their best and maintaining business continuity.

### Eid Ul Fitr at CPF



Social engagement events are organized on Eid every year at MOL Pakistan's Central Processing Facility (CPF). However, this time around organizing activities to engage maximum employee participation was more challenging than ever.

Social distancing norms and HSE protocols, during the event and its preparations, were strictly ensured. Addressing the challenge of fear in the minds and hearts of employees while engaging with other employees was also critical to handle. Arrangement of protective equipment such as masks, hand sanitizers, gloves etc. at the right place and in the right quantity, while following HSE protocols, was deemed significant.

All these challenges were combined with risk pre-evaluations, assessment and necessary control measures in order to achieve a positive outcome to deliver a safe and joyful Eid-ul-Fitr celebration for the staff. This was certainly not a one-man-job; determined volunteers from various departments came forth to form an Organizing Committee, and worked tirelessly for more than one week during the nights of Ramadan while performing their duties during the day. A complete plan was devised and duties were assigned to ensure effective participation and safe execution.

The events began with the Eid prayers, where everyone complied to the social distancing criteria. Online games and specific physical activities were organized keeping in view the pandemic situation. Every participant was made aware of the game rules keeping in view the social distancing norms. The event ended with a gift voucher distribution ceremony. The event received 70% engagement and, indeed, portrayed a much-needed sense of stability in these times of crisis.

### Understanding Changes and Adapting to the New Norms

On May 4, 2020, MOL Pakistan's top management organized its first virtual townhall, gathering approximately 165 staff members from across the country, with the goal to address the current circumstances.

At the occasion, Dr. Gabor Vakarcs MD/CEO MOL Pakistan spoke on the future planning of the company, the steps to be taken in light of the recent changes in the oil and gas industry, including the effects of the COVID-19 pandemic over the past several months. Dr. Gabor explained the rationale behind the economic measures the company is introducing in response to the economic crisis, and with Regional Vice President Middle East Africa & Pakistan, Mr. Ali Murtaza Abbas, DMD/CFO, Mr. Andras Madi and COO, Mr. Ahmad Nawaz, updated the staff and responded to questions that the colleagues raised during the live event. The discussion focused over the 35/35 day rotation and the management allayed the fears of the staff that this was a temporary solution in order to reduce the exposure to the virus for the travelling staff. The other points of discussion focused on the reduced working hours and how it would impact the staff at various levels, the management assured the staff that these steps had been taken to protect the majority of the staff and retention of employees was the first and foremost goal. The management assured that these were unusual circumstances and that these were unadvised with agility to overcome these obstacles.

### Working in Crisis Mode



"Work at the field is different now. "Social Distancing" is suddenly a word that we hear and announce daily. Fear and uncertainty are rampant. Anxiety thrives on the unknown. By and large, despite all the ups and downs, we've all become accustomed to relative stability and predictability. Everyone, responsibly, ensures waking up every day to a new set of rules, limitations, and changes. In these times of great stress, I encourage everyone to keep busy, to plow your negative energies of worries and sadness into something positive. Remember a diamond is a chunk of coal that did well under pressure. Time is tough but this too shall pass. Have faith, we will come out strong."

**Mr. Khawar Anwar - Field Manager, CPF**

"With reference to the ongoing pandemic situation, we are passing through tough and challenging routines at the field, which were never experienced before in our careers. Keeping in view the criticality and continuity of our operations, together we shall continue to work hard to achieve our goals. As the way of life has totally changed due to preventive measures, special consideration is given to perform our routine tasks. Despite the fact that rotation tenures are now extended and work force is lean, our morale and motivation is still high because we acknowledge the importance of the continuity of our business and its crucial operations. We do realize that these work schedules have a significant impact on our families who wait for us back home; yet, we do believe we shall pass through these tough times by collaborating with each other and we shall come out even stronger at the end of the day. "Pandemic is not a word to use lightly or carelessly. It is a word that, if misused, can cause unreasonable fear, or unjustified acceptance that the fight is over, leading to unnecessary suffering and death".

**Mr. Tahir Wali - Field Administration**

### Officer

"We learn each day, we unlearn each day, and we relearn each day. This is how we have managed successfully during the COVID - 19 Preventive Measures Plan at the field".

**Mr. Syed Ali Mardan - Chief Production Engineer**

"In the pandemic, also think of those who are sick due to hunger; be empathetic. The qualities and weaknesses of a person come to the fore in the event of a crisis; Show your strengths!"

**Mr. Syed Intisar Hussain - Deputy Chief Production Engineer**

"For COVID - 19 infection, the best way forward is the blended comprehensive approach which puts containment as a major pillar".

**Dr. Faraz Hameed - Field Doctor**

"Sometimes we are tested not to show our weaknesses, but to discover our strengths".

**Mr. Akmal Raza - Manager Maintenance**

"Hope is the only thing stronger than fear".

**Mr. Moazzam Ali - Manager Process**

"There is always a ray of hope, you just have to stay focused, and hope is what makes you focus even in the most difficult of times".

**Mr. Syed Sarosh Tariq - Lead HSE Advisor**

"In the lockdown phase, we are certainly locked but never down - Stay Motivated!"

**Mr. Hammad Azam - Lead SOD**

"Be INFORMED, Be PREPARED, Be SMART, Be SAFE, & Be READY to fight COVID-19. During this difficult time, it's more important than ever to work together for a safer future. All our dreams will come true, if we stand together victorious against the COVID-19 crisis."

**Mr. Shafiq Khan - Field Security In-charge**

"Have patience! All things are difficult before they become easy".

**Mr. Alam Zeb - Chief Engineer Execution**

"The world has changed tremendously and now we have to embrace the new normal".

**Mr. Kashif Alam Khan - Chief Engineer Process**

### The New "Normal" - Working from Home



"Working from home as a parent felt compelling as it made it possible for me to be there for my children. After years of office life, working remotely felt flexible. However it's turned into a big challenge for me as I had to balance my work life and family together at home. Although it was difficult at first but I was able to manage with my family's full support. I took advantage of my children's naptimes for staying productive to complete my tasks and meet deadlines. I also kept positive and found it inspiring to progress my work abilities while I feed or play with my children. I continue to strive for the better with the help and support of my colleagues and family."

**Ms. Sania Nizam - Executive Secretary, Operations Directorate**

"Initially, working from home was a challenging experience as we are tuned to the office environment, but eventually, it turned out to be a good and enjoyable experience of my life. Here, I must give credit to my management for providing me all the necessary equipment (laptop, mobile phone, VPN access, WebEx facility etc.), that help me in performing my job with the same zeal and spirit as I did in office. The things that I am missing badly are my office chair, my computer screen and sometimes the printer as well. The factor that I am enjoying the most is the big relief from two hours of travelling to and from the office daily, which not only saves my energy, but also my fuel costs. Here, I must appreciate and give credit to my two daughters for not disturbing me during office hours. It's a set rule that they can only enter Baba's office if they can do their homework quietly besides him. I am especially enjoying spending quality time with my family, I have realized the importance of work/life balance, and how it directly impacts one's physical and mental health. Though, I have put on weight, but as long as Dr. Tariq is with us, I am not worried at all, because I know once we return to the office, he will definitely issue me a revised diet plan".

**Mr. Ammar Bin Ikram - Deputy Chief Talent Acquisition & IMM, HR**

"At first, work from home didn't seem much of a challenge. My timings were flexible. I'd work within the comfort of my home space. I had my child around and knew what he was doing. I took little work breaks in between, during which I ran some home errands. It was all smooth at first. But then as time progressed, I soon realized that I have to take the rough with the smooth. Work from home came with a lot of distractions for which I had to arrange for - a designated work place. I found myself multitasking with a laptop in one hand and wearing headphones, taking voice meetings and conference calls, all at the same time. I scheduled my chores in a way that they wouldn't clash with my work hours. I am thankful to my family as they've been very cooperative in the matter. Without a doubt, despite all the challenges, it is indeed a great opportunity to spend more time with my son".

**Ms. Samia Ashraf - Expert - Service Desk & User Environment, IS, IT**

"By the grace of God, my work from home is going strong. My wife and kids have been very supportive in this matter. The pandemic situation would get worse day by day in Pakistan; I believe it's all about striving to become the best version of yourself, no matter what the situation. So, my family and I decided to set some SOPs for everyone's safety and health. Work from home doesn't seem as challenging as I might've contemplated, thanks to my cooperative family. I take little breaks in between during which I get a chance to check up on my kids and follow up on some home errands. I have incorporated a healthy diet plan for all our days' meals and take significant measures to boost our immunity system such as regular vitamin-C intake and walking daily for a healthy metabolism. We add natural herbs such as "turmeric", "cardamom" and "senna leaves" to our green teas which helps the body increase the production of detoxification properties. As long as we stick together, we stand strong. Nothing in this life is permanent, so I advise you all to stay safe and healthy and this too shall pass."

**Mr. Mubasher Masood - Senior Officer, Logistics & Fleet Management, CS**

"I personally feel that God has made us hit the "pause" button. We were all spiraling out of control, just going round and round in our routines. We have finally stopped to smell the roses! For someone like me who is a single parent, it is not easy working from home, as I say, I am currently doing 3 full time jobs - the office manager, being a full time mother and a house keeper, all rolled into one! The switching of hats from one role to another is hard, juggling online meetings with a hungry child demanding food can be tricky. But then we are resilient people, we shall settle down into this new norm and come up with ways to be more efficient and finally realize what is really important about life - balance!"

**Ms. Natasha Kamal - Chief CORA & Strategic Planning, Communications & External Relations CORA Directorate**