

MOL Pakistan's Corporate Social Responsibility (CSR) Newsletter Issue No. 11 - March, 2021

This Newsletter provides our colleagues and peers with information about MOL Pakistan's Corporate Social Responsibility (CSR) initiatives across the country. We would like to take this opportunity to share with you some of the wonderful work being done by our Corporate Affairs team, people who are passionate about bringing positive change to our local communities, through the hard work and dedication of the Community Development Department.

MOL Pakistan Celebrates International Women's Day 2021

This month we celebrate our women colleagues in the commemoration of International Women's Day on March 8th, 2021. We take this opportunity to recognize that supporting women's careers, and proving that talent has no gender is highly important to MOL Pakistan and part of our Corporate Social Responsibility (CSR) to be an inclusive and gender diverse company. At MOL Pakistan, we are committed to strengthening the culture of gender diversity and women's empowerment by promoting an environment that allows our women colleagues of various fields, backgrounds, experiences and ideas to contribute to jointly achieving results without boundaries or limitations.



Let's take a look at what International Women's Day means to some of our women colleagues as they share their answers to the following questions:

- **What does International Women's Day mean to you?**
- **With the on-going COVID-19 pandemic, as a woman, what are some of the challenges you face in your daily life? How do you overcome those challenges?**
- **Do you have a woman mentor in your life that has helped you either professionally or personally? If so, what is some of her best advice to you?**
- **What woman public figure, past or present, do you look up to, and why?**
- **What is the proudest or greatest achievement in your life?**



"Happy International Women's Day! On this occasion, I would like to thank all our women colleagues for keeping our company strong, especially during these challenging times. Your ability to maintain a healthy work-life balance, along with your professional commitments and responsibilities, is truly inspiring. A diverse workforce is key for the growth and vitality of MOL Pakistan. As such, we are pleased to support women in the pursuit of science, technology, engineering, and mathematics (STEM) education and careers. We believe the greatest resources we have are human creativity, ingenuity, and innovation, which are embodied by the women making a difference across all technical and non-technical departments at MOL Pakistan. Here's to women making the energy of positive change possible in Pakistan and beyond."

Mr. Thomas Quigley
Managing Director (MD), MOL Pakistan and Chief Operating Officer (COO), MOL Group E&P

Celebrating Women Colleagues at MOL Pakistan



"I believe that it is a day to celebrate women across the world. To celebrate the efforts they have made and focus on the challenges they still face in gaining equality and their just rights."

"Life became tougher for us! Juggling home, work and children was not easy before the pandemic, but the little respite we had due to schools, daycares and house-help, was taken away and we are now working 24/7. How can one truly overcome an impossible challenge?! You end up sacrificing your own individual needs and time, there is no other way out."

"I have been working for 30+ years, and when I started, there were hardly any women mentors around to guide us, but there were many people around me, kind enough to give me good advice at various points of my life. I think the best advice for me, was from my father. One week into my

first job, I walked home with a huge box file, and he asked me what was that, and I replied that I have some reading to do for work, so I brought it home. So, he sat me down and said, you are going to be married someday, will have a family and will be working at the same time. Try and keep your work life separate from your home life, otherwise it will be very difficult for you to be honest to either of them. When you are home, focus on the home, and when in office, focus only on your work, balance must be created. This piece of advice has served as a strong point of my work ethics always."

"My 'sheroes' are the everyday women I see around me, I learn from them every single day. I believe that each one of us is special, as we go beyond our defined roles, whether as a professional, a mother, a housewife, a sister etc."

"I have been lucky than most in achieving all my goals at a very young age *Alhamdulillah*. But the best is being the mother of a girl-child, who I am bringing up to achieve whatever she wants to be or do in life, no boundaries and no limitations at all! If I can achieve that I believe I have done my duty as a woman in every means of the way."

Ms. Natasha Kamal, Chief CORA & Strategic Planning, CORA Directorate

"Celebrating International Women's Day is an opportunity to raise awareness regarding women's issues and provide forums to find solutions together and to celebrate positive changes that have happened to create more equality."

"Corona virus has effected every one life's so badly, especially being a mother I am facing lots of challenges in my daily life. Most importantly is maintaining a good work life balance, so I have set work hours and stick to them. I plan enjoyable activities with my kids."

"Yes my mother is my good mentor she always taught me to be strong and believe in you no matter what happens stay focused to achieve your dreams."

"One of the best accomplishments of my life is that I opened my eyes to a home where I was given the best training with education, which is why today I am part of a great organization and raising my children to the best of my ability."

Ms. Sania Khurram Nizam, Management Support Professional, E & P COO Secretariat



"International Women's Day is a day of recognition of women's contribution to society."

"Managing work-life balance as well as familial responsibilities during the pandemic was a really big challenge, however, we managed it with patience."

"My mother is my best mentor and she advised me about sacrifice and to take great courage, which motivates me to handle all types of situations."

"Benazir Bhutto, being political leader, served our country and nation with great enthusiasm, which is an inspiration for me."

"When I become mother of my daughter, Maheen Fatima, that's my proudest and greatest achievement in my life because she completes my life, she is my reflection and I always say special thanks to *Allah* that he blessed me with a daughter."

Ms. Saleha Shazee, Assistant Administration Officer, Administration Department



"This day recognizes all the achievements of women, including those of my mother and elder sister, who have helped shape who I am today."



"Movement restrictions during the pandemic are difficult. Being a mother, sister, and daughter, I feel scared and protective for my kids and family."

"My elder sister is a doctor, I follow her Professionally and personally, and I am inspired by her hard work and her down to earth personality."

"*Hazrat Fatimah Zahra Razia Tala Anha*, is a vital character in the religion of Islam and is considered a role model for all Muslim women. Although there is controversy regarding different sects of Islam as to her political role, she is the daughter of *Muhammad* and is loved and venerated by all Muslims."

"Maintaining a happy and healthy family life as well as a career."

Ms. Rahat Bibi Land Revenue Specialist, Community Development Department

"For me International Women's Day is to celebrate Myself. To give myself a generous pat for being strong to the world but also vulnerable with my people. To celebrate every woman who never conform to senseless traditions, stood up for the right and amongst all adversities never gave up on their dreams."

"For me it is psychologically very challenging, the constant fear of the disease and seeing people loosing their loved ones is very traumatizing. But I try to keep myself busy as much as I can to deviate from negative thoughts."

"One of my best friend is my mentor. Her courage has taught me how to earn your way through this fast moving world. Once while I was ranting about the job market as a fresh graduate she said to me;

"Maheen, some people never start. They either have excuses or pointing fingers at others. You got to start somewhere. LEARN from different experiences and opportunities. You'll get to know yourself and things you're good at once you start trying. And along this process when you find people who helps you letting know your worth, be thankful and remember them."

"Lady Diana because she was strong and yet compassionate. She was never afraid to speak her mind and Unapologetically herself. One of her famous saying is: *'Two things stand like stone: Kindness in another's trouble, courage in your own.'*

"I believe I have yet to make my greatest achievement but my proudest moment was when I paid for my own tuition fee."

Ms. Maheen Khan Management Support Expert, Finance Department



Celebrating Women Colleagues at MOL Pakistan



"Every day which is marked and celebrated the world over is of utmost significance, especially for marginalized communities such as women especially in this part of the world. This day marks the landmark achievements of women in every sphere of life, and on this occasion we commemorate and acknowledge those contributions. Globally, it has become a powerful platform to further the cause of gender equality."

"Covid-19 has effected everyone world over, and that way, I am no exception. As the virus is mutating and we humans are still in process of adjusting ourselves on day to day basis."

"My mother is my mentor who has always advocated

and inculcated the self-respect and dignity to be the norms of our life."

"Though many women all around inspire me, but frankly I have always looked up to my mom to be my role model, as being an educationist, she was beacon of light not only for my family but for the whole community."

"After successful completion of academic phase becoming a proud member of MOL Pakistan's family is the greatest achievement."

Ms. Hina Iqbal Bangash
Administration Officer, Administration Department

"It is said that everyday should be women's day. It should be, but it isn't. But at least we do have 01 out of 365 days of the year which we know as International Women's Day and when we celebrate the amazing women in our society and all their achievements."

"With the ongoing COVID-19 situation, maintaining a normal life and balancing work and home is a challenge. Especially when you're working from home, scheduling your work like a normal day at the office is a task in itself. While it does present as a challenge, I think of it as a learning experience making us more adaptive towards a digital future and quite literally work-life balance."

"My mother has always been my mentor who has not only helped me in my personal life but has given advice which has benefited me professionally as well. She has always used her own life journey as an example in giving various advice whether it be regarding discipline or managing financials."

"Michelle Obama is someone who inspires me and obviously why wouldn't she! She is a smart, funny and accomplished woman with style having one of the best-selling memoirs. Successfully balancing life and leading by example is what I admire about her the most. She is indeed an inspiration for women and girls everywhere."

"Becoming the first female engineer, let alone the first female chemical engineer of my family (immediate and extended) is something I'm very proud of till date."

Ms. Hifza Inam, Deputy SD & HSE Advisor, SD & HSE Department



"To me, International Women's Day is giving honor to all women around this world by identifying their efforts and struggles for the achievements in their life and appreciating them for their strength, patience and cooperation within all situations and conditions to make the life better and beautiful. It is a day to show women empowerment."

"I would only mention that staying at home most of the times is a great challenge itself by controlling yourself in all situations, especially when you want to go somewhere and you cannot go and share your feelings for condolence, funerals or for being a part of the happy moments with your relatives and friends in this difficult time of pandemic, it is most of the times so heart wrenching."

"My mother is my mentor who has always been an inspiration to me, who has made me strong to face and tackle the hurdles in life. The best advice I have received from her is that 'build yourself a unique character of inspiration, always respect others without any difference of religion, age, cast or class and always do good to others and at all times keep in mind what goes around comes around.'"

"Mother Teresa has been a great role model to me because she did so many things to improve the lives of others including dedicating her life to helping people in need. Devoting your life to others is not easy. she is a deserving hero because of her acts of generosity, dedication, and compassion towards the poor. She personified a wonderful example for all of us to follow to simply love and help others without asking of either in return."

"The proudest achievement in my life is that I am independent, strong and stable to support my parents and my family by fulfilling their needs and wishes."

Ms. Amrozea Azeem, Management Support Professional, MD Secretariat



"International Women's Day is an occasion to celebrate the brilliance and resilience of women; to acknowledge and show support for them in their daily struggles; and to reinforce how extraordinary they are regardless of their professions, personal choices and status."

"As cliched as it may be, my mother has been a constant pillar upholding me throughout my life. Her advice, 'under given circumstances, everyone can be a sword, but only a few have it in them to be the shield.'"

"Sania Nishtar for her unwavering focus and relentless work to achieve the goals that she set out for Pakistan's social uplift and the improvement of our health system; and Jacinda Ardern for remaining steadfast against all adversity, be it natural or man-inflicted."

Ms. Mashaal Mahnoor
Sourcing Specialist,
Procurement Department



MOL Pakistan Provides Financial Assistance for Medical Expenses to Ailing Widow with Six Children in Village Khari Banda, Tehsil Banda Daud Shah, District Karak



As MOL Pakistan's community development work in the district of Karak is well-known and highly regarded, and where we are especially known for our positive relations with local communities, Mr. Wahab Ahmed approached our community relations officers in the field asking for financial assistance to help pay for his mother's medical expenses. The family is too poor to manage the medical expenses of their mother, Mrs. Noor Taj Begum, who suffers from various maladies including diabetes and arthritis. For diagnosis and treatment of her medical conditions, Mrs. Noor Taj Begum has to travel with the assistance of her children, via public transportation 5-6 hours away to military hospitals in Rawalpindi, Punjab. But to avoid long commutes and additional expenses, they would rather go to the closest government hospital in Tehsil Head Quarter Hospital Banda Daud Shah. The financial assistance provided by MOL Pakistan to Mrs. Noor Taj Begum will be used to buy her daily medication and pay for regular treatment at these healthcare facilities.

A widow, Mrs. Noor Taj Begum is 47 years old, her husband was a retired member of the armed forces, who passed away last year. Although she is provided a small widow's pension from the armed forces, her eldest son, Mr. Wahab Ahmed, who is a 24 year old school teacher, is the only one in their family earning an income. With the death of his father, Mr. Wahab Ahmed is now the head of their household. He feels responsible for his ailing mother and his younger brothers ages 12, 17, 19, 21, who are all currently studying. While Mr. Wahab Ahmed's elder sister, Ms. Sidra Khanum, age 26, is married with her own family, he wishes for his younger brothers to complete their education. Along with being a school teacher, Mr. Wahab Ahmed is also completing his Master of Arts (MA) degree in Urdu, while his younger brother, Mr. Israr Ahmed, age 21, is completing his Bachelor of Business Administration (BBA) degree. They both feel that by completing their education, all brothers will be able to earn better livelihoods and work towards a better quality of life, far better than the poverty they currently live in. Living on very meager means in a small home with limited furnishings and no material wealth, they do their best to keep up with their studies and keep their mother in good spirits despite her poor health.

Mrs. Noor Taj Begum and her entire family, are very appreciative of the financial assistance given by MOL Pakistan. They are especially grateful for the promptness of the donation, and the responsiveness of community relations officers, along with the polite helpful manner in which they were given the financial assistance. Likewise, they are all grateful for the company's CSR initiatives such as water supply schemes that have directly benefitted their village amidst the scarcity of water in their community.



Celebrating Women Colleagues at MOL Pakistan



"For me, International Women's Day is an opportunity to reflect, celebrate and admire all those women who have shaped the world positively through their unique contributions to the society."

"I had to align my marriage plan with a simple and modest function."

"Yes, I do have a female mentor. The advice she gave me was 'you are the average of the five people you spend the most time with.' I applied it to myself and it was very helpful personally and professionally."

"I am truly inspired by the work of Sharmeen Obaid-Chinoy (Pakistani Canadian journalist) on bringing to light inequality with women in society."

"I hail from a conservative family. So the greatest achievement so far is to get a professional degree in engineering and then start working in an oil and gas field that is also seen as a male-dominated field."

Ms. Razia Nisa, Production Engineer (Process), Production Department

"I consider it a symbolic day representing the struggles of women from all walks of life around the world who stood for their rights."

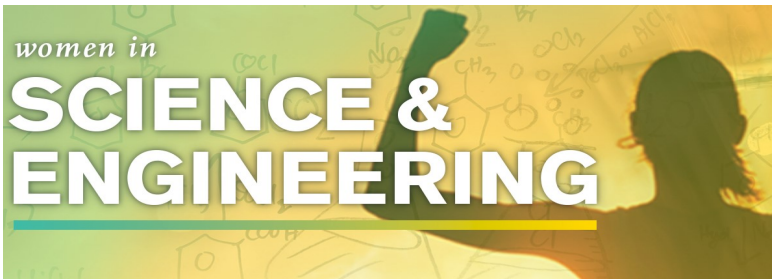
"All the challenges have been transformed as the new normal due to COVID-19 but on a lighter note, one of the challenges that women face daily due to COVID-19 is when wearing mask causes the makeup to be imprinted on inside of mask. I have not find the solution to it as of yet :D But there is no doubt that men and women both have suffered through COVID-19 pandemic and have become stronger than before to face the challenges."

"I consider my mother as my best friend and mentor as she is the practical example of a strong yet compassionate professional. The best advice I got from her was 'Never hesitate to apologize and accept your mistake if you have done something wrong but when you know you are on the right side, stand for yourself and never let anyone oppress you because silently bearing oppression is a greater evil than doing oppression.'"

"I would say Marie Curie, scientist who conducted pioneering research on radioactivity. She was the first woman to win a Nobel Prize, the first and the only woman to win the Nobel Prize twice, and the only person to win the Nobel Prize in two scientific fields. She is an inspiration for all women in STEM."

"Apart from the worldly rewards that one gets throughout his/her course of life, having no regrets, satisfaction with all life decisions and living a life with mindfulness and positivity are the achievements that I am proud of."

Ms. Sara Mujahid, Assistant Operations Geologist, Exploration Department



"This day means to uphold women's achievements, recognize challenges faced and focus greater attention on our rights. It reminds of the economic, social and political achievements of women in all fields of life and at the same time focus on the areas that require further actions."

"My mother is my woman mentor that has helped me both in professional as well as in my personal grooming. The best advice she has given is not to consider myself less than men in our society. As per her advice, 'one always has to be true to oneself without losing the willingness to be vulnerable in any field of life.'"

"Serena Williams, American tennis player who revolutionized women's tennis with her powerful style of play and who won more Grand Slam singles titles (23) than any other woman or man during the open era. Serena has shown an extraordinary power and resilience in all fields of life. Her manner to achieve excellence while still being herself has inspired me to excel without sacrificing my identity and belief."

"As a human being we are in a continuous struggle to be an exemplary person. Human life is an amalgamation of different values and attributes. Every time I attain these values and attributes I feel proud in maintaining the vertical climb of human life perfection."

Ms. Samana Ishaq, Reservoir Engineer, Reservoir Engineering Department

"For me it's a day of strength and resilience. A day where we celebrate each other and stand side by side to face the adversities head on."

"I think the only challenge I felt was working long rotations away from my family in early COVID-19 days. It was not only exhausting but worrisome as well and the only thing which kept me going was patience and trust in God. With each passing day, I think we humans have a unique ability to adapt to any environment and now this new normal does not feel strange anymore."

"I wouldn't say just one, I think I'm influenced by so many women around me who are unique in their own way and I admire them and does not shy away to learn their best traits."

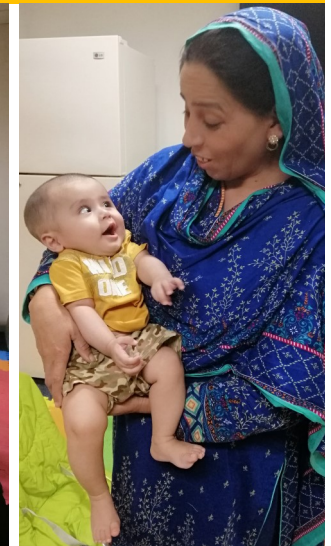
"I think all those women who had changed the course of history like Fatima Jinnah, Hazrat Aisha, Khadija RA, Fatima Al-Fihri, Benazir Bhutto, etc., and the ones who are making waves like Bilquis Edhi, Jacinda Arden, Mahira Khan, Muniba Mazari and so many more strong, compassionate and intelligent women we should all look up to for their incredible work, the life they've led or leading and touching hearts of so many people around the world in unimaginable ways."

"Being the first and the only one in the family working in an oil and gas field, away from my hometown for the last seven years, made a name for myself in the company despite numerous challenges and biases, I think is my greatest professional achievement, *Alhumdulillah*."

Ms. Rida Altaf, Production Engineer (Process), Production Department



Supporting Women's Careers at MOL Pakistan - Providing Childcare Facilities in the Field



Where is your hometown and where do you live? "My hometown is Abbottabad, but after my marriage, I resided Rawalpindi. My husband works for the armed forces so my residence keeps changing, currently I reside in Sialkot."

When was the childcare facility established? "The childcare facility was established in the field at the Central Processing Facility (CPF) in August 2019. It was done on my request since I was the first woman engineer working in the field to get married and experience motherhood."

How old is your baby? How old was your baby when you brought him to CPF? "My baby just turned two years old. He was only six months old when I first brought him to CPF."

How long did you use this childcare facility for? "I used the childcare facility at CPF for almost a year and half before the pandemic."

Was it challenging to bring your baby to work? "Bringing along my baby to CPF initially seemed challenging, but it was not as difficult as I imagined it to be. It was actually quite comfortable and doable."

Was the childcare facility helpful in looking after your baby? "The childcare facility was indeed very important and very helpful in looking after my baby. A 24/7 caretaker was specially hired for my baby and she would travel with me to CPF. Such provisions allowed me to spend my off time with my baby and a very pleasant environment was provided to my baby at the facility."

When do you plan on bringing your baby back to this childcare facility again? "Right now, my mother takes care of my child when I am at field as I have stopped bringing my baby to CPF due to the pandemic. But since my child is older now and passed the age where my presence around him is imperative for his growth, I am not planning to bring my child again to the childcare facility at CPF since he has outgrown it."

How would you have managed your career if this childcare facility was not provided? "It would have been impossible for me to continue my job if this childcare facility was not provided. I probably would had to quit my job and stop working in order to take care of my baby."

How did this childcare facility contribute towards the well-being of your child? "This childcare facility provided all the essentials for bringing up my infant in supportive and positive environment. I felt very comfortable in managing my job as well as my child because of this important facility. I will always be obliged to the management of MOL Pakistan for taking this initiative and providing me and other women engineers with an opportunity to work and be the mothers at the same time. Indeed, it is a major step towards improved talent retention and women's empowerment."

How did your colleagues and managers adapt towards your routine of taking care of your baby while you were working? "My colleagues and managers were very supportive, encouraging and welcoming. MOL Group in general, and MOL Pakistan in particular, has been the finest place to work. The professionalism of this company and the amount of respect provided to employees along with a very cordial working environment is something worth cherishing. The initiatives taken by MOL Pakistan for women's empowerment are the first of their kind in Pakistan. From hiring women engineers for field jobs, to giving us the opportunity to learn and grow, and allowing us to continue with our careers even after motherhood is something quite praiseworthy. I would like to pay my best gratitude to the management of MOL Pakistan for their efforts in letting us shine and providing us a platform to play our part."

Ms. Hina Arshad, Production Engineer, Production Department



Dear Colleagues and Peers,
Your valued feedback, input, comments and suggestions about MOL Pakistan's CSR initiatives are very much welcomed and appreciated!

Please send your email to:
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We thank our joint venture partners for supporting MOL Pakistan's corporate social responsibility (CSR) initiatives.