

connect



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Employer of the Year Award

Shazia Siddique

LCPL won Employer of the Year award 2015. It was ranked 3rd amongst the multinational companies contesting in 4th Employer of the Year Award, organized by Employers Federation of Pakistan. The results were announced in a ceremony on 2nd of August 2016 at Marriott Hotel, Karachi. This award is an acknowledgement of the implementation of best practices in the following areas:

- Management, HR Management & Employment practices
- Industrial Relations Practices
- Working Conditions, Health & Safety at work
- Corporate Social Responsibility
- Skills and Vocational Training Initiatives



Mr. Humair Ijaz CE, received the award on behalf of LCPL.

Editor's Note

Welcome to our Q3 Newsletter for 2016. Thanks to those of you who contributed to it as these contributions are vital to the newsletter's success.

We would like to thank all those who participated in the joyous occasions of 'Eid Milan Party' and 'Lotte Cricket', which were successfully arranged by LCPL. Such activities have always resulted in a positive impact, enhancing employee engagement and the overall interaction of all functions with each other, and therefore we expect such enthusiastic participation in future as well.

In the end, the newsletter committee would like to

thank all for continuous support and participation which is the main source of encouragement for our contributors. We would like to restate that we highly encourage companywide participation and all the suggestions regarding the newsletter are welcomed. So enjoy the issue and please feel free to share your ideas with the Newsletter Committee.

Hopefully this newsletter will be able to bring a smile to the faces of LCPL's hardworking employees. Happy Reading.....

Sincerely,
Newsletter Committee

CE Communication Session

Sadiqa Bashir



The 2nd CE Communication Session for the year was held on 26 August 2016 at LCPL plant site. The session was arranged to collectively review the yearly objectives and year-to-date performance against those objectives, with the opportunity of open communication and discussion.

Mr. Humair Ijaz commenced the session with congratulating and appreciating the entire PTA family on the completion of 50 million man hours achieved without a lost time case. Going through the key objectives for the year 2016, Mr. Ijaz shared his pleasure and gratitude on staying at par and beyond in achieving all the objectives set for the year highlighting the approval of revised PTA tariff in Finance Bill 2016, sustained domestic market share and improved cost structure. He also shared the recent developments in new business ventures forum and on the project of contributing excess electricity to the national grid over which the audience asked various questions and shared their ideas and knowledge of the subject.

He emphasized the fact that the Company has achieved highest-to-date production during 2nd quarter of FY 2016, which has played a significant role in improvement of yields leading to improved efficiencies and in effect to a profitable quarter despite the fact that the margins between PX and PTA prices remained weak. He overtly acknowledged the team work and dedication for excellence of every single member of the Company as key reasons behind this accomplishment. He also pointed out that due to improved energy situation in the country, the demand for PTA has risen which poses us at increased competition with PTA imports and therefore it is more essential for us than ever before to ensure 100% customer satisfaction; we need to provide our customers with the sense of reliability



through fulfilling their demand with quality product delivered consistently.

He concluded the session with Marry Lauretta's quote that "To be successful, the first thing to do is fall in love with your work". He said that it might be possible that we don't really love every part of our jobs, but this should be acceptable if we love most part of it. Nobody has ever been able to excel in the things that they are not passionate about; therefore he encouraged everyone to fully engage in their respective jobs and try to develop a liking for the parts they enjoy and think of the ways of improving the parts they find stressful.

Cost Effective Asset Addition

Jawad Amin & Faisal Tariq

LCPL team is constantly generating and implementing innovative ideas to deal with the highly competitive market of PTA. In an effort to realize variable cost savings, LCPL's manufacturing team once again demonstrated efficient project delivery with minimal capital involvement.

As per its original design philosophy, the Catalyst Recovery Unit utilized demineralized water for its process. The Technical team challenged this and came up with the idea of replacing demineralized water with waste water, which is available in excess at the plant. To fulfill this goal, a new heat exchanger was designed by the Technical team and later verified by the Project team. Extensive vendor research and technical correspondence headed by Project and Commercial teams lead to the placement of PO to a foreign vendor, at competitive rates.

Additionally, the Project team carried out an extensive research for the design of existing foundations and for old plant design record. Based on this, they were able to design the new civil foundation in-house which is an unprecedented feat at LCPL. Extensive efforts during foundation design resulted in significant optimization of cost and duration of construction works. A vigilant team effort ensured HSE compliance, and a dedicated Workshop support during construction phase led to smooth installation of the exchanger.

The project was successfully commissioned by Production team in August and has started contributing towards increasing the company's profitability.



Midyear Performance Evaluation of SGTs

Anoshia Ilyas



As part of its Autonomous Maintenance (AM) activities initiated on 1 June 2015, the TPM department carries out regular audits and assessments of all Small Group Teams (SGTs). Based on their performance, the teams are awarded according to their compliance to the TPM requirements.

A midyear audit was conducted on 26 July 2016 by a team comprising of HODs, Plant Managers and TPM Coordinators. Before the audit, the TPM team carried out a brief survey of the area to help the

SGTs prepare well for the big day.

Evaluation was carried out on the basis of document submission, information display board updating, process area markings, actual condition of the area and 5S sustenance of the block. Teams have been categorized in A, B and C grades and will be rewarded accordingly. This whole exercise has been very beneficial in creating an environment of competitiveness between SGTs, which in turn encourages the teams to perform better.

Turning Reaction to Pro-action

Sadiqa Bashir

The HR Function has recently arranged an activity based team-building session for the entire Finance department with the trainer Mr. Faizan Ahmed.

The entire session was half a day long and comprised of three different activities with the common theme of 'Turning Reaction to Pro-action'. The trainer first briefly explained the importance of pro-action and how being pro-active sets one on a sustainable long-term success path, followed by a short story on the subject. Finally, with role playing scenarios all the participants were engaged and observed the impact of pro-action on end results in a given situation which are always beneficial over the outcomes of a reactive approach.



The trainer emphasized that being pro-active is not essential just for our professional well-being but is also equally important in keeping our personal lives healthy. Pro-active attitude enables a person to stay calm and composed in the event of crisis as he/she has already planned in anticipation of such a possibility. Such individuals take responsibility and look for solutions instead of wasting their time and energy on blaming others and finding ways to give an equal and opposite reaction. Naturally, the studies have found that pro-active people inspire their co-workers and are generally admired as effective leaders.

Lastly, the session was concluded by Mr. Raja Waheed Ullah Khan appreciating the efforts of the trainer as well as participants.



First Aid Training

Syed Hameed Hussain Shah

Besides company employee development, Lotte Chemical management pays attention on the training of their vendors' staff. Dr. Feroz Patel and the Health Line team conducted a basic first aid training session for the drivers. The objective of this training was awareness and preparedness as to how to give assistance to injured or sick person in case of any emergency because without first aid a simple injury could turn into something much more severe.

This training includes the following contents:
Assessing a casualty, symptoms and sign of illness or injury, bandages, breathing & circulation, choking, bleeding, wounds, scalp and head wound, fractures, dislocated joints, spinal injury, unconscious casualty,



knee injury, severe burns, handling and transport of injured and carrier for one / two first aider.

A large number of drivers participated in this basic first aid training. First aid does not just facilitate recovery it also helps save lives. Keeping first aid training up-to-date is important to ensure incidents are dealt appropriately and in a timely manner.



Quick Problem Solving Methodology

Usman Iftikhar

Keeping in view the requirement of 24/7 availability of manpower due to the critical nature of plant operations, LCPL had rented out a residential facility in Gulshan-e-Hadeed, a locality in the vicinity of Plant. The accommodation was used to house some of the very key crafts from the Engineering team so as to allow for their quick mobilization to plant site in case of a Plant emergency. The residential facility was rented out through a third party contractor and constituted a significant portion of the annual expenditure.

In order to improve resource utilization, the Planning team suggested a unique alternative by proposing use of one of LCPL's in-house resources,

the LCPL Camp, for accommodating the standby manpower instead of renting out a separate property. This delineated the intangible benefit of readily available manpower to cater to plant emergencies quicker than ever before. Additionally, a cost comparative was prepared which confirmed the potential for a substantial cost saving.

The facility in Hadeed was consequently discontinued. The staff was mobilized to LCPL camp by the joint coordination of Planning and Administration Teams, and an orientation session for the staff stipulated all details pertaining to the code of conduct. The idea is anticipated to lead to significant cost savings in the years to come.

Challenging the Status Quo

Mubeen Mukhtar

Reverse Osmosis (RO) units are an integral part of the Demineralization Plant at LCPL. There is a recurrent issue of RO filters getting blocked due to fine solids in the raw water that passes through them, and this has the potential to cause damage to the filters in the long run. In September, significant signs of fouling were observed on these filters, which happened to increase dramatically, posing a concerning threat' by making the operation of the RO machine unfeasible.

Unavailability of RO machine meant higher production cost and a limitation to production capability of

de-mineralized water. To remedy this, the Technical team came up with an innovative idea to run this RO machine by by-passing the contaminated part of the machine altogether. The team carried out an extensive study using computer simulations before implementing the modification.

The results of the study were favorable, and consequently, the modification was approved and its execution phase was successfully completed with the help of Mechanical Maintenance team. The equipment is now in service and is working beyond expectations.



Encourage Good Thoughts

Shazia Siddique



Meet Ali Hassan Ayyoubi, our esteemed Lotte colleague who believes that either you are a part of the problem or the solution. He has chosen. He has chosen his goal in life to be the latter. His motto is: encourage positive thoughts. This guiding principle has helped him to start his very own initiative

or more like a series of initiatives to empower communities. Ali is the founding member of a Social Awareness Campaign "Encourage Good Thoughts". EGT was founded on 14 Aug 2012 with the Vision to contribute towards the betterment of Pakistan by evoking a sense of Patriotism, Positivity, Helpfulness, Dutifulness and Responsibility in every Pakistani.

Ali thinks that by encouraging positive thoughts, letting go of pessimism and being more optimistic about outcomes, people can really make a difference in the society; all they need is a slight nudge. From Conserve Water Campaign to Planting Trees, he is volunteering and in turn leading by example. According to him, this philosophy of optimistic self-reliance is just not relegated to local communities; it could also be scaled up to the national level. He plans to be engaged in more projects which encourage positive thoughts.

More than 20 Lotte fellows, including Arif Hussain, Syed Hameed Hussain Shah, Faizan Munir, Rana Shiraz



Asif Farooqi, M. Tariq and Nafees Ahmed to name a few have joined Ali's hand in this cause.

We congratulate Ali Hassan and his team for their relentless efforts in making society better.



Acquiring Technical Arsenal

Hassan Tariq



As part of its employee development framework, Lotte Chemical regularly sends its employees on specialized technical trainings. One such training on Allen Bradley Programmable Logic Controllers/PLC (a special type of digital computers used to automate various machines and processes at Lotte) was arranged on 7th September 2016, at Avanceon facility, Lahore, for LCPL's Instrumentation team.

Technical Training Manager, Mr. Yasir Maqsood, kicked off the session, and during the course of the training each member got to perform various exercises on the PLC trainer. This valuable hands-on experience coupled with the excellent theoretical knowledge shared by the

trainers, enabled each member to thoroughly understand the different aspects of reading and modifying the logic used for troubleshooting PLCs.

On the last day of the training, the team met Avanceon Marketing Manager and Engineering Manager to further strengthen the relationship between the two organizations.

Only a few days following the training, the team had the opportunity to apply its new learning on the 'Diverter Damper' module at LCPL's Co-generation Power Plant, and managed documenting its working in detail thanks to their newly-acquired knowledge base. It is evident that such trainings play a pivotal role in enhancing staff's technical skills.

No Challenge is Insurmountable!

Sayed Asim Ahmed

The Q-Regulator forms the heart of LCPL's Process Air Compressor (PAC) Motor Control System. It is responsible for controlling & maintaining the power requirement of LCPL Plant's electrical network at a value that does not incur any surcharges from KE. And needless to say, contingent on the criticality, it's imperative to maintain a healthy and reliable spare for it.

Recently, a spare Q-regulator was sought from a reputed manufacturer. However since it could only provide an upgraded version of the regulator which was programmed differently than the one installed at site, a challenge was set forth for the Electrical team.

Not to be fazed by un-foreseen situations, the Electrical team set about finding a solution and in the process managed to copy the programming of the



existing Q-regulator to a PC and subsequently upload it onto the new Q-regulator using specially procured cloning software. The efforts of Mr. Muhammad Safwan Khan (AM Electrical Core Plant), Mr. Abid Qayyum (AE Electrical) and Mr. Nadeem Bhatti (AE Instrumentation) played a vital role in coming up with this brilliant solution.

Completion of 13 Million Man-hours for the LCPL Employees without LTC

Shuaib Iqbal

Lotte Chemical Pakistan Ltd. has achieved another millstone in HSE Performance by completing 13 Million Man-hours for its employees without any Lost Time Case (LTC) On 07 August 2016.

Chief Executive Mr. Humair Ijaz congratulated the LCPL team & appreciated the efforts of all employees in achieving this world-class benchmark on account of their continued commitment, positive attitude, adherence to safety rules and responsible approach towards HSE.

General Manager Manufacturing Mr. Tariq N. Virk also appreciated the exceptional safety record set by LCPL team with continuous efforts which could not have been possible without great team work and responsibility shown by each and every person working on this site since the commissioning of this plant. He stressed on continuing the efforts in making LCPL a safe working place for employees, contractors and visitors and raise HSE performance to the next level of excellence.

The continued success of HSE Management System and its implementation is an indication of LCPL team's dedication which ardently work at all levels ensuring that the safe system of work performance is in place. The strong focus of the Management on Health, Safety and Environment defines our organization standards and success criteria. This remarkable achievement is a confirmation of the effectiveness of our HSE Management Systems (OSHAS 18001 and ISO 14001) and our team's commitment towards safety.

As a reward of their adherence towards safe work practices, LCPL employees were awarded shopping coupons.

LCPL Management is proud of this achievement and hope to maintain this record of excellent HSE performance in future as well.



13th Annual Environment Excellence Award 2016 for LCPL

Shuaib Iqbal

Lotte Chemical Pakistan Ltd. (LCPL) has been awarded 13th Annual Environment Excellence Award on 28 August 2016 in an auspicious award ceremony organized by National Forum for Environment & Health (NFEH). The evaluation was carried out by an independent panel of NFEH governing body.

Mr. Adnan Ul Haq (Technical & HSE Manager) received this prestigious award on behalf of LCPL in a ceremony held at Marriott Hotel Karachi.

Mr. Nasir Hussain Shah (Minister Transport-Sindh) was the Chief Guest of the ceremony, and expressed his views on environment and importance of its conservation & future planning before the commencement of awards distribution.

This achievement is a result of LCPL commitment towards environmental compliance, which is evident from noticeably better environment at our plant site. Being an ISO 14001 organization, LCPL understands growth and sustainability as "Meeting the needs of the present without compromising the ability of future



generations to meet their own needs." The company has made huge investment in its plant and equipments to comply with National Environmental Quality Standards.

Protecting the environment and preserving natural resources have always remained top priority under HS&E challenge programs. Lowering environmental burdens, reducing the gaseous emissions, recycling the solid wastes, and conservation of natural resources, flora, fauna and ECO system management are LCPL's ongoing objectives.

Defensive Driving Training

Syed Hameed Hussain Shah

HR Function is always keen to take all necessary precautionary measures to ensure employee safety. Our management strives to raise awareness of road safety among drivers through defensive driving to promote better driving.

A defensive driver training was arranged at plant site through Consult & Train who have vast experience in this field. A large number of drivers have participated in this training. Defensive driving involves being aware of potential issues and taking actions to avoid them before they occur, not merely reacting to hazards as they come along. The goal of this training is to alert drivers and be more proactive. Reducing risk through the avoidance of dangerous situations helps maintain driving safety on the road.



The trainer has shared some videos of accidents and learning. He also took a road test from the drivers. He also advised drivers that they can decrease the likelihood of accidents by practicing some good defensive driving skills. Road safety matters because of its very human and personal implications.

Promoting the Training Culture

Ahmed Ali Abedi

Continuous training of employees is an inherent part of Lotte culture. To support this, the Technical Training Centre provides a platform for organizing various technical, HSE, and RCMS trainings.

LCPL has very high standards of HSE, with various awards on safety in our repertoire. To recap the concepts of ownership of safety at individual level, Mr Tariq Mehdi conducted a session on Behaviour Based Safety on 21 July 2016. This particular session is arranged recurrently to educate LCPL employees about safe behaviour at work and home.

Rehan Shami (Process Support Manager – Oxidation) conducted a training session on ASPEN at LCPL plant on 30 August 2016; ASPEN is a modeling and design software used to study various aspects of process engineering. The session was attended by a number of engineers from Production and Technical Departments. There was good interaction between the trainer and attendees, which ensured that the participants came back with improved knowledge and skill with which they could be more useful for the company.



Contractor Management implements a system that manages contractors' health and safety, training programs and specific documents that pertain to the contractors. LCPL uses its local RCMS procedure on 'Management of Contractors' which contains comprehensive guidelines addressing all these aspects of contractors' management. Mr. Waheed U Khan, General Manager HR & IT, conducted a session on Management of Contractors on 21 September 2016. Representatives from all relevant departments participated in this useful and highly interactive session.



Visit of Sui Southern Gas Company (SSGC)

Shuaib Iqbal

Sui Southern Gas Company (SSGC) Ltd's HSE&QA team requested LCPL for a visit at its plant site with following objectives.

- Sharing of SSGC practices and learning from LCPL's experience on HSE&QA.
- Discussion on key features of HSE Management System for plant operations and Projects.
- Corporate presentation by LCPL's HSE team
- Brief tour of facility.

To honor their interest in LCPL's HSE Management System, a meeting was planned with SSGC team on 01 September 2016. The SSGC team was comprised

of Mr Amir Mumtaz Khan -ASGM(GS) , Mr. Tariq Aslam -DGM I/C(HSEQA) , Mr. Ali Ahmad -ADGM (HSEQA) & Mr. Shamail Haider -CE (HSEQA)

The team was warmly welcomed at LCPL site by Mr. Tariq N. Virk (GM -Manufacturing), Mr. Adnan Ul Haq (Technical & HSE Manager), Mr. Syed Qamar Alam (Engineering Manager). Mr. Syed Masood Ul Hassan (Production & TPM Manager) & Mr. Shuaib Iqbal (Assistant Manager-QHSE).

Full day briefing session was conducted with the team on HSE Management System, Projects Management & Fire Fighting Systems at LCPL. The SSGC team appreciated the LCPL's commitment on HSE Management System, HSE Trainings & on LCPL's excellent HSE performance records.



Risk Mitigated

Muhammad Zain Siddiqui

IS Limiter is installed at the Cogeneration plant and is very critical for safety of the plant's electrical distribution network. The IS Limiter needed to be replaced as the old equipment was damaged in March'16. The main challenge was the unavailability of the spare equipment and the alternative option of procuring a new one was a costly solution. Therefore it was decided to have the failed limiter sent to ABB Germany urgently and get it refurbished in minimum possible time. Considering the complexities involved with the handling of reverse logistics, remarkable efforts were made by Mr. Husain Hashmani to export the IS Limiter to ABB

Germany temporarily, and have it re-imported back to Pakistan after refurbishment, within only 5 weeks as opposed to the initially planned timeframe of 8 weeks.

Kudos to Mr. Husain, for his consistent efforts and brilliant handling of this critical case.



Eid Milan Party



Syed Hameed Hussain Shah



The Eid Milan Party was arranged on the first day after Eid-ul-Fitar holidays on Monday, 11 July 2016 in Main Mess. Mr Raja Waheed Ullah Khan along with his team welcomed participants.



Chief Executive Mr. Humair Ijaz wished Eid Mubarak to everyone. Staff members looked jubilant in the spirit of Eid and their joyous faces lit with excitement. This time light music was arranged in which "LOTTE Funkars" with a guest singer participated. Participants enjoyed with the singing of Mr. Tariq Mehdi, Mr. Amir Azam and Mr. Wasi Afandi. Variety of delicious food was served with music.



A Well-timed Decision Prevents Total Blackout

Muhammad Sajid Shafique

On 5 August 2016, the Production Shift team of Co-generation Power Plant observed sudden variations in National Grid frequency and subsequently in the Gas Turbine load. It was a rainy night and amid such conditions the Grid is vulnerable to failures. With the turbine set to operate in synchronized mode with the national grid, there was a high risk of a complete plant blackout given the circumstances.

The Shift Manager and Senior Shift Manager Co-Gen, responding to the urgency with a proactive spirit managed to put the Turbine on island or standalone mode in which the grid was completely isolated. The Shift Electrical Technician responded quickly when called upon to open the breaker, and within five minutes, the Turbine was put on the new mode. Only a few minutes

later, it was discovered that the Plant was saved from a complete power failure owing to decisive action, vigilant monitoring, seamless coordination, and minimal response time of the concerned personnel.

The efforts of Senior Shift Manager, Mr. Muhammad Sajid Shafique, Shift Manger Co-Gen, Mr. Muhammad Shahid and his team, and Electrical technician Mr. Mush-taq Ahmed are highly praiseworthy in this regard.

Following this incident, the Turbine was put on Island mode twice again during the weeks that followed, due to adverse weather conditions and Grid instability. On both occasions, the Plant was saved from tripping as the Grid was observed to be prone to erratic fluctuations.



Collaborative Work

Shahzad Ibrahim Ansari

Employee engagement is the extent to which employees feel passionate about their jobs, are committed to the organization, and put discretionary efforts into work. This is based on mutual trust, integrity, and two way commitment and communication between an organization and its members. It is an approach that increases the chances of business success, contributes to organizational and individual performance, productivity and well-being.

To enhance communication & collaboration within Production Department, various communication meetings were conducted at Oxidation / Purification /

Utilities and Co-gen plants during last quarter. The theme was to discuss with employees the business situation, contribution of Production Department in financial performance of the business, achievements of people, and new challenges. These meetings put a focus on collaboration and working together to prevail and improvise more effectively. It also provided an opportunity where people suggested many valuable ideas through mutual interaction on a larger scale.

The department has made it a point to arrange such sessions in future as well considering the overwhelming response received.



Lotte Chemical vs Lotte Kolson

Rushana Khan



The Lotte Group has always put an emphasis on achieving dynamic business partnership through strengthening links amongst its subsidiaries. In keeping with the values of Lotte Group, a Tape Ball Night Cricket Match Championship was organized by Lotte Chemical and Lotte Kolson on 9th September at the Little Master Hanif Mohammad Ground.

Trials were held by the Sports and Recreation Club beforehand at Country Club for team selection. A special trophy was fabricated in LCPL workshop for the event. This trophy will be rotated each year, passing on to the winning team in future matches. The teams played two matches. The first one was a welcoming match played between Senior Executives of both the companies. Both teams had put in maximum efforts which made for an interesting match and had the spectators on their feet cheering for their respective teams. Lotte Kolson remained victorious in this match.

In the main match, LCPL batted spectacularly. Lotte Kolson played equally well and fought tooth and nail to win the match. The competition was very close throughout the match and had the audience on edge rooting for their teams. The bowling of LCPL

team also remained extraordinary. Due to their amazing teamwork, LCPL was crowned the winner of this match.

The prize distribution ceremony was organized a while later and the LCPL team received their trophy amidst deafening cheers from the crowd. Mr. Kamran Saeed Khan was declared Man of the Match for his outstanding half-century. A group photo was also taken after which everyone proceeded to have dinner. All in all, the event remained a huge success.





Lotte Kolson - The Runners up



Lotte Chemical Pakistan - The Winners



Lotte Table Tennis Championship

Rushana Khan

The Table Tennis Championship organized by the Lotte Sports and Recreation Club is currently in Round-2, and is getting increasingly exciting with the progression of the rounds. Of the 44 players in Round-1, 24 qualified for this round. Players are divided into 4 groups of 6 players each. Each player is scheduled to play 5 matches against other group members, and top 4 players from each group will qualify for the pre-quarter finals.

With stakes higher than ever before, the Championship is the talk of the town in Lotte with employees rooting for their favorite players and attending matches in large numbers to support them. The event has lifted the spirits of the employees and inter-department competitiveness is at an all-time high.

Mr. Humair Ijaz has also graced the event with his presence on several occasions and is putting on a brilliant fight against his group opponents. Several important matches of the tournament favorites have been completed. Raza Anis remained undefeated in this round with 5 wins under his belt. Ramiz Ahmed won all 4 of his matches and is scheduled to play his final match in the upcoming weeks. Similarly, Mr. Lee, Raja Abdullah and Mati ur Rehman are undefeated till now.

We are all looking forward to the remaining matches of Round-2 and to find out who will finally become the Lotte Table Tennis Champion of 2016. Stay tuned for more!



Lotte Journey of Mr. Tariq Mehdi

Shazia Siddiqui

Mr. Tariq Mehdi - Currently 'Workshop and Site Development Manager' has been associated with the Company for more than 26 years.

He joined ICI's Soda Ash Business as an Assistant Engineer in 1990 and three years later, became Construction Engineer in the same business. In 1995 he moved to ICI's Polyester business as Assistant Manager Civil Works and in 1996 he moved to PTA Project as Assistant Manager Workshop and Development. Mr. Tariq Mehdi has contributed immensely in reshaping the Workshop. He has managed his team and resources very well and has lead many key developments including in-house repairing of Driers & Core pit. . He has conducted many training sessions on in-house repairing of parts and equipments. Considering his Mechanical expertise, he was also given an opportunity to look after the maintenance of Utilities Plant in 2007, where he also proved his forte. His career took an important turn in 2009 when he was given the role of HSE & Technical Training Manager. Keeping in view his dynamic personality, the Company decided to promote him as "Workshop and Site Development Manager" in 2013. . His passion and efforts towards transforming a barren and uninviting plant site into a beautiful environment-friendly place is worth mentioning.

While asking about his journey with the Company, Mr. Tariq Mehdi remarked,

"I have worked with few other larger companies and must say that I really found LCPL very ethical, caring, giving due-respect to its employees and well rewarding them for their contributions. I love the company and its working environment and believe that if we are sincere and love our job, we can deliver everything positively and perfectly and, be able to add value in it. Company has always recognized my hard work and rewarded me many times. I have a great respect for the Company and always pray for its brighter and prosperous future".

We truly appreciate the long service and commitment of Mr. Tariq Mehdi to LCPL. His dedication and loyalty will be cherished forever.



Internship Program at LCPL

Zia ur Rehman

Lotte Chemical Pakistan Limited. Internship Program is designed for the under graduate students; allowing them an opportunity to have real life work exposure in their relevant field of interest with LCPL.

At LCPL internship program, we ensure that Interns work on the challenging projects relevant to their majors under the supervision of a mentor for structured learning.

Our internship program is aimed to ensure maximum utility of the intern's ability and serve as test drive for academic learning in a practical scenario. The mentoring and constant monitoring by the LCPL is expected to be

mutually beneficial for both the interns and the Company. This year internships were offered in different functions.

An interactive session with the outgoing interns was held on Friday 12 August 2016 at plant site with the objective to obtain their feedback on their internship experience, learnings, and working environment at LCPL.

The session was very useful from the perspective of interns as well as the Company.

We expect that the exposure earned by the interns during their internship will help them in enhanced employability in the job market and the skills learned during the training will provide them a competitive edge for future job selections.



50 Million Man-hours Ceremony

Shuaib Iqbal



Lotte Chemical Pakistan Ltd. has achieved a world class milestone in HSE&S performance by completing 50 Million Man-hours without Lost Time Case (LTC) for its employees & all contractors on 25 May 2016.

As a part of acknowledgement and to celebrate this achievement, a ceremony was organized at LCPL site for the contractors' staff on 02 September 2016.

Mr. Humair Ijaz (Chief Executive) was the Chief Guest of the ceremony while Mr. Sang Hyeon Lee, Mr. Kee Seo Park, Mr. Kyoungmo Cho, Mr. Tariq N.Virk, Mr. Raja Waheed Ullah Khan ,Mr. Syed Qamar Alam, Mr. Syed Masood Ul Hassan & Mr. Muhammad Talha Khan were the guest of honors.

In the opening remarks, Mr. Adnan Ul Haq (Technical & HSE Manager) highlighted the background of HSE performance since the start of this plant and uphold of the highest safety standards at LCPL sustained by an excellent commitment . He appreciated the efforts of all employees and contractors' staff in achieving this world-class benchmark which would not have been possible without their continued commitment and responsible approach towards HSE&S.

Mr. Humair Ijaz congratulated the team & appreciated the efforts of all employees & contractors in achieving this milestone which is a practical evidence of commitment of the employees and contractors with HSE&S standards. He also highlighted that proactive behavior of LCPL employees and contractors are critical for safe operations and company's success.

In the end, certificates & gifts were distributed to all contractors by the Chief Executive recognizing their efforts and contribution in achieving the milestone. Gifts were also distributed to LCPL employees.



Plant Operations Sustained

Noman Hafiz

The maintenance team faced a significant challenge in July when high vibrations were observed around the gear drive system of the dryer. Prolonged operations in such conditions could have had serious implications for the dryer's mechanical integrity. Given the circumstances, there was a need for a calculated response from the maintenance team, starting from the identification of the problem, effective resolution planning and subsequent job execution.

It was identified that the support rollers of the dryer required adjustment, and as this could not wait till the planned plant outage, the equipment was immediately attended whilst the plant remained online. Although there were severe hazards associated with this job, notably the presence of acidic fumes and the requirement to work on unfenced machinery, the task was safely and



effectively executed by the Maintenance team through proper task planning. In particular, the efforts of M. Shoaib (AE Mechanical), Tariq Patel (SE Mechanical) and M. Arif (Mechanical Technician) were commendable due to their round-the-clock involvement on the field.

Following the rectification exercise, the vibrations were normalized and the equipment was protected from potential damage, which could otherwise have led to a plant outage and a substantial financial loss.

Plant Reactor Online Repairs

Noman Hafiz

During last quarter of plant operations, a concerning leakage of acid was reported from lute line of Oxidation Reactor. The excessive leakage of acid around the piping not only posed an HSE hazard but also increased vulnerability to the production process due to the criticality of this piping.

The Maintenance and Workshop teams jointly took up the task of containing the leakage on running plant through temporary measures. This constituted of the design and fabrication of a suitable clamp, and its installation and welding, during online conditions.



The collaborative efforts of Shahid-Ur-Rehman (Mechanical Technician), Rizwan Ahmed (Descon Staff),

and Zeeshan (Welder) are much appreciated.

Training at a Glance

Intermediate Excel



Mr Muhammad Ali of PSTD along with participants of “Intermediate Excel” held on 18-19 July 2016

Excel Literacy Programme



Mr. Tariq Mahmood HR & IT Manager along with Participants of “Excel Literacy Programme” held on 11 Aug 2016

Time & Energy Management



Mr. Asif Zaheer & Ms. Shazia Siddiqui facilitated a half day session on “Time & Energy Management” held on 28 Sep 2016

Taking Plant Upkeep Seriously

Rushana Khan

The Workshop team has always been very proactive in contributing to the upkeep of Plant of which there are numerous examples. One of the biggest undertakings this quarter was the renovation of Cooling Tower structure which had developed a dilapidated look over the course of many years. Its renovation job was huge in scope and spanned over several weeks. As a first step, the structure of all the cells was cleaned by the application of fire water. Next, the entire structure was painted to give the towers an overhauled look.



Secondly, the team performed an exemplary work on the Sundyne pumps, which are amongst the most critical equipments for the Plant process. One of these pumps had an issue of increased clearances between the mechanical components. The workshop team played a vital role by confronting the challenge to getting the damaged components repaired rather than discarded as waste. The parts were assembled

back into the gearbox to bring the pump into the normal running condition as before. This led to a substantial monetary saving for the team as well.

The spirit and efforts of the entire Workshop team are noteworthy in coming up with solutions to these diverse on-going technical challenges.

Medical Camp at Mosa Goth

Rizwan Ahmed

Lotte Chemical Pakistan Limited organized (free) Medical Camp on 27 September 2016 at Mosa Goth of Razzaqabad, Bin Qasim Town, Karachi. The Area Committee and Council members were also present at the camp to show their support for the cause. A team of professional doctors from Dow Medical Health Sciences examined the patients and then provided medicines accordingly.

Around 465 town residents including women, children and men visited the camp. Most of the cases identified in children and men were of chest

and viral infection. On the other side, iron & calcium deficiencies were reported in women to which supplements were distributed to the affectees. Other problems like osteoarthritis, low BP / weakness, skin problems (mostly scabies) , cough, flu and fever were also noticed.

Town locals were thankful to the LCPL Management and requested to organize such events more frequently in future where medical facilities can be received at their doorsteps.



Celebration of Independence Day

Asad Hayat & M. Hanif Patni

As Pakistan's 70th Independence day came around, Pakistanis across the globe flocked to stalls & bought National Flags, Shirts & Badges to show their patriotic fervor.

On 14 August 2016 we decided to celebrate Independence day of Pakistan along with Shift Group D. All arrangements were done at the midnight and the control room was decorated to create an ambiance of celebration. The entire shift team participated in

this festivity with great enthusiasm.

This was an appreciable positive activity that brought together all Management, Non-management & Contractor Staff to stand united under the hood of our Pakistani Flag.

Special thanks to the efforts of Asad Hayat and M. Hanif Patni for putting up the show.



Productive Cooperation

Muhammad Ismail Khan

The TA dryer at Oxidation plant is a rotating dryer used to remove Acetic Acid moisture from the product. Optimum health of the TA Dryer is essential to ensure seamless production. The Operations and Maintenance teams have striven hard together in the last few months to keep the equipment functional despite signs of equipment aging.

Repairs on the equipment were due on 29 July 2016, against which the Oxidation plant was put on hold. The entire activity was completed in just 12 hours, ensuring minimal production loss while keeping safety standards high. The highly-skilled Workshop team completed the repair job in record time.

The equipment again required repairs which were planned for 07 September. However in an unprecedented turn of events, Oxidation plant had to be taken on hold on 06 September due to electricity supply issues. This situation presented an opportunity which was once again extremely well managed by Operations and Maintenance teams by mutual cooperation, and the teams decided to perform the repairs on TA Dryer on that very day. Mutual smart planning, and work execution, enabled the teams to do the repairs in just under six hours, thereby reduc-



ing production loss by an additional six hours compared to the previous occasion.

Another minor repair was done on 19 September when the belts of the Dryer had to be replaced. The Maintenance and Operations teams again put their heads down and planned to do the job without putting the Oxidation plant on hold. The execution was perfect and in accordance with the planned strategy. This time the job was completed in merely half an hour while complying to all safety measures.

The spirits of the teams were lifted sky high after its back to back accomplishments in terms of planning and executing repairs under record time. This also testifies its ability to be detail-oriented and highly industrious when need be.

Exemplary Endurance of Purification Team

Muhammad Taimoor Aijaz

In recent times, PTA product quality suffered due to events at Oxidation plant. To remedy this, a consolidated procedure for handling the situation was developed by Production department including a special sampling regime.

Pro-active sampling, followed by strict control of

Plant parameters, and stringent monitoring, ultimately contributed to diminish the impact on product quality. It was a great achievement on behalf of the Operations team to cope with such an unprecedented scenario adequately and efficiently, and devise regimen that help to streamline processes for future as well.



Installation of Automated Teller Machine (ATM)

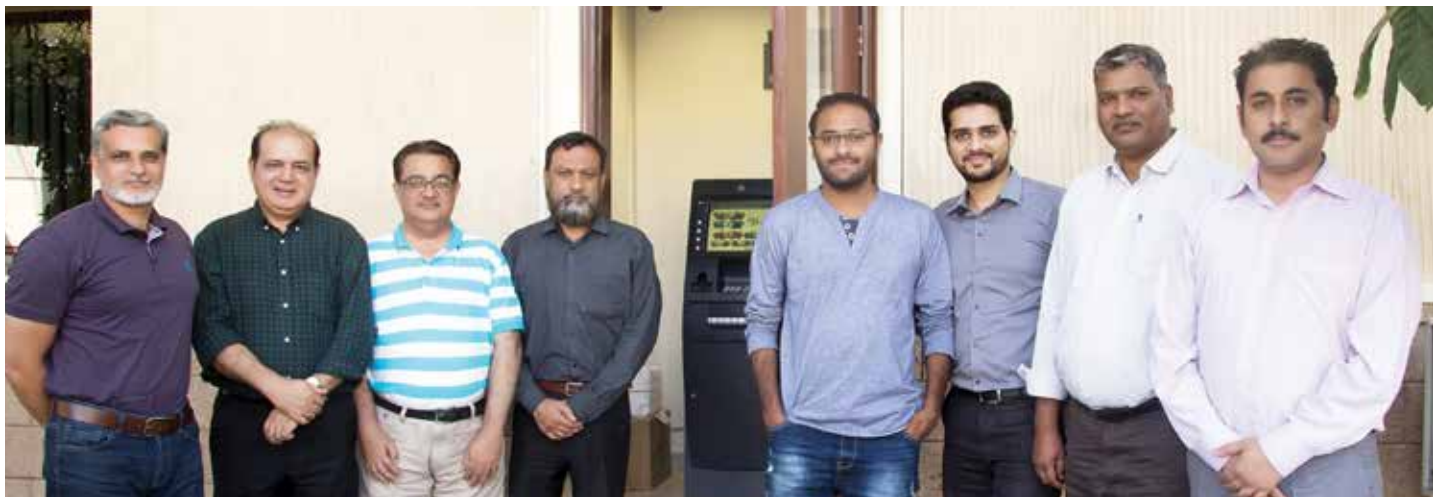
Syed Hameed Hussain Shah

To facilitate Lotte Chemical Pakistan Limited staff, an ATM was installed by Muslim Commercial Bank at main gate of plant site, enabling all employees to conveniently withdraw cash. It was inaugurated by the Chief Executive - Mr. Humair Ijaz

Employees with ATM cards can benefit from the following;

- 24 hours service
- Quick cash withdrawal
- Account balance inquiry
- Details of recent transactions
- Payment of utility bills

This facility will reduce the dependency on cash office. It is indeed another promising step by the LCPL management for facilitating its employees. Trust our colleagues will take full benefits of the facility.



Put your Best Work Forward

Rushana Khan

A training session titled 'Put Your Best Work Forward Everyday' was conducted by the highly-talented Mr. M. Adnan Azam from TerraBiz at Marriott Hotel on 16 August 2016. I was fortunate to be one of the 20 participants nominated for the session. On the day of the training, we were greeted by Mr. Adnan and invited to have tea with him, where we broke the ice by engaging in casual small talk.

The session was designed to equip us with skills to do exactly what its title promised. The training material was very engaging and well-researched; specifically modified to be relevant to the participants. Self-management, leadership skills and teamwork remained the main themes. The trainer was very successful in maintaining a careful balance between theory and activities, which kept

everyone interested throughout. I personally liked the part where he discussed various successful people from different walks of life and helped us analyze their common traits.

The session ended on a high note with a timed group activity which involved creating a stable structure with dry spaghetti noodles and tape, designed to support a piece of marshmallow at the top. One of the teams managed to pull it off quite brilliantly!

All in all, the training was a wonderful opportunity to help us re-strategize our daily activities. I am thankful to Lotte HR for frequently arranging such useful trainings to enable continuous learning and self-development.



Efficient Emergency Handling

Sammar Mazhar

The Natural Gas Booster Compressors (NGBC) located at Co-Gen plant functions to increase natural gas pressure to meet the Gas Turbine's inlet pressure requirement.

On 28 September 2016, the NGBC Hall Gas Detection Panel generated an alarm against natural gas leakage from NGBC-A. The standby equipment, NGBC-B, was started and NGBC-A was subsequently taken out of service. Owing to the Co-gen team's diligent efforts, the cause of leakage was identified in record time, and NGBC-A system was rectified to be taken back online and to prevent any potential for operational downtime.

Hats off to the team for their swift action, and for putting an audacious effort in solving the problem against hefty time pressure.



Farewell to Friends

Good Luck!



Farewell of Ms. Ambreen Malik, Executive Assistant on 31 August 2016



Farewell of Mr. Shahzad Munir, Market Research Manager on 31 August 2016

bye



Farewell of Ms. Ayesha Moin, Assistant Manager TPM on 29 July 2016



Farewell of Abdul Shafi Sheikh, Assistant Manager Planning on 16 August 2016.

All the Best!



Thank you for your hard work and dedication. Wishing you further success and happiness.



Mati Ur Rehman Sheikh completed 15 years of service on 1st July 2016. He joined the company as Apprentice in the year 1998. Presently, he is working as Junior Engineer Electrical in Engineering Department.



Kamran Saeed Khan, completed 15 years of service on 15th August 2016. He joined the company as Assistant Manager Maintenance in 2001. Presently, he is working as Maintenance & Inspection Manager in Engineering Department.



Syed Asim Ur Rahman, completed 10 years of service on 6th August 2016. He joined the company as Trainee Engineer in 2006. Presently, he is working as Manager Maintenance (Oxidation & Cogen) in Engineering Department.



Mashhood Adil, Sub Engineer Instrumentation - I, completed 10 years of service on 31st August 2016. He joined the company as Apprentice in the year 2000. Presently, he is working as Sub Engineer Instrumentation - I, in Engineering Department.



Muhammad Zubair Aslam, BE (Chemical Engineering), NED University of Engineering & Technology, Karachi,



Syed Abdullah Faiz, BE (Mechanical Engineering), NED University of Engineering & Technology, Karachi,



Hamza Sadruddin, BE (Electrical Engineering), National University of Sciences and Technology, PNEC, Karachi,



Rehan Abdul Rahim, BS (Mechanical Engineering), Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi,



Ehtisham Zia, BE (Chemical Engineering), Dawood University of Engineering & Technology, Karachi,



Hamza Salman Siddiqui, BS (Chemical Engineering), Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi,



Syed Zeeshan Ahmed Zaidi, BS (Electronic Engineering), Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi,



جناب چیف ایگزیکٹو نے اس بات کو بھی واضح کیا کہ کمپنی نے مالی سال 2016 کی دوسری سہ ماہی کے دوران ریکارڈ پیداوار حاصل کی ہے، جس کی بدولت منافع میں بہتری دیکھنے میں آئی۔ انہوں نے کمپنی ملازمین کے ٹیم ورک اور ہر فرد کی ذاتی کوشش اور لگن کو سراہا۔ انہوں نے مزید کہا کہ ملک میں توانائی کی صورتحال میں بہتری سے PTA کی طلب میں اضافہ دیکھنے میں آیا ہے اور ہمیں PTA اپورٹس میں بڑھتے ہوئے مقابلے کے پیش نظر لازمی طور پر صارفین کے اطمینان کو 100 فیصد یقینی بنانا ہوگا۔ اس کے ساتھ یہ بھی لازمی ہے کہ ہمیں اپنے صارفین کو ان کی طلب کے مطابق اور مستحکم بنیادوں پر معیاری پروڈکٹس کی فراہمی سے بھرپور کامیابی کا احساس دلانا ہوگا۔

اس سال چیف ایگزیکٹو کے ساتھ بات چیت کے دوسرے دور کا اہتمام 26 اگست 2016 کو LCPL پلانٹ سائٹ پر کیا گیا۔ اس سیشن کے اہتمام کا مقصد متعین کردہ سالانہ مقاصد اور ان پر اب تک کی کارکردگی کا مجموعی طور پر جائزہ لینا تھا۔



جناب حمیرا عاز نے اس سیشن کے اختتامی خطاب میں **Marry Laretta's** کے قول کا حوالہ دیا کہ ”کامیاب ہونے کے لئے سب سے پہلی چیز اپنے کام سے عشق کرنا ہے“۔ انہوں نے کہا کہ شاید یہ ممکن نہ ہو کہ ہم اپنی ذمہ داریوں کے ہر حصے سے بیزار کرتے ہوں، لیکن کامیابی مل سکتی ہے اگر ہم کام کے اکثر حصوں سے بیزار کریں۔ کوئی بھی آدی لگن کے بغیر مہارت کے حصول میں کامیابی نہیں پاتا، اس لئے انہوں نے ہر ایک کو تلقین کی کہ اپنی متعلقہ ذمہ داریوں میں مکمل طور پر مشغول رہیں اور کام کے پسندیدہ حصوں سے لطف اندوز ہونے کے ساتھ کچھ ڈوا لے حصوں پر بھی بہتری کے لئے کام کریں۔

جناب حمیرا عاز نے سیشن کی شروعات مبارک باد اور پوری PTA فیملی کی کارکردگی کو سراہتے ہوئے کی کہ کسی حادثے کے بغیر 50 ملین این آوری تکمیل کا سنگ میل عبور کیا جا چکا ہے۔ سال 2016 کے اہم مقاصد پر تبادلہ خیال میں انہوں نے اپنی خوشی کا اظہار کیا اور متعین کردہ تمام مقاصد کے حصول کے لئے مطلوبہ کارکردگی دکھانے اور سرگرم عمل رہنے کی کوششوں پر دلی مبارکباد پیش کی، ان مقاصد میں فنانس بل 2016 میں PTA کی ترمیمی ٹیرف کی منظوری، مقامی مارکیٹ میں مستحکم حصے کا حصول اور قیمتوں کے استحکام میں ترقی جیسے عوامل شامل ہیں۔ جناب حمیرا عاز نے نئے برنس ڈیپٹرز فورم سے متعلق تازہ ترین پیش رفت اور قومی گروڈ کوز انڈیکس کی فراہمی کے پروجیکٹ پر بھی تبادلہ خیال کیا جس پر ان سے مختلف قسم کے سوالات پوچھے گئے۔

ایمپلائر آف دی ایئر ایوارڈ

شازیہ صدیقی

- انتظامیہ، ہیومن ریسورسز کا اہتمام اور ملازمت کے مواقع پیدا کرنے کے طریقہ کار
- صنعتی تعلقات کا طرز عمل
- کام کا بہترین ماحول اور صحت اور حفاظت کا نظام
- تجارتی سماجی ذمہ داری کا احساس
- مہارت اور پیشہ ورانہ تربیت کے اقدامات

LCPL نے ایمپلائر آف دی ایئر ایوارڈ 2015 اپنے نام کیا۔ ایمپلائرز فیڈریشن آف پاکستان کے زیر اہتمام ہونے والے چوتھے ایمپلائر آف دی ایئر کے ایوارڈ میں کئی ملٹی نیشنل کمپنیوں کے مقابلے کے باوجود اس اعزاز کا حصول ہمارے لئے ایک سنگ میل کی حیثیت رکھتا ہے۔ یہ ایوارڈ درج ذیل شعبوں میں ہماری جانب سے بہترین تجربہ بات پر عمل درآمد کا اعتراف ہیں:





محسوس ہوتا تھا کہ وہ جیت اپنے نام کر لیں گے لیکن LCPL کی جانب سے نئی تلی باؤلنگ نے انہیں جیت سے محروم رکھا۔ اس پورے میچ میں سخت مقابلے اور بہترین بیٹنگ و باؤلنگ نے شائقین کو محظوظ کئے رکھا اور وہ باؤلنگ لائن پر نعروں اور شیٹوں سے اپنی ٹیم کی ہمت افزائی کرتے رہے۔ شاندار ٹیم ورک کی بدولت LCPL ٹیم نے میچ میں کامیابی حاصل کرتے ہوئے جیت کا سہرا اپنے سر سجایا۔

اس سنسنی خیز میچ کے اختتام پر تقریب تقسیم انعامات منعقد کی گئی اور LCPL ٹیم نے شائقین کی بھرپور داد اور تالیوں کی گونج میں ونگ ٹرائی وصول کی۔ کامران سعید خان اپنی شاندار نصف سنچری کی بدولت مین آف دی میچ قرار پائے۔ اس موقع پر گروپ فوٹو سیشن بھی ہوا جس کے بعد ایک عشائیہ کا اہتمام کیا گیا۔ مجموعی طور پر یہ چیمپئن شپ شاندار تفریح کے ساتھ بہترین کامیابی سے ہمکنار ہوئی۔



connect



Lotte کیمیکل بمقابلہ Lotte کولسن

روشن خان

درمیان کھیلا گیا۔ دونوں ٹیموں کے بھرپور کھیل نے میچ کو دلچسپ بنائے رکھا اور اپنے شائقین کو بھرپور تفریح مہیا کی، شائقین نے بہترین کھیل پیش کرنے پر ٹیموں کو خوب داد سے نوازا۔ اس سنسنی خیز مقابلے میں Lotte کولسن کی ٹیم کامیابی کا سہرا اپنے سر سجانے میں کامیاب رہی۔

اس چیمپئن شپ کے اہم میچ میں LCPL نے پہلے کھیلتے ہوئے بہترین بلے بازی کا مظاہرہ کرتے ہوئے شائقین کو داد دینے پر مجبور کئے رکھا۔ جواب میں Lotte کولسن نے بھی جیت کے لئے ایڑی چوٹی کا زور لگا دیا اور ایک موقع پر ایسا بقید اگلے صفحہ پر

Lotte گروپ نے اپنے ذیلی اداروں کے مابین تعلقات کو فروغ دینے کے لئے ہمیشہ متحرک کاروباری شراکت داری پر زور دیا ہے۔ Lotte گروپ کی ان اقدار کے پیش نظر Lotte کیمیکل اور Lotte کولسن نے 9 ستمبر 2016 کو لائل ماسٹر حنیف محمد گراؤنڈ پر ایک ٹیپ بال ٹائمٹ کرکٹ چیمپئن شپ کا اہتمام کیا۔

اس چیمپئن شپ کی تیاری اور ٹیم سلیکشن کے لئے اسپورٹس ایڈزری کرینیشن کلب نے کنٹری کلب میں ٹرائلز کا اہتمام کیا۔ اس تقریب کے لئے LCPL ورکشاپ میں ایک خصوصی ٹرائی تیار کی گئی۔ یہ ٹرائی ہر سال اور آئندہ کے میچز کے لئے چیتنے والی ٹیم کو دی جائے گی۔ چیمپئن شپ میں ٹیموں نے دو میچز کھیلے۔ افتتاحی میچ دونوں کمپنیوں کے سینئر ایگزیکٹوز کے

LOTTE CHEMICAL PAKISTAN LTD