

connect



Wage Settlement 2015-16 with CBA completed amicably



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Wage Settlement 2015-16

Rizwan Ahmed



The LCP LUnion (CBA) and Management signed the wage settlement for the year 2015-16 on 15 Sep 2015. Both sides presented their respective charter of demand which was then followed by numerous discussion sessions between CBA and Management teams.

CBA team members included:

Tamia Rizwan (General Secretary),
Furqan Ahmed Qureshi (Joint Secretary),
Kamran Khursheed (President),
Syed Abdul Wahab (Vice President)
Rameez Ahmed (Finance Secretary).

Management team members included:

Kamran Saeed Khan (Maintenance Manager),
Shahzad Ibrahim Ansari (Plant Manager Utility),
Hameed H Shah (Administration Manager),
Sohail Abbas (TPM Manager),
Amir Azam (Manager Instrumentation),
Kashif Majeed (Accounts Manager)
Rizwan Ahmed (Asistant Manager General Affairs).

At the signing ceremony, Mr. Humair Ijaz – CE appreciated the mature attitude with which both teams conducted the process of negotiation, and reached a win-win agreement. He congratulated both teams. In order to celebrate this momentous occasion a dinner was arranged on 11th Dec 2015.

Dear Readers,

We are pleased to re-launch our Newsletter with great enthusiasm and excitement.

Under the guidance of the CE – Mr. Humair Ijaz a new Newsletter committee has been formed which includes; Mr. Shahzad Munir, Ms. Shazia Siddiqui, Mr. Zain Rahman and Ms. Ambreen Malik.

It gives us great pleasure to share the contributions of so many of our colleagues in this Newsletter. This edition will hopefully help you in recollecting many cheerful memories from last year, including the various projects, initiatives, and achievements made by the entire Lotte Team.

We would also like to take the opportunity to thank all our colleagues who contributed in writing these articles. We hope that this spirit continues in all future editions as well.

The Newsletter Team welcomes any suggestions/feedback that you may have. It is our goal to produce the publication which will provide the reader with a very rich and immersive view into the Lotte Family.

Sincerely,
Newsletter Committee



LCPL Welcomes Mr. Humair Ijaz

Waheed Ullah Khan & Shazia Siddiqui

On 23rd June 2015, Mr. Humair Ijaz was appointed as the Chief Executive of Lotte Chemical Pakistan Limited. He has been associated with ICI Pakistan and then LCPL since 1993. In his 22 years of experience, he has held various leadership roles in Marketing, Sales, Supply Chain, and Information Technology. He was appointed as the Commercial Manager in 2008 and through his leadership he played an important role in reshaping the commercial function, and creating significant value for the Company.

Mr. Humair Ijaz has done his BS in Electrical Engineering and MBA Finance from Virginia Tech, USA. He is an avid musician and recently has developed a passion for photography. He is married and has two children.

We welcome Mr. Humair Ijaz in his new role and wish him the very best. In a message to the LCPL team following the announcement, he said:

“ *It is with great excitement and commitment that I welcome the opportunity of serving as Chief Executive for Lotte Chemical Pakistan Limited. As I take on my new role, I feel very fortunate to be working with one of the best Team. I have always believed that the greatest strength of our organization is our People and our Culture. My promise is to do my best to further build on these strengths and keep the lines of communication open so that we all understand our challenges, direction and goals.*

All of us know that globally the PTA Industry is faced with adverse market conditions. In this difficult time, I see great opportunity for all of us to learn, improve and grow together. I am confident that with passion and hard-work we can take LCPL to even greater heights.

”



LCPL Wins Awards

Zia ur Rehman & Nizar Ismail Lalani



Employers' Federation of Pakistan organizes Employer of the Year Award to recognize and honor the efforts of organizations for their contribution and commitment towards Human Resource and Workplace Safety. In this regard, the ceremony was held at MovenPick hotel, Karachi on 9th September 2015. The Chief Guest was Dr. Aisha Ghous Pasha, Minister of Finance, Government of Punjab.

Lotte Chemical Pakistan Ltd participated in this event and retained its position by winning the 1st Prize for "The Best Enterprise for Human Resource Development Award", the most coveted trophy in

Pakistan's Human Resource. LCPL also won the 1st prize for "The Best Enterprise for Work Place Environment Award" and "The Best Chief Executive Officer Award" in medium size Organization category.

Total 36 companies participated in this event including multi-nationals and large-size local organizations and other entrepreneurs. Some of them were PARCO, Allied Bank Ltd, Agha Khan University & Hospital, QICT, Crescent Steel, etc. LCPL was the only organization to win the 1st Prize in all three categories.



President of Pakistan awarded a Gold Medal to Mr. M Safwan Khan

HR Team



His Excellency Mamnoon Hussain, President of Islamic Republic of Pakistan presented a Gold Medal to Muhammad Safwan Khan (Assistant Manager Electrical Reliability & Hazardous Area) on Dec 22, 2015 at the President House in Islamabad. The medal was presented to acknowledge his efforts towards the revival of international events in

Pakistan after the attack on the Sri Lankan Team in 2009 and his commitment towards Environment, Peace and Humanity.

We congratulate Safwan on this remarkable achievement and wish him more success in the years to come.

A Paradigm of Success

Abdullah Hussain

A short shutdown of seven days was planned during second week of September 2015. The Primary focus of this outage was Process Air Compressor (PAC) bearing replacement, de-blocking of pre-heaters tubes, GTG semi annual inspection and overhauling of NGBC.

A total of 325 jobs were carried during this shutdown and 318 contractual staff were present on site. Safety remained of paramount importance for the entire manufacturing team and the target of zero-injury was achieved.

Short Shutdown September 2015 was completed successfully attributed to the prodigious effort of LCPL's management and non-management staff. The manpower and material resources were superintended by Contracts Administration and Planning Section and the overall short shutdown was completed within budget. Well timed allocation of resources to critical path activities was one of the critical factors towards successful competition of the short shutdown.



Visit of K-Electric & PICT Team

Shuaib Iqbal

On the request of K-Electric & Pakistan International Container Terminal Ltd (PICT), a tvisit was arranged by HSE & Technical Training department to give them an understanding of LCPL's HSE Management and Fire Fighting Systems. The teams were warmly welcomed at LCPL plant site by Mr. Shabbir K. Hussain (HSE& Business Development Manager), Mr. Shuaib Iqbal (Assistant Manager - QHSE) & Mr Ahmed A. Abedi (Technical Training & IMS Coordinator).

Full day briefing sessions were conducted at LCPL Technical Training Center. The visitors appreciated LCPL's commitment to HSE Management, Fire Fighting systems, HSE Training, and commended LCPL's excellent HSE performance records.



Eid Milan Party

Hameed Hussain Shah

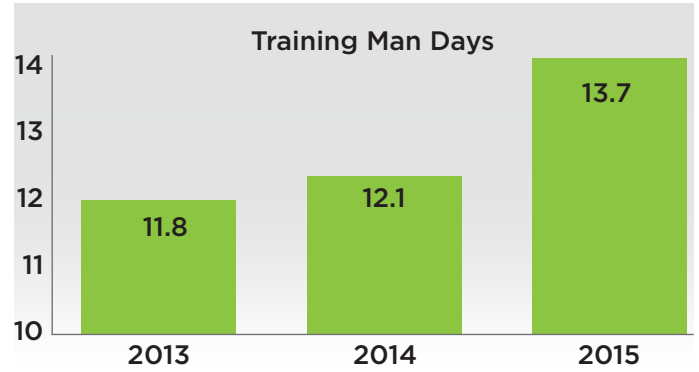
An excellent Eid Milan party was arranged by the Administration Department on Friday, 24th July 2015, at LCPL Plant Site. This provided an opportunity to all LCPL employees to exchange Eid greetings and enjoy a scrumptious lunch together.



Technical Training Centre

Ahmed Ali Abedi

Since the existence of TTC it has been the training hub of LCPL and has played a key role in developing a Learning culture at LCPL. This year significant improvement was seen in the statistics of trainings compared to the previous years. The overall tally of Technical & HSE trainings organized by TTC has touched the highest ever number of 109, surpassing the previous best of 100 in 2014. Similarly training man-hours (combined for management, non-management and contractor staff) also increased correspondingly.



Awareness & Transition to ISO 9001:2015

Ahmed Ali Abedi

ISO standards are the benchmark for almost all the activities at LCPL. This accentuates the need to evaluate the effectiveness of the standards and suggest changes to drive continuous improvement within the organization.

Based on this theme; TTC organized a 2 days session on Awareness and Transition to ISO 9001:2015 in collaboration with URS on 18th & 19th Nov 2015. Around 21 participants attended the session from all departments of the business.

Behavior Based Safety – Basic Level

Ahmed Ali Abedi



Behavior Based Safety (BBS) is an approach that can be applied successfully to prevent accidents. The importance of BBS is being recognized globally, across all industrial sectors. It helps to enhance the commitment of the employee and employer. Technical Training department organized two awareness sessions on Behavior Based Safety for LCPL employees on 18th August & 14th October 2015, at LCPL Site to improve the HSE culture within the company.

Mr. Tariq Mehdi, Manager Workshop & Site Development with over 35 years of experience in the field is a renowned name in plant safety, he conducted both the sessions.



Hazard Study Awareness

Ahmed Ali Abedi

Process cannot be hazard free. The only way to operate complex process plant is to assess the risk, minimize it during the design phase and to operate it as per operating guidelines and engineering procedures. In mid 19th century, followed by major plant accidents, the world realized the need for a systematic study to identify hazards and suggest their mitigations at early stages well before erection of the plants.

To address this need, ICI developed Hazard Study Techniques which were recognized globally and are now an important tool in all the processes for

engineering and aeronautical industries. Hazard Studies play a pivotal role in any process industry's design and modification. Hazardous plants like LCPL utilize this comprehensive tool not only to identify the hazards associated with plant but also to recommend control measures. A two days Hazard Study Awareness session was organized in 24th November 2015.

Mr. Adnan Ul Haq, Technical Manager and also a certified Hazard Study Leader by ABB, facilitated the session. Representatives from all relevant departments participated in this session.



Introduction to ASPEN IP21

Ahmed Ali Abedi



Monitoring of process plant is a basic requirement to sustain plant operations, there are various monitoring tools/software available in the market. LPCL is using ASPEN for this purpose, and ASPEN is a modeling and design software used to study various aspects of

process engineering. Ms Rehan Shami, Process Support Manager - Oxidation), conducted a training session on 10th December 2015; the session was attended by a number of Engineers from Production and Technical Departments.

Managing Contractors RCMS Awareness Session

Ahmed Ali Abedi

An awareness session was organized on 25th November 2015 to understand the significance of HSE obligations and the risk associated with managing contractors. The session was based on an interactive pattern to mutually understand HSE requirements for the Management of Contractors at LCPL and the role of a contract manager at the site.

Mr. Waheed U Khan, Corporate Human Resource Manager having a vast experience in the field of HR and Handling of contractors facilitated the session. Mr. Waheed is very well versed with legal implications of contractors' management.



Plant Modification System

Ahmed Ali Abedi

Management of Change (MOC) has been recommended to be an important part of chemical process safety since the British Inquiry Board's investigation report on Flixborough -UK incident in 1974. The USA Occupational Safety and Health Administration (OSHA) regulation formalized MOC as one of the 14 elements of its process safety management regulation in 1992. The main requirement is

that a thorough review of proposed changes to be performed by a multi-disciplinary team to minimize the chances of missing a hazard. With an aim to educate the plant team a session was conducted on Plant Modification System on 20th October 2015, by a very experienced resource of LCPL, Mr. Asad Ahmed Khan, Process Engineering & Development Manager.



5S Year End Evaluation Rewards

Ayesha Moin & Anoshia Ilyas

SGTs participated in field activities with great enthusiasm and team spirit. Visible improvements have been observed in floor space utilization, as many unnecessary things have been removed from the area, shared responsibilities as well as vision of more comfortable and efficient workplace motivated employees to take action and make improvements. For team-driven strategies like TPM and 5S to truly take root in an organization, group performance must be recognized in a way that highlights both the team's accomplishments and reinforces the process of working together. With this view year-end 5S performance evaluation was done in January 2015 and all the teams that met the evaluation criteria were rewarded.

Among 11 teams SGT-Workshop got highest scores and was rewarded as per agreed protocols. To foster their team's bonding further, the members of SGT-Workshop took initiative to arrange a 3 days visit to Dubai with the reward money on 22nd May 2015.

SGT C2 was awarded 2nd position so a domestic trip to Skardu was arranged for SGT-C2 members. Skardu is known as a place that presents a unique contrast of high peaks, deep gorges, straddling glaciers, vast deserts, sandy plains, blue lakes, colorful panorama, lush green oasis and villages. Trip included visit to many breath taking places like Batakundi, Lake Saif-ul-mulook, Gilgit, Kachura Lake, Deaosai plains and Satpara Lake.

After the desert Safari trip of SGT Workshop in Dubai and mountaineering expedition of SGT C2 in Northern Areas of Pakistan, SGT A1 and Lab 1 have decided to explore the beauty of Arabian Ocean at Charna Island. Charna Island is known to be the best island for snorkeling, cliff jumping, cave exploration and many more because of the presence of widely varied marine life and different kinds of coral reef. The team enjoyed cliff jumping and remarkable experience of Snorkeling and fishing in a deep sea.



Introduction to Piping Stress Analysis

Ahmed Ali Abedi

Piping Stress Analysis is a study to optimize proposed piping layouts in process plants; by gauging the response of the system under various operating conditions for compliance with the limits of applicable codes and standards. This analysis is also applicable to registered piping modifications at our plant. However, due to lack of expertise, this has usually been outsourced. To remove this deficiency, the Project Team took the initiative of developing awareness through an in-house introductory session conducted by Mr. Faisal Tariq, Project Engineering Manager, on 26th November 2015.



5S midyear performance evaluation

Anoshia Ilyas

Implementation of 5S is like a win-win situation both for the employee and employer. Overall 5S methodology minimizes waste, losses, improves efficiency and ensures efficacy of employees in productive tasks by better allocation of valuable resources. 5S implementation beats all odds and cultivates strong and positive culture of team work with continuous improvement and skill development. 5S implementation at LCPL inculcated discipline required to enable each individual to achieve and maintain world class environment. After successful implementation of 5S on all blocks of LCPL plant in 2014, all Small Group Teams sustained 5S activities in their respective areas from January 2015. To evaluate the performance of all SGTs, 5S midyear audit was conducted on 19th August 2015 by TPM performance assessment committee comprised of all HODs including Mr. Eun Pyo Hong.

SGTs were assigned scores based on the submission of documents related to 5S activities, 5S board



update and 5S sustenance in designated blocks. All 11 SGTs were categories in A, B and C grades based on their cumulative scores, later in mid august all SGTs were rewarded in the reward distribution ceremony.



Reward Distribution Ceremony

Anoshia Ilyas



To appreciate the efforts and hard work of employees, Sustainability department organized a Reward Distribution Ceremony on 9th October 2015. Mr. Humair Ijaz graced the event as chief guest along with Muhammad Wasim, Mr. Eun Pyo Hong & Mr. Sang Lee. In the ceremony 47 employees were rewarded for their commendable initiatives and contribution under the following schemes.

- Job Qualifying Program (JQP) - 9 employees
- Suggestion and Reward System (SRS) - 14 employees
- Internal Faculty Recognition Program (IFRP) - 14 employees
- SGTs Mid Year Sustenance audit



The purpose behind reward distribution ceremony was to recognize the efforts of all those employees who took different initiatives to promote motivation at different levels. The event started with the opening speech of Mr. Syed Qamar Alam - Sustainability Manager, in which he greeted the guests. Thereafter certificates and rewards were handed over to the participants.

At the end Mr. Humair Ijaz concluded the event by appreciating the efforts of all those employees who took part in different initiatives for the company's progress and sustainability.

Development of GTG Maintenance facility

Raja Abdullah Khan

The task of developing a maintenance facility for the GTG was at hand, and suggestions to build a new facility were put forward. Workshop team then suggested an alternative solution where the facility would be made inside the existing workshop.

To carry this out, flooring was done in the Workshop with a coating of self-leveling epoxy. Partitions were made using hard barrication to segregate the facility

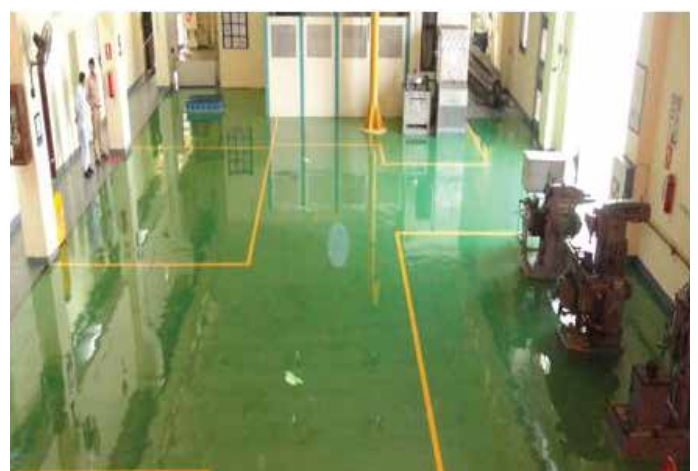
from the rest of the Workshop. In addition to that a 5-tonne crane was installed for heavy lifting. Electronic gates were also installed for convenience.

This renovation cost much less compared to the actual plan where a separate workshop was to be built specifically for the GTG. Therefore the cost saving of this initiative was immense.

Before



After



LCPL Cricket Tournament Fight for Glory! Team Engineering remains invincible

Zain Rahman

On 30th October, 2015 the sports and recreation club organized a tape ball cricket tournament at the Little Master Hanif Mohammad Ground in Bahadurabad. Three teams of LCPL employees assembled for a triangular series in hopes to be crowned the champion of LCPL Tape Ball Night Cricket Tournament 2015.

Team Name	Function	Team Captain
Dolphins	Manufacturing-1 (Engineering+HSE)	Mohammed Shoib
Eagels	Manufacturing-2 (Production+ Technical)	Ghulam Mustafa
Lions	AAM Block and City Office (Finance & IT+ HR & Admin + Commercial+TPM)	Qamar Alam

Humair Ijaz also participated as the opening batsmen for the Lions. Before coins were tossed and frenzy took over the brightly-lit-stadium, the atmosphere grew electric and cheers of the Employees

and spectators could be heard vividly far away in from the grand stands. Dolphins happened to dominate most of the innings early on, and consequently gave the opposition a tough time. The Lions were knocked out by the 3rd match but remained unanimous in defeat. The final was played between Eagles and the Dolphins. Midway through the tournament, refreshments were also served to re-energize the teams before the final stint. It was an intense showdown; Dolphins kept their form and emerged victorious at the end of the 4th and final match.

Mati-ur-rehman - Junior Engineer Electrical was crowned man of the match after a solid performance with the bat, and dolphins were awarded the winner's trophy in addition to securing the running trophy for third time in a row. Eagles were given Runners up trophy, and Lions the Second runners up. The winners were presented with accolades in the price distribution ceremony which was presided over by Col.Asad-ullah Chughtai - General Affairs & Security Manager.



Beach Hut & Murree House Databases

Rizwan Ahmed

HR Department always strives to provide better services and systems to LCPL employees. In Q3 2015, HR launched two new databases to facilitate the booking process of the Beach Hut and the Murree House. Employees can easily make a booking, and review the booking details by calen-

dar-wise option. This system makes the booking process very easy and transparent.

Many thanks to Mr. Amir Awar - Deputy IT Manager and Mr. Tariq Mahmmod - HR & IT Manager, who provided support in the completion of the project.

Get Beach Friendly This Earth Day

Rizwan Ahmed

On April 22nd 2015, to celebrate Earth Day, beach cleaning activity was organized at the Russian Beach. Employees from every depart-

ment voluntarily participated in the activity with enthusiasm as a symbol of their love for the Mother Earth.



“Safety with Style” - IT Server room equipped with fire proof furniture

Arif Hussain

The IT server room was equipped with wooden tables and cabinets. Since wood is flammable, IT Server room was always at a risk of immense damage in case of a fire. The damage would harm the servers and cause disconnection from the core financial applications, resulting in loss of data and systems.

In order to address this risk IT team came up with a furniture design that not only fulfills the safety needs of the server room but also had inventive appeal. Moreover it also boosts additions like Epoxy powder, noncurrent conduction coatings, and telescopic channels for keyboard and mouse trays, showing that safety and style can go hand in hand.



In-house Oracle AIX upgrade

Syed Khurram Ali

LCPL IT team always strives to save money whenever and wherever it can. In 2015, it took the challenge of upgrading the Operating System of the Oracle Standby server – a server that is always ready to take over the production server in case of any disaster.

The OS version of production server was upgraded to 6.1 as part of the Oracle Upgrade project and there was a dire need to upgrade the OS version on the Standby server as well. Although this was a complex activity, the IT Team took it as a challenge and performed the Upgrade In-house which resulted in substantial saving.

Co-Gen Maintenance

Zain Rahman

In context of ensuring the continued reliable operation of the Gas Turbine Generator (GTG) & Gas Compressor (NGBC), and mitigating the probability of unforeseen outages that could adversely impact the base plant operations due to machine aging, Co-Gen maintenance team performed the 24,000 running hour maintenance job earlier in September this year.

The scope of the activity on the GTG mainly encapsulated all semi-annual inspection jobs covering; borescope inspection of HP Compressor & Combustor and fuel gas system, external inspection of turbine body and finally the water-wash of the entire compressor.

Similarly the Gas compressor was overhauled as per manufacturer's recommendation and checklists. Activities constituted of; refurbishment of all measure types of valves, meticulous inspection of component clearances, replacement of coalesce and lubrication oil filters.

The act of performing this annual maintenance regime with a proactive spirit has paid off great dividends by not only making base plant operations run more efficiently, but also allowing for the hot section replacement job to be deferred until next



year, thereby providing substantial savings in 2015.

The fact that all maintenance jobs planned and defined for this shutdown were executed within the stipulated time window available to Co-Gen, while adhering fully to LCPL'S safety policies, is a testament of the commendable efforts put forth by maintenance team led by Asim ur Rehman, Manager Maintenance Cogen, Assisted by Zain Rehman, Junior Manager Maintenance - Cogen and Gohar Rehman - Junior Engineer Mechanical.



A Fond Farewell to Mr. Jung Neon Kim

Shazia Siddiqui

On 13th August 2015, a dinner was organized in Marriot Karachi to bid farewell to Mr. Jung Neon Kim. Mr. Humair Ijaz - CE led the event by appreciating Mr. Kim's contributions and his wonderful personality. An excellent video covering various moments of Mr. Kim's stay with LCPL was prepared and presented by Mr. Humair Ijaz. Mr. Kim was very emotional when he shared his feelings about leaving the LCPL team which he considered as family.

Mr. Mohammad Wasim presented him with a unique shield, crafted by the LCPL workshop team. At the end of the event, everyone had a great dinner together and with heavy hearts bid farewell to Mr. Jung Neon Kim.

Mr. Jung Neon Kim became the Chief Executive of LCPL on 1st May 2014. He worked hard to manage difficult dimensions of the business yet always with a smile. He was always approachable by any level of staff. He played a vital role by understanding LCPL's



culture and communicating commendably with Lotte. His intelligence, humbleness, discipline and smile made him a favorite instantly among the LCPL family. He will be missed by all of us.



Steps towards Environmental sustainability

Usman Shaukat

Environmental sustainability is about making responsible decisions that will reduce a business's impact on the environment. In light of this philosophy, Effluent treatment plant operational strategy was reviewed this year for better handling of effluent streams from the plant. The addition of Molasses, a thick brown honey-like substance, and Frozen Bacteria into the Bio-Reactor was initiated. It was observed that this resulted in an increased reliability and handling capability of the Effluent Treatment Plant.

It is a great initiative on part of the team that such avenues are constantly being explored to bring forth continuous improvements in the realm of environmental sustainability and operational excellence.



A fond farewell to Mr. Adnan Wasey Samdani

Shazia Siddiqui

Lotte Chemical Pakistan Limited bid a fond farewell to of Mr. Adnan Wasey Samdani, Director Finance & Company Secretary on Nov 26, 2015 at LCPL Plant site.

Mr. Adnan joined the company in 2002 in the Finance function and has had several key roles within the function. He was appointed as Chief Financial Officer & Company Secretary in January 2012. He also served as a LOTTE nominee Director on LOTTE KOLSON's board. Based on his continued commitment and diverse experience, he was made Director Finance in 2014.

Mr. Samdani shared his appreciation for the LCPL family for this long and beautiful association. CE, Mr. Humair Ijaz expressed his gratitude for Mr Samdani's contributions and for his dedication to LCPL.



LCPL wishes Mr. Adnan Wasey Samdani all the best in his future endeavors!



Minimizing Losses

Umair Siddiqui

A modification has been put into action for routing the de-mineralized water returning from the Seals of the Pressure Centrifuges towards Recycle Solvent Drum. Following this modification, the loss of PTA and the possibility of centrifuge tripping due to low seal water pressure have been eliminated. Hats off to the Production team who formulated and brought forth this strategy to attempt to minimize material losses.





Team Building 2015 Bhurban

Waheed Ullah Khan

We all were excited when we were told of the Team Building event in December 2015 that we are part of. Everyone started discussing and planning for the event. Most of us went to the market to buy warm clothes to protect ourselves. We were not expecting snow fall as it arrived early, but who knows anything can happen in scenic mountains.

We all were on dot at the airport to fly to Islamabad on the Saturday. During the flight we started to mingle around by cracking jokes and conversing on everything that was happening to us at that time. All these activities were also helping in building our Team but in an untold way.

After reaching Islamabad, we shifted our luggage to two latest vans and started our journey towards our destination, PC Bhurban.

The whole event was well planned to foster awareness of the team spirit and to help develop strong interpersonal relationships.

The main events were

- I. Hiking trip to Nathia Gali in fresh snow
- II. Cricket Match
- III. Bon Fire Night
- IV. Tug of war
- V. Murree trip
- VI. Twin city shopping
- VII. SWOT analysis by Raja Waheed
- VIII. Importance Work Life Balance by external trainer
- IX. Musical Nights
- X. Stay in PC Bhurban
- XI. Patriata Chairlift

The excerpts of the feedback from some of the participants will further elaborate the event.





“ I had been dreaming the recaps of this journey since we came back. I have loved the Northern Areas since my childhood and I have visited these places before, but this journey made everything more beautiful than ever. The enjoyment I had with all my fellows are unforgettable. I feel honored and privileged to become a part of Team Building 2015 that has made big changes in my life.”

Rana Shiraz

“ This event was exceptionally well-planned, not a single moment had passed where one could feel bore; everyone was kept involved in one activity or another throughout.”

Faisal Tariq



“ I would like to say thank you to the management for re-starting the Team Building Event. Besides enjoying the beauty of the nature, I interacted with my company fellows and it helped us develop even better relations within the organization. The arrangements were tremendous throughout the tour from start of the journey from the Airport to Murree and back to home safely.”

Muhammad Khaliq

12th Annual Environment Excellence Award

Shuaib Iqbal



Lotte Chemical Pakistan Ltd. (LCPL) was awarded 12th Annual Environment Excellence Award 2015 On August 27, 2015 in an auspicious award ceremony organized by National Forum for Environment & Health (NFEH). Out of a total of 120 participating companies, only 76 managed to qualify as award winners. The evaluation was carried out by an independent panel of NFEH governing body.

Mr. Shuaib Iqbal (Assistant Manager -QHSE) received this prestigious award on behalf of LCPL in a ceremony held in Marriott Hotel Karachi.

Mr. Shoaib Ahmad Siddiqui (Commissioner -Karachi) was the Chief Guest while Mr. Taj Haider (Senator) was the guest of honor. Prior to the award ceremony both the chief guest and the guest of honor expressed their views on environment and importance of its conservation.

Lowering environmental burdens, reducing the gaseous emissions, recycling the solid wastes, conservation of natural resources, conservation of Flora and Fauna and ECO system management are LCPL's ongoing objectives.

ETP Chiller Control Up gradation

Nisar A Khan

Effluent Treatment Plant (ETP) Chillers are critical plant equipments as they are instrumental in helping cool down the material feed to the deep shaft equipment against temperature fluctuations. High temperature can affect the growth of the bacteria and ultimately damage it, which may cause inadequate treatment of the effluent and a subsequent increase in environmental pollution level.

One of the Chillers had been inactive for a long time due to the unavailability of the control system used to monitor and regulate changes to the chiller. The instrumentation team took the initiative to re-activate this machine through the Distributed Control System DCS. This summoned the need for innovative modifications and installation of compatible instruments.

A significant benefit has been observed in terms of reduction of cost, and mitigation of risk of higher

pollution following the Control system up gradation. Thanks to the efforts of the entire instrument team that has pulled off yet another great achievement in the realm of system up gradations.



Human Machine Interface (HMI) Programming

Nisar A Khan



Press Filters at Catalyst Recovery Unit at the Oxidation Plant are important as they remove organic solids from the process fluid in order to minimize affect on downstream Filters. There is a pair of iden-

tical Press filters which are controlled through separate Programmable Logic Control Units, commonly known as PLC's.

Separate Human Machine Interface (HMIs) are installed at each PLC Unit to aid in the operation. These HMIs have had a history of touch screen problems in the past because of which the filters were experiencing problems.

Instrument Team took the initiative to reprogram this HMI at Site. Its communication cable was made in-house at the instrument workshop, following which the new Press Filter program was uploaded from the computer into the HMI.

The success of this initiative has not only manifested itself in terms of cost savings, but also in terms of dislodging vendor dependency in times of outages.

Employee development is our priority!!

Muhammad Zain Siddiqui

Maintenance team has always been very conscious about the technical development of its staff. Aware of the constantly evolving training needs, the team organized some of the best training programs in the second half of 2015, both within and outside plant premises. The following programs are worth mentioning:

1. Best Practices for LM 6000 Users by GE (at LCPL plant site)
2. Machinery Diagnostics by GE (at GE's head office, Lahore)
3. Bearing Maintenance and Technology by SKF (at LCPL plant site)
4. Fundamentals of Vibration Analysis by Engro Polymer and Chemicals Ltd (at EPCL plant site)

With the spirit to develop our Trainee Engineers and to benefit the whole team from their research and learning, following trainings were also conducted by the Trainee Engineers for the whole Maintenance team:

1. Centrifugal Pumps by Rushana Khan
2. Process Air Compressor by Fawad-ur-Rehman
3. Centrifugal Compressors by Noman Hafeez
4. Non-destructive Examination by Raja Abdullah Khan
5. Centrifuges by Abdullah Hussain
6. Basics of Vibration Monitoring and Analysis by Zain Rahman



Generator-control System Upgradation

Bilal Khalid

Ensuring continuous supply of water to the plant is critical for the production of PTA product. In the lieu of frequent power outages on the WAPDA supply line, Raw Water Pumping Station operations have mainly relied on alternate power supplied by two on-site Diesel Generators.

These Diesel Generators previously incorporated a Programmable Logic Control (PLC) system which happened to be on the verge of obsolescence; fault on the system often resulted in delayed power outages. However, determined to bring forth a solution to the challenge, Engineering and Instrument (E&I) team took the initiative alongside Volvo to enhance the reliability of the machines by incorporating a new modular control system for Diesel Generator No. 2. This new system possesses all the latest and state of the art engine related interfaces and safeties, and consequently makes controlling and monitoring the engines much easier, and increases the overall reliability of the system.

Due to diligent efforts made by the E&I team, the up-gradation of control system was successfully implemented within the stipulated time. Following the success, E&I team is looking to upgrade the control system of Diesel Generator No.1 as well in the foreseeable future.



Indigenous Solution for Cost Effective Results

Nisar A Khan

Ramp seal cylinders, at Crude Terephthalic Acid (CTA) dryer, previously had a replacement frequency of around 6 months. After every six months, they were inspected and found in a dilapidated condition due to the direct impact of excessive fumes of acetic acid and CTA powder on them. Changing these cylinders at this frequency was a huge burden on Engineering in terms of time and manpower cost. Team instrument, came up with an indigenous solu-

tion and applied anti rusting paint to these cylinders and fabricated insulation boxes that were put around the cylinders to double up on the protection.

This ingenious yet simple idea has prolonged the life of the cylinders considerably, since only 1 cylinder has had to be replaced ever since the application of paint and insulation back in December 2014.

Stability in Safety and Productivity

Rehan Shami

The event of acetic acid leakage from a 52inch flange of a re-boiler, called for an innovative strategy to be formulated so as to contain the leaks without taking the plant out of service.

The technical team put forth an ingenious solution to this challenge and suggested the use of pressurized inert gas to arrest the leakage externally. This decisive strategy was very well thought as not only did it prove to be a quick and reliable fix, but also exuded the crisis management skills of the team whose suggestion eliminated a potential safety concern in minimum time. Continuous production was maintained and significant cost was saved.



Managing Operational Excellence!!!

Sajid Shafique



In this current year 2015, Operations team made history of operational excellence by operating Secondary Reactor, and Atmospheric Absorber despite malfunction of the level sensors.

Operations team thought of various strategies to keep a close tab on the level of the Reactor without incurring a plant downtime. In the process, Shift teams interacted proactively and added smart inputs to develop a procedure to operate the reac-

tor manually in order to accurately estimate the level of the process fluid at all times.

This systematic and effective approach not only contributed for successful business operations, but also enhanced the productivity for sustainable growth. Effective management, dedication, processes and technology combined, the operations team proved themselves up to the mark to achieve operational excellence.

Acetic Acid Saving Through Optimization

M Ismail

Optimization of the process parameters is the key to improved plant operation. This philosophy was applied to the distillation system at the Plant, called the Dehydration column which operates by separating Acetic acid from the water solution.

During the summer season the acetic acid loss increases from dehydration column due to the lower efficiency of the condensers and also pressurizes the column. The increased pressure in turn causes Acetic Acid to start escaping with water from the top of the column.

To address this issue of the valuable chemicals emanating as waste, the effluent from the High Pressure absorber vessel-top was routed to the stripper still pot (F1-511). From May to July-2015 this steam remained lined up and saved considerable quantity of the Acetic acid solvent. The operation team's expertise and hard work to devise such a solution to save the resources is commendable and deserves appreciation.



25th-29th May

Learning fest

2015

LET'S CELEBRATE LEARNING

Battle to Speak

Reader's Club

Photo Contest

Collabrative Thinking

Workshop "Happiness"

Shazia Siddiqui

To keep the ever evolving learning culture alive at Lotte, the HR department arranged a week long Learning Fest for our Plant as well as City Office employees. This learning event was held from the 25th to the 29th of May 2015. Speakers from different walks of life were invited to share their knowledge and experience with Lotte employees. The motto of this Learning Fest was "Let's Celebrate Learning". The events included:

Battle to Speak

Calling out to all the aspiring speakers, "Battle to Speak" aimed to bring out the best in every individ-

ual passionate about public speaking. Faizan Muhammad - a renowned public speaker and motivational trainer- facilitated this activity. This activity took place on the 25th of May in a full house Technical Training Center (TTC) at the plant site.

Readers' Club

On the 26th of May, two very diverse groups sat in the Plant site recreational hall - those who loved to read and those who had never thought of reading for pleasure. Readers' club aimed to show attendees the value of books. Raheel Shakeel- who is a writer at Dawn, producer at Express News, as well as a





Social development analyst- was invited to administer this session. He shared his past experiences and stories and managed to develop every single person's interest in reading.

Photo Contest

A Photo Contest with the theme "Learn to Live" was initiated at the start of this training week. The HR department received entries from employees all over LCPL. The aim was to make participants describe the importance of Learning for a Life through a picture. After a very tough competition, the title for runner up was awarded to Mr. Zain Rehman whereas Mr. Tariq Patel won the competition with the help of a beautiful picture that delineated an inspiring story of his son. The winner and runner up were awarded with shields and gifts.

Collaborative Thinking

"Alone we can do so little; together we can do so much."

Hellen Keller perfectly describes the importance of team work and collaboration. To further emphasize on

the same, CEO-SAAO Capital, Mr Ali Saeed delivered an extremely engaging session on Collaborative Thinking. As witty as Mr Saeed is, he kept the mood light by keeping the attendees on their toes while their stomachs hurt from laughing at his jokes. The session took place on the plant site's recreational center on the 28th of May. By the time Mr Saeed was done, every person in the room was very motivated to go back in their teams and put their ideas together and bring about a change in the way teams function.

Achieving Happiness

"Am I really happy living life this way? Is this the right job for me? Am I maximizing my potential? How can I achieve real happiness?"

These are questions every one of us has asked ourselves at one point in time. To answer some of these questions, and to guide employees about how to search for answers, Syed Muhammad Ali- who is a consultant and trainer at Carnelian came to deliver a workshop on "Achieving Happiness". This workshop was attended by everyone in the city office on the 29th of May. This workshop really empowered and motivated everyone in the room.

Hajj Balloting 2015

Rizwan Ahmed

Lotte Chemical is proud to maintain an ongoing Hajj Assistance Scheme for its Non Management employees. Every year, three employees are selected to perform Hajj through balloting.

This year, Hajj Balloting was held on 2nd June 2015 and was presided by Hameed Shah – Administration Manager, Sohail Abbas -TPM Manager and Shahzad Ibrahim Ansari -Utility Manager.

Following lucky employees were selected under Hajj Scheme;

Name	Department
Shabbir Hussain	Engineering
M. Asif Khan	Technical
Yawar Ali Khan	Engineering



Mehran University Students' visit

Zia ur Rehman

As a part of Industrial Tour Program, a group of Chemical Engineering students from MUET, Jamshoro visited Lotte Chemical Pakistan Limited on 15th October 2015.

Mr. Sohail Abbas, TPM Manager, delivered a presentation over the contribution of Lotte Chemicals Pakistan Limited in the national economy and also covered the Engineering and Operational aspects of the plant.

At the end of the presentation, Q & A session helped students to gain further understanding of LCPL operations. A plant visit was also arranged to give practical insights to the students.

Such tours are an essential part of the academic learning and help students to get acquainted with engineering activities, plant design parameters and overall manufacturing processes.

Innovative Cost Reduction

Raja Abdullah Khan

Removal of the Emergency Diesel Generators from its hall was always carried out using cranes and involved the process of cutting a section of the roof which would allow for the crane to lift the generator out of the construct. This method proves to be, both a hassle, and carries a cost of renting the crane, required to carry out this job.

To counter this repetitive cost, Workshop team took initiative to fabricate a load bearing structure that would allow for the generator to be removed from the hall without the use of a crane. This onetime cost will prove to be an investment as the cost of renting the crane would be avoided every time there is the need to remove the generator for maintenance or any other activity.



Finding innovative solutions

Raja Abdullah Khan



On the downstream circuit of Pressure control valve-1218, a leakage was reported from the weld seam of a 45 degree elbow. Since permanent repairs required an outage, a temporary repair was carried out while the line remained online.

A containment clamp was designed and fabricated, but when the time for installation came another leakage was observed from the weld seam at the other end of the elbow. A new clamp had to be

designed and the challenge was that it had to contain both the leakages.

The clamp was fabricated after some thorough designing, but the challenge of installation remained as the leakage was excessive. Great resolve and courage was shown, by the Workshop and Maintenance teams, to install the clamp despite the testing conditions, and the leakage was contained saving the plant from an unplanned outage.

Firewall Extension Job – Taking Initiative

Raja Abdullah Khan

In order to reduce risks it was decided to extend the firewall between the transformers TR1 and TR2 located at the Co-generation plant site, in order to improve the overall safety of the area and machinery.

The workshop team took the initiative to come up with a solution. After thorough assessment and analysis, a plan to extend the wall was prepared where time duration and cost were to be kept at a minimum. Due to the diligent efforts and remarkable planning on part of the workshop team, the job was carried out safely in just 12 days. This initiative not only saved time but also a substantial amount of money as complete reconstruction was avoided.



Retrofitting the Engineering Store

Raja Abdullah Khan

The building being used as Engineering Store was originally constructed as a temporary building. Keeping in view its usage, it was decided that the building should be converted to seismic zone 2A. Consultants were approached and a detailed survey, of the buildings, was carried out in order to identify the requirements for the conversion process to zone 2A.

Based on an innovative idea presented by the Workshop team additional supports were provided on

various locations in the store to counter the seismic loads. The roof was supported by additional beams and columns, and angles were fit for reinforcement. The issue of roof sagging was also resolved by this process.

This job was initially planned to be done in 40 days, but through the vigilance and effective planning of the workshop team, it was finished effectively and safely in just 26 days which was an achievement on its own.

Autonomous Maintenance Activity

Anoshia Ilyas



Autonomous Maintenance has become an indispensable program in the drive to eliminate losses and maximize the effectiveness of existing equipment, LCPL launched Autonomous Maintenance activities on plant site on 15th June 2015. Autonomous Maintenance is a collaborative team activity involving all manufacturing functions for maintaining the plant and equipment in good condition. In order to spread these understandings, two TPM Autonomous Maintenance workshops were conducted for Small Group Teams. First session on 15th May 2015 and second session on 21st May 2015. For TPM AM activities, plant block distribution was

revised from 40 to 32 blocks; similarly Small Group Teams were revised based on the requirements of TPM AM activities, during the training sessions mainly following key tasks remained under focus.

- Various exercises were conducted to explain TPM AM essential framework
- New SGTs were announced
- Blocks were assigned to SGTs through draw.

First block of TPM AM will be completed within 16 months i.e by September 2016.

Spare Part Management

Umair Khalid

Spare parts management is key and essential KPI for any department which has vast variety of dynamic critical machines. LCPL Laboratory is maintaining a number of high quality equipment whose integrity is equally important in assessing the quality of the final product PTA (Purified Terephthalic Acid) before transporting it to the customer.

The Lab team has been maintaining Laboratory Equipment's Spare Parts manually inside the Lab store room for the past several years. The team, from start of this year took this task as a challenge

and developed a system for maintaining, recording and accounting for all Lab spare parts. After assessing complete feasibility of all spare parts, it was formally handed over to Engineering Store, under supervision of Commercial Department, where upon it was incorporated in Maximo System, normally used across the Plant.

All the passionate efforts of the team to find an innovative solution by establishing an online system of lab spare parts management resulted in great dividends by ramping up the efficiency of the entire part handling process.



Successful Substitution of 'High Pressure Absorber Acid Charge Cooler' with Combustor Pre-heater

Asad Hayat

The HP Absorber Acid charge cooler located on Oxidation plant feeds Acetic acid to High Pressure Absorber after cooling the Acid stream through Cooling Water. The optimum performance of this cooler is mandatory for continuous operation of Oxidation Plant.

The exchanger was inspected to have internal leakage in September 2014 which deemed it inoperable and hence temporary repairs were carried out as spare cooler tube-bundles were not available. However a reliable solution and a

modification were raised to replace the cooler with another heat exchanger, which was previously a part of HPCCU plant and now out of service.

The cooler was successfully relocated during SSD in September 2015 and then commissioned during plant startup. The modification eliminated the possibility of any downtime on the Oxidation plant, and eliminated the possible risk of any leakage which could have posed a serious hazard to plant process safety as well.

Oracle ERP Upgradation

Amir Anwar

In order to provide the latest version of ERP systems the IT Team decided to upgrade Oracle ERP. This was a very complex project and comprised of two sub-projects

- Upgrading Oracle Applications from 11i to R12
- Upgrading Customized Applications from version 2000 to 11g

Both the projects were started simultaneously.

Oracle Applications upgrade was completed in February 2015, whereas, the customized applications upgrade was completed in October 2015. The whole IT team is very thankful to the users for providing excellent support & cooperation during the Upgrade & Testing process.

The R12 version of Oracle Applications provides new features which will definitely improve the overall System functionality.

Enhancement of In-House Skills

Faisal Tariq

The Project's Team took the initiative of developing and implementing a training program based on the valuable resources of Foster Wheeler project standards and RCMS guidelines available at hand.

This in-house training session was a weekly event, which provided a forum for enhancing the skill and knowledge regarding the understanding of project standards, and is tailored to accommodate requirements for ongoing modifications. As part of this initiative, an in-house introductory session on Piping Stress Analysis was conducted through TTC, which was followed up by a four day advanced training session through an external trainer.

The introductory session was organized to provide awareness of basic concepts of stress analysis and the advanced session was arranged to boost existing skill set and to provide hands-on training of CAESAR-II, which is considered an industrial benchmark for performing piping stress analysis.

Project Team has taken up the challenge to introduce something that is new within the Engineering and Technical team, and that is hoped to lead to a valuable in-house expertise vital to many upcoming and anticipated plant modifications and projects.



Long Service Award Recipients!



Tariq Mehdi,
Manager Workshop
& Site Development,
completed 25 years
of service on 5 May
2015.



Arshad Ali Sheikh,
Plant Manager
Cogen, completed 15
years of service on
27 April 2015.



Khurram Qureshi,
Sales Manager,
completed 15 years
of service on 18 May
2015.



**Tariq Mahmood
Anwer,** Assistant
Engineer Process
Oxidation, completed
15 years of service on
14 June 2015.



**Muhammad Faisal
Rasheed,** Junior
Engineer Process,
completed 15 years
of service on 14 June
2015.



Tamia Rizwan,
Senior Plant
Operator, completed
15 years of service
on 14 June 2015.



Imran Ali,
Junior Engineer
Process, completed
15 years of service
on 19 July 2015.



Asif Zaheer,
Material Planning
Manager, completed
15 years of service
on 31 July 2015.



**Muhammad Nadeem
Anjum,** Senior Assistant
Engineer Process
(Utilities), completed
15 years of service
on 8 October 2015.



Muhammad Adil,
Junior Engineer
Process, completed
15 years of service
on 20 November
2015.



**Mansoor Ahsan
Khan,** Lab Officer,
completed 15 years
of service on 31
December 2015.



Kashif Majeed,
Accounts Manager,
completed 10 years
of service on 28 May
2015.



Sikandar Khan,
Plant Manager Pure.
completed 10 years of
service on 30 June 2015.

**Heartiest Congratulations
to our colleagues!**

Welcome Aboard!



Muhammad Zohaib Gadit, MA (Economics), University of Karachi, has joined the Company as Administration Officer, with effect from 1st July 2015.



Bilal Javed, B.Com, University of Karachi, has joined the Company as Administration Officer-II, with effect from 1st July 2015.



Anum Sadik, BBA, Institute of Business Administration (IBA), Karachi, has joined the Company as Assistant Manager Financial Services, with effect from 3rd August 2015.



Adnan Sadaqat Ali, B.Sc. (Chemical Engineering), University of Punjab, Lahore, has joined the Company as Trainee Engineer, with effect from 3rd August 2015.



Waqas Ahmad, B.Sc. (Chemical Engineering), University of Punjab, Lahore, has joined the Company as Trainee Engineer, with effect from 3rd August 2015.



Muhammad Yaseen, B.Sc. (Chemical Engineering), University of Engineering & Technology, Lahore, has joined the Company as Trainee Engineer, with effect from 3rd August 2015.



Sooban Ahmad, B.Sc. (Chemical Engineering), University of Engineering & Technology, Lahore, has joined the Company as Trainee Engineer, with effect from 3rd August 2015.



Gazi Waqar Ahmad, B.Sc. (Chemical Engineering), University of Punjab, Lahore, has joined the Company as Trainee Engineer, with effect from 31st August 2015.



Areeb Khan Shabih, BE (Electrical Engineering), Pakistan Navy Engineering College - NUST, Karachi, has joined the Company as Trainee Engineer, with effect from 19th October 2015.



Nanad Lal, BSc (Chemical Engineering), University of Engineering and Technology, Lahore, has joined the Company as Trainee Engineer, with effect from 19th October 2015.



Sayed Asim Ahmed, BE (Electrical Engineering), Pakistan Navy Engineering College - NUST, Karachi, has joined the Company as Trainee Engineer, with effect from 19th October 2015.



Shakeel Ahmed, SSC, Govt. Comprehensive School, Sahiwal, has joined the Company as Sub Engineer Mechanical - II, with effect from 1st December 2015.



Muhammad Wajid, F.Sc (Pre-Engineering), Inter Board of Karachi, Two years Apprenticeship from LCPL has joined the Company as Plant Operator-3 in Production Department, with effect from 27th March 2015



Muhammad Altaf Khan, DAE (Mechanical), Pakistan Swedish Institute of Technology Karachi, and two years Apprenticeship from LCPL has joined the Company as Mechanical Technician-3 in Engineering Department, with effect from 1st June 2015.



Usama Majeed, F.Sc (Pre-Engineering), Inter Board of Karachi, Two years Apprenticeship from LCPL has joined the Company as Plant Operator-3 in Production Department, with effect from 01st September 2015.



Hamid Nasir, DAE (Chemical), Govt Collage of Technology Karachi, Two years Apprenticeship from LCPL has joined the Company as Plant Operator-3 in Production Department, with effect from 01st September 2015.

شان سے کھیلو! انجینئرنگ ٹیم ناقابل شکست رہی

زین الرحمان

ہوگئی جبکہ فائنل ایگلز اور ڈولفنز کے درمیان کھیلا گیا۔ ڈولفن ٹیم نے ناقابل شکست رہتے ہوئے فائنل میں جیت کا سہرا اپنے سر سجایا۔ جو نیئر انجینئر مطیع الرحمان نے اپنی شاندار بیٹنگ پر فارمنس سے ڈولفنز کو جتاتے ہوئے مین آف دی میچ کا ایوارڈ اپنے نام کیا۔ ایگلز کی ٹیم رزا پٹرنی کی حقدار ٹھہری۔ چیف ایگزیکٹو جناب حمیرا عجاز نے بھی اس شاندار ٹورنامنٹ میں ٹیم لائسنز کی طرف سے اوپننگ بیٹسمین کے طور پر شرکت کی۔ وقفے کے دوران ضیافت نے کھیل کا مزہ دو بالا کیا۔ آخر میں جزل انیورسٹی کے سیکورٹی مینیجر کرنل اسد اللہ چغتائی نے جیتنے والوں کو انعامات سے نوازا۔

30 اکتوبر 2015 کو اسپورٹس اینڈ ریگولیشن کلب نے بہادر آباد کے لٹل ماسٹر حنیف محمد گراؤنڈ میں ٹیپ بال ٹورنامنٹ کا اہتمام کیا۔ LCPL کی تین ٹیموں نے حصہ لیا جس میں انجینئرنگ اور HSE کی ڈولفن ٹیم کی کپتانی محمد شعیب، پروڈکشن اور ٹیکنیکل کی ایگلز ٹیم کی سربراہی غلام مصطفیٰ اور فنانس، آئی ٹی، HR، وائیڈ من بشمول کمرشل TPM کی لائسنز ٹیم کی کپتانی قمر عالم کے سپرد تھی۔ مذکورہ بالا تین ٹیموں پر مشتمل سہ فریقی ٹیم ٹیپ بال ٹورنامنٹ برقی قمقموں میں جب شروع ہوا تو ہر ایک ٹیم کا میاں کا سہرا اپنے سر سجانے کے لئے سرگرداں تھی۔ ڈولفن ٹیم نے شروع سے ہی اپنی بالادستی قائم رکھتے ہوئے شائقین سے خوب داد و وصول کی۔ لائسنز کی ٹیم اپنے تیسرے ہی میچ میں ناک آؤٹ



حج قرعہ اندازی برائے 2015

رضوان احمد

LCPL اپنے ملازمین کے لئے حج تعاون اسکیم کو تسلسل کے ساتھ جاری رکھنے کو اپنے لئے سعادت سمجھتی ہے۔ اس اسکیم میں ہر سال حج کی ادائیگی کے لئے تین ملازمین کو قرعہ اندازی کے ذریعے منتخب کیا جاتا ہے۔

اس سال 2 جون 2015 کو قرعہ اندازی کی تقریب کا اہتمام کیا گیا جس کی صدارت حمید شاہ، مینیجر ایڈمن، سہیل عباس TPM مینیجر اور یونیٹی مینیجر شہزاد ابراہیم انصاری نے کی۔

حج اسکیم میں درج ذیل ملازمین منتخب ہوئے:

شہیر حسین	انجینئرنگ ڈپارٹمنٹ
محمد آصف خان	ٹیکنیکل ڈپارٹمنٹ
یاور علی خان	انجینئرنگ ڈپارٹمنٹ



ایمپلائرز فیڈریشن ایوارڈز میں LCPL نے اپنا لوہا منوایا

ضیاء الرحمان اور نیز اسامیل لالانی



کی حامل ہے۔ LCPL نے ”دی بیسٹ انٹرپرائز فار ورک پلیس انوائرنمنٹ ایوارڈ“ اور میڈیم سائز آرگنائزیشن کیٹیگری میں ”دی بیسٹ چیف ایگزیکٹو آفیسر ایوارڈ“ میں پہلی پوزیشن حاصل کی۔ ایوارڈ تقریب میں 36 لوکل اور ملٹی نیشنل کمپنیوں اور اداروں نے حصہ لیا جن میں PARCO، الائیڈ بینک لمیٹڈ، آغا خان یونیورسٹی ہسپتال، QICT، کریڈنٹ اسٹیل جیسے ممتاز ادارے شامل ہیں۔ ایسی صورتحال میں LCPL نے تینوں کیٹیگریز میں پہلی پوزیشن حاصل کر کے ایک تاریخی رقم کی ہے۔

ایمپلائرز فیڈریشن آف پاکستان نے اداروں کی کوششوں کو سراہنے کے لیے ایمپلائرز آف دی ایئر ایوارڈ کا اہتمام کیا تاکہ ہیومن ریسورسز اور صحت عامہ کے حوالے سے اداروں کی ہمت افزائی کی جا سکے۔ اس سلسلے میں مومون پک ہوٹل کراچی میں 9 ستمبر 2015 کو ایک تقریب کا انعقاد کیا گیا۔ جس میں ڈاکٹر عائشہ غوث پاشا، وزیر مالیت حکومت پنجاب نے مہمان خصوصی کے طور پر شرکت کی۔ Lotte کیمیکل پاکستان لمیٹڈ نے ”دی بیسٹ انٹرپرائز فار ہیومن ریسورسز ڈیولپمنٹ ایوارڈ“ میں اپنی پہلی پوزیشن برقرار رکھی۔ جو کہ پاکستان بھر میں ہیومن ریسورسز کے حوالے سے ایک ممتاز حیثیت



LCPL کی جانب سے جناب حمیرا اعجاز کو خوش آمدید

وحید اللہ خان اور شازیہ صدیقی

صلاحیتوں کو بروئے کار لاتے ہوئے کمپنی کے کمرشل امور اور انتظامی اقدار کو خاطر خواہ ترقی دی۔
جناب حمیرا اعجاز نے الیکٹریکل انجینئرنگ میں BS کرنے کے بعد امریکا سے فنانس میں MBA کی
سند حاصل کی ہے۔ وہ موسیقی کے ساتھ فوٹو گرافی کا بھی شوق رکھتے ہیں۔ ان کے دو بچے ہیں۔
LCPL جناب حمیرا اعجاز کو دلی طور پر خوش آمدید کہتی ہے۔ اپنے تعارفی کلمات میں انہوں نے کہا کہ:

23 جون 2015 کو جناب حمیرا اعجاز کو Lotte کیمیکل پاکستان لمیٹڈ کے چیف ایگزیکٹو کے طور پر منتخب
کیا گیا۔ اس سے قبل انہوں نے ICI پاکستان اور LCPL میں 1993 سے خدمات انجام دی ہیں۔
ان کا 22 سالہ دور مارکیٹنگ، سبوز، سپلائی چین اور انفارمیشن ٹیکنالوجی میں اہم عہدوں پر کام کرتے
ہوئے گزرا ہے۔ 2008 میں کمرشل منیجر کے عہدے پر فائز رہتے ہوئے انہوں نے اپنی قائدانہ

میں ایک پُر عزم جذبے کے ساتھ Lotte کیمیکل پاکستان
لمیٹڈ کے چیف ایگزیکٹو کے رتبے کو خیر مقدم کہتا ہوں۔ اس سے
بڑھ کر میرے لئے خوشی کی بات یہ ہے کہ مجھے ایک بہترین ٹیم کے
ساتھ کام کرنے کا موقع ملا ہے۔ میرا ہمیشہ سے یہ یقین رہا ہے کہ
ہمارے ادارے کی اصل طاقت ہمارے لوگ اور ہماری اقدار
ہیں۔ میں آپ سے اپنی پوری صلاحیتوں کے ساتھ ادارے کو آگے
بڑھانے اور رابطہ کار کو ہر ایک کے لئے کھلا رہنے کا وعدہ کرتا ہوں
تاکہ ہم سب کمپنی کے مقاصد کو سمجھ سکیں اور ہر مشکل کا حل کر مقابلہ
کریں۔

ہم سب جانتے ہیں کہ دنیا بھر میں IPTA انڈسٹری ایک بحرانی
کیفیت سے دوچار ہے۔ اس کڑے وقت میں، مجھے، ہم سب کے
لیے سیکھنے اور آگے بڑھنے کے مواقع نظر آ رہے ہیں۔ میں پر اعتماد
ہوں کہ محنت اور لگن کے ذریعے ہم LCPL کو ترقی کی نئی منزلوں

تک پہنچا کر رہیں گے۔



connect

ملازمین کے لئے مراعات کا تعین برائے 2015-16

رضوان احمد

انصاری (پلانٹ مینجر) جناب حمید راج شاہ (ایڈمن مینجر) جناب سمیل عباس (TPM مینجر) جناب عامر اعظم (منیجر انسٹرومینٹیشن) جناب کاشف مجید (اکاؤنٹ مینجر) اور جناب رضوان احمد (AM GA مینجمنٹ ٹیم میں شامل تھے۔

اس موقع پر جناب چیف ایگزیکٹو مجیر اعجاز نے دونوں ٹیموں کو سراہتے ہوئے انہیں مبارکباد پیش کی اور ان کے مثبت انداز میں معاملات کو خوش اسلوبی کے ساتھ پایہ تکمیل پر پہچانے کی تعریف کی۔ اس موقع کو یادگار بنانے کے لیے 11 دسمبر کو ایک عشاءینے کا اہتمام بھی کیا گیا۔

LCPL یونین (CBA) اور انتظامیہ کے درمیان کئی ملاقاتوں اور بحث مباحثوں کے بعد 15 ستمبر 2015 کو مراعات کے تعین سے متعلق ایک معاہدے پر دستخط کے لیے اتفاق رائے ہوا۔ اس موقع پر دونوں طرف سے اپنے اپنے چارٹرڈ آف ڈیمانڈ کے حق میں دلائل دیئے گئے۔

CBA ٹیم ممبران میں جناب تیمیر رضوان (جنرل سیکرٹری) جناب فرقان احمد قریشی (جوینٹ سیکرٹری) جناب کامران خورشید (صدر) جناب سید عبدالوہاب (نائب صدر) اور جناب رمیز احمد (فنانس سیکرٹری) شامل تھے جبکہ جناب کامران سعید خان (میٹن مینجر) جناب شہزاد ابراہیم

LOTTE CHEMICAL PAKISTAN LTD