

connect

Team Building - Amazing Bhurban



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LCPL Receives Award for Excellence in Best HR Practices 2016

Shazia Siddique

Employers' Federation of Pakistan annually organizes Employer of the Year Awards. This year LCPL won second prize for "Excellence in Best HR Practices" in the category of Multinational Companies. The award was rendered in the ceremony held during their International HR Conference on 21st October 2016 at Marriott Hotel Karachi.

The event was graced with many international HR speakers including Mr. Paul Witte, Director Dutch Employers' Cooperation Program (DCEP). He addressed on the topic, "Role of Employers' Organizations Shaping Today's Human Asset for Tomorrow".

Multiple panel discussions were also held on key issues of HR including combating challenges in developing Asian talent, managing performance through optimization of human resources and a modular approach for employee retention.



The Award was presented by Mr. Zaki Ahmed Khan, Chairman EFP Awards Committee; Raja Waheed Ullah Khan (General Manager HR & IT) received the award on behalf of Lotte Chemical Pakistan.



Editor's Note

Dear Readers,

Welcome to our Q4 Newsletter for 2016. As usual, the issue features a wide variety of articles. Whether it is a team building event, examples of operational excellence, sports event, learning carnival or vital CSR initiatives and visits to the communities in which we operate, the stories in these pages show a company on the move.

We would like to thank everyone who contributed to this edition by sending their write-ups. We would

also like to thank our readers for taking the time out to read our newsletter. Please feel free to bring any comments, suggestions or new stories for future editions.

We wish you and your families health, happiness and prosperity in the year 2017 and the years to come.

Happy reading!

Sincerely,
Newsletter Committee

Sharing Our Knowledge Base

Shuaib Iqbal

BASF and Thal Engineering teams requested LCPL for a plant visit and a meeting with the objective of gaining knowledge regarding the best HSE&S practices. To honor their interest in LCPL's HSE&S Management System a meeting was planned with Thal Engineering Team on 15th November 2016 and with BASF team on 30th November 2016.

Both teams were warmly welcomed by Mr. Tariq N. Virk (GM Manufacturing), Mr. Adnan UI Haq (Techni-

cal & HSE Manager), Mr. Syed Qamar Alam (Engineering Manager), Mr. Syed Masood UI Hassan (Production & TPM Manager), Mr. Asadullah Chughtai (General Affairs & Security Manager) and Mr. Shuaib Iqbal (Assistant Manager-QHSE).

In both meetings, attendees discussed key features of LCPL'S HSE&S system for plant operations and successful implementation across organization. Troubleshooting experiences and valuable insights were also exchanged with the participants. The BASF and Thal Engineering teams appreciated LCPL's commitment to HSE Management System, our training culture and excellent HSE performance records.



An Occasion for Celebration!

Raja Abdullah Khan

Promotions are an integral part of a person's career growth and obviously bring joy and a sense of achievement to that person, but when one shares that joy with others, it grows many folds. That is exactly what was done when some of the members of the Engineering team got promoted. Seven colleagues, namely Usman Iftikhar, Ali Ahmed Khan, Mohammad Ahmedullah, Fawad Ur Rehman,

Mohammad Safwan Khan, Syed Asim, and myself, who were the ones recently promoted, decided to invite the Engineering department for a dinner to celebrate this achievement. Other department heads were also invited to join in the celebrations. The dinner was held at BBQ Tonight on 9th December and it served as a great team building platform as well.



Improvement in Feedstock Logistics

Asif Zaheer

The feedstock (Paraxylene) is transported round the clock, through a fleet that consists of eight dedicated road tankers. The current fleet was meeting production requirement satisfactorily but there was still a need to explore options to improve further per trip loading capacity. This challenge was willingly accepted by LCPL Maintenance team who ensured that the issues highlighted by EVTL operations side will be resolved in an effective and timely manner.

Eventually, the project was completed in an efficient manner in the last quarter of 2016. As of now, each tanker is supplying 3-4% additional quantity to the Plant which is not only generating savings for the company but also minimizing Safety Hazards by reducing approximately 180-250 trips to the plant per year.

This activity has been yet another successful major contribution to green environment by reducing carbon foot prints.



Lotte's Cherished Champion

Rushana Khan & Sumayyah Waheed

Let's meet Ramiz Ahmed, our very own Table Tennis champ! His is a career filled with brilliance.

Ramiz's journey started in 2004, when he won his very first trophy for Sukkur Board in All Pakistan Inter Board Table Tennis Tournament. Sukkur Board was lucky to have him on their side again as he successfully defended his title the next year.

After moving to Shah Abdul Latif University Khairpur, he continued to bag victories. He won both All Sindh and All Pakistan Interschool Table Tennis Tournaments two years in a row.

In the following years, he went on to win numerous small and big table tennis titles, most notable of which were Sindh Games 2008, 2009 and 2010; Inter Railway Tournament 2009 and All Sindh Table Tennis Championship 2014. He was recently awarded Bronze medal from Sindh Sports Minister, Mohammad Bux Mahar, in All Sindh Table Tennis Championship 2016.

He was also unstoppable in Lotte Table Tennis Championship 2014, winning all his matches and taking the trophy home. In the ongoing tournament he is currently in the Semi Finals and has been undefeated in the entire series.



We wish him all the best in his future matches, both within and outside Lotte!

Cutting Costs

Mubeen Mukhtar

The Deep Shaft Bio Reactor is a major equipment of the Effluent Treatment Plant (ETP) in which micro organisms decompose organic contaminants present in the waste water effluent. This microbial activity continuously generates heat: and in order to maintain the temperature within optimum range, waste water is first cooled through a heat exchanger, E1-2582, before entering into the bio reactor.

There is a recurring issue of choking of this exchanger due to solid deposition, which in turn starts limiting waste water flow towards the reactor. To remove

solid deposition, the equipment normally used to be chemically cleaned through vendors after every year or two. However, this time the Technical team took the initiative to clean it in-house using commodity chemicals available in the local market. The idea was thoroughly studied before implementation to minimize costs as much as possible. As a part of the cost optimization process, the existing equipment being used for chemical cleaning of Reverse Osmosis membranes was modified with the help of Mechanical team to suit the task. The chemical cleaning activity was then carried out with the support of Production team, and the results were found to be better than before. This brilliant initiative eliminated vendor dependence and cut the cleaning cost significantly.

A Training Experience to Remember

Sayed Asim Ahmed

Training and development of employees is essential to the growth of any organization and here at LCPL it is no different. In continuation of this trend, I was nominated to be part of a two-day training on "Introduction to Management" facilitated by Mr. Saadi Insha. The training was geared towards inculcating in its participants some of the core skills without which an individual cannot become a successful manager.

The training kicked off with a brief introduction of the facilitator himself followed by a quick overview of the learning objectives. Subsequent to the introduction, Mr. Insha talked about Personal Vision and the seemingly cumbersome task of setting one's life goals. The tone of the training was light hearted, which made for a good learning experience for all of the audience, with regular interactive sessions planned in between. The first session concluded with a quick challenge in which the participants were divided into four different teams and were asked to make a tower out of limited resources. This activity enabled the participants to realize that with

proper planning and goal setting no task is insurmountable.

The second day of the training was focused on Time and Stress Management, with Mr. Insha sharing some of his own practical experiences about how he overcame the difficulties he faced during his managerial career. He followed this by talking about the art of delegation and how the best managers are the ones who have mastered this. A healthy discussion also took place on identifying the different types of employees and the amount of mentoring required for each type.

Before concluding the training, Mr Insha had one last surprise in store for the participants: he gave a sneak peek preview of his show called "Mind Mysteries" by carrying out a demonstration in which he played a non-lethal version of the infamous Russian Roulette with one of the participants!

All in all, this was a wonderful experience for me, and I am thankful to my supervisor for nominating me for this training.



Fruits of Efforts

Muhammad Irfan

The Production team is always keen on optimizing plant operation to cut off plant operating costs and make the plant as environment friendly as possible. One such effort to optimize operations that had promising results was concerning the Boilers at Utilities plant.

These boilers utilize Natural gas as fuel to convert de-mineralized water into steam which is then used in various plant processes. The Production and Technical teams had been working together to carry out

a detailed study on their fuel consumption. A report was prepared in which the gas consumption limits imposed by the equipment manufacturer were challenged and lower fuel consumption limits were proposed along with the relevant changes in system logics to make it possible. The project was approved and with the joint efforts and dedication of the Production, Technical and Instrumentation teams, Natural gas consumption was successfully reduced by 8 percent.

This was a huge achievement and also resulted in reduction of Demineralized water consumption. The project not only helped in cost savings but also made the plant even more environment friendly.



Smart Initiative Saves Cost

Muhammad Zain Siddiqui

A spare 3150 KVA distribution transformer was required to be sourced for MCC 11 and MCC 25, which are responsible for supplying power to some of the most critical units of the Core plant. For the purpose, quotation was sought from Siemens, the OEM of the original transformer; however its quoted price was very high which, in the current business situation, necessitated the identification of a viable, low cost alternative.

Joint efforts were made by both Commercial and Electrical teams and resultantly, Pak Elektron Limited (PEL) was identified and evaluated as a potential substitute to Siemens. Extensive technical discussions were carried out by the Electrical team to ensure that no critical aspect was left out that could

inadvertently expose business to a serious operational risk. After thorough technical evaluation and multiple rounds of aggressive negotiations, the order was placed to PEL at nearly 50% lower cost compared to Siemens resulting in substantial savings.

Factory Acceptance Test (FAT) was done by the Electrical team subsequently at PEL's manufacturing facility in Lahore and the transformer was finally delivered at plant in the last week of December 2016. This smart initiative proved once again that both the teams are fully cognizant of the needs of the business and are poised to deliver the much needed cost savings.

Free Eye Screening Camp at Haji Ibrahim Goth

Rizwan Ahmed

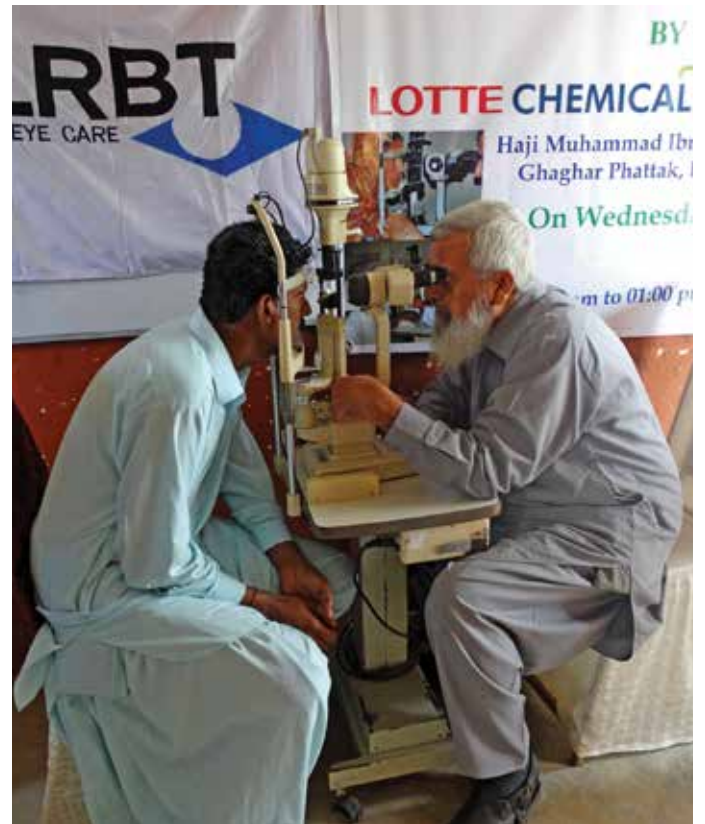
Lotte Chemical Pakistan organized free eye screening camp at Haji Ibrahim Goth, near Ghaggar Phatak Bin Qasim Town. The surrounding area of Haji Ibrahim Goth covers more than two villages having a combined population of around three thousand. The LRBT team were comprised of professional doctors and three paramedics who carried out examination and provided medicines.

Folks from all age group visited the eye camp for their optical problems, including 57 children. 16 children were referred for eye surgery and some of them are currently getting treatment at Landhi Hospital. Also, 39 new cases of cataract and glau-

coma were selected for eye surgery on immediate basis. LCPL will arrange everything including transportation for their surgery scheduled in January 2017.

Following common eye problems were observed:

- Blindness in children due to deficiency of Vitamin A
- Eye Allergy
- Cataracts / Glaucoma
- Coronary Cataract



Lotte Table Tennis Championship – Pre-Quarter and Quarter Finals

Rushana Khan

After completion of Round 3 of Lotte Table Tennis Championship, Pre-Quarter Final matches were played. The match between Mr. Humair Ijaz and Mashood Adil made for an entertaining watch, with Mashood bagging a close victory. Another highlight was Mati Ur Rehman and Arsalan Ahmed's match in which Mati emerged victorious.

In the Quarter Finals, the match between Mashood

and Ramiz was a close one, but in the end the defending champion Ramiz got the pass to the semis.

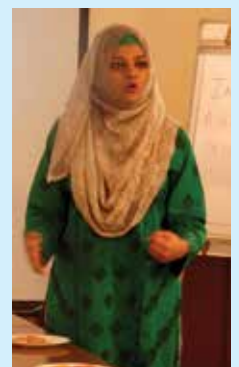
In the next stage Raza Anis will be facing Ramiz Ahmed, while Mati will be battling it out with Mr. Lee. All four semi finalists have been undefeated in the championship, and we are all looking forward to the exciting matches ahead.

Learning Carnival 2016

Shazia Siddiqui

When learning is combined with stories, knowledge, fun, and experiences, it proves to be far more effective. With this objective in mind and to engage our fellow Lotte employees, the HR Team arranged a Learning Carnival spread from 27th October to 18th November 2016 at both Plant and City Office. The carnival comprised of multiple events facilitated by speakers from all walks of life.

The Event was a journey through thematically varied experiences that engaged employees of all levels. From Work Life Balance to Innovation with LEGO Serious Play, each session was knowledge packed and full of impact. The stories and experiences of the speakers inspired our employees, and the attendees resolved to apply the acquired knowledge to their personal and professional lives.





Following events were held during the carnival:

1. Life's Mantra - The Art of Balancing: This session was conducted by Ms Mehreen Soomro on 27th October at City Office. She encouraged employees to maintain a balance between work and life.

2. Innovation with LEGO - Took place on 28th October at Plant; facilitator Ali Saeed taught Innovation with LEGO kits. The training took the attendees back to their childhood and kindled an out of the box thinking approach.

3. Benefits Awareness Session - The HR team conducted an awareness session on Employee Benefits Policies on 1st November at Plant with an aim to address queries of employees regarding the perks offered to them by LCPL.

4. Jee Lay Zindagi - Conducted by renowned Yoga Specialist Ms Ghazala Khan, the session was aimed to take each individual to their nascent stress free state. Employees learnt stress relieving, and breathing techniques to improve the quality of their life.

5. Speak Up - Arranged by HR team at Plant site on 8th November to impart awareness about Lotte Speak Up Policy.

6. Movie Screening - Based on an inspirational journey of a blind kid and his sister, the movie Dhanak managed to touch each individual at an emotional level.

7. Be Your Own Brand Ambassador - On 11th November Ms Feryal Zahid give tips to participants at plant site on building a powerful personal brand.

8. Security Awareness - A security awareness session was conducted by Mr. Muhammad Zubair Chhaya (Chief of CPLC, Korangi) on 15th November at Plant site.

9. Power Appraisal - Facilitated by Raja Waheed Ullah Khan, employees had the opportunity to see appraisal as a development tool rather performance measuring event.

10. Best of the Best - The last session of the carnival was like a wrap up party. The event was planned over breakfast and music, and employees went through various competitions to win exciting prizes.



Training Future Leaders

Sumayyah Waheed

Before starting a formal training in their respective sections, trainee engineers spend a month in Technical Training Centre to get acquainted with plant safety and operational procedures. The training is designed in the form of sessions with various senior and middle level managers. The idea is to introduce new entrants to the people as well as the systems and processes of Lotte.

The month in TTC aids in providing them a smooth transition from Academia to Industry. The sessions cover briefly the organisational structure, the process of PTA manufacturing, major plant equipment, HSE System and other basic knowledge areas providing a solid foundation to the trainees. Apart from technical education, each trainer brings



his own experience to the trainees helping them settle down in the plant routine.

The time in TTC also serves as an excellent networking opportunity for the whole batch. While they get ample time to warm up to each other and develop lasting friendships, they also get a chance to understand general plant hierarchy. Another major focus of TTC is Health, Safety, and Environment. Trainees are made familiar to various hazards present at plant and how they are eliminated or controlled through Permit to Work (PTW), Personal Protective Equipment (PPEs) and documented systems.

A batch of 8 Trainee Engineers was handed over to their respective sections on 4th November after completion of their classroom sessions. Although fresh out of TTC, they are well equipped to take on the challenges at the plant and continue on the road to learning.

Short Shutdown at CoGen

Abdullah Hussain

Co-generation plant plays a pivotal role in providing a reliable source of power for the Plant. Therefore, it is imperative that all critical equipment at CoGen is maintained as per manufacturer's recommendations. To cater this, CoGen maintenance team performed a 32000 running hour maintenance job on the plant during the Short Shutdown October 2016.

Maintenance carried out on Gas Turbine Generator

(GTG) included borescopic inspection of Turbine and Compressor blades, and combustor internals; replacement of inlet air filters; and inspection of its gearbox. On Natural Gas Booster Compressor (NGBC-A), complete overhauling was carried out.

The efforts of Mechanical Maintenance team are highly commendable for safely completing extended scope of work within time and budget constraints.

LCPL Achieving Great Heights Once Again

Hamza Salman Siddiqui

LCPL has always been an organization that has set high benchmarks for itself in terms of production. As per the usual practice, production goals were set right from the start. The target was 493,886 tons of PTA and every department showed great passion and commitment towards achieving this.

The Engineering department played a crucial role in maintaining effective predictive and preventive maintenance. The Technical department also actively participated in ensuring technology stayed up-to-date whilst our HSE department, with their hawk eye, personally committed themselves to guaranteeing safety of both individuals as well as our equipment. The crux of it all lies with the Production department, who made sure all operations ran as smoothly as ever.

In the end, LOTTE Chemical Pakistan Ltd exceeded the already high target and produced 503,986 tons of PTA in the year 2016. This represents our second best annual production, with the first being in 2009 at 506,000 tons of PTA.

We at LCPL attribute this achievement to the remarkable blend of experienced along with young and energetic engineers within our team. To celebrate this accomplishment, the administration team along with the Section Heads hosted a cake cutting ceremony in the Central Control Room, Workshop and AAM Building, which was attended by all Department Heads and GM Manufacturing.

All in all, 2016 was an optimistic year for LCPL, and looking forward, we hope to continue to achieve even greater targets for ourselves.



Nitrogen Saving Initiatives at EVTL

Asif Zaheer

Paraxylene and Acetic Acid are major raw materials that are imported and stored in five different tanks at EVTL. Nitrogen is used for blanketing storage tanks and also for purging air into them during vessel emptying. Nitrogen was previously being wasted in the air due to lack of alignment of the storage tanks which eventually caused financial loss to LCPL.

Considering this wastage, a Nitrogen saving project was initiated with EVTL and completed in phases of

2016 without spending any additional cost. This project generated a saving of approximately 20,600 cubic meters of Nitrogen during the year 2016. In addition to this, EVTL also interconnected all three Paraxylene tanks having a combined capacity of 30,000 metric tons, which further improved Nitrogen saving.

This initiative will continue to translate into LCPL's overall cost saving objectives and also help in reducing of environmental emissions.

Keeping Up with Advancement

Hassan Tariq

Upgradation of control systems is necessary for smooth and reliable operation of plant. Keeping in view the criticality of the Amafilter M1-521 control system, the Instrumentation team decided to upgrade the existing obsolete control system with state of the art control system.

The challenge of pre-commissioning work on designing and selection of new hardware, conversion of old logic blocks to new logic blocks, Human Machine Interface (HMI) graphics and communication protocols were completed successfully. The obsolete Programmable Logic Controller (PLC) was to be replaced with the new Allen Bradley Compact Logix PLC.

The replacement project was originally planned for Overhaul 2017 and had an estimated timeline of 14 days. The plan was later revised and it was decided to complete the job during the October Short Shut-down with a time window of only three days. Carrying out the activity in such a short time was a huge challenge for the Instrumentation team. Extensive improvisation was done to reduce the job duration. The project was then executed as per the new plan and was successfully completed within the allocated time, which is a remarkable achievement for the entire team.



Right Decisions, Big Rewards

Syed Zeeshan Ahmed Zaidi

Smooth operation of the Process Air Compressor (PAC) is of paramount importance, thus any problem on it takes priority so that the plant remains in operation and production is not affected. There are several important safety systems installed on the PAC to detect and prevent any problems from occurring on the equipment. One of these systems is the Bentley Nevada Vibration Monitoring System 3500 Series. A vibration fault was noticed by the Production team on the PAC's Human Machine Interface (HMI). The Instrumentation team immediately

went into action to find the cause of recurring alarm, and found no irregular vibrations on the PAC. This led to the conclusion that the fault was in the Bentley Nevada System itself.

Several checks were taken on the system through which it was concluded that one of the vibration alarm cards was malfunctioning and generating the false alarm. The efforts of the Instrumentation team are praiseworthy in pinpointing the cause of the issue and taking swift measures to rectify it.



Vibration Analysis & Time Management Training

Hamza Sadruddin & Ahmed A. Abedi

At LCPL, we strive to establish a culture to continuously train and develop our employees so that they are ready to face the challenges of an ever evolving world. In continuation of that trend, the Technical Training Centre (TTC), organized a two day training session on “Vibration Analysis & Time Management”, which was facilitated by Mr. Aftab Ahmed Mazari, who has held the position of Instrumentation Manager at Fauji Fertilizer Company in the past and has a vast experience in his field.

The training covered some basic concepts pertaining to vibration measurement and analysis, which proved to be more than useful for the Instrumentation team in particular. Mr. Mazari also incorporated the hands-on approach in his training by inviting all of the participants to utilize the vibration simulation device he had brought. This helped them get a better understanding of the skills they had just

learnt by practically implementing them. The other part of this training focused on effective management of time. Mr. Mazari recalled his own experiences from when he worked at various chemical plants, and how he had learnt to be an excellent manager of time.

The quality and usefulness of the training was greatly appreciated by the participants, as one participant said, “This was a very useful training for me, especially the formulae on vibrations that were shared by Mr. Mazari will prove very valuable for us when we want to check the health of vibration sensors in the field in future”.

The session concluded with Mr. Tariq N. Virk (GM Manufacturing) and Mr. Qamar Alam (Engineering Manager) distributing the certificates among the participants.



Lotte Journey of Mr. Shabbir Asghar Ali

Ahmed Ali Khan and Shazia Siddiqui



Mr. Shabbir Asghar Ali has been associated with the company since 1997. During the 19 years of his career, he has held multiple positions in Finance department and change provided to made limitless contributions to the company.

He started his journey with LCPL on 9th December 1997 as

Cash Officer. Later, he became Accounts Supervisor in March 1999 and then Accounts Officer in March 2000. In October 2004, he acquired the position of Assistant Manager Salaries and successfully served on this position till 2012 and has taken various valuable initiatives in this role as well. We congratulate him on his successful tenure and wish him best of luck for future.

When asked about his journey with Lotte he said, “I don’t consider LCPL as my employer but a great institution that transformed me into a better person and a professional. I am highly indebted to this company for providing me matchless development opportunities and rewarding me on my contributions. I have always enjoyed working here and would like to serve more to this great place”

Team Building – Amazing Bhurban

Ali Hassan Ayyoubi



Team Building, a tradition of Lotte Chemical Pakistan, is a highly anticipated event, where a group of employees from different departments get a chance to visit some of the scenic places in Pakistan. This December, a group of 27 employees went for a four day trip to PC Bhurban.

The focus of such a trip is to enhance interdepartmental communication and have fun away from working environment. More importantly, it creates an environment of trust and care between the colleagues.

The journey started on 17th December with an early morning flight from Karachi to Islamabad followed by a breakfast at Murree expressway.

The event was planned in the following order:

1. Session on LCPL Core Values by Tariq Mahmood (HR & IT Manager)
2. Murree Trip
3. Visit of Mall Road
4. Hiking Trip to Nathia Gali (MushkPuri)
5. Cricket Match
6. Kohala (Neelum Point) trip
7. Pir Sohawa (Monal)
8. Centaurus Mall (Islamabad)
9. Shah Faisal Mosque (Islamabad)
10. Musical Night



The first session was a team activity, where the group was divided into 5 teams, and each team acted on one of Lotte's Core Values. The session was facilitated by Mr Tariq Mahmood who engaged the audience throughout the session.

On the 2nd day of event, we moved to Kohala (Neelum Point), which is at an hour's drive from Murree. It is a scenic point with traditional bunks and extremely cold stream and we enjoyed a memorable lunch there. Our next destination was Pir Sohawa, the famous Monal Restaurant for dinner.

On the 3rd day, we prepared ourselves for hiking the Mushkpuri hill; the hill is 9,452 feet (2,800 meters) above sea level and second highest hill in Galyat region. The overwhelming sense of achievement and teamwork cannot be expressed here in words. We ended the day with a friendly cricket match and kept the environment light with music and singing.

On the last day of this exciting journey, we visited Shah Faisal Masjid and Centaurus Mall in Islamabad. Centaurus Mall provided us a great opportunity to shop around and buy souvenirs for our loved ones.

All in all it was great experience with our Lotte colleagues. We appreciate our management for organizing such a memorable team building event and hope to see more exciting events in future.

This is what the participants had to say about their experience:

“It was really a great team building event. Congratulations to HR and all team members for their valuable contribution in making this event a safe and successful one.”

Tariq Mehdi

“We enjoyed each and every moment, especially the night cricket match and hiking at Nathia Gali. In my view this kind of interactive team events should be continued in future.”

Tariq Bin Qasim

“Throughout the four days, everybody interacted like family members and it helped everyone to inter-



mingle with each other across the departments. I will always cherish the good memories of this tour.”

Shahzad Ibrahim Ansari

“I was fortunate enough to be a part of this team building event. Those were one of the best days of my life and I really enjoyed and a lot. The event was very well planned and every moment of those four days was full of fun.”

Syed Mujahid Hussain

“It was a wonderful team building event and was very well organized and managed by HR Team. This tour is the one to remember for me and will remain one of the highlights of memorable moments with LCPL. It has



also proven that we are blessed with very supportive and friendly team members in every function of our organization. ”

Muhammad Ahmed Ullah

“ It was a great, wonderful, well organized and unforgettable tour arranged by the company. I enjoyed each and every moment, especially hiking at Nathia Gali, night cricket and morning walk with team members. Thank you for providing such an opportunity to interact and spend time with each other. ”

Umair Bhatti

“ It was really an extraordinarily exciting and memorable event. Every team member added significant contribution that made this event highly successful. I really enjoyed and learnt a lot from all team members. Bundle of thanks for arranging such a lifetime event for us. ”

Ghulam Mustafa

“ The entire trip was thrilling and fun packed, be it waking up early to get to the airport, or the wandering on the trek to Mushkpuri Top or the cricketing session in cold evenings. All of the activities were planned in such a fashion that they served the purpose of "team building" in a flawless way. Nathia Gali trekking and dinner at Monal were the highlights of the trip for me. ”

Usman Iftikhar



TTC Round Up

Ahmed A. Abedi

• Training on Forklift Trucks

Forklift Trucks (FLT) are amongst some of the most hazardous vehicle types in the workplace used frequently in warehouses and workshops.

Keeping this in view, TTC organized two awareness sessions on "Safe Operation of Forklift Trucks" on November 7th, 2016 & December 13th, 2016. Mr. Hamid Hussain (Certified FLT Trainer) conducted these sessions.



• Training on HSE Awareness

TTC organized a one day training session on "HSE Awareness" conducted by Mr. Arshad Ali Shaikh (Plant Manager Co-Gen, LCPL) on November 17th, 2016.

The course was very engaging and well received by all participants. Syed Masood Ul Hassan (Production Manager, LCPL) distributed the certificates to the participants at the conclusion of training session.

• Training on Permit to Work System - For Acceptor

Permit to Work (PTW) is the foundation of our safety management system. Being a mandatory requirement to carry out work on LCPL site, it is a key tool for controlling and reducing associated risks of any job in the area. Therefore training on PTW system is organised regularly, both as a refresher for senior members and to train new entrants.

Facilitated by Shuaib Iqbal (Assistant Manager QHSE) at LCPL Site on 1st November 2016, the training was specifically designed for PTW Acceptors; keeping in mind their interaction with PTW issuers, job executors and supervisory staff. Bilateral discussion on the important issues concerning effective enforcement of PTW was the highlight of the training.



Apprenticeship Program

Ahmed A. Abedi

Lotte's apprenticeship program is a two year long process designed to train apprentices, so that they can effectively and independently carry out routine and troubleshooting activities in the field. The emphasis is to enhance the technical skills that can be applied at our own plant or in any other industry. It is a combination of formal classroom training and long term training at the plant. Before the start of on job training, apprentices go through systematically designed rigorous classroom sessions at Technical Training Centre. These sessions encompass a wide range of subjects from HSE to technical areas.

A batch of 12 apprentices joined Technical Training Centre on October 13, 2016. After successful completion of a two month long classroom training and validation at Technical Training Centre, apprentices were handed over to respective departments on 21st December, 2016.

Apprenticeship training is a key investment for our company's future, which can have a positive impact on the bottom line in the long run.



Restoring Plant Health

Usama Hussain

A short shutdown was scheduled in October 2016 to tackle critical maintenance issues which could not be addressed during the normal operations of the plant as certain equipment cannot be taken out of service for maintenance jobs. The work load was demanding with tough schedule, but due to precise planning and industrious efforts of the maintenance team, all the pertinent jobs were completed within the allocated timeframe while maintaining high standards of safety and workmanship. Scope of work, on Oxidation plant, for this shutdown mainly included internal and external repairs of CTA Dryer, filter cloth replacement of Rotary Vacuum Filter (ROVAC) and several welding jobs for piping repairs.

The choking issue of pipeline from Stripper Still Pot F1-511 to Solvent Stripper Column D1-514 was also addressed before commencement of startup activities. It is a 20 inch diameter line which carries acidic slurry making its flushing a difficult task. The choked line was removed from the piping circuit,



and water jetting with simultaneous scraping was done to unblock the line. Timely completion of all planned and unplanned activities allowed the startup of plant and saved precious production hours. Maintenance performed during this short shutdown added value by prolonging the life of critical equipment on plant.

Think Repair before Replacing

Raja Abdullah Khan

The Sundyne Pumps are a set of production critical equipment at Purification plant. These machines are very high speed equipment with an output RPM of 18000! In recent months we had been experiencing some recurring issues on them. The problem was diagnosed to be related to wear in the housing of its gearboxes as these housings have completed their service life. Being such high speed machines, a very high degree of precision is required in manufacturing of their spare parts, which are therefore very costly.

Now to procure new housings would prove to be quite expensive, so as an experiment, the team decided to get one of the housings repaired. The Workshop team got the housing repaired while ensuring required standards of workmanship and quality. The housing was assembled with the gearbox and taken into service. The equipment was closely monitored in the following weeks, and no abnormalities were observed. Following the success of the trial, repair work was carried out on the rest of the damaged housings as well. This not only saved significant amounts in terms of cost, but also helped save downtime of the machine.



Tackling an Unprecedented Challenge

Usama Hussain

C1-830B is a Nitrogen compressor which supplies Nitrogen to the Oxidation reactor in case of plant shutdown and startup, therefore its continuous availability is essential. Problems were faced on this equipment during the start-up after October Short Shutdown, necessitating an immediate overhaul. Since this equipment has rarely been through maintenance of this magnitude in the past, the team was virtually a novice at this job.

Despite the posed challenges, Mr. Muhammad Tariq Patel and his team displayed great determination and resourcefulness and worked diligently to complete this job within three days which is a huge achievement considering the nature and scope of this job. In this short span of time, the main bearing and shaft of the compressor were replaced and the machine was taken in service.



Exemplary Risk Mitigation

Usama Hussain

CTA Dryer is the heart of the Oxidation plant, and its continuous operation is essential to sustain production. The equipment has a complex mechanism to rotate and bear its load. A part of this mechanism is the two tyres on the Dryer shell which are kept in their place by a number of keys. The load on the keys of one of these tyres increased due to development of excessive gap between this tyre and the Dryer shell, causing the keys to dislodge more often. Dislodging of keys has adverse consequences for the reliable operation of this equipment, and if too many keys get damaged, repairing them requires unplanned plant shutdown which affects production figures.

To resolve this issue, the Maintenance team proposed a design modification which required a new thrust roller to be installed on the Dryer with the intent of dividing the load equally on the keys of both tyres. This initiative was expected to augment the time between outages by reducing the dislodging of keys. The proposed remedy had many practical challenges which were discussed and worked out in detail. The additional thrust roller was successfully installed by commendable efforts of Muhammad Shoaib (AE Mechanical) and Muhammad Arif (Mechanical Technician). The modification performed made a difference in extending the life of this equipment and also added value by reasonably mitigating the plant shutdown frequency due to abrupt key failures.



Innovative Thinking

Usama Hussain & Umair Ahmed Bhatti

Leakage from the Kickback Cooler was observed by Area Operator (Oxidation) Mr. Muhammad Ali, during plant start up activities of October Short Shutdown. This cooler is installed on Nitrogen Compressors and unavailability of a kick back cooler on these compressors compromised their reliability. The option of repairs of the defects was a time-consuming job, and as the Nitrogen compressors have a vital role in plant start up activities, an immediate improvisation became necessary. The Technical, Maintenance and Production teams put their heads together to find a solution to the problem and the idea of interchanging this cooler with an inactive heat exchanger (E1-645), was proposed by Area Operators Mr. Muhammad Waqas and Mr. Raffat Ullah Qadri.

A quick yet thorough compatibility study was carried out by the coordinated efforts of all three teams. Process parameters were adjusted as per the design of E1-645. Although it was a challenging task, careful planning and efficient execution by the Maintenance and Workshop teams made this changeover of equipment possible. The efforts of Workshop team are especially noteworthy in fabricating suitable piping connections for the exchanger on such a tight schedule. This activity reduced the huge delay expected in plant start up which would have been inevitable if the option of cooler repairs was chosen. It is a great example of out of the box thinking and teamwork leading to productive outcomes; hence adding value by reducing the risk associated with unavailability of compressor.



A Team Effort

Syed Abdullah Faiz

Short Shutdowns are an excellent opportunity for the Maintenance team to enhance plant reliability by carrying out rigorous maintenance activities. The October Shutdown remained a success at Utilities plant as the team ensured high standards of safety and workmanship despite the tight schedule.

Earlier this year, a major maintenance job was carried out on Cooling Towers with the goal of enhancing their reliability. The job scope included replacement of showering nozzles and fill packings of all Cooling Tower cells. The opportunity provided by the shutdown was utilized to carry out a detailed inspection in order to gauge results. Significant improvements were observed which confirmed the success of the project. The credit goes to the coordinated efforts of Ali Ahmed Khan (AM Maintenance), Anwar-ul-Hassan (AE Maintenance) and Mubeen Mukhtar (Process Support Manager).

Another major activity was the improvement carried out against chronic leakages from the Boiler Feed



Water Suction Strainer, These leakages were resulting in an increased consumption of demineralized water and thus a higher operating cost. The maintenance team addressed the problem by coming up with an innovative solution to improve the sealing of the equipment, which resulted in significant saving of de-mineralized water.

The safe and timely execution of these and all other jobs at Utilities plant, during SSD, can be credited to the commitment and hard work of the whole Mechanical Maintenance team.

Youth Encouragement

Waqas Hameed

Lotte has always had a culture of sharing knowledge which has helped build an environment highly conducive to learning. The youngsters are our prime focus in this regard. A group of BBA students from Bahria University recently requested LCPL for a site visit to understand the practical business management strategies in place.

To honor the interest of youth in LCPL's business

management, a session was planned with them in October 2016. The students were warmly welcomed by Mr. Arshad Ali Shaikh (Plant Manager Co-Gen), Mr. Zahid Iqbal (Senior Assistant Engineer Process) and Mr. Waqas Hameed (Shift Manager Co-Gen). Mr. Arshad Ali Shaikh conducted the session and shared valuable information concerning Business Management practices of Lotte. The session remained very interactive and the students were keen on gaining knowledge. At the end of the session, the students greatly appreciated the quality of the session and the level of commitment of our employees towards business and its development.



Rethinking Plant Operations

Usman Shaukat

In addition to uninterrupted plant operation and maintaining safety standards, innovation and cost reduction are the prime objectives of Production department. An emergency situation arose on plant on 30th September 2016, which was mitigated by running the plant with only two Cooling Water pumps in operation instead of the usual three with certain adjustments in process parameters.

This emergency proved to be a blessing in disguise and gave the team an idea to carry out a controlled trial to see whether the plant can be run on two

pumps during routine operations as well. Thorough assessment was done by the Production and Technical teams of Utilities, and emergency action plans and strategies were developed in advance to cope with any problematic situation during the trial. A preliminary trial was carried out during which the Operations team controlled intricate process parameters with excellence and carried out vigilant monitoring. The results of the trial were highly encouraging, and the practice was standardized after conducting a prolonged re-trial to further confirm the results. This remarkable initiative was a result of dedicated team efforts and has considerable long term cost saving benefits in the form of huge reductions in operation and maintenance costs.



Sports Event 2016

Sumayyah Waheed & Rushana Khan

To conclude the year on a high note, Sports and Recreation Committee organised a two day sports event on 12th and 13th of December. Day one was dedicated to Football and day two to Cricket. The highlight of this year's event was the venue; the event was planned at Plant site, where the ground was prepared right outside the plant gate.

As soon as the cricket pitch construction was complete, the coveted destination during breaks changed from Mess and Gym to LCPL sports ground. Everyone was focused on honing their batting and bowling skills, their fielding capabilities, and their shooting techniques and running stamina. All over Lotte the discussion was about bowling and batting styles, football formations, and everything sports.

The matches were scheduled to start at 1400 hrs and end at around 1800 hour with a refreshment break in between to keep the energy and spirits high. All the LCPL employees, from both Plant and City Office, were divided into following 4 teams, through balloting, to ensure maximum participation:

1. Eagles - led by Tariq Mahmood
2. Lions - led by Irfan Ahmed
3. Panthers - led by Arshad Ali Shaikh
4. Giants - led by Umair Khalid



The first day was filled with hustle and bustle from the very morning with captains distributing team jerseys and discussing tactics with players.

The first Football match was played between Eagles and Panthers, and won by Panthers; the second match between Lions and Giants was won by Lions. The next two matches were played between the winners of one match and the runner ups of the other.

Match for third position was played between Eagles and Giants where Eagles beat the Giants after a close competition.

Lions and Giants, after both winning 2 matches each, battled in the Finals. After a nail biting match,





Panthers, took the trophy home. Euphoric in their victory, the team celebrated amidst cheers from their supporters, and went on to have their group photos taken with the other teams.

Day 2 was even more exciting, as cricket is everyone's absolute favourite; and the teams stepped into the ground with added zeal. Commentators entertained everyone with their witty quips on the players and the music kept everyone's spirits high. The ground was filled with cheers as the takra between Eagles and Panthers started, which was won by Panthers. This match was followed by the battle between Lions and Giants with Lions coming out as victors after an action packed contest.

The third match was between Panthers and Giants and was won by Panthers, after which it was time for refreshment. Freshly prepared chaat was the highlight for all, and the tired players were re-energised.

The last match of the qualifiers was a nerve wracking bout between Lions and Eagles. The victors of the match were Eagles, which brought both the teams at the same level in the points table. All the players



surrounded the commentary box as the Match Referee calculated the net run rate to resolve the tie. In the end Lions were declared the winners.

For the finals Lions went head to head against Panthers. After an exhilarating 12 overs Lions continued their winning spree to become 2016 Lotte Cricket Champions.

The two days of fervour, and activity provided a much needed timeout for everyone.



Operational Excellence

Muhammad Ismail

A conveying gas (CG) carries off Acetic Acid vapors from the TA Dryer at Oxidation plant. This gas is then scrubbed off acid vapors and re-circulated to dryer by a blower. For effective scrubbing of CG, the scrubbing solvent needs to be maintained at an optimal temperature; which is achieved through a cooler. The cooler performance decreases overtime causing the scrubbing process to become correspondingly ineffective. One of the consequences of this is that the blower becomes overloaded due to excessive vapors in the incoming CG.

On 30th November, one of the blowers tripped on overload as the performance of cooler had decreased due to choking. The procedure to rectify the choking issue is to back flush the cooler, which is performed with Oxidation plant production on hold. Due to high product demand, this was not feasible, and another solution had to be thought up.



The team discussed possible alternatives, and it was proposed to carry out back-flushing with Oxidation plant on reduced production instead of cutting off production completely. The task was challenging, but the team planned ahead for all possible unfavorable scenarios and set about executing it. Relevant production parameters were monitored during the activity to preempt any problems. The activity was completed successfully due to the operational excellence of Production department and is a huge achievement for the team as considerable production losses were avoided.

Autonomous Maintenance Audit

Taimour Hasnain

TPM is a proactive approach that essentially aims to prevent any kind of slack before its occurrence. Its motto is "Zero accidents, zero breakdowns, zero defects."

The first pillar of TPM, Autonomous Maintenance (AM), was launched in June 2015. To aid smooth implementation of Autonomous Maintenance, plant areas were divided into 32 areas and distributed equally among 8 Small Group Teams (SGTs). At any given time, each SGT works on 1 plant area, so 8 blocks are in active phase of AM implementation simultaneously.

To ensure proper implementation of Autonomous Maintenance, the TPM team carries out regular audits to evaluate and reward the teams accordingly. Final field audit of Block 1 was conducted on 4th November, 2016. The audit team comprised of the Manufacturing Head of Departments, Engineering Section Heads, Plant Managers and TPM team.

The purpose of the audit is to evaluate implementation of AM on individual equipment and to assess the over-

all conditions of the Block. Each SGT is evaluated against predefined criteria. Other than field audit, teams are also marked on the basis of the quality of documents submitted, maintenance of AM display board and the extent of 5s sustenance of the blocks. The teams are currently being ranked and once the results are finalized, they will be rewarded accordingly.

As the audit of the Block 1 was completed, refresher session for AM implementation was carried out and Block 2 was launched on 5th December 2016. This block will go through the same stringent evaluation criteria to ensure SGTs perform exceptionally for implementation of TPM.



Proactive Maintenance Resolves Power Issue

Abdullah Faiz

Utilities are the life and soul of any production plant to ensure continuous production. The Diesel Generators driving the Raw Water Booster Pumps are critical for uninterrupted supply of Raw Water to the plant. These generators serve as a backup source of power supply to the pumps in case of WAPDA power failure. Since the power supply from WAPDA is unreliable at times, ensuring the reliability of these engines is imperative. For this purpose, overhauling of DG 2 was planned as per the recommendations of its manufacturer, Volvo Penta Limited.

The mechanical maintenance team rose up to the challenge posed by the extensive overhaul activity; special credit goes to Rana Khalid (Sub Engineer Maintenance) for providing extensive support to Volvo's team during the job. Efforts of the Workshop



team are also commendable in handling the rigging activity of the engine. The maintenance activity has resulted in significant improvement in the health and reliability of the engine.

The Vital Cog

Rushana Khan

The chemical drains at Demin plant are lined with Fibre Reinforced Plastic (FRP), which deteriorates over time. The job of drain repairs used to be contracted out to a service provider specializing in protective chemical coatings and linings. However this time around, the Workshop team took the initiative of performing repairs in house. As special expertise is required for this, the team collaborated with the service provider regarding technical aspects of the job. This was an extensive job in terms of cost and time, and Workshop's efforts helped cut down the cost by five times!

Another of the team's major achievements this quarter was effectively containing the leakage from Conveying Gas line of the vessel, F1-1414. As per the normal practice to deal with line leakage issues, a clamp was installed online as a temporary measure until such time as permanent welding repairs could be carried out in a planned plant outage. This managed to contain the leakage initially, however as the crack was a major one, leakage started again after some time. The Workshop team then prepared a specially designed double clamp, and no further



leakage was observed after this was installed. The team was able to save unavoidable loss of production had the line been taken out of service for carrying out permanent welding repair.

Team Work at its Best

Muhammad Zain Siddiqui

M1-521 is a critical process filter installed at Oxidation plant and its unavailability directly impacts the variable cost to the business. Its Human-Machine Interface or HMI had long been problematic due to obsolescence and used to affect the performance of the filter and cause frequent forced shutdowns. It was therefore decided to have it upgraded to the latest version to address all the issues permanently and improve the overall reliability of the filter. Quotation was sought, however its value found very high which warranted the need to explore a cost effective alternative which could supply a technically compatible HMI but at a lower cost.

The Commercial team rose to the occasion and identified a local vendor but at almost 41% lower cost. The initiative was extensively supported by the Engineering team who had to invest a lot of time to evaluate the offer and to make sure that no critical technical detail was left out that could expose the business to any operational risk. After multiple rounds of technical discussions and commercial negotiations, the order was finally placed in April '16 and the HMI was successfully installed and commissioned in the October '16 Short Shutdown. The initiative was not only an evidence of the technical prowess of both the teams but was also a testimony of the remarkable team spirit that knows no functional boundaries.

Work Ownership and Taking Initiative

Umair Siddiqui

Knowledge packed training sessions on “Work Ownership and Taking Initiative” was arranged by HR team for Production department, divided into two groups, on 8 October & 7 Nov 2016. In this interactive session, learning was made fun by the facilitator, Mr. Mehdi Hasnain. By sharing multiple examples and experiences, he illustrated the fact that excellent performance of an individual does not depend on contribution by others. In fact, lesser contribution by co-workers is sometimes better for an individual’s development. The designation of an employee is not a barrier to innovation; a brilliant idea can come from anyone. Immense accomplishments are possible, by simply bringing out hidden potential in oneself.



It was a great learning opportunity for whole production team. We thank HR for their untiring efforts in developing LCPL staff.



TPM Reward Distribution Ceremony

Taimour Hasnain

At TPM we do our utmost to appreciate hard work and commitment of individuals. To celebrate our employees who participated in various TPM platforms to bring about positive change in the plant resources, Reward Distribution Ceremony was organized on 25th November 2016. Mr. Humair Ijaz graced the event as chief guest along with Mr. Tariq Nazir Virk, Mr. Park, Mr Lee and Mr. Cho.

Reward was distributed to employees in the following categories:

1. Job Qualifying Programme: TTC has been conducting Job Qualification Programme exams since 2005, twice every year. TPM has provided a formal system to reward those who took these exams to enhance their skill levels and have been

successful. In this ceremony 21 employees appearing in JQP exam held in May 2016 were rewarded according to the skill level they have completed.

2. Internal Faculty Recognition Programme: Reward was given to 21 of our in house faculty members, who took out time from their busy schedule to train and develop their fellow employees.
3. Suggestion and Reward System: Reward was given to 29 of our team members for their various innovative suggestions and plant improvement solutions.
4. SGTs Morale Boosting: Reward to 11 Small Group Teams (SGTs), carrying out TPM activities at plant, was given on the basis of their performance in Mid Year Audit.



Recruitment Drive at NED

Zia Ur Rehman

Lotte Chemical Pakistan Ltd unequivocally accepts that talented youth is vital for the development and success of the organization. We concentrate on building up our young employees through the "Trainee Engineers" program. After the completion of our rigorous training program, these innovative minds, subject to opportunities, are retained inside the organization.

We organized recruitment drive at NED University to filter out the required talent and hire new Mechanical, Electrical, Electronics, Chemical and Polymer & Petrochemical Engineers. An extensive presentation

highlighting the LCPL organizational culture was given to around 311 candidates who participated in our written tests and based on these tests about 105 students cleared for the first round interviews.



Farewell Parties

Zia Ur Rehman



Farewell of Ms. Sadiqa Bashir, Business Analyst on 08-Nov-2016



Farewell of Mr. Rehan Shami, Process Support Manager (Oxidation) on 30-Dec-2016



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



Muhammed Talha Khan, Commercial Manager, completed 15 years of service on 2nd December 2016. He joined the company as a Mechanical Engineer in 2001 and became Assistant Manager Purchase in 2004. Presently he is working as Commercial Manager.



Tariq Nazir Virk, General Manager Manufacturing, completed 20 years of service on 31st December 2016. He joined the company as Assistant Manager Maintenance in 1997. Presently he is working as General Manager Manufacturing.



Usama Hussain, BS (Mechanical Engineering), Ghulam Ishaq Khan Institute of Engineering Sciences and Technology, Topi, has joined the Company as Trainee Engineer, with effect from 3rd October 2016.



Audra Long, FA from Board of Intermediate & Secondary Education, Karachi, has joined the Company as Secretary, with effect from 1st November 2016.



Ahsan Nazeer, 1st Class Boiler Engineer, Punjab Board, has joined the Company as Assistant Engineer Process - Utilities, with effect from 13th December 2016.

آخر کار LCPL نے اپنے متعین ہدف کو ناصرف حاصل کیا بلکہ 503,986 ٹن پی ٹی اے کی پروڈکشن سال 2016 میں اپنے نام کی۔ یہ پروڈکشن ہماری دوسری بڑی سالانہ پروڈکشن رہی، اس سے پہلے 2009 میں ہماری پی ٹی اے کی پروڈکشن 506,000 ٹن رہی تھی۔

LCPL میں ہم اس ممتاز کامیابی کو اپنے تجربہ کار ملازمین کے ساتھ جوان اور مستعد انجینئرز کی کوششوں کا ثمر سمجھتے ہیں۔ اس کامیابی کا جشن منانے کے لئے ایڈمنسٹریشن ٹیم نے سیکشن ہیڈز کے ساتھ کیک کاٹنے کی تقریب کا کنٹرول روم، ورکشاپ اور AAM بلڈنگ میں اہتمام کیا جس میں تمام ڈپارٹمنٹ ہیڈز اور جنرل مینیجر مینیجرنگ نے شرکت کی۔

مجموعی طور پر سال 2016 کمپنی کے لئے ایک مایہ ناز کامیابی لایا اور آئندہ کے لئے بھی ہم اس سے بہتر کامیابی کے پر امید ہیں۔

LCPL ہمیشہ سے پروڈکشن کے اعتبار سے اعلیٰ معیار قائم کرنے والا ادارہ ہے۔ ہمیشہ کی طرح ہماری پروڈکشن کا ہدف سال کی ابتداء میں ہی تعین کر لیا گیا تھا۔ تمام ڈپارٹمنٹ نے 493,886 ٹن کے اس ہدف کو پورا کرنے کے لئے بہترین جذبہ اور عزم کا مظاہرہ کیا۔

ہمارے انجینئرنگ ڈپارٹمنٹ نے بہت ہی اہم کردار ادا کرتے ہوئے موثر ترقی اور محفوظ انتظام کو برقرار رکھا۔ ٹیکنیکل ڈپارٹمنٹ نے موثر انداز میں ٹیکنالوجی کو اپ ڈیٹ رکھا جب کہ ہمارے HSE ڈپارٹمنٹ نے اپنی بھرپور توجہ سے افراد اور ساز و سامان کی حفاظت کو یقینی بنایا اور خاص طور پر پروڈکشن نے تمام روزمرہ کی کارروائیوں کو ہمیشہ کی طرح ہموار رکھا۔





ایپلارز فیڈریشن آف پاکستان ہر سال ایپلارز آف دی ایوارڈ کا اہتمام کرتی ہے۔ اس سال LCPL نے ٹیلی نیشنل کمپنیوں کی کیلگری، ایکسی لینس ان بیسٹ ایچ آر پریزنٹس میں دوسری پوزیشن حاصل کی۔ یہ ایوارڈ 21 اکتوبر 2016 کو میریٹ، ہوٹل کراچی میں منعقدہ انٹرنیشنل ایچ آر کانفرنس کے موقع پر تفویض کیا گیا۔

اس موقع پر دنیا بھر سے ایچ آر کے ماہرین نے شرکت کی جن میں جناب پال وائٹ، ڈائریکٹر ڈی ایپلارز کارپوریشن پروگرام (DCEP) نے خصوصی طور پر شرکت کی۔ انہوں نے اپنے خطاب میں موجودہ افرادی قوت کو کل کا سرمایہ بنانے میں ملازمت دینے والے اداروں کے کردار کے موضوع پر تبادلہ خیال کیا۔

اس موقع پر کئی طرح کے پینل ڈسکشن بھی ہوئے جن میں ترقی پذیر ایشیائی ٹیلنٹ میں آنے والے چیلنجز پر قابو پانا، ہیومن ریسورسز کے ذریعے کارکردگی میں نکھار اور ملازمت میں استحکام کے لئے ایک مربوط طریقہ کار وضع کرنا قابل ذکر ہیں۔

جناب ذکی احمد خان، چیئر مین EFP ایوارڈ کمیٹی نے Lotte کیمیکل پاکستان کا ایوارڈ راجہ وحید اللہ خان، جنرل مینیجر ایچ آر اور آئی ٹی کو تفویض کیا۔

میں ہر چھوٹے بڑے بشمول خواتین نے اس مفت آنکھوں کے کیمپ سے فائدہ اٹھایا۔ یہ پہلا موقع ہے کہ تقریباً 57 بچوں کا علاج کیا گیا۔ اس کے ساتھ 39 نئے مریضوں کو توجی بنیادوں پر آنکھوں کے آپریشن کے لئے منتخب کیا گیا۔ LCPL جنوری 2017 میں ان کے آپریشن کے تمام اخراجات بشمول آنے جانے کا خرچہ فراہم کرے گی کیمپ میں مندرجہ ذیل بیماریاں عام طور پر دیکھی گئیں۔

- ☆ بچوں میں وٹامن اے کی کمی کے باعث نایبناپن
- ☆ آنکھوں کی الرجی ☆ موتیا

حاجی ابراہیم گوٹھ میں مفت آنکھوں کے میڈیکل کیمپ کا اہتمام

رضوان احمد

Lotte کیمیکل پاکستان سال 2016 کی اختتام میں بن قاسم ٹاؤن میں گھگھر پھانک کے قریب واقع حاجی ابراہیم گوٹھ میں آنکھوں کے مفت معائنہ اور علاج کا اہتمام کیا۔ یہ علاقہ دو سے زائد گوٹھوں پر مشتمل ہونے کے ساتھ تین ہزار سے زائد آبادی رکھتا ہے۔ ایل آر ٹی ٹی سے دو ڈاکٹر زاور تین پیرامیڈیکل عملے پر مشتمل ٹیم نے آنکھوں کا معائنہ کیا اور مریضوں کو ادویات فراہم کی۔ علاقے





”یہ ایک بہترین ٹیم بلڈنگ کا موقع تھا اور یہ میری زندگی کے بہترین دن شمار کئے جاسکتے ہیں۔ دورے میں ہر ایک ممبر کا رویہ دوستانہ اور اپنے پن سے بھرا تھا جو کہ ہمارے ادارے کی اقدار کا آئینہ ہے۔“
محمد احمد اللہ

”یہ تفریحی دورہ اپنی مثال آپ ہے۔ ہم اس دورے سے لطف اندوز ہوئے، خاص طور پر تھیاگلی کا پیڈل سفر اور نائٹ کرکٹ میچ اور ٹیم کے ممبرز کے ساتھ صبح کی دوڑ تو زندگی کی بہترین یادیں رہیں گی۔ اس طرح کے مواقع کی فراہمی پر تہہ دل سے شکر یہ ادا کرتا ہوں۔“
عمیر بھٹی

”یہ واقعی ایک ناقابل بیان تفریحی دورہ تھا، جس میں ہر ممبر کی موجودگی نے اس کو چار چاند لگائے، میں نے واقعی بہت مزہ لیا اور دیگر احباب سے بہت سیکھا اور اعتماد میں اضافے کا سبب بنا، زندگی کے نقشے پر نقش ہونے والے اس طرح کے مواقع کی فراہمی پر بہت بہت شکر ہے۔“
غلام مصطفیٰ



”یہ پورا دورہ دلکش اور تفریح سے بھرپور تھا چاہے صبح سویرے ایئر پورٹ پہنچنا ہو یا سخت سردی میں کرکٹ کھیلنا ہو، تمام تر سرگرمیاں اس طرح مرتب کی گئی تھیں کہ ٹیم بلڈنگ کو بے مثال انداز میں نمایاں کیا جاسکے، تھیاگلی کی سیر، مونال میں ڈنر اور پیرسواہ کی دلکشی میرے لئے اس سفر کی بہترین ساعتوں میں سے ہیں۔“
عثمان افتخار





دورے کے پہلے سیشن میں پانچ ٹیمیں تشکیل دی گئیں جن میں سے ہر ایک نے Lotte کی ایک Core Value پر ایک مختصر خاکہ پیش کیا۔ یہ سیشن جناب طارق محمود کی سربراہی میں ہوا۔

دوسرے روز ہم نے کوہالہ (نیلیم پوائنٹ) کا رخ کیا۔ یہ مری سے تقریباً ایک گھنٹے کی مسافت پہ موجود ایک پرفرا مقام ہے۔ یہاں ہم نے ثقافتی چار پائیوں پر، ٹھنڈے پانی میں بیٹھ کر نظر انداز کیا۔ اس کے بعد ہماری دوسری منزل پیرسواہ تھی جہاں کے مشہور ریسٹورنٹ، موناں میں ہم نے عشاء یہ کیا۔

”ہم اس دورے کی ہر ساعت سے لطف اندوز ہوئے، خاص طور پر ننھیالگی کا بیدل سفر اور نائنٹ کرکٹ میچ تو زندگی کی بہترین یادیں گے۔ میرے خیال میں ایسے مواقع مستقبل میں بھی جاری رہنے چاہئیں۔“
طارق بن قاسم

تیسرے دن ہمارا ہدف مشک پوری پہاڑی کو سر کرنا تھا جو سطح سمندر سے 9,452 فٹ کی بلندی پر واقعہ گلیات کے علاقے کی دوسری بڑی پہاڑی ہے۔ اس کامیابی کو لفظوں میں بیان کرنا ناممکن ہے۔ دن کا اختتام ہم نے دوستانہ کرکٹ میچ سے کیا جبکہ مدہم موسیقی نے رات کو اپنے سحر میں لے لیا۔

’ان تمام دنوں میں ہر کوئی ایک خاندان کی طرح رہا اور ایک دوسرے کا خیال کرتے ہوئے ہر ساتھی کو تفریح سے لطف اندوز ہونے میں مدد کی، میری یادداشت میں یہ سفر ہمیشہ سحر انگیز ہی رہے گا۔“
شہزاد ابراہیم انصاری

اس دورے کے آخری روز ہم نے شاہ فیصل مسجد اور سینٹ مارٹن مال اسلام آباد کا دورہ کیا۔ مال کے دورے کے دوران ہم نے شاپنگ بھی کی۔ مجموعی طور پر یہ دورہ اپنے دوستوں کے ساتھ ایک بہترین تفریحی سفر رہا۔ ہم اس موقع کی فراہمی پر اپنی انتظامیہ کے شکر گزار ہیں کہ ان کی کوششوں سے ٹیم بلڈنگ کا موقع میسر آیا اور پرامید ہیں کہ مستقبل میں بھی اسی طرح کے تفریحی مواقع جاری رہیں گے۔
یہاں پر ہم کچھ ساتھیوں کے تاثرات پیش کرتے ہیں:

”اس طرح کے ٹیم بلڈنگ کے مواقع میں اپنے انتخاب کو میں خوش نصیبی سمجھتا ہوں۔ یہ میری زندگی کے بہترین دن شمار کئے جاسکتے ہیں اور اس میں تفریح اور معلومات بھی موسم کی طرح بہترین تھی۔ دورے کا اہتمام بہترین انداز میں کیا گیا تھا کہ اس کا ہر منٹ تفریح سے بھرا تھا۔“
سید مجاہد حسین

”یہ ایک بہترین ٹیم بلڈنگ کا موقع تھا، اس پر ہمارے ایچ آر ٹیم اور دیگر احباب کی کوشش قابل ستائش ہیں کہ پورا سفر محفوظ اور تفریح سے مزین تھا۔“
طارق مہدی



connect

ٹیم بلڈنگ - سحر انگیز بھور بن



اس دل فریب دورے کا آغاز 17 دسمبر کو صبح سویرے کراچی سے اسلام آباد کی پرواز سے ہوا، جس کے بعد مری ایکسپریس وے پر ناسٹہ کرتے ہوئے ٹیم ہزر بجز روڈ اپنی منزل کی طرف روانہ ہو گئی۔

اس دورے کو مندرجہ ذیل حساب سے ترتیب دیا گیا۔

- 1- ”LCPL کی بنیادی اقدار“ پر سیشن
- 2- مری کا دورہ
- 3- مال روڈ
- 4- منٹیا گلی (مشک پوری) پہاڑی
- 5- کرکٹ میچ
- 6- کوالہ (نیلیم پوائنٹ)
- 7- پیرو سواہ (مونال)
- 8- Centaurus مال (اسلام آباد)
- 9- شاہ فیصل مسجد (اسلام آباد)
- 10- میوزیکل ناسٹ

بقیہ اگلے صفحے پر

تحریر علی حسن ایوبی

ٹیم بلڈنگ Lotte Chemical کی ایک ایسی روایت ہے جہاں ہمارے ملازمین مختلف ڈیپارٹمنٹ کے لوگوں کے ہمراہ سیاحتی علاقوں کا دورہ کرنے کا موقع پاتے ہیں۔ اس دسمبر بھی 27 ملازمین پر مشتمل ہماری ایک ٹیم بھور بن کے چار روزہ دورے پر گئی۔

ایسے دوروں کے اہتمام کا مقصد مختلف ڈیپارٹمنٹس کے درمیان روابط کو فروغ دینے جانے کے ساتھ ساتھ کام کی جگہ سے دور خوبصورت علاقوں کی سیر و تفریحی کے مواقع فراہم کرنا ہوتا ہے۔ خاص کر ایسے دوروں سے ساتھیوں میں ایک دوسرے کے خیال کا جذبہ اور اعتماد بڑھتا ہے۔

LOTTE CHEMICAL PAKISTAN LTD