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CE Communication Session

Sayed Asim Ahmed

Maintaining an atmosphere and environment of transparency through communication and dialogue has always been a prerogative of Lotte Chemical Pakistan Ltd. It serves as an essential means of ensuring that all the members of the LCPL family are kept informed of the well being and progress of the company. In continuation of this healthy trend, the annual Chief Executive (CE) Communication Session was organized by the HR Team on 10th February 2017.

The CE, Mr. Humair Ijaz, began the session with a look back at the objectives that the company had set for itself. A self-appraisal was done against the progress made, and with most of the objectives being marked as complete, the CE and audience were in agreement that significant progress was made in 2016. Not one to rest on current laurels, the CE then discussed the objectives that the company has set for the year 2017, and challenged the audience to work even harder and with more passion than ever before, to pull off an even better year 2017.

Staying on the topic of achievements, the CE also heartily lauded the efforts of the entire LCPL team for the excellent performance in ensuring highest levels of plant availability, and in doing so achieving the second highest Production and the highest Domestic Sales numbers in the history of LCPL. The audience joined the CE in giving a big round of applause to acknowledge the efforts of each individual who made



this possible. As a result of these excellent numbers, the CE informed the audience of the improving financial situation of the company, with forecasts of an even better performance in the years to come.

The audience was also updated by the CE with regards to the situation on the contract negotiations with K-Electric for sale of surplus power generated by LCPL's Cogeneration Plant. He stated that a favorable conclusion was imminent which would pave the way for a marked improvement in the company financials.

In his concluding remarks, the CE once again praised the efforts of the entire LCPL team for achieving an excellent year 2016 and motivated the audience to perform even better in 2017 while taking on the challenges which lie ahead in terms of Plant Overhaul and market competition. The CE then entertained questions from the audience, which was followed by a group photograph of the entire LCPL team in front of the Azhar Ali Malik (AAM) Building. The audience left the session feeling extremely motivated to make 2017 an even better year for LCPL in terms of performance.



Editor's Note

Dear Readers,

We are pleased to present you the Newsletter Q1 of 2017.

In high spirits we share with you all a significant quarter, celebrating the incomparable achievement of LCPL's goals of 2016 in the CE session in the very beginning of the year; the sports spirit seen in the table tennis championship and the compelling evening awarding the dedicated employees for their long term commitment with the company followed by exciting musical session, all these and much more.

We are also pleased to welcome our new members of the Newsletter Committee, which includes: Ms. Celestia Henry, Ms. Sumayyah Waheed, Ms. Rushana Khan, and Mr. Asad Hayyat. Congratulations on becoming a part of this team who plays a vital role in employees' engagement.

We are grateful to everyone for the contributions for their write-ups for this edition and also thank the readers for taking the time out to read our newsletter. Please feel free to share your views, suggestions or new stories for the next editions.

Happy Reading!

Sincerely,
Newsletter Committee



QHSE Surveillance Audit - 2017

Ahmed A Abedi

A combined Surveillance Audit for Quality Management System (ISO 9001:2008), Environmental Management System (ISO 14001:2004) and Occupational Health and Safety Assessment Specification (OHSAS 18001:2008) was carried out by external auditor from URS on 13th & 14th March 2017 to determine the level of QHSE Management System conformance of LCPL. The

auditors examined relevant documents and the practical implementation of all standards in all functions.

The audit team confirmed its satisfaction with standards upheld by the LCPL and sustained its certification. Congratulations to the LCPL team on this achievement.



Effective Emergency Handling

Noor Nabi

The Production team has always participated very effectively in troubleshooting of the routine operation issues and frequent brainstorming sessions have always been a great platform for generating ideas.

A critical situation arose at Oxidation plant due to the choking of a vapor vessel just before commencement of October 2016 Short Shutdown. This vessel plays an important role in removing hazardous substances from the plant and readying it for maintenance activities of Shutdown. The equipment's Acetic Acid handling capacity was reduced drastically due to the choking issue. This meant an increase of at least one day in the planned duration

of the Shutdown. Loss of valuable production time seemed inevitable in such a scenario, however the team put their heads together to find a solution.

After much discussion and deliberation, an innovative strategy was proposed to overcome the issue. The operations and safety risks of this unfamiliar strategy were thoroughly evaluated and countermeasures were worked out in detail to prevent any lapses. The plan was then put into execution and decontamination activity was completed in even less time than the usual duration, which resulted in highly significant cost savings. The efforts of the entire Oxidation team are praiseworthy for the way they handled this situation.



Risk Mitigated

M Ismail Khan

On January 30, 2017 one of distillation column bottom pump motor declared faulty due to its high vibrations and therefore needed replacement but a spare motor was not available. After discussion it was decided to overhaul said motor which would have taken two days keeping column operation at risk for same time period. The Oxidation area team (Tahir Mehmood and Husnain Raza) thought out of the box and hunted an alternative from thermal oxidizer section which is of no use after commissioning of Catalyst Recovery Unit. Both deserve appreciation for the risk they mitigated.



Trainee Engineer Test @ City Office

Shazia Siddiqui

Each year, through the 'Trainee Engineer Program', LCPL gives a number of bright and talented fresh engineers the opportunity of excelling in their relevant fields. These engineers are selected from reputable universities all over the country. Through this vigorous and challenging program, the engineers under training are taught with the focus on developing their technical and soft skills, making them a valuable resource for the company in the longer run.

On 30th March, around thirty Engineers from the Institute of Industrial Electronics Engineering (IIEE),

PCSIR were evaluated on their Technical, IQ & Verbal Skills. at LCPL's City Office.



Awareness Session on IMS Standards & Auditing System

Ahmed A. Abedi



Awareness training on IMS Standards and Auditing System was held on 22nd February 2017 at Technical Training Centre. The training helped in bringing auditors and auditees on one single page in terms of understanding & compliance of processes and procedures.

Mr. Shuaib Iqbal (Assistant Manager QHSE) and Mr. Ahmed A. Abedi (Technical Training & IMS Coordinator) conducted the session. 11 participants were nominated for the training and actively participated and appreciated the quality and usefulness of the session.

Exemplary Support by ERT

Shuaib Iqbal

On 9th February 2017, a fire started in the nearby industry of Port Qasim 2x660 MW Coal Fired Power Plant. The extensive fire engulfed most of the working area of the Plant. In their hour of need, the Power Plant Management requested LCPL to provide support in firefighting. LCPL took immediate action and sent their firefighting team along with a fire tender.

Mr. Rizwan Ahmed (Administration Manager) also went there along with the Emergency Response Team (ERT) to support the Power Plant team during emergency. ERT responded in an efficient and courageous manner and was engaged in firefighting activity for over an hour. The fire was finally extinguished. The Management of the Power Plant acknowledged and appreciated LCPL team and the efforts of ERT.



Setting an Incredible Precedent

Muhammad Zain Siddiqui

In the prevalent business environment, renewal of major and high value contracts is always a huge challenge as it requires the functional and commercial teams to negotiate at lowest possible cost due to the overall impact on the business while at the same time maintaining and even improving the quality and service levels. The story of the renewal of three of the largest Engineering contracts is certainly no different.

With the combined value tantamount to a substantial figure, these three contracts required everyone involved to embark on journeys into uncharted territories to generate the much-expected savings for the business. What followed was a relentless pursuit to the assigned objective by both Planning and Commercial teams spanning over as long as six months. A detailed pre-mortem of the contracts was carried out and all the major cost drivers were identified. For the first time in the LCPL history, detailed

break-ups of each cost category were sought from the bidders to further unearth the dormant costs which were not creating any value for the business.

In the process a number of new alternate contractors were also identified to put pressure on the incumbents and a detailed industry survey was also carried out among the neighbouring companies to benchmark our practices and to identify opportunities for improvement. As a result of all these initiatives and extensive negotiations, contracts were made more efficient and some savings were achieved.

It can safely be said that this was the first time that such a comprehensive view was taken of these contracts and the credit goes to the remarkable team work and ingenuity demonstrated by Planning and Commercial team for rising to the occasion and setting an incredible precedent.



Employees Development Program

Shazia Siddiqui

The month of March can be coined as “Training Need Analysis (TNA)” month in the LCPL calendar. Knowing the importance of possessing the right skills and targeted investment in learning and development towards an organization’s success, HR department made sure to conduct a carefully designed TNA for 2017.

A series of meetings and discussions were conducted by HR department with all functions on different days and time slots in order to give individual atten-

tion to every function. Every meeting started with a presentation giving overall and individual training status of 2016, followed by development need discussion. Compared to the last year’s trends, departments showed more interest in culture building programs than individual capacity building this year. At the closure of the meetings, an overall feedback was taken from the participants about training and HR processes. All in all, the participants were enthusiastic about their team’s development.



Entrance with a New Look

Mohammad Zain Raza

Replacement of main entrance gate of LCPL Plant site was carried out by Workshop team. The old gate installed by Foster Wheeler during plant construction phase was originally planned to be replaced during the AAM block construction project, however due to the significant costs involved, replacement was cancelled. The new gate was fabricated in house using leftover material and available resources, which helped save a significant amount. The initiative has

further beautified the plant and completely changed its outlook for which the efforts of the workshop Fabrication team lead by Mr. Tariq Mehdi are noteworthy.

Another major activity this quarter was the provision of PPEs exempted pedestrian walkway along road E from TTC to Main gate area. The initiative incurred zero cost and has resulted in significant ease of movement for employees at Plant.



Impossible = I' M' Possible

Wali Ahsan

Sintered Filters are the one of the key equipment used for recovery in Catalyst Recovery Unit for recovery of precious metals.

In the month of January, metals start slipping from one of the sintered filters resulting in significant loss of variable cost. No standby healthy elements for this filter were present in inventory and also no testing method was available to verify the health of individual elements. It would take around 3 months for the procurement of new filter which meant significant aggregate loss of metals during that time.

Keeping in view the gravity of problem LCPL Technical department took an initiative and developed an in-house technique for verification and health assessment of elements. Great support was provided by maintenance for development of fitting, welding and testing of elements. The Technical and Maintenance teams worked day and night to determine the relatively healthy elements from available leaked elements. After completion of the activity, the slippage of metals was significantly reduced and the filter was restored to its design conditions. This was possible only due to the remarkable dedication and efforts of the team.



Optimizing SSD Consumptions

Usman Shaukat

Shutdown & Overhauls have always been a great challenge; they increase the costs two folds, one being the cost due to lack of production and other being the cost of other resources associated with shutdown. In March 2017, due to some unforeseen incident, Shutdown (SSD) timeline had to be revised and it had to be pulled back by a few weeks. This posed a challenge for Utilities team to optimize the consumption of various plant resources effectively. The major resources utilized during the Shutdowns

include: Boilers Natural Gas, Caustic, De-mineralized water, Electrical Power from KE during GTG outage & Nitrogen gas from LINDE. With the target of improving the efficiencies, Production team managed to optimize the consumptions of utilities with joint efforts, the consumption costs were reduced to minimum values as compared to the last 3 Short Shutdowns. This has resulted in significant saving of cost and resources for the plant.

Training on Critical Plant Equipment

Noor Nabi

Training helps in the growth and development of employees, who are the true assets of an organization.

The Oxidation team of Production Department recently arranged training on three critical equipment's to pace up the team members. The session was conducted in two batches to ensure maximum participation of all the shift staff, and covered Oxidation Reactor Agitator, CTA Drier replacement project and Inert Gas Compressors Logic.

The sessions remained very interactive and interesting throughout due to the enthusiasm of the participants for learning. The attendees greatly appreciated the session and declared them an immense development opportunity. Every person appreciated the efforts of the trainers, Noor Nabi and Hassan Tariq, and suggested that similar sessions on other critical equipment's of the plant should be arranged.



Team Work Makes the Dream Work

Umair Ahmed Bhatti

Keeping production on track is not a one person job but rather, the entire team's efforts are required for it. This was witnessed on February 28, when glycerin leakage from Purification plant's Second PTA Crystallizer seal occurred. Glycerin was being made up continuously to meet the requirement of the leaked seal. Decision for seal replacement was under discussion meanwhile the Maintenance team was carrying out greasing of the seal bearing to try and mitigate the effects of seal leakage.

The total stock of glycerin was nine drums at site, and in two hours, two drums were charged. Commercial was contacted immediately and glycerin inventory was arranged within 8 hours for which their efforts are noteworthy. As the rate of leakage was high and the makeup pump was unable

to meet the demand of glycerin, it was decided to manually charge glycerin for which operators of all areas put in their efforts. After some time, the level stopped decreasing which bought some time for the team to put in place an alternate makeup strategy.

Pneumatic pump, alternate make up arrangement and credit of overall support goes to the Maintenance team. The men of the moment remained the shift group A, area operators who participated in manual charging of glycerin by buckets. Mr. Usman, Mr. Zubair, Mr. Ramiz, Mr Ayaz and shift group A Oxidation operators were at the fore front in every activity and their support was unmatched. It is due to the team effort of all the functions and plants that the emergency was handled.

CTA Dryer Modified Keys Installation

Usama Hussain

Dislodging of CTA Dryer tire keys has remained a challenging issue at Oxidation plant. The failure of the keys holding the 'tire' part of the Dryer can adversely affect its reliability. Although efforts such as installing a new thrust roller and re-welding of keys have been made in the past to rectify this problem, the issue recurs due to the deteriorating health and strength of equipment.

Certain design modifications were proposed to help

resolve the issue of dislodging keys, amongst which was the idea to fabricate keys with greater height. A new set of supports were welded at the back of these modified keys to improve their load bearing capability.

All these design modifications were implemented successfully by the joint efforts of Maintenance and Workshop teams which has substantially enhanced the reliability of Dryer and no key failures have been seen since the modification.



John Crane Training Session

Usama Hussain

A full-day training session was conducted at LCPL on 14th March 2017 by experts from John Crane's Dubai office. This arrangement was a result of the joint efforts made by Maintenance and Commercial teams. The topics covered were mechanical seals and journal bearings along with various other products of John Crane's portfolio. The session was highly informative and productive as both teams shared their experiences, discussed the intricacies of equipment issues and methods for failure prevention.

The second half of the session was held in the Workshop Seal room and consisted of practical demonstra-

tion related to mechanical seal assembling checks and best practices. This part of the training was particularly useful as it was focused solely on the issues specific to LCPL equipment and practical solutions were worked out in detail to resolve issues at the Plant.

John Crane's collaboration with our Maintenance team will open a pathway for the implementation of ingenious solutions, leading to further improvement in Plant reliability. The training played a vital role in enhancing the knowledge base of our employees, and in strengthening the ties between the collaborating companies.



Women in Business (WIBCON)

Celestia Henry & Sumayyah Waheed



The 9th Women in Business & Leadership Conference was held on 25th January at Movenpick Karachi. The conference celebrated the social, economic, cultural and political achievements of women, attended by a large number of people from different walks of life. The theme this year was “Empower Women, Empower Humanity”. LCPL nominated four female employees; namely Celestia Henry, Laraib Zafar, Sumayyah Waheed and Rushana Khan; to attend the conference.

The conference started with a keynote speech on how women empowerment starts from the very beginning at home. For a healthier & more accepting society it is imperative to inculcate the spirit of community among the women involved at various levels. Following this, was a panel discussion between various CEOs about policies that can help in promoting diversity and inclusion in the corporate world. The take home message was to break the trend of women mentoring women and promote the concept of women mentoring both men and women wherever applicable.

One of the high points of the conference was the



session “Women in Unconventional Roles”. The organizers highlighted the struggles of women who are working in mostly male dominated environments. Notable among the speakers was the pair of Boxers from Lyari and the first and only female truck driver of Pakistan. The boxing duo was full of energy and shared how at a very young age they had fought with multiple stereotypes prevalent in our society. However the star of the session remained Begum Shamim Akhter, the truck driver, who with her candid persona stole the hearts of the audience.

Khawatoon, an all women improvisational comedy group, was able to provide comic relief and lighten the tone of the event. Following this was a mesmerizing dance performance by Joshindar Kaur. Other noteworthy sessions included “Who has made back to life” by Mussarat Misbah and Self Defense Training by Amir Khan.

WIBCON was the perfect opportunity for both men and women to learn, get inspired and network at the same time.

Remarkable Improvisation

Usama Hussain

On 8th March 2017, a failure was reported on the pipeline in the vicinity of the Purification Reactor D1-1301 which hampered the production of PTA. On management’s discretion it was decided to synchronize the planned April Short Shutdown with this plant outage.

Despite the abrupt change of plans and stringent available timeframe, Maintenance team improvised swiftly and embarked on this challenge with great determination. The job list was immediately finalized and priorities were decided along with the plan for the provision of resources, which were already scarce for an activity of this scale.

Among major jobs carried out at Oxidation were crack repairs at CTA Dryer, and replacement of filtration cloth on Rotary Vacuum Filter to improve its reliability and quality of filtration. Similarly, Process Air Compressor’s filters were also changed

against the issue of high pressure drop across the filters. Moreover, a critical welded plate heat exchanger was refurbished against the reported leakage. Due to its vitality to Production, its availability was of paramount importance.

There were many other critical jobs performed during this unplanned shutdown. Owing to the efficient management and diligence of the workforce, the outage of the plant was minimized and its health was reinstated. This short shut down was indeed an epitome of improvisation and team work leading to a significant reduction in plant down-time, and hence an enormous saving of the cost.



Synergizing Creatively

Shazia Siddiqui

Ms. Rubina Jamal is a renowned trainer and Industrial Psychologist who has personally trained participants from Pakistan, Sri Lanka, UAE and Philippines. Her focus has been on cultural change, organizational development, 360 degree appraisals and leadership training. She is also certified for Level A and B in Psychometric Testing. For this very reason, the Training Department at Lotte invited her to deliver a training which was actually a test of creative abilities of the participants.

The workshop "Synergizing Creatively", organized on 24th January 2017 at Karachi Marriott Hotel aimed to unleash one's creative potential and to become a champion of creativity when working within teams. The program provided a set of tools and insights to help build and support an innovative culture at LCPL. A series of tools - lectures, case studies, group workshops, individual exercises- were used to build and retain the attendees' interest.

One of the participants, Muhammad Tariq remarks;

"I recently attended the training "Synergizing Creatively" by Rubina Jamal which was an amazing learning experience. Not only was the training session engaging, but also taught us important lessons regarding working together. The activities were very interesting and the way we were taught lessons out of those activities was also worthwhile".



Challenge your Limits!

Syed Zeeshan Ahmed Zaidi

Raw Water Pumping Station (RWPS) and Day Break Tank at Tota Pahari Hill are an integral part of LCPL's water supply system. Water is pumped from RWPS to the Day Break Tank and then to the plant via pipelines. Any kind of malfunctioning in this process is detrimental to plant operation since Raw Water is essential in all aspects, from manufacturing requirements to Plant safety.

Recently, the level readings from Level Transmitters installed at Tota Pahari tank became erratic and were sometimes completely disappearing. The

system consists of level transmitters; a telemetry system, which wirelessly sends readings to Raw Water Pumping Station from the tank; and solar power supply system. These were installed back in 1997 and now required maintenance.

Instrumentation team swiftly jumped into action to rectify the issue. Upon further inspection at site, it was observed that the power supply system, which includes the solar panel, chargers and batteries, had malfunctioned. The issue was rectified in a very short time by carrying out swift repairs on the solar panel and installing it back, causing little to no hindrance to plant operation. Furthermore, a hefty sum was saved which would otherwise have been incurred had a new solar panel been procured.





Family Get-together and Long Service Awards

Rehan A Rahim

Employee satisfaction has always been one of the model qualities of Lotte. Every year LCPL employees and their families gather under one roof to enjoy a musical night.

The evening started with a delicious dinner after which the Long Service Award Ceremony was held. LCPL employees with service of over 20 years were presented with a shield and a bouquet by Mr. and Mrs. Humair Ijaz to appreciate their dedication and loyalty towards the company.

The musical evening began with the performance of Rosemary, the young and rising talent of Pakistan. Then, Sajjad Ali began his mesmerizing spell overtaking the hearts of the audience and filling them with joy. The entire hall was singing along with him on his upbeat and most popular numbers. There was a short guest appearance by Imran Abbas who sang along with Sajjad Ali while the audience cheered him on. The band of musicians also gave short solo performances which were made even more enjoyable by Sajjad Ali challenging them to perform particular tunes with their instruments. Lastly, lucky draw was held to hand out prizes to the fortunate winners amongst LCPL employees after which the event came to a close.

The Lotte Sports and Recreation Committee's efforts are highly praiseworthy for arranging such an entertaining event.





Sheer Determination Produces Fruitful Rewards

Syed Abdullah Faiz



Ever since the commissioning of Co-generation plant at LCPL, the Gas Turbine Generator (GTG) has proved to be instrumental in ensuring reliable and consistent power supply to the plant which has resulted in massive improvements in plant availability. In December 2016, the GTG experienced a stalling event. As a part of the investigation of the stall, inspection was performed which indicated heavy material deposition on Turbine blades. As per vendor recommendations, manual cleaning of the blades was planned to rectify the issue. However, owing to Business constraints, since the cleaning had to be completed in 5 days, the Co-gen Maintenance team had a serious challenge up their sleeves.

Meticulous planning went in to make a comprehensive step by step plan which would shave off any

redundancies. It was decided to perform cleaning jobs in the night shift to utilize maximum outage hours. A high level of commitment was displayed by the night team which included Syed Abdullah Faiz (Trainee Engineer), Usama Hussain (Trainee Engineer) and Ashiq Ali (Mechanical Technician).

The day jobs were performed by the collaborative efforts of the GE field service representatives and the Co-gen Maintenance team led by Asim Ur Rehman (Manager Maintenance Co-gen) and Abdullah Hussain (JM Maintenance Co-gen).

Efforts of the team were duly rewarded after the trouble-free startup of GTG and a significant increase in Turbine efficiency which added yet another red feather in the cap of Maintenance team.



Sports Week Prize Distribution

Hamza Salman

The prize distribution ceremony for the LCPL Sports week, held during the last quarter, took place on Friday, 17th February 2017. Hosted by Syed Qamar Alam at the Main Mess, the ceremony, was attended by all employees of LCPL with great fervor and joy.

Trophies were distributed to Irfan Ahmed, Captain of Lions for winning the Cricket Tournament, and to Arshad Ali Shaikh, the skipper of Panthers, for

remaining victorious in Football Tournament. Trophy to Table Tennis Champion Rameez Ahmed, and Shields to 1st runner up Mati and 2nd runner up Raza Anis were also awarded.

Mementos were given to Men of the Match for both the finals; Amir Azam (LCPL Lions) for cricket and Haris Khan (Panthers) for football. Players of the Team were also announced from each team for both cricket and football as under:

Team	Cricket	Football
LCPL Eagles	Arsalan Ahmed	Aleem Khan
LCPL Giants	Rehan Abdul Rahim	Farukh Iqbal
LCPL Lions	Noman Hafeez	Muhammad Irfan
LCPL Panthers	Khurram Khan	Hamza Salman

Lastly the winning team for the LCPL Sports Week, LCPL Panthers, took the trophy home amid cheer

and appreciation from the audience.



LCPL Table Tennis Championship Final Round:

Taimour Hasnain

LCPL Plant site hosted the final round of Intra-Lotte Table tennis championship on 17th February 2017. A total of 44 players took part in the competition, and the matches have been going on throughout the past few quarters remaining one of the most prominent events at Lotte.

The first takra of Semi Finals took place between Rameez Ahmed and Raza Anis. Rameez won the match 2-0 with straight sets. The second Semi was played between Mr Lee and Mati ur Rehman. After a nail biting battle between the two, Mati won the match 2-0 with straight sets.

The Final was played between Rameez and Mati. Both the players demonstrated amazing skill and technique keeping the crowd pumped up and constantly on their toes. The match was a particularly exciting one with Rameez winning the first set. The

second set deuced twice and each time the audience waited with bated breath to see the outcome. Mati gave an all out effort against the defending champion and was able to pull off a well-deserved victory in the set. The crowd was ecstatic and cheered for him for his great effort. Finally in the third set, Rameez bagged a spectacular victory and successfully defended his LCPL table tennis Champion title. The entire crowd applauded him for his win while Mati was also shown great appreciation for giving the champion a tough time. Mr Humair Ijaz graced the event with his presence and distributed the rewards to the finalists amidst the post match euphoria of supporters.

Special thanks to Mr Syed Qamar Alam, Mr Kamran Saeed Khan, Mati ur Rehman and Tariq Patel for their commendable efforts in organizing such an entertaining event.



Serve with Pride

Muhammad Sajid Khan

Lotte has a firm belief that the people are its real asset and we are able to achieve our vision through their continuous and consistent efforts. As part of the employee development process, Sajid Shafique, Senior Shift Manager Oxidation, was recently given the role of TPM Manager. A farewell party was arranged by Production to see him off and as a mark of gratitude for his years of dedication.

Mr. Sajid Shafique is one of the valued assets of Lotte who joined the Company as a Trainee Shift Manager in April 2007. His first assignment was at Utilities Plant in Production department, where he excelled due to his hard work and successfully got validated as an independent Shift Manager. He later took charge of Purification plant as shift manager. He has always been a team player, and even after his transfer to Purification plant, kept providing support to Utilities team whenever required. He even coordi-

nated Overhaul 2015 from Production side for Utilities plant. He was finally appointed as Senior Shift Manager Oxidation in May 2015. A man of results, Sajid performed exceptionally well in each of his assignments. He has proved the mettle of his leadership capabilities as SM, SSM, and also as the leader of his TPM team. His team won 1st position in TPM Autonomous Maintenance Block I. The team wishes him good luck for the future and believes that he will achieve new milestones as TPM Manager.

Muhammad Irfan has replaced Sajid Shafique, at Oxidation plant as the Shift lead. Irfan has valuable prior experience of refineries and joined Lotte as a Shift Manager at Co-Gen Plant January 2014. He served there diligently and soon took charge of both Co-Gen and Utility plants as shift manager. We offer our full support and wish good luck to Irfan in his new role.



Training Need Analysis

Ahmed A. Abedi

Training Needs Analysis (TNA) is done every year to methodically discern the gaps in required skills of the work force. It is taken very seriously at LCPL and formal sessions are conducted to help decide trainings to improve the skills of the employees so they are able to take on the challenges of the dynamic work environment here.

TTC organized Technical and HSE TNA with Engineering, Production, Technical, HR and Commercial departments from 15th to 21st March 2017. Training requirements of the staff of all these departments were analyzed in detail and proposed trainings were finalized for them. TNA remains one of the most useful programs for employee development at LCPL

and has uncountable benefits for both the company and its employees.



Together We Grow

Umair Siddiqui

To achieve the goal of continuous growth, effective communication within a team is vital. It is essential to provide a platform to the entire team, where everyone can speak freely and without any pressure, so that each and every member is on the same page.

Realizing this necessity, a communication session was arranged for Purification team. This interactive session covered several aspects including expecta-

tions from team members regarding plant improvement, reduction in variable cost, ensuring smooth operation and improving plant outlook. Special time was allocated for improvement in HSE at pure plant and some new insights were shared.

In the end Mr Masood ul Hassan appreciated the entire team for their dedication and hard work, and encouraged them to lift the performance to even higher levels.

Exemplary Operational Endurance

Asad Hayat

Oxidation Plant yields Crude Terephthalic Acid (CTA), for further processing into its purified form, PTA. This core plant is put to hold only in case of emergency or some planned activity. On 20th January requirement to hold the Oxidation plant operation arose due to sudden maintenance job on CTA Dryer.

It was an extended job, exceeding 17 hours, and the plant is rarely put on standby for such a long duration. The hold operation was effectively pulled

off for that outage by prompt and meticulous actions of shift group, led by Senior Shift Manager, and the board team. Had it not been a successful single hold activity, the plant would have had to be shutdown and restarted. This shutting down and reinitiating the plant upsets the product quality, and then bringing the product back on-spec requires significant time and effort. By expert execution of this activity, the Operations team has been able to achieve significant saving in terms of both cost and time.



Autonomous Maintenance Block 1 Final Result

Taimour Hasnain



Implementation of Autonomous Maintenance on LCPL plant site is a common goal both for the company as well as its employees. Field activities were carried out throughout the AM Block 1 by the SGTs. The senior managers also participated to boost the morale of the teams. Visible improvements have been achieved in field areas which show the level of commitment of SGTs.

Final performance assessment of SGTs for Block 1 was done by TPM Audit Committee in the last quarter of 2016. Thereafter, SGTs Performance evaluation results were announced to reward their commitment and dedication. The competition was fought extremely well. Of the 8 teams evaluated, 3 attained the podium standings as under:

1st Position: SGT B-1, Leader: M Sajid Shafique / Muhammad Shahid

2nd Position: SGT B-2, Leader: Taimoor Aijaz / Zahid Iqbal

3rd Position: SGT D-1, Leader: Asad Hayat / Sammar Mazhar

A prize distribution ceremony attended by Mr Humair Ijaz, Mr Tariq Nazeer Virk, Mr Raja Waheed Ullah Khan, Mr Cho, Manufacturing Head of Departments, Section Heads, Plant Managers and winning teams was held in New Control Room Conference Room. Mr Humair distributed the rewards with the team members who had worked immensely hard and put in a lot of efforts to implement AM activities on plant site.

The result announcement ended on a cheerful note, with the Chief Executive appreciating the efforts of all those who had participated from all hierarchical levels in the organization.



HSE&S Management Audit 2017

Ahmed A. Abedi



Auditing is a systematic process and, wherever possible, an independent examination should be conducted to determine whether activities and related results confirm that the arrangements in place are implemented effectively and are suitable to achieve the organization's policy and objectives.

Keeping in view the LCPL's commitment to HSE&S Standards and Procedures, an HSE& S Management Audit was conducted by external auditors from 27th to 31st March 2017 with the objective of gauging the effectiveness of implements systems and identifying the areas of improvements which would help provide the basis for the development of current year's Business HSE&S Improvement Plan.

Mr. Mian Asad Rasheed (Former ICI Corporate SHE Manager) and Mr. Mohsin Ali (Former ICI Corporate Technical Support Manager) conducted the audit. The audit comprised of plant site and 50 acres area visits, followed by individual audit of all departments. The auditors also had opening and closing meetings with LCPL Executives.

Mr. Adnan Ul Haq (Technical Manager), Mr. Umair Khalid (HSE & Technical Training Manager), Mr. Shuaib Iqbal (Assistant Manager-QHSE) and Mr. Ahmed A. Abedi (Technical Training & IMS Coordinator) facilitated the auditors throughout.

All departments coordinated well in demonstration of practical implementation of RCMS proce-

dures in their areas of responsibilities and provided the relevant records and evidence of implementation where required by the auditors. Recommendations and areas of improvements were also highlighted by the auditors. A detailed formal report is awaited.

The auditors appreciated the efforts done by the teams for the effective implementation of HSE&S Management System at LCPL. Mr. Humair Ijaz (Chief Executive), Mr. Tariq N. Virk (General Manager- Manufacturing) & Mr. Raja Waheed Ullah Khan (General Manager HR & IT) applauded the auditor's commitment, efforts and contributions for highlighting the areas of improvements.





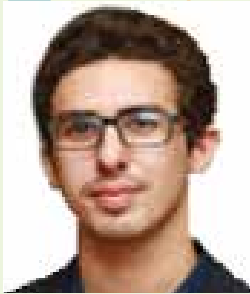
Waqas Ahmed, M. Com, Punjab University, Lahore, has joined the Company as Administration Officer, with effect from 6th March 2017.



Muhammad Zaid Bin Ghazi, BE (Chemical Engineering), NED University of Engineering & Technology, Karachi, has joined the Company as Trainee Engineer, with effect from 6th March 2017.



Talal Ayaz, BE (Chemical Engineering), NED University of Engineering & Technology, Karachi, has joined the Company as Trainee Engineer, with effect from 6th March 2017.



Shaun Eruch Malbari, BE (Electrical Engineering), NED University of Engineering & Technology, Karachi, has joined the Company as Trainee Engineer, with effect from 6th March 2017.



Talha Nabi Dar, BE (Mechanical Engineering), NED University of Engineering & Technology, Karachi, has joined the Company as Trainee Engineer, with effect from 6th March 2017.



Adil Waheed Khan, BE (Polymer & Petrochemical Engineering), NED University of Engineering & Technology, Karachi, has joined the Company as Trainee Engineer, with effect from 6th March 2017.



Muzna Shibli Farooqi, BE (Electrical Engineering), NED University of Engineering & Technology, Karachi, has joined the Company as Trainee Engineer, with effect from 15th March 2017.

Long Service Award Recipients



Tahir Mehmood completed 15 years of service on 11th January 2017. He joined the company on 12th January 2002 and is presently working as Sub Engineer Process-I.



Muhammad Ismail completed 10 years of service on 14th January 2017. He joined the company on 15th January 2007 and is presently working as Senior Shift Manager Oxidation.



Asad Hayat completed 10 years of service on 21st January 2017. He joined the company on 22nd January 2007 and is presently working as Senior Shift Manager Oxidation.



Raja Waheed Ullah Khan completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as General Manager HR & IT.



Adnan UI Haque completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Technical Manager.



Syed Masood UI Hasan completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Production Manager.



Syed Qamar Alam completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Engineering Manager.



Mohammad Anwar Hayat completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Assistant Manager Process.



Muhammmad Hanif Patni completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Assistant Manager Process.



Syed Mehmood Ali completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Engineer Instrumentation Reliability & Modificatios.



Syed Mohammad Farooq completed 20 years of service on 1st February 2017. He joined the company on 2nd February 1997 and is presently working as Assistant Manager Process.



Mohammad Anwar Hussain Sheikh completed 20 years of service on 9th March 2017. He joined the company on 10th March 1997 and is presently working as Assistant Purchase Manager.



Nizar Ismail Lalani completed 20 years of service on 23rd March 2017. He joined the company on 24th March 1997 and is presently working as Assistant Manager HR.



چیف ایگزیکٹو کیونیکیشن سیشن

سید عاصم احمد

کرنے اور اندرون ملک شاندار فروخت پر تمام ملازمین کی صلاحیتوں کو سراہا۔ چیف ایگزیکٹو نے حاضرین کو بتایا کہ پیداوار میں مایہ ناز ترقی کی بدولت کمپنی کے مالیاتی صورتحال بہتر ہوئی ہے اور آنے والے سالوں میں مزید بہتری کی امید کی جاسکتی ہے۔

چیف ایگزیکٹو نے حاضرین کو آگاہ کیا کہ IKA لیکٹرک کے ساتھ LCPL کے کو جزیٹیشن پلانٹ سے زائد بجلی کی فروخت کے معاہدے پر بات چیت جاری ہے۔ انہوں نے یہ بھی بتایا کہ بات چیت اپنے آخری مراحل میں ہے جس سے کمپنی کی مالیاتی صورتحال میں مثبت تبدیلی رونما ہوگی۔

اپنے اختتامی کلمات میں جناب چیف ایگزیکٹو نے ایک بار پھر 2016 کی شاندار کامیابی پر پوری LCPL ٹیم کو مبارکبادی اور 2017 میں متوقع مسائل سے نبرد آزما ہونے کے لئے تیار رہنے کی بات کی۔ بعد ازاں چیف ایگزیکٹو نے حاضرین کے سوالات کے جوابات دیئے، آخر میں پوری ٹیم نے انظر علی ملک بلڈنگ کے سامنے گروپ فوٹو گراف بنوائے۔ حاضرین نے بہت ہی مثبت سوچ کے ساتھ سیشن کو خیر باد کہا اور 2017 کے لئے پرعزم رہتے ہوئے بہترین کارکردگی دکھانے کا ارادہ کیا۔

تبادلہ خیال اور باہمی رابطے سے شفاف ماحول کا قیام بڑے اداروں کی ترجیح ہوتا ہے، اس ضمن میں Lotte کیمیکل پاکستان لمیٹڈ کسی طرح بھی کم نہیں ہے۔ کمپنی ان تمام ذرائع کو بروئے کار لاتی ہے جن سے LCPL فیملی کے تمام ممبرز کو کمپنی کی ترقی اور خوشحالی سے متعلق آگاہی میسر ہو۔ اس مثبت پیش رفت کے سلسلے میں ایچ آر ٹیم نے 10 فروری 2017 کو روری کرپیشن ہال میں سالانہ چیف ایگزیکٹو کیونیکیشن سیشن کا اہتمام کیا۔

چیف ایگزیکٹو جناب حمیرا عجاز نے سیشن کے آغاز میں سال 2016 کے کمپنی کے مقررہ اہداف پر روشنی ڈالی۔ چیف ایگزیکٹو اور حاضرین اس بات پر متفق تھے کہ اہداف کی تکمیل میں سال 2016 ایک اچھا سال رہا۔

بعد ازاں چیف ایگزیکٹو نے 2017 کے لئے مقررہ کمپنی اہداف پر تبادلہ خیال کیا اور ملازمین کی کارکردگی کو سراہتے ہوئے انہیں مزید محنت اور لگن سے کام کرنے کی ترغیب دی تاکہ سال 2017 بھی ایک بہترین سال کے نتائج برآمد کر سکے۔

کامیابیوں کا ذکر کرتے ہوئے چیف ایگزیکٹو نے LCPL کی پوری ٹیم کی کارکردگی کی تعریف کی اور پلانٹ دستیابی کی اعلیٰ سطح کو برقرار رکھنے کے ساتھ ساتھ کمپنی کی تاریخ میں دوسری بڑی پیداوار حاصل





بعد ازاں پاکستان کی ابھرتی ہوئی گلوکارہ، روز میری نے اپنی پرفارمنس سے شائقین کو محظوظ کیا۔ شائقین نے میوزک سے لطف اندوز ہوتے ہوئے خود بھی گانا شروع کر دیا۔ اس کے بعد سجاد علی کی ساحراہ موسیقی نے شائقین کے دل جیت لئے۔ سجاد علی نے اپنی مدھر آواز کا جادو جگاتے ہوئے اپنے پرانے اور نئے گانوں سے شائقین کو ڈانس کرنے پر مجبور کر دیا۔ اس پورے پروگرام میں میوزیشن کی شاندار پرفارمنس نے بھی شائقین کو اپنے سحر میں مبتلا کر رکھا۔

پروگرام کے اختتام پر کلی ڈراما کا اہتمام کیا گیا تھا جس میں جیتنے والے خوش نصیبوں کو قیمتی تحائف دیئے گئے۔



connect



فیمیٹی فنکشن اور طویل مدت ملازمت ایوارڈز

ریحان اے رحیم

شام کا آغاز بہت ہی پر تکلف عشا سے ہوا جس کے بعد کمیٹی کو اپنے زندگی کے 20 اور 25 سال تفویض کرنے والے ملازمین کے اعزاز اور اکرام کی تقریب شروع ہوئی۔ ملازمین کو ان کے شریک حیات کے ساتھ اسٹیج پر بلوایا گیا اور مسز و مسٹر جمیر اعجاز (LCPL کے چیف ایگزیکٹو) نے انہیں شیلڈز اور گلڈ سے پیش کئے۔

بقیہ اگلے صفحہ پر

ملازمین کا آپس میں ربط Lotte کیمیکل پاکستان لمیٹڈ کی اعلیٰ اقدار کا حصہ ہے۔ ہر سال LCPL کے تمام ملازمین کو اپنے خاندان ہر سال ایک شام مناتے ہیں۔ اس سال بھی ہماری اسپورٹس اور ری کریشن کمیٹی نے 24 فروری کو PAF میوزم کے کمیٹی ہال میں ایک فیمیٹی ڈنر اور میوزیکل نائٹ کا اہتمام کیا تھا۔

LOTTE CHEMICAL PAKISTAN LTD