

| Q1 | 2018 |

connect



LCPL Team Delivers Highest Ever Quarterly Production

 **LOTTE CHEMICAL** PAKISTAN LTD

Connect is a corporate newsletter intended for employees and partners of Lotte Chemical Pakistan

Chief Executive Communication Session

Areeba Irfan

Being a contemporary organisation, Lotte believes in two-way communication, and practices it by providing its employees various platforms for open discussion. Continuing with this practice, the Chief Executive's Communication Session with the staff was held on 7 February 2018 at Plant site. Mr. Humair Ijaz, commenced the session by highlighting the annual targets that were set for the year 2017 and assessed the extent to which these targets were achieved. He recognized the hard work and determination of all the functions at LCPL.

New targets for the financial year were set, and strategies to meet these targets were discussed. Following this, Mr. Humair invited questions and suggestions for improvements, and adequately

explained why certain ideas could not be implemented in line with the current situation.

At LCPL, we believe that employee engagement is the key to achieving long term strategic objectives and the CE communication session fulfills this goal.



Editor's Note

Dear Readers,

We are pleased to present to you the Newsletter of Q1 2018.

The highlights of this quarter are the CE session, achievement of all major goals set for 2017, rebranding of Lotte's corporate identity, Wage Settlement 2017-18 and celebration of the highest ever quarterly production record.

It was a quarter of significant success. Here's to hoping that LCPL achieves even greater success in future.

We are grateful to everyone for the contributions for their write-ups and also thank the readers for taking the time out to read our newsletter.

Happy Reading!

Sincerely,
Newsletter Committee

Finalization of Wage Settlement 2017-18

S. Hameed Hussain Shah



Wage settlement 2017-18 came to a conclusion on 16 February 2018 after 13 months of intensive discussions and negotiations between the CBA and LCPL Management teams. Despite stretching over a 13-month period, the discussions took place in an overall productive and peaceful environment.

This settlement has been a great example of how organisations and employees can co-exist in harmony and emerge from the negotiating table with a win-win

situation. We are grateful to all the team members who have contributed in making this negotiation process successful.

A signing ceremony was held at Plant site in which our Chief Executive, Mr Humair Ijaz, and the senior management also participated along with the negotiation teams. They congratulated both the teams after which refreshment was served and a photo session was arranged.

Eye Screening Camp at Bilal Nagar

Bilal Javed

A free medical eye camp was organized on 28 March 2018 by LCPL volunteers at Bilal Nagar, Dhabejee in Port Qasim Area. A large number of patients visited the camp for eye screening. After checkups, doctors recommended an urgent operation of 55 cases. LCPL made complete arrangements including com-

mutation from the village to hospital and surgery expenses for these cases.



Visit of CEO Lotte Chemical Korea

Asad Ullah Chughtai

On 19 - 20 February 2018, Mr Kim Gyo Hyun (CEO Lotte Chemical Korea) visited Lotte Chemical Pakistan Limited for the first time. He was accompanied by Mr Jung Neon Kim (Chairman BOD LCPL).

A dinner was hosted in the honor of the chief guest on 19 February 2018, which was attended by Mr Humair (Chief Executive LCPL) and his team members.

On 20 February 2018, the guests visited plant site at Port Qasim and were greeted by Mr Humair and his team. After a detailed presentation on Plant operations and objective discussions on some of the ongoing issues, the guests were taken around on a Plant tour. They also planted a sapling of the Sapota (Chikoo) tree to mark the visit. Mr Kim Gyo Hyun was highly impressed by the professional

efficacy of the LCPL Management team and the HSE and housekeeping standards being followed and maintained.



Dar Ul Sukun Scholarship Program

Zia Ur Rahman

LCPL has recently started a Scholarship program with Dar Ul Sukun, a care center for the mentally and physically challenged. Mr. Humir Ijaz (CE) took the initiative to provide scholarship to 10 children for the year 2018 which will continue in the years to come.

Mr. Kee Seo Park (General Manager LCPL) presented the Scholarship cheques to the Administration Manager of Dar ul Sukun in March 2018.



14 Million Employee Man-hours

Shuaib Iqbal

Lotte Chemical Pakistan Ltd achieved yet another milestone of HSE&S performance by completing 14 Million Man-hours of employees without any Lost Time Case (LTC) on 7 February 2018.

Mr. Humair Ijaz (Chief Executive) congratulated the LCPL team and appreciated the efforts of all employees in achieving this world-class benchmark. Mr. Tariq N. Virk (General Manager -Manufacturing) also appreciated the teamwork and dedication of employees and stressed upon continued efforts towards ensuring safety of employees, contractors and visitors.

This record would not have been possible without the efforts put in by each and every person who has worked at site after the start of operations in 1998. The continued success of HSE&S Management system and its implementation is indicative of LCPL team's dedication alongside the support and commitment of team members who ardently work at all levels to ensure compliance to safety. As a reward for their adherence to safe work practices, LCPL employees were given shopping coupons. LCPL Management is proud of this achievement and has committed to maintain this record of excellent HSE&S performance in future as well.

A Stitch in Time Saves Nine

Noor Nabi & Talha Nabi Dar

Prompt action at the right time saves a lot of hassle in future. The same can be said for the successful containment of a critical leakage at Oxidation plant, which averted an extended plant shutdown.

On the morning of 22 March 2018, Acetic acid leakage was observed from DH Solvent Header upstream of Rovac B solvent wash valve. The leakage was very well spotted by Nasir Ali (Process Sub-Engineer) when Rovac B was stopped for its routine caustic wash. He safely restarted the Rovac after completion of the wash by following plant safety procedures for the fumes in the area. Assistance from the ERT team was immediately sought to scrub the toxic fumes with fire water shower, and Maintenance team was also called to the site.

In order to avoid Plant outage, it was decided to contain the leakage temporarily by installing a bolted clamp with PTFE pad over the leakage. Workshop's prompt support was instrumental in ensuring immediate availability of the clamp. Even though the job was hazardous, Ashiq Ali (Senior Mechanical Technician) was able to install the clamp by taking all necessary safety measures, hence con-



taining the leakage successfully.

A bold initiative was then taken by the Workshop team of carrying out welding on the live solvent line in order to provide a permanent solution for the leakage. A special reinforcement sleeve was thus fabricated and a valiant effort was made to weld it over the temporary clamp. Essential safety measures were taken during the job. The welding remained a success due to the superior skill of the welders and the care exercised while performing the welding job. Efforts of Muhammad Ikram (JE Workshop) and his team are commendable in execution of the job.

Through the combined efforts of the teams, we were able to avoid a toxic release emergency and significant production loss.



Meritorious Achievement

Wali Ahsan

Acetic acid, used as a solvent at Oxidation plant, is a major contributor in variable cost of Terephthalic Acid manufacturing process. With the aim to improve and sustain Acetic acid consumption Technical team had taken multiple initiatives including change in PTA quality parameters (high 4-CBA), Methyl Acetate Column smooth control, Oxidation Reactor pressure reduction, soda blast cleaning of fin fan coolers and routine process inputs for optimized plant operation.

It is an extremely joyful moment to see all of our efforts getting accomplished in front of your eyes after putting in immense hard work. LCPL had set their standard by demonstrating best Acetic acid consumption efficiency in November 2013. Since then this record had remained unbeatable, but because of our initiatives, in May 2017 a new record was developed which was again broken in February 2018. Not only have we set new records but also maintained Acetic acid consumption efficiency very close to this new benchmark. Since the start of 2017, we had successfully achieved desired results a total of 5 times. We believe this is just the beginning of setting new milestones by pushing our limits.



Health Care Week

S. Hameed Hussain Shah

In order to increase awareness about health amongst the employees of LCPL, the first ever Health Care Week was organized from 26 to 30 March 2018 with the support of Dr. Feroze Patel and his team. He and his paramedical team visited the designated locations every day at Plant site and City Office where he conducted medical tests for Diabetes, Cholesterol and Blood Pressure. He also advised our employees on how a healthy lifestyle can be adopted and maintained.



Many employees visited for their medical tests and appreciated the initiative of IR team towards healthcare.

A good health is the best wealth!



Lotte Scholarship Foundation - Award Ceremony

Shazia Siddiqui



Established in 1983, the Lotte Scholarship Foundation has always supported development of talented individuals through various scholarship programs. This year Lotte gave out scholarships at NED University, which is one of the oldest institutions in Pakistan for teaching and producing the best engineering talent.

The award ceremony was held on 18 January 2018 at NEDUET. The auspicious occasion was graced by Mr Kim Dong Ki (Korean Consulate General), Dr Sarosh Hashmat Lodi (Vice Chancellor NEDUET), Mr Sang Hyeon Lee (Director Lotte Chemical), Mr Humair Ijaz (Chief Executive Lotte Chemical), Mr Abdul Latif (Chief Executive Lotte Kolson) and numerous other distinguished guests from Lotte Chemical, Lotte Kolson and NEDUET.

- Juzer Shabbir
- Samreen Habib
- Muhammad Saad Saeed
- Muhammad Anus
- Komail Butt
- Kanwal Ashfaq
- Faizan Majid
- Hafiza Sana Yaseen

In the light of knowledge-sharing and strengthening bilateral relations between Pakistan and Korea, Mr Kim Dong Ki promised his full support and cooperation. Dr Sarosh appreciated the gesture and emphasized upon the importance of industry-academia liaison. Mr Humair Ijaz congratulated the students and inspired them to move towards brilliance.

The purpose of these scholarships was to recognize their efforts towards academic excellence. Scholarships were awarded on merit and need basis to 12 deserving students from Electrical, Electronics, Mechanical, and Chemical departments. Their names are as follows:

- Kazi Madiha Qureshi
- Syed Sufian Hussain
- Farah Kareem
- Waqar Ahsan Kandani



Epilogue - Overhaul 2017

Usman Iftikhar



Like all the phases of a project life cycle, closing out is an extremely important aspect for any major project. Following the successful start-up of the plant after Overhaul 2017, the Planning team initiated post Overhaul activities. First of all, based on the inspections and findings during overhaul, a Post Overhaul Action Plan was developed in collaboration with other sections of Engineering. This plan will help the Planning team steward all the post overhaul actions in the coming months.

Constructive feedback is the key to improvement. Keeping this in mind, an Overhaul Critique Session was organized in which all the departments participated and shared points of improvement regarding planning and execution of Overhaul 2017. These critiques have been compiled in the form of an action plan to ensure that these points are considered during planning and execution of coming overhauls and shutdowns.

In addition to the above mentioned activities, the useable material was returned to Engineering Stores. Refurbishment of the valves that were replaced during overhaul has also been initiated. This will result in significant saving in coming days and will help us in reducing our inventory.

On the contracts front, all the invoices were verified jointly with the end user and appropriate deductions and penalties were imposed on the vendors for all the non-compliances. Payments to all the vendors that rendered their services during overhaul have been disbursed.

Planning and Contracts team ensured that close out phase was given a similar focus, as the Planning and Execution phase of Overhaul. This will ensure that the key learning points from Overhaul 2017 are properly documented, so they can be made use of in the coming shutdowns and overhauls.

Visit of Port Qasim Electric Power Company

Shuaib Iqbal

Port Qasim Electric Power Company (Pvt.) Ltd team visited Lotte's Plant site on 19 March 2018 to understand our HSE&S Management System, Fire Safety Management System and HSE&S Communication & Training system.

The PQEPC team was comprised of Mr Duanyong Qiang (Director HSE), Mr Fong K Feng (Deputy General Manager), Mr Cheng Yinjie (Deputy Chief Engineer), Mr Faizan Asghar (Environmental Engineer) and Mr Fazal Rahim (Coordinator & Translator). They were warmly welcomed at Lotte, and an interactive briefing session was arranged for them.

The PQEPC team appreciated LCPL's commitment to safety and also expressed their interest in establishing good working relations with us with respect



to HSE&S communication, training and support in emergencies.

Lotte Journey of Mr. Muhammad Aleem Khan

Sumayyah Waheed



Muhammad Aleem Khan is one of the most experienced persons in LCPL family. Currently serving as Engineer Planning, he has served Lotte in various capacities.

In 1997, during commissioning phase of the plant, a young Aleem Khan joined our organisation as a Mechanical Technician, and within 4 years he was promoted to supervisor level. Based on his performance he was promoted to management cadre as AE Reliability in 2003, where he helped set the foundation of Reliability section and helped establish systems for vibration monitoring and lubrication.

He was later given the responsibility of Oxidation plant's maintenance, where he remained till he was given his current role post Overhaul 2013. He has always been a source of guidance for all the apprentices and trainee engineers. We are indebted to him for his contribution in successful planning and safe execution of Overhauls 2015 and 2017.

Muhammad Aleem Khan shares his thoughts: *"I have spent some really good time here. The environment is excellent and we all live like family members. I have always received valuable guidance from seniors and respect from juniors. I cherish each and every moment I have spent with this company."*

LCPL appreciates his hard work and dedication and wishes him more success in the years to come.

Centrifuge Roof Canopy Replacement

Rushana Khan



Over the years, the roof canopy of Purification plant Centrifuges had become corroded and required replacement as it was a potential safety hazard. Initially, the roof was visited by various contractors, however their quoted cost was very high.

The Workshop team took the initiative to execute this job by using in-house resources. The new

canopy was fabricated in Workshop in Stainless Steel to avoid corrosion in future.

The job was executed maintaining very high safety standards owing to the risk associated with working at height. Workshop was able to realize significant savings for the company through this initiative.

Investigating in a New Way

Talal Ayaz



Cobalt Acetate is major component of catalyst metal used at Oxidation plant. One of the major

reasons of high consumption of Cobalt Acetate is its slippage into Crude Terephthalic Acid (CTA), which is then fed to Purification plant.

Over the past many years cobalt slippage in CTA was increased due to the decrease in wash efficiency of Rotary Vacuum Filters. Multiple attempts were made to increase its effectiveness including replacement of nozzles and their cleaning but no major improvement was seen. However in Overhaul 2017, the matter was investigated in detail by Wali Ahsan (Process Support Manager -Oxidation) and it was found that the lance used for washing of spray nozzle was filled with foreign material and required complete flushing. The effect was tremendous and the slippage of precious catalyst metals is now halved.

It is good to observe reduction in catalyst consumption of Oxidation plant at a time when its price has increased by 1.5 times. This reflects as a significant saving in variable cost.

Work Hard in Silence, Let your Success be the Noise

Rushana Khan & Sumayyah Waheed

Keeping in view the recent changes in environment and global warming, investment and research in clean technology has become very important. Muhammad Osama bin Shakeel (Trainee Engineer Electrical) has set the bar high in this area by pitching an innovative idea on national and international forums for tackling the energy crisis being faced by Pakistan. He, along with the team he spearheaded, designed a state of the art, low cost and efficient device which helps to reduce the power loss and consumer electricity bills by 20 - 25 %.

His team secured 4th position in Asia's biggest conference for innovative technologies, APICTA (Asia Pacific ICT Alliance), and subsequently 2nd position in P@sha ICT Awards organized by P@sha (Pakistan Software Houses Association for IT). The team was applauded by the renowned Pakistani scientist, Dr. Atta Ur Rehman, for being among the Top-25 in Tie-Startup Competition. They also left a lasting impression in Pakistan's leading tech conference and exhibition, Momentum, held in Expo Center on 19 - 20 February 2018. Their crowning achievement so far has been the publication of two research papers



titled "LV 3 Phase Automatic Load Balancing" and "Energy Conservation through load Balancing" in 4th International Conference on Energy, Environment and Sustainable Development and 2nd International Electrical Engineering Conference, respectively.

We wish Osama best of luck for his future and hope that our younger generation keeps on working on such positive endeavors.

Quotes

- Happiness doesn't result from what we get, but from what we give
Ben Carson
- Your most unhappy customers are your greatest source of learning
Bill Gates



Recuperating the Lost

Noor Nabi

Cobalt is an expensive chemical and plays a vital role in Oxidation reaction. This metal is recovered at Catalyst Recovery Unit (CRU) through Ash Filters. Inlet pipelines of these filters were limiting since the commissioning of CRU in 2010, causing loss of cobalt and manganese metals. The issue had recently aggravated and was affecting other processes of Oxidation Plant as well.

The Production team came up with an idea to remove bends in the inlet line of the Ash Filters increasing the overall flow in the system. The idea was implemented through the support of Technical, Mechanical, and Workshop teams. The metal recovery has now increased and notable improvement has been observed in associated processes.



Attention to Detail

Muhammad Farhan



It is a well-known fact that breakdown of electronic system reduces exponentially if they work in an optimum environment. Based on this, a team consisting of Hassan Tariq (Assistant Manager Instrumentation - Core Plant), Asif Farooqui (Assistant Engineer Instrumentation) and Abdul Wahab (Sub Engineer Instrumentation) took an initiative to install vortex cooler on one of the Bagging Machines for cooling of its PLC I/O cards, CPU, and other expensive components. This setup had a visible impact on the temperature of the panel thus reducing equipment downtime. There are also plans to replicate this setup on other bagging machines as bagging continues to be a critical zone for the smooth operation of plant and is essential in product stewardship of the company.

Another initiative taken by the team this quarter was provision of Seal Water Drum level control mechanism indication on DCS, enabling 24/7 monitoring of the vessel's level. This Modification has curtailed the wastage of precious Demin water, while at the same time enhanced the overall reliability of operations.

Apprenticeship Graduation Ceremony 2018

S. Hameed Hussain Shah

A ceremony to distribute certificates to successful Apprentices was organized by Sind Technical Education & Vocational Training Authority on 9 March 2018 at Movenpick Hotel, Karachi. The Chief Guest was Executive Director NAVTTC, Islamabad, Mr. Zulfiqar Ahmed Cheema. Shields and certificates were also awarded to various companies and their representatives to recognize and honor their contribution and commitment towards Human Resources.

Following staff members of Lotte received awards:

1. Syed Hameed Hussain Shah
2. Zia Ur Rehman
3. Tariq Usmani
4. Naveed Shaikh
5. Muhammad Waqas

Lotte has been offering a two-year Apprenticeship Program since its commissioning in 1998 in various trades including Operations, Mechanical, Electrical, Instrumentation and Laboratory. The Apprentices take part in classroom training for two months at the Technical Training Center, upon completion of which they are moved to their respective areas. This intensive training program has proved to be extremely beneficial for skill development of Apprentices.

LCPL Team Delivers Highest Ever Quarterly Production

Umair Siddiqui & Arsalan Ahmed



With improved demand and margin, the Manufacturing team left no stone unturned to ensure sustainable and smooth plant operation in the first quarter of 2018. Through the synergized efforts of the entire LCPL family, we were able to achieve highest ever production in the months of January, February and March 2018. The mark of 47,000 tonnes of PTA was also crossed in March 2018. This totaled to be the highest ever quarterly production in the history of LCPL.

This milestone would not have been possible without prudent operation by Production team, admirable support by Technical team, effective maintenance activities carried out at critical times by Engi-

neering team, and assistance from Administration and other support functions. This was not an easy feat, and several challenges had to be overcome along the way. The high production rate was accompanied by optimized use of raw materials and efficient plant operations.

To celebrate this achievement, cake cutting ceremonies were held in Control Room, Workshop, and Admin Block, and were attended by Mr Humair Ijaz (CEO), Mr Tariq N Virk (GM Manufacturing), all the HoDs and the entire LCPL team. We are delighted over this achievement and are committed to making excellence our attitude.



Breaking all Barriers

Muhammad Sajid Khan

Highest production and lowest material consumption was followed by good cobalt recovery. This milestone was achieved through proactive decision making, and relentless motivation and commitment of Lotte employees. At Oxidation Plant during the quarter, we successfully pulled through

a number of demanding situations with constant technical evaluations and improvement in operational practices. The Production team at Oxidation strives for continuous improvement and is fully prepared to continue tackling these and any upcoming challenges.



Hard work & Dedication for Consistent Success

Muhammad Osama Bin Shakeel & Muhammad Farhan Siddiqui



E&I team has always showcased proactive approach and their ingenuity and creativity for continuous system improvement is unprecedented. Among the most prominent activities carried out this quarter was the revision in PAC Motor's Excitation Module set point, thereby avoiding false tripping of PAC and resolution of GTG speed

sensor issue without vendor support. Their effort and dedication all through the quarter has contributed in enhancing equipment reliability as well as availability. E&I will continue showing unparalleled commitment and sheer determination to achieve all the targets in the future as well.

Exceptional Team Performance

Rushana Khan



Exceptional performance during Overhaul 2017 set the stage for the unprecedented Plant performance that we witnessed during this quarter. The Maintenance team consistently maintained high standards of workmanship despite time, budget and safety

constraints. Moreover, during the entire quarter vigilant condition monitoring of machines was carried out by Reliability and Area teams to detect machinery problems, enabling the team to carry out effective maintenance.

Lifetime Value Creator – A New Identity

Sumayyah Waheed



Year 2017 was the golden jubilee for LOTTE group. Starting with a humble confectionary business in 1967, LOTTE now has an extremely diverse portfolio ranging from Food and Confectionary, Retail and Hospitality to Chemicals, Manufacturing, Electronics, IT, Construction, Publishing and Entertainment. It is currently the 5th largest conglomerate in Korea, and has over 90 business units in more than a dozen countries, spread over 3 continents.

To mark its 50th Anniversary, LOTTE reimagined its vision to **“Lifetime Value Creator”** and has launched a new corporate identity. A global group creating a better life for all, LOTTE continues to challenge itself to realize this ambitious dream. The new vision highlights the shift in focus to qualitative growth from quantitative growth which was represented by the previous vision, “Asia Top 10 Global Group”, unveiled in 2009.

In order to acquaint the LCPL employees with this renewed identity, a launching ceremony was held on 23 February 2018 at Recreation Hall Plant site, and

the new logo was unveiled. The ceremony was facilitated by Mr Raja Waheed Ullah Khan (General Manager HR & IT), where he dived deep into the theme behind the new vision and logo and also discussed the changes in LOTTE Core Values. He kept the session interactive by asking questions and gifts were distributed for right answers. At the end of session, snacks and refreshments were served.



Teamwork Saves the Day

Ali Ahmed Khan



Raw Water supply is one of the vital utilities of LCPL Plant and ensuring its integrity is a pre-requisite for the smooth operation of the plant. Therefore, a leakage that occurred from one of the valves installed on the 50 km long water supply line from Raw Water

Pumping Station (RWPS) to Plant site presented a major challenge to the Engineering team.

Timely rectification of the leakage was essential. Keeping in view the timely rectification, Maintenance and Workshop teams rose up to the challenge of this complex task. Extensive preparatory work was undertaken to ensure that the leaking valve could be replaced in minimum possible time. Aply supported by Mr. Nadeem Anjum (Assistant Engineer Process) from the Production team, Mr. Nasir Subhani (Sub-Engineer Mechanical) and Shakeel Ahmed (Sub-Engineer Workshop) expertly completed this arduous task in very short time, which resulted in valuable saving of resources and uninterrupted operation of plant. Hats off to the team.

The Hidden Hurdle

Talal Ayaz

Purification plant had to suffer some significant production loss prior to the Overhaul 2017 owing to frequent tripping of PTA dryer. These tripping were due to high back pressure in the powder conveying line from dryer to Batch Tanks.

To cater to this issue, operational measures were taken by varying the Conveying Gas flow, till the root cause of the problem was diagnosed. Eventually with great dedication shown by Sohail Abbas (Process Engineering Manager) and Asad Ahmed Khan (Process Engineering & Development Manager), the bottleneck was successfully located. Upon inspection during an opportunity, it was found that the inner pipe of the jacketed line was bulged at the inside, hence

reducing the area for powder flow. This was causing the frequent tripping of dryer on high back pressure. The deformed portion was replaced and a chronic issue was hence solved after a detailed investigation.

This replacement has resulted in the revival of smooth operation of the plant with maximum production and zero tripping.



Surge Relief System Rectification

Muhammad Farhan

The Surge Relief Compressor installed at Raw Water Pumping Station prevents the back pressure surges on the Raw Water pumps and ensures their availability for continuity of water supply to Plant site. Recently the Instrument team faced an issue with the auto cut in logic of this compressor.

Gauging the devastating impact this could have had on pumps in case of back surge, the team spurred into action at once. Through the efforts of Umair Aleem (Assistant Manager Instrumentation), Nadeem Bhatti (Engineer Instrumentation - Utilities & Cogen) and Mashhood Adil (Sub Engineer Instrumentation), a new control mechanism was built in-house, verified and installed. This resolved the malfunction and

brought the system back to its designed capabilities. Hats off to the efforts of the team.



Drilling Down to the Solution

Muhammad Iqbal Awais



Troubleshooting operational problems is one of the prominent functions of the Production team. This role was smartly performed by our team in resolving the low efficiency issue of Instrument Air Dryer set C&D. These dryers remove moisture from compressed air to produce dry instrument air. Since quite a while, Dryer set C&D was under performing and moisture ingress in instrument air was frequently being reported. This issue demanded timely corrective actions otherwise it could have damaged plant instruments.

Thorough checks were carried out by Production and Technical teams on all the valves and parts of the dryers and finally, the matter was resolved by carrying out servicing of problematic Control Valves and replacement of exhaust gas muffler. The Utilities team showed admirable troubleshooting skills to resolve this critical concern.

TTC Round up

Syed Wajahat Ali

Following in house training sessions were organized by Technical Training Centre (TTC) during the first quarter of 2018.

Sessions on Engineering Standards & Procedures and Operational Auditing



Both these sessions were facilitated by Mr. Mohsin Ali (Former Senior Corporate Development Manager ICI Pakistan) from 24 - 26 January 2018. The trainer shared useful knowledge which was very beneficial for the participants.



Plant Modification System

A full-day training session was organized on Plant Modification System on 15 March 2018 with the objective of training the participants to raise quality modifications as per the requirements defined in the Management of Change procedure. This training was facilitated by Asad Ahmed Khan (Process Engineering & Development Manager).



Hazard Identification and Risk Assessment

A full day training session was organized on Hazard Identification and Risk Assessment. Sohail Abbas (Process Engineering Manager Purification & Lab) conducted this valuable training session on 22 February 2018 in Recreation Hall.

All the participants took an active part in the session and also appreciated its quality. The training was another step towards enhancing the skill set of Lotte employees with respect HSE&S performance.



Accident Prevention, Investigation & Reporting

Accident investigation is an important tool which helps in determining the root cause and contributory factors of accidents. The knowledge gained and actions generated as a result of the investigation act as a deterrent to recurrence. To enable participants to conduct effective investigations, Asad Ahmed Khan (Process Engineering & Development Manager) conducted the session on Accident Prevention, Investigation & Reporting on 20 - 21 February 2018.

MRO Inventory Management System

Effective management of Maintenance, Repair, and Operations (MRO) inventory is challenging and complex. Traditionally, the management of MRO inventory has revolved around manual and subjective ordering, often based on flawed historical information.

A full-day session facilitated by Mr. Muhammad Zain Siddiqui (Purchase Manager) on MRO Inventory Management System was organized for Lotte's managers and engineers on 1st February 2018.



Condition Based Maintenance

Condition Based Maintenance (CBM) is a maintenance strategy aimed at optimizing machine life. Unlike Periodic Maintenance where maintenance is done at scheduled intervals, CBM relies upon actual machine health to dictate when and what maintenance action is required. By considering the operating environment, temperature, and application, CBM delivers better control over the health of the machine.

TTC organized an in-house course on CBM. Rushana Khan (Assistant Manager Mechanical Reliability) conducted this training on 13 March 2018.



Awareness Session on Contract Management

To understand why Management of Contractors is significant and what HSE obligations could help avoid the high risk associated with managing contractors, an awareness session was organized on 9 March 2018. The session was based on an interactive pattern to mutually understand HSE requirements for Management of Contractors and the role of Contract Managers at Plant Site.

Muhammad Zain Siddiqui (Purchase Manager) and Muhammad Talha Khan (Commercial Manager) conducted this valuable session for respective Contract Managers.

The Continuous Improvement Cycle

Muhammad Aleem Khan

The Planning team took a number of initiatives in recent months to enhance the existing system so that team's productivity can be increased.

Mean time between failures (MTBF) is an extremely crucial indicator of machine reliability. Previously the MTBF was being calculated manually by working out the maintenance history of a particular machine. However, as a part of their improvement plan, the Planning team made use of a tool in Maximo called Failure Class & Problem Code to enable easy tracking of machinery health. It has now been made mandatory to enter the problem code against each Work Order so that particular fault history of a machine can be traced quickly. Compliance is also being issued fortnightly to ensure that user incorporate the data against Work Orders.

Other initiatives on which we are working include creating an online database for the Late Work Request (LWR). The database is currently in beta phase and is expected to launch in the second quarter of 2018. Moreover, an internal SBM (Standby Man) training is also planned in second quarter which will decrease our dependence on contractor for this particular craft.



An In-house Solution

Muhammad Farhan

In-house power generation not only saves us the operational costs. It offers a third and highly reliable source of electricity thereby promising a very stable plant operation. Smooth and proper functioning of the Gas Turbine Generator (GTG) is therefore imperative, and is to a large extent maintained by instrumentation monitoring equipment installed on the turbine.

The speed sensor on Low Pressure Turbine had become faulty and required immediate attention for reliable operation of GTG. The team consisting of Amir Azam (Manager Instrumentation - Plant &

Cogen), Umair Aleem (Assistant Manager Instrumentation), and Abdul Khaliq (Assistant Engineer Instrumentation), outlined a step by step procedure to install the sensor while maintaining compliance with OEM standards. Subsequent to the corrective maintenance activity, checks were taken on the entire machine to ensure that there was no malfunctioning or loss of operation. As a result of careful planning and cautious execution, the issue was resolved in-house with expensive vendor support for this operation cropped out of the picture for similar future maintenance activities.



TPM Autonomous Maintenance Training

Taimour Hasnain

The performance of world class machine maintenance has a secret called Autonomous Maintenance. By carrying out the simple activities in this TPM pillar, capital investments are being reduced because the organization has reliable equipment and does not have to replace machines as often. Since the launch of Autonomous Maintenance at Plant site, visible improvements have been achieved in Plant area.

On 30 Jan 2018, Sumayyah Waheed (Assistant Manager TPM) conducted a full day session on TPM Autonomous Maintenance at Recreational Hall. The



purpose of the session was to equip new members of Small Group Teams with the necessary knowledge and understanding to be able to actively participate in Autonomous Maintenance activities and deliver tangible and sustainable results. To achieve the training goals several hands on exercises were arranged.

At the end of the session, Asad Ahmed Khan (Process Support Manager) emphasized on the importance of implementation of TPM, and later on certificates were distributed among the participants.



Farewell Dinner for Apprentices

Umair Siddiqui

Having sufficient manpower resources is vital for sustainability and growth of an organization. This need is effectively fulfilled at LCPL by keeping the pipeline of trained personnel filled at all times.

A batch of apprentices is hired each year and they are provided with a special skill enhancement training of two years. Batch 17 of apprentices successfully completed their training at LCPL in October 2017. Dedicated mentorship was provided to them and they were equipped with a skill set that will

surely help them distinguish themselves in their future endeavors.

To bid farewell to these apprentices, a dinner was arranged by the Production team led by Mohammad Sajid Khan (Plant Manager Oxidation). Apprentices were extremely glad at this positive initiative. All the participants wished them continuous success and excellence. We hope they will become our pride by carving a path of their own.

Exploring Cost Effective Opportunities

Talha Nabi Dar

To ensure smooth and consistent plant operations, reliability of mechanical seals in rotating equipment is of utmost importance. With ascending business targets each year, the Maintenance team has the challenge to ensure high equipment availability while incurring lowest possible maintenance costs.

Representatives from AESSEAL Mr. Nikhil Chandrasekhar (Retrofit Specialist) and Mr. Lee Canning (Reliability Specialist) were therefore invited to LCPL

plant site on 29 March 2018 to present their portfolio and educate us about the performance and reliability of their mechanical seals. Complying with international ISO and API standards, the AESSEAL is currently the 4th largest supplier of mechanical seals and has the standard facility and technical expertise to refurbish mechanical seals of other competitive seal manufacturers. The session was attended by Assistant Managers and Trainee Engineers from Maintenance, Inspection and Planning sections.

Train the Trainer – Boot Camp

Sumayyah Waheed

Conducting training sessions for a diverse audience is not an easy task and requires a special skillset and expertise. To cater to this, Train the Trainer programmes are organised around the globe to facilitate trainers in delivering effective training sessions and provide an opportunity for them to learn from each other.

I recently got the opportunity to attend one such workshop facilitated by Sohail Zindani of Learning Mind Groups and The Sohail Zindani Company. He is a certified Master Trainer, and indeed his 3 day workshop was full of tools and techniques to help novices and veterans alike.

The focus of the training was on Instructor-led, Participant-centred approach of conducting training and workshops. Among the key learning areas were improving the retention of audience by using various concepts of memory, and appropriately timing the information. The focus was not just on the delivery of the content, but on its development as well.



The last day was dedicated to presentations from all the participants to put into practice the previous two days' learning. Here we got valuable feedback from the trainer and the participants alike, which further helped enhance our skills. Whether we have been training for days or decades, the Boot Camp was designed to help us channel renewed energy and fresh ideas into our training programmes that will generate results from the very first time we put them into practice.

Visitor Management System

Ali Hassan Ayyoubi

Technology is inescapable. It pervades every facet of our life. From how we work, play and live our lives, technology has created a revolution that will grow for as long as humans continue to advance in their capabilities. It empowers companies to grow faster, produce better products and serve customers more effectively. Tasks that once seemed burdensome can now be easily streamlined and automated by using IT Systems which help all areas of business to run smoothly and efficiently.

Keeping abreast of new technology is an ongoing job of IT department. In order to ensure that the organization benefits from the latest advances in technology the IT Team regularly plans and delivers new IT systems.

As a part of this strategy, "Visitor Management System" (VMS) has developed. Some major advantages of having an automated system are:

- Photo recording of the visitor at the time of Sign-In
- Improved Visitor Control & Access
- Quick Intimation to the Host via SMS alert
- Real-time accuracy of head counts
- Live Visitor Database
- Current Status of Visitors availability
- Customized Visitors Report
- Visitors can be pre-registered
- Time and cost saving
- Flexibility and ability to grow with the business
- Provision of visitor data analysis and improvements

Objective Setting & Performance Appraisal



Objective Setting & Performance Appraisal with Syed Asim Rashid 4 January 2018 at Karachi Marriott Hotel

Growing Together at LOTTE



"Growing Together at LOTTE" facilitated by Haseeb Hasan 10 January 2018 at Karachi Marriott Hotel



Syed Fahad Bin Shakil has joined the Company as Assistant Manager Electrical, with effect from 1 February 2018. He has completed BE (Electrical Engineering) from National University of Sciences & Technology (NUST), Karachi. His last employment was with K-Electric.

Long Service Award Recipients



Tariq Mahmood completed 20 years of service on 16 February 2018. He joined the company on 17 February 1998 and is presently working as HR & IT Manager.



Gohar Rehman completed 15 years of service on 2 February 2018. He joined the company on 3 February 2003 and is presently working as Junior Engineer Mechanical.



Faizanul Haque completed 15 years of service on 18 March 2018. He joined the company on 20th January 2003 and is presently working as Junior Engineer Process.



Ali Hassan Ayyoubi completed 10 years of service on 28 February 2018. He joined the company on 1st March 2008 and is presently working as IT Programmer.

دارالسلکون LCPL کی جانب سے اسکالرشپ پروگرام

ضیاء الرحمن

اس حوالے سے جناب کی سیو پارک (ڈائریکٹر) نے دارالسلکون کے ایڈمنسٹریشن مینیجر کو مارچ 2018 میں اسکالرشپ فیس کی مد میں چیک تفویض کیا ہے۔

LCPL نے دارالسلکون کے ساتھ اسکالرشپ پروگرام کا آغاز کیا ہے، یہ ایک دماغی اور جسمانی طور پر بیمار بچوں کے لیے کیئر سینٹر ہے۔ جناب حمیرا اعجاز نے سال 2018 کے لیے اس سینٹر کے 10 بچوں کو اسکالرشپ فیس دینے کا اقدام کیا ہے اور یہ تعاون آنے والے سالوں میں بھی جاری رہے گا۔



بلال نگر، دھانجی میں آنکھوں کے فری میڈیکل کیمپ کا اہتمام

بلال جاوید

اسی کے پیش نظر LCPL کے رضا کاروں کی جانب سے 28 مارچ 2018 کو پورٹ قاسم ایریا کے بلال نگر، دھانجی میں آنکھوں کے مفت علاج کا ایک کیمپ لگایا گیا۔ مرد حضرات، خواتین اور بچوں کی ایک بڑی تعداد نے آنکھوں کے اس مفت کیمپ سے فائدہ اٹھایا۔ چیک اپ کے بعد ڈاکٹرز نے 55 مریضوں کو فوری طور پر آپریشن تجویز کئے۔ ان آپریشنز کے لیے LCPL نے گٹھ سے ہسپتال آنے جانے اور سرجری کے اخراجات تک اٹھاتے ہوئے اس کا رخیر میں بھر پور تعاون جاری رکھا۔

LCPL کی ہمیشہ سے کوشش ہوتی ہے کہ انسانیت کی خدمت جہاں تک ہو سکے کی جائے اور اس کے لیے مستحق افراد کو ان کی دلہیز پر طبی سہولیات کی فراہمی ایک بہترین عمل ہے۔



اس ضمن میں معاہدے پر دستخط کی تقریب چیف ایگزیکٹو، جناب حمیر اعجاز کی صدارت میں منعقد کی گئی۔ پلانٹ پر منعقد کی جانے والی اس تقریب میں مذاکراتی ٹیم کے علاوہ ادارے کی سینئر انتظامیہ

نے شرکت کی۔ تقریب کے شرکاء نے دونوں فریقین کو مبارکباد دیتے ہوئے بہت خوشی کا اظہار کیا۔ تقریب کے اختتام پر ریفریٹیشن اور فوٹو سیشن کا اہتمام بھی کیا گیا تھا۔



چیف ایگزیکٹو کمیونیکیشن سیشن

اربیہ عرفان

دعوت دی اور شرکاء کو اپنی آراء پیش کرنے کی پیش کش کی۔ سوال جواب کے دوران چیف ایگزیکٹو نے کچھ آئیڈیاز کو حالیہ صورتحال میں زریعہ عمل نہ کرنے کی وجوہات پر کھل پر شرکاء کو اعتماد میں لیا۔

LCPL میں ہمارا یہ یقین ہے کہ طویل مدتی مقاصد کا حصول ملازمین کے ساتھ تبادل خیال اور انہیں اعتماد میں لے کر ہی ہوتا ہے اور چیف ایگزیکٹو کمیونیکیشن سیشن اس سلسلے میں ہر اعتبار سے اپنے مقاصد کی تکمیل کر رہا ہے۔

ایک ممتاز کمپنی کی حیثیت سے، Lotte دوطرفہ تبادلہ خیال پر یقین رکھتی ہے، چیف ایگزیکٹو سیشن کا اہتمام اس بات کی دلیل کے طور پر کیا جاتا ہے۔ اس روایت کو جاری رکھتے ہوئے چیف ایگزیکٹو سیشن کا اہتمام پورٹ قاسم میں LCPL پلانٹ پر بدھ 7 فروری 2018 کو کیا گیا۔ چیف ایگزیکٹو جناب حمیر اعجاز نے سیشن کے آغاز میں سالانہ ٹارگٹس کے تعین اور ان کے حصول کی کوششوں پر روشنی ڈالی۔ انہوں نے اپنے خطاب میں LCPL کے تمام شعبوں میں کام کرنے والے ملازمین کی انتھک محنتوں کو سراہتے ہوئے ان کا شکریہ ادا کیا۔

دوران سیشن نئے مالیاتی سال کے پیداواری ٹارگٹس سامنے لائے گئے اور ان کی تکمیل کی منصوبہ بندی پر بھی تبادلہ خیال کیا گیا۔ بعد ازاں جناب حمیر اعجاز نے مزید وضاحت کے لیے سوالات کی



connect



ملازمین کے لئے مراعات کا تعین برائے 2017-18



سید حمید حسین شاہ

برائے سال 2017-18 کے لیے اجرتوں میں اضافے سے متعلق CBA اور LCPL کے درمیان 13 ماہ کے طویل عرصہ سے چلنے والے مذاکرات اور بحث مباحثے آخر کار 16 فروری 2018 کو اپنے اختتام کو پہنچے۔ 13 ماہ تک چلنے والی بات چیت بہت مثبت اور پرامن رہی جس کے اختتام پر دونوں فریقین باہم اتفاق رائے پر پہنچنے میں کامیاب رہے۔

یہ فیصلہ اس بات کی واضح دلیل ہے کہ کس طرح ادارے اور ملازمین ہم آہنگی اور مذاکرات سے اپنے حقوق کی جنگ لڑ سکتے ہیں۔ ہم دونوں فریقین کی کاوشوں کے معترف ہیں کہ ان کی کوششوں سے یہ مذاکرات اور اجرتوں میں اضافے کا معاملہ ایک بہترین انداز میں اپنی تکمیل کو پہنچا۔