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Employees Corner

PSO Enhances Its Testing Capability

PSO is aware that the quality of products is an important force that leads to organizational success and plays a pivotal role in customer satisfaction. So, as the nation's flagship brand in the energy sector, we are committed to providing high-quality products across all our business lines to our customers in Pakistan.

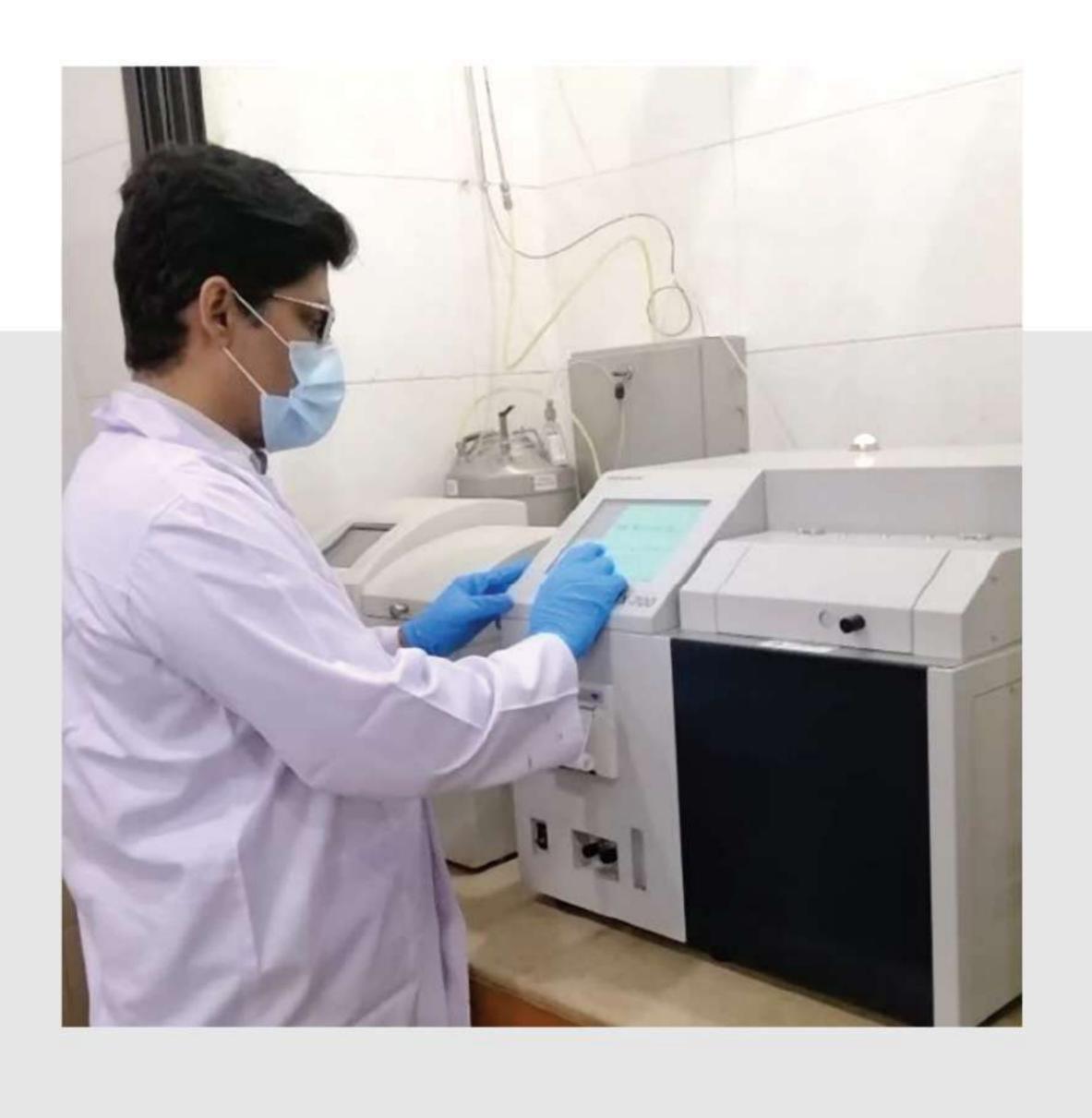
PSO quality assurance is a comprehensive end-to-end system built on a network of state of the art laboratories at every junction of the company's supply chain. All laboratories in this system are ISO 9001 certified and follow national and international standards set by the Pakistan Standard Quality Control Authority (PSQCA), the American Society for Testing & Materials (ASTM) and the Institute of Petroleum (IP) - UK.

PSO has enhanced its capabilities of testing "Ultra Low Sulphur in Euro V products" by commissioning "Ultra Low Sulfur Analyzer" (ULSA), in accordance with the International ASTM method (D-2622) at Lalpir (Mehmood Kot), Machike, and Sihala laboratories to ensure quality supplies across Pakistan. This equipment provides a reliable measurement of total sulfur in petroleum products for compliance verification at state-of-art laboratories.

Last year, the ULSA was commissioned at PSO Central Lab KTA (Karachi) for testing Sulphur in Euro-V fuels.

We believe there is a great need in the petroleum fuel and oil industry for an accurate and low-maintenance sulfur analyzer. We are proud to see PSO offering cleaner fuel choices to the nation and reducing its carbon footprint.







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Quality Management System ISO 9001:2015 Re-Certified

All ISO standards are reviewed every five years to keep them current and relevant.

Therefore, by demonstrating our commitment to quality, accountability, and continuous improvement, we are pleased to announce that PSO has been successfully re-certified against ISO-9001:2015 to respond to the latest trends and be compatible with other management systems. This certification focuses on "Customer Satisfaction" through documented systems and procedures. International certifications are an ongoing process and to make sure we are always up to the mark; relevant training sessions are conducted throughout the year.



PSO Times Edition 4

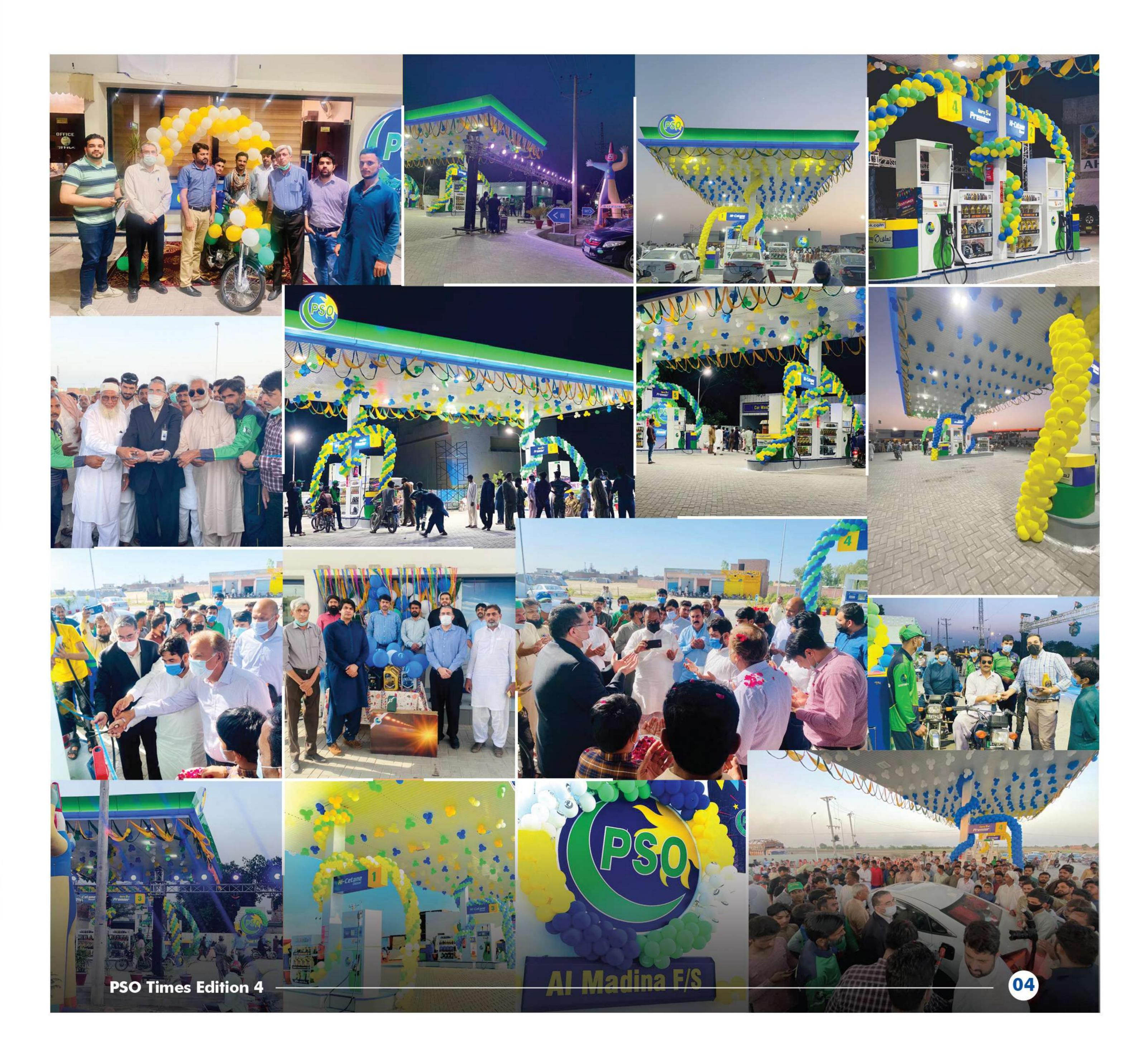
PSO Increases its Footprint

Celebrated the launch of our new retail outlets by decorating the stations and adding vibrancy to the entire Event.

April 09, 2021 Inauguration of Retail Outlet M/s Al Madina Filling Station located at Lahore- Narowal Road.

April 23, 2021 Inauguration of Retail Outlet M/s Al Awan Filling Station located at Hafizabad City.

April 29, 2021 Inauguration of Retail Outlet M/s Ahmed Filling Station located in the heart of Narowal City.



PSO Dominates Aviation Industry

01

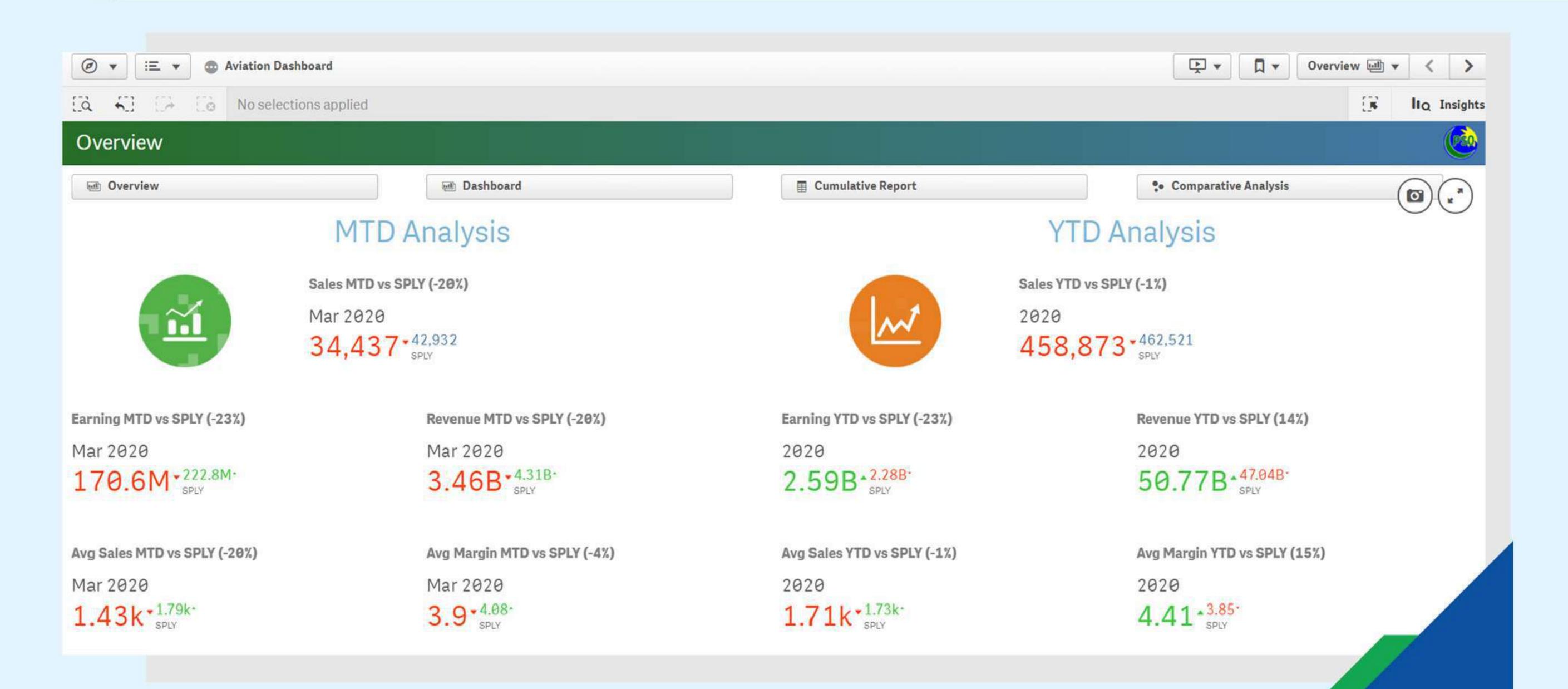
02

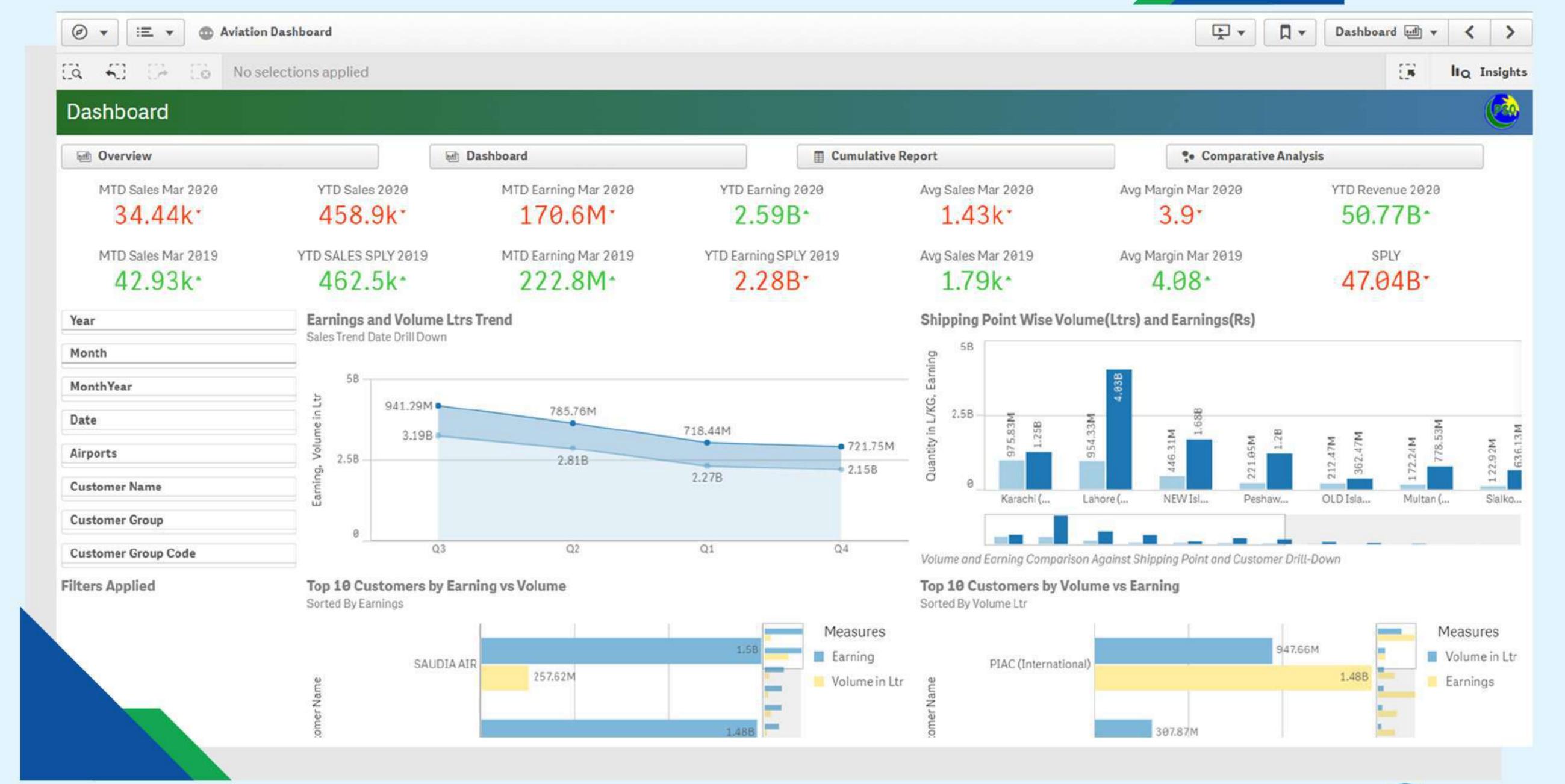
03

During the period under review, the PSO jet fuel market share increased from 94.3% to 94.5%.

Three new International customers, i.e. Istanbul Jet Turkey, High Fly Malta & Access Flight Support, UAE, have been added to PSO's clientele.

To monitor the business sales analytics in real-time, a digital dashboard has been designed. It allows the department to track and analyze sales. This system will help to monitor Airport as well as customer-wise sales and earnings trends.





Explosion Proof Tablets Are Being Used at Airports by PSO

PSO initiated a project for real-time sales recording using explosion-proof tablets. This innovation will simplify the supply of fuel to the aircraft while the sales executed beside the airplanes will be recorded in SAP in real-time. This advancement will provide improved data accuracy, credit controls and improve the efficiency of our procurement process.

PSO Fuels the World Largest Cargo Plane

PSO at Karachi Airport refueled the only operational Antonov An-225 in the world. It is the world's largest plane with six turbo engines. A total quantity of 225,010 liters of Jet-A1 fuel was supplied in 3 hours, using two refuelers carrying out four trips each with a total of eight trips altogether. With a take-off weight of 640 tonnes, it is the longest-bodied and longest-winged operational plane in the whole world. PSO takes pride in being the trusted fuel supplier to bring back the Antonov An-225 in the skies.



Security Mock Exercise Conducted at PSO Sialkot Aviation Station

A mock exercise was carried out at the Sialkot Aviation Station on July 14, 2021, by ASF in collaboration with Army, Civil Defence, Rescue 1122, SIAL fire brigade, and Emergency Medical Services. The exercises also simulated situations to combat unforeseen terrorist attacks.



Meeting with Dealers'/Carriage Contractors of Islamabad Division

Business transparency toward customers helps us build loyalty and increase sales. Having taken charge as DCCO (North), Mr. Jawad Shah and Regional Head (CS-Islamabad), Mr. Mian Shakeel, along with the Commercial Sales Team (Islamabad), held a meeting with the clients of Islamabad Division at Sihala Depot, wherein they highlighted the guiding principles of business for the organization.



This activity was conducted not only to directly engage with the target audience but also to take propositions from the clients for improvement in business procedures.

The meeting proved successful in communicating that our dealers are not only our clients but our business partners who have an equal share in serving the nation.

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Agreement Signing Between PSO and Port Qasim Authority

Port Qasim Authority is a Government-owned entity and is one of PSO's important and strategic HSD Customers. PSO has been supplying significant quantities of POL products to Port Qasim Authority (PQA) for their tugs, crafts, dredger, and other types of machinery.

An agreement signing ceremony was held at Chairman's Secretariat, Port Qasim Authority on April 09, 2021, which was attended by the senior management of PQA and PSO. The ceremony was chaired by the Chairman, PQA, Rear Admiral (R) Syed Hasan Nasir Shah, HI (M). The agreement was signed by DGM (Industrial Customer), Mr. Kashif Siddiqui on behalf of PSO, and Secretary-PQA, Mr. Syed Aijaz Ali Rizvi on behalf of PQA.



HSD Business of 3rd Plant of DG Khan Cement Won by PSO

M/S DG Cement has three sites in Pakistan, one in Khairpur, Kalarkahar, second at DG Khan, and third at HUB, Baluchistan. The two plants; Khairpur and DG Khan, were already procuring POL products from PSO, and now after successful negotiations, the industrial consumer team has succeeded in securing business for their hub site. This entry will pave way for expanding the business to other avenues, especially Lubricants, Furnace Oil, and other PSO products and services.



Long Term Fuel Supply Agreement with Project Management Organization (PMO)

Project management organization (PMO), is a strategic customer involved in the manufacturing of products for national defence.

Major Oil Marketing Companies approached PMO to secure their sizeable POL business. PSO's strength of high-quality POL products, together with its efficient supply chain, outperformed the competition and signed the long-term fuel supply agreement with PMO. Mr. Muhammad Zubair Khan - Director Transport Management formally signed the agreement with PSO Management.

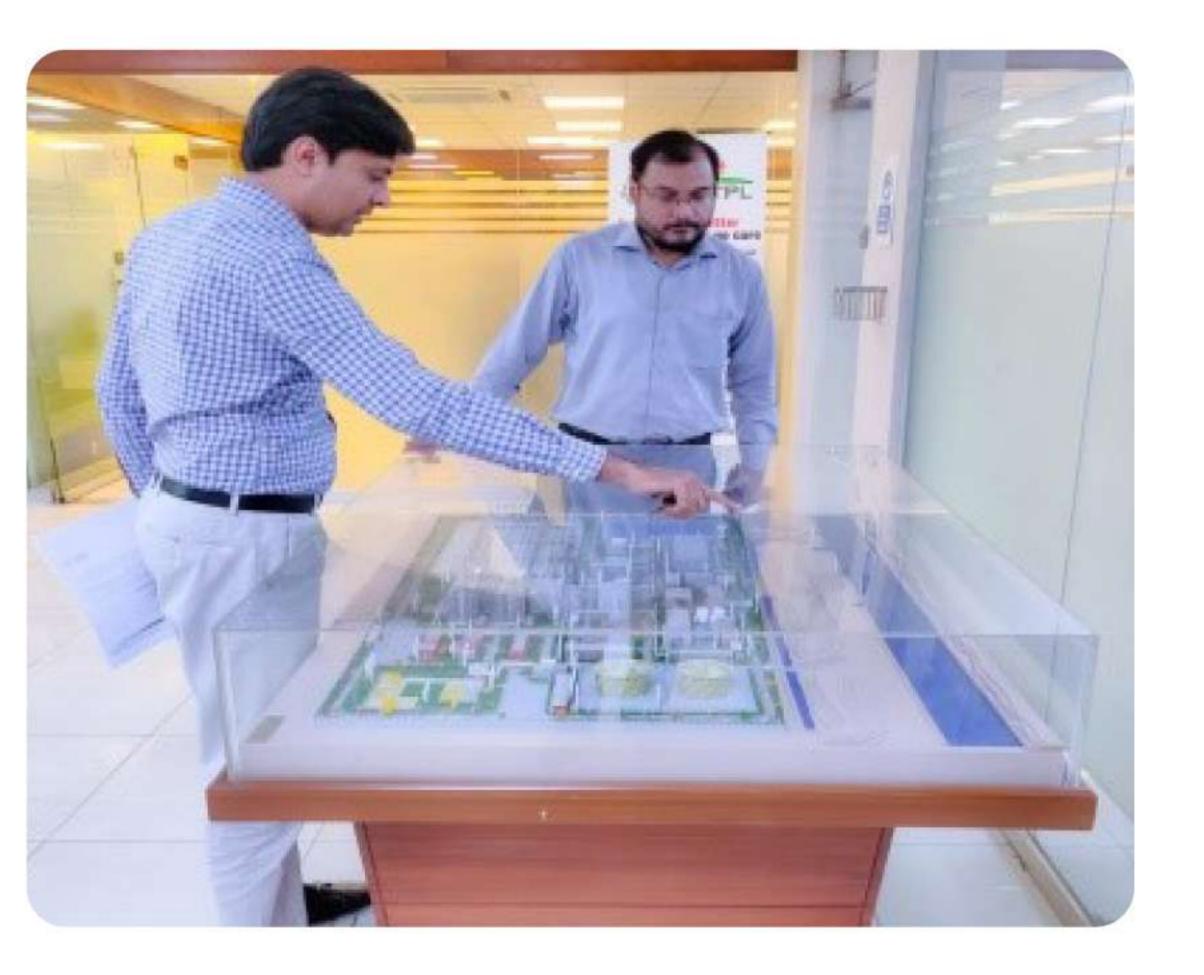
This long-term agreement is a significant breakthrough and a milestone for PSO, which will help secure further business for the Strategic Planning Division at PSO.



PSO Wins Quaid-e-Azam Thermal Power Ltd Business

PSO has won the tender contract to supply HSD to Quaid-e-Azam Thermal Power Ltd., which is a 1180MW (Gross) Combined Cycle Power Plant situated at Bhikki, Sheikhupura, Punjab solely owned by the Government of Punjab.

The contract was signed by Mr. Ahmer Yar Khan - Business Manager Industrial Consumer Lahore (PSO) in the presence of Mr. Usman Saeed – Manager Administration, QTPL.



Continuous Fuel Supply to the Power Sector

PSO consumer business registered a volumetric growth in Furnace Oil of 75% (320,000 MTs) over the third quarter LY (183,000 MTs).

PSO made hectic efforts to ensure continuous fuel oil supplies to the power sector in order to meet the emergent increase in electricity generation in the country during peak summers amid a shortage of RLNG/Gas and limited supply of fuel oil from the local refineries.

As a result of successfully managing the extraordinary demand of FO, gross earnings from this business during the third quarter increased by 230% over the same period last year.

Successful efforts and negotiations were also made to secure the new business by engaging customers like Liberty Power Tech Limited and Nishat Power Limited (non-contractual) to cater to their fuel requirement resulting in additional volumes and gross earnings.

In addition, the team had registered a record increase in HSD sales over the same period last year and have exceeded our annual targets of the fourth quarter FY21.

Furthermore, as a result of continuous follow-up from power sector customers, PSO successfully recovered late payment charges of Rs. 7.7 Billion and Rs. 3.8 Billion from HUBCO and KAPCO respectively.

10

PSO Recognizes Its Labor at JIMCO

PSO portrayed solidarity with workers by celebrating Labour Day on 1st May at our location with the non-management staff. To acknowledge the team for their hard work and contribution to the business operations, souvenirs were distributed by Mr. Raheel Akram, IM-JIMCO, as a gift to the employees.

This celebration marked the contribution of our employees towards our continuous success across Pakistan.



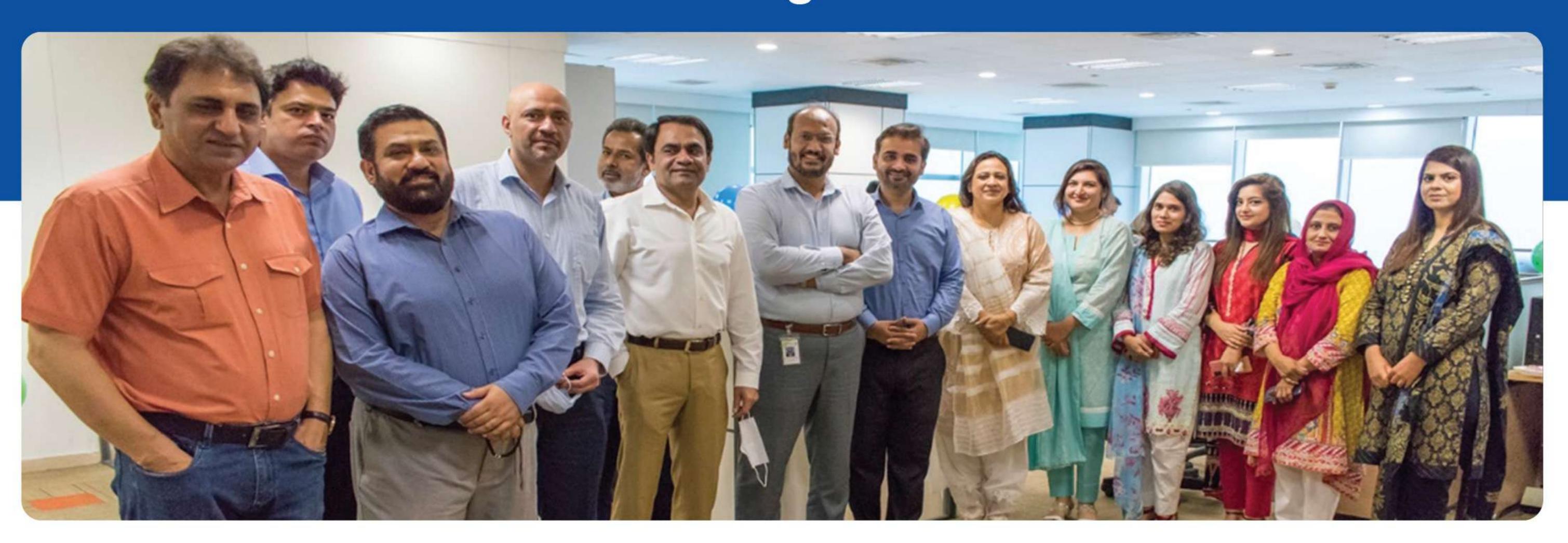






Shifting of Islamabad Office

North Team moves to new PSO Regional Office Islamabad



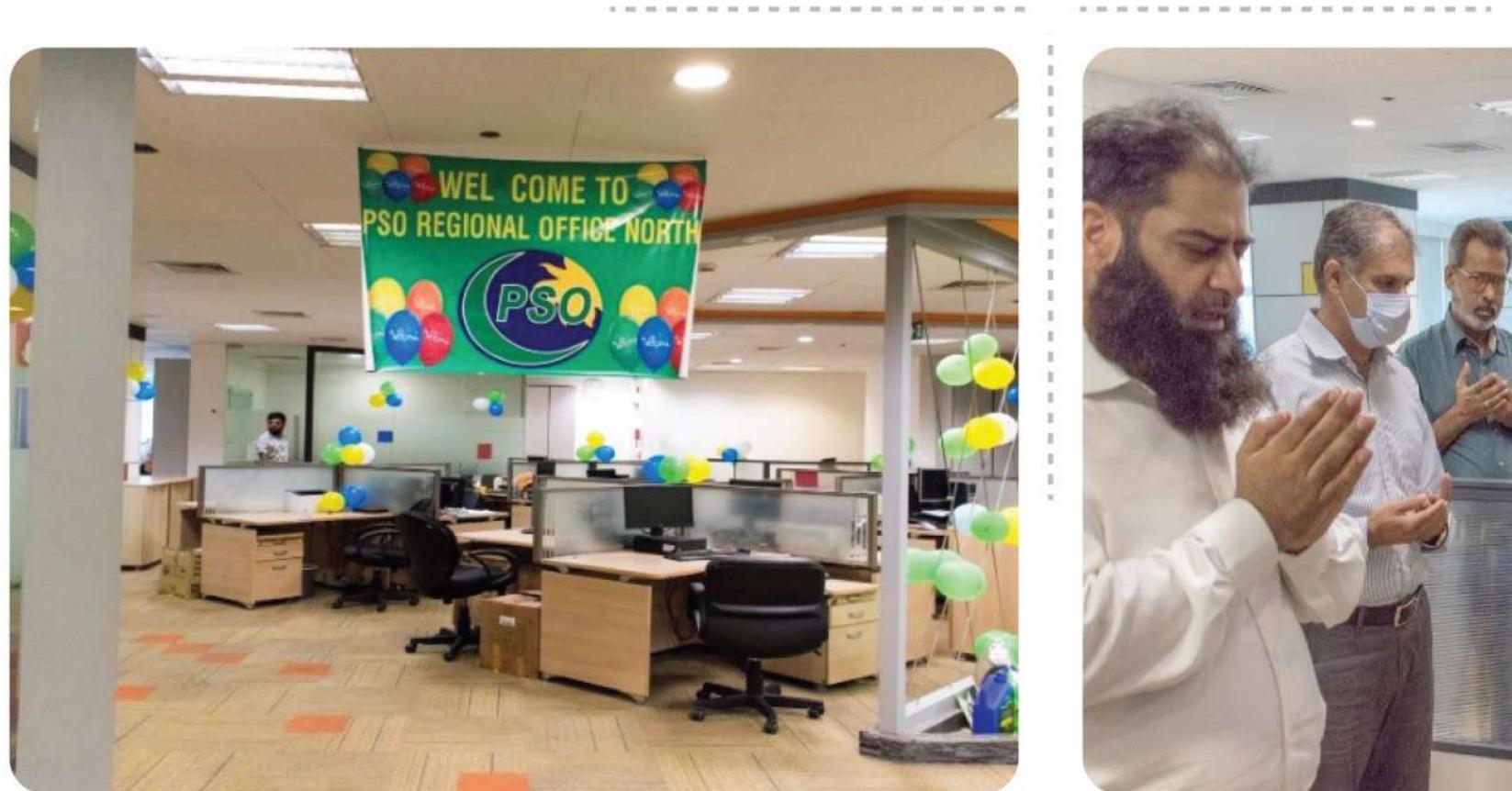
Living up to the vision of our MD & CEO, we continue our journey towards excellence in our systems, procedures, and structures by introducing the Agility Program. We are also proud to announce the opening of our new office in Islamabad at one of the most iconic buildings; the Ufone Tower.

We believe that employees are more productive when they are happy. Therefore, the new office is designed in a way that offers more space and a conducive work environment.

MD-PSO graced the PSO Regional Office Islamabad with his presence during a visit on August 26, 2021. He appreciated the effort of the DCCO North team towards embracing the change swiftly.









Safety Measure Reinforcement PSO Celebrates World Environment Day 2021

PSO celebrates World Environment Day every year on June 5th to remind humans that they are not alone on this planet. There is a huge biological ecosystem that exists, due to which we human beings survive.

It is a flagship day observed by the United Nations to spread awareness about the threat to the environment due to rising pollution levels and climate change. The celebration also aims to inspire people towards bringing a positive change in the environment.

Every year the responsibility is given to a country to host the event and provide a platform to discuss Sustainable Development Goals. This year Pakistan was given the opportunity to host World Environment Day 2021.

The theme for this year was Ecosystem Restoration, with a key focus on creating a connection with nature and assisting its recovery.

Likewise, PSO observed World Environment Day with celebrations at its Facilities, BM offices, Aviation Stations, Lubricant Plants, LPG Plants across the country.

Following activities were conducted on the special occasion:

- 101 Interactive Sessions were organized at our Facilities / BM Offices by Facility In-charges / BMs / HSE team.
- 02 Plantation Drive was initiated where employees participated in planting a Tree at our facilities across Pakistan.
- Pledge & Resolution of the day which involved committing towards protecting the environment; leading to the restoration of the ecosystem.
- Activities at Home with Family on Saturday for plantation of trees with the help of children & family, aimed to nurture our generation to connect with the environment.













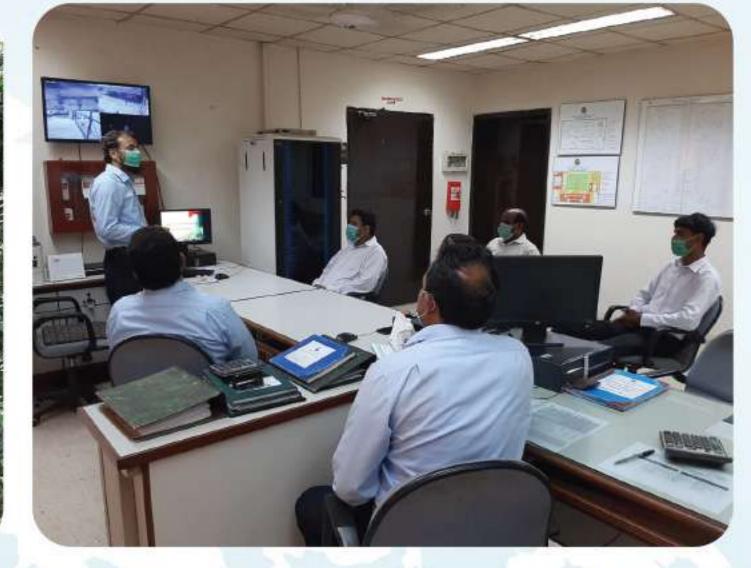












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World Health & Safety Day 2021 at PSO

World Health & Safety Day 2021 was observed on April 28th at PSO Locations across the country. This year's theme was; 'Responding to Crisis Situation' with particular reference to the ongoing COVID-19 pandemic. Along with this, PSO also emphasized the importance of following health and safety measures in day-to-day operations and; 'Strengthening of HSE Systems Implementation' with particular reference to a permit-to-work system, energy isolation, and risk assessment.

The following activities were organized at all Locations:



Group Communication Meetings & Awareness Sessions

Involved all staff and imparted awareness by Facility In-charge / Business Manager on World Health & Safety Day Presentation provided by the HSE Department.



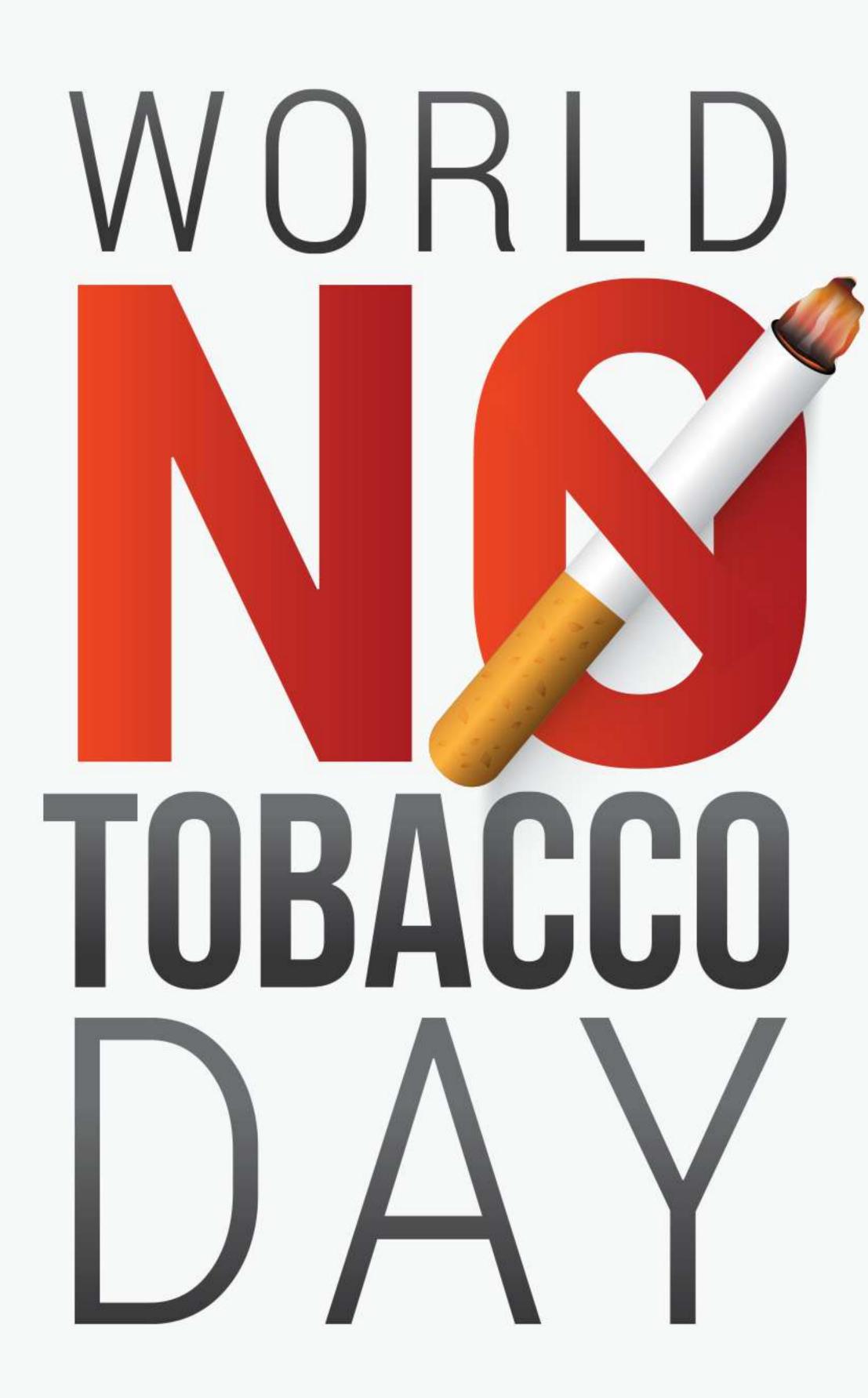
Safety Walk at Facilities

In-charge to conduct a walk around the facility with his staff and communicate HSE risks, their mitigation measures, and the importance of risk assessment at various areas of the facility.



HSE is everyone's responsibility pledge

• A pledge was taken by the staff to observe that HSE is everyone's responsibility. At the end of the presentation, employees raised their hands and took a pledge to follow and implement HSE rules and regulations at their facility.



World No Tobacco Day is observed every year to make tobacco users aware of the opportunity to lead healthier lives. This day aims to spread awareness about the dangers of using tobacco and the associated health problems which can be cured if one quits smoking.

PSO Shikarpur Depot observed World No Tobacco Day on May 31st. This year's theme of the day was 'Quit tobacco to be a winner.' We appreciate all the facilities that observe important World International Days that promote healthy living and encourage practicing safe behaviors. Great Initiative, Team Shikarpur!

HSE Risk Management System Updated

HSE Risk Management System is an important element of Process Safety Management, and it helps to control HSE risks caused by hazards at our workplace.

The process helps us in identifying, assessing, controlling, recording, and reviewing risks systematically through the Unified Risk Assessment Approach. Over the years, PSO Facilities have already developed risk registers for various operational areas and follow the preventive and mitigated approach towards controlling these risks for Continuous Risk Reduction (CRR).

HSE Team has updated and revised the Risk Management System to further improve the process of hazard identification and risk assessment. The team has also taken appropriate control measures in our areas of operations, as well as updated requirements for functional and corporate level risk



HSE Champion Rewards

HSE Champion rewards are part of the HSE Behaviour Based Program and, it aims towards engaging, motivating, and appreciating our staff on HSE Systems implementation and behaviour modification.



Giving Back to the Society

Sindh Institute of Urology and Transplant (SIUT)

As a responsible corporate entity, PSO continues to make regular contributions to help make quality healthcare accessible to the vulnerable and needy in our country. PSO CSR Trust joined hands with Sindh Institute of Urology and Transplantation (SIUT) to provide transplant surgery and post-transplant care to 10 patients for a year. Mr. Babar Hamid Chaudhary, Chairperson-PSO CSR Trust, handed over the cheque to Mr. Adeebul Hasan Rizvi, Director, SIUT.





PSO CSR Trust Joins Hands with Professional Education Foundation

PSO CSR Trust continues to energize future generations by providing them the education and skills they need to transform Pakistan. For this, PSO sponsored Professional Education Foundation (PEF) by supporting 100 students from marginal communities. The cheque was presented by Mr. Amir Zaib, DGM Cards & NFR, to Mr. Hafiz Ul Haq, Chairman-PEF.

Saylani's Ration Drive in Ramadan 2021 Supported by PSO

As a responsible corporate entity, PSO CSR Trust, in collaboration with Saylani Welfare International Trust, distributed ration bags during the holy month of Ramadan in the impoverished areas of Sindh and Balochistan. The Chairperson-PSO CSR Trust, Mr. Babar Hamid Chaudhary, handed over the cheque to Mr. Muhammad Ghazzal, COO-Saylani Welfare International Trust.



15



Mustafa Jahangir accomplished the title of a Certified Information Systems Auditor by the CISA.



ISACA hereby certifies that

Mustafa Jahangir

has successfully met all requirements and is qualified as a Certified Information Systems Auditor; in witness whereof, we have subscribed our signatures to this certificate.

Requirements include prerequisite professional experience; adherence to the ISACA Code of Professional Ethics and the CISA continuing professional education policy; and passage of the CISA exam.

17136800

13 February 2017

31 January 2024

Certificate Number

Date of Certification

Expiration Date







Yaqoob Ahmed further polished his skills through the experiences and learnings of our trip and HSE Awareness.

Nayyar Rehman was declared the HSE champion of the Location. It is experiences like these that constantly enhance the skills of our employees.



Imran Naeem enjoying the trip to the Northern area by experiencing the beauty of Pakistan.

Usman Ali Qadri completed an online course 'Introduction to Business Intelligence' from CFI Canada.

Farhan Iftikhar achieved global-level training in artificial intelligence.





المراز ال

A glimpse of a festive moment, Farhan Iftikhar's son celebrating Eid.



Hassan K. Lodhi satisfying his wanderlust by exploring his city of origin and acquiring new experiences.



new exper



Mustafa Ali

HAS MET THE ESTABLISHED AND PUBLISHED REQUIREMENTS FOR API CERTIFICATION AS AN

ADI Standard

CERTIFICATION NUMBER 101787

ORIGINAL CERTIFICATION DATE

CURRENT CERTIFICATION DATE

EXPIRATION DATE

September 3

September 3





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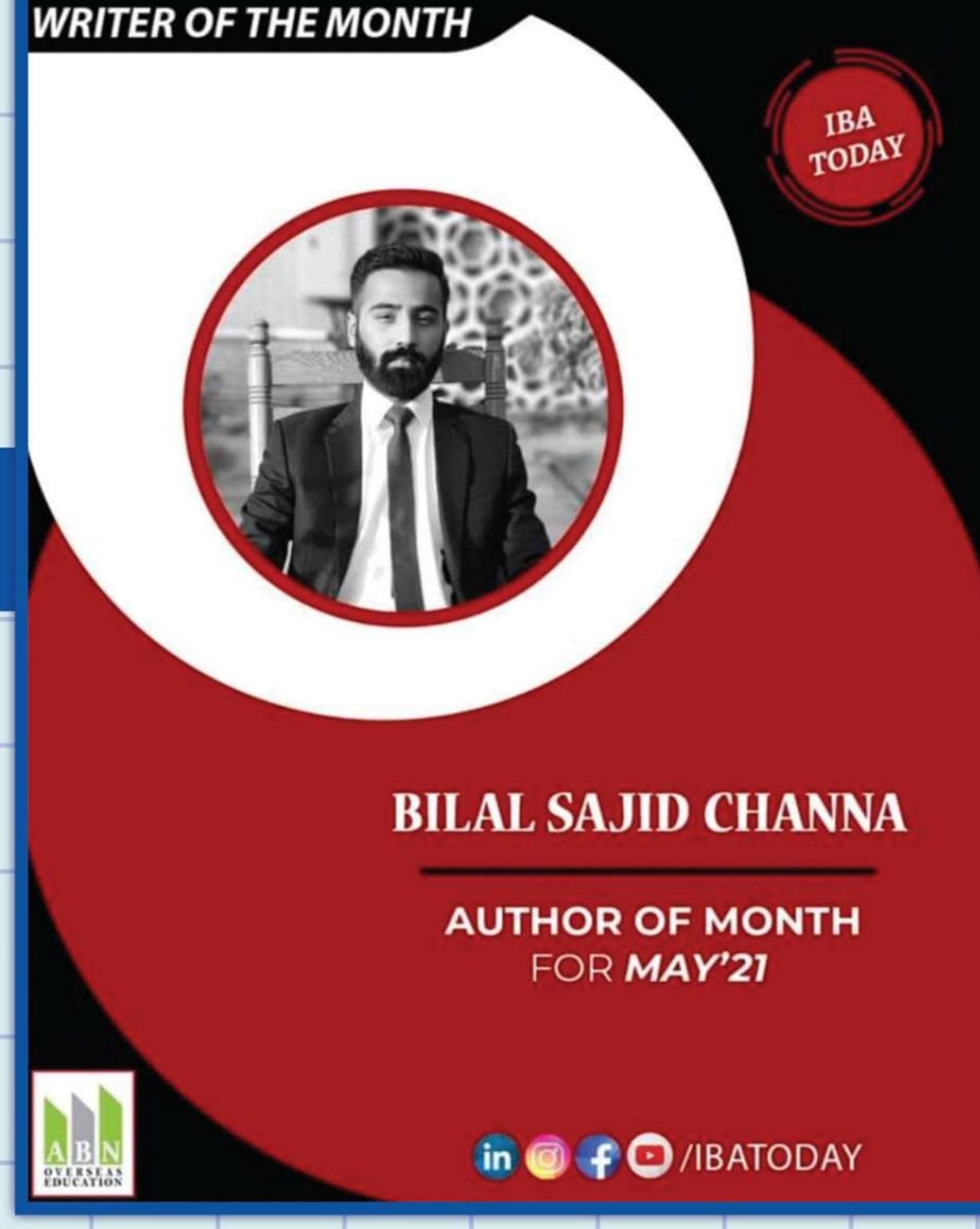
API INDIVIDUAL
CERTIFICATION
PROGRAM-MUSTAFA
ALI



Bilal Sajid Channa rewarded by IBA

Training Session of Brand Ammbessdors of

PSO Stall at Mega Oil Changer in Karachi



Awais Saleem has completed Advanced Digital Marketing Training Program from IDM Pakistan and a course in Fundamentals of Digital Marketing from Google Digital Garage.

Google Digital Garage

Awais Saleem

is hereby awarded this certificate of achievement for the successful completion of The Fundamentals of Digital Marketing certification exam on 21/05/2021

Matt Britis

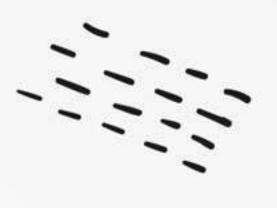






Verify the authenticity of this certificate at: https://learndigital.withgoogle.com/link/1qsdpcedm9s





Nazam by Nasik Ijaz (DGM Compliance)

کیا سزا دیتا ہے اِس جرم کی بال کا دستور حیف ہے میں ہی ہوئی آ کے یہاں بھی مقہور جانے کس زعم میں حسن اپنا مٹا ڈالا تھا تر بہ تر اپنی ہی پر توں کو جلا ڈالا تھا داستال سُن کے زمیں کی یہ صدا آئے گی إجا تخفي مرتبه ءِ رفعت ِ ناهيد ملا !! جا تحجے إذك قدم بوسى خورشيد ملا

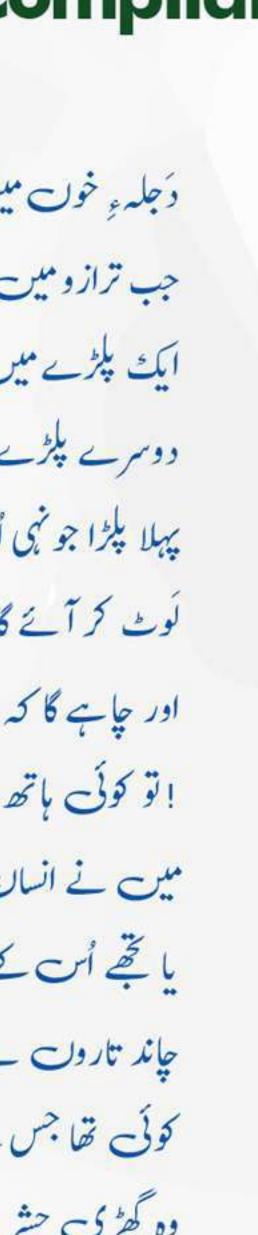
PAKISTAN DEFENCE DAY

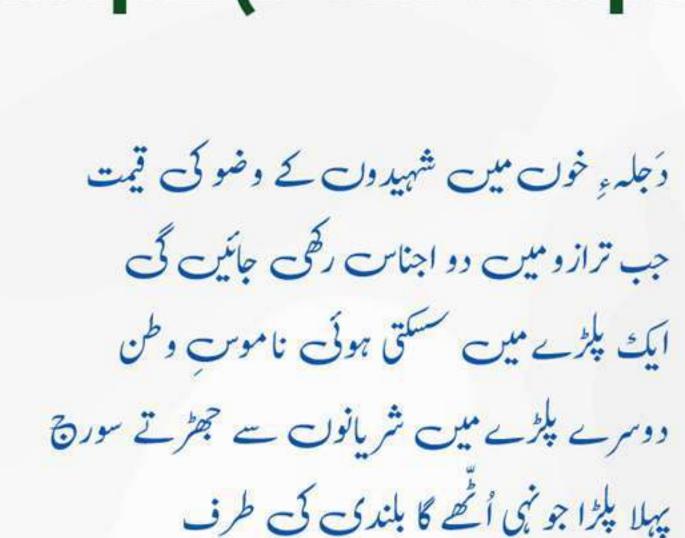
(ناسک اعجاز ناسک)

میں نے انسان کو پیدا کیا تیری خاطر حاند تارون نے عبث مانگ سجائی نہ تری كوئى تھا جس كے لئے تجھ كو يہ زيور بخشا اجب زمیں چیخ کے بولے گئے کہ اے میرے منیب یه وه ساعت نهین جب این و امال کی خاطر امیں نے یک گخت بکارا مرے بیڑ آؤ آؤ! دیکھوتمہیں شیطان نے للکارا ہے چھین کر میری نگاہوں کے مہکتے ہوئے چھول اے خدا! میری صدامیں تھا اثر کیا جانے کوہ و دشت و دمن و باد و بیابال کے دلیر اور بول ٹوٹ کے جھیٹے کہ ترے سب وسمن گریڑے موت کے قدموں میں بتوں کے مانند

كر كسول كو كسى شاہيں په جھبٹنے نہ ديا سر بکف چل ویے طاغوت سے مکرانے کو تم نے ویران کیا کفر کے ایوانوں کو تم نے فی النار کیا وقت کے شیطانوں کو بد چلن کتنے کئے تم نے گھڑی بھر میں ہلاک اہر من کتنے کئے تم نے گھڑی بھر میں ہلاک تم نے تاریکی دورات میں جلائے وہ چراع بھر گئے شام کی سرخی سے گلابول کے ایاع تم نہ ہوتے تو نہ ہوتی مرک پیجان کوئی میری آئکھوں میں نہ کھلتا تبھی ارمان کوئی جو درندے مرک سرحدے گزر آئے تھے میری ناموس کی و سختی بھی نہ رہنے دیتے سنگ بے نون کے مانند جھیٹتے کشکر گوشت کیا میری تو ہدی جھی نہ رہنے دیتے فی بھی جاتا اگر اُڑتے ہوئے طیاروں سے تو غلامی کے شب و روز میں جکڑا رہتا مر گھڑی مرگئے مسلسل سے گزرتے دل و جال روج کا جسم سے ہر وقت کا جھٹرا رہتا جسم کہتا کہ میں کر لول گا غلامی سب کی روح کہتی کہ میں نخچیر نہیں ہوں شب کی جسم کہتا مرک مجبوریاں حائل ہیں مجھے روح کہتی یمی باتیں تو ہلاہل ہیں مجھے اسی تکرار میں آخر مری شب ہو جاتی جسم سو جاتا مرک روج کہیں کھو جاتی تم نے خوا دے کے مرے نام کو باقی رکھا نور بھرتے ہوئے اتام کو باقی رکھا پھول برساتی ہوئی شام کو باتی رکھا تم نے جات دے کے شب و روز کو مرنے نہ ویا كفر جو حابتا تھا وہ أسے كرنے نہ ديا تم نے ثابت کیا بارود کوئی چیز نہیں

دُ جلہ ، خوا میں شہیدوں کے وضو کی قیت جب ترازومیں دو اجناس رکھی جائیں گی ایک پلڑے میں سسکتی ہوئی ناموس وطن ووسرے پاڑے میں شریانوں سے جھڑتے سورج بہلا پلڑا جو نہی اُٹھے گا بلندی کی طرف لُوٹ كرآئے كا بہتے ہوئے يانى كى طرح اور جاہے گا کہ چوے مسی سورج کے قدم ا تو كوئى ہاتھ أے روك كے كے يوچھے كاكہ بول یا تھے اُس کے سکوں کے لئے پیکر بخشا وہ گھڑی حشر کے دان ہو گی قیامت کی گھڑی تیرے وسٹمن کا قدم جب مرے سینے یہ پڑا مرک غیرت نے کہا مصلحتیں چھوڑ دے سب مر کسی این پرائے کو پنہ دی جائے ایسے محشر میں اجانک مرے دل نے یہ کہا کیوں نہ اپنے کسی بیٹے کو صدا دی جائے ول کی بیر بات بہت بھائی مجھے اُس کھے آؤ! ویھوتمہیں میدان نے للکارا ہے آؤ! دیکھو کسی ظالم نے مرے سینے میں ئے بہ نے جبر و تشد و کے تبر گھونپ دیے میری آنکھول کو عذابول کے شرر سونپ دیے ايبا لگتا تھا فضاؤے میں وھنک جاگ اُتھی پھر کسی سیف کی بے داغ چک جاگ اُکھی آن کی آن میں پنجے مرے بیٹے مرے شیر

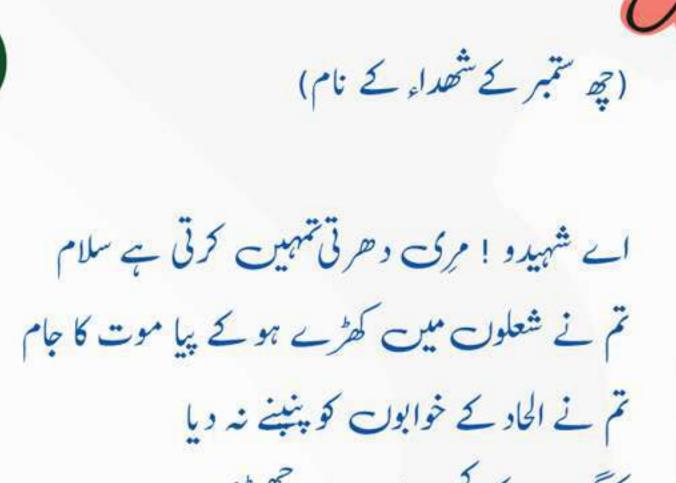




اور اُتھے نہ بھی زرد رتوں کے مانند

بس یمی میری خطاہے یمی ہے میرا قصور

میں نے بس ایک تراعمد نبھانے کے لئے اینے بیواں کا لہو آگ بنا ڈالا تھا



تم نے سجدے کیے جلتے ہوئے انگاروں پر **Employee Name** Date تم نے اہرا دیا ایمان کا نوری پرچم Muhammad Mansoor Faroog 01-Oct قریہ و جرکے آکڑے ہوئے مینارول پر Muhammad Adnan

01-Oct 01-Oct Waheed Uz Zaman Hakim Ali

01-Oct Sana Mirza 01-Oct Ubid Ullah

01-Oct Ikram Uddin 01-Oct Muhammad Safeer 01-Oct Irfan Ahmed Memon 01-Oct

Khurram Ashfaq 02-Oct 02-Oct

03-Oct

03-Oct

03-Oct

03-Oct

04-Oct

04-Oct

04-Oct

04-Oct

05-Oct

05-Oct

06-Oct

06-Oct

06-Oct

06-Oct

07-Oct

08-Oct

08-Oct

08-Oct

Yaqoob Ahmed Malik Asif Mehmood

Muhammad Umair Habib Fabian Herald Joseph

Abdul Majeed Umrani Muhammad Kamran Ikram

Raheel Syed Irteza Hussain Khan

Faroog Ahmed Khokhar Syed Raza Ali

04-Oct 04-Oct Ahmer Faraz Fawad Ahmed Khan 04-Oct

Shamoon Ahmed Khan 05-Oct Syed Muhammad Ali Shah 05-Oct

Muhammad Shahid Nawaz Arslan Sajjad

Adnan Ali Syed Mirza Saleem Baig

Imran Ramzan Mohammad Ahmad Sohail Ahmed

Agha Muhammad Umair Khan 07-Oct Syed Inam Ahmed 08-Oct Mir Shahzad Khan Talpur 08-Oct

Agha Ali Murtaza Rabia Jamal

Usama Khatri

09-Oct Akbar Khan M Kalimullah Khan 09-Oct Muhammad Muzammal Saeed 09-Oct Mirza Aamir Baig 09-Oct Syed Riaz Ul Hassan Gillani 09-Oct Ghulam Mustafa 10-Oct Muhammad Khurshid Alam 10-Oct Ahmed Shah Gilani 10-Oct Raja Mohammad Faroog 10-Oct Abdul Razique 10-Oct Fida Mohammad 10-Oct Rana Altaf Hussain 10-Oct 11-Oct Abbas. Muhammad Rahim Rind 11-Oct Nazia Shamim 11-Oct Muhammad Amjadur Rehman 11-Oct Sania Tabbasum 11-Oct Imran Naeem Khan 11-Oct Rana Adeel 12-Oct 12-Oct Raees. Muhammad Akmal Chahil 12-Oct 12-Oct Sumera Manzar 12-Oct Rana Adeel Wagar Ali 12-Oct Muhammad Furgan 12-Oct 12-Oct

Employee Name

Date

13-Oct

13-Oct

14-Oct

14-Oct

15-Oct

15-Oct

15-Oct

15-Oct

17-Oct

17-Oct



Abdul Shakoor

Jehangir Sarwar Soomro

Muhammad Tahseen Ullah

Syed Hassaan Abbas







جب مؤدت کسی غازی کی رگون میں تولیے

جب حیت کسی انسال کے لہو میں کوندے

تم نے بارود کو سرسول کی طرح روند دیا

دیکنا حشر کے دان اینے لہو کی قیمت