

IMAGINE, INSPIRE, INNOVATE

“The flower that blooms
in adversity is the
rarest and most
beautiful of all”

Walt Disney

BYCO – DHA URBAN FOREST

Byco sponsored the plantation of an urban forest at AK Khan Park in collaboration with DHA. This has been a part of Byco's sustainability program in order to address the menace of climate change and promote a greener Pakistan.

The pilot project has been entrusted to Mr. Shahzad Qureshi, CEO of The Urban Forest, who brought the Miyawaki method to Pakistan. The first Urban Forest in Pakistan was planted in Old Clifton where Byco partnered with Shahzad Qureshi and planted 1000 trees on Independence Day, August 2018.

Global warming and climate change is becoming a major problem. If this is not addressed in a timely manner, the security and safety of humanity is under threat. It is a universal issue. One major solution is to plant urban forests using the Miyawaki method. In this technique species native to the environment are propagated which results in a highly dense forest in one tenth the time it would take a natural forest to appear.



Byco planted DHA's first Urban Forest at AK Khan Park in Seaview

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EDITOR'S NOTE



Dear Readers,

Assalam o Alaikum!

Welcome to the Summer 2019 edition of the Blend.

The Company, like all of Pakistan's refiners, has been facing stiff headwinds of continued Rupee weakness, volatility in oil prices, and the nation's evolving fuel mix. Despite these challenges, Byco was successful in recording a gross profit of Rs. 3 billion in its 3rd quarter results.

Our SPM team represented the company at the International Conference on Tanks and Terminals held in Dubai as well as at a 3-day Dunlop Oil and Marine Technical Seminar which was held in North Lincolnshire, England.

As things heat up in the country, Byco's sales team organized a National Sales Conference with all its territory managers flying into Karachi to attend a three day event. Interactive sessions were held with motivational speakers. The sales team visited all of Byco's facilities including the refinery, head office and SPM.

Byco closed a deal with Vouch365 to offer a customized Byco Vouch365 app for all of its employees and provide exciting discount offers nationwide on leading restaurants, fashion and salon chains, leisure and travel offerings.

Byco organized trainings across 10 cities for its dealers to roll out Easypaisa payment solutions throughout our nationwide network of outlets. The market has responded quite positively to the 10% discount offered on Fuel purchased using Easypaisa.

Share your feedback photos and article submissions at info@byco.com.pk

Best Regards

Shehryar Ahmad
Head of Communications

BYCO PETROLEUM EARNS GROSS PROFIT OF RS 3 BILLION AMID TOUGH MARKET CONDITIONS

Byco Petroleum Pakistan Ltd. (BPPL) announced results for its third quarter ended March 31, 2019. The company's gross sales increased by 32% to Rs. 182.9 billion from the same quarter last year. Net sales increased by 35% to Rs. 145.2 billion.

The oil refining sector experienced a challenging business environment in the first nine months of the current fiscal year marked by the economic slowdown, volatile oil prices, devaluation of the Rupee, and weak upliftment of furnace oil (FO). This squeezed the profitability of the sector, however, Byco managed both the risks better than the industry peers.

The company generated operating profit of Rs. 2.30 billion in the third quarter. The net profit for the nine months ended was Rs 719.6 million, or Rs 0.14/Share.

Mr. Amir Abbasciy, CEO of Byco Petroleum Pakistan Limited, said on the occasion: "Despite many factors which have been working against us, including oil prices, currency weakness, and an evolving fuel mix for the nation, we are hopeful for better results in the near term." Byco expresses its deepest appreciation and gratitude to the Government of Pakistan, its shareholders, customers, and strategic partners for offering cooperation in this period. The company reiterates its resolve to manage this difficult time to the best of its abilities and will continue to strive to deliver optimum results for its stakeholders.

CARBON FOOTPRINT

Carbon footprint is defined as the total amount of greenhouse gases (GHG) produced directly and indirectly, usually expressed in equivalent tons of carbon dioxide (CO₂).

Green House Gases are gasses that have the property of 'retaining heat'. They act like a blanket around the earth, keeping it warm. In the case of excess GHG emissions, this blanket of insulation around the earth would retain too much heat – having a negative effect on the Earth's delicate balance. It is widely accepted that human-induced activities, such as combusting fossil fuels, are disturbing the GHG balance of our atmosphere.

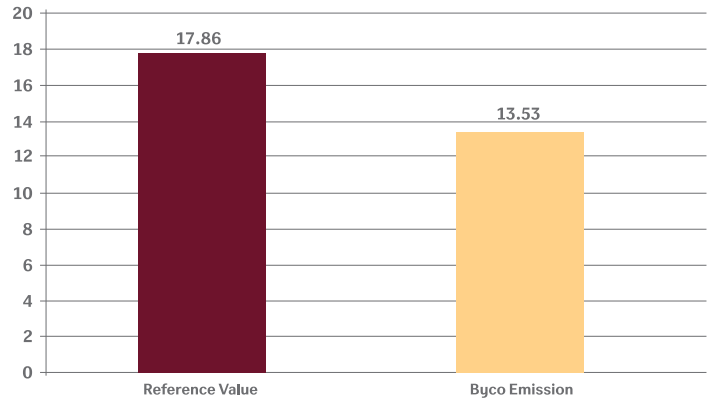
Calculation of GHG emission is divided into three different scopes

Scope 1: Direct GHG emissions: in other words, this will be whatever you combust or emit into the atmosphere yourself.

Scope 2: Indirect GHG emissions associated with the consumption of purchased electricity, heat or steam: these include basically all forms of energy that you purchase.

Scope 3: Other indirect emissions: this implies everything else such as 'the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity, electricity-related activities not covered in Scope 2, outsourced activities, waste disposal, etc.'

Being an oil refinery, we too have carbon emission. At Byco we calculate carbon footprints of refinery site by considering scope-1. BYCO's carbon footprints were found 13.53kg/barrel of crude used compare to 17.86kg emission per barrel of crude for typical refinery. This shows that Byco's processes are 25% more efficient in GHG emissions than the typical oil refinery.



Atif Waheed is Assistant Manager EHS at Byco

INSTALLING THE SAFETY CULTURE AT BYCO

The Management Safety Audit (MSA) is a part of Byco's Process Safety Management (PSM) Audits & Observation. It is a tool to ensure management engagement and commitment to safety by example. It provides an opportunity to establish a safety contact with employees including line supervisors and managers. One of the key intents of the MSA is to march towards cultural transformation and reduce unsafe acts and unsafe conditions at site by effectively addressing behavior based observations. For this purpose, 24 MSA auditors have remained engaged in performing their audits on a fortnightly basis as per the plan circulated by the Environment, Health and Safety (EHS) department.

All the MSA reports are evaluated by EHS against an approved criterion which includes compliance to the plan, timely submission of report, sharing observation with area owners, number of safety contacts made and time spent during the MSA. The best MSA auditors for the period (from January till April 2019) were selected based on the results of the evaluation.

In order to achieve the desired safety goals and objectives and world class safety performance, the progressive motivation of employees, as part of Byco's PSM Motivation & Awareness, is also an indispensable ingredient for creating and promoting a positive safety culture on site.

To kick-start the "Progressive Motivation Program" and to recognize employees' contributions towards transformation of Byco's EHS Culture,

the Top Auditors of Spring 2019 were awarded a certificate and a gift as a token of appreciation by Mr. Rashid Badruddin, VP Operations, and Mr. Rehan Sajjad, General Manager, Admin & EHS, in a ceremony held at Byco's refinery in May.

The Best MSA Auditors from January to April, 2019, are:

January: M. Faisal Khan & Saad Rizvi
March: Sohail Saifi
April: Imran Khan

EHS has planned to further extend the pool of Management Safety Auditors by engaging all the Assistant Managers & above, for which back to back training sessions were conducted.



Mr. Rashid Badruddin, VP, Operations, and Mr. Rehan Sajjad, GM, EHS, awarding the Management Safety Audit award to Mr. Faisal Zaki, Senior Manager, Oil Safety Movement

Muhammad Yaqoob is part of the EHS department at Byco

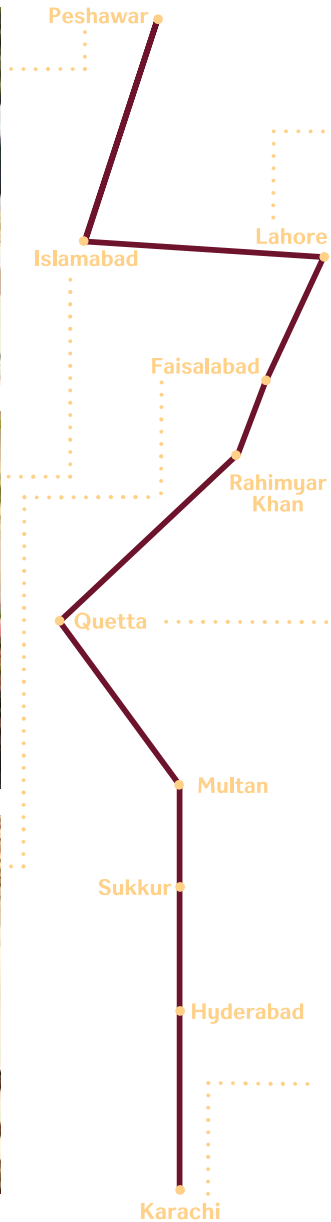
BYCO TRAINS DEALERS ON EASYPAlSA

Byco has partnered with Pakistan's first and largest branchless banking solution which was launched jointly by Tameer Micro Finance Bank and Telenor Pakistan in 2009. Easypaisa is known as the second largest Mobile Money deployment in the world; with a large financial footprint in Pakistan with over 80,000 Easypaisa shops in more than 800 cities across the country. Nearly a million transactions are conducted on Easypaisa every day by approximately 25 million unique customers. In 2016, Easypaisa moved an equivalent amount of nearly 4% of Pakistan's annual GDP.

It gives us immense pleasure to announce that Easypaisa services would be available at all of Byco's retail outlets, nationwide. This will allow Byco customers to pay for their fuel purchases from any filling station across Pakistan using their Easypaisa Mobile Account. As an additional incentive to Byco and its customers, Easypaisa is offering a discount of 10% to the customers who get fuel from any of the Byco filling stations and pay through Easypaisa QR Code. Customers would be charged 10% less of the amount they got the fuel for, while the dealer of

our retail station would get the total amount for the fuel as Easypaisa will pay the 10% differential. Not only will this increase footfall at our retail outlets but Easypaisa services would also provide an additional revenue stream to Byco and its retail network as our retailer would be able to earn commission on each transaction that is conducted through Easypaisa and Byco will be getting a 20% share of the said commission.

To make this partnership successful, Byco's Non-Fuel Revenue (NFR) team along with the Retail team visited 10 different cities in Pakistan, where dealers were invited for lunch and workshops were held to educate the dealer about the new business venture and how it will be beneficial for their businesses. The retailers appreciated the initiative taken by Byco and were hopeful that we would continue to take such initiatives in the future as well.



Asjad Nomani is part of the Petroleum Marketing Department at Byco

FROM SCHOOL TO WORK

The transition from the young and care-free school days to the more challenging corporate life is a life changing process. As students we are accustomed to the smooth and steady life where we get to be our own bosses but as we step into the corporate world we are suddenly expected to behave differently. The lack of familiarity with the corporate world and working with unknown personalities is the real reason why the corporate world is perceived to be so intimidating.

For an inexperienced fresh graduate, the corporate environment is a rough road where you have to drive safely or suffer the consequences. There are no set periods of summer vacations or winter vacations as a break from work and you are exposed to an environment where you are expected to meet certain

standards, to cooperate and interact with various personalities, to keep your behavior in check, and to maintain confidentiality. You are gradually given responsibilities that define your role and eventually decide your future in the organization.

In many ways the transition is a progression towards a more refined personality that enables one to unlock their potential and enhance themselves to live up to the corporate standards. Even with its shortcomings, it is still idealized and fancied by students and fresh graduates but once you step into it there is no going back.

**Marium Hassan is part of the
Refinery Sales Department at Byco**

“DON'T TAKE IT PERSONALLY” IS TERRIBLE WORK ADVICE

You were just badly insulted. You're raging inside. You need to talk to somebody immediately. You call your best friend, explain the awful thing that happened to you, and their wise words to calm you down are: "Just don't take it personally".

Right after that, you can hear solid statements and arguments like: it's not about you, it's about them, you can't control what other people think or say, what others think of you is none of your business. However, it still hurts.

Why is that? Because when you take things personally, you're emotionally hurt and offended.

What you have to do is to dig a little bit deeper into your emotions and personality to uncover the source of why you're really taking that specific situation personally. Only then can you detach yourself from the negative situation.

Taking things personally is a sign of low self-esteem. When you take things personally, you might be sensitive to the words or actions of others or you interpret things in a negative way. This may cause you to feel inadequate, ashamed, or even angry at yourself or the other person. It's disempowering and can worsen your self-esteem. However, you can build your self-esteem when you stop taking things personally.

How to Stop Taking Things Personally

- Improve your own self esteem before anything else
It is often noticed that the younger workers are more prone to taking things personally, so before anything else, it is extremely important to work on your own self esteem. If you are confident and sure about yourself then nothing will be said to you. Follow the dictates of your own mind, instead of being swayed by others' words.
- Realize that other people's rudeness is not about you
When someone is rude it's likely to be a reflection of their own issues. They might be having a bad day, going through a rough period, or it might just be their personality. You deserve to be

treated with respect, however, people aren't always nice. While you can't control other people, you can stop taking things personally and instead be kind to yourself.

- Talk things out with the concern person

If you feel that someone is constantly making personal remarks which are making you feel bad, rather than letting everything take a negative toll on your mind it is better that you bring it to the fore front before things get out of hand. Talk it out with the person and find out whether he or she actually has some issue with you. Once you talk it out and solve the problem then the remarks will not continue to affect you and your work

- Do not be vulnerable in front of your coworkers

There are individuals in the business world who never mess with the strong workers and always try to prey on the weak. So in order to not take things personally in the work place it is advisable that you do not show yourself as weak. Never make the mistake of divulging your secrets to coworkers as chances are that they might use it against you at a later point in time

- Keep a person's nature in mind

Lastly, just keep the person's nature in mind before you take something to heart. Think about whether he is like this with everyone or just you? If the person is stressed out and resorts to making personal remarks at such a time, then you need not worry about it at all, as that is just his nature

After having gone through the ways on how to stop taking things personally, you have obviously realized that making this change is not going to be an easy task at all. If you put your mind to it and really try hard you will realize that it is not that tough. As you gain experience in the corporate world you will naturally understand that you will never succeed if you constantly take things personally.

**Manisha Laloo Kamblay is a part of
the Administration department at Byco**

BYCO COLLABORATES WITH VOUCH365

Byco has collaborated with vouch365 to offer a unique discount club membership featuring a customized Byco vouch365 application for all of its employees.

Vouch365 is the leading provider of exciting discount offers nationwide on leading restaurants, fashion, grooming, entertainment and other and leisure and travel offerings. It is available in the form of a mobile application with a one year validity. With the use of the Byco Vouch365 application, discount coupons are available to on the go. There is no need to carry a physical coupon wherever you go.

In order to avail the discounts, the following steps needs to be taken:

1. Download the Byco Vouch365 application from Apple Store or Play Store
2. Register the Byco Vouch365 App with your membership number
3. Login to the Byco Vouch365 App
4. Select your city

Once you have been registered, the discount coupons can be easily availed.

How it works

1. Brand Selection: Browse through the offers available in your Byco Vouch365 application.
2. Choose Offer: Click on the voucher of your choice.
3. Redeem Voucher: the service provider will enter their four digit pin.
4. Happy Vouching: Enjoy your selected discounted service/product.

By using Byco's vouch365 application, the Byco family will be able to explore 1000+ brands not only in Karachi, but across Pakistan with about 2400 vouchers.

Byco always aims to benefit its employees and with this collaboration we are sure our team members will receive value for money wherever they go.

Mahnour Anwar is part of the Communication Team at Byco

BYCO INDUCTS GRADUATE TRAINEE ENGINEERS

“There is nothing more beautiful than finding your path after bobbing aimlessly through the currents. Your path is your character slowly defining itself like a picture coming into focus” – Jodie Foster

An engineering career isn't your usual 'suit and tie' career. What you learn in University is only the foundation for your upcoming practical life. Thus, it is crucial that fresh engineers go through immense, robust training within their organizations. They should be familiar with all the complex and intricate details of their organization; from the hierarchy to the supply chain and especially the blue-collar work.

Byco, being Pakistan's premier Oil Company, takes its Graduate Trainee Engineer (GTE) training very seriously. The aim of the month-long basic training period is to provide the trainees conceptual clarity and additional practical knowledge. Also, the training period helps them discover the ins and outs of the organization. It will ultimately help them sketch out the path to their professional careers.

The GTE Training session began on 4 March 2019. Trainees were invited for a week long orientation session at the Pakistan Society for Training and Development (PSTD), Karachi. The purpose was to introduce them to Byco and what it does for the country. Another two week technical training session was held at the refinery's own premises where in-depth knowledge was provided about oil refining processes and maintenance of hardware. The major focus was on the process technology of Isomerization and Reforming. Furthermore, trainees were taught about the stringent environment

regulations that refineries often deal with. A week long Environment Health and Safety training session was held to increase awareness about the basic health and safety rules and the Process Safety Management (PSM). During the entire course of training, the trainees were taught to develop their core soft skills. They also visited Byco's SPM's Zero Point and learnt about the Reverse Osmosis Intake System.

The month-long basic training session came to an end with the trainees being assigned to their respective departments. With their paths defined and their stars aligned, these trainees move forward with zeal and enthusiasm to officially enter into Byco's engineering world.



Byco's Graduate Trainee Engineers visited the SPM and Zero Point during their orientation

Fizza Naqvi is part of the Technology Department at Byco

ETHICAL LEADERSHIP

Employees are an asset to every organization and it is very important to retain them. The core responsibility of achieving this goal lies with the supervisors and managers. Ethical leadership needs to be adopted by the management to develop the self-esteem of employees and make them feel valued. Employees should be supported at each step so that they achieve job satisfaction and are motivated to bring positive contributions to their work.

Ethical leadership is important as the leaders greatly influence the behavior of employees. Such leaders act as role models in the organization. They promote ethical behavior among their subordinates and there is a positive correlation between effective leadership and organizational performance. Work related stress is greatly reduced if the leaders are understanding and supportive. This can eventually lead to minimal human error and increased productivity. Employees would be satisfied with their jobs and will not consider leaving the organization if they have compassionate and empathic bosses.

Ethical Leaders should possess the following qualities; honesty, fairness, transparency, empathy and most importantly, they should respect their subordinates. They should engage in open communication, encourage initiatives and focus on building a team. It is very important to reward ethical behavior among subordinates. Expectations and responsibilities should be transparent so that employees are clear on what is expected from them. This strengthens the bond between the leaders and their subordinates.

It is essential for leaders to earn the confidence and loyalty of their subordinates and this can only be leveraged through ethical and effective leadership.



Asif Khan is a part of the SPM's Operations Team

PETROLEUM MARKETING SALES CONFERENCE 2019

“Teamwork is the ability to work together towards a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results” – Andrew Carnegie.

Byco conducted a sales conference where employees of the retail segment of the company from different parts of the country were brought together under one roof. This was done to encourage, motivate and facilitate the team in areas they felt they were underequipped, as quoted by Henry Kissinger, “The task of the leader is to get his people from where they are to where they have not been”.

Over the two day conference, the first day constituted seminars, motivational speeches, question and answer sessions, and employees networking with the head office. It was concluded with an elaborate lunch at the DA Country & Golf Club.

On the second day, employees were taken to Byco's refinery at Hub, Balochistan, where they were given a tour of the refinery and then taken to Zero Point and the SPM. Individual and group sessions were also conducted with the team where the regional employees were asked to share the difficulties being faced in the field. The 2 day activity was concluded with a dinner at Kolachi after which the regional teams went back to their regional offices.



Petroleum Marketing Sales Conference was held at DHA Golf Club in Karachi for all of Byco's Territory Managers

Farhangesh Gul is part of the PMB team at Byco

TRAVEL AND EXPLORE

“Move as far as you can, as much as you can.” Anthony Bourdain
When you leave your comfort zone and the chores around which your life constantly revolves, you are bound to break the monotony and marvel the experience that comes with exploring and appreciating the diverse cultures that are part of our global community.

When the world is moving at a faster pace with the culturally diverse population spreading across like wildfire, we are bound to learn about collective human history. Leaving your comfort zone is never easy but, as you step outside into the world which offers a distinctive yet fascinating array of experiences in terms of food and people of different backgrounds, you will learn to appreciate diversity.

It is very inspiring to live on an island where life is simple and you are very close to nature. There is no hustle and bustle of the city life and there is serenity all around.

In the midst of Asian life, at the far corner of the globe there is Bali, Indonesia, which is quite known for its warm hospitality. The island is home to an ancient culture which is deeply rooted in every nook and corner of the country. It can be divided into two regions, North, which is home to many large forests and erupting volcanoes, and the South, which has coral reefs and vast turquoise seascapes. Exploring the scenic central highlands of Ubud with its picturesque rice terraces and palaces

against the backdrop of natural scenic views is a must for all nature lovers.

Rice being the staple food, iconic rice paddies and terraces in the Ubud region is a sight one must see. While sitting on the beach, and sipping your favorite beach drink and admiring your surroundings, the beach sky paint beautiful hues of pinks and purples that you behold for your life in your memories. As they say, “Tan Line fades but memories will last forever”.



Scenic central highlands of Ubud, Bali

**Komal Niazi is Senior Officer
of Byco's Finance Department**

BYCO SPONSORS N.U.S.T.'s HACKATHON

Hackathon (Noun) - A hackathon (also known as a hack day, hackfest or codefest) is an event in which computer programmers, students, and others involved in software development, including graphic designers, interface designers, project managers, and others, often including domain experts, collaborate intensively on software.

Byco sponsored the National University of Science and Technology's (N.U.S.T.) Hackathon which was organized by N.U.S.T.'s Association for Computing Machinery (N.U.S.T. ACM), a student run society, in Rawalpindi. The Hackathon allowed students all over Islamabad to utilize their skills in the art of 'hacking'. It was an overnight event encouraging teams to develop the most significant application for the betterment of society. It was centered upon seven "Sustainable Development Goals" (SDG's) developed by the United Nations.

NUST's hackers shone a ray of hope in our troubled times by highlighting key problems in our society and developing very efficient ways to address them.

The major teams involved in the Hackathon were Maple, Didect and Gustav. Each aiming for the top spot, their ideas were to tackle education, environmental protection, and health care. The teams were judged on the impact and effectiveness of the idea and a plan of action devised to tackle it. Judges from Google, Bentley System, Jazz, Alfoze Technologies, and N.U.S.T.'s School of Electrical Engineering and Computer Science presided over the competition, and once the dust settled, Team Maple emerged victorious with their Project, titled Polaris Share.

Team Maple highlighted a major obstacle, and proposed to resolve it through a platform which has the availability to transform Pakistan. Pakistanis desire for knowledge is great, but this has been out of reach for most since students must buy extremely expensive books. Knowledge though is a basic human right, and Polaris Share vows to empower us all with it. Polaris Share, is a platform where people from all over the world can give aid to students by providing them with study material such as used books and laptops. This major breakthrough can significantly help our country and make knowledge more accessible.



Byco sponsored the National University of Science and Technology's (N.U.S.T) Hackathon

**Emad Mehmood is part of the
Communication Department at Byco**

LIFE @



Captain Farhan Jabbar, Head of SPM, with Mr. Simon Bishop, Services and Digital Solution Manager, Dunlop Oil and Marine UK, at Lincolnshire, England



Mr. Fayaz Ahmad Khan, Head of Customer Service, presenting an award to Mr. Usman Haider, the owner of The Lubricant Experts and sole distributor of Byco Industrial Lubricants in Faisalabad



Mr. Azfar Saeed Baig, VP, AHR, presented the final awards at N.E.D. University's Petrobowl, a national competition organized by N.E.D.'s Petroleum Engineering students. Also pictured: Dr. Engr. Javed Haneef, Assistant Professor, N.E.D, Dr. Mir Shabbar Ali, Professor, N.E.D, and Mr. Mohammad Sarmad, Reservoir Engineer, PPL



Mr Irfan Qureshi with his family at the Wonder Park movie screening organized for the Byco Family



Mr. Ghulam Sarwar, General Manager, Legal, plants a tree at Byco's Urban Forest at AK Khan Park

BYCO



Byco Petroleum attended the International Conference on Tanks and Terminal held in Dubai. Byco's team members attending: Mr. Saad Rizvi, Senior Manager, Tankfarm, Mr. Shakil Abid, Assistant Manager, SPM operations and Mr. Adeel Jafri, Assistant Manager, SPM Maintenance



National Institute of Maritime Affairs visited Byco's Zero Point



Mr. Ali Aslam, Senior Manager, Finance, planting a tree at the Byco - DHA Urban forest at AK Khan Park



Byco trained and appointed 40 team members for its Power Users for SAP. Mr. Azfar Saeed Baig, VP, AHR, congratulated MAS & the Power Users for their contribution



An extensive 3-day training program on Process Safety Management was held at the Movenpick Hotel in Karachi. Mr. Azfar Saeed Baig, VP, AHR, was the Chief Guest at the closing ceremony



Byco sponsored the Dawn Food and Agri Expo in Lahore



Petroleum Marketing Sales Team from across Pakistan visited the Zero Point



Byco held a technical seminar on Industrial Lubricants in Faisalabad to appreciate and acknowledge the customers for their consistent support. Pictured: Mr. Fayaz Ahmad Khan, Head of Customer Services, Mr. Shehryar Ahmad, Head of Communications, Mr. Kashif Bashir, Head of Lubricants, Mr. Khalid Mahmood, Regional Manager, Central, Mr. Zeeshan Shirazi, Regional Manager, North, and Mr. Ethesham Haider, Manager, Quality Control



Byco Supports
Miyawaki Forest
Plantation in Karachi



bycopakistanLtd



BycoPetroleumpakistanLtd



Mr. Rashid Badruddin, VP, Operations, welcomes the Graduate Trainee Engineers (GTE's) at the refinery. Pictured: Mr. Rehan Sajjad, General Manager, Administration, Mr. Haroon Rasheed, General Manager, Technical Trainings, and Mr. Umair Baig, Senior Manager, Technology



The Learning and Employee Engagement Team conducted the Team Excellence Workshop Series at Regent Plaza in Karachi



Mr. Shehryar Ahmad, Head of Communication, and Captain Farhan Jabbar, Head of SPM, meet with the Federal Minister of Maritime Affairs, Mr. Syed Ali Haider Zaidi



Mr. Shakil Abid, Assistant Manager, SPM Operations, Mr. Saad Rizvi, Senior Manager, Tankfarm & Mr Adeel Jafri, Assistant Manager, SPM Maintenance, at the International Conference on Tanks and Terminals held in Dubai

BYCO'S TEAM EXCELLENCE WORKSHOP SERIES

“It's amazing what you can accomplish, if you don't care who gets the credit.” – Harry S. Truman We all know that teamwork is the buzzword of choice for many at the workplace and within communities and organizations but how often do we think about why such importance is placed on it? Every employee of the company has his own set of skills and abilities, and if he uses it for a particular task that does not majorly require his capabilities, the employee performance is not shown much. However, for doing the same task, if he/she works in a team and takes guidance from team members, all the skills of the members collectively can make a substantial amount of difference in the quality as well as the quantity of the productivity. It is important to remember that support and a sense of belonging at a workplace can contribute greatly to job satisfaction, and a strong team environment can act as a great support mechanism for the organization and its employees.

With these aspirations to continue developing its employees personally and professionally as per the progressing organizational environment, Byco's HR Department launched the Team Excellence Workshop Series. The main purpose of the training is to provide clarity on why teamwork is important and what it entails as well as on issues related to teamwork. With these two perspectives, we aim to determine a team's ability to achieve and sustain high performance by making teambuilding a necessary companion to the operational and strategic efforts of Byco's capacity strengthening.

We all know teamwork is great. But why? Team excellence workshops will help teams to build better work relationships and promote greater understanding and effective communication among team members. This training is effective for both new and existing teams. The aim behind these workshops is to encourage positive and productive team-building in the workplace. Therefore, this

series is not only designed considering the key learning points with regards to positive team building, but also incorporates fun elements to foster improved relationships across teams. This helps employees to develop common goals and understanding for a high performing team, determine the critical elements and individual contributions that comprise this vision, and guide plans to realize this vision in the organization. The training will also shed light on key skills needed to address inevitable challenges that arise in teams, notably, appreciating individual differences, communicating collaboratively, and managing conflict.



Team Excellence Workshop series were held at Regent Plaza in Karachi

Anum M. Merchant is part of the Learning & Employee Engagement Team

SECURITY TIPS – WHILE ON THE ROAD

According to Abraham Maslow's hierarchy of needs, there are five levels of needs including physiological and safety needs that need to be fulfilled in order to reach the highest level, self-actualization, which is the self-growth need. In order to reach a higher level, it is extremely important to satisfy the lower level needs. Safety is the second element in Maslow's Hierarchy. Once the physiological needs have been fulfilled, the need to feel safe takes precedence. Safety includes personal safety and financial safety. Even in the most secure nation, safety is the most strictly enforced policy during transit. When travelling to other countries, we go through different security checkpoints at the airport because for a country's safety, it is very important to take precautionary measures.

While travelling on roads, it is extremely important to take care of personal safety. Even if the surrounding is assumed to be safe, there is no harm in taking precautionary measures in order to avoid unforeseen circumstances. Following are some tips which should be taken care of while driving:

- Install the latest alarm systems that are always on alert even when we are not
- Install mobile applications that track your locations at a timely manner and can be shared with your family and friends
- Stay vigilant while approaching your vehicle and refrain from using your phone

- Park your vehicle in a public place rather than a secluded place
- Prefer routes with traffic over isolated routes
- Do not indulge in idle conversations outside the house
- Beware of the surrounding vehicles, as to identify if you are being followed
- Check the rear-view mirror frequently to be aware of any suspicious activity
- Keep the fuel tank above half at all times
- In case someone blocks your road, try to choose an exit point even if it means damaging your car to escape the blockade
- In case someone enters your vehicle forcibly, create a commotion by bumping into the car in front of you at an angle of 45 degrees to prevent damage to the radiator

Colonel Shamsuddin is Senior Manager of Security at Byco

SAP PLANT MAINTENANCE (SAP PM) IMPROVING MAINTENANCE & RELIABILITY

The manufacturing industry is constantly being revamped because of the advancements in technology and its universal access. This enables improvements directed towards maximizing quality and productivity by companies wanting to remain competitive. Maintenance is primarily driven towards the challenge of keeping equipment operational while keeping cost manageable. Two paradigms exist for manufacturing:

1. The goal of maintenance is to keep equipment running. Preventive maintenance helps to avoid any unplanned downtime. Feedback in corrective maintenance is valuable in order to optimize preventive maintenance strategy.
2. Maintenance history feedback paves the way for improvement of maintenance tasks, but is found a challenge when its data collection is paper based or verbal. In order to mitigate this, an organized systematic methodology is required for planning and execution of maintenance. This is where the use of maintenance intelligence CMMS (Computerized Maintenance Management System) or SAP PM comes in.

Although SAP PM supports management of maintenance tasks comprising of inspection, maintenance, repair, and improvement, the types of data collection hold much significance as they are directed towards equipment reliability & improvement.

Types of Data:

- Detailed work steps with labor count and durations
- Materials required to execute a process
- Equipment history
- Magnitude of damage
- Root cause for damage
- Specific part of the equipment that was damaged
- Symptoms that first indicated a problem

This information helps in developing a proactive approach for preventing failure by:

- Designing and constantly improving preventive maintenance inspections & repairs to eliminate failures.
- Collecting feedback failure information that would help prioritize tasks and allocate resources accordingly.

Challenges in data collection and its usability are augmented for SAP PM due to other factors such as job order handling process which requires multiple users. Also, most SAP users though skilled in their functional area, have limited understanding of using CMMS. Therefore, a continuous effort is required to discipline organizational processes to further maximize the usage along with user acceptability.

Inspection	Tasks for identifying and assessing the functional condition and determining the cause of wear and tear and deducing the tasks required
Maintenance	Tasks for delaying the reduction of the wear reserve
Repair	Tasks for returning the object to its operational state
Improvement	Tasks for improving functional safety without changing the specified function

**Saif Ali Momin is Assistant Manager
of MAS department at Byco**

DEFENSIVE DRIVING SESSION FOR TANK LORRY DRIVERS

It is very important for a driver to understand how to drive safe during long journeys. This message needs to be reinforced continuously to achieve safe movements of petroleum products.

Keeping this spirit in mind, a defensive driving training session was conducted for Byco Carriage contractors in ORC-1. During the training, the following topics were discussed in great detail

- local driving laws and regulations
- safe driving practices
- maneuvering vehicle
- collision and hazard avoidance
- driving in adverse conditions
- importance of seat belt

In order for better understanding and learning, the presentation was organized in Urdu and consisted of pictures and videos. 33 Tank Lorry drivers participated in the session.



**Aijaz Hussain is a part of
Byco's Retail Sales Department**

ONE HOUR FOR SELF-CARE

Life has always been about chasing goals. Once you become an adult, pressure and stress of getting the best in life takes over your happiness completely. No matter how meticulously you plan your goals, one cannot achieve them fully. Life is a roller coaster - it offers unpredictable challenges due to which one can end up making rash and impulsive decisions in life which changes your priorities.

In order to relax our mind, it is extremely important to take out at least one hour from our daily routine which is only for ourselves. This one hour can result in increased productivity throughout the day.

How to get started?

It is important to understand that this one hour is solely for yourself and one should stay away from all distractions whatsoever, especially mobile phone and social media. We may not understand, but usage of social media results in undue stress which needs to be avoided. We keep looking at the lives of other people and how well they are doing just by going over their Facebook and Instagram profiles.

The one hour of self-care should be spent on something that makes us happy. This can include going for a walk in the fresh air. The time can be used to ponder over things which went wrong throughout the day and how they can be fixed. It is not necessary to think about the things which went wrong. One can also think about the good things in life and the small appreciations one receives throughout the day. One should try to eliminate as much negativity as possible during

this one hour.

Hitting the gym followed by meditation is also a good activity to do to reduce stress and boost your energy level.

If you love writing then this talent should not go to waste; play with words and work wonders; preserve your content in a diary and surprise yourself by reading it out after a couple of years.

You can even read the morning newspaper if you have missed the updates from all over the world or read any book of your choice that can drain away your worries and allow you to relax.

Call your friends for a meet up if you have been planning it since a long time. Most of the times we lose connection with our friends because we get so busy in our daily routine.

We can utilize this time to think about our behavior towards our family and friends. When we are caught up with a lot of work, we tend to take out our frustration on our family. We even neglect them and are unable to find a work-life balance. During this time, we should come up with ways to spend time with them to regain balance in life. If we start to think, we can come up with numerous ideas on how to give some time to ourselves. However, it all depends on us on how to recover the lost energy within ourselves. One can only excel in life if they show compassion and love towards their own self first

Shehla Khan is part of the Procurement Department at Byco

PROCESS SAFETY MANAGEMENT TRAINING

Byco's Environment, Health and Safety (EHS) Department conducted a 3 day training on Process Safety Management at the Mövenpick Hotel in Karachi. The primary purpose of this training was to develop additional human resources for the implementation of Process Safety Management at Byco.

What is Process Safety Management?

According to the Center for Chemical Process Safety (CCPS), a program or activity involving the application of management principles and analytical techniques to ensure the safety of chemical process facilities is called Process Safety Management (PSM). Processing highly hazardous chemicals can result in a number of dangers, including the unexpected release of toxic, reactive, or flammable gases and liquids. If proper safety precautions are not taken, these risks can lead to disaster.

Sustainable operation in today's challenging environment has gained significant magnitude for process industries. Leading companies in the petrochemical oil and gas industries have diligently worked to develop and implement robust process safety management (PSM) systems to ensure good overall performance.

Byco's Process Safety Management

In a strategic decision taken in 2016, Byco began establishing its process

safety management (PSM) system. Since then management has been developing and implementing a system that will aid Byco to lead the way in operational excellence.

PSM training is a key phase for Byco in implementing PSM throughout the company. Byco now has 30 PSM champions who will work with the EHS team for the development of safety culture at the shop floor level. These champions will also be the part of developing the Process Safety system.



Mr. Rehan Sajjad, GM, EHS, conducting the Process Safety Management Workshop at the Movenpick Hotel

Sumair Khalid is part of Byco's EHS Department

DREAM BIG AND TAKE RISKS

As a young preschooler, I dreamt of being an astronaut and exploring the universe. As I grew older, I decided to be more practical and become a pilot and travel all around the world. But here I am, a corporate employee that eventually decided to take the safe route in life so I was sure about my future.

I cannot help but wonder about the number of decisions we make in order to make our futures stable. We have this strange aversion to uncertainty that makes us choose safer options. Being in a position of choice, we often choose the path that provides a more certain outcome.

But at what cost? Is choosing a safer option the best way to go about decision making? Would Elon Musk be Elon Musk if he decided to play it safe and choose to be an accountant rather than an inventor? Would Steve Jobs be Steve Jobs if he chose to continue with the safe route and complete college? Would the Wright brothers be the Wright brothers if they had chosen to stay on the ground? Is having bizarre dreams really a bizarre notion? They may be bizarre today, but could be a reality tomorrow! So what is really holding us back from dreaming? The answer is simple, the fear of risk, and the uncertainty that revolves around it.

We need to understand that life itself is unpredictable. You can never fully know all of the possible outcomes. Change and uncertainty can never be averted. Thus, what we can do is embrace the change and deal with the uncertainty. Taking risks and being out of your comfort zone is what we have got to do because at the end of the day it all comes down to how you play the hand you are dealt.

Fahad Mustafa is a part of the Contracts Department at Byco

INTERESTING FACTS

- One habit of intelligent humans is being easily annoyed by people around them, but saying nothing in order to avoid a meaningless argument
- There is a McDonald's in every continent except Antarctica
- Snails have 14,000 teeth and some can even kill you!
- The human nose can remember 50,000 different scents
- In Morse Code - - means k
- The Himalayan Honey Bee – the largest of the honey bees – makes a hallucinogenic honey that tribes collect
- If you sneeze while travelling at 60 mph your eyes are closed for an average of 50 feet
- Alligators will give manatees the right of way if they are swimming near each other
- Rowan Atkinson – also known as Mr. Bean – is the voice of Zazu in The Lion King
- Sunsets on Mars are blue
- The term 'footage' comes from films being measured in feet, when being edited in the early days of film making
- In 2005, Mark Zuckerberg unsuccessfully tried to sell Facebook for \$75 million. Back then it was called TheFacebook
- 'Digging a hole to China' is theoretically possible if you start in Argentina
- Strawberries can also be white or yellow, and some can even taste like pineapples
- Elephants make friends, bury their dead, travel for 'funerals', speak to each other, and show extreme intelligence



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