



PARTNERS IN
PROGRESS



Descon
NEWS

Issue I, 2022

DESCON TURNS 44!

Celebrated annually, the Founder's Day event is always taken as an opportunity by the company to show its appreciations for the efforts of Descon's employees around the world. As part of the event, Descon presented Long Service Awards to various employees in recognition of their dedication to the company.

Similar celebrations were carried out at all Descon establishments (local & overseas) as well as at various project sites.



MOBILIZING OVER 6000 WORKFORCE, DESCON COMPLETES MULTIPLE SHUTDOWNS IN THE UAE

Descon Engineering completes multiple Plant turnarounds in Oil & Gas sector from October-December 2021 at various United Arab Emirates locations, including Ruwais, Habshan and Das Island. Over 6000 workforce was mobilized for the said projects to perform under strict HSE guidelines, ensuring business continuity for its clients in these difficult times.

Undertaking multiple operational sites geographically in different locations was a huge task, but one that was executed with utmost professionalism and executional excellence. The pandemic has been a challenge throughout, which Descon has mitigated by taking extra measures to ensure the safety of its people, as well as its clients.

HSE is Descon's top priority and important consideration in its executions, with focus on strict safety protocols at all times. Descon remains committed to being a Partner in Progress for its clients.



AGP AWARDS TRAIN 2 SHUTDOWN TO DESCON

Descon Engineering's ISD (UAE) has recently been awarded the Turn Around works for Train 2 of ADNOC Gas Processing (AGP), Ruwais. The scope includes Internal inspection & Servicing of Static Equipment, Refractory Repair and Blasting/Painting and Re-insulation of Pippings / Static Equipment, Valves Replacement & Servicing and Fabrication / Erection Works (Pipes, Fittings & Structures). Shutdown activities are to be completed within 20 days and a total of 350 personnel will be required.

AKZONOBEL AWARDS TURNKEY PROJECT TO DESCON

Descon Engineering Limited, Construction Division (Pakistan) has been awarded the Project New Moon, on turnkey basis, by AkzoNobel Pakistan Limited. Descon had to undergo a fierce competition among nine bidders and multiple rounds of negotiations with the client to acquire this project.

An EPC project in the Industries segment, and having a duration of 18 months, this project comprises setting up a new paints production facility in Allama Iqbal Industrial City (AIIC), Faisalabad, followed by complete dismantling and relocation of existing facility from Lahore with reinstallation and commissioning at the new site.



ENOC AWARDS T&I SHUTDOWN WORKS TO DESCON



Descon Engineering's ISD (UAE) has been awarded Package 2, 3 and 5 of ENOC Processing Company LLC Turnaround and Inspection (T&I) Works 2022.

This opportunity will help bridge a 6 years long gap with the company. It is a matter of pride to share that amongst all contractors, DEL will be the main contractor during this all-important Turnaround job, having secured the major portion of the overall scope. The execution for all 3 awarded packages will require more than 200,000 man-hours, with a total manpower requirement exceeding 1500 personnel.

The scope of work includes piping inspection, repair and modifications, maintenance of control, motor operated and on/off valves, maintenance of static equipment, and other miscellaneous jobs.

QATARGAS AWARDS RETROFIT PROJECT TO DESCON

Descon Engineering (ISD-Qatar) has been awarded a Retrofit job of "Procurement and Installation of Strainers and Valves" by Qatargas.

The scope of work includes Engineering Design, Revalidation, Procurement, Installation, Testing, Pre-commissioning, Commissioning and other services required for Strainers and Isolation Valves' installation at RL2 Train 3 & 4 at Ras Laffan Industrial City (RLIC), state of Qatar.



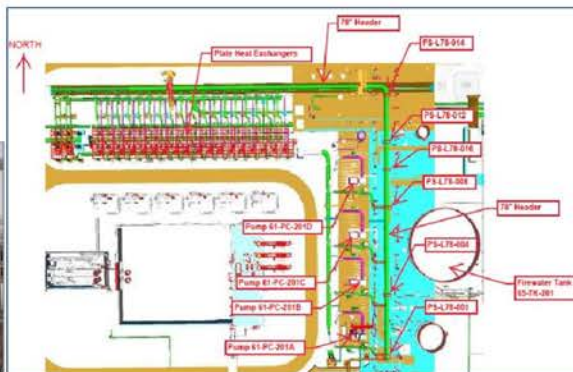
LONG TERM TURNAROUND CONTRACT WIN FROM QAFCO

Descon Engineering's ISD (Qatar) has just won a long-term call off contract from Qatar Fertilizer Company (QAFCO), world's largest single-site producer of ammonia. The contract spans 4 years and covers shutdowns for QAFCOI-6, with an estimated 350,000 man-hours. This is the first time ever QAFCO has awarded a long-term shutdown of all its plants to a single contractor.

The scope of work comprises inspection and maintenance activities on Columns, Exchangers, Vessels, Tanks, reformers, Reactors, Conveyors, Valves and Motors QAFCO's facility in Mesaieed.

SUCCESSFUL HANDOVER OF EPC RETROFIT PROJECT TO BOROUGE

Descon Engineering has successfully handed over Close Circuit Cooling Water (CCCW) reliability improvement project to Borouge with 0.42 million man-hours, without any recordable incident. The plant was handed over ahead of schedule, exceeding agreed KPIs (HSE, Quality, Customer Satisfaction and Financials).



ANNUAL SAFETY OUTAGES AT PROJECT SITES BY DESCON POWER SOLUTIONS



Successful annual outages were completed, without any incident, at Roush Power Plant and RYK sites. Safety awards were distributed among good performers and safety champions during the outages. DPS successfully completed 6 years of service at RYK site, with ZERO Lost Time Incident (LTI) throughout the tenure.



MANPOWER SERVICES DIGITALIZATION

This quarter observed the launch of Web-based Recruitment Portal for Manpower Services. This is yet another step towards increasing process efficiency and productivity, soon to be followed by launching an ANDROID application. It's been a surreal and tough past few months; learning how to navigate through the pandemic and amidst this all, the launch of this platform for our workforce was the need of the hour. This bi-lingual portal will allow our target audience to view respective job openings, create their profiles, apply against advertised jobs, converse with our staff, and check their visa application status.



The team has effectively and efficiently mobilized over 2500 workforce at respective projects & shutdowns operating in the Gulf region during the current season while ensuring comprehensive fulfillment of local & overseas regulations & procedures. The team is geared up for the next major mobilization targets in the months to come.

HSE INITIATIVES AT MOHMAND DAM HPP SITE

HSE Steering Committee Audit was conducted at Mohmand Dam Hydropower Project Site (MDHPP). Descon Engineering's CEO, President Risk & Compliance, President IP, Manager QHSE and Corporate HSE Manager



actively participated and shared observations and findings with the project site team.

An HSE incentive awards ceremony was launched at the Spillway offering incentives to HTV drivers /operators as well as flagmen. Site Manager, along with the other management representatives distributed prizes and certificates.

3rd Party External Training session on "Defensive Driving" was also conducted by OSLAP International, for Mohmand Dam HPP site drivers and operators. The main objective of this training session was to create awareness on safe driving practices and practical demonstration among operators and drivers.



HSE STEERING COMMITTEE AUDIT AT GUDDU BARRAGE PROJECT SITE

HSE Steering Committee Audit was conducted at Guddu Barrage Project Site (RGBP) on 14th Oct 2021. The IP Division President, Project Manager, Site Manager and site team participated and shared observations and findings with the project team.

SAFETY HUDDLE AT HEAD OFFICE

A Safety Huddle was conducted on "Health and Hygiene" at Infrastructure Division floor to strengthen Descon's "Safety" core value. This huddle brought cohesiveness and team work among employees with a sense of responsibility that Safety is everybody's responsibility and we must always focus on continuous improvement.



Q-CHEM RECOGNIZES DESCON'S EFFORTS, PRESENTS SAFETY AWARD

Keeping up with its tradition of ensuring highest level of safety standards during execution, Descon is proud to, yet again, receive a safety award from Q-CHEM for its Shutdown.

The mobilization for these TAs began in September, 2019 while the shutdown was scheduled for Feb - March 2020, at the peak of the pandemic breakout. With a total man-power of 4000, both the shutdown were completed with the agreed time line, with strict adherence to safety standards.

The scope of work includes piping inspection, repair and modifications, maintenance of control, motor operated and on/off valves, maintenance of static equipment, and other miscellaneous jobs.

DESCON EMPLOYEE GETS ELECTED FOR PEC



Elections for Pakistan Engineering Council (PEC) were held on 8th August 2021. Descon participated in these elections by nominating Engr. Imran Khan Cheema (Head Business Development IP) as Candidate for the Member Governing Body, Elections Punjab Seat from National Engineering Alliance (NEA) Panel.

Imran won the election alongside the victory of almost the whole panel, which included.



- **Engr. Najeeb Haroon (Chairman)**
- **Engr. Nayyar Saeed (Senior Vice Chairman)**
- **Dr. Niaz Ahmed (Vice Chairman Punjab)**
- **Engr. Ijaz Hussain (Vice Chairman KPK)**
- **Engr. Mukhtar A Sheikh (Vice Chairman Sindh)**
- **Engr. Nasir Majeed (Vice Chairman Baluchistan)**

This step was taken for the betterment of engineering fraternity and bright future.

TEAM BUILDING CELEBRATIONS AT QATAR SITES



Industrial Services Division (Qatar) organized a team building cum dinner for Shutdown teams to boost their morale and motivation level. Business Unit Management was invited to encourage the teams for upcoming back to back shutdowns. Head BU addressed the audience and appreciated them for their impeccable performance in the past quarter and

expressed his confidence in their abilities for successfully achieving the targets ahead. He also appreciated the shutdown teams for bringing the business to its current level.

Head Operations also addressed the audience and reminded them that their safety is the priority of the company. He



advised that everyone should ensure safety at all levels of shutdown execution. The event comprised engagement activities, lucky draws, and musical entertainment.

Head HR, in his closing remarks for the event, on behalf of the reenergized and engaged audience, ensured Head BU and Head Operations that the team is ready to take the challenges head-on and complete the shutdowns successfully with safety and quality.

CORE VALUES HUDDLES

Industrial Services Division (Qatar) organized multiple core values huddles to identify weaknesses and skill gaps, thereby encouraging employees to speak openly about their concerns and suggestions.



FUTURE LEADERS' CONNECT



Descon Engineering's HR department organized a luncheon future leaders of Industrial Services Division (Qatar) with the President HR. The objective of this activity was to provide a platform where the promising employees could interact with PHR and have a candid discussion.



PROMOTING OPEN COMMUNICATION

Interaction with employees and open communication promotes motivation by informing and clarifying the employees about the objectives to be achieved, vision of the company, strategy to achieve set targets and how to compete in the challenging environment. Descon Engineering's President HR visited project sites of Industrial Services Division (Qatar), met with the employees and had open house sessions at sites and offices.



ENGAGEMENT DINNER WITH THE CEO

An informal meeting over dinner table can set the tone right to bring the employees at ease and interact freely with top management.

This was the idea behind organizing engagement dinner of Qatar BU Core Team with the DEL CEO. The individuals shared their career history, achievements, future aspirations and ideas for improvement in the business processes of the company.



TOWNHALL SESSION

A townhall session was conducted by the Descon Engineering's Construction Division, where the respective President shared KPIs, status of business generation, projects progress and forecast across Business Units which was impressive and morale booster. The President highlighted the importance of HSE compliance and shared Construction Division's HSE initiatives, including Stop Work Authorization and Subcontractors HSE Management. The company's CFO also shared his vision regarding enhanced productivity and coherent business development.



CARING FOR THE ENVIRONMENT

To promote environmental awareness and endorse environmental initiative at Jhimpir Wind Project Site, Descon Engineering's CEO Mr. Taimur Saeed and President HR. Mr. Maqsood Ali participated in a tree plantation activity. This initiative will contribute towards betterment of the environment and reduce the negative effects of Climate Change.

CELEBRATING DIVERSITY

A diverse workforce reflects the globalization of business, which can draw upon professionals from varied backgrounds and cultures to provide a range of skills and experiences. A diverse staff is better equipped to meet the needs of a diverse clientele while bringing in different perspectives. Celebrating diversity in organization allows all members to feel valued. To encourage same value of teamwork and show respect towards cultural diversity, Industrial Services Division (Qatar) organized Christmas and Diwali Celebrations. Staff joined both events to make it more salubrious for their colleagues.



QATAR NATIONAL DAY CELEBRATIONS

To extend our regards and greetings, Industrial Services Division (Qatar) celebrated the Qatar National Day on 18th December, 2021. An address by the Management and cake cutting was part of the celebrations. A cake was cut by the employees to express their joy and a scrumptious breakfast, hosted by the company, added to this joy to make the day more fun and memorable.

INVESTING IN OUR EMPLOYEES

We compete in an ever changing world.

This makes it extremely important to enable our people to align themselves with these rapid changes by giving them adequate opportunities for development. This promotes the company's growth and increases our competitive strength. When working with our employees we believe in systematic, long-term approach that encourages participation.

Descon has always focused on employee development plans and for this purpose different programs were launched in

second quarter of the year in Qatar.

- Finance for Non Finance Managers
- Enterprise Risk Management (ERM)
- Cost of Poor Quality (COPQ)
- Fundamental of contracts Management
- Team Building



DESCON CELEBRATES DOLYMPICS'2021

Descon Oxychem Limited celebrated a day long DOLYMPICS' 21 event on December 9th, 2021.

The day started off with brunch, followed by a cricket and football match, tug of war and badminton matches. The participation was remarkable, which made the event a huge success. The day concluded with an award ceremony where all the teams were called upon the stage for pictures and trophies, followed by a grand dinner.



RPPL ORGANISES VACCINATION DRIVE

Rousch Pakistan Power Limited organised a vaccination drive at its premises for the local community.



COVID-19 AWARENESS SESSION AT RPPL SITE

Medical Officer & Sr. Manager Operations at Rousch Plant site conducted a COVID-19 Awareness Session for the employees, highlighting the importance of adhering to precautions to avoid the spread of the disease.



TREES ON, GLOBAL WARMING GONE

RPPL management launched a tree plantation campaign at the plant site to fight global warming



DESCON POWER LAUNCHES “WE CARE” PROGRAM

The launching of ‘We Care’ program ensures the well-being of all the employees. It aims to promote a positive work environment to enable the employees to thrive and

perform well. It endeavors to provide a safe and healthy working environment for all employees and empower them to be the best version of themselves.

INITIATIVES TAKEN UNDER THE UMBRELLA OF “WE CARE”



Town Hall/ CEO Communication Meeting

For employee engagement, Descon Power's HR organized a Town hall meeting at Roush Pakistan Power Plant. Employees' participation was highly encouraged in order to enable the company's leadership to hear a variety of perspectives of employees at Plant site.



Giveaways

On the New Year festivity, HR added cheer and joy to the workplace by giving ‘We Care’ giveaways to all employees.

