



PARTNERS IN
PROGRESS



Descon

NEWS

Issue I, 2023



45 YEARS OF CREATING SIGNIFICANT IMPACT!

Descon celebrated its 45 years' milestone in December 2022 and also launched a book "The Art of Engineering", documenting the first 40 years' journey of the organization.

Descon remains committed to continue its journey towards achieving its Vision, keeping the core values as its guiding principles in everything it does.





45th FOUNDERS DAY CELEBRATIONS IN THE UAE

Descon's management team comprising the Founder Mr. Abdul Razak Dawood, Chairman Taimur Dawood, Vice-Chairman Faisal Dawood, CEO Descon Engineering Taimur Saeed, travelled to the UAE to celebrate Descon's 45th anniversary and also celebrate 40 years of Descon Engineering's strong presence in the UAE. The Founder and the CEO shared their thoughts on the occasion, followed by a cake cutting ceremony led by Mr. Razak Dawood along with all female employees present at the occasion.



DESCON AIMS FOR GREENER PASTURES WITH THE LAUNCH OF ITS AGRICULTURAL DIVISION



economic-sectors, in Pakistan and abroad. Its entry in to the agriculture sector is not entirely without expertise, as the company acquired shareholding in two innovative agriculture-based enterprises – ‘Vital Agri Nutrient’ (VAN) and ‘Vital Green’ (VG) at the start of this year.

Other initiatives by Descon in this sector include the construction of a state-of-the-art fruit, vegetables, spices and herbs dehydration facility to provide high quality dried products for local and export markets, and a Himalayan Wellness Company, operational since 2019, exporting Himalayan pink salt and high-quality raw honey to the far east and other markets.

Descon officially announced its intentions to diversify into agriculture by setting up a division called Descon Agri Business (DAB). This new venture seeks to innovate and improve upon the existing farm productivity and agriculture value-chain, helping provide the nation with nutritious produces and sustained economic growth.

Over the decades, Descon has led numerous large-scale projects in Construction, Power-generation, Oil-Refining, Chemicals and other diverse

Utilizing its expertise in technology and by building potential synergies with agritech companies, Descon seeks to enable a sustainable future in farming leading to an increase in food-security, healthy-living and enrichment of local communities.

DESCON RESEARCH FARMS FORMALLY ENTERS THE MARKET BY SELLING ITS FIRST PRODUCE!



Under its diversification strategy, Descon launched its new business line, **Descon Agri Business (DAB)**, with an

agenda to disrupt agriculture value chains through innovative farming techniques and high-quality produce. Inline with this initiative, six months back a specific area in Kasur was earmarked as the **Descon Research Farms (DRF)**. The intent was to experiment with various innovative farming techniques on various crops to work towards our mission of transforming the agricultural landscape.

It is a matter of great pride to share that the first produce of rice from the targeted intervention, achieving both higher yield and better nutritional value, has just been sold off into the market.

LAUNCHING HIMALAYAN WELLNESS CO.

Under the organization’s diversification strategy, Descon has officially launched Himalayan Wellness Company as one of its ventures in the Agri business line.

This is an exciting milestone in the journey to provide premium quality Himalayan pink salt, Himalayan salt infusions, cold extracted honey and other products range.

The company look’s forward to an exciting period of growth and expansion across the globe.



DESCON ENGINEERING EXHIBITED AT THE ADIPEC 2022

Descon Engineering (DEL) participated in the ADIPEC 2022, world's most influential gathering of Oil & Gas industry professionals. DEL's delegation had representation from UAE, Pakistan and Qatar. The delegation also comprised senior representation from Olayan Descon and PDPS, DEL's joint ventures in the Kingdom of Saudi Arabia and South Africa respectively.

The Descon stall attracted high profile visitors from senior leadership of ADNOC, Sharjah National Oil Company, Oman Quality (OQ), OGDCL, etc., providing an opportunity to discuss and exchange new ideas and further possibilities of collaboration. Descon Engineering, having completed 40 years in the UAE, continues to strengthen its strong foothold in the region and build on its customer base, adding value to the regions multiple industry sectors.



CEO SESSION IN QATAR



In a continued endeavour to promote trust, enhance teams' engagement and to fuel the innovations in Descon's culture, CEO Communication Session was organized in Qatar.

This session helped in bridging the gap between employee and the top management, and at the same time, boosted employees' morale, engagement, productivity and satisfaction.

STRENGTHENING TANKS MAINTENANCE SEGMENT - QATAR SHELL GTL AWARDS PROJECT TO DESCON

DEL Industrial Services Division (ISD) - Qatar has been awarded a new project under the new initiative – Tanks Maintenance Segment by Qatar Shell GTL. This award is indeed a testament of the team's focused approach towards enhanced client engagement.

The scope of work includes Bottom plate replacement of tank (using jacking system) and internal piping works. The project will be completed by Mar-23.



DESCON WINS PROJECT FROM MG MOTOR

Descon Engineering's Industrial Services Division (PAK) has been awarded MEPWorks & Plant Relocation Project by MG JVAutomobile Pakistan.

The scope of work covers MEPWorks and Plant Relocation in their Plant-2 extension for New Paint & Welding Shops. Critical challenges involved include piping works, HVAC, and firefighting system. DEL will also provide manpower for commissioning activities of the new paint shop & relocated plant. Total duration of the project is seven months.

Descon has been working with some of the leading names in the automobile industry in Pakistan since 2016. Descon remains committed to delivering the project on time, ensuring compliance to global HSE standards.



ENGRO POLYMER & CHEMICALS LIMITED AWARDS TURN AROUND-2022 TO DESCON ENGINEERING



Engro Polymer & Chemicals Limited (EPCL) and Descon Engineering (Industrial Services Division) signed a contract for the award of EPCLTA-2022. The contract signing ceremony was attended by senior leadership of both companies including Mr. Jahangir Paracha (CEO, EPCL), Mr. Taimur Saeed (CEO, DEL), Mr. Mahmood Siddique (VP, Manufacturing, EPCL), Mr. Anwar ul Haq (Division President, ISD DEL), Mr. Aneeq Ahmad (VP Supply Chain, EPCL) and Mr. Shahzad Malik (Head Operations, ISD Pak DEL).

Descon is proud to have established a strong trust with Engro Polymer, marking this occasion significant, as EPCL has outsourced complete TA services to any single entity for the very first time.

During the ceremony, leaders from both parties acknowledged potential of bringing new value added services by deploying new technologies. We look forward to completing the upcoming turnaround safely and on time.

THIRD WIN FOR DESCON ENGINEERING FROM INTERLOOP LIMITED

Descon Engineering's Construction Division (Pakistan) wins a third consecutive contract from the mega Interloop Apparel Project at the Apparel Park, Faisalabad.

The scope of works entails construction of Marketing Building along with Administration Building (Time office, Guard Room, Change Room & Locker Buildings) with a total covered area of 122,000 sft.

These repeat awards signify the confidence that the client is showing in Descon's capabilities and their commitment to delivering excellence in achieving their Vision 2025.



DAC SECURES ORDER FROM SERVICE INDUSTRIES



DAC has successfully secured an order from Service Industries Ltd for F&G system for their new Services auto parts plant. This also signifies our entry into the FMCG segment creating a strong reference and opening more business avenues for future.

The scope of work includes supply, installation & commissioning of complete fire alarm system. DAC conducted proper mapping study and proposed them the approved NFPA – 72 study with complete solution offer at a competitive price.

DAC WINS ORDER FROM ENGRO VOPAK.

DAC has won a supply order of MSA Gas Detectors from Engro VOPAK. Engro had installed MSA Gas Leakage Detector at their terminal in LNG area and wanted to use the same model for their VCM, EDC, PX and LPG facilities. Since MSA didn't have standard reports available for these special gases, DAC got the same tested from MSA Factory at Ireland as a special case to comply to client's requirements.



DAC WINS THE ORDER FROM DOL

Descon Automation & Control (DAC) has secured an order for Revamp & upgradation of PLC Control System from Descon Oxychem Limited (DOL) for their Demineralization & RO Water Treatment Plant.

DAC Team was continuously engaged with DOL team, for this scope which includes Replacement of Existing PLC Control System with Design, Engineering, Supply, Testing & Commissioning of New PLC Control System with Electrical interfacing.

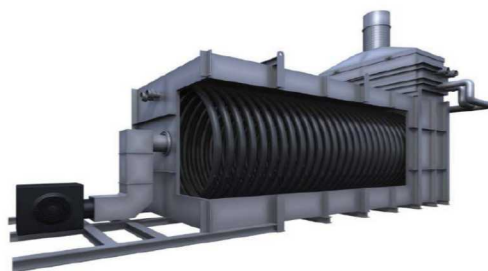
DAC has been supporting DOL for providing value addition on various projects in past. This collaboration has been fruitful to bring the win-win situation.

LMW'S FOCUS ON GROWING EXPORTS

Lahore Manufacturing Works has embarked on a journey to focus on exporting engineering goods from Pakistan. With more than 30 years of manufacturing experience, LMW has been supplying equipment to local E&P, Fertilizer, and other industrial sectors. This year it has made a breakthrough by acquiring export orders. This comprises 68 equipments which includes pressure vessels and heat exchangers of different sizes. The noticeable equipment is Product Gas Chiller (QTY 08 Nos) that has 2500 304L tubes.

These have been designed to operate in extreme temperatures and will go through Descon's stringent design & quality checks to ensure delivery of quality products to its Customers. LMW has invested in its fabrication facilities such as Hydraulic expansion & Orbital welding to keep pace with the changing world global requirements.

Tulsa Heaters USA is yet another example that LMW is all set to take on new challenges. The Heaters order awarded are a special type in which extensive & fixtures have been developed in-house to tackle the fabrication challenges & its tight tolerances. During the ceremony, leaders from both parties acknowledged potential of bringing new value added services by deploying new technologies. We look forward to completing the upcoming turnaround safely and on time.



BULLEH SHAH PACKAGING (PVT.) LTD (BSP) LAUDS DESCON ENGINEERING'S SERVICES DURING FEBRUARY 2022 CRISIS PERIOD

Top Management of BSP, led by their CEO Mr. Asghar Abbas, visited Descon Headquarters to acknowledge Descon Engineering's management for their support and services during BSP's crisis period. In February 2022, an unfortunate fire erupted in BSP's warehouse that engulfed the entire building, including the finished goods present

inside. During these testing times, Descon extended its expert support to BSP by deploying its safety personnel at their facility and carrying out demolition and clearing works in the aftermath of the incident. To appreciate Descon's services, plaques were presented to each individual involved in the clearance operation.



SUMMER OF SAFETY AWARD BY Q-CHEM TO DESCON

Descon won summer of safety (Heat Stress) award for the year 2022 at Q-Chem Furnace 6 project as team has contributed well to completing one more year without any heat stress related incident at Q-Chem.

Though Descon has achieved more than 2 million man-hours throughout the project, the team managed well by following Q-Chem procedural requirements and thorough implementation at the field. Team has filled maximum ever

"Heat Stress Contact Forms", that shows our commitment towards safety.

Team has yet again demonstrated their absolute commitment to working safely even during the challenging summer months with high heat index to ensure that everyone goes home well. This was accomplished while at the same time meeting the project schedule and completion milestones.



PAKISTANI AMBASSADOR'S VISIT TO THE DESCON UAE OFFICE

Pakistani Ambassador to the UAE visited Abu Dhabi office on October 19, 2022 and met with the ISD Division President Mr. Anwar Ul Haq and other department heads. During the meeting the Ambassador discussed how general business environment of the country can be improved with best potential opportunities for Descon.

UAE NATIONAL DAY CELEBRATIONS

Like every year, Descon celebrated 51st UAE National Day on 2nd December 2022 with employees to pay tribute to the country. The celebrations started with national anthem, after which Mr. Saeed Ali Rubayyea Al Mazrouei (Manager Government Relations) delivered a speech. The event ended with a cake cutting ceremony and warm greetings amongst the employees.



QATAR NATIONAL DAY CELEBRATIONS

This year the Qatar National Day 2022 was more special than ever as the country successfully hosted FIFA World Cup and organized the best-ever FIFA WC Winner's Ceremony.

Descon had rolled out a fun activity "FIFA 2022-WINNER PREDICTION CONTEST" ever since the World Cup tournaments started. Winners of the contest were announced along with Qatar National Day celebration activities.

LONG SERVICE AWARD CEREMONY

To appreciate contributions and long association of employees with Descon, an Award Ceremony for Corporate function's colleagues was held on 10th November, designed to acknowledge, and celebrate their services, and showcasing them as a beacon of perseverance and passion for their colleagues. The award was given to employees for their long services of 5, 10, and 15 years, respectively, peers of awards recipients shared some memorable stories that how the long-serving winners have added value to their personal and professional lives.

The ceremony was followed by a talk by President HR, who expressed his gratitude to the employees, highlighted the importance of their contributions to the growth of Descon, and asked them to share their success with their families as they equally played a pivotal role in achieving this milestone. Taimur Saeed, CEO, stressed the need for continuous improvement and encouraged employees to be open to new opportunities within the organization, and emphasized on living the spirit of partners in progress.



MAKE THE MATRIX WORK-SHOP

Cross-functional team discussions provide an opportunity to view things on a broader and more diverse canvas and invoke critical thinking, listening, and persuasion skills, which are not easy to accomplish solely. A full-day session was planned for the leadership team, to discuss matrix manager reporting operationally, capturing its benefits, challenges, and complexities.

The session was moderated by Paul Keijzer, CEO and Managing Partner of Engage Consulting, who helped the LT team to catch up on the progress Descon had made since 2019 post-reorganization. The discussion was very productive and informative for the new LT members; all participants candidly tabled their opinions with suggestions for addressing them in the future.



COLD EYE REVIEW OF EPCL SHUTDOWN

Successful cold eye review was held at EPCL Shutdown, Karachi with the ISD Heads and Core Team. The team delivered a presentation and exhibited their readiness for the shutdowns. Challenges and constraints were also addressed, and client's satisfaction was ensured. These reviews helped the team gear up for the enormous task ahead of successfully completing two parallel shutdowns.



EPC STRATEGY WORKSHOP

Having a clear and focused strategy is critical to the success of business. Hence a one day EPC Strategy workshop was held on 24th Nov with participation from Pakistan and overseas. Important agenda items included history and EPC Vision, strategy framework, Org design and structure as well as developing the right culture through observing and practicing desired behaviors. Extensive Q&A were held throughout the session to have insightful discussion. The session was concluded with a strong resolve to implement the strategy in true letter and spirit.



CONNECT SESSION WITH EFERT SHUTDOWN TEAM

Connect Session was arranged for EFERT Shutdown team. Head Operations ISD Pakistan conducted a PEP Talk on EFERT Shutdown, with focus on Stress Management, Hazard Identification, Defensive Driving and 7 Descon Golden Rules & Disciplinary Action Protocol.

MDC INTRODUCES SAP ACADEMY

Pursuing its commitment to Continuous Improvement while practicing Teamwork, MDC introduced SAP Academy. This academy covers modules on SAP like FICO, PS, BD, Atpivo along with other business required modules. These programs are designed with objectives to ease out routine

operations of SAP users thereby assisting them in reaching operational excellence, while being led by core users of the modules.

A total of 05 sessions were conducted on SAP FICO, HCM, BD, Atpivo and MM modules till the December 2022.



LEARNING WEEK AT MDHP

Continuing its practice of conducting Learning Weeks at sites, MDC visited MDHP with a focus to develop skills and strategies that will benefit Descon through right resources, peer learning and effective trainings.

PERSONAL MASTERY (MDP – I)

This 2 days' rigorous program involved numerous exercises that were an opportunity to help the learners advance their personal and professional lives by Understanding Self and working on their Emotional Intelligence. The program focused on how to be more productive and efficient by using tools such as Communication, Time Management, Feedback and Team work.

The 2nd program, Supervisory Skills, trained 26 Supervisors. This 1 Day session was designed to ensure the development of the foundations of Descon's operations, offering supervisors a refresher on how Descon Core Values – CLATOS (Continuous Improvement, Leadership, Accountability and Ownership, Teamwork, Open Communication, Safety) are mapped to their routine tasks and help them in becoming better supervisors.

Maqsood Ali (President HR) addressed all teams at all locations, sharing the importance of their roles and Team Work while stressing on Open Communication. A 2 days Knowledge Sharing session on Safety with IP and Construction Team at MDHP & Faisalabad was also concluded, training 44 colleagues.



E-LEARNINGS

Current times and work pressures necessitates making blended learnings easily available at a customized pace. MDC recently launched e-module on Risk Management in the second phase with more in pipeline. These user-friendly e-Learnings will offer a refresher to the existing team members while providing a platform of orientation for the newly hired colleagues.



TRAINERS' APPRECIATION FY 21-22

MDC conducted a Trainer Appreciation Program on December 09, 2022 with the intent to appreciate Learning Champions (internal trainers) who have been taking time out of their routine tasks for developing their colleagues and thereby exhibiting the true essence of Teamwork. During the session, Rafiq Ahmed (Lead System Support FS Finance), Waqas Tahir Butt (Planning Engineer PDIL) and Hammad Safdar (Head HR Pakistan) were awarded shields for conducting 2 learning sessions while Hammad Safdar was also awarded a shield for being the most impactful trainer based on the feedback forms received from incumbents.

DECIBEL TRAINING SESSION WITH SITE STAFF

ESS Sensitizations Activity was successfully executed by conducting a training at all site offices. The deployment of the Decibel ESS KIOSK was also done so that employees can seed their Education and Experience Details in their ESS Account properly.



LAUNCHING LEARNING CALENDAR

To ease out the access of learning programs throughout Descon, MDC has launched a Learning calendar with the aim to provide potential incumbents and line managers overview on the learning sessions and to align the expectations from each program.

MDC | LEARNING
UNLIMITED



CORE VALUE HUDDLE

Industrial Services Division organizes weekly core value huddles in which employees elaborate on their thoughts and knowledge regarding Descon's core values. These weekly core value huddles help improve the overall understanding of these values and in making these a part of our live culture. Employees are encouraged to speak openly about concerns and give suggestions.



DESCON & PARTNERS HSE FORUM

Descon Engineering (UAE) conducted a Descon & Partners HSE Forum to appreciate suppliers on the safe completion of shutdowns and retrofit projects during 2021-2022. During the event Mr. Khurshid Alam Khan (Head HSE) and Mr. Sameer Ullah (HSE Manager) discussed how we can learn from various incidents. At the end of the event Mr. Anwar Ul Haq (DP-ISD) and UAE BU-Head distributed appreciation certificates to the respective suppliers.

BRITISH SAFETY COUNCIL FIVE STAR OCCUPATIONAL HEALTH AND SAFETY AUDIT

British Safety Council Audit was planned from 07th November to 12th November 22. Descon Engineering UAE has achieved 87.54 % Score in British Safety Council Audit and attained FOUR STARS, which demonstrates the organization's commitment to health, safety and environment.

Habshan Zone Management team provided their outstanding support to ensure completion of the audit within the agreed timelines.



DESCON ENGINEERING INTRODUCES IIF PROGRAM

IIF (Incident Injury Free) program is a very effective and result oriented program and is helping in reshaping the HSE culture at Descon Engineering's project sites. It creates ownership and sense of achievement and pride among employees.

IIF Program was implemented at construction projects in Qatar and UAE. It has proven ability to reduce incidents and

injuries. It enhances team cohesion which results in safer work sites.

We proudly announce that 03 project sites achieved 180 Incident Injury Free days.





HSE COACHING FOR LEADERS

With the company's continued efforts in developing a positive health & safety culture, where safe & healthy working becomes second nature to everyone, President HR conducted a coaching session for the Leaders to apprise how daily routine job activities can be performed very safely by being little more conscious towards our surroundings.

DEFENSIVE DRIVING TRAINING SESSION



A training on Defensive Driving Training was conducted on 19 October 2022 in Qatar. Site teams actively participated in this learning session which was very engaging. It was followed by a quiz session and real time case studies analysis.

- Lessons Learnt were:
- Keep calm and drive safely.
- Speed thrills but kills!
- Drive, don't fly.
- Do not use cell phone while driving.
- Do not mix drinking and driving.
- Better Late than Never!

CONSTRUCTION DIVISION LAUNCHES INSPIRE

Construction Division has launched INSPIRE, the first Female Apprenticeship Program. Primary intent behind launching this program is to develop an inhouse talent nursery, specifically, a female talent pool to serve the Division's prospective needs. In this one-year program, fresh graduates will receive Descon specific skillset training which will enable them to shape their careers. With the progressive & energizing nature of the program, this platform will provide the apprentices with a chance to explore their untapped potential in a conducive learning environment. Out of approximately 400 applications received, 82 candidates were shortlisted for online interviews, 50 candidates made it to the final interview round and 10 successful candidates have joined Descon as Apprentices in various departments of the Construction Division.



PROGRESS ON "VISION"

First Female Graduate Trainee Program of Descon was launched on 03rd of October with the aspiration of making Descon an inclusive employer, and diversify its pool of talent. The platform was designed to provide the fresh female graduate trainees with opportunities for development of their skills and capabilities, so that they can contribute to the economic development of the country.

20 FLIP trainees were hired for an internship period of 2 months after which they were assessed for the position of graduate trainees. While FLIP concluded, 15 interns were shortlisted and joined Descon as Graduate Trainees for a tenure of 1 year on December 08, 2022.

GRADUATE TRAINEE PROGRAM 2021 – 2022

Descon's 1 year GTP concluded on November 30 2022 with a 3rd trainee connect where Trainees were taken for a visit to Walled City of Lahore for exploring the city's history and experiencing its culture. The Graduate Trainees were assessed and offers were placed to all 30, of which 29 joined Descon as FullTime Employees on December 13, 2022.



CONNECT SESSION WITH FLIP INTERNS

Connect session with FLIP internes was arranged by ISD Pakistan. This session provided an opportunity to interns to interact with the HR and understand the vision of the Company. HR discussed the company's expectation from the interns and how to overcome any upcoming challenges.



CONNECT SESSIONS IN DEST & LMW

Continuing past practice, the entire month of November was a reflecting and connecting month in both DEST and LMW. Multiple sessions were arranged with staff where various elements of employee engagement, business strategy, HR strategy and general topics were discussed. Furthermore, GTP & Female Connect sessions were also held at LMW to ensure consistent level of engagement among employees. Such sessions go a long way in developing a culture of open communication and give opportunity to the staff to voice their opinions and views in an open and candid environment.



BIRTHDAY CELEBRATIONS AT DESCON



To foster a culture of teamwork and enhance employee engagement, birthday celebrations were organized for employees across divisions in different geographies.



AWAY-DAY FOR CONSTRUCTION DIVISION

A team re-treat was organized for the Construction Division, which started off with a perceptive dialogue led by the Division President, Syed Abdul Moeed. He emphasized on Core Values of Descon “CLATOS” along with Strategic Business Goals for current fiscal year. This was followed by a quick brief by Manager HR Ammar Ahmad regarding the focus & activities of Away Day. Participants were divided into 4 teams, coupled with activities designed to improve team bonding, encourage lateral thinking, assess & advance teams’ teamwork, communication, problem solving and time management skills.



TEAM BREAKFASTS

Team get-togethers not only bring people together but motivate them to rely on one another to get things done, leading to increase in efficiency, improved communication, idea generation, and establishing a culture of sense of belonging.

Building on our core values of Teamwork and Open Communication, a Team Breakfasts were organized by Human Resources for various functions including Manpower Services, Finance & Shared Services and Human Resources. Such activities offer an opportunity for all to candidly interact with individual members of the team, to instill trust and bond in an informal environment.

Fostering the value of Open Communication, the employees opened and shared their journey, experiences and suggestion while their respective Heads appreciated their hand work and commitment.



ISD'S TEAM BUILDING EVENTS IN LAHORE & KARACHI

To boost the morale and motivation of the teams, Industrial Services Division organized team building events in Lahore & Karachi.

The Lahore team was taken to the greater Iqbal Park where many bonding activities were carried out.

In Karachi, a dinner was organized at Arena-Recreational & Sports Complex. The event promoted open dialogue and discussions, leading to a very interactive evening.



CONNECT LUNCHEON FOR ISD FEMALE EMPLOYEES

Interaction with employees and open communication promotes motivation by informing clearly defined objectives to be achieved, vision of the company, the strategy to achieve targets and how they can compete in the challenging environment.



A connect luncheon with female staff in ISD Pakistan was held in October and December. Division President ISD and Head HR, along with Head Operations had a detailed session with all female staff and appreciated their contributions.

HR CLINICS

HR Clinic initiative has been introduced to encourage members of Descon to communicate their ideas, thoughts, feelings related to work, the organization or the work environment. The initiative will also support and encourage employees to share suggestions for improvement.

HR Clinics were arranged both in Pakistan (EPLC, IMC, Shell Kemari, KMW, EFERT & PAFL) project sites and in Qatar to promote open communication and encourage employees to talk about work related matters.



PINKTOBER AT DESCON

As part of the Breast Cancer Awareness Campaign, a symbolic walk was held at DHQ on October 28, where Desconions joined in expressing their solidarity with the victims and survivors. On the same day, an awareness session was conducted by Ms. Syeda Atiya (Credit Control Manager), a breast cancer survivor, who shared her experiences of fighting the disease. On October 31, in collaboration with Shaukat Khanum, a team from SKM conducted awareness session for Female colleagues at Descon, clarifying the myths and focusing on facts.



DIWALI CELEBRATIONS

Descon is a multinational and multicultural organization. We are proud that we as Descon celebrate all events including Diwali every year to show respect for all faiths. Diwali is biggest Hindu festival all over the world. The event was celebrated with much enthusiasm at both Descon UAE and Qatar Offices.



CRICKET GALA BY DEST TEAM

Design Engineering Services & Technology (DEST) organized a cricket gala for various departments who actively participated in the event.

The matches were thoroughly enjoyed by the staff with very good attendance. More such events are planned in future to ensure our staff are involved in these healthy activities.





SPORTS GALA AT MOHMAND DAM SITE

MDHP site management arranged a sports gala where staff participated with full energy and vigor. Various activities were arranged in which teams comprising various departments participated, promoting teamwork at site. Such initiatives go a long way in creating a healthy working environment at site.

More such activities are planned at MDHP site in future to ensure that we sustain and develop employee engagement and thriving culture on long term basis.



DPS VISITS WIND ENERGY HAMBURG

Descon Power Solutions participated in Wind Energy Hamburg, the global on & off-shore event. DPS delegation was led by Mr. Faisal Dawood and comprised of Mr. Toseef Ijaz Rana, CEO, Mr. Aftab Jehangir, Head of Operations, and Mr. Kazi Fahim Uddin Ahmad, Head of Business Development.

The event is considered as one of the most visited Wind Energy Expos in the world. There was participation by companies from 90 countries and over 30,000 visitors were recorded.

POWER BI & FINANCIAL MODELING TRAINING

A 3 Day Power BI & Financial Modeling training was conducted for management level employees to help them compile visually appealing, interactive, and customizable reports.





SAFE EMPLOYEE OF THE YEAR AWARD

Safety is everyone's priority. DPS gave out Safe Employee of the Year Award among employees who have thoroughly contributed to identifying good catches and quantified measures to ensure the safety of plants.

FIRE DRILLS AT RYK

Emergency evacuation drills and fire drills were conducted at RYK site. Employees were trained on,

1. Using fire extinguisher
2. Using fire hydrant
3. Provide first aid for burn injuries
4. How to carry injured person.



MANGROVES PLANTATION AT DPS GHARO SITE

Mangroves are magic. DPS team took an eco-friendly initiative by planting mangroves at the Gharo Site. Mangroves can help restore the health of the land, sea, and climate. It also serves to protect marine habitats from harmful nutrients and runoff that can harm seagrass, coral reefs, and fisheries.

MOVIE NIGHT AT DPS GHARO SITE

Movie nights at the Gharo site offered a bonding opportunity among the site colleagues. It served as an excellent employee engagement activity.



DESCON OXYCHEM SCOOPS RECOGNITION AT THE ICHEME GLOBAL AWARDS 2022

IChemE is a leading chemical engineering accreditation body based in the UK and it has been holding Global Awards ceremonies since 1994. These IChemE Global Awards celebrate chemical, process and biochemical engineering excellence and are widely considered as the world's most prestigious chemical engineering awards.



While the winners across 17 categories were announced in their recent event last month, it is a matter of great pride to share that Descon Oxychem Limited received the "Highly Commended" recognition in the Industry Project Award for its ENERCON (Energy Conservation) Project in the final round.



DESCON OXYCHEM PROMOTES SUSTAINABLE RESOURCE USE



Sustainability is more than just a buzz word. Our future depends on reusing what we have in a sustainable way. Fortunately, one resource that is unlimited is innovation, and Descon Oxychem (DOL) has just come up with ways to reduce, reuse and recycle its raw material drums, which previously had no significant end use.

Ms. Shaikha Malik, Draftsperson-Documents Control, has contributed significantly to this initiative by designing and developing usable items out of these drums (couches, hand washing stations etc.).

It's a small step, but it's a step in the right direction.

