



### CREATING A HUB OF OPEN COMMUNICATION

Descon Engineering Limited (DEL) held a CEO Communication Session to share HalfYearly Results for the FY 22-23 with all the employees. The session was conducted at Descon Headquarters in Lahore, with over 16 sites and offices joining in virtually from all geographies. The session was arranged to ensure a consistent level of engagement among employees. Such sessions contribute significantly to developing a culture of open communication and give the opportunity to staff to voice their opinions and views in an open and candid environment.





## ADNOC GAS PROCESSING AWARDS PIPERACK STRENGTHENING PROJECT PHASE 4

Descon Engineering - Industrial Services Division (ISD), UAE has been awarded "HABSHAN PIPERACK STRENGTHENING PHASE 4" project by ADNOC Gas Processing. The project scope is to carry out Civil & Structural and Piping support repair / modifications / strengthening of existing pipe racks (including in the process area) to meet the recommendations of the structural integrity /adequacy check. Descon executed Phase 2 of the same project earlier.

Descon is proud to be working with ADNOC for more than three decades and remains committed to delivering executional excellence, maintaining its reputation of being a "Partner in Progress".



## UEPL RENEWS DESIGN HOUSE CONTRACT WITH DEST



Design Engineering Services & Technology (DEST) has been awarded Design House Contract extension for another year i.e. 2023 by UEPL. The partnership originally began in 2008 and this extension is a testament to UEPL's trust and confidence in DEST's capabilities.

With the current extension, UEP Design House will enter its sixteenth (16) year of continuous operations. To date, UEP Design House has generated engineering business of approx. one (1) Million manhours making it the largest direct engineering business for DEST. The current extension will generate further business of 72,000 manhours.

## DESCON ENGINEERING WINS TOTAL PLANT SHUTDOWN CONTRACT FROM DOLPHIN ENERGY

Descon Engineering's Industrial Services Division (Qatar) has been awarded a significant project under their Turnaround segment by Dolphin Energy Limited.

The project is critical and unique as the client, for the very first time in history, will cut-off the gas supply to Abu Dhabi for 07 days to attend to all critical jobs that can only be performed by isolating the complete plant. The scope will be executed in 07 days and includes temporary repairs normalization, valve replacements (Mechanical, Control and

PSVs), sectional replacement works (Piping Works including GRP), field modification works, and commissioning of the plant. The shutdown will be executed in February 2024.



## DESCON ENGINEERING WINS EPC CONTRACT FOR FG ABSORBER TRAY SUPPLY & REPLACEMENT AT SOHAR REFINERY



Descon Engineering's Industrial Services Division has won an award from OQ for EPC Contract for FG Absorber (C-2251) Tray Supply and replacement during Sohar Refinery I-TA. The scope includes design, detail engineering, supply of Trays and associated material. Replacement of existing trays with upgrade design in collaboration with OEM "GTI Solutions" shall be carried out during the refinery's planned TA, followed by testing and commissioning support services.

OQ is a repeat customer for Descon and this project will further strengthen Descon's relationship with OQ downstream in Oman.



## OQ AWARDS EPC RETROFIT PROJECT TO DESCON ENGINEERING

Descon Engineering (Oman) has recently been awarded EPCC project at MAF Refinery from OQ, for upgrade of existing diesel driven FireWater Pumps with higher capacity ( $2 \times 1135 \text{ m}^3/\text{hr}$ ) and provide additional piping and E&I services to overcome hydraulic limitations.

Descon Engineering is aggressively working on its strategic direction to expand its area of operation in the region and this award is a breakthrough in EPC Retrofit segment, being one of the biggest EPC retrofit projects in Oman.



## DESCON IS STRENGTHENING ITS FOOTHOLD! GROUNDBREAKING CEREMONY OF DEL'S NEW WORKSHOP IN RAS LAFFAN, QATAR



Descon Workshop's groundbreaking ceremony took place on 8th February 2023 in Ras Laffan, Qatar. The occasion was led by Chairman, Taimur Dawood, along with Leadership Team including CEO Taimur Saeed, CFO Yasir Siddique Sheikh, President Industrial Services Anwar ul Haq, President Construction Division Syed Abdul Moeed, and the Qatar Management. Descon Engineering is keen to setup this facility at the earliest to serve its clients more efficiently, delivering operational excellence with high standards of HSE.

## OQ REAFFIRMS CONFIDENCE IN DESCON – AWARDS FURTHER WORK

Descon Engineering's Industrial Services Division (Oman) has recently been awarded a contract for emergency TA works on OQ plants LPIC I & II under call-off contract for main mechanical works during turnaround for downstream assets.

The project scope includes replacement of filters, equipment maintenance and piping works for dilution system during one month TA.



## RPPL AWARDS PROJECT TO DAC

DAC has secured its first order from Rousch Power Plant Ltd (RPPL) for Siemens PLC based Control Systems for Demineralized Water Treatment Plant & Black Start Diesel Generator.

The scope includes replacement of existing PLC control systems with design, engineering, supply & commissioning of new PLC control systems for both units.



## CONNECT SESSION WITH PARTNERS AND POTENTIAL PARTNERS IN THE QATAR BANKING SECTOR

Descon Engineering's leadership team held a meet-up with Qatar's senior banking officials in early February, with an intent to introduce and strengthen Descon's relationship with existing and potential partners in the said sector. Taimur Saeed, CEO Descon Engineering led the session, starting with a business presentation, followed by the CFO, Yasir Siddique sharing details on DEL's compliance and governance structure. Present at the occasion were senior officials from leading banks of Qatar. The session provided an opportunity for these officials to have a one-on-one discussion with the DEL team and learn more about the company's strategy and sustainable business outlook in the region for upcoming years.



## DESCON KBR CELEBRATE "ZERO HARM" DAY

On Feb 22, 23, Descon KBR celebrated "Zero Harm Day" at Qatar Shell GTL plant, to maintain focus on the goal of ensuring, "nobody gets hurt and everyone goes home safely every day". As their JV partners, Descon has been demonstrating its commitment to safety throughout the journey, along with KBR and together reviewed and acknowledged best safety practices in place at Qatar Shell site.

A motivating video clip aligned with the theme of "Zero Harm" was also played for the entire team. What made this video presentation even more engaging, relevant, and heartfelt was the "inclusion of family members of team" where their families shared their hopes and aspirations towards safety of their loved ones, working at site.

The celebrations were concluded successfully with a brief message by the participants, with an unwavering commitment towards safety.



## DEL RECEIVES "INTERNATIONAL SAFETY AWARDS 2023 – MERIT GRADE" BY BRITISH SAFETY COUNCIL

Descon Engineering (Qatar) has recently received "International Safety Awards 2023 – Merit Grade" from British Safety Council.

The International Safety Awards have an extensive international reach. This year award applications from organisations in 44 countries, from China, India, the Middle East, the UK and the Republic of Ireland, Africa, Southeast Asia and Central America, were received. These applications went through a detail analysis and assessment process, undertaken by a panel of Independent Adjudicators and British Safety Council Members.



Descon, aspires to become a high performing organisation and are committed to perform in a manner to prevent the risk of injury and ill-health and promote wellbeing in the workplace.

## CONSTRUCTION DIVISION COMPLETES 5 MILLION SAFE MAN-HOURS



Construction Division has achieved 05 Million Safe Man-hours and the senior management lauded efforts of the management, supervisory staff and all workers who made it possible with their commitment, focus and hardwork.

AkzoNobel site has achieved 01 Million Safe Man-hours and Interloop site has achieved 04 Million Safe Man-hours.

These milestones have been achieved because of Descon's commitment to safety and establishment of a comprehensive safety program that included regular HSE Trainings, Audits, Inspections and Tool box talks. Effective IIF programs at project sites added great support for this marvelous achievement.





## COMMITTED TO SAFETY: DEL MANAGEMENT'S HSE WALKDOWN OF THE DESCON WORKSHOP

Chairman Mr. Taimur Dawood, along with Leadership Team, including Mr. Taimur Saeed (CEO), Mr. Yasir Siddique Sheikh (CFO), Mr. Anwar ul Haq (DP, ISD), Mr. Syed Abdul Moeed (DP Construction), and Descon Qatar Management, performed an HSE walk-down of the Descon Workshop Ras Laffan (DWRL) site on Feb 08, 2023.

DWRL is the new workshop facility being constructed by Descon Engineering to serve its clients more effectively. During this walk-down, the leadership team engaged with the site employees on HSE and well-being matters, looked at the overall HSE arrangements of the project, PPE compliance, and also issued Spot Awards to employees on their exemplary HSE knowledge and compliance while working at site.



## SUBCONTRACTORS HSE DEVELOPMENT AND ENHANCEMENT PLAN



Subcontractors play a crucial role in the construction industry, and Descon recognizes their importance in safe and successful completion of projects. To ensure Subcontractor's development, the company has launched an HSE plan focusing on enhancement of HSE Performance Assessment of Subcontractors.

The HSE plan and Assessment tool has already been rolled out at three main project sites, and the company plans to share the tool with other divisions to implement on a broader scale. The HSE Performance Assessment Tool will help subcontractors identify areas where they need to improve and make them accountable to comply with DESCON's SOPs.

## HSE STEERING COMMITTEE AUDIT AT IP DIVISION - MDHPP

HSE Steering Committee audit was conducted at Mohmand Dam Hydropower project site (MDHPP) on 06-07 Feb, 2023, IP Divisional President, PD, SM and site team participated in the activity and several observations and findings were shared with the project team on tunneling activity.





## HSE CAMPAIGN ON HOUSEKEEPING AT GUDDU BARRAGE

HSE Campaign on Housekeeping was launched at Guddu Barrage project site.

This campaign included the following activities:

- Address by Site management
- Mass TBT
- Awareness training presentation
- Circulation of flyer
- Displayed signboards on Housekeeping awareness



## HSE WALKDOWN OF PAFL SHUTDOWN



As Descon Engineering Limited places a high priority on Health, Safety, and Environment (HSE) and has implemented several policies and procedures to ensure the safety and well-being of its employees and customers, a HSE walkabout was arranged in PAFL, Multan in January 2023.

During this walkabout various aspects of the workplace were inspected, with the purpose to identify potential hazards and risks in the workplace and to make recommendations for improving the health, safety, and environmental conditions.

## DEFENSIVE DRIVING TRAININGS AND ON ROAD ASSESSMENTS AT IP PROJECT SITES

Defensive Driving Trainings (DDT) and specifically On Road Assessments were conducted for all LTVs and HTVs drivers at Infrastructure Division project sites. The objective of these training sessions is to create awareness on safe driving practices and practical demonstration among operators and drivers.



## PAFL SITE VISIT

For Descon, every project is important, and each project is viewed as an opportunity to showcase the company's expertise and deliver value to its clients. To deliver the best possible outcome to the client, Division President – Industrial Services visited the PAFL site in March 2023.

During the visit, the president conducted a site tour and reviewed various aspects of the site's operations.

DP's visit was followed by visits from HR, Admin and Head of Operations to ensure HSE compliance, smooth operations and well-being of employees working at site.



## IS DESCON'S WORKFORCE ENGAGED WITH THE ORGANIZATION? ANNOUNCING EMPLOYEE ENGAGEMENT SURVEY RESULTS

An engagement survey was conducted in October for DEL employees in order to understand how engaged do our colleagues feel and what actions can be taken for Descon to be a more attractive employer. With a 90% response rate, DEL colleagues were found to be 62% engaged and the results were shared with HRRC and Business Units in February and March 2023.



## CELEBRATING 45TH FOUNDER'S DAY IN QATAR

Celebrating the milestone year, Descon successfully conducted 45th Descon Founder's Day in Qatar. The entire core leadership team attended the occasion.

Founder Mr. Razzak Dawood joined virtually and delivered a very engaging and energizing speech to the audience.





## ENSURING BUSINESS CONTINUITY – IDENTIFYING SUBJECT MATTER EXPERTS

SMEs, who have a comprehensive understanding of a function, process, technology, machine, material, or equipment, are crucial members of any organisation. To ensure business continuity through a process of identifying and retaining Subject Matter Experts (individual contributor), by providing them the right

growth path and market competitive remuneration, SME Progression Program was kicked off at Descon. After successful completion of first five stages (SME Definition, Identification of Critical Job Families, Audit and Defining Evaluation Mechanism), we are currently at successfully concluding stage six: Identification of Individuals.



## RECOGNISING LONG SERVICE

To express gratitude and reward long association of employees with Descon, a Long Service Award ceremony was held in various geographies. Awards were distributed to employees from different divisions who had completed 5, 10, 15, 20, 25, 30, and 35 years of service with Descon Engineering.

These ceremonies showcase the commitment and contribution of the valuable employees.





## CELEBRATING WOMEN ACROSS DEL GEOGRAPHIES INTERNATIONAL WOMEN'S DAY

International Women's Day is celebrated in many countries on 8th of March around the world. It is a day when women are recognized for their achievements.

In Descon, we also celebrate the Women's day every year to recognize and appreciate the contributions of our females colleagues.



## FINANCIAL LITERACY TRAINING

On March 24, 2023, a training session on the subject of "Financial Literacy and Budgeting" was facilitated by Muhammad Mukarram – Head Treasury.

With Descon's core value of Continuous Improvement in mind, this session's goal was to teach our female employees how to enhance their budgeting expertise and assess various investment opportunities, both of which will be beneficial in their professional and personal life.

The aim was to stress upon developing knowledge to have an in-depth understanding of our organization's financial health.





## LEARNING PROGRAMS FOR FUTURE LEADERS

Staying true to their commitment of Continuous improvement, MDC conducted numerous Learning Programs, specially customized for Future Leaders.

To incorporate the coaching element in their development to help them build stronger teams, Coaching Conversations was organized in external collaboration with Potential Mapping. In this 1-day training led by Manzar Bashir, the incumbents learnt the difference between coaching, mentoring, consulting and therapy, building trust in coaching, the challenges of coaching and Types of Coaching styles.

With external collaboration of Learning Minds, led by Sohail Zindani for Pakistan Audience and John Bentley for Overseas, the program on Emotional Intelligence delivered learnings on Self-Awareness, Empathy, Interpersonal Relationships, Problem Solving, Reality Testing and Stress Tolerance.



In addition to these other Learning Programs were conducted for Desconions on Behavioural Interview Skills, Decision Analysis, Contracts Management and Communication Skills.

### Learning Week at Qatar

The Learning Week at Qatar comprised 4 programs Personal Mastery (MDP-I), Leading Teams (MDP – 2), Supervisory Skills and Change Management.



of our operations, Supervisors, offering them 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. The session was facilitated by Maisa Khan (Specialist Learning) training 13 Supervisors.



The second program was Personal Mastery (MDP – 1), a 2 days' rigorous program conducted at Al Khor. The program focused on how to be more productive and efficient by using tools such as Communication, Time Management, Feedback and Teamwork. The sessions were facilitated by Mahvash Murad (Head MDC), Babur Shabbir (Head HR Corporate) and Maisa Khan (Specialist Learning) training 14 Colleagues from ISD.



The third program was Leading Teams – MDP 2 at Al Khor. The program focused on how to be an Effective Leader, better Listener and to share Feedback, without biases; Decision Making and finding Sustainable Solutions for





various problems; leading and concluding successful Negotiations and Managing Conflicts. The participants also learnt about Innovation and Leading Change

The sessions were facilitated by Mahvash Murad (Head MDC), Babur Shabbir (Head HR Corporate) and Maisa Khan (Specialist Learning) training 10 colleagues from ISD.

The fourth program conducted at Qatar was Change Management at Regional Office, training 15 colleagues from ISD. The program was led by Mahvash Murad (Head MDC) instilling the importance of Managing change and understanding what drives to change in order to be able to lead and direct teams by minimizing disruptions.

### **Learning Week at Guddu Barrage**

The Learning Week at GUDDU was conducted for IP, comprising 2 programs Supervisory Skills and Team Management.



The first program was designed to ensure the development of Supervisors, offering them a refresher on the Descon Core Values. The session was facilitated by Zargham Haider (Deputy Manager Learning) & Omer Farooq (IP Head HR) training 17 Supervisors.

The Second program conducted Team Management training 14 colleagues from IP. The program was led by Zargham Haider (Deputy Manager Learning) & Omer Farooq (IP Head HR) by bringing individuals together and encouraging them to work collaboratively towards a common goal.



### **SAP ACADEMY**

SAP Academy covers modules like FICO, PS, BD, Apptivo 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 04 sessions were conducted on SAP FICO, HCM, TRM, Apptivo modules till the March 2023 training 39 Colleagues from KPMG & DEL.





## GRADUATE TRAINEE PROGRAM 2023-2024



Descon Engineering Graduate Trainee Program for this year was kicked off on 13th March 2023 with the aspiration of diversifying Descon's talent pool. The platform is designed to provide opportunities for the fresh graduate trainees to develop their skills and capabilities so they can support the country's economic development in future. 60+ FLIP trainees will be hired for an internship period of 2 months after which they will be assessed for the position of graduate trainees.



## PROGRESS ON "VISION"

First "Vision" GTs Connect comprised a visit to Descon Oxychem after successful completion of first quarter. This GTs Connect helped create a more productive and collaborative work environment, leading to greater success and achievement of business goals.

During GT Connect a training on Contracts management was led by Sajjad Haider (Incharge Contracts IP). Maqsood Ali (President HR) addressed all GTs sharing the importance of their roles and Teamwork while stressing on Open Communication.



## TAKING PRIDE IN ITS DIVERSE WORKFORCE – CELEBRATING CHRISTMAS



Descon takes pride in its diverse workforce, each member bringing in unique input and contribution. We make sure to celebrate different cultural festivals and religious events to foster a culture of inclusion and promoting a healthy work environment. Descon celebrated Christmas and New Year with its employees with great enthusiasm.





## HOLI CELEBRATIONS IN DEL OFFICES

Celebrating diversity and various cultural festivities, Descon Engineering organized Holi celebration on March 8th 2023 in UAE and Qatar encouraging all employees to take part in

the fun filled event. Following the theme colleagues were seen throwing colors at each other and enjoying the activity.



## CAREER FAIRS

Descon Engineering participated in Career Fairs at LUMS, LSE and FCCU in Quarter 3 where colleagues from ISD, Construction, Manufacturing, IP and PDIL represented the company, promoting the culture of Descon and encouraging fresh graduates to join Descon for a progressive career.



## DEL-UAE TEAM AWAY DAY

To boost productivity, ISD organized a fun and engaging team building activity for UAE Leadership Team.

The team was taken for a Day out to Radisson Blu Beach Resort, Fujairah where many bonding activities were carried out.

Lunch was organized at the resort followed by activities like Tug of war, Balloon race, binding bell etc. The day ended with a lavish dinner and open dialogue and discussions, leading to an interactive evening.

Next morning started with a healthy breakfast and the day wrapped up with water sports.



## TEAM BUILDING DINNER LPIC TA I & II – OMAN

Team building dinner was held to boost the Teamwork & performance and improve efficiency. Liwa Plastic (LPIC) I & II were emergency awarded turnarounds by OQ.

The Head Operations addressed critical aspects of the shutdown.

The Team enjoyed the evening, breaking down communication barriers. Most importantly, team shared their learnings from past events and applied them to their everyday tasks, such as creativity, thinking strategically, adapting quickly, and working collaboratively with their peers.





## TEAM BREAKFAST | CORPORATE & LEGAL AFFAIRS – PEOPLE SERVICES – SHARED SERVICES

To drive peak employee engagement and company performance, organizations should create avenues for collaborative work within and across teams.



Keeping the spirit of collaboration and teamwork thriving through different engagement activities; team breakfasts were organized for People Services, Shared Services, and Corporate & Legal Affairs functions, attended by Corporate Presidents; Abdul Sohail (Corporate & Legal Affairs), Murtuza Ali (Manpower & People Services), Yasir Siddique Sheikh (Finance), and Maqsood Ali (Human Resources).

The breakfast provided an informal stage for all teams to mingle with each other and exchange their life and work experiences with their colleagues. The Presidents connected with all the members of divisional teams to inculcate trust among them and build upon team synergies.



## TEAM BREAKFAST INDUSTRIAL SERVICES DIVISION



Building a strong connection between team and focusing on teamwork, a breakfast & Gupshup Gathering was organized by Industrial Services Division (Pakistan) in March 2023.

At the gathering, everybody got a chance to catch up with each other, share ideas, and discuss ways to improve the work environment in future.

These sessions are great example of how investing in team building activities can have a positive impact on workplace culture.





## INTERACTIVE SESSION AT GUDDU BARRAGE

Infrastructure business development team arranged an interactive session at Guddu Barrage Project Site. The agenda of the session was to create awareness regarding Descon's new Ventures, Divisional Strategy & Business Outlook, Q&A Session and at the end 2 huddle exercises were carried out to inculcate Descon's CoreValues.



## HR CLINICS - ISD (PAKISTAN)

HR clinic is an essential event that demonstrates the HR team's commitment to supporting employees' well-being and success. An HR Clinic was held by Industrial Services Division Pakistan at project sites of Central and South Zones in January and March 2023. The clinic provided a platform for employees to voice their concerns and ask questions about HR policies, benefits, and procedures.

The HR team at project sites offered individual consultations to employees, providing advice and recommendations based on each employee's unique situation.

## OFF THE DESK – ISD (PAKISTAN)

Creating an emotional and personal connection with an organization is important for both employees and the company and it can only be built through communication. Companies that regularly communicate with employees about their goals, challenges, and successes can create a sense of transparency and trust. This type of open communication can help to foster a more personal connection with employees.

To break ice between employees and top management and promote open communication and sense of belongingness, an "Off the Desk" session was held in Pakistan and Qatar in March 2023. The session was moderated by Human Resource Department along with Division President and Head Operations, who ensured that everyone had the opportunity to contribute and that the discussions remained focused.

This session re-energized and motivated the team to continue working more dedicatedly.



## CONNECT DINNER FOR FEMALES IN QATAR OFFICE

An exclusive Dinner was planned with the female staff of Descon Engineering - Qatar.

The idea was to cultivate professional relationships beyond the routine of daily work, strengthen the connection and bond over non-work-related conversations.





**EMPLOYEE OF THE MONTH – FEBRUARY 2023**



**AMANDEEP**

AMANDEEP has shown a high level of performance towards functional objectives, teamwork, commitment, Internal-External customer service skills, and an ability to promote company's core values with proficient excellence. Congratulations! From all of us at Descon



## EMPLOYEE OF THE MONTH ACTIVITY

With our continued efforts of developing a positive and performance driven culture, where recognition of the good work becomes second nature to everyone, we religiously continue to do Employee of the Month activity every month. It's a process that allows employees to feel good about working hard.

## CELEBRATING PERSONAL OCCASIONS: BIRTHDAY CELEBRATIONS

Giving an employee special attention on their birthday makes them feel valued and recognized, and employees who feel appreciated develop loyalty and sense of belonging with the Organization.

It was great fun to celebrate birthdays of employees along with the whole department.



## DESCON OXYCHEM ORGANIZES FAMILY GALA

Descon Oxychem Ltd celebrated the season with its Family Gala Event, held on 11th Mar'23 at the main Plant. Employees were excited to attend the fun filled affair, complete with a variety of food items and numerous activities to keep the whole family engaged.

The management made sure that all employees and their kin enjoyed the day which included a magic show and numerous on-stage challenges which let the attendees showcase their hidden talents.

The leadership team aspires to have similar activities in due course, further enhancing the employees' motivation and engagement across functions.





## DESCON OXYCHEM CELEBRATES WOMEN'S DAY

The 2023 Women's Day was celebrated at the Descon Oxychem Ltd office with an elaborate event, complete with tasty treats and gift bags for each of the female staff. The leadership team in attendance expressed their gratitude to the ladies, and assured them of the organization's focus on

enhancing the workplace diversity further and ensuring the offices are an ideal workplace for the all stakeholders. The event was then followed by lunch at a renowned eatery in the main city, allowing everyone to engage further and enjoy the special day.



## DESCON POWER ORGANIZES CEO COMMUNICATION SESSION

In continued endeavor to promote trust, enhance teams' engagement and to fuel innovation in Descon's culture, CEO Communication was organized at different DPS sites. These sessions helped in bridging gap between employee and the top management, and at the same time, boosted employees' morale, engagement, productivity and satisfaction.







## PROMOTING SAFETY

Employees are the strength of the company; it is because of their hard work and teamwork that the company grows and achieves desired goals.

Descon cares for its employees and their safety. Hence "Safety Week" was celebrated at different sites and prizes were distributed among Safety Champions.



## PROMOTING SPORTS

Sports help people stay healthy both mentally and physically. Sports play an important role in team work and leadership skills that are essential for employees to practice in daily routine at work place. DPS organized "Sport Week" at RPPL site to promote physical and mental health of employees.







## SESSION BY JUBILEE HEALTH AT YEL SITE

An informative session was conducted by Jubilee Health Insurance at Yunus Energy Limited (YEL) site, in which they provided awareness regarding their health insurance policies so that the employees may know how and when to avail the policy at the time of need.

## CELEBRATING INTERNATIONAL WOMEN'S DAY

International Women's Day-2023 was organized and attended by Rousch female employees at NEPRA.

The event was addressed by Mrs. Erum Tauseef and Mr. Tauseef H. Farooqi (Chairman NEPRA) who highlighted that sustainable development cannot be achieved without equal participation from both genders and encouraged women to contribute in the sustainable future of the power sector.



## RESTORING PLANET'S HEALTH: MANGROVES PLANTATION DRIVE

Planting Mangroves can help restore the health of the land, seas, and climate. It also serves to protect marine habitats from harmful nutrients and runoff that can harm seagrass, coral reefs, and fisheries.

DPS took an initiative to support this objective and being responsible by planting Mangroves at the Ghara Site.