



# GLIMPSES OF THE DESCON LIFE



**Descon News**  
Issue IV, 2022





## RECONNECTING WITH EX-DESCONIANS – LAUNCH OF **DESCON ALUMNI ASSOCIATION**

The concept of Corporate Alumni is growing fast the world over and has given many avenues of progress to not only organizations but also the alumni. In today's world, networks and connections are very valuable. Globalization has at one end, extended businesses over vast distances but at the same time social media as well as the various online sources have made communication easier.

The Descon Alumni initiative started with the thought of reconnecting with all the ex Desconians who have worked with the organization over the years. A progressive organization like Descon values its human resource, be it past or present, as they are the ones who provide the soul in all projects undertaken. This thought led to the creation of The **Descon Alumni Association**; a platform for making this connection possible.

By keeping the Descon Alumni updated about Descon via emails and newsletters etc. and at the same time keeping Descon updated about the alumni via a webpage where the

alum can register and update their information, we aim to provide a two way communication that will ensure that even after leaving Descon, our ex team members stay connected with the organization.

HAPPY TO ANNOUNCE  
**THE DESCON ALUMNI ASSOCIATION**  
WEBPAGE LAUNCH

LET'S  
RECONNECT  
TO PROGRESS  
**TOGETHER**



<https://alumni.descon.com/>

## CEO COMMUNICATION SESSION

Descon Engineering Limited (DEL) conducted its year end CEO Communication Session to further build on its foundation of Teamwork and trust. According to its FY 2021-22 performance metrics, DEL has recorded considerable revenue growth as a result of important projects in the domestic and international geographies.

"Over the last several years we have established and cultivated an extraordinarily brilliant team who has a healthy sense of collegiality, desire for success, and mutual trust that pervades in our company," Taimur Saeed, CEO (DEL) stated, underlining the significance of teamwork.





## DEL LEADERS CONDUCT TOWNHALLS

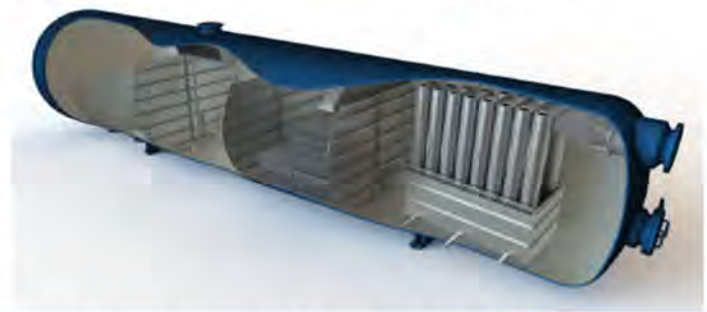
Furthering the “Open Communication” culture at Descon, DEL Leaders conducted Townhall Sessions within their respective divisions to connect with their teams, share business updates and future plans, and address any concerns / queries.



## DESCON ENGINEERING MAKES A BREAKTHROUGH IN ZIRKU ISLAND; PROJECT AWARDED BY ADNOC OFFSHORE

Descon Engineering's Industrial Services Division (UAE) has been awarded “Upgrade of Free Water KOD (441-V-002 A/B/C) Replacement of Internals” from ADNOC Offshore, a strategic milestone under the EPC retrofit segment. This project is Descon's first entry into Zirku Island, foreshadowing future successes in ADNOC Offshore locations. The scope of work includes carrying out necessary Design Engineering, Procurement, supply of new vessel internals, supply/fabrication of accessories, transportation of all materials to Zirku Island, Vessel cleaning/de-sludging, removal of existing internals & Installation of new internals.

Critical activities involve the internal replacement for Free Water Knock Out Drum as ADNOC Offshore intends to increase the production from 700 MMBD to 1.2 MMBD from UZ Field, and extensive procurement of internals.



## DESCON ENGINEERING TO CONSTRUCT WAREHOUSE BUILDING FOR BULLEH SHAH PACKAGING (BSP)



Descon Engineering's Construction Division (Pakistan) has been awarded with the Construction of Warehouse Building at BSP, Kasur. BSP's warehouse building met an unfortunate accident earlier this year, where it caught fire and burnt down along with all finished goods stored inside. During these testing times, Descon extended full support to BSP by deploying its safety personnel at their facility and carried out demolition and clearing works in the aftermath of the incident.

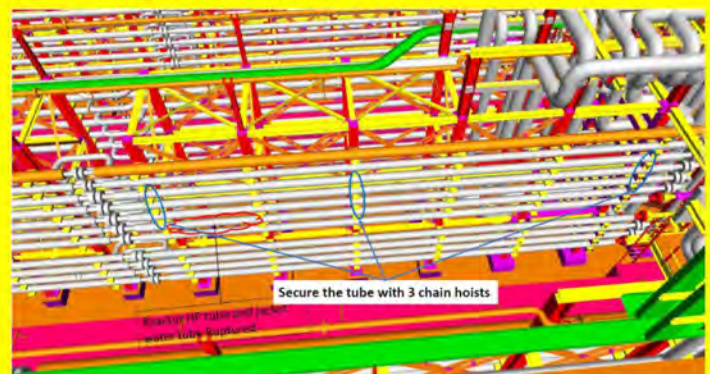
This building is a concrete shell structure roofed warehouse, instead of a steel structure building. It spans across five zones with a total covered area of approximately 300,000 sqft.

## DESCON AWARDED LDPE REACTOR REINSTATEMENT WORKS DURING EMERGENCY SHUTDOWN

Descon Engineering's Industrial Services Division (UAE) has been awarded “Reactor Reinstatement Works in LDPE Emergency Shutdown for Borouge Plant at Ruwais” from Abu Dhabi Polymers Company Ltd. (Borouge). Scope of Work includes removal of whole reactor special tubes (Total 144 No's) through cranes utilizing hydraulic tensioning tool size for M48, with maximum allowable pressure 2250 bar, to open all high-pressure joints and further cleaning them with the help of Hydro Jetting.

The job is of significant importance as Descon Engineering is supporting the client in attending to an urgent repair of one of their critical plant equipment involving limited time for

removal and installation of tubes, with urgent mobilization of skilled resources and arrangement of specialized tools to perform the required scope.



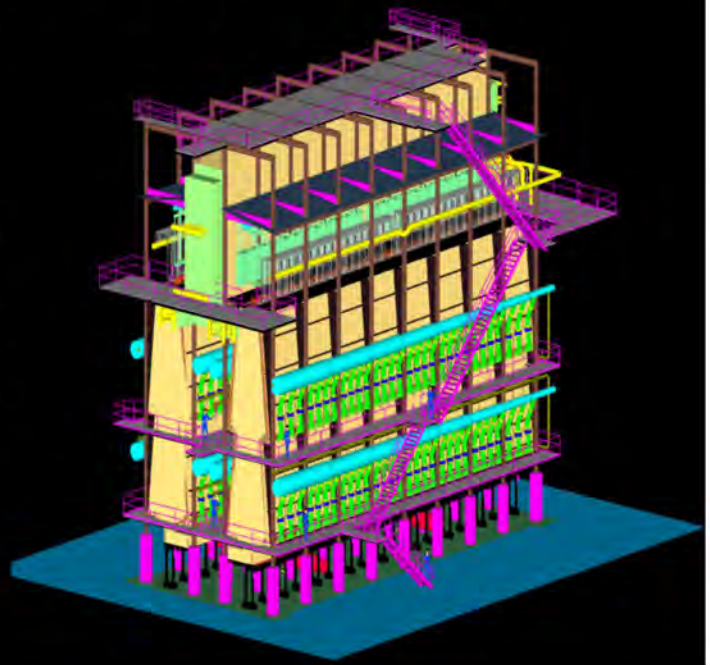


## LTR PROJECT AWARDED BY ENGRO FERTILIZER LIMITED (EFERT)

Descon Engineering's Industrial Services Division (PAK) has recently been awarded Long Term Reliability (LTR) Project by EFERT.

The major scope of work covers revamp of Ammonia Plant Primary Reformer (Replacement of 392 Radiant Section Catalyst Tubes, 30 Convection Section Tubes, Pig Tails, Burners, Headers, Transfer Line & Stack) and Urea Plant ACES Equipment (Replacement of Stripper and 2 Carbamate Condensers involving very critical rigging of weight 197 tons & height 38 meters). Distinguishing the challenges involved in the job also include replacement of convertor effluent Heat Exchangers (including 12 HEX's dismantling and 2 new installations) and Piping.

Duration of project is 2 months pre-TA, 50 days TA window, along with 30 days post-TA.



## WWF & DESCON ENGINEERING COLLABORATE TO CLEAN CITY WASTE WATER CHANNELS OF PLASTIC



WWF & Descon Engineering sign a MOU to clean Lahore city's plastic waste from waste water channels. The initial phase is to design a prototype solution, manage supply and construction of this recovery system on channels. The objective is to have a simple solution which must be scalable, cost-effective and easy to operate across the country.

We look forward to partnering with WWF and providing solutions to make our cities free of plastic waste. This is a CSR venture of Descon and we look forward to more such future collaborations as well.

## LAHORE MANUFACTURING WORKS AWARDED 02 BOILER CONTROL SYSTEM (BSP & COLGATE) ORDERS TO DAC

Descon Automation & Control (DAC) has secured 02 orders from Lahore Manufacturing Works (LMW) for the boiler control system of Bulleh Shah packaging greenfield corrugator plant (8TPH fire-tube) & Colgate Palmolive (10TPH fire-tube).

DAC Team was continuously engaged with LMW, for both these scope which includes Supply, Engineering, testing and Commissioning of PLC based control system.







Packages Limited

## DAC MAKES A BREAK THROUGH IN PACKAGES

DAC has made a breakthrough in Packages by securing an order of Mapping Study for Fire & Gas detection & suppression system for their newly installed Solvent Recovery Plant (SRP). This plant is one of the latest and only 3rd in the World which collects vapors & fumes from all the printing machines operating at Packages and converts into 7 different types of chemicals which are 99.9% pure and ready to be used again.

DAC order starts from mapping study of Fire & Gas detection system till installation & commissioning of suppression system for the plant which will be awarded one by one in 3 phases. This is a major achievement for DAC since it will be the 1st mapping study & suppression system to be conducted & delivered by DAC, setting good reference for Fire & Gas projects in other industry segments.

### INTERNAL AND EXTERNAL STAKEHOLDERS ENGAGEMENT BY INDUSTRIAL SERVICES DIVISION (PAK)

Effective engagement of our external and internal stakeholders is imperative to our success. Bearing this in mind, ISD Management planned weeklong interventions with its project teams, as well as with client's top management in Pakistan with the objective of;

- Meetings with top management of Engro Fertilizers Dahrki and PakArab Fertilizers, Multan.
- Interacting with ISD teams at Engro Fertilizers LTR Project and Pak Arab Fertilizers DBN Project (internal Cold Eye Reviews to gauge preparedness and major challenges being faced)
- Conducting Management HSE Walk downs at both projects to deliver the message of leadership involvement and commitment towards further building the right HSE culture in Descon.
- Team lunch (PFL DBN Project) and dinner (EFERT LTR Project)

Such engagements shall pave path towards long term retention of our important stakeholders, both internal & external and we are determined to continue planning such interventions in future as well.





## COLD EYE REVIEW EFERT SHUTDOWN

Successful cold eye reviews were held at EFERT Shutdown, Daharki with the client. The Descon team delivered a very well synergized 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 to gear up for the enormous task ahead of successfully completing two parallel shutdowns.



## COLD EYE REVIEW PAFL SHUTDOWN

Cold eye review was held for PAFL Shutdown, Multan where the Descon team explained about the preparations of the upcoming project. Division President ISD, Division heads and core team joined the session.



## DEL WINS MULTIPLE AWARDS FOR ITS BENCHMARK HSE INITIATIVES

DEL has been consistently working towards becoming a benchmark for the industry by achieving excellence in Health, Safety, and Environment (HSE). Recently, the company has been recognized for its safety standards by various clients.

It has received accolades from organizations across the Middle East and Pakistan. Some of them being: Abu Dhabi National Oil Company (ADNOC) Gas Processing, General Electric (G.E) and Emirates National Oil Company (ENOC) in UAE, Shell GTL and Q-Chem in Qatar, OQ in Oman, Lotte Chemicals and OGDCL in Pakistan. The organization has also shown its commitment to prioritizing the highest standard of HSE and zero loss time injury (LTIs).

The company remains dedicated to this by maintaining the safety and health of all stakeholders, internal and external; as well as, ensuring that there is a safe return for everyone through focused leadership, engaged teams, and effective communication.





## RECOGNIZING EMPLOYEES FOR COMMITMENT TO SAFETY



HSE is always a focus at Descon and safety being one of its core values necessitates that we continuously work on developing a more aware workforce and a safe environment for our teams at project sites and offices. This can only happen when we all join hands and the organization also rewards those who, on individual basis, lead the HSE improvement initiatives.

As part of our efforts to bolster HSE awareness and safe environment, the ISD (Pakistan) carried out an award program at site and offices to encourage those who excel in this area and make recognizable efforts to establish safety first culture during the hectic shutdown activities.

## AWARD BY QCHEM FOR MOST EFFECTIVE PARTICIPATION IN HSE DRIVES PROGRAMS

Descon continues to be recognized for its focus on safety. Descon Engineering wins the Safety Drive Award by Qatar Chemical Company (Q-Chem) for setting and following high HSE standards.

The Furnace 6 team participated effectively in the HSE drives, introducing some additional initiatives to ensure everyone's safety at site.

Moreover, Descon Engineering is the first contractor to have won such an award from Q-Chem. It is an honour for Descon to receive this award as a responsible company, promoting behavioural and workplace safety.



## ASPIRING FOR HIGHEST HSE STANDARDS: Q-CHEM APPRECIATES DESCON ENGINEERING FOR SAFE 1 MILLION MANHOURS



Descon Engineering is committed to maintaining the safety and health of all its stakeholders, either internal or external. This is being achieved through focused leadership, engaged teams, and effective communication.

The team of 6th Furnace Construction Project at Descon (Qatar) promoted the integration of occupational safety in production process development and continuous improvement through benchmarking.

Descon team safety excellence was recognized by the Qatar Chemical (Q-Chem) with Certificate of Appreciation for achieving 1 million manhours.





## DESCON ENGINEERING'S INDUSTRIAL SERVICES DIVISION BECOMES A MEMBER OF BRITISH SAFETY COUNCIL

For over sixty years, British Safety Council has been providing valuable guidance, trainings and networking platforms to its members in more than 60 countries to ensure that no one should be injured or fall ill because of their work. As a proud member of British Safety Council, Descon Engineering is also committed to keeping people safe and healthy at work.



British Safety Council  
— Member —



This is to certify that  
**DESCON Industrial Service Division**

as a member of the British Safety Council, is committed  
to keeping people safe and healthy at work.

Valid until: 30 July 2025

Peter Mitchell  
Chair of the Board of Trustees

Mohammed  
Chief Executive



Because  
Experience  
Counts



**Benefits of Coaching**

1. Establishing and set toward achieving goals
2. Increased level of engagement
3. Safe Place to learn Perspective
4. Higher Level of Learning
5. Build Personal Awareness Skills

### HSE COACHING SESSION

In the present competitive business environment, HSE reputation and performance is very important not only for business growth but also for survival. HSE Department has designed a Coaching Program to develop HSE Leadership and Accountability. The program refreshes HSE objectives and Descon's HSE vision, concept of perception and result. It explains how to hold people accountable and responsible for HSE success/failures and how to convert our commitments into actions that produce results.

### HSE PEP TALK

Whatever role you are in there is always a possibility of an accident or damage to someone's health. All work exposes people to hazards.

The reason behind reduction in accidents and diseases caused by work is because systems of prevention are in place which have been built over the years. Safety does not come about by accident; most accidents happen because they have not been prevented.

Head Operations ISD (Pakistan) conducted an HSE PEP Talk on EFERT Shutdown with main focus on Stress Management, Hazard identification, Defensive driving and 7 Descon Golden Rules & Disciplinary Action Protocol.



### REFRESHER TRAINING ON SAP-CATS ADMIN AND E&P MODULES II 17 SEPTEMBER 2022

A refresher SAP Training Program on SAP-CATS Admin and E&P Modules was conducted at ISD Qatar BU. Site Teams also participated in this learning session which was conducted by Mr. Moin Ahmed, Mr. Noushad Khan and Mr. Muhammad Ovais.



## INTERNAL AUDITOR TRAINING & AWARENESS OF ISO STANDARDS

A one-day learning session was arranged on Internal Auditor Training & Awareness of ISO Standards with collaboration of R&C team. This session was led by Abdul Qadir Khan (Manager, QA&QC) with the aim of sharing knowledge of ISO Standards, requirements and basic elements of a Quality Management System.



## TRAINING ON CONTRACTS MANAGEMENT

A training on Contracts Management was conducted on 14 September 2022 by Tauqeer Nazim at ISD Qatar BU. Site Teams also actively participated in this learning session which was very engaging, followed by a quiz and real time case studies analysis.



## RECOGNIZING LONG ASSOCIATIONS

As a gesture to thank our long serving employees for their commitment and contributions in building Descon Engineering, Corporate HR team organized a Long Service Awards Ceremony for four different categories i.e. 5, 10, 15, and 20 years of employment.

The ceremony was attended by Corporate Heads and the CEO. The ceremony opened with a welcome speech highlighting the importance of long service awards, followed by appreciation tokens distributed among long serving employees by the leadership team.





## TEAM BREAKFAST & EMPLOYEE RECOGNITION / APPRECIATION AWARDS

The achievement of successfully executing several back-to-back and parallel shutdowns and award of new jobs (majorly EFRT Shutdown PAFL Shutdown and MG Motors Retrofit in Pakistan) is certainly a great success for the company. Acknowledging the contributions of all involved, Appreciation Awards Ceremony & Team Breakfast was organized at ISD Pakistan by the HR Department. Division President ISD, Mr. Anwar Ul Haq along with Division heads graced the ceremony with their presence.

The President and Head Operations distributed Appreciation Certificates amongst the members.



## EMPLOYEE ENGAGEMENT DINNER AT EFRT SHUTDOWN

An informal meeting at the dinner table can set the tone right to bring the employees at ease and let them open up to have a candid discussion with their senior. This was the idea behind the engagement dinner of EFRT Shutdown Core Team with Head Operations ISD Pakistan. The team was invited for dinner where they shared their future career aspirations and ideas for improvement in the business process of the company.



## DESCON FURTHERS ITS AGENDA TO PROMOTE D&I: VISION – FEMALE GRADUATE TRAINEE PROGRAM

The First Female Graduate Trainee Program of Descon, was launched in September, with the aspiration of making Descon an inclusive employer and diversify its pool of talent. The platform is designed to provide the fresh female graduate trainees for development of their skills and capabilities, so that they can contribute to the economic development of the country. The first batch of 20 FLIP Interns will join DEL as the first phase of Female GTP.

## DIVERSITY & INCLUSION LUNCHEON

Industrial Services Division initiated a D&I Luncheon in order to better connect with the female employees in Descon and to promote diversity at all work levels, as well as at project sites.

The female team members shared their career history, achievements, future aspirations and were also encouraged to give feedback on how business processes could be improved.





## ON BOARDING FIRST FEMALE COLLEAGUE AT LAHORE MANUFACTURING WORK'S SHOP FLOOR

Diverse culture is paramount to sustained success. In constant pursuit of developing Inclusive workplace that values, appreciates and welcomes employees of all backgrounds and diverse characteristics, Descon is pleased to share the joining of Manhal Mumtaz (Engineer Production Planning), our first female colleague at LMW shop floor. As our journey continues, talent from various facets shall be part of Descon family enriching our work environment and ensuring long term success.

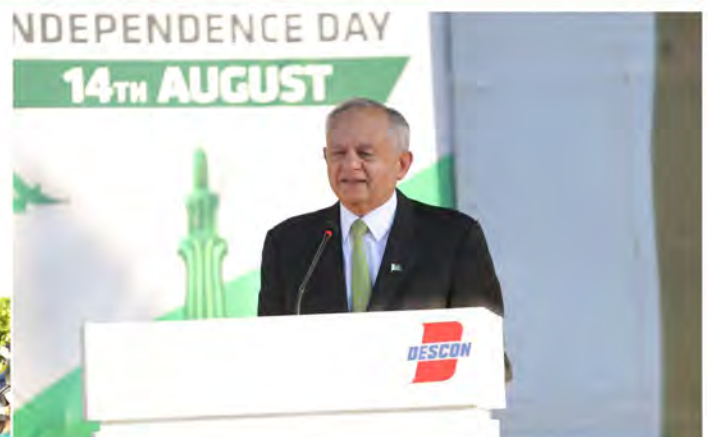


## FEMALE APPRENTICESHIP PROGRAM

DEST has launched a "Female Apprenticeship Program" as part of its Diversity & Inclusion agenda. The plan is to develop a consistent talent pipeline to undertake current and future workload and to develop a more inclusive workforce that is ready to take up challenges under the guidance of experienced Managers and Mentors. The program is designed to ensure enhanced productivity and efficiency of the apprentices. The key elements of program include on the job training for the Apprentices and after the completion period, placement in various critical projects undertaken by DEST.

## INDEPENDENCE DAY CELEBRATIONS AT DHQ

Descon commemorated Pakistan's Independence Day with great zeal. Descon, a multinational organization with origins in Pakistan, that attributes its identity and success to the country, celebrated the independence day with enthusiasm.





## INDO-PAK INDEPENDENCE DAYS CELEBRATIONS

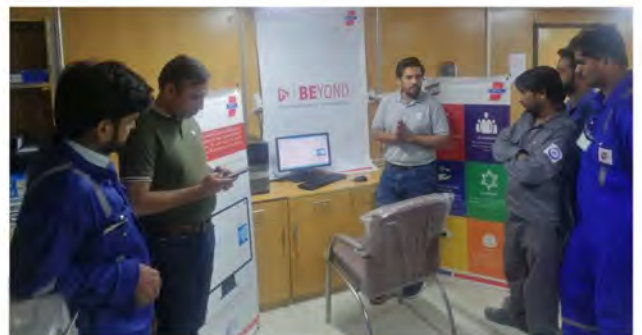
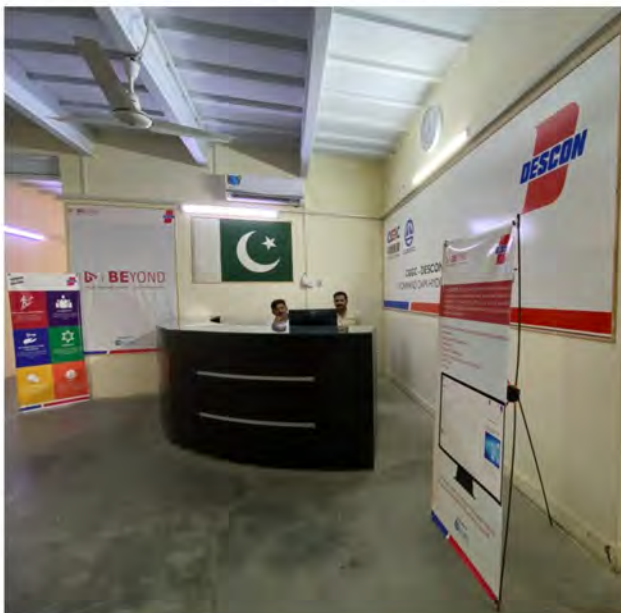
Qatar ISD BU celebrated 75 years of Indo-Pak Independence Days on August 14, Sunday. On this special and very auspicious occasion for both nations, Descon celebrated together with a pledge to promote peace, diversity, harmony, and unity of our great nations.



## 'PROJECT BEYOND' SITE DEPLOYMENT

As Descon Engineering has successfully launched various HR Modules on Decibel – Project BEYOND, it was essential that the site-based staff has easy access to their Decibel portals. In the same vein, BEYOND (Decibel) kiosks were set up at project sites to technologically facilitate and empower the employees. Staying true to the company's vision of Innovation and

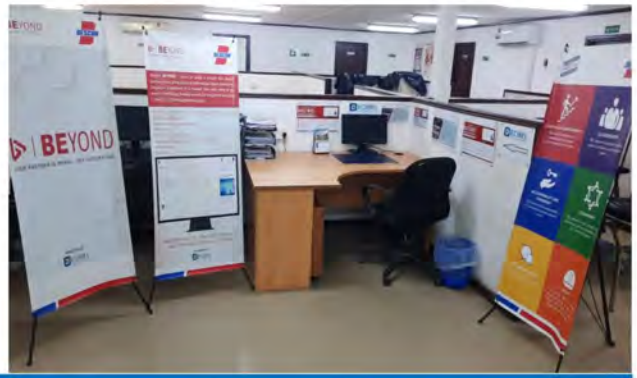
Descon's core value of Continuous Improvement the intent is to enhance employee experience by providing them an efficient system. This digital platform will help the site-based staff to save valuable time and run operational activities with ease.





## DECIBEL ESS SENSITIZATION KIOSK DEPLOYMENT IN QATAR OFFICE AND SITES

Descon successfully executed the ESS Sensitizations Activity by ensuring proper deployment of Decibel KIOSK at the Qatar BU Head Office and at the respective site offices. The deployment of the Decibel ESS KIOSK was done ensuring proper reach to every employee.



## HUMAN RESOURCE DEPARTMENT'S AWAY DAY

Away Day is an incredible opportunity for teams to connect outside of the office through teambuilding activities whilst learning to know each other better. The DEL HR team organized an Away Day for Human Resources teams from across Descon Companies, with an intention to recognize and celebrate its people.

For an outstation trip, Human Resources Teams were spirited away from their normal work settings and into the mountains of Changla Gali for an adventure spree, where multiple team building activities were carried out.

Living the Descon Values is major part of any Desconian's life. 6 team members were awarded the CLATOS shields for exhibiting these values in an exceptional manner.





## REVISING LIFE INSURANCE POLICY

As part of the company's efforts to attain excellence in all aspects of business functions through our core value of continuous improvement, Descon has revised its group life insurance policy. The intent behind revamping this policy is to ensure the highest level of service to our employees and for aligning ourselves with the market and evolving needs of our organization. Highlights of the policy includes:

The insurance coverage has been revised from a fixed amount in previous policy to 24 base salaries in case of natural death 48 base salaries in case of accidental death of an employee.

- The details of benefits in case of permanent and partial disabilities are elaborated.

- The employee categories are clearly defined, based in the current employee classification.
- The age limit of insurance coverage is defined.



## CORE VALUES HUDDLE

Descon Engineering's Industrial Services Division (Pak) organized its weekly core values huddle in which randomly nominated employee elaborate their team members on their thoughts and knowledge regarding any of the Descon's core values. These weekly core value huddles help improve the overall understanding of the core values and in making these a part of our culture. Employees are encouraged to speak openly about related concerns or suggestions and thus we try towards making these core values a part of our routine discussion.



## INTRODUCING E- LEARNINGS AT DESCON

Current times and work pressures necessitates making blended learnings easily available at a customized pace.

Practicing its commitment on Continuous Improvement and Teamwork, Management Development Center (MDC) launched e-modules on Descon Code of Conduct, Values and Safety in the first phase.

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.





## INVESTING IN OUR EMPLOYEES

Continuous learning and development are key to organizational success. ISD (Pakistan) HR & MDC conducted a number of technical and soft skills trainings which not only helped in knowledge retention and enabled the employees to achieve success in the workplace. But also nurtured employees to develop more well rounded skill sets which helps them to contribute to achieving the company's targets. Different training programs have been launched during first quarter of fiscal year 2022-2023;

- Learning Session on Personal Mastery - MDP 1
- Learning Session on Leading Teams – MDP 2
- Goals & Objective Setting
- Performance & Objectives Assessment
- Internal Auditor Training and Awareness of ISO Standards (9001, 14001 & 45001)
- Cost of Poor Quality
- Enterprise Risk Management

- SAP PS Module Training
- SAP FICO Module Training



## MANGO MANIA AT DEST AND LMW

Employee engagement is a very important element for a thriving culture and in the same vein, Mango Mania was arranged by both Lahore Manufacturing Works (LMW) and Descon Engineering Services & Technology (DEST), where everyone participated with zeal and zest, making it a memorable event.

## A MANGO A DAY KEEPS ALL THE BITTERNESS AWAY: QATAR ORGANIZES MANGO MANIA

This summer season, Qatar BU employees celebrated Mango Mania, creating an environment of festivity all around.





## DESCON OXYCHEM EXHIBITED IN THE PAKISTAN CHEMICAL EXPO 2022

Descon Oxychem Limited exhibited as a Gold Sponsor in the Pakistan Chemical Expo 2022 organized by the Pakistan Chemical Manufacturers Association (PCMA) on 19-20th July 2022 at the Lahore Expo Centre. The event was inaugurated by the President of Pakistan, Dr. Arif Alvi, and graced by leading and prominent chemical manufacturers from Pakistan with the likes of ICI Pakistan, Reliance, Engro Polymer & Chemicals, NIMIR, CHT Pakistan etc.

On the sidelines of the expo, an international conference was also organized in which topics with relevance to the event were brought under discussion:

- Tariff Structures to Support Industrialization
- Sustainability in the Chemical Industry
- Bio Economy: A Route for the Future, Opportunity Window for Pakistan

- Chemical Enterprises Competition between Academia
- Process Safety in Chemical Industry
- Strategies for Success in Building Downstream Chemical Sector
- Digitalization – Optimizing for Sustainability and Profitability

Another highlight of the event was 'CEO Panel Discussion' on the challenges and opportunities for the Pakistan Chemical Industry – Vision 2050. Amongst other Keynote panelists, Descon was represented by our Chairman, Mr. Taimur Dawood.

Overall, the event proved to be a sizeable opportunity enabling participants to interact with their existing client base, prospects, and other industry professionals."





## DESCON OXYCHEM CELEBRATED INDEPENDENCE DAY

“There is no power on Earth that can undo Pakistan”:  
Qauid-e-Azam

Descon Oxychem celebrated Independence Day with joy, zeal & enthusiasm. The plant was all decorated on a white & green theme. On this day DOL arranged different activities for its employees to make the day memorable.

The day started off with a flag hoisting ceremony & cake cutting, followed by a cooking competition among different teams. Other short activities like quiz competition regarding general knowledge of Pakistan & games were also arranged. Employees were sent off with small gifts on winnings.





## CSR INITIATIVES BY ROUSCH POWER

Under the guidance of CEO Rousch (Pakistan) Power Limited, the RPPL CSR Committee visited the following Institutions and met their head of Departments.

- Govt. Hospital/Rural Health Centers.
- Govt. Special Education Centers
- Govt. Primary & High Schools
- Office of the Assistant Director of Environment Protection Agency

During the meeting, Committee observed that electricity is a very essential part of the services being provided to the beneficiaries of the school & hospitals. Furthermore, the committee found a shortage of very basic medical & education equipment in hospitals, and schools, especially in the Special Education Center.

Keeping in view these essential necessities, Rousch provided, 3 solar systems having the full capacity for their usage in Civil Hospital, Girls School Abdul Hakim & Special Education Center. This step for the provision of Solar systems will further contribute to managing the power shortage in the country. In addition to that RPPL provided the below equipment to the institutions.

- Govt Civil Hospital Abdul Hakim:  
ECG Machine, BP Operatus, Beds, Sterilization System, Beds mattresses /Side Table, IV Stands, Wheel Chairs, Instruments Trolley, Emergency Couch & Kits, Ceiling Fans & Patients Sitting Shed including Benches, Ceiling Fans & Electric Water Cooler.
- Govt Special Education Center:  
Provision of 150 Library Books, 3 Perkin Braille, Brails Board with pigs, Brail Frames and Burials Papers, Desktop Computers with LED Monitors, 8 Wheelchair Physical disables, LED TV (65") for week vision students, White canes, Math Slates, Furniture, Electric Water Cooler & Ceiling fans for Classrooms.
- Govt. Girls School:  
6 Kilo Watts Solar System to the Primary Section of Govt. Girls High School, Abdul Hakim
- Environment Protection Agency:  
Provision of 5000 Tree Plants to Schools, Colleges hospitals through EPA.
- Provision of RO/Water Filtration Plant:  
Rousch observes the basic requirement of a Water Filtration/RP Plant for the community of Abdul Hakim.





## HOUSEKEEPING DRIVES AT RYK BY DESCON POWER

Housekeeping drives were conducted at RYK site. All employees actively participated in housekeeping and cleaning of plant. Implementation of 5-S housekeeping was ensured.



## HR BETHAK BY DESCON POWER SOLUTIONS

HR Bethak was conducted at all wind sites with the following agenda.

1. Goal & Objective Settings (2022-2023)
2. A brief overview of changes in HR Policies
3. Q&A's related to the Bell Curve concept.





## MANGO WEEK (DAWAT-E-AAM)

Descon Power Solutions always emphasises on social gatherings to enhance the social binding among the employees. Mango Day Celebration –The best way to celebrate summers.

DPS (RPPL site) arranged DAWAT-E-AAM where all site employees enjoyed different activities including Qatal-e-Aam, Sawal-e-Aama, Mango Monster and Aam Equation and showed their interest and enthusiasm. Different types of mangoes were served to the employees to enjoy.



## DEFENSIVE DRIVING TRAINING AT DPS RPPL

A one-day defensive driving training was conducted at RPPL – DPS site. District police officers from Khanewal were engaged to deliver the training. Theoretical as well as practical examples were discussed. All employees actively participated in this session.

