



## Descon Reaffirms Commitment to Excellence in Execution

“As an industry leader, Descon has delivered some of the most complex projects of the country, owing to its execution strength. This distinction in quality performance and deliverance of high standard results has been recognized by our customers, contractors, and most importantly our employees.

We truly are **Partners in Progress**, in letter and spirit, and as such, our foremost priority has, and will always be Service Delivery. It is time to approach this drive yet again with renewed enthusiasm of “**Do it right the first time**”, with a focus on **Excellence in Execution**.

I would like to acknowledge and appreciate the contribution and commitment of our leaders and their respective teams to ensure the highest standards of quality in deliverables.

We at Descon have the most talented professionals and working together we will be Unstoppable.”

Nadeem Bajwa  
CEO  
Descon Engineering

## CEO “CONNECT” Session with Execution Teams

Nadeem Bajwa, CEO Descon Engineering, conducted open communication sessions with Descon Engineering execution teams at **LMW** and in the **UAE**. With a strong commitment to Excellence in Execution, Nadeem lauded the team's efforts and perseverance during the tough pandemic crisis. He acknowledged the commendable work by each team member to keep the business afloat.

Nadeem also acknowledged the integral role of his leadership team in steering the ship forward, with special focus on Operational Excellence.





## 'Let's CONNECT' Sessions

In line with our core value of Teamwork and our belief that **"TOGETHER WE ARE UNSTOPPABLE"**, President Manufacturing Division conducted an engaging session with the front end staff i.e. shop floor supervisors at Hamriyah Manufacturing Works in order to recognize their efforts for the business and emphasize that their contributions are extremely valuable in our success.



## Descon Oxychem Achieves 118 MT Production After Successful Plant Expansion



Descon Oxychem Limited (DOL) has successfully and safely completed its capacity enhancement, achieving a target of 118 metric tons per day production. With the capacity enhancement the company aims to meet the growing demand of the consumers.

The state-of-the-art manufacturing facility supplies customized chemicals for textiles, food, and beverage safety including other industrial and consumer sectors. Over the past few years, DOL has secured the position as the market leader while representing Pakistan in the global market. With the increased production, the company aims to serve the growing local demand mainly for premium quality and high concentration grades of hydrogen peroxide used in various products.

The company intends to diversify its product line while taking on newer segments where hydrogen peroxide can be used for water disinfection and treatment.

## Descon Engineering Receives AA- & A1 Ratings by PACRA

Descon Engineering, Pakistan was recently evaluated by Pakistan Credit Rating Agency (PACRA) and it is a matter of profound honor to share that Descon has received very impressive long term and short term entity ratings i.e. AA- & A1 respectively.

These ratings reflect Descon's strong capital structure, and stable cash flows. At the same time, these ratings take into account the company's continuous quest for efficiency improvement, strong system controls and increasing automation.

## OUTSTANDING RATINGS



## Descon Bags a Project from ADNOC Refining



Descon Engineering's Industrial Services Division (UAE BU) continues to strengthen its relationship with ADNOC. It is pleased to announce yet another project award from ADNOC Refining, "Cleaning and Repairing of Phenolic Stripper Columns 1700C001 & 2700C001 at Ruwais Refinery West (RRW)". The scope of work covers internals dismantling, cleaning, repairing & installation of phenolic sour water stripper columns (2 No's) including repair of damaged trays & supports.



## Progress at Kurram Tangi (Hydro Power) Project

This challenging project is located in North Waziristan, Spin Warth area. The Project execution in the highest risk area poses different challenges such as movements under security with limited working hours. The KT team has completed the milestone of installing 02 Draft Tubes successfully & well in time.

We look forward to successfully achieving our future milestones as well.



## Making Ideas Happen - Introducing Portable Foundation for Reciprocating Compressor

In pursuit of excellence in our core values, Descon Engineering Services and Technology has provided an innovative solution for M/s UEPL by designing Portable Block Foundation for Reciprocating Compressor Machine in place of Cast-in-Situ technique. This innovative approach utilizes segmented foundation blocks which will be tied up with Post Stressing technique and will be easily re-locatable, hence can be re-utilized.

This foundation design has been implemented and received much appreciation from the UEPL for out-of-the-box thinking which let them take benefit in terms of major cost reduction and time optimization.

## PDIL Awarded Re-Order Of Additional Amine Sweetening Unit by Mari Petroleum Company Limited

It is a matter of great pride for Presson Descon International Limited (PDIL) to be awarded a supply project of another Amine Sweetening Unit (ASU) from Mari Petroleum Company Limited (MPCL) for Goru-B Dharaki Field. MPCL had awarded two ASUs in September last year and the award of another ASU is testament of client's confidence in Descon Engineering Limited and PDIL.

This is an important achievement for Descon as this will further establish its credentials as a supplier of Gas Processing equipment.



## Descon Signs Cooperation Framework Agreement With Jinsheng JIDA

Descon Power Solutions (DPS), in its quest for expanding its business portfolio, signed a Cooperation Framework Agreement with Jinsheng Jida Blade Services Company for provision of new blades, and blade repair & maintenance services to wind power generation plants in Pakistan. The company is headquartered in Tianjin, China with offices in different cities including Barcelona, Spain.

Jinsheng Jida has to-date serviced tens of thousands of blades as per customer requirements. The Company offers various

solutions for the upgrade, upkeep and longevity of wind turbine blades. This increases the operational efficiency of Wind Tower Generators in the most hostile of environments with a positive impact on energy production levels.

With its recent portfolio expansion, and other initiatives in line, DPS hopes not only to maintain its leading position in the wind services market but also spearhead with a differentiated and complete wind services portfolio available locally under one roof.



## Descon and MUC Join Hands



As part of Descon Engineering's aim to develop EPC Retrofit segment in targeting a wider range of projects in the region and strengthening its portfolio in this promising field, it is a pleasure to announce a new memorandum of understanding agreement with a leading design consultant in the region, MUC.

This MoU between Descon and MUC aims to put a cornerstone for future collaboration and joining of

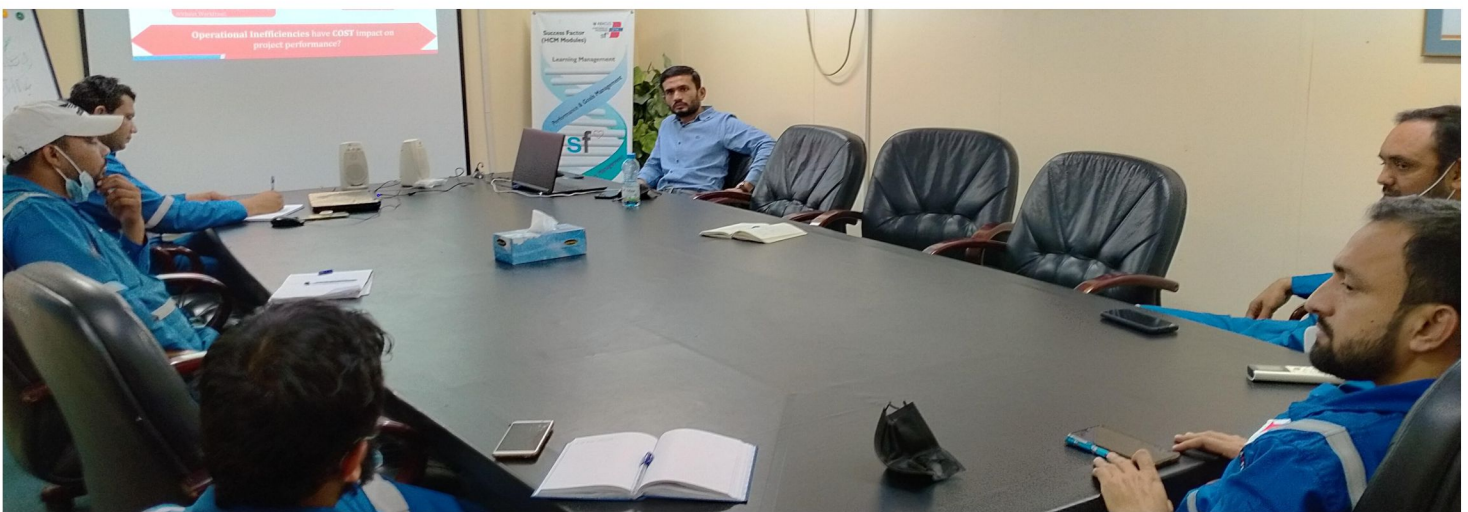
efforts and expertise, by utilizing MUC engineering capabilities and experience and combine it with our retrofit strength in developing further business opportunities and increase EPC retrofit market share.

MUC will contribute in providing the required engineering services to Descon on a project to project basis. Under this MoU The two parties will work on targeting business opportunities in the regional markets including UAE and Oman.

## Session on Cost of Poor Quality CoPQ

To enhance the focus on Cost of Poor Quality (COPQ) initiative, exclusive sessions were conducted in Ruwais & Habshan Zone with key execution & site resources that

covered the concept and perspective of COPQ, benefits & related KPIs along with brief concept of ProAACT.



## Performance Run-Through Sessions

In order to re-align the objectives for the 2nd half of the year, Manager Maintenance Industrial Services Division - UAE conducted multiple sessions with Department Heads, emphasizing the importance of giving feedback and insight into their performances, thus allowing them to work on improvement areas before the year-end.

## MnM Sessions

Exclusive MnM (Mentor & Mentee) sessions by Manager Maintenance Industrial Services Division were conducted with departmental incharges highlighting the importance of Team Work, Leadership & Continuous Improvement. Significance was given to further inculcate the spirit of our core values in the team & provide them with guided approach on how to handle operational challenges at work.





## HSE Awards Ceremony at Mohmand Dam Project Site

Infrastructure Projects Division conducted an HSE incentive award ceremony at Mohmand Dam Hydropower project site.

Project Director distributed certificates and cash incentives among the high performers.



## Caring for the Environment

Infrastructure Projects Division's HSE team ran a "Tree Plantation" campaign at Kurram Tangi Dam project site.

## QHSE Audit at Mohmand Dam Project Site

QHSE audit was conducted at MDHPP in February by the IP Division. Head QHSE & site management actively participated and several observations were shared with the team.



## Descon Participates in QAPCO HSEQ Event

Mr. Abdul Wasey Khan, Country Manager, Sale & Marketing, Qatar represented Descon Engineering in QAPCO HSEQ event titled 'One Team'. The discussion covered topics like challenges foreseen for upcoming Turnaround 2021 from our partners' perspective and how QAPCO & partners as One team can support to overcome such challenges.



## HSE Toolbox Talk

Keeping our prime focus on our employees' health and safety and to ensure strict compliance of COVID safety protocols not only in the office, but at the shop floor as well, President Manufacturing Division conducted HSE Toolbox Talk with the entire labor staff and clearly communicated the significance of following HSE measures on the floor.

He also talked about the precautions to avoid spread of COVID, exposure of people to risk aspects and encourage the implementation of effective controls.



## South African High Commissioner in Pakistan Visits Descon

South African High Commissioner Mr. Mthuthuzeli Madikiza, along with Deputy Head of Mission Christo Janse Van Noordwyk and Honorary Consul Mr. Shahid Ali visited Descon in February. They were welcomed by Mr. Taimur Dawood, Chairman Descon and Mr. Nadeem Bajwa, CEO Descon Engineering.

The discussion revolved around Descon's planned expansion in South Africa and other African regions, with a keen interest in power sector and renewable energy with reference to Operations and Maintenance services, as well as construction opportunities in the refineries segment. Furthermore, the discussion included possibilities of collaboration between Descon Technical Institute (DTI) and technical training schools in South Africa.



## Descon Orientation Relaunch

Employee orientation is imperative for getting the new employees acquainted with the company's structure, culture, management, processes & policies and to provide new joiners a warm on-boarding experience. On 5th March, 2021, Corporate HR Team relaunched DEL's Orientation Program for the new inductions. The session kicked off with a welcome note by President HR - Maqsood Ali. He welcomed the participants to the program and shared his experiences and geared them up for the challenges ahead. The first part was conducted by Corporate HR team delineating the company's purpose, vision, mission, DEL's history, values & achievements, followed by HR policies. The second part was conducted by Abdul Qadir Khan which provided a comprehensive overview of HSE policies and procedures and importance of safety at the workplace.

## Launching WoW (Welcome to Our World) Program

Diversity in the workplace is important for the company to obtain different perspectives, attitudes and qualities.

Keeping this in mind and previously launched FLIP program, Manufacturing Division has proudly on-boarded 15 interns recently for a designated period of 6 months. The purpose of this program is to strengthen our succession feeder for creating back-ups and competent successors under the tutelage of seasoned SMEs. And also to increase diversity in the company i.e. diversity of gender, talent, disciplines and skills.

To ensure their smooth & effective transition, a tailored orientation program was designed with a brand name WOW - "Welcome to Our World" – comprising various learning modules.



The Division President and Vice President HR had their Meet & Greet session with these recent joiners. During the session both the leaders shared their respective career journeys and success stories and conveyed the expectations from them throughout their internship tenure.

They also talked about Descon's Core Values and their significance in our day-to-day life, along with the importance of gender diversity.





## Just In Time (JIT) Recognition

Employee recognition is not just about making people feel good or valued, but it has a significant impact on key business metrics, including engagement, retention, and productivity.

Introduced in order to build engaging organizational culture, Manufacturing Division is encouraging “Just In Time Recognition” which celebrates small wins and major milestones achievements of employees (both personal and professional) with senior leadership team.



## International Women's Day 2021 Celebrations @ Descon Head Office

International Women's Day was celebrated at Descon to recognize the importance of women at the workplace. This year the theme was 'Choose To Challenge'.

The special guests for this event at Descon Headquarters were Haniya Minhas Pakistan's number 1 junior tennis player and Aisha Suhail, Educational Consultant Punjab Education Initiatives Management Authority - PEIMA. A welcome speech was addressed by the CEO - Nadeem Bajwa to inspire and encourage all the women to keep excelling consistently and to keep moving every time, followed by an address by the President HR – Maqsood Ali. Customized gift, Sweets, snacks were served among the participants for their nourishment and refreshment.



## Women's Day Celebrations at Descon Oxychem

Descon Oxychem limited celebrated International women's day starting off by a connect session between women and the CEO, where he emphasised on equal opportunity, equal growth and gender equality. The connect session was concluded with giveaways and customised notes for each female employee. This was followed by a cake cutting ceremony.





## Power Hour

In line with the HR's strategy to increase employee engagement through exclusive focus on internal talent development and enhanced employee connect, Manufacturing Division has proudly introduced Power Hours by Head HR. The purpose of these sessions is to provide the employees with a platform for sharing their concerns or suggestions for improvement in people processes candidly with HR in a close group discussion.



## Cricket Tournament 2021

Lahore Manufacturing Works (LMW) hosted its 3rd Cricket Tournament 2021 this February.

We encourage healthy lifestyle and give a chance to staff of all levels to connect with each other.

The teams played with full energy while adhering to COVID SOPs. We believe that these activities play a vital role in breaking the daily work monotony for employees especially in the pandemic scenario when opportunities to get-together are not much.



## Annual Prayer Day and Town Hall

Every year Descon Oxychem arranges an annual prayer day followed by a town hall where all the employees come together to pray for the betterment of the company. Despite all the challenges faced throughout this last year, the company still managed to grow, sustain, achieve and do better. This year the company organised the annual prayer day on the 8th of February 2021, where everyone prayed that may Almighty bless them to work even harder toward their goals and objectives. The event was concluded by distributing Long Service Awards.

