



byco  
**blend**

Winter 2019



IMAGINE, INSPIRE, INNOVATE

# WHAT'S INSIDE

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FOR FIRE SAFETY  
AND SECURITY**



## EDITOR'S NOTE

Dear Readers,

Assalam o Alaikum!

Welcome to the Winter 2019 edition of the Blend.

I wish you all a very Happy New Year for 2019.

Byco announced record turnover in its Annual Report for the year ending 30 June 2018, with profits rising by 130%, and turnover jumping by 86% to Rs. 215 billion mashallah. In the results announced for the first quarter of FY19, despite a worsening macroeconomic outlook and rising devaluation of the Rupee against the US Dollar, Byco also managed to outperform its peers in the refining industry and increase its share in Pakistan's gasoline supply by seven times.

We are very proud to inform you that Byco's Projects' Team won the coveted "Project of the Year" Award from the Project Management Institute, for successfully replacing the roof of its crude oil storage tank, CRT-006, Pakistan's largest with a capacity of 46,000 tons of crude oil. Byco was also declared as the finalist of the "Best HSE Implementation" category at the Hydrocarbon Processing Awards held in Houston, USA.

Byco sponsored DHA's International Squash Championship held recently in Karachi which featured leading squash players from 17 countries including the USA, Canada, Australia, and the Middle East. Byco also participated in the annual national level Marine Oil Spill Response exercise, "Barracuda-IX", organized by the Pakistan Navy and Pakistan Maritime Security Agency (PMSA).

Keep in touch with us at [info@byco.com.pk](mailto:info@byco.com.pk)

Best Regards

**Shehryar Ahmad**

## BYCO INCREASES ITS SHARE IN PAKISTAN'S GASOLINE SUPPLY SEVENFOLD

Byco Petroleum Pakistan Ltd. (BPPL) announced results for its first quarter ended September 30, 2018. The company's gross sales increased by 61% to Rs 66.4 billion from Rs 41.4 billion in the same quarter last year. The net turnover increased by 71% to Rs 53.7 billion from Rs 31.4 billion a year earlier. The refineries sector in Pakistan experienced a tough quarter due to rising crude prices and Pak rupee depreciation. This squeezed the profitability of the sector, however, Byco managed both the risks better than the industry peers.

The company generated a gross profit of Rs 1.7 billion in the first quarter. The net profit for the quarter was Rs 397 million, or Rs 0.07 per share. There had been increase in manufacturing expenses as compared to same period last year mainly due to startup of the two units of the Company i.e. Reformer and Isomerization. Since start of the Isomerization Unit in July 2018, the Company has been converting 100% of its Naphtha into Motor Gasoline. Byco's share in Pakistan's gasoline supply has risen by sevenfold.

Although Byco Petroleum is not immune to the industry-wide challenges, the company has much more to accomplish and is confident in its ability to create value for its shareholders, customers, and all other stakeholders.



# PROJECTS TEAM WINS TOP HONORS IN THE US AND PAKISTAN

## Syed Imran Shamim

The Project Management Institute (PMI)-Karachi Pakistan Chapter (KPC) organized the International Project Management Day (IPMD) on 17 November 2018, at the Marriott Hotel in Karachi. The PMI-KPC is the local representative of the Project Management Institute-USA (PMI-USA) which is the pioneer in providing standards, premium tools and templates for project management.

The IPMD is intended to encourage project based organizations worldwide to schedule a recognition event or awards within their organizations to truly demonstrate appreciation for the achievements of project managers and their teams. The most recognized award is the Project of the Year (POY) award.

Byco was declared as the winner of the POY 2018 at the PMI-Karachi Pakistan Chapter. Byco's project involved replacement of the roof of the CRT-006 storage tank. This is Pakistan's largest storage tank with a storage capacity of 46,000 tons of crude oil. The CRT-006 team was nominated as a participant during the award ceremony along with 15 other teams. Byco was also declared the finalist of the "Best HSE Implementation" category at the Hydrocarbon Processing awards that were held in Houston, USA. The author received the certificate during this award ceremony. Byco remains engaged with PMI to promote the best practices for Project Management.

Roof replacement of a storage tank is a highly risky task and is one of the greatest challenges faced by the Projects Team as it involves cutting the roof which could result in a fire. The target was to replace the roof, completing the project within 5 months in a safe manner. All stakeholders were taken on board to devise the execution strategy. The Integrity Department issued the scope of work and carried out inspections to ensure that the new project met the quality specifications.

The Emergency Response Team (ERT), Oil Movement & Shipment (OMS), Environment Health and Safety (EHS) and Projects Team worked together as one to formulate the execution strategy.

The project went through the following stages:

1. Cleaning the storage tank. The OMS Team was responsible for pre-cleaning the tank, which involved removing sludge from the crude tank. After pre-cleaning had been carried out, the Projects Team cleared out the layer of oil from the tank which is highly flammable. High pressure (HP) water jetting was used to remove any traces of oil from the surface of the tank, leaving a dry surface behind that was non-flammable.
2. After the tank had been cleaned, the old roof was removed using a cutting sequence which was executed via oxyacetylene gas. During the cutting process, a fire can ignite at any point, therefore, fire hoses were present at all times to extinguish the fire if such an incident occurred. The firewater was supplied from Byco's firewater network.
3. A new 'floating roof' for the storage was installed, replacing the old one. This was followed by painting the new roof as well as the entire storage tank.

The floating roof was successfully replaced within 5 months and the assigned budget.

While participating in POY 2018, the Projects Department assembled a series of documents to present the steps that were taken during the replacement of the storage tank's roof. The Projects Department along with Commercial, Finance, ERT, EHS, Integrity, OMS, Warehouse, Security, Administration, and third parties worked together to ensure the successful completion of the project. Deck plates from China and a seal for the roof from Netherlands was procured for the storage tank. One of the greatest challenges was to assign the project to a contractor who has never carried out this project before. However, with step by step guidance from the Projects Department of Byco, the contractor successfully replaced the roof. Moreover, the project was completed without any medical treatment case, which demonstrates an extremely mature skill level of safety implementation practices by the Projects department. The efforts of CONSOL for mechanical works, Pioneer Engineering Services for painting works, Waqar Maintenance Services (WMS) for cleaning works, and long shift hours of the Projects-Mechanical team are commendable. The contribution from all direct teams including ERT, OMS and supporting teams including EHS, warehouse and security collectively culminated into successful completion of the new floating roof.

A unique job that was implemented by the Project Controls team was the creation of a War Room in which each meeting was conducted specifically for this project. Winning the POY award and being selected as the finalist at the Houston Awards signifies the implementation of best practices at Byco, as set by the Project Management Institute. After evaluating various performance documents, Byco was presented the Project of the Year Award by Mr. Abdul Qadeer Khan, a Pakistani nuclear physicist, the Chief Guest at the International Project Management Day 2018. The event was attended by Mirza Wahaj Baig (Senior Engineer-Project Controls) and myself.



**Byco wins Project of the Year Award 2018 at the PMI – Karachi Pakistan Chapter**

**Syed Imran Shamim is Senior Manager of Byco's Project Controls Department**

# BYCO'S RECRUITMENT DRIVE 2018

**Muhammad Hasan**

Attracting new talent is indispensable for the success and growth of any organization and helps accomplish its strategic and operational goals. An effective and robust recruitment and selection process ensures that candidates with the right blend of skills and experience are inducted, whose interests align with that of the organization. Byco recognizes the strategic value of recruiting new talent and provides ample opportunities for growth and development with a focus on hands-on learning and corporate experience through its two-year trainee program.

2018 has been a very challenging year for the Talent Acquisition team at Byco. We looked for graduates who could demonstrate an understanding of Byco's values and were devoted to achieving positive outcomes through enhanced technical knowledge. The human resource team has strived to bring in quality graduates who can demonstrate effective communication, problem solving and analytical skills, time management and organizational abilities.

The Human Resource team initiated 'Byco's Recruitment Drive 2018' and visited some of Pakistan's top engineering universities to recruit the best graduate trainee engineers from various disciplines like mechanical, electrical, chemical, petroleum and gas. The universities visited during the course of this recruitment drive were NED University, NUST (Karachi Campus), University of Karachi and DHA Suffa University.

We received an overwhelming response from the recruitment drive. Universities all across Pakistan showed great interest in Byco conducting recruitment drives at their institutions as well. We hope that once the new team of graduate trainees join us, they will be welcomed graciously and will continue to work for the success of Byco and their own career growth.



**Byco's Recruitment Drive at DHA Suffa University**

**Muhammad Hasan is part of  
Byco's HR Recruitment Department**

# MUBARAK VILLAGE OIL SPILL

**Zarlasht Adnan Ali**

As an oil refinery, Byco is well aware of its responsibilities towards the environment and has been involved in activities such as tree plantation drives to protect the environment.

On 25 October an oil spill occurred near Mubarak Village, on the coast of Balochistan. Byco was wrongfully blamed for the incident being the only refinery nearby. The Balochistan Environmental Protection Agency (BEPA) and Pakistan Maritime Security Agency (PMSA) carried out an investigation immediately.

BEPA and PMSA visited Byco's SPM and its refinery and confirmed in an official statement that no oil was spilled from Byco's facilities or pipelines. An independent investigation was carried out by Byco to investigate the source of the spill and it was found that the spilled oil was not crude oil but bunker oil which is used for fueling ships.

Despite Byco being cleared from any culpability, the Company teamed up with the Pakistan Maritime Security Agency along with the Karachi Port Trust to combat the oil spill disaster.

The Pakistan Navy Commander, Rao Abid, praised Byco for their support in the cleanup. Byco is compliant with all relevant national and international safety standards and protocols and provided the best equipment including booms and skimmers to help clear the traces of oil from the sea.

Byco arranged for a beach clean-up at Mubarak Village as well, where the locals of the area were hired to help minimize the effects of the oil spill. This gave the locals a sense of ownership and an employment opportunity. Byco ensured that the participants were provided appropriate protective gear such as gloves, face masks and boots to ensure health and safety of them.

**Zarlasht Adnan Ali is part of  
Byco's Communication Department**

# BYCO PARTICIPATES IN THE OIL SPILL RESPONSE EXERCISE BARRACUDA IX

## Mirza Humayun Baig and Commander (R) Kaleem Ishaque

Barracuda is an annual national level Marine Oil Spill Response exercise which is conducted by the Pakistan Navy and Pakistan Maritime Security Agency (PMSA). This year, Barracuda IX exercises were conducted on 6 December, at the Sea View beach. All stakeholders including Oil Marketing Companies (OMC's), Refineries, KPT, PQA and Government Agencies participated in this exercise.

Prior to the Barracuda IX exercise, a cross functional training session for stakeholders from various firms was also conducted at Byco's SPM terminal on 28 November. The activity was attended by officers, CPO's and sailors from PMSA. During this training, the participants were familiarized with Byco's Oil Spill Response (OSR) equipment and its appropriate usage. The team was given a tour of the SPM Terminal's Control Room and a brief on its operations. The participants were very impressed with Byco's training on the OSR equipment. They learned about the importance of the SPM terminal.

Byco contributed to this year's Barracuda exercise by deploying its own marine crafts and the following Oil Spill Response (OSR) equipment at sea:

- An inflatable boom which is a floating barrier to oil. A boom may be placed round a tanker to collect the leaking oil from it, depending on its size.
- A skimmer which is a boat to scoop out spilled oil from the water's surface
- Pumps to complete the skimming operation.

The exercise was conducted in the following phases:

1. The preparation phase where the teams coordinated with one another to come up with a plan to tackle the oil spill
2. The harbour phase which involves the rehearsal of the actual events that occur during an oil spill

3. The sea phase, where the equipment is deployed to clear oil from the sea
4. An analysis/ hot wash-up/ de-brief of the exercise

Overall, the exercise proved to be successful and Byco met its assigned target of laying down the protection boom at the defined area, without any damage to its equipment and employees. Byco's performance was praised by all stake holders especially the PMSA, who applauded Byco's role and active annual participation in the Barracuda exercise.



**An inflatable orange boom is placed around the tanker so the oil is contained within a certain area and does not spread any further**

**Mirza Humayun Baig is Manager, EHS & OSR and  
Cdr. Kaleem Ishaque is Manager Security, OSR at Byco's SPM**

## BYCO PRESENTED AT AMERICAN SOCIETY OF SAFETY PROFESSIONALS CONFERENCE

Byco addressed the American Society of Safety Professionals (ASSP)'s annual Professional Development Conference on 7-8 December, at the Karachi Marriott. The purpose of the event was to promote a culture of sustainable Health Safety and Environment (HSE) in Pakistan. Mr. Rehan Sajjad, GM, EHS at Byco, gave a presentation on Byco's HSE practices and its compliance with international EHS standards.

Internationally renowned speakers graced the event including Mr. Rixio Medinah, the President of the ASSP, and leaders of the ASSP's Global region. Leading safety experts and industry representatives held round table discussions. Products and service providers of HSE from all over

the world as well as across the nation exhibited their safety products and services at the event. The event comprised of 2 internationally accredited professional courses on ISO-45001, Implementation and Risk Assessment Certification.

Mr. Rehan Sajjad, GM, EHS, Byco, commented "Process Safety Management focuses on the prevention of losses of containment (leaks) which can cause fires, explosions, and the release of toxic substances. Byco employs global best practices in Health Safety and Environment (HSE) and complies with all applicable international EHS standards."

# JOURNEY TOWARDS EHS EXCELLENCE

## Ammar Hussain

Every rising sun behind the hills of Balochistan at Hub river creek brings new Environment Health and Safety (EHS) challenges for Byco and its employees. The journey towards EHS excellence is undoubtedly a long one, thus continuous efforts are made to improve our performance. The EHS Management and line organization collaborated as a team to ensure safe operations at Byco's refining facilities.

Accidents or injuries commonly occur while carrying out activities at refining facilities. To neutralize these, a DuPont incident investigation element is embedded into Byco's EHS system. The DuPont system allows us to report and record near misses, incidents and injuries. All major incidents and injuries are investigated by a multi-disciplined team that is supported by Byco's EHS experts. A root cause analysis is carried out to highlight the main issues and provide recommendations to prevent the reoccurrence of such events.

The Management Safety Audit (MSA), also known as the behavior based audit, was introduced at Byco. The purpose of this DuPont technique is to establish a safety contact between line organization and management. All executives, including the CEO, Mr. Amir Abbassciy, the Vice Presidents and Managers participated individually. The Management Application Systems (MAS) department helps to highlight common field hazards (unsafe procedures & conditions) and focus on risk mitigation and meeting the all-important objective, safety.

**“All injuries and accidents are preventable.”**

The Environment, Health and Safety (EHS) comprises of the corporate EHS Committee headed by Mr. Amir Abbassciy, Byco's CEO and the

refinery EHS Committee, Mr. Mansoor Shafique Qureshi, Byco's Vice President of Operations. The EHS comprises of various members of the company, led by a respective EHS representative. A daily safety talk is held every day to allow discussion and receive EHS feedback from each employee, which is communicated to top management to ensure the timely rectification of hazards allowing risk minimization. The safety talk plays a vital role in team bonding, communication enhancement and building EHS skills and knowledge.

The Work Permit System (WPS) contributes significantly towards our safe work practices and accident prevention. Previous hot-work procedures had inherent limitations, that is, unnecessary delays in approvals and non-conformity with the BPPL guidebook. Hot-work procedure and permits were revised to make jobs safer and more efficient.

Moving towards the process and equipment safety, the DuPont management of change element was introduced partially, giving more importance to Technical Requests (TRs) before executing design modifications. Similarly, ORC-II commissioning activities are fully aligned with DuPont pre-start safety review. Multi-disciplined managerial teams performed rigorous reviews before approving and implementing the changes.

The EHS Team treats employee and contractor awareness and skill development as a top priority. In total, 10 half-day and 01 full day sessions were conducted in the first quarter of FY18. The training man-hours clocked up to 254. Trainings on permit to work system, work at height on scaffold, job safety analysis and incident reporting software were delivered by the EHS department. Moreover, a full day session on the "Introduction to EHS Practices and Emergency Response" was carried out by the EHS department to train the employees at the terminal and depot.

Continuous effort and commitment is required to ensure environment, health and safety in the workplace. Let's join hands for a safer tomorrow!

**Ammar Hussain is the Assistant  
Manager of the EHS Department at Byco**

## BYCO CONDUCTS A HEALTH DAY AT ITS REFINING COMPLEX

Byco's medical team, represented by Dr. Khan Soomro, in collaboration with Dr. Arshad Health Associates, organized a Health Day at Byco's refining complex on 14 November 2018 to mark World Diabetes Day.

Various tests including Blood Sugar, Cholesterol, Hepatitis B and C, and Body Mass Index (BMI) were performed on approximately 250 Byco employees to check the general health and wealth being of the individuals.

# BYCO SPONSORS INTERNATIONAL SQUASH CHAMPIONSHIP

**Mahnoor Anwar**

There has been a death of international sports competitions in Pakistan lately due to the poor image portrayed of the country in the international media. For this reason when Byco was approached to sponsor DHA's International Squash Championship Cup, management felt it was an excellent opportunity to support International sports in Pakistan.

Byco sponsored DHA's International Squash Championship which was held from 20th to 24th November. The event took place at the Defence Authority Creek Club (DACC) with great excitement and fanfare. Members from 17 nations including Pakistan, Middle East, USA, Canada, Sweden and Australia took part in the event, highlighting the return of international sports to Pakistan after 14 years.

Mr. Jahangir Khan, Pakistan's 10-time Squash World Champion, inaugurated the DHA Cup as the Chief Guest. He is considered one of the greatest players in the world and a legend in the history of squash. Mr. Khan commended Byco on its support to Squash by sponsoring the tournament.

The event proved to be successful in improving Pakistan's image and promoting squash. Shehryar Ahmad, G.M. Communications commented, "Byco believes in promoting sports as part of its Corporate Social Responsibility (CSR). International tournaments returning to Pakistan will help the country's soft image".



**Mr. Jahangir Khan, Chief Guest inaugurating DHA's International Squash Championship 2018**

**Mahnoor Anwar is part of  
Byco's Communication Team**

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## GRATITUDE

**Aiza Nisar Ali**

We all have so much to be thankful for - Good health and a sound mind; the ability to think, store memories and create solutions; the ability to hear the voice of loved ones, see objects and people around us, walk from one place to another without any support; having a family that loves us unconditionally. These are among the countless blessings that have been bestowed upon us.

Sadly, it is human nature to take things for granted.

We wake up every day in our warm, comfortable beds, while many less fortunate spend their nights on cold, hard footpaths. Some of us have hearty home-cooked meals for lunch while others choose from a vast array of food court offerings; some of us dine at fancy restaurants, while in places such as Somalia, Ethiopia and Tharparkar, there are infants and children dying of hunger and malnutrition. They go on for days without a morsel of sustenance in their bellies.

Every morning I have breakfast with my family and leave my house with my parents' prayers and goodbye kisses. On the other hand, there are millions of innocent children in Yemen and Syria who are now orphans due to the ongoing war. These children will grow up and face life deprived of parental warmth and affection.

We have the privilege of working in a renowned company, while countless talented, young, capable graduates are unemployed and struggling to find employment.

**We must always be grateful for all our blessings, instead of complaining and longing for things that we don't have.**

We must always be grateful for all our blessings, instead of complaining and longing for things that we don't have. We must count our blessings and try to always help those that are less fortunate.

**Aiza Nisar Ali is part of  
Byco's Human Resource Department**

# PILATES

Zarlasht Adnan Ali

Pilates is a form of exercise that was developed almost 100 years ago by Joseph Pilates. Previously known as Contrology, Pilates was introduced during the period of WWI to rehabilitate injured soldiers. However, it slowly became popular for strengthening and conditioning professional dancers. It focuses on a balanced posture, flexibility and muscular strength. Pilates helps to strengthen the body with an emphasis on core strength through controlled, flowing movements and using controlled breath to center the mind.

Pilates exercises are performed by using the body for resistance on a mat or with equipment that was developed by Joseph Pilates. The equipment comprises of a resistance band, the Pilates circle or a machine known as the Pilates Reformer. The reformer is a bed-like machine with adjustable springs for multiple levels of resistance, a sliding carriage, ropes and pulleys allowing one to perform multiple exercises that involve pushing, pulling or holding steady on the carriage. Mat Pilates focuses on working the core, whereas the reformer works the entire body including the arm and leg muscles.

Pilates has the following benefits:

**1. A mind-body workout:**

Pilates emphasizes proper breathing, correct spinal and pelvic alignment and smooth, flowing movement which helps to control your body movements. Proper breathing also helps reduce stress.

**2. Strengthening the core:**

Pilates exercises help to develop a strong core, which constrict abdominal muscles and other muscles that are closest to the spine.

**3. Helps gain long, lean muscles and flexibility:**

It helps to improve muscle elasticity and joint mobility by elongating and strengthening the muscles instead of short, bulky muscles that are built during traditional workouts.

**4. Conditions all muscles; improves sports performance and prevents injuries:**

During conventional workouts, the stronger muscles get stronger and the weaker ones get weaker, causing a muscular imbalance which can lead to injury and chronic back pain. Pilates conditions the entire body by evenly training all muscle groups, including the ankles and feet. Hence, it helps to perform better and reduces chances of injury.

**5. Improves posture:**

Pilates helps to strengthen the core which supports the back and is a reflection of good alignment, therefore, improving posture.

Zarlasht Adnan Ali is part of  
Byco's Communication Department

## INTERESTING FACTS

- The largest recorded snowflake was in Keogh, MT during year 1887, and was 15 inches wide.
- You burn more calories sleeping than you do watching television.
- A single cloud can weight more than 1 million pounds.
- The average person walks the equivalent of three times around the world in a lifetime.
- Men are 6 times more likely to be struck by lightning than women.
- You cannot snore and dream at the same time.
- A U.S. dollar bill can be folded approximately 4,000 times in the same place before it will tear.
- A sneeze travels about 100 miles per hour.
- It would take a sloth one month to travel one mile.
- 10% of the World's population is left handed.
- Guinness Book of Records holds the record for being the book most often stolen from Public Libraries.
- Drying fruit depletes it of 30-80% of its vitamin and antioxidant content
- Blueberries will not ripen until they are picked.
- A hardboiled egg will spin, but a soft-boiled egg will not.
- Coconut water can be used as blood plasma.



### Editorial Team

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Muhammad Omer Khan  
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## BYCO PETROLEUM WINS BEST AD AWARD

Byco has received the award for best advertisement of Pakistan from Herald Magazine for its 'Fuel Up, Green Up' ad campaign.

On the occasion of Pakistan's 71st Independence anniversary, Byco launched its sustainability initiative to plant trees and to distribute 2 million Moringa Tree seeds through its 350-outlet strong retail network across Pakistan. Complimentary seed pouches were distributed to Byco's fuel customers. To kick off the campaign, Byco planted 1000 trees at the Urban Forest Park at Clifton, Karachi which uses the Miyawaki method of afforestation. The company also planted 1400 trees at its Bowzer Village next to its refinery in Balochistan.

Azfar Saeed Baig, Vice President of Byco said on the occasion, "It gives me great pleasure to announce that Byco and Spectrum have won this award for our Green Campaign, which is in line with the Government's initiative for a Green and Clean Pakistan. We believe it will help highlight the need for Pakistanis to work together to Make Pakistan Green Again and plant trees across the nation so that we protect and conserve our environment."



## FEDERAL BOARD OF REVENUE VISITS BYCO'S REFINERY

Syed Shayaan Azeem

Byco was honored to host the Federal Board of Revenue (FBR) on 16 November 2018 on their Inland Revenue Services (IRS) Country Study Tour. This tour was organized by the Inland Revenue Service for the 45th Specialized Training Programme at the Directorate General of Inland Revenue at Lahore.

Byco arranged a tour of Byco's refining facilities ORC-1 and ORC-II for the delegation. Lead by the Director of Training (DOT), Mr. Aftab Alam and other senior members of the IRS, the newly inducted CSS officers were extremely satisfied to gain insight on the technicalities of Pakistan's largest oil refinery. They also met Mr. Mansoor Shafique Qureshi, V.P. Operations, and Mr. Haroon Rashid Ansari, G.M. Technical Training, with senior members of Byco.

These officers are selected through a rigorous induction programme through the Central Superior Services competitive examinations comprising of officers from all over Pakistan. This Specialized Training Programme is followed by the Common Training Programme conducted at the Civil Services Academy, Walton, Lahore. The FBR delegation found the tour extremely insightful and expressed their gratitude.

**Syed Shayaan Azeem is part of  
Byco's Communication Department**

# READING – AN ENDANGERED HABIT

Talha Akhtar

Gone are the days when guests happened to honor or judge their hosts by having a glance at their bookshelves or visit the library at their homes. Reading poetry and literature was eminent in varsities and homes. People got impressed with those holding the newspaper and other periodicals in their hands. Bosses used to reprimand their subordinates on subtle error of punctuation or misspelling of words. The era where tea stalls were usually occupied by students, progressive writers and poets, where the adage “Reading makes a man complete” was illustrated by the presence of intellectuals whose words of wisdom used to be a beacon for the younger generation.

This beautiful period ended as competition among the students got stiff. Adding fuel to the fire, schools, curriculum designers, teachers and parents began forcing students to put their utmost attention toward their studies so as to secure high grades to get admission in professional colleges of medicine, engineering and business administration. Literature and poetry were replaced with extremism, guns and dirty politics. The schism in society widened, a large chunk of society getting more materialistic as they were exposed to foreign television channels and the internet. Book shops were replaced with modern eateries, branded clothing outlets and tea stalls.

Unfortunately, no concrete efforts were taken to inculcate the habit of reading among children. The addiction of games on tablets and game consoles such as the PlayStation and Xbox alongside social media addiction has become more dominant amongst the younger generation, who prefers spending their time on scrolling the activities of their peers, posting their photos and informing public about their “check-ins” rather than reading text books. Parents and teachers are to be blamed for the decline in the reading habit, which, without a shadow of doubt, helps broaden a person’s mental framework and enables them to think big.

Efforts were being made to bring this dying habit back to life by the introduction of literature festivals and books exhibitions where publishers, both domestic and international, are invited to display their books on various disciplines, but if we closely analyze these festivals, one can easily conclude that these festivals are dominated by

publishers of professional books and stalls that offer religious books that promote their respective sects and ideologies. The answer to why we are getting further away from literature and poetry and why students of today are not discussing Shakespeare and Arthur Hailey is very simple.

The current scenario where our children take pride in holding an iPhone X and Samsung S8 instead of Readers’ Digest and Newsweek is very disappointing. The answer is very simple, we did not only lose interest in reading but we are also least bothered to adopt this habit because the payoff is intangible and incalculable for most of us.

**It is high time our academicians and policy makers in educational institutes pay attention to devise such modus operandi in pedagogy where reading books becomes indispensable**

It is high time our academicians and policy makers in educational institutes pay attention to devise such modus operandi in pedagogy where reading books becomes indispensable, where answer scripts should not be rated on the basis of reproduction of rote learning material and instead, case studies on real problems should be discussed where students should be rated on the rationales of their answers and analytical skills. This is one of the ways where we can bring back the glory of reading. Otherwise, the clutch of materialism would soon make our students walking-talking robots who are only concerned with performing the job that they are trained for and not useful intellectuals, mathematicians and scientists who are pivotal for the progress and development of a society.

**Talha Akhtar is part of  
Byco’s Finance Department**

## BYCO SPONSORS DHORAJI SUPER LEAGUE (DSL) 2018

Komal Niazi

The Dhoraji Association has launched a platform for cricket enthusiasts amongst the Dhoraji Community of Karachi. Each year they organize a cricket tournament, where several teams participate and the winning team receives a prize.

Byco sponsored the Dhoraji ‘Riders’ team in the DSL 2018 tournament that took place this year at the Hanif Mohammad Cricket Ground. The event was organized by Mr. Afzal Chamdia, President of the DSL and attended by famous cricketers such as Umer Akmal and Fawad Alam.

Mr. Ali Aslam, Senior Manager of the Finance Department, represented Byco at the cricket tournament. He said “Byco is honored to sponsor the event and to promote one of Pakistan’s most loved sports amongst the youth. We are also looking forward to sponsoring the Dhoraji Super League in 2019, where we hope to give an opportunity to more cricket enthusiasts to join the tournament”.

**Komal Niazi is Senior Officer  
of Byco’s Finance Department**

# RETAIL SALES TEAM TRAINING

**Aijaz Hussain Shaikh**

In Pakistan's highly competitive fuel industry, it is critical to provide high quality services to customers which is achieved by continuously providing training to the retail team as well as the staff members of the retail station. It is vital to acquire such essential skills to perform and improve their services. To deliver excellence and improved business delivery, the staff members of the retail station are required to go through different training methods and on-the-job skills improvement.

In order to achieve this goal and as part of our 2018 training calendar, training sessions for the territory managers and station managers were conducted in Karachi, Hyderabad, Larkana, Sukkur and Quetta between October and December. These sessions were conducted territory-wise while keeping focus on topics including customer service, basic lubricant knowledge, housekeeping standards and forecourt safety. Training activities aligned with the station's strategic and financial goals, improvement of their job performance and other core elements of quality service and housekeeping standards. Following the training, session certificates were distributed to the participants.



**Mr. Aijaz Hussain Shaikh, Manager of Forecourt Services, Byco, conducted a training of the retail sales team in Hyderabad**

**Aijaz Hussain Shaikh is part of Byco's Retail Sales Department**

# BUSINESS ETHICS & CONTROL AWARENESS TRAINING SESSIONS

**Salman Saeed**

The Internal Audit Department held Business Ethics and Control Awareness training sessions in Multan, Lahore & Islamabad for out-station employees of Byco.

**The purpose of these sessions was to create awareness about the importance of integrity and ethics while conducting business**

The purpose of these sessions was to create awareness about the importance of integrity and ethics while conducting business with the company's customers and fostering teamwork and trust between employees.

The training also focused on the importance of Internal Control Systems within the organization to safeguard against the risk of losses. The participants were provided a conceptual understanding of the topics covered during the session, supported by examples and activities related to it.

**Salman Saeed is part of the Internal Audit Department at Byco**

# BYCO WINS AWARD FOR CERTIFICATE OF EXCELLENCE FOR FIRE SAFETY AND SECURITY

## Muhammad Omer Khan

Byco won the Fire Safety Award at the 8<sup>th</sup> Annual Fire Safety Awards held at a local hotel in Karachi. Byco particularly impressed the jury with its sponsorship of Saylani Welfare Trust for the deployment of its “Rapid Fire-fighting and Rescue Services” along the motorway from Karachi to Peshawar. The Chief Guest of the event was Federal Minister for Climate Change, Mr. Malik Amin Aslam.

The organizers also visited Byco’s Oil Refining Complexes, ORC-I and ORC-II, to assess Byco’s fire safety and security practices and procedures, and found that Byco was fully compliant with local and international standards of fire safety and security, including National Fire Protection Standards and DuPont Standards.

Byco was presented the certificate of excellence for Fire Safety and Security for supporting Saylani’s “Mobile Rapid Fire Response Unit” and for its compliance with safety practices at its refining complexes.

Mr. Muhammad Nawab Taimur Talpur, Minister for Information Science Technology and Environment Climate Change & Coastal Development, presented the Fire Safety award to Mr. Mudassar Qadeer, Head of Retail Sales at Byco.



Byco won the Fire Safety Award at the 8<sup>th</sup> Annual Fire Safety Awards held at a local hotel in Karachi

**Muhammad Omer Khan is Assistant Manager of the Communication Department at Byco**

# HOW TO FEEL MORE ENERGETIC AT THE WORKPLACE

## Manisha Laloo Kamblay

Work days are long enough to be dealing with afternoon sluggishness. Many times around 2 to 3 p.m., you are yawning and considering taking a short nap to help stay awake. This is because your glucose and insulin levels are starting to dip, making you feel sluggish and sleepy. If you are like most people, late afternoon is not the most productive time during your workday. Instead, you find yourself zoning-out during meetings, struggling to focus on complex tasks and maybe discreetly yawning at your desk.

There are a few things you can do throughout the day to help prevent that afternoon fatigue:

- 1. Grab an afternoon snack.** A small afternoon snack can provide your body with a little boost of nutrition and energy. Just make sure you pick the right type of snack, such as an apple, to keep your energy boosted the rest of the day.
- 2. Stay hydrated.** Proper hydration is critical to maintain effective bodily functioning and it can actually help to turn your afternoon around. When our bodies become dehydrated, we begin to feel lethargic and may have more difficulty focusing. Water is needed for the entire body to function optimally, including the brain.
- 3. Take a moment to stretch and breathe.** It is easy to get stiff at work especially if you are sitting at a desk all day. You might feel hunched over from staring at your screen, or your neck feels strained for leaning forward all day. Get up and stretch to relax your muscles. Some stretches to try are: neck rolls, reaching up

towards the sky and arching backwards, touching your toes, side stretches and seated twists.

- 4. Splash your face with cold water.** Wash the day's stress away by splashing cold water onto your face and neck. Some studies have shown that the cold water can help you feel more awake and focused.
- 5. Pour yourself a cup of tea or coffee.** Small amounts of caffeine can help you beat afternoon fatigue as well. Caffeine is a stimulant that can help you feel more awake and focused. However, keep your caffeine intake moderate.
- 6. Take a break and socialize.** Break from work for a moment and spend it laughing with friends, talking about weekend plans. Socializing is a great way to feel refreshed, even for just a moment. It takes your mind off stress, and laughing picks up your mood. You can get up, move and socialize, all of which can help you feel a little more refreshed

**Manisha Laloo Kamblay is part of Byco’s Administration Department**

# LIFE @



Mr. Muhammad Mureed Rahimoon, Deputy Secretary, Ministry of Climate Change, planted a tree with Mr. Mansoor Shafique Qureshi, V.P. Operations, Byco, at ORC-1



Fayaz Ahmad Khan, Senior General Manager, Byco, and Capt. Farhan Jabbar, Senior Manager, SPM, meet Pakistan's Federal Minister for Maritime Affairs, Mr. Ali Haider Zaidi, at his office in Islamabad



Mr. Majid Muqtadir, Mr. Naeem Asghar Malik, Mr. Muhammad Mahmood, Mr. Mohammad Wasi Khan, Mr. Ghulam Sarwar, Mr. Syed Arshad Raza, Mr. Yasin Khan and Mr. Shah Arshad Abrar at Byco's AGM



Imran Shamim, Senior Manager, Projects Department, Byco receives, the POY Award from Raheel Ahmed, Deputy Managing Director, Air Blue & Fahad Ahmed, President, PMI-KPC



Mr. Khurram Khan, CEO, DuPont, EHS, presenting a memento to Mr. Rehan Sajjad, G.M, EHS at the ASSP Conference

# BYCO



The Project Team responsible for winning the Project Management Institute's (PMI) Project of the Year (POY) award



Mr. Mansoor Shafique Qureshi, V.P. Operations, Byco, presenting an award to Mr. Muhammad Abdullah, Assistant Commissioner, FBR



Mr. Fayaz Ahmad Khan, Senior General Manager, Byco and Mr. Zafar Shahab, G.M. Finance, Byco, at the Annual General Meeting



The Federal Board of Revenue visited Byco's Oil Refining Complex for their Country Study Tour (CST)



Byco's EHS and OSR Department participated in the PMSA's oil spill response exercise, Barracuda IX



Mr. Naseer Khan Kashani, Secretary, Balochistan Environmental Protection Agency (BEPA), visited Byco's SPM Zero Point



Mr. Ali Aslam, Senior Manager, Finance, Byco, with the Pakistani cricketer Umer Akmal at the media launch of DSL 2018



Mr. Shakil Abid, Captain Sajid, Captain Raza, Mr. Mirza Humayun Baig, Cdr. Kaleem Ishaque and Syed Shah Mohiuddin Qadri participated in the Barracuda IX Oil Spill Response exercise



Byco organised a SMART objectives workshop at its Refining Complex, at Mouza Kund, Balochistan



Mr. Naeem Asghar Malik, CFO, Byco, responding to an investor's question at Byco's AGM



Byco's General Managers attending a training workshop on the "Care & Growth Model", by Schuitema Associates



Byco Team at American Society of Safety Professional (ASSP) Conference's inauguration day at Marriott, Karachi