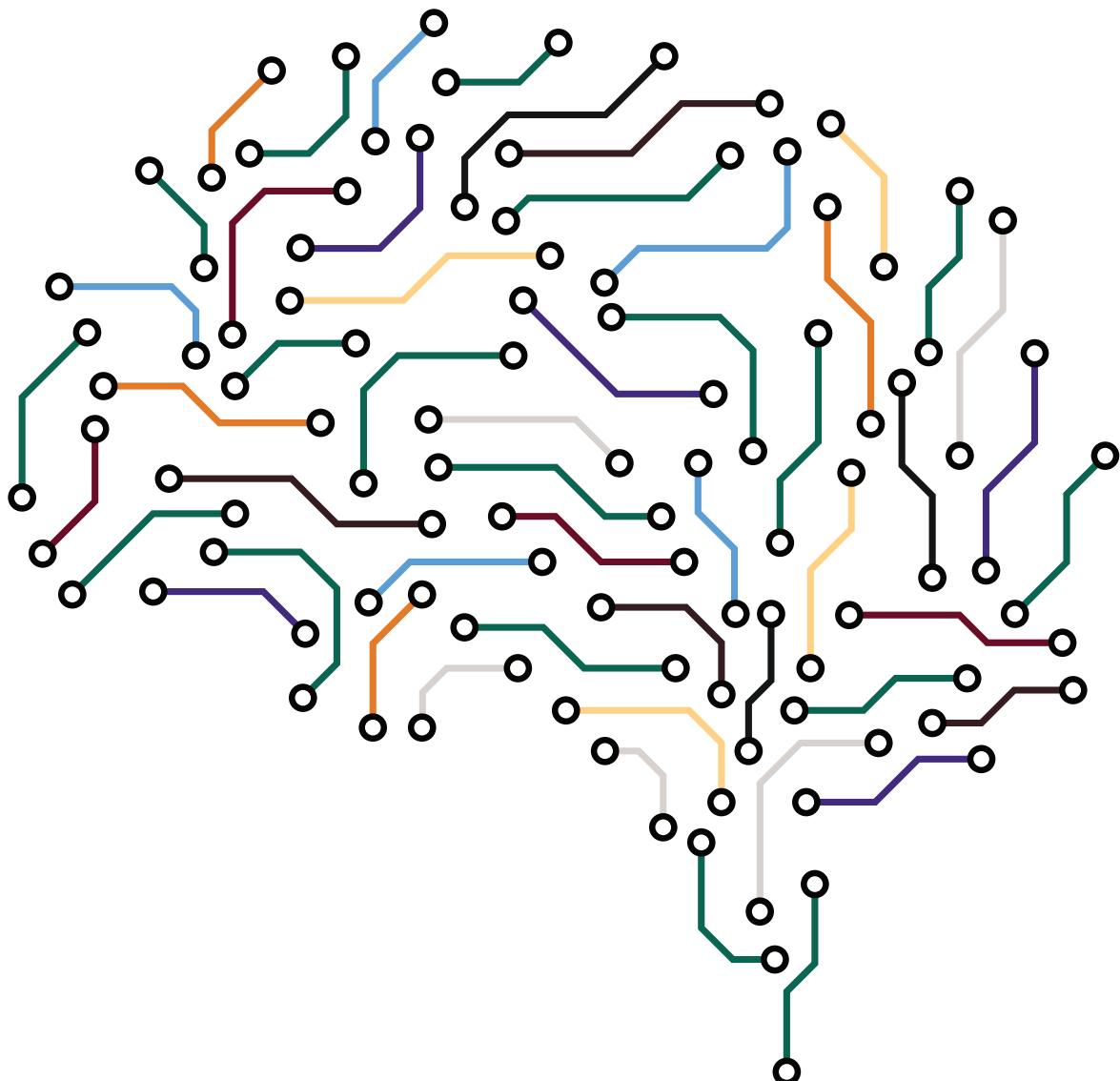




byco **blend**

Winter 2020



PROGRESSING TOWARDS SUSTAINABILITY

WHAT'S INSIDE

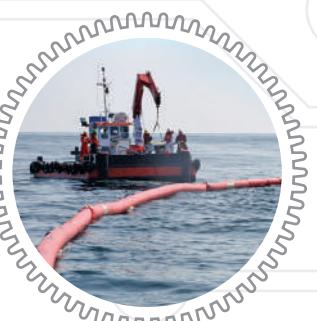
BYCO PARTNERS WITH UNDP



COMMANDER COAST VISITS BYCO



BYCO AND PMSA CONDUCT OSR DRILL



BYKER LUBRICANTS EVENT



LIFE @ BYCO

EDITOR'S NOTE

Dear Readers,

Assalam o Alaikum.

Welcome to the Winter 2020 edition of the Blend.



I am happy to inform you Byco is celebrating its 25th year anniversary throughout the year 2020. Byco was incorporated on 9 January 1995, and mash'Allah over the past quarter century, has grown by leaps and bounds to become Pakistan's leading oil company, with a design capacity of 155,000/- barrels per day and nearly 400 retail outlets across Pakistan.

It was only 12 years ago that Byco first ventured in the OMC business, launching its first retail pump as recently as 2007. Byco intends to be celebrating the momentous milestone throughout 2020.

Byco's refinery achieved the significant milestone of 9.2 million safe man-hours without a Lost Work Injury (LWI). The Byco team celebrated it nationwide.

In October, Byco signed an MoU with the United Nations Development Program (UNDP) to conserve water. Byco has begun installing recycling plants at retail outlets with car wash facility. This will not only save water at the outlets, but also save money for the business that would have otherwise been spent on procuring water from tankers, a win-win for the business and the environment.

Byco and Bank Alfalah joined hands in November to roll out Alfa payments at Byco's outlets nationwide. Customers can get petrol at a huge savings of Rs. 100 per litre at participating Byco outlets when they use Alfa pay.

Keep in touch with us at info@byco.com.pk and send your feedback, articles, and photos at

Best Regards,

Shehryar Ahmad

Head of Communication

LIVE FIRE TRAINING

Firefighting is a dangerous and strenuous job. The likelihood of fire in the workplace is not something to take lightly. The workplace can be a fire prone environment where flammable substances are kept in an enclosed space.

The National Fire Protection Association (NFPA) dictates that a workforce should be completely trained on how to respond if a fire emerges. It is crucial for employees to know how to react during a fire. It is imperative to maintain a calm composure as panic may result in a much worse scenario. Your work-place should also have fire extinguishers at convenient locations, as they can be used to smother fire at an early stage, and employees must be trained on how to handle it.

To this end, Byco conducted a Live Fire Training during October at the refinery. It was supervised by the Emergency Response Department, with the agenda of familiarizing employees with fire handling by educating them on using fire extinguisher firefighting techniques. The training was divided into two sessions: The first part was a fire safety seminar, and the second part was field training. Employees were educated on classification of fire and methods of extinguishing it.

The core objective of this training was to enable employees to think clearly under pressure and in an event of a fire they should proactively handle it appropriately, without risking their own life or the lives of their fellow workers.

**Muhammad Ghayas Khan is
Fire and Safety Manager at Byco**

MAINTENANCE MATURITY PYRAMID

Asset maintenance of a refinery is not a simple task. It can be divided into several factions, and each asset has different requirement in order to provide optimal performance and reliability. Oil refining operations are extremely complex, where equipment malfunctions can cause devastating losses. Any kind of failure can result in unforeseeable disasters, which in turn results in losses in terms of life and company reputation.

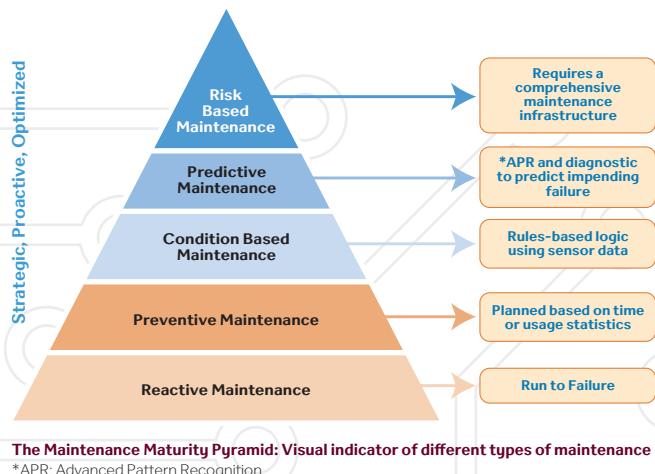
There are several types of maintenance strategies which are used in asset maintenance and each strategy is used according to an assets importance.

The base of the pyramid is called reactive maintenance, which can be simplified as a run-to-failure model: an asset is run until it malfunctions, at which point it must be repaired or replaced. While reactive maintenance might appear to be the easiest and cheapest maintenance strategy, it is suitable only for non-critical assets.

The next level is preventive maintenance, which is scheduled maintenance conducted at regular intervals. While preventive maintenance prevents more failure than reactive maintenance, it also has a downside. Unless preventive maintenance is properly optimized, an asset can easily be over-maintained (leading to an overrun of maintenance and excessive downtime) or under maintained (leading to costly firefights, if an asset fails).

Condition-based maintenance is ideal when the conditions that lead to an asset failure are simple and can be quantified. Whenever an asset operates outside of the defined parameters, trigger alarms will alert the operators.

For assets where failure conditions are difficult to correlate and its downtime is costly, predictive maintenance is ideal. This strategy utilizes advanced pattern recognition and machine learning to identify abnormal behavior. Predictive Maintenance is best used with high-priority, critical assets where failure and downtime cannot be afforded.



Kifayat Hussain is Assistant Manager Technical Rotaray at Byco

OPERATIONAL READINESS

Industrial processes can be divided into many functions which are performed by various equipment in order to produce one or more byproduct. Hence, in order to achieve the desired product every equipment must perform according to the design.

Whenever a new equipment is introduced into the industrial process, it is essential to confirm that it is ready to perform exactly as it is supposed to.

For example, the Piper Alpha North Sea oil platform disaster of 1988, which caused 165 casualties, was due to a flammable fluid discharge when a pump was restarted. Unknown to the workers operating the pump, a relief valve was removed from the pump to be repaired.

A recent survey concluded that nearly half of the Loss of Primary Containment (LOPC) incidents were due to conduct of operational violations, most of which were improper installation of the equipment and insufficient testing before operation.

What can you do?

Knowledge about operations can make a huge difference. When the operator is aware about the process performed by the machinery, he will be able to identify signs of malfunctions and prevent their escalation.

Exhaustive field assessment of all systems should be performed and the state of equipment should be tested before operations are run.

Due diligence should be performed in order to achieve a goal of zero equipment setup errors so that safety hazards are minimized.

Abdur Rehman is part of the Logistics Department at Byco

COMMANDER COAST VISITS BYCO

Pakistan's Commander Coast, Vice Admiral Muhammad Fayyaz Gilani, visited Byco's refinery and Single Point Mooring. The Commander received a full briefing on the capabilities of Byco's refineries which are Pakistan's largest by design capacity. The Vice Admiral also visited the Zero Point of Byco's SPM, where he received an in-depth briefing on the operations of Byco's floating port. Vice Admiral Fayyaz was received by Byco's Vice President of Operations, Mr Rashid Badruddin. The Vice Admiral stated upon the conclusion of his visit to Byco: "I am extremely impressed by Byco's facilities, and wish them success in future endeavors to meet Pakistan's energy demand."

Mr. Azfar Saeed Baig, Vice President at Byco, said on the occasion: "It is a great honor for Byco to receive the Commander Coast at our facilities. Byco is Pakistan's most innovative Oil Company with a one-of-its-kind Single Point Mooring in the country. Byco works closely with the Pakistan Navy and other government agencies to ensure the safe and effective delivery of our services in providing our products to the nation."



Mr. Rashid Badruddin, VP Operations, and Mr. Azfar Saeed Baig, VP, AHR, presented a memento to Commander Coast, Vice Admiral Muhammad Fayyaz Gilani on his visit to the refinery

Muhammad Omer Khan is
Manager Communications at Byco

BYCO & PMSA SUCCESSFULLY CONDUCT OIL SPILL RESPONSE EXERCISE

Byco recently conducted its quarterly oil spill response (OSR) exercise off the coast of Karachi Harbour. Byco's OSR team coordinated its exercise with the Pakistan Navy and Pakistan Maritime Security Agency (PMSA). Captain Imran Rashid Khan, Director of Joint Maritime Information Coordination Centre (JMICC) represented Pakistan Navy, while Lt. Cdr. Shah Faisal represented PMSA.

Byco conducts OSR exercises every quarter to be fully prepared for any unforeseen circumstances. Subsequent to the oil spill caused by MV Tasman Spirit, Pakistan felt an urgent need for a joint response effort to prevent similar disasters from ever taking place again. Byco is Pakistan's only oil company with Tier 1* oil spill response capability. This exercise was a great success. Byco's performance was praised by the Pakistan Navy and PMSA, who applauded Byco's proactive role and active OSR Exercise.

Mr. Azfar Saeed Baig, Vice President, Byco Petroleum, commented, "Byco regularly conducts safety trainings and exercises for its employees, to ensure they are aware of their roles and responsibilities and are prepared in case of any mitigating circumstances. Safety is a core value at Byco and will always be a top priority."

Byco participates in Pakistan's largest Oil Spill simulation exercise in conjunction with the Pakistan Navy, entitled Barracuda. Byco is the only company in Pakistan to have put in place a Tier 3 oil spill response capability, of a unique international standard. The OSR Exercise was conducted by Byco's Head of SPM Operations, Captain Farhan Jabbar, and its Head of OSR, Commander (Rtd) Kaleem Ishaque, supported by Shakil Abid, the on-scene commander.



Byco and Pakistan Navy collaborate to conduct Oil Spill Response exercise

Tier 1* A minor oil spill up to 7 tons, which can be handled by the company itself

Tier 2 A medium oil spill up to 700 tons, which can be handled by Pakistani national resources alone

Tier 3 A large oil spill of over 700 tons which requires international assistance to be managed

Shehryar Ahmad is Head of Communications at Byco

BYCO PARTICIPATES IN PETROFORUM MENA 2019

With Energy industry moving towards new technologies and environmental change, it is now more critical than ever for fuel retailers from across the Middle East and North Africa (MENA) to come together, exchange ideas and build strong business partnerships. PetroForum MENA – now in its 6th year – takes service station stakeholders to the thriving metropolis of Dubai to inspire innovation and engage with industry developments.

This year PetroForum MENA 2019 was held in Dubai in September 2019 in which Byco was represented by Faraz Ahmed (Retail Development Manager) & Syed Usman Hasan (Retail Engineering Manager). In the event, there were a number of reputed Oil Marketing Companies (OMC's) from the region and suppliers of different solutions for petrol station equipment, including branding designs, innovative LED price panels and lightings, fuel dispensers, auto carwash, tank leakage detection, fuel automation systems, NFR and other forms from across the globe.

The conference was fruitful in terms of having one on one interactive sessions with various market leaders and suppliers on this platform (ADNOC and ENOC) with discussions on new ideas and services to be adopted in the Oil Marketing Industry. Suppliers were shown the positive side of Pakistan and were encouraged to establish their business in our country, to which

the suppliers showed a keen interest. Overall the event was a beneficial forum for demonstrating our Byco brand to the international petroleum industry.



Mr. Faraz Ahmed and Mr. Syed Usman Hasan from Byco's Retail Development team at Petroforum MENA 2019

Faraz Ahmed is Retail Development Manager at Byco

BEHAVIORAL SAFETY

Behavior and culture are both interrelated. Human behavior shows the culture under which they manifest. Accidents are caused by unsafe behaviors, which are engendered by an unsafe culture.

Being a part of Byco as a Graduate Trainee Engineer in the EHS Department, I am observing a transformation of the safety culture. The way employees approach safety is of utmost importance. Change of mindset from "I follow the rules because I have to", to "I follow the rules because I want to", is a positive indicator.

Byco's management has truly shown its commitment and determination towards improving the existing safety culture. This has been accomplished by Management Safety Audits (MSA), Incident Reporting System (IRS) & Progressive Motivation Program.

MSA is a tool to improve behavioral performance by focusing on unsafe acts and establishing safety contacts of higher management with grass root level and contractor work force. 59 Refinery and 31 Corporate & Terminals Based Auditors have been trained to fulfill this task.

Secondly, IRS is a web portal to report any kind of incidents or near misses that happen on the job as well as off the job. The motive is to create an atmosphere of trust and respect, and share the value of incident reporting. It has been active since December 2018 and till now 500 reports have been recorded. This is a sign of improvement as people have now started to overcome the hesitation to share incidents.

Byco's EHS department has implemented its progressive motivation program to encourage people to put more effort in establishing and changing their attitude towards safety. Up till now, MSA, D-Level, & Best Near Miss awards have been distributed for 1st & 2nd Quarter of 2019.

Weekly D-Level Safety Talk is a grass root level forum to develop a belief in Byco's EHS philosophy that "all injuries are preventable" which highlights workplace safety issues and get them rectified. Currently 43 committees are actively performing safety talk in the refinery along with SPM and Mehmood Kot Terminal.

We need to understand that changing attitude towards safety requires consistency and firm commitment and that Byco's leadership needs to drive this campaign to make people believe in this change and ensure the company's transformation.

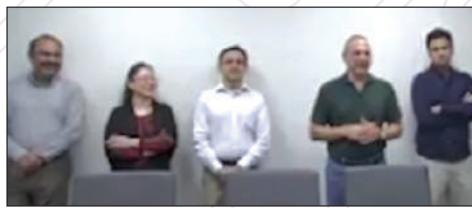
Umair Ahmed is a Graduate Trainee Engineer in the EHS Department

BYCO CELEBRATES 9.2 MILLION SAFE MAN-HOURS NATIONWIDE

Byco's refinery achieved the significant milestone of 9.2 million safe man-hours without a Lost Work Injury (LWI). The entire Byco Family worked hard as a single team for this recognition so the company felt it was time to celebrate the achievement.

Every single one of Byco's eleven (11) locations were connected by videoconference to celebrate the safety milestone as one unit. Mr. Amir Abbassciy, CEO, BPPL, congratulated the entire team on achieving this milestone and encouraged the employees to work with the same determination in order to achieve more.

Mr. Wasi Khan, Director on Byco's Board similarly emphasized how safety must always be our top priority. Mr. Tabish



Byco's CEO, Mr. Amir Abbassciy, appreciated Byco's Team on achieving 9.2m Safe Man Hours

Gohar, also on the Board of Directors, remarked that this achievement reflects our commitment to create a safe workplace.

Mr. Azfar Saeed Baig, VP, AHR, Mr. Fayaz Ahmad Khan, VP, Commercial, and Mr. Naveed Aslam Hashmi, VP, Internal Audit congratulated the entire Byco family on this occasion and emphasized how the entire Byco Family has worked hard as a single

team for this recognition and deserves our collective recognition and celebration.



Mr. Fayaz Ahmad, VP, Commercial, Mr. Ghulam Sarwar, Chief of Staff, Mr. Wasi Khan, Director, and Mr. Naveed Aslam Hashmi, VP, Internal Audit, joined from Harbour Front, 10th floor in Karachi



Byco's locations nationwide connected via videoconference to celebrate the safety milestone



Mr. Rashid Badruddin, VP, Operations joined from ORC-2



SPM Team joined from Zero Point in Hub, Balochistan



Islamabad Office



ORC-1, Mouza Kund refinery



Lahore Office



Multan Office



Kemari Terminal



Mehmood Kot Terminal

BYCO PARTNERS WITH UNDP TO CONSERVE WATER

The United Nations Development Programme (UNDP) & Byco have signed an MOU to undertake water conservation initiatives by saving water that is wasted during car washes at petrol stations by recycling it. The UNDP has developed an indigenous and cost-effective Water Recycling Plant which recycles 5000 liters of water per day.

UNDP's Resident Representative a.i. Mr. Ignacio Artaza, said on the MoU signing, "Pakistan faces extreme water scarcity challenges. We have identified efficient and cost-effective water recycling solutions by saving the water wasted during a car wash. We are pleased that Byco Petroleum Pakistan Limited (BPPL) is planning to expand the installation of these 'Waste-Water Recycling Plants' across its retail network."

Mr. Azfar Saeed Baig, Byco's Vice President, remarked on this occasion, "Sustainability is at the core of Byco's values. Byco is pleased to partner with the UNDP to launch Recycled Water Treatment Plants at Byco's retail outlets. We look forward to building this partnership into a strong alliance with the UNDP, towards the Sustainable Development Goal 6: Water Conservation."

The signing ceremony was attended by UNDP Resident Representative a.i. Mr. Ignacio Artaza, Mr. Azfar Saeed Baig VP, BPPL, Mr. Shakeel Ahmed Assistant Resident Representative UNDP, Mr. Shehryar Ahmad, Head of Communication, BPPL, and Mr. Mudassar Qadeer, Head of Petroleum Marketing and Terminals, BPPL.

The year 2025 has been marked as the year when Pakistan might turn from a "water-stressed" country to a "water-scarce"

country. Pakistan has only a 30-day water storage capacity while the water shortage is at 106 million gallons per day. Based on the findings of a recent survey, a service station uses about 19,000 Liters of water per day. Car service sectors have been identified for having an enormous potential to conserve and re-use large volumes of water.



Mr. Azfar Saeed Baig, VP, BPPL, signed an MoU on Water Conservation with Mr. Ignacio Artaza, Resident Representative, UNDP Pakistan, at the United Nations Headquarters at Islamabad

Shehryar Ahmad is Head of Communications at Byco

BYCO SUPPORTS GENDER EQUALITY IN PAKISTAN'S MARITIME INDUSTRY

Byco sponsored and participated in the World Maritime Day 2019 to support gender equality in Pakistan's maritime industry. The event was well received and attended by the local maritime community and foreign delegations.

The International Maritime Organization is a specialized agency of the United Nations that is responsible for 80 percent of the estimated value of goods or transactions traded through the oceans. They are responsible for creating a regulatory framework for safety, security, and environmental protection. The IMO is actively working towards achieving the Sustainable Development Goals set by the United Nations.



World Maritime Day is an annual event organized by the IMO. This year's theme was Empowering Women in the Maritime Community by highlighting gender discrimination and work place inequalities.

Historically the maritime community has been male dominated, but as demonstrated by other industrial sectors, inclusion and empowering women can lead to a spur in productivity and growth. The IMO encourages its member states to provide equal opportunities to women.

Captain Babur Shafique is SPM Vetting Manager at Byco

BYKER OIL CHANGE ACTIVITY

"We are what we repeatedly do. Excellence, then, is not an act, but a habit." – Aristotle

Byco's lubricants team conducted a promotional activity for the Byker brand at the Empire One retail outlet in North Karachi. The lubricants and retail teams have performed exceptionally well during the activity and were able to achieve great results. The objective of utilizing our retail forecourt to connect with potential customers was successfully achieved by the teams as they were able to connect with more than 5,500 bikers and effectively communicated the Byker brand message.

We are grateful to Allah that the activity was a great success, and we were able to create strong brand awareness for the Byker brand. The promotional activity led to 1,464 motorbikes having their oil changed by the team during the activity, beating out other leading lubricants' brands.

This was a successful demonstration of Byco's promotional capability, which received an overwhelming response from the end consumers, dealers and significantly by Byco's own colleagues. Team members from all departments participated and took an active part in selling and changing bike's oils during their visit to the forecourt.

Lubricants, Retail and Communications team have paved the road map to give stiff competition to the top OMC's lubricants players and making Byco's lubricants as a leading choice for their loyal consumers.



Mr. Kashif Bashir, Head of Lubricants, with his team at the Byker promotional activity at Karachi

The promotional activity turned out to be a huge success due to the determination and efforts of the retail and lubricants team along with support of communications who collaborated with lubricants to conceive the activity.

Imran Khan is Manager of the Lubricants team at Byco

BYCO PRESENTS AT HR INDUSTRY PRACTICES FORUM

Byco's HR department was invited to present at an important conference: "HR Industry practices Forum". Companies today have multiple generations working simultaneously. If an organization has such a diverse workforce, an inclusive style of management can ensure bridging the generational gap by harnessing intergenerational talent, creating inclusive work-based cultures and the possibility of cross functional learning between generations.

The GM HR of Byco, Mr Jehanzeb Khan, was invited as a guest speaker at an event hosted by Lamba Consulting Group in Karachi to shed light on "Global Trends in Managing Talent at Workplace in context of Multi-generational Workforce."

In his address, Mr Khan said: "In the current working environment, aside from internal and external difficulties that every business faces, a more crucial challenge would be to manage multi-generational teams and assist them to discover synergy by putting personal prejudices aside." In an era of "social good and collaboration," in which employees from all generations want to make a difference, HR and corporate leaders play a critical role by developing an inclusive culture through bridging the generational gap, and find the right balance that allows Baby Boomers, Generation X and Millennials to make a difference through teamwork.

Mr Khan spoke about the two way coaching culture. This could be seen in the workplace with Millennials teaching Gen X and Baby Boomers about technology, whilst Baby Boomers teaching Millennials about individuality, empathy and respect. The attributes are endless and so are the mentoring possibilities.

Mr Khan further elaborated that intergenerational understanding could also help enhance team-based productivity, as managers could identify individual talents that can help bond the team together. This in turn creates cross functional coaching and mentoring processes that could lead towards a more harmonized inter-generational team experience.

Organizations that empower employees, foster resilience, mutual respect, openness, collaboration and innovation through sharing of ideas, regardless of age, reap the benefits of generational diversity and will find that they have less conflict overall.

Baby Boomers: 1946 – 1964

Gen Y / Millennials: 1980 – 1994

Gen X: 1965 – 1979

Gen Z: 1996 – 2012

Anum Merchant is part of the Human Resource Department at Byco

LIFE @



Byco participates in beach cleaning at Nishan-e-Pakistan as part of the Barracuda X exercise



Byco's Petroleum Marketing team celebrated 9.2 million safe man-hours of the refinery



A Road Safety Seminar was held at the refinery. Colonel Shamsuddin, Head of Administration and Security, presented a memento to DSP Syed Farhan Ahmed of the Motorway Police



Mr. Sanaullah, Head of Retail Development, and the Petroleum Marketing Team visited a promotional activity for the Byker brand at North Karachi

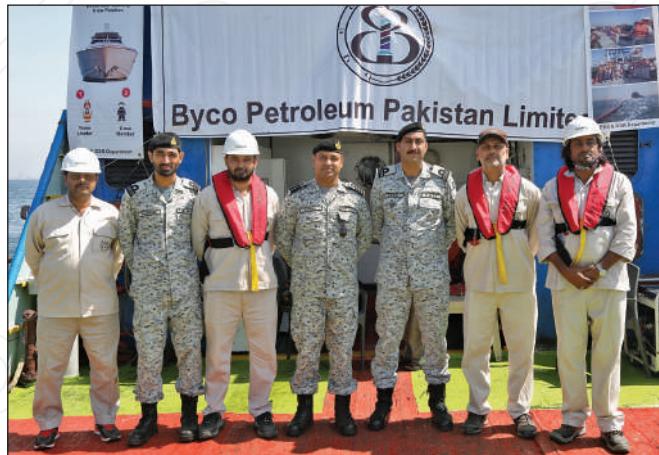


Mr. Fahad A. Wuhaib, Business Development Analyst, Saudi Aramco, plants a tree at Byco's refinery

BYCO



Byco's Board of Directors and senior management attended the company's 25th Annual General Meeting at the Pakistan Stock Exchange



Mr. Farhan Jabbar, Head of SPM, with Pakistan Navy and Byco's SPM team during a quarterly Oil Spill Response (OSR) activity held in October



Mr. Zafar Shahab, CFO, signed an MoU with Mr. Yahya Khan, Group Head Digital and Branchless Banking at Bank Alfa to launch Alfa digital payments nationwide at Byco's retail outlets



Mr. Shehryar Ahmad, Head of Communications, speaks on sustainability reporting at the United Nations event held at Pakistan Stock Exchange



Byco and UNDP sign a MoU to conserve water at the United Nations Headquarters in Islamabad. Pictured: Mr. Umer Akhlaq Malik, UNDP, Mr. Shakeel Ahmad, UNDP, Mr. Ignacio Artaza, UNDP, Mr. Azfar Saeed Baig, BPPL, Mr. Mudassar Qadeer, BPPL, and Mr. Shehryar Ahmad, BPPL



Byco screened “The Lion King”, for its employees. Mr. Jehanzeb Khan, GM, Human Resources and his family are pictured above at the movie screening



Mr. Adil Ishaq won the lucky draw from Byker's promotion activity. Mr. Azfar Saeed Baig, VP, AHR and Mr. Fayaz Ahmad Khan, VP, Commercial, presented a motorbike to the winner



Byco presented a CSR video at the OICCI's CSR Conference. Pictured are: Mr. Shehryar Ahmad, Head of Communications, Mr. Shafqaat Ahmad, Senior VP, Government Relations, Mr. Azfar Saeed Baig, VP, AHR, Mr. Fayaz Ahmad Khan, VP, Commercial



Mr. Fayaz Ahmad Khan, VP, Commercial, signed an MoU with Mr. Yahya Khan, Group Head, Digital and Branchless Banking at Bank Alfalah to launch Alfa digital payments nationwide at Byco's retail outlets



On the occasion of celebrating Byco's achieving 9.2 million safe man-hours, Mr. Azfar Saeed Baig, VP, AHR, addressed from Byco's Head Office at Harbour Front, 9th Floor in Karachi



A safety training session was held at the refinery. Mr. Umair Baig, Head of Technology, attended with other employees



Vice Admiral, Commander Coast, Mr. Muhammad Fayyaz Gilani, with Mr. Azfar Saeed Baig, VP, AHR, visited Byco's Zero Point and refinery



Byco sponsored a workshop on Miyawaki Method, conducted by Mr. Shubhendu Sharma of Bangalore. Pictured left to right: Mr. Zaheer Peer Buksh, BPPL, Mr. Gaurav Gurjar, Afforestt, Mr. Rehan Sajjad, BPPL, Mr. Shubhendu Sharma, Afforestt, Mr. Mumtaz, BPPL, and Mr. Shehryar Ahmad, BPPL

WORKPLACE PERSONALITY TYPES

Dealing with many different types of personalities at work can be a struggle as every person has a unique character. You may come across people, who may differ from you in terms of outlook, personality, nature, thinking and perception. In a professional environment you may encounter certain people, whose personality may either turn you off or attract you especially in the office environment where employees must cooperate with one another in a way that brings out positive results.

Understanding and managing different personality types in the workplace is important if you want to improve productivity and create effective teams.

Here is a list of some of the common types of personalities you'll find in every workplace:



Life of the Office: In the absence of this personality type, the office will seem dull. They are the ones who maintain the happy nature of the office. They know that friendly communication is the key to winning everybody's heart and their congenial nature makes them the heart of the workplace.

The Ambitious and Amiable: This type of employee is smart, eager to learn and can get along well with all of the employee personality types because they don't like conflict. They are well-balanced individuals that aim for success without losing their sense of humor in the process. They also work well under pressure and can inspire others to follow due to their extroverted personality.

The Highly-functional Introvert: They are your company's pillars. They have probably been in the company long enough to know all the intricacies of their work and are fairly experienced in what they do. This personality type is quiet but always pleasant to be around. They focus on their tasks and take their job seriously. In essence, they love what they do and want to get it right.

The Chatter Box: The entire office avoids this person. As soon as they open their mouth, you know you're going to be tortured in a 30-minute long boring story. Whether anyone is listening or not, the Chatterbox just can't keep their thoughts to themselves.

The Debbie Downer: They never have anything positive to say; they are always complaining about their coworkers, company culture, workplace facilities, work load and their job role, and yet they have been one of the longest serving employees in the company. You've come to the conclusion that they'll probably never leave, but complain about every single aspect of the company.

The Foodie: Dieting in the office is impossible when there are foodies around. This type will convince you that midday donuts are a good decision, or that you're boring salad isn't good enough for lunch, and pizza is definitely the way forward. They'll ask about lunch orders at 10:00 am and will bring you tempting home-baked cookies on the day that you plan to start eating healthy.

The Procrastinator: You don't actually know what this person's job duties are, because they procrastinate so much. Every time you walk past their screen, they're scrolling through Facebook, looking for cooking recipes or texting their friends. They never seem to actually be doing any work but always complain about their heavy workload. Which makes them seem like they are working hard.



The Lone Wolf: This type of coworker can always be found enjoying the silence of their own company. They never talk to anyone in the break, they shove their headphones in during work hours to avoid any type of conversation. Even though you've probably tried to include them in a group discussion, they've shown no interest.

The Overshare: This person literally has no filter. They share embarrassing health issues, they'll tell you what they ate for dinner, what they argued about with their partner and many other complicated details about their lives that you would have rather avoided. They are the type of person you avoid in the corridor.

The Delegator: This person constantly delegates work to other people and never actually does any work on their own. They walk around the office to chit chat with employees and are usually found in the cafeteria.

The Gossiper: This person lives for the latest office scandal whether it's actually true or not. They spend their day discussing a coworker's troubled marriage, weird eating habits, who's on the verge of getting fired, salary differentials, and who is going around with whom.

The E-mail Over loader: This person floods your inbox with unimportant e-mails. Even if it's a document relevant only to a few people in the department, the E-mail Over Loader doesn't consider how necessary the message is before CC-ing everyone in the company.

**Manisha Laloo Kamblay is in
Byco's Administration Department**

BYCO DEALER ENGAGEMENT ACTIVITIES

Byco has always had a customer centric approach, where we distinguish ourselves with the level of service provided to our business partners and customers, which is Byco's competitive edge. Byco organized a Retailer Loyalty program for its "By the Way" shop retailers. Retailers were given awards for achieving the highest sales of Coca Cola products.

The awards included Umrah tickets and motor bikes for the winning retailers. NFR and regional teams were present for the prize distribution. Byco's dealers appreciated this initiative and were hopeful that such activities will continue in the future as well.

In addition to this, Byco believes in operating sustainably and countering the effects of climate change. In honor of Pakistan's Independence Day, Byco decided to launch a campaign to Make Pakistan Green Again. As part of the campaign, Byco distributed 2 million Moringa seeds to its customers and held a competition among its dealers to encourage them to make their forecourts the greenest. The winners with the greenest forecourt won a fully paid trip to Baku, Azerbaijan along with their spouses.

Such activities help to strengthen the relationship between Byco and its business partners laying the groundwork for a successful partnership.



Byco's petroleum marketing team rewards its dealers for making their forecourts the greenest

Asjad Nomani is part of the Petroleum Marketing Department at Byco

BYCO CONDUCTS SEARCH AND RESCUE DRILL

Byco's SPM team conducted a Search and Rescue (SAR) drill outside the coast of Hub, Balochistan to prepare for the Barracuda-X exercise.

The SAR drill trains participants on how to rescue a drowning victim in what is called "Man Overboard" in maritime parlance. This drill has also become a part of the Pakistan Navy's Barracuda exercise, and Byco is the only oil company that takes part in it.

Byco's Single Point Mooring's Zero Point was chosen as the assembly point, where all the teams being trained received a safety briefing. A dummy was used to act as a victim. The drill commenced by tossing the dummy over board in the middle of the sea.

The Emergency Response Team (ERT) communicated the situation to Command & Control (CT) situated at the SPM's Control Room, where all communication was being monitored. Byco's Search and Rescue Transponder (SART) was activated to give the pin point location of the dummy. Upon reaching the dummy, ERT tried to pull the dummy on board by using life buoys, but upon failure they requested assistance from the Rescue Boat Team (RBT).

Finally RBT and ERT together retrieved the dummy safely from the water and escorted it to shore in fifteen minutes, where an ambulance and paramedics were ready to provide emergency medical support. The drill ended upon reaching the SPM site where all teams received a debriefing and feedback. Byco's SAR drill was highly commended by the Pakistan Navy.



Byco conducts Search and Rescue Drill outside the coast of Hub, Balochistan

Muhammad Adeel Farooq is Manager EHS at Byco

EDINBURGH – A ROYAL MILE

Edinburgh is considered to be one of the most magical and charismatic cities of the world. Every nook and cranny yearns for attention. From its medieval staircases to its neoclassical buildings, the city effortlessly blends the past with modernity. The city has a vibrant touch running through the hills with the cosmopolitan capital of Scotland standing still to embrace its prehistoric past.

From the city's narrow alleys, to the magnificent Edinburgh castle dominating the skyline, the city which once served as the residence of Scottish monarchs, Edinburgh never fails to inspire you. It encourages travelers to keep wandering, to absorb the magical vibe and become a distinct part of your travel memory.

The National Museum of Edinburgh is amongst the pride of the city. It covers everything from the astounding treasures of history, to the cloning of Dolly the sheep in this modern era. One can easily spend an entire day learning about the Scottish labor movement and the last lighthouse keepers.

There are not many cities in the world which have a shopping street with an uninterrupted view of a medieval Castle, gazing right at you from above while you stroll down the pavements and into the lines of the shopping street. On the opposite side, there is a lush verdant garden giving a breathtaking view of the old city landscape.

While moving around, one can have a glimpse of Scottish bagpipes, intimidating the environment with their strong and high spirited tunes. Edinburgh climate is mostly wet, grey and windy,



Edinburgh: One of the most magical and enchanted cities of the world

but when the sun bathes the city in its full glory, it is no less than a day in paradise. Edinburgh, without any exaggeration is one of the most enchanted cities that is simply a must for anyone's bucket list.

Komal Niazi is part of the Finance Department at Byco

BYCO ATTENDS MIYAWAKI WORKSHOP

Byco sponsored the first ever workshop held in Karachi on forest creation using the Miyawaki Method. This method has been designed by the world renowned botanist and horticulturist of Japan, Dr. Akira Miyawaki. Mr. Shubhendu Sharma of Bangalore, who studied under the tutelage of Dr. Miyawaki, brought this method to Karachi in 2015, where he planted Karachi's first Miyawaki urban forest with assistance from Mr. Shahzad Qureshi of Urban Forest. Also attending the workshop were the horticulture department of the Defense Housing Authority with whom Byco has collaborated in planting DHA's first Miyawaki urban forest at Clifton Beach.

In November, Mr. Shubhendu Sharma, along with his colleague, Mr. Gaurav Gurjar, flew from Bangalore to Karachi especially to train twenty five people, ten of whom were from Byco, in the art of the Miyawaki Method. The two day workshop was divided into one day theory and a second day practical where the theory of PNV (potential natural vegetation) was taught to the attendees. PNV is a theory which states that only those species should be planted which existed prior to human inhabitation of a certain area; transplanted species are not best suited and can be harmful to flora and fauna of a particular area. Therefore the Miyawaki method specifically stipulates that a local ancient forest should be found near the place where the forest is to be planted so that the natural species are identified and then propagated. These will

have the fastest uptake and will be best suited for maximum growth creating a habitat with maximum biodiversity. The Miyawaki Method therefore requires native species and a particular type of soil medium composed of rice husk, bagasse and natively procured manure to create a mixture which will be ideal for forest growth.

A Miyawaki forest grows ten times faster, which means that a hundred year old forest is created in only a matter of ten years. It sequesters thirty times more carbon which directly addresses the issue of climate change, produces thirty times more oxygen, and three hundred times more biodiversity is achieved through the Miyawaki Method of tree plantation. Byco is continuing to collaborate with Urban Forest and DHA to expand upon the plantation already done in August 2018 and May 2019. We are planning for an expansion of the existing plantation at DHA and to plant an entire acre of land immediately adjacent to Byco's refinery in Hub, Balochistan.

Emad Mehmood is a part of the Communications Department at Byco

WHAT WILL PEOPLE SAY

A wedding is the most important day in a person's life as it signifies one's commitment of spending the rest of their life with another human being. Nowadays, weddings have become a way to flaunt one's wealth. The charm of a quiet and elegant wedding has been replaced by a number of flashy pre-wedding events lasting 4-5 days such as Ghazal Night, Maayun, Dholki, Mehndi, and the like.

Some families even go to lengths of acquiring loans, to be able to afford a grand wedding with ostentatious decorations. An exorbitant amount of money is wasted on invitation cards, which turn into garbage minutes after being delivered. Beauty salons charge brides up to Rs. 80,000 for a makeover, only to attend a 3-4 hours ceremony. DJ's are hired to play insanely loud, deafening music for the dance floors, which adds to the already inflated price tag of the wedding. A wedding, that once used to be an intimate event, now has been turned into an exhibition of one's wealth. Marriage is a celebration of a sacred bond and its sanctity should be guarded.

Sadly, we are busy competing with each other, to see who can throw a fancier and more extravagant wedding. Some say that a wedding ceremony is a one-time event, so one should spend excessively on it. However, there is no guarantee that a marriage will be successful if the ceremony is expensive. I find small ceremonies more appealing than lavish ones. We should really ponder over whether this trend of spending extravagantly and irrationally during weddings is a wise choice, or whether simplicity is really the ultimate sophistication.

**Aiza Nasir Ali is part of the
Human Resource Department at Byco**

INTERESTING FACTS

- North Korea and Cuba are the only places you can't buy Coca-Cola
- The entire world's population could fit inside Los Angeles
- There are more twins now than ever before
- The hottest chili pepper in the world is so hot it could kill you
- More people visit France than any other country
- The world's most densely populated island is the size of two soccer fields
- Indonesia is home to some of the shortest people in the world
- The world's quietest room is located at Microsoft's headquarters in Washington state
- Four babies are born every second
- The coldest temperature ever recorded was -144 degrees Fahrenheit
- The Earth's ozone layer will make a full recovery in 50 years
- Japan is the world's most earthquake-prone country
- People who are currently alive represent about 7 percent of the total number of people who have ever lived
- Muhammad is thought to be the most popular name in the world
- Only two countries use purple in their national flags; Nicaragua and Dominica
- Africa and Asia are home to nearly 90 percent of the world's rural population
- The most expensive coin in the world was sold for more than \$7 million
- A record-breaking 92 countries competed in the 2018 Winter Olympics
- South Sudan is the youngest country in the world
- More than 52 percent of the world's population is under 30 years old
- People 60 years and older make up 12.3 percent of the global population
- There are more than 24 time zones around the world
- It's estimated that Sweden has more islands than any other country
- There are 43 countries that still have a royal family
- All giant pandas in zoos around the world are on loan from China
- The world's "most typical" person is right-handed, makes less than \$12,000 per year, has a mobile phone, and doesn't have a bank account



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