

“ The future belongs to those who believe in the beauty of their dreams ”

Eleanor Roosevelt

## BYCO PARTNERS WITH HBFC

Byco entered into an alliance with the House Building Finance Company Limited (HBFC) at a ceremony held at Byco's Head Office in Karachi.

An MoU was signed by Mr. Azfar Saeed Baig, VP, AHR, and Mr. Faisal Murad, Group Head, Business and Operations, HBFC, in the presence of senior executives from both organizations.

Under the MoU, Byco employees will be able to actualize their dream of acquiring their own home. HBFC will be facilitating Byco employees to get affordable housing solutions through mortgage finance facilities across Pakistan on preferential terms and conditions.

HBFC is the prime housing finance institution of the country, providing financing facilities for the construction and purchase of houses through its deep-rooted and national footprint.

Byco Petroleum, Pakistan's largest oil refining company has 1800 employees, and prides itself in being the employer of choice working continuously to improve its employee experience through strategic alliances and internal programs to advance their professional development and wellbeing.



**Mr. Azfar Saeed Baig, VP, AHR, signed an MoU with Mr. Faisal Murad, Head of Business and Operations, HBFC to facilitate employees**

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## EDITOR'S NOTE



Dear Readers,

Assalam o Alaikum!

Welcome to the Fall 2020 issue of the Blend.

The Summer proved to be an eventful one, with torrential rains afflicting the country, and the economic scenario continuing to be challenging for everyone, not least the petroleum industry.

Thankfully, COVID-19 cases in Pakistan started seeing a decline and Byco reopened its offices nationwide with effective post lockdown SOPs to ensure the safety of its employees.

Byco celebrated Pakistan's 73<sup>rd</sup> Independence Day with great zeal and enthusiasm by decorating its offices all across Pakistan to reinforce the spirit of patriotism.

Byco signed an MoU with the House Building Finance Company Limited (HBFC) to facilitate Byco employees to avail affordable housing solutions by mortgage finance facilities.

Vending machines have been installed at Byco's refineries in Hub to facilitate our employees.

Balochistan's Secretary, Environment and Climate, Mr. Saboor Kakar, visited Byco in August. He received briefings at the Refinery and SPM and was pleased and impressed with Byco.

Byco's SPM team successfully rescued twenty-three fishermen near Cape Mount Karachi after their boat ran into technical issues and lost power leaving them stranded at the mercy of the ocean waves.

Last but not least, Byco achieved the milestone of expanding its retail network to more than 400 retail outlets.

Keep in touch with us and share your feedback with us, articles, photos at [communication@byco.com.pk](mailto:communication@byco.com.pk).

Best Regards,

**Shehryar Ahmad**  
Head of Communication

## SHAKIL ABID RECEIVED IMO LEVEL 3 CERTIFICATION

Mr. Shakil Abid, Assistant Manager, Oil Spill Response, successfully attained IMO Level 3 certification in Oil Spill Response. The certification is of the highest level in the field of OSR and is affiliated with Oil Spill Response Limited (OSRL), a British firm specializing in managing oil spills.

The IMO Level 3 certification is accredited by the UK Maritime and Coastguard Agency. OSRL Nautical Institute qualified training provider to the Oil, Gas and Shipping Industries under: the International Maritime Organization (IMO), UK Maritime and Coastguard Agency (MCA), Singapore Maritime, UK Government Department of Business and Energy and Industrial Strategy (BEIS).

This course is designed to develop the skills of the company personnel in managing an oil spill by providing a thorough knowledge of the issues of oil spill supervision and consider the political and media ramifications, the legal and monetary implications, the issues of community and response to human safety and post operational necessities.

The certification is not only an achievement for Mr. Shakil Abid, it is an accomplishment and a proud moment for Byco. Mr. Abid's certification distinguishes Byco from all other ports, refineries and Oil Marketing

Continued

# GLOBAL OBESITY

What is a balanced diet? Is it eating food according to the food pyramid? For decades we have been bombarded with the idea of eating lots of proteins, carbs, fats, and fibers. But is it even true? What if the food pyramid was just a ploy set by the food companies to make people buy more food than they need?

Just like the coronavirus pandemic, we have another health crisis looming ahead. According to WHO, the rise in obesity poses a huge threat to global health. The worldwide prevalence of obesity has nearly tripled between 1975 and 2016.

The greater share of the blame falls on the fast food and junk food industries. Their use of trans-fats in food processing has paved the way for global obesity. Trans-fats are a form of unsaturated fat associated with several negative health effects. Apart from health concerns, trans-fats are very addictive and don't burn very easily with exercise.

There are parts of the world where people are starving while other parts are overindulging. Food wastage is on an all-time high, an estimated 1.3 billion tons of food is wasted each year.

Eating a bag of chips or a burger might seem insignificant, but it supports the very industry responsible for endangering your health and wasting food by providing unnecessarily large portions. The food industry is just as sick as the drug industry. They want to give you a taste, so you keep coming for more.



The solution is simple - eat less. Recent health studies show that a human body's caloric needs vary according to their size and muscle mass. Therefore, to lose weight, you must calculate the exact amount of calories you require, and keep track of what you eat. On average, a human body requires 2-2.5 kcal per day, which means all those people who are struggling with obesity consume more than the required amount. We should reduce our quantity of food intake, especially in this day and age, when food quality and nutrition are very high.

**Fahad Mustafa is part of the Contracts team at Byco**

# SHAKIL ABID RECEIVED IMO LEVEL 3 CERTIFICATION

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Companies (OMCs). The course highlighted the causes and effects of an oil spill along with the oil spill termination response.

Mr. Shakil Abid joined Byco in 2017 as an Assistant Manager in the Operations department after serving as a Marine for almost 25 years. At Byco he successfully modified an ordinary control room at the SPM to a Marine Terminal Advance Control Room by introducing marine equipment such as marine radars, GPS, SART, and Satellite Marine traffic. Due to his admirable work in the operations department, Shakil was found proficient enough to manage the OSR department at Byco.

Shakil's joining in OSR brought positive changes such as refurbishing the OSR equipment to finer condition resulting in it being deployed at the SPM round the clock and reducing the emergency action time. These changes were highly appreciated by Pakistan Navy, MSA, and various Pakistan Port Authorities due to which Byco was given a leading position in National Exercises (Barracuda drill) since 2019.

Shakil aspires to bring Byco to the standard of International Marine Organization (UN) by implementing all international rules and regulations of Ports and Terminals. He aims to work with continuous dedication and bring Byco in the limelight of Pakistan in all domains.



**Mr. Azfar Saeed Baig, VP, AHR, presented the IMO certification to Mr. Shakil Abid, Assistant Manager, SPM Operations**

**Kaleem Ishaque is Manager SPM Operations at Byco**

# MR. WASI KHAN AT THE ASIAN DOWNSTREAM SUMMIT

The Asian Downstream Summit conducted an interactive webinar with petroleum industry leaders shaping the new normal. Mr. Mohammad Wasi Khan, member of Byco's Board of Directors, was one of the panelists representing Byco in the live webinar along with leaders from across the globe to share insights on "Managing Business in a changing downstream industry".

Mr. Was Khan talked about the challenges being faced by the oil industry in Pakistan. He discussed how Pakistan is dependent on the import of crude oil and that continuity of business is the top priority for refineries. He discussed how 40% of the product of refining crude oil is furnace oil in Pakistan's hydro-skimming refineries. Due to Pakistan's evolving fuel mix, there has been no demand of furnace oil and it has been a great challenge for Pakistan's refining sector.

The opportunity of importing environmentally friendly fuels are being explored by multiple Oil Marketing Companies (OMCs) and they are bringing Euro 5 fuel to Pakistan. This initiative would be another challenge for Pakistan's oil refineries putting an added pressure to upgrade.

In the month of April and May due to the COVID-19 lockdown all over the country, the demand for petroleum products fell by 50% due to which many refineries including Byco had to go into cold circulation or shutdown.

Mr. Khan highlighted how Byco is constantly innovating its operations. In April, Byco announced its decision to establish a diesel hydro de-sulphurising (DHDS) unit and a fluid catalytic cracking (FCC) unit. These additional processing units will enable Byco to reduce the sulfur content in the diesel it produces and convert furnace oil into gasoline and diesel.



**Mr. Mohammad Wasi Khan, Director, Byco, appeared in an International Oil and Gas webinar organized by Asian Downstream Summit**

Mr. Wasi Khan said it was critical for the government to collaborate with the private sector to drive success. Reforms are needed in policies as the oil industry has become overly regulated in Pakistan. Refineries should be allowed to fix their own prices and compete. The oil industry should be given independence in being price setters. Secondly, the country is overly dependent on imports. The government needs to step in and give tariff protection to refineries which is sufficient enough to remain afloat in this difficult time. And lastly, reliefs and incentives should be given by the government in terms of taxes and duties so that the refineries are able to cost effectively upgrade themselves.

**Mahnour Anwar is part of  
the Communications team at Byco**

## COVID-19 HYSTERIA

**"Don't give up in times of difficulty. Persevere on as there will be an end to these"** – Edward Dunedin

During the onset of COVID-19, we witnessed actions from people that were selfish and reckless. People started hoarding things like toilet papers and hand sanitizers unnecessarily, leaving none for others who might need it. Many around the world were critical of this behavior, but the truth is that this is a common human instinct. Evolution through its rigorous process of natural selection has imbued us with this nature. This instinct is part of survival of the fittest, and to survive humans stoop to levels that may be perceived as inhumane. Humans are very panic prone which when exposed to a stressful environment, triggers their fight or flight response.

Even though the Coronavirus is a serious threat and demands every kind of precaution we can take, the irrational fear and panic of it caused far worse repercussions. Coronavirus has affected only a small population but its fear affected everyone around the globe.

During the peak of the virus, the global community was forced to initiate a lockdown which was devastating to the economy but was necessary to curb the spread; the social distancing aspect of it took a huge toll on people's emotional health. The statistics show that not only the general public, but the healthcare workers are also affected by psychological ailments such as anxiety, stress, and depression.

The root cause of everything that went wrong during the pandemic is fear-mongering. For months every channel, website, or social media bombarded the general public with nonsensical facts, illegitimate medical advice, and rumors. Sensationalism, and the constant announcement about growing numbers of cases consequently made the viewers anxious and created an atmosphere of fear amongst us all. This confused people and resulted in two factions - one which considered the whole pandemic a conspiracy and the other who took it way more seriously than reasonable. Both camps added complications in what was an already messed up situation.

In situations like these, it is extremely important to stay rational and not believe in facts which are inauthentic such as forwarded WhatsApp messages. One must always verify the information before passing it on to others because in today's digital era, one message has the power to reach out to millions of people. We as responsible citizens should not fall into such traps and verify all information. It is extremely important to not lose hope or give up when hardships are faced. This not only applies to the COVID-19 pandemic, but also in other situations in life.

**Babur Mirza is a part of the  
Refinery Sales department at Byco**

# EQUIPMENT READING AND CALIBRATION DATA IMPLEMENTATION IN SAP

SAP PM (Plant Maintenance) is one of the functional modules which automates all the maintenance activities performed in an organization. This allows the maintenance department in an organization to record data on issues, damages, causes, and repairs in the form of technical findings after visual checks, or after the issues have been determined. The Reliability (Maintenance) department in Byco is getting more specialized in this process.

History of inspection data, equipment reading, or calibration of equipment is the backbone of any organization and is done periodically or as recommended by the manufacturer or maintenance staff. Previously, the equipment reading and calibration were being performed manually by entering data on excel. Those excel based documents were referred to whenever history or analysis was required. This was not only time consuming and complicated, but there was always a chance of error, i.e. wrong data or wrong unit of measure, that could result in dangerous injuries.

As a part of Byco's Management Applications Systems (MAS) team, I am proud to say that we have achieved another milestone towards automation in plant maintenance and process engineering. We are now able to enter the measurement or calibration reading of equipment in SAP.

Maintenance, whether it is corrective or preventive, is a significant aspect in the management of any type of infrastructure, contributing to an increase in equipment lifetime, the decrease of unplanned downtime, and, ultimately, the reduction of long-term maintenance costs.

The process of the above-mentioned implementation helps in corrective maintenance to enter equipment data; this data is entered in the SAP Work Order (WO) or MWR process, which becomes a record or history of this equipment. This can be retrieved in executing a report any time with the WO/MWR number.

This implementation is supported in the preventive maintenance process and the Reliability department is now able to enter data in the notification generated automatically when a preventive maintenance order is created. Equipment requires perfect usage or condition and consolidated history. An example of preventive maintenance is usage-based maintenance, i.e. based on the actual use of the assets, such as the lubrication of a machine after every x production cycles (every 500 uses, for example) or the review of the fleet vehicles when they reach a certain mileage (e.g. 10,000 km).

Predictive maintenance focuses on predicting when a failure will occur so it can be prevented. Unlike preventive maintenance, which is scheduled and follows predefined time or usage milestones, it is based on the condition of the equipment. With the benefit of the above implementation, data of equipment, required at this point, can be entered in the SAP Work Order or MWR process. It becomes a record of this equipment that can be recalled in a report any time with WO/MWR Number.

This implementation also helps in the calibration process of equipment. Proper calibration of an instrument allows the organization to have a safe working environment and produce valid data for the future with reference. Routine equipment calibration also helps protect against measurement inaccuracies arising from natural mechanical wear and tear, product build-up, pipe blockages, and changes to the properties of the product flowing through the line.

Byco was able to achieve this milestone through constant efforts from the Reliability department for the operation and support during this process mapping in SAP. It's a great honor to have such a dedicated team on board.

**Shahab Matloob is part of  
Byco's MAS team**

## THE 50/30/20 BUDGET RULE

Most of us fall victim to mindless spending as soon as our pay day arrives. We go out for shopping, dinners, movies, and other expenses. But that's not the first thing you should be doing as soon as you get your salary. Instead, what you should be doing is managing your personal finances. The basic rule is to divide up after-tax income and apportion it to spend: 50% on needs, 30% on wants, and keeping 20% away as savings. In case you don't know where to begin with a spending plan, breaking it up into these basic categories can be really helpful. These percentages help create a balance between obligations, goals, and splurges.

**50% Needs:** Needs are those bills that are mandatory for you to pay, and are the things necessary for survival. These include housing, groceries, utilities, car payments, insurance, and the like. Keep in mind that there is a difference between needs and wants. If payment can be forgone with only minor inconveniences, for example, a cable bill or fancy clothing, it can be considered as a want, but if a payment severely impacts your quality of life, such as electricity and water, it is considered a need.

**30% Wants:** Generally, wants are the extras that aren't important to living and working. They're usually for fun and may include monthly subscriptions, traveling, dining, and entertainment.

**20% Savings:** Savings is the amount you keep away to prepare for the future. At least 20% of your after-tax income should be spent on repaying debts, saving money in your emergency fund and your retirement accounts.

Personal finance rules can be a great tool for achieving financial success. In any case, it's critical to consider the big picture and build habits that help you make better financial choices, leading to better financial health. Rules of thumb can be a good estimated guideline for decisions. While everyone's situation is different, these act as a good starting point for your expenditure. However, you might want to adjust them or make a budget that's more tailored to your situation.

**Emad Mehmood is part of the  
Communications team at Byco**

# BYCO PETROLEUM RESCUES 23 STRANDED FISHERMEN

Byco successfully rescued twenty-three fishermen near Cape Mount, Karachi, after their boat ran into technical issues and lost power leaving them stranded at the mercy of the ocean waves.

According to details, the Maritime Security Agency (MSA) received distress calls from a stranded vessel, Al-Rizwana. Due to the critical nature of the emergency in terms of time and distance, the Maritime Information and Coordination Centre contacted Byco's SPM Control Centre which has active security deployment in the area of Balochistan's coastline. Byco immediately dispatched its three crafts towards the provided coordinates which included a Pilot Boat, OSR Vessel WSS-II and Tug SAL.

All 23 fishermen aboard the Al-Rizwana were rescued successfully. Since the boat had lost all power, there was an imminent danger of the boat crashing against the rocky coast. Byco's team acted swiftly and towed the boat back to safe waters. The boat was kept in the area and handed over to the MSA for onward towing till Karachi Harbour.

MSA appreciated the prompt action by Byco as it helped in saving lives of 23 people. Commander (R) Kaleem Ishaque, Manager Security, remarked at the incident, "We consider it our moral duty to serve humanity through rescue operations. We were right in time to rescue the distressed fishermen who by the grace of God have been able to see the light of the day and will be reunited with their families. We work closely with MSA for our operations and such rescues also".



**Byco successfully rescued 23 fishermen near Cape Mount, Karachi**

Byco is pleased to have such capabilities to save lives. Safety is and always has been a core value at Byco and will always be our top priority.

**Shakil Abid is Assistant Manager  
SPM Operations at Byco**

## BYCO POWERED TEENTALKS

As part of our employee care and happiness initiatives, Byco collaborated with Funverks Global and powered an online program "TeenTalks", with children of our employees.

TeenTalks is an "Inquisitive Journey into the Future", where teenagers share their thoughts on human virtues and the profound elements of life (e.g., integrity, respect, and collaboration). It is a creative and thought-provoking learning process which involves listening to Generation Z, our leaders of tomorrow, incorporating their perspectives and giving them a platform to voice their opinions.

Having healthy discussions with teenagers on important day-to-day topics is critical for their growth. TeenTalks sessions are beneficial not only for listeners but also for the participants as they help in confidence building, character strengthening, digital experience, and polishing conversation skills.

We received a wonderful response from the participants as well as their parents as reflected in the following testimonials:

### Participants' Testimonials

Laraib Shafiq: "Teentalks was a brilliant experience of having my first live conversation. I enjoyed it a lot. It was a very well organized event for us in such a pandemic to let ourselves have a break from our boring routine and our online classes. Thank you to the Byco Team for organizing an amazing activity."



**Byco collaborated with Funverks Global to conduct an online session "TeenTalks" to engage the young teens of the Byco family**

Abdul Basit: "It was my first experience speaking in front of a live audience. I have to say it was thoroughly enjoyable and was not as nerve-racking as I thought it would be. Felicitations to the Byco team and Funverks for organizing such a wonderful event for youth to express their ideas. Looking forward to more events like this in the future."

**Muhammad Hussain is Manager Training &  
Organizational Development at Byco**

# WHAT IS HAPPINESS

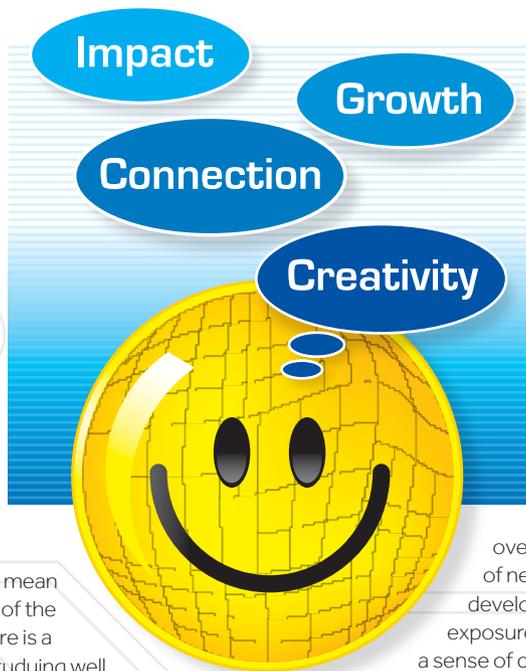
“It’s the oldest story in the world. One day you’re seventeen and planning for someday. And then quietly, and without you ever really noticing, someday is today. And that someday is yesterday. And this is your life.”

The above saying is a true depiction of everyone’s life. People strive for a certain level of affluence thinking that it will make them happy, and on reaching it, they become habituated very quickly. When people get habituated, they start planning for the next level of income, property, good health and so on. The goals of an individual keep getting pushed upwards as soon as the lower level is reached.

The definition of happiness is always personal. For one person it might mean one thing, whereas for another individual it might mean another. This is where people struggle most of the time. Growing up we are always told that there is a certain formula to success and happiness; studying well, getting good grades in school, getting a high paid job in a multinational company. We are told to just climb the corporate ladder and keep on working diligently gaining experience, get married after being settled, have kids, get them married, and so on. The question which arises is: Is there an end to our goals in life? When exactly is a person fully satisfied in life?

Happiness is internal and the definition of success is personal to each and every individual. Instead of letting the society define what success is or is not for you, or having external benchmarks or yardsticks for gauging what success is, it is important to look inwards.

Happiness is not something that happens to people, but it is something that they make happen. My definition of happiness is the



ability to get fully involved in life and to live life according to our core values. It is important to have a satisfying family life, intimate friends and the time to reflect and pursue diverse interests.

It is important to find meaning and purpose in what we do. It all comes down to a couple of things:

**1. Impact** – Making a visible or a tangible difference in people’s lives and helping them see who they really are and what they are capable of achieving. One should always dream big and choose courage over comfort

**2. Growth** – it is important to find activities that provide potential growth over an entire life span, allow for the emergence of new opportunities and stimulate the development of new skills. Allowing oneself the exposure to experience and learn new things develops a sense of confidence and accomplishment

**3. Connection** – being connected to people or your work is extremely important. Fostering meaningful connections and having a sense of belonging to a community makes one feel at peace. It is always about building relationships and being empathic and kind towards others

**4. Creativity** – Experiences make people’s lives richer. It is important to be innovative and think out of the box. It is not always about creating something from scratch. It can mean getting involved in sports and hobbies which we never really give time to.

**Mahnoor Anwar is part of the Communications department at Byco**

## HOW TO DEAL WITH WORKPLACE HARASSMENT

Women in the workplace can face obstacles during their careers. Whether it is a lack of trust or workplace harassment, women have to fight stereotypes to prove themselves.

### What counts as workplace harassment?

Harassment can be ridiculing or belittling through words or actions, psychological harassment intended to affect a person’s self-esteem and dignity, digital harassment such as cyber bullying and sexual harassment towards any individual. Harassment is any unwelcomed behaviour that is offensive, humiliating or intimidating.

### What can be done about it?

Byco has a zero-tolerance policy towards all forms of harassment. It is advised to construct a non-discriminatory policy through an attorney to ensure the policy aligns with employment laws. This is one way to prevent an undesirable event happening instead of fixing the problem when it happens. Training sessions can be done by the Human Resource department who can provide scenarios

that depict workplace harassment and how to prevent it. Training sessions should be organised on carrying out an investigation in case of a report. A lot of victims do not report out of fear, and many are unsure of what conduct constitutes harassment. Women should be empowered and encouraged to report any harassment they face so that action can be taken immediately and no one has to suffer because of the same person again. It is important to understand the sensitivity of the issue and to deal with the incident in a way that it avoids any kind of retaliation which might escalate the issue later.

Lastly, it is imperative to speak up. Harassment is a serious offense that should not be taken lightly. All incidents should be reported and thoroughly investigated.

**Kaynat Jamal is part of the Finance Department at Byco**

# THE STARRY NIGHT BY VINCENT VAN GOGH

**“I don’t know anything with certainty, but seeing the stars makes me dream” – Vincent Van Gogh**

Van Gogh’s “The Starry Night” is undoubtedly my favorite painting, but I’m not alone. It is one of the world’s most famous paintings; not just of Vincent Van Gogh, but of all paintings ever.

You’ll find it on your friend’s wallpaper or mugs; from magnets to even prints of it on clothing. It is a beautiful oil-on-canvas painting with chromatic swirls in different shades of blue; all a work of art created from Van Gogh’s imagination. The painting has dark tones, representing the gloomy days of his life and yet, the painting makes you want to dream under the bright stars and a crescent yellow moon. The painting depicts hope that even in the dark days there’s light which is exhibited through the bright stars and the lights in the houses of the village.

It’s notable how the sky is painted through soft and thick brush strokes, which gives off a sense of drama, and adds depth to the painting, possibly due to his serious mental condition. While on the other hand, the village is painted with straight lines, and sharp angles, separating the tranquil homes from the turbulent night sky; portraying peace among the chaos.

It’s surprising how Van Gogh dismissed “The Starry Night”, as a failure, saying to his brother in a letter that “the stars were too big”, and the abstract, a catastrophe. What he did not know, was that he was reaching for the stars and regrettably, he did not live long enough to see his painting become a masterpiece.

“The Starry Night”, was created in June 1889 from a room in the mental asylum at Saint-Remy, France, where Van Gogh was

recovering from a mental illness. It is currently owned by and displayed in The Museum of Modern Art, New York. Every day thousands of visitors from all around the world come to see it and I hope to be one of them someday.



Vincent Van Gogh’s famous painting – The Starry Night

**Mushayyada Siddiqui is part of the Communications team at Byco**

## WORK-LIFE BALANCE

Aesop in his famous fable of the golden goose shows how an imbalanced approach to life can have an adverse implication on your life. Aesop sheds light on how greed and over-ambition can cause you to make bad decisions in life.

In the fable, the farmer finds a goose that lays golden eggs. In his greed of acquiring all the eggs at once, the farmer slaughters the goose and loses everything he had.

This story shows how ugly it can get if we don’t maintain a balance in life. The greed of the farmer is not the disease but a symptom of imbalance. Our need of acquiring everything life has to offer at once can lead to disastrous consequences.

One must always find a balance in every aspect of their life and should always stay away from extremes. The P/PC Balance approach is about balancing between two extremes:

**Extreme #1:** Focusing only on the short term and risk losing the long term benefits.

**Extreme #2:** Focusing only on the long term and miss out on short term joys of life.

Here are some common examples of how the P/PC Balanced approach can be applied in life.

- **Profession:** You must maintain a balance with job responsibilities and personal improvement. Spending all your time on your responsibilities deprives you of broadening your skillset, thereby stifling career growth. However, spending all your time on self-improvement will cause you to neglect tasks at hand.
- **Health:** neglecting your health by eating excess and not exercising may give you fulfillment in the short term, but in the long term you can get inflicted with a disease that affects you for a long time. On the other hand, focusing too much on fitness can result in stress and one tends to neglect the small joys of life.
- **Environment:** If our society focuses only on the economy and growth, we will deplete and pollute the natural environment much faster than it can recover. But if we overburden the current economy with too many long-term environmental protections, we create economic hardships right now.

Life is all about finding a balance in everything and avoiding extremes. You can’t have your cake and eat it too; life is full of hard decisions but the best outcome is by finding a balance.

**Tariq Masood is part of the SPM Operations team at Byco**

# LIFE @



Ms. Rohana Gul Kakar, Assistant Commissioner, Hub, conducted a tour of Byco's refinery and SPM Zero Point to understand its operations



Byco distributed masks to the people neighboring its refinery at Hub, Balochistan



Byco celebrated 14 August at its Corporate Office in Islamabad



Byco's team at the Mehmoodkot terminal celebrated Pakistan's 73<sup>rd</sup> Independence Day with patriotism

# BYCO



14<sup>th</sup> August was celebrated with vigor at Lahore office. A ceremony was held and the National Anthem was played



Byco's team celebrated 14<sup>th</sup> August at the refinery with a cake cutting ceremony



Mr. Umair Baig, General Manager, Technology, welcomed the new batch of Graduate Trainee Engineers at the refinery



Mr. Muhammad Ali Aslam, General Manager, Finance with his team at the Head Office on the occasion of Independence Day



Mr. Saboor Kakar, Balochistan's Secretary, Environment and Climate, conducted a tour of Byco's Zero Point



Post lockdown SOP's were discussed by Mr. Jehanzeb Khan, GM, HR, Mr. Kamran Zulfiqar and Mr. Muhammad Hussain



Byco's HR department organized a virtual training session in collaboration with Retail Network Development



Rear Admiral Jamil Akhtar (rtd) met with Byco's management. Pictured: Mr. Azfar Saeed Baig, VP, AHR, Mr. Fayaz Ahmad Khan, VP, Commercial, Mr. Ghulam Sarwar, Chief of Staff, Mr. Zia Ali, GM, Reliability, Mr. Zafar Shahab, CFO, Capt. Farhan Jabbar, SPM Operations, Mr. Muhammad Ali Aslam, GM, Finance, and Mr. Rashid Badruddin, VP, Operations



Mr. Azfar Saeed Baig, VP, AHR, Byco and Mr. Faisal Murad, Group Head Business and Operations, HBFC signed an MoU to facilitate Byco employees. Pictured left to right representing Byco: Mr. Adil Saleem, Mr. Jehanzeb Khan, Mr. Zafar Shahab, Mr. Fayaz Ahmad Khan, Mr. Rashid Badruddin. From HBFC: Khawaja Ehrar ul Hassan, Muhammad Kamran, Mr. Iqbal Javed, Mr. Atif Alauddin, and Mr. Nasir Abbas



Byco and Vendi's marketing team met at Byco's Head Office to discuss new initiatives with mutual collaboration



A tree plantation drive was conducted at Byco's Filling Station, Sanjarpur with Mr. Frasad Ali Bhindar, DSP Motorway Police, as the Chief Guest to contribute towards a clean and green Pakistan



Mr. Sanaullah Zahid, Head of Retail Development, presents a motorcycle to the winner of Easypaisa QR campaign conducted at Byco's retail outlets

# ISTANBUL – A CITY OF CULTURE AND HERITAGE

A collision of two worlds – the European Continent meeting the Asian Continent and creating a fusion – Istanbul. Istanbul is a city full of adventure, sensuality and history. It is the only metropolis in the world that encompasses two continents. The two cultures present here make it the most intriguing cities in the world.

One gets overwhelmed by its beauty, which has been described by poets and travellers for millennia and is still the backdrop to works of literature and cinema.

Spanning both Europe and Asia and surrounded by the Black Sea and the Sea of Marmara, the scale and topography of the city – once home to the Roman, Byzantine and Ottoman empires – are fitting of its richly diverse past.

The historical sites of Istanbul include palaces, mosques and museums which are adorned with mosaics and touch the skyline. The vibrant neighborhood is full of colorful bazaars, cafes and rooftop restaurants. This makes the city fascinating enough to be on the wish list of all travelers.

The Hagia Sophia, the world's greatest monument is full of history. A Byzantine structure with stunning architecture and design has been a church, mosque, museum and eventually a mosque again. It is one of the greatest surviving examples of Byzantine architecture. It sits in a square filled with stunning buildings, most notably the Sultan Ahmed Mosque (also known as the Blue Mosque). Inside the museum, the ceiling is decorated with stunning mosaics and held up by beautiful marble pillars. Its spectacular dome has fascinated historians and architects for centuries.



**Historical sites of Istanbul adorned with mosaics with minarets and domes touching the skyline**

Napoleon reportedly once said, "If the world was only one country, Istanbul would be its capital."

Istanbul has always been a rich mosaic of people, religions and cultures. The 'East meets West' label used to describe the city is better represented by 'everything meets everything else'. A cultural and a religious hub with a multi-lingual community continue to add to the colourful fabric of the city.

**Komal Niazi is part of the Finance Department at Byco**

## OUTLOOK ON LIFE

**"How wonderful it is that nobody need wait a single moment before starting to improve the world" — Anne Frank**

Everyone should instill in their lives a healthy amount of optimism where their faith in good fortune overpowers despair. We need an optimistic outlook on life now more than ever before. Due to the corona virus, the entire world had been restricted to their homes, resulting in widespread depression.

Sometimes life may seem dark with no hope of light. That is the moment we should remind ourselves that night is always darkest before dawn. It is not the time to focus on what we have lost, but we should focus on what we still have and be grateful for it. Being locked indoors is not easy, but consider being locked alone, without your loved ones. We only have a finite number of days on this planet, of which we get to spend very little of it with our families, but the lockdown had given us the time to make up for that.

Rather than sulking in our current situation and debating on how it should have been handled, the wiser population focused more on personal development by taking advantage of the courses being offered online. They invested more time in their hobbies trying to learn new skills and focus on those interests which they never got to pursue because of the fast pace of life.

To get through such crucial periods, it is important to unite as one regardless of our differences. During these hard times, most of the people required assistance to get through it. Some needed monetary support, whereas others needed emotional support. Even a few words of consolation are enough to provide relief to someone suffering from anxiety.

We must realize that life will not always be easy, hence becoming disheartened will not change the situation. An optimistic outlook on life will make things easy to handle. At times of loss or sadness, people should put their trust on the fact that nothing is there to stay forever. The good times and the bad times both will pass.

**"Things turn out best for the people who make the best of the way things turn out." — John Wooden**

**Umer Iqbal is part of the Oil movement and shipping team at Byco**

# GRATITUDE FOR OUR SUPERHEROES

As we all prepare to return to the realm of normality, we must take into consideration the sacrifices made, and the hardships endured by our great nation throughout this excruciating period. The fight against Corona was never going to be easy; the world super powers were brought down to their knees by a viral plague whose catastrophic devastation in comparison to its microscopic nature almost seemed unfair. An organism one trillionth the size of an ordinary needle brought the entire world economy crumbling down, subsequently crushing all classes. People were no longer classed on the basis of their wealth, nor their intellect; they were either casualties or survivors. The billions of dollars' worth of weaponry was rendered useless across the globe. For months it seemed like we were living in Gotham City and the forces of evil had taken us hostage within our homes. But luckily our "caped crusader" arrived, and he was no man wearing a cape, on the contrary. It was a group of white and blue robed angels who risked their lives every day of this pandemic so that our loved ones could live another day.



"All seems simple, however slightly cunning,  
Who knew we'd be haunted by a being so stunning.

Not a eukaryotic nor a prokaryotic,  
From communist China to places exotic.

We snubbed the warnings, as some unwitty dare,  
What awaited us was something straight out of a nightmare.

A common cold – Are we on amateur hour?  
All they assumed was needed, was some sleep and a shower.

COVID or Corona it's all easy to tackle,  
All we need are some prayers,  
And we'll break free from the devil's shackle.

It all seemed surreal, to many this got scary,  
When the places of worship were closed,  
Not by the blasphemers, but by the Clergy.

Markets, where once the buyer and seller flirted,  
Now seemed barren, lost and deserted.

Months had gone by and yet no progress in sight,  
I guess Earth wasn't really ready for this fight.

To our amusement we've barely read about such diseases,  
now we rush for safety every time someone sneezes.

The worry of the unfamiliar, the fear of what might be,  
Is still present in our minds, for times unforeseen.

This time right now, is unlike the one before.  
As people have lost lives, and people they adore.

Not army personnel, no one from the justice league too,  
It's the nurses and doctor, risking their lives for me and you.

They didn't have enough ventilators or quality masks,  
Yet, somehow they have been completing these dangerous tasks.

They wake up each day drenched in the sorrow of ecstasy,  
We should realize their predicament, is no fantasy.

They've been combating an escalating fire,  
Its necessary to realise this situation was dire.

We've heard their pleas and their sober cries,  
But now, my friends, we have to unify!

As we finally witness a decrease in the COVID charts,  
We must offer our brave healthcare workers,  
Gratitude and love from the bottom of our hearts.

For their tireless efforts and the care they give,  
With the countless of hours spent so that the patients can live."

**Syed Hasan Ahmed Alvi is part of the  
refinery sales department at Byco**

# OWN UP TO YOUR MISTAKES

**“We all make mistakes, have struggles, and even regret things in our past. But you are not your mistakes, you are not your struggles, and you are here now with the power to shape your day and your future”- Steve Maraboli**

It's tempting, isn't it? Take credit when things go well, deflect blame when they don't? The easiest thing in the world is to point fingers and find someone to put the blame on. Leaders learn to avoid the temptation to blame others or hoard credit for their teams work. We all want to be recognized for our effort and accomplishments, and we resist being blamed when things don't go right. This leads to habitual patterns of credit and blame at work.

Successful individuals are able to see their role when things do not go right, admit mistakes and focus on fixing the issue at hand rather than blaming. It is more important to discuss what went wrong and the reason behind it so that employees can avoid making the same mistake again. There are times when these conversations slide away from what can be improved and into the territory of blame. Blame is often counterproductive as it undermines workplace relationships and impedes change. Unfortunately, this whole idea of blaming others instead of being accountable has become part of our culture. It's everywhere. It's in individuals, families, celebrities, athletes, the government, and it's very much alive in businesses.

In the course of our jobs, we'll make our share of mistakes, and it is how we deal with them that can spell the difference between a smooth recovery and long-term repercussions. Generally speaking, it's best to own up to your mistakes at work rather than make excuses for them. Doing so shows a degree of professional maturity that not everyone has.

People do not make mistakes intentionally. It happens due to high work pressure, lack of information or decisions taken in a hurry. However, a person can learn about how to handle these mistakes gracefully.

Here are some tips on how to handle the mistakes committed at workplace.

## **Acknowledge your Mistake**

As soon as one realizes that they have committed a mistake it should be acknowledged. If the mistake is small and can be rectified before people are affected, action should be taken immediately. However, if the mistake is of a serious nature, one should inform their boss right away. Mistakes should not be ignored and running away from them is not a solution. Hence, it is always in everyone's best interest to admit your mistake and show professional behavior.

## **Work on a plan to correct your mistake**

Mistakes cannot be ignored. Once you realize that you have made a mistake, immediately analyze the after effects and how you can minimize the damage done.

## **Ensure that the same mistake is not repeated in future**

Employees learn from their mistakes and ensure that it is not repeated. It is important to analyze the root cause of the problem in order to fix it and ensure that not only you, but even others are prevented from making similar mistakes.

## **Move on**

One should remember that mistakes can happen with anyone and no one is perfect. Once the issue is resolved, it is important to move on and not keep thinking about the mistake as it not only affects your productivity, but shatters your confidence and affects your mental health.

One should not hesitate to take on new responsibilities because of mistakes made in the past. Mistakes should be taken as a learning opportunity and care should be taken to avoid them in the future.

Remember that we are all human. We've all made mistakes before and we'll all make mistakes again. Both good and bad employees make mistakes. The greatest mistake a man can ever make is to be afraid of making a mistake again.



**Manisha Laloo Kamblay is part of the Administration department at Byco**

# RETAIL NETWORK DEVELOPMENT VIRTUAL TRAINING SESSION



During COVID-19, Byco is keeping the doors of learning open through remote and distance learning sessions. Byco's learning academy in collaboration with the Petroleum Marketing Department team of Mr. Sana Ullah, Head of Retail Development, Mr. Faraz Ahmed, Manager, Retail Development, and Mr. Aijaz Hussain, Manager, Market Development, conducted a virtual training session. This session was for the PMB sales staff, field engineers and non-fuel retail team across Pakistan, mainly from Islamabad, Lahore and Multan Regions.

The main idea behind this workshop was to enrich the participants with the basic understanding, approvals, documentations and rules and regulations on how to develop new retail outlets.

To get the complete advantage of online learning, our trainers delivered an interactive session by reproducing a classroom training using a series of online collaboration tools and engagement methods which resulted in greater inclusion and supported learning goals.

Such training sessions not only benefit teams to enrich their knowledge and technical skills, but also add a valuable contribution to retail development.

**Anum Zehra M. Merchant is part of the  
Learning & Employee Engagement Department at Byco**

## INTERESTING FACTS

- McDonald's once made bubblegum-flavored broccoli
- Q is the only letter that doesn't appear in any U.S. state names
- Scotland has 421 words for "snow"
- Armadillo shells are bulletproof
- The longest English word is 189,819 letters long
- Blue whales eat half a million calories in one mouthful
- That tiny pocket in jeans was designed to store pocket watches
- The man with the world's deepest voice can make sounds humans can't hear
- The current American flag was designed by a high school student
- Thanks to 3D printing, NASA can basically "email" tools to astronauts
- You only have two body parts; nose and ears that never stop growing even when the rest of the body's growth has come to a halt
- During the summer, high temperatures cause the Eiffel Tower to grow more than six inches
- Bees can fly higher than Mount Everest
- Humans have jumped further than horses in the Olympics
- The British Empire was the largest empire in world history
- Martin Luther King Jr. got a C in public speaking
- Adult cats are lactose intolerant
- In 2006, a Coca-Cola employee offered to sell Coca-Cola secrets to Pepsi. Pepsi responded by notifying Coca-Cola
- An 11-year-old girl proposed the name for Pluto after the Roman god of the Underworld
- An estimated 50% of all gold ever mined on Earth came from a single plateau in South Africa: Witwatersrand
- Violin bows are commonly made from horse hair
- IKEA is an acronym which stands for Ingvar Kamprad Elmtaryd Agunnaryd, which is the founder's name, farm where he grew up, and hometown
- If you were to remove all of the empty space from the atoms that make up every human on earth, the entire world population could fit into an apple
- Honey does not spoil. You could feasibly eat 3000 year old honey
- The color red doesn't really make bulls angry; they are color-blind



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