



Sui Northern Gas Pipelines Limited

sng

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Contents

This Issue

- 02** 47th Annual General Meeting
- 03** Minister Visits at SNGPL (HO)
- 04** OGRA'S Public Hearing
- 05** SNGPL Cricket Team Honoured
- 06** Flood Relief Campaign
- 08** Eid Milan Party at SNGPL(HO)

Editorial Board

Patron-in-Chief
A. Rashid Lone

Chief Co-ordinator
Uzma Adil Khan

E-Team
Muhammad Parvaiz
Qaiser Masood
Ashraf Nadeem
Saulat Rashid Lone

47th ANNUAL GENERAL MEETING (AGM) OF SUI NORTHERN GAS PIPELINES LIMITED



The 47th Annual General Meeting (AGM) of Sui Northern Gas Pipelines Limited was held on November 30, 2010 at a local hotel Lahore. It was chaired by the Chairman, Mian Misbah-ur-Rehman. The Company's Annual Accounts for the year ended June 30, 2010 were placed before the shareholders. As per declaration, the Company earned gross profit of Rs. 5,613 million whereas the net profit after tax was Rs. 2,555 million. The proposed dividend @ 20% and the Annual Accounts of the Company for FY 2009-10 were approved by its shareholders. The shareholders also approved the appointment of M/s. A.F. Ferguson & Co., Chartered Accountants, and M/s. M. Yousuf Adil Saleem & Co., Chartered Accountants, as Joint auditors, for the Company for the Financial Year 2010-11.



Imtiaz Mehmood (Deputy Company Secretary)

47th ANNUAL GENERAL MEETING (AGM) OF SNGPL HELD ON 30th NOVEMBER, 2010 AT AVARI LAHORE



Mian Misbah-ur-Rehman (Cairman) SNGPL, Mr. A. Rashid Lone (MD), Mr. S. M. Asghar (Director)



Mr. Abdul Bari Khan (Director), Mr. Amer Tufail (CFO), Mrs. Uzma Adil Khan SGM (CA&CC) CS



Senior Management of SNGPL



Senior Management of SNGPL along with Shareholders



Shareholders at 47th AGM



Employees & Shareholders of SNGPL

Mr. NAVEED QAMAR (Federal Minister of Petroleum & Natural Resources) VISITS SNGPL (HO)

Mr. Naveed Qamar, Minister (P&NR) with Mr. A. Rashid Lone (MD)



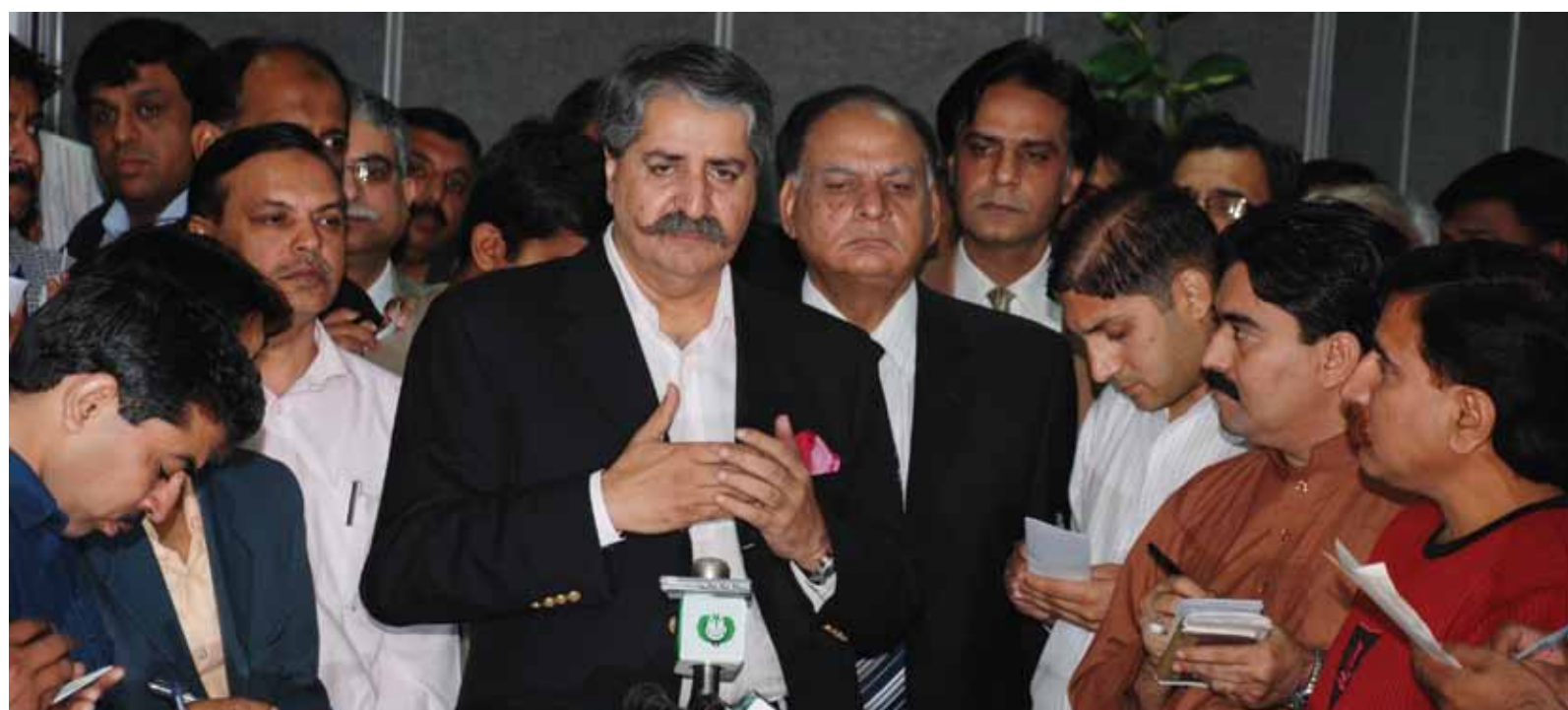
Mr. Naveed Qamar, Minister (P&NR), Mian Misbah-ur-Rehman (Chairman) & Mr. Abdul Rashid Lone (MD) during a Meeting



Mr. Naveed Qamar, Minister (P&NR) Presiding a Meeting with All Pakistan CNG Association



Mr. Naveed Qamar, Minister (P&NR), Mian Misbah-ur-Rehman (Chairman) & Mr. Abdul Rashid Lone, (MD) during a Meeting with APTMA



Mr. Naveed Qamar, Minister (P&NR) briefing Media after Meeting with several gas consumer organisations

OGRA’S PUBLIC HEARING



Mr. Kamal Marri (Member Finance (OGRA), Mr. Tauqir Sadiq (Chairman OGRA) Mr. Mansoor Muzaffar Ali (Member Oil & Gas OGRA)

The Company filed a Petition with OGRA for increase in prescribed price by Rs. 42.35/ MMBTU from 1st January, 2011. The above increase was necessitated mainly because of reduction in sales volume, increase in cost of Gas, increase in UFG & HR benchmarks. The Company’s viewpoint was forcefully argued in the OGRA’S Public Hearing held at PC Hotel, Lahore on 11th Nov. 2010

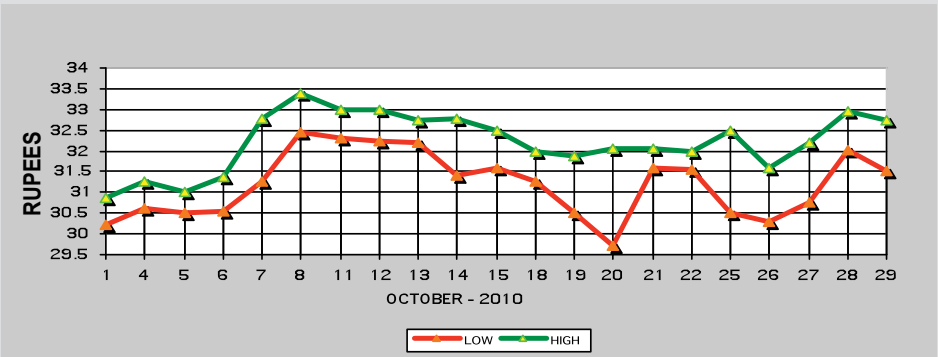
Amer Tufail (CFO)



Mr. A. Rashid Lone (MD) along with Senior Management of SNGPL at OGRA’S Public Hearing

SNGPL Share Price Watch October 2010

Rate / Rs				
Period	Opening	Closing	High	Low
1st & 2nd WEEK	30.86	32.58	33.40	30.21
3rd WEEK	32.58	32.00	33.00	31.40
4th WEEK	32.00	31.69	32.07	29.70
5th WEEK	31.69	31.81	32.97	30.30



SNGPL CRICKET TEAM HONOURED

Four players, who have represented the Sui Northern cricket team, were named in the starting line-up of the Pakistan cricket team for the test & oneday against Newzealand. Misbah ul Haq (captain), Mohammad Hafeez, Umer Akmal and Adnan Akmal will now represent Pakistan test cricket team. Based on their current form and performance in the domestic season, they have been included in the national team. Adnan Akmal was given his first test cap in place of Zulqurnain Haider. The management and employees of SNGPL congratulate the players on this achievement.

Muhammad Parvaiz GM (P&D)



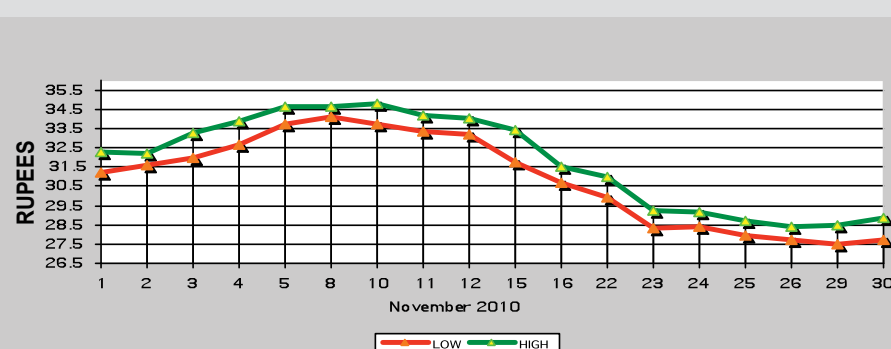
SNGPL Cricket Heroes - RBS Pentangular Champs



Misbah-ul-Haq captain of SNGPL Cricket team receiving the RBS Pentangular cup

SNGPL Share Price Watch November 2010

Period	Rate / Rs			
	Opening	Closing	High	Low
1st WEEK	31.81	34.39	34.65	31.25
2nd WEEK	34.39	33.37	34.75	33.20
3rd WEEK	33.37	30.93	33.40	30.70
4th WEEK	30.93	27.99	31.00	27.68
5th WEEK	27.99	28.69	28.85	27.49



FLOOD RELIEF CAMPAIGN

In July 2010 Pakistan faced one of the worst natural disasters of its history when heavy monsoon rains triggered flooding that has destroyed the property and livelihood of millions of people. Infrastructure such as Barrages, Power Stations, Roads, Bridges, Schools, Agricultural fields, and Drinking Water reservoirs have been severely damaged or destroyed.

In this hour of need, SNGPL being a Socially Responsible Company rose to the occasion and made generous donations to alleviate the problems of the affectees. In response to the emergent relief requirements of the flood affectees the Company donated food, medicines, clothes and tents for the flood victims of Khyber Pukhtoon Khwa and Punjab through Pakistan Army. All the funds for the purpose were voluntarily donated or collected by the Company employees.

Now as the relief activities are almost over and the rehabilitation phase has started, SNGPL has extended financial support towards the rehabilitation / reconstruction of the Schools and Basic Health Units (BHU) in the flood affected



Mr. Qaiser Masood (G/Sec) Mr. Shahid Maqsood (J/Sec) Mr. Kashif Minhas (F/Sec) SNEOA along with Senior Management Presenting Cheque for Flood Relief Activities to Mr. Abdul Rashid Lone (MD)

areas of Khyber Pukhtoon Khwa and Punjab, the construction work is being carried out by Pakistan Army.

In the above connection rehabilitation / reconstruction work in 37 Schools & Basic Health Units (BHUs) of Khyber Pukhtoon Khwa and 42 in Punjab has been completed or is near completion.

All this has become possible due to the strong will of the Management and employees of the Company. The Company also vows to continue to serve the nation in future as well.

by Flood Relief Committee

GLIMPSE OF REHABILITATION WORKS IN KPK.



GBPS Pala Dheri



GHS Baghbanpura Akora



GHS Baghbanpura Akora



BHU Charsada



BHU Naushera



GBPS Kharki

UFG-C Special Task Force Reflection of Systematic Effort of HSE Department

UFG-C Special Task Force was established by the Management on 3rd June 2010.

In order to achieve the said task with professional commitment 07 No. of HSE Executives were trained in the Central Metering Shop, Kot Lakhpat Lahore, and basic know how of different types of meters, their capacities, methods of meter tampering, types of meter seals, seal tampering, flow proving of meters, types of EVC meters, methods of downloading different types of EVC data and their analysis, was achieved. A detailed billing summary of Industrial/Commercial consumers was retrieved from CC&B/IT Department and their analysis are carried out with respect to their types (industries), nature of business and gas consumption pattern. Before conducting a surgical raid on suspected consumer all communication devices are collected by a designated person from all the Team Members to keep the information secret.

UFG-C Special Task Force is executing following jobs simultaneously to minimize UFG of the Company:



UFG-C Special Task Force



UFG-C Special Task Force Activities

A. Security/Legal Team

General Manager (HSE) is directly dealing with law enforcing agencies as and when required basis during raids at sites. A dedicated security contingent comprising of security supervisor and security guards has been formed. This force is designed to provide security and secure environments to the UFG-C technical teams for carrying out their task without outside interference.

Legal matters related to the activities of UFG-C Special Task Force are mutually discussed with Legal Department by providing them maximum evidences before appearing in the court.

B. Field Reconnaissance Survey Team

Reconnaissance of suspected premises is conducted by a Task Force Engineer/staff during late night hours who collects required data before planning to raid at subject unit.

C. By-Pass Identification/ Uplifting Team

One of the major teams to execute surgical strike after collecting data from Field Reconnaissance Survey Team in order to uplift illegal laid lines and direct By-passes.

D. Sanctioned/Connected Gas Load Evaluation Team

Tas Force Engineer/staff conducts industrial/commercial/domestic survey/inspect all the gas fired appliances in order to verify their connected gas load with sanctioned load.

E. Meter Replacement / Pressure Enhancement Detection Team

Task Force Engineer/staff practically measures billing pressures of industrial/commercial and domestic consumers at sites and communicate the data to the concerned HODs.

F. Documentation/Meter Shifting/Flow Proving Team

Proper documentation of all the suspected tampered meters is compiled in accordance with OGRA Rules and safely transported from Shaheen Complex to Central Metering shop, Kot Lakhpat Lahore under the tight security of Task Force Engineer/security guards. Flow proving of suspected meters are conducted in presence of Task Force Engineer at Central Metering shop Lahore. 94 Nos. Flow Proving Reports (FPRs) have been received so far from Central Metering Workshop, while FPRs of 100 meters are under process.

G. Gas Pilferage Detection/Evaluation Team

Task Force Engineers are providing assistance in Gas Volume booking calculations evaluated by Detection/Evaluation Committees at Regional Office Lahore and Head Office Lahore.

H. Material Reconciliation Team

All the direct by-passes and their fittings recovered during the raids are transported from Shaheen Complex to Manga Work-

shop Store after their proper documentation by Task Force Engineer/staff.

I. Data Analysis/Reporting Team

All the field activities of UFG Special Task Force are properly analyzed and their reports are prepared on daily basis by Task Force Engineer/staff in order to apprise Managing Director, DMD(Ops) and other concerned officials. This team is also

responsible to response any query from Head Office in this regard.

J. Multi Media Team

All the surgical strikes and connected loads are captured by the video and are edited by a Special Multi Media Team. 56 Nos. DVCs (comprising half an hour duration each) are prepared so far from 03.06.2010 to 30.11.2010. These evidences are presented before Management /Board of Directors/OGRA.

Najeeb-ul-Hassan GM (HSE)

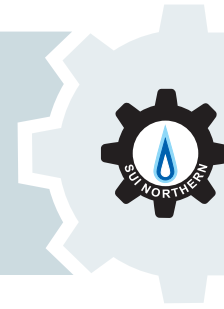
Total Nos. of Raids = 540

Direct By-Passes		Suspected Meter Replacement	Pressure Enhancement	Contract violation
Consumers	Non-Consumers			
60	130	224	99	27

EID MILAN PARTY AT SNGPL HEAD OFFICE



Eid-ul-Azha celebration ceremony at SNGPL (HO)



7 TIPS FOR CREATING A CULTURE OF EXCELLENCE

Personal productivity is great. But once you become a leader, productivity is no longer just a matter of being the best you can be, but of bringing out the best in others. This can be hard! Priorities compete. Personalities conflict and some folks just won't commit to doing productive work. So how do you create a productive team culture that contributes not only to individual productivity, but also to that of the group? Here are seven tips:

1. Teach others that “not in their job description” should be “not in their vocabulary.”

Sometimes, employees are asked to do things outside of their normal duties. When it takes a team effort to get the job done, you want folks ready to roll up their sleeves and pitch in. Yes, in general, you want everyone to have their own defined responsibilities. But these tidy boundaries can't hold up 100 percent of the time. Keep a positive attitude and reward your team for pulling together and getting things done. Create a culture where people jump at the chance to help others as opposed to standing back and watching the chaos unfold.

2. Save the day now. Fix the problem later. Imagine this scenario: there's a big project on the line, and your team needs to pull together to pull it off one day before the deadline. You're frustrated. You want to know how this happened. Who dropped the ball? Why didn't they ask for help sooner? Where did the system break down?

Well, forget it---at least until the dust settles. This is not the time for second guessing, finger pointing, or scapegoating; you can't tolerate any of that from anyone on your team. At the outset of your work, let everyone know that problems will be addressed, but not until the crisis has passed. The first order of business is to pull together and finish the project with a positive attitude. Once the project is complete, you can figure out what happened, and ensure that it never happens again. This way, cooler heads prevail, and the project won't suffer because of internal strife and tension.

3. Maintain a united front. A reasonable amount of conflict is good. It can help stimulate ideas and bring out the best in people. But as a leader, your job is to have the final say. Your team might squabble and butt heads, but your job is to ensure that they all leave the table with a common purpose. “We can argue all we want behind closed doors, but when we put on our public face, our team must be agreement externally.”

4. Set (and manage) expectations. As a leader, you set the collective tone, attitude, and work ethic of your team. Decide what is expected and make your thoughts known. Do you expect others to meet deadlines or to exceed them? Will you track everyone's working hours, or do you allow some flexibility? How informed should your direct reports keep you about the status of their projects---just the high points or do you prefer detail?

Your people are not mind readers! Make sure they know what you expect of them and what they can expect from you. Keep regular appointments to review each individual's progress and to reinforce your expectations. As priorities conflict and you adjust expectations, share these changes with your team.

If someone needs to drop everything and focus on one problem or project, make sure he or she knows it. If you need to be kept more informed about a key initiative, make the person responsible aware by saying, “Please keep me posted on your progress and let me know if you run into problems

5. Don't just make rules---build character. You can set rules all day, but what you want to do is help develop the character of your team. Character is what kicks in when the rules break down. It is also what helps your team get through tough, demanding times. A team with strong character requires much less management. People appreciate not being micromanaged, and you'll have more time to address your job duties. High productivity is based on a person's values. If you employ someone who values hard work and honesty, that's what you can expect from them when you're not looking.

Clearly state the productivity traits you want people to demonstrate: integrity, accountability, punctuality, excellence, self-discipline, responsibility, and honesty. Post them on your wall. Repeat them often. Refer to your values when explaining your decisions. Ensure that your team knows what you stand for and what you expect from them.

6. Engage your employees. Engaged employees enthusiastically contribute to both team and company success. They are proud of what they do and where they work. The leader makes the difference here: the relationship between employee and manager is an excellent gauge of the employee's engagement level. Engaged employees are Super competent: the type of people you count on to drive performance outcomes.

Engagement is driven by several factors, including employee confidence and autonomy, the nature and quality of the job, access to training and career development, opportunities for growth, ongoing communication and feedback, a clear grasp of the Goals and why their contributions matter, trust in the leaders and their integrity, pride in the company and their place in it, relationships with team members and co-worker, and presence of a competent and supportive managers who foster an environment of

excellence and motivate team members by walking the talk, making personal integrity clear.

7. Lead by example. People might question what you say, but they can't deny what they see you do. If you arrive late, miss deadlines, or settle for sloppy work, you signal that this is acceptable. If you show a sincere commitment to following through on your promises, fulfilling your obligations, and behaving with integrity, you set a positive standard. Be consistent. Contradicting yourself one time can undo years of demonstrating good behavior. People tend to notice inconsistency in a heartbeat and have little patience for it. Hold your team to high standard, but hold yourself to an even higher one.

Acknowledgments due to International Quality & Productivity Center (IQPC)

RETIREMENTS



Mr. Zulfiqar A. Awan (Dy Chief Audit Officer) receiving farewell bid from Mr. Imdad Hussain DMD (Services)



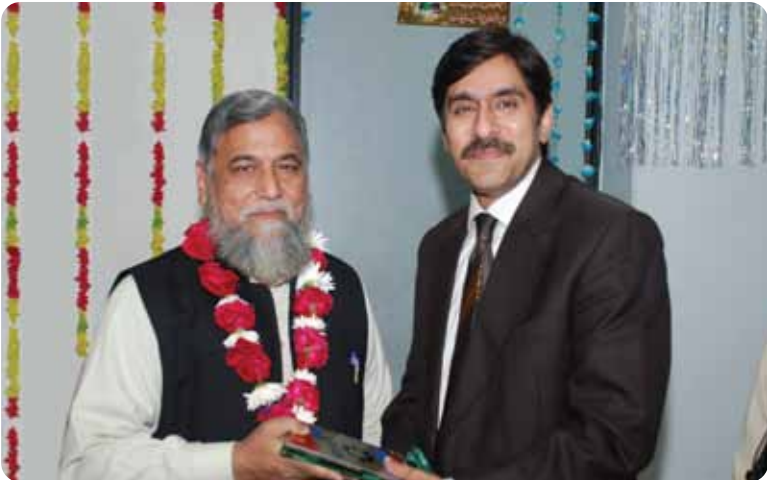
Mr. Saadat Ali Khan, GM (HR) receiving farewell bid from Mr. Hasnat Aziz Bantht DMD (OPS)



Mr. Imdad Hussain, DMD (Services) receiving farewell bid from Mr. Hsnat Aziz Bantht DMD (OPS)



Mr. Imdad Hussain, DMD (Services) retirement ceremony at SNGPL (HO)



Mr. Muhammad Ashraf Javed (Sup. Accounts) receiving farewell bid from Mr. Amer Tufail (CFO)



Mr. Asad Ullah Khan (Sup. Accounts) receiving farewell bid from Mr. Amer Tufail (CFO)

5TH SURVEILLANCE AUDIT BY CERTIFYING BODY

Surveillance Audit (third party audit) is an essential part of Certification to make sure that planned HSE activities demonstrate the effectiveness of the HSE Management System 5th Surveillance Audit was conducted by M/s URS (Certifying Body) on ISO 14001:2004 & OHSAS 18001:2007 Standards, from 07th to 09th Dec, 2010.

Following sites were audited.

- 1) Construction Spread South (Kacha Khu) & Project site
- 2) Bahawalpur Distribution
- 3) Head Office

During the Surveillance audit URS Auditor visited Tent Area, Yard, Stores, Staff Mess, Office blocks, Store, Store Yards, Kitchen, Mess, Parking area at all sites., URS Auditor also visited project site Pull Rango Moza Rawani where Welding activity of 6"Ø was in progress. Some minor observations were highlighted by the auditor for the betterment of the site, which were addressed on site.

It is pertinent to mention that these sites have been prepared on ISO 14001:2004 & OHSAS 18001:2007 Standards by in house resources & without the engagement of Consultant. Overall Management commitment towards HSE was appreciated by the Auditor.

Miss Asma Maqbool, Engineer (HSE)



Mr. Shahzad Khalid (URS Auditor) & Mr. Farrukh Majeed (CE HSE)
at Construction Spread South (Kacha Khu)



Mr. Shahzad Khalid (URS Auditor), Mr. Farrukh Majeed (CE HSE) & Mr. Ikram (DCE
BWP-D) during a visit in Store of BWP-D



High Achiever

Miss. Zara Azhar D/O Muhammad Azhar Iqbal Superintendent Purchase & Store Projects Nowshera camp got "A+" grade by securing "93%" marks in F.Sc Pre Medical group examination held under Federal Board Islamabad.

HSE team from Head Office, Lahore visited line pipe dump yard of Projects department near Katcha Khu Camp, Khanewal,

36" dia x 5 nos. line pipe are being loaded on a high bed trailer by means of crane. Proper side steel supports are available at the both edges of high bed trailer in order to avoid rolling of pipe line.

09-HSE-SP-01



Health, Safety & Environment Department



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