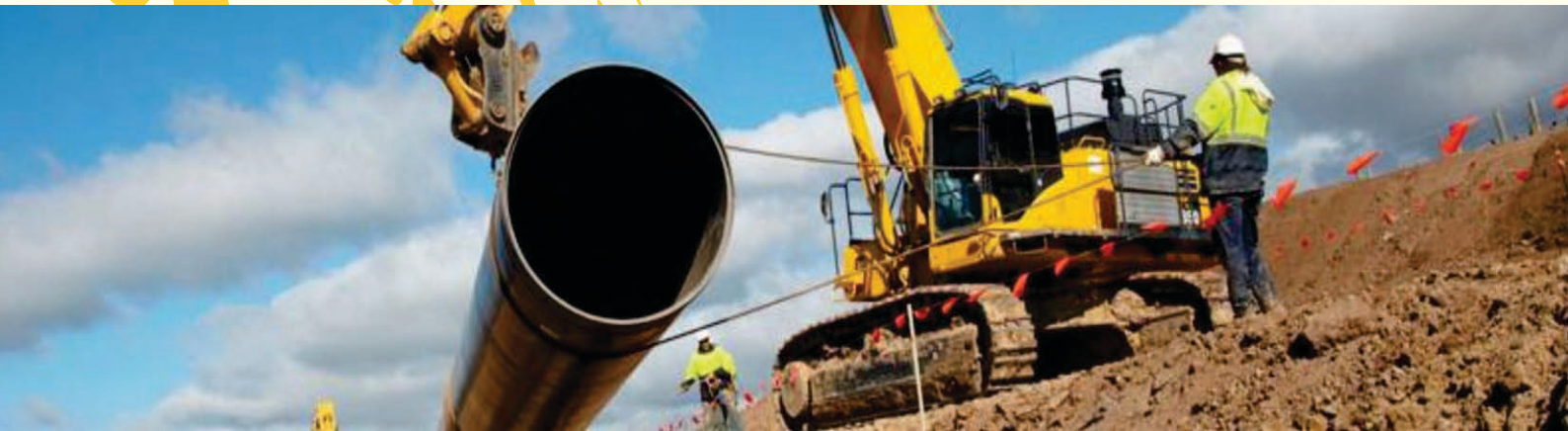
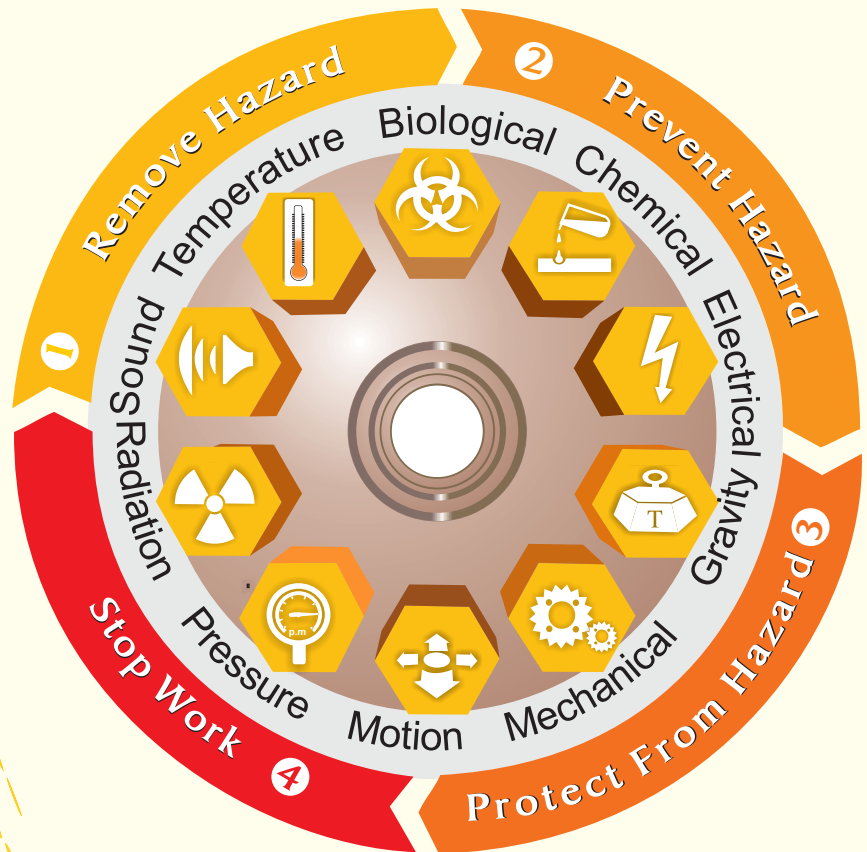




HSE Annual Report
2012-2013

Health, Safety and Environment



URS is a member of Registrar of Standards (Holdings) Ltd.

Sui Northern Gas Pipelines Limited



Issue No. 04
Issue Date: 17.01.2012



Health, Safety & Environment Policy

Sui Northern Gas Pipelines Limited will ensure that

- ☆ *The health of its employees, its consumers and its contractors is protected.*
- ☆ *All its activities are carried out safely.*
- ☆ *Environmental performance meets legislative requirements.*
- ☆ *There is continuous improvement in HSE performance.*

To implement HSE Policy, Sui Northern Gas Pipelines Limited will

- ☆ *Comply with relevant laws and regulations.*
- ☆ *Ensure that required Health, Safety and Environment Organization, Standards and Procedures are developed and established.*
- ☆ *Ensure that all its activities are carried out in accordance with relevant international standards and Company's Health, Safety and Environment Standards and Procedures.*
- ☆ *Set demanding targets and measure progress to ensure continuous improvement in Health, Safety and Environmental performance.*
- ☆ *Require every employee to exercise personal responsibility in preventing harm to himself/herself, to others and to the environment.*
- ☆ *Provide appropriate Health, Safety and Environment training/information to all employees, contractors and consumers.*
- ☆ *Ensure provision of safe working environment in order to protect the employees from occupational illness and accidents.*
- ☆ *Promote awareness and give due recognition to performance in the area of Health, Safety and Environment.*

Nothing contained in this policy will be interpreted so as to enhance the otherwise legal obligation of the Company.


ARIF HAMEED
MANAGING DIRECTOR
JANUARY 17, 2012



FOREWORD BY THE MANAGING DIRECTOR

Challenges make us stronger



The challenges were ambitiously set for 2012-13, while a great deal of exertion, efforts and sacrifice was devoted to their realization. We believe sustainable economic success is not possible without a high level performance in Health, Safety & Environment (HSE). Therefore, we at SNGPL have committed to the basic values that derive from our Company philosophy: success, innovation, increasing added value, health and environmental protection, safety culture, mutual respect and high level of integrity.

Nothing is so urgent or important that HSE principles can be compromised. The protection of people and environment is an inherent part of our HSE Policy to which all of us have committed ourselves.

Not only from our staff but also from our contractors we expect full support for the implementation of our HSE Policy through their dedication and prudence. We are convinced: ***"Everyone Counts"***.

M. ARIF HAMEED

MANAGING DIRECTOR



today **rain** tomorrow **energy**

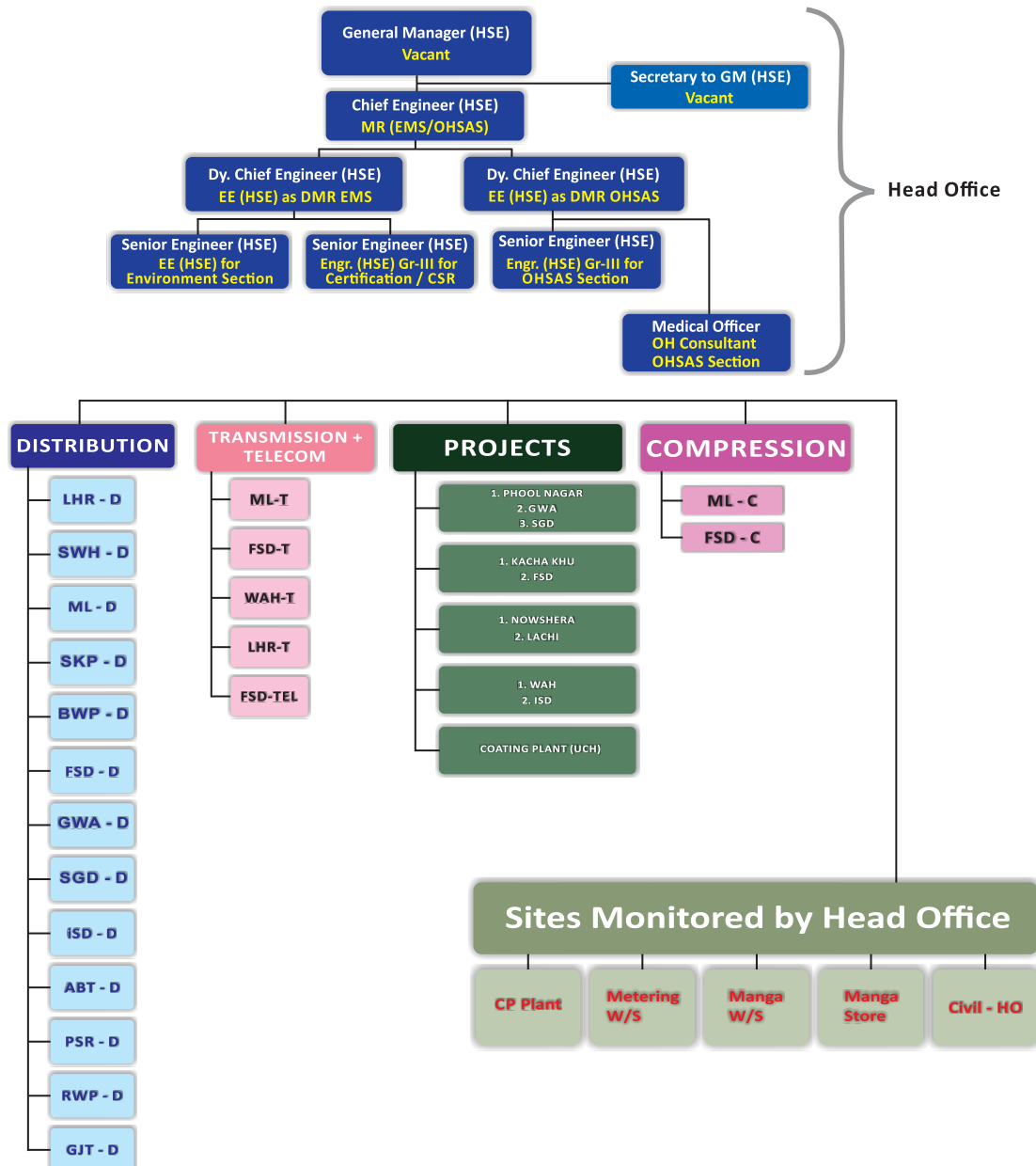
It is pleasant to feel warm summer's rain on the skin. It gives water to Earth. It cools warmed up bodies. It invites to dance in the rhythm of raindrops which magnificently fall on the ground. Full of energy and filled with loud laughter. Full of life.



In 2012, we concluded the first decade of HSE's operations. Ten years of development, progress and seeking new challenges and solutions. Each day we were striving for better tomorrow. Tomorrow starts today. We are facing a new decade, in which we will continue to strive for tomorrow every day. Stronger, more decisive and oriented towards the bright future.



Health, Safety & Environment Department ORGANOGRAM





SUMMARY

The core purpose of our Health, Safety & Environment Management System is to:

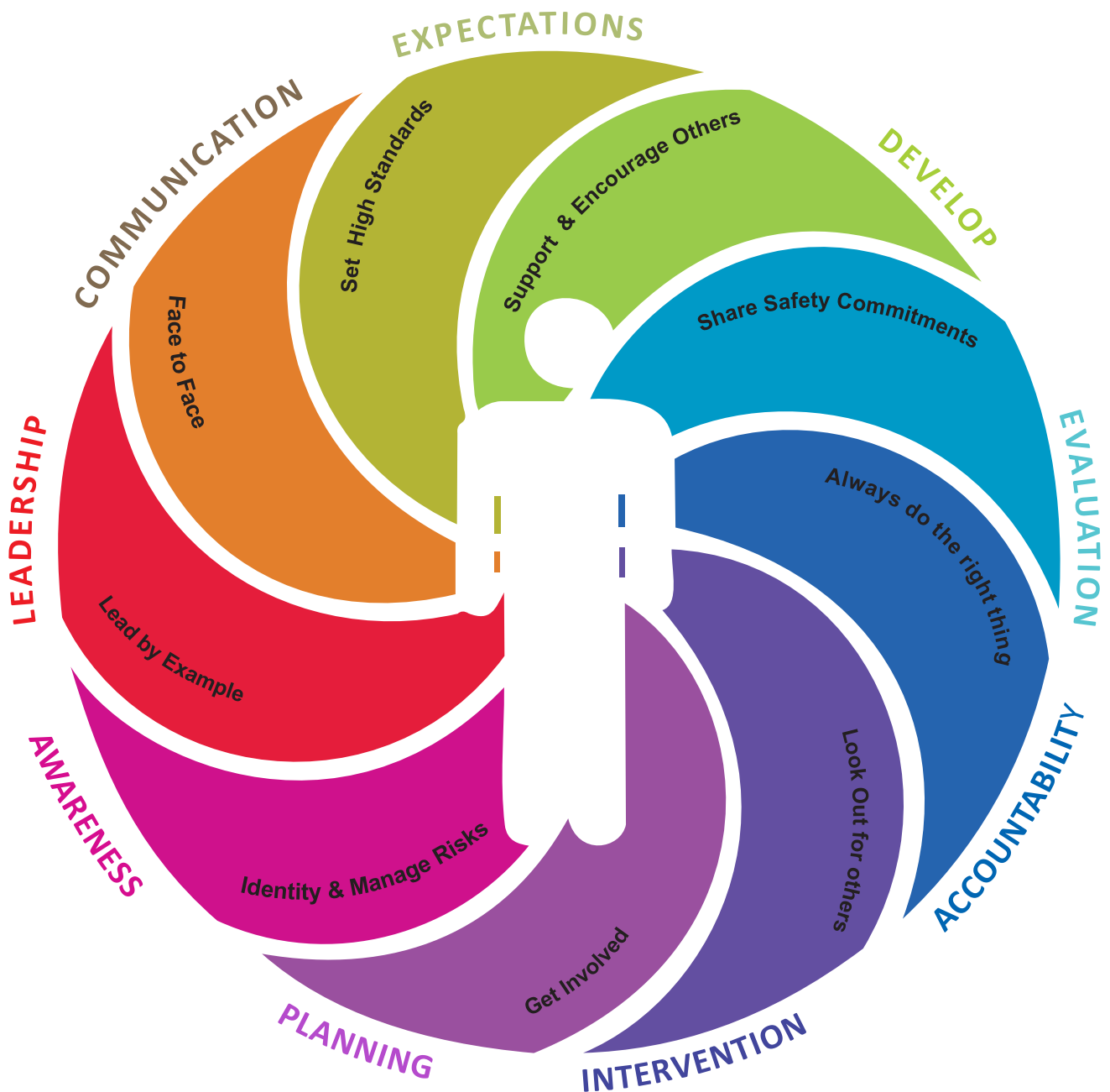
- Health of employees, consumers and stakeholder is protected
- Safe execution of all activities
- Protect the environment meeting legislative requirements
- Achieve best value through continuous improvement in HSE performance

This Annual Report describes what the HSE did in 2012-13 in order to meet our objectives. It sets out progress against Company's HSE Plan and what we have achieved within the longer term agenda in line with the Corporate Plan.

Several commendable initiatives have been carried out to address key issues of Health, Safety & Environment concern in SNGPL. A significant reduction in HSE related incidents is achieved. This achievement is shown by the encouraging fact that at the end of the year the rate of reportable incidents as per standard requirements is 0.498.



Highlights include the Emergency Preparedness, HSE Week Celebrations, Medical Camps at SNGPL Sites, Safety Theme of the Month etc. This includes information on the day-to-day monitoring of HSE procedures and guidelines, Health, Safety &

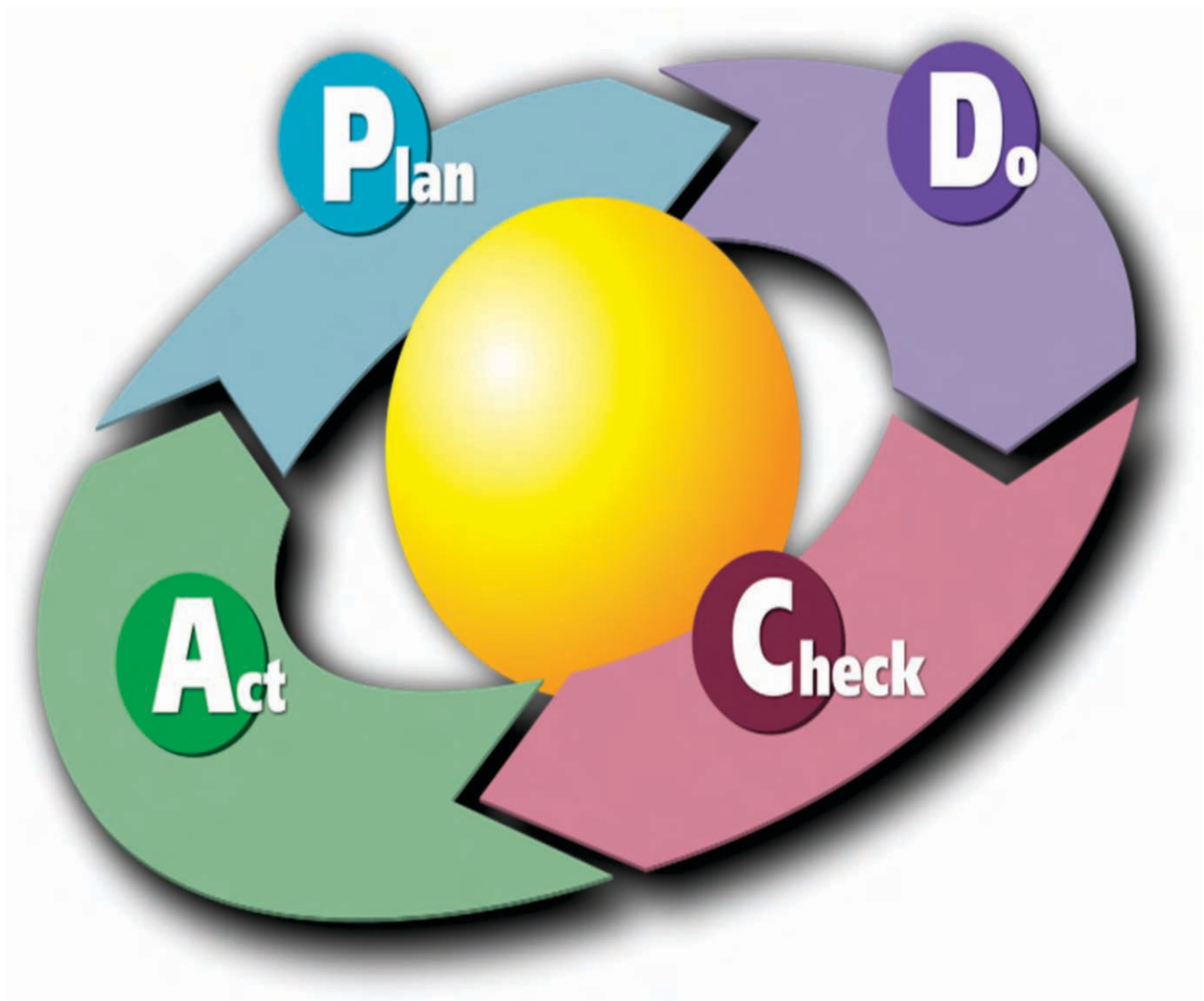


Environment Auditing, Accident Investigation and improvements in HSE compliance. Overall the report aggregates the diverse activity related to Health, Safety & Environment taking place in SNGPL.



HSE AT SNGPL

To ensure that our Health, Safety & Environment Policy is systematically applied and best industry practice is adopted within all operations, we have an Integrated HSE Management System well in place. This system is based on the continual improvement methodology as per International Standards ISO 14001:2004 and OHSAS 18001:2007. Maintaining outstanding HSE Performance is a core value of SNGPL.





MANAGEMENT COMMITMENT

HSE Management Committee is headed by the Managing Director and all the Head of Departments are the essential element of the committee to ensure the effective implementation of Company's Integrated HSE Management System across the SNGPL business network. The regularity of HSE Management Review is at least on bi-annual basis. Agenda of the meeting includes but not limited to the following:

- HSE Policy
- Corporate HSE Management Program (OHS & EMS Objectives)
- Legal and other requirements
- Training, Awareness and Competence
- Environmental Compliance
- Non-Conformance, Corrective & Preventive Action Status
- Accident / Incident Statistics
- Internal Audit Findings
- Rectification Status of Surveillance Audit findings

The objective of Management Review Meeting is to access and evaluate the strengths and weaknesses of the implemented HSE Management System. Reviewing the performance is to ensure adequacy and effectiveness of decisions taken and actions for continual improvement.



EXPECTATIONS FROM LINE MANAGEMENT

Each designated HSE Focal Point is responsible to establish a HSE Site Committee in their respective domain. HSE Site Committee has to assess and evaluate site HSE performance on two-monthly basis.

Key Features:

- ✓ Hazard Identification & Risk Assessment
- ✓ Legal and Other requirements
- ✓ Proper Housekeeping
- ✓ Incident Reporting
- ✓ Emergency Response Plan
- ✓ Routine Safety Audit
- ✓ Safety Talks
- ✓ Corrective & Preventive Actions
- ✓ Safe Working Environment
- ✓ Personal Protective Equipment

10 RULES FOR WORKPLACE SAFETY

1. You are responsible for your own safety and for the safety of others.
2. All accidents are preventable.
3. Do not take short cuts. Always follow the rules.
4. If you are not trained, don't do it.
5. Use the right tools & equipment in a right way.
6. Assess the risks before you approach your work.
7. Never wear loose clothes or slippery
8. Do not indulge in horseplay while at work.
9. Practice good housekeeping.
10. Always wear PPE.



PERFORMANCE AGAINST THE HSE CORPORATE PLAN

Management agreed to measure performance like the targets set under the revitalizing Health, Safety & Environment agenda, looked to achieve sustained reduction in the number of incidents leading to injuries to health. Keeping in view the best national and international practices, the statistical analysis is based on:

- The reliability of historical data
- The relationship with key hazard areas



The specific objective is to reach meaningful reductions in these areas. The annual target has been set to give us an idea of whether we are on course to meet these long term targets:

- To minimize the incident / accident rate as compared to last year
- To implement Company's HSE Policy in true spirit
- To raise awareness among stakeholders about Occupational Health, Safety and Environment Protection





"Safety Creed"



It takes:-

One minute to write a safety rule

One hour to hold a safety meeting

One day to prepare a safety report

One week to plan a safety program

One month to put it into practice

One year to win a safety award

A lifetime to make a safe worker

One second to destroy all in....



ONE ACCIDENT

Health, Safety & Environment Department
Sui Northern Gas Pipelines Limited

12(02)-HSE-SP-14





PROGRESS AGAINST PRIORITY AREA

SNGPL Management recognizes the important role in outreach leadership in improving Health, Safety & Environment. Our successful strategy for Health, Safety & Environment has three core components:



- **Culture** – work to achieve a positive and vigorous
- **Coherence** – ensure that our process and procedures are simple, clear & effective
- **Compliance** – make sure that when it comes to HSE of our staff, we do what we should do

This strategy is being used to guide the corporate plans. This approach will ensure consistency in reporting and assist the completion of work streams longer than a twelve month period.



Activities that took place throughout the year to improve HSE Management System include:

- Management Review Meeting
- Recruitment and posting of HSE Engineers on site
- Development of training modules
- Online Incident Reporting
- Corporate Social Responsibility (CSR) activities
- Capacity building of employees through accredited International Courses
- HSE Internal Audits by the competent and skilled HSE Engineers
- Successful completion of 9th & 10th Surveillance Audit by M/s URS



IDENTIFYING THE HAZARDS

SNGPL's Integrated Management System articulate the key areas pertaining to Occupational Health, Safety & Environmental Protection initiatives. Mainly includes the procedures and guidelines to identify the existing and potential hazards and environmental aspects. Further to this a strategy and criteria is described to assess the risk associated with these hazards and the impact of environmental aspects.

TARGETING THE HAZARDS

An Occupational Health & Safety (OHS) hazard register is developed for the SNGPL sites as per site activities. All the existing and potential hazards have been identified, their associated risks have been carefully evaluated and finally recommended control measures have been defined.

METHODOLOGY OF HAZARD CONTROL

ASSESS THE TASK

- All the aspects of tasks and their risks
- Consider Occupational Health & Safety
- Take account of :
 - What is used?
 - Who does what?
 - Where task will be carried out?
 - How task is being done?





I DENTIFY THE HAZARD

- Spot the hazard and evaluate the risk
- Where possible, eliminate hazards and reduce the risk before you rely upon a safe system of work (SSoW)



D EFINE SAFE METHODS

- Define orally, by simple written procedures or by permits to work
- Involve the people who will be doing work, their practical knowledge of problems can help to avoid unusual risks and prevent false assumptions being made

I MPLEMENT THE SYSTEM

- Safe system of work will be communicated properly, understood by employees and applied correctly
- Ensure supervisors know they should implement and maintain the system of work
- Ensure adequate training is carried out for employees and supervisors
- Stress the need to avoid short cuts – part of the system should be to stop work when faced with an unexpected problem until a safe solution can be found



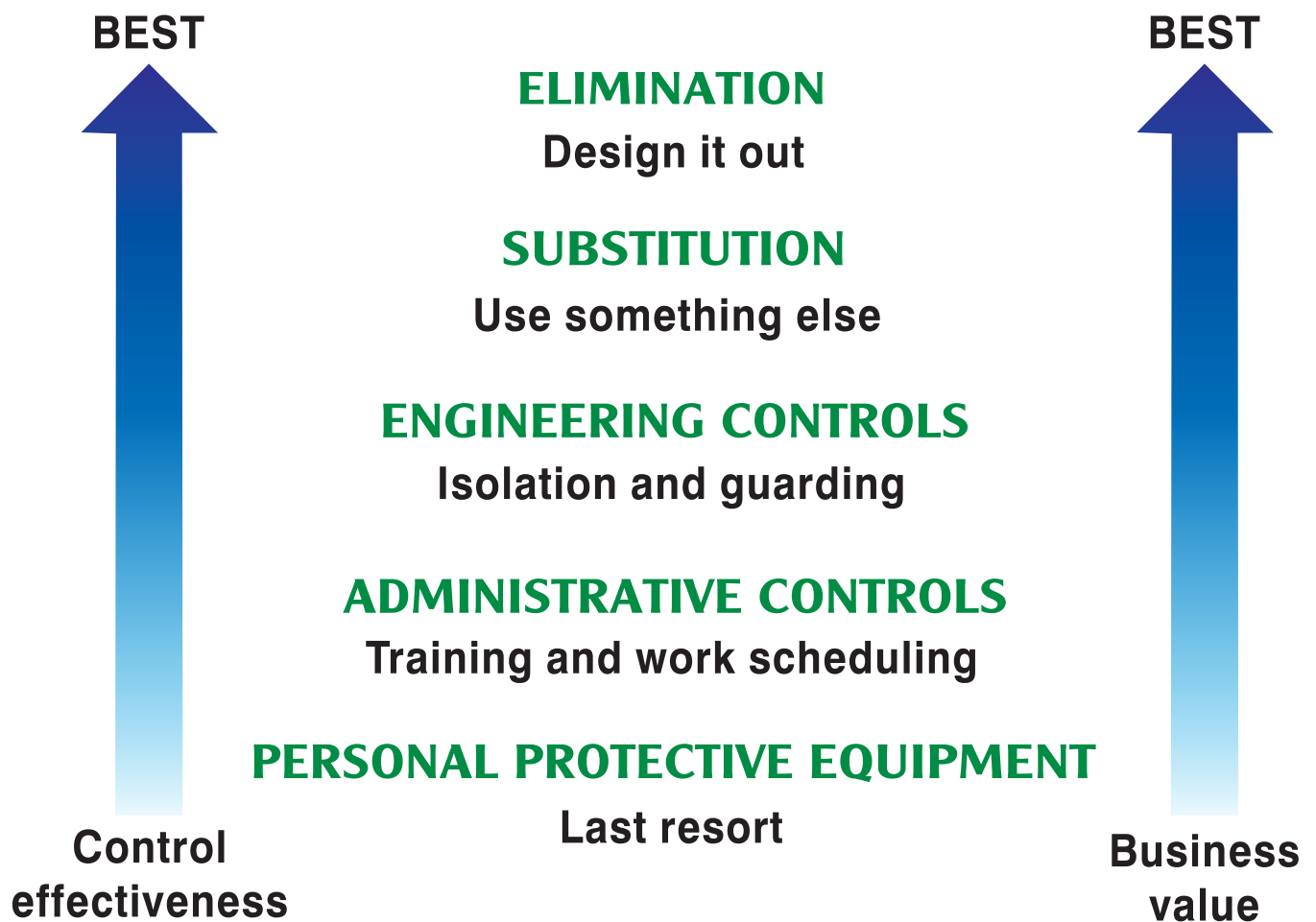


MONITORING THE SYSTEM

Periodically checking that:

- Employees continue to find system workable
- Procedures laid down are being carried out and are effective
- Any changes in circumstances which require alterations to the system of work are taken into account

HIERARCHY OF HAZARD CONTROL





CORPORATE SOCIAL RESPONSIBILITY (CSR)

SNGPL being a national Company is committed to honor its Corporate Social Responsibility (CSR) Policy. The Company's CSR Policy is based on global best practice envisaging management of the business processes by producing an overall positive impact on society and the environment.

SNGPL believes in:

- Business that should be profitable and beneficial to the society
- Improving the quality of life of under privileged community
- Ensuring harmonious relations with stakeholders

The laid objectives are to be achieved by adopting a methodology that drives the conduct of the Company's business leading to commercial success in ways and manners that honor ethical values, people and communities.



We pledge to perform our corporate duty, based on following acknowledged principles with dedication, diligence and integrity.

✓ **STANDARD OF BUSINESS CONDUCT**

We are committed to ensure that all our corporate activities are conducted strictly in accordance with high levels of professional and legal standards as per code of business ethics.

✓ **HEALTH, SAFETY & ENVIRONMENT**

We are committed to provide and strive to maintain clean, healthy & safe working environment by continually conducting public awareness campaigns to promote safe use of natural gas.

✓ **COMMUNITY**

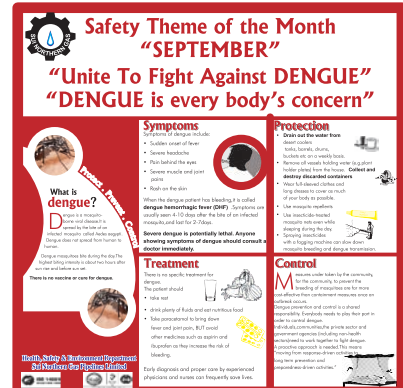
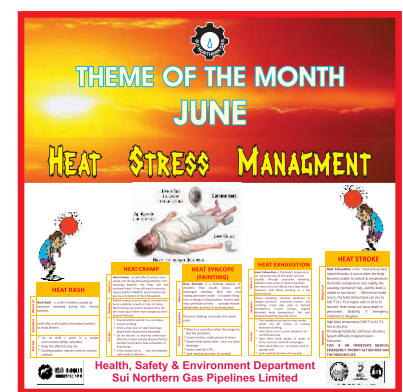
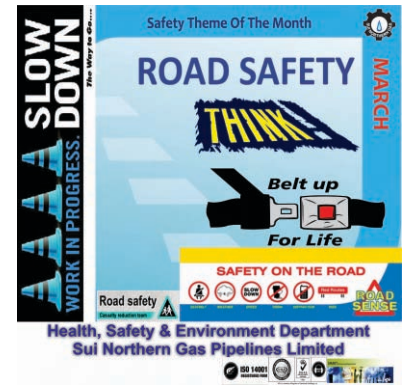
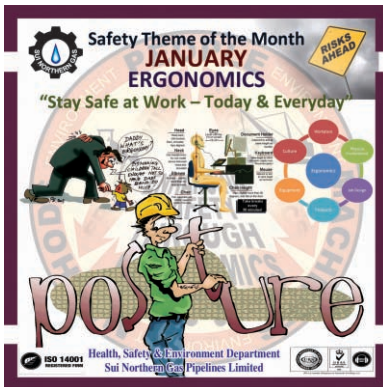
We are committed to being a responsible corporate organization by pro-actively supporting the affected communities in the events of national and natural catastrophe.

✓ **NATIONAL CAUSES**

We shall also support national causes pertaining to

- Education
- Environment
- Safeguarding National Heritage
- Cultural Activities

As part of CSR activities, SNGPL is sponsoring two chairs on “Gas Engineering”, One in University of Engineering & Technology (UET), Lahore and the other in University of the Punjab (PU), Lahore. These chairs have been established since 2006 and are working on various research and development (R&D) projects of National interest particularly related to Energy Conservation, Solar Energy and provision of Cleaner Fuel.





SAFETY FIRST --





OCCUPATIONAL HEALTH

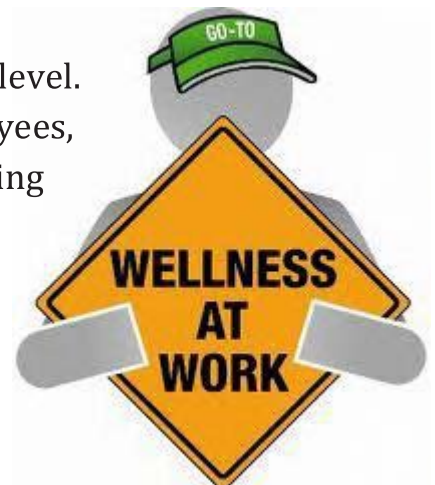
Identification of hazards and evaluation of associated risk is an integral part of SNGPL HSE Integrated Management System (IMS). This approach is also applied in the field of Occupational Health (OH), where high noise levels, heat stress and potential contact with hazardous chemicals may exist in the workplace. After careful evaluation of identified hazards, suitable controls are established in order to minimize any possible impact.

Regular health surveillance activities and adequate monitoring has enhanced the occupational health awareness amongst staff. Health awareness programs have been established at SNGPL offices during which employees have had the opportunity to discuss various aspects of their lifestyles which may be causing concern. A series of lectures awareness sessions has also been given to staff in order to improve their health.

Implementation of HSE Management System is on continual basis and the key concept of HSE functions is to monitor and respond promptly for the necessary rectification. Occupational health plays an important role in this regard. Regular OH monitoring and health surveillance are being carried out across the company specifically for those employees who are directly involved in some operational and /or who are exposed to such working environment which have some adverse impact on their health.

Training is an essential part to upgrade the awareness level. In order to create/enhance awareness amongst employees, on-site trainings and awareness sessions are being arranged on continual basis across the Company.

In addition to other HSE related trainings (refer to Trainings later in this report), almost **891** numbers of employees have been trained in **33** nos. of sessions on OH related specific issues during the year 2012-13.





EMPLOYEE'S HEALTH SURVEILLANCE PROGRAM

Availability of First Aid emergency assistance is essential to minimize the harmful consequences of injuries and occupational illnesses. Occupational Health Consultant is responsible to provide necessary awareness and trainings.

Health awareness programs are being arranged on continual basis across the Company. Basic concept of these programs is to carry out health survey of workforce who are directly involved in critical operational activities and /or exposed to critical working environment. A consolidated report of medical camps is to be appraised to Management for necessary review and advice.



HSE WEEK / MEDICAL CAMP

At Coating Plant (UCH Sharif) and Multan Transmission

HSE Department in coordination with Distribution and Projects Department had arranged HSE Week / Medical Camp during 01 – 05 October, 2012 at Coating Plant (UCH Sharif) and Multan in order to promote Health Care among employees and for spot health screening. Pulmonary Function Test (PFT), Eye Refraction Test, Blood Sugar, Blood Pressure, and General Medical Examinations have been carried out as per program. In view of the observations and findings, a comprehensive report has been appraised to Management with some necessary recommendations.



Coming together is a beginning.
Keeping together is progress.
Working together is success.

Henry Ford

We build on **collaboration** with our clients and our partners
We foster strong working **relationships** with our people
We cultivate **success** through teamwork



HSE WEEK / MEDICAL CAMP

At Regional Office Peshawar and Nowshera Camp

HSE Department in coordination with Distribution and Projects Department had arranged HSE Week / Medical Camp during 15 – 19 April, 2013 at Regional Office Peshawar and Nowshera Camp in order to promote Health Care among employees and for spot health screening. Pulmonary Function Test (PFT), Eye Refraction Test, Blood Sugar, Blood Pressure, and General Medical Examinations have been carried out as per program. In view of the observations and findings, a comprehensive report has been appraised to Management with some necessary recommendations.







HSE WEEK / MEDICAL CAMP

At Regional Office Abbotabad

HSE Department in coordination with Distribution Department had arranged HSE Week / Medical Camp during 02 – 03 May, 2013 at Regional Office Abbotabad in order to promote Health Care among employees and for spot health screening. Pulmonary Function Test (PFT), Eye Refraction Test, Blood Sugar, Blood Pressure, and General Medical Examinations have been carried out as per program. In view of the observations and findings, a comprehensive report has been appraised to Management with some necessary recommendations.





DENGUE AWARENESS CAMPAIGN

Company showed keen interest to protect their employees from the prevailing epidemic of “Dengue Fever”.

In this regard, awareness Comprehensive training and awareness sessions have been arranged across the Company to create/enhance awareness amongst employees.

The cooperation and extended support from Logistic support department is really appreciable, who in coordination with HSE department, managed for timely insecticidal sprays for Dengue mosquitoes. Customized HSE Bulletins (in English and Urdu Language) have been developed and circulated for communication across the Company. The same were also displayed on the notice boards etc.

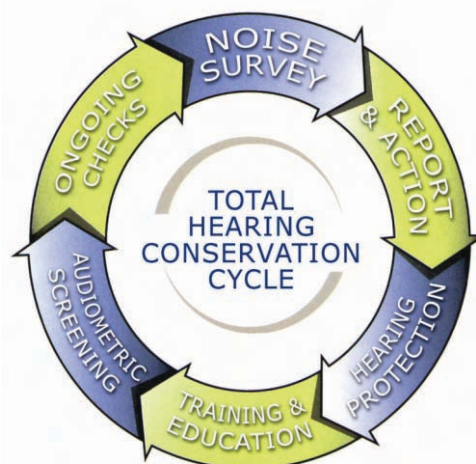


"Unite to Fight against Dengue"



AUDIOMETRIC TESTING

The hearing of workers exposed to noise is monitored through regular audiometric examinations. Testing is an important part of “**Hearing Conservation**” program to manage risks from noise exposure in a workplace. Any changes in a person’s hearing levels revealed by audiometric testing are investigated for the necessary corrective actions. There are a number of purposes for occupational audiometric testing. First and foremost is to determine the worker’s hearing status; exactly how well he or she hears. We are trying to do this in a consistent way. The reason for doing that is that we want to identify greater than normal hearing loss and by that we mean greater than what would be expected from the normal aging process. We want to identify those workers who would be unusually sensitive to the effects of noise, and to identify those who, for whatever reason aren’t getting adequate protection from noise on the job. That is the number one purpose of the testing program: to identify those people who are losing hearing, so we can do something about it.



AUDIOMETRIC TESTING STATUS

Sr. No	Sites	Total Screened	Normal Results	Result beyond range
1	ABT-D	7	7	0
2	FSD-C	167	52	115



3	FSD-D	10	5	5
4	FSD-T	83	40	43
5	GWA-D	14	5	9
6	HO	8	4	4
7	ISD-D	2	1	1
8	Kacha Khu Camp	5	1	4
9	LHR-T	41	8	33
10	Manga W/S	8	2	6
11	Metering W/S	5	0	5
12	MUL-C	43	23	20
13	MUL-T	43	30	13
14	PSR-D	16	5	11
15	WAHT	85	20	65





PULMONARY FUNCTION TEST (PFT)

Pulmonary Function Testing (PFT) is a complete evaluation of the respiratory system including patient history. Pulmonary function tests are a broad range of tests that measure how well the lungs take in and exhale air and how efficiently they transfer oxygen into the blood. Spirometry measures how well the lungs exhale. The information gathered during this test is useful in diagnosing certain types of lung disorders, but is most useful when assessing for obstructive lung diseases (especially asthma and chronic obstructive pulmonary disease, COPD). Lung volume measurement detects restrictive lung diseases. In this set of diseases, a person cannot inhale a normal volume of air. Restrictive lung diseases may be caused by inflammation or scarring of the lung tissue (interstitial lung disease) or by abnormalities of the muscles or skeleton of the chest wall. Testing the diffusion capacity (also called the DLCO) permits an estimate of how efficiently the lungs transfer oxygen from the air into the bloodstream.



**Pulmonary Function Test**

Sr. No	Sites	Total Screened	Normal Results	Result beyond range
1	ABT-D	35	0	35
2	FSD-D	52	6	46
3	FSD-T	33	4	29
4	ISD-D	35	2	33
5	Kacha Khu Camp	35	0	35
6	LHR-D	2	2	0
7	LHR-T	12	1	11
8	Manga W/S	9	0	9
9	MUL-C	25	1	24
10	MUL-T	14	0	14
11	Nowshera Camp	31	5	26
12	PSR-D	36	4	32
13	SKP-D	13	0	13
14	WAH-T	36	0	36



GENERAL MEDICAL EXAMINATION

The prevention of occupational diseases calls for a multi-disciplinary approach. While health hazards should be controlled at source by engineering measures such as enclosure and effective ventilation, there are other complimentary control measures including administrative control, use of suitable personal protective equipment (PPE), education, training and awareness, supervision of workers, environmental monitoring and health surveillance.



SNGPL arranges Medical Camps with a concept of health surveillance of employees and provide practical guidance on medical examinations for workers engaged in certain hazardous occupational activities. Health surveillance is basically a process of monitoring health status of persons to determine departures from normal health, so as to identify potential problem areas and the effectiveness of existing preventive strategies. Medical examination is a common means of conducting such surveillance.



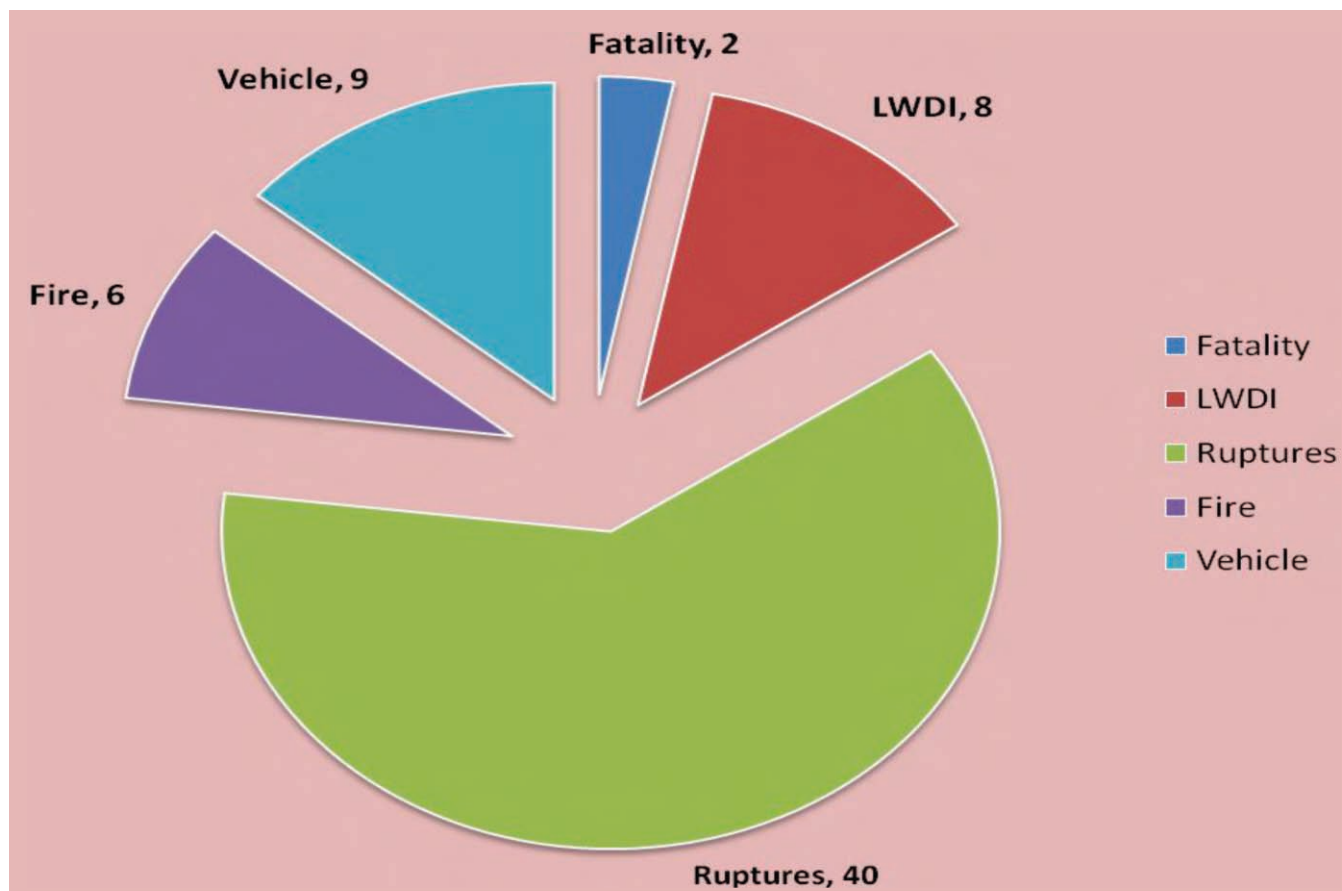
SAFETY

In the beginning of the year, Management has set new statistically reliable performance measures for Occupational Health, Safety & Environment initiatives. The aim is to ensure compliance to Company's HSE Policy in true letter and spirit. This proved in a significant reduction in certain categories of incidents. SNGPL is firmly on course to achieve this. Encouragingly, the actual numbers of incidents is again down on previous years. In recent years there has been a welcome reduction in injuries that have resulted in Lost Work Day Injury (LWDI) or serious injuries.

Increasingly, SNGPL is moving towards a more proactive safety performance with staff reporting on and investigation near miss and potential accidents (unsafe acts / conditions). Any such incidents are promptly investigated and remedial actions are taken to eliminate the causes before injuries can occur. A web-based electronic system of reporting incidents is implemented. This system has provided transparency in the incident reporting as well as made the record available on database.

SNGPL has started reviewing and restructuring its emergency preparedness based on the IMS approved procedures and guidelines. This will improve / standardize the mutual aid system across the Company.

Recognizing that safety is an attitude not just a work related issue; SNGPL published a "Safety Talk Booklet" for a daily tool box meeting, "First Aid Booklet", "Contractors Safety Booklet" and based on the accident investigations a comprehensive "Learning Event Booklet" for the benefit of employees. Through this we are striving to motivate people to acclimatize themselves to make ***"Safety - A Way of Life"*** in SNGPL



TYPE OF INCIDENT	NO. OF ACCIDENT
Fatality	2
LWDI	8
Ruptures	40
Fire	6
Vehicle	9

Sui Northern Gas Pipelines Limited



LEARNING EVENT
"Learn to Avoid Reoccurrence"



ابتدائی طبی امداد



ہیلتھ سیفٹی اینڈ اینوائرنمنٹ ڈیپارٹمنٹ
سوئی نادرن گیس پائپ لائنز لمیٹڈ

آگاہی کا آسان ذریعہ سیفٹی ٹاک



ہیلتھ سیفٹی اینڈ اینوائرنمنٹ ڈیپارٹمنٹ
سوئی نادرن گیس پائپ لائنز لمیٹڈ

HSE کے رہنما اصول برائے ٹھیکیداران



ہیلتھ سیفٹی اینڈ اینوائرنمنٹ ڈیپارٹمنٹ
سوئی نادرن گیس پائپ لائنز لمیٹڈ



TRAINING & CAPACITY BUILDING

Training is an integral part of Company's HSE Management System. HSE department through its team of skilled, highly qualified and experienced professionals impart trainings across the Company. Mentoring and capacity building plays an important role for the continuous professional development (CPD). SNGPL's executives and staff are being trained on six (06) different modules developed so far:

- HSE Principles and Practices
- Defensive Driving
- Fire Prevention / Fighting
- Emergency Response Plan (ERP)
- Incident Reporting
- First Aid

Sr. No.	Module	No. of Sessions	No. of Participants
1	HSE Awareness	943	11318
2	Defensive Driving	139	1498
3	Fire Prevention / Fighting	140	1612
4	Emergency Response Plan (ERP)	146	2428
5	Incident Reporting	127	1317
6	First Aid & OH related	33	891



ENVIRONMENTAL PERFORMANCE

SNGPL is committed to protect the environment, and has strived to reduce any adverse environmental impact of its operations. We, in SNGPL are committed to face prevailing environmental challenges in a manner that reflects our commitment to balance economic growth, social development and environmental protection. There is no doubt that the need to reduce the greenhouse gas emissions is one of the most pressing issue facing our company and we are striving to play a leading role in reducing these emissions.



We at SNGPL has carried out an extensive exercise across the Company to monitor the physical health of our equipment and machinery. We have used our owned equipments / gadgets to monitor Air Emissions, Indoor Air Quality, Illumination at workplace and noise level surveys. In compliance to legal and procedural requirement as per Company's HSE Management System this exercise helped us to save the undue expenses incurred for third party monitoring. Proactively we were able to rectify the abnormal conditions highlighted as an outcome.

Intrinsically, there are environmental impacts associated with Natural Gas Transmission & Distribution Company. We are actively working to diminish our overall environmental impacts. We monitor and measure our operations to better understand how our operations effect the environment. This ensures that excellent environmental performance and continual improvement aids in achieving our goal of ***“Protect the Environment”***.







Smoking Policy

Sui Northern Gas Pipeline Limited is committed in providing a safe, healthy and productive environment for all its employees. Sui Northern Gas Pipelines Limited recognizes that smoking is a health hazards for both smokers and non-smokers. Sui Northern Gas Pipelines will Endeavor to control the exposure of employees in the workplace to the harmful effects of tobacco products with the ultimate objective to protect non-smokers and in doing so enhance the air quality of the work environment for employees.

Sui Northern Gas Pipeline Limited Smoking policy shall apply to:

All employees, clients, visitors and contractors of the SNGPL an no exception to the polisy will be made.

All bulidings, premises or enclosed spaces occupied, owend, leased controlled by the SNGPL.

All workplaces, which include all Company buildings, Labbies, Elevators, Cafeterias,

Washrooms, Vehicles or any other common areas frequented by employees.

Sui Northern Gas Pipeline Limited believes that all employees have the right to a safe and regulated smoking in the wokplace with the objective: healyhy workplace. In accordance with this belief, Sui Northern Gas Pipeline Limited has

To educate smokers about the harmful effect of smoking and give advice, guidance and support if employees decide to give up smoking.

To change the working environment to minimize the harmful effects of passive smoking onthe non-smoker.

To provide employees with healthy and efficient working environment and to avoid conflictin the workplace.

To provide education and information to all staff with information on the effects of smokingon health.

To provide a designated smoking area with clear markings and adequate ventilation forsmokers.

Nothing contained in this policy will be interpreted so as to enhance the otherwise legal obligation of the Company.


ARIF HAMEED
MANAGING DIRECTOR

JANUARY 17, 2012



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