



# SUI NORTHERN GAS PIPELINES LIMITED

## SUSTAINABILITY REPORT

July 2021 – June 2022







SUI NORTHERN

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## ABOUT THE REPORT

The world as we know it has fundamentally changed. The Covid-19 induced pandemic and on-going climate change have steered the world to rethink business-as-usual. The future is no longer a distant reality, the Future is Now. In addition to the significant investments Sui Northern Gas Pipelines Limited (SNGPL) is making to its present capacity and efficiency, the Company is also setting targets and initiatives that address future fuel needs. As an essential service provider, we are committed to expand our network and sustainable growth.

This report reviews and reports on our performance and achievements against our environmental and social governance commitments, showcasing all the various ways SNGPL is engaged in sustainable value creation for its business lines, consumers, employees, environment, and communities. SNGPL intends to use the outcomes identified through the reporting and materiality process to continue to work on and further improve its sustainability performance.

**SNGPL has attempted to focus the contents of their Sustainability Report on the Principles of GRI and where possible reflect adherence to the UNSD's goals.**

**This report is externally assured by an independent third-party certification entity.**

The report boundary are the areas of operations for SNGPL including transmission, distribution and supporting functions. Further, this report covers data from July 1, 2021 to June 30, 2022, corresponding to the financial reporting period of the Company.

The adoption of GRI Standards demonstrates SNGPL's commitment towards adherence to international best practices and transparent reporting. The report is divided into seven sections that cover information about the Company, Business Overview, Occupational Health and Safety, Human Resource, Environment, Corporate Social Responsibility and Appendix.

**Email for enquiry:** [info.hse@sngpl.com.pk](mailto:info.hse@sngpl.com.pk)

## MANAGING DIRECTOR'S MESSAGE

I am happy to present our Sustainability Report FY 2021-22 which demonstrates the significant progress we have made towards integrating sustainability across the Company's operations. At the Management level, sustainability drives our strategy and decision making to ensure that our Country's growing gas demands can be met with reliability, resilience, and safety always. We see our responsibility limited to not only the Company's financials and adherence to the law, but also to building a strong corporate governance framework and abiding by best practices in environment, social, and governance. Our strategy integrates all the pillars of sustainability into our operations to ensure that we meet our targets and go above and beyond in our commitments. Our voluntary global commitments with the United Nations Sustainable Development Goals (UNSDGs) and reporting in accordance with the GRI Standards are a step forward in ensuring that we stay focused on the sustainability agenda.



Over the past year, the uncertainty brought about by the pandemic reiterated the importance of business continuity and sustainability. As an essential service provider, we have been identifying and mitigating our risks to safeguard the Company from such setbacks and ensuring that we can continue to provide uninterrupted gas to our valuable Consumers. The work we do aims at building out the social and infrastructural capital of the communities we serve. With the effects of climate change, already causing adverse disruptions across the globe, it is imperative that the Oil & Gas sector plays an active role in adoption of sustainable technologies.

At SNGPL, we are striving for green and innovative solutions that can meet the needs of the future. We want to do this sustainably and remain steadfast in incorporating the sustainability agenda across the company, by building it into our targets, measuring our performance, and transparently reporting on our progress. I wish to thank our stakeholders for their continued belief in us and supporting us on this journey and we look forward to vigilantly playing our vital role in Company's progress.



**Amer Tufail**  
Acting Managing Director

## ABOUT THE COMPANY

Sui Northern Gas Pipelines Limited (SNGPL) was incorporated as a private limited Company in 1963 and converted into a public limited company in January 1964 under the Companies Act 1913, now The Companies Act 2017, and is listed on the Pakistan Stock Exchange (PSX).

The Company took over the existing Sui-Multan System (217 miles of 16 inch and 80 miles of 10-inch diameter pipelines) from Pakistan industrial Development Corporation (PIDC) and Dhulian-Rawalpindi-Wah system (82 miles of 6-inch diameter pipeline) from Attock Oil Company Limited. The Company's commercial operations commenced by selling an average of 47 MMCFD gas in two regions viz. Multan and Rawalpindi, serving a total number of 67 consumers.

Sui Northern Gas Pipelines Limited (SNGPL) is the largest integrated gas company serving more than 7.23 million consumers in North Central Pakistan through an extensive network in Punjab, Khyber Pakhtunkhwa and Azad Jammu & Kashmir. The Company has over 50 years of experience in operation and maintenance of high-pressure gas transmission and distribution systems. It has also expanded its activities as Engineering, Procurement and Construction (EPC) Contractor to undertake the planning, designing and construction of pipelines, both for itself and other organizations.

SNGPL transmission system extends from Sui in Baluchistan to Peshawar in Khyber Pakhtunkhwa comprising over 9,158 KM of Transmission System (Main lines & Loop lines). The distribution activities covering 5,284 main towns along with adjoining villages in Punjab & Khyber Pakhtunkhwa are organized through 16 regional offices. Distribution system consists of more than 142,998 KM of pipeline. SNGPL has over 7.3 million consumers comprising Commercial, Domestic, General Industry, Fertilizer Power & Cement Sectors.

SNGPL has recently completed the largest ever pipeline infrastructure development project in the history of Pakistani gas market involving approximately 1100 Kms pipelines of diameters 16" to 42" along with installation of 35000 HP compression for the receipt of additional 1200 MMCFD RLNG. RLNG is being supplied to all categories of consumers including Industrial, Power, Cement, CNG, Commercial and Domestic throughout the year. As per instruction of Government of Pakistan, SNGPL is engaged in providing its expertise and services to Special Economic Zones (SEZs) at various geographical locations of the Country in developing external high pressure transmission network as well as internal gas distribution network for the provision of required gas quantity to SEZs at their doorsteps.

SNGPL is certified against ISO 14001:2015 & ISO 45001:2018 Standards. SNGPL's 11 sites have been registered under the "SMART2" Program by Pakistan Environmental Protection Agency (PAK-EPA).

**Company Registration Number:** CUIN-0043761  
**National Tax Number (NTN):** 0801137-7  
**General Sales Tax Number (GST):** 03-91-9999-967-19







# Igniting New Hopes





# SNGPL HEAD OFFICE & REGIONAL OFFICES



## Head Office

📍 21, Kashmir Road, Lahore  
☎ 042-99082000, 042-99082006  
📠 042-99201369, 042-99201302  
🌐 [www.sngpl.com.pk](http://www.sngpl.com.pk)

## Regional Offices

### Abbottabad

Jub Pul, P.O. Jhangi,  
Main Mansehra Road.  
Tel: 0992-9310071 -72  
0992-9310077-78

### Bahawalpur

6-A-D, Model Town-A.  
Tel: 062-9255022-24

### Faisalabad

Sargodha Road.  
Tel: 041-9210033-35

### Gujranwala

M. A. Jinnah Road.  
Tel: 055-9200480-84

### Gujrat

State Life Building,  
120 & 121, GT Road.  
Tel: 053-9260322  
053-9260325

### Islamabad

Plot 28-30, Sector I-9,  
Industrial Area.  
Tel: 051-9257711-19

### Lahore (East & West)

21-Industrial Area,  
Gurumangat Road,  
Gulberg III.  
Tel: 042-992633161  
042-992633180

### Mardan

Riffat Mahal, Main  
Nowshera Road,  
Near Mardan  
Industrial Estate.  
Tel: 0937-880018

### Multan

Piran Ghaib Road.  
Tel: 061-9220081  
061-9220084-86

### Peshawar

Plot No-33, Sector B-2,  
Phase-V, Hayatabad.  
Tel: 091-9217748-50

### Rawalpindi

Al-Mansha Plaza,  
Main G.T Road,  
Opposite IESCO Office,  
Mohra Nagyal.  
Tel: 051-4917277-78

### Sahiwal

79-A, 79-B, Canal Colony,  
Farid Town Road.  
Tel: 040-9200093

### Sargodha

15 - Muslim Town,  
New Satellite Town.  
Tel: 048-3224401

### Sheikhupura

Rajput House,  
Main Sargodha Road,  
Near Punjab Collage,  
Nabi Pura.  
Tel: 056-3791644-45

### Sialkot

Wahid Road, Malkay Kalan,  
Off. Marala Road.  
Tel: 052-3251350  
052-3557172

### Wah Cantt

Gudwal Link Road.



# STAKEHOLDER



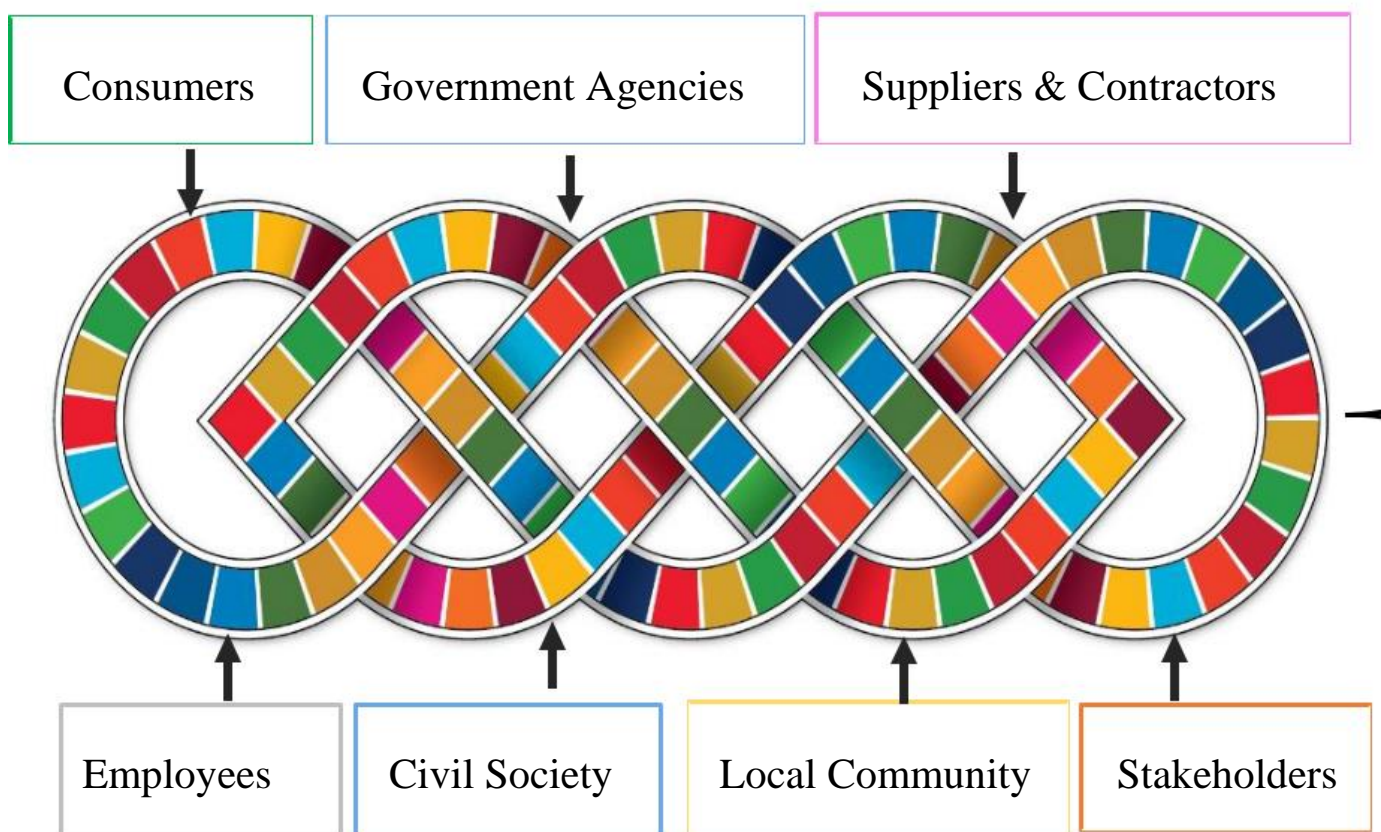


# STAKEHOLDER ENGAGEMENT

SNGPL defines its stakeholders as all those parties or entities that have an interest in the Company and can both affect or be affected by our business. SNGPL's approach to stakeholder engagement is underpinned by our core values and governance framework that supports transparency and value creation. We strive to continuously engage with our stakeholders to better understand their interaction with our material issues, and align our Environmental, Social and Governance (ESG) strategy with their needs to create shared value.

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Management Approach
Board of Directors	Meetings, reports	As and when required	The Board members and its committees provide direction to SNGPL on different areas including ESG. Through detailed reports and meetings, the concerns of the Board are duly addressed.
Community	Meetings, field visits, surveys, events	Case basis	SNGPL engages its communities through different means including awareness campaigns, discussions and meetings related to any CSR activity or project in their areas.
Consumers	SMS, emails, digital platforms, website, print advertisements, electronic media, E-Kachehri, helpline	Regular	Customers are provided with different platforms to reach out to SNGPL for their concerns and appropriate actions are initiated, whenever required.
Academia	Technical or advisory services, meetings, events, sponsorship of particular initiatives	Annually	SNGPL engages academia in research and knowledge sharing based collaborations by sponsoring chair on Gas Engineering at different Engineering institutes.
Environmental Enforcement Bodies	Lab reports	As required	Compliance with environmental law is considered a pre-requisite at all levels of SNGPL. Internal structures are in place to address environmental issues. Concerns and directions by the environment regulatory bodies are taken into account for adherence.
Employees	Internal events, Internal communications, CBA, ACR, Trainings	Regular	Employees are considered the building blocks of SNGPL. Human Resource policies and procedures are in place to ensure that employees are engaged and supported.
NGOs / Civil Society	Partnerships for projects or initiatives, meetings, events	On-going	SNGPL is interested in the long-term sustainability of its projects and therefore collaborates with trusted partners working on the ground for CSR activities.

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Management Approach
Corporate and Regulatory affairs	Meetings, emails, Letters, regulatory hearings/proceedings	Case basis	Connections with the public and government bodies are managed through Corporate and Regulatory Affairs Departments. The Corporate and Regulatory affairs team engages stakeholders from all the governing bodies of Pakistan to ensure optimum results as well as aid in liaison of these external stakeholders with internal departments.
Regulatory Bodies	Meetings, reports, events	As required	The guiding principle of SNGPL's policy for relationship and engagement with all the regulators is based on mutual respect, legal and regulatory compliance in true letter and spirit, disclosure and dissemination of material information in a timely manner to ensure transparency at all levels. Moreover, the Company gives due importance to request for any information/document or query routed through the regulators and promptly responds.
Suppliers & Contractors	Meetings, events, letters, communication	Regular	SNGPL endeavors to facilitate its suppliers and contractors by timely bill payments, prompt response to queries, safety and security of personnel and assets, conducive working environment, compliance of contract agreement, Technical assistance, trainings and feedback and compliance to the code of corporate governance.





## CORPORATE GOVERNANCE

- Good business is all about corporate governance. This is the main philosophy based on which Company's business has been successfully run since 1964. The prime objective of the Company is to protect the interest of all stakeholders through fair, ethical and transparent business practices. The Board of Directors has ensured compliance to Code of Corporate Governance by adopting transparent procedures and methodologies which are constantly being monitored and reviewed through better internal controls. The Company also ensures compliance with the Compliance Act 2017, Listing Regulations of Pakistan Stock Exchange Limited and Financial Reporting Framework of Securities and Exchange Commission of Pakistan.
- The Board of Directors provides strategic guidance for sustainable growth along with effective management oversight in respect of comprehensive corporate governance. All periodic financial statements and working papers for consideration of the Board and its sub-committees are circulated to the Directors well before the meeting (i.e. at least seven days before the meeting) except in case of an emergent meeting, in order to give sufficient time for informed and prudent decision making. The minutes of the meetings are circulated within of the Board and its sub-committees.



## ➤ MISSION

*A commitment to deliver natural gas to all door steps in our chosen areas through continuous expansion of our network, by optimally employing technological, human and organizational resources, best practices and high ethical standards.*

## ➤ VISION

*To be the leading integrated natural gas provider in the region seeking to improve the quality of life of our customers and achieve maximum benefit for our stakeholders by providing an uninterrupted and environment friendly energy resource.*



## ➤ CORE VALUES





# CORPORATE STRATEGY / OBJECTIVES

Enhancement of System Capacity.

Expansion of Transmission and Distribution Networks.

Increase in Gas Sales.

Rehabilitation of Transmission and Distribution Networks.

Reduction in Unaccounted for Gas Losses.

Improvement in Profitability.

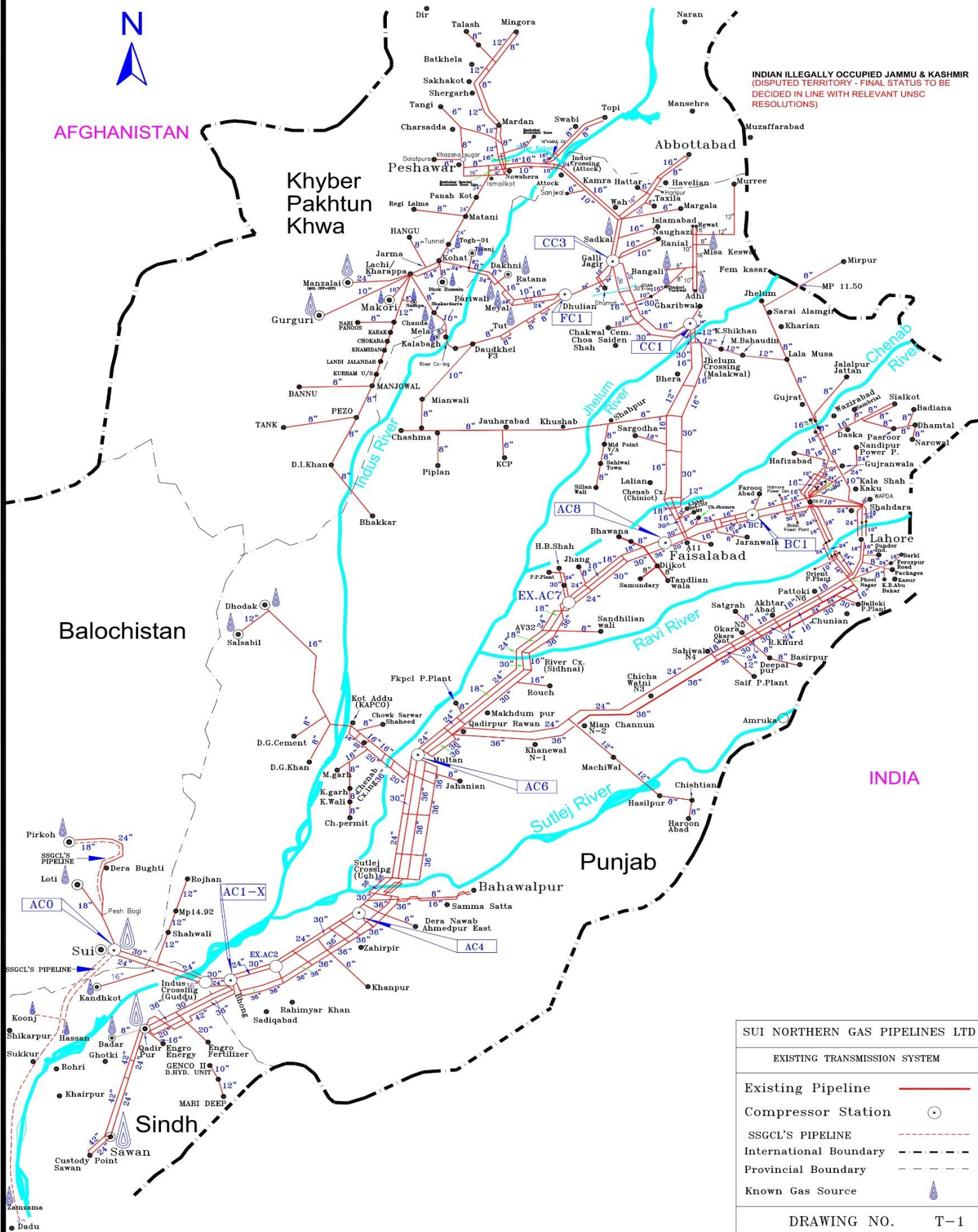
Improvement in Consumer Services.

Adoption of Information Technology.

Human Resource Development.

Pursue Pipeline Construction and Advisory Business.











# CODE OF CONDUCT

SNGPL requires its entire staff both executive staff and subordinate employees, the observance of the highest ethical standards in the conduct of its business activities to minimize the significant risk associated with non compliance. The policy on Business Principles and Ethical Risk is intended to assist SNGPL staff in meeting the standards of professional and personal integrity expected and required of them. SNGPL staff will act with integrity at all times, to protect and safeguard the reputation of the Company. Contravention of this policy will be regarded as misconduct.

SNGPL will ensure that, through this policy and through other means of communication, all staff is aware of the required standards, rules and regulations.

Following are certain specific guidelines in respect of the above.

## Conflict of interest

Each staff member has a prime responsibility to the Company and is expected to avoid any activity that could interfere with that responsibility. Staff should not engage in activities or transactions which may give rise to, or which may be seen to be giving rise to conflict between their personal interests and the interest of Company. Such conflict could arise in a number of ways and a number of situations. The following paragraph outlines some specifically forbidden situations. This list is, however not exhaustive. In case of doubt the advice of the Management should be sought:

- SNGPL purchase equipment, material and services for various aspects of its operations. SNGPL staff members are forbidden from holding any financial interest, directly or indirectly in any organization supplying goods or services to the Company;
- SNGPL staff should not participate in any external activity that competes, directly or indirectly, with the Company;
- SNGPL staff should not participate in any outside business or activity that might interfere with their duties and responsibilities to the Company;
- No staff member should sell, lease or buy equipment, material or services to or from the Company except when as an employee it may be necessary in the normal course of his/her duties;
- Staff members are not permitted to conduct personal business activities on the Company's premises or to use Company facilities for such purpose;
- If a staff member has direct interest, indirect interest or family connections, with an external organization that has business dealings with SNGPL, details of such connections and interest should be fully disclosed to the Management;
- Staff members should disclose to the Management the details in respect of any relationship (s) with other staff members; and Staff members shall not perform any act or get involved in any situation that potentially could conflict with the principles outlined above.





## **Confidentiality**

Staff members should not keep or make copies of correspondence, documents, papers and records, list of suppliers or consumers without the consent of the Company. Company's information and records should be kept on Company premises only and unpublished information may be disclosed to external organization/individuals only on "need to know" basis. In case of doubt in this regard, the Management's advice should be sought.

## **Contributions**

No contribution shall be made to any organization or to any individual who either holds public office or is a candidate for public office.

## **Inducement Payments**

Staff members should not give or receive payments that are intended to influence in a business decision or to compromise independent judgment; nor should any staff member receive money for having given Company business to an outside agency. Payment of any nature to Government officials to induce them their duties is strictly prohibited.

## **Proper record of funds, assets, receipts and disbursements**

All funds, assets, receipts and disbursements should be properly recorded in the books of the Company. In particular, no funds or accounts should be established or maintained for a purpose that is not fully and accurately reflected in the books and records of the Company. Funds and assets received or disbursement should be fully and accurately reflected in the books and the records of the Company. No false or fictitious entries should be made or misleading reports pertaining to the Company or its operations should be issued.

## **Relationships and dealings with Government Officials, Media, Suppliers, Consultants and other parties**

SNGPL's relationships and dealings with Government officials, external agencies, parties and individuals should, at all times, be such the SNGPL's integrity and its reputation would not be damaged if details of the relationship or dealings were to become public knowledge. It is the responsibility of each SNGPL staff member to exercise good judgment so as to act in a manner that will reflect favourably on the Company and the individual. Staff member should only make statements to the media, speeches in public forums, or publish articles in newspapers etc. with prior authorization. In a personal capacity also, due care should be taken while discussing the Company performance or plans with outsiders. Staff members having questions on how to comply with this requirement should consult with the Management.

## **Health and Safety**

Every staff member should take reasonable care to ensure the health and safety of him/her self and others, who may be affected by his/her acts or omissions at work. Staff members should not tamper with or misuse any item provided by the Company to secure the safety, health and welfare of its staff and for the protection of the environment.





## **Environment**

To preserve and protect the environment, all SNGPL staff members should:

- Design and operate the Company's facilities and processes so as to ensure the trust of adjoining communities;
- Promote resource conservations, waste minimization and the minimization of the release of chemicals/gas into the environment;
- Provide employees, customers, supplies, public authorities and communities with appropriate information for informed decision making; and
- Strive continuously to improve environmental awareness and protection.

## **Alcohol, Drugs and Gambling**

The use of alcohol in any form is prohibited on all Company locations/ premises. Similarly, the use of drugs, except under medical advice, is prohibited on all Company locations/ premises. Any staff member arriving at a work place under the influence of alcohol or drugs will not be permitted to enter the premises and will be liable to disciplinary action. All forms of gambling/betting on the Company's premises are forbidden.

## **Receiving gifts**

No employee shall seek accept or permit himself/herself or any member of his/her family to accept any gift or favour, the receipt of which will place him/her under form of official obligation to the donor. As part of building relationship with consumers, suppliers, etc. staff members may receive occasional gifts provided that the gift is of nominal value (e.g. pen, Notepads, calendars, diaries, key chains or such promotional material) and the gift is neither intended nor perceived by others to be intended to improperly influence business decision.

## **Work Place Harassment**

SNGPL staff will maintain an environment that is free from harassment and in which all employees are equally respected. Workplace harassment is defined as any action that creates an intimidating, hostile or offensive work environment. Such actions include, but are not limited to, sexual harassment, disparaging comments based on gender, religion race or ethnicity.

## **Regulatory Compliance and Corporate Governance**

SNGPL co-operates fully with all governmental and regulatory bodies and is committed to high standards of corporate governance. We comply fully with our obligations under the Listing Rules of the Pakistan Stock Exchange Limited (PSX).

## **General**

- All information and explanations supplied to the auditors must be complete and not misleading.
- SNGPL will not knowingly assist in fraudulent activities (e.g. tax evasion, etc.). If one has any reason to believe that fraudulent activities are taking place (whether within the Company or by others with whom the Company has business), one must report it to the concerned departmental head immediately;
- All the financial transactions will remain within the ambit of Memorandum of Association and Articles of Association of the Company.



# Human Resources



# HUMAN RESOURCE ENGAGEMENT

Human resource is considered a fundamental asset and it is ensured that all employees are treated with dignity and respect by creating an atmosphere of mutual understanding and open communication. SNGPL proliferate under an ecosystem based on the concept of empowerment. Company encourages socialization, team spirit and motivation to make work place attractive and interesting. Company has a well-defined human resource policy to attain the highest standards of professionalism. Being signatory of United Nations Global Compact guiding principles on human rights, we also support and respect the internationally proclaimed human right principles and endeavours to make sure that SNGPL is not complicit in human right abuses. We are an equal opportunity employer and consider our human resource capital, a seminal factor for sustainable growth and revitalize it by promoting best human resource practices.

Keeping pace with the changing market and incorporating the philosophies of transparency, equitability and consistency, SNGPL has an approved HR Manual which have been prepared and is being updated from time to time after profound thought, discussion and collaboration with experts. The HR Policies are the part of HR Manual and are being implemented in true letter and spirit. We are compliant to the Labor Laws and we ensure the implementation.

## HR VISION STATEMENT

“To attract, retain and nurture quality human resource”.



## HR MISSION STATEMENT

“The Human Resource Department is committed to motivate and optimize human potential through capacity building and creation of a conducive statement”.



## Employment Policy

The Company is committed to provide an open and honest work environment that enables every employee to reach the highest possible level of professional and personal fulfillment. The Employment policy is a part of HR Manual. Primary aim is to build SNGPL from within, promoting and rewarding people on the basis of performance alone. As an equal opportunity employer, SNGPL follows a transparent and merit-based recruitment policy. Selection procedure and employment policies are geared to attract and retain capable and qualified employees of the country who are willing to contribute their best to accomplish the objective of the Company.

Our aim is to build SNGPL from within, promoting and rewarding people on the basis of performance alone. SNGPL's ability to continually identify, recruit, develop, and motivate its most precious resource in an increasingly competitive marketplace will be its greatest strength going forward. Our Hiring criteria is strictly being followed and we strongly discourage Child Labor. We do not recruit / hire any employee below the age of 18 years. We have transparent recruitment policy and we uphold it at all levels.



## **Equal Opportunity Employment**

We are committed to ensure that all staff is treated fairly and with dignity and that no discrimination or harassment occurs in the workplace. SNGPL is an equal opportunity employer, which means all their policies and procedures are aimed at ensuring that all decisions made in relation to appointments, promotions, transfers, training opportunities and performance assessments are made entirely on the basis of merit alone.

## **Workplace Harassment**

SNGPL staff will maintain an environment that is free from harassment and in which all employees are equally respected. Workplace harassment is defined as any action that creates an intimidating, hostile or offensive work environment. Such actions include, but are not limited to, sexual harassment, disparaging comments based on gender, religion, race or ethnicity.

## **Employee Recruitment**

SNGPL's recruitment decisions are based upon a careful selection process in order to determine the individual best qualified for a position to be filled in. As an equal opportunity employer, SNGPL follows a transparent and merit-based recruitment policy. SNGPL believes that its employees are the people who give the Company their skill, energy and time, making them its most precious asset.

## **Grievance Handling & Harassment Policy**

In order to improve positive working relations between SNGPL Managements and its employees, we have a Grievance Handling Procedure / Policy. It includes Whistle Blowing policy and grievance redressal. A full fledge committee headed by Senior Management is in place, to address any case related to the Harassment. We discourage any type of harassment at the workplace. We provide a comfortable environment to our employees, so that they feel safe, secure and protected.

## **Employee Satisfaction**

SNGPL believes that the employees are our asset and they must be taken care in all respects. It is necessary to ensure and enhance the business performance and for creating good working environment among the organization. We have high level of employee satisfaction and low sickness rate of our worker. SNGPL believes in attracting and retaining talent through a combination of monetary and non-monetary rewards and incentives. Our few policies are enlisted as below.

### *i) Compensation Policy*

In order to formulate and establish a competitive compensation structure, SNGPL evaluates its remuneration package visé competitors and aligns compensation to the market after 2 years.

### *ii) Medical Policy:*

SNGPL regards its employees as its most valuable resource and accordingly assigns a lot of importance to the well being of its employees and their families. The Company recognize that medical benefits give employees the peace of mind to focus on their job function without having worry about financial risks in the event of sickness or injury. SNGPL provides medical coverage to all serving as well as retired Company employees.

### *iii) Travel Policy:*

We aim to provide employees travelling on the Company business with a reasonable level of comfort in their boarding and lodging arrangements at the lowest possible cost to the organization.

### *iv) Vehicle / Transport Policy*

SNGPL provide vehicles to certain members of the Executive staff as a key component of their overall compensation package.

### *v) Leave Policy*

SNGPL appreciates the importance of rest and recreation for the well being of employees and that contingencies arising and unforeseen eventualities require employees to be away from work. All employees are eligible to avail leaves as per Company Policy. Sick Leave, Minimum Annual Leave, Annual Leave accumulation and encashment, Hajj Leave, Ex Pakistan Leaves, Prolonged Illness (Medical Leave), Study Leave, Special Leave, Maternity Leave (for Married Females) are the various types of leaves that are part of our Leave Policy. We give special leave to the concerned in case of death of his / her spouse, so that one can adjust after sustaining the tragic loss.

<i>Benefits</i>	<i>Management</i>	<i>Staff</i>
<i>Life Insurance</i>	Yes	Yes – till 05 years after retirement
<i>Health care</i>	Yes	Yes
<i>Disability / Invalidity coverage</i>	Yes	Yes
<i>Parental leave</i>	Yes	Yes
<i>Retirement provision</i>	Yes	Yes
<i>EOBI</i>	Yes	Yes
<i>Provident fund</i>	Yes	Yes

In addition to the above, Residential and Mobile Phone Policy is also for our employees (depending upon the nature of job and posting). It is pertinent to mention that after every 02 years, Collective Bargaining Agreement (CBA) is agreed mutually by the Staff and SNGPL Management and is then registered in National Insurance Company Limited (NICL). It becomes a legal binding for the Management and also for the CBA to follow it as per the Agreement. We offer different attractive allowance to our staff and hence we honor them. We are of the view that employee satisfaction and reduced sickness leads to increase job performance.

### **Employment of Persons with Disabilities (PWDs)**

Being a socially responsible Company, your Company provides the due opportunity and supportive environment for differently-abled employees that enables them to achieve their true potential. The Company has defined 2% quota in compliance with Disabled Persons (Employment & Rehabilitation) Ordinance, 1981.



## EMPLOYEE DEVELOPMENT & TRAINING

Company has a well-developed corporate culture for human resource development. Training & development of employees is ensured on continuous basis considering training needs assessment, technical requirements & competencies. SNGPL has a dedicated Training & Development institute (SNGTI) for planning & arranging in-house/outside technical & soft skill trainings. Training plan forms a part of our performance management strategy and is formulated on the basis of training need assessment, staff career plans, succession plan and other organizational requirements. We are continuously striving to enhance employees' technical and managerial competence through in-house technical, soft skill and outsourced trainings. The Company provides good working environment, which in turn makes it possible, for the employees to put in their best efforts.

Following comprehensive training programs specific to company needs have also been designed and being delivered for Executives. Pedagogy behind these programs, persists the advancement and development of participant's Technical and Managerial skills so that they can prepare themselves for senior leadership roles.

### **Executive Development Program (EDP):**

After a detailed Training Needs Analysis (TNA), Executives (Grade I to Grade III) of the Company are exposed to a wide range of courses, which were designed for the fulfillment of TNA. A comprehensive Executive Development Program (EDP) was envisaged in consultation with all stake holders, enabling the participants to understand the needs of the corporate cultural change, acquisition of leadership and communication/ presentation skills besides understanding basic elements of company's business. 04 EDPs have been conducted with participation of 108 Executives in the FY 2021-2022.

### **Developing Future Leaders (DFL):**

Keeping up the tradition of extending excellence to the Executives (Grade V- Grade VI), another landmark was achieved in shaping of an in-house training program for the future leaders namely "Developing Future Leaders". Considering the utmost importance of human resource development, a unique blend of soft and technical skills was conceived to equip the Middle Management for the current and the challenges of the future. 03 DFL sessions have been conducted with the participation of 74 Executives in the fiscal year. These programs focus on personality development, professional and skills up gradation of employees leading to reshape the Company's culture by creating a conducive work environment. The ongoing feedback from the Senior Management and the participant's input has been monitored and evaluated in light of a vibrant and dynamic culture of the organization, internally and externally. To keep the employees abreast with the latest knowledge and business trends of 21st century, a repository of knowledge in hard and soft form is accessible to all employees of SNGPL.

### **Potential assessment test (PAT):**

PAT is devised to determine special abilities required to measure concentrate and responsiveness of the employees of the Company. These types of tests are used for the potential evaluation for jobs with high / specific requirements. Third Party Consultants/ Professionals are hired as per PPRA rules to conduct these tests.

## Trainings:

In the FY 2021-22, SNGTI conducted 484 training courses relevant to the organizational working, culture and Training needs of the employees in above mentioned categories and trained 4302 organizational employees. The mosaic of training modules included not only Class room lectures but also Technical workshops, Online trainings, Hands on Trainings, Case studies, Assignments, Presentations, Interviews, Trade tests, Theoretical and Practical examinations. Practical Trainings on drilling machines and welding machines are also arranged.

### a) Training hours per Employee (FY 2021-2022)

No. of employees	4302
Training Hours	74528
Average hours of training	17.32

### b) Training hours per Employee by gender (FY 2021-2022)

Gender	No. of employees	Training hours	Avg training hours
Male	4056	69544	17.14
Female	246	4984	20.26

### c) Training hours per Employee by category (FY 2021-2022)

Category	No. of employees	Training hours	Avg training hours
Executives	3476	61464	17.68
Staff	826	13064	15.81

### d) EDP / DFL / Training courses FY (2021-2022)

Courses	No. of sessions conducted	Total employees trained
EDP	4	108
DFL	3	74
Training courses	484	4302





## Sports

Sports and games have been part of human society for thousands of years. Playing games increase one's brain activity, never letting attention wander and also making one understand things in more detail.

SNGPL had its Annual Sports Gala in May 2022, in Lahore. More than 100 players participated in different Games. This event is true reflection of the Company's longstanding association with sports and sportsmen which contributes greatly in promotion of healthy activities in the society. It is pertinent to note that female employees equally participated in the Annual Sports. The annual event was held for three days at WAPDA Sports Complex, Lahore. The opening ceremony of the event took place amid much fanfare. Different games e.g. Badminton, Table Tennis, Shot Put, Athletics, Long Jump, High Jump, Tug of War etc. were played in the Sports Gala.

SNGPL annual Sports Gala is fast becoming one of the regular features of the company which provide employees with the opportunity to showcase their sporting talent on a grand scale.







## HEALTH, SAFETY & ENVIRONMENT

The Company has a comprehensive Health, Safety & Environment policy and referrals should be made to the policy for guidance in typical matters pertaining to the same. Every employee should take reasonable care to ensure the health and safety of himself / herself and others, who may be affected by his/her acts or omissions at work. Employees should not tamper with or misuse any item provided by the Company to secure the Health, Safety and welfare of its staff and for the protection of the Environment.

To preserve and protect the environment, all SNGPL employees should:

- Design and operate the Company's facilities and processes so as to ensure the trust of adjoining communities.
- Promote resource conservations, waste minimization and minimization of release of chemicals / gases into the environment.
- Provide employees, customers, suppliers, public authorities and communities with appropriate information for informed decision making.
- Strive continuously to improve environmental awareness and protection.

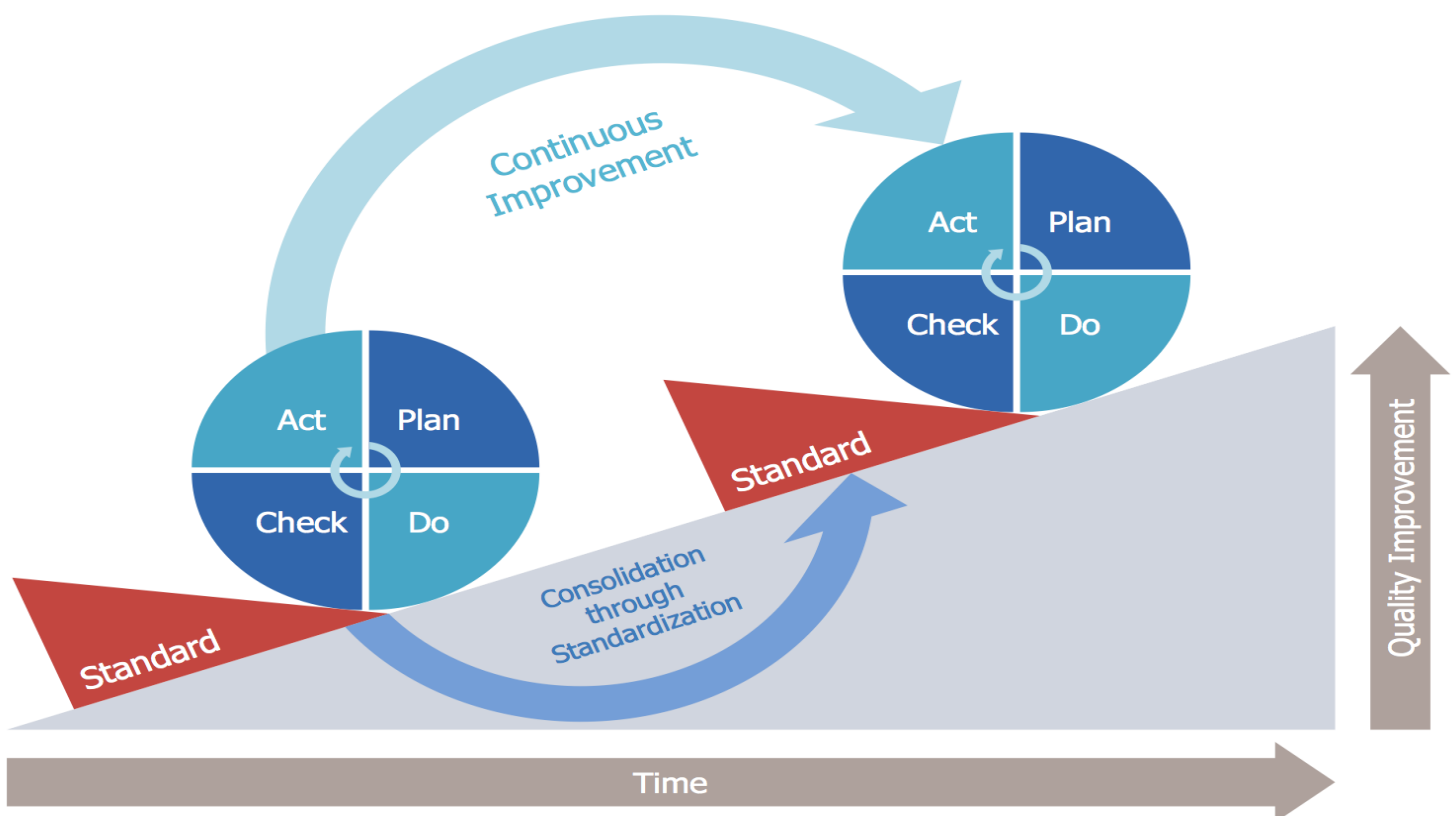
An Integrated HSE Management System (IMS) based upon ISO 14001:2015 and ISO 45001:2018 standards is in place for systematic implementation of best practices for all operations of the Company. SNGPL has recently upgraded from OHSAS 18001:2007 to ISO 45001: 2018 utilizing inhouse resources. Compliance of ISO 14001:2015 / ISO 45001:2018 Standards, and industry best practices is monitored through a system of Surveillance audits by third party on bi-annual basis. Successful execution of these audits demonstrates the effectiveness of HSE Management System. SNGPL is a member of 'National Safety Council', which is a non-profit organization with mission of saving lives by preventing injuries and deaths at work, in homes and communities. In addition to this, HSE Engineers are the International Member of American Society of Safety Professionals (ASSP).



SNGPL HSE Management System is based on the continual improvement process of the Plan – Do – Check – Act (PDCA) cycle utilized by the international certification standards. Maintaining outstanding HSE Performance is a core value of SNGPL.

Strategy for Implementation of Integrated HSE Management System in SNGPL.

- HSE infrastructure at SNGPL is divided into 32 sites of operations. Incharge of each site is designated as HSE Focal Point. Each HSE Focal Point is responsible for the Implementation of Company's HSE Management System through line management under his domain.
- In compliance to Company's HSE Policy, a systematic Management Program is introduced by developing procedures and guidelines for all operational activities across the Company.
- Monitoring and measurement is carried out as per standard through HSE Internal Audits and Surveillance Audits by Certifying Body to evaluate the effectiveness of Company's HSE Management Systems. This reflects the Management Commitment towards implementation of HSE Management Systems.
- We have developed 35 procedures for implementation of HSE Management system, duly approved by the management based upon operational activities of the Company and circulated across the company for implementation in true letter and spirit. These procedures are also available on Company's web portal for easy access.
- To show its commitment towards implementing HSE Policy across the Company, Management Review Meeting headed by Managing Director is conducted bi-annually for periodic review and evaluation of HSE management systems.
- All the operations and maintenance manuals of our Technical Departments are in line with the IMS Manual.
- Integrated Management System Manual is based on PDCA Cycle.





# Health, Safety & Environment Policy

## Sui Northern Gas Pipelines Limited will ensure that

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

## To implement HSE Policy, Sui Northern Gas Pipelines Limited will ensure

- Compliance with relevant laws and regulations and fulfill compliance obligation.
- That for Health, Safety and Environment, the required Organization, Standards and procedures are developed and established.
- That all its activities are carried out in accordance with relevant international standards and Company's Health, Safety and Environment Standards and Procedures.
- To set demanding targets and measure progress to ensure continual improvement in Health, Safety and Environmental performance with participation and consultation of workers at all applicable levels and functions.
- To involve its employees to exercise their personal responsibility in identifying hazards, reducing OH & S risks, in preventing harms to himself/herself, to others and to the environment for the prevention of pollution.
- To provide appropriate Health, Safety and Environment training/information to all employees, contractors, consumers and relevant interested parties.
- To provide safe working environment in order to protect the employees from occupational illness and accidents.
- To 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.

*Ali J. Hamdani*

Ali J. Hamdani  
Managing Director

**Sui Northern Gas Pipelines Limited**

# پالیسی برائے صحت، حفاظت اور ماحولیات

## سوئی ناردرن گیس پائپ لائنز لمیٹڈ اس امر کو یقینی بنائے گی کہ

- اس کے ملازمین، خریدار، ٹھیکیداران اور دیگر دلچسپی رکھنے والی پارٹیز کی صحت محفوظ ہے۔
- ادارہ میں ہونے والے تمام کام محفوظ طریقے سے ہوں۔
- ماحولیاتی کارکردگی قانونی ضوابط کے مطابق ہو۔
- صحت، حفاظت اور ماحولیات کی کارکردگی میں متواتر بہتری ہو۔

## صحت، حفاظت اور ماحولیاتی پالیسی پر عمل درآمد کے لیے

## سوئی ناردرن گیس پائپ لائنز لمیٹڈ مندرجہ ذیل اقدامات کو یقینی بنائے گی۔

- تمام متعلقہ قوانین، ضوابط اور تعمیل ذمہ داریوں پر پوری طرح عملدرآمد۔
- کہ صحت، حفاظت اور ماحولیات کے لئے مطلوبہ تنظیم اور معیار اور طریقہ ہائے کار کا تعین اور نفاذ ہو۔
- کہ ادارے کے تمام کام متعلقہ بین الاقوامی معیار اور کمپنی کے صحت، حفاظت اور ماحولیات کے معیار اور طریقہ ہائے کار کے مطابق نہ انجام پائیں۔
- مطلوبہ ہدف کا تعین اور کارکردگی کا جائزہ اس انداز سے کہ ہر متعلقہ سطح اور فعل میں کارکنان کی شمولیت اور مشاورت سے صحت، حفاظت اور ماحولیات کی کارکردگی میں مسلسل بہتری کو یقینی بنایا جاسکے۔
- ملازمین کی شمولیت اس انداز سے کہ وہ صحت، حفاظت سے متعلق خطرات کی نشاندہی کرنے، ان خطرات کو کم کرنے، خود کو اور ساتھیوں کو نقصان سے بچانے اور ماحول کو آلودگی سے بچانے میں اپنی ذمہ داری کو بروئے کار لائیں۔
- تمام ملازمین، ٹھیکیداران، خریدار اور متعلقہ دلچسپی رکھنے والی پارٹیز کو کام سے متعلق صحت، حفاظت اور ماحولیات کے لئے مناسب تربیت اور معلومات فراہم کرنا۔
- ملازمین کو پیشہ ورانہ بیماری اور حادثات سے بچانے کیلئے محفوظ کام کرنے کا ماحول مہیا کرنا۔
- صحت، حفاظت اور ماحولیات کے متعلق آگاہی پیدا کرنا اور اس سلسلہ میں کارکردگی دکھانے والوں کی مناسب پزیرائی کرنا۔

اس پالیسی کے امور کسی بھی اعتبار سے ادارہ کی مجوزہ قانونی ذمہ داریوں میں اضافہ نہیں کرتے۔

*علی جے ہمدانی*  
علی جے ہمدانی  
مینیجنگ ڈائریکٹر



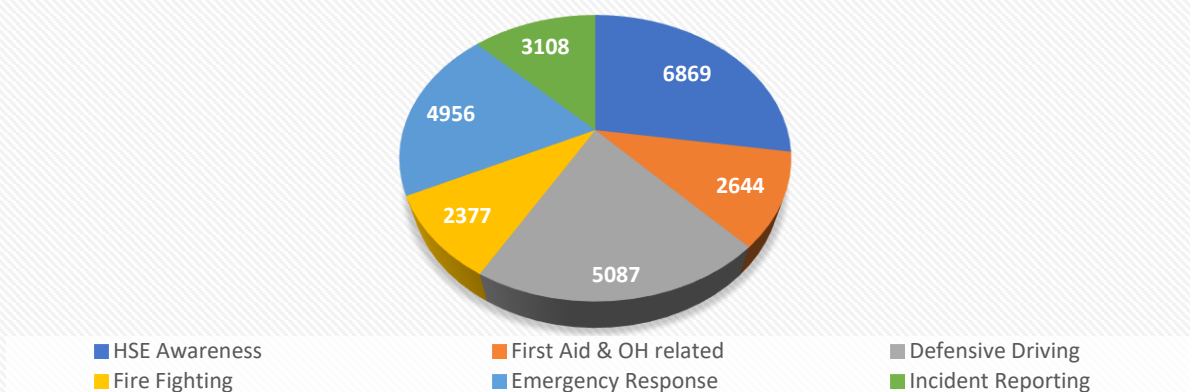
## HSE Trainings

Training and awareness are an integral part of Company's HSE Management System and specific certification training plays an important role for Continual Professional Development. Training sessions are being delivered to all concerned for better identification of hazards and assessment of associated risks to which Company employees are exposed at their work places especially during execution of various field activities. Following Training modules are being conducted on regular basis;

- Operations and Maintenance Manual of HSE
- Achieving Zero Goal through Accident Prevention
- Fire Fighting
- First Aid
- Defensive Driving / Road Safety

In addition to the above, different training sessions are being carried out by HSE Engineers to all employees old and new (permanent, contractual, executives, staff) regarding the HSE Awareness, Emergency Drills, Ergonomics, OHS and Environment Risk Assessment, Conservation of Environment, How to Handle Chemicals, Affects of Smoking on Health and Energy Conservation etc. The training evaluation is being carried out by evaluating at Performance observed (on the job), Oral / Written tests, Demonstration, Questions / interviews. In addition to the above, SNGPL also coordinates with Government agencies e.g Rescue 1122, National Highway and Motorway Police for conducting the Awareness sessions on Emergency Response Plan and Defensive Driving. Furthermore, HSE Departments keeps on communicating the safety message time to time across Company through HSE Alerts, HSE Bulletin, Safety Posters, Learning Events, HSE Booklets on First Aid / Safety Talks / Dengue, Safety Theme of the Month and HSE Videos.

**NUMBER OF EMPLOYEES TRAINED ON HSE MODULES  
FY 2021-2022**





## Occupational Health:

SNGPL is devoted to promote HSE culture across the Company. Hazard identification and evaluation / root cause analysis of the risks associated with it, is an integral part of HSE Integrated Management System (IMS). The same process is also being applied in the field of Occupational Health (OH). Many potentially hazardous situations occur in work place like high noise level, heat stress, low level of lighting etc.

Occupational Health monitoring is being carried out regularly at various sites across the Company, especially in those areas where workers are directly involved in an activity / operation which may be affecting their health. The main purpose of conducting the OH Monitoring is to be aware of Occupational Health and well-being of our employees.

HSE department has taken an initiative of on spot health screening of employees through usage of occupational health mobile unit. To promote health care awareness, this activity is arranged by HSE Department on regular basis. An Occupational Health Mobile Unit is in operation with facilities of pulmonary function test, audiometric testing, and eye refraction. Occupational Health Surveillance results provide us input for adequacy of existing controls and suggest what further controls are required to maintain a healthy productive workforce and safe workplace.



*Clinical Examination of employee is being done before lungs function test.*



*Audiometric testing is in progress to assess hearing Status of staff in Audiometric room of OH Mobile Unit.*

In addition to this, medical screening of blood sugar, Hypertension and Hepatitis B&C are also performed to screen the workers about any infectious and non-communicable disease.



Occupational Health Monitoring is carried out for the following category of employees:

- 🚦 Drivers
- 🚦 Janitorial Staff
- 🚦 Canteen Staff and Staff Attendants
- 🚦 Computer Operators
- 🚦 Employees exposed to Noise
- 🚦 Employees exposed to Dust, Fumes and Vapors
- 🚦 Employees exposed to radiation

### Safety of Employees

SNGPL through its core values and HSE policy thrives to provide a safe work environment for its employees. We own our employee and provide necessary protection to all concerned during various operations of the Company. Hazard Identification and Risk Assessment procedure is being implemented across the Company.



## **Fire Prevention**

In order to ensure safety of employees / assets from fire related emergencies, SNGPL is continuously enhancing fire detection and fighting capabilities. Following Fire Equipment are installed at various SNGPL sites;

- Fire Extinguishers (Portable / Trolleys)
- Fire Hydrant Systems
- Fire Trucks
- Smoke Detection and Fire Alarm System

### ***Fire Extinguishers***

SNGPL employees are being trained regularly in fire fighting locally at sites and also at SNGPL's training institute (SNGTI) at Lahore.

### ***Fire hydrant system***

This system ensures an adequate, un-interrupted water supply, under sufficient pressure, at all strategic points of a building in such a way that fire can be extinguished immediately, with minimum loss of time and with maximum efficiency. Fire hydrant systems are currently installed at various locations of SNGPL.



### ***Fire Truck***

SNGPL has Fire trucks at Faisalabad, Multan, Wah and Lahore Transmission Terminals for dealing with fire emergencies. Fire trucks for Compressor stations located at remote sites i.e. Uch Sharif, Bhong, Haranpur and Gali Jagir have been procured in previous fiscal years for enhancing fire safety.



### ***Smoke Detection and Fire Alarm System***

This system is very important for early detection of fire. If fire is detected at initial stage, then massive asset / human loss may be avoided. Smoke Detection systems are installed at various offices of SNGPL.

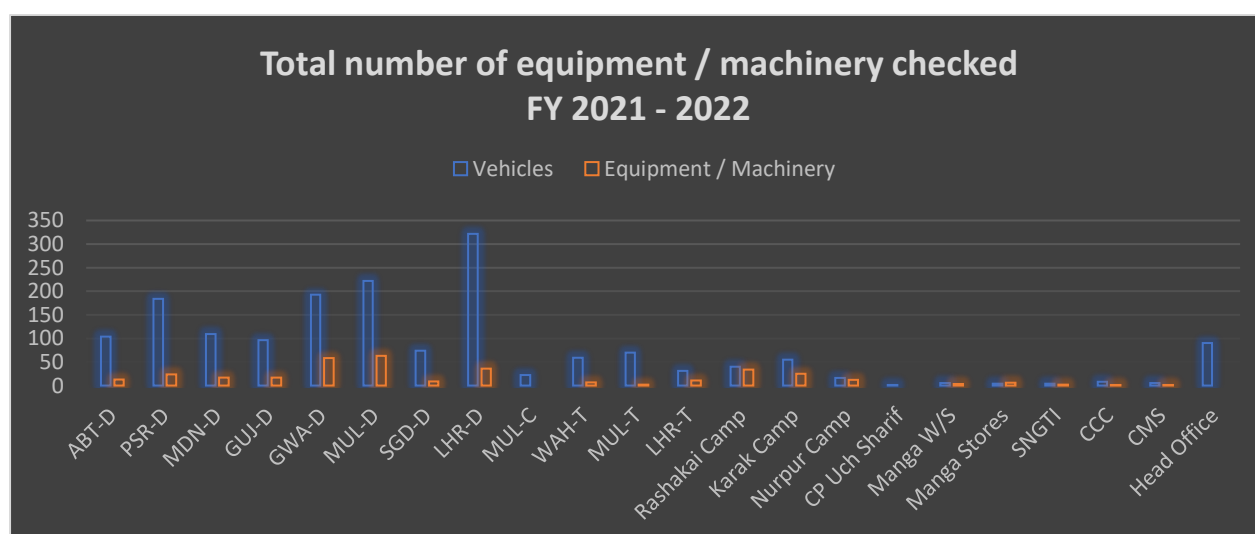


## Personal Protective Equipment

SNGPL has diversified workforce including office and field staff, those are exposed to various hazards during operational activities at their workplace. SNGPL has strong commitment as per Company's HSE Policy for provision of adequate no. of Personal Protective Equipment (PPE's) to its employees. In this context, SNGPL allocates handsome amount of budget annually for procurement of various types of PPEs like Coverall, Safety Shoes, Fluorescent jackets, Helmet, Protective gloves, Ear muff, Ear plugs, Safety Goggles, Protective masks, Welding shield, Safety harness etc. We understand that usage of these PPEs by our staff not only protects them from any human injury but also gives them confidence for being safe at their workplace.

## Environmental Monitoring

Conserving environment is a major part of SNGPL policy and the requirement of ISO-14001 standard. Environmental Monitoring is carried out of all machines, stacks and vehicles to ensure that all exhaust emissions remain within NEQS. SNGPL has developed In-house resources for monitoring of emissions with state-of-the-art portable equipment like LANCOM and TESTO. A vehicle installed with Crypton emission analyzer has been especially designed for emission monitoring in addition to portable devices. Environmental impact Assessments are carried out to ensure that SNGPL activities do not result in degradation of environment. Conservation of environment is also a major objective of SNGPL's Corporate Social Responsibility policy. HSE department is effectively running tree plantation campaign to follow the vision of a clean and green Pakistan. Plantation on massive scale has a large impact on the environment by reducing the global warming and providing the oxygen necessary to life.







*World Environment Day celebrated across the Company*

## Waste water monitoring

SNGPL has an established system for monitoring of waste water generated from the locations where water is used in some process and where Company offices are provided with HVAC systems. The waste water is drained after being examined from third party labs. SNGPL is committed towards prevention of any polluted waters and efficiently manages its processes to avoid such land or water contamination. SNGPL has effective monitoring system for controlling of waste water within National Environmental Quality Standards.

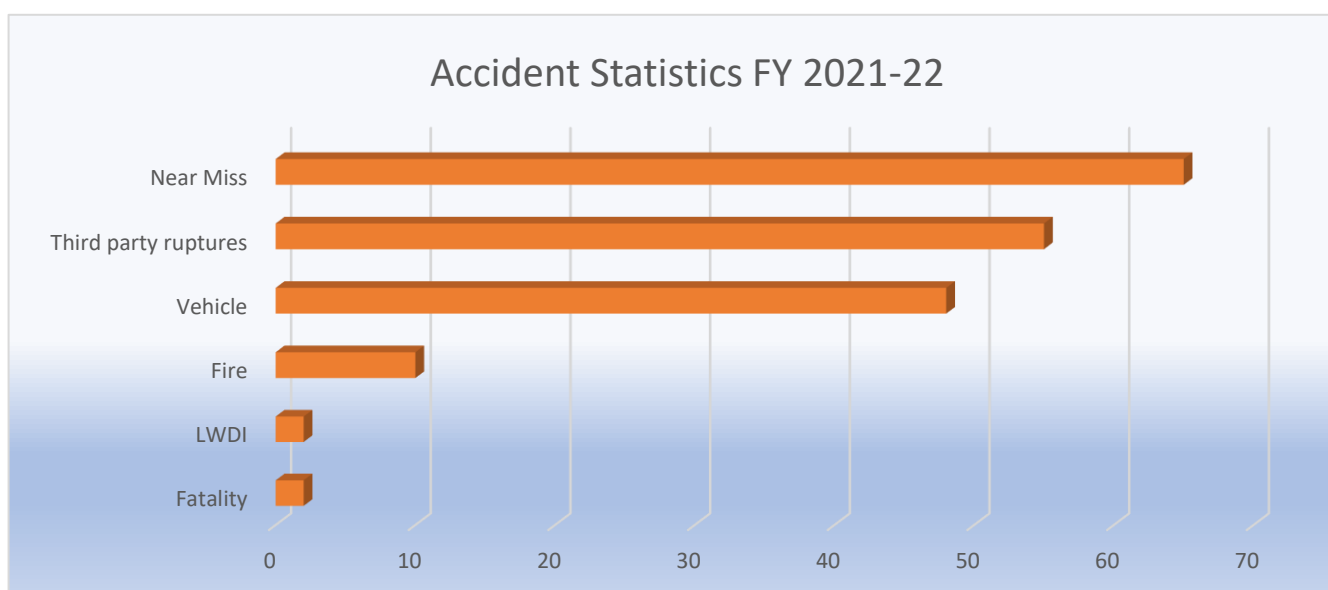


## Incident Reporting and Investigation

SNGPL IMS Manual provides a comprehensive guideline for reporting and investigation of dangerous occurrences, incidents, fire, environmental incidents and vehicle incidents. It enables identification of the causes and planning of corrective actions to prevent recurrence.

All incidents are required to be reported within 24 hours. Any incident requiring reporting to the relevant Government agencies shall be reported to the concerned, using their devised system as per Departmental manual. HSE Department initiates the detailed investigation (depending upon the severity of the incident). The incident is investigated in depth, in order to go to the root cause. Learning Events of the incident along with “Recommendations” are circulated by HSE Head Office, in order to promote awareness across the Company.

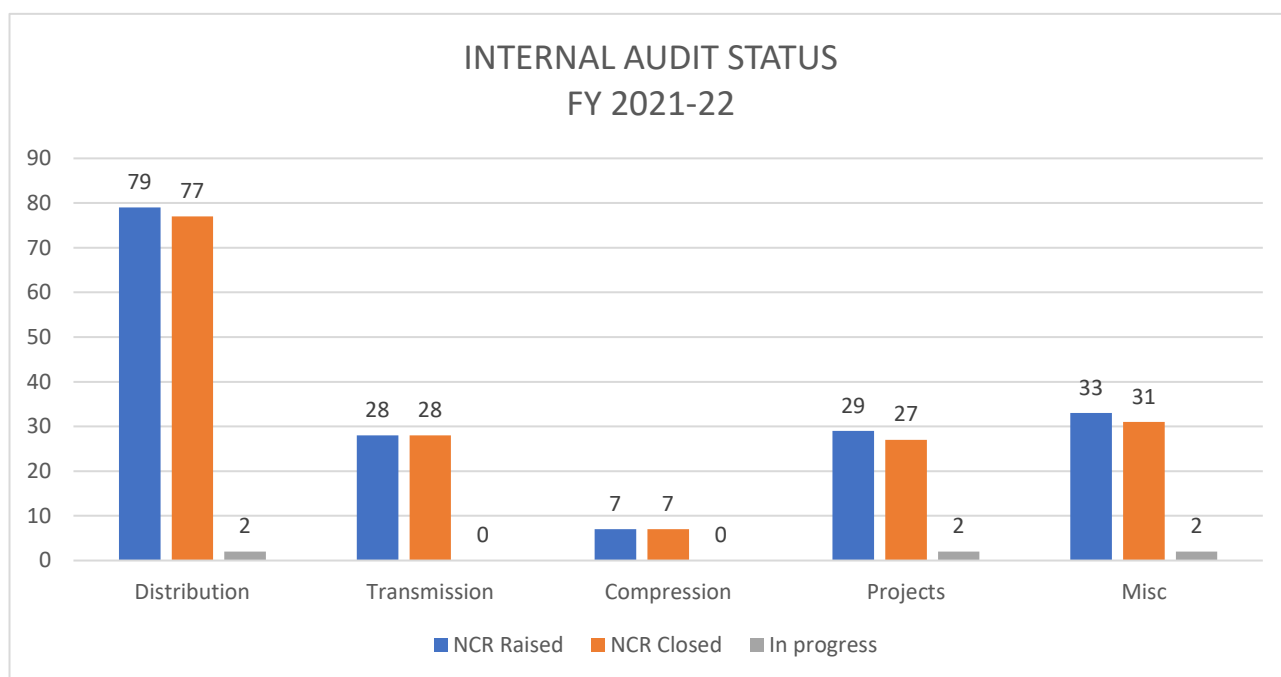
Online Incident Reporting System has also been established for ensuring smooth and timely reporting of all the incidents. This system has been instrumental in making it easier for employees to report incidents and has greatly reduced time for reporting.





## HSE Internal Audits

SNGPL has established a system for Internal Auditing in order to check the compliance of HSE Management System at all Company sites and identification of gaps for further improvement. Internal auditing is also a requirement of ISO 14001 and ISO 45001 standards to which Company is certified. Each site of SNGPL is being audited biannually by qualified Lead Auditors. Record of internal audit reports is being maintained and status shared with the top Management for further instructions. Internal auditing activity has played a very important role for overall improvement in HSE compliance of the Company. Compliance status of internal audit conducted in 2021-22 is as follows;





# Corporate Social Responsibility



# CORPORATE SOCIAL RESPONSIBILITY

Corporate Social Responsibility function in the Company was formally started in 2013. CSR initiatives are mainly focused in the areas of Health, Education and Environment as per Company's CSR Policy approved by the Board. SNGPL's Corporate Social Responsibility policy is based on global best practices envisaging management of the business processes by producing an overall positive impact on society and the environment. CSR policy complies with the guidelines provided by Securities and Exchange Commission of Pakistan (SECP) 2013, new tariff regime for regulated gas sector in Pakistan by OGRA, Principles of United Nations Global Compact (UNGC) - relevant Sustainable Development Goals (SDG's) and Company's vision, mission and business code of conduct.

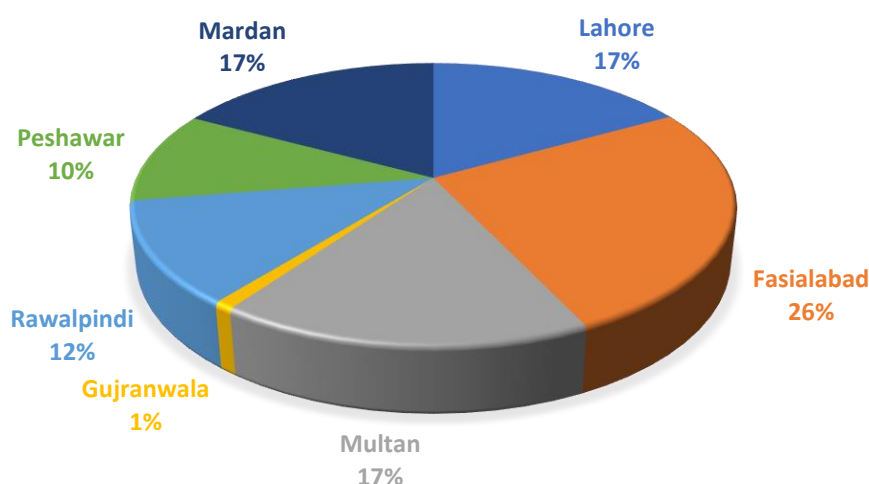
SNGPL believes in business that should be both profitable and beneficial to the society. Stringent efforts are made for improving the quality of life of the communities under developed /under privileged/gas producing areas with priority to community residing in 15 Km radius of gas fields. SNGPL also ensures harmonious relations with stakeholders, by working in partnership with the community, the Government and NGOs through the principles of Sustainable Development.

SNGPL carried out the following projects under Corporate Social Responsibility in FY 2021-22;

## Health

- SNGPL has arranged 28 Nos. of vaccination camps at far flung areas of Punjab and Khyber Pakhtunkhwa in which 4,188 persons from general public were vaccinated against COVID-19.
- 50 Mobile Vaccination Teams (MVTs) were developed by the SNGPL in seven regions as per directions of NCOC for vaccination against COVID-19 in coordination with District Health Authority in urban as well as far flung remote areas. The activity culminated with **460,544** vaccination doses administered in total. Total budget incurred in this activity is **Rs. 18,671,242/-**.

### REGION WISE UTILIZATION OF BUDGET



## Education

- SNGPL is sponsoring four Chairs in the universities of Punjab and KPK. These Chairs on Gas Engineering promote research work on issues related to SNGPL especially energy conservation. Gas Engineering Chairs are established at following Universities:
  - a) Department of Chemical Engineering, University of Engineering and Technology, Lahore.
  - b) Institute of Chemical Engineering and Technology, University of the Punjab, Lahore.
  - c) Department of Chemical Engineering, University of Engineering & Technology, Peshawar.
  - d) Department of Mechanical Engineering, University of Engineering & Technology, Peshawar.

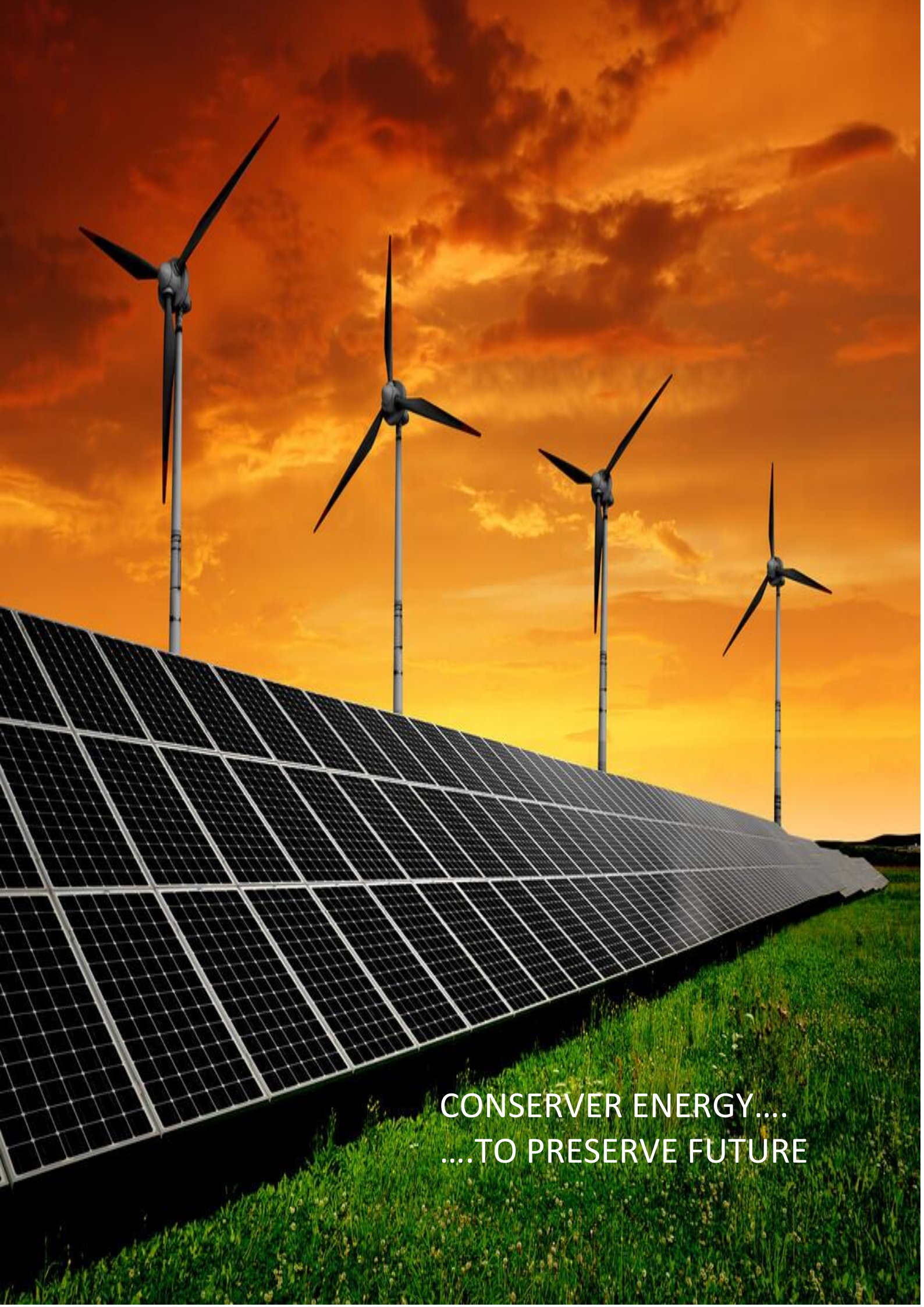
The research work carried out is published in reputed journal. Laboratories are established at each university by the funds provided by SNGPL. This initiative helps students to carry out advanced level course work related to Gas Engineering. An amount of **Rs. 12,484,500/-** was spent on sponsorship of aforementioned chairs.

## Environment

- Tree Plantation in collaboration with Forest Department Khyber PakhtunKhwa. Total 45000 Nos. trees have been planted. As per MoU, Second installment of **Rs. 300,000/-** transferred to Forest Department during FY2021-2022.







CONSERVE ENERGY....  
....TO PRESERVE FUTURE

# ENERGY CONSERVATION

## Energy Conservation Policy

SNGPL has formulated Energy Conservation Policy to follow a systematic approach to reduce energy consumption in our own operations as well as to persuade consumers for efficient utilization of energy. Under the domain of Energy Conservation Policy, Company endeavours to work on renewable energy resources, reduce emissions of green house gases, promote awareness among the consumers regarding usage of energy efficient appliances/devices and coordinate with industrial consumers through Energy Efficiency Audits to assist them in making their processes energy efficient.

## Energy Conservation Devices

SNGPL is putting its valuable share towards conservation of natural gas as well as for reducing green house gas emissions by introducing different energy conservation devices including Solar water heaters, Geyser timer devices and conical baffles. These devices are available at SNGPL offices and its cost is recovered from consumer bills through installments. SNGPL, in this way facilitates consumers by providing them such devices on installments which reduce their gas bills. SNGPL do not take any profit on these initiatives.

- i) SNGPL introduced **Solar Water Heater** as an alternative to conventional gas water heater. It is environmental friendly as it reduces / eliminates carbon emissions associated with water heating. To ensure gas conservation and optimum utilization of natural gas, SNGPL has installed solar water heaters to our valuable consumers at no profit basis.
- ii) **Geyser timer device** is a timer device for controlling gas consumption through a set program depending upon requirement of heated water at a particular hour of the day. It can save 20% to 30% of gas consumption resulting in lesser gas bills.
- iii) **Conical baffles** improve energy efficiency of the conventional geyser significantly.







- سولر واٹر ہیٹ سورج کی شعاعوں کی مدد سے ٹھنڈے پانی کو گرم پانی میں تبدیل کرتا ہے۔
- تقریباً 60-80 سینٹی گریڈ تک حرارت حاصل کر سکتے ہیں، جس کا انحصار سورج کی شعاعوں اور موسمی حالات پر ہے۔
- سولر واٹر ہیٹ 200 لیٹر پانی کو سنور کرنے والی ٹینکی سے مزین ہے۔
- ٹینک لیس سٹیل سے بنی پانی کی ٹینکی اور Borosilicate گلاس کی بنی ٹیوب 10-15 سال کی مدت کارکردگی رکھتی ہے۔
- شدید سرد موسم میں سولر واٹر ہیٹ کوریووائی گیز کے ساتھ بھی استعمال کیا جاسکتا ہے، جس سے گیس کے بل میں خاطر خواہ کمی ہو سکتی ہے۔
- سولر واٹر ہیٹ ایک ماحول دوست چیز ہے جو کاربن ڈائی آکسائیڈ کے اخراج کو کم یا ختم کرتی ہے۔
- موجودہ توانائی کے بحران اور قدرتی گیس کی بچت کو مد نظر رکھتے ہوئے سوئی ناردرن گیس پائپ لائنز اس آلہ کو بنیادی منافع کے
- 24 ماہ کی آسان اقساط میں اپنے معزز صارفین کو فراہم کر رہا ہے۔
- پہلے آئیے اور پہلے پائپ لائن کی بنیاد پر یہ آفر محدود دشا کے پردی جارہی ہے۔

سولر واٹر ہیٹ حاصل کرنے کے لیے اور مزید معلومات کے لیے 042-99204581 یا [swh.hse@sngpl.com.pk](mailto:swh.hse@sngpl.com.pk) پر رابطہ کیا جاسکتا ہے۔ اس کے علاوہ سٹریٹسٹرواقع 21 گورنمنٹ روڈ گلبرگ لاہور سے بھی معلومات حاصل کی جاسکتی ہے۔

\* قواعد و ضوابط لاگو ہوں گے۔

سوئی ناردرن گیس پائپ لائنز لمیٹڈ

[www.sngpl.com.pk](http://www.sngpl.com.pk)

گیس لیک کی شکایت: ہیلپ لائن: 1199 پر فوراً راج کرنا



Helpline: 1199

[/SNGPLOfficial](https://www.facebook.com/SNGPLOfficial)

بچت، سہولت اور آسانی  
ختم زیادہ بل کی پریشانی



گیس بل میں کمی نہایت آسان



گیزر میں گیس سپورکون ڈوائس  
جس سے بل ہو آدھے سے بھی کم

گیزر ٹائممر ڈیوائس لگوائیں  
اسمارٹ فون کی مدد سے کریں گیزر کو کنٹرول



گیس سپورکون، گیزر ٹائممر ڈیوائس کے لئے ہمارے ٹویٹر اور فیس بک پیج پر آرڈر کیا جاسکتا ہے یا  
گیس سپورکون کے لئے 1199 پر رابطہ کریں، گیزر ٹائممر ڈیوائس کے لئے 042-99204581 پر کال یا  
[gtd.hse@sngpl.com.pk](mailto:gtd.hse@sngpl.com.pk) پر ای میل کریں یا [info@sngpl.com.pk](mailto:info@sngpl.com.pk) لکھ کر 0332-4317776 پر ایس ایم ایس کریں



سوئی ناردرن گیس  
Sui Northern Gas  
Media Affairs Department | میڈیا افئیر ڈیپارٹمنٹ

گیس بچائیں، کیش بچائیں

## Environmental Aspects Identification and Risk Assessment

SNGPL has established and maintained a procedure for identifying environmental aspects and impacts. The HSE Site Committee (HSC) identifies the environmental aspects, which the SNGPL Controls and over which it may be expected to have an influence, and determines which of those aspects are considered significant. Environmental aspects are reviewed as per frequency defined or when there is new / changed process or activity at the SNGPL.

Company has also a procedure to monitor and measure the key characteristics of its operations and activities that can have a significant impact on the environment and significant risk for occupational health & safety at SNGPL. These guidelines include calibration and maintenance requirements and ensures that records will be retained.



## Legal Requirements

SNGPL has established and maintained a procedure for the purpose of identifying, accessing and communicating legal and other requirements that are applicable to the SNGPL in relation with Environment. Additional information is also available through legal publications. Local regulations are identified, accessed and communicated by the Management Representative (MR). SNGPL is also providing guidelines to its industrial consumers on professional basis convincing them regarding energy conservation by conducting energy efficiency audits and advising them to adopt energy conservation initiatives for making their equipment energy efficient.

We are committed to minimize impact on the environment through pollution prevention, reduction in consumption of natural resource, control emissions, and reduction and recycling of waste. The company manages its product and processes that are not harmful to its surroundings and community by complying to all applicable legal and regulatory requirements. All Environmental Testing conducted by SNGPL under the guideline of NEQS (National Environmental Quality Standard) provide safe environment not only to all employees but also to the stakeholders. It is indeed heartening see companies like playing their part by contributing to the well being of the environment and society.





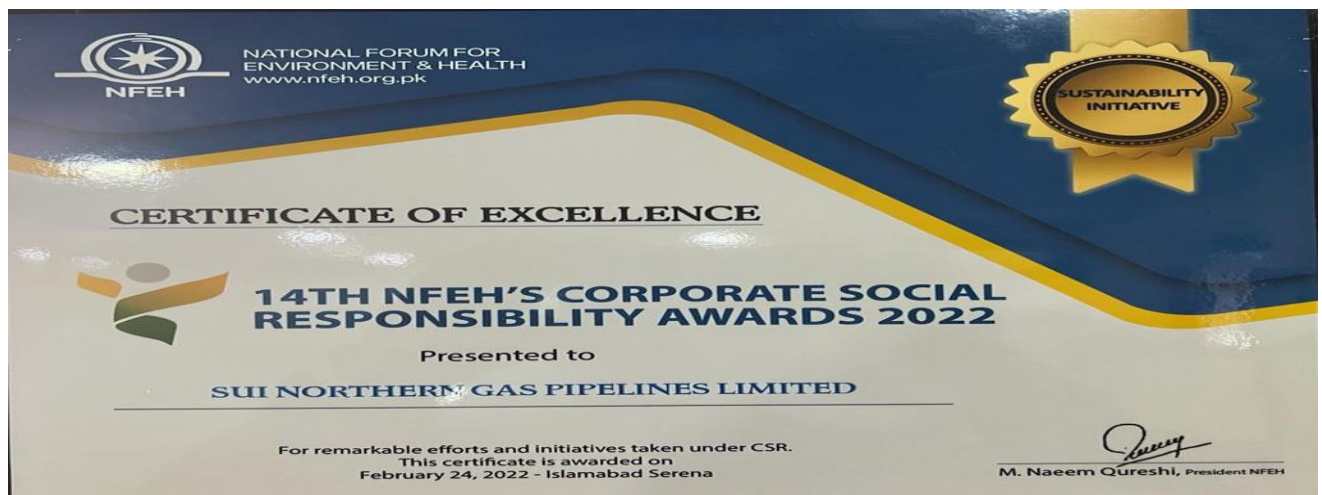
## AWARDS / ACHIEVEMENTS



1. National Forum for Environment & Health (NFEH) 11th Annual Fire Safety Award 2021.



2. National Forum for Environment & Health (NFEH) 14th Annual Corporate Social Responsibility Award 2022.



3. NCOC acknowledged the relentless efforts, continuous dedication and hard work displayed by the Company. Federal Minister presented a certificate to SNGPL in recognition of the efforts.



# ALIGNMENT WITH THE UN SUSTAINABLE DEVELOPMENT GOALS (UNSDGs)

The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015 as a shared blueprint for peace and prosperity for people and the planet, with Pakistan being one of the first signatories. Taking the 2030 Agenda further in 2017 the UN Global Compact and GRI Business Reporting developed a uniform mechanism for businesses to report on their contribution and impact on the SDGs in an effective and comparable way. SNGPL is committed to aligning its sustainability agenda with the UN SDGs and help Pakistan ensure that we ‘leave no one behind’. With over 9000 employees and business operations that span across Punjab and KPK, SNGPL has a large regional footprint. As a responsible corporate citizen, we have incorporated environmental and social concerns through out our operations.







## Independent Assurance Statement to Sui Northern Gas Pipelines Limited on their 2021 – 2022 Sustainability Report

United Registrar of Systems (URS) was engaged by Sui Northern Gas Pipelines Limited (SNGPL) to provide assurance for the reporting year July 2021 to June 2022 set out below and presented in their sustainability Report. This Assurance statement is in accordance with our contract and is intended for the readers of this report.

Engagement Summary	
Scope of our assurance engagement	To review overall text, data & processes in SNGPL's Sustainability Report to assess whether they have been collected, consolidated and reported appropriately. This included determining whether the data had been presented in an accurate, reliable and complete manner. Assess the consistency, completeness and reliability of the contents to determine if the report adheres to the guidelines of GRI as well as UNSDG.
Assurance standard	Global Reporting Initiative (GRI), Quality of Information Principles (Balance, Clarity, Accuracy, Reliability, Timeliness and Comparability) 17 Guiding Principles of UN Global Compact (UNSDG's)
Assurance Approach	Review the reported information to confirm alignment to the UNGC Principles. Desk top review of the reporting contents against GRI requirements
Assurance Level	We are providing a "limited level" of assurance as our assurance engagement did not include verifying the accuracy of data and information reported. Our opinion is expressed on the basis of a reasonable level of assurance and at the professional judgement of the Verifier.
Respective responsibilities	SNGPL has sole responsibility for preparation of the Report and for collecting, aggregating, analyzing and presenting all the data & information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of SNGPL. URS is SNGPL's certification body for ISO 14001:2015, ISO 45001:2018 for the Transmission, Distribution & Sales of Natural Gas. The certifications and review of the Report are the only work undertaken by URS and as such do not compromise our independence or impartiality. Our responsibility is to provide conclusions on the agreed scope based on the sustainability report contents reviewed and exercising our professional judgement.

### Our conclusions:

Based on our review, URS did not identify any significant concerns with respect to how SNGPL collects, collates and presents the contents in their report. SNGPL's report has remained current by aligning their content to some of the principles of the UN Global Compact. As this is SNGPL's first report using the GRI guidelines, the data presented within the Report has reflected the use of this framework, however in the ensuing years the report contents will gain more clarity when the required indicators are effectively documented. Given the related sector and operational impacts, we consider the current disclosures to be suitable for its sustainability context.

### Inherent Limitations:

URS assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith. URS expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Independent Assurance Statement.

Further observations and findings made during the assurance engagement are:

- SNGPL to conduct a comprehensive sustainability management plan to facilitate decision making, management of their operations in a sustainable manner considering environmental, socio-cultural, quality and health issues. This will give SNGPL the opportunity to effectively monitor and respond to identified priorities as well as address any issues that increase in impact in a timely manner.
- SNGPL have demonstrated a commitment to engaging with their stakeholders, across its business. However, the reporting content does not reflect any information on support provided to address emerging issues. In next year's report we recommend that SNGPL may consider disclosing, more explicitly how stakeholder feedback and concerns are addressed.
- URS recommends further improvement and depth in collating data to meet the various indicators of GRI.
- We recommend that a GRI content index be included in their future report, this will facilitate where the reported information can be found and assists users with determining which GRI Standards and disclosures the organization have been used.

Observations and areas for potential improvement were provided in a separate report to SNGPL's management. These recommendations do not affect our opinion.

Ali Khan  
Chief Executive Officer  
United Registrar of Systems, Karachi

June 15, 2023