



SUI NORTHERN GAS PIPELINES LIMITED

SUSTAINABILITY REPORT

July 2023 – June 2024



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ABOUT THE REPORT

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.

The report boundary are the areas of operations for SNGPL including Transmission, Distribution and supporting functions. Further, this report covers data from 1st July, 2023 to 30th June, 2024, 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, Energy Conservation, and Corporate Social Responsibility.

Email for enquiry: info.hse@sngpl.com.pk

MANAGING DIRECTOR'S MESSAGE

I am pleased to present our Sustainability Report for Fiscal Year 2023-2024, which illustrates the profound advancements we have achieved in embedding sustainability within our organizational operations. As the severity and occurrence of disasters is expedited due to climate change, institutional reforms and investments must go beyond business to build systemic resilience. This has further substantiated our belief at SNGPL that sustainability is not an option but a necessity.

As a socially responsible organization, we are of the view that sustainability can best be understood as the continuing commitment by businesses to act ethically and contribute to economic development while improving the quality of life of the workforce and their families, as well as the local community and the society at large. It is about complying with human rights, environmental laws, fair business practices and regulations and also giving it back to the society in the form of initiatives and projects that directly benefit and have a positive impact on the lives of local communities.

As we navigate through such unprecedented difficult times, the responsibility we have towards our customers, shareholders, the environment, and the communities we serve, drives our actions. We recognize the crucial role our employees play, as they are the backbone of the company and make our accomplishments possible. We continue to invest in their well-being, focusing on their development while inculcating a culture of diversity and inclusion in the Organization. Our dedication to sustainability goes beyond Operational efficiency. We look forward to capturing the numerous possibilities that lay ahead to empower our people, innovate in our operations, and sustain our business to achieve our vision of delivering safe, clean, and affordable energy for all. Our voluntary global commitments with the United Nations Sustainable Development Goals (UNSDGs) demonstrates our will and dedication towards sustainable growth.

On behalf of SNGPL's BODs & Management, I would like to express our gratitude to our Customers, Regulators, Government bodies, Employees and our esteemed Shareholders for their trust, support and constructive feedback. Your engagement has been vital in driving our sustainability agenda and ensuring our efforts align with the needs and expectations of the communities we serve.



Amer Tufail
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 7.22 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 9,320 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 7.22 million consumers comprising Commercial, Domestic, General Industry, Fertilizer Power & Cement Sectors.

SNGPL has successfully 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.

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



A close-up photograph of a hand holding a lit matchstick, with the flame touching a gas stove burner. The burner is already lit, showing a blue flame. The background is dark, and the lighting is focused on the match and the burner. The text "Igniting New Hopes" is overlaid on the right side of the image.

Igniting
New Hopes

SNGPL HEAD OFFICE & REGIONAL OFFICES

HEAD OFFICE / REGISTERED OFFICE

Gas House, 21 Kashmir Road, P.O Box No. 56, Lahore 54000, Pakistan

Ph: +924299082000, +924299082006, +924299080000

Fax: +924299201369, +924299201302

Billing Complaints: billing@sngpl.com.pk

Non-Billing Issues: customerservices@sngpl.com.pk

REGIONAL OFFICES

Abbottabad

Mansehra Road, Abbottabad

Tel: (0992)9310071-72, (0992)9310077-78

Fax: (0992)931007000

Peshawar

Plot 33, Sector B-II, Hayatabad Town, Peshawar

Tel: (091)9217748-49

Fax: (091)9217758

Mardan

Nowshera Mardan Road, Mardan

Tel: (0937)880096

Fax:

Islamabad

28-30 Sector I-9, Industrial Area, Islamabad

Tel: (051)9257710-11, (051)9257713-19

Fax: (051)9257770

Rawalpindi

Al-Mansha Plaza, opposite Humak More, Main G.T Road (N-5), Rawalpindi

Tel: (051)4917277

Fax: (051)4917625

Gujranwala

M.A Jinnah Road, Gujranwala

Tel: (055)9200481-84

Fax: (055)9200486

Gujrat

State Life Insurance Building, G.T Road, Gujrat

Tel: (053)9260322

Sialkot

Malkay Kalan Road, Muradpur, Sialkot

Tel: (052)3251350

Karak

Main Indus Highway, Karak

Multan

Piran Ghaib Road, Multan

Tel: (061)920081, 920083-87

Fax: (061)920090

Sheikhupura

Nabipura, Sheikhupura

Tel: (056)3613918

Fax: (056)3783943

Bahawalpur

2-A Railway Road, Bahawalpur

Tel: (062)9255022-24

Fax: (062)9255026

Lahore

21 Industrial Area, Gurumangat Road, Gulberg III, Lahore

Tel: (042)99263361-80

Fax: (042)99263400

Sargodha

15-Muslim Town, Near new Satellite Town, Sargodha

Tel: (048)3224401

Sahiwal

11-A, Fareed Town, Sahiwal

Tel: (040)9200093

Fax: (040)9200094

Faisalabad

Sargodha Road, Faisalabad

Tel: (041)9210033-35

Fax: (041)9210037





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, 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 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 with in 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

1. COMMITMENT

We are committed to our vision, mission and to creating and delivering stakeholder value.

2. COURTESY

We are courteous - with our customers, stakeholders and towards each other and encourage open communication.

3. COMPETENCE

We are competent and strive to continuously develop and improve our skills and business practices.

4. RESPONSIBILITY

We are responsible as individuals and as teams - for our work and our actions. We welcome scrutiny, and we hold ourselves accountable.

5. INTEGRITY

We have integrity - as individuals and as teams - our decisions are characterized by honesty and fairness.



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.

MISSION

VISION

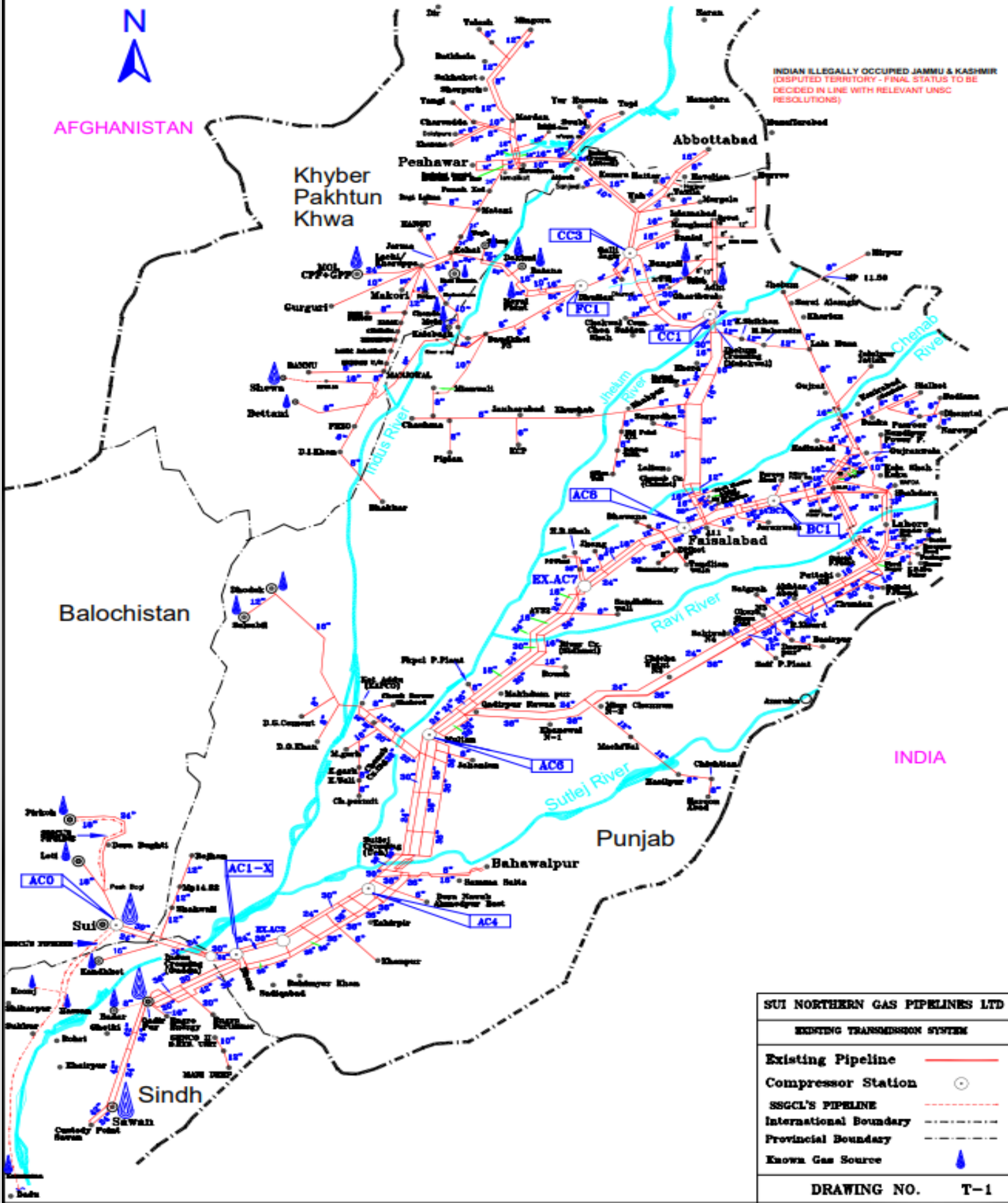
VALUES



SUI NORTHERN GAS PIPELINES LIMITED

Transmission Network

AS ON 30-06-2024





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 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, develop and retain human resource through capacity building and creation of a conducive work environment”



HR MISSION STATEMENT

“The HR department aims to become a strategic partner of SNGPL management by inspiring people excellence, promoting performance driven culture and developing a professional environment founded on the principles of fairness, equal opportunity, and mutual respect for achieving the overall vision and mission of the Company.”

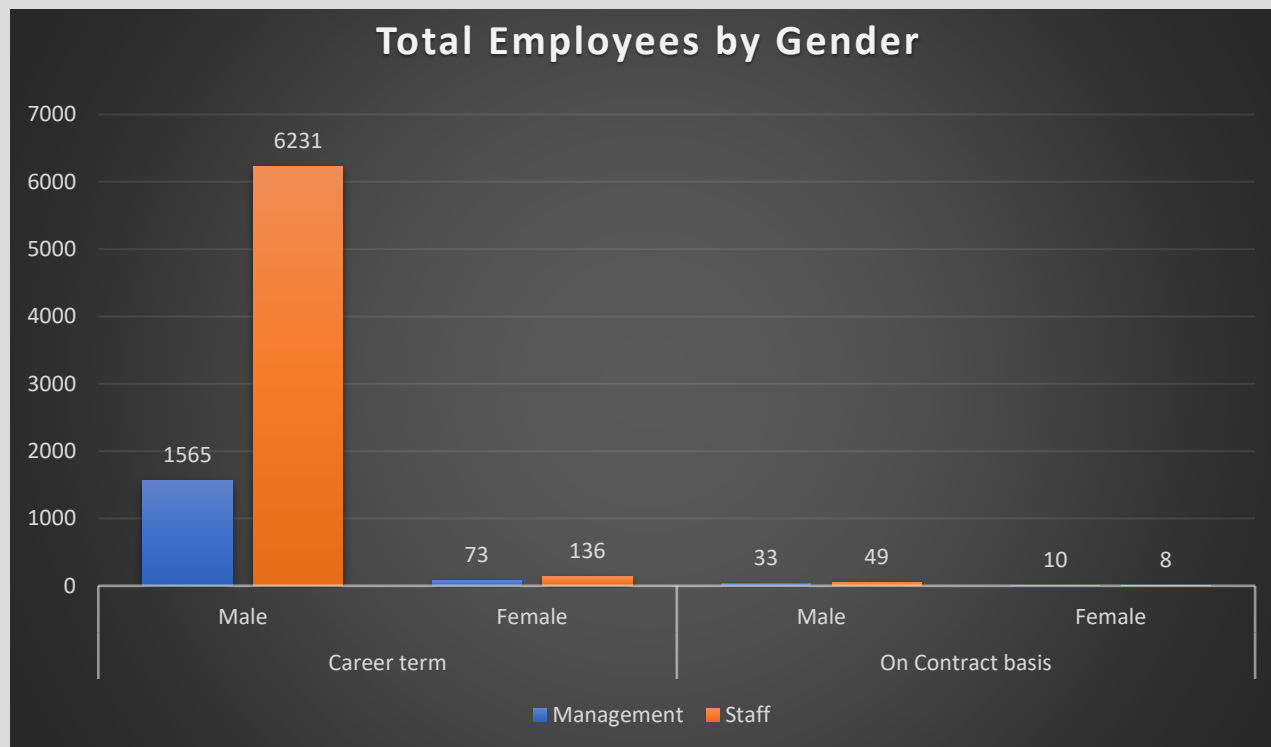
Employment Policy

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 fledged 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 vis-à-vis 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 recognizes 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 provides vehicles to certain members of the Executive staff as a key component of their overall compensation package.

v) Leave Policy

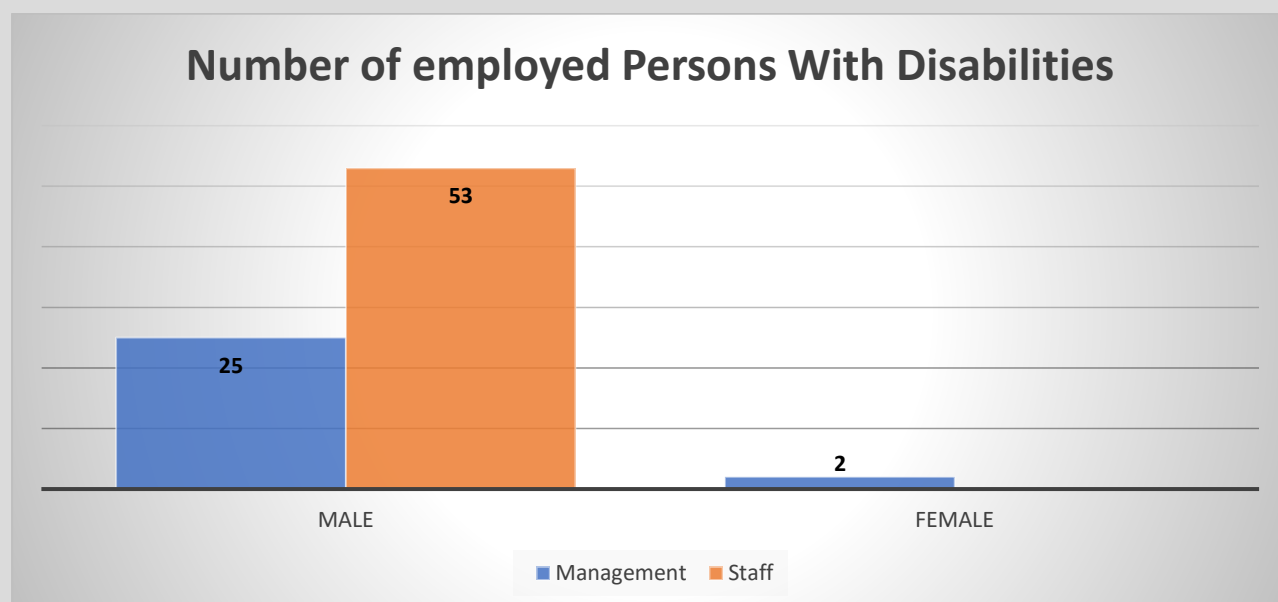
SNGPL appreciates the importance of rest and recreation for the well being of employees and that contingencies arising and unforeseen eventualities require employees to be away from work. All employees are eligible to avail leaves as per Company Policy. Sick Leave, Minimum Annual Leave, Annual Leave accumulation and encashment, Hajj Leave, Ex Pakistan Leaves, Prolonged Illness (Medical Leave), Study Leave, Special Leave, Maternity / Paternity Leave 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>Paternity / Maternity 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 increased 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.



- *Number of students engaged as interns during FY 2023-2024 = 305.*
- *No. of females who availed maternity leaves during FY 2023-2024 are 3 and rate of return to work = 100%.*
- *Number of Apprentices engaged during FY 2023-24 = 36.*
- *Number of Scholarships awarded to Employee's children during FY 2023-24 = 525.*

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 119 Executives in the FY 2023-2024.

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. 01 DFL sessions have been conducted with the participation of 08 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 latest business trends, 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 2023-24, SNGTI conducted 432 training courses relevant to the Organizational working, Culture and Training needs of the Employees in above mentioned categories and trained 4173 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 were also arranged.

a) Training hours per Employee (FY 2023-2024)

<i>No. of employees</i>	4403
<i>Training Hours</i>	79788
<i>Average hours of training</i>	18.12

b) Training hours per Employee by gender (FY 2023-2024)

<i>Gender</i>	<i>No. of employees</i>	<i>Training hours</i>	<i>Avg training hours</i>
<i>Male</i>	4216	67456	17
<i>Female</i>	194	3104	16

c) Training hours per Employee by category (FY 2023-2024)

<i>Category</i>	<i>No. of employees</i>	<i>Training hours</i>	<i>Avg training hours</i>
<i>Executive</i>	3733	65474	22
<i>Staff</i>	670	14313	17

d) EDP / DFL / Training courses FY (2023-2024)

<i>Courses</i>	<i>No. of sessions conducted</i>	<i>Total employees trained</i>
<i>EDP</i>	4	119
<i>DFL</i>	1	8
<i>Gas Control</i>	14	103
<i>Training courses</i>	432	4173

Risk Management

Risk Management department has been established in SNGPL to assist & provide guidance to all functional units in designing & implementing an efficient risk management framework and process to identify, analyze & mitigate risks. Moreover, Risk Management department has a separate responsibility to monitor the risk profile for existing risks & the potential consequences of emerging risks. Risk Management is considered a management function and the Risk Management department facilitates the Management and the Risk Management Committee of the Board of Directors in managing key risks faced by the Company. Independence of the Risk Management department is ensured by keeping it uninvolved in operational activities.

Major Activities

1. Establishment of Risk Culture

The Risk Management department partakes a lead role in the establishment of risk culture throughout the organization. This is done through various measures, including conducting awareness sessions for risk owners on risk management framework and process, coordinating with risk owners to implement the framework and process, engaging the Management and Board of Directors in matters relating to risk management within the organization, reporting risk management activities to enhance awareness and decision-making and training employees on risk management function.

2. Departmental Risk Registers

The Risk Management provides support to the risk owners in the identification, assessment, treatment, monitoring and recording/documentation of their departmental risks. These risks are compiled in the form of a departmental risk register. Each department has a separate and dedicated risk register which contains all necessary information regarding risks, risk assessment, risk owners, risk treatment plans and risk monitoring & review.

3. Significant Risks of the Company

Significant risks are risks that have a large impact on the vision, mission and key financial and non-financial objectives of the Company. Significant risks of the Company are continuously reported to the Management and the Risk Management Committee (RMC) of the Board of Directors. The Risk Management department is primarily responsible for presenting reports on significant risks to the Management and RMC of the BoD. Significant risks are monitored independently from risk registers and are regularly reviewed as per the frequency defined by the Management and the RMC of the BoD.

4. Review & Risk Analysis of Agendas for BoD/BoD Committees

As per the directions of the Board of Directors (BoD), the Risk Management department reviews the agendas being submitted to the Board of Directors from a risk management perspective and recommends any necessary changes to consider and incorporate any potential risks associated with the agenda/project. By continually assessing the adequacy and effectiveness of the proposed strategies and actions, the Risk Management department is ensuring that the organization is proactively identifying and addressing potential and emerging risks, thereby safeguarding the organization's interests and supporting informed decision-making by the Management and the Board of Directors.

5. Review of Departmental Manuals

Risk Management department is mandated by the Board of Directors to review operational manuals of departments. The Risk Management department ensures that all operational manuals are up-to-date and that departmental HoDs have made their operational manuals readily available for their department's personnel. Furthermore, the Risk Management department reviews any changes in the operational manuals and provides input in order to ascertain any risks associated with policies & procedures present in the manual.

Achievements during FY 2023-24

Generalized Achievements

- Enhancement of risk management culture within the organization.
- Enhanced involvement of Risk Management department in key business decisions.
- Regular reporting of Significant Risks of the Company and to the Management and the Management Risk Committee of the Board of Directors.
- Review of operational manuals and SOPs for improvement in systems, procedures and controls
- Monitoring of mitigation strategies against significant risks of the Company and against high & extreme risks of all departments.
- Monitoring, implementation and continual improvement of Risk Management Information System (RMIS) software.

Specific Achievements

- Assisted the Board of Directors in the development / review of Risk Governance & Internal Control Policy.
- Initiated the concept of having a dedicated committee of the Management to oversee the risk management function. As a result, the Management Risk Committee (MRC) was formed comprising of Senior Management to oversee the risk management function within the Company.
- Reviewed various policies & procedures of the Company. Few are listed below:
 - Policy for GIS utilization for P&D department.
 - Polyethylene (PE) & mild steel (MS) pipe usage policy.
 - Procurement procedure for qualification of bidders.
 - Company receivables and alternate recovery strategies.
 - SOPs on LPG Distribution Business.
 - SOPs of LNG-LPG department.
 - Quality Policy
- Reviewed Company's organizational structure for identifying conflicts of interest and opportunities for improvement.
- Performed/Reviewed risk analysis of various agendas being submitted to the Board/Board Committees including. Few are listed below:
 - Interventions at Jani Khel & Baka Khal in Line with Banu Project.
 - Installation of Meters on TBSs.
 - Laying of Pipeline and System Augmentation Project for Injection of Gas from Kot Palak Gas Field.
 - Capacity Enhancement of Central Metering Shop.
 - Hiring of Security Agency.
- Prepared and communicated General Guidelines / Check List for Risk Assessment for BoD Agendas and Other Key Business Proposals/Policies to all HODs.
- Reviewed various GSAs and GSPAs from risk management perspective. Few are listed below:
 - GSPA For Hatim-Faiz Gas Field
 - GSPA For 92 Kot Palak Field
 - Ghazij Contract
 - TAL Block GSA
 - Term Sheet Shewa-1 Well
 - Zamzama GTA
- Conducted training of 107 executives on risk management framework across 10 training sessions during the financial year.



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.

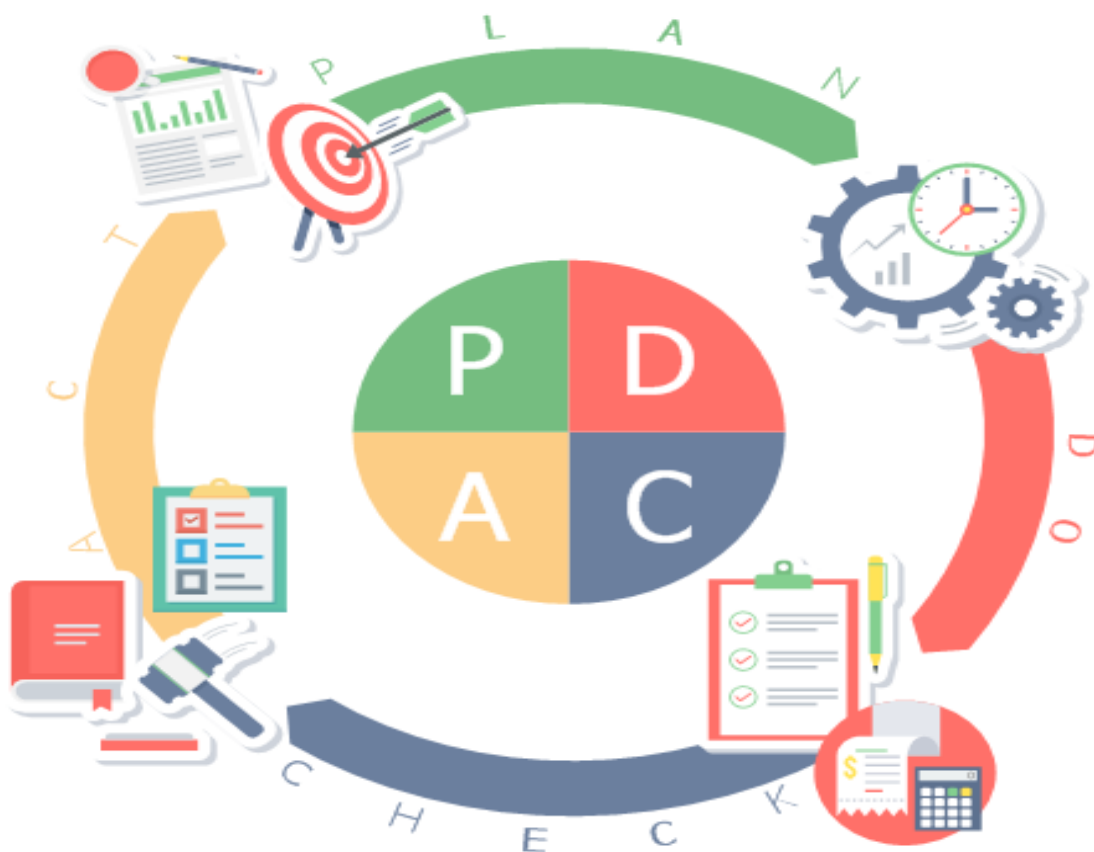
An Integrated HSE Management System (IMS) based upon ISO 14001:2015 and ISO 45001:2018 standards is in place for systematic implementation of best practices for all operations of the Company. Compliance of ISO 14001:2015 / ISO 45001:2018 Standards, and industry best practices is monitored through a system 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 36 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.

ATM

Amer Tufail
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

- 1 اس کے ملازمین، خریدار، منیجران اور دیگر دلچسپ رکھنے والی پارٹیوں کی صحت محفوظ رہے۔
- 2 ادارہ میں ہونے والے تمام کام محفوظ طریقے سے ہوں۔
- 3 ماحولیاتی کارکردگی قانونی ضوابط کے مطابق ہو۔
- 4 صحت، حفاظت اور ماحولیات کی کارکردگی میں متواتر بہتری ہو۔

صحت، حفاظت اور ماحولیات پالیسی پر عمل درآمد کے لیے
سوئی ناردرن گیس پائپ لائنز لمیٹڈ مندرجہ ذیل اقدامات کو یقینی بنائے گی۔

- 1 تمام متعلقہ قوانین، ضوابط اور قیامی ذمہ داریوں پر پوری طرح عملدرآمد۔
- 2 کہ صحت، حفاظت اور ماحولیات کے لئے مناسب تنظیم اور معیار اور طریقے بنائے جائیں اور نفاذ ہوں۔
- 3 ادارہ کے تمام کام متعلقہ بین الاقوامی معیار اور کمپنی کے صحت، حفاظت اور ماحولیات کے معیار اور طریقے بنائے جانے کے مطابق سرانجام پائیں۔
- 4 مطلوبہ اہداف کا تعین اور کارکردگی کا جائزہ اس انداز سے کہ ہر متعلقہ سطح اور عمل میں کارکنان کی شمولیت اور مشورہ سے صحت، حفاظت اور ماحولیات کی کارکردگی میں مسلسل بہتری کو یقینی بنایا جائے۔
- 5 کارکنان 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 ادا کرنے کا ارادہ کریں۔
- 6 تمام ملازمین، منیجران، خریدار اور متعلقہ دلچسپ رکھنے والی پارٹیوں کو کام سے متعلق صحت، حفاظت اور ماحولیات کے لئے مناسب تربیت اور معلومات فراہم کریں۔
- 7 کارکنان کو پیشہ وارانہ بیماریوں اور حادثات سے بچانے کیلئے محفوظ کام کرنے کا عمل سکھایا جائے۔
- 8 صحت، حفاظت اور ماحولیات کے متعلق آگاہی پیدا کرنا اور اس سلسلہ میں کارکردگی دکھانے والوں کی مناسب پہچان کرنا۔

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

ATM

عمر ظہیر
مینجنگ ڈائریکٹر

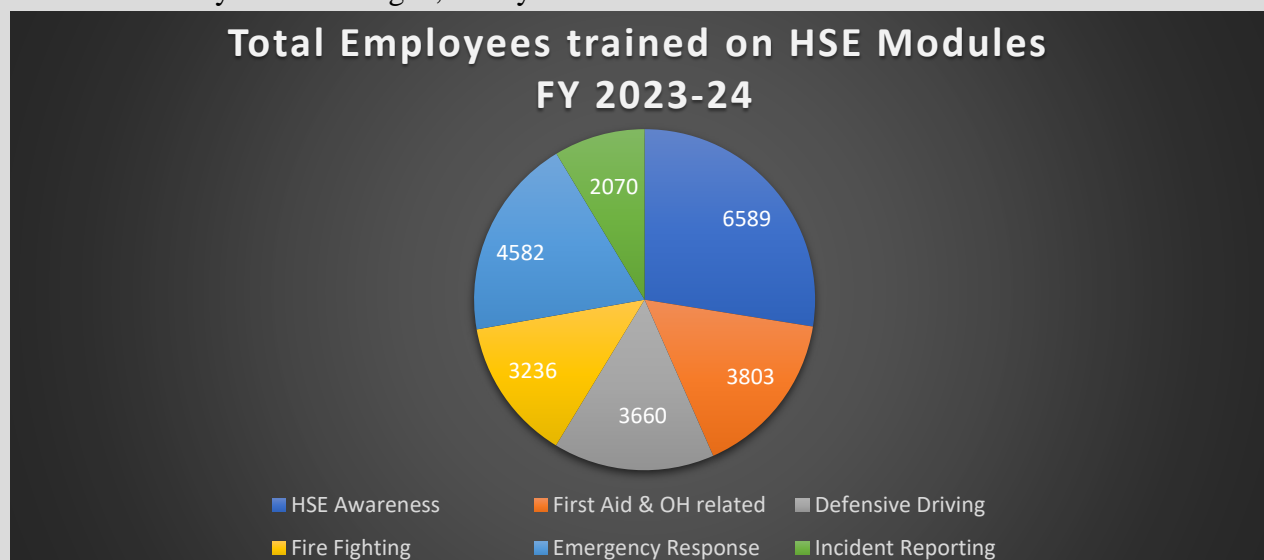


HSE Trainings

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 Proactive Safety
- 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.



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 at 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 Occupational Health Surveillance camps. To promote health care awareness, this activity is arranged by HSE Department on regular basis. Pulmonary Function Test (PFT), audiometric testing, and eye refraction of relevant / potentially exposed staff is carried out in camps. 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.



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.



24 Occupational Health Screening Camps were organized during the year for the designated staff at sites including Head Office, Islamabad (D), Rawalpindi (D), Sargodha (D), Peshawar (D), Mardan (D), Gujranwala (D), Faisalabad (D), Gujrat (D), Multan (D), Bahawalpur (D), Wah (T), Lhr (T), Nowshera Camp, Manga Store, Manga Workshop, South Spread Construction Camp, Coating Plant, Corrosion and Central Metering Workshop etc. and around **3302** employees were screened out. 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





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 the past to enhance 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. Addressable and standalone 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) to its employees. In this context, SNGPL allocates handsome amount of budget annually for procurement of various types of PPE 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 PPE by our staff not only protects them from any human injury but also gives them confidence for being safe at their workplace.



Environmental Monitoring

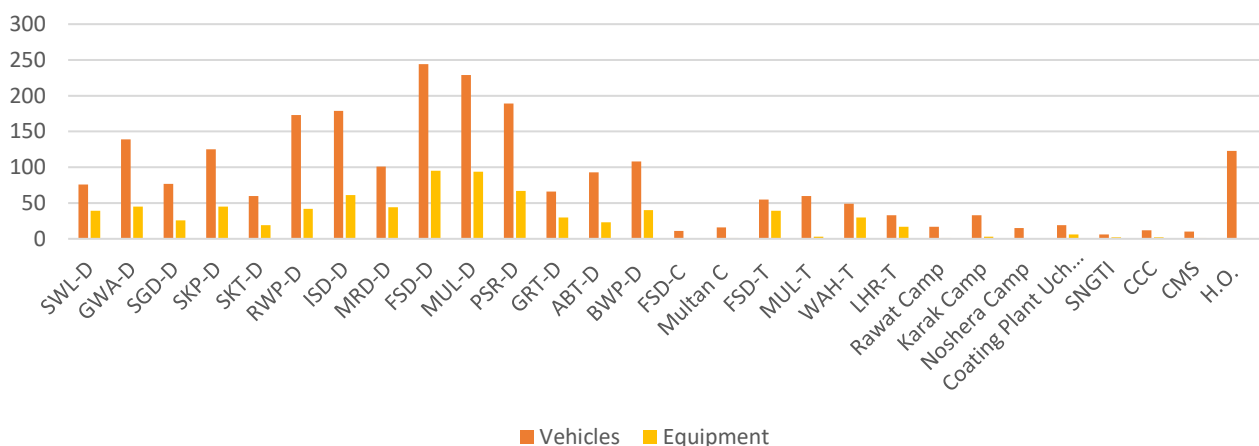
Conserving environment is a major part of SNGPL policy and the requirement of ISO-14001 standard. Environmental Monitoring is carried out of all machines, stacks and vehicles to ensure that all exhaust emissions remain within NEQS. SNGPL has developed In-house resources for monitoring of emissions with state-of-the-art portable equipment like 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.



**Total number of Vehicles / equipment checked
FY 2023 - 2024**



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.



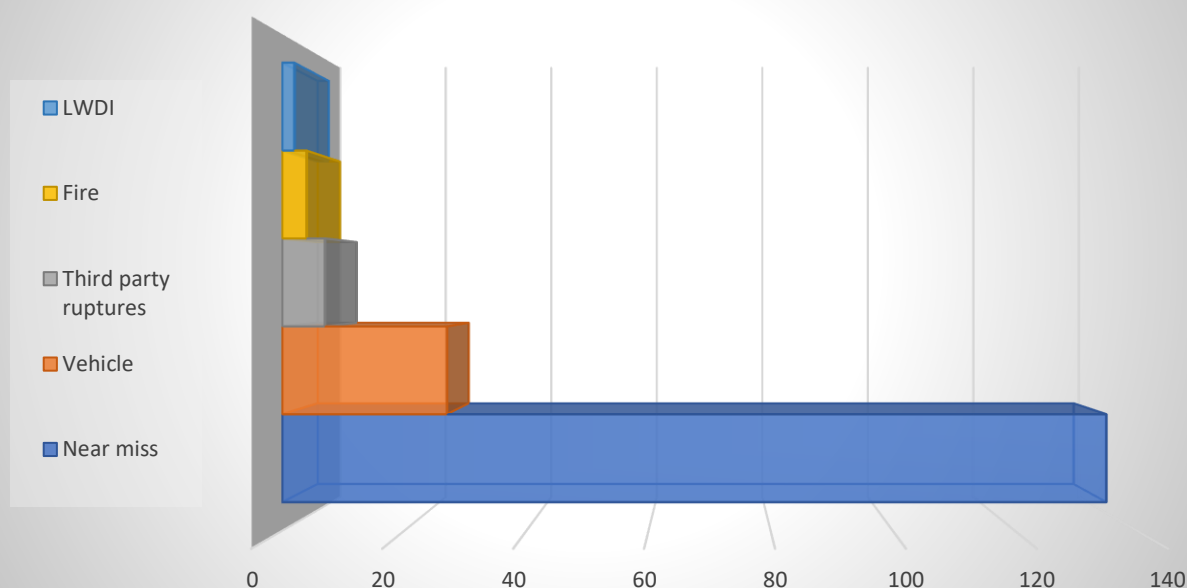
Incident Reporting and Investigation

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.

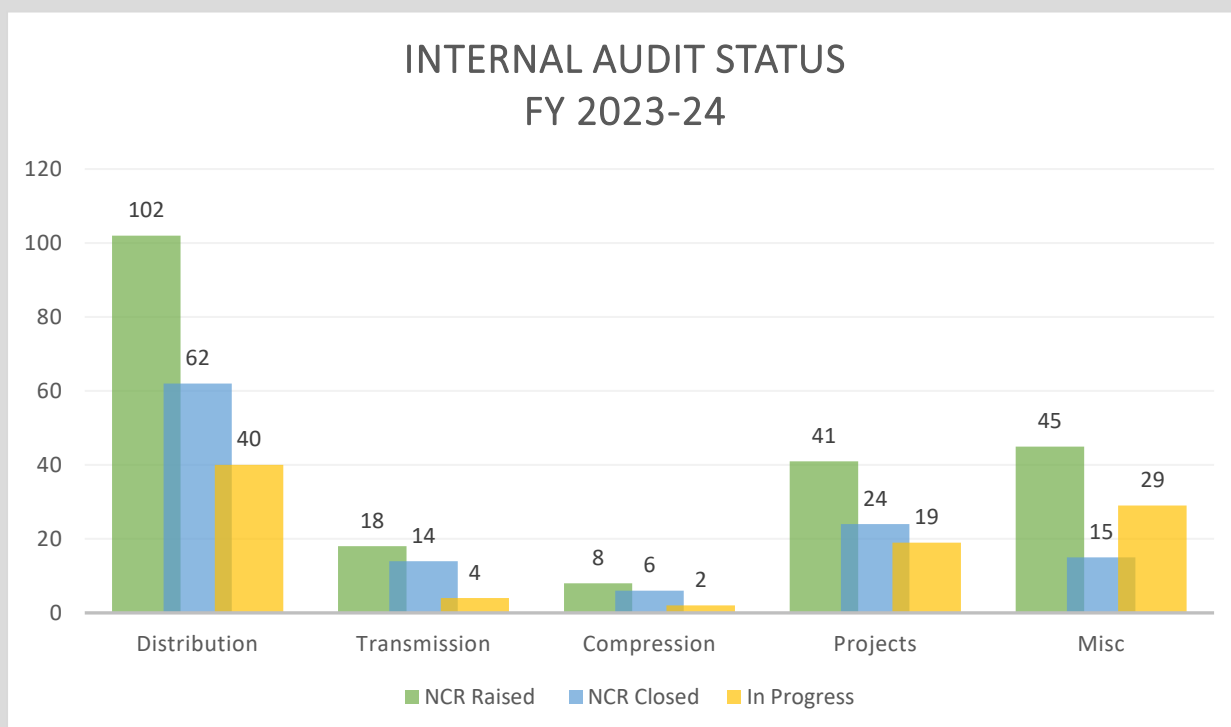
Online Incident Reporting System has also been established for ensuring smooth and timely reporting of all the incidents. This system has been instrumental in making it easier for employees to report incidents and has greatly reduced time for reporting.

Accident Statistics FY 2023-24



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 2023-24 is as follows;





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 has spent Rs. 19.98 million by carrying out the following projects under Corporate Social Responsibility in FY 2023-24;

Health

- Provision of RO Plant (1000 LPH) at DHQ Kohat.
- Provision of RO Plant (1000 LPH) at Govt. Girls Degree College, B.D Shah, Karak.
- Provision of RO Plant (1000 LPH) at Govt. Graduate College, Baghdad Road, Bahawalpur.
- Provision of Medical Equipment at Regional Blood Donor Centre (RBDC) under Pakistan Red Crescent Society, Islamabad.
- Provision of 01 No. Dialysis Machine and 01 No. Dialysis Chair at Multan Institute of Kidney Disease (MIKD), Multan.

Environment

- Tree Plantation drive for 11000 Nos. saplings in collaboration with MNS University of Agriculture, Multan at Jala Pirwala and Multan campus.

Education

- Scholarship to 06 Nos. students of UET Bannu.
- Scholarship to 06 Nos. students of UET Mardan.
- Scholarship to 06 Nos. students of Islamia University Bahawalpur.
- Sponsorship of Gold Medal at NFC Multan.
- Sponsorship of Gold Medal at NUST Islamabad.
- Establishment of Solar PV Electrician Lab at Government Polytechnic Institute (TEVTA), Karak.



Ration Distribution Drive

In wake of economic slowdown and inflation in the Country, SNGPL extended its support for special project of National importance by initiating a ration distribution drive for provision of Ration bags to needy and deserving Citizens. **16,502** Nos. ration bags worth **PKR 100 million** have been successfully distributed, at KPK region, to the deserving people through MNAs and NGOs of good repute i.e., Akhuwat, Alkhidmat Foundation and Saylani Welfare Trust whereas each bag containing necessary items (Flour, Salt, Sugar and Lentils etc.) in sufficient quantities for a month for a small family.



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 journals. 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. 8,000,000/-** was spent on sponsorship of aforementioned chairs.



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 instalments. SNGPL, in this way facilitates consumers by providing them such devices on instalments 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 environmentally 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. **Gas Saver Cones** improve energy efficiency of the conventional geyser significantly.



سولر واسط



- سولر واسٹریٹر 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 واسٹریٹر 200 لیٹر پانی کو سٹور کرنے والی ٹینکی سے مزین ہے۔
- شین 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 واسٹریٹر ہیٹر کوریئر کے ساتھ بھی استعمال کیا جاسکتا ہے، جس سے گیس کے بل میں خاطر خواہ کمی ہو سکتی ہے۔
- سولر واسٹریٹر 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 بنا کسی منافع کے
- 24 ماہ کی آسان اقساط میں اپنے معزز صارفین کو فراہم کر رہا ہے۔
- پہلے آئیے اور پہلے پائپ کی بنیاد پر یہ آفر محدود دشاک پردی جارہی ہے۔

سولر واسٹریٹر حاصل کرنے کے لیے اور مزید معلومات کے لیے 042-99204581 یا swh.hse@sngpl.com.pk پر رابطہ کیا جاسکتا ہے۔ اس کے علاوہ کسٹمر سنٹر واقع 21 گورنمنٹ روڈ گلبرگ لاہور سے بھی معلومات حاصل کی جاسکتی ہے۔

* قواعد و ضوابط لاگو ہوں گے۔

سوئی ناردرن گیس پائپ لائنز لمیٹڈ

گیس نیٹ ورک کی حکایت ہیٹھ لائن: 1199 پر فوراً درج کرائیں

www.sngpl.com.pk

Helpline: 1199

/SNGPLOfficial

بچت، سہولت اور آسانی ختم زیادہ بل کی پریشانی

گیس بل میں کمی نہایت آسان

گیزر میں گیس سیورکون ڈلوائیں
جس سے بل ہو آدھے سے بھی کم

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

گیس سیورکون، گیزر ٹائممر ڈیوائس کے لئے ہمارے ٹویٹر اور فیس بک پیج پر آرڈر کیا جاسکتا ہے یا گیس سیورکون کے لئے 1199 پر رابطہ کریں، گیزر ٹائممر ڈیوائس کے لئے 042-99204581 پر کال یا gtd.hse@sngpl.com.pk پر ای میل کریں یا 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

PID-1684

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. 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.



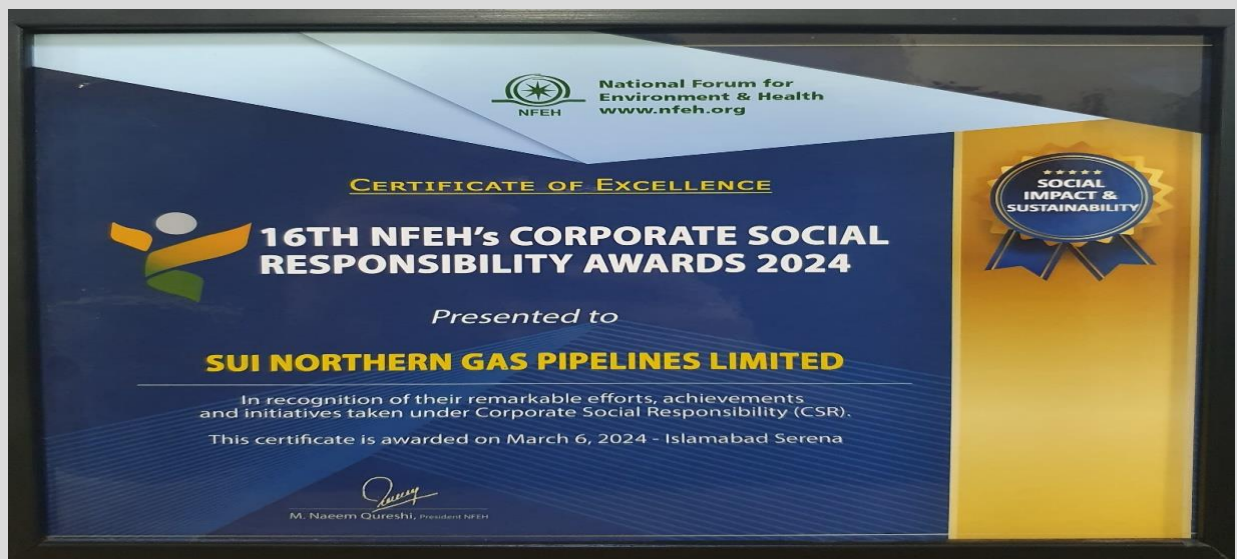
AWARDS / ACHIEVEMENTS



1. National Forum for Environment & Health (NFEH) 13th Annual Fire Safety Award 2023.



2. National Forum for Environment & Health (NFEH) 16th Annual Corporate Social Responsibility Award 2024.



3. National Forum for Environment & Health (NFEH) 20th Annual Environment Excellence Awards 2023.



ALIGNMENT WITH UNITED NATIONS 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 UNSDGs and help Pakistan ensure that we 'leave no one behind'. With over 8000 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.

- Collaboration with Educational institutes.
- Collaboration with NGOs.

- Effective environmental monitoring
- Control on emissions
- Solid waste management procedure in place.

- Waste water monitoring

- Many trees have been planted during various tree plantation drives in the past. Tree Plantation drive in collaboration with MNS, University of Agriculture, Multan has been initiated.

- Ration bags were distributed among needy & deserving Citizens.

- Vaccinated staff against COVID-19.
- Occupational Health surveillances.
- Awareness campaigns.
- Medical camps.
- Medical facility.
- Lux / Noise monitoring.

- Sponsorship of Chair on Gas Engineering.
- Sponsorship of Gold medals for students.
- Scholarships for students.

- Equal opportunity employer.
- Female staff in Executive and Staff cadre.

- RO Plants have been installed at Company / private premises in previous fiscal years which are being used for provision of potable water for employees as well as communities.

- Phase wise solarization of Office buildings.
- Replacement of conventional equipment / appliances with energy efficient equipment.



Scope

To conduct assurance procedures over all data as mentioned in SNGPL's Sustainability Report for Fiscal Year 2023-24.

Objective

To evaluate, review and verify the documentary evidence(s) to support the claims made in the Report and extend assurance that the Report provides an appropriate and transparent presentation of SNGPL's sustainability performance.

Limitations and Exclusions:

The following limitations should be noted regarding the scope of our limited assurance engagement:

Sampling Methodology: Our review was based on a risk-based sample of sustainability data, which means we do not offer absolute assurance regarding the completeness or accuracy of all information, nor can we guarantee the detection of all errors or omissions.

Scope of Work: Our engagement did not extend to information or activities outside the specified reporting period (July 2023 to June 2024) and statements of a forward-looking, aspirational, or interpretative nature, including those related to future objectives or commitments, which were not part of the reported data.

SMIS Certifications is an independent professional services firm. Our assurance team upholds the highest standards of integrity, objectivity, and professional competence in all engagements. Throughout the course of our work, we adhered to strict confidentiality and impartiality, fully aligning with our ethical and professional obligations.

SMIS Certifications was neither involved nor consulted during drafting of the report. The responsibility for preparing and presenting the Sustainability Report (2023-24) lies solely with the management of SNGPL. This limited engagement and assurance statement is the responsibility of SMIS Certifications and represents our independent opinion. SMIS Certifications disclaims any liability or responsibility for any third party decision based on this assurance statement.

Observations:

Following the procedures carried out, SMIS Certifications concludes that SNGPL's sustainability report for the period July 2023 to June 2024 has been prepared with integrity and reflects a true and fair representation of the company's sustainability performance. The reporting processes in place were robust, and the key elements related to Health, Safety, and environmental impact have been effectively included. Our assurance provides a reasonable level of confidence that the reported information is consistent with the company's objectives and is accurately presented with respect to the documentary evidences provided by SNGPL.

Furthermore, SNGPL has demonstrated a clear commitment to the United Nations Sustainable Development Goals (UNSDGs) through its sustainability efforts. The Company's initiatives, particularly in areas such as Zero Hunger (SDG 2), Good Health and Wellbeing (SDG 3), Quality Education (SDG 4), Clean Water and Sanitation (SDG 6), Climate Action (SDG 13) and Partnership For The Goals (SDG 17) reflect its dedication and commitment towards a sustainable business growth.

Recommendations:

We encourage SNGPL to clearly mention their future objectives / targets regarding sustainability initiatives and indicators for their accomplishment and inclusion of such accomplishments in their future annual sustainability reports.

Conclusion:

Based on the procedures undertaken and the information and evidences reviewed, SMIS Certification has not identified any issues that would suggest the sustainability information disclosed by SNGPL for the period from July 2023 to June 2024 is imprecise and hence of the view that the report provides a true and fair representation of SNGPL's dedication towards sustainable development and its alignment with the United Nations Sustainable Development Goals (SDGs), with particular focus on aforementioned areas.



Reviewed & Issued By:

ENGR. KHURRAM SHAHZAD
DIRECTOR TECHNICAL & TRAININGS
SMIS CERTIFICATIONS (PVT.) LIMITED

Date: November 14, 2024