



# SNGPL SUSTAINABILITY REPORT

FY 2024-25



**WE CARE...**  
People, Profession, Planet



# TABLE OF CONTENTS

	ABOUT THE REPORT	02
---	------------------	----

	ABOUT THE COMPANY	03
---	-------------------	----

	SNGPL OFFICE LOCATIONS	06
--	------------------------	----

	STAKEHOLDER ENGAGEMENT	07
---	------------------------	----

	CORPORATE GOVERNANCE	09
---	----------------------	----

	MISSION, VISION, CORE VALUES	10
---	------------------------------	----

	CORPORATE OBJECTIVES	11
---	----------------------	----

	CODE OF CONDUCT	13
---	-----------------	----

	HUMAN RESOURCE ENGAGEMENT	17
---	---------------------------	----

	EMPLOYEE DEVELOPMENT & TRAINING	23
---	---------------------------------	----

	RISK MANAGEMENT	26
---	-----------------	----

	HEALTH, SAFETY & ENVIRONMENT	29
--	------------------------------	----

	CORPORATE SOCIAL RESPONSIBILITY	44
---	---------------------------------	----

	ENERGY CONSERVATION	49
---	---------------------	----

	AWARDS / ACHIEVEMENTS	54
---	-----------------------	----

	ALIGNMENT WITH UNSDGs	55
---	-----------------------	----

	ESG RELATED DISCLOSURES	56
---	-------------------------	----

	ASSURANCE STATEMENT	57
---	---------------------	----

## ABOUT THE REPORT

This report presents a comprehensive review of our performance and progress in line with our Environmental, Social, and Governance (ESG) commitments. It highlights the diverse initiatives and actions through which Sui Northern Gas Pipelines Limited (SNGPL) is driving sustainable value creation across all areas of its operations, encompassing our business lines, consumers, employees, the environment, and the communities we serve.

By leveraging the findings of our materiality assessment and stakeholder engagement, SNGPL aims to enhance the effectiveness of its sustainability strategy and further strengthen its performance across key ESG dimensions. The scope of this report includes all operational areas of SNGPL, specifically Transmission, Distribution, and supporting functions. It covers the period from 1st July, 2024 to 30th June, 2025 aligning with the Company's financial year.

This year's report also marks a significant milestone in our journey toward transparent and internationally aligned reporting practices. It reflects SNGPL's transition to the IFRS S2 Climate-related Disclosure Standards, underscoring our commitment to global best practices in sustainability governance and climate risk reporting. This report covers the areas such as Corporate Governance, Human Resources Management, Risk Management, Health, Safety & Environment, Corporate Social Responsibility, Energy conservation, etc.

Together, these sections provide a detailed account of how SNGPL integrates ESG principles into its operations and strategic planning to ensure long-term resilience, responsible growth, and positive impact.





## ABOUT THE COMPANY

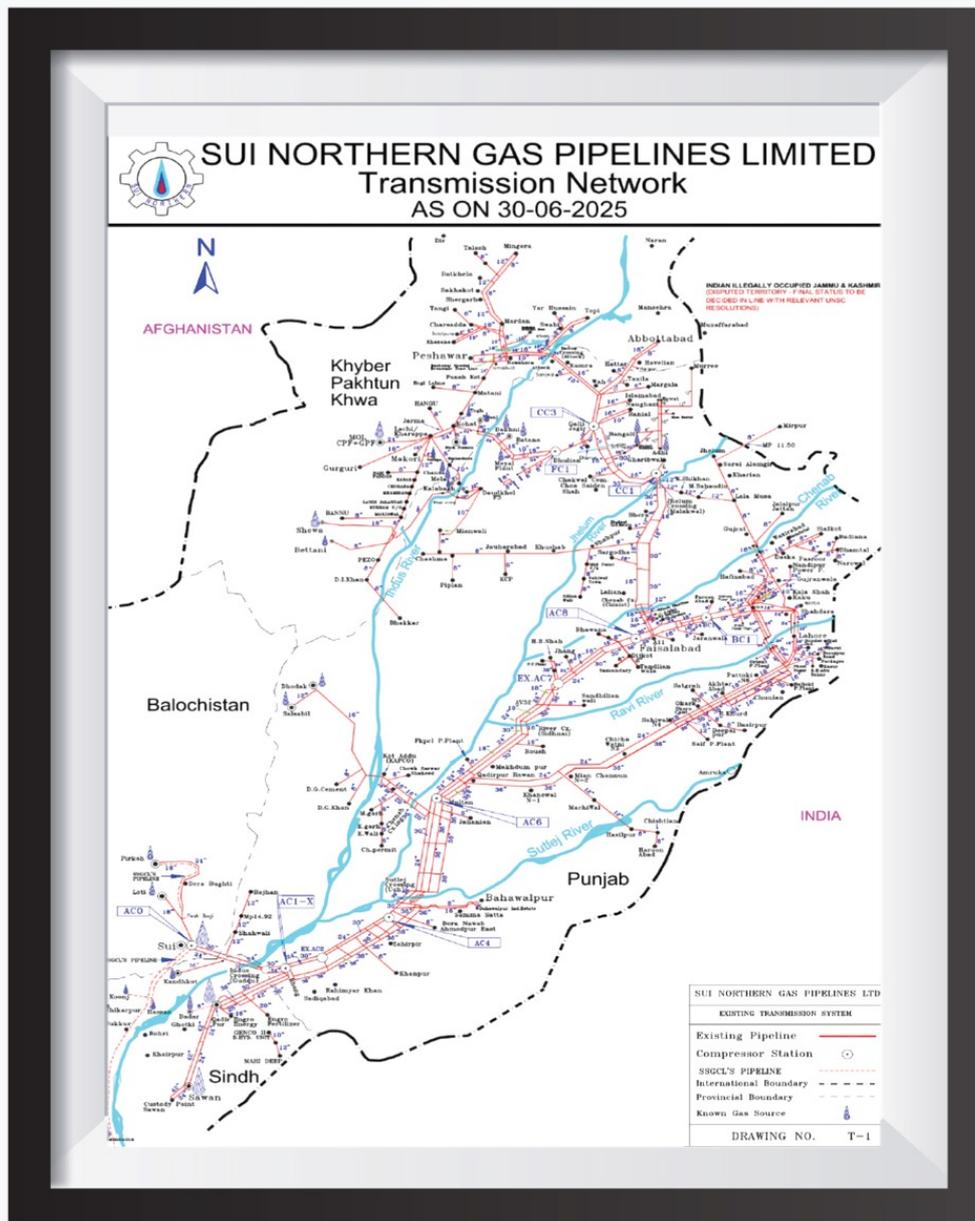
Sui Northern Gas Pipelines Limited (SNGPL), the largest integrated gas utility in Pakistan, was incorporated in 1963 as a private limited company and converted into a public limited company in January 1964 under the Companies Act, now governed by the Companies Act, 2017. It is listed on the Pakistan Stock Exchange (PSX).

At its inception, SNGPL acquired two major gas pipeline networks, the Sui-Multan System (217 miles of 16-inch and 80 miles of 10-inch diameter pipelines) from the Pakistan Industrial Development Corporation (PIDC), and the Dhulian-Rawalpindi-Wah system (82 miles of 6-inch diameter pipeline) from Attock Oil Company Limited. The Company began commercial operations with an initial average supply of 47 million cubic feet per day (MMCFD) of gas to 67 consumers in the Multan and Rawalpindi regions.

Today, SNGPL serves over 7.4 million consumers across North Central Pakistan, including Punjab, Khyber Pakhtunkhwa, Islamabad territory and Azad Jammu & Kashmir. With more than six decades of experience in operating and maintaining high-pressure gas transmission and distribution systems, the Company has also evolved into a trusted Engineering, Procurement, and Construction (EPC) contractor, executing complex pipeline projects for itself and third parties.



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



The Company serves a diverse portfolio of customers, including domestic, commercial, industrial, fertilizer, power, cement, and CNG sectors. In a landmark achievement, SNGPL successfully executed the largest pipeline infrastructure development project in Pakistan's gas sector, involving approximately 1,100 kilometers of pipeline ranging from 16 to 42 inches in diameter. This included the installation of 35,000 horsepower of compression capacity to accommodate an additional 1,200 MMCFD of Re-Gasified Liquefied Natural Gas (RLNG). RLNG is now supplied year-round to all consumer categories.

In line with the Government of Pakistan's vision for industrial development, SNGPL is actively involved in the development of gas infrastructure for Special Economic Zones (SEZs) across the country. This includes the construction of high-pressure transmission lines and internal distribution networks to ensure reliable gas supply right at the doorstep of these economic hubs.





**HEAD OFFICE /  
REGISTERED  
OFFICE**

Gas House, 21 Kashmir Road, P.O Box No. 56,  
Lahore 54000, Pakistan  
Ph: +924299082000, +924299082006, +924299080000  
Fax: +924299201369, +924299201302  
[www.sngpl.com.pk](http://www.sngpl.com.pk)



Mansehra Road,  
Abbottabad  
Tel: (0992)382087

**Abbottabad**



6-D Railway Road,  
Bahawalpur  
Tel: (062)9255022-24

**Bahawalpur**



15-Muslim Town,  
Near new  
Satellite Town,  
Tel: (048)3224401

**Sargodha**



Plot 33, Sector B-II,  
Hayatabad Town,  
Peshawar  
Tel: (091)9217783

**Peshawar**



Head Marala Road,  
Malkay Kalan, Sialkot  
Tel: (052)3562271

**Sialkot**



State Life Insurance  
Building, G.T Road, Gujrat  
Tel: (053)9260322-25

**Gujrat**



Mother's Plaza,  
Main Indus  
Highway, Karak  
Tel: (0927)210404

**Karak**



Al-Mansha Plaza, opposite  
Humak More, Main  
G.T Road (N-5), Rawalpindi  
Tel: (051)4917277

**Rawalpindi**



79/A-B, Canal Colony,  
Sahiwal  
Tel: (040)9200129

**Sahiwal**



Piran Ghaib Road,  
Multan  
Tel: (061)920079

**Multan**



21 Industrial Area,  
Gurumangat Road,  
Gulberg III, Lahore  
Tel: (042)99263361-80

**Lahore  
(East/West)**



Sargodha Road,  
Faisalabad  
Tel: (041)9210036

**Faisalabad**



Nowshera Mardan  
Road, Mardan  
Tel: (0937)880019

**Mardan**



M.A Jinnah Road,  
Gujranwala  
Tel: (055)9200494

**Gujranwala**



27-30 Sector I-9,  
Industrial Area,  
Islamabad  
Tel: (051)9257738,  
(051)9257710-19

**Islamabad**



Faisalabad bypass,  
Sheikhpura  
Tel: (056)6348680

**Sheikhpura**



## 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 of Directors and its committees provide strategic guidance to SNGPL on various matters, including Environmental, Social, and Governance (ESG) issues.
Community	Meetings, field visits, surveys, events	Regular	SNGPL actively engages with local communities through various initiatives, including awareness campaigns, stakeholder discussions, and meetings related to Corporate Social Responsibility (CSR) activities and projects in their areas
Consumers	SMS, emails, digital platforms, website, print advertisements, electronic media, E-Kachehri, helpline	Regular	SNGPL provides customers with multiple platforms to voice their concerns, ensuring timely and appropriate actions are taken, whenever required.
Academia	Technical or advisory services, meetings, events, sponsorship of particular initiatives	As required	SNGPL collaborates with academia through research and knowledge-sharing initiatives, including sponsoring Gas Engineering chairs at various Engineering Institutes
Environmental Enforcement Bodies	Lab reports	Regular	Compliance with environmental laws is regarded as a fundamental requirement at all levels of SNGPL. The Company has established internal structures to effectively address environmental issues, while ensuring that the concerns and directives of environmental regulatory bodies are duly incorporated into its operations.

Employees	Internal events, Internal communications, CBA, ACR, Trainings	Regular	Employees are regarded as the foundation of SNGPL's success. Comprehensive Human Resource policies and procedures are in place to ensure employees remain engaged, supported, and empowered.
NGOs / Civil Society	Partnerships for projects or initiatives, meetings, events	On-going	Committed to the long-term sustainability of its projects, SNGPL partners with trusted on-ground organizations to implement impactful CSR activities.
Corporate and Regulatory affairs	Meetings, emails, Letters, regulatory hearings/proceedings	Case basis	SNGPL's Sales Department manages connections with the public and Government Bodies, engaging stakeholders from all governing Institutions of Pakistan to ensure optimal outcomes. The team also facilitates effective liaison between these external stakeholders and the Company's internal departments.
Regulatory Bodies	Meetings, reports, events	As required	SNGPL's approach to relationships and engagement with regulators is guided by mutual respect, full compliance with legal and regulatory requirements, and the timely disclosure of material information to ensure transparency at all levels. The Company accords due importance to all information requests, documents, or queries from regulators and responds promptly
Suppliers & Contractors	Meetings, events, letters, communication	Regular	SNGPL strives to support its suppliers and contractors by ensuring timely bill payments, prompt responses to queries, safety and security of personnel and assets, a conducive working environment, adherence to contract agreements, provision of technical assistance and training, regular feedback, and compliance with the Code of Corporate Governance.





## CORPORATE GOVERNANCE

At SNGPL, we believe that sound corporate governance is the foundation of sustainable business success. Since our inception in 1964, this principle has guided our operations and underpinned our growth. The Company remains firmly committed to safeguarding the interests of all stakeholders by upholding the highest standards of ethics, transparency, and accountability. Board of Directors plays a pivotal role in ensuring strict adherence to the Code of Corporate Governance. Through the adoption of well-defined, transparent procedures and robust internal controls, the Board continuously oversees governance practices to ensure their effectiveness and relevance. Moreover, the Company fully complies with the requirements of the Compliance Act 2017, the Listing Regulations of the Pakistan Stock Exchange, and the Reporting Framework prescribed by the Securities and Exchange Commission of Pakistan (SECP).

The Board of Directors plays a critical role in steering the Company toward sustainable growth by providing strategic direction and maintaining robust oversight of corporate governance. To ensure informed and responsible decision-making, all periodic financial statements and relevant working papers are shared with Board members and sub-committees well in advance of scheduled meetings—except in the case of urgent or emergent matters. Meeting minutes are meticulously documented and circulated among the Board and its committees, fostering transparency, accountability, and continuity in governance practices.



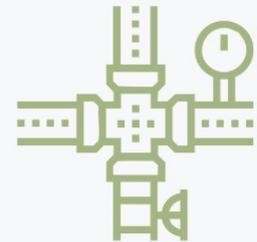
## VISION

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.



## 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.



## CORE VALUES

### ■ COMMITMENT

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

### ■ COURTESY

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

### ■ COMPETENCE

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

### ■ RESPONSIBILITY

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

### ■ INTEGRITY

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





## CORPORATE OBJECTIVES

Enhancement of System Capacity

Improvement in Profitability

Expansion of Transmission and Distribution Networks

Improvement in Consumer Services

Increase in Gas Sales

Adoption of Information Technology

Rehabilitation of Transmission and Distribution Networks

Human Resource Development

Reduction in Unaccounted for Gas Losses

Pursue Pipeline Construction and Advisory Business

## BOARD DIVERSITY

- ▶ Percentage of board seats occupied by men = **84.61%**.
- ▶ Percentage of board seats occupied by women = **15.3%**.
- ▶ Number of board seats occupied by Independents = **53.84%**.
- ▶ Committee chairs occupied by men = **05 Nos.**

In compliance to Companies Act, 2017 (section 192), Listed Companies (Code of Corporate Governance) Regulations, 2019 (Regulation 9(1)), and SoEs Act, 2023 (section 15), SNGPL prohibits CEO to be appointed as Board chair.







## 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. Code of Conduct is acknowledged by all the employees on annual basis.

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.

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### 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.

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### 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.

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### 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.

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### 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.





## 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 that 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.

## 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.



**DRUG-FREE  
WORKPLACE**

### 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.



### 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.



### 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.



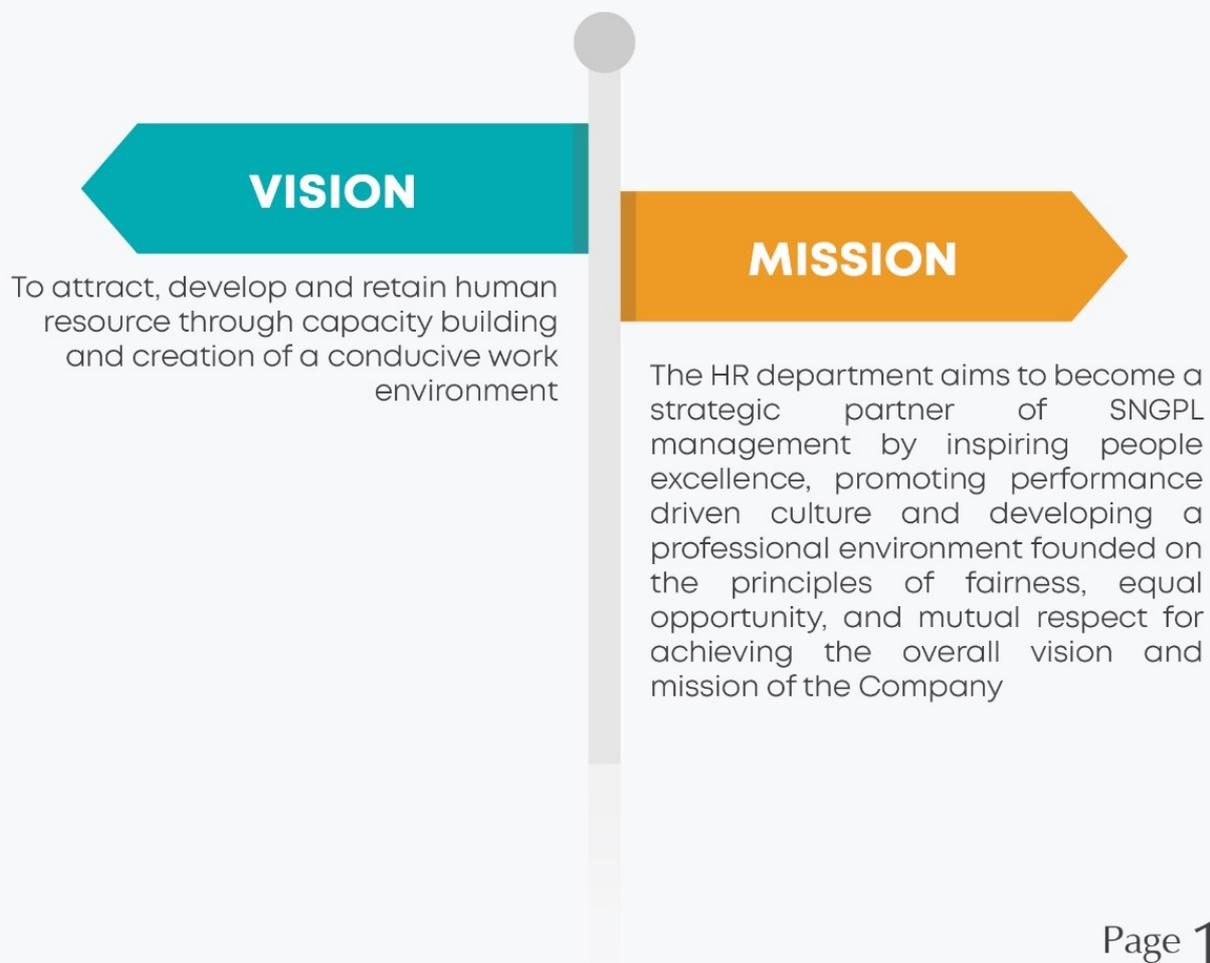


## HUMAN RESOURCE MANAGEMENT

SNGPL regards its Human Resource as a vital asset and ensures that all employees are treated with dignity and respect, fostering an environment of mutual understanding and open communication. The Company thrives within an ecosystem built on empowerment, encouraging socialization, team spirit, and motivation to create an engaging and rewarding workplace.

A comprehensive Human Resource Policy is in place to uphold the highest standards of professionalism. As a signatory to the United Nations Global Compact's guiding principles on human rights, SNGPL is committed to supporting and respecting internationally recognized human rights and ensuring it is not complicit in any form of abuse. We are an equal opportunity employer, considering our human capital a critical driver of sustainable growth, and we continuously enhance it through the promotion of best HR practices.

To align with evolving market dynamics and uphold the principles of transparency, equity, and consistency, SNGPL maintains an approved HR Manual. This manual, which encompasses all HR policies, is regularly updated and implemented with integrity. The Company strictly adheres to all applicable labor laws, ensuring full compliance in both letter and spirit.





## Employment Policy

SNGPL is committed to fostering an open and transparent work environment that enables employees to achieve their highest potential, both professionally and personally. As an equal opportunity employer, the Company follows a merit-based recruitment process that is fair, consistent, and free from discrimination.

The Employment Policy, an integral part of the HR Manual, is designed to build SNGPL from within by promoting and rewarding employees solely on the basis of performance. The recruitment and selection procedures aim to attract and retain talented, qualified individuals from across the country who are dedicated to contributing towards the Company's objectives.

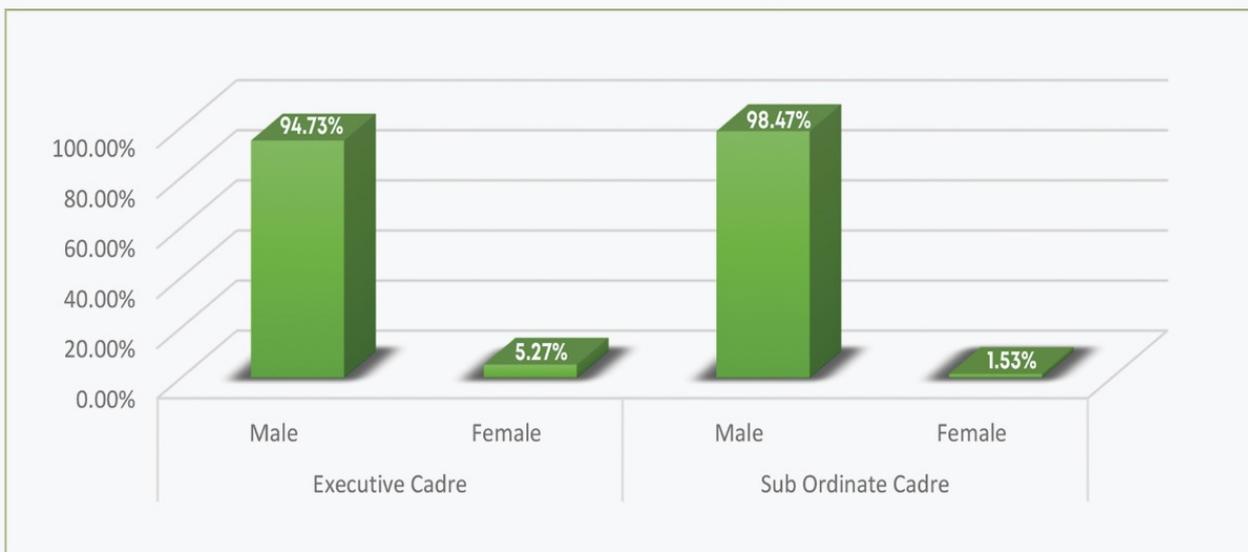
In an increasingly competitive marketplace, SNGPL's ability to identify, recruit, develop, and motivate its human capital remains a key strength. The Company strictly adheres to its hiring criteria and upholds the principles of fairness and transparency at every level. We have a zero-tolerance policy towards child labor and do not employ any individual under the age of 18.

## Equal Opportunity Employment

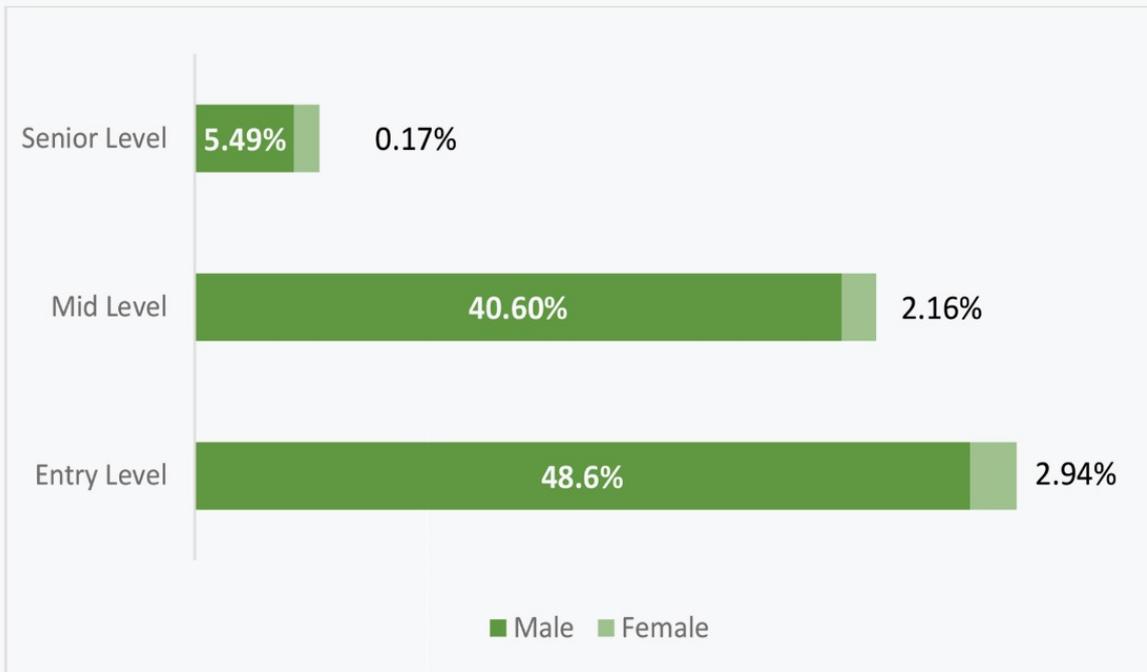
SNGPL is committed to ensuring that all employees are treated fairly, with dignity, and without any form of discrimination or harassment in the workplace. As an equal opportunity employer, the Company ensures that all policies and procedures promote fairness, transparency, and merit-based decision-making. All employment-related decisions—including appointments, promotions, transfers, training opportunities, and performance evaluations—are made solely on the basis of merit.

SNGPL's workforce comprises over 7,500 employees in total. A detailed breakdown is provided in the graph below;

### Gender wise Total Employees



## Gender Diversity

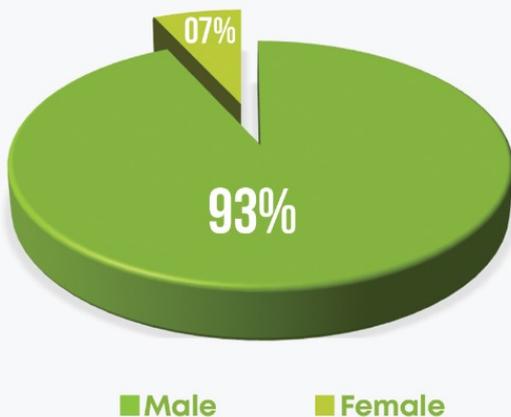


## Gender Pay Ratio

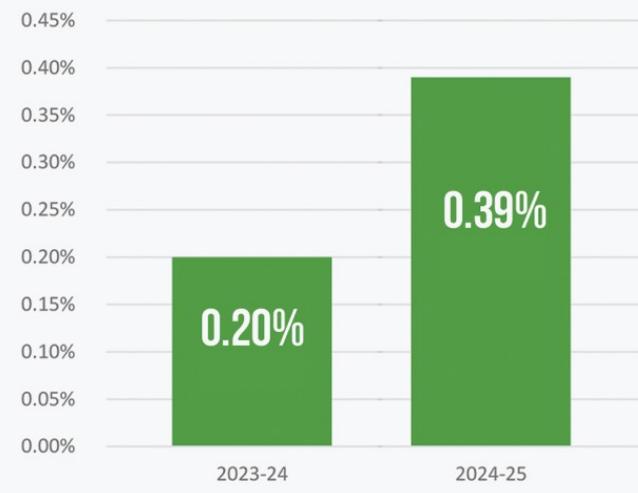
Median male to median female in Executives **Cadre = 1.35:1.**

Median male to median female in Sub-Ordinates **Cadre = 1.26:1.**

## Employee Succession Planning Promotions (2024-25)



## Employee Turnover





## 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. Moreover, in compliance with the Protection Against Harassment of Women at the Workplace Act, 2010, SNGPL has constituted a three-member Committee to address any case related to the Harassment.

We discourage any type of harassment at the workplace. We provide a secure and 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 from time to time.

### 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 / 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. Our 100% permanent workforce is covered with health care and life insurance.

<b>Benefits</b>	<b>Management</b>	<b>Staff</b>
<b>Life Insurance</b>	Yes– till 05 years after retirement	Yes – till 05 years after retirement
<b>Health care</b>	Yes	Yes
<b>Paternity / Maternity leave</b>	Yes	Yes
<b>Retirement provision</b>	Yes	Yes
<b>EOBI</b>	Yes	Yes
<b>Provident fund</b>	Yes	Yes

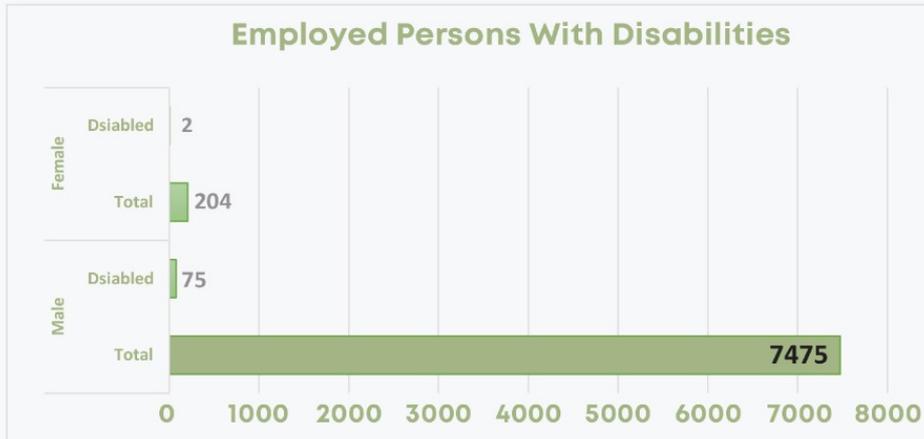
In addition to the above, Residential and Mobile Phone Policy is also for our employees (depending upon the nature of job and posting). It is pertinent to mention that after every 02 years, Collective Bargaining Agreement (CBA) is agreed mutually by the Staff and SNGPL Management and is then registered 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. 82.41% of the total workforce is covered under CBA. 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 2024-2025 = 192.

09 Nos. females availed maternity leaves during FY 2024-2025 and rate of return to work = 100%.

Number of Apprentices engaged during FY 2024-25 = 78.

Number of Scholarships awarded to Employee's children during FY 2024-25 = 119.

No individual below the age of 18 years is employed in the Company in compliance of Legal Requirement.

## EMPLOYEE DEVELOPMENT & TRAINING

SNGPL fosters a progressive corporate culture that prioritizes continuous learning and professional development. The Company ensures that training and development initiatives are implemented consistently, based on thorough assessments of training needs, evolving technical requirements, and employee competencies.

To institutionalize this commitment, SNGPL has established the Sui Northern Gas Training Institute (SNGTI), which serves as the central hub for organizing both in-house and external training programs. These programs encompass technical skills, soft skills, and leadership development, aligned with employee career paths, succession planning, and broader organizational goals.

Training at SNGPL is an integral part of our performance management strategy. By equipping our workforce with the tools, knowledge, and capabilities necessary to excel, we create an environment that encourages innovation, collaboration, and operational excellence.

Tailored executive training programs are also conducted to address company-specific challenges and leadership readiness. These initiatives are designed to enhance both technical and managerial skills, preparing future leaders to take on strategic roles within the organization.

## Executive Development Program (EDP)

Following a comprehensive Training Needs Analysis (TNA), SNGPL designed a structured Executive Development Program (EDP) tailored for executives in Grades I to III. This program was developed in collaboration with key stakeholders to address identified competency gaps and align leadership capabilities with the evolving needs of the organization.

The EDP focuses on fostering essential leadership attributes, enhancing communication and presentation skills, and cultivating a deeper understanding of the Company's operational framework and strategic direction. It also prepares participants to effectively navigate cultural transformation within the organization. During the Fiscal Year 2024–2025, one session of the EDP was successfully conducted, engaging 9 executives in this targeted leadership development initiative.

## Developing Future Leaders (DFL)

Continuing its commitment to leadership excellence, SNGPL has introduced the Developing Future Leaders (DFL) program—an in-house training initiative aimed at preparing executives in Grades V to VI for advanced responsibilities and leadership roles. This program represents a strategic investment in middle management, recognizing their pivotal role in driving performance and cultural transformation.

The DFL curriculum offers a unique integration of soft and technical skills, with a strong emphasis on personal development, strategic thinking, and professional growth. It is designed to equip participants with the tools required to meet current challenges and lead future initiatives with confidence and competence. During the Fiscal Year 2024–2025, one DFL session was held, with the participation of one executive. The program's effectiveness is continually assessed through structured feedback from participants and senior leadership, ensuring alignment with the Company's evolving culture and strategic objectives.

To support continuous learning, SNGPL also maintains a comprehensive knowledge repository—available in both digital and physical formats—enabling employees to stay current with emerging industry trends and best practices.

## Potential Assessment Test (PAT)

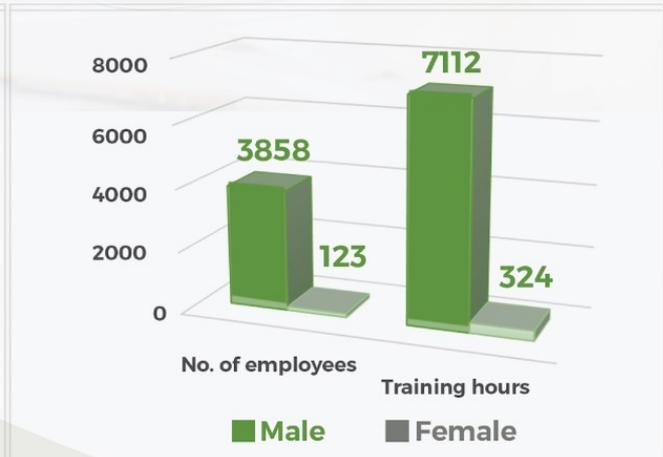
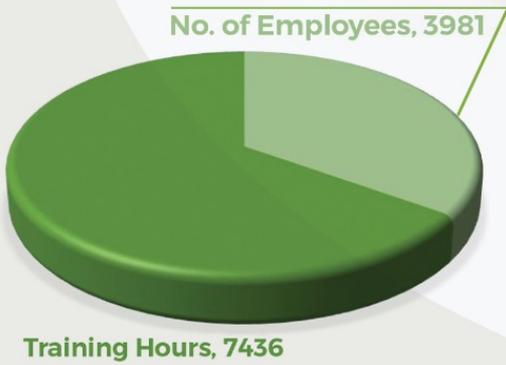
PAT is devised to determine special abilities required to measure concentrate and responsiveness of the employees of the Company. These types of tests are used for the potential evaluation for jobs with high / specific requirements. Third Party Consultants/ Professionals are hired as per PPRA rules to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

## Trainings

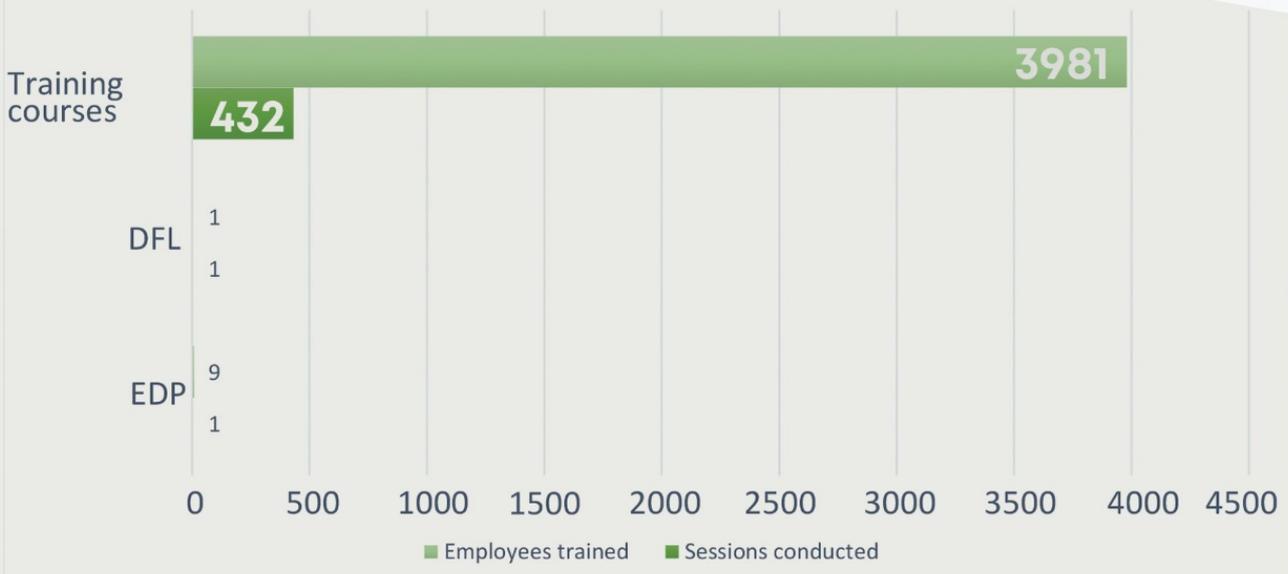
In the FY 2024-25, SNGTI conducted 432 training courses relevant to the Organizational working, Culture and Training needs of the Employees in above mentioned categories and trained 3981 organizational employees. The mosaic of training modules included not only Class room lectures but also Technical 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



### Training Hours per Employee



### Employee Skill Development





## Risk Management

### Overview

The Risk Management department supports the Management and guides all departments of the Company in implementing the risk management framework and related processes to identify, evaluate, mitigate and monitor risks. It is also responsible for monitoring and reviewing the overall effectiveness of the risk management framework. 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

#### Enhancement of Risk Culture

The Risk Management department plays a lead role in the enhancement of risk culture throughout the organization. This is done through various measures, including dissemination of guidelines regarding the risk management process, coordination with risk owners for implementing the risk management process within their departments, reporting of risk management activities to the Management and the BoD, training of Company employees on risk management function through T&D department at SNGTI and publications on risk management in Company's newsletter and annual reports, as and when required.

#### 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 a single document known as the 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.



## 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.

## 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.

## 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. The Risk Management department also provides input regarding strengthening of internal controls in the departmental manuals and provides recommendations regarding business process reengineering. This helps ensure that any potential risks due to control gaps in existing policies/procedures and control systems are proactively addressed.

## Achievements during FY 2024-25

### 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 Risk Management Committee of the Board of Directors.
- Review of operational manuals and SOPs for improvement in systems, procedures and controls with a focus on ensuring roles and responsibilities are well-defined in accordance with Management's instructions.
- 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

- Reviewed various policies & procedures of the Company and provided our comments to the concerned departments. Few are listed below:
  - ▶ 30 days security deposit of RLNG based industrial and commercial consumers.
  - ▶ 60 days security deposit for RLNG based domestic consumers.
  - ▶ Provision of LPG Cylinder to applicants against demand notice/ UF.
  - ▶ Public Interest Protection Policy (PIPP) shared by Customer Services department.

- ▶ Replacement of old deteriorated gas pipeline network in privately developed societies.
  - ▶ Revival of CNG sector in Punjab by reconnecting on existing security.
  - ▶ Revised security deposit for system gas industrial, CNG and commercial consumers.
  - ▶ Terms of Credit and Discount to Consumers.
  - ▶ Transfer of balance in change of name cases.
- Reviewed risk analysis portion of various agendas being submitted to the Board/Board Committees and provided our comments to the concerned departments. Few are listed below:
- ▶ Business diversification regarding establishment of subsidiary for commercial gas trading and expansion of LPG distribution business.
  - ▶ Dedicated Sustainability Committee of BOD.
  - ▶ Metering department reforms.
  - ▶ Mutation of land.
  - ▶ Review of feasibility report provided by consultant on establishment of LPG Storage and Bottling Plant & Incorporation of a New Company for LPG Cylinder Distribution Business.
  - ▶ Techno-commercial study and cost-benefit analysis for diversification of company's business through establishment of gas meter manufacturing facility.
  - ▶ Utilization of the Company's land for the Northern Metering Laboratory and Base Store North.
- Reviewed various GSAs and GSPAs from risk management perspective and provided our comments to concerned departments. Few are listed below:
- ▶ Kot-Palak GSPA.
  - ▶ MOL's TAL Block Term Sheets.
  - ▶ Shewa Discovery GSPA.
- Reviewed following departmental manuals of the Company:
- |                     |                  |                     |
|---------------------|------------------|---------------------|
| ▶ Administration    | ▶ LNG/LPG        | ▶ Corporate Sales   |
| ▶ Civil             | ▶ Media Affairs  | ▶ Corrosion Control |
| ▶ Compression       | ▶ Administration | ▶ LNG/LPG           |
| ▶ Corporate Sales   | ▶ Civil          | ▶ Media Affairs     |
| ▶ Corrosion Control | ▶ Compression    |                     |
- Revised "Risk Governance & Internal Control Policy" of the Company as per recent promulgated SOE Act and Policy. Shared the revised policy with Corporate Affairs department for discussion during a joint session of RMC and BAC.
- Proposed updated "TORs of RMC" to Corporate Affairs department, incorporating roles and responsibilities in line with SOE (Audit Committee, Internal Control and Risk Management) Regulations, 2024, and Section 10A of Listed Companies (Code of Corporate Governance) Regulations, 2019.
- Provided input on key risks associated with Business operations of SNGPL to be included in 3 Year Business Plan of SNGPL for F.Y. 2026-28.
- Conducted training of 91 executives on risk management framework across 7 training sessions during the financial year.



Health Safety Environment  
Protection Security  
Requirements  
Maintenance Hazard  
Business Protective  
Safety  
Compliance  
Ppe  
Risk  
Information  
Term  
Operation  
HSE  
Factory  
Compliance  
Cartoons  
Aerobics  
Work  
Acronym  
Responsibility  
Security  
Benefit  
Hseq  
Information  
Risk  
Quality  
Accident  
Support  
Accident  
Assessment  
Prevention  
Quality  
Accident  
Work  
Personal  
Protective  
Pictogram  
Operation  
Hseq  
Audit  
Information  
Risk  
Term  
Operation  
Education  
Acronym  
Responsibility  
Permit  
ISO  
Safe  
Factory  
Compliance  
Quality  
Builder  
Hazard  
Prevention  
Danger  
Warning  
Workplace  
Requirements  
Diagram  
Notice  
Business  
Protective  
Occupational  
Training  
Caution  
Welfare  
Company  
Cartoons  
Factory  
Abbreviation  
Cartoons  
Maintenance  
Hazard  
Competent  
Compliance  
Body  
Awareness  
Organization  
Warning  
Competent  
Safe  
Regulation  
Safety  
Notice  
Business  
Protective  
Occupational  
Training  
Caution  
Welfare  
Company  
Cartoons  
Factory  
Abbreviation  
Cartoons



## HEALTH, SAFETY & ENVIRONMENT

The Company maintains a comprehensive Health, Safety, and Environment (HSE) Policy, which serves as the primary reference for guidance on all related matters. Every employee is responsible for taking care to protect their own health and safety, as well as that of colleagues and others who may be affected by their actions or omissions at work. Employees must refrain from tampering with or misusing any equipment or provisions supplied by the Company to safeguard health, safety, and employee welfare, and to ensure 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

The Company has implemented an Integrated Health, Safety, and Environment (HSE) Management System (IMS) aligned with ISO 14001:2015 and ISO 45001:2018 standards, ensuring the systematic application of best practices across all operations. Compliance with these standards, along with adherence to industry best practices, is verified through bi-annual third-party surveillance audits. The successful completion of these audits reaffirms the effectiveness and robustness of the HSE Management System.

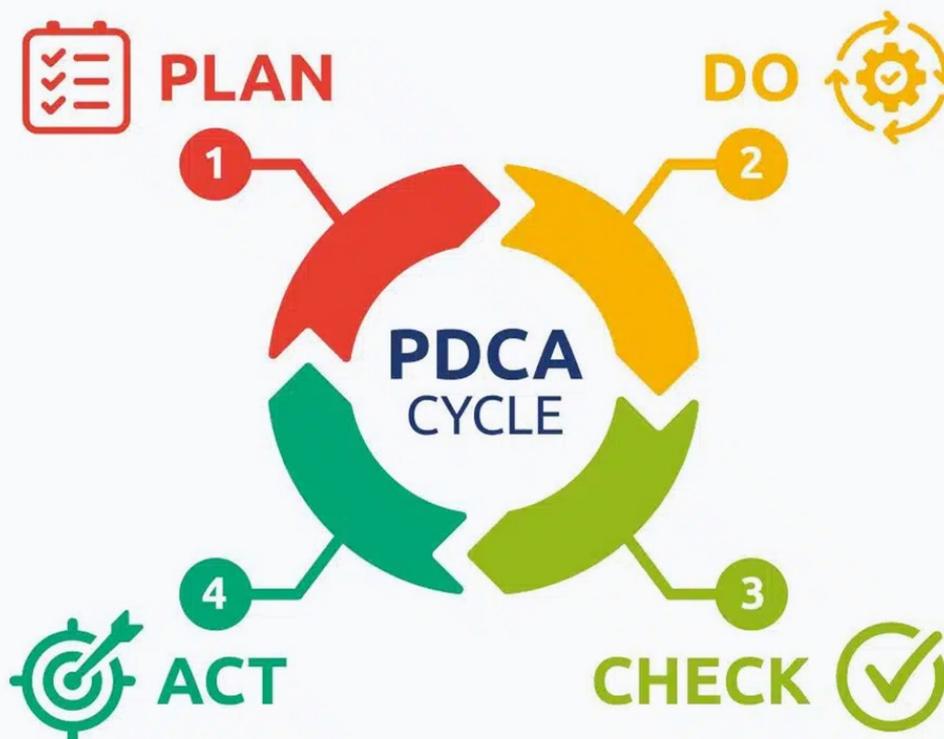




SNGPL HSE Management System is based on the continual improvement process of the Plan – Do – Check – Act (PDCA) cycle utilized by the international certification standards. Maintaining outstanding HSE Performance is a core value of SNGPL.

Strategy for Implementation of Integrated HSE Management System in SNGPL.

- ▶ HSE infrastructure at SNGPL is divided into 37 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 System. 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 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.







## HSE TRAININGS

Training and awareness form an integral part of the Company's HSE Management System, with specific certification programs playing a vital role in continual professional development. These initiatives equip employees with the knowledge and skills required to identify workplace hazards and assess associated risks, particularly during the execution of field activities.

Regularly conducted training modules through SNGTI includes the following:

- ▶ Operations and Maintenance Manual of HSE
- ▶ Achieving Zero Goal through Proactive Safety
- ▶ Firefighting
- ▶ First Aid
- ▶ Defensive Driving / Road Safety

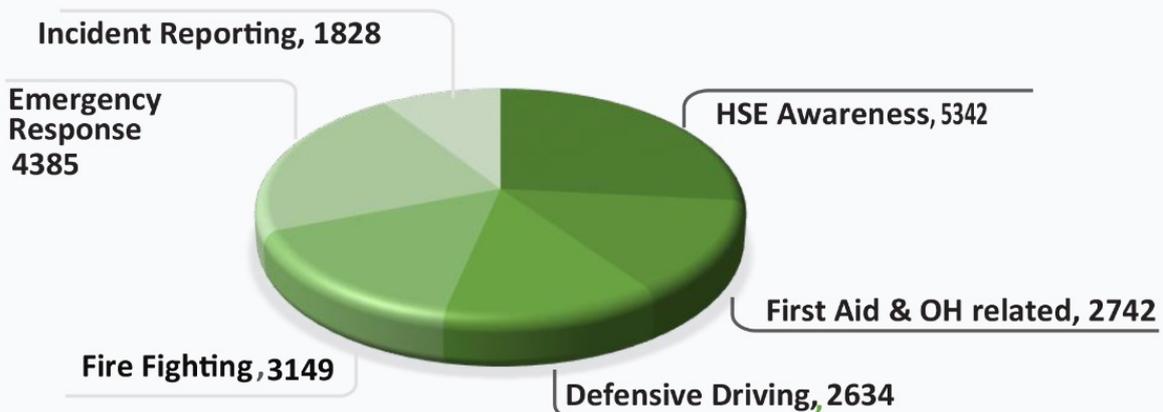


In addition, HSE Engineers deliver targeted sessions to all employees—whether permanent, contractual, executive, or staff—covering a wide range of topics such as HSE awareness, emergency drills, ergonomics, occupational health and safety risk assessments, environmental conservation, safe handling of chemicals, health impacts of smoking, and energy conservation.

Training effectiveness is evaluated through on-the-job performance observation, oral/written assessments, practical demonstrations, and interviews. The Company also collaborates with government agencies, including Rescue 1122 and the National Highway & Motorway Police, to conduct awareness programs on emergency response planning and defensive driving.

To reinforce safety culture, the HSE Department regularly communicates key safety messages across the organization through HSE alerts, bulletins, safety posters, learning events, first-aid booklets, safety talks, dengue awareness materials etc.

## TOTAL EMPLOYEES TRAINED ON HSE MODULES FY 2024-25



## OCCUPATIONAL HEALTH

SNGPL is committed to fostering a strong HSE culture throughout the organization. Hazard identification, risk evaluation, and root cause analysis are integral components of the Company's Integrated HSE Management System (IMS) and are also applied within the domain of Occupational Health (OH). Common workplace hazards, such as excessive noise levels, heat stress, and inadequate lighting, are systematically monitored and addressed.

Occupational health monitoring is conducted regularly across various sites, with a focus on areas where employees are directly engaged in activities or operations that may impact their health. The objective of these assessments is to safeguard employee well-being and ensure a safe and healthy work environment.

As part of this commitment, the HSE Department organizes Occupational Health Surveillance Camps for on-site health screening. These camps, held on a regular basis, aim to promote health awareness and early detection of work-related health concerns. Screening activities include Pulmonary Function Tests (PFT), audiometric testing, and eye refraction examinations for relevant or potentially exposed staff.

The results from these surveillance activities provide valuable insights into the adequacy of existing control measures and help identify any additional actions needed to maintain a healthy, productive workforce and a safe workplace.



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





**31 Nos.** Occupational Health Screening Camps were organized during the year for the designated staff including drivers, sanitation staff, employees exposed to dust, fumes, noise and radiations at sites including Head Office, Sargodha (D), Sahiwal (D), Lahore (T), Manga Store, Manga Workshop, Corrosion and Central Metering Workshop, SNGTI, Islamabad (D), Rawalpindi (D), Nowshera Camp, Mardan (D), Wah (T), Bahawalpur (D), Multan (D), Multan (T), Multan (C), South Spread Construction Camp, Coating Plant, Faisalabad (D), Faisalabad (T), Faisalabad (C), Lahore (D), Sheikhpura (D), Peshawar (D), Abbottabad (D), Muridke Camp, Gujranwala (D), Gujrat (D), etc. and around 4,426 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





## **SAFETY OF EMPLOYEES**

SNGPL, guided by its core values and HSE Policy, is committed to providing a safe and secure work environment for all employees. The Company takes ownership of employee well-being by ensuring appropriate protection measures are in place during all operational activities. A comprehensive Hazard Identification and Risk Assessment procedure is implemented across the organization to proactively manage and mitigate workplace risks.

### **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 available at various SNGPL sites;

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

### **Fire Prevention**

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 and at remote Compressor Stations i.e., Uch Sharif, Bhong, Haranpur and Gali Jagir. Fire truck for another Transmission remote substation office at Kot Addu has also been made under procurement in FY2024-25.



## Smoke Detection and Fire Alarm System

SNGPL has Fire trucks at Faisalabad, Multan, Wah and Lahore Transmission Terminals and at remote Compressor Stations i.e., Uch Sharif, Bhong, Haranpur and Gali Jagir. Fire truck for another Transmission remote substation office at Kot Addu has also been made under procurement in FY2024-25.



## Personal Protective Equipment

SNGPL employs a diverse workforce comprising both office and field staff, many of whom are exposed to various occupational hazards during operational activities. In line with the Company's HSE Policy, SNGPL is firmly committed to providing adequate Personal Protective Equipment (PPE) to all employees.

To support this commitment, a significant annual budget is allocated for the procurement of a wide range of PPE, including coveralls, safety shoes, fluorescent jackets, helmets, protective gloves, ear muffs, ear plugs, safety goggles, protective masks, welding shields, and safety harnesses.

The consistent use of PPE not only safeguards employees against potential injuries but also instils a sense of security and confidence, enabling them to perform their duties safely and effectively.



## ENVIRONMENTAL MONITORING

Environmental conservation is a key priority within SNGPL's policies and a fundamental requirement of the ISO 14001 standard. The Company conducts regular environmental monitoring of machinery, stacks, and vehicles to ensure that exhaust emissions remain within the limits prescribed by the National Environmental Quality Standards (NEQS).

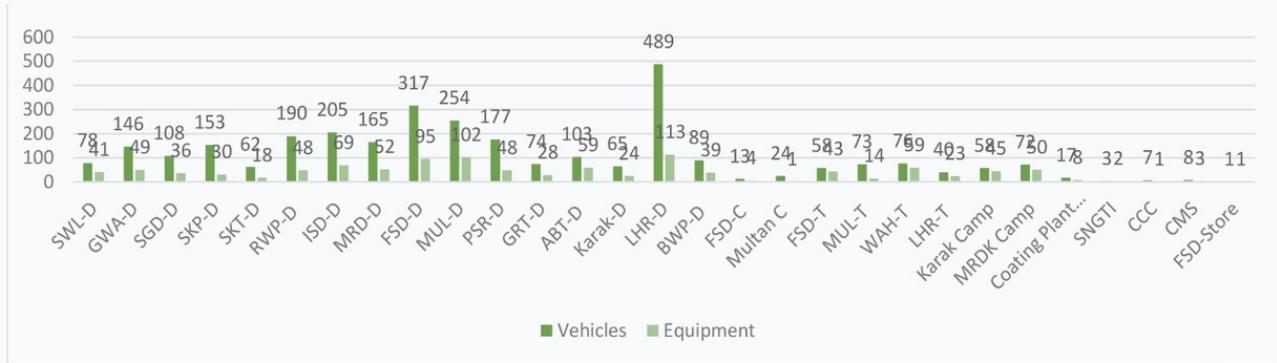
To support this, SNGPL has developed in-house capabilities for emission monitoring, equipped with state-of-the-art portable devices such as TESTO analyzer. Additionally, a specially designed vehicle, fitted with a Crypton emission analyzer, has been deployed to enhance mobile monitoring capabilities alongside portable equipment.

Environmental Impact Assessments (EIA), where necessary, are undertaken to ensure that Company operations do not cause environmental degradation. Conservation efforts are further reinforced through SNGPL's Corporate Social Responsibility (CSR) initiatives, with a focus on large-scale tree plantation drives aligned with the national vision of a "Clean and Green Pakistan. These plantation campaigns have a significant environmental impact, helping mitigate global warming, improving air quality, and contributing to the supply of oxygen essential for life.





## TOTAL NUMBER OF VEHICLES & EQUIPMENT / MACHINERY CHECKED FY 2024 - 2025



### Waste water monitoring

SNGPL has implemented a robust system for monitoring wastewater generated at locations where water is utilized in operational processes and at Company offices equipped with HVAC systems. All wastewater is analyzed by accredited third-party laboratories, ensuring compliance with regulatory requirements. The Company remains committed to preventing the release of polluted water and actively manages its processes to minimize the risk of land or water contamination. Through its effective monitoring framework, SNGPL ensures that all wastewater parameters remain within the limits prescribed under the National Environmental Quality Standards (NEQS).



### INCIDENT REPORTING AND INVESTIGATION

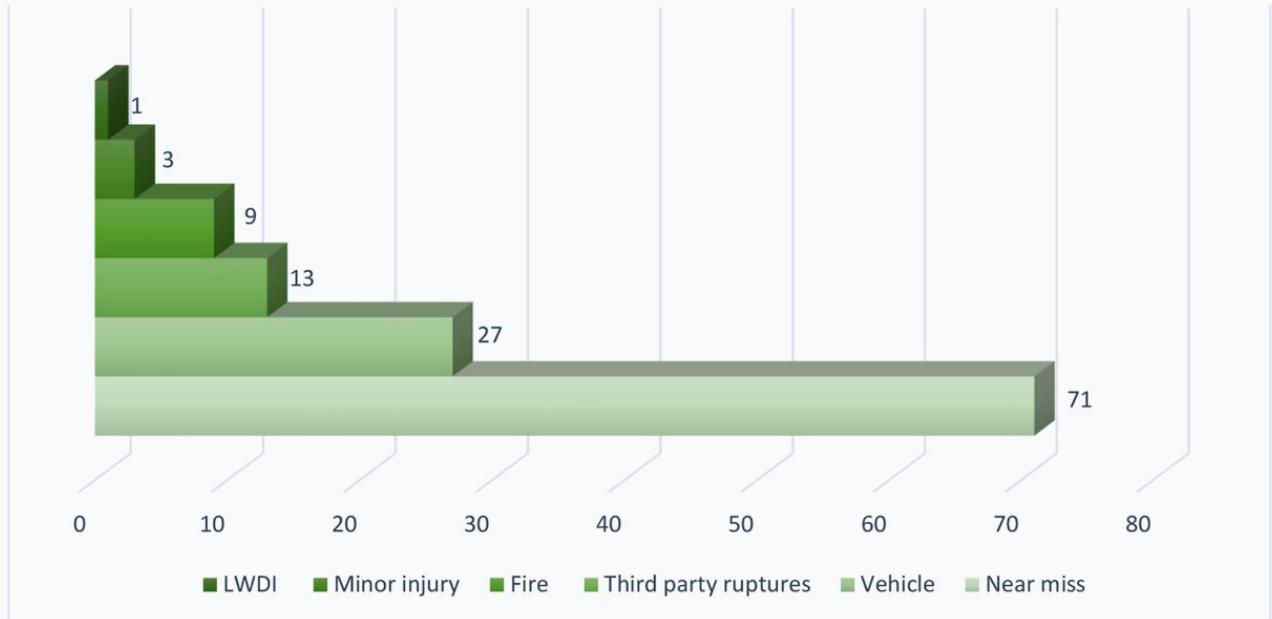
The SNGPL Integrated Management System (IMS) Manual provides comprehensive guidelines for the reporting and investigation of dangerous occurrences, incidents, fires, environmental events, and vehicle-related accidents. The framework facilitates root cause identification and the formulation of corrective actions to prevent recurrence.

All incidents must be reported within 24 hours. The HSE Department initiates detailed investigations based on the severity of the incident to determine the root cause. Key learnings and recommendations are then circulated by the HSE Head Office to enhance awareness and promote preventive measures across the Company.

To further streamline the process, SNGPL has implemented an Online Incident Reporting System, enabling employees to report incidents quickly and efficiently. This system has significantly improved reporting timelines and enhanced the Company's ability to manage HSE-related matters proactively.



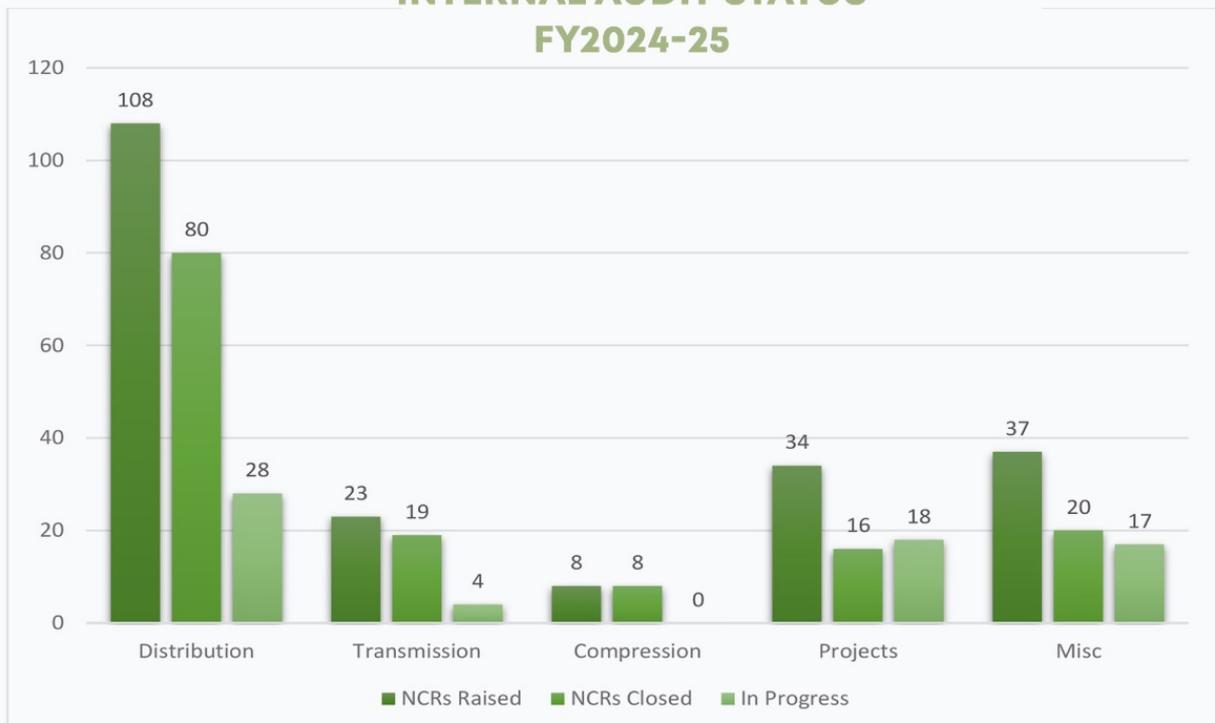
## ACCIDENT STATISTICS FY 2024-25



### 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 2024-25 is as follows;

## INTERNAL AUDIT STATUS FY2024-25





## HSE INITIATIVES

### HSE Logo & Slogan

To promote greater employee involvement in health, safety, and environmental (HSE) practices, SNGPL has launched an internal competition for the creation of its official HSE slogan and logo. The initiative aimed to harness the creativity and insight of employees across all departments by inviting them to propose meaningful slogans and visually compelling logos that reflect the company's HSE values. This participatory approach not only helped in developing a unique identity for the company's HSE vision but also encouraged employees to take ownership of safety and sustainability initiatives.



## HSE WALL

To reinforce a culture of health, safety, and environmental (HSE) responsibility, Sui Northern Gas Pipelines Limited has introduced the “HSE Wall” initiative across the Company. The HSE Wall serves as a dedicated and visually engaging platform for disseminating critical safety information, performance metrics, awareness materials, and emergency contact details. By prominently displaying this information in prominent areas, the Company ensures that all employees, contractors, and visitors are continually reminded of safety protocols, environmental commitments, and health-related best practices.



## HSE WEEK

HSE Week was executed across the Company simultaneously. The success of HSE week was made possible only due to support of Management and all departments. The sole objective behind organizing HSE Week was to raise awareness among employees about safe work practice, to ensure reduction in workplace related accidents and to promote environmental conservation. It is emphasized during the week through various activities that compliance of HSE procedures at workplace is everyone's responsibility. The activities were designed to ensure greater engagement of the employees.

The unprecedented acknowledgement received for HSE Week was beyond expectations. HSE Department planned weeklong activities in such a way that it does not affect operational activities. Huge participation of employees turned this week into a remarkable success.

During the HSE week, activities like community service including park cleaning, awareness sessions at school, road safety drive etc were also organized across the Company. Surprise drills were arranged at different places while third party training course regarding emergency response procedure and defensive driving were arranged by HSE focal points.

Prizes and shields were distributed on the closing day among those who performed well in HSE week. During the week, passion and interest of employees was admirable in different activities, huge number of employees participated in different competitions during HSE Week, alongwith it a large number of executives and staff also took part in community service and training.





# CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABLE DEVELOPMENT





## CORPORATE SOCIAL RESPONSIBILITY

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 comply with the CSR Voluntary guidelines 2013 and ESG Disclosures guidelines 2023 provided by Securities and Exchange Commission of Pakistan (SECP), 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. Improving environment quality in environment sensitive areas.

SNGPL has spent Rs. 19.96 million by carrying out the following projects under Corporate Social Responsibility in FY 2024-25;

### Health

Provision of RO Plant at Government High School, Pattoki.  
Provision of 01 No. Ventilator machine at Indus Hospital, Lahore.  
Provision of Medical Equipment at Nishtar Hospital, Multan.

### Environment

Provision of Solar system at Rescue 1122 office, Karak.  
Provision of Solar system at Civil Hospital, Bahadur Khel, Karak.  
Provision of Solar system at Govt. Secondary Special Education Centre, Rahim Yar Khan.

### Education

Establishment of Computer lab at Alkhidmat Aghosh home Rawalakot.  
Provision of furniture at Alkhidmat Aghosh Home, Waziristan.  
Provision of 12 Nos. Personal Computers for lab at Government Polytechnic Institute (TEVTA), Lakki Marwat.  
Sponsorship of 10 Nos. Boarding students of Aligarh Public Schools under Tehzibul Akhlaq Trust.  
Sponsorship of Gold Medal at MNS UET, Multan.  
Sponsorship of Gold Medal at UET Peshawar.  
Sponsorships of Scholarships to 18 Nos. students (6 Nos. each) at UET Bannu Campus, COMSATS Abbottabad and Khawaja Fareed University, Rahim Yar Khan.





## RATION DISTRIBUTION DRIVE

Amid the economic slowdown and rising inflation in the country, SNGPL undertook a special project of national importance by launching a ration distribution drive to support underprivileged citizens. During the holy month of Ramadan, approximately 20,000 ration bags were successfully distributed to deserving families through Members of the National Assembly (MNAs) and reputable Non-Governmental Organizations, including Akhuwat, Alkhidmat Foundation, and Saylani Welfare Trust. Each bag contained essential food items—such as flour, salt, sugar, and lentils—in quantities sufficient to sustain for a small family for one month.

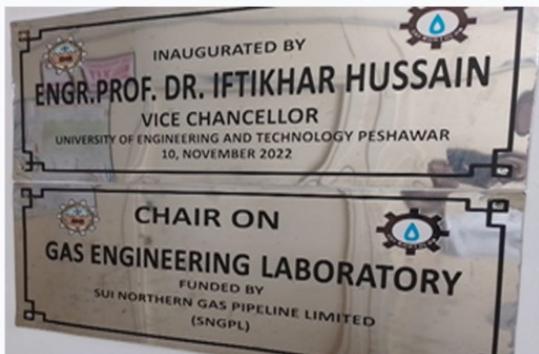


## Chair on Gas Engineering

SNGPL is sponsoring 04 Nos. 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:

- I. Department of Chemical Engineering, University of Engineering and Technology, Lahore.
- II. Institute of Chemical Engineering and Technology, University of the Punjab, Lahore.
- III. Department of Chemical Engineering, University of Engineering & Technology, Peshawar.
- IV. Department of Mechanical Engineering, University of Engineering & Technology, Peshawar.

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.

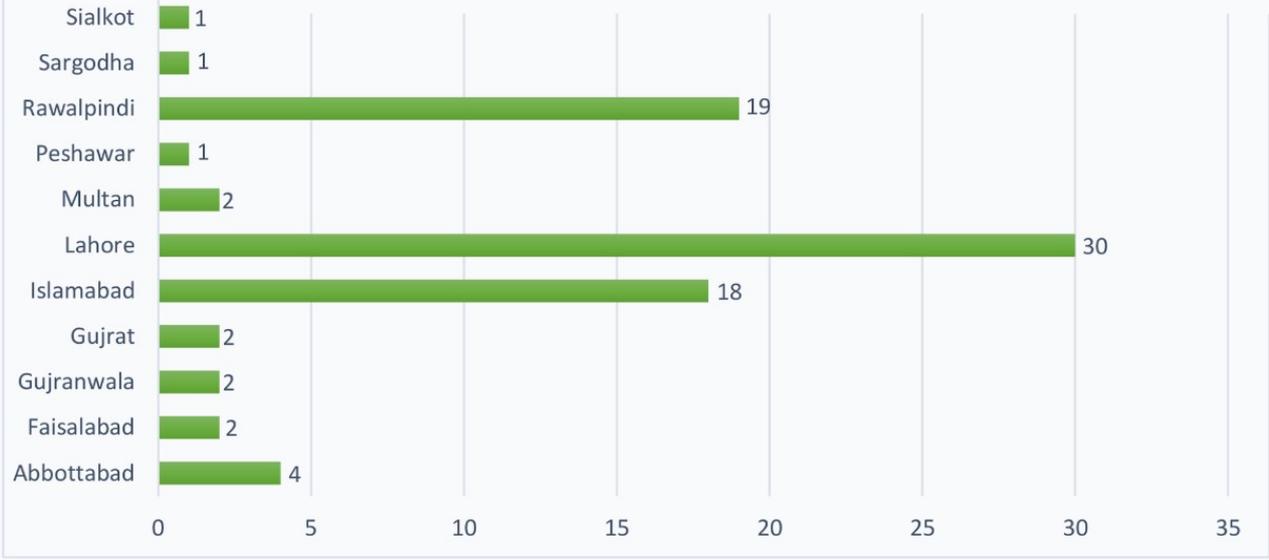








## Number of SWH installed FY 2024-25



## گیس بجائیں کیش بجائیں



- سولر واٹر ہیٹنگ 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 ہیٹنگ 200 لیٹر پانی کو سٹور 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 ہیٹنگ کو روکنے کی بجائے اس کے ساتھ بھی استعمال کیا جاسکتا ہے، جس سے گیس کے بل میں خاطر خواہ کمی ہو سکتی ہے۔
- سولر واٹر ہیٹنگ 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 ہاکی منافع کے 24 ماہ کی آسان اقساط میں اپنے معزز صارفین کو فراہم کر رہا ہے۔
- پہلے آئیے اور پہلے پائے کی بنیاد پر یہ آفر محدود دسٹاک پر دی جا رہی ہے۔

سولر واٹر ہیٹنگ 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 سٹریٹسٹارٹ اپ 21 کورڈناٹس روڈ گلبرگ لاہور سے بھی معلومات حاصل کی جاسکتی ہے۔

\*توا بعد شواہد لاگو ہوں گے۔

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

سٹیٹس ناردرن گیس پائپ لائنز لمیٹڈ

گیس نیٹ ورک کی 50 ویں سالگرہ منانے پر 1199 پروگرام شروع کیا گیا







## Legal Requirements

SNGPL has established and maintains a formal procedure for identifying, assessing, and communicating legal and other requirements applicable to the Company in relation to environmental management. Relevant updates are also accessed through recognized legal publications to ensure ongoing compliance. In addition, SNGPL provides professional guidance to its industrial consumers by advising them on the adoption of energy conservation measures to enhance the efficiency of their equipment and operations.

The Company is committed to minimizing its environmental footprint through pollution prevention, conservation of natural resources, emission control, and reduction of waste. All products and processes are managed to ensure they are not harmful to the environment or surrounding communities, in full compliance with applicable legal and regulatory requirements. Environmental testing is carried out in accordance with the National Environmental Quality Standards (NEQS), ensuring a safe environment for employees, stakeholders, and the community.

SNGPL remains dedicated to environmental stewardship, integrating sustainability principles into every aspect of its operations.

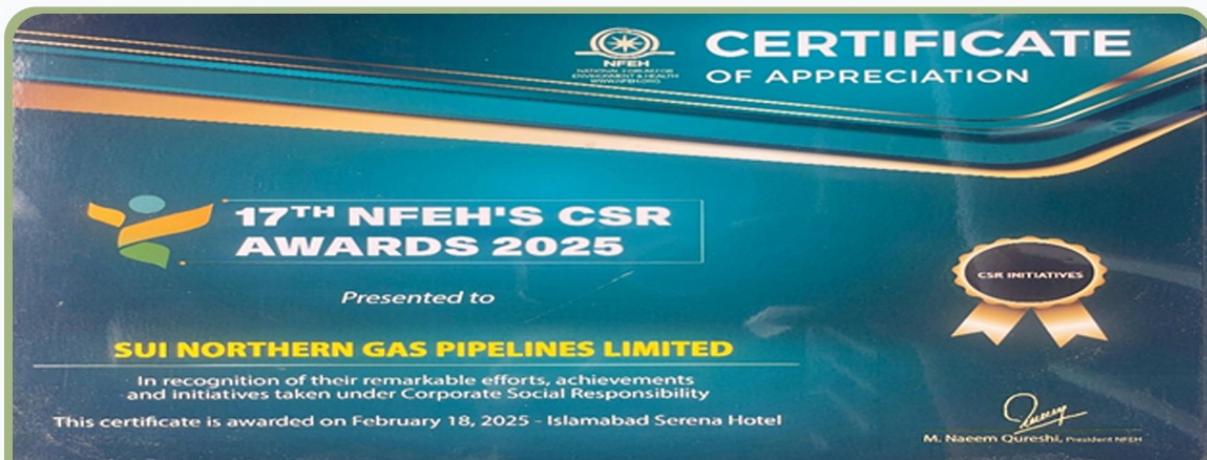


## AWARDS / ACHIEVEMENTS

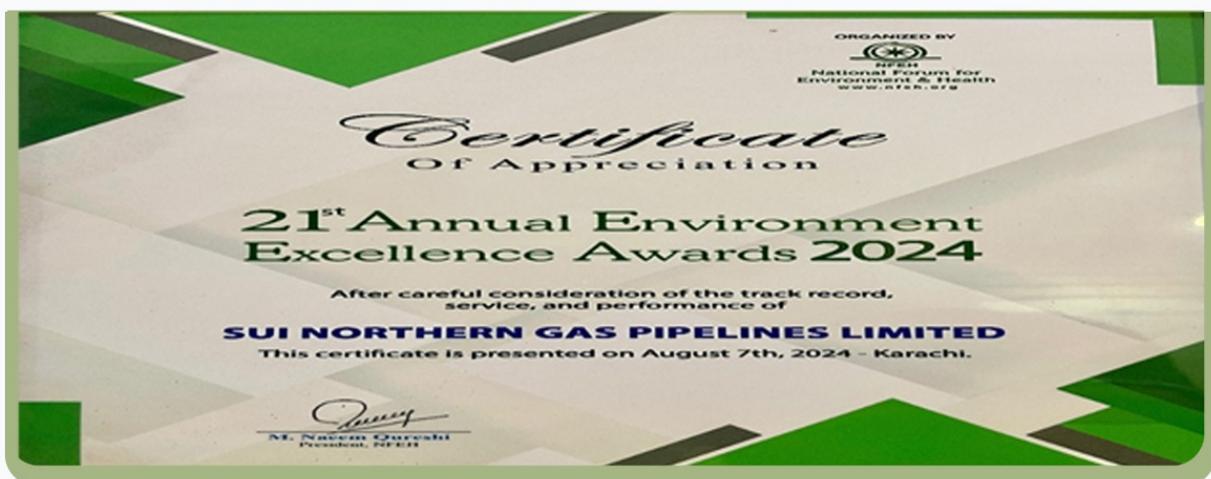
1. National Forum for Environment & Health (NFEH) 14th Annual Fire Safety Award 2024.



2. National Forum for Environment & Health (NFEH) 17th Annual Corporate Social Responsibility Award 2024.



3. National Forum for Environment & Health (NFEH) 21st Annual Environment Excellence Awards 2024.





## UNSDGs INDEX

Aligned with the UNSDGs, SNGPL is serving Pakistan in achieving a future where no one is left behind. With 7500+ employees and operations across Punjab and Khyber Pakhtunkhwa, we integrate environmental care and social responsibility into everything we do.

**2** ZERO HUNGER



- ▶ Distribution of Ration bags among needy & deserving Citizens.

**3** GOOD HEALTH AND WELL-BEING



- ▶ Occupational Health surveillances.
- ▶ Awareness campaigns.
- ▶ Medical camps.
- ▶ Medical facility.
- ▶ Lux / Noise monitoring.

**4** QUALITY EDUCATION



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

**5** GENDER EQUALITY



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

**6** CLEAN WATER AND SANITATION



- ▶ RO Plants are installed at Company / private premises which are being used for provision of potable water for employees as well as communities.

**7** AFFORDABLE AND CLEAN ENERGY



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

**13** CLIMATE ACTION



- ▶ Various tree plantation drives have been carried out.

**14** LIFE BELOW WATER



- ▶ Waste water monitoring.

**15** LIFE ON LAND



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

**17** PARTNERSHIPS FOR THE GOALS



- ▶ Collaboration with Educational institutes.
- ▶ Collaboration with NGOs.

## ESG RELATED DISCLOSURE – SECP GUIDELINES

ENVIRONMENT		
Metric	Disclosure	Location
Environmental Operations	▪ Does your company follow a formal Environmental Policy	Page No. 32
	▪ Does your company follow specific waste, water, energy, and/or recycling policies	Page No. 50
Environmental Oversight	▪ Does your Board/Management Team oversee and/or manage other sustainability issues?	Yes
SOCIAL		
Metric	Disclosure	Location
Gender Pay Ratio	▪ Median male compensation to median female compensation	Page No. 20
Employee Turnover	▪ Year-over-year change for full-time employees	Page No. 21
Gender Diversity	▪ Total enterprise headcount held by men and women Entry - and mid-level positions held by men and women	Page No. 19 & 20
	▪ Senior- and executive-level positions held by men and women	
Non-Discrimination	▪ Does your company have a sexual harassment and/or non-discrimination, diversity, inclusion policy	Page No. 21 & 23
	▪ Is there a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidence of harassment and violence	
Global Health & Safety	▪ Differently-abled Women and men in the workforce	
Global Health & Safety	▪ Does your company follow an occupational health and/or global health & safety policy	Page No. 32
Child & Forced Labor	▪ Does your company follow a child and/or forced labor policy	Page No. 19
Corporate Social Responsibility	▪ Please share a list of CSR activities undertaken along with total time spent on these and amounts (PKR) allocated to these	Page No. 45
Employee training and Succession Planning	▪ Number of training sessions held, Number of workers and sessions	Page No. 20, 23, 24, 25, 33
	▪ Women and men promoted during the year	
Injury Rate	▪ Number of safety-related incidents during the reporting year and Number of lost production hours as a result	Page No. 22 & 39
	▪ Disclose the percentage of employees/workers covered with Health and Safety Insurance	
GOVERNANCE		
Metric	Disclosure	Location
Board Diversity	▪ Total board seats and Committee chairs occupied by men and women	Page No. 11
Board Independence	▪ Does company prohibit CEO from serving as board chair	Page No. 11
	▪ Total board seats occupied by independents	
Collective Bargaining	▪ Total enterprise headcount covered by collective bargaining agreement(s)	Page No. 22
Ethics & Anti Corruption	▪ Does your company follow an Ethics and/or Anti-Corruption policy? If yes, what percentage of your	Page No. 14
External Assurance	▪ Are your sustainability disclosures assured or validated by a third party	Yes



### **Scope**

SMIS Certifications was engaged to conduct an independent limited assurance of the data and information presented in SNGPL's Sustainability Report for the Fiscal Year 2024–2025. The engagement covered all relevant sustainability disclosures and performance indicators within the defined reporting boundaries of the Company.

### **Objective**

The objective of this engagement was to review and verify the documentary evidence supporting the disclosures made in the Report and to provide independent assurance that the information presents a fair, transparent, and credible account of the Company's sustainability performance during the reporting period.

### **Limitations and Exclusions**

This was a limited assurance engagement and was carried out within the following parameters:

#### **Review Approach;**

The verification was performed using a risk-based sampling method, focusing on areas deemed significant to the Company's sustainability performance. Consequently, this engagement does not constitute an absolute verification, nor does it guarantee the identification of every potential inaccuracy or omission.

#### **Coverage;**

The review was restricted to the information relevant to the reporting period July 2024 to June 2025. Forward-looking statements, projections, or aspirational commitments were not included within the scope of our procedures.

SMIS Certifications is an independent professional assurance body. Throughout this engagement, our team maintained the highest standards of integrity, impartiality, and professional competence. All activities were conducted in strict adherence to ethical and confidentiality principles to ensure objectivity and independence.

SMIS Certifications was not involved in the preparation or compilation of the Sustainability Report 2024–2025. The responsibility for the preparation and presentation of the Report rests 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.

### **Findings**

Based on the procedures carried out, SMIS Certifications concludes that SNGPL's Sustainability Report FY2024–2025 provides a fair and balanced reflection of the Company's sustainability performance. The systems and internal processes for data management and reporting were found to be well-established and effectively implemented. The Report appropriately addresses key aspects of health and safety, environmental performance, corporate social responsibility along with ESG disclosures. 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.

The Company has also demonstrated clear alignment of undertaken initiatives with the United Nations Sustainable Development Goals (UNSDGs). These initiatives underline the Company's commitment to sustainable development and responsible business conduct.

### **Recommendations**

SNGPL has incorporated disclosures related to relevant Environmental, Social, and Governance (ESG) aspects to a considerable extent.

However, it is recommended that in future reporting cycles, the Company ensures coverage of all applicable parameters defined under the SECP's guidelines for sustainability reporting framework to further strengthen transparency and alignment with national and international best practices. In addition, the Company is encouraged to define and disclose specific sustainability targets along with measurable performance indicators.

### **Conclusion**

After reviewing the available evidence and completing our procedures, SMIS Certifications didn't find any major issues or inconsistencies in the sustainability information reported for the period from July 2024 to June 2025.

In our opinion, the Sustainability Report 2024–2025 provides a true, fair, and transparent representation of the Company's performance and its commitment to sustainable growth, in alignment with the United Nations Sustainable Development Goals (SDGs) and ESG disclosure requirements to some extent.



**Reviewed & Issued By:**

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

Date: October 24, 2025



**WE CARE...**  
People, Profession, Planet