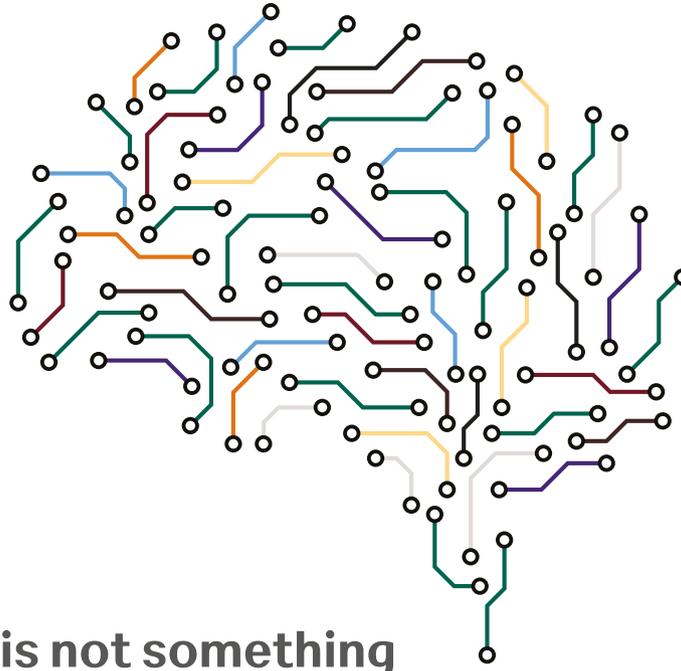




byco  
**blend**

Spring 2020



“ Happiness is not something readymade. It comes from your own actions ”

Dalai Lama

## BYCO CELEBRATES ITS SILVER JUBILEE: 25 YEARS OF SERVICE, PASSION AND INNOVATION

Byco celebrated its Silver Jubilee on 9 January 2020. Byco was founded on 9 January 1995, and has become Pakistan's largest oil refining company in the past quarter century. Byco has made untiring efforts to serve the nation and to achieve its mission of becoming Pakistan's premier Oil Company despite facing serious obstacles in its path.

Byco's CEO, Mr. Amir Abbassciy, remarked on the Silver Jubilee: "On 9 January 1995, my father, Mr. Parvez Abbasi, and I founded this company with the vision to make Pakistan self-sufficient in energy production. Mr. Abbasi was a farsighted leader who instilled in Byco a consuming desire to dream. His dreams and vision continue to guide Byco and help us grow.

Byco launched its first refinery in 2004, with a refining capacity of 18,000 barrels per day. In 2007 we launched our first retail outlets in Sukkur and Rawalpindi. In 2012, Byco commissioned Pakistan's first and only Single Point Mooring, a dedicated deep sea floating port for petroleum shipments, a national strategic asset which has imported 11 million tons of crude oil to date. The SPM is a testament to the innovative spirit that my father instilled into Byco's DNA.



## WHAT'S INSIDE

**BYCO EXPORTS  
HSFO**



**BYCO WINS  
CSR AWARD**



**TRAINING ON  
OFFSHORE  
LIFESAVING  
APPLIANCE**



**BYCO  
PARTICIPATES  
IN C-STORE  
FORUM**

**LIFE @ BYCO**



## EDITOR'S NOTE

Dear Readers,

Assalam o Alaikum!

Welcome to the Spring 2020 Edition of the Blend. By the Grace of Allah SWT, and thanks to Byco's hardworking and resilient team, our refinery continues to operate, and our sales team continues to supply critical fuel to the nation, despite the nationwide lockdown to help Pakistan deal with the Coronavirus pandemic. This is possible due to the efforts of the entire Byco Family which is persevering by working from home, from our disaster recovery site, managing Byco's refinery in Hub, and on the front lines of sales and operations across Pakistan. Byco is making our utmost effort to support Pakistan's economy, while ensuring that our team has a safe and healthy working environment. We pray for everyone's good health. We will persevere through this challenge and rise to greater heights insh'Allah.

Byco celebrated its Silver Jubilee on 9 January 2020 nationwide. The entire Byco Family celebrated the occasion of the 25th anniversary of Byco's founding at all our facilities and offices.

Byco made international news this year by being the first company in Pakistan to export High Sulphur Furnace Oil (HSFO). The achievement is a significant step not just for Byco but the entire Pakistani refining industry as it lights a path out of the difficult scenario that the industry has faced as a result of the evolving fuel mix in the nation.

Byco won an award for Corporate Social Responsibility (CSR) for our afforestation efforts, signing an MoU with the United Nations for water conservation, distributing millions of Moringa Seeds across the nation, and engaging in an award-winning awareness campaign to "Make Pakistan Green Again".

Keep in touch with us and share your feedback, articles, photos at [communication@byco.com.pk](mailto:communication@byco.com.pk)

Best Regards,

**Shehryar Ahmad**

General Manager  
Head of Communications



## BYCO CELEBRATES ITS SILVER JUBILEE

**Continue from Page 1**

"Today, Mash'Allah, Byco has 389 retail outlets across the country with about half of our products sold through our own marketing channel. Our road has never been easy: Byco has seen more serious challenges than any other refinery in the course of our existence. We continue to face serious challenges to our existing business model even today. But Alhamdulillah we have always met our challenges bravely, head-on, and persevered. With the Grace of Allah SWT, Byco has proved its mettle by facing its considerable obstacles successfully.

I have an unrelenting trust in Byco's potential to become a great strategic asset due to the capabilities of Byco's dedicated, hardworking and loyal team. Though we have realized many a dream and steadily taken steps towards our vision, our path to the future has only just begun. Leveraging our greatest asset, our employees, Byco intends to rise to greater heights in the future Insha'Allah, diversifying our revenue streams, expanding our refining capacity, and making our business model future-proof by investing in and upgrading our facilities and infrastructure," said Mr. Amir Abbasci, in his message to the Byco Family.

Byco's Silver Jubilee was celebrated with great enthusiasm nationwide. All of Byco's facilities, offices and installations were decorated on this occasion, and the entire company held a banquet for all of Byco's family across Pakistan.

# WIND ENERGY – AN IMPERFECT SOLUTION

After decades of researchers claiming that greenhouse gases are the main contributors to climate change, it has become common knowledge among everyone that carbon emission greatly impacts global temperatures.

As a result, we are seeing a transition towards renewable energy, particularly in energy production to mitigate global warming. But even green energy is not a perfect solution and brings along its own unique problems. One of these is SF6, a gas used in wind turbines.

The complex electrical circuits used in wind turbines bring with them an elevated risk of short circuits and fire. To minimize this risk, the electrical industry employs the use of non-flammable gases to insulate medium and high voltage installations. The most effective and potent of these gases is sulfur hexafluoride (SF6). This gas is most commonly used in machinery at power stations and wind turbines. The cause for concern with this gas is its potency; it is known to be 23,500 times more potent than CO2. Just 1 KG of SF6 released in the atmosphere is equivalent to CO2 released from 24 round trips of transatlantic flights and it stays around in the atmosphere for a thousand years. In 2017, SF6 leaks in



Europe alone is equivalent to carbon released from 1.3 million cars for a year. Which begs the question why are we using SF6?

One part of this problem is the rapid transition that is taking place from fossil fuel to wind energy in Europe. The increasing numbers of wind turbines are causing a rise in demand for insulating mediums. Due to the cost and effectiveness of SF6, the industry is leaning towards it. The highest usage of SF6 is at an offshore wind turbine, due to its need for highest insulation as quick repairs aren't an option with them.

The only viable solution here is to find an alternative gas to SF6 which is as effective, but doesn't cause any environmental damage. The electrical industry is currently investing a lot in research of this gas and is optimistic about the results. Until then the green industries must tread carefully as not make the situation any worse than it already is.

**Emad Mehmood is part of the  
Communications Department at Byco**

## HOW TO DEVELOP A READING HABIT

What happens to your smart device if it runs on an old version of an operating system? The operating system starts to lag and your device will not be able to run the latest applications. Therefore an upgrade of the operating system is required at some point. The same happens when you don't rejuvenate your mind with upcoming trends.

When we evaluate the habits of successful people, reading is always there. Hence, reading should be part of one's routine. Books provide us with information about the new improvements in the world. They stimulate our minds to think and analyze. If one desires to develop their analytical skills and polish their thinking capacity, they should cultivate a good reading habit that will ultimately be a cause of benefit to them.

Some easy tips to develop a reading habit in your life are:

**Understand the importance of reading in your life:** Being an avid reader will not only increase one's knowledge but will also boost the cognitive and imaginative side of the mind.

**Look for good reads:** Many books have been written over time and not everyone can manage reading them. To choose a good and interesting read, it is important to skim through the initial pages to get an idea of it.

**Set a time to read:** Reserve one hour of your day for reading. Do not engage in some other task during that time. Keep a track of the

pages you have read by marking them. One can always make their time productive by reading during lunch break.

**Read in the morning:** Your mind is fresh and clear in the morning and absorbs whatever you give it. It does not necessarily need to be a book. Newspapers are also a very good source of vocabulary and knowledge expansion.

**Try to enjoy reading:** Don't take reading as a task or a chore. The purpose is to develop healthy habits. One can carry a book along and read a book in their spare time. Mini libraries can also be made to keep a track of the books read.

**Read to a child:** If you have children in your family, read to them. This will cultivate a reading habit in you and your child. It will also help your child to strengthen their writing abilities, lower stress levels and improve their memory & focus.

A book can be a best friend that will never let you down. Real wisdom can only be achieved by good reading habits: "Readers are Leaders"!

**Colonel Shamsuddin  
Head of Admin & Security, Byco**

# BASIC OFFICE ETIQUETTE RULES

**“Good manners will open doors that the best education cannot”** – Clarence Thomas

People are now spending the better part of the day in the workplace. This means that being respectful and considerate is a must-have employee attitude. Workplace etiquette helps coworkers feel comfortable around each other, and it leaves a good impression.

To keep peace and harmony in the office, here are a few rules to follow:

- Always show up for work on time.
- Don't interrupt anyone when they're on the phone or having a conversation with the other person. Always wait for them to finish!
- Ask before borrowing: Have you encountered a colleague who just grabs stuff without asking? Not to forget, important office etiquette is to ask permission before you borrow things.
- Never contact a co-worker after working hours, always respect their time.
- Most of the emails and instant messages you receive are probably important. Try to reply as fast as your work allows or at least before day end.
- Don't just hit "reply all". Think before you hit reply-all, is the message that important?
- Etiquette in general is becoming more gender neutral, so when it comes to opening doors and getting in and out of elevators, what matters more is showing respect to people who are more senior to you in your office. If you're entering your floor or the elevator at the same time as your boss be sure to hold the door open for them and let them enter first.
- Don't block the elevator door. If the elevator's full when someone tries to get out, and you're in the way, simply exit the elevator altogether and then re-enter.
- Just because others are sitting nearby doesn't mean they are available for conversation at all times. Respect one's privacy. Act as if there is a door between you and if they appear to be busy, ask if they have a moment to talk.
- You may be friendlier with certain co-workers than others, but all members of staff should be treated fairly to prevent favoritism casting a shadow on the office culture.
- Even if you're friendly with your colleagues, be aware of crossing boundaries. Over-sharing details of your personal life is unprofessional no matter how close you are with your colleague.
- Standing at your desk and yelling for a co-worker located a few cubicles away is a sure-fire way to annoy and interrupt your fellow colleagues. Get up and take a short walk in order to connect with someone else. You'll earn a few steps on your fitness tracker and your coworkers won't be rolling their eyes.
- Be aware of how loud you speak on the telephone if you work in a cubicle environment.

- Schedule your time: Don't force the next group to stand in the hallway right outside the conference room, waiting for you to finish.
- Be a responsible employee and switch off the computer, lights and other machinery attached to your cubicle before leaving.
- Keep your cell phone on silent.
- If you have a cough and cold at work, try and help prevent the spread of germs in the office by covering your mouth when you cough or sneeze.
- Everyone has a bad day once in a while, but that doesn't mean that you have to be nervous or show some attitude when you come to the office. Even if you don't say anything, your colleagues can feel the tension. Give yourself a 10-minute break to calm yourself.
- Do not use abusive language, a higher pitch than normal is not at all allowed and is highly unprofessional.



- Keep your desk clean and tidy at all times. A messy desk can create an unprofessional image of you and can be quite a distraction for your colleagues. A tidy desk is a reflection of a responsible and organized employee.
- We all feel nervous on our first few days at a job. Show new employees respect by informing them of certain office 'rules', such as the time of breaks and lunch hours.
- When showing new employees round the office, introduce them to other team members and other departments so they can start putting names to faces.
- If you know that a fellow employee is struggling with some aspect of their work and you have the knowledge and skills to help them, go ahead and be a helping hand.
- Rushing out the door as soon as it turns six can paint you in a negative light to fellow workers. Staying a few minutes past company closing won't do you any harm and will go a long way in showing diligence towards your job.

**Manisha Laloo Kamblay is part of the Administration team at Byco**

# BYCO PARTICIPATES IN C-STORE FORUM MENA 2020 IN DUBAI

With an increase in urbanization, smaller households and greater disposable income, it is now more critical than ever for multichannel retailers to start investing heavily in new concepts. This is essential in order to capitalize on this trend with in-store restaurants, food-to-go, pharmacies and store franchises becoming commonplace.

C-Store Forum MENA, now in its 6th year, takes Retail Station stakeholders to the thriving metropolis of Dubai to inspire innovation and engage with industry development. Fuel retailers and C-store operators/ suppliers from all across the Middle East and North Africa (MENA) region came together to exchange ideas and build strong business partnerships.

This year C-Store MENA 2020 was held in Dubai in February 2020 in which Byco was represented by Mr. Irfan Qureshi and Mr. Asjad Nomani from Byco's Non-Fuel Revenue (NFR) department. In the event, a number of reputed Oil Marketing Companies (OMC's) (ADNOC, Emarat, ENOC, Shell, Petronas) from the region and suppliers of payment systems, convenience store, shelving, new concept shops were present. There were speeches and one-on-one meetings between the OMC representatives and suppliers from all across the globe.

Attending the conference helped us get up to date with the global trends and practices, and allowed us to have one on one interactive sessions with market leaders and suppliers. Discussions on new ideas and best practices were also very helpful, with a lot of suppliers showing keen interest in establishing

a business presence in Pakistan. It was a very interactive and beneficial forum where Byco was able to showcase its brand to the international market.



Mr. Asjad Nomani represents Byco at MENA 2020

**Irfan Qureshi is Manager NFR  
in Byco's Petroleum Marketing Department**

## LEADERSHIP – THE CUTTING EDGE

Leadership skill is one of the most valuable skills that one should imbibe within themselves in order to excel in their careers. At an initial level dedication and skill may suffice, but as you move higher, the balance shifts towards leadership skills.

The core objective of a leader is to guide employees into achieving a collective goal. In order to execute any plan a leader must keep his employees motivated, confident and act like a well-knit team. The notion that leadership comes naturally is absurd. There are various traits that make a great leader.

Following are most common traits that are generally found in all great leaders:

**Discipline:** Every leader must instill discipline in their personal and professional lives which in turn inspires others to do the same. Habits like being on time and honoring a commitment have a huge impact in how others view you.

**Responsibility:** Being responsible is a pragmatic approach that compliments leadership skills, but you should only take responsibility for things that you can handle and show ownership even when it goes wrong.

**It's never too late to learn:** Always keep yourself up to date with the present because clinging to the past will make you irrelevant.

One should gain and acquire knowledge even if it is from someone who is from an entry level position.

**Planning:** Never lose focus of your main objectives, always stay cognizant of all factors that may cause miscalculations. Leader should always try to foresee the future and plan for all contingencies.

**Delegate Authority:** It signifies a leader's confidence in his team and promotes self-confidence, reinforces trust, fosters team spirit.

**Conflicts Resolution:** Never allow conflict to exist within the team. Even if it is personal, get involved in a professional manner and resolve it. Conflict can adversely affect a team's performance and should be rooted out immediately.

**Magnanimity:** a leader should always give credit where it's due, it encourages team members to be open towards the leader and promote innovation.

**Colonel Shamsuddin is Senior  
Manager Security at Byco's Refinery**

# BYCO WINS CORPORATE SOCIAL RESPONSIBILITY AWARD

Byco won an award for Corporate Social Responsibility at an awards ceremony held at Islamabad. The Chief Guest at the Occasion was Mr. Ali Haider Zaidi, Federal Minister for Maritime Affairs and Mr. Qasim Suri, Deputy Speaker of the National Assembly.

The award was presented by Mr. Qasim Suri to Mr. Mushtaq Malik, Advisor, BPPL. Byco has been selected as a special winner for its sustainability initiatives including plantation of thousands of native trees using the Miyawaki Method, distribution of millions of Moringa tree seeds across Pakistan, in efforts to become Pakistan's first carbon neutral oil company. Byco's partnership with the United Nations to install water recycling plants at car washes at Byco's retail outlets across to conserve water, also led to Byco's winning the award.

Mr. Azfar Saeed Baig, VP, AHR, said on the occasion: "Byco was founded to make Pakistan self-sufficient in energy production. Implicit in that goal was the desire to help the nation in its sustainable development. The sustainable approach therefore is instilled in Byco's DNA. Byco exists to make a positive contribution to society. We do this by touching people's lives positively. As we achieve our dream to become Pakistan's premier oil company, we believe we must lead in all spheres, including sustainability."



Mr. Mushtaq Malik, Advisor, Byco, received a Corporate Social Responsibility Award from Deputy Speaker National Assembly, Mr. Qasim Suri in Islamabad

**Kamran Zulfiqar is part of the Communications Team at Byco**

## THE IDEOLOGY BEHIND COSMETICS

When did people get into makeup? It all goes back to the ancient Egyptians who were the first women to wear makeup. 1st Century BC Queen Cleopatra came to power and a rainbow of cosmetics were introduced made from rocks, minerals and plants of the region. Cleopatra used green malachite paste on her eyelids as a green eye shadow. The motive was exactly the same as modern day women and super models, who just wanted to look their best each day.

Makeup substances are used to enhance and protect the skin. Cosmetics can be divided into various categories including nail colors, contact lenses, hair dyes, makeup, perfumes, lipsticks, hairsprays, powders, eye shadows and skin/ hair care products. The skin and hair products used by individuals depends on their health, routine job, climatic conditions and maintenance.

Most makeup is made up of a limited number of ingredients. Almost all of them have water, oil and wax. The water in these ingredients dissolves and helps to keep the product consistent and last long. The beauty industry has hundreds of brands. Seven conglomerates own 182 of these brands. They control branding and how they can advertise their brand. The seven-mega cosmetic companies are Estee Lauder, Unilever, Procter and Gamble, L'Oreal, Shiseido, Johnson and Johnson and Coty. They employ thousands of people throughout the year and make billions of dollars of revenue annually.



Cosmetics is a diverse field with various kinds of looks to practice on. Many who master and train in this field classify themselves as certified makeup artists. Women nowadays go to certified salons to add full glam to their main days and they are highly paid too, if their work is appreciated.

In Pakistan, these looks have been introduced:

- Party Makeup (Semi-cut eyes, Cut Crease Eyes, Halo eyes, Glitter Eyes, No look makeup)
- Model Makeup (High Contours and Graphic Eye Liners)
- Bridal Makeup (Stage Makeup for photography)

Cosmetics can have a negative impact on the skin as well. Using poor quality ingredients that have not been regulated can lead to skin discoloration, patches, uneven skin tone, redness, patches and even freckles. Furthermore, if your skin is sensitive, so it needs to be treated with extra care.

**Mashal Haseeb is part of the Communications department at Byco**

# BYCO CRACKS THE FURNACE OIL CODE

Pakistan's most innovative Oil Company, Byco Petroleum Pakistan Ltd. has always been at the forefront of innovation in the refining and petroleum eco-system. Paving the way for modernization, Byco has become the first company in Pakistan to export High Sulfur Furnace Oil (HSFO). This is potentially a solution to the long-standing problem that Pakistan's domestic refineries have faced since the country's fuel mix has evolved. With dwindling local demand of HSFO within Pakistan and the passing of the International Maritime Organization (IMO) new rules banning the use of HSFO for use in shipping on 1 January 2020, furnace oil demand had dropped to almost nil. But Byco's initiative of exporting HSFO could restore some hope for the industry. The first consignment of 25,000 metric tons is currently being loaded on to the Roy Maersk vessel at Kemari port.



Byco exports high sulphur furnace oil through Roy Maersk vessel at Keamari

Byco's CEO, Mr. Amir Abbassciy, commented on the occasion: "Byco believes that in every challenge lies an opportunity. Innovation is the key that will lead Pakistan to becoming self-sufficient in energy production. Byco is pleased to be the first company in Pakistan to export HSFO. This is another first in Byco's growing list of innovations: previously Byco installed the first Single Point Mooring (SPM) in Pakistan which is the first floating liquid port which is dedicated to the import and export of crude oil and refined petroleum products."

The furnace oil crisis was becoming a very serious existential threat for Pakistan's refineries which are based on hydro-skimming technology which produce 30-40% furnace oil from the distillation of crude oil. Exporting furnace oil will not end the crisis completely, but it shines a light of hope for the refining industry. Eventually refineries will have to invest heavily into the upgrade of their installations which will take time and large amounts of capital. In the meantime though the successful export of HSFO will go a long way to charting a course out of the crisis.

## CAPPADOCIA – A DREAMSCAPE

Cappadocia is an otherworldly region of Turkey, which is also the country's first UNESCO World Heritage Site. The sparsely populated landscape comes a long way from the prehistoric times where man and nature have collided to form an unearthly experience for years to come. There were massive volcanic eruptions thousands of years ago which led to the creation of melting coned liked structures and fairy chimneys.

Long before the city caught the attention of teeming tourists, early Christians carved out dwellings here which is itself a surreal experience imagining a habitat in those mysterious cities carved in stone. Goreme is one of the areas where you can find surreal landscapes within your reach and a walk away to the main city. Bicycling is one of the easy modes of transportation to get around the city and be a part of the city's peculiar character. You can take hot air balloon rides at sunrise over the wonderful and serene landscape. Hundreds of balloons are airborne at a time. They pass over the valley and up into the sky, making one desire to stay there for as long as possible.

The ideal time to visit Cappadocia is between March-May or in autumn, that is September-November, when the weather is moderate. Compared to the summer months, there are not many tourists, adding up to the experience of a calm and serene

city. During March, one can roam easily or be adventurous and go on a hike. The nights become chilly and the warmth inside your cave room is very welcome.

In my view, if one has to feel the overall vibe of the city, staying in fairy chimneys or cave rooms is quintessential to the Cappadocia experience.



Cappadocia – The Cave City

**Komal Niazi is part of the Finance department at Byco**

# ENERGY SUPREME – FULLY SYNTHETIC GASOLINE ENGINE OIL

Today's gasoline engines are smaller, more efficient, advanced and more powerful than in the past. However, turbocharged and supercharged engines create extreme operating conditions making them more susceptible to something called LSPI, Low-speed pre-ignition.

We should know few facts about LSPI and its solution.

## 1. LSPI can damage a turbocharged or supercharged engine

LSPI creates excessive pressure within the engine's cylinders, which can cause permanent damage to cylinder walls, pistons, piston rings, connecting rods and spark plugs. The internal engine damage caused by LSPI can also lead to catastrophic engine failure.

## 2. LSPI involves abnormal combustion

LSPI is not something that engines are designed for. LSPI or "super knock" is an abnormal combustion. This event can take place when the air-fuel mixture ignites before the spark plug fires.

LSPI typically occurs when an engine is under high load at low RPM (i.e. driving slowly and then rapidly accelerating).

## 3. API SN Plus was developed to help prevent LSPI

API SN Plus is an advanced version of gasoline engine oil category from the American Petroleum Institute (API). The oil formulations for API SN Plus are specifically designed to help

prevent LSPI in turbocharged and supercharged engines. API SN Plus succeeds over API SN classification.

## 4. Energy\* Supreme gasoline engine oils can help prevent engine damage by providing outstanding LSPI protection

Energy Supreme 5W30 is a fully synthetic motor oil that meets API SN PLUS and Resource Conserving ILSAC GF – 5 & 6\*\* specifications, providing protection against LSPI.

Energy Supreme is formulated with synthetic base oils of high viscosity index with especially designed performance additives. Energy Supreme is a superior quality multi-grade oil.



Energy Supreme is suitable for all types of modern vehicles, including high performance turbo charged and super charged gasoline multi-valve fuel injection systems in passenger cars and SUV's. Energy Supreme achieves:

- Protection against high temperature oxidation and turbocharger deposits
- Excellent engine protection at low temperatures
- Prevention of sludge build-up and engine deposits
- Excellent wear protection to enhance engine life
- Better fuel economy to give more mileage

\* Available in 3 and 4 liter packs

\*\* Reference: Infenum Singapore Pte Ltd, October 2019. (All rights reserved)

**Imran Khan is Manager  
Lubricants department at Byco**

# COVID-19 PANDEMIC: HOW TO MITIGATE RISKS IN THE WORKPLACE

As the impact of the Coronavirus Disease 2019 (COVID-19) continues to grow, some people have started to behave irrationally by hoarding hand sanitizers or facemasks, and taking drastic measures to avoid contamination. This is mainly due to a lack of understanding and guidelines. Understanding the disease can help deal with the situation and reduce the spread of misinformation and panic.

## How COVID-19 spreads

Corona Virus can only be transmitted through droplets from a sick person that reach your nose, mouth, or eyes. Common symptoms are a sore throat, cough, fever, shortness of breath, and/or aching bones. When someone who has COVID-19 coughs or exhales, they release these droplets which can infect directly and indirectly by contaminated surfaces and objects.

Thankfully the vast majority of infected people with COVID-19 will experience only mild symptoms and recover easily. However, some cases can escalate to viral pneumonia and may require hospital care, including the use of respirators. Therefore, medical attention should only be sought by vulnerable persons (elderly, smokers, underlying conditions) when severity in symptoms is observed to reduce burden on the medical facilities.

The risk of serious illness is higher for people over 40, people with weakened immune systems and people with conditions such as diabetes, heart and lung disease.

The following are some low-cost measures which can significantly slow the spread of the virus:

- Use a disinfectant spray to clean surfaces that are frequently interacted with.
- Wash your hands frequently with soap and water for at least 20 seconds and hand sanitizers with at least 60% ethanol can be used also if water is not available.
- Wear a mask
- If you observe common symptoms, quarantine yourself for fourteen days and stay at home
- Have Vitamin C and keep your immunity strong
- Work from home if possible and minimize social interaction.
- Keep at least 1-2 meter distance from everyone to reduce the risk of breathing in the infected air particles

Byco Employees are instructed to inform the company doctor in case you feel that you might have contracted COVID-19.

**Emad Mehmood is part of the  
Communication Team at Byco**

# LIFE @



Byco's team at the Mehmoodkot Terminal celebrated the company's Silver Jubilee with a grand lunch



Mr. Ali Shahzad, Senior Manager, Logistics, with his team at the Keamari Terminal on the occasion of Byco's Silver Jubilee



Petroleum Marketing team during Byco's Silver Jubilee celebrations at Byco's Head Office. Pictured: Mr. Amir Hussain, Ms. Ambereen Inam, Mr. Sikander Iftikhar Malik, Mr. Ammar Jamali, Ms. Farhangesh Asmat and Mr. Asjad Nomani



Byco's Islamabad office celebrated the company's Silver Jubilee. Pictured left to right: Mr. Usman Zahid, Mr. Alamgir Khan, Mr. Taimur Rashid, Mr. Muhammad Ikram Khan and Mr. Hasan Yousuf



Mr. Adeel Azam, Senior Manager, International Sales, and Mr. Sana Ullah, Head of Retail Development, celebrated Byco's Silver Jubilee at Al-Tariq retail forecourt in Karachi

# BYCO



Byco's Graduate Trainee Engineers celebrated 25 Years of Byco's Incorporation at Byco's refinery



Mr. Rashid Badruddin, VP, Operations with his team during the Silver Jubilee celebrations at Byco's refinery. Pictured left to right: Mr. Arshad Ahmad, Mr. Tariq Jilani and Mr. Nasir Hussain



Mr. Kashif Bashir, Head of Lubricants, celebrated Byco's 25th anniversary at the Multan office with his team



Mr. Mudassar Qadeer, General Manager, Petroleum Marketing Business, at Byco's Lahore office during the Silver Jubilee celebrations



The Pakistan Advertisers Society (PAS) selected Mr. Shehryar Ahmad, Byco's Head of Communications, as a juror for the 2020 Effie Awards, Pakistan's leading marketing and advertising awards



Byco celebrates International Women's Day to acknowledge, appreciate and honor the achievements of its female employees



Mr. Moin Khan visited Byco's Head Office to meet Mr. Fayaz Ahmad Khan, VP, Commercial and Mr. Shehryar Ahmad, Head of Communication



Mr. Umair Baig, Head of Technology, conducted a kick-off meeting of the Process Support Group as a start to 2020



Mr. Azfar Saeed Baig, VP, AHR, appeared live on PTV News' globally televised current affairs program, "Bulls & Bears". Also Pictured: Mr. Shehryar Ahmad, Head of Communications and Mr. Kamran Zulfiqar, Brand Manager



Standard Chartered Bank's Investment Banking group visited Byco's Single Point Mooring with BPPL's treasury team of Mr. Bashir Ahmad and Mr. Farrukh Sadiq



Byco's team attended Karachi School of Business and Leadership's (KSBL) Annual Networking Night 2020 to engage with their fresh graduates. Pictured: Mr. Imran Khan from the Lubricants department and Mr. Muhammad Hasan, Ms. Anum Merchant and Mr. Muhammad Hussain from the Human Resource department



Mr. Khawaja Khurram, Head of Management Application Systems (MAS), presents Byco in the panel discussion at the ERP Conference 2020 in Karachi

# IMPORTANCE OF PUBLIC SPEAKING IN GROOMING YOUR PERSONALITY

Public speaking is considered to be the number one fear among people. Death is, surprisingly, a distant second.

Jerry Seinfeld, a famous comedian's said reflecting on this statistic, "This means to the average person, if you have to be at a funeral, you'd rather be in the casket than doing the eulogy." From nerve-wracking vibes and sweaty hands to a shaking voice and butterflies in the stomach, speaking in public can be downright petrifying.

Communication is the keystone of our society. It is the central cohesive source of forming one's connections, impacting decisions and inspiring change. Public speaking is considered to be the most intimidating form of communication. Children at school look for ways to avoid this kind of communication; they try to sit at the back of the classroom and avoid participation to dodge situations that involve speaking in public. But in this complex world engulfed with dynamic realities, public speaking is essential to achieve an extraordinary level of success. Hence, public speaking needs to be given immense importance as a co-curricular activity in every school.

Encouraging children to take part in public speaking events at schools will enhance their personality to an enormous extent, opening doors for them to a whole new world of possibility. A child should be encouraged to look beyond seeing public speaking as an activity mingled with dread and loathing and see it as an opportunity to attain skills that can help him or her reach the pinnacle of success.

One of the most beneficial traits of personality is the ability to captivate others attention and create a profound impact on them. Public speaking is not only about delivering a certain point of view to the audience, but also about stimulating the audience to share your passion. It is crucial to have knowledge about the topic being spoken on, but it is equally important to inspire passion in the audience, that will motivate them to take action. Nick Morgan, an American speech coach and author, said "The only reason to give a speech is to change the world." Rob Brown, an American actor, said, "If you can speak, you can influence. If you can influence, you can change lives." Public speaking helps a child learn how to rejuvenate and enliven a group of people. It teaches him or her techniques that can help them be the focus of all eyes. Learning how to be a riveting public speaker will help the child develop a spellbinding personality.

Public speaking teaches the art of persuasion. When a child takes part in public speaking, he is expected to use convincing language that will evoke intrigue and curiosity. One learns tactics that can help him change the audience's mind and win over the crowd. This fosters the ability to persuade others through their communication skills.

Mastering public speaking skills helps increase confidence and teaches the essence of composure. One learns how to maintain a calm and collected presence in front of people. It is not only imperative to be knowledgeable about the topic one is speaking on, but it is also extremely important to speak with poise. This helps a person become self-composed.

Some people enjoy the spotlight and relish being given the opportunity to speak in public, while others become panic-stricken when called out for public speaking. It is the



**Mr. Kashif Bashir, Head of Lubricants, hosting the Byker Launch event at Lahore**

responsibility of parents and teachers to help children flourish in these pressure-packed situations. With proper guidance about how to overcome inhibitions, it is possible for even the shyest, and most introverted child to evolve into a confident, credible speaker. And once someone learns the dynamic intricacies of public speaking, he willingly searches for opportunities to utilize his newfound ability.

A person can also attain an increased ability to think critically through public speaking. Preparing a speech for public speaking will compel them to exercise and bolster his critical thinking skills, from research to actual speech-writing. He will be compelled to think about aspects from an analytical perspective so that he can include them in his speech in an intelligent manner in order to leave a strong impact.

Public speaking can turn out to be a great self-esteem booster. Overcoming the insecurities and fears associated with public speaking can be empowering. It can instill a plethora of skills that will prepare one to confidently march into the beat of the complex world, unleashing one's vast potential and opening up phenomenal avenues for them to get ahead.

It is okay to feel scared, but you have to try and overcome your fear; you need to let your brilliant capabilities shine.

**Mahnoor Anwar is part of the Communication team at Byco**

# DESKERCISE!

"We are made to move, not sit at a desk 12 hours a day," says Joan Price, author of *The Anytime, Anywhere Exercise Book*.

Remember the days when "work", meant manual labor with a side of blood and sweat? Nowadays it appears we are bound to log hour after inactive hour, gluing ourselves with our seats. And while you may manage to hit the gym twice a week, recent research suggests that the recommended 30 minutes of cardio five times per week may not undo the health risks of a deskbound lifestyle.

So if you want to add a little magic to the workday and want to release stress, then you should spark some energy with a quick bout of Deskercise, when no one is looking!

un-jam the printer? Stand up from your chair and jog in to that place.

**Tuesday meetings:** Waiting for the meeting to start, use the wall to help you reach towards your fitness goals by toning your arms in the mean time. Place your hands on the walls, shoulder width apart. Bending from the elbows use your arms to push yourself out from the wall and back in towards it.

**Wednesday wall sits:** Have a few minutes to spare before your lunch? Do some wall sits. This exercise will strengthen leg muscles. With your back against the wall shoulder width apart, slide down until your legs are bent at a 90 degree angle.



## 5 seconds Deskercise:

Attending a brainstorming meeting?

- Work the muscles of the back by doing simple **shoulder shrugs** by rolling your arms 360 degree.
- Forget emailing the guy three desks over – **walk**.
- Set an alarm to go off every hour to remind you to **stand up, stretch, and move around**. Even if you just swing your arms or take a deep breath, you'll feel more alert.
- Reach above your head and **stretch your arms** straight up reaching for the ceiling for at least 10 seconds.
- **Shake your hands** as though you've just washed them and have no towels. Do this for about 60 seconds.

So whether it's a brainstorming meeting, lunch hours, or emails on that to-do list, we've got weekly exercises that might just improve strength and burn a few extra calories.

**Monday Jog:** Instead of slogging away for hours nonstop, take a mini break for a stationary run Or want to Figure out how to

## Skip the lift and welcome Thursday:

Skip the lift and walk. Climbing two steps at a time engages a greater number of muscles and burns 10% more calories.

**Is it finally Friday?** Celebrate with star jumps. This exercise can improve your heart health, strength and endurance. Stand with your feet together, hands at your sides. Jump and extend your legs to shoulder width apart, whilst bringing your arms together over your head like a star.

So what should you do if any of your co-workers, say, find you doing deskercises or weekercises?, You could pretend you're drying your hands. But it's better to say this feels great! Try it. Don't let fear of embarrassment keep you from exercising at work. Chances are, your colleagues will admire your energy rather than be amused.

**Anum M. Merchant is part of the Learning and Development team at Byco**

# STANDARDIZING BYCO'S CONVENIENCE STORES

Standardization is the process of implementing and developing standards based on the consensus of the consumer. Standardization helps a system to be deployed faster. A standardized system is much easier to maintain, allowing one to make a single modification that applies across processes and data collection.

Since Non-Fuel Revenue (NFR) is an integral part of an Oil Marketing Company (OMC), standardization of shop facilities became critical to the business. Therefore to improve Byco's brand image, increase efficiency, reduce variability, facilitate the change of shifts and simplify purchasing management, Byco's NFR team has designed a standardized shop model which will be implemented across our network.

Standardization has a variety of benefits for consumers, but one of the greatest benefits is enhanced network effects. Standards increase compatibility while attracting more consumers to help expand the network and increase footfall which in return promotes business, builds trust and eventually promotes a positive brand image. Other benefits of standardization to consumers are reduced uncertainty. Consumers can be more certain that they are not choosing the wrong product because standardization means it is more likely that there will be competing products in the space.

Byco's Hyderabad outlet M. Ishaque Filling Station's By the way store, located at Qasimabad was the first site to undergo revamping as per the standards which has been a great breakthrough. It is intended to replicate this design across the network and bring all 'By the way' stores to an approved standard.



Byco is in the process of standardizing its "By the Way" convenience stores at retail outlets

**Farhangesh Asmat**  
Petroleum Marketing Department

# TRAINING ON OFFSHORE LIFE SAVING APPLIANCE (LSA)

Supporting continuous improvement in Byco's offshore safety regime, EHS-SPM port terminal conducted a training on "Off-shore Life Saving Appliances (LSA)" in February at the Zero Point. Active participation from SPM staff members, OMS representatives from the refinery and offshore craft workers was observed.

This initiative increased the individual capacity as well as the team confidence in offshore emergency handling situation. Involvement of contractual staff members fulfilled the requirements of DuPont PSM-12 and 22.

The main contents of training included:

## Immersion Suit

The immersion suit is a protective suit that reduces the body's heat loss when one wears it in cold water. An immersion suit complies with the requirements of SOLAS-LSA code that is also provided on Byco SPM offshore craft for emergency use. Immersion suits are placed as readily accessible and their position must be plainly indicated. Donning procedure and working principle was explained to all participants and immersion of suit was also practiced in the group.

## Thermal Protective Aid (TPA)

Thermal protective aid is a bag or suit made of waterproof material with low thermal conduct. It covers the whole body and reduces the heat loss of sick person. It furthermore reduces the chances of hypothermia. Donning procedure and limitation was explained well and it was demonstrated during training session.

## Life Jackets / Life Vest

Life jacket is one of the integral parts in offshore safety. It is a compulsory personal protective equipment (PPE) in offshore movement at SPM site. Life jacket attachments (whistle/light) and their uses were discussed during training session. Working principles and manufacturer instructions were explained in great depth. Lastly, life vest automatic and manual inflate procedures were also discussed in detail.



Byco conducted a training at its SPM Zero Point

**Muhammad Adeel Farooq**  
Manager, EHS  
Byco SPM

# AUTOMATED INVENTORY AT TERMINALS

The downstream petroleum sector can be divided into two areas: the refining of crude oil, and the distribution of its by-products. The petroleum industry is uniquely competitive and the products are extremely expensive therefore proper handling of storage and distribution is critical. One challenge logistics team faces during storage is the calculation of volumes during intake and exit of product through their terminal.

Petroleum products tend to expand and contract with fluctuations in temperatures which leads to variations in volume and density. This has a higher impact on the storage of hot and cold tanks. Failure to consider this effect in tank calibration or tank gauging introduces measurement bias in the determination of actual product loss or gain. In USA and Europe, the standard temperature in volume calculation is 15°C or 60°F. However, since the mean air temperature in Pakistan is around 85°F, because of which standard temperature for volume calculation is set at 85°F, specifically for conversions of density and volume correction factor (V.C.F). The only exception to this is naphtha where the standard temperature would be 15°C or 60°F.

Calculation of the measured volume of petroleum products manually is a time-consuming task and it can result in inaccurate measurements. Various factors can cause false recording and of physical stock, leading to apparent losses or gain. This can easily be avoided with the implementation of an automated calculation system for quantification of volume with accuracy. It will automatically adjust the measurements to standard temperatures according to the type of fluid, additionally saving valuable time by avoiding tedious calculation.

**Mohammad Azam is  
Manager Terminals at Byco**

## INTERESTING FACTS

- Pakistan is the world's first Muslim country to have nuclear power
- Pakistan has the largest canal based irrigation system in the world
- Pakistan estimated population was 207,774,520 in August 2017 making it the sixth most populous country, behind Brazil and ahead of Nigeria
- The name Pakistan means 'Land of the Pure' in Persian and Urdu
- Just two people have won the nobel prize from Pakistan; Malala Yousufzai (2014) for peace and Abdus Salam for Physics in (1979)
- Nearly half of the world's population watched both the 2010 and 2014 FIFA World Cup games
- It is estimated that Sweden has more islands than any other country
- California is home to the "Artichoke Capital of the World"
- The "most typical human" fits this description - right-handed, makes less than \$12,000 per year, has a mobile phone, and doesn't have a bank account
- Canada has nine percent of the world's forests
- The red-billed Quelea is the most common bird on Earth
- There's a website that tracks the world's population in real time
- Around one in every 200 men are direct descendants of Genghis Khan
- Copenhagen is the most bike-friendly city in the world
- There are 41 countries that recognize sign language as an official language
- The global adult literacy rate is around 86 percent
- Facebook has more users than the population of the U.S., China, and Brazil combined
- There are only two countries with names that begin with "The" – The Bahamas and The Gambia
- All the ants on Earth weigh about as much as all the humans
- The oceans contain almost 200,000 different kinds of viruses
- New Zealanders have more pets per household than any other country
- Tokyo is the world's largest city with 37 million inhabitants
- Interpol began in 1914 when legal professionals from 24 countries got together to discuss catching fugitives
- Nearly two people die each second



### Editorial Team

**Shehryar Ahmad  
Editor-in-Chief**

**Mahnoor Anwar  
Sub-Editor**

### Contributors

**Farhangesh Asmat  
Kamran Zulfiqar  
Mashal Haseeb Malik  
Muhammad Adeel Farooq  
Imran Khan  
Anum M. Merchant  
Emad Mehmood  
Irfan Qureshi  
Colonel Shamsuddin  
Manisha Laloo Kamblay  
Mohammad Azam  
Komal Niazi**



Byco – Be The Change



bycopakistanLtd



BycoPetroleumpakistanLtd



bycopakistanLtd



bycopetroleum



bycopakistanLtd