



EDITOR'S NOTE

Dear Readers,

We are here with the 13th issue of "SPL Connect". Through this Newsletter, we have always tried to keep our readers informed about every success of the Company and all the happenings at SPL.

The year 2020 proved to be one of those learning as well as extremely challenging in terms of a period of uncertainty as we grappled with the Covid-19 pandemic landscape. We now look towards the year 2021 with the vision to project the Company's efforts in the best possible way. We hope that the Company has another great year so that we have more pleasant stories to share with our readers.

This edition covers various activities including our Joint Ex-Com Meeting, visit to Indus Hospital and DOW Hospital for CSR related activities, senior management meeting with MAP representative, CERB Training session regarding sustainability, various in-house and external trainings conducted at SPL, separations and retirements & obituary etc.

As we head into the second wave of Covid-19, we advise everyone to stay vigilant, wear a mask, wash your hands and remember to respect all social distancing protocol. Wish you all a peaceful and restful new year 2021! Keep exploring, keep learning and be successful.

We hope you will enjoy the read. Please share your feedback at hr@security-papers.com.

Stay Safe and Stay Connected!

Sincerely, Newsletter Committee

NEWSLETTER TEAM

Shoaib Siddiqui

(Product Diversification)

Faisal Saeed Khan

(Corporate Affairs)

Syeda Rabia Ahmed

(Finance & Investments)

Afia Tehmeen

(Integrated Management System)

Imran Ali Dhamrah

(Production Planning & Control)

Abdul Rauf

(Human Resources)



CEO'S MESSAGE

Lookback at Year 2020 and Wishes for New Year 2021

Another year has gone; another year has come.

As I look back on the past 12 months it has been heartening to witness our resilience and capacity to adapt to unparalleled circumstances and keep going. 2020 year presented many challenges that affect how we work, socialize, and take care of ourselves. Despite these challenging times, SPL achieved various milestones and showed tremendous performance. Various notable advancements in the year 2020 have supported our stability and performance during the time of the global pandemic. Every employee, supplier, and all stakeholders deserves a special note of thanks for their role in supporting us through such a tough time. Our journey would continue further by capitalizing on the various improvements we made in 2020. Building on our strengths and your support, we want to step in the year 2021 with many new aspirations.

As you know, this is a unique time, but it gives us all the opportunity to unite for a tremendous cause. In this spirit, SPL has continued to extend its hands to combat against pandemic COVID-19 by providing financial assistance and donations, including INDUS Hospital and DOW University of Health and Sciences (DUHS).

We have consistently been recognized by PSX and MAP. During the year, we were honoured to receive the PSX Top 25 Companies Awards and the MAP Corporate Awards. I am sure these recognitions will certainly further solidify our relationships with various stakeholders.

Employee development is also our core value. Our people are the core of our success and we continue to focus on leadership development and building that capacity from deep within our organizational structure to train future leaders and potential successors for management positions. Accordingly, our Company conducted various internal and external training sessions for the employees during last quarter.

We are very excited about what 2021 has in store for all of us. The year ahead looks very promising yet challenging. This will be a year of growth and new opportunities for us. We appreciate your continued commitment to the company and our growth. We are confident we can make this mutually rewarding.

Wishing you a healthy, prosperous, and exciting 2021 and beyond.

Warm Regards,

Dr. Mohammad Ashraf Butt - CEO – SPL

ACHIEVEMENTS DURING THE YEAR 2020

2020 has been a year of growth for Security Papers Limited, and despite the challenges faced by COVID-19 over the year, it remains true to form and demonstrate resilience, strength, and capacity for growth. During the year the Company has been awarded two of Pakistan's most prestigious corporate awards one by the Pakistan Stock Exchange (PSX) and the other was conferred by the Management Association of Pakistan (MAP). The awards themselves reflecting the company's exceptional financial performance, exemplary governance, and compliance. Another milestone of SPL's achievement is the adoption of environmental excellence practices. The Management Team was focused and determined on its growth and the improvement of internal processes. The SPL has successfully qualified for ISO 45001 certification and has become one of the very few national organizations that have successfully achieved this highest level of HSE certification. This was a true reflection of higher

management commitment, a clear vision, a strategic approach, employee involvement, and teamwork.

SPL believed and understand its corporate social responsibility for improving the underprivileged community of society. Management has generously supported its social causes in health, women empowerment, vocational training, and the promotion of education.

The Company consistently exceeds its performance targets, makes a significant contribution to the continued operation, setting benchmark in environmental excellence and growth of the organization. During the year 2020, the Board inaugurated a wastewater recycling plant, which recycles wastewater for re-use at the manufacturing plant, which was commissioned on 11th September 2020. The project has led to the conservation of water and improved compliance with environmental standards.



JOINT EX-COM SESSION OF SPL AND PSPC

A passionate and professional team of SPL always strives to build a positive, enduring, and profitable relationship with its customers by ensuring sustainable progress for the company. The Executive Committee (Ex-Com), led by the CEO of SPL, represents the values of inclusion and participatory decision-making, and acts as a beacon for the organization under the able direction of the Board of Directors.

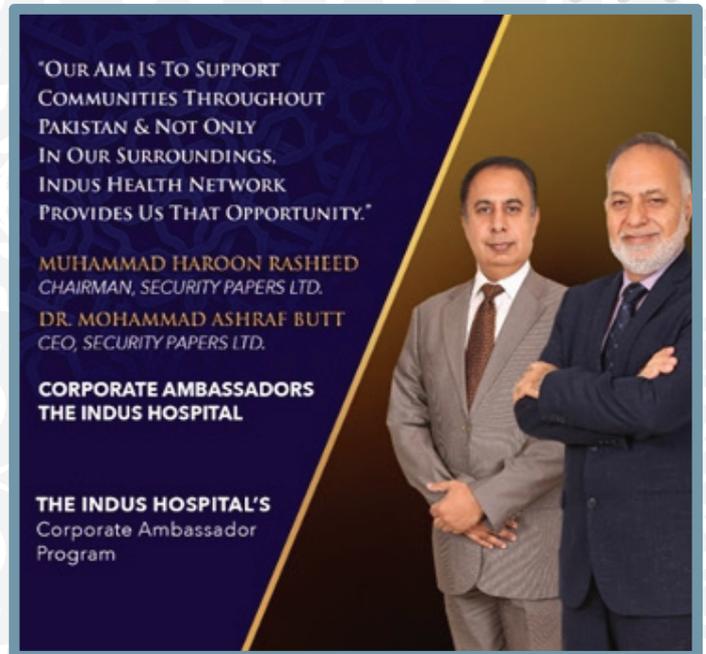
An Ex-Com meeting held between Security Papers Limited and Pakistan Security Printing Corporation (PSPC) on 13th October 2020. The purpose of this joint session was to encourage synergy, collaboration, share knowledge, expertise and help each other in achieving the common goals of both the organizations.

VISIT OF DR. ABDUL BARI KHAN, CEO THE INDUS HOSPITAL



Dr. Abdul Bari Khan is a highly distinguished cardiologist and a proud recipient of Sitara-e-Imtiaz for his unwavering services to raise humanity in the recognizable form of The Indus Hospital.

On 5th November 2020, the Chief of Indus Hospital visited the Security Papers Limited (SPL) with his team to appreciate the unfailing support of the leadership of



SPL for supporting the Indus Hospital.

The purpose of his visit was to express his gratitude to Mr. Muhammad Haroon Rasheed, Chairman, and Dr. Mohammed Ashraf Butt, CEO, SPL for placing their trust and support by becoming Corporate Ambassadors of Indus Hospital. The Program of the Indus Hospital is about recognizing the true role and having a positive impact on the community.

The SPL's Chiefs acknowledged the Indus Hospital's outstanding quality healthcare services. The Indus Hospital offers exemplary health care facilities regardless of the caste, ethnicity, or creed of individuals, no cash counters in the entire hospital, and patients are treated with due respect and courtesy without compromising their self-esteem and integrity. It is expected that the Corporate Ambassadors' Program will create a legacy for the health care of Pakistan that will have a real impact on the nation's provision of medical services.

SPL has aligned itself with Sustainable Development Goals introduced by the United Nations and is actively playing its part in helping Pakistan for meeting the 2030 deadline. Moreover, the UN's SDG-3 for 'Good Health and Well-being', the SPL has collaborated with Indus Health Network.



The meeting was attended by Mr. Zaki Rizwan Usmani, Head of Resource & Development Manager, and Mr. Muhammad Fahad, Corporate Account Manager of Indus Hospital, while at the occasion members of the CSR Committee were also present.

PLEDGING SUPPORT TO DOW UNIVERSITY OF HEALTH AND SCIENCE (DUHS)

The second wave of COVID-19 has shown grave concerns for the economy of Pakistan. Contrary to the first half of this year, the country has seen a higher number of positive cases. SPL is cognizant of the challenges being faced not only in its workplace but in society at large due to the COVID-19 pandemic. Dow University of Health Sciences (DUHS) is one of the frontline medical institutions in Karachi which allows for intensive COVID-19 testing with no cost. SPL had generously supported the institution during first wave of the Pandemic through the provision of PPEs (Personal Protective Equipment) and Hospital Fumigation Equipment to the Management of DUHS.



Recognizing the fact that Pakistan faces a sharply growing second wave of Covid-19 cases, the Chiefs of SPL, Mr. Haroon Rasheed, Chairman and Dr. Mohammad Ashraf Butt, CEO, SPL visited the DUHS on 04th December 2020. The SPL pledged its support to the DUHS Management in appreciation of their efforts and hard work for society at large by provision of donating essential PPEs such as disposable gowns, disposable face masks, and N-95 masks.

MANAGEMENT INTERVIEW WITH MAP'S TEAM

The Corporate Excellence Awards of the Management Association of Pakistan (MAP) have become a catalyst for the companies to aim for the best management practices by participating and meeting the high standards set by the MAP. The Awards aims to recognize and honour companies showing outstanding performance and demonstrating progressive and enlightened management practices. The evaluation for the Awards comprised of four phases i.e. (i) shortlisting based on dividend payouts during the last three years (ii) detailed financial assessment (iii) review of management practices through a detailed questionnaire to be filled by short-listed companies, and (iv) management interviews.

Once the requirements for the primary qualification have been met, a comprehensive management practice assessment has been carried out. The evaluation and the results were compiled by a neutral third-party consultant hired by MAP. An interview meeting with the team of MAP related to its 36th Corporate Excellence Awards was held at SPL on 6th October'2020. The interview was conducted by Mr. Ovais Khan, CEO FAMCO Associates, whereby he had a detailed meeting with the top management of SPL. The purpose of the meeting was to verify and obtain a vital, real-time up-to-date views of the responses to the questionnaire. During the meeting, our Management discussed management practices of the Company and shared policy documents with MAP's team. The information covered such as Corporate Governance, Strategic Planning & Communication, Leadership, and more.

BANK AL HABIB LTD ORGANIZED AUTO FINANCE FACILITY MARKETING CAMPAIGN AT SPL

On 26th Nov'2020, SPL hosted an awareness session of Auto Finance Facility of Bank AL Habib Limited in its premises for the facilitation of employees. The facility was offered to the permanent employees of SPL by the Bank. The session was attended by various employees from various departments. The Bank briefed the participants about salient features of the facility and its subsidized rates offered especially to the permanent employees of SPL.

CERB TRAINING ON SUSTAINABILITY

Employee development plans are strategies that are intended to help strengthen employees' abilities across a variety of competencies. Learning and development opportunities help to boost employee engagement and productivity. SPL's ardent approach actively supports the morale of its workers and staff by giving them opportunities for improving their skills and knowledge.



With the support of the Center of Excellence in Responsible Business (CERB), SPL arranged a Workshop on "Materiality and Stakeholder Engagement through a SDG Lens," at SPL on 07th and 08th October 2020, for the Management and staff of SPL respectively.

The goal for organizing this training session was to build a consensus with departmental heads and staff about a cohesive strategic plan for all departments, which could change the way we have made use of our annual Environment or Sustainability Report in the past. The other reason was to engage CERB to review the sustainability report develop the SDG portion of the report which integrates it into our business philosophy with all our stakeholders, including, our customers, suppliers, and particularly employees.

The workshop was conducted by Senior Research Associate Nazish Shekha, Programme Manager, (Sustainable Development) Ferwah Shariff, and Programme Manager (Inclusive Development) Sara Laiq of CERB.

ADVANCED FIRE HYDRANT & FIRE SPRINKLER SYSTEM

Unplanned or unexpected events required immediate response to mitigate adverse effects. Fire detection systems are designed to detect early fire; therefore, evacuation can take place before the fire spreads to other areas of the building (God forbid). Early detection also plays a critical role in responding to emergencies and in protecting emergency response personnel. Property losses & human injuries can be reduced by early fire detection, so control measures can be put into effect before it becomes severe.



The Fire Detection Alarm and Fire Hydrant Lines system had already been installed in SPL during 2003-04 and some work was also carried out in 2007-08 and was considered sufficient for that time. However, due to expansion and new construction in the factory, the fire alarm system had to be upgraded, and competitive enough that could meet the current requirements of the factory.



Fire detection and hydrant systems are being upgraded due to their strategic importance. SPL produces security paper products that are the most flammable of all papers. Therefore, to ensure the protection of finished products, raw materials, and all auxiliary materials, including fixed assets, and the safety of its employees/workers, advanced fire detection and hydrant are being upgraded to protect against fire hazards. Due to the visionary and proactive approach of the Board of Directors, the Board has already approved the up-gradation of the New Fire Hydrant & Fire Sprinkler System.



The SPL ensured that it addresses all potential impacts of OH&S and adopted fire safety processes and alleviated environmental emergencies. The Company is ISO 45001:2018 certified and that the management always invests continuously to mitigate the health and safety issues of its employees, as ISO 45001 requires the Company to set up, implement and maintain a process to prepare for and respond to emergencies where it occur.

Basic Fire Fighting Session for Canteen Staff



EXTERNAL TRAININGS & WORKSHOPS



Workshop on "Managing the Maintenance Department" facilitated by Mr. Eng. Nasir Mahmood

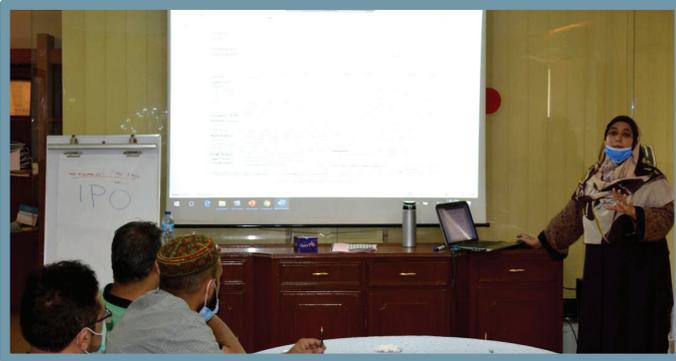


Training on "Maintenance Management, Operational Excellence, Technical Project & Safety Management" facilitated by Syed Azeem Uddin Ahmed

IN HOUSE TRAINING & DEVELOPMENT SESSIONS, (HR & ADMIN.)



Training on "Introduction to Lab Management System ISO/IEC 17025:2017" facilitated by Mr. Danish Ahmed Alvi (External Trainer)



Training on "Permit to Work" facilitated by Mr. Shahid Athar (Manager, IMS) & Ms. Afia Tehmeen (D.M., IMS)



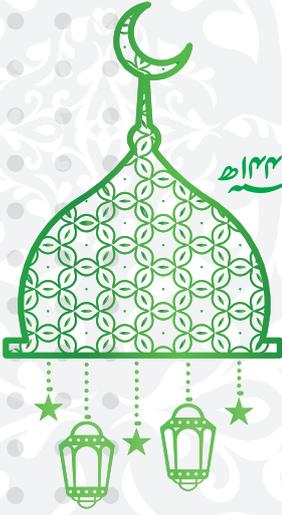
Training on "Introduction to condition Monitoring & its Techniques" facilitated by Mr. Muhammad Mudasir Aijaz (Dy. Manager, Condition & Monitoring)



Training on "Data Security & Backup" facilitated by Mr. Salman Ahmed (Sr. Manager, I.T Department)



حَیَاتُ النَّبِيِّ ﷺ



۳۰ اکتوبر ۲۰۲۰ء بمطابق ۱۲ ربیع الاول ۱۴۴۲ھ

جس سہانی گھڑی چکا طیب کا چاند
اس دل افروز ساعت پے لاکھوں سلام

انتقال پرملاں



جناب ہارون رشید صاحب اور ان کے اہل خانہ سے تعزیت

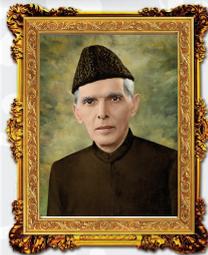
ماہ نومبر ۲۰۲۰ء میں جناب ہارون رشید صاحب، چیئرمین بورڈ آف ڈائریکٹرز SPL کی والدہ محترمہ کا رضائے الہی سے انتقال ہوا، ملازمین دُعا گوئیں کہ اللہ تبارک تعالیٰ مرحومہ کی مغفرت فرمائے، انہیں جنت الفردوس میں جگہ عطا فرمائے اور پسماندگان کو صبر جمیل عطا فرمائے۔ آمین۔

مرحوم افتخار الحق کے اہل خانہ سے تعزیت

ماہ دسمبر ۲۰۲۰ء میں ایس پی ایل کے ملازم جناب افتخار الحق، سینیئر ٹرنر کا رضائے الہی سے انتقال ہوا، ملازمین دُعا گوئیں کہ اللہ تبارک تعالیٰ مرحوم کی مغفرت فرمائے، اپنے جوار رحمت میں جگہ دے اور پسماندگان کو صبر جمیل عطا فرمائے۔ آمین۔

۲۵ دسمبر ۲۰۲۰ء یوم ولادت قائد اعظم محمد علی جناح

میں اپنا کام پورا کر چکا ہوں قوم کو جس چیز کی ضرورت تھی وہ اسے مل گئی ہے، اب یہ قوم کا کام ہے کہ وہ اسے تعمیر کرے



نہیں ہے نا امید اقبال اپنی کشت ویراں سے
ذرا نم ہو تو یہ مٹی بہت زرخیز ہے ساقی



۲۵ دسمبر ۲۰۲۰ء کرمس ڈے

۱۳ نومبر ۲۰۲۰ء دیوالی



ملازمت سے ریٹائرمنٹ

ظفر اقبال، منیجر (کوالٹی ایٹورنس)

اور محمد نواز، ہیڈ ریگریٹین

ماہ دسمبر ۲۰۲۰ء میں سینیئر ملازم جناب ظفر اقبال صاحب، منیجر، محکمہ کوالٹی ایٹورنس اور محمد نواز، ہیڈ ریگریٹین، محکمہ انجینئرنگ (مکینیکل) اپنی سروس سے ریٹائر ہوئے۔ ادارے کی جانب سے انہیں انکی خدمات کو سراہتے ہوئے تحفہ دیا گیا اور نیک خواہشات کے ساتھ رخصت کیا گیا۔

ایس پی ایل ملازمین کے لئے بینک الحیب کی جانب سے آٹو فنانس کی سہولت

بینک الحیب کے توسط سے مورخہ ۲۶ نومبر ۲۰۲۰ء کو ایس پی ایل میں آٹو فنانس کی سہولت سے متعلق آگاہی سیشن کا انتظام کیا گیا۔ اس سیشن میں بینک الحیب کے نمائندوں نے ایس پی ایل ملازمین کو آٹو فنانس کی سہولت حاصل کرنے اور موجود پالیسی سے متعلق رہنمائی کی۔

۹ نومبر ۲۰۲۰ء یوم ولادت علامہ محمد اقبال