



EDITOR'S NOTE

Welcome to the 14th Issue of SPL Connect Newsletter which aims to give you an update on another eventful quarter for the Company. In this issue you will read about:

- SPL half yearly Board Meeting
- Meeting with Pakistan Institute of Corporate Governance (PICG)
- A visit to HASWA (Healthcare and Social Welfare Association)
- Indus Hospital – Karachi, Support for Medical Equipment
- A visit to Rana Liaquat Craftsmen Colony (RLCC)

In wake of surge in COVID-19 cases across Pakistan, SPL has also taken various preventive and precautionary measures effective immediately, for staff to keep ourselves and our community safe. This is an extraordinary moment that we are all going through together. Actions that we individually and collectively take will be important to protect our community.

We hope you enjoy reading the Newsletter and please share your feedback with us at hr@security-papers.com

NEWSLETTER TEAM

Shoaib Siddiqui
(Product Diversification)

Faisal Saeed Khan
(Corporate Affairs)

Imran Ali Dhamrah
(Production Planning & Control)

Abdul Rauf
(Human Resources)

MEETING WITH PAKISTAN INSTITUTE OF CORPORATE GOVERNANCE (PICG) 19TH FEBRUARY 2021

Board's evaluation is an invaluable component of any Board's self-improvement toolbox. It gives directors valuable insights and stimulates discussion about how the Board can collaborate and lead more effectively.



The Board is robust & resilient and strives for transparency by adopting best corporate governance practices. In order to further explore this, the Board went one step further and decided to engage a third-party consultant to evaluate the Board and its Committees' performance. The Board formed the Board Performance and Evaluation Committee (BPEC) at its 307th Meeting held on January 29, 2021 and decided to engage the services of the Pakistan Institute of Corporate Governance (PICG), a respected and renowned organization dedicated to inculcating better Corporate Governance practices.



The Committee met with Mr. Ahsan Jamil, Chief Executive Officer of the Pakistan Institute of Corporate Governance on February 19, 2021, to devise a plan and understand their procedure for evaluation of the Board and its Committees' performance. Mr. Muhammad Haroon Rasheed, Chairman SPL

Board, presided over the meeting, which was also attended by Directors Mr. Sualeh Ahmad Faruqi, Mr. Jamal Nasim, and Dr. Mohammad Ashraf Butt, CEO.

The discussion centered around conducting an effective self-evaluation, and what could be achieved best for the entire Board and its Committees, which typically includes audit, compensation, risk mitigation, and governance.

A VISIT TO HASWA (Healthcare and Social Welfare Association)

Artificial Limb Center on March 10th 2021



HASWA is an Artificial Limb Center in Karachi that was founded in 2008 in collaboration with the Rotary Club of Karachi and the Jaipur Foot Organization. The Centre has provided over 17,000 free artificial limbs and Clippers over the last 11 years. The HASWA's mission is to provide limb(s) to the needy and underprivileged community free of charge and without discrimination. The Healthcare and Social Welfare Association has been certified by the Pakistan Centre for Philanthropy as a Non-Profit Organization.

On 17th March 2021, some members of the CSR Committee, along with CEO, SPL Dr. Mohammad Ashraf Butt, paid a visit to the HASWA facility center and donated Rs. 200,000/= to the Organization.



INDUS HOSPITAL – KARACHI SUPPORT FOR MEDICAL EQUIPMENT

(Infusion & Syringe Pump Analyzer, 2CH)
March 18th 2021



The Indus Hospital is committed to providing the highest quality care at no cost to Pakistan's underprivileged communities and hence require a variety of medical equipment. Because of the cordial and strong association between SPL and Indus Hospital, they seek our assistance in donating medical equipment and materials, SPL has supported Indus Hospital this year by sponsoring assorted Medical Equipment, Infusion & Syringe Pump Analyzer and 2CH-One Unit. Mr. Muhammad Haroon Rasheed, Chairman of the Board of Directors, SPL and Dr. Mohammad Ashraf Butt, CEO SPL paid a visit to the Indus Hospital Korangi Karachi campus on 18th March 2021 and handed over to their Management a check for PKR 1.46 million.



A VISIT TO RANA LIAQUAT CRAFTSMEN COLONY (RLCC)

The Rana Liaquat Craftsmen Colony (RLCC) is a non-profit organization dedicated to empowering women through enhanced health, education, and economic freedom. RLCC implements innovative waste management methods including reuse and recycling, allowing people to incorporate sustainable waste management into their routine life.



Last year, SPL upgraded their computer lab at their RLCC Shah Faisal Colony Campus. The batch enrolled in February 2020 has completed the course. Accordingly, out of 17 students enrolled, 04 opted for Graphic Design course while rest opted for the MS. Office Programme. The students undertook 08 examinations in the form of assessments.



Members of SPL’s CSR Committee visited RLCC on March 31, 2021 and met with its Management. During the meeting, several avenues for supporting them were discussed, and the team assured to maintain cordial long-term ties while cementing RLCC’s cause of women empowerment.

SUSTAINABILITY REPORT FY 2019-20

Under the umbrella of Sustainability, SPL has now evolved as a responsible entity for all three spheres comprising Social, Economic and Environment as per Triple Bottom Line (TBL) Framework. In this context all are thoroughly encompassed in the Sustainability Report for FY 2019-20 (as per GRI Index and ICAP & ICMA criteria) which has been published and also uploaded on our Corporate website.

The salient features of this report as compared to the previous ones are as follows:

1. Partnering with Centre of Excellence in Responsible Business-CERB that is an outreach initiative of Pakistan Business Council for preparation of SDG Reporting (9 out of 17 SDGs were shortlisted by SPL Management).

2. Awareness sessions conducted by CERB for our middle and senior management enabling us to build a holistic view of Sustainability Framework and Materiality matrix.
3. Engagement of Independent Consultant namely DAMSEL Consulting- a Cost & Management Accountant Firm to review the contents of our report in compliance against ICAP Awards Criteria requirement.
4. Engagement of professional Graphics Design for designing, lay out and digital printing.

On the basis of such a professional report we took part in the contest for “Best Sustainability Report Award “organized by ICAP & ICMA.

The main essence of this extensive activity is the synchronization, synergy, engagement and involvement amongst teams and all concerned stakeholders who devoted their endeavors to this cause.

NEW COMPANY WEBSITE

It is our pleasure to announce that SPL IT team has made live the new SPL website which is available on <https://security-papers.com/>. The website has been developed in-house on the latest version of WordPress 5.7 and is kept updated. The new website is also SECP compliant and has more enhanced development and security features with different interactive look. Some enhanced features of the website are:

- A responsive website
- Secured and encrypted
- Google Map based location identification
- Auto Urdu Translation
- Attractive and user friendly
- Page visit counter
- Auto last update record.
- Better update and backup options etc.

It was a specialized job but IT department took the challenging undertaking of developing the whole website in-house, thus saving considerable cost and ensuring optimal results. A great effort by Miss Zoha Shahnawaz (AM IT) who created and deployed the new interactive and responsive website for SPL.

SDG MAPPING:

Security Papers Limited (SPL) believes in sustainability in all that it does, mitigating the impact on the environment and contributing positively to the community at large - for the benefit of its stakeholders. The Sustainability Objectives of the Organization are derived from the Sustainable Development Goals (SDGs) of the United Nations. Further details can be found in our Sustainability Reports available on

<http://www.security-papers.com/index.php/others/sustainability>

RELEVANT ACTIVITY	CONTRIBUTING TO THE SDGS
Half Yearly Board Meeting Infrastructure	9 and 12
Visit to HASWA	3, 10 and 16
Corporate Briefing Session	8, 12 and 17
Visit to RLCC	4, 5, 10 and 16
Medical Support Indus Hospital	3
SGS Audit and Recertification for Quality Management System-ISO 9001 and Environmental Management System ISO 14001	3, 8, 5,7, 12, 13, 16, 17 and 10
HR Training & Development Activities	3, 4, 5, 8, 10 and 12
Employee Reward & Recognition:	8, 10, 16 and 17
Meeting with PICG	12, 16 and 17
SPL's initiatives in handling COVID 19 pandemic	3, 4, 5, 8, 10 and 17



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



Basic Firefighting (Finishing) by Mr. Faraz Khan



Firefighting & First-Aid Training by Dr. Tariq Saif Ullah (External Civil Defense Trainer)



SOP for OHS in Annual Shutdown by Mr. Q. S. Imran Azam (GM, IMS)
Mr. Shahid Ather (Manager, IMS) & Ms. Afia Tehmeen (DM, IMS)



Health Insurance Awareness Session (Online Via Zoom) by UBL Insurance Team Dr. Saadia



Awareness Session by HBFC Team

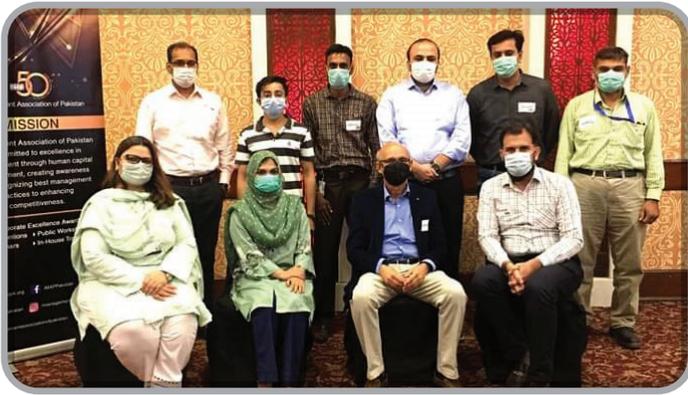


Introductory Session "KAIZEN in Pakistan" by International Development Centre Inc.



Power of Positive Attitude by HR Team





MAP's Workshop "Psychology of workplace safety" by Khalid Latif



Occupational Health and Safety Management Systems Lead Auditor Course



Installation of new Firefighting System

RECERTIFICATION OF ISO 9001:2015 & ISO 14001:2015 & 1ST SURVEILLANCE AUDIT OF ISO 45001: 2018 BY SGS (PAKISTAN) PVT. LTD.

Keeping in view the vision of our Organization "To be a nationally and internationally recognized and accepted Security Paper producing Organization, providing highest quality paper to our customers, both in Pakistan and abroad" we are further focused on aligning our efforts in adapting to International Standards.

This is evident from the fact that even during the COVID – 19 pandemic period our resilience enabled us to keep all processes intact with the applicable standards. Subsequently, we received authentication in terms of Recertification of ISO 9001:2015 & ISO 14001:2015 & successful 1st Surveillance audit of ISO 45001: 2018 Management Systems via External audit conducted by SGS (Pakistan) Pvt. Ltd. in February 2021.

For the very first-time, audit for all Three-Management Systems conducted in one go eventually reducing the effort, time and cost of all stakeholders while optimizing this with the ease of conduct and increased effectiveness of audit process.

We congratulate all the workforce who set such an outstanding example of team work with passion and dedication, especially to the Management for the unconditional support ultimately leading to this splendid victory.

Thumbs up Team!

سہ ماہی ایوارڈ برائے بہترین ملازم

فرید احمد سومر اور محمد نواز، دورانیہ جنوری تا مارچ ۲۰۲۱ء

فرید احمد سومر، ایڈمن اسٹنٹ کم ڈسٹریکٹ ریٹائر، محکمہ ایچ آر اینڈ ایڈمن اور محمد نواز خان، نوج مشین آپریٹر، محکمہ پروڈکشن (فینٹنگ) کو جنوری تا مارچ ۲۰۲۱ کے درمیان اپنے اپنے کام میں اچھی کارکردگی کی بناء پر انتظامیہ نے سہ ماہی ایوارڈ برائے بہترین ملازم سے نوازا ہے۔

محمد یسین کاشف، سینئر سپروائزر (میٹیننس)، محکمہ انجینئرنگ (میکینیکل) اور نادیہ بیگم، سینئر لیڈی سرچر، محکمہ سیکورٹی کنٹرول کو اکتوبر تا دسمبر ۲۰۲۰ کے درمیان اپنے اپنے کام میں اچھی کارکردگی کی بناء پر انتظامیہ نے سہ ماہی ایوارڈ برائے بہترین ملازم سے نوازا ہے۔



ملازمت سے ریٹائرمنٹ



شیر افضل صاحب اور سکندر علی انصاری صاحب، ماہ جنوری ۲۰۲۱ء میں شیر افضل صاحب، سینئر سیکورٹی انپیکٹر، محکمہ سیکورٹی کنٹرول اور ماہ فروری میں سکندر علی انصاری، سینئر بون مین اپنی سروس سے ریٹائر ہوئے۔ ادارے کی جانب سے انہیں گفٹ دیا گیا اور نیک خواہشات کے ساتھ رخصت کیا گیا۔

انتقال پر ملال

محمد خلیق قریشی صاحب اور مرزا عبدالوسیم بیگ صاحب سے تعزیت

ماہ مارچ ۲۰۲۱ء میں جناب محمد خلیق قریشی صاحب، ڈپٹی منیجر (فنانس ایڈا کانسٹنس)، کی والدہ اور مرزا عبدالوسیم بیگ، آفس اسٹنٹ، کی والدہ کا رضائے الہی سے انتقال ہوا اور ادارے کے جملہ ملازمین دعا گو ہیں کہ اللہ تبارک تعالیٰ مرحومین کی مغفرت فرمائے اور انہیں اپنے جوار رحمت جگہ عطا فرمائے۔

۲۸ مارچ ۲۰۲۱ء (Happy Holi)

۲۳ مارچ ۲۰۲۱ء

۵ فروری ۲۰۲۱ء یوم بیکہتی کشمیر

ہولی کے پڑوسرت تہوار پر ایس پی ایل انتظامیہ ہندو برادری کے تمام ملازمین کو بارکباد پیش کرتی ہے

یوم تجدید عہد وفا
خدا کرے کی مری ارض پاک پدا ترے
وہ فضل گل جسے اندیشہ زوال نہ ہو۔

کشمیر پاکستان کی شہ رگ ہے
قائد اعظم