



CELEBRATING
75
YEARS OF GROWTH

1944 - 2019

For a Stronger Pakistan and Beyond

ICI PAKISTAN LTD.



M e s s a g e s



Dr. Abdul Hafeez Shaikh

Adviser to Prime Minister on Finance, Revenue and Economic Affairs



Abdul Razak Dawood

Adviser to Prime Minister on Commerce, Textile and Industry & Production



Muhammad Sohail Tabba

Chairman
ICI Pakistan Limited

ON the occasion of ICI Pakistan Limited's 75th anniversary, I would like to take this opportunity to congratulate the Company and its sponsors, the Yunus Brothers Group (YBG). ICI Pakistan Limited has played a key role in accelerating the pace of industrial development in the country and attained a corporate leadership position. The Company is committed to strengthening Pakistan's domestic industry and helping the country achieve greater self-reliance for its primary raw material needs. The government is committed to undertake the much-needed reforms to achieve economic stability and promote ease of doing business. I am, therefore, confident that the YBG and ICI Pakistan Limited will achieve more successes in their various business entrepreneurship in the future also. ■

Iwould like to extend heartiest congratulations to ICI Pakistan Limited for completing 75 years of successful operations in Pakistan. The Company has focussed on achieving sustainable growth and creating value for all stakeholders, which complements Prime Minister Imran Khan's vision of strengthening the local industry for strong, indigenous growth. As part of the Yunus Brothers Group (YBG), one of Pakistan's largest conglomerates, ICI Pakistan Limited has positively impacted the national economy through continued investments, job creation, import substitution and exports, setting of high standards, and a strong focus on the principles of health, safety and environment. These contributions are commendable and the government remains committed to working together with the business community for national progress. I wish ICI Pakistan Limited and YBG all the success in the years to come. ■

WITH immense pride and pleasure, I congratulate ICI Pakistan Limited as it celebrates the 75th anniversary of successful operations in Pakistan. In the past seven and a half decades, the Company has created consistent value for all stakeholders and simultaneously contributed to the socio-economic development of Pakistan, keeping in perspective the environmental sustainability. The Company's vision that spells out 'Cultivating Growth' has ensued commendable development; ICI Pakistan Limited has invested significantly to create value for all stakeholders. In the past seven years, since Yunus Brothers Group (YBG) acquired the leadership of ICI Pakistan, the Company has been infused with revived spirits and renewed energy to relentlessly pursue growth opportunities in both the existing businesses and new ventures. ICI Pakistan Limited is integral to the economic fabric and opportunities in Pakistan and it is committed to make investments that further the growth of the Company and country. Going forward, ICI Pakistan will be able to overcome all challenges with its focus on a clear corporate vision, mission and values, and cascading these goals across the Company for organisational alignment. This will ensure that efforts are focussed on what matters the most for the success of customers and building a stronger Pakistan. ■



Muhammad Ali Tabba

Vice-Chairman
ICI Pakistan Limited



Asif Jooma

Chief Executive
ICI Pakistan Limited

AS we achieve the milestone of entering the 75th year since ICI Pakistan was established, I would like to congratulate and thank all those associated with ICI Pakistan Limited, especially our board members, customers, business partners and employees, for the confidence and trust they have reposed in us. Almost seven years ago, ICI Pakistan Limited became

a proud national company and an integral part of Yunus Brothers Group (YBG). Since then, the Company has continued to build on its distinguished legacy and also benefit from the entrepreneurial excellence of YBG to embark on a higher growth trajectory. We hope to achieve many more successes in the future and look forward to serving Pakistan and its people with even greater dedication. ■

FROM a small trading concern with a single manufacturing unit in Khewra for soda ash, ICI Pakistan Limited has transformed over the decades into a diversified industrial conglomerate of the country.

Today, ICI Pakistan Limited enjoys an iconic status in Pakistan's industrial landscape, with businesses that are aligned to the country's economic and social fabric. On the occasion of our 75th anniversary, we reaffirm our commitment

to remain a partner of choice and build our local and international footprint through sustainable growth. The Company has laid solid foundations for future growth, with major expansion projects and investments across its diversified portfolio of soda ash, polyester fibre, chemicals & agri sciences, pharmaceuticals, infant formula and animal health products. At the same time, we will continue to play our part as a responsible corporate citizen by making focussed CSR investments in the areas where we operate. We would like to express our sincere appreciation to all our customers, shareholders, business partners and employees, who have patronised ICI Pakistan Limited through all these years and continue to do so today. We look forward to the next 75 years and beyond with even more enthusiasm and confidence to uphold our brand promise of 'Cultivating Growth'. ■

YBG: unleashing the true potential of ICI Pakistan Limited

IN 2008, ICI Plc was taken over by AkzoNobel, a Dutch multinational company that creates paints and performance coatings for both the industry and consumers worldwide. At the time of acquisition, ICI Plc had already demerged its specialty pharmaceuticals and other biotechnology businesses, and was focussed in the paints, explosives and heavy chemicals segments. Four years later, in

Tabba, Chairman of ICI Pakistan Limited, the acquisition was part of YBG's strategy of diversification into businesses that are integral to the economic fabric and opportunities in Pakistan. He asserted that the YBG envisions prosperous business opportunities and intends to continue growing with its strategic partners to further strengthen the businesses for the benefit and well-being of all stakeholders.

The Group proudly proclaims to be a platform of the most sustainable and effective business partnerships with leading private and public sector entities in Pakistan. The Group's annual turnover is approximately USD 1.7 billion, including the annual export turnover of around USD 535 million during the FY 2018-19.

Over the decades, YBG has developed a heritage of attaining a leadership position in every field of business with its progressive approach. Lucky Cement Limited (LCL), the flagship company of YBG, has a concrete history of incomparable growth performance since its inception in 1993. It is one of the largest producers and leading exporters of quality cement in Pakistan, and is the only cement company to have its own loose cement export terminal at the Karachi port. Moreover, the Company now has an international cement production footprint in Democratic Republic of Congo and Iraq.

Gadoon Textile Mills Limited (GTML), established in 1988, is another leading company of YBG. With an installed capacity to 321,000 spindles, GTML has one of the largest yarn manufacturing facilities in Pakistan. It has continued to grow with the installation of state-of-the-art automatic machinery and enjoys strong relationships with some of the largest names in the textile industry of Pakistan and globally. Other prominent companies of YBG include Lucky Textile Mills, Yunus Textile Mills, Lucky Commodities and Lucky One Mall.

The Tabba family has a history of entrepreneurship that dates back to over a hundred years, while the success of YBG has spanned over five decades. As entrepreneurs, the Tabbas are known for their great business acumen, high ethical standards, understanding of the local market and ability to adapt to the changing operating environment to deliver

ICI Pakistan Limited: an icon of Pakistan's industrial landscape

THE roots of ICI Pakistan Limited stretch back to 1944, when it started local manufacturing of soda ash as the Khewra Soda Ash Company. Over the next few decades, the Company continued to significantly diversify and expand into a portfolio of businesses including Soda Ash, Polyester Staple Fibre (PSF), Pharmaceuticals, Animal Health and Chemicals & Agri Sciences as part of its parent company ICI Plc. With a focus on customer-centricity, quality and innovation, the Company became a reliable and trusted supplier of essential products for a diverse range of applications in almost every industry in Pakistan.

In 2008, ICI Plc was acquired by the Dutch paints and chemicals giant AkzoNobel, which sold off the chemicals business globally. Subsequently, in December 2012, Lucky Holdings Limited acquired a 75.8% stake in ICI Pakistan Limited for an estimated USD 152.5 million and the Company became part of the Yunus Brothers Group (YBG). As part of YBG, one of Pakistan's largest and fastest-growing conglomerates, ICI Pakistan Limited's growth has accelerated and the Company has become even more deeply entrenched as an integral part of Pakistan's economic fabric and business landscape.

Always at the forefront of growth
ICI Pakistan Limited has maintained its position as the preferred supplier in the soda ash market through relentless pursuit of manufacturing excellence and delivery of high quality products. The Company's world-class facility has seen its original capacity expanding from 18,000 tons per annum (TPA) to 425,000 TPA in 2018, and it is expected to become a 500,000 TPA site by 2020. By utilising indigenous raw materials, the Company has ensured substantial foreign exchange savings through import substitution.

Further, ICI Pakistan Limited exports soda ash to countries, like Bangladesh and the UAE, to earn valuable revenue for the national exchequer. Set up in 1982, the Polyester Business has pioneered the production of Polyester Staple Fibre (PSF) in Pakistan. The Business has enabled the textile industry to diversify its products and be more competitive in the international arena. Over the last few years, the Polyester Business has modernised its plant to enhance production capacity and operational efficiencies, and developed innovative varieties, such as Terylene Clean and Terylene anti-microbial fibre, that have immense market potential, especially in the export arena. The Chemicals & Agri Sciences Business of ICI Pakistan Limited has demonstrated significant growth in recent years by continuing the expansion of its existing product portfolio and supplementing this with new and innovative solutions. In May 2019, the Chemicals Business also announced the successful commissioning and launch of commercial oper-

ations at its new, state-of-the-art Masterbatches (a colourant and additive for plastics) manufacturing facility in Karachi. Further, in 2018, the Business had set up the Chemicals Training Centre as the hub of excellence for customer trainings and research and development. Meanwhile, the Agri Division of the Business has been producing and importing vital crop and vegetable seeds,

Recently, ICI Pakistan Limited has also attracted an expression of interest from a foreign investor to inject up to PKR 7 billion as growth capital. This proposal is an acknowledgement of the strength of the Company's people, sponsor shareholders and businesses, which are backed by a strong focus on corporate governance, sustainability and core values.

The integration of ICI Pakistan Limited's outstanding legacy of corporate leadership with more than a century of YBG's entrepreneurial excellence, and a history of leading with exceptional ideas, has unleashed the true potential of the Company and led to its ongoing prodigious growth. Over the last few years, YBG has made an investment of more than PKR 25 billion in ICI Pakistan Limited.

2012, AkzoNobel decided to spin-off the chemicals business and reached an agreement to sell its 75.81 per cent shareholding in ICI Pakistan Limited to Yunus Brothers Group (YBG) for USD 152.5 million (124.4 million). YBG completed the milestone of acquiring a majority shareholding in ICI Pakistan Limited by outbidding two other competitors and, since then, has continued to build the Company's legacy. According to Muhammad Sohail

Yunus Brother Group (YBG), with varied areas of business interests, has grown commendably over the last five decades and today the Group is at a pivotal point; it is one of the largest industrial conglomerates and export houses in Pakistan. With the aim to nurture development and redefine the contours of Pakistan's economy, YBG has made diversified investments in cement, textiles, chemicals, pharmaceuticals, real estate, power/energy generation and automobile sectors.

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The Soda Ash Business has successfully rolled out the Bulkers Project to further improve its customer service and adopt a green supply chain strategy.

Soda Ash Business

Building stronger customer relationships for sustainable success

CUSTOMER centricity is one of the core values of ICI Pakistan Limited and the Company remains committed to the success of its customers. The Soda Ash Business has always been at the forefront of creating greater value for its customers and business partners.

The Soda Ash Business has always focussed on under-

The Business has a 100% retention rate of customers, which is a testament of its commitment to manufacturing excellence, high product quality and unmatched customer service.

taking multiple customer engagement initiatives, including regular customer meetings, customer visits to the manufacturing facility and extending technical assistance, to build and strengthen these relationships.

To celebrate its enduring relationship with its customers and distributors, and develop a better understanding of their needs, the Business organises a Customer Convention and Distributors Conference every two years. In the past, these events have taken place in top global destinations such as Australia, Italy, Morocco, Russia, Switzerland, South Africa and Turkey. In 2019, the conference was organised in the vibrant city of Ho Chi Minh, Vietnam.

It provided the Soda Ash Business an opportunity to interact with the distributors and learn more about how to improve their experience, update them about recent initiatives and also reaffirm the Company's commitment to further enhance their relationship.

Besides recognising the top distributors, this event also provided a platform to appreciate the business partners who have been associated with the Company for more than 20 years. The participants commended the efforts of the host team and thoroughly enjoyed the experience. The Business takes great pride in the fact that it has a 100% retention rate of customers, which is a testament of its commitment to manufacturing excellence, high product quality and unmatched customer service.

The Soda Ash Business enjoys a strong and satisfied

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Focussing on growth through expansion

LOCATED in the heart of Khewra Salt Range, the construction works of ICI Pakistan Limited's Soda Ash Plant date back to 1929, with the commercial production commencing from 1944. The Plant was setup with an original nameplate capacity of 18,000 tonnes per annum (TPA).

Expansion and growth

Since its inception, the Soda Ash Business of ICI Pakistan Limited has constantly endeavoured to expand the scale and scope of its operations, with a focus on manufacturing excellence and high quality standards.

The Company has invested heavily in its production capabilities and will continue to do so to retain its competitive advantage.

It has remained a supplier of choice by consistently producing a variety of high quality products to fulfil the customer needs.

The Business diversified its product range in 1950 with the introduction of dense ash, while in 1995 refined sodium bicarbonate was also added to its portfolio.

Over the years, the capacity of Plant has been increased to 425,000

TPA to meet the growing demands of the local industry. In 2015, the Company had announced an investment of USD 90 million for a phased-capacity expansion of

stand at 500,000 TPA.

Other expansion and process improvement initiatives that have been undertaken include the installation of two additional coal-fired boiler

In 2015, the Company had announced an investment of USD 90 million for a phased-capacity expansion of 150,000 tonnes per annum (TPA) light soda ash at the Khewra Plant. This would increase the capacity to 500,000 TPA.

150,000 TPA light soda ash at the Khewra Plant.

The first phase of 75,000 TPA was successfully commissioned and commenced operations in 2018, while the second phase of expansion is underway. After the completion of this project, the nameplate capacity of Soda Ash Plant would

ers; an 18 megawatt (MW) steam turbine and the expansion of the refined sodium bicarbonate Plant to a capacity of 40,000TPA.

Since 2012, more than PKR 12 billion have been invested in the Soda Ash Plant. These expansions showcase

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The capacity of Soda Ash Plant in Khewra has increased from 18,000 tonnes per annum to 425,000 tonnes per annum, with a further expansion of 75,000 tonnes per annum currently underway.



ICI PAKISTAN LTD.



Bank AL Habib congratulates ICI Pakistan Limited on its Journey of Excellence.

ICI Pakistan Limited is a pioneering company that has transformed over the decades into one of the largest conglomerates of Pakistan.

Bank AL Habib is proud to be a trusted partner of ICI Pakistan Limited in its journey of excellence.



Bank AL Habib Limited

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Polyester Business

Achieving success in export markets

OVER three years ago, the Polyester Business of ICI Pakistan Limited embarked on a journey to create new Polyester Staple Fibre (PSF) variants. After introducing Terylene Black in the domestic market in 2015, the Business has made consistent efforts to explore the global potential of its specialised products.

The meeting was highly productive as the discussions opened up various avenues for cooperation and exports on a sustainable basis. The Polyester Business team has also engaged with other key players of the industry for potential partnerships. To develop new customers and strengthen its relationship with the existing ones, the Polyester Business also exhibited at the TechTextil North America 2019, held in Raleigh, North Carolina.

The Business envisages to develop a sustainable market with key customers by lev-

The Business has made consistent efforts to explore the global potential of its specialised products.

eraging its strengths in the areas of professional management, market acumen, diversified product portfolio and compliance record. The Business is currently exporting PSF variants to multiple destinations, including Turkey, Bahrain and the United States. To better understand the market needs for Polyester variants, the team regularly engages with export customers. Last year, the Business engaged with a US-based company, which is the largest spinner in the world.

The TechTextil is one of the leading textile trade shows in the US that assembles all vertical aspects of the textile industry. The trade show gave ICI Pakistan Limited a platform to showcase its brands internationally and engage with a number of current global partners, including Novel Technologies Holdings (NTH) and Murata. Therefore, by making dedicated efforts to tap the export potential of PSF variants, the Polyester Business has been able to significantly grow export volumes to the United States and Turkey. ■



The Polyester Business team and Parkdale representatives at the TechTextil North America 2019, one of the leading trade shows in the US.

Leading the market with strong customer relationships

ICI Pakistan Limited is one of the leading market players in the polyester value chain. To maintain this position and drive consistent, sustainable growth, the Polyester Business places utmost importance to developing new and strengthening its existing customer relationships. The Business has a well-developed sales and technical team, equipped with market and product knowledge, to ensure the best customer experience. The teams are highly responsive to customers' needs and frequently visit the customers to maintain a strong relationship. Consequently,

The Polyester Business of ICI Pakistan Limited has forged strong relationships with its customers, some of which have been continuing for as long as 37 years.

the nature of the relationship between the Business and some of its customers has evolved from being strictly professional to more personalised, with many considering the Business's personnel as friends and family. Furthermore, the Polyester Business organises a Customers Conference once every two years which provides the Business an invaluable opportunity to engage with customers on a personal level and exchange information regarding key industry updates as well. As a result of these engagements, the Polyester Business of ICI Pakistan Limited has forged strong relationships with its customers, some of which have been continuing

for as long as 37 years. **Testimonials** "It's been a very long relationship based on respect, mutual admiration and trust." — Monnoo Group "Words cannot explain the depth of our relationship." — Ayesha Group "ICI Pakistan Limited makes its customers feel like they are part of one big family." — Crescent Group "It makes me feel proud that Anwar Textile has built an association of over 35 years with ICI Pakistan Limited, based on common understanding and trust." — Anwar Textile Mills Ltd. ■

Always at the forefront of innovation

POLYESTER staple fibre (PSF) was introduced to the world by ICI Plc UK in 1942. Thereon, Terylene became synonymous with the trendy clothing in the 1970s to today's high-performance active sportswear and outdoor gear. Terylene has successfully maintained its popularity throughout the decades. ICI Pakistan Limited introduced this revolutionary product to Pakistan by setting up a 12,000 tonnes per annum Polyester Plant in Shiekhpura in 1982. PSF is an essential raw material for the textile value chain as it is consumed by the spinning industry for the manufacturing of different polyester yarns. The yarn is then subsequently converted into a variety of value-added products by the downstream industry. As pioneers of the PSF technology in Pakistan, the Polyester Business has enabled the cotton rich textile industry to diversify its products and be more competitive in the international arena, where the growth of manmade fibres has been phenomenal.

Upholding the values of innovation and customer-centricity, ICI Pakistan Limited's Polyester Business is constantly striving to pioneer and deliver the highest quality products. It has introduced a number of speciality products based on a four-tier strategy; health and hygiene, sustainability, versatility and traceability. Currently, the Business is manufacturing four products; the original Terylene PSF, Terylene Black, recycled fibre Terylene Clean and odour management fibre Terylene, powered by SILVERbac. In 2015, ICI Pakistan Limited became the first company to successfully introduce domestically-manufactured Black Fibre in Pakistan. The product quickly gained traction and within just a few years, the Business has been able to gain 80% of the total Black Fibre market share in Pakistan. Terylene Black is the Company's most versatile PSF, made from high quality black Masterbatch. As a socially responsible Company that consciously measures its environment impact of its products and actions

across all steps of the value chain, ICI Pakistan Limited is manufacturing Terylene Clean, a GRS-certified recycled polyester staple fibre. This variety is made from recycled PET bottles, thereby, helping to make a positive impact on the environment. The resulting product manifests efficient performance, durability and affordability. With Terylene Clean, the customers can be certain that they are playing a role in cleaning up the planet. ICI Pakistan Limited is also the first company to introduce and manufacture antimicrobial fibre in the country, in conjunction with a renowned UK based company Novel Technologies Holdings (NTH). This product, known as Terylene powered by SILVERbac, is unique and highly innovative as it is odourless, non-leaching and eco-friendly. Certified by the International Antimicrobial Council, the product can be used in numerous applications, including denim, socks, garments, home textile, towel, hospital wear and bed linens. By offering these innovative products, the Polyester Business showcases



The Polyester Business is continuously striving to bring high quality and innovative products to the marketplace. its commitment of always staying ahead of the curve and building durable relationships with customers. These products will pave the way for sustainable growth as the Polyester Business seeks to aggressively expand its footprint in the global market and explore new export destinations, based on the emerging market trends. ■

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HBL is proud of its partnership with ICI Pakistan Limited for over four decades and looks forward to a prosperous future together.

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Chemicals & Agri Sciences Business

Delivering cutting-edge solutions to the textile sector

THE Chemicals & Agri Sciences Business of ICI Pakistan Limited imports, blends and distributes hundreds of products and variants from international trading partners. For several decades, the broad spectrum of products marketed by the Chemicals Division have played a key role in adding value to practically every industry in Pakistan, especially the textile sector. The Division has always remained focussed on innovative approaches, collaborations and expansions to diversify its product portfolio to enhance the many comforts of modern life.

On August 13, 2018, ICI Pakistan Limited signed a strategic partnership agreement with Huntsman Textile Effects in Singapore, to manufacture, formulate and distribute Textile

Effects products and solutions in Pakistan through its Chemicals Division. A division of Huntsman Corporation (NYSE: HUN), Huntsman Textile Effects is a recognised global market leader and innovator in textile dyes and chemicals.

Both companies entered this collaboration under a shared vision of developing a stronger textile sector in Pakistan, and combining their resources to respond to the textiles market with speed and agility. Through this alliance, ICI Pakistan Limited is using its market acumen and strong customer and supplier relationships to introduce Textile Effects' innovative dyes and textile auxiliaries to Pakistan's textile industry. The partnership is already helping both companies to further expand in Pakistan, and raise standards and competitiveness of the

local textile market.

According to Arshaduddin Ahmad, Vice-President Chemicals & Agri Sciences Business, "in Huntsman Textile Effects, ICI Pakistan Limited has found a partner who is fully committed and dedicated to deliver enduring value for Pakistan's textile sector by supporting local companies to capture global emerging opportunities."

The technical teams of ICI Pakistan Limited and Huntsman have been working closely to devise tailored solutions for the valued customers. To launch the partnership, seminars were conducted in Lahore, Karachi and Faisalabad last year. Further, technical training workshops and seminars have also been organised with Huntsman's global specialists for customers in these three major cities as well. ■



In 2018, ICI Pakistan Limited and Huntsman Textile Effects entered into a strategic partnership to deliver enduring value and innovation to Pakistan's textile sector.

Agri Sciences Division

Empowering women cotton pickers

SINCE its inception in 1990, the Agri Division of ICI Pakistan Limited has diversified and expanded to offer holistic solutions to the customers. With decades of experience in Agri Sciences, the Company provides its customers with the highest quality seeds, agrochemicals and micronutrients that ensure high yields and greater value for money.

The Agri Division strives to empower farmers to create maximum value, while conserving water, land and energy. The Company supports farmers by providing them with high quality farm inputs to maximise their yields and minimise the costs. Based on its strong alliance with business partners and dedicated technical and commercial teams, ICI Pakistan Limited is positioned to continue to be a leader in the industry. Further, the Division is committed to improve farmer productivity and general awareness about various aspects of health and safety.

Pakistan is the world's fourth largest cotton producer, employing almost half a million women cotton pickers. These rural women work in the fields for seven hours or more on a daily basis, in the hope of building a better future for their children and to share the financial burden of their families. Owing to heavy use of pesticides on the cotton crop, a majority of the cotton pickers face serious health hazards. However, a study has estimated that only as few as 8.7% of these workers are aware of these hazards and lack adequate protective clothing. Further, only 10% of the respondents wore protective clothing while picking cotton.

To create awareness of Health, Safety and Environment (HSE) among these women cotton pickers, ICI Pakistan Limited's Agri Division has conducted awareness and training sessions in the major cotton producing areas of Multan and Bahawalpur. Around 80



The Agri Sciences Division recently conducted awareness and training sessions on health and safety for 80 women cotton pickers in the major cotton producing areas of Multan and Bahawalpur.

women cotton pickers participated in these sessions, which highlighted health hazards associated with working in pesticide-applied fields and precautionary measures that need to be taken to overcome such hazards.

During the sessions, the women cotton pickers were also educated on how they could work more efficiently

and protect themselves from serious diseases. Souvenirs and antibacterial soap were distributed among participants of these programmes. The host farmers appreciated the efforts of ICI Pakistan Limited's Agri Division towards this cause and for becoming the first company to initiate such a programme. ■

Chemicals Training Centre: excellence in action

THE Chemicals Division of ICI Pakistan Limited has demonstrated significant growth in recent years by continuing the expansion of its existing product portfolio and supplementing this with new and innovative solutions.

The Division's technical and commercial expertise is unparalleled in the industry as it enjoys the benefit of global insights amassed from a long history of serving the customer needs.

In 2018, a state-of-the-art Chemicals Technical Centre (CTC) was inaugurated at the Company's West Wharf premises in Karachi. The CTC was built to enhance the Chemicals Division's capability to carry out testing of formulations, research and development activities, and ensure stringent quality control, in a modern facility.

The CTC was also envisioned to serve as a centre of excellence to carry out customer and technical trainings.

The Technical Department of Chemicals Business regularly conducts trainings for customers from the Textile and Polyurethanes segments at the CTC.

Some of the recent trainings have been attended by engineers from the DWP Group, Verioline Intercool and Butt Brothers.

These trainings covered a wide range of topics related to chemistry, processing, troubleshooting and physical properties testing of Polyurethanes.

As part of the training, the participants also gained practical experience of working on our testing equipment and processing machinery.

To further strengthen ICI Pakistan Limited's position as a supplier of choice, the Technical Department is committed to continue its focus on implementing a comprehensive training and development framework that will enhance the competencies in Textile and Polyurethanes segments. It also aims to impart technical knowledge and skills to the university students as well. ■

Congratulations



ICI PAKISTAN LTD.



on 75 years of successful operations in Pakistan

We are proud to be your partners in this journey of success



A Commitment to Quality

Partners for success



Tariq Glass Industries Ltd.

118-D Model Town, Lahore. Tel: 042-111 000 660 Email: info@tariqfloatglass.com



Captain PQ and ICI Pakistan Limited share the values of

dedication, respect, integrity, fairness and continuous improvement.

We look forward to achieve many more milestones with ICI Pakistan Limited in the future.



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Pharmaceuticals Business

Transforming business to improve lives

THE Pharmaceuticals Business of ICI Pakistan Limited manufactures, markets and distributes some of the leading pharmaceutical products, including drugs that fight life-threatening diseases.

In recent years, ICI Pakistan Limited has acquired Cirin Pharmaceuticals (Private) Limited, and some brands and assets of Wyeth Pakistan Limited (Wyeth) and Pfizer Pakistan Limited. These acquisitions have substantially strengthened the manufacturing capability of the Company and diversified its pharmaceutical product portfolio.

With these acquisitions, ICI Pakistan Limited has entered the manufacturing sphere from being a toll-manufacturer. As a result, the Pharmaceutical Business has adopted a revitalisation strategy to ensure excellence in manufacturing and commercial execution.

The Business is undergoing a phase of transformation to deliver sustainable, competitive and profitable growth. It aspires to become the "most trusted, quality-conscious and innovative pharmaceutical company" and be amongst the top 10 companies in the industry.

Since October 2018, the Pharmaceutical Business has been consistently growing at a faster rate than the pharmaceutical industry. This has mainly



In recent years, the Pharmaceuticals Business has strengthened its commercial and manufacturing capabilities, and focussed on product portfolio diversification.

been achieved by focussing on secondary sales through prescription generation. Based on its performance, it now stands in the "top 5 fastest growing

Pharmaceutical companies" from amongst the top 21 companies in the country's pharmaceutical industry.

To sustain this trend, the Phar-

maceutical Business plans to expand its product portfolio by launching new products in the coming months.

The Business has further strength-

ened its marketing and sales capabilities by introducing the Brand Planning Framework and launching the new Sales Call Model (Best Sell Outcome).

It has deployed strategic marketing initiatives, including the launch of a new Promo Grid, sales resource optimisation and realignment of the sales organisation to strengthen the focus on priority brands and leverage customer segment synergies. The commercial strategy is geared towards making the Pharmaceutical Business an insight-driven, competitor-aware and future-ready organisation.

Staying true to the core value of Customer Centricity, the Pharmaceutical Business is transitioning to a multi-channel marketing model from single channel model. The idea is to create digital platforms that will enhance the customer experience at every step of the customer journey.

As a result, the customers will benefit from high quality information about the products and diseases, in line with their delivery preference.

The Business has also made great progress over the last few months in the Distribution and Sales Operations Planning processes.

Through a structured process, it has improved demand forecasting and supply planning models to improve product availability and inventory

management.

The distribution model and strategy has also been streamlined to improve controls and efficiencies. Distributor rationalisation has also been done to improve controls and efficiencies. To deliver high quality products and cater to the growing market needs, the Company is investing resources to enhance the manufacturing facilities of the Pharmaceutical Business.

The upgradation and capacity expansion of the sterile area at the Hattar Plant has been completed, while the expansion of the Cephalosporin area at the facility is also planned.

The Hawkesbay facility is also undergoing a phase of expansion in the liquid manufacturing area. For Nutraceuticals, the business plans to manufacture and market more products that will lead to a higher capacity utilisation of the facility and an improved outlook for the segment as a whole. The Pharmaceutical Business has witnessed remarkable transformation by leveraging best practices and forging greater synergy between its various segments and portfolios.

The Business will continue to roll-out the revamped strategy and concentrate its efforts to establish new portfolios such as cardio-metabolic, nutraceuticals and Merpen, which will play an integral role in the future growth trajectory of business. ■

Chemicals & Agri Sciences Business

Shades Masterbatches: bringing substance to life

OVER the last few years, the Masterbatches (a colourant and additive to enhance the properties of plastics) market in Pakistan has displayed a robust growth rate and this trend is expected to continue in the future as well. The primary driver of this market is the plastic industry in Pakistan, which is still in an infancy stage as compared to the regional counterparts of China and India. Masterbatches is a crucial ingredient for the plastics industry as subpar product can have a detrimental effect on the finished product.

In 2017, ICI Pakistan Limited announced its intention to enter the Masterbatches segment by constructing a new, state-of-the-art manufacturing facility at the Company's West Wharf premises in Karachi.

In May 2019, the Plant was successfully commissioned and commercial operations were launched at the facility. This project is

The Shades Masterbatches project is another strategic step towards fulfilling the Company's growth aspirations.

another strategic step towards fulfilling the Company's growth aspirations by enhancing the product portfolio of its Chemicals Business. It reaffirms the commitment of ICI Pakistan Limited to explore new opportunities for growth and bringing the best solutions to its customers.

Under the brand name of Shades, ICI Pakistan Limited has developed a wide product range that includes both standard and specialised colours and additives for all the application segments of plastic sector.

Delivering on the promise of "Bringing substance to Life", the market development efforts are focussed on offering innovative, premium quality and strong value-based products to the industry that satisfy the customers' business needs.

With latest European technology and a well-equipped research and development laboratory, the Company is well positioned to continuously innovate and develop high



A view of the Masterbatches facility at ICI Pakistan Limited's West Wharf premises, Karachi.

quality, specialised solutions for the customers. The modern production facility is backed by well-trained and qualified technical staff for ongoing customer support.

Based on the positive response of customers, the Shades Masterbatches team is confident of making a significant breakthrough in the domestic market. ■

UBL Congratulates ICI Pakistan Limited on 75 Years of Successful Operations

UBL & ICI Pakistan Limited – working together for an innovative & progressive Pakistan.

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We Congratulate ICI Pakistan Ltd. on their 75th Anniversary

We, at Meezan Bank offer our heartiest congratulations to ICI Pakistan Limited on completing 75 Years of continuous growth & success. Your exceptional impact on the country's business landscape and your dedication towards regional growth is truly commendable.

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Animal Health Business

Advancing farm productivity and farm economics

SINCE its inception, the Livestock segment of Animal Health Business has continued to empower farmers, veterinarians and producers by equipping them with knowledge of best practices to improve the health and well-being of the livestock. Consequently, it has played a critical role in enhancing Pakistan's farm productivity and farm economics.

Over the last few years, there has been growing awareness about commercial farming and farm productivity in Pakistan. The focus on modernisation and diversification is also emerging in new commercial and corporate entrants.

The Livestock segment of Animal Health Business is well prepared to benefit from recent market developments as it offers a wide variety of product categories.

The Animal Health Business has added value to the lives of local farm-

ers with an exciting range of high quality generics offered under the brand umbrella of Farmer's Choice. With these products, it aims to improve animal and veterinary care in Pakistan. The Farmer's Choice portfolio has crossed the milestone of PKR 2 billion in sales and has become a major contributor to the revenues of Animal Health Business.

The Business is also involved in producing its own cattle-feed (Vanda) and Silage. These high quality products ensure the fulfilment of daily nutrition requirements, helping improve milk yield. Additionally, it takes great care to produce high quality anthelmintics, antibiotics and vitamin-mineral complexes.

Further, international synergies have allowed the Business bring global advancements to Pakistan through partnerships with some of the leading animal health companies of the world. This formidable roster includes MSD

Animal Health, Elanco, Bayer Animal Health, Trow Nutrition, Lanxess, Mervue Laboratories, Cogent Breeding UK, ST Genetics, Berg + Schmidt, ChoongAng Vaccine Laboratories (CAVAC), Champrix, Vemo 99 Ltd and Norbrook Laboratories.

There is an emerging trend of imported animals (cross-bred) with higher milk production. The dairy industry is in transition to manage these high-yielding animals to meet their specialised nutritional requirements. To leverage this market opportunity, the Animal Health Business has launched the Trow Nutrition specialised portfolio of calf milk replacers, energy boosters, Toxin binders and post-parturient solutions, which are globally used to manage the needs of these animals.

Through the widespread network of its sales team, the Business maintains a strong presence at the grass-roots-level. These teams are regularly



The Livestock segment is committed to improve nutrition, breeding and health management for higher productivity of the livestock sector.

trained on new product technologies, the latest farm management practices and key industry challenges.

They actively engage with farmers to raise awareness on key topics. Through monthly seminars and other customer engagement initiatives, the farmers and animal health professionals across Pakistan are equipped with appropriate products and techniques.

The Livestock segment has carried out efforts to improve nutrition, breeding and health management, biosecurity and genetics for higher productivity of the livestock sector. Similarly, massive vaccination against different diseases has been done resulting in a reduction in the outbreak incidence. Last year, the Animal Health Business also participated in the Pakistan

Poultry, Dairy and Livestock Expo held in Karachi, the Livestock, Fisheries and Agri Business Expo, Swat, and the EuroTier in Germany.

In conclusion, the Business remains committed to enhancing prospects for the farmers seeking high quality products by promoting better health and safeguarding the general well-being of the consuming animals. ■

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Bringing innovative solutions to Pakistan's poultry industry

POULTRY is one of the most important and vibrant sectors of Pakistan's livestock sector. Pakistan has become the eleventh largest poultry producer in the world, with an annual production of 1.16 billion broilers. The poultry industry of Pakistan is making a tremendous contribution in bridging the gap between supply and demand of meat protein. With the continuous depletion of the supply of red meat, poultry is the cheapest available animal protein source for the masses and is an effective check upon the spiralling animal protein prices. The poultry industry generates direct and indirect employment for more than 1.5 million people of Pakistan.

The Poultry segment of Animal Health Business provides a comprehensive portfolio of products, which have been developed to ensure consistent performance and improved flock health.

Customers who use poultry products of ICI Pakistan Limited are well aware of the Company's commitment to achieve flock uniformity and improve production efficiency. The product categories of the Poultry segment include

Customers are well aware of the Company's commitment to achieve flock uniformity and improve production efficiency.



The Poultry segment of Animal Health Business is committed to creating awareness about various types of diseases and cost-effective treatment options.

tion, the Company introduced the Trow Nutrition product range in 2018. Trow Nutrition is the global leader in innovative feed specialties, premixes and nutritional services for the animal nutrition industry.

The diverse programmes of feed safety, moisture management, grain treatment and Mycotoxin risk management from Trow Nutrition have enabled the Animal Health Business to replicate the poultry feed standards of European nations in Pakistan. Similarly, the Gut Health Programme for breeder, layer and broiler birds has helped to reduce the antibiotic usage in poultry and, ultimately, led to a reduction in anti-microbial resistance (AMR) which is global challenge nowadays.

The Animal Health Business continuously engages with farmers and other industry stakeholders to create awareness about various types of diseases and cost-effective treatment options. During these sessions, farmers are briefed on the importance of water quality, water-borne diseases in poultry and how water contamination can be prevented in poultry farms.

These engagement sessions are important to educate the farmers, who face severe economic losses in case of any disease outbreak. The Animal Health Business is constantly striving to bring innovative solutions and services for its farmers and feed millers to bring an overall change in farm productivity, farm economics and, ultimately, for a more progressive Pakistan. ■

Antibiotic Growth Promoters (AGPs), antibiotics (imported and locally manufactured), biologicals, disinfectants, enzymes and nutritional products.

The poultry development strategy of Animal Health Business is based on disease control, intensive production, processing, value-addition and improving poultry husbandry practices through technological advancements.

In 2017, ICI Pakistan Limited acquired the selling and distribution rights of CAVAC, which is a leading South Korean vaccine manufacturer. The acquisition enabled the Animal Health Business to fortify its range of poultry biologicals and provide a one-window solution to farmers for eradication of disease through quality control.

A dedicated poultry biological team is now spreading awareness from farm-to-farm on the issues of proper vaccine handling, administration and following an effective vaccination schedule.

Keeping in view the trend towards antibiotic-free produc-



ICI PAKISTAN LTD.



FIB and ICI Pakistan Limited are bonded together by their dynamic and ambitious approach to business.

With our heartfelt pleasure, we congratulate ICI Pakistan Limited on its 75th Anniversary.



MONNOO GROUP

In today's fast-moving and competitive business environment, innovation is the key to the survival and prosperity of any business. The Monnoo Group takes great pride in being at the forefront of continuous improvement and innovation. Our long-standing partnership of 37 years with ICI Pakistan Limited has greatly aided us in this quest for improving our products and services.

We extend heartiest congratulations to the Company on its 75th Anniversary.



We are proud to be associated with ICI Pakistan Limited – our supplier of choice for 37 years. Together, we will strive towards continuous improvement through innovation and sustainable competitive advantage, leading to a mutually beneficial relationship.



Adding value to Pakistan's economy...

LOTTE Chemical Pakistan Limited (LCPL), a subsidiary of the South Korean conglomerate LOTTE, is a world-class supplier and manufacturer of Purified Terephthalic Acid (PTA), an essential raw material for the manufacturing of Polyester Fibre, Filament Yarn and PET. Lotte Chemical remains one of the largest multinational investments in the petrochemical sector in Pakistan.

At Lotte Chemical Pakistan Limited, our customers' satisfaction is the driving force behind our spirit to meet challenges and achieve excellence in everything we do. We maximise operating efficiencies and demonstrate best practices in Safety, Health and Environment that add value to our product quality and make a difference in letter and in spirit.



Corporate Social Responsibility

Growing together with communities

ICI Pakistan Limited has a long history of supporting and partnering with communities to improve lives across the country. The Company recognises that corporate social responsibility (CSR) initiatives in the communities where it operates create positive impact for the people and improve their lives.

The CSR initiatives of the Company are carried out through the ICI Pakistan Foundation, a registered Trust run and managed by a Board of Trustees. Over 250,000 community members benefit directly from the Company's CSR programmes every year. The ICI Pakistan Foundation supports a broad range of initiatives and projects in the areas of health, education, women empowerment and environment.

Education

As part of its commitment to promote education, the Company supports initiatives which provide primary and higher education, as well as vocational training.

The Ladies Welfare Centre (LWC), established in 1973 by ICI Pakistan Limited to empower young women from the Khewra community, has continued to flourish. The Centre

also offers internships and teacher training programmes, currently employing five instructors, all of whom are former students. In Karachi, the Roshan Lyari programme was launched to promote literacy and enhance capacity-building skills within the Lyari youth community. The programme offers short-term vocational training courses of fashion designing, stitching and tailoring, beauty and makeup, and MS Office to the community youth, with 75% of them being women.

For the past 17 years, the Polyester Business's CSR team has overseen the Government Boys and Girls Primary School in Tibbi Hariya, Sheikhpura. Currently, 120 students are enrolled at the school.

The Foundation's long-term support of the Government Boys and Girls Primary School, Kakapir Village, Karachi, has included the 2008 renovation of the entire school building, provision of new classroom furniture and start of sixth grade classes. More than 200 students are enrolled at the school, which has helped the community's female students continue their education.

The ICI Pakistan Foundation has provided funds to upgrade the Karachi-based Murshid



To ensure continuous supply of clean water to the Khewra community, ICI Pakistan Limited donated two generator sets with a pumping capacity of 100,000 litres/day to the local administration.



The Hamqadam Community Clinics in Khewra and Sheikhpura have improved access to maternal and child health in the communities.

Over 250,000
community members
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Hospital School of Nursing and Midwifery's Nursing Skills Lab with sophisticated training equipment, which includes life-sized working models that enable nursing students to practice vital medical techniques. The Foundation's support also facilitated the uplift of the school's library and faculty computer lab. These improvements have now allowed the Nursing School to upgrade its three-year diploma programme to a college-level four-year degree programme, raising education standards for future nurses.

In continuation of the engagement with Murshid Hospital School of Nursing and Midwifery, the Foundation has awarded 16 merit-based scholarships to needy students enrolled in the two-year Community

Midwifery Diploma programme.

The Foundation continues to provide funds to the Pakistan Agricultural Coalition (PAC) for the establishment of an agricultural technical institute to aid in agricultural research and impart quality education to farmers.

Health

After the establishment of a successful mother and child healthcare community clinic in Khewra in 2016, a similar clinic for the Sheikhpura community was formally inaugurated in October 2018. The clinic has proven to be a valuable addition to the local healthcare infrastructure.

The Foundation's longest-running monthly eye care programme continues to operate sustainably and reached the milestone of completing 300 camps in January 2019. This eye care programme has benefitted thousands of deserving patients from Khewra and beyond for more than 27 years. Further, a one-day camp was also organised at the Company's Cotton Research Farm, Multan.

In October, a ceremony was held to donate two generator sets to the Khewra local administration to ensure continuous supply of clean water to the community.

Further, the ICI Pakistan Foundation has pledged a three-year support to the Lyari General Hospital Paediatric Emergency OPD unit.

Community

To engage ICI Pakistan Limited's employees with various community-based CSR initiatives, the Pehchan Volunteer Programme was

launched in June 2018. The programme is guided by the Company's CSR policy. Under the Pehchan programme, in line with the Company's culture, values, and brand promise of 'Cultivating Growth', the Company enables employees to devote up to two working days (or 16 working hours) annually on Company time in pursuit of volunteer work. The Pehchan activities organised this year include tree plantation drives, blood donation camps, Independence Day celebrations at SOS Village and The Citizens Foundation Rehbar programme. Nearly 2000 saplings have been planted during the year in Khewra, Sheikhpura and Karachi.

Environment

Given the growing pressure on the environment, the Company continues to participate in tree plantation drives and utilise biodegradable envelopes for the mailing of the Company's annual reports and other corporate publications to stakeholders.

Women Empowerment

In line with ICI Pakistan Limited's commitment to promote women empowerment, diversity and inclusion at the workplace, the Company has partnered with Pakistan's top-ranked universities to launch the Impact Women's Scholarship.

The Impact Women's Development Programme also provides outstanding female students opportunities to learn, network and gain professional work experience at the Company. ■

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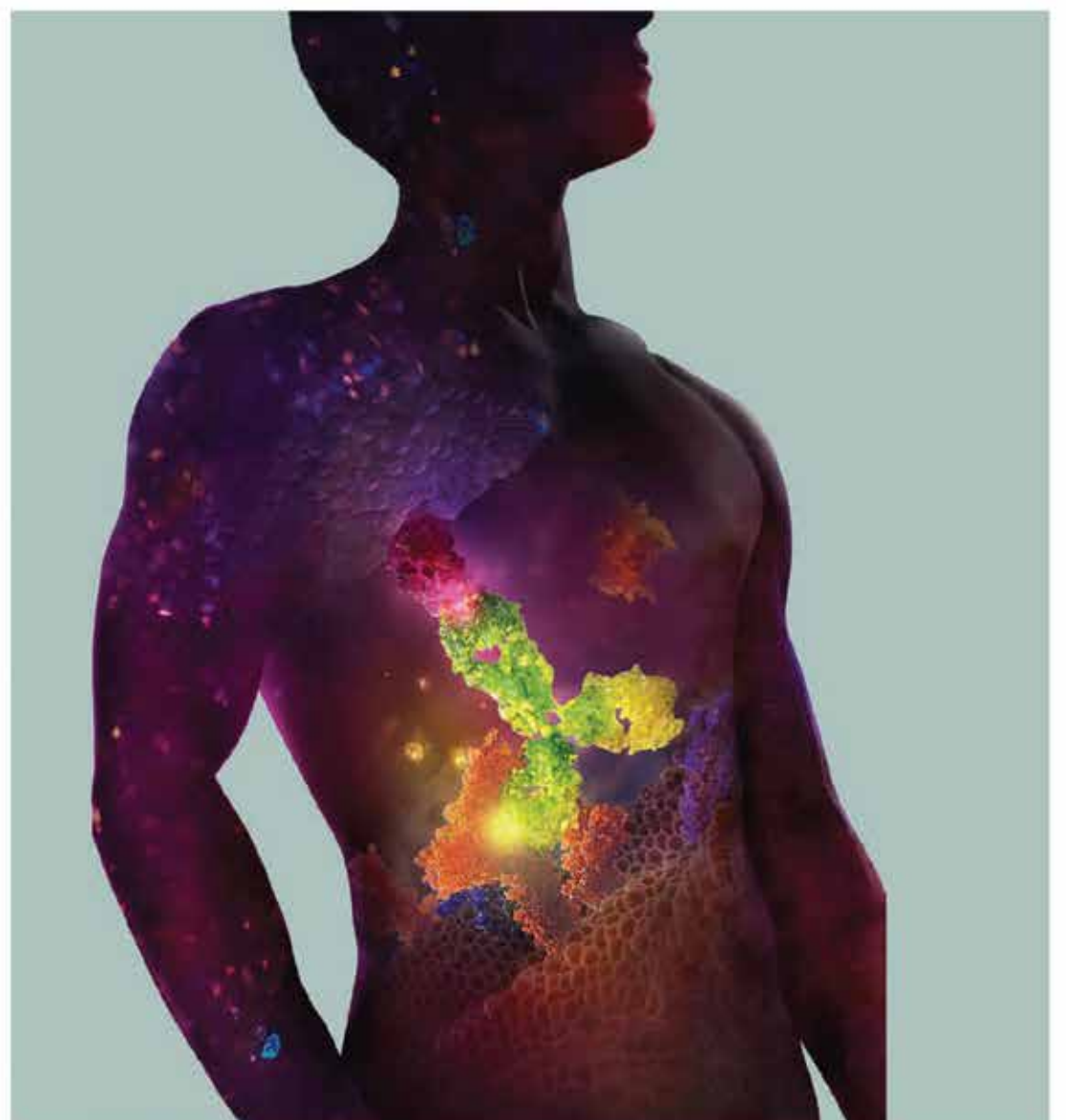
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AstraZeneca collaborates with ICI Pakistan Ltd. to bring innovative solutions and medications to patients in Pakistan through fully integrated patient-centric projects that have a positive impact on society. AstraZeneca congratulates ICI Pakistan Ltd. on its 75th anniversary.



Passion for People

Building a world-class organisation for the future

ICI Pakistan Limited believes that all employees play a key role to help the Company achieve a sustainable growth trajectory. One of the Company's core values is Passion for People and as an equal opportunity provider it takes great pride in fostering individual strengths and valuing the contribution of its diverse workforce.

By promoting employee engagement at the workplace, ICI Pakistan Limited aims to further its mission of 'Cultivating Growth' and drive sustainable business results.

This year, for the second consecutive year, the Company was honoured with the Gallup Great Workplace Award—the highest honour reserved by Gallup for the world's most distinguished workplaces. In 2018, ICI Pakistan Limited was recognised for

Management Team (EMT), while the female workforce has also grown steadily over the last three years.

ICI Pakistan Limited has launched the Impact Scholarship Programme, in partnership with Pakistan's top-ranked universities, to finance the undergraduate degree of four female students. Further, the Impact Women Development Programme has also provided outstanding female students opportunities to learn, network and gain an internship experience at the Company.

Employee learning and development holds paramount importance for ICI Pakistan Limited. Building on the value of Passion for People, the Company continues to offer programmes through blended learning and provides stretched assignments to enrich the experience of employees. The Leadership Development

Information System (HRIS) suite of SAP SuccessFactors by incorporating complete onboarding, recruitment, performance, talent management and compensation processes.

The automation of these processes has brought greater transparency, reduced administrative and paper-based work, and provided useful analytics for sound decision-making.

The Company offers personalised learning platform through online and face-to-face programmes. A new e-learning platform called iLEARN, powered by SuccessFactors, has been introduced at ICI Pakistan Limited to present the employees a more personalised learning experience. This virtual learning centre has a rich library of leadership programmes, and specialised and soft-skill courses offered by renowned global professionals.

The Company leverages internal expertise of senior leaders to conduct its flagship 'HR for Non-HR Managers' and 'Finance for non-Finance' programmes. In 2018, around 14,000 man-hours (face-to-face) were invested in employee learning and development initiatives.

Every year, ICI Pakistan Limited runs the "Race2Boardroom" Graduate Recruit (GR) Programme to hire the best talent from universities. This fast-track career development Programme aims to build the Company's talent pipeline by providing the GRs an opportunity to work on diverse and challenging projects. This year's recruitment drive was highly successful and attracted more than 7,000 applications from the students of local and foreign universities. After a rigorous selection process, ICI Pakistan Limited welcomed 23 GRs to the organisation. Most encouragingly, half of the hired GRs were females.

To foster a culture of engagement and develop a sense of belongingness, the Company regularly hosts various events for its employees.

These include the Annual Bake Sale, celebrations on Eid and Independence Day, farewell for retirees and annual family get together events at the Plant sites. In addition, ICI Pakistan Limited is also focussed on promoting overall employee wellness and some key facilities at our locations include gym, badminton court and other indoor/outdoor sports areas.

As an employer of choice, ICI Pakistan Limited remains committed to foster care and growth for each employee to make their experiences with the Company more meaningful. The Company will continue to embrace the evolving modern working practices and policies to stay ahead of the curve in today's era of digitalisation. ■



ICI Pakistan Limited has launched the Impact Women's Development Programme as part of its commitment to promote diversity and inclusion in the workplace.

Building on the value of Passion for People, the Company continues to offer programmes through blended learning and provides stretched assignments to enrich the experience of employees.

the first time by Gallup for showing tremendous progress, genuine dedication and a clear strategy on its engagement journey.

Gender diversity, as well as gender sensitisation, within the workforce is a key focus of the Company's diversity and inclusion agenda. Under the umbrella of Impact Programme, several initiatives have been taken with a special focus on increasing female representation in the organisation. ICI Pakistan Limited has 25% female representation in the Executive

Roadmap (LDRM) continues to play an important role in the development of a leadership pipeline. Around 65% of incumbents in critical roles are promoted internally in line with their career development plan.

ICI Pakistan Limited has always remained at the forefront of embracing technology and digitalisation in the domain of Human Resources as well, which has helped the function to become a strategic business partner for the Company's overall success. The Company fully utilises the HR

Building stronger customer relationships

Continued from Page 2

customer base not just locally. In recent years, it has been able to increase its export sales and also develop new markets, such as Bangladesh and the UAE. The Business has been able to successfully compete with other global players and take a fair share of the pie in the international markets.

To improve its customer service and adopt a green supply chain strategy, the Soda Ash Business has also successfully rolled out the Bulkers Project to supply the product to customers in bulk quantities instead of polypropylene bags. It has become the first soda ash supplier in South Asia to transport soda ash in bulk and this green supply chain strategy is the first for any soda ash producing company in Pakistan as well.

With the implementation of Bulkers Project, the customers will no longer need to engage in additional manual labour to unload heavy soda ash bags into open conveyors, which will also reduce their product wastage. At the same time, the project will help to eliminate around 350 tonnes of carbon emissions from the atmosphere annually.

As a result of these initiatives and deep customer relationships, the Business was able to close the year 2018-19 with record domestic sales. This feat was achieved despite a challenging environment during the year that witnessed steep rupee devaluation and sluggish downstream market. ■

Focussing on growth through expansion

Continued from Page 2

the Company's aspirations to remain a partner of choice and to make Pakistan self-reliant for its soda ash requirements.

Impact on Pakistan's economy
ICI Pakistan Limited is the largest soda ash producer in Pakistan and caters to approximately 70% of the country's total requirement for this commodity.

The Company has continued to play a key part in the country's economic development by utilising indigenous raw materials to ensure substantial foreign exchange savings through import substitution.

The Soda Ash Business contributes approximately PKR 1.5 billion each year to the Government exchequer, while also providing more than 3,500 direct and indirect employment opportunities to the Khewra and surrounding communities.

Further, the soda ash produced by ICI Pakistan Limited is exported to the markets of Bangladesh, South Africa, Oman, UAE, Saudi Arabia and Sri Lanka.

Therefore, the Company has also earned valuable revenue for the national exchequer.

With the evolution of production capabilities, the various markets and applications for soda ash have also kept pace with the changing times.

Today, soda ash consistently ranks as one of the top ten inorganic chemicals produced in the world and is an essential raw material to a variety of industries, including glass, detergent, paper, chemicals, textiles, and even in cooking and baking.

The Company's Soda Ash Business has, thus, played a pivotal role to provide the basic raw materials required to set up industries that form the backbone of Pakistan's economy. ■

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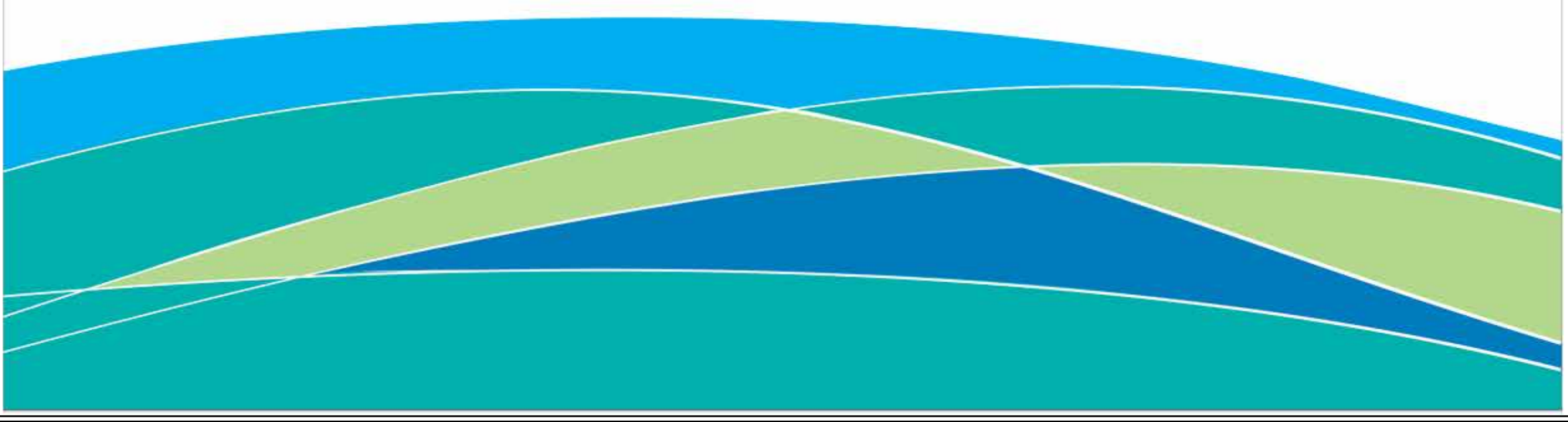


ICI PAKISTAN LTD.



CONGRATULATIONS ON YOUR 75TH ANNIVERSARY

EQUATE Group is privileged
to be your Ethylene Glycol partner
in this journey of growth and success



Health, Safety & Environment

Shaping a sustainable future

ICI Pakistan Limited is committed to reducing environmental impact on the planet and delivering more sustainable products and solutions to its customers. Therefore, the Company aims to integrate sustainability into every area of its business — for the benefit of customers, shareholders, employees and the surrounding communities.

In line with its core values of Integrity & Responsibility, as well as Delivering Enduring Value, ICI Pakistan Limited began the practice of voluntary sustainability reporting in 2008.

In 2017, ICI Pakistan Limited became one of the first companies in Pakistan to adopt the newly introduced, and not as yet mandatory, GRI standards to report on its sustainability efforts.

The Company has also aligned its sustainability reporting practices to the United Nations Development



ICI Pakistan Limited is committed to protecting the health and safety of employees, contractors, customers and other stakeholders.

Programme Sustainable Development Goals (SDGs). ICI Pakistan Limited regularly engages with the government, civil society and other businesses to promote the adoption of UNSDGs and

sustainability principles in all aspects of operations. Last year, the Company participated in a national consultation on Pakistan's voluntary national review (VNR) preparation for the UNSDGs, in Pakistan Secretariat, Islamabad.

Being a pioneer in the area of Sustainability, the Company has been nominated as a leader for SDG 12: Responsible Production and Consumption under the SDG Leadership Programme of Centre of Excellence in Responsible Business (CERB - Pakistan Business Council).

The understanding of employees on sustainability requirements and its compliance is guided through four documents, namely the ICI Pakistan Management System, Occupational Health Manual, Corporate Engineering Procedures and Information Notes for Managers. These documents are based on global best practices. Sustainability at ICI Pakistan

Limited is led by the top leaders and its performance is discussed in Executive Management Team and Board meetings.

The Learning Events database at ICI Pakistan Limited is an effective tool to proactively identify the hazards and risks associated with them. To further improve this system, a mobile application was introduced this year for the employees to help identify potential risks, eliminate hazards and overcome gaps related to HSE&S.

The Environmental Performance Management (EPM) database has also been enhanced for timely reporting and analysis of the KPIs for health, safety, environment and energy.

A reduction in the Operational Efficiency (OEE) footprint remained a high priority for ICI Pakistan Limited. The Company has maintained a focus on energy conservation, waste reduction, water conservation and National Environmental Quality Standards (NEQS) compliance through the implementation of sustainability plans.

The Health Assessment Performance Index (HAPI) and Hygiene Performance Index (HYPI) are two unique programmes implemented at all ICI Pakistan Limited sites.

These programmes relate to the


health assessment and monitoring of employees' exposure to various hazards.

The concept of HAPI and HYPI is to minimise the risk of occupational diseases at the workplace. The collected data is monitored even after the retirement of employees. The bi-annual assessment of employee's health, which included audiometry and spirometry tests, continued this year as well. No occupational illness was reported in 2018-19.

Trainings at all levels on HSE&S are considered to be of primary importance for employees and contractors.

This year, training course modules on high hazardous activities were reviewed in conjunction with the operational requirements and more than 17,000 man-hours of training were completed by internal and external HSE&S specialists. As a result of these initiatives, ICI Pakistan Limited has been able to complete more than 24 million safe man-hours this year.

To create a healthy competition and increase employee ownership for HSE&S activities, the Company also recognises the efforts of employees with the Chief Executive 'Best HSE Initiative Award'. ■



AL-ZAMIN GROUP

Al Zamin is proud to be associated with

ICI Pakistan Limited

in its successful journey of 75 years.

We look forward to achieve many more milestones with ICI Pakistan Limited in the future.



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Heartiest felicitations to ICI Pakistan Limited on completing 75 years of Cultivating Growth and serving Pakistan.

IGI Insurance is proud to be a partner of ICI Pakistan Limited in its journey of success.



ICI PAKISTAN LTD.



ICI Pakistan Limited: an icon of Pakistan's industrial landscape

Continued from Page 1

in the livestock and poultry segments.

In 2016, ICI Pakistan Limited had entered into a majority-owned infant formula joint venture with NutriCo Moringa (Private) Limited to set up a leading-edge, 120,000 tonnes per annum manufacturing facility for the production of Moringa Infant Formula, which will be manufactured, distributed and sold by the Company.

The commercial operations at this facility are expected to commence during the second half of calendar year 2019.

Recently, ICI Pakistan Limited has also attracted an expression of interest from a foreign investor to inject up to PKR 7 billion as growth capital. This proposal is an acknowledgement of the strength of the Company's people, sponsor shareholders and businesses, which are backed by a strong focus on corporate governance, sustainability and core values.

Passion for people

Employing over 1,600 people, ICI Pakistan Limited con-

2019 and Asia's Most Influential Companies at the Asia Corporate Excellence and Sustainability Awards (ACES) 2019, organised by MORS Group.

As an equal opportunity provider, ICI Pakistan Limited takes great pride in its commitment to fostering diversity and inclusion, and valuing the contributions of its diverse workforce. Gender diversity, as well as gender sensitisation, within the workforce is a key focus of the Company's diversity agenda.

Under the umbrella of Impact Programme, ICI Pakistan Limited has several initiatives, such as Impact Women's Development Programme and Impact Scholarship Programme, to provide outstanding female students opportunities to learn, network and gain professional work experience at the Company.

Fostering a culture of innovation and engagement

In 2018, ICI Pakistan Limited's first-ever intrapreneurship programme, the Explore Challenge, was launched. The entire organisation rose to this team-based, idea generation challenge as more than 200 ideas were submitted.

Gallup Great Workplace Award 2018 & 2019

Asia's Most Influential Companies Award 2019
Asia Corporate Excellence and Sustainability Awards (ACES) 2019

1st Prize ICAP & ICMAP Best Sustainability Report Award 2017

tinues to rise as an employer of choice. ICI Pakistan Limited has been honoured with certain global awards in recognition of its overall approach to conducting business and brand influence in the marketplace, culture of employee engagement and adherence to corporate sustainability principles.

It is the only organisation in Pakistan to be named amongst the winners of the Gallup Great Workplace 2018 &

Out of these submissions, 33 ideas were shortlisted for their impact in the areas of business and product development, process improvement, plant efficiency and employee engagement.

All shortlisted teams were assigned mentors and invited to attend a six-day Innovation Workshop, organised in collaboration with The Nest I/O, one of Pakistan's leading tech incubators. At the workshop, distinguished trainers intro-

For a Stronger Pakistan and Beyond

With the acquisition by Yunus Brothers Group (YBG) in 2012, ICI Pakistan Limited became a proud national company. Since then, the Company has continued to fulfil its brand promise of Cultivating Growth by creating greater value for all stakeholders and playing its role to build a stronger Pakistan.



duced the participants to various innovation-related tools and frameworks, including design thinking, Lean Six Sigma and the Business Model Canvas. In the competition's final round, the shortlisted teams pitched their ideas to the Executive Management Team to win rewards and Company-wide recognition.

A responsible corporate citizen

ICI Pakistan Limited has a long history of supporting and partnering with communities to improve lives across

the country. The Company recognises that corporate social responsibility (CSR) initiatives in the communities where it operates, create positive impact for the people and improve their lives.

The CSR initiatives of the Company are carried out through the ICI Pakistan Foundation, a registered Trust run and managed by a Board of Trustees. The Foundation supports a broad range of initiatives and projects in the areas of health, education, women empowerment and environment. ■

A Rich Legacy of Corporate Leadership

1944	1982	1987	1994	1998	2002	2008	2012	2014	2017	2018	2019
The Khewra Soda Ash Company, established in 1929, started its production with a single soda ash manufacturing unit.	ICI Pakistan Manufacturers Limited sets up a Polyester Plant at Sheikhpura with a capacity of 12,000 tonnes	The company changes its name to ICI Pakistan Limited.	ICI Pakistan Limited increases capacity of Soda Ash Plant by 50,000 tonnes.	ICI Pakistan Limited commissions its PTA Plant at Port Qasim, Karachi. The PTA Business demerged to form a separate entity in 2000.	ICI Pakistan Limited increases capacity of Polyester Plant by 44,000 tons.	AkzoNobel, one of the largest coatings and chemicals company in the world becomes the ultimate holding company of ICI Pakistan Limited. AkzoNobel demerged the Paints Business into a separate legal entity, Akzo Nobel Pakistan Limited, in 2011.	The Yunus Brothers Group (YBG) acquires a 75.8% stake in ICI Pakistan Limited from the Dutch paints giant AkzoNobel for USD 152.5 million	ICI Pakistan Limited signs an MoU with UniBrands (Pvt) Ltd. for investment in NutriCo Pakistan (Pvt) Ltd.	ICI Pakistan Limited completes the acquisition of certain assets of Wyeth Pakistan Limited and Pfizer Pakistan Limited in accordance with the Asset Purchase Agreements.	Successful commissioning of Phase 1 (75,000 tonnes per annum) Light Ash capacity expansion at the Soda Ash Plant, Khewra.	The Phase 2 of 150,000 tonnes per annum Light Ash expansion of the Soda Ash Plant, being expansion of 75,000 tonnes per annum, gets underway.
							Subsequently, in 2013, ICI Pakistan Limited launches its new Blue Pearl corporate identity, vision and values.	The Company increases its equity participation in NutriCo Pakistan (Pvt) Ltd by 10% to bring the total shareholding to 40% in 2016.	ICI Pakistan Limited incorporates joint venture company NutriCo Moringa (Pvt) Limited and holds groundbreaking ceremony of the manufacturing facility in Sheikhpura.	Inauguration of the state-of-the-art Chemicals Technical Centre at West Wharf, Karachi.	Successful commissioning, launch of commercial operations at the state-of-the-art Masterbatches manufacturing facility.
											An international financial institution expresses interest to invest PKR 7 billion as growth capital in the Company.

YBG: unleashing the true potential of ICI Pakistan Limited

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business results. The integration of ICI Pakistan Limited's outstanding legacy of corporate leadership with more than a century of YBG's entrepreneurial excellence, and a history of leading with exceptional ideas, has unleashed the true potential of the Company and led to its ongoing prodigious growth.

Over the last few years, YBG has made an investment of more than PKR 25 billion in ICI Pakistan Limited related to plant expansions, modernisation of equipment, diversification and acquisition of other market players to support the growth of its core Businesses of Soda Ash, Polyester, Chemicals and Agri Sciences, Pharmaceuticals and Animal Health. ICI Pakistan Limited has also ven-

tured into the infant milk segment with its joint venture with NutriCo Moringa, which shows the commitment of the Company to advance its growth in diverse portfolios through organic and inorganic business opportunities.

These investments reaffirm that in the form of YBG, ICI Pakistan Limited has a steadfast, majority shareholder with a long-term view of the business. The blend of YBG's drive and visionary ambition for growth, and ICI Pakistan Limited's global expertise, exemplary management practices and talent, have propelled the Company forward with excellence.

This year, on a consolidated basis, the net turnover of ICI Pakistan Limited increased by 19% to USD 440 million, while the oper-

ating profit also grew by 7% to USD 36.6 million.

This is the highest recorded net turnover in the Company's history. Remarkably, the Company's revenues and profitability have more than tripled since the acquisition of leadership by YBG.

On the other hand, as a socially responsible organisation, YBG is known for adopting a holistic view of the business and thinking beyond the profit motive. YBG is committed to the social and economic development of Pakistan, which is evident from humanitarian services rendered through its philanthropic arm, the Aziz Tabba Foundation (ATF).

This Foundation has played a vital role in uplifting the status of the underprivileged by

extending support related to shelter, education, marriage, health care, vocational training programmes, laptop and equipment support, monthly aid, self-employment scheme (motorcycles/rickshaw support) and Ramadan ration support.

The Foundation also has two state-of-the-art cardiac and kidney hospitals, Tabba Heart Institute and Tabba Kidney Institute, which provide support in fulfilling the gap of specialised and modern medical care in the country.

Tabba Heart Institute (THI) is a 170-bed specialty care cardiac hospital that is renowned for its highly trained multi-specialty teams, state-of-the-art diagnostic capabilities and one of its kind preventive cardiology and rehabilitation departments.

It is part of the acclaimed American College of Cardiology database that sets its services at par with international standards. Over the years, the Tabba Kidney Institute (TKI) has grown from a Haemodialysis Unit with four dialysis machines to one of Pakistan's largest Haemodialysis centre with 100 beds and 36 dialysis machines.

It also has the honour of being the country's only ISO 9001:2008 certified institution that specialises in providing comprehensive treatment for Nephro-Urological disorder.

YBG and ICI Pakistan Limited are strategically well-aligned because of a shared DNA that focuses on customer-centricity, innovation, sustainability, an uncompromising culture of ethics and people development, while upholding the guiding principles of best corporate practices, trust, integrity and transparency. For 75 years, ICI Pakistan Limited has aspired to be the partner of choice and build its local and international footprint through sustainable growth by creating value for all stakeholders.

As part of YBG, the Company is looking forward to the next 75 years and beyond with great passion and enthusiasm to fulfil its unwavering commitment to the brand promise of Cultivating Growth. ■