



Fostering Sustainable Growth

CORPORATE
RESPONSIBILITY
REPORT 2007



ENGRO CHEMICAL PAKISTAN LIMITED

“

Evolving vision of Sustainability

”





"Fostering Sustainable Growth"

This report continues Engro's tradition of sharing our performance with stakeholders on the triple bottom-line in accordance with GRI parameters. In line with the on-going developments being made in the field of Corporate Social Responsibility, we have endeavoured to conform to the GRI-3 Social, Economic and Financial Indicators for the first time. Domain of the report is fertilizer business.

The past year marks an exciting new direction in Engro's business growth, as the company enters new markets with new products and a rapidly diversifying portfolio of people and potential. With new ventures come new challenges. Rapid expansion means wider geographical spread, more direct stakeholders, and therefore more expectations from Engro as a corporate citizen.

For Engro, ***Fostering Sustainable Growth*** means pursuing our business goals in ways that prevent waste of natural resources, develop key human capital, and allow for sharing the fruits of our success for maximum development impact.

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Chairman's Message

Moving beyond the triple bottom-line

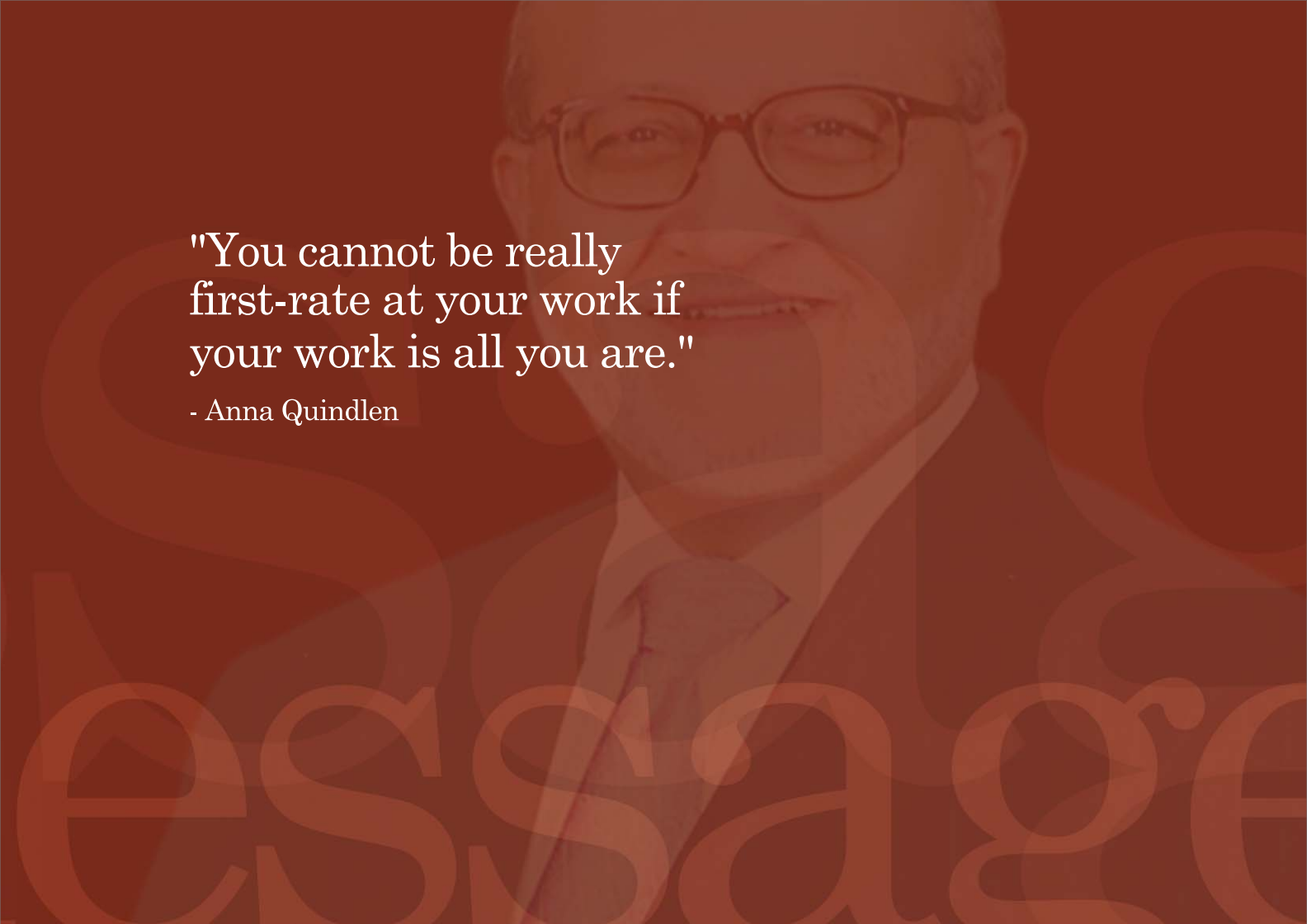
To create long-term economic value for society, shareholders and other stakeholders alike, a business must also create social and environmental value and thus move beyond the triple bottom-line. While maximizing shareholder value continues to be the focal concern at Engro there is a realization that we will not be able to sustain this over the long term if we are unable to address key stakeholders interests.

This report's descriptions of these challenges and Engro's business strategy, combined with the environmental and social performance data, documents our concern with sustainability issues and performance. The report is frank and honest. We discuss

successes as well as challenges faced in pursuance of our objectives as we continuously strive to conform to United Nations' 10 Global Compact Principles in the areas of human rights, labour, the environment and anti-corruption. We feel that the Global Compact Principles in connection with the Global Reporting Initiative- GRI 3, provide universally acclaimed benchmark of standards to which the Company can aspire.

Engro has increased its business both in terms of profits as well as diversity. It is important for us to reflect on how the growth in each new business is driving us forward towards new opportunities, while at the same time also compelling us to continuously evaluate the environmental footprint and value creation for the communities we serve.





"You cannot be really
first-rate at your work if
your work is all you are."

- Anna Quindlen

It is a pleasure to state that throughout the year 2007, while we progressed in increasing the business quantum, concurrent focus on reducing waste and harmful substance inventories remained equally strong. Our commitment and emphasis on social investments in the communities and contribution towards their upliftment by supporting education and health projects continues unabated. Feedback from our stakeholder dialogue and monitoring the impact of our social & philanthropic contributions is an important part of our activities.

Our strengths have always been in meeting our commitments to customers and employees, through integrity and excellence. We are proud to have intelligent, skilled, and

dedicated employees. Our employees have not only ensured the success of several mission-critical projects, but have also helped engineer cutting-edge solutions that increase the Return on Investments for our customers.

Thank you for taking the time to learn more about Engro.



HUSSAIN DAWOOD



Letter from the President and CEO


Our business demands integrity, legal compliance, sound corporate governance, and caring for the environment in which we function. Businesses that have the support and respect of their stakeholders are likely to work better and be sustainable in the long run. This is the key to achieving long-term sustainable business performance and responsible corporate citizenship status.

This Corporate Responsibility Report details Engro's 2007 performance. In communicating our approach to sustainable

business, we describe our policies and performance in maintaining industry-leading health, safety and environmental performance; our programs to recruit, train and sustain a diverse workforce; our commitment to engage with a wide range of stakeholder groups; and our efforts to strengthen and build capacity in the communities in which we operate.

As a signatory to the Global Compact since 2004, Engro's management is committed to upholding the outlined principles of the Compact and to ensure that our business follows the goals not only in the overall business outlook but in routine practices as well. Our dedication to the triple bottom-line is well-illustrated by our commitment to





maintain social investments around 1% of pre-tax profits, which was achieved in 2007 again.

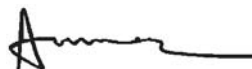
Engro has worked to touch peoples' lives in various ways: from the Health, Education and Infrastructure initiatives it has undertaken, to extending free technical services and promoting balanced crop nutrition with farmers. In the work environment Company continues to give utmost importance to the Health, Safety and Environmental welfare of its people, whilst continuing to develop its human resource policies. In our view, community engagement and stakeholder dialogue promotes participation and increases the business value, as well as promotes transparency and minimizes complexity.

Here at Engro, we believe that small steps en masse can have a big impact; with compliance to National Environmental Quality Standards, Engro has continued to develop innovative resolutions to environmental impact. Engro managed to transform its system of disposal of hazardous waste via recycling and reusing of the entire on-site inventory of spent catalysts and resins and mercury lights this year. Caring for the environment has shifted into new dimensions for Engro. Excitingly, we are also at the cutting edge of international environmental

development; with the beginning of our first carbon finance project, we are hoping to become one of Pakistan's pioneers in this area and to generate carbon credits.

In 2007, Engro delivered its strongest ever results with profit after tax of Rs 3,155 million. Our market capitalization increased manifold from Rs. 29 Billion to Rs. 51 Billion, which is depictive of this growth cycle, whereas our projected total investment until 2010 is around Rs.100 billion. We achieved Phosphates market share of 35% to become the leading seller in Pakistan and continued to make robust strides in the growth endeavors of all our business platforms.

Coinciding with Engro's present growth cycle, our social responsibility vision goes beyond mere legal compliance or philanthropy, to actively address issues that concern us as a corporate citizen. We therefore, reconfirm our commitment to a maturing philosophy of Fostering Sustainable Growth, in a period of rapid diversification; whilst evolving strategies that create lasting value for Engro, as well as our stakeholders.



ASAD UMAR

Vision

To be the premier Pakistani enterprise with a global reach, passionately pursuing value creation for all stakeholders.

Safety, health & environment.

We will manage and utilize resources and operations in such a way that the safety and health of our people, our neighbors, our customers and our visitors is ensured. We believe our safety, health and environmental responsibilities extend beyond protection and enhancement of our own facilities, and we are concerned about the distribution, use and after-use disposal of our products.

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Ethics & Integrity.

We do care how results are achieved and will demonstrate honest and ethical behavior in all our activities. Choosing the course of highest integrity is our intent and we will establish and maintain the highest professional and personal standards. A well-founded reputation for scrupulous dealing is itself a priceless asset.

Leadership

We have leaders of high integrity, energy and enthusiasm who have the necessary managerial, professional and people skills to inspire a group or an organization to set high goals and achieve them willingly. We believe that leadership skills need to be strengthened at all levels within our organization and that managerial and professional competence is a necessary foundation.

External & Community Involvement

We believe that society must have industrial organizations that it can trust. Trust and Confidence are earned by our performance, by open and direct communication, and by active involvement in the communities in which we live and conduct our business.

Candid & Open Communications

We value communications that are courteous, candid and open and that enable each of us to do our jobs more effectively by providing information that contributes to the quality of our judgment and decision making. Effective communication should also provide the means for gaining understanding of the company's overall objectives and plans and of the thinking behind them.

Teamwork & Partnership

We believe that high-performing teams containing appropriate diversity can achieve what individuals alone cannot. Consciously using the diversity of style, approach and skills afforded by teams is strength we must continue building into our organization.



Continuous Improvement

Quality & Continuous Improvement

We believe the quality and a relentless commitment to continuous improvement are essential to our ongoing success. To this end, we define quality as understanding the customer's expectations, agreeing on performance and value, and providing products and services that meet expectations 100 percent of the time. Our motto is, "Quality in all we do."

Enthusiastic Pursuit of Profit

Individual Growth & Development

We strongly believe in the dignity and value of people. We must consistently treat each other with respect and strive to create an organizational environment in which individuals are encouraged and empowered to contribute, grow and develop themselves and help to develop each other.

Innovation

Success requires us to continually strive to produce break through ideas that result in improved solutions and services to customers. We encourage challenges to the status quo and seek organizational environments in which ideas are generated, nurtured and developed.

Diversity & International Focus.

We value differences in gender, race, nationality, culture, personality and style because diverse solutions, approaches and structures are more likely to meet the needs of customers and achieve our business goals.

Enthusiastic Pursuit of Profit

Successfully discharging our responsibilities to our shareholders to enhance the long-term profitability and growth of our company provides the best basis for our career security and meaningful personal growth. We can best accomplish this by consistently meeting the expectations of our customers and providing them with value.

Enjoyment & Fun

We believe that excitement, satisfaction and recognition are essential elements of a healthy, creative and high-performing work environment. Having fun in our work should be a normal experience for everyone.



FOSTERING Sustainable GROWTH

A diversified business enterprise, Engro's business lines include Chemical Fertilizers, Chlor-vinyls, a bulk Liquid Chemical Terminal, Industrial Automation, Foods and Power Generation.



Engro Chemical Pakistan Limited (ECPL)

Expansion plans include the World's largest Single Train Urea complex to be set up by mid 2010 with an estimated cost of US\$ 1 billion and a production capacity of 1.3 million tons per annum at Daharki, District Ghotki, Sindh. With key contracts and financing in place and construction underway, this is the largest capital investment by a private sector Pakistani company in the corporate history of the country.



Engro Vopak Terminal Limited (EVTL)

50:50 Joint Venture with Royal Vopak - a Netherlands based global leader in terminal operators. EVTL operates a bulk liquid chemical terminal at Port Qasim, Karachi.

To facilitate Pakistan's growing chemical industry with its bulk liquid and gaseous product requirements, EVTL is building Pakistan's first cryogenic Ethylene handling and storage facility.





Engro Polymer and Chemicals Limited (EPCL)

EPCL is involved in manufacturing, marketing and selling Polyvinyl Chloride (PVC) at Port Qasim, Karachi. Currently undergoing an expansion and back integration project involving PVC resin production by 50,000 tones (totaling 150,000 tons) and back integrating by setting up an EDC / VCM plant and a Chlor alkali plant.



Avanceon (Formerly known as Engro Innovative)

A 63% owned subsidiary of Engro, EIAL is a market leader in industrial automation business providing process control solutions to leading industrial units in the country. It also offers Power & Energy Management software solutions as well as High-End software that integrate production and business applications.

Current expansion in overseas markets in UAE and acquisition of a US based company - Advance Automation Associates Inc. Post acquisition of United States based asset, our industrial automation business is poised for off shoring opportunities.



Engro Foods Limited (EFL)

A wholly owned subsidiary of Engro Chemical Pakistan Limited, which was established in 2005 as part of business diversification plan. EFL operates a state of the art dairy processing factory in Sukkur. It is undergoing a major expansion in milk collection and dairy processing capacity with a new plant in Sahiwal that commenced production in Dec 2007.

With its brands like Olper's, Olwell and Tarang, the company has shown extraordinary growth in the past 2 years. Engro Foods continues expanding with additions to brand portfolio, milk production and distribution capacities.



Engro Energy Limited (EEL)

Setting up an Independent Power Plant (IPP) near Qadirpur, Sindh, Engro Energy concluded formalities for their innovative and cost effective independent power plant; targeting 2009 for 217MW addition to the national grid.

The plant will utilize low heating value permeate gas from Qadirpur gas field which is currently wasted by being flared. New initiatives are in the pipeline, whilst alternative energy sources are being explored locally and overseas to meet the growing energy demand.

Engro Eximp (Pvt.) Limited (EEPL)

Engro Eximp (Pvt.) Limited is a wholly owned subsidiary in the trading business of fertilizer imports. During 2007, EEPL imported and sold 578,000 tons (2006: 356,000 tons) of phosphatic product at port to Engro at market prices.

At ENGRO we value our greatest asset, our workforce. We put in place plans to continue to attract and retain talented people to sustain our growth ambitions, with recognition of merit and elaborate retention schemes.

Focus on safety remained with application of stringent International HSE Standards, while the company has reinforced its commitment to upholding strong Corporate Ethics during the pursuit of all goals.

Looking towards the five macroeconomic global trends of rapid economic growth, increased urbanization, renewed emphasis on importance of agriculture, focus on alternate energy sources and increased emphasis on environment and sustainability, ENGRO takes inspiration from the fact that it is Fostering Sustainable Growth. At the same time it is truly cognizant of the fact that it must gear itself for the challenges that lay ahead.



UN Global Compact

Engro's emerging business approach of balancing growth with responsibility is the foundation of a sustainable strategy. Our dedication to the triple bottom-line is well-illustrated by our efforts in recent years, to engage with over 300 stakeholders through a nationwide series of independently facilitated, internal and external dialogue sessions. Engro's last report reflected this dialogue, reported in line with the United Nation Global Compact's (UNGC) GRI-recommended format.

Engro met or exceeded nearly all triple bottom-line goals we set for ourselves for the 2007 reporting period, even as there were areas where we did not perform to our own aspirations. This year again we report our triple bottom-line performance using UNGC, GRI-defined voluntary disclosure indicators, collated through a process of internal review and validation.

Within the context of our current growth strategy and from the perspective of sustainable stakeholder benefit, our report shares what we perceive as unique challenges and opportunities emerging from our expanding products and markets. It depicts our continuous efforts to align our business objectives with the evolving needs of society, today and in the future. This is the thinking that permeates all our actions and operations, which demands from us regular sustainability reporting as a self-imposed regulator.



The Ten Principles

The Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption:

10 UN Global Compact Principles	GRI 3
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;	GRI Social Indicators Human Rights Indicators: HR-1 to HR-9
Principle 2: Make sure that they are not complicit in human rights abuses.	GRI Social Indicators Human Rights Indicators: HR-1 to HR-9
Labour Standards	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	GRI Social Indicators Labour Practices-Labour / Management Relations Indicators: LA-4 to LA-5
Principle 4: The elimination of all forms of forced and compulsory labour;	GRI Social Indicators Human Rights- Forced & Compulsory Labour Indicators: HR-7
Principle 5: The effective abolition of child labour;	GRI Social Indicators Human Rights- Child Labour Indicators: HR-6
Principle 6: The elimination of discrimination in respect of employment and occupation.	GRI Social Indicators Human Rights- Non-Discrimination Indicators: HR-4
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	GRI Environmental Performance Indicators: EN-1 to EN-30
Principle 8: Undertake initiatives to promote greater environmental responsibility;	GRI Environmental Performance Indicators: EN-1 to EN-30
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	GRI Environmental Performance Indicators: EN-1 to EN-30
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	GRI Social Indicators Society- Corruption Indicators: S-02 to S-04

The performance of the Company in all these parameters is reflected in the GRI 3 Table pg 46 at the end of the Report.





CREATING Sustainable VALUE

*Our vision of
value-
creation is
tied to
sustainable
resource use
and positive
life-quality
impact.*

Our concept of sustainability complements our business purpose, which is a passionate pursuit of value creation, where responsible profits come through innovation, leadership and the highest ethical standards. Our core values guide our pursuit of responsive and responsible business decisions, ensuring that we remain true to our vision of a better life for all. Whether it is saving on non-renewable natural resources, building skills and capacities of vulnerable segments of society, or reaching out to share the fruits of our success. To Engro, responsible decision-making is the essence of business, as it has been since our beginning as a chemical fertilizer company.

However, with corporate responsibility assuming relatively greater emphasis within business thinking and practice, Engro is making sure that our business decisions are taken as much for their sustainability potential as they would be for pure business prospects. And as we diversify and grow beyond our traditional product and market boundaries, we continue to reinforce our commitment to sustainable resource use and positive life-quality impact through constant evaluation of our processes and practices.

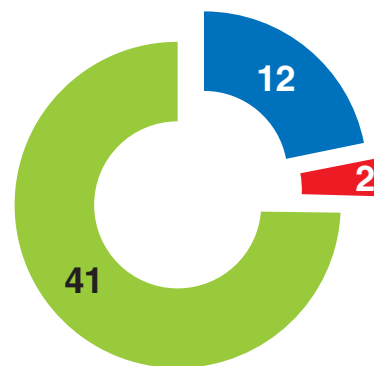
In Engro's emerging business paradigm, value creation is seen to go beyond simply the manufacture or sale of product. We are now engaged at the highest level in developing strategic guidelines for sustainable social investments that will go beyond mere 'cheque-writing' to long-term partnerships that make Engro's contribution lasting and effective.

Working hand in hand with Farmers

Within the debate on sustainable value creation lies the issue of state subsidies that Engro transfers to farmers buying fertilizer. Typically associated with inefficiencies and unsustainable choices, Engro's case exemplifies the opposite, passing of Rs. 55 billion rupees as price relief, and helping keep consumer prices lower than they would be if farmers bought a key agricultural input like fertilizer at



Total Benefit to Farmer (Rs Billion)



- Govt Contribution (differential between fuel and feed gas, net of taxes paid)
- Govt Contribution (subsidy on imported Urea)
- Fertilizer Producers Contribution

international prices. Out of a total benefit of Rs. 55 billion, Rs 14 billion was contributed by the Government of Pakistan (including Rs. 2 billion subsidy on imported urea) and the remaining Rs 41 billion by the fertilizer industry.

Thus, in the present economic climate, passing on the benefit of government support to farmers prevents a domino effect on consumer prices.





Making Sustainable Choices

Not content with the present state of affairs, Engro's under-way project to more than double present capacity of its fertilizer production by 2010 is designed to eliminate the import of urea accounting for the rise in demand over the next few years; with the likely result that billions spent on such protective measures will no longer be needed.

Another sustainable choice Engro has made, is to utilize permeate gas for its

new power generation plant, which is the largest of its kind. Permeate gas is typically burnt off as the flare from gas wells once they are struck, and is thus not only wasted as a resource but also pollutes the atmosphere. Apart from its business rationale, knowing well that natural gas is a non-renewable resource, we believe this is the optimal way to utilize it, because of the significant reduction in waste and pollution.



Spring Bird Spotted at Engro Daharki

Stakeholder Relationships - Listening and responding: patterns, new platforms and fresh ideas



Stakeholders: Our Shareholders, employees, public and customers.

Engro's responsiveness to building stakeholder dialogue into a more fluid and considered model of communication is illustrated below:

Corporate Reputation Study

In 2007 Engro commissioned M/s OASIS International, a local Consultancy Firm to conduct a Corporate Reputation Study for the Company, based on attributes measured & borrowed from renowned Corporate Reputation Studies worldwide. The target stakeholders for this particular study were Graduates, Executives and around 10 companies including Engro, which rank amongst the top Karachi Stock Exchange (KSE) companies in terms of Market Capitalization, were selected for the evaluation of Employer Brand.

Further to this Study, the Company is conducting a Corporate Image Study, to acquire the perceptions of further relevant stakeholders including representatives of financial institutions, brokerage houses and business media, as well as Government officials at federal and provincial level.

Environmental Impact Assessment (EIA)

In the early stages of the project implementation of Engro's expansion plans for the World's largest Single Train Urea complex to be set up by mid 2010, at Daharki, Sindh, the company commissioned M/s Hagler Bailly (Pakistan) to undertake an Environmental Impact Assessment (EIA) for the Project. This included a Stakeholder Consultation process as part of the impact assessment. The purpose of the consultation was to receive feedback from communities and other stakeholder's directly or indirectly affected by the project; to use, adjust and improve the project's design, planning, and implementation and help the structure of the project to be both environmentally and socially sound. The Primary Stakeholder Consultation entailed survey of 10 local villages, while the secondary stakeholders covered were representatives of Governmental Institutions, Community Representatives, the District Government, NGOs and local Industry.

Some highlighted concerns included:

- Employment for local people to be generated.
- The Project should benefit underprivileged in the area.
- Emissions from the plant during operational phase and noise pollution to be appropriately mitigated. An efficient waste water system to be established.

Opinion leaders' engagement, Daharki, Interior Sindh.

In Sindh and Punjab traditional modes and systems of living lend a heavy emphasis to 'village elders' and community representatives. Engro learned that to engage with these groups was vital to maintaining a communicative, positive and peaceful relationship with the communities so vital to Engro's development.

Engro plans to extend and improve on this by developing a systematic model to record opinions and needs voiced by community members. This system needs to allow comparison of each year to encourage ongoing and systematic progresses.

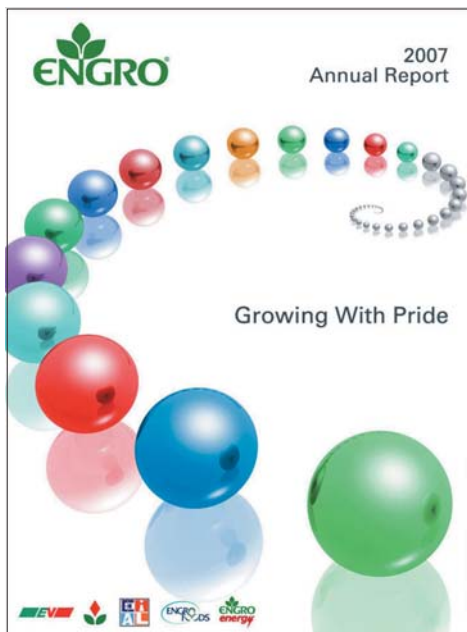
As a part of stakeholder engagement process, regular personal meetings and venues for discussion are arranged with the representatives of civil society, community representatives, and government interfaces. This includes opinion leaders, elected representatives, community elders, representatives from the non-governmental sector, and government officers.

This engagement provides an opportunity for one-on-one contact and primary feedback. It helps us shape our external communication strategy, community and government preferences for our social role in the development of Ghotki district and our role as a major employer in the area. As a result of such engagements, many fresh ideas are generated which are employed for shaping social participation of the organization.

Investor briefings

At least four Investor briefings are held every year. The Stakeholders involved are Security Analysts working mainly with Security Companies and Asset Management Companies. The objective of the briefings is to apprise the analysts of our results and provide basic information, as well as to respond to their queries. The Analyst briefings are released directly by the security analyst.

For the 4 Investor briefings the company conducts each year, Engro was awarded an Investor Relations Award by CFAAP, based on opinion/survey conducted. Received CFAAP Excellence Award.





Behavioural Safety Preceptions Survey

With the underlying stress laid upon the core value of Safety, a Behavioural Safety Preceptions Survey was conducted by M/s. MEMRB IRI at the Daharki plant. The objectives of the Survey were to ascertain the level of safety awareness among manufacturing employees and to identify shortcomings. The target respondents were permanent employees and non-permanent employees, who either undertook in-depth interviews or participated in Focus Group Discussions.

The MEMRB IRI Safety Study showed "a good level of awareness about all the possible safety and environment hazards at the Plant" amongst all employees.

Shareholders Engagement

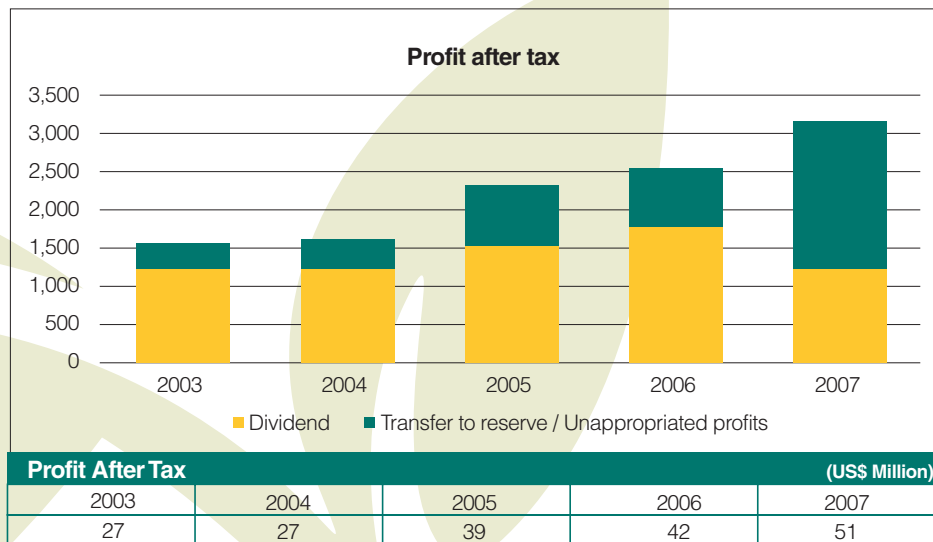
In line with Engro's commitment to conduct dialogue with its stakeholders, a direct engagement with the Shareholders was carried out at the 42nd Annual General Meeting held in Karachi on March 28th '08. A random mix of shareholders were selected to answer a list of questions; which gave a helpful insight into the perceptions of the shareholders and the areas where they felt improvements may be made.

The perceptions of the shareholders are predominantly positive, covering areas of return on investment, profitability, diversification strategy and timely dividend delivery.

Financial Performance

In 2007, we delivered our strongest ever results.

- *Sales for the year were **Rs 23.2 billion**, higher by 32% due mainly to higher turnover of Phosphates and Zarkhez.*
- *Profit before tax at **Rs.4.2 billion** was 23% higher than 2006 principally because of higher other income from joint ventures and subsidiaries.*
- *Profit after tax was **Rs.3.15 billion** which is a new record for the Company and is higher by 24% over the 2006 profit of Rs.2.55 billion.*



The accounting policies of the Company fully reflect the requirements of the Companies Ordinance 1984 and such approved International Accounting Standards and International Financial Reporting Standard as notified under this Ordinance and directives issued by the Securities and Exchange Commission of Pakistan.

Pakistan Credit Rating Agency (PACRA) in its recent annual review of the Company's creditworthiness has maintained Engro's long term ratings and maintained its short term ratings as AA "Double A" and "A One Plus" respectively. These ratings reflect the Company's financial and management strength and denote a low expectation of credit risk and the capacity for timely payment of financial commitment.





ENGRO

ENGRO

ENGRO

NOTICE

30

FIRE BUCKET

AVENUE - B

SAFETY
STARTS WITH YOU!

Towards Health, Safety, Environment and Quality

The urea plant at Daharki operated without any Lost Work Day Injuries (LWIs) to either ECPL or contractor employees. The site has achieved 3.3 million man-hours (MMH) without LWI to employees. This was accomplished by alignment of site safety systems with DuPont "Best Practices" which was embarked upon, in a phased manner, in 2003 & through sustained focus on both behavioral & process safety aspects in order to arrest injury causes & those unsafe situations that could result in injuries. The major steps taken in 2007 included; identifying and addressing unsafe situations pro-actively by utilizing safety audits by the management team and developing site leading indicators that identify and improve weak areas. Internal evaluation and safety results at end of year indicate that safety awareness has improved as a result of this effort. The behavioral safety management system is now close to the DuPont "Best Practices" skill level. The total recordable incident rate was 0.42 in 2007 versus 1.31 in 2006.

Zarkhez plant at Port Qasim continued its operation without LWI and achieved 0.6 MMH without LWI to an ECPL employee over a period of 6 years. In addition, site completed 2.45 MMH without LWI to any employee of contractors over a period of 3 years. Both behavioral and process safety programs were launched in 2007, including commencement of management safety audits.

Based on DuPont guidance on occupational health and industrial hygiene (OH & IH), a comprehensive system was developed and implementation started in 2007 for Daharki Urea Plant which will be major focus area in 2008.

Engro non-manufacturing functions achieved 6.85 MMH over a period of nearly 22 years without LWI.

Agri Business Division has also embarked on safety system up-gradation and focused on key areas; field warehouse operations, product transportation and vehicle safety. The effort has been started by carrying out a gap analysis of the existing system, developing action plans to address these gaps and improving the incident & injury reporting. From 2007, the safety improvement effort is being coordinated by a dedicated HSE resource. Despite dedicated efforts, field warehouse operations recorded 4 LWIs and one fatality to contractor employee during the year. These injuries & fatality were thoroughly investigated and recommendations worked upon to enhance field warehouse operations safety. Road safety focus of the sales force remained high as they crossed 20 million kilometers of safe driving during the year and 27 years without suffering LWI.

	HSE Record 2006			HSE Record 2007			
	Manufacturing	Head Office	Agribusiness	Manufacturing	Head Office	Agribusiness	Enven 1.3
Man-hours	2.58M	0.16M	0.66M	3.3M	0.42M	1.46M	2.18M
First Aid cases	7	NIL	1	13	2	1	8
LWIs	3	NIL	NIL	NIL	NIL	4	NIL
Fatalities	NIL	NIL	NIL	NIL	NIL	1	NIL





Technical Services

Technical Services continued to disseminate knowledge of best management practices for crops and balanced use of crop nutrients through individual and mass contact with farmers to enhance farm productivity and increase farm income.

Use of Potato seed cum fertilizers planters developed by ECPL Research & Development were introduced amongst selected progressive potato growers of Okara district free of cost. Farmer's acceptance was very high due to saving of cost of labor and fertilizer, ease of operations and prospects of better yields by increased efficiency of applied compound fertilizer.

Quarterly "Behter Zindagi Magazine" was published regularly in 2007. The articles were contributed by our Technical Services Officers, Agriculture Extension Experts and Agriculture Research Scientists. There is

overwhelming demand for this magazine amongst farmers.

Post rejuvenation of Zarkhez, the number of Field Assistants was increased as a need was felt to increase farmer contact and to push Zarkhez. Thus increase in the number of Farm visits and Group discussions. Increase in the number of Agri-Extension Staff training is also due to this Rejuvenation of Zarkhez where we constituted the number and types of grades available. The Agri-Extension staff needed to be brought on line to educate the farmer on balanced dosage application of fertilizers to crops.

Increase in number for Field Assistant training is due to need felt to educate Field Assistants on the improved Branding requirements. Farmer Interview number increased as a result of a new initiative "Farmer Direct".

TECHNICAL SERVICES PROVIDED TO FARMERS IN 2007

	2005	2006	2007
Crop Seminars	42	16	31
Agriculture Workshops	62	77	100
Mega - Farmers Meetings	Nil	139	118
Crop and Product Demonstrations	415	291	298
Field Days	159	153	286
Farmer Meetings	733	593	576
Soil Samples	8,526	12,458	7,142
Farm Visits by Technical Services Officers	7,346	2,804	4,156
Farm Visits by Field Assistants	14,688	12,427	28,695
Group Discussions / Experiments	20	1,043	1,647
Agri. Ext. Staff Trainings	Nil	Nil	177
Sugar Mill Staff Training	25	Nil	27
Field Assistant Training	Nil	Nil	58
Dealers Training Program	29	45	22
Farmers Interviewed	Nil	Nil	667

Environmental Footprint

Engro believes environmental consideration is critical to upholding responsible business operations, and has worked hard at monitoring, controlling and reducing wastes while conforming to relevant environmental standards. Broadly, Engro has displayed consistent progress in all its key environmental performance indicators, namely, effluents, greenhouse

air conditioners. Engro has also won consecutively four National Forum of Environment & Health annual environment excellence awards.

The company has taken one step forward towards carbon trading (Clean Development Mechanism) by signing a contract with consultants on Project



gases, ozone-depleting gases, hazardous and non-hazardous wastes, and natural resource management with respect to waste reduction and energy conservation.

Almost 100% compliance of National Environmental Quality Standards (NEQS) was achieved for effluents & emissions and transparent reporting to governmental bodies continued during 2007, with exceptions of minor emissions cases where adjustments had to be made at plant premises. A major breakthrough was environmentally friendly disposal of hazardous waste that was achieved by recycling / reusing the entire on-site inventory of spent catalysts & resins and mercury lights for metal extraction and manufacturing of salts / micro nutrients. Similarly, environmentally friendly disposal of chromate sludge was started. After discontinuation of Ozone depleting Chlorofluorocarbons (CFC's), replacement of Hydro CFC's is underway in a phased manner with normal replacement cycle of

Development Document (PDD) for development of possible Clean Development Mechanism projects.

Effluents

Total effluent generation per ton of urea remained 425 gallons vs. 350 gallons last year. The effluent generation increased by 21% this is mainly due to prolonged canal outages / well water operations resulting in higher Demin Unit regeneration requirement thus more effluent. On Site canal water storage facility project is being implemented which would significantly improve the situation in future.

Sulphate content in effluent going to canal remained on lower side than 2006 value, i.e., 451 vs. 516 ppm (within NEQS limit of 600 ppm) owing to better control.

There is no change in ammonia contents going to canal since last three years, 19 ppm Vs NEQS limit of 40 ppm.





Emissions & Green House Gases

CO generation per ton urea has decreased from 2.67 Kg/ton of urea to 1.26 kg/ton of urea owing to better furnace monitoring, reporting & corrective actions.

Prill Towers - 1 & 2 emissions remained well within the limits of NEQS and no increase observed in comparison with last year data.

Ozone Depleting Gases

Nil consumption of Freon 12.

Daharki & Zarkhez Freon 22 refrigerant usage remained high as the refilling in old air conditioning package units was carried out in 2007. Both these major consumers have been decommissioned and replaced with non CFC Air conditioners. Further, phase wise replacement in Housing is in progress which would drastically reduce the consumption of Freon 22. The major challenge would now be conversion of the Chillers at Zarkhez plant which are coming out to be a major user of ozone depleting agent in the entire company.

Hazardous Waste

850 MeT spent catalyst was disposed off for recycling / reuse until the end of 2007. Currently there is NIL inventory of spent catalyst at site.

Spent chromate removal also initiated in 2007. It will remain in progress in 2008 as well.

Mercury lights replacement with sodium lights has been initiated. This would eliminate a hazardous material, further these lights are more energy efficient. Fused mercury lights are being disposed off using a recycling company.

Non-Hazardous Waste

Total inventory of spent molecular sieve, anthracite, and resin have been disposed off.

Natural Resources

Paper consumption at Head Office remained on higher side owing to record reconstruction after fire in PNSC building.

Paper consumption of manufacturing showed slight increase due to expansion project activities.

There is ~ 10 % decrease in water consumption at Zarkhez plant.

Vehicular Mileage & NEQS Compliance

All company owned vehicles in Manufacturing, Agribusiness and Head Office remained NEQS compliant during 2007.

Effluent to Canal

Parameters	Units	2005	2006	2007	NEQS Limits
pH		8	8	8	6~9
Chromium	ppm	0	0	0	1
Zinc	ppm	0	0	1	5
Iron	ppm	1	1	1	8
Ammonia	ppm	9	12	19	40
Grease & Oil	ppm	1	1	0	10
TSS	ppm	36	46	100	200
Chlorides	ppm	392	445	348	1000
TDS	ppm	1904	2102	1964	3500
BOD	ppm	4	5	8	80
COD	ppm	32	27	25	150



-
- A photograph of a classroom in a rural school. The room has a thatched roof and brick walls. Students are seated at wooden desks, and a teacher is standing at the front. The students are wearing traditional clothing, and the atmosphere appears to be one of a typical school day in a rural setting.



Vendors
3,500



Total lives touched
3,275,334



Why did you let it go?
Because it bit my finger so.
This little finger on my right.

One, two, three, four, five
Six, seven, eight, nine, ten.
Once I caught a fish alive,
But I let it go again.

my thumb.
a fish.
in the ground.

Why foolish?
I caught a fish and let it go.

ENGRO^{in the} Community

Our social investments amounted to 1% of pre tax profits. Our focus remains on linking performance and responsibility in a way that business functions are in harmony with environmental and social goals.

Sector wise Distribution

	2005	2006	2007
Health	9,890	8,175	10,344
Education	3,128	4,105	15,296
Others	2,635	3,735	8,525
Earthquake	20,799	19,000	5,000
Total	36,452	35,015	39,165

Others: Refers to Infrastructure development, environmental Improvement programs, Sponsorship of Sports activities and small local community welfare projects

Health initiatives

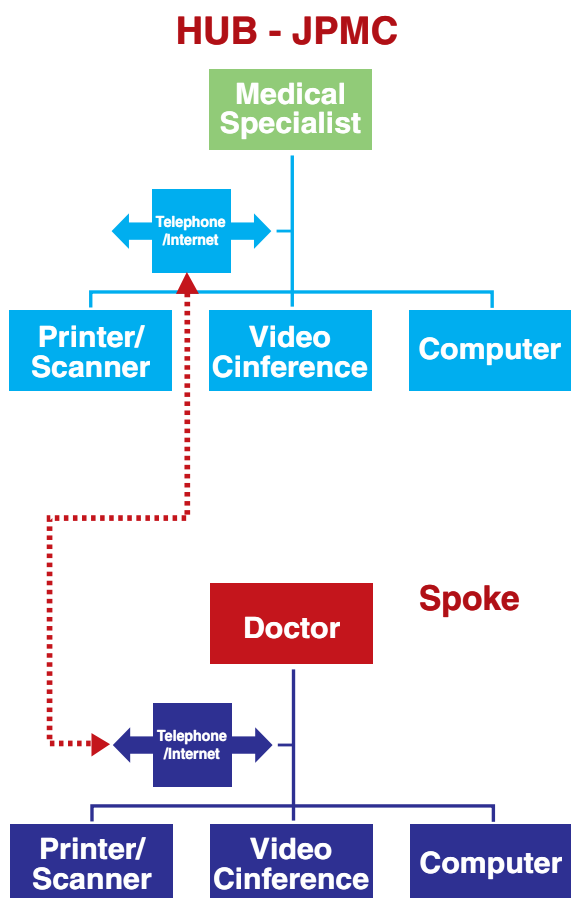


Project Hope (Telemedicine):

Project Hope now links seven rural spokes

(2006: five spokes) via video-conferencing to a hub in JPMC Karachi, where specialist doctors can access x-rays, ECG and other diagnostics in real time. The project covers some of the least developed areas in the country, having low literacy rates, very few medical facilities, and high poverty, with ratio of doctors to population of 1:3000. It makes available no less than fifteen medical specialists ranging from neonatology to cardiology on a daily basis to rural communities located hundreds of kilometers away.

This year, specialist doctors provided on-line consultation to more than 6,093 patients. In addition over 10 Continuing Medical Education (CME) sessions were conducted to train doctors at remote terminals by delivering live & interactive lectures by top specialists from JPMC hub at Karachi.





The project received international recognition in 2006 when it was selected as the best project amongst 178 entries from 14 countries by Asian Institute of Management (AIM), Manila, Philippines.

Reaching Out

'Project Hope' tells a story of impressive, modern techniques of media projection facilitating development initiatives to target the right people, with the most specialist attention, in the most remote and disadvantaged communities.

Initiated in 2005, the scheme has grown both in terms of its 'spokes' outreaching into different pockets of interior Sindh to the lives that it touches. 'Access' itself represents one of the most expensive and prevalent obstructions to advancement within the development sector.

Areas targeted in this program are suffering barriers to basic healthcare resulting in mortality rates many times higher than those of the Pakistani national average. Never before could we have imagined accessing a rural gypsy family in interior Sindh, that had never left their vicinity or even seen a large city such as Karachi and provide them with specialist treatments for ongoing diseases and ailments that were having a detrimental effect on their quality of life and ability to work. Patients are able to be diagnosed, to engage proactively with specialists trained in some of the most highly rated institutions in the world, without setting foot outside of their village or paying one rupee. Engro feels that it is time to give back to the communities living around the areas where Engro has managed to grow so much.

The real winners of this project are the population of Sindh with the low access to basic health facility. This is not the only scope of the project; the other being facilitating imparting of knowledge and training lectures from renowned professors being delivered to rural area placed doctors regarding genealogical problems, hepatitis, extreme stress and depression, cancer and asthma. Paramedics working in the rural areas are receiving these broadcasts and applying the knowledge to patients.

In the town of Ghotki, 4 yr old Saima was successfully diagnosed and treated for 'Reflex Epilepsy' by Doctor Fouzia Siddiqui, a neurology specialist, ex director of the epilepsy program of John's Hopkin University, USA and Doctor Kumar a local Karachi based Neurologist. The child was being wrongly medicated and suffering fits for over a year during sleep; their intervention has dramatically improved the child's quality of life, and basic ability to sleep.

In Shahdadpur the brain scan of this elderly man was examined immediately: the two tele-medicine specialists were able to confirm that there was clear bleeding and flooding to the left side of his brain, which needed to be drained immediately, in order to restore movement to the paralyzed half of the patients body and to prevent him from suffering from permanent brain damage, causing his entire body to be paralyzed. The swelling is illustrated in the image above.

Health initiatives



Maternal & Child care center:

Shikarpur area lacked proper facilities for Maternal and child care. An old vacant hospital was converted to a modern hospital with needed equipment and facilities. ECPL's funds were utilized for procurement of hospital equipment. The project is self sustainable via the subsidized rates charged to patients.

Snake Bite Treatment Facility:

Snake bite treatment facility in Engro Daharki clinic continued to provide free treatment and attended to 5,516 patients in 2007.

Engro Thalassaemia Centre:

More than 5,990 blood transfusions took place in 2007 in Engro Thalassaemia centre in Sukkur.

Hepatitis B Awareness & Vaccination Program:

Second round of vaccinations took place in Jing village, which is a high risk area for Hepatitis B and remaining population of 737 individuals were vaccinated during the year.



Eye Care:

The Eye Care Centre, established in rural health centre Daharki, has provided eye-care facilities to more than 6,000 patients in 2007.



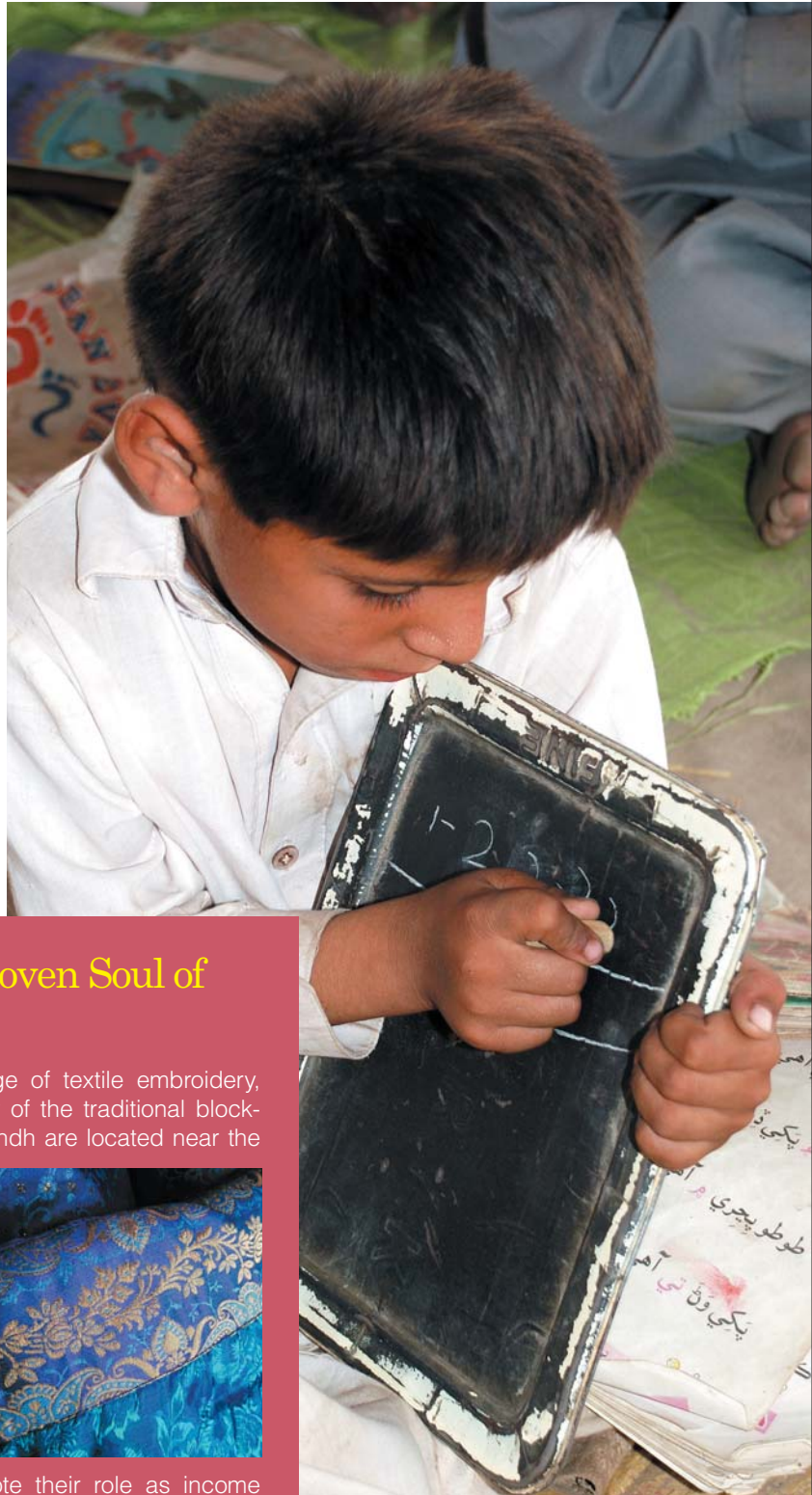
Education initiatives

Sahara Welfare Society

Education and health programs of employee-managed not-for-profit organization at Daharki continued with ever increasing reach. Currently more than 300 students are benefiting from formal primary school and non-formal education program. Additionally around 50 students are enrolled in adult literacy program.

A new block for clinic and vocational training school was commissioned during the year helping Sahara increase the reach of its programs.

The reach of vocational training program was increased with co-funding of USAID and International Youth Foundation's program - Education and Employment Alliance. 216 students have acquired skills in stitching, cutting, and embroidery from the program. More than 9,000 patients were treated in Sahara's free clinic in 2007.



Nurturing Culture: The Woven Soul of Pakistan

The province of Sindh has a rich heritage of textile embroidery, dyeing, block printing and weaving. Many of the traditional block-printing, dyeing and weaving centers of Sindh are located near the Indus River, which supplies the water for washing, rinsing, dyeing yarns and cloth. Engro's vocational centre at Sahara supports pride in such crafts and the teaching of basic stitching methods to incorporate traditions and celebrate local style. The women learning these skills are able to work from their home and obtain the expertise to promote their role as income generators without disrupting the family model. Whilst supporting creativity and cultural expression the center supports economic independence for women.



Education initiatives



A Success Story - School Adoption Program

The school adoption program was signed between Sahara welfare Society and the Education department and Ali Institute of Education. Engro appreciates that the number of students enrolled bears little relevance to the program unless the quality of education is continually monitored and assessed.

Month-wise, term-wise and annual assessments monitor the progress of the children attending the schools. The TARC team helps the teachers in making display work, decoration, seating arrangements and a creative, child-friendly environment. TARC holds meetings with the School Management Committee so as to engage the community in the spirit of learning and coming together. The community members are organized into groups to represent each school; monthly meetings with parents also help to involve the community as a whole. Days nominated as; celebrating national days, color day, prize distribution ceremony, drawing, and writing and speech competitions all combine to make the school experience rewarding.

Prize distribution ceremonies make the awards to the children achieving the first, second and third places. However those with other talents have a chance to shine in the drawing, writing and story competition.

Engro supplies the materials to the schools to facilitate good quality learning resources and variety for stimulating learning.



Nadirshaw Edulji Dinshaw (NED) University

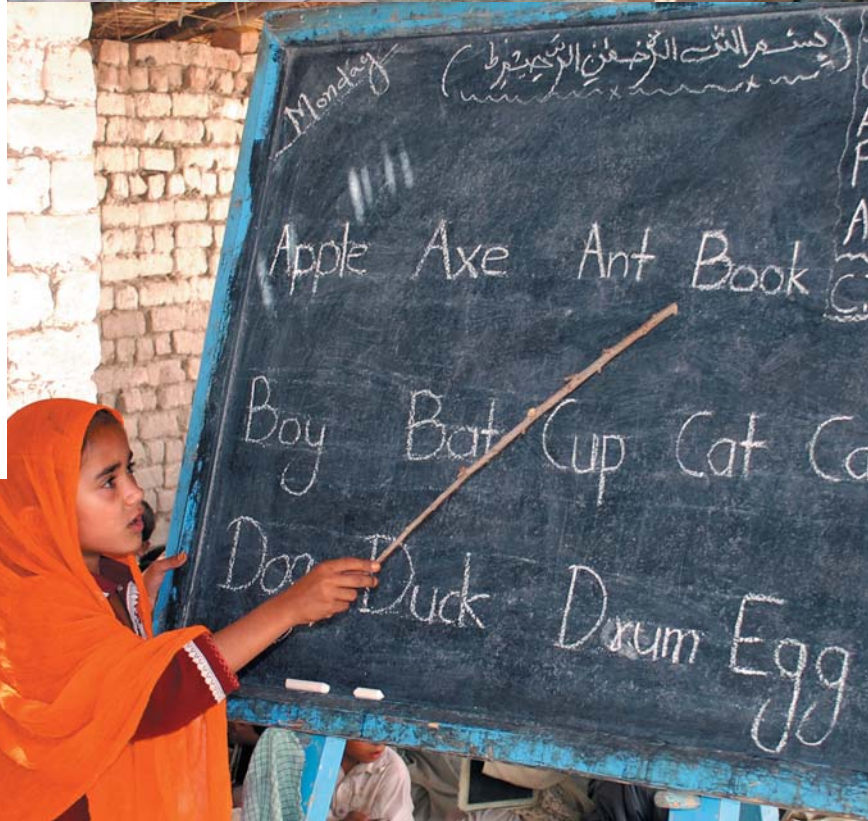
Engro assisted this National Engineering University at Karachi by establishment of a much needed Chemical Engineering Department Library. Engro supported by procurement of books and periodicals for the Library. Engro will further assist NED Chemical Engineering Department in 2008 by providing equipment for the newly constructed Laboratories.

Schools in Katcha (Riverine Belt of Indus)

Engro's unique program which runs 11 formal primary schools continued in 2007 with enrollment of approx. 1,000 students. Plans for increasing the reach of program have been rolled out with construction of the first middle school in Noor Lakhani village, which is expected by second quarter of 2008.

School Adoption Program

2,358 students enrolled in 6 government primary schools are benefiting from this public-private partnership.



Other initiatives



Guarding in Peace

Latif has been working at the Sahara Welfare Centre for last couple of years. Before working for Engro, he was farming the land in the vicinity of the ECPL site along with his two brothers. As the land was owned by some other land lord and they were farming on the land on contract (Hari), the earnings from the farming was not enough for the livelihood of the family. Thus he joined Sahara.

Latif was found quite contented with his current status. He is not only gaining financially where a respectable sum is paid in lieu of his services, he can also avail medical facilities provided by the Sahara Clinic. He feels that Engro is also helping him shape future of his family in terms of providing education to his children at the Sahara School. When asked about the school, he commented;

"The school is good for us in various ways, one there is very minimal fee that we can easily afford, secondly Sahara offers good quality education which is evident from kids' behavior and I being an employee of Sahara, can keep an eye on the kids conduct in the school (Translated from local language)".

In future, he was confident that whatever Engro will do for them will be for their betterment.

Earthquake Victims Revival Program

Earthquake victims revival program commenced at village Battal, district Mansehra, in partnership with The Citizens Foundation Relief Fund. Construction of 69 houses were completed in 2007 based on designs approved by Earthquake Reconstruction & Rehabilitation Authority and the remaining 31 houses are in finishing stage. The program is expected to complete the construction of all houses and the related infrastructure of retaining walls, school, mosque, access road, water supply and sanitation by mid 2008.

Indus Dolphin Conservation Program

Engro Chemical Pakistan Limited through Engro Foods Limited entered into the largest ever corporate partnership with WWF Pakistan by supporting Indus Dolphin Conservation Program, run by WWF Pakistan and Sindh Wildlife Department. The Company's support enabled dolphin rescue activities of the Indus dolphin conservation centre.

Neighborhood Care Program with Citizen's Police Liaison Committee

Project initiated with CPLC Karachi to provide civic amenities & security to residents of Clifton and DHA area Karachi. A fully operational control center has been established at Sea View, Karachi.



Performance Targets 2007

Performance Targets 2007	Status 2007
1. Maintain the trend of sustainable growth in each business.	▶ All our business platforms made robust strides in their growth endeavors.
2. Achieve financial closure for projects in each business.	▶ Completed
3. Continue support to telemedicine (Project Hope).	▶ Number of hubs increased to 7 ▶ Specialist doctors provided on-line consultation to more than 6,093 patients. ▶ In addition over 10 Continuing Medical Education (CME) sessions were conducted to train doctors at remote terminals
4. Sustain the social investment / community projects in health, education and infrastructure.	▶ Done
5. Support chemical engineering program at a nationally renowned university.	▶ Supported NED University at Karachi by establishment of a much needed Chemical Engineering Department Library. ▶ Engro supported by procurement of books and periodicals for the Library.
6. Support free eye camp for community.	▶ Was set for Pak Pattan in Punjab, but were unable to execute the program
7. Initiate establishment of a vocational training center near Daharki for providing vocational skills to local workforce.	▶ New block for vocational training was commissioned in Sahara Welfare Society's premises. 216 students have acquired skills in stitching, cutting and embroidery.
8. Maintain the trend of decreasing carbon emissions at the plant.	▶ Reduced more than 2% as compared to 2006.
9. Upgrade safety systems in Agri Business division.	▶ Completed with focus on field warehouse operations, product transportation and vehicle safety.
10. Introduction of recycle paper in the organization.	▶ Implemented on certain Company Publications
11. Ensure 100% disposals of hazardous waste (catalyst) at site.	▶ Achieved by recycling / reusing the entire on-site inventory of spent catalysts & resins and mercury lights for metal extraction and manufacturing of salts / micro nutrients. ▶ Environmentally friendly disposal of chromate sludge was started.
12. Reduce 2% water consumption at Daharki plant.	▶ Done
13. Apply engineering solutions to remove oil from waste water streams.	▶ Engineering completed, will be implemented in 2008.





Employee Relations and Organizational Development

Owing to unprecedented domestic and regional economic growth, demand for quality human resources intensified locally and overseas. To mitigate these pressures and secure adequate resources for projects at hand, medium term retention schemes based on share options and asset building have been planned. These schemes will be implemented during 2008 and are tailored to specifically retain resources through the current growth cycle at Engro and its affiliates. Further, with a view to attracting optimum resources and improve customer focus, the company has put together a restructuring plan for its Agribusiness Division; this initiative is also slated for roll out in 2008.

Employee development remained one of the pivotal areas for HR during the year. To enrich organizational competence levels,

new training programs encompassing Performance Management, Leadership, and Competency Development were introduced.

Attrition remained high during 2007 as opportunities within domestic, as well as regional corporate domain increased. This is understandable, given the sustained economic growth in the region and the mobility of available talent across industries and national borders.

The overall industrial climate and employee relations remained cordial. 'Collective Labor Agreement' with the Karachi Staff Union expired on June 30, 2007 and a new agreement was negotiated and signed on July 13, 2007 for a period of 36 months effective July 01, 2007.



Progress towards the Millennium Development Goals of Pakistan: Engro's input

The GRI guidelines that Engro has applied to assess its CSR efforts bear relation to the 10 global compact principles set by the United Nations.

With the development picture in Pakistan facing dismal statistics such as 50% adult literacy and the death of 1/10 children before their fifth birthday (United Nations Development Program); employees, stakeholders and the wider community that Engro has grown from, appreciate the ever pressing need to attempt to contribute to the work towards the millennium development goals. Engro strives to improve and foster positive relations with the wider community, despite the abundant disparity. This will be a slow process and one requiring passion and innovative

thinking 'outside of the box'. It is a complex picture, with a maze of constraints and no quick-fix solutions. The area of social need is perceived with sensitivity by employees at Engro; it impacts on our sense of security and quality of life every day. Working within one of the most deprived areas in the country, ranked one of the world's poorest nations (United Nations Development Program), as an expanding business with growing sales revenue, the need to focus more effort upon the needs of the community of interior Sindh has perhaps never been higher. However small a difference this model will make to the national picture; facing the national issues out of commitment to customers and employees is part of Engro's philosophy.





Pakistan and the Millennium Development Goals- Department for International Development (DFID) and UNDP data 2007.

National Target	Engro activity update 2007
ERADICATE EXTREME POVERTY AND HUNGER	<ul style="list-style-type: none"> Employed: 747 people. Vocational training Centre: 216 students.
ACHIEVE UNIVERSAL EDUCATION	<ul style="list-style-type: none"> Total No. of pupils, in Schools run/funded by Engro: 2,658. Adult literacy programs: 50.
PROMOTE GENDER EQUALITY	<ul style="list-style-type: none"> Increasing trend of employing females in all areas.
REDUCE CHILD MORTALITY	<ul style="list-style-type: none"> Telemedicine: 6,093 patients Engro Thalassaemia clinic: 5,990 blood transfusions Evening clinic in coordination with Marie Adelaide Society at Engro Sahara Welfare organization: Providing family planning and basic medical facilities.
IMPROVE MATERNAL HEALTH	<ul style="list-style-type: none"> Engro funded upgrade of old vacant hospital into maternal and child care center in Sindh.
COMBAT HIV/AIDS, MALARIA & OTHER DISEASES	<ul style="list-style-type: none"> Engro funded Hepatitis B awareness and vaccination program: 737 vaccinations.
ENSURE ENVIRONMENTAL SUSTAINABILITY	<ul style="list-style-type: none"> WWF Pakistan partnership. Decreasing carbon emissions by 2%. Introduction of recycled paper. 100% of hazardous waste disposed of legally. Environmentally friendly disposal of chromate sludge started. Carbon Finance project initiated. Compliance to NEQS.

Health, Safety and Environment Policy

To be recognized as a world-class performer in the field of Health, Safety and Environment Management.

ENGRO WILL:

- Conduct its business in a manner that protects the health and safety of employees, contractors, others involved in our operations and the community in which we operate.
- Continuously improve environmental performance to achieve sustainable development.
- Strengthen its business by making Health, Safety and Environment (HSE) considerations an integral part of all business activities.
- Comply with all laws and regulations.
- Practice, transparent public reporting of the HSE performance.
- Ensure that HSE is a major responsibility of appropriately trained, empowered and accountable employees and management.
- Promote a culture of learning and practicing HSE management among employees and contractors.
- Encourage off the Job HSE awareness among employees and families.



Asad Umar
President
Engro Chemical Pakistan Limited



THINK SAFETY



Environmental Performance Indicators

Aspect: Materials

EN1 Materials used by weight or volume.

Natural Gas: 36,083,414 KSCF
Lube Oil: 548 drums
Anthracite: 21 MeT
Lime: 167 MeT
Coating Earth: 13 MeT
Paper: 3,224 reams
Mercury Lights: 1,768

EN2 Percentage of materials used that are recycled input materials.

None

Aspect: Energy

EN3 Direct energy consumption by primary energy source.

7,166,056 KSCF of Natural gas as fuel.

EN4 Indirect energy consumption by primary source.

Not calculated.

EN5 Energy saved due to conservation and efficiency improvements.

1. Energy Management Solutions Project - Site Cooling Water at OFFSITE & Utilities:

Annual energy Savings: 6.67 MWh.

2. Replacement of Mercury Vapor Lamps with Sodium Vapor Lamps at site.

3. ACs Replacement at Site (Plant & Housing Colony).

4. Replacement of FREON with R410 (Non - CFC Refrigerant).

EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.

Working to switch gas based water heaters on solar energy.

EN7 Initiatives to reduce indirect energy consumption and reductions achieved.

Not Calculated.



Aspect: Water

EN8 Total water withdrawal by source.	1,553 MUSG (Source: Mahi wah Canal).
EN9 Water sources significantly affected by withdrawal of water.	None
EN10 Percentage and total volume of water recycled and reused.	1,365 MUSG, 88%.

Aspect: Biodiversity

EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	NA
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	No impact found on biodiversity.
EN13 Habitats protected or restored.	The habitat of migratory birds is preserved on the Daharki site. WWF in collaboration with ECPL, endeavor to protect the Indus river habitat of the Dolphin, through increasing awareness of local fishermen and undertaking mitigation measures.
EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.	None
EN15 Number of IUCN List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	None

Environmental Performance Indicators

Aspect: Emissions, Effluents and Waste

EN16 Total direct and indirect greenhouse gas emissions by weight.	CO₂= 804,000 MeT CO = 1,206 MeT																				
EN17 Other relevant indirect greenhouse gas emissions by weight.	None																				
EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fuel & steam saving projects																				
EN19 Emissions of ozone-depleting Substances by weight.	Freon-22= 851 kg, being replaced with R143 and R407C																				
EN20 NOx, SOx and other significant air emissions by type and weight.	NOx=325 MeT, SOx=135 MeT, Urea Dust=1,249 MeT																				
EN21 Total water discharge by quality and destination.	Total wastewater discharge in year 2007: <table><tr><td>Volume, 126 MUSG 278MUSG</td><td>Destination, Canal, Evaporation Ponds,</td><td>NEQs Compliant Noncompliant</td></tr></table> NOTE: Evaporation Ponds are within ECPL premises. No discharge removed from site via truck.			Volume, 126 MUSG 278MUSG	Destination, Canal, Evaporation Ponds,	NEQs Compliant Noncompliant															
Volume, 126 MUSG 278MUSG	Destination, Canal, Evaporation Ponds,	NEQs Compliant Noncompliant																			
EN22 Total weight of waste by type and disposal method.	<table><tr><td>Used Lube Oil</td><td>548 drums</td><td>Salvage dealers</td></tr><tr><td>Lime</td><td>167 MeT</td><td>Land fill</td></tr><tr><td>Coating Earth</td><td>13 MeT</td><td>Land fill</td></tr><tr><td>Paper</td><td>3224 reams</td><td>Incinerated</td></tr><tr><td>Vehicle Batteries</td><td>31</td><td>Scrap yard</td></tr><tr><td>Mercury Lights</td><td>1768</td><td>Disposed for mercury extraction & re use</td></tr></table>			Used Lube Oil	548 drums	Salvage dealers	Lime	167 MeT	Land fill	Coating Earth	13 MeT	Land fill	Paper	3224 reams	Incinerated	Vehicle Batteries	31	Scrap yard	Mercury Lights	1768	Disposed for mercury extraction & re use
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Mercury Lights	1768	Disposed for mercury extraction & re use																			
EN23 Total number and volume of Significant spills.	None																				
EN24 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	None																				
EN25 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	None																				



Aspect: Products and Services

EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.

No environmental impact of products is being marketed.

EN27 Percentage of products sold and their packaging materials that are reclaimed by category.

None

Aspect: Compliance

EN28 Monetary value of significant fines and total number of non-monetary sanctions for non compliance with environmental laws and regulations

None

EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.

None

EN30 Total environmental protection expenditures and investments by type.

Rs. 62 Million in 2007, Projects undertaken: Oil removal from effluent & ammonia reduction in effluents.

Economic Performance Indicators

Aspect: Economic Performance

EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.

	Rs million.
Revenues:	23,183
Operating Costs:	19,905
Employee Compensation:	1,050
Donations & Other Community Investments:	39
Retained Earnings:	1,926
Payments to Capital Providers:	
Financial Institutions:	535
Shareholders:	1,228
Payments to Government:	1,420
Net Operating Profit After Tax:	3,477
Cost of Capital (@ 11.2%):	1,925
Economic Value Added	1,552

EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change

Not measured.

EC3 Coverage of the organization's benefit plan obligation

Defined Benefit plans.
Fund Plan: Rs15-24 million. (Annual value of plans.)
Employees' contribution: 10%
Audit Rules: IAS 19 is followed

EC4 Significant financial assistance received from government.

No significant financial assistance received; however, Rs.3,242m received on account of lower feed gas prices passed on to farmers in the form of lower Urea prices and Rs.682m received on account of reduction in Phosphatic/Potash fertilizer prices, which were also passed on.

Aspect: Market Presence

EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.

Local minimum wage - Rs.4,600 /month.
Ratios calculated using lowest actual wage in various regions excluding bonuses, retirement benefits, overtime & others.

Entry level wages applies at all locations; it is about 150% of the local minimum wage.

EC6 Policy, practices and proportion of spending on locally-based suppliers

Not calculated.



EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.

Equal opportunity employer at all locations.

Aspect: Indirect Economic Impacts

EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.

Refer to Social Section

EC9 Understanding and describing significant indirect economic impacts, including the extent of impacts.

Refer to Social Section

Social Performance Indicators

1. Labour Practices & Decent Work Performance Indicators

Aspect: Employment

LA-1 Total workforce by employment type, employment contract and region

Permanent staff: 747
Daharki - 531
Karachi - 134
Marketing Offices - 82

LA-2 Total number & rate of employee turnover by age group, gender and region

Permanent Employee turnover by Gender:
Male - 6%
Female - 29%

Permanent Employee turnover by Age Group:
Below 30 years - 10%
30 - 50 years - 6%
Above 50 years - 2%

Permanent Employee turnover by Region:
Daharki - 3%
Karachi - 20%
Others - 7%

LA-3 3Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations

Medical facilities, loans, bonus, housing (only offered in certain cases at Plant site, Daharki)

Aspect: Labour/Management Relations

LA-4 Percentage of employees covered by collective bargaining agreements

59% of total permanent staff

LA-5 Minimum notice period regarding operational changes, including whether it is specified in collective agreements

Supervisors and Managers communicate changes to all Company Staff.

Consultations are done with Seniors representatives of neighboring communities at Plant site Daharki.

1 week Minimum notice period is relayed to all.

Aspect: Occupational Health & Safety

LA-6 Percentage of total workforce represented in formal joint management - worker Health & Safety committees that help monitor and advise on occupational health and safety programs

Committees exist which have Management and Employee participation in Health, Safety and Environment efforts.

100% staff is covered under the health & safety & environmental policy of the Company

LA-7 Rates of injury, occupational diseases, lost days and absenteeism and number of work related fatalities

TRIR = 0.42
LWI = 2
Fatalities = 0
For details see section on Safety.



LA-8 Education, training, counseling, prevention & risk-control programs in place to assist workforce members, their families or community regarding serious diseases

OSHA compliant signage at Plant site for chemicals, CPR and first aid training.

Community awareness program for area doctors to deal with ammonia release. Colony residents part of emergency drills in case of NH₃ release

LA-9 Health and safety topics covered in formal agreements with trade unions

HSE are non negotiable items. Coverage is uniform for all staff.

Aspect: Training & Education

LA-10 Average hours of training per year per employee by employee category

Approximately 35 hours / Employee

LA-11 Programs for skills management and lifelong learning that support continued employability of employees and assist in managing career endings

Management skills covering Strategy, Leadership development, Performance Management, Job Execution and Skill enhancement through, in-house, public and overseas courses.

LA-12 Percentage of employees receiving regular performance and career development reviews

100%

Aspect: Diversity & Equal Opportunity

LA-13 Composition of governance bodies and breakdown of employees per category according to gender, age group, minority, group membership and other indicators of diversity.

Board of Directors:
All male
Age group 33 to 65 years

Management & Corporate HSE Committee:
All male
Age group 36 to 54 years

Permanent Staff:
726 male employees / 21 female employees

Age groups:
Below 30 years - 212 employees
30 - 50 years - 431 employees
Above 50 years - 104 employees

LA-14 Ration of basic salary of men to women by employee category

No distinction based on gender.

Social Performance Indicators

2. Human Rights Performance Indicators

Aspect: Investment & Procurement practices

HR-1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.

None

HR-2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.

None

HR-3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

None

Aspect: Non-Discrimination

HR-4 Total number of incidents of discrimination and actions taken.

None

Aspect: Freedom of Association & Collective Bargaining

HR-5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken to support these rights

None

Aspect: Child Labour

HR-6 Operations identified as having significant risk for incidents of child labour and measures taken to contribute to the elimination of child labour.

None

Aspect: Forced and Compulsory Labour

HR-7 Operations identified as having significant risk for incidents of forced & compulsory labour and measures taken to contribute to the elimination of forced or compulsory labour.

None



Aspect: Security Practices

HR-8 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.

None

Aspect: Indigenous rights

HR-9 Total number of incidents of violation involving rights of indigenous people and actions taken.

None

3. Society Performance Indicators**Aspect: Community**

S-01 Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities including entering, operating and exiting.

None

Aspect: Corruption

S-02 Percentage and total number of business units analyzed for risks related to corruption.

100%

S-03 Percentage of employees trained in organization's anti-corruption policies and procedures.

100%

S-04 Actions taken in response to incidents of corruption.

None reported in 2007

Aspect: Public Policy

S-05 Public policy positions and participation in Public policy development and lobbying.

The Company participates through various Government Ministries, Forums, e.g.

Ministry of Food, Agriculture & livestock (MINFAL) in Policy making, OICCI and other forums.

S-06 Total value of financial and in-kind contributions to political parties, politicians and related institutions by country.

None

Social Performance Indicators

Aspect: Anti-competitive behavior

S-07 Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.

Nil

Aspect: Compliance

S-08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.

Nil

4. Product Responsibility Performance Indicators

Aspect: Customer Health & Safety

PR-1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement and percentage of significant products and services categories subject to such procedures.

Our product is Urea, which does not pose any potential health or environmental effects.

PR-2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycles by types of outcomes.

None

Aspect: Product & Service Labeling

PR-3 Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.

Product is dissolved directly into the soil leaving no residual impact.

Communication on dosage and application is provided to farmers via our field officers.

PR-4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling by type of outcomes.

None

PR-5 Practices related to customer satisfaction including results of surveys measuring customer satisfaction.

Brand health surveys through extensive field market research is conducted yearly. All products ranges in all operating locations covered



Aspect: Marketing Communications

PR-6 Programs for adherence to laws, standards and voluntary codes related to marketing communications including advertising, promotion and sponsorship.

Marketing communications practices conform to all local regulations and generally accepted standards. Advertising and promotions highlight product attributes and benefits.

PR-7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications including advertising, promotion and sponsorship by types of outcomes.

None

Aspect: Customer Privacy

PR-8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

None

Aspect: Compliance

PR-9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.

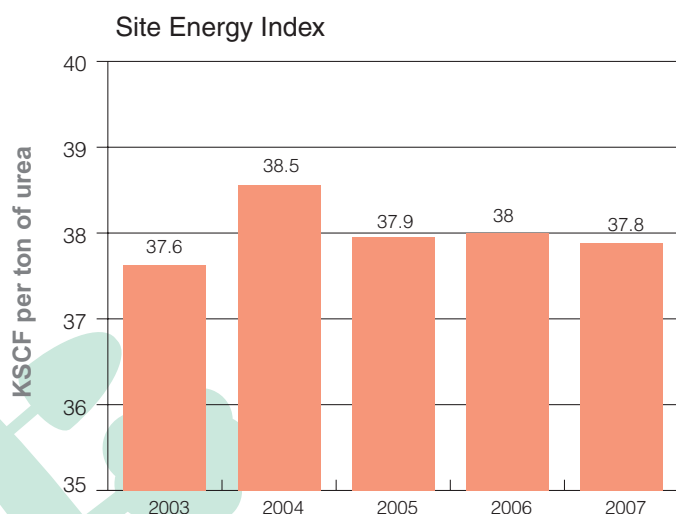
None



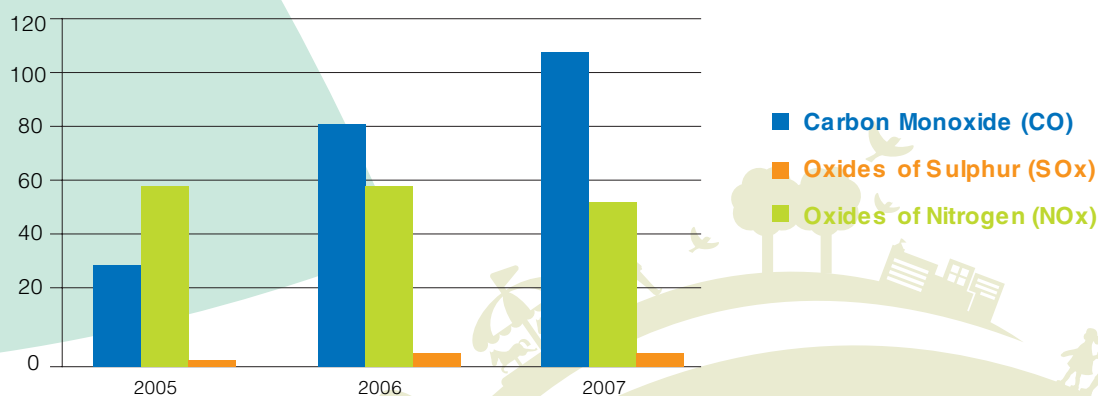
ECPL Environmental Foot Print 2007



Site Energy Index (KSCF/Ton Urea)



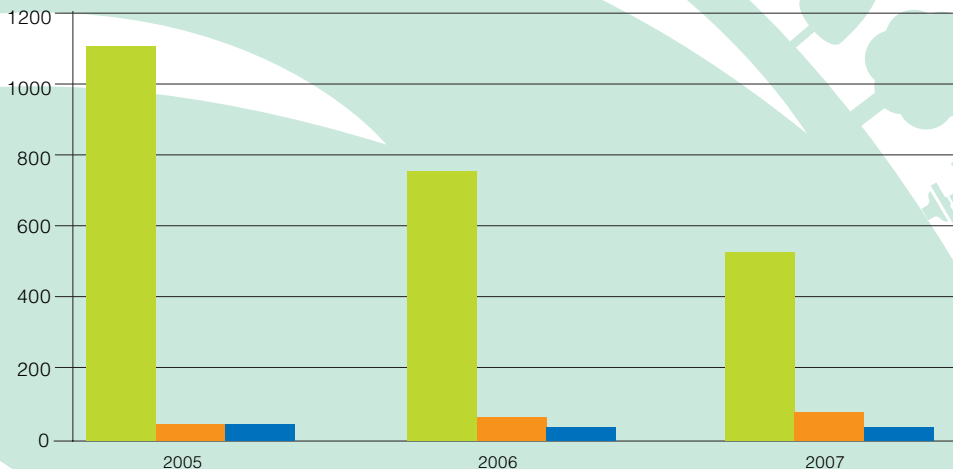
Boilers & Heat Recovery Generators Gaseous Emissions



Boilers & Heat Recovery Generators Gaseous Emissions				
PARAMETERS	NEQS LIMITS & UNITS	2005	2006	2007
Carbon Monoxide (CO)	800 mg/Nm3	37.81	90.02	117.03
Oxides of Nitrogen (NOx)	400 mg/Nm3	67.5	67.21	61.24
Oxides of Sulphur (SOx)	400 mg/Nm3	2.47	5.36	5.64

Furnace @ Ammonia Plant Gaseous Emissions

■ Carbon Monoxide (CO) ■ Oxides of Nitrogen (NOx) ■ Oxides of Sulphur (SOx)



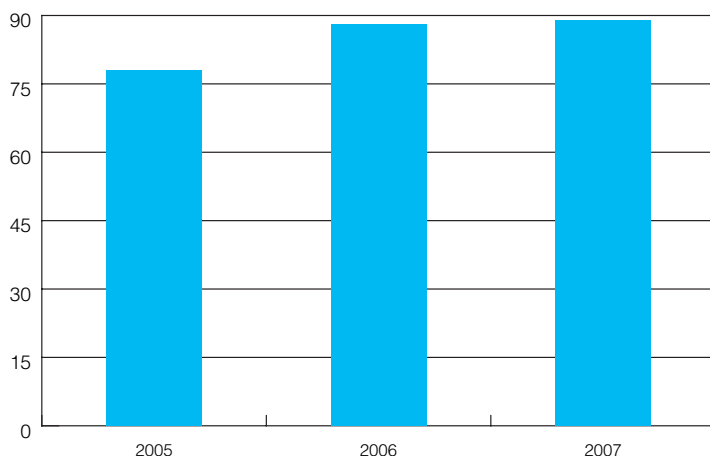
FURNACE

Furnace @ Ammonia Plant Gaseous Emissions				
PARAMETERS	NEQS LIMITS & UNITS	2005	2006	2007
Carbon Monoxide (CO)	800 mg/Nm3	1113	758	535
Oxides of Nitrogen (NOx)	400 mg/Nm3	45	62	79
Oxides of Sulphur (SOx)	400 mg/Nm3	39	39	39

Prill Tower (Particulate Matter) Emissions

Particulate Matter

■ Particulate Matter

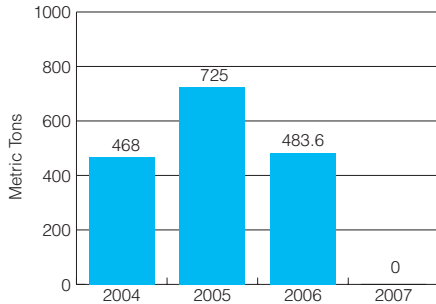


Prill Tower (Particulate Matter) Emissions				
PARAMETERS	NEQS LIMITS & UNITS	2005	2006	2007
Particulate Matter	500 mg/Nm3	78	88	89

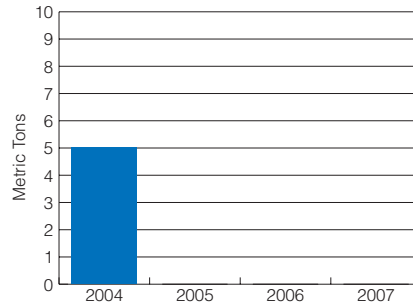


Hazardous Waste Inventory

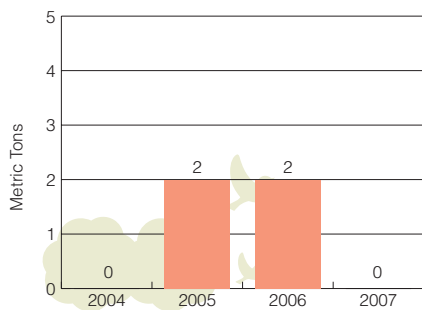
Spent Catalyst



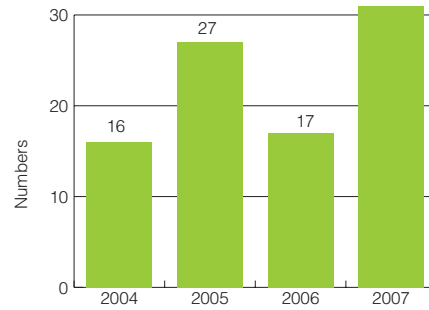
Asbestos



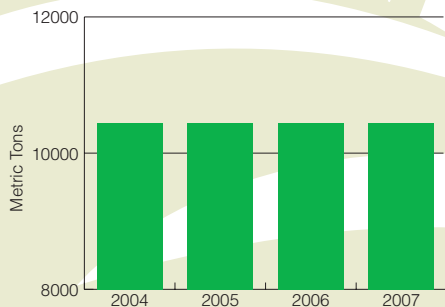
Catacarb



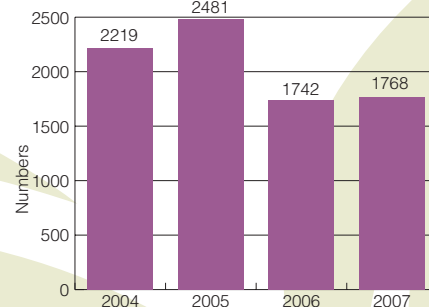
Vehicle Batteries



Chromate Sludge



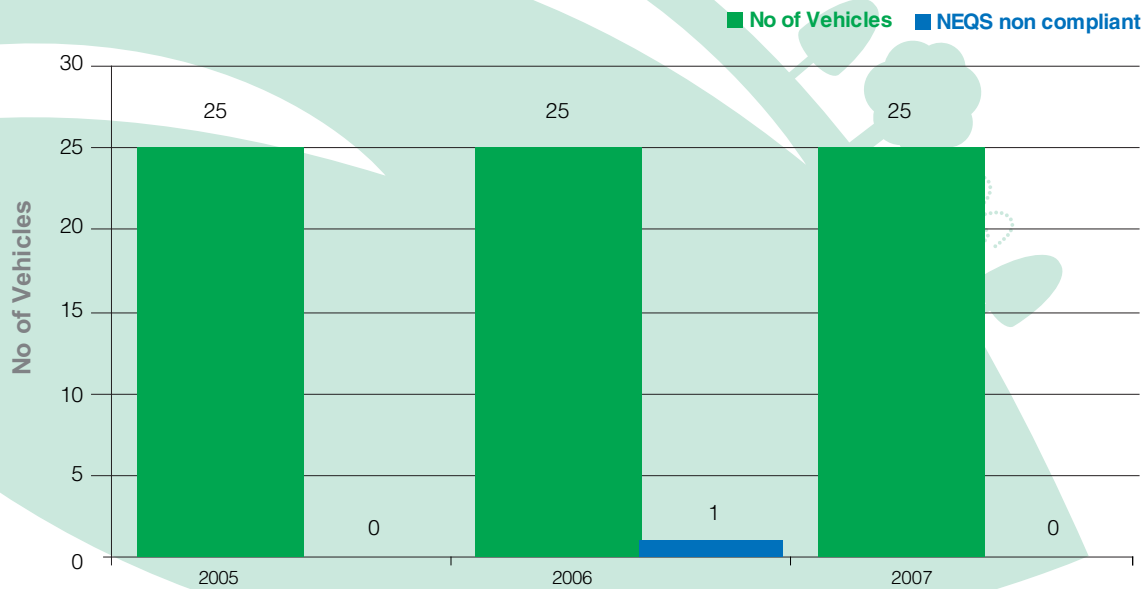
Mercury Lights



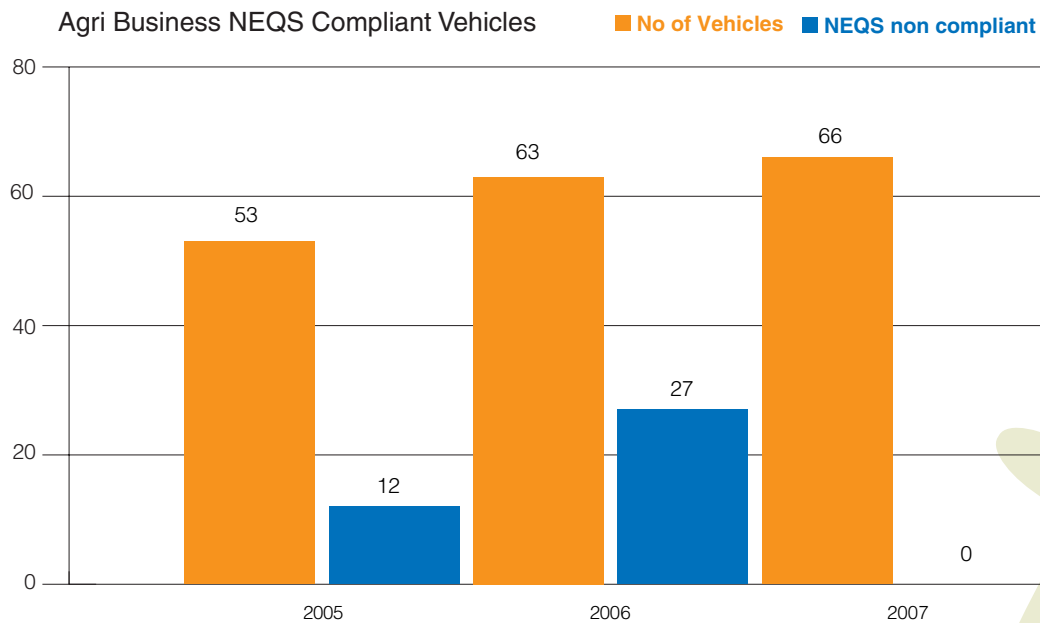
"All of the on-site spent catalyst as well as newly generated one from High Temperature Shift Converter change out at Ammonia-2, was disposed off for recycle / reuse. Removal of Chromate sludge has been started in November 2007."

Mercury lights elimination program has been started and Total on-site inventory of used mercury light has been disposed off for recycle / reuse.

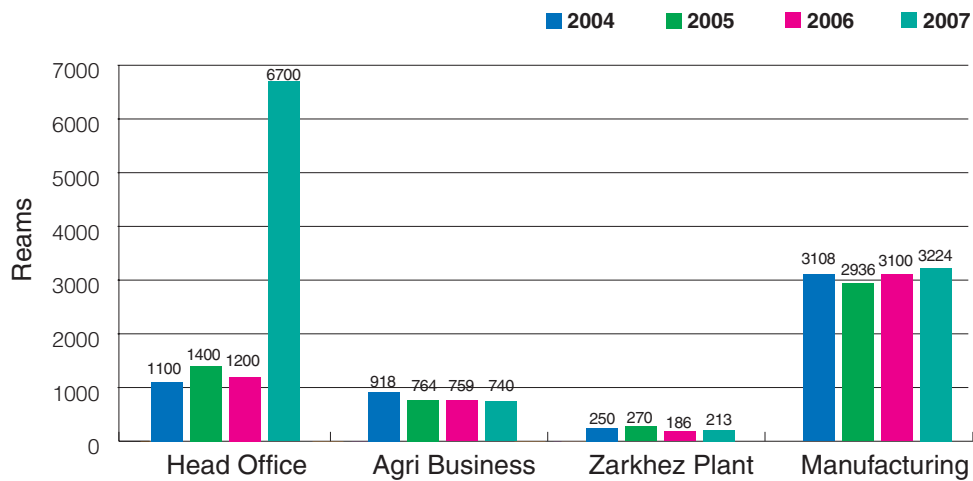
Manufacturing NEQS Compliant Vehicles



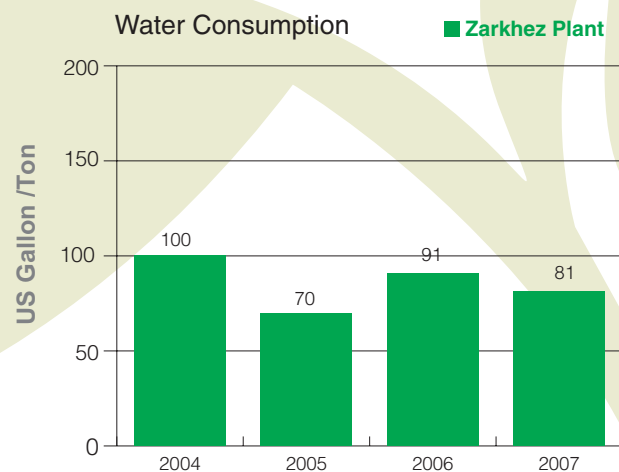
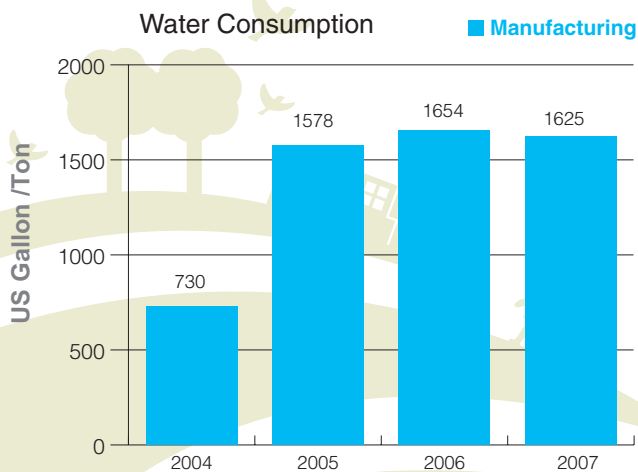
Agri Business NEQS Compliant Vehicles



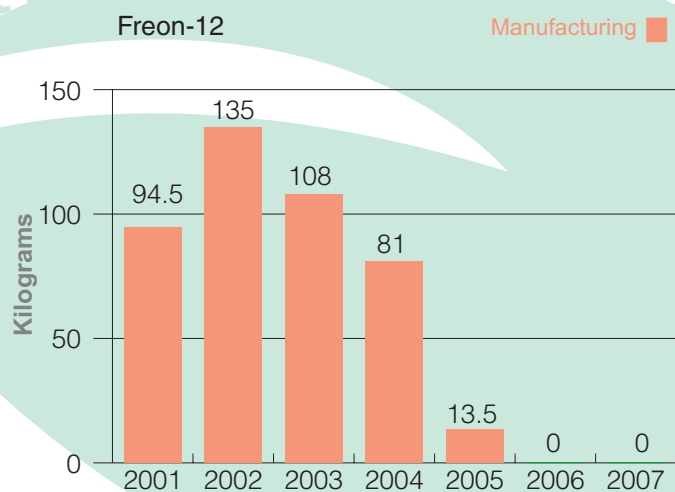
Natural Resource Consumption



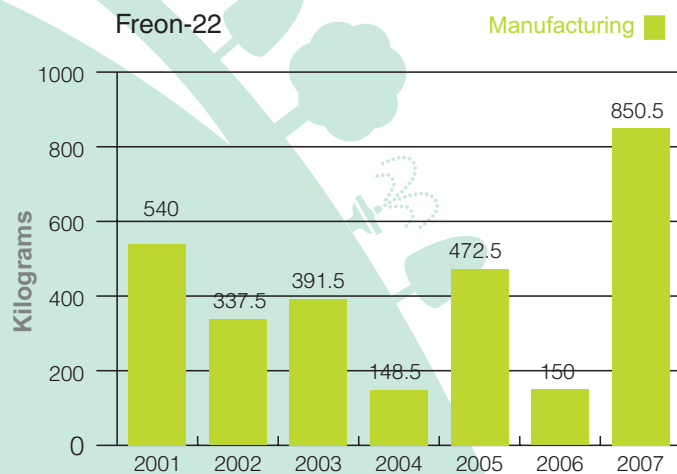
High paper consumption of head office is due to reconstruction of record after PNSC building fire.



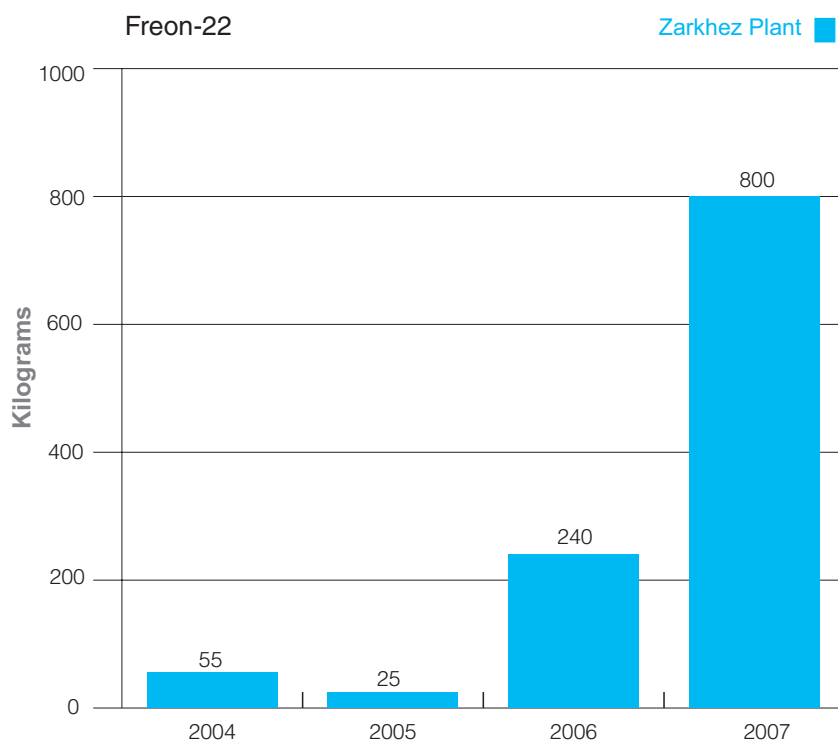
CFC Gases Consumption (Ozone Depletion)



Freon 12 is NO MORE in use



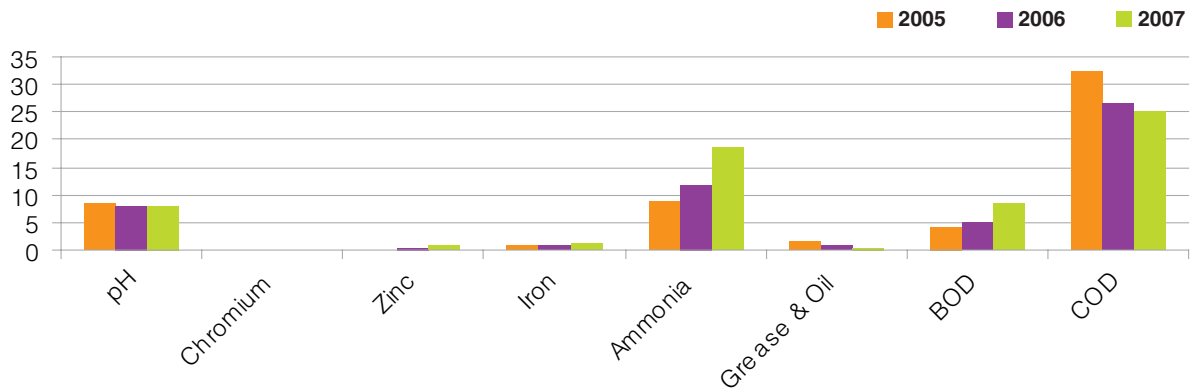
Daharki Freon-22 consumption remained high in 2007 due to filling of old air conditioning units.



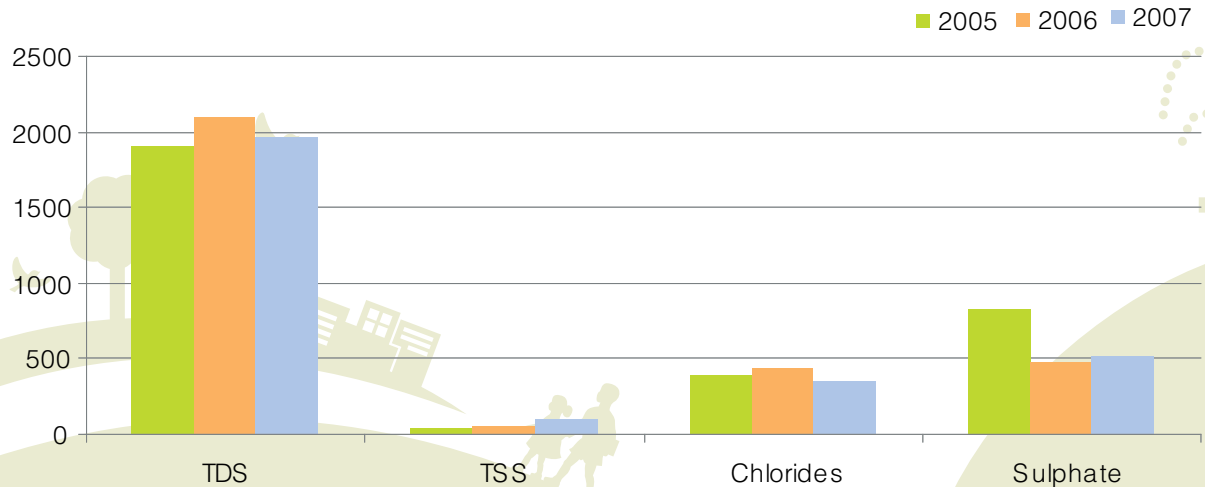
Zarkhez high consumption of Freon-22 is due to filling of compressors of chiller units.



Site Effluents and Emissions



All parameters well within NEQs limits.



Corporate objectives 2008

1. *Health, Safety & Environment*

- ▶ *Progress in OHIH program compliance to achieve Skill Level Rating of (3).*
- ▶ *TRIR - Company wide target of less than 0.50*
- ▶ *DAHARKI - Upgrade PSRM to achieve Program Excellence rating of (4)*
- ▶ *ZARKHEZ - Progress PSRM & PSM to achieve skills level rating of (3).*
- ▶ *AGRI BUSINESS - DuPont audit and prepare plans to achieve skills level rating of (3).*
- ▶ *Develop Plans for Ammonia Storage Relocation*
- ▶ *Develop a site water conservation & recycling program*

2. *Growth*

- ▶ *Progress in all projects for timely completion*
- ▶ *Achieve Plan top / bottom line targets*
- ▶ *Position company to pursue fertilizer opportunity overseas*
- ▶ *Identify next round of growth projects*

3. *Conduct Organization wide Quadrennial Business Practices Review*

4. *CSR*

- ▶ *Polytechnic Institute at Daharki*
- ▶ *Karachi Business School Initiative*
- ▶ *Complete Social Investment projects identified for the year*





ASSURANCE

United Registrar of Systems was commissioned by Engro Chemical to provide independent assurance of selected data and related claims presented in their "Corporate Responsibility Report 2007" ('the report').

Scope and Objectives

The overall aim of this exercise was to provide reasonable assurance to stakeholders that the information included in the report is accurate, reliable and objective.

This statement has been prepared to provide assurance for the document entitled - **"Corporate Responsibility Report 2007"**.

Key objectives of the assurance process included reviewing the:

- Materiality, completeness and responsiveness of the social and environmental information reported
- Implementation of management processes and strategy for environmental and social responsibility
- Robustness of reporting systems for environmental and social data
- Accuracy of environmental and safety data at the manufacturing site.

Basis of our Opinion

Our work was designed to gather evidence to obtain an acceptable level of assurance on which to base our conclusions. In order to do this, URS undertook the following activities

- Interviews with a selection of senior managers responsible for areas of management and maintenance of stakeholder relationships covered by the report.

- Discussion on Engro Chemical' approach towards stakeholder engagement with relevant managers and interested parties
- Review of environmental data collated at the corporate level for accuracy and completeness, and against claims made in the report. This process included a review of the systems and processes for data collection and analysis. Specific data was checked for consistency against these systems and processes. The scope of our work also included a visit to the Engro Chemical' operational site in Dharki.
- An assessment of the company's reporting and management processes against the principles of materiality, completeness and responsiveness as described in the AA1000 Assurance Standard. We also reviewed the Report against the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines and the National Environmental Quality Standards (NEQS) of Pakistan.

Opinion

We found that Engro Chemical' corporate responsibility strategy and framework for action has progressed significantly in 2007, this has led to improved communication of social and environmental issues as well as greater staff involvement and empowerment. We anticipate that further CSR performance improvements will

follow as the corporate responsibility strategy and management changes are fully embedded within the organization.

- Overall, the information included in the report is reliable and objective, and presented in a clear and understandable manner
- The information from Engro Chemical' operations has been collated and reported in good faith and has been given due care and attention, the reporting has also been subjected to adequate internal controls and is considered to be free from any significant mistake or misstatement
- Engro Chemical should be encouraged in its decision to undertake regular reviews of its approach towards sustainability and reporting. From our discussions with management, it is understood that Engro Chemical intends to measure the impact of its CSR activities through both internal monitoring and external stakeholder engagement.

Materiality and Responsiveness

Engro Chemical has strengthened its approach to gathering opinions from stakeholder groups with which it engages. There is encouraging evidence that this stakeholder feedback has influenced Engro Chemical' CSR practices, and is reflected in this report. There is evidence that issues of interest to stakeholders are increasingly being systematically and comprehensively addressed.

Completeness

Engro Chemical' Corporate Responsibility Report 2007 is its third integrated environmental and social report; we commend Engro Chemical for continuing to report transparently and openly for the third

successive year. Overall, Engro Chemical' report on the management of corporate responsibility issues is presented in a fair and balanced way.

Accuracy

All data is generally accurate when aggregated. We note planned and executed process improvements, which should lead to even greater accuracy and efficiency in human resource and environmental data reporting.

Recommendations

The following suggestions are made to support continuous improvement in Engro Chemical corporate responsibility and reporting:

- Independent reviews of performance against CSR targets and objectives can be undertaken formally to help measure and align CSR performance to business goals
- Liquid waste streams from domestic use that are treated and disposed off within the plant premises are not currently within the scope of Engro Chemical environmental monitoring and reporting system. Monitoring and reporting of this can be considered
- The environmental footprint can also include reporting of SO_x in gaseous emissions and ΔT in effluents as required by NEQS. EPCL's performance on both of the indicators in well with the required limits.
- Verifiable indicators against which CSR objectives can be formally established at the planning stage to allow for more precise monitoring and measurement of Engro Chemical CSR performance





The Responsibility of Directors and independent assurance providers

The Directors of Engro Chemical are responsible for the preparation of the CSR report and for the information and assertions contained within it. They are responsible for establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived. Our responsibility is to independently express a conclusion on the reliability of management's assertions in the areas identified above.

This statement is made solely to Engro Chemical in accordance with our engagement letter for the purpose of the Directors' governance and stewardship. Our work has been undertaken so that we might state to the company those matters that we are required to state to them in a limited assurance statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Engro Chemical for our work, for this statement, or for the conclusions we have formed.

Limitations

Environmental and social data is subject to inherent limitations due to its nature and to the methods used for determining, calculating or estimating such data. Therefore, this Independent Assurance Statement should not be relied upon to detect all errors, omissions or misstatements, nor can it guarantee the quality of accounting and reporting processes. Whilst URS has examined and interrogated Engro Chemical data collection systems for the performance data under review, we have not systematically tested all the data back to their sources.

During the course of our assurance nothing came to our attention to indicate that there

was any material error, omission or misstatement in the information subject to review. However, this review was carried out to provide reasonable, rather than absolute assurance and we believe the scope above provides a reasonable basis for our conclusions.

Statement of independence, impartiality and competence

URS is an independent professional services company that specialises in quality, health, safety, social and environmental compliance and verification. URS services over 20,000 clients through its global network.

URS works to a strict code of ethics across its business, which ensures that all URS staff maintains the highest standards in their day-to-day activities. We are particularly vigilant in the prevention of "conflicts of interests". As URS had no involvement in the preparation of this report, we believe that this assurance activity and letter does not raise any conflicts of interest issues.

Competence: The assurance team completing the work for Engro Chemical has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, have over 25 years combined experience in this field and an excellent understanding of good practice in Corporate Responsibility reporting and assurance.

Ali Khan

Country Manager

For and on behalf of

United Registrar of Systems (Pakistan)

Karachi, 17th June 2008



Acknowledgement

- Abdul Samad Khan
- Ahsan Afzal Ahmed
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- Muhammad Ijaz Hussain
- Nadeem Munawar
- Nasim ul Hassan Shah
- Naveed A Hashmi
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- Sabira A. Khan
- Salman Dutta
- Salman Khan
- Shaz Keeriyo
- Suroor Amin
- Yousuf Mohiuddin
- *United Registrar of Systems*
 - Ali Khan
 - Zeeshan Zafar





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