

Jehangir Services (Pvt.) Ltd.



COMMUNICATION ON PROGRESS
2008 – 2009 (July – June)

MESSAGE FROM THE MANAGING DIRECTOR

Ladies and Gentlemen,

JSL is honored to contribute its share by communicating, progress to the Global Compact Society for year 2008 - 2009. We, being a QHSE conscious service provider of "Inland Transportation, Crane Rental, Heavy Haulage and specialist in over-dimensional cargo transportation, project handling" are endeavoring our best to contribute to environmental strengthening, preservation of natural phenomenon and community / habitation survival and growth enhancement by extending extensive support to Principals of Global Compact. We are striving to interface our operations in natural and environmental friendly scenario by adopting all possible measures to provide a conducive, friendly environment to community.

All possible procedural practices upto grass root level are adhered to in letter & spirit, with in QHSE perspective, to achieve global environmental preservation to a viable level for Global habilitation. JSL is committed to reduce green house effect by controlling emission and carbon-dioxide effects. Accordingly, strict monitoring systems are in-place to control and measure the emission effect, as per international standards.

JSL is the bearer of the International ISO Standards, all JSL services are certified to meet, QMS ISO 9001, EMS 14001 and occupational Health and Safety assessment services OHSAS 18001. JSL has a designated section for community development, initiative and appropriate measures at par with national and international goals and standards, JSL is striving for community and social development on labour standards, as per applicable labour laws. We have established a welfare section to look after individual problem of our work force, comprising of over 700 employees. In-house job training is provided to young lads in vocational technical trades, to train them as a useful component of society and to provide them opportunities towards self sufficiency by imparting technical know how and job opportunities. In addition for field operations locals from rural areas are hired and there services utilized, providing them opportunity of self sufficiency.

JSL is contributing a major role in developing the national economy, where constraints do exist i.e. low employment, illiteracy, inflation, law & order situation by following Global Compact principals and objectives.

Our major contribution is development of natural environment, conservation and community / social uplift by providing opportunities to young generation and labour force in pursuance of establishing an environmental friendly atmosphere. This is dully recognized / acknowledged at various forums. JSL celebrated 9 million Kms of safe driving without LTI at Luncheon gathering with BP Pakistan (BPPI) Personnel for BPPI operations in recognition of JSL's QHSE standards and practices. The global recognition of our QHSE standards and practices, against all odds in a developing country like Pakistan, is appreciable.

Documentations vide said report, provides a overview of JSL efforts, measures and controls in pursuance of achieving environmental and social excellence during execution of our operations in context with global compact objectives.

Kamal D. Anklesaria
Managing Director

HUMAN RIGHTS AND COMMUNITY DEVELOPMENT

QHSE departmental objectives are set for each segment of JSL on yearly basis so that each section can plan strategies to achieve objectives. The organizational objectives provide guide lines and parameters, which govern the business proceedings.

JSL code of conduct and ethics policy, guide and steer every employee in term of ethics, values, personal conduct, environmental conservation, community development, adherence to Labour Laws, Labour Welfare and transparency as per principal guideline.

- JSL is Registered with Securities & Exchange Commission of Pakistan (SECP)
- Accounting Reports and returns are audited
- Gifts and donations at proper registered forums only
- Tendency and quality service
- Adherence to ethics policy
- Third party certification of crew and equipment
- Cooperation with Govt. agencies
- Confidentially
- Two way communication
- Community development by providing job opportunity
- Protecting Company Assets
- Adherence to company polices and objectives
- Equal opportunity employer
- QHSE assurance
- Satisfaction of client
- Code of conduct
- Regularity compliance
- National Interest
- Protection of Company instructions and assets
- Inculcation of leadership skills.
- Conducive environment, friendly atmosphere during operation.
- Social awareness

The following controls and KPIs are in-place:

- Management Review Meetings
- Internal audits on quarterly basis
- Monthly staff and Management meeting
- Safe cards and Safety Observation Communication (SOC)
- Suggestion Box update
- Safety meetings
- Ground Communication Meeting
- Tool Box Talk
- Surveillance audit by third party auditors
- External surprise audits.
- Daily operational meeting.
- Two way communication

Individual Role at JSL:

- Employees should clearly understand the company polices for strict compliance.
- Ethical policy shall be applied on every aspect
- Seek guidance and assistance from departmental head and chain of command.
- Reports and return should be exclusively implemented.
- Self imposed discipline is Key to success.
- Comradeship as team member is expected on priority.

Corporate Social Responsibility to our Community:

JSL, through its Corporate Social Responsibility (CSR) Teams, endeavors to address the requirement of community, in particular from the underdeveloped rural areas. JSL has a well-structured process to work towards integrated rural development through concentrating in the

Communication on Progress - Jehangir Services (Private) Limited

areas of employability and environment. The comprehensive development programmes enhance the standard of living of community in underdeveloped, rural areas. Thereby promoting the basic human rights of access to basic necessities, to live a life of dignity.

JSL also ensures protection of neighboring crops & environment by sprinkling water on dust tracks to minimize the dust burst to reduce environmental pollution. Smoke emission and discharge of CO₂ carbon monoxide is controlled to reduce green house effect. During our operations, we conserve plantation, water pools and water resources, and no waste is spilled in open.

In addition, every two months a donation is given to a registered Welfare and Charitable organization in our Community so that the needs of the less fortunate in the community are better addressed, as part of our social responsibility.

Tackling Issues:

It is the prime obligation of senior and junior management to educate each individual about clear implementation of code of conduct and ethics. No ambiguity should be un-addressed in interest of organization.

Investigation into Issues:

Every issue, JSL receives is investigated, whether a complaint has been filed anonymously or with the person's name. The concerned Manager reports such complain to GM and proper investigation is conducted on an appropriate course of action. In some cases, the investigations do reveal that the report was false and was made due to animosity or disgruntlement. Reported either in writing, verbally or anonymously, all concerns are verified for clarity and resolved to our satisfaction. As per JSL policy, the identity of person raising the concern is protected. Moreover a colleague can make a protected disclosure under the JSL Policy, to the audit committee of the board or specified authority with reasonable evidence of actual or possible violation, after indicating his/her identity.

Mitigation and Sharing of Issues:

In-house system is placed in JSL to address all issues, ambiguities, concern and confusions in direction of true interpretation of conduct of code. Hence, after due deliberation and guidance each employee is assigned with precise role, beneficial for JSL.

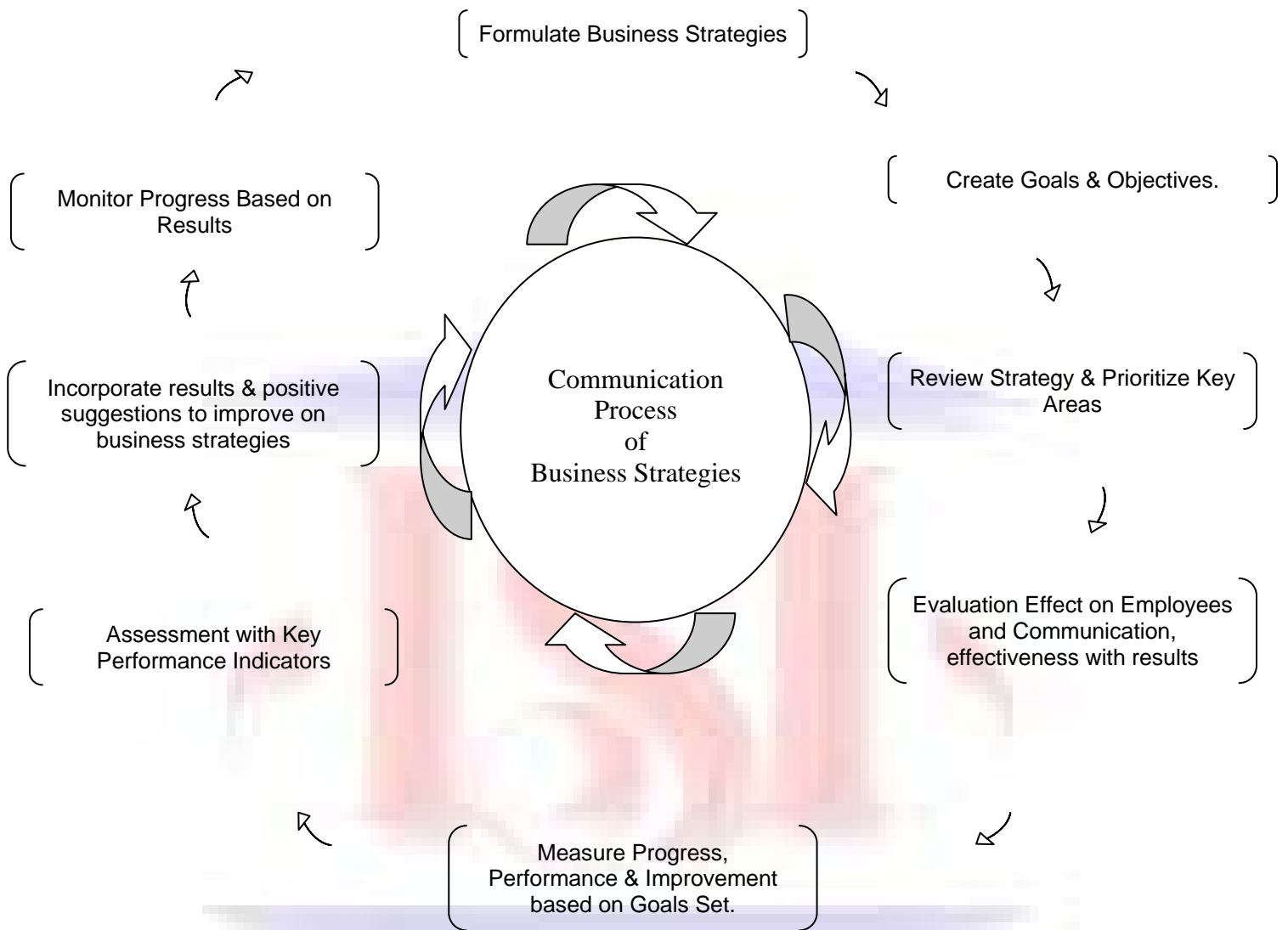
Documented mitigation actions, initiated to improve system, process and procedures by conducting requisite amendments, procedural review, and formulation of new polices to improve working.

Strict disciplinary actions are initiated against employees on violation of company policies, conduct and violation of Ethics. Punitive actions from severe reprimand to dismissal of services are initiated against the violators.

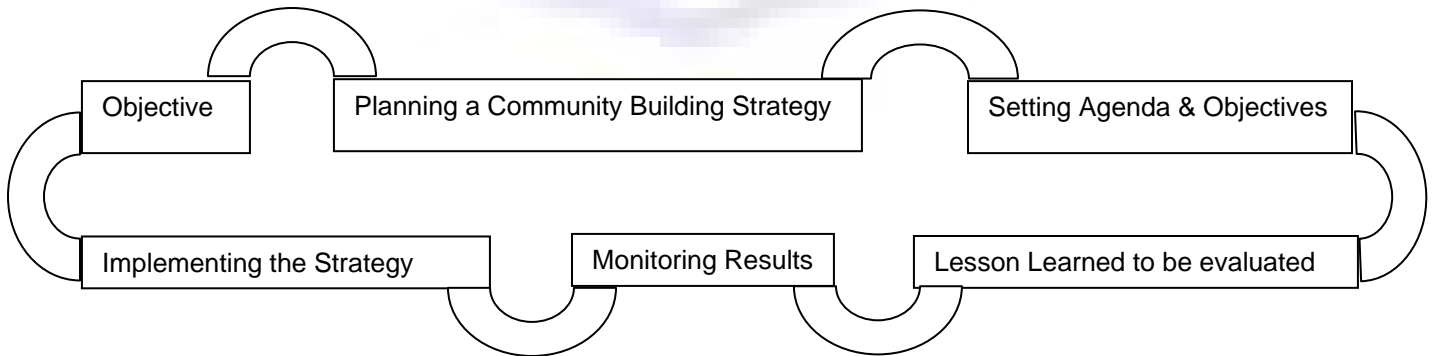
Assessment Process for Supplier & Contracts:

In addition, the Company has well developed Supplier and Dealer Assessment Process to take care of issues related to social aspects, which are made as part of the selection process for dealers and suppliers of the Company and supplier evaluation is done on yearly basis. All legal and regulatory requirement need to be fulfilled before final selection. The Company also conducts periodic, internal audits, MR meetings and operational tools for adherence to labour laws and other statutory requirements, such as payment of minimum wages, Provident Fund and Gratuity etc. The Company also has a special Contracts Evaluation Team, which conducts regular compliance audits of contractors and suppliers to ensure their adherence to legal enactments.

COMMUNICATION PROCESS OF BUSINESS STRATEGIES:



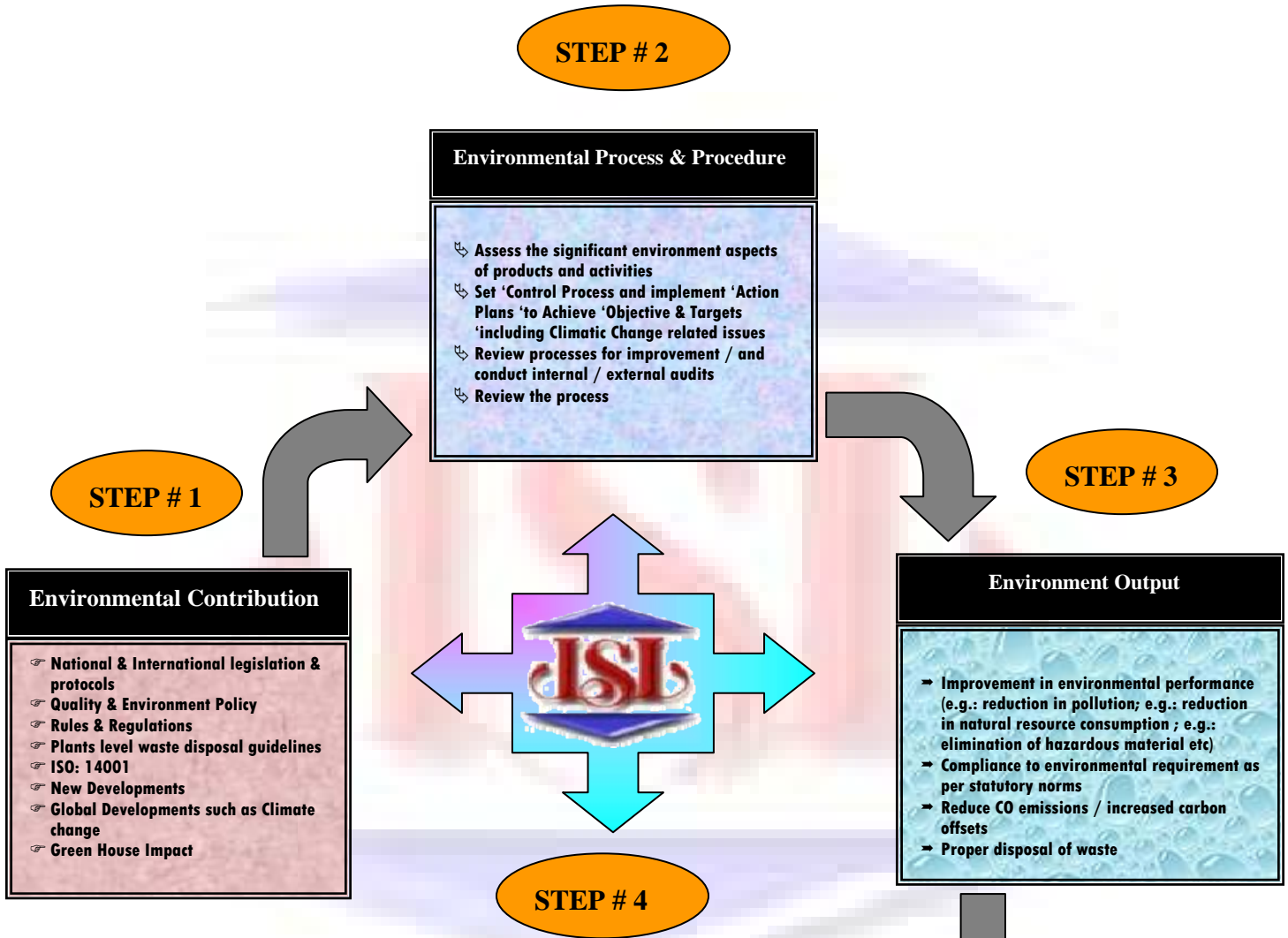
Working with the Community:



THE ENVIRONMENT PROTECTION

Environmental Conservation / Protection:

JSL being, bearer of EMS 14001, Environmental Protocol for conservation of environment, through exclusive measures, during execution of our operations:

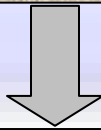


Quantified Assessment of Environment Protection Plan		QTY
Efficiency <ul style="list-style-type: none"> • Improvement over previous years 'environmental performance • Index for Sustainable Human Development 		Ratio
Effectiveness <ul style="list-style-type: none"> • Environmental measurement within applicable statutory norms • No. of Non Conformity Report (NCRs) raised in external EMS Audits • No. of OBIs raised during surveillance Audit of EMS 		02 Nil 02

Methodology

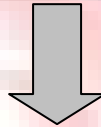
Assess the environment aspects of activities as per establishment EMS procedures

- All process Owners identify the 'significant' environmental aspects activities & operation with the help of QHSE team & environment Group at respective Work location.



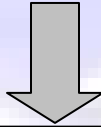
Set Targets & Objectives

- Operational Control Procedure and emergency action plans are established and deployed. Process requirements are assessed in line with volume and quality of operational requirements.
- Action plans are set to achieve environment 'Objective & Targets' after ensuring availability of resource.



Monitor & Evaluation System

- System performance measures are identified, periodically monitored, reported and analyzed for feedback corrective actions.
- Environment Group at respective work location coordinates conduct of internal & external audits as per pre-defined schedule. Corrective and preventive actions are taken by concerned process Owner and shared.



Processes for improvements after Review & Evaluation

- The established EMS is reviewed periodically by Manager at all work locations to provide direction and resources as necessary for 'continual improvement' of the EMS.
- Manuals / procedure / work instruction are reviewed and updated in line with changes in statutory requirements and other inputs and the changes are communicated to all concerned.

Strategies for Mitigating Environmental Hazards:

Commitment of top management in implementation of JSL environmental policies during planning and execution of operation is a key factor for success. Proactive approach and exclusive tools for monitoring and measuring the effectiveness of policies are contributory factors for mankind and global compact. We, at JSL are committed studiously in this context.

JSL – An Environment Conscious Organization:

Since, all equipment and services are ISO certified, being monitored consistently by various internal and external controls. By virtue of procedural tagging, mechanism for monitoring of mandatory application of EMS, ISO 14001. Accordingly, all risks are assured and risk matrix is prepared to reduce the residual impact of environmental risk, as per permissible limits. Following measures and technologies are used:

- Effective water management system
- Effluent testing and sewerage water disposal.
- Drinking water purification.
- Energy conservation
- Solid waste disposal management
- Used oil and battery water disposal through approved suppliers for re-treatment.
- Use of DB meters to monitor noise pollution and to monitor permissible noise pollution level.
- Emission testing to control the smoke emission of fleet to keep CO₂ and CO within acceptable limits.
- Disposal of hazardous material, as per EMS requirement.

JSL Environmental Obligations

Energy consumption and waste disposal is most important priority of JSL, being a very critical activity at our static establishment at workshop. Both activities are focused to reduce operational cost and to consume the environmental aspects. Energy consumption is enlisted, as high priority aspects of departmental and company objectives, which are allocated as assignments. Performance of each department is gauged by key performance indicators in achieving the said targets in energy conservation, which is focused on optimizing energy consumption. Following is being implemented as policy:

- Energy savers have replaced all conventional electric bulbs.
- Sheds designated for day work are constructed with transparent material for sun light.
- Use of compact fluorescent and sodium lamps, to minimize energy consumption.
- Air conditions are kept at 26 C temperature.
- As policy, no AC is allowed to run when no occupant is there. Lights and ACs are switched off, when offices are empty.
- Use of LPG in place of diesel, oil, electricity and petrol where possible while position to conserve energy and to reduce pollution.
- Close coordination with Environmental Protection Agency (EPA) is maintained for updation of inspection / controls.
- Close coordination with Pakistan Energy Council is maintained to get feed back on measures and controls to reduce smoke, noise pollution and waste disposal.

Integrated Quality Management System

JSL has an ISO certified Integrated Quality, Health, Safety and Environmental Management System.

This has been approved by certifier, United Registrar of Systems Ltd. (URS), a Company of international repute, which is also a member of Registrar of Standards (Holdings) Ltd. and as such, accreditation via UKAS.

These landmark certifications covering Operations, QHSE, Workshops, Stores, HR (Administration), Marketing, Occupational Health and Environmental Management, were achieved as under:

In August 2002 - ISO 9001 Standard for Quality Management System

In April 2004 - ISO 14001 Standard for Environmental Management System & OHSAS 18001 Standard for Occupational Health & Safety Assessment

Today, JSL is the first and perhaps the only National Heavy Haulage and Crane Rental Company to achieve all these certifications

To maintain this certification and enhance our high quality standards, audits are conducted by External Auditors annually. After due diligence and a comprehensive audit process, reports and certifications alongwith action plans are received from URS, UK Office.

Hence, there is a constant internal & external monitoring, evaluation and improvement process in place, within our operating systems.



Surveillance Audit Reports of JSL

Management summary of surveillance audit reports of Jehangir Services (Private) Limited under schemes of ISO 9001, ISO 14001, OHSAS 18001 Standards, clearly reflects continual improvement for contribution of all certification for the year 2009 – 2010.

ACTIVITY REPORT

ROS

URS

GRI

Report Number	2009/06019/SO1	Date of Activity	February 26 & 27, 2009
Standard(s) / Scheme(s) Applicable to this Report	ISO 9001:2000, ISO 14001:2004 & OHSAS 18001: 2007 (Integrated Management System)		

Indicate the Certification Brand that this Audit Activity Report Relates to (Tick Appropriate Box)

ROS	N/A	URS (✓)	GRI	N/A
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Client Name

JAHANGIR SERVICES PRIVATE LIMITED



City/Town and Country of Head Office/Main Location

Ground Floor, Hakimsons Building, 19 - West Wharf, Karachi, Sindh - Pakistan

Confidentiality and Impartiality Statement

This report remains confidential between the above referenced client and the ROS group of companies (ROS, URS, GRI) and as such, should not be circulated to other parties without the express permission, in writing, of the aforementioned parties; with the exception of the ROS group of companies' Regulators.

The contents of this report have been made by the impartial Lead Auditor and the Audit Team, where relevant, and are based on random samples selected during the Audit Process. As such, the report does not infer that the comments and/or concerns contained within this report are exhaustive in nature.

Organization's Representative Signature		Lead Auditor's Signature	Mr. Asif Amin 
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Form R-10.A-iss0408(Cover)	Page 1	Total Number of Pages in this Report is	© ROS 2007
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ACTIVITY REPORT



Report Number	2009/06019/SO1
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Management Summary of Activity – Stage 2 and onwards

Below is a status summary of the "key" performance indicators of the system against the standard(s)/scheme(s) to which your organization has applied for/is certified to:

Performance Indicators	*Indicate Status From Last Visit 1 = Improvement 2 = No Change 3 = Degradation	Current Status 1 = Very Good 2 = Satisfactory 3 = Danger
Notes i) If this is the first visit to the above referenced client by you, the auditor, you must not complete the column marked with an asterisk*. ii) If you, the auditor, mark a degradation or danger, you must justify this by raising a finding(s) within this Activity Report.		
Overall Commitment to the System	2	2
Effectiveness of System Controls	2	2
Effectiveness of Close-out to Issues, e.g. Audits, Internally Raised Issues	2	2
Customer Complaints Control	2	2
Setting of Targets / Objectives / Improvements	2	2
Effectiveness of Achieving Targets/Objectives / Improvements	2	2
Overall Compliance to the Standard(s)/Scheme(s)	2	2

Current Scope of System (as defined by the Job Instruction)

"HEAVY LOAD TRANSPORTERS"

State any Changes Required to be made by the Office/Head Office (for internal use only)

Jehangir Services Limited have been following the new standard of OHSAS 18001:2007, there fore it is requested that kindly up date the client information accordingly.

ACTIVITY REPORT



Report Number

2009/06019/SO1

Audit Team Summary

Surveillance audit of Jahangir Services Limited have been conducted under the schemes of ISO 9001:2000, ISO 14001:2004 and OHSAS 18001:2007 standards guidelines.

During this audit, MR functions, Projects, Operations and Planning, I.T, Warehouse, Marketing, Admin, Human resource, and Purchase departments were covered. It was found that Internal Audits have been conducted at their planned intervals and findings raised were closed with evidences recorded and documented. Effective corrective and preventive actions were taken for the closing of the findings reported in the internal audits; target dates have been assigned to findings for their proper closing. The records of all applicable laws and regulations were found documented and copies were also kept in the respective file.

Management review meetings have also been conducted on regular basis as defined in the procedure; minutes of the meetings were available. Management review meeting minutes provide the details of agenda along with the follow up actions from previous meetings, departmental HSEQ meetings minutes, Customer complaints & Feedback, risk assessments, lifting plan RTA, operational plan and controls, Incident, accident & near miss reporting system, trainings, objectives (QMS, EMS and OHS), status of NCR and results of audits, emergency response plan and evacuation drill, waste management were discussed and decision documented.

Risk assessment of the Rig movement of Schulumberger was checked and found that all the requirements have been effectively completed and satisfactorily maintained.

Infrastructure has also been improved and significant changes have also been adopted in terms of addition of monitoring and inspection. Save Drive throw system has also been installed in all trailers to look after the vehicles movement an, vehicle speed and other data, use of this sophisticated technology ensure smoothness of the operations in a safely manner.

The findings of the last URS reports 2008/06019 were found effectively closed.

In order to continue the improvements some minor findings (Discrepancies & Potential Non Conformances) have been raised and reported on subsequent pages of this report.

JSL has implemented the requirements of OHSAS 18001:2007 effectively and new certificate of OHSAS 18001:2007 can be issued.

Jahangir Services Limited is recommended for the continuing registration of ISO9001:2000.14001: 2004 and OHSAS 18001 certification and is subjected to submission of corrective action plan by March 28, 2009.

The audit team thanks to the client for their hospitality and their cooperation extended for the audit.

ACTIVITY REPORT



Report Number	2009/06019/SO1
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Organization's Representative (s)	Audit Team Member (s)	Man-days*	Specialist (s)	Translator (s)
Mr. Asif Amin	Ayaz Ghani	02		
Mr. Kartar Lal	Wajahat Ali	02		
	Mohsin Ali Sadiq	02		
			Total Man-days for the Activity	
			06	

* Indicate the number of man-days for each auditor (to the nearest half day)

Status of corrective actions taken to address any previous concerns raised:	Indicate as required	Note
Not Applicable	<input type="checkbox"/>	If the Audit Team confirms that the corrective actions taken to address any previous concerns raised are "Not Acceptable," then a concern must be raised in this report.
Acceptable	<input checked="" type="checkbox"/>	
Not Acceptable	<input type="checkbox"/>	

Current Activity (indicate as appropriate)	<input type="checkbox"/> On-site Audit	<input checked="" type="checkbox"/> Surveillance	<input type="checkbox"/> Re-Cert	<input type="checkbox"/> Special	Required Receipt of Requested Information in Days from this Report
Action Required by Client as a result of this Activity					
None*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Consider the Comments Raised For the Next Activity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Send in a Corrective Action Plan for the Discrepancy Point(s) Raised		<input checked="" type="checkbox"/>		<input type="checkbox"/>	March 28, 2009
Send in a Corrective Action Plan plus Evidence for the discrepancy Point(s) Raised	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Send in a Corrective Action Plan plus Evidence for the Non-compliance Point(s) Raised	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Notes 1. If None* is indicated above, then either no findings have been raised during this activity, or the auditor has seen corrective action(s) and evidence, where required, and this is indicated by the auditor's signature of acceptance on the concerns page. 2. On the case of certain schemes e.g. TS16949, any concerns must be closed-out prior to any future certification activity taking place (consult the ROS group scheme specialist)

Audit Team's Conclusion	Indicate as appropriate:		
Certification is Recommended – proceed to issue Certificate	<input type="checkbox"/>	Continued Certification and/or Re-Certification is Recommended	<input checked="" type="checkbox"/>
Certification is Recommended – subject to any actions stated above being satisfactorily addressed – proceed to issue certificate	<input type="checkbox"/>	Continued Certification and/or Re-Certification is Recommended – subject to any actions stated above being satisfactorily addressed	<input type="checkbox"/>
A satisfactory Special visit is required prior to the Certification proceeding or continuation of certification			<input type="checkbox"/>
Suspension of Certificate Recommended	<input type="checkbox"/>	Withdrawal of Certificate Recommended	<input type="checkbox"/>

Note: The Audit Team's initial certification audit conclusions must be based on analysis of all information and audit evidence gathered during the Stage1 and Stage 2 audits.

ACTIVITY REPORT



Report Number

2009/06019/SO1

Comments from this Activity - Opportunity For Improvement (OFI) and/or Potential Non-Compliance (PNC)

Item Number	OFI Indicate as appropriate	PNC Indicate as appropriate	Describe the Nature of the comment(s) below
01	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Spill control guidelines need to be reviewed w.r.t to up gradation.
	<input type="checkbox"/>	<input type="checkbox"/>	
02	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Monitoring and measurement of noise should also be carried with accordance to NEQS.
	<input type="checkbox"/>	<input type="checkbox"/>	
03	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Set Environmental objective and targets should also be supported with the planning to achieve them.
	<input type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
04	<input type="checkbox"/>	<input checked="" type="checkbox"/>	List of hazardous material should be up dated and also discussed in Management review.
	<input type="checkbox"/>	<input type="checkbox"/>	
05	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Drainage plan for H/O and Yard should be up dated.
	<input type="checkbox"/>	<input type="checkbox"/>	
06	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Appropriate Objectives for the Store Department should be developed.
	<input type="checkbox"/>	<input type="checkbox"/>	
07	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Approval Criteria for Suppliers should be improved.
	<input type="checkbox"/>	<input type="checkbox"/>	
08	<input type="checkbox"/>	<input checked="" type="checkbox"/>	References of the standards' versions in the documented procedures should be updated.
	<input type="checkbox"/>	<input type="checkbox"/>	
09	<input type="checkbox"/>	<input type="checkbox"/>	Root cause analysis against accident/incident need to be documented in more formal
	<input type="checkbox"/>	<input type="checkbox"/>	Manner.

Notes

1. An OFI is a recommendation of the auditor(s), which may assist to improve the current system, or a pointer to alert the organization of other considerations that may be beneficial to the system and its control.
2. A PNC is an issue that if not addressed, could lead to a breach in the system that may result in a Discrepancy, or Non-compliance being raised in the future.
3. The client is not required to address OFI or PNC comments, but is encouraged to do so – the auditor(s) will discuss and review any OFIs and PNCs raised during this activity at the next scheduled activity.
4. If this is a "Stage 1" activity, all comments must be reported as OFIs, or PNCs, only because the formal audit has not taken place – it is the duty of the auditor to make it clear to the client which comments would be Discrepancies and/or Non-compliance points, should they be found during the formal audit.

Organization's Representative Signature

Lead Auditor's Signature

Form R-10.F-iss0408
(Comments)

Page

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ACTIVITY REPORT



Report Number 2009/06019/SO1

Concerns from this Activity	State Standard / Scheme to which the concern(s) refers	ISO 14001:2005
What is the Requirement?	Indicate as required	Specify Clause and/or Procedure/Protocol/Guidance
1. The Clause of the Standard / Scheme	4.5.2	
2. The Client's Stated Requirement	<input type="checkbox"/>	

Discrepancy (D) and/or Non-Compliance (NC) concern(s) from this activity are listed below:

State below a description of the concern(s) raised against the requirement stated and indicate whether it/they is/are a "D" or "NC" in the box provided	D (Minor)	<input checked="" type="checkbox"/>	NC (Major)	<input type="checkbox"/>
Jahangir service limited need to update their Rules and regulation list / Procedure and "Drinking Water quality water Standards" should me imparted in the list.				
Organization's Representative Signature		Auditor's Signature		

Why did the above happen (what was the root cause of the concern(s) raised above)			
How is the above going to be addressed (what is the proposed corrective action)			
Proposed/Actual date of closure		Organization's Representative Signature	

Acceptance/Confirmation of corrective actions/evidence seen by the auditor

Auditor's Signature	Date
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ACTIVITY REPORT



Report Number: 2009/06019/SO1

Concerns from this Activity	State Standard / Scheme to which the concern(s) refers	
	ISO 14001:2005	
What is the Requirement?	Indicate as required	Specify Clause and/or Procedure/Protocol/Guidance
1. The Clause of the Standard / Scheme	4.4.6	
2. The Client's Stated Requirement	<input type="checkbox"/>	

Discrepancy (D) and/or Non-Compliance (NC) concern(s) from this activity are listed below:

State below a description of the concern(s) raised against the requirement stated and indicate whether it/they is/are a "D" or "NC" in the box provided	D (Minor)	<input checked="" type="checkbox"/>	NC (Major)	<input type="checkbox"/>
<p>Operational control need to be improved for the following :</p> <ol style="list-style-type: none"> 1. Land Contamination by oil spill in beneath of the Vehicles. 2. Sweepers are not equipped with PPE's while performing their duties. 3. Storage and segregation need to be improved for Hazardous and Non Hazardous material. 				
Organization's Representative Signature		Auditor's Signature		

Why did the above happen (what was the root cause of the concern(s) raised above)

How is the above going to be addressed (what is the proposed corrective action)

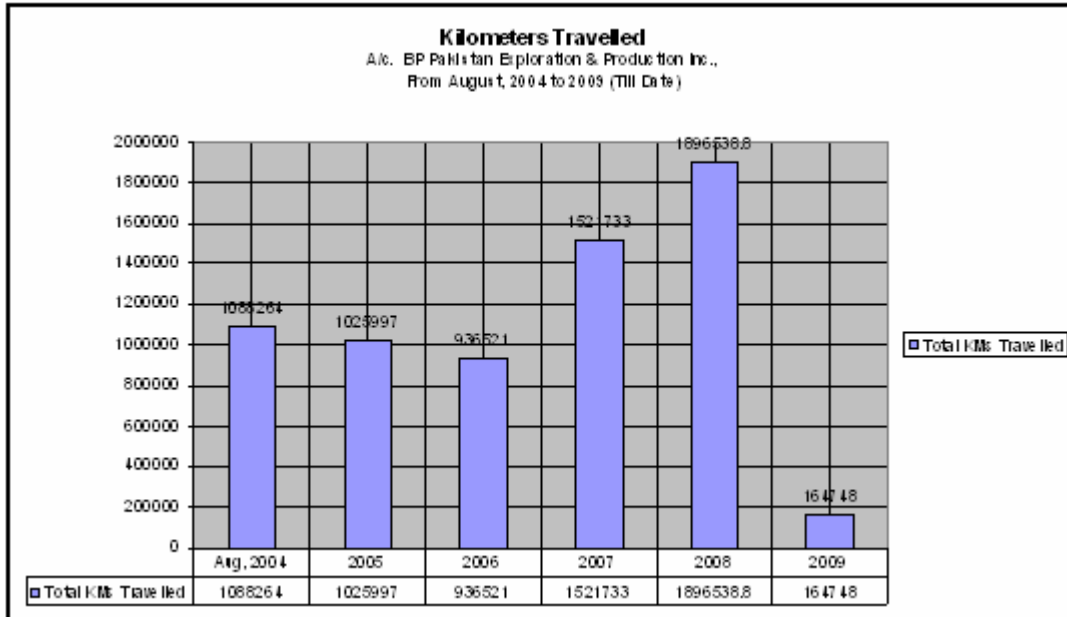
Proposed/Actual date of closure		Organization's Representative Signature	
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Acceptance/Confirmation of corrective actions/evidence seen by the auditor

Auditor's Signature		Date	
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Unique Initiatives:

Operational activity during critical transportation of oil rig equipment. Graph showing 9 million kilometers traveled without LTI / near miss.



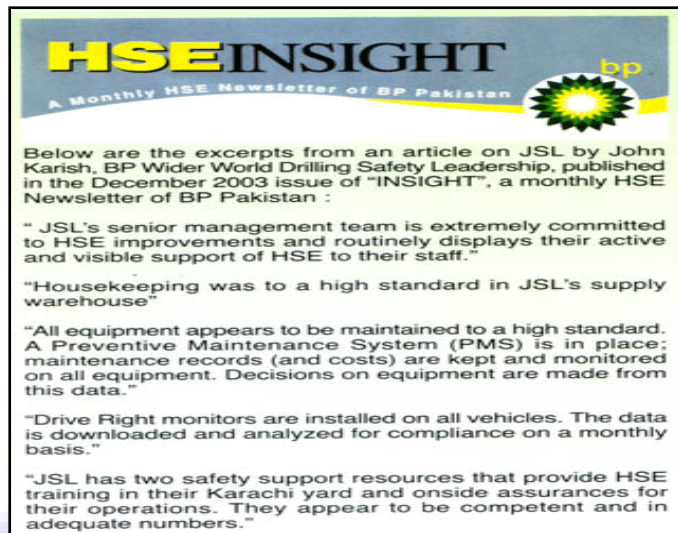
Graph showing achievement of 9 million kilometers traveled without LTI for our Client



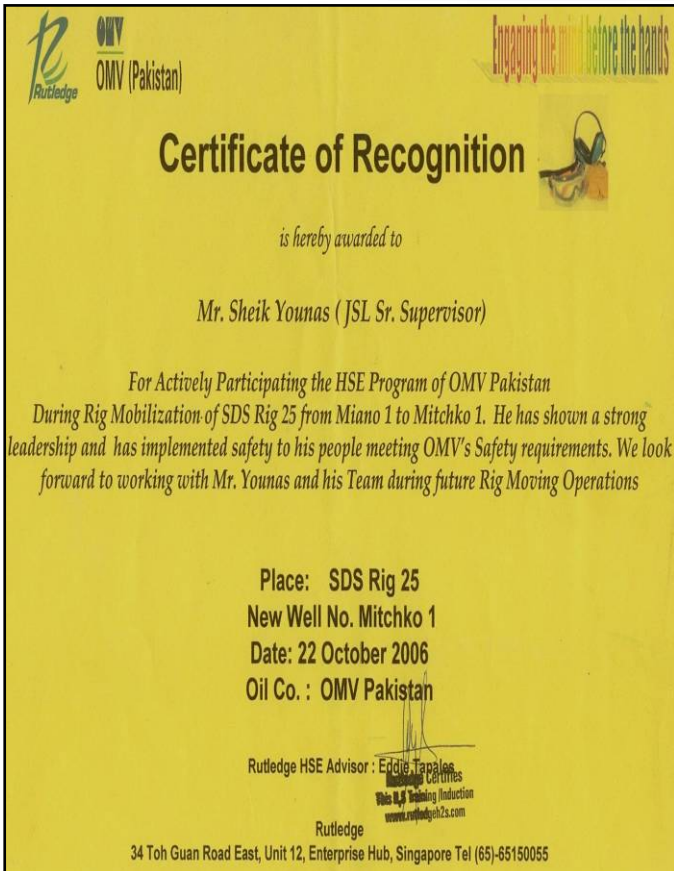
The senior management of JSL & our client on the occasion of ceremony of 9 million kilometers traveled without LTI at JSL workshop.



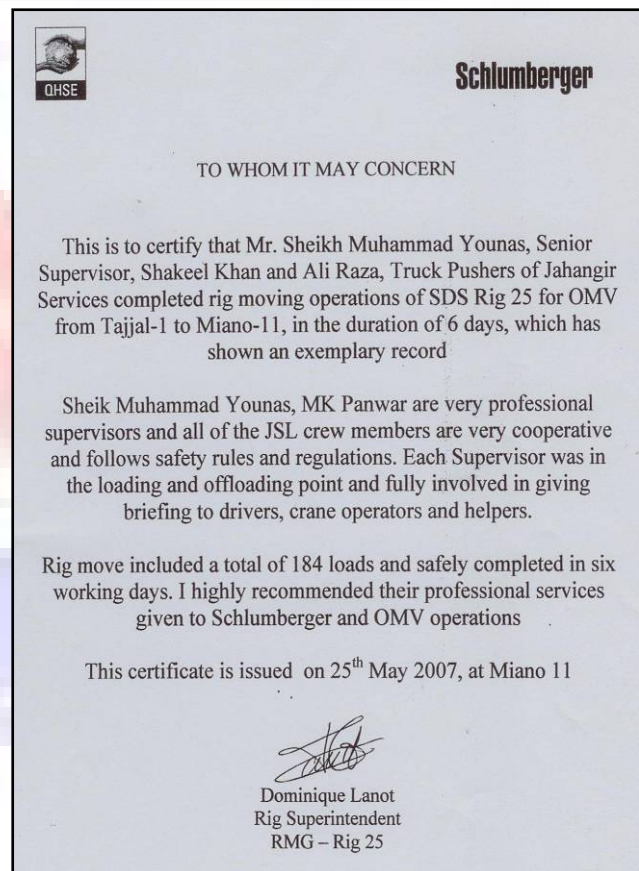
Certificate of Appreciation



Appreciation towards QHSE



HSE performance award received from client



HSE performance award received from client



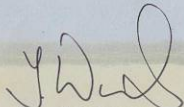
OIL & GAS
EXPLORATION
COMPANY
CRACOW LTD


CERTIFICATE OF APPRECIATION

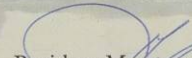
The Management of Oil & Gas Exploration Company Cracow Ltd is pleased to award this certificate of appreciation to

Mr. M/S JEHANGIR SERVICES (PVT) LTD. in recognition
of his outstanding performance during the years 1999-2000.

The Management greatly acknowledges your contribution in making the year very successful.


Rig Manager


Administration Manager


Resident Manager

Certificate of Appreciation Award received in past.



Luncheon Gathering of JSL Management with Drivers and Helpers

Ethical Obligations of JSL

Strong Positive Business Ethics has always been an important part of JSL management system. All JSL employees are signatories of the code of conduct and ethic. Any violation of the Code, experienced or known to an employee can be communicated to the concerned manager either by letter or phone with or without disclosing the identity of reporting person. After assessing the authenticity of report, the concerned manager is bound to initiate appropriate disciplinary action. Any complaint, which could not be handled at work site, is reported to concerned manager for further action at appropriate level.

Once, punitive disciplinary action is initiated against an employee, it is properly communicated to everyone to have proactive influence on others as deterrence.

UPHOLDING LABORE STANDARDS

Promoting Freedom of Association and Collective Bargaining

JSL enjoys reputation of a fair and firm employer. The Company has labour unions, which are recognized, as per labour law. The unions represent the workmen and enter into long term wage settlements through harmonious collective bargaining process as CBA.

The management has encouraged various forums for the unions to raise any grievances and seek redressal through bipartite forums like an Industrial Relations Committee (Union, Management and random workmen as observers meet and raise issues, if any, and understand the Company's position), Safety Committee (to negate unsafe working conditions) Transport Committee, etc.

Procedures involving information, consultation and negotiation with employees is done bi-annually. All employees are encouraged "To Stop any Unsafe Practice" even at job sites.

JSL Prohibits Child & Forced Labour

JSL follows all Labour Standards applicable to an Industrial unit. To serve as an auditor from time to time, the Company has also implemented Social Accountability standards, which audit the company and its supply chain for forced/compulsory labour, possibility of child labour, minimum wages and payment of wages, etc.

In addition, JSL Code of Conduct, referred earlier, also has clauses on these two principles.

Equal Opportunity Employer

The Company is an 'equal opportunity organisation'. JSL code of conduct has a clause which prevents all forms of discrimination during employment as well as growth within the organisation. The written policy on non-discrimination and equal opportunity for employment continues to be adhered to.

The fair gesture of JSL in this context is strongly supported by the fact that, CEO of JSL is a lady. Moreover, Chairperson of Jehangir Services (Private) Limited and directorships are also occupied by ladies.