

Pakistan

# Corporate Social Responsibility Report 2008

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**SIEMENS**



## Corporate Responsibility at Siemens

We view corporate responsibility as a strategic, management-driven task that integrates our business, environmental and citizenship activities to create sustained tangible and intangible value for our company and our stakeholders by ethically sound means.



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## *Message from the MD*



Here is an overview of the Corporate Social Responsibility initiatives of Siemens Pakistan for the year 2007/2008. I am proud to state that we have been on track just like in previous years contributing significantly in the areas of health, entertainment, education and disaster relief according to our CSR vision mission that commits us to making Pakistan a cleverer, healthier and more enjoyable place.

We have participated wholeheartedly in such ventures as patient welfare, uplift of existing facilities of major hospitals, sporting events, employee welfare, gender equality and disaster relief and prevention. We have during the year under review encouraged volunteering by our employees and provided resources for their humanitarian activities when required and when our own resources permitted. My wife and I also devoted many hours to volunteering as did so many of our employees and their families thus establishing Siemens as a leader in volunteering efforts.

How do you put a price tag on such efforts and the fact that every aspect of our operations is geared to serve the dictates of corporate social responsibility. From the vast portfolio of environmental friendly products to employee friendly policies that look after all their needs to provide them a safe and satisfying working environment and our ongoing programs like apprenticeship and internship our corporate social responsibility activities are so tightly integrated with our daily work that you cannot separate them into boxes that can be tagged with a price. This of course places us in an unfavorable position before CSR measuring studies which rely solely on the figures that form part of the annual accounts. All I can say is that this is just the tip of the ice berg as far as Siemens is concerned. Programs like apprenticeship and internship are contributing in a manner that defy calculation by traditional means and their impact on society is to say the least invaluable.

I must note with satisfaction the wide acclaim for our CSR program "Light for Life" that also won a prestigious CSR award. This showcases not only our capabilities but our resolve to engage society in projects that have long lasting and meaningful affects. Other initiatives like the workshop for disabled and first aid boxes for traffic check posts in Karachi are establishing Siemens as the leader in CSR activities in the country.

In the end I would like to congratulate my entire team for their efforts in CSR and am proud of their dedication and commitment to every project conceived and launched by Siemens.



## CSR - A Global Perspective

As a global business operating in over 190 countries, Siemens is influenced by a variety of cultures, religions, values and mentalities. In many countries, the company has been an integral part of the economy and society for decades.

As a global player, Siemens has a highly diversified workforce, and this diversity is inspiring for Siemens. It makes for a richer societal, cultural and political experience, and opens up new opportunities for the company.

At Siemens, corporate responsibility is a strategic managerial process aimed at integrating business, environmental and social performance to create greater value and enduring benefits within a framework of ethical practices. This is why corporate responsibility is a cornerstone of Fit<sub>4</sub>2010, the new intermediate-term program to drive company growth.

Siemens does everything in its power to find, recruit and systematically develop exceptional employees. Since 2005, the number of Siemens employees with a university-level qualification has risen sharply. In North and Latin America, there is a significant gain of around five percentage points. In Africa, the increase is even more pronounced: Here, the number of employees with a university degree rose eight percentage points. The number of university and college graduates in the Siemens workforce is highest in Asia-Pacific and in Africa (46 percent). However, in Germany, Siemens has an exceptionally high number of employees with vocational training (49 percent), as well as a significant number across Europe as a whole (34 percent). Siemens has long been a respected and constant partner in the training of young people. In 2007, Siemens including VDO and COM was training 9,400 young people to cover its HR needs.

Siemens also provides vocational training in more than 30 countries. Siemens is exporting Germany's proven dual training system, which combines theory and practice, to many of our regional companies around the world where the system is adapted to country-specific conditions. These programs enable Siemens to maintain an outstanding workforce and contribute to the high quality of Siemens products and services.



**Siemens does everything in its power to find, recruit and systematically develop exceptional employees.**

Over the years, we have also actively advanced the curricula for a number of different job qualifications - curricula designed to communicate not just important technical knowledge, but also a broad range of valuable organizational, social and cross-cultural competencies.



## Women at Siemens

As an equal opportunity employer Siemens provides equal opportunities to all genders. When examined according to region, the proportion of women is once again above average in the Asia/Pacific region at 32 percent.

## Dow Jones Sustainability Index and Climate Leadership Index

A strong mark of Siemens' corporate responsibility performance is the company's inclusion in both the Dow Jones Sustainability Index (DJSI) and the Carbon Disclosure Project (CDP4) Climate Leadership Index. Siemens has been listed in the Dow Jones Sustainability Index every year since it was first launched. Siemens was also just one of two industrial conglomerates to make it into the Climate Leadership Index.

## Siemens CSR Programs

Driven by the wish to improve life quality in their host communities, all Siemens business units and locations around the world engage in a wide range of citizenship programs and initiatives to advance education and research, art and culture, public welfare, and much more besides. This is done under the umbrella of Siemens Generation 21, Siemens Caring Hands and Siemens Arts Program

## Siemens Caring Hands Siemens program for charitable activities

The worldwide Caring Hands Program bundles Siemens activities in the areas of volunteering, social giving and disaster relief. It provides the framework and point of departure for our employees' voluntary activities, monetary donations and contributions in kind for worthy causes and partnerships with non-profit organizations, fast reconstruction assistance when disasters strike. The program is based on the know-how and support of our employees, on the one hand, and on Siemens' core competencies as a provider of infrastructure technologies and solutions, on the other. Siemens Caring Hands aims to help improve living standards worldwide. Examples of our activities include projects in the areas of health-care, technological infrastructure and basic education.

### Volunteering: Employee Commitment

Siemens employees support worthy causes by devoting time and applying knowledge to assist their communities. Projects, which are selected on the basis of criteria set out in our Volunteering Guidelines, should benefit children and young people, improve education or assist disadvantaged groups in society. Corporate Communications advises and coordinates regional and local "supply and demand." At major company locations like Munich and Erlangen, which have a large number of employees, volunteering platforms have been set up on the Siemens intranet. Via these platforms, offers of assistance by teams as well as projects worthy of support are listed and bundled.

### Siemens' UNICEF partnership

Siemens' UNICEF partnership has been running for several years now. In 2006, Siemens focused its efforts on education in Africa. Siemens donated €50,000 to UNICEF's "Schools in Africa" project and another €50,000 to projects developed specifically for Sudan. In addition, over 1,800 Siemens employees, who have become supporting members of UNICEF, also donated money to "Schools in Africa." The money raised is being used to build or renovate school buildings, finance educational materials and scholarships, and support AIDS education in Angola, Malawi, Mozambique, Rwanda, Zimbabwe, South Africa and Sudan.

In fiscal 2006, donations totaled more than €540,000. Since the beginning of our UNICEF partnership in 2003, more than €2.1 million has been raised for these and similar projects in Afghanistan and Pakistan.

### Computers for healing and living

The project "Computers for healing and living" is a key part of Siemens' commitment to reducing the social exclusion of people with disabilities. Our aim is to assist handicapped people in both their professional and private lives by providing full access to information and communications technology as well as technical solutions that compensate for motor impairments.

"Computers for healing and living," launched in 1983, is one of the longest-running programs in the area of corporate citizenship. To date, more than 1,300 handicapped-accessible therapy systems and workstations have been installed at over 220 institutions in Germany. Each day more than 3,700



### SkyHydrant provides drinking water in Bangladesh

Thanks to a portable water purification system from Siemens, clean drinking water can now be provided in even the most remote regions. Known as SkyHydrant, the system works by pumping water through approximately 20,000 ultra-fine fibers, a process that removes all pathogens with diameters of over 0.1 micrometers. The result: drinking water so pure that it surpasses World Health Organization (WHO) quality specifications. The system doesn't require electric power or purification chemicals, and its annual cost of less than 20 euro cents per person is affordable even for the poorest communities in developing countries. One site that has benefitted from SkyHydrant is the Gona Dam in Kenya, where pumps are powered by a small windmill.



patients and trainees work and train with Siemens computers. The program also supports a large number of social welfare and charity organizations as well as several research projects. In fiscal 2006, the many projects and initiatives Siemens supported included disabled organizations, a children and youth helpline in Wuppertal, a women's refuge in Aachen, the Bavarian School for the Physically Disabled in Munich, the organization "Gesicht zeigen" in Berlin, and a self-help group in Frankfurt for people with rheumatism.

#### **Disaster Relief: Financial Aid and Gifts in Kind for Victims**

Our global presence enables us to respond quickly to disasters on a local basis and to provide monetary donations and infrastructure-related products and expertise. By their very nature, our disaster relief projects are responses to catastrophic events, which fortunately lacked the dimensions last year that Hurricane Katrina, the Pakistan earthquake and the tsunami in Southeast Asia had in the years before.

#### **Infrastructural Citizenship**

Siemens new focus on infrastructural citizenship and citizenship in megacities is intended to link corporate citizenship activities more closely to Siemens core competencies. In workshops in Sao Paulo and Mumbai, regional activities were evaluated in order to review citizenship approaches for ways to correct infrastructure deficits, to bundle our activities more tightly and improve their medium-term focus. This project is still in its early stages, but the following examples indicate the needs it can address and the forms it can take. St. Catherine's Home in Mumbai: Siemens in India is helping street children in Mumbai by financing and further expanding the St. Catherine's Home orphanage.

Ecological Trail in Sao Paulo: The Ecological Trail set up by Siemens' office in Sao Paulo is being expanded to accommodate more school classes. The aim is to enable city children to learn more about nature and issues like recycling and water filtration. The project is an example of the kind of environmental education on which Siemens Brazil is focusing its Caring Hands and Generation21 activities.



## Siemens Generation21 The Global Education Program

The company's worldwide activities and initiatives for teachers and students of preschools, secondary schools and universities are consolidated under the aegis of Siemens Generation21. All these activities are devoted primarily to the goal of promoting the education of young people in the fields of mathematics, science and technology. Siemens would like to stimulate the interest and curiosity, and hopefully the enthusiasm, for science and technology and motivate talented young people to pursue careers in the corresponding disciplines. Siemens wants to identify and promote the top talents of the 21st century.

#### **The Goals of Generation21**

Considering the fact that Siemens desperately needs such talented young people to carry on its business in the future, Siemens also seeks to position our company as an attractive employer. By introducing young people to career opportunities in science and technology, Siemens indirectly supports the hiring activities of our company and cultivates good relations with teachers, educational institutions and academia.

The activities of Siemens Generation21 are focused on three educational areas:

**Preschools:** Siemens considers it very important to give small children the chance to explore the world of science and technology in a playful manner appropriate for their age.

**Secondary schools:** In this area, Siemens pursues activities that include programs for outstanding secondary school students, academic contests, support for teachers school partnerships, lectures and presentations by Siemens etc.

**Universities:** Siemens supports highly talented students with stipends and provide assistance to universities in many countries of the world.



Siemens also supports the initiative "House of Little Scientists," which aims to promote the daily involvement of young people with nature and technology in all the day care centers of Germany. This hands-on program supports the work of teachers and involves the parents as well. The House of Little Scientists seeks to foster the natural joy of discovery in children and instill positive attitudes about science and technology at an early age.

**Nobel Prize Winners Conference in Lindau:** Since 1951, the Nobel Prize winners of a selected discipline have convened every year in Lindau on Lake Constance. The 2006 conference for Nobel Prize winners in Chemistry was held in the days from June 25 to 30. Siemens invited 14 selected, excellent young scientists and students from China, India, Russia, the United States and Germany to participate in this unique event, where they could attend lectures by the Nobel Prize winners and ask them questions as well.

#### **Siemens Arts Program**

A society's cultural heritage and current, living culture are key aspects of its identity and social life. Through our patronage of the arts and cultural sponsorship in the countries and communities in which we do business, we support a variety of important events, programs and initiatives. This global commitment creates a win-win situation in which our host communities benefit from a richer arts offering and support for local cultural awareness, while Siemens strengthens its reputation as an arts patron and good corporate citizen. Putting a face on time our international Siemens Arts Program, a special department set up in 1987, is the cornerstone of Siemens' cultural sponsorship activities.

For the most part, it supports projects and artists that advance contemporary and experimental art forms. At the nexus of society, culture, industry and science, the Siemens Arts Program encourages people to reflect on the challenges of contemporary art and the societal issues of our times. The Siemens Arts Program engages in collaborative projects in the visual and performing arts, music, contemporary culture and internal cultural communications. The breadth of activities is considerable, ranging from exhibitions, theater projects and festivals to performances, concerts and composition commissions. It also produces its own publications and organizes symposiums, web projects and initiatives that experiment with unusual event formats to extend the diversity of forms of cultural communication. The Program's contemporary culture team publishes reports and organizes exhibitions and congresses that spotlight key cultural developments surrounding art, industry and society.



# Environmental Portfolio

Worldwide climate change is a fact. Governments and industry must join forces to create a global framework for setting CO<sub>2</sub> limits and establishing an effective emissions trading system. Siemens is convinced that the increased use of innovative solutions is the key to reducing greenhouse gas emissions: Many of these solutions are already available today. There are examples in virtually every field of power generation, power transmission and power use. Siemens holds a total of some 30,000 patents for environmental and climate-relevant solutions and invests over 2 billion euros a year in related research and development.



## Turbine for combined cycle power plant

With the help of complex computer simulations Siemens experts developed a special blade configuration for gas turbines with ideal stream characteristics. The use of innovative materials and cooling systems which make the gas turbine exceptionally heat-resistant and allow higher firing temperatures are also necessary to generate as much energy as possible with a preferably small use of primary energy and by doing so reducing the CO<sub>2</sub> emissions. The picture shows the open rotor and combustion chamber of an SGT5-4000F gas turbine.



## Saving energy with industrial motors

Twenty million industrial motors worldwide consume 65 percent of the total industrial electricity. Frequency converters control the speeds according to requirements and therefore, in cooperation with the low energy motors (see photo), reduce the industrial power consumption by up to 60 percent. Thanks to this considerable saving, such an investment is usually amortized in less than two years. A total CO<sub>2</sub> reduction potential of 360 million tons per annum could be achieved by energy optimization of the industrial motors.



## High-voltage DC transmission (HVDC) system (235-MVA-HVDC power transformer for the distance Australia-Tasmania)

The transmission of power over great distances with the high-voltage DC transmission system reduces the CO<sub>2</sub> emissions due to smaller energy losses. Accordingly, a HVDC system in India decreases the CO<sub>2</sub> emission by approx. 690.000 tons per year compared to a conventional AC transmission system. The world's biggest HVDC system over a distance of 1.400 km with a power transmission capacity of 5000 MW was ordered by China only recently. Also between Australia and Tasmania a HVDC system by Siemens is transmitting power - via the world's longest undersea cable.



## Waigaoqiao Shanghai, China

In the power generation sector, the Waigaoqiao II coal-fired power plant installed by Siemens in Shanghai, with a capacity of 2 x 900 megawatts (MW), is setting new standards. Thanks to advanced power plant technology based on so-called supercritical steam parameters (high steam temperatures and pressures), Waigaoqiao II is already cutting CO<sub>2</sub> emissions by 2.1 million tons a year.



### Turning Torso building, Malmo, Sweden

Artificial lighting is responsible for around 19% of the world's power consumption! In the Turning Torso building, 14,000 Osram light diodes illuminate the floor corridors inside the building. Energy-saving bulbs and LEDs provide the same level of lighting while reducing the power consumption by around 80%. If all of the world's bulbs were replaced by energy-saving bulbs or LEDs, this would correspond to a reduction of 450 million tons CO<sub>2</sub> per year at the current global power mix - almost half of Germany's greenhouse gas emissions.



### Light diodes show architecture in the right light

For an event in Regensburg, Osram illuminated the Steinerne Brücke bridge using 21,900 light diodes. Each light diode represents one month since the founding of the city in 179 AD. One LED has a lifetime of 50,000 hours - around 50 times longer than an incandescent bulb - and it requires around 80% less power than an incandescent bulb of equivalent brightness. The resulting CO<sub>2</sub> savings are also correspondingly great: each kilowatt hour spared saves a global average of around 0.6 kilograms of CO<sub>2</sub>.



### Energy-saving bulbs from Osram

Over its lifetime (15,000 operating hours), every energy-saving bulb from Osram saves several hundred euros and around half a ton of CO<sub>2</sub>. A 30% switch to energy-saving products alone could reduce global CO<sub>2</sub> emissions by 270 million tons per year. In February 2007, Osram was the first lighting manufacturer to receive approval from the United Nations for a so-called Clean Development Mechanism (CDM) - the replacement of incandescent light bulbs with energy-saving light bulbs in developing and emerging countries.



### Wind power: Onshore sector

Europe's largest onshore wind farm is built by Siemens in Whitelee, Scotland, with an installed capacity of 322 MW. The picture shows the Repowering Project Braderup in the northwest of Schleswig-Holstein. In spring 2006 four units with a capacity of 2.3 megawatts (MW) each as well as four 3.6 MW wind turbines were connected to the network.

### Solutions to the permanent traffic jams

Globally, the transport sector causes 14 percent of the total greenhouse gas emissions and the trend is increasing. In London for example the City Congestion Charge System succeeded in reducing the volume of passenger vehicle traffic and traffic jams by around more than 20 percent, producing an annual saving in CO<sub>2</sub> emissions of approx. 150,000 tons. Those responsible for mega cities such as Shanghai are giving top priority to solving the traffic problem in order to make their cities more attractive.



### Regional hospital Feldkirch

As a specialist medical center, the regional hospital Feldkirch is an enterprise of the Vorarlberger Krankenhausbetriebsgesellschaft m.b.H. with a wide catchment area for patients. For years environment protection measures have been taken seriously. Economical use of natural resources like e.g. energy is on top of the agenda. Systematically, together with competent partners like Siemens, components, tools and services for the improvement of energy efficiency were installed and put into operation.



### Velaro E high-speed train

At 350 km/hour the Velaro E high-speed train is the fastest EMU in the world. Its energy consumption per passenger corresponds to just 2 liters of petrol over a 100 km distance with a 50% load. It takes just two and a half hours to travel the 625 kilometer journey from Madrid to Barcelona (instead of four hours like previous trains). In total rail transport generates 75 percent less in CO<sub>2</sub> emissions than aircraft and 60 percent less than cars.



### Technology for the Environment, Power Generation

A coal gasification plant in Vresova, Czech Republic. The resulting synthesis gas can be used to produce fuel, chemicals and electricity - including CO<sub>2</sub>-free power generation.





## Corporate social responsibility in pakistan

For Siemens corporate social responsibility is an integral part of doing business so most of the programs have been sustained over the years contributing to society on a long term basis. In order to achieve global synergy in its programs Siemens Pakistan follows in the footsteps of Siemens A.G. by synchronizing its CSR activities with the parameters laid out by the global Siemens Caring Hands, Siemens Century 21 programs and Siemens Arts Program. Programs like the apprenticeship training require a lot of resources in material and human terms and contribute in an outstanding manner to the welfare of community by giving young people a chance to stand on their own feet and become positive contributors to society. The internship program is also significant because it allows young people to work in a dynamic organization like Siemens early in life providing a learning experience they cannot get on the campus. These and other programs form the core of our mission to make Pakistan Cleverer and are in line with our international Siemens Century 21 aims and objectives. A brief review of these programs will give you an idea of their contribution to society.

**Factory Visits**

Siemens Pakistan organizes regular visits of students to its huge Industrial complex in S.I.T.E. Karachi. The portfolio of students range from students of engineering and technical institutions to members of the technical branches of the armed forces. Many government organizations like WAPDA, NIPA and Civil Services academy also routinely send their officers for a visit to this complex.



**Apprenticeship training**

Out of the total workers at our factory at Karachi 60% are ex-apprentices trained at our ATC. The remaining have been inducted by the industry. All of them, having undergone three years training, turned out to be useful/productive members of society.



**Award Of Gold Medals To Engineering Students**

“Siemens Gold Medals” are given to top performers in the field of Electric and Electronics from Engineering Universities of the country. Each year top students from the four provinces are invited for a special ceremony where their achievements are highlighted and they are awarded the (coveted) gold medal.



**Internships at Siemens**

Siemens provides internship to students from Engineering Universities, Business Colleges and Universities across the country. On an average Siemens entertains 400 internees in a year. Over the past twenty years of this scheme the company has assisted more than 48000 students.



**Siemens Pakistan Special Assistance Fund Trust**

Besides awarding scholarships to the children of eligible employees of the Company, the fund also provides financial assistance to the eligible employees for performing Umra as a one time facility and for higher education to attain a degree or diploma from any recognized college, university or institution based in Pakistan, in any subject or field, after passing the Intermediate or A level examination.



**University Liaison Program**

Siemens Pakistan has an extensive University Liaison program under which the company not only awards educational scholarships for studies in medical studies but its officials also volunteer to teach, give lectures, share experiences and discuss their methodologies with students and academia.



**Workers Education Assistance Program**

Siemens Pakistan provides substantial aid to workers for the education of their children. Every year before start of school, workers get education assistance allowance to subsidize the education of their children. An amount of approx Rs. 2,336,250 (depending upon number of workers) is given out each year for this purpose helping in the education of approx 1600 children of workers of the company.



**Cooperation with Educational Institutions**

Siemens is also active in providing sponsorship to events (related to education) to a number of institutions. Major institutes benefiting from the countless hours devoted to teaching, lecturing and guest speaker appearances by Siemens Pakistan management are LUMS, NED, Institute of Business Management, Dawood College, NUST, NIPA & Technical Institutes of the armed forces of Pakistan.



# Caring Hands Activities in Pakistan

## New Projects and new phases of old projects

Inspired by the philosophy of Siemens Caring Hands that lays emphasis in the areas of volunteering, social giving and disaster relief Siemens Pakistan has been religiously following a policy of social giving. Some recent examples are on the following pages:





The villagers are so happy that a couple traveled all the way to Lahore to Siemens office to offer traditional sweets and thank Dr. Sohail Qureshi for the miracle of light that has enhanced health care in a big way at Sharda Maidan.

## Light for life phase two

Light for Life" enters second phase. The provision of power through solar energy to the villagers of village Sharda Maidan and the rural health centre and the mother and child health centre was a pilot project that was highly successful. The villagers are so happy that a couple traveled all the way to Lahore to Siemens office to offer traditional sweets and thank Dr.Sohail Qureshi for the miracle of light that has enhanced health care in a big way at Sharda Maidan.

After the outstanding success of the pilot project in village Sharda Maidan phase two which is the final phase of the project has been implemented. This consists of providing solar power to 150 houses in village Butnara, Neelam Valley, Azad Kashmir. The project started in August 2008 and was completed in September 2008. An unfortunate incident occurred in which the truck carrying some of the equipment was hit by a coach and as result the truck hurtled down the mountain killing the driver instantly. The lost equipment is being claimed but in the meantime 90 houses are already lit and the villagers are enjoying the blessing of light for the first time in their lives. The company rose to the occasion in response to the accident and a company wide drive was launched to collect funds for the family of the driver. The selected village Butnara is even more difficult to approach than the previous village Sharda Maidan and it was again a very difficult task to get all the equipment to the village. The effort was worth it as the smiles and jubilation on the faces of the villagers testifies.



On a suggestion from the association Siemens decided to donate a full workshop where such conversions and later repairs could also take place. A list of equipment required was drafted and the equipment was obtained and installed in the premises of the Disabled Welfare Association in Lines Area Karachi.

## Mobility Workshop

This is a unique project which will have positive long term effects on the social and financial well being of handicapped persons in Pakistan. The project was requested by Disabled welfare Association an NGO working for the handicapped. The association converts ordinary motorcycles into vehicles that can be used with ease by the handicapped by installing such gadgets as hand held brakes, clutches and accelerators. The association used to get this work done from outside workshops which would cost a lot of money. On a suggestion from the association Siemens decided to donate a full workshop where such conversions and later repairs could also take place. A list of equipment required was drafted and the equipment was obtained and installed in the premises of the Disabled Welfare Association in Lines Area Karachi. Also required by the Association was a generating set due to frequent power failures in Karachi and a vehicle to transport disabled persons if their vehicle gets stranded anywhere in the city. Both the generator and the vehicle were also provided to the association.

The workshop was established to further boost the Mobility - Self Respect Scheme which is a Project of DWA and World Bank. It aims to bring a huge change in the life of physically challenged persons. It not only enables them to move independently but also brings them a means of earning respectable wages.

The inauguration of the workshop was held on universal day of the handicapped and members of the association and its different chapters converged from all parts of Pakistan and abroad to attend this his-



Mr. Sohail Wajahat H.Siddiqui Managing Director Siemens speaking on the occasion lauded the dignity of the physically challenged who despite their handicap are struggling to earn an honest living so as not to become a burden on society. He said Siemens stands with them in their struggle and this workshop is testimony of our commitment.

toric opening ceremony. The Managing Director Siemens Pakistan Mr. Sohail Wajahat Siddiqui was the chief guest and top management of Siemens attended the function together with their spouses to demonstrate how seriously CSR is addressed in Siemens.

Mr. Ghulam Nabi Nizamani, Vice President, Asia of Disabled Peoples International speaking on the occasion paid rich tributes to Siemens and said this workshop is unique as such workshops are not available even in developed countries and this marks a landmark in assistance to the disabled in the country.

Mr. Jawaid Rais, President, Disable welfare association thanked Siemens for this generous gift which will help disabled people earn an honest living and not be a burden on others. He said the association believes in self help and wants the disabled to come out and lead normal lives. He recounted various projects of the association and said this workshop was our dream which has now become a reality thanks to Siemens Pakistan.

Mr. Sohail Wajahat H.Siddiqui, Managing Director, Siemens speaking on the occasion lauded the dignity of the physically challenged who despite their handicap are struggling to earn an honest living so as not to become a burden on society. He said, Siemens stands with them in their struggle and this workshop is testimony of our commitment.



A major factor for loss of life in traffic accidents in Karachi is loss of blood due to non availability of first aid on the spot. Siemens teamed up with the Sindh Hilal E Ahmer (The local version of Red Cross) and the traffic police in Karachi to provide fully equipped first aid boxes at all the traffic posts in Karachi.

### First aid boxes for traffic checkpoints in Karachi

A major factor for loss of life in traffic accidents in Karachi is loss of blood due to non availability of first aid on the spot. Siemens teamed up with the Sindh Hilal-e-Ahmer (The local version of Red Cross) and the traffic police in Karachi to provide fully equipped first aid boxes at all the traffic posts in Karachi. Preceding the placement of the boxes was the training of traffic police by the Sindh Red Cross. Police officials of all ranks participated in the training and so far nearly 300 have been trained to administer first aid. A stipend was paid during training and special awards were given to those who demonstrated outstanding results. After placement of nearly 70 such boxes the managing director of Siemens Pakistan Mr. Sohail Wajahat H.Siddiqui visited one of the busiest areas of Karachi the Metropole Hotel traffic check post and discussed the campaign with senior police officials. The campaign has won laurels from all sections of society and the most influential business daily of Pakistan "Business Recorder" praised the project in its editorial.

### Donation to Aga Khan University Hospital (AKUH)

Siemens Pakistan wants to associate itself with organizations that have solid foundations in philanthropy and have made meaningful contribution to society. The AKUH is one such institution. Siemens has pledged Rs.3 Million over a period of three years to help the hospital expand its infrastructure and provide more facilities to its patients some of whom are provided financial assistance if they are unable to bear the costs of their treatment.



## Light for Life Phase II

Transportation of solar panels, batteries and other equipment required innovative transportation solutions.



## New initiatives under Century 21

### Establishment of chair at LUMS

Siemens has donated a sum of one million Euro for the establishment of a chair at LUMS school of Science and Engineering. In an acknowledgement letter the project director Mr. Khurram Afridi thanking Siemens for the generous donation said that the donation enables LUMS to create a completely new model for science and engineering education in Pakistan, a world class research school that teaches our students tomorrow's sciences. He further added that LUMS SSE will aim to create opportunity and Siemens role in this is crucial. It enables LUMS to reach students from all socio economic levels and provides them access to a quality education, till now reserved for a privileged few.

### Lecture for N.E.D. students by Siemens

As part of this program Siemens arranged for the visit of Mr. Mohammad Alashqar sales Manager Asia and Africa PTD H513 Siemens Germany who delivered a lecture to students at the N.E.D. University of engineering and Technology on "Techniques to protect the High Voltage Equipment at the Grid Station". Approx. 150 Students listened to his lecture with rapt attention in the University auditorium.

In this particular program the aim was to share latest knowledge with young engineering students as an exercise in corporate social responsibility. Questions and answers after the lecture helped students understand the latest techniques and trends in protecting high voltage equipment at grid stations.



### Support to AIESEC

AIESEC is the world's largest student run organization. It is an international platform for young people to discover and develop their potential. The organization enables interaction between organizations and high potential university students through their global internship program, conferences and virtual communication tools. AIESEC in Pakistan is currently in its 3rd year of operations.

Siemens is helping the organization by providing office space to their national office at the prime Saddar location which at the current market price would cost Rs. 1.5 million per year. The local offices of AIESEC are in LUMS (Lahore), IBA, SZABIST (Karachi) and NUST (Islamabad).

### Computer donation to InnerWheel

In line with Siemens CSR policy to "Make Pakistan Cleverer" five computers were donated to Inner Wheel Club of Pakistan. The computers will be used by the club to educate disabled persons in Mirpurkhas and in some schools run by the club. The donation was handed over by Mr. Gerhard Wilcke, CFO, Siemens Pakistan and accepted by the than Chairman of Inner Wheel Mrs. Nabila Sohail, Ms. Nighat Sarfraz incoming Chairman, Mrs. Naushaba Ajmal Siddiqui Secretary and Mrs. Fauzia Zuberi, Treasurer.

## Volunteering

Volunteering is a global phenomenon for Siemens. Employees and their families are encouraged to participate in activities that contribute to the betterment of society and help the under privileged. In Pakistan the Managing Director and his family lead from the front by setting an example for all company employees.

### Volunteering efforts of Mrs. Nabila Sohail

As part of the CSR policy of Siemens which encourages employees and their families to volunteer for public service the wife of our MD Mrs. Nabila Sohail devotes much of her time to dedicated and selfless public service thus leading from the front and setting an example for others. Here are some glimpses of her volunteering efforts.

#### Visit to Primary School Building, Bakhsho Laghari Hyderabad

As Chairman Innerwheel district 327 Mrs. Nabila Sohail along with other office bearers of her club regularly visits schools for the underprivileged children to help them in the resolution of their problems. One such school is the Bakhsho Laghari Primary School situated outside Hyderabad in a small village.

Mr. Nabila found the school in generally bad condition and many problems relating to building and staff remained to be solved. The girls complained that there were no books, stationary and other facilities. Mrs. Nabila Sohail volunteered that she will personally try to get their problems solved through the concerned ministry and through other channels.

#### Visit to Rotary School Sukkur

Another school visited by Mrs. Nabila Sohail was Rotary School Sukkur. This is a very prestigious project for Rotary who made this school from scratch, acquiring the land and constructing the building with the noble aim of imparting education to girls and boys from nursery to high school on a very high standard of curriculum and ideas. The school policy is to have only six kids with one teacher therefore assuring a very solid base and close individual attention to students.



Such visits by Mrs. Nabila encourages the staff and students of the school who feel elated by the presence of the District Chairman amongst them and are encouraged by the fact that she is taking personal interest in their problems.

#### Cricket match between Special persons

Special People can do just about anything given the right kind of nurturing and environment. Sports plays a big part in the physical development of the special persons and gives them confidence to face the challenges of life.

District 327 under the leadership of Mrs. Nabila Sohail played host to the special persons Cricket teams and organized a wonderful match between the wheel chair bound team from Mirpurkhas and Pakistan Disabled Association's Team at the Asghar Ali Shah stadium Karachi.

Inner Wheel members had gone out of their way to make the team members feel welcome and had prepared special track suits for the occasion for the team which represented the district. Lunch boxes were also given to the team and the students of the Academy. Ten overs were played and the winners were Pakistan Disabled Association's Team. Trophies and gifts were given to every player which was very much appreciated.

#### Visit to Mausoleum of founder of the nation

Just before the start of the match Mrs. Nabila Sohail along with office bearers of Inner wheel and members of the cricket team visited the Mausoleum of founder of the nation Quaid-e-Azam Mohammad Ali Jinnah to lay a wreath. It was a novel experience for the disable association members who were thrilled by this visit.

#### Volunteering Services by Mrs. Nabila Sohail recognized by Hilal-e-Ahmer

During the Red Crescent week organized by Sindh Hilal-e-Ahmer (The Pakistani Red Cross) Mrs. Nabila Sohail President, Rotary International Inner Wheel Club was awarded a shield for her remarkable contribution in the Flood Relief Operation 07 to the Society. During the flood relief operations Mrs. Nabila worked day and night to alleviate the suffering of the affected people.



#### Volunteering efforts of Mr. Sohail Wajahat H. Siddiqui

Our Managing Director Mr. Sohail Wajahat H. Siddiqui always finds time despite his hectic business activities to volunteer for social causes. He is deeply involved in enhancing the educational standards in fields such as technical education and in helping the government formulate investment friendly policies and turn around sick units to become profitable entities. Only recently he accepted the position as Chairman Sindh Hilal-e-Ahmer (Red Crescent Society equivalent of the Red Cross in Pakistan). He was very active in coordinating relief efforts for the flood affected people of the province and is intensely involved in preparing a disaster management plan for the province. A list of his volunteering activities is attached on page 39.

#### Volunteering efforts by CFO brings a smile to the faces of underprivileged children

A picnic for the underprivileged children belonging to the Educational Institute Charity was organized by our CFO Mr. Gerhard Wilcke at the company hut at Hawkesbay. The children thoroughly enjoyed their day at the beach. The CFO spent his entire day looking after these underprivileged children setting a shining example of volunteering by top company executives.

#### Volunteering by Employees

Siemens employees and their family members regularly volunteer for social causes and are instrumental in helping change society for the better. Siemens employees regularly visit technical institutions to impart practical technical knowledge to students to enhance their knowledge base. Siemens non technical employees like head of CC and HR also visit institutions, appear in informative TV programs, seminars and conferences to share their experience and professional knowledge for the betterment of students and academia. Here are some examples:

#### SZABIST CSR Club

Mr. Omer Ehtesham of Switch Board Engineering and Design and Mr. Taha Dossal members of the SZABIST CSR club whose activities were reported in CSR report 2007 are still going strong. Here are some new activities of this club.

- The SZABIST CSR Group has been involved in arranging funds for supporting the educational expenses of children belonging to poor families, especially to the peons of SZABIST.
- Several different programs were arranged including funfairs, cultural parties (Basant and Eid Melas), cricket and soccer matches etc. to collect funds for the development of Garage School.
- Water Coolers have been deployed in the surrounding areas of SZABIST Karachi and Larkana Campus.



- Plantation was carried out at Auntie's Park (Clifton), Talib Chaman Park Nazimabad, Safari Park (Gulshan).
- Training session was conducted at EPSL (an engineering SME) over awareness and importance of CSR for SMEs.
- Training Seminar conducted along with eminent scholars and business leaders at SZABIST Karachi Campus over the Theme "Business Organizations are Social Organizations"
- Survey conducted on CSR awareness and importance from consumer's perspective.
- Research report compiled on CSR in Business organizations under supervision of Dr. Mustaghis, a distinguished literary and civil society person.

#### Saad Umer Khan volunteers at IAESTE

Mr. Saad Umer Khan of PTD spends considerable time volunteering at IAESTE as the FoIN administrator for this organization. His main responsibilities include communicating with the local companies to get internships for foreign students and to coordinate with alumni. The International Association for the Exchange of Students for Technical Experience commonly referred to as IAESTE is an international organization exchanging students for technical work experience abroad. Students gain relevant technical training lasting from 6 weeks to 18 months.

IAESTE's motto is "Students, technology & cultural understanding". IAESTE's aims are to:

- Connect students with employers in foreign countries.
- Provide university students technical experience.
- Culturally enrich students and their host communities.

#### Haris Lodhi & Farzana Hussain lend a hand to InnerWheel club

Mr. Haris Lodhi working at the MD secretariat has been helping Innerwheel Club district 327. His contributions include arrangement of meetings, visiting the 11 clubs of Inner Wheel District 327 and carrying out photography of their projects. He took record number of 2000 pictures during the chairperson visits to projects. He also updated club files and now the records are well maintained. He also lent a helping hand at the club's annual conference and shared and implemented ideas during the year. Carried out correspondence with all the presidents and secretaries of Inner Wheel Clubs and updating them about Inner Wheel activities throughout the year. He was also a willing helper at the cricket match for disabled persons. Besides Mr. Lodhi our Web/Graphic Designer Ms. Farzana Hussain also devoted her time in creating Inner Wheel's website which was very much appreciated at the inauguration ceremony.

Ms. Farzana Hussain



Mr. Omer Ehtesham and Mr. Taha Dossal, members of the SZABIST CSR club



The efforts of Mr. Lodhi were appreciated by the club and he received the following for his hard work:

1. **Certificate of Excellence in the annual conference of Inner Wheel held on 3rd April 2008 at Marriott Hotel.**
2. **Award for Sterling Service to The Inner Wheel Mission 2007-2008**
3. **Appreciation letter received from the Inner Wheel District 327 Pakistan**

#### **Volunteering efforts of Dr. Sohail Qureshi**

Dr. Sohail Qureshi of OEM Onshore has set an excellent example of volunteering at the workplace. He was assigned the task of supervising the setting up of Solar panels at Village Sharda Maidan Azad Kashmir and used his spare time to also lend a hand at the nearby Mother and Child centre and Rural Health Centre.

#### **Volunteering efforts by Mr. Mohammad Amin**

Mr. Mohammad Amin Manager, BA HSS-OS Office, Dubai volunteered to help for the Bihar Flood Relief Fund, and arranged a donation of AED 1,000/-. Such selfless work not only helped the flood relief efforts in Bihar but also helped strengthen friendly ties between Pakistan and India and demonstrated positive image of Pakistan in UAE.

Moreover, since 2005 Earthquake in Pakistan, Mr. Amin has patronized the educational expenses of two Orphan Children in Muzaffarabad by sending a fixed amount of Rs. 6,000/- per month to their mother's account in Muzaffarabad.

Dr. Sohail Qureshi



Mr. Haris Lodhi receiving award from Mrs. Nabila Sohail



## Volunteering By Mr. Sohail Wajahat H. Siddiqui

Chairman Red Crescent Society Sindh Provincial Branch  
 Convener Sub-Committee on Human Resource (E.P.Z.A)  
 Member Board of Governors Lahore University of Management Sciences (LUMS)  
 Member Board of Governors – I.B.A (2006 - 2008)  
 Board of Management Engineering Development Board (E.D.B)  
 Member Committee for FTAs (Nov 2007) EDB  
 Member Governing Body Pakistan Engineering Council (P.E.C)  
 Member Sub- Committee for Manufacturing P.E.C.  
 Convenor Master Planning of Megacities P.E.C  
 Life membership P.E.C.  
 Member Review Committee for Registration P.E.C  
 Convenor Ship P.E.C. Committee for issues relating to Employment & effective Utilization of tech manpower.  
 Member Executive Committee Engineering Vision 2010  
 Member Managing Committee F.P.C.C&I  
 Member HR Sub-Committee Federation of Pakistan Chambers of Commerce & Industry (F.P.C.C&I)  
 Member Committee for Quality Awards Federation of Pakistan Chambers of Commerce & Industry (F.P.C.C&I)  
 Member General Body F.P.C.C.&I  
 Member Board of Governors (Legend Trust) Financial & Medical Assistance to Renowned Artists Government of Sindh  
 Member Policy Board Pakistan Intellectual Property Rights Organization (PIPPO) Federal Government - Cabinet Division  
 Member Experts Advisory Cell Ministry of Industries & Production Government of Pakistan  
 Board of Directors Young President Organization (YPO)  
 Chairman Steering Committee Provincial Committee on Investment (PCOI) Sindh  
 Chairman Technical Education Co-ordination Committee Sindh  
 Chairman Task Force on Investment - Sindh (Board of Investment)  
 Member Investment Facilitation Board (Board of Investment)  
 President (2005-07) Management Association of Pakistan (MAP)  
 Member Sectoral Committee on Energy Sector (Higher Education Commission)  
 Life Member Central Institute of Arts and Crafts (CIAC)  
 Co-opted Member over Sight Board of CM Inspection, Enquiries & Implementation Team Sindh  
 Member PSQCR Electro Technical Divisional Council (EDC)  
 Member National Council of Tech & Vocational Education & Training Ministry of Education  
 Advisor Board of Advisory Council Institute of Business & Technology (BIZTEK)  
 Member (Sept 2008) Electronic & Telecom Sector Study Group Ministry of Industries & Production  
 Member (Sept 2008) Board of Sindh Technical Education and Vocational Training (STEVTA)  
 Member (Apr 08) Steering Committee for Business Development Study Planning Commission  
 Member Feb 08 (for 2 years ) Strategic Advisory Board (SAB) Tabba Heart Institute  
 Member (Aug 2007) Provincial Disaster Management Authority (PDMA), Sindh  
 Member (May 2007) Academic Council Hamdard University Karachi  
 Member (2007 - 08) Public Sector Utilities, Power and Gas Sub-Committee (KCCI)  
 Member Senate (Apr 2008) (Presidential Ordinance) Dawood College of Engineering & Technology (DCET), Karachi  
 Member Board of Advisor AIESEC Pakistan



Mr. Sohail Wajahat H.Siddiqui receiving CSR Award from the Consul General for the Federal Republic of Germany Mr. Hans-Joachim Kiderlen, also in the picture Mr. Ashraf W Tabani President Employers Federation of Pakistan

**Siemens "Light For Life" project wins CSR Award**

Siemens "Light for Life" project won the prestigious CSR Award from the Employers Federation of Pakistan at an impressive ceremony in Karachi. The Consul General for the Federal Republic of Germany Mr. Hans-Joachim Kiderlen was the chief guest. Also present was Mr. David Lamotte Officer In-Charge MULTI, ILO Geneva.

In his speech Mr.Kiderlen congratulated Siemens on winning the award and said he was happy that a German company had shown such good corporate responsibility with such a good project. He said it is very German to care for society as that is part of our culture. Mr.Ashraf W Tabani President Employers Federation of Pakistan in his welcome address said that CSR is gaining importance and is an integral part of business activities. He said the federation decided to give two awards in Pakistan one for South and one for North. The award for North he said will be given in Lahore.

Ms.Khadeeja Balkhi head of the jury for the awards praised the high standard of the seventeen entries received for the award from leading national and multinational companies. She said she has to state that Siemens entry was the best as it had business connect and made a lasting impact on the lives of the people of Azad Kashmir who now have light in their lives and the project can provide this facility for 25 years and even more. Siemens light for life project is a project that provides solar energy to far off villages in Azad Kashmir that never had any power and were so remote that they could not get power in the near future. The first phase was completed with the installation of solar energy



in village Sharda Maidan a remote village of 40 families. Also hooked up were the local mother and child centre and the rural health centre. This project is now considered a model for CSR as it provides a basic utility without putting any burden on the local population or threat to the environment.

**Support for women organizations**

Siemens supported the awards ceremony organized by Pakistan Federation of Business and Professional Women's Organization. In this ceremony outstanding women from all walks of life were recognized for their achievements.

Siemens also support Ladies Forum an organization that publishes "Woman Year book of Pakistan" that carries details of working women from across the country and serves as a who is who of working women in Pakistan. The organization also awards "Woman of the Year" award to outstanding women of the country. The now famous "Spring Festival by the sea" organized by this organization each year is supported by Siemens in line with its CSR vision of "Making Pakistan more enjoyable". Siemens an equal opportunity employer leads the country in supporting women organizations working for the emancipation of women.

**Munawar-Uz-Zaman Memorial Hockey Tournament**

In line with its CSR vision of "Making Pakistan Healthier" Siemens supports many sports activities. The yearly Munawar Uz Zaman hockey tournament is one such activity. The tournament named after the legendry hockey player draws many teams creating tough competition thus providing a challenge to young people to remain fit and healthy. Former Olympian Islahuddin lauded the support and encouragement of Siemens for promotion of hockey in the country. He said this provides an opportunity to young players to demonstrate their talents and thus provide resources for the future of this national game.

**Family Days**

Siemens CRS vision of making Pakistan "Cleverer, healthier and more enjoyable" is fully realized at the Annual Family Day. This is an event that has become part of Siemens annual calendar of activities for the last four years. During these events, Siemens employees and their families enter into competitions, take part in outdoor activities and enjoy unforgettable concerts. All this to honor the families of Siemens employees whose contribution to the success of the company is acknowledged by this grand day of festivities. Due to the large number of guests the event is spread out over two consecutive weekends with nearly 3000 guests in each event. This activity is a voluntary effort by the company which bears its substantial costs each year to reaffirm its commitment to live up to its social responsibility to society and its employees.





## Environmental Protection at Siemens

We view the economy, environmental protection and social responsibility as three key factors carrying equal weight in a liberal world market. We support the dissemination of knowledge needed for sustainable development through the transfer of knowledge in the fields of management and technology, wherever we operate as a company.

### Our Environmental Mission Statement

"Our knowledge and our solutions are helping to create a better world. We have a responsibility to the wider community and we are committed to environmental protection.

In our global operations, featuring a great diversity of processes, products and services, our company is concerned with sustaining the natural resources essential to life. We view the economy, environmental protection and social responsibility as three key factors carrying equal weight in a liberal world market. We support the dissemination of knowledge needed for sustainable development through the transfer of knowledge in the fields of management and technology, wherever we operate as a company. For us, sustainable development in environmental protection means careful use of natural resources, which is why we assess possible environmental impacts in the early stages of product and process development. It is our aim to avoid pollution altogether or to reduce it to a minimum, above and beyond statutory requirements."

## Health, Safety & Environment Policy

Siemens Pakistan plays an integral part in the development and progress of the national economy with a strong sense of responsibility to society and the environment. As a good corporate citizen and conscious of our social and environmental responsibilities, we function in a manner that protects and preserves the environment for our future generations, ensures the health & safety of our stakeholders and exerts a positive influence in the community.

We regard environmental and social aspects cardinal to sustainable economic development. We believe in the efficient use of natural resources and reduction and prevention of pollution. We also assess health, safety and environmental aspects and impacts in the early stages of product and process development. With these commitments, we at Siemens Pakistan:

- Place our continuous and concerted efforts towards minimizing the impacts on the environment and use of energy and natural resources.
- Control, monitor and minimize the generation of waste, emissions to air, water and land; and are committed to comply with all applicable legal requirements.
- Ensure adequate controls to prevent any adverse effect on the environment and to reduce or eliminate health and safety hazards.
- Practice efficient energy management with resource conservation and promote recycling, reuse, reduction and replacement wherever possible.
- Promote awareness, responsibility and commitment for the conservation of the global environment as well as health, safety and protection amongst all levels of employees.
- Educate the employees on the issues of health, safety and environment.

### **Work in a spirit of cooperation with the relevant authorities.**

We ensure full commitment to these at all levels of management and conduct regular assessments and reviews to ensure the continuance of improved health, safety and environmental conditions and to confirm the effectiveness of the company's policy, objectives, targets and programs in this regard.

## Quality Policy

Siemens Pakistan plays an integral part in the development and progress of the national economy with a strong sense of responsibility to society and the environment. As a good corporate citizen and conscious of our social and environmental responsibilities, we function in a manner that protects and preserves the environment for our future generations, ensures the health & safety of our stakeholders and exerts a positive influence in the community.

Siemens Pakistan designs, develops, manufactures, markets and provides services of a wide range of technologically advanced electrical and electronic products and systems, including construction projects and software which benefit business, industry and society.

Quality is an integral part of our mission and strategy. The customer is a focal point in our thinking and action. We, therefore, align ourselves to the needs and expectations of the customers in a manner that result in their satisfaction, our business profitability and stakeholders benefit.

We create a challenging and rewarding work environment with a proactive management that encourages our employees to work with pride, enthusiasm, commitment and high sense of ethical and moral values. They have measurable objectives and targets at all functional levels and their results are monitored for continual improvement, accountability and established norms of good business conduct.

We are alive to the dynamics of the fast changing cycle of technology and continuously strive for innovation. We therefore train and groom our workforce accordingly. We build a relationship of cooperation and support with our suppliers resulting in improved products and services for mutual benefit.

Higher productivity, profitability, accelerated innovations and growth in new markets are the objectives of the company wide top+ program. This program maneuvers our corporate culture towards customer orientation, increased efficiency, and competitive strength, optimization of resources and containment of wastage.

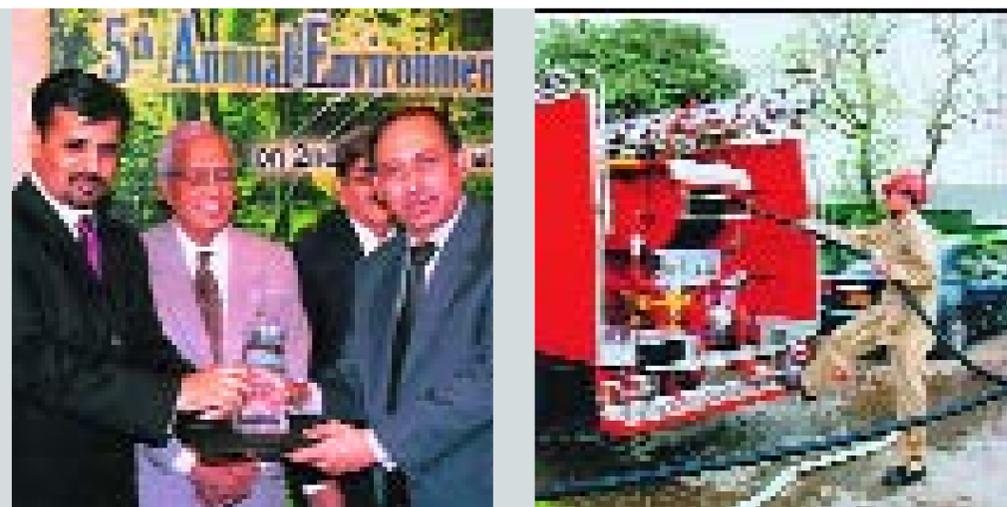
We continuously endeavor to maintain our reputation and Siemens brand name as a guarantee of quality, reliability and dependability.

We play an integral part in the development and progress of national economy with a strong sense of responsibility to the society and environment. We function in a manner that protects and preserves the environment for our future generations, ensures the health and safety of our employees and exerts a positive influence in the community.

We commit ourselves to comply with all applicable statutory and regulatory requirements and endorse our commitment as responsible corporate citizen.

This quality policy is in consonance with Siemens Corporate Principles which envisage customer orientation, innovation, business success, leadership, learning, cooperation and global commitment towards corporate citizenship.

Our quality management system ensures the adherence of the aforesaid quality policy in our day to day and strategic activities at all functional levels. Our commitment to society is evident even in our quality policy which provides working guidelines for all management and operational procedures.



#### Environmental Protection at Siemens Pakistan

We play an integral part in the development of the national economy with a strong sense of responsibility to the society and environment. We, therefore, function in a manner that protects and preserves the environment for our future generations and ensure the health and safety of our workers and employees. For us, sustainable development in environmental protection means careful use of natural resources, which is why we assess possible environmental impacts in the early stages of product and process development. It is our aim to avoid pollution altogether or to reduce it to a minimum. In recognition of our vision and its implementation through environmental friendly policies, we have been honored with the coveted Annual Environment Excellence Award 2008 by the National Forum of Environment & Health. This is the fourth year in a row that we have received this honor and the management is committed to continue all such activities and policy implementations so that we keep on fulfilling our commitment to the Society.

#### Environmental organization and responsibilities

Fulfillment of the responsibilities of environmental protection and technical safety needs a global organization:

- At the corporate level, Mr. Mansoor Iqbal Khan, Director, Corporate Quality & Process Excellence Management is responsible for the company's Environmental Affairs and Technical Safety. This encompasses operations- and product-related environmental protection, protection against radiation, hazardous goods transport, fire protection and disaster response.
- At Business Units level Safety Officers / Plant Safety Officers are responsible for environmental protection and technical safety.
- An Environmental Action Group undertakes technical study of production processes for identifying, selecting and implementing cost effective measures for environmental protection.
- At Projects, local HSE organization headed by HSE Officer handles all concerns relating to environmental protection and technical safety.

#### Environmental Targets

- Ensure sustainable development in environmental protection by careful use of energy and resources and minimizing associated risks. It is our aim to avoid pollution or to reduce it to a minimum, above and beyond statutory requirements.
- Take appropriate precautions to avoid environmental hazards and to prevent damage to the environment.
- Ensure that our environmental policy is implemented effectively by applying appropriate management systems. The technical and organizational procedures required to do this are monitored regularly and constantly developed.
- Require each employee to act in an environmentally conscious manner. It is the constant duty of management to increase and encourage awareness of responsibility at all levels.

#### Environmental Reporting

Siemens AG have defined principles of environmental protection and technical safety and we have adopted the same. We regularly monitor and report these under SESIS (Siemens Environmental & Technical Safety Information System). SESIS is a very comprehensive reporting system developed to address the environmental information management requirements of Siemens and its organizational units. This systematically collected environmental information on a worldwide basis helped Siemens to create a benchmarking and best practice exchange with internal and external partners.

SEGIS is not only a new reporting system, but also a tool that helps define the environmental performance of Siemens world-wide. This reporting not only covers the gases under Kyoto Protocol but encompasses the contribution of all inputs and outputs which contribute to the environment including VOC emissions, water, primary energy, chemicals, cooling & lubricating oils and greases, metals, plastics, OEM products, waste, emission into air, waste water, packaging etc.

#### Avoiding waste and resource conservation

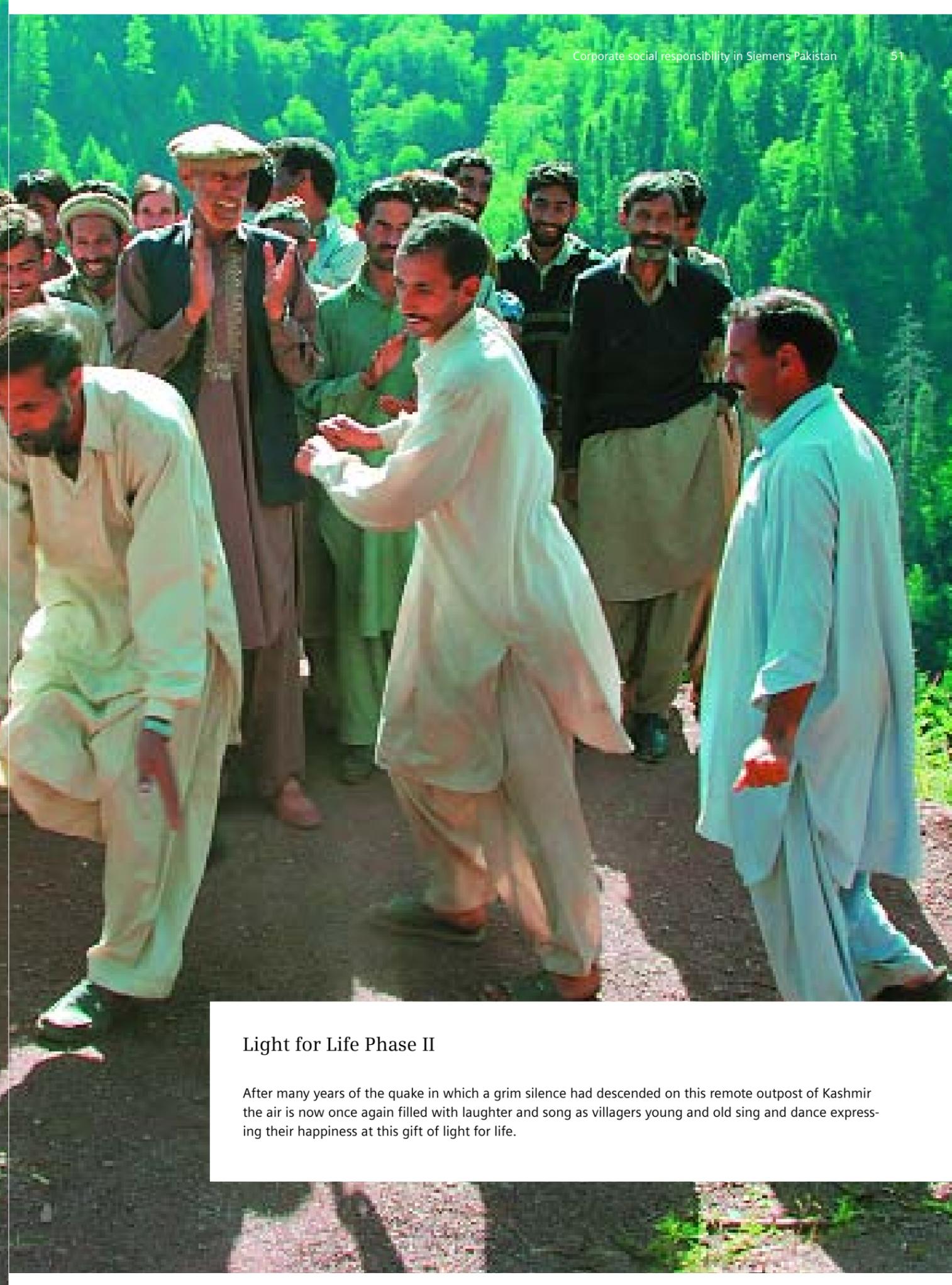
Siemens is committed to avoiding waste in an effort to preserve natural resources. If recycling is not possible, waste has to be disposed of in an environmentally compatible way. We are also committed to reducing the hazardous potential of waste.

#### Product Development's Role in Waste Management

Environmentally aware resource utilization and waste avoidance are not just an issue for our manufacturing plants and offices, they are also factors that need to be taken into account during the product development process. Products are engineered to create as little waste as possible from cradle to grave. Our in-house standard on environmentally compatible product design, SN 36350, addresses this by providing guidelines on how to reduce quantities of materials, numbers of materials, product weight, and manufacturing waste through intelligent product design.

#### Information exchange network about worldwide environmental protection

Siemens maintains a global environmental network to ensure that knowledge about environmental management, methods, solutions and experiences can be used across locations, groups and national borders.



### Light for Life Phase II

After many years of the quake in which a grim silence had descended on this remote outpost of Kashmir the air is now once again filled with laughter and song as villagers young and old sing and dance expressing their happiness at this gift of light for life.

**Siemens (Pakistan) Engineering Co. Ltd.**

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S Y N E R G Y