



Pakistan

Corporate Social Responsibility Report 2009

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Message from the MD

As we all know this has been a difficult year for business due to the global meltdown and the ripples it has caused worldwide. This prompted us to scale down our CSR activities for the year but we ensured that it did not have any impact on the ongoing projects to which we were already committed.

This surprised some people who were afraid that we will withdraw from our commitment and had hesitatingly asked if we wished to continue with our contributions.

"Yes of course "we told them we always live up to our commitment and the sustainability of our projects is an essential part of our CSR policy. Our emphasis on sustainability is one of the reasons why we have CSR projects that have been running for many decades like the Apprenticeship Scheme in-house that provides young people a chance to become positive contributors to society.

This one scheme alone has changed the fortunes for thousands of families whose children have gained the ability to support them thus saving them from poverty and deprivation. The overall impact on society of such projects cannot be underestimated. We all know how poverty and deprivation destroys the social structure and are the breeding grounds for many ills that afflict our society.

Another ongoing program that I would like to mention are the factory visits that are held regularly and are a part of the academic requirements of most technical institutions and the technical branches of the armed forces of Pakistan. Siemens being the largest and the number one engineering company in the country is obviously the company of choice for all institutions for these visits. This puts a great burden on us as each visit requires resources both in terms of time and money.

We do our best to accommodate the maximum number of visits we can but we have to keep in mind our production schedule and not disturb the production area more than necessary. Letters of thanks and compliments from visiting groups testify to the hard work and dedication put in these visits and we are proud that we are contributing so significantly to the academic achievements of students in these institutions.

Last year we also completed phase two of our Light for Life program by providing another village Butnara of 150 houses with solar power. This village situated at 9000 ft above sea level is only accessible after a long drive from Muzafarabad and than a five hour hike on foot. Truly our project has lived up to its name. This environment friendly power is in line with our global philosophy that is committed to preserving the environment. In this report you will also find details of our other efforts in that direction.

As we look ahead we are ready to not only sustain our ongoing projects but as the recession recedes and more resources are available we are determined to contribute to society with new projects in the fields of healthcare, education, sports, environment, arts and culture as we consider it to be an integral part of conducting business globally.





Responsibility for society and the environment at Siemens

A global perspective

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.

At home in some 190 countries, and in all of them it forms part of the social fabric – as an employer and client, as an investor, and as a supplier of products, solutions and services. As a good corporate citizen, it plays an active role in sustaining society's development while safeguarding its future as a company. Siemens takes its responsibilities toward society seriously, engaging in international education, community aid, and arts and culture programs. Siemens operates in areas of business that are of major importance for today's society: energy supply and efficiency, automation, industrial production, public infrastructure, and healthcare. These areas are all closely aligned with the guiding objectives of business sustainability: greater security, more efficient use of resources, and long-term environmental and social compatibility. Siemens portfolio of businesses brings with it an enormous responsibility – to create and sustain fundamental infrastructures that are dependable, cost-efficient and future-proof, to safeguard its customers' ability to compete effectively, and to bring greater quality of life to people all over the world.

Unconditional compliance with external and internal requirements and regulations guides Siemens actions as a company and is fundamental to the way it conducts business. Siemens set up its compliance program to instill this awareness in its leadership and all its employees. Siemens investigates, in full, any instances of compliance infringements.



Caring Hands Projects

Siemens worldwide charitable program, Siemens Caring Hands, encompasses employee volunteer projects, disaster relief measures and support for nonprofit organizations. Assisting disadvantaged people in some 60 countries, the program focuses on activities in the areas of water supply, healthcare, education and integration.

United States: Award-Winning Projects

Every year, Siemens USA presents Caring Hands Community Excellence Awards to employee teams that have successfully implemented outstanding and innovative community service projects. Since Caring Hands was launched in 2002, the company has donated a total of some \$300,000 to more than 350 employee projects.



Global Corporate Responsibility Awards 2008

Siemens is answering the world's toughest questions. To drive this effort, company employees around the world are not only mastering technological challenges but also implementing projects that will help provide long-term solutions to major social problems. To honor the individuals and teams who are helping Siemens fulfill its commitment to the environment, society and business success, the company launched an international company-wide competition for Corporate Responsibility. In 2007, when the competition took place for the first time ever, Siemens included the entire scale of Corporate Responsibility activities at Siemens.

The winners and the finalists in 2008

In 2008, Siemens took the CR competition for employees one step further and intensified the competition's focus on developing nations and the UN's Millennium Development Goals. This year, Siemens looked for the project making the biggest contribution to the economy and society of a developing country while increasing Siemens' long-term business success.

The Winner Kwa Wote – Energy for all



Solar Energy replaces Kerosene as a light source

With a pilot project in Kenya, OSRAM, a division of our Industry Sector, has launched a unique program for eco-friendly, off-grid lighting. At a specially constructed power station, local inhabitants can charge batteries for energy-saving lamps and other devices at a cost they can afford.

At Lake Victoria, the sun sinks picturesquely over the horizon, but for Aly Bamba, who lives on the Kenyan shore with his eight-member family, the scene is anything but picturesque. For this is when his work begins; Like the 150,000 other fishermen around Africa's largest lake, he goes out in his boat every evening to fish for the much-prized Omena. He entices the fish into his net with a kerosene lamp attached to a float. These lamps, which also provide lighting for his hut, pollute the atmosphere with climate-damaging CO₂ and are expensive to operate: Over one half of Aly Bamba's meager income goes for kerosene. For the beaten-down fishermen of Lake Victoria, who are already suffering from a sharp decline in fish stocks, the cost is exorbitant. Unfortunately, many of the world's people are in the same situation: 1.6 billion – that is, one quarter of the earth's population – lack access to public power grids. In India and Africa, in particular, people are forced to use fossil fuels – mostly kerosene – to produce light. Seventy-seven billion litres of kerosene with a total value of €30 billion are burned every year for lighting purposes, emitting 190 million tons of CO₂ – more than the total CO₂ emissions of all of Finland.

Clean electricity from solar-fed energy nodes

To improve the situation, an employee team from OSRAM, developed a new and – at first sight – unusual form of power generation. It's an off-grid solution – that is, one that is completely independent of the power grid. Its heart is a so-called energy hub, an energy station comprising a building with photovoltaic panels installed on the roof. These panels generate the power used to recharge special lamp batteries inside the building. Of course, there are already simple off-grid recharging stations in the region. The OSRAM solution has the added advantage, however, that – thanks to the solar panels – the electricity it produces is CO₂-free.



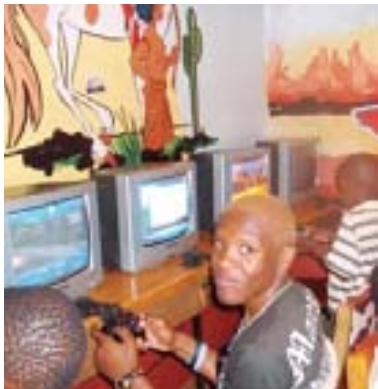
OSRAM's first energy hub was inaugurated in April 2008 in Mbita. It supplies up to 10 kilowatts of electricity. This is enough to recharge the accus of around 400 lamps per day. In addition to the lamps, the energy hub also charges batteries that can be connected to electrical devices such as radios. When the lamps and batteries run out of power, they can be exchanged for recharged devices under the deposit system that has been set up. In this way the equipment can be regularly maintained and controlled, which gives the system a further advantage over other solutions: proper maintenance ensures a long life, and the energy hubs thus also create jobs.

A better future

By using an accu-powered lamp, a fisherman like Aly Bamba saves 30 percent of his costs. Once the accu has been charged, the robust 7-watt lamp will shine for up to eight hours. Micro credits are offered by the Kenyan non-governmental organization Osienala to enable people to buy the lamps and the batteries, which are provided in sturdy containers with a handle. Numerous other partners are also actively supporting this project, such as the Global Nature Fund (Germany), which is providing local organizational help, Nokia (Finland) & DEG (Deutsche Investitions- und Entwicklungsgesellschaft mbH), which is giving financial support, Thames Lighting (Kenya) and Dembe Electrical (Uganda), which are implementing the pilot phase in Kenya and Uganda.

The four energy hubs that the pilot project has set up in Kenya and Uganda have a further major advantage: They also have a water purification system. In this integrated system, the water is filtered in various stages and bacteria and viruses are eliminated with OSRAM Puritec UVC lamps. This method enables up to 3,000 liters of water a day to be made safe for drinking. The goal is to provide Siemens water purification systems once the pilot project is completed. The OSRAM team is currently preparing to build an energy hub in India, thus paving the way for a concept of global significance: It could improve the living conditions of many people and protect our climate. This would help achieve two of the millennium development goals of the United Nations: ending extreme poverty and enable environmental sustainability, which was an important criterion for Siemens' company-wide prize for Corporate Responsibility in 2008 and a good reason why this project came off as winner. The fact that this concept could become an exciting, profitable area of business for OSRAM and its partners shows that there need be no conflict between business, ecological and social goals

Some Other Global CSR Projects in Brief



Sierra Leone: Siemens-UNICEF partnership

At a raffle in December 2007, Siemens employees raised €100,000 for UNICEF's survival package campaign. Distributed among 36 health centers in Sierra Leone, the money was used to provide sick children with urgently needed medicine.

South Africa: Youthsplace project

Siemens South Africa is supporting five homes that offer safe havens to between 40 and 50 children from disadvantaged backgrounds. In addition to shelter and regular meals, the children in the homes receive care, attention and the schooling they will need to become valuable members of society.

Pakistan: Light for Life

Solar power systems supplied by Siemens Pakistan are providing some 40 families in the remote Kashmiri village of Sharda Maidan with access to electricity and enabling the nearby health center to provide round-the-clock medical care.

Bangladesh: Drinking water for cyclone victims

After Cyclone Sidr hit Bangladesh in November 2007, Siemens installed 20 SkyHydrant water filters to supply urgently needed drinking water in the areas affected. Employees at Siemens' local Regional Company also contributed two days' salary to fund disaster relief measures.



South Africa: Youthspace Project

Sustainability

Water is a vital natural resource and is a synonym for life.

In today's rapidly growing world this resource is getting scarce, hence our responsibility to conserve it is growing.

With our innovative water processing technology, Singapore now has a new eco-friendly source of water. Over 20 million gallons of used water is purified every day. By 2010 Singapore plans to clean 22.5 percent of all its water this way.





Sustainability: The Key Word

Responsible, excellence and innovative – this is how we see ourselves, and this is how we want to be seen. These values are the governing principles that guide all our actions, and sustainable, profitable growth is the basis. Particularly at a time of economic crisis, both are essential – because we want to continue to be a trustworthy and reliable partner for our customers, shareholders and the societies in which we work and live.

Sustainability as we understand it is closely linked to our values. In all its complexity, it is our contribution to a more equitable world economy and the provision of energy-efficient, durable products and solutions for our customers. It is also the expression of a responsible employee culture and a sign of uncompromising compliance with laws and regulations. Against the backdrop of the current economic and financial crisis and the problems posed by climate change, even more is expected of our company's product portfolio, production processes and purchasing policies. Siemens is well prepared for the challenges the world is facing. We identified long-term trends early on and realigned our company accordingly. This has enabled us to make the changes we need in order to operate even faster and more flexibly in attractive markets and generate strong and profitable growth. Profitable and long-term growth is our goal, and responsible action the means to achieve it. Our responsibility in this regard has many sides. For example, it includes environmental protection and product stewardship as well as responsible employee management and a diversity-oriented employee culture, occupational health and safety, the requirement that all our suppliers comply with our own high standards, and our corporate citizenship activities.



Our commitment to the United Nations Global Compact

Formulated in 2000, the United Nations' eight Millennium Development Goals set priorities. Based on the vision of a sustainable and more equitable world economy, they aim to noticeably improve living conditions worldwide by 2015. Poverty reduction, peacekeeping and environmental protection have been defined as the international community's top priorities. We are aware that the goals cannot be achieved by governments and international organizations alone. Active support is also required from the business world. With their innovation and investment capabilities, This applies particularly to our company, which supplies key future-oriented technologies and has considerable influence because of its size and global presence. As a result, we take our responsibility to sustainability seriously. We have made this responsibility a central pillar of our corporate strategy. It is implemented in our Fit42010 program and has a clear goal: to be the global leader in transparency and compliance. This is what we aspire to and this is the guiding principle of this report.

Since 2003, our commitment has also been reflected in our membership in the United Nations Global Compact. Active in around 190 countries, we have adopted the Global Compact's ten principles and will continue to lend them our full support. Our commitment is also reflected in our Business Conduct Guidelines, which are designed to establish ethically irreproachable business practices as the prerequisite for sustainable company success and anchor the behavior of all our managers and employees in ethical norms. This report ,describes our progress toward implementing the Global Compact's principles, and future reports will adopt this approach as well.

Siemens best-in-class in Dow Jones Sustainability Index: Perfect score in Compliance and Risk Management – Major progress again in the categories, Environment and Society

Siemens AG has been named once again to the prestigious Dow Jones Sustainability World Index (DJSI), capturing the No. 1 spot in the sector Diversified Industrials, which also includes ITT, General Electric and Toshiba. Siemens has expanded the leading position it held last year in the two assessment categories Compliance and Risk Management and this year received the highest points possible in each category. The company has also considerably improved its rankings in the categories Environment and Society. This is the tenth time in a row that Siemens has been honored by Dow Jones analysts for its sustainable activities. This year's overall result is the best the company has ever achieved. The changes in the DJSI will come into effect on September 21, 2009.

The Siemens Stiftung



Social commitment, e.g. corporate citizenship, has been an integral part of the Siemens corporate culture since the early founding days. In an effort to consolidate and sustainably develop this commitment even further, the Siemens Stiftung was founded in September 2008. The foundation started its operative work in early 2009.

The mission of The Siemens Stiftung

Together with its cooperation partners, this globally active foundation works to cope with global challenges between the contradictory contexts of society, technology and culture: it considers itself a driver of ideas and innovations, a laboratory to forge a better understanding of the present, and an initiator of innovations for the issues of the future.

The Siemens Stiftung operates both with programs of its own and as a partner to national and international projects: when selecting, developing and implementing these programs and projects, the foundation concentrates on issues such as the use of innovative technologies for the improvement of living conditions, the improvement of educational opportunities, and cultural development. For the three action fields of Education & Social Issues, Society and Technology and Art & Culture, the foundation develops future-oriented ideas and replicable models and projects which serve the exchange of knowledge and ideas and sustainably lead from ideas to concrete actions.

Funding

Siemens has vested the foundation with a capital of 390 million Euros, to be used solely and exclusively for non-profit purposes. "The foundation carries out its duties and responsibilities solely with the profits from the foundation endowment" (Foundation Charter, Para. 5 Foundation Endowment, Sub-para. 1).



The Siemens Stiftung reports transparently and publicly on the use of its funds and resources in accordance with the rules and regulations applicable to limited liability corporations of comparable size through publication of an Annual Report including a financial report following the close of the fiscal year and audit by the competent supervisory authority.

Data and facts

The Munich-based Siemens Stiftung, which commenced its operative work in early 2009, merged of all previous corporate citizenship activities of Siemens AG. The transfer from the company's corporate citizenship activities to the Siemens Stiftung happened gradually: with the start of the foundation's operative work on January 1, 2009, the central activities in the fields of education and social affairs were transferred to the foundation.

The social activities of the Erlangen and Munich Siemens Forums and the promotion of arts and culture by the Siemens Arts Program were to follow on October 1, 2009. The Siemens Stiftung is under governmental supervision by the Government of the Upper Bavaria administrative district and carries out its duties and responsibilities independently. The foundation's pursuits are exclusively and directly non-profit as contemplated by the section "Tax-privileged purposes" of the Internal Revenue Code (Foundation Charter, Para. 2 Foundation Purpose, Sub-para. 3).

First office
opened in
Lahore in
1922



The emergency
at Aga Khan
Hospital



Light for Life
project



Corporate Social Responsibility in Pakistan

Siemens long association with the Sub Continent (our first office opened in Lahore in 1922) gives it a unique understanding of the country, its culture and people. We are a company that has contributed significantly to the infrastructure of the country and are considered an integral partner in its progress over the years. This helps us better understand the needs of the people and formulate programs that have a far reaching impact on the country and society. This is why we can say with confidence that corporate social responsibility at Siemens Pakistan is a well thought out process and has solid foundations of values, vision and mission.

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 Generation 21 programs and Siemens Arts Program.

In the year under review we continued to sustain past commitments like the medical studies scholarship to Aga Khan and our commitment towards the betterment of facilities in the same institution in spite of severe budgetary constraints. We also kept monitoring our workshop for the disabled and regular visits by Mr.Haris Lodhi assisted us in keeping this workshop in mint condition.

This year we contributed significantly towards enhancement of knowledge by the participation of our top officials in workshops, seminars, conferences and group discussions on various academic topics thus creating a learning environment and imparting specialized knowledge relating to their respective fields. Details of some of these activities are given in this report. Our ongoing programs continue with the same zeal and a brief write-up on that can be found in our CSR reports from 2007 and 2008 at http://www.siemens.com.pk/csr_report.html.

This year we have decided to focus on our apprenticeship program and study tours so readers can understand the depth of these projects and the immense contribution they are making for the betterment of society and in creating a constructive culture for the young men and women of the country.

Special Focus

Apprenticeship Training Program

Thousands of young men anxiously await the appearance of an advertisement by Siemens Pakistan each year for the apprenticeship training program. This is the call for joining the apprenticeship Scheme that has become the benchmark for such schemes in the country.



Apprenticeship Program



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The Test Phase

It starts with an entry test followed by an aptitude placements test, interview and finally a medical test. In the interview, business managers together with the head of the apprenticeship training centre spend hours determining the best and finally the 60 lucky ones are selected. For many of these young people it is a mini revolution in their lives and a chance to free themselves from poverty and unemployment and move ahead towards a stable future.



Facilities

The company not only helps these young men become productive & technically skilled members of society thus ensuring their future, it also looks after them while they train at the Apprentice Training Centre (ATC) located inside the huge Siemens Industrial Complex in the heart of Karachi's industrial hub, the Sindh Industrial Trading Estate.



In the first year the stipend is Rs.3000 which goes up to Rs.4200 in the third and final year. This is just pocket money as during training they get, not just only, food & refreshments but also work boots, uniform, A/L (Annual Leave) S/L(Sick Leave), C/L(Casual Leave) and medical facilities for self, free of charge.



The Experience

The apprentices also get a chance to train on some highly expensive valuable machines like the CNC machine that is not easily available elsewhere, thus giving them solid experience that makes them more competent & welcome in the industrial world of Pakistan after passing out from the ATC.



CSR in ATC

Besides education, ATC is also focusing on HSE (Health & Safety) & EMS(Environment Management Systems) topics. Also the company is supporting TCF (The Citizens Foundation), AASRA (village) & ELC (Educational Institute Charity) in terms of the providing technical education to the needy young men belonging to these centres.



The Faculty / Management

There is full time faculty at the ATC that consists of Mr.Khayyam Alvi the electrical lab instructor, Mr.Fasahat Ali the Mechanical Lab Instructor, Ms.Stephy Gill, training coordinator and English teacher and Mr.Sabir Hussain who heads the ATC. All this is supervised at the top by Major A.A.Zuberi, Director Admin /IR who with his keen passion to serve the underprivileged has over the years transformed this ATC into a model for the rest of the country.



Upgradation of Facilities

Major renovations of ATC took place in 2007 resulting in state of the art laboratories, latest equipment and modern technology reflecting the commitment of the company to provide the best possible training facilities to the young boys of the country resulting not only in ensuring their future but also providing the industry in Pakistan and the region with valuable technically competent human resource, as a national task so vital for the development of Pakistan.

Comments



Comments by Major A.A.Zuberi, Director Admin / IR

Skilled manpower, as in the case of every industrial establishment, is the backbone of our manufacturing operations. However, the job specifications for different occupations in different industrial organizations have varying levels of trade proficiency. Converting the young matriculate school boys into skilled manpower for induction in Siemens Pakistan & the industry, requires special efforts on the part of organizations. Our 3-year apprenticeship program not only caters to the internal staffing needs, but also renders invaluable services to the society by feeding the national resources with professionally trained manpower.

The trade proficiency of the product of our Apprenticeship Program is actually the outcome of the hands-on, real-job, guided and monitored in-plant training blended with adequately broad-based background information in the class room at the training centre. We feel that gaining practical proficiency of any trade is the prime objective of skilled manpower training.

This apprenticeship program is registered with the Directorate of Manpower and Training, Govt. of Sindh, under the Apprenticeship Ordinance 1962. Consequently, the Certificate of Apprenticeship which is awarded on successful completion of 3-year training, bears signatures of MD & CEO of Siemens Pakistan Engineering Co. Ltd. & Director Manpower and Training, which signifies that the holder of the certificate has achieved a certain recognized standard of skills.



Comments by Mr. Sabir Hussain, Manager ATC

Success of the apprentices in the attainment of trade proficiency can be achieved by regular attendance and hard work in theoretical as well as practical training. The level of learning any kind of vocational skill, however, depends both on the aptitude and attitude of the learner. At the time of selection, every effort is made to offer admission, in the apprenticeship program, to only those candidates who have an adequate aptitude for learning vocational skills.

After they are admitted to the ATC, they are fully informed of the rules and regulations of our organization as well as the Apprenticeship Rules 1966. All Instructors and the ATC administration guide them, wherever necessary. The overall training program is complemented with a closed-loop feedback system to monitor the training progress. This helps the apprentices in moulding their attitudes & mind set. We also focus on environmental topics and good citizenship.

Comments by Apprentices



Statement of Muhammad Asim Batch # 41 BC: 3926

I am an apprentice here in Siemens Pakistan Engg. Co. Ltd. located in Karachi. I belong to a lower class family & therefore we are financially very weak. I have one brother & three sisters & I am the eldest one. I passed my matriculation exam in A grade & could not continue the future education due unavailability of funds. I therefore joined Siemens as an apprentice , here I am obtaining technical training & also getting good stipend which is providing strong financial support to my family. I pray for the development of Siemens Pakistan who arranges such training for better future of needy people by which frustration of young people can be minimized. This is the best gift for me from God that I am obtaining training at this company. I am thankful to Siemens management for making such excellent arrangement of technical training to enhance the proficiency and competence in young boys



Statement of Raheel Ahmed # 41 BC: 3962

Raheel Ahmed is my name and I joined apprenticeship training in Siemens Pakistan Engg. Co. Ltd. Karachi. I passed my matric in A-1 grade and wanted to work in order to support my family. Siemens gave me the best opportunity as an apprentice by which I can take technical training to increase my skills and also I am getting an appropriate stipend on monthly basis, which ultimately provides a financial support to my family as desired.

Therefore no harm in it to say that I am getting learning with earning.



Statement of Faizan Ahmed Batch # 41 BC: 3967

I am Faizan Ahmed S/o Late Muhammad Ashraf. I am an apprentice of batch 41 in Siemens Pakistan Engg. Co. Ltd. I am very thankful to Allah, who gave me a chance in apprenticeship training at Siemens, for making my future brighter & better. I am belonging to lower middle class family. I have four members in my family, mother, one young sister and one young brother and me. I am the eldest one & whole family depends on me. Siemens gave me full support. Here I am getting technical education about latest technology and machinery, not only getting education but to also stipend, which is a big support to my family. I passed my matriculation with "A" grade in science group. When I am in intermediate my father died and I was not able to continue my education. I was looking for a good opportunity, which gives me a chance to support my family and studies too. Siemens which is the best and No: 1 engineering company in Pakistan, gave me a chance to getting technical training and monitoring support. Upon completing my three years training in Siemens, I am sure that I can get a better job either in Siemens or any where else in Pakistan or abroad. I am very grateful to Allah and very thankful to Siemens, who gave me a lifetime opportunity .

Special Focus

Study Tours to Siemens Industrial Complex

Every year thousands of students, professionals from the industry, members of the technical branches of armed forces of Pakistan and their affiliated institutes, and officials of public utilities visit Siemens industrial complex for their study tours.



Study Tours to Siemens Industrial Complex



Study Tours

Every year thousands of students, professionals from the industry, members of the technical branches of armed forces of Pakistan and their affiliated institutes, and officials of public utilities visit Siemens industrial complex for their study tours. In the case of educational institutions this is part of the curriculum and Siemens being the most modern and largest local manufacturer of engineering goods, is the company of choice for all concerned.



Visits of Business Schools

Corporate Communication handles all requests on merit and chalks out a comprehensive program each year for these visits keeping in mind the busy schedule of production staff and availability of production areas for these visits. The department not only handles visits to the factory but also visits from business colleges/ universities where the emphasis is more on management skills than just production.



In such cases the interests of the students are matched with the skills of employees and the board room replaces the production area. With a few hours of intensive discussions than enable the students to understand the complexities of managing a huge company like Siemens.



Public-Private Partnership

Visits from officials of public utilities like WAPDA (Water and Power Development Authority) serve to educate the customer about our capabilities and provide an opportunity for frank and free discussions.



The Benefits

All the visits require careful planning and allocation of resources, both in terms of time and money but Siemens Pakistan is not hesitant because it knows the value of such visits especially for the students who gain an insight into the practical aspects of their theoretical training, which will go a long way in shaping a successful career.



Visit Co-ordinator

Mr. Sohail Mehmood is the visits coordinator in Corporate Communications and he carries out his responsibility with dedication resulting in several commendation letters sent by the visitors after an impressive visit to Siemens. Handling nearly thirty visits a year that translates into nearly a thousand visitors is no mean task but thanks to the cooperation of employees at all levels, these visits always go smoothly without disruption in the factory areas.



Institutions

Among the institutions that visited were PNS KARSAZ, Mehran University, WAPDA Staff College, Institute of Space Technology, Govt. College of Technology, KANUPP, Aligarh Institute of Technology, Sports & Youth Affairs Dept. Govt. of Sindh, Institute of Business Administration, PAF KIET, Pak Swiss Training Center, Navy Engineering College, Hamdard University, Technology Force Institute, NED University etc.



Enhancing Knowledge

With these visits Siemens is making an invaluable contribution to enhancement of knowledge in the technical and business colleges and universities and the technical branches of the armed forces of Pakistan.



Highlights of other CSR Activities

Sharing Latest Technology with Students

Siemens sponsors 12th IEEE Conference in Karachi

As part of the Generation 21 program that deals with efforts in the field of education, Siemens Industry Automation/Drives Technology division sponsored the 12th IEEE conference held at Bahria University Karachi campus. Around 73 papers related to various fields of information & technology were read out.

Siemens was also invited as audience and to setup a stall where automation products were displayed. During the two day event the Siemens stall attracted a large number of students. This stall was so attractive and offered so much in terms of new technology that it had a very positive impact on the total turn over of audience. Students, especially those who were nearing the end of their degrees took keen interest in Siemens automation systems and were persistent that the company officials arrange a separate demonstration session of the equipment. A demonstration session was arranged separately for the students which included automation demo boxes with practical examples along with a presentation on the SIMARIS software. The students were briefed about Siemens Pakistan in general and Standard Products Business Unit product line in specific. Students as well as teachers took keen interest in the presentations and also interacted with the demo boxes. The Director, Bahria University personally attended the session.

The audience key interest was in automation systems and most of them inquired about Siemens projects and internship opportunities. The faculty was also inquisitive about Siemens systems for their engineering laboratories. By giving such demonstration sessions, Siemens not only shared knowledge with the engineering students about the current trends in the automation and electrical industry; the company also increased the awareness of products of the future thus considerably enhancing the knowledge level of these students and faculty. Siemens believes that the only way the country can progress is by imparting latest knowledge to the young people who can bring positive change in society. This is in line with our global philosophy and aims and objectives of the global Generation 21 program.

Participation in Wheelchair Cricket Tournament

Siemens contributed towards the successful holding of All Pakistan Gulistan E Mazooreen Wheelchair tournament in Mirpurkhas. The tournament was for the handicapped, and players in wheel chairs



played with great gusto and showed their determination to achieve victory. After a thrilling contest the winners were given prizes by the chief guest.

Contribution to HOPE

Siemens contributed to HOPE, an NGO for health oriented preventive education. It has been working for the poor and needy women and children in the urban areas of Karachi as well as rural Sindh. Main activities of HOPE are focused on health and education. Currently the organization is running 90 schools in urban and rural Sindh serving over 4000 children from poor families. In addition 700 children are studying in HOPE's formal schools in Karachi and Thatta. HOPE also has two full fledged hospitals with 24 hours emergency labs, X-Ray machines, etc. in Karachi.

Celebration of Academia

Celebrating 50 years of Graduation in Physics from University of Karachi was a high profile conference in Karachi. This scholarly and academic activity was organized under the auspices of Dept. of Physics, University of Karachi, Physics Alumni, University of Karachi and the Center of Physics Education, Karachi. The objectives of this conference were to provide a platform for the country's physicists to gather and share their work and views with national and international participants and to create awareness amongst physics students and recent graduates about different fields and openings available to them. Siemens holds such academic events in high regard joined hands with the organizers to provide conference material in the form of bags and stationery. The conference was a huge success and the participants appreciated the role of Siemens.

Siemens and SIUT Join Hands for Promotion During Ramadan

In Pakistan like all other Muslim countries, Ramadan is a month of giving. During this month of fasting the Zakat (mandatory charity as a percentage of assets) is distributed to the poor and organizations that look after the poor in various fields like health, education and care for the old and disabled. Like all others, Siemens employees too are searching for authentic organizations where they can give their Zakat and have the assurance that it will be used in the right direction. On a request from SIUT (Sindh Institute of Urology and Transplantation) a non profit organization, the company promoted the organization amongst its employees through e mail and by putting up its posters in strategic locations around the company. This was an endorsement of the outstanding services of SIUT for the underprivileged in the field of treatment of kidney diseases and transplantation.



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 underprivileged.

In Pakistan the Managing Director and his family lead from the front by setting an example for all company employees. Mrs.Nabila Sohail the wife of our Managing Director Mr.Sohail Wajahat H.Siddiqui is active with many social and cultural organizations and has several outstanding CSR projects to her credit including upgradation of facilities in various hospitals through the Innerwheel Club.

The Managing Director himself is totally devoted to CSR activities and has been Chairman of Sindh Red Crescent for the last three years contributing in a significant manner in the activities of this international organization.





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. He has been Chairman of the Sindh Hilal E Ahmer (Red Crescent Society equivalent of the Red Cross in Pakistan), since three years, 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 as following:

Visit of IDP Camps by Mr. Sohail Wajahat

After the start of operations in Swat and adjoining areas, hundreds of thousands of local people had to leave their homes and were officially termed as IDPs (Internally Displaced Persons). In order to support these IDPs the Sindh Provincial Branch of Red Crescent donated relief items to the affected people worth Rs. 10 million. In this regard a team of Sindh Provincial Branch headed by Mr. Sohail Wajahat H. Siddiqui visited the IDPs camps in Sawabi, Mardan and Risalpur where the relief goods were distributed and Mr. Sohail Wajahat and his team inquired about the well being of these people caught in these unfortunate circumstances.

The Annual Youth Camp by Red Crescent

In order to enhance the capabilities of youth volunteers of the Red Crescent, the Sindh Red Crescent Society Provincial Headquarters organizes three days field camp every year in winter. This year this camp was also organized in December and Mr. Sohail Wajahat H. Siddiqui who volunteers as Chairman of the Red Crescent Society was the Chief Guest of the occasion. A total of 240 youth and volunteers participated in this three day camp.



Sharing Knowledge

Our Managing Director Mr.Sohail Wajahat Siddiqui is a much sought after speaker because of his experience and track record. From young students to seasoned businessmen everyone is keen to listen to his ideas and learn from his outstanding success. It is very difficult for him to find time for such activities but the MD is keen to benefit society and impart education to the young volunteers for such assignments on a regular basis. Here are some examples:

Participation in MANCON 2009

Mr.Sohail Wajahat Siddiqui participated in MANCON 2009 the 4th International Management Conference held in Karachi and hosted by Nutshell Forum. He was a panelist in the session on "The Leadership Challenge- sustaining growth, expanding the boundaries". The two-day conference provided its participants an opportunity to have in-depth discussions, presentations and insight of winning formulae to keep the businesses successful, profitable and sustainable in the downturn and afterwards.

This event also provided the participants a chance to learn from international experts, share experiences with cross-cultural and multidisciplinary corporate executives, develop innovative management strategies, benefit from latest research, evaluate current business strategies with international best practices, network to build lasting personal and professional relationships, develop innovative management strategies and benefit from latest research. It was a great learning experience for all.

Keynote Address at PBN

Pakistan Business Network is a non profit organization which strives to create strategic business alliances and promotes interaction amongst its members. The organization invited Mr.Sohail Wajahat Siddiqui to share his experiences with its members as a key note speaker at their networking session in Karachi. The topic with reference to current recession was "Navigating through Unchartered Waters". The members were unanimous in their appreciation of the knowledge sharing by Mr.Sohail Wajahat thus contributing to better understanding of current scenario and finding solutions to challenges faced.



Wife of MD Devotes Time to CSR Activities

In keeping with the global Siemens philosophy of volunteering as a form of Corporate Social Responsibility by Siemens employees and their families, the wife of our MD Mrs. Nabila Sohail spearheaded efforts to provide relief to flood victims in the country.

A delegation of International Inner Wheel District 3270 headed by Mrs. Nabila Sohail donated 200 food parcels and 10 tents worth of Rs. 160,000/- for the flood victims of Sindh to the Red Crescent. Mrs. Nabila Sohail also announced further support of 400 food parcels from her club to the Red Crescent for the victims of flood in Sindh.

Mrs. Nabila Sohail is also an active member of Agha Khan University Annual Giving Committee, which raises funds for various programs of the University. Among these programs is the now well known Patient Welfare Program under which approximately 500,000 patients are provided medical care annually in both the outpatient and the inpatient services of the hospital.

Volunteering by Employees and their families

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:

Volunteering activities of Adil Aziz

Adil Aziz of EPGS OG has been an active volunteer and a member of Zindagi trust. He plans to volunteer for WWF (World Wildlife Fund) and encourages his colleagues to do volunteering service at renowned institutions like Karachi's Ida Rieu School for the Blind and Deaf and Aga Khan Hospital.



Volunteering by Employees and their Families

Knowledge Exchange on CSR and Ethics

A seminar on "Business Ethics and Corporate Social Responsibility" was organized by Bahria University Karachi Campus. Major national and multinational companies participated in the seminar. From Siemens Mr.Zia Ul Islam Zuberi Director Corporate Communications presented the now well known Siemens documentary "Light for Life" based on the Siemens project for earthquake affected people of Azad Kashmir. This documentary is about the first phase where 40 houses in village Sharda Maidan, the rural health centre and mother and child centre were provided solar power. In the second phase 150 houses in village Butnara were provided the same facility. In addition Mr.Zuberi also highlighted the high ethical standards pursued by Siemens in its dealings and the strict adherence to compliance as company policy. A question answer session followed and discussion was held on a number of topics relating to Ethics and CSR.

The documentary and the efforts of Siemens in the field of CSR and compliance were greatly appreciated by the large number of students and faculty present on the occasion. This represented an information exchange that resulted in higher perception of CSR and Ethics.

Knowledge Sharing at Seminar

Mr.Zia Zuberi was invited by Employers Federation of Pakistan to give a presentation on "Role of Media in fostering business environment". This event was held to celebrate 90 years of ILO (International Labor Organization). A detailed presentation with facts and figures greatly added to the knowledge of the guests. This effort of sharing knowledge is in line with Siemens global efforts under Generation 21.

Mr. Arslan imparts knowledge at Management Conference

Mr.Naukhez Arslan, General Manager Human resources gave a presentation on "Human Management Perspective" at the Management Conference 2009 organized by the Department of Commerce, University of Karachi. The conference was attended by more than 500 students and faculty. Mr.Arslan gave valuable advice and shared his rich experience with the audience. Mr.Dilshad Zafar, head of the Department of Commerce appreciated the participation of Mr.Arslan and the support of Siemens in encouraging its officials to volunteer for such activities.



Siemens DG Set Team to the Rescue

Siemens D.G. sets team led by Khurram Mehdi were like knights in shining armor for the children of Educational Institute Charity, a non profit charitable organization. The DG set in the organization was out of order and the Siemens team volunteered to fix it. Here is text of letter received from the charity:

Dear Mr. Sohail Wajahat Siddiqui,

We would like to express our deepest appreciation and gratitude for the excellent work and efforts Mr. Khurram Mehdi and his team of Siemens Pakistan has shown to solve the problem which we had with our Diesel Generating Set.

The Diesel-fuel-lifting pump was out of order and had to be replaced. As this is a 15 years old Deutz Generator we had not much hope that this part would be available in the market. But the two technicians Mr. Mukharram Baig and Akram Ali from the Automation & Drives Department got this special part in the market and installed it. Till 9 p.m. they were at work and had done a good job. You should have heard the joy of our children!! Each one of them came out and shook hands with these two men when the generator started again after many days.

We want to give our special thanks also to Mr. Khurram Mehdi who was the guiding force behind his team and helped us a lot.

May God bless you and Siemens Pakistan!
With best regards
Yours sincerely,

Educational Institute Charity
Post Box 11023 North Nazimabad
Karachi- 74700. Pakistan.
ce.: Mr. Gerhard Wilcke



A Collective CSR Campaign by Employees

A company wide campaign was launched to raise funds to help the family of the deceased truck driver, who had lost his life last year, in an accident in Kashmir, while he was taking materials for Light for Life Phase II, the Siemens Solar project for earthquake affected people of Azad Kashmir. A total of two hundred and thirty five thousand rupees were collected (Rs. 235,000). It was decided that instead of paying cash to his widow, we should arrange an investment for a permanent source of income for his family. The safest and the most convenient investment was Behbood Saving Certificate. Siemens employees delegation headed by Dr.Suhail Qureshi visited his village (in Haveli Lakhan, Distt. Okara) and paid Rs. 10,000 cash for immediate needs of the family. Behbood certificates could not be bought in the name of the widow as she did not have an NIC number so she was asked to make an NIC card. Once she made her CNIC and the affidavit, confirming that she is a widow, the concerned employees visited National Saving Center in Haveli Lakhan and invested the remaining amount of Rs. 225,000 in Behbood Saving Certificate in her name. Now she will be getting about Rs. 3,000 every month.

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 legendary hockey player draws many teams, creating tough competition thus challenging young people to remain fit and healthy. This tournament was supported again this year and 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 potential resources for the future of this national game. Mr.Sohail Wajahat Siddiqui was the chief guest and gave away the prizes.

Support to AIESEC

Siemens continued its support to AIESEC. This 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 5th year of operations. Siemens is helping the organization by providing office space to their national office at the prime Saddar location. The local offices of AIESEC are in LUMS (Lahore), IBA, SZABIST (Karachi) Bahria, CBM (IoBM) and NUST (Islamabad).



Faizan Ahmad Educates in Sustainable Energy

Even the off springs of Siemens employees are infused with the volunteering spirit of the company are devoting their time to serving Pakistan and find answers to its energy shortages. Young Faizan Ahmad, 23 year old son of Mr.Irfan Ahmad of BU Renewable Energies teamed up with Prof. Dr. Richard Komp, solar energy expert and Director of US - based NGO, Skyheat Associates to assist a Pakistani NGO Galaxy of Youth (GOY) hold a workshop in Karachi on July 09. Faizan Ahmad, who was born in Karachi, Pakistan, graduated from the University of Dayton with degrees in Physics and Mechanical Engineering. He teamed up with the expert in solar energy, Dr. Richard Komp to embark on an ambitious program to cultivate the groundwork for solar power by training young men and setting up grassroots assembly industries in Pakistan. The workshop was based on a pioneering method for photovoltaic (PV) panel manufacturing and assembly, deemed apt for any sort of cottage industry. „In a city where power outages are much recurrent, the most common coping mechanism for citizens is to purchase portable electrical generators which have relatively high running costs”, said Faizan, adding that renewable and clean energy sources such as PV modules and panels can help to overcome shortage of power supply.

The main aim of the workshop was to educate the poor and the unemployed and contribute to the sustainable energy industry at the grassroots level. Faizan and Dr. Komp were able to achieve this with the help of a group consisting of twenty unemployed people, who were given PV modules manufacturing training using simple and tested methods developed by Dr. Komp over the years in similar workshops in a number of developing countries. Others who assisted in the workshop included Institution of Electrical & Electronics Engineers Pakistan (IEEEP) and AEDB (Alternative Energy Development Board). Faizan says it was a no-brainer to make the project happen: “All that was needed was some organization and channeling of energies in the right direction.” The panels made in the workshop were sold to cover the cost of the workshop. Their performance is as good as any good quality panels available in the market, but at a much lower cost.

In continuation of the workshop, Irfan Ahmad and Faizan Ahmad are working together with a number of local engineers to further the objectives of the workshop, which is to generate jobs for the unemployed in the process of promoting and generating clean energy with maximum local means.



Light for Life screened for various audiences

Screening of Siemens Documentary "Light for Life" for various educational institutions, alternative energy conferences and seminars and government officials continues with great success. Everyone appreciates not only the dedicated service of Siemens but also the quality of the documentary. The documentary, when shown to the task force preparing the road map for solar energy in the province, evoked this interesting response from Mr.Yasin Malik who said "If you produce such good documentary you will close all film studios in the country"

The institutions where the documentary was screened included the Solar Energy seminar at Usmania Institute organized by IEEEP (Institute of Electrical and Electronics Engineers Pakistan) Karachi chapter in December. A large number of students, faculty and dignitaries were present. It was greatly appreciated by all and great interest was shown in solar technology and its practical implementation by Siemens Pakistan.

The documentary was also shown to a very large audience at Bahria University during their CSR seminar. Copies of our CSR report were also distributed to the audience and Director CC Mr.Zuberi briefly spoke outlining Siemens CSR activities. A question and answer session was also held at the end.

The documentary was also shown at Goethe institute Karachi during a workshop on alternate energy. Top names from the alternate energy sector including concerned government officials were present on the occasion.

The documentary is also regularly shown to students from Engineering Universities and technical institutions including those associated with the technical branches of the armed forces of Pakistan during their visits to Siemens Industrial complex for their study tours.

For a copy of the documentary send an e mail to zia.zuberi@siemens.com



Environment, Health and Safety

Our values guide us in everything we do. For us, excellence means combining the highest performance with the highest ethics. This mindset is reflected in our ambitious goals and our Company-wide Fit4 2010 program is helping us to achieve them. With Fit4 2010, we're creating lasting value for our shareholders and customers while providing answers to the toughest questions of our time.

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 Fit4 2010, our corporate strategy, focusing on company growth as defined by the Fit4 2010 performance goals.

Siemens has introduced a Corporate Environmental Protection Program (Environmental Program) in order to be best in class in corporate responsibility and to achieve growth in "green" markets. This move is a further step in the successful, rigorous implementation of our Fit4 2010 program.

The key components of the Environmental Program are:

- the company-wide introduction of an environmental management system
- the improvement of resource and energy efficiency in production
- the rigorous implementation of environmentally-compatible product design
- an expansion of our environmental portfolio.

We have an Established Environmental Management System which is based on Siemens guidelines and fully compliant with ISO 14001 and applicable company wide regulations on Environment. Our commitment to the Environment starts from the design of our products and we take all possible steps in the elimination of environmentally hazardous materials and ensure that all steps are taken in their safe disposal. This is in accordance with our Fit410 program. However, this year we opted for third party certification for our Environmental Management System and were successfully assessed.

As a part of our Fit4 2010 program and Environmental Management System, rigorous implementation of Energy conservation project has been started and various projects have been identified. In this regard an energy audit of the company is also planned in this fiscal year. We have already implemented

a system, whereby use of hazardous chemicals are restricted and can only be used where absolutely necessary after thorough assessment and developing mitigation plans to control their environmental impacts. Siemens, according to internal guidelines, voluntarily monitor and report Green House Gases (GHG), which are regulated under Kyoto Protocol, under SESIS. (Siemens Environmental & Technical Safety Information System).

SESI 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 Benchmark and Best Practice exchange with internal and external partners. SESIS is not only a new reporting system, but also a tool that help define the environmental performance of Siemens world-wide. This reporting also encompasses the contribution of all inputs and outputs of each processes 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. SESIS helped us to identify areas which contribute the most to the environment and to take evasive actions to bring down the levels subsequently.

In recognition of these, we have been given again the coveted Annual Environment Excellence Award 2009 by the National Forum of Environment & Health. This is the fifth year in a row that we have received this honor and the management is committed to promote such activities and policy implementations for fulfilling our commitment to the Society.

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 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 a 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.





Siemens Corporate Compliance

Only Clean Business is
Siemens business.
Everywhere – everybody – every time!

Siemens Aktiengesellschaft settled the corruption-related cases with German and U.S. authorities. Siemens is today a different company than at the end of 2006. The compliance system, which was implemented in record breaking time, has proven to be very effective and Siemens is now seen as an industry leader in compliance according to third parties:

The U.S. Department of Justice commended "extraordinary remediation and self-cleaning efforts", resulting in a state-of-the-art "best in class" program. And the highly regarded Dow Jones Sustainability Index ranked Siemens on the very top position in category "Compliance" in its 2008 global survey.

Here is a sample of the key changes:

■ Tone from the top:

Siemens replaced most of its top management. The CEO, General Counsel, Chief Compliance Officer and Chief Audit Officer were all hired from outside Siemens. Siemens CEO Peter Löscher made it clear that "only clean business is Siemens business".

- The Company established a new **Managing Board position for legal and compliance matters**.
- Siemens now has a robust **compliance organization** with some 600 full-time compliance employees worldwide.
- Siemens added many new **compliance policies** covering topics such as centralization of bank accounts, control over cash, gifts and hospitality, anti-corruption in M&A transactions, donations, sponsoring and others. The company has also enhanced its Business Conduct Guidelines, which provide the framework for the entire compliance program.
- Siemens instituted a comprehensive program to ensure the full implementation of the anti-corruption program and enhanced its **internal controls** in over 1,400 entities, including quarterly performance reviews.
- Siemens created new processes – including a board level **Corporate Disciplinary Committee** – to ensure **fast and decisive action** is taken in all instances of non-compliance.
- More than 200.000 employees were trained on Compliance.
- Siemens developed robust **Compliance Communications** programs, which include frequent personal messages from senior management, and make use of all channels of the company's internal media.
- Siemens established a global **Compliance Helpdesk**, where employees, customers or business partners can anonymously report improper behavior by Siemens employees and employees get help on compliance-related questions.
- Compliance is now a mandatory element of the senior management **compensation system**.
- **Business partner guidelines** have been established to assess the integrity of potential business partners and con-ducts rigorous due diligence reviews supported by an innovative web-based tool.
- Siemens embarked on a number of **collective action** initiatives, including UN Global Compact, the World Bank Institute or Transparency International in order to join forces with other companies and customers to fight corruption globally.



Diversity

"At Siemens, we value diversity as the inclusion and collaboration of different thinking, backgrounds, experiences, expertise and individual qualities across all organizational levels and dimensions."

Jill Lee,
Chief Diversity Officer

Our people's broad range of individual strengths is of outstanding importance for our entire company. Siemens intends to become a benchmark of diversity. We are committed to creating an environment in which talented individuals are empowered to assume key functions at our company – all around the world.

We need to make our management ranks more multifaceted, with talented women and men representing a variety of knowledge and experience, diverse ethnic backgrounds and cross-generational perspectives. Diversity is not about altruism; it's a prerequisite for our company's sustainable success. The more diverse the thinking and experience in a talent pool are, the more innovative ideas are generated. In a world characterized by demographic change and intensifying competition for talent, diversity is crucial. Only if we – a global technology company – can recruit the very best people and give them the opportunity to develop their talents can we achieve profitable growth in the long term.

In many ways, Siemens is already a benchmark for diversity. Women and men from a wide range of backgrounds work throughout the company, and frequently take positions in different countries. Siemens has a presence in 190 countries, and two thirds of its employees work outside Germany. This mix of abilities provides us with enormous competitive advantages, both with respect to our business and our people.



Diversity at Siemens Pakistan

Siemens Pakistan recognizes the importance of diversity as a managerial tool. Diversity initiatives are implemented for identified diverse stratas in our organization to deliver value, drive growth, increase productivity and creativity. The core strategy of Siemens diversity management is based on three Cs; composition, connection and communication. This strategy contributes to boost confidence and morale of our diverse workforce and help us make diversity our competitive edge. By anchoring diversity as key component of its strategy, Siemens Pakistan is making a conscious effort to capitalize on this advancement.

Diversity Day

Recently Diversity Day was celebrated at Siemens Pakistan. Out of 100 female employees, a group of 30 plus engineers, consultants, audit and commercial officers were invited for the inaugural session. Mr. Sohail Wajahat Siddiqui MD and CEO attended the event to communicate the importance and seriousness of diversity at Siemens Pakistan. He showed his strong commitment towards a diverse workforce and encouraged female employees to come forward and be the brand ambassadors of Siemens Pakistan as an equal opportunity employer.



Director HR Mr. Amin Bandhani in his welcome address explained the reasons behind this diversity initiative and affirmed his commitment towards diversity management in its true spirit. Ms. Wajiha Alam Siddiqi of HR explained the whole concept behind this diversity campaign and assured that this day is just the launching day of an ongoing diversity management drive which shall address concerns of female employees through collaboration of different modes of thinking.

The aim of this day was to launch a platform to celebrate and encourage diversity at Siemens Pakistan. The diversity goal:

"Sustainable Success through Diversity" was also unveiled via a poster. Distinguished guest speakers were also invited including Ms. Karen Allawala, CEO Gulfstone Training & Ms. Sumaira Qamar, project coordinator Women Employment Concerns and Working Conditions in Pakistan (WEC-PK) [Employers' Federation of Pakistan / International Labour Organization] to mark the launching ceremony of this diversity management initiative at Siemens Pakistan.

The audience asked several questions from Ms. Allawala regarding work life balance and tips on how to be a successful woman executive.

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A photograph of a man and a woman in a small wooden rowboat on a calm lake. The water is so still that it perfectly reflects the surrounding environment, including a dense forest of tall evergreen trees. The man, wearing a light blue shirt, is at the stern, and the woman, wearing a pink top, is seated at the bow. They are both looking towards the right side of the frame. The overall scene is peaceful and scenic.

**Is it only grass that
makes a city green?**



With sustainable infrastructure solutions, Siemens helps big cities become even greener.

Ask any big city resident how to improve everyday life and you'll hear plenty of ideas: cleaner air, purer water, better public transport, crime-free streets, reliable power supply, affordable and efficient healthcare. Our answer: an extensive range of innovative products and solutions that help to make city life a greener, healthier and a more enjoyable experience.

siemens.com/answers

SIEMENS