



Pakistan

Corporate Social Responsibility Report 2007

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SIEMENS

Society

Innovations and solutions shaping society

Siemens develops landmark technologies for tomorrow's world. For almost 160 years now, our products have touched people's lives in countless different ways, and our innovations and infrastructure solutions have shaped industry's and society's course of development. We see ourselves as an integral part of the communities in which we do business and we take our responsibilities as a corporate citizen seriously. Through our sustainability-driven company strategy, we help our host communities to become and remain too, providing the future-focused solutions they need to grow and prosper. And through social responsibility and education projects, an ongoing dialogue with stakeholders, and patronage of the arts and culture, we build stronger relationships with communities and a better understanding of their needs and requirements.

Contents

Message from the MD	5
A Global Perspective	6
Corporate Social Responsibility at Siemens Pakistan	8
Earthquake Relief Efforts by Siemens Pakistan	14
Light for Life Project	17
Volunteering	18
Environmental Protection at Siemens	22
Health Safety & Environment Policy	23
Quality Policy	24
Environment Protection at Siemens Pakistan	25
Equipment donated by Siemens	27



Sohail Wajahat H. Siddiqui
MD & CEO

Message from the MD

Something that I would like to point out is that CSR at Siemens Pakistan is not done out of any compulsion. We hardly have any consumer products except our home appliances section. The majority of our turnover is from B to B activities that do not necessitate interaction with the consumers on a mass scale so while our CSR activities enhance our brand image they in no way contribute to enhanced sales resulting from a positive image amongst the population at large. This demonstrates that CSR is more a matter of heart than figures at Siemens.

I am happy to present to you the first detailed Corporate Social Responsibility Report from Siemens Pakistan. As you go through this document you will realize that CSR at Siemens is as old as the company itself. Many of our programs in Pakistan like the apprenticeship scheme have been running for decades providing answers to society's quest for talented and trained youth who contribute positively towards the betterment of society. CSR at Siemens Pakistan is neither a knee jerk reaction nor a fly by night operation.

We give careful thought to our projects and want maximum benefit for society before we commit ourselves. I would like you to measure our success not by how many charity dinners or cultural evenings we sponsored or blindly committed ourselves for a photo opportunity but by the long term effects our programs have on society. The number of children that will grow up with a fair amount of education through for example our "Special Assistance Fund Trust" or the number of young people whose life is transformed by our "Apprenticeship scheme" is a contribution on which you cannot really put a price tag. Our CSR activities shy away from cosmetic changes and instead focus on activities that bring about permanent and long term changes on which we can build the future of Pakistan.

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I would like to end by congratulating all Siemens employees and their family members who are engaged in volunteering efforts. Every moment spent in the service of society is a moment well spent and I wish you many more hours of such dedication to the cause of humanity.

Sohail Wajahat H. Siddiqui



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 Fit₄2010, the new intermediate-term program to drive company growth.

Siemens does everything in its power to find, recruit and systematically develop exceptional employees. Over the past fiscal year, the percentage of employees with university degrees increased by 8.5%: 173,000 employees (158,300 in the preceding year), or 36 percent of the total workforce, have a university degree. 33% of Siemens employees worldwide have earned a vocational school diploma or completed an apprenticeship.

Siemens has long been a respected and constant partner in the training of young people. As in previous years, some 11,300 young people at Siemens were enrolled in our apprenticeship or work-study programs. Around 8,600 of them were training for technical professions while 2,700 were preparing for jobs in business administration.

Siemens 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.

Women at Siemens

As of 30 September 2006, around 128,700 women were employed at Siemens, comprising an unchanged 27 percent of the workforce. When examined according to region, the proportion of women is once again above average in the Asia/Pacific region at 34 percent.

Dow Jones Sustainability Index

A strong mark of Siemens' corporate responsibility performance is the company's inclusion in the Dow Jones Sustainability Index (DJSI).



Siemens has been listed in the Dow Jones Sustainability Index every year since it was first launched.

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 Generation21 and Siemens Caring Hands.

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.

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 healthcare, technological infrastructure and basic education.

Corporate Social Responsibility at Siemens Pakistan

Siemens (Pakistan) Engineering Company Ltd. was founded in 1953. With such a long association it is only natural that Siemens has close ties with society and is well aware of the problems and challenges facing the community. 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 and Siemens Century 21 programs.

Siemens has a long association with the Sub Continent. It was in 1870 that Siemens installed the London-Calcutta telegraph line that also passed through Karachi. In 1933 Siemens was again laying a cable in Karachi and it was in 1952 that a joint venture was signed with the Government of Pakistan for TIP (Telephone Industries of Pakistan).

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Making Pakistan Clever

This program follows the international agenda being pursued by Siemens Century 21 program by aiming to make Pakistan more clever, enjoyable and healthy. How we are going about it is divided into several sectors. Let us just first talk about making Pakistan cleverer which means higher standards of knowledge and skills. This is a program that is made up of smaller programs some of whom have been running for as long as forty years while others have been launched more recently as the need arose and resources became available.



Apprenticeship Training

Apprenticeship Training Ordinance was promulgated in Pakistan in 1958. Siemens Pakistan was the first Company to implement action on this Ordinance. The revised Ordinance with rules and regulations of training was promulgated in 1962.

Siemens Pakistan inducts students after Grade 10 with science back ground for a three years theoretical and practical course and these students serve as a recruiting ground for skilled manpower in Pakistan and the region. Such skilled manpower of this caliber is not available in the market. Since its inception this has been a much sought after training course among young men looking for a career in the technical arena.

How competent are these young people can be gauged from the fact that out of the total workers at Siemens Industrial Complex in Karachi 60% are ex-apprentices trained at our ATC. The remaining have been inducted by the industry.

It has been ascertained that these apprentices belong to poor families who would not have afforded their education beyond 10th Grade and they would have succumbed to usual bad influence in the society or would have been wasted away in petty jobs. Instead, all of them, having undergone three years training, turned

out to be useful/productive members of the society. Not only have we developed young men to become positive contributors to society we have also saved them from the ill influences of the society.

Internship

Siemens provides internships to students from Engineering Universities, Business Colleges and Universities across the country. This is a mandatory element for most institutions and helps students see practical implementation of knowledge in a working environment.

Siemens is the company of choice for most students in the country and it takes a lot of time and effort from the HR department to place maximum number of students in departments across the company for this six week internship that entails providing an internee with a project which is then evaluated at the end to give him/her a performance report which is counted towards his/her academic record in his or her institution.

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. The internee is provided lunch and a stipend during his internship at Siemens.



University Liaison Program

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

The Managing Director and CEO of Siemens Pakistan devotes his time to a number of such activities and is a member of several boards of various educational institutions of high repute where he contributes positively towards enhancement of educational standards in the country.

The MD on the request of the Government was also part of the team that presented Engineering vision 2010 a document that serves as the road map for not only improvements in the engineering sector but also enhancement of educational standards in engineering.

Company officials routinely give their time to give lectures at various engineering institutions across the country while the Head of Corporate Communications when called upon educates government officials, NGOs and university students on the profession of public relation.

Cooperation with Educational Institutions

Siemens is also active in providing sponsorship to events (related to education) such as Seminars and Conferences and, depending on the subject matter, providing material support. Major institutes benefiting from the countless hours devoted to teaching, lecturing and guest speaker appearances by Siemens Pakistan management are:

- Lahore University of Management Sciences
- Institute of Business Management
- NED University
- Dawood College of Engineering
- NUST, Islamabad
- NIPA (National Institute for Public Administration)
- Pakistan Advertising Association Institute
- Technical Institutes

Top management of Siemens devotes valuable time and resources to help streamline education in the country and enhance the knowledge levels of students and scholars. Our Managing Director Mr. Sohail Wajahat H.Siddiqui sets an example for the entire industry by leading from the front and devoting himself to enhancement of knowledge in the country. He is a member of the Board of Governors of LUMS which oversees the policies, progress and direction of the University.



Description of pictures:

Left: Top performing engineering students from all over the country are given gold medals for their academic excellence every year

Top Right: Family day is a popular event for Siemens employees' families.

Bottom Right: A special gold medal was given to Ms. Arfa Karim for her outstanding achievement.

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.

For these and many other institutes, these visits form a part of the curriculum and serve to give first hand knowledge to their students.

Siemens spends considerable resources in terms of funds, opportunity costs and time in organizing these learning visits for the benefit of our future leaders and contributors to the economy and social order.

Award of gold medals to engineering students

Siemens has instituted "Siemens Gold Medals" for top performers in the field of Electric and Electronics from Engineering Universities of the country.

This impetus has provided unsurpassed motivation for outstanding performance and academic excellence. Each year top students from the four provinces are invit-

ed for a special ceremony where their achievements are highlighted and they are awarded the (coveted) gold medal.

All expenses for the trip are fully paid by Siemens. The ceremony is attended by top academia, high ranking government officials, diplomats and representatives of business and industry thus motivating the young achievers and instilling a spirit of competition in the youth.

Siemens Pakistan Special Assistance Fund Trust

This Fund having three Trustees and with a contribution by the Company amounting to Rs. 9,357,000.00 has been constituted for the benefit of the permanent employees with the prime objective of providing special assistance for higher education in Pakistan, in the form of award of scholarships to the children of eligible employees of the Company it also provides financial assistance to the eligible employees for performing Umra as a one time facility.

The fund provides financial assistance for higher education for attaining 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. The number of awards depends upon the amount available.



The Fund is maintaining a bank account and has invested in various approved securities and the income of the fund consists of bank account profit as well as income on the investments. The trust is of a perpetual nature and shall continue until the trust is dissolved in accordance with the articles of the trust deed.

Workers Education Assistance Program

Siemens Pakistan in keeping with the global Siemens philosophy reflected in the activities of Siemens Generation 21 provides substantial aid to workers for the education of their children. Every March before start of School year every worker gets education assistance allowance to subsidize the education of their children. An amount of approx. Rs.2336250 (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.

Caring Hands activities in Pakistan

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 examples are:

Equipment for Social Welfare

Siemens has a policy of helping institutes with transparent work structures and processes as well as institutes and with a proven track record of working for the collective benefit of society. These services and donations include (but are not limited to):

- A refrigerator to SOS Village on the occasion of opening of our SHA Showroom in Clifton Karachi. This is an institution for underprivileged children
- IBM equipment including mainframe computer was donated to Citizens Police Liaison Committee (CPLC) to store data that would help fight crime.
- Project financing for organizations involved in projects having economic and humane impact.
- Equipment for special mobility workshop of Disabled Welfare Association

Description of pictures:

Left: A scene of Aga Khan University, one of the institution with which Siemens is involved for CSR activities.

Top Right: MD, Siemens Pakistan presenting a cheque to Mr. Shamsh Kassim Lakha of Aga Khan University.

Bottom Right: Donating computers to CPLC



Earthquake relief efforts by Siemens Pakistan

For the people of Pakistan, October 8th 2005 should have been just another Saturday but it wasn't. At exactly 08:50:38 Pakistan Standard Time the Euroasian and Indian tectonic plates collided resulting in an earthquake with a magnitude of 7.6 on the richter scale. For many Pakistanis living in the northern remote areas of the country, this was the end of their world.

The Earthquake devastated the region mercilessly. Survivors talk of how landslides shifted tons of debris burying their villages and neighbors. They claim to have seen entire mountains, thousands of feet high, being displaced with sickening ease. Many of them felt with certainty that this was the Day of Judgment and they prepared to face their deaths.

When the shaking stopped and the debris settled, the world looked upon the region, shocked and horrified at the destruction. The once beautiful and thriving region of Azad Kashmir and N.W.F.P had been reduced to a wasteland littered with ruins, debris and death.

Siemens caring hands stretch out to provide support
Siemens is a socially responsible corporate entity. In

October, Siemens proved this once more as it commenced a global relief effort under the "Siemens Caring Hands" framework. As Mr. Sohail Wajahat, the Managing Director of Siemens Pakistan said "we feel it is our duty to help the country in its hour of need." This was not empty rhetoric as Siemens has contributed a total of about US\$ 2 Million in cash and services to the relief efforts. Here are some aspects of this relief work.

Services and Relief:

The destruction left in the wake of the Earthquake was incredibly thorough. The already meek infrastructure present in these areas did not stand a chance. People were left homeless, without electricity and even more isolated than before. Immediate action was desperately needed in order to safeguard the survivors and this is where Siemens Pakistan came in.

The most pressing need for the victims of this catastrophe was shelter. With their houses demolished, the people were exposed and at the mercy of the harsh elements. Siemens COM MN business unit donated forty high quality shelters that amounted to over Rs 16 million to protect the people from their now life threatening and hazardous environment. The shelters continue to provide protection from the cold and rain for those still without a roof over their heads.

Donations by Siemens Pakistan for earthquake victims at a glance

Cash Donations	AMOUNT
Donation to President Relief Fund	Rs. 2 million
Effectuated employees of Siemens	Rs. 1 million
OICCI Relief Fund	Rs. 0.1 million
One day salary from employees of Siemens	Rs. 0.578 million
Donation from Siemens Dubai to Edhi Foundation	US\$ 10,000
Donation from our Ex MD Mr.Sulger	Euros 10,000
Equipment	
Medical Equipment from Siemens Medical Solutions Germany	US\$ 322,000
4 Diesel Generating sets of 150kva each. Engines donated by Volvo	Rs. 6m (cost of engines not included)
40 shelters from COM MN	Euros 223,040
Medical Equipment from Siemens India	Euros 80,000
Services	
Tetra Rapid Deployment Unit for relief operation for six months (Siemens Austria)	Euros 500,000
FOC Installation and commissioning of outdoor units in affected areas	Rs. 1.2 million
Light for Life Project of Solar Energy Stations to be funded by donations from Regional companies. Amount collected so far	Rs.5.5. million
Amount of Interim Dividend donated by Siemens Germany for Light for Life Program	Rs.26,857,872
Total Donations in cash/kind and services	Rs. 116,538,272
Rupees One hundred and sixteen million five hundred and thirty eight thousand two hundred and seventy two Euro 1.5 Million or US\$ 1.94 Million	

With no power and a looming harsh winter, the survivors were incredibly vulnerable and in danger of freezing. Siemens donated four diesel generating sets each with a capacity of 150 kVA to alleviate some of the power needs of the victims. While the engines for these sets were donated by Volvo, the cost for Siemens was Rs 6 million. They helped to bring power to the area and with it a glimmer of the hope that had been extinguished in the catastrophe.

The Earthquake had ravaged telecommunications all over the effected region. The area was totally cut off from the rest of the world which threatened to further isolate the people. Siemens Pakistan worked tirelessly since the first day in order to restore communication to the region as fast as possible.

We installed and commissioned outdoor units to help stabilize the lives of the victims a little faster and make communication facilities available to them. Siemens employees risked their lives by climbing on communication towers even while the area was receiving after shocks. This was recognized by several government departments and the company employees praised for their dedication. We take pride in the fact that our fast and efficient response helped to save further lives that potentially could have been destroyed by this disaster.

Filling in the Gaps:

The Earthquake not only stole the lives of people but also their livelihoods. Many people saw their savings, their investments and possibly their futures swallowed up by the ground on that day. People who were lucky enough to have survived the ordeal emerged from the wreckage penniless and financially ruined. They lost all their worldly possessions and now needed to rebuild it all anew. Siemens and its employees opened their hearts and gave freely to try to help bridge these needs and give these people a new lease on life.

Employees at Siemens Pakistan were moved by the disaster. They knew that it was their duty to aid their fellow Pakistanis. As such every Siemens employee generously donated an amount equivalent to one day's of his or her salary to the victims.

Siemens as a corporation answered the plea for funds by further donating to various reliable charity organizations. We donated Rs 2 Million to the President Relief Fund and a further 0.1 Million to the OICCI Relief Fund.

Siemens Pakistan, believes our employees are our family and just like family, we take care of our own. When one family member is hurt, it affects us all and as such, we try our best to ease their pain. It was with this



Scenes here and on the following page are of Sharda Maidan Muzaffarabad where Siemens Pakistan in cooperation with Caring Hands has installed Solar System to provide light for life.

in mind that we donated a further Rs 1 Million to financially aid our employees that were affected by this terrible disaster. By giving a little something back to the people that lost everything, we hoped to rekindle their hope in the future

One World stands United:

If any good could possibly come out of this disaster, it is seeing the way the world came together to selflessly and generously help Pakistan. Aid poured in from countless nations ranging from America to India. All hurdles seemed trivial and forgotten as people from various cultures and backgrounds left their homes and families to travel to Pakistan to help. It was indeed a high point in the history of mankind. Here again, it was not just the governments of other countries that aided Pakistan but the various branches of Siemens as well. Our sister companies and their employees showed great unity with their flood of generosity.

Upon conferring with our staff, Siemens Dubai donated Rs 0.6 Million to the Edhi foundation. Further our ex MD, Mr. Sulger, personally donated Rs 0.72 million to the relief efforts. The money was used in order to help deal with the catastrophe in various ways.

With hundreds dead and countless injured, the medical sector of the country was already strained to its lim-

its dealing with the disaster. As such, the Medical business units of various Siemens companies stepped in to offer a hand. Siemens Medical Solutions in Germany donated Medical Equipment amounting to over Rs 19 Million while Siemens India donated equipment worth Rs 5.76 Million. This equipment ranged from state of the art mobile X-ray units to ultrasound machines and they are being used even now in the rehabilitation of people injured in the Earthquake. They have been instrumental in saving and recovering lives that would otherwise have been lost.

When the disaster struck, the President of Pakistan addressed the nations of the world pleading with them for immediate assistance. Siemens Austria took this plea to heart as they immediately donated a TETRA Rapid Deployment Unit. The unit was used in immediate relief efforts during a time when it was most critical to find and save survivors. It was employed for a total of six months to a cost of approx. Rs 36 Million. Without assistance such as this, a lot more lives would have been lost during the initial shocks.

The power lines in the region had sustained a great deal of damage. As such, the people in the area are still living without basic electricity. Powering light bulbs has literally become a luxury. As such Siemens commenced the "Light for Life Project". The first phase of this project



has been completed.

This incidence has shown us that we can truly rely on our strong global network to support our corporation and country when we need support. It is during times like this, when our full strength and solidarity is shown, that being a Siemens employee is particularly rewarding.

Light for life project

After the disastrous earthquake in Northern Areas, we received donations from Siemens companies, their employees and from Siemens Germany to help the earthquake victims. A committee was formed to propose a project that would best benefit the people of this devastated area. Many suggestions were considered including providing generating sets or kiosk sub stations but in the end it was decided that for this program to be meaningful and long term and for it not to become a burden on the local people we should install Solar Energy for the villages.

A typical village was selected and the basis of that selection was that the village will not have any electrical energy so far and in the near future there is no possibility that it can get electrical energy from Utility. The model village selected was Sharda Maidan. It is a very remote village the travel time to village Sharda Maidan from Muzaffarabad (Capital of Azad Kashmir) is 8 hours

drive on Jeep-able road and 1 hour hiking. The nearest telephone facility is in Tehsil Athmaquam, which is at a distance of 4 hours drive from Tehsil Sharda. The village has 40 families residing in it who have never enjoyed the facility of electricity that most of the world takes for granted. In addition to the village the rural health centre and the mother and child centre have also been hooked up to solar power by Siemens.

It was a Herculean task to support the solar panels, batteries and allied equipment to this remote outpost of Kashmir but Dr. Suhail Qureshi of Siemens and his team worked hard to complete the model project that will serve as the benchmark for further such projects in the area. An interesting thing is that since Dr. Qureshi is a qualified medical doctor he used his visits for installation of the solar panels to also lend a hand at the rural health centre endearing him to the local population who now hold him and Siemens in great esteem. An everlasting bond built between the company and the people that will for ever light the lives of these simple village people.

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

Mrs. Nabila Sohail the wife of our Managing Director Mr. Sohail Wajahat Siddiqui is an energetic and selfless social worker who devotes most of her time in volunteering for social causes. In her capacity as member and President of Inner wheel Club of Rotary Club of Karachi Metropolitan she has accomplished major projects especially in the health sector thus raising the standards of health care for the underprivileged. Here is a list of some of these projects.

Renovation project of the Coronary Care Unit at the NICVD

The coronary care unit at NICVD (National Institute of Cardiovascular diseases) was renovated. This included giving a face lift to such important areas as the nursing counter, pantry and providing state-of-the-art life saving and monitoring equipment for this facility.

Renovation & Uplift of Children's ward at NICVD

The children's ward at this institute was also renovated and uplifted providing latest facilities to the young patients and a cheerful atmosphere to facilitate early recovery. The newly renovated CCU boasts the latest in child as well as neonatal heart care equipment. The renovated Children's ward speaks volumes about the efforts made by the Club. The entire ceiling was redone along with the installation of a nursing station with a nurse call system at every bed. The central air-conditioning now serves the entire ward.

In addition she worked closely with club members to meet the challenge of supporting hundreds of displaced families in the floods that devastated the entire coastal Sindh area. Mrs. Nabila Sohail along with her team collected and dispatched food rations for over 1200 families, acquired and sent 20 tents (with one tent housing approx. 20 people) to the flood affectees in District Dadu. Mrs. Nabila Sohail who spends most of her time in volunteering is also the member of Annual Giving Committee of Aga Khan University.

Mrs. Nabila Sohail, wife of our MD donates most of her time to volunteering.



Volunteering

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 number 21.

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:

Publishing of book to help students select a career

Mr. Taha Rizvi of our business unit switchboards and his team (which includes engineers from NED) has published a book first of its kind to guide students of intermediate in selecting their career. This book covers:

1. How to choose a career
2. Different educational field
3. Different bachelors degree program
4. Complete information about information requirement of HEC recognized universities in Pakistan
5. Definition of prominent discipline

The book has been published with the support of “National welfare & educational trust” purely on non-commercial basis.

Providing financial expertise to charitable organisations

Mr. Taufiq Moon of Siemens Enterprise Communications has been volunteering his services for past twenty years he has been elected honorary General Secretary and honorary joint secretary of different charity hospitals during this period. Several educational institutions have also availed his financial expertise on an honorary basis. He also has been member of Rehabilitation Board of World Memon Organization, which is regis-



L: At the handing over of motorbike keys to Disable Welfare organisation the Deputy Speaker of Sindh Assembly, Ms.Raheela Tiwana and Mr. Sohail Wajahat Siddiqui with members of the association.

R: Mr. Taufiq Moon at the tent village along with other volunteers.

tered in U.K.

Mr. Moon had constructed a hospital to provide free medical facilities for earthquake victims at I/9 Islamaad tent village under the umbrella of World Memon Organization and Capital Development Authority and also managed to distribute more than Rs.50 millions relief materials to earthquake victims.

SZABIST CSR Club

Mr. Omer Ehtesham of Switchboard Engineering and Design and Mr. Taha Dossal are members of the SZABIST CSR club whose activities are briefly recounted as follows

Activities performed:

- Visit to Baitul-Sukoon (a home/boarding house for cancer patients) and distributed gifts, bouquets and fruits to make them feel that society cares for them. The team comprised of Shama Shokut, Manahil Khatri, Omer Ehtesham, Taha Dossal, Adeel, Nida, Qurat-UI-Ain and others. The team discussed with the management about improvisation of general living health conditions on 07-10-2007.
- Educating the less privileged children in SZABIST Clifton Campus every Sunday.
- Collected Funds for Development of Garage School through cricket tournament event in DHA Stadium.

Activities planned:

- Plantation in Auntie's Park Karachi
- Water coolers to be installed in old Clifton and Saddar areas for general public.
- Training scheduled for different business schools and organizations of Karachi to create awareness in business arena regarding Social Implications of Business Plans and Policies.

Siemens family member intensely involved in community work

Mr. Sultan Hassan, Electronic Engineer & Ex. CTI employee who is brother of Mr. Arshad Iqbal Qureshi Manager, ECC-PGL worked almost 30 years doing charitable work under the umbrella of REDO. He is now the chief patron of this organisation. His late wife was the founder member of this organization in 1977.

Volunteering in Civil Defense

Syed M. Umer of shared services is a member of Civil Defense Central on the post of Warden, these services of Civil Defence are activated during war but they are also utilized during elections, in Moharram congregations etc. Civil Defence Day is also celebrated worldwide on 1st of March each year. Mr. Umer has taken courses from Civil Defense also viz, Rescue Course, Fire Fighting Course, and Warden Service course.

Working selflessly in Rotaract Club

Mr. Usman Siddiqui BU Infrastructure Solutions. IIP Division is engaged with Rotaract Club, the largest social organisation of young people from the age of 18-30. As the District Rotaract Representative of Rotaract in Pakistan. Mr. Siddiqui is looking after almost 30 clubs operating all over Pakistan. These clubs have some very huge projects under execution for Community and Vocational Services.

L: Mr. Taha Dossal and Mr. Omer Ehtesham, members of SZABIST Club

R: Leaders of tomorrow: The Rotaract district team assembled on start of the year 2007-08 with passion to service aboveself.

M: Mr. Syed Umer, member of Civil Defence Central



Volunteering By Mr. Sohail Wajahat Siddiqui

- Chairman Red Crescent Society Sindh Provincial Branch
- Convener Sub-Committee on Human Resource (EPZA)
- Member Board of Governors Lahore University of Management Sciences (LUMS)
- Member Board of Governors - IBA (2006 - 2008)
- Board of Management Engineering Development Board (EDB)
- Member Committee for FTAs (July 2006) Engineering Development Board (EDB) 7 Member Governing Body Pakistan Engg.. Council (PEC)
- Member Review Committee for Registration Pakistan Engg. Council (PEC)
- Convenor Pakistan Engg.. Council (PEC) Committee for issues relating to Employment & Effective Utilization of tech manpower.
- Member Executive Committee Engineering Vision 2010
- Member HR Sub-Committee Federation of Pakistan Chambers of Commerce & Industry (FPCC&I)
- Member Committee for Quality Awards Federation of Pakistan Chambers of Commerce & Industry (FPCC&I)
- President (2005-07) Management Association of Pakistan (MAP)
- Member Board of Governors (Legand 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)
- Member Sectoral Committee on Energy Sector (Higher Education Commission)
- Life Member Central Institute of Arts and Crafts (CIAC)
- Executive Member (2005-07) Business & Economic Advisory Council 21st Century Club
- 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)

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."

The Health, Safety & Environment Policy of Siemens Pakistan is in line with our Global commitment to the environment.

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 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.

Our commitment to society is evident even in our Quality Policy which provides a 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 2007 by the National Forum of Environment & Health. This is the third 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.



R: Mr. Mansoor Iqbal Khan, Director, Corporate Quality and Process Excellence Management receiving Environment Excellence Award. We have been receiving this award for last three years

L: Siemens Head Office at SITE represents a green environment which testifies our commitment to green policies

- 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.

SEISIS 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

Siemens technology helps avoiding waste in an effort to preserve natural resources





10 X-ray machines & 02 C-Arm Machines handed over to Federal Minister for Health Mr. Naseer Khan, at PIMS, Islamabad.

Equipments donated by Siemens

Shelters

35. Flex Enclosure Shelters handed over to Director Environment CDA Islamabad.

Ultrasound Machines.

05 Ultrasound machines handed over to Federal Minister for Health Mr. Naseer Khan. at PIMS, Islamabad. Further distribution made by FRC as under:

- AIMS Muzafabad.
- MST Lipa.
- DHQ Hospital Batagram.
- NIHD.
- PIMS Satellite Hospital.

X-Ray Machines

10 X-ray machines & 02 C-Arm Machines handed over to Federal Minister for Health Mr. Naseer Khan, at PIMS, Islamabad. Further distribution made by FRC as under:

- AIMS Muzafabad.
- DHQ Hospital Mansehra.
- MST Forward Kahuta.
- THQ Hospital Balakot.
- CMH Muzafabad.
- NIHD.
- PIMS Satellite Hospital.
- Civil Hospital Battal.

Distribution of C-Arm Machines made by FRC as under:

- AIMS Muzafabad.
- PIMS Islamabad.

Medical Equipment Donated by Siemens India.

07 X-ray Machines Donated by Siemens India handed over to Gen. A. Qadir Usmani (FRC) at CTI, Islamabad. Further distribution made by FRC as under:

- DHQ Hospital Batagram.
- THQ Hospital Garhi Habib Ullah.
- Civil Hospital Bisham.
- DHQ Hospital Bagh.
- MST Jura Neelum Valley.
- Trauma Center CMH Rawalpindi.
- CMH Abbottabad.

Coat Aprons

13 Coat Aprons & 01. Power supply Handed over to Col. Usman Jillani (FRC).

DG Sets

04 DG SETS handed over to Col. Anjum Shikoh Qazi (FRC) Further distribution made by FRC as under:

- Distt.. Hospital Mansehra.
- CMH Muzafabad.
- CMH Rawalakot.
- DHQ Hospital Battagram.

Siemens (Pakistan) Engineering Co. Ltd.

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