Engro Energy Limited

NETWORK ACTIVITIES AGREEMENT

WOMEN IN POWER SECTOR PROFESSIONAL NETWORK IN SOUTH ASIA (WEPOWER)

The World Bank's South Asia Gender and Energy Facility II (SAGE II), in its capacity as the Interim-Secretariat of the WePOWER Network, is grateful to the Engro Energy Limited for endorsing the objectives of WePOWER and joining as an Institutional Partner.

Background

The objectives of WePOWER are to support workforce participation of women in energy projects and institutions, and promote normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. Five pillars have been identified for engagement through WePOWER in years 2021 and 2022 – (a) STEM Education, (b) Recruitment, (c) Development for Female Professionals, (d) Retention (Returning mothers, Dropped out women, Women friendly facilities, etc.), and (e) Policy and analysis. A detailed description of the pillars is provided in the annex.

Engro Energy proposes the following activities to support the objectives of WePOWER. SAGE II will support Engro Energy to implement the proposed activities as the Interim-Secretariat of WePOWER. The proposed activities and targets are not legal commitments.

Engro Energy will periodically report progress in implementation of these activities to SAGE II. In turn, SAGE II will aggregate information on the activities and progress of several Strategic and Institutional Partners and periodically disseminate information on the overall progress.

a) Pillar 1: STEM Education

Activities	In 2023				In 2024		Note		
1.1. Engro Energy Ltd	Engro Energy con	ducts quarterly con	mittee meetings to	Advise on	Engro Energy	conducts quarte	rly committee n	neetings to	Total target #s in the
develops forum to	schools' curriculu	m			Advise on sch	ools' curriculun	ı		year
create emphasis of	Q1	Q2	<i>Q3</i>	Q4	Q1	Q2	Q3	Q4	Aiming timeline
STEM education for	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
Thar locals by advising	1 Quarterly	1 Quarterly	1 Quarterly	1 Quarterly	1 Quarterly	1 Quarterly	1 Quarterly	1 Quarterly	Quarterly targets #s
on schools' curriculum.	committee	committee	committee	committee	committee	committee	committee	committee	with country
Representation of 25%	meeting	meeting	meeting	meeting	meeting	meeting	meeting	meeting	
women members in									
committee.	PK	PK	PK	PK	PK	PK	PK	PK	
									Achievement
1.2. Engro Energy Limited	2 field visits for 6	-7 female engineeri	ng students across a	ll Energy Plant	2 field visits for	or 7-8 female en	gineering stude	nts across all	Total target #s in the
conducts field visits for	Sites.				Energy Plant Sites.				
female engineering	Q1	Q2	Q3	Q4	QI	Q2	Q3	Q4	Aiming timeline
students across all	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
Energy Plant Sites.			1 site visit for 6	1 site visit			1 site visit	1 site visit	Quarterly targets #s
			students	for 6			for 7	for 7	with country
				students			students	students	
			PK						
				PK			PK	PK	
							Achievement		

1.3. Engro Energy Limited	At least 4-5 wome	n students identified	d to be sponsored for	or a degree in	At least 4-5 we	omen students ic	onsored for a	Total target #s in the	
to sponsor women	STEM education.			-	degree in STE	M education.			year
students from Thar for	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
bachelor's degree in	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
STEM education.			Launch	Identify at			Girls start	Identify at	Quarterly targets #s
			program.	least 4-5			their	least 4-5	with country
				girls for the			universities.	girls for the	•
				program for				program for	
				2024 intake.				2025 intake.	
			PK	PK			PK	PK	
									Achievement

b) Pillar 2: Recruitment

Activities	In 2023				In 2024				Note
2.1. Engro Energy Ltd	Internship oppor	tunity to 10 female	students		Internship opport	tunity to 15 female	students		Total target #s in
provides internship									the year
opportunities	QI	Q2	Q3	Q4	QI	Q2	Q3	Q4	Aiming timeline
across HO & SO to	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
female students			10 Females to				15 Females to		Quarterly targets
from different			be onboarded				be onboarded		#s with country
engineering									
institutes									
			PK				PK		
			rk				PK.		
									Achievement
2.2. Engro Energy Ltd		deo showcasing fe		energy vertical			le talent across ene	rgy vertical is	Total target #s in
intends to develop		bject to manageme		Π = .		ct to management'		T = .	the year
a corporate video	Q1	Q2	Q3	Q4	Q1	Q2	<i>Q3</i>	Q4	Aiming timeline
showcasing female	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	0 1
talent across energy vertical.				One video			One video		Quarterly targets
energy vertical.									#s with country
				PK					
				1 K			PK		
							110		
									Achievement
2.3. Engro Energy Ltd	New hires divers	sity ratio to be at le	ast 15% of new hi	res (55 budgeted	New hires divers	ity ratio to be at lea	ast 15% of new hir	es (55 budgeted	Total target #s in
recruits female	positions for this	•		` "	positions for this			` &	the year
employees for	1	•			1	•			
technical and non-	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
technical roles.	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	Approximately	Approximately	Approximately	Approximately	Approximately	Approximately	Approximately	Approximately	Quarterly targets
	2 females to be	2 females to be	2 females to be	2 females to	2 females to be	2 females to be	2 females to be	2 females to	#s with country
	hired	hired	hired	be hired	hired	hired	hired	be hired	
	DV	DIA	DI	DIA	DIA	DV	DV	DV	
	PK	PK	PK	PK	PK	PK	PK	PK	

										Achievement
	Engro Energy Limited launches a	Engro Energy o	nboards 10 Femal	les GTEs		Engro Energy onb	ooards 5 Females	s GTEs		Total target #s in the year
	Female Graduate	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Trainee Engineer	Jan-	Apr-	Jul-	Oct-		Apr-	Jul-	Oct-	
	(GTE) Drive.		10 Females GTEs					5 Females GTEs PK		Quarterly targets #s with country
										Achievement
	Engro Energy Limited arranges	1 Corporate Cor	nnect Sessions acr	ross engineering u	niversities	2 Corporate Conn	ect Sessions acre	oss engineering univ	ersities	Total target #s in the year
	Corporate Connect	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Aiming timeline
	Sessions across	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	
	engineering universities in Pakistan.			1 Corporate connect session		1 Corporate connect session	•		1 Corporate connect session	Quarterly targets #s with country
				PK		PK			PK	
										Achievement
	Engro Energy 20+ female students with engineering back career counselling career counselling from Engro							ring backgrounds att will be led by indus		Total target #s in the year
	sessions across technical	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	QI Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	universities in Pakistan.	Jui	Арг	Jui	1 career counselling session for 20+ female students PK		1 career counselling session for 25+ female students	Jur	1 career counselling session for 25+ female students	Quarterly targets #s with country
										Achievement
2.7.	Engro Energy	3 STEM univer	sities visits with fo	emale representati	on on panel and	3 STEM universit	ies visits with fe	male representation	on panel and	Total target #s in
	Limited conducts		ment with 80+ fer		1	targeted engageme			1	the year
	Job Fair targeting women participants	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	-	3 STEM universities visits for 80+ female participants				3 STEM universities visits for 80+ female participants				Quarterly targets #s with country
		PK Ashiovad				PK				Achievement
	Engro Energy Limited Sourcing	Achieved Engro Energy h	as 50% of sourcin	l ng pool filled by fe	male applicants	Engro Energy has	50% of sourcing	g pool filled by fema	l ale applicants	Achievement Total target #s in the year
			,			+		1	1	
	Pool aspired to	Q1	Q2	Q3	Q4	QI	Q2	Q3	Q4	Aiming timeline

comprise of 50% female profiles	Ongoing	Continues	Continues	Continues	Continues	Continues	Continues	Quarterly targets #s with country
1	PK	PK	PK	PK	PK	PK	PK	,
								Achievement

c) Pillar 3: Development for Female Professionals

Activities	In 2023				In 2024					Note
3.1. Engro Energy Ltd conducts Training programs for women aimed at their soft		of soft skills traini	ied for all female e ng for at least 20 fe		At least 14 will be con		ft skills trainin	g per 20 fer	nale employees	Total target #s in the year
skills development.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-		Q3 Jul-	Q4 Oct-	Aiming timeline
	NA	At least 7 hours of soft skills training for 10 female employees	NA	At least 7 hours of soft skills training for 10 female employees	NA	At least 7 soft skills	hours of training for employees	NA	At least 7 hours of soft skills training for 10 female employees	Quarterly targets #s with country
		PK		PK	PK PK					
										Achievement
3.2. Engro Energy Ltd identifies technical training	At least 8 hours employees will		s training for 10 fe	male	At least 8 hours of technical skills training for 10 female employees will be conducted					Total target #s in the year
requirements for women	Q1	Q2	Q3	Q4	Q1 Q2 Q3			Q3	Q4	Aiming timeline
employees and nominates	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-		Jul-	Oct-	
women employees to attain technical skills, after TNA conducted for all female employees across EEL and relevant trainings identified.		At least 8 hours of technical skills training for 10 female employees				At least 8 technical training for employee	skills or 10 female			Quarterly targets #s with country
										Achievement
3.3. Engro Energy Limited conducts a voluntary Women Mentorship	Engro Energy nominates at least 2 women leaders for a wome mentorship program one on one and career counselling and guidance						es at least 2 we ne on one and		rs for a women selling and	Total target #s in the year
Program. Women of EEL	Q1 Q2 Q3 Q4				Q1	9	Q2	Q3	Q4	Aiming timeline
will have an option to pick	Jan- Apr- Jul- Oct-				Jan-		Apr-	Jul-	Oct-	
one leader as their mentor.	Mentor at least 10 women employees			0 women				Mentor at women er		Quarterly targets #s with country
	PK							PK		
									Achievement	

3.4. Engro Energy Ltd intends to conduct online trainings for women employees and	LMS and spec	ng through virtual particular trained allocates licenses	ing program for fe	nale	Online Learning thr LMS and specific te employees and alloc	chnical training	program for	female	Total target #s in the year
allocates licenses to participants	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				Five women employees attend courses and receive licenses				Five women employees attend courses and receive licenses	Quarterly targets #s with country
				PK				PK	
0.5 E E 7:1	A . 1 4	1: : : :	20.25 6 :	1	A.1		25 5 :		Achievement
3.5. Engro Energy Ltd conducts networking sessions for		working session for			At least 1 networkin				Total target #s in the year
women in the energy sector	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
		,		networking session for 20-25 professional women	1 networking session for 20-25 professional women				Quarterly targets #s with country
				PK	PK				
3.6. Engro Energy Ltd sends engineers and practitioners		 ale Leader speaks a ciate speaks at large		returnship	2 female employees Engro Energy	speak at corpora	ate conferenc	e representing	Achievement Total target #s in the year
as speakers at conferences	Q1	Q2	Q3	Q4	QI	Q2	Q3	Q4	Aiming timeline
and seminars.	1 Senior Female Leader speaks at conference.	Apr- 1 returnship program associate speaks at large corporate event.	Jul-	Oct-	Jan-	Apr- 1 female employee speaks at conference.	Jul- 1 female employe e speaks at conferen ce.	Oct-	Quarterly targets #s with country
	PK	PK				PK	DV		
	Achieved						PK		Achievement
3.7. Engro Energy Ltd conducts women-only engagement sessions with business	At least 2 ope	n exclusive lunches ons with company			At least 2 open exclusions with women employees				Total target #s in the year
leadership	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

	1 Lunch with CEO		1 Women only Connect sessions	1 Lunch with CEO	1 Lunch with CEO	1 Women only Connect session		1 Lunch with CEO	Quarterly targets #s with country
	PK		PK		PK	PK		PK	
									Achievement
3.8. Engro Energy Ltd to be			cation background	to	Women at EEL from				Total target #s in
publish papers in STEM technical journal	<i>Q1</i>	at least 1 paper in to $Q2$		Q4	write/publish at least	Q2		nal. Q4	the year
technical Journal	Jan-	Apr-	Q3 Jul-	Oct-	Q1 Jan-	Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
	Jan-	Арт-	PK	Papers sent for publication.	Jun-	Арт-	Jui-	Papers sent for publication.	Quarterly targets #s with country
3.9. Engro Energy Ltd promotes women-run small	Promoting at le	PK east 3 women-run	small businesses		PK Promoting at least 2	women-run sma	ll businesses	S	Achievement Total target #s in the year
businesses by giving them	Ql	Q2	<i>Q3</i>	Q4	Q1	Q2	Q3	Q4	Aiming timeline
platform at the company	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	7 tilling tilleline
premises		One exhibition with 2 rural female artisans	Female food vendor running a small homebased business catering for a townhall attended by 100+ employees		One exhibition with 2 rural female artisans				Quarterly targets #s with country
									Achievement

d) Pillar 4: Retention (Returning mothers, Dropped out women, Women Friendly facilities, etc.)

Activities	In 2023				In 2024	Note			
4.1. Engro Energy Ltd ensures	DEI trainings acro	oss all sites i	n groups o	of 30-35 employees,	NA				Total target #s in
the environment remains	each to be conduc	ted by traine	d DEI am	bassadors sensitizing					the year
friendly, and conducts	100% population	OF Engro E	nergy (tota	al 490+ employees)					
Diversity Equity and	Q1	Q2	Q3	Q4	Q1	Q2	<i>Q3</i>	Q4	Aiming timeline
	Jan-	Apr-	Jul-	Oct-	Jan-	Apr-	Jul-	Oct-	

Inclusion (DEI) Sensitization Trainings				DEI Training attended by 490+ HO and SO employees					Quarterly targets #s with country
				PK					
4.2. Engro Energy Ltd conducts Break ke Baad –	One BKB associa	ate at the pla	ant site		1 BKB associate	hired			Achievements Total target #s in the year
(BKB) Returnship Program, which was	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
commenced in 2022, for women who had taken career breaks and were looking to bridge their career gap with hands on	Placement of 1 BKB associate at plant site PK				Placement of 1 BKB associate				Quarterly targets #s with country
experience					T K				Achievements
4.3. Engro Energy Ltd DEI Team conducts Check ins	Quarterly focus employees.	group sessio	ons with at	least 40-45 women	Quarterly focus	l group sessions w	ith at least 40	-45 women employees.	Total target #s in the year
 Quarterly focus groups with all women to check in 	Q1	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
These can include but are not limited to: issues with manager, work life balance, feeling uncomfortable with anything, general support etc to be able to catch and resolve any uneasiness as early as possible ensuring retention	and address any & all issues they may be facing. These can include but are not limited to: issues with manager, work life balance, feeling uncomfortable with anything, general support etc to be able to catch and resolve any uneasiness as early as possible ensuring				group setting.				#s with country
44.5	1.1.1.1.1		••	1.1.6.11	4.1 .1 1		11116	11 1	Achievement
4.4. Engro Energy Ltd provides designated areas	employees at all			ble for all women	at all locations			all women employees	Total target #s in the year
for women to offer prayers	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				prayer area available throughout the year				prayer area available throughout the year	Quarterly targets #s with country
				PK				PK	A 1.
4.5. Engro Energy Ltd provides daycare facility	A daycare facility	y is available	e for all H	O female employees	A daycare facilit	y is available for	all HO femal	le employees	Achievement Total target #s in the year
				1	+	0.0	0.3		
provides daycare facility	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline

				female employees throughout the year				female employees throughout the year	
				PK				PK	
									Achievement
4.6. Engro Energy Ltd allocates a separate gym	Dedicated gym tii	ming for all f	emale em	ployees at locations	Dedicated gym	timing for all fema	ale employees	at locations	Total target #s in the year
timing for women.	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				Dedicated gym timing throughout the year				Dedicated gym timing throughout the year	Quarterly targets #s with country
				PK				PK	
									Achievement
4.7. Engro Energy Ltd ensures office is equipped with female personal hygiene	Female personal l bathrooms	nygiene prod	ucts are av	vailable in all females'	Female personal bathrooms	l hygiene products	are available	in all females'	Total target #s in the year
products in the females' bathrooms	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Q1 Jan-	Q2 Apr-	Q3 Jul-	Q4 Oct-	Aiming timeline
				hygiene products are available throughout the year				hygiene products are available throughout the year	Quarterly targets #s with country
				PK				PK	
									Achievement

e) Pillar 5: Policy and Institutional Change.

Activities	ctivities In 2023						In 2024				
5.1. Engro Energy Ltd introduces women	Engro Energy im	plements all w	omen friendly	policies	Engro Energy	y continues impl	ementing all w	omen friendly	Total target #s		
friendly policies:					policies				in the year		
1. Off Track: Option for women to take	QI	Q2	Q3	Q4	QI	Q2	Q3	Q4	Aiming timeline		
career break for child rearing for upto	Jan-	Apr-	Jul -	Oct-	Jan-	Apr-	Jul-	Oct-			
2 years with guaranteed employment	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy continues	Quarterly		
upon return	Implemented	continues	continues	continues	continues	continues	continues		targets #s with		
2. External Daycare: Option to enroll a									country		
child in an external daycare if office											
daycare is not feasible and claim 50%	PK	PK	PK	PK	PK	PK	PK	PK			
of the amount from EEL											
3. Travel with Child: In case of official											
travel, option to take infant child along											
with attendant at companies' expense.											
4. Pick & Drop: For all women under a											
certain grade who are not entitled to											
fuel allowance who will receive a											
special pick and drop service to ensure											
safe travel to work											
5. Anti-Harassment Committee:											
Formation of anti-harassment											

committee to provide a safe space for women and protect them against any form of harassment 6. Paid maternity and paternity leaves 7. Flexible work policy 8. Health insurance and unlimited sick leaves									
									Achievement
5.2. Engro Energy Ltd intends of having	Engro Energy implements policy for 33% female Engro Energy implements policy for 33% female representations.							male representation	Total target #s
33% female representation in Energy	representation in Energy Leadership Team				in Energy Leadership Team				in the year
Leadership Team (size of the team??)	QI	Q2	Q3	Q4	QI	Q2	Q3	Q4	Aiming timeline
	Jan-	Apr-	Jul -	Oct-	Jan-	Apr-	Jul-	Oct-	
	Policy	Policy	Policy	Policy	Policy	Policy	Policy	Policy continues	Quarterly
	implemented	continues	continues	continues	continues	continues	continues		targets #s with
									country
	PK	PK	PK	PK	PK	PK	PK	PK	
									Achievement

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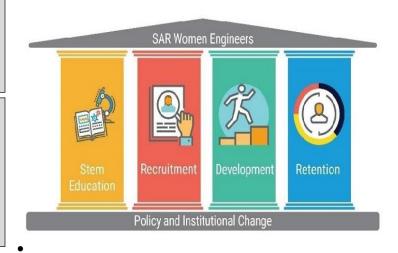
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Annex 1: South Asia - Women in Power Sector Professional Network (WePOWER)

The objectives of WePOWER: To support workforce participation of women in energy projects and institutions and promote normative change regarding women in STEM education.

Key Outcome Indicators:

- % of Women Engineer/Technical Staff
- % of Women in Senior Technical/ Management Positions
- % of Women Students in STEM Education Programs



The chart above illustrates the five key pillars of engagement for WePOWER. Each pillar with have their own goals and activities to help close the employment gap for women in the South Asian power sector.

Pillar 1: STEM Education: Raising interest in girls for STEM subjects, increasing female enrollment in engineering programs, access to power sector/energy coursework and practical internship opportunities will be key to ensuring a pipeline of qualified female candidates.

Pillar 2: Recruitment: Engaging with engineering students and engineering professionals to raise awareness of viable jobs/opportunities in the power sector. This will require a partnership between the private sector, NGOs, the academic institutions, existing local networks (if any), and power sector organizations (utilities) to organize job fairs and networking events.

Pillar 3: Development for Female Engineer Professionals: Improving personal and professional development opportunities, such as mentorship programs, leadership training/coaching, are crucial for women's continued progression in their careers, especially in the more technical fields.

Pillar 4: Retention: Having a gender-friendly working environment and supporting the increased household responsibilities after marriage are essential to improving the low retention of women in the energy sector. Addressing these through instituting family-friendly HR policies, providing reintegrating services for returning mothers and access to facilities such as daycare services, separate toilets, and safe transportation services will be crucial.

Pillar 5: Policy and Institutional Change: Institutionalizing and enforcing gender considerations at the national and institutional level will be crucial towards achieving WePOWER's objectives. This will entail policies for encouraging more women to study STEM subjects, quotas/targets for female enrollment and hiring in the academic/power sectors, and lobbying for more women in senior/board positions. Pillar 5 forms a cross cutting base for the other pillars in order to achieve lasting normative change in society.