



**Akbar
Associates**



Adding Pride to **Made in Pakistan** Label

API Spec 5CT, 6A, 6D, 7-1,12F, ISO 9001, 14001, & OHSAS 18001 Certified



Our Corporate Culture

Vision Statement

“Develop into a major national company with regional presence, standing out for its commitment to HSE&Q while maintaining continuous value addition for all stakeholders.”

Mission Statement

- Zero Tolerance to HSE&Q violations.
- No job related fatalities or serious injuries with permanent disability.
- Job related non-fatal & non-disabling injuries below 1/1,000,000 men hours worked
- Loss time failures below 1 per 100,000 men hours worked
- Augment the current leadership position in the supply chain management, specialized services and in-country repair & manufacturing of the following oilfield equipment by rigorous training and verifiable commitment to quality.
 - Well Head, Tubing Head & Xmas Tree Assemblies.
 - Rotary Drilling Equipment.
 - API & Premium Threaded Connections.
 - Portable & Mounted Seismic & Water Well Drilling Rigs.
 - Crude & Product Storage Tanks.
 - Phase Separators, Liquid Knockouts & Pressure Vessels.



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- Become market leaders in general engineering and fabrication with specific focus on the following segments:
 - Precision Engineering & Fabrication.
 - Construction Form Works.
 - Discrete & Overt Armoring of Vehicles.
 - Customized Secured Solutions.
 - Enter the auto sector by forging an alliance with a major international player.
 - Acquire a major capability for the manufacturing of high quality agriculture machinery & implements.
 - Continuous value addition for all stakeholders.

HSEQ Statement of Policy

We are committed to inculcate a culture that embodies safe work practices, respect for the environment, protecting the health of our employees and delivering products and/or services that conform to the highest industry standards without any exclusions or exceptions.

1. All officers & employees of the company shall adhere to the Corporate Health Safety Environment & Quality 'HSEQ' policy of the company and promote the philosophy that HSEQ standards are more important than business and making a profit.
2. The corporate HSEQ policy shall be communicated to all officers, employees, vendors, sub-contractors and customers.
3. No officer, employee, vendor or contractor of the company shall change or alter the Corporate HSEQ policy.
4. Clients, suppliers, vendors and sub-contractors that may be deputed at all our Work Site shall adhere to our HSEQ policy.
5. We will help train our officers, employees, visitors and third party personnel deputed on our work site in our HSEQ policy.
6. No employee or visitor to our work site shall be issued a work permit or visit pass unless and until they are briefed on our HSEQ procedures.
7. The Top Management and section managers shall ensure that all employees are fully conversant with the Corporate HSEQ policy and any update or



modification thereto. To ensure compliance, quarterly pre-scheduled trainings shall be planned at all work sites.

8. Should the company revise or update its HSEQ policy, it shall immediately communicate it to all its officers, employees, vendors and clients and if necessary help train them.

Business Ethics Statement of Policy

The Principals of Akbar Associates have adopted the following Code of Conduct with respect to all of their commercial transactions, whether local or international:

1. LOCAL AND FOREIGN LAWS:

No officer, employee or representative of Akbar Associates may, directly or indirectly, break or seek to evade the laws or regulations of any country in, through or with which it seeks to do business. That an illegal act is a “customary business practice” in any country is not sufficient justification for violation of this provision.

2. BRIBERY AND FACILITATING PAYMENTS:

No officer, employee or representative of Akbar Associates may, directly or indirectly, offer or provide a bribe and all demands for bribes must be expressly rejected.

- Bribery includes any offer, promise, or gift of any pecuniary or other advantage, whether directly or through intermediaries, to a public official, political party, political candidate or party official or any private sector employee, in order that the official or employee act or refrain from acting in relation to the performance of their duties, in order to obtain or retain business or other business advantage.
- Akbar Associates and its officers, employees and representatives shall not offer or make facilitating payments to government officials in order to encourage them to expedite a routine governmental task that they are otherwise required to undertake. Akbar Associates shall have discretion to deviate from this prohibition if the government action sought is an urgent matter concerning health or safety. Akbar Associates recognizes that extortion is widespread and that participation by the business community increases demand for facilitating payments.

3. KICK-BACKS:

No officer, employee or representative of Akbar Associates (Private) Limited may “kick-back” any portion of a contract payment to employees of other parties to a



contract or use other vehicles such as subcontracts, purchase orders or consulting agreements to channel payments to government officials, political candidates, employees of other parties to a contract, their relatives or business associates.

- A “kickback” is a particular form of bribe which takes place when a person entrusted by an employer or public function has some responsibility for the granting of a benefit and does so in a way that secures a return (kickback) of some of the value of that transaction or benefit for that person without the knowledge or authorization of the employer or public body to which the person is accountable.

4. CONFLICTS OF INTEREST:

Officers, employees and representatives of Akbar Associates (Private) Limited shall avoid any relationship or activity that might impair, or appear to impair, his or her ability to render objective and appropriate business decisions in the performance of his or her job.

5. POLITICAL CONTRIBUTIONS:

Neither Akbar Associates nor any of its officers, employees or representatives may make a political contribution in order to obtain an unlawful business advantage. Akbar Associates shall comply with all public disclosure requirements.

6. PHILANTHROPIC CONTRIBUTIONS:

Akbar Associates and its officers, employees and representatives may make contributions only for *bona fide* charitable purposes and only where permitted by the laws of the country in which the contribution is made. Contributions made in order to obtain an unlawful business advantage are prohibited.

7. EXTORTION:

Akbar Associates and its officers, employees and representatives shall reject any direct or indirect request by a public official, political party, party official, or private sector employee for undue pecuniary or other advantage, to act or refrain from acting in relation to his or her duties.

8. GIFTS, HOSPITALITY AND ENTERTAINMENT:

Akbar Associates and its officers, employees and representatives shall avoid the offer or receipt of gifts, meals, entertainment, hospitality or payment of expenses whenever these could materially affect the outcome of business transactions, are not reasonable and *bona fide* expenditures, or are in violation of the laws of the country of the recipient.

9. REPORTING REQUIREMENT:



Officers, employees and representatives of Akbar Associates who find themselves subjected to any form of extortion or who are asked to participate in any way in a bribery scheme shall promptly report these occurrences to senior corporate management, without fear that their employment will be adversely affected.

10. COMPANY RESPONSE:

No employee will suffer demotion, penalty, or other adverse consequences for not paying bribes even when Akbar Associates may lose business as a result of the employee's refusal to do so. Employees are encouraged to report alleged violations of this Code of Conduct to senior management and no employee will suffer demotion, penalty or adverse consequences for reporting. Similarly, Akbar Associates will, where appropriate, sanction employees, suppliers or business partners for violations of this Code of Conduct.

11. COMPANY ACCOUNTS:

Akbar Associates shall maintain complete and accurate financial records, ensuring that all transactions are properly, accurately and fairly recorded in a single set of books.

12. CASH TRANSACTIONS:

Akbar Associates accounting practices forbid all cash transactions. Unless such cash is to be deposited into government treasury at a nominated scheduled branch of National Bank of Pakistan or the State Bank of Pakistan and the cash deposit is acknowledged by issuance of a formal, traceable and verifiable official receipt acknowledging receipt of payment into government treasury.

13. COMMUNICATIONS AND TRAINING:

Akbar Associates will make annual training available for all principals, key employees involved in sales, marketing and procurement.



Our Founder

Brief Profile of Muhammad Akbar ANSARI

Mohammad Akbar Ansari's association with the Pakistani Oil & Gas Industry started in September 1948, when he joined the then Attock Oil Company as a young chemist. Over the next three and a half decades prior to founding of Akbar Associates (Private) Limited in 1983, he became acutely aware of the serious limitations faced by the national industry due to non-availability of in-country supply chain solutions backed by aftermarket support, specially for critical service equipment. This realization of limitations and the vision to mitigate them set the course for Akbar Associates.



With the Blessing of Allah, The Almighty and following the footsteps of its worthy founder, Akbar Associates has made substantial progress in realization of the dream. Our pioneering efforts among other things include; (1) the only engineering facility in Pakistan licensed to apply American Petroleum Institute Monogram for equipment manufactured under API Spec 5CT, API Spec 6A, API Spec 6D, API Spec 7-1 & API Spec 12F; (2) the first local barite mining & pulverizing facilities, (3) specialized oilfield services; (4) LPG transport & distribution; and (5) standby power solutions. On course we have faced many a failures that have left us wiser and stronger. But with the Grace of Allah, ours is a story of success that has left us humbled with our heads bowed in thankful submissions to Allah, The Almighty and given us the resolve and courage to remain steadfast and on course to continuously contribute to national growth.

May Allah, The Most Magnificent and The Most Merciful, Bless Mr. Ansari's soul and grant us all the courage and wisdom to make Pakistan safe and prosperous for all people (Amen).



Akbar Associates

Since January 1983, Akbar Associates, adhering to the guiding principles of its founding father '*quality products, flawless workmanship, on time deliveries and 24x7 service support*', has grown from a small company incorporated to provide an organized and reliable supply chain option to the national oil and gas industry to a large multi facet business house with over 1,200 full time employees, market capital of over PKR 19.62 Billion and net worth exceeding PKR 18.63 Billion.

Today Akbar Associates is the preferred vendor of choice with the leading national & multinational Oil & Gas companies operating in Pakistan for supply of critical service plant & equipment, aftermarket support and specialized onsite services.

Growing on the strength of customer trust, circumspect management and financial controls, Akbar Associates has carved out for itself a leadership position in the following carefully and deliberately selected niche markets:

- (a) Supply Chain Management including consignment inventories, contract buying and warehousing.
- (b) In country manufacturing of the following oilfield equipment:
 - Rotary Drilling, Wellhead, Tubing Head & Xmas Tree Assemblies
 - API & Premium Threaded Connections
 - Portable & Mounted Seismic & Water Well Drilling Rigs.
 - Crude & Product Storage Tanks.
 - Phase Separators, Liquid Knockouts & Pressure Vessels.
- (c) Oil & Gas Aftermarket Support & Specialized Onsite Services.
- (d) Discrete & Overt Armoring of Vehicles.
- (e) General Engineering & Fabrication with specific focus on the following:
 - Precision Engineering & Fabrication.



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- Construction Form Works.
 - Customized Secured Solutions.
 - (f) LPG Import, Transport, Bottling and Distribution.
 - (g) Mining.
 - (h) Core, Branchless & Mobile Banking Solutions.
 - (i) Hospital Resource & Care Management Modules.
 - (j) Dynamic Real Time E-Commerce Applications.
 - (k) ACRM Systems.
 - (l) Contact Center Setup & Support Services
 - (m) Local Assembly & Retail of Trucks, SUVs & Cars - Commence Q3 2012.

What keeps us ahead of our competitors in these varied and vigorously competitive markets is our total and unqualified commitment to our corporate Business Ethics and HSE&Q policy. At Akbar all officers and employees are fully and equally committed and accountable to the company policy that no profit, however large or important, shall be made by compromising on the following:

- Corporate Business Ethics
- Health of all our employees, stakeholders & 3rd party personnel working with us.
- Safety of all our employees, stakeholders & those around us.
- Protection of environment we work in.
- Quality of products & services we provide



Akbar Associates maintain valid accreditations to the following international Manufacturing, QMS, EMS, OHS & Business Ethics Certifications:

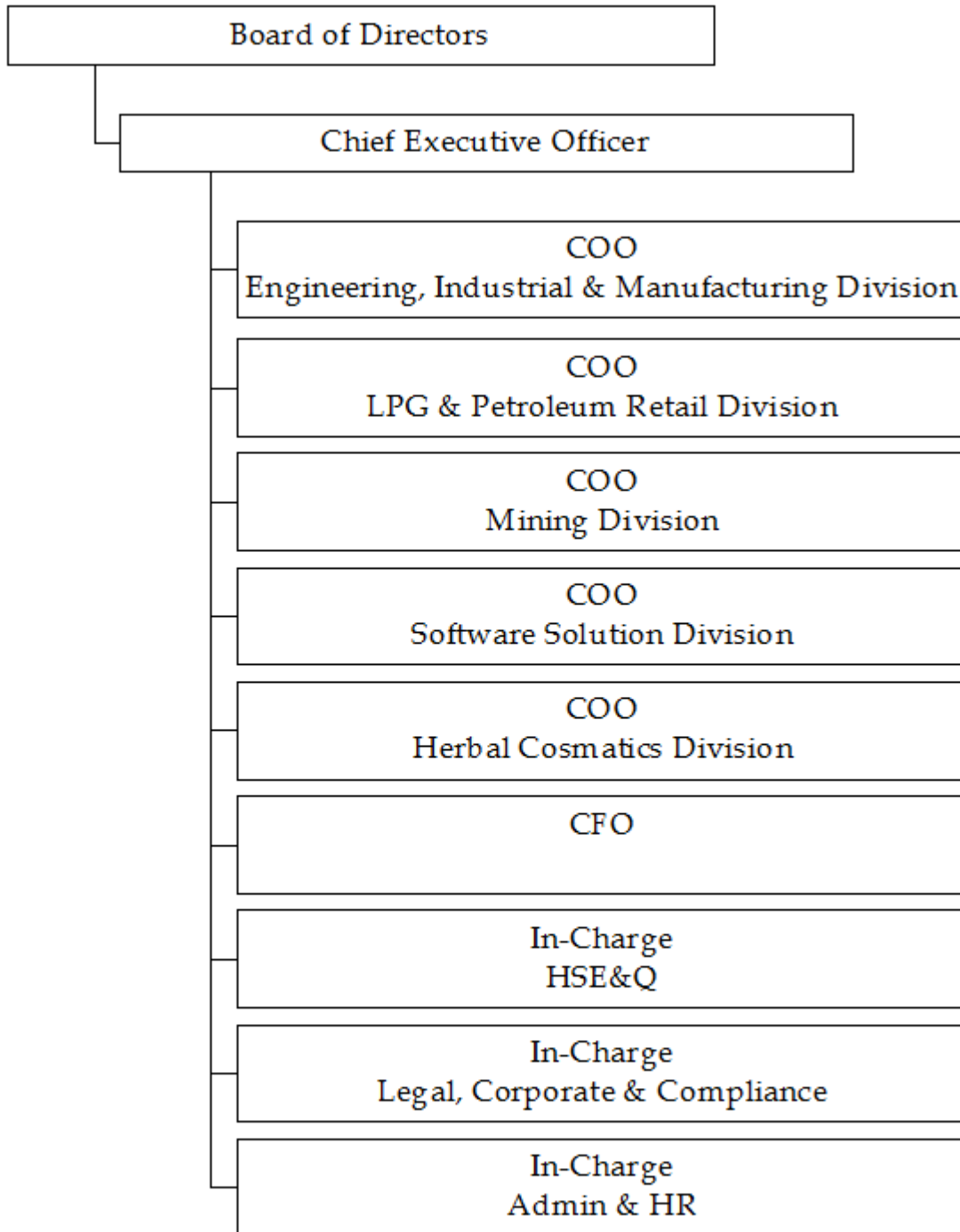
- API Spec 5CT
 - API Spec 6A
 - API Spec 6D
 - API Spec 7-1
 - API Spec 12F
- } ADOS Pakistan Limited
- ISO QMS 9001:2008
 - ISO EMS 14001:2004
 - OHSAS 18001:2007
- } Akbar LPG, ADOS
- Trace Certification
- } Business Ethics

Organization charts of the Akbar Associates and the Group Companies along with their areas of focus and specializations are detailed on the following pages:



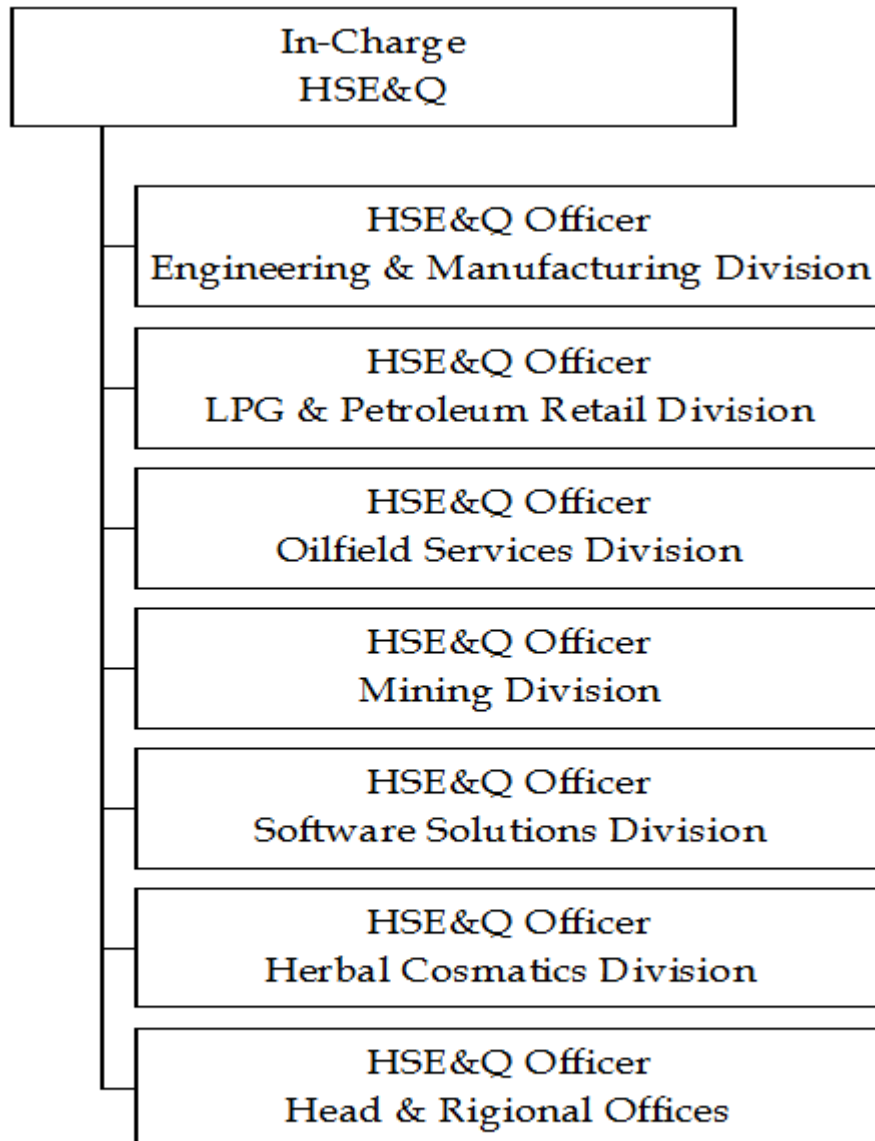


Corporate Organization Chart





Corporate HSE&Q Organization Chart





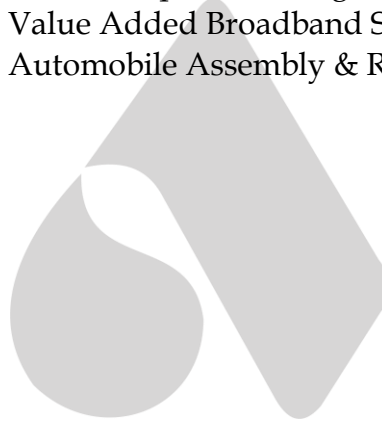
**Akbar
Associates
(Private)
Limited**

The parent company of the Group, **Akbar Associates (Private) Limited**, is country's premier 'supply chain manager' and leading supply house to the local oil & gas exploration, production, process and transmission industry.

Akbar Associates are the exclusive representatives of Navistar Defense providing MRAP MaxxPro vehicles to Pakistan Defense Forces.

The primary areas of business for Akbar Associates (Private) Limited are:

- Supply Chain Management.
- Consignment Inventories.
- Specialized Contract & Project Buying
- LPG Transport, Bottling and Distribution
- Value Added Broadband Services
- Automobile Assembly & Retail

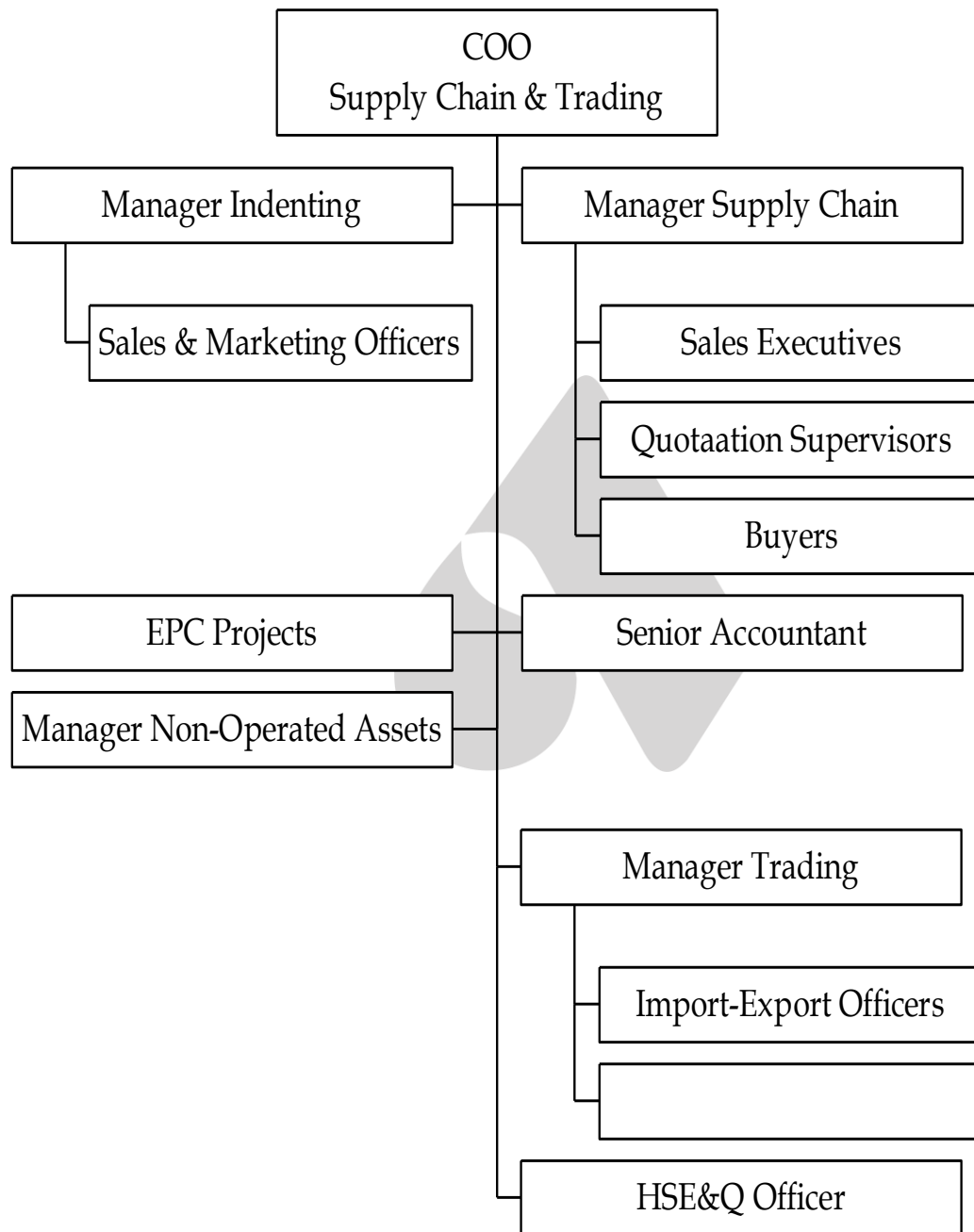




Organization Chart

Akbar Associates (Private) Limited

Supply Chain & Trading





**Akbar
Associates
(Private)
Limited**



LPG Division

Akbar Associates - LPG Division is one of the major players in the bulk transport, storage and marketing of LPG in Pakistan.

Our state-of-the-art and strategically located LPG storage and bottling facilities at Mansar district Attock and Patoki, District Lahore along with contract filling facilities with Shell and Marshall in Karachi, plus a cylinder base of over 100,000 cylinders and a large company owned and operated fleet of LPG bowzers and delivery trucks ensures a nationwide foot print and provides us the much needed edge over competitors in the recently deregulated market place.

Adding to the group tradition of success through hard honest work and adherence to quality, Akbar LPG with an annual sale of over 20,000 metric tons has become a major player in a short span of 5 years and is currently ranked in the top ten LPG marketing companies in Pakistan amongst a field of 80 plus.

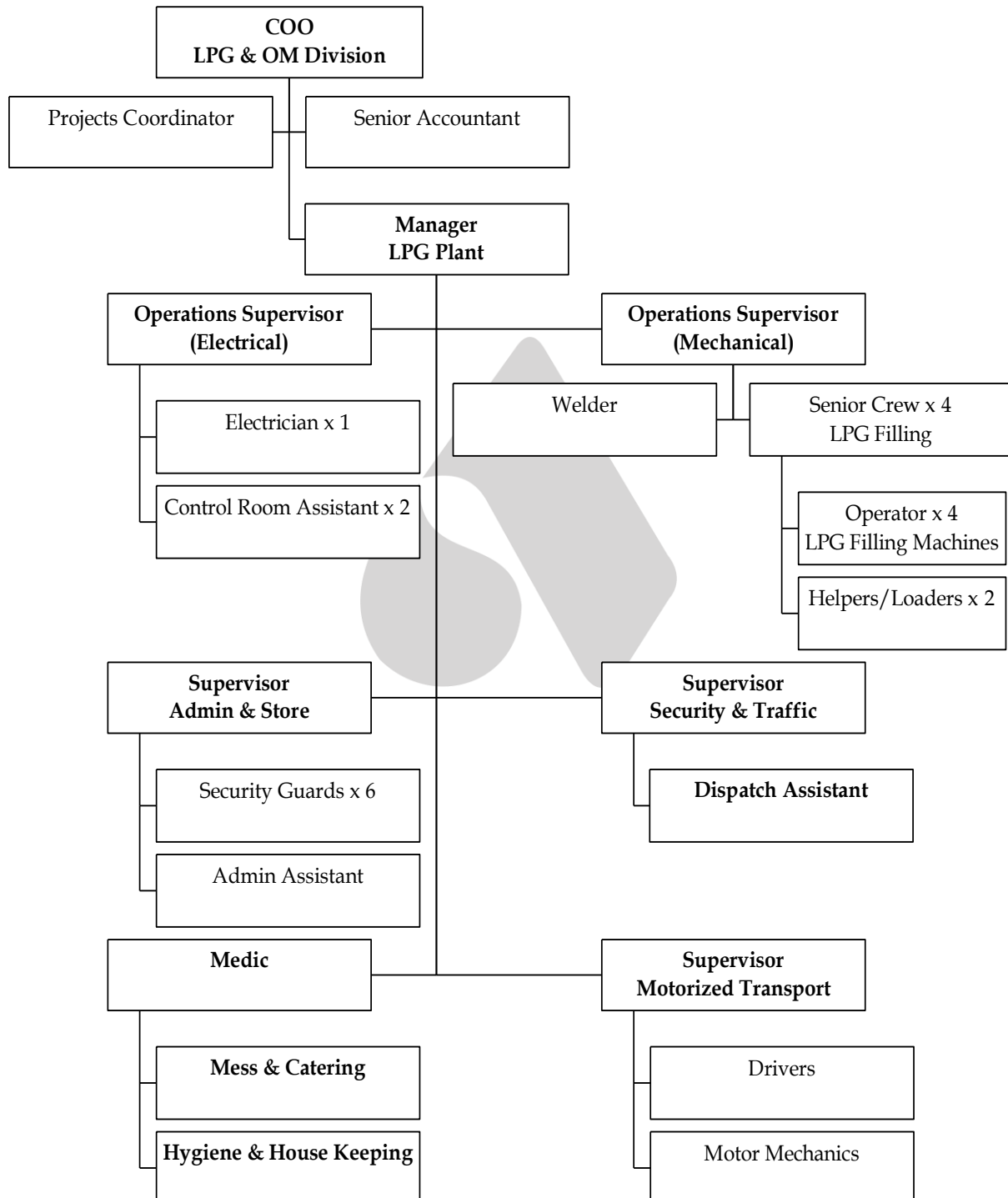
Like rest of the Group Companies, the LPG Division is also debit free. This coupled with strong cash flows associated with the LPG industry gives us the much needed financial strength and flexibility to quickly adapt to inherent volatility of the LPG business and convert challenges into opportunities.



Organization Chart

Akbar Associates (Private) Limited

LPG & OM Division





ADOS Pakistan Limited, is country's premier engineering facility specializing in the manufacture of critical service oilfield equipments and high end engineering solutions.

ADOS is one of the premier engineering facility in Pakistan that also has the right to apply American Petroleum Institute Monogram on products manufactured by it under API Spec 5CT, 6A, 6D, 7-1 & 12F along with ISO 9001, 14001 & OHSAS 18001

In addition to API and ISO licenses/certifications, **ADOS** is full service Cameron licensee that can manufacture critical service wellhead completion equipment including accessories and choke & standpipe manifolds under full Cameron certification and warranties.

ADOS is also a certified facility for repair and maintenance of annular and ram BOPs and BOP Control units and manifolds.

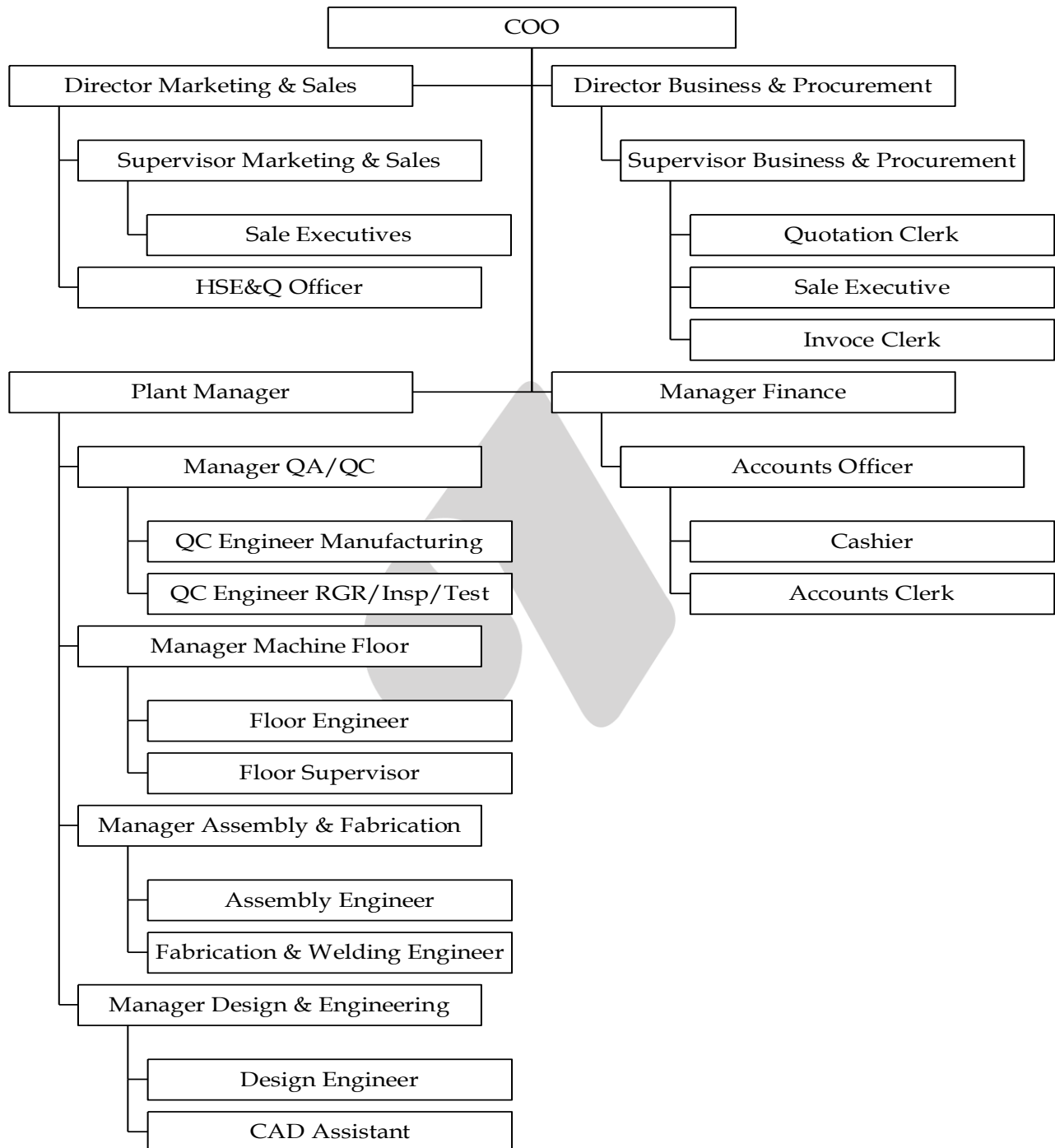
ADOS is a leading local manufacturer of the following specialized equipment with guaranteed aftermarket support and backup:

- Well Head, Tubing Head & Xmas Tree Assemblies.
- Rotary Drilling Equipment.
 - API & Premium Threaded Connections.
 - Choke, Kill & Standpipe Manifolds
 - Flanges, Spools & Adaptors
- Portable & Mounted Seismic & Water Well Drilling Rigs.
- Crude & Product Storage Tanks.
- Phase Separators, Liquid Knockouts & Pressure Vessels.
- Precision Engineering & Fabrication.
- Construction Form Works.
- Discrete & Overt Armoring of Vehicles.
- Customized Secured Solutions.



Organization Chart

ADOS Pakistan Limited





Petrolog was incorporated in 1986 with the primary objectives of developing a niche for the Group in the rapidly growing oil & gas services market in Pakistan.

Petrolog, over the last 30 years, has established itself as a reputed oilfield service company with its engineers and technicians fully trained and certified in our areas of expertise and Group HSE policy and procedures.

Petrolog takes pride in its unconditional focus and total commitment to the corporate HSE&Q policy, which, by The Grace of Allah, The Most Magnificent & The Most Merciful, is demonstrated by its excellent safety and quality record.

- ✓ Over 700,000 hours without job related fatality or injury.
- ✓ LTI is better than 1:100,000 hours worked.

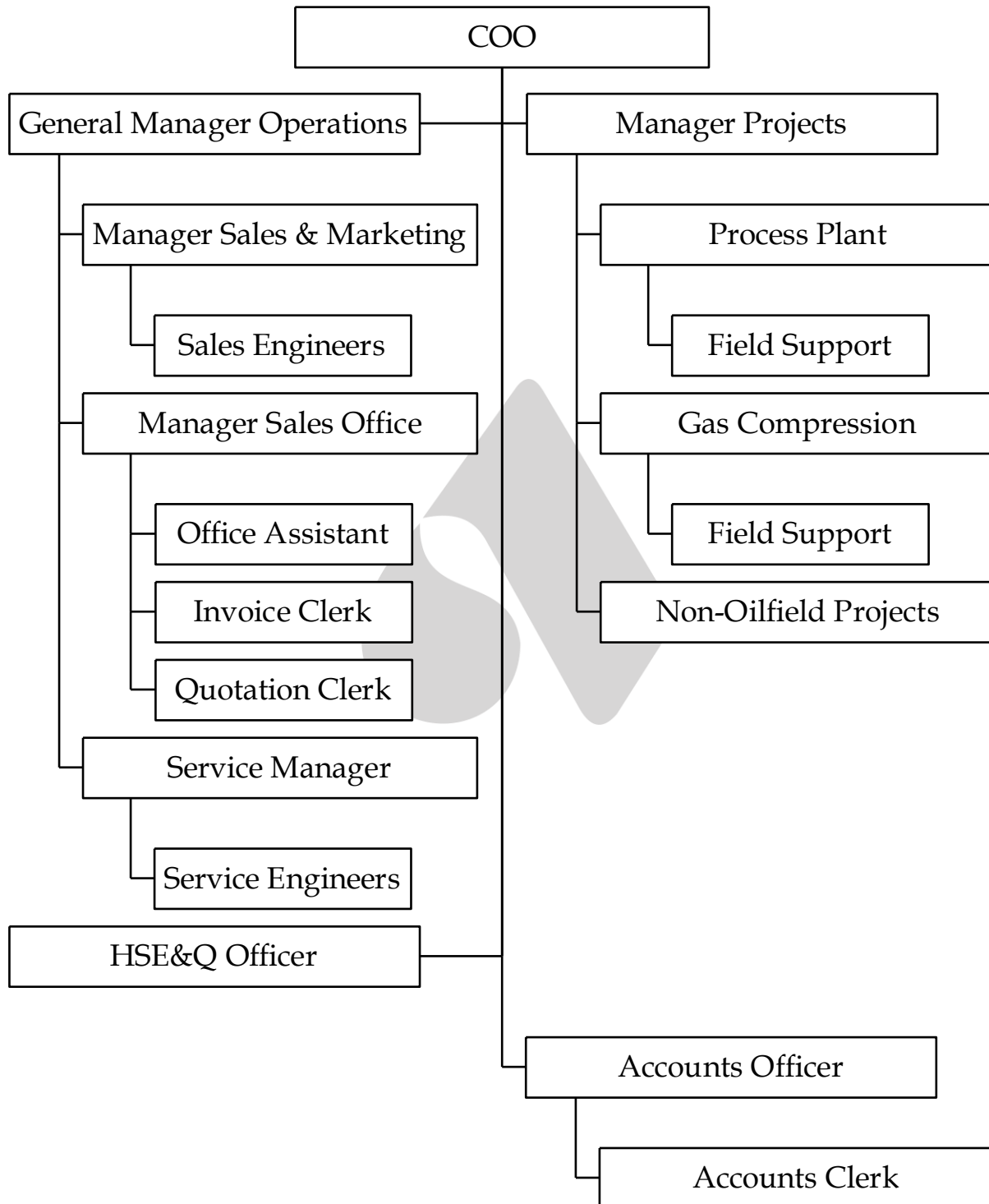
We have been audited by our valued customer for HSE compliance and have always measured up to the required standards. As a corporate policy and an endeavor to learn and improve, we encourage audit of our HSE policy and performance. We invite you to be the next auditor.

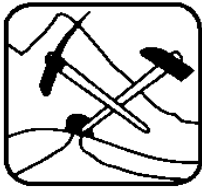
Petrolog are the market leaders in the following highly specialized market segments:

- Wellhead Completion Services.
- Corrosion Monitoring & Protection.
- Well Design & Completion Engineering.
- Drilling Optimization.



Organization Chart Petrolog (Private) Limited





RAZVI MINING



Razvi Mining, the mining arm of the Group, are not only the proud pioneers of barite and pulverizing in Pakistan but one of the first professional run mining establishments in country for the last four decades.

Razvi Mining, ever since commencement of operations in early 1962, has successfully maintained its leadership position in exploring, mining and pulverizing of barites in Pakistan. With net proven reserves exceeding four million metric tons and a daily production capacity of approximately 100 metric tons, it is one of the principle suppliers of API grade lead free barites.

Razvi Mining, in addition to barites, either directly or through joint arrangements with small and multiple leaseholders owns and/or operates large acreages of Granite, Marble and Serpentine mines.

The more important of the many mining acreages held are:

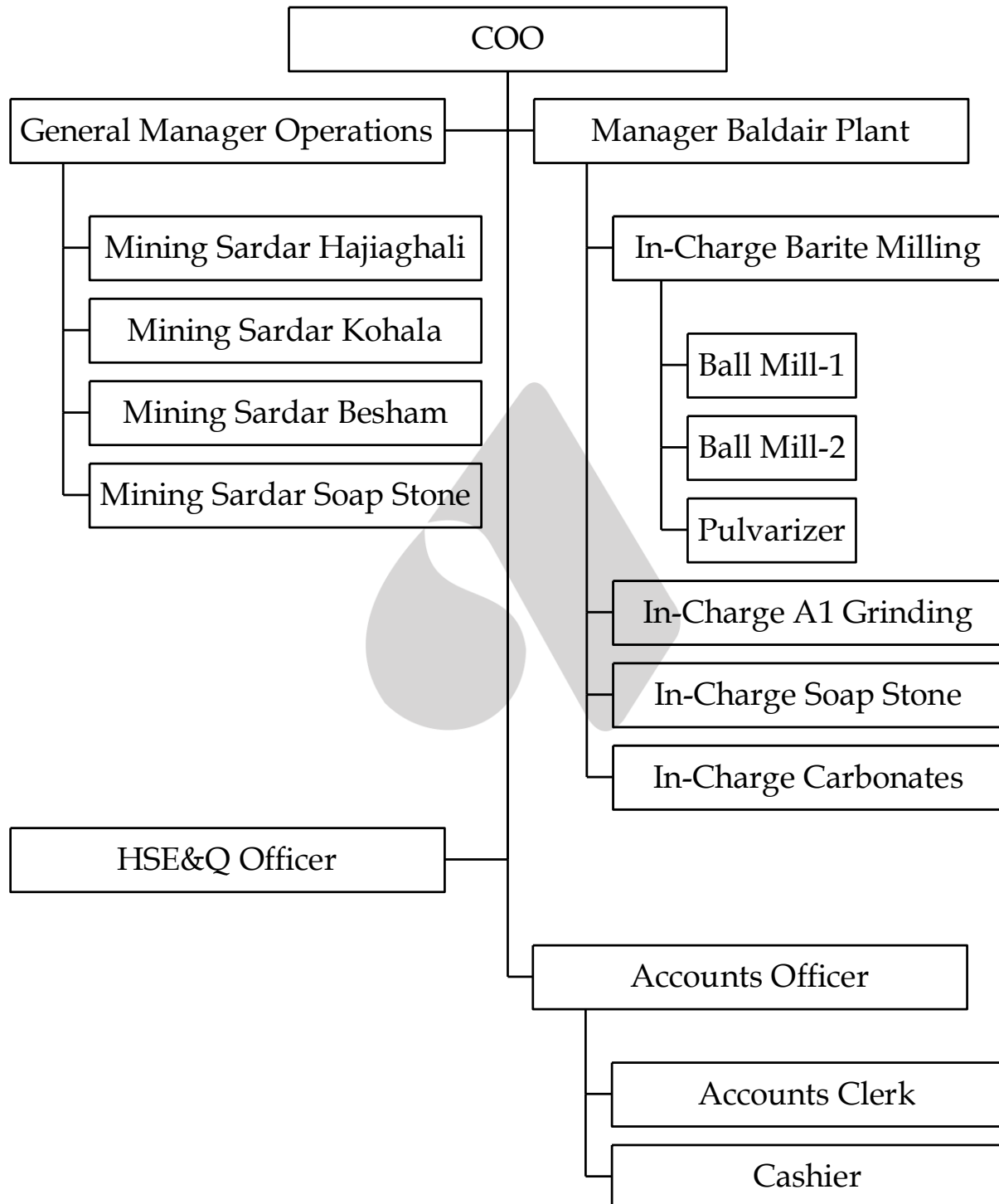
- | | |
|--------------------|--|
| (a) Barites: | Haji Ghali, Abbottabad, NWFP.
Khunkalan, Abbottabad, NWFP.
Yakhtangi, Shangla, NWFP. |
| (b) White Marble: | Khatachogali, NelamValley, AJK |
| (c) Soap Stone: | Beeir, Abbottabad, NWFP. |
| (d) Black Granite: | Bufa, Mansara, NWFP. |

Razvi Mining is also an important source and supply chain manager for the following products to the local oil drilling industry.

- Barites
- Calcium Carbonate
- Mica
- Starch
- Potassium & Sodium Chloride
- LCM



Organization Chart Petrolog (Private) Limited





AVL is continuation of Akbar Associates’s long tradition of venturing into new unexplored areas. This new initiative is to carve for ourselves a niche in the highly competitive but rewarding specialty software sector with primary focus on (i) Core, Branchless & Mobile Banking Solutions, (ii) Hospital Resource & Care Management (iii) Dynamic Real Time E-Commerce Applications and (iv) ACRM Systems.

This majority owned AAG company, brings on board a new, agile and confident team of recognized industry professionals supported by the strong financial strength of AAG and its long history of delivering nothing but the very best, on schedule and than ensuring a guaranteed 24x7 aftermarket support.

Our teams, with their core, branchless and mobile banking solutions, have already started to create ripples in the calm surrounds of financial services industry. Similarly, our E-Commerce offerings, in particular, our purchase management solutions are raising many eyebrows.

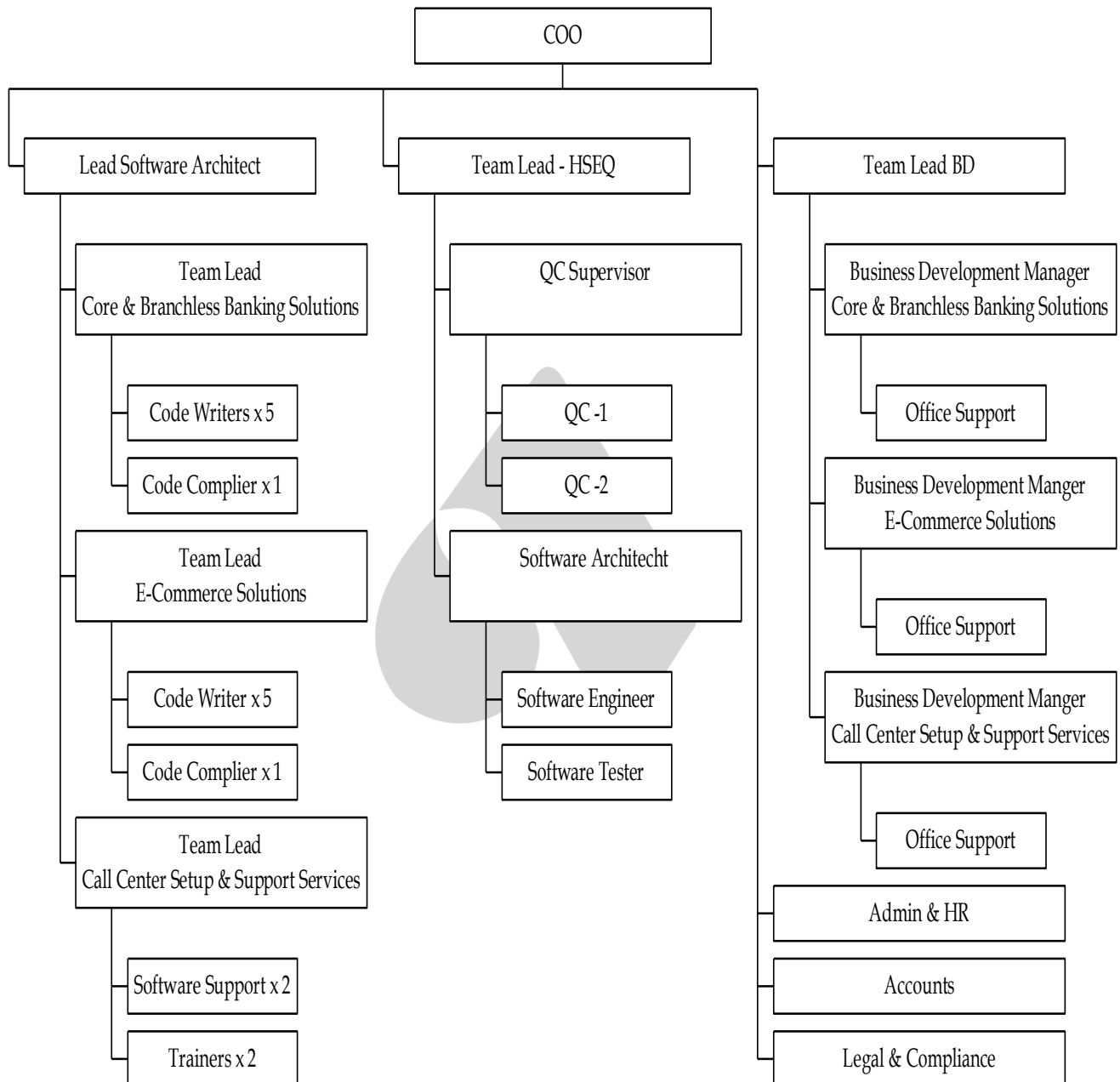
To further strengthen our IT footprint and broaden our offering, AVL has reached a definitive agreement to acquire business assets and professional resource of two leading IT companies Messer Celeritas Solutions and Messer Business Matrix. This acquisition will deliver to AVL exclusive rights for Pakistan for Altitude-ACRM (Advance Customer Response Management) solutions propelling it to be market leaders in call center setup, operations and out-source technologies.

AVL can develop and customize software solutions on Microsoft .NET, Java, Oracle. plus all mobile platforms including Java, Android, iPhone/iPod, BlackBerry.



Organization Chart

Akbar Vasal (Private) Limited





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