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# Sustainability Report

**Nouri Petrochemical Company**

Biennial Report 2018 & 2019





**In The Name of God**



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## About the Report

Nouri Petrochemical Company is committed to managing its business sustainability and responsibly. It is worth stating that moving in this direction requires improving the level of interactions with key stakeholders and providing them with comprehensive, transparent and up-to-date reports. In this regard, Nouri Petro Chemical Company's Sustainability Report has been compiled and published regularly in recent years. The biennial sustainability report of Nouri Petrochemical Company (1397-1398 SH) is the second report of the company in this field. This time period corresponds to 21 March 2018 to 19 March 2020 in Gregorian calendar. The first biennial sustainability report was related to the sustainable and responsible performance of the organization in 1395-1396 SH. Based on CEO's decision and with the aim of continuous improvement of the quality of the reports, a two – year period has been considered for publishing sustainability reports at Nouri Petrochemical Company. The end of each year in these intervals corresponds to the financial year of the company, which is based on the Solar Hijri calendar year. Majority of the dates in this report. are in Solar Hijri calendar. So, for the sake of the convenience of the report readers and due to the fact that Solar Hijri calendar and Gregorian calendar don't cover the same period, a table is provided at the end of the report to convert the Solar Hijri years to Gregorian years.

The main changes which have been made in biennial 1397-1398 SH at Nouri Petrochemical Company are as follows;

- Opening & Commissioning LTE Splitting Unit on April, 2018
- Upgrading Absorption Towers of Para-xylene Unit on February, 2019
- Entering Tehran Stock Exchange with an initial public offering of 10% of shares on June 2019

This report has been prepared in accordance the GRI Standards: 2108, but no claim about compliance level is made. GRI content index is provided at the end of the report which lists all GRI Standards used and disclosures reported. The information provided in this report is related to the performance of Nouri Petrochemical Company and the level of information coverage is specified in each section consistently. Also, ensuring information validity and accuracy provided in the report have been made based on company's internal controls and mechanisms and no external assurance has been done for this report. However, in some sections of this report story of our stakeholders' experience in cooperation and interaction with the company is presented from their point of view. So, it could be considered as opinions of a third party.

The second Sustainability Report of Nouri Petrochemical Company was prepared by CEO confirmation and under his supervision. Gathering information and compiling its content were done with the management of the "Social Responsibility Committee" and the cooperation of the representatives of all departments of the organization in "Sustainability Reporting Committee". E-versions of the first and second sustainability reports of Nouri Petrochemical Company are available on its website at <https://www.bpciran.com>. Moreover, interested parties may contact "CEO representative in social responsibility affairs" at [csr@bpciran.com](mailto:csr@bpciran.com) and call 0773732250, if they have any suggestions or inquiries regarding this report and CSR affairs.



## A Message from CEO

Institutions were once thought to be solely accountable to shareholders and employees, but new approaches to management emerged along with increasing population, resource constraints, and the growing importance of international competition. Increasing emphasis on corporate social responsibility can be attributed to these changes. Perhaps in the past, it was possible to imagine that organizations were able to survive only by relying on their capacity, capability, financial, human and intelligence resources. But, through time and in parallel with the evolution of organizations, this perception has gotten less attention. On the other hand, the necessity of emphasizing on society, the environment and development of social responsibility has been more considered.

At Nouri Petrochemical Company, we are committed to conducting integrated and comprehensive analysis of internal and external environments in order to make sure that material issues related to society, environment and CSR affairs are taken into account in company strategies and objectives. We are committed to setting and implementing our annual business goals, strategies and programs based on responsible management and stakeholder interaction, thereby improving positive impacts of the company's activities in economic, social and environmental aspects. At Nouri Petrochemical Company, along with comprehending the importance of stakeholders' position, we are committed to reviewing and analyzing their needs and expectations periodically. In this regard, in collaboration with the academic community and relying on scientific methods, we measure our key stakeholders' satisfaction. The results of these studies clearly indicate that plans, actions and interactions with stakeholders done by the company are in a very good condition. In the strategic management process, we consider the information obtained from these surveys as an important and valuable input.

In the direction of its strategic planning, and in line with its past steps, this company has determined the following topics as its top priorities: employee empowerment, increasing employee satisfaction, supply chain development and empowerment (domestic suppliers are regarded as first priority), the improvement of production & support technologies, effective management of safety & environmental impacts, cost management, energy resources & consumption, and effective management of knowledge & information. Moreover, with the aim of turning responsible strategies into organizational objectives and plans, with a purposeful and systematic look, Nouri Petrochemical Company has included these items in its strategy map. On the other hand, due to the commitment of the Board of Directors and the management team to corporate social responsibility and in order to ensure performing related activities properly and appropriately, the CEO has appointed his Representative in Social Responsibility Affairs and the Social Responsibility Committee was formed with the aim of facilitating inter-sectoral cooperation and participation in defining and implementing social responsibility projects as well.

Taking into account above mentioned material topics, we always endeavor to formulate human and environment-oriented strategies at Nouri Petrochemical Company. So, we would be able to improve our position in society and play an important role in preserving and sustaining society and the environment. Presently, I am proud to see my respected colleagues' roles in the second report on company's sustainable performance, which is a summary of their individual activities. This shows

the commitment of each of the managers and employees of this company to social responsibility. With the support of each of these people, we hope to be always successful in fulfilling our responsibilities in the field of social responsibility and be able to achieve all goals of Nouri Petrochemical Company, with full protection of the environment and gaining community & stakeholder satisfaction. And I am proud to share the second sustainability report of Nouri Petrochemical Company with you in this way.

**Taghi Saneie**

*Vice-Chairman of the Board & CEO*







Chapter One

**Responsible  
& Ethical  
Business  
Management**

at  
**Nouri Petrochemical Co.**



# An Introduction to Nouri Petrochemical Company

Nouri Petrochemical Company is the fourth petrochemical complex producing aromatic materials in Iran, which is located on an area of 61 hectares (with dimensions of 550 by 1,100 meters and on four non-coplanar terraces) in phase one of Pars Special Economic Energy Zone, Assaluyeh, 260 km from Bushehr province and on the northern region of the Persian Gulf. Also, it should be mentioned that the ease of access to food, fuel and utility services, using new road facilities, maritime transport network, and Free Trade Zone laws, Persian Gulf International Airport and especially value-adding of the country's hydrocarbon capital are the most important reasons to justify selecting this part of our country for establishing this petrochemical company.

General Specification of Nouri Petrochemical Company		
Terrace 1 (Non-industrial site)	About 5 hectares	72 m above sea level
Terrace 2 (Operating site)	About 22 hectares	60 m above sea level
Terrace 3 (Daily tanks)	About 13 hectares	45 m above sea level
Terrace 4 (Storage tanks)	About 16 hectares	30 above sea level

Product portfolio development is one of the most important strategic goals of this company. Accordingly, Nouri Petrochemical Company has been able to produce 1.2 million tons of main products including Para – xylene, Benzene and Ortho – xylene, as well as other valuable by-products and deliver to the National Economic Cycle. It is worth stating that in addition to creating more Economic Added Value, this has been able to meet the diverse needs of domestic and foreign customers. The technical knowledge of production in this company was one of the most advanced technologies in the world in 2006, purchased from Toray Japan, Axens France and Corop Uhde Germany. In fact, these companies have technical knowledge of producing main products of Benzene, Para – xylene and Ortho – xylene.

- Complex Area: 61 hectares.
- Direct Employment of about 1,200 persons per year.
- The highest production capacity of Para - xylene in aromatic complexes of Iran.
- Producing three main products with the capacity of 1.2 million tons per year.
- Producing six by-products with the capacity of 3.3 million tons per year.



# Main Pillars of Responsible Management

## Vision

Nouri Petrochemical Company's Vision in 2023  
"A Leading Organization with Sustainable Production & Profitability and Minimal Waste of Resources"

## Mission

Production of high-quality aromatic products and by-products from gas condensate and pyrolysis gasoline to meet the expected values of customers by using an efficient production system based on the latest technologies in the world, stable supply chain and effective communication mechanisms with stakeholders through collaborating and interacting with partners, and committed and professional manpower with a responsible and sustainable vision.

## Organizational Values

The values of an organization reflect strong and fundamental belief that the organization appreciates and is sensitive to them. In fact, values in the organization are the value of individuals, groups, stakeholders, shareholders and justifiable culture of the organization and society. Values include core values and professional values at Nouri Petrochemical Company.



Environmental protection & Safety



Continuous improvement, teamwork, creativity & innovation



Business ethics



## Responsible Strategic Management

At Nouri Petrochemical Company, responsible strategic management is based on two main pillars of corporate social responsibility as follows;

- Adopting a stakeholder-based approach as a way for creating shared value

- Defining & integrating material topics in economic, social and the environment in organization strategic management

Therefore, relying on the strategic management model of Nouri Petrochemical Company, we ensure that material topics and their effects and priorities have been embodied properly in the main goals and strategies of the organization with a comprehensive and integrated view of internal & external organizational analysis and interactions with key stakeholders. Accordingly, objectives, operational strategies and annual plans are in line with responsible management of interactions with stakeholders and improving the impact of the company's activities in economic, social and environmental aspects.

Strategic Management Model of Nouri Petrochemical Company



At Nouri Petrochemical Company, investigating stakeholders' needs and expectations are done periodically. It should be noted that the information obtained from such investigations are considered as an important and valuable input in the process of strategic management, as it guarantees a holistic approach, which is free from individual/organizational bias or one-sidedness. Besides, evaluating external factors include investigating political, economic, social, technological, environmental, law and customers – industry related factors. On the other hand, evaluating internal factors consists of capabilities and available resources required by the organization in human, financial, technological and other aspects. In summarizing the analyses and evaluations, a set of key issues in three

aspects of economic, social and environmental are identified and prioritized, which are used as the basis for determining the organization's main objectives and strategies. Also, organizational key objectives include those which cover material topics in responsible business management in three aspects as follows; economic, social and environmental aspects.



The strategic planning path of Nouri Petrochemical Company has continued by determining the main strategies of the company. In line with the steps taken previously and with the aim of responsible business management in this company, eight selected strategies were identified as drawing the main path of the company as follows;

- 1- Empowering employees and increasing their satisfaction
- 2- Producing higher – added value products
- 3- Maintaining the existing markets and being in new markets.
- 4- Developing and empowering supply chain considering domestic suppliers as the top priority
- 5- Improving production & support technologies
- 6- Effective management of safety & environmental impacts
- 7- Cost management, resource waste and energy consumptions
- 8- Effective management of organization's knowledge and information

Finally, it is worth noting that company strategy map includes "social responsibility perspective" which reflect its purposeful and systematic outlook in turning responsible strategies into organizational goals and programs. Regarding social responsibilities perspective, strategic objectives are as follows;

- Enhancing employees' health and process safety
- Improving environmental performance
- Developing social contributions



Introducing strategic objectives in different perspectives of the strategy map and measurement criteria appropriate to each of them will be done in the next chapters of this report in reviewing the company's performance in economic, employees, environment and society aspects. However, in addition to strategic objectives in terms of social responsibility perspective, the following can be mentioned as other examples of Nouri Petrochemical Company's strategic emphasis on its responsible business management.

- Strategic objective "reducing feed waste & energy loss" in internal processes perspectives (economic & environmental aspects)
- Strategic objective "robust supply chain focusing on internal resources" in internal processes (economic & social aspects)
- Strategic objective "increasing employees' satisfaction and their motivation" in growth & learning perspectives (social aspect)



## Management Approaches

At Nouri Petrochemical Company, management approaches include material topics in integrated management of economic, social and environmental impacts of the company. Moreover, it provides a systematic, codified and purposeful framework for aligning operational plans and actions with the organization's responsible strategies and goals.

"Integrated Management Systems Policy at Nouri Petrochemical Company" has emphasized on company's commitment to sustainability and sustainable development. Also, it explains principles related to material topics towards employees, customers, the environment and society, which should be came into force in various aspects of the organization.

"Corporate Social Responsibility Policy at Nouri Petrochemical Company"

has introduced a responsible approach and has a long-term view of sustainable business as a basis for value creation for the company's key stakeholders. Moreover, it considers that ethical and responsible business is based on the following principles and illustrates its examples:

- Commitment to transparency & ethical business
- To be stakeholder-oriented and have interactions with them
- Value & sustainable Wealth Creation
- Commitment to the environment, health, safety & security
- Organization's employees
- Citizenship rights

In order to promote this approach and inform all key stakeholders of the organization about the principles and mechanisms of management and responsible performance at Nouri Petrochemical Company, the above - mentioned policies are available on the official website of the company. On the other hand, the most important standards in economic, social and environmental aspects implemented at Nouri Petrochemical Company can be mentioned as follows;

- Health, Safety & Environment Management System HSE-MS
- Quality Management System ISO9001:2015
- Environmental Management System ISO14001: 2015
- Occupational Health & Safety Management ISO 45001:2018
- Quality Management System for Training ISO10015: 1995
- Energy Quality Management System ISO50001:2018
- Quality Management System of Oil, Gas & Petrochemical TS29001/ISO: 2010
- Laboratory Quality Management System IEC/ISO17025

"Integrated Management Systems Policy" and "Corporate Social Responsibility Policy" illuminate the main principles and frameworks of responsible management and performance in the organization.



# Corporate Governance

## Legal Nature of Company

Nouri Petrochemical Company is a public joint stock company whose shares is offered and traded on Tehran Stock Exchange since July 13, 2019. Also, its key shareholder is Persian Gulf Petrochemical Industries Company which owns more than 68% of its shares. In the following part, the information of shareholders and their stocks value at the end of fiscal year 1398 SH is provided.

Nouri Petrochemical Company's Key Shareholders at the end of Fiscal Year 1398 SH			
Shareholder	Number of Shares	Percentage	Value (Million Rials)
Persian Gulf Petrochemical Industries Company	2,056,427,800	68.55	2,056,428
Oil & Gas & Petrochemical Investment Company TAMIN	459,000,000	15.30	459,000
The National Pension Fund Investment Company	167,150,000	5.57	167,150
Others	317,422,200	10.58	317,422

## Role of The Board of Directors in Leading the Organization Responsibly

It is highly important to note that the Board of Directors at Nouri Petrochemical Company are elected among shareholders (legal entities) by Ordinary General Meeting in accordance with the provisions of the Commercial Code. The real representatives are then introduced based on corporate governance guidelines, after identifying qualified experts and conducting specialized interviews. The board consists of at least one non-executive member with financial education (accounting, financial management, economics, and management with financial minor) and related experience.



Mohammad Heydari



Mohammad Reza Pashaei



Hakim Karami



Taghi Saneie



Sasan Taleb Nejad



Farhang Hosseini

The members of the Board of Nouri Petrochemical Company in fiscal years 1397 & 1398 SH are as follows;

Hakim Karami, who was the chairman and a non-executive member of the Board of Directors. He was on the Board of Directors on behalf of Persian Gulf Mobin Energy Company in 1397 SH and on behalf of the Iranian Investment Petrochemical Group in 1398 SH. At the same time, he was the human resources manager of Aria Sasol Petrochemical company. Moreover, when he was on the Board of Directors, he had a B.A in finance.

Taghi Saneie was the vice-chairman of the Board of Directors. By having the position of CEO at Nouri Petrochemical Company, he was considered as a non-executive member. In 1397 SH, as on behalf of Persian Gulf Petrochemical Company and in 1398 SH, on behalf of Hengam Petrochemical Company, was on the Board of Directors. Also, he had a M.S in Chemical Engineering when he was on the Board of Directors.

Mohammad Heydari was on the Board of Directors as a non-executive member. In 1397 SH, he, on behalf of Bandar Imam Petrochemical Company, and in 1398 SH, on behalf of Karun Petrochemical Company, was on the Board of Directors. Due to his retirement, he did not have any other job responsibility in the other organizations. Furthermore, he had a B.S in Petrochemical Engineering when he was on the Board of Directors.

Mohammad Reza Pashaei was on the Board of Directors as a non-executive member. In 1397 & 1398 SH, he was on the Board of Directors on behalf of Oil & Gas & Petrochemical Investment Company (TAPPICO), and he was a finance manager at TAPPICO at the same time. When he was on the Board of Directors, he had a B.A in Business Management.

Seyed Farhang Hosseini was on the Board of Directors as a non-executive member. He was on the Board of Directors on behalf of Petrochemical Industry Development Management Company during 1397 SH and the first half of fiscal year 1398 SH. He was CEO of Amir Industrial & Mining Group at the same time. Moreover, he was a PhD student in Financial Management, when he was on the Board.

Sasan Taleb Nejad was a non-executive member of the Board of Directors. He was on the Board of Directors on behalf of Petrochemical Industry Development Management Company for the second half of fiscal year 1397 SH, and on behalf of Hormoz Urea Chemical Fertilizer Company in 1398 SH. At the same time, he was a sales manager at Shazand Petrochemical Company. Also, he had a doctorate (PhD) in Polymer Engineering.



*The Board of Directors and Senior Managers of Nouri Petrochemical Company promote responsible management of the organization by focusing on key economic, social and environmental issues.*

At Nouri Petrochemical Company, the Board of Directors are responsible for leading and managing the organization responsibly based on duties and responsibilities assigned to them. Some of their roles in this direction are as follows;

- Establishing effective internal mechanisms in order to reasonably reassuring company's assets & resources protection against loss, fraud and abuse, realizing efficiency and effectiveness of company operations, quality of financial and non-financial reporting, observing the rules and regulations of evaluating CEO's performance and monitoring the effectiveness of his performance and the results of his actions
- Approving strategic plan, executive policies, organizational code of ethics, necessary regulations for managing affairs and activities, including employment regulations, transactions, salaries, qualification, job positions and other company regulations.
- Supervising the procedure of complaints handling and reports received from company's shareholders, partners and stakeholders
- Reviewing internal controls, at least annually, publishing and disclosing its results in the form of a report entitled "Internal Controls Report"
- Appropriately monitoring and disclosing conflicts of interests in related party transactions.

In order to effectively fulfill their responsibilities, the Board of Directors of Nouri Petrochemical Company formed three main committees of **Appointments, Audit and Risk** as board committees. These committees consist of members of the Board of Directors, managers and employees of the company.

- "Appointment Committee" is responsible for appointing and dismissing managers and the heads of departments and recognizing qualified individuals for the Board of Directors in subsidiaries.
- "Risk Committee" is responsible for identifying and analyzing risks available in the company and planning to eliminate and manage them.
- "Audit Committee" is responsible for evaluating internal controls and ensuring that internal controls are applied in all the organization's processes and activities.

The Board of Directors of Nouri Petrochemical Company held twenty-five and thirty-four meetings in fiscal year 1397 and 1398 SH respectively. The secretary on the Board of Directors is responsible for arranging and holding its meetings, who is Nouri Petrochemical Company's financial manager. The secretary of the Board of Directors also sets minutes of negotiations and approvals by the Board, follows up the approvals and prepares a report on implementing the approvals. One of the important issues in election and performance of the Board of Directors and their performance is to consider **conflict of interest**, have appropriate strategies and mechanisms to prevent its occurrence and monitor it continuously. Along with, Nouri Petrochemical Company applies necessary controls in electing the real members of the Board of Directors in terms of ethical and professional background. Moreover, there is full commitment to considering Article 129 of the Commercial Code, that the members of the Board of Directors and the CEO of the company cannot be directly or indirectly a party to the transaction in company's transactions or on the company's account without the permission of the Board of Directors. If it happens, beneficiary CEO or member of the Board of Directors will not have the right to vote. On the other hand, the necessary requirements in case of non-existence of conflict of interest in the performance of the company's Board of Directors are evaluated and controlled in independent audits and inspections that are performed every six months by the

case of non-existence of conflict of interest in the performance of the company's Board of Directors are evaluated and controlled in independent audits and inspections that are performed every six months by the Auditing Organization.

## Executive Mechanism of Responsible Management

It is significant to have formal decision-making mechanisms and to implement decisions, which act as a real platform for moving in the direction of responsible business management. At Nouri petrochemical Company, based on **the model of integrated & comprehensive strategic management process**, the organization's macro objectives and strategies in economic, social and environmental aspects are related to the goals and programs in a way that they can be included in the current activities of each department of the organization systematically. In this case, after the approval of the strategic plan by the Board of Directors and its announcement by the CEO in the whole organization, each unit of the organization attempts to implement plans and achieve the desired positive impacts of the organization in accordance with their duties and powers, to implement the plans and achieve the desired positive impacts of the organization in three economic, social and environmental aspects in accordance with their duties. In this framework, the delegated authority obtained from the Board of Directors to the CEO, the Board of Governors and then middle managers and experts is clearly defined based on the approvals by the Board of Directors and the job description of each positions and organizational parts. Moreover, monitoring and evaluating the progress of programs and meeting the criteria for measuring strategic objectives, are done periodically. Then, the relevant reports are submitted to the Board of Governors and sent to the Board of Directors for monitoring and reviewing.

Also, due to the fact that the Board of Directors puts high priority on social responsibility, the **"Representative of the CEO in Social Responsibility Affairs"** has been appointed. As an official representative of the company in this field, he is responsible for managing the relevant internal & external interactions, as well as providing expert advice and reports on current plans and actions to the CEO.

With the purpose of facilitating inter-sectoral collaboration and participation in defining and implementing joint projects, **"Nouri Petrochemical Company's Social Responsibility Committee"** has been formed with membership of the CEO's representative in social responsibility and managers and representatives of public relations, human resources, quality assurance and HSE affairs. This committee is in progress and in addition to reviewing related plans and actions, it provides expert support in assessing economic, social and environmental impacts and joint implementation of social responsibility projects within the company. In addition to the continuous activity of the Social Responsibility Committee, temporary committees are formed according to the needs of current projects, including the activity of the "Sustainability Reporting Committee", with the presence of representatives of all departments of the organization.

*Employee participation in responsible management of the organization is followed by the presence of the CEO's representative in social responsibility affairs and the activities of the Nouri Petrochemical Company's Social Responsibility Committee.*



# Stakeholder Management

Stakeholderism and stakeholder management has been accepted and institutionalized as an important element in the responsible management of the organization at Nouri Petrochemical Company. This approach is integrated in both the company's strategic management and its operational management. On the other hand, continuously and periodically evaluating and analyzing stakeholders' needs and expectations are done and related improvements are made accordingly. In 1397 SH, reviewing all existing mechanisms and analyses in the field of stakeholder management was put on the agenda as well as the necessary measures were taken as described below.

In the first step, four main areas were defined to identify and categorize stakeholders. Then, the main groups of stakeholders and their members were recognized in each of these four areas. Then, prioritizing the stakeholders was done using the stakeholder prioritization matrix based on the two components of influence/power and interest in order to determine related interaction strategies (including effective management, satisfaction, information and care). Subsequently, stakeholders' needs and expectations, opportunities and threats in the organization's interactions, communication methods and departments which are responsible for managing interactions with each stakeholder, and mechanisms for monitoring and reviewing the organization's interactions with them were reviewed.

As mentioned earlier, four main fields were determined for identifying and categorizing stakeholders in which main groups were identified as follows;

- Consumers & users (customers, employees and shareholders)
- Government (legal entities)
- Providers (suppliers)
- Influencers (Regional & relevant organizations, neighbors, competitors and others)

In each main group, key stakeholders were identified, then the approach of interaction with each of them was determined based on four categories of effective management, satisfaction, information and care. Therefore, the organization's key stakeholders were distributed and positioned in the stakeholder prioritization matrix.

Nouri Petrochemical company's approach in stakeholder analysis and categorization is:

## Stakeholders Analysis & Mapping

- Extracting list of key stakeholders
- Identifying material topics for stakeholders
- Investigating the amount of benefit & power

## Communication Strategy & Program

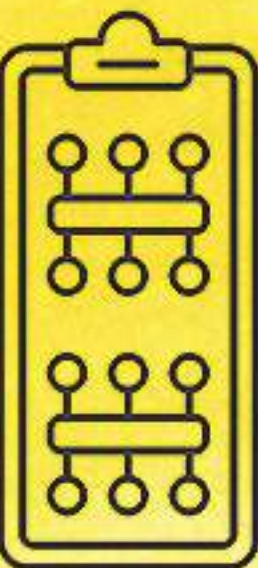
- Investigating communicating ways with different stakeholders (time, occurrence and etc.)
- Making calendar or an effective communicative program for feedback & improvement

## Engagement Techniques

- Investigating approaches to cooperate with stakeholders in order to improve designing & implementing

## Investigating & Improving

- Identifying roles & responsibilities in stakeholder relations management and evaluating previous activities



## Customers & Users

Customers: Domestic customers, Inter – complex customers, Foreign customers

Employees: Permanent employment (managers, Heads & experts), Defined-term employment (fixed-term contract, temporary-term contract), Contracting employees

Shareholders: Persian Gulf Petrochemical Industries Company, Social Security Investment Company, Civil Servants Pension Organization, Other shareholders

## Providers

Suppliers: Feed suppliers, Utility suppliers, Goods suppliers, Technical services suppliers, Tejarat Sanat Company, Training services suppliers, Public services suppliers, Exclusive materials & parts suppliers, Firefighting & safety services suppliers, Ancillary services suppliers

## Influencers

Regional & Relevant Organizations: Insurance associations, Ports & Maritime Organization, Banks & currency exchange centers, Inspecting organizations, Bushehr Chamber of Commerce

Neighbors: Petrochemical companies phase 1, South Pars phases

Others: Charities, Training Institutes, research centers and trainees, Apprentices, Non – Governmental Organizations (NGOs), Tax administration

organization, Petrochemical Industry Employers Association, Residents & local people, Employees' families, Competition council  
Competitor: Domestic competitors, Foreign competitors

## Government

:Legal entities  
Environment

Protection Organization, Iranian National Tax Administration, Social Security Organization, Audit Organization, Pars Special Economic Energy Zone, Supervising Organizations, Ministry of Industry, Mine and Trade, Ministry of Roads & Transportation, Government & NPC Ministry of Health, Treatment & Medical Training, Institute of Standards, Anti – Trafficking Organization, Customs Administration



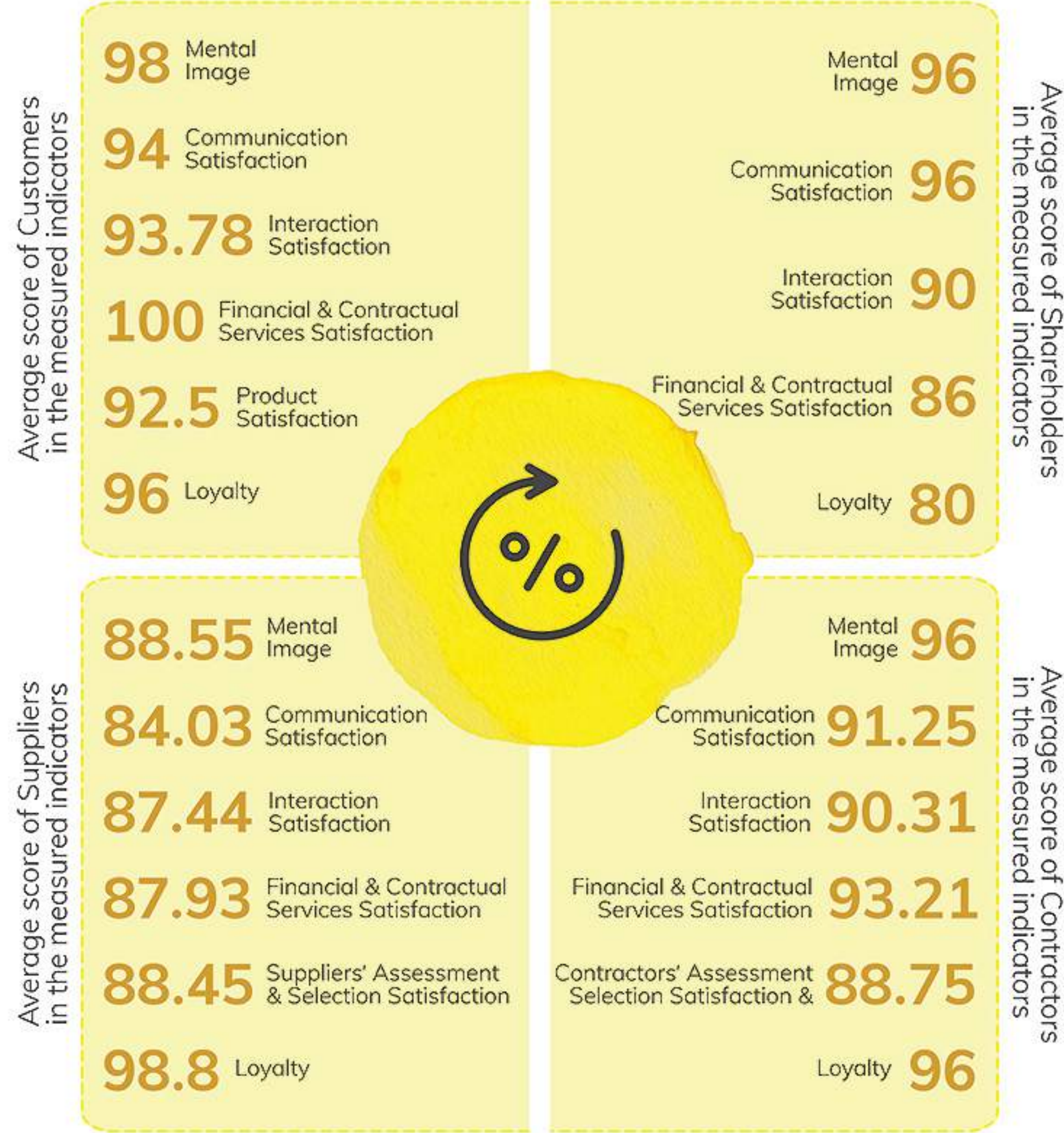
The different colors of the stakeholders are determined according to the company's approach of interaction with them.

- Effective Management
- Satisfaction
- Information
- Care



Depending on the type of interaction, Nouri Petrochemical Company attempts to maintain collaboration with stakeholders at appropriate intervals (for example, daily, occasional, monthly, seasonal or annual), and it uses various methods for communications management such as holding joint periodic meetings, polls, face-to-face visits, reviewing complaints and comments, telecommunications (telephone and e-mail), and receiving the latest regulations and requirements.

One of the most important activities in managing interactions with stakeholders is measuring their satisfaction and awareness of their opinions. In 1397 SH, key stakeholders' satisfaction was assessed with the cooperation of University of Isfahan and relying on scientific methods. It is worth stating that the population of this study was all key stakeholders identified by Nouri Petrochemical Company and was done by enumeration method. This research had several aspects and analyses that will be used in the sustainable and responsible management of the organization and strengthening the stakeholder approach in various activities of the company. In the following section, the results of the study of four groups of 16 key stakeholder groups on which this study was conducted are presented.



## Commitment to Ethical Business

One of the important principles in Corporate Social Responsibility is commitment to ethics in all business and non-business collaborations, which is emphasized on in several international standards and models. It is necessary that companies define, promote, control and maintain ethical standards and measures.

So, Nouri Petrochemical Company is fully committed to professional principles and ethics in business. Believing in this principle that all changes and improvements must be started on its own, all employees declared their commitment to **Nouri Petrochemical Company's Code of Ethics** as strive to maintain it.

This Code of Ethics emphasizes that sustainable production achieves along with considering human values and protecting resources and the environment at Nouri Petrochemical Company. The provisions of Nouri Petrochemical Company's Code of Ethics illuminate the most important examples of ethical speech and behavior that must be observed by all employees in workplace and their interactions with the organization's stakeholders. By concentrating on such issues as preventing the endangerment of society or the environment, having rational, unbiased and respectful behavior, using collective wisdom, protecting organizational capital and avoiding corruption and administrative violations, efforts have been made to ensure individual and occupational ethics was linked in the organization and create joint responsibility for each employee in this area. Moreover, in order to have a dynamic organization in which rule of laws, rationality, and public participation were institutionalized, organizational values have been determined at Nouri Petrochemical Company, and they are applied in all organizational interactions.

In order to provide public access and clear and comprehensive information about ethical approaches in Nouri Petrochemical Company, documents related to the employees' Code of ethics and organizational values have been published on the company's official website as well as communicated to all key stakeholders of the organization. To explain more, various measures have been taken to maintain commitment to organizational values and monitor the organization's performance in this field at Nouri Petrochemical Company. One of the responsible departments in this field is the Security affairs of the company. In case of observing or receiving a report on the abuse and misconduct of any of the employees, the Security of the company will take necessary actions based on the type and nature of the abuse and misconduct by having in mind the ethical principles and preserving the dignity of the people. If some cases are in the range of warning and justification, they will be acted upon by talking to the desired colleague, and in cases that have caused damage to the facility or other employees, they will be reported to the Disciplinary Committee or Judicial Authorities after consideration.

Moreover, those clients and guests, who came to the company by invitation of company staff are considered as the company's customer and business partner. With the aim of preserving human dignity and customer appreciation, The Security of Nouri Petrochemical Company has provided the appropriate guide and arrange commute for clients and visitors to do their work in the shortest time by using experienced, well-behaved and trained employees. Coordinating and commuting clients and guests through the units and departments are done systematically with The Security. So, for all clients, a short video will be shown before entering the



Business ethics



Continuous improvement, teamwork, creativity & innovation



Environmental protection & Safety



Organizational values of Nouri Petrochemical Company have been institutionalized in all the organization's collaborations and interactions. As a matter of fact, preservation of human dignity is the basis for promoting and monitoring the ethical performance of employees.

complex in order to become familiar with safety and security regulations. Due to the fact that Nouri Petrochemical Company values each of clients, and upon entrance, it issues a civil liability insurance policy for them. This insurance policy is issued in the name of the client and is delivered to them along with their entry card and they are covered by civil liability insurance as long as they are present in the complex. In order to show customer appreciation, The Security of Nouri Petrochemical Company sends a welcome text message to the clients and visitors after entering the company. At the same time, a text message is sent to the host, announcing the arrival of the client in order to make necessary collaboration and prevent wasting the clients' time. After the clients and visitors finish their meeting and leaving the company, a farewell text message will be sent to them. At the same time, it will be notified to the host via SMS. In keeping with such measures, the Security provides a place to keep the visitors' bags and accessories. Then, the clients and visitors will be given a special card in exchange for receiving their belongings as they leave them for safekeeping. Furthermore, to create a culture of organizational behavior, prevent social harms and promote administrative health, The Security takes several measures such as sending related messages to employees, publishing and distributing brochures, installing billboards and using the company's internal network system.

## The Honors of Nouri Petrochemical Company

### The Honors in 1397 SH

- Opening & Commissioning LTE Splitting Unit.
- Achieving 106 percent of Nominal Capacity of Complex Production in the first six months of the year.
- Being selected as the best exporter of Bushehr Province for five times.
- Obtaining 18th rank among the top 100 companies in the country (from sales perspective) based on IMI-100 rankings.
- Achieving 2nd rank of Export among the top 100 companies in the country based on the results of IMI-100 ranking.
- Taking the top (first) rank of Sales & Export among Petrochemical Complexes in the country based on IMI-100 ranking.
- Being selected in the Second Conference on Social Responsibility in terms of environmental measures.
- Being selected in 1st National Award for Oil Industry Energy Management in the country.
- Receiving National Golden Statue of Energy Management for the first time in the country.
- Receiving Certificate and Statue of Green Industry in the country in the 20th National Green Industry and Services Conference.
- Taking second place of Petrochemical Industry Sports Olympiad.

### The Honors in 1398 SH

- Proudly completed the project of improving the towers of Para xylene Production Unit with complete success without incident (for the first time in the world without the presence of a licensed European company, during four months in a relentless and efforts).
- Appreciation of Environmental Activities of Nouri Petrochemical Company in the International Environment Exhibition in the country.
- Initial offering of 10% of the company's shares on the Tehran Stock Exchange (TSE).
- The highest participation in purchasing Initial Public Offering Shares in the history of country's Stock Market.
- Holding the first Annual General Meeting of Shareholders after the Initial Public Offering.
- Receiving Golden Statue of the 4th Social Responsibility Conference of Oil Industry in the country.
- Achieving the first rank in evaluating & monitoring of industrial standards in Pars Special Economic Energy Zone.
- Achieving top rank in promotion & dissemination of Standard Culture in Bushehr Province.
- Achieving the top rank of Research & Development in Bushehr province by the Research & Technology Department.
- Obtaining Occupational Health & Safety Management System Certification ISO 45001:2018.
- Obtaining Energy Management System Certification ISO 50001:2018 as the first participant in the region.
- Winning first place in Sports Events in Pars Petrochemical Companies for the ninth consecutive year.





**Economic  
Responsibilities**  
at  
**Nouri Petrochemical Co.**



## Contributing to Country's Economic Development

### ● Direct employment

- 1,177 people in 1397 SH
- 1,183 people in 1398 SH

### ● Producing 3,100 spare parts and chemicals in collaborating with local manufacturers by the end of 1398 SH

### ● Preventing crude oil sales by exporting products

- at the rate of 57% of total sales in 1397 SH
- at the rate of 56.5% of total sales in 1398 SH

### ● Allocating foreign exchange from exports in NIMA System

- more than one million Dollars in 1397 SH (final)
- more than one million dollars in 1398 SH (in progress)

## Creating Sustainable Economic Value Added

### ● Net profit

- 21,153,931 million Rials in 1397 SH
- 34,130,109 million Rials in 1398 SH

### ● Shareholders' Equity

- 37,824,697 million Rials in 1397 SH
- 52,454,806 million Rials in 1398 SH

## Distribution of Economic Value Added among Stakeholders

### ● Performance & Value-Added Tax

- 896,798 million Rials in 1397 SH
- 225,0716 million Rials in 1398 SH

### ● Employees' salary, benefits & compensation

- 717,177 million Rials in 1397 SH
- 770,301 million Rials in 1398 SH

### ● Logistics & purchasing from local suppliers

- 68,448 million Rials in 1397 SH
- 102,346 million Rials in 1398 SH

### ● Share of Social Responsibility Budget in the Strategic Council of Petrochemical Companies of Pars region

- 16,000 million Rials in 1397 SH
- 17,000 million Rials in 1398 SH

## Fair Operating Practices

### ● Continuous activity of Anti-Money Laundering Workgroup

### ● Anti-corruption through independent external audit and independent internal controls

### ● Maintaining operational transparency by providing a variety of reports to key stakeholders

### ● Maintaining functional health through internal audit of management systems and internal financial controls



## Stakeholderism & Creating Shared Value in Fulfilling Economic Responsibilities

At Nouri Petrochemical Company, fulfilling economic responsibilities requires extensive and diverse interactions with related stakeholders having influential positions in the company's value chain. It should be stated that the main approach of Nouri Petrochemical in this aspect is commitment to have a fair operation, observe the law and maintain ethical relations. With maintaining the quality of production, Nouri Petrochemical Company always attempts to provide high - quality and diverse products to customers and to meet customers' needs effectively and in a timely manner. As a matter of fact, having win-win interactions and collaborations with various suppliers and contractors of the company has been one of the main reasons for its success in achieving this approach. The activities done by Nouri Petrochemical Company contributes to maintaining economic dynamism. On the one hand, the company produces valuable products that have boosted other sectors of the economy and created direct and indirect employment for thousands. On the other hand, it fulfills its legal responsibilities in paying various types of debts (such as salaries and benefits, taxes and insurance), and its voluntary responsibilities in strengthening the economies of local communities, financial support for regional development, and social action. Finally, Nouri Petrochemical Company is committed to having a fair business. In this regard, it has taken the necessary measures for anti-corruption, anti-money laundering, maintaining functional health and ensuring the transparency of its financial affairs.

## Maintaining Integrity & Continuity in Production & Supply of Products

### ● Company's Suppliers

At Nouri Petrochemical Company, suppliers are considered as one of the important business partners, which it has been always tried to ensure continuity in production and offer high - quality products through establishing a win-win relationship with them. To explain, holding joint meetings, periodic visits, exchanging opinions through telephone or correspondence, conducting related surveys are done with the aim of properly determining needs of the parties and achieving constructive interaction, then, this interaction could be turned into an effective and long-term partnership. The company's suppliers, who fall into different categories and provide various services and products, are as follows;

- Feed suppliers
- Utility suppliers
- Exclusive materials & parts suppliers
- Contracting services suppliers
- Goods suppliers
- Technical services suppliers
- Firefighting & safety services suppliers
- Training services suppliers
- Public services suppliers
- Tejarat Sanat Company

The feed required by Nouri Petrochemical Company is supplied from the condensate of South Pars gas refineries and pyrolysis gasoline of Jam Petrochemical Company. The annual consumption of gas condensate is





about 450,000 tons per year (equivalent to 120,000 barrels per day) and the annual consumption of pyrolysis gasoline is about 270,000 tons per year. Persian Gulf Mobin Energy Company is responsible for providing the utility services required by this company, including electricity, fresh water, industrial water, cooling water, and managing utility lines between complexes and wastewater treatment.

Consumption of utility services in Nouri Petrochemical Company		
Utility Services	1397 SH	1398 SH
DM Water (cubic meter)	42,393	41,016
Boiled feed water (cubic meter)	1,146,851	1,187,478
Cooling water (cubic meter)	228,408,904	209,451,492
Electricity (MW)	248,383	260,023
HPS-steam (ton)	1,644,135	1,552,483
Nitrogen (Normal cubic meter)	35,803,029	36,325,218
Instrument Air (Normal cubic meter)	11,062,440	9,727,830
Plant Air	9,618,440	9,871,136
DSW sweet water (cubic meter)	202,288	252,937

One of the important and distinctive measures taken by Nouri Petrochemical Company is to collaborate with domestic suppliers for manufacturing and offering required parts and equipment, which has led to empower its supply chain. By start of the activity of **"Self-Sufficiency Committee"** since 1385 SH, all parts and materials that cannot be purchased from main foreign supplier, have been identified and cooperation has been made with domestic manufacturers for their domestic production. Subsequently, 3,100 spare parts and chemicals were produced in collaboration with local manufacturers and provided strong support for the company to continue high-quality production by the end of 1398 SH. Moreover, promoting and institutionalizing social and environmental responsibilities in value chain has been one of the important approaches of Nouri Petrochemical Company in recent years. This is also taken seriously in dealing with suppliers. Therefore, having certificates of related management systems such as Quality Management System, Environmental Management System and Occupational Safety & Health Management System are considered in evaluating and selecting suppliers and contractors. So, they are given some points in evaluation process. On the other hand, one of the requirements for participating in Nouri Petrochemical Company's tenders is to obtain a certificate of eligibility to participate in tenders from Pars Special Economic Energy Zone Organization by the contractors. The reason for obtaining this certificate is that there is no labor complaint of the contractors and if not provided, the contractors are not allowed to participate in company's tenders. Also, when they are accepted to start, properly fulfilling contract obligations, their performance in complying with environmental requirements and the rights of their employees (such as their health & safety, full payment of their salaries, benefits and insurance) are checked through various inspections and evaluations by the responsible departments in the organization.



**Ali Asghar Parto Nia**  
**Sales Engineering & Business Development Manager, Roshd Sanat Niroo Company**

Roshd Sanat Niroo Company started its cooperation with Nouri Petrochemical Company in 1390 SH by providing repair & maintenance services for high-pressure explosion-proof electric motors. Over the past 9 years, we have found Nouri Petrochemical Company as a sympathetic group with a regular working system and employees committed to their responsibilities and duties. The approach of interaction taken by Nouri Petrochemical representatives with our working teams has always been accompanied by respect and trust. Our partners have also tried to appreciate this trust by providing the best quality of services and relieving the concerns of Nouri Petrochemical managers about how to perform repairs & maintenance of explosion-proof electric motors. Another prominent feature of Nouri Petrochemical Company is to consider observing safety & health requirements in all job duties as an important issue. And, this approach is also seriously pursued in cooperation with suppliers

and contractors. In my opinion, Nouri Petrochemical Company has courageous managers who have accepted the risk of doing important things in a different way and are making new achievements for the company. A clear manifestation of this approach can be seen in the company's current partnerships with domestic manufacturers and suppliers. Our company as a high-level knowledge-based company succeeded in manufacturing explosion-proof electric motors for the first time in Iran after conducting long-term research work. Relying on the mutual trust and understanding that existed from previous years, the managers of Nouri Petrochemical Company, entrusted us to manufacture high-pressure explosion-proof electric motors. The result of this constructive cooperation was the construction of an electric motor with a 20% increase in power compared to the previous device, but in the same dimensions; which made Nouri Petrochemical Company does not need to make any changes in its operating site. On the other hand, this measure led to a 5 to 7% increase in the production capacity of Nouri Petrochemical Company. Undoubtedly, the managers of Nouri Petrochemical Company recognize the value of constructive partnerships and maintain them in the long run, and pursue their business interactions with suppliers and contractors as a joint venture to protect the interests of both parties and take steps forward.

# Nouri Petrochemical Company from Your Perspective



● **Production of Products  
at Nouri Petrochemical Company**

Nouri Petrochemical Complex was designed and established for producing aromatic materials and includes 13 process units, one product storage and transfer unit. These units are responsible for receiving feed, producing products and transferring them. Operational control of all units is done through experienced FCS / DCS control system by experienced and trained manpower. The process units of Nouri Petrochemical Complex are:

- Unit 100: Pyrolysis Gasoline Hydrogenation: Removal of impurities (Nitrogenous, Sulfur - containing & olefin compounds)
- Unit 200: Preparation of Gas Condensate (Separation of light & heavy compounds)



- Unit 250: Product Hydrotreating Heart Cut receiving from Unit 200 as output
- Unit 300: Catalytic Reforming (reforming Paraffin & Aromatic compounds)
- Unit 350: Catalytic Regeneration
- Unit 400: Separation of Reformate & Aromatics and Ortho – xylene
- Unit 500: Extraction of Benzene & Toluene from Nonaromatic hydrocarbons using Normal Morpholine Solvent
- Unit 600: Separation of Benzene from Toluene and Reforming Toluene to Benzene
- Unit 650: Reforming 9 – carbon Hydrocarbons (received from Unit 400) to Xylene mixture and coming back to Unit 400
- Unit 700: Separation of Para-Xylene from Mixed Xylenes received from Unit 400 using adsorption by molecular sieve
- Unit 800: Enriching Xylene mixtures (from Unit 700) with Para-Xylene and sending to Unit 400 to further separation
- Unit 950: Desulfurization of light cut produced in Unit 200 for sending to Jam Petrochemical Company
- Unit 970: LTE SPLITTING
- Utility Services Unit & Tanks: Receiving feed and utility services, storage and transferring the products to sell.

It should be noted that Nouri Petrochemical Company is a producer of a variety of products that meet different customers' needs. Chemically, these products are in the category of aromatic materials (cyclic organic compounds). Currently, three main products and six by-products are produced in this complex. In fact, its main products are used by customers to provide and produce polyesters, synthetic fiber, paints, resins, disposable bottles, nylon, detergents, pharmaceutical compounds, pesticides, industrial solvents, etc. On the other hand, by-products of Nouri Petrochemical Company are one of the most important feedstocks of olefin unit and can be used in refining, petrochemical and fuel industries.

Production Rate of Products at Nouri Petrochemical Company			
	Nominal Annual Production Capacity (ton)	Real Production in 1397 SH	Real Production in 1398 SH
Main Products			
Para – xylene	750,000	270,411	685,117
Benzene	430,000	393,342	417,716
Ortho – xylene	100,000	70,475	60,618
By-products			
Heavy HYDROCARBONS	1,980,000	1,420,205	1,389,342
Heavy AROMATICS	16,000	41,222	43,477
RAFFINATE	379,000	445,255	687,410
Light HYDROCARBONS	680,000	761,044	681,015
Liquid Petroleum Gas (LPG)	76,000	97,014	91,703
PENTANE	47,000	54,520	70,819
Total	4,458,000	3,553,488	4,127,217



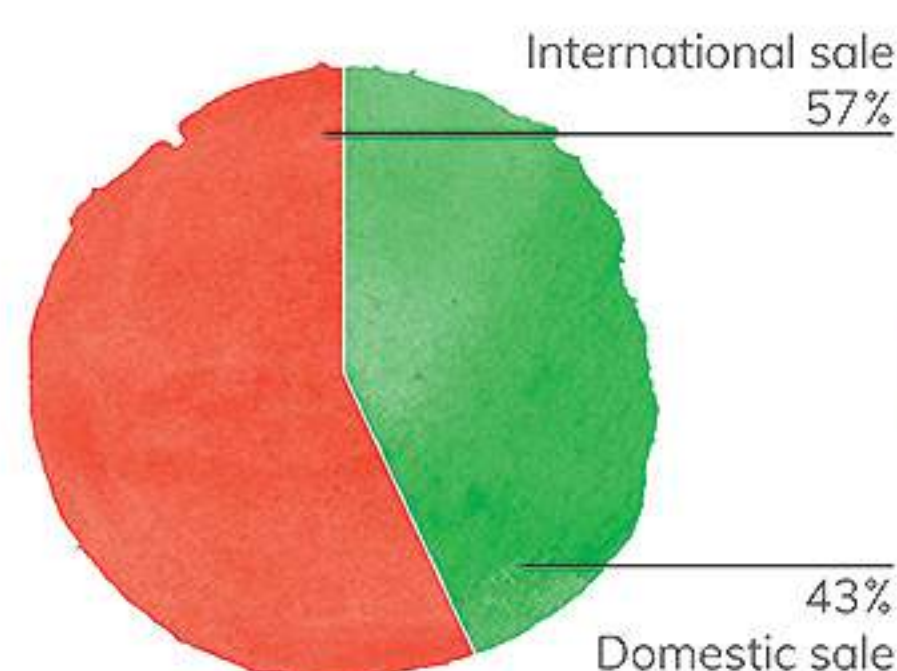
## ● Customers & Nouri Petrochemical Company's Market Position

Nouri Petrochemical Company offers its products in both domestic and foreign markets. Consequently, domestic and foreign customers of Nouri Petrochemical Company are as follows;

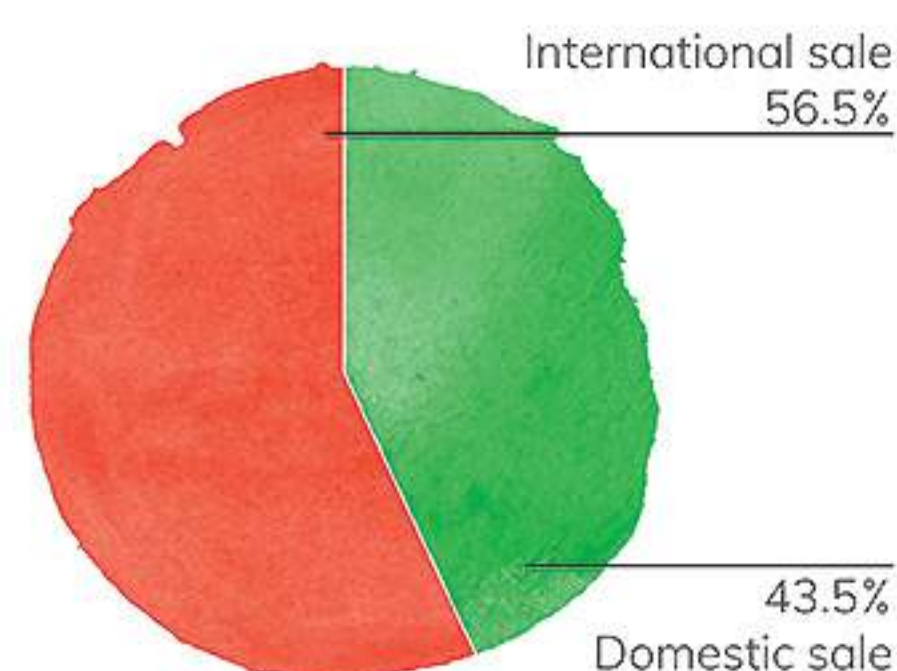
- Domestic Petrochemical Complexes
- Domestic Strategic Industries
- Domestic Manufacturers of Downstream Industries products
- Main Foreign Manufacturers of Downstream Industries
- Major international and reputable distributors

In general, Nouri Petrochemical company's customers fall into three categories: domestic customers, inter-complex customers and foreign customers. In the domestic market, in addition to customers who purchase the company's products through the sales agent of Trading Industry Company & Energy Exchange; domestic petrochemical complexes receive Nouri Petrochemical Company's products as inter-complex customers. On the other hand, in international markets, the products of this company are exported to different countries in Europe, East Asia and Middle East, which are Spain, the Saudi Arabia, United Arab Emirates, Singapore, India, China, Taiwan, Pakistan, South Korea, Qatar, and Indonesia. It is worth mentioning that the sales rate of products in domestic markets is determined based on internal market approved rates and the sales rate of products in foreign markets is determined based on global market rates.

Product sales share in 1397 SH



Product sales share in 1398 SH



Customers, as one of the main groups of the company's stakeholders, are important, and considering their rights in collaboration with the company is an essential issue. Providing high-quality products, appropriate fulfillment of commitments and effectively informing about products' features and any possible changes are among the important issues that are considered in the company's interactions with its customers. All employees of the company are committed to maintaining their satisfaction and observing all requirements and laws in providing products and services to customers.

Due to the fact that Nouri Petrochemical Company is considered as one of the subsidiaries of the Persian Gulf Petrochemical Industries Company, it is subject to the policies and procedures announced by Persian Gulf Petrochemical Industries Company in the field of selling its products. One of the most important such policies is giving the sales agency of company's products to Tejarat Sanat Company, which is one of the

subsidiaries of Persian Gulf Petrochemical Industries Company. It sells products at domestic market (through Energy Exchange to domestic customers) and at international level. In the field of selling products, only selling products to inter-complex customers is done directly by Department of Commerce of Nouri Petrochemical Company. This procedure has caused the company not to have a direct relationship with its major customers in the marketing and sales process, and it delivers products to domestic customers or export agents only based on the information and remittances received from Tejarat Sanat Company. Therefore, meeting domestic customers' needs and expectations, receiving their opinions and complaints are done through Tejarat Sanat Company, and relevant issues are transferred to Nouri Petrochemical Company. In case of inter-complex customers, the company has an active and continuous communication with them and it examines the mutual needs and expectations by holding joint meetings and conducting surveys. Moreover, with the purpose of maintaining customers' satisfaction, the approach of "customers' complaints handling" has been taken. And, for the convenience of customers, all relevant forms on the company's official website can be easily accessed, completed and submitted online. Also, they can mail their suggestions, opinions and complaints to [customer@bpciran.com](mailto:customer@bpciran.com). After receiving any complaints related to products from customers, the following measures taken by Quality Assurance Department and Department of Commerce:

- Checking production, inspection and product delivery records
- Visiting customers' workshop (if necessary) and setting minutes
- Compensating customers in case of confirming their complaints
- Planning and taking corrective actions to prevent similar complaints

Also, customers can visit the official website of the company at <https://www.bpciran.com> to get contact information for different departments of the organization. It should be noted that in Contacting Us, Customer Service and Customer Relationship parts of the website, electronic forms are available to the general public to facilitate direct communication with the company.

One of the commitments that is always considered in the field of **respecting all customers' rights** is to maintain the quality & quantity of the products offered based on the information provided and the terms of sale. Product quality management is done consistently in all stages of the production process with the establishment of ISO 9001: 2015. Moreover, the necessary controls and inspections are performed during product loading and delivery to ensure compliance of product quality with the announced specifications match product quantity with the remittance, proper product loading and delivering and compliance with safety & environmental requirements.

Maintaining customers' health & safety while using the products is another important issue that is the responsibility of companies in the category of customer rights. Due to possible risks in improper consumption of products, on the basis of OHSAS18001 and ISO 14001 standards and establishing HSE-MS Management System, Nouri Petrochemical Company provides its customers technical information and material safety protection (MSDS) including a list of chemical characteristics of products as well as the methods of controlling the potential harms caused by their improper consumption of products. In this regard, in addition to sending the relevant worksheets, MSDS information of the products is also inserted on the back of the sales remittances of products. Also, this information is available to the public on the company's website in Product Introduction Section.

Nouri Petrochemical Company is committed to respecting customers' rights in the field of receiving high-quality products, providing accurate and up-to-date information, maintaining safety and health when using the product and handling their opinions and complaints.



# Contributing to Dynamic and Transparent Economic Development

## ● Creation and Distribution of Economic Value at Nouri Petrochemical Company

Considering all necessary legal financial & economic commitments and requirements, Nouri Petrochemical Company (Public Joint Stock Company) attempts to achieve the highest economic value creation. Company's shareholders, who are considered as key stakeholders, review its performance in annual general meeting, relying on sustainable profitability. The managers and experts of the company are committed to provide accurate, effective and analytical reports and information to assist them in comprehensive and precise evaluation of company's conditions.

Summary of financial performance of Nouri Petrochemical Company (millions of Rials)		
Description	1397 SH	1398 SH
Corporate Capital	3,000,000	3,000,000
Fixed Price	131,622,084	200,009,854
Net Sales	141,536,726	244,524,770
Net Profit	21,153,931	34,130,109
Total Assets	102,282,270	206,509,563
Shareholder's Equity	52,454,806	37,824,697
Earnings Per Share (EPS)-rials	7,051	11,377

Economic Value Distributed among Key Stakeholders (million Rials)		
Description	1397 SH	1398 SH
Performance & Value Added Tax	896,798	2,250,716
Payroll Tax	67,604	109,420
Tax exemption	5,107,644	7,293,463
Customs duties	72,302	75,108
Environmental pollution fines	1,204,722	689,320
Payment to banks & financial institutions (financial costs)	250,177	--
Total salaries & benefits paid to all employees	717,177	770,301
Total training budget	22,102	20,906
Employees' termination benefits	368,073	511,970
Company's share of social responsibility budget of Regional Strategic Council	16,000	1,7000
Purchases & logistics from local suppliers	68,448	102,346

The range of activities and different interactions of the company in its value chain has led to creat different cycles of business and financial exchanges. This means that not only the company's shareholders benefit from the creation of financial value, but also the economic value is distributed among other stakeholders in proportion to the type and amount of mutual obligations. In this field, we can refer to the types of payments to government institutions, employees, suppliers, contractors and social contributions.

If we consider a wider range of examining the positive economic impacts that the activities done by Nouri Petrochemical Company has brought, we can refer to the export of company's products and the resulting currency. In the last few years, when the country has faced economic challenges in international exchanges, Nouri Petrochemical Company has offered the currency from exporting its products in national integrated foreign exchange trading system (NIMA) with a responsible approach and fulfilling its legal obligations. As a result, economic agents can use this currency provided at the government rate to import raw materials, equipment and items they need in other sectors and industries.

### Satus of currency allocation in 1397 SH

The status of currency allocation has been finalized in this year

Product export value (Dollar)

1,410,249,912

Offering in NIMA system (Dollar)

1,259,992,090



### Satus of currency allocation in 1398 SH

The status of currency allocation has not been finalized in this year at the time of perparing this report.

Product export value (Dollar)

1,145,610,518

Offering in NIMA system (Dollar)

808,045,742





## ● Fair Operating Practices

Fair operating practices deal with the company's collaborations and transactions with other organizations, institutions and companies and the ethical management of current affairs in them. Various issues can be discussed in this area, such as anti-corruption, promoting social responsibility in value chain, transparency, functional health, and the validity of organizational reporting.

To explain more, Money Laundering is one of these issues. Nouri Petrochemical Company also has taken some necessary measures in order to effectively collaborate with related organizations in Anti-Money Laundering. The measures taken are within the framework of the **Anti-Money Laundering** Law and Executive Instructions of Anti-Money Laundering in Commercial Companies and Non-Commercial Institutions. The most important actions taken in this case can be mentioned as follows:

- Forming working group on Anti-Money Laundering: in order to provide a formal platform for defining and implementing cooperative actions in this field in the organization, the Anti-Money Laundering Working Group has been formed with the membership of representatives of departments of Internal Audit, Finance, Legal, Commerce and Security. The Head of Internal Audit, as the person in charge of Anti-Money Laundering affairs, continuously receives the latest information and training from the Secretariat of the Supreme Council of Anti-Money Laundering and makes any necessary changes and updates in the organizational executive procedures and requirements.

- Training & awareness raising: Employees of departments of Security, Administrative, Finance, Commerce, Legal Affairs & Contracts, and heads and deputies of other departments, have participated in general and advanced Anti-Money Laundering training courses. Moreover, Nouri Petrochemical Company has provided different awareness raising programs on Money-Laundering laws related to commercial companies and other documents in this field for employees and business partners to inform them of the Anti-Money Laundering requirements, the responsibilities and mutual duties of the company and related key stakeholders.

- Considering Anti-Money Laundering in contracts: In all sent and received invoices and contracts, the inclusion of information such as national ID for legal entities, economic code, national code for natural persons, address and postal code is mandatory and observed. Also, a commitment form has been prepared in compliance with Anti-Money Laundering Law, and it will be attached in all contracts in order to obtain a commitment from the contractors.

- Independent external audits and independent internal controls: in compliance with Anti-Money Laundering requirements and expectations, independent external audits are done periodically and continuously by statutory auditors and inspectors. Also, the person who is in charge for Anti-Money Laundering affairs in company has full access to customer information files and the financial system to carry out independent internal controls in accordance with the requirements of Anti-Money Laundering Law.

**Transparency** is one of the most important principles of social responsibility in organizations that can be directly discussed in the field of fair operating practices. Nouri Petrochemical Company always strives to maintain its performance transparency by fully complying with the official

requirements and laws of the country in various fields and providing up-to-date and accurate performance reports. The followings are different reports which provided by the company to its key stakeholders:

- Periodic performance reports including balance sheet and profit & loss statement on a monthly, quarterly and annual basis (to shareholders, Securities & Exchange Organization and other related stakeholders such as Tax Administration)
- Periodic payroll, bonus, loan and equity reports (to shareholders, the Board of Directors, managers and employees)
- Production and sales reports on a monthly, quarterly and annual basis (to shareholders, Securities & Exchange Organization and other stakeholders such as governmental institutions)
- Performance and financial reports in collaboration with business partners such as balance sheets and invoices and so on.
- Insurance and tax returns report on a case-by-case, quarterly and annual basis (to Tax Administration and Social Security Organization)
- Sustainability report biennially (to all key stakeholders)

Along with achieving organizational goals and maintaining functional health through the organization, Nouri Petrochemical Company has tried to maintain the **credibility and accuracy of activities** not only by external controls but also, developing an internal control and audit system. These controls and audits can be considered in two general categories: internal audit of management systems and internal financial controls.

At Nouri Petrochemical company, different **management systems** have been implemented. Organization's commitment to full compliance with their requirements ensures qualified, integrated and continuous performance of production and support activities. Successful and effective implementation and maintenance of standards of quality management, safety & health management, environmental management, energy management, laboratory quality management and training management, require periodic internal audits. It helps to determine non-compliance with the requirements of the standards and do corrective actions as soon as possible. In order to make necessary changes and improvements, a culture of teamwork and organizational agility can be considered as a strong support in maintaining a quality and healthy performance in different company's activities. In 1398 SH, internal audit was done by seven specialized teams consisting of 17 employees of the company. In total, the amount of work in this audit was 2,850 person day and 59 non-compliance were distinguished. Subsequently, all non-compliances were recorded in the mechanized system of corrective actions within the specified time interval. Then, the necessary measures were defined and implemented effectively to eliminate them.

The second issue which is discussed in responsible performance of an organization is that financial activities should be in compliance with financial standards and regulations. So, all **financial activities** are controlled and recorded on the basis of financial governance process at Nouri Petrochemical Company. In this regard, various by-laws, instructions, circular letters and regulations such as budget instructions & regulations, transaction regulations, accounting & auditing standards, approvals of the Board of Directors of Nouri Petrochemical Company and Persian Gulf Petrochemical Industries Company, requirements and notifications of The Oil Ministry, etc. have been considered and included at all levels of the financial process. Moreover, financial supervision is done at Nouri Petrochemical Company continuously using activities such as budget control, property control, vouching all documents of fiscal periods,

*Nouri Petrochemical Company achieves fair operating practices through anti-corruption, providing key stakeholders with different reports, maintaining financial transparency and establishing management systems.*



insurance audit and tax audit. Also, according to the process or request, information related to relevant agencies such as Court of Audit & General Inspection Organization of the country will be sent. Other governance roles of financial process are: annual auditing by statutory auditors to review the company's financial performance and comment on the acceptability of financial statement within the framework of auditing & accounting standards; auditing and presenting report of the Board of Directors to General Meeting of Shareholders; and increasing the scope of Internal Audit Unit. Finally, we can mention the implementation of effective internal controls in order to achieve an acceptable level of financial risks.







**Environmental  
Responsibilities**  
at  
**Nouri Petrochemical Co.**



### Managing Impacts on Water

- Continuous reduction of the total amount of water consumption in the company
- Full observation of effluent quality standards and regulations

### Managing Impacts on the Air

- The average of CO emission in the last five years: 7.66 ppm (Standard Rate 150 ppm)
- Monitoring & measuring over 35,000 points in the project of identifying, monitoring and controlling leakage of volatile pollutants
- 98% efficiency of pollutant removal in the burner system of the company
- No air pollutants emission over permissible limit in the last four years

### Managing Impacts on the Soil

- Full waste separation in the company
- Recycling & reusing over 50% waste of the company

### Managing Impacts on the Natural Resources

- Continuous decrease in total Specific Energy Consumption Index (SEC) of the company
- 18% reduction in fuel consumption through replacing furnace burners

### Contributing to the Environment Protection

- The main supporter of the Humpback Dolphin Conservation Project since 1392 SH
- Registration of Dayer-Nakhiloo National Marine Park as a marine mammal protected area in International Union for Conservation of Nature
- The official record of Humpback Dolphin in the World Marine Mammal Book entitled "Indian Ocean humpback dolphin" in 2015
- Development of more than 54,000 m2 green space inside the company
- Development of more than 28,000 m2 green space outside the company





# Stakeholderism & Creating Shared Value in Fulfilling Environmental Responsibilities

At Nouri Petrochemical Company, we believe in the importance of Environment Protection. Our awareness of the fact that natural resources are the mainstay of society and provide the main resources needed for production and business; has made us consider such issues in environmental management as a common responsibility and a priority. Therefore, as an industrial company, whose activities in petrochemical industry are related to different impacts on the environment, we always try to use the available capacities to make technological, process and performance improvements and minimize the negative impact on the environment caused by our production activities. Moreover, organizational culture of Nouri Petrochemical Company supports active collaboration in protecting the environment. On the other hand, company's interactions with its key stakeholders in the field of the environment are participatory-based and active. Moreover, this company is committed to considering environmental regulations and requirements, and it has taken distinctive and effective measures in managing the environmental impacts of its activities and participating in protecting natural resources by defining programs and collaborative activities with its stakeholders in this field. One of the main strategies of the company is "effective management of environmental impacts", which two strategic objectives have been determined on the basis of the mentioned strategy. It should be noted that organization's performance and progress in achieving these objectives, "environmental performance improvement" and "food & energy waste" are measured regularly and periodically by several criteria. Emphasizing on fulfillment of environmental responsibilities has been always one of the main management approaches at Nouri Petrochemical Company. In "Corporate Social Responsibility Policy" and "Integrated Management Systems Policy", compliance with relevant laws & requirements, pollution prevention, reduction of adverse environmental impacts, effective management and consumption of resources and participation in biodiversity protection and ecosystems are specifically mentioned. Also, By implantation of systematic mechanisms including Health, Safety & Environment Management System HSE-MS, Environmental Management System ISO14001:2015 and Energy Quality Management ISO 50001:2018, this company has ensured fulfilling its responsibilities in this arena.



# Water & Effluents Management

Types of water used at Nouri Petrochemical Company are as follows: cooling water (CW), boiler feed water (BSW), condensed water, DM water, sweet water, industrial waste, process water and service water (SW), which provided by Persian Gulf Mobin Energy Company. Nouri Petrochemical Company does not use seawater or groundwater sources or surface runoff directly. Persian Gulf Mobin Energy Company performs seawater desalination operations and then sends it to the industrial units of the region.

The Amount of water consumption at Nouri Petrochemical Company in 1397 & 1398 SH		
Type of Water	1397 SH (Cubic Meter)	1398 SH (Cubic Meter)
Cooling water	228,408,904	209,451,492
Boiler feed water	1,146,851	1,187,478
Condensed water	2,366,562	2,442,439
DM water	42,393	41,016
Sweet water	202,288	252,937
Industrial waste	164,338	106,921
Process water	69	60
Service water	37,447	0

\* Using service water has been cut off and sweet water has been used since 1398 SH

At Nouri Petrochemical Company, the design of effluents collection and transfer system is in a way that it is not possible to discharge contaminated water or suspected of being contaminated into the environment. All industrial and sanitary wastewater produced in the company, are sent to Persian Gulf Mobin Energy Company for treatment. It is worth stating that this company has no connection with the sea. In fact, cooling water system is a rotary closed cycle which is completely separated from the environment in this company. In general, three types of wastewater are produced in three separated systems in this company; 1- Industrial wastewater: This kind of wastewater includes water contaminated by hydrocarbon from industrial equipment washing and drain lines and rainfall water in process areas, which is collected from all industrial areas through industrial wastewater network called CWD and directed to the physical pretreatment of industrial wastewater. Then, oil and hydrocarbons are separated in two phases after passing through the API separator and sent to feed tank to be recycled there. Wastewater from this part is completely free of suspended oil & hydrocarbons. After testing and ensuring that pollutant parameters such as TDS, TSS, NH3, PH & COD are in compliance with designing ranges of Persian Gulf Mobin Energy Company's treatment plant, wastewater is sent through pipelines to that company with the aim of final treatment. It is highly important to mention that Nouri Petrochemical Company is able to store its produced wastewater at its 2,800 m3 pond in case of emergency. 2- Sanitary wastewater: after being collected by wastewater system in

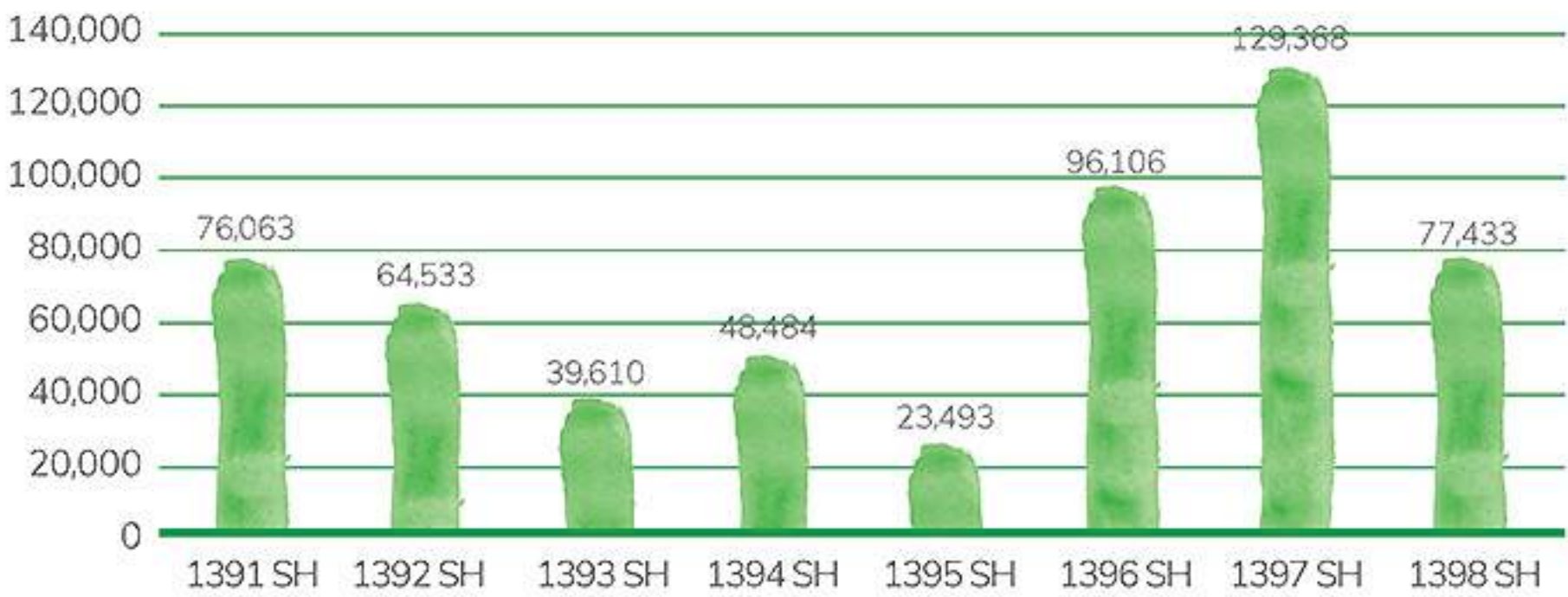


the company, sanitary wastewater is directly sent to Persian Gulf Mobin Energy Company for treatment.

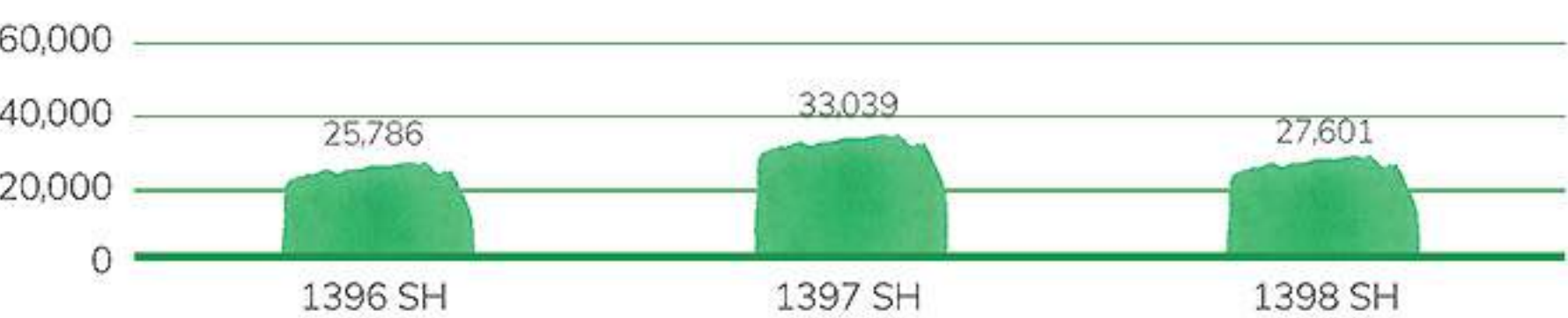
3- Surface runoff water: this kind of wastewater which is from rainfalls in non – industrial areas, is free of pollution. For this reason, it gets directly into the joint channel of Nouri Petrochemical Company & Persian Gulf Mobin Energy Copmany.

In the last 15 years, Nouri Petrochemical Company has always complied with the criteria and conditions of sending wastewater, had a positive interaction with Persian Gulf Mobin Energy Company, and never had a problem with sending and treating its wastewater. In addition to the controls and monitoring performed by the Environmental Department in the company to ensure compliance with effluent quality standards and requirements; periodic external inspections and controls are also done by a laboratory trusted and approved by the Environmental Protection Agency. In recent years, there has been no case of non-compliance in this area in the company's performance.

The Amount of industrial wastewater sent to Persian Gulf Mobin Energy Company (Cubic Meters)



The Amount of sanitary wastewater sent to Persian Gulf Mobin Energy Company (Cubic Meters)



## Air Pollutants Management

The process and technology of production have inevitable effects on the air in the petrochemical industry. However, there is always an effort to manage and minimize air pollution due to industrial activities by complying with national and international standards and requirements, technological updates and process improvements. In this field, Nouri Petrochemical Company has positive and considerable performance and equipment. This company has sixteen furnaces whose feed is mainly natural gas. It should be noted that designing furnaces of this company has been done based on more stringent characteristics and conditions than national standards in the country. This significant capability makes Nouri Petrochemical Company has appropriate performance in managing air pollutants by effective management of the production process.

Average air pollutant emissions in comparison with standard levels

Pollutant Parameter (ppm)	Standards by Environmental Protection Agency (while constructing)	Standards of designing by Company	Furnace Standards by Manufacturer	Average emission based on reliable laboratory reports	
				In the last 9 years 1390-1398 SH	In the last 5 years 1394-1398 SH
CO	150	Max 100	100	19.46	7.66
NOX	350	Max 300	146	131.9	8.27
SO2	800	Max 700	520	103.69	100.33

**Emission Monitoring** of three main parameters, CO, NOx and SO2, is done by the trusted laboratory of the Environmental Protection Agency on all sixteen furnaces regularly six times a year. In total, 288 items of data (96 tests a year for each parameter) are analyzed. In recent years, several improvements have been made in managing pollutant emissions from furnaces; resulting in zero number of emissions more than standard since 1395 SH.

The trend of pollutant emissions more than standard in the furnaces (number) (Total number: 96 tests a year)



In addition to regular and periodic monitoring, momentary monitoring of SO2 parameter is performed on one of the furnaces and momentary monitoring of the O2 (oxygen) emission rate is performed on all furnaces via an online analyzer installed on chimney of furnaces; and the Monitoring Unit of General Department of Environment of Bushehr Province has full access to these systems. According to the approvals and legal



notifications of 1392 SH, this level and amount of online monitoring of the exhaust gases from furnaces were approved by General Director of Monitoring Unit of Environmental Protection Agency and the Executives of National Petrochemical Company; so the company was exempted from online momentary monitoring of NOx and CO, and required to have momentary monitoring for parameter SO2 just on one of the furnaces. However, according to the latest procedures issued by the Environmental Protection Agency in 1394 and 1395 SH, Nouri Petrochemical Company is again required to monitor all parameters released from the chimneys of all its furnaces. As a result, the project of installing online analyzers on all furnaces and making all necessary coordination with General Department of Environment of Bushehr Province is on the agenda.

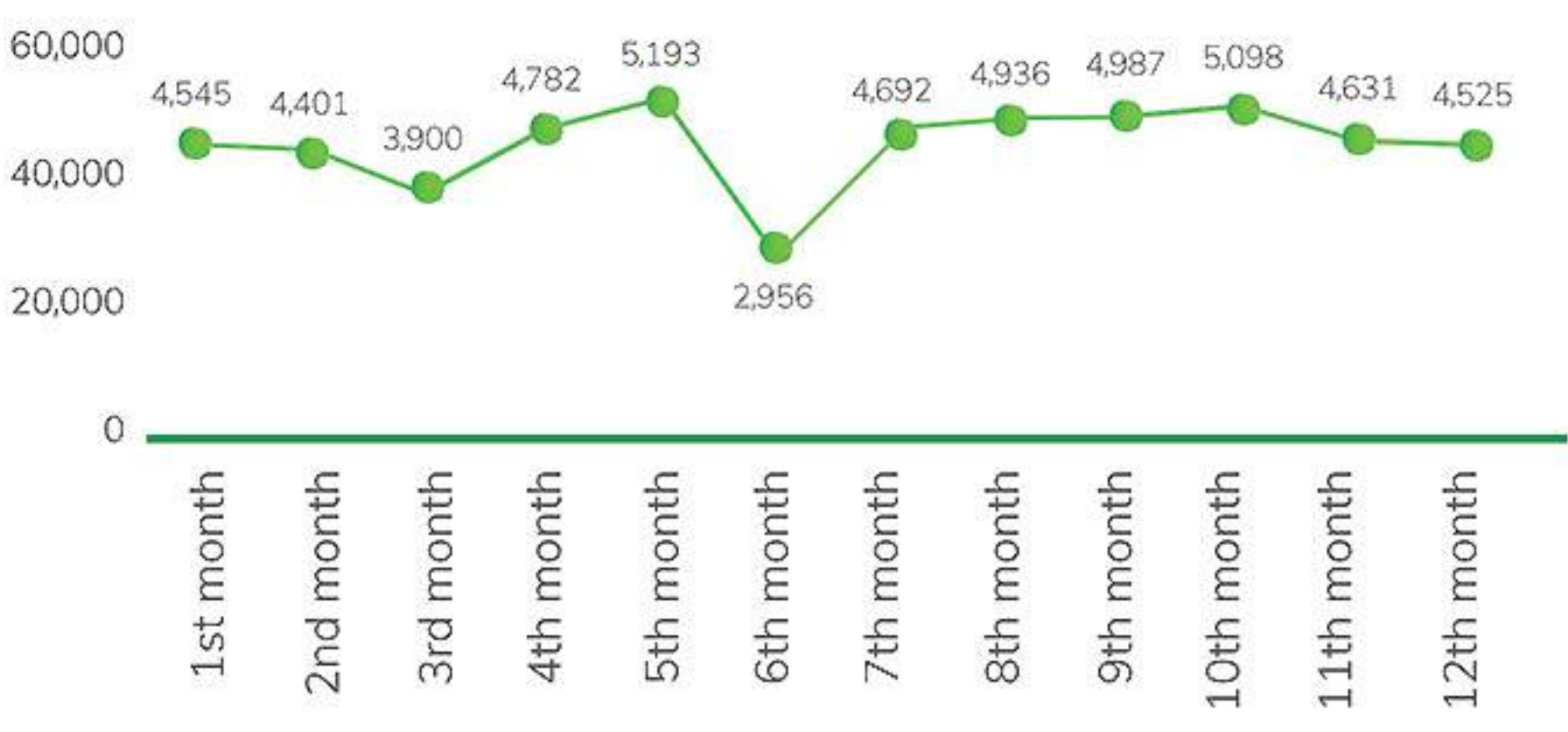
One of the issues considered in air pollution in the performance of petrochemical companies is **Flaring**. To explain, the design of the burner system of Noori Petrochemical Company is "smokeless flare"; it causes the flare to burn by injecting steam into the emitted gases and atomizing these gases before burning in the burner. Due to the lightness of the gases sent to the burner, which mainly contain hydrogen and light hydrocarbons (such as methane, ethane, etc.), smoke flare is almost impossible under normal conditions. Also, the 98% efficiency of the removal of pollutants in it, makes the flare always in the best condition and without smoke, and so far, no bad burning and bad flaring has been reported.



Flaring rate in 1398 SH (ton)



Flaring rate in 1399 SH (ton)



Nouri Petrochemical Company is one of the few petrochemical companies which moves beyond the legal requirements and regulations in implementing environmental improvement projects with a responsible perspective. One of these successful implemented projects in the field of air pollution management is **the project of Leak Detection & Repair (LDAR)**, which was implemented at a cost of more than five billion Rials in 1395 SH. So far, more than 35,000 points have been monitored, measured and repaired using advanced leak detection devices such as IR-Camera in this project. It should be mentioned that IR-Camera entered the country under the harsh conditions of sanction and is used for detecting very minor leaks. In addition to the positive environmental effects by controlling and reducing volatile pollutants, the implementation of this project could result in reducing both fire risks in units and employees' exposure to harmful chemical agents.



# Waste Management

Since the feed of Nouri Petrochemical Nouri Company is gas condensate and its products are liquid, in principle, no significant process waste is produced in this company. Any non-compliant products are sent back to the feed tank, reprocessed and recycled. No petroleum and hydrocarbons are removed from the complex due to environmental considerations and economic value.

Process and non-process wastes are identified, categorized and codified on the basis of current methods and instructions. Important measures taken in waste management are as follows:

- Supervising & following-up basic waste disposal, especially in landfills approved by Environmental Protection Agency or waste incineration under controlled conditions by new methods.
  - Implementing rules & regulations governing collection, storage, processing, transportation and safe disposal of hazardous & non – hazardous waste.
  - Collecting monthly information & reports on waste made by units in the company.
  - Providing monthly waste reports in the company.
- Moreover, all operating units are committed to collecting and separating wastes from production areas, and put in temporary places which determined by HSE. The following requirements are necessary for waste depot:
- Full separation of wastes.
  - Considering requirements of technical information and MSDS in case of wastes.
  - Observing the compatibility of wastes during temporary collecting and storing.

Management of main wastes produced in the company is as follows:

- Reusing clay waste (industrial soil) in Cement production  
Clay (industrial soil) is considered as the most important process waste which is completely free from any oil contamination after washing with steam & drying with nitrogen gas. Moreover, according to MSDS data, it could be buried with ordinary waste. But approximately 947 tons of this type of waste were delivered to Kangan Cement Factory with the purpose of reusing in cement production process in 1397 and 1398 SH.
- NFM polymerized solvent waste  
NFM polymerized solvent waste is regarded as to be another type of waste in this company which is similar to bitumen. It was produced 4870 kg in 1397 and 1398 SH and burned in waste incinerator at Persian Gulf Mobin Energy Company according to required standards.
- Recovery of Platinum from catalyst AR405.
- Selling all hydrocarbon oil waste produced in process units in the company.
- Recycling 20 tons of rock wool waste by sending it to a company manufactured rock wool and insulation.
- Reusing 1,322 tons of molecular sieve waste in Takht-e-Jamshid Petrochemical Company.
- Reusing 10 tons of dry fire-fighting powder waste in Pazargad Non-Industrial Operations Company.
- Disposal of all process filters and electrical waste (lamps & fluorescents) through competent authorities under the supervision & license of the Environmental Protection Agency.

At Nouri Petrochemical Company, all process and non-process wastes are managed based on the methods of recycling, reusing, incinerating and burying in determined landfills.



- Recycling 28,000 liters of expired fire extinguishing foam by sending it to the foam manufacturing company.
- Reusing activated Alumina in the paint industry under the supervision of the Islamic Republic of Iran Department of Environment.

Waste management status at Nouri Petrochemical Company in 1397 and 1398 SH

waste	1397 SH (ton)	1398 SH (ton)	Final management status
Industrial soil (clay)	76	871	Recycled at cement factory
Fluorescents	0.2	0.65	Basic disposal in competent authorities
HEMP filters	3.27	3.1	Basic disposal in competent authorities
NFM solvent	1.67	3.18	Disposing in incinerator of Persian Gulf Mobin Energy Company
Molecular Sieve	1310	12.3	Reusing
Burned oil	1.5	1.4	Export sales
Construction waste	490	630	Burial in approved place
Hospital waste	0.028	0.026	Disposing in incinerator of Tohid Hospital, Jam
Wood & recycling	31.49	80.74	Recycling in competent authorities
Paint & Resin	0.15	1.05	Basic disposal in competent authorities
Battery	0	0.2	Basic disposal in competent authorities
Fire-fighting foam	0	28	Recycled at cement factory
Municipal waste	526.4	491.23	Burial in approved place
Agricultural waste	25.1	119.2	Burial in approved place
Total	2,465.808	1,675.076	



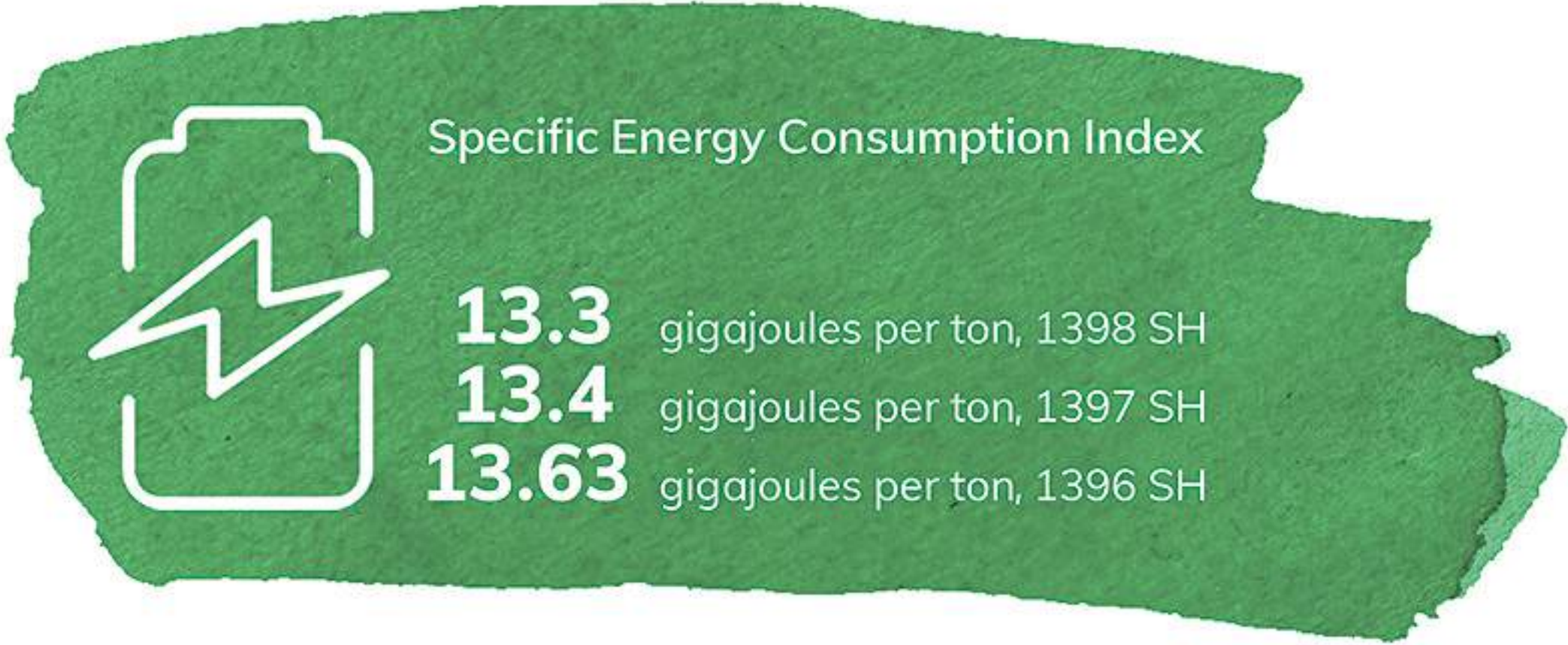
# Energy Management

Energy is a significant factor in chemical industries, particularly in petrochemical industry more than other subsectors of chemical industries. According to statistics, 70% of fuel and 40% of electricity used in chemical industry are consumed and spent in petrochemical industry. Therefore, improving energy efficiency is an essential strategy to reduce costs and increase the predictable revenue of petrochemical units. This issue becomes more important when presently the competitive market conditions, strict environmental regulations, rising costs and severe price fluctuations of energy carriers have made the conditions of activities done by petrochemical companies more difficult than before.

Considering these issues makes energy management as an important priority to be taken into account at Nouri Petrochemical Company. Two important strategic objectives of "improving productivity" and "reducing feed waste & energy loss" at strategic level as well as assessment criteria of "energy intensity" and "energy efficiency" at operational level, determine the main direction and measuring the progress in the direction of energy management. Also, based on ISO 50001 Standard, Energy Management System has been implemented at Nouri Petrochemical Company since 1395 SH, and this company implemented the latest edition of ISO 50001:2018 in 1398 SH. In this regard, Energy Management Policy has developed and notified by approval of the CEO. At Nouri Petrochemical Company, various procedures, instructions and forms have been compiled and used to monitor and reduce the consumption of energy carriers. Energy Management Unit, as a subset of the Process Department, is responsible for developing and maintaining energy management system in the company and the executive management of energy-related affairs. Furthermore, the Energy Committee, with managers and representatives of different departments of the organization, is responsible for maintaining operational integrity in the field of energy throughout the complex and facilitating collaborative measures in this regard. By holding regular and monthly meetings, this committee receives related reports and make necessary decisions for corrective actions and required improvements. With the purpose of managing energy effectively at Nouri Petrochemical Company, all activities and processes have been investigated and prominent energy uses have been identified. Consequently, the results of such investigation indicated that prominent energy consuming equipments are among furnaces, pumps, compressors, air fans and heat exchangers. In total, 59 equipments were identified as equipments which have 80% of the consumption of various energy carriers in the company, based on Pareto Principle. These distinctive uses are controlled by different measures as follows. First, it can be mentioned to designing and installing energy management software with the intention of online monitoring of energy consumption of such equipments. Then, based on information on energy consumption, it is possible to determine energy consumption baseline using regression under normal operating conditions over a period of two years. So, with the help of capabilities of energy management software, energy consumption information is monitored using energy consumption baseline and the amount of deviation of energy consumption from baseline is determined. If the energy consumption deviates from the baseline, its non-compliance is issued and referred to the responsible departments for improvement and corrective measures.

At Nouri Petrochemical Company, one of the main indicators which is

monitored in the field of energy management is "Specific Energy Consumption Index", which is the amount of energy consumed for production a ton of aromatic products and is based on gigajoules per ton. In accordance with Iranian Standard 13374, the acceptable amount of total specific energy consumption is equal to 19 gigajoules per ton. Monitoring and measuring the above-mentioned index at Nouri Petrochemical Company indicates a significant difference between the company's performance in the field of energy consumption with the standard; which approves its impressive performance in optimal use of energy. As a result of continuous improvements in optimizing and reducing energy consumption, Nouri Petrochemical Company has succeeded in receiving Certificate of Compliance with Energy Consumption Criteria from Institute of Standards and Industrial Research of Iran since 1392 SH.



At Nouri Petrochemical Company, different plans and measures are defined and implemented in order to optimize and reduce the amount of energy consumption. The most important ones are as follows:

- 1- Implementing the latest edition of Energy Management System ISO 50001:2018.
- 2- Intelligent control of electricity consumers.
- 3- Modifying and replacing burners of furnaces H-1001, H-8001, H-3001, and H-3004; resulting in 18 % reduction of energy consumption.
- 4- Installing a central & automatic ventilation system for all buildings to maintain a balanced temperature & prevent energy loss.
- 5- Installing a capacitor bank on the main switchgear of the complex entrance gate (20 kilowatt) with the aim of increasing power factor and reducing reactive losses.
- 6- Mounting earth leakage current relay to protect motors and leakage current protection fuses in all lighting divisions to prevent current loss.
- 7- Flare gas recycling plan and producing ammonium sulfate fertilizer, in order to reduce flare, use the resulting gas to fuel furnaces and reduce fuel consumption.
- 8- Observing consumption pattern by replacing energy-saving LED lamps with longer life instead of high-consumption gas lamps in the lighting of public thoroughfares of the company and installing solar energy lighting equipment in different parts of the complex.
- 9- Installation of Lampeck converter, replacement of CCR catalyst, internal replacement of reactors R-3004, R-3003, R-3002 and R-3001, in order to



Implementing energy management projects at Nouri Petrochemical Company from 1396 to 1398 SH, has brought financial savings of 930 billion rials for the company.

increase production efficiency and reduce energy intensity.

10- Identifying and changing faulty steam traps.

Two of successful projects in energy consumption reduction and their achievements in protecting the environment and financial savings for the company will be introduced briefly in the following:

- Replacing burners of furnaces H-1001, H-8001, H-3001 & H-3004

High energy consumption increases expenditures of the company units, which consequently result in increasing prime costs of the products. Therefore, optimizing energy consumption by modern technologies can surge the company's production, reduce costs and finally reduce greenhouse gas emission. Thermal furnaces are one of the equipment with high energy consumption at petrochemical companies which are used for various purposes by free thermal energy combustion. On the basis of studies, with the best controlled air-to-fuel ratios, energy savings in furnaces can vary from 5 to 25 percent. Therefore, focusing on this equipment, in addition to significantly reducing energy consumption, can also lead to a significant reduction in greenhouse gas emissions. Nouri Petrochemical Company is not exempted from this issue, and it has taken some appropriate approaches in achieving the desired goals by reviewing current solutions and up-to-date technologies in accordance with the policy of the organization, which are being committed to environmental requirements, reducing energy consumption, increasing quality and reducing production costs. For this purpose, during tripartite cooperation between the Research & Technology Department of Nouri Petrochemical Company, Petrochemical Research and Technology Company and Sholeh Sanat Manufacturing and Engineering Company, effective measures were taken to improve the quality of combustion in furnaces and change the nozzle and flame spreader of the burners and adjust various combustion parameters in furnace burners, which resulted in an 18% reduction in fuel consumption.

- Flare gas recycling plan and producing ammonium sulfate fertilizer

Due to the large amounts of dihydrogen sulfide in the gas flow to the flare, Nouri Petrochemical Company has taken appropriate measures to prevent the burning of this substance in the flare (to prevent the production of toxic and acidic substances) and turn it into a value-added product (to generate revenue). Studies show the relative preference of ammonium sulfate fertilizer production compared to the conversion of this gas to dimethyl disulfide, granular sulfur and methionine; because there is a technical and economic justification for reconstructing alkaline soils in agriculture and the possibility of supplying and transferring technology for this material. By implementing this plan, it will be possible to recover sweet gas from the gas sent to flare, which reduces company's loss and environmental damage. It should be noted that considering the 2-year construction period, the payback period of this project is 37 months.

The process of development and improvement of energy management at Nouri Petrochemical Company has been accompanied by close collaboration between Energy Management Department and Research & Technology Department of the company. Undoubtedly, determining the opportunities of improvement and corrective actions is effective when they have been considered based on the expertise of those who are superior in terms of technical knowledge and accurate expert analysis. In the following, the studies done in the field of energy management in 1398 SH are introduced briefly:

- Completion of energy simulation and energy optimization project of Gas Condensate Separation Unit using exergy analysis and reduction of

benzene in tower 2001.

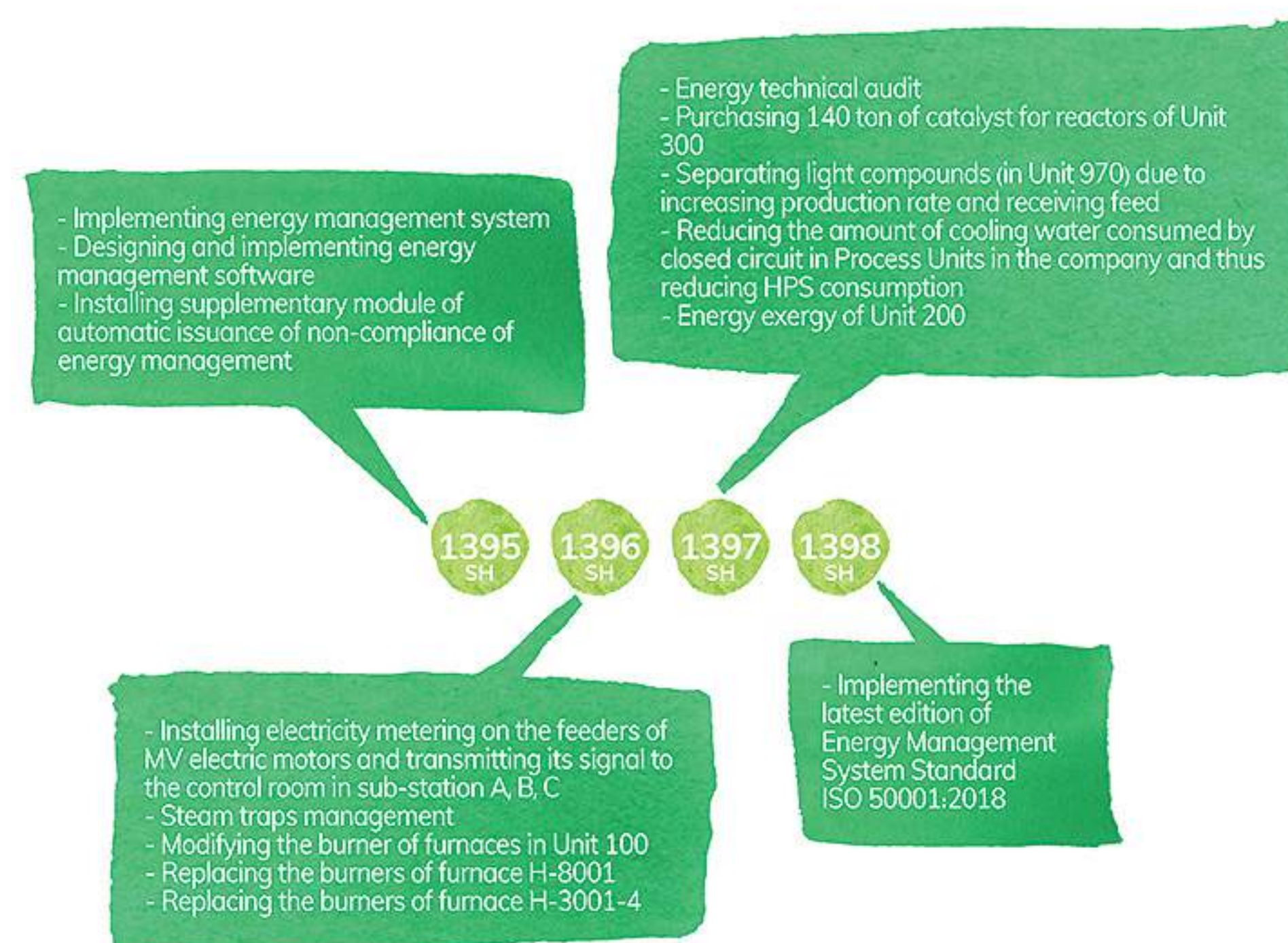
In this research project, the performance of Gas Condensate Separation Unit (unit 200) of Nouri Petrochemical Company was examined from the point of view of energy consumption and exergy analysis. Exergy analysis is a modern method in the world to identify points (equipment) where there is high energy loss. Also, this method can identify those points (equipment) have the most potential for improvement in terms of energy consumption. Simulation was performed using up-to-date process information and accurate analysis of feed and products in the unit, which the results matched the actual results very well. On the other hand, the results of exergy modeling and analysis showed that the most degradation occurs in furnaces of Unit 200, and this amount of exergy degradation should be reduced by operational measures. Consequently, by making small operational changes to maintain sustainable conditions of production, not only fuel consumption of the furnace in this unit was reduced by approximately 8%, but also it had a much more significant achievement, which is waste reduction of benzene (one of the valuable products of the company).

- Investigating the replacement of steam turbine insulation with a new generation of thermal insulation to reduce energy waste and repair costs  
Considering the fact that required power of a number of compressors and pumps of Nouri Petrochemical Company is supplied through steam turbines; one of the main objectives of this study was to investigate the effect of their proper insulation on reducing energy loss. Obviously, if proper insulation is not used, the heat loss of the system will increase, and condensation in the end rows of the turbine will increase vibrations, erosion and various other failures in the turbine components. Moreover, the performance of turbine is far from the optimum point. In this case, some of the cost of paying for the purchased steam is wasted, and not all of the steam capacity is used to generate power. After conducting this research, revealing its analytical results and its effect on production continuity, energy consumption reduction and economic savings, it was decided that all insulators of turbines 3001, 3002 and 8001 should be replaced with the newest ones.

- Investigating coaxial control of rotary machines

According to present investigations, over 50% of the problems of rotating machines and electric motors are due to increased load caused by imbalance, lack of precise alignment and belt tension. Some of disadvantages of precise coaxial disruption of rotating machines such as pumps and compressors are as follows: increasing the vibrations of the equipment and the resulting damages, decommissioning of the equipment or the unit (very high financial loss), increasing engine load and energy consumption, fire and injury to personnel, shortening the useful life of equipment or its parts and increasing maintenance costs. According to the investigations, regular, continuous and precise coaxial control of rotary machines reduces energy consumption up to 10%. Also, mechanical maintenance and bearings life increase up to 56% and 50% respectively. The studies of this research showed that by carrying out this project only in the case of pumps in Nouri Petrochemical Company, at least eight billion financial savings will be achieved annually. Finally, the decision of the company's managers was that in the first step, rotary equipment with significant energy consumption is determined and the procedure of regular, continuous and accurate coaxial control of rotary machines is implemented on them.





In the next table, the data on some of energy projects including the project subject, the amount of investment and savings are presented.

Project	The year of implementation	Implementation duration (month)	Investment amount (billion rials)	Annual savings (billion rials)
Replacing the burners of furnaces 1001-8001-3001-3002-3003-3004	1396-1397 SH	15	20	40
Steam Traps Management	1396-1397 SH	13	1	9.5
Replacing molecular sieve of adsorption towers in Unit 700	1398 SH	12	1,394	622
Energy Technical Audit	1396-1397 SH	12	1.84	26.5
Purchasing 140 tons of catalysts for reactors in Unit 300	1397 SH	24	800	156
Installing & commissioning Unit 970	1397 SH	36	457	76
<b>Total</b>			<b>2,673.84</b>	<b>930</b>

## Contributing to Biodiversity Conservation

Biodiversity is a vital feature of life which has been explained based on a wide variety of plants and animals. It can be said that biodiversity is a non-renewable resource which is irrecoverable in case of losing it. The growing importance of biodiversity is due to its role in maintaining the stability of ecosystems. Because in an ecosystem, the more diverse the species are, the more complex vital networks and longer food chains become, resulting in a more stable environment and more self-regulatory conditions. Due to population growth, increasing environmental pollutions, environmental degradation and depletion of natural resources, the issue of species extinction is considered as a major threat to human civilization as well.

One of the main issues, which is regarded as a responsibility of the organizations in the management of environmental responsibilities, is considering the impacts of their activities on biodiversity and participation in the protection of animal and plant species and natural habitats. Oil Industry is one of the industries whose impacts on the ecosystem destruction and different species of plants and animals around operational areas are undeniable. As a result, one of the important issues which is necessary to be considered by companies in this industry is how to protect biodiversity. Nouri Petrochemical Company is one of the few Iranian companies that has actively accepted this responsibility by supporting the project for the protection of humpback dolphins in the "Dayer-Nakhiloo" national park and "Mand" protected area, Bushehr province in the last five years.

Humpback dolphins have been put on the list of International Union for Conservation of Nature (IUCN) Red List. Overfishing, collisions with boat fins, sea pollution and habitat destruction and reduction have been identified as main threats of such threatened animal species. Dayer-Nakhiloo National Park is one of the important habitats of humpback dolphins in Iran, which has a high fishing potential and is one of the important areas for sea turtle spawning as well. Moreover, thousands of tern sea swallows come to this area to lay eggs every year. Despite the high capabilities and great ecological value of this region, the initial information from this region is very limited and the researches show that the marine resources are decreasing and the marine pollution is growing. Humpback Dolphins Conservation study project was started at the end of 1392 SH, focusing on getting to know the region, investigating the population & distribution of humpback dolphins and taking appropriate images of them. In fact, this project can be mentioned as one of the successful projects in which collaboration between the private sector (Nouri Petrochemical Company), governmental organization (General Department of Environmental Protection of Bushehr Province), environmental institute (Plan for the Land Society) and local community (residents and inhabitants of the study area) formed effectively to achieve the goals of Humpback Dolphins Conservation Project and has remained for several years.

The most important goals of defining and implementing this project are as follows:

- Identifying the existing number of humpback dolphins based on scientific methods.



Nouri Petrochemical Company's support for the Humpback Dolphin Conservation Project has led to the improvement of living conditions of this valuable threatened species in the region and has had numerous national and international achievements.

- Finding new places of species dispersal at Dayer – Nakhiloo National Park & Mand protected area to provide dispersal map.
- Establishing a stable relationship between indigenous peoples and those in charge of natural resources in Dayer-Nakhiloo National Park and the Mand Protected Area through training.
- Increasing public awareness, especially children, teenagers & fishermen in the bank of Dayer – Nakhiloo National Park and the Mand Protected Area to conserve humpback dolphins
- Investigating fishermen's activities and determining the impact of conservation activities on the state of fishermen & local people's incomes and engaging them in protecting, creating and empowering local teams to enter the conservation cycle.

It should be noted that this conservation research project is in its fifth year. So far, a total of 940 people has been engaged in this project in the Dayer-Nakhiloo National Marine Park and Mand Protected Area. On other days of the year, the collected data were studied, evaluated and analyzed, and ways were found to improve the project performance and preserve the humpback dolphin species. First, the study method was based on photo identification (Photo Id), which was done with monthly sea patrols and random search. The reason for this random study is to record the places where humpback dolphins are present and their behaviors. Subsequently, due to the more questions on this species and also finding its presence / absence points, sea patrols changed from a random method to a transect-based finding method since the third year of this project. Presently, this study is a combination of photo-identification with transect to survey the population; which leads to the collection of a wide range of data and information.

Performance of Humpback Dolphins Conservation Project in the first four years				
Year	Number of monitoring visit day	Number of people per day	Hour	Kilometer
1	67	272	137	2,224
2	57	229	112	1,673
3	61	218	120	2,123
4	56	221	124	1,779
Total	241	940	493	7,799

The followings are the most important measures and achievements to preserve this threatened species of animal:

- According to the monitoring and in-person visits in the areas covered by this conservation plan, the number of humpback dolphin observations and the exact geographical location of each observation have been recorded in the five years of the implementation of this plan. As a result of this important action and relying on the presentation of expert analytical reports of the project, the protected border of Dayer-Nakhiloo National Marine Park has been increased.
- Officially registering humpback dolphins with the name of Indian Ocean humpback dolphin and the scientific name of *Sousa plumbea*, in the book of marine mammals of the world in 2015 and the report and pictures of the project were also published in that book.
- At the end of 1397 SH, the project research team participated in a



specialized workshop on important mammal areas of the West Indian Ocean and Oman Sea in Oman and presented the humpback dolphins conservation project. As a result of participating in this workshop and presenting the plan effectively, "Dayer-Nakhiloo National Marine Park" was registered as a Marine Mammals Protected Area by International Union for Conservation of Nature. The information of this prominent action is available on this website;

<https://www.marinemammalhabitat.org/imma-eatlas/>

- Observing live Indo-Pacific finless porpoise (with scientific name *Neophocaena phocaenoides*) for the first time in the maritime patrols of the research team in the spring of 1396 SH. This is despite the fact that its carcass has been reported many times in the region. This species is also on the list of endangered species.

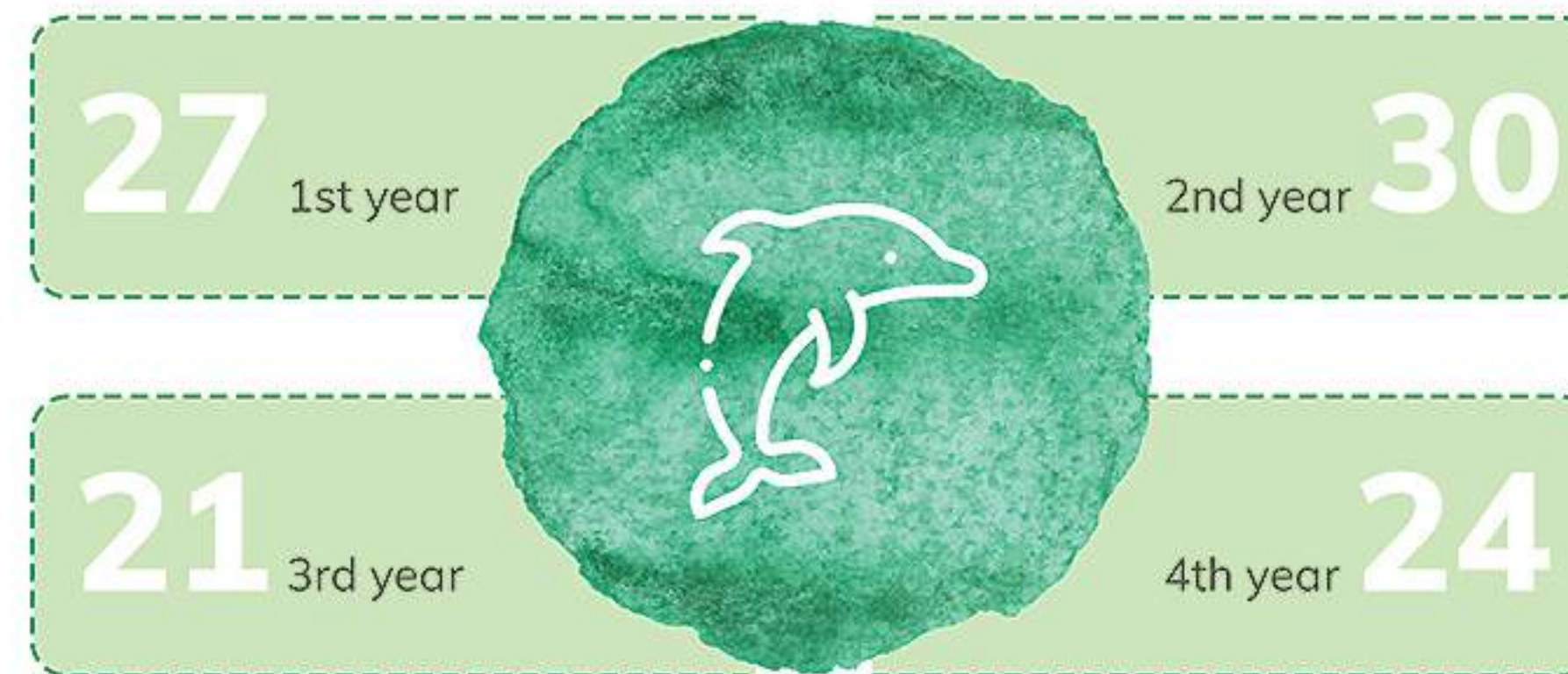
- In the winter of 1398 SH, a new population of humpback dolphin was found in Rostami port (less than 100 km from Dayer-Nakhiloo area) in Bushehr Province.

The most important measures and achievements in the field of collaborating and empowering the local communities are as follows:





Number of Humpback Dolphin observed  
in the first four year of the project



- So far, training has been carried out in two stages in the schools on the outskirts of National Park. It should be mentioned that this training was conducted in the academic year 1394-1395 SH for 835 students and in the academic year 1396-1397 SH for 1159 students. In these trainings, books designed and published for different age groups, posters and brochures, stickers, crayons and candles of the Humpback Dolphin design were used, along with workshop, play and learning techniques.
- In order to raise awareness, empower and encourage local communities to participate in such programs, identifying interested people, holding joint meetings with them and creating a platform for cooperation in field plans have been done. Therefore, with the increase of interest and awareness in local communities, they were helped to establish and run "Marine Mand Preservation NGO" as well as being taught the executive methods of scientific work by expanding their collaboration in patrols. Currently, Marine Mand Preservation NGO is engaged in environmental protection programs and measures in Bardkhood and Dayer cities and the Mand Protected Area in Bushehr Province, under supervision of General Department of Environmental Protection of Bushehr Province.
- With the purpose of identifying threats and reducing them, meetings were held in various locations, including fishing piers, fishing cooperatives and gathering places for fishermen. In addition to conducting structured interviews with fishermen in the local community, on several occasions the project experts accompanied the fishermen's team in fishing to better understand the local problems and complexities in the field of fishing, so they will be able to plan conservation strategies with a better understanding of their livelihood. Accordingly, so far, two cases of unwanted dolphin fishing have been reported by fishermen, and with the communication established, information has been provided to the responsible organizations and their delivery was done. Also, the observation points of humpback dolphins have been recorded on the map. The following measures have been taken **to inform and introduce this plan both nationally and internationally:**
  - Introducing and presenting the plan in the workshop of important mammals of the West Indian Ocean and Oman Sea in Oman. Registering project activities and achievements in the regional newsletter of the International Humpback Whale Conservation Network in 1397 SH.
  - Published a brief report on the Humpback Dolphin Conservation Project in Blue Magazine by the Marine Conservation Foundation



in the United States.

- Registering the symbol of Persian Gulf Humpback Dolphins in The State Property and Deeds Registration Organization of the country by Nouri Petrochemical Company on the eleventh month of 1396 SH.
- Publishing an article on humpback dolphins and training programs done for teenagers to know this species in Darog Quarterly Magazine, the first magazine of Iran's environmentally friendly teenagers (Second year, Number 14, 1396 SH).
- Presenting the report of the Humpback Dolphin project and the trainings done in the specialized magazine of Pazan Wildlife (Volume 2, Number 2, 1396 SH)







**Hamed Moshiri**  
**SCEO of Plan for the**  
**Land Society**

Our cooperation with Nouri Petrochemical Company in the Humpback Dolphin Conservation Project is a successful example of defining and implementing an environmental protection project, in partnership with various stakeholders (including an environmental NGO, the private sector, legal entities and the local community). Since our first contact with Nouri Petrochemical Company from 7 years ago, I have found the managers and employees of Nouri Petrochemical Company as people who are aware of the importance of environmental protection. During these years, the CEOs of the company have always been a strong supporter of the implementation of this plan. We, also, have attempted to implement the various

measures of the project with the highest level of quality and using the latest expertise and knowledge of the world. During these years, commitment and continuous collaboration of Nouri Petrochemical Company in supporting Humpback Dolphin Conservation Project, has led to a good model of participation of private sector in long-term environmental protection programs and avoidance of small cross-cutting activities. This project's national and international achievements have strengthened trust to environmental institutions and organizations by the private sector in Bushehr province and increased the requests for implementing joint cooperative environmental projects. I believe that the path of our cooperation with Nouri Petrochemical Company over the years has progressed step by step with trust, mutual understanding of needs and a common belief in the necessity and high value of the protection of endangered animal species. Certainly, its continuation in the future years will have a long-lasting impact in protecting the country's natural and national assets.

# Nouri Petrochemical Company from Your Perspective

## Development of Green Space

In order to create a beautiful and fresh environment, which is unique in its kind in the region, so far, Nouri Petrochemical Company had allocated 8 hectares, equivalent to 136% of the company area, to green space. The development of this green space has been done according to the characteristics and climatic conditions in the region. The types of plant species have been planted are compatible with the natural habitat in the region and considered as resistant plant species. Types of trees and shrubs planted in the green space of the company are as follows;

- Types of trees: Conocarpus, Neem, Indian-Almond, date palm, palm, Jumbo, Acacia, Royal Poinciana, silk, green Benjamin, Benjamin Black, Long leaved Fig, Iranian Nabk-Tree.
- Types of shrubs: Thevetia, Royal Poinciana, Bougainvillea, Cassia, Takuma, Ahvazi Hedge and Verbena

Green space development by Nouri Petrochemical Company		
Company's Area	Total Green Space until the end of 1398 SH	
61 hectares	Inside the company (Square meters)	Out of the company (Square meters)
	54,214	28,800

Like other parts of the company, water consumption in the green space sector, is provided by Persian Gulf Mobin Energy Company. The average water consumption in this sector is about 80,000 cubic meters per year. Green space irrigation system of the company has been changed from manual method to drip irrigation system. Also, in the warm seasons of the year, the irrigation time is changed from day to night.







**Social  
Responsibilities  
towards  
Employees**  
at  
**Nouri Petrochemical Co.**



## Employment at Nouri Petrochemical Company

### 1397 SH

- Total number of employees: 1,177
- Corporate employees: 508
- Contractor employees: 669

### 1398 SH

- Total number of employees: 1,183
- Corporate employees: 522
- Contractor employees: 661

## Organizational Justice & Equal Opportunities

- Responsibilities of Human Resources Recruitment Committee in recruitment procedure
- Implementing job classification scheme to compensate employees
- Responsibilities of Personnel Committee to appoint & promote the employees
- Providing all employees with training services
- Allocating sports facilities to all employees

## Employee Participation in Managing the Organization

- Developing Suggestion System
- Activities of committees
  - 49 committees in 1397 SH
  - 45 committees in 1398 SH

- Activities of Employees Representatives Committee with 24 members from the corporate and contractor employees

## Empowering Employees

- Holding training programs
  - 29,946 man-hours in 1397 SH
  - 16,301 man-hours in 1398 SH
- Holding HSE training programs
  - 5,655 man-hours in 1397 SH
  - 4,096 man-hours in 1398 SH

- Implementing knowledge management system and its activities

## Occupational Health & Safety

- Continuous monitoring of water & employees' nutrition
- Periodic occupational medical examination for all employees
- Specialty Clinic within the company
- Offering different types of basic & supplemental insurance services to employees
- Severity Rate (SR) Index: Zero
- Frequency Rate (FR) Index: Zero
- Number of Permanent Total Disability Accidents: Zero
- Number of Fatal Accidents: Zero



## Stakeholderism & Creating Shared Value in Fulfilling Social Responsibilities towards Employees

Nouri Petrochemical Company considers human resource as a valuable asset for both the community and the organization. The quality of work life of individuals has multiple effects on the quality of their family and social life. We do not consider it possible to fulfill our economic, social and environmental responsibilities except through the commitment and cooperation of the company's employees. Therefore, at Nouri Petrochemical company, human resource is regarded as to be driver of change and development. Also, we always strive to continuously improve employees' capabilities, maintain their satisfaction and fulfill company's responsibilities in the field by having effective and value-creating interactions with key stakeholders in the field of employees and their workplace.

"Empowering employees and improving their satisfaction" and "effective management of knowledge and information of organization" are two main strategies in the field of employees and their workplace at Nouri Petrochemical company. These two strategies haven determined relying on the results of analyzing key stakeholders' needs and expectations in the area of employees and their workplace, and material topics in these two areas have been included in the agenda of the organization by setting the following objectives:

- Improving process safety & employees' health
- Developing employees' specialized competencies
- Improving employees' satisfaction & motivation
- Improving employees' participation & teamwork
- Strengthening organizational culture and effective leadership style
- Developing knowledge management

At Nouri Petrochemical Company "social responsibility policy" and "integrated management system policy" include important issues related to employees and their workplace, and emphasize on improving employees' capabilities and competencies, developing organizational participation, empowering employees and maintaining safety and health in their workplace. Justice, fairness, ethics and commitment to the rule of law have been determined as the organization's approaches in Human Resource Management. Finally, it should be mentioned that maintaining and creating a balance between work and life is pursued as an important issue at Nouri Petrochemical Company. Thus, in addition to our commitment and attention to our direct responsibilities to employees, we also fulfill indirect responsibilities to their families and their quality of family and social life. This approach is in line with our view of being in society as a responsible corporate citizen.

## Having an Empowering and Responsible Work Conditions

### ● Employment at Nouri Petrochemical Company

In the last two decades, oil industry has witnessed various changes in terms of staff recruitment, employment and employment conditions. Part of these changes has been affected by the privatization of petrochemical companies and another part of such changes has been related to the changes in the employment conditions of contract workers. So, like other companies in petrochemical industry, recruitment procedures, strategies and conditions are different at Nouri Petrochemical Company based on types of employment conditions which are divided into five categories as follows; permanent employees, employees subject to permanent labor law, fixed – term contract employees, temporary – term contract employees, and contractor employees (i.e. those employees contracted indirectly by the company).

To illustrate, permanent employees are those whose salaries and benefits are subject to a set of employment & administrative laws of oil industry and who have an employment contract with the company until the end of recruitment. Also, their employment conditions and benefits have been determined in the process of privatization by the government and petrochemical companies are required to put them into effect. There are currently no new hires in this category. The second category is those employees whose employment conditions are subject to labor law of Social Security Organization. And they have an employment contract with the company until the end of recruitment. The third category is related to those employees whose employment contracts are renewed annually.





They are called fixed – term contract employees. In case, the performance appraisal of this group of employees is "excellent" for two consecutive years, the next contract is set as a two – year contract. Moreover, their salaries and benefit are determined on the basis of regulations announced by Persian Gulf Petrochemical Industries Company. The next group is temporary – term contract employees whose contract is annual. If their performance appraisal is "excellent" for two consecutive years, the next contract is set for two years. It should be noted that their salaries and benefits are based on job classification scheme in the company. Finally, contractor employees who do not have a direct employment contract with the company and work for the company under the auspices of the contractor. Like temporary – term contract employees, their salaries and benefits are defined based on job classification scheme in the company. Presently, **human resource recruitment** is done in two separate ways;

- Recruitment & employment of employees working in the subsidiaries of Persian Gulf Petrochemical Industries Company.
- Recruitment & employment of contractor employees

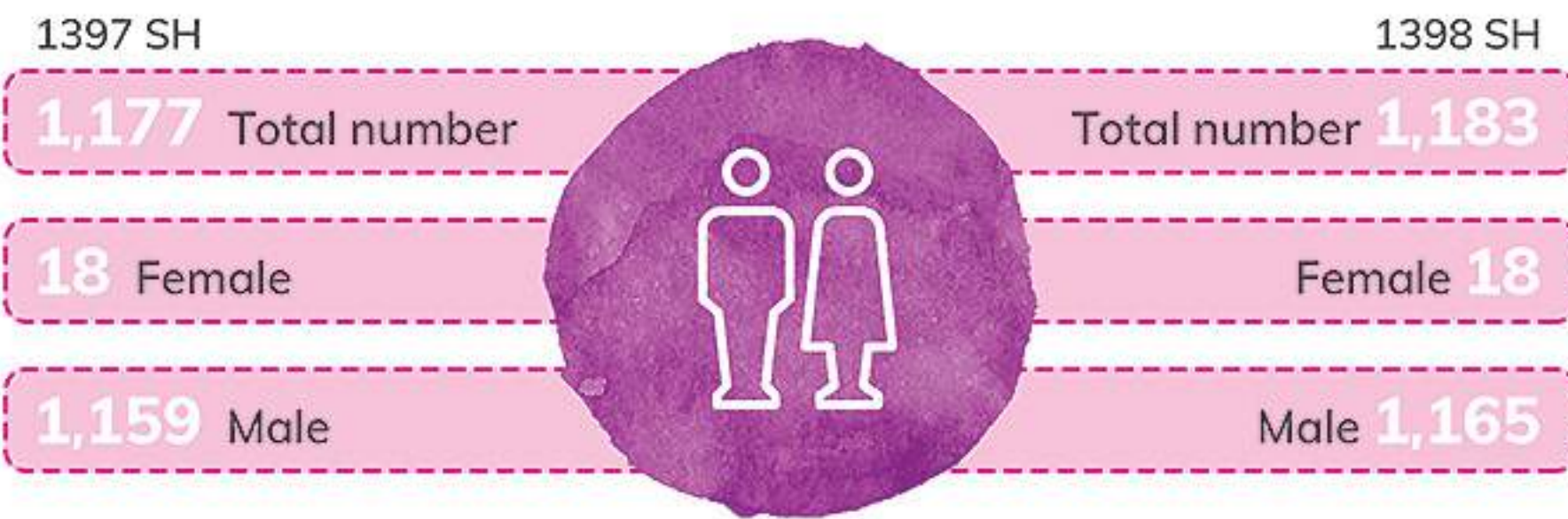
According to the instructions of Persian Gulf Petrochemical Industries Company, recruitment of permanent and fixed – term contract employees is just allowed based on employee turnover within the subsidiaries of this holding. In this case, job requests received for job vacancies available the company's organizational chart are reviewed and sent to relevant units. After interview and selection process is carried out by the Human Resource Recruitment Committee of Nouri Petrochemical Company, the selected individuals would be recruited to this company. In addition to reviewing received requests, to accelerate fulfilment of the needs of different departments in the company, Human Resource Planning Unit makes and sends a list of job vacancies in certain intervals to the subsidiaries of Persian Gulf Petrochemical Industries Company to provide required human resources.

In order to recruit contractor employees; first, requests from different units is reviewed and approved by human resource committee in the company. Then, recruitment process is first done through transferring experienced contracting employees working for the subsidiaries of Persian Gulf Petrochemical Industries Company. If recruiting the required human resource in this way is not possible, after obtaining necessary permits, the required human resource details will be announced to Department of Law & Employment in Pars Special Energy Economic Zone, and local manpower introduced by Pars Special Economic Energy Zone, will be recruited.

In terms of recruitment procedures within the organization, job applicants in the company are first interviewed and selected by the heads and experts of those departments need to recruit them. Afterwards, for each job position, three times the required manpower is introduced to Human Resources Planning Unit. On the subject of recruiting human resources, the human resource recruitment committee is responsible for making the final decision consisting of head of the complex, deputy complex, head of Human Resources Department, head of Human Resources Planning Unit, computer expert and English language expert.

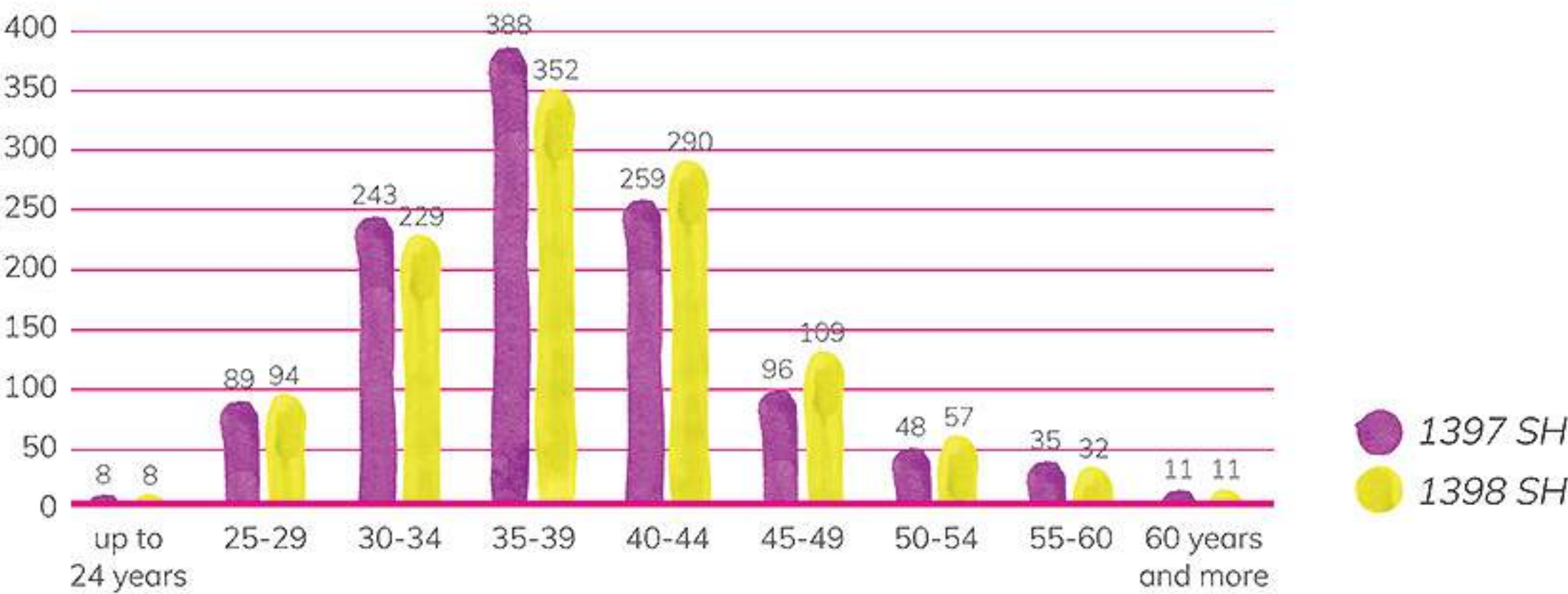
## Human Resource Profile

Total number of employees at Nouri Petrochemical Company & Gender – based employment statistics



Employees statistics by type of employment contract					
Year	Permanent Employees	Employees subject to permanent labor law	Fixed – term contract employees	Temporary – term contract employees	Contractor employees
1397 SH	347	6	31	132	661
1398 SH	345	6	32	131	669

Statistics of employee age (year)



Statistics of employee work experience (year)





## Employee Compensation

Nouri Petrochemical Company strives to compensate employees for their services in a way that covers their effective performance and efforts in the workplace and results in employee satisfaction and motivation from working conditions. Therefore, company's **compensation strategies and procedures** have been clearly defined and notified to all employees. Having differences in employment contracts, which has affected how to compensate employees, is one of the challenges that Nouri Petrochemical Company has faced in recent years. In fact, compensation for permanent employees of company is subject to employment & administrative laws of oil industry including all the benefits in Assaluyeh city. Also, with the intention of considering the principles of non-discrimination and meritocracy in workplace and enhancing employees' satisfaction, a job classification scheme was implemented in the company. As a result, justice in compensation (salary & benefit) in a variety of company contracts increased significantly.

One of the systems established in the company to compensate employees appropriately and evaluate their performance is the **performance appraisal system**. It should be stated that evaluating employee performance (permanent, fixed-term contract, temporary-term contract, employees subject to permanent labor law & contracting employees) is done annually. Permanent employees could see the result of their performance evaluation in their job and personal information system. Regarding the performance evaluation of employees subject to permanent labor law, employees with fixed-term contract and those with temporary-term contract, after approval of evaluation results by CEO, they are delivered to the heads of departments to inform their employees. One of the actions which is related to the performance appraisal system is merit pay for employees. Relying on the instructions issued by Persian Gulf Petrochemical Industries Company, in order to enhance productivity and compensate employees in achieving organization's goals and programs, it was decided that merit paid should be given to the employees based on evaluating performance and doing their task assignments instead of paying overtime according to workplace physical attendance hours.



Finally, we can mention the organization's plans and programs to **encourage and appreciate employees**, which besides above-mentioned mechanisms, are implemented to appreciate employee effort, to raise their morale and increase their motivation. One of the effective programs in this approach is selecting a perfect worker and employee. In fact, in order to determine a perfect worker and employee, the quota of each department will be announced to the relevant departments after approving by CEO every year. Subsequently, each department announces the final list of its perfect worker & employee in a form of main and alternative ones two time the capacity to Human Resource Department. Then, the above-mentioned list is sent to HSE, Labor Relations Unit and the Security Office and after obtaining approval by these units and the final approving by CEO, the list of selected personnel is announced to the Public Relations Department. Next, perfect workers and employees are introduced and appreciated on Labor Day and Employ Appreciation Day. Moreover, Nouri Petrochemical Company pays occasional incentives commensurate with organizational achievements or success of plans and projects. Some of the most important bonuses pay in recent years are as follows; productivity bonus, Unit 970 start-up bonus, bonus ranking 38th given by Persian Gulf Petrochemical Industries Company among petrochemical companies in the world based on evaluating done by ICIS Institute (2018), and bonus for selecting the company as the Green Industrial Unit of Bushehr Province (1397 SH).

Also, a committee called Incentive Committee has been formed by Nouri Petrochemical Company. So, those employees who have taken actions beyond their legal and defined job duties and responsibilities in their departments and have carried out the organizational affairs effectively would be encouraged and appreciated by being introduced to the above-mentioned committee based on the defined criteria.

## Organizational Justice & Equal Opportunities

Responsible management of the organization towards employees includes important issues in the field of organizational justice and equal opportunities. First, it is investigated how these issues are taken into account in **the process of recruitment and employment** in the company. To explain, the current procedure in Nouri Petrochemical Company is such that job applicants to be employed in each of the available job opportunities are introduced to the Human Resources Recruitment Committee three times the capacity; then public and technical interviews are conducted from them. Consequently, based on the degree of adaptation of their individual abilities and characteristics to the conditions of obtaining a job, they are evaluated and finally selected. Therefore, it's ensured that recruiting employees is done in a transparent and merit-based recruitment process. It is worth noting that this process is based on official laws of the country and there is no discrimination in terms of ethnicity, language, gender and religion in examining the qualifications and capabilities of job applicants. Regarding the index of equal opportunities for women employment in the company, although Nouri Petrochemical Company always values presence of women at available and possible job positions, but difficulties in work conditions and residency in Assaluyeh city make women less willing to apply and cooperate with companies operating in this region.



One of the important issues related to recruiting in Nouri Petrochemical Company is the employment of indigenous people and those living in Assaluyeh city. In fact, this issue is considered as one of the main expectations of the local community which is supported by governmental agencies and public institutions as well. In order to eliminate deprivation from the region and reduce the gap between indigenous and non-indigenous people in oil industry, this issue has been given public attention in the country. In order to respond responsibly to this important concern, Nouri Petrochemical Company conducts recruitment of indigenous people and those living in this region through contractor employment opportunities. For this purpose, after announcing available job positions to the Labor & Employment Department of Pars Special Economic Energy Zone Organization, only people introduced by that organization will enter the recruitment process.

In the same benefit of organizational services, two issues of staff training and sports could be mentioned. One of the important areas in which equal opportunities are provided for the benefit of all employees of the company is training services. It should be noted that all employees with different types of employment can use **training services** provided by Nouri Petrochemical Company. So, individual and organizational development path has been made for all the employees equally and fairly. Moreover, with the purpose of maintaining organizational vitality and employees' health, company's **sport facilities** including sports clubs, sport packages, and so on, are provided for all the employees. Also, they can participate in sports competitions which are held by the company regardless of their type of employment.

Nouri Petrochemical Company has made some effort to provide all kind of **organizational facilities** such as welfare facilities, employee housing, various types of loans for its employees. Due to resource constraints, allocating the above-mentioned facilities is based on the regulations have already been notified to all employees.

Another topic in which organizational justice should be considered is **employees' appointment and promotion**. To explain, all employees' job appointment requests, which are sent by the heads of different departments of the company, are reviewed in the shortest possible time and referred to the Personnel Committee. After approving the job appointment requests by that committee, all necessary administrative measures are taken. Moreover, at the end of each month, Human Resources Planning Unit extracts the list of employees, whose promotion deadline has been reached from Information & Communication Technology Comprehensive System. After approving by the heads of departments whose employees are included in the list, the issue is reviewed in the Personnel Committee. It is highly important to note that all the job appointments are made based on individual's competencies and qualifications, performance evaluation during last two years, relative seniority and training records. Also, promotion (employee career advancement) is based on the set of employment & administrative regulations of oil industry and the executive instructions of the job classification scheme, which leads to an increase in their salaries and benefits.



**Rashid Dehdashti**  
*One of the corporate  
employee  
representatives*

I have been working for Nouri Petrochemical Company since 1386 SH. First, I was a shift site-man, then a shift board-man, and I am a shift supervisor now. What was evident to me since working for this company, and still there is as a strong organizational culture, is to do things regularly and in a logical and systematic manner. On the other hand, all employees have a high level of commitment to the company, and this has meant that by consolidating the company's position at a profitable level, employees are not worried about changes in

their salaries and benefits.

One of the important characteristics of managers of Nouri Petrochemical Company is to concentrate on employees' needs and expectations. I am one of the employee representatives who are elected in a free election based on the direct vote of the employees. Employees representatives hold regular meetings with senior managers of the organization. In these meetings, various employee-related matters are discussed. In addition to work affairs, employees' concerns on welfare issues, their resident families' conditions in the region and rotational employees' challenges in making work-life balance are considered and discussed.

At Nouri Petrochemical Company, employees' safety and health at workplace are enormously significant to the company. Periodic controls and tests of employees and equipment are done continuously at Nouri Petrochemical Company.

## Nouri Petrochemical Company from Your Perspective



## Employee Training

### Training management system at Nouri Petrochemical Company



- 1- Determining training needs
- 2- Designing & planning training courses
- 3- Training courses delivery
- 4- Effectiveness evaluation

It should be stated that improving employees' knowledge, skills and attitude is known as the purpose of defining and implementing training programs at Nouri Petrochemical Company. Training courses are held in different topics and can be divided into five groups as follows; 1- Technical & Engineering, 2- Management & Non-technical, 3- English 4- Safety, Health & Environment 5- Awareness raising Seminars.

Training course category	1397 SH		1398 SH	
	Number of training courses	Total training man-hours	Number of training courses	Total training man-hours
Technical & Engineering	42	6,757	49	5,376
Management & Non- technical	146	16,236	67	6,622
English	14	1,165	0	0
Health, Safety & Environment (HSE)	37	5,655	25	4,096
Awareness raising Seminars	7	133	8	207
<b>Total</b>	<b>246</b>	<b>29,946</b>	<b>149</b>	<b>16,301</b>

- Company's Meeting Hall.
- Four Classes with a capacity of 70 people.
- An 84-inch all-in-one computer, three TV sets, 10 desktop computers, and audio recorders.
- Human Torso Model for First Aid & Rescue training courses.





Total number of training man-hours by organizational levels in 1398 SH			
Managers	Heads (15-16-17 job categories)	Experts & employees (14 job category or below)	Total
2,729	4,822	8,750	16,301

Total number of training man-hours by organizational levels in 1397 SH			
Managers	Heads (15-16-17 job categories)	Experts & employees (14 job category or below)	Total
2,166	7,534	20,246	29,946

Also, technical and job – related training courses are held for all the company employees and contractor employees working in operating units at Nouri Petrochemical Company. Moreover, HSE courses and some training courses which have been designed and developed to increase awareness and improve organizational culture such as Energy management, Defensive driving and so on, are held for all the employees in the company. It is worth stating that in holding different training courses, not only experts and instructors are invited, but also the plan of using internal instructors in holding such courses is implemented in the company. Subsequently, those employees who have practical level of expertise and knowledge and are able to teach, are identified and invited to hold training courses in the company. In 1398 SH, as an internal instructor, four of employees held HSE, Compressor, High precision tools and Office automation training courses.

Finally, it could be mentioned that there is a collaboration between Training Department of Nouri Petrochemical Company and universities to train and empower interns and apprentices. Due to the fact that internship & apprenticeship opportunities are provided in order to fulfill corporate social responsibilities and empower the scientific community, improving this experience for participants will make them more specialized and skilled to enter labor market. Therefore, interns and apprentices can use all training services and facilities such as accommodation, restaurant, transportation and uniform while they are in the company like the other employees. Technical training courses to enter the company (such as HSE courses) and internship – related training course are also held by internal instructors.

Number of training courses by employment status at Nouri Petrochemical Company		
Type of employment	1397 SH (person training course)	1398 SH (person training course)
Permanent	1,277	1,083
Subject to permanent labor law	20	20
Fixed – term contract	56	36
Temporary – term contract	154	76
Contractor employee	392	205

Percentage of training courses effectiveness in 1397 SH was 93.87 and in 1398 SH was 94.56.

## Knowledge Management

Employees are capital for organizations, and their experiences, skills and knowledge are enriched through fulfilling their job responsibilities, participating in different projects and benefiting from training services. Nouri Petrochemical Company attempts to provide the necessary organizational platform for drawing a knowledge map, identifying, acquiring, sharing, maintaining and updating the explicit and implicit knowledge of employees by developing Knowledge Management System. This approach is in keeping with the objectives of "enhancing the productivity of all production factors" and "improving the quality of employees' career". In order to purposefully and effectively advance the organizational programs and measures in this regard, Knowledge Management Committee has been formed at Nouri Petrochemical Company. Moreover, due to the importance that the CEO considers in knowledge management in the company, the monthly personal and unit-based performance report of this system is sent to the CEO, discussed in the meetings held by the Heads and knowledge registrars are appreciated.

With the aim of **effectively managing explicit knowledge** in the organization, all technical documents including engineering documents, maps, instructions, executive methods and documents of manufacturers' equipment and machines such as instructions of installing, commissioning, technical information and calculating are stored in both hard copies and electronic files in Documentation Center. Also, the standards of more than 20 international associations and management systems are purchased through technical services and are available in the Documentation Center. In addition, the company's library located in the Documentation Center contains more than 1000 volumes of books in various fields, which can be used both in print and digitally.

All employees access to internet and internal network, and they are able to use all documents and booklets through the company's internal network. It should be noted that after approval of Technical Services Unit, just in case of improvement, documents, maps, instructions and technical executive procedures are updated, distributed through TSR system and stored in Documentation Center. Also, if needed change, documents related to management systems are reviewed and updated in Documentation Committee. At Nouri Petrochemical Company, all the employees participate in training courses held by the company, so they can improve their capabilities to achieve organization's goals.

Following the identification of the explicit knowledge of the company, the necessary measures were taken **to identify the implicit knowledge** of the organization. For this purpose, by creating a knowledge acquisition form, in the first stage, the experiences gained from overhauls in 1389 SH were collected from Repair, Technical Services, HSE and Operation Units. In this regard, over 20 cases of knowledge experiences were obtained and its information was provided to all colleagues through the internal network. In order to be as effective as possible in gaining knowledge from the experiences and transferring it to the employees, in addition to obtaining written experiences, it was decided that the work process will be documented at different stages in the form of filming, photography and interviews in the next overhauls. Therefore, in the last overhaul in 1397 SH, three main approaches of knowledge management were implemented as follows;



- "Recording obtained knowledge" approach: In this approach, which is equivalent to Nonaka model cycle, the information obtained during overhauls by the Technical Inspection, Repair, Operation, HSE and Warehouse Operations Units was recorded in the relevant booklets. At the end of the overhaul program, 85 items of knowledge were obtained by the knowledge management working group and made available to all employees through the company's internal network.
- "After action review" approach: In this approach, after completing the overhaul program, 9 meetings are held with the presence of personnel involved in the program related to Electrical Power, Instrumentation, Machinery, Furnace, Packinox, Reactor, Flare, HSE affairs and also with senior managers of the organization. Subsequently, experiences, highlights and successes were analyzed in these meetings. Moreover, all meetings were filmed and made available to those involved through the company's internal network.
- "Lesson-learned knowledge" approach: In this approach, by holding a workshop examining the important experiences, HSE affairs presented the analyzed cases. Then, the provided report was sent to all employees. Following this path, in order to improve the knowledge management process in the company, a new knowledge management software (MTA share) has been designed and replaced the previous software. The advantages of this software are the simplicity of working with it and the general access of employees (whether knowledge registrars or users) to it. Additionally, in order to overcome the main challenge of knowledge registration by employees, motivational and reward policies such as incentive leave, loan and facility allocation, sending to seminars and conferences, introducing to participate in training courses, impact on employee performance evaluation and inserting the images of knowledge recorders are considered.

At Nour Petrochemical Company, in order to review and evaluate registered knowledge, specialized and experienced employees in related fields are systematically used. Also, in line with knowledge management development, it is intended to identify the existing and obtained knowledge of the 88 processes of the organization, determine knowledge gaps. Accordingly, a knowledge map is developed.



## Growing & Dynamic Career Path

Human resources in organizations deserve to have a growing and dynamic career path. In fact, strategies and criteria that are defined in each company for transferring employees in various organizational responsibilities affect the quality of their work experience. "Personnel Committee" is responsible for reviewing and making appropriate decisions on employees' moves on their career path at Nouri Petrochemical Company. Performance appraisal records, promotions records, work experiences of individuals and passed training courses are among the criteria considered by this committee to determine the correct position and organizational level for each person. All employees' appointment and promotion requests are announced by the Heads of different departments to Human Resources Planning Unit. Then, these requests will be sent to Personnel Committee in the shortest time after ensuring that all the necessary documents are available to review and make the appropriate decisions. Subsequently, the appropriate decisions are made and each case of appointment and promotion are approved in that committee. Next, the relevant administrative measures will be taken. Also, at the end of each month, Human Resources Planning Unit extracts the list of employees whose promotion time has come from Comprehensive Information System. After receiving the approval by the Heads of departments whose employees are included in the list, the issue is raised in Personnel Committee and then, the results are implemented on a basis of the described procedures. It should be stated that this transparent and codified mechanism has ensured considering employees' rights and has provided an appropriate platform for improvement by relying on their effort and effective performance.

Reviewing the individual and team performance of each employee and providing constructive feedback is one of the approaches taken at Nouri Petrochemical Company; on the one hand, to ensure maintaining the job dynamism and richness of the presence of employees in the workplace, and on the other hand, to strengthen the alignment and synergy of employees' efforts to consistently value creation for the company and its stakeholders. For this reason, "employees' performance evaluation" is annually done at Nouri Petrochemical Company. In this evaluation, individual and organizational performance criteria and behavioral indicators are evaluated. The result of evaluating permanent employees are inserted in personnel & occupational information system and the employees are able to access to this system directly. On the other hand, after the final approval by the CEO, performance evaluation results of the other employees with different types of employment is also notified to the Heads of departments. Then, they inform their employees at their discretion.

Finally, it can be referred to the definition of performance management system development project at Nouri Petrochemical Company. The implementation of this project is pursued with the aim of creating consistency and uniformity in all approaches and processes related to the career path of employees in the company.



## Employees' Participation in Developing the Organization

Nouri Petrochemical Company believes that organizational development is facilitated through employees' participation in decision-making processes and operational measures, and has more lasting effects. To illustrate, in keeping with achieving company's objectives and creating value for various stakeholders of the company, individual and team participation of employees has been always supported and appreciated. It should be noted that this emphasis is placed on the organization's strategy map by setting a strategic objective "improving employees' participation and teamwork". Moreover, efforts have also been made to synergistically guide and formalize employee participation by providing relevant organizational platforms (such as developing suggestion system & committee's activities).

**Suggestion System** has developed at Nouri Petrochemical Company in 1385 SH. Improving productivity, promoting a culture of voluntary and unplanned cooperation among employees, increasing employee satisfaction and motivation are among the most important goals that are pursued through the activities of the suggestion system. In 1391 SH, the suggestion system was changed from paper system to mechanized system through establishing and launching the relevant software. Presently, there is one central committee, 10 main committees and 13 sub-teams in this system; and the executive method and instructions related to its activities with periodic updates are available to all employees. At Nouri Petrochemical Company, the employees submit their suggestions individually or as a team through the suggestion system. Then, in order to review and comment, the suggestions received by the secretariat of suggestion system will be sent to the relevant committee and working groups. As a final point, the accepted suggestions are appreciated. Each year, the Secretariat of suggestion system determines the amount of reward for the implemented suggestions and the remuneration of the active employees in the relevant committees and working groups, and they are awarded after approval by CEO.

Another organizational mechanism at Nouri Petrochemical Company for employees' participation is **the activities of committees**. The committees of the company have identification document in which the issues of their activities and their members' responsibilities and authorities have been determined. The committees in the company are actively involved in different economic, social and environmental aspects, and their members cooperate from decision-making level (such as developing organizational strategies) up to operational level (such as providing required equipment and parts) and support level (including training needs analysis) to determine the right direction of the organization and find innovative and effective solutions to current challenges. In 1397 SH, forty-nine committees and in 1398 SH, forty-five committees have been continuously active in the company. It is worth noting that the Quality Assurance Unit evaluates the performance of the organization's committees at quarterly intervals based on the performance indicators set for each of them. Moreover, in order to support the committees' activities, Meeting Management Software has been launched and rewards are given to committee members according to their performance periodically. Some of the active committees of the company are as follows:

- Social responsibility & organizational communication committee (employee participation in fulfilling responsibilities in the field of community

and the environment)

- Self-sufficiency committee (employee collaboration in fulfilling responsibilities in the field of community and economy)
- Personnel committee (employee cooperation in fulfilling responsibilities in the field of employees)
- Incentive committee (employee participation in fulfilling responsibilities in the field of employees)
- Energy committee (employee participation in fulfilling responsibilities in the field of the environment and economy)
- Knowledge management working group (employee collaboration in fulfilling responsibilities in the field of employees and economy)
- Internal audit committee (employee cooperation in ensuring that the company's work processes comply with standards)
- Surplus sales & auction committee (employee participation in fulfilling responsibilities in the field of community & economy)
- Product optimization committee (employee participation in fulfilling responsibilities in the field of economy)

Finally, forming **Employee Representatives Committee** and its continuous activities are considered as one of the effective measures taken by Nouri Petrochemical Company to enhance employee participation in managing organization's affairs. It should be pointed out that employee representatives are elected in a transparent and democratic process every two years at Nouri Petrochemical Company. In this process, employees are informed through the company's bulletin boards, office automation and sending text messages to them. Subsequently, each of the employees can apply for being elected as representative in the company's Employee Representative Committee. After that, the company will proceed to hold elections and the representatives will be selected based on the direct vote of the employees. Employee representatives are selected from both corporate and contractor employees. Presently, Employee Representatives Committee consists of twenty-four members as follows; one representative of Finance, one representative of HSE, one representative of the Security, one representative of Commercial Affairs, two representatives of Operation, One representative of Repairs, two representatives of Technical Services, one representative of Human Resources, one representative of fixed-term temporary employees, one representative of direct contract employees, one representative of Pardis Town residents, one representative of other departments and ten representatives of contracting employees. One of the strong points of this committee is that all representatives access to all information, including work merit pay and related its formulas and distribution of amenities (including loans, welfare facilities, flights, accommodation services, privileges related to organizational houses and etc.). Another important point in this committee's operation is that all the resolutions of the representatives

Participatory management of the organization is done through the development of the suggestion system, the effective activity of the Employee Representative Committee and forming various management and operational committees at Nouri Petrochemical Company.



Social Responsibilities towards Employees



meetings are approved based on the majority vote. Representatives meetings are held quarterly (once every three months) in the presence of the CEO, the Complex Manager, and the Head of Human Resources Department. In the intervals between the two regular meetings, if necessary and at the request of the Employee Representatives Committee, extraordinary meetings are also scheduled. The Head of Public Relations Department is the secretary of this committee and is responsible for coordinating, holding meetings, preparing minutes and informing the relevant approvals.

The representatives always review the received issues and suggestions from the company's employees in their internal meetings. And, on a regular basis, they present their issues, concerns and executive suggestions to the CEO. Another remarkable point of the Employee Representatives Committee is that all relevant minutes are always reviewed and approved by each of the representatives before the public announcement to the employees. Representatives monitor the implementation of the decisions made in the meetings, and in order to ensure the timely implementation of approvals, a deadline is always set for them and at the beginning of the next meeting, the management informs all representatives the measures taken in relation to previous meetings. The followings are some of the implemented decisions made in such meetings:

- Increasing housing deposit of rotational employees.
- Allocating shift pay to contractor employees.
- Developing reward instruction.
- Modifying merit pay formula.
- Reconstruction of parking spaces of residential houses in Pardis Town.
- Decorating houses in Pardis Town (such as cabinets, closets, anti-theft doors, curtains and house waterproofing)
- Converting two-bedroom buildings into three-bedroom buildings.
- Increasing flight quotas and allocating half-price tickets to resident employees and their families.

It is obvious that Employee Representatives Committee has provided a platform to hear the problems, suggestions and criticisms made by employees and transfer them to the CEO. In addition to direct communication with the company's management through face-to-face meetings, telephone calls and sending messages via the introduced SMS number, all employees can pursue their suggestions, requests, complaints and criticisms through elected representatives and the meetings held by Employee Representatives Committee. Finally, the performance of this committee has increased employee satisfaction.



## Ensuring Employees' Health & Safety

### Management Mechanism of Occupational Health & Safety

Ensuring a safe work environment and paying attention to employees' health is always one of the topics that Nouri Petrochemical Company seriously put emphasis on. Our employees are considered as a member of our organizational family and a part of their relative families. Therefore, maintaining their mental and physical health, not only improve their performance at their workplace, but also is an asset in having a healthy and constructive interaction with their families. Relying on this belief, Nouri Petrochemical Company has defined one of its important strategies as "effective management of safety at workplace and impacts on the environment". Also, from the perspective of social responsibilities in the company's strategic map, Nouri Petrochemical Company determined the main objective "enhancing process safety and personnel's health".

Additionally, the organization's commitment to this issue has explained in the Integrated Management Systems (IMS) Policy as follows:

- Commitment to compliance of the company's activities with the rules & regulations of Health, Safety, Environment, Energy and other relevant and applicable requirements.
- Identifying, evaluating and monitoring risks related to the activities in order to improve the safety conditions of human resources, processes and activities.
- Creating a safe and decent work environment in all aspects of physical appearance, performance and behavior and trying to reduce waste and increase productivity.

With the purpose of providing appropriate mechanisms for achieving the goals of occupational health and safety, occupational health & safety management system has been developed by implementing ISO 45001:2018 Standard. In addition to this standard, the following systems and legal requirements manage the company's activities in the field of occupational health and safety:

- HSE-MS standard.
- IMS standards.
- Safety & firefighting requirements booklet in National Petrochemical Company.
- Occupational health requirements booklet in National Petrochemical Company.
- Regulations & instructions issued by Ministry of Labor and Social Affairs.
- Regulations & instructions issued by Ministry of Oil and Pars Special Economic Energy Zone.

### Employee Health in the Workplace

In order to protect human resources' health in the workplace, Nouri Petrochemical Company takes different actions to monitor environmental and occupational conditions affecting employees' health. With the intention to enhance public cooperation throughout the company to implement the desired plans and measures in the field of health, the



related issues are pursued in joint or dependent active committees, which are as follows;

- Risk committee.
- Contractors' technical protection committee.
- Corporate health committee.
- Internal audit committee.
- HSE culture promotion committee.

**Assessment of the workplace harmful factors** is considered as a basis for determining current status of environmental conditions affecting employees' health at Nouri Petrochemical Company. This assessment includes identifying physical, chemical and ergonomic factors in the workplace to determine high-risk areas with damage potential. Therefore, hard and hazardous tasks are identified in different jobs. In conducting this annual assessment, the degree of compliance with legal requirements in the field of occupational health and employees' health is also determined. By reviewing and analyzing the obtained results, the necessary control plans and actions are defined and implemented. The preventive and control corrective actions to maintain employees' health are defined at the following five levels at Nouri Petrochemical Company:

- 1- To control at source or eliminate risk factor.
  - 2- In case of non-realization or impossibility of eliminating risk factor at level one, level two will occur in which a change in process or replacing risk factor is considered.
  - 3- In case of non-implementation of level two, level three including isolation will be carried out.
  - 4- If isolation is not possible, management control measures are followed at level four.
  - 5- Finally, in case of non-implementation of level four, using individual equipment is considered, which is level five of the control program.
- Moreover, by conducting regular and continuous internal audits in all industrial and non-industrial sites of Nouri Petrochemical Company, in addition to maintaining a continuous commitment of the comply with various legal and standard requirements, it ensures that preventive and corrective control measures are in the right direction. Industrial health audits and inspections are also performed on a daily basis (to monitor the proper implementation of health requirements) and both monthly and annually (to audit all legal requirements).

One of the continuous measures taken by Nouri Petrochemical Company in the field of employees' health is periodic **occupational medical examinations for all employees** annually. Such industrial medicine examinations are performed for all employees regardless of the type of their employment. The results of these examinations are recorded in the health records of the employees and those who have occupational diseases or other physical illnesses are introduced to receive medical services and further examinations. Due to the fact that the quantitative and qualitative development of employee health insurance coverage has been considered in recent years; employees can use a variety of excellence health services for themselves and their families by benefiting from Oil Industry Health Insurance, Social Security Health Insurance, Life & Accident Insurance and Supplemental Health Insurance. Providing health services at Nouri Petrochemical Company has been facilitated by constructing a **clinic** inside the complex (under the supervision of the Oil Industry Health Organization). To explain, this clinic has a variety of medical facilities and different departments such as Cardiac Resuscitation Department, Burn Ward, Sterilization Ward of

Medical Instruments and Room Decontamination. Moreover, its Nutrition Clinic provides counseling and health services to employees.

**Investigating and recognizing hard and hazardous tasks** in various jobs is one of the responsibilities of the Health Unit in any company. In this area, Nouri Petrochemical Company has taken effective measures to improve the quality of workers' working conditions. With the aim of maintaining workers' health, Material Safety Data Sheet (MSDS) as well as the results of measuring the harmful factors of the working environment were examined to determine the extent of their impact on the health of workers at operational sites. Also, with the cooperation of different departments of the organization, the working environment was improved in order to match workers to jobs and vice versa, to prevent premature fatigue and work-related accidents.

Other implemented programs and measures in the field of employees' occupational health at Nouri Petrochemical Company are as follows;

- Respiratory and hearing conservation program: this program consists of a series of activities to reduce workplace hazards, which lead to the acute and chronic damage and interference in respiratory and hearing systems of the working person.
- Musculoskeletal disorders assessment and determining corrective movements project: in which the specialized team of physical medicine and sports medicine examined the skeletal and muscular system of the personnel and provided therapeutic movements to correct the existing deviations.
- Supervising and improving workplace health facilities.
- Changing the decoration of the operation control room with the aim of improving mental health indicators.
- Monitoring employees' health and nutrition issues, from the arrival of raw materials in restaurants to cooking and distribution.
- Monitoring quality of drinking water (water purifiers) by measuring the amount of chlorine in drinking water and microbial water sampling from water purifiers.
- Implementing specialized operations against insects and rodents in order to prevent the occurrence of non-occupational diseases (infectious diseases) and technical accidents.

Occupational health indicators statistics in Nouri Petrochemical Company				
Occupational health indicators	1397 SH		1398 SH	
	Company employees	Contractor employees	Company employees	Contractor employees
Total number of employees with reported occupational diseases	6	28	10	28
Prevalence of occupational diseases	1.75	45.6	1.96	45.4
Number of new cases of employees with occupational diseases	0	12	0	12
Incidence of occupational diseases	0	3.2	0	8.6



● Employee Safety in the Workplace

Safe conditions in the workplace is a prerequisite for the presence of employees in the organization and fulfilling work-related responsibilities. With "Safety First, Safety Always" slogan, Nouri Petrochemical Company always strives to provide the necessary facilities and equipment for safe work by employees and encourage them to participate in the implementing safety requirements and corrective measures. In order to enhance public collaboration throughout the company, define and implement programs and take appropriate measures in the field of safety, the following committees are formed with effective activities:

- Review and permit-to-work committee.
- Accident investigation and analysis committee.
- Occupational safety risk review committee.
- HAZOP process risk assessment committee.

Continuously assessing and auditing safety risks in the current activities of the company, its plans and projects are of great importance. The obtained results from these assessments are seriously considered by the organization's management to prevent the occurrence of disastrous and irreparable accidents with preventive and corrective measures. The important assessments done in the field of safety are as follows;

- Job risk assessment by JSA (Job Safety Analysis) method for all jobs in the company.
- Risk assessment of absorption tower repair project.
- Risk assessment for all project work.
- Risk assessment for hot work.
- HAZOP process risk assessment studies.
- Hazard identification of plans and projects before implementing the plan (HAZID).
- Updating documents of hazardous area classification.
- Quantitative risk assessment studies.
- SCE identification studies.
- SIL Verification studies.

The extent of production and support activities in Nouri Petrochemical Company on the one hand and the multiplicity of human, hardware and software factors involved in the occurrence of accidents in the company on the other hand, has made the management of safety-related matters important and serious. However, committing to full implementation of safety rules and standards, continuous improvement of workplace conditions and training for various groups of stakeholders has led Nouri Petrochemical Company to obtain valuable results in the field of safety, including no reported disabling accidents and fatalities in recent years.

One of the important approaches of the company in achieving goals related to workplace safety is to improve the HSE status of contractors.

For this purpose, in cooperation with the relevant organizational units for evaluating and selecting contractors, their competencies and qualifications in the field of safety are reviewed and the necessary privileges are given to the qualified ones. It should be mentioned that contractors are required to employ experienced and qualified manpower to carry out contract matters. During implementing the contract, periodic auditing and evaluating of the contractors' activities and their workplace are done. Moreover, there is an incentive and punishment system related to the contractors' performance in the field of HSE in the company, to which the results of audits are sent to encourage the positive actions and penalize related violations. In terms of



commitment to safety requirements in the workplace and their employees' performance, periodic reports on contractors' performance are also compiled and submitted to the CEO. All these control measures are based on this conviction that the type of employment and recruitment of the employees in the company does not affect their rights to have safe and healthy working conditions and both behavior and performance of individual personnel is very significant in the field of safety.

Safety performance statistics at Nouri Petrochemical Company		
Safety indicators	1397 SH	1398 SH
Recordable Incident Rate	1.75	1.42
Accident Severity Coefficient	0	0
Accident Frequency Coefficient	0	0
Accident-free Rate	2,288,253 hours	2,106,713 hours
First-Aid Case	10	19
Medical-Treatment Case	4	3
Number of PPD / PTD (Permanent Partial Disability/Permanent Total Disability) Accidents	0	0
Number of Fatal Accidents	0	0
Number of LTI (Lost Time Injury)	0	0
Number of Lost Days	0	0



The most important measures taken in the field of safety in 1397 & 1398 SH are as follows;

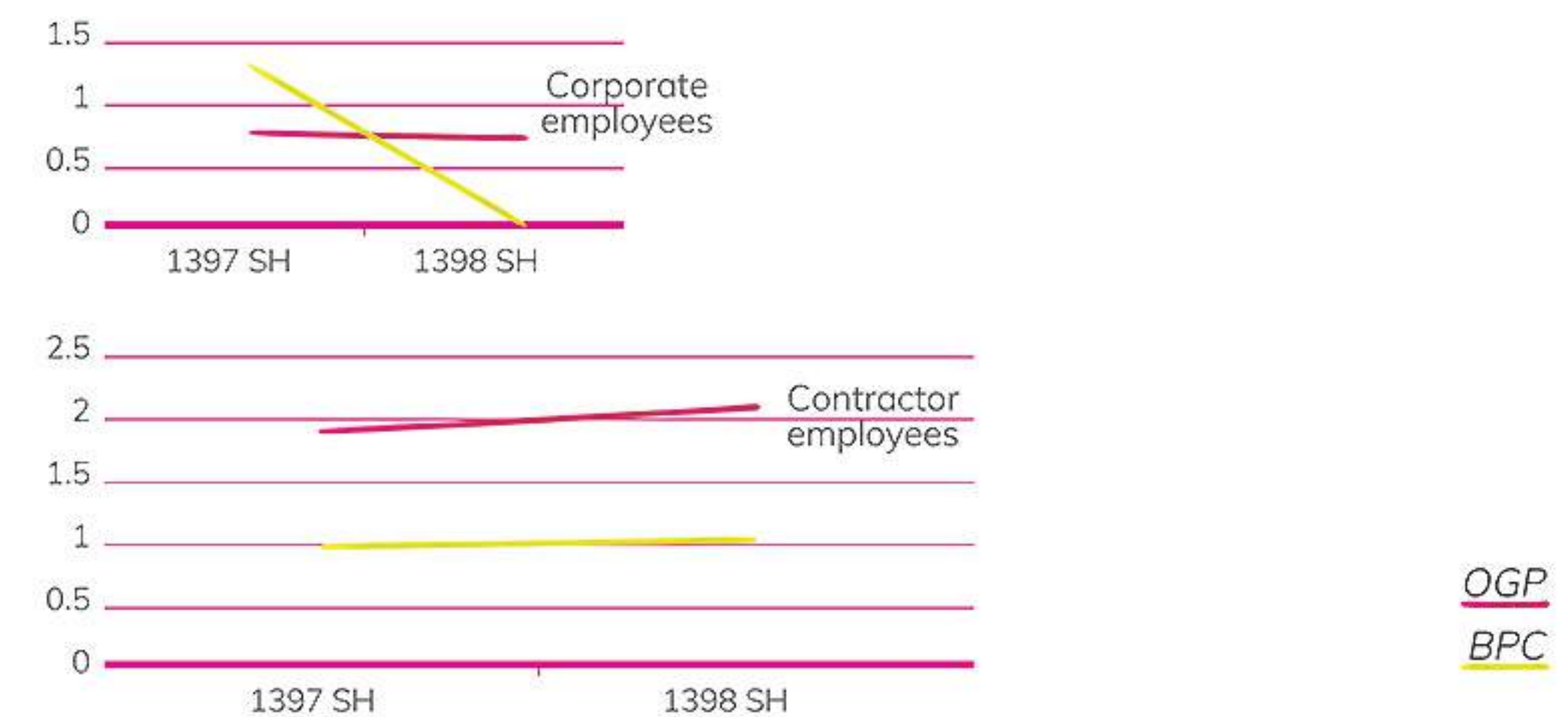
- Developing occupational safety assessment and updating JSA handbook: in order to identify and assess occupational safety, a team consisting of safety expert, an employee of each organizational job position and the head of relevant department, is formed. Organizational jobs are identified based on organizational structure, current and case tasks. After choosing a job, work sequence is determined and inserted in occupational safety assessment form by observing the work and consulting with the experienced employees. Once tasks are identified, work-related or on-the-job injuries are determined by employees working in Safety Unit. Then, all the possible damages after occurring the incidents are identified. After assessing, occupational safety risk rate is recognized. In determining corrective measures to control risks with unacceptable levels, the various proposed methods for controlling residual risk are evaluated in terms of effectiveness.
- Safety activities in carrying out overhaul of absorption towers: in the winter of 1397 SH, overhaul of absorption towers, which was one of the heaviest and most complicated repairs performed in the aromatic complexes of the country, was done in the conditions of sanctions and with the knowledge and efforts of the employees of this company without any incidents at the arranged time. In this regard, safety activities for the manpower's entry and exit to the inner chamber the towers, moving and transferring the internal equipment of the towers, repair activities and other measures were carried out under the supervision and coordination of the Safety & Firefighting Unites according to pre-determined schedule.
- Comprehensive safety and firefighting audit by a foreign company (Falck) and implementing determined audit projects and measures: in order to investigate safety and firefighting status, identify vulnerabilities and plan to improve them in the company, an audit process was done. According to the results of this audit, 36 high-risk cases were identified, which 30 of them were fixed and modified after defining the improvement projects.
- Controlling safety repair and support activities in carrying out overhauls: along with preventing accidents and maintaining human and equipment capitals in repair activities of the company, coordination meetings were held with the supervisors of the Repair, Operation and Technical Services Units. So, the risks of the activities were identified and assessed. For high-risk work, after obtaining the necessary permits, repair activities were carried out in the presence of Rescue Team.
- Investigating TSPs: in order to investigate the requests for technical services, in the change management process, Safety Unit assesses the hazards and identifies the relevant risks.
- Supervising contractor's activities and safety management of project 970: in addition to supervising procedural activities of the project and workplace safety during installing building and equipment of Unit 970, pre-commissioning safety measures were done based on instructions and standard checklists (PSSR).
- Technical investigation of safety requirements of project 270: in order to investigate the plans proposed by the designer and consultant in the construction of new projects, the Safety Unit examined these proposals and after ensuring compliance with current standards, provided the necessary recommendations to the consultant and designer for correction. Moreover, to consider safety requirements during installation, all instructions and procedures were informed.

The serious concern of the organization to reduce safety accidents and continuous improvement of working conditions in protecting employees' safety has made Nouri Petrochemical Company one of the companies in the oil industry in Iran that has always had a distinct performance in safety indicators. The performance of Nouri Petrochemical Company in comparison with oil and gas producing companies (OGP) can be seen in two indicators: Lost Time Incident Frequency (LTIF) and Total Recordable Incidence Rate (TRIR) in the relevant diagram.

Comparative Diagram of Lost Time Incident Frequency (LTIF) of corporate & contractor employees in BPC & OGP different years



Comparative Diagram of Total Recordable Incidence Rate (TRIR) of corporate & contractor employees in BPC & OGP different years



\* Corporate employees refer to permanent employees, employees subject to permanent labor law, fixed – term contract employees and temporary – term contract employees



# Firefighting

Due to the distinctive mission of Nouri Petrochemical Company in producing aromatic products and the variety of its products, from the beginning of designing this company, the firefighting system has been considered with a different and more accurate view. At the time of designing this company, a fire station with a suitable capacity for establishing firefighting forces and its equipment has been made. Also, availability of an independent fire water supply and pump house with fire water storage tanks with a capacity of 29,000 cubic meters in the company prove the importance of this unit in Nouri Petrochemical Company.

There are thirty-six people in three shifts including one shift officer, one in fire control room, two drivers and seven firefighters working in Fire Unit of Nouri Petrochemical Company. Also, three of them work in firefighting equipment repair and charging workshops on a daily basis. The following are the most important programs and measures taken by Fire Unit in 1397 & 1398 SH:

- Implementing firefighters' health, fitness and operational readiness assessment project.
- Repairs and overhaul of firefighting equipment and planning for periodic visits and their test.
- Upgrading and improving fire alarm & extinguishing systems.
- Improving firefighting and safety personnel's technical knowledge and their competencies by attending related courses.
- Performing periodic and scheduled maneuvers in all units based on hazardous area scenarios.



- Collaborating in scenario writing to perform more effective maneuvers with the aim of training the employees working in the process units.
  - Active participation in firefighting Olympiads and regional competitions.
  - Purchasing firefighting equipment for fire station and providing the purchased fire trucks with the required tools based on the standard.
  - Preparing driving instructions for purchased vehicles.
  - Actively partaking in all hot work activities of the company, upon request of the units.
  - Continuously participating in overhauls and supporting repair manpower in high-risk jobs.
  - Performing practical exercises of firefighters based on the identified high-risk areas scenarios in the company.
  - Pre-incident planning (PIP).
- The Fire Department of Nouri Petrochemical Company is equipped with wide-ranging and up-to-date firefighting equipment. Periodic visits and monthly investigations of all firefighting equipment are done based on updated requirements and standards and current instructions.

Firefighting equipment and facilities at Nouri Petrochemical Company

2 fire water storage tanks with a capacity of 14.5 thousand cubic meters each	Extensive independent fire water supply in all areas of the company
Pump House which includes six water pumps with capacity of 4,000 gallon per minute	Foam trailer with a capacity of 12,000 liters of fire foam
3 Heavy fire trucks	10 portable foam systems
58 flood valves	31 water spray systems
Firehoses, 97 strings	152 hydrants
Foam injection system for tanks & related fittings	74 firefighting equipment boxes
20 Emergency safety showers & eyewashes	543 Manual Fire Extinguishing Equipment
Argon fire extinguishing system of industrial buildings with 500 gas extinguishing cylinders	Fire alarm systems in industrial and non-industrial areas



# Health & Safety Training and Awareness raising in the Workplace

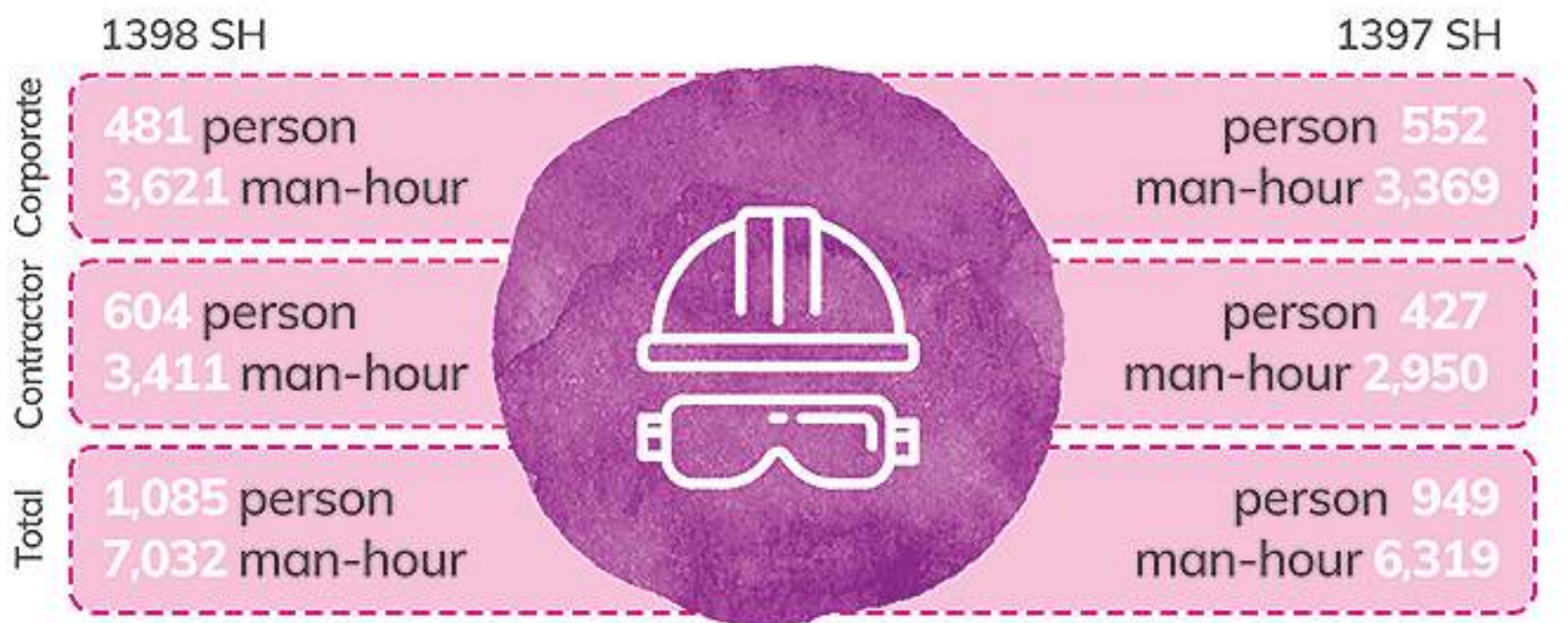
Human resources' behavior and performance are considered as two of the most effective factors in providing a safe workplace and maintaining employees' health. One of the important goals in the performance of Nouri Petrochemical Company is to raise the level of awareness and improve organizational culture of HSE. So, it has always been tried to hold appropriate training and awareness raising programs to strengthen the organizational behavior and culture in support of safety and health programs and goals in the workplace. For this purpose, holding general and specialized training courses and increasing public awareness by publishing educational-promotional contents through the office automation system, company's bulletin boards, social networks and SMS have been considered. In the field of occupational health, the focus is on improving the level of individual health through training courses. In these training programs, the correct behavior and work style maintaining employees' health are taught in various topics such as ergonomics, musculoskeletal issues, driving principles and personal & occupational health in the workplace.

Educational performance in the field of occupational health (man hour)		
Training course	1397 SH	1398 SH
Ergonomics course	200	150
Musculoskeletal course	100	50
Public health course for office pantry staff	490	550
Defensive driving course	650	520
Personal health at restaurant course	250	320

In the field of safety, the importance of training and awareness raising is doubled, because insufficient attention to this important issue can lead to human, technical and financial losses for the company and even human, environmental and security losses in the region. Therefore, holding work permit and basic safety training courses is mandatory for all employees of the company. Also, specialized courses are held for different units of the organization according to the type of job and job risks identified. One of the most effective measures in this field has been holding classes on Learning from Accidents. In these classes, the accidents are reviewed and analyzed in the presence of the employees, and the lessons learned individually and organizationally to prevent its recurrence are discussed. On the other hand, all clients and visitors of the company also receive mandatory basic safety trainings. For people who will be present in the company for more than one day, a safety training video will be shown when entering the company and a basic safety training course will be held. On the other hand, for clients and visitors who are less than one day in the company, a safety training video will be shown at the entrance of the company. Also, in case of visiting the operational site of the company, one of the employees is responsible for accompanying the visiting team. Therefore, both the necessary awareness is ensured to maintain their

safety and the occurrence of risky behaviors by non-employed people at the company is prevented.

Number of employees trained in safety topics & Safety training courses held by man-hour



\* Corporate employees refer to permanent employees, employees subject to permanent labor law, fixed – term contract employees and temporary – term contract employees

Safety training courses held in 1397 SH	
Training course	Number (person)
Preliminary safety	380
An introduction to permit-to-work	10
Gas metering	5
Defensive driving	393
Rescue Level 1	10
IMIST	126
HAZOP study	25

Safety training courses held in 1398 SH	
Training course	Number (person)
Preliminary safety	480
Learning from past accidents	182
To safe workplace in work permits	27
Training course for those are responsible for doing jobs	14
Gas metering	28
Training course for those are supervising doing jobs	14
An introduction to new work permits	302
Defensive driving	38





Another program in the organization for strengthening organizational culture in support of occupational safety and health is selecting and appreciating employees who are known as a model of individual and organizational behavior in this field. For this purpose, perfect employees in safety, health and the environment are designated every year and honored on the National Fire & Safety Day.



**Mohammad Zareie**  
*One of the  
representatives of  
contractor employees*

I am one of the natives of Bushehr Province, and I have been working for Nouri Petrochemical Company as a contractor employee since 1398 SH. Also, I am a rotational employee. So, as a person who is a native, rotational employee with contracting employment with Nouri Petrochemical Company, I can say my opinions on my work experiences working for this company. All managers and employees of the company treat each other with respect and courtesy. Although contractor employees in the oil industry have various employment and work concerns, the managers of Nouri Petrochemical Company have always tried to make equitable and fair situation among all employees as

much as possible (and even beyond the performance of other companies in the region). In my opinion, company managers appreciate the value of work and the efforts of contractor employees. They hold joint meetings with representatives of contractor employees and take into account their views. My manager is a perfect model of fair and supportive treatment with employees.

Rotational employees enjoy transport service, accommodation, restaurant and reduced working hours. These benefits are offered to all rotational employees, regardless of the type of employment. Training and empowering the employees are significant to the company's managers, and contracting employees are provided with appropriate opportunities for training and job improvement. At the beginning of my employment in the company, I worked in the cleaning section and green space unit, and gradually I was promoted to an agent and responsible for purchasing administrative services. In my opinion, the employees' efforts, which are the basis of their progress in the work, is considered at Nouri Petrochemical Company.

**Nouri Petrochemical Company  
from Your Perspective**



# Improving the Quality of Employees' Occupational and Family life

## ● Work – Life Balance

The quality of employees' life, both in family life and work life, has mutual effects. In general, employees' satisfaction with their work and family is closely related to each other. Nouri Petrochemical Company considers the physical presence of employees in the workplace by observing all human and occupational aspects. As a result, this company seeks to increase its employees' satisfaction by assisting to balance work and life. In this field, the following is the different programs and measures implemented by investigating and receiving employees' opinions:

- How Shift Employees Commute: the work shifts of those employees living in the area have been determined as two working days, two working nights and four days off, which has led to more employee presence with their families.
- Shift allowance: due to the present difficulties in shift work, the company has allocated an extra payment as shift allowance for shift employees to compensate their services.
- Merit Pay: in order to enhance productivity and and decrease the employees' willingness to work in excess of their mandatory working hours in the workplace, merit pay based on their performance has been considered instead of overtime pay.
- Summer plan for the employees living in the region: with the aim of enhancing vitality in their families and making more use of their children's school vacation, Nouri Petrochemical Company has provided facilities for the employees living in the region to go to work like rotational employees during the Summer.
- Reducing working hours of non-shift rotational employees: these employees must work 12 hours a day. Due to the working environment conditions, including pollution and existing hazards, the company has reduced the working hours of non-shift rotational employees by one and a half hours per day. This measure has led to employee satisfaction and reduced occupational burnout.
- Hourly leave: Employees of the company can use eight hours of hourly leave on a monthly basis without reducing paid leave. This plan has been done in order to increase employees' satisfaction, so they can spend more time with their families.
- Training, sports and welfare facilities for families: the families of those employees living in the region can use training, sports and welfare facilities. This measure is taken to retention of the employees and increase their families' satisfaction with living there. Also, rotational employees' families can use language training classes where they live, and the company bear part of the costs.
- Loan facilities: in addition to paying various loans, including mortgages, emergency loans, etc. by the company, other loans are also paid to the company through concluding contracts with reputable banks and financial institutions and introducing employees.
- Retirement: in order to honor the employees at the time of retirement, Nouri Petrochemical Company appreciates them and takes possible

support measures according to the existing regulations and instructions, including payment of retirement benefits, extra two weeks of leave and providing medical and welfare support. Moreover, the retirees will be appreciated with honorable gifts by holding a ceremony honoring the retirees while inviting their families.

- Death: In order to honor the families of the deceased, in addition to the presence of company representatives at the funeral, a memorial service will be held at the company. Financial assistance to the family of the deceased employee is also provided in accordance with the rules and regulations.
- Giving leaves for special life events: The employees of the company can use the leave to be with their families in special event of their life, including childbirth, marriage, patient support, and the death of first-degree and close relatives.

### Company's programs in maintaining work-life balance

- |  |   |
|--|---|
| - Changing shifts for shift employees            | - Increasing shift pay                  |
| - Reducing working hours of commuting employees  | - Giving leaves for special life events |
| - Training programs for families                 | - Merit pay                             |
| - Summer plan for employees living in the region | - Retirement                            |
|  | - Hurly leave                           |
|  | - Loan facilities                       |
|  | - Death                                 |



## ● Employee Amenities and Welfare Services

Supporting employees while facing life difficulties and challenges is one of the approaches which Nouri Petrochemical Company focuses on. One of employees' expectations in these conditions is to receive financial supports with appropriate conditions directly from the company or to be introduced to reputable banks and financial institutions. In this field, **loan facilities** have been defined for employees, which are granted for issues such as unexpected events, employees' marriages, their children's marriages, and their deaths. Moreover, by going to the Assistance Unit in the company, those employees, who have financial and livelihood problems in their lives can apply for a loan based on the assistance report provided by the Assistance Unit or request for financial support made by the company. Some of these types of facilities and supports are provided directly by the company. In some cases, the company, in agreement with reputable banks and financial institutions, introduces its employees to receive loan facilities. For instance, due to the increase in the number of employees applying for emergency loans, the company made the necessary agreements with the



Oil Industry Pension Fund, which led to the increase in the amount of loan as distributions among employees.

Another type of support amenity provided by the company is related to **employees' healthcare insurance coverage**. Quantitative and qualitative improvement of employees' healthcare insurance coverage has been considered in recent years. By benefiting from the Oil Industry Health Insurance, Social Security Health Insurance, Supplemental Insurance Coverage, Life & Accident Insurance, the employees and their families can use a variety of health services. Due to the fact that in the area where the company is situated, resident employees don't have access to qualified health care services, all measures to send patients to medical centers in Shiraz and Tehran cities with coverage of all welfare and transportation facilities are performed by the company. Also, regarding supplemental insurance, in 1398 SH, the Insurance Committee, with the consent of the company's board of directors, paid 60% of the total personnel premium.

Number of loan facilities & financial support provided to Employees		
Loan Facilities	1397 SH	1398 SH
Emergency loan for unexpected events	66	104
Marriage loan for single employees	4	0
Marriage loan for employees' children	0	0
Death loan	8	13
Bereavement support	9	13
Death grants	9	17
Employees' financial supports	14	6
Loan & grants based on reports provided by the Assistance Unit	8	6

Another category of welfare and support facilities that the company has provided for its employees is to enable employees to use **tourism accommodation services**. These services are provided for corporate employees (including permanent, fixed-term and temporary contract employees), so they can use the provided facilities throughout the year based on points earned in the company's welfare service allocation system (including marital status, education, job experience, organizational position, organizational department, work shift status, etc). Also, in order to provide nondiscriminatory conditions and increase contractor employees' satisfaction, two suites are allocated monthly as an incentive for those contractor employees who are by the Incentive Committee. To explain, in this plan, accommodation of employees and their families in different hotels and guesthouses in the cities of Tehran, Isfahan, Mashhad, Shiraz, Chaboksar and Kish has been provided. On the other hand, due to the lack of welfare facilities in the region, the Shirinoo tourist village card has been allocated to all resident employees and their families in the region (including corporate and contractor employees). Each year, the allocation fee is determined for each household member and paid to the card of the tourist village of individuals, then employees can use their cards at specified times.







**Social  
Responsibilities  
towards  
Community**  
at  
**Nouri Petrochemical Co.**



## Participating in the Realization of Citizenship Rights

- The right to human dignity and equality
- The right to a transparent and competitive economy
- The right to employment and decent work
- The right to social security and social welfare
- The right to education
- The right to a healthy environment and sustainable development

## Empowering & Collaborating with Industrial Community

- The activity of the Self-Sufficiency Committee for producing parts & materials by domestic manufacturers
- Manufacturing 3,100 spare parts and chemicals in partnership with domestic manufacturers by the end of 1398 SH
- Savings in cooperation with domestic manufacturers
  - 100 billion Rials in 1397 SH
  - 130 billion Rials 1398 SH

## Empowering & Collaborating with Scientific Community

- Collaborating with best-known scientific-research institutions to carry out research projects
- Internship opportunities
  - 52 people in 1397 SH
  - 111 people 1398 SH

## Apprenticeship opportunities

- 22 people in 1397 SH
- 14 people in 1398 SH

## Empowering & Collaboration with Local Community

- Membership in the Strategic Council of Petrochemical Companies in Pars Region to participate in developing infrastructure and public services in the region
- Share in the Assistance Fund of the Strategic Council of Petrochemical Companies in Pars Region
  - 16 billion rials in 1397 SH
  - 17 billion rials in 1398 SH
- Implementing the Heavenly Children Project cooperating with Imam Khomeini Relief Foundation
- Supporting privileged & honored Students
  - 98 people in 1397 SH
  - 145 people in 1398 SH
- Budget allocation for the Heavenly Children Project
  - 1,100 million Rials in 1397 SH
  - 2,400 million Rials in 1398 SH
- Th activities of the Employees' Charity Fund
  - 469 million Rials in 1397 SH
  - 716 million Rials in 1398 SH



## Stakeholderism & Creating Shared Value in Fulfilling Social Responsibilities towards Community

Nouri Petrochemical Company is in continuous and active interaction with the community where it is situated. According to the organization's approaches, the definition and relationship with community is followed in three categories: industrial community, scientific community and local community. In each of these three communities, the main principle of the company's interactions and partnerships with its key stakeholders is based on the principle of empowerment and socio-economic value creation.

Nouri Petrochemical Company considers sustainability of its operation and business as dependent on the sustainable and productive life of the communities which it interacts with them. Therefore, it has always actively and voluntarily pursued the joint definition and implementation of social responsibility plans and actions with key stakeholders in society. The significance of this approach for the organization is at the level that a new perspective entitled "social responsibilities perspective" has been defined in company's strategic map, and the strategic objective of "developing social responsibilities" has been determined in it. This objective covers most of the company's interactions with the local community. On the other hand, focusing on the company's interactions with the industrial community and the scientific community, several strategic objectives have been set with the approach of maintaining and developing the domestic supply chain, which are in line with "the supply chain development and empowerment with the priority of domestic suppliers" strategy.

In order to develop the formal organizational platforms in this field, "social responsibility policy" of Nouri Petrochemical Company was developed. Also, the responsibilities of different organizational units in dealing with material topics in the organization's interactions with society are clearly defined. On the other hand, to facilitate intra-organizational cooperation, joint committees (such as Social Responsibility Committee and Self-Sufficiency Committee) work in this field. Implementing the guidelines of the company's social responsibility policy and moving towards organizational objectives in this area are the joint responsibility of all managers and employees of Nouri Petrochemical Company.

## Participating in the Realization of Citizenship Rights

Undoubtedly, full implementation of the Constitution of the Islamic Republic of Iran could be achieved through playing desired roles responsibly by responsible organizations and institutions in whole structure of the government, private sector and civil institutions (each commensurate with the scope of their duties and authorities), and making efforts in effectively participating in sustainable development of this country. According to Constitution of the Islamic Republic of Iran to formulate the program and policy of the government in this field, the Charter of Citizenship Rights has been developed and announced in order to uphold and promote the rights of the nation. However, the need for the cooperation of activists in other fields, including the private sector, in achieving the goals and articles explained in it, has been explicitly emphasized.

Nouri Petrochemical Company believes that all Iranians have the right to a valuable life. As a result, a set of Nouri Petrochemical Company activities in practice has contributed to the realization of the Citizenship Rights of the honorable people of Iran, which will be described in the followings sections.

### ● The Right to Human Dignity and Equality

Considering individual ethics and principles of professional ethics in business have a high priority at Nouri Petrochemical Company. Also, following human rights and values is considered in all interactions of the company. This approach has been clarified and developed through promoting organizational values and ethical charter of Nouri Petrochemical among the organization's stakeholders. Moreover, the necessary measures have been taken to ensure the existence of organizational justice and equal opportunities in various fields (including employment, training, compensation for services, promotion and appointment, welfare, etc.) in the organization. The programs and activities carried out in this field can be found and are fully described in the first and fourth chapters of this report.

### ● The Right to a Transparent and Competitive Economy

The programs and measures taken by Nouri Petrochemical Company contribute to having a dynamic, healthy and transparent economy in the country. The production of a diverse range of products by the company supports production activities in other economic sectors of the country. It should be noted that the company's activities in the domestic and international markets have put the company in a competitive environment to offer high-quality products with reasonable prices. Considering that Nouri Petrochemical Company has business relations and interactions with various suppliers and contractors, there is always an emphasis on compliance with the law, ensuring transparency in all stages (from selecting and concluding a contract to fulfilling financial obligations) and





Nouri Petrochemical Company, as a responsible corporate citizen, participates in the implementing the guidelines and issues of the Charter of Citizenship Rights of the Islamic Republic of Iran.

the existence of competency-based competition in their selection and conclusion of the contract. Establishing a variety of management systems and specialized standards and conducting internal & external audits to maintain and improve them has helped the organization to ensure transparency and accuracy of its business processes. Moreover, providing regular and transparent financial and non-financial reports to legal entities and effectively responding to their requests for necessary inspections has maintained the transparency and soundness of Nouri Petrochemical Company's activities. Finally, the continuous publishing of Sustainability Report reflects the company's voluntary efforts to engage transparently and constructively with its key stakeholders. In the second chapter of the present report, all the programs and measures done in this field are explained.

## ● The Right to Employment and Decent Work

Nouri Petrochemical Company contributes to the socio-economic development of the country and pursues this important goal by providing employment opportunities directly and indirectly and ensuring the existence of decent working conditions in its work environment. In order to participate in eliminating deprivations and increase the ability to live and work in the region, in cooperation with the Department of Labor and Employment of Pars Special Economic Energy Zone, all contractor employees of the company are hired from local people and residents in the region. Also, Nouri Petrochemical Company has contributed to strengthening and increasing indirect employment opportunities by concluding contracts with local suppliers and contractors and strengthening the activities of the Self-Sufficiency Committee in cooperation with domestic manufacturers. Equal opportunities in selection and employment, training, appointments and promotions, occupational safety and health, and enjoying the welfare and support benefits of the company are always considered. Having safe and healthy working conditions is one of the most important responsibilities of the company to its employees. Empowering employees to maintain and improve their skills and expertise is pursued through various training programs. It should be mentioned that compensation for employees' services is fully in accordance with the existing laws and requirements and its procedures are codified, transparent and free of any discrimination. Moreover, work-life balance has been noticed as one of the principles to improve the quality of work and family life of employees at Nouri Petrochemical Company. Finally, it is necessary to mention that forced labor, overtime and child labor are prohibited at Nouri Petrochemical Company and all its employment contracts. All the plans and measures in this field can be seen in the fourth and fifth chapters of this report.

## ● The Right to Social Security and Social Welfare

Another topic which has been stated in the Charter of Citizenship Rights and Nouri Petrochemical Company contributes to is the right of social security and social welfare. Nouri Petrochemical Company considers all

laws and regulations made by Labor and Social Security Organization of the country. Therefore, regardless of their type of employment, all employees have basic health insurance, pension insurance, medical assistance and some health services and supplemental insurance. On the other hand, due to the difficult working and living conditions in this region, various facilities and welfare services have been provided for the employees and their families. Finally, male and female employees can take advantage of all types of leave, specially childbirth leave, based on leave laws and regulations.

On the other hand, Nouri Petrochemical Company participates in providing public services and developing public infrastructure (such as building schools, helping to equip hospitals, supplying water and electricity to deprived areas, implementing green space projects and road construction activities) in the region through membership in the Strategic Council of Pars Petrochemical Companies. So, Nouri Petrochemical Company, as its social responsibility, plays a role in improving social welfare of indigenous people living in the region. Chapters four and five of the present report explain all programs and measures taken in this field.

## ● The Right to Education

Providing students with empowering educational conditions on the one hand and respect for their personality and dignity on the other hand, has been emphasized in this topic of the Charter of Citizenship Rights. In this regard, Nouri Petrochemical Company participates in constructing and equipping schools in the region it operates by paying its financial aid share in the Strategic Council of Pars Petrochemical Companies. Also, this company provides indigenous orphans, who have been recognized as excellent school/university students or have accomplished scientific, cultural and sports achievements with financial and scientific supports by implementing "Heavenly Children Project". The programs and activities carried out in this field can be found in the fifth chapter of this report.

## ● The Right to a Healthy Environment and Sustainable Development

The implementation of environmental responsibilities at Nouri Petrochemical Company is in line with the Right to a Healthy Environment and Sustainable Development in the Charter of Citizenship Rights. This company attempts to seriously manage the adverse impacts of its activities on water, soil and air. On the other hand, in order to protect the environment and biodiversity, in the past few years, as the main supporter and promotor of "the Humpback Dolphin Conservation Project", Nouri Petrochemical Company has cooperated with key stakeholders implementing this project. The third chapter of the present report focuses on all programs and measures taken in this field.



# Empowering & Collaborating with Industrial Community

Undoubtedly, in our country the industrial community has specialized capacities that can provide very valuable socio-economic achievements by providing a suitable platform and increasing trust between large industrial companies (as employers) and small and medium companies (as suppliers and contractors). In this regard, **supporting domestic manufacturers** to be in the company's supply chain is one of the approaches that has implemented at Nouri Petrochemical Company. This issue is important in several ways as follows;

- This measure taken by Nouri Petrochemical is in line with the general policies of the country to strengthen the national economy and boost production by relying on domestic capacities. Local production of thousands of parts and materials required in the production process and its support by domestic manufacturers has provided employment opportunities for thousands of people and strengthened economic resilience in the country. It's worth nothing that several knowledge-based companies were able to turn their knowledge capabilities into practice by collaborating with Nouri Petrochemical Company and enter the field of production and industrial competition.
- In recent years, due to various sanctions, purchasing parts and equipment required in the production process from their main foreign manufacturers has been associated with several difficulties. This important risk could affect the continuation of quality production in Nouri Petrochemical Company, which was well managed by relying on strategic partnerships with domestic manufacturers.
- In the last few years, when this approach has been implemented at Nouri Petrochemical Company, thousands of world currency units have been prevented from leaving the country. As a result, the ability to allocate currency in the country's banking system to meet the essential needs of the people has been supported.

The responsibility of managing affairs and necessary measures in this field

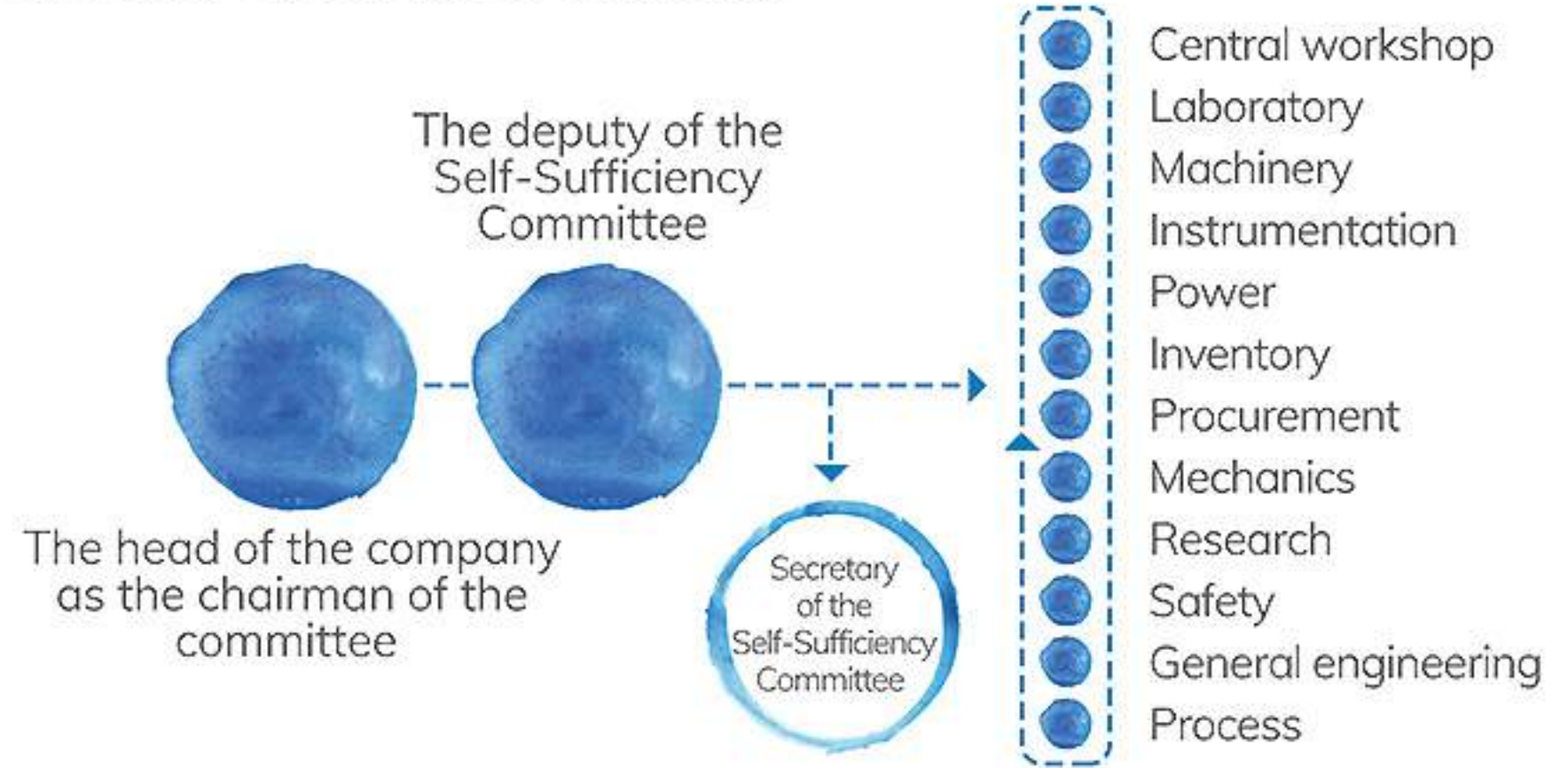


has been with the **"Self-Sufficiency Committee"** since 1385 SH at Nouri Petrochemical Company. The most important duties of this committee are:

- Identifying capable domestic manufacturers.
- Investigating and identifying parts that cannot be manufactured in the country.
- Making a map for those parts which do not have map but can be manufactured in the country.
- Prioritization in manufacturing parts that have one or less inventory in stock.
- Pursuing to manufacture parts.
- Monitoring quality of manufacturing process of the parts
- Monitoring the efficient performance of the components and chemicals.
- Preparing drawings and technical documents for future orders or use by technical departments.

Presently, the Self-Sufficiency Committee is a subdivision of the Repair Department, with the head of the company as the chairman of the committee and the head of the Repair Department as the deputy head of the committee. Due to the fact that maintaining the continuity of production requires an integrated view of all production activities and support in which they are involved, representatives of different departments of the organization have active membership and participation in this committee. It is safe to say that the remarkable achievements of the committee's work resulted from the committed and active participation of the members of this committee. To illustrate, 3,100 parts have been made in collaboration with local manufacturers.

Organizational chart of Self-Sufficiency Committee of Nouri Petrochemical Company



In recent years, due to the political and economic changes that have occurred and the challenges that economic sanctions against Iran have posed to the country's manufacturers and those who are involved in industries, the activities of the Self-Sufficiency Committee have become more prominent. In the past years, the Self-Sufficiency Committee has succeeded in manufacturing a large number of spare parts required by the Repair Department (machinery, instrumentation, mechanics and electrical workshops), laboratories, some catalysts and ceramic balls, through domestic industries and their localization. According to the company's cooperation with domestic manufacturers in manufacturing various parts and required items, 100 billion Rials in 1397 SH and 130 billion Rials in 1398 SH has been saved. Different activities have been done in this



committee in 1397 & 1398 SH, which the most important ones are as follows;

- Manufacturing pump and compressor parts (shafts, impellers, seals, etc.).
- Manufacturing mechanical seals and dry gas seal.
- Reverse engineering of 107 items and manufacturing a large number of spare parts for Masoneilan valve control, which the original manufacturer refused to supply.
- Valve test made in the workshop.
- Research and catalyst fabrication of Isomerization Unit at pilot level.
- Manufacturing instrumentation parts for tank radars.
- Manufacturing electronic boards of Toshiba, Ansaldo and Santerna electric motors related to air coolers, pumps and some required electrical components.
- Focusing on identifying and manufacturing non-essential parts from outside and critical parts and parts whose original inventory is running low.
- Focusing on identification and manufacturing pieces which cannot be obtained from abroad, pivotal pieces, and those pieces that are running out of inventory.

#### Achievements by the Self-Sufficiency Committee in 1397 SH



**458** Number of manufactured parts  
**197** Number of manufactured items  
**100** billion Rials, Saving rate

#### Achievements by the Self-Sufficiency Committee in 1398 SH



**874** Number of manufactured parts  
**141** Number of manufactured items  
**130** billion Rials, Saving rate

In order to purposefully interact with current and future manufacturers, the reports of the Self-Sufficiency Committee are constantly updated and made available to the public through the official website of Nouri Petrochemical Company. An important part of this report is announcing the needs of different units of the company for devices, equipment, parts, catalysts and chemicals, so manufactures who have the expertise and ability to make each case, can contact the Self-Sufficiency Committee in this regard.



**Mehrdad Taheri**  
**The CEO of EuroSlot Pars Company**

The cooperation between Nouri Petrochemical Company and EuroSlot Pars Company has been going on for more than 10 years. During this time, I have seen Nouri Petrochemical Company as a distinct company in the oil industry, consisting of managers and employees who are committed to their job responsibilities and interested in continuous improvement. Nouri Petrochemical Company' interaction with its partners has always been accompanied by respect and attention to mutual needs and expectations. Consultation, investigation and research to find innovative solutions and

improve the work operations of the organization are considered as a part of the organizational behavior and culture institutionalized in Nouri Petrochemical Company.

Our company has several patents in the oil industry. During this period, we have worked closely to manufacture the equipment and parts required by the company and provided various services related to production and repairs. Nouri Petrochemical Company is a pioneering and innovative company for establishing new solutions of Iranian manufacturers and using their products. This approach shows the real belief of this organization in internal suppliers' power and expertise.

Our common belief and practice in this constructive collaboration has been based on learning and transferring mutual experiences, fulfilling responsibilities on time and focusing on doing the best possible work for the success of the company.

# Nouri Petrochemical Company from Your Perspective



## Empowering & Collaborating with Scientific Community

### Scientific-Research Collaborations

Conducting research is one of the signs of the rise of countries, and considered as one of the most important factors of development and will increase productivity in the economic sectors of the country. It should be noted that today if we underestimate research and do not pay for it, we will undoubtedly have to incur exorbitant costs in the future. During the last two decades, the change in the approach of the oil industry in the country from the export of raw materials to the export of high value-added products through establishing refineries and petrochemical companies and value chain development have made the role of research in various fields such as up-to-date and advanced processes, high energy efficiency, reducing the destructive impacts on the environment, etc. more prominent. In this regard, the management of Nouri Petrochemical Company also pays special attention on research and technology affairs. As a result, several research projects have always been defined and implemented in accordance with the needs of Nouri Petrochemical Company and in line with its strategic objectives. As some research topics, the following topics could be mentioned: localization of catalysts, increase in production, reduction of energy waste, improvement of operating conditions, reduction of greenhouse gas emissions, reduction of repair costs, development of knowledge and technology management systems, and etc. To explain, defining and implementing various research projects at Nouri Petrochemical Company has been done in cooperation with universities, research centers and knowledge-based companies. Therefore, a real platform has been provided for mutual value creation between the industry and the scientific centers of the country; On the one hand, Nouri Petrochemical Company benefits from up-to-date knowledge and international scientific achievements, and on the other hand, the country's scientific research centers find a practical space to apply their specialized knowledge. The experience of several years of effective cooperation of Nouri Petrochemical Company with universities, research centers and knowledge-based companies in the country indicates that it is possible to take measures to simultaneously improve the scientific level and economic power of the country.

In this field, the Research & Technology Department of Nouri Petrochemical Company is in charge of interacting with the departments within the organization to determine their research needs and priorities and coordinating with scientific research centers to select a qualified partner to implement the company's research projects. In 1398 SH, the activities in the field of research were followed in different topics, the most important of which are as follows:

- + Studies on the production of higher value-added products
  - Localization of company's catalysts.
  - Recovery of fluorine gas and producing ammonium sulfate (receiving and reviewing proposals, and preparing tender).
  - Conversion of LTE product to aromatic material.
  - Feasibility study of ethyl benzene and metazoline production.
  - Establishing technology management system.
  - Choosing the best percentage combination of products.



- Establishing knowledge management system.
- Research study of upgrading by-products to light olefins (feasibility of project implementation).
- + Research projects in energy
  - Completion of the simulation and energy optimization project of the gas condensate separation unit using exergy analysis as well as benzene reduction in the tower 2001.
  - Defining energy analysis project, exergy and optimizing energy consumption in the production process of BTX Nouri Petrochemical Company.
  - Investigating the replacement of steam turbine insulation with a new generation of thermal insulation to reduce energy waste and repair costs.
  - Preparing instructions of using solar energy for lighting office buildings and workshops.
  - Checking the coaxial control of rotating machines.
- + Research Projects in HSE
  - Quantitative and qualitative investigation of wastewater process flows and studying possibility of its treatment for implementing EPC of Wastewater Treatment Unit.
  - Preliminary studies on the implementation of product life cycle assessment plan.
  - Preliminary studies on catalysts reclamation plan.
  - Valuation of catalysts for barter or auction.

It should be stated that research projects are carried out at Nouri Petrochemical Company in cooperation with high-status universities in the country (such as Allameh Tabatabai University and the University of Isfahan), research centers (such as the Institute of Chemistry and Chemical Engineering of Iran) and significant research institutes.



● **Empowering Future Workforce**

University students and graduates are the future workforce of the country and are considered as valuable assets in the continuation of sustainable development for the country. One of the most important needs of this group is to have opportunities to gain experience and familiarity with the work environment and industry. So, **internship and apprenticeship programs** are defined for this purpose.

In order to empower the scientific community of the country and create opportunities for experience-scientific exchanges, Nouri Petrochemical Company provides internship and apprenticeship opportunities for students and university graduates. Among the goals and principles of these programs are the following:

- Understanding of behavioral principles and requirements in the workplace.
- Physical presence in the industrial environment and experiencing its challenges and responsibilities.
- Knowledge exchange.
- Gaining experience and improving skills.
- Increasing employability after finishing the program.

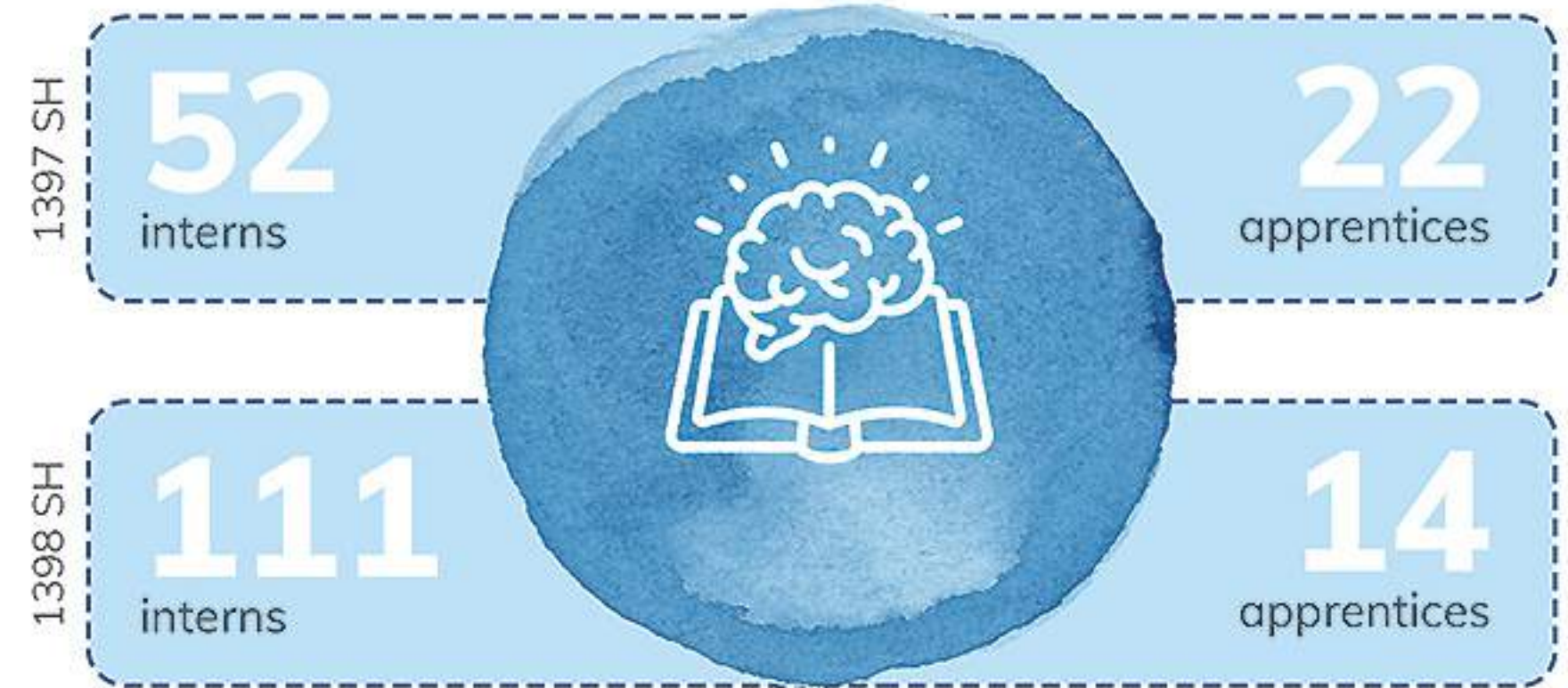
All university students studying in the final semester of chemical engineering and chemical industries, electrical engineering, electronic engineering, mechanical engineering, materials engineering, industrial engineering and HSE engineering, can apply to spend their **internship** at Nouri Petrochemical Company. Priority admission is with the students of universities of Bushehr province, especially the cities of Assaluyeh, Parsian, Kangan and Jam, and if there is a vacancy, students from neighboring provinces or other provinces of the country will be accepted. Admission capacity for interns is five people for an internship, which can be increased



to 10 people for one program if the company does not need to provide accommodation. The average duration of university students' internship is 20 days and a maximum of 30 days. During the internship program, university students, like employees, are provided with free transportation, work uniforms, three restaurant meals, accommodation, sports facilities, educational facilities and internet access.

Interns are accepted by the Training Unit on the first day and participate in safety and security training courses. Regarding their presence at the company, all necessary coordination and measures are done with the help of administrative services, security, HSE and the units admitted the interns. In order to accept interns, each applicant must obtain a letter of introduction through the Office of Industry & Community Relations of the university where he/she is studying and send it to the Training Unit of this company. During the internship period, students are covered by civil liability insurance and are trained and gain experience in their admission units under the supervision of the interns' supervisor.

Statistics of interns and apprentices at Nouri Petrochemical Company



Apprentices are people who have graduated from the country's universities and have registered to spend their **apprenticeship** program on the website of Pars Special Economic Energy Zone Organization. The duration of the apprenticeship is three months and an average of five apprentices are accepted in each period in this company. If the company does not need to provide accommodation, the number of apprentices can be increased to seven. The apprentices will be introduced to this company officially by the Pars Special Energy Economic Zone Organization. The procedure of apprenticeship admission, the fields of study accepted and the quality of services provided to them are the same as those mentioned for interns.

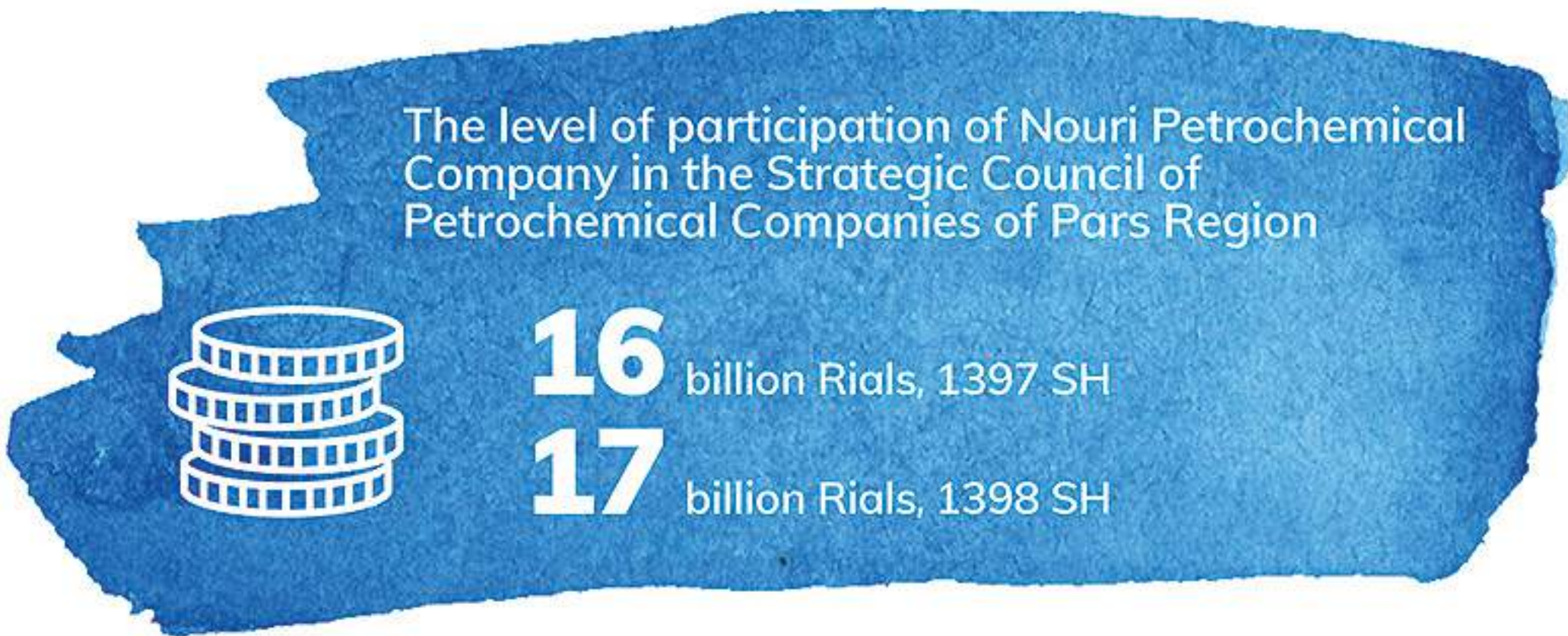


# Empowering & Collaborating with Local Community

Nouri Petrochemical Company is located in the Pars Special Economic Energy Zone in Assaluyeh port, 260 km from the center of Bushehr province on the northern region of the Persian Gulf. In terms of geographical area, the local community around Nouri Petrochemical Company includes the city and villages of Assaluyeh, Jam, Kangan and Dayer. The company's approach to local communities is based on empowering partnerships and support. The company strives to play its part in solving the social challenges in the region and good neighborliness with local neighbors. In this direction, in addition to participating in the plans of the Strategic Council of Petrochemical Companies of Pars Region, Nouri Petrochemical Company pursues charitable and humanitarian supports with the support of the company's managers and employees.

## ● Participating in the Development of Public Services in the Region

Neighboring areas of Pars Special Economic Energy Zone have various economic, social and cultural challenges and shortcomings. In the past, financial supports of petrochemical companies for social challenges in the region were spent independently by each of them. Although such expenditures had positive impact on solving some socio-economic problems, but they did not have required synergy and effective long-term impact on sustainable development of the community. As a result, the **Strategic Council of Petrochemical Companies of Pars Region** has been formed based on the notification by the National Petrochemical Company with the aim of active participation of petrochemical companies in the social activities in the region and fulfilling their social responsibilities since 1387 SH. Among the other goals of the Strategic Council is to achieve a unity of procedure in reviewing and solving the main problems of the region and pursuing them through the aggregation of allocated funds, so this council implements larger projects by consolidating the specific budget of member companies. Also, the Assistance Fund was established as the financial support of the council in 1393 SH. The council currently has 39 members, whose members include 19 manufacturing companies, including Nouri Petrochemical Company and 20 companies in construction



phase. The participation of the Strategic Council in the social activities of the region is done in two main categories:

1- Capital activities such as building schools, helping to equip hospitals, supplying water and electricity to deprived areas, implementing green space projects and improving the environment, and road construction activities; 70% of the strategic council budget is spent in this category.

2- Non-capital activities, such as holding cultural events, paying marriage allowances, buying food packages for disadvantaged people, and providing stationery and clothing for deprived children; 30% of the budget of the Strategic Council is allocated to these cases.

The member companies of the Strategic Council deposit their share of the value, which is determined each year according to pre-defined criteria (profit rate, sales amount, number of staff, area and energy consumption), to the council Assistance Fund. The Strategic Council has raised 210 billion Rials funds in 1397 SH and 400 billion Rials funds in 1398 SH, through member companies' financial contributions; which were allocated to solve determined problems in the region.

Categories of regional development projects implemented under the supports of the Strategic Council of Petrochemical Companies of Pars region



## ● Charity & Humanitarian Supports

Considering that the main activities and social partnerships pursued by the Strategic Council of Petrochemical Companies of Pars Region are focused on the development of public infrastructure and improving the quality of public services in the region; Nouri Petrochemical Company has also considered charity and humanitarian programs and actions independently. The purpose of the charitable support is to help the vulnerable and low-income groups in the region and improve their living standards and livelihoods. These supports are provided both formally by the company and with the approval of the senior management of the organization, and through the voluntary participation of the company's employees.

With the aim of supporting the indigenous orphans living in the region who are known as excellent students or have achieved scientific, cultural and sports honors, the **"Heavenly Children Project"** has been defined at Nouri Petrochemical Company. It should be noted that in order to observe the emotional considerations and strengthen the psychological well-being



of orphans, they are called "Heavenly Children". Heavenly Children under the auspices of Imam Khomeini Relief Foundation centers in the cities of Assaluyeh, Kangan, Dayer and Jam have been identified and supported in this project. The most important measures that are implemented in this plan are:

- Celebrating the "Success of Heavenly Children" and honoring the privileged and honorable Heavenly Children with worthy cash and non-cash gifts.
- Donating stationery supplies at the beginning of a new school year.
- Planning and holding brush-up classes in cooperation with training institutions.
- Preparing and distributing suitable clothes for New Year's Eve.
- Maintaining a continuous relationship with Heavenly Children and providing academic counseling and healthy living strategies throughout the year with the help of counselors.

In order to maintain operational transparency and determine the limits of financial responsibilities of the company in this project, several tables appropriate to the desired educational conditions in all educational levels have been compiled for school and university students, which determine the amount of financial support and appreciation of Heavenly Children made by the company. Moreover, the rewards for the scientific, cultural and sports honors of the Heavenly Children at the provincial, national, and international levels (Asian and worldwide) have been determined. In sum,

98 and 145 heavenly children were supported and appreciated by Nouri Petrochemical Company in this project in 1397 and 1398 SH respectively, which the detailed information is provided in the relevant table. In total, 1100 million Rials and 2400 million Rials were allocated to programs and measures related to the Heavenly Children project in 1397 and 1398 SH respectively by Nouri Petrochemical Company.

A Comprehensive Report of the "Heavenly Children Project" in 1397 and 1398 SH at Nouri Petrochemical Company									
Date	City	Total Number	Gender		Educational Level (Elementary, High School, University)				
			Boy	Girl	E 1	E 2	H 1	H 2	U
1397 SH	Assaluyeh	19	6	13	2	8	6	1	2
	Jam	12	5	7	2	5	3	2	-
	Kangan	20	8	12	4	8	5	2	1
	Dayer	47	21	26	14	15	12	3	3
1398 SH	Assaluyeh	40	16	24	11	15	10	3	1
	Jam	25	12	13	7	6	5	4	3
	Kangan	32	14	18	6	3	14	8	1
	Dayer	48	21	27	13	13	9	9	4





Given that humanism and attention to social responsibility is institutionalized in the organizational culture of Nouri Petrochemical Company, the employees spontaneously and voluntarily established the **Nouri Petrochemical Company Employees Charity Fund** in 1387 SH. Fund donations are collected and spent for expenses related to the following issues:

- Supporting employees having special diseases in the company.
- Supporting patients with special diseases living in the local community.
- Assisting schools situated in the region.
- Assisting the Relief Committee in four cities of the region.
- Livelihood assistance to deprived families in the region.

With the voluntary support and consideration of the staff members of this Charity Fund, in 1397 SH, 469,150,000 Rials and in 1398 SH, 716,150,000 Rials were provided for humanitarian and support projects.

Performance report of Nouri Petrochemical Employees Charity Fund (amounts are in Rials)		
Cost Issues	1397 SH	1398 SH
Treatment allowance	294,000,000	155,000,000
Dowry allowances	10,000,000	5,000,000
School supplies allowance	25,000,000	27,000,000
Subsistence allowance for deprived families	45,000,000	309,000,000
Support & allowance to flood victims (Khuzestan, Sistan & Baluchistan provinces)	-	125,000,000
Assistance to Imam Khomeini Relief Foundation for scarifying 14 sheep	14,000,000	14,000,000
Living allowance for Orphans through Charity Fund	68,500,000	68,500,000
Monthly deposit to the account of 30 orphans covered by the Relief Committee through donations collected by employees	12,650,000	12,650,000
Total	469,150,000	716,150,000

**Other support activities** that have been implemented on a case-by-case basis in social issues interacting with key local community stakeholders are as follows:

- Participation in holding easy weddings, simultaneously with the wedding anniversary of Amir al-Momenin and Fatimah bint Muhammad (Fatimah Al- Zahra) and allocating an allowance of 200 million Rials in holding group easy weddings in the city of Jam in 1398 SH.
- Assistance in equipping Assaluyeh city schools with sports facilities by allocating a budget of 300 million Rials.
- Holding a large book fair in the cities of Jam and Shirinoo (in cooperation with the Petrochemical Public Relations Committee of Pars Region) in order to promote the culture of book reading in the community.



**Abdollah Bahreini**  
**The Chairman of the Imam Khomeini Relief Foundation of Kangan**

We, in the Imam Khomeini Relief Foundation of Kangan city have close cooperation with Nouri Petrochemical Company in the "Heavenly Children Project". In the last four years, Nouri Petrochemical Company has had a continuous commitment to support the children covered by the project and implemented this project with a strict order and plan. This commitment has made the children under the support of this project have a high motivation to constantly improve their educational level and seek useful and constructive activities such as sports and cultural affairs.

Bearing in mind that families and children covered by the Relief Committee's support are

from disadvantaged sections of society, considering a combination of educational support, financial incentives and celebrations of honored children in the Heavenly Children project has had a very positive impact on them. On the other hand, the cash gift provided in this project for privileged and honorable students has been exactly equal to the amount that Nouri Petrochemical Company gives to the distinguished children of its employees every year. This simple but very important point has led to the preservation of the self-esteem and respect of the children under the auspices of the Heavenly Children Project and their families.

Overall, I have seen the effects of this project on the students supported by the Relief Committee in terms of education, personality, morale and social, very positive. Supporting the education of these deprived students is a support for their presence in the university and increasing the potential of getting suitable jobs in the future. Consequently it will remove them from the vicious cycle of poverty.

**Nouri Petrochemical Company  
from Your Perspective**



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# Table of Converting the Solar Hijri Year to the Gregorian Year

The official calendar in Islamic Republic of Iran is Solar Hijri and Nouri Petrochemical Company's financial year corresponds with it. Therefore, majority of the dates in this report are in Solar Hijri calendar. For the sake of the convenience of the report readers and due to the fact that Solar Hijri calendar and Gregorian calendar don't cover the same period, bellow table is provided to convert the Solar Hijri years to Gregorian years for the date which are mentioned in this report.

Solar Hijri date	Gregorian date
1385 SH	21 March 2006 - 20 March 2007
1386 SH	21 March 2007 - 19 March 2008
1390 SH	21 March 2011 - 19 March 2012
1391 SH	20 March 2012 - 20 March 2013
1392 SH	21 March 2013 - 20 March 2014
1393 SH	21 March 2014 - 20 March 2015
1394 SH	21 March 2015 - 19 March 2016
1395 SH	20 March 2016 - 20 March 2017
1396 SH	21 March 2017 - 20 March 2018
1397 SH	21 March 2018 - 20 March 2019
1398 SH	21 March 2019 - 19 March 2020
1395-1396 SH	20 March 2016 - 20 March 2018
1396-1397 SH	21 March 2017 - 20 March 2019
1397-1398 SH	21 March 2018 - 19 March 2020
1394-1398 SH	21 March 2015 - 19 March 2020
1390-1398 SH	21 March 2011 - 19 March 2020