

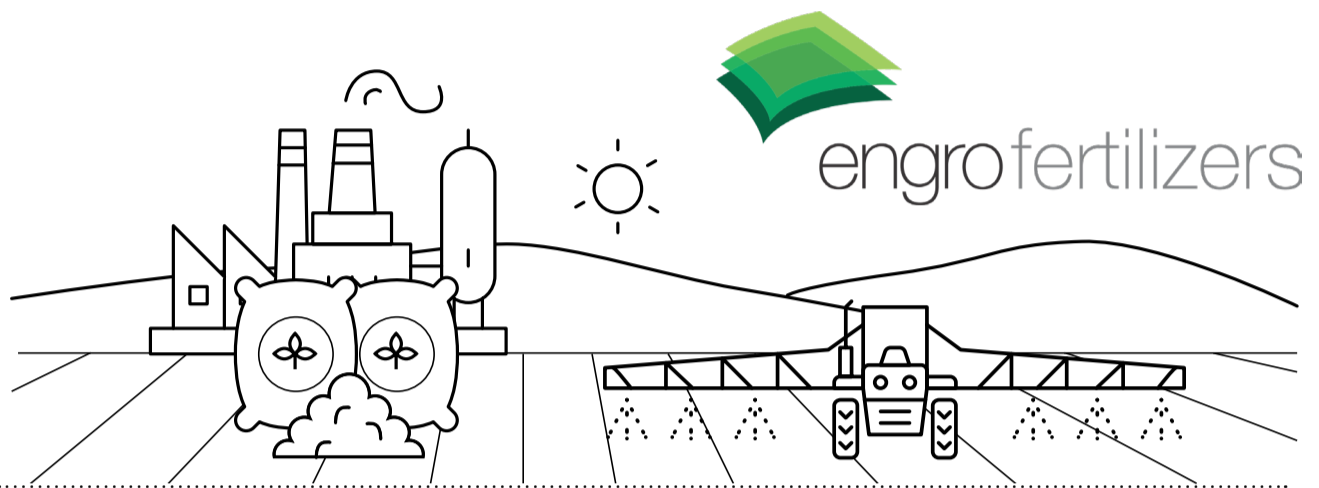


**DUPONT  
SAFETY & SUSTAINABILITY  
AWARDS**

**INNOVATION AWARD - GLOBAL WINNER**

# Engro Fertilizers Limited

Engro Fertilizers Limited, one of Pakistan’s largest fertilizer companies, was named winner of the global safety innovation category in the 14th DuPont Safety and Sustainable Awards in recognition of the transformation of its safety culture & other achievements under the ‘Safety Beyond Excellence’ program.



Engro Fertilizers (Engro) is the second largest manufacturer of urea in Pakistan and one of the world’s premier fertilizer companies. It was originally established by ESSO, which later became Exxon. In 1991, Exxon decided to divest its fertilizer business on a global basis. An employee led buyout in 1991 saw the company expand and production capacity surge from 270,000 MeT in 1991 to 2 million MeT by 2012. By 2019, the company held a 32% share of the domestic urea market.

After the employee led buyout, Engro undertook a root and branch overhaul of its safety systems, partnering with DSS to focus on process safety and personnel safety management in 2000, occupational health & industrial hygiene management in 2007 and environmental management in 2016.

Engro believes the safest worker is a skilled worker. To achieve a cultural shift in safety and engender an “everyone does it right every time” culture, Engro set up the:

## **SAFETY Beyond Excellence PROGRAM.**

The program involved employees from shop floor to senior management positions in shaping HSE goals, improvement plans, risk management, digitization & training.



Since 2015, more than  
**1500 employees**  
have contributed over  
**6000 ideas**  
and suggestions for  
HSE improvements.



At the same time, Engro developed programs to increase the visibility of leadership role modelling and boost dialogue with employees.

**THESE INITIATIVES PRODUCED A:**



**Doubling**  
in Annual  
Near Miss Reporting  
(508 in 2010-2015 to  
1025 in 2016-2019)



**100%**  
safety critical  
inspections



**100%**  
risk assessment  
studies




**100%**  
critical action  
items closed



**80% more**  
close-out  
reports



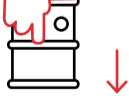
**87% fall**  
in TRIR  
(2012 - 2019)



**40% reduction**  
in injury severity rate



**80% reduction**  
in repeat incidents



**30% decrease**  
in chemical leaks



**Lowest ever**  
fire & operational  
upset incidents

**3x**



And last but not least, the **improvements in safety and operations contributed to a more than tripling of after-tax profits** between 2013 - 2019.