



MASOOD
ROOMI

A LEGACY OF INNOVATION
& EXCELLENCE



Environmental Social and Governance (ESG) Policy	
Version	<u>V1</u>
Creation Dated	<u>15-April-24</u>
Purpose	a) The purpose of this policy is to provide information about ESG and to encourage the business to understand ESG better. b) This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

About the Policy

Environmental, social, and governance (ESG) considerations are inherently linked and must be considered. ESG showcases our business's positive impact on the world. It is akin to corporate social responsibility but operates on a much larger and more measurable scale. Companies that prioritize their ESG scores typically receive more attention from across the business spectrum.

Our policy serves as a guide for our ESG efforts, encompassing reporting, disclosures (both material and non-material), business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations. It is important to note that this policy does not limit or reduce our current commitments, either legally or ethically.

We believe that ESG considerations are integral to our business strategy. By aligning our business practices with ESG principles, we can improve our long-term performance, foster greater stakeholder engagement, and meet the expectations of our investors. Furthermore, we recognize that these considerations are critical in meeting the evolving demands of our customers, employees, and society at large.

Organizational Overview:

Masood Roomi, a distinguished member of the textile industry, has its roots in the historic city of Multan and was formerly a part of the esteemed Mahmood Group. A diversified conglomerate, it encompasses Masood Fabrics Limited and Roomi Fabrics Limited, and is renowned for its commitment to trust, empowerment, and excellence. The company has continually evolved to meet the dynamic needs of its stakeholders while upholding strong ethical values and fostering innovation. In recognition of its excellence, Masood Roomi was named one of Pakistan's "Top 25 Exporters" in 2021. The company is dedicated to driving sustainable practices across its operations, taking seriously its responsibility to society and the environment. With a focus on quality, innovation, and continuous modernization, Masood Roomi is dedicated to producing high-quality fabrics while actively contributing to the advancement of the textile industry and the well-being of our communities.

ESG Commitment:

We are committed to promoting sustainable, equitable, healthy, and diverse communities by integrating sustainable business practices and upholding exemplary ESG performance. This commitment is deeply ingrained in our organization, influencing the conception and execution of new projects, daily operations, stakeholder engagement, and progress communication.

Our ESG Policy is a comprehensive document outlining our strategy for addressing sustainability issues. At the heart of this policy lies a corporate ethos that prioritizes sustainability as the cornerstone of our business activities and principles. This policy serves as a blueprint for our ongoing efforts to not only meet but exceed ESG benchmarks, ensuring that our practices are not only responsible but also pioneering in the realm of sustainable business.

We believe that integrating sustainable business practices is critical to achieving long-term success. As such, we remain committed to promoting sustainability throughout our organization and beyond, leveraging our ESG Policy to drive continuous improvement in our sustainability performance.

Who is responsible for this policy:

- The board is responsible for the effective operation of this policy overall, but it has delegated responsibility for overseeing its implementation to the ESG Committee.
- Respective department have day-to-day responsibility for this policy and you should refer any questions about this policy to them in the first instance.
- This policy will be reviewed annually every year by the Board of Directors and CEO.
- Suggestions for change should be reported to sustainability@masood-room.com

Reporting

Our inaugural report is based on the Global Reporting Initiative (GRI) standards. Going forward, we are committed to aligning with globally recognized frameworks and implementing industry best practices to maintain the highest standards of sustainability across our operations. Our goal is to ensure that our reporting adheres to the highest standards of accuracy, transparency, and accountability. By doing so, we aspire to set a benchmark for sustainable business practices that inspire others to follow suit.

Environmental Stewardship

We at Masood Roomi are dedicated to taking an active role in addressing the significant global risk of climate change. To achieve this, we focus on implementing sustainable initiatives that reduce our carbon footprint and energy consumption. These initiatives provide us with immediate benefits in terms of efficiency, value, and health, while also benefiting our customers, employees, and the broader community.

We strongly encourage the use of sustainable materials and urge our suppliers to join us in our efforts towards reducing their environmental impact. By doing so, we can promote sustainability and enhance the traceability of our supply chain while facilitating a transition towards more sustainable practices.

We are committed to complying with environmental legislation and doing our best to minimize the environmental impact of our operations. We recognize the importance of engaging with our stakeholders to encourage increased disclosure on climate change, biodiversity, and Sustainable Development Goals. Therefore, we align our strategies with global initiatives like the Paris Agreement to promote positive environmental change.

Social Responsibility

Our social responsibility strategy is designed to foster deeper relationships with our key stakeholders by investing in our employees and collaborating with our customers, communities, suppliers, and investors. Our primary objective is to cultivate a dynamic, inclusive, and diverse work environment that is both challenging and supportive of professional development while promoting a healthy work-life balance. We prioritize initiatives that promote human welfare and education, including skill training programs that enhance workforce talent and contribute to community economic development. Our focus extends to ensuring the safety, health, and wellness of our suppliers, customers, employees, and communities.

We remain steadfast in upholding human rights and welfare in all our business activities and value chain. To achieve these goals, we are committed to forging strong partnerships with our stakeholders and implementing best practices in our operations. We recognize that our success is intrinsically linked to the well-being of our employees, communities, and the environment. Therefore, we remain steadfast in our dedication to social responsibility and sustainability, and we strive to be a positive force for change in the world.

Ethical Governance

Our ethical governance approach is focused on promoting strong oversight, transparency, and risk management at all levels of our organization to ensure resilience and long-term value preservation. We are dedicated to maintaining strong corporate governance practices, including board stewardship, management accountability, and proactive risk management.

Our intention is reflected in our commitment to high ethical standards, evidenced by our strong Code of Conduct and Ethics, ongoing ethics training, and leadership that fosters a culture of integrity. We also intend to cultivate strong relationships with stakeholders through transparency and open communication.

We are focused on establishing clear and effective governance for Environmental, Social, and Governance (ESG) matters, setting related goals, and ensuring accountability through regular management reporting.

Environmental Policies:

1. Climate Change Policy

We, as an organization, fully understand the significant impact of climate change on our environment, operations, supply chains, and the markets we are involved in. We acknowledge the urgent need for responsive action. Climate change affects a wide range of our business activities, from sourcing to distribution. By introducing this policy, we plan to make a strategic shift towards renewable energy sources and aim to significantly reduce emissions. This initiative aligns with Pakistan's national goal of achieving net-zero carbon emissions by 2050. Our approach involves significant investments in solar power, integrating energy-efficient technologies and processes, and consistent tracking and reporting of our performance to facilitate strategic investment decisions that reduce our negative impact on the climate and environment. We measure and report such data by globally recognized reporting frameworks and industry best practices.

Furthermore, we aim to actively encourage and support our suppliers in adopting practices that mitigate their climate impact, promoting a collective response to environmental challenges. This strategy aligns with the principles of the Paris Agreement, highlighting our global aim at addressing climate change.

The HOD's and CFOs are responsible for effectively enacting this policy, under the ultimate oversight of the Board and the CEO. This structure ensures that our intentions toward environmental sustainability are deeply integrated and effectively managed at every level of our organization.



2. Water Management

Our operations are situated in regions where water is a scarce resource, and we acknowledge its critical importance. We understand the need for responsible water management, as our activities intersect with local water sources, ecosystems, and communities. We believe it is our responsibility to mitigate any adverse impacts and minimize our water footprint while reducing pollution and enhancing water quality. We achieve this through the adoption of innovative technologies, strategic partnerships, and transparent progress reporting in line with the Global Reporting Initiative and other relevant global frameworks as they evolve.

The HOD's and their respective technical teams are entrusted with implementing this policy. Technical directors, in conjunction with the Compliance head, are tasked with monitoring performance to ensure adherence to local regulations and the achievement of water-related objectives. The Board provides ultimate oversight, guaranteeing accountability and a continuous commitment to enhancing our water management practices.

3. Waste Management Policy

The development of our waste management policy stems from a deep understanding of the significant environmental impacts associated with the generation and disposal of waste in our operations. Recognizing the crucial role of waste reduction in lessening our environmental footprint, we are dedicated to implementing strategies that minimize waste generation as much as possible.

A pivotal aspect of our policy is measuring and categorizing our waste into hazardous and non-hazardous types. This allows for more targeted and effective management strategies. Continuous monitoring and evaluation of our waste management practices are integral to this policy, enabling us to identify areas for improvement and implement necessary changes to our waste management systems.

Additionally, we see the value in collaborating with buyers committed to recycling or reusing waste materials. We aim to track our waste through partnerships with our waste buyers and managers. This tracking will be complemented by transparent reporting in line with the Global Reporting Initiative and other relevant global frameworks as they evolve.

The HOD's and their respective technical teams are entrusted with implementing this policy. Technical directors, in conjunction with the Compliance team, are tasked with monitoring performance to ensure adherence to local regulations and the achievement of waste-related objectives. The Board provides ultimate oversight, guaranteeing accountability and a continuous commitment to enhancing our waste management practices.

4. Sustainable Materials

We introduce this policy to transition towards a sustainable business model. We aim to procure sustainable materials from reputable sources, ensuring traceability and well-managed supply chain sourcing. By incorporating organic chemicals in our processes and utilizing renewable materials, we strive to enhance our environmental responsibility. The implementation of this policy is entrusted to the Procurement department, which will work closely with production heads to align manufacturing needs. The procurement department will submit quarterly progressive reports to the Board.

Social Policies:

1. Customer Privacy

Our customer privacy policy is crafted to maintain the highest standards of data security and confidentiality in every facet of our interactions with customers. The purpose of introducing this policy is the prioritization of data security, a cornerstone in fostering confidence and trust among our clientele. We are dedicated to building enduring relationships grounded in transparency and integrity. Our approach extends to full compliance with all relevant legal regulations and industry standards, ensuring our practices are not only transparent but also accountable.

The Marketing and Finance teams are responsible for implementing and managing our customer privacy policy. Periodically, feedback from customer satisfaction surveys is reviewed to identify any discrepancies. If any complaints are found, they are reported to the Board and CEO. The Board provides the ultimate oversight, ensuring that our commitment to customer privacy and data protection is consistently upheld throughout the organization.

2. Professional Development and Training

We recognize the intrinsic value of investing in our workforce's skills and capabilities. Not only does it enhance individual performance, but it also significantly contributes to our organization's overarching success and sustainability. Accordingly, our policy is crafted to provide comprehensive support to employees throughout their career journey, encompassing skill enhancement and transition assistance.

We are dedicated to offering diverse opportunities for continuous development and refinement of employee skills. This dedication entails contracting with various training organizations to ensure access to high-quality learning resources and programs. We are steadfast in our resolve to provide equal training hours for each employee, fostering an equitable environment of professional growth.

Our efforts focus on enhancing employee competencies and marketability, thereby empowering individuals to realize their full potential. This approach also nurtures a culture of continuous learning and improvement within our organization. We maintain a rigorous tracking system for the training provided, enabling us to meticulously plan and adapt future training requirements to meet evolving needs.

The implementation and management of this policy are entrusted to the Human Resource department and HOD's at our manufacturing facilities. They are responsible for conducting periodic performance assessments of employees to identify potential training needs. Following these assessments, they will report the findings and recommend necessary training to the Board for approval.

3. Human Rights

Human Rights is our focus in our relationships with our employees, those in our value chain, and the communities in which we operate, and is the foundation of our Human Rights Policy. Respect for human rights is an essential value of the company. Our company is dedicated to the human rights principles that, all persons should be treated with respect, dignity, equality, and equity. In this regard, our Human Rights Policy aligns with our Code of Ethics and Business Policies covering diversity, a friendly environment, health and safety, and employee relations. We make every effort to respect and promote human rights by the International Labor Organization Declaration on Fundamentals. The Human resource and Compliance functions are designated to oversee this policy. They are responsible for monitoring regulatory compliance and will report to the board in case of any violations.

4. Minimum Notice Period Before an Operational Change.

We recognize the importance of providing employees with adequate notice regarding significant operational changes such as office relocations, internal transfers, or reassignments. We aim to engage with employees and their representatives in meaningful consultation to address concerns and mitigate impacts. Notice periods will be determined by the HR department based on the nature of the change, with a minimum notice period of four weeks for office relocations within Punjab and eight weeks for relocations outside the province. Internal transfers or departmental changes will be communicated with a minimum notice period of 15 days. Employees will receive a written notice detailing the change and effective dates. Exceptions will be made in urgent circumstances, with efforts to minimize disruption and provide reasonable notice. compliance with labor laws in Punjab, Pakistan. The Human resource and Compliance functions will periodically review and update the policy to ensure it aligns with evolving business needs. These updates will be implemented by the HOD's at each business unit. Any changes or updates will be reported by the Compliance head to the board for due approval.

5. Freedom of Association and collective bargaining

This policy serves as a cornerstone of our organizational culture, ensuring that all employees have the right to freely associate and engage in collective bargaining through just, ethical, and legal means to safeguard their rights. By introducing this policy, we firmly believe that respecting freedom of association not only aligns with our core values but also strengthens our organization by empowering our workforce. Recognizing the importance of an empowered workforce in driving organizational success. We encourage our employees to utilize the complaint box as a means to exercise their rights and voice their concerns. The implementation of our Freedom of Association and Collective Bargaining Policy is managed by the Human resource and Compliance team, with oversight from the Board and the CEO. The head of Compliance has the authority to access and investigate these complaints. Identified issues are brought to the attention of the Board regularly by the concerned Operational lead.

6. Child Labor

We stand resolutely against the exploitation of children and are deeply committed to protecting their well-being and future. In alignment with this commitment, our organization strictly prohibits the use of child labor in any of our manufacturing operations. We have established a clear policy setting the minimum age for employment at 18 years, ensuring that all individuals working in our operations are of legal working age and are provided with the rights and protections prescribed by law. To reinforce our stance against child labor, we engage in vigilant monitoring and verification processes. The responsibility for implementing, monitoring, and enforcing our Child Labor Policy rests with the Human Resource and business unit heads, as well as the operational leads. Any violations in case, will be reported to the Board.

7. Employment Policy

We hold a steadfast belief in the transformative impact of employee recognition on enhancing morale, driving productivity, and cultivating a profound sense of belonging within our organization. Recognizing the multifaceted nature of employee satisfaction, we commit ourselves to creating and maintaining a work environment that is not only challenging and dynamic but also inclusively embraces diversity. Such an environment is instrumental in nurturing the professional growth of our employees.

We give special emphasis to promoting a healthy work-life balance, firmly believing that the overall well-being of our employees is a critical component of sustained performance and the long-term success of our organization. This involves not only recognizing and appreciating their contributions but also providing support systems and programs that focus on mental, physical, and emotional health.

The Human Resource and HOD's at manufacturing facilities are responsible for implementing and ensuring compliance with this policy. The policy undergoes periodic reviews to align with industry practices. The Human Resource department will report any significant modifications or changes to the Board for approval.



8. Diversity, Equity and Inclusion & Non-Discrimination

At Masood Roomi, we introduce this policy to uphold the principle that an employee's skills, potential, education, and qualifications are the paramount criteria for their professional growth and opportunities, transcending gender and all other forms of distinction. We maintain a zero-tolerance stance towards any form of discrimination, whether based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, family responsibilities, marital status, or pregnancy/maternity status.

Our dedication to fostering equality and fairness is not just a compliance measure; it's a core value that defines our organizational culture. By embracing diversity and promoting an inclusive environment, we not only enrich the fabric of our organization but also enhance our ability to understand and meet the varied needs of our employees and customers. This approach ensures that every individual at Masood Roomi feels valued, respected, and supported. The responsibility for the implementation and continual monitoring of this policy is assigned to the Human Resource department, with periodic reports to be submitted to the Board.

9. Forced Labor

At our organization, the well-being and rights of our employees are paramount. We maintain an unwavering stance against any form of forced labor, including prison labor, and the imposition of mandatory overtime. Recognizing that such practices are a violation of fundamental human rights, we are committed to safeguarding the dignity and freedom of every individual in our workforce. We strive to create a workplace environment that embodies fairness, respect, and dignity. It is imperative to us that all employees join our organization of their own free will, and retain the freedom to make choices about their employment. To this end, we are dedicated to upholding the principles of voluntary employment, ensuring that our employees' decisions regarding their work are made freely and without any form of coercion or undue pressure.

The Human Resource and Compliance department, as well as the HOD's, are responsible for implementing, monitoring, and enforcing our Forced Labor Policy. The Compliance department will report any violations to the Board.

10. Occupational Health and Safety

Ensuring a safe and healthy working environment is not just a priority, but a fundamental aspect of our organizational culture at Masood Roomi. We are dedicated to investing in resources to provide a workplace that is free from hazards and risks, creating a safe space where employees can carry out their duties without fear of injury or harm. Our approach is extensive, covering various aspects of occupational health and safety to minimize potential hazards, particularly relevant in the textile industry, such as work-related accidents or illnesses.

Given the nature of textile operations, noise is a significant concern. We take proactive measures to mitigate its impact on our workforce. We ensure the constant availability of comprehensive health and safety equipment across our facilities, guaranteeing that our employees have immediate access to necessary protective gear and tools at all times, thereby fostering a safe and secure working environment. Furthermore, the availability and proper maintenance of firefighting equipment are paramount to ensure a swift response to any fire emergencies.

An integral part of our commitment is regular health and safety training for all employees. These training programs are designed to equip our workforce with the knowledge and skills necessary to identify and manage potential workplace hazards effectively. This ensures that every team member is not only aware of the best practices in occupational safety but also actively contributes to maintaining a secure work environment.

The implementation and oversight of our Occupational Health and Safety Policy are assigned to the HOD's and the Compliance department. The Compliance department will periodically report any violations and propose changes for better implementation to the Board.

Governance Policies:

1. Transparency Policy

Rooted in principles of integrity and openness, we introduce this policy to communicate our performance in environmental sustainability, social responsibility, and governance exclusively through our annual Sustainability Report. This transparent reporting aims to foster trust and confidence among our stakeholders, affirming our aim for sustainable business practices and demonstrating accountability. We aim to implement a system of quarterly internal reporting. This process involves each respective department and facility consolidating their data and reporting it to the Head Office. At the Head Office, this information is thoroughly reviewed and consolidated, ensuring a comprehensive and accurate reflection of our initiatives and performance metrics across the organization. The responsibility for overseeing the process of data collection, review, and consolidation lies with the respective department. Oversight and reporting to the Board are managed by the CFO.

2. Market Presence

We recognize the importance of hiring and promoting local talent as a means to enhance community engagement and ensure that our workforce reflects the diversity of the communities we serve. In line with this commitment, we actively recruit and promote individuals from the local community, providing them with opportunities for career advancement and professional growth within our organization. We believe that fair compensation is essential for attracting and retaining talent, promoting employee satisfaction, and fostering a positive work environment. By paying entry-level wages that adhere to legal requirements, we demonstrate our commitment to fair labor practices and the well-being of our employees. The implementation of our Market Presence policy is overseen by the Human Resource and Labor Officers at each facility. The Human Resource department will report on its performance to the Board.

3. Whistle Blowing Policy

We strongly encourage our employees to voice their concerns. To facilitate this, grievance boxes are placed in all facilities, allowing employees to anonymously disclose their issues. Every concern raised through these boxes is given due attention, and actions are taken accordingly, ensuring an environment of trust and open communication. By assigning the responsibility for policy implementation to the highest levels of leadership, we guarantee that grievance procedures are uniformly applied across the organization. This ensures that all employees have access to a fair and effective mechanism for resolving employment-related issues.

The oversight of this mechanism is jointly carried out by the Human Resource department and HOD's and is reported periodically by the Human Resource department to the Board.

4. Anti-Corruption

We stand firm in our commitment to integrity and ethical conduct, maintaining a zero-tolerance stance towards bribery and corruption in all aspects of our operations. We firmly prohibit any form of corruption, including bribery, extortion, embezzlement, or any other unethical practices aimed at gaining an unfair advantage. Integrity and fairness are foundational principles that guide every decision and action within our organization. Our leadership sets the tone by exemplifying these values, fostering a culture of trust, accountability, and ethical conduct among all employees. Any instances of corruption reported within our organization are met with immediate and decisive action, upholding the highest standards of integrity and ethical conduct. The implementation of our anti-bribery and corruption policy is managed by the Compliance department, with oversight from the Internal Audit department, and ultimately by the Board and the CEO. Should any incidents or concerns related to bribery or corruption arise, the Internal Audit department will report these directly to the Board.

5. Risk Management Policy

Our approach to risk management encompasses a broad spectrum, addressing not only sustainability risks inherent in our operations but also financial risks that are critical to our ongoing viability. We aim to manage these diverse risks—ranging from supply chain disruptions to resource usage, community engagement, and financial uncertainties—comprehensively and proactively. This involves systematically identifying, assessing, and mitigating risks associated with environmental, social, and governance (ESG) factors, alongside financial risks, in all operational areas.

By integrating both sustainability and financial considerations into our decision-making processes, we strive to align with industry standards and best practices. This balanced approach is designed to ensure that financial stability and long-term viability are fundamental components of our business strategy, alongside our sustainability objectives. The responsibility for implementing our comprehensive Risk Management Policy rests with the Compliance department and the CFOs. Identified risks and mitigation strategies are to be reported to the Board by the CFOs.

6. Supplier Assessment

At our organization, we recognize the substantial environmental and social impacts associated with our supply chain activities, spanning from resource extraction to production and labor practices. Our Supplier Policy is thus crafted to address these aspects holistically, aiming to minimize environmental degradation while upholding social equity as integral to our sustainable business approach.

In our efforts to align suppliers with our values, we will assess their practices following a set Code of Conduct, focusing on environmental stewardship and social responsibility. This assessment will include monitoring, tracking, and recording supplier practices to ensure adherence to our set code of conduct. Understanding the importance of collaboration in achieving sustainable goals, we aim to work with and support our suppliers in their journey towards improvement. We will actively engage with them, providing guidance and resources to help elevate their practices to meet our environmental and social criteria.

An essential part of our strategy is to screen suppliers and prioritize partnerships that demonstrate a commitment to sustainable improvement and adhere to our established Code of Conduct. This not only promotes better practices across the supply chain but also aligns our business with partners who share our commitment to sustainability and ethical conduct. We will initiate this policy with our tier 1 suppliers, progressively working our way down through the tiers. This phased approach allows us to effectively manage the transition and support our suppliers at each level in meeting our expectations.

The Compliance and Procurement department are responsible for the implementation and management of this policy. The Procurement department will report performance and supplier feedback to the Board for continuous improvement and transparency in our supplier relationships.

Our ESG Committee

The ESG committee, positioned directly beneath our board in terms of seniority, plays a pivotal role in our organizational structure. Its primary purpose is to comprehensively gather and review data from various segments of our business. This data is then meticulously filtered and summarized, providing the board with an insightful and concise overview of our ESG performance and initiatives.

As a key responsibility, the ESG committee is charged with authoring the ESG sections of our annual report and producing all information related to ESG disclosures. The committee's overarching aim is to forge a unified perspective on all three ESG components – environmental, social, and governance. This unified view is crucial for enhancing the industry's capability to effectively integrate these factors into real estate investment decision-making processes, particularly within the non-listed real estate vehicles.

The committee's objectives are strategically focused on several core areas:

Environmental Emphasis: Highlighting the significance of environmental measures, sustainability goals, and performance at every level of the business.

Best Practice Guidance: Providing authoritative guidance on the structure, policies, and regulations impacting the business, ensuring alignment with the latest industry standards.

Awareness and Understanding: Enhancing understanding and awareness of corporate governance and social aspects pertinent to the industry.

Governance Standards Implementation: Advocating and implementing common, practical standards of corporate governance tailored to our business needs.

Through these focused objectives, the ESG committee is instrumental in bolstering robust standards of corporate governance that seamlessly integrate environmental, social, and governance aspects, thus shaping a sustainable future for our business.

Our business and ESG

ESG is about assessing that net positive impact in the world and taking concerted, defined, and measurable action to improve it. Our value rests in our employees, our communities, and the wider world. Therefore, ESG forms a fundamental part of how our business lives our values in the real world.

The ethical and practical values that make up the different parts of ESG have always been at the heart of what we as a company stand for. With the growth of ESG and the increased awareness of these factors among our key stakeholders, we have a better opportunity to tell the story of how our business makes a positive impact in the world.

The drive to assess a broader range of factors holistically, from environmental and climate change considerations to the social issues and how we invest in our people, to the structure of our business and always reaching for better governance, means we can tell our story better. We welcome opportunities to highlight the positive impact we have on the world.

Monitoring and Enforcement

We seek to proactively prevent and mitigate instances of non-compliance with this ESG policy. Any breaches or concerns, including ethical concerns or potential breaches in our commitment to high ethical standards, should be reported as soon as possible through our whistleblowing channels. Progress on this policy is reported to the Board regularly. Active participation and engagement at all levels of the business are of great importance to ensure ownership of ESG by all staff. At a minimum, we endeavor to maintain compliance with legislative requirements.

Khawaja Jalal Ud Din Roomi

Khawaja Jalal Ud Din Roomi
Chairman

Khawaja Najam Ud Din Roomi

Khawaja Najam Ud Din Roomi
Chief Executive Officer