

Objective:

To establish directions for achieving goals of the company by following the set of principles on way toward sustainable business growth by keeping Environment , Social and Economic conditions into consideration.

Scope:

This documented policy will cover the actions and needs of Mills and Farm.

Periodicity of the document:

This documented will be reviewed or be updated after every 3 years or whenever required in between.

Terms and Definition:

Sustainability: The ability to be maintained at certain level of quality or avoidance of depletion of natural resources in order to maintain an ecological.

Discrimination: The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, sex, or disability.

Forced Labor: The Forced labor, or un free labor, is any work relation, especially in modern or early modern history, in which people are employed against their will with the threat of destitution, detention, violence including death, or other forms of extreme hardship to either themselves or members of their families.

Biodiversity: The variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable.

Ecosystem Services: An ecosystem service is any positive benefit that wildlife or ecosystems provide to people. The benefits can be direct or indirect—small or large.

HCVs: HCV areas are the highly conservative valued areas which are to be taken into consideration while expanding the Farm land or Mills. These are 6 in numbers and are as follows:

1. Species Diversity
2. Landscape level ecosystem and mosaics
3. Ecosystem and habitats
4. Ecosystem services
5. Community needs
6. Cultural Values

Commitments to be accomplished:

The management is committed to put sustainability at the heart of our business strategy through our market leadership role, operations and the services we provide. It is our leadership's commitment to both improve our own sustainability performance through the way we run our business and to influence others.

Our sustainability principles:

- **A society for our future:** Investing in communities; developing sustainability awareness and skills; and creating a healthy, safe and secure workplace.
- **An environment with a future** — supporting a low carbon economy; promoting respect for the environment through resource efficiency; and protecting and improving ecosystems.
- **A responsible business** — supporting sustainable economic growth with strong governance; recognizing the responsibility and the importance of providing local services without compromising future generation's business needs.

Our strategy:

- Complying with national and international applicable laws & legislations
- Ensuring ethical conduct; Discouraging discrimination, employment of child labor and forced labor, harassment/abuse or physical punishment and all other activities that contradict with local laws or buyer's code of conduct
- Taking measures to implement an ethical system of Anti-Corruption/ Anti-Bribery; and discouraging non ethical practices such as money laundering
- Understanding our stakeholders' needs & expectations and ensuring Free Prior Informed Consent
- Ensuring rights of indigenous peoples (if any), community engagement and land rights
- Improving resources efficiency and technology, like the use of water and energy (including transport-related energy usage)
- Taking measures to control climate change by addressing the related risks
- Valuing diverse skills and contributions by improving diversity and equality; providing opportunities for all types of peoples
- Protecting HCVs, biodiversity & ecosystem services; Improving human health and wellbeing
- Ensuring occupational health & safety of personnel performing duties at mill and farms
- Ensuring the suitability and effectiveness of our suppliers, and monitoring their performance
- Monitoring our sustainability performance and progress against objectives and targets.

NAUMAN AHMED KHAN

MANAGING DIRECTOR