



THALINDUSTRIES
CORPORATION

SUSTAINABILITY POLICY

The management at The Thal Industries Corporation Limited has established directions for achieving the organizational goals by following the principles that lead towards sustainable growth considering the Environmental, Social, and Economic conditions both at mills and farms.

- **Sustainability** is ensured by achieving quality standards while demonstrating the capability to preserve natural resources and uphold environmental integrity.
- **Discrimination** including the unfair treatment of people based on age, caste, color, disability, ethnicity, family status, gender, language, property, or religion is strictly prohibited.
- **Forced Labor** is prohibited where people, against their will, are employed in poverty, detention, or torture, including death threats to them or their families.
- **Biodiversity** of plant and animal life in the relevant habitats is ensured, maintaining a high level of which is usually considered to be important and desirable.
- **Ecosystem Services** are protected to reap the positive benefits that wildlife and ecosystems provide to people. The benefits consist of a wide range of direct, indirect, small, and large.
- **HCV (High Conservation Value) areas** are prioritized before expanding the Farmlands or Mill operations. It includes Species Diversity, Landscape-level ecosystem and mosaics, Ecosystem and habitats, Ecosystem services, Community needs, and Cultural Values.

Our 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.



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Our strategies:

- Complying with national and international applicable laws and legislation,
- Ensuring ethical conduct; Discouraging discrimination, child labor, forced labor, all kinds of harassment, abuse or physical punishment, and other unlawful or prohibited activities,
- Taking measures to implement an ethical system of Anti-Corruption and Anti-Bribery; Discouraging non-ethical practices such as money laundering and human trafficking,
- Understanding our stakeholders' needs and expectations; Ensuring Free, Prior, and Informed Consent (FPIC) in relevant engagements,
- Ensuring land and water rights, community engagement, and rights of indigenous peoples,
- Improving resource efficiency and technology including management of water and energy,
- 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 people,
- Maintaining HCVs, biodiversity, ecosystem services, human health and well-being,
- Ensuring occupational health and safety of workers performing duties at mills and farms,
- Ensuring the effectiveness and sustainability of our suppliers and resources, and monitoring their performances, and
- Monitoring the organizational performance against defined objectives and targets.

Our commitment:

The Thal Industries Corporation Limited is resolutely embedding sustainability in its business strategy, driving it through market leadership, operations, and services. We are committed to not only enhancing our sustainability performance but inspiring our stakeholders to do the same.

SALMAN SHEHRYAR
CHIEF OPERATING OFFICER