

## **ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY**

### **1. INTRODUCTION**

1.1. Environmental, social and governance (ESG) policy include processes and procedures which focus on non-financial performance indicators that address a company's approach towards responsible investment, sustainability, its impact on society and the environment, as well as other ethical and corporate governance considerations.

#### **1.2. Environmental**

The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential financial impact on businesses. Sustainable options are increasingly being considered as part of investment choices such as better resource management and waste minimization.

#### **1.3. Social**

Inclusion, diversity, sustainability, transparency and equality are becoming more important considerations in relation to the way in which businesses operate and can generate competitive advantage; with these areas attracting increasing scrutiny from a range of stakeholders. In particular, there are increasing commercial benefits for businesses which have inclusive and diverse work ethics and practices; and we look at the impact a company has on its employees, local communities and society such as promoting the welfare of employees / others by donating a generous portion of money for education of their children, providing assistance during any natural disaster affecting the area such as the pandemic.

#### **1.4. Governance**

Governance covers the rights and responsibilities of the management of a company, its structures, corporate values, ethics and accountability processes.

### **2. PURPOSE**

2.1 The Company is committed to an operating philosophy based on fairness and concern for employees, customers and the communities in which it operates. To this end, M/s Maqbool Textile Mills Limited ("the Company") objective is to be the leader in health, safety and environmental practices in all of its operations with the intention, through technological innovation and process efficiencies, to minimize the impact of its operations on the environment and to provide a safe and healthy work place and fair relations with society as a whole.

Head Office : 2- Industrial Estate, Multan – PAKISTAN.

Phones: +92 61 653 9551-2, 653 7155, Fax: +92 61 653 9042

E-mail: [marketing@maqboolgroup.com](mailto:marketing@maqboolgroup.com) Web: [www.maqboolgroup.com](http://www.maqboolgroup.com)

### **3. POLICY STATEMENT**

- 3.1. The following principles are fundamental to achieve the foregoing purpose:
- 3.1.1. To comply with and exceed where possible, all applicable health, safety and environmental laws and regulations and to conform to its internal standards based on generally accepted environmental and health and safety practices and established industry codes of practice;
- 3.1.2. To regularly evaluate and monitor past and present business activities impacting upon health, safety and environmental matters;
- 3.1.3. To:
- i) improve the efficient use of natural resources, including energy;
  - ii) Minimize waste streams and emissions, ensure safe disposal of Industrial and Chemical waste and other hazardous material; and
  - iii) Implement effective recycling programs in our manufacturing operations, through the use of locally set continuous improvement targets;
- 3.1.4. To utilize innovative design and engineering to reduce the environmental impact of our products.
- 3.1.5. To ensure that a systematic review program is implemented and monitored at all times for each of its operations, with a goal of continual improvement in health, safety and environmental matters.
- 3.1.6. Each of the Company's operations shall develop and implement site specific health, safety, industrial hygiene, emergency preparedness and environmental policies and action plans for their operations consistent with the foregoing principles.
- 3.2. All employees shall be made aware of the foregoing objectives and principles and shall be required to incorporate and abide by the spirit of such objectives and principles in carrying out their responsibilities.
- 3.3. The Company is committed to provide the necessary support to ensure that the foregoing objectives and principles are fully achieved.

### **4. HEALTH, SAFETY AND CORPORATE SOCIAL RESPONSIBILITY**

#### **4.1. Purpose**

- 4.1.1. The Company endeavors to comply with local regulations, related laws, and internal rules, exercise sound and fair corporate practices, earn the trust of stakeholders such as customers, shareholders, employees, business partners, and society. The Company will maintain constructive relationships with administrative bodies, remaining politically neutral and complying with laws, and will not engage in relationships with individuals or companies that threaten social order or safety.

#### **4.2. Customer Satisfaction**

- 4.2.1. The Company provides valuable products and services with superior quality and safety to society, endeavoring to increase the satisfaction and trust of our customers and contributing to the healthy development of society.

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**4.3. Employee Relations**

4.3.1. The Company will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

4.3.2. The Company will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

4.3.3. The Company is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

4.3.4. Keep your working environment safe including culture of wearing safety equipment, keeping work areas & emergency exits clear and ensuring a hygienic and safe working environment etc.

**4.3.5. Respect for Human Rights**

4.3.6. The Company respects diversity and individual human rights and provides a healthy and safe working environment in which all persons receive fair treatment without discrimination. It will also oppose enforced and child labor and respect fundamental human rights as well as workers' rights.

**4.3.7. Environment Safety**

4.3.8. The Company is committed to environmental protection.

4.3.9. The Company recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

4.3.10. All employees are responsible and accountable for contributing to a safe working environment for fostering safe working attitudes and for operating in an environmentally responsible manner.

4.3.11. The Company will proactively engage in environmental efforts and work to protect the natural environment as these are common issues for all of mankind.

**4.3.12. Stakeholders Relations**

4.3.13. The Company will engage stakeholders clearly, honestly, and respectfully.

4.3.14. The Company is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, and employees, indigenous peoples and governments regulators.

**4.3.15. Business Ethics and Transparency**

4.3.16. The Company will conduct its business in a transparent, honest, and ethical manner.

4.3.17. The Company recognizes the importance of protecting our entire human, financial, physical, informational, social, environmental, and reputational assets.

4.3.18. The Company will advise its partners, contractors and suppliers about Corporate Social Responsibility Policy and will work with them to achieve consistency with this policy.

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- 4.3.19. The Company will communicate extensively with customers, members, employees, business partners, and society and disclose business information in a timely and fair manner. It will also conduct reliable financial reporting through accurate accounting processes.
- 4.3.20. **Responsibility of top management**
- 4.3.21. Top management and employees in managerial positions within each department must understand that they play an essential role in fulfilling the spirit of this policy and thus, in addition to leading by example, they must ensure that this information is disseminated to everyone in the Company and all related parties.
- 4.3.22. Management must always strive to understand the opinions of those both inside and outside of the Company to develop a sound internal framework that ensures that the spirit of this policy is upheld. If any incident occurs that violates this policy, top management will demonstrate, internally and externally, their determination to solve the problem and strive to identify the cause and prevent its recurrence.
- 4.3.23. Furthermore, they will uphold information disclosure and accountability obligations. They will specify the authority and responsibility of each manager and employee and deal rigorously and objectively with all people involved in the matter, including top management.

## **5. MODIFICATIONS**

- 5.1. The Board shall upon recommendation of the CEO annually review the provisions of Environmental, Social and Governance (ESG) Policy including health, safety and Corporate Social Responsibility and shall suggest improvements in it as and when deemed necessary.

## **6. VERSION CONTROL**

- 6.1. This version shall supersede the previously adopted policy on, if any, Environmental, Social and Governance (ESG) including health, safety and Corporate Social Responsibility.

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