



SOCIAL POLICY

We are committed to provide all the rights to our workers as per applicable Pakistan National/Local Labour Laws, other requirements subscribed by organization, customer/retailer and ILO Conventions (01,29,87,98,100,111,102,116,131,135,138,146,155,164,159,169,177,181,182,183) and: -

- Universal Declaration of Human Rights
- The International Covenant on Economic, Social, Cultural Rights, Civil, Political Rights
- The United Nations Convention on Rights of Child
- United Nation Convention on Elimination of All Form of Discrimination Against Women
- The United Nation Convention on Elimination of All Forms of Racial Discrimination.
- UN Guiding Principles on Business and Human Rights
- Ten Principles of United Nations Global Compact (UNGC)
- OECD Due Diligence Guidance for Responsible Business Conduct
- ILO Code of Practice on HIV/AIDS and the World of Work

We continually improve our social management system for the betterment of our stakeholders.

This policy will be communicated to all staff, contractors, suppliers, and stakeholders and available for the public.

**Head of CSR,
Compliance & Systems**