

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

When talking about Corporate Social Responsibility (CSR), we mean the desire to reconcile the Company's effort and competitiveness, integrating a commitment to social development, solidarity and improving the environment.

At SSML, we care about these values, reviewing our management policies, integrating sustainable development principles and implementing socially responsible behavior applied to different policy areas.

We operate as a responsible Company and act in the interests of our clients, suppliers, employees and environment.

CLIENTS

At SSML, we are committed to quality, excellence and customer satisfaction. In order to improve the quality of service, we ensure to meet the expectations of our customers and their complete satisfaction. The SSML Quality Management Program includes surveys and audit process conducted regularly both internally and through external companies.

SUPPLIERS

We work and collaborate with leading industry suppliers that meet a code of ethics and respect for the environment. We strive to provide equal opportunities and encourage the purchase of local and national products, always under strict environmental control of raw materials. For each one of them and for the most important products, we ask for the appropriate technical specification.

We care about energy saving by purchasing low-power light bulbs and using LED technology. The products we use are mostly of recognized brands, companies committed to the environment and immersed in Quality Policy and recognized Certifications like ISO, etc.

ENVIRONMENT & SOCIETY

At SSML, we work to contribute to sustainable development and protect the natural resources of our environment. We promote awareness, training and dissemination of good environmental practices among our customers, suppliers and employees. The goal is to instill a sense of energy and water savings. We have been successful in a way that this activity is also carried into the homes of our employees.

Saving natural resources, water and energy.

- Monitoring of leakage control and efficient use of water and energy.
- Turning off lights, fans, closing refrigerators, air conditions or other electronic equipments when not in use.
- Use of energy saving lamps, lighting using white light energy-saving bulbs and energy-saving LED systems.

Severe energy crisis in our country is not only adversely impacting the national economy but also is a matter of depression for general public as long hours of load shedding of electricity has disturbed peaceful lives of the citizens. SSML has shared national burden by investing millions of Rupees in the power generation facilities through gas generators.

At SSML, we always ensure to be a responsible corporate citizen and assist government through timely deposit of taxes and other duties in government treasury and contribution to society through donation and other payments of similar nature.

In addition to above, SSML has also formed and implemented a specific program for HSE (Health, Safety & Environment).

EMPLOYEES

At SSML, we value people. We believe and work for them. We know that the foundation of our company is its human capital. This is why measures are taken to ensure the motivation and involvement of our employees.

Our system of recruitment, hiring, compensation, professional development, participation ensures equal opportunities and nondiscrimination. We ensure the basic measures of health, safety and risk prevention, in addition to implementing the measures necessary to ensure good working atmosphere. We provide tools that foster transparent and bidirectional communication.

Few of the initiatives that have been undertaken in this regard are as follow:

- To offer market-based remuneration packages and bonuses to employees to motivate and acknowledge their valuable services.
- Provision of family and single accommodation to most of the employees in the colony of the Company.
- Provision of food on subsidized rates to all regular employees of the Company.
- Training of employees for firefighting equipment, first aid procedures and evacuation drills.

The Company has also developed a code of conduct to ensure ethical and regulatory compliance while conducting business. Employees are fully aware of the code of conduct.

SHAHTAJ SUGAR MILLS MODEL HIGH SCHOOL

To strengthen its relationship with employees and local community, Shahtaj Sugar Mills Ltd. has setup a school up to 10th standard which is recognized by the Board of Intermediate & Secondary Education Gujranwala.

Educational Sponsorship / Scholarship

SSM provides financial support to eligible students (employees' children) through scholarships.

Internship and Training Opportunities

SSM offers internship and training programs for students allowing them to gain practical experience in various fields related to sugar industry.

DISCLOSURE:

As per the requirement of the clause 35 of the Code of Corporate Governance Regulation 2019, this policy has been placed at Company's website.