

**SERI SUGAR MILLS LIMITED**

HEAD OFFICE : 1ST FLOOR, HASSAN ALI CENTRE, OPP. M. W. TOWER, M A JINNAH ROAD, KARACHI-74000.

Phone 243-7828  
243-9630  
Fax 241-3600

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**Message from Chairman, Seri Sugar Mills Ltd.**

M/s Seri Sugar Mills Ltd. is the first company in Pakistan which embraced the idea of Global Compact put forward by Mr. Kofi Annan, the UN Secretary General. The Global Compact has now emerged as the largest global network of companies from a majority of the world states. Even in Pakistan, through its ten principles the message of Global Compact has attracted more than 62 companies, out of which 51 have become members through the initiative of Employers' Federation of Pakistan of which the undersigned is also the President.

Seri Sugar Mills has been in business for the last 10 years. It is not a very large company and employs only 150 permanent workers and about 600 seasonal workers. It has always recognized its moral and social obligations towards its employees and the society. We are committed in making Global Compact part of our strategy at the Seri Sugar Mills.

We are communicating to show our desire to work towards the implementation of the principles of the Global Compact at the Seri Sugar Mills.

A handwritten signature in black ink, appearing to read "Ashraf W. Tabani".

Ashraf W. Tabani  
Chairman  
Seri Sugar Mills Ltd.

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243-9830  
Fax : 241-3600**COMMUNICATION ON PROGRESS****THE TEN PRINCIPLES****HUMAN RIGHTS**

It is a policy at the Seri Sugar to treat the employees decently. This policy is also spread outward. Seri Sugar being an agri-based industry has its policy influence over the raw material supplier from the rural areas.

**LABOUR**

Seri Sugar respects the Fundamental Principles and rights at work. There is complete freedom of association and the management, respects the options exercised by individuals. As a matter of policy we do not employ Child Labour. We are against forced and bonded Labour. The company does not discriminate between employees on race, caste or religious basis. The company enters into regular 2 yearly agreements with the Collective Bargaining Agent (CBA) which ensures a peaceful and cooperative industrial environment.

**ENVIRONMENT**

Seri Sugar provides a healthy environment at the plant. The raw materials used and the products itself are not injurious to health.

We do take care of the health needs of our workers.

**GENERAL****Education:**

The Directors of Seri Sugar Mill Ltd. take a keen interest in education. Our Chairman is the Chancellor of the Institute of Business Management which is a University and awards degree in

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BBA and MBA as well as post graduate degrees. Our Chairman is also a member of the Board of Governors of the Ziauddin Medical University which awards degree in M.B.B.S in various medical disciplines. Besides this, we also help in providing tuition fees to students in need.

#### Community support

The company helps the local administration in the district where the factory is located in carrying out welfare work to benefit the local farmers.

#### CSR

The company faithfully implements the Code of Corporate Governance voluntarily.

#### Donation

The company donates generously to hospitals, Blood Banks, Handicapped children and provides stipends to needy widows/orphanages.

It provides material and financial support to people affected by the earthquake in Northern Pakistan in October 2005 particularly the workers of the company who are residents of the quake affected region.