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## **SERI SUGAR MILLS LIMITED**

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

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

Seri Sugar Mills Ltd., being the first company in Pakistan which embraced the idea of Global Compact, has been in business of manufacturing sugar for the last 13 years. Seri Sugar is not a very large company and employees 200 permanent employees and about 500 seasonal workers including the daily wages, apprentices, etc. It has taken care of its moral and social obligations toward its employees and towards the society particularly the area where the factory is situated as the residents of the area are mostly illiterate and the employment is very restricted, and preferably appoint local persons.

Sugar industry in Sindh has been under crisis, but even then Seri Sugar has been adhering to its policy towards its social responsibility, inspite of the difficult time.

*Fauze Taban*  
**Director**

For Seri Sugar Mills Ltd.



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## **Communication on Progress** **Ten Principles of the Global Compact**

### **1. Human Rights:**

Seri Sugar is not only attending to human rights of its permanent employees but also to its seasonal and daily wages employees. Being an agro based industry it takes care of farmers and sugar cane (raw material) suppliers to the Company to extend and sugar cane (raw materials) more facilities i.e., prompt payment, waiting time curtailment, attending to the difficulties faced by them, and paying them the competitive prices.

### **2. Labour:**

During the period under review the agreement with the Collective Bargaining Agent (CBA) was signed by accepting the most of the demands, providing more benefits and facilities to them, resulting into the substantial expenses to the company, though the sugar industry in Sindh Zone has been in crisis for couple of years.

Child labour employment is fully prohibited and the policy is followed very strictly.

### **3. Environment:**

To counter and avert pollution the company spent very substantial amount on improvement, modification etc, in the plant & machinery. It also took care for preventing the accidents which may result into fatal incidents.

### **4. General:**

#### **❖ Education:**

Seri Sugar Mills encourages the training and education. It sponsors the employees to attend the seminars and short courses arranged by outside institutions for furtherance of the knowledge for the benefits of the employees.





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### ❖ CSR:

Seri Sugar is fully aware of its Corporate Social Responsibility (CSR) and takes care of the area where the factory site is situated. The residents of the area are mostly uneducated and illiterate. There is no other industry in the area, therefore, the availability of employment is much restricted. Seri Sugar's policy is to provide the employment to the local residents and provide transport etc. to employee's facilities.

### ❖ Donations / Financial Assistance:

Seri Sugar policy for financial assistance to hospitals, blood banks, handicapped children, stipends to need is continuing with the increase in the quantum.

