



Communication on Progress

Year: March 2012-February 2013

STATEMENT OF CONTINUED SUPPORT

Hashwani Hotels Limited is a prominent player in the hospitality industry in Pakistan. It assumes a responsible role towards the United Nations' Global Compact principals, and for playing its part in the social uplift of the country through meticulous business practices. The company's commitment to the UNGC ten principles is enumerated below.

Our business strategy is found on the principle of being a responsible corporate citizen, entailing in it a culture of human rights recognition, labour best practices, healthier working environment and transparent business. The strategy is persevered to prevail through practices that harbour change in mindsets, translated by operational plans and results measurement. A tone at the highest level in the organization is set, manifested through behaviour and implemented through policy.

Steps towards developing a nurturing environment for the company's social responsibilities as a corporate citizen thus emanate from this strategy, which are reflected in the company's interaction with its stakeholders. Resultantly, our organizational culture crystallizes to adopt the principals as its corner-stone.

We take this opportunity to re-assure our commitment to extend the golden principles to our culture, our values and our reach. This way, we hope to play our part in giving rise to an environment that breeds ethics and morality in the corporate sphere in the country and beyond.

March 12, 2013; Muhammad Akhtar Bawany
Executive Director

Contact: Mohammad Amir

Email: mamir@hashoogroup.com

Phone: 92 51 2878654

Fax: 92 51 2878655

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Actions	Actions taken
	<p>The company believes to support human rights within its own environment and the environment of its stake holders, which is done through policies, interaction and setting examples.</p> <p>Hence, key constituents of fundamental rights of human being, not limited to but including freedom of speech and thoughts, having social and religious associations, seeking growth and furtherance in the economical sustenance, practising different cultures, and living in a safe environment are nourished through all levels in the organisation.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Satisfaction and motivation among employees and a resulting conducive work environment followed by increased commitment on part of staff flows from these practices, which also increase productivity and augments results. Satisfaction of being an engaged corporate citizen is and added advantage</p>

PRINCIPLE 2		BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Actions	Actions taken	
	The human resource function ensures that instances of undesirable practices calling into question the sanctity of human rights are strictly deterred. It is ensured to provide a congenial and healthy work environment to staff. No endorsement of concepts/ products labelled as violating human rights is made. In a similar fashion, the rights to freely earn livelihood and practise different cultures/ religions is granted with complete openness.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	Greater employee satisfaction is harvested through practising these principles, that result in increased productivity, in addition to furthering the company's image as conformant to these best practices.	

PRINCIPLE 3		BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING	
Actions	Actions taken		
	The company recognises the bargaining rights of its employees. Union activities are supported and encouraged and collective bargaining agreements with labour unions are in place. Unions are consulted in all decisions relating to them, while allowing them to peacefully carry out their activities. Financial support is also provided to the unions to run their errands.		
Outcomes	Measurement of (expected) outcomes and value added for our company		
	The message of respect that is passed onto employees through the above mentioned activities boosts their morale, yielding their devotion and loyalty, which result in manifold favourable consequences for the company.		

PRINCIPLE 4		BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Actions	Actions taken	
		The formal hiring mechanism, criteria and policies defy chances of forced and compulsory labour. While engaging third parties such as contractors, it is also ensured that they are not indulged or abet such practices. There is a transparent mechanism for remunerating the employees that subsides any possibility of labour exploitation.
Outcomes	Measurement of (expected) outcomes and value added for our company	
		Beyond anything else, the company's policies and practices of eliminating forced labour enable the company to have a meritorious human resource, which works with free will and motivation, resulting in higher efficiency and productivity. Also, by doing so, the company sends out a message to the masses to abolish forced and bonded labour, and hence plays its part.

PRINCIPLE 5		BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR	
Actions	Actions taken		
	In the true spirit of national legislation, child labour is strictly prohibited in the company. Hiring policies and procedures have been devised such that the concept of child labour is uprooted. Likewise, business associations and partnerships are made while giving this aspect due consideration. Awareness activities are also carried out within the organisation.		
Outcomes	Measurement of (expected) outcomes and value added for our company		
	A responsible act on this front by the company is believed to extend the concept of eliminating child labour in the society. This also ensure the company quality workforce, resulting in better productivity and employees trust.		

PRINCIPLE 6		BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
Actions	Actions taken	
	The company's staff is diverse and comes from a variety of creeds, beliefs, culture, and from both the gender. The aspect given paramount importance in the hiring decisions is merit. After hiring, equal opportunities to learn, grow and excel are provided to all employees, disregarding anything else. Similarly, remuneration criteria are also alike.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	The practices enable the company to build a talent pool that stands solely on individuals' capabilities. This enables the company to pursue its objectives more rigorously and more meritoriously. It also enables the company to lend a hand in the social and economic uplift of the various sects of the society whose people it employs, grooms and remunerates.	

PRINCIPLE 7		BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
Actions	Actions taken	
	The company is fully cognisant of its responsibilities towards the environment. Measures to this end include proper waste disposal, sensible energy utilisation by using latest technology, committing to greener environment and conducting regular awareness programmes. Environmental campaigns are also run in collaboration with the localities.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	Leading by example in this important area is believed to capitalise benefits on a large scale. In addition, in this age of scarce resources and high inflationary trends, such practices are believed to yield cost savings for the company as well. These practices also add to the company's image as a responsible member of the society.	

PRINCIPLE 8		BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY	
Actions	Actions taken		
	Regular initiatives towards environmental responsibility are undertaken by the company. Energy conservation is achieved through various method including energy efficient equipment, energy monitors and improved designing. Proper waste treatment is done. Plantation is also done to improve the subtleness of the environment. Noise pollution is minimised as an industry prerequisite. Social events are organised to improve the conscientiousness of local communities.		
Outcomes	Measurement of (expected) outcomes and value added for our company		
	A safer environment is believed to yield long term benefits. In addition, it also enhances the ambiance, increasing customer satisfaction, resulting in more business in addition to cost savings.		

PRINCIPLE 9		BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES	
Actions	Actions taken		
	This includes: <ul style="list-style-type: none">• Usage of latest machinery and generators to reduce noise.• Improved design of premises to reduce usage of electrical energy• Considered illumination on the outside of buildings, installation of energy efficient LEDs, installation of energy saving meters at various areas, and usage and usage of heavy electrical equipment only on need basis are applied.• Using advanced sewerage treatment methodologies		
Outcomes	Measurement of (expected) outcomes and value added for our company		
	These measures save the company valuable financial resources. In the longer run, it is hoped that these will contribute to generation of a responsible environmental culture in the society, to efficiently utilise energy.		

PRINCIPLE 10		BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
Actions	Actions taken	
		Morality and ethics lie at the bottom of the company's operations. Under this umbrella, it is strived to take integrate decisions to the best interest of stakeholders. True reporting of results, protection the company's assets, avoiding indulging in the unethical practices of extortion and bribery, fulfilling contractual responsibilities, abiding by the prevalent legislation, and observing financial discipline are some of the hallmarks of the business conduct. Procedures are put in place to further the objectives in this regard.
Outcomes	Measurement of (expected) outcomes and value added for our company	
		Best business practices avoid any downcast repercussion of unethical practices by preventing them in the first place. This enhances stakeholders' confidence and brings forth the true value of a company and its employees, thus improving results based on financial and non-financial parameters.

How do you intend to make this COP available to your stakeholders?
We intend to publicise our commitment by putting it on our website.