United Nations Global Compact

Indus Motor Company Ltd
Communication on Progress 2008

Message from the Chief Executive Officer

As a good corporate citizen, Indus Motor Company recognizes its responsibility to act ethically and carefully within the communities in which we conduct our business operations. We believe in a shared responsibility towards maintaining and furthering the principals of the Global Compact, and made our selves accountable, through our first Communication on Progress via our Annual Report 2007 and the Company's Website, by reporting what we had accomplished throughout the year.

The United Nations Global Compact is the largest corporate citizenship in the world comprising of over 3,000 companies from 100 countries as well as 700 civil society and international organizations. It is engaged in initiatives to promote responsible corporate citizenship, ensuring that business is part of the solution to the challenges of globalization.

The Global Compact is a voluntary initiative and it seeks member companies to embrace, support and enact, within their sphere of influence, its ten principles covering Human Rights, Labor Standards, the Environment, and Anti-Corruption:

There are a number of benefits to our company in becoming a member of the UN Global Compact which include being seen as demonstrating leadership by advancing responsible corporate citizenship, producing practical solutions to contemporary problems in the automobile industry and related sectors concerning sustainable development and corporate responsibility in a multi-stakeholder context.

Other benefits include managing risks, by taking a proactive stance on critical issues, accessing the UN's broad knowledge in development issues, leveraging the UN's global reach and convening power with government, business, civil society and other stakeholders as well as sharing good practices and learning.

As CEO, I am pleased to inform you that our UNGC-COP 2007 has been recognized as a 'Notable COP' by the Global Compact Office. I am also satisfied with what we have achieved in the year 2008 as a member of the Global Compact and attached herewith is our second Communication on Progress. The level of awareness in our staff of the universal social principles has improved and so has the commitment they have shown in advancing them.

We continue to support the Global Compact and its 10 Principles. There is much still to be done, and Indus Motor Company remains committed to building a better world and a more sustainable global economy.

Parvez Ghias
Chief Executive Officer
Indus Motor Company, Limited

January 2009

Global Compact - Communication on Progress

Principle 1

To support and respect the protection of Internationally proclaimed human rights

Commitment: Indus Motor Company respects and honors the human rights of people involved in its operations. Through our social responsibility program, "Concern Beyond Cars," we also support the right to education, health care, and basic facilities for the community.

Management Systems

Safety				Health		Industrial Relations and Employees		
Actions								
Safe Working Conditions	Employee Transport Safety	Customer Vehicle Safety	Road Safety campaigns	Healthy Environment for Employees	Basic Health and Education Facilities	Fair Investigation procedures	Quality of life and entertainment actions for the internal public	Employees Survey
Performance								
• We ensure that our employees are provided with a safe working environment. Personal protective equipment is provided to employees as per their job requirements. • We implement the Japanese 5S concept which stands for Sifting Sorting, Sweeping, Spick/Span and Supreme Attitude. These five elements mainly focus on improving cleanliness and working condition. Top Management conducts 5S walks of the plant and work places and audits against standard at regular intervals. Each year, a champion is announced and awarded a 5S Trophy. • We have started implementing KI-J (Kaizen Initiatives through Jiritsuka - Self Reliance). KIJ is a Safety Philosophy of Toyota Motor Corporation that strives to stop fatal or near fatal accidents. • Periodic checkups of fire extinguishers, fire alarms, sprinkles, etc. • As a Toyota affiliate, we endeavor to Follow Toyota Motor Corporation (TMC) Global Safety Standards and are subject to their audit. • A Joint platform has been established within the Toyota network in which every plant shares safety examples and accidents to take proactive measures for prevention. • All IMC employees are insured while traveling either locally or internationally. • IMC SHE (Safety Health Environment) activities are part of new employee orientation and ATM's (Assistant Team Member) classroom training module.	• We provide pick and drop transport to all employees. All our contractor drivers have attended safe driving courses and are given regular safety briefings. There is a coordinator in every van to monitor and report any unsafe driving practices, travel route issues, vehicle or employee complaints regarding transport. • Wearing seat belt is mandatory for company transport drivers and employees using vehicles. • Use of mobile phones is prohibited while driving.	• Standard operating procedures to ensure that shipping quality audits, proper transportation, insurance and vehicle delivery inspections at dealerships is done. • All vehicles are insured during transit.	• Our Company has a CSR slogan, "Concern Beyond Cars", and as a good corporate citizen, we have undertaken several initiatives for Road Safety as mentioned in our website. These initiatives involve different stakeholders in various sectors including, government, and private organizations, NGOs, schools, Corporate, Health, Education, Traffic, Engineering and Law Enforcement.	• Our Company has 'Green Areas' where we continuously plant trees. Starting from a desert, over 6,000 trees have been planted in the factory premises. • In line with ISO 14001, we provide excellent working conditions. Exercise is encouraged before start of work at the shop floor. We support sports and other healthy activities. •.Use of natural lighting at the plant. • Installation of large exhaust fans to improve air circulation and lower temperature on a production line for better working conditions.	• Our Company follows the Basic Health Factory Act, which includes factory hygiene, employee personal hygiene, environment, vaccination, emergency medical assistance, employee hygiene cards and periodic medical checkups. •. Annual vaccination of Hepatitis B for Team members and Apprentices. • We have common cafeteria for all employees where nutritious food at subsidized rates is served. • Distribution of milk, bread, juices, and high energy foods is provided to production workers as per operational best practices. • Drinking water is filtered, cleaned and regularly tested to ensure fitness for human consumption. • Hospitalization insurance and life insurance coverage is provided to employees. • Employees Financial Assistance Committee meets at least once a month to provide financial assistance to employees for illnesses or accidents not covered by insurance or hospitalizations cover, educational expenses, etc. • Under the Social Security Ordinance and Education CESS we make contributions to these institutions for educational assistance to the children of permanent workers. • We contribute to EOBI (Employees Old Age Benefit) institutions. • Scholarship Scheme through WWB (Worker Welfare Board) for 80 workers in process and the numbers will increase every year. • IMC Scholarship Scheme for staff children upto higher education. • Dowry Grant for Non-Management employees daughters. • We encourage and provide apprenticeship training as per Apprenticeship Training Ordinance, for the new entrants between the ages of 18 to 25 years. Over 700 apprentices have been trained and absorbed in our Company.	• The Company follows the Industrial and Commercial Employment (Standing Orders) Ordinance 1968, which contains the procedures for disciplinary actions against misconduct. Investigations and disciplinary actions at Indus protect employees' rights, ensure fair treatment and the opportunity to be heard.	• Family Day is held annually in which over 4,000 employees and their families participate. • Road Safety Walks, medical camps, food distribution and other CSR activities in which employees volunteer time. • Kaizen Conventions in which work teams have an opportunity to present improvement projects before the entire Company. This enhances respect for employees and acknowledges their achievements. • The company has instituted a policy in which 2 team members are selected by ballot to perform Company sponsored Hajj every year. • IMC encourages Sports and health activities, like Inter Department Cricket Tournament which was recently held and every department participated in it. IMC also has an official Cricket Team, which takes part in various tournaments. • All departments are allocated with an annual entertainment budget for staff welfare and entertainment. • Every department at IMC regularly holds departmental picnics to increase motivation and for team building. • LFA for non-management employees is also provided in addition to the monthly compensation.	• Employee satisfaction surveys have been conducted to improve our working environment. Results of surveys are used to make improvements leading to higher employee satisfaction. • Staff Canteen and Company Transport Surveys are regularly done, recently conducted in Nov 2008. Results of survey are used to make positive improvements in the standard and quality of service and food. • IMC participated in the TMC Global Employee Morale survey (conducted annually) which covered all regional TMC affiliates. The survey results were very encouraging in terms of employee satisfaction, commitment and pride in the brand. Interactive sessions with diverse employee groups were held after the survey to work towards continuous improvements. IMC's top team participated in these sessions.

Management Systems

Industrial Relations and Employees			Community and External Publics		Safety
Actions					
Preventing forcible displacement of individuals	Employee Achievement Recognition	Employment policy for disabled people	Protect economic livelihood of communities	Supplier/Contractor pre qualification requirements regarding human rights	Use of Security Services to protect operations. Standards for use of force are respected
Performance					
• Displacement according to prescribed Labor Law i.e. Standing (Orders) Ordinance 1968. There is no reported case of forcible displacement.	• CEO's Best Attendance Award for employees for (three years). • Best Attendance Award for one year. • Attendance incentives (monetary benefits) are offered which have led to 7% increase in attendance. • Long Service Award. • Special Farewell parties for retiring employees. • Recognition and mention of outstanding employees who have contributed at various milestones.	• Our Company follows the Workmen Compensation Act in matters related to disability. Alternate job assignments are given to employees who are handicapped or who suffer service disabilities.	• Community Services such as weekly free food distribution, free medical facility and educational scholarships and material for under privileged communities around the plant. • Donation of Books and School Bags to the under privileged. • Efforts are made to recruit local people that meet our specific skill sets.	• Every supplier or contractor has to pass the pre-qualification criteria to be a business partner with IMC. • Every contractor is advised to meet IMC's and SHE (Safety Health and Environment) requirement. • Principles of transparency, fairness and equal opportunity for qualified and capable suppliers and contractors are followed.	• For safe working environment, the Company employs security services. • A standard operating procedure, with communication and command levels has been established to meet security, accidents, natural calamities and other high risk situations. • Safety handouts for Safe Traveling are provided to foreign travelers and visitors to IMC.

Principle 2:

To avoid complicity with human rights abuse.

Commitment: Indus Motor Company is committed to avoiding complicity with human rights abuse in all areas of operations.

Management Systems

Ethics		Employees	External Public	
Actions				
Our Vision and Values aspire the Company to be the Most Respected, and as a good corporate citizen, Indus expects its employees to uphold and enhance the reputation of the business by:	The Company Statement of Ethics asks employees to maintain an environment that is free from harassment and in which all employees are equally respected. This means any action that creates a hostile or offensive work environment e.g. sexual harassment and any disparaging comments based on gender, religion and race or ethnicity, are prohibited.	Equal opportunity programs	Vendor / Supplier pre-qualification	Education, research, health and community development programs with NGOs
Performance				
• Maintaining a high level of integrity in all business relationships, both inside and outside the Company. • Fostering the highest standards of conduct and competence amongst those for whom they are responsible. • Ensuring transparency in business transactions, and rejecting any business practice which might be deemed to be improper. • Promoting fair business practices and ensuring compliance with regulatory and legal requirements.	• Statement of Ethics is signed by each employee. • Complaint tracking is done to ensure intervention and countermeasures. • Compliance with Standing (Order) Ordinance 1968. • We believe in open environment and respect for people. • Every year the Code of Ethics is reviewed for any updation. • Violations of Code of Ethics are viewed seriously and have resulted in disciplinary action and in some cases led to termination of service.	• Female employees are given equal opportunity in all aspects of employment including international assignments and trainings. We have female employees in various functions, including engineers in our manufacturing departments. • There are Equitable Career paths and growth opportunities for female employees.	• We encourage all vendors and suppliers to be ISO 9001 Certified or have an acceptable Industry or Trade certification.	• Our Company has sponsored research on Road Traffic Injuries to identify and eliminate causes of road accidents. • Our CSR projects help foster the right of children to basic education and health. • Give scholarships to children pursuing Primary and Secondary education.

Principle 3:

To uphold the freedom of association and the effective recognition of the right to collective negotiation.

Commitment: Indus Motor Company believes in freedom of association and the right of collective bargaining of all its workers. We believe in taking a proactive approach to employee issues.

Management Systems

Industrial Relation and Employees				
Actions				
.-Freedom of Association: Number of Employees represented by Labor Unions .-IMC employees are represented by Labor Union .-Workers are able to form a trade Union of their choice without fear of intimidation or reprisal	Using collective bargaining for addressing working conditions and terms of employment and relations	Union Charter Signing	Freedom of union to protect employee interests without management recrimination	Cases related to Unions and how they were decided
Performance				
• The Company complies with Industrial Relations Ordinance 2002 wherein employees are free to join any trade union of their choice. • The Company has one registered Trade Union comprising of 723 employees represented by 8 Collective Bargaining Agents (CBA).	• CBA along with their stewards and Union members coordinate with the management for improving their working conditions and other job related issues. • The Union has the right to negotiate for its demands related to working conditions as per the Industrial Relations Ordinance. • Collective bargaining has provided employees with better benefits and working condition while also enhancing their morale and productivity.	• On the expiry of the last agreement on March 31, 2007, a new agreement was signed in July, 2007 for the period upto March 31, 2009 by the union and management in a win-win situation and in record time.	• Union activities are governed by the Standing Ordinance 1968 and Industrial Relation Ordinance 2002. • The Company complies fully with the law for all cases pertaining to disciplinary action and termination of employees, including any members of the union.	• No cases related to Labor Unions reported during the year. • Industrial relations and organizational climate is very cordial.

Principle 4:

To eliminate all forms of forced or compulsory labor.

Commitment: Indus Motor Company forbids any form of compulsory labor in any of its areas of operations, or by any of its business partners

Management Systems

Employees			Business Partners	
Actions				
Employment contracts state terms and conditions of service, voluntary nature of employment, freedom to leave and any penalties associated with departure or cessation of work	Record of checking lowest wage rate against regulated amount	Third party audit of supplier/contractor/vendor labor conditions	Supplier Registration	Vendor, Supplier and Business Partnership contract: Contracts are executed with suppliers after they confirm that they are not using any form of forced labor in the supply chain
Performance				
• Employment contracts do not violate any human rights or labor laws. • Either party can terminate employment contracts within the notice period. • Exit Notice period varies from 30-90 days. • Exit Interviews are taken to solicit feedback.	• All workers in the Company are above minimum wage as specified by the government and are paid competively according to market conditions.	• Basic Employer is responsible for encouraging and ensuring all vendors and contractors to fulfill their legal requirements regarding the health and safety of their employees and workers according to the Law of Land. • No supplier has been excluded because of forced labor issues.	• Supplier are selected after they confirm the legitimacy of their labor practices and no forced labor.	•Contracts executed have this provision.

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Principle 5:
To effectively abolish child labor.

Commitment: Indus Motor Company forbids engagement of any form of child labor in any of its areas of operations, or by any of its business partners.

Management Systems

Employees		External Public	
Actions			
Failsafe documents and procedures for preventing under-age employees	Third party audit of labor conditions	Suppliers/contractors, vendors and other business partners' pre-qualification requirements regarding human rights and child labor	Program for community children to keep them out of workforce
Performance			
• All our permanent workers and apprentices are in the category of an adult person in accordance with The factories Act 1934 and no under-age employee is hired. • To prevent under-age hiring, at the time of their induction, the ages of all employees and apprentices are confirmed through their Matriculation Certificate, Form 'B' of NADRA (National Database) or Birth Certificate or National Identity Card. • No underage employee is working in the Company.	• Regular third party audits are conducted by the Labor Directorate which covers health and safety, working hours and environment and other requirements of the Labor Laws.	• All contractors are liable to fulfill their social security and human rights requirements as prescribed by different laws, including prohibition of under-age workers. • Company's employees visiting suppliers and vendors are encouraged to visually observe and report non-compliance with any laws to the Company's management.	• Food distribution in neighboring communities and scholarships for under privileged children pursuing education. Distribution of School bags and books free of cost in neighboring communities.

Principle 6:
To eliminate discrimination in employment and occupation.

Commitment: Indus Motor Company supports equal employment opportunities, diversity and inclusion for its employees and does not discriminate against them. The Company strives to ensure a safe and healthy working environment for all employees.

Management Systems

Employees						External Public	
Actions							
Ensure equal access to employment by women and minorities	Workforce Diversity	Career Plan: Discrimination in staff promotions	Maintenance of the Code of Ethics	Ethics Committee aims to analyse possible violations of the Code and directs the most serious cases to senior management for action	Avoid systematic applications of job requirements that disadvantage certain groups	T-TEP (Toyota Technical Education Program) Apprenticeship Programs	Programs and partnerships to aid minority suppliers, contractors, vendors and business partners
Performance							
• IMC endeavors to be an Equal Opportunity Employer. Women and minorities are offered jobs in the Company without any discrimination. Minorities are given special holidays in accordance with their religious customs.	• 2008 Workforce Total Work Force =2030, including Apprentices = 724 Women = 29 Minorities = 23 • Average age: Team Members = 27 yrs Management = 35 yrs • The nature of our operations and plant location discourages women in applying for jobs at IMC.	• Hiring and promotions are done on merit, professional performance and qualification. • Constant disclosure in Company's internal communication.	• Code of Ethics document is signed by all hired employees.	• In the weekly and monthly management meetings, serious violations are highlighted. • HR Committee also assists in compliance of the Code of Ethics and considers cases of violation.	• Our System ensures no disadvantage to any group.	• The T-TEP program, in collaboration with Toyota Motor Corporation, Japan and two leading institutes in Pakistan provides training in the latest automotive technology to young technicians. Graduates of this program find ready employment. 45 graduating students were hired by the Toyota Network. • Technical professional education in automobile production is provided to high school graduates in the Apprenticeship Program at our plant. Over 700 youngsters have been trained and absorbed in our Company as regular employees. • We have in-house Technical Training Center and develop multi-skilled workers. • All deserving students from universities are eligible to apply for meritous internships at IMC without any discrimination. • Desirous students from recognized universities are encouraged and provided support in their research projects with IMC. • Plant Tours especially aimed at university students are also carried out.	• Some Business Partners and suppliers belong to minorities and as we are an equal opportunity buyer, they have equal rights. • The Company operates a Vendors Development Program where vendors can obtain financial, technical, managerial and other assistance without any discrimination. Study tours are conducted for vendors to foreign manufacturers so that they can see and learn by observing onsite (Genchi Genbutsu). • SPTT (Supplier Part Tracking Team) consisting of IMC and TMC representatives visit vendors as a project to monitor vendor performance. • SQAM (Suppliers Quality Assurance Manual) audits are routinely conducted to ensure quality. Currently 7 suppliers are audited per month.

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Principle 7:

Companies should support a precautionary approach to environmental challenges.

Commitment: Indus Motor Company is committed to actions in all areas of operations that avoid or mitigate the negative impact on the environment, complying with the National Environmental Quality Standards (NEQS)

Management Systems

Environment Management					External Public		
Actions							
Safety, Health and Environment (SHE) Steering Committee, comprising of senior management, reviews compliance requirements, approves plans and monitors their progress	Initiatives to advance environmental awareness within the Company.	Performing environmental impact Assessment	Regular Environmental Auditing, Certification and Awards	Green house gas reduction strategy	Pre-qualification of untested materials	Two way communication with stakeholders about uncertainties and potential risks	Participate in industry wide collaborative efforts to share knowledge and deal with issues
Performance							
• SHE Steering Committee, which is chaired by the CEO, meets regularly as per agreed calendar. • The formation of a Sub-committee comprising of representatives from all departments, has led to improvement of SHE practices.	• She is the top most agenda item in daily, weekly and monthly meetings. • Regular training and education programs for our employees. • Communication through Safety, Health and Environment (SHE) Visualization Boards and Talk Bulletins. • Daily Production Circle Meetings.	• We have established a procedure for identifying, recording and mitigating the environmental impacts of our operations each year. • Gas emissions from generator, Cogen and vehicles are regularly monitored. • Sound Levels are monitored on regular intervals at the plant. • TMC audit was conducted by Japanese team fromTMC for our Waste Water Treatment Plant and observations noted are being worked upon.	• Re-certification of ISO 14001 done. • Indus aims to achieve internal standards that are 20% beyond NEQ Standards. • Biannual Global EMS Audit is conducted by Toyota Motor Corporation, Japan. • Quarterly Internal EMS Audit System, in which all 16 non compliances were removed before external audit. • IMC has won the National Environmental Award for six consecutive years since the award's inception. • 1801 OHSAS is under study, which will improve Safety Standards in IMC.	• We try to enhance Ozone protection and minimize Green House Effect by continuously reducing consumption of ozone threatening Volatile Organic Compounds (VOC) constituents as well as reduction in electricity consumption. • We monitor electricity consumption on a monthly basis in various sections of the plant and every year, set electricity consumption reduction targets to contribute indirectly to CO2 emission reduction at the power plant. As a responsible corporate citizen, we minimize electrical power consumption due to the prevailing national power shortage. • The Co-Generation Power Plant has led to savings in energy and CO2 emission. The CO2 emissions have reduced by as much as 11% last year. • We tune and calibrate monthly our oven burners to reduce CO2 emissions.	• We have established a "Green Purchase Guideline" in consultation with Toyota Motor Corporation, Japan.	• Corporate Communications (e.g. Annual Report, Kaizen, Company magazine, website, press releases, notice boards, intranet, e-notices etc.). • Visits by external stakeholders, regulatory bodies, government officials, financial analysts, shareholders, etc in which they are given presentations and plant tours.	• Encourage our dealerships and vendors to get ISO 14001 certification. • Assist government and auto industry in framing and implementing EPA, Auto Policy and other regulations.

Principle 8:

Companies should undertake initiatives to promote greater environmental responsibility.

Commitment: Indus Motors Company is committed to promoting environmentally responsible thinking within the company through encouragement of better environmental friendly practices. We also believe in spreading this thinking to our extended family of suppliers and dealers.

Management Systems

Environmental Responsibility			
Actions			
.-Under the environmental section of the Company's Code of Ethics, employees are required to: .-Preserve and protect the environment. .-Design and operate the Company's facilities and processes so as to ensure the trust of adjoining communities. .-Promote conservation of resources, waste minimization and the minimization of the release of chemicals and gas into the environment	Environmental Inspection and improvement plan	Introducing, certifying and continually improving environmental management systems	Training programs
Performance			
• Code of Ethics is signed by all employees for compliance during their tenure with the Company.	• Emission aspects are identified, and EMP (Environment Management Plan) is developed accordingly. • Team from PE & M (Plant Eng. And Maintenance) inspects the plant at regular intervals. • Environmental inspection by Toyota Motor Corporation Auditors.	ISO 14001 Certified.	•We perform monthly checks and trainings throughout the entire business for complying with NEQS. • In 2007-08, 4,211 man hours of training related to SHE was conducted.

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Management Systems

Environmental Responsibility

Actions				
Energy Conservation reduction in per unit usage of utilities	Implementation of VOC Reduction Program	Reduction in usage of consumables	Minimize the Production of solid waste	Reduction in waste per vehicle manufactured
Performance				
• Achieved 4.6% reduction in Natural gas consumption per vehicle. • We have standardized the air conditioning temperature to 27 degree Celsius for our offices. • Except for basic lighting, building lights are turned off during lunch hour. • Invested heavily for building Cogeneration Power Plant, which labeled us a Self power generating company.	• VOC emissions have reduced by 12% in 2007-08. • IMC has invested Rupees 2.5 million for installation of thinner recovery facility. • Installation of regulator in reciprocator which will also reduce thinner usage.	• Reduction in volatile solvents e.g. Cleaning Thinner reduced by 46% from 2006-07 to 2007-08. • Bell Flushing Thinner reduced by 23% from 2006-07 to 2007-08.	• Promote double side use of paper for reducing paper consumption. • Reduced packing materials and introduced returnable boxes for some vendor supplies.	• Reduction of waste is 0.5 Kg per vehicle.

Management Systems

Environmental Responsibility

Actions						
Pollution prevention or Reuse/Recycling Programs	Use of recycled materials and consumables	Monitoring Underground (UG) fuel tanks	Practicing hazardous solid waste management	Elimination of Substances of Environmental Concern (SOC)	Disposal of Paint Sludge	Working with Suppliers, Vendors and Business partners to improve environmental performance and exclude environmental hazardous raw material in manufacturing of vehicles
Performance						
• Move towards paperless office environment. Concerted efforts to reduce stationary costs. • Use of recycled paper for photocopies and rough work. • Internal Memos are circulated through emails.	• 120 liters per day of Thinner recycling is being done. • Industrial water is treated in our Waste Water Treatment Plant and reused for plantation.	• Monthly checks of UG fuel tanks to avoid sand and water contamination.	• Incineration of hazardous solid waste is carried out through an external contractor. • Scrap contractors segregate scrap before disposal or resale.	• IMC has received statements from its vendors declaring the elimination of lead, mercury, cadmium, and hexavalent chromium while manufacturing parts.	• Paint Sludge is sent for incineration through external contractor.	• Most suppliers are ISO 9001:2000 Certified . • Some of our dealerships are ISO 14001 Certified and we are encouraging others to follow suit. • TMC and IMC together initiated programs to reduce SOC from our vendor and suppliers to ensure a clean working environment for employees.

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Principle 9:

Companies should encourage the development and diffusion of environmentally friendly technologies.

Commitment: Indus Motor Company is committed to the adoption of environment friendly technologies which minimize the environmental impact from its day-to-day operations and from its products.

Management Systems

Environmentally - Friendly Technology				External Public
Actions				
.-Implementation of energy efficient projects .-Research and development towards "design for sustainability" .-Programs involving technologies to improve internal energy efficiency or reduce water use.	Environment friendly product certifications Implementing Ozone protection measures	Building cars that burn cleaner fuels	Building car that emit less emissions	Support vendors for environment friendly technology transfers
Performance				
• Co-Generation Power Plant for environment friendly energy production with natural gas operated engines and turbine. • Maximize use of environmental friendly parts in car manufacturing. • Use of natural sunlight during day time to reduce electricity consumption for lighting. We use transparent porcelain sheets in our plant roofs. • Waste water treatment plant: Daily treatment of 375 m3 of effluent and reuse of 20% recycled waste water for plants.	• All products are environment friendly certified under the environmental laws of the Country. • IMC has replaced CFC refrigerant in its vehicle AC compressor units with R-134A, an ozone friendly refrigerant.	• Introduction of Cuore CNG small car.	• Introduction of Euro compliant engines and use of catalytic converter in Corolla Altis models to minimize exhaust emission. • Recently launched New Generation Corolla, which is in compliance with Euro II Standards.	• We assist our vendors in obtaining TAAs (Technical Assistance Agreements) with foreign manufacturers, organize study tours and plant visits abroad, arrange technical drawings, assist in improving their manufacturing processes, etc.

Principle 10:

Business should work against corruption in all its forms, including extortion and bribery.

Commitment: Indus Motor Company acts to eliminate corruption in all its forms, through the implementation of ethical codes and policies that govern business operations and relationships with external stakeholders.

Management Systems

Employees		External Public
Actions		
Code of Ethics for employees	Corporate Governance	IMC adopts a policy that is grounded on transparency, creditability and trust regarding the disclosure of material information to investors and external publics.
Performance		
• Every employee at the time of joining signs the "Statement of Ethics of Business Practices" and this commitment is renewed every . year. • All employee are forbidden to accept gifts or borrow money from another employee of the Company or from a Distributor, Dealer, Vendor or a Customer. Full compliance is required to give full disclosure every year on their business interests, if any, and trading of Company shares. • Confidentiality, honesty and accuracy of information in the course of business is required by all employees of the Company.	• Statement of Ethics and Business Practices followed. • Adopt Internationally acceptable accounting standards. • All funds, assets, receipts and disbursements are properly recorded in the Books of the Company. In particular, no funds or accounts are established or maintained for purpose that are not fully and accurately reflected in the books and records of the Company. • Comply with regulations of Security and Exchange Commission of Pakistan. • Signed Statement of Compliance included in the Company's Annual report.	• Plant Operations data displayed transparently in production and other areas for visual information and management control. • Quarterly briefings for Financial and Security Analysts. • Quarterly Board of Directors Meetings. •Plant Tours for shareholders and other stakeholders. Last year we conducted around 58 plant tours for over 1200 people. • Media/Press briefings and interviews. •Consultative meetings with CSR partners, NGOs, industry and trade bodies, etc.