



We are Committed to the Implementation of the United Nations Global Compact Principles



Concern for People and Fairplay



Committed to the Empowerment of Women

HUMAN RIGHTS

Principle 1

Support and respect the protection of international human rights within their sphere of influence; and

Principle 2

Make sure their own corporations are not complicit in human rights abuses

LABOUR STANDARDS

Principle 3

Freedom of association and the effective recognition of the right to collective bargaining;

Principle 4

The elimination of all forms of forced and compulsory labour;

Principle 5

The effective abolition of child labour; and

Principle 6

The elimination of discrimination in respect to employment and occupation

ENVIRONMENT

Principle 7

Support a precautionary approach to environmental challenges;

Principle 8

Undertake initiatives to promote greater environmental responsibility;

Principle 9

Encourage the development and diffusion of environmentally friendly technologies

MAS - THE EMPLOYER

Human Rights

* We embrace the UN Charter of International Human Rights & the Global Compact Principles.

We do not accept any forms of harassment or discrimination and work in a culture of equal opportunity, whilst recognizing the contribution that people with disabilities can make to society and work

Working at MAS

* No persons below the age of 18 are employed, and no forms of forced labour are used

* Our working week, including overtime, does not exceed 60 Hours in our apparel manufacturing units

* We recognize the need to work in partnerships with employees, encouraging them to learn, develop, contribute and achieve a work-life balance

* We provide where appropriate, a range of benefits including transport, meals, air-conditioned facilities, health, life, and work place medical care, banking facilities and counselling

Health & Safety

* We provide a hygienic and safe working environment by training employees, and ensuring all plants, processes and equipment are designed taking into consideration best practices in Health & Safety

* We believe in the systematic assessment, measurement, and monitoring of risks associated with the business

Environment

* We are committed to protecting the environment in which we operate

MAS - THE CUSTOMER

* We actively seek and work with organizations who share our values

MAS - THE SUPPLIER

* We provide an excellent service to our customers, respecting and complying with the laws of the land that we operate in

MAS - THE CORPORATE CITIZEN

Women

* Women are the majority - a driving force in our organizations - and care and attention is given to reward and empower them both within the plant and the community, through "The MAS Women - Go Beyond" programme

* We take care of our pregnant employees, recognizing the many roles of women and the need to have a work-life balance

Community

* MAS actively supports development initiatives in the communities we operate in

* We build confidence in the families of our employees by having an open-door policy

An empowered woman is one who is secure in the knowledge of herself, her abilities, and is able to tread the balance of fulfilling her career aspirations with the demands of her personal life.

As a responsible employer and Corporate Citizen,

MAS is supportive of women who commit to developing themselves, and rewards those who achieve excellence

Within MAS through;

* Career advancement for employees by providing skill and knowledge building training programmes within the company

* Rewarding excellence of employees who are high-achievers in academics, sports, science, commerce, arts & culture

* Launching initiatives to strengthen work-life balance

In the communities we operate in, through;

* Rewarding excellence of students who are high-achievers in academics, sports, science, commerce, arts & culture

"MAS believes in empowerment, not because the world demands it, but because MAS demands it from itself, and it's the right thing to do."



Mahesh Amalean

Mahesh Amalean
Chairman
MAS Holdings (Pvt) Ltd.
7th November 2003