

To our stakeholders,

Over the past year, NRS International has made numerous efforts to maintain the implementation of the United Nations Global Compact principles, and I am pleased to submit our 2014-2015 Communication on Progress (COP).

As a family owned firm, we consistently seek to improve our daily business practices and supply chain. All three of our subsidiaries; NRS Relief, TANA Netting and Flexiway Solar Solutions, as well as our manufacturing unit, H. Sheikh Noor-ud-Din & Sons (HSNDS), in Lahore, Pakistan, uphold the UN Global Compact Principles. As we continue to grow and expand our business operations we believe in the importance of sustainability and our proud to have been nominated on the Steering Committee of the UN Global Compacts United Arab **Emirates Network.**

In this year's annual COP, we report the actions we have taken; some of which include signing onto the Women's Empowerment Principles (WEPs), submitting our Business for Action pledge, hiring consultants to examine our Human Resources practices, and streamlining our manufacturing units.

We look forward to maintaining this momentum and value our commitment to this important UN framework.

Sincerely

Mr. Farhaj Sarwar **Managing Director**

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UN Global Compact

Communication on Progress

2014-2015

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Who we are

NRS International is a family-run company that designs, manufactures and partners with humanitarian organizations and bilateral donors to provide quality and cost-effective solutions that are used during emergencies, in public health campaigns, and in emerging markets. Responding to the growing demands of vulnerable populations, we aim to improve the everyday lives of people in need through providing aid essentials. Headquartered in Dubai, United Arab Emirates, a global humanitarian hub, we are the parent company to three subsidiaries:



- NRS Relief offers core relief items;
- TANA Netting provides long-lasting insecticidal nets to combat malaria;
- Flexiway Solar Solutions delivers fit-for-purpose solar solutions.

Our products are manufactured H. Sheikh Noor-ud-Din & Sons Pvt. Ltd. (HSNDS) based in Lahore.

Our Yearly Progress

We remain committed to upholding the ten principles, as well as the Women's Empowerment Principles (WEPs). This year we made a commitment to creating our first public Annual Report. From 2014 to 2105 we served a combined 75 million beneficiaries—and as we continue to expand our businesses we have consciously ensured sustainability practices were considered. We not only created a stand-alone Corporate Social Responsibility Department but also engaged an external consultant to streamline our Human Resources Department and build internal transparency on policy and procedures. We also invested in new employee spaces, created new products to help vulnerable communities, as well as, streamline manufacturing to increase margins and reduce waste and energy consumption.

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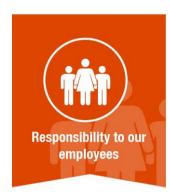


Becoming a Responsible Company

Over the past forty years, NRS International has focused on creating products that serve the public and alleviate suffering, while simultaneously building sustainable employment opportunities in Pakistan. In 2009, we created the Bilqees Sarwar Foundation, our charitable arm, to improve public health care. Our commitment to sustainable business practices underscores our commitment to our employees, our products and production, and to the global community.

Our vision

- To design and manufacture sustainable products that will improve the lives of vulnerable populations around the globe.
- To create job opportunities in Pakistan in order to promote economic empowerment.



We strongly believe in the benefits of a diverse and large workforce. We recognise that female empowerment is fundamental to the progress of communities, and as a result, our factory (HSNDS) in Lahore, Pakistan, has a unit completely managed and staffed by women.



We strive to bring innovative products to the market and meet end-user needs. Quality and regulatory compliance are of the highest priority. We set high standards for our production processes and maintain transparent reporting throughout the supply chain. We place great emphasis in monitoring our waste reduction, employee safety, and have introduced new tools to streamline our manufacturing process.



Our charitable arm, Bilqees Sarwar Foundation, which is a registered foundation in Lahore, Pakistan, aims to provide public health and education support to the community. Our work has evolved over the years and we have expanded our charitable donations to include public health, education and humanitarian relief priorities.

Charitable Activities through Bilgees Sarwar Foundation

Our charitable arm, the Bilqees Sarwar Foundation, focused its efforts mainly on community based organizations working to support Syrians. BSF consciously partners with smaller organizations based within a country to ensure that success and to build capacity of local NGOs. This year alone, BSF supported the following activities;

- Opened one hospital in Pakistan;
- Sponsored a mobile healthcare project which provided care to over 5000 Syrian refugees in Lebanon;
- Provided over 500 lights to midwives in East Africa;

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- Donated 5,000 long lasting misquote nets to refugees and internally displaced people in S. Sudan;
- Contributed to the Mayo Hospital in Pakistan through the opening of a Female Ward and donation of new equipment;
- ❖ Donated over 1,700 core relief and solar products to Nepalese earthquake victims;
- Supplied 75 lights to refugee students in Lebanon;
- NRS International joined the Global Business Coalition for Education to better understand the global response and provide support;
- Donated two temporary shelter tents for advocacy;
- Provided financial support to the Christina Nobel Foundation Children's Foundation.

Commitment to Women's Empowerment Principles (WEPs)

In 2015 NRS International's Managing Director signed the CEO Statement of Support for the WEPs. We review our day-to-day practices, and policy in accordance with empowering, advancing and investing in women worldwide, starting with our own employees. Recognizing that women's inclusion drives development and is necessary for success; we view the WEPs as a corporate priority. We are co-chair's of the WEPs under the UN Global Compact UAE Network in the MENA region.

Example of WEP Activities

Female Unit at HSNDS

HSNDS always employed women and would recruit women through their existing male employees. For example, men were encouraged to bring their sister or wives to work if they were seeking employment. Because NRS International is a family business at its core, it valued employing families, as well as, different generations. However, as the volume of production increased and the factory expanded they created a stand-alone Female Unit and examined how to create "women-friendly spaces" (ie. good lighting, separate latrines and pray rooms incorporated female perception in the design) to increase female employment. They hired female Managers to ensure that women would feel comfortable going to work.

Our goal in our sustainability journey under WEPs is twofold; 1) to recruit, retain and train more female employees, and 2) create more human-cantered products and product lines that use gender perspectives. We have considered the four gender related COP Self-Assessment questions and the 7 WEPs principles in our submission below.

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Our advancement towards UN Global Compact is outlined below. For the purpose of this report we have indicated a distinction between NRS International (which encompasses NRS Relief, TANA Netting, and Flexiway Solar Solutions subsidiaries) and HSNDS (our factory in Lahore, Pakistan).

<u>Principle</u>	Assessment, Policy, & Goals	<u>Implementation</u>	Measurement of Outcomes	Goals for 2016
Human Rights	Internal Code of Conduct explicitly	Our Legal Office ensures that our	Nominated a new Health & Safety	Create web based portal for HSNDS
	mentions the respect and	business adheres to the protection	Officer at NRS International who is	employees to apply for
1.) Business should support and	protection of internationally	of human rights and we apply	responsible for ensuring all NRS	scholarships for their children.
respect the protection of	proclaimed human rights.	these principles in dealing with	Internationals policies and	
internally proclaimed human		joint ventures partners, agents,	procedures are in line with	Host two trainings for all staff on
rights	Prioritize innovation to create cost-	contractors, and in our day-to-day	government standards and	WEPs.
	effective products that alleviate	operations.	protects employees.	
2.) Make sure that they are not	suffering and builds resiliency in			Host International Women's Day
complicit in human rights	developing communities.	All employees receive regular	We developed a new LLIN treated	celebration and WEPs Training for
abuses		medical check-ups.	hammock to protect forest	staff.
	Provide free and subsidized quality		dwelling communities in the	
	health care to all HSNDS	Reopened the Bilgees Sarwar	Greater Mekong Sub Region. Read	New creation of Management
	employees and the greater	Hospital.	more here.	Committee will include WEPs in
	community through our free			decision making.
	hospital, in Lahore, Pakistan.	New Employee Handbook which	Management training by Human	
		outlines CSR strategy.	Resources Department over new policies and procedures.	Integrate WEPs metrics.
		Learning and Development		Host International Human Rights
		opportunities for all staff,	More human-cantered products	Day event in coordination with the
		regardless of grade.	and product lines.	UN Global Compact UAE Network.
		CSR strategy that includes a	HSNDS employs 284 women, of	
		responsibly to our employees	which 232 are permanent staff	
		which focuses on diversity, and	members, 40 are contractors, and	
		women's empowerment.	12 are in management. While we	
			currently employ more men in	
		Dedicated Female Units at HSNDs.	Pakistan, 4.26% more women are	
			represented in the Management	
		Gender perspectives activated	Team.	
		added new product lines.		
			NRS International employs 43 staff	

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Refurbished and expanded Female In Pakistan. Launched our new Solar Street Power. Read more here: Power. Read more here: Field tested a solar midwife with Concern Worldwide, in a post-Ebola midwife project. Labour Principles 3.) Business should uphold the freedom of association and the effective recognition of the right to collective bargaining 4.) The Elimination of all forms of forced and compulsory labour. 5.) The effective abolition of child labour and security procedures. At HSNDS we have robust safety and security procedures. At HSNDS we have robust safety and security procedures. At HSNDS we have robust safety and security procedures. At HSNDS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local labsv. At HSNDS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local labsv. Implement Globally Harmonized System of Classifications and system of Idabelling and data sheets. Refurbished and expanded Female unit, we continue to empower our female long were not recognition of the required for the right to collective bargaining according to the local labsv. At HSNDS and host regular trainings on compliance, health, and safety. At HSNDS had a series of safety trainings. At NRS International Human Rights Day event increase awareness to the refugee crisis around the world under the Business Action Pledge for the Refugee Crisis. At HSNDS are habel in mighter than the refuge restriction of the regular training and the same training and the project. At NRS International Human Rights Day event increase awareness to the refugee crisis around the world under the Business Action Pledge for the Refugee Crisis. At HSNDS are fleating and the more proportion of the regular training and the material project. At NRS International Human Rights Day event increase awareness to the refuge crisis around the world under the Business Action Pledge for the					
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5.) The effective abolition of child labour. At HSNDS we have robust safety and security procedures. At HSDNS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local laws. Introduced new maternity policy that goes above the standard set by UAE Ministry of Labour law. On merit. HSNDS held a series of safety trainings. HSNDS held a series of safety trainings. HSNDS held a series of safety trainings.	forced and compulsory labour	supports the elimination of all		speak 19 different languages and	
labour At HSNDS we have robust safety and security procedures. At HSDNS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local laws. Introduced new maternity policy that goes above the standard set by UAE Ministry of Labour law. Ongoing staff training on GHS to ensure employees protection, awareness and training against hazardous chemicals usage, handling, disposal, harmonized System of Classifications and HSNDS held a series of safety trainings. HSNDS held a series of safety trainings.		forms of forced and compulsory	All employees are grouped purely	who represent over 14 countries.	
At HSNDS we have robust safety and security procedures. At HSNDS we have robust safety and security procedures. At HSNDS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local laws. Introduced new maternity policy that goes above the standard set by UAE Ministry of Labour law. Ongoing staff training on GHS to ensure employees protection, awareness and training against hazardous chemicals usage, handling, disposal, harmonized System of Classifications and System of Classifications and At HSNDS we have robust safety and security procedures. Introduced new maternity policy that goes above the standard set by UAE Ministry of Labour law. Ongoing staff training on GHS to ensure employees protection, awareness and training against hazardous chemicals usage, handling, disposal, harmonized system of labelling and data sheets.	5.) The effective abolition of child	labour.	on merit.		
6.) The elimination of discrimination in respect of employment and occupation At HSDNS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local laws. Implement Globally Harmonized System of Classifications and At HSDNS, we support the upholding of the freedom of ensure employees protection, awareness and training against hazardous chemicals usage, handling, disposal, harmonized system of labelling and data sheets.	labour			HSNDS held a series of safety	
discrimination in respect of employment and occupation At HSDNS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local laws. Implement Globally Harmonized System of Classifications and by UAE Ministry of Labour law. Ongoing staff training on GHS to ensure employees protection, awareness and training against hazardous chemicals usage, handling, disposal, harmonized system of labelling and data sheets.		At HSNDS we have robust safety	Introduced new maternity policy	trainings.	
employment and occupation At HSDNS, we support the upholding of the freedom of association and the recognition of the right to collective bargaining according to the local laws. Implement Globally Harmonized System of Classifications and At HSDNS, we support the upholding of the freedom of ensure employees protection, awareness and training against hazardous chemicals usage, handling, disposal, harmonized system of labelling and data sheets.	6.) The elimination of	and security procedures.			
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according to the local laws. hazardous chemicals usage, handling, disposal, harmonized Implement Globally Harmonized system of labelling and data System of Classifications and sheets.		association and the recognition of	ensure employees protection,		
Implement Globally Harmonized system of Classifications and sheets. handling, disposal, harmonized system of labelling and data sheets.			awareness and training against		
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System of Classifications and sheets.					
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Labelling of Chemicals (CHS)			sheets.		
Labeling of Chefficals (Gh5).		Labelling of Chemicals (GHS).			

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 Environmental Principles 7.) Business should support a precautionary approach to environment challenges 8.) Undertake initiatives to promote greater 	Fully banned employment under the age of 18. New polices encompasses Employee Safety, Wellbeing, and Grievance polices. Introduced a new centralized access control to ensure safety of employees. Introduced new movement activated solar lighting around the premise to improve visibility and security of premises. At both NRS International and HSNDS, we continuously review and improve our efforts to minimize our impact on the environment and improve margins .	Both HSNDS and NRS International began introducing Systems, Applications & Products (SAP) software to streamline our production. Exploring partnerships for an energy recovery project for TANA	TANA Netting reduced production waste by an additional 4-5% this year. TANA Netting reduced emissions by 14% per individual product.	Senior management has prioritized emissions as our highest manufacturing priority. Hire a new Environmental Executive under the Corporate Social Responsibility Department.
7.) Business should support a precautionary approach to environment challenges 8.) Undertake initiatives to	security of premises. At both NRS International and HSNDS, we continuously review and improve our efforts to minimize our impact on the	began introducing Systems, Applications & Products (SAP) software to streamline our production. Exploring partnerships for an	waste by an additional 4-5% this year. TANA Netting reduced emissions	emissions as our highest manufacturing priority. Hire a new Environmental Executive under the Corporate

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Both NRS International and HSNDS	Our teams perform due diligence	Senior Management and Legal	Implementation of new Human
	S		Resource Employee policy and
corruption and have a series of	ventures, operational systems, and	background checks and financial	procedures.
policy and procedures to ensure	new agreements, to ensure	audits.	
employee and company	viability and transparent business		SAP has been integrated into
compliance.	practices.	Legal Office conducted two	financial and inventory services for
		trainings for new staff and agents.	our charitable arm, Bilqees Sarwar
	Our Code of Conduct prohibits		Foundation.
	promising, offering, and/or giving	Staff and Line Managers have been	
	anything of value directly or	trained on policies, covering,	
	indirectly, (e.g. through an	bilberry and corruption, disclosure	
	intermediary such as agents,	of material interests, coercion,	
	business consultants etc.), in order	conflicts of interest, confidentially.	
	to obtain an improper advantage	,	
	and/or to influence official action.	New Whistleblowing Policy details	
	·	the projection afforded to	
	Human Resource Department	1 , ,	
	·	, ,	
		a.555 a. 555.	
	internally and externally.		
	strongly condemn any form of corruption and have a series of policy and procedures to ensure employee and company	strongly condemn any form of corruption and have a series of policy and procedures to ensure employee and company compliance. When vetting new business ventures, operational systems, and new agreements, to ensure viability and transparent business practices. Our Code of Conduct prohibits promising, offering, and/or giving anything of value directly or indirectly, (e.g. through an intermediary such as agents, business consultants etc.), in order to obtain an improper advantage	strongly condemn any form of corruption and have a series of policy and procedures to ensure employee and company compliance. when vetting new business ventures, operational systems, and new agreements, to ensure viability and transparent business practices. Our Code of Conduct prohibits promising, offering, and/or giving anything of value directly or indirectly, (e.g. through an intermediary such as agents, business consultants etc.), in order to obtain an improper advantage and/or to influence official action. Human Resource Department ensures Professional Business Practices and Standards both When vetting new business ventures, operational systems, and new agreements, to ensure viability and transparent business ventures, operational systems, and new agreements, to ensure viability and transparent business Volfice conducted a series of background checks and financial audits. Legal Office conducted two trainings for new staff and agents. Staff and Line Managers have been trained on policies, covering, bilberry and corruption, disclosure of material interests, coercion, conflicts of interest, confidentially. New Whistleblowing Policy details the projection afforded to employees when making protected discourses.

Other certifications include;

NRS International: ISO 9001:2008 Certification from 30 May until 30 May 2016 for Sales, Business Development, Supply Chain Management, and Warehousing of Relief Supplies

HSNDS

Synthetic Blankets, Water Contains and Insecticidal Mosquito Netting

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- ❖ ISO 14001:2004 Certification from 24 April 2015 until 23 April 2018 Manufacturing & Export of Tents, Plastic Sheeting/Plastic Tarpaulins, Synthetic Blankets, Water Containers and Insecticidal Mosquito Netting
- SA 8000:2008 Certification from 30 March 2014 until 29 March 2017 2018 Manufacturing & Export of Tents, Plastic Sheeting/Plastic Tarpaulins, Synthetic Blankets, Water Containers and Insecticidal Mosquito Netting

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