

UN Global Compact – Communication on Progress

February 17, 2016

Letter of Commitment from Tameer's Chief Executive Officer

I am pleased to confirm that Tameer Bank supports the ten principles of the Global Compact on human rights, labor, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

UNGC principle fits into Tameer's mission as it serves to work toward financial inclusion of the unbanked and to bottom of the pyramid (BOP) population of Pakistan. We'll continue to strengthen this partnership in the years to come to ensure our contribution in socio-economic development of the marginalized BOP population.

In the following pages you will read about Tameer's progress against the 10 principles of the UNGC:

- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global Compact principles in each of the four issue areas (human rights, labor, environment, anticorruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely



Nadeem Hussain

Founder, President and CEO

Human Rights

Tameer Bank supports internationally recognized human rights - including UN Universal Declaration of Human Rights - and seeks to avoid abuse of human rights abuses and complicity in accordance with the UN "Protect, Respect and Remedy" framework. The bank strives to identify, address and manage human rights related risks and impacts resulting from its activities.

For further information, please visit tameerbank.com

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Processes	Target 2014	Performance 2014	Target 2015
Tameer Code of Conduct	To set up ethic and compliant Hot Line '0911' where employees are able to raise concerns regarding any discrimination.	Established the help line. Employees have utilized the service and cases are resolved	By end of 2015 every staff trained for awareness and complain escalation and the types of complains one can lodge on Hot Line
Organizational Values of Equal opportunity and meritocracy	Implementation of business analytics for transparency in devising incentives. Training of employees to ensure gender and minority sensitivity.	Training related to code of conduct and organizational values conducted throughout the year for new induction.	20,000 hours of training conducted on various themes including code of conduct, ethics and organizational values. Send employees for external training based on merit.

LABOUR LAW

Tameer adheres to the eight fundamental conventions of the International Labor Organization related to freedom of association and recognition of the right to collective bargaining, elimination of forced labor, child labor and discrimination at the work place, as set out in Code of Conduct and Local Policy People.

Tameer promotes employee involvement through dialogue with employees or their representatives, as mentioned in Local Policy People.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and Occupation

Processes	Target 2014	Performance 2014	Target 2015
Tameer Remuneration Policy	Graduate third party contractual employees to Tameer's payroll.	Successfully implemented.	Provide mobile SIMs including voice and data for all employees
Supplier Conduct Principles	Inspection to be carried out by Tameer in 2014 to ensure compliancy of supplier principles. These inspections are classified into three categories - announced, unannounced and normal visits.	Inspection completed for the critical as well as non-critical suppliers/vendor.	Provide focused training material on anti-corruption, Health and Safety and etc

ENVIRONMENT

Tameer is committed to minimize its environmental impact. Reasonable efforts will be made to minimize use of resources i.e. energy, water and raw materials.

Principle 7: Business should support a precautionary approach to environmental challenges

Principle 8 Business should undertake initiatives to promote greater environmental responsibility

Principle 9: Business should encourage the development and diffusion of environmentally friendly Technologies

Processes	Target 2014	Performance 2014	Target 2015
Conversion of branches to Solar Energy	Pilot of three hybrid solar branches	Successfully implemented	To move toward deployment of energy efficient devices such as LEDs.
Reduction in paper usage	E-database has been established where all the archive data has been scanned and stored. Implementation of centralize printing.	Efficiently implements by few department Successfully	Organization wide implementation of paperless
Promotion and financing of solar and biogas products	Finance 300 solar home system through alternate delivery channel in off-grid areas	Pilots carried out with insignificant success due under-developed market condition	Non-mandatory bundled product [Solar Lantern] offering to our loan customers. Solar initiative CSR activity Financial intervention
Reduction in business traveling	Complete implementation by end 2014	Successfully implemented	N/A
Procurement-Suppliers Follow environmental suppliers	To ensure maximum suppliers are ISO 14001 compliant	All critical suppliers/vendors are ISO 14001 complaint	N/A
Energy Efficient Hardware	-	-	Energy efficient units IT system

ANTI-CORRUPTION

Tameer is firmly opposed to all forms of corruption.			
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery			
Processes	Target 2014	Performance 2014	Target 2015
Tameer's Anti Corruption Policy	To continue to incorporate changes in Anti-corruption policy made by regulator and global standard	Successfully implemented	Focus training will be provided to staff on corruption fraud business courtesies.
Money laundering	To open mobile account and over the counter (OTC) fund transfer verified through Biometric Verification System (BVS) in 2014/2015	Partially implemented	Biometric Verification System (BVS) installation in every Sales and Service Center.