



This is our **Communication on Progress**
in implementing the principles of the
United Nations Global Compact.

We welcome feedback on its contents.



Hashwani Hotels Limited
United Nations Global Compact
Communication on Progress
Year: 2015-16

Statement of Continued Support

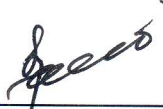
Hashwani Hotels Limited (HHL) is the leading name in hospitality sector in Pakistan, successfully operating hotels in two Provinces and Federal Capital of Pakistan, including two Hotels under the world renowned Marriott Chain. We, being active members of the United Nations Global Compact (UNGC), constantly monitor our growth and progress against the set principles which we have adopted as a way of everyday business operations.

We rest our business strategy on excellence, dynamism, prudence and ethics, which we believe has the principles of respecting human rights, imparting labour best practices, promoting a healthier environment and eliminating corruption in all sorts and forms, as its foundation. Transforming these guiding principles into reality though an effective strategy is seen as the key driver to mold mindsets and work practices in a manner that allows for reaping the true benefits of conducting business in this more purposeful manner. This has always been endeavored to be done through setting a tone at the highest level in the organization, translated through behavior and implemented through policy.

This year also measures have been put in practice to step towards providing an ever evolving environment to nurture the Company's social responsibilities as a corporate citizen, which has been vetted by the trust of stakeholders that has been bestowed upon us on every occasion. As a result we find ourselves more firmly positioned to refine our organizational culture to embrace the principles of the Global Compact in every facet of our progression. Our commitment to the ten principles of Global Compact in the areas of human rights, labor rights, environmental responsibility, and anti-corruption are integrated in our Company culture and policy and act as a defining base for our professional services. Please find attached herewith our

Communication on Progress for 2015-16, highlighting the measures undertaken as part of our corporate responsibility strategy to strengthen our commitment to UN GC principles.

Sincerely,



Mohammad Amir
Director – Hashwani Hotels Limited

June 10, 2016

Company Background

Hashwani Hotels Limited is primarily engaged in providing hospitality services in the country through its two hotels under franchise of the “Marriott” chain and one hotel under the “Zaver Pearl Continental Hotels” trade mark. It also has an industrial unit engaged in ceramics manufacturing.

Human Rights Principles

PRINCIPLE 1		BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Actions	Assessment, policy, goals and Implementation	
	<p>Human rights, embedded in the organization’s culture, have always been attempted to be promoted through the means of policy, practice, and polishing.</p> <p>Within our organization, an environment is persevered that accommodates and promotes freedom to speak candidly and openly, discretion to think independently, liberty to engage and practice religion of choice, openness to seek advancement in economic capacity, allowance to engage in and extend social relationships and associations, opportunity to practice culture, opportunities of growth and advancement, and right to a safe environment. Results are kept being gauged at different hierarchical levels in the organization, with exceptions identified and appropriately addressed.</p> <p>The same approach is adopted while dealing with other stakeholders, i.e. Suppliers, customers and third parties, to give a message to observe and promote human rights in all sorts and forms.</p>	
	Measurement of (expected) outcomes and value added for our company	
Outcomes	<p>Measures put in place are observed to yield higher satisfaction and motivation among employees, translating into a cordial and collaborative work environment and increased commitment on part of staff, which in inference can be associated with better results. Our adherence to Human Rights Policies has made us a sought-after Employer and improved our position in the market, while decreasing employee turnover has reduced induction costs and enhanced employee motivation.</p>	

PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Actions	Assessment, policy, goals and Implementation
	<p>The human resource function has the mandate to ensure adherence to best practices of human rights recognition and reinforcement. Human rights legislation is observed in letter and spirit. Through strict monitoring and compliance, work satisfaction is guaranteed regardless of age, gender, religion and social standing. Employees are advised and trained to report any misgiving through a proper grievance mechanism and prompt actions are taken based on findings.</p> <p>We also look upon our other business partners to uphold human rights and abolish discrimination and we do not hesitate to sever ties with any supplier, region or business that is known to violate human rights.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Human rights recognition is believed to yield high employee satisfaction and a better image of the Company, translating into benefits both financial and non-financial.</p> <p>By showing zero tolerance to discrimination and human rights abuse, we have given our employees, customers and suppliers an environment to perform to the best of their abilities which results into monetary benefits as well as earns goodwill for the Company and our Hotels have earned the name of being champions of human rights advocacy by making the respect of human life a part of our belief system.</p>

PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
Actions	Assessment, policy, goals and Implementation
	<p>The company recognizes the right of its employees to associate and bargain collectively. Union activities are supported and encouraged. Collective bargaining agreements have been entered into with these unions. Regular meetings with them are held and unions are involved in every decision deemed to concern or affect them in any way.</p> <p>Our employees are encouraged to put forth their demands via these unions. This gives the employees the feeling that they have the power to carve out Company strategy, and gives them the satisfaction that their concerns shall never go unheard.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Actions taken are believed to pass a message of respect to employees, resulting in greater employee satisfaction and motivation. This, coupled with an image as a responsible employer has favourably affected our Company's output and business for sure.</p> <p>Collective bargaining efforts allow an atmosphere of mutual trust, respect and cooperation through which mutual concerns can be addressed, creating a WIN-WIN situation for all parties.</p>

PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Actions	Assessment, policy, goals and Implementation
	<p>The Company has a proper hiring mechanism with proper hiring criteria, which nullifies any possibility of forced or compulsory labour. Not only are we committed to eliminate such practices among ourselves, relationships with third parties that have such reputation are revisited and discouraged. Similarly, awareness programs to this effect are fully supported.</p> <p>Our SOPs adhere to international health and safety policies, and we ensure that they are in compliance with applicable laws and regulations regarding working conditions, therefore the question of compulsion does not arise. We also regularly educate our other stakeholders to eradicate this menace from our society.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>The policy enables us to have our fair share of contribution to abolish forced and compulsory labour from the society. We believe that bonded or forced labour can only be a burden on an organization, as an imprisoned mind or body cannot even come close to the performance levels of a happy and free employee. This also presents us as a responsible component of society and adds to our better image. Sticking to the principle is also deemed to be an important component of getting ourselves a proper and quality workforce.</p>

PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
Actions	Assessment, policy, goals and Implementation
	<p>Abolition of child labour from within the organization is ensured by the HR department through a proper hiring mechanism. Likely, child labour is strictly discouraged as a policy matter. Organizational awareness is conducted to this effect. Similarly, the same concept is considered when making business associations, to ensure no such activities are indirectly or unintentionally encouraged.</p> <p>The practice of child labour can be eradicated by focusing on poverty alleviation, as most parents in our society force their children to work due to hunger and social pressures. We extend support to the poverty stricken population of our society by arranging free community lunches distributing food in to local schools or among street children as an effort to elevate their conditions. We support and sponsor Social Companies aims at addressing this issue.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Our efforts against child labour have earned a name as an ethical and responsible social citizen in the business community. We shine each day to create more awareness for the cause & play our part to have a Child Labour free Pakistan.</p>

PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
Actions	Assessment, policy, goals and Implementation
	<p>The company is an equal opportunity provider, with its staff base encompassing people from all walks of life, with different religions, faiths, cultures, belief and gender. As discussed in the preceding points, the HR function of the company is entrusted with ensuring compliance to these principles as its responsibility. Merit is kept foremost in all the hiring decisions, and a message is passed onto the stakeholders in general as to this aspect of employers' responsibility</p> <p>All hiring decisions are merit based and free from any kind of bias. Regular trainings are held to improve employee behavior and to give them knowledge about the various company policies and procedures that are in place which they can use if ever they feel the need to raise their voice against any abuse or discrimination. The Human Resource department of the Company has the necessary mandate to strengthen Company policies regarding equality and freedom from discrimination and to take necessary action in case of any non-compliance.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>An important benefit to be reaped and value perceived to be added is a better human resource force for the Company, with its multidimensional favourable implications on the Company's business. In furtherance, an image of a just and meritorious employer will also go in the Company's favour.</p> <p>Our stakeholders are aware that we believe in equal opportunity for all therefore the question of discrimination does not arise. It encourages investor trust that decisions at all levels are based on merit only, raising us in their eyes as a just Organization that will always uphold principles of human rights and ethical behavior.</p>

PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
Actions	Assessment, policy, goals and Implementation
	<p>The Company remains fully committed to its responsibility towards environmental protection. We are cognizant of our responsibility to minimize our environmental footprint and the Company constantly undertakes measures to execute its responsibility towards environment. These include environment preservation through planation, waste management, energy preservation and reducing pollution in all forms.</p> <p>We support domestic and international efforts to conserve energy and natural resources while pursuing appropriate economic development. The Company also observes International Earth Day, Water Preservation Day, Planation weeks, clean as you go Campaigns as small effort to present our commitment to preserve the environment for generations to come.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Our energy conservation and environmental protection measures highlight us as a responsible social citizen in the business community and in the eyes of our employees, suppliers, owners and stakeholders, thus setting us apart from competitors and at the same time saves huge operating costs.</p>

PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
Actions	<p>Assessment, policy, goals and Implementation</p> <p>The Company continues to prioritize the management of environmental performance specifically in the areas of conserving natural resources and waste management. We are cognizant of the fact that energy conservation not only saves scarce resources but is also an effective mechanism to keep operational costs under control. For this, the Company has implemented a range of technical solutions that continue to reduce energy usage across the business such as installation of motion detection lights and water sinks at premises, replacement of traditional bulbs with LED's, installation of energy efficient heavy appliances etc.</p> <p>In order to raise awareness about the environmental issues and make our employees and guests realize the importance of a green environment, the Company also organized events such as "Green Day", "Plantation Week", "Clean As You Go Day", "Earth Day" in which eminent environmental experts of the country came forth on the various environmental issues affecting the planet and appreciated HHL's role in combating these threats so as to bequeath a sustainable and safe environment for future generations.</p>
	<p>Measurement of (expected) outcomes and value added for our company</p> <p>Our Hotels are actively managing all of their waste and our long-term vision is to achieve a "zero environmental footprint" throughout all stages of our business activities. By placing focus to engage employees on good housekeeping activities, we expect to deliver further business savings and to meet ambitious energy reduction targets</p>

PRINCIPLE 9	BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES
Actions	<p>Assessment, policy, goals and Implementation</p> <p>As we expand our operations, our goal is to continue to utilize cleaner and more environmental friendly techniques, policies, and procedures. We recognize the promise, usefulness, and need for environmental friendly technologies. The Company is committed to shifting over to environment friendly options when economically viable, and communicating their utility and environmental benefits to its various stakeholders.</p> <p>Technological aspect of environmental responsibilities has been addressed by the following:</p> <ul style="list-style-type: none"> • Reduction in noise pollution by use of latest machinery and generators. • Conservation of energy like reduction in illumination on the outside of buildings, negotiations with an electric appliances company for energy efficient LEDs, installation of energy saving meters at various areas to monitor the upshot of energy saving efforts, replacement of conventional lamps with energy saver bulbs in most of the areas to reduce usage and usage of heavy electrical equipment only on need basis are applied. • Promoting plantation in the workplaces • Using advanced sewerage treatment methodologies
	<p>Measurement of (expected) outcomes and value added for our company</p> <p>The measures will ensure cost saving and contribute to stepping towards improved business practices and stake holders' credence. The initiatives at the company level are also believed to drive individuals in general and the employees in particular to adopt the approach of environmental protection, multiplying its effect.</p>

PRINCIPLE 10		BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY	
Actions	Assessment, policy, goals and Implementation		
	The Company observes ethical principles and moral practices in conduct of its operations with great zeal and zest. Interests of all stakeholders, immediate or remote, are considered as drivers of key business decisions. Fair reporting of results and safeguarding company's assets, trainings and development of employees, high quality of products and services to customers, intactness of priorities of contracts with suppliers and observance of applicable laws and regulations are the key facets of the company's observance of ethical practices. Procedures are designed with the objective of ensuring maximum restriction to corrupt practices, so that transparency of the business remains obvious and visible.		
Outcomes	Measurement of (expected) outcomes and value added for our company		
	It cannot be stressed enough how elementary transparent business practices are towards virtually all the facets of a Company's growth. Additionally, applying business best practices will cause avoidance of any un-towards legal repercussions and boost stakeholder's confidence in every way, enhancing the Company's results for sure. It is a policy to uphold all laws relevant to prevention of bribery and corruption in all jurisdictions in which we operate.		
How do you intend to make this COP available to your stakeholders?			
We intend to publicize our commitment by putting it on our website.			

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