



Communication on Progress

Statement of Continued Support by Chief
Executive Officer

To our stakeholders:

As one of Pakistan's largest solar energy EPC & distribution companies, we are committed to meeting the needs of our society. I am pleased to confirm that Nizam Energy reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

This is the third Communication on Progress report published by Nizam Energy. Since last year we have registered as an ISO 9001 & OSHAS certified company and continue with our deep commitment to social and environmental responsibility.

In this Communication on Progress Report, we describe how we continue to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We will also share this information with our stakeholders using our primary channels of communication.

On behalf of our employees and Board of Directors we are delighted to be a continued member of the United Nation COP and are committed to the long term success of our workers, communities and the planet.

CEO,
Usman Ahmad

HUMAN RIGHTS

- Nizam Energy is committed to equal opportunity for all its employees and hires without any discrimination based on race, color, sex, nationality, ancestry, religion or disability.
- Nizam Energy is committed to protecting and securing the organization's most valuable asset (employees) by utilizing a proactive approach.
- Nizam Energy does not allow, engage or support any practice that can be deemed discriminatory or preferential in nature. The company doesn't engage in or support activities that would interfere with an employee's right to exercise and observe tenets or practices, or to meet needs relating to race, caste, nationality, gender, religion, disability or political affiliation.
- All our Offices are being provided safe, suitable and sanitary work facilities.
- Nizam Energy is pledged to preserving a working environment free from sexual harassment. Harassment is against the law and is a form of gender discrimination. The aim of this policy is to prevent harassment of any kind by anyone employed by or associated with the company.
- Sexual harassment consists of unwelcome sexual advances, requests for sexual favors or unwanted sexual attention by anyone associated with the company, whether male or female. Harassment may include references to employment status or conditions or may

serve to create a hostile, intimidating or uncomfortable work environment. Harassment includes, but is not limited to, obscene jokes, lewd comments, sexual depictions or pornography, revealing dressing, repeated requests for dates, touching, staring or other sexual conduct committed either on or off company premises.

- Victims of sexual harassment have the right to sue the perpetrator. For this reason and for the protection of all our employees, Nizam Energy seeks to prevent sexual harassment.
- All Nizam Energy employees are responsible for helping ensure that our workplace is kept free of sexual harassment. If you feel you have been a victim of sexual harassment, report the behavior to our Directors or to any supervisor, member of the Human Resources department or the company CEO. If you have witnessed sexual harassment, you also are urged to report the incident so that prompt action may be taken.
- All complaints will be treated seriously, kept as confidential as possible and investigated fully. Nizam Energy expressly forbids any retaliation against employees for reporting sexual harassment. If, however, the company finds that false charges have been filed, disciplinary action may be taken against anyone who provides false information. "If an investigation confirms that sexual harassment has occurred, immediate action will be taken to put an end to the harassment. Nizam Energy will take appropriate corrective actions against anyone found to be in violation of this policy, including possible termination of employment & or Court proceeding."
- If you believe a provision of the Code of Conduct has been or is being violated, you have a responsibility to raise your concerns with someone who can deal with the situation. You can do this through the normal management or Human Resources channels, by alerting your Director, OD or CEO through email or phone call or HR outsourced agency Esquare Pvt. Limited CEO, Javed Sheikh to preserve your identity.

- Human Right Policy are placed in poster frame in each offices
- We had promoted a safe and secure environment by training staff on HSSE practices, provide Health Insurance chargeable cards for staff & their family to cover all accidental injuries and covered life & disability risk of staff with leading Insurances companies in Pakistan.
- Recently Nizam Energy also got registered as an ISO 9001 and OSHAS certified company.
- We had provide Personal Protection Equipment's (PPEs) as stated in Solar Energy OSHA practices and ensure that staff follow these HSSE practices in Field & office.
- For objective monitoring, we have outsourced HR operation services to an HR agency called, Esquare Pvt. Limited. They keep collecting staff data on inductions, separation & identify any potential violation. Moreover, at Board meetings key HR data is also presented & discussed.

LABOR

- Nizam Energy does not employ anyone under the age of 18. All employees whether directly or indirectly employed must bear National Identity Cards. NE ensure the same compliance in its entire supply chain.
- There is no forced labor or compulsion in any work stream in Nizam Energy. All employees are chosen strictly on merit and can leave on personal discretion. The work philosophy encourages employees that are happy and satisfied with the company.
- Employment / Trainings in all its forms (including Apprenticeship Trainings) require candidates to submit their National Identity Card proving their age is at least 18 years.
- Nizam Energy for the past 3 years boasts a single digit turnover rate.

- Proactive employee participation and greater open learning environments improved the results of employee satisfaction.
- Exit interviews are conducted by HR Manager or outsourced HR agencies provides right feedback.
- Staff committees consisting of participants from different locations is the communication channel developed.

ENVIRONMENT

- Being solar Energy EPC & its components distribution company, the greatest sustainable impact we had contributed is the reduction of GHGs in Pakistan. Over 3 years since inception, we had contributed to average 522.68 GWh generation of Electricity from Solar which had led to reduction of close to 36.7 million metric tons CO2 emission equivalent in the environment of Pakistan.
- Head Office & Rawalpindi office buildings are utilizing Solar Energy for daylight operating & partially off-setting conventional electricity.
- Post commissioning cleaning activities are conducted at the project site, in the vicinity of Nizam Energy installed plant to help preserve the environment.
- Face-to-face meetings are replaced with conference calls, where possible a paperless environment is advocated and practiced as much as possible.
- Office waste paper including scrap paper, boxes, wires and wooden boxes are recycled on a regular basis.
- Accounting transaction & import statistics helps to track PV panel sales & installations year-to-date.
- Inverter portals also generate data indicating Electricity data.

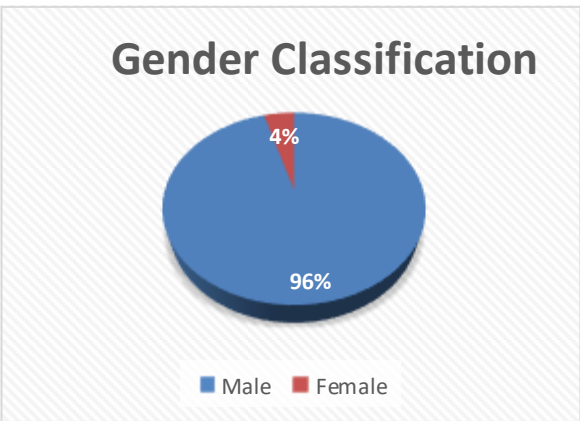
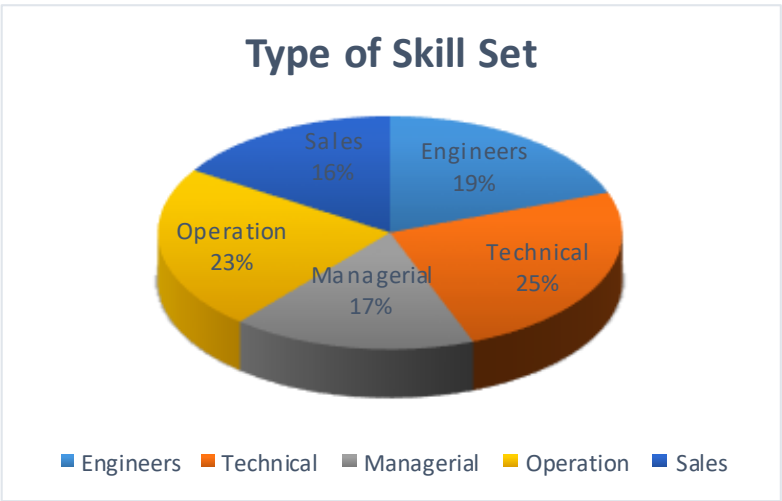
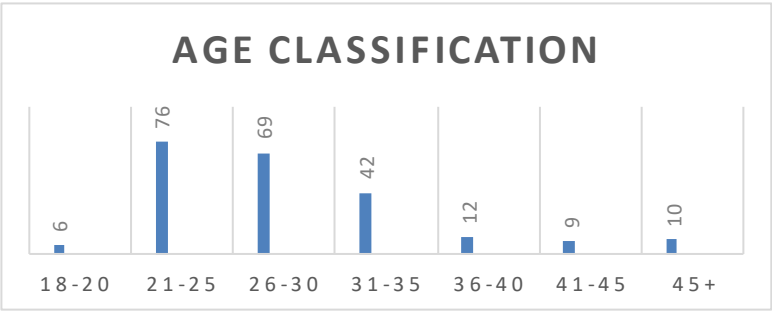
ANTI-CORRUPTION

- Nizam Energy's CEO approved and stipulated Anti-Bribery & Corruption (ABC) Policy outlines policies and procedures to support this commitment and ensures compliance with applicable anti-bribery and corruption laws in jurisdictions and in light of all applicable statutes. The ABC Policy sets forth minimum standards and is not intended to be a substitute for the substantive legal requirements of the applicable anti-bribery and corruption laws.
- Nizam Energy does not tolerate any form of bribery or corruption. Any breach of the policy is regarded as a serious matter by the Company and is likely to result in disciplinary action. Relevant management actions to prevent detect or correct possible bribery and corruption will be implemented and monitored like Policy Communication, & Implementation of Oracle Financial ERP system.

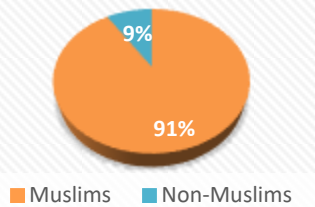
3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- The greatest sustainable impact we had contributed is the reduction of GHGs in Pakistan. Over 4 years since inception, we had contributed to average 522.68 GWh generation of Electricity from Solar which had led to reduction of close to 36.7 million Metric Tons CO2 emission equivalent in the environment of Pakistan. (Using EPA calculator).
- The staff profiles data indicates young company actions on the above principles are bearing fruits.



Religion Mix



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