



*Hashwani Hotels Limited*  
*United Nations Global Compact*  
*Communication on Progress*  
*Year: 2016-17*

**Statement of Continued Support**

Hashwani Hotels Limited is a prominent player in the hospitality industry in Pakistan. It assumes a responsible role towards the United Nations' Global Compact principals, and for playing its part in the social uplift of the country through meticulous business practices. The company's commitment to the UNGC ten principles is enumerated below.

We strive to make the United Nations Global Compact and its ten guiding principles part of the strategy, culture, and daily operations of our Company, and to engage in collaborative efforts that advance the broader goals of the United Nations. We believe in carrying out our business in a responsible manner and actively work to mitigate the impact of our business on the environment in accordance with all applicable laws and regulations. In this annual Communication on Progress, we describe our gradual integration of the Global Compact and its principles into the everyday culture and mission of our Company. Steps towards developing a nurturing environment for the company's social responsibilities as a corporate citizen thus emanate from this strategy, which are reflected in the company's interaction with its stake holders. Resultantly, our organizational culture crystallizes to adopt the principals as its corner-stone.

We take this opportunity to re-assure our commitment to extend the ten golden principles to our culture, our values and our reach. This way, we hope to play our part in giving rise to an environment that breeds ethics and morality in the corporate sphere in the country and beyond.

Sincerely,

A handwritten signature in blue ink, appearing to read "Mohammad Amir".

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Mohammad Amir  
Director – Hashwani Hotels Limited

June 06, 2017

## Human Rights Principles

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Actions	<b>Assessment, policy, goals and Implementation</b>
	<p>Our company policies capture the essence of our approach to human rights and to building a culture of respect and inclusion –irrespective of sex, race, cast or religion etc. Human rights and occupational health and safety policies are incorporated in daily practices at our Hotels. We strive to provide an environment exhibiting right to equal opportunity, personal security and freedom of expression for our employees and customers alike.</p> <p>In-discriminatory and market driven pay packages, timely and accurate payment of wages, provision of different types of employment leaves and medical benefits, employee health and life insurance, are a few small examples that depict our seriousness to uphold Human rights in our operations. Regular arrangement of seminars, workshops or other social activities aimed at raising awareness of Human Rights exhibits our consciousness to our responsibility to advocate awareness towards this cause.</p>
Outcomes	<b>Measurement of (expected) outcomes and value added for our company</b> <p>We have the firm belief that a happy and satisfied employee is the backbone of a successful enterprise. Employee contentment, by working in an environment where they feel their rights, safety and security is given utmost importance, ultimately transforms into increased productivity and in turn growth maximization. Our commitment to upholding Human rights in every avenue has earned us the name of a coveted employer and a responsible social citizen.</p>



<b>PRINCIPLE 2</b>	<b>BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES</b>
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>
	<p>The matter is seen twofold i.e within and outside the organization. Within the company, the human resource function has the mandate to ensure adherence to best practices of human rights recognition and reinforcement. So is the case when dealing with third parties. Suppliers commonly known for human resource malpractices are not engaged. Human rights legislation is observed in letter and spirit.</p> <p>HHL employs a large labour force, and we highly value each employee's safety and rights as a labourer. The Human Resource Department of the Company strives to inculcate the Company policies of indiscrimination and freedom and strictly monitors its compliance. Grievance mechanism is devised allowing the employees to report any violations on which prompt actions are taken.</p> <p>As part of our mission, we will not knowingly or intentionally carry out business with any supplier, regime, or business that is known to abuse or violate human rights.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>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. 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.</p>

<b>PRINCIPLE 3</b>	<b>BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING</b>
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>
	<p>It is our belief and policy that conflicts between employees and management can be satisfactorily resolved through honest and frank discussions in an atmosphere of mutual trust, respect, and cooperation. Employee unions are regulated through collective bargaining, and their voices are heard for every decision that affects them.</p> <p>We recognize that all our people have the right to form and join organizations of their own choice, subject to local laws and regulations, as long as this activity does not contravene the human rights of other associates.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>Our employees are aware that the management lends an ear to their voices, that their interests are being looked after and that they will never be crippled by any decision that does not look after their well-being. This gives them the confidence and drive to excel, creating a win-win situation for both the Company and its employees.</p>



<b>PRINCIPLE 4</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR</b>
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>
	<p>The Company is committed to providing a safe and healthy workplace to every employee and ensuring compliance with each and every labour law. Our induction policies and process takes care of employing labour that is free and highly willing to join our esteemed organization. This ensures that we do not use involuntary labour of any kind, such as prison, bonded or forced labour.</p> <p>Our employees work in an environment that is both safe and healthy, in line with international health and safety policies, and in compliance with applicable laws and regulations regarding working conditions, therefore the question of compulsion does not arise. We do not deal with such suppliers or other external parties that employee forced or bonded labour and support all activates to eradicate this menace from our society.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>The Company declares with immense pleasure that it is free of forced or bonded labour, thanks to our transparent induction process and adherence to human rights advocacy. We believe that bonded or forced labour can only be a burden on an organization, as an imprisoned mind or body can not even come close to the performance levels of a happy and free employee. By freeing ourselves of forced labour, we have enhanced employee motivation and productivity which in turn decreases operational costs and enhances profit.</p>

<b>PRINCIPLE 5</b>	<b>BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR</b>
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>
	<p>In the true spirit of national legislation, child labour is strictly prohibited in the company. Hiring policies and procedures have been devised such that the concept of child labour is uprooted. Likewise, business associations and partnerships are made while giving this aspect due consideration. Awareness activities are also carried out within the organisation.</p> <p>We actively take part in and extend full support to social activities and awareness campaigns aimed at eradicating child labour. To ensure that parents do not force their children to work due to hunger, both financial and moral support is extended to the poverty stricken population of our society. Our hotels have a policy to distribute left over food among the needy. Free community lunches are arranged and lunch boxes are distributed to local schools or street children as an effort to elevate their conditions.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>The Company's efforts against child labour enable it to meet its corporate social responsibility goals and to earn a name as an ethical and responsible social citizen that strives to improve and give back to the community in which it operates. This has raised the trust and confidence that our stakeholders place in us.</p>



<b>PRINCIPLE 6</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION</b>
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>
	<p>The company's staff is diverse and comes from a variety of creeds, beliefs, culture, and from both the gender. The aspect given paramount importance in the hiring decisions is merit. After hiring, equal opportunities to learn, grow and excel are provided to all employees, disregarding anything else. Similarly, remuneration criteria are also alike.</p> <p>HHL supports the right of all employees to work in an environment free of discrimination and harassment. Discrimination or harassment on the basis of age, race, colour, religion, disability, gender, financial status or national origin is strictly prohibited. We strictly resist any kind of human rights abuses.</p>
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	<p>The practices enable the company to build a talent pool that stands solely on individuals' capabilities. This enables the company to pursue its objectives more rigorously and more meritoriously. It also enables the company to lend a hand in the social and economic uplift of the various sects of the society whose people it employs, grooms and remunerates</p>

<b>PRINCIPLE 7</b>	<b>BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES</b>
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>
	The Company has established responsible environmental policies for our operations and we comply with all relevant environmental laws and regulations, The Company works with its people, community partners, suppliers, landlords and other stakeholders to promote improved environmental performance. We follow an annual training calendar to instruct and review a range of topics on environment protection so employees are more informed and better aware to deal with potential environment related risks. Our workplaces are safe and clean as there are no hazardous chemicals or by products involved.
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>
	As a policy the Company partakes in activities to raise awareness for environmental protection which demonstrates our commitment to care for the well-being of our society, which directly and indirectly places us at a higher pedestal in the eyes of our employees, suppliers, owners and stakeholders.



PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
Actions	Assessment, policy, goals and Implementation
	<p>Regular initiatives towards environmental responsibility are undertaken by the company. Energy conservation is achieved through various method including energy efficient equipment, energy monitors and improved designing. Proper waste treatment is done. Plantation is also done to improve the subtleness of the environment. Noise pollution is minimized as an industry prerequisite. Social events are organized to improve the conscientiousness of local communities.</p> <p>In addition, numerous social events such as “Clean as you go day”, “Think Green”, “Plantation Week”, “Earth Day” etc. are observed in which senior management themselves participate to inculcate awareness among our work force and guests towards environmental protection.</p>
Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>The various initiatives listed above work two ways: one is the obvious outcome that the Company consciously needs to act and raise awareness for environmental protection to discharge its responsibility as a responsible citizen; the other factor is that many of the above initiatives lead to cost reduction such as water preservation, strict monitoring of electricity, gas and fuel consumption, recycling waste paper, shifting over to low cost alternative energy sources, and ultimately lead to higher profitability.</p>

<b>PRINCIPLE 9</b>	<b>BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES</b>	
<b>Actions</b>	<b>Assessment, policy, goals and Implementation</b>	
	<p>With the growing business, we concern about the utilization of environment friendly technologies. We are playing our role as a socially responsible citizen, to utilize cleaner and more environment friendly techniques, policies and procedures.</p> <p>Recently we have implemented motion sensitive lighting in several parts of our hotel premises as part of our commitment to reduce energy use in our facilities. HHL also has begun the process of changing over to LED light bulbs in our facilities in order to consume less energy and increase the lifespan of the light bulbs we use. All replaced light bulbs are recycled responsibly. New high efficiency water heaters have replaced older models where applicable, and foam insulation has been installed in our hotels to reduce energy consumption. We strive to reduce the printing of unnecessary paper copies where possible. In-house cleaning personnel have been trained to use environmental friendly methods of cleaning and pest control in the Company's premises.</p>	
<b>Outcomes</b>	<b>Measurement of (expected) outcomes and value added for our company</b>	
	<p>The various measures undertaken by the Company for being more environmental friendly have led to reduction in costs and maximization of contribution. Energy efficient technologies have proven to be both financially viable in the long term and better in operation, coupled with the fact that they aim to preserve the environment for our future nation.</p>	



PRINCIPLE 10		BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
Actions	Assessment, policy, goals and Implementation	
	<p>The Company has zero tolerance policy for corruption, bribery and extortion. Our Code of Conduct nurtures a culture that supports and encourages its people to behave appropriately and ethically, especially when they have to make tough decisions. We're focused on the issues of ethics, integrity and building trust in everything we do and also by working to generate the greatest impact we can on these issues which are at the heart of our business.</p> <p>Internally, we have maintained an excellent check and balance system over our transactions. Proper records are maintained which document where each and every penny goes and what purpose it serves. The financial records are examined annually by external auditors and are also open throughout the year for review by internal audit department.</p> <p>As a policy we require business partners and suppliers to adhere to anti-corruption principles. In order to raise awareness towards this issue training of employees is regularly conducted. We encourage our employees to report corrupt actions anonymously via complaint boxes and anonymous calls/e-mails. Our goal for the coming year is our continued strict compliance with all applicable domestic and international anti-corruption laws.</p>	
	Measurement of (expected) outcomes and value added for our company	
Outcomes	<p>Adherence to this principle of the Global Compact requires the Company to strengthen its controls against corruption and pilferages and also to be more proactive in preventing any unethical incidents which has many far reaching effects. On one hand it saves the Company from potential financial or monetary losses and on the other establishment of anti-corruption controls and creating an ethical and moral environment of fair trade practices enhances confidence and trust of our customers, suppliers, owners, investors and other stakeholders alike.</p>	
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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**HASHWANI HOTELS LIMITED**  
**DETAIL OF JUBILEE GENERAL INSURANCE COMPANY LTD. SHARES**  
(Formerly New Jubilee Insurance Company Limited)

Detail	Purchased in	No. of Shares	Value Rs.
Share purchased - Hashoo Holdings (Pvt) Ltd.	June 2002	900,000	39,690,000
Share purchased - Hashoo Holdings (Pvt) Ltd.	July & August 2002	3,650,000	163,155,000
Share purchased - Hashwani Sales & Services (Pvt) Ltd.	July & August 2002	450,000	20,115,000
Share purchased - Hashoo (Pvt) Ltd.	July & August 2002	500,000	22,350,000
Share purchased - Murtaza Construction (Pvt) Ltd.	July & August 2002	600,000	26,820,000
Share purchased - Associated Builders (Pvt) Ltd.	July & August 2002	200,000	8,940,000
<b>Total</b>		<b>6,300,000</b>	<b>281,070,000</b>

Bonus shares	2001-02	944,999	
	2002-03	1,086,749	
	2003-04	1,249,762	
	2004-05	1,916,302	
	2005-06	2,874,453	
<b>Sub Total</b>		<b>8,072,265</b>	
<b>Total Shares of Rs. 5 each</b>		<b>14,372,265</b>	<b>281,070,000</b>

Remeasurement 30-06-2007 1,457,974,065

**Total market value of shares @ 121 as on 30-06-2007** **14,372,265** **1,739,044,065**

With effect from 01-07-2007, each share of Rs.5 has been consolidated into Rs. 10 each reducing the number of shares from 14,372,265 to 7,186,132 7,186,132 1,739,044,065

Add bonus share 17-03-08 1,437,226  
**Total** **8,623,358**

**\* Sold to Pakistan Services Limited**

20-03-08	3,000,000	
26-03-08	2,000,000	
<b>Total</b>	<b>5,000,000</b>	
<b>No of shares as on 30-06-08</b>	<b>3,623,358</b>	<b>610,319,000</b>

Detail	No. of Shares	Accumulated Shares	Book Value Rs.
Total No. of Shares as on 01-07-2008	3,623,358	3,623,358	610,319,000
Bonus Shares issue 30-06-2009	-	3,623,358	183,886,000
Bonus Shares issue 30-06-2010	724,671	4,348,029	95,581,000
Bonus Shares issue 30-06-2011	1,087,007	5,435,036	115,169,000
Bonus Shares issue 30-06-2012	1,087,007	6,522,043	148,393,000
Bonus Shares issue 30-06-2013	978,306	7,500,349	245,744,000
Bonus Shares issue 30-06-2014	1,125,052	8,625,401	318,253,000
Bonus Shares issue 30-06-2015	-	8,625,401	390,279,000
Total No. of Shares as on 30-06-2016 as per Consolidated Financial Statements Note No. 7.1.1	-	8,625,401	376,213,000

Total No. of Shares as on 30-06-2016 as per Un- Consolidated Financial Statements Note No. 7.2 *crst.* - 8,625,401 85,506,000

Detail	No. of Shares	Accumulated Shares	Market Value Rs.
Total No. of Shares as on 01-07-2016	8,625,401	8,625,401	
Bonus Shares issue 14-02-2017	1,293,810	9,919,211	
<b>Total market value of shares @ 100 as on 05-06-2017</b>	<b>9,919,211</b>		<b>991,921,100</b>

**\* Detail of Sold Shares**

Date	Shares	Rate	Amount
20-03-08	3,000,000	175.05	525,150,000
26-03-08	2,000,000	186.05	372,100,000
<b>Total</b>	<b>5,000,000</b>	<b>179.45</b>	<b>897,250,000</b>