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## **SERI SUGAR MILLS LIMITED**

HEAD OFFICE : 1ST FLOOR, HASSAN ALI CENTRE, OPP. M. W. TOWER, M.A. JINNAH ROAD, KARACHI-74000.

### **The Global Compact Communication On Progress – 2021**

#### **STATEMENT OF CONTINUED SUPPORT**

Seri Sugar Mills Limited the first company in Pakistan to embrace the philosophy of Global Compact has been actively involved in pursuing the ideals of human rights, labour practices, environment and anti-corruption in very difficult socio-economic environment of Pakistan.

Being a medium size organisation with sugar manufacturing facility located in rural area of province of Sindh, it employs people where employment opportunities are low for largely illiterate and unskilled population. The Mills directly employs about 310 persons and further about 560 seasonal workers. Global Compact principles has resulted in motivation for our employees, to build better relationship with our buyers and suppliers, particularly Sugar Cane Growers in the areas, Specially networking and high growth farming tips opportunities in the business circles groups.

We are committed to continue adherence to the principles of Global Compact in our business affairs. We strive to propagate these principles to our immediate contacts and at wider level of society by advocacy at business associations and different kind of others forums.

March 17, 2022



DIRECTOR

Mohsin Ashraf Tabani

Seri Sugar Mills Limited



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#### **Human Rights Principles**

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

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

We are committed to uphold human rights in our organisation, involving permanent employees and seasonal workers and further in areas of influence covering our suppliers particularly Sugar Cane all types of Growers and local peoples of the mills areas.

We are an agro based industry and care for our main suppliers i.e. sugar cane farmers. We encourage them to use modern farming practices by training competitive market based pricing and shorter waiting time so as to deliver the best quality of sugar cane to mills. Right from the time of sowing to harvesting our field staff keep close liaison and advises the farmers and their labours for good variety at every step, so that with the maximum of high recovery for benefit can be achieved every too every year.

We have an open door policy and all employees are free to approach top management with their concerns and best suggestions & grievances.

#### **Measurement of outcomes.**

Monitoring feedback all levels of our staffs are aware of the principle of the human rights and we strongly enforce fairness & honesty.

Furthermore, we expect that in case of any violations, they would be recorded and properly and quickly resolved the issues at our end.





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#### **Labour Principles**

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

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Seri Sugar Mills Ltd., respect the rights of employees to join trade unions and to collective bargaining. Commitments in respect of agreements with Collective Bargaining with Agents both are enforced carried out in letter and spirit.

Our merit based appointment policies offer clear terms of appointment to prospective employees. Compensation is fair and competitive according to the type of work and equitable with in organisation.

Our policy against hiring of child labour is strictly adhered to.

Seri Sugar Mills Ltd. is an equal opportunity employer. We do not allow discrimination based on religious beliefs, ethnicity, gender, political affiliations or social background of employees.

#### **Measurement of outcomes:**

Being a rural based our sugar organization, the worker's rights issues & discrimination in respect of political affiliations or social back ground is virtually nonexistent.

However, if a labour issue were to arise, it would be addressed by the senior top managements and the outcome is formally recorded.





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#### **Environmental Principles:**

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| Principle 7: Businesses should support a precautionary approach to environmental challenges;   |
| Principle 8: undertake initiatives to promote greater environmental responsibility; and        |
| Principle 9: encourage the development and diffusion of environmentally friendly technologies. |

Due to the very nature of our business most of our energy is renewable with little reliance on fossil fuels. We use bagasse (residue of sugar cane after extracting juice) for most of our energy needs. Furthermore molasses is sold to distilleries, which converts it ethanol, mostly for blending as bio fuels. In fact, we are working on to produce and export electricity to the national grid by using bagasse ( a renewable energy source) hence saving fossil fuel.

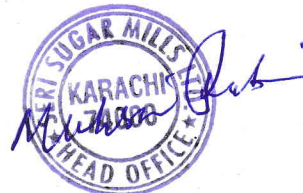
We are totally aware of environmental issues and emerging technologies to minimise environmental impact, and continuously monitor manufacturing processes and machinery and make improvements to keep adverse environmental impact to minimum.

We coordinate with Sugar Cane Farmers, Growers and labours at all stages of cultivation and provide technical advice through farm experts and also provide complete tools and all kind of machinery to the farmers free of cost so as to promote goodwill amongst them.

#### **Measurement of outcomes.**

We continuously review and monitor our systems for improving the environment.

Targets that have been established to further improve our internal systems to a more environmentally friendly environment.





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### **The Global Compact Communication On Progress – 2021**

#### Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

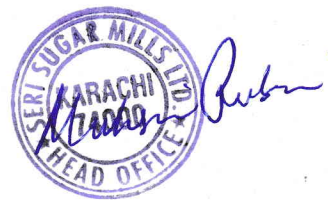
Seri Sugar Mills Ltd firmly believes that corruption and disregard of laws in any form is counterproductive for the country in general and businesses in particular, thus resulting in distortions in social and economic environment.

We at Seri Sugar Mills Limited are committed not be part of any corrupt practices and work against corruptions in all its forms including extortions and bribery by taking part in various industry and business associations' initiatives.

#### **Measurement of outcomes.**

Very strict checks and balances are part of the system to keeping the business corruption free.

Should any breach were to occur, it would be taken extremely seriously, and corrective action initiated accordingly, with the outcome formally recorded.





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#### **Conclusion:**

We are aware of continued challenges in a hostile working environment, more so as our manufacturing facilities are located in backward rural area of the province of Sindh. The extremely adverse political and economic situation particularly lawlessness have increased our resolve to stay on course.

We are aware of our Corporate Social Responsibility and act as responsible corporate citizen. We take pains to ensure that sugar cane farmers are provided proper education, technical assistance and are facilitated properly. Our employees are trained and motivated, so they can input their best efforts and are rewarded accordingly. We contribute to the society where we operate by advocacy and by direct donations.

The management of Seri Sugar Mills Ltd., has open door policy. All our employees and other concerned persons can approach all levels of managements at any time without any hesitation.

Adoption of Global Compact principles has raised the image of our company in business circles and society in general. We maintain good relation with our supply chain and have motivated employees.

Seri Sugar Mills Ltd upholds Global Compact principles in conduct of the business and propagate the principles in our spheres of influence and continuously strive to raise the bar further.

We will make this COP available to all stakeholders through distribution of handouts.



*Robin*