



## HUB PAK SALT REFINERY

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To our stakeholders:

Hub-Pak Salt Refinery is an ISO 9001:2008 & HACCP certified company. We produce a comprehensive range of different industrial grades of salt catering to major industries in Pakistan that include Chloral Alkali industry, Pharmaceuticals, Textile Dyeing, Leather processing, oil drilling and petrochemicals industry.

I am pleased to confirm that Hub Pak Salt Refinery reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anticorruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Hub Pak Salt Refinery have a history of responsible business conduct and we are aware that we have an obligation to carry our activities today for better tomorrow. We have focused specifically on our stakeholders giving high priority to customer satisfaction, climate change, human rights, diversity & inclusion, and talent retention.

We have become increasingly aware of the need to expand our social and environmental responsibility and have acknowledged the need to maximize economic and other positive impacts on the communities in which we operate, respecting and, wherever possible, improving the environment.

We are also proud of our continued commitment to support schools, nonprofit organizations, and the communities where we live and work. Our ultimate goal is to make UNGC principles an integral part of our everyday lives to assist us in achieving our business objectives.

Yours Sincerely,

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Ismail Suttar  
CEO

## **Human Rights**

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 center our business activities on the concept of humanity. Support for human right is an absolute imperative for any socially responsible company. Human rights are universal and play a fundamental role in development of the society as whole.

## **Implementation:**

In this regard Hub Pak Salt refinery:

- During current year 2022, we have invested PKR 25 million to acquire 3 acres of Land nearby with a view to expand our services to a wider demographic. We plan to expand Halima hospital to cater large number of people and help humanity more. Construction work is already underway at the new site.
- We have also Upgraded Ophthalmology section with an Auto Re-fractometer and Ophthalmic Ultrasound at a combined cost of PKR 2.25 million. We wanted to expand our ophthalmic section so we can help people with all sorts of eye problems within facility and they don't need to travel & spend money for high end Ophthalmic treatments.
- We added "Ultrasound" machine in Halima Hospital to perform ultrasound scan. It will help for diagnosis, for treatment, and for guidance during procedures, monitor the growth of an unborn child and check for abnormalities and also help diagnose problems with soft tissues, muscles, blood vessels, tendons, and joints. It is used to investigate a frozen shoulder, tennis elbow, carpal tunnel syndrome, and others.
- Have installed "Hematology Analyzer" in the lab of Halima Hospital to increase the level of accuracy and maximize the output rate. The analyzer is used to do white blood cell counts, complete blood counts, reticulocyte analysis, and coagulation tests.
- Have also added "Gastroscope" to our facility at Halima Hospital. Gastroscope is use to conduct gastroscopy (or endoscopy) to examine esophagus (gullet or food pipe), stomach and duodenum to check symptoms, diagnosis or for treatment.
- Have reviewed all internal company ethics and rules and developed programs for employees to make them aware of human rights.
- We donated fair amount of money for opening a free of cost school named Jamia-al-Mariam School, which provides primary level of education to children in the area.
- The company has defined SOP for safe waste disposal and conduct employ training regarding waste handling. We are committed to uphold human rights in our organization, involving permanent employees and seasonal workers during seasonal harvesting of salt.

- Being salt-based industry, we care that our main suppliers i.e. salt harvesting miners are made aware and fully facilitated in modern mining & harvesting practices through good training provided, and paid competitive market based price and have minimum waiting time to deliver the best quality salt to factory.
- Right from the time of harvesting our field staff keep close liaison and advises the labour for good variety at every step, so that with maximum high recovery for benefit can be achieved every year.
- Our management has open door policy. All employees are free to approach top management with their concerns and good suggestions & grievances.

### **Measurement of outcomes**

- With buy new land and expanding our Halima hospital, we will be able to provide better treatments and healthcare services to more and more people at the same time.
- Upgrading Ophthalmology department in our Halima hospital will help to cater all eye related treatments and diseases. Application of our new Ophthalmology Ultrasound machine includes evaluation of traumatic eye injuries; assessing presence and location of an intraocular foreign body; evaluation of intraocular tumors, including small tumors that have not yet caused visual distortion; evaluation of retinal detachment; and evaluation of vascular disease.
- Through the addition of new ultrasound machine, Halima hospital will be able to provide better healthcare services by gaining more accurate and speedy diagnoses. This way the doctor will be able to suggest and perform best-suited treatment. We can measure the outcome by simply accumulating number of successful diagnosis performed and correct treatment provided to patients.
- The Halima Hospital's lab will achieve efficiency and accuracy with the use of Hematology Analyzer in the form of lab test reports, which is being provided for free to patient without biasness of any regard.
- By adding "Gastroscope" to our facility, we have nearly eliminated the financial & physical hardship of a patient of traveling all the way to city side for gastroscopy. It will enable to Hospital to timely confirm the diagnosis and perform a treatment, which will eventually result in better health of community peoples in increasing number.
- We have got positive changes in the actions of our company and suppliers in the area of human rights.
- We have been able to promote observance and implementation of international human rights standards in our company's policy as well as stakeholder's.



## **Labour**

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.

Hub Pak Salt Refinery believes in equal employment opportunity. Our HR team makes sure that work place rules, policies, practices and behavior are fair and do not disadvantage employees' potential. All the workers are valued and respected and have opportunities to develop their full potential. Hub Pak Salt refinery take responsibility for providing its members with nutritional value by providing them with proper meals at all our facilities. We have assembled a nutritionist team under the guidance from Scaling-Up nutrition (SUN) Business Network & GAIN (Global Alliance for improved Nutrition).

## **Implementation:**

- During this year 2022, after pandemic, our HR management decided to boost our member's moral and skills by registering each and every single member with online courses of their own choice on an online platform providing different types of learning and skills enhancing courses, and the company paid in full for it.
- The programme is implemented to support SME's serving in food business by increasing company's purchasing capacity and keep the cycle of business going for the food system worker which is adversely affected by Covid-19 as it caused many companies to shrink their budgets resulted then limited food expense and purchasing. Through this grant HPSR will be able to give more business to the current vendors and also to the new vendor, to keep fresh food market working, through procurement of the items proposed by GAIN Pakistan.
- We do not allow discrimination based on religious beliefs, ethnicity, gender, political affiliation or social background of employees.
- We will continue our investment in wage subsidies, and increase availability of training and support employment.
- We provide properly filtered water to all our employees, whether in head office or in our factories. We believe that taking care of the basic need of employees is our fundamental duty.
- Child labor is a very serious problem. We believe children are our future and we have to take care of them if we want a better future.
- Support education and vocational work for needy children.
- We have a hospital by the name of Halima hospital based in Hub providing free of cost services to patient all around the area and to our members.

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- We redesigned our daily food plan according to nutritional requirements for all members keeping in mind all the food groups.
- Due to COVID-19 prices of commodities has risen up even higher than they were pre-pandemic due to which HPSR members were barely able to meet the basic nutritional requirement because of their limited financial capacity. HPSR tries to fill the gap by providing nutritional food to these bread earners of the family.
- We implemented nutritional plan with the guidance and financial support from GAIN.

### **Measurement of outcomes**

- Offering different types of learning & skills enhancing online courses to the members helped boost member's skills and knowledge, helped them in perform better at work, and achieve more in their goals and end results during their work tasks.
- By providing filtered water to employee in remote area where there is no reliable source for drinking water, we ensure our employees healthy state and reduced the risk of getting sick through unreliable source.
- Our employees are satisfied and are happy enough to full utilize their potential in work. They know the full support of management is with them.
- Audits or other steps are taken to monitor and improve the labour performance & queries coming from labour.
- We conducted blood tests to examine before and after results of our nutritional plan.
- We have an ISO audit every year to examine that we are maintaining all healthy standards properly in our kitchen and maintaining all hygienic standards in providing daily meals.

## **Environment**

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.

Hub Pak Salt Refinery has developed an environment policy, which clearly specifies that we be not engaged in any activity having harmful or negative impact on the environment. We are committed to continuous improvements in environmental performance and the prevention and reduction of pollution, waste, carbon dioxide emissions and the use of paper and other non-re-usable equipment.

## **Implementation:**

- This year, 2022, we have initiated for clean and better energy by installing solar system at our plant at Mukhai, Tharparkar.
- Currently, in collaboration with Global Alliance for Improved Nutrition (GAIN) Pakistan, HPSR is implementing “Keeping Food Market Working” (KFMW) programme. The programme is initiated as response to crisis surfaced due to COVID-19, which is funded by Dutch Government and Global Affairs Canada (GAC), GAIN Pakistan is providing short-term financial and advisory support to the companies willing to provide nutritional food for their workers that were negatively influenced by Covid-19.
- This programme has advanced us to offer more nutritional food items to workers along with regular meal being provided at the facilities. Through this HPSR will now not only be able to maintain their current level of food related expense and but also will be able to add more value in term of nutritional food in the form of protein, fruit, dairy & nuts in their daily diet.
- Recently, HSPR took initiative to install its first solar energy system at Jamia-Al-Marium School. HPSR installed 5KW of Off-Grid solar system with backup. The system is designed to generate enough power throughout the year and have enough battery capacity to meet the daily requirement. This system will enable school to use electricity and run fans (essential during scorching heat in summers), lights and computers uninterrupted. Not only it will benefit the student and teacher by creating better learning and working condition but it will also help the environment by reducing exploitation of non-renewable energy resources and carbon footprint. Through this initial solar project, we can move forward toward achieving sustainability in future for entire organization.
- The usage of non-toxic cleaning products.
- We have furnished our office with the furniture, carpet and paint that are free of volatile organic compound.

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- We have installed RO plant in the HO the filter water, which is being provided to all our employees in the head office as well as in the factories.
- We have placed bins in whole building to provide clean environment.
- The employees are instructed to turn off the lights when they are leaving and try to utilize natural light when they can, and to print on both sides or use back side of old document for faxes, scrap paper, or drafts. Avoid color printing and print in draft mode whenever feasible.
- We have placed energy savers to save energy than regular lighting.
- We prefer to work with customer and suppliers who develop, produce and sell products, which have minimum environmental impact.
- To move forward the initiatives of removing consumption of plastic bags, we provide customers eco-friendly reusable bag and encourage other to adapt the same.

## **Measurement of outcomes**

- Installing Solar panels at factory at our facility improved the production volume and lowered our cost so we can meet the increasing competition in the market. By not changing the prices of our products to our customer and lowering our own cost at back end, we also helped the environment along providing countless electricity units to workers so that they can stay live and work in the same vicinity.
- HPSR with intend to reduced consumption of non-renewable energy resource installed solar energy system at school. In this way, we will be able to able to reduce greenhouse gas emitted during generation of electricity and promote consumption of renewable and sustainable energy resources.
- Hygienic and green environment along with comfortable working atmosphere increased employee's efficiency to do work on time.
- We are continuously reviewing and monitoring our systems for improving the environment.
- Clean drinking water and proper sanitation facility have reduced the risk of diseases transmitted through untreated water among employees.
- Health and Safety protocols have minimized the number of incident, which causes harm or loss.
- By eliminating unnecessary paper work, recycling and re-using paper, the usages of paper have significantly reduced.
- Withdrawal of plastic bag use have reduced the overall contribution of plastic bag disposal in the environment.



## **Anti-Corruption**

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

Hub Pak Salt Refinery is always raising its voice and combating corruption both internal and external.

## **Implementation:**

- At internal level, we have maintained an excellent check and balance system over transactions.
- The records are maintained with proper proves that where does each rupee go to and what is done with it. This information is checked and controlled by finance, administration and HR department, which ultimately reaches to CEO.
- We make sure that our employees work like a true professionals and follow the work ethics.
- We are working under the philosophy of working hard and earn the reward and not to use any sort of mean ways to win contracts or to do anything which is against the PROFESSIONALISM and WORK ETHICS.

## **Measurement of outcomes**

- Corruption free environment and employees are aware of the consequences they will face if found doing fraud.