

Report on Corporate Social Responsibility

For the Year Ended September 30, 2023

Dear Members,

Being the Country's responsible corporate entity, Sanghar Sugar Mills Limited (the Company) gives back to society to help and build a sustainable tomorrow. As per Code of Conduct which confirm its commitment to respecting its fundamental human rights and treating employees, customers and all internal & external stakeholders with fairness, equality and respect in order to foster an open, transparent and trusting environment which is free from prejudice, discrimination, bias, harassment & violation.

The Company is playing an active role in supporting sustainable community and social development of Pakistan and its people. The Company believes in the creation of shared economic and social value across the country. This following Report updates the stakeholders about the steps taken by the Company to ensure compliance:

Education:

Sustainable Development Goal:

- Gender Equality
- Decent Work & Economic Growth
- Quality Education

The Company ensures that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes and also ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.

With the aim of paving the way for a brighter future and to alleviate illiteracy in the rural areas of the Country, the Company has launched education program through Al-Qalam Education Systems, Sanghar established in 2008 and is providing education facilities at the premises adjacent to the Mills' Employees' Colony by upgrading education facilities and provide safe, non-violent, inclusive and effective learning environments for all by the qualified staff on concessional basis to the children of the factory employees and persons living nearby in rural areas.

The Education started from a single class room of Kindergarten with admission of 10 students. Now, grows up-to class 8th having total strength of 257 students, which includes male and female students and having strength of 16 teachers and staff appointed for the purpose of education in which 01 male and 13 female teachers. Out of 257 students, 94 students belongs to the Employee's families and rest are from families living nearby areas. The premises of education is having beautiful infrastructure, neat and clean environment with availability of all basic facilities within covered premises viz large size ventilated class rooms, computer lab, laboratory, playground, tuck shop and uninterrupted power supply. Main emphasis to run the school is to help poor people of the area, to encourage girl's education, to inspire students to internalize Islamic education in their social growth, attaining self-actualization. Education in remote areas is a big challenges specially those who are not able to afford the expenses of such a qualitative, modern education nearer to their door step. In addition to above, various events are being organized like Annual Sports Day, Parent's Day etc.

Medical & Health Care:

Sustainable Development Goal:

- Good Health & Well Being

The Company has made a significant contribution in Medical & Health Care. In this regards, physical along-with financial support was extended towards the treatment of eye diseases and treatment of blood diseases etc.

The Company is responsive to make efforts to minimize the accidental risks, have necessary medical facilities and continuously strive to improve greenery and maintain clean and safe environment around the Mills, better housekeeping, safeguarding the health of employees and application of the principles of safety in its operations, the consumers and public at large by following the rules and regulations in this regard. The Company is running dispensary through a qualified and experienced doctors for its employees and for persons living in adjoining areas. A doctor and paramedical assistant are available at the factory.

The Management has conducted "Annual Free Eye Camp" for two days. The Camp was held on February 01, 2023 and February 02, 2023 on the premises of the Factory. In free camp, checkup of over 1,050 outpatients were conducted and operations of 524 patients were conducted. The Operations were satisfactorily done including lenses replacements and fixation as per our past practice by the famous eye surgeons and their technicians. Before the launch of camp, an advertisement campaign was made through radio, cable, social media & pamphlets for the information of needy persons. Free pick and drop arrangement was made for the patients and caring persons from the areas of Sanghar, Perumal and Mirpurkhas division. Free arrangements of accommodation and food was arranged for patients, care takers, doctors and their staff. The whole camp was financed by the Company and as well as by the Executives personally.

The Company is contributing through financial donations to the "Kidney Dialysis Centre - Sanghar" as and when seems necessary. Further, one day free blood donation camp was organized by the Company on February 19, 2023 for Thalassaemia patients and contributed 82 bottles of blood by the employees and the people living surrounding areas.

Purified Drinking Water:

Sustainable Development Goal:

- Clean Water & Sanitation
- Good Health & Well Being

The Company continues to engage in supporting initiatives for water and environmental sustainability, both at business and at community level. The Company endeavors to continuously improve its processes and systems to reduce its water usage and also engages with the community and external institutions to support water and environmental initiatives. The Company focuses on water and environmental sustainability with;

- a) Continuous improvement in our processes and systems to reduce our water usage - each year has to be better than the previous.
- b) Community clean water supply schemes - Water filtration plants for communities living around us.

The Company has achieved universal and equitable access to safe and affordable drinking water for all, ensures supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity and strengthen the participation of local communities in improving water and sanitation management.

Therefore, the Company have made arrangement for the Reverse Osmosis Plant having capacity of 5000 Gallons per day for Mills and surrounding area residents to provide clean and purified drinking water.

Community & Social Development:

Sustainable Development Goal:

- Zero Hunger
- No Poverty

The Company's efforts have primarily on improving the social conditions of the Communities and employees related to the Company by establishing fair working conditions, ensuring occupational safety, setting social standard, establishing minimum wages, zero tolerance on child labor and forced labor etc.

Support the sugarcane growers of the area and provide better quality seeds and fertilizers to achieve improvement in quality of sugarcane and enhance its quantity and productivity in order to have regular, constant and better supply in future the major basic raw material for sugar mills.

The management prefers to hire from local communities in the surrounding areas in order to generate / upgrade livelihoods and the major focus is on education, health and welfare for the underprivileged particularly in that areas.

Support the families and provide basic food, the Company along with the coordination of Deputy Commissioner (Sanghar), the Company has placed a Sugar Sale Stall in Ramzan Bachat Bazar (Sanghar) and gave two k.g. sugar bag to common people of Sanghar @ Rs. 95.00 per k.g. while at that time the retail price of sugar was Rs. 125.00 per k.g.

Tree Plantation:

Sustainable Development Goal:

- Sustainable Cities and Communities
- Life on Land
- Climate Change

Tree plantation is part of our main project of CSR activities. The Company has established green house at the premises of Factory where we have facilities to grow the plants and research on them based on the local

atmosphere of Sanghar. We have planted several trees in the premises of Factory and nearby areas and distribute amongst the staff to plant them, at their living areas to make environment clean and green.

The Company's Goal is to plant 5,000 trees in 2023-25 and over 1,500 plants have been planted in and out areas of Factory.

Human Resource Management:

Sustainable Development Goal:

- **Decent Work & Economic Growth**
- **Reduced Inequalities**
- **Gender Equality**

a. Employees:

There are policies and procedures which demonstrate the Human Resource department, a philosophy of fair and transparent appointments on the basis of merit and give objective of performance evaluation, which ultimately results in the increments, promotions, bonuses and cash awards. Being social responsible, the Company gives importance on providing an opportunity with dignity to people with special needs who are trained to serve the Company as a valuable human capital. The Company treats all employees fairly and compensates them according to the industry practice. The Company provides the benefits such as perquisites, annual leaves, pick and drop, facility of mess, safe and healthy working conditions etc along-with group insurance, making payments to Employees Old Age Benefits Institution, Sindh Employees Social Security Institution. The Company is committed to maintaining the principles of integrity and trust with respect to privacy of the employees of the Company.

An apprentice training program is in place to provide vocational training to deserving individuals. The program enables youths to develop skills and knowledge of manufacturing processes.

b. Specially-Abled Persons:

The management of the Company encourages employment of workforce i.e. special person employees living in the rural areas in order to yield significant gain and uplift their living standard. Currently, the management has appointed 15 specially-abled persons as an employee of the Company which have disability like stammered, deaf & dumb, limp (accident), artificial foot, damage eye and polio cases.

c. Women Empowerment:

The Company is in the process to strengthen our policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all level and ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life. Currently, at the top position, one female has been appointed as Non-Executive Director and became the part of the Board.

Contribution Towards Economy & Government:

Sustainable Development Goal:

- **Industry Innovation & Infrastructure**
- **Affordable & Clean Energy**

The Company is contributing to the National growth by sharing its revenue with the nation in the form of taxes, rates, duties and other levies.

Pakistan is facing severe energy crises, this is resulting in load-shedding and power shutdowns in all sectors, whether industrial or residential. Considering the importance of energy, the Company has been heavily investing in power generation, which includes installation of equipment & machinery, with our manufacturing area for our in-house consumption.

Assistance To Families:

Sustainable Development Goal:

- **No Poverty**
- **Zero Hunger**

The Company has always been active in supporting and providing humanitarian assistance to communities by providing food, where staff also participates as volunteers in delivering the goods. These packages are donated directly by the team's of the Company.

Environment Protection:

Sustainable Development Goal:

- **Industry Innovation & Infrastructure**
- **Responsible Consumption & Production**
- **Life on Land**

The Company has developed water and sanitation related activities and programmes, including water harvesting, desalination, water efficiency, waste water treatment, recycling and reuse technologies, therefore, the Company has finalized arrangement for the treatment of waste-water, through Activated Sludge Process (Chemical + Biology) process at Mills to meet the SEQs requirements of Sindh Environmental Protection Agency.

Solar Power Generation:

Sustainable Development Goal:

- **Responsible Consumption**
- **Industry Innovation & Infrastructure**
- **Affordable & Clean Energy**

During the year, the Company has installed 10 KW Solar System for offices of Accounts, Admin, Information Technology and Cane Departments. Small individual solar systems have also been installed at the Mess Area, Ware House and 20 Family Quarters of Mill Employees having total capacity of 5 KW.

We have also installed 50 KW Solar Power Generation System for the main factory area and workshop to smoothly run the repair & maintenance during off-season with-out interruption and to curtail usage of diesel generators as well as to reduce purchase of electricity from WAPDA.

Corporate Social Responsibility Plans:

Sustainable Development Goal:

- **Responsible Consumption**
- **Industry Innovation & Infrastructure**
- **Affordable & Clean Energy**
- **Good Health**

The Company has plan to conduct a two days free eye camp in the month of February 2024 for employees and persons living nearby.

The Company has planned to install the Solar Power throughout the Mills premises for own consumption, in different phases and our plan is to install 250 KW Solar Power Generation System, in phases, for the main factory area and workshop to smoothly run the repair & maintenance during off-season with-out interruption and to curtail usage of diesel generators. Currently we have installed the solar powers at some areas of Offices, Hostel, Messes and Employees Colony.

During season the Company's power appliances and plant & machinery are running on own power generation and the power generation through solar will be transferred to Hyderabad Electric Supply Corporation with the permission of National Electric Power Regulatory Authority through Net Metering and this will give benefit during off season through adjustment in HESCO bills, the matter of approvals from authorities are in process and will be completed soon.

Expenditures Incurred:

The expenditures incurred on Corporate Social Responsibility activities are disclosed in notes to the financial statements under the heading of "Other Operating Cost".

Karachi : December 18, 2023

Ghulam Dastagir Rajar
Chairman
Corporate Social Responsibility Committee