



TRUSTED NOT TO COMPROMISE

Diversity & Inclusion Policy



1. Objective:

- 1.1** The purpose of the policy is to improve the way diversity and inclusion considerations are integrated within Pakistan Cables Limited (“the Company”). Diversity at Pakistan Cables Limited is about difference. Difference in (and not limited to) gender, physical ability, sexual orientation, nationality, gender identity, race, religion, age or industry background.

The Company’s approach to diversity and inclusion is grounded in:

- Our Culture that encourages respect for each other, embracing diversity and creating the right environment for employees to thrive
- Our commitment to the UN Compact and the basic human rights of our employees
- Our Code of Conduct which outline the underlying principles on how we conduct business with our stakeholders’ and applies to all our employees.

The Company ensures that everyone is treated fairly and with dignity without any discretion; encouraging them to voice themselves without any feel of harm or prejudice. A workplace where everyone has equal access to opportunities and decision-making that effects their personal and work lives.

2. Applicability

- 2.1** The Company’s diversity and inclusion initiatives are applicable—but not limited—to our practices and policies on:

- recruitment and selection;
- compensation and benefits;
- professional development and training;
- promotions; transfers;
- social and recreational programs;
- layoffs; terminations;



and the ongoing development of a work environment built on the premise of diversity and inclusion that encourages and enforces:

- 2.2** Respectful communication and cooperation between all employees.
- 2.3** Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- 2.4** Work/life balance to accommodate employees' varying needs.
- 2.5** Employer and employee contributions to the communities, as also defined in the Company's Corporate Social Responsibility & Donation (CSR&D) policy, we serve to promote a greater understanding and respect for diversity.

3. General Diversity & Inclusion Undertakings:

- 3.1** Pakistan Cables management shall undertake at all times to extend equal opportunities to individuals and shall attempt to safeguard them against discrimination, promoting a work culture that values diverse teams.
- 3.2** To promote a diverse organization and an inclusive workplace environment for all internal and external stakeholders such as employees, customers, suppliers.
- 3.3** Commit to maintaining a culture of inclusion and diversity whilst nurturing the workplace where employee career development is upheld without differentiating between genders, basis of language, religion, political or social status.
- 3.4** With an aim is to build a culture of inclusion where all employees feel supported, valued and enabled to be their best, Pakistan Cables Limited will focus on targeted initiatives and investments that help the Company to progress its ambition.

4. Diversity & Inclusion Undertakings with respect to Gender

- 4.1** In addition to the basic measures taken to drive diversity and inclusion, the Company will also proactively undertake the following with respect to Gender diversity and inclusion:



4.2 Diversity In Recruitment:

- Address any existing and potential barriers to equal gender opportunities, diversity and inclusion within the recruitment process.
- Increasing the number of women applying to and being offered a role in the Company is a priority.
- Set targets for recruitment, to ensure Pakistan Cables Limited has diversity in its shortlists and measure the gender composition throughout the recruitment process

As part of the Company's recruitment strategy, there is strong focus to attract more females across all its functions.

4.3 Training & Development:

- The Company will provide regular trainings (online/in-person) to Line managers with hiring responsibilities that provide guidance on mitigating unconscious bias from the recruitment process. With the aim to help reduce any gender bias, stereotyping, etc.
- To build inclusion at Pakistan Cables Limited, conduct training sessions will be conducted to focus on understanding inclusion and how certain biases sometimes hinder inclusive behaviors at work. Include and highlight relevant gender and diversity-sensitive approaches and learning opportunities available to all employees, encouraging capacity building at all levels.
- Undertake focused and specific programs to promote and proliferate open-minded attitudes towards gender diversity, encouraging to develop interpersonal skills such as critical thinking, positive/constructive communication and empathic listening.

4.4 Facilities:

- The Company will ensure that suitable facilities are available and in place for females including but not limited to, transportation, washrooms and prayer areas.

4.5 Reporting & Monitoring:

- The Company will carry out surveys to be able to get feedback and measure the satisfaction / engagement level of female staff.
- Ensure that there are clearly defined and sensitive reporting mechanisms in place in the event that there are any concerns or complaints from female staff.



- Ensure that there are clearly defined and sensitive reporting mechanisms in place in the event that any gender is facing harassment, as per the Company's Harassment Policy.
- Incorporate measures to prevent and respond to gender-based harassment and/or violence in all areas of operations.
- Take necessary steps to ensure that our organization actively promote equitable opportunities through equal work, anonymized hiring, extended mentoring systems, balanced remuneration and facilities such as maternal and paternal leaves.

4.6 Targets:

- The Company will target to ensure that females are compensated at par with their male peers in comparable cadres and positions and will carry out gap analysis of the same.
- The Company will target to ensure that career progression and opportunities are equally available to all genders.
- Progress against targets set to measure effectiveness of the Company's diversity and inclusion programs will be measured and published in internal management reports, in reports made to the Board and in the Company's Annual Report.

5. Diversity & Inclusion Undertakings with respect to Differently abled

- 5.1.** In its bid to create a culture of acceptance and inclusivity, Pakistan Cables Limited will promote equal opportunities for the differently abled person(s) as part of its ongoing and future programs.

For purposes of this policy, a 'differently abled' person is defined as an individual(s) suffering from a long term physical or cognitive impairment that affects a major life function, consistent with the definition of the Disability Rights Act 2020. In this way, a barrier free environment will ensure full and equal participation in society by all, regardless of age, gender or ability.

5.2 Commitment:

- Pakistan Cables shall ensure that a differently abled employee is respected and offered equal opportunity to participate freely in his/her line of work within the Company without any discrimination.



- No person shall discriminate against the differently abled persons or violate their rights or restrict benefits in any manner.
- The Company will provide support and can make adjustments for differently abled through the recruitment process and throughout their careers with Pakistan Cables Limited.
- The Company will continually take steps to provide a better experience and facilitate, where applicable, any special requirements for dealing with its suppliers and customers with physical disabilities.
- The Company shall take immediate, appropriate and result oriented measures to raise awareness amongst all its employees with regards to recognition and respect for the differently abled persons and their rights.

5.3 Facilities:

- The Company shall ensure the provision of reasonable facilities including necessary assistive aid and equipment which a person with disabilities would reasonably require to perform his duties.
- The Company will ensure that suitable facilities are available and in place for differently abled that may include but not limited to, transportation, washrooms, broad doors, ramps, important announcements written in large font, over a period of time.

5.4 Targets:

- The Company will ensure the mandatory quota of 5% of the total employee base or as prescribed by the local law but will not limit itself to this target.

5.5 Training:

- Pakistan Cables employees and suppliers will be trained in issues of relevance to the differently abled persons so that, as appropriate, the Company's efforts and activities reflect those issues over a period of time.

The Company shall ensure that the differently abled persons are treated equally like persons without such disabilities and that they are not discriminated in exercise of their rights.

This policy is applicable with effect from May 01, 2021.

A handwritten signature in black ink, appearing to read 'Fahd Kamal Chinoy', written over a horizontal line.

Approved by:
Fahd Kamal Chinoy
Chief Executive Officer