

Policy Name:	Environmental, Social, and Governance Policy	Created By:	Compliance
Date Created:	01/01/2022	Date Updated:	30/01/2022
Reviewed By:	System & Compliance		
Approval Authority:	GM SOP		

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY

Policy Statement

To be the World Class Organization in the field of Governance, Social and Environmental Management

Unity Foods Limited (UFL) aims to provide food for life. Our value chain includes both industrial and consumer products i.e., edible oil, wheat flour, lentils, and animal feed. UFL has established itself as one of the fastest-growing businesses in the food sector. With its significant market capitalization on the Pakistan Stock Exchange, Unity Foods is determined and on route to be a recognized nationwide brand. Unity Foods has a 100% owned subsidiary i.e., Sunridge Foods (Private) Limited.

We aim to implement strong governance and oversight of processes, controls and compliance of laws and regulations, through the establishment of Steering Committees. Our strategic sustainability approach to “Restore – Adapt – Improve” revolves around the narrative to bring ourselves, through our actions and commitments, to a neutral point with regards to environmental, social and governance matters.

Roles and Responsibilities

The board is responsible for ensuring the appropriateness of the ESG framework.

- The Board of Directors, comprised of 07 directors who deliberate and make decisions on matters stipulated by the Companies Act, 2017 and the Company Articles of Association.
- The Board is responsible for ensuring the appropriateness of the ESG framework.
- The Board oversees the management execution of their duties.

The ESG committee is headed by the CEO and Co-chaired by an Executive Director. ESG sustainability committee to enable all ESG-related responsibilities.

ESG Committee

ESG Committee undertakes the following responsibilities as outlined in its Terms of Reference.

- Review and make recommendations on the following:
 - Unity Foods Limited
 - Sunridge Foods (pvt) Limited
- Liaison with all relevant UFL departments in-line with UN SDGs and GRI framework ensuring improvement in current company operations in relation to environmental, social and governance considerations.
- Support the investment managers' integration of ESG considerations into their business processes.
- Make recommendations concerning relevant ESG factors to be considered by the following UFL governance committees as part of their oversight responsibilities:
 - HR Remuneration Committee
 - Risk Management Committee
 - Investment Committee(s)
 - Steering Committee(s)
- Facilitating departments with attaining targets and goals as per the commitments in accordance with annual ESG reporting requirements
- Integrating and formalizing Annual ESG report
- Continuously monitor and review ESG issues and record our progress on an annual basis.
- Facilitate third party auditors for an independent ESG review/audit, which shall be conducted and reported to the Board, annually.

Environmental Policy

Environmental responsibility initiatives aim to reduce pollution and greenhouse gas emissions and the sustainable use of natural resources. Unity Foods Limited is therefore committed to minimizing negative impact and eventually positively contributing towards our environmental responsibilities through:

- Ensure compliance with all applicable environmental laws.
- Monitor, review and report our business operations as per relevant environmental and sustainability standards.
- Implement, monitor, and improve environmental practices as per international standards i.e., ISO 14001.
- Develop, improve and implement processes and procedures having unfavorable ESG impact.
- A reduction in all aspects of our energy consumption and/or the related greenhouse gas emissions that contribute to climate change.
- A reduction in the use of raw materials such as water, paper, and ink with the aim to move towards a 'Paperless environment.

- Ensuring implementation and monitoring of business practices with impact our environmental, social, and governance responsibilities.
- Identify, investigate and resolve all environmental incidents and take necessary measures to rectify, restore and prevent future occurrences.
- Ensure regular/periodic reporting to senior management on environmental incidents, issues, and performances, both regulatory and voluntary.
- Ensure adequate engagement with all relevant stakeholders on environmental issues.
- Ensure training and education of employees and relevant stakeholders on environmental issues and related matters.
- Encourage the participation of all stakeholders to minimize adverse impacts on the environment.
- Ensure active communication of environmental policies and practices to all employees and other stakeholders.
- Periodically review environmental policy to keep updated with the latest regulatory and industry best practices.

Social Policy

- Promoting the welfare of selected groups (with the main focus of attention being on those of disadvantaged backgrounds) through charitable donations of funds, skills, and/or time of UFL employees
- Raising awareness of CSR initiatives within UFL management and empowering team members to explore further CSR opportunities.
- We aim to ensure reasonable health and safety in our work in our operations with respect to relevant labour laws and health and safety regulations.
- We aim to proactively engage with local communities through a combination of funding or sponsoring local community projects
- Fostering socially responsible behavior towards the communities in proximity to our business operations, as well as a wider society.

Governance Policy

- Adopt a responsible and ethical approach to governance.
- Management shall ensure performing business activities, considering the policies of key suppliers and their commitment to the ESG in choosing to work with them.
- Constantly seek to ensure data security across the business.
- Integrate ESG issues into investment analysis and decision making
- Adopting practices and procedures that protect against fraud, bribery, and corruption at all levels and will include anti-slavery protection
- Commentary in the annual corporate responsibility report
- Making information available on the corporate website
- Considering, identifying, and managing climate change as material financial risk for the purpose of risk management framework.