

# Ideal Spinning Mills Ltd.



## Sustainability Policy

As a public entity, we are committed to fostering harmony with society and the global environment, contributing to the development of a sustainable future through our business practices.

### 1. Products, Services, & Solutions

In collaboration with our customers and partners, we aim to create innovative solutions and products that address social and environmental challenges. Through these efforts, we strive to enhance the quality of life worldwide.

### 2. Workplaces and Local Communities

As a forward-thinking company, we are dedicated to creating an inclusive and supportive work environment for our employees, offering opportunities for growth and open dialogue. We respect diverse cultures and values, and actively contribute to the development of local communities by addressing regional issues.

### 3. Supply Chain

We recognize the environmental and social impact of our business activities. To promote responsible practices, we work closely with our suppliers to ensure socially responsible procurement throughout our supply chain.

### 4. Multi-Stakeholder Collaboration

We engage with a broad range of stakeholders, including international organizations, governments, industry, civil society, employees, consumers, investors, NGOs, and specialists. Our aim is to develop public policies and industry regulations that support sustainability.

### 5. Human Resources and Innovation

We foster a collaborative culture that maximizes the skills and expertise of our employees. We provide opportunities for career development, nurturing professionals who can drive societal change and create innovative solutions to address both local and global challenges.

#### Head Office:

1088-Jail Road,  
Faisalabad-Pakistan  
Ph: +92 41 2632 301-5

#### Mills:

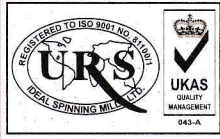
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## 6. Environment

To achieve a sustainable society, we prioritize the creation of environmental value in our business activities. We address environmental challenges head-on and expand our initiatives through collaboration with stakeholders.

## Incidents and Investigations

- **Incidents:** These may involve a single or series of occurrences, with both males and females capable of being offenders or victims.
- **Reporting:** Employees are encouraged to report harassment to their supervisors, HR, or the CEO.
- **Investigation:** Detailed accounts from both the complainant and the accused will be thoroughly considered during investigations.

For Ideal Spinning Mills Ltd.  
*[Signature]*  
Director

*[Signature]*

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