

CORPORATE SOCIAL RESPONSIBILITY

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Life at PIONEER



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At Pioneer cement, we recognize the vital role which Corporate Social Responsibility (CSR) plays in driving long-term sustainability, business excellence, and positive impact on our stakeholders. Our Board of Directors reaffirms its commitment to adopting CSR best practices, ensuring our organization's continued success and contribution to societal well-being. Our CSR initiatives are strategically devised and effectively implemented to have a positive impact on health, education and environment.

We recognize the significance of sustainability-related risks and opportunities on our financial performance and long-term success. We are committed to transparency and proactive management of these factors.

EDUCATION

Reaffirming our strong commitment to contribute in progressive and educated Pakistan, we have proactively sponsored a number of initiatives. We have established two primary schools in Chenki village, where our plant is located. These fully funded schools are well equipped with resources to provide quality education to children. Other initiatives include funding the construction of an additional building in District Public School Jauharabad and District Public School Sargodha, enabling the schools to enroll an additional 500 students. Furthermore, we provide ongoing support to SOS Schools and Vocational Training Institute of Quaidabad. We are also working with Pakistan's premier business school IBA to ensure the quality and relevance of their business curriculum. The Company has contributed in the construction of a residential facility for its faculty members. The Company demonstrates its dedication to philanthropic investments. Notably, we collaborate with Ghulam Ishaq Khan Institute to promote educational excellence, supporting various Olympiads that cultivate academic achievement and innovation.

HEALTH AND SAFETY

Our healthcare initiatives reflect our commitment to continuously give back to the community by supporting those in need. The Pioneer Medical Center at our plant provides free medical and emergency ambulance services not just to our employees but also to the local community. We have established a public dispensary in Chenki village and have also provided financial support to TB Center Foundation. Health, safety and wellbeing of people is of utmost importance to us. Our Health Safety and Environment (HSE) department is committed to provide and maintain healthy working conditions, equipment and systems at work, along with effective information, instruction, training and



A pair of hands is shown from the bottom right, gently cradling a small, vibrant green seedling. The seedling has three leaves and is growing out of a mound of dark, rich soil. The soil is partially covered with a thick layer of bright green moss. The background is a soft, out-of-focus green, suggesting a natural, outdoor setting. The overall mood is one of care and environmental stewardship.

THE ENVIRONMENT

supervision. HSE department is responsible for promoting the health and safety of all the employees through effective occupational and environmental management practices.

LOCAL COMMUNITY DEVELOPMENT

To strengthen ties with the communities where we operate, we have rolled out several development initiatives like the construction and maintenance of Chenki village mosque and the development and maintenance of a 15 km stretched road connecting Chenki village to Jabbi village, which provides convenience to thousands of commuters. The ongoing construction of 2.1-kilometer link road aims to alleviate traffic congestion in the local village, helping to reduce noise and dust pollution.

ENVIRONMENTAL PROTECTION

The future of our environment is deeply connected to what we do today. At Pioneer Cement, we use responsible and resourceful methods in all our operations. Our initiatives to reduce our environmental footprint include the installation of energy-efficient coal firing burners, which reduce the gaseous emissions, and Waste heat recovery power plants (WHRPP) that generate electricity from these emissions.

ENSURING ENVIRONMENT FRIENDLY OPERATIONS, PRODUCTS AND SERVICES

The Company believes that acting in a sustainable manner in all our operations is not only a business imperative but also a competitive advantage in the long run. Our new plant is equipped with technologically advanced extensive dust collection equipment, which controls stack emissions and also reduces our carbon footprint. We are consistently adopting the latest technologies that are cleaner and greener. Our plants and processes are constantly improving to become more energy efficient. The Green Office Diploma by WWF Pakistan is an authentication of our quest towards a resource-efficient entity. HSE department at our plant plays a pivotal role in ensuring that we abide by international standards of having an ecofriendly and safe working environment. Pioneer Cement is ISO 9001:2015 certified for Quality Management Systems, ISO 14001:2015 certified for Environmental Management Systems and ISO 45001:2018. Our management systems were comprehensively audited by TÜV Austria and we were awarded these qualifications.



LIFE AT PIONEER

Pioneer Cement Limited emphasizes greatly on professional growth of its employees as it considers them a key asset. Training and development activities are considered an essential part of the Company's culture as it boosts employee morale and provides an opportunity to increase their knowledge base. Pioneer strongly believes in maintaining a healthy work culture for employees. Several employee engagement activities are put in place for developing a sound work environment. Over the years, the Company has realized, these recreational activities rejuvenate the employees making them more productive and committed towards organizational goals. That's the reason, Pioneer has developed a culture of celebrating every significant event. As an equal opportunity employer, Pioneer believes in hiring young and enthusiastic graduates. The Company helps them in developing necessary skill set that can enhance their careers and align their goals. Pioneer also advocates gender diversity in our culture; women are employed, valued and promoted on the basis of their talent and achievements.

