

# **Khurshid Spinning Mills Limited**

## **CORPORATE SOCIAL RESPONSIBILITIES**

Khurshid Spinning Mills Limited considers social, environmental, and ethical matters in the context of the overall business environment. The Company is committed to work in the best interest of all the stakeholders, in particular the community in which we live and forms our customer base. KSML was incorporated with the aim of providing employment to the locals.

### **Equal Opportunity Employer**

The Company believes in providing equal opportunity to everyone around. The Company laws in this regard have complied with and no discrimination upon race, religion, age, national origin, gender, or disability is acceptable. No harassment or discrimination of any kind is tolerated; directors and employees standards with regard to child labor and forced labor.

### **Energy Conservation**

In addition to investing in the alternative energy sources, conservation of energy sources are under special focus of the Company. The Company is in the process of replacement of conventional tube lights with LED lights and installation of solar panels etc.

### **Environmental Protection**

Textile manufacturing especially dyeing / yarn processing can cause significant harm to environment if adequate measures are not taken to mitigate hazardous effects of textile processes. The Company is deeply concerned and has established a waste water treatment plant at production facilities of Dyeing / yarn processing.

### **Masjid**

A masjid has been built by the KSML in to facilitate employees and locals.

### **Iftar Arrangements**

Iftar arrangements were made during the Holy Month of Ramdan at factory premises, like previous years. This benevolent gesture was open for all, bringing ease and joy to the locality.

### **Safety and Health**

KSML has a comprehensive policy for health and safety standards. The Company provided each employee with a safe work environment and complies with all applicable health and safety laws. Workers are engaged in manufacturing activities after taking into account professional safety measures. KSML also provide health and life insurance to its employees.

### **Medical Benefits**

KSML provide medical facilities to all regular employees and their immediate family members.

### **Employees Children Educational Assistance**

KSML provided Educational Assistance to low income staff members, so that they can afford quality education for their children. A special school bus is also arranged for providing free conveyance to children.