

Diversity, Equity & Inclusion (DE&I) Policy

Preamble

Arif Habib Corporation Limited (AHCL), the flagship company of the Arif Habib Group (AHG), is a leading holding company in Pakistan with a diversified portfolio across sectors such as fertilizers, financial services, real estate, construction materials, industrial metals, energy, and more. We are committed to fostering a workplace that values and promotes **Diversity, Equity, and Inclusion (DE&I)**, recognizing that leveraging diversity strengthens our capacity to achieve our vision and enhances the work environment for all.

DE&I Vision

Our vision is to create an organization known for its diversity, equity, and inclusive environment, benefiting both our employees and customers.

Key Definitions

- **Diversity:** Embracing different perspectives, backgrounds, and ideas to create a more innovative and dynamic workforce.
- **Equity:** Ensuring fairness in opportunities and resources by addressing individual needs to achieve equal outcomes.
- **Inclusion:** Building a culture where every individual feels valued and can contribute fully to the organization's success.

DE&I Mission

- To build a balanced, inclusive organization that ensures equal career opportunities for all, with a particular focus on gender diversity and senior leadership roles.
- To support Persons With Disabilities (PWDs) by offering a conducive work environment that fosters their hiring, development, and fair compensation.
- To cultivate an equitable and inclusive culture that respects and values differences in gender, age, ethnicity, disability, religion, and education.

Scope & Purpose

This policy is a guideline to all AHCL / AHG employees and outlines our commitment to creating a diverse, equitable, and inclusive work environment free from discrimination, harassment, and victimization. We aim to foster a workforce that reflects the diversity of our customers and communities, where every employee feels respected and empowered to perform at their best.

Roles & Responsibilities

Corporate Responsibilities

- Maintain zero tolerance for discrimination, harassment, and victimization.
- Foster a supportive and inclusive work environment for all employees.
- Ensure our facilities and workspaces are inclusive and accessible to all employees.

Individual Responsibilities

- Uphold DE&I values in daily interactions and decision-making.
- Speak up against any form of discrimination or harassment.
- Treat all colleagues with respect and dignity.

Gender Diversity Policy

AHCL / AHG is committed to gender diversity and equal opportunity employment. Our merit-based recruitment process ensures that all candidates, regardless of gender, are encouraged to apply for positions within the organization. We have implemented initiatives to support female employees, including a maternity policy aligned with industry best practices and alternative support arrangements for working parents. Our anti-harassment practices guarantee a safe, respectful workplace, with complaints managed by a qualified and diverse committee.

Measures for Gender Diversity

- We are an equal opportunity employer, ensuring all employment decisions are based on merit alone.
- We are committed to improving female representation in senior management by providing clear, merit-based career growth paths for women.
- We maintain regular communication with female employees to provide support and address their concerns.
- We offer learning programs focused on resilience, assertiveness, and handling workplace challenges, including harassment.

Conclusion

AHCL / AHG is dedicated to fostering a diverse, equitable, and inclusive workplace where every individual feels valued and respected. By embracing DE&I, we will drive innovation, improve business performance, and create long-term value for all stakeholders.