

Communication On Progress

2026

RASTGAR
ENGINEERING



United Nations Global Compact



Tel: +92 (51) 111 333 111



info@rastgar.com



www.rastgar.com

CEO's Statement of Continued Support for the UN Global Compact and Its Ten Principles

To Our Stakeholders:

I am pleased to submit Rastgar Engineering Company's annual Communication on Progress report. We value the opportunity to share our Global Compact story, reaffirming our commitment to the Ten Principles of the United Nations Global Compact (UNGC). We highlight the numerous ways we embody these principles through our people and practices. The UNGC aligns closely with our longstanding company values, emphasizing integrity, ethics, human rights, transparency, diversity, and economic, social, and environmental sustainability. Upholding these high standards is integral to our daily operations.

We are grateful for this opportunity and for the continued leadership and partnership of our UNGC colleagues.

Sincerely,



Saif Ali Rastgar

CEO



Our Journey Since 1967

Since its establishment in 1967, Rastgar Engineering Company has been grounded in universally accepted ethics and human rights principles, extending this ethos to our customers, employees, suppliers, and other stakeholders. Today, I not only reaffirm this commitment to integrity and transparency but also pledge to enhance our efforts toward environmental sustainability, efficiency, and creating a positive workplace culture.

As a founding member of the United Nations Global Compact for Employers in Pakistan, Rastgar Engineering Company is dedicated to providing a supportive working environment and training opportunities that enhance the skills and quality of life for all our team members. Corporate responsibility is at the heart of our business. We believe in conducting business ethically and continue to uphold UNGC principles within Rastgar Engineering Company and in the surrounding community.

We fully endorse all ten principles of the UNGC and ensure that everyone at Rastgar Engineering Company actively contributes to achieving these goals. Any nonconformity with policies and practices on human rights, labour, environment, and anti-corruption is regularly discussed and reviewed within top management, with prompt preventive measures taken.

A decorative geometric pattern in the bottom right corner, consisting of several triangles in red, grey, and blue, mirroring the design in the top left.

Policy Communication and Implementation

Our policies on human rights, environmental stewardship, good labour practices, and anti-corruption are communicated at all company levels through various mediums. These policies are displayed within our premises via notice boards, audio-visual announcements, banners, objective statements, meetings, and occasional celebrations.

We regularly share our company's progress and achievements with all stakeholders through our annual report, website, employee handbook, emails, and other written communications. Our adherence to internationally accepted policies and principles has earned us recognition and certification under several International Standards, including:

- ISO 9001: Quality Management System
 - IATF 16949: Development and Manufacturing of Automobile Parts
 - OHSAS 45001: Occupational Health and Safety Management System
 - ISO 14001: Environmental Management System
- 

smg
Sustainable Management Group (SMG)

Rastgar Engineering Company (Private) Limited
Plot No. 307, Street 3, Sector I-9/3, Islamabad 44000, Pakistan

SMG certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the management system standards detailed below

ISO 9001:2015
Scope of Certification

DESIGN, DEVELOPMENT, MANUFACTURE OF CAST AND MACHINED COMPONENTS, QUALITY ASSURANCE & EXPORT OF AUTOMOBILE COMPONENTS

Originally certified against ISO 9001:2015 on 12 May 2024

EA Code:	17.18
Certificate of registration No:	PK-10009-QMS
Initial Certification Date:	12 May 2024
Audit Date:	15 April 2026
Certification Decision Date:	05 May 2026
Certificate Issuance Date:	07 May 2026
Certificate Expiry Date:	11 May 2027
Planned Audit Dates:	12 May 2025
First Surveillance Audit:	12 May 2025
Second Surveillance Audit:	12 May 2026
Recertification Audit:	12 February 2027

This certificate remains valid until 12 May 2027 if surveillance audits are conducted successfully.

Yousufi Mithayeva
Operations Manager

Registered for:
Sustainable Management Group (SMG), 78 George Street, Ottawa Ontario, K2H6V1 Canada
This certificate is subject to the SMG Terms and Conditions for Certification, and remains the property of SMG and must be returned to SMG upon its request.
To verify that this certificate is current, please refer to SMG online certification register at:
<https://smg-certification.com/verify>

smg
Sustainable Management Group (SMG)

Rastgar Engineering Company (Private) Limited
Plot No. 307, Street 3, Sector I-9/3, Islamabad 44000, Pakistan

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ISO 14001:2015
Scope of Certification

DESIGN, DEVELOPMENT, MANUFACTURE OF CAST AND MACHINED COMPONENTS, QUALITY ASSURANCE & EXPORT OF AUTOMOBILE COMPONENTS

Originally certified against ISO 14001:2015 on 12 May 2024

EA Code:	17.18
Certificate of registration No:	PK-10009-EMS
Initial Certification Date:	12 May 2024
Audit Date:	17 April 2026
Certification Decision Date:	05 May 2026
Certificate Issuance Date:	07 May 2026
Certificate Expiry Date:	11 May 2027
Planned Audit Dates:	12 May 2025
First Surveillance Audit:	12 May 2025
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ISO 45001:2018
Scope of Certification

DESIGN, DEVELOPMENT, MANUFACTURE OF CAST AND MACHINED COMPONENTS, QUALITY ASSURANCE & EXPORT OF AUTOMOBILE COMPONENTS

Originally certified against ISO 45001:2018 on 12 May 2024

EA Code:	17.18
Certificate of registration No:	PK-10009-OH&MS
Initial Certification Date:	12 May 2024
Audit Date:	18 April 2026
Certification Decision Date:	5 May 2026
Certificate Issuance Date:	7 May 2026
Certificate Expiry Date:	11 May 2027
Planned Audit Dates:	12 May 2025
First Surveillance Audit:	12 May 2025
Second Surveillance Audit:	12 May 2026
Recertification Audit:	12 February 2027

This certificate remains valid until 12 May 2027 if surveillance audits are conducted successfully.

Yousufi Mithayeva
Operations Manager

Registered for:
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<https://smg-certification.com/verify>

DAS
DAS Certification (Pvt.) Ltd.

CERTIFICATE OF APPROVAL
Automotive Quality Management System

This is to certify that the AQMS of
Rastgar Engineering Company
Plot No. 307 Street 3, Sector I-9/3 Islamabad Pakistan

Has been assessed and found to meet the requirements of

IATF 16949:2016

This Certificate is Valid For the Following Scope of Operations
"Design, Development, Manufacturer of Cast and Machined Components, Quality Assurance & Export of Automobile Components."

Authorized By:

Yousufi Mithayeva

Date of Certification Issue: 18 November 2025
Certification Valid Until: 17 November 2026
Surveillance Audits before 18 October 2026; Certified Since 18 November 2013.
This Certificate is the Property of DAS Certification (Pvt.) Ltd. & remains Valid Subject to Satisfactory annual Surveillance Audits

Certificate Number: DAS 31123441/19/ASU Rev: 002

DAS Certification (Pvt.) Ltd.
Email: info@dascert.com
Web: www.dascert.com
Tel: +92 334 0567567
Company Number: 0073760

Notes: This Certificate is issued under the Approved Scheme of IATF 16949:2016 and is subject to the terms and conditions of the IATF 16949:2016 and shall be returned on demand. This Certificate is not valid for any legal proceedings.

HUMAN RIGHTS

We are deeply committed to universally accepted human rights principles and take special care to avoid any form of abuse. Our employees are our most valued asset, and we continuously invest in their skill development,



professional growth, and health and safety.

❖ **Equal Opportunity Employer:**

Rastgar Engineering Company is an equal opportunity employer, ensuring fair practices in our hiring and promotion procedures. Female employees are given equal opportunities in all aspects of employment and training

❖ **Fair Evaluation and Treatment:**

Employees are provided with opportunities for self-fulfillment and growth, and their accomplishments are duly rewarded. We encourage participation

in daily floor meetings, cleanliness drives, safety programs, healthy activities, café management affairs, and plantation drives.

❖ **Prevention of Sexual Harassment and Abuse of Power:**

An Inquiry Committee against Sexual Harassment ensures a harassment-free, professional, and dignified work environment. Committee members' names and contact numbers are displayed on notice boards at prominent places within the company. Employees are encouraged to bring any concerns about unfair treatment or harassment to the Inquiry Committee.



❖ **Prohibition of Discrimination:**

We do not discriminate based on gender, race, religion, or political beliefs. We value diversity and treat all personnel and external contacts with respect and fairness.



❖ **Prohibition of Forced Labour and Child Labour:**

We stand against child labour and forced labor employment. Our minimum age limit for employment is 18 years, verified through supportive documents. All employment is based on mutual consent, and employees are free to resign as per agreed terms.



❖ **Employment of Disabled People:**



We regularly give special consideration to disabled persons, ensuring non-discrimination if the job can be performed by a disabled individual. Walkways within the company are redesigned to facilitate movement for disabled employees.

❖ **Community Welfare:**

Rastgar Engineering Company actively incorporates sustainability initiatives across all business activities, from raw material sourcing to delivery. We engage in community service projects, including primary education, healthcare, blood donation, and disaster relief programs. We also participate in local community development programs such as employment creation, skills development, scholarships for students, corporate citizenship activities, and support during disasters.



LABOUR



Rastgar Engineering Company fully complies with local labour laws, including Minimum Wage Rate, Overtime Payment, Social Security, and Government Pension. We meet security and human rights requirements and strongly discourage discrimination in all its forms.

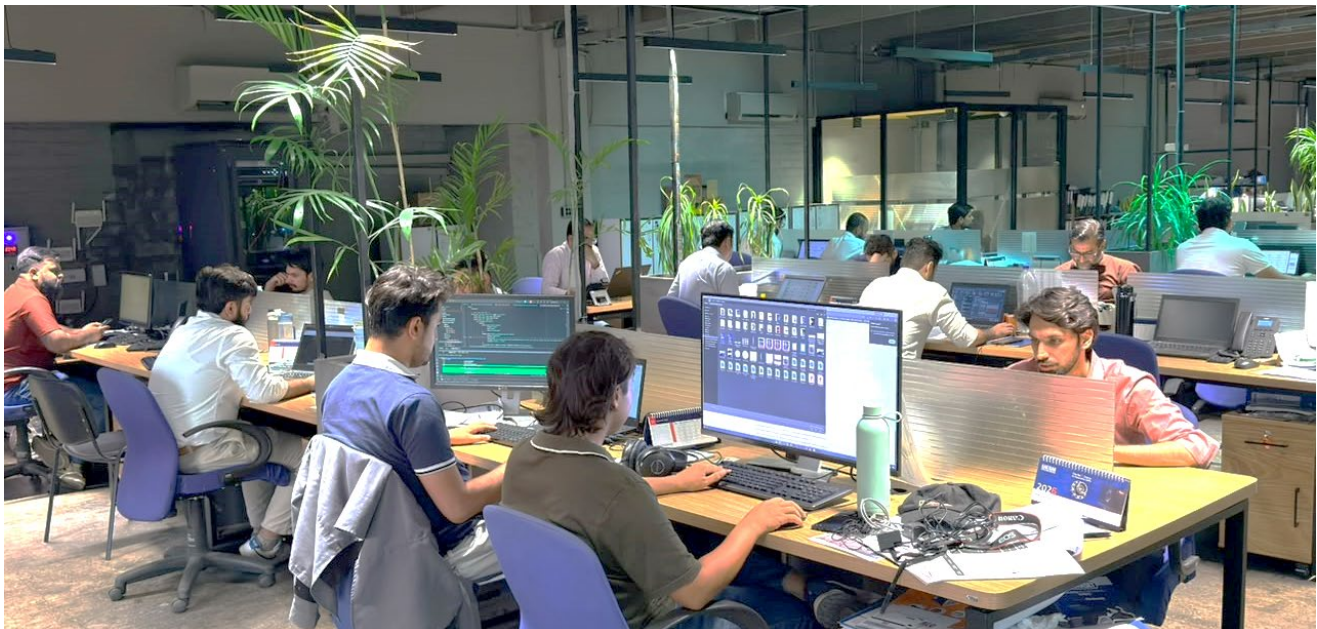
❖ **Workforce Diversity:**

Our workforce is diverse, comprising individuals from various backgrounds and regions. We value diversity and hire based on merit, without discrimination.



❖ **Working Environment:**

We provide a progressive working environment and learning opportunities to improve the skills and salaries of our employees. Our work environment is free from discrimination and harassment, promoting comfort and inclusivity.



❖ Health and Safety:

Certified under OHSAS 45001:2018, Rastgar Engineering Company prioritizes safety, valuing the lives of our team members. We have established safety protocols, preventative maintenance, and necessary technical measures to mitigate workplace health and safety risks.



❖ Accident Reporting System:

We have an established accident reporting system to document incidents accurately. Details of injuries and preventive measures are recorded and addressed promptly.

❖ Environmental Ethics:

Employees are required to adhere to the Company's Code of Ethics, signed at the time of induction, which includes guidelines on avoiding discrimination and ensuring fair dealings with all stakeholders.

RASTGAR Since 1987	
RULES AND CODE OF CONDUCT	
➤ I will always be punctual in coming to office, attending meetings, meeting deadlines etc ➤ I will come to work in neat clothes as per company dress code. ➤ If I am absent for any reason, I will inform my Manager / Supervisor immediately. ➤ I will not indulge in any immoral activity or any behavior which is socially not acceptable. ➤ I will not indulge in any activity or talk which is against the interests of the company or its management. ➤ I will not damage, waste or misuse company assets / resources including equipment, raw material, stationary, phone calls, internet and information. ➤ I will not do anything which will create a conflict of interest with my job. I also understand and fully agree to company policy on inter-employee loans and relationship with company suppliers and service providers. ➤ I will not waste time while I am in the company. ➤ To promote efficiency, I will keep all communication channels open by quickly responding to all phone calls, SMS messages, emails etc ➤ If I have spare time available, I will try to find a way to contribute to the company objectives, reduce costs and help others in the company. ➤ I will enjoy my work and have fun while also maintaining an environment of decency and respect. ➤ In case I resign or am terminated, I will serve my notice period and hand over my responsibilities / paper work / documentation in a proper manner. ➤ I will be truthful and honest with the management and everyone else that I work with. ➤ I will try to do my assigned jobs with utmost honesty, responsibility and focus on achieving results and targets.	
I have carefully read all the above rules and agree to follow them completely	
Name: _____	Signature: _____
Department: _____	Date: _____

HRM-003

❖ **Performance Measurement:**

Managers and supervisors set and periodically review targets. Performance is judged by conformity to quality and productivity targets.



❖ **Employee Development and Training:**

We foster a culture of continuous learning and on-the-job training. Skill enhancement sessions are regularly conducted, with international experts

providing technical training and technology transfer. Fire, rescue, and emergency training sessions ensure preparedness for emergencies.



❖ **Employee Feedback:**

We encourage employees to provide suggestions for improving the company's performance through an ongoing Employee Suggestion Program. The Human Resource Department obtains regular feedback on problem areas and concerns, including through exit interviews.



❖ **Compensation:**

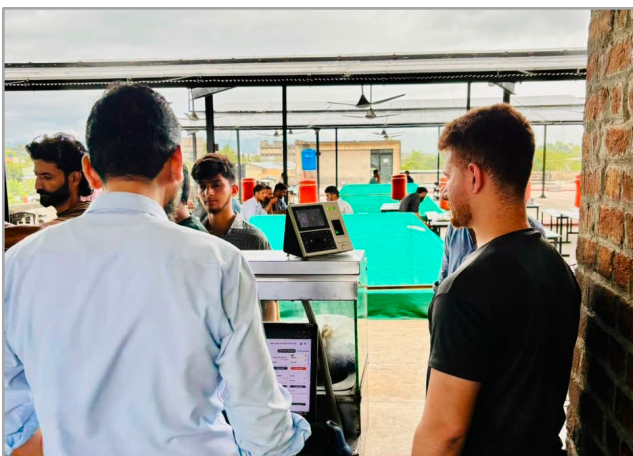
Our employment contracts comply with human rights and labour laws. We offer industry-competitive compensation and benefits without gender discrimination in salaries.

❖ **Employee Benefits:**

We provide various benefits, including financial support to deceased workers' dependents, special paid leaves, financial grants, overtime payments, medical cost reimbursement, free and subsidized meals, financial assistance for Hajj, a corporate gym, interest-free loans, scholarships for workers' children, and company-sponsored outings and events.



Rastgar Engineering Company provides various benefits, including financial support to deceased workers' dependents, special paid leaves, financial grants, overtime payments, medical cost reimbursement, free and subsidized meals, financial assistance for Hajj, a corporate gym, interest-free loans, scholarships for workers' children, and company-sponsored outings and events.



IFTAAR DINNER

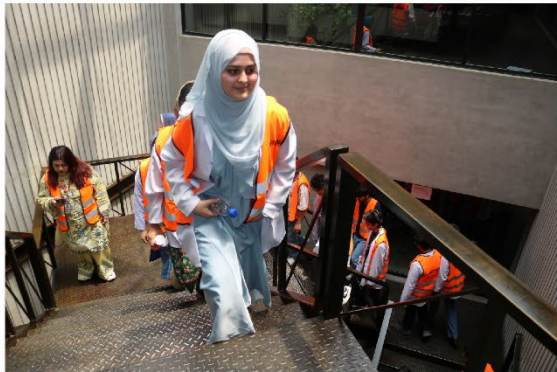
March 16, 2026

RASTGAR
ENGINEERING



**Students Visit
Shifa College of Medicine**
18-06-2026

RASTGAR
ENGINEERING



ENVIRONMENT

Rastgar Engineering Company is dedicated to environmental stewardship, aiming for a greener tomorrow through waste elimination, recycling, and process optimization. We continuously monitor our environmental performance to prevent pollution and minimize the impact of our operations.

❖ Reduction of CO₂:

Technological advancements are implemented to reduce carbon dioxide usage and waste. Green sand is used in mold preparation, which is reusable and generates less waste.

❖ Emission Control and Monitoring:

We have introduced systems to reduce hazardous gas emissions, routing hot air from furnaces through shower tanks. Air emissions are monitored monthly in our laboratory and biannually by an EPA-approved third party.

HSE Services
Health, Safety & Environment Consultants, Laboratories,
Lawyers & Engineering Services

ENVIRONMENTAL TESTING LABORATORY
EMISSION TEST REPORT

Job No: HSE/NE/030200 Date of Issuance: 26-03-2020

Sample Information

Commodity:	Stack Emission	Reference No:	HSE/L/01/01/020
Type:	Furnace	Date of Monitoring:	21-3-2020
Engine:	750-38	Fuel:	Indochina Furnace
Serial No:	0321504005	Capacity:	750 KVA

Client/Establishment

Name: Rastgar Engineering Company (Pvt) Ltd.
Address & Location: Plot # 307, Street # 03, Sector I-83, Industrial Area, Islamabad

TEST RESULTS

Sr. #	Parameters	Unit	Testing Method	NEQs*	Result	Remarks
1.	Carbon Monoxide (CO)	mgNm ³	ASTM D-6522	800	11.7	Within NEQs
2.	Sulphur Dioxide (SO ₂)	mgNm ³	ASTM D-6522	1700	4.3	Within NEQs
3.	Combined Oxides of Nitrogen (NO _x)	mgNm ³	ASTM D-6522	600	3.6	Within NEQs
4.	Oxygen (O ₂)	%	ASTM D-6522	-	20.2	Within NEQs
5.	Particulate Matter	mgNm ³	Gravimetric Method	300	67	Within NEQs
6.	Smoke Number	-	Ringmann scale	2	1.1	Within NEQs

NOTE:
NEQS: National Environmental Quality Standard
Comments/Remarks:

- The client is responsible for lawful usage of reported data.
- This report is not valid for any negotiation or judicial use.
- The measurement results based on the time of monitoring.
- Results relate only to the items tested without prejudice.
- This test report shall not be reproduced except in full, without written approval of the Laboratory.

Analyst: M. S. Hassan (Anal. Analyst)
Approved by: M. S. Hassan (Chief Analyst)
Checked by: Huma Raza (Senior Analyst)

Karachi Office: 2nd Floor, United Bakery Building, Main Khayaban-e-Jam, Phase 7, DHA, Karachi.
Tel: 0208 4000 347, 0321 4000 347, 0300 3000 347
Fax: 0208 4000 347, 0321 4000 347, 0300 3000 347

Karachi Lab: 2nd Floor, Majid Arcade, Plot No 6/4, Sector 24, Shau Chawangi, Korangi Industrial Area, Karachi.
Tel: 021-3511 0346-47, 0301 4000 347, 0332 4000 347

Lahore Office: 1-B, 4th Commercial Area, Canopy Ground, Lahore Cantt, Pakistan.
Tel: 042-3667 7108-08, 0321 4000 347

Lahore Lab: 2nd Floor, 4th Commercial Area, Canopy Ground, Lahore Cantt, Pakistan.
Tel: 0300 8487 487, 0340 4000 347

Email: info@hse.com.pk Web: www.hse.com.pk NTN: 1330725-8 STRN:0300133072512

REGD: FPI (Third Party Inspections), Environmental Monitoring, Environmental Assessment (EE/EIA/EMP/REM/REC), Waste Water Treatment Plant Designing, Environmental Legal Assistance, Equipment Calibration/Repairing

3748

HSE Services
Health, Safety & Environment Consultants, Laboratories,
Lawyers & Engineering Services

ENVIRONMENTAL TESTING LABORATORY
EMISSION TEST REPORT

Job No: HSE/NE/030200 Date of Issuance: 26-03-2020

Sample Information

Commodity:	Generator Emission	Reference No:	HSE/L/01/01/020
Type:	Generator	Date of Monitoring:	21-3-2020
Frame Code:	UKD12174/J	Fuel:	Diesel
Serial No:	0321504005	Load:	70%
Capacity:	250 KVA		

Client/Establishment

Name: Rastgar Engineering Company (Pvt) Ltd.
Address & Location: Plot # 307, Street # 03, Sector I-83, Industrial Area, Islamabad

TEST RESULTS

Sr. #	Parameters	Unit	Testing Method	NEQs*	Result	Remarks
1.	Carbon Monoxide (CO)	mgNm ³	ASTM D-6522	800	493.7	Within NEQs
2.	Sulphur Dioxide (SO ₂)	mgNm ³	ASTM D-6522	1700	14.2	Within NEQs
3.	Combined Oxides of Nitrogen (NO _x)	mgNm ³	ASTM D-6522	600	280.5	Within NEQs
4.	Oxygen (O ₂)	%	ASTM D-6522	-	17.71	Within NEQs
5.	Particulate Matter	mgNm ³	Gravimetric Method	300	129	Within NEQs
6.	Smoke Number	-	Ringmann scale	2	1.2	Within NEQs
7.	Sound Level	dB (A)	ASTM E-1124	75	73.8	Within NEQs

NOTE:
NEQS: National Environmental Quality Standard
Comments/Remarks:

- The client is responsible for lawful usage of reported data.
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Approved by: M. S. Hassan (Chief Analyst)
Checked by: Huma Raza (Senior Analyst)

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Lahore Lab: 2nd Floor, 4th Commercial Area, Canopy Ground, Lahore Cantt, Pakistan.
Tel: 0300 8487 487, 0340 4000 347

Email: info@hse.com.pk Web: www.hse.com.pk NTN: 1330725-8 STRN:0300133072512

REGD: FPI (Third Party Inspections), Environmental Monitoring, Environmental Assessment (EE/EIA/EMP/REM/REC), Waste Water Treatment Plant Designing, Environmental Legal Assistance, Equipment Calibration/Repairing

3747

❖ Audit & Certifications:

Efforts are made to maintain and improve our environmental management systems, with regular audits to ensure safety and environmental compliance.

❖ Waste Management:

We have systems to manage waste, air emissions, and wastewater discharges safely. Waste is disposed of properly to prevent health and environmental hazards.

❖ Noise Monitoring:

Noise surveys are conducted in operational areas with potential high noise levels. Ear protection is provided as necessary, and high-noise equipment is monitored periodically.

❖ Sustainable Resource Use:

We advocate for conserving resources such as paper, electricity, water, food, and other materials. Regular reminders are sent to all team members to encourage sustainable practices.

HSE Services
 Health, Safety & Environment Consultants, Laboratories,
 Lawyers & Engineering Services

ENVIRONMENTAL TESTING LABORATORY
VEHICLE EMISSION TEST REPORT

Job No	HSE/HE/02020		Date of Issuance	26-03-2020		
Sample Information						
Commodity	Vehicle Emission	Reference No.	HSE/HE/01-020			
Vehicle Type	Liter	Date of Analysis	21-03-2020			
Model	F2000B	Fuel	Diesel			
Serial No.	36007357	Capacity	3 ton			
Client/Establishment						
Name	Rastgar Engineering Company (Pvt) Ltd.					
Address & Location	Plot # 307, Street # 03, Sector I-9/3, Industrial Area, Islamabad					
TEST RESULTS						
Sl. #	Parameter	Unit	Testing Method	NEQS*	Results	Remarks
1	Carbon Monoxide (CO)	%	ASTM D-6522	6	0.03	Within NEQs
2	Smoke Number	-	Ringbom Scale	2	1.1	Within NEQs
3	Noise Level	dB (A)	ASTM E-1124	85	81	Within NEQs

NOTE:
 *NEQS: National Environmental Quality Standards

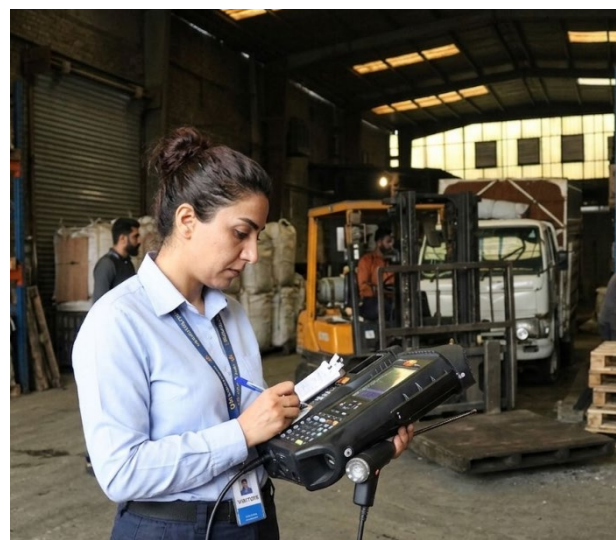
Comments/Remarks:

- The client is responsible for lawful usage of reported data in future.
- This report is not valid for any negotiation or judicial use.
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- Results relate only to the items tested without prejudice.
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Approved by: M. S. Hassan (Chief Analyst)
 Checked by: M. Raza (Senior Analyst)

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Lahore Lab: 2nd Floor, 4th Commercial Area, Cavity Ground, Lahore Cantt, Pakistan. Tel: 0300 8487 485, 0345 4000 347

Email: info@hse.com.pk Web: www.hse.com.pk NTN: 1330725-8 STRN:0300133072512
 Registered in Sales Tax Department in All 4 Provinces.
 ISO 9001:2015 (Third Party Inspection) Environmental Monitoring, Environmental Assessment (EIS/EIA/EMP/EMR/RCD)
 Wastewater Treatment Plant Designing, Environmental Legal Assistance, Equipment Calibration/Repairing 3750



❖ Paper:

We strive to reduce paper consumption, promoting a paperless office environment and using recycled paper for stationery and printing. Internal memos are circulated via email.

❖ Electricity:

Energy consumption is reduced by using energy-saving bulbs and LED lights.

❖ Minimize Leakages:

We conduct annual inspections to identify and fix air and water leakages, reducing energy consumption.

HSE Services		CERTIFIED				
Health, Safety & Environment Consultants, Laboratories, Lawyers & Engineering Services		OHSAS 18001				
ENVIRONMENTAL TESTING LABORATORY						
EMISSION TEST REPORT						
Job No:	HSE/HE/02/2020	Date of Issuance:	25-03-2020			
Sample Information		Reference No:	HSE/HE/01-020			
Commodity:	Stack Emission	Date of Monitoring:	21-3-2020			
Type:	Furnace	Fuel:	Induction Furnace			
Engine:	750-38	Capacity:	750 KVA			
Serial No:	0257504005	Client/Establishment				
Name: Rastgar Engineering Company (Pvt) Ltd.						
Address & Location: Plot # 307, Street # 03, Sector I-9/2, Industrial Area, Islamabad						
TEST RESULTS						
Sr. #	Parameters	Unit	Testing Method	NEQs*	Result	Remarks
1.	Carbon Monoxide (CO)	mg/m ³	ASTM D-6522	800	11.7	Within NEQs
2.	Sulphur Dioxide (SO ₂)	mg/m ³	ASTM D-6522	1700	4.3	Within NEQs
3.	Combined Oxides of Nitrogen (NO _x)	mg/m ³	ASTM D-6522	600	3.6	Within NEQs
4.	Oxygen (O ₂)	%	ASTM D-6522	-	20.2	Within NEQs
5.	Particulate Matter	mg/m ³	Gravimetric Method	300	57	Within NEQs
6.	Smoke Number	-	Ringelmann scale	2	1.1	Within NEQs
NOTE: *NEQs: National Environmental Quality Standard Comments/Remarks: - The client is responsible for lawful usage of reported data. - This report is not valid for any registration or judicial use. - The measurement results based on the time of monitoring. - Results relate only to the items tested without prejudice. - This test report shall not be reproduced except in full, without written approval of the Laboratory.						
Analyst: M. S. Hassan (Asst. Analyst)		Approved by: M. S. Hassan (Chief Analyst)		Checked by: Naveed Raza (Senior Analyst)		
END OF REPORT						
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Email: info@hse.com.pk Web: www.hse.com.pk NTN: 1330725-8 STRN: 0300133072512 Registered in Sales Tax Department in All 4 Provinces. (Under 100% VAT) (Third Party Inspections) Environmental Monitoring, Environmental Assessment (EIA/EIA/EMR/ECR), Waste Water Treatment Plant Designing, Environmental Legal Assistance, Equipment Calibration/Repairing						

ANTICORRUPTION

Transparency is a top priority at Rastgar Engineering Company, ensured at all levels of our operations and management systems. We support the anti-corruption principle and are committed to a no-tolerance policy towards corruption. All funds, assets, receipts, and disbursements are properly



recorded. Any form of extortion and bribery is considered serious misconduct, and timely action is taken on any allegations of improper labor or corrupt practices. An independent Audit Committee ensures compliance monitoring.

Our supplier selection process is fair, without discriminatory terms. Suppliers are required to follow our code of conduct and maintain fair competition and international standards.

❖ **Reminding REC Team Members to hand over gifts to Administration to minimize the conflicts of Interest:**

Dear Team Members,

This is just an annual refresher about the company policy that all calendars, diaries or other gifts received by REC employees from any company supplier or customer are to be handed over to me immediately for ultimate disposal under SAR directions.

Regards

Waseem Akram
CEO / Chairman

RASTGAR ENGINEERING CO. Pvt Ltd.

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CONCLUSIVE REMARKS

This is our report for the UN Global Compact for this year. I recognize the historic opportunity through the UN Global Compact to unite global stakeholders in ending extreme poverty, fighting inequality and injustice, and protecting our planet. I have endeavored to be precise and accurate in our reporting and stand committed to supporting every Global Compact principle, believing it fosters a positive company culture. Thank you!



Saif Ali Rastgar

CEO

Fellow Member: Institute of Cost & Management Accountants of Pakistan.

Fellow Member: National Institute of Accountants - Australia

Fellow Member: Association of International Accountants - UK

Fellow Member: Pakistan Institute of Public Finance Accountants

Member: Chartered Institute of Management – UK

Member: Pakistan Institute of Corporate Governance.