



CORPORATE SOCIAL RESPONSIBILITY AT FOTCO

FOTCO plays a significant role in the development of the region in which it operates.

CSR has been engraved in all what we do. At FOTCO we strongly believe in the principle of corporate social responsibility, taking into account the interests of all stakeholders including their employees, customers, local authorities and communities. We take full responsibility of the actions we take and implement initiatives that are aimed at supporting the social, cultural, environmental and economic development of our surroundings.

We consider honesty and constructive collaboration with all our stakeholders to be an important part of our dynamic development while contributing significantly in sustainable social development. We recognise that our surroundings and stakeholders are key issues for our business both now and in the future, and that we cannot operate independently of them.

The Company's main activities in the field of corporate social responsibility are as follows: health & safety, environment and people.

HEALTH & SAFETY

Due to the nature of our operations, Health and Safety remains a main priority and an on-going challenge for the Company.

We continue to work on installing a strict safety culture in all aspects of our operations.

ENVIRONMENT

A responsible attitude towards the environment is one of the key components of our corporate social responsibility approach and an important factor in the stable, long-term vision of FOTCO. The Company strives to comply strictly with all applicable requirements of environmental law in the regions where we operate, and always remain ahead of these regulations.

PEOPLE

172 of the finest professionals are the greatest asset of FOTCO. The Company strives to create the conditions to stimulate and realise the creative potential of its employees and shape a corporate culture based on professionalism, individual initiative and accountability.

Key areas of CSR activity in the employment sphere include employee basic training, academic support for their children, catering and recreation activities for workers, employee development and professional training, incentives for employee improvement, social support for retirees and veterans, insurance and many other kinds of benefits.

FOTCO relies on the following vital principles to look after their employees and their personal interests:

- Offering improved procedures for employee recruitment, adaptation and skill enhancement through various trainings, courses, seminars and academic qualifications;
- Creating a safe and healthy operating environment;
- Offering medical insurance policies to employees and their families
- Providing financial assistance, on case-to-case basis.

Compensation & Benefits also include:

- Provident Fund
- Bonus
- Free medical for self and entitled family members.
- Company maintained dedicated Cars for senior management.
- Company Pick and Drop from fixed points in air-conditioned vehicles.
- Mobile Instruments and usage charges.
- EOBI
- Gratuity
- Group Life Insurance
- Rebated food at site
- Salary Advance & Provident Fund Loans
- Education for Deceased Employees Children.

Other CSR initiatives include:

- A primary school in nearby vicinity at Lath Basti was upgraded by repairing of the building and the structure, which was in dilapidated state, in the 1st phase and in the 2nd phase all the furniture has been replaced.
- Annual donation/ scholarship to the needy and excelling students of Foundation University (Fauji Foundation).
- Annual donation to Rangers Special Task Cell.