



Environmental, Social, and Governance (ESG) Consideration Policy

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1. Purpose

This policy outlines Pak Oman Asset Management Company Limited's (POAMCL) commitment to integrating Environmental, Social, and Governance (ESG) considerations into its mutual fund management operations, decision-making processes, and corporate governance practices. This policy aims to promote sustainable development, enhance stakeholder value, and contribute positively to society and the environment.

2. Scope

This policy applies to all POAMCL employees, management, and board members. It encompasses all aspects of company operations, including investment decisions, business practices, and stakeholder interactions.

3. Environmental Considerations

POAMCL is committed to minimizing its environmental impact and promoting sustainable practices. This includes:

- **Compliance:** Ensuring all operations comply with applicable environmental laws and regulations.
- **Resource Efficiency:** Promoting the efficient use of resources, including energy, water, and raw materials, to minimize waste and reduce our carbon footprint.
- **Sustainable Investments:** Prioritizing investments in companies by funds demonstrating a commitment to environmental sustainability as laid down in ESG Guidelines issued by SECP.
- **Climate Risk Management:** Assessing and managing climate-related risks and opportunities as part of our business strategy and risk management processes.

4. Social Considerations

POAMCL is dedicated to fostering positive social outcomes through its business activities. This includes:

- **Human Rights:** Upholding and promoting human rights in all business operations and ensuring that our business partners and suppliers do the same.
- **Diversity and Inclusion:** Encouraging a diverse and inclusive workplace where all employees are treated with respect and have equal opportunities for growth and development.
- **Community Engagement:** Actively engaging with and supporting the communities in which we operate through initiatives that promote education, health, and economic development.
- **Employee Well-being:** Ensuring a safe, healthy, and supportive work environment for all employees, promoting work-life balance, and providing opportunities for professional development.



5. Governance Considerations

POAMCL is committed to maintaining high standards of corporate governance. This includes:

- **Ethical Conduct:** Ensuring all business activities are conducted with integrity, transparency, and accountability.
- **Board Oversight:** Establishing a governance structure that includes effective oversight by the Board of Directors.
- **Stakeholder Engagement:** Engaging with stakeholders, including shareholders, employees, customers, and communities, to understand their perspectives and incorporate feedback into our decision-making processes.
- **Risk Management:** Implementing robust risk management practices to identify, assess, and manage ESG-related risks and opportunities.

6. Review and Continuous Improvement

This policy will be reviewed periodically to ensure its relevance and effectiveness. POAMCL is committed to continuously improving its ESG practices and will seek stakeholder feedback to enhance our approach.

8. Responsibility

The senior management of POAMCL is responsible for overseeing the implementation of this policy. All employees are expected to adhere to the principles outlined in this policy and contribute to its successful implementation.

