BINRASHEED GROUP

SUSTAINABILITY REPORT

2024

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CHAIRMAN MESSAGE



Dear Stakeholders,

I am pleased to present the 2024 Sustainability Report of Bin Rasheed Group. This report underscores our unwavering commitment to integrating Environmental, Social, and Governance (ESG) principles into our operations, guided by our core sustainability values: Brighter Teams, Innovative Solutions, and Nurturing Environment.

Brighter Teams represents our dedication to social impact. We foster a workplace that values diversity, inclusivity, and the well-being of our employees. We have implemented comprehensive welfare programs and community initiatives that reflect our commitment to societal betterment.

Innovative Solutions signify our focus on governance impact, driving advancements in eco-friendly, bio-based colorants and chemicals. Our research and development efforts are centered on creating sustainable products that meet global standards and cater to our customers' evolving needs.

Nurturing Environment embodies our environmental impact, emphasizing our responsibility to protect and preserve the planet. In 2023, we achieved a significant milestone in our green energy journey by integrating solar energy into our operations. This shift to renewable energy sources underscores our dedication to reducing our carbon footprint and creating a sustainable future.

These core values are the foundation of our sustainability strategy, aligning our business objectives with our commitment to responsible practices. I am grateful to our team and stakeholders for their continued support as we work together to build a sustainable future.

MOAZZAM RASHEED

BINRASHEED GROUP

ABOUT US

BINRASHEED GROUP

BINRASHEED COLORS AND CHEMICALS

BINRASHEED SCIENTIFIC (Pvt) Ltd

B2B MEDIA (Pvt.) Limited.

{BRT}

BINRASHEED Impex

ABSOLUTEPLASTIK

CISEM ECONOMISING COMFORTS

WHO ARE WE ?

$13 M
Revenue

30+
Years of Service

400+
Employees

2000
Customers

Bin Rasheed Group is a privately-owned group of companies, focused on delivering a wide range of services across various industries, all under one platform.

For over 30 years, we are specialized in masterbatch, colorants, and chemicals, we've reached key milestones by staying true to our commitment i.e. quality and consistency. This dedication, paired with our innovative approach, has made us a trusted partner for customers around the world.

OUR VISION & MISSION

VISION

To grow globally as one of the leading manufacturers in products related to colors and chemicals while offering services by keeping innovation and sustainability as our foremost priority.

MISSION

To offer manufacturing solutions and services worldwide that follow global best practices, emphasizing sustainability, innovation and cost-effectiveness while committing to excellence in quality, safety, productivity, customer satisfaction and environmental care.

OUR VALUES

HONESTY

We uphold transparency and truthfulness in all our actions and communications.

INNOVATION

We continuously seek creative solutions to improve and excel in everything we do.

RESPECT

We foster a culture of mutual respect by valuing people, perspectives, and contributions.

DIVERSITY

We embrace and celebrate differences, fostering an inclusive environment for all.

EMPOWERMENT

We enable individuals to take initiative, grow, and achieve their fullest potential.

OUR ACHIEVEMENTS

20%

BRG has retained employees who has been with BRG Since last 10 years

1:1

At BRG there is 1:1 male-female ratios for our HODs

1.04%

BRG spends 1.04% of its revenue on RnD

100%

BRG recycles 100% of its production wastes

0%

0% Harmful water is discharged

617,520 KWH

BRG produced around 617,520 KWH solar Energy

272 mt CO2 eq

BRG saved around 272 mt of CO2 eq GHG emissions

22%

The Energy Intensity Ratio at BRG is aproximatly to 22%

ABOUT THIS REPORT

BinRasheed Group are proud to present its inaugural Annual Sustainability Report, offering a comprehensive insight into the organization's commitment to ESG practices. This report reflects detailed insights of our performance and impact across key sustainability areas throughout the year. Aligned with global standards, this report is prepared in accordance with Global Reporting Initiative (GRI). Being the first report, it contains no restatement of information.

REPORTING PERIOD

This report contains information about BinRasheed Group of companies from July 01, 2023, to June 30, 2024, which are in alignment with our financial reporting period.

The publication date of this report is 31 January, 2025. This report covers information related to BinRahsed Group and Companies associated.

EXTERNAL ASSURANCE

The report has been successfully externally assured by the Business and Finance People. And as well as Business and Finance BFP ESG INDEX has also been evaluated for the Fiscal Year 2024 BinRasheed Sustainability Report.

DATA QUALITY & MANAGEMENT

The data presented in this report has been sourced from actual records. However, in cases where data was unavailable, the most appropriate and relevant estimates have been used.
All such estimates are clearly indicated at their respective places within the report.

CONTACT POINT

Feedback from stakeholders is invaluable in ensuring that our reporting remains pertinent to their decision-making needs. For any suggestions, feedback, or inquiries reach out to us at:

service@binrahseed.com

Address:
338A, BinRasheed Square,
Sunder Industrial Estate,
Raiwind Road, Lahore
Pakistan

OUR BUSINESSES/ ACTIVITIES

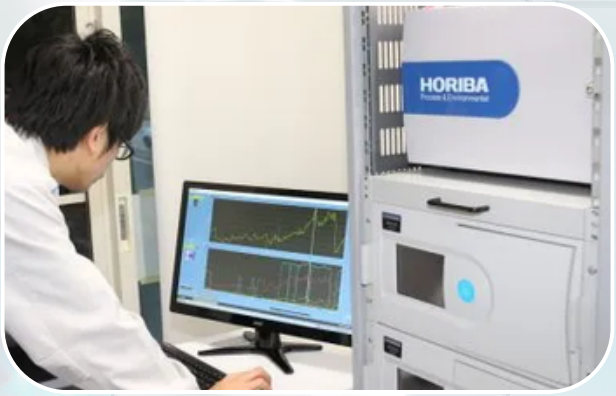


BINRASHEED COLORS & CHEMICALS

BinRasheed Colors and Chemicals (BRCC) produces a wide range of colored solid and liquid masterbatches suitable for various industrial processes such as Injection Molding, Blow Molding, Extrusion, Rotational Molding among others. Our engineering masterbatch division covers a wide range of products for different segments including PP Woven Bags, PPRC and HD Pipes, Film Extrusion applications, Injection Molding, Leather Footwears, PU shoes etc.

BINRASHEED SCIENTIFIC

BINRASHEED SCIENTIFIC (PVT.) LTD. is a name that provides complete solutions to laboratories across Pakistan. It is a subsidiary of Bin Rasheed Group established since 1974. It provides our clients with a broad spectrum of technologies in the fields of analytical, life and material sciences. It provides comprehensive quality base services to our valued customer to meet & ensure their highest level of satisfaction.





B2B EXHIBITIONS

B2B Exhibitions (Pvt) Limited is a premier exhibitions and event organizer company in Pakistan, known for its innovative, distinctive and memorable execution of industrial, corporate and consumer exhibitions in Pakistan. Their passion and dedication, combined with the experience of our in-house event specialists enables us to exceed client's expectations. They pioneer excellence at all levels, bring a fresh, matchless and unique approach to the event management industry.

OUR BUSINESSES/ ACTIVITIES



BINRASHEED TECHNOLOGIES

BinRasheed Technologies (Pvt.) Ltd. offers digital transformation services, including enterprise automation, software development, cloud solutions, and cybersecurity, to enhance business efficiency and growth. Leveraging expertise across industries, the company delivers future-ready solutions that streamline operations and drive innovation. It operates under the legacy of the BinRasheed Group.

BINRASHEED IMPEX

BinRasheed Impex (BRI), the indent and trade division of BinRasheed Group, sources raw materials from 30 global suppliers with 30 years of expertise. It offers a wide range of additives, pigments, dyes, resins, and chemicals for industries like plastics, coatings, and textiles. Renowned for trusted supplier relationships, BRI is a leading raw materials provider in Pakistan.





CISKEM

CISKEM, headquartered in Dubai, UAE, is an Indenting & Trading Company with over 40 years of experience providing raw materials and industrial chemicals for industries like Plastics, Coatings, and Construction. It partners with global suppliers to deliver quality B2B products and is the exclusive export agent for BIN RASHEED Colors & Chemicals Pvt. Ltd. in Pakistan, offering masterbatches, coatings, inks, and adhesives.

ABSOLUTE PLASTIK

BinRasheed Absolute Plastik (ABP), part of BinRasheed Group, offers a wide range of corrugated plastic sheets and packaging with over 47 years of experience. Serving over 3,000 clients globally, ABP focuses on sustainability by using recycled plastics. With 600+ employees, ABP delivers high-performance, eco-conscious plastic solutions for various industries.



INTERNATIONAL
CLIENTS & PARTNERS

INTERNATIONAL BUSINESS PARTNERS

TESTING INSTRUMENTS PARTNERS

INTERNATIONAL SUPPLY CHAIN PARTNERS

LOCAL
CLIENTS & PARTNERS

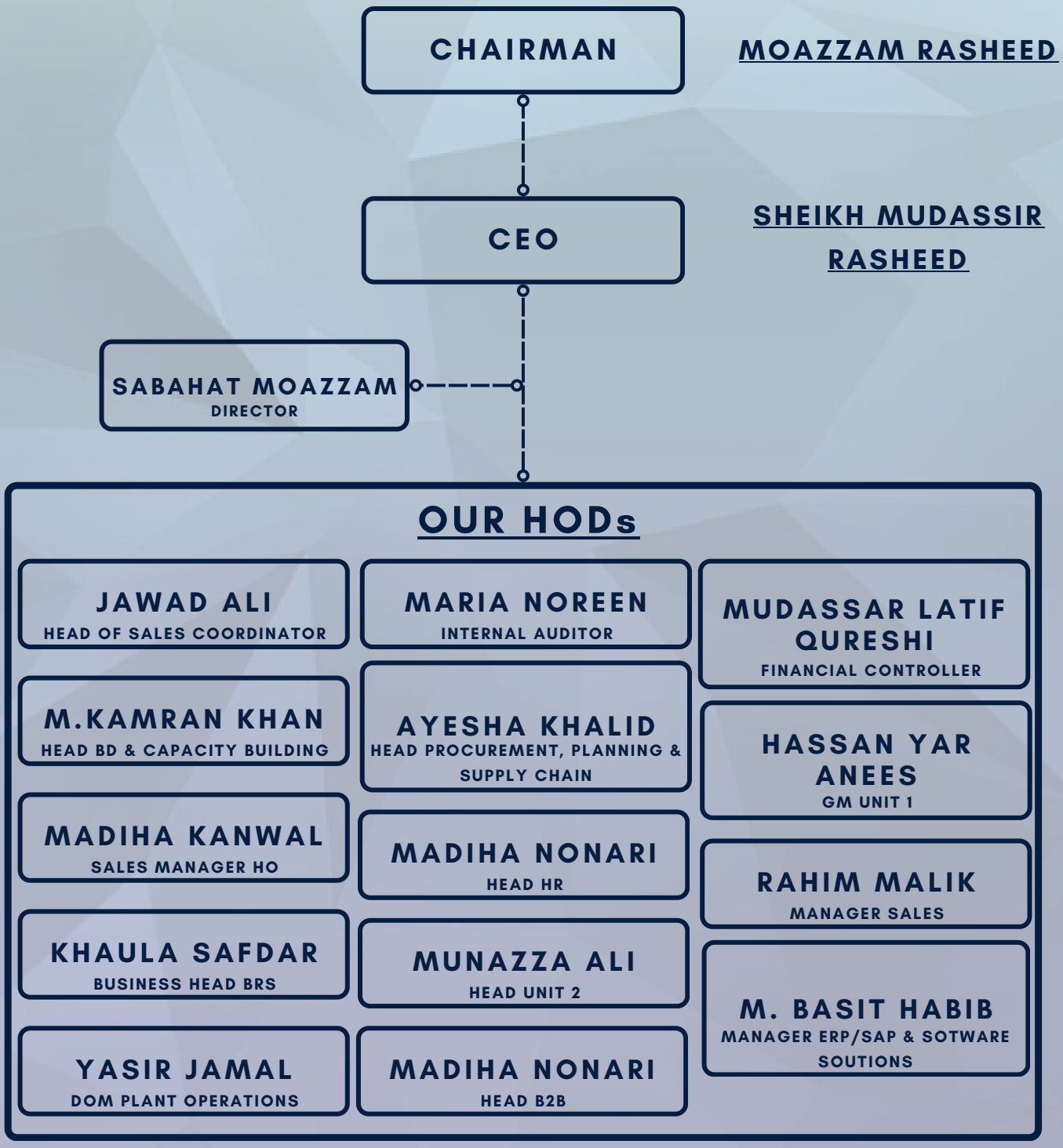


BINRASHEED GROUP

GOVERNANCE

GOVERNANCE
STRUCTURE

ORGANIZATION ORGANOGRAM



GOVERNANCE
COMPOSITION

ORGANIZATION LEADERSHIP

The Bin Rasheed Group (BRG) is governed by a Board of Directors comprising two male directors and one female director with expertise in finance, business, marketing, and other fields. The roles of Chairman and CEO are distinct, held by Moazzam Rasheed and Mudassir Rasheed, respectively, to prevent conflicts of interest. Sabahat Moazzam serves as another board member.



MOAZZAM RASHEED



MUDASSIR RASHEED



SABAHAT MOAZZAM

During the inaugural year of our sustainability reporting, our Board conducted a comprehensive analysis to identify areas in need of enhanced governance and oversight. This process culminated in the establishment of key policies like Climate Chane policy, remuneration policy, conflict of interest policy, and other policies alongside the formation of key Sustainability committee.

The creation of Sustainability/ESG committee was authorized during a series of board meetings, and their respective mandates are articulated by distinct terms of reference, ensuring that they function effectively within the governance structure. The Sustainability Committee will oversee our sustainability initiatives, focusing on our impact on the ENVIROMENTAL, SOCIAL and GOVERNANCE practices.

BINRASHEED GROUP

POLICIES & COMPLIANCES

ANTI-CORRUPTION

Bin Rasheed Group enforces zero tolerance for bribery and corruption, ensuring compliance with laws and strict penalties for violations.





ANTI-DISCRIMINATION

Bin Rasheed Group promotes a discrimination-free workplace, valuing merit and dignity, with violations addressed promptly by HR.

ANTI-HARASSMENT

Bin Rasheed Group ensures a harassment-free workplace, encouraging prompt reporting and enforcing strict actions through confidential investigations and regular training.





CHILD LABOR

Bin Rasheed Group prohibits child labor, mandates a minimum age of 18, enforces compliance through audits, and penalizes violations.

CLIMATE CHANGE

Bin Rasheed Group promotes sustainability through emission cuts, renewable energy, eco-friendly standards, and climate training, with strict enforcement of compliance.





CONFLICT OF INTEREST

Bin Rasheed Group mandates disclosure of conflicts of interest to ensure impartiality, with violations subject to disciplinary action.

BINRASHEED GROUP

POLICIES & COMPLIANCES

CUSTOMER PRIVACY



Bin Rasheed Group safeguards customer data, allowing access, corrections, or deletions, with violations resulting in disciplinary actions.

EQUAL EMPLOYEMENT



Bin Rasheed Group promotes diversity, equity, and respect through fair practices, equal opportunities, and a harassment-free workplace, with violations leading to disciplinary action.

GENDER EQUALITY



Bin Rasheed Group ensures gender equality through fair opportunities, equal pay, and training, with strict actions against gender-based discrimination or harassment.



GRIEVANCES

Bin Rasheed Group's Grievance Policy ensures employees can report concerns impartially, with resolutions within 15 days, and prohibits retaliation against those raising valid issues.

IMS POLICY



Bin Rasheed Group is committed to producing high-quality, halal-compliant products while ensuring the health and safety of employees, protecting the environment, and complying with all legal and regulatory requirements.



REMENURATION

Bin Rasheed Group's Remuneration Policy ensures fair compensation, compliance with wage laws, and benefits like social security, EOBI, and gratuity, with transparent pay structures and grievance resolution.


BINRASHEED
GROUP
SUSTAINABILITY

SUSTAINABILITY
BUILDING BLOCKS

OUR SUSTAINABILITY CORE VALUES ARE DERIVED FROM "BIN" FROM OUR NAME "BIN RASHEED GROUP".

SUSTAINABILITY CORE VALUES



ALIGNING WITH ESG:

Our Brighter Teams represent Social Impact, Innovative Solutions represent Governance Impact, Nurturing Environment represents Environmental Impact.

SUSTAINABILITY
CORE COMMITTEE



WORDS FROM SUSTAINABILITY HEAD

I'm excited to present our company's first Sustainability Report in my capacity as Head of Sustainability. This milestone reflects our progress to date as well as our commitment to integrating sustainable practices into all aspects of our operations. We consider sustainability to be fundamental to our mission and vision, not merely a duty.

This report demonstrates our dedication to quantifiable results. Every one of our efforts, from cutting carbon emissions and using renewable energy sources to encouraging diversity and inclusion at work, demonstrates a larger dedication to making a positive impact on our planet and society. We understand that sustainability is a continuous process. This report serves as a guidance for our future course as well as a picture of our progress.

SUSTAINABILIY COMITTEE



MARIA NOREEN
SUSTAINABILITY HEAD



MADIHA NONARI
SUSTAINABILITY VICE-HEAD



MALIHA HANIF
SUSTAINABILITY MEMBER



MS, MOMINA
SUSTAINABILITY MEMBER



ALI RAZA GOHAR
SUSTAINABILITY MEMBER



HAASAN YAR ANEES
SUSTAINABILITY MEMBER



DR, ZIA
SUSTAINABILITY MEMBER

The Sustainability Committee is led by Maria Noreen as Head and Madiha Norani as Vice Head, with members Ali Raza Gohar, Hassan Yar Anees, Dr. Zia, Maliha Hanif, and Momina. The committee focuses on aligning sustainability initiatives with corporate objectives to positively impact stakeholders and the broader community.

MATERIALITY
ASSESMENT

OUR APROACH

BinRasheed Group's materiality assessment identifies and prioritizes key sustainability issues from frameworks like GRI and peer reports, focusing on those most relevant to the business and stakeholders. This process helps direct efforts, uncover emerging issues, and find collaboration opportunities.

The group engages a broad set of stakeholders to address these concerns, weighing them against business drivers like risk reduction and customer satisfaction. This ensures that sustainability efforts align with both business goals and stakeholder expectations.

MATERIALITY

Highest Priority

- Economic Performance
- Market Presence
- Raw Materials
- Energy
- Water & Effluents
- Employment
- Occupational Health & Safety
- Customer Privacy

High Priority

- Indirect Economy Impacts
- Procurement Practices
- Emissions
- Waste
- Supplier Environmental Assessment
- Labor/Management Relations
- Training & Education
- Diversity & Equal Opportunity
- Security Practices
- Customer Health & Safety
- Marketing & Labeling
- Compliance with Laws & Regulations
- Approach to Stakeholder Engagement

Priority

- Anti-Competitive Behavior
- Non-Discrimination
- Board Independence

BINRASHEED GROUP

SUSTAINABILITY CORE VALUES



BRIGHTER TEAMS

DEI
DIVERSITY, EQUITY INCLUSION

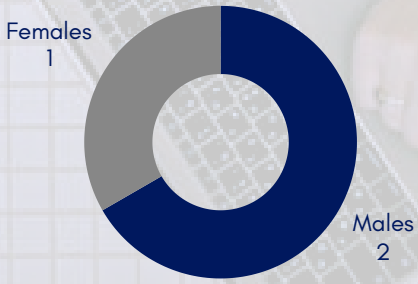
At Bin Rasheed Group (BRG), our commitment to fostering diversity, promoting inclusivity, and supporting our local community is at the heart of everything we do. Through our policies and initiatives, we aim to create an environment where everyone has the opportunity to grow, contribute, and thrive.

WOMEN REPRESENTAION

BRG is proud to support women in key leadership roles. Our governance body reflects this commitment, with women representing one-third of our directors and achieving a 1:1 gender ratio among our Heads of Departments. This includes seven male and seven female HODs, demonstrating our dedication to creating balanced and inclusive leadership teams. While women currently make up 16 out of our 147 executives, we see this as an opportunity for growth and are committed to creating more avenues for female leadership and development.



HODs



Directors

Governance	Males	Females	%	Ratio
Directors	2	1	30%	2:1
HODs	7	7	50%	1:1
Executives	131	16	11%	8:1

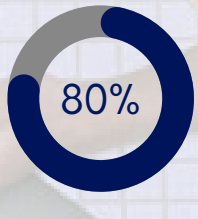
OUR EMPLOYEES

STRENGTHENING LOCAL ROOTS

100%

Permanent Employees

We believe in the power of our local community, and our workforce reflects this belief. An impressive 80% of our executives are from the local community, contributing their skills and knowledge to drive our mission forward. Among our labor workforce, the dedication to local hiring is even more pronounced, with all 264 labor employees coming from our immediate region. These numbers reflect a deep and unwavering commitment to community empowerment and shared success.



Local Employees (Executives)



Local Employees (Labors)

BUILDING CAREERS

Every employee at BRG is valued as a permanent member of our team. This stability is a cornerstone of our approach, fostering trust and long-term growth. In the last year, we welcomed 25 new employees, including two women, representing a mix of youthful energy and seasoned experience. Fourteen of these new hires are aged between 18 and 30, while the remaining eleven bring the perspective of professionals aged 30 to 65. This blend of diverse ages enriches our organizational culture and reflects our commitment to inclusive hiring practices.

Aspect	No. of Employess
Total New Employess	25
Females	2
Age Group 18-30	14
Age Group 30-65	11

EMPOWERING
GROWTH & CAREER

A LEGACY OF EXPERIENCE AND DEDICATION

20%

BRG has retained employees who has been with BRG Since last 10 years

We take pride in retaining talent for the long haul, with 40 employees having been with us for over a decade. Among them, eight have completed 10 years of service, and 32 have gone beyond that milestone, including two women whose contributions continue to shape our organization. This demonstrates the supportive culture and growth opportunities we provide to our valued team members.

Retention Aspect of Labors	No. of Labors
Worker with 5 yrs service	118
Worker with 10 yrs service	53
Age Group 18-30	120
Age Group 30-65	141

CARING BEYOND THE WORKPLACE







At BRG, employee well-being is a top priority. We offer residency, food, transportation, and a robust remuneration policy as per government standards, ensuring fair pay and benefits for all. Employees are also enrolled in EOBI (retirement plan), providing long-term financial security. From executives to laborers, we ensure access to resources that support personal and professional growth, reflecting our commitment to a holistic employee experience.

FOSTERING
CHANGE & PROGRESS

GROWTH AND OPPORTUNITIES

Change and transition are vital to any thriving organization, and BRG welcomes them. In the last fiscal year, 34 employees moved on to pursue new opportunities, including four women. These transitions allow us to welcome fresh talent and ideas, ensuring BRG remains dynamic, forward-looking, and resilient while nurturing the careers of new team members.

Metric	No. of Employess
Males	28
Females	4

A SHARED VISION FOR EQUALITY AND SUCCESS



At BRG, we go beyond being just an employer; we are partners in progress, committed to building a more inclusive future. Our dedication to diversity and fairness is reflected in our equal pay policies. We proudly maintain a 1:1 gender pay ratio for managers, ensuring equal compensation for equal roles. Additionally, our entry-level wages are gender-equal and exceed the local minimum wage, in line with government standards. By fostering fairness and transparency, BRG empowers employees, builds trust, and sets the standard for equitable practices in the workplace.

Metric	Ratio	Details
Gender Pay Ratio	1:1	Equal pay for Managerial Roles
Standard Entry-Level Wage Ratio (by Gender)	1:1	Exceeds government minimum wage

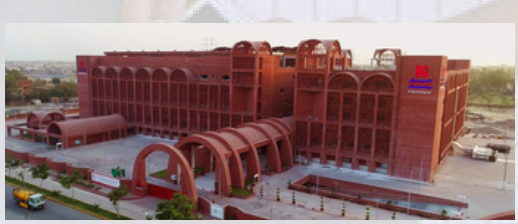
OUR
BRIGHTER TEAMS

Rs 1.12 M
Invested

10 +
Organizations

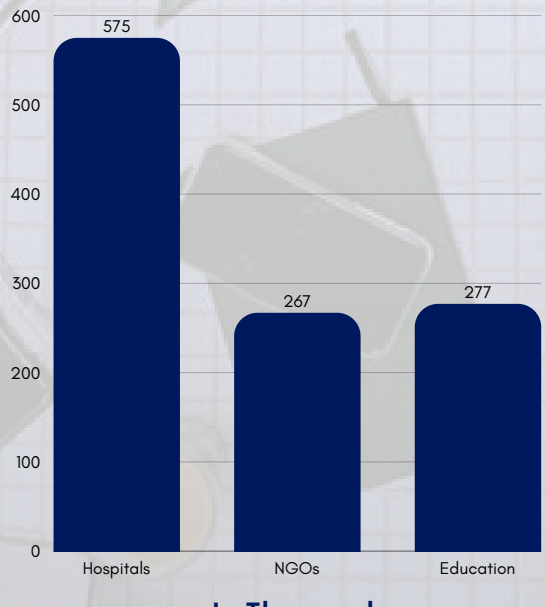
3
Sectors Impacted

At Bin Rasheed Group, our commitment to brighter futures extends beyond innovation and sustainability within our walls. Through our Brighter Teams Initiative, we actively support organizations transforming lives in healthcare, education, and social welfare. Under the guidance of Dr. Sabahat Muazzam (Director), our contributions strengthen brighter teams working in hospitals, NGOs, and academic institutions across Pakistan.









In 2024, we proudly allocated a total of 1.12 million PKR to support causes that resonate with our values. From funding life-saving treatments at Cancer Care Hospital, Indus Hospital, and Hijaz Hospital to empowering education through the NUST Endowment Fund, our brighter teams ensure meaningful impact. Together, we are fostering a future where innovation and compassion walk hand in hand.

OUR
BRIGHT STAR

MAQSOOD AHMED SUCCES JOURNEY



Maqsood Ahmed is a shining example of growth, commitment, and leadership, inspiring his colleagues and setting benchmarks in quality control at Bin Rasheed Color & Chemical Mfg. Pvt. Ltd.

THE SUCCESS TIMELINE

1. June 16, 2011: Joined Bin Rasheed Color & Chemical Mfg. Pvt. Ltd. as a Trainee Officer in the Lab Department.
2. 2013-2015: Promoted to Quality Control Officer, ensuring high production quality standards.
3. 2015-2017: Advanced to Shift In-Charge, showcasing leadership and problem-solving skills.
4. 2017-2020: Elevated to Assistant Manager, Quality Control, managing critical quality control initiatives.
5. January 13, 2020 - Present: Assumed the role of Deputy Manager, Quality Control, maintaining and enhancing quality standards.
6. 2021-2023: Pursued and completed a Master's in Total Quality Management (TQM) to strengthen professional expertise.

OUR
BRIGHT STAR

JOURNEY AT BINRASHEED



Bin Rasheed Color & Chemical Mfg. Pvt. Ltd. takes pride in fostering talent through its forward-thinking policies and commitment to employee development. Maqsood Ahmed's remarkable career is a shining example of how Bin Rasheed's education and training initiatives can transform potential into excellence.



Empowered Through Education

Bin Rasheed's Education Support Policy played a pivotal role in Maqsood's journey. The company encouraged and supported him in pursuing a Master's in Total Quality Management (2021-2023), equipping him with advanced knowledge to enhance his leadership and technical expertise.

Key Milestones

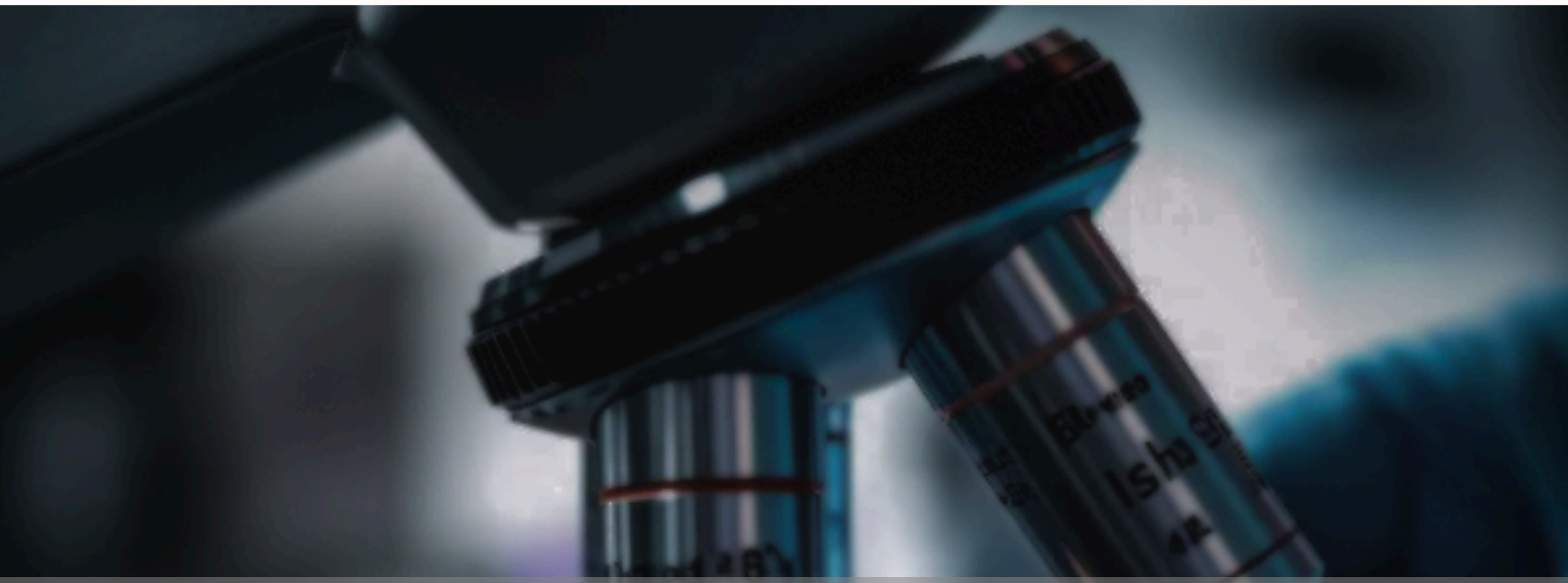
- 2013: Received Certificate of Achievement for achieving the company's highest production levels.
- 2014-2015: Awarded Best Performer of the Year for contributions to quality excellence.
- 2022:
  - Honored as Most Promising Executive for leadership in quality management.
  - Achieved 10-Year Service Award for a decade of commitment.

Professional Certifications

- Certified Fire Fighter and First Aider.
- Leader of the Emergency Response Team (ERT) in Unit One.
- Achieved ISO 9001:2015 Certification from PIQC.
- Certified in Lean Six Sigma Yellow Belt for process improvement.

BINRASHEED GROUP

SUSTAINABILITY CORE VALUES



INNOVATIVE SOLUTIONS



OUR
RESEARCH DEPARTMENT

RESEARCH AT BRG



The Research and Development (R&D) Department at Bin Rasheed Group embodies our unwavering commitment to innovation, sustainability, and customer-centric solutions. As a cornerstone of our company's growth, the R&D department aligns cutting-edge research with global sustainability goals, addressing the evolving needs of diverse industries.

1.04%
Revenue Invested

Rs 30.37 M
Invested

With a dedicated investment of 1.04% of BRG's revenue, equating to 30.37 million rupees, our R&D division drives progress through its state-of-the-art facilities and expert team. This investment fuels three specialized labs—Liquid Masterbatch, Solid Masterbatch, and Ink (INC)—which lead the charge in developing eco-friendly formulations, optimizing resources, and reducing environmental impact.



Bin Rasheed Group's R&D department leads in green innovation, offering sustainable solutions for paints, plastics, textiles, and packaging. By prioritizing quality, efficiency, and sustainability, we meet current demands while preparing for future challenges, driving positive change for stakeholders and contributing to a healthier planet.

RESEARCH
ACHIEVEMENTS

The R&D Lab, serving as the backbone of our company's innovation, sustainability, and customer-focused solutions, has significantly contributed to the company's success. Together, our Liquid Masterbatch, Solid Masterbatch, and Ink (INC) labs contribute approximately 70% of the company's revenue through continuous product development and quality improvements.

LIQUID MASTERBATCH LAB ACHIEVEMENTS

- EVA Liquid Dispersions for Footwear
- Solvent-Based Slurry for Paints
- GOTS Certification of Microfix Series
- Lead-Free Dispersions
- Lab Environment Upgrades
- Equipment Modernization



SOLID MASTERBATCH LAB ACHIEVEMENTS

- High Product Development Rate
- Adaptability in Supply Chain
- Specialized Compounds:
  - Flame Retardant Additives
  - Hockey Ball Compounds
  - Inner Cap Liner
  - Bumper and Cable Compounds
  - Glass Fiber and TPE Handle Compounds
  - Functional Additives for performance enhancements



INK (INC) LAB ACHIEVEMENTS

- Eco-Friendly Inks
- Specialized Solvent-Based Inks
- Adhesive and Export-Ready Inks
- Resource Optimization



OUR
RESEARCH TEAM



WORDS FROM RnD MANAGER

As a team, we've made tremendous progress in advancing our product offerings and strengthening our market position through innovative and sustainable initiatives. A significant milestone has been achieving Global Organic Textile Standard (GOTS) certification, which underscores our commitment to sustainable practices. We're also actively pursuing Zero Discharge of Hazardous Chemicals (ZDHC) certification to align our processes with the highest environmental and chemical safety standards.

These certifications not only enhance the credibility of our products but also open doors to global markets, attracting customers who value sustainability. To maintain quality and consistency, we've implemented SOPs aligned with international standards and strengthened our testing protocols by collaborating with specialized facilities, ensuring we meet global regulatory requirements with precision.

Beyond product development, our Central Research & Development team actively builds partnerships with academic and research institutions, fostering innovation through research competitions and industry exhibitions. These initiatives keep us ahead of industry trends and contribute to the company's growth and leadership in the market.

˜DR Zia

RESEARCH TEAM

Central Research & Development (CRD) Department (Head Office)

- Dr. Zia Mustafa (Manager)
- Mr. Hassan Muhammad (Research Officer)
- Ms. Maliha Hanif (Research Engineer)

RnD-Solid Masterbatch Division (Unit I)

- Abbas Ali (Manager)
- Muzammil Hamza (Deputy Manager)
- Imran Rasheed (Deputy Manager)
- Muhammad Yaseen (Assistant Manager)

RnD-Liquid Masterbatch Division (Unit II)

- Ramesha Fatima (Manager)
- Muhammad Sagheer (Deputy Manager)

RnD-INC Division (Unit II)

- Wajahat Khurshid Akhtar (Sr. Lab Manager)
- Sarmad Ali (Sr. Executive)
- Lab Attendants:
- Aftab Ali Gohar.
- Faizan Jawaid

OUR
TRAINING & DEVELOPEMENT

TRAINING FOR UNITS

163
Hours of Training

9780
Minutes of Training

At Bin Rasheed Group, training and development are pivotal to our commitment to fostering growth and expertise across all levels of the organization. In 2023, we conducted a total of 163 hours (9780 minutes) of targeted training programs. For Unit 2, employees underwent 86 hours of sessions focused on specialized skills, while Unit 1 received 77 hours of training aimed at enhancing operational efficiency. In case of any operational change proper training and notice of at least 1 month have been provided to our employees.

Units	Hours
UNIT 1	77
UNIT 2	86

TRAINING FOR EXECUTIVES

Executives participated in a Specialized Diploma in Finance for Non-Finance Managers organized by Business and Finance People (BFP). This comprehensive training, attended by BRG employees from various segments, provided crucial financial insights to support strategic decision-making. In addition to this, employees also benefited from sessions conducted by LUMS professor, advanced training from an external auditor, and specialized training from ACCA professionals. These initiatives underline BRG's dedication to empowering its workforce, driving innovation, and maintaining industry leadership.



OUR
TRAINING PROGRAMS

OUR TRAINING PROGRAMS

- Work Permit System
- Mixing & Extrusion Protocols
- Dry Heaters Safety, Temperature Controllers & Sensor working
- Chemical Spill Response & Emergency Training
- Security Protocols
- Product Testing Procedure
- Loading and Unloading
- QC Department Protocol & Working
- Tool & Equipment Safety
- Electrical Safety
- Energy Conservation for Operators
- PP Woven Intro & Training
- Efficient Material Handling
- Understanding Color & Color Measurement
- RnD Protocol & Working
- Solvent Issuance & Drum Handling
- Chemical Hazar & Safety
- Precise Weighing
- Intro to basis Calculation & Units System
- Calibration & Weigh Scale Issues
- Efficient Filtration Packing & Labeling
- House-Keeping
- Inventory Record Accuracy
- Machine Fault Trouble-Shooting
- Waste Control & Handling
- Awareness of IMS Policy
- Instrument of QC
- Gearbox Working
- Evacuation Plan
- Risk Management
- Type of Fire Extinguisher
- Proper Lifting Technique
- 5 5 Technique
- Documentation & Record Keeping
- Powder Issuance
- General Safety
- Spill Control Procedure & Emergency
- Incident Reporting & Investigation
- SAP-Data entry Training
- Bead Mill Operation
- REC Protocol & Working
- Halal Control Points
- Inverter Programing Connections
- Mixer Routine Operations
- Material Identification and Storage
- Changeover Protocols
- Emergency Response Training
- Health & Safety
- Process Equipment Handling
- Raw Material Testing & Pigment Segmentation
- Regular Equipment Inspection
- Extruder Working
- Emergency Response Training
- Store / WH Safety
- Production Safety
- SOP for Cleaning Equipment
- Awareness of QHSE Policy
- Lab Safety (Precise)
- Inverters Programing Connections
- Introduction to Shade Matching
- Spill Control
- Record Keeping according to ISO Requirements
- Introduction to 5S
- Energy Conservation During Process

OUR
QHSE

HSE COMMITMENT

At BRG, we are deeply committed to ensuring the health, safety, and sustainability of our operations. Through our comprehensive QHSE, IMS, and incident reporting policies, we integrate halal and food safety standards, environmental protection, and occupational safety into our daily practices. Our dedication to sustainability is a cornerstone of our mission to protect employees, the environment, and stakeholders.



OCCUPATIONAL HEALTH AND SAFETY PRACTICES



BRG's Occupational Health and Safety Management System (OHSMS) ensures compliance with legal and halal standards while driving continuous improvement. In 2023-2024, BRG recorded 3 minor injuries and 1 LTI, reinforcing its commitment to achieving zero injuries in the future. Key practices include hazard identification, risk assessments, incident investigations, and regular employee training, covering all workers and contractors.

PROMOTION OF WORKER HEALTH AND SAFETY

The company promotes employee well-being through health checks, stress management workshops, and ergonomic assessments, alongside maintaining safe workplace conditions. Collaboration with external partners extends these safety measures across the value chain. Proactive monitoring, audits, and sustainable practices have resulted in reduced workplace injuries and illnesses, reflecting BRG's steadfast commitment to its workforce and sustainability goals.



ACADEMIC
ALLIANCES

At Bin Rasheed Group (BRG), we foster innovation through collaborations with leading institutions such as the University of the Punjab and UCP. These partnerships strengthen our R&D efforts while offering students hands-on experience to tackle real-world challenges. Together, we shape future industry leaders and drive impactful advancements.

University of the Punjab (ICET)

Bin Rasheed Group collaborates with ICET to advance engineering and technology through joint research in process, environmental, and energy engineering.

- Opportunities for Students: Internships and final-year project supervision supported by BRG's facilities and expertise.
- Mutual Support: BRG provides access to equipment, training, and resources, while benefiting from ICET's research capabilities.





University of Central Punjab (UCP)

BRG's partnership with UCP drives multidisciplinary research in chemistry, engineering, and biotechnology, bridging education and industrial applications.

- Real-World Training: UCP students gain hands-on experience through internships and final-year project collaborations.
- Shared Resources: BRG accesses UCP's testing services and expert consultations, while UCP students and faculty engage in BRG-hosted events.
- Sustainability Focus: The collaboration promotes eco-friendly innovations, fostering responsible engineering and business practices.

ADVANCING
SUSTAINABLE INNOVATION

PIGMENT MANUFACTURING PLANT

PKR 225 M
Investment

To amplify our in-house capabilities, BRG has made a groundbreaking investment of PKR 225 million in a cutting-edge Pigment Manufacturing Plant. This state-of-the-art facility is a testament to our commitment to innovation and sustainability. By localizing pigment production, we not only enhance production efficiency and reduce reliance on external suppliers but also ensure a steady supply of premium-quality pigments for our masterbatch products.



This strategic move aligns with our sustainability goals, as it significantly reduces transportation emissions and minimizes our overall carbon footprint. The new plant represents BRG's forward-thinking approach to blending operational excellence with environmental responsibility, setting new benchmarks for the industry.

Localizing pigment production not only improves operational control but also contributes to environmental sustainability by reducing transportation-related emissions. The PMD reflects BRG's innovative approach to combining technology and sustainability, setting a strong foundation for future growth and environmentally responsible manufacturing.





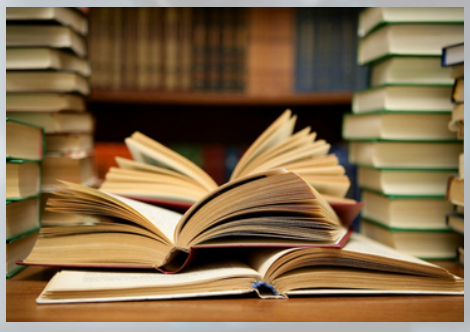
EMPLOYEES
EMOTIONAL INNOVATION

INNOVATION

At BRG, we believe that innovation isn't limited to technology—it begins by nurturing and empowering the people who are the heart of our organization. With this in mind, we've introduced four transformative policies that prioritize the well-being and growth of our employees, ensuring they can thrive both professionally and personally.

EDUCATION

We are dedicated to empowering our employees and their families by offering educational support, helping them achieve their dreams and build brighter futures. This policy underscores our belief in education as a cornerstone of progress and opportunity.





BIKE & VEHICLE

To make commuting more accessible and cost-effective, we provide assistance for employees to secure bikes and vehicles, fostering seamless mobility and reducing daily travel stress.

CHILD DAY-CARE

Recognizing the challenges working parents face, we offer access to childcare facilities. This allows parents to focus on their careers with confidence, knowing their children are in a safe and nurturing environment.



COLLABORATIVE
LEADERSHIP

BOM (MEETING)

At Bin Rasheed Group (BRG), innovation begins at the top, driven by a culture of collaboration and shared vision. Recognizing the importance of collective leadership, BRG initiated the concept of Board of Management (BOM) Meetings, a platform where all Heads of Departments (HODs) come together to align strategies, exchange insights, and chart the path forward.

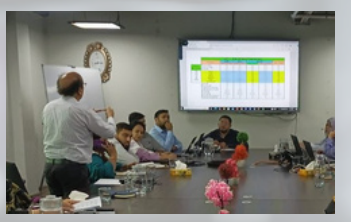
OBJECTIVES

These meetings are designed to encourage open dialogue, foster innovation, and ensure every department's voice is heard. Through this initiative:

- Strategic Goals are refined by consolidating departmental insights, ensuring unified direction.
- Cross-Departmental Innovation flourishes as HODs share ideas and best practices, enabling creative solutions.
- Agility in Decision-Making is enhanced by addressing challenges collaboratively and adapting quickly to industry needs.







OUTCOME

The BOM initiative underscores BRG's commitment to transparency, empowerment, and progress. By involving key leadership in decision-making, BRG ensures its policies and strategies reflect the collective expertise of its team. This approach not only drives operational excellence but also reinforces a sense of ownership and belonging among employees.

OUR
B2B & BRS

INNOVATION BEYOND BRG

At Bin Rasheed Group, innovation transcends boundaries, manifesting in our dynamic ventures, B2B Exhibitions and Bin Rasheed Scientific (BRS). Both businesses play pivotal roles in advancing their respective fields while embodying our unwavering commitment to excellence.

B2B

B2B Exhibitions stands as a trailblazer in Pakistan's event management industry. Renowned for organizing industrial, corporate, and consumer exhibitions, B2B combines creativity and precision to deliver unparalleled experiences. With an in-house team of specialists, they set new standards in event execution, empowering businesses to connect, collaborate, and grow in the most engaging environments.









BRS

Bin Rasheed Scientific (BRS) is a trusted name in laboratory solutions across Pakistan. Established in 2006, BRS provides cutting-edge technologies in analytical, life, and material sciences, offering tailored services that ensure client satisfaction. As a key subsidiary of BRG, BRS continues to empower laboratories with innovative solutions, helping clients achieve excellence in research and quality assurance.

BINRASHEED GROUP

SUSTAINABILITY CORE VALUES



NURTURING ENVIROMENT

OUR
COMPLIANCE STANDARDS

ISO CERTIFICATIONS & ENVIRONMENTAL SERVICES

At Bin Rasheed Group, excellence is woven into every facet of our operations, reflected through our prestigious ISO certifications. Holding ISO 9001:2015 for quality management, ISO 14001:2015 for environmental responsibility, and ISO 45001:2018 for occupational health and safety, we adhere to global benchmarks that define reliability, sustainability, and workplace safety.

HALAL CERTIFICATION

Our Halal PS:3733-2022 certification underscores our unwavering dedication to providing products that meet the highest Halal standards. These certifications are more than achievements—they are a testament to our enduring commitment to delivering superior quality, protecting the environment, and ensuring a safe and ethical workplace.

REACH COMPIANCE

Our REACH Compliance badge reflects our steadfast commitment to safe and sustainable chemical practices, ensuring the highest standards of health, environmental protection, and responsible sourcing from local suppliers.

GOTS

Our GOTS certification is in progress, highlighting our commitment to sustainable, eco-friendly practices in the textile industry.

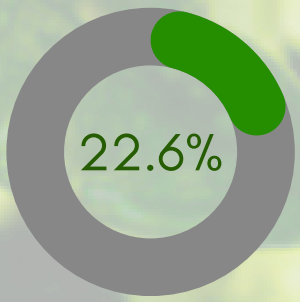
OUR
ENERGY USAGE

ENERGY USAGE

2,723,475 kWh
Total Energy Used

617,520 kWh
Solar Energy Used

At Bin Rasheed Group, we are committed to sustainable energy usage and reducing our environmental footprint. Our total energy consumption stands at 2,723,475 kWh, out of which 617,520 kWh comes from solar energy, a testament to our investment in renewable energy solutions. This means that 22.67% of our total energy needs are met through clean, renewable solar power, showcasing our dedication to a greener future.



Renewable Intensity



SOLAR ENERGY

At Bin Rasheed Group, we are committed to sustainable energy usage and reducing our environmental footprint. Our total energy consumption stands at 2,723,475 kWh, out of which 617,520 kWh comes from solar energy, a testament to our investment in renewable energy solutions. This means that 22.67% of our total energy needs are met through clean, renewable solar power, showcasing our dedication to a greener future.

OUR
CARBON FOOTPRINTS

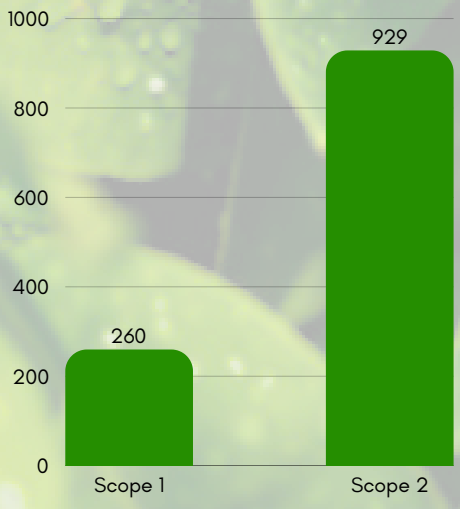
CARBON INTENSITY

1188.52 mt CO2 eq

Total Carbon Intensity

2024 marks a pivotal year for Bin Rasheed Group as we establish our base year for sustainability reporting, laying the foundation for tracking and reducing our carbon emissions. Our total carbon footprint for the year stands at 1,188.52 metric tons (mt) of CO2 equivalent, covering emissions from industry operations, transportation, and production activities.

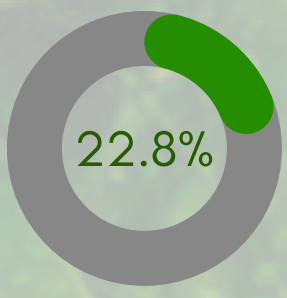
SCOPE 1 & 2



- Scope 1 emissions (direct emissions from controlled operations) contribute 260 mt CO2 eq, highlighting areas where process improvements can significantly reduce emissions.
- Scope 2 emissions (indirect emissions from purchased electricity) account for 929 mt CO2 eq, reflecting our ongoing efforts in energy efficiency.

GHG EMISSIONS

BRG achieved a significant 22.8% reduction in GHG emissions, saving 272 mt CO2 eq in 2024 through renewable energy adoption, process optimization, and improved logistics. This milestone underscores our commitment to sustainability and paves the way for ongoing carbon footprint reduction efforts.



GHG Reduction %

272 mt CO2 eq

GHG Emissions Saved

OUR PRODUCTION

UNITS BY 1 TON PRODUCTION

0.256 mt CO2 eq
Carbon Intensity

480.67 kWh
Energy Used





At Bin Rasheed Group, we have redefined production standards by embedding sustainability at the heart of our operations. For every ton of production, our energy usage stands at an efficient 481.67 KWh, while carbon emissions are limited to just 0.256 mt CO2 eq. These figures reflect our unwavering commitment to minimizing our environmental footprint while maintaining exceptional quality. By optimizing energy usage and adopting eco-friendly technologies, we've achieved a balance between efficiency and sustainability in our production processes.

PRODUCTION WASTE

What truly sets us apart is our zero-waste production model. Every bit of solid waste generated during manufacturing is completely recycled or repurposed, leaving no residue to harm the environment. This achievement underscores our dedication to responsible resource management and a circular economy. As we continue to innovate, our focus remains on reducing our carbon footprint, utilizing resources wisely, and driving sustainable practices that contribute to a greener future.

0%
Waste

100%
Solid Waste Recycled

REDEFINING
PLASTICS SUSTAINABLY

ABSOLUTE PLASTIK





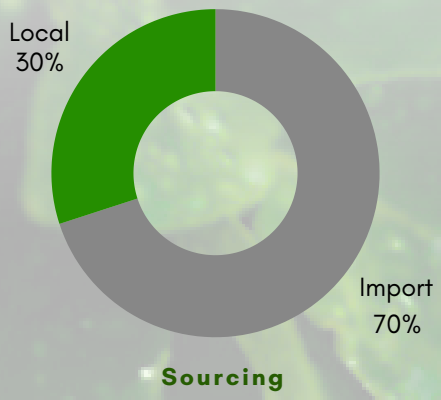
The launch of the Absolute Plastic Division (APD) is a bold stride forward in Bin Rasheed Group's journey of innovation and sustainability. Backed by an investment of PKR 500 million, APD introduces cutting-edge Corrugated Sheet and Injection Molding facilities, reinforcing our diversification strategy and extending our reach across various industries. These state-of-the-art facilities incorporate energy-efficient technologies, ensuring reduced waste and minimal energy consumption, reflecting our deep-rooted commitment to environmental stewardship.

PKR 500 M
Investment

3000+
World-Wide Clients

Bin Rasheed Absolute Plastik (ABD), a flagship division under APD, boasts one of the most extensive corrugated plastic sheet and packaging portfolios in the region. With a legacy of over 47 years and a global client base of 3,000+, ABP thrives on sustainability. By integrating recycled plastics wherever feasible and employing a dedicated team of over 600 professionals, ABP delivers innovative, eco-conscious plastic solutions. This milestone not only diversifies our product offerings but also fortifies our promise to provide high-performance solutions that align with a greener future.

OUR
MATERIALS SOURCING



NON-LOCAL

At Bin Rasheed Group, 70% of our raw materials, including pigments, polymers, and additives, are imported to ensure high-performance and quality products. We partner with suppliers who uphold ethical and sustainable practices, reflecting our commitment to environmental responsibility. This strategy balances quality, sustainability, and economic impact.

70%
Imported

LOCAL

- Local Sourcing: 30% of our materials, including resins, fillers, and additives, are locally procured, cutting transportation emissions and boosting the domestic economy.
- Pigment Manufacturing Plant: Our new facility reduces reliance on imported pigments, ensuring a steady local supply of high-quality pigments.
- Industry Support: The plant also provides resources to other businesses, strengthening local supply chains.

30%
Local





REVOLUTIONIZING
SUSTAINABLE RECYCLING

At Bin Rasheed Group, sustainability isn't just a goal, it's embedded in every aspect of our operations. We are committed to promoting a circular economy by integrating recycled materials and sustainable practices throughout our production processes. Across all divisions, our unwavering focus is on reducing waste, reusing resources, and ensuring a minimal environmental footprint.

ZERO WASTE



Recycling

Our Color Masterbatch Division follows a zero-waste approach, recycling 100% of the 5% production waste generated. By reprocessing and reintegrating all waste into new or repurposed products, we minimize reliance on virtual raw materials and significantly reduce our environmental impact.

ABSOLUTE PLASTIK

The Absolute Plastic Division (APD) ensures all products are 100% recyclable, supported by a take-back program that reprocesses end-of-life plastics into new materials. This closed-loop system reduces waste, conserves resources, and helps clients meet their sustainability goals.



Re-Useable

Metric	%
Solid Waste Produced	5%
Recycled	100%
Land Fill	0%

OUR
ENERGY EFFICIENCY

At Bin Rasheed Group (BRG), energy conservation is a critical pillar of our sustainability strategy. We are committed to reducing energy consumption and improving operational efficiency across all our facilities. Through both immediate actions and long-term initiatives, we continuously strive to minimize our environmental impact while optimizing operational costs. Our focus is on reducing energy waste, leveraging advanced technology, and enhancing the overall efficiency of our operations to contribute to a more sustainable future.





ACHIEVEMENTS

Achievements	Details
Inverter Technology	By shifting motor operations to inverters, we have achieved substantial energy savings, including PKR 2 million/year saved from motor operations and PKR 650,000/year from cutter motor operations.
Energy Meter Installations	The installation of energy meters has allowed us to monitor and optimize energy usage, ensuring greater efficiency in operations.
Energy-Efficient Equipment	Replacing older equipment with energy-efficient models has saved us PKR 850,000/year, while installation of energy-efficient machinery in our R&D lab resulted in a 50% reduction in energy use.
Lighting Upgrades	The installation of LED lights and energy-saving bulbs has contributed to reducing overall energy consumption.
Solar Net Metering	By generating energy through solar power and selling excess energy back to the grid, we save PKR 275,000/month.

OUR
ENERGY EFFICIENCY

FUTURE TARGETS

At Bin Rasheed Group, we are continuously working towards enhancing energy efficiency and sustainability across our operations. Our proposed initiatives focus on optimizing production processes, reducing energy consumption during peak hours, and fostering a culture of energy-conscious decision-making among employees. We are also in the process of upgrading equipment, automating energy-intensive tasks, and expanding our solar energy capabilities. These efforts align with our commitment to a greener future and reducing our environmental footprint.

PLANNED TARGETS

Targets	Details
Increased Production Efficiency	This initiative focuses on optimizing production processes to reduce energy consumption through smarter resource allocation and more efficient production techniques.
Production Planning for Energy Conservation	This will involve strategic scheduling of production to minimize energy use, especially during peak hours, enhancing overall energy efficiency.
Installation of Energy-Efficient Equipment on All Lines	Aiming to replace older equipment with more energy-efficient machines to lower energy usage across all production lines.
Energy Optimization for Cutting and Processing Systems	This will focus on optimizing energy use in cutting and processing systems to ensure that energy consumption is minimized while maintaining production efficiency.
Inverter-Based Systems for High-Energy Operations	Further inverter-based systems will be installed to optimize energy use in high-energy-consuming operations.
Automating Energy-Intensive Processes	This will involve using automation to optimize energy consumption during production processes, reducing human error and inefficiency.
Installation of Inverter-Based Systems in Key Areas	Inverter-based systems will be implemented in critical operational areas to optimize motor and machine operations, resulting in energy savings.

OUR
WATER MANAGEMENT SYSTEM

WATER AS SHARED RESOURCE

At Bin Rasheed Group, water is more than a resource, it's a shared responsibility. Through innovative initiatives like our:

1. **Closed-Loop Water Recycling System**, we ensure that all water used in production is continuously recycled, eliminating the need for fresh water intake and preventing wastewater discharge into the environment.
2. Complementing this is our **Rainwater Harvesting System**, which reduces reliance on municipal water supplies by repurposing collected rainwater for non-process activities.



Together, these efforts reflect our unwavering commitment to water conservation, environmental protection, and sustainable practices.

WATER DISCHARGE







Our operations are designed to minimize water discharge and its impact on the environment:

1. **No Process Water Discharge:** We ensure sustainable water management through a closed-loop recycling system, reusing all process water with zero industrial wastewater discharge. This eliminates environmental impact from our operations.
2. **Domestic Water Discharge:** Our only water discharge is minimal domestic wastewater, is discharged on green fields as it is 100% safe, and is treated per local regulations to ensure environmental safety.



OUR
TARGETS

OUR TARGETS FOR 2025



40%

BRG Targets to achieve 40% in renewable energy intensity



SCRAP MANAGEMENT

BRG targets the deployment of Scrap Management System



HEALTH SYSTEM

BRG targets the deployment of Health System



0%

BRG Targets 0% Hazardous Chemical Discharge



0%

BRG targets 0 LTIs for 2025



10%

BRG Increase in Philanthropy work



10%

BRG Targets 10% Increase in Executives Trainings



SUSTAINABILITY WEEK

BRG targets a full fledge Sustainability week for employees

BINRASHEED GROUP

GRI

GRI CONTEXT INDEX

Disclosure	Location	Reason	Explanation
General Disclosure			
GRI 2: General Disclosures 2021			
2-1 Organizational details	5	-	-
2-2 Entities included in the organization's sustainability reporting	5	-	-
2-3 Reporting period, frequency and contact point	9	-	-
2-4 Restatements of information	9	-	-
2-5 External assurance	9	-	-
2-6 Activities, value chain and other business relationships	10-13	-	-
2-7 Employees	25	-	-
2-8 Workers who are not employees	25	-	-
2-9 Governance structure and composition	15	-	-
2-10 Nomination and selection of the highest governance body	16	-	-
2-11 Chair of the highest governance body	16	-	-
2-12 Role of the highest governance body in overseeing the management of impacts	16	-	-
2-13 Delegation of responsibility for managing impacts	16	-	-
2-14 Role of the highest governance body in sustainability reporting	3	-	-
2-15 Conflicts of interest	17	-	-
2-16 Communication of critical concerns	16	-	-
2-17 Collective knowledge of the highest governance body	41	-	-
2-18 Evaluation of the performance of the highest governance body	16	-	-
2-19 Remuneration policies	26	-	-
2-20 Process to determine remuneration	26	-	-
2-21 Annual total compensation ratio	27	-	-
2-22 Statement on sustainable development strategy	21	-	-
2-23 Policy commitments	17-18	-	-
2-24 Embedding policy commitments	17-18	-	-
2-25 Processes to remediate negative impacts	41	-	-

GRI CONTEXT INDEX

2-26 Mechanisms for seeking advice and raising concerns	41	-	-
2-27 Compliance with laws and regulations	17-18	-	-
2-28 Membership associations	12-13, 44	-	-
2-29 Approach to stakeholder engagement	41	-	-
2-30 Collective bargaining agreements	41	-	-
Materiality			
GRI 3: Materials Topics			
3-1 Process to determine material topics	22	-	-
3-2 List of material topics	22	-	-
3-3 Management of material topics	22	-	-
GRI 201: Economic Performance 2016			
201-1 Direct economic value generated and distributed	5, 28	-	-
201-2 Financial implications and other risks and opportunities due to climate change	17	-	-
201-3 Defined benefit plan obligations and other retirement plans	26	-	-
201-4 Financial assistance received from government	-	NA	No Financial Assistance received from Government
GRI 202: Market Presence 2016			
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	27	-	-
202-2 Proportion of senior management hired from the local community	25	-	-
GRI 203: Indirect Economic Impacts 2016			
203-1 Infrastructure investments and services supported	39, 48	-	-
203-2 Significant indirect economic impacts	39	-	-
GRI 204: Procurement Practices 2016			
204-1 Proportion of spending on local suppliers	39, 44	-	-
GRI 206: Anti-competitive Behaviors 2016			
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	17	-	-

GRI CONTEXT INDEX

GRI 301: Materials 2016			
301-1 Materials used by weight or volume	49	-	-
301-2 Recycled input materials used	49	-	-
301-3 Reclaimed products and their packaging materials	49	-	-
GRI 302: Energy 2016			
302-1 Energy consumption within the organization	45	-	-
302-2 Energy consumption outside of the organization	-	NA	Information Not Available
302-3 Energy intensity	45	-	-
302-4 Reduction of energy consumption	45	-	-
302-5 Reductions in energy requirements of products and services	51-52	-	-
GRI 303: Water and Effluents 2018			
303-1 Interactions with water as a shared resource	53	-	-
303-2 Management of water discharge-related impacts	53	-	-
303-3 Water withdrawal	53	-	-
303-4 Water discharge	53	-	-
303-5 Water consumption	53	-	-
GRI 305: Emissions 2016			
305-1 Direct (Scope 1) GHG emissions	46	-	-
305-2 Energy indirect (Scope 2) GHG emissions	46	-	-
305-3 Other indirect (Scope 3) GHG emissions	-	NA	Scope 3 emissions are not calculated as they are not included in the report
305-4 GHG emissions intensity	46	-	-
305-5 Reduction of GHG emissions	46	-	-
305-6 Emissions of ozone-depleting substances (ODS)	-	NA	We are not engaged in ODS
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	NA	Not Generating
GRI 306: Waste 2020			
306-1 Waste generation and significant waste-related impacts	50	-	-
306-2 Management of significant waste-related impacts	50	-	-
306-3 Waste generated	50	-	-
306-4 Waste diverted from disposal	50	-	-
306-5 Waste directed to disposal	50	-	-

GRI CONTEXT INDEX

GRI 308: Supplier Environmental Assessment 2016			
308-1 New suppliers that were screened using environmental criteria	44	-	-
308-2 Negative environmental impacts in the supply chain and actions taken	44	-	-
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	25	-	-
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	40	-	-
401-3 Parental leave	18	-	-
GRI 402: Labor/Management Relations 2016			
402-1 Minimum notice periods regarding operational changes	35	-	-
GRI 403: Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	37	-	-
403-2 Hazard identification, risk assessment, and incident investigation	37	-	-
403-3 Occupational health services	37	-	-
403-4 Worker participation, consultation, and communication on occupational health and safety	37	-	-
403-5 Worker training on occupational health and safety	36	-	-
403-6 Promotion of worker health	41	-	-
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36	-	-
403-8 Workers covered by an occupational health and safety management system	36	-	-
403-9 Work-related injuries	37	-	-
403-10 Work-related ill health	37	-	-
GRI 404: Training and Education 2016			
404-1 Average hours of training per year per employee	35	-	-
404-2 Programs for upgrading employee skills and transition assistance programs	36	-	-
404-3 Percentage of employees receiving regular performance and career development reviews	35	-	-
GRI 405: Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	24	-	-
405-2 Ratio of basic salary and remuneration of women to men	27	-	-
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken	41	-	-

GRI CONTEXT INDEX

GRI 410: Security Practices 2016			
410-1 Security personnel trained in human rights policies or procedures	36	-	-
GRI 416: Customer Health and Safety 2016			
416-1 Assessment of the health and safety impacts of product and service categories	44	-	-
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	44	-	-
GRI 417: Marketing and Labelling 2016			
417-1 Requirements for product and service information and labelling	41	-	-
417-2 Incidents of non-compliance concerning product and service information and labelling	41	-	-
417-3 Incidents of non-compliance concerning marketing communications	44	-	-
GRI 418: Customer Privacy 2016			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	18	-	-


SUSTAINABLE DEVELOPMENT GOALS
1
No Poverty
2
Zero Hunger
3
Good Health and Well-Being
4
Quality Education
5
Gender Equality
6
Clean Water and Sanitation
7
Affordable and Clean Energy
8
Decent Work and Economic Growth
9
Industry, Innovation and Infrastructure
10
Reduced Inequalities
11
Sustainable Cities and Communities
12
Responsible Consumption and Production
13
Climate Action
14
Life Below Water
15
Life on Land
16
Peace, Justice and Strong Institutions
17
Partnerships for the Goals

SDGs

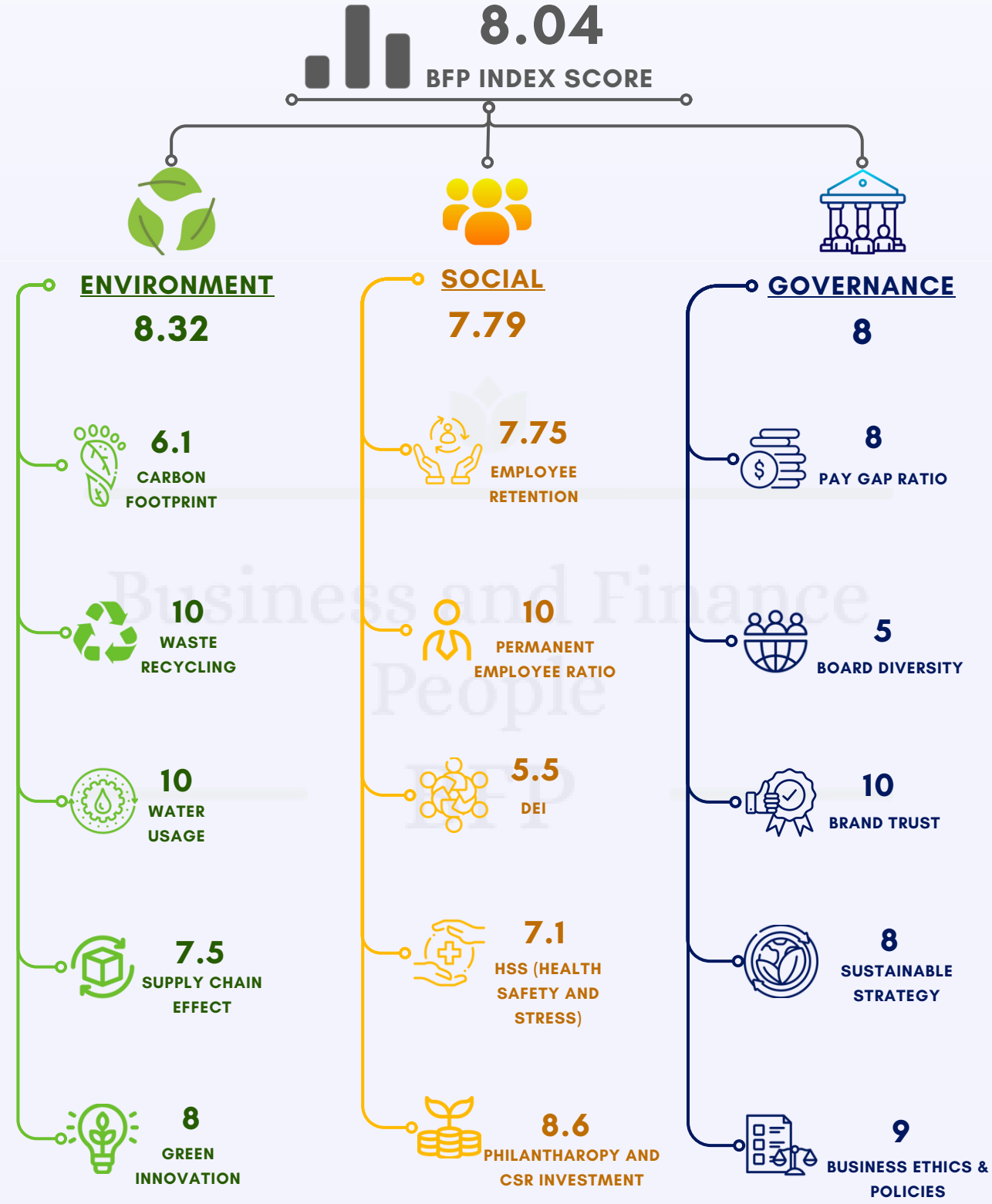
SDGs	GRI Standards
No Poverty	201-1, 201-3, 203-2
Zero Hunger	203-1, 203-2
Good Health & Well-Being	403-1, 403-2, 403-3, 403-6, 416-1
Quality Education	404-1, 404-2
Gender Equality	401-3, 405-1, 405-2
Clean Water & Sanitation	303-1, 303-2, 303-3, 303-4, 303-5
Affordable & Clean Energy	302-1, 302-2, 302-3, 302-4, 302-5
Decent Work & Economic Growth	401-1, 401-2, 402-1, 404-3
Industry, Innovation, & Infrastructure	203-1
Reduced Inequality	405-1, 405-2
Sustainable Cities & Communities	203-1, 203-2

SDGs

SDGs	GRI Standards
Responsible Consumption & Production	301-1, 301-2, 301-3, 306-1, 306-2, 306-3, 306-4, 306-5
Climate Action	201-2, 305-1, 305-2, 305-3, 305-4, 305-5
Life Below Water	306-1, 306-2
Life on Land	301-1, 301-2, 308-1, 308-2
Peace Justice & Strong Institutions	205-1, 205-2, 205-3, 206-1, 403-1, 403-4, 403-9, 403-10, 408-1, 410-1
Partnership for Goals	2-28, 203-2



BFP ESG INDEX



The overall value of BinRasheed Group BFP ESG INDEX is 8.04 out of 10, in which the Environment value is 8.32/10, Social value is 7.79/10, and the Governance value is 8/10.

EXTERNAL ASSURANCE

Business and Finance People
BFP

Independent Assurance Report on the Sustainability Report

To the Board of Directors of BinRasheed Group,

We are pleased to report that Business and Finance People (BFP) has successfully conducted a limited assurance engagement on the sustainability report of BinRasheed Group for the Fiscal year ended 2024.

Responsibility of the Management

The preparation and presentation of the sustainability report in accordance with the Global Reporting Initiative (GRI) Standards is the sole responsibility of the management of BinRasheed Group. This includes ensuring the integrity and accuracy of the data provided, maintaining effective internal controls, and aligning the report with the organization's sustainability objectives and stakeholder requirements.

Auditor's Independence and Scope of Engagement

As an independent auditor, BFP conducted this engagement adhering to the ethical and quality standards as well as performing BFP ESG Index evaluation which the organization scores at 8.04. Our procedures involved the examination of key sustainability data, stakeholder engagement practices, and alignment with relevant reporting frameworks.

Findings and Conclusion

Based on our assessment, no evidence has been found to suggest that the sustainability report is not presented fairly, in all material respects. The report reflects BinRasheed Group's commitment to transparency, sustainable practices, and compliance with globally recognized reporting standards.

We commend the management of BinRasheed Group for their dedication to sustainability and for their efforts to create a positive environmental and social impact.

Regards,

Dr. Mohammad Hassaan Khan

Director at Business and Finance People

20 JANUARY 2025
Business and Finance People
BFP
VERIFY NO: 252001

BINRASHEED GROUP

LOOKING FORWARD FOR SUSTAINABLE FUTURE



BINRASHEED GROUP

BINRASHEED COLORS AND CHEMICALS

BINRASHEED SCIENTIFIC (Pvt) Ltd

B2B MEDIA (Pvt.) Limited.

{BRT}

BINRASHEED Impex

ABSOLUTEPLASTIK

CISEM ECONOMISING COMFORTS