



Corporate Social Responsibility

Seeking harmony between
Technology, Society and Environment

CSR philosophy and its endorsement

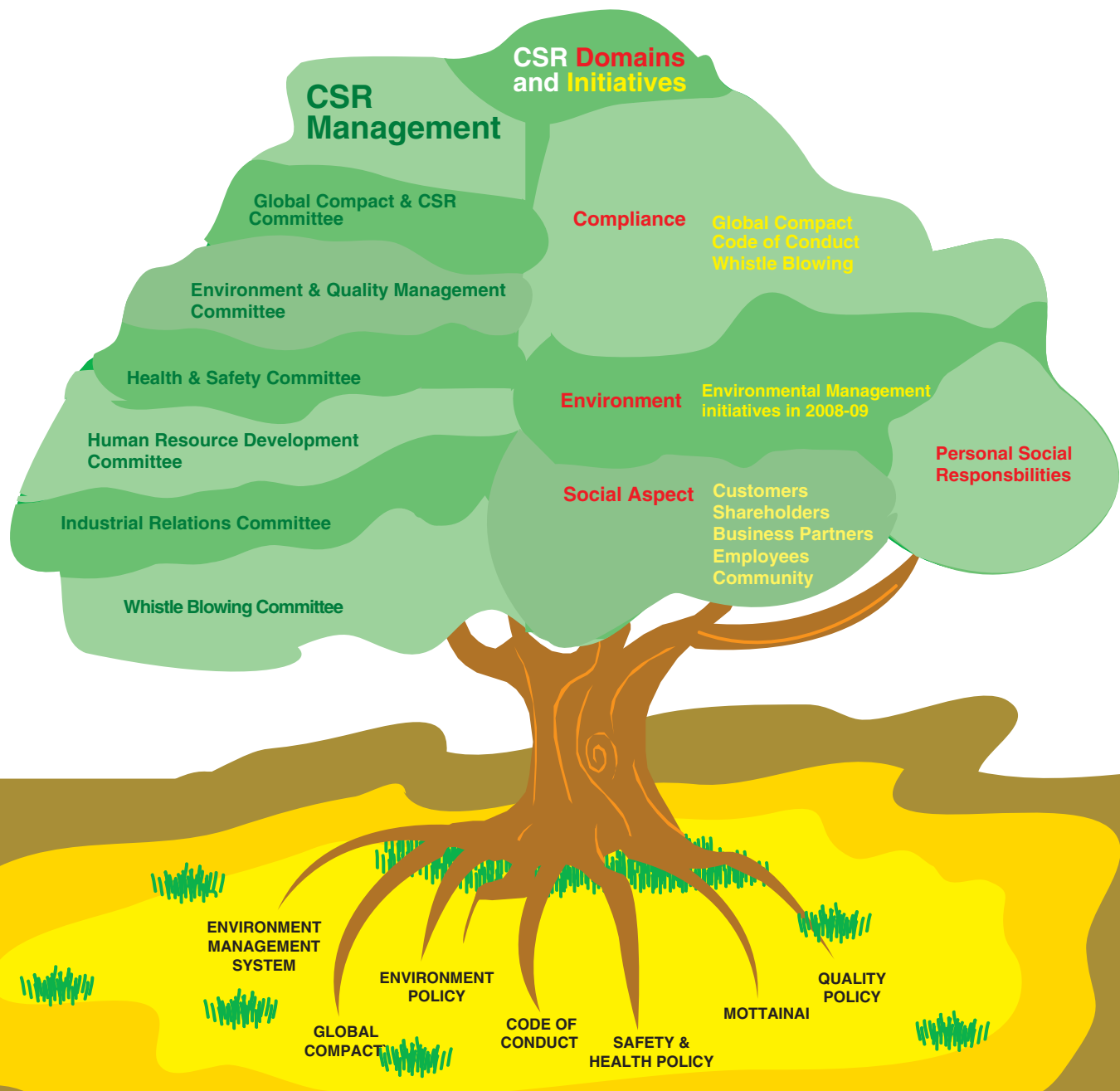
We do not consider Corporate Social Responsibility (CSR) to be a special activity, but rather as an element of management itself for determining the ideal means for pursuing corporate activities.

The key to running a business is having a relationship of trust with the company's many stakeholders that include shareholders, customers, suppliers and employees as well as protecting environment and promoting good governance practices. The CSR & Global Compact Committee established in 2007, and its sub committees have been tirelessly working to meet the social expectations and ensure sustainable development.

In the year 2008, Hinopak has achieved many milestones in all three primary domains of the CSR approach, i.e. Compliance, Environment and Social Aspects.

The diagram below exhibits our CSR management structure, the primary domains for the CSR activities and initiatives taken during 2008-09 as well as our fundamentals and guiding principles from which our CSR strategies grow & gain strength.

Hinopak's CSR accomplishments during the period 2008-09 have been summarized in the following pages.



Compliance

Hinopak is working to strengthen corporate governance in an effort to realize its corporate mission and ensure management that gains the trust of all stakeholders.



Global Compact (GC) and Hinopak Motors Limited

The Global Compact is a voluntary initiative that seeks to advance universal principles on human rights, labour, environment and anti-corruption through the active engagement of the corporate community, in cooperation with civil society and representatives of organized labour. Hinopak feels honored to be one of the 52 participating business organizations from all over Pakistan. Our Director & Board Advisor, HR, PMD & CSR, Mr. Fasihul Karim Siddiqi, represented Pakistan at the Ministerial Dialogue Meeting with business leaders on the occasion of the High Level Segment of 14th UN Commission of Sustainable Development on 10th May, 2006 in New York.

Hinopak's Global Compact Compliance Report

This Report demonstrates Hinopak's compliance status with regards to the Ten Global Compact principles in the areas of human rights labour standards and environment.

Human Rights

Global Compact-Principle 1 Businesses are asked to support

and respect the protection of International Human Rights within their sphere of Influence.

Actions

Our support for human rights has been an important focus of our commitment.

- Adopted Code of Conduct (Good Governance and Ethical Practices) on January 2007, and signed by all employees every year.
- Established a Whistle Blowing Mechanism to provide an outlet for registering human rights-related complaints.
- Enclosed gender sensitive policy voluntarily by the company to ensure non-discrimination.

Global Compact-Principle 2

Make sure that their own corporations are not complicit in human rights abuses.

Actions

- No complaint indicating violation of human rights / gender sensitive policy within the enterprise including its supply chain was received.
- Asbestos roofing in our plants was replaced by concrete roof, its height was also increased to improve plant working conditions.
- Office temperature maintained/standardized at 28°C to avoid extreme temperatures.
- Participated in this Year's (2008) IBLF/UNDP World Business and Development Awards as a token of our support to UN's Millennium Development Goals.

Health/Disease Management Awareness Programs being conducted from 2007 to-date with the help of medical professionals and leading hospitals for:

- Diabetes;
- Heart Diseases;
- Dangers of Eating Pan / Gutka (Betel Nut / Chemical- laced Chewable Stuff) causing oral cancer;
- HIV/AIDS;

- Gastro-enteritis;
- Hepatitis B & C;
- Asthma; and
- Medical Camps on Blood, Sugar, Cholesterol Measurements and BMI Tests.

Labour Standards

Global Compact-Principle 3

Businesses are asked to uphold the freedom of association and the effective recognition of the right to collective bargaining.

Actions

Our industrial relations system is based on three cardinal principles;

- Mutual trust and respect,
- Functional transparency and
- Non-interference in union matters have been successfully practiced over the past two decades.

Wage and productivity agreements are negotiated through collective bargaining every two years.

Eleven (11) agreements since 1986 have been reached in record time, i.e. within 4~7 days and concluded with an average of 35 days since 1986 (min. 5 days, max. 52 days) which is a feat in Pakistan's labour-management landscape.

No strike or cessation in work or loss of work hours due to strike or lockout in Hinopak history. Zero litigation cost in the company history.

Global Compact-Principle 4

The elimination of all forms of forced and compulsory labour.

Actions

- We follow ILO conventions on labour, including Article 2 (1) of the ILO Forced Labour Convention, 1930 (C 29) ratified by Pakistan.
- Written job offers to employees.
- Agreement with employees are signed.
- Exit interviews are conducted and shared with top management & departmental heads.

Global Compact-Principle 5

The effective abolition of child labour.

Actions

- Potential employee's age is checked through pre-employment procedure.
- Our vendors are evaluated to verify that no child labour is employed.
- Apprentices are hired & trained to fulfill legal requirements.

Global Compact-Principle 6

The elimination of discrimination in respect of employment and occupation.

Actions

- Adopted Code of Conduct for Gender Justice at the Workplace voluntarily.
- We practice Hino's value of "diversity".

Environment

Global Compact-Principle 7

Businesses are asked to support a precautionary approach to environmental challenges.

Actions

- We highly support a precautionary approach to environmental challenges. Since long before our GC subscription, we have an environmental policy with a motto saying: "To strive for contributing to environment friendly products to our customer satisfaction and support to environmental preservation activities for our employees and community, to the best of our ability".
- We are the first company to get ISO 14001:2001 Certification in the automotive sector in Pakistan, are also the first Hino affiliate worldwide, to be so!
- Regularly plan risk assessment.
- Conduct internal & external audits, self assessments, trainings and awareness programs.

Global Compact-Principle 8

Undertake initiatives to promote greater environmental responsibility.

Actions

- Annual Environmental Management Action Plan is incorporated in our overall key areas.
- Environmental Management Committee guide to accomplish our environmental objectives/initiatives.
- CO₂ Functional Waste - Water Treatment Plants.
- Controlling and monitoring our factory emissions.
- Neighbor's zero complaints rate.
- Observation of environment day / month.
- Proper disposal of hazardous waste.

Global Compact-Principle 9

Encourage the development and diffusion of environment friendly technologies.

Actions

- **Engine Smoke Bench Testing** 100% conducted in-house, all vehicles rolling out of our plants are tested for their smoke emission behavior.
- **Tune-up / Service Camp** Customers and users converge with their vehicles at our tune-up camps where vehicle performance is checked against specifications, especially emission and noise factors.
- **Customer Visit** Regular visits to customers are conducted by our expert after-sales service personnel to ensure customer satisfaction.
- **Locally Produced / Manufactured** CNG buses /vehicles in the country.

Global Compact-Principle 10

Business should work against corruptions in all its forms, including extortion and bribery.

Actions

- **Code of Conduct on Ethical Behavior:** An 11-Point Code calling all employees to observe ethical behavior set by the Company.

- **Whistle Blowing Procedures & Committee.** A method to report any irregularity was established and communicated to all, looked after by a Whistle Blowing Committee. (No irregularity has been reportedly received by our Whistle Blowing Committee since its inception).
- **Suggestion Scheme.** Suggestion boxes and other avenues used by employees to communicate related concerns are in the form of verbal feedback, e-mails and company intranet.
- New hires are oriented on this Code as well as the UNGC principles. Employees given periodic reminders/awareness sessions.
- Hinopak Motors Environmental & Social Report 2006-07.

Best Corporate Report Award

The Annual Report for 2007 achieved "Best Corporate Report Award" for exemplary practices and corporate reporting, in a competition organized jointly by prime accountancy bodies of the country.

This competition is organized by Institute of Chartered Accountants of Pakistan (ICAP) & Institute of Cost & Management Accountants of Pakistan (ICMAP) to foster better corporate Reporting Culture among organizations.



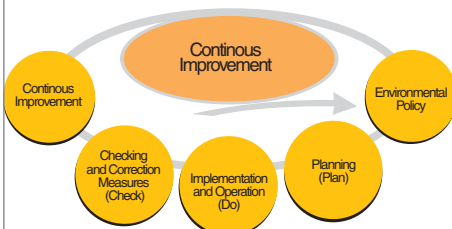
Our GM Finance & IT receiving Best Corporate Report Award for the year 2007

Environmental Management

Hinopak as a market leader has responsibility to protect this beautiful earth for the next generation.

Environmental Management System (EMS)

As a responsible corporate company, Hinopak has adopted ISO 14001 standard to ensure effective environmental risk management and compliance across all its business activities, from designing to product sale. Specific EMS requirements for each of the various business activities are set for effective and efficient performance. These requirements include adoption of Hino Japan Environmental Charter, implementing SMART objectives, promotion of environmental action plans and commitment to facing environmental challenges resulting from changing business activities.



Environmental Education

We ensure that personnel whose work has the potential to cause significant environmental impacts are competent on the basis of appropriate education, training or experience. This includes also those personnel working on our behalf i.e. suppliers and contractors. Approximately 80 new employees including workers were given orientation on EMS. This year, orientation was also organized for incoming senior management employees.

Promoting Environmental Audit

We conduct environmental audits on biannual basis to ensure that HPML environmental Management System confirm to the requirements of ISO 14001:2004 standard and

improvements have been made to this system where necessary. Through these audits, we identify the areas where there is room for improvements and take corrective action accordingly.

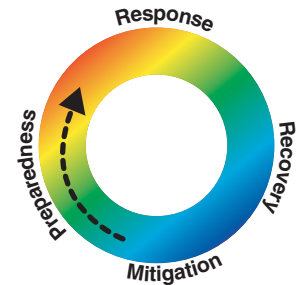
We have a team of qualified Lead Auditors and 7 Internal Auditors who apart from their regular job participate in audit execution as and when required.

In 2008 two internal audits were conducted, in which altogether 21 minor NCRs and observations were highlighted. No major NCR was raised.

Reducing environmental risks

We have a well-defined emergency, preparedness and response management system to identify and reduce risks associated with emergency situations. The main scope of the plan is to minimize injuries to personnel, protect the environment and prevent damage to company assets. Emergency Response Plan (ERP) has been developed to respond to emergencies like Fires, Smoke, Explosions, Spills (Raw Materials and Products) and Medical Emergencies. Different teams are also formulated like Fire-fighting Team, Spill Control Team, Medical Team and Security and Communication Team. We organize ERP trainings for all employees and contractors working in HPML premises.

Surveys are also conducted to identify unsafe practices; similarly effectiveness is checked via evacuation drills. State of the art equipments are installed companywide to ensure proper handling of emergency situations.



Environmental initiatives in 2008

An honest sustainable effort for harmonious coexistence with the earth that nurtures us.

Cleaning activity around the Company

Clean-up activity was held on Saturday 28th June 2008. During the activity, areas around Assembly Operation Plant (AOP), Body Operation Plant (BOP) and S.I.T.E. Model School (SMS) - a government school in vicinity of HPML, were cleaned. The garbage collected and disposed to the land fill sites included

- By the team of our AOP: **2.21** tons.
- By the team of our BOP: **1.71** tons.
- By the team of the SMS project & School Students: **0.27** tons.



Cleaning up activity was conducted in the vicinity outside the Company

This exercise turned out to be a success in sensitizing our employees and school students toward the significance of a cleaner environment and the impact of pollution on earth and in our lives.

1st Position in Flower Show 2009

Over the years Hinopak Motors Limited has won a number of awards for its well maintained gardens that have captured the eyes of many.

Hinopak once again had the privilege of winning the first position in the 58th Flower Show Competition organized by the Horticultural Society of Pakistan on February 26, 2009.



1st Prize Hinopak Head Office & AOP

Screening "An Inconvenient Truth"

To disseminate information regarding global warming a documentary movie, "An Inconvenient Truth", was shown to employees in both English and Urdu during different sessions. This movie presented by former United States Vice President Al Gore, won 'The Best Documentary Movie' in Oscar 2006 Award. The movie depicts the environmental problems especially global warming created by industrial development, and what efforts should be made to save the planet from this irrevocable change. More than 1000 employees watched this movie.

Project Exhibition on Environmental Issues

The month of June 2008 was celebrated as the Environment Month during which two different schools displayed environmental project exhibition in Hinopak.

Global environmental problems, their effect on daily life and their countermeasures were depicted through the posters and projects. It was interesting to note that S.I.T.E. Model School displayed 67% of their posters on Industrial Pollutions, because most of these students reside near the vicinity of factories.



Project Exhibition on Environmental Issues

Tree Plantation

Also in June 2008 a tree plantation activity was inaugurated by Director Production / EMR and a total of 191 trees were planted at Hinopak and S.I.T.E. Model School.

School children and employees were apprised about the importance of tree plantation and its impact towards reducing pollution.



Employees Planting Trees

Environment Auditing

Environment Audit AP-14 was conducted to check and review the EMS performance company wide, and to identify areas for improvement.

Environmental Patrolling

Environmental Patrolling has been started as per the directive from Hino Japan Environmental Division. This is our continuous program for system development.

Employees Survey

Employees survey was conducted to identify the training needs for the non-management staff. This comprehensive exercise was made in which approximately 75% workers were interviewed. The analysis identified area-wise specific training, like handling of hazardous material, energy conservation, etc. This will enable us to provide proper and required training awareness for the respective employees.



Distribution of Eco Bags

Eco Bags were distributed to all employees to promote reduction of plastic bags from their daily routine activities. The employees were also informed about the adverse effect of plastic bags on their health and environment.

Awareness Program

Awareness was given to employees and interested parties by distributing:

- Eco Driving Booklet in both English and Urdu.
- Literature on various environmental issues in Urdu and English.
- A separate Environmental and Social Report for the Year 2007 was also published.

Reducing Environmental Load of Trucks & Buses

We understand that the commercial vehicle industry stands at an historical crossroad. Acknowledging the climate change is very much a global issue and the need to reduce the CO₂ emissions has become inextricably linked to socioeconomic activities.

The Environmental Performance of our plants

Our commitment to enhancing quality of life and protecting our earth is reflected in our environmental goals which are set to address our key parameters, 'prevention of global warming (reducing CO₂), reducing reliance on natural resources (recycling), controlling material with environmental impact and green procurement.

The tables below elaborate that the level of effluents in the Air & Water released from our Assembly operation and Body Operation plants is well within the allowed limits of the environmental regulations.

The graphs on the right demonstrate the results of our constant efforts to reduce our environmental load by reducing the CO₂ emission, material discarded and water consumption.

Water Release

Reporting Period: April 2008 - March 2009

Items	Official Regulations	Measurements	*Actual Conditions	
			AOP	BOP
Acidity level pH	6-9	1/m	7.20	7.20
Biological Oxygen demand BOD (mg/l)	80	1/m	38.80	36.50
Chemical Oxygen demand COD (mg/l)	400	1/m	119.10	110.30
Total suspended salts TSS (mg/l)	200	1/m	22.20	18.80
Oil (mg/l)	10	1/m	2.70	2.60
Total dissolved salts TDS (mg/l)	3500	1/m	647.70	641.30

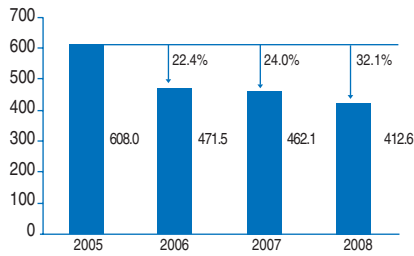
(* Based on average reading)

Air Release

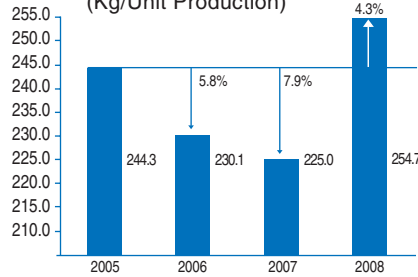
Facilities	Measurement Items	Official Regulations	Measurement	Actual Conditions
				Avg
Assembly Operation Plant (AOP)				
Top Coat Oven (Natural Gas)	NOx	600 mg/Nm ³	1/m	1.50
	SOx	1700 mg/Nm ³	1/m	4.80
ED Oven (Natural Gas)	NOx	600 mg/Nm ³	1/m	2.20
	SOx	1700 mg/Nm ³	1/m	9.00
Boiler (Natural Gas)	NOx	600 mg/Nm ³	1/m	41.00
	SOx	1700 mg/Nm ³	1/m	1.70
Body Operation Plant (BOP)				
Parts Primer Baking Oven	NOx	600 mg/Nm ³	1/m	7.60
	SOx	1700 mg/Nm ³	1/m	9.30
Paint Baking Oven	NOx	600 mg/Nm ³	1/m	17.38
	SOx	1700 mg/Nm ³	1/m	13.20

Assembly Operation Plant

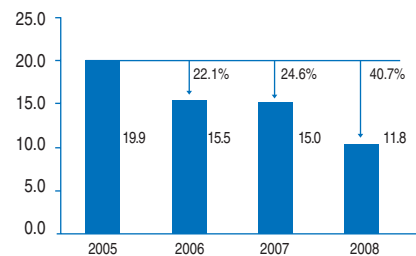
CO₂ Emissions
(Kg-Co₂ / Unit Production)



Material Discarded
(Kg/Unit Production)

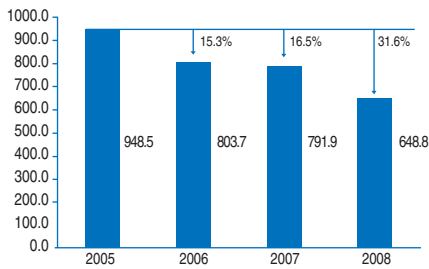


Water Consumption
(m³/Unit Production)

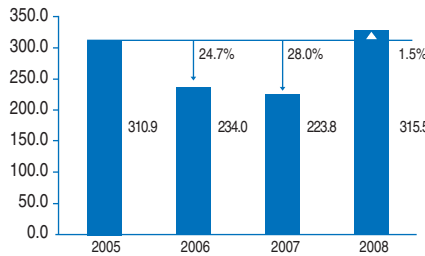


Body Operation Plant

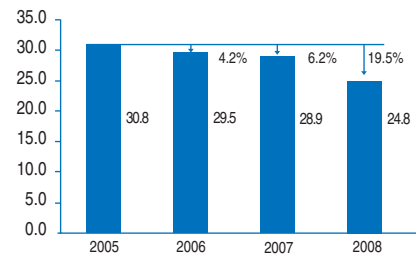
CO₂ Emissions
(Kg-Co₂ / Unit Production)



Material Discarded
(Kg/Unit Production)

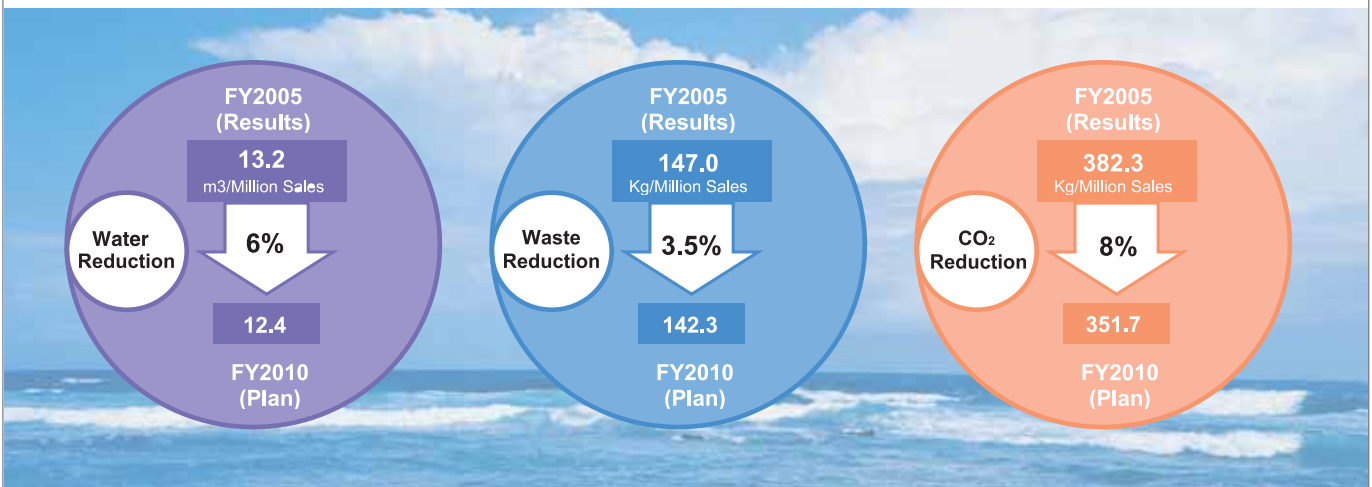


Water Consumption
(m³/Unit Production)



Future Plan

In line with the Hino Global Environment Charter, Hinopak is committed to continue its aim for prevention of global warming by reducing CO₂ emissions, conserving water resources and minimizing waste generation. To achieve these targets upstream goals have already been established.



Social Aspect

Community

Hinopak's social & community development initiatives are marked by public-private partnership, further increasing our sphere of influence in sensitization and responsiveness to challenges afflicting community at large.

Renovation of S.I.T.E. Model School (SMS)

Our major achievement this year, SMS stands today as a symbol of our CSR, Global Compact and Millennium Development Commitments in the field of education and human resource development.

A Memorandum of Understanding with the City District Government, Karachi (CDGK), Federation of Pakistan Chamber of Commerce and Industries (FPCCI) and Committee for Monitoring Improvement in CDGK Schools (CMIS) in April 2008, saw the completion of the newly renovated /reconstructed SMS buildings in August 2008.

This government school is now a learning centre for more than 800 students, out of which 279 are the new admissions, a 50% improvement since school re-opening and a tangible result of our pledge.

The renovation and repairs of the school was completed through active participation of HPML officers and workforce who made great deal of contribution though cohesive efforts utilizing HPML in house fabrication facilities and valuable workmen and managerial skills.

Under the SMS project following sections/areas were completely renovated or repaired:

- 18 Classrooms (Primary & Secondary);
- Technical Training (rooms, equipment and training);
- Library;
- Science Laboratory for Girls;
- Auditorium;
- Principal's Office & Faculty Room;

- Playground & Recreation Room
- Mosque; and
- Parking Shed.

The project was completed in 2.5 months at a cost of Rs. 7 million and approximately 11000 man hours.

We also joined hands in sorting and reviewing the old reading material at the school's library and provided more than 1,000 new books as our initial token of commitment to help increase the knowledge base.

The school's entrance was given a new look. Sewerage and drainage lines were repaired as part of this work. Our gardeners created a greenbelt, not just enhancing the front look of the school but avoiding garbage and trash accumulation.

SMS students and faculty had been engaged in environmental activities. They participated in our Environment Month in June 2008 through a poster exhibition and clean-up activity.



Class rooms in the past



Newly Renovated Class room



Construction of Hinopak Community Health Centre (HCHC)

In order to provide efficient and effective medical support to the community of S.I.T.E. town, Hinopak established a fully furnished primary health care facility where students of our neighboring school, their family members and the whole locality of S.I.T.E. Town can access medical attention and treatment. We now coordinate with the doctor and dispenser provided by FPCCI-CMIS to ensure that, patients' primary medical needs are properly addressed.



Hinopak Community Health Centre

Educational Visits, Internships / Students' Engagement

We also increased our exposure to the academic sector by allowing regular educational plant visits, resulting to an estimated 300 students-teacher visitors from 14 educational institutions to-date. This year's summer internship program produced 109 reports from 86 (70% technical) students representing 12 colleges & universities, mostly technical.

Motor Vehicle Technicians (MVT) Course

The 25th batch of the Heavy Duty Motor Vehicle Technicians (MVT) course commenced at the Hinopak Training Center from January 5, 2009.

Our Training Centre is affiliated with the Sind Board of Technical Education. More than 500 candidates have registered for the MVT training course since 2002 out of which over 70% have passed out and are serving in the automobile industry and their 3S dealerships in Pakistan & abroad.

Scholarships

Another symbol of industry-education linkage, the "Hinopak Skill Promotion Scholarship" was offered to NED Students. Scholarships have been offered to 10 students of three technologies.

A similar scheme is in consideration for our workers' children.



NED Students availing Scholarships

Donation for Ziarat Earthquake Victims

A donation of Rs.1.6 million was raised by Hinopak for the Ziarat earthquake victims through employer and employee participation. This comprised of 50 winterized tents and approximately 400 packages containing essential food items which were distributed among the earthquake effected families.



Donation for Ziarat Earthquake

A team of Hinopak employees including the representatives of CBA went to the earthquake affected area of Baluchistan and personally administered the dissemination of tents and food items.

Sports

We take pride in contributing to the promotion of healthy sports among our youngsters.

We consider that for a healthier society sports is an essential tool, therefore we always have been at the forefront of promoting sporting events. Over the years Hinopak has sponsored various competitions in cricket, golf, badminton and football.

Hinopak Golf Tournament

A tournament sponsored by Hinopak was held at Arabian Sea Country Club. Golfers from various institutions participated in the tournament.

Hinopak Inter Firm Cricket Tournament

For the last 18 consecutive years, we have been organizing Inter Firm Cricket Trophy, annually played for around three months and participated by cricket teams from 40 to 45 private & public sector enterprises.



Inter Firm Cricket Tournament

2nd Hinopak KHA Hockey Trophy

After the great success of Hinopak Cricket Trophy on the City Circuit, Hinopak also became the proud sponsor of the Karachi Hockey Association Trophy.

We are positive that such events contribute toward developing our country's future players.

Employees

Building a dynamic workplace in which each and every employee can exercise independence, self development and his or her talents to the fullest.

Hinopak Motors Limited has positioned efforts to maximize employee potential, performance and motivation at the heart of its basic human resource policy.

Safety takes priority over all business activities, as embodied in the Hinopak's Safety & Health policy. We are making concerted efforts in the safety and hygiene management, and that the development of a workplace that is safe, healthy and decent.

Occupational Health & Safety Trophy

The Employers' Federation of Pakistan (EFP) holds the competition every year among its member organizations to judge which member is contributing more in the promotion of H&S activities.

Hinopak has succeeded to achieve the trophy on the basis of enhanced organized efforts to implement Occupational Safety & Health activities during the year 2008.



The award is a token of appreciation by EFP and credit of success goes to every contributor for the promotion of safety and health in Hinopak including workers, CBA union, members of SHE Committee and Managers.

Excellence Award in Industrial Relations

Hinopak has a long history of exemplary industrial relations for which it has become a role model for other members of the corporate sector.

At Hinopak the management and the CBA have utmost trust on each other. These ideal industrial relation are based on following four principles which are also referred as Hinopak " Pillars of the Industrial Relations"

- Mutual Respect & Trust;
- Transparency in Operations and Communications;
- Positive attitude in labour management relations; and
- Bilateral approach in resolving differences and disputes.



In 2008 Hinopak received the Excellence Award in Industrial Relations in a competition organized by the

Employer's Federation of Pakistan in collaboration with International Labour organization (ILO).

Sports & Health Care Center BOP Plant

After the success of the sports & recreational center at Assembly Operation Plant, a newly built Sports & Health center was inaugurated in 2008 for the benefit of the workers at the Body Operation Plant.

Outbound Training of Managers

22 managers from different departments were provided a unique 4 day outbound adventure and training on leadership in July, 2008 in the forests of Donga Gali. Alongside the physical activities like trekking, climbing, blindfolded rope traverse and cooking. The trainees were imparted valuable advice for developing leadership skills, problem solving techniques besides provided precious feed back on their performance through group discussions.

While communing with nature made them more aware of environment care and protection, stretch activities enabled them to bond with colleagues otherwise difficult to achieve in a classroom or office setting.



Customer

Striving to deliver practical, useful & environmental friendly products and services that meet the needs of the customers and the market.

Hinopak Motor Limited places utmost emphasis on its Customer First policy to ensure that each and every employee make their best effort to provide products and services that fully incorporate the customer perspective. On this basis the company is endeavoring to enhance customer satisfaction and to nurture relationships built on mutual trust.

Inauguration of the Mobile Training Service

In 2008 Hinopak reached another milestone by becoming the first company in Pakistan to introduce Eco-Drive training to its valued customers at their door steps where in consultancy and useful tips are given to the ultimate users for fuel saving and increasing product life.

This training is provided through our newly built Mobile Field Training Unit built on AK Chassis which is adequately equipped to meet the training requirement of our valued customers.

Free Tune-up Camps

In continuation of our value added service for our customers, 11 free tune-up camps were organized all over Pakistan to mark the world environment day. A ceremony was held at Head office where the Minister of Culture & Tourism Government of Sindh was the chief guest.

Awareness on the importance of tuned engines, fuel efficiency and tips to reduce the maintenance cost was given to our valued customers. Altogether more than 158 Hino vehicles were tuned in 11 Camps.



A Training Session in mobile training unit



Another Training Session in progress



Conference on Leasing and Financing of Hino vehicles

Conference on Leasing and Financing of Hino vehicles

A conference was organized at Hinopak premises in which our valued customers and representatives of financial institutions were invited. The objective was to provide a common platform to discuss the Financial and leasing issues pertaining to the commercial transporters in Pakistan. The management endeavored to highlight concerns of all the stakeholders and how best to support each other in the current economic downturn.

Personal Social Responsibility (PSR)

One people. One vision... make the change, be the change!

With the company CSR initiatives making them proud and inspiring them to go beyond participation, employees contributed their time, money and expertise for community welfare and development. This reinforces the 'people' aspect of our triple-bottom line vision, where we see our employees actively engaged and partnering in meeting our CSR commitment.

Beach Cleaning Activity

A group of 10 highly motivated employees inspired by their CSR experiences at Hinopak joined hands along with their family to clean a portion of Karachi beach on December 25, 2008. The material cost was met by the volunteers on contribution basis while the logistics were provided by the company. The cleaning activity was performed for two hours and approximately 100 Kgs of man made garbage were removed from the beach to be disposed in the land filled sites.



Picking the wrappers from the beach

Road Side Cleaning & Tree Plantation

The news of the beach cleaning activity was disseminated across the company and many new hands joined in to participate in the group's second PSR initiative. The second cleaning activity on February 27, 2009 targeted an area located in the Hinopak vicinity. This time the number of participants increased to



The Garbage being transferred to the land fill site

20. The Local Municipal Administration at SITE was also involved in this cleaning activity wherein following tasks were performed:

- Removal of wall chalking from the Bridge wall;
- Extraction of piles of garbage and mud;
- Levelling of the ground; and
- Plantation of 45 trees.

Cleaning & Tree Plantation

In continuation of the second initiative another cleaning exercise was performed near the S.I.T.E. cleaning activity which was performed in March 30, 2009. 40 trees were provided for the plantation by company. Other expenses of the activity were contributed by the participating employees.

Outlook of PSR Activities

The PSR Initiatives and experience of the participants have been very rewarding in term of personal satisfaction and promoting stronger bonds among volunteering employees.

The PSR team has decided to perform monthly PSR activities and extend this to other areas of the city. The Future PSR strategy also includes working with groups and volunteers of other organizations to ensure a cleaner, healthier & whole lot happier Karachi for all its dwellers.



Removing of wall chalking



Plantation of trees at the road side

Our Guiding CSR Fundamentals

HINOPAK ENVIRONMENTAL POLICY

Hinopak Motors Limited is committed to identify and implement means and measures that would result in minimum environmental impact from its products and every aspect of its business activities ranging from product development to production and servicing.

Our motto at Hinopak is:

"Strive for contributing to environment friendly products to our customer satisfaction & support to environmental preservation activities for our employees and community, to the best of our ability".

For this, we will set objectives and targets to:

Promote pollution prevention & reduce environmental impacts by proper handling and disposal of waste water, solid waste, hazardous substances & gaseous emissions.

Conserve energy and other resources.

Comply with all the applicable legal and other requirements.

Improve environmental performance continually by reviewing objectives, conducting audits and management reviews under our Environmental Management System.

Educate, train and motivate employees and interested parties to conduct activities in an environmentally responsible manner and as per the company's environmental policy, which is also available to the public.

SAFETY AND HEALTH POLICY

Hinopak Motors Limited is committed to have all its operations safe and protected against all hazards effecting occupational safety and health of its employees.

Our Aim at Hinopak is:

To create and develop such working conditions and environment which are conducive to safety and health of employees.

To make our process free from accidents and illnesses, gradually.

To work in an organized manner to make CONTINUAL IMPROVEMENT in the areas of OSH.

To make objective based efforts for reducing unsafe and un - healthy work practices/conditions.

To educate / train our employees in the area of OSH and make continuous efforts to create awareness among all concerned on the subject.

To develop an adequate investigation system which can help avoiding reoccurrence of accidents.

To comply with all the applicable legislation / regulations and to cooperate with the authorities concerned.

HINOPAK QUALITY POLICY

Hinopak Motors Limited is committed to produce trucks and buses which meet the expectations of its customers in the areas of quality, cost and delivery.

Striving for total customer satisfaction, we focus on achieving quality objective set in the following areas:

- **Identification of products and operational needs of customers;**
- **Building quality features in product design ensuring reliability, maintainability, safety and durability;**
- **Production of vehicles conforming to Hino Global Standards;**
- **Diligent Product Support and Customer Service.**

All Hino users, suppliers and employees are continuously being educated, trained and motivated to accept the quality as combined responsibility and to meet the customer needs and regulatory requirements following the international standards of Quality Management System.