

board committees

Audit Committee

Members

Kunwar Idris - Chairman
Shinji Fujimoto
Fasihul Karim Siddiqi

Management Committee

Members

Hideya Iijima - Chairman
Takeshi Ito
Susumu Hongo
Muhammad Irfan Shaikh
Fasihul Karim Siddiqi
Muhammad Owais M. Khan
Muhammad Saleem
Naushad Riaz
Syed Arshad Ali

Global Compact & CSR Committee

Members

Hideya Iijima - Chairman
Takeshi Ito
Susumu Hongo
Fasihul Karim Siddiqi
Muhammad Saleem
Naushad Riaz
Syed Arshad Ali
Adil M. Shah

Terms of Reference

The terms of reference of the Audit Committee are as follows:

- determination of appropriate measures to safeguard Company's assets;
- review of quarterly, half-yearly and annual financial statements of the Company, prior to their approval by the Board of Directors;
- review of management letter issued by external auditors and management's response thereto and monitor the action plan to improve the control environment;
- review of the scope and extent of internal audit and ensuring that the internal audit function has adequate resources and is appropriately placed within the Company;
- ascertaining that the internal control system including financial and operational controls, accounting system and reporting structure are adequate and effective;
- instituting special projects, other investigations on any matter specified by the Board of Directors, and to refer any matter to the external auditors or to any other external body;
- monitoring compliance with relevant statutes and best practices of corporate governance.

Terms of Reference

The terms of reference of the Management Committee are as follows:

- managing the day to day operations of the Company;
- developing the business and marketing strategy of the Company;
- reviewing budgetary proposals and the necessary actions to implement the business plan;
- monitoring profitability and deviations from business plan;
- handling the major business issues and other urgent matters on behalf of the Board.

Terms of Reference

The Term of Reference of the Global Compact and CSR Committee are as follows:

- Review and approve the budget for CSR activities;
- Monitor the following CSR related activities directly or through sub committees:
 - Compliance and Good Governance (Internal Control System, Risk Management and SOA Compliance activities);
 - Environment Management;
 - Creating safe and decent work place;
 - Social activities and contribution to Local Communities (Activities in the field of Education, Health, Safety, Sports and Creating Awareness).
- Monitor Global Compact internalisation and implementation plan;
- CSR and Global Compact Reporting.

Industrial Relations Committee

Members

Fasihul Karim Siddiqi - Chairman
Muhammad Akram
Muhammad Zaman Khan
Siddique Balouch
Muhammad Ahmed

Health & Safety Committee

Members

Fasihul Karim Siddiqi - Chairman
Muhammad Owais M. Khan
Naushad Riaz
Muhammad Akram
Muhammad Zaman Khan
Muhammad Ahmed

Environment & Quality Management Systems Steering Committee

Members

Hideya Iijima - Chairman
Takeshi Ito
Susumu Hongo
Muhammad Irfan Shaikh
Fasihul Karim Siddiqi
Muhammad Owais M. Khan
Muhammad Saleem
Naushad Riaz
Syed Arshad Ali
Muhammad Ahmed
EMC Secretariat Members

Information Technology Steering Committee

Members

Fasihul Karim Siddiqi - Chairman
Muhammad Saleem
Naushad Riaz
Adil M. Shah
Shams Naveed Zia

Human Resource Development Committee

Members

Hideya Iijima - Chairman
Takeshi Ito
Fasihul Karim Siddiqi
Muhammad Saleem
Muhammad Akram

Terms of Reference

The terms of reference of Industrial Relations Committee are as follows:

- promoting labor management relationship;
- reviewing grievance handling mechanism;
- reviewing employee involvement in continuous improvement activities.

Terms of Reference

The terms of reference of the Health & Safety Committee are as follows:

- to review health and safety policy of the Company to provide awareness on health and safety to the employees through conducting training programs;
- to review major health and safety projects and ensure their implementation;
- to organize different training programs to educate employees for health & safety issues.

Terms of Reference

The terms of reference of the Environment & Management Systems Steering Committee are as follows:

- to establish, implement and maintain environmental management system and QMS against ISO 9000:2000 and ISO 14001:2004 Standard Company wide;
- to provide leadership and guidance and periodic review of the progress and performance of QMS, EMS through audits and management reviews for the continuous improvement.

Terms of Reference

The terms of reference of the IT Steering Committee are as follows:

- reviewing the long & short term plans;
- approving and monitoring major projects;
- reviewing and approving the major acquisitions;
- ensuring liaison between IT and the User Departments;
- reviewing the adequacy and allocation of resources.

Terms of Reference

The terms of reference of Human Resource Development Committee are as follows:

- develop and implement policies for management of human capital;
- establishing performance management system, developing and reviewing performance goals and objectives;
- reviewing compensation system and practices.