



## Human Rights Policy

### 1. Purpose

Century Paper & Board Mills Limited recognizes the importance of upholding human rights in all their forms and shapes. As a corporate entity, it is committed to ensure compliance and to abide by all applicable local, international laws and charters.

The management of Century Paper & Board Mills Limited has a strong belief that its actions, policies, and related operations should never violate the fundamental human rights assured in the Constitution of Pakistan and the other International Human Charters.

Century is committed to prevent and mitigate any negative impacts on the fundamental human rights of local communities, particularly regarding land, resources, livelihoods, food security and local customs and believes.

### 2. Scope

This policy covers all employees, suppliers, stakeholders and anyone engaged in business with Century Paper & Board Mills Limited across all locations.

It also applies to projects and partnerships that may affect local communities.

### 3. Policy

#### 3.1 Land, Territories & Resources.

Century Paper & Board Mills Limited recognizes the fundamental rights of local communities to their natural resources of all kinds. It respects the land tenure and other resource rights of local communities, whether formally titled or traditionally held.

Utilization of land (on a permanent or temporary basis) and usage of natural resources by Century on a permanent or temporary basis shall not harm the interests of the local community. Century shall appropriately compensate under corporate social responsibility and through other lawful agreements in case if it utilizes the shared natural resources, including land, water, vegetation, and environment.

Century shall take measures to uplift the economic and social well-being of the local communities.

#### 3.2 Livelihood & Food Security.

Century shall ensure that its operations do not negatively affect traditional livelihoods of the local communities, such as farming, cultivation and all other forms of livelihood.

Century shall take and support all initiatives and efforts that can help to strengthen the local ecosystems whether taken by the government or any other agencies that can sustain and develop such resources.

Century shall assess risks to livelihoods and food security and implement mitigation where required. It shall also regularly assess risks and shall take all appropriate measures to mitigate such risks.





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### **3.3 Customs, Culture & Religion.**

Century Paper & Board Mills Limited shall always respects the cultural heritage, sacred sites, religious believes, and all other associated customs / rituals of local people and communities.

It shall refrains from all actions, measures and policies that may desecrate or hinder access to religious or cultural sites, gatherings, and festivals.

Century shall promote awareness and tolerance (with regard to social, ethnic, religious beliefs) and respect within the organization by providing training and awareness sessions to its employees.

### **3.4 Freedom & Liberty**

Century shall uphold the fundamental human rights of an individual, including freedom of expression, movement, association, and peaceful assembly.

Century shall ensures that any administrative / security arrangements (internal or contracted) shall not intimidate or restrict the liberty of an individual and communities.

Century shall always keep a meaningful contact with the local communities and encourage them to have a healthy and meaningful dialogue in order to resolve issues of mutual interest..

### **3.5 Human Rights Due Diligence**

Century shall conducts regular impact assessments to identify, prevent, and mitigate potential adverse effects on local communities, and takes corrective actions in consultation with them.

## **4. Grievance Mechanism**

Century shall provide accessible, confidential, and culturally appropriate grievance handling mechanisms for individuals and communities. It will ensure timely investigation and resolution of complaints with local community involvement by ensuring complete transparency and adherence to applicable laws.

Concerns raised by local communities shall always receive priority, attention with fair, effective and appropriate measures.

## **5. Training & Awareness**

Regular training and awareness programs shall be organized and facilitated for the employees.

Prepared By :

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