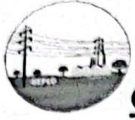




GUJRANWALA ELECTRIC POWER COMPANY LIMITED

**GEPCO – Corporate Social Responsibility
(CSR) Policy - 2024**

GEPCO – CSR Policy 2024 (Version 1.0)



GUJRANWALA ELECTRIC POWER COMPANY LIMITED



GUJRANWALA

1. Back



GUJRANWALA ELECTRIC POWER COMPANY LIMITED

1. Background

Gujranwala Electric Power Company Limited, (hereinafter described as “GEPCO” or “the Company”), incorporated as a Public Limited Company on 25th April 1998, is responsible for the delivery of electricity to over 4 million consumers of all civil districts of Gujranwala Division in the province of Punjab.

GEPCO, since its inception, sees itself as a responsible corporate entity dedicated to societal well-being and has been contributing in activities, which promote various social and charitable objectives. GEPCO has an ethical and social responsibility through its core value i.e. being ethically and socially responsive to support communities ostensibly impacted by its business in any manner.

2. Preamble

Corporate Social Responsibility is a company's commitment to operate in an economically, socially and environmentally sustainable manner, while recognizing the interests of its stakeholders. Corporate Social Responsibility is, therefore, closely linked with the practice of Sustainable Development and extends beyond philanthropic activities by reaching out the integration of social and business goals as well as to achieve the objectives laid down in SDGs (Sustainable Development Goals). These activities need to be seen as those which would, in the long term, help to secure a sustainable competitive advantage.

In accordance with its role as a Distribution and SoLR (Supplier of Last Resort) Licensee under National Electric Power Regulatory Authority (NEPRA), GEPCO is encouraged to demonstrate its dedication to social investment. The Companies Act 2017 under clause 227 subclause 3(c) also encourages to submit the activities undertaken by the company in respect of Corporate Social Responsibility during the year.

3. Title and Operation

- 3.1 This Policy, hereinafter referred to as “Policy”, shall be called the “GEPCO - Corporate Social Responsibility (CSR) Policy-2024” or “GEPCO-CSR-2024”.
- 3.2 This Policy shall remain effective until it is replaced by a subsequent Policy.
- 3.3 The Board of Directors of GEPCO, on recommendations of the CSR Committee or at own motion, may review the Policy as and when deemed necessary.

4. GEPCO CSR Vision

To remain committed to a sustainable future where our mainstream business operations not only provide reliable electricity but also actively contribute to the well-being of the communities we serve.



5. GEPCO CSR Mission

At GEPCO, we are committed to provide reliable, sustainable, and affordable electricity while actively engaging in initiatives that promote environmental stewardship, community development, and social equity. Through our CSR programs, we aim to empower communities, reduce our environmental footprint, and enhance the well-being of society.

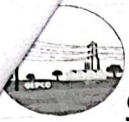
6. Scope

The Policy establishes a governance structure for implementation of GEPCO's CSR Vision and Mission, outlining the roles of the CSR Committee and its reporting mechanisms to the Board of Directors, while emphasizing compliance with regulatory standards and periodic review to ensure alignment with evolving societal needs and organizational priorities.

7. Areas of activities to be undertaken

The Company shall be undertaking one or more of the following activities as prescribed in the Rules as modified from time to time:

- 7.1 Alleviating poverty and malnutrition, promoting health care including preventive health care and sanitation and making available safe drinking water.
- 7.2 Promoting education, including special education and employment enhancing vocational skills particularly among children, women, elderly and the differently abled and livelihood enhancement projects.
- 7.3 Promoting gender sensitization through equality, empowering women, setting up homes and hostels for women and orphans; day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- 7.4 Ensuring climate change awareness by promoting environmental sustainability, cleaner technologies, reducing carbon footprint, introducing renewable energy resources, ecological balance, protection of flora & fauna, animal welfare, agroforestry, to check the deforestation, conservation of natural resources and maintaining quality of soil, air and water.
- 7.5 Protection of national heritage and religious importance, art and culture including restoration of building and sites of historical importance and works of art and setting up of public libraries.
- 7.6 Measures for the benefit of displaced persons in consequences of wars / natural disasters and calamities.
- 7.7 Training to promote rural sports, nationally recognized sports, Para Olympic and



GUJRANWALA ELECTRIC POWER COMPANY LIMITED

Olympic games.

7.8 Promotion of Rural/ Community Development Projects.

7.9 Such other matters as may be prescribed time to time by Government of Pakistan.

Annexure-I contains a comprehensive list of activities that fall within the categories of NEPRA Social Investment Guidelines 2021. All initiatives outlined in this Policy must adhere to environmentally sustainable practices and aim to serve the best interests of the local populace and broader society.

8. Activities Excluded from CSR Programs

8.1 The CSR projects or programs or activities that benefit only the employees of the company and / or their respective families.

8.2 Contribution of any amount directly or indirectly to any political party.

9. Corporate Social Responsibility (“CSR”) Committee

In GEPCO, CSR governance framework will be overseen by the CSR committee, which holds ultimate responsibility for the CSR projects undertaken. This committee will report directly to Board of Directors.

9.1 CSR Committee Members

The CSR Committee members will consist of:

- | | |
|--|-------------------------|
| a. DG (MIRAD) GEPCO | Convener |
| b. Manager (HSE/ Environment & Safeguards) PMU GEPCO | Member |
| c. Manager (CA) GEPCO | Member |
| d. Deputy Manager (A&S) GEPCO | Member |
| e. Deputy Manager (Public Relation) GEPCO | Secretary / Coordinator |

In addition to the above, two (2) female officers of GEPCO, as recommended by the Convener and approved by CEO GEPCO, shall be members of the Committee.

9.2 Functions

The CSR Committee of the Company is authorized to do any of the following acts without limitation:

- a) formulate and recommend to the Board, a Corporate Social Responsibility Policy (“the Policy”) which shall indicate the activities / projects to be undertaken by the Company.
- b) recommend the amount of expenditure to be incurred on the corporate and



GUJRANWALA ELECTRIC POWER COMPANY LIMITED



- socially responsible welfare and charitable activities.
- c) Institute and implement a transparent monitoring mechanism towards monitoring the Projects and other programs / activities undertaken by the Company.
 - d) Monitor the Policy from time to time.
 - e) To consider and Administratively approve the CSR Projects.

10. CSR Working Committee

Through Manager (HR) GEPCO office order No. 1169/34863-68 dated 21.10.2022, the Corporate Social Responsibility Committee has been established to oversee CSR initiatives in alignment with NEPRA guidelines. The current CSR committee will function as the CSR Working Committee, comprising the following existing members: -

- a. Addl. Dy. Manager (Social Impact) PMU GEPCO
- b. Addl. Dy Manager (Environment) PMU GEPCO

10.1 Function

Function of CSR Working Committee shall be:

- a) The major function of CSR Working Committee will be to vet and technically sanction the CSR Projects for administrative approval of CSR Committee.
- b) The members will visit the project areas to monitor and review the progress of the project for assurance that the funds are being properly utilized, and submit a quarterly report to CSR Committee.
- c) CSR Working Committee will report to CSR Committee quarterly.
- d) Submit an annual report on its social investment, outlining annual spending, objectives, activities, carried out and its impact to NEPRA.

11. Methodology

The planning for CSR shall start with the identification of the activities / projects to be undertaken. CSR projects / activities shall be undertaken in the periphery where the Company carries out its activities as far as possible. It will not be limited to geographical area of GEPCO but where deemed necessary, the Company may choose to undertake CSR projects anywhere in the country.

The plan under CSR shall be integrated with the social and environment concerns related to the mainstream business operation of the Company.

The CSR Plan shall match with the long-term Business Plan. CSR plans will be in line with clause 7 above and broadly shall specify:

- a) Activities to be undertaken
- b) Budgets allocated
- c) Time-lines prescribed
- d) Responsibilities and authorities defined



GUJRANWALA ELECTRIC POWER COMPANY LIMITED

- e) Monitoring mechanism
- f) Major results expected

12. Types of Expenditure to be considered as related to CSR activities

Salaries paid to regular CSR staff and volunteers (in proportion to man hours on CSR activities) can be factored into CSR project cost as part of CSR expenditure.

13. CSR Monitoring and Reporting Mechanism

The CSR Committee shall monitor the amount of expenditure as approved by the Board of Company on a quarterly basis and make report to the Board of Directors on bi-annual basis. Apart from the above, the Directors' Report of the Company shall include an annual report on CSR containing the particulars in the prescribed format.

14. NEPRA CSR Compliance and Engagement Initiatives

GEPCO is an active member of NEPRA-Corporate Social Responsibility Program. In compliance to the NEPRA Social Investment Guidelines 2021, GEPCO is submitting CSR related information/ documents/ data each year. GEPCO has been submitting annual information/data i.e. CSR Categorization/ Assessment Form and O&M details regarding its workforce since FY 2019-2020.

GEPCO submits CSR data on official NEPRA Web Data Portal: - <http://NEPRA.org.pk/csrmonitor/login.php>

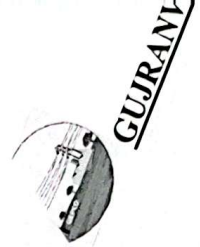
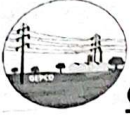
Furthermore, GEPCO is actively participating in CSR Awards Ceremony and online CSR webinars conducted by the NEPRA from time to time.

15. Display of the CSR Activities

GEPCO website i.e., www.gepco.com.pk will have a head of 'GEPCO CSR initiatives' and GEPCO CSR Policy along with necessary information of existing and ongoing project with photographs be shared accordingly.

16. Validity and authority for modification/amendments

This CSR Policy shall be effective from July 1, 2024 and will be in force till such time it is modified or amended by the Board of Directors on recommendation of the CSR Committee and till the Company remains to be within the eligibility criteria as prescribed under the rules.



**FORMAT FOR THE ANNUAL REPORT ON CSR ACTIVITIES TO BE PRESENTED
BEFORE THE BOARD OF DIRECTORS**

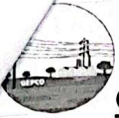
1. A brief outline of the company's CSR Policy, including overview of projects or programs proposed to be undertaken and a reference to the web-link to the CSR Policy projects or programs.
2. The Composition of the CSR Committee.
3. Average net profit of the company for last three financial years.
4. Prescribed CSR Expenditure
5. Details of CSR budget utilization during the financial year.
 - a) Total amount to be spent for the financial year.
 - b) Amount unspent, if any;
 - c) Manner in which the amount spent during the financial year is detailed below.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Sr. No.	CSR Projects or activities identified	Sustainable development Goal / Sector in which the project is covered	Projects or Programs (1) Local area or other (2) Specify the district where projects or Program was undertaken	Amount outlay (budget) projected for programs wise.	Amount spent on the projects or programs Sub-heads: (1) Direct expenditure on projects or programs (2) Overheads	Cumulative expenditure up to the reporting period.	Amount spent: Direct or through implementing agency.

6. In case the company has failed to spend the prescribed percent of the average net profit of the last three financial years or any part thereof, the Committee shall provide the reasons for not spending the amount to its Board.
7. A responsibility statement of the CSR Committee that the implementation and monitoring of CSR Policy, is following CSR objectives and Policy of the company.

Sd/-
Convener of the Committee

Sd/-
Chief Executive Officer



Annexure-I

1. Employee Development

1.1 Training and Development: Implement regular training programs to enhance the skills and capabilities of employees. This includes technical training, soft skills development, and leadership workshops.

1.2 Gender Diversity: Promote gender diversity within the workforce through targeted recruitment efforts, mentorship programs, and initiatives to support career advancement opportunities for women.

1.3 Retention Policies: Develop policies and incentives to foster employee retention, including performance-based bonuses, recognition programs, and opportunities for career growth within the organization.

1.4 Local Employment Preference: Prioritize hiring skilled and semi-skilled workers from local communities and project areas to support local economic development and reduce unemployment.

1.5 Employment of Pakistanis: Ensure representation of Pakistanis in both operational and management roles, fostering inclusivity and diversity within the organization.

1.6 Paid Internship and Apprenticeship Programs: Establish paid internship and apprenticeship programs aimed at providing valuable work experience and skills development opportunities for local communities.

1.7 Skill Development Programs: Collaborate with local educational institutions and vocational training centers to offer skill development programs tailored to the needs of the community.

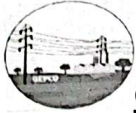
1.8 Health Coverage: Provide comprehensive health coverage for employees and their families, including access to medical services, preventive care, and emergency assistance.

1.9 Workplace Safety: Implement measures to protect the workforce from work hazards, adhere to prescribed safety standards, and provide necessary training on safety protocols.

2. Community Development

2.1 Safeguarding Local Interests: Respect and uphold the legitimate interests and rights of the local community concerning land, assets, and natural resources through transparent and consultative processes.

2.2 Resettlement and Rehabilitation: Support displaced communities by facilitating resettlement and rehabilitation efforts, ensuring access to basic amenities, livelihood opportunities, and social services.



2.3 Disaster Management: Develop disaster management plans and provide emergency relief assistance to mitigate the impact of natural disasters on the local community.

2.4 Education: Invest in education initiatives, including infrastructure development, scholarships, and teacher training programs, to improve access to quality education in the community.

2.5 Healthcare: Establish healthcare facilities, clinics, and health awareness programs to enhance access to affordable and quality healthcare services for community members.

2.6 Empowerment of Marginalized Groups: Implement initiatives to empower marginalized groups, including women, minorities, and persons with disabilities, through skills training, economic opportunities, and advocacy.

2.7 Clean Water and Sanitation: Promote access to clean drinking water and sanitation facilities by investing in infrastructure projects and community-based initiatives.

2.8 Clean Energy Accessibility: Support initiatives to promote the accessibility and affordability of clean energy solutions, such as solar power, in the community.

2.9 Rural Infrastructure Development: Invest in infrastructure projects, including roads, bridges, and utilities, to improve connectivity and quality of life in rural areas.

2.10 Livelihood Interventions: Implement livelihood interventions, such as agricultural training programs and microenterprise development, to enhance economic opportunities for local residents.

2.11 Local Employment Creation: Create employment opportunities for community members through local procurement practices, subcontracting arrangements, and skills development initiatives.

2.12 Art, Culture, and Sports: Support cultural preservation efforts, artistic endeavours, and sports programs to promote community cohesion and well-being.

3. Environment (Climate Change)

3.1 Water and Waste Management: Implement sustainable water management practices and waste reduction strategies to minimize environmental impact.

3.2 Emission Controls: Reduce greenhouse gas emissions through energy efficiency measures, renewable energy adoption, and emission control technologies.

3.3 Reduction of Harmful Substances: Phase out the use of harmful substances in operations and supply chains, prioritizing environmentally friendly alternatives.

3.4 Clean Technologies: Invest in clean technologies and green infrastructure to mitigate environmental pollution and resource depletion.



GUJRANWALA ELECTRIC POWER COMPANY LIMITED

3.5 Noise Mitigation: Implement measures to minimize noise pollution from operations and transportation activities, preserving the quality of life for nearby communities.

3.6 Contamination Prevention: Monitor and remediate underground contaminations to prevent soil and groundwater pollution, safeguarding public health and the environment.

3.7 Safety of Local Communities: Prioritize the safety and well-being of local communities by implementing robust safety protocols, emergency response plans, and community engagement initiatives.

3.8 Land Degradation Mitigation: Implement measures to mitigate land degradation, preserve biodiversity, and protect indigenous species through habitat restoration and conservation efforts.

3.9 Environmental Conservation Initiatives: Support environmental conservation initiatives, such as tree planting programs, wildlife protection, and habitat restoration projects.

Sr. No	CSR Committee members	Contact Details
1	Director General (MIRAD) GEPCO	0318-3991820
2	Manager (Env. & Safeguard) PMU GEPCO	0318-3990744
3	Manager (CA) GEPCO	0318-3990288
4	Dy. Manager (A&S) GEPCO	0318-3991277
5	Dy. Manager (Public Relation) GEPCO	0318-3990002

Corporate Social Responsibility (CSR) activities

Ghazal Electric Power Company (GEPCO)

Education and Youth Development (Nov. 24 to Jan. 25)

CSR Activity	Scheme of Work(s)	Frequency	Estimated Budget (RS)	Total Estimated Cost (RS)	Follow-up
1a. Scholarship Programs for Underprivileged Students	Merit- and need-based scholarships will be awarded to outstanding students in underprivileged areas within the GEPCO region. Applications will be invited through advertisements, targeting active GEPCO consumers.	25 scholarships	100,000 each	2,500,000	The CSR Working Committee will review and provide technical approval for CSR projects before seeking administrative approval from the CSR Committee. Committee members will visit project sites to monitor and assess progress, submitting their findings to the CSR Committee. The CSR Working Committee will provide quarterly reports to the CSR Committee and submit an annual report to NEPRA, detailing social investments, annual expenditures, objectives, activities undertaken, and the impacts achieved.
1b. School Supply Donations	School furniture, including desks, chairs, tables, and water coolers/water dispensers, will be provided for students. Additionally, funds will be allocated for the extension of GEPCO schools, government public school buildings (where needed or for play areas), or the construction of GEPCO schools at the Circle level. All related expenses will be covered under the CSR budget.	20 schools	200,000 /school	4,000,000	
1c. Technical and Vocational Training	Short training sessions and diploma programs (such as computer skills, language courses, programming languages, stitching, cooking, etc.) will be offered in collaboration with institutions like the Pakistan Institute of Technical Assistance (PITAC), TEVTA, and SanatZar.	20 Trainings Programs	500,000/ program	10,000,000	
1d. Safety awareness campaign in local public & private Schools	Sessions will be conducted on topics including general safety, electrical safety, environmental protection, hygiene, personal safety and security, as well as defense.	10 schools	50,000 each	500,000	

Sub-Total Estimated Cost (1): 17,000,000

2. Healthcare and Well-being (Feb. 25 to Apr. 25)

2a - Free Medical Camps	Medical camps, supervised by specialists, will be organized in underprivileged areas within the GEPCO jurisdiction and for victims of natural disasters (such as floods or earthquakes). These camps will offer free medicines and basic laboratory tests.	10 Camps	500,000 per camp	5,000,000
2b - Blood Donation Drives	Blood donation camps will be organized at various GEPCO offices across the region.	10 Drives	500,000 per drive	5,000,000
2c - Donation of Medical Equipment's to Local Hospitals	Supply of medical equipment to hospitals and dispensaries in underprivileged areas.	10 hospitals	1,000,000 each	10,000,000

Sub-Total Estimated Cost (2): 20,000,000

3. Environmental Sustainability (May. 25 to Jul.25)

3a- Tree Plantation Drives	Tree planting initiatives will be carried out along roadsides, green belts, residential colonies, and children's parks, focusing on local varieties of shade, fruit-bearing, and flowering plants.	5 Drives	1000,000 per drive	5,000,000
3b-Cleanliness, Housekeeping & Waste Management Campaigns	Cleanliness, housekeeping, and waste management campaigns will be conducted at various locations across the GEPCO region in collaboration with GWMC or other relevant departments. Waste collection trolleys and drums will be installed and placed for efficient waste collection and proper disposal at designated sites.	5 campaigns	1000,000 per campaign	5,000,000
Solar Panel Installations Community Centers, local	Installation of Solar Penal/ Solar System in Mosques.	5 centers, mosques	1000,000 per center	5,000,000

Estimated Cost (3): 15,000,000

Development

supply,
children park,
acts (e.g.,
development

<p>Health Community Centers, Local Solar Panel Installation Projects (e.g., children park, water supply,</p>	<p>Ensure cleanliness of residential colonies, green belts, and children's parks, including the pruning of plants and trees. Oversee maintenance of roads, water supply, sanitation, and drainage systems, and facilitate the construction of a child daycare center.</p>	<p>5 projects</p>	<p>1,000,000 per project</p>	<p>5,000,000</p>
<p>4b- Skill Development Workshops</p>	<p>Workshops and seminars will focus on topics such as time management, leadership development, conflict resolution, communication proficiency, customer service skills, mental wellness, and strategies to enhance individual and team performance.</p> <p>These programs help improve essential soft skills, boosting both personal and professional growth. They enhance teamwork, productivity, and create a more efficient work environment. Mental wellness workshops can improve overall employee well-being and morale.</p>	<p>5 workshops</p>	<p>1000,000 per workshop</p>	<p>5,000,000</p>
<p>4c- Rehabilitation & renovation of heritage sites/ flood victims areas</p>	<p>Rehabilitation/ Renovation of Cultural heritage site (Muslim/ non-Muslims)</p>	<p>10 grants</p>	<p>500,000 per grant</p>	<p>5,000,000</p>
<p>4d- Drinking Water/ Filtration/ RO Plants</p>	<p>Establishment of drinking water connections and deep boring wells. Projects will be identified through thorough due diligence, including preliminary water testing of the area where necessary.</p>	<p>8 Filtration units</p>	<p>5,000,000 per grant</p>	<p>40,000,000</p>
<p>Sub- Total Estimated Cost (4):</p>			<p>55,000,000</p>	
<p>5. Employee Engagement and Volunteerism</p>				
<p>5a-Annual Employees Sports Days, Safety/ Annual Gala/ Volunteer Days</p>	<p>Employee participation in events such as Sports Day, Safety Day, the annual gala, business games, and other recreational activities.</p>	<p>3 Days</p>	<p>500,000 per day</p>	<p>1,500,000</p>
<p>5b- Community Outreach Programs</p>	<p>Volunteer involvement in community outreach programs, including free legal assistance, educational lectures, and environmental awareness initiatives.</p>	<p>2 Programs</p>	<p>500,000 per program</p>	<p>1,000,000</p>

5c- Ramazan Rashaan/ Grocery Package in Holy Month of Ramzan	Volunteer involvement in distributing ration and grocery packages during the holy month of Ramadan.	1 Program for 300 families	5,000 Rashaan @family	1,500,000
Sub-Total Estimated Cost (5):			4,000,000	
Overall Total Estimated Cost (1+2+3+4+5):-			111,000,000	
These figures are estimated and can be adjusted based on specific project scopes, regional costs, and implementation strategies.				