

## Diversity, Equity & Inclusion (DE&I) Policy

### Preamble

Aisha Steel Mills Limited (ASML), a part of Arif Habib Group (AHG), is one of the largest private sector investments in Pakistan's value-added flat-rolled steel industry. AHG has consistently contributed to the sustainable development of society through its business activities and by actively fulfilling its Corporate Social Responsibilities across various areas of community development through its companies. We are committed to fostering a workplace that values and promotes **Diversity, Equity, and Inclusion (DE&I)**. We recognize that embracing diversity strengthens our ability to achieve our vision and enriches the work environment for all.

### DE&I Vision

Our vision is to create an organization known for its diversity, equity, and inclusive environment, benefiting both our employees and customers.

### Key Definitions

- **Diversity:** Embracing different perspectives, backgrounds, and ideas to create a more innovative and dynamic workforce.
- **Equity:** Ensuring fairness in opportunities and resources by addressing individual needs to achieve equal outcomes.
- **Inclusion:** Building a culture where every individual feels valued and can contribute fully to the organization's success.

### DE&I Mission

- To build a balanced, inclusive organization that ensures equal career opportunities for all, with a particular focus on gender diversity and senior leadership roles.
- To support Persons With Disabilities (PWDs) by offering a conducive work environment that fosters their hiring, development, and fair compensation.
- To cultivate an equitable and inclusive culture that respects and values differences in gender, age, ethnicity, disability, religion, and education.

### Scope & Purpose

This policy is a guideline to all ASML / AHG employees and outlines our commitment to creating a diverse, equitable, and inclusive work environment free from discrimination, harassment, and victimization. We aim to foster a workforce that reflects the diversity of our customers and communities, where every employee feels respected and empowered to perform at their best.

## **Roles & Responsibilities**

### **Corporate Responsibilities**

- Maintain zero tolerance for discrimination, harassment, and victimization.
- Foster a supportive and inclusive work environment for all employees.
- Ensure our facilities and workspaces are inclusive and accessible to all employees.

### **Individual Responsibilities**

- Uphold DE&I values in daily interactions and decision-making.
- Speak up against any form of discrimination or harassment.
- Treat all colleagues with respect and dignity.

### **Gender Diversity Policy**

ASML is committed to gender diversity and equal opportunity employment through a merit-based recruitment process. We take pride in being the first in the steel sector to employ female engineers on the production floor. Female employees at our Port Qasim facility receive equal benefits, including transportation and dining services, ensuring a supportive and inclusive environment. Our maternity leave policy provides fully paid leave to female employees with at least 12 months of continuous service, while we remain committed to exploring further support systems for working parents. We maintain compliance with gender diversity objectives and ensure a safe workplace through robust anti-harassment practices, with complaints handled by qualified committee.

### **Measures for Gender Diversity**

- We are an equal opportunity employer, ensuring all employment decisions are based on merit alone.
- We are committed to improving female representation in senior management by providing clear, merit-based career growth paths for women.
- We maintain regular communication with female employees to provide support and address their concerns.
- We offer learning programs focused on resilience, assertiveness, and handling workplace challenges, including harassment.

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### **Conclusion**

ASML / AHG is dedicated to fostering a diverse, equitable, and inclusive workplace where every individual feels valued and respected. By embracing DE&I, we will drive innovation, improve business performance, and create long-term value for all stakeholders.