



Pakistan National Shipping Corporation

CSR Report

**Corporate
Social
Responsibility**

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PNSC's efforts to promote CSR Activities

Dear Stakeholders,

Since inception, Pakistan National Shipping Corporation (PNSC) has consistently participated in Corporate Social Responsibility (CSR) endeavors, focusing on education, environment conservation, healthcare, and poverty alleviation, this bringing a positive change in society. The Federal Government has encouraged both public and private sector companies to actively contribute in CSR initiatives, emphasizing their role in promoting socio-economic development, including poverty alleviation. In line with this vision of the Federal Government, PNSC has consistently taken lead in demonstrating its commitment to CSR, going beyond core operations to positively impact society. PNSC's efforts focus on five key areas: Education, Health, Community, Workplace, and Environment, to foster sustainable development and social welfare across the country. In the current financial year, a total of Rs. 10 million has contributed to CSR activities across these pillars.

Our CSR efforts address the expectations of all key stakeholders, including regulators, suppliers, banks, employees, consumers, communities, and investors. These initiatives help us attract, retain, and develop talented and diverse individuals who are vital to our business success.

PNSC is committed to fostering an inclusive workplace that embraces diversity, respects every individual, and prioritizes creating a cleaner, safer, and healthier environment. We invest in our human capital and operate responsibly to ensure the well-being of our workforce. Above all, in everything we do, our primary responsibility is to make a meaningful, measurable, and positive impact on the people we serve.

PNSC significantly contributing to the well-being of various communities across Pakistan, aligning its efforts with national interest and fostering a positive corporate image.



Education

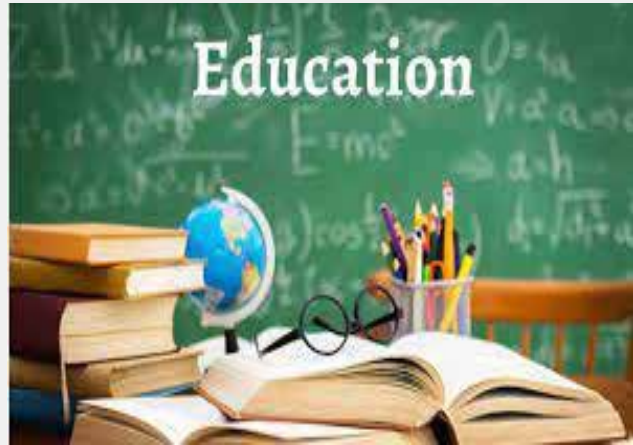


CSR Contributions to
Education leading the change



EDUCATION

Education is the cornerstone of a progressive society. It fosters personal growth, social inclusion, and economic advancement, ultimately creating a knowledgeable workforce that significantly contributes to societal development. PNSC consistently prioritizes investment in education particularly women, recognizing its critical role in equipping individuals with the skills and knowledge necessary to drive innovation and growth. For any nation, especially developing ones, education serves as a pathway to socio-economic stability and prosperity.



PNSC believes that enhancing access to education and training is one of the most impactful investments it can make. During the year, under this key pillar, PNSC contributed a total of **Rs. 6.2 million** to initiatives aimed at nurturing talent and promoting lifelong learning, as outlined in the highlights below:

■ A vital Role of the PNSC Library

PNSC library is a place where books and sources of information are stored in physical and digital format. It is easier to get access books, magazines, newspapers, and research journals encompassing source of information. Our library plays a vital role in providing with reliable content encourage and promote the process of learning and grasping knowledge.

The Corporation employees', its visitors, foreign delegations, internees from business schools, Pakistan marine academy cadets and researchers can get a unique variety of books collection to enhance the reader knowledge.

Moreover, available in the library a variety of reading material is of so wide-ranging that, one mostly gets what they are looking for, and readers may get hands on great educational material which they might not find elsewhere in the market, in turn, progresses learning capabilities and knowledge helpful in our overall development.



The library is well equipped with digital and high tech resource, remains always the favorite venue for management to organize training sessions, workshops, meetings and awareness programs for nurturing the mindset of employees, professional skills and their development throughout the year.

■ PMA Scholarship for Cadets

Pakistan Marine Academy (PMA) is the only institution in the public sector in Pakistan for training of seafarers.

PNSC helps to nurture the next generation of leaders in the maritime industry. In this regard, provided financial assistance of **Rs. 5.8 Million** to 61st batch cadets of the PMA, encouraging the development of future maritime professionals by making investment in these scholarships.



■ Free Village School (FVS) Foundation

PNSC helped to Free Village School (FVS) foundation in achieving its vision and mission to embrace the pursuit of excellence both inside and outside the classroom. The FVS encourage critical thinking and emphasize the learning process over rote memorization. The foundation is located in a mostly agricultural area, where there were no decent or affordable schools.

This foundation was planning to build a school where the children started coming and asking to begin teaching them. PNSC promotes education for girls in rural areas, through this initiative, demonstrating our commitment to gender equality and educational access for all. Educating girls may lead to multiple benefits, including improved family health, reduced poverty, and community development.



■ PN MDWA Special Children School and Foundation

Pakistan Navy was running a small special children's school since 1993 with an aim to extend and develop the setup of the Special Children School and for providing a better environment for Special Children with facilities of International Standards for the noble cause.

PNSC for this noble cause provided assistance to PN MDWA Special Children School and Foundation. In support of this institute, PNSC contributed to ensure that, these children receive the educational and healthcare resources they need to thrive.



Health



CSR Contributions to
Health leading the change



Nurture
Innovation
Culture



Digital
Transformation

HEALTH

To achieve wellness, a person must be healthy in six interconnected dimensions of wellness: emotional, occupational, physical, social, intellectual, and spiritual (National Wellness Institute [NWI], 2022).

During the year, PNSC considering the six dimensions of wellness actively supports to contribute total **Rs. 1.2 Million** in essential healthcare services for community and those employees in critical need. PNSC contribution in this one of the key five pillar with an aim to ensure the well-being of individuals and communities, particularly the most vulnerable.



■ Afzaal Memorial Thalassemia Foundation (AMTF)

Afzaal Memorial Thalassemia Foundation (AMTF) started with modest meager means in November 2003. AMTF has become pioneer and proud to be Pakistan's first state of the art Thalassemia Intensive Care Unit (ICU) with all required sub-specialties clinics, medical & diagnostics services for the patients suffering from thalassemia. At AMTF 100% patients are treated free of cost with the concept that "Our Patients are Our Guest".

PNSC in support of healthcare facilities for thalassemia patients, and ensuring that the patients receive the necessary medical care at Afzaal Memorial Thalassemia Foundation, took an initiative for critical and serious patients affected from the genetic blood disorder.

■ Transformation International Society NGO

Transformation International Society (TIS) is a not-for-profit organization. The TIS has a clear vision, where accessible and affordable healthcare facilities, education and vocational training are not only a concept, but also a real benefit in kind for individuals beyond the boundaries of age, gender, race or ethnicity. In addition, the TIS mega project is opening of Transformation Wellness Clinics in five major cities of Pakistan including the opening of Transformation Wellness Clinic at Department of Psychiatry & Behavioral Sciences at Jinnah Hospital (JPMC) the largest tertiary hospital of Pakistan.

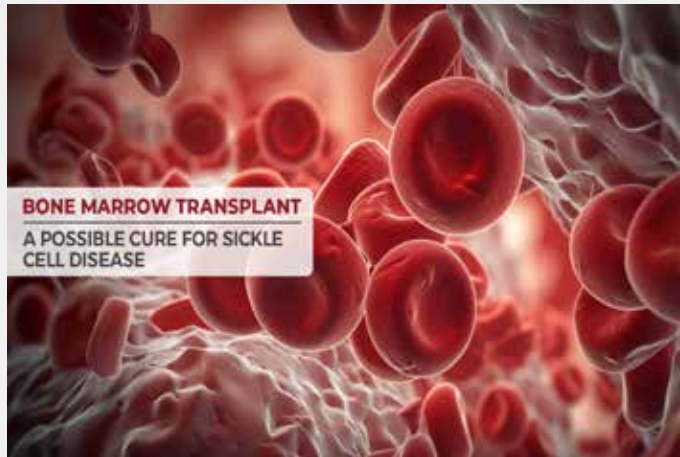


PNSC understands the devastating toll mental health issues came forward for support of those who suffers in achieving an objective of our people want to live better life by improving their mental health. PNSC highly appreciates the current prevailing change in our society norms in which mental health issues can be openly discussed among family, friends and at workplace. But PNSC affirms that, there is still a long way to go to dispel the stigma and misunderstandings surrounding mental health issues not only in our society but also at country level.

■ Contribution for Bone Marrow Transplantation

PNSC use to demonstrate an extraordinary compassion and care towards its all employees and their families without any discrimination by undertaking a momentous act of kindness. Amidst a challenging and distressing situation, PNSC extended its unwavering support to an employee who faced the harrowing ordeal of having a child in need of critical medical intervention.

The child of this devoted PNSC employee required a life-saving Bone Marrow Transplantation, a complex and expensive medical procedure that held the promise of restoring health and hope to the young parent. Recognizing the gravity of the situation and the urgency to take action, PNSC wholeheartedly stepped in to bear the substantial expenses associated with the treatment.



Community



CSR Contributions to
Community leading the change

An icon on a blue background showing four hands, two from the top and two from the bottom, holding a central point, symbolizing the nurturing of innovation and culture.

Nurture
Innovation
Culture

An icon on a red background showing a globe with three stylized human figures positioned around it, representing digital transformation and global connectivity.

Digital
Transformation



COMMUNITY

PNSC use to take social initiatives on account of community betterment and the nation at large through philanthropic contribution to various institutions. Community engagement is one of the key pillars of CSR playing pivotal role to uplift the living standards of our community, its values and traditions. The Community involvement can take many forms such as to support a local charity with financial contributions, sponsor a local event, organize clean-up events and volunteer in local schools or community projects.

PNSC thinks that, it makes commercial sense to get involved in community based CSR activities to show our services, the human face of business and at the same time, looking for opportunities that will mutually benefit to PNSC and our community by generating publicity, or improving the neighborhood around our premises. During the year, under this one of the five key pillars, PNSC contributed total amount of **Rs.2.6 Million**.

PNSC believes that, there are massive advantages of community involvement at business level. Hence, working with local community can bring a wide range of benefits, for example increase local customers being an important source of sales, improves reputation, which in turn, makes it easier to recruit or retain the key valuable employees and establishing a good healthy relationship can also help to local authorities may prefer PNSC to award potential businesses contracts through community involvement.

■ 7th CNS Open Shooting Championship

7th Chief of the Naval Staff Open Shooting Championship was held at Pakistan Navy Shooting Range, PNS BAHADUR at Karachi. Chief of the Naval Staff Admiral Naveed Ashraf was the Chief Guest on occasion. Pakistan Navy clinched the title of CNS Open Shooting Championship 2023 with 35 Gold, 17 Silver and 13 Bronze medals whereas Sindh team secured the Runners up position.

PNSC promotes sports and community engagements through sponsorship of various sports activities. This initiative taken by the Corporation to be part of this championship was due to encourage physical activity and camaraderie among participants. It was a great honor and a proud moment for PNSC that, Chief of the Naval Staff appreciated the efforts and support of sponsors from all over Pakistan to make the championship a success.



■ Aitmaad Trust of Orphans - “Orphans have more rights than other people”.

Mr. Ghulam Nabi Memon (Former IG Sindh Police) has established a center to help the orphans and destitute children can play their role in the era of challenges in the future, after being educated in higher schools, colleges, and universities on behalf of the trust.

In today’s selfish era, the efforts of Aitmaad Trust to make these children good players and become a part of the Sindh and Pakistan teams cannot be ignored.

PNSC supported the Aitmaad Trust with its expectations that, orphan children will get their proper rights alike other children of society without being victim of an inferiority complex, and its positive role in this noble cause will provide a safe and nurturing environment, fulfilled with essential needs and will give them an opportunity to spend a better quality life.



■ Pakistan Navy Women’s Association (PNWA) Mela Exhibition

Pakistan Navy Women Association (PNWA) was established in 1970 to provide the vocational training, enhance computer literacy and inculcate general awareness among the wards of PN personnel.

PNSC always plays a vital part for the betterment of society, supported to the PANWA through its contribution helped in organizing Annual Mela for widows and family members of martyred, aiming to reduce suffering and dependency of special children, which are an important part of society. PNWA President, was the chief guest on the occasion, appreciated the efforts made by organizers through this event for prioritizing the rehabilitation of special children and widows.

■ Pakistan Hindu Council Job Fair & Education Expo 2024

The Pakistan Hindu Council (PHC) is much appreciated in providing a gateway towards introducing employment in Pakistan, guiding and giving opportunity to directly meet the young generation through organizing a biggest job fair and education expo in town.

PNSC realizing its national obligation actively participated in Job Fair and Education Expo, organized by the PHC contributed **Rs. One Million**. The presence of PNSC in this event was to search for graduates having sound academic background to fulfill its human resource needs for ongoing business expansion and diversification.



The young graduates were provided guidance, career counseling about Maritime Industry its associated benefits and awareness about various Internship and Management Trainee Programs (MTO) of PNSC at the expo stall briefed to skilled and unskilled graduates. PNSC encouraged youngsters to avail potential opportunities and be part of it for their better and prosperous future. Mr. Qaiser Ahmed Shaikh, the honorable Federal Minister of Maritime Affairs, stated that, the main objective of PNSC was to provide potential employment opportunities through a direct platform to professionals.

■ 1st PNSC Inter-Provincial Women Softball Championship



First PNSC Inter-Provincial Women's Softball Championship was played at the Football Stadium KPT Sports complex, Karachi, from May 30 to June 1 2024. For this championship, PNSC sponsorship contribution was **Rs. One Million**.

The PNSC Inter-Provincial Softball Championship was an excellent platform for the women players of the four provinces in which they can become a part of the national team camp by showing outstanding performance, especially the students of the colleges and universities participating in the teams of the provinces got full opportunity from this event to make it to the national team.

The Consul General of Japan Hattori Masaru inaugurated the championship by hitting the ball during the opening ceremony. On this occasion, Consul General of Malaysia Mr. Herman Hardynata Ahmad, The Executive Director Finance & Chief Finance Officer (PNSC) Syed Jarrar Haider Kazmi, Softball Federation of Pakistan (SFP) President Asif Azeem, SVP Dr Farhan Essa, Chairperson Yasmin Haider, VP Tehmina Asif, Maj (R) Mahmood Riaz, Zubair Macha and Syed Waseem Hashmi were also present.



The kits unveiling ceremony organized at Governor's House Karachi.

Workplace



CSR Contributions to
Workplace leading the change



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WORKPLACE

A supportive and inclusive workplace culture is an essential for employee's well-being and Corporation's success. A positive work environment fosters employee satisfaction, enhances productivity, and promotes loyalty. It ensures that, all employees feel valued being part of the organization and are provided with opportunities for their professional growth and development.

At PNSC, continuous training and development programs are offered to employees to enhance their skills and competencies, contributing to their professional growth use to invest in its workforce, to ensure the available talent pool have the necessary skills to excel in their roles.

PNSC is committed to creating a positive and healthy workplace environment, which fosters growth and development of all employees. This includes providing scholarships, financial support in critical health issues of employees (including their family dependents) and professional grooming through providing training and development, to meet future requirements of the employer and enable them to think out of the box solutions, which might help in to mitigate challenges related to their respective areas of professional field.

■ Healthy workplace environment at head office

Being the only National Flag Carrier, PNSC provides internship opportunities in a healthy workplace environment to the young cadets of PMA, and university students, each year.

Such type of opportunities helps the potential graduates in gaining practical experience in respective field of specialization. Such programs give hands-on experience to interns which cannot be obtained in classrooms learning and is a great way for them to acquaint themselves with the field of their interest. This also helps the Corporation to discover quality employees for future.



PNSC also contributes towards supporting maritime research & strengthening of regulatory framework for training & certification of seafarers.

■ International Women's day celebration

International Women's Day (8 March) is a valuable occasion, the management recognizes the valuable role of all female staff in contributing towards the growth of the Corporation, moreover alike other organizations around the world, display its message for equal rights in clear way being equal opportunity employer. "Women's rights are human rights!"

PNSC every year celebrates this day with all women, in all their diversities at its workplace. It embraces their facets and intersections of faith, race, ethnicity, gender identity, or disability. PNSC celebrates those who came before us, those who stand beside us now, and those who will come after. It's a time to celebrate the achievements of women, whether social, political, economic or cultural.



■ Lecture on Kasb-E-Halal

PNSC organized a lecture on 'Kasb-e-Halal' to promote understanding of ethical earning practices. The event aimed to educate participants on the importance of pursuing lawful and honest means of livelihood. The management invited to a renowned Islamic Scholar Moulana Abdul Habib Qadri to chair the session.



■ Workshop on Awareness on Women Harassment Act

The intention of the 'Protection Against Harassment of Women at Workplace Act 2010 is to provide an opportunity to all organizations to develop a self-regulatory mechanism; whereby organizations could handle the problems related to harassment at workplace internally. Based on the law, PNSC's Code of Conduct had adopted the mechanism being mandatory for all organizations.

At the PNSC head office, during the training session, the presented highlighted all the important aspects of subject matter mainly, how to deal with issues might causing interference with work performance or creating an intimidating, hostile or offensive work environment. An open discussion was carried out with the participants on the topic.



■ Afloat Employees Training Session

In Pakistan seafarers are facing issues related to their career and future growth prospects, prioritizing these issues, the session was conducted by PNSC's Ship Personnel Department in which Shipping Master (Government Shipping Office) was invited to discuss and suggest mitigating strategies about seafarer's challenges and issues faced by them. About 100 seafarers have attended the session.



Environment



CSR Contributions to
Environment leading the change



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ENVIRONMENT

Environmental sustainability is crucial for the health of our planet and future generations, because responsible environmental practices help preserve natural resources, reduce pollution, and mitigate the impacts of climate change. Sustainable operations ensure that economic growth does not come at the expense of environmental degradation.

PNSC promotes environmental sustainability through various initiatives aimed at reducing its ecological footprint. We are committed to enhancing environmental practices within the maritime industry and ensuring that our operations are conducted in an environmentally responsible manner.

■ Tree Plantation Drive

PNSC prioritizing the safe and healthy environment, had undertaken a tree plantation drive at its head office on the joyous occasion of Pakistan Independence Day in August 2024 to engage in meaningful CSR activities that promote environmental conservation and learning. Tree plantation drives organized by corporates offer numerous benefits, like improves the local environment by enhancing green cover, reducing air pollution, and mitigating the urban heat island effect. These drives also promote employee engagement, team building, and a sense of pride in contributing to a sustainable cause.



■ Environmental Practices Enhancement

Various sustainability initiatives are undertaken to ensure that PNSC operates in an eco-friendly manner. These efforts include waste reduction, energy conservation, and promoting awareness about environmental issues among employees and stakeholders.

By integrating CSR into our core business strategy, we are not only contributing to a better world but also ensuring the implementing and promoting practices that reduce the environmental impact of our maritime operations. This includes adopting cleaner technologies and more efficient processes.



PNSC has successfully installed the Carbon Intensity Indicator (CII) and Energy Efficiency Existing Ship Index (EEXI) on its vessels to reduce carbon emissions. These measures are part of our commitment to environmental sustainability and align with global efforts to combat climate change.

IMO has also set out an initial strategy which envisages a reduction in total GHG emissions from international shipping, in order to reduce CO2 emissions and mitigating global warming, PNSC as per IMO requirement has developed Ship Energy Efficiency Measurement Plan (SEEMP) for its fleet.

PNSC vessels operate on cleaner fuels that significantly reduce their carbon footprint. While docked in ports around the world, PNSC ships implement strict measures to prevent the discharge of effluents harmful to marine life.

Additionally, PNSC employs advanced satellite technology to chart fuel-efficient courses, minimizing excess carbon pollution. The organization is committed to energy conservation and has taken a significant step forward by installing a digital metering system to monitor and optimize energy usage.

Moreover, PNSC has developed an Environmental Management Plan for its head office, aligning with ISO 14001 standards to ensure sustainable practices within the organization.

We hope you enjoy reading about our initiatives and commitment to environmental stewardship.

