

SUSTAINABILITY REPORT



TPLCares

TPLCares, the group's CSR platform, commits to creating a positive and lasting impact in the community via support for healthcare, education, gender equality, and sports-related initiatives.

Annual Giving

At TPL, we firmly believe in uplifting the community. Through our annual giving efforts, we ensure to support various charitable causes and organizations spanning across the education and healthcare sector of Pakistan. Each year, we allocate a portion of our resources to enrich communities, address societal challenges, and create sustainable impact.

Community Partners

Our contributions were dedicated to enhancing the well-being of individuals and fostering a prosperous society.

Some of the partner institutions are featured below:

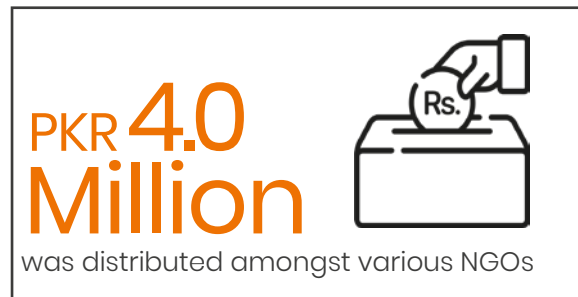
- Jafaria Disaster Cell Welfare Organization (JDC)
- Sindh Institute of Urology and Transplantation (SIUT)
- Zafar and Atia Foundation Charitable Trust (Koochi Goth Hospital)
- Family Education Services Foundation (FESF)
- Karwan-e-Hayat Institute for Mental Health Care



Left to right: Mr. Zahid Saeed (CEO, Green Crescent Trust) receiving donation from Mr. Jameel Yusuf S.St., Chariman, TPL Corp.

FLOOD RELIEF

In response to the 2022 floods in Pakistan, we demonstrated our corporate social responsibility by matching our employees' donations, resulting in a total contribution of:



Pink Ribbon

We sponsored the Pink Ribbon Fundraising Drive; an event dedicated to raising awareness and support for breast cancer. Through our sponsorship, we aimed to contribute to the fight against breast cancer and empower women to prioritize their health.

Old Associates of Kinnaird Society (OAKS)

We supported the OAKS annual fundraising event held at the British Deputy High Commission in Karachi in February. The event's purpose was to generate funds for the National Institute of Child Health (NICH), an institution committed to the noble mission of achieving excellence in healthcare.

Volunteer Program

Throughout the year, our employees have been actively engaged in various volunteering activities to bring a positive change in the society. Since the inception of this program, a total of over 230 volunteer hours have been recorded.

Karachi Down Syndrome Program (KDSP)

We attended an awareness session on down syndrome at KDSP followed by voluntary service by 15 passionate employees who volunteered their time to engage and work with uniquely-abled individuals.

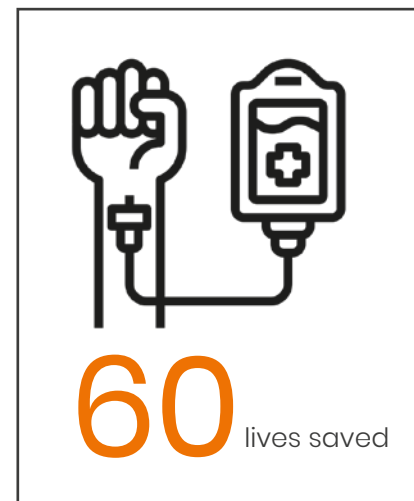


Child Life Foundation

In celebration of Universal Children's Day, CEO TPL Trakker distributed toys to children at the Civil Hospital Emergency Room. These toys were donated by our employees and brought joy to the young patients' day.

Blood Donation Drive

In collaboration with the Indus Hospital & Health Network (IHNN), we organized a Blood Donation Drive at the TPL Trakker office in November where our employees voluntarily donated to save lives.



STEAM Pakistan

On International Women's Day, we participated in STEAM Pakistan's 'SAFEER Program' which seeks to inspire young minds. As part of our dedication to community service, our female employees volunteered at government schools across Karachi to empower girls and encourage them to pursue their dreams.



Panah Shelter

In celebration of Mother's Day, TPL employees volunteered at Panah Shelter to support mothers who have been victims of social injustices. The activity also involved the distribution of clothes that were collected through a week-long donation drive within the company.



Diversity & Inclusion

Embracing the principles of diversity and inclusion, we have taken substantial strides to cultivate a work environment that values and welcomes individuals from all backgrounds.

TPL Women Leaders Award

We introduced the TPL Women Leaders Award with the primary objective of recognizing and celebrating the significant contributions of women within our organization. This award serves as a platform to honour the exceptional achievements, leadership qualities, and relentless dedication displayed by women at TPL.

Pehchaan Program

As an equal opportunity employer, we proudly welcomed a new cohort of uniquely-abled individuals for internships under the 'Pehchaan Program' in partnership with Ida Rieu. This not only embodies our commitment to promoting diversity and inclusion within the workplace but also reflects our values of empathy, empowerment, and equality.

Day Care Centre

We celebrated World Children's Day by launching a day care centre at our TPL Insurance and Life office. This initiative is designed to provide a nurturing and secure environment for the children of our employees, thus, enabling them to effectively fulfill their work commitments.

Climate2Equal

TPL takes pride in its involvement in the Climate2equal initiative, a project led by the International Finance Corporation (IFC) and the Pakistan Business Council (PBC). This collaboration focuses on increasing the inclusion of women within the workplace and incorporating climate action to help boost Pakistan's economy. Our active participation focuses on promoting gender equality and recognizing its contribution towards climate action.

11th Annual International Women Leaders' Summit

The 11th Annual 'International Women Leaders' Summit, organized by New World Concepts, convened global leaders to share their success stories and inspire others to assume leadership roles. This year, a selected group of our female employees attended the conference to gain insights from prominent global and local women leaders.

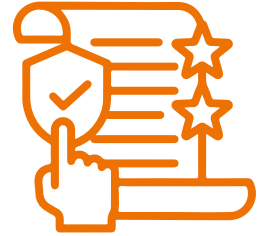
Employee Friendly Policies

- **Flexible Working Hours**

We have implemented a flexible working hours policy exclusively designed for our female employees. The policy empowers new mothers to customize their work schedules and responsibilities when returning from maternity leave. It is a clear demonstration of our commitment to supporting our employees through various stages of life.

- **Gender-Inclusive Hiring**

TPL Insurance has established a policy to allocate a minimum of 30% of available positions to the hiring of female staff across all departments. This proactive measure aims to address gender imbalances in the economy and create equitable opportunities for both men and women.



Awards

TPL has received numerous awards throughout the year which reflect the dedication and hard work of its team and contributions to the industry.

GDEIB Awards 2023

TPL Insurance emerged as a winner at the GDEIB Awards 2023 for its exemplary practices in two specific categories:



Work-life integration, flexibility, and benefits



Community engagement, government relations, and philanthropy



Left to right: Ms. Dania Nizamani, Mr. Muhammad Aminuddin (CEO, TPL Insurance), Mr. Akif Saeed (Chairman, SECP), Ms. Maham Iqbal and Mr. Zahid Mubarik (CEO, HR Metrics).

International CSR Award 2023

The CSR Awards are organized by The Professionals Network (TPN); a leading corporate entity based out of Karachi. Established in 2011, the network recognizes corporations and NGOs for their efforts toward bringing positive socio-economic change in Pakistan. At the 13th International Corporate Social Responsibility Awards 2023, TPL Insurance won one award in the following category:



• Partnership of the Year



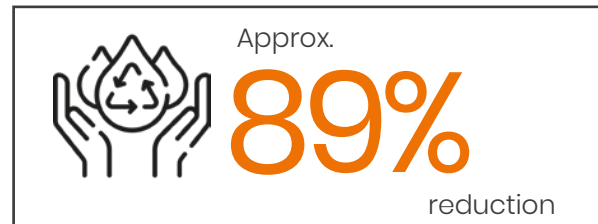
From Left to Right: Mr. Mehmood Tareen (Founder and Chief Executive, The Professionals Network), Mr. Hussam Shadab Khan (Digital Media Lead), Ms. Shamama Khan (Digital Brand Manager) and Ms. Farzana Abdullah (Head of Marketing at TPL Insurance). Presenting the award: Indonesian Consul General, Dr. June Kuncoro Hadiningrat.

Climate Action Initiatives

We have undertaken several climate action initiatives over the past year which are dedicated to reducing our carbon footprint and contributing to a more sustainable future.

Aabshar – Water Conservation

As a step toward sustainable operations and water conservation, we have installed Aabshar water tap nozzles in our offices and are planning to extend the installation of this water conservation system throughout TPL's regional offices. By implementing these measures, we aim to encourage responsible water usage across our organization.



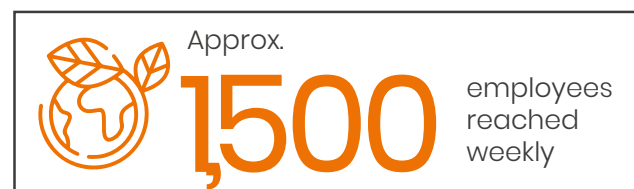
Sustainable Waste Management

TPL has partnered with Garbage Can to perform regular waste audits and collections from our offices. This partnership provides us with insights into the quantity of waste produced and recycled, enabling us to reduce our environmental impact and foster a culture of responsibly managing our plastic, paper and organic waste.



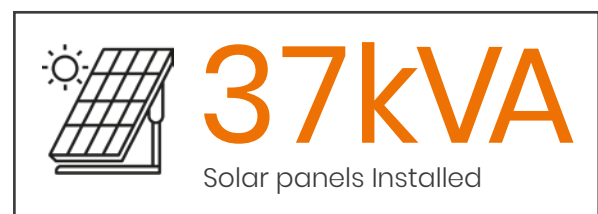
Weekly Sustainability Tips

To empower our employees across TPL to take responsibility for their actions, we have initiated a series of weekly emails to share tips that can be used in everyday life to create a sustainable environment for future generations.



Renewable Energy

TPL Insurance has successfully transitioned to solar power. This transition demonstrates our commitment to reducing dependence on conventional energy sources and adopting sustainable energy solutions.



Employee Well-being

We have implemented a range of employee well-being initiatives aimed at promoting good physical and mental health, reinforcing a culture of care within our organization.

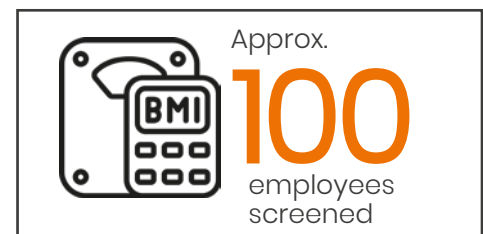
Hepatitis Screening

In partnership with The Health Foundation, we hosted a Hepatitis Screening Camp at our offices. The primary objective of this initiative was to promote awareness of the disease and provide a platform for early detection and timely treatment.



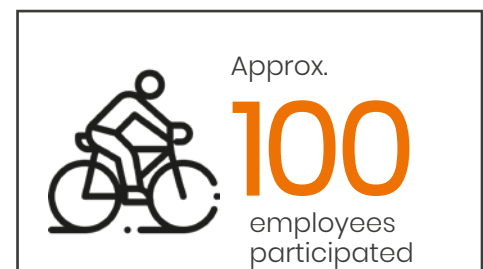
Comprehensive Health Screening

In collaboration with Healthx Pakistan, we took a proactive step in prioritizing employee well-being by conducting comprehensive health screenings at our head office.



TPL Recharge

A cycling activity was organized under the TPL Recharge program which focuses on nurturing the holistic wellness of our employees and fostering a healthy workplace.



Learning & Development Training

For the continuous growth of our employees in their professional endeavours, we regularly conduct trainings (soft and technical).



Soft Training

312
employees



Technical Training

102
employees

Awareness Sessions

Some of the well received awareness sessions in collaboration with Mentor Health were as follows:



Mental Health



Breast Cancer



Diabetes



Approx.

488
attendees

Scaling for Impact

Over the years, TPL has supported over 50 non-profit organizations, educational institutes, and charitable trusts across Pakistan, ranging from local charities to international NGOs and universities. At TPL, we believe a collective change begins with understanding the challenges faced by our communities.

