

Sustainability Performance

The Sustainability Report covers our sustainability strategy, the formation of the Sustainability Council, Key Performance Indicators, our long term targets and where we stand today.

Operating responsibly is the key driver behind our business processes and we are committed to creating a better workplace, a cleaner environment and progressive communities.

BUILDING ON
INNOVATION



LEADERS IN SUSTAINABILITY

ICI Pakistan is engraving its footprints globally and has recently been nominated for the “Sustainability Innovation Award” by BSL (Business School Lausanne, Switzerland) for its sustainability practices and its significant engagement in addressing important economic, societal and environmental issues.

Our aim is to increase stakeholder value by delivering sustainable solutions to our customers and we consider that essential towards the success of our Company.

We have been leaders in sustainability and innovation and have plans in place to explore methods that not only meet our needs today but protect the planet’s resources.



WINNERS OF THE 2011 AND 2012

ACCA-WWF Best Sustainability Award



RUNNER-UP IN 2013

ACCA-WWF Best Sustainability Award

INNOVATION

PRINT SOCIETAL SUSTAINABILITY





Leadership Statement

Dear Stakeholders,

Welcome to the ICI Pakistan 2013-14 Sustainability Report. For six years, we have been reporting our performance as a responsible company with respect to the communities within which we operate, the environment and people. One of our core values is "Integrity and Responsibility", which forms the basis of our DNA and how we do business. Sustainability and operating responsibly is integral to us and we believe in actively participating with our internal and external stakeholders to build a cleaner environment and efficient and safe operational procedures. We consider this to be our license to operate.

We have been the industry leaders in carrying out operations whilst incorporating the key principles of sustainability. Having gone through a period of significant change and transition, I am pleased to share that we have reconstituted our Sustainability Council and established a proper platform to take the Company's sustainability agenda forward. We realise that it is time for the Company to recalibrate itself against the globally recognised sustainability standards and thus, we are aiming to take a fresh look at our performance against the Key Performance Indicators that benchmark Sustainability.

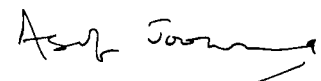
The Council is entrusted with setting-up strategy, establishing goals and integrating sustainability into the daily business activities across the Company. The Council has

evolved a strategy that not only depicts our sustainability objectives but provides a clear strategic direction of how sustainability will become a key driver of performance within the organisation.

To address the ongoing energy shortage in the country and its impact on our operations, the Company has continued to make investments in coal fired energy solutions. Recognising the environmental considerations associated with usage of coal as a source of fuel, we have strictly adhered to regulations and have ensured that we remain fully compliant to the emission standards set by the Pakistan EPA.

We approach this report and our progress, with commitment to our core values and zero tolerance towards non-compliance. Our objective is to show you a clear picture of where we stand today and what we plan to achieve in the future.

We hope to receive your feedback and suggestions on how we can create a more sustainable organisation and a greener tomorrow.



Warm regards,
Asif Joona

Highlights for 2013-14

- The Certified HSE&S Management System is in place.
- Due to deteriorating energy situation, use of furnace oil and coal increased thus negatively impacting gaseous emissions, waste generation and total energy consumption per ton of production.
- Fresh water usage per ton production has again shown improvement over last year chiefly due to water conservation initiatives. At 8.44 m³/te, we continue to be in line with our 2015-16 target of 8.9m³/te.
- Two reportable injuries for employees and supervised contractors and two for independent contractors were reported during the year with total reportable injury rate of 0.33 and 0.56 respectively.
- The Company has registered zero reportable occupational illnesses.
- EPA approval acquired for new projects against Environmental Impact Assessment.
- 13% increase in vendor policies signed by NPR suppliers.
- A total of 3,123 man-days of training were successfully completed.



Sustainability Council



Objectives of the Council

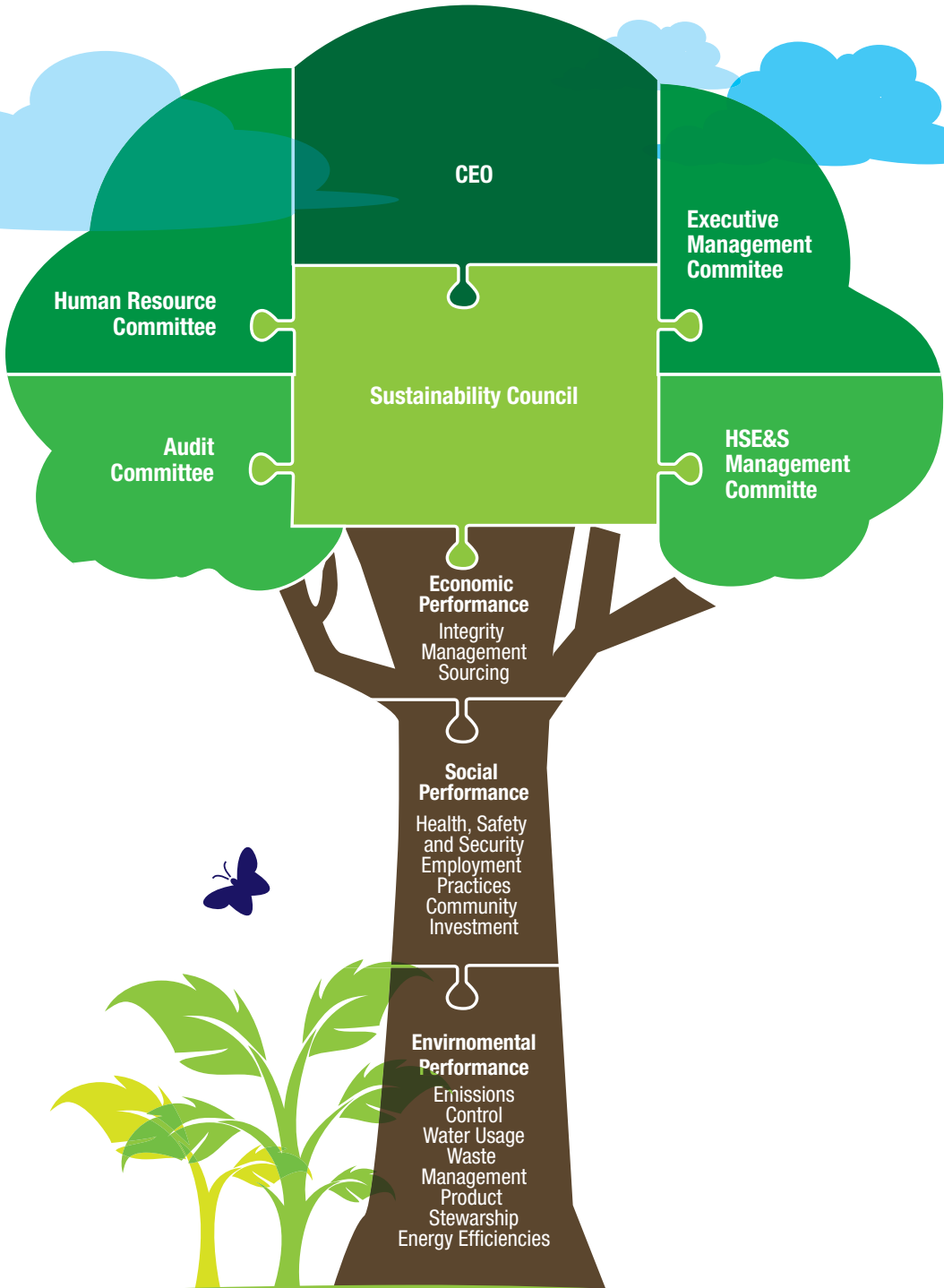
The objective of the council is to assist the Board in fulfilling its oversight responsibilities to the shareholders in respect to the development, implementation and monitoring of the Company's Health, Safety and Environment policies, and practices that relate to the sustainable growth of the Company.

Roles of the Council

- Defining KPI's, measurement matrix and establishing targets*.
- Review on a continuing basis of partnerships and relationships, both current and proposed, with all stakeholders i.e. customers, regulators, communities, shareholders and suppliers that support the Company's sustainable growth.
- Review on a continuing basis of the Company's communication strategies relating to sustainable growth.
- Review on a continuing basis of new and innovative technologies that will permit the Company to achieve sustainable growth and implement Company actions to protect such technologies.

**Our targets defined for 2015 in this report will be revisited by the newly formed council. The next Annual Report covering the period 2015-16 will be based on revised targets.*

Sustainability Council Structure



Sustainability Strategy

ICI Pakistan has been producing a Sustainability Report for the past six years. Due to the numerous changes that the Company has been through in recent years, it had previously been challenging for the management to restructure the Council and sketch the framework for the sustainability strategy. In 2010 and 2011 the Company experienced strategic changes including the demerger of the Paints Business. During 2012, ICI Pakistan was acquired by YBG, one of Pakistan's most progressive and dynamic groups with diversified interest in textile, cement and power generation.

This year we are happy to report that we have successfully reconstituted and established the ICI Pakistan Sustainability Council which will enable us to effectively contribute towards sustainability in our core businesses. The Sustainability Council is made up of a multi-disciplinary team which represents every segment of our various businesses.

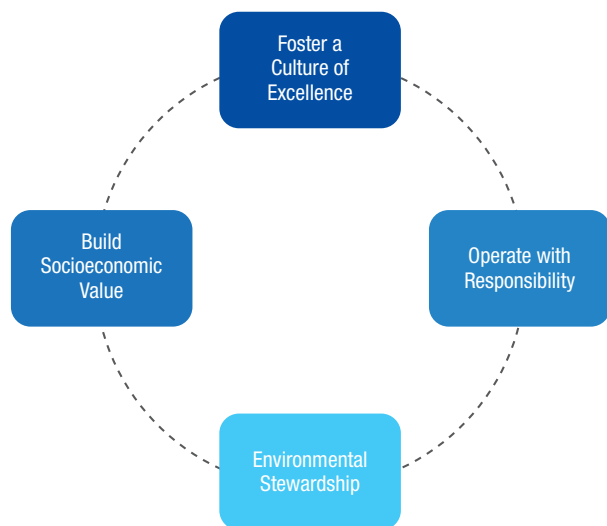
Due to a globally dynamic scenario, the Council has agreed upon refining certain aspects of the sustainability strategy over time to reflect any domestic and global industrial challenges. Progress to this effect will continue to be shared with all stakeholders.

Foster a Culture of Excellence

We want to build a culture where people deliver and we want to do this by attracting and retaining the best talent.

Operate with Responsibility

We want to build lasting relationships with all our stakeholders and build processes to operating responsibly.



Environmental Stewardship

We want to be the leaders in innovation and developing solutions to reduce our impact on the environment.

Build Socioeconomic Value

We want to create value in our local communities by providing the tools required for capacity building.



Sustainability Framework

Economic performance

Integrity Management
Sourcing

Social Performance

Health, Safety and Security
Employment Practices
Community Investment

Environmental Performance

Emissions Control
Water Usage
Waste Management
Product Stewardship
Energy Efficiencies



About the Report

We began voluntary reporting on sustainability for the first time in 2008 with the first report published along with the Annual Report covering the period 1 January 2008 to 31 December 2008. This is our sixth effort on presenting a Sustainability Report and we have used the G3 Reporting Framework issued by the Global Reporting Initiative (GRI) and are applying the GRI Reporting Framework at Application Level B+.

Report Boundary

This report covers our four Businesses and all our Corporate Functions. After the demerger of our Paints Business in June 2012, we now have three manufacturing sites, three corporate offices and five regional/business offices and data in this report covers all of these.

Employee data includes management and non-management staff. Community Investment is handled by the ICI Pakistan Foundation which is a separate legal entity registered as a Trust. All monetary amounts in this Report are Pakistani Rupees, unless otherwise indicated.

Reporting Period

Following the acquisition of majority shareholding of the Company by YBG, the financial year has been changed from January-December to July-June for alignment with associated companies in the Group. The reporting period is July 31, 2013 to June 30 2014. Data has mainly been obtained from our financial management reporting systems, corporate HR information management system and our reporting systems for Health, Safety, Environment & Security (HSE&S) performance indicators.

Report Content

In 2010, an important step towards integrating sustainability within the organisation was conducting a stakeholder dialogue and establishing Key Performance Indicators (KPIs). These KPIs also have targets set for 2015 which shall serve as pathfinders for us. Like last year, the content of this report has been developed in accordance with the KPIs and our performance against these. The content of this report has been decided upon by the Sustainability Council and has been developed in accordance with our Sustainability framework based on the triple bottom line concept of economic, social and environmental parameters.

Data Collection

Collection:

All our environmental, health, safety and security data is derived from our EPM database. A quarterly reporting cycle is in practise and all related information is gathered and entered by respective businesses and functions while the Corporate Health, Safety and Environment Manager, reviews and manages the data for ICI Pakistan Limited as a whole. Data pertaining to integrity management, employment practices, sourcing and community investment is compiled and monitored by the Sustainability Council members responsible for each area.

Due to the divestment of AkzoNobel shareholding on December 28, 2012, many shared systems such as our

HR Systems, IT and HSE&S reporting systems are under transition and we are developing local systems of our own. We have limitations therefore in collecting some data and appropriate explanations have been made throughout the report.

Accuracy:

We are confident in the overall reliability of the data reported, but recognise that some of this data is subject to a certain degree of uncertainty, inherent to limitations associated with measuring and calculating data. Senior managers within the organisation approved the content and the quantitative data used in the Sustainability facts and figures relating to their respective areas of responsibility.

Consistency:

The KPIs set and the data reported this year serve as a baseline and reporting standard for the years to come. Any additional developments shall be reported accordingly however, the reporting framework established this year shall be a consistent baseline standard.

Assurance & Verification

Our sustainability performance is monitored through a multi-disciplinary Sustainability Council. This Sustainability Summary Report forms part of our sustainability reporting and is designed for general readership only. United Registrar Systems (URS) has conducted an independent verification and assurance of data presented in this report. The indicators for our sustainability reporting are selected from the G3 Reporting Framework issued by the Global Reporting Initiative (GRI). The GRI is a large multi-stakeholder international network of thousands of sustainability experts. The GRI G3 Reporting Framework is the most widely accepted global standard for corporate responsibility reporting.

Contact us

We encourage feedback on our Sustainability Report. If you would like to comment on the report or find out more about our Sustainability strategy and programme, please e-mail us at:

sustainability.council@ici.com.pk

A soft copy of this report and additional information on our business units and products is available on our website at www.ici.com.pk

If you are unable to access these resources or need further information, please contact:

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Stakeholder Engagement

Proactively sharing and exchanging ideas is how we engage our partners to join us in our continued efforts to operate responsibly.

Every person, group or organisation associated with our operations becomes 'our' stakeholder. These include our employees, suppliers, distributors, regulators and shareholders. We try to engage everyone in our journey to operating responsibly and regularly meet with the community to exchange ideas and solicit feedback.

Some examples of our Stakeholder Engagements in 2013-2014 are:

Customer Engagement Sessions

- Our Animal Health Business conducted more than 300 seminars, round table discussions, professional's and farmers gatherings across the country which were attended by approximately 8,000 customers.
- The ICI Polyester commercial team has started to provide latest yarn market data and information to its customers. The information on the latest developments on different yarns demand/supply is being shared with customers in a structured format to help them to better understand their customer market.
- In Q3 & Q4 2013-14, with the help of global partners, our Animal Health Division conducted training sessions, seminars and workshops to actively engage key stakeholders that include poultry feed millers, poultry integrators, corporate dairies, milk processing companies, veterinarians and farmers belonging to both livestock and poultry.
- We engage our customers, distributors and industry stakeholders from both livestock and poultry industries through active participation in long term strategy development. To this end, stakeholders attended seminars in Italy and UAE where group discussions, which focused on the current and future trends of the livestock, poultry and feed industry; helped to guide the business teams in developing a long term strategy.
- The ICI Polyester business has "Gone Green" by adopting an E-Ledger system whereby an Auto System Generated email is sent directly from its system to customers every month end. The statement gives a history of purchases and details on outstanding balances.

- ICI's Polyester Business filled a Critical Customer Contact Gap whereby it integrated an emerging channel of a 24 hour customer SMS service to keep customers informed regarding their dispatch status.

HSE Trainings

We believe in operating responsibly and safely and therefore, we strive to create a working environment which is safe and conducive to productivity and constant awareness.

- Safety week was celebrated at each Business with comprehensive accident and emergency basics.
- Polyester HSE team also provided firefighting and first aid training to the staff of Shehzad Textile and Wisal Kamaal.

Community Development

For a number of years, ICI Pakistan has actively worked towards community development and has given our society the important tools for change. We have established programmes in continuity which will provide long term benefits in education and health, and have rolled out campaigns for community enrichment.

- Every year on the 8th of March, Women's Day is observed to celebrate, appreciate and acknowledge the achievements of women across the globe. This year, the Youth Council of the US Consulate Lahore organised an event to celebrate international women's day with the collaboration of National Forum of Women with Disabilities (NFWWD) and ICI Pakistan, Polyester Business.
- To encourage and support Special Sports in Pakistan, the Chemicals Business interacted with special athletes of Pakistan who took part in the Special Olympics and won accolades for the nation.

Staff Engagement Sessions

- The Polyester Business team gathered at Green Fields Country Club to develop plans for the coming year and to strategize for the challenges that lie ahead.
- Effective communication is a cornerstone for the success of any Company. To communicate the Company's vision and collectively evolve a corporate strategy, a three day Aspiration 2018 Workshop was held in Islamabad which

was attended by over 40 managers across all Businesses and Functions. Company-wide sessions were held to roll out ICI's Vision, Values and Competencies, during the year.

- In addition to the above, Chief Executive communication sessions were also held at different locations regarding the latest Company developments and their relevance with the vision and strategy.

EIA Public Hearing of 'HTM Heaters, Power & Steam Generation Plants Using Coal Fired Boilers'

ICI Pakistan has installed HTM Heaters, Power & Steam Generation Plants Using Coal Fired Boilers at the Polyester plant. The Environmental Impact Assessment (EIA) is a legal requirement of Pakistan Environment Protection Agency according to section 12 of constitution of Pakistan 1973, the potential impacts of proposed projects relative to the physical, chemical, biological, cultural and socio economic components of the total environment must be assessed. For this purpose the HSE Department of Polyester Business arranged a public hearing of EIA. A huge number of people from neighbouring communities along with 60 students of Environmental Sciences from Lahore College for women University & Kinnaird University participated in this public hearing.

Participation in Green Industry Initiatives Seminar

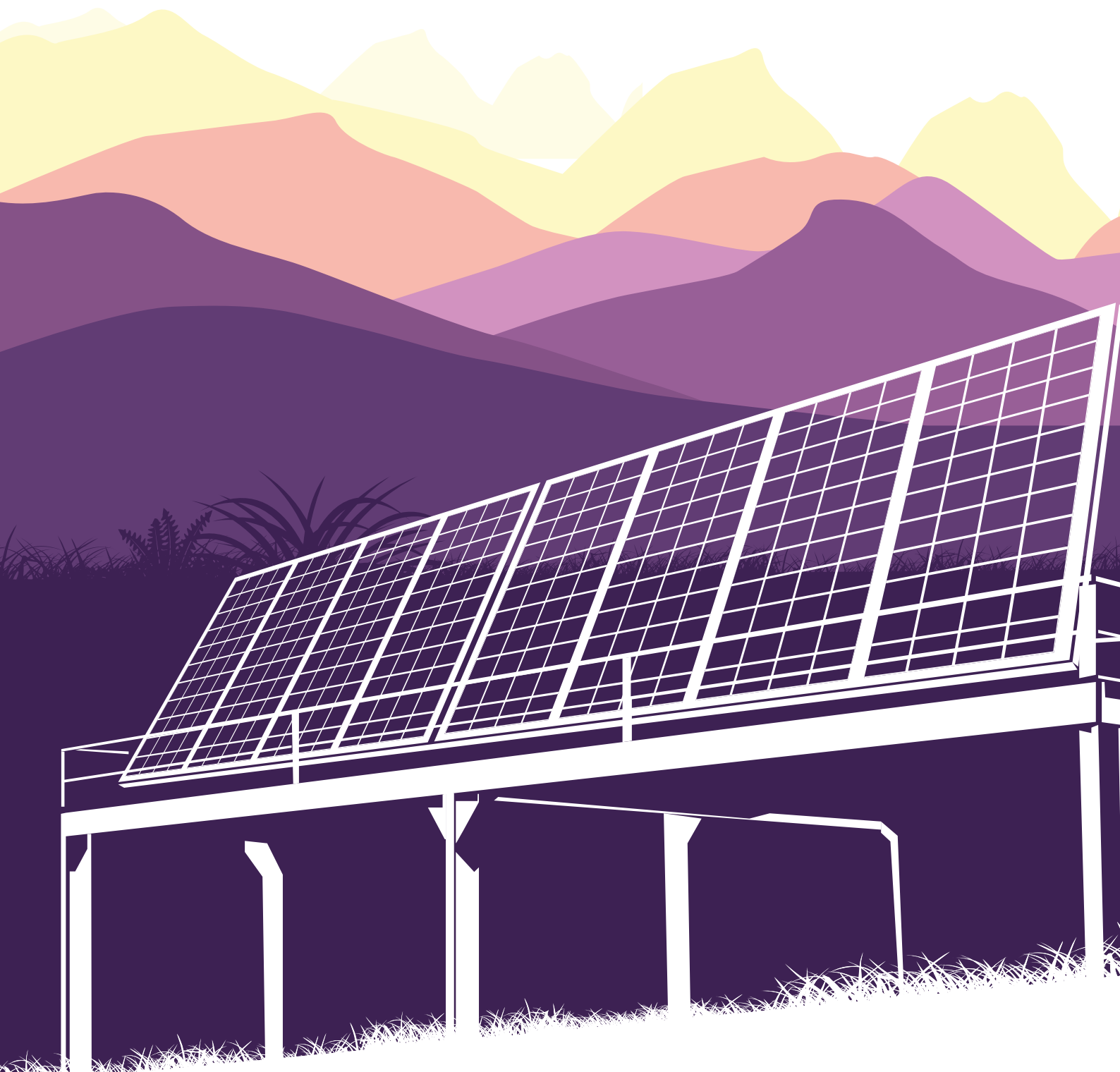
A seminar on Green Industry Initiatives in compliance with National Environmental Quality Standards (NEQS) organised by United Nations Industrial Development Organisation (UNIDO) in collaboration with Pakistan Environmental Protection Agency (Pak-EPA) was held on December 10-11, 2013 in Islamabad. The main agenda was providing opportunities to the industry and private sector to present their case studies, experiences, videos and presentations on environmental compliance. ICI Pakistan Corporate HSE presented the Company's journey towards NEQS compliance and sustainability model in practice, during the seminar.



LIGHT IN THE DARK

Two solar panels were installed at the Soda Ash Business storage facility which is situated in a remote location. Since the entire area is shrouded in darkness, these panels have helped in illuminating passage to the location with Light Emitting Diodes (LEDs). The LEDs are energy efficient as they automatically switch off during the day.

This initiative has not only improved night-time access to the to the facility but has saved the cost of laying down a 1.5 km power cable.



Key Performance Indicators

Integrity Management		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Code of Conduct confirmed incidents	number	10	23	20	5	NR	1	0
Code of conduct acceptance*	% employees	100	100	100	100	100	100	100**
Management audits including reassurance audits	number	6	11	9	7	6	6	6
Serious incidents - Level 3	number	1	1	1	1	0	0	0
Serious incidents - Level 1,2	number	0	2	0	0	0	0	0
Serious loss of containment - Cat D	number	0	0	0	0	0	0	0
Regulatory actions - Level 3	number	0	0	0	0	0	0	0

*Number of Management and Non-Management Employees.

** We aim to achieve 100% acceptance by including contractual staff as well.

Sourcing		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Vendor Policy signed by key suppliers	%	88	83.8	85	91	92	88	96
Vendor Policy signed by Central NPR Suppliers*	%	x	x	28**	28	28	38	-
Supportive Supplier Visits since 2007	number	21	79	31	59	35	99	146

*Number of Management and Non-Management Employees.

**We aim to achieve 100% training level by including contractual staff as well.

Employment Practices		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Women executives*	%	0	0	0	0	0	25	12
On-line P&D Dialog Participation	%	77	80	83	NR	NR	98	90
Management Development Programme	No of managers	34	121	211	NR	NR	NR	338
Employee Engagement Index	% favourable		75	82	87	NR	NR	80

*Functional and Business Head positions

Community Investment		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Community Programme Investment	PKR Million	16.5	42.5*	24.3	6	7.45	4.2	30

*This amount includes contribution by stakeholders including ICI Pakistan Limited staff and parent company contribution for floods.

Health, Safety & Security		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Fatalities	number	0	0	0	1	0	0	0
Total reportable injury rate employees/supervised contractors	/million hours	0.18	0	0.18	0.34	0	0.33	0
Occupational Illness Rate employees	/million hours	0	0	0	0	0	0	0
Total illness absence rate employees	%	1.79	1.92	1.76	1.72	1.83	1.51	1.76
Fatalities contractors (supervised and independent)	numbers	1	0	0	0	0	0	0
Total reportable injury rate independent contractors	/million hours	0.52	0	0	0	0	0.56	0
Lost time injury independent contractors	numbers	1	0	0	0	0	0	0
% sites with BBS programme	%	0	100	100	100	100	100	100
Distribution incidents	numbers	1	1	1	0	0	0	0
Motor vehicle incident with injury	numbers	0	1	2	0	0	0	0

Emissions Control		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Total COD emissions	te	105.37	52.59	53.78	39.52	17.82	16.43	49.96
Per ton production	kg/te	0.15	0.11	0.13	0.10	0.10	0.04	0.10
Total VOC emissions	te	161.25	81.81	72.34	57.12	1.33	3.23	77.72
Per ton production	kg/te	0.23	0.18	0.17	0.14	0.01	0.01	0.16
Total NOx emissions	te	422.42	430.70	422.93	420.28	206.06	798.34	409
Per ton production	kg/te	0.61	0.93	0.99	1.03	1.14	1.83	0.83
Total SOx emissions	te	1431.4	2209.1	2672.9	2590.15	1402.4	4338.97	2430
Per ton production	kg/te	2.05	4.76	6.29	6.35	7.75	10.50	4.95
Total Direct CO ₂ emissions (Scope 1)	million te	0.47	0.39	0.35	0.35	0.13	0.43	0.37
Per ton production	kg/te	676.1	834.7	829.5	847.95	737.5	1038.11	753
Total Indirect CO ₂ emissions (Scope 2)	te	39907	2447	5642	3235.61	706.86	2413.32	2324
Per ton production	kg/te	57.3	5.3	13.3	7.93	3.91	5.84	4.7

*VOC emissions are less in 2012. Unusual success through modified formulation achieved at our Paints site.

**Unprecedented natural gas curtailment periods causing increased use of high sulphur Furnace Oil thereby causing high CO₂ emissions.

Water Usage		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Total Fresh water use	million m ³	6.49	4.59	4.12	3.48	1.57	3.49	4.36
Per ton production	m ³ /te	9.8	9.9	9.7	8.53	8.7	8.44	8.9
% of sites with sustainable fresh water	%	25	25	25	25	33	33	100

Waste Management		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Total waste	kte	19.015	4.412	2.73	2.28	0.43	12.88	4.191
Per ton production	kg/te	27.32	9.53	6.44	5.60	2.35	31.18	8.53
Total hazardous waste	kte	0.31	0.54	0.52	0.53	0.001	0.0076	0.51
Per ton production	kg/te	0.45	1.17	1.22	1.30	0.003	0.001	1.04
Total non-reusable waste	kte	0.408	0.295	0.384	0.385	0.001	0.0076	0.28
Per ton production	kg/te	0.59	0.64	0.90	0.94	0.00	0.001	0.57
Total non-reusable Hazardous waste	kte	0.151	0.251	0.327	0.323	0.001	0.008	0.238
Per ton production	kg/te	0.22	0.54	0.77	0.79	0.00	0.00	0.48
Total Hazardous waste to landfill	kte	0	0	0	0	0	0	0
Per ton production	kg/te	0	0	0	0	0	0	0

Product Stewardship		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Product Eco-premium solutions	% sales			15.7	*	NR	NR	30

*Data not available due to demerger of Paints Business

Energy Usage		2009	2010	2011	2012	2013 H1	2013-14	2015-16
Total Energy Consumption	1000Tj	6.5	4.8	4.3	4.3	2.1	4.9	4.6
Per ton production	GJ/Te	9.3	10.4	10.1	10.4	11.62	11.84	9

NR: Not Reported

Economic Performance

Management Approach

One of our core values is 'Integrity and Responsibility' and we apply this principle in our daily operations, in our projects and in the way we do business. We aim for the highest standards in all our dealings and aim to partner with suppliers who not only endorse our values but incorporate them in their businesses.

It is our belief that a strict focus on ethics and responsibility will result in business value for all involved stakeholders. Thus, we make sure that our actions speak louder than words.



Integrity Management

Our people are our most valuable asset. We believe in the principles of nondiscrimination, freedom of association and internationally recognised expectations for business ethics. We ensure that our business principles are transparent and reflected in our Code of Conduct and consequently we nurture our people to aim for the highest standards of performance in all operations. Our Performance and Development Discussion (P&DD) tool helps to keep employees updated on the latest standings through training.

Following the strategic transition, we have updated our values and the Code of Conduct, and have also made it available for all stakeholders on our website: www.ici.com.pk

Integrity Management		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Code of Conduct confirmed incidents	number	10	23	20	5	NR	1	0
Code of conduct acceptance*	% employees	100	100	100	100	100	100	100**
Management audits including reassurance audits	number	6	11	9	7	6	6	6
Serious incidents - Level 3	number	1	1	1	1	0	0	0
Serious incidents - Level 1,2	number	0	2	0	0	0	0	0
Serious loss of containment - Cat D	number	0	0	0	0	0	0	0
Regulatory actions - Level 3	number	0	0	0	0	0	0	0

*Number of Management and Non-Management Employees.

**We aim to achieve 100% acceptance by including contractual staff as well.

Key Performance Indicators: 2013-14 Overview:

2014 Management Audits included audit of our four Businesses and two locations (Corporate office in Mozang and the Head Office). The Speak Up program, a tool designed for local complaint management, is in the process of being re-launched. This program will allow for submission of complaints to a central committee, which will then investigate and provide resolution of the matter. Once such complaints are handled, they will be shared with our audit committee.

Serious incidents level 2 & 3 were thoroughly investigated and action plans were developed to avoid recurrences.

Sourcing

We work closely with our supply chain partners and look beyond our own manufacturing cycle to find ways to promote sustainability in their operations. In this way, we not only improve our own performance but also influence the work ethics of our partners.

Key Performance Indicators:

Sourcing		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Vendor Policy signed by key suppliers	%	88	83.8	85	91	92	88	96
Vendor Policy signed by Central NPR Suppliers*	%	x	x	28**	28	28	38	-
Supportive Supplier Visits since 2007	number	21	79	31	59	35	99	146

*Number of Management and Non-Management Employees.

**We aim to achieve 100% training level by including contractual staff as well.

2013-14 Overview:

We are happy to report a 13% increase in vendor policies signed by the central Non-Product Related suppliers. However we have registered a decrease of 6% in vendor policies signed by key suppliers. We will take measures to ensure that we meet our 2015 targets. Our programme of on-site visits to Critical Supplier aims to identify and develop critical suppliers as sustainable business partners.

Social Performance

Management Approach

A safe workplace is a healthy workplace.

For us, nothing means more than the safety of our people and the people we work with. Our aim is to empower employees and communities and find ways to enable them in a culture that is conducive to professional growth. We endorse and practise equal opportunities and are committed to impartial treatment of all employees, irrespective of origin, race or gender.

We have a passion for people and this is a fundamental part of our DNA as a responsible Company.



Employment Practices

To attract, retain and bring out the best in our people, we invest in leadership and development trainings and offer rewarding careers to foster a culture of excellence. Not only are we committed to providing a safe and healthy working environment, but are also involved in finding ways for employees to continuously engage in learning.

We encourage our employees to embrace and exemplify our values i.e. Passion for People, Deliver Enduring Value, Customer Centricity, Innovation and, Integrity and Responsibility in the course of their work and daily routine activities.

Total Number of Employees: 1153
 Management: 742
 Non-Management: 411

Key Performance Indicators:

Employment Practices		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Women executives*	%	0	0	0	0	0	25	12
On-line P&D Dialogue Participation	%	77	80	83	NR	NR	98	90
Management Development Programme	No of managers	34	121	211	NR	NR	NR	338
Employee Engagement Index	% favorable		75	82	87	NR	NR	80

*Functional and Business Head positions

2013-14 Overview:

We have re-launched our Performance Management Online System 'P&D Discussion' and ensured maximum participation from our employees. The Employee Engagement Survey did not take place in the period under review. However, a dipstick Organisational Health Survey was conducted. The Employee Engagement Survey is planned in the near future.

The Management Development Programme was a global standardised best practice with AkzoNobel and following divestment, the programme was dropped. However, we have continued to train our employees with several other leadership and development programmes. In the period under review, we successfully completed 3,123 man-days of training.



Community Investment

Our community investment activities are managed through the ICI Pakistan Foundation which is a separate legal entity with its own Board of Trustees. The Foundation is governed by a Trust Deed that clearly outlines policies and procedures and clearly defines the scope of community investment activities. The accounts of the Foundation are annually audited by A.F. Ferguson & Co.

The Foundation is focused towards community development through investment in education, health, environment and infrastructural development along with disaster relief.

Key Performance Indicators:

Community Investment		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Community Programme Investment	PKR Million	16.5	42.5*	24.3	6	7.45	4.2	30

*This amount includes contribution by stakeholders including ICI Pakistan Limited staff and parent company contribution for floods.

2013-14 Overview:

The Polyester Business launched its third six month programme on 'Basic Household Electrical Wiring' in the month of December 2013 which recently reached completion in June 2014. This three hour per day comprehensive learning opportunity provided to members of local community is managed at Polyester site through a professional trainer from TEVTA supported by volunteer workers from Polyester Business. The training is based on a comprehensive module developed after a consultation of various text books approved by TEVTA. Polyester Business engineers have supported in the development of this module which covers all important aspects, from safety measures to the application of the knowledge in different electrical household items.

The Company had previously invested in an initiative to impart vocational training to women in the Khewra community and thus, established the Ladies Welfare Centre in 1973. The Centre employs four teachers and enrolls approximately 25 girl students per annum in classes for arts & crafts such as fabric cutting & stitching, knitting & embroidery, cooking and textile printing. To date the Centre has trained more than 3,000 students and ICI Pakistan provides the premises, equipment, faculty and the management resource to efficiently run the Institute.

ICI Pakistan started monthly eye surgical workshops at its hospital in Khewra to support the local community. Winnington Hospital, Khewra provides services such as full use of its modern operation theatre, postoperative care and free medicines to the patients. On average 400 people are examined during the monthly two days' workshop. Medicines and spectacles are provided to the needy patients. Since 1991, 252 eye surgical workshops have been held, wherein 137,426 patients have been examined and 14,352 operations have been performed successfully.

Under the 'Ilm-o-Hunar' umbrella, a number of women completed their courses at the Adult Literacy Programme at the Kakapir Village in Sandspit, Karachi. The programme has received wide media coverage and will soon be launched within the community at Lyari.

Health, Safety & Security

Health, Safety and Security are a keystone at ICI Pakistan. We consider the prevention of accidents in daily operations, in day to day work and during work related travel and transportation routes, to be of prime importance. Providing a safe work place for our employees and contractors is one of our top priorities. The Company has established systems to ensure safe operations and to prevent accidents based on the standards and corporate guidelines. We believe all accidents are preventable thus zero harm in terms of health, safety and security remains our underlying philosophy of conducting sustainable business.

Our activities in the areas of HSE are geared to ensuring the occupational health and safety of employees, contractors, and suppliers on our company premises under the supervision of ICI Pakistan. In this way, we also reduce running costs by avoiding damages and work disruptions.

Key Performance Indicators:

Health, Safety & Security		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Fatalities	number	0	0	0	1	0	0	0
Total reportable injury rate employees/supervised contractors	/million hours	0.18	0	0.18	0.34	0	0.33	0
Occupational Illness Rate employees	/million hours	0	0	0	0	0	0	0
Total illness absence rate employees	%	1.79	1.92	1.76	1.72	1.83	1.51	1.76
Fatalities contractors (supervised and independent)	numbers	1	0	0	0	0	0	0
Total reportable injury rate independent contractors	/million hours	0.52	0	0	0	0	0.56	0
Lost time injury independent contractors	numbers	1	0	0	0	0	0	0
% sites with BBS programme	%	0	100	100	100	100	100	100
Distribution incidents	numbers	1	1	1	0	0	0	0
Motor vehicle incident with injury	numbers	0	1	2	0	0	0	0

2013-14 Overview:

The Polyester, Soda Ash, Life Sciences and Chemicals businesses respectively achieved 3.95, 1.20, 3.20 and 4.03 million man hours without LTI (lost time injury) for employees and supervised contractors. Two reportable injuries for employees and supervised contractors and two for independent contractors were reported during the year with total reportable injury rate of 0.33 and 0.56 respectively. All the incidents were thoroughly investigated and action plans were developed to avoid recurrences.

Review of the 2013 HSE&S improvement plans of all Businesses / Locations was completed in March 2014. Focus on reducing the Operational Eco Efficiency (OEE) Footprint continued with sustainability plans in place for implementation in all Businesses. Total illness absence rate decreased due to 100% compliance with health and hygiene assessment monitoring programme.

Environmental Performance

Management Approach

We take a lot from our planet and consequently from our environment and as a responsible organisation, we believe in giving back as much as we take. Our core objectives include methods in which we can mitigate impact of our operations on the climate and the environment and our aim is to discover ideas to evolve sustainable business operations.

Environmental objectives are comprehensively integrated into our corporate and business goals and we ensure that we fully comply with the National Environment Legislation.





NOTHING LIKE SUNSHINE

Foreseeing

rising costs of fossil fuels and the subsequent energy generated through them, solar power is all set to surpass and become the highest source of power generation. Further augmenting the case for solar energy is its zero carbon footprint.

Our team at Chemicals took an audacious initiative to fulfil the plants' lighting needs by harnessing the omnipresent power of the Sun. The lighting sheds which are energy intensive machines were replaced with Solar LED's. The 120 watt LED's which now illuminate the walkways and corridors do so by capturing the Sun's energy during the day through photovoltaic solar panels.

ICI Pakistan has a passion for innovation, and the same passion goes into how we think about environmental responsibility.

It is how we work tirelessly to reduce our impact on climate change, how we find ways to use greener materials, and conserve the natural resources of our planet.

Emissions Control

We responsibly address issues involving environmental impacts throughout the production cycle which includes upstream to downstream production. We are committed to exploring ways to combat challenges of climate change and carbon management.

As a Company, we strive to manage energy and natural resources efficiently and to reduce emissions and discharges. We seek innovative methods to reduce energy consumption and minimize waste through source reduction, recycling and disposal in an environmentally sound manner. Environmental issues are taken into account in decision making processes, both at corporate and operational level.

Key Performance Indicators:

Emissions Control		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Total COD emissions	te	105.37	52.59	53.78	39.52	17.82	16.43	49.96
Per ton production	kg/te	0.15	0.11	0.13	0.10	0.10	0.04	0.10
Total VOC emissions	te	161.25	81.81	72.34	57.12	1.33	3.23	77.72
Per ton production	kg/te	0.23	0.18	0.17	0.14	0.01	0.01	0.16
Total NOx emissions	te	422.42	430.70	422.93	420.28	206.06	798.34	409
Per ton production	kg/te	0.61	0.93	0.99	1.03	1.14	1.83	0.83
Total SOx emissions	te	1431.4	2209.1	2672.9	2590.15	1402.4	4338.97	2430
Per ton production	kg/te	2.05	4.76	6.29	6.35	7.75	10.50	4.95
Total Direct CO ₂ emissions (Scope 1)	million te	0.47	0.39	0.35	0.35	0.13	0.43	0.37
Per ton production	kg/te	676.1	834.7	829.5	847.95	737.5	1038.11	753
Total Indirect CO ₂ emissions (Scope 2)	te	39907	2447	5642	3235.61	706.86	2413.32	2324
Per ton production	kg/te	57.3	5.3	13.3	7.93	3.91	5.84	4.7

*VOC emissions are less in 2012. Unusual success through modified formulation achieved at our Paints site.

**Unprecedented natural gas curtailment periods causing increased use of high sulphur Furnace Oil thereby causing high CO₂ emissions.

2013-14 Overview:

Operational Eco efficiency KPI's on gaseous emissions have been affected with the use of coal as fuel and have significantly increased. The use of HFO due to gas curtailment has also resulted in an increase in emissions. The COD level has dropped down substantially with the installation of glycol ejectors.

Figures show a slight increase in VOC emissions due to the change in product mix at the Chemicals Plant. CO₂ emission levels are high with the installation of Coal Fired Boilers and with the usage of limestone in the CFBs to reduce emission. Indirect CO₂ emission levels have dropped down significantly as the Polyester plant power usage has become independent of the national grid.



Water Usage

Water management has remained a key driver towards our sustainability strategy and has been vital to business continuity. As users of this critical natural resource, we have developed measures in place to ensure responsible management of fresh water. We take it as a prime responsibility to use recycled waste water in our business operations.

Key Performance Indicators:

Water Usage		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Total Fresh water use	million m ³	6.49	4.59	4.12	3.48	1.57	3.49	4.36
Per ton production	m ³ /te	9.8	9.9	9.7	8.53	8.7	8.44	8.9
% of sites with sustainable fresh water	%	25	25	25	25	33	33	100

2013-14 Overview:

Fresh water usage reduction initiatives at our manufacturing sites reduced water consumption despite the commissioning of major projects at Polyester and Soda Ash sites.

The waste water which left the plant after getting treatment on effluent treatment plant is now being used in sprinklers for gardening purposes at Polyester site. This water conservation has led to a saving of 10,000 litres of fresh water per hour.



A LITTLE GOES A LONG WAY!

The
water
conservation
team at Soda

Ash started the year
with a strong focus on
increasing awareness to
save natural resources. The
team worked with a slogan
“Every Drop Counts”

and conveyed their message to every
member of the Soda Ash team including
employees' children. The team embarked on
an aggressive campaign which focused on water
saving and effective water management in housing
areas as well as plant premises.

In our residential communities, it was identified that
overhead tanks were not installed and direct water usage
was contributing in water wastage. The team came up with an idea to
install water storage tanks in every house. Subsequently, thirty water
storage tanks have been installed to date and the
process is still continuing.

Another water saving project included the collection & reuse of waste water
for irrigation through design and implementation of a water recycling system.



Waste Management

We continue to employ the 3 Rs waste hierarchy in our Waste Management system. We are implementing global practices to encourage waste reduction and the optimization of waste processing adhering to the following clear principles:

- Reduce
- Reuse
- Recycle

We ensure that waste is effectively converted into energy and any leftover waste is neutralised before proper disposal.

Key Performance Indicators:

Waste Management		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Total waste	kte	19.015	4.412	2.73	2.28	0.43	12.88	4.191
Per ton production	kg/te	27.32	9.53	6.44	5.60	2.35	31.18	8.53
Total hazardous waste	kte	0.31	0.54	0.52	0.53	0.001	0.0076	0.51
Per ton production	kg/te	0.45	1.17	1.22	1.30	0.003	0.001	1.04
Total non-reusable waste	kte	0.408	0.295	0.384	0.385	0.001	0.0076	0.28
Per ton production	kg/te	0.59	0.64	0.90	0.94	0.00	0.001	0.57
Total non-reusable hazardous waste	kte	0.151	0.251	0.327	0.323	0.001	0.008	0.238
Per ton production	kg/te	0.22	0.54	0.77	0.79	0.00	0.00	0.48
Total hazardous waste to landfill	kte	0	0	0	0	0	0	0
Per ton production	kg/te	0	0	0	0	0	0	0

2013-14 Overview:

Waste at Soda Ash plant has increased after the commissioning of the Coal Fired Boilers. This is due to increase in fly ash and slag which results from the usage of coal. The Soda Ash Business is working on the options to reuse the fly ash and slag waste either at its own site or at other plants locally.

The Sustainability Council has noted the waste figures and is analysing measures and methods to mitigate the amount of waste generated.

Product Stewardship

The life cycle of any product goes through numerous stages; from R&D to manufacturing and from packaging to delivery. We as a company continuously strive towards ensuring that our products are made with minimal risks to health and environment at each step of the value chain.

This can only be achieved if stakeholders are involved and take responsibility for the efficient use of resources and the minimisation of waste.

We believe in sharing our HSE&S best practices with our suppliers and thus ensure product security from raw material supplies to product delivery.

Key Performance Indicators:

Product Stewardship		2009	2010	2011	2012	2013 H1	2013-14	2015-16
								Target
Product Eco-premium solutions	% sales			15.7	*	NR	NR	30

*Data not available due to demerger of Paints Business

2013-14 Overview:

As part of our comprehensive product stewardship, our Life Sciences business completed 72 pre-commercialisation product reviews through the New Product Evaluation Database to commensurate the associated risks.

The Chemicals Business successfully developed a replacement of products Licisol CSD with Licisol AN-SRA. The previous product (Licisol CSD) was nonyl phenol (NP9) based product which was a not biodegradable product and was harmful to the environment.



Energy Efficiencies

Energy from renewable resources is the way of the future. The global impact of industrialisation on the planet's atmosphere and climate has reinforced our belief that we as a company have a responsibility to conserve energy and reduce our carbon emissions.

To battle the operating deficiencies resulting from the energy crisis; this year we installed Coal Fired Boilers at our plants to bolster manufacturing and streamline operating requirements. Thus, our carbon emissions have increased significantly. The Sustainability Council has plans to initiate a dialogue in which the challenges and any associated risks will be assessed.

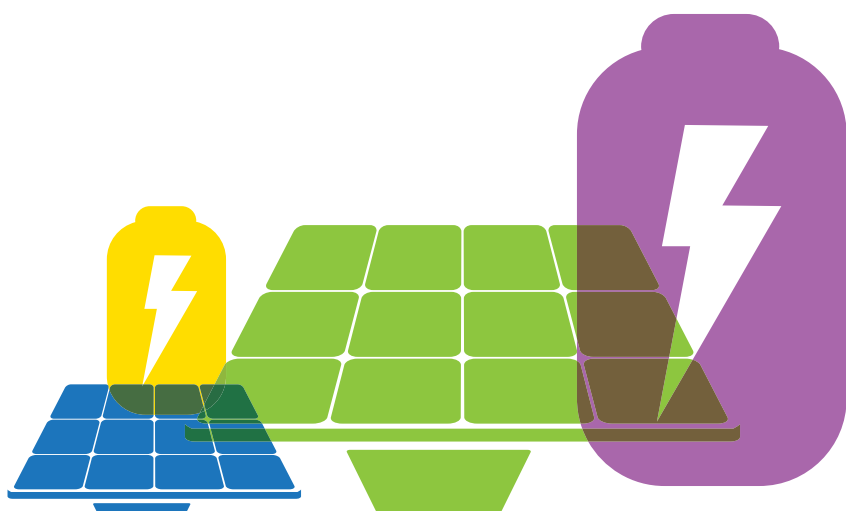
Key Performance Indicators:

Energy Usage		2009	2010	2011	2012	2013 H1	2013-14	2015-16
Total Energy Consumption	1000Tj	6.5	4.8	4.3	4.3	2.1	4.9	4.6
Per ton production	GJ/Te	9.3	10.4	10.1	10.4	11.62	11.84	9

2013-14 Overview:

Energy consumption has exceeded from the target due to the use of limestone to reduce emissions from coal as an energy resource. On the other hand, dense ash production consumes more energy due to high electrical consumption.

We have continued to invest in energy saving initiatives across our variegated sites and locations. The energy conservation teams have strived to focus on the optimum utilisation of the available natural gas, day to day process optimisation, steady plant operation, thorough monitoring of key energy parameters, hardware modification and awareness amongst staff at shop floor level.



Some of our significant projects in energy conservation are:

- Aalborg 8 refurbishment at Soda Ash site
- Improvement in PCD heat recovery at Soda Ash site
- Installation of LED lights at Soda Ash conversion of engineering stores to “Green Building” using solar energy at Soda Ash site
- Lay-up protection of boiler at Polyester site
- Improvement in quenching process at Spinning at Polyester site
- Separation of common ON/OFF switches and Control on ON/OFF timings of electrical appliances (AC Chiller, Split ACs, Heaters, lights) at regional office, Lahore
- Replacement of conventional geysers with Instant Geysers at regional office, Lahore



G3 Content Index

STANDARD DISCLOSURES PART 1

Profile Disclosure	Description	Cross-Reference
Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organisation	Overview & Strategy; CE Message; Sustainability Performance; Leadership Statement
1.2	Description of key impacts, risks, and opportunities	Governance & Compliance; Risk Management
Organisational Profile		
2.1	Name of the organisation	Cover Page; ICI Pakistan at a Glance
2.2	Primary brands, products, and/or services	Business Performance, ICI Pakistan at a Glance
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures	Governance & Compliance; Director's Report
2.4	Location of organisation's headquarters	Governance & Compliance; Company Information
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Snapshot page
2.6	Nature of ownership and legal form	Governance & Compliance; Corporate Governance and Compliance
2.7	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)	Business Performance
2.8	Scale of the reporting organisation	ICI Pakistan at a Glance
2.9	Significant changes during the reporting period regarding size, structure, or ownership	Governance & Compliance; Director's Report
2.1	Awards received in the reporting period	Overview & Strategy; Awards & Achievements
Report Parameters		
3.1	Reporting period (e.g., fiscal/calender year) for information provided	Governance & Compliance; Director's Report Sustainability Performance; About the Report
3.2	Date of most recent previous report (if any)	Overview & Strategy; Awards & Achievements
3.3	Reporting cycle (annual, biennial, etc.)	Annual
3.4	Contact point for questions	Sustainability Performance; About the Report
3.5	Process for defining report content	Sustainability Performance; About the Report
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance	Sustainability Performance; About the Report
3.7	State any specific limitations on the scope or boundary of the report (see completeness Principle for explanation of scope)	Sustainability Performance; About the Report
3.8	Basis for reporting on joint ventures	NA
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report	Sustainability Performance; About the Report

3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	Overview & Strategy; CE Message Sustainability Performance; About the Report
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	None
3.12	Table identifying the location of the Standard Disclosures in the report	This table
3.13	Policy and current practice with regard to seeking external assurance for the report	Sustainability Performance; About the Report

Governance, Commitments and Engagement

4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight	Governance and Compliance; Corporate Governance and Compliance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Governance and Compliance; Our Board of Directors
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members	Governance and Compliance; Our Board of Directors
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	Governance & Compliance; Corporate Governance and Compliance
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives	Amongst others, the drivers of compensation are individual performance as well as overall company performance
4.6	Processes in place for the highest governance body to ensure conflicts of interests are avoided.	Governance & Compliance; Corporate Governance and Compliance
4.7	Process for determining the composition, qualifications and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity	Governance & Compliance; Our Board of Directors, Report of the Directors
4.8	Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance and the status of their implementation	Overview & Strategy; Our Vision
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities and adherence or compliance with internationally agreed standards, codes of conduct and principles	Governance & Compliance; Risk Management. Sustainability Performance
4.1	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance.	Governance & Compliance; Corporate Governance and Compliance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation	Governance & Compliance; Risk Management
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or endorses	Governance & Compliance; Corporate Governance and Compliance
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations	UNGC, MAP, KCC, PBC
4.14	List of stakeholder groups engaged by the organisation	Sustainability Performance; Stakeholder Engagement
4.15	Basis of identification and selection of stakeholders with whom to engage	Sustainability Performance; Stakeholder Engagement
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Sustainability Performance; Stakeholder Engagement
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting	Sustainability Performance; Stakeholder Engagement

STANDARD DISCLOSURES PART III: Performance Indicators

Economic Performance

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to capital providers and governments	Governance & Compliance; Report of the Directors
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Governance & Compliance; Risk Management. Sustainability Performance; Environmental Performance
EC4	Significant financial assistance received from the government	None
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Economic Performance; Sourcing
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Overview & Strategy; Community Investment
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Sustainability Performance; Social Performance; Community Investment

Environmental Performance

EN2	Percentage of materials used that are recycled input materials.	Sustainability Performance; Environmental Performance. Waste Management
EN3	Direct energy consumption by primary energy source.	Sustainability Performance; Environmental Performance; Energy Efficiencies
EN4	Indirect energy consumption by primary source.	Sustainability Performance; Environmental Performance; Energy Efficiencies
EN5	Energy saved due to conservation and efficiency improvements.	Sustainability Performance; Environmental Performance; ; Energy Efficiencies
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Environmental Performance; Case Study (Nothing like Sunshine)
EN8	Total water withdrawal by source.	Sustainability Performance; Environmental Performance; Water Usage
EN10	Percentage and total volume of water recycled and reused.	Sustainability Performance; Environmental Performance; Water Usage
EN16	Total direct and indirect greenhouse gas emissions by weight.	Sustainability Performance; Environmental Performance; Emissions Control
EN17	Other relevant indirect greenhouse gas emissions by weight.	Sustainability Performance; Environmental Performance; Emissions Control
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Sustainability Performance; Environmental Performance; Energy Efficiencies
EN19	Emissions of ozone-depleting substances by weight.	Sustainability Performance; Environmental Performance; Emissions Control
EN20	NOx, SOx, and other significant air emissions by type and weight.	Sustainability Performance; Environmental Performance; Emissions Control
EN22	Total weight of waste by type and disposal method.	Sustainability Performance; Environmental Performance; Waste Management
EN23	Total number and volume of significant spills.	None
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Sustainability Performance; Environmental Performance; Waste Management

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Sustainability Performance; Environmental Performance
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	None

Social: Labour Practice and Decent Work

LA1	Total workforce by employment type, employment contract, and region broken down by gender	Sustainability Performance; Social Performance; Employment Practices
LA4	Percentage of employees covered by collective bargaining agreements	100%
LA7	Rates of injury, occupational diseases, lost days and absenteeism and number of work related fatalities by region and gender	Sustainability Performance; Social Performance; Health, Safety and Security
LA10	Average hours of training per year per employee by gender and by employee category	Sustainability Performance; Social Performance
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Sustainability Performance; Social Performance; Employment Practices

Social: Human Rights

HR4	Total number of incidents of discrimination and corrective actions taken	None
Social: Society		
SO2	Percentage and total number of business units analysed for risks related to corruption	100%
SO3	Percentage of employees trained in organisation's anti-corruption policies	100%
SO4	Actions taken in response to incidents of corruption	
SO5	Public policy positions and participation in public policy development and lobbying	Governance & Compliance; Corporate Governance and Compliance
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country	None
SO7	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly	None
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	None

Social: Product Responsibility

PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	None
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Sustainability Performance; Stakeholder Engagement
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	None
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	None

Assurance Statement

Independent Assurance Statement to the Management of ICI Pakistan Limited

Introduction

United Registrar of Systems (URS) has been commissioned by the management of ICI Pakistan (ICI or "the Company") to carry out a limited assurance engagement on the Company's 2014 Sustainability Report (the Report") against the Global Reporting Initiative 2011, Sustainability Reporting Guidelines Version 3.1 ("GRI G3.1")

The management of ICI is responsible for the collection, analysis, aggregation and presentation of information within the Report. Our responsibility in performing this work is to the management of ICI only and in accordance with terms of reference agreed with the Company. The assurance engagement is based on the assumption that the data and information provided to us is complete and true.

Scope of Assurance

URS was asked to express an opinion in relation to the assurance scope, which includes the following aspects:

- Evaluation of the reporting principles for defining the sustainability report content and the quality as expressed in the Sustainability Reporting Guidelines GRI G3.1.
- The social, environmental and economic indicators presented in the Report, for a period of 12 months from July 1, 2013 to June 30, 2014.
- Adherence to the principles of inclusivity, materiality and responsiveness.
- Adherence to ISAE 3000 (2003) to provide limited assurance on performance data within the sustainability report.

The intended users of this statement are the management of ICI and the readers of the Report.

Assurance Methodology

Our activities included a review of the report content against the principles of Materiality, Inclusiveness & Responsiveness. We communicated with ICI Pakistan to determine the accuracy and authenticity of report content, data points, methodologies and policies around the organization's social, environmental & economic data and activities. Our procedures on this engagement included:

- Gain an understanding of The Company's targets for sustainability as part of the business strategy and operations;
- Review of the company's approach to stakeholder engagement and its materiality determination process;
- Verify the robustness of the data management system, information flow and controls;

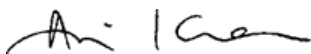
We believe that the desk top review of the ICI's Sustainability Report completed by URS provides an appropriate basis for our conclusions.

Conclusion

Based on the information reviewed from the Report, URS is confident that this Report provides a comprehensive and balanced account of ICI's environmental, social and economic performance for the period under review. The data presented is based on a systematic process and we are satisfied that the reported performance data accurately represents ICI's current ability to manage and/or report on its environmental, social and economic performance, while meeting the principles of Inclusivity, Materiality and Responsiveness.

Statement of independence, impartiality and competence

URS operates strict conflict of interest checks and has confirmed our independence to work on this engagement with ICI. The members of the review team have not provided consulting services and were not involved in the preparation of any part of the Report. The review team has the required combination of education, experience, training and skills for this engagement.



Ali Khan
Chief Executive
United Registrar of Systems - Pakistan
September 22, 2014



Jackson Wilson
Jackson Wilson & Co.
Chartered Accountants
ICAP Membership # 6224

