

Corporate Social Responsibility

NETSOL STANDS FOR A COMPANY WITH A HEART

Corporate Social Responsibility is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large. In the developing countries like Pakistan, there is an intense need to work together to address social issues as effectively and efficiently as possible. NETSOL believes

that its activities contribute in overcoming societal challenges while also creating added value for the Company. NETSOL is fulfilling its responsibilities as a good corporate citizen through ongoing involvement in socially beneficial activities tailored for well-being of local communities. The Company's works with various foundations and trusts to fulfill its commitments & initiatives for society mainly focusing on education, health and safety, women empowerment, economic opportunity, equity of rights, law enforcement, environmental protection and community grants. NETSOL undertook various projects for community welfare during the year, some of which are described here under:

CORPORATE PHILANTHROPY

NETSOL EDUCATION SUPPORT PROGRAM

The NESP program is principally designed to support the education of children of eligible employees from Grade I - XII. NESP encompasses 421 kids of all permanent employees, working in "Admin Support Function" of NETSOL along with deserving individuals of the community. These children are attaining quality education from schools across the country through this program. NESP assures children of our support staff go to English medium schools and get the best education. This is our humble contribution to provide them an opportunity to attain a better life and a success future.

Extending its goodwill in education, NetSol donated to Farooq Charity Trust School, Khanqah, Bahawalpur which is backward area and the school itself required immense attention for its infrastructure and development.



Amongst many charitable projects, NetSol also contributed and supported the growth of Development in Literacy, DIL School System based in Khuda ki Basti, Sheikhpura, Punjab which encompasses state-of-the-art education for the underprivileged living in poor villages. In addition, NetSol arranged an annual event to gather all the families along with their children enrolled in this program.

PAID INTERNSHIPS:

The Company's internship program offers an opportunity to undergraduate students which helps them in building their career foundations. Such programs give hands-on experience to interns which cannot be obtained in

classrooms and is a great way for them to acquaint themselves with the field of their interest. This also helps the Company to discover quality employees for future. During the year, almost 113 students from different reputable universities successfully completed their internships.

INDUSTRIAL VISITS:

The Company facilitates students and officials from various institutes and allows them to visit its offices premises. This year almost 400 students from NUML, Sharif College of engineering & Technology, Army Public College of Management Sciences, Gujrat Institute of Management Sciences, TAABA Cradle program, LGS visited the office.

EMPLOYMENT OF SPECIAL NEEDS PEOPLE

Equal opportunity is of great importance to the company especially when it comes skillset. At NetSol, we believe in hiring resources irrespective of being differently abled and accommodate them by considering their knowledge and skills. Currently, 8 special need employees are working at NetSol in diverse roles. These include both males and females. In addition to this, the company has a quota fixed for people living in the rural and less privileged areas who do not get many opportunities as compared to people in urban areas.

ENERGY CONSERVATION

As a responsible corporate citizen and aligned with global imperatives, the Company continued to strengthen its energy conservation efforts and promoted the use of energy efficient products, awareness about reducing energy use in operations. Benefits include mitigating rapidly rising costs of fuel, shortage of electricity and the organizational resilience. We took the following measures for energy conservation during official hours:

- Switch off all unnecessary devices
- Operate AC's at 26°C
- Switch off all AC's & lights during lunch break (01:00 PM -02:00 PM)
- Switch off ACs & lights while stepping out of rooms or halls
- Make sure to shut down computer systems at the end of the day
- Green Office Program, involving promotion of green IT use practices, such as judicious use of equipment and virtualization of services
- Replacement of all energy savers and other lights currently used in the office with LED lights
- Data center and server rooms, being large consumers of energy in an IT landscape, have been standardized using an eco-friendly room design that incorporates power and cooling best practices
- Video and Audio Conferencing (VC and AC) usage is promoted steadily
- Minimizing the use of paper to promote a greener environment

CEO'S EXPERIENCE SHARING

CEO & Founder NetSol, Mr. Salim Ghauri continues imparting his wisdom on various platforms. For a man whose years of hard work gave him a well-deserved success, for him sharing his experiences become pertinent. Mr. Salim Ghauri is playing his vital role of giving back to his people by sharing his life journey. Every week he receives numerous invites from various institutes and forums which he wholeheartedly accepts even though, being a CEO, time is most precious. But even in his extremely caught up routine, Mr. Salim Ghauri takes out approx. 4-5 hours a month to give talks in-house while he takes out approx. 8-9 hours in a month to attend the forums to deliver talks and lectures giving notes of positivity, of courage, of determination and of will-power. The major chunk of the audience remains the young minds for whom, most certainly inspiration matters a lot. And for the same, NetSol's doors are open for students who come to meet their idol Salim Ghauri, listen to his talk and are given a tour of the campus. Indeed, they leave with a great deal of inspiration and aspiration

RELATIONSHIP WITH EMPLOYEES

WOMEN EMPOWERMENT AT NETSOL

NetSol has always given utmost importance to female hiring at every pos-

sible level. These women go through NetSol's developed training program which focuses on grooming, refining and developing skills to achieve the level of excellence. For our female workforce, a conducive work environment has been created which gives career growth, mentorship, trainings and values which they will always carry with them. NetSol also provides equal opportunity to handicap females with comfortable seating space, equal career



growth opportunities, dedicated parking space, caring support staff and much more. Here is a Harassment Policy especially formulated to ensure the safety of NetSol's female staff.

MALE CHAMPION OF CHANGE AT NETSOL

At NetSol, we are committed to bridge the gender gap, provide opportunities, equip our female workforce to compete and put their best foot forward in the corporate world. NetSol collaborates with MCC (Male Champion of Change) Australia to achieve better gender balance, and elevate women leaders within the organization.

N-WOMEN

NetSol being the equal opportunity employer is always supporting and helping females to step up and take leadership roles. Under MCC, N-Women is an initiative to encourage our female staff, identify the problem areas, remove the road blocks, and put them up at a senior position. Sessions having female strength led by Mr. Salim Ghauri took place with the ground given to the females to speak up while Mr. Salim Ghauri encouraged them to step up and take charge.

IN-HOUSE CLINIC

While all other things are taken care, health and any emergency linked to it are most important to us. To cater to first-aid needs, regular check-ups and all possible medical treatments, our in-house physician and trained nurse are available during work hours on daily basis. In addition, this is an effort to curb health care costs and provide employees with more convenience. NetSol's clinic is equipped with all the modern equipment, first aid treatment, medicines, injections etc.

COMPLIMENTARY LUNCH AND GYMNASIUM SERVICES

Employee's needs are very important to the company. During the employee's complete day of work, the company has set-up the best of services for their ease and comfort. One being a substantially spaced cafeteria where employees are served fresh food on the house. The café offers three varieties of menu's which have regular dishes to organic meals. Such an arrangement creates oneness as all tiers of the company consume the same food.

Another convenience catering to health and fitness includes the Gymnasium. The NetSol Gym has all the state of the art exercise machines and trained instructors. The facility is for both males and females with different timings. Many employees have been able to get into an active lifestyle while beating stress and anxiety. Along with the Gym, the company felt the need to place indoor sports such as table tennis, arm wrestling, foosball etc. for the



employees for quick relaxation through healthy activities and to release any work stress & pressure.

PICK & DROP AND DAY CARE FACILITY

Females play an integral part in the development of the company. Their diversified roles require them to be facilitated for a productive working day. A Pick & Drop service is provided for the female staff at subsidized rates which operates around Lahore from their doorstep to the office. Those with children, get to leave their little ones at NetSol's Day Care where children are looked after in a clean, safe and secure environment. Trained administration and assisting staff make sure all the needs of the child is taken care of and



fulfilled. Through these facilities, NetSol shares the responsibilities of females to provide them with a conducive work environment.

BIKE DISTRIBUTION

The male strength plays a significant role in the company progress with their expertise and skillset. Every year, a bike distribution takes place at NetSol where a 100 or more male employees are given bikes at subsidized rates. It is made sure that bikes are handed over with helmets, safety jackets and instructions for a safe ride. NetSol makes sure its employees are following vehicle safety rules

FIRE & SAFETY SUPPORT

At NetSol, it is made sure all measures are strictly taken to protect the employees and the property from any form of accident. NetSol's fire and safety team works through the day not only providing safety support but also educating the employees by conducting safety drills and sessions regularly.

UMRAH DRAW

Blessed are those who are called to the holy house. Every year NetSol holds computerized balloting for the employees through which three lucky employees avail the opportunity of performing Umrah along with one family member.

EIDI AT NETSOL

Believing in celebration, every year NetSol distributes sweets, henna and bangles before employees left for Eid. The halls of NetSol can be seen busy with the HCD team distributing colorful Eidi bags all across the building. Undoubtedly, the Eid joy raises and happiness spreads around.

BUSINESS ETHICS AND ANTI-CORRUPTION MEASURES

INTELLECTUAL PROPERTY RIGHTS AND CYBER CRIME

NETSOL holds frequent activities to ensure that the employees are working within the Company's Code of Conduct (Code). The Code is thoroughly observed throughout the organization. Employees are also required to sign off on the Code. There is zero tolerance towards corruption in the Company. Employees are encouraged to contact the audit committee directly whether anonymously or otherwise in case they come to know about any monetary irregularities or suspicious activities taking place in the Company. For this purpose, drop boxes have been placed at prominent places within the Company's office. More so, an awareness session took place on Intellectual Property Rights (IPR) and Cyber Crime by a well-experienced team from Federal Investigation Authority (FIA). The objective was to alert the employees of social media stalking, trespassing and legal actions of such an act.

OCCUPATIONAL SAFETY AND HEALTH

Economic progress of a country is highly dependent on healthy individuals. We take it as our responsibility to provide a safe and healthy workplace to our employees and other stakeholders. The provision of a safe working

environment is paramount at NETSOL. The Company realizes its responsibility towards keeping the environment disease, infection and allergen free. Fumigation activities are periodically carried out within and around the office campus to make sure that harmful diseases are eradicated for the safety of our staff members.

HEALTH TALKS

Health matters not only physically but also mentally and emotionally. At NetSol, it is a continuous process to ensure the employees are aware of a healthy lifestyle. For the same, the company goes an extra mile for the employees and for the welfare of the society as a whole as well, regular talks and lectures are held in the office premises encircling important subjects for a healthy lifestyle.

SAFETY DRILLS

A very important implementation regularly takes place at NetSol. These are the safety drills which are made mandatory in the premises. Through these drills, the staff is taught how to operate during any unforeseen disasters. In addition, they are given trainings of evacuation, firefighting, cardiopulmonary resuscitation and first aid methods.

POPULATION AWARENESS

NetSol and Punjab Population Innovation Fund (PPIF), a non-profit, public sector company, came together for an awareness session on population planning which was given to the company's staff. A dedicated team from PPIF, spoke to the staff for purpose of spreading awareness of population control and benefits of family planning. We believe, such a topic must be discussed on all levels and not only in rural areas, but in urban areas as well. These sessions shall continue in the future for female and male staff as well.

GHAR PAR AT OFFICE- STRESS RELEASE SITTINGS

Long hours of working, bad posture and eyes on the screen leads to extreme physical and mental tiredness. To provide ease to our employees and give them comfort, team of Ghar Par visited NetSol for stress release sessions. A good number of employees took benefit from these sessions and left them truly rejuvenated.

BLOOD DONATION CAMPAIGN

Through volunteerism, the Company engages and supports its employees in efforts to give back to the society. A two-day blood donation camp was organized in collaboration with Fatimid Foundation wherein employees volunteered and donated blood to help sick children and patients.

CLEAN & GREEN PAKISTAN

With the mission of clean & green Pakistan, NetSolians took an oath to contribute in this noble cause. A good number of NetSolians led by Mr. Salim Ghauri set out with cleaning utensils to clean the surrounding areas of NetSol. NetSolians then proceeded for planting trees to make Pakistan a greener Pakistan to go a long way in making this beautiful country greener and more environment-friendly.

AWARENESS & MOTIVATION

Company puts utmost focus on its employees learning and growth, for which it has been continuously creating awareness and motivating them. It conducted various awareness sessions for its employees during this year. Few of them are:

SUPPORT STAFF MOTIVATIONAL SESSIONS

SADIA SIPRA

Work ethics and company principals ought to be translated all across the board of the organization. NetSol invited Sadia Sipra, a trainer and coach to teach work ethics to the support staff of the company. The sessions turned out to be very successful and informative, teaching the support staff the basics of how to work in an organization followed by motivation and encouragement.

ABDULLAH SAMEEN

A big share of credit goes to the support staff for the daily running of the organization. For their motivation and encouragement, Abdullah Sameen took over the stage to conduct sessions. With Abdullah's imparted knowledge, these sessions taught about ethics at work, gave them positivity and encouraged them to work harder in their domains.

NETSOL STRATEGY WORKSHOP

Organizational Development remains a vital fragment of any organization

and the knowledge of which every tier must gain. Beginning from the top, a 2-day Organizational Development Workshop was held for the Senior Leadership of NetSol. Following the theme, "How Might We", Simplicity Thinking Level IV certified consultant/trainer, Mr. Nausherwan Akram from Basadur Applied Creativity North America conducted the workshop with integrated activities and learning processes.

INNOVATION HACK FEST

As NETSOL states, Innovation is in our Blueprint; we believe Innovation has no boundaries. Today, the world of innovation talks about nothing less than emerging technologies like Artificial Intelligence and Block chain. For the same, NetSol's Innovation Division held Pakistan's Premium Hackathon, Innovation Hack Fest . 25+ teams from Lahore, Karachi, Islamabad, Sialkot and Peshawar were shortlisted out of more than a 100 registrations. The Innovation Hack Fest 2018 powered by Telenor Velocity and Telenor Microfinance Bank and Co-organized with NSPIRE was a power packed hackathon of 48 hours on Artificial Intelligence and Block chain. Teams were given 5 problem statements to choose from and a fully equipped work space to find their solutions. After 48 hours, the winner and runners up were decided upon. Addressing the occasion, Mr. Salim Ghauri Founder & CEO NETSOL Technologies praised and acknowledged the skillful individuals and assured the youngsters that the doors of NetSol are always open for such talent who are set out to make a difference.

WOMEN IN BUSINESS AND LEADERSHIP CONFERENCE:

Women on Boards is an initiative of South Asian Federation of Exchanges, with the aim to influence a higher gender balance on corporate boards, increase women's readiness for top management and board positions and develop economic empowerment capabilities of women professionals. WOB organized its 'Board Talks' Lahore Session in which the Company participated and motivated its female employees to take part in such activities. The aim of the conference is to bring successful women from all over Pakistan and engage them in initiatives to uplift women and encourage them to rise to their full potential.

COLLABORATION WITH THE FIRST STEP- COMMUNITY FOR TRANSGENDER

The greatest goodwill there always will be is giving back to the people. And people are all equal. NetSol's collaboration with The First Step, Transgender Community is a humble step towards helping them with their lives. Every year The First Step sets up a kiosk at NetSol to collect funds. NetSolians have surely stepped up when needed.

CONTRIBUTION TO NATIONAL EXCHEQUER

We have always showed our responsibility by paying all government taxes in time and without any delay. For the year ended June 30, 2019 we made our humble contribution to the National Exchequer by way of general sale tax, income tax and other government levies.

Description	Rupees (000s)
Income Tax	19,495
Sales Tax	1,760
Withholding Tax	153,264

**WE ALL WANT A
BETTER FUTURE.
TOGETHER
WE CAN MAKE
A DIFFERENCE**