

Corporate Social Responsibility

➤ Our CSR Commitment

Frontier Oil Company-II (Private) Limited is committed to conducting its operations responsibly and sustainably. We strive to create long-term value for communities, protect the environment, promote workplace safety, and contribute to Pakistan's energy infrastructure while maintaining the highest standards of corporate governance

➤ Environmental Stewardship

OC-II recognizes that environmental responsibility is fundamental to the sustainable development of the project. As the White Oil Pipeline Project progresses through its planning and development stages, the Company is committed to integrating environmental considerations into every phase of project execution in accordance with national regulations and international best practices.

Our environmental commitments include:

- **Environmental Impact Assessment (EIA) Compliance** – Ensuring all project activities are planned and implemented in accordance with the approved Environmental Impact Assessment (EIA), applicable environmental legislation, and regulatory requirements.
- **Tree Preservation & Transplantation** – Minimizing impacts on existing vegetation through route optimization, tree preservation measures, and transplantation or compensatory plantation programs wherever feasible.
- **Biodiversity Conservation** – Protecting natural habitats and ecological resources by incorporating biodiversity considerations into project planning and implementing appropriate mitigation measures.
- **Soil & Water Protection** – Developing strategies to prevent soil erosion, protect surface and groundwater resources, and restore disturbed areas following construction activities.
- **Air & Noise Management** – Planning construction activities to minimize dust, emissions, and noise through appropriate engineering controls and environmental management practices.
- **Responsible Waste Management** – Establishing waste management procedures based on the principles of reduction, reuse, recycling, and environmentally responsible disposal.
- **Spill Prevention & Emergency Preparedness** – Developing spill prevention measures and emergency response plans to ensure prompt and effective management of environmental incidents throughout the project lifecycle.
- **Green Construction Practices** – Promoting sustainable construction methodologies, efficient resource utilization, and environmentally responsible procurement and operational practices.
- **Carbon Footprint Reduction** – Identifying opportunities to improve energy efficiency, optimize project design, and adopt measures that contribute to reducing greenhouse gas emissions over the life of the project.

FOC-II is committed to conducting its operations in an environmentally responsible manner, ensuring that project development contributes to sustainable economic growth while safeguarding natural resources for future generations.

➤ **Community Development**

FOC-II believes that sustainable development extends beyond infrastructure to creating lasting value for the communities located along the project corridor. As the White Oil Pipeline Project advances through its development stages, the Company is committed to building positive relationships with local communities and implementing initiatives that contribute to their long-term social and economic well-being.

Our community development commitments include:

- **Access to Safe Drinking Water** – Supporting initiatives that improve access to clean and safe drinking water in communities where the project operates, subject to identified needs and stakeholder engagement.
- **Education Support** – Exploring opportunities to contribute to the improvement of educational facilities and learning environments in collaboration with local authorities and communities.
- **Scholarship Programs** – Assessing the potential for merit- and need-based scholarships to support students in pursuing higher education and technical qualifications.
- **Vocational & Technical Training** – Promoting skills development and capacity-building programs that enhance employability and support local economic growth.
- **Healthcare & Well-being** – Planning community health awareness initiatives, medical camps, and other programs that contribute to improving public health and well-being.
- **Support for Local Infrastructure** – Collaborating with relevant stakeholders to identify opportunities for improving community infrastructure where it aligns with project objectives and local development priorities.
- **Local Employment & Economic Participation** – Encouraging the engagement of local talent and businesses, where feasible, by promoting fair employment practices and supporting opportunities for local contractors and suppliers.
- **Women's Empowerment** – Supporting initiatives that promote women's participation in skills development, economic opportunities, and community development, while fostering an inclusive and respectful working environment.

FOC-II is committed to engaging openly with stakeholders, understanding community priorities, and fostering partnerships that generate shared value throughout the lifecycle of the project.

➤ **Health, Safety & Environment (HSE)**

At FOC-II, Health, Safety, and Environment (HSE) is a core business priority and an integral part of our project planning and decision-making processes. As the White Oil Pipeline Project progresses through its development phase, the Company is committed to establishing a robust HSE Management System that aligns with applicable national regulations and internationally recognized industry standards.

Our HSE commitments include:

- **Zero Harm Philosophy** – Striving to achieve an incident- and injury-free workplace by embedding safety, environmental responsibility, and risk management into every aspect of the project lifecycle.
- **Employee Safety Training** – Developing comprehensive HSE induction, awareness, and competency-based training programs to ensure employees understand and fulfill their safety responsibilities.
- **Contractor Safety Management** – Establishing HSE requirements for contractors and suppliers, including prequalification, performance monitoring, and compliance with Company HSE standards throughout project execution.
- **Emergency Preparedness & Response** – Developing emergency response plans, communication protocols, and coordination mechanisms with relevant authorities to effectively manage potential emergency situations.
- **Road Safety Awareness** – Promoting safe driving practices, journey management, and defensive driving principles to minimize transportation-related risks associated with project activities.
- **Occupational Health Programs** – Implementing occupational health policies and programs aimed at protecting the physical and mental well-being of employees and contractors throughout the project lifecycle.
- **Incident Reporting & Continuous Improvement** – Fostering a transparent reporting culture that encourages the timely reporting of incidents, near misses, and unsafe conditions to support learning, corrective actions, and continual improvement.

FOC-II is committed to cultivating a proactive HSE culture where every employee, contractor, and stakeholder shares responsibility for protecting people, preserving the environment, and ensuring the safe and sustainable delivery of the project.

➤ **Tree Plantation & Environmental Restoration**

FOC-II is committed to minimizing the environmental footprint of the White Oil Pipeline Project through responsible planning, ecological restoration, and sustainable land management practices. As part of the project's environmental commitments, the Company intends to implement tree conservation and restoration measures in

accordance with approved environmental requirements, regulatory obligations, and recognized industry best practices.

Our commitments include:

- **Tree Transplantation Program** – Prioritizing the preservation of existing trees through transplantation wherever technically feasible and in accordance with applicable environmental approvals and regulatory guidelines.
- **Native Species Plantation** – Promoting the plantation of indigenous and locally adapted tree species to support ecosystem resilience, enhance biodiversity, and improve long-term environmental sustainability.
- **Green Belt Restoration** – Planning the restoration and enhancement of green belts and vegetated areas affected by project activities, with the objective of maintaining ecological balance and improving landscape quality.
- **Post-Construction Rehabilitation** – Implementing land rehabilitation and site restoration measures following construction to stabilize disturbed areas, restore natural vegetation where appropriate, and support the sustainable use of affected land.
- **Monitoring & Maintenance** – Establishing monitoring and maintenance programs to assess the health and survival of transplanted and newly planted trees, while undertaking corrective measures where necessary to maximize long-term success.

FOC-II recognizes that environmental restoration is an integral part of responsible infrastructure development. The Company is committed to working closely with regulatory authorities, local communities, and relevant stakeholders to ensure that restoration initiatives contribute to the long-term conservation and enhancement of the natural environment.

➤ **Stakeholder Engagement**

FOC-II recognizes that meaningful stakeholder engagement is essential to the successful planning, development, and operation of the White Oil Pipeline Project. The Company is committed to fostering transparent, respectful, and constructive relationships with all stakeholders by promoting open communication, timely consultation, and responsible decision-making throughout the project lifecycle.

Our stakeholder engagement commitments include:

- **Local Communities** – Engaging with communities along the project corridor to understand local priorities, address concerns, and incorporate stakeholder feedback into project planning wherever appropriate.

- **Government Departments** – Working collaboratively with federal, provincial, and local government authorities to facilitate project development in accordance with applicable laws, policies, and national development objectives.
- **Environmental Regulators** – Coordinating closely with environmental authorities to ensure compliance with approved environmental requirements, permit conditions, and environmental management commitments.
- **Contractors & Suppliers** – Establishing clear expectations for ethical conduct, quality, health, safety, environmental performance, and regulatory compliance, while promoting a culture of accountability and continuous improvement.
- **Employees** – Encouraging open communication, professional development, and active participation in decision-making by fostering a workplace culture built on integrity, respect, safety, and collaboration.

FOC-II is committed to maintaining ongoing dialogue with its stakeholders, promoting transparency, building mutual trust, and creating shared value throughout every stage of the project's development and future operations.

➤ **Local Employment & Capacity Building**

FOC-II believes that developing local talent and strengthening workforce capabilities are essential to creating long-term value for the communities connected to the White Oil Pipeline Project. As part of its long-term Corporate Social Responsibility (CSR) and human capital strategy, the Company is developing programs that will promote employment, skills development, and knowledge transfer throughout the construction and operational phases of the project.

Our strategic commitments include:

- **Local Employment Opportunities** – Prioritizing the recruitment of qualified local talent, where practicable, to support project activities and contribute to regional socio-economic development.
- **Skills Development & Workforce Training** – Designing competency-based training initiatives to equip local workers with the technical, operational, and safety skills required for employment within the energy and pipeline industry.
- **Vocational & Technical Capacity Building** – Collaborating with technical institutes, vocational training centers, and relevant organizations to strengthen the availability of skilled professionals for the project and the wider energy sector.
- **Internship Programs** – Establishing internship opportunities for university and technical institute students to provide practical industry exposure and support the development of future professionals.
- **Graduate Engineering Development Program** – Developing a structured graduate program that will provide young engineers with technical training,

professional mentoring, and hands-on project experience to prepare the next generation of industry leaders.

- **Knowledge Transfer & Professional Growth** – Promoting continuous learning, leadership development, and the transfer of technical expertise through collaboration with experienced professionals, contractors, and industry partners.

FOC-II is committed to building a capable, diverse, and sustainable workforce by investing in people, fostering local talent, and creating opportunities that contribute to the long-term growth of both the Company and the communities it serves.

➤ **Ethics & Governance**

FOC-II is committed to conducting its business with integrity, accountability, and transparency. Strong corporate governance forms the foundation of the Company's decision-making processes and supports responsible project development, regulatory compliance, and sustainable long-term growth. As the White Oil Pipeline Project advances, FOC-II is implementing governance frameworks and ethical standards that align with applicable laws, industry best practices, and internationally recognized principles of responsible business.

Our governance commitments include:

- **Anti-Corruption & Anti-Bribery** – Maintaining a zero-tolerance approach to bribery, corruption, fraud, and unethical business practices through robust policies, internal controls, and responsible decision-making.
- **Business Ethics** – Promoting honesty, fairness, professionalism, and accountability in all business relationships with employees, contractors, suppliers, government authorities, investors, and other stakeholders.
- **Respect for Human Rights** – Upholding internationally recognized human rights principles by fostering a workplace that values dignity, equality, diversity, inclusion, and mutual respect, while supporting fair and ethical labour practices.
- **Code of Conduct** – Establishing a comprehensive Code of Conduct that defines the ethical standards and professional expectations applicable to directors, management, employees, contractors, and business partners.
- **Whistleblower & Speak-Up Mechanism** – Developing confidential reporting channels that encourage the reporting of suspected misconduct, unethical behaviour, or regulatory non-compliance without fear of retaliation, while ensuring concerns are reviewed fairly and appropriately.
- **Legal & Regulatory Compliance** – Conducting business in compliance with all applicable laws, regulations, permit conditions, contractual obligations, and corporate governance requirements, while promoting continuous improvement in compliance management.

FOC-II is committed to fostering an ethical corporate culture where integrity, transparency, accountability, and responsible governance guide every stage of the Company's development and future operations. Through strong governance and responsible leadership, the Company aims to build lasting trust with its stakeholders and deliver sustainable value over the life of the project.

➤ **Sustainability Goals**

Sustainability is central to FOC-II's vision for the development and operation of the White Oil Pipeline Project. The Company is committed to integrating environmental stewardship, social responsibility, operational excellence, and sound governance into its business strategy to create long-term value for stakeholders and contribute to Pakistan's sustainable energy future.

Our sustainability goals include:

- **Minimizing Environmental Footprint** – Planning and implementing project activities in a manner that minimizes impacts on natural resources through responsible environmental management, efficient resource utilization, and continuous improvement.
- **Enhancing Community Well-being** – Creating shared value by supporting initiatives that contribute to the social and economic development of communities along the project corridor through responsible stakeholder engagement and community investment.
- **Ensuring Pipeline Integrity & Safety** – Designing, constructing, and operating pipeline infrastructure in accordance with recognized engineering standards and industry best practices to protect people, assets, and the environment.
- **Reducing Greenhouse Gas Emissions** – Identifying opportunities to improve energy efficiency, optimize operational performance, and adopt practical measures that contribute to lowering greenhouse gas emissions throughout the project lifecycle.
- **Protecting Biodiversity & Natural Resources** – Conserving biodiversity and supporting ecological resilience through responsible project planning, habitat protection, environmental restoration, and sustainable land management practices.
- **Supporting National Energy Security** – Contributing to Pakistan's energy infrastructure by developing a safe, reliable, and efficient pipeline system that strengthens the country's fuel supply chain, enhances energy resilience, and supports long-term economic growth.

FOC-II is committed to embedding sustainability into every stage of the project lifecycle. Through responsible planning, strong governance, innovation, and collaboration with stakeholders, the Company aims to deliver infrastructure that supports economic

development while protecting the environment and creating lasting value for present and future generations.