



H.Z.M. Marmi e Pietre (Smc - Pvt) Ltd.

Sustainability and  
ESG Performance  
Report

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2025

Reporting Period: January 2023 - December 2024

# 1. INTRODUCTION

This report provides a consolidated overview of HZM Marmi e Pietre Pvt. Ltd.'s Environmental, Social, and Governance (ESG) performance over the period from January 2023 to December 2024. It reflects the company's commitment to responsible mining, human rights, and transparent corporate governance practices in the talc extraction and processing sector.

## 2. ENVIRONMENTAL PERFORMANCE

HZM tracks and manages its environmental impact through key performance indicators aligned with ISO 14001 and GRI Standards. This includes monitoring energy usage, GHG emissions, water consumption, and biodiversity rehabilitation. Below are key figures for 2023 and 2024

### Environmental KPIs

Environmental Aspect	KPI	Unit	2023	2024 (YTD)	Target 2025	Comments
Energy Consumption	Total energy consumed (electricity + diesel)	MWh/year	5,980	6,120	<= 6,000	Slight increase due to new drying unit
GHG Emissions	Total GHG emissions	tCO2e/year	2,840	2,975	<= 2,900	Calculated per GHG Protocol
Water Use	Water withdrawn from ground source	m3/year	14,500	14,200	<= 13,800	Ongoing water recycling project
Waste Generation	Non-hazardous waste	tonnes/year	7,200	6,850	<= 6,000	Tailings re-use feasibility study underway
Air Emissions	PM10 dust emissions	mg/m3	120	115	<= 100	Based on stack monitoring
Effluent Discharge	Process water discharge	m3/year	3,200	2,950	<= 2,500	Reduction through closed-loop system
Recycling Rate	% of total waste recycled	%	18%	22%	>= 30%	Linked to new sorting equipment
Biodiversity Protection	Rehabilitated land area	Hectares/year	1.2	2.5	3	Environmental permitting obligation

### 3. SOCIAL PERFORMANCE KPI TABLE

Social responsibility is a core pillar of HZM's operations. The following KPIs address health & safety, fair labor conditions, training and development, non-discrimination, and freedom of association

#### Social KPIs

Topic	KPI	Unit	2023	2024 (YTD)	Target 2025	Comments
Health & Safety	Total Recordable Injury Rate (TRIR)	Injuries/200k hours	2.8	1.9	<= 1.5	Improved PPE and supervision
	Lost Time Injury Frequency Rate (LTIFR)	Injuries/million hours	4.2	3.5	<= 3.0	Field safety training expanded
	Health & Safety Training Delivered	Hours/year	3,200	3,650	>= 4,000	Includes refresher sessions
	Work-Related Fatalities	Fatalities/year	0	0	0	None reported in past 5 years
Working Conditions	Average Daily Working Hours	Hours/day	8.9	8.4	<= 8.5	Seasonal variation included
	Minimum Wage Compliance	% of workforce	100%	100%	100%	Annual compliance audits
Career Development	Employees Receiving Training	% of workforce	68%	75%	>= 80%	Ongoing upskilling initiatives
	Annual Training Hours per Employee	Hours/year	14.2	16.5	>= 18.0	Management included
Human Rights	Grievances Related to Discrimination	Cases/year	1	0	0	Confidential resolution mechanisms
	Resolution Rate of Human Rights Complaints	% within 30 days	100%	100%	100%	Handled by Ethics Committee
Freedom of Association	Worker Representation Rate	% of workforce	45%	50%	>= 60%	Includes site committees
Child/Forced Labor	Verified Cases Detected	Cases/year	0	0	0	Supplier audits confirm compliance

## 4. GOVERNANCE HIGHLIGHTS

- Full Board-level oversight of ESG performance
- Anti-Bribery & Corruption Risk Assessment conducted bi-annually
- Ethics Hotline available in multiple languages (Urdu, Pashto, English)
- Code of Conduct acknowledged by 100% of employees and tier-1 suppliers
- ESG progress linked to leadership KPIs beginning FY2025