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	<b>COTTON SOURCING POLICY (CSP)</b>		<b>DOCUMENT NO.: NML-YESS-GRV-01</b>		<b>YESS Standard</b>
	<b>ISSUE DATE:</b> 12-Apr-2023	<b>REVIEW DATE:</b> 29-March-2024	<b>NEXT REVIEW DATE:</b> 29-Mar-2025	<b>REVISION #</b> 01	<b>REVISION DATE:</b> 29-march-2024

The Nishat Mills Limited (Nishat Linen/ Spinning) cooperates with Scheme administrators which are WWF, Cotton Connect, REEL and CABI. Cotton Connect provides the approved list of PCP & BCP suppliers (Ginners) then Nishat Mills Limited (Nishat Linen/ Spinning) purchases the cotton from those approved suppliers. CABI, BCI and REEL also works in cotton field and ensures that there is no Forced Labor exists in Cotton Production. Nishat Mills Limited (Nishat Linen/ Spinning) only purchase local cotton from the areas which are recommended/ approved by WWF, Cotton Connect, REEL and CABI.

### **Grievance Mechanism**

The Nishat Mills Limited (Nishat Linen / Spinning) have in place, or refers to, a mechanism allowing any interested party (affected persons) to voice concerns or complaints regarding the circumstances of cotton production or our sourcing policy without retaliation or fear of relation. Grievance mechanism is established in a variety of ways:

- Internally
- Externally—multi-stakeholder grievance mechanism

The mechanism at a minimum, include a process to investigate the concern or grievance received and, if applicable, determine appropriate corrective and preventive actions, to remedy the situation in accordance with the OECD Due Diligence Guidance.

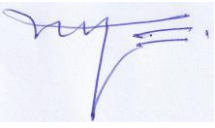
#### **Mechanism:**

- Nishat Mills Limited (Nishat Linen / Spinning) provide the options by which someone can file a grievance (e.g. on Nishat Mills telephone number 041-8754809-16, and on Mobile numbers 0301-8668382 & 056-3731071, and on e-mails [chmumtaz@nishatmills.com](mailto:chmumtaz@nishatmills.com) & [compliance\\_fw@nishatmills.com](mailto:compliance_fw@nishatmills.com) ).

#### **Responding to a Grievance:**

##### **Step 1: Review Grievance and develop a response action plan:**

Upon notification of a grievance DGM Cotton Purchase & AM Compliance shall discuss the details of the grievance with the appropriate team member.



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Based on information gathered, DGM Cotton Purchase & AM Compliance shall develop a response action plan to conduct additional investigation and address the grievance in an appropriate manner and timeline.

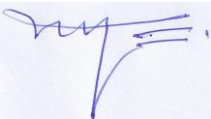
**Step 2: Implement action plan and resolve Grievance:**

DGM Cotton Purchase & AM Compliance shall present the response action plan to senior management for approval and additional resources, if necessary.  
DGM Cotton Purchase & AM Compliance shall implement the action plan within the stated timeline. If adjustments are required, these will be approved by senior management prior to implementation.  
If the contact information for person who reported the grievance is known, the response effort and any outcome shall be provided to this person.

**Step 3: Document efforts and progress:**

DGM Cotton Purchase & AM Compliance will document the grievance and all actions taken to investigate and address the grievance in the Grievance Log.

**Frequency:** This procedure will be completed for each grievance received.



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