Nestle skp Factory

AWS AUDIT REPORT

1. Client and Certificate Details

1.1 Client details:

Client Name: Nestle Sheikhupura Factory	**Audit location:** 29 KM Lahore, Sheikupura Road
Activities/Processes: Food Company Manufacturing	**Contact person:** Muaz Aqeel (0092-321-4747048)
AWS Reference Number: AWS-000147	**Type of audit:** Recertification Audit
Audit date(s): **5,6 August 2021**	**Audit standard :** AWS Core criteria
Proposed date of next audit: **5, 6 August 2022**	**Audit report completed by:** Tariq Qamar

1.2 Audit team:

Name	Nationality	Telephone number	Role in team	Spoken Languages
Tariq Qamar	Pakistan	0092-300-8488792	Lead Auditor	English+Urdu
Imran Altaf Bhatti	Pakistan	0092-300-8290788	Local Support	English+Urdu

2. Details of Audit and Scope of Certification

Audit Standard	The AWS International Water Stewardship Standard Version V2.0 March 22, 2019
Scope of Certification	Manufacturing and warehouse of infant cereal, infarct formula, follow-up formula, Full cream Milk Powder, Bottled Water(Retail & Bulk), UHT Milk, Cream, Dairy Tea whitener HCLF(High Calcium Low Fat) Milk, Juices & Yoghurt
Description the catchment in which client operates	The Catchment Scope include area between the Chanab and Ravi Rivers, Going all The way up to Mirpur and Jammu That is the, Southern fringes of Kashmir Valley. It lies Between 30^0, 35^0 and 32^0, S0N and 71 5^0, and 75^0 3'E.It is 40 miles in width (west to east) and 80 Miles in Length (north To South).
Summary of shared water challenges	The organization has defined quantity of usable water and water quality as shared water challenges. Actions to address these shared challenges are identified, it includes the organizational efforts for water conservation and pollution prevention. The organization is also working to raise the awareness about these shared challenges. Water Education for Teachers (WET) Project initiated in 2015 and now merged in Nestle for Healthier kids Program, is continued in which around 30000 students and 200 teachers attended the trainings during last year.

3 Audit Summary

Main processes/ activities / places inspected	Practices adopted (concise summary of the client's conformity or non-conformity with: all core indicators; and all advanced-level indicators)	Point values (each core indicator and advanced-level indicator)
1 Gather and understand	The organization has acquired adequate water related information of the location and surroundings. The site related basic information like; site layout, geographical location/boundaries, water source, drain points etc. were found well documented. Site have deep wells as water source for production of water bottles, Food and Beverage products. Site has 6 Deep Wells. Three are dedicated for Bottled Water, one for beverage and 2 for Food & Industrial Services. 4 Wells were operational. Raw water is saline and is treated via RO. Deep Wells and Water treatment are mapped on master layout. Site Provide 30 to 50 m3/day for Social Block. SKP treated waste water is being discharged into chicho Ki malian drain. The site has deep wells as source of water, for which hydrological surveys were performed by technical experts in Year 2019. The site has performed a surrounding community survey to acquire information about water related challenges of the area. The audited site has a village, school, local population and industry and this is within 1.5-2.0 KM of its vicinity. The map also verified which was according to actual. The well was also visited during audit and map was also shared. The site has only one point of effluent discharge which goes to drain" Chichu ki Millian" was verified and discharge which also evident from NESPAK report and this drain leads to River Ravi. This also shown in map and verified. The site has identified 10Km radius around as site catchment and map of catchment has been verified. The site has performed a surrounding community survey to acquire information about water related challenges of catchment. The catchment is termed as "Rachna Doab". The list of stake holder is also verified during audit. Mainly, two shared challenges were identified water quantity and quality. The drain permit from Rachna Drainage Division, Government of Pakistan, Irrigation Department for effluent verified. The withdrawal Permit from office of Tehsil Municipal Dated 1st July 2021. The static level monitoring data of underground water till date 2021 shows slight decline but after words it improves due to heavy rains in the region. The organization is continuously monitoring it water consumption m^3/ton of production. This year the water consumption has been reduced from 3.44 to 3.24 m^3/ton and the target till end of year is 3.22 m^3/ton. The organization is on track to achieve its water consumption target.	**CORE** **1.1** **1.1.1** **1.2** **1.2.1**

	The organization has also identified site's water risk keeping in view likelihood and impact. They have prioritized them on basis of likelihood and impact based priority matrix. Three risks are defined high priority; - well pump/casing malfunctioning - Well contamination - Static level (water table) decreasing	
2 Commit and Plan	Factory Manager has publically declared, the organization's AWS framework and commitment, to Government, student, civil society etc. The evidence verified in scope of attendance, photographs and feedback. The organization is also working with NGOs, having MOU with WWF for AWS. The organization has developed water stewardship policy, which covers all the requirement of AWS standard. The policy is readily available for all stockholders. The staff members found familiar with AWS requirements and their role. The policy is also part of annual report which was reviewed during audit Site has identified a team of AWS champions with their roles and responsibilities. Compliance Manager is responsible for identification of water related legal requirements and monitoring their compliance, for this site has set a close liaison with regulatory bodies. In this regard, the drain permit from Government of Pakistan for effluent verified from 1st July, 2021 to 30th Jun, 2022. The water withdrawal Permit and Operational NOC from EPA authority also verified. Effluent/waste water quality is also monitored through certified labs. Last report for waste water test, conducted BY SGS (report # 948707, dated 20/05/2021) was reviewed and found compliant. Site has developed water stewardship plan that includes initiatives with timelines. The plan is focused on water governance, sustainable water balance, water quality and status of other water related important areas. These initiatives were identified on the basis of; - Peer reviews - CSV (Creating shared value) - Pre-assessment, internal assessment and WWF - Sheikhupura chamber of commerce and industry. Involvement and Engagmnet with Local population, Industries and academia. Site has developed an incident and response plan which includes the undesired water related incidents and emergencies.	**CORE** **2.1** **2.1.1** **2.1.2** **2.1.3** **2.1.4** **2.2** **2.2.1** **2.2.2** **2.3** **2.3.1** **2.3.2** **2.3.3** **2.3.4** **2.3.5** **2.3.6** **2.4** **2.4.1** **2.4.2** **2.4.3** **2.4.4** **2.4.5** **2.4.6** **2.5** **2.5.1** **2.5.2** **2.6** **2.6.1** **2.7** **2.7.1** **2.7.2** **2.7.3**

3 Implement	Compliance Manager is responsible for identification of water related legal requirements and monitoring their compliance, for this site has set a close liaison with regulatory bodies. In this regard, the drain permit from Government of Pakistan for effluent verified from 1st July, 2021 to 30th Jun, 2022. The water withdrawal Permit and Operational NOC from EPA authority also verified. Last report for waste water test, conducted by SGS (report #948707, dated 20/05/2021) was reviewed and found compliant. Site water stewardship plan is based on SMART targets and these targets are continuously being monitored. These targets have been presented on site progress meeting board. The ownership of initiatives has been assigned to process owners and AWS leaders. Many water related initiative have been implemented for improvement in site water consumption targets. This year the water consumption has been reduced from 3.44 to 3.24 m^3/ton and the target till end of year is 3.22 m^3/ton. For good water governance a water Stewardship committee at Sheikhupura chamber of commerce and industry has been developed to address key water issues but due to COVID restrictions no interaction session being held in recent time.Online session with neighbour industry conducted in 2021., with core objective of engagement with local media, development of policy notification to catchment, meeting with identified stakeholders, periodic notification to management, implementation of water educators program. Site management is engaged in activities to improve water related areas. These activities are focused on reducing the water withdrawal and adopting best practices to avoid water quality degradation This year the water consumption has been reduced from 3.44 to 3.24 m^3/ton and the target till end of year is 3.22 m^3/ton. Static and dynamic depth of water table is being regularly monitored and there is no depletion. The organization is continuously monitoring it water consumption m^3/ton of production. This year the water consumption has been reduced from 3.44 to 3.24 m^3/ton and the target till end of year is 3.22 m^3/ton. The organization is on track to achieve its water consumption target. The organization has identified all important supplier according to AWS requirements (supplier contributing to 5 % of total procurement cost in the catchment). SKP factory improved the water coming as indirect part in its milk supply and installed a treatment plant to reuse Milk waters at its boiler use. The site has adequate arrangements to ensure access to safe drinking water, sanitation and hygiene (WASH) for all workers. Site is also using a self-assessment tool for evaluating access to water sanitation and hygiene (WASH) at work place. It covers the workplace facilities related to water supply, sanitation and hygiene.	**CORE** **3.1** **3.1.1** **3.2** **3.2.1** **3.2.2** **3.3** **3.3.1** **3.4** **3.4.1**

4 Evaluate	The site management is continuously monitoring performance against water stewardship plan and a quarterly review is conducted for the purpose. Following are some of the water related KPIs - This year the water consumption has been reduced from 3.44 to 3.24 m^3/ton and the target till end of year is 3.22 m^3/ton.. - 5 % reduction is targeted in water withdrawal for 2021, as compared to 2020. - Organized and participated in two events, Case study of Nestle SKP at AWS global forum, World Water Day celebration and importance of water using LUMS platform , to propagate shared water challenges and organization's water stewardship plan. These results are evident of site's efforts to minimize risk of static depletion of water table. No water related emergency incident or extreme event occurred, hence no incident report available. To track compliance the organization is using software for assessment. Further they have Community Relation Process (CRP). Pictures  AWS Public Commitment at LUMS WIT  World Water Day Celebration  Tree Plantation Drive   Public Hearing Event with Local Population  Engagement Sessions with Government Departments  Neighbors Industries Session	**CORE** **4.1** **4.1.1** **4.1.2** **4.2** **4.2.1** **4.2.2** **4.2.34.3** **4.3.1** **4.3.2** **4.3.3** **4.4** **4.4.1** **4.4.2** **4.5** **4.5.1** **4.5.2** **4.6** **4.6.1** **4.7** **4.7.1** **4.8** **4.8.1**
5 communication and disclose	The site has organized and participated Organized and participated in two events, Case study of Nestle SKP at AWS global forum, World Water Day celebration and importance of water using LUMS platform propagate shared water challenges and organization's water stewardship plan. The water related legal compliance is being monitored on regular basis, EPA has defined quarterly monitoring on priority effluent quality parameters. However, site is monitoring effluent quality on monthly basis as a good practice. Well water and product water quality is also being monitored in addition to effluent water quality. All the water quality results	**CORE** **5.1** **5.1.1** **5.1.2** **5.1.3** **5.2** **5.2.1** **5.3** **5.3.1** **5.4**

	were found in compliance with requirements. No complaint and no water related emergency incident or extreme event reported during last 5 -6 years.	**5.4.1**
Only Core Level of AWS certificate are considered in the scope at this stage. No advance level criteria have been included and assessed as Nestle asked only for CORE.		
Comments on points of weakness & opportunities for improvement	Currently dates of revision of stewardship plans were not available which needs to be managed via document control system. Also mechanism for communication of stewardship plan needs to be enhanced. As COVID-19 spread was hindering In executing the activity, Federal GOVT. put restrictions on transport, 50% reduction of staff, and a factory can only operate with 100% vaccinated staff, and sometimes no external team, only internal teams under quarantine were allowed to work, such restrictions delayed so many activities including AWS, it was planned in April 2021 also but due to COVID-19 restrictions caused delays.	
Comments on points of strengths	**1. The company has good compliance with legal requirement.** **2. The documentation is impressive and also retrieve ability is excellent** **3. establishing, planning, implementation and performance disclose add more**	
Audit Conclusion:	**No major NCR found**	Tariq Qamar (TL) **Concluded By**
Recommendation for Certification & AWS Core, AWS Gold, or AWS Platinum Certified to be awarded	**It is recommended the company to be registered for AWS certification (Core level).**	**Recommended By**

4. Audit Observations, Findings and Conclusions

Main processes/ activities / places inspected	Names & Dept . of people interviewed	Number of NCRs
1 Gather and understand	AWS Lead / NPL Link (Muaaz Bin Aqeel / Sibtain Khalid) Legal Manager (Faiqa Naila) HSE Manager (Asif Javaid) Human Recourse Manager (Kashif Imtiaz)	
2 Commit and Plan	AWS Sponsor + Factory Manager (Raheel Afzal) AWS Lead + NPL Link (Muaaz Aqeel / Sibtain Khalid) Legal Manager (Faiqa Naila) Environmental Specialist (Farva Malik) HSE Manager (Asif Javaid) Human Recourse Manager (Kashif Imtiaz)	

	Public Affairs Manager (Maryam Khalid)	
3 Implement	AWS Sponsor + Factory Manager) AWS Lead + S&E Manager Legal Manager AWS Coach QA Manager Human Recourse Manager Public Affairs Manager	
4 Evaluate	AWS Sponsor + Factory Manager AWS Lead + S&E Manager Legal Manager) AWS Coach () QA Manager () Human Recourse Manager (Public Affairs Manager (	
5 communication and disclose	AWS Sponsor + Factory Manager ( ) AWS Lead + S&E Manager () QA Manager ( ) Human Recourse Manager ( ) Public Affairs Manager ()	Nil
Total		**Nil**

Major Non Conformity

NO.	AWS requirement	Description of NC	Client's response and Documentation provided	BV assessment
		Nil	Nil	Nil

Minor Non Conformity

No.	AWS requirement	Description of NC	Client's response and Documentation provided	BV assessment
1				
2				
3				

Observations

NO.	AWS requirement	Description of Observations	Client's response and Documentation provided	BV assessment

5 Surveillance schedule and if samplings required:

Default surveillance level to be annual on-site audit will be due in March 2021.

5. Disclaimer

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Society responsibility and Environmental management with almost 180 years history in providing independent verification and audit services. The audit was based on a sampling approach and therefore nonconformities may exist which have not been identified. No member of the audit team has a business relationship with Nestle. We have conducted this audit independently, and there has been no conflict of interest.

6 Appendix A Checklist

	Description	Objective evidence (audit team shall not give a response of "not applicable")(stakeholder consultation results should be included in relevant cells)
STEP 1: Gather and understand		
Criterion 1.1	Gather information to define the site's physical scope for water stewardship purposes, including: its operational boundaries; the water sources from which the site draws; the locations to which the site returns its discharges; and the catchment(s) that the site affect(s) and upon which it is reliant.	

	1.1.1The physical scope of the site shall be mapped, considering the regulatory landscape and zone of stakeholder interests, including: - Site boundaries; - Water-related infrastructure, including piping network, owned or managed by the site or its parent organization; - Any water sources providing water to the site that are owned or managed by the site or its parent organization; - Water service provider (if applicable) and its ultimate water source; - Discharge points and waste water service provider (if applicable) and ultimate receiving water body or bodies; - Catchment(s) that the site affect(s) and is reliant upon for water.	A documented layout of site is available. Operational boundries includes the exisisting facility. On the basis of the information described in section Hyderlogicalstudy conducted by Antea in 2019 in which 10Km radius around factory area was considered. In addition site boundaries are clearly defined with wells location marked .As well all list of agencies , discharge points all marked
Criterion 1.2	Understand relevant stakeholders, their waterrelated challenges, and the site's ability to influence beyond its boundaries.	
	1.2.1 Stakeholders and their water-related challenges shall be identified. The process used for stakeholder identification shall be identified. This process shall: - Inclusively cover all relevant stakeholder groups including vulnerable, women, minority, and Indigenous people; - Consider the physical scope identified, including stakeholders, representative of the	The organization have identified the stake holders including general public, community, neighboring industry, business and legal authorities. Poll survey also planned for 4 to 10km radius covering male and female, survey area was closest area to the Nestle SKP factory.On the basis of community survey and technical surveys, shared water related challenges of the catchment have been identified. Stakeholders and their water related challenges were identified via Community relations process 3.0. The shared challenges have been analyzed and discussed with concerned authorities. Only shared water challenge is water quality degradation. List of stakeholders was available and maintained. Authorities within area of influence also covered in stakeholder list like EPA, Neighbour Industries, local population.

	site's ultimate water source and ultimate receiving water body or bodies; - Provide evidence of stakeholder consultation on water-related interests and challenges; - Note that the ability and/or willingness of stakeholders to participate may vary across the relevant stakeholder groups; - Identify the degree of stakeholder engagement based on their level of interest and influence.	
	1.2.2 Current and potential degree of influence between site and stakeholder shall be identified, within the catchment and considering the site's ultimate water source and ultimate receiving water body for wastewater.	Site have deep wells as only water source for production of water bottles, Food and Beverage products. Site has 6 Deep Wells. 4 are operational and 2 are back up well. Raw water is saline and is treated via RO. Deep Wells and Water treatment are mapped on master layout. SKP provides water around 30-50 m3/day which is used in social block. SKP Waste Water treated discharged water is drained in Industrial drain Chicho ki malia drain.Discharge point is marked on Master Layout. Ultimate receiving body is River Ravi. Nestle SKP has wastewater treatment plant and discharge treated water into industrial drain.
Criterion 1.3	Gather water-related data for the site, including: water balance; water quality, Important Water-Related Areas, water governance, WASH; water-related costs, revenues, and shared value creation.	
	1.3.1 Existing water-related incident response plans shall be identified.	Site water stewardship plan is available, have SMART action items. Site has developed an incident and response plan which includes the undesired water related incidents and emergencies.

	1.3.2 Site water balance, including inflows, losses, storage, and outflows shall be identified and mapped.	Site has installed adequate instrumentation on water lines and area wise water consumption is being monitored and recorded. On the basis of site water consumption and well water extraction data, site water balance is calculated and recorded on weekly basis.
	1.3.3 Site water balance, inflows, losses, storage, and outflows, including indication of annual variance in water usage rates, shall be quantified. Where there is a water-related challenge that would be a threat to good water balance for people or environment, an indication of annual high and low variances shall be quantified.	The total estimated groundwater abstraction in 2018 by the 21 industries in the vicinity of Nestlé factory is estimated by using a ratio rate at 4.9 Mm3 per year. For 5 years prod volumes, deep wells capacity utilization is calculated in advance Annual variance in water usage (Lean (winter): less water usage and Peak (Summer): More water usage due to high product volumes Specific Capacity of deep wells is calculated during construction and step tests are done which tells aquifer capacity to regain its level. Safe yield (m3/hr) is defined based on this data. DWL and SWL are also monitored to keep check on aquifer capacity – Technical data sheet.
	1.3.4 Water quality of the site's water source(s), provided waters, effluent and receiving water bodies shall be quantified. Where there is a water-related challenge that would be a threat to good water quality status for people or environment, an indication of annual, and where appropriate, seasonal, high and low variances shall be quantified.	Despite the heterogeneous composition, the aquifer is highly transmissive and unconfined. Hydraulic conductivity varies between 20 to 40 meters per day. Groundwater velocity was estimated at about 1 to 1.5 m/day). Based on our operational monitoring, it is clear the high salinity comes from the upper aquifers, which contributes to increase the conductivity in some of our production wells. Major Challenge in underground water is of conductivity which are contribution from major elements (Ca , Na and respective Sulphates etc). Sheikhupura factory performed detailed chemical analysis of aquifer water, the salinization of the aquifer may take place along with the increase of trace elements (As, B, F…). All those quality parameters are potentially related to one another. Heavy metals are less than 0.1 ppm in aquifer water.
	1.3.5 Potential sources of pollution shall be identified and if applicable, mapped, including chemicals used or stored on site.	Site layout is also established for Chemical storage area-store chemicals with containment Machine oils Waste disposal facilities-SKP is zero landfill Separate rain and process channels- Confined deep wells having protecting clay layer for infiltration. More depth also does not support infiltration. During construction of deep wells grouting is done upto 100 m to avoid pollutants infiltration. Refer to technical data sheet

	1.3.6 On-site Important Water-Related Areas shall be identified and mapped, including a description of their status including Indigenous cultural values.	Deep wells are on site . Site has always considered water as priority and budget is allocated for water saving projects, hydrogeological study, risk mitigation and stakeholder management and resource trainings etc Cost: Water saving Projects: 1. Identified via water mapping 2. Implemented with project schedule 3. Committed results are delivered 4. Regular monitoring of performance (Recovery RO) Water saving projects help to increase life of water resources.
	1.3.7 Annual water-related costs, revenues, and a description or quantification of the social, cultural, environmental, or economic water-related value generated by the site shall be identified and used to inform the evaluation of the plan in 4.1.2.	Cost: Water saving Projects: 1. Identified via water mapping 2. Implemented with project schedule 3. Committed results are delivered 4. Regular monitoring of performance (Recovery RO) Water saving projects help to increase life of water resources. <u>Key Water Saving Projects:</u> RO Efficiency Increase of NPL RO from 75 to 85 %. Recycling of Treated Waste Water after RO at factory level for cooling towers, tanks washing etc. Installation of Milk Water RO Recovery Unit to recycle Milk Water coming in supply chain. Drip Irrigation installation in SKP field. Three filteration plants installation around factory area.
	1.3.8 Levels of access and adequacy of WASH at the site shall be identified.	The site has adequate arrangements to ensure access to safe drinking water, sanitation and hygiene (WASH) for all workers. Site is also using a self-assessment tool for evaluating access to water sanitation and hygiene (WASH) at work place. It covers the workplace facilities related to water supply, sanitation and hygiene.
Criterion 1.4	Gather data on the site's indirect water use, including: its primary inputs; the water use embedded in the production of those primary inputs the status of the waters at the origin of the inputs (where they can be identified);	

	and water used in out-sourced water-related services.	
	1.4.1 The embedded water use of primary inputs, including quantity, quality and level of water risk within the site's catchment, shall be identified.	The standard requirements related to indirect water use has been properly addressed. • Primary inputs are PET resin and HOD Caps manufactured by Novatex and ATM respectively. • Within catchment (slightly) one supplier of packaging material exist that is Novatex. SHEIKHUPURAF receives PET resin from Novatex which is used in injection molding. Source of water is KWSB) • Laundry is outsourced and vendor has its set up in Korangi. Source of water is KWSB.
	1.4.2 The embedded water use of outsourced services shall be identified, and where those services originate within the site's catchment, quantified.	The standard requirements related to indirect water use has been properly addressed, and communication with suppliers and service provider is done. They have list of outsources services like Following is the list OF OUTSOURCED SERVICES USING WATER PET Resin by Novatex- Water is used in cooling towers for preform manufacturing and also for yarn manufacturing. Water consumption data not shared. HOD CAPS by ATM - ATM vendor has water usage in processing area for cooling of hydraulic oil and molds. Laundry Services by Bubbles laundry Services (only 1 setup in KHI) - For washing clothes. Around 700 closthes are washed per day. (estimated water consumption is 1m3/day ~300 m3/year)
Criterion 1.5	Gather water-related data for the catchment, including: water governance, water balance, water quality, Important Water-Related Areas, infrastructure, and WASH	
	1.5.1 Water governance initiatives shall be identified, including catchment plan(s), water-related public policies, major publicly-led initiatives under	The Sheikhupura Area is challenging in the light of water supply. The climate and the huge population of greater surroundings put a high strain on the water resources. Most water supplied/used is surface water from the surounding Dam. Groundwater is used, illegally or not, by private households, farmers and mafia-like structures reselling water. Bigger industries also rely on their own tubewells, basically because they cannot afford to rely on the

	way, and relevant goals to help inform site of possible opportunities for water stewardship collective action.	poor quality of water supply infrastructure. Surface water quality is very poor due to pollution and lack of treatment capacity and infrastructure. Deep groundwater is mot saline and not usable for domestic (drinking) water supply without filtration. During stakeholder consultation Nestle Sheikhupura contacted authorities, they are satisfied with water related areas. Hydrogeological studies cover in detail the existing policies as well as governance in catchment. Nestlé Sheikhupura Factory is not closer to Sea therefore, underground water reservoirs not contain Saline water which is usable without industrial treatment This allows public to have first and foremost access to drinking water supplied by local authorities.
	1.5.2 Applicable water-related legal and regulatory requirements shall be identified, including legally-defined and/or stakeholder-verified customary water rights.	Site has identified water related legal and regulatroy requirements. They are: Pakistan Environmental Protection Act, 1997 (No. XXXIV of 1997) Punjab Environmental Protection Act, 1997 (No. XXXIV of 1997) (amended 2012) Punjab Flood Plain Regulation Act, 2016 (No. XXVII) Punjab Disaster Response Plan 2014 Pakistan Environmental Protection Act, 1997 (Act No. XXXIV of 1997) Punjab Irrigation and Drainage Authority Act, 1997 (No. XI of 1997) Punjab Soil Reclamation Act, 1952 (Punjab Act XXI of 1952) Punjab Local Government Act 2013 (No. XVIII of 2013) Indus River System Authority Act, 1992 (Act No. XXII of 1992)
	1.5.3 The catchment water-balance, and where applicable, scarcity, shall be quantified, including indication of annual, and where appropriate, seasonal, variance.	Site has installed adequate instrumentation on water lines and area wise water consumption is being monitored and recorded. On the basis of site water consumption and well water extraction data, site water balance is calculated and recorded on weekly basis. Groundwater recharge from the rainfall is limited. The main groundwater recharge mechanism is from the surface water. The recharge rate from Ravi river to the underlying unconfined aquifer vary between 0.18 mm/day and 0.5 mm/d according to available literature data, In addition to the Ravi River, large canals such as the Upper Chenab Canal as wells as the irrigation/drainage network are providing an important source of recharge via direct seepage. Seepage from agricultural land is also a large source of recharge to the underlying aquifer. Since the Indus Water Treaty in 1960, lower recharge is occurring to the local aquifer linked to the reducing of flow in the River Ravi. Furthermore, groundwater became in the project area the main water source for potable and industrial usage.
	1.5.4 Water quality, including physical, chemical, and biological status, of the catchment shall be identified, and where possible, quantified. Where there is a water-related challenge that would be	Total abstraction The total estimated abstraction volume from the project area is about 70 Mm3 /year. Nestlé factory is abstracting up to 2.5 Mm3/y, which represents about 3.5% of the total estimated abstraction for the considered area. When looking solely art Nestlé Waters, this represents less than 1 % of the total estimated abstraction for the considered area. Agriculture

	a threat to good water quality status for people or environment, an indication of annual, and where appropriate, seasonal, high and low variances shall be identified.	The town of Sheikhupura is supplied in municipal water by the Tehsil Municipal Administration (TMA). The water is sourced from groundwater. Figure 70 presents the location of the wells. Groundwater abstraction from municipal wells in the 10 km radius around Nestlé factory was estimated at 0.8 Mm3 per year. The municipal supply is only supplying the urban area. Outside the city, in more rural area like the project area, potable supplyis sourced from individual private wells. In the project area, most of the potable supply is sourced from shallow individual wells, often equipped with hand pumps or small pumps. Domestic water supply The total population (urban and rural) was estimated at about 694,853 inhabitants in the study area (census 2017 with a normal growth rate of 2.1%). In average, it can be considered that a person is using 200 l/day. As most of the households have livestock in the area, an estimate of 220 l/day can be considered. Using this rate (estimate only), the total annual groundwater abstraction for domestic use is estimated at 55.8 Mm3 per year. Municipal water supply The two canals, Upper Chenab Canal (UCC) and Upper Gugera Branch Canal (UGBC) are feeding the Sheikhupura region and are the main source of water for the irrigation. The canals are a main source of groundwater recharge via seepage. The total agriculture land in the study area is about 250 km2. About 60 % of the agricultural land is supplied by surface water (estimated at 8.2 Mm3 /year) and the remaining 40 % is sourced from groundwater wells. The groundwater abstraction for agriculture is estimated at 4.9 Mm3/year.
	1.5.5 Important Water-Related Areas shall be identified, and where appropriate, mapped, and their status assessed including any threats to people or the natural environment, using scientific information and through stakeholder engagement.	Nestlé factory is located in the Sheikhupura district, one the 36 districts of the Punjab province. The latest survey (2017), recorded a population of 3.46 million inhabitants in the Sheikhupura district, covering a surface of 5,960 km^2. The population density was recorded at 580 inhabitants per km^2. This district is divided into 5 tehsils (administrative sub-division of a district). The project is located in the Sheikhupura tehsil, with the city of Sheikhupura being its headquarter. The 2017 census recorded a total population in this tehsil of 1.56 million inhabitants, with 39 % located in urban area and 61 % located in rural area. The city of Sheikhupura is an industrial center, acting as a satellite town of Lahore. The facility is located in the Upper Rechna Doab, one of the main regions of the Punjab province delimited by the Chenab and Ravi rivers.
	1.5.6 Existing and planned water-related infrastructure shall be identified, including condition and potential exposure to extreme events.	On the basis of community survey and technical surveys, shared water related challenges of the catchment have been identified. The shared challenges have been analyzed and discussed with concerned authorities.

	1.5.7 The adequacy of available WASH services within the catchment shall be identified.	The site has adequate arrangements to ensure access to safe drinking water, sanitation and hygiene (WASH) for all workers. Site is also using a self-assessment tool for evaluating access to water sanitation and hygiene (WASH) at work place. It covers the workplace facilities related to water supply, sanitation and hygiene.
Criterion 1.6	Understand current and future shared water challenges in the catchment, by linking the water challenges identified by stakeholders with the site's water challenges.	
	1.6.1 Shared water challenges shall be identified and prioritized from the information gathered.	Site has addressed the requirement of standard and stated as It is expected that the mineralization of the deeper groundwater will increase in time through the intrusion of sea water, because of the negative hydraulic pressure gradient land inwards and mixture of water over the whole thickness of the inhomogeneous but unified aquifer system. Their level of mineralization will eventually reach the level of mineralization of the shallower wells (DW 3 and DW 4). This process will be accelerated by increasing abstraction of groundwater through projected industrial development. This implicates that the drilling of deep wells is on the long term no guarantee for the abstraction of relatively fresh water and is therefore not recommended. This scenario can be potentially slowed down by an improvement of the municipal surface water supply from the Indus River and the Hub Dam, which will decrease the incentive to drill (illegal) private wells and the abstraction rate of the groundwater decreases.
	1.6.2 Initiatives to address shared water challenges shall be identified.	Continuation of the quarterly monitoring of the groundwater quality of the pumping wells at SHEIKHUPURAF and Tri-Pack is performed. in order to monitor the development of mineralization, as well as potential trends of changes in chemical composition of the groundwater
Criterion 1.7	Understand the site's water risks and opportunities: Assess and prioritize the water risks and opportunities	

	affecting the site based upon the status of the site, existing risk management plans and/or the issues and future risk trends identified in 1.6.	
	1.7.1 Water risks faced by the site shall be identified, and prioritized, including likelihood and severity of impact within a given timeframe, potential costs and business impact.	**Risk :** The risk of contamination to the local aquifer is considered as high. Ground water stress
	1.7.2 Water-related opportunities shall be identified, including how the site may participate, assessment and prioritization of potential savings, and business opportunities.	**Actions :** • Management of wells operation w.r.t GFS tank levels and sequence of well startup (Well startup SOP) • Strong monitoring of the groundwater quality of the pumping wells at SHEIKHUPURAF (WRM) to monitor the development of mineralization, as well as potential trends of changes in chemical composition of the groundwater. • DW-4 monitoring as observation well – to get data on the water levels and quality of water. This could potentially be the start of a regional groundwater monitoring network, possibly in corporation and with support of respective water related authorities • Possibility to extend waste water line to nearest canal
Criterion 1.8	Understand best practice towards achieving AWS outcomes: Determining sectoral best practices having a local/catchment, regional, or national relevance.	During meeting with neighboring industries on world water day, we shared our best practices in contrast to AWS. Neighboring industries appreciated efforts. By overall session, it was evident that Nestle Sheikhupura Factory is having best practices from understanding to hydrogeological studies till water saving and waste water management. Also site has developed resources of expert who will share best practices with neighboring industries as well as sustain and improve best practices within site.
	1.8.1 Relevant catchment best practice for water governance shall be identified.	For better water governance, Nestlé conducts stakeholder consultation as well as local population survey. Action plan is made which helps to improve AWS outcomes

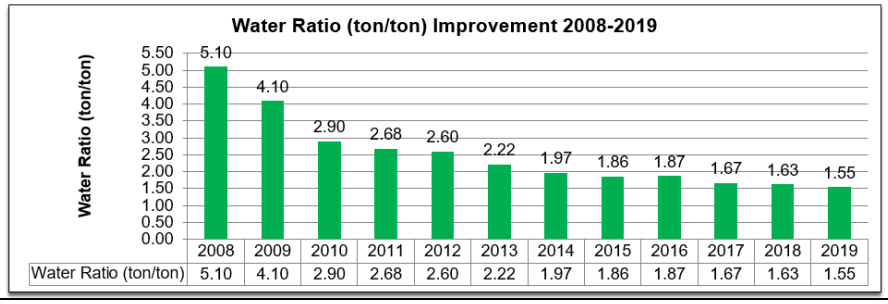
	1.8.2 Relevant sector and/or catchment best practice for water balance (either through water efficiency or less total water use) shall be identified.	Hydrogeological study is done every 5 to 6 years to have complete overview of catchment Deep wells (IWRA) Dynamic and static water levels are measured and analysis is done by hydrogeological expert at zone to identify any abnormality right away followed by corrective actions.
	1.8.3 Relevant sector and/or catchment best practice for water quality shall be identified, including rationale for data source.	Complete chemical testing are done at regular frequency to predict any changes in water quality of aquifer (catchment) Besides this daily/weekly micro and sensory results are evaluated to keep check on water quality.
	1.8.4 Relevant catchment best practice for site maintenance of Important Water-Related Areas shall be identified.	Deep Wells CIPs are done on basis of results. Hydrogeological study, Pump tests, safe yields are calculated to know aquifer strength Routine maintenance procedures with camera survey are defined and resources are trained to maintain health of important water related areas.
	1.8.5 Relevant sector and/or catchment best practice for site provision of equitable and adequate WASH services shall be identified.	WASH assessment is reviewed regularly for site as well as community is covered in CRP to know any steps related to WASH and improvement projects are done accordingly. (washrooms in school building)
STEP 2: Commit and Plan		
Criterion 2.1	Commit to water stewardship by having the senior-most manager in charge of water at the site, or if necessary, a suitable individual within the organization head office, sign and publicly disclose a commitment to water stewardship, the implementation of the AWS Standard	

	and achieving its five outcomes, and the allocation of required resources.	
	2.1.1 A signed and publicly disclosed site statement OR organizational document shall be identified. The statement or document shall include the following commitments: - That the site will implement and disclose progress on water stewardship program(s) to achieve improvements in AWS water stewardship outcomes - That the site implementation will be aligned to and in support of existing catchment sustainability plans - That the site's stakeholders will be engaged in an open and transparent way - That the site will allocate resources to implement the Standard.	Site has addressed the requirement of standard, and all required commetments are publicaly disclosed. http://www.nestle.pk/csv/water/alliance-for-water-stewardship. This is all verified during interview with stakeholder.
Criterion 2.2	Develop and document a process to achieve and maintain legal and regulatory compliance.	
	2.2.1 The system to maintain compliance obligations for water and wastewater management shall be identified, including: - Identification of responsible persons/positions within facility organizational structure - Process for	The organization have allocated adequate resources for implementation of AWS program. AWS team has been provided trainings on AWS standards. The team includes motivated individuals from different departments and S&E Ms. Sidra Ehsan (NCE, Safety & Environment Manager) has been nominated as AWS lead and focal person. Site S&E Manager is responsible for identification of water related legal requirements and monitoring their compliance.

	submissions to regulatory agencies.	
Criterion 2.3	Create a water stewardship strategy and plan including addressing risks (to and from the site), shared catchment water challenges, and opportunities.	
	2.3.1 A water stewardship strategy shall be identified that defines the overarching mission, vision, and goals of the organization towards good water stewardship in line with this AWS Standard.	Site has identified water stewardship initiatives with timelines. The initiatives are focused on water governance, sustainable water balance, water quality and status of other water related important areas.
	2.3.2 A water stewardship plan shall be identified, including for each target: - How it will be measured and monitored - Actions to achieve and maintain (or exceed) it - Planned timeframes to achieve it - Financial budgets allocated for actions - Positions of persons responsible for actions and achieving targets - Where available, note the link between each target and the achievement of best practice to help address shared water challenges and the AWS outcomes.	Water stewardship is available and found adequate.

Criterion 2.4	Demonstrate the site's responsiveness and resilience to respond to water risks	
	2.4.1 A plan to mitigate or adapt to identified water risks developed in co-ordination with relevant public-sector and infrastructure agencies shall be identified.	Site has established a procedure to adapt or mitigate to identified water risks. Procedure found appropriate with the requirements of standard.
STEP 3: Implement		
Criterion 3.1	Implement plan to participate positively in catchment governance.	
	3.1.1 Evidence that the site has supported good catchment governance shall be identified.	The water related legal compliance is being monitored on regular basis, EPA has defined quarterly monitoring on priority effluent quality parameters. However, site is monitoring effluent quality on monthly basis as a good practice. Well water and product water quality is also being monitored in addition to effluent water quality. All the water quality results were found in compliance with requirements. The site has adequate arrangements to ensure access to safe drinking water, sanitation and hygiene (WASH) for all workers. Site is also using a self-assessment tool for evaluating access to water sanitation and hygiene (WASH) at work place. It covers the workplace facilities related to water supply, sanitation and hygiene.

	3.1.2 Measures identified to respect the water rights of others including Indigenous peoples, that are not part of 3.2 shall be implemented.	Underground high saline water conversion into for Drinking water via proficient reverse osmosis system. Raw water extraction is done from deep wells which contain saline water which cannot be used without industrial treatment. This makes fresh surface water more available to local population.
Criterion 3.2	Implement system to comply with water-related legal and regulatory requirements and respect water rights.	
	3.21 A process to verify full legal and regulatory compliance shall be implemented.	The water related legal compliance is being monitored on regular basis, EPA has defined quarterly monitoring on priority effluent quality parameters. However, site is monitoring effluent quality on monthly basis as a good practice. Well water and product water quality is also being monitored in addition to effluent water quality. All the water quality results were found in compliance with requirements. NOC from Sindh EPA is for 400 m3 / day of finished product = 17 tons / hour NOC from Sindh EPA is for 70 tons / hour of finished product, keeping in mind 5 – 10 years market demand
	3.2.2 Where water rights are part of legal and regulatory requirements, measures identified to respect the water rights of others including Indigenous peoples, shall be implemented.	The compliance monitoring mechanism is in place.
Criterion 3.3	Implement plan to achieve site water balance targets.	
	3.3.1 Status of progress towards meeting water balance targets set in the water stewardship plan shall be identified.	<u>Key Water Saving Projects:</u> 2008 – 2012: Reducing Operational losses on Fillers and Washer 2013: Detailed water map was done followed by GPI exercise 2014: Optimization of CIP, Backwash & RO flushing Sequences 2015: New 10μ pre-filter + GFS tank installation 2016: Installation of Recovery RO-Saved 28 Mio Lit/annum and DMAIC on HOD Filler Losses 2017: Reduction in Retail Line Diversions via new ozone injection point and Recovery RO Water Usage in GFS tank 2018: Recovery of Water from market Returned leak bottles 2019: Increase in RO Global Recovery from 85.7% to 90% via raw water feed

		conductivity improvement and shifting to DDCD CIPs for backline
	3.3.2 Where water scarcity is a shared water challenge, annual targets to improve the site's water use efficiency, or if practical and applicable, reduce volumetric total use shall be implemented.	The company (Nestle) has identified the site location as water stressed region (not water scars region) and set benchmarks/targets for its water consumption. Many water relater initiative have been implemented for improvement in site water consumption targets. Site water consumption have been reduced from 1.63 to 1.55 m^3 of water/ton of production from 2018 to 2019. 
	3.3.3 Legally-binding documentation, if applicable, for the re-allocation of water to social, cultural or environmental needs shall be identified.	N/A. This was discussed during the audit and was found not applicable.
Criterion 3.4	Implement plan to achieve site water quality targets.	
	3.4.1 Status of progress towards meeting water quality targets set in the water stewardship plan shall be identified.	The quality of source water is monitored. The monitoring results shows quality degradation in term of conductivity. However, values are in safe range. Site management is engaged in activities to improve water related areas. These activities are focused on reducing the water withdrawal and adopting best practices to avoid water quality degradation. Static and dynamic depth of water table is being monitored on annually and daily basis respectively.
	3.4.2 Where water quality is a shared water challenge, continual improvement to achieve best practice for the site's effluent shall be identified and where applicable, quantified.	Water quality test reports are available and all paramenters found in safe range

Criterion 3.5	Implement plan to maintain or improve the site's and/or catchment's Important Water-Related Areas.	
	3.5.1 Practices set in the water stewardship plan to maintain and/or enhance the site's Important Water-Related Areas shall be implemented.	Site has intiatited some new project to reduce it water consumption and following water conservation best practices. Site water consumption have been reduced from 1.63 to 1.55 $m^3$of water/ton of production.
Criterion 3.6	Implement plan to provide access to safe drinking water, effective sanitation, and protective hygiene (WASH) for all workers at all premises under the site's control.	
	3.6.1 Evidence of the site's provision of adequate access to safe drinking water, effective sanitation, and protective hygiene (WASH) for all workers onsite shall be identified and where applicable, quantified.	The site has adequate arrangements to ensure access to safe drinking water, sanitation and hygiene (WASH) for all workers. Site is also using a self-assessment tool for evaluating access to water sanitation and hygiene (WASH) at work place. It covers the workplace facilities related to water supply, sanitation and hygiene.
	3.6.2 Evidence that the site is not impinging on the human right to safe water and sanitation of communities through their operations, and that traditional access rights for Indigenous and local communities are being respected, and that remedial actions are in place where this is not the case, and that these are effective.	Records of water quality test reports and self assessment (WASH) were available. Also all results found in compliance

Criterion 3.7	Implement plan to maintain or improve indirect water use within the catchment.	
	3.7.1 Evidence that indirect water use targets set in the water stewardship plan, as applicable, have been met shall be quantified.	Implementation of Water stewardship plan verified. Found compliant.
	3.7.2 Evidence of engagement with suppliers and service providers, as well as, when applicable, actions they have taken in the catchment as a result of the site's engagement related to indirect water use, shall be identified.	The standard requirements related to indirect water use has been properly addressed, and communication with suppliers and service provider is done. They have list of outsources services like Following is the list OF OUTSOURCED SERVICES USING WATER PET Resin by Novatex- Water is used in cooling towers for preform manufacturing and also for yarn manufacturing. Water consumption data not shared. HOD CAPS by ATM - ATM vendor has water usage in processing area for cooling of hydraulic oil and molds. Laundry Services by Bubbles laundry Services (only 1 setup in KHI) - For washing clothes. Around 700 closthes are washed per day. (estimated water consumption is 1m3/day ~300 m3/year) Verified email correspondence, pictures and presentation with suppliers or services providers.
Criterion 3.8	Implement plan to engage with and notify the owners of any shared water-related infrastructure of any concerns the site may have.	
	3.8.1 Evidence of engagement, and the key messages relayed with confirmation of receipt, shall be identified.	Extension of wastewater line was done jointly by Nestle SKP and Sheikhupura Grains. All documentation was appropriately maintained.
Criterion 3.9	Implement actions to achieve best practice towards AWS outcomes: continually improve	

	towards achieving sectoral best practice having a local/catchment, regional, or national relevance.	
	3.9.1 Actions towards achieving best practice, related to water governance, as applicable, shall be implemented.	For better water governance, Nestlé conducts stakeholder consultation as well as local population survey. Action plan is implemented which helps to improve AWS outcomes **Stakeholder Interviews – 2019-20** 
	3.9.2 Actions towards achieving best practice, related to targets in terms of water balance shall be implemented.	Site has installed adequate instrumentation on water lines and area wise water consumption is being monitored and recorded. On the basis of site water consumption and well water extraction data, site water balance is calculated and recorded on weekly basis.
	3.9.3 Actions towards achieving best practice, related to targets in terms of water quality shall be implemented.	SHEIKHUPURA factory performed detailed chemical analysis of aquifer water, the salinization of the aquifer may take place along with the increase of trace elements (As, B, F…). All those quality parameters are potentially related to one another. Heavy metals are less than 0.1 ppm in aquifer water.
	3.9.4 Actions towards achieving best practice, related to targets in terms of the site's maintenance of Important Water-Related Areas shall be implemented.	Site has always considered water as priority and budget is allocated for water saving projects, hydrogeological study, risk mitigation and stakeholder management (Karachi grains) and resource trainings etc Cost: Water saving Projects: 1. Identified via water mapping 2. Implemented with project schedule 3. Committed results are delivered 4. Regular monitoring of performance (Recovery RO) Water saving projects help to increase life of water resources.

	3.9.5 Actions towards achieving best practice related to targets in terms of WASH shall be implemented.	The site has adequate arrangements to ensure access to safe drinking water, sanitation and hygiene (WASH) for all workers. Site is also using a self-assessment tool for evaluating access to water sanitation and hygiene (WASH) at work place. It covers the workplace facilities related to water supply, sanitation and hygiene. Records of water quality test reports and self assessment (WASH) were available. Also all results found in compliance
STEP 4: Evaluate		
Criterion 4.1	Evaluate the site's performance in light of its actions and targets from its water stewardship plan and demonstrate its contribution to achieving water stewardship outcomes.	
	4.1.1 Performance against targets in the site's water stewardship plan and the contribution to achieving water stewardship outcomes shall be evaluated.	The performance against water stewardship plan is continuously being monitored. Following are some of the achievements during year 2019 - Water consumption reduction from 1.63 to 1.55 $m^3$of water/ton of production. - Expectation to build water filtration plant by school teacher and community elder, Site provided Water bottles to School - Shared waste water line with sheikhupura grains to be protected from other industries waste. - 50% cost shared in shared wastewater line maintenance with Karachi Grains. - Tree plantation on main SHEIKHUPURA green belt-On going 

	4.1.2 Value creation resulting from the water stewardship plan shall be evaluated.	Improved water ratios by 5 % as compared to 2020 YTD.
	4.1.3 The shared value benefits in the catchment shall be identified and where applicable, quantified.	Water saved is water which is not extracted from catchment enhancing catchment life with respect to quantity and quality. Hence slowing down the impact of salinization ion catchment. Installation of Sewerage treatment plant at factory level to further enhance quality of water discharge at catchment level.
Criterion 4.2	Evaluate the impacts of water-related emergency incidents (including extreme events), if any occurred, and determine the effectiveness of Corrective and preventative measures.	
	4.2.1 A written annual review and (where appropriate) root-cause analysis of the year's emergency incident(s) shall be prepared and the site's response to the incident(s) shall be evaluated and proposed preventative and corrective actions and mitigations against future incidents shall be identified.	No water related emergency incident or extreme event occurred, hence no such evaluation available.
Criterion 4.3	Evaluate stakeholders' consultation feedback regarding the site's water stewardship performance, including the effectiveness of the site's engagement process.	

	4.3.1 Consultation efforts with stakeholders on the site's water stewardship performance shall be identified.	miniutes of meetings with government official, pictures, progress report and interviews with stakeholders
Criterion 4.4	Evaluate and update the site's water stewardship plan, incorporating the information obtained from the evaluation process in the context of continual improvement.	
	4.4.1 The site's water stewardship plan shall be modified and adapted to incorporate any relevant information and lessons learned from the evaluations in this step and these changes shall be identified.	Progress was evaluated during meetings, Progress charts were available. No need of changes was identified.
STEP 5: communication and disclose		
Criterion 5.1	Disclose water-related internal governance of the site's management, including the positions of those accountable for legal compliance with water-related local laws and regulations.	
	5.1.1 The site's water-related internal governance, including positions of those accountable for compliance with water-	They have documented Internal Procedure for Alliance for watersteward ship, They explained all 5 steps. They have also Internal team for Nestle SHEIKHUPURAF like AWS Lead, Corporate Public affair, AWS Link Nestle water, Factory S&E Manager

	related laws and regulations shall be disclosed.	
Criterion 5.2	Communicate the water stewardship plan with relevant stakeholders.	
	5.2.1 The water stewardship plan, including how the water stewardship plan contributes to AWS Standard outcomes, shall be communicated to relevant stakeholders.	The organization has organized and participated in many event to share & consult its water stewardship performance with the stakeholder. Some of these activities are as follows: Creating shared value program Tree plantation sessions Water governance meetings with government officials Trainings and awareness sessions etc.
Criterion 5.3	Disclose annual site water stewardship summary, including the relevant information about the site's annual water stewardship performance and results against the site's targets.	
	5.3.1 A summary of the site's water stewardship performance, including quantified performance against targets, shall be disclosed annually at a minimum.	Yes disclosed on web portal
Criterion 5.4	Disclose efforts to collectively address shared water challenges, including: associated efforts to address the challenges; engagement with stakeholders; and co-ordination with public-sector	

	agencies.	
	5.4.1 The site's shared water-related challenges and efforts made to address these challenges shall be disclosed.	Yes disclosed on web portal
	5.4.2 Efforts made by the site to engage stakeholders and coordinate and support public-sector agencies shall be identified.	Tree plantation in collobration with authorities under clean green pakistan initiative. Nestlé SKP Factory has planted total 10,000 trees in 2019 with employees, neighboring industries and authorities, trees growth is also being monitored via audits. World Water Day Celebration with Employees, Neighboring School Kids & Neighboring Industries Water Awareness Session with Community and Neighboring Industries  AWS Awareness Session & Water Resource Training For Employees 05th Feb & 08th June 2019

		
Criterion 5.5	Communicate transparency in water-related compliance: make any site water-related compliance violations available upon request as well as any corrective actions the site has taken to prevent future occurrences.	
	5.5.1 Any site water-related compliance violations and associated corrections shall be disclosed.	No complaint and no water related legal noncompliance event reported during last years.
	5.5.2 Necessary corrective actions taken by the site to prevent future occurrences shall be disclosed if applicable.	N/A. As their was no potential occurance reported and their system is well established so it is not applicable.
	5.5.3 Any site water-related violation that may pose significant risk and threat to human or ecosystem health shall be immediately communicated to relevant public agencies and disclosed.	N/A. It was reviewed during the audit activity and no such incident found that is why it isn't applicable.

7 Appendix B Competence of team members

Mr Tariq Qumar	Bureau Veritas Certification, Pakistan	Team Lead, approved Local AWS Lead Verifier, He holds a Bachelor Degree in Agriculture and M.Sc in Agriculture Engineering. Before joining BV, he gained 12 years of working experience in food industries including water industries He passed the training and obtained the certificate of AWS Verifier and Lead Auditor for SA8000 and ISO 14001. He has good knowledge and fluency in Urdu & English languages.

Mr Imran Altaf Bhatti	Bureau Veritas Certification, Pakistan	Team Member, approved Local AWS source, He holds a Bachelor Degree in Mechanical Engineering and Masters in Business Administration (MBA). Before joining BV, he have 18 years of diversified experience in different industries including engineering services, foods, water and certifications. He is Lead Auditor for SA8000, ISO 14001, ISO 50001 and OHSAS 18001.He is also Lead verified for CDM. He has good knowledge and fluency in Urdu & English languages.

Ms May Huang	Bureau Veritas Certification, China	Team Member, approved AWS Lead Verifier, She holds a Bachelor Degree in Environmental engineering in Electrics and hydraulics of Wuhan University and a Master of Environmental Chemistry. Before joining BV, she gained 7 years of technical working experience in water treatment and environment protection. She pass the training and obtained the certificate of AWS Verifier and also Lead Auditor for ISO 14001.