# Khyber Tobacco Company Limited

# BRIEF COMPANY PROFILE

# Company Overview

Khyber Tobacco Company Limited ("the Company") is a public limited company incorporated in Pakistan on 15 October 1954 under the Companies Act, 1913 was repealed and replaced by the Companies Act, 2017 and its shares are quoted on Pakistan Stock Exchange. The Company’s registered office is situated at Nowshera Road, Mardan.

The Company is engaged in the manufacture and sale of cigarettes and re drying of tobacco. Company has internationally recognized brands, a fully integrated production facility and has wealth of experience and expertise. KTC provides leaf and blended tobacco. Company has good quality brands, private label cigarettes, filter-rods and other non-tobacco material.

# Vision & Mission

**Vision:**

To outperform Nationally and Internationally and be on top through teamwork, Quality, Brand recognition and Customer Service.

**Mission:**

To expand the presence of our brands and operations globally through a network of reliable partners, suppliers and distributors..

# Board of Directors

The Directors of Khyber Tobacco comprise of energetic, highly qualified and experienced professionals. The Directors have past experience of managing large industrial units and commercial businesses.

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|  | Samera Irfan Chief Executive Officer/Executive Director  Samera Irfan is highest-ranking executive in a company and her primary responsibilities include making major corporate decisions, managing the overall operations and resources of the company, and acting as the main point of communication between the board of directors and corporate operations. Maximizing profitability through procuring as well as soliciting new businesses.  .  She has almost 17 years extensive exposure in diversified industries and well known Organizations at Strategic level, provided a platform to exercise her HR skills to the optimum level and enrich her expertise in Management, Recruitment and OD. She has proud to be among few early HR professionals who actually served as Change catalyst and build a real growth in HR through professional and modern HR practices and helped Organizations grow drastically. |
|  | Pir Waris Shah Executive Director  Mr. Pir Waris Shah is the Executive Director of the Company. He is Well experienced Human Resource Management professional. Who has proved his capabilities not only in his domain but to various functional areas. A very committed professional who can be the asset to any organization. Charismatic leadership with result oriented qualities. and inspirational relation towards the employees of the Company. |

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|  | Pir Farhan Shah Non-Executive Director  Mr. Pir Farhan Shah was appointed by the Board as Director in October 2016 to fulfill a casual vacancy and was subsequently elected as Director in June 2017 for the second term to serve in the Board of Directors.  He is a highly motivated individual and has engaged teams through his inspiring and achievement driven leadership style. High desirability of the company maintaining a reputation for high standard business conduct and need to act fairly as between members of the company. Mr. Pir Farhan shah acquired training from ICAP through the Director’s Training Program in 2016. | | |
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|  | | Hazrat Bilal Non-Executive Director  Mr. Bilal has over 10 years of experience related to growing, trading and selection of good quality tobacco. His relationship with former community has resulted into drastically improving supply chain management. His knowledge of tobacco growing areas with good quality crop and identification of quality tobacco purchase has greatly benefited in improving quality of input and resultantly the output. His vision is to continually leverage his robust professional experience to build/ drive/ deliver business plans incorporating high quality input.. |
|  | Khalil ur Rehman Non-Executive Director  His six years of experience in Marketing at PMCL and three years’ of experience in Samson’s Group of Companies (Pvt) Limited in administration has made him a desirable guide for various aspects of corporate governance. His efforts in Implementing and enforcing best business practices and collaborating with the partnerships and community have greatly benefited in developing strong relationships with the stakeholders. Experience, decision making skills, result oriented nature has greatly enhanced efficiency across various functional areas. | |
|  | | **Zia Ur Rehman**  Non-Executive Director  A charismatic and energetic Finance Manager at Synape Pvt LTd with a proven track record of consistently winning high levels of business. Able to quickly establish credibility with senior decision makers in a wide range of business contexts, all with the aim of helping to grown the company profitability.  He is graduated in MBA-Finance from LUMS. His involvement in the policy making and guiding the sales and marketing team of KTC has provided direction to the business towards achievements which appeared beyond reach a few years ago. |

# KHYBER TOBACCO CHAIRMAN'S MESSAGE

On behalf of the Board of Directors of Khyber Tobacco Company Limited, I am pleased to welcome you to the Company's website.

KTC is a public limited company established in 1954 and is listed on Lahore & Karachi Stock Exchanges recently converted into Pakistan Stock Exchange. Khyber Tobacco Company (KTC) is a public limited company renowned in tobacco and cigarette industry for the last 6 decades. During its long period of existence in the industry, the Company witnessed several peaks and troughs yet the Company succeeded in ensuring its existence in the Industry. Khyber Tobacco has achieved the heights of business with its clear and ambitious vision, high quality and vigilant team and is enjoying the status of being among the top few companies of Pakistan in tobacco industry. The company is enduring to extend its operations around the Globe with an established distribution network in parts of Far East Asia, Eastern Europe, South and West Africa, Central and South Asia and the Middle East.

With internationally recognized brands, a fully integrated production facility and a wealth of experience and expertise KTC is in an ideal position to provide leaf and blended tobacco. We have good quality brands, private label cigarettes, filter-rods and other non-tobacco material in our portfolio. Our team of industry experts aim to introduce well researched brands after rigorous testing and blending of tobacco from around the world to give the customer distinctively valuable experience. KTC has a strong foothold in its native country with a modern fully integrated production facility aimed at export quality brands and a vast and well established sales and distribution network..

*Mr. Rahat Ullah*

*Khyber Tobacco Company*  
**Policy Statement of Ethics and Business Practices**

Khyber Tobacco Company Limited conducts its business with the highest ethical standards in full compliance with all applicable laws. Honesty and integrity take precedence in all relationships including those with customers, suppliers, employees and other stakeholders.

**Ethics and Business Practices**

We believe in conducting the company's business in a manner that respects, protects and improves the environment and provides employees with a safe and healthy workplace. We conduct our business in an environmentally responsible and sustainable manner. Employees must be completely familiar with the permits, Health Safety and Environment policy, local laws and regulations that apply to their work.

All employees are expected to understand the laws and business regulations related to their work and comply fully so that our shareholders, employees, customers, suppliers, stakeholders and the Government have complete faith in the way we operate and that our business decisions are made ethically and in the best interests of the Company.

Employees are obligated to act in accordance with the company's code of Ethics and Business Conduct and are restricted to using only legitimate practices in commercial operations and in promoting the Company's position on issues before governmental authorities. Inducements intended to reward favorable decisions and governmental actions are unacceptable and prohibited.

Employees are prohibited from using their positions, company property or information for personal gain, and from competing with the Company. Employees are also prohibited from taking advantage from opportunities that become available through the use of Company information, property or their position.

**Assets and Proprietary information**

We consider our company's assets, both physical and intellectual, very valuable. We have, therefore an obligation to protect these assets in the interest of the Company and its shareholders.

Protection of the Company's information is important for our business. All employees are expected to know what information is proprietary and which must not be disclosed to unauthorized sources. Employees are responsible for applying all available tools to manage the Company's information resources and records.

**Relations with Business partners**

We seek to do business with suppliers, vendors, contractors and other independent businesses who demonstrate high standards of ethical business behavior. Our company will not knowingly do business with any persons or businesses that operate in violation of applicable laws and regulations, including employment, health, safety and environmental laws. We shall take steps to assure that our suppliers, vendors and contractors understand the standards we apply to ourselves, and expect the same from them.

**Our Employees**

We believe that highly engaged employees are the key ingredient in professional development and business success. Therefore, we invite our employees to contribute their best and to avail the opportunities for improvement and growth. We are an equal opportunity employer and promote gender diversity, self-development and innovation. We provide employees with tools, techniques, and training to master their current jobs, broaden their skills, and advance their career goals.

**Contact and Basic Info:**

Registered Address: Khyber Tobacco Company Limited, Nowshera Road, Mardan

Website: [www.KhyberTobacco.com](http://www.KhyberTobacco.com)

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NTN No: 2257984-2