

## **Who We Are:**

Growth Securities (Pvt.) Ltd is a TREC of Pakistan Stock Exchange Limited. The Principal activity of the company is share brokerage and its ultimate aim is to deliver highest level of customer service to its clients.

The strategic emphasize of GSL's business strategy is to carve out a niche for itself by providing quality, value added and efficient service to its customers. Growth Securities (Pvt) Limited (GSL), demonstrates its commitments to clients and shareholders through the firm's stress on excellence, integrity and ethical behaviour. With this thought in mind, GSL started its operations is August 2005 with an emphasis on experienced and sincere leadership and management to deliver the aforementioned service level. GSL is led by Mr. Muhammad Shahid who has been actively involved in the Capital Markets since 1995, having held various positions in Capital Market Operations at Fortune Securities (Pvt) Limited, and subsequently as Head of Equity Sales of M/s. Ismail Shakoor till July 2005.

Our core team consists of specialists with all round experience managing individual functions, but keeping in mind one collective goal i.e. ultimate customer satisfaction. Our business philosophy is driven by the Client first principal, which means in all our dealings we look to provide clients most efficient and effective service, Commissions are of secondary importance, Relationships of primary importance. Managing risk is more important for us at GSL than reckless revenue generation. Helping clients to protect and maximize their wealth is more relevant than short term profit targets.

We look forward to welcome you at GSL and hope by listing GSL as one of your brokers of choice you will give us an opportunity to demonstrate our effectiveness as an efficient corporate broker.

# About us

## House of Secured Trading

Growth Securities (Pvt.) Ltd is a TREC of Pakistan Stock Exchange Limited. The Principal activity of the company is share brokerage and its ultimate aim is to deliver highest level of customer service to its clients.

Growth Securities is Pakistan's renowned stock brokerage company that offers Economic & Sector Research, Corporate Finance & Financial Advisory and Equities Trading. We are primarily engaged in providing full scale brokerage services. Acting as a responsible entity, we strive to provide our clients best possible resources required for intelligent investing and generate superior returns. We are committed to providing our clients comprehensive financial services in the area of equity brokerage and investment advisory to help achieve their goals. We firmly believe that the scope for professionalizing the financial services industry in Pakistan is immense. In fact, one of the strong motivations in establishing GO securities was to develop a high degree of professionalism in the capital markets of Pakistan. With a commitment to professionalism, team-work and integrity, we aim to become one of the leading financial institutions in the country working as strategic partners with our clients.

### **Management: GROWTH SECURITIES PVT LTD**

#### **CEO**

Mr. Muhammad Shahid

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#### **Director**

Mr. Zeeshan

# Governance: GROWTH SECURITIES PVT LTD

## Name of Board of Directors

Mr. Muhammad Shahid [CEO]

Mr. Zeeshan [Director]

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## Pattern of Shares holding

Name	Pattern of Shares holding	%
Mr. Muhammad Shahid	5,100,000 (shares of Rs: 10 each)	51.000%
Mr. Muhammad Iqbal	4,899,500 (shares of Rs: 10 each)	48.995%
Mr. Zeeshan	500 (shares of Rs: 10 each)	0.005%

## CODE OF CONDUCT

Every employee is liable to abide by various rules and regulations instituted by the management. Non-compliance is considered as breach of discipline and may result in imposition of a penalty (major/minor) depending upon the extent of the breach of the disciplinary regulation.

The significant aspects of the applicable Code of Conduct is listed below:

1. Any information relating to following areas is termed as confidential:

Operations

Award of contracts/assignments

Participation in consortiums, underwriting arrangements etc.

Insider information on companies/stock market etc.

Financial matters

2. Employee must not disclose, knowingly or carelessly, any information relating to these areas without prior approval from their respective head of the department. In official discussions with existing and prospective clients, care must be taken to provide information only on a need-to-know basis.

3. On cessation of employment, employee must return all official files, documents of every description

including computer based documents to the respective supervisor.

4. Employee is required to obtain proper approval before proceeding on leave. Similarly, if in case, an employee needs to extend the leave for reasons beyond control, proper notification must be submitted by the employee to the relevant departmental head and the Human Resource Department. Leave Applications must be routed according to the procedure stated in the Leave Policy.

5. An employee must seek prior written consent of his or her superior designate before releasing any information, obtained during the course of his or her employment, to all outside agencies.

6. Employee is advised to exercise own discretion in accepting gifts, invitations to lunch or dinners and other forms of entertainment etc. which could implicitly influence the decision of a transaction.

7. For purposes of security and identification, employee must display the company identity cards at all times within the company premises.

8. Official visitors must be escorted by the relevant employee to the meeting area.

9. Personal/social visits during working hours are discouraged. In case of an emergency, visitors must be entertained outside the office/work area or in the designated reception area to ensure minimum disruption to others as well as to maintain confidentiality of information.

10. Employees must immediately inform Human Resource Department in writing regarding any change in relevant personal information.

11. The following list various actions by an employee which may be considered as breach of discipline and conduct rules:

Non-conformity to code of conduct as described above.

Theft/fraud/forgery or intentional misuse of office equipment or assets.

Misuse of medical entitlement by extending it to family members not covered under the scope of medical coverage.

Registering proxy attendance

Wilful insubordination

Attempt to gain unauthorised access to confidential/proprietary information

Quoting incorrect information, which may result in undue benefit(s) to the employee or unfavourable decision(s) for another employee.

These actions may result in initiation of disciplinary inquiry and consequent award of a penalty.

12. Depending upon the severity of action(s) and its related consequences, the adjudicator may award penalty, appropriate to the event.

13. The adjudicator, pending (or during) inquiry, may also suspend the erring employee. During suspension, the employee will be allowed 50% of basic pay only as subsistence allowance. However, if the employee is cleared from all charges, then he/she will be deemed to have been working for the period of suspension and full salary and other allowances will be paid. Maximum period of one time suspension will be 5 days and may be rolled over on the discretion of the Chief Executive Officer.

14. The following classifies different types of penalties as Minor and Major:

#### Major

Demotion  
Termination  
Recovery of loss  
Suspension for specified period

#### Minor

Oral or written reprimand  
Withholding of increment

## Detail of Auditors

### External Auditor

**Baker Tilly Mehmood Idrees Qamar (MIQ) Chartered Accountants**

4th Floor, Central Hotel Building

Civil lines, Mere Weather Road

Karachi - Pakistan

Tel: (9221)-35644872-7

Fax: (9221)-35694573

Email: mim@mimandco.com

## Legal Advisor

Darya Law Associates

## **Internal Audit Committee**

Mr. Muhammad Shahid

Mr. Zeeshan

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## **Investor Information**

### **Detail of Statutory Auditor**

Baker Tilly Mehmood Idrees Qamar (MIQ), Chartered Accountants >

### **Detail of Net Capital Balance Auditor**

Baker Tilly Mehmood Idrees Qamar (MIQ), Chartered Accountants >