THE SIALKOT CHAMBER OF COMMERCE & INDUSTRY
MINUTES OF MEETING OF THE EXECUTIVE COMMITTEE
HELD ON MARCH 29, 2025

01. A Meeting of the Executive Committee of the Sialkot Chamber of Commerce & Industry was held on March 29, 2025 at 01:30 p.m. at Sheikh Muhammad Shafi Hall of the Sialkot Chamber.

02. Mr. Ikram Ul Haq, President of the Sialkot Chamber of Commerce & Industry presided over the meeting. He thanked the members for attending the meeting.

03. The proceedings of the meeting started with the recitation of the Holy Quran.

04. The following members attended the meeting:

- Mr. Ikram Ul Haq — President
- Mr. Waseem Shahbaz Lodhi — Senior Vice President
- Mr. Omer Khalid — Vice President
- Mr. Arshad Jamil Chaudhry — -Member-
- Mr. Bilal Ahmed Khan — -do
- Mr. Haseeb Tahir — -do-
- Mr. Jawad Khalid — -do-
- Mr. Mehtab Maqsood — -do-
- Mr. Mohammad Iqbal Asad — -do-
- Mr. Muhammad Abid — -do-
- Mr. Salman Sheikh — -do-
- Sh. Muhammad Shahid Inam — -do-
- Sheikh Atique-ur-Rehman — -do-
- Mr. Sohail Masood — -do-
- Syed Ahtesham Mazhar — -do-

05. **Leave of Absence**

- Mr. Abdul Ghafoor Malik — -Member-
- Mr. Aamer Mahmood — -do-
- Mr. Adnan Safdar — -do-
- Mr. Hassan Akbar — -do-
- Mr. Khurram Javaid Sethi — -do-
- Ms. Kinza Ijaz — -do-
- Mr. Muhammad Murad Arshad — -do-
- Syeda Ayesha Wadood — -do-

06. **Special Invitees**

- Malik Naseer Ahmed, Chairman Departmental Committee on Accounts
- Mian Muhammad Khalil, Chairman Departmental Committee on Event Management.

07. The Committee offered Fateha for departed souls and passed condolence resolution on the sad demise of the following: -

- Wife of Late Sh.M. Azhar Iqbal Thapur, Lucky Wale
- Wife of Mr. M. Iqbal M/s. Lucky Seven Industries
- Malik Shamas of M/s. Hills International

08. Point discussed.	Approval of minutes of meeting of the Executive Committee held on February 28, 2025.

Discussion:

Syed Ahtesham Mazhar inquired about the status of the appointment of a CFO, as discussed in the previous Executive Committee meeting.

The President responded that the suggestion to recruit a CFO was his own, with the objective of improving the presentation of accounts and addressing the increased workload in the accounts department. He informed the committee that a junior staff member had been appointed to assist Mr. Amir. However, the appointment of a CFO would be finalized once suitable CV was received.

Participants	The President and Syed Ahtesham Mazhar.
Approval	Approved.

09 Point discussed.	Approval of Statement of Accounts for the month of February 2025.

Discussion:

Mr. Waseem Shahbaz Lodhi inquired from the President about the status of membership renewals and whether the renewal target had been achieved.

The President requested the Secretariat to provide a briefing.

The Deputy Secretary Membership informed that renewal of membership was higher as compared to the previous year. Furthermore, the DGTO Office had extended the membership renewal deadline up to April 20, 2025, hence further renewal within prescribed time would be made.

The President appreciated performance of the Membership Department staff, noting about their efficiency and dedication. He highlighted that the department was handling an average of 600 to 800 new memberships each month. In addition to processing new registrations, the team was also actively engaged in upgrading existing member records. He further stated that the management remained focused on the capacity building of the staff. In this regard, new staff had already been appointed at the Membership Department, and additional staff would be hired according to need to ensure smooth and efficient working of the department.

Mr. Sohail Masood pointed out that the Accounts Committee meeting was not held this month.

Malik Naseer Ahmed explained that the accounts were finalized on Wednesday, and because the Executive Committee meeting was scheduled for Friday, there was insufficient time to circulate the official notice for the Accounts Committee meeting. He further informed that the Accounts Statement had been thoroughly reviewed by himself, the Vice President, and Mr. Muhammad Ejaz Ghauree. Almost all account heads were found to be clear, except for certain heads related to government-linked departments, particularly IMAC, which required further discussion in a separate meeting. Malik Naseer stated that IMAC's operational funds were provided by the government from EDF, through the Sialkot Chamber as the parent organization and TDAP was also involved in the process being signatory of EDF fund disbursement. Since these funds were issued on behalf of the Chamber, he recommended that the Accounts Committee of the Chamber should be authorized to audit IMAC's accounts in order to re-verify the expenditures. Additionally, he highlighted the need to discuss the Miscellaneous Expenses with Nasir &

Company from an Income Tax refund perspective. The said amount was neither recorded as income nor as an expense, and clarification was needed to determine how best to present it in the accounts to ensure potential tax benefits. He stated that these were the points that were decided to be discussed in the Accounts Committee Meeting or, if necessary, in a special committee meeting. Otherwise, no questionable matters concerning routine expenses were brought to the notice of the committee.

The President appreciated Mr. Amer Rashid, Accounts Officer, for efficiently managing the additional responsibilities of the Medical Store Accounts alongside his regular duties. He also shared a comparative report on the Renewal and New Memberships for the current year versus the previous year, which was found to be satisfactory.

Syed Ahtesham Mazhar inquired about IMAC.

Mr. Waseem Shahbaz Lodhi explained that the Independent Monitoring Association for Child Labor (IMAC) was a non-profit organization that provided workplace monitoring services to industries and industrial establishments. Its primary focus was on monitoring child labor and other social and working conditions. IMAC was established in 2002 to sustain the workplace monitoring system against child labor that was originally set up by the ILO-IPEC in the soccer ball industry in Sialkot, Pakistan. He further added that the role of IMAC had now become very limited, and its operational expenses were met through the funding from Export Development Fund (EDF). He added that this program would be continued, as long as, funding from EDF was received. However, once support from EDF ended, resources would be limited to sustain it.

Syed Ahtesham Mazhar inquired whether IMAC was operating under the platform of the Chamber. In response, the Secretariat confirmed that a board had been constituted for this purpose.

Malik Naseer Ahmed further added that the football manufacturing companies in Sialkot, registered under this program, were also contributing through the Pro-Rata mechanism.

Mr. Waseem Shahbaz Lodhi stated that the contribution from the Pro-Rata Mechanism was very low, and if the EDF was not funded, it would not be able to meet its budgetary requirements.

Malik Naseer Ahmed stated that the Committee's main concern was whether there was still a need to continue the program. An amount of Rs. 10 million was granted to IMAC by the EDF for its annual operational work. He remarked that these funds could have been utilized by the EDF for other initiatives. He further noted that there was a general perception that no substantial work was being carried out at IMAC, while salaries were continued to be paid.

The President stated that, in other words, the ILO Child Labor Elimination Program was being continued through IMAC. He mentioned that the Government had been requested to release funds from the EDF to cover its operational budget. He emphasized that this was an ongoing process and that request would also be made, in future, to the Government to continue supporting the program financially.

Mr. Waseem Shahbaz Lodhi informed that schools were also being operated under this program through the Child & Social Development Organization (CSDO).

Mr. Salman Sheikh raised a point regarding the amount of Rs. 970,647 mentioned under "Profit on Investment" from a term deposit, which was mentioned on Page No. 8, Point No. 1.7 of the Accounts Statement. He inquired whether the Sialkot Chamber was required to earn interest through a fixed deposit. The President responded by stating that the current practices were continuation of decisions made by previous management who definitely made it through careful consideration and brain storming. He clarified that during his tenure, no funds from those profits were used, hence he could not give any opinion on the issue. He also pointed out that, at this stage, no final judgment could be made. The original intention behind depositing the funds was to generate profits, which could then be allocated for donations or other purposes. Syed Ahtesham Azhar endorsed the President's viewpoint and added that it was decided to utilize the profit for specific purposes, rather than allowing the bank to benefit from it. Mr. Sohail Masood mentioned that he had raised a similar question to Maulana Habib Tariq during his visit to the Sialkot Chamber. He asked whether it was permissible to donate or help someone using the interest earned from a fixed deposit in banks. In response, Maulana Habib Tariq stated that, first and foremost, earning interest itself was a sin. Therefore, even if the interest money was used for good deeds, there was no certainty of receiving any reward for it. Mr. Sohail emphasized the need for further clarification on this matter.	
Participants	The President, Mr. Waseem Shahbaz Lodhi, Mr. Sohail Masood, Syed Ahtesham Mazhar, Mr. Salman Sheikh and Malik Naseer Ahmed.
Approval	Approved.

10. Point discussed.	Approval of minutes of meeting of the Departmental Committee on TMA & Excise held on February 26, 2025.
<u>Discussion:</u> Mr. Waseem Shahbaz Lodhi expressed his gratitude to Mr. Qaiser Ikram Dodhy for his commendable performance as Chairman of the TMA Committee. He noted that Mr. Dodhy took immediate action to resolve the issues raised by the members related to his Committee, which was duly acknowledged and appreciated by the members. The House also appreciated Mr. Qaiser Ikram Dodhy's efforts. The President endorsed Mr. Waseem Shahbaz Lodhi's remarks, adding that members had personally contacted him to commend Mr. Dodhy's work and agreed that the selection of Mr. Qaiser Ikram Dodhy as Chairman was an excellent decision. Syed Ahtesham Mazhar inquired about the work done by Mr. Qaiser Ikram. Mian Muhammad Khalil shared that Mr. Qasier Ikram Doddhy promptly cleared the encroachment at Mohabat Khan Industrial Estate, Daska within a day following a complaint from the members. He had also efficiently handled several similar complaints from members in the past. Mr. Iqbal Asad informed that the complaint regarding the encroachment was forwarded to TMA Daska and also brought to the notice of Mr. Mansha Ullah Butt, but no action was taken. However, Mr. Qaiser Ikram resolved the issue within a day.	
Participants	The President, Mr. Waseem Shahba Lodhi, Mian Muhammad

	Khalil and Mr. Iqbal Asad.
Approval	Approved.

11. Point discussed.	Approval of Report on visit of a Delegation of members of the Departmental Committee on Sports Goods & Sports wears, Apparel, Textile, and Bags to SIDC on February 26, 2025.

Discussion:

Sheikh Muhammad Shahid Inam said that the visit to SIDC was highly informative and beneficial. He expressed his appreciation for Mr. Sarwar Hanif, Project Manager of SIDC, for warmly welcoming the delegation, providing a comprehensive briefing on the services currently offered, and arranging a guided tour of the facility. Mr. Shahid Inam commended Mr. Sarwar for fulfilling his responsibilities effectively. While acknowledging that some members had previously expressed concerns regarding Mr. Sarwar's level of cooperation, he noted that he did not observe any such issues during the recent visit.

Mr. Muhammad Iqbal Asad shared a differing viewpoint. He stated that his experience was not entirely positive, citing that Mr. Sarwar had not extended sufficient cooperation to individual members who had visited SIDC separately. He mentioned that there had been prior complaints from members in this regard. Mr. Asad further noted that Mr. Sarwar himself acknowledged facing several challenges, which might have hindered his ability to attend to everyone effectively. Nevertheless, Mr. Asad expressed hope that the recent visit by the Executive Committee would lead to more positive feedback moving forward.

The President emphasized that members should actively engage with SIDC for the development of products which was endorsed by the Members.

Sheikh Muhammad Shahid Inam shared his positive experience, stating that he had personally manufactured products of Rs. 3(M) at SIDC and found the experience to be highly satisfactory.

The President acknowledged that while there might be some gaps in the services, these could be addressed and improved over time. He added that if the Chamber's delegation had been well-received by SIDC, it was a reflection of the organization's capable team, and members could expect similar support when referred by the Chamber.

Mr. Muhammad Iqbal Asad also shared that SIDC was equipped with the latest, state-of-the-art machinery, offering members excellent opportunities to benefit from the facilities for manufacturing goods.

Participants	The President, Sheikh Muhammad Shahid Inam and Mr. Muhammad Iqbal Asad.
Approval	Approved.

12. Point discussed.	Approval of minutes of meeting of the Departmental Committee on Musical Instruments held on March 11, 2025.
Approval	Approved.

13. Point discussed.	Approval of minutes of meeting of the Departmental Committee on Income Tax/FTR held on March 17, 2025.

The President said that FTR was an issue of critical focus during his tenure, noting that he had highlighted the issue, at every forum, to get relief for the export sector. He recalled that a high-profile meeting held in Islamabad with the Honorable Prime Minister of Pakistan, which was also attended by Federal

Ministers and the Presidents of 7-8 major Chambers in the country. During the meeting, he was given five minutes to comprehensively highlight the key issues of the Sialkot Industry, wherein he made special emphasis on restoration of FTR. After briefing the points by the Presidents of all Chambers, the Prime Minister requested Federal Ministers to reply to the questions concerning to their Ministry. The President mentioned that the issues of the Sialkot Chamber, like the FTR, was related to the Federal Finance Minister. He acknowledged that the FTR was a legitimate concern and committed to visiting the Sialkot Chamber in April 2025 for final discussions.

The Finance Minister also mentioned that his team was actively working on the points discussed during his visit to the Sialkot Chamber, as well as, those received in writing from the Chamber. The President mentioned that, aside from the Sialkot Chamber, no other Chamber in Pakistan was addressing the FTR issue at any platform. However, whenever the Sialkot Chamber raised the FTR issue in high-profile meetings, other Chambers endorsed it, recognizing it as a genuine concern. The President informed that all the details regarding the operations of the Sialkot industry and the proposal were thoroughly discussed during the meeting. It was requested that the Prime Minister must ensure that the FBR's involvement was minimal, or that it should not be left entirely to the FBR's discretion. In response, the Prime Minister asked why the Sialkot Chamber was hesitant to accept the FBR's involvement. The President explained that the primary objective of the government was revenue collection, and once that was achieved, there was no need to overly involve the FBR. Additionally, he emphasized that Sialkot was an SME-driven industry. The President further stated that the attitude of the FBR Chairman towards the issue of FTR was not favorable to the Sialkot Chamber, although the Finance Minister was serious about resolving the issue. The President personally suggested that, as the President of this Chamber and a representative of the SME sector, the FBR Chairman should offer support to the Sialkot Chamber regarding the FTR issue.

Mr. Salman Majeed stated that the main issue was lack of support from other Chambers in Pakistan, as they perceived it to be solely a concern of the Sialkot industry. However, he emphasized that the Sialkot Chamber was actually advocating on behalf of all industries across Pakistan. Mr. Salman suggested exploring a hybrid model that could allocate a certain portion of exports under the NTR regime and the remaining under the FTR regime to make it optional.

The President responded that the same proposal had previously been discussed and was referred to the government. He explained that under this proposal, it was suggested that there should be a threshold of Rs.1 billion for exports. If the export value exceeded this amount, the relevant authorities could then request to examine the books of accounts. It was further proposed that the specific threshold amount be determined through mutual understanding with the Sialkot Chamber. However, the Government, Finance Minister, and Chairman of the FBR did not agree to this suggestion. The President shared that, based on his personal interactions and meetings with the relevant departments, there was a possibility that a threshold of Rs.250–300 million in exports might be accepted. If a company's exports exceeded this amount, the department might request to inspect its books of accounts. He further noted that the concerned authorities, including the Finance Minister, found it difficult to comprehend how a company exporting goods worth approximately US$1 million (equivalent to Rs.250–300 million) could not maintain proper financial records. Following detailed discussions, it was proposed to defer the implementation of the Normal Tax Regime (NTR) and restore the Final Tax Regime (FTR) for a period of five years. During this transitional period, members would be requested to maintain proper books of accounts to be made available for future inspections. It was further suggested that during the five-year period, the Federal Board of Revenue (FBR) could adopt a phased approach to reviewing the accounts. For instance:

- Companies with exports of up to Rs. 2 billion could be reviewed after 2 years.
- Those with exports of Rs.500 million could be reviewed after 3 to 4 years.
- Those with exports of Rs.250 million could be reviewed at the end of the 5-year period.

Ultimately, the objective behind NTRT would be to bring all such exporters into the tax net and ensure accountability. This approach aligned with the requirements of the International Monetary Fund (IMF), which had emphasized the need for registration and the digitalization of the financial system to improve transparency and oversight.

Mr. Waseem Shahbaz Lodhi acknowledged the President's sincere efforts regarding the issues of FTR (Final Tax Regime) and the Tannery Zone. He recommended that the Chief Minister of Punjab and Mr. Ahsan Iqbal should also be engaged to support lobbying efforts on both the FTR and Export Facilitation Scheme (EFS) ahead of the upcoming budget. He noted that Mr. Ahsan Iqbal, as the Chief Coordinator of the "Uraan Pakistan Project", which was directly linked to boosting exports, could play a pivotal role, in this regard.

The President shared that a detailed discussion on the Export Facilitation Scheme (EFS) was held during the meeting with the Prime Minister. Subsequently, another meeting took place with General Sarfraz at the Special Investment Facilitation Council (SIFC), where various issues including FTR, EFS, Industrial Zones, Waste Management, and Road Infrastructure were thoroughly discussed. Although the meeting was originally scheduled for 45 minutes, it extended to 2 hours and 30 minutes. The President expressed his gratitude to General Sarfraz for attentively listening to all the concerns and for directing his team to coordinate with the relevant departments to arrange further meetings and ensure necessary follow-up actions.

The President said that he had also brought to the attention of General Sarfraz, the matter of the approval of Section 5 of the Sialkot Industrial Zone, which had been pending for several months and had become a hurdle to further progress. General Sarfraz was informed that the proposed Industrial Zone would be a game-changer for the Sialkot industry, as it would help address a range of critical issues including CSR, social compliance, certifications, traffic, and waste management. The formation of the zone was expected to significantly ease these challenges. General Sarfraz appreciated the concerns and assured that the issue would be resolved.

The President stated that it was informed that Sialkot was a 100% export-oriented city, consistently working for the betterment of the economy and the country. Therefore, he emphasized that Sialkot should be facilitated in the same manner as other major cities of Pakistan, such as Lahore, Karachi, and Islamabad. General Sarfraz was fully convinced by the briefing and immediately instructed the inclusion of Sialkot in the Annual Development Program, specifically for the allocation of budget towards waste treatment, management, and infrastructure development. He also directed the formation of a four-member Committee, comprising the Commissioner, Deputy Commissioner, a representative from the Environment Department, and a member from the Sialkot Chamber of Commerce, who would lead the initiative. He informed that name of the Sialkot Chamber representative was added upon his personal request.

The President shared that the Government's amendment in the Export

Facilitation Scheme (EFS) was discussed, in detail, as it had been causing obstacles in the import of goods meant for re-export. In this regard, letters were sent to Prof. Ahsan Iqbal Chaudhry, Minister for Planning & Development, with copies forwarded to the Federal Ministers for Finance, Commerce, Defense, and the Chairman of the Federal Board of Revenue. The President also noted that the Collector of Customs, Sialkot, was taken onboard to help resolve the issue and facilitate the members. Mr. Tariq Hussain, Chairman of the Departmental Committee on Shipping and Dry Port was actively pursuing the matter and, on the President's advice, personally met the Collector of Customs along with a member to facilitate and secure the release of the shipments.	
Participants.	The President, Mr. Waseem Shahbaz Lodhi and Mr. Salman Sheikh.
Approval	Approved.

14. Point discussed.	Approval of minutes of meeting on visit of H.E. Ms. Harerimana Fatou, Ambassador of the Republic of Rwanda held on February 24, 2025.
Approval	Approved.

15. Point discussed.	Approval of minutes of meeting regarding Sialkot Export Processing Zone held on February 24, 2025.
<u>**Discussion**</u>**.** The President informed the participants that the meeting was convened to discuss the issue of notices served by the Punjab Small Industries Corporation (PSIC) to the allottees of the Export Processing Zone (EPZ). Major stakeholders of EPZ were invited to attend the meeting, and the President also consulted several stakeholders telephonically to obtain their views and consent on the matter. After detailed deliberations, it was unanimously decided to file a writ petition before the Lahore High Court, Lahore. Accordingly, Mr. Muhammad Zikria Sheikh, Advocate Supreme Court of Pakistan and former Deputy Attorney General for Pakistan, was appointed as the legal counsel to file and pursue the case, through Mr. Asghar Ali Rana. The President announced that a stay order had successfully been obtained against PSIC. He further stated that the Sialkot Chamber of Commerce & Industry would also be presented as a respondent before the Lahore High Court, as they had been summoned. The stance of the Sialkot Chamber would be in favor of the allottees. The main argument to be presented by the Sialkot Chamber to PSIC was that, as per the agreement, it was the responsibility of PSIC to complete the development work and hand over possession within two years—a commitment which had not been fulfilled even after more than 2 decades.	
Participants	The President.
Approval	Approved.

16. Point discussed.	Approval of minutes of meeting on visit of Mr. Faiz Ahmad, Chief Executive, Trade Development Authority of Pakistan held on February 25, 2025.
Approval	Approved.

17. Point discussed.	Approval of Report of an Awareness Session on SMOG Strategy by PBIT held on February 26, 2025.
Approval	Approved.

18. Point discussed.	Approval of Report of Seminar on Import & Export Transactions by SBP held on March 12, 2025.
Approval	Approved.

19. Point discussed.	Approval of minutes of meeting of Project Committee and Management Board of SCCI Med Pharmacy held on March 18, 2025 & March 25, 2025.

Discussion

The President stated that, with the Blessings of the Almighty, the Sialkot Chamber was inaugurating the 'Sialkot Medical Store' today, with the ceremony being graced by Mr. Riaz Ud Din Sheikh. He highlighted that this was a first-of-its-kind and unique initiative, aimed at serving the public by offering maximum discounts through the support of the Chamber. He emphasized that unlike previous projects initiated by the Chamber which were primarily profit-oriented and investment-based, this project would operate on a No Profit, No Loss model and would be run as a trust. He clarified that the project was not funded through Zakat or Sadaqat, but rather through generous donations from Chamber members. He expressed gratitude to the members who had contributed and encouraged others to participate and support this noble cause. He also requested the members to pray for the continued success of this initiative, noting that there was no limit on how much one can donate.

Mian Muhammad Khalil stated that the Sialkot Chamber's Medical Store project was purely a welfare initiative aimed at benefiting the common man. He mentioned that the members highly appreciated this project. He also requested prayers for the President who had taken the initiative and for the project's continued success. Mian Khalil further shared that they planned to open several branches of the Medical Store across Sialkot.

Mr. Arshad Jamil Chaudhry inquired about the procedure for becoming a member of this Project.

The President shared that the Board of Sialkot Medical Store had officially been constituted. The newly formed board comprised the following individuals:

- Sitting President of SCCI – Patron In-Chief
- Mian Muhammad Khalil – Chairman
- Hafiz Junaid Shahid – Senior Vice Chairman
- Mr. Aamir Mahmood – Vice Chairman
- Mr. Ikram ul Haq – General Secretary
- Mr. Asad Naseer Malik – Finance Secretary / Auditor
- Mr. Adnan Safdar – Joint Secretary
- Mr. Imran Ali Rana – Legal Advisor
- Mr. Waseem Shahbaz Lodhi – Member
- Mr. Omer Khalid – Member
- Mr. Zafar Iqbal (Lala) – Member
- Mr. Muhammad Abid – Member

He said that it was part of their vision to open branches in other areas of Sialkot, such as Daska and Sambrial, because firms from those regions were also registered with Sialkot Chamber.

Mr. Muhammad Iqbal Asad suggested that a nominal profit should be maintained to facilitate the expansion of additional branches.

The President responded that opening new branches on a nominal profit basis was not feasible. He explained that establishing a new branch required a capital investment of Rs. 30 million. Therefore, if any expansion was planned, the necessary funds would be raised through donations from members and from the respective areas where the new branches were to be established.

Mian Muhammad Khalil stated that the position of General Secretary was a permanent one; therefore, due to the President's strong affiliation with the project, he had been nominated for this role to oversee the project's progress, on a regular basis. The President endorsed Mian Muhammad Khalil and clarified that the Patron-in-Chief was the sitting President, subject to change upon the completion of tenure. He stated that all financial matters shall be signed jointly by the Sitting President and the Chairman. It was informed that the Accounts Department of the Chamber would be responsible for maintaining the accounts of the Medical Store. A separate bank account had already been opened in Bank Islamic for this purpose. The President further informed the house that since the Medical Store had been established within the premises of the SCCI Building, he requested the house to provide their opinion and grant approval that no rent should be charged, and free electricity, including generator backup, should be provided. The house unanimously approved this proposal. The President mentioned that, as per the suggestion of the Secretary General, a nominal amount might be added to the membership renewal fee to support the establishment of new branches. Mr. Salman Sheikh suggested that formation of a mobile service Pharmacy should also be considered. The President said that it had been planned to add two services like delivery on call and Paramedical Staff home service.

Participants	The President, Mr. Salman Sheikh, Mr. Muhammad Iqbal Asad, Mr. Arshad Jamil Chaudhry and Mian Muhammad Khalil
Approval	Approved.

21. Point discussed.	Approval of minutes of meeting of the Departmental Committee on Human Resource held on March 21, 2025.
<u>Discussion:</u> Syed Ahtesham Mazhar inquired about the matters discussed in the meeting. The President responded that only routine matters were discussed.	
Participants	The President and Syed Ahtesham Mazhar.
Approval	Approved.

22. Point discussed.	Approval of minutes of meeting of the Departmental Committee on Fairs & Exhibitions/Delegations held on March 24, 2025.
Approval	Approved.

23. Point discussed.	Approval of minutes of meeting of the Departmental Committee on Membership/Bye-Laws going to be held on March 28, 2025
Approval	Approved.

The Meeting ended with a vote of thanks to the Chair.

Minutes approved by the President, Sialkot Chamber of Commerce & Industry.