



SIDDIQSONS LIMITED

# COMMUNICATION ON PROGRESS

## **ABOUT US**

Siddiqsons was established in 1958 and is one of the leading names in the country's Industrial sector. The company started its operations by trading in cotton fabric. The acknowledgement and recognition earned in the market encouraged the company to take up manufacturing of cotton fabric, tents and tarpaulin. The ever changing and dynamic fashion industry further encouraged the sponsors to venture into manufacturing of mill dyed and printed woven fabrics during early 80's.

Siddiqsons Group has established itself as the pioneers of denim manufacturing in Pakistan. We have complete vertical setup with a state of the art machinery, skilled employees and have passion towards denim. Siddiqsons is in Denim business for more than 5 decades and has always been considered as the pioneer in denim manufacturing ever since.

## **OUR ACHIEVEMENTS**

Over the years, Siddiqsons has bagged various national and international awards from government and private authorities as a recognition of our commitment to excellence across all spectrums of textile manufacturing

### **SOME OF OUR ACHIEVEMENTS INCLUDE:**

- Winner of Best Export Performance Trophies from FPCCI Pakistan since 1982.
- Special Merit Award for Denim Fabric.
- Best Performance 100% Cotton Denim Fabric FPCCI Trophy.
- Best Export Trophy for Denim Fabric.
- Special Merit Award, by FPCCI for Denim Fabric export.
- Recognized by WGSN as one of Asia's top 5 denim manufacturers.
- Special Award for Excellent Performance in Exporting New and Non-Traditional Markets for Denim Fabrics, FPCC



## OUR VISION

To become the leading sustainable denim and garments manufacturer in the world by developing sustainable business practices in our production processes and creating an environment of inclusion, diversity and development



## OUR MISSION

To bring the best clothing experience to consumers of all ages globally through our innovative quality-oriented product offerings.

## SIDDIQSONS GLOBAL REACH

Siddiqsons' journey from one of the largest textile manufacturer in Pakistan to a global player is one that's filled with commitment, passion, and fervor to achieve excellence with suitability. Over the years we have kept true to our promise of innovation and quality.

Since our beginning in 1959, we have traverse every nook and corner of the industry and branched out our services across all aspects of manufacturing. Today, we stay firm to our legacy of excellence and has earned a prestigious representation across the global textile industry.

## **CEO MESSAGE**

One of the core values we hold dear at Siddiqsons is our ability to innovate and be on the forefront of global trends. Siddiqsons is a pioneer in denim manufacturing in Pakistan. Since its establishment, we have always focused on manufacturing and delivering quality products to our customers.

Siddiqsons has grown exponentially over the years and currently operates eight different units in Sindh and Baluchistan. This growth has been possible mainly because of the exceptional and diverse talent that we have working with us. Our employees remain our primary focus as the unique skills and strengths of each member of our team helps us maintain our position as a top denim mill in Pakistan and the region.

In our quest to become the best denim manufacturers in Pakistan, we have not forgotten our mission to work towards making the world stronger and safer. Siddiqsons is putting a special emphasis on contributing towards meeting the Sustainable Development Goals (SDGs) that have been developed by the United Nations. We have an important responsibility to ensure that we provide value to society through our Company operations.

Siddiqsons has made significant investments towards sustainability in its operations including energy efficiency and water management. Sustainability is integral to our core business practices and we are working directly with communities across Pakistan to contribute towards the sustainable development of society.

## **CORPORATE SOCIAL RESPONSIBILITY**

Siddiqsons is one of the most socially conscious and responsible manufacturers in Pakistan and has undertaken great care to foster a sustainable and healthy working environment that is not just ethical, but also socially and environmentally in line with global standards.



### **OUR CSR POLICY**

Siddiqsons remains committed to our vision and mission of fostering sustainable and socially responsible business operations. Our business and ethics revolves around the sustainable development of economic activities in balance with societal and environmental development that are involved or affected by our



economic activities. Thereby, we held ourselves as responsible to provide a nurturing environment for our people, society and nature where we operate.

### **STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER**

I am pleased to confirm that Siddiqsons Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

### **ENVIRONMENTAL SUSTAINABILITY**

Environmental Sustainability has remained at the forefront of Siddiqsons operations since inception. We fully understand our responsibilities towards the society and nature where we operate.



We work tirelessly to ensure that our environmental impact is reduced, our work processes are more efficient and effective work processes and that we engage in socially responsible initiatives. We remain committed to create a green future for the next generations by taking measures towards sustainability including:

- Reducing waste by remaking fabric through recycling used garments
- Tree plantations of over 5,000 trees; with 1,000 more tree plantations in the pipeline
- Certified Chemicals – no chemicals are used through the restrictive substance list. ZDSC certified.
- Using vegetable waste dyes which are bio-degradable and organic.
- Machines Waterless washing in Garments through the laser machine & Ozone wash
- Old condensate lines are being changed to save water, heat & energy.
- Emissions test of NOx & sox are being conducted quarterly under EPA benchmarks
- Energy analyzers installation is planned
- Using Aniline free Indigo (the 1st Sustainable Indigo)
- Plans to introduce 'Future Denim' with Archroma which will ensure a low environmental impact dyeing and finishing of denim.
- Results in more sustainability, more performance, and more colors. Ensures:
  - a) Up to 52% less water
  - b) Up to 23% less energy
  - c) Up to 17% less Co2 emission

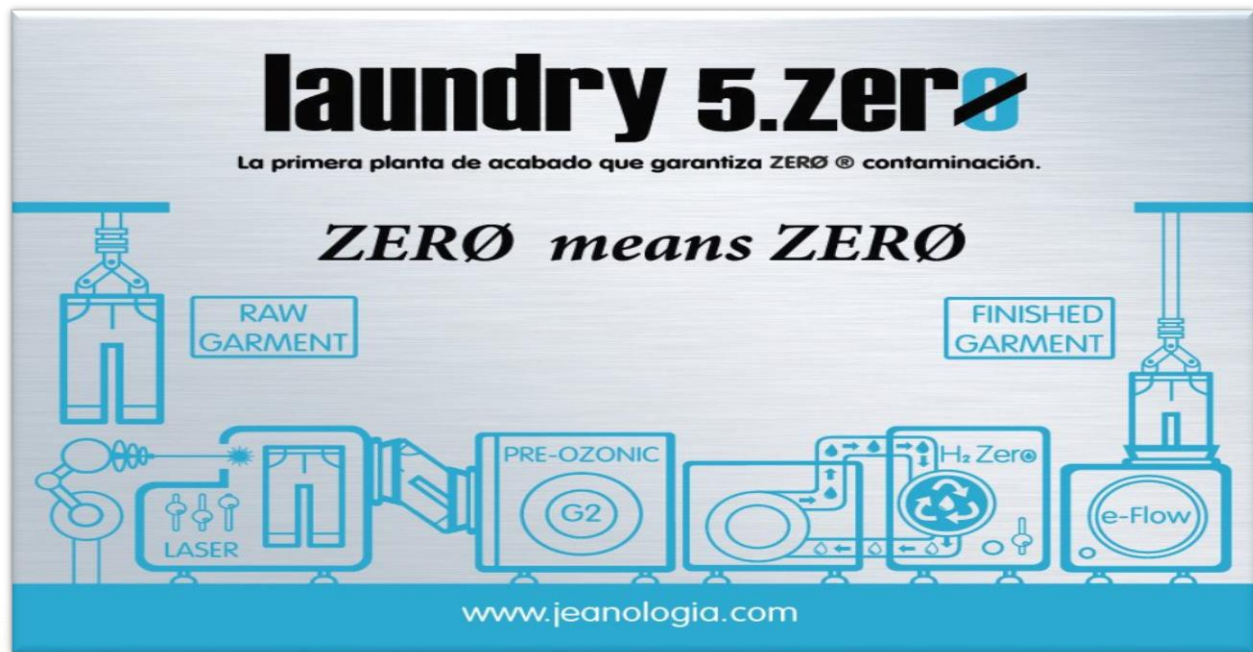
- **Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)**  
Company has maintenance schedule for production process.
  - We are implementing LEED
  - Renewable energy generation 20% from solar.
  - Installed Air conditioning system with refrigerant type R-32 (Zero emissions)
  - Waste water recycling up to 70% on ZDHC progressive standards.
  - R.O recycling up to 60%
- **Ensure emergency procedures to prevent and address accidents affecting the environment and human health**  
Emergency preparedness plan and policies has been generated and communicated to workers through training and addressing the risk factor.
- **Minimize the use and ensure safe handling and storage of chemical and other dangerous substances**  
Company has ensure safe handling and storage of chemicals and other dangerous substances as per standards and the requirement of National and international requirements.  
Company has provide frequent training to workers for safe handling and storage and disposal.

## **SIDDIQSONS 5.0 LAUNDRY SYSTEM**

The inauguration of the project 5.0 Aqua laundry a place on the front line of the denim industry. Siddiqsons will be the sixth company in the world to adopt this state of the art denim washing system and first in Pakistan, once again reiterating status as pioneers of the country's denim industry.



Through the 5.0 Aqua laundry there will be no stones, no potassium permanganate, no hand grinding, no water and no bleach in the denim washing process 5.0 is a laundry process that eliminates all the key elements of environmental issues resulting from denim processing. The key metric is the ability to recycle the water being used. It will use laser technology to reduce chemicals such as permanganate that goes onto garments during dry processing. This technology is also being used to eliminate scraping during dry processing which is traditionally done by hand and in turn is harmful for the environment and employees that work in these units. Additionally, it uses ozone to eliminate the chemicals in bleach so that you are able to pull color off the fabric



## HUMAN RIGHTS

Siddiqsons Limited has always been on top to raise the ideology of human rights for people. We promote Human rights that can allow our employee to live with freedom, dignity and equality. We believe every employee has rights to live with peace and justice. We make sure our employee without distinction of any kind such as religion, color, sex, political, race, language or other opinion or other national. Siddiqsons support Human rights as essential entity in the development of individuals and communities.





- Ensure workers are provided safe, suitable and sanitary work facilities**

We always care for our workers and we believe that actual resources of company is their employee, So in order keep the resource healthy, we make sure to provide clean, safe and hygienic environment to all the workers.

- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats**

Company has maintained and has developed the policies to keep workers save from violence and have pasted notices in all area to keep them aware of wrong activities. We also provide training secessions to keep our workers educated and protected against violence acts.

- Take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products**

We always make sure that our workers are taking all the necessary precautions while handling the heavy activities. PPE's has been provided to workers and ensure on daily internal audit basis and training has been conducted as per schedule for worker awareness.

## **LABOR**

Siddiqsons HR has been playing an important role in creating the code of conducts for Labors which clear guidelines and promote positive awareness among them. We care and protect our labors from mistreatment from management or from employer. We always make sure that our labor are getting fair wages along with job security.



- Ensure that the company does not participate in any form of forced or bonded labor**

Company has developed a policies against forced labors and mistreatment and provide training sessions which indicates that labors are treated appropriately during operations at workplace. We ensure that labors are appreciated for their efforts and are compensated properly



We are complying minimum wage requirements as per Labor law and have designed bonuses and rewards program for everyone that motivates our workers to work with enthusiasm. We have implemented policies for everyone who works in the company, has the right to work in a safe environment and get a fair compensation for their efforts.

We are conducting meeting of work council as per schedule to ensure the employment related decisions. We give assurance to our employee as per polices which helps them to make right decisions with fact and figures.

Siddiqsons Limited Anti-Corruption Policy is fundamental in creating the key procedures against corruption. We have adopted different principles to avoid illegality and alleviate the threats of corruption and bribery. All employees are obligated to maintain ethical standards as per the policy and are required to take appropriate steps in order to eliminate violations.



Our Company maintain policies to minimize the risk and communicate that to the relevant people through meetings, seminar and special trainings. The guidance we provide in different workshop helps them to understand relevant opportunities which includes well-balanced ethical activities and guidelines.

Yes we ensures that ethical behavior and anti-corruptions clauses are mentioned in contracts with our business partners. Siddiqsons has always implemented anti-corruption policies and procedures while doing business to make sure transparency, rightfulness with stakeholders and business partners.

•Ensure that internal procedures support the company's anti-corruption commitment

We have established the key principles and regulations for our employees to understand about anticorruption activities, as well as express the fundamental plans, values and codes of conduct, which must be followed to protect the Siddiqsons reputation.

## **SUSTAINABLE DEVELOPMENT GOALS**



### **NO POVERTY**

Siddiqsons care for his people whether they are labor or office staff. We always meet the minimum wage requirement and also provide free education to our worker's children. Our management is really working hard to improve life prospect for poor kids and reducing poverty at the maximum level.



### **ZERO HUNGER**

In order to reduce hunger, we provide subsidized meal to workers and give ration bags to poor families and We also take little things for granted and make sure that our workers are fulfilled with basic necessity so we provide them bonuses and Zakat.



### **GOOD HEALTH AND WELL-BEING**

Our organization consider health and safety its first priority so we always organize seminars and training sessions for our workers and employees, where we not only guide them about safety precautions but also promote healthy lifestyles. We are also C2C certified and always support our workers for their healthcare.



#### **QUALITY EDUCATION**

Siddiqsons has always been involved in building quality career for everyone and helps needy people by sponsoring them for education of their children for personal growth and professional development. Our Aziz Rafi Trust gives back to the community by helping them grow into viable and functional societies. Free IT Center at facilities for locals and employees (Registered with the Trade Testing Board Quetta) where 1,000+ students have passed out from the Siddiqsons Institute.



#### **GENDER EQUALITY**

The environment Siddiqsons provide to its employees never link gender discrimination. We empower and encourage everyone irrespective to its gender or appearance. We never hire people buy looking at their gender, our focus is to recruit candidates on merit basis and give everyone an equal chance and platform.



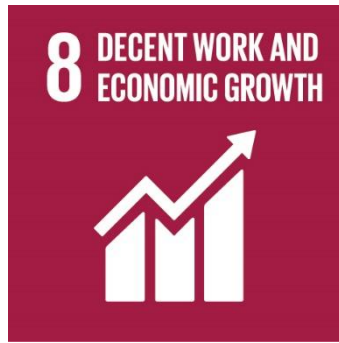
#### **CLEAN WATER AND SANITATION**

Siddiqsons has taken an initiative to recycle waste water up to 70% and reduce and reuse water. Siddiqsons Ltd is always concerns about environment. We are the member of ZDHC, Clean chain program, HIGGINDEX. These all are international standards for betterment of the environment. Taking sustainability over the traditional methods. Siddiqsons Ltd is the only company in Pakistan to install 5.0 laundry for the betterment of this planet. We are making a pair of jeans with one glass of water only and saving 60 liters of water.



#### **AFFORDABLE AND CLEAN ENERGY**

500kw solar system and integrate it with our self-generation in order to make our unit more sustainable. By adopting recent day's technology we will reduce 3-5% of natural gas consumption. Siddiqsons has recently certified with C2C (Cradle 2 Cradle) and working on LEED. To minimize the consumption in order to make more sustainable and green unit.



### **DECENT WORK AND ECONOMIC GROWTH**

We believe in maintaining the best work environment among people here in Siddiqsons and always inspire them for professional development in order to create a positive impact on economic growth which will not only help company or country but will also influence their work life in a right direction.



### **INDUSTRY INNOVATION AND INFRASTRUCTURE**

Siddiqsons has been adopting all the latest machinery system from many years. We are always indulged with sustainable technology and infrastructure. Some of our sustainable and latest technology are as below:

- Jeanologia 5.0 Laundry system
- Post-consumer waste Plant
- Solar energy system
- Building Management system and many more



### **REDUCE INEQUALITIES**

We are committed to reduce the inequality from every corner of the company. Our recruiting/selection process strongly promotes equality among candidates regardless of gender, religion, race, sexual orientation, disability, age, caste or etc. We are fully against biasness and discrimination and does not allow anyone to be involved in such activities



### **SUSTAINABLE CITIES AND COMMUNITIES**

Machinery and latest technology which Siddiqsons has installed in the premises, does not harm society instead It keep the environment safe and clean. We do not only provide green products to the customers but also our focus is to keep the cities and communities green by using ecofriendly technology such as ETP, R.O Plant, 5.0 system, Solar energy.





### **RESPONSIBLE CONSUMPTION AND PRODUCTION**

We are meeting the international standards in consumption and production. Siddiqsons uses recycling technology and promote green products to its customers. From the point of initiation till the point of consumption we try to follow sustainable processes and technology like Post-consumer waste plant, Waterless and Salt free dyeing, Effluent treatment plant and R.O recycling plant and etc.



### **CLIMATE ACTION**

By Adding Renewable energy source in facility, CO2e purchase cradle 2 cradle certified. Plantation of trees every year Company is always in concern with social protection and engages its stake holders before taking any initiative. Company provides medical and group life insurance to its employees to meet any emigrant need. Our factory benefits from employees making use of our coach transportation, again reducing emissions.



### **LIFE BELOW WATER**

Our 5.0 laundry system resource and recycle water. The unit has designed in a way that the consumption of water will be only one glass of water for a pair of jeans. Recycling of waste water up to 70% with latest MBR technology through which we are going to meet ZDHC progressive standards. R.O recycling up to 60%



### **LIFE ON LAND**

Siddiqsons and its employees eagerly participate in plantations of tree. We have planted over 5000 trees and more 1000 trees are in pipeline. We believe land is the only place where human can survive peacefully but surviving without other natural resources is not possible. So we always take care and try to keep this land green as much as we can.



### PEACE, JUSTICE AND STRONG INSTITUTIONS

We are strongly connected with our work ethics and code of conduct. Siddiqsons has developed anti-bribery and anti-corruption policy which indicates corruption, punishment, extortion, bribery and violations acts are strictly prohibited.



### PARTNERSHIPS FOR THE GOALS

Siddiqsons contributes a lot towards sustainability and ecofriendly system. We are still working on many goals, which represent sustainability and green products. We are currently in progress for LEED certification from United States Green Building Council and we are also proud to be a member of UNGC.

### OUR CERTIFICATIONS:



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