



Jeanetically Eco Conscious

Chottani Industries

Communication on Progress

CoP United Nations Global Compact – UNGC

Kinza Ejaz – CSR & Sustainable initiatives Manger , Chottani Industries
Ma Textiles for Environment from UAL -TED.

26 March 2021-24 June2022



Jeanetically Eco Conscious

June 18, 2021

H.E. Antonio Guterres
Secretary General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary General,

I, Aamir Chottani, director at Chottani Industries am pleased to confirm you that Chottani Industries reaffirms its support to comply with the ten principles of the United Nations Global Compact in the areas of human rights, labour rights, environment change and anti-corruption. We at Chottani Industries have been an active supporter of United Nations Global Compact and practice with transparency in achieving the 17 Sustainable Development Goals which are at the heart of our core practices in our corporate sustainable responsibility and sustainable developments. We aim to achieve most SDGS, if not all, by 2030 in all our business practices.

We look up to United Nations Global Compact to provide a strengthening forum for our corporate social responsibility in ensuring greater accountability for the enforcement of human rights, labour rights, anti-corruption and environment standards. At Chottani Industries the way we lead, work and behave in our business is driven by our core values and policies adapted from UNGC and National and International regulatory authorities.

In the annual communication of progress, we describe our actions and results to continually improve the integration of the global compact and its principles into our strategies, culture and daily operations of all our businesses and global trade. We also commit to document and share this information with our stakeholders, using our primary channel of communications. We are thankful to you for your support and continue to work in the areas of achieving Global leadership.

Sincerely,

A handwritten signature in black ink, appearing to read "Aamir Chottani", is written over the printed name and title.

Aamir Chottani
Director - Chottani Industries



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What does CSR Mean to Chottani Industries?

If we are lucky enough to have grandchildren, they would be lucky enough to inherit the land we bequeath them. How worried should we be at the state of this inheritance? Deeply worried is the answer! Not only are we over exploiting the planet and its resources that we live in but we have super seeded in damaging the nature by a century ahead of its times.

Not understanding that how much we depend on everything that nature provides and that having to believe that nature is a separate thing from us and that its okay to exploit or control or supress it by not suffering from the consequences. Beginning of 2021 bought with it the ground reality of an inevitable climate disaster with it. From punishing heat in North America and ground breaking floods in Asia and Europe.

When you push things too far, harmony and the balance get lost as there will be an equal and opposite reaction which is exactly what's happened. The rising temperatures of the Earth which is in-between 1.1 - 1.3 Degrees Celsius is a living proof on how life would be like if we do not fix the balance. 3 Degrees Celsius can be a difference between snow and sleet. On a day to day life it may seem a difference of wearing a jacket or not but when it comes to global warming 3 degree Celsius of Global warming would be catastrophic.

World leaders gather around Glasgow to talk about climate change COP26 but the problem is that they just talk , there is no action on the ground. Greta Tumber says exactly the same thing it's all 'blah blah blah blah Whilst the younger generations see their future and planet being totally destroyed. As children born today are more likely to see extreme weather conditions seven times more than their grandparents.

Big corporation know that this is an issue that not only goes beyond business but ensuring that there is an earth for us all. Investors community is being pressured by their stakeholders and by all of the people to make a real difference in terms of sustainable investment opportunities.

The governments and corporations can bring billions or trillions back. The question and the difficulty are that how do you unlock those millions and trillions of dollars with the assistance of the public sectors as that's the key, because at the moment all the different solutions to the problems we've faced technology in those natural solutions none of them are considered as economics.



Our CSR and sustainable initiative Ethos

Chottani Industries in its sustainable initiative ethos, is “Jeanetically Eco Conscious. We care deeply for people, our communities and protecting our natural resources.”

As societies develop , people are having less children. The main reason our population is rising , is that people are living longer. If this continues , our population will stop growing by the turn of the century. By investing in education in women’s rights, elevating people out of poverty we can bring a change much sooner. This changes everything, especially with the opportunity we need to change our balance.(David Attenborough).European institute of gender equality (EIGE) says that Improving gender equality by 2050 can lead to an increase in EU GDP per capita of EUR 1.95-3.15 trillion which can result in additional 10.5 million jobs which would benefit men and women both.

“At Chottani Industries we want to build a world where every woman under our roof has unique powers .We want to empower women with skills so that she can fight through poverty and social orthodox barriers.” Aamir Chottani ,CEO Chottani Industries.

“And Brave are the ones who fight back” -Sue Lloyd Roberts

Our Corporate Social Responsibility

At Chottani Industries, the way we lead, work and behave is driven by our core values. These values influence the way we meet our customer's needs while respecting the regulatory requirements and the way we promote ethically sound practices within the organization. We are committed to integrate responsible and sustainable business practices across our operations and manufacturing process. It is our policy to act responsibly in our day-to-day relationships with our customers, suppliers, employees, and communities.

Protecting our shared environment is of fundamental importance to Chottani Industries, as it is to our employees. Being a member of the United Nations Global Compact Network, we have modelled our principles after some of its Sustainable Development Goals. These principles are embedded in our business, processes and ways of working. Our leadership in corporate responsibility and sustainable excellence is driven by a bold and influential approach that encompasses:



- High ethical standards when conducting business.
- Acts in an environmentally conscientious and responsible manner.
- Respects the privacy and dignity of our employees, suppliers and customers.
- Promote a work environment of equal opportunity and never engage in unlawful discrimination.
- Commit to employ a diverse work force.

Employee Relations

At Chottani Industries we ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. We also apply fair labor practices as per mentioned in the ILO, while respecting the national and local laws of Pakistan.

We are committed to providing equal opportunity in all aspects of employment and do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

Environment Health & Safety

Chottani Industries is committed to protecting the health and safety of all individuals affected by our activities, including our employees and the community. We provide a safe and healthy working environment, and do not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

We are committed to environmental protection and stewardship. Chottani Industries recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

Community Investment



Chottani Industries stresses collaborative, consultative, and partnership approaches in their community investment programs. We also contribute to our community's' quality of life by supporting innovative programs in health, education, social services and the environment, as well as cultural projects. We strive to provide employment and economic opportunities in the communities where we operate.

- Maintains a safe and healthy work environment.
- Conserves the environment and its protection.
- Reducing the water usage in production and reusing the waste.
- Promotes quality education in the local community.
- Engages collaborative partners to achieve goals.

Textile Industry Overview and Pandemic

Textiles comprise 57% of Pakistan's export revenues. In addition, the sector employs about 45% of the total labour force in the country (and 38% of the manufacturing workers).

Pakistan is the fourth-largest producer of cotton with the third-largest spinning capacity in Asia after China and India, and it contributes 5% to the global spinning capacity.

The textiles industry of Pakistan which supplies everything from denim jeans to towels for buyers in the U.S. and Europe -- is one of the country's few economic bright spots. Textiles amount to about 60% of Pakistan's total exports and the nation has allowed its factories to open ahead of India and Bangladesh when the pandemic first emerged in 2020, drawing orders from global brands directly. Massive orders were shifted from Bangladesh and India to Pakistan during the beginning of pandemic which was great news for the textile economy.



Ceo Aamir Chottani - Chottani Industries

Over the last 14 years, Aamir Chottani has been driving positive disruption of the established but traditional market research industry by bringing out the best using smart technologies and human collaborations.

Chottani Industries is a Denim manufacturer based out of Karachi. Having three factories in the same industrial zone and one Us Green Gold certified on its way.

Denim Journey –Jeans Signature

Aamir Chottani is a graduate of Brunel Business School, London and started his professional career by joining family textile business, Chottani Industries in 2008. “I was always intrigued and mesmerized by the blue fabric and indigo dyeing, over 30 years of our history we have assembled a credible & loyal supply chain that’s built around sustainability, clean methods of making garments, innovation in smart technology and maintaining an impeccable high standard of quality within our supply chain.” We focus on providing all our global clients with bespoke sartorial services of a luxury brand whilst focusing on comfort fit and quality which is the very heart of our jeans and is our labelled signatures, as we train our tailors to unlock perfection”. Globally we have a high demand for our latest organic fabrics and women’s silhouettes.

Fabrics to pass on

Our collections are made from CIMA organic Cotton, recycled post-consumer waste (PCW) , Eco-Vera , plant-based fabrics and fibers like Tencel Using the cleanest processing that consumes less water and less energy, hemp which grows without pesticide and has anti-bacterial properties.

Chottani Industries is a strategic partner of many leading fashion retail brands across Europe, USA and Africa. The organization is part of Ellen MacArthur Foundation that works to accelerate the transition to a circular economy

‘We handcraft, sew, use 100% organic denim fabrics and even sustainable accessories around Jeans Re design guidelines for circularity fashion that have a

philosophy of nothing goes to waste in production and processing. Many of our customers are using EMF as a platform and guideline to build their collections.

Catalyst for a climate change

We are Jeanetically Eco Conscious in our sustainable ethos, a catalyst for sustainability on saving the planet and have a deep-rooted respect for people, nature, and smart innovation.

We are an active member of the United Nations Global Compact (UNGC) program that helps us align and drive best actions within our organization on sustainable initiatives and majorly supports delivering on UN's 2030 agenda. In early 2021, WWF-Pakistan and Chottani Industries entered a collaborative partnership for environment conservation and protection on many projects.

Aamir Chottani has been awarded the Export Excellence Award 2021 "Best CSR Practices" by the President of Pakistan, H.E. Dr. Arif Alvi for his extraordinary contributions to the climate mitigation including green initiatives along the Indus delta as well as urban forestation programs, renewed calls to plastics including fighting beach plastics with sustainable options, reclaim and reuse of post-consumer waste to be used as source for the fiber, smart technology to help provide end to end transparency in supply chain , working towards improving livelihoods of women through gender equality programs and supporting local communities through various health and education initiatives.

Aamir's represented Pakistan's garment industry on various international platforms to advocate for sustainable fashion and ethical manufacturing including the high impact forum at the IAF World Fashion Convention, Antwerp - Belgium.

Aamir Chottani has also been made an Executive Advisor at The Citizens Foundation (TCF) since 2019, a network of 1500+ schools for the underprivileged children in remote areas all across Pakistan.

Cruising through Covid

The rapid spread of Covid 19 shut everything down of industries around the world. As soon as the lockdowns lifted the demand rocketed yet supply chains were fiercely disrupted, each struggling to bounce back. Manufacturers could not produce like how they did before.



Aamir Chottani receiving the award from the president Dr Arif Alvi

We did not have a temporary pause to production as it would have been a blow to many workers of the factory. We must understand that people who work on daily wages are mostly the bread winners. In fact, we did not find the need to downsize our company as we continued to fight harder as times got tough. Our staff was allowed to stay at home and the salary was compensated alongside with extra rations.

Fast response from the government and serious contention plan in the country led to strict lockdowns, which helped stop the quick spread as the factories had to close as well. Our Governments fast action plans helped to ensure the citizens safety, have everyone vaccinated and to control outbreaks through smart lockdowns.

As soon as the lockdown was over, we followed stringent procedures of hygiene, social distancing, monitoring temperatures and got everyone at Chottani Industries vaccinated with the help of Red Crescent. We were working closely with our global clients to avoid any disturbances in our productions and shipments. Good planning and order adjustments whilst not compromising on quality was the key that alleviated the situations. Pricing of the cottons hit the roof as its jumped to 60% this year. Factories are still buying raw materials to hedge future increases which is causing the prices to further rise and demand for cotton is still very high. Lead time then goes the same way with mass buying, causing 15 days lead time to become 30-45 days, hence resulting in slower supply at increased costs.

The environments impact is massive as what's mostly shipped by sea is now shipped by air because of the demand costs .We need want the governments to step in to take a plan of actions to tackle issues before the crisis cripples other textile businesses, as textile accounted for exports in US in 2021 was 62% and contributes towards 8.5% GDP Pakistan.

Defining a better tomorrow

Like in other parts of the world. Many companies slowed down their development process to focus on inventory reduction and cash flow protection, working in detail on digital assets and online presence. There was a need for creativity, and now we can feel that the global market is eager to discover again the novelties, new trends, new fabrics and so on. The American market is very resilient and is getting back to business. We also see a lot of new promising young-designer brands, and this is very exciting for the future of our industry. The fashion market is facing several challenges today: the transition to sustainable development, the timing of the collections, the shortage of raw materials and the logistics

issues. We are going through a very interesting period where changes are happening fast, and the whole value chain must adapt to a fluctuating context and to the new expectations of the market. This is creating a world of opportunities and experiments, both in the physical and digital worlds that are more and more integrated into a single platform, creating intriguing synergies. It is still difficult at this stage to figure out what will be the result, but life is about adaptation and constant evolution, so we need to move forward and do the right things, especially when it comes to the respect of the environment and human rights.

Save The South Coast

5 APRIL 2021

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South coast rivers and sea is sadly filled with a massive cocktail of sewage, agriculture waste, plastics, rubbers, medical wastes and textiles. This is putting public health and nature at a tremendous risk. Reports in Karachi find that not a single river or creek is free from pollutions. WWF -Pakistan reports "65 % of the trash found near the coastal lines of Karachi consists of polythene bags ,wrappers, shoes, medical syringes , Styrofoam and discarded fishing nets".

Whilst the Sindh Solid waste management authority (SSWMA) has said ' On a daily basis , Karachi alone generates 12,000 tons of garbage out of which 40% is collected and the remaining is dumped to different parts of the cities which further pollutes the environment".

Garbage that reaches the oceans mostly consist of non-degradable plastics . It's sad that the fishes including Spot-tail shark and catfish get caught in polythene bags and impacts include fatalities as a result of ingestions, starvation ,suffocation ,infection and drowning. Only partial of the fabrics are burnt - WWF on ocean plastics and endangered species.

Plastic waste decomposes very slowly and it could take years for plastic to decompose hence the reason why more plastic debris is piled up on the beaches. In a research conducted, the percentage of plastic in marine debris was calculated. It was found that in the North Eastern Atlantic, there were about 92% plastics in the sea bed marine debris. In the European Coasts, there were about 70% plastics in the sea floor marine debris and South Australia there were about 62% plastics in the beach marine debris. In South Africa, the amount of beach marine debris that was plastic in nature 88% and New Zealand, it is 75% (Jose G.B 843).

Marine litter has been a huge nuisance to marine life and especially plastic debris. Marine debris is defined as any solid material which finds its way into the waters.

This marine debris or litter has many negative effects to aquatic life. According to Weisman , close to 80% of all marine debris is of plastic nature effects aquatic life. According to the Greenpeace Report on Plastic Debris in the World's Oceans, over 260 different species of

marine life is known and documented to have been adversely affected by being trapped in marine litter or their ingestion. These species include whales, seals, seabirds, sea lions, turtles and fish.

‘We want to build Efforts that should be developed and implement to help alleviate these dangerous effects of plastic debris in order to preserve and protect our oceans and marine life’ – CSR and sustainable manager, Kinza Ejaz on Plastic war.



Children from Citizen Foundation School learning about climate change and planting mangroves at the wetland centre.

As our own monthly sustainable initiatives and a war on plastic , we have partnered with Citizen Foundation School (TCF) to go on a rampage on saving the south coast which is to clean the beaches from all the debris that washes on the shores of our coastal areas of Karachi. We have involved the school children from (TCF) to be a part of this national challenge to bring out awareness to the society and to rethink better ways to recycle waste, protect our species both on land and water from depletion and stop our oceans from acidifying. We’ve launched this program in our adopted school as apart of student’s curriculum so they can bring a change to our societies by playing their favourite marvel character in saving the Earth.

Save the south coast is an initiative to clean our beaches and sea from the plastic pollution that will further activate the decline of our environment if we do not act now . We aim to give the government a crystal-clear message , a call out for dramatic change and a major rethink on how we do want to fight plastics from the beaches and oceans. We as a corporation want better regulations , monitoring or prosecution as we have outdated the inadequate monitoring systems and poor law enforcements in the society, we live in. We aim to have joined up planning and initiatives around new activities that are going to

happen in catchments. Stronger enforcements and holding to account, making sure the fines the polluters receive hurt the bottom line. Catchments should open doors for local and responsible citizen who will help monitor and ensure in government catchments of the polluters.

We are also building a road map to recycle the plastic waste collected from the beaches and washed up by the oceans to be used as bricks , building materials in roads and mortar. As for how can the public get involved, at home when people are pouring too much grease down their sink. There should also be a ban on using plastics in single use wet wipes or tissue papers. Those should not be flushed down the toilets and also that there should be basic guidelines to disposing off plastic

Progress of the program is measured against the established indicators and data set by WWF and team of highly skilled experts including marine biologists, scientists, researchers and data collectors.

Pakistan is the tenth largest coast line in world. Plantation of Mangrove forests along the coastal lines of Sindh and Baluchistan is extremely pivotal in preserving the eco systems, saving the oceans and has low carbon impact on environment: this falls under sustainability management of priority forest eco systems program.

Priority species and their habitat are protected and made more resilient to adverse anthropogenic impacts.



TCF children learning about the importance of mangrove forest

Living Challenges at Baba and Bhit Islands , Sindh Rangers Step up to fight .

11 DECEMBER 2021

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Baba Bhit Islands are two slum islands situated off the coast line of kemari Karachi. It takes a small ferry operating every four hours to do a twenty minutes run from a modern port city like Karachi.

Life on Baba and Bhit Island changes drastically , spread over an area of two miles with 40,000 plus people spread out and living in a challenging condition where a basic necessity of water is compromised.

Despite the fact that most residents are fishermen and hunt shrimps and local fishes around the Island . These fishermen do not make it to a minimum wage .Malnutrition ,diseases and lack of education imply a bleak future for the less fortunate children. Baba and Bhit Islands are currently a focus of humanitarian work by many private corporations, NGOS and military rescue organizations in Pakistan.

The prevailing unhygienic conditions of the island has led to epidemic spread of scabies in every household.

Organizations such as Sindh Rangers are special military forces in Pakistan that help in disaster management , rescue team and humanitarian relief services , Sahil and Chottani Industries have teamed up in implementing medical relief operations and providing humanitarian assistance to the residents of Baba and Bhit Islands.

Medical camps organized by these organizations offer the only way to access lifesaving interventions for many of the people in the region as most of the government hospitals have either ceased to function or run severely understaffed and without the resources . The sheer number of malnourished people in these settlements has made it difficult for the NGO's to focus on any specialized nutrition plan for malnourishment, as the first priority is to provide food and medical services for everyone.

Essa's Medical lab and doctor were engaged in providing therapeutic and Supplemental Feeding for the acutely malnourished women , men and children of Baba and Bhit islands.

Sahil and Chottani Industries contributing towards the project say “ All our partners are working hard to make sure that the therapeutic feeding programs ,general medical check-up programs, distribution of food rations and the supplemental feeding programs for those who are most at risk will continue'. [11 December 2021]



Blankets and jackets distributed
rehabilitation programs.

Even with more than 500 humanitarian workers and 2 NGO and Corporate organizations cooperating in providing food rations and basic health care services, the situation in Baba and Bhit Islands is still unsettling. This to a large extent is attributable to the lack of political stability and the bureaucratic hurdles in implementation of emergency relief and

Timely deployment of a neutral force is paramount for implementation of humanitarian programs. The delay in the deployment of such a force can be to a large extent blamed for the crisis situation in Baba and Bhit Islands. A concerted effort from the government and local /international humanitarian agencies is essential in order to reach out and provide lifesaving food supplies, nutritional supplements, and basic healthcare services to the misfortunate residents of Baba and Bhit Islands.



Baba and Bhit Islands Arial view



Rangers Chief presenting certificates to Mr.Aamir Chottani



URBAN FORESTATION

University of National Engineering and technology (NED) and Karachi Metropolitan Corporation (KMC) partners to lead Chottani Industries in planting urban forests around Karachi.

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The Miyawaki forestation method is a unique way to create an urban forest and has been pioneered by Japanese botanist Akira Miyawaki . With this method of plantation, an urban forest can grow within a short span of 20-30 years while a conventional forest takes around 200-300 years to grow naturally. In the Miyawaki technique, various native species of plants are planted close to each other so that the greens receive sunlight only from the top and grow upwards than sideways. As a result, the plantation becomes approximately 30 times densely strong and grows relatively 10 times faster and becomes maintenance-free after a span of 3 years.

Plantation involves basic steps to create an urban forest using the Miyawaki method. The selected site should have minimum dimensions of 4 by 3 metres and receive sunlight for at least 8 hours a day.

A combination of perforators, water retainers, fertilisers and microorganisms should be mixed with the existing soil. Perforator materials like biomass, rice husk, wheat husk, corn husk or chipped groundnut shells allow the plant roots to grow effortlessly and more quickly. Water retainers like cocopeat or sugarcane stalk allow the soil to retain more moisture and water in comparison to the soil's natural water retention capacity. Organic fertilisers like manure or vermicompost nourish the soil.

24 November 2021 , Chottani Industries partnered with Karachi Metropolitan Corporation (KMC DG Parks) , National Engineering College (NED) with their team of skilled experts and young Csr team of Chottani industries namely Agents of Change planted Miyawaki forests around the deserted space allocated by KMC. The idea was to make the abandoned land greener. The planted land and spaces will be taken care with the help of KMC- DG parks as they ensure to water the forest once a day and keep the forest free from weeds for the first 2 years. They will not use any chemicals like pesticides or inorganic fertilisers and

will monitor the forest every 2 months to check the growth of all the plants and will not cut or prune the forest.

In our fight for climate change and future projects we will be scaling up the plantation of native species and segregate them into evergreen, deciduous or perennial plants and monitor the air quality with the help of experts from NED .



Agents of Change planting trees at Boat Basin Karachi .

TAHRA DENIM

A step towards circular fashion

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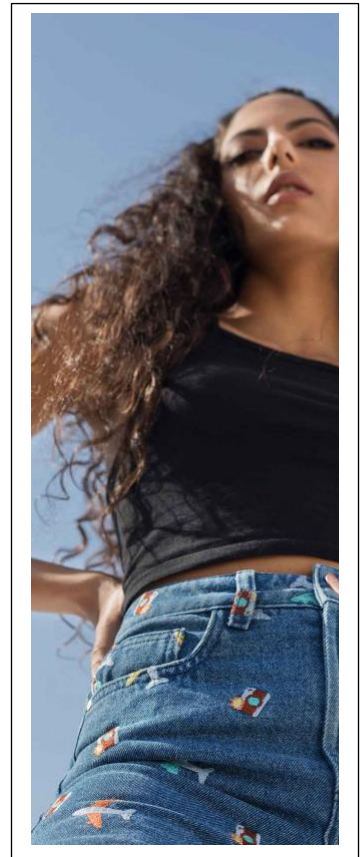
17 Partnership for goals

"One of our top priorities at Chotannis Industries is to encourage the industry to move towards a circular fashion economy while supporting our communities as a part of our social responsibility which is at the heart of the industry's practice " - Ceo Aamir Chottani

Despite physical presence being scaled down as a response to the pandemic, the stores that are still standing are prepared to embrace digital developments will see these human-cantered advances augment and accentuate, rather than replacing the shopping experience for many.

"Waste is a design flaw. When materials are regularly wasted during a production process that means that the product wasn't designed correctly "Amir Chottani describes his journey of using left over denim fabrics to build a circular fashion start up, a very first of its kind in Pakistan, with less carbon impact.

At Tahra Denim our circular fashion design ethos has evolved in our denim fashion to stand out from the rest of our retailers in Pakistan as one of the sustainable ' lifestyles shift'. The new brand launched in December 2020 has been carefully curated to boost our mood and help us dress for the way we live now.



We offer a wide range of selection of Eco denim fabrics, with stylish cuts on trendy lines to a younger market ' a woman of today ' who is drawn to fast fashion and is looking for comfort, style and luxury - predominantly a brand that doesn't exploit the planet. Yet our smaller range of collections is a successful model for utilizing all our left-over fabric. Simultaneously we use discarded denim and design patterns using laser technology as add ons for a trendier denim collection.

We use seeded paper tags that are not only biodegradable but can be planted to bloom into a lettuce plant , a sustainable initiative very new to Pakistan.

Tahra-Denim is in partnership with WWF Pakistan and is working on designing new



collections that will be themed around endangered species found only at the coastlines of Karachi and is at the verge of being extinct. Part of the funds collected from sales will go towards conserving and protecting these endangered species including nesting grounds of Green Turtles. Amir Chottani, CEO of the Chottani Industry, says:

“One of our top priorities at Chottani’s Industries is to encourage the industry to move towards a circular fashion economy while supporting our communities as social responsibility which is at the heart of the industry and we are proud in being able to make a social and a sustainable impact in saving our planet.”

Everyone's Vaccinated

Pakistan's Red crescent society , is an organization that responds quickly and efficiently to help people affected by armed conflicts , disaster management in conflict war zones and rapid deployment capability which is hugely important during emergencies.

29 AUGUST 2021

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Consequences that would come about if a supply chain would make the decision not to vaccinate their workforce , would have profound adverse ramifications. Supposed instances , whereby a workforce that is not vaccinated ends up infecting other colleagues at the factory and also their families. Luckily the government of Pakistan did not exempt anyone from taking the vaccines ,on a contrary it was mandatory to vaccinate everyone in the state.

"We did not want to be liable in causing harm due to our failed inactions to not vaccinate everyone at our factory units .Vaccinating everyone at the factory was a priority for the safety and well-being of all our workers and staff members as some of them are the main bread earners in their family."

Aamir Chottani Ceo Chottani Industries. Chottani Industries had all their workers vaccinated at the factory by setting up medical camps with the help of Red Crescent Pakistan .



Red Crescent Staff following basic medical procedures to vaccinate the workers at the factory.

Red Crescent Pakistan has also partnered with Chottani Industries to work with communities enabling people with disabilities and physical rehabilitation . 'We will be working with communities to understand the needs of those most at risk' says Kanwar from Red Crescent , Pakistan .



Team of skilled doctors and nurses -Red Crescent Pakistan



Work force, at Chottani Industries registering for vaccination.



Chottani's 'Jeanetically Eco Conscious' agenda for Climate Change.

Chottani Industries CSR and sustainable Initiative manager Kinza Ejaz talks to Mr. Zubair Bawaney

(UNGC) at a United Nations panel talk about company's new sustainability commitments. In February 2021, Chottani Industries launched several new commitments as a part of 'Jeanetically Eco Conscious' program. We share our commitments and how they will be achieved

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How will Chottani Industries work towards achieving sustainable goals?

Climate change is a result of our take, make and waste economy. It's time to use sustainable thinking and sustainable initiatives to radically rethink fashion economies.

Chottani Industries is a leading denim manufacturing company based in Pakistan, specializing in manufacturing of high-end fashion products. In our sustainable initiatives we are 'Jeanetically Eco Conscious' as its embedded in us to thrive on a zero-emission economy, which remains our prime focus to turn it into a reality by 2030. We believe in people, communities and respecting the environment, as they come first to us.

We're a proactive member of United Nations Global Compact and 17SDGS are the very core heart of our framework which is a key pillar to making a social, economic and environmental change.

Our streamlined focus is on the production and sourcing of longevity of the fabrics, as we future proof our fabrics with 100% organic cottons, eco-friendly fibers and use of recycled yarn. We put emphasis on sustainably grown fibers, fair wages and are using biodegradable and eco labeling in most of our packaging. All our clients are focused on green branding, upcycling and recycling productions and we are geared towards their sustainable needs. We are in partnership with Crafil-a premium thread solution and use Denimfil® Eco which is a line of high-quality LT polyester produced from a recycled polymer of plastic bottle flakes (PET – polyethylene terephthalate). Our new US Gold certified unit will be operating partly on solar panels, and will be up by 2022, focusing primarily on laundries and empowering 80% of women. Ellen MacArthur's Foundation is a hub for a Circular Economy and we are actively participating in many sustainable projects.

When it comes to Sustainable innovations & technologies in our processing, we are always exploring new and smart technologies that reduce the consumption of water, enhances productivity, reduce energy consumption, elimination of toxic and harsh chemicals, recycling water and achieving zero pollution by 2030.

How does Climate change impact you and how can you be an ambassador for that change?

Chottani Industries has been presented an award of Excellence for 'Best practices in Corporate Social Responsibility' by the President of Pakistan H.E Dr. Arif Alvi. This of course is a 'hard-won honour' and it comes with a heavy responsibility on our shoulders to being a driving force to rebuild and realign a better future.

At COP26 2021, one of the four key objectives as summarized by UK Presidency was "Trees – halt and reverse illegal deforestation including land degradation" in an attempt to protect existing nature-based solutions by capturing emissions by 2030.

Pakistan, including other developing countries are already feeling the impact of rising global temperatures and whilst some of which are already facing rising sea levels eating into their territories and causing a catastrophic devastation to livelihoods. A rise of 2 degrees Celsius in global temperatures is regarded as a 'Death Sentence'. Surely, we feel we have to create a robust mechanism to disburse immediate financial aid towards the loss and damage in the face of climate change. However, in a developing country like Pakistan, a change at the scale and pace required to ensure global warming to 1.5 degree Celsius is next to impossible. Looking ahead to COP26 we have taken up 'Sustainable Urban Forestation Plantation' using Miyawaki methods of plantation to be planted as an aggressive campaign in partnership with Karachi Metropolitan Corporation - KMC and University of Engineering and Technology, Karachi NED across the abandoned parks in Karachi . This challenge is taken up by our youth CSR program namely 'Agents of positive change'. We will be monitoring the air quality and data by a team of highly skilled experts.

As an organization, what has been your road to success including the hard-learned challenges so others can learn from your achievements so far?

Denim is one of fashion's most water-heavy, toxic and energy-consuming fabrications. Hardest challenge faced so far by us has been trying to offset the carbon footprint. And now we can proudly say that we are not intimidated in sharing our transparencies with our clients.

Conventional making of jeans uses 20 litres of water, by 2030 with the use of our smart technologies we will be using a glass of water, which is 250ml to make one jean.

An absolute game changer in our investments, is a resilient and innovative technology such as EIM --- Environmental Impact Measuring (EIM) tool, which measures the environmental impact of the textile industry's garment finishing.



The EIM scoring assesses the environmental impact of our firm's activity by calculating its consumption of water, energy, chemical use and its impact on the health of our workers.

We are using Tonello machines which have a low liquor ratio, reducing 80% of the dyeing process, for example 400 liters used in a traditional dyeing method is now reduced to as low as 80 liters – whilst 70% of the dye is recycled in our dye program and 30% of the dye remaining becomes a hard sludge. We are finding alternatives to using it in brick mortar. Our Eco washes is one of our finest and premium services at Chottani Industries. By using this technology, we have eliminated the use of harsh chemicals such as potassium permanganate PP and stones.

Jeanologia Laser is highly efficient in saving time - energy, saving water and intense labor tiring practices. Again, there is no use of water and energy is saved by 80% - the effects are more natural than manual scrapings.

We have an inhouse digital machinery printing services, which is an eco-friendly printing process and requires no water and no use of harsh chemicals.

G2 Ozone Technology will be one of our most advanced and eco efficient textile technology investments. We have joined forces with Jeanologia's Road Mission Zero Goal in our CSR practices to building a sustainable future and minimize our impact in using our natural resources.

What is your organization's long term to grow a sustainable plan?

We have set a conservation plan around sustainable practices and strategies that will help us in building a sustainable environment and sustainable communities in the next ten years. This will be achieved with the help of our global collaboration partners.

For example, we intend to grow the existing mangrove forest by planting more trees along the coastal lines through our projects by 2025 and increase the forests by a 300%. We also plan to work on smart solutions to put beach plastic wastes to use and not letting it end in landfills. For instance, by using plastics in road constructions, make biodegradable plastics, eco-bricks and using plastic as a fuel are some solutions to eliminating sea plastics and championing our 'Plastic Free Beach' campaign.

We have partnered with the WWF (World Wildlife Foundation), Red Crescent Society and the Citizens Foundation (TCF) Schools as well as some private organizations to collaborate on many sustainable initiatives including climate change mitigation, organic cotton growing, natural habitat biodiversity conservation, adopting and conservation of critically endangered species in Pakistan, improving livelihoods of fishermen communities, plantation of mangrove forests and conservation of surrounding eco systems.



Through our adopted schools at TCF, we are implementing community service as a part of their educational curriculum so that the children can bring awareness to communities and play their part as their favourite 'Marvel heroes in protecting our environment'.

Lastly , we need to see unprecedented commitments from the private sector and the Government in reaching net zero goals. The key to unlocking climate change, with a successful outcome for us would be unlocking vast amount of investment opportunities there is to make a successful transition and a result of this would be a bright future driven by a circular economy.



“Jewel cloth from Indus River” a Project by Kinza Ejaz ,Chelsea College of Art and Design. Kinza Ejaz – CSR & Sustainable initiative Manger , Chottani Industries

Ma Textiles for Environment from UAL -TED LONDON

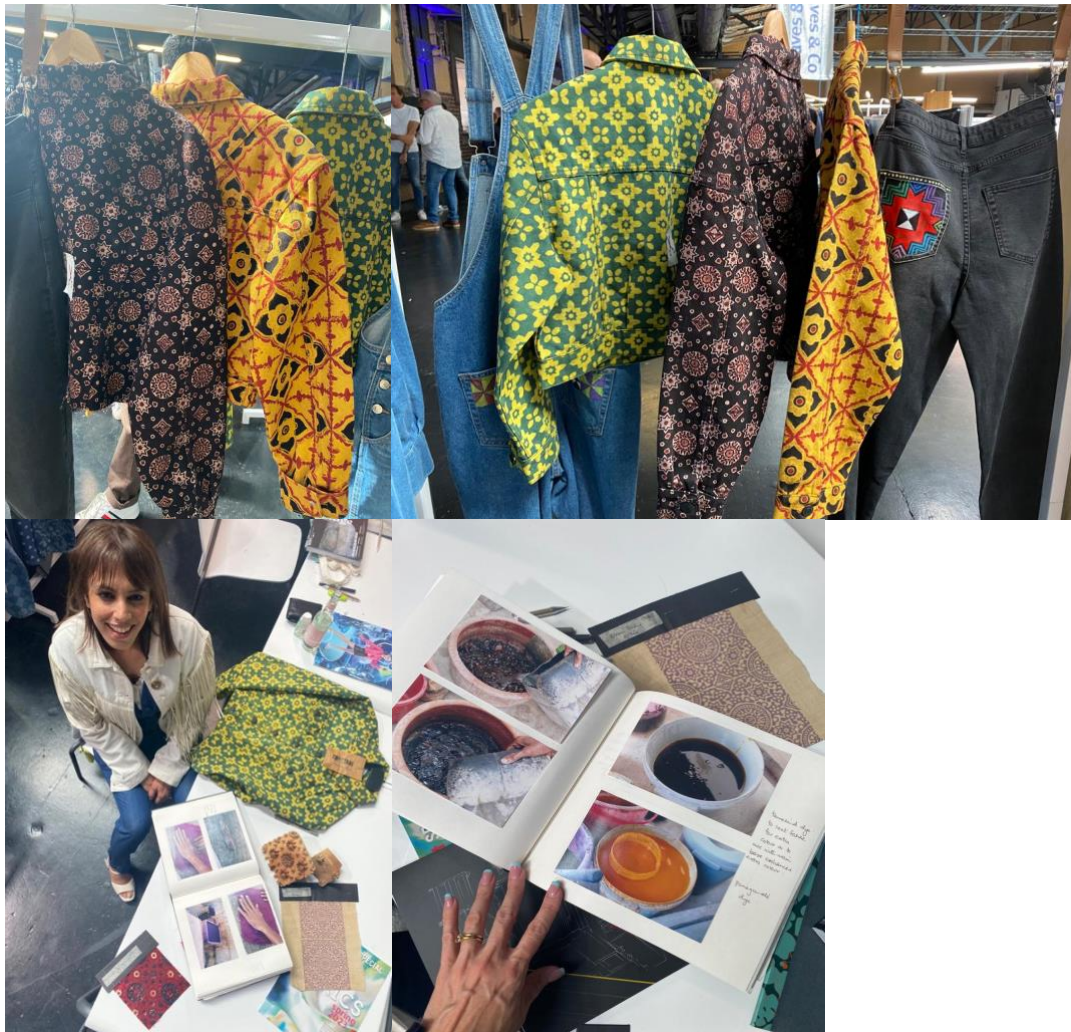
Chottani Industries is a part of United Nations Global Compact UNGC and 17 SDGS are at the very heart of our core practices. On creating the “Jewel cloth from Indus River” , We have focused on SDG 1 - No Poverty , SDG 8 - Decent work and Economic growth , SDG 12 - Responsible Consumption and production and SDG 11 - Sustainable cities and communities. We initiated this project to engage local communities and artisans for developing a fashion denim collection which could provide a fair livelihood to them and we would promote their work globally and ensure to help the communities to earn a good living , protect an endangered craft , protect communities and villages and turn the art of primitive block printing practices to a more modern , high fashion garment, whilst future proofing its long life with additional industrial eco - friendly treatment.

Chottani Industries provides the artisans fabrics and fair contribution for their hard work, makes jackets and washes them in their Eco Washing Factory , using Jeanologia and Tonello machines which saves up to 70 % water and 60% energy. This initiative is the brainchild of Chottani’s CSR and sustainable initiative Manager & Textile Designer for Environment (Ma Chelsea College of Art and Design) , Kinza Ejaz.

Her research project at (Chelsea College of Arts and Design UAL) involved investigating the innovative boundaries and use of modern design practices to contemporize the traditional craft of Ajrak making. ***“I believe that the fusion of modern technological applications and traditional design techniques can yield a product that is both modern and yet steeped in its cultural heritage. The use of such a technology will also serve as a test-bed; allowing for the rapid prototyping of different designs and motifs, which in turn will help the craftsman further deepen his understanding of the Ajrak making technique as a traditional practice as well as its modern representation counterpart.”***

While Ajrak, with its cluttered patterns and mundane repetitions, may seem old fashioned in the society we live in, ***“My affinity for geometrics and bold patterns led me to the conclusion that geometrics as a design concept are never outdated. This thought lies at the core of my work and is the beginning of a new vision: that of a modern representation of the Jewel Cloth from River Indus.”*** In my work, I have used a floral pattern and some geometric patterns , inspired from the trefoil motif that is the original motif of Ajrak. I have constructed this

pattern into various planes, breaking it down to its constituents in order to further fuse it with other basic shapes. This was done with the purpose of giving the fabric an over-printed texture, and to show that unsymmetrical patterns can be used as constituent blocks to generate symmetrical patterns. Not only is this particular way of printing cost effective, it serves as a test-bed for testing out combinations of the Ajrak pattern with many existing shapes. In my work, I have followed the ideology of combining natural colours like Indigo, Turmeric, Pomegranate, Madder, Marigold flower and Black (rust from metals) with the understanding of mordants and simplifying the process of Ajrak and producing fabrics that are long lasting, modern and yet have a handmade feel to them. Each Eco-friendly wash will give the fabrics a more vintage distressed look and feel. The end product is a universal fashion garment, which draws from the ideas of modern comfort and simplistic vintage hand feel like luxury, ready to be marketed to both eastern and western markets.





Reverse Climate Change by ‘ Empowering WOMEN’ Male Champions of Change Pakistan.

Role of women in a developing country like Pakistan has transformed tremendously, since women are no longer restricted to the rigid boundaries of their homes, however the outside world does not always treat them equally to their male counterparts. Chottani Industries steps up and partners with Male Champions of Change Pakistan to give more autonomy to women by providing them with quality skill education , giving them equal rights ,everyday respect , equal pay to all genders create ,an environment of zero sexual harassment and rewiring a new world of hope , ensuring women are protected and are made fiercely fearless as independent women to run a society.

SDGS Achieved

10 Reduced inequalities	17 Partnership for goals	11 Sustainable cities and communities
8 Decent work and economic growth		

Formula for Reversing Climate Change

We live in a day and age where we are totally out of balance with nature. Unless we get our balance back ,this age of human is due to be ‘short-lived’. We have changed the world so profoundly that scientists have described that the earth’s entered a new phase of its catastrophic existence, Anthropocene the ‘Age of Humans’.

We are destroying the world through stress, deforestation , destruction of natural habitats that are so rap dwindling. We are destroying our future by making extinct things that have not been discovered by science.

Can we turn the situation around and can we rewire the world? Maybe due to one key change. As societies develop , people are having less children. The main reason our population is rising , is that people are living longer. If this continues , our population will stop growing by the turn of the century. By investing in education in women’s rights, elevating people out of poverty we can bring a change much sooner. This changes everything, especially with the opportunity - we need to change our balance. (Sir David Attenborough) **“Give more autonomy to women” as Chottani Industries signs Mou with Male Champions of Change Pakistan.**

Chottani Industries on 24 February 2022 , signed a Mou with Male Champions of Change Pakistan on working together with multinational corporations at one platform countering important issues like equal gender pay wages , women’s education, women’s rights, conducive working environment for women , zero tolerance towards sexual harassment , recruiting , developing and retaining a diverse group of women, building a community that provides a healthy mental well-being of a woman, developing work places that are safe for women, regular health check-ups and flexible maternity leaves. Male Champions of Change Pakistan representative and convener Ms Fiza Farhan signed a Mou with Mr. Aamir Chottani ,CEO Chottani Industries and raised the importance of our mutual commitments , she commented *“The Male Champions of Change Pakistan is a testament to the leadership and commitment of male leaders in the country to support women and create progressive workforces through positive change,* “Male Champions of Change Pakistan and Chottani Industries , in their new partnership venture has been established to bring about a positive yet impactful change between several organisations at a national and global platform. 27

The idea behind Males Champion of Change began as collaborative initiative of corporate leaders to take action on gender equality , everyday sexism , flexible working hours, equal pay wages and to stop domestic violence. The organization has established a committee to guide governance , steer the agenda of women's role in leadership which should remain elevated, provide membership and measure the performance criteria.

Chottani Industries aims to work with multinational organizations , MCC Pakistan to amalgamate big think tanks from a diverse experience , perspective and have access to resources that will help us underpin the development of innovative actions and solutions to problems we face as a developing country like Pakistan. To track the progress, we will use leadership approaches that are applied to any significant organisation . We will review our baseline metrics, agree to targets, develop action plans to achieve them all .It's given that some challenges and opportunities will be harder to make progress on than others. However, we will intervene or reset the course where needed and we will share our journey widely so that others learn from our experiences and avoid mistakes which we have identified.

Sadly , in today's age, more women than men live in poverty. Despite sharing a closer percentage of population with men in the world, women are often labelled to be the minority and the marginalized group. This is mainly because of their traditional role of being inferior and submissive especially in the usual patriarchal environment. Although the role of women has changed and improved over the years, they are still considered to be a massive deprived sector of the society. Women in developing country like Pakistan , are still much more likely than men to be poor and illiterate as literacy rate in women in Pakistan accounts for only 47% in comparison to men which is around 71% . They usually have less access than men to medical care, property ownership, education ,finances and employment. We know that the importance of gender equality is always underscored by the inclusions.

Discrimination against women including harmful traditional practices, gender-based violence , economic discrimination, reproductive health inequities to this day remains bigger problem in our societies. The ability of women to control their own fertility is absolutely fundamental to women's empowerment and equality. When a woman can plan her family, she can plan the rest of her life. When she is healthy, she can be more productive. When her reproductive rights including the right to decide the number, timing and spacing of her children, and to make decisions is free of discrimination and violence , she has a freedom to participate more fully and equally in society. According to International Labour Organization Global wage report ,women in Pakistan earn 34% less than men on an average level. The gender pay gap affects an overall well-being and confidence of a women. Equal pay for equal work just makes everyone realise women are paid less for doing the same job as men.

“We know just freeing the potential of a woman is the fastest multiplier of what we have in our growth. That is such an accelerator in eradicating poverty” Rwandan Ambassador to UN ,Valentine Rugwabiza.

“We aim to empower women with equal pay ,equal opportunity and provide additional skills as an indispensable tool for their advancement , development and overall reduction of poverty” Kinza Ejaz Csr and sustainable initiative manager , Chottani Industries.

“When a women’s status is low in a society due to culture reasons , it is more difficult for families to thrive. We want to focus and identify to re-address the role of a women by providing a ‘power equilibrium’, giving women more autonomy , to help them uplift and build their lives. When women are empowered , whole families and societies benefit, and these benefits often have lasting effects to future generations.” Aamir Chottani – CEO Chottani Industries.

Key Problem for the Textile Industry in Pakistan

Base Data City Karachi

City :Karachi
Languages: Punjabi, Urdu, Saraiki, Pashtu, English
Government: People's Republic of Pakistan
Business hours: Monday–Saturday, 8:00 a.m.–7:00 p.m.
Currency, exchange rate: Pak Rupee
Time: GMT+5
Population in millions: 183
Religion: Islam
Climate: south hot coastal

One of the many problems revolving around women in the Economic growth is the low rate of employment , amongst women in the economy and the inadequate educational infrastructure in Pakistan. Although our solution is in our problem as our opportunity lies in plentiful labour in the country but our educational systems need to be well developed.

Even if women are employed, the greater problem lies that they are undervalued and underpaid for the amount of work they do. Although it’s illegal

practice but some women are still paid less than men for the same work. This is happening where men and women are doing the exact same role but receiving different pay and women in those roles remain underpaid. Despite countries working in promoting gender equality, women are continuously facing discrimination and are being treated unequally and have little say and representation in several sectors. Quite often women enjoy different status and positions in correspondence to the male counterparts not only because of their gender but also because of the difference in society, cultural practice, political and economic stability of their society. For this reason, different women are treated in a different manner. Despite this, universally speaking, sexism, violence against women & gender discrimination still continues to exist and perhaps grow at several parts of the world even if that country is developed and a is superpower.

Garment Sector Production Data Pakistan

Import Duties -GSP plus status	Factory Shifts -1-2 days/night
Working days, a year: 301 days/year	Overtime 50-150%
Working days: 6	Interest rate : 12.8%
Working hours: 48 hours/week; unless it over time	Production type 100% ready-made garments
Legal minimum wage: US\$ 133	

In a developing country like Pakistan its needless to say there is a dire need to combat sexism , violence against women , provide equal work opportunities to women to give women an equal or at least a closer status to men.

Social and Economic Dimensions of Women Workers in Pakistan

Women and men live different economic and social lives. While the details vary around the world, the themes of undervaluing women's skills, work and potential within a landscape of unequal gender relations remain stubbornly constant resulting a woman being underpaid or low paid .

This can limit a women's ability to fulfil their own potential but also causes a hinderance to contribute towards their families , communities and towards the social and economic development of the country . Like in many countries of the world women in Pakistan are likely to suffer higher unemployment rates, to work in the informal sector with few rights, to be concentrated in sectors of low economic value and to be paid less than men. While the number of female entrepreneurs is increasing globally, they tend to be concentrated in retail and service sectors which offer limited returns. For rural women, who play significant roles in economies as subsistence farmers, wage earners and small-scale producers, challenges persist in women benefiting economically due to discrimination and unequal access to land and often are burdened with debts from Landlords . Another problem for women is that its recognised that the pervasive nature of violence against women and girls not only carries extreme human costs but economic costs for women, families and for the country.

A common perception of factory women workers is that they are uneducated and therefore utterly disenfranchised. However, factory women workers are equally as willing and able of perceiving injustice and taking risks to overcome it in their own lives.

100% of the factory women workers who work at Chottani Industries are found to be more responsible and productive far more than men as they want to educate their children as a desperate response to end poverty.

Most of the contemporary day factory women workers at Chottani Industries are either from nearby areas of a 10 miles radius or from S.I.T.E in Karachi and have not migrated to the city to find a job. Finance of course is the main driver of work ,if there is no work and opportunity residents are often forced to move to the villages which often entails a social and economic oppression for most of the women far greater than men.

If we take a look at the women workers structural issues and intermittently discuss their link to highlight the women workers labour pools to the global market economy. Pakistan's current textile economy is far from being stagnant especially during pandemic.

Hence, we work very closely with our women factory workers to pay them respect and admiration for their contributions and commitment to their work for all the incredible hardship.

Our **women empowerment skill initiative program** is designed to aim for achieving the following.

- Skill development is significant in promoting gender equality.
- We learn from skill initiatives that effectively promote gender equality.
- To monitor data as to what extent will women benefit from skills program.

Cruising through Covid a factory overview

The rapid spread of Covid 19 shut everything down of industries around the world. As soon as the lockdowns were lifted the demand for rocketed yet supply chains were fiercely disrupted, each struggling to bounce back. Manufacturers could not produce like how they did before Covid as they faced worker shortage, lack of key components and raw materials.

We did not have a temporary pause to production as it would have been a blow to many workers of the factory. We must understand that people who work on daily wages are mostly the bread winners. In fact, we did not find the need to downsize our company as we continued to fight harder as times got tough. Our staff was allowed to stay at home and the salary was compensated alongside with extra rations.

Fast response from the government and serious contention plan in the country led to strict lockdowns, which helped stop the quick spread, as the factories had to close as well. Our Governments fast action plans helped to ensure the citizens safety, have everyone vaccinated and to control outbreaks through smart lockdowns.

As soon as the lockdown was over, we followed stringent procedures of hygiene, social distancing, monitoring temperatures and got everyone at Chottani Industries vaccinated with the help of Red Crescent as no one had a choice to not get the job done. We were working closely with our global clients to avoid any disturbances in our productions and shipments. Good planning and order adjustments whilst not compromising on quality was the key that alleviated the situations. Pricing of the cottons hit the roof as its jumped to 60% this year. Factories are still buying raw materials to hedge future increases which is causing the prices to further rise and demand for cotton is still very high. Lead time then goes the same way with mass buying, causing 15 days lead time to become 30-45 days, hence resulting in slower supply at increased costs.

The environments impact is massive , as what's mostly shipped by sea is now shipped by air , because of the demand costs .We want the government to step in to take a plan of actions to tackle issues before the crisis cripples.

Women Factory workers during Covid **Pay , working hours and Health and safety**

Since the start of Covid in 2020 , we at Chottani Industries have been fighting to protect our factory workers including women and men who were at the forefront of work for our international clients. We were working alongside complying with the government rules , following social distancing and the basic sops at the factory , which meant to wear face covering and maintaining hygiene by washing hands most of the time. During work check in hours in the morning , each member of the staff including men and women workers , when logging in at work were monitored for fever and were further monitored to check their temperatures during break intervals to return to their seats at work . Medical health workers were regularly visiting the factory to educate the working staff including women and men on how to take precautions during pandemic. We wanted to ensure that all our workers including women would stay safe and protected.

Fast response from the government and serious contention plan in the country led to strict lockdowns, which helped stop the quick spread as the factories had to close as well. Our Governments fast action plans helped to ensure the citizens safety, have everyone vaccinated and to control outbreaks through smart lockdowns. *“Covid was a difficult time for many factory workers , but for us at Chottani Industries we were paid a full salary sitting at home for almost a month and a half .We were also provided with extra benefits like groceries not only for us but our families. We did not encounter any difficulties during such hard times ”* , Shabana Line control Manager at Chottani Industries 2021.

There is no longer a legal requirement to self-isolate, but if someone has Covid-19 symptoms ,health workers at Chottani Industries sends them home and they are fully compensated .The guidance on the length of time one should isolate was almost two weeks. We did not pressurise any factory worker to return to work until a period of quarantine was completed. We as employers provided our female and male workers with full paid leaves and extra ration as a monthly support to each member of the staff. We did not make our single staff member redundant .

Jourdi Juani Moragas, Director Jeanologia on his visit to Karachi to meet Mr Aamir Chottani and visited the factory and production floors, remarked

'I have seen so many factories close down around the world during Covid and not follow the health advice rules as set out by the government but Chottani Industries has had the best health measures in place .I must lay emphasis to retailers and businesses to do business with them as they have a successful story to share with other economies. Also, to boost business in Pakistan as they have the right ingredients for the new times that are coming now'

Watch the link , a collaborative project with Red Crescent Pakistan to vaccinate all the employees at Chottani Industries 2021.

<https://www.youtube.com/watch?v=So4DYsTfAEU>

Data of Females workers during Covid and support provided by Chottani Industries

- Total Number of Female workers at Chottani Industries 35.
- Total Number of women vaccinated 35 .
- New work roles – None was introduced as no one was made redundant in the factory during and after Covid. But our new US Green Gold certified building unit at Korangi will employ 80% women workforce full time which will be up and running 2022.
- Remote facility -Monthly groceries of estimated value of Rs 5000 was provided on top of a regular monthly salary to all the workers including women workers. This is done on a monthly basis by the company. All of the women interviewed have remarked by saying that this work benefit has lifted burden of their shoulders as it aids as an extra bonus on top of a salary .
- Women workers including men workers were fully compensated during Covid and could return to work after quarantine time was over. But during this interval the factory was shut for a month and a half and during this time Chottani Industries continued to pay all the employees a full salary.

- Transport Facility -was given to 75 % factory women workers excluding the ones that are living in a radius of 1-2 miles as their homes are a walking distance away .
- There was a health advisor demonstrating the precautionary measures in place ,paying a regular visit to the factory.

Outcome of the support provided to women workers during Covid by Chottani Industries.

- Women workers feel more safe , happy , secure and confident working at Chottani Industries and do not want to switch work to another company. They have all remarked when interviewed , tough lockdowns were much easier for them as all their financial needs were taken care of including monthly rations.
- Women workers have found a strong community of support structure surrounding them and they find their comfort amongst all the likeminded individuals at work.
- Women have never felt any form of micro aggression from any member of the factory and this in turn has not impacted any negative burnout feeling about their careers at work whilst they have been working for Chottani Industries.
- Women workers who were hired before Covid and were working as unskilled women workers made it easier for them to advance to becoming a skilled worker as machine operator within a span of a few months. This added to a new skilled training for life.
- When asked about balance of work and home life , they seem to not show any negative implications as women who were facing unequal distribution of house work and childcare. They all seem to have a stronger control due to a good and safe work environment provided by health care assistants during smart lockdowns.

More Initiatives designed for Women Empowerment community development after lockdown 2022.

Regular Medical Check-ups

We have a mobile health surveillance , an expert team of doctors helping our women at workplace to keep a regular health check in place , increase productivity , ensure the well-being of the employees and that they are being looked after by the company at the end of the day. I've heard 65% of the women employees remark on their health that after work they do not have the time to go back home and visit a

doctor for a minor health issue. Many save money at the cost of their health only to support their children's needs. It's mandatory for us to have a regular health check-up for women workers to ensure that they are healthy and are being looked after.

Benefits of a regular Medical Check-up and our mobile health surveillance.

- We want our women workforce to be mentally healthy and be high performers in both work and life.
- Rather than problems to manifest themselves, a health checkup in place will give our women workers time and lifestyle changes to the doctor in a no rush environment which is more likely in a medical clinic.
- Regular health check-ups can identify health risks early on before they have had time to cause a problem. Both chronic and acute conditions can benefit from early diagnosis and early detection can considerably enhance a positive outcome.
- Assess family history as anyone could be at risk of inherited conditions – this is the time to discuss the statistics and how taking precautions can reduce their risk of developing serious diseases.

SDG Achieved

3 Good Health and Well being

5 Gender Equality

11 Sustainable Cities and Communities

Day Care centre for our new factory US Green Gold Certified Building at Korangi Karachi

Our new Green US Gold certified building, a new factory unit which will be up and running on renewable energy and will facilitate a day care centre for women workers. We will employ 80% women work force for our new unit and will facilitate them with a child care centre so they can be with their children and they are able to work with full potential as their children will be in safe hands.

*90% of the female workers at Chottani Industries have remarked
“Our husbands are taking care of our children whilst we have to work to be able to afford to pay our bills and to provide a better future to our children.”*

Benefits of our New US Green Gold certified Building Unit to our women workers and recruiting 80% women staff.

- Creating an inclusive culture.

- Increase culture sensitivity and intelligence.
- To provide fair wages timely and where everyone is treated equally and paid extra benefits.
- To promote respect and admiration for the women workers contribution of work.
- We protect health and safety at work place and avoid any human rights abuse.
- We recruit ethically giving everyone an equal opportunity.
- We live inclusion and promote diversity at the work place.
- We provide fair and equal treatment to all in hiring, promotions, training, compensation, termination and disciplinary actions.
- We apply fair labor practices as per International Labor Organization Pakistan and the National Labor Laws of Pakistan.
- We never discriminate on the basis of age, culture, disability, education, gender, marital status, regional or national origin, sexual orientation, political affiliation, race, religion or any characteristic protected by law.
- We hire women based on their professional experiences or eagerness to learn on a job training and not based on Grooming Gap.
- We ensure that all our employees are treated fairly with respect and dignity keeping in mind their aspirations and goals.
- They feel more protected by the rules and regulations of the factory .
- The day care center will provide the mothers to be closer to their children at work place.

SDGS achieved

1 No poverty
2 Zero Hunger
3 Good Health and Well-being.
5 Gender Equality
8 Decent work and economic growth
10 Reduced Inequalities
11 Sustainable cities and communities
16 Peace justice and strong institutions.

Dealing with Everyday Sexism and Educational sessions at Chottani Industries

Most women experience sexism and harassment on a regular basis. These are daily acts that are often ignored. With her Everyday Sexism Project, Chottani Industries wants to give women an outlet to know their rights and to be able to speak up . The Everyday Sexism Project is an ever-increasing collection of women's experiences of gender imbalance. The

stories come from women of all ages, races and sexual orientations, disabled and non-disabled in employment. We have strong work place sexual harassment policies and take matters very seriously when things can result in perpetrators being suspended or terminated from jobs on matters of being assaulted at work place, being harassed at work place or being discriminated at the work place. We want our women workforce to feel safe , secure , be confident and brave when it comes to work and personal life in order to be able to tackle harassment situations , which is single biggest category of harassment for women especially when they step out to work .

Finding individual and unique ways for women to stand up and speak up what works for them is very important to make a difference in their lives to put a stop to sexual harassment at work place or in personal life. We don't have excellent legislations in a developing country like Pakistan but as a Textile industry we can develop institutions that can contribute to an equivalent of an academia that harnesses a strong and a confident woman.

The single biggest categories I have received is from women workforce is saying that they are looked down upon by the society as ill character women because they come to work when most of them are the main bread earners.

We strongly need a cultural and social shift in our attitudes towards women and our attitudes towards violence that's generated towards women because it's the people at the work place , a society or even someone you know at home that can laugh along and call it casual bantering or a joke in a situation when someone gropes or stares at a woman and makes her feel unable to report. We can all be a part of the solution to this problem.

Everyday sexism project and gender equality initiative projects for us is circled around to stand up against violence towards women , which for us is a continuum battle to win with a powerful tool called education that will eliminate poverty and will give each woman a unique voice to stand up through her journey.

Tree of Life for a better mental health

The African Baobab tree is known as the tree of life .The south African baobabs are famous for their size , their versatility and their endurance. Dr Ncazelo Ncube is the founder of Tree of Life methodology alongside with David Denborough (Dulwich Centre Foundation) and is now used in many countries around the world to uplift community of women.

We are running a Pakistan office for them and will add stories and accounts from workers and communities using Tree of Life to respond to various forms of Trauma and hardship. We use Tree of Life to help participants see , knit together ,then reclaim the richness of their past and present to unpack and build their hopes for future congregations and communities.

Tree of Life is a methodology to explore and bring forth the seeds of each participants leadership identity , that's proved to be a powerful learning experience. The outcome of this learning through participants have proved that in spite of weak or limited roots – or multiple traumas to those roots will have developed the strength and sturdiness to grow in their leadership narratives. They achieved this by focusing on by learning from each other and how specific people shaped their lives through values , skills and accomplishments .Most of these participants have been a victim of harsh domestic abuse and have been able to achieve a fresh sense of pride ,re-root their leadership identities with vigour and power. This type of narrative methodology along with different learning behaviours to cope with trauma helps to revitalize each participants vision for their community and helps open a window of hope to become leaders and help communities grow.

- We will be working with Women of Domestic Violence background.
- We will be working with women workers with learning disabilities.
- We will be working with ethnic minorities groups ,parents and children.

The outcome of this learning and practice :

- This type of narrative methodology along with different learning behaviors to cope with trauma helps to revitalize each participants vision for their community and helps open a window of hope to become leaders and help communities grow.
- The participants including men and women will learn Foundation of Tree of Life.
- Narrative Therapy Principles that inform the Tree of Life Methodology.
- Different parts of Methodology and the principles that underpin them.
- The Imbeleko approach -culturally sensitive ways of working with communities.

SDGS Achieved

- 3 Good Health and Well-being
- 4 Quality Education
- 5 Gender Equality
- 8 Decent work and economic growth
- 10 Reduced Inequalities
- 11 Sustainable cities and communities
- 16 Peace justice and strong institutions.

Educate Women to reverse climate change

Despite sharing a closer percentage of population with men in the world, women are often labeled to be the minority and the marginalized group. This is mainly because of their traditional role of being inferior and submissive especially in the usual patriarchy environment. Although the role of women has changed and improved over the years, they are still considered to be a deprived sector of the society.

Province/Area	2013-14			2015-16		
	Male	Female	Total	Male	Female	Total
Pakistan	70	47	58	70	48	58
Rural	63	36	49	63	36	49
Urban	81	66	74	81	68	74
Punjab	71	52	61	72	54	62
Rural	65	43	53	66	44	55
Urban	82	71	76	82	73	77
Sindh	67	43	56	67	44	55
Rural	53	21	37	51	19	36
Urban	80	63	72	80	65	73
KPK	72	36	53	72	36	53
Rural	70	32	49	70	33	50
Urban	81	55	68	77	52	64
Balochistan	59	25	43	56	24	41
Rural	54	17	36	48	15	33
Urban	74	45	59	76	44	61

Source: PSLM Section, Pakistan Bureau of Statistics

Women who are empowered contribute to the health and productivity of whole family and community and improved prospects for the new generations. The importance of gender equality is always underscored . We aim to run educational workshops with professionals , motivational speakers , leading fashion designers , artists , pairing global platform of exchange of educational support and an endless archive of motivational coach , speakers and academia professionals to empower our women workforce.

The most heart-breaking comment we heard whilst recording our data was from 19-year-old girl at Chottani Industries, who sacrificed her education as she was the bread winner of the family and wanted to make her dad proud.

When asked if she would've like to pursue education she felt it was already too late and all her time and focus was on to build a house for her family.90% of the women workers felt that with the ongoing training as a machine operator which they had learnt as an on job experience , they already felt confident in their set of additional educational skills and were confident knowing they will not be left discriminated when it comes to changing job roles and growing within the company.

Aim of Additional Skills and ongoing certifications at Chottani Industries

- Skill development and education is crucial in promoting gender equality and eliminating poverty.
- It's important to overcome economic vulnerabilities and reshape by empowering women with the right skills and technical competency. Example all women workers in their progress data have shown quicker learning abilities as an unskilled worker , on job learning when compared to men workers as machine operators. The women when interviewed felt extremely confident walking away with a skill for life and felt they will never lead a poverty-stricken life.
- We will take steps to mainstream gender equality.
- We will use innovative educational skills to challenge socially-constructed gender norms that limit the horizons of both men and women. Studies have shown training female entrepreneurs ,establishing business networks ,training men as responsible fathers and using influential people to promote work and become their motivation has led to doubling the numbers of women workers becoming successful whilst fathers are more concentrated on education of their children which has led to women's positive attitude towards work.

SDGS Achieved

- 1 No Poverty
- 2 Zero Hunger
- 3 Good Health and Well-being.
- 4 Quality Education
- 5 Gender Equality
- 8 Decent work and economic growth
- 10 Reduced Inequalities
- 11 Sustainable cities and communities

It's My game too “ Mera Bhi Khel hai” - Initiative

‘Mera bhi kehl hai’ is founded by passionate female sports players from every walk of life who are committed to growing the campaign with the aim of fostering an ethos in cricket , football ,running , cycling , hiking , karate and sports in general in which women are welcomed and respected equally. We have integrated It with Hikers ,adventurers and sports players from around the world.

This non-profit organisation /club aims to create awareness, educate, research, develop a strong sense of community , collect charity funds , learn a skill , motivate and create strong relationships with clubs, among much more. We are in talks to make Asma Elbadawia , muslim sports activist as our charity campaign ambassador who is a face for adidas and many more National sports heros and she Heroes , activists and adventurers to support our campaign.

Our further aim includes creating regular content to champion women in sports (players, staff and fans), creating strong relationships with club trusts and communities, having a presence sports bars to build a more welcoming environment for young girls and women as well as continuing to campaign against sexism and any form of violence against women.

SDGS achieved

- 3 Good Health and Well-being
- 5 Gender Equality
- 8 Decent work and economic growth
- 10 Reduced Inequalities
- 11 Sustainable cities and communities
- 16 Peace justice and strong institutions.
- 17 Partnerships for the goals.

Published work and Awards won

- **Kingpins Interview with Chottani Industries published 19 May 2021**

<https://kingpinsshow.com/kingpins-interview-jeanetically-eco-conscious/>

- **Earth Day segment presented to Kingpins 22 April 2021**

<https://www.youtube.com/watch?v=JNfo1B4hlio>

- **Chottani Industries first edition magazine 5 March 2022**

<https://online.fliphtml5.com/snvyr/jprs/?1647601492003#p=1>

- **Our premium stitching service for Fiorucci during Covid 27 February 2021**

<https://www.youtube.com/watch?v=3Bc6ha3BtuM>

- **First Prize awarded by UNGC during SDG Pakistan Summit 22 ,14 June 2022**

Chottani Industries has won first prize in Best Csr practice award by UNGC in the category of a medium size enterprise in Pakistan.



Ms Kinza Ejaz, CSR and sustainable initiative manager receiving the award from Norwegian Ambassador at SDG Pakistan summit 22

- **NFEH Award for Tree plantation 16 September 2021,18 Annual Environment & Health award**

Chottani Industries won an award for Tree Plantation from National Forum for Environment and Health on 16 September 2021

CHOTTANI INDUSTRIES

SUSTAINABILITY PROGRESS REPORT



Sustainability Progress Report

This report, based on the widely acclaimed framework developed by Bob Willard at Sustainability Advantage, is known as the 'Rosetta Stone' of ESG surveys and draws on questions in B Lab's SDG Action Manager and the Future-Fit Business Benchmark.

There are numerous sustainability benchmarks, some example benchmarks are listed below:

B Lab / SDG Action Manager, CDP, The EU Non-Financial Reporting Directive (NFRD), The Impact Management Project (IMP), The Science-Based Target (SBT) initiative, The Sustainability Accounting Standards Board (SASB), The Global Reporting Initiative (GRI), Future-Fit Business Benchmark

Sustainable Development Goals

The Sustainable Development Goals (SDGs) are the product of extensive multi-stakeholder negotiations involving a wide range of sectors, including business. They set out a framework of 17 Goals to tackle the world's most pressing social, economic, and environmental challenges in the lead-up to 2030.

The SDGs provide a new lens through which to translate global needs and ambitions into business solutions.

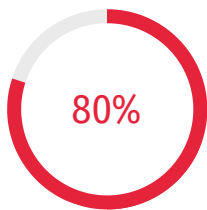
These solutions will enable companies to better manage their risks, anticipate consumer demand, build positions in growth markets, secure access to needed resources and strengthen their supply chains, while moving the world towards the delivery of the SDGs

Endorsed by all 193 United Nations Member States in 2015, the 2030 Agenda and its Sustainable Development Goals focus global efforts and attention on 17 pressing issues. The private sector plays a critical role in providing solutions that can contribute to solving these challenges, while also generating new business opportunities.

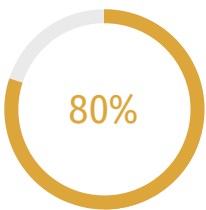
The SDGs are anticipated to generate at least US\$12 trillion worth of market opportunities by 2030. By identifying and mitigating risks to people and the environment and by providing new products and services that support sustainable development, businesses can reap benefits for themselves and for the markets they depend upon.

The SDGs are becoming increasingly important also for investors, as they are 'an articulation of the world's most pressing environmental, social and economic issues and, as such, act as a definitive list of the material ESG (environmental, social and governance) perspectives that should be considered as part of an investor's fiduciary duty. There is a strong business case for investing in opportunities aligned with the SDGs, including helping investors secure stable returns, better represent the values of their clients and offer sustainable financial products that differentiate them in the marketplace.

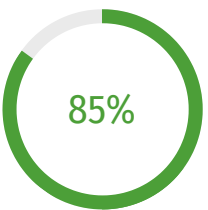
Your SDG Scores



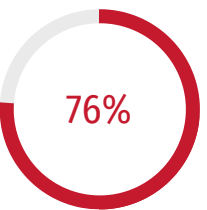
1 NO POVERTY



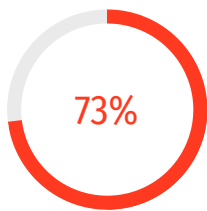
2 ZERO HUNGER



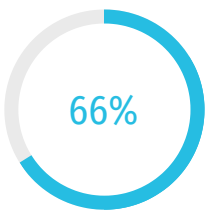
3 GOOD HEALTH &
WELL-BEING



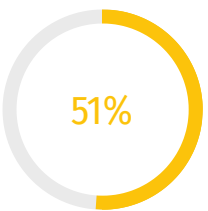
4 QUALITY
EDUCATION



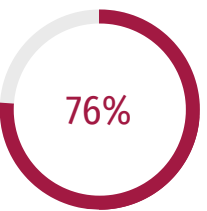
5 GENDER
EQUALITY



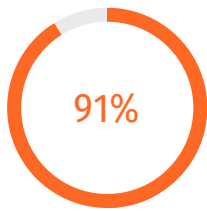
6 CLEAN WATER &
SANITATION



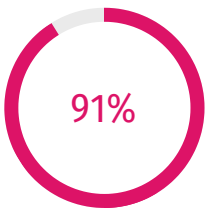
7 AFFORDABLE &
CLEAN ENERGY



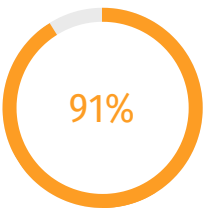
8 DECENT WORK &
ECONOMIC
GROWTH



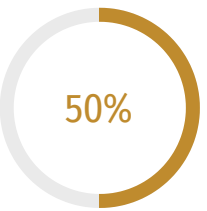
9 INDUSTRY,
INNOVATION &
INFRASTRUCTURE



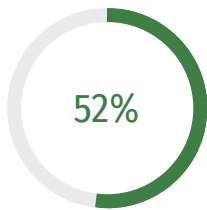
10 REDUCED
INEQUALITIES



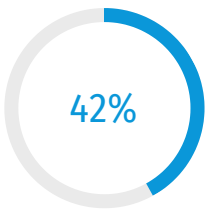
11 SUSTAINABLE
CITIES &
COMMUNITIES



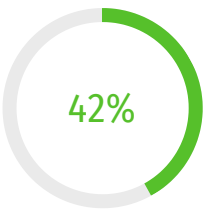
12 RESPONSIBLE
PRODUCTION &
CONSUMPTION



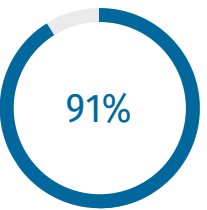
13 CLIMATE ACTION



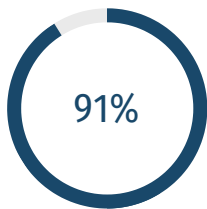
14 LIFE BELOW
WATER



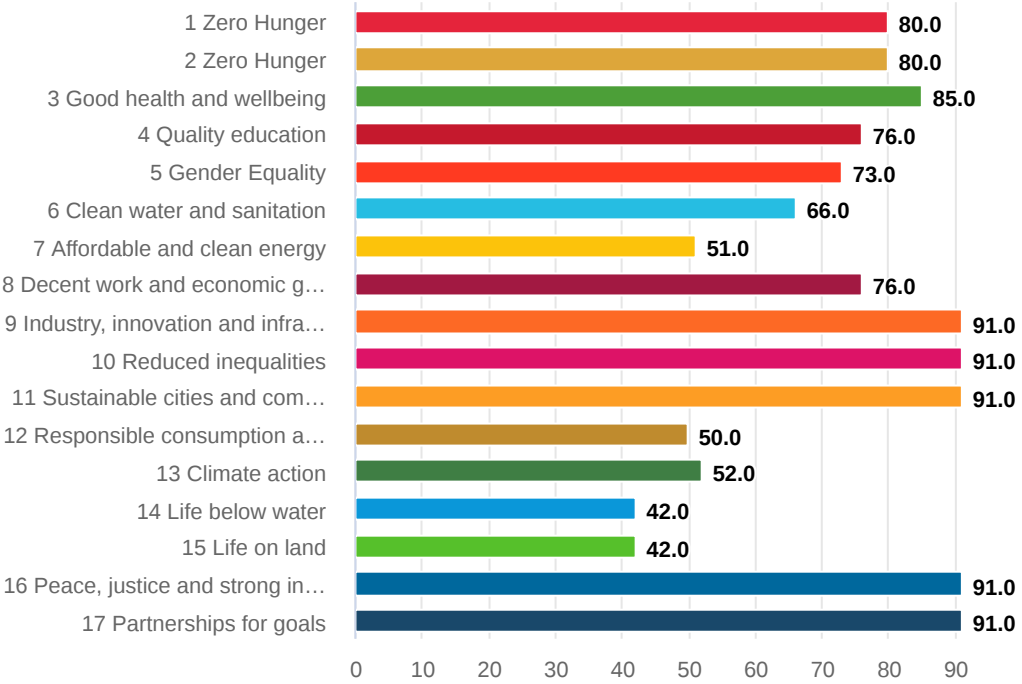
15 LIFE ON LAND



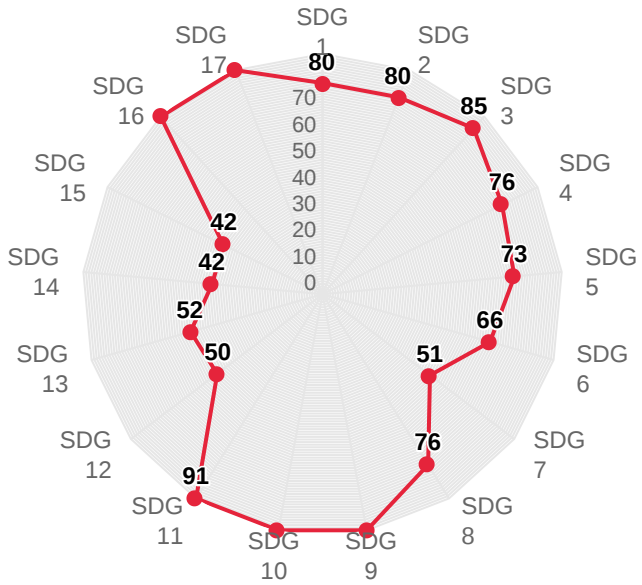
16 PEACE, JUSTICE
& STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS

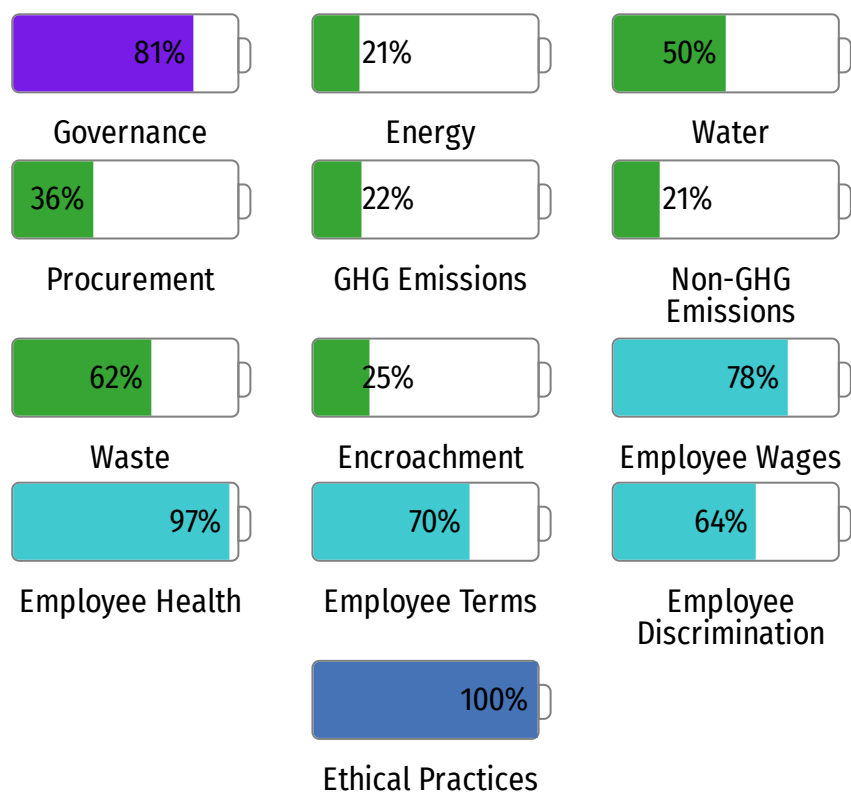


● SDG Bar Chart

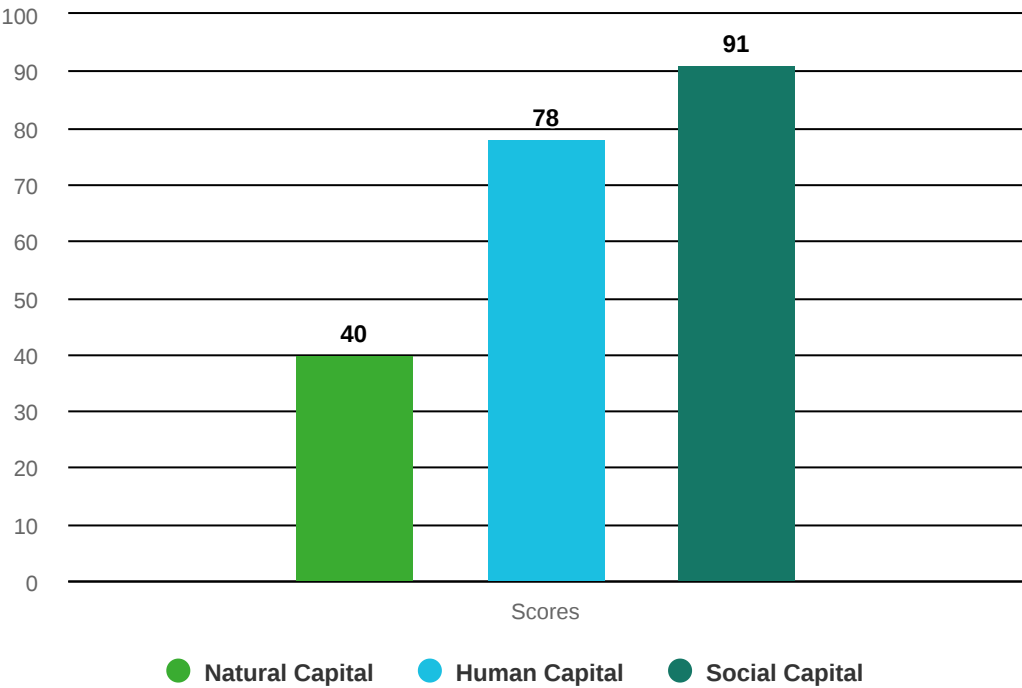


—● SDG Scores

Your Core ESG Scores



Non-Financial Capitals Scores



Methodology

The assessment tool uses two types of questions to assess areas of interest to the above stakeholders.

1. Performance questions:

These questions assess an organisation's approach to, and progress on, reducing / eliminating its harmful impacts on the environment, its employees, and society.

2. Positive Impacts questions:

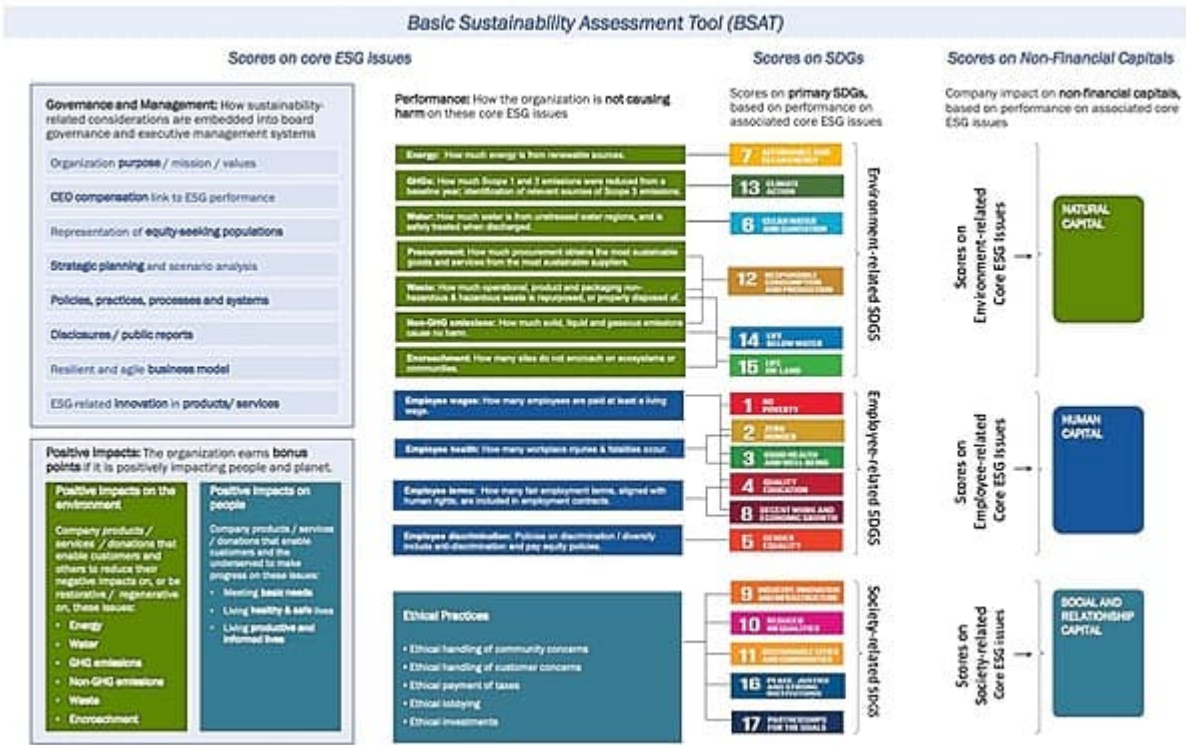
These bonus questions assess if / how the organisation is being regenerative on an issue either directly or indirectly through its products, services and donations that amplify others' positive impacts or help others cause less harm.

This tool expresses an organisation's sustainability performance in three ways:

1. As scores on progress toward science-based goals for **18 core sustainability / ESG issues**. These issues arise at the organisation's impact points, as shown in the figure below. Note: ESG (Environmental, Social and Governance) is used as a shorthand synonym for "sustainability."
2. As scores on contributions to the **17 Sustainable Development Goals (SDGs)**. ESG scores are used as proxies for scores on their aligned, primary SDGs, as shown in the figure.
3. As scores on impacts on the **3 non-financial capitals (natural, human, and social)**. ESG scores are used as proxies for scores on their aligned non-financial capitals, as shown in the figure.

Organisations can express their sustainability scores in whichever framework's terminology (ESG, SDG or non-financial capitals) is most appropriate for their purposes.

These scores provide a baseline to compare with scores for future reporting periods to track the organisation's progress.



Meaning of % Progress Scores

- <100%: How far the organization is on its journey toward not causing any harm on that issue.
- 100%: The organization is breaking even on that issue – it's not causing any harm.
- >100%: The organization is being restorative / regenerative / net positive, directly or indirectly, overall.

Prioritisation for Action

It is unlikely that an organisation will undertake improvements on its scores in this report all at once. Several stakeholder-related factors usually are taken into consideration when determining which should be prioritised for action.

- The organisation's senior management's focus on SDGs that are key to achieving the organization's purpose, strategic plan, and long-term success.
- A lender's interest in SDGs that might affect the organisation's risk profile and eligibility for preferential treatment (e.g., sustainability-linked loans)
- An important customer's / buyer's high-priority SDGs that they are asking about in their request for proposal.
- SDGs that could significantly affect the organisation's image / reputation / brand value, or already are.
- Which SDGs are of most interest to investors, depending on the organisation's industry sector (e.g., as indicated by the SASB Materiality Map, at the link [Sustainability Accounting Standards Board \(SASB\) Materiality Map](#)).
- Governments, foundations, and raters / rankers may be very interested in particular impacts that the organisation is having on people and planet.

Next steps...

At this time of political and economic uncertainty, strong and visionary leadership is essential to achieving the transformation needed to usher in the inclusive and sustainable economic growth that the SDGs represent.

Your company has already have embarked on a sustainability strategy. By reporting your progress against the SDGs, you will join this global movement and by reaching out across sectors and supply chains, you can collectively accelerate this agenda.

Sustainable businesses are more successful. Through addressing the sustainability agenda now and getting ahead of the change curve which will eventually impact all your competitors, you can leverage a competitive advantage through proactive business transformation that aligns the business with future buyer/customer trends and requirements.

Quantum 5 are global sustainability advisors. We specialise in designing rapid and meaningful sustainability change programmes for companies that need to adapt now. Talk to us if you would like some friendly advice or support in transforming your approach to sustainability and alignment with the UN Sustainable Development Goals.



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