

# BUILDING A SUSTAINABLE WORLD

Communication on Progress Report 2022

COMMUNICATION  
ON PROGRESS



This is **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



**Taíga** APPAREL

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# 01

## CHAPTER



# MESSAGE FROM MANAGING DIRECTOR



## Message from Managing Director

**Mr. Imran Bargit**

Sustainability is a societal goal that broadly aims for human to safely co-exist on planet earth over a long time. Since, sustainable development has been the focus of the United Nations for decades and currently, it makes sense to us more than ever, that sustainability is a strategic pillar of every aspect of life. Thus, based on the Sustainable Development Goals of the UN 2030 Agenda that we have prioritized, we continue contributing to reducing inequality, building sustainable communities, making continuous efforts for responsible consumption and production, good health and well-being, gender equality and climate action. A path that we have traveled step by step and that, in perspective, makes us a more inclusive citizen and sustainable organization. We are well on the way for this journey, and challenge ourselves every new morning.

Our company has been a member of the United Nations Global Compact since 2021, promoting its Ten Principles in the areas of Human Rights, Labor Standards, Environment and Anti-Corruption. In the age of globalization, it is our responsibility to engage in sustainable business practices hence, these are deeply embedded in our structure and are of great importance to our success.

As Managing Director of Taiga Apparel (Pvt.) Limited, I renew our company's ongoing commitment to this initiative and its principles in accordance with Sustainability as a core value. We look forward to drive new ideas and always looking into sustainable solutions when creating products with minimal environmental impact. We have highly appraised the relationships built in these 30 years of history, by opening new channels of dialogue and permanent communication on different platforms knowing the needs, and acting in a timely manner.

In this Communication on Progress, we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy, culture and operations. We believe that business needs values. We aim to make positive impact and continue our considerable efforts to achieve our goals we have set under UNGC Platform.

# 02

## CHAPTER

# COMPANY PROFILE



## COMPANY PROFILE

**TAIGA APPAREL** focuses on quality denim products that have minimal effect on our environment. The company is one of the best in innovation of sustainability and has over 06 years' experience. Taiga Apparel (Pvt.) Ltd. was founded in 2016 and over the past 06 years has established itself as one of the most renowned Sustainable denim manufacturers in Pakistan. It now employs over 3000 people with an annual group turnover of US \$29 million. We are making big moves towards minimizing the environmental impact of our products by looking for materials that contribute to a more sustainable future without compromising on quality, comfort and design. TAIGA APPAREL is one of the first Platinum LEED certified denim manufacturing facilities in the Pakistan, ensuring energy efficiency for the operation. In addition, TAIGA APPAREL has installed over 631 KW of solar panels that will deliver almost 40% of all of our energy needs. The company prides itself on its strong business ethics, having forged long term relationships with some of the best-known global brands. It is recognized for quality, leadership in new technology, innovation, adaptiveness and sustainability.

# A | Vision 2030: SDG Scoping

“

To be a sustainable business leader of Innovation and Sustainability in garment manufacturing for conservation of natural resources, protection of environment, uplifting our people & stakeholders' satisfaction.

**Mission:** To lead the wave of ethical & responsible garment business.





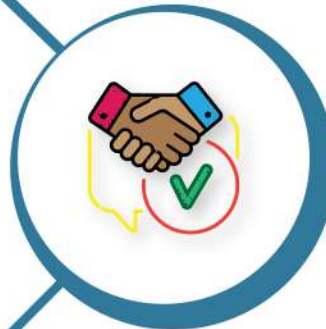
# Core Values:

To have respect for  
People & Society



Be Kind to Earth

To have Multicultural  
Harmony & Strong  
Team Ethics



To Strive to  
become a World  
Class Company

To Strive for  
Improvement Daily



# C | OUR CLIENTS

**ASDA**

DECJUBA

♥ Miss Selfridge

**celio\***

**TENDAM**  
GLOBAL FASHION RETAIL

FASHIONNOVA

**Target**

 dk company

**NEWYORKER**

KARIBAN  
BRANDS

**GUESS®**  
EUROPE  
WASHED ? RING

**JEANS** fritz

NEW LOOK

 BESTSELLER

**INDITEX**

FOREVER 21®

**Walmart** 

**IL DOLCE®**  
jeans

TOPMAN

**LPP**

SHOP  
DIRECT 

**STOOKER**

# 03

## CHAPTER

# OUR COMMITMENTS

# OUR COMMITMENTS

To Achieve Agenda **2030**, Taiga Apparel has set some aggressive targets to bring positive change.

1



## WATER TARGETS:

- 1- By 2026, become responsible producer by reducing 30% water consumption to current levels by increasing sustainable practices in washing process (through Installation of E-Flow System).
- 2- The Facility plans to reuse 10% of ETP waste water to reduce total water consumption of raw water.
- 3- By 2028, become a recycling facility to reduce 60% process water to current levels.
- 4- Water Efficiency Management trainings are conducted as per training schedule to enhance the awareness level of all employees.
- 5- In future, Facility is planning to install more laser machines to completely phase out Spray process, in turn to reduce water extraction and consumption.

2



## ENERGY TARGETS:

- 1- Stop all increases in consumption of energy from fossil fuels no later than 2024 which will help stop the increase in overall carbon footprint.
- 2- The company is working extensively on process water reduction, implementing water reuse atleast for 10% of total consumption, for example in washing, effectively reducing the power consumption – and consequently the associated carbon footprint – for water extraction and use.
- 3- By 2022, reduce 15% of energy consumption below current levels by replacing fluorescent bulbs with LEDs.
- 4- By 2022, installation of net metering system to save and reduce energy consumption to 20% percent below current levels
- 5- By 2028, Drop energy consumed from fossil fuels to 20 percent below current levels by shifting to renewable energy resources or more efficient fuel types.
- 6- Around 30,000 trees are in plan to be planted in future to subsequently reduce the ghg emission of company process, thus reducing the carbon footprint.
- 7- Further decrease fossil fuel consumption to 80 percent below current levels by 2050.

3



## HEALTHY AND EMPOWERED WORKFORCE

- 1- To increase female workforce by 25% by 2025
- 2- Provide equal opportunity and pay to all employees
- 3- Promote life-work balance to develop a healthy and stress-free work environment

# 04

CHAPTER

# SUSTAINABILITY AT TAIGA

# CERTIFICATIONS





# 05

## CHAPTER



# SCOPING: SUSTAINABLE DEVELOPMENT GOALS



# SCOPING: SUSTAINABLE DEVELOPMENT GOALS

## PRIORITY SDGS



# 06

## CHAPTER

# POLICY FRAMEWORK FOR THE UNGC PRINCIPLES

## HUMAN RIGHTS

- Taiga Code of Conduct
- Social Policy
- Anti-Harassment Policy



## LABOR RIGHTS

- No Child Labour Policy.
- Prohibition of Forced and Compulsory Labour Policy.
- No Discrimination Policy and Procedure.
- Freedom of Association and Right for Collective Bargaining Policy.
- Complaint Management.

## ENVIRONMENT

- Energy Conservation Policy
- Environmental Policy
- Sustainability Policy
- Chemical Management
- OHS Policy
- System Policy Water Management Policy



## ANTI-CORRUPTION

- Taiga Supplier Code of Conduct
- Anti-Bribery Policy
- Business Ethics
- Whistleblowing Policy

# 07

## CHAPTER

# HUMAN RIGHTS

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY





**Taiga Apparel** commits to continuing its efforts in system to be a strong advocate for all people in the company and pledges to protect the workers who suffer from abuse and oppression, and to be a stalwart defender of courageous individuals who work, often at great personal risk, on behalf of the rights of others.

# HUMAN RIGHTS: POLICIES

## POLICIES FRAMEWORK



TAIGA CODE OF CONDUCT



SOCIAL POLICY



ANTI-HARASSMENT POLICY

# HUMAN RIGHTS: AWARENESS SESSIONS

SR. NO	TRAINING NAME	EXTERNAL/ INTERNAL	LOCATION	NUMBER OF PARTICIPANTS
01	The Growth Mindset	Internal	HR Training Room, HO, LHR	30
02	Social Rights Awareness	Internal	HR Training Room, HO, LHR	27
03	Diversity & Inclusion	External	Virtual	05

# HUMAN RIGHTS: GOALS

To Promote and Protect the constitutional fundamental rights of people.

To promote social culture and character.

To encourage the citizens to abide by their rights and duties.

To promote respect for all without discrimination.

To promote a peaceful environment for all.

To help remove social evils especially from the weaker sections of the society.



# 08

## CHAPTER

# LABOR RIGHTS







**Taiga Apparel** pledges to support and enforce the labor rights as it helps to ensure that workers and employers have an equal voice in negotiations. Taiga Apparel provides workers the opportunity to seek to improve their living and working conditions.

# HUMAN RIGHTS: POLICIES

## POLICIES FRAMEWORK



**NO CHILD LABOUR  
POLICY**



**PROHIBITION OF FORCED  
LABOUR POLICY**



**COMPLAINT  
MANAGEMENT**



**FREEDOM OF ASSOCIATION  
AND RIGHT FOR COLLECTIVE  
BARGAINING POLICY**



**NO DISCRIMINATION  
POLICY AND PRO-  
CEDURE**



**EQUAL PAY IMPLEMENTA-  
TION POLICY**

# HUMAN RIGHTS: AWARENESS SESSIONS

SR. NO	TRAINING NAME	EXTERNAL/ INTERNAL	LOCATION	NUMBER OF PARTICIPANTS
01	Workplace Ethics	Internal	HR Training Room, HO, LHR	40
02	Establishing Work Environments that Promote Women in STEM'	External	Virtual	05
03	Teamwork brings psychological wellbeing	Internal	HR Training Room, HO, LHR	25
04	Essentials for a Healthy Workplace	External	Virtual	07
05	Transparency in Process	Internal	HR Training Room, HO, LHR	25
06	Business Case for Family Friendly Policies	External	Virtual	10

# LABOR RIGHTS: GOALS

To Foster Equal  
Opportunity



To ensure fair wages



To protect the children and  
safeguard the disabled



To manage working hours to  
promote life-work balance



# 09

## CHAPTER

# ENVIRONMENT

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION



14 LIFE  
BELOW WATER



15 LIFE  
ON LAND



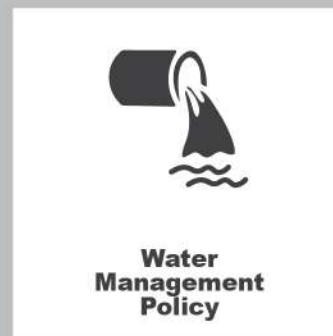
# AS UNITED NATION'S VISION STATES,



*We envisage a world in which every country enjoys sustained, inclusive and sustainable economic growth and decent work for all. A world in which consumption and production patterns and use of all natural resources – from air to land, from rivers, lakes and aquifers to oceans and seas – are sustainable*

**Taiga Apparels** commits to put efforts in bringing a peaceful, healthy, safe, mentally sound and fulfilling culture and workplace environment to our employees. This helps to create a sense of responsibility that we are aware and we are playing our part for a sustainable tomorrow.

## ENVIRONMENT: POLICIES



## POLICIES FRAMEWORK

## ENVIRONMENT: AWARENESS SESSIONS

SR. NO	TRAINING NAME	EXTERNAL/ INTERNAL	LOCATION	NUMBER OF PARTICIPANTS
01	Sustainability is Life	Internal	HR Training Room, HO, LHR	40
02	Future of Sustainable Development	Internal	HR Training Room, HO, LHR	10
03	Understand the Global Goals	Internal	HR Training Room, HO, LHR	25
04	Principles of Sustainability and Circular Design Strategies	Internal	HR Training Room, HO, LHR	10
05	Environmental Policy, Performance (water-use, energy-use and waste reduction)	Internal	HR Training Room, HO, LHR	15
06	Public Presence & Disclosures Need	Internal	HR Training Room, HO, LHR	10
07	Renewable Resource and GHG Emission	Internal	HR Training Room, HO, LHR	20
08	Carbon Accounting & Energy Management	External	Emerald – A, Pearl Continental Hotel, Lahore	01
09	Circular Textile, Design & Sustainability	External	Virtual	02

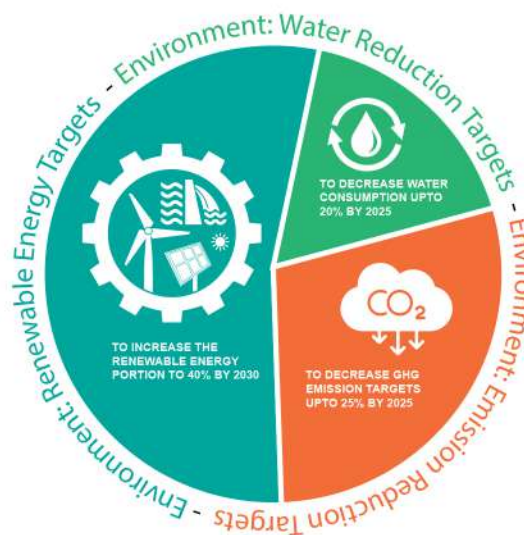
# ENVIRONMENT: ENERGY MIX



## ENERGY MIX 2021-2022

SOURCE	KWH	SHARE (%)
Gas	0	0.00%
Diesel	72,451	1.48%
Solar	503,276	10.30%
Purchased Electricity	4,311,720	88.22%
TOTAL	4,887,447	100%

## CLIMATE CHANGE STRATEGIES:



# 10

## CHAPTER

# ANTI-CORRUPTION

**1** NO  
POVERTY



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS







# ANTI-CORRUPTION



**Taiga Apparel** has adopted more inclusive approach to combat corruption that goes beyond the framework set by lawmakers by increasing Transparency through their policies and by educating the negative consequences of corruption and strengthening of ethical values opposing corruption. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in our business.

## ANTI-CORRUPTION: POLICIES



TAIGA SUPPLIER  
CODE OF CONDUCT



ANTI-CORRUPTION/  
ANTI-BRIBERY POLICY



BUSINESS  
ETHICS

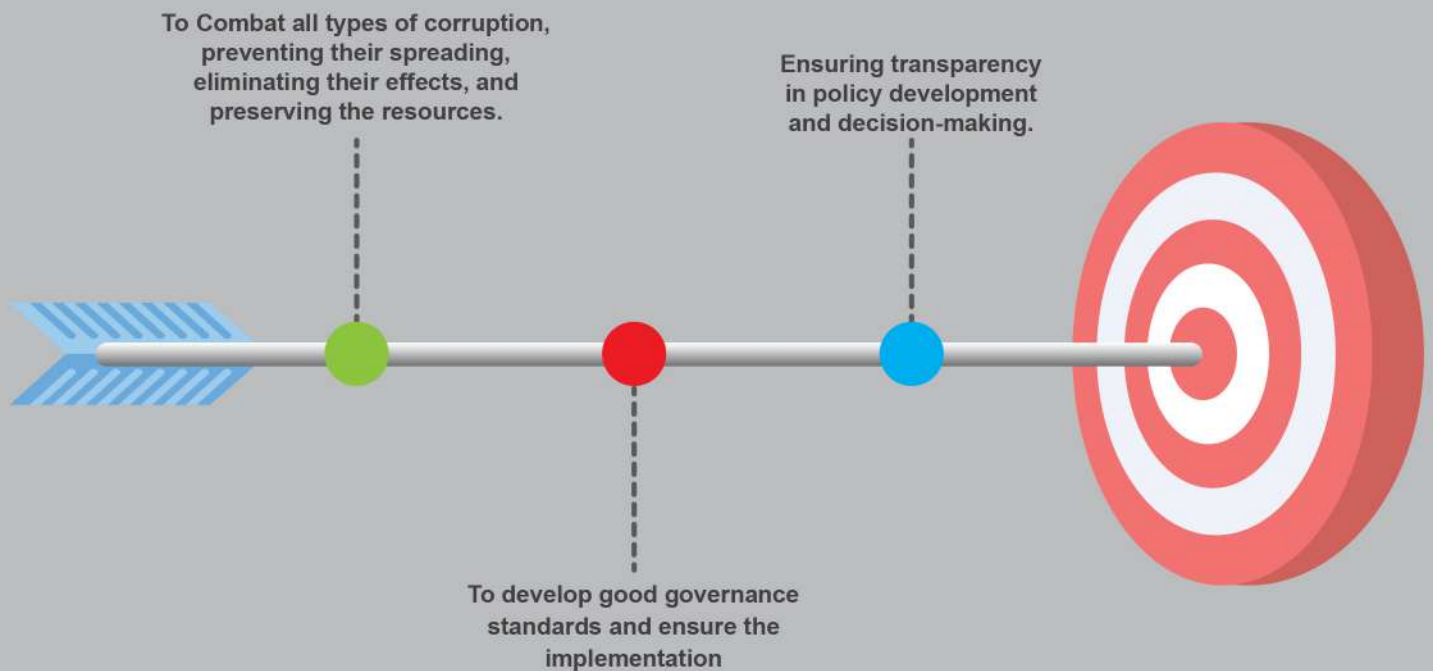


WHISTLEBLOWING  
POLICY

## ENVIRONMENT: AWARENESS SESSIONS

SR. NO	TRAINING NAME	EXTERNAL/ INTERNAL	LOCATION	NUMBER OF PARTICIPANTS
01	Anti-corruption/Anti-bribery policy	Internal	Training Room, Ground Floor HO, LHR	18
02	Whistleblowing Practices	Internal	HR Training Room, HO, LHR	20
03	Corruption and Law	External	Virtual	05
04	Transparency in Process	Internal	Training Room, Ground Floor HO, LHR	38

## ANTI-CORRUPTION: GOALS



# 11

## CHAPTER

# MEASUREMENT OF OUTCOMES



# MEASUREMENT OF OUTCOMES

## 01

### HUMAN RIGHTS

- Proper grievance handling mechanism.
- Record keeping of complains and decisions made.
- Customer satisfaction, certifications and annual successful audits.
- Orientation sessions about human rights, grievance procedures and its importance.
- Monitoring of complaints in accordance with human rights to make fair decisions.
- Development of harassment and human rights committee.

## 02

### LABOR RIGHTS

- Successful external Audits.
- Implementation of buyer's COC.
- Implementation of EOBI, Provident Fund and gratuity plan.
- Implementation of equal pay, over time, and capacity building procedures.

## 03

### ENVIRONMENT

- Paper consumption reduced by 7.8% as Taiga plans to go paper free by 2025.
- Water consumption reduced 25% from August 2021 to July 2022.
- Quarterly Environmental Monitoring (External) to measure environmental impacts.
- Latest technology and modern machinery to enhance the resource efficiency like B-Cloud and E-Flow technology.
- Monitoring of GHG emissions and solar energy generation to reduce carbon footprint.
- Successful environmental and sustainable certifications and audits.

## 04

### ANTI-CORRUPTION

- Highly educated and experienced finance and accounts team to keep check and balance.
- Monitoring and control system towards unethical and unpleasant activities
- Trainings and awareness sessions about anti-corruption and whistle blowing procedures.

# 12

## CHAPTER

# FUTURISTIC APPROACH TOWARDS 2030



Saving the climate involves huge change but it could make us much happier at the same time.

## FUTURISTIC APPROACH TOWARDS 2030



**TAIGA APPAREL (PVT.) LTD**

**ADDRESS**

22 Km Ferozpur Road, 4.5 Km off Rohi Drain,  
Lahore – 54000, Pakistan

**PHONE**

+92-42- 35271793-7

**E-MAIL SALES**

[sales\\_enquiries@taiga-apparel.com](mailto:sales_enquiries@taiga-apparel.com)

**E-MAIL GENERAL**

[info@taiga-apparel.com](mailto:info@taiga-apparel.com)



**Taiga** APPAREL