



Communication on Progress
2021-2022



Foreword

MOBEEN CHUGHTAI

Organizational Focal Person

Corporate Communications
& Corporate Social Responsibility



As the world, slowly, emerges from the challenges of COVID-19, it is greeted by even more profound questions. Have we learned anything from the experiences of the last two years? Was our response to this pandemic equitable across the developed and developing world? And, perhaps most importantly, what's next?

While all of these concerns leave a lot of room for debate, I think the one thing we can all agree on is that, as a species, we are even more intimately tied to each other than we had previously imagined. And that our growth and futures depend on not just the strength of our most accomplished members but the weaknesses of our least privileged.

This understanding has proven to be the guiding light for the efforts we've undertaken in the last year and I feel fortunate to have this opportunity to share these with all of you.

Thank you for your love and support over the past months.



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Shahid Soorty

Managing Director



The previous year has taught our team that arbitrary distinctions between work and family are meaningless and that focusing only on the financial bottom line isn't the purpose of good business. Our relationship with our communities, our understanding of how we need to continuously improve in order to mitigate our environmental footprint and our resolve to achieve the hitherto unattempted have only strengthened during this period of hardship.

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

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

A handwritten signature in black ink, appearing to be 'Shahid Soorty', written in a cursive style.



Nargis Soorty

Director

Soorty Enterprises is heavily committed to the betterment of the spaces it occupies. Due to the growing nature of our Enterprise, there is an unprecedented need for us to be more socially conscious. We strive towards incorporating environmental and social governance issues into our ventures at a grassroots level, to engage active ownership and accountability.

Our aim is to minimize our environmental impact as much as possible and are continuously focused on improving our policies especially towards female inclusion and diversity at our facilities. It is essential, now more than ever, to sensitize our workers on gender, empower our women with targeted awareness programs and impart useful skills geared towards minimizing gender disparity at all levels.

Asad Soorty

Director

Responsibility has always been a strong, guiding value at Soorty Enterprises. We believe that businesses hold a particular responsibility towards the communities in which they operate, towards fellow citizens, and towards the health and sustainability of the planet we all share.

Naturally, we take this responsibility very seriously and make it our duty to build a strong and sustainably viable business. Our vision is very simple; we don't want to harm anyone with the work that we do, and continue to work towards the welfare of all living, breathing beings. The current Climate Crisis, as witnessed in the Pakistan floods that took place recently, is proof of how businesses need to further reduce their environmental impacts as we can already see the consequences of our ancestors' actions unfolding before us.



Ebru Debbag

Executive Director

Making sustainably efficient changes like producing recycled-raw-material-content products, investing in water saving processes, empowering production units with renewable energy infrastructure, will not be transformative until we change the broken business system that we depend on.

It is on us, as leaders in our industry, to make sure that we can emphasize the responsibility of corporations while ensuring interaction and partnership with all our stakeholders. The world is confronting multiple disasters – from the floods in Pakistan, drought in Europe, energy crises and global inflation across the globe – we feel obliged and committed to lead this change for the good of the planet and its inhabitants.



Sarfaraz Cheema

Chief Operating Officer &
Head of Sustainability



There is only one foundation for us to achieve our bigger sustainability and climate action goals – the three R's; Reduce, Reuse and Recycle. If we achieve our set targets and objectives regarding these, we will be able to meet other goals such as reducing our GHG emissions.

The second biggest challenge we're currently facing, that is very close to my heart, is that of water scarcity. We need to limit our consumption of water and make it our objective because we're continuously pumping and extracting this scarce resource from the ground. Since now we have the technology to recycle and reduce our water intake, we need to create more awareness in society to limit its consumption in production processes and use it responsibly.



Chief Operating Officers



Mohammad Qaiser

Soorty Enterprises aspires to go above and beyond its mission to make positive contributions to our communities, while ensuring that this works in consonance with our core purpose. We are determined to make sure our employees are continuously learning and have developed a collaborative working environment so each individual feels agency over themselves. We wish to promote the development of a learning society so that we, as a nation, can prosper beyond our perceived capabilities.

Zia Abbas

At Soorty Enterprises, our workers are our biggest priority. We continuously strive to support and empower our workers through various programs and trainings focused on worker-wellbeing, including health and developmental support, financial stability and independence, having a safe working environment and making sure our workers share our goal of acting with integrity. Sustainability, in all its forms, is a shared value. I believe businesses need to unlearn, and then relearn ways in accordance with new requirements of this continuously changing world.



Alam Mazhari

Sustainable development is about balancing social, environmental and economic values into our core strategy and operations, in order to enhance long-term social and environmental sustainability. I am wholeheartedly committed to improving our society's quality of life and excited to see its implementation process. We have to lead by example, and I am glad to see that we're doing exactly that by pioneering several practices across the industry as we became the first company in Pakistan to achieve Contributor status in ZDHC's Roadmap to Zero Program and the first company in the world to complete their Supplier-to-Zero Progressive-Level Certification.



Chief Operating Officers



Kashif Suleman

As business leaders, there is a huge responsibility on our shoulders to make sure we express support on social issues, especially in regards to advancing gender equality, meeting our sustainability commitments and fostering an environment in which each person is presented with opportunities to grow and develop. Equal treatment of women and men is not just the right thing to do – it is also good for business, as economic development of women would mean contributions to our larger economy. We are still far from achieving this goal however; the first step towards it is creating safe and inclusive spaces that eventually lead to top-yielding results.

Mohammad Shoaib

Through our strategic objectives, we aim to ensure that we reduce our environmental impacts and instead foster a nourishing environment for the Earth and her people. I feel it is extremely important to address pressing issues around us such as the rising levels of global temperature owing to the production of carbon emissions from the industrial sector, and do our part in helping to mitigate them. We all need to act responsibly as individuals so we, as a collective, can survive. I believe it is extremely essential to equip our youth with the skills necessary to cope with these changes and to do so, we must develop innovative strategies that would revolutionize the way we view this world, such as through the green investments we have made throughout the years, here at Soorty.



Almost 10 years back, we were discussing recycling; recycling of water, recycling of materials, using organic cotton, and other sustainable production processes, however, that was at a very basic level. The textile industry, today, requires a lot more because things are moving very fast, multiplying the pace by 100. The key towards a brighter and healthier future, is to have sustainable production with complete traceability. According to a study, if we don't control our polyester waste, there will be a higher quantity of polyester in the oceans than fish biomass, by 2050.

Everybody talks about sustainability, but are they able to prove it? Traceability through the blockchain process is what we should be focusing on. As an end consumer, people should know where their product is coming from, who made it, and how it's made. Are the people who are producing my jeans paid their due salaries? Are their working conditions suitable? The chemicals and the water going back into streams, are they clean enough for the environs and ocean life? Answers to these questions need to be publicly made transparent.



Suleman Bin Arif

VP Marketing & Business Development

During the last couple of years, we have seen numerous unprecedented pandemics and natural disasters like the super floods in Pakistan, heatwaves, forest fires, COVID-19 and much more. It is evident that these climate-induced events are not an anomaly, everything is happening in the now and, as such, we have to act now and manage our impacts sustainably before it is too late.

Mansoor Bilal

VP Marketing & Business Development



Soorty Enterprises has a proud history of being responsible employers, operating in an honest, principled, and disciplined manner. We pride ourselves on creating opportunities for social advancement and welfare for our staff and surrounding communities. We aim to consistently demonstrate high ethical standards, as well as a keen understanding of the need to protect the environment and contribute to economic prosperity, social well-being, and quality of life.

Amin Nasrullah

VP Marketing &
Business Development



Fashion Industry carbon emissions are projected to balloon up to 2.8 billion tons per year by 2030. Considering this as one of the most burning issues, I believe it is on us as individuals to make responsible choices.

It goes without saying that we need to conserve our resources as we're living in a time of scarcity. This not only pertains to the manufacturing industries but also depends on a consumers' mindset. If a consumer is opting to minimize or reduce their usage in an effort to preserve the planet, then as an individual they're already consuming lesser amounts of carbon emissions in terms of the products that they use.

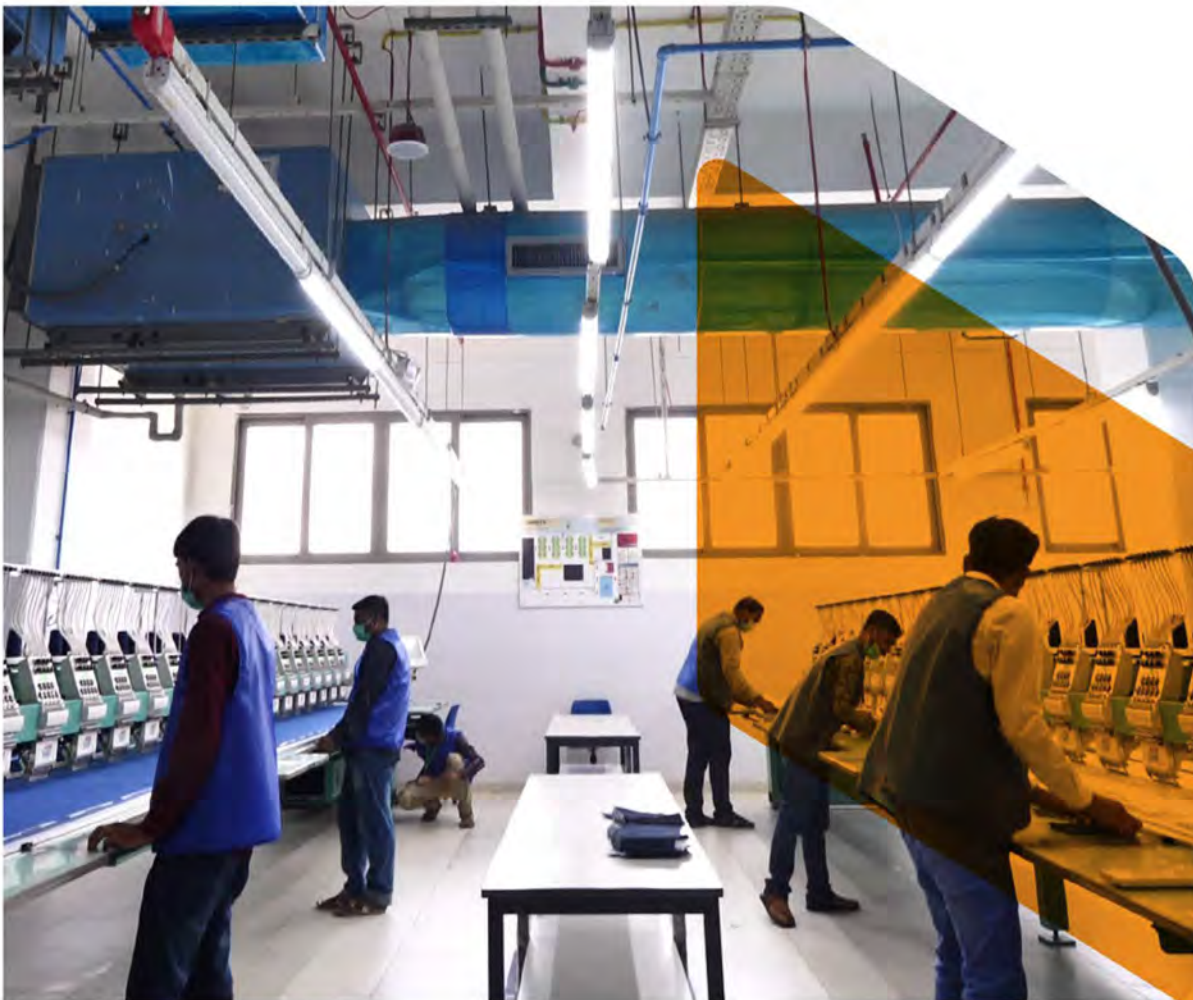
Hypothetically if I buy 15-20 pairs of clothing and cut down my usage by half, I'm already playing my role in society as the resulting fabric that's being produced also gets cut down by 50 percent. If every individual starts thinking along the same lines, then I feel the burden of responsibility will also be partly divided between the industry, customer and the consumer. I believe this should be our pledge when it comes to making responsible decisions because as individuals, we keep consuming more products each day without any accountability.



Umer Rehman

VP Marketing,

Organizational Introduction



Organizational Introduction

Soorty is a family of engineers and designers who are passionate about creating denim that makes people look and feel good. Soorty is at the forefront of the creation of denim fabrics and jeans, with a special emphasis on quality, cost and delivery of our products. We do this through research, innovation and a sharp focus on our customers' expectations while ensuring a sustainable impact on the Earth and her people.

At the center of what we do and who we are is our passion for denim, our purpose for sustainability, and our philosophy of crafting the purest kind of denim - Denimkind. We believe tomorrow is made of quality, reliability, and endless possibility. Our world is human. Our world is kind.

Denimology is what we do, Denimkind™ is who we are.

Believing that sustainable denim needs to be manufactured at scale, Soorty is using its comprehensive vertically integrated infrastructure spanning Pakistan, Turkey and Bangladesh to do just that. The company offers LEED certified production in cost-leading countries Pakistan and Bangladesh, and a Denim innovation space at New York. It has developed a strong foothold in European and US markets, producing for high street as well as premium brands in these regions. Soorty is the only company to have LEED Platinum and Cradle2Cradle Gold certification across both its denim fabric mill and garment factory - a testament to its

commitment to the circular economy and mass sustainable production.

In addition to producing the highest quality products, Soorty also uses its extensive factory floors as spaces for social change. Under our PRISM Project, we have trained and hired hearing impaired individuals in high-noise areas in its laundry, flipping their disabilities into strengths.

Our SEWS program, in partnership with UN Women, is focused on bringing a paradigm shift towards creating gender sensitization in the workplace and improving working conditions to make our spaces more inclusive. We also hope to impart useful skills and tools to women, especially, working at our facilities through BSR's HERessentials project, so they can thrive at par with their male counterparts.

The Soorty Organic Cotton Initiative (SOCI), is another project set to revolutionize the cotton farming industry by shifting to a completely sustainable and regenerative form of cotton production for our products, enhancing livelihoods through financial inclusion, vocational training of women and access to clean water. Similarly, the NASDA Green Energy limited is Soorty Group's venture into wind power, which produces 50 MW of renewable energy for evacuation through the national grid to unelectrified rural neighborhoods.



Soorty & **The Community**



Soorty and the Community

Soorty has been a conscientious manufacturer since its inception. But for the last few years, our focus on the community has been steered by our agreement with the UN Sustainable Development Goals (SDGs). We believe that the fundamental hurdle in growth in developing countries is that of the inclusion of women and marginalized communities in the public sphere and productive activities.

For context, IFC's latest report suggests that over USD 300 Billion can be added to just the E-Commerce markets in Southeast Asia and Africa through the inclusion of women. The uplift and empowerment of underserved social groups is developing into the cornerstone of how we view and engage with our society.



Soorty CSR Policy

As part of its Corporate Social Responsibility efforts, Soorty is committed to reaching out to our communities, engaging with our staff and stakeholders to add value, mitigate threats, support innovation and preserve our natural heritage and environment.

Our CSR approach hinges on creating mutual benefit for all while putting the standards of ethical business and trade into practice.



Soorty Enhancing Women's Services (SEWS) Phase II Launch

The Danish Ambassador to Pakistan, Ms. Lis Rosenholm, visited our flagship facility, Unit-5/6, in May with representatives from UN Women to finalize and commence Phase 2 of our Soorty Enhancing Women's Services (SEWS) program, after the huge success obtained from its initial phase.

The second phase of the project was aimed at facilitating capacity building of female employees and sensitization amongst their male colleagues in hopes of empowering women and creating a healthier working environment at Soorty, and breaking new path for our sector that other organizations can then also follow.

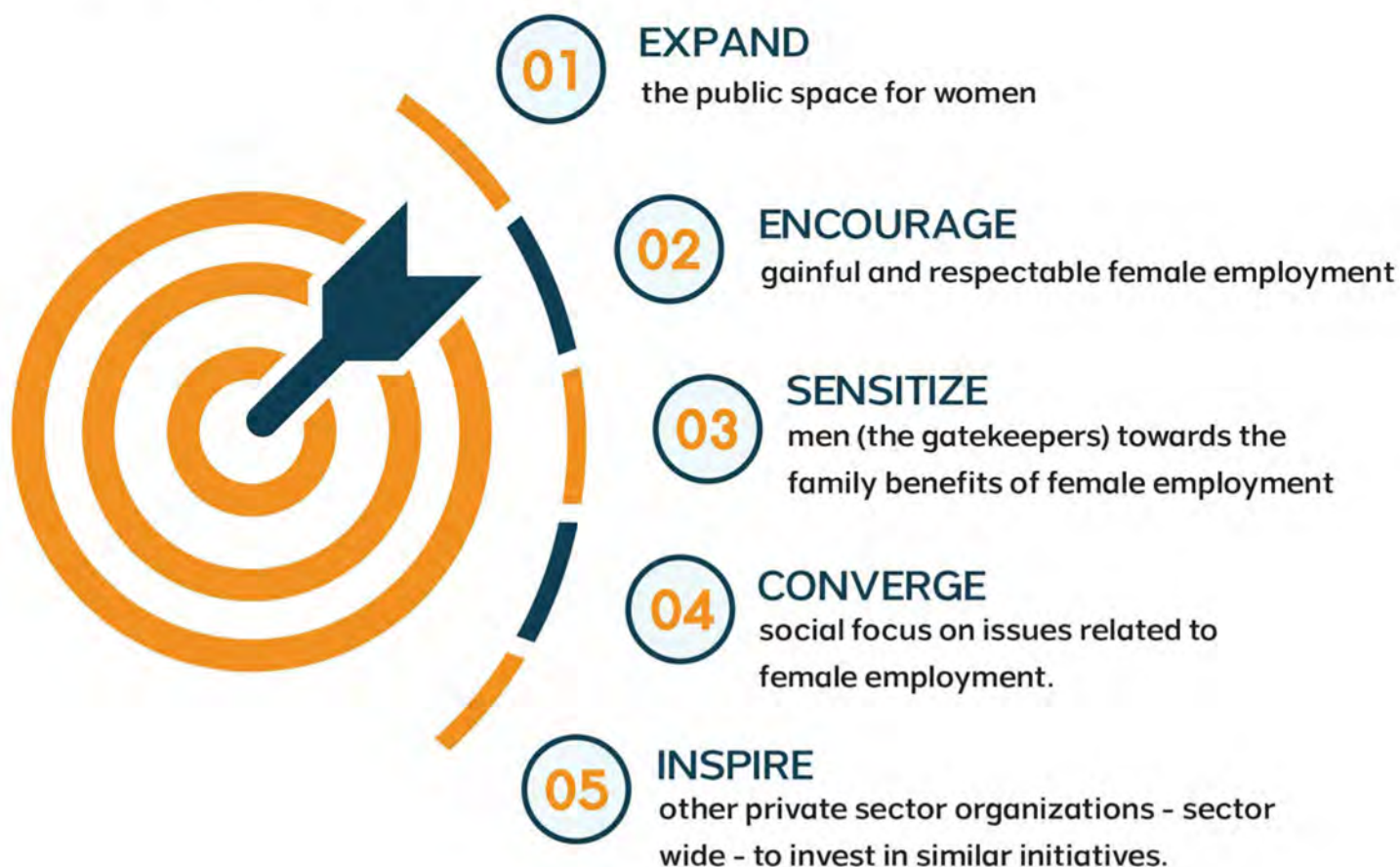


Introduction to SEWS



Goals:

This project is aimed to:



Soorty Enhancing Women's Services (SEWS)

Phase II

Gender Sensitivity Trainings

Gender sensitization in the work environment plays a significant role in increasing productivity levels and improving quality-oriented results through effective teamwork. When every member of an organization feels comfortable in their respective setting, an atmosphere of equality is created, giving a sense of agency to the people who work in it, enhances accessibility to resources, and contributes to their overall development.

Soorty, in partnership with UN Women, has been conducting three-day long Gender Sensitivity trainings, group-wide, with the course curriculum developed by UN Women.

The training covers essential topics such as creating gender sensitization in the workplace, an introductory course of female hygiene and reproductive health, financial inclusion of women, handling abusive behavior and workplace harassment. The participants are also guided on how to identify potential situations via simulation, that may occur, that constitute harassment and problematic behaviors. Furthermore, they were also guided on different avenues they can access if faced with an incident and its reporting process. The training was conducted in an interactive way including male participants, who roleplayed real-life situations.

Implementation



Partners



Soorty Enhancing Women's Services (SEWS)

Phase II

BSR's HERessentials Program

With the rise of COVID-19, most of the work in global supply chains got shifted online which left many women, in particular, at a disadvantage due to lack of knowledge and expertise in the field. To improve our working environment further and impart essential skills to our female workers, we partnered with the Business Social Responsibility (BSR) and Primark to pilot the HERessentials program in Pakistan – a digital and expansive version of their famous HERproject.



Training Of Trainers

Before implementing the pilot project, virtual ToT sessions were conducted in December 2021 with BSR and Empowerment thru Creative Integration (ECI) on how to disseminate information to project participants.



Soorty Enhancing Women's Services (SEWS)

Phase II

Session 1

On December 6th 2021, the first virtual session was conducted by ECI with the HERessentials management team in Soorty Enterprises. The agenda of the meeting was to provide understanding of the project and relationship between the BSR, ECI, Soorty Enterprises and Brand. Further discussion revolved around the application's functionality, training modules, roles and responsibilities of the management team, Peer Champions and Peer Educators, and the timeline of the project.



Session 2



On December 8th 2021, another virtual session was conducted with Peer Champions, in which trainers were briefed on why they have been chosen as Peer Champions and what their responsibilities are towards the groups.



Soorty Enhancing Women's Services (SEWS)

Phase II

Implementation

The project is being implemented at Soorty's Unit 2/3 – Cluster 2, led by Soorty's CSR Department with oversight and support provided by the Systems and Compliance Department.

We have trained 130 staff members including 100 factory workers and 30 managers, on various topics through interactive games, videos, peer to peer consultations and guided sessions. The training covers essential knowledge for workers on how to manage impacts on health, finances, improving relationships and work-related stress including how to use a tablet and disseminate information, female hygiene and reproductive health, digital financial services such as online banking and budget/income management, stress management and building relationships.



Partners

BSR | HERproject

PRIMARK



SEWS Sports: Star Women's Hockey Camp

To encourage female inclusion in sports, we sponsored a five-day Hockey camp in Islamabad, in collaboration with UN Women, for the women from Star Women's Hockey Academy residing in Jacobabad. The camp was focused on making hockey more accessible to young girls from underserved communities and giving them an avenue where they can showcase their skills.

Implementation

Soorty Enterprises facilitated the Star Women's Hockey team for their travel from Jacobabad to the capital city, Islamabad, where the girls trained under the coaches from the Pakistan Sports Academy.

The Pakistan Sports Board had provided the training ground and hostel for their

accommodation for the duration of the five-day camp. In addition to the training sessions, These girls, from underserved areas of interior Sindh, were also given a special treat of a city-tour of Islamabad. Soorty also provided cash prizes and other gifts to the teams during the closing ceremony.

Partners



SEWS Sports: Star Women's Hockey Tournament

Sports can be a great tool to bring people together for a cause and drive change. It provides us with an opportunity to make a difference in people's lives, raise awareness, and promote human rights, sustainable development and peace simply through the use of healthy, physical activity.

Following the training camps, we, in partnership with UN Women, organized the Stars Super League 2022 in Sukkur – a women's hockey tournament which hosted teams from all across the country.



Partners



Soorty Enhancing Women's Services (SEWS)

Phase III

Mass Awareness

Phase three of the SEWS program, currently under development, will entail an expansion of the projects we're doing in partnership with UN Women and Business Social Responsibility – this time on a much larger scale.

This phase of the program will allow us to disseminate the trainings – already given to our peer champions and SEWS ambassadors, who would reinforce their learnings from modules taught, especially towards gender sensitization, financial inclusion, and a special emphasis on female health – outside the seminar halls and training rooms and on to the factory floors to sensitize and empower even more of our staff.



PRISM

Persons with Disabilities (PwDs) constitute a significant portion of any populace. It is imperative for organizations like us to support these individuals so that their strengths can be put to social use and we can assist these individuals in leading meaningful, dignified and happy lives. Soorty PRISM Project is designed to increase the inclusion of people from diverse communities at our organization and special care is taken to use strategic, targeted hiring to match the disability with a workspace which enhances their potential for work.

Soorty partnered with Network of Organizations Working with People with Disabilities (NOWPDP) last year to train 44 persons with hearing and speech disability in the art of denim grinding and distortion in our laundries. Out of these, 27 trainees expressed their interest in joining Soorty in our dry processing department to flip their perceived weaknesses as strengths, and were subsequently hired.

Goals

FLIP

the perceived weaknesses of PwDs into strengths.

INCREASE

the scope of professional acceptability of PwDs in the industrial sector through targeted vocational trainings.

ENHANCE

the skill set of PwDs.

IMPROVE

quality of life for PwDs and their families.



PRISM

Phase I

Sensitization

Before the PwDs were inducted into their designated work spaces, sensitization trainings were given to upper management and factory floor management, with a special emphasis on factory supervisors and colleagues who would be sharing the work stations with the PwD hires to normalize these social changes, and increase acceptance and tolerance at our facilities.



Sign Language course



Staff members from upper and factory floor management and supervisors at the airing, distortion and grinding departments, as well as personnel, admin and security were also given an introductory course on sign language, in partnership with NOWPDP through a certified sign language interpreter – to ensure the comfortable placement of all PwDs.

We have also built a Denim Finishing Facility at NOWDPD so that inclusion - for us as a sector - evolves from being an emotion-driven welfare measure into a competitive-advantage-driven business practice.

PRISM

Phase I



Implementation

A total of 10 sessions were conducted by sign language trainer, Ms. Eman Ehsan for participants from different departments and positions at Soorty. The volunteers learned how to communicate in sign language including but not limited to; signing courtesy words like sorry, thank you, please, excuse me, colors, explaining WH questions (what, why, where, when, who etc.), using medical terms, alphabets, numbers, days, months, seasons, frequently used places, helping verbs, places in the city, currency, relationships, HR related words like attendance, salaries, leaves etc., among others.

They were also taught how to hold a conversation with sentences in the form of role playing and were then tested on everything they had learnt thus far with frequent revision sessions.

Partners



PRISM 2.0



Due to the enormous success of Phase 1, we decided to expand the scope of our outreach to diverse and oft-ignored communities, further. One of these interventions, planned for 2022-23, will be to bolster our ongoing efforts with the Network of Organizations Working with People with Disabilities (NOWPDP).

We also want to bring this same success to other areas of intervention in diversifying the workforce by hiring Persons with Down Syndrome, for example, and increase the scope of our inclusion by breaking the barriers between different identities because the world is too vast and varied to be viewed in binaries.

PRISM 2.0

MOU signing – NOWPDP

In addition to the 27 previously hired PwDs, Soorty has vowed to train 44 more persons to include them in our facilities, this time in multiple units.

Both teams from Soorty and NOWPDP convened at our flagship facility to sign a Memorandum of Understanding (MOU) on May 26th, to launch the next chapter of this first-of-its-kind initiative in the textile sector.

The extension of this project is a testament to our commitment towards making our spaces diverse and inclusive.



Pilot - KDSP

Karachi Down Syndrome Program (KDSP) is another organization that we have been working with, in the hopes to further broaden our diversification goals by the inclusion of persons with Down Syndrome in our labor force by creating job opportunities for them suited to their conditions. This year, we will be working with KDSP to pilot a program in our quality and finishing department to include and train persons with Down Syndrome, in the industrial setting.

Inclusion of Transgenders and Non-Binary persons



At Soorty, we acknowledge that people are born on a gender spectrum with different world views, biological construction and orientations. It is important to us that every member of our society is included in the employment sector and is not discriminated against on the basis of their gender.

Unfortunately, the transgender community is, perhaps, the single most misunderstood and underappreciated group in Pakistan, but we believe they deserve better and should be judged based on skill and merit as opposed to biases and generalizations against their identity.

We have worked with the Gender Interactive Alliance (GIA) and Blue Ribbon to support and fund progressive interventions in vocational training, food security, health, etc. and are now also working towards their inclusion in our workforce.



Soorty Organic Cotton Initiative (SOCl)



The Soorty Organic Cotton initiative (SOCl), validated by the Organic Cotton Accelerator (OCA), is a project intended to revolutionize the cotton farming industry. Through this project, we're gradually shifting towards a completely sustainable and regenerative form of indigenous cotton production for the manufacturing of our products. We have partnered with the World Wide Fund for Nature (WWF), and the Department for Agricultural Extension – Government of Balochistan (DAE-GoB) for the implementation of this project.

SOCl will not only build capacity for organic cotton, but also enhance livelihoods through financial inclusion, vocational training of women leading to better livelihood opportunities, enhance health and education services in the area and provide access to clean water.



Soorty Organic Cotton Initiative (SOCI)

Year-1: 2021

Farmers field day (On-field training)

The Soorty CSR team, in collaboration with WWF conducted agricultural training for farmers selected for the Soorty Organic Cotton Initiative (SOCI). Through the project, 477 training sessions were organized with the WWF management on various topics such as weed and pest control practices, clean picking and safe storage, the preparation and usage of bio-pesticides and bio-fertilizers, the organic cotton standards set by Control Union Sri Lanka, crop data collection and other best practices. A total of 723 farmers participated in the training so they can be better equipped to accurately work on the transition from GMO to non-GMO cotton production.

IC-1 Certification

Soorty's Organic Cotton Initiative earned the In-Conversion Year-1 (IC1) certification in March 2022, which confirms our transitioning to organic farming.

Harvest

5,040 Metric Tonnes of Seed Cotton were procured for organic cotton cultivation, equivalent to 31,650 local bales across 7,000 acres of land. Organic Cotton from year one was harvested between September and November 2021 and Soorty factories received the largest tranche of In-Conversion cotton, out of Balochistan, in April.



Soorty Organic Cotton Initiative (SOCI)

Year-2: 2022

Seed distribution and Sowing

SOCI has expanded its reach by partnering with OCA in Year-2. We are providing quality non-GM seed to farmers. In 2022, the second year of In-conversion cotton, 7,000 bags of seed weighing 10 Kgs, each, were distributed to farmers in Naal, Khuzdar for the cultivation of organic cotton covering 7,000 to 10,000 acres of farming land. Across a period of one month, approximately 1,200 farmers have been inducted into the program.

Approximately 5,400 – 5,760 Metric Tonnes of IC-2 organic cotton yield is projected for year two, which will be certified in October and harvested, tentatively, between September and November 2022.



SOCI Community Support

Access to clean water

Soorty is working on a sustainable method to provide safe water for drinking and domestic use to the local communities.

Safe Water Stations will be installed in three different ICS in the Naal region, adjoining villages and bazaars for the provision of this water.

Vocational training for women

Our team has also identified a need to the uplift of women in the area; we are in the process of partnering with a local partner to design and implement a training and livelihoods regime by setting up a dedicated Soorty Arts & Craft Entrepreneurship Center in the Naal region.

Females who design and make traditional clothes in their homes will also be given professional training and support to sell their product countrywide through different online platforms.

Health and Education

In addition to this, we are also working with the Government of Balochistan to enhance the level of educational and health services on offer to the people of Naal, Khuzdar.

Planet PAWSitive



Soorty's Planet PAWSitive campaign is aimed at increasing awareness about the plight of animals and improving their quality of life. Due to lack of awareness and resources, animal rights and welfare are kept at the bottom of the stack of social priorities and as a result, animals often get mishandled and mistreated, while an overwhelming majority suffer neglect. It is essential that we speak up for the voiceless and keep working towards the betterment of all living, breathing beings.

Soorty partnered with the Ayesha Chundrigar Foundation (ACF) Animal Rescue Services in September 2021 to support social initiatives that are focused on the protection of animals.

Goals

- **CREATE**
awareness around animal rights
- **ASSIST ACF**
in animal rescue efforts
- **DEVELOP**
a framework to conduct rescue camps in Karachi that can also be implemented in other cities
- **INCREASE**
the company's projection in animal welfare-based CSR initiatives
- **SENSITIZE**
Soorty staff to the plights of mistreated animals



Veterinary and Relief Camps

Phase 1: Karachi's Empress Market



Soorty, in partnership with ACF Animal Rescue, executed the first phase of the project at Karachi's Empress Market. The camps were focused around providing awareness on the plight of animals to pet shop owners by sensitizing and educating pet sellers, along with supporting regular and free medical checkups of animals residing in the markets for sale. Our teams conducted eight camps in Karachi's Empress Market to alleviate the misery felt by these voiceless creatures.

Phase 2: Korangi District

After successful campaigns at Karachi's Empress Market, Soorty launched phase two of the Planet PAWSitive campaign to conduct veterinary camps for abused and injured donkeys and other equines in the Korangi district.

The campaign was aimed at donkey cart owners who were initially using harsh and coarse materials for their animals' harness. A majority of donkeys die due to infected wounds caused by harness-abrasion. Soorty, in partnership with ACF, conducted 12 rescue camps over a course of three months and gave awareness to cart owners on how to properly handle them in addition to providing medical treatment.

Soorty also donated denim cuttings, so a better and gentler harness could be developed that does not harm the skin of the animals.



TPN CSR Awards Animal Rights Protection



Due to our efforts pertaining to animal welfare through our Planet PAWSitive campaign, Soorty Enterprises was awarded the 11th Annual Corporate Social Responsibility Award in the category of "Awareness of Animals Rights Protection", hosted by The Professionals Network.

Soorty LifeWorX Program – Community

Construction of Psychiatric facility at JPMC

Pakistan has one the poorest global mental health indicators with less than 500 psychiatrists in the entire country. More than 90 percent of the population is left undiagnosed and untreated due to a lack of mental health facilities and services.

The Soorty Foundation, in collaboration with the NGO Savaira, recently built the largest state-of-the-art psychiatric and behavioral science ward at the Jinnah PostGraduate Medical Center (JPMC) with 120 beds, in Pakistan. Four wards; one for male adults, one for female adults, one for substance abuse patients and a purpose-built pediatric psychiatry ward has been constructed in the hospital.



In addition, the NGO also hired a qualified team of psychiatrists, psychologists, nurses and social workers, with the latest health information management systems, specifically designed for psychiatric patients to be included in the facility. The construction of the facility was completed earlier this year and operations will begin in November.



Partners



Supporting Public COVID Vaccination

With the rise and spread of COVID-19 and the set of unprecedented challenges that sprung on us as a result, the emergence of vaccinations proved to be a Godsend. With vaccines in the market, we felt a responsibility on our shoulders to get our community vaccinated, especially those who may not have easy access to it, to ensure protection for all.



Soorty, in collaboration with the Korangi Association of Trade and Industry (KATI), had set up a joint COVID-19 Public Vaccination Center; the facility was instrumental in catering to the vaccination needs of hundreds of Korangi-residents, on a daily basis.



Soorty was awarded the Meritorious Public Services award at KATI's annual dinner in September, 2021, in recognition of these efforts.

Partner



Soorty Lifeline

Blood Drives

The need for blood is universal, but access to all those who need it is not. Blood is a resource that can only be obtained through acts of kindness, by those who volunteer to donate blood and consequently help save countless lives. In order to make this relationship sustainable, we ensure that if, God-forbid, our workers or their families need blood then it is readily made available to them through our list of partners.



Soorty Lifeline

Indus Hospital

Soorty CSR conducted a blood drive in September 2021, this time with Indus Hospital at Unit-10. The blood drive was a huge success as the organization managed to collect 163 units of blood from our amazing donors at the unit.



JPMC

A blood camp, in collaboration with Jinnah Postgraduate Medical Center (JPMC) was organized at Unit-5/6 on the 4th of September for all employees. Our selfless employees volunteered to donate blood and almost 80 units of blood were collected by the end of the day.

Saylani Welfare International Trust

The support we have received from our donors has been vital. Soorty conducted another blood camp, in collaboration with Saylani Welfare International Trust at Unit-14 and recorded the highest collection of blood in one day for the foundation.



Soorty Citizen Alpha Programme

Soorty Enterprises is committed to spurring students' curiosity and providing real-world learning opportunities to create future leaders and a more responsible generation.

Students Visits

NED University - Spinning Mill

Demonstrative learning helps retain more information and what better way to learn than seeing it with your own eyes?

NED University students enrolled in Energy and Environment courses visited the Spinning Unit in November. They had a classroom session of the theory behind the Spinning process; afterwards they were taken to the floor to see its practical implementation.



NED University – Spinning Mill



Another visit for students from NED University was organized by Soorty in January.

As part of our Citizen Alpha Initiative, another visit for textile students from NED University was organized, at the Soorty Spinning Mill Unit-11, where students experienced the different processes that go into manufacturing yarn.

They were also given a presentation to explain how these processes gel together and build an ecosystem that produces the best quality Denim in the world while minimizing our environmental footprint.



Soorty Citizen Alpha Programme

Bahria University Visit

Students of Bahria University visited Soorty Unit-10 in December, as part of our industry-academia linkage between Bahria University and Soorty Enterprises.

The visit helped students orienting themselves - in their academic and professional lives - as they visited the floor to find out about the process of stitching and washing.

They examined the processes and factors that affect the quality of denim. Furthermore, they were shown how various quality checks play an important role to ensure that the product meets demands and expectations.



ERASMUS SMARTEX Program - Unit-08

Professors and academics from Europe, Malaysia, Indonesia and Spain visited the Soorty Denim Mill Unit-8 in May and delivered a seminar under the ERASMUS SMARTEX program to textile graduates from NED University, working at managerial positions at Soorty Enterprises.

The foreign professors took an industrial tour of the facility and shared their experiences regarding industrial and

academic collaborations, including waste management practices via presentations. The discussions revolved around the interaction between academia and the industry, and how the textile engineering and textile technology curriculum taught in universities can be modernized and updated as per the growing requirements of the industry as shown through Soorty's internally-developed best practices.

Soorty Citizen Alpha Programme

UNDP Internships

Soorty is a strong believer in facilitating students from relevant educational fields into experiencing industrial best practices as part of our Citizen Alpha program. We partnered with UNDP, who funded internships for select, high-achieving students from all across Karachi's educational institutes to be inducted in a 6-week long internship program.



UNDP Green Recruitment Drive



Due to the unprecedented environmental changes taking place all over the world, we pin our hopes on our youth who, we believe, will lead the future generations in better and more sustainable ways to protect and conserve our environs.

To encourage our youth to take an active interest in jobs relating to sustainability, we will be carrying out a Green Recruitment Drive in partnership with UNDP where we will offer placements in sectors such as green energy, water recycling etc.

Soorty Citizen Alpha Programme

Mehran University's Textile Nexus 2021



At Soorty, we believe that our progress depends on research and acquiring knowledge, which to a great extent, comes from our Academia. We feel that coursework at the universities needs to be updated regularly in order for it to be relevant to emerging needs and through our Citizen Alpha Program, we aim to do just that.

We were invited to participate in the Textile Nexus 2021 – an online platform for knowledge sharing organized by Mehran University of Engineering and technology, that was focused on protecting and restoring water-related ecosystems.

NED University's Shape Your Destiny Seminar

We believe that learnings from our experiences should not be limited to a particular company and should be shared instead, especially with our upcoming generation of leaders. Our General Manager at Unit-5/6, Mr. Noman Hamid, went as a guest speaker to NED University of Engineering and Technology to share his insights and delivered a session to students from the Textile Engineering department called "Shape your Destiny".



Soorty Supplemental Nutrition Assistance Cooperation (SNAC)

SNAC meals

Soorty Enterprises offers subsidized meals for its entire labor-force at all of its facilities. These meals are prepared, in compliance with the strictest hygiene and nutrition standards, for over 30,000 workers, every day.



SNAC Support



Due to rising cost of living and an already strained system of State-sponsored social welfare, the simple consumption of adequate food is becoming more and more difficult. In order to help, Soorty Enterprises provides rations - that include flour, cooking oil, rice, pulses, etc. to almost 150 widows and former or retired female employees on a monthly basis, since 2012.

Soorty Disaster Assistance Programme

The developing world lags far behind in serving the needs of all of its residents; invariably, some people just fall through the cracks in the system. The Soorty SNAC (Supplemental Nutrition Assistance Cooperation) Project aims to provide access to sustenance for the poorest segments of society.

Ration Drives

Jhampir Ration drive

Due to a lack of available nutritional resources in the area, our team visited the periphery of Jhampir, Sindh, to distribute ration bags to people who need them the most. The bags included all essential groceries required to sustain a family for an entire month.



Hub Ration Drive

Another ration drive, in the holy month of Ramadan, was conducted by Soorty in the Hub District in Balochistan, one of the poorest provinces in the country. Our team distributed ration bags to families residing in nearby areas that contained all basic food essentials to support families for the entire month.

Ramadan Ration Distribution

Keeping in view the needs of most poor families, in the Holy Month of Ramzan, Soorty Enterprises offers free Ramzan Nutrition Support Bags to over 35,000 deserving individuals and families, annually. These people include members of Soorty's workforce, poor and unemployed widows, orphans, special-needs individuals and members of the transgender community.





Corporate **Philanthropy**

Our organization and its top-tier management engage, with the State, development sectors, philanthropy bodies and innovative private initiatives and foundations across the world, at multiple levels of community and state-enabling philanthropy in the field of supporting the provision of child care, emergency aid, arts & culture etc.

Some recipients include:

- Pink Ribbon Pakistan
- Jinnah Postgraduate Medical Centre (JPMC)
- The Indus Hospital Network
- Fatimid Foundation
- ACF
- KDSP
- Gender Interactive Alliance
- NICH
- DOCH

KDSP Golf tournament

Implementation

Soorty Enterprises sponsored a corporate golf tournament in November, arranged by the Karachi Down Syndrome Program (KDSP) to support people with special needs. The fundraising event was held at Karachi Golf Course, where many celebrities, corporate businesspersons, bureaucrats and generals etc. were in attendance. Soorty also distributed exclusive denim tote bags as tokens of appreciation to the participants of the tournament.



ACF Sunset Picnic

It is imperative that we raise our voice for the voiceless. In continuation of our partnership with the ACF Animal Rescue under our Planet PAWSitive campaign, Soorty sponsored the ACF Sunset Picnic in March, a fundraiser for the animal shelter.

Soorty hosted the Kids Corner which included multiple activities such as games, an arts and craft section, reading corner with renowned storyteller, Ms. Sania Saeed, and much more.

We also distributed exclusive denim jeans as giveaways and prizes to both the children and their families. All proceeds from the event went to the foundation to support the cause.





Soorty & Our Workers



Labor policies

Soorty Enterprises complies with all relevant national and international laws and conventions on industrial labor management. The management makes sure that all the components under labor law from paid leaves to minimum age/protection of young workers to workers' representation in enterprise are thoroughly followed.



POLICY FRAMEWORK

As part of our commitment to fostering a healthy work-environment and encourage international practices as a shared vision, Soorty has enacted the following policy framework from its inception:

Child Labor

Soorty Enterprises does not employ any person below the age of 16 years in any of its units or departments. Soorty does not support the use of Child Labor below 16 years of age nor does it allow workers to be employed who are younger than the compulsory. Soorty will discontinue business relations with any supplier which uses Child Labor in any of its facilities or services.



Forced Labor

Soorty Enterprises actively stands against the use of forced labor – in any of its forms – nor does it engage in or support human trafficking. Here, at Soorty, we are committed to prohibiting all individuals from coercing employees in any way, or unnecessarily limiting employees' freedom of movement.



Recruitment and Selection

Soorty Enterprises commits to making the best use of the educated and skilled manpower of our country in order to flourish business and employment in the society. Our goal in recruitment and selection is to hire and retain the most qualified individuals. Managers are encouraged to consider applicants on open merit basis and skills.



Working Hours

Soorty Enterprises follows a regular work day of 08 hours. Soorty ensures that the hours worked each day, and the days worked each week; do not exceed the legal limit of working hours. Soorty ensures the working hours limit, the most stringent requirement is followed in all production units. Soorty provides one day off in every seven-day period to its employees, except as required to meet urgent business needs. Soorty designates days off for rest as Sunday or as per the defined shift roster of the production departments on the basis of production need.



Freedom of Association

Soorty Enterprises recognizes and respects its employees to exercise their lawful rights of free association and collective bargaining. Soorty does not discriminate against employees who form or participate in lawful associations for collective bargaining. Soorty does not illegally discriminate against employees who choose not to join any association or bargain collectively. Soorty ensures that workers who make such decisions or participate in such organizations are not the object of discrimination or punitive disciplinary actions and that the representatives of such organizations have access to their members under conditions established either by local laws or mutual agreement between the employer and the worker organizations.



Prohibition of Discrimination

Soorty Enterprises believes that workers will be employed on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. Soorty does not discriminate against anyone when hiring, promoting, remunerating on the basis of race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination. Soorty does not carry out any mandatory pregnancy test at the time of hiring any lady worker. Here at Soorty, we recognize and respect cultural differences. We also favor business partners who share this value.



Disability Inclusion policy

Soorty Enterprises has always held the cause of inclusion – especially inclusion of Persons with Disabilities (PwDs) or from marginalized communities – close to its heart.



Soorty ensures that all its employees, PwD or otherwise, are treated with dignity and afforded equal opportunity for recruitment, advancement and growth. In order to advance our goal of disability inclusion in our factory units, Soorty will pursue a 10-year program to assess and recruit Persons with Disabilities (PwDs) into specialized roles so that at least 5% of our workforce comprising PwDs finds sustainable and long-term employment. Soorty has also vowed that these specialized roles shall be designated based on suitability of the candidate on merit, in reference to the specific disability.

In addition, Soorty will scope its factory floors to conduct surveys and exercises to [preferentially] ensure that the disability is “flipped” into strengths for the candidate when being offered a role.

Moreover, all PwDs – so designated by a criteria list built by the CSR department – shall have access to Special PwD benefits to offset their disabilities and support their career and growth at the organization.

Harassment & Abuse

Soorty Enterprises does not engage in or support the use of corporal punishment, mental or physical coercion and verbal abuse. Soorty promotes a work environment in which no form of harassment is used by its supervisory staff towards the workers, particularly female workers. Soorty discourages use of any form of verbalism or gestures that overtly or implicitly promote sexual harassment towards its female staff and workers. Soorty does not utilize business partners who use corporal punishment or other forms of mental or physical coercion.



Compensation & Benefits

Soorty Enterprises is committed to pay the total minimum compensation required by local laws, including all mandated wages, allowances and benefits to its workers and staff. Likewise, Soorty does not pay less than the minimum wage prescribed by the local law to unskilled workers. To other categories of workers, wages are paid in line with those prevailing in the industry at the time, which also provides some discretionary income. Soorty will only do business with suppliers who provide wages and benefits that comply with any applicable law and match the prevailing local manufacturing or finishing industry practices.



Workplace Laws & Regulations

Soorty Enterprises is continuously updated to comply with local, national laws and regulations including buyers' requirements related to all workplace regulations and social laws including environmental regulations, customs laws and security. Soorty expects its business partners to be law abiding as individuals and to comply with legal requirements relevant to the conduct of all their businesses.



Health & Safety

Soorty Enterprises utilizes all available resources to provide a Healthy and Safe working environment for all its employees and visitors and to eliminate all potential hazards that are capable of causing work related accidents. EHS requirements are no less important than meeting our quality standards or delivery time. Through a systemized mechanism at Soorty, responsible persons detect potential risks and hazards associated with the job or present in the work environment which could cause harm injury to the workers. Soorty provides all necessary personal protective equipment and implements controls to ensure the safety of the workers and their health.



Employee benefits

Our employees are the backbone of our business, and it is very important for us to make sure our employees are compensated in every reasonable and possible manner. These employee benefits are designed in a manner that they immediately stand out when assessing what benefits people find important when working in the textile industry.



Transport Benefits

Soorty takes the safety and convenience of its staff and workers very seriously. For managerial staff, company-maintained vehicles commensurate with their rank and level of contribution to the organization are provided along with fuel charges. For factory-floor workers, free pick and drop is provided.



Terminal Benefits

Final employment benefits are awarded to all staff members who are either dismissed from service or resign for better prospects. This is an expression of an amicable resolution to the employee's relationship with the organization and is designed to assist outgoing staff members in bridging the fiscal gap that follows their relocation to their next placement.



Group Life Insurance

All Employees on the payroll of Soorty Enterprises will be covered under a Group Life Insurance policy which entitles them to an insurance benefit equal to Rs. 500,000/- amount of their respective salaries upon death of an insured employee or in case of any permanent disability. In case an employee of Soorty is not insured for any reason, then Soorty shall provide the benefit out of its own funds under any situation warranting payment to the heirs of an employee.



Employee Bonus

Bonus policy operates on a fiscal-year basis. Management makes a determination of the bonus to be paid to eligible employees. Bonus is paid out once in a year upon completion of the fiscal year. All permanent and confirmed employees are eligible for a bonus. Bonus amount is equal to one gross salary disbursed on Eid.



Additional Benefits

- EOBI
- SESSI
- Subsidized Meal
- Hajj Balloting
- Safe working Environment
- On-Job Training



Soorty LifeWorx – Staff

Improving Staff Work-Life Balance

Soorty gives immense importance to the satisfaction of our employees and believes in creating a good work-life balance. We strongly believe that work should be limited to the workplace and people should have the freedom to spend time with their families, who they already sacrifice so much for. Not only does this help increase productivity levels, but it also keeps our employees motivated to give their best and improves their physical and mental well-being.

Implementation

To evaluate our workers' satisfaction levels with the company, Soorty conducted an engagement survey from our employees' families to ensure authentic results. The survey asked several questions relating to their family member's job at Soorty such as their satisfaction with work hours, family time spent at home, if they're able to give adequate amount of time to family commitments, how often they brought work home, if their family member felt valued at work and shared work tales with them, their satisfaction with the work environment among many others.

Each question had five options to select from: very satisfied, satisfied, neutral, dissatisfied and very dissatisfied. The survey collected both quantitative and qualitative data through MCQ's and open-ended questions. The survey was circulated amongst all office staff, who were given approximately two weeks for it to be filled out.

Results

As per the results, 62% of the family members stated that they were either very satisfied or satisfied, whereas the other 38% shared feedback towards improvements that will be incrementally introduced.

Surgical Support - Transparent Hands

In order to specifically benefit our workers and their families, Soorty partnered with Transparent Hands in 2022 to provide access and financial support for free non-urgents and non-injury based



Transparent Hands

Providing Free Medical & Surgical Care

surgical services to its staff and their immediate family members. Transparent Hands is also tasked to ensure that services are provided on-time with a rigorous M&E framework in place that includes post-surgical care and follow up sessions.

Respiratory Disease Mitigation - High Noon

Soorty partnered with healthcare organization, High Noon, and conducted a medical camp at Unit-9 focused around respiratory illnesses. Each participant was given an initial screening, and those who showed symptoms of any respiratory disease were recommended to get a spirometry test done. Following the test, people who showed signs of illness were also given free consultations and medical treatment to prevent further lung deterioration.



SEWS: Women's Day 2022 Celebration

Women's day is celebrated not only to empower women, but also to recognize the disparity and injustice faced by women, every single day. We wanted to celebrate the strength and perseverance shown by our women, and for that reason, Soorty conducted some very special activities to appreciate our women staff and impart useful skills to them.



Self Defense training



As part of our SEWS program, Soorty organized self-defense training sessions at Unit-2/3 and Unit 5/6, conducted by certified coach Dr. Haiqa Nasir and facilitated by The Method, where our employees learnt about basic self-defense techniques and concepts including situational awareness, reading body language, a demonstration of self-defense tools such as tasers and pepper sprays and indulged in physical drills such as escaping wrist grabs, hair/hijab grips, escaping mounts and much more!

Beach Retreat

Another initiative taken by Soorty relates to the mental well-being of our female staff. Soorty took its employees on a beach retreat, where they first took part in a meditative art-therapy session, guided by certified wellness and yoga instructor, Bushra Mehmood (Kun.Yog) on how to destress and connect with oneself. The retreat also included multiple fun activities intended for team building and relaxation. The biggest attractions were the water sports activities which everyone partook in very enthusiastically, and a buffet dinner to close off the day.



Rewarding Excellence

We spend more than half our time in a day at our workplaces and as such, they eventually become our second homes. We feel that it is important to appreciate our colleagues who sacrifice personal commitments to invest their time into the work that they do.

To do so, Soorty organized a group-wide Rewarding Excellence Ceremony, where everyone from the sewing, washing and finishing departments joined together to share each other's achievements and motivate their fellow colleagues. Qualifying staff who had shown exceptional performances were rewarded with gifts and cash prizes through an interesting lucky draw.



Worker Management Council (WMC) Elections

Soorty believes in giving our workers a voice so that they can convey any concerns or grievances that they might have. We believe in having a democratic process where each employee feels heard and their grievances properly communicated to the higher management.

Soorty holds elections every two years for the Workers Management Council and any worker can nominate themselves or their colleagues to stand as candidates, and run a proper electoral campaign, complete with all due processes. This also gives the workers a chance to explore and develop their leadership skills and engage in cause-driven campaigns, lobbying and voting for their nominated colleagues.

Such democratic participation is a step towards creating greater equality, accountability and transparency amongst all tiers of employees and forms a strong bridge between the labor force and the factory management.



Staff Development

Soorty invests heavily into keeping an active engagement with all of its staff – across all tiers. Whether on the factory floors or management offices, we try to inculcate positive values amongst our members that upgrades their existing knowledge-base, introduces them to new skills and information, and reinforces their role as a contributing member of society. These engagements are carried out in four streams:



Trainings

HSE & Compliance Trainings

Fire and Safety



The Fire and Safety Department conducted workshops on Hazard Identification and Risk Assessment to create awareness regarding safety in confined spaces, chemical management safety and CPR training to avoid occupational incidents. Employees from different departments attended the workshop including compliance, production and administration. The participants were briefed on how to identify and assess risk in a given area, including internal and external sources of hazard, and its management such as implementing control measures.

Health and Safety Culture

Environmental health and safety are extremely essential in any manufacturing industry to ensure the protection of workers, and avoiding risks and hazards.

Soorty enterprises has developed a campaign for floor In-charges and supervisors to implement a safety culture amongst factory workers.



A proper list of guidelines and rules of procedure were shared with the supervisors so they can disseminate this information amongst their colleagues to ensure not only their safety but also to protect their environment.

The participants of the training were guided on how to report positive and/or negative feedback, whether in suggestion boxes or to representatives from different internal committees, along with necessary precautions to take when handling equipment such as using mesh gloves and being wary of sharp tools in the cutting department, wearing safety helmets when loading/unloading, and making sure that workers use rubber mats as a shock resistant when using electrical equipment etc.

Such training and protective measures at the grass-root level are not only important for the well-being of our employees but also yield top-quality results.

Certified Labor Laws Practitioner & Industrial Relation Analyst - NED Course

An external one-month long course developed by NED University of Science and Technology, designed to acquire knowledge of substantive as well as procedural contents of SIRA, with an understanding of SESSI, EOBI, WWWF, legislations and to develop and insight wages laws, was undertaken by the Systems and Compliance department nominated staff. The course also helped the participants to gain an understanding of the law relating to employment of labor, Factory Act and Employment Act.

Confined Spaces and Risk Assessment

The Fire and Safety Department at Unit-13 conducted a workshop on Hazard Identification and Risk Assessment to create awareness regarding safety in confined spaces, chemical management safety and CPR training to avoid occupational incidents. Employees from different departments attended the workshop including compliance, production and administration. The participants were briefed on how to identify and assess risk in a given area, including internal and external sources of hazard, and its management such as implementing control measures.



First Aid

The Fire & Safety Department also gave basic first aid training to ERT members as the work in any technical department is very volatile. To ensure a prompt response in case of an emergency, the manager guided the workers on what exactly Cardiopulmonary resuscitation (CPR) is, and informed what the duty of a first aid-er would be in such a case. In addition, they were also given awareness on the importance of emergency numbers, the usage and functionality of a first-aid box, how to control bleeding, how to respond to someone experiencing an electrical shock, how to take care of burns and scalds and the support needed to cater to broken bones.



Internal Quality Department Trainings

Technical and Soft Skills Training

Finishing

The Internal Quality Department at Soorty Unit-5/6 initiated technical and soft skills management training in the finishing and stitching departments between the months of September until December, to teach how they may use soft skills to get desired quality oriented technical results.

Stitching

Grievance for section chiefs, line in-charges of the stitching department at Unit-5/6 from November until the end of the year.



The trainings were conducted through self-developed and engaging games, poetry, and improvised-theater to make the learning more interesting.

Counseling and appreciation

The Internal Quality Department at Unit-5/6 launched their counseling and appreciation program in September.

Finishing checkers who were performing well and applying the skills they learnt on their work stations were rewarded to increase motivation. The best checker in every line was awarded goody bags including chocolates every week, with cash prizes also distributed.

An award ceremony was organized at the end of the program with certificate distribution for all the participants. The trainings were designed to incorporate the following stages:



Soorty Executive Development Center (SEDC)



SEDC, formed in 2021, is a planned and organized platform which is utilized to provide learning opportunities to employees working at various levels within the organization. The fundamental objective is to develop, organize and administer training programs internally or externally, which may consist of soft skills, department-specific or technical skills in accordance with development needs.



The aim of SEDC is to improve current job performance and behaviors of employees and to prepare them for future challenging roles. This involves upgrading their knowledge and increasing their skill sets so that they can slip into complex and more demanding roles. Thus, improving performance by imparting knowledge, changing attitudes or increasing skills.



The implication that there will be changed behavior on the part of individuals who are provided with adequate training and education. Employees keep on learning through job experiences and by implementing what they have learned through participation in the training programs.



Business Etiquettes & Attire

Business etiquettes and attire are an instrumental factor when it comes to making an impact on our co-workers and business partners, especially in a professional setting. Portraying yourself formally supports career growth and increases the reputation of the organization you're representing.

A training program on business etiquettes and attire was designed so that our staff could learn how to improve professional image and build a personal brand. The program indicated ways of meeting and greeting etiquettes, carrying yourself properly at the workplace, dressing up for different occasions, dining manners, email and telephonic etiquettes among others. The etiquettes taught also dealt with behavior, expectations and culture, varying from one workplace to another. Corporate etiquette and corporate culture go hand in hand.



HR for Non-HR Managers



An in-house training program named "HR for Non-HR Managers" was arranged for employees by the Soorty Executive Development Center (SEDC). It focused on general management functions as well as concepts of specific HR functions. Participants gained a deeper understanding about the hiring process, staff training, evaluating performances and building employee relations.

Email Etiquettes

Despite being in the professional industry and sifting through hundreds of emails every month, many people still don't know proper etiquettes when drafting an email, making them prone to unnecessary and avoidable mistakes.

Soorty Executive Development Center (SEDC) conducted an in-house training session on the etiquettes of email-writing at Unit-5/6. The session helped participants understand the importance of email-planning and making it more impactful on the reader, such as using direct subject lines, following a proper format, using business language, and proofreading etc.



Work at Height



Working at heights requires extreme caution making it necessary to have adequate preventative measures in place. Soorty Executive Development Centre (SEDC) developed a safety Standards of Procedure (SoP), and developed a job safety analysis with a permit to work at heights; including other safety instructions on stacking and storage, proper use and maintenance of PPE's especially harnesses, clearance and closing work site, a buddy system, scaffold use among many others. Special awareness at all levels has also been given to employees working in these respective areas along with the right procedural protocol.

5S Workplace Organization

5S is a workplace organization method that uses a list of five Japanese words translated as sort, set in order, shine, standardize and sustain.

SEDC conducted another training on workplace organization based on the aforementioned module, which describes how to organize a work space for efficiency and effectiveness, increase productivity levels and create an ease of work. Through the training, a dialogue on the decision-making process was created through standardization, which builds understanding among employees on how they should do the work.



Language: English for Beginners

In today's world, multilingualism is becoming more and more important. Being able to speak a foreign language helps to make a real connection with people and to know more about diverse cultures, places and lifestyles.

Keeping in view staff English communication skills, Soorty Executive Development Center (SEDC) provided a platform for learning the English Language to those who are willing to become proficient in English in order to express themselves at work, with our international clientele as well as in social life.



Emotional Intelligence at the Workplace

Emotional intelligence, or EQ, is essential when it comes to building and managing relationships, communicating effectively, and becoming more self-aware. Not only does being conscious of your emotions lead to one's own self-improvement and increased empathy but also improves one's decision-making ability, reduces occupational stress, increases leadership skills and overall team performance.

Soorty Unit 5/6 initiated training on emotional intelligence, conducted by mental health specialist Dr. Kulsoom Haider, for its managers as part of their Agahi campaign. Phase one consisted of eight external training sessions for managers, followed by a series of sub-trainings carried out by these participants on the ToT model. They were guided on how to identify self-potential and growth, along with how to manage and identify triggers and consequently, how to adapt and control one's emotions. They were also given information about the different types of intelligences and why emotional intelligence, especially at the workplace, is necessary.

In Phase two of the program, approximately 50 participants were trained on self-awareness, with a follow up session also conducted by Dr. Kulsoom that focused around time management, cross-functional communication, active listening, empathy and barriers of communication.



Events

Independence Day Celebrations

To celebrate the national Independence Day on 14th August, all facilities across the Soorty group had a cake cutting ceremony and decorated the premises with celebratory lights and decoration at every unit, in partnership with the Corp. Comms Department.

Unit-9 however went beyond the ordinary and carried out an event where they gave out prizes, including motor bikes, home appliances and cash prizes etc. in the form of a lucky draw, under the supervision of Cluster-1's COO, Mr. Muhammad Qaiser. They also distributed shields and certificates to the employees for appreciation.



16 days of Activism – End Violence Against Women

Violence against women is one of the most recurring health and safety problems in the world, in addition to being a crime. To help end violence against women and start a dialogue on women's rights, Soorty Enterprises held a panel discussion at Unit-5/6 in November, organized by Central HR, to discuss the sensitivity of this topic.

Multiple panelists including activist and founder of Tehreek-e-Niswan, Ms. Sheema Kirmani, journalist Ms. Afia Salam, lawyer Ms. Nighat Naseer, model and businessperson, Ms. Nadia Hussain, lawyer and PBC representative Ms. Anam Khan, and religious scholar Dr. Ejaz Ahmed were all invited to talk about eliminating this vice from society. The talk went live on our social media platforms and was attended by top management and employees.



Bring Your Child to Work Day

A full day event was planned for group wide employees' children as a way to help them understand the importance of Fire Safety and Sustainability. A fun, engaging and interactive session for children aged between 10- 16 years, was designed to teach them how they can play an active part to make themselves and the surrounding safer. One visit at Unit-5/6 was organized in October, while the other visit at Unit-2 took place in November.

Children were given training sessions on "Fire Safety & Sustainability". These trainings were specially designed to help children inculcate the right habits at an early age. Engaging and informative, yet fun-filled approach motivated them to care about themselves and their surroundings while encouraging them to share the same passion with their families and friends. Furthermore, by spending the day at work with their families, they also understood the purpose of their education and foster career aspirations.



Campaigns

Month of PRISM

Soorty has laid special emphasis on making its work environment inclusive in every regard, and celebrated the entire month of December as the Month of PRISM to commemorate the International Day of Persons with Disabilities (PWD); a project that does not recognize disability as the lack of ability. During the month, Soorty organized two events; one at Unit-3 to honor the PWD's who were hired as they completed one year of working at Soorty, and second at Unit-9 to honor the staff volunteers who made an effort to be more socially conscious.

The ceremony at Unit-3 was attended

by all PWD hires, Soorty managers, supervisors and in-charges who accommodated them, and NOWPDP representatives who trained the persons before their induction into the program. The PWD's shared their experiences working at Soorty, including an informal discussion for further bonding. Soorty also awarded prizes to celebrate this milestone. The second event at Unit-9 was conducted to appreciate the effort made by the volunteer staff in taking the time out to learn a sign language course so they are able to better interact with PWD's and create further sensitization at the factories.



Promotion of cultural and linguistic diversity

Pakistan is home to a multitude of languages which have passed down through generations. However, due to the dominance of the national or officially adopted languages and modern urbanization, regional languages take a back seat.

To promote cultural and linguistic diversity, Soorty carried out a video campaign in our ethnically diverse workforce, in which the employees spoke the same words in their own mother tongues.

We believe sensitizing our workforce to other regional languages creates a more tolerant and sustainable society.



TCF – Education Awareness



Education is a basic right for each individual in Pakistan and an essential tool for development, both on a personal and national level.

However, as our world develops rapidly, not enough attention has been given to education spending, especially in the developing world. Consequently, there is a lack of access to quality education for the majority of the citizens, leading to slower economic expansion and a higher rate of unemployment.

In line with our commitment to SDG-4: Quality Education and to emphasize its value, Soorty Enterprises invited representatives from The Citizens Foundation (TCF) on the International Day of Education in January, to conduct an awareness session for our employees stressing on "Aaghai" for both child and adult literacy, with special emphasis on girl-child education. We actively encourage our employees to invest in their children's education and aim to facilitate it through our various programs.



Labor Day Campaign



A large proportion of Soorty's employees consists of the labor force, without whose commitment and work, Soorty would not stand where it does today.

To celebrate International Workers Day, or Labor Day, Soorty carried out a campaign focused on acknowledging labor rights and recognized the importance of our laborers in our success. We also acknowledged the struggles faced by them which is why we, as an organization, try to do everything in our power to make life easier by providing benefits such as transport, annual bonuses, subsidized meals and more.

Our workers very enthusiastically took part in the visual campaign and reaffirmed our commitment to making our spaces inclusive through a diverse workforce.



COVID-19 Vaccination Campaign for Staff

As a conscientious manufacturer, Soorty believes that awareness and action must go hand in hand. With the emergence of newly-developed COVID-19 vaccinations by pharmaceutical companies across the globe, we felt it necessary to eradicate any myths surrounding the treatment. To encourage and facilitate responsible behavior, Soorty installed vaccination centers in all our units and got the entirety of our staff vaccinated, free of cost or hassle.

This not only helped in building immunity faster in our communities, reinforced the importance of getting family members vaccinated early, but also aided us in returning to relative normalcy and resuming our activities like before.



Breast Cancer Awareness

25 percent of all cancer cases in Pakistani women are that of breast cancer. Due to the severity of the disease, Soorty pledged to have a month-long campaign on breast cancer awareness at every unit. Soorty joined hands with multiple organizations such as Pink Pakistan, Pink Ribbon, Indus Hospital and Cancer Foundation Hospital and held information sessions and seminars at Unit-2, Unit-4, Unit-5/6, Unit-7, Unit 10 and Unit-14, and a virtual session at Unit-8 throughout the month of October for all female employees. The sessions were also Live-Broadcast across all factory units through video conferencing. The attendees of the seminars were instructed on early detection techniques including regular self-examination and encouraged to get annual mammography appointments and maintain a healthy lifestyle. They were guided on how to reduce the mortality rate from this disease by taking preventative measures. In addition, they were also informed on how to overcome its psychological effects such as mental blocks associated with diagnosis and other effects on one's mental health. Dr. Zubaiada Qazi, president of Pink Pakistan, also answered questions related to the disease.



Mental Health Awareness

KDSP

Due to the social stigmas and misconceptions around genetic condition Down Syndrome, and its impact on the mental health of those individuals, Soorty CSR, in partnership with Karachi Down Syndrome Program (KDSP), organized awareness sessions on World Mental Health Day, falling on 10th October, to address those misconceptions at Unit-2/3 and Unit-5/6.

The participants were informed more on the intricacies of the condition and encouraged to celebrate individuals with Down syndrome. The speakers also gave awareness on how we can lend support so as to not shun them from society.



Chughtai Lab

Mental health awareness is not only important for our physical well-being but also helps in increasing one's productivity levels.

Soorty believes in having a healthy work environment and for that reason we arranged for a mental health awareness session for our employees, held by Dr. Kulsoom Haider from Chughtai Labs. Our employees were briefed on how to deal with work and home related stress and were given tips on how to overcome it. In addition to creating more awareness about mental health, Dr. Haider also focused on eradicating myths surrounding these diseases and encouraged people to seek professional help when needed.

A meditation activity was also carried out to encourage a better work-life balance.



World Diabetes Day Awareness



Pakistan has been ranked third in the world for the prevalence of diabetes, with 33 million people living with the disease in the country without taking appropriate care of themselves. For this reason, Soorty conducted an awareness session at Unit-2/3 on World Diabetes Day, in collaboration with Patients Aid Foundation, JPMC and JSMU.

Associate Professor of Medicine at JPMC, Dr. Zeeshan Ali, addressed the audience and explained the different types of diabetes prevalent within the population, including its impact on different body organs.

Facility Child Care



Denim Mill Unit-8 upgraded its child-care facility, made especially for the female staff to create further inclusion and increase accessibility at the factory. The daycare, expanded in November, not only serves as a place where the workers can take care of their children, but also a place to rest.

Fiscal Support

ABHi, is an organization dedicated to financially empower salaried individuals from different industries, so that they can access their salaries anytime and anywhere without any hassle. Soorty partnered with ABHI, an initiative taken by the Finance Department, to uplift the financial well-being of its employees.





Soorty & **The Enviroment**

Environmental Policies

Water Pollution

Soorty Enterprises is committed to fighting the depletion of water bodies by controlling, managing and minimizing disposal of polluted water and chemical spills in main water bodies produced from its processes. It will ensure that no untreated water is disposed off, best management practices are used at the factory and are effective in controlling storm water pollution. Realizing the depletion of natural reservoirs of water, ever-increasing requirements of fresh water and keeping under consideration the adverse impacts of wastewater on natural ecosystems, Soorty is committed to reduce the number of hazardous residues discharged into the environment.



Waste Waste Management

Soorty Enterprises is committed to minimizing the number of pollutants in the main water bodies that flows off of or are adjacent to its factories. We understand that activities such as chemical storage, equipment handling, etc., can mix pollutants into main water bodies that flow off of the properties and into bodies of water such as streams, rivers, ponds, lakes, seas and oceans. This can harm the environment and create community health hazards. Soorty has developed a standard method for monitoring water sector progress, performance, improving reporting and identifying priority actions. Best management practices are to be used at all factory exteriors and the surrounding parking areas, grounds, equipment, etc. to ensure that they are effective in controlling stormwater pollution. Written records of these inspections are to be kept by the factories.



Biosolids Management

Soorty has designed and operates a biosolids management program. This biosolids management program outlines liquids and solids processes at the facility, how biosolids are managed to meet legal requirements, and how the biosolids management program is operated.



Environmental Policies

Environmental Aspects & Impact Assessment

Soorty Enterprises conducts internal occurrence & impact assessment at all its operational units. Environmental committee members are designated to take the charge of this assessment exercise in which potential impact is measured by evaluating likelihood of occurrence (A) and severity of impact (B) and is reported to the FM/GM in order to meet short falls and thus create an Environmental Continual Improvement System. This procedure describes the method for identifying and evaluating environmental aspects and determining the significance of these aspects. The procedure also applies to those indirect consequences and impacts arising from factory work.

Chemical Management

Soorty Enterprises is aware of the risks associated with the chemicals and the adverse effects on the environment, risk to biodiversity and disrupting the natural ecosystem. This policy drives Soorty's chemical management system to prevent these risks, improve human health, development, boost quality of support socio-economic life through sustainable development and preserve environmental resources.

Environmental Trainings

With strides in our understanding of what impacts our environment and how, it is now – more than ever – important to pass on these learnings to those who need it the most. Through these trainings, we hope to not just introduce new technologies, methodologies and values to our working body but also leverage our collective will into affirmative action on-ground.



Chemical Spill Handling

The Systems and Compliance department conducted another training session on how to react and follow the right emergency protocols in the occurrence of a chemical spill. They were informed on the different procedures required for small or large spills such as immediately containing a small spill through absorbents and cordoning off areas and calling an emergency response team in case of a large spill. It is not only important to have preventative measures in place but it is also essential to have our workers prepared in case of an accident.



Chemical Safe Handling and Storage

The Systems and Compliance Department conducted two training sessions in December, and June, on proper handling and safe storage and transportation of all chemicals used at Soorty. The training, given to the chemical handlers in distribution areas, were instructed on the importance of having a Material Safety Data Sheet (MSDS) that provides information on a specific substance and its proper handling procedures.

Hazardous Waste Handling & Waste Management

Similarly, two sessions were given to the housekeeping staff from concerned departments on handling hazardous waste materials and waste management by the Systems and Compliance department, including each of their respective regulations. Participants of the training learnt about the safety and occupational health considerations when accumulating hazardous waste and the risks associated with hazardous materials transportation. They were also instructed on how to identify and segregate hazardous from non-hazardous waste, appropriate wearing of PPEs, and proper disposal practices as per the Sindh Environment Protection Agency (SIA) laws.

Rain Harvesting & Water Conservation

Since water is one of our most scarce resources, the Systems and Compliance department developed a training course on how to efficiently and effectively, not only conserve water but also convert a natural occurrence into an opportunity. Due to the heavy monsoon season experienced by the country, the housekeeping staff at Soorty were given training on how we can harvest rainwater for its reutilization, without it getting contaminated by hazardous waste. Not only does this help us reuse and recycle water but also adds to our practice of water conservation.



SDC Certification in ISO Color Fastness

An external program by the Society of Dyers and Colorists (SDC), aligned by SEDC, was organized by and held at SGS Pakistan in November. This was a two-day training course attended by our Denim staff, where the participants obtained a deeper understanding about color fastness development, international standards of fabric stability, testing procedures and testing standards which covered light fastness, washing fastness, water fastness, perspiration fastness, rubbing fastness, dimensional stability of fabric and print durability. The participants also received the certificate of competence and appreciation by the end of the training.

Strategic Energy Management

SEDC aligned another training program in December called Strategic Energy Management, which was attended by Soorty Denim and Spinning staff. The two-day session was hosted by Business Partnerz at the Karachi Marriott Hotel, where participants were given training on how to strategically and holistically analyze energy management, and familiarize themselves with the energy management cycle and its components. In addition, they were also taught how to avoid energy efficiency fines, identify cost saving opportunities, improve on carbon emission and drive down energy cost.



GHG Mitigation

With the rising impact of global issues such as Climate Change, there is an unprecedented need for us to be more environmentally conscious in our business decisions. Measuring our environmental impact and producing clean energy could not come at a more crucial time because not only does it affect everyone around us, but the future generations to come as well.

SBTi Signatory

In August 2021, Soorty enlisted as a signatory at the Science Based Targets Initiative (SBTi) – at their highest level of commitment – to develop 1.5°C - aligned science-based emissions reduction targets to show our continuous dedication towards taking climate action.



SCIENCE
BASED
TARGETS

Signatory to the REPowerEU Plan

The Intergovernmental Panel on Climate Change (IPCC) has stressed on the need to replace fossil fuels like gas and coal, and move towards investing in infrastructure that supports a green transformation of renewable energy sources instead, if we are to stay within the limits of 1.5°C global temperature increase.

Not only will these investments help in producing low-emission energy and consequently improve energy efficiency through a circular economy, but also deliver co-benefits such as improving the quality of air.

To support the European Commission's Green Deal, in line with the Paris Agreement, Soorty signed on the REPowerEU Plan.

NetZero Pakistan Coalition

Soorty is proud to announce that in September 2021, it became one of the top 5 founding members of the NetZero Coalition, launched by the Pakistan Environment Trust (PET), as an expression of our will to produce clean energy and delivering net zero greenhouse gas emissions. These companies convened at a roundtable conference hosted by the PET, British High Commission and Pakistan Textile Council.

PAKISTAN ENVIRONMENT TRUST
NETZERO
PAKISTAN

NetZero Pakistan GHG Emissions Workshop

With the rising impact of global issues such as Climate Change, there is an unprecedented need for us to be more environmentally conscious in our business decisions. Measuring our environmental impact and producing clean energy could not come at a more crucial time because not only does it affect everyone around us, but the future generations to come as well. It is only when all of us come together for a global cause, can we really make a difference to save our only habitable planet, Earth.

To enable collective action, Soorty, in partnership with NetZero Pakistan and Pakistan Environment Trust (PET) hosted a workshop on reducing GHG emissions for all the leading Textile companies in the sector, where discussions relating to scope 1, 2 and 3 took place to facilitate collaboration on our shared sustainability and climate action goals.



Pakistan Climate Conference

Pakistan is among the 36 water-stressed countries in the world. The staggering threat of the water crisis impacts every industry today, while almost 2.2 billion people in the world don't have access to safe water.

Our Director, Mr. Asad Soorty, was invited for a panel discussion at the Pakistan Climate Conference 2022, held at Unilever Pakistan's Head office, amongst other experts from Academia, Industries, and Civil Society to inspire Climate Action for Pakistan and preserve the Earth's delicate balance.

Our Director stressed the need for businesses to adopt best practices and shared Soorty's practice of treating all its industrial water at Effluent Treatment Plants, while recycling over 80 percent of it, to remove any threat of contamination.



Carbon Accounting Workshop - CERB

The fight against climate change needs more than just rhetoric; it needs vision, resolve, persistence but, most of all, a keen understanding of the posed challenge. At Soorty, we've been investing heavily into increasing our own grasp of this admittedly difficult subject. But we realize that whatever we've learnt is supposed to be shared so that we can all put our shoulders to the bulwark.

We signed on with the Center for Excellence in Responsible Business – a subsidiary of the esteemed Pakistan Business Council – as supporters and partners and were acknowledged as leaders in SDG-9: Industry, Innovation and Infrastructure.

CERB organized a one-day workshop on Carbon Accounting as part of its SDG Leadership Programme, recently. The Soorty team shared our Best Practices with the participants and explained how businesses can take their first steps towards environmental stewardship in line with science-based and data-driven climate imperatives.



Water Initiatives

Alliance for Water Stewardship (AWS)



We have gone to great lengths to expand our understanding of what constitutes a healthy relationship between the industry and whatever surrounds it - above all, our shared water resources. Our state-of-the-art ETPs and water recycling plants, for example, reclaim millions of gallons of water per month, conserving energy and simultaneously reducing costs.

As an expression of this commitment, among other efforts, Soorty has been organizing a series of training sessions for our staff and stakeholders, focusing on improving our utilization of water, and conducting awareness sessions on a range of water-related topics.

Future Plans

We will be working with our partners from the development sector to work towards instilling environmental values in, both, our communities and our staff especially in regards to safe water practices and minimizing its usage through multiple activities focused on water conservation and simultaneous awareness sessions. In addition, we will be expanding the scope of our mangrove plantation activities, by planting four times as many samplings as we did in its initial phase.

Our commitment to the Ocean Stewardship Coalition, and endorsement of UNGC's Sustainable Ocean Principles will also entail awareness sessions on the protection and preservation of ocean habitats.

Based on our on-going self-assessment, we will also be investing further in other water conservation-related best practices at our facilities and within the community.

Installation of Water recycling plant

In an effort to conserve and reduce water consumption, Soorty Unit-5/6 installed a water recycling plant that uses ultra-filtration and the process of Reverse Osmosis (RO) to treat water, which is then recycled across factory processes and shared with stakeholders.

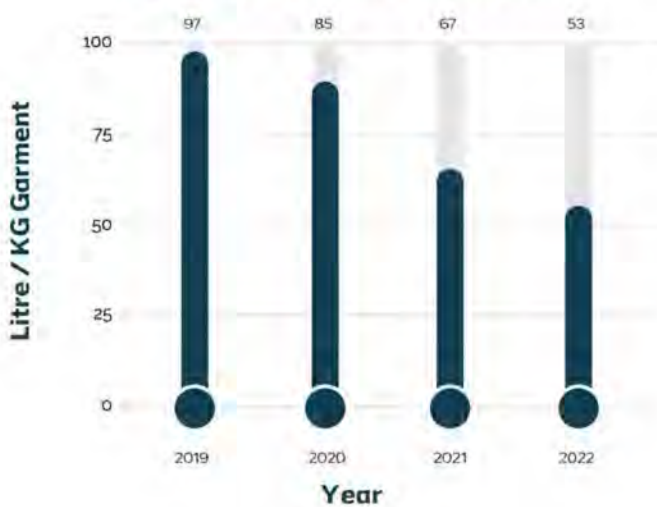


As a result of this installation, a reduction of 44 liter/Kg was observed between 2019 to 2022 in garment water consumption, falling from 97 liter/kg to 53 liter/kg. In addition, 43% of bore water and a 15% reduction in the water usage from Karachi Development Authority (KDA) was also reduced between this time period. An average total of 9,027 cubic meters of water was recycled at the unit in 2022, with 9,525 cubic meters of the recycled water then shared with Unit-12 between January to August 2022.

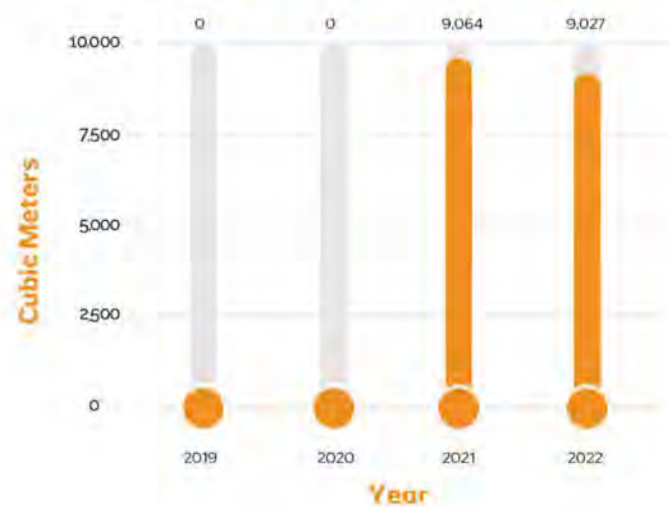
In addition, Soorty's Unit-2/3 also installed a water recycling plant at the factory in the last year. The factory observed a reduction in water consumption from 51 liter/kg to 47 liters/kg and an average of 13,636 cubic meters of water was recycled, and shared with stakeholders in 2022.

Unit-5/6

Average Water Reduction



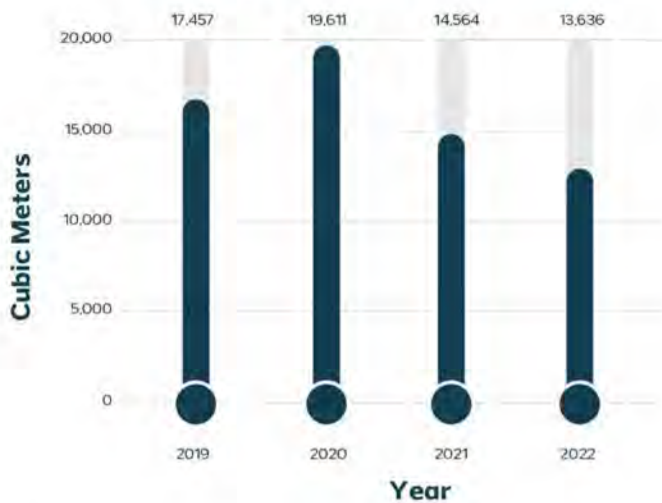
Average Water Recycled



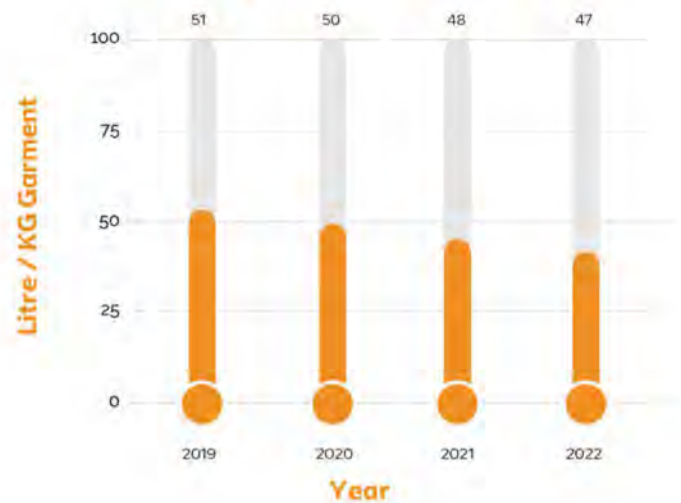
*Note: Values calculated in the year 2022 are up till July.

Unit-2/3

Average Water Recycled



Average Water Consumption



*Note: Values calculated in the year 2022 are up till July.

Female Health, Hygiene and Sanitation

Female health and sanitation are a topic that we have been giving a lot of attention to as we recognize the lack of education and awareness, especially amongst lower-income households. We're conducting targeted sessions through certified medical professionals that inform participants of precautions that cater to their health needs.

As part of our SEWS program, we have been covering female health, especially reproductive health, under our month-long breast cancer awareness campaign, in the month of October. Not only do these campaigns provide awareness on preventative measures but also on post diagnosis treatment and care, and refers our staff to organizations such as our partners, Transparent Hands, who would then provide surgical treatment free of cost to our staff, groupwide.

In addition, we have also focused an entire module of training sessions towards female health in BSR's HERessentials program that covers better hygiene practices, pre- and post-natal care, and other information about the female body. The pilot phase of this project was conducted successfully earlier this year in Unit-2, and will now be expanded in other factory units such Unit-5/6.



AWS Stakeholder's Engagement



Increasing industrial challenges and the demand for water and energy is bringing the need for smart management into stark focus. Engagement with neighboring organizations and fellow factory units, that draw from the same resource pool, is more important than ever.

For this, we hold regular meetings with stakeholders to discuss and resolve our challenges, mutually.



To encourage sharing of our water savings and benefits from Soorty's best practices with the wider community, we installed 2 solar powered water coolers at the boundary of our Unit 5/6.

Our hope is that this will help individuals and families, who don't have access to clean water facilities, and increase community health.



Community Water Sharing

AWS Stakeholder's Engagement

Challenges, Progress & Benefits

Alliance for Water Stewardship						
Stakeholders	2020		2021	2021		2022
	Water Challenges		Progress	Water Challenges		Progress
Toyota	Water Scarcity	Yes	Engage in AWS awareness session.	Water Scarcity	Yes	Still facing water scarcity.
			Toyota Provided awareness to car wash department workers.			Requested Sooty to share best practices.
	Water Tanker	Yes	Still using tanker water due to shortage of KWSB water supply.	Water Tanker	Yes	Toyota raise a complain in KATI regarding water supply issues.
Hilton	Water Scarcity	Yes	Installed ETP & Recycling plant -Reuse of abluton water for plantation.	Sewerage Issues	Yes	Still facing issues regarding sewerage drain line cleaning.
	Water Tanker	Yes	Still using tanker water due to shortage of KWSB water supply.	Water Tanker	Yes	They have installed RO plant for making soft water for production purpose. They are also purchasing tanker water; quantity is reduced after installation of RO plant.
Hilal	Water Scarcity	Yes	Improve Water Management system by installation of flow meters	Water Scarcity	Yes	They are planning to install recycling plant in future.
	Water Tanker	Yes	Still using tanker water due to shortage of	Water Tanker	Yes	Still using tanker water due to shortage of KWSB water supply.
S.M School	Lack of awareness	Yes	Awareness provided by Sooty regarding prevention of COVID-19	Lack of awareness	Yes	Awareness provided by Sooty regarding water conservation
	Hygiene Issues	Yes	Provided hand wash stations to resolve hygiene & WASH issues.	Water Quality	Yes	Provided reusable water bottles.
	Water Scarcity	Yes	Planning to install eco-efficient machines.	Water Scarcity	Yes	Planning to install recycling plant in future.
Poor Governance						
Sooty Unit 9	Lack of Awareness	Yes	Engage in multiple activities	Tanker water	Yes	They have installed RO plant for making the soft water for production purpose. They are also purchasing tanker water; quantity is reduced after installation of RO plant.
	Water Scarcity	Yes	Installed recycle plant. Eco efficient machines	Water Scarcity	Yes	Installed Foam bleach machine in production which consumes less water as compared to conventional systems.
Lack of Awareness						
Sooty Unit 4/3	Awareness	Yes	Awareness provided by Sooty regarding	Sewerage Issues	Yes	They have highlighted the issues at the Union Council.
	M.H memorial School					

			prevention of COVID-19			
	Hygiene Issues	Yes	Awareness provided by Sooty regarding sanitation & Hygiene.	Hygiene Issues	Yes	Sooty has provided a free health facility in Indus hospital for the community of Korangl.
	Water Quality	Yes	Provide Electrical Drinking Water Cooler	Cost of tanker water	Yes	Purchasing filter water for drinking purpose. They are still using drinking water cooler provided by Sooty.

Sooty Unit 5&6 also committed to providing recycling water to sooty Unit 12, free-of-cost and also to treat all wastewater generated by Unit 12.

Global Handwashing Day



Soorty organized a WASH awareness session for our workers in October in celebration of Global Hand Washing Day to promote safe and effective health and hygiene practices. The training was focused on teaching participants minimal water usage for cleaning purposes, and adopt basic hygiene practices, both at home and at the workplace. In addition, workers were also guided on different water saving techniques that are to be included as part of their daily routine.



Donating Hand Wash Stations

With the emergence of COVID-19 and its hygiene protocols, proper sanitation practices and cleanliness became more than a priority for us to avoid fatalities. This also extended to our community and, to encourage that, Soorty installed a handwashing station at the Sindhi Muslim School, located in Bhattai Colony.

Soorty conducted a community-based needs assessment in a 3-kilometer catchment area, identified by us, to create awareness in the community. Prior to the installment, the school had no functional sinks at the facility. We installed a four-tap handwashing station and helped make it operational for the numerous kids who attend it, every day. We also installed clean drinking water coolers for the school.



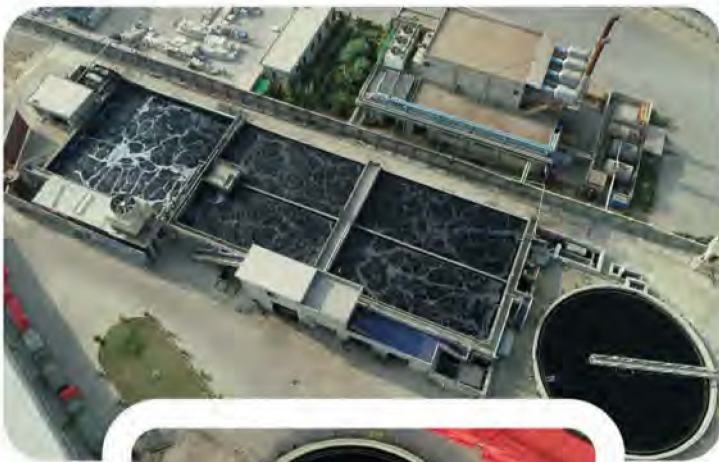
Partnership with Hisaar Foundation

To further our work on water-related issues, Soorty partnered with Hisaar Foundation in 2021 – a prestigious foundation for water, food & livelihood security and a leader and innovator in the water sector.

We are currently working on developing different programs and projects through our partnership, such as a Women & Water Network Campaign, trainings and development on low-cost water solutions and water conservation etc., and a women support program amongst other dialogues and engagements.



Wastewater treatment



In addition to water recycling and other water efficient techniques employed at Soorty Unit 5/6, another noteworthy initiative taken is wastewater treatment for other stakeholder Units. Soorty Unit-12 shared approximately 38,294-meter cubes of wastewater with Unit5/6 between January to August 2022, out of which 9,525- meter cubes of recycled water were then sent back to Unit-12 for safe usage.

It is imperative that we as a society continue to find solutions to reduce and conserve water and subsequently reuse and recycle it given our limited resources. The sustainable use of water determines the future of our life.



Protective hygiene wash and safe drinking water – Awareness session

In continuation of our partnership with Alliance for water Stewardship (AWS), the Systems and Compliance Department conducted an awareness session on the importance of water conservation, protective hygiene wash and safe drinking water. Employees were given awareness on how to reduce their usage when coming in contact with water, and were guided on the appropriate methods to effectively and correctly wash their hands.



AWS-Gold Certification – Council of EU, ILO, WWF visit

A delegation from the Council of the European Union, International Labor Organization, and our partner WWF visited Soorty Enterprises to find out about our sustainability initiatives, our recent AWS-Gold Certification, and to talk about the challenges industries face in the developing world.

The delegation met with our Director Mr. Asad Soorty, our COO and Head of Sustainability Mr. Sarfraz Cheema, and the Soorty team.

The delegation also took a tour of our LEED Platinum factory – DenimKind, and acknowledged our best practices.



Ocean Stewardship Coalition

The Ocean plays a huge role in our sustainable development and the ocean health relies on us as much as we are reliant on the ocean for resources. The global community has a shared responsibility to take necessary action to make sure our Oceans and their eco-systems remain healthy.

In continuation of our efforts towards the preservation and protection of our water bodies and ocean habitats, Soorty pledged commitment to the Ocean Stewardship Coalition, and endorsed the United Nations Global Compact Sustainable Ocean Principles – a framework for responsible business practices in the Ocean across sectors and geographies.

Soorty has vowed to ensure that ocean-related risks and opportunities, and integrate them in our corporate strategy where relevant, risk management and reporting on sustainable practices.

Water Conservation Day



Pakistan has been deemed as one of the ten most-water-stressed countries in the world, as the International Monetary Fund (IMF) predicts that the country might face “absolute water scarcity” in less than two decades.

Soorty Denim Mill, in partnership with the CSR Department, carried out an awareness campaign on Water Conservation Day with volunteers from across the Soorty Group to spread awareness on the importance of responsible use and conservation of water.

Volunteers reached out to local communities residing in nearby areas of Landhi and worker housing, including but not limited to school teachers, students, shopkeepers and families, and distributed pamphlets, and verbal information on its best utility to create further sensitization on the subject.



Waste Recovery and Minimization

Wastage constitutes not just bad business but also tolls a heavy tax on our environment and communities. Soorty is investing heavily in upgrading its infrastructure across its vertically-integrated divisions in order to minimize waste and adhere to the ideals of circularity. Some of these efforts include:

New Installation: Waste Heat Recovery Plant

Unit-13 has continuously strived to make their practices more sustainable and installed the Waste Heat Recovery (WHR) plant, that not only conserves energy but also utilizes wasted heat energy emitted from our power generation, further reducing our carbon footprint. The Waste Heat Recovery Plant helps us in capturing and reutilizing steam which would have otherwise escaped to the environs and generated negative impact.



New Installation: CO2 Recovery Plant

Soorty also installed a Carbon Dioxide Recovery Plant at our facility which has helped us in capturing emissions and diverting them to other processes promoting carbon sequestration.

New Installation: Caustic Recovery Plant

The Caustic Recovery plant helps us recover chemicals for reuse, thereby reducing our environmental footprint and improving efficiencies.

Apparel Impact Institute IDH Program

Soorty Unit-9 has shown their unwavering commitment to improving energy, water, and chemical efficiency. We collaborated with leading brand JCPenney, who co-invested in Unit-9 Laundry and participated in the Apparel Impact Institute's IDH program, for which Soorty covers 1/3rd of the total program cost. The program is aimed at lowering our environmental impact by reducing annual energy consumption and cutting down production cost. Unit-9 became a pioneer from Soorty in regards to this achievement and highlighted Soorty's name in the textile industry.

Chemical Management

Soorty has been working closely with international and local bodies to understand the impact of chemical mismanagement not just on business but on people. We are very proud that this has led us to becoming a world-leader in our chemical management practices and we're the first organization in the world to qualify for ZDHC's Supplier-to-Zero Progressive-Level. Read more on the details of this journey, below:

Ø ZDHC

ROADMAP TO
ZERO

Zero Discharge of Hazardous Chemicals (ZDHC)

The Roadmap to Zero Programme, by ZDHC, leads the fashion industry to eliminate harmful chemicals from its global supply chain by building the foundation for more sustainable manufacturing to protect workers, consumers and our planet's ecosystems.

It forms the basis of a holistic set of guidelines and actions that must be implemented by brands and suppliers to ensure safe and sustainable chemical management.

Supplier to Zero – Progressive Level

The Supplier to Zero Progressive level entails a foundational basis of evaluation and a desktop review of the chemical management systems employed by Soorty, that is conducted by ZDHC Foundation. Soorty successfully achieved the progressive level certification in August 2021, that too within a month of the program's launch.

Soorty has also successfully complied with the complete list of Manufacturing Restricted Substances List (MRSL) set by ZDHC – substances banned from intentional use – and does not use any chemical that is not mentioned on their website.

In addition, we are also registered on the ZDHC Gateway, providing complete and transparent access to competitor brands and suppliers of our exemplary practices and chemical inventory.



Soorty Forest Rescue Initiative (FRI)

Mangrove Plantation Drive

Karachi's Mangrove plantations are severely under threat due to excessive pollution and the rising impact of Climate Change. Soorty has vowed to play its part in protecting natural vegetation and make efforts to preserve it. As a team effort – across the Soorty group – we took our employees for a plantation drive as part of our Soorty Forest Rescue Initiative (FRI) to the WWF Wetland Center at Karachi's coastline to plant seeds and saplings. Soorty, in collaboration with World Wide Fund (WWF), began its efforts back in 2020 and the first phase of the project drew to a successful close in December 2021.



Beach Cleanup

Soorty organized a day-long beach clean-up drive for its staff from Cluster-1, 2 and 3, in November, in partnership with WWF, as part of our Soorty Forest Rescue Initiative, so they could not only engage with the environment but also learn from wildlife experts about how irresponsible behavior such as land and marine pollution has a grave impact on marine life, and consequently us as we ingest contaminated seafood.



Achievements

Initiative for Compliance and Sustainability (ICS)

Soorty Unit-8 Implemented and had an audit conducted for the Initiative for compliance and sustainability, and achieved a 96B rating in social compliance and a 92B rating in environmental compliance.

HIGG Index Audit report

To assess safe and fair social and labor conditions of workers, the Sustainable Apparel Coalition (SAC) uses the HIGG Index to conduct an audit report, in which Denim Mill Unit-8 emerged as a top scorer with a score of 90.2 points. The HIGG Facility aims to promote and improve working conditions, and is a tool that standardizes the assessment of the social impact of facilities around the world.

FSLM Step-2 verification

In addition, Denim Unit-8 also achieved the step-2 verification of The HIGG Facility Social and Labor Module (FSLM) and connected it with the Social and Labor Convergence Program (SLCP), to help shift the industry towards convergence instead of a proprietary assessment. The FSLM assesses multiple factors to determine scores, including recruitment and hiring, working hours, wages and benefits, employee treatment, employee involvement, health and safety, termination process, management systems and empowerment of people and different communities.

Additional Certificates

ISO 45001 (Health & Safety Management System)

ISO 14001: 2015
(Environmental Management System)

ISO 9001:2015 (Quality Management System)

Oeko Tex

OCS

GRS

RCS

WRAP

CTPAT

SA8000

C2C



Green investments/financing

We have invested very heavily into our sustainability portfolio since we strongly feel that not just is it the ethical choice but, in the larger scheme of things, the only real choice for doing business in the coming years.

We have replaced over 70% of our conventional machines with Low Liquor Ratio machines that have reduced our dependence on harsh chemicals and water, which include water-recirculation washing machines (Tonello CORE / E-Flow machines), which have helped us decrease our water utilization by up to 80% (and 100% in some processes), Foaming Technologies such as Garmon and Mactec, that remove the requirement of water as a carrying medium for chemicals, and nebulized chemical applications such as Tonello, Jeanologia that optimize chemical usage and minimize water usage at the wet-laundry stage.

We have also switched to Enzyme Wash processes, thereby reducing our reliance on Pumice stones, a non-renewable fossil product with a negative environmental impact, by 80%, in getting the desired garment finish.

These processes include shifting to Ozone Machines (Jeanologia, VAV) that enable Ozone-based oxidation of materials rather than relying on chemical bleaching via Obleaching technology.

In addition, we have also made Cutting Edge Upgrades both, in the wet and dry laundry stages, that have helped us increase our production, protect our staff and decrease our lead times. Our Lasers (Jeanologia, VAV) also minimize human exposure to fluff and hazardous waste, improve safety and increase process efficiency and consistency.

Lastly, we also installed Infrared based automatic dryers (Triveneta) at our facilities, that minimize steam and energy consumption and are compatible with our heat recovery infrastructure.

Investment in Sustainability Infrastructure

Soorty has been working on resource efficiency and installed Solar Panels which not only reduces the usage of Natural Fuel resources but also curtails the greenhouse gas emission, thereby reducing the environmental footprint.

To do so, we gained LEED Certifications for factory units with investments in green energy through the installation of 1 MW Solar Power generation system at Soorty DenimKind, 300 KW Solar Power generation system at Soorty Unit 9 and a 40 KW Solar Power generation system at Soorty Unit 2/3.

In addition, we have also built five Effluent Treatment Plants (ETP) so that the water that we return to the environs is as safe as when it entered our factories.

Our Jeans Recycling (PCW and PIW) Center has helped us close the loop on Denim as recycled yarn and polyester from Post-Consumer Waste and Post-Industrial Waste forms 5-20 percent of our products.

New Installation: Smart Indigo Plant

Based on the environmental and social criteria set by Global Organic Textile Standard (GOTS), Soorty Unit-13 installed the smart Indigo plant to shift to environmentally friendly chemical usage, as approved by the Institute for Ethical and Environmental Certification (GOTS-ICEA-05-151).

Installation Upgrade: High-Efficiency Boilers

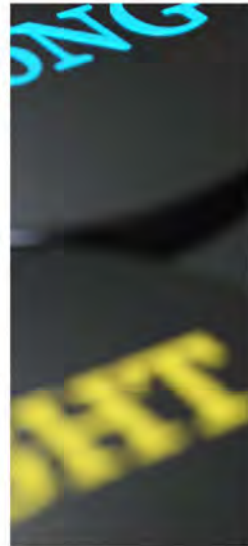
In order to phase out Coal-fired boilers from all our production units by 2027, through incorporating High-Efficiency Boilers – we have recently replaced our 82% efficiency-rated boilers with 97% efficiency-rated boilers in an effort to increase energy efficiency and reduce reliance on non-renewable energy sources

NASDA Wind Farm

Soorty is excited to announce that our new endeavor, NASDA Green Energy Wind Power Project, achieved Commercial Operations Date (COD) in May 2022.

Housed at Jhampir in Thatta, Sindh – our Windfarm will produce 50 Megawatts of safe, renewable energy for the national grid. In doing so, we are providing work opportunities to locals and expanding our Corporate Social Responsibility drives in Jhampir to bring much needed prosperity to the region.





Soorty & **Ethical Business**

Soorty and Ethical Business

Soorty Enterprises is committed to conducting all business activities in a fair and transparent manner. In order to institute good business practices at the organization and encourage a conducive atmosphere for our suppliers and vendors, Soorty has developed relevant policies. These policies assist us in ensuring good corporate governance, work efficiency, safe working conditions - both for our personnel as well as our supplier's staff, and environmental sustainability. Soorty expects suppliers to adhere to high ethical standards in business practices by not tolerating, permitting, or engaging in bribery, corruption, or unethical practices whether in dealings with public officials or individuals in the private sector. Suppliers and contractors must not offer, pay, solicit or accept bribes, including facilitation payments. Suppliers must have an anti-corruption policy and procedures in place, and review them regularly to ensure that they are operating effectively.

Anti-Corruption Policies

BUSINESS INTEGRITY

Soorty Employees or suppliers shall not engage in corruption, extortion, embezzlement, or bribery to obtain a reward, gift, hospitality, favor, and voucher or other similar advantages relating to either party, arranging which can have a bearing on the outcome of the business transaction. Unfair or improper advantage gained through offering or giving anything of value to any individual for the purpose of obtaining or retaining business, or for any improper purpose comes under the umbrella of corruption and is strictly forbidden at Soorty.

CONFIDENTIALITY

Soorty Enterprises is committed to keeping specific information relating to its business partners such as prices, trends-information or sales data etc. confidential. We do not share one customer's information with another.

CONFLICT OF INTEREST

Soorty Enterprises expects all its employees and suppliers to make decisions and act in good faith by avoiding situations where business objectivity and decision-making is influenced due to conflict of interests. Soorty maintains a healthy relationship with an extensive list of suppliers and this relationship is based entirely on sound business decisions and fair dealing. Communication on Progress 87 Soorty & Ethical Business.

HARASSMENT FREE WORKPLACE

At Soorty Enterprises, we are committed to maintaining a work environment in which our people are treated with dignity and respect and which is free of harassment and discrimination. Soorty maintains a zero-tolerance policy for incidents of workplace harassment.

SAFE WORKING ENVIRONMENT

We are committed to maintaining a safe and healthy workplace for our employees, business partners and visitors, at Soorty, as well as people in communities in which we operate.