

Weekly Sustainability Spotlight

AGI DENIM

ENVIRONMENT

- 20 TPH biomass boiler operational; additional 25 TPH to be installed by 2025
- ~30% energy needs met through solar; 7.6 MW total expected by Dec 2025
- SBTi-approved targets:
 - 51% reduction in Scope 1 & 2 emissions by 2032
 - 30% reduction in Scope 3 by 2032
 - 90% reduction by 2050
- Recycling 600,000 gallons of water daily through efficient systems
- "Double Zero" process (SGS-verified): 83% water savings, zero wastewater dyeing
- 1.2 million gallons/day recycling capacity; 57% reduction in freshwater use
- ZDHC MRSL/RSL compliant, EU Green Deal-ready, DPP pilot initiatives
- Supplier to Zero Level 2 certified
- Circularity measures:
 - Spinning waste recycled into yarn
 - Closed-loop chemical reuse in mercerization
 - Industrial waste recycling plant installed
- Traceable sustainable fibers: Recycled, Organic, Regenerative Cotton & Circulose®
- Regenerative Cotton Project: 7,000 acres, 1,300 farmers (Regenagri-certified)
- Member: U.S. Cotton Trust Protocol, Good Earth Cotton
- LEED Gold & Platinum facilities; B Corp recertified
- 12 Higg FEM-verified manufacturing units
- Signatory: UN Global Compact, Fashion Industry Charter for Climate Action
- Certified: GOTS, GRS, RCS, OCS

SOCIAL

- 31% women in workforce, 25% on board, 10% in managerial roles
- Goal: 50% gender balance across management by 2030
- Winner: 2024 GIZ Diversity, Inclusion & Employment Award
- Partnerships: SINA & ChildLife - funded clinic with 90,000+ patients treated
- Employee empowerment programs: PACE, HerEssentials, StrongHer
- On-site daycare centers, medical dispensaries, paid maternity & Iddat leave
- Marriage grants, menstrual hygiene programs, sanitary napkin dispensers
- Support for 11 TCF schools
- Inclusive hiring through NOWPDP (persons with disabilities)
- Comprehensive benefits: insurance, leaves, free transport, subsidized meals, worker colony
- Gender-Based Violence Prevention Program with UN Women; grievance redressal via worker committees and anonymous complaint boxes
- Community contributions: school sponsorships, hospital support, food assistance
- Donated CT-PET scan machines to hospitals
- 900 volunteer hours in 2024 (beach cleanups, community outreach)
- Supporting NGOs: Patient Aid Foundation, ChildLife Foundation, Liver Foundation, Shaukat Khanum, SINA, Kashif Thalassemia, NOWPDP, Hunar Foundation, MITI

GOVERNANCE

- Strong culture of integrity, transparency, and accountability
- Code of Conduct for employees & suppliers ensuring ethical operations
- Competent, experienced Board & management team
- Signatory: UN Global Compact Charter
- Robust grievance mechanism in place
- Adherence to international human rights & labor standards
- Governance philosophy integrates financial, social, and environmental responsibility

AGI Denim

The Pakistan Textile Council (PTC) continues its weekly series spotlighting the Environmental, Social, and Governance (ESG) excellence of our member companies.

This week, we highlight Artistic Garment Industries (AGI Denim), a global leader in responsible manufacturing, climate action, and inclusive growth, setting new benchmarks for the industry.

1. Environment

a. Renewable Energy Leadership :

30% of total energy needs met through solar (target 7.6 MW by Dec 2025)

20 TPH biomass boiler operational

b. Science-Based Targets (SBTi) :

51% reduction in Scope 1 & 2 emissions by 2032

30% reduction in Scope 3 by 2032

c. Water Stewardship :

600,000 gallons recycled daily, 57% reduction in freshwater use

“Double Zero” dyeing process – 83% water savings, zero wastewater

d. Circular Production :

Closed-loop recycling of waste and chemicals

Regenagri-certified regenerative cotton project spanning 7,000 acres and 1,300 farmers

e. Certifications :

LEED Gold & Platinum facilities, B Corp certified, Higg FEM verified, GOTS, GRS, RCS, OCS, and member of UN Global Compact & Fashion Industry Charter for Climate Action

2. Social

a. Empowering Women :

31% of total workforce, 25% on board; goal of 50% gender balance in management by 2030

b. Recognition : Winner of the GIZ 2024 Diversity, Inclusion & Employment Award

c. Community Impact :

Partnerships with SINA, ChildLife& TCF supporting healthcare and education for thousands

Over 90,000 patients treated through funded community clinics

d. Employee Well-being :

On-site daycare, medical dispensaries, subsidized meals, paid maternity & paternity leave, and transport facilities

Gender-Based Violence Prevention & Reporting Program with UN Women

e. Community Engagement :

900+ volunteer hours in 2024 through environmental clean-ups and outreach programs

Support to ShaukatKhanum, NOWPDP, Hunar Foundation, and others

3. **Governance**

- a. Code of Conduct ensuring ethical practices across all operations and suppliers
- b. Signatory of the UN Global Compact Charter
- c. Robust grievance and oversight mechanisms in place
- d. Strong, experienced Board upholding transparency, human rights, and labor standards
- e. Governance philosophy aligns financial sustainability with environmental and social responsibility.

Through its transformative ESG agenda, AGI Denim is driving real impact.