

Weekly Sustainability Spotlight

Arshad Group

ENVIRONMENT

- Reduced 2,150 tCO₂e emissions via 2 MW solar system; saved 860 tons of coal
- Transitioning from coal to natural gas; operating 15 TPH gas boiler
- Installed Waste Heat Recovery Units (WHRU):
- Generator WHRU (2 TPH) → 16–20 tons steam/day
- Combo boiler WHRU (2 TPH) → captures boiler exhaust gases
- 75% condensate water recovered and reused in boilers, enhancing efficiency
- Wet scrubbers, economizers, cyclones installed → boiler efficiency +5%, energy recovery +12%
- Heat exchangers at dyeing machines → save up to 36 kg coal/hour
- Effluent Treatment Plant (52 m³/hr) with primary & secondary treatment, ZDHC-compliant
- Certified: Oeko-Tex Standard 100, Made in Green, STeP by OekoTex, BCI, ISO 14001, ISO 9001, GOTS

SOCIAL

- 15% women on board, target to increase by 2030
- Certified: C-TPAT, GSV, BSCI, Better Work (ILO)
- Free community hospital contributions
- Education support for employees' children
- Compliance with Pakistan's minimum wage standards
- Inclusive hiring of persons with disabilities
- Free transport services for all employees

GOVERNANCE

- Strong board oversight of policies, sustainability goals & ethics
- Compliance with Punjab OSH Act 2019, ISO standards & buyer Codes of Conduct
- Culture of integrity, transparency & accountability across all levels
- Zero tolerance for discrimination & harassment
- Open communication channels encourage employees' voices
- Training & development prioritized for workforce growth
- Performance reward system motivates employees & teams
- Certified with SEDEX for ethical and responsible business practices

Arshad Group

The Pakistan Textile Council (PTC) is pleased to launch a new weekly series highlighting the ESG achievements of our member companies. This initiative reflects the sector's collective commitment to sustainability, social responsibility, and good governance.

For our first feature, we are proud to showcase [Arshad Group](#):

1. Environment

- a. Reduced 2,150 tCO₂e via 2 MW solar capacity; saved 860 tons of coal
- b. Transition to natural gas with a 15 TPH gas boiler
- c. Waste Heat Recovery Units generating up to 20 tons steam/day
- d. 75% water condensate recovery and ZDHC-compliant effluent treatment
- e. Certified: Oeko-Tex Standard 100, Made in Green, STeP by OekoTex, BCI, ISO 14001, ISO 9001, GOTS

2. Social

- a. 15% women on board, with future growth targets
- b. Certified: C-TPAT, GSV, BSCI, Better Work (ILO)
- c. Education and healthcare support for workers & local communities
- d. Inclusive hiring practices for persons with disabilities
- e. Compliance with minimum wage standards and free employee transport

3. Governance

- a. Strong board oversight of sustainability, ethics, and policies
- b. Compliance with local and international standards, including the Punjab OSH Act 2019
- c. Transparent communication, zero tolerance for discrimination, and equal opportunity practices
- d. Training, development, and performance reward systems
- e. SEDEX certified for ethical and responsible business practices

Through these initiatives, Arshad Corporation demonstrates the values that make Pakistan's textile sector a responsible and sustainable sourcing destination.