

Weekly Sustainability Spotlight

Artistic Milliners

ENVIRONMENT

- First LEED-certified denim facilities in Pakistan.
- 85% water recycling, saving 1 million gallons/day; targeting Zero Liquid Discharge (ZLD) by 2030.
- SBTi-approved emissions targets, including:
 - 42% reduction in Scope 1 & 2 emissions
 - 51.6% reduction in Scope 3 emissions by 2030
- Net-Zero commitment by 2040
- Expanding renewable energy footprint:
 - 11 MW rooftop solar (to reach 27.8 MW by 2025)
 - 100 MW wind farm
 - Biomass boilers to meet 30% of steam demand
- Reducing 160,000+ tons of CO₂ annually through clean energy initiatives.
- Operating a Circular Park recycling 500,000+ kg of fiber/month.
- First Cradle-to-Cradle Certified denim mill in the world.

SOCIAL

- Winner of the UN Confucius Prize for Literacy (2017).
- 3,600+ women trained under GAP-PACE; 2,300+ engaged through HERProject.
- Fair Trade Certified factory with USD 2M+ distributed in worker premiums.
- Free IFC-compliant daycare facilities supporting working mothers.
- Ongoing investment in community health, education, water access, and livelihoods

GOVERNANCE

- 100% digital wage payments across the workforce.
- 4,000+ employees trained on Anti-GBV and access to 7 grievance channels.
- Recognized by IFC for advancing women in leadership; recipient of the IFC Award 2025.
- Active Diversity, Equity & Inclusion initiatives, including Project Phoenix and Mere Pehchaan

Artistic Milliners

Artistic Milliners is widely recognized as one of Pakistan's most progressive textile manufacturers, embedding sustainability into operations, culture, and supply chains.

1. Environmental Leadership

- a. Pakistan's first LEED-certified denim factories
- b. 85% water recycling, saving 1 million gallons/day
- c. Targeting Zero Liquid Discharge (ZLD) by 2030
- d. SBTi-approved climate targets:
 - i. -42% Scope 1 & 2 emissions
 - ii. -51.6% Scope 3 emissions by 2030
 - iii. Net-Zero GHG emissions by 2040
- e. 11 MW rooftop solar expanding to 27.8 MW by 2025
- f. 100 MW wind farm + biomass boilers to supply ~30% steam needs
- g. Circular Park recycling 500,000+ kg of fiber/month
- h. First Cradle-to-Cradle Certified denim production facility
- i. 160,000+ tons CO₂ avoided annually through renewable energy initiatives

2. Social Impact

- a. Winner of the UN Confucius Literacy Prize (2017)
- b. 3,600+ women trained under GAP-PACE
- c. 2,300+ women empowered through HERProject
- d. Free IFC-compliant daycare centers supporting working mothers
- e. Fair Trade Certified USD 2M+ disbursed in worker premiums
- f. Ongoing investment in:
 - i. Education
 - ii. Healthcare
 - iii. Clean water
 - iv. Livelihood support

3. Governance & Inclusion

- a. 100% digital salary payments across workforce
- b. 4,000+ employees trained on Anti-GBV awareness & prevention
- c. 7 grievance redressal channels ensuring safe reporting
- d. Strong DEI programs Project Phoenix, Project Parwaaz, Meri Pehchaan, etc.
- e. Recognized by IFC for advancing women in leadership (IFC Award 2025)

Artistic Milliners continues to show what industry-wide transformation can look like when sustainability is treated as strategy.