

## Weekly Sustainability Spotlight

### Gul Ahmed

#### ENVIRONMENT

- 62% sustainable raw material input, including sustainable cotton, recycled polyester, and man-made cellulosic fibers
- Strong participation in BCI and the Organic Cotton Project (WWF) collaboration
- 71% renewable materials in total raw materials
- Certified recycled synthetic materials used across product lines
- 2262 tons/month of post industrial waste recycled
- Sustainable packaging across major product categories.
- Innovative with low-impact fibers: hemp, pineapple, banana, viscose, lyocell, and textile to textile recovery.
- Energy efficiency improved 5-10% through VFD installation, energy audits, LED upgrades, and IE2→IE3/IE4 motor replacements.
- Major clean-energy investments:
  - 32 TPH renewable thermal energy (biomass)
  - 29.6 MW solar PV
  - 14.8 MW battery storage for solar
  - 5 MW wind power
- Fully ZDHC-compliant chemical management system.
- 50% water recycling via ETP; on track for ZLD (Zero Liquid Discharge).
- Expansion of renewable electricity + thermal energy to accelerate GHG reductions.
- Adoption of Science-Based Targets (SBTs).

#### SOCIAL

- Strong support for freedom of association, worker voice, and education on labour rights.
- Deep commitment to Diversity & Inclusion across all operations.
- Vocational training offered for women and differently-abled individuals.
- Empowered MANICOMS program and PowerTalks for skill development and leadership training.
- Company-wide focus on health, safety, and wellbeing initiatives.

#### GOVERNANCE

- Zero tolerance for bribery, corruption, and fraud; strict legal compliance.
- Swift action to ensure a discrimination-free workplace.
- Strong Anti-Harassment Policy ensuring dignity and respect for all employees.
- Grievance & Whistleblowing Policy with confidential reporting mechanisms.
- Publishes GRI-based Sustainability Reports, strengthening transparency and accountability.

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Featuring: Gul Ahmed Textile Mills Limited, advancing sustainability from fiber to factory.

Gul Ahmed continues to push the boundaries of sustainable manufacturing through circular materials, clean energy, responsible chemical use, and strong governance systems.

### 1. Environment

- a. 62% sustainable raw materials, including BCI cotton & WWF-supported Organic Cotton Project
- b. 71% renewable fibers (cotton, lyocell, viscose, hemp, banana, pineapple fibers)
- c. Certified recycled synthetics + 2,262 tons/month post-industrial waste recycling
- d. Energy efficiency increased 5–10% through VFDs, LED transformation & IE4 motors
- e. 29.6 MW solar, 5 MW wind, 32 TPH biomass, + 14.8 MW battery storage
- f. Clear GHG reduction roadmap aligned with Science-Based Targets
- g. ETP enables 50% water recycling + ZLD target underway
- h. ZDHC MRSL Level-3 chemical compliance for safer production

### 2. Social

- a. Strong commitment to freedom of association & workplace dialogue
- b. Vocational training for women & differently-abled individuals
- c. Transformative programs: MANICOMS, POWER TALKS, skill-building & leadership development
- d. Dedicated initiatives for wellbeing, safety, and inclusion across all facilities

### 3. Governance

- a. Zero tolerance for corruption, bribery, fraud, and discrimination
- b. Anti-Harassment Policy + anonymous grievance & whistleblowing channels
- c. Transparent reporting through GRI-based sustainability disclosures
- d. Commitment to ethical conduct, regulatory compliance & stakeholder trust

Gul Ahmed's integrated ESG approach highlights how Pakistani manufacturers can combine innovation, circularity, ethical governance, and people-centric practices, setting new benchmarks for sustainability leadership in the textile industry.