

Weekly Sustainability Spotlight

Kohinoor Textile Mills Limited

ENVIRONMENT

- 100% wastewater treated, with nearly 85% reused through advanced water treatment technologies.
- Rainwater harvesting systems with two reservoirs, reducing reliance on municipal water supply.
- Sewage Treatment Plant (15 m³/hour) treating domestic wastewater and recycling it in line with NEQS standards.
- 31.882 MW solar capacity installed across three sites, significantly reducing carbon emissions.
- 20 TPH biomass-based boiler and a 30 m³ biogas pilot system at the employee colony.
- Waste heat recovery systems integrated to improve overall energy efficiency.
- Use of pre- and post-consumer waste as raw material.
- Eco-friendly dyes and chemicals aligned with ZDHC v2.1 standards.
- Certified under ISO 9001, ISO 14001, GOTS, OCS, GRS, RCS, BCI, Oeko-Tex®, ZDHC, Higg FEM & FSLM, SEDEX, BSCI, SCAN, and CTPAT.

SOCIAL

- Free on-site housing with utilities (water, gas, electricity) for employees.
- Medical care facilities, free medical screening camps, and onsite health services.
- Daycare, gym, mosque, prayer areas, common rooms, and subsidized meals.
- Pick-and-drop transport services for female employees.
- Facilities and inclusion initiatives for differently-abled employees.
- Recreational, cultural, and awareness events including sports tournaments, Women's Day, Breast Cancer Awareness, and national celebrations.
- Provision of female hygiene products via vending machines – a pioneering initiative.
- Access to mental health support through an onboard psychologist.
- 12 weeks paid maternity leave, bereavement, iddat, special, and professional development leaves.
- Continuous skill development, EHS training, harassment awareness training, and community training centers.
- Strong community engagement through free schools, educational institutions, and a Blood Donation Society.

GOVERNANCE

- Multiple communication channels including complaint boxes, suggestion boxes, and Tea Talk forums with senior leadership.
- Dedicated committees for harassment, grievance handling, and employee wellness.
- Employee Resource Groups (ERGs) promoting inclusion, diversity, and professional development.
- Robust governance framework supported by Whistleblowing, Non-Retaliation, Anti-Harassment, Equal Opportunity, and Code of Conduct policies.
- Occupational Health, Safety, and Environment (OHSE) policy prioritizing workplace safety and employee wellbeing.
- Transparent, ethical, and accountable workplace practices aligned with national laws and international best practices.

Kohinoor Textile Mills Limited

This week, we highlight how Kohinoor Textile Mills Limited, Kohinoor Maple Leaf Group is embedding sustainability across its operations from water stewardship and clean energy to inclusive workplaces and strong governance.

1. Environmental

- a. 100% wastewater treated; ~85% reused through advanced water treatment
- b. Rainwater harvesting reservoirs reducing dependence on municipal supply
- c. 31.9 MW solar capacity across three sites
- d. Biomass boiler (20 TPH) & biogas pilot system supporting renewable energy
- e. Waste heat recovery systems improving energy efficiency
- f. Use of pre- & post-consumer waste and ZDHC-aligned eco-friendly chemicals
- g. Certified under ISO, GOTS, Oeko-Tex®, ZDHC, Higg FEM/FSLM, BCI, SEDEX & more

2. Social

- a. Free on-site housing with utilities for employees
- b. Medical care, screening camps & mental health support
- c. Daycare, transport for women, subsidized meals & inclusive facilities
- d. Cultural, sports & awareness initiatives year-round
- e. 12-week paid maternity leave, special & compassionate leaves
- f. Training, EHS programs & community education initiatives
- g. Free schools & blood donation programs supporting local communities

3. Governance

- a. Open dialogue through grievance cells, suggestion boxes & leadership forums
- b. Harassment, grievance & wellness committees ensuring safe workplaces
- c. Employee Resource Groups promoting inclusion & diversity
- d. Strong ethical framework with whistleblowing, non-retaliation & OHSE policies
- e. Transparent, accountable operations aligned with global best practices

Sustainability at Kohinoor is about long-term impact for people, planet, and performance.