



Weekly Sustainability Spotlight

Mustaqim Dyeing

ENVIRONMENT

- Recipient of IKEA's Affordable Sustainability Award – the only textile company globally to receive this recognition.
- Operates an Effluent Treatment Plant (ETP) recycling over 60% of wastewater.
- Uses 15 TPH biomass boilers and waste heat recovery systems to reduce fossil fuel consumption.
- Ensures end-to-end traceability from farm to finished product, improving supply chain transparency.
- Implements ZDHC-certified chemical management, with up to 80% Level-3 compliant chemicals.
- Participates in global sustainability assessment platforms including HIGG FEM, BEPI, and BHive.
- Utilizes pre-consumer and post-consumer textile waste as raw materials.
- Recycles fabric waste to minimize landfill disposal and support circular economy practices.

SOCIAL

- Promotes women empowerment and gender equality in the workforce.
- Operates a free eye clinic serving both employees and nearby communities.
- Sponsors The Citizens Foundation (TCF) school, supporting education in underprivileged communities.
- Provides periodic ration distribution to support workers' welfare.
- Offers free transportation for female employees and subsidized meals for workers.
- Provides maternity leave in accordance with labor laws.
- Maintains a free daycare facility with trained caregivers for employees' children.
- Conducts 200+ monthly on-the-job trainings on safety and workplace standards.
- Achieved 89%+ score under the Social & Labor Convergence Program (SLCP).
- Maintains trained fire response teams, fire tenders, and regular emergency evacuation drills.

GOVERNANCE

- Maintains strong compliance with laws ensuring transparency, accountability, and non-discrimination.
- Implements Anti-Harassment, Grievance, and Speak-Up policies to protect employee rights.
- Enforces policies on conflict of interest, anti-corruption, and freedom of association.
- Established Audit, Risk Management, HR & Remuneration, and ESG Committees for governance oversight.
- Operates a Safety & Social Council Committee to address occupational safety and workplace concerns.
- Complies with international quality, environmental, and social standards.

Mustaqim Dyeing & Printing Industries (Pvt.) Ltd.

Mustaqim Dyeing & Printing Industries (Pvt.) Ltd., Advancing Circularity & Responsible Manufacturing

Pakistan's textile sector continues to strengthen its sustainability footprint. This week, Pakistan Textile Council highlights Mustaqim Dyeing, a company integrating environmental innovation, social responsibility, and strong governance practices.

1. Environmental

- a. Recipient of IKEA's Affordable Sustainability Award: the only textile company globally to receive this recognition.
- b. Effluent Treatment Plant recycling 60%+ wastewater.
- c. 15 TPH biomass boilers and waste heat recovery systems reducing fossil fuel reliance.
- d. ZDHC-certified chemical management with 80% Level-3 compliant chemicals.
- e. End-to-end traceability from farm to finished product.
- f. Use of pre-consumer and post-consumer textile waste supporting circular production.
- g. Sustainability reporting through HIGG FEM, BEPI and BHive frameworks.

2. Social

- a. Strong focus on women empowerment and gender equality.
- b. Free eye clinic serving employees and surrounding communities.
- c. Sponsorship of TCF School supporting education in underserved communities.
- d. Worker welfare initiatives including subsidized meals, ration distribution, and transport for female staff.
- e. Free daycare facility for employees' children.
- f. 200+ monthly training sessions on workplace safety and skills development.
- g. Achieved 89%+ performance under the Social & Labor Convergence Program (SLCP).

3. Governance

- a. Strong compliance with laws ensuring transparency and non-discrimination.
- b. Anti-Harassment, Grievance, and Speak-Up policies protecting employee rights.
- c. Governance oversight through Audit, Risk Management, HR & ESG committees.
- d. Safety & Social Council Committee addressing occupational safety and workplace concerns

Mustaqim Dyeing reflects how Pakistan's textile sector is moving toward sustainable, transparent, and globally responsible manufacturing.