

## Weekly Sustainability Spotlight

# US Apparel and Textiles

### ENVIRONMENT

- Fully ZDHC compliant ensuring responsible chemical management.
- Uses 96% sustainable materials across production.
- Operates an Effluent Treatment Plant (ETP) recycling 60% wastewater, with 259,000 m<sup>3</sup> water reused.
- Implements rainwater harvesting systems to reduce freshwater dependency.
- Utilizes biomass boilers for cleaner energy generation.
- Achieved 52% increase in solar power and 32% reduction in GHG emissions (2023).
- LEED Platinum certified factory reflecting high environmental standards.
- Developed a Supplier Engagement Tool in collaboration with Pakistan Environmental Trust.
- Achieved AWS Certification for water stewardship.

### SOCIAL

- Comprehensive employee benefits including life insurance, healthcare, disability, and long-term coverage.
- Provides maternity and parental leave for eligible employees.
- All employees registered with EOBI, with eligible workers also covered under PESSI.
- Offers medical facilities for employees and families, along with three daily meals (subsidized for management).
- Maintains a Workers Family Colony supporting 380+ families.
- Promotes gender equality, with female hires exceeding male hires (2023).
- Achieved 89%+ score under SLCP, reflecting strong social and labor standards.
- Significant community impact:
  - Supported Indus Hospital (285,380 patients)
  - Recep Tayyip Erdogan Hospital Trust (594,821 patients)
  - Assisted 202 cancer patients
  - Supported 86,560 learners via Jamiat Taleem Ul Quran
  - Enabled education for 2,650 students through Pak Aid Trust

### GOVERNANCE

- Strong commitment to worker rights, including freedom of association and Worker Management Council representation.
- Speak Up policy enables anonymous reporting and ensures transparency.
- Enforces policies on conflict of interest, health & safety, anti-discrimination, and anti-harassment.
- Aligned with UN SDGs and ILO standards, ensuring human rights and equal opportunities.
- Maintains zero-tolerance policy on violations.
- Conducts Greenwashing Audits to strengthen sustainability credibility and transparency.


## Sustainability Weekly Spotlight | Week 19

### US Apparel and Textiles: Scaling Sustainability with Impact

This week, Pakistan Textile Council highlights US Apparel and Textiles, a company driving sustainability through responsible sourcing, resource efficiency, and strong community impact.

 Environmental

 96% sustainable materials used across production

 Fully ZDHC compliant ensuring responsible chemical management

- 💧 60% wastewater recycled with 259,000 m<sup>3</sup> water reused
- ☁️ Rainwater harvesting systems reducing freshwater dependency
- 🌱 Use of biomass boilers for cleaner energy
- ⚡ Sustainability progress (2023):
  - +52% increase in solar energy
  - -32% reduction in GHG emissions
- 🏆 LEED Platinum certified facility
- 🌊 AWS Certification for water stewardship
- 🤝 Supplier engagement initiatives in collaboration with Pakistan Environmental Trust

#### 👥 Social

- 👨👩👧👦 380+ families supported through Workers Family Colony
- 🏥 Access to healthcare, insurance & medical facilities for employees and families
- 🍽️ Three daily meals provided for workers and communities
- 👤 Gender inclusion: Female hiring exceeded male hiring (2023)
- 📊 89%+ SLCP score reflecting strong labor standards

#### 🌍 Community impact:

- 285,000+ patients supported (Indus Hospital)
- 594,000+ patients served (Recep Tayyip Erdogan Hospital Trust)
- 86,000+ learners supported through education initiatives

#### 🏢 Governance

- ✓ Strong worker rights framework including freedom of association
- 📞 Speak Up policy enabling anonymous reporting
- 🛡️ Zero tolerance for harassment, discrimination & corruption
- 🌐 Alignment with UN SDGs and ILO standards
- 🔍 Conducts Greenwashing Audits to ensure transparency

US Apparel and Textiles demonstrate how Pakistan's textile sector is advancing toward responsible, inclusive, and sustainable growth.

**#SustainabilityWeeklySpotlight #PakistanTextileCouncil #SustainableTextiles #ESGLeadership #CircularEconomy #ResponsibleManufacturing #PakistanTextiles #PeoplePlanetProgress**