

CORPORATE SOCIAL RESPONSIBILITY



Caring for the Future:

Azgard Nine Limited ('ANL' or 'the Company') is committed to ensure greener & prosperous future for our coming generations since its inception. These beliefs were inculcated by the founders. Socially responsible and ethical business practices are the defining tenets of ANL corporate and social philosophy.

The Company has also taken a lead in environment protection by minimizing environmental impact through prevention of pollution, ensuring appropriate Waste & Chemicals Management and conserving natural resources.

ISO 14001:2015

The Company has established an ENVIRONMENTAL MANAGEMENT SYSTEM under the umbrella of ISO 14001:2015 which provide tools and guideline to maintain the environmental balance. Company is fully cognizant of its contribution toward better future and it is devoting resources to fulfill its obligations.

Consistent with the organization's environmental policy, the intended outcomes of an environmental management system include:

- Enhancement of Environmental Performance
- Fulfillment of Compliance Obligations
- Achievement of Environmental Objectives
- Happy vicinity and satisfied customers.



Proud to state that more than 68% of our energy need is through renewable resources. Which will increase further in coming years.

QMS ISO 9001-2015 (QUALITY MANAGEMENT SYSTEM)

Customers confidence in our product is our real asset. To maintain that confidence we have established a quality management system under umbrella of international standard organization, we are ISO 9001 certified company.



Effective implementation of QMS not only give our customers confidence in our product but it also provides baseline for most efficient operation thus minimizing the resources consumptions and reducing stress on ecosystem.

BENEFITS:

- Defining, Improving, and Controlling Processes
- Reducing Waste
- Minimizing rejection
- Lowering Costs
- Training of Staff
- Less stress on environment.



ANL IS PROUD HOLDER OF FOLLOWING CERTIFICATION:

1. GOTS (GLOBAL ORGANIC TEXTILE STANDARD)

The Company is GOTS certified company. This Standard covers all aspects of the production of natural fibers including processing, manufacturing, packaging, labeling, exportation, importation and distribution.



2. OCS (ORGANIC CONTENT STANDARD)

This Standard is to ensure Trust in Organic Cotton Claims. The OCS accomplishes this Goal by verifying the presence and amount of Organic Material in a final product.



3. GRS: (GLOBAL RECYCLED STANDARD)

This standard addresses input material verification, chain of custody, environmental principles, social requirements, and labeling for textile products made from recycled materials. By using recycled material stress on eco system and carbon foot prints is curtailed.



4. RCS (RECYCLED CONTENT STANDARD)

This standard is applicable to any product that contains at least 5% Recycled Material. Each stage of production is required to be certified, beginning from the recycling stage and ending at the last seller in the final business-to business transaction. The standard ensures complete traceability of end product.



5. CCS (CONTENT CLAIM STANDARD)

The CCS (Content Claim Standard) provides companies with a tool to verify the content of specific input materials. Each organization along the supply chain is checked by an independent third party. Any type of input material may be claimed.

The CCS is the foundation for all of Textile Exchange's chain of custody standards. The CCS verifies the presence and amount of a given material in a final product.



BENEFITS OF THESE PRESTIGIOUS CERTIFICATION:

- Enhance customer's confidence in our Product
- Improved Eco-Efficiency through GOTS Waste Water Management & other requirements
- Improved Socio-Efficiency through GOTS Social Compliance Management Requirements.
- Facilitation of Sustainable Supply Chain Management, cutting Companies costs as they do not need to trace the whole supply chain themselves.
- Improved Product & Environmental Safety through effective Chemical Management System Requirements



BETTER COTTON INITIATIVE (BCI)

The Company has BCI membership. The Better Cotton Initiative (BCI) is the largest cotton sustainability program in the world & together with our partners we provide training on more sustainable farming practices to million cotton grower in 21 countries.



BENEFITS:

- Environmental Betterment
- Economic Benefit of the Stakeholders
- Efficient use of resources.
- Provide an objective towards sustainability



ANL IS PROUDLY CERTIFIED BY HIGG INDEX.

It is developed by the Sustainable Apparel Coalition, a very effective tool to measure the performance of company in environmental and social sectors. It has two Modules:

FEM (FACILITY ENVIRONMENTAL MODULE)

The HIGG Facility Environmental Module (HIGG FEM) this module caters for the environmental performance of facility. It has very wide ranging scope and cover all important areas which could affects/damage eco system. It encompasses:

- Energy Use & Green House Gas Emissions
- Water Use
- Waste Water
- Emissions to Air
- Chemicals Use & Management



FSLM (FACILITY SOCIAL & LABOUR MODULE):

The HIGG FSLM is a tool dedicated to promoting safe and fair social and labor conditions for value chain workers globally. It enables manufacturing facilities to measure their social impacts across the value chain. It encompasses:

- Recruitment & Hiring
- Compensation
- Hours of Work
- Worker Involvement & Communications
- Worker Treatment & Development
- Health & Safety
- Termination & Retrenchment
- Value Chain Performance
- External Engagement, Community Impact, Transparency and Public Disclosure



OEKOTEX STANDARD 100 (TESTED FOR HARMFUL SUBSTANCES)

The OEKO TEX STANDARD 100 Certificate provides confidence to the customer that the product is free from use of any injurious/hazardous chemical/substance in making of this product. Use of the OEKO-TEX STANDARD 100 certificate documents compliance with human-ecological requirements to subsequent production levels and consumers.

SUSTAINABLE TEXTILE PRODUCTION (STEP) BY OEKO-TEX®

Progressing on the path of sustainability, ANL is in process to qualify for OEKO-TEX step certification. This is very stringent certification vis a vis sustainability and health and safety. This certification ensures the efficient use of resources along with minimum impact on the eco system. Area covered are depicted in logo.



BSCI (BUSINESS SOCIAL COMPLIANCE INITIATIVE)

The Business Social Compliance Initiative (BSCI) is a broad based business-driven platform for social compliance monitoring and qualification of the supply chain. ANL is proud holder of this certificate.



Few more certifications assuring our customers about our commitment to work safely, ethically, fairly & freely.

WRAP (WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION)

WRAP has 12 working principle, all dedicated to ensure the wellbeing of work force and conducive working environment.



SEDEX (SUPPLIER ETHICAL DATA EXCHANGE)

SEDEX is one of the world's leading ethical trade service providers, working to improve working conditions in global supply chains. It provides practical tools, services and a community network to help companies improve their responsible and sustainable business practices, and source responsibly.



SEDEX audits are conducted on the basis of SMETA guidelines.

SA-8000 (SOCIAL ACCOUNTABILITY)

The worldwide recognized certification to the SA8000 standard involves the development and auditing of management systems that promote socially acceptable working practices bringing benefits to the complete supply chain. The Company certification of SA 8000 proves a responsible approach to social and ethical issues which provides a vital competitive edge and builds confidence in our clients, investors, local communities and consumers.



CTPAT (CUSTOMS TRADE PARTNERSHIP AGAINST TERRORISM)

As a responsible exporter we are not only concern about the safety and wellbeing our own workforce but equally concerned about the safety of our products end users. That is why we also obtain CTPAT certification. This program ensures safety and security of our product throughout the whole supply chain.



SALIENT FEATURE OF THIS PROGRAM BASED ON C-TPAT SECURITY CRITERIA ARE:

- Business Partners Requirements
- Container Security
- Physical Access Controls
- Personnel Security
- Security Training & Threat Awareness
- Information Technology Security



INITIATIVES OF AZGARD NINE LIMITED FOR SUSTAINABILITY & ENVIRONMENTAL BETTERMENT:

- Installation of low liquor ratio machines in washing.
- Installation of laser machine in Special Effect department.
- By effective use of eco applicator on Mercerizing which result in reduce of water.
- Optimization of water in cooling cane at different machine.
- 40% of the steam condensate is returned and reused in boilers.
- Cooling towers are closed-circuit using soft water and blow down is almost ZERO.
- Jacket water in engines is reused after exchange of heat to produce hot water.
- Recycling of Fabric Waste to produce Denim Fabric.
- Usage of BCI Cotton
- Usage of Organic Fibers



COVID-19 MANAGEMENT & RESPONSE PLAN

The Company followed and successfully implemented all directives and SOP as issued by GOP to help the fight against Novel COVID-19. Following are some of the measures:

- Staff has been rotated as to overcome the spread of this Virus.
- Company has given many fully paid rest days to the workers and Staff.
- Every worker is checked at gate by temperature guns.
- Masks are being provided at gate for every entering person.
- Disinfectant spray booths are also available at gate.
- Hand sanitizers are available at every place in facility.
- The premises are being disinfected invariably at the start of every shift.
- The premises are being equipped with sanitizers, soaps, mask, towel tissues and temperature thermal scanners.
- The premises are being staffed with trained clinical staff/ doctor.
- Entry of unauthorized persons to the premises are being banned forthwith.
- Encouraging staff to work from home.
- Display of standard SOPs of COVID-19 at Factory premises in Urdu with pictorials each and every person is being communicated these instructions through sessions and other means.
- Ventilation of air is being ensured. This is being carried out by keeping doors, and windows open.
- All washrooms are kept sanitized and disinfected and are being re-sanitized and disinfected after each use including drying.
- Disposable cups, glasses and plates for drinks and meals are being ensured.
- General chlorination spray in complete premises are being carried out once every day.
- Monitoring teams at each unit level are carried out inspections on compliance every shift.
- If a worker shows symptoms of COVID-19 he/she will be sent to isolation room which is available in facility. Then he/she will be sent to social security hospital for treatment with paid leaves until he/she recovers fully.



RATION DISTRIBUTION:

- Responding to the national duty call, ANL distributed ration among families suffering from the COVID-19 and other deserving people in the local community. Setting an example for the other industries in vicinity.
- During shut down time ANL managed to take care of its own work force.
- The Company supplied masks and other protectives gadgets for the front line Covid fighters on request from local administration.



HEALTH SURVEILANCE PROGRAM:

A fully functional health and safety department in working which is taking care of both men and machines.

- Safety and wellbeing of our staff and workers is of prime importance to ANL. A state of the art dispensary is working 24/7, which provide first aid and minor treatment to worker. A well-equipped ambulance is stationed to shift worker to hospital.
- Workforce is provided with PPE to ensure safe and accident free working environment.
- Regular testing of staff against various occupational hazards is done, which include, spirometry test, audiometry test, complete medical testing of food handlers.
- If a person is found positive for Hepatitis his vaccination and treatment is done freely.
- Company carries out contiguous diseases Vaccination activity for workers on bi-annual basis.
- All stitching workers are providing with ergonomic chairs for their safety and wellbeing & anti fatigue mat to worker doing job is standing position.
- A pressurized fire hydrant system and alarms system encompassing whole covered area.



COMMUNITY PROGRAMS

The Company is actively involved in Community Betterment programs. Many Events are organized in this regard which benefit the community.

BLOOD DONATION CAMP

In continuation of its Community Welfare Projects, a blood donation camp is regularly organized for patients of thalassemia and for others who needs regular blood for lives. Camps are arranged at site in collaboration with different NGOs.

HSE TRAINING PROGRAM

Trained workforce is a real asset of any organization. In order to meet the business challenges & to be competitive in your field learning of new concepts/techniques is must. Company has established a comprehensive training program which caters to all layers of staff and management.

More than 4,000 employees went through various training programs. Training was imparted through in-house trainers as well as outsourced arrangements.

KEY TRAINING AREA WERE:

- Hazards & Risk Assessment
- Chemicals Management System
- Hearing Conservation Program
- Environmental management system ISO 14001:2015
- Incident/Accident Reporting & investigation Techniques/ Tripod analysis
- Personal protective equipment
- Heat Stress Management
- Forklift Safety
- Defensive Driving Course
- Hearts & Minds Safety Program
- Manual Handling / Backache Prevention Program.
- Emotional Stress Management / Work-Life Balance
- emergency preparedness.



PUNJAB SKILLED DEVELOPMENT PROGRAM:

The Company with the help of Punjab Skill Development Fund initiated training program at its Garment Division to provide quality skills to the necessitous population of Punjab. The program was continued with the same spirit for year 2020

The following Training courses are initially started with the help of PSDF:

- Stitching operator
- Cutting expert
- Washing operator
- Apparel Supervisor
- Quality Controller



These training will not only improve the income generation opportunities for people of local community but will also provide the skilled labor to the organization and industry.



LEAN PROJECT

Lean production program has been initiated at ANL in order to improve work place, reduce process waste, and reduce production cost and increase profitability. Different teams are formed and their training by the specialists was arranged. Now teams are endeavoring for on ground implementation. Enthusiasm of participant was very encouraging. CEO himself was actively engaged in this program.

Lean Teams are:

- 6GV (Stitching Team)
- Kaizen (IE team)
- FML (Finishing Team)
- QMS (Quality Control Team)
- LLD (HR team)



6GV GRANDEVENT

6GV Grand Event was organized on 4th March, 2020 at factory main ground. CEO ANL Mr. Ahmed Humayun Shaikh participated in this ceremony and appreciated the efforts of the Teams for Lean Project and Distributed Shields as well.



INDEPENDENCE DAY CELEBRATIONS-2020:

The Company Celebrated the Independence Day of Pakistan with fervor. CEO Mr. Ahmed Humayun Shaikh, along with the Top Management Participated in this Celebration. National Anthem was played and Cake Cutting Ceremony took Place as well. CEO in his address emphasized on the hard work to make this country more prosperous and stable. Hard work and dedication will help our industry to play its part in nation building.



LONG SERVICE AWARD CEREMONY:

This year ANL in order to recognize and celebrate the longevity of the employee that has served an appreciated length of time with the organization organized a graceful ceremony on March 4th, 2020. Mr. Ahmed Hymayun Shaikh, CEO ANL, all operation heads of plants and higher management graced the ceremony with their presence.

In his address CEO stated that workers are the real asset of a company. He pledged that we will be making more efforts towards social uplifting of our worker community. The Long Service Awardees were given a recognition shield as well.



RECREATIONAL FACILITIES & ACTIVITIES

The Company has a firm belief that recreational activities are very essential for the better and conducive work environment. Keeping this in mind activities are planned. Sports always improve the efficiency at work place. ANL contributes in this activity with different sports activities.

A badminton tournament was conducted on 1st January 2020 and all divisions were also involved in this activity. All members took a very keen and enthusiastic part in tournament. There were 24 teams of employees. Tournament exhibit an atmosphere healthy competition and sportsman spirit.

It was a full six weeks of passion, motivation and celebration. CEO took keen interest in it and distributed the prizes. Total expenses were borne by the company.



EID UL ADHA CELEBRATIONS:

- All religious events are enthusiastically celebrated in ANL with full participant of management and worker, without any discrimination of cast or creed.
- Eid Ul Adha has been celebrated in the Company an animal were slaughtered and to commemorate the sacrifice of Hazarat Ibrahim (AS) and Bara Khana was served to employees.
- Company fully participates in the happiness and festivals of other communities. Ester and Christmas are celebrated with same festivity & fervor.



SUBSIDIZED FOOD:

ANL is facilitating workers with Quality Food at Subsidized rates. The food is completely hygienic with proper nutritional values so that the workforce gets energy to perform their routine tasks. Canteen ambience is very pleasant and Canteen Staff is totally professional and their hygienic tests are also performed on regular basis.



DORMITORIES:

ANL has provided the workers with free of cost accommodation equipped with recreational facilities and healthy living environment. This is totally safe and secure residence with proper Safety Measures including Security.



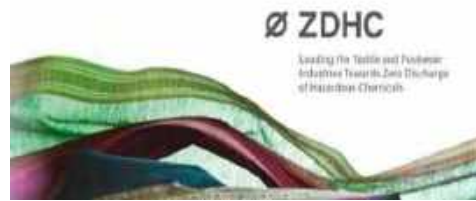
TRANSPORTATION FACILITY:

The Company provides free of cost transport facility to its worker, thus saving them from lot of stress and botheration which daily commuters are passing through.



EFFLUENT TREATMENT PLANT (ETP)

- In compliance with ISO standard and to demonstrate our commitment to Environmental protection, we have a state of the art Waste Water Treatment plant. The Effluent treatment plants at site have the capability to clean all the effluents generating in factory and its outlet water is safe and eco-friendly.
- In line with our valued customer we have targeted to reduce the stress on resources by improving our consumption ratios.
- Actively involved in joint life Zara water program and GTW program.
- Ban on use of any chemical outside MSRL list, only REACH certified chemical are used in production process.
- We are successfully implementing ZDHC (Zero Discharge of Hazardous Chemicals) program.



GREEN PAKISTAN:

- The Company is actively engaged to make Pakistan greener. Both management staff and workers equally participated in this noble cause. This year we have planted more than 15000 trees of various varieties in our factory and outside.
- Handed over more than a thousand trees to civil authorities for plantation of tree at state land elsewhere. District administration encouraged & appreciated our efforts by also planting trees in side our premises.
- Improved landscaping of factory premises to give pleasant ambience which make the working environment conducive.



NON RETALIATION POLICY:

At ANL non-retaliation policy is fully implemented, company doesn't allow any retaliatory attitude towards the complainants who in good faith, seeks advice, raises a concern or reports misconduct about company representative/employee. If anything is surfaced strict action is taken against the defaulter.