

SOORTY
DENIMKIND™

JULY-DEC
2021



SOORTY INSIDER



01

Message from
the Director

02

Editor's Note

03

Soorty Partnerships

04

CSR Projects



05

Trainings

- Internal
- External

06

Events

- HR Events
- CSR External

07

Updates

08

Welcome Onboard

MESSAGE FROM THE DIRECTOR

Dear Colleagues,

I am so proud to see the progress we have achieved in the last year and the many milestones we have overcome. Last year has been eventful, to say the least, despite the many challenges we faced collectively. The spread of COVID-19 had a huge impact on all our productive outcomes but it warms my heart to see that we, as a team, picked right back up and came out stronger than before.

Due to the growing nature of our Enterprise, there is an unprecedented need for us to be more socially conscious. It is evident that all your efforts have borne great fruit which has not only helped us grow, and become more progressive, not just in terms of the improvement in our sustainable and responsible production processes but also, in terms of inclusion and empowerment. I would like to especially mention the work we have been doing for female empowerment at the production level that has aided our women to be better equipped with the necessary skills to flourish in society at par with their male counterparts, and taking ever widening strides towards a safe and healthy working environment at Soorty.

Our partnership with UN Women Pakistan, and Business Social Responsibility (BSR) has helped us evolve the Soorty Enhancing Women's Services (SEWS) program and transformed it into more than what we could have imagined through our ground-breaking Gender Sensitivity Trainings. I'm very happy to see that we've partnered with BSR, and Primark to pilot the HERessentials project at Soorty's Unit 2/3, which is helping create more awareness at our facilities, start a dialogue on workplace harassment and abusive behavior, financial inclusion of women and the mostly neglected, female health.

My message to the entire Soorty group is to keep up the pace on the good work you all have exhibited since last year, and together, with the grace of Allah (SwT), we will reach even greater heights.





MESSAGE FROM THE EDITOR

Over the last years, Soorty has grown from just being a denim production powerhouse into a socially aware and environmentally responsible organization – all of us have ample reasons to be proud of our organization and teamwork.

But the challenges that yet wait for us are as complex as they are numerous. We need to bring our A-game to work, every day, to stay ahead of curve.

We are very happy to share with you the initiatives, events and updates from Soorty that our staff, departments, units and clusters took part in from July 2021 to December 2021, in this issue.

We hope that this will inspire all of us towards even closer collaboration and set the pace for other sectors and industries to follow.

Thank you very much for your cooperation and positivity.

Best,
Mobeen Chughtai



SOORTY PARTNERSHIPS

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

PARTNERSHIPS

2021 proved to be a very efficient and beneficial year for Soorty Enterprises. Along with a lot of blooming partnerships with different organizations, Soorty continuously strived to make efforts towards building more sustainable practices to not only improve efficiency but also conserve the limited number of resources we have.



SCIENCE BASED TARGETS INITIATIVE (SBTi)

In August 2021, Soorty enlisted as a signatory at the Science Based Targets Initiative (SBTi) to develop 1.5C-aligned science-based emissions reduction targets to show our continuous dedication towards taking climate action.

BUSINESS AMBITION FOR 1.5°C

Science Based Targets initiative Business Ambition for 1.5°C Commitment Letter Version 1.4 - July 2021

- Organizations joining the Business Ambition for 1.5°C campaign of the Science Based Targets initiative (SBTi) and partners must follow the [SBTi step-by-step process](#) and align with SBTi criteria and recommendations.
- Please consult the [Business Ambition for 1.5°C Guidance and FAQs](#) for additional information on the process and expectations.
- By joining the SBTi Business Ambition for 1.5°C, organizations are also joining the [UNFCCC Race to Zero](#).
- Please review this document in its entirety and fill in the table at the end.
- SMEs are welcome to join Business Ambition for 1.5°C and need to submit both the completed [SME science-based target setting form](#) and this commitment letter.

I am pleased to confirm that **Soorty Enterprises (Pvt) Ltd.** is aligning its climate mitigation targets with the most ambitious aim of the Paris Agreement and to what science dictates is necessary to reduce the destructive impacts of climate change on human society and nature: **to reach net-zero global emissions by 2050 at the latest in order to limit global warming to 1.5°C.**

By signing this letter and selecting one of the two options below, my organization commits to align its ambition with keeping warming to 1.5°C and reaching science-based net-zero emissions by 2050, by licking both options, my organization is committing to the highest level of ambition in the short and long-term.

☒ **Option 1 – 1.5°C science-based emissions reduction targets:** My company commits to set science-based emissions reduction targets across all scopes¹, in line with 1.5°C emissions scenarios and the criteria and recommendations of the Science Based Targets initiative.

☒ **Option 2 – Net-zero science-based emissions reduction targets:** My company commits to a) set a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050 and to b) set interim science-based targets² across all relevant scopes and in line with the criteria and recommendations of the Science Based Targets initiative.

¹ In line with the Science Based Targets initiative (SBTi) criteria, scope 3 targets are required when scope 3 emissions represent 40% or more of total emissions generated by the company.

² Currently, near-term science-based targets can be consistent with either of the two levels of ambition accepted by the SBTi: 1.5°C and well-below 2°C. Note that from 15 July 2022 onwards, the SBTi will no longer validate targets in line with well-below 2°C. This will apply to all targets, including from companies that chose Option 2. Please also note that companies that wish to set net-zero targets in compliance with the Net-Zero Standard (to be launched in October 2021) will be required to set near-term science-based targets in line with 1.5°C, even if the target is submitted before 15 July 2022. Please consult the campaign FAQ for details. Please consult the [campaign FAQ](#) for details.



BUSINESS AMBITION FOR 1.5°C

Advocate for net-zero emissions

Transforming to a net-zero emissions economy requires coordinated action across all sectors of the economy supported by enabling policy frameworks. Companies signing this document commit to policy advocacy positions consistent with a 1.5°C future. Companies are urged to advocate at key international moments, and in the countries in which they operate and have influence, for supportive government policy and goals that will deliver a net-zero emissions economy by no later than 2050.

Science-based targets (SBTs) are targets that are set five to fifteen years into the future and that meet the [criteria and recommendations](#) of the SBTi.

Science-based net-zero emissions targets are longer-term targets - by 2050 at the latest. The SBTi defines the state of net-zero emissions for companies as reaching a state of no impact on the climate resulting from the organization's GHG emissions.

Reaching a status of science-based net-zero emissions implies the following two conditions:

- Companies must attain a level of minimum emissions in the value chain through a series of science-based targets consistent with the depth of abatement achieved in scenarios that limit warming to 1.5°C with no or limited overshoot.
- Companies must neutralize the impact of any source of residual emissions that remains unfeasible to be eliminated by permanently removing an equivalent amount of atmospheric carbon dioxide.

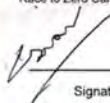
More details can be found in the [Business Ambition for 1.5°C Guidance and FAQs document](#) and the [SBTi Net-Zero webpage](#). For financial institutions, the approach to net-zero emissions targets across the value chain will be further developed.

Sign the commitment

Please fill in and sign this document and return a signed copy to the SBTi Corporate Engagement team at: [commitments@sciencebasedtargets.org](#). The SBTi reserves the right to carry out due diligence reviews before accepting and publishing commitments. Please make sure you are also aware of SBTi policies regarding the companies' participation in the initiative in our [FAQ](#).

This SBTi commitment letter can be signed by C-suite level executives however, we ask you to please provide the contact details of a managerial level point of contact in the organization in the information table.

Once this commitment letter is processed and you have received a formal confirmation over email, your company will be recognized as "Committed" on our website and the partner websites of UN Global Compact and We Mean Business. Additionally, your organization will be added to the UNFCCC Race to Zero Campaign.


Signature

Karachi, Pakistan

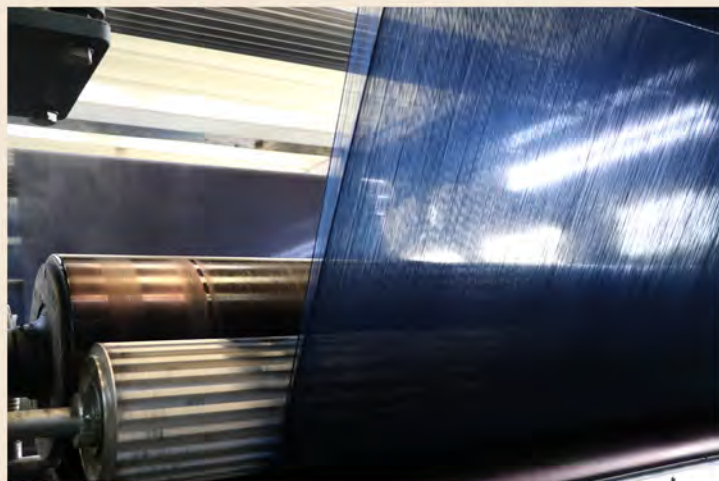
Place

August 11th, 2021

Date



In August 2021, Soorty became the first company across the globe to achieve the Supply To Zero certification on a progressive level in Zero Discharge Of Hazardous Chemicals (ZDHC's) Roadmap To Zero Program, which refers to a desktop review by ZDHC.



Ø ZDHC

Zero Discharge of Hazardous Chemicals

This milestone reaffirms our commitment to having the best, and most sustainable practices at our facilities, and allowed us to become leaders in the cause of reducing chemical footprints for other industries as well in terms of chemical management.





NETZERO COALITION



SOCI-OCA

Soorty is proud to announce that in September 2021, it became one of the top 10 leading textile companies to form the NetZero Coalition, launched by the Pakistan Environment Trust (PET), and showed their commitment to producing clean energy and deliver net zero greenhouse gas emissions at the corporate level. These companies convened at a roundtable conference hosted by the PET, British High Commission and Pakistan Textile Council.

In December 2021, Soorty made yet another step towards creating more sustainable practices and partnered with Organic Cotton Accelerator (OCA) and the World Wide Fund (WWF) to launch production of Organic cotton for in-house manufacturing in Khuzdar, Balochistan. The Soorty Organic Cotton Initiative (SOCI) is aimed at creating chemical-free cotton and for that we have targeted 1,000 farmers, managed and trained by WWF to carry out the project.

APPAREL IMPACT INSTITUTE – IDH PROGRAM



Soorty Unit-9 has shown their unwavering commitment to improving energy, water, and chemical efficiency. They collaborated with leading brand JCPenney, who co-invested in Unit-9 Laundry and participated in the Apparel Impact Institute's IDH program, for which Soorty covers 1/3rd of the total program cost. The program is aimed at lowering our environmental impact by reducing annual energy consumption and cutting down production cost. Unit-9 became a pioneer from Soorty in regards to this achievement and highlighted Soorty's name in the textile industry.



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CORPORATE SOCIAL RESPONSIBILITY PROJECTS

PLANET PAWSitive VETERINARY CAMPS

(PHASE 1)



Considering that animal rights and welfare are a topic that often goes ignored, Soorty partnered with the Ayesha Chundrigar Foundation (ACF) Animal Rescue Services in September 2021, and launched phase one of our Planet PAWSitive campaign. The project included 12 veterinary care camps for the ill-treated animals residing in pet shops at Empress Market, and awareness sessions for pet shop owners to create further sensitization.



MANGROVE PLANTATION DRIVE - SOORTY FRI

Soorty has vowed to play its part in protecting natural vegetation and make efforts to preserve it. We partnered with WWF in 2021 to reseed the coastline and bring back the mangroves from the brink under our Soorty Forest Rescue Initiative (FRI).

35%

of the mangrove forests
are lost all over the world

**Pakistan hosts
7,800 km² of wetlands**

which protect the coastline
from urban flooding

MAIN THREATS



Salt-water
intrusion



Reduced silt &
Nutrient Flows



Pollution



Climate Change



Oil Spills



Urbanization



Our volunteers visited the WWF Wetland Center at Karachi's coastline to plant seeds and saplings. The first phase drew to a successful close in December 2021.

BEACH CLEANUP

Soorty organized a day-long beach clean-up drive for its staff from Cluster-1 in November, so they could not only engage with the environment but also learn from wildlife experts how irresponsible behavior such as land pollution has a grave impact on marine life.



13 million metric tons of plastic ends up in the ocean, each year

80% of all marine pollution is caused by human activities on land

As per a study, there will be more pollution in the oceans than fish by 2050

People with disabilities (PWD's) constitute **15%** of the world's population, most of them without access to basic facilities such as

Employment

Education

Healthcare

Accessibility

MONTH OF PRISM

Soorty has laid special emphasis on making its work environment inclusive in every regard, and celebrated the entire month of December as the Month of PRISM to commemorate the International Day of Persons with Disabilities (PwD's).

Too often PwD's are defined by their limitations rather than their strengths. Disability does not entail lack of ability.



UNDP has estimated that nearly **6.2%** of the Pakistanis have some form of **disability**



Human Rights Watch predicts that number to be higher, between **3.3 million** to **27 million**



The federal government currently has a **2%** job quota for **PWDs**

Soorty organized two events in December

UNIT-3

To honor the PWD's who were hired as they completed one year of employment at Soorty

The event was attended by all PwD hires, Soorty managers, supervisors and in charges and trainers from NOWPDP. They shared their experiences of working at Soorty, including informal discussions . Soorty also awarded prizes to celebrate this milestone.



UNIT-9

To honor the staff volunteers who made an effort to be more socially conscious.

The second event was conducted to appreciate the efforts made by volunteer staff in taking time out to learn a sign language course to be able to better interact with PwD's and create further sensitization at the factories.

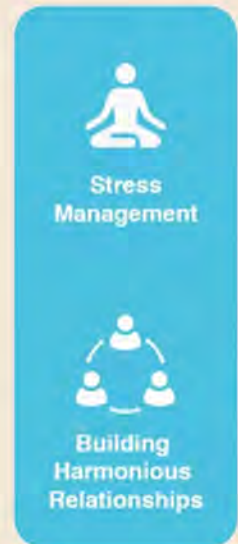
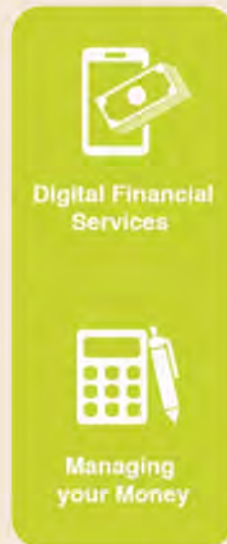
BSR[®] | HERproject[®]

ABOUT

Soorty CSR and the Systems and Compliance Department jointly piloted BSR's HERessentials program, an expansion of the HERproject, to equip our female workers with the skills necessary to thrive in this ever-changing, fast paced, digitized world.



MODULES



100 FACTORY WORKERS AND 30 MANAGERS
given training through

INTERACTIVE
GAMES

INTERACTIVE
VIDEOS

GUIDED
SESSIONS

PEER TO PEER
CONSULTATIONS

KDSP GOLF TOURNAMENT



Soorty

Enterprises

sponsored a corporate golf tournament in November, arranged by the Karachi Down Syndrome Program (KDSP) to support people with special needs. The fundraising event was held at Karachi Golf Course, where there were many high-profile people in attendance including celebrities, corporate businesspersons and military generals etc. Soorty also distributed exclusive denim tote bags as tokens of appreciation to the participants of the tournament.



SEWS PHASE 2

WITH UN WOMEN

Owing to our learnings from Phase-1 of the SEWS project and the unfortunate rise in cases of workplace harassment and other discriminatory practices in Pakistan, Soorty with the assistance and partnership of UN Women, launched Phase-2 of Soorty Enhancing Women's Services (SEWS) program in November. Gender Sensitivity trainings were conducted in Cluster-1 and Cluster-2 to empower the female staff and increase female inclusion at all levels. The project was aimed at initiating a conversation on how to identify and report problematic behaviors and inform working women of their rights via real-life simulations.

SOORTY
BENIMKIND



UN
WOMEN

COVID-19 VACCINATION DRIVE AT UNIT 8

Due to the rise of the COVID-19 pandemic, and the rapid spread of the disease, Soorty felt it necessary to get all our staff and workers vaccinated so they can be protected against the virus. Soorty Unit-8, though, went above and beyond by



continuing the vaccination drives, set up at the Mill, until the end of the year to make sure all the workers had easy access for the immunization process.





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TRAININGS

Internal



HR FOR NON HR MANAGER

An in-house training program “HR for Non-HR Managers” was arranged for employees, by the Soorty Executive Development Center (SEDC). It focused on general management functions as well as concepts of specific HR functions. Participants had a deeper understanding about the hiring process, staff trainings, evaluate performances and building employee relations.

ENGLISH LANGUAGE SKILLS FOR BEGINNERS

In today's world, multilingualism is becoming more and more important. Being able to speak a foreign language helps to make a real connection with people and to know more about diverse cultures, places and lifestyles.

Keeping in view staff English communication skills, Soorty Executive Development Center (SEDC) provided a platform for learning the English Language to those who are willing to become proficient in English in order to express themselves at work as well as in social life.



TECHNICAL & SOFT SKILLS TRAINING

PRE ASSESSMENT

To Identify how much knowledge workers already have before the training

POST ASSESSMENT

Effectiveness of the training was evaluated to make improvements in the courses and develop future training courses

COUNSELLING

Those who could not manage to retain the information based on a review and analysis conducted on the floor, were given counselling on the conduction of their behavior or poor work performance.

TRAININGS

Based on pre-assessment, the topics in which the workers lacked knowledge were emphasised to give a clearer idea of the goals

FLOOR ASSESSMENT

To assess whether workers are applying the skills they learnt on their work stations through small assignments

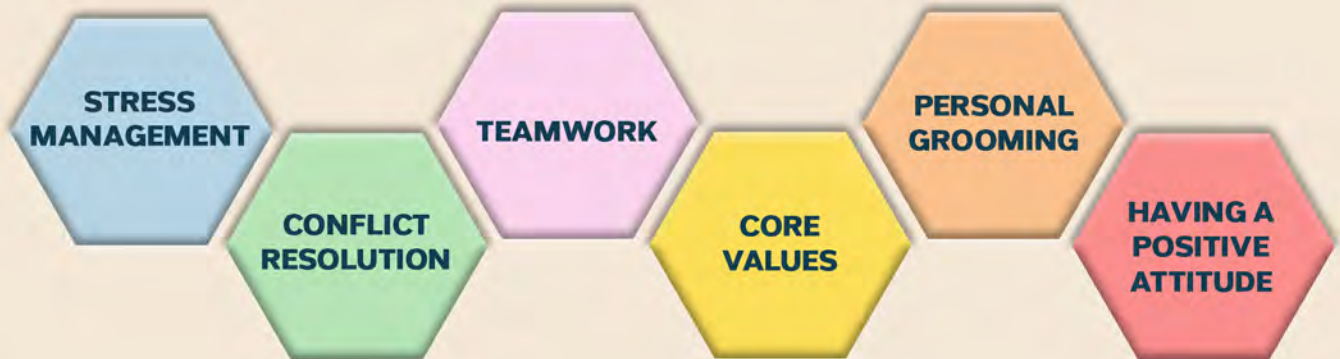
RETRAINING

Workers who secured a low grade on assignments were retained and finishing managers were informed on those particular cases



FINISHING & STITCHING

Internal Quality Department also conducted 16 technical and soft skills training for section chiefs, line in-charges of the stitching department at Unit-5/6 from November until the end of the year.



The trainings were conducted through self-developed and engaging activities to make the learning more interesting.



games,



poetry



theatrics

COUNSELLING AND APPRECIATION

Finishing checkers who were performing well and applying skills they learnt on their work stations were rewarded to increase motivation. The best checker in every line was awarded goody bags including chocolates every week, with cash prizes also distributed.

An award ceremony was organized at the end of the program with certificate distribution for all the participants.





4 APPRECIATION PROGRAMS

186 FINISHING CHECKERS

25 SESSIONS

16 TRAININGS

FINISHING FLOOR FOR LINE AND
PACKAGING INCHARGES

16 TRAININGS

STITCHING SECTION CHIEFS,
SUPERVISORS AND INCHARGES.



HEALTH & SAFETY CULTURE

Environment, Health and safety department conducted a series of training sessions at Unit-4 for supervisors and in-charges, for further dissemination of guidance to production workers, and developed a safety culture amongst employees to avoid risks and hazards. The employees were briefed on the importance of wearing Personal Protective Equipment (PPE) and taking necessary precautions to avoid incidents.



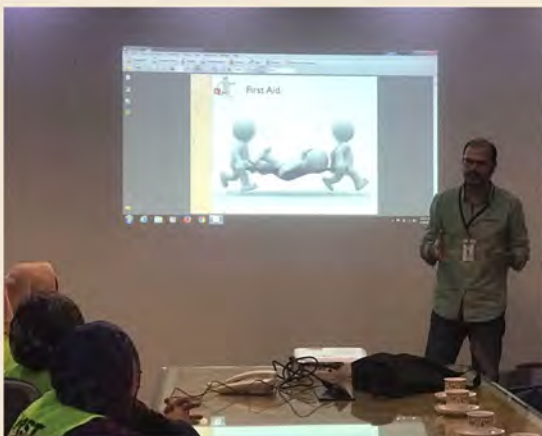
WORKER TECHNICAL TRAINING

The Process Control department in Unit-4 regularly gave technical trainings to ERT members on multiple processes like clockwise checking, classification of defects, the traffic light system at Soorty, the role of quality control, customer requirements etc. to make sure that there are no discrepancies in the production process.



FIRST AID

The Fire & Safety Department at Unit-4 also gave basic first aid training to ERT members as the work in any technical department is very volatile. To ensure a prompt response in case of an emergency, the manager guided the workers on what Cardiopulmonary Resuscitation (CPR) is, exactly, and informed what the duty of a first aid-er would be in such a case.



FIRE AND SAFETY



It is extremely essential in any manufacturing industry to ensure fire and safety measures to avoid the risk of hazards. For this reason, Unit-4's Fire and Safety department also conducted trainings for ERT members, also given by the Deputy manager and gave a basic course on firefighting. In addition, they were also brief on the different types of fires that can occur in a given setting and consequently, how to rescue someone who might get trapped in the fire. They were also shown how to use different fire extinguishers in such a case and were offered safety tips to protect themselves. The role of the fire warden, identification of all types of fire extinguishers and its prevention was also explained so they are better able to cope with an emergency situation.



S SAFETY AND SECURITY

The General Manager at Unit-4, Mr. Humayun Khan, also gave a training session, organized in collaboration with the Systems & Compliance Department, on factory security, including the working of CCTV cameras in the facility, and the job descriptions of different security personnel such as security guards etc. They were informed on the Standards Of Procedure of the seal department and the importance of the fire team assembled in the factory.



CONFINED SPACE SAFETY AND RISK ASSESSMENT



Fire and Safety Department at Unit-13 conducted a workshop on Hazard Identification and Risk Assessment to create awareness regarding safety in confined spaces, chemical management safety and CPR training to avoid occupational incidents. Employees from different departments attended the workshop including compliance, production and administration. The participants were briefed on how to identify and assess risk in a given area, including internal and external sources of hazard, and its management such as implementing control measures.





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TRAININGS

External



BSR[®] | HERproject[®]

Soorty, in collaboration with the Business Social Responsibility (BSR) and Empowerment thru Creative Integration (ECI) conducted virtual ToT training sessions on how to disseminate information to project participants. The project is being implemented at Soorty's Unit 2/3 – Cluster 2, led by Soorty's CSR Department with oversight and support provided by the Systems and Compliance Department.

SESSION 1

On December 6th 2022, the first virtual session was conducted by ECI with the HERessentials management team in Soorty Enterprises. The agenda of the meeting was to provide understanding of the project and relationship between the BSR, ECI, Soorty Enterprises and Brand. Further discussion revolved around the application's functionality, training modules, roles and responsibilities of the management team, Peer Champions and Peer Educators, and the timeline of the project.





SESSION 2

On December 8th 2022, another virtual session was conducted with Peer Champions, in this session they were briefed on why they have been chosen as Peer Champions and what their responsibilities are towards the groups.



GENDER SENSITIVITY

Trainings

The first batch of the Gender Sensitivity training by UN Women Pakistan under our SEWS program was conducted in Cluster-1 Unit-2. The three-day long training took place in November with participants from Unit-4, Unit-7 and Unit-9.



The training is being implemented by Soorty's CSR Department with course curriculum developed by UN Women. This covers essential topics such as creating gender sensitization in the workplace, an introductory course of female reproductive health, financial inclusion of women, cases of domestic abuse and how to identify behaviors that include, or could lead up to it, and work place harassment. The participants were guided on how to identify situations that constitute as harassment and inappropriate behaviors. Furthermore, they were also guided on the different avenues they can access if faced with an incident and its reporting process. The training was conducted in an interactive way including male participants, who roleplayed real-life situations.



SOORTY ORGANIC COTTON INITIATIVE

ON-FIELD TRAINING

Soorty CSR team, in collaboration with WWF conducted agricultural training for farmers selected for the Soorty Organic Cotton Initiative (SOOCI). Through the project, 477 training sessions were organized with the WWF management on various topics such as weed and pest control practices, clean picking and safe storage, the preparation and usage of bio-pesticides and bio-fertilizers, the organic cotton standards set by Control Union Sri Lanka, crop data collection and other best practices. A total of 723 farmers participated in the trainings so they can be better equipped to accurately work on the transition from GMO to non-GMO cotton production.



APPAREL IMPACT INSTITUTE IDH PROGRAM

Soorty Unit-9 was selected as a participant for trainings conducted by Apparel Impact Institute's IDH Clean by Design Program, and its nominated consultant, Green Energy Associates; a leading program that provides analysis, expert insight, technical assistance and training to businesses like Soorty. Green Energy Associates also provided training on the program guidelines before the project was initiated. The program was focused measuring, improving and sustaining key practices that not only creates better efficiency but also saves cost and lowers our environmental impact and work towards better environmental regulation. The program also helped us strengthen bonds with other brands working on sustainable best practices.



SOCIETY OF DYERS AND COLORISTS (SDC)

SDC CERTIFICATION IN ISO COLOR FASTNESS

An external program by the Society of Dyers and Colorists (SDC), aligned by SEDC, was organized by and held at SGS Pakistan in November. This was a two-day training course attended by our Denim staff, where the participants obtained a deeper understanding about color fastness development, international standards of fabric stability, testing procedures and testing standards which covered light fastness, washing fastness, water fastness, perspiration fastness, rubbing fastness, dimensional stability of fabric and print durability. The participants also received the certificate of competence and appreciation by the end of the training.



STRATEGIC ENERGY MANAGEMENT



SEDC aligned another training program in December called Strategic Energy Management, which was attended by Soorty Denim and Spinning staff. The two-day session was hosted by Business Partnerz at Karachi Marriott Hotel, and guided the participants on how to strategically and holistically analyze energy management, and familiarize themselves with energy management cycle and its components. In addition, they were also taught how to avoid energy efficiency fines, identify cost saving opportunities, improve on carbon emission and drive down energy cost.





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EVENTS

INDEPENDENCE DAY

To celebrate the national Independence Day on 14th August, all facilities across the Soorty group had a cake cutting ceremony and decorated the premises with celebratory lights and decoration at every unit, in partnership with support from the Corp. Comms. Department.

Unit-9 however went beyond the ordinary and carried out an event where they gave out prizes, including motor bikes, home appliances and cash prizes etc. in the form of a lucky draw, under the supervision of Cluster-1's COO, Mr. Muhammad Qaiser. They also distributed shields and certificates to the employees for appreciation.





14TH AUGUST *Celebrations*



BEST PERFORMANCE AWARDS



Unit-4 has made great efforts to appreciate their employees hard work and had a Best Performance Award ceremony based on quality, production and compliance at their unit, and distributed prizes such as home appliances to the workers.

16 DAYS OF ACTIVISM

Violence against women is one of the most recurring health and safety problems in the world. To help end violence against women and start a dialogue on women's rights, Soorty Enterprises held a panel discussion at Unit-5/6 on 25th November, organized by the HSE & Climate



Action Department in partnership with Central HR, to discuss the sensitivity of this topic.

Multiple panelists including activist and founder of Tehreek-e-Niswan, Ms. Sheema Kirmani, journalist Ms. Afia Salam, lawyer Ms. Nighat Naseer, model and businessperson, Ms. Nadia Hussain, lawyer and PBC representative Ms. Anam Khan, and religious scholar Dr. Ejaz Ahmed were all invited to talk about eliminating this vice from society. The talk went live on our social media platforms and was attended by top management and employees.





WATER CONSERVATION DAY ACTIVITY

Pakistan has been deemed as one of the most water-stressed countries in the world, as the International Monetary Fund (IMF) predicted that the country might face “absolute water scarcity” in less than two decades. Soorty Denim Mill Unit-8 carried out an awareness campaign on Water Conservation Day with volunteers from across the Soorty group to create awareness on the importance of responsible use and conservation of water.

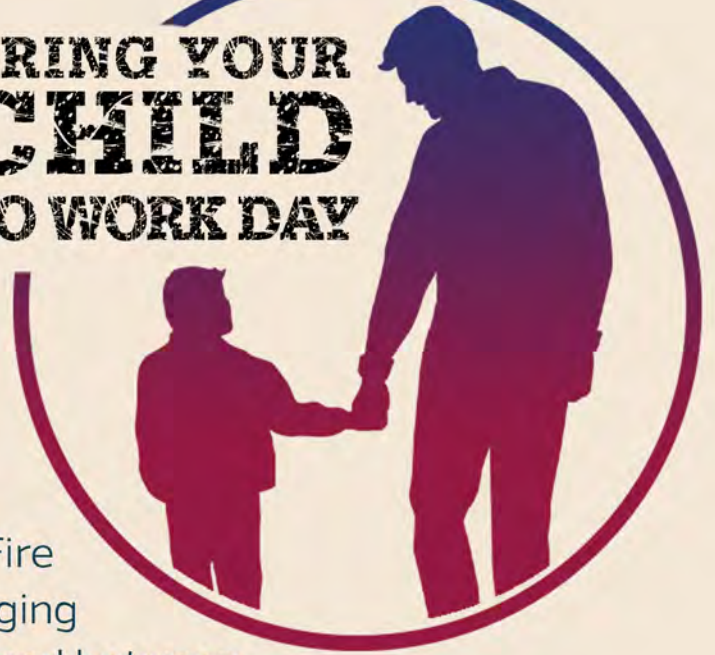


They conducted a campaign where they went to local communities residing in nearby areas of Landhi and worker housing, including but not limited to school teachers, students, shopkeepers and families, and distributed pamphlets, and verbal information on best utility to create further sensitization on the subject.



HR EVENTS

BRING YOUR CHILD TO WORK DAY



A full day event was planned for group wide employees' children (Grade 2H & above) as a way to help them understand the importance of Fire Safety and Sustainability. A fun, engaging and interactive session for children aged between 10- 16 years, was designed to teach them how they can play an active part to make themselves and the surrounding safer. One visit at Unit-5/6 was organized in October, while the other visit at Unit-2 took place in November.



Children were given training sessions on “Fire Safety & Sustainability”. These trainings were specially designed to help children inculcate the right habits at an early age. Engaging and informative, yet fun filled approach motivated them to care about themselves and their surrounding while encouraging them to share the same passion with their families and friends. Furthermore, by spending the day at work with their families, they also understood the purpose of their education and foster career aspirations.

NED UNIVERSITY VISIT



NED University students enrolled in Energy and Environment courses visited the Spinning Unit on November 11th. They had a classroom session of the theory behind the Spinning process; afterwards they were taken to floor to see its practical implementation.





CRICKET TOURNAMENT



CSR EVENTS

SOORTY LIFE LINE **BLOOD DRIVE UNIT 5/6**



One unit of blood donation can save up to three lives.

A blood camp, in collaboration with Jinnah Post Graduate and Medical Centre (JPMC) was organized at Unit-5/6 on the 4th of September for all employees. Our selfless employees volunteered to donate blood and almost 80 units of blood were collected by the end of the day.

SOORTY LIFE LINE **BLOOD DRIVE UNIT 10**

Soorty CSR conducted another blood drive on 18th September, this time with Indus Hospital at Unit-10. The blood drive was a huge success as the organization managed to collect 163 units of blood from our amazing donors at Unit-10.



BREAST CANCER AWARENESS

PINKTOBER



1 IN 9 WOMEN

25% of all cancer cases in Pakistani women are that of breast cancer.

it is estimated that over **90,000** breast cancer cases are reported every year, out of which **40,000** die yearly due to late detection

Due to the severity of the disease, Soorty pledged to have a month-long campaign on breast cancer awareness at every unit.

Soorty joined hands with multiple organizations and held seminars at **Unit-2, Unit-4, Unit-5/6, Unit-7, Unit 10 and Unit-14**, and a virtual session at **Unit-8** for all female employees.



The seminars were followed by Q/A sessions to create further awareness amongst the women.

LIVE

Live broadcasting across all factory units.

The participants were instructed on early detection techniques including regular self-examination and encouraged to get annual mammograms, as well as maintaining a healthy lifestyle, and taking other preventative measures.



MENTAL HEALTH DAY

Due to the social stigmas and misconceptions around genetic condition Down Syndrome, Soorty CSR in partnership with Karachi Down Syndrome Program (KDSP), organized awareness sessions on World Mental Health Day falling on 10th October, 2021, at

Unit-2/3

Unit-5/6

The session was focused on the mental health impacts of the genetic condition, while addressing the misconceptions around it.

The participants were encouraged to celebrate people with Down Syndrome, and given awareness on how we can lend support so as to not shun them from society.

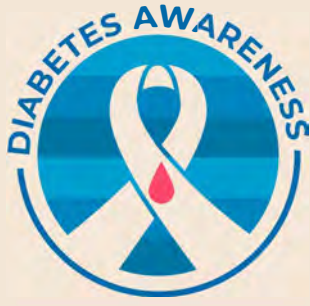


1 in 300 babies in Pakistan are diagnosed with Down syndrome

80% of children with Down Syndrome are born to women under **35 years** of age

Life expectancy of people with Down Syndrome has increased to **60 years** of age, from 25 in 1983.





DIABETES AWARENESS

Pakistan has been ranked 3rd in the world for the prevalence of diabetes with 33 million people living with the disease in the country without taking appropriate care of themselves. For this reason, Soorty conducted an awareness session at Unit-2/3 on World Diabetes Day, in collaboration with Patients Aid Foundation JPMC and JSMU.



Associate Professor of Medicine at JPMC, Dr. Zeeshan Ali, addressed the audience and explained the different types of diabetes prevalent within the population, including its impact on different body organs.





UPDATES

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

PURCHASING OF FIRE ENGINE UNIT-8

Unit-8 took many measures to make the Denim Mill safer for their employees. In August, they purchased a fire tender to be kept ready at the premises at all times to ensure safety of not just the employees but also the assets at state-of-the-art denim mill.



CHILD-CARE FACILITY UNIT-8

Another addition to the Denim Mill Unit-8 includes a child-care facility, made especially for the female staff to create further inclusion and increase accessibility at the factory. The daycare, expanded in November, not only serves as a place where the workers can take care of their children, but also a place to rest.



SOCI HARVEST

In an effort to create more sustainable and regenerative practices, Soorty Organic Cotton Initiative (SOCI) with its partnership of WWF, Organic Cotton Accelerator (OCA) and the Department for Agricultural Extension – Government of Balochistan, finally enjoyed the fruits of their hard work between the months of September-November 2021. 5,040 Metric Tonnes of In Conversion (IC-1) cotton was harvested from Khuzdar and is now available for Soorty's use.

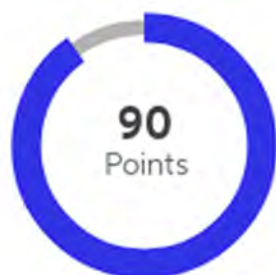




2021

VERIFIED

HIGG FACILITY ENVIRONMENTAL MODULE



SOORTY ENTERPRISES PRIVATE
LIMITED (DENIM DIVISION)



HIGG INDEX AUDIT REPORT

To assess safe and fair social and labor conditions of workers, the Sustainable Apparel Coalition (SAC) uses the HIGG Index to conduct an audit report, in which Denim Mill Unit-8 emerged as a top scorer with a score of 90.2 points. The HIGG Facility aims to promote and improve working conditions, and is a tool that standardizes the assessment of the social impact of facilities around the world

COMPOSTING

Another great initiative taken by Soorty Denim Unit-8 is converting organic waste into organic manure through the process of composting. A composting facility, in collaboration with Environment and sustainability team of Unit-8, was installed in December near the garden area to create awareness on waste treatment and waste separation, amongst staff and workers. The compost was used as fertilizer for the farm, creating synergy.

FSLM STEP-2 VERIFICATION

In addition, Denim Unit-8 also achieved the step-2 verification of The HIGG Facility Social and Labor Module (FSLM) and connected it with the Social and Labor Convergence Program (SLCP), to help shift the industry towards convergence instead of a propriety assessment. The FSLM assesses multiple factors to determine scores, including recruitment and hiring, working hours, wages and benefits, employee treatment, employee involvement, health and safety, termination process, management systems and empowerment of people and different communities.



INSTALLATION OF INDIGO PLANT - UNIT-13

Based on the environmental and social criteria set by Global Organic Textile Standard (GOTS), Soorty Unit-13 installed the smart Indigo plant to shift to environmentally friendly chemical usage, as approved by the Institute for Ethical and Environmental Certification (GOTS-ICEA-05-151).





BIOMASS AS FUEL - UNIT-13

To reduce their carbon footprint, Unit-13 also shifted from coal to Biomass as a fuel for their coal boiler power plant.

INSTALLATION OF WASTE HEAT RECOVERY PLANT

Unit-13 has continuously strived to make their practices more sustainable and installed the WHR plant last year, that not only conserves energy but also utilizes wasted heat energy emitted from the power generation generator, further reducing their carbon footprint.



LABORATORY ACCREDITATION CERTIFICATE

Unit-5/6 made striking efforts to enhance Soorty's product Integrity and got our In-house laboratory accredited through an audit conducted by C&A, ESPIRIT, and JC Penney.

The Certificate of Accreditation is testament to its competency of testing – meeting all prerequisites of an exceptional, internationally – recognized certified laboratory such as offering adequate testing parameters, valid methods and professionally qualified personnel.

The advantages of obtaining this certification are cost abatement and increasing efficiency, as we won't have to send our products for third-party testing.





**WELCOME
ONBOARD**





ARSHAD SIDDIQI

Manager Sustainable Material Sourcing



GUL KHAN

Manager Cutting



MAJOR SYED ABDUL WAHID

Manager Security



MOHAMMAD USAMA

Manager Internal Audit & Systems

SHAKAIB IFTIKHAR

Manager Marketing & Merchandising



OVAIS UR REHMAN

Manager Finishing



RASHID ABRAR

Accounts Manager

UZMA NAZ

Manager CAD & Cutting



SYED ASIF IQBAL

Manager General Maintenance



soortyenterprisesofficial