

CONTINUED COMMITMENT

SUSTAINABILITY DISCLOSURE 2025

This report highlights the impact we have made in fulfilling our commitment to the planet and its people.



AZGARD9

ANGGARDS



OVER 12 YEARS OF EXCELLENCE

OUR COMMITMENT

Our commitment to sustainability has been acknowledged by leading global accreditation bodies, proving our leadership in eco-friendly practices. This commitment is integral to our design principles, where our state-of-the-art technology guarantees that every product, we manufacture, is optimized for water efficiency, energy reduction and use of recycled materials. The impact of our efforts extends beyond environmental benefits, as we prioritize the well-being of planet, the quality of products and the welfare of people.

OUR MISSION

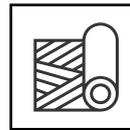
Our goal is to become a zero waste and carbon neutral company by 2030. We intend to recycle all our industrial waste and offset the total CO₂ emissions from the facility.

OUR CAPACITIES



YARN

15K ton/year



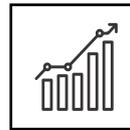
FABRIC

42 million meters/year



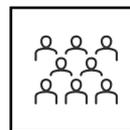
GARMENT

13 million pcs/year



TURNOVER

\$145 million



EMPLOYEES

8310

WE ARE A WORLD LEADING

MANUFACTURER

ESTABLISHING THE STANDARDS THAT OTHERS ASPIRE TO

SUSTAINABILITY APPROACH

Our approach to main stream sustainability is focused on **Planet**, **Product** and **People**.

3 P S'

PLANET

More than **50%** reduction in water consumption

PRODUCT

Upto **60%** recycled materials content

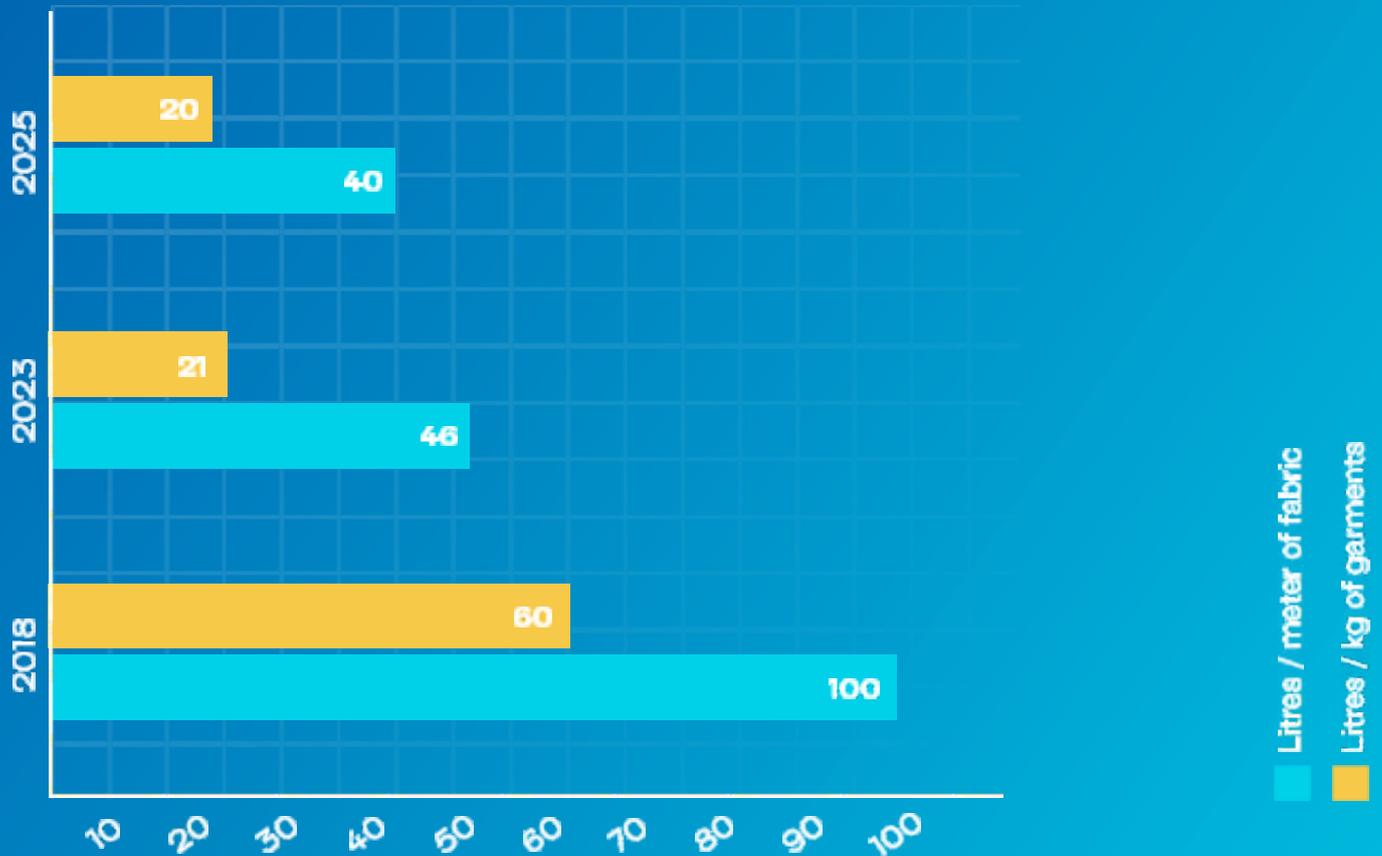
PEOPLE

Well Being : Social, Professional and Environmental

We continue to meet the highest level of sustainable productions standard by **OEKO TEX STeP**

WATER STEWARDSHIP

We are taking proactive measures to minimise the water consumption in producing fabrics and garments.



OVER **50%** REDUCTION IN WATER CONSUMPTION



One of the lowest water consumption in the industry acknowledged by "GREEN TO WEAR"

RENEWABLE

THE WAY FORWARD

2.5 MW

SOLAR ENERGY

ENVIRONMENTAL BENEFITS (Annually)



732
TONS
COAL SAVED



886
TONS
CO₂ REDUCED



1,212
EQUIVALENT
TREES PLANTED

99%

of Thermal Energy
from Renewable
Sources

Delivering and moving
ahead of our commitment

CHEMICALS & WASTE MANAGEMENT

CHEMICALS



Ranked among top 3% manufacturers globally. 100% of our chemicals comply with the top level of ZDHC - Level 3.

CHEMISTRY



Using REACH & BlueSign approved chemistry. Our products meet RSL & MRSL requirements of the customers worldwide.

EFFLUENT QUALITY



Target achieved for Aspirational level before 2025. Our ultimate goal is to achieve ZERO liquid discharge by 2030.

WE ARE ESTABLISHING THE STANDARDS THAT OTHERS ASPIRE TO.

GLOBALLY RECOGNISED

Our achievements have been acknowledged by globally renowned third-party accrediting bodies.

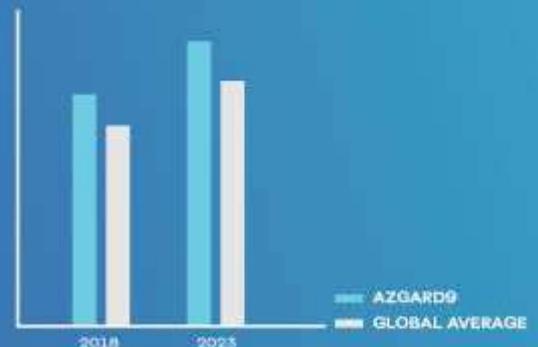


ACHIEVED THE HIGHEST LEVEL (3)

First in Pakistan to be entitled for "CARE FOR WATER" & "CARE FOR PLANET"



FAR AHEAD OF GLOBAL AVERAGE.



COMMITTED TO MAINTAINING A LEADING POSITION, GLOBALLY

TRADEMARKS

Industry Leading Innovations

ORBIT

Solution-based recycling of textile waste using RENEWCELL fibers.



RGEN9

Made from regenerative cotton.



REVIVE

Recycled fibres from post consumer and industrial waste.



DENIM9

100% Bio-degradable Jeans.



EVER FIT

A shape memory denim. engineered for the best fit.



AMBI CLEAR

Energy efficient. zero salt, zero steam dyeing technology.



ARCANE

Denim free from the elastane slippage.



COMMITMENT
DELIVERED

TRADEMARKS
TRADEMARKS
TRADEMARKS



Our Denim 9.0™ collection is carefully crafted to ensure its longevity and recyclability. Every detail, from the fabric to the linings and patches, is designed with recyclability in mind.



THE GLOBAL STANDARD FOR RECYCLABLE PRODUCTS

REVIVE™

State-of-the-art process for recycling post-industrial and post-consumer cotton waste. We are producing high-quality materials that the industry could use to create new yarns and fabrics.

PRODUCT OFFERINGS



YARNS

Upto 60% recycled content



FABRICS

Upto 30% recycled content



GARMENTS

Upto 30% recycled material



RECYCLED POLYESTER

Through collaboration we offer recycled polyester with embedded translucent tracer

PIONEER IN CIRCULAR FASHION TECHNOLOGY

C · O₂ · A · T

WE WON GOLD

WORLD'S FIRST DENIM COMPANY TO WIN GOLD

(In creative design category at Cannes Lions international festival of creativity)

GARMENT OF THE FUTURE

"A living, breathing piece of clothing that produces oxygen"

GLOBAL ACCREDITATIONS

Our commitment to maintaining the highest levels of quality and excellence.



GLOBAL PARTNERSHIPS



ACHIEVING EXCELLENCE AND DRIVING PROGRESS IN ALL THAT WE DO.

INTERNATIONAL CUSTOMERS

MELON
FASHION GROUP

ZARA

PULL&BEAR

LANDS' END

Stradivarius

MUSTANG®

ONLY

NEW YORKER

MANGO

LPP

next

ICHI

TALLY WEIJL

CALZEDONIA

FASHION NOVA

TAKKO
FASHION

LA HALLE

O°STIN

LIBERTO

GJ
GLORIA JEANS

AÉROPOSTALE

BLEND

Ernsting's family

M O H I T O

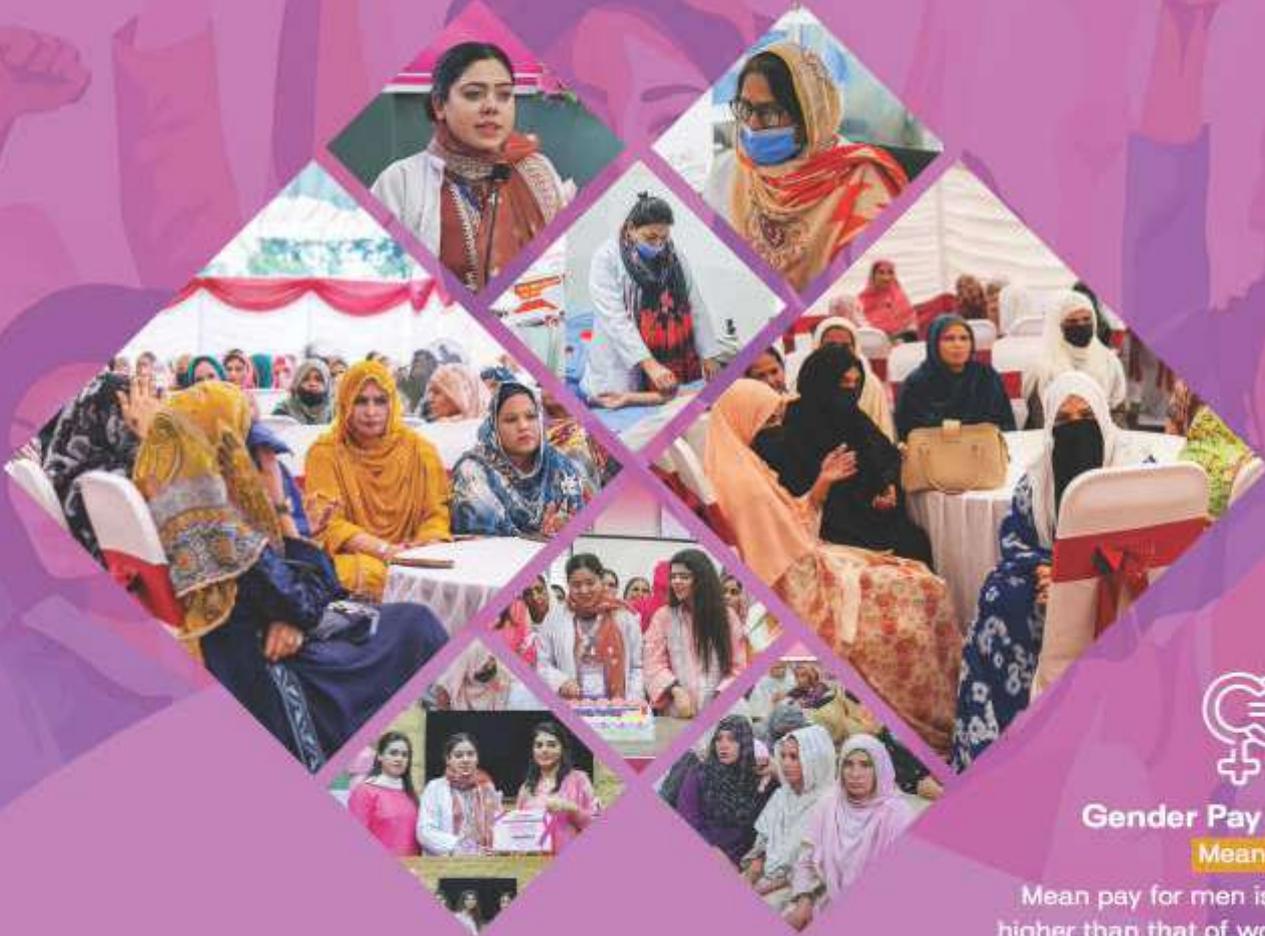
MEDICINE

TIFFOSI

fransa®

RESERVED

WOMEN EMPOWERMENT



Gender Pay Gap

Mean Gap

Mean pay for men is 17% higher than that of women.

Median Gap

Median pay for men is 41% higher than that of women.

WELFARE COMMUNITY CENTRE

We established a community welfare center with a dedicated focus on empowering women. This center offers free operational training opportunities, equipping women with the tools they need to succeed.

Our mission goes beyond skill-building; we are committed to fostering an environment where:

- Honesty is paramount
- Self-esteem is nurtured
- Mentorship is encouraged
- Every individual's worth is recognized
- Girls remain in school
- Negativity is challenged
- Injustice is confronted
- Female colleagues are fully supported

SUSTAINABILITY CHALLENGES AND CONTROL MEASURES

The Company commits to a comprehensive sustainability strategy aligned with global best practices and regulatory requirements. The Company has outlined its priorities, actionable targets, governance frameworks, and key initiatives to drive environmental stewardship, social responsibility, governance and economic resilience. The Board has assigned sustainability related responsibilities to Human Resource and Remuneration Committee.

The Company's sustainability challenge identifies and addresses principal risks. The Company conducts regular reviews and performance assessments to evaluate the financial and operational impacts of the risks.



The Company has defined specific goals/targets and action plan for managing environment related risks: water reduction through machine and process upgrades; wastewater recycling improvement; carbon footprint reduction via solar, biomass, and energy-efficient equipment; chemical reduction using eco-friendly alternatives; enhanced waste recycling; and health and safety improvements through training and risk management. Progress is monitored to ensure accountability and effective implementation. Real-time data is monitored through properly designed evaluation sheets. ANL aligns its sustainability strategy with the UN SDGs to contribute to broader climate action. Operational optimization is driven by material innovation (natural Indigo development) and implementation of POWER BI to analyze and report real time manufacturing highlighting areas requiring intervention for better productivity and efficiency. Customer collaboration is made by hosting annual visits and supplier assessment is conducted by onsite evaluations for local and virtual for international suppliers. Stakeholder feedback is regularly gathered through different forums and integrated into sustainability planning. Sustainability initiatives also lead to manage/mitigate risks including customers and stakeholders trust and reputation as well as reduced financial costs.



The Company's CSR encompasses economic, legal, ethical and philanthropic responsibilities and ensure that the activities leave a perceptible impact on the lives of target beneficiaries. ANL considers employees as its assets and is committed to provide best possible employment conditions and working environment. The Company is committed to contribute to the health and wellbeing of the local community and employees. CSR activities include medical camps, vocational trainings, distribution of general food items in local community, educational camps, plantation, environment protection campaigns like 'go plastic free', 'conserve water' and celebrations like Christmas, Independence Day, Women's Day, Eids, etc. Diversity, Equity and Inclusion (DE&I) is also considered as social obligation and measures are taken to promote DE&I that are disclosed in this report. All these initiatives effectively manage/mitigate the relevant risks including stakeholders'/customers' trust and reputation.



Governance is also top priority at ANL that includes board quality, independence, and accountability; and the board's oversight of strategy, risk management, performance and disclosure including sustainability. The Company is committed to strengthen ethical frameworks, internal controls, corporate governance structures, ensure regulatory compliance, and transparency in reporting and operations. Best efforts are made to effectively collaborate with stakeholders' including shareholders and regulators. These initiatives help in managing/mitigating relevant risks including stakeholders' trust, regulatory actions and reputation.

DIVERSITY, EQUITY AND INCLUSION MEASURES

The Company believes that diversity, equity and inclusion (DE&I) is a cornerstone of a just and progressive society. Yet, women face systemic barriers that hinder their full participation in education, employment, leadership, and community life. Promoting their inclusion is not only a social responsibility, but it is a strategic imperative for equitable and sustainable development. Further, differently abled are also important part of our society and require equal opportunities for education, employment and social inclusion.

To ensure measurable impact and sustainable outcomes, ANL has taken certain measures including but not limited to:

Vocational and on-the-job training programs for girls, widows, and women from underserved communities.

Development of mentorship networks and leadership pipelines to empower female role models from marginalized backgrounds.

Facilitation including job placement, career growth, meals & refreshments, pink bus service, safe and better workplace, health & wellness support, placement of female security guards, dedicated washrooms & prayer area, day-care, etc. and for differently abled facilities like ramps, easy walkways, etc.

Collaborations with training centers, local NGOs, & notables to upskill female workers and promote mindset change and community support.

Enforcement of gender-sensitive policies and affirmative actions to ensure representation in governance and employment.



MOMENTS AT AZGARD9

People at the heart of our community



CELEBRATIONS



CHRISTMAS DAY

INDEPENDENCE DAY



IFTAR DINNER

EXCELLENCE RECOGNITION



EXIBITIONS

HAJJ LUCKY DRAW



CUSTOMER CENTRIC



AZGARD 9 X UNIVERSITIES JOB FAIR



WOMEN'S DAY



HUMAN CAPITAL DEVELOPMENT



GO PLASTIC FREE

PLANTATION DRIVE



SUBSIDIZED FOOD



TRANSPORT FACILITY



DORMITORIES

AZGARD9



For any inquiries regarding this report please reach out to us at
info@azgard9.com
We appreciate your feedback.
Thank you.