



SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY (CSR)

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Sustainability and Corporate Social Responsibility (CSR)

Board’s Statement on Corporate Social Responsibility

Making a difference in society as an ethical corporate citizen is an objective we value strongly. We want to have a positive and long-lasting impact on people's lives while maintaining a strong focus on the goal of sustainable development. For many years, Social Responsibility has been at the heart of our operations and decision-making, and it is essential to our future.

At TTML, we keep looking for strategies to use water more efficiently, emit less contaminants, expand employee welfare, reduce emissions even more, and adopt a model that is circular. To serve our people and communities and provide them with the support they require, we must use our voice and resources.

On the product front, we have focused on sustainable products and processes. Increasingly we offer products made from sustainable fibers like Organic Cotton, Better Cotton Initiative (BCI) and Cotton made in Africa (CMiA) cotton and Recycled fibers. Our products are environmentally friendly, being made of certified fibers. The company is certified by OEKO Tex, Global Organic Textile Standard (GOTS), Organic Content Standard (OCS) and Regenagri which prescribes standards for the processing of fibers from certified organic agriculture. The Company is also certified by the Global Recycled Standard (GRS) and Recycled Claim Standard for the use of recycled fibers.

We have employed our efforts in CSR to connect with communities, comprehend their needs, and act as responsible corporate citizens. As part of our efforts to support community development initiatives, we provide well-maintained, safe, and secure facility for female staff in all manufacturing units fostering diversity in our workforce, actively conducting adult literacy program for underprivileged workers, encourage the education of children of employees and near-by underprivileged children through TCF campus collaboration, sponsor higher education to deserving students, setup free medical camps and blood donation drives and establish free Heat relief facility to combat heat wave during the year.

As per our “Go-Green” energy initiatives, the Company has already installed 4.4 MW solar power plant for consumption of renewable power while further extension of 3.7 MW solar plant is in process. Whereas several tree plantation drives were conducted during the year. At the employee’s level, we considerably ensure the health and safety of our employees and encourage hiring employees on permanent basis.

Our CSR focus areas are:

- Education
- Healthcare
- Environment
- Community well-being

Board’s statement on Sustainability Reporting

The company has consistently taken steps towards sustainability in the past, and the most recent updates to the disclosure requirements are a reflection of our convictions regarding the longevity of the environment in which we live. We are aware that the communities residing nearby and the environment we live in are fundamental to the accomplishment of our strategic objective. The sustainability report demonstrates our commitment to and strategy for sustainability in the areas of *Environment, Employees, Production, and Community*. We already had an explicit objective for our sustainability work: to make sustainability a fundamental principle of how we conduct business. We are aware of how important it is to safeguard the environment, empower people, and foster industry transparency while creating an ethical business. These subjects are not only close to our hearts, but they also play a significant role in our business perspective.

With this report, we are placing more emphasis on impact, determination, and transparency in our operations and public reporting. When it comes to sustainability, we mean preserving nature for future generations while utilizing resources without harming humanity. We follow a business geared toward value creation while also acting ethically and adhering to sustainability in all of our business activities.

Status of SECP Adoption of CSR Guidelines

Community welfare and sustainable business practices have always been prioritized by the company. The Company has an approved CSR Policy in place for this reason, and every year, the company undertakes a large number of CSR initiatives as per the aforesaid policy for the betterment of society. As per the company’s approved CSR policy, the Company is to earmark an amount to be donated during the year which will be 3% of last year’s profit after tax (PAT) whereas, the maximum limit/ceiling of disbursement of the donation is up to Rs.100 million.

A proactive and explicitly defined CSR program boosts a company's reputation and customer loyalty, which subsequently improves its potential to attract qualified personnel and promoting greater employee engagement. To ensure that CSR values are applied in their true spirit, the Company consistently focuses on the regulatory standards for adoption of CSR related practices:

- CSR Policy is approved by the Board along with approval of CSR budget every year.
- The Board is updated on a quarterly basis regarding the CSR activities carried out.
- Incorporation of CSR goals, objectives, and targets embedded into business objectives and strategy.
- Highlighting the importance of CSR activities to the employees for their contribution to society.
- Incorporation of CSR related KPIs of the relevant department thereby ensuring that these are part of the business strategy.
- Disclosure and reporting of CSR achievements.

Chairman’s Statement on Company’s Sustainable Practices

The sustainability report outlines how sustainability serves as the foundation of our corporate strategy while maximizing growth and protecting the environment.

Our sustainability strategy takes into account the consequences of our activities and the value chain partners on the social, economic, and environmental fronts. The Company maintained its firm commitment to a sustainable future, which not only ensures our continued prosperity but also has a positive effect on the planet, despite the challenging business circumstances.

We are dedicated to maintaining these values that are beneficial to society, our stakeholders, and the communities we serve as we go forward. Emerging challenges call for an innovative solution. Due to this, we are undergoing a transformational journey in which we are including sustainability in every aspect of our business operations and promote social inclusiveness, diversity, and equality both within and across our supply chain. The company focuses on Health, Safety, and Environment (HSE) and implements the latest techniques to comply with environmental protection and occupational health and safety standards.

We are confident that the company will set the pace on this path to a sustainable future. We look forward to creating a bright future for the country and make a positive contribution to a thriving world by remaining devoted to our beliefs, overcoming the challenges, and grasping the possibilities that come along with it.



SUSTAINABILITY-RELATED RISK AND OPPORTUNITIES

RISK

Energy consumption and greenhouse gas emissions	HFO and Gas usage for energy production contributes to increased GHG Emission which directly contribute to environmental challenges
Raw material and inputs sourcing	Sourcing value chain may be linked to forced labor, child labor, or environmental degradation
Waste management	Improper handling and disposal of chemicals/hazardous waste can harm workers and the environment
Worker safety and labor practices	Risks related to worker safety due to absence of adequate safety system
Regulatory compliance	Non-compliance with changing environmental, social, and governance (ESG) regulations can result in fines, reputational damage, and legal liabilities

OPPORTUNITIES

Net-Zero Target	Regular ESG reporting can enhance a company's brand reputation and transparency, ultimately increasing its value. As company strive for Net-Zero targets, it shall prioritize partnerships with suppliers who demonstrate minimal environmental impact, driving business growth and opportunities for those who lead in sustainability
Renewable energy integration	Transitioning to solar or wind power can reduce energy costs and environmental impact
Sustainable cotton sourcing	Adopting sustainable cotton standards, like organic cotton, can enhance brand reputation and reduce environmental impact
Recycling and upcycling	Exploring opportunities to recycle or upcycle textile waste can reduce waste disposal costs and generate new revenue streams

Compliance with international standards	Achieving certifications like ISO 9001, ISO 14001, & ISO 45001 can improve brand reputation and help accessing international markets
Sustainable product innovation	Developing products with eco-friendly materials, designs, or functionalities can enhance brand reputation and attract premium prices

CLIMATE-RELATED RISK AND OPPORTUNITIES

RISK

Extreme weather events	Floods, heatwaves, and storms disrupting supply chains, damaging infrastructure, and impacting production
Temperature and precipitation changes	Altering cotton crop yields, quality, and timing, affecting raw material availability
Energy price volatility	Fluctuations in energy costs impacting production expenses and profitability

Regulatory compliance	Stringent climate regulations requiring investments in new technologies, processes, and reporting
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OPPORTUNITIES

Circular business models	Embracing circular economy principles through textile recycling, upcycling, or product design innovations
Carbon offsetting	Investing in renewable energy or carbon offsetting projects to reduce emissions and enhance reputation, declaring Net Zero targets which will help in becoming part of global supply chain, and help attracting more business opportunities
Export market opportunities	Capitalizing on growing global demand for sustainable textiles and climate-resilient products



In TTML, sustainability spans the social, economic, and environmental spheres. The company is dedicated in promoting wellness for all and undergoing continuous improvement. The Sustainable Development Goals (SDGs) were adopted by the Pakistani Parliament in 2016. The Company is dedicated to leaving its mark by achieving the SDGs listed below using the best practices.

1. ECONOMIC

The economic dimension of sustainability concerns the Company’s impact on the economic conditions of its stakeholders.



a. Economic Performance

Growing the economy in a way that preserves the environment and natural resources for future generations is known as sustainable economic growth. The company operates as a component of the ecosystem that employs labor, capital, natural resources, and land necessary to produce goods and services that support economic growth. These resources are being managed by the company for sustainable economic growth so that they won't be depleted and remain available for use in the future. The company is dedicated to delivering value and long-term growth to all its stakeholders.

The complete audited financial statements of the Company and the statement of value addition and distribution of wealth, both of which are included in this report, allow for an accurate estimation and assessment of this growth and value. In addition, economic performance carries implications for all other material topics reported upon.

b. Market Presence

The Company’s market presence has a major effect on the employment and business opportunities it offers. From entry level positions to senior management, the company promotes recruiting workers from the local community in all vicinities of production and operations. Additionally, the company provides business opportunities to local contractors, suppliers, and cotton ginnerers dispersed throughout the country.

c. Indirect Economic Impacts

The company also views itself as a responsible corporate citizen, thus it’s critical that we continuously track and evaluate our indirect economic consequences in a broader perspective. The company’s economic impacts on socioeconomic standing are evaluated using employment, income, and education. The Company’s growth and development mean the growth and development of homeland, Pakistan. The company contributes to the national exchequer in accordance with applicable laws and regulations and fulfill all its obligations.

2. ENVIRONMENTAL

The Company’s goal regarding the environment is to minimize any adverse environmental impacts associated with its activities. The company manages these impacts in accordance with regulatory compliance requirements such as National Environmental Quality Standards (NEQS) and the international standard of environmental management system ISO 14001:2015, regardless of our growth and plant expansion and the ensuing energy needs and environmental outputs. Management has a clear understanding of its obligations in this area, and the policy on the environmental management system is implemented in all its facets. The company has achieved sustainability certifications such as GOTS, OEKO-Tex, GRS, RCS, and Regenagri as part of its environmental mission. These certifications demonstrate the Company’s dedication to delivering environmentally friendly solutions. The Company routinely conducts an environmental assessment and reevaluates consequences and elements that have been identified. Audits are also carried out to confirm that we adhere to all legal and regulatory obligations. Periodic internal audits are carried out in accordance with ISO 14001:2015 regulations, and no major non-compliance was recorded. On an operational level, reducing CO2 emissions and expanding the consumption of renewable energy sources like solar power generation can help our organization reach its goals for combating climate change.



a. Energy

In addition to being essential for the environment, energy conservation give the company a competitive edge in terms of cost considerations. Our yarn production process heavily relies on energy, and the company now places a high priority on this issue as a result of the ongoing national energy crisis. The Company has undertaken a number of energy-saving measures that have reduced production costs. As part of its ongoing efforts to lessen its dependency on conventional fuels, the company holds regular awareness sessions at its head office and plant locations to raise knowledge of effective energy usage.

➤ Solar Panel Installation

The company has set up 4.4 MW solar plants to benefit from cost-effectiveness and promote environmental sustainability. It will contribute to lowering greenhouse gas emissions and air pollution, which will benefit the environment. Our enhanced process efficiency has resulted in a substantial reduction of 9487 tons in GHG emissions, compared to our baseline.



► **Waste Heat Recovery Plant**

The Waste Heat Recovery (WHR) system captures wasted heat from production and power generators, converting it into electricity without needing external fuel. This process conserves energy and reduces the company's carbon footprint. The company has installed a WHR system at one manufacturing site and plans to add more.

► **Waste-to-Energy Initiative**

The company is in-process of implementing initiatives that minimize energy consumption and deal with concerns of environmental degradation because of waste materials that will be used to produce usable electricity. They replace conventional fossil fuels like furnace oil and depleting natural gas.

► **Power Producing Plant**

The company has also installed dual fuel power producing plants of a total of 19.7 MW which can run on gas, furnace oil and diesel at all three manufacturing sites. During the year, these efficient power plants were operated on natural gas and RLNG. Consequently, decreasing the impact due to emission of Carbon dioxide gas generated from utilizing furnace oil.

► **Energy Conservation Drive**

The Company has placed Light Emitting Diode (LED) lighting throughout its facilities as part of its energy preservation efforts. Maximum use of sunlight is preferred, and this initiative has been routinely evaluated. Additionally, education and awareness programs regarding energy-saving practices have been routinely carried out.

b. Emissions

Our main goal is to reduce our carbon footprint and any potential damage to the environment we may cause. Our practice includes, but is not limited to:



- Compliance with applicable statutory, regulatory, and environmental requirements to the best of our abilities.
- To maintain emissions of particulate matter, CO2 at minimal levels / below the corresponding limitations defined in the National Environmental Quality Standards (NEQS)
- To locate, reduce, and get rid of waste generated by our operations in a way that causes the least amount of environmental damage and doesn't pollute the land, air, or water.
- To use recyclable materials and/or renewable resources whenever practical while reducing the consumption of electricity and water.
- Mitigating efforts to control emission and effluents- Our air quality measurement program identifies the limit of pollution parameters in the ambient air in and around our factory. The stack emissions monitoring is done regularly for the priority parameters in compliance with the requirements of NEQS (Self-Monitoring and Reporting) Rules, 2001. Reports of these tests are reviewed and submitted to the management and necessary actions are taken as and when required.
- Noise Pollution- Our plant has been designed in such a way to minimize the noise levels and to comply with acceptable limits of the NEQS. Moreover, noise levels are regularly monitored. Furthermore, periodic repair and maintenance of the plants ensure compliance of noise levels in accordance with NEQS.

c. Waste Disposal

In order to comply with its objective for sustainable operations, the company recycles or responsibly sells all the available waste and scrap. Spinning yarn is a dry process and generates no process-related liquid waste. However, the Inventory department maintains log of stock of by-product and scrap and arranges its disposal as per prescribed procedure. As well as wax used for smoothening yarn is disposed of in an environment friendly manner.

d. Water Resources

The Company seeks to reduce its water footprint by promoting water-saving practices amongst employees and adopting water-efficient technologies and equipment wherever possible. The Company is committed to the improvement of quality and sustainability of water resources. Distribution network is available to supply clean drinking water to all plant areas, parking and waiting areas. The company has installed RO (Reverse Osmosis) plant, demonstrating a commitment to integrated water resources management. Clean and filtered water is also available to the nearby villages free of cost. Water quality parameters are monitored and tested at regular intervals from well-reputed accredited laboratories. Clean water is also used in ornamental gardening & irrigation.



e. Sanitation & Hygiene

All workers and the related business partners have access to sanitation and hygiene (wash) facilities owing to the investment from the company. Accommodation facility, parking lots, mosque, waiting spaces and other crucial parts of the facility all have clean and accessible restrooms. The trained housekeeping staff are responsible for maintaining the facilities for sanitation and hygiene.



f. Recycle, Reuse and Reduce

- Yarn does not have any harmful impact on the environment. Recycled cotton and fibers are used in its production.
- Business process re-engineering is regularly done to reduce raw material wastage from operations.
- We use three major packaging materials, i.e., paper cones, cartons, and polypropylene bags. Paper cones, wooden pallets and corrugated cartons are reusable and recyclable. Polypropylene bags have resale value and are recycled or reused. Cloth bags are used for packaging of by-products which are recyclable or reuseable.

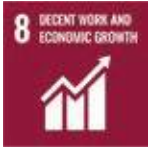


g. Quality Management

The Company is committed to the manufacturing of high-quality yarn. Quality Management System is implemented in all our manufacturing facilities for process and product quality assurance which ensures smooth and optimized results. The consistency of performance of the yarn is vital for our customers so the cotton, process and final products are regularly tested as part of the spinning process.

Our Quality Management procedures include:

- Identifying and analyzing the gap, conducting trials to optimize the process
- Drafting and training of revised SOPs for on-job-training
- Continuous sampling and testing at each stage
- Procedures to conduct trials and monitor customer feedback and complaints



Our Quality Control laboratory certified by Uster, is a primary component to achieve our mission of maintaining strict control over every aspect of manufacture and quality and is maintained in accordance with ISO/IEC 17025 requirements. Our in-house uster-certified laboratories allow for timely, accurate, cost-effective testing that ensures every product, from raw material to finished goods, meets all quality requirements.

h. Logistics

Heavy trucks are used to deliver yarn to customers. The Company acknowledges that these trucks may have an influence on the vicinity because slight mistakes can result in serious accidents. The Company has implemented safe transportation methods through an approved logistics policy in order to reduce this risk. The company has invested an extensive amount of funds upgrading pavements and drainage system. Moreover, we only collaborate with approved vendors of logistics solutions. Additionally, trucks are employed in a manner to prevent overloading and underloading. Due to the efficient use of the truck's capacity, the risk of accidents brought on by overloading is reduced.

i. Tree Plantation Drive

Showcasing a commitment to sustainability, the Company has planted more than 10,000 trees in and around the factory premises through several plantation drives that occurred during the year. The Company is managing a nursery at all its manufacturing facilities to grow different species of seasonal flowers every year to collect seeds for the next year. Trees contribute to reducing carbon dioxide levels, improving air quality, and enhancing local biodiversity, aligning with corporate social responsibility (CSR) goals.



j. Digital Transformation for a Greener Tomorrow

The company has taken several steps to go paper-less after implementation of highly advanced cloud ERP system as well as Diligent Boards software and strives to go maximum digital in future as its environmental and efficiency goal. The company has transitioned from conventional paper checks to digital payment methods, wherever possible. More initiatives towards digital transformation are covered in Section 8- "Disclosures on IT Governance and Cybersecurity".

3. SOCIAL

The company prioritizes employee and community development, recruiting local talent and providing a healthy working environment. With over 3,100 employees, the company impacts livelihoods, opportunities, and growth prospects. Policies and procedures govern health, safety, and community investment. The company is an equal opportunity employer and uses performance improvement approaches to assess individual and business growth. Strong controls are in place to prevent child labor, forced labor, discrimination, human rights violations, and corruption. There have been no reported cases of Human rights violations, gender discrimination, forced or child labor, sexual harassments, or any other types of discriminatory acts during the reporting period.



a. Employment Opportunities

Due to its policy of discouraging job insecurity, the company has provided all its employees and laborers with excellent employment opportunities on a permanent basis. Our manufacturing mills are bringing work opportunities, particularly for the local communities nearby. There were on average 3,169 permanent employees during the year. Due to its premium employee benefits for employees, the company is regarded as one of the best in the textile industry. Following benefits are provided to employees:

- Health care
- Life insurance
- Education assistance
- Marriage assistance
- Gratuity fund / Provident fund
- Earned leaves
- Bonus, and
- Vehicle and fuel allowances.

b. Employee Engagement Initiatives

The company has always placed a priority on promoting and motivating its employees. The company arranged a variety of recreational events for them to keep them motivated. Recreational activities are always essential to boost employee morale and engagement, so the company has made sure to involve employees at all organizational levels in them. Recreational activities include:

➤ Independence Day Celebrations

Independence Day was celebrated enthusiastically at our Head Office and Mills locations. CEO delivered a compelling speech, highlighting the values of freedom, unity, and national identity. The festivities included a joyful cake-cutting ceremony and a collective singing of the National Anthem, reinforcing our sense of camaraderie and patriotism. The event embodied our shared pride and commitment to our nation's ideals, uniting us in celebration.



➤ **Eid Festival Celebration**

At TTML, a vibrant Eid lunch brought together employees from diverse backgrounds to celebrate unity and togetherness. Staff at all locations celebrated Eid Milan, where top executives and directors gathered with employees, fostering meaningful interactions and exchanging warm wishes amidst the festive atmosphere. These celebrations exemplified the spirit of Eid Milan 2024, creating cherished memories and strengthening bonds.



➤ **Corporate Cricket Tournament**

The company's strong dedication to Corporate Social Responsibility (CSR) and well-being of employees is ingrained in its ethos. Our Cricket Team actively participated in the Corporate Cricket Tournament organized by the esteemed Indus Hospital & Health Network, in which the company sponsored as a Platinum Sponsor. Beyond showcasing sporting prowess, the event symbolized community engagement. This convergence of like-minded entities, united for a noble cause under the Indus Hospital & Health Network, reflects TTML's holistic approach, fusing corporate excellence with social impact and athletic achievement with community support, a contribution aligned with our values.



➤ **Inspire Inclusion - International Women's Day**

March 8th, 2024 marked a dedicated celebration at TTML to honor the contributions of women on International Women's Day. The event showcased our commitment to gender equality and empowerment. An awareness session on "workplace microaggressions" initiated the commemoration. As part of our celebration, we launched the "Thank Her E-card" initiative on March 6th, allowing both male and female employees to express appreciation towards their female colleagues. These heartfelt messages were delivered on March 8th. This event epitomized our resolve to create an inclusive and supportive workplace.



➤ **Breast Cancer Awareness Session**

On October 27, 2023, TTML hosted a pivotal Breast Cancer Awareness Session led by an esteemed expert doctor in the field, the session focused on empowering attendees with crucial information about female health which emphasized the importance of early detection, self-examinations, and regular screenings in combating breast cancer. This initiative underscored our commitment to promoting health and supporting our community with knowledge and hope.



➤ **Mental Health Awareness Session**

TTML hosted a mental health awareness event in collaboration with Sehat Kahani. The sessions aimed to demystify mental health, emphasizing its importance and addressing cultural stigmas prevalent in Pakistan. Through interactive discussions, participants learned to recognize mental health issues and the significance of seeking professional help. Practical stress management techniques, including mindfulness exercises and guided imagery, were demonstrated to help participants manage stress effectively.



➤ **Certificate Distribution on Record-Time Conclusion of Annual Audit 2023**

The company marked the successful Certificate distribution of record-time conclusion of Annual Audit 2023 with a formal celebration, recognizing the dedicated efforts of employees. Certificates of appreciation were presented followed by a delightful lunch to recognize the exceptional contributions of team members.



➤ **Career Fair**

TTML actively participated at the Career fair hosted by Mehran University, scouting young talents for our Future Leadership Program. Demonstrating our commitment to innovation and leadership, we connected with students who share our values. The event showcased TTML's diverse business domains and global presence, marking a pivotal moment for mutual growth.



➤ **Orientation and Induction**

Our recruitment process rigorously evaluates candidates based on role-specific criteria and values alignment. A new comprehensive orientation program was launched which engages new recruits in our business, enhancing their understanding of TTML's organization, core values, and operations. This equips them to excel in their roles and exceed performance targets.

➤ **TATA News Buzz - Newsletter**

Formerly known as "The Spin," our bi-annual newsletter has undergone a transformation and is now "Tata News Buzz." The name was chosen through a collaborative naming competition, where employees showcased their creativity and voted for their favorite. It offers insights into our journey, from innovation and sustainability milestones to the exceptional achievements of our workforce. This newsletter serves as a platform for sharing accomplishments, industry trends, insights, and our collective vision for the future. As TTML evolves, Tata News Buzz remains a reliable window into our world, where progress, people, and purpose intersect.



➤ **Employee Learning and Awareness E-Tips**

The company actively fosters financial literacy, encourages personal and professional growth, and addresses cybersecurity threats through its publications. In addition to TTML's newsletter, employees receive periodic e-mails such as "Money Wise," "Insights," and the "Information Security Awareness Series." These e-publications aim to provide valuable content on managerial and personal development topics, helping employees enhance their skills and knowledge for current and future roles. These e-publications have become a regular feature, allowing employees to learn directly via their inboxes.



➤ **Long Service Awards**

In the fiscal year 2023-24, we had the privilege of honoring 52 employees with Long Service Awards. Their long tenure and relevant contributions have supported our company's journey and success.

c. **Industrial Relations**

The company has established an Industrial Relations (IR) team for determination of adequate terms and conditions of employment. Further, the IR team is responsible for avoidance and settlement of disputes and differences between the Company, its employees, and their representatives through negotiation.

d. **Health and Safety**

At the organization, ensuring the safety and health of our people is paramount. Our commitment extends beyond safeguarding our facilities; it encompasses the well-being of our workforce. Employees are encouraged to comply with safety regulations and necessary protective gear including safety shoes, masks, ear plugs, safety caps are provided to them. We maintain a highly trained safety team, an emergency response unit, and paramedical staff. Our facility includes a fully equipped ambulance and an in-house dispensary. We've strategically placed safety sign boards throughout critical areas.



Safe Man Hours Worked	Lost time injury frequency rate	Total recordable incident rate	HSE Training hours	Total # of HSE Trainings
7.465 Million	0.6695	1.79	1,979	219

We prioritize training and awareness sessions in which workers undergo comprehensive fire & safety training and are equipped with Personal Protection Equipment which is regularly monitored. Our emphasis on vigilance includes theoretical instruction and practical drills for handling unforeseen emergencies. Mock drills for firefighting, evacuation, casualty management, and security are routine, enhancing readiness. Regular safety audits ensure compliance and continuous improvement.



➤ **Enhancing Emergency Vigilance: Fire Safety Training and Drills**

TTML’s dedication to employee safety was evident in an immersive Fire Fighting Training program and drills at its Head Office. Throughout the year, 1,979 dedicated man-hours enriched the workforce with life-saving skills. This initiative exemplifies TTML’s focus on safety and security. Culminating in comprehensive learning and a safety-conscious culture, it sets a new standard for workplace excellence, underlining our dedication to exceeding industry norms. Some of the key highlights include:



Health and Safety takes precedence in the company with a dedicated focus on both in-house and higher management meetings. The company employs a set of comprehensive safety manuals outlining policies and procedures. Calibration and maintenance certifications for fork lifters and construction equipment underscore our commitment. These programs involve regular health assessments of equipment and sites, as well as monitoring of employee well-being. Health and Safety considerations are integral to objectives set for department heads and senior management.

Production lines finished the whole year without any major injury. Reported injury case if happens, is thoroughly investigated by trained personnel and findings are subsequently circulated to senior management. Once investigations are completed, actions and recommendations are assigned to individuals with a strict follow-up system put in place to avoid any recurrence.

➤ **Safety Management Systems**

We’ve implemented a health and safety management system, engaging health and safety representatives from different departments. Monthly review meetings assess health and safety practices. Our approach aligns with ISO 14001:2015 and ISO 45001:2018 guidelines. Incident reporting follows defined procedures without reprisals.

➤ **Monitored HSE Progress**

Effectiveness of HSE system is gauged through feedback and mock exercises. To nurture a healthy mindset, the Company displays guidelines and undertakes steps to enhance employee well-being. Our dedicated team of HSE addresses issues by focusing on safety measures and appropriate training, the use of prescribed safety gadgets, equipment, and safe practices. Guidelines are displayed prominently, and training sessions cover occupational health & safety, firefighting, first aid, and more, conducted by competent staff in local languages. Regular training courses are provided during paid working hours to promote a safe environment.

The Company has taken multiple measures by frequently conducting training sessions and drills in 2023–24 to raise awareness and ensure staff safety, some of which are:

- Fire Fighting
- First Aid Basic
- Mental Awareness Session
- Breast Cancer Awareness Session
- Maintenance Management
- Operational Excellence

➤ **Management Review Meeting**

All manufacturing sites participate in separate Management Review Meetings (MRM) each month for discussion of operations pertaining to the Health Safety Management System, ESG, and CSR programs. The management talks about future expansion plans and approaches for putting environmental goals like water and energy conservation into practice.

In summary, our commitment to health and safety is spun into our policies, systems, training, and nurturing a culture of wellness, driving us towards a safer, healthier work environment for all.

e. **Training and Development**

Learning and Development (L&D) within Human Resources is pivotal in enhancing business performance through precise skill enrichment. The company focuses on upskilling and reskilling, addressing the dynamic skills gap. An extensive program Training Need Assessment (TNA) in this regard is in place. A commitment to holistic growth shapes this strategy. Carefully curated training programs, internally and externally sourced, occur annually. These programs tap into the organization’s resources and external expertise.



The synthesis of these training avenues showcases TTML’s dedication to empower its workforce. By fostering continuous learning, the company nurtures individual careers and strengthens operational prowess. This approach ensures adaptability in navigating evolving business and technological landscapes. TTML’ L&D initiatives embody its dedication to equipping employees for success and sustaining excellence. Different training sessions and workshops were conducted during FY 2023-24 of which major trainings worthy of mentioning here are:

- Data Analytics and BI Training Program
- Statistics Training Program
- Financial Literacy Series
- Better Cotton Initiative Session
- Basic Auditor course
- Certified Labor Laws Practitioner and IR Analyst
- Objective Setting
- Achievement drive

Demonstrating commitment to employee development, we conducted several training sessions, totaling 1900+ hours as well as 10,533+ hours of on-the-job trainings, spanning diverse areas from soft skills to technical competencies. In-house trainers also facilitated sessions, covering technical skills, policies, procedures. Furthering our dedication, non-management staff at Kotri completed a comprehensive Diploma “The Machinist” during the year. Our investment in training underscores our commitment to nurturing skills, knowledge, and fostering growth across the organization.

Training and Development Gallery



f. Diversity and Inclusion

TTML believes in fostering a diverse and inclusive workplace. Our HR department worked diligently to promote diversity in hiring, ensuring equal opportunities for all candidates. During the year, female workforce is significantly increased both at Head Office and Mills and along with ensuring more women-friendly congenial environment. Whereas we also encourage the hiring of specially abled workforce in our team which is proven with a headcount of 68 specially abled employees at different levels of the company.



g. Equality/ Non-discrimination

The company strives to advance the fundamental principle of a workplace free from discrimination and where all employees have an equal opportunity to achieve their goals. The company is dedicated to ensuring that no employee will be treated differently based on a personal trait that is unrelated to their capacity to perform their duties. The company strongly discourages using discriminatory criteria such as age, gender, race, nationality, ethnic background, or religion. The anti-discrimination laws ought to be enforced on all employees.



h. Employee Wellbeing

TTML places paramount importance on the management of both physical and mental health, considering it the cornerstone of work-life balance. Encouraging all employees to cultivate a healthy work-life balance, our goal is to foster a work style that enables them to bolster their health while maintaining high levels of productivity. The Company has taken several initiatives for the well-being of its employees. A few of these initiatives are as follows:

➤ Sehat Kahani

TTML proudly introduced Sehat Kahani, a pioneering telemedicine platform with 7,000+ physicians, offering free services to employees and dependents under its Health Insurance policy through partnership with Jubilee Insurance. This reflects TTML's commitment to employee welfare and transforming healthcare for our corporate family.

➤ Gym Facility

Prioritizing the physical wellbeing of its employees, TTML has established fully furnished and well-equipped gyms at its manufacturing facilities. These gymnasiums continue to operate to encourage employees to adopt a healthy lifestyle.

➤ **Iftar During The Holy Month of Ramadan**

During Ramadan, TTML hosted daily healthy and hygienic Iftar gatherings during Holy month of Ramadan. These events provided employees with the opportunity to break their fast together in a communal setting, fostering a sense of unity and camaraderie among colleagues. The Iftar gatherings at each location not only highlighted the spirit of Ramadan but also emphasized TTML's commitment to supporting its employees' religious observances and promoting a supportive workplace culture.



i. Child Labor

Operating in three different manufacturing locations and a corporate office, we strictly prohibit child labor, reflecting our commitment to ethical practices. No child has been employed in the company, and this policy remains firm. Our focus is on child education, nurturing growth, and providing facilities for children. Our dedication extends beyond the workplace, affirming our commitment to their holistic development.

j. Forced or Compulsory Labor

The Company believes in an open working environment; no employee is subjected to forced or compulsory labor.

k. Consumer Protection Measures

We are committed to ensuring that our products are shipped in a manner that complies with the highest safety standards and meets or exceeds all legal requirements. The Company takes care of and applies appropriate procedures to manufacture its products to ensure that no harmful substances are present in any of its products. The Company ensures that the customers get the best value for money.

l. Business Ethics and Anti-Corruption Measures

Any evidence or suspicion of any unethical or unlawful activity, damage to environment, any offence or injustice, non-compliance with applicable regulatory requirements or company policies can be reported in complete confidentiality. Our top-down and bottom-up communication approach fosters transparency. Employees are expected to uphold integrity. We condemn corruption and adopt a 'zero tolerance' stance. Our strong internal audit function ensures operational review to prevent corruption. We are strongly committed to promoting ethical behavior, transparency, and honesty across all aspects of our work.

m. Local Communities

We aspire to witness our neighborhood communities flourishing. The company places a great deal of emphasis on investing in the areas that we serve and those who are close by.

➤ **Establishment of Primary and Secondary Schools**

The company is currently supporting 3 full fledge primary and secondary campuses of school in collaboration with The Citizen's Foundation (TCF), thereby promoting access to quality education for children from underprivileged backgrounds. Our focus on empowering young girls is reflected in this initiative, providing them with the knowledge and tools they need to build brighter futures.



➤ **Jugnoo Sabaq Program**

The company is actively running an adult literacy program “Jugnoo Sabaq”, empowering workers with essential skills for personal and professional growth. TTML celebrated the graduation of the 5th batch of Jugnu Sabaq. This ceremony marked a moment of pride and joy, recognizing the graduates' achievements and the transformative impact of literacy. Each graduate received a certification, symbolizing their commitment to personal growth and lifelong learning.



► Health Contributions: Making a Difference in Welfare

In the spirit of philanthropy, our contributions continue to reshape lives. Demonstrating steadfast dedication, the company has extended a significant contribution to esteemed medical institutions, elevating healthcare access for the underprivileged. These substantial donations manifest our dedication to fostering a healthier society through support for improved medical facilities and treatments. Our collaborative efforts are aligned with the ethos of compassion and empowerment, nurturing a brighter, healthier future for all.

► Promoting Higher Education: Our Commitment and Initiatives

The company is a strong advocate for higher education, actively supporting it through various initiatives. We have provided higher education assistance to 10 deserving students, awarded scholarships to 3 textile students for advanced studies, and bridged the gap between industry and academia by hiring 16 recent graduates as trainees. Additionally, we have offered internship opportunities to 8 students, further enhancing their practical experience and career prospects.

► Blood Donation Drive

The company is a strong advocate for higher education, actively supporting it through various initiatives. We have provided higher education assistance to 10 deserving students, awarded scholarships to 3 textile students for advanced studies, and bridged the gap between industry and academia by hiring 16 recent graduates as trainees. Additionally, we have offered internship opportunities to 8 students, further enhancing their practical experience and career prospects.



► Female Medical Camp

The company organized a free medical camp at Muzaffargarh for females in collaboration with esteemed doctors during the year, aimed at promoting health and well-being within the community. This initiative provided valuable health screenings, consultations, and education on preventive care. The event was part of our broader commitment to social responsibility and improving access to healthcare for underserved populations.



► Heat Relief Camp

The company organized a free heat relief camp for the scorching heatwave this year, providing crucial support to those affected by extreme temperatures. The camp offered a range of services, including hydration stations with chilled water and shaded rest areas. This initiative reflected our commitment to community well-being and demonstrated our proactive approach to addressing urgent climate challenges.

