

WEAVING INNOVATION TO SHAPE TOMORROW



MASOOD
ROOMI

Sustainability Report 2023

Tomorrow begins **Today**



Table of Content

03

Introduction

- Our Chairman’s Message
- Words from the CEO
- About this Report
- Vision and Mission
- Masood Roomi at a Glance
- Global Presence
- Our Governance
- Impact Summary
- Memberships and Certifications



32

Our Reporting Methodology

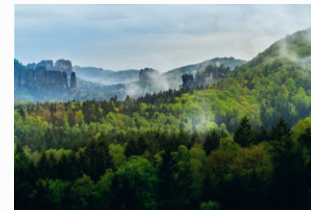
- PESTEL and SWOT
- Stakeholder Engagement
- Materiality Assessment
- Three Pillars of Sustainable Development



43

Planet

- Carbon Footprint
- Energy Optimization
- Materials
- Waste Management
- Water Stewardship



58

People

- Diversity, Equity & Inclusion
- Human Rights
- Employee Engagement
- Employee Well-Being
- Training & Development
- Labor Policies
- Health & Safety
- Giving Back To Communities



91

Prosperity

- Message from the Group CFO
- Our Performance
- Defined Benefit Plan
- Climate Change and Supply Chain
- Sustainable Supply Chain



99

Appendix

- GRI Index
- SDGs Index
- Acronyms
- Feedback Form



Our Chairman's Message

Empowering tomorrow with renewable innovation, we pave the way for a sustainable legacy.

Dear Stakeholders,

It is with great honor that I unveil the inaugural Sustainability Report of Masood Roomi, commemorating a year filled with substantial progress. This report stands as an evidence of our commitment to being recognized globally as a responsible business entity, firmly anchored in ESG (Environmental, Social, and Governance) principles and a dedication to sustainable evolution.

As a proud signatories of Net Zero Pakistan, we are committed to achieving net zero carbon emissions by 2050. Our solar energy initiative, a key component of our net-zero strategy, saw the successful installation of 8.5MW capacity in FY 2023. This marked a significant stride in our renewable energy journey. Actively investing in cutting-edge solar technology, we aim to establish a robust 20-megawatt solar infrastructure. Additionally, we focus on energy-efficient technologies in our textile operations, incorporating innovative solutions to minimize consumption and enhance sustainability. Our dedication is further



Khawaja Jalal Ud Din Roomi

Khawaja Jalal Ud Din Roomi
Chairman

evident in our tree plantation drive in Multan, aiming to plant 10,000 trees by 2025, showcasing our commitment to environmental protection. Progressing in our sustainability journey, obtaining International Renewable Energy Certificates (IRECs) will significantly support our goals and contribute to broader economic growth by promoting green energy usage.

In our pursuit of sustainability, every stitch in our textiles embodies a commitment to ethical sourcing and craftsmanship. We prioritize the use of renewable materials, supporting local suppliers to both empower the local economy and reduce emissions. I am proud to announce the commencement of Masood Roomi's state-of-the-art Terry Towel manufacturing unit in fiscal year 2024. Equipped with sustainable features, including an Effluent Treatment Plant (ETP), this venture demonstrates our commitment to environmental stewardship and meeting customer demands for eco-friendly products. In addition to our environmental efforts, we prioritize initiatives that positively impact our people. Providing health insurance, welfare, and financial support to our employees, we also collaborate on awareness programs with leading hospitals of the country for the awareness of our valuable employees. Masood Roomi fulfills its Corporate Social Responsibility through The Jalaluddin

Roomi Foundation, embodying the principle of 'Giving back to Society'. The foundation's efforts span multiple thematic areas, directly contributing to Sustainable Development Goals. Notably, it has worked rigorously to provide access to clean water by donating and operating modern water treatment plants across Pakistan, including areas like Balochistan and interior Sindh. In healthcare, the foundation provides extensive support to healthcare providers through financial aid, operational assistance, equipment provision, and sponsoring patients' treatments. Education is a core priority, enhancing opportunities for marginalized communities through infrastructure improvements, operational aid, and financial assistance to deserving students, including those with special needs. Under the initiative of Mehr Fatima Dastarkhawan, the foundation tackles food insecurity at Multan Railway Station, providing 300 daily meals to porters and passengers in need.

I extend my heartfelt gratitude to our Masood Roomi team for their dedication and hard work. Thank you to our stakeholders for your continued support. Your engagement and feedback are invaluable as we strive to drive positive change and create lasting impact in our communities and beyond. Together, let's shape a better tomorrow for generations to come.



Words from the CEO

Together, let us imagine, innovate, and lead the way towards a brighter, more sustainable future for Masood Roomi and beyond.



Khawaja Najamuddin Roomi

Khawaja Najamuddin Roomi
Chief Executive Officer – Roomi Fabrics Limited

Our ambition at Masood Roomi extends beyond merely meeting today's demands, we are deeply committed to crafting a sustainable legacy for future generations, we embody this commitment in every fiber we spin, every fabric we weave, and every product we craft—from our traditional textiles to our latest innovations in Terry towels. By seamlessly integrating traditional techniques with modern innovations, we strive to not only preserve but also enrich our heritage.

In our pursuit of sustainability, we have adopted renewable energy and innovative practices across all facets of our operations. This strategic integration not only fuels economic growth but also reinforces our commitment to environmental stewardship. According to Harvard Business School, a growing number of investors are now employing Environmental, Social, and Governance (ESG) metrics to assess the ethical impact and sustainability practices of organizations. These investors consider various factors, including a company's carbon footprint, water usage, community development initiatives, and diversity within its board, to inform their investment decisions, we see this change not only as a validation of our methods but as a substantial opportunity to further enhance our operational efficiencies and market position.

Furthermore, our journey is deeply rooted in creating value for all stakeholders. Each step we take is planned to build trust and deliver sustained value—not only to our shareholders but to every partner and community we engage with. This approach has positioned Masood Roomi as a leader in fostering economic growth in Pakistan, empowering local communities, and driving significant advancements in our sector.

Looking ahead, we are enthusiastic about the potential to redefine industry standards and set new benchmarks where economic growth and sustainability are not just aligned but are fundamentally interwoven. With Pakistan's textile sector being a crucial component of the national economy—accounting for nearly 60% of export earnings according to the Pakistan Board of investment—our commitment to innovation and sustainability is more critical than ever. We are poised to lead this transformation, ensuring that the legacy we create today will benefit generations to come.



About this Report



Masood Roomi is proud to present its inaugural Annual Sustainability Report, offering a comprehensive insight into the organization's commitment to environmental, social, and governance practices. This report reflects detailed insights of our performance and impact across key sustainability areas throughout the year. Aligned with global standards, this report is prepared in accordance with Global Reporting Initiative (GRI). Being the first report, it contains no restatement of information.

Reporting Period and Boundary

This report contains information about Masood Roomi operations from July 01, 2022, to June 30, 2023, which are in alignment with our financial reporting period. The publication date of this report is 14th June, 2024.

This report covers information related to Masood Fabrics Limited and Roomi Fabrics Limited. No other associate or subsidiary of Masood Fabrics Limited and Roomi Fabrics Limited has been included in this report.

Data Quality and Methodology

The data presented in this report has been sourced from actual records. However, in cases where data was unavailable, the most appropriate and relevant estimates have been used. All such estimates are clearly indicated at their respective places within the report.

Assurance

The report has been precisely reviewed by the directors, including the CEO and Chairman. As this is our first report, there has been no third-party assurance thus far. However, Masood Roomi intends to have future reports externally assured.

Contact Point

Feedback from stakeholders is invaluable in ensuring that our reporting remains pertinent to their decision-making needs. For any suggestions, feedback, or inquiries reach out to us at:

sustainability@masood-roomi.com



Our Vision

We envision a future where sustainability meets customer satisfaction and employee empowerment, driving industry best practices through innovation and growth.



Our Mission

Our mission is to create a future where sustainability is at the core of everything we do. We strive to exceed customer expectations by delivering exceptional experiences and products. We believe in empowering our employees, providing them with the tools and opportunities to innovate and grow. Together, we are committed to driving industry-leading practices that foster both environmental stewardship and business excellence.



Our Values



Innovation

We make relentless effort to excel in our core areas of competence through continuous innovation.



Empowerment

Together, we create an equitable environment where everyone, particularly females, can truly belong and do their best work. We all think and act with entrepreneurial conviction.



Customer Centric

We take every step to ensure our customers' success in mind and develop products and solutions that are tailored to their needs.



Integrity

We say what we mean and do what is right while maintaining a high level of mutual respect.



Responsibility

We act responsibly towards the use of human and natural resources.



Masood Roomi at a Glance

Continuing a Legacy of Trust since
1946.





Masood Roomi has its roots in the City of Saints – Multan, previously operating under the umbrella of Mahmood Group, a diversified business conglomerate founded by honorable Khawaja Muhammad Masood in 1946.

The registered office and headquarters of Masood Roomi are located at 5-Officers Colony, Multan, Pakistan.

Masood Fabrics Limited, established on May 12, 1998, operates as a public limited company under the Companies Act, 2017. Specializing in the manufacturing and sale of grey cloth and yarn. The weaving unit is situated at 4 Km Multan Road, Kabirwala, and the spinning unit at 2 Km Multan Road, Qadir Pur Rawan, Multan, Pakistan.

Roomi Fabrics Limited, incorporated on May 20, 2002, as a public limited company by shares, focuses on the manufacture and sale of yarn, grey cloth, and textile made-ups. The manufacturing facilities comprising of spinning, weaving and home textile are situated at 15 KM, Khanewal Road, Multan, Pakistan.

Textile is the largest division of Masood Roomi, providing an array of products and services for spinning, weaving, bed & bath and apparel industries. We have created

several benchmarks and established milestones for the forthcoming generations.

Masood Roomi has grown as one of the most modern and innovative vertically integrated textile setups in Pakistan. Innovation is at the heart of everything we do. We test our ideas and initiatives with the utmost precision before integrating our insight into the product development process.

We aim towards continuous modernization and this has led us in upgrading technologies to keep pace with changing preferences for fibre selection, fabric construction and processing needs. Our best-in-class technology and machinery at the manufacturing plants have resulted in enhanced production flexibility, quality, efficiency and resource utilization.

Since 1946, our relentless efforts have ensured we deliver sustainable product innovation.



Segments



Spinning

With over 70,000 spindles, we ensure top-quality yarns sourced from premium materials such as supima, giza, and recycled cotton. Utilizing 47,000+ tons of cotton annually, which is being used to produce diverse yarns for knitted, woven, towel, and technical textile products.

Committed to excellence, we boast an annual production capacity exceeding 40,000 tons, offering a comprehensive range from 6/1 to 80/1 and 7/2 to 80/2 and 7/3 to 80/3 yarns. We have state-of-the-art facilities and a dedicated quality control and assurance department, reinforcing our commitment to global customer satisfaction through efficient and innovative yarn production.

47,000+



40,000+



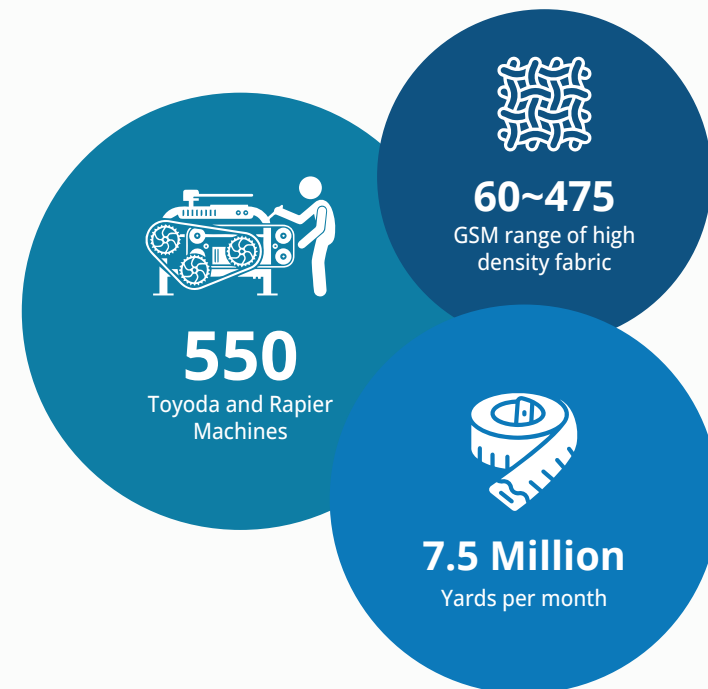
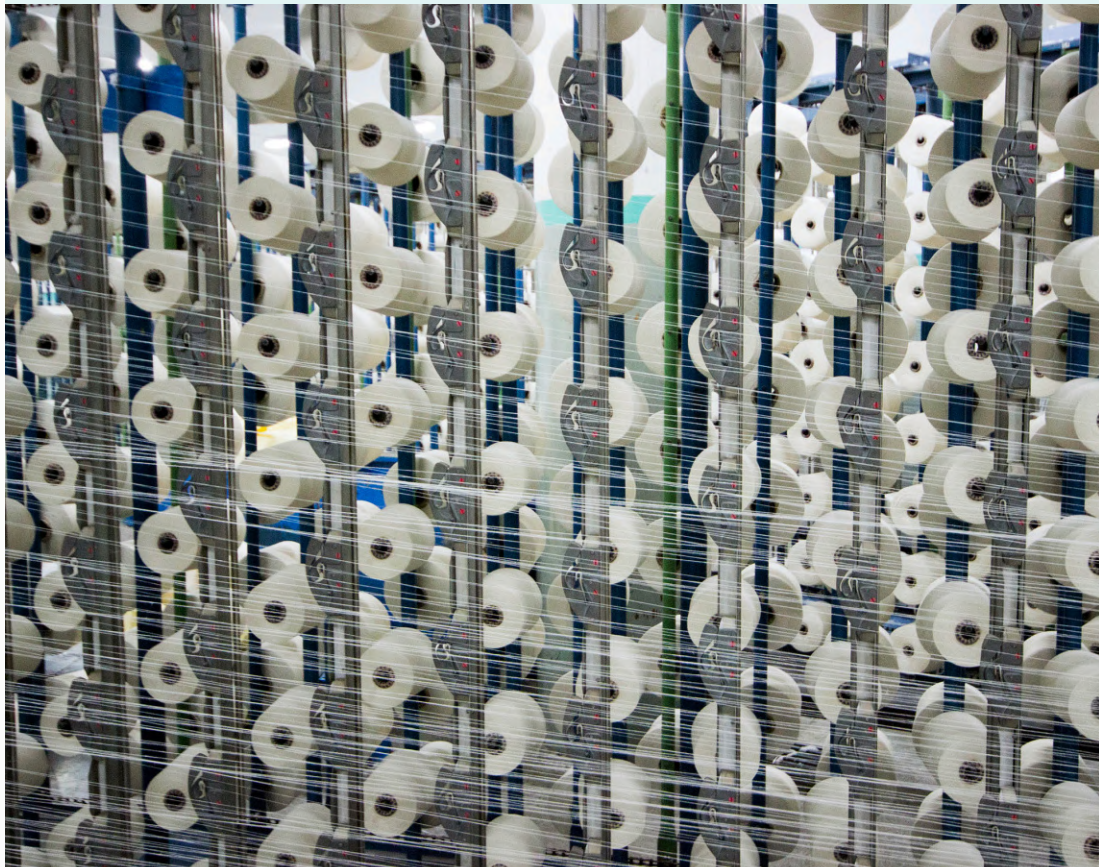
2,200+





Weaving

We take pride in being the pioneers of stretch fabrics and high-density fabrics in Pakistan, with a GSM range between 60 and 475 grams and thread counts reaching up to 800. Our impressive capacity is backed by 550 air jet looms and rapier machines, allowing us to produce 7.5 million yards of fabric monthly, of which 80% is export-oriented. We prioritize quality assurance by conducting inline audits and adhering to diligent process control methods, guaranteeing high-quality woven fabrics for our customers.





Home Textile

Our Home Textile division offers a diverse range of products, such as sheet sets, comforter sets, cushions, and tablecloths. We are committed to maintaining international quality standards, as reflected in both our embellished and non-embellished offerings. These products cater to the bedding needs of institutions, basic users, and retail customers alike.





Infrastructure

At Masood Roomi, we are not only equipped with cutting-edge technology and contemporary equipment but are actively expanding our manufacturing capacities to keep pace with the growing demand for our high-quality products. This strategic enhancement ensures that we continue to deliver exceptional value and efficiency to our customers.



300,000+

Production capacity of complete sheet/comforter sets per month

- ◆ 5 stitching Floor
- ◆ 250 Stitching Machines
- ◆ Smart MRT Hanger System
- ◆ Special Hemming (Fagotting)
- ◆ Zigzag and Bratta Stitching Machine
- ◆ Flat Lock Machine
- ◆ Double Needle, 4-Needle, 8-Needle and 12-Needle Machines
- ◆ Button Holing Kaj Button Machine
- ◆ Triple Transport Machine for Binding
- ◆ High-Speed Multi-Needle Quilting Machines
- ◆ Single Needle Quilting Machines
- ◆ High-Speed Embroidery Quilting Machines
- ◆ Vacuum Machine for Compress-Filled Products



Product Portfolio





Yarn

We offer yarns in various qualities, which are customized to meet the special needs of our customers. Our yarns come in different forms such as single, double, multi-fold, slub, and compact, and are conveniently packaged on cones. We also offer a variety of organic options such as cotton linen, cotton kapok, siro yarn, as well as slub, siro slub, and stretch slub for environmentally conscious customers. Additionally, we provide stretchable yarns and wool blended options.

Our core spun yarns are available in dual and tri-core configurations, and customers can choose between bleached & dyed yarns or zero twisted yarns. We also offer environmentally friendly alternatives in the form of regenerated fibers, such as tencel, modal, bamboo, and 100% viscose.





Fabric

We understand that our customers have diverse needs and preferences, so we offer a wide range of materials and finishes to cater to their requirements. Our selection includes 100% cotton, polyester, tencel, viscose, and bamboo. Additionally, we provide a variety of blended fabrics in different ratios to enhance durability and comfort. These blends feature materials such as polyester, recycled polyester, viscose, hemp, ramie, bamboo, tencel, nylon, linen, and other cellulose fibers. For those who prefer synthetic fibers, we offer uni-stretch and bi-stretch options in twills, drills, poplins, and dobby weaves, including slub variations to meet diverse aesthetic and functional preferences.

We offer a variety of finished fabrics in different forms, which allows for greater flexibility in design and application. Our fabrics are specially designed to meet diverse technical requirements, and can be used for both indoor and outdoor applications. Our range includes a wide selection of fabrics, such as tent cloth and sun awnings for outdoor activities, as well as materials suitable for bookbinding, uniform crafting, and fashion. We offer uncut corduroy and moleskin for fashion applications. Our range also includes textiles for the automotive industry and mono-filaments, which meet both functional and environmentally conscious demands of our valued customers.





Bed and Bath

Our comprehensive range of home textile solutions cover a diverse array of products, from rotary, digital, and panel prints to finishes like soft, ap, chintz and more. Meeting both residential and commercial needs, our collection covers both embellished and non-embellished option including retail, fashion and hotel bedding essentials such as duvet covers, comforters, and bedspreads. Additionally, we offer a wide selection of household textiles like table covers, napkins, and kitchen towels, alongside specialized items designed for commercial environments, including hospital sheets, gowns, and pillows. Through our dedication to making quality, innovative products, we aim to meet the changing needs of sustainable living and businesses.

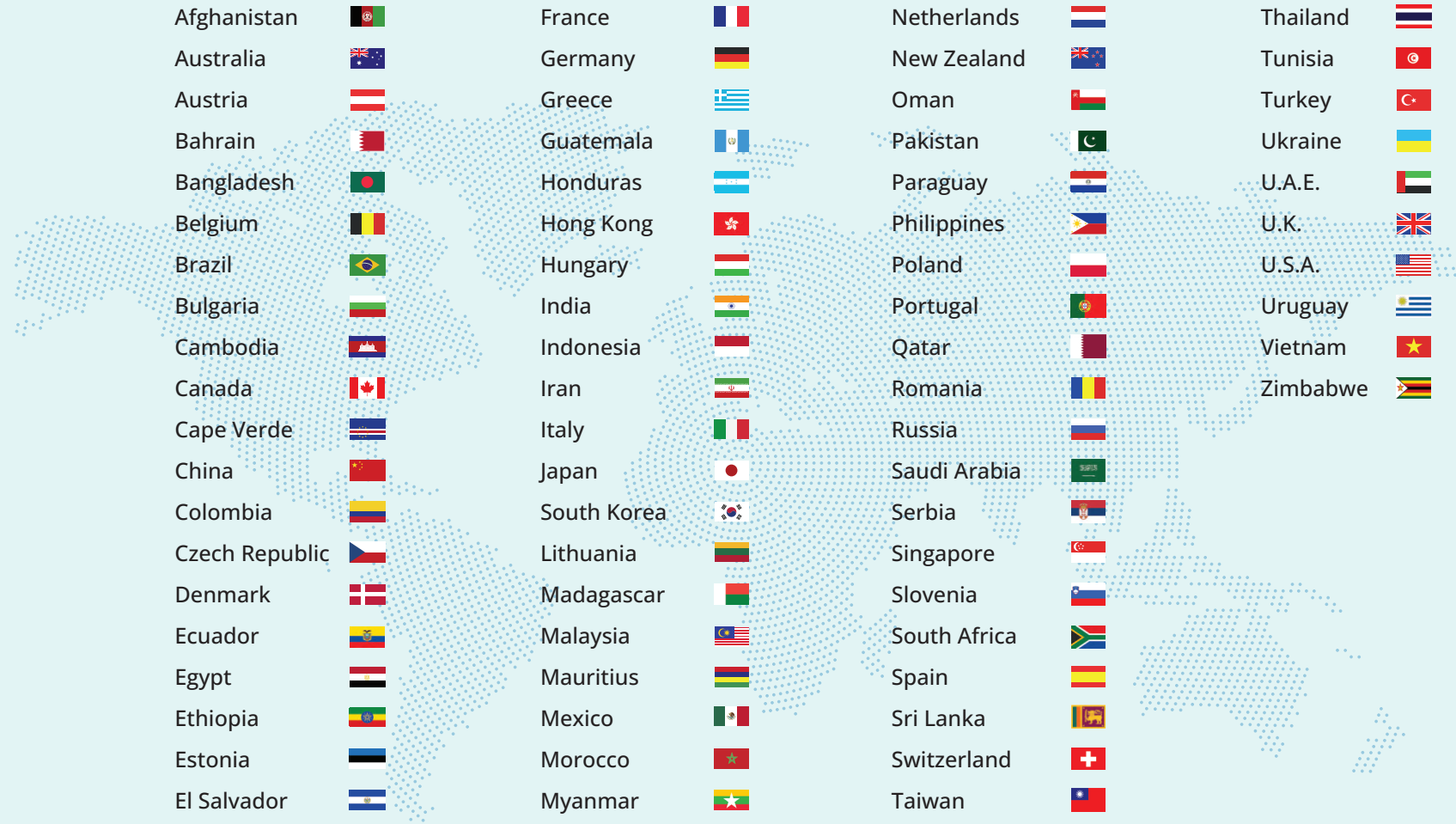




Global Presence

Our commitment to excellence over the decades has enabled us to achieve an industry-leading position today. Masood Roomi has built a strong worldwide clientele in over 72 countries, particularly long-standing partnerships in the USA, UK, Germany and Brazil. Based on our deep insights into the characteristics of high performance and top-quality materials, we are capable of delivering tailored textile solutions to meet the specific needs of our customers.

Clientele Over 72 Countries





Our Customers





We are the nominated supplier of these Brands

PRIMARK®



BOSS
HUGO BOSS

TESCO



ZARA HOME

PROPER CLOTH

collection
ABBIGLIAMENTO UOMO

JACK&JONES

C&A



Massimo Dutti

D&G
DOLCE & GABBANA

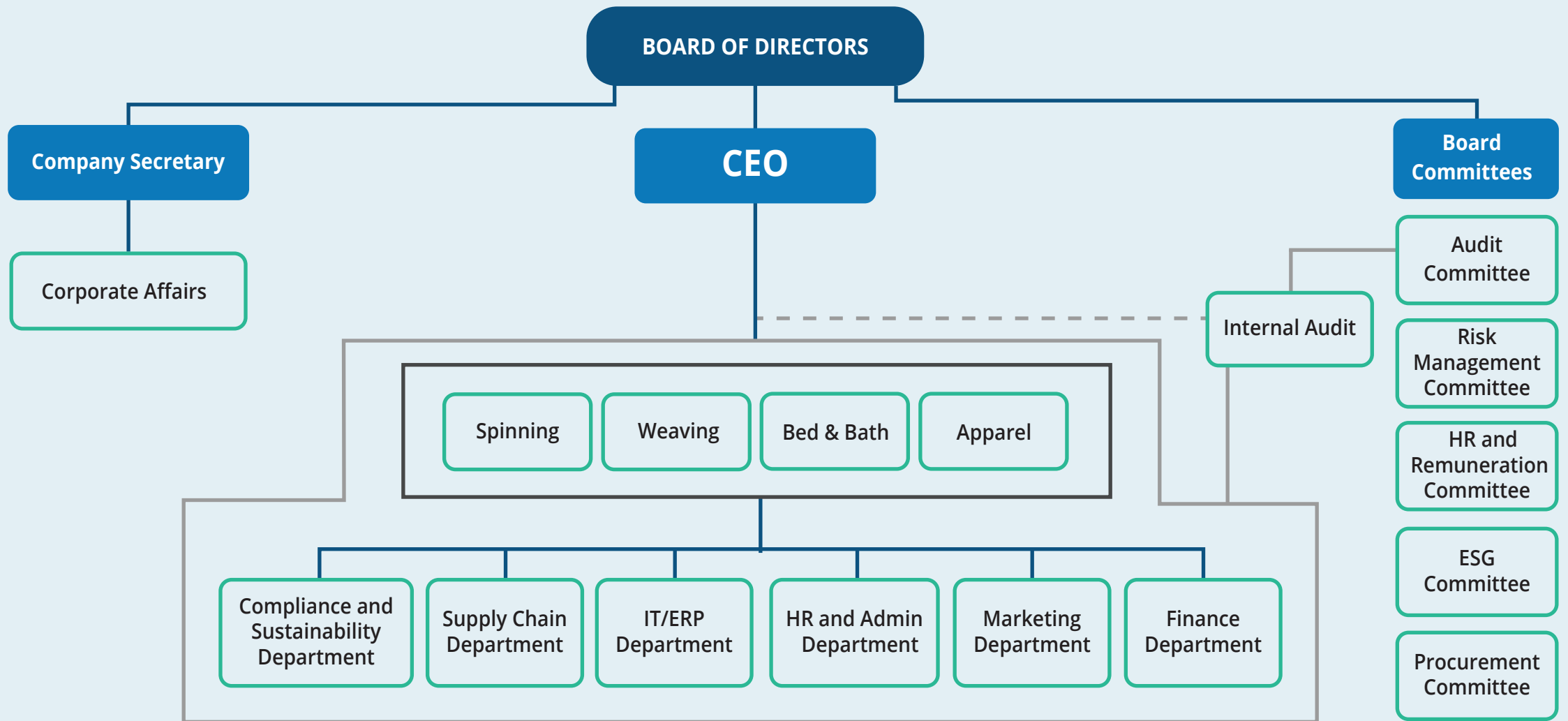


Our Governance





Governance Structure





Our Leadership

The governing body of utmost authority in the Masood Roomi is represented by the Board of Directors, which comprises a diversified group of individuals with expertise in finance, business, marketing and other relevant fields. This board is composed of five male directors and one female director, each of whom bears a unique background and professional experience.

At Roomi Fabrics Limited, the positions of Chairman and Chief Executive Officer are distinctly separated, with each role being undertaken by different individuals. In contrast, at Masood Fabrics Limited, the consolidated positions of Chairman and Chief Executive Officer are held by a single person. To avoid potential conflicts of interest that may arise from this consolidation, the board relies on the collective wisdom of its members during strategic decision-making processes.

During the inaugural year of our sustainability reporting, our Board conducted a comprehensive analysis to identify areas in need of enhanced governance and oversight. This process culminated in the establishment of key committees, including the Audit Committee, Risk Management Committee, HR and Remuneration Committee, and an ESG Committee, all of which were designed to fortify our corporate governance framework. The creation of these committees was authorized during a series of board meetings, and their respective mandates are articulated by distinct terms of reference, ensuring that they function effectively within the governance structure. The ESG Committee, in particular, will oversee our sustainability initiatives, focusing on our impact on the economy, environment, and society. The committee will play a pivotal role in aligning our sustainability efforts with our corporate objectives, thereby making a positive contribution to our stakeholders and the wider community. In addition, the Nomination Committee is responsible for formulating the nomination policy and establishing criteria for board appointments. This committee is tasked with overseeing the composition of the highest governance body, ensuring that nominations are conducted in accordance with these guidelines. By doing so, the Nomination Committee will help to ensure that the highest governance body remains diverse, inclusive, and effective.

As of June 2023, the following were the individuals serving as directors of the companies of Masood Roomi

Khawaja Jalal-ud-Din Roomi

Chairman Masood Roomi & CEO Masood Fabrics Limited



Khawaja Najam-ud-Din Roomi

CEO Roomi Fabrics limited & Director Masood Fabrics Limited



Khawaja Hussam-ud-Din Roomi

Director Masood Fabrics Limited & Roomi Fabrics Limited



Khawaja Fareed-ud-Din Roomi

Director Masood Fabrics Limited



Humaira Jalal-ud-Din

Director Masood Fabrics Limited



Javed Anjum

Group Chief Financial Officer & Director Masood Fabrics Limited



Sustainability Governance

We dedicated this year to crafting a sustainability report that aligns with our core values. This involved reflecting our values in our vision, mission, strategies, policies, and goals related to sustainable development. The Board and ESG team worked together to create a sustainability vision that reflects the organization's values, practices, and outlook. We are pleased to announce that we have developed our combined sustainability vision for the first year. The Chairman gave final approval to ensure that these values are deeply integrated into our corporate governance and strategic direction.

The Board, along with the C-Suite and subject specialists, collaborated extensively with cross-functional heads of the organization to obtain a comprehensive perspective. This exercise also included engaging with external stakeholders to gather their input and insights. As a result, we identified the organization's impacts on the economy, environment, and people.



The Board has entrusted the Chief Executive Officer with the responsibility of managing the organization's impacts on the economy, environment, and people. The organization's Chairman ensures that our sustainability reporting is transparent, accountable, and aligned with the best practices and expectations of our stakeholders. They also review and approve material topics and the annual sustainability report.

We prioritize capacity-building sessions, led by subject experts, to empower our employees, senior executives, and the highest governance body with the necessary skills and knowledge for informed decision-making. This strategic investment has enhanced sustainable development within the organization, ensuring that all levels are well-prepared to effectively address sustainability challenges and drive the success of our initiatives.

The Chairman of the Board evaluates the performance of the highest governance body. He assesses the effectiveness of this body in overseeing our organization's impacts on the economy, environment, and society. Based on this evaluation, appropriate actions are planned and implemented to enhance governance effectiveness and ensure alignment with our strategic objectives. Our organization has also developed a formal policy and procedure for the systematic evaluation of the performance of the highest governance body. This framework is set to be fully implemented in the upcoming years, facilitating a structured approach to performance assessment, ensuring continuous improvement, and alignment with our sustainability commitments and goals.



Conflicts of Interest

In accordance with our established policy, it is mandatory for all employees to act in the best interests of the organization without any conflicts of interest. We expect every employee to avoid any business, financial, or personal affiliations that may clash with our organization's interests or compromise their loyalty towards it. It is imperative that they refrain from any actions that could be perceived as creating such conflicts.

As outlined in our Code of Conduct, there may be situations where employees' competing interests may impair their ability to make unbiased decisions. A conflict of interest arises when an employee of Masood Roomi or their immediate family member has a personal stake in a transaction involving Masood Roomi. We expect our employees to ensure that their personal interests do not conflict with their duties towards the organization. To mitigate potential conflicts, employees should avoid any actual conflict of interest and seek the organization's approval. We urge our employees to take this responsibility seriously. If a conflict arises, employees should inform their manager immediately and take necessary steps to address it. By acting in the best interests of our organization, we can ensure its success and continue to provide value to our clients.



Remuneration Policies and Process

At present, the remuneration of the highest governance body members is determined by the Chairman, who considers the members' knowledge, experience, and prevailing market trends. A formal policy and transparent procedure for determining the remuneration packages of individual directors are under consideration by the board. The policy aims to ensure market-competitive remuneration and will be implemented in the upcoming reporting period.

Our remuneration strategy extends to all employees and ensures that their packages are competitive based on their expertise. Notably, the Chairman approves these packages, and the remuneration determination process does not involve any external consultant.

As part of our revised governance structure, we have established an HR and Remuneration Committee, which is responsible for analyzing market remuneration trends, designing remuneration policies, and making recommendations to the board. This structured approach will enhance transparency and fairness in our remuneration practices and align them with industry standards and strategic objectives.



Policy Commitments

Masood Roomi is committed to setting an example for sustainable business practices that align with international human rights standards. In the recent reporting period, we took significant steps to develop and document formal policies that cover the crucial areas of ESG—Environment, Social, and Governance. These policies were approved by the highest level of governance, the Chairman. As we move ahead, we intend to communicate these policies to all workers, employees, and relevant stakeholders through established communication channels. We recognize that implementing these policies will require the cooperation of all stakeholders, and we will provide the necessary training and support to ensure effective implementation. We firmly believe that our strategic approach to ESG principles reinforces our operational integrity and builds stakeholder trust. We are excited to continue our journey towards sustainable and responsible business practices and look forward to working together with all stakeholders to achieve our goals.

To seek guidance regarding the implementation of the organization’s policies and practices for responsible business conduct, employees are encouraged to refer to the policies detailed in the HR portal and to directly interact with the HR department for assistance.



Mechanisms for Raising Concerns and Grievances

Masood Roomi has a system to handle grievances and allow stakeholders to report concerns related to the organization's negative impacts. The Board receives critical concerns through relevant functional heads and maintains an accessible channel for stakeholders to report concerns. The Board is working to improve this mechanism and address concerns promptly and in accordance with policies and regulations. No concerns were reported during the reporting period that question the ethical and responsible functioning of our business operations.



Anti-Corruption

At Masood Roomi, we have zero tolerance for corruption. We prioritize ethical conduct and are dedicated to transparency, accountability, and responsible governance in all aspects of our business.

In the past year, thorough risk assessments for corruption were conducted across all our operations. No corruption-related risks were identified by this evaluation. To reinforce our commitment to ethical conduct, all employees have been informed about our whistle blowing and code of conduct policies. Employees at facility, situated outside the head office, receive these policy communications through prominently displayed wall hangings. This visual method ensures effective and clear sharing of important information. Additionally, head office employees have been directed several times to refer to the policies uploaded on their HR portal. Our board is well aware of the anti-corruption policies.

No formal anti-corruption training was provided during the year 2023 and there were no incidents of anti-corruption.



Compliance with Law and Regulations

Masood Roomi consistently prioritizes adherence to legal standards and regulatory requirements, ensuring all operations are conducted ethically and in compliance with the law. Throughout the reporting period, there were no instances of non-compliance with law and regulations, and the organization did not face any legal actions related to anti-competitive behavior or violations of anti-trust and monopoly legislation.



Environment – Impact Summary



89%

Renewable Raw
Material Input



0.3%

Recycled Materials
Consumption



36,231 GJ

Energy Saved



14%

Renewable Energy Used
Within the Organization



62%

of Total Steam
Generated Through
Waste Heat Recovery



75%

Renewable Packaging
Material Used



16,255

mtCO₂e GHG
Emissions Saved



8.5 MW

Solar Capacity
Installed



People and Prosperity – Impact Summary



56%

Local Employment Rate
Senior Management



59%

of Total Purchases were
from Local Suppliers



17%

Women Representation
on Board



1:1

Gender Pay
Ratio



19%

Hiring Rate



Memberships & Certifications

Environment



Social



Other Certifications

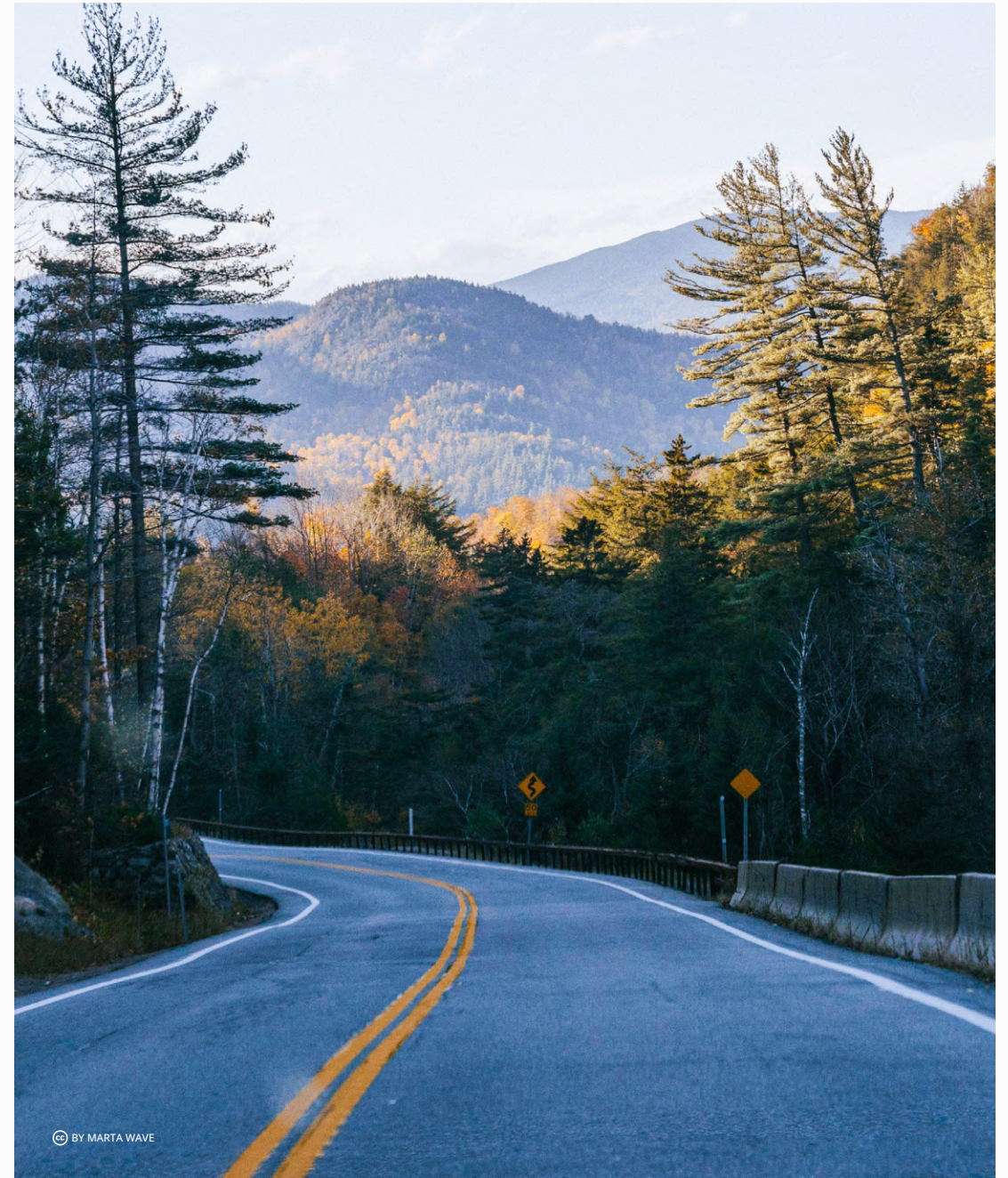


Memberships of Trade Associations





Our Reporting Methodology





PESTEL Analysis



Political

- Global Commitment to Climate Goals Amid Geopolitical Challenges
- Rise in Green Incentives and Support
- Stricter Environmental Regulations and Climate Litigations
- Social Equity in Decarbonization Efforts
- Declining Influence of the Fossil Fuel Industry



Economic

- Evolution of Carbon Trading Ecosystem
- Transition to Circular and Zero-Waste Economics
- Economic Impacts of Decarbonization
- Collaborative Climate Action Initiative
- Growth in Sustainable Business and Eco-Investments



Social

- Climate Change-Driven Migration Upsurge
- Rise of Climate Radicalism
- Growing Emphasis on Holistic Health & Conscious Living
- Growing Environmental Awareness and Green Consumerism
- Community-Driven Environmental Movements



Technological

- AI in Environmental and Climate Solutions
- Breakthroughs in Green Tech and Life Sciences
- Renewable Energy Advancements
- Climate-Adaptive & Green Urban Developments
- Carbon Management Technologies



Environmental

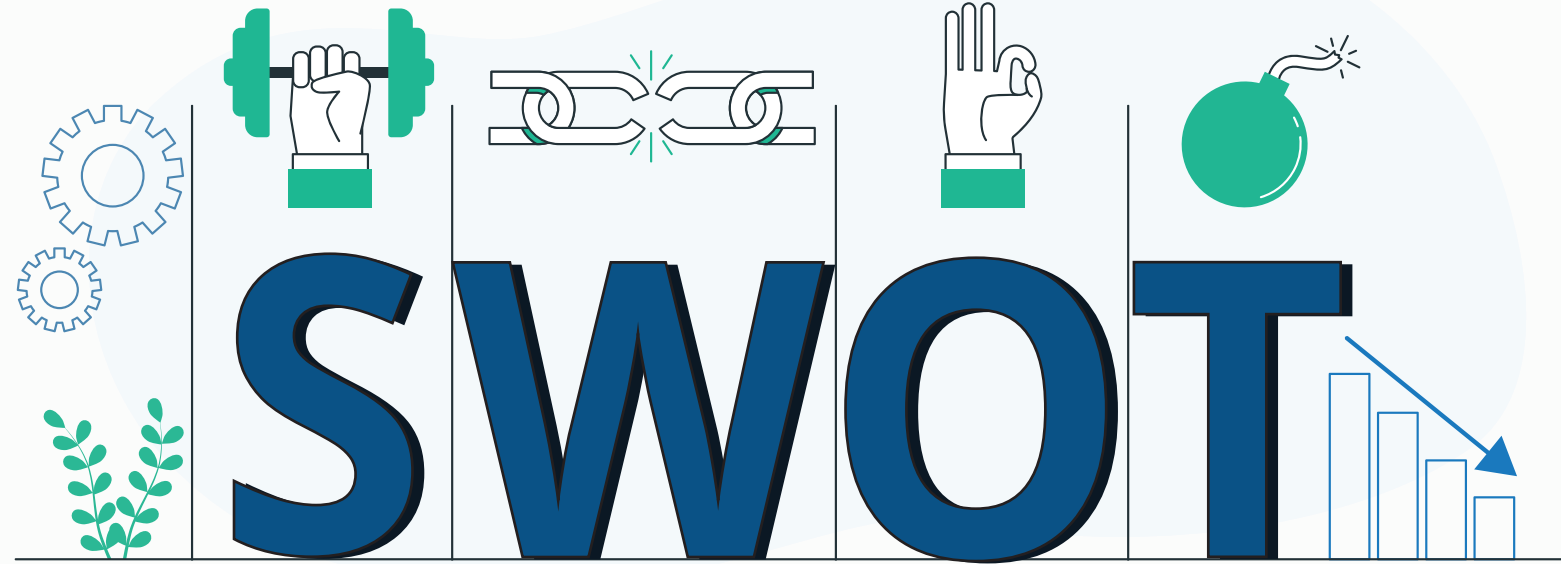
- Expansion of Urban Green Spaces & Reforestation Efforts
- Increasing Frequency of Extreme Weather Events
- Resource Scarcity and Conservation Efforts
- Combating Ecosystem Degradation and Conserving Biodiversity
- Global Pollution and Waste Management Initiatives



Legal

- Government Policies: Sustainable initiatives
- Energy Tariffs: Renewable incentives, carbon penalties
- Trade Regulations: Eco-friendly policies, green certifications

Source: Rohrbeck Heger



Analysis

Strength

- Diverse energy sources
- Energy cost management
- Extensive production capacity
- Integrated supply chain
- Advanced technological infrastructure
- Diversified product portfolio
- Global market presence
- Financial strength
- One of the top exporters of Pakistan
- One of the top employers of Pakistan

Weakness

- Dependence on fewer raw materials
- Limited investment in research and development
- High dependence on import of plant and machinery
- Shortage of human resource

Opportunity

- Domestic market
- Recent regional cooperation
- Global market expansion and collaboration
- Recent developments in global economy

Threat

- Energy crisis
- International competition
- High fluctuation in currency and interest rates
- Unstable political and economic situation
- Demand of low emissions textile products in market



Stakeholder Engagement

Stakeholder Mapping

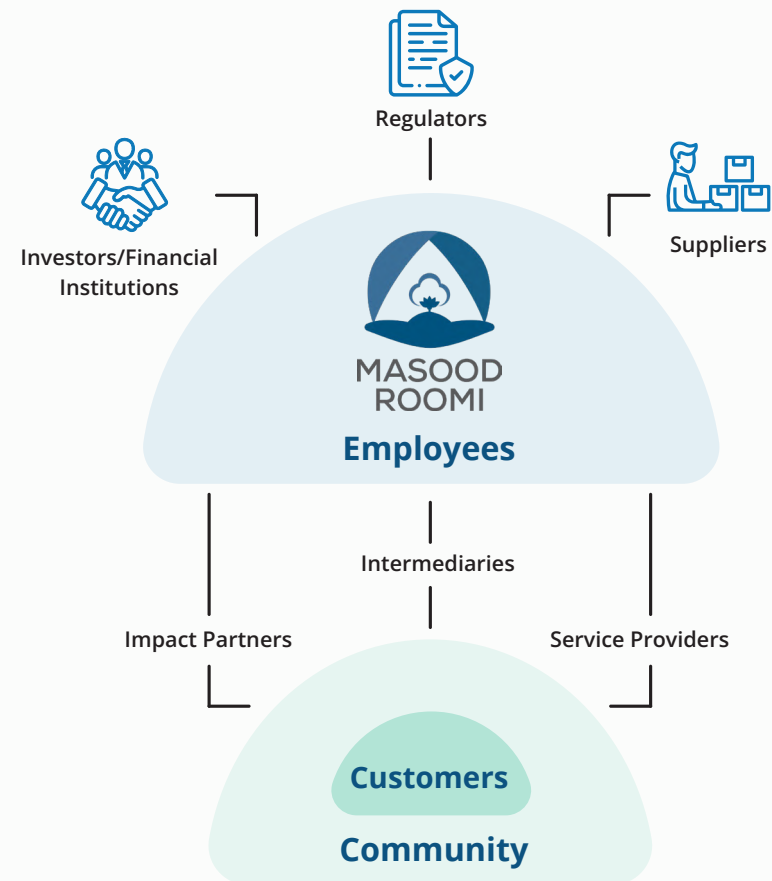
Masood Roomi's sustainability strategy is centered on meeting the needs and expectations of key stakeholders. The initial step involves performing a stakeholder mapping to identify these needs. This mapping process is based on parameters defining their respective influence and interest in Masood Roomi. It serves as a continual demonstration of our commitment to remaining responsive to the evolving landscape.

The stakeholder mapping process results in the identification of key stakeholders and the determination of engagement methods based on the defined parameters. The primary objective of stakeholder mapping is to comprehend their primary needs and expectations and align their interests with the organization's long-term sustainable growth objectives. This process serves to drive positive change, promote ethical practices, and foster shared value through collaboration with diverse stakeholder groups.

The two-way dialogue, influenced by stakeholders' concerns and perspectives, plays a pivotal role in guiding the organization to adopt sustainable business practices and models. Through this communication, we are able to demonstrate how stakeholder input has tangibly influenced changes in our business practices and the adoption of sustainable models.

Our Stakeholders

We actively engage with both internal and external stakeholders who play a significant role in our business model. The resulting stakeholder mapping has been finalized after considering various factors, including Masood Roomi's relationship, potential impact, influence, vulnerability, proximity, and willingness to engage. The stakeholders with whom we actively engage encompass investors, customers, suppliers, employees, regulators, financial institutions, and the local community.





Stakeholders	Engagement Method	Engagement Frequency	Key Topics and Concerns	Our Response
Financial Institutions	Through Accounts and Finance Department, Emails, Surveys, Phone calls	Ongoing	Financial and Non-Financial performance, Health and safety, Environment management	Committed to ensuring robust performance, prioritizing health and safety, and implementing effective environmental management practices
Employees	Direct Meetings, Awareness Sessions, Engagement surveys, Human Resource Department, Online sessions, Trainings, Confidential Calls, Emails	Ongoing	Employee benefits, Job-related training, Health, and safety of workers, Employee well being, Performance appraisals, Health & safety, Job security, Establishing Conflict resolution committee	Training and development programmes and collaboration among team members, recognition in terms of competitive and fair remuneration package, health and safety at work place, opportunity and business development
Customers	Customer Surveys, Customer Feedback, Marketing Department	Ongoing	Product pricing and quality, Invest in R&D, Health and safety, Corporate governance and regulatory compliance, Data management and cyber security, Transparency, Adopt sustainable business practices,	Conducting research and development to drive innovation, sustainability, and quality improvement in our products. We adhere to quality, safety, and environmental certifications, integrate sustainable practices into operations, and meet customer packaging needs while exploring eco-friendly alternatives
Suppliers	Through Procurement Department, Suppliers Meetings, Phone Calls, Emails, Suppliers Survey	Ongoing	Employee engagement and welfare, Reasonable terms and conditions, Timely payments, Product quality and specifications, Environment friendly materials, Assessment of suppliers for environmental and social impact, Sustainability alliances	Business advancements resulting in expanded opportunities, the exploration of eco-friendly materials, and the provision of training/guidance to suppliers regarding new requirements
Government/Regulators	Through Admin Department, Emails, Phone Calls, Meetings, Surveys	Ongoing	Compliance with applicable laws, Payment of duties and taxes, Environmental impact	Ensuring adherence to compliance standards across various domains, robust governance systems, and rigorous internal and external audit processes



Materiality Assessment

Our Approach

Masood Roomi's materiality assessment process involves developing a comprehensive list of issues from various sources, including sustainability reporting frameworks (e.g., GRI, SASB) and peer organizations sustainability reports. Given the wide range of sustainability issues, from greenhouse gas emissions to employee gender diversity, it can be daunting for the organization to address and manage them all.

We systematically identify and prioritize the issues that are most material to our business and most relevant to our stakeholders. Issues that appear on our materiality matrix are all expected to be managed at some level. This mapping and prioritization exercise helps us determine where to focus our efforts and identify potential partners for collaboration. By regularly repeating this process, we can uncover 'fast-moving' issues—those that stakeholder groups increasingly care about—allowing us to proactively address these material concerns and develop collaborative solutions with stakeholders.

We identify stakeholder groups based on the credibility and relevance of their work on material ESG issues. It is considered best practice to engage a comprehensive set of stakeholders who can provide expert insights on the identified issues.

Finally, we weigh our material ESG issues against relevant business drivers such as risk reduction, customer satisfaction, revenue enhancement, and employee retention. This approach ensures that our sustainability efforts are strategically aligned with our business objectives and stakeholder expectations.

Identification of Material Topics

Based on expert consultancy, desktop research, data analysis and stakeholder feedback

Prioritising and Mapping of Material Topics

Based on impact and importance to stakeholders

Intergration of Material Topics into Sustainability KPIs

To ensure alignment of our objectives with stakeholder expectations



Materiality Matrix

Influence on Stakeholders Assessment and Decisions

High

- Child Labor and Forced Labor
- Human Rights and Non-Discrimination
- Procurement Practices
- Indirect Economic Impacts
- Anti-competitive Behavior

- Emissions
- Energy
- Waste Management
- Materials
- Employment
- Local Community
- Corporate Governance
- Occupational Health and Safety
- Diversity, Equity and Inclusion
- Water
- Professional Development and Training
- Economic Performance

Moderate

- Marketing and Labeling
- Data Privacy
- Chemical Management
- Ethics

- Market Presence
- Security Practices
- Freedom of Association
- Anti-Corruption

Moderate

High

Significance of Organizations Economic, Environmental and Social Impact



Material Topic	Impact making it material
Economic Performance	Directly influences the organization's financial stability, growth, and overall sustainability
Market Presence	Enhancing market relevance by catalyzing local employment opportunities and fostering economic advancement
Indirect Economic Impacts	Understanding indirect economic impacts is vital as it highlights the effects of infrastructure development, influencing job creation, local economies, and community well-being
Procurement Practices	Development of business opportunities for local vendors, fostering economic growth, and ensuring a dependable supply chain
Anti-Corruption	Impacts competitiveness and contributes to the abuse of power, resulting in poverty
Anti-competitive Behavior	Anti-competitive behavior risks legal penalties and erodes stakeholder trust
Materials	Utilization of finite material resources and its effects within the supply chain
Energy	The influence on climate change stemming from the utilization of fossil fuels, along with potential avenues for energy generation from both renewable and non-renewable sources
Water	Water conservation is vital as our operations are in water-stress areas
Emissions	Contributes to climate change, leading to pronounced shifts in weather patterns and impacting the availability of raw materials
Waste Management	Influences the climate through the creation and disposal of both hazardous and non-hazardous waste
Supplier Assessment	Evaluating suppliers promotes eco-friendly and ethical practices, securing sustainable partnerships
Employment	Directly affects operational efficiency, product quality, and innovation capacity, thereby influencing overall business performance, economic stability and labour management relationship



Material Topic	Impact making it material
Occupational Health and Safety	The well-being of employees and workplace safety influencing productivity, adherence to relevant laws, and meeting customer requirements
Professional Development and Training	Enhances workforce skills, boost productivity, and ensure compliance with evolving industry standards and sustainability practices
Diversity, Equity and Inclusion	Significantly influences organizational culture, innovation, and long-term success
Human Rights and Non-Discrimination	Compliance with international laws and involves corporate reputation risk
Freedom of Association	Upholding the right to join unions enhances fairness and harmony in the workplace
Child Labor and Forced Labor	Compliance with legal standards and international laws, and also involves brand reputation
Security Practices	Compliance with human rights laws
Local Community	Investing in education, health, safety, and hunger alleviation improves community resilience and quality of life. Strong local communities contribute to a stable workforce and positive corporate reputation
Risk Management	Influences resilience, protecting assets and ensuring long-term sustainability by identifying, assessing, and mitigating potential threats
Corporate Governance	Ensures accountability, enhances operational transparency, and builds trust among stakeholders, thereby improving reputation and financial performance



Three Pillars of Sustainable Development

Our Strategy

Our sustainability strategy, rooted in the Triple Bottom Line approach encompassing Planet, People, and Prosperity (3Ps), continues to guide our sustainable business growth. It is crucial to maintain balance among the 3Ps in our daily operations. The Triple Bottom Line signifies an approach where the organization harmonizes economic viability, environmental stewardship, and social accountability. Our management clearly delineates these three dimensions in business operations, ensuring that our endeavors are not solely profit-driven but also consider the organization’s societal and environmental impact.

Our strategy and business practices are fully aligned with the United Nations Sustainable Development Goals. Our vision focuses on achieving unparalleled customer satisfaction and empowering our employees, while setting industry standards through innovation and growth. We are committed to promoting collective prosperity, driving sustainable growth, and fostering positive change by making meaningful contributions to both the environment and society as a whole.



Planet

The "P" for Planet in our strategy signifies our dedication to environmental stewardship. As a forward-thinking organization, we take proactive measures to promote a healthy natural environment and address environmental challenges. This commitment is demonstrated through policies on waste recycling, responsible supplier selection, and sustainable transportation practices.

Under the leadership of Masood Roomi, we prioritize conserving environmental resources for future generations. This includes emphasizing efficient energy utilization, reducing greenhouse gas emissions, and minimizing our ecological footprint. Our environmental strategy is rooted in a commitment to environmental protection by mitigating risks and assessing the environmental impacts of our activities. Key challenges include conserving natural resources, assessing and reducing carbon footprints, and preventing water scarcity and waste for current and future generations.

Masood Roomi’s initiatives aim to bring about positive change by reducing carbon footprints, using ethically sourced materials, and optimizing energy consumption. These efforts represent significant strides towards achieving long-term sustainability in our business operations.



People

The "P" for People highlights our commitment to caring for society as a whole. This includes not only the individuals within the organization but also those in the broader community. We prioritize creating a positive working environment by fostering strong labor relations, focusing on employee development, and promoting shared responsibilities.

Our business practices are designed to benefit labor, human capital, and the community. We aim to generate value for society and give back through initiatives like fair wages and comprehensive healthcare coverage. Ignoring social responsibility can lead to significant repercussions, including public backlash and economic costs. Our strategy emphasizes the critical interaction between an organization and its community, highlighting the importance of community involvement, strong employee relations, and equitable pay. We advocate for combating social exclusion and discrimination, fostering solidarity, and enhancing the well-being of all stakeholders.



Prosperity

To ensure viability, a sustainable organization must maintain a robust financial position. Profitability is essential, serving as the foundation for enhancing the other two dimensions of the Triple Bottom Line. The 'Prosperity' aspect of our strategy focuses on how our business practices influence the economy, affecting our ability to support future generations. This involves linking our growth to the broader economy's growth and assessing our contributions to economic development.

Our strategy emphasizes the organization's role in providing value to the economic system, ensuring that it can support future generations. This includes promoting economic development and growth while also encouraging environmental protection and minimizing risks in production processes. Practical steps include recycling products and utilizing renewable energy sources.

In capitalist economies, financial performance, particularly profit generation for shareholders, is a key measure of success. Strategic planning and business decisions are directed towards maximizing profits, reducing costs, and mitigating risks. However, we recognize the importance of purpose-driven leadership. By adopting sustainability initiatives, we can benefit society and the environment while also driving business success. Our strategy aligns profit with purpose, demonstrating that sustainability can enhance financial performance and contribute to a sustainable future.



PLANET

**Fostering a Sustainable Tomorrow:
Nurturing Environmental Harmony for a Resilient Future.**



Carbon Footprint

Masood Roomi stands as a committed supporter of Net Zero Pakistan, endorsing the national ambition to attain net zero emissions by 2050. It is increasingly evident that tackling the global crisis caused by unrelenting greenhouse gas emissions is critical. With insights from COP 28, it's now undeniable that financial considerations related to climate change must now form an integral part of business strategy.



Our greenhouse gas (GHG) emissions arise from various operational processes. This report specifically addresses our Scope 1 and Scope 2 GHG emissions. Scope 1 emissions represent the direct emissions from sources that we own or control. Scope 2 emissions pertain to the indirect emissions from the consumption of purchased electricity used in our operations.

GHG Emissions (tCO₂e)

	2023	2022
Scope 1	47,393	47,707
Scope 2	15,403	16,636
Total	62,796	64,343

DEFRA has been utilized to source the emission factors, and the IPCC 5th Assessment Report has been used to incorporate the Global Warming Potential (GWP) values of gases into CO₂e. CO₂, CH₄ and N₂O gases are included in the calculation of CO₂e emissions.

Biomass Boilers

One-third of our steam requirements are met by using renewable resources like wood and rice husk in steam boilers. These boilers, with a installed capacity of 25000 tph, are equipped with wet scrubbers, an air pollution control device that uses a liquid to remove contaminants from a gas stream, further reducing their environmental impact. By utilizing these biomass boilers, we significantly reduce and control our environmental impact.

Biogenic mtCO₂ emissions (Scope 1)

	2023	2022
	7,470	10,235

The Operational Control approach is employed to consolidate emissions data. Choosing 2022 as the base year is a strategic decision, aligned with management's objectives to meet future targets, one of those objectives includes the setting of Science-Based Targets (SBTs).



"By learning Sustainability in-depth, we are saving not only ourselves, but also our next generations and all other global creatures."

Gohar Zaman
Technical Director
Roomi Fabrics Limited (Spinning Unit)

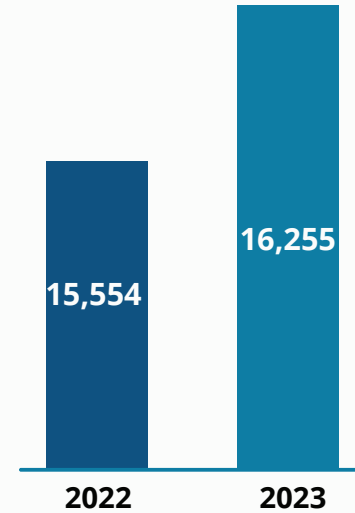


Waste Heat Recovery Boiler (WHRB)

We have strategically invested in Waste Heat Recovery Boilers (WHRB) to generate steam from the heat produced by natural gas generators, moving away from traditional fuel-burning boilers. This innovative approach of reusing heat from our generators to produce steam has significantly reduced our emissions footprint. With the adoption of these highly efficient WHRB systems, we have achieved a notable decrease in our carbon emissions, approximately 14,765 mtCO₂e, in FY23. These boilers account for nearly 62% of our total steam consumption, marking a crucial step toward more sustainable operational practices.



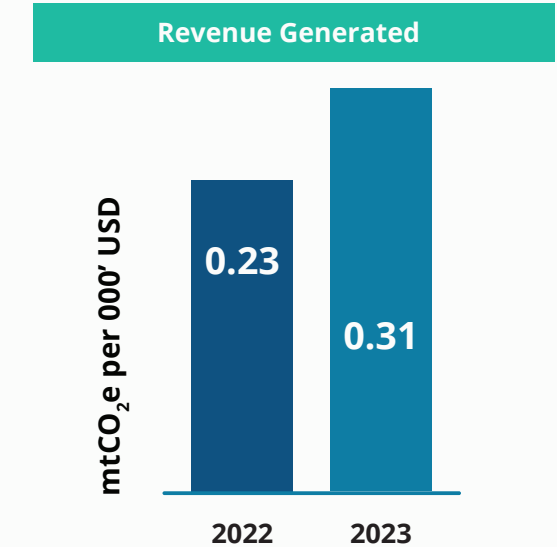
GHG Emissions Saved (mtCO₂e)



CO₂, CH₄, N₂O are included in emissions savings calculation and include savings from only Scope 1 emissions.

GHG Intensity Ratio

GHG intensity ratio is calculated on the basis of net revenue in USD to offset foreign exchange rate fluctuations. This calculation uses the average annual PKR to USD rate from our foreign exchange risk management. By measuring the emissions intensity ratio, we can keep track of the amount of emissions produced per one USD in sales revenue. Monitoring this ratio over time enables us to set emissions reduction targets and achieve significant emissions savings.



Scope 1 and Scope 2 emissions are included in the calculation of intensity ratios and includes CO₂, CH₄ and N₂O gases.



Energy Optimization

Since the inception, Masood Roomi has been an advocate of sustainability through transformative initiatives. Our Power Division is dedicated to leading Pakistan's shift from fossil fuels to mitigate the nation's carbon footprint. We are committed to addressing the increasing energy demands through renewable sources, ensuring the provision of clean energy for everyone.



Renewable Energy

We have currently installed an 8.5MW Solar Power Plant featuring advanced Half-Cell Technology, which accounts for more than one-third of our 20MW solar power target. This initiative has significantly reduced our carbon footprint, leading to a substantial decrease in emissions, with a savings of 2,060 mtCO₂e in FY23 compared to 1,712 mtCO₂e in FY22. Additionally, solar energy now covers 8.52% of our electricity consumption in FY23, up from 6.96% in FY22. Masood Roomi also meets its energy requirements using biomass boilers, refer page 44.

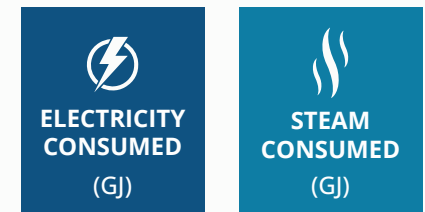
Fuel Consumed Within Organization

Energy (GJ)	2023	2022
Renewable	124,111	145,428
Non-Renewable	778,955	783,041
Total	903,066	928,469

Fuel consumption figures have been converted into energy in GJ using the Engineering Toolbox.

Masood Roomi is one of the largest operators of Caterpillar Gas Engines in the captive power sector. Our technical expertise are key in addressing diverse energy needs through innovative and cost-effective models, paving the way for a brighter, more sustainable future. The fuel for these engines is natural gas, which,

according to the UNEP, is inherently clean, emitting negligible quantities of other air pollutants such as SO_x, NO_x, and particulate matter. Natural gas accounts for 74.23% of our total energy requirement.



2023
472,063
2022
480,368

2023
204,857
2022
251,548



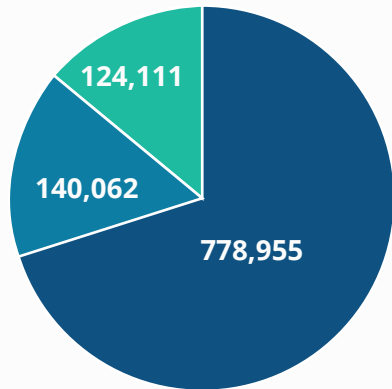
2023
3,128

We purchase electricity from MEPCO and we also sell our excess electricity generation from solar panels to the grid.

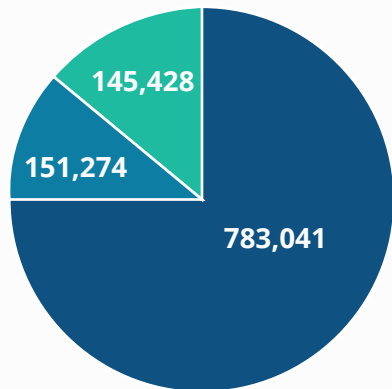


Total Energy Consumption (GJ)

- Non-Renewable Fuel
- Electricity Purchased
- Renewable Fuel



2023



2022

Total energy consumption in FY23 was 1,043,128 GJ as compared to 1,079,743 GJ in FY22.

Energy Intensity Ratios



Revenue Generated
GJ per 000' USD

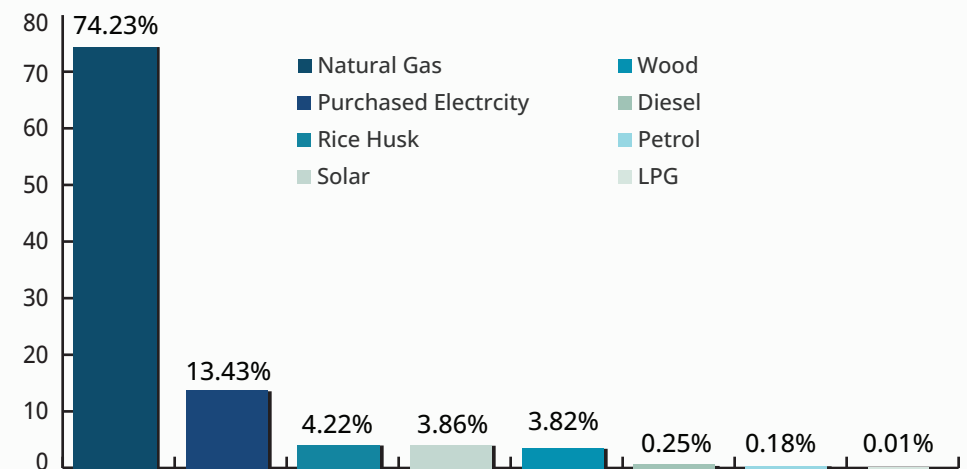
2023	2022
5.16	3.86

Energy intensity ratio is calculated on the basis of net revenue in USD to offset foreign exchange rate fluctuations. This calculation uses the average annual PKR to USD rate from our foreign exchange risk management. Monitoring this ratio over time enables us to set energy reduction targets and achieve significant energy savings.

Energy consumption within the organization and purchased electricity are included in the calculation of the energy intensity ratio.



Energy Mix





We have implemented multiple initiatives aimed at reducing energy consumption and enhancing operational efficiency. These measures include optimizing airflow through the adjustment of blade angles and the installation of multi-hole air nozzles on air jet looms to increase efficiency. We have also upgraded to the latest model Toyota looms, which are significantly more energy-efficient than previous models, thereby reducing both electricity and air consumption.

In terms of lighting and electrical control, we have made a shift to LED lighting and installed inverters to better manage power usage. Additionally, we have improved our heat management systems by installing heat exchangers and upgrading our HVAC systems. Improvements in building insulation have been made to minimize the need for excessive heating and cooling. Together, these initiatives play a crucial role in reducing our environmental footprint by significantly lowering energy consumption across our operations. Through these energy-saving initiatives, we have saved approximately 36,231 GJ of energy in FY23.

Process Automation

We have enhanced the efficiency of our Air Conditioning Department by automating the controls for the supply and return fans, as well as the vacuum pump. These systems are now capable of adjusting their operations based on external weather conditions. This technological advancement has led to substantial energy savings, amounting to approximately 3,161 GJ.



Inverters Installation

By installing inverters in our Air Conditioning Department, we have significantly increased its efficiency to maintain temperature and humidity. This improvement has eliminated the need for our seasonal chillers, which previously required both steam and electricity. Consequently, the reduction in steam demand allowed us to avoid using our boiler, resulting in a substantial saving of approximately 1,846,800 kg of wood. Overall, this initiative has led to an impressive energy savings of approximately 29,456 GJ.



Skylights

We have installed skylights in our recently constructed facility, which utilize natural sunlight to provide lighting, resulting in annual energy savings of approximately 16.59 GJ.



Materials

At Masood Roomi, we procure high-quality cotton to produce yarn, which forms the foundation of our weaving operations. Most of our weaving utilizes this in-house produced yarn, supplemented by yarn sourced through our specialized supply chain department. This strategy allows us to create special category yarn and fabrics tailored to the diverse needs of our clients and adapt to market demands. Additionally, our dyeing processes are outsourced to enhance both quality and efficiency. In our Home Textile division, we procure fabric to manufacture a comprehensive range of products, ensuring a high standard of excellence across our offerings.



Input Materials

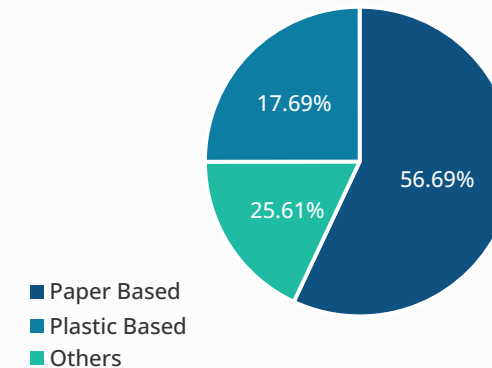
Raw Material	UOM	2023
Renewable	Ton	55,446
Non-Renewable	Ton	6,550
Total	Ton	61,996

Packaging Material	UOM	2023
Renewable	PCs	28,379,648
Non-Renewable	PCs	9,249,019
Total	PCs	37,628,667

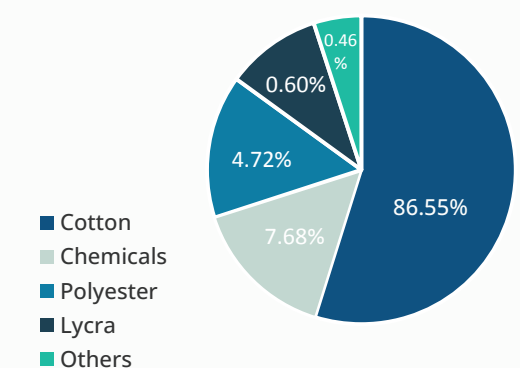
Each of our facilities within the organizational boundary is considered a separate entity for compiling materials information.

In FY23, our material utilization comprised 89% renewable resources and 11% non-renewable resources. Additionally, in our packaging materials we utilized 75% renewable and 25% non-renewable materials. The high proportion of renewable materials is particularly because of the prioritization of cotton in our manufacturing processes.

Packaging Mix



Raw Material Mix





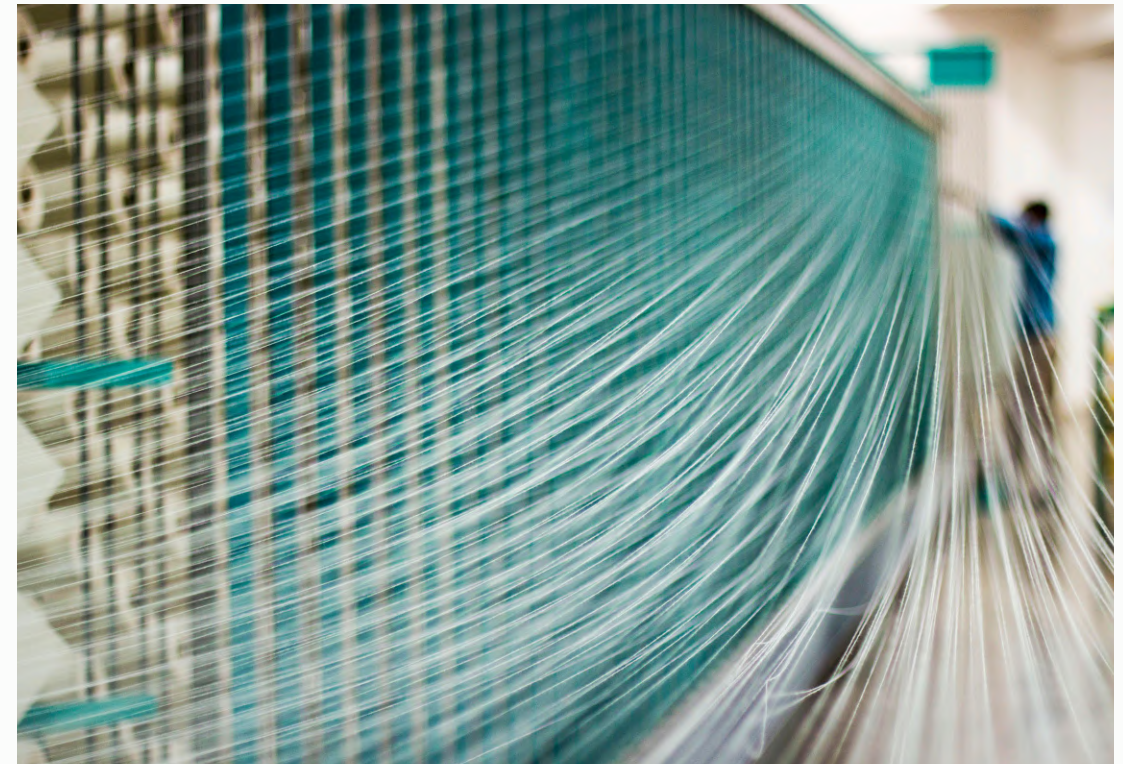
Quality Production

Each of our facility houses a dedicated in-house Quality Control and Assurance Department that operates around the clock. Their primary goal is to ensure the production of efficient products that meet the specific requirements of our global customer base.

Additionally, we have a specialized training department that provides our workforce with necessary training throughout the year in a structured manner.

We are committed to staying at the forefront of technological innovation, which we continuously monitor and implement as needed. To maintain high-quality standards in our final products, we employ process control methods at every step of production.

We prioritize the use of organic chemicals in our sizing process to align with our environmental objectives. By opting for organic chemicals, we aim to minimize the ecological impact of our operations while ensuring the sustainability of our processes.



The textile supply chain is renowned for its extensive resource usage, which can lead to significant negative environmental and social impacts. Recognizing our responsibility to minimize these effects, we are committed to addressing these challenges proactively. To enhance the sustainability of our supply chain, we plan to collaborate closely with our suppliers. Our first step in this transition will be:

To implement a systematic supplier sustainability evaluation process by 2025



Sustainable Materials

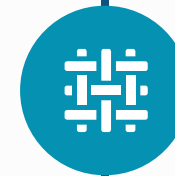
Masood Roomi places great importance on sourcing materials that meet reputable third-party certifications. We source a diverse range of cotton types, including Supima, Giza, USA, Organic, Australian, BCI, Fairtrade, African (CMIA), Primark, and recycled pre and post consumer cotton.

Further, our incorporation of certified recycled materials, specifically recycled polyester that meets the Global Recycled Standard (GRS) and the Recycled Claim Standard (RCS), aims at minimizing environmental impact. In FY23, recycled materials accounted for 0.26% of the production inputs.

Better Cotton Initiative

Masood Roomi is a proud member of the Better Cotton Initiative (BCI), which emphasizes training farmers to cultivate cotton in an environmentally respectful manner, enhance their incomes, and strengthen the industry. Aligning with our commitment to responsible and sustainable cotton production, BCI reflects our dedication to not only improving our products but also the communities and environments involved in their creation.

Better Cotton Traceability enables the tracing of Better Cotton back to its country of origin through the Better Cotton Platform (BCP). As market demands for information about Better Cotton increase, supporting farmers to access these markets and generate sustainable livelihoods remains a priority. Additionally, traceability allows for more targeted investment at the field level, helping to drive sustainability improvements and increase yields for farmers.



Chain of Custody Standard



Better Cotton Platform (BCI)



Supply Chain Monitoring



Claims Framework (Coming in Summer 2024)



approx. **9%** BCI procurement out of total cotton procured in FY23



Organic Cotton (GOTS)

In FY23, we procured approximately 1% GOTS-certified cotton out of total cotton. The Global Organic Textile Standard (GOTS) is an internationally recognized certification that sets stringent ecological and social criteria throughout the entire supply chain of organic textiles. This ensures that from cultivation to production, every step adheres to high environmental and ethical standards.

The certification process for organic cotton involves several critical documents, the Farm Certificate verifies adherence to organic farming standards, the Scope Certificate confirms a company's qualifications to process organic cotton, and the Transaction Certificate tracks the movement of organic cotton through the supply chain, ensuring its traceability and integrity from farm to final product.




“Our Planet, Our Responsibility”
 Mustafa Nawaz
 Technical Director
 Roomi Fabrics Limited (Weaving Unit)



Farm Certificate



Transaction Certificate



Scope Certificate



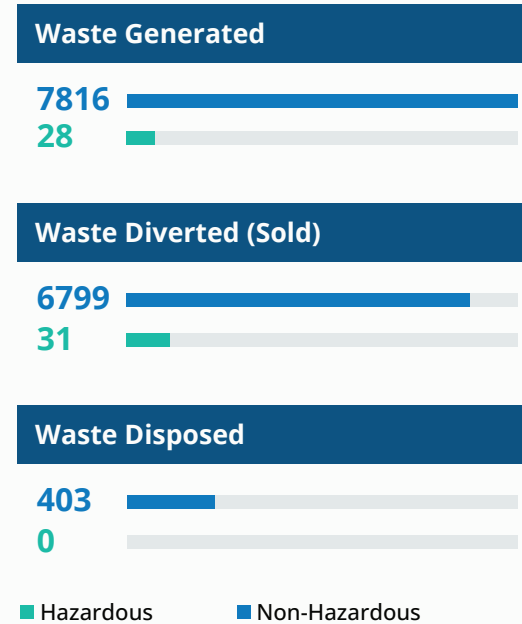
Waste Management

Waste is acknowledged as a necessary byproduct of our production processes, generated during testing, production, and packaging of products. In line with our commitment, refer pg 50, we will work with our suppliers to manage and mitigate waste generated throughout our supply chain. This approach is part of our broader strategy to enhance waste management practices and implement circularity measures to treat waste as a resource, thus reducing our environmental footprint.



Defined targets for waste tolerance are established based on strategic decisions to enhance waste management in our production processes. These targets are designed to minimize waste generation while maintaining the high quality of our production materials, ensuring both efficiency and sustainability across our operations. Within production areas, waste is collected, categorized by type, and stored in designated sections. Mini suction fans assist in the collection process, ensuring a systematic approach. Regular reviews of our monthly progress in waste generation are undertaken, fostering a culture of accountability and improvement.

Waste Summary (MT)



Total waste generated during the year was

7,844 MT

Circular Economy

We acknowledge the challenges in the end-of-life phase of the textile life cycle, leading to landfill or incineration. Circularity is considered as a solution to address waste related issues by exploring opportunities for substituting virgin materials with non-virgin ones. Circular Economy aims to reduce resource consumption and waste generation, aligning with SDG 12 (Responsible Consumption and Production).



Diverted from Disposal (MT)

We typically sell all generated waste rather than reusing it internally. However, a recent initiative at our spinning unit focuses on reusing packaging materials from procured raw materials. Moving forward, our aim is to enhance the traceability of the waste generated, allowing us to track waste throughout our value chain. By better managing its impacts and partnering with our waste buyers, we strive to optimize waste utilization and reduce our environmental footprint.

Onsite



REUSE

Hazardous	Non-Hazardous
0	3

Offsite



REUSE

Hazardous	Non-Hazardous
31	6796

Total **6830 MT** of waste was diverted from disposal in **FY23**

All the waste having economic value is assumed to be reused.



The strategic utilization of our waste heat recovery boiler in steam production has led to significant resource conservation. Specifically, we avoided the generation of approximately 233 tons of rice husk waste, estimating in a total conservation of 1,660 tons of rice husk in FY23.



Directed to Disposal (MT)

Waste is produced as a consequence of using rice husk and wood in our boilers to produce steam. Subsequently, the ashes undergo disposal in landfills. Our target is to reduce 90% of our direct waste which goes to landfill by 2027.



Landfilling

On site

There was no hazardous and non-hazardous waste disposal

Off site

403 Non - Hazardous

There was no hazardous waste disposal



Incineration

There was no hazardous and non-hazardous waste incinerated on-site and off-site



Total **403 MT** of waste was directed to disposal in **FY23**



Our Approach to Water Stewardship

In line with our commitment to address water-related impacts we plan to

Invest in water flow measurement technology in 2024



Risk Based

Essential to manufacturing, water is managed through rigorous risk assessment, ensuring operational resilience.



Regulation & Legalization

We align our water management with stringent governmental requirements and legislation.



Collaborate

We collaborate with locals, ensuring effective management of a shared resource like water.



Invest

We've invested in state-of-the-art RO technology and backup water turbines for seamless operations.



Water serves as a foundational element in our operational processes, playing a pivotal role in critical functions such as AC Plant operation, cooling towers in power-house and sizing processes. According to the World Resource Institute's Aqueduct tool, our operations are situated in an area experiencing water stress. This recognition underscores the importance of our proactive approach to address water-related challenges.

Water is sourced from the ground using water turbines, situated within our factory premises. Withdrawn water is stored in carefully maintained tanks. The stored water is then distributed seamlessly throughout our facility, supporting operational needs while minimizing environmental impact. Post-use, water is discharged through dedicated drainage pipes, seamlessly integrated into the local drainage system.



Water Conservation

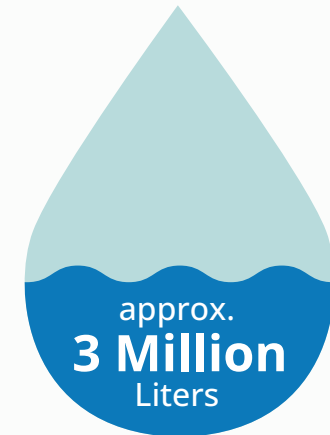
Throughout the year, we have implemented various initiatives aimed at enhancing the efficient utilization of water in our production facilities. These measures are part of our ongoing effort to optimize water use and minimize our environmental footprint. We have realized a significant water saving of approximately **3,000,000 liters** by optimizing the use of water from Reverse Osmosis (RO) plants in our AC Plant. This strategic utilization is attributed to the lower water hardness from the RO plants, extending the intervals for water storage plant maintenance to 60 days, a substantial improvement compared to the previous 7-days cycle. This initiative not only enhances operational efficiency but also underscores our dedication to responsible resource management.

By employing organic chemicals, we ensure that our operations have low water-related impacts stemming from hazardous chemical usage, contributing to a healthier environment.

Through our process design, by integration of our boiler with sizing process, we are able to reuse approximately 5.8% of water in the form of condensed water. This efficient reuse of water not only conserves resources but also enhances the overall sustainability of our operations.

Rain Water Harvesting

Under the concept of "Giving Back to Earth," we have implemented several measures to enhance our environmental sustainability. One such measure is the installation of a rainwater collection well with a capacity of approximately 76,000 liters. This well collects rainwater and channels it through a centralized bore into the ground, helping to replenish the groundwater supply. Additionally, we have installed a capacity of collecting approximately 128,000 liters of rainwater, which we utilize in our own operational processes.



Water Saved



PEOPLE

Our culture is built on trust and promotes creativity, entrepreneurship, and cooperation, which motivates us and makes for a fulfilling workplace.



“Human capital represents the cornerstone of our growth and innovation in the textile industry, a sector that employs approximately 40% of the workforce in Pakistan. Investing in our people not only enhances their skills and productivity but also drives our competitive edge in the global market.”



Khawaja Hussamuddin Roomi

Khawaja Hussamuddin Roomi
Director – Roomi Fabrics Limited

Diversity, Equity and Inclusion

Masood Room aims to drive growth and prosperity by creating a more inclusive and diverse organizational culture. Employing people from various backgrounds, cultures, and experiences strengthens our ability to gather insights, adopt innovation, and understand the culture, context, and mindset of workers.

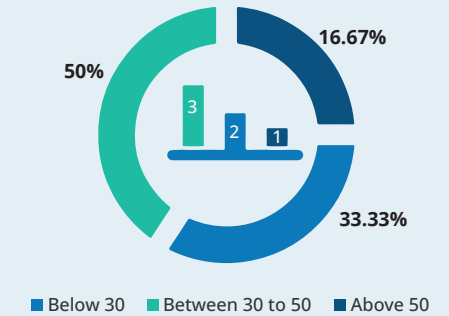
Our aim is to create a fair and healthy environment that enhances the lives of all those people with whom we engage and interact. In alignment with our strategy for People, we are committed to enhancing diversity within our workforce. Over the coming years, we will be elevating the representation of women across all tiers of our organization, covering both executive and non-executive roles, and taking further steps to nurture young women leaders. Our target is to increase women's representation on Board to 25% by 2026.



Governance Bodies

By Gender:	No.	%
	5	83.33%
	1	16.67%

By Age Group:



Employees	No.		%	
	Management and Staff	Workers	Management and Staff	Workers
By Gender:				
Male	309	3200	95.08%	98.31%
Female	16	55	4.92%	1.69%
By Age Group:				
Below 30	64	1111	19.69%	34.13%
Between 30 to 50	219	1864	67.38%	57.27%
Above 50	42	280	12.92%	8.60%

Disabled Workers

Adhering to labor law mandates, approximately 3% of our total workforce comprises of individuals with disabilities, highlighting our dedication to building an inclusive and equitable workplace environment. They have been assigned duties that are well-suited to their disabilities, ensuring they can perform their tasks effectively.



Women Empowerment

Women empowerment is not just about giving women the right to participate, it's about creating an environment where their voices are heard, their choices are respected, and their contributions are valued. Women empowerment is not a favor, it's a fundamental right. Every step taken towards women's advancement is a step towards a better, more balanced world. Masood Roomi, through visionary leadership, aims to uplift and empower women in various aspects. We have spearheaded efforts to provide women with equal healthcare, and economic opportunities, recognizing that uplifting women leads to stronger families, communities, and nations.



Gender Pay Gap

We prioritize offering equitable compensation to all employees and to supporting the advancement of women and minorities. We believe that progressing an inclusive workplace culture that extends beyond our operational boundaries and into our communities is a critical driver to attracting, promoting, and retaining the workforce. Remuneration and benefits are tailored to the employment contract type, individual performance, and role contribution to the organization's objectives. The gender pay ratio for women to men stands at 1:1 at all significant locations of operations.

"The opportunity to participate in Heimtextil and represent Masood Roomi on the global stage fills me with pride, serving as a testament to our organizations deep-rooted commitment to inclusivity and the recognition of the diverse talents within our workforce. Together, we are collectively steering towards a future characterized by equity and sustainability, wherein every individual is empowered to reach their fullest potential."



Khadija Ahsan
Khadija Ahsan
Marketing Officer - Roomi Fabrics Limited

Human Rights

We acknowledge our duty to uphold and safeguard human rights across all business operations, including our supply chain, business partners, and customers. Our policies and procedures ensures the protection of the rights of both employees and labors. We maintain a non-discriminatory environment and encourage employees to join unions or associations to advocate for their interests.



“At Masood Roomi, we believe that the fabric of human rights is woven with threads of dignity and equality for all.”



Non-Discrimination

In accordance with our strategy for diversity and inclusion, we ensure that no discrimination takes place on grounds of race, color, gender, religion, political opinion, national extraction, or social origin. At Masood Roomi, we take pride in creating a workplace that is free from discrimination and harassment. Our core values emphasize the importance of providing a safe and supportive work environment where every employee has the opportunity to thrive. Our Human Rights Policy sets out our commitment to respect human rights, in line with international guidelines. The policy clearly states zero tolerance on any discrimination case that is subject to

disciplinary action.

During the year, no incidents of discrimination were reported. This reflects our proactive approach and the strict instructions from our higher authorities to maintain an inclusive and respectful work culture. In the rare event that any such case arises, our Heads of Departments (HODs) are trained and prepared to take swift and decisive action.



Workers Right to Freedom of Association

We hold the rights of employees in high regard, including the right to freedom of association. Regular awareness sessions are conducted to ensure employees are informed about their rights. Furthermore, we aim to collaborate with our suppliers to uphold the workers' right to freedom of association in accordance with relevant laws and regulations. During the year, there have been no reported incidents suggesting a risk to, or violation of, the employee's right to freely associate within the organization. All the employees are free in their right to vote any representative, whom they are comfortable with, for representing their rights.

Grievance Handling

At Masood Roomi, our commitment to freedom of association is evident through a Grievance Handling System which ensures that all employees' concerns and complaints are addressed. Our Grievance Handling Policy is a structured mechanism designed to manage employee concerns related to the organization. The objective of this policy is to empower every employee with the confidence to lodge any formal complaint, with the assurance that their grievances will be duly addressed.

Grievances can be submitted in writing through a complaint box or directly to the relevant department. Regular reviews by HR representatives, confidential proceedings, and transparent record-keeping ensure a fair resolution. Timelines for resolution can be extended by mutual agreement, and similar complaints are collectively addressed for consistency.



Workers Right to Freedom of Association



Grievance Handling



Employee Engagement

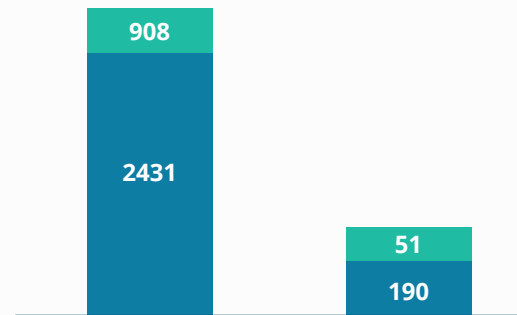
Masood Roomi has 3,580 employees from multiple locations, including 241 temporary staff, with a culture of equality, diversity, and fairness throughout the employment practices. We prioritize value creation for our employees and are dedicated to creating a welcoming atmosphere where all individuals are valued and respected, regardless of their age, gender, race or color, disability, religion or belief, color, or nationality.

We are committed to ensuring a secure and promoting work environment for all staff members, offering equal chances for professional growth, learning, and advancement. We dedicate resources to leadership development and provide rewarding opportunities to attract, inspire, and retain employees.



Workforce by Region

- Multan
- Khanewal



Permanent Employees **Temporary Employees**

Total number of employees in **Multan** are **2621**
 Total number of employees in **Khanewal** are **959**

Workforce by Gender



	Permanent Employee	Temporary Employee
MALE	3323	186
FEMALE	16	55

Total Male employees **3509**
 Total Female employees are **71**
 Total Permanent employees are **3339**
 Total Temporary employees are **241**

Employees are calculated based on the headcount at the end of the reporting period.



Employees Come First

Hiring Practices

We recognize our people as a key driver of change towards sustainability and believe that employees are the most important aspect for the successful transition. When hiring employees, we prioritize candidates who align with our core values. We do not discriminate based on geographical location in our hiring process. By providing employment opportunities in Southern Punjab and being recognized as one of the top employers in that region, Masood Roomi contributes to the economic sustainability of the region.

During the year, 665 employees were hired, resulting in a hiring rate of 18.58%. 55.68% of the senior management is hired from local communities i.e., Multan and Khanewal. Senior management comprises of individuals holding the title of Assistant Manager and above.

Employee Turnover			Employee Hiring		
	No.	%		No.	%
By Gender:			By Gender:		
Male	1019	29.04%	Male	645	18.38%
Female	47	66.20%	Female	20	28.17%
By Age Group:			By Age Group:		
Below 30	527	44.85%	Below 30	332	28.26%
Between 30 to 40	469	22.52%	Between 30 to 40	289	13.87%
Above 50	70	21.74%	Above 50	44	13.66%
By Region:			By Region:		
Multan	890	33.96%	Multan	505	19.27%
Khanewal	176	18.35%	Khanewal	160	16.68%



Workforce Management

As we expand our operations, we are aware of the delicate balance between scaling our team and maintaining the quality of performance. Employee turnover is a natural aspect of every organization. Our turnover rate during the year was 29.78%, with 1,066 employees leaving the organization. One of the significant causes of high turnover rate is political and economic instability in the country. We plan to improve this by enhancing our support systems for employees, and offering flexible work arrangements to ensure stability and growth. We follow standard policies to streamline the process and minimize disruption. By continuously improving our HR practices, we aim to not only grow our workforce but also to nurture a thriving environment where every employee can excel.

We recognize the importance of providing employees with adequate notice regarding significant operational changes such as office relocations, internal transfers, or reassignments. We aim to engage with employees and their representatives in meaningful consultation to address concerns and mitigate impacts. Notice periods is be determined by the HR department based on the nature of the change, with a minimum notice period of four weeks for office relocations within Punjab and eight weeks for relocations outside the province. Internal transfers or departmental changes is communicated with a minimum notice period of 15 days. Employees receive a written notice detailing the change and effective dates. Exceptions are made in urgent circumstances, with efforts to minimize disruption and provide reasonable notice.



We have always taken labor relationships as a vital responsibility to maintain associations with workers and labor unions. We manage these relations through Workers Management Committee. 100% of employees are covered by the Workers Management Committee.

At Masood Roomi, all workers are compensated at a rate equal to or exceeding the minimum wage set by government regulations. The ratio of entry level wage to minimum wage is 1:1. Local minimum wage is same across all our significant locations of operation. Our definition of significant locations of operation includes facilities in Multan and Khanewal, strategically chosen for key business activities.



Employee Well-Being

At Masood Roomi, we recognize that our employees are the foundation of our sustainable growth and ongoing economic prosperity. Our core objective concerning all our employees is to support each individual by offering them benefits, assistance, and opportunities to advance in their lives and careers. Benefits are determined by employment type and individual performance, irrespective of demographic factors. We understand that supporting the wellbeing of our employees, both mentally and physically, is just as important as safeguarding their health and safety. Our aim is to promote a healthy and vibrant environment that engages employees and makes them feel valued.



Health Insurance

Our employees' health and well-being are prioritized through multiple health insurance programs. We offer health insurance to all employees, with specific provisions based on their salary levels and designations. Upon achieving permanent status, employees qualify for In-Patient Department (IPD) coverage. This comprehensive health insurance program includes pre-hospitalization benefits covering diagnosis, consultation, and medicines, as well as post-hospitalization follow-ups.





Our employees have access to the Punjab Employees Social Security Institution (PESSI) for social security and health coverage. This covers free medical treatment for both in-patient and out-patient department (OPD) services. For mid and senior-level management, medical treatment is covered under Jubilee Health Insurance, providing them with additional security and peace of mind.

In addition to health insurance, we offer free on-site dispensaries within the organization premises that serve not only to our employees but also to their family members. This ensures that immediate healthcare needs are met without any cost to our workforce. Our commitment to health extends to providing clean drinking water through filter plants available to all workers, reflecting our dedication to their overall well-being.



“For Masood Roomi, the health and well-being of employees are not just organizational assets, but the cornerstone of productivity and innovation.”

Shoaib Yazdani
Chief Financial Officer
Masood Fabrics Limited



“In a world where customer-driven decisions steer the course of marketing, sustainability becomes not just a goal, but a shared journey towards a brighter, greener future.”

Ghulam Jilani
Director Sales
Roomi Fabrics Limited

Life Insurance

Masood Roomi , in partnership with Jubilee Insurance, has introduced a life insurance policy into its suite of employee benefits. This program is designed to offer financial stability and reassurance to our employees and their families. It ensures that in the event of an unforeseen circumstances, the beneficiaries are supported financially, thereby upholding our commitment to the care and support of our workforce family.

Employee Welfare and Financial Support

We provide multiple employee welfare schemes. Under this scheme all employees are subjected to get enrolled in the Employee Old Age Benefits Institution (EOBI) upon joining. In times of immediate financial need, advance salaries and interest-free loans are provided to our workforce.

We provide support to our employees through various means to enhance their financial well-being. This includes a marriage grant for their daughters' weddings and death benefits via social security, subsidized food, and payment of gratuity.



Hajj Lucky Draw

Masood Roomi annually hosts a special Hajj Lucky Draw, offering four individuals the chance of a lifetime. Held at our facilities, one fortunate person from each site is selected through this draw. This meaningful program is specifically designed to support our production workers hailing from underprivileged communities.



Work Life Balance

Masood Roomi acknowledges the importance of balancing work and personal life and has implemented several supportive measures for its workforce. To ease daily responsibilities, we provide complimentary school transportation for the children of our employees. Furthermore, we offer residential facilities equipped with free utilities, ensuring a comfortable and secure living environment for our employees and their families.

In recognition of the need for flexible work arrangements, we have the Compensatory Paid Leave (CPL) policy at our mill sites. This policy compensates employees for work on public holidays or other non working days, provided they work a minimum of 4 hours on such days and are not eligible for overtime. Our commitment to work-life harmony is further reflected in our leave policies. Employees are entitled to 14 days of annual leave for rest, 10 days of casual leave for emergencies, and 8 days of sick leave to address health issues.

For permanent female employees, we offer comprehensive maternity leave benefits. In addition to their annual leave, they are entitled to fully-paid maternity leave on two occasions throughout their tenure, with each period lasting 12 weeks. Conversely, permanent male employees can avail three days of paternity leave with full pay. However, these maternity and paternity leave benefits are not extended to mill workers.

During the reporting period, 187 employees were entitled to parental leave, however, no parental leaves were taken.

To honor the spiritual needs of our workforce, we provide Paid Hajj Leave after one year of continuous employment, allowing up to forty days off within a ten-year period. Additionally, we offer a 12-day Umrah Leave, available once every five years. These provisions demonstrate our unwavering dedication to the well being and fulfillment of our employees.



Training & Development

Our strategic approach includes not only the implementation of inclusive and equitable hiring practices but also development programs designed to keep employees motivated so that they continue to create value for the organization. We are dedicated to the continuous growth, and professional development of our employees as we consider our employees as key members of the organization. We offer a variety of internal training courses, designed to meet the evolving needs of the business and industry, and to keep our workforce updated. Our training and development programs are created in a way that allows employees to acquire the knowledge and skills they require to perform effectively in their roles. We recognize the skill sets and training needs, essential to address the continually evolving demands of the workforce. To support the upgradation of employee skills, we provide trainings to fresh workers for at least one month. We also train already trained workers for their promotion, which encourages them to enhance their career trajectory. Through regular analyses of training needs, we identify areas for improvement and capacity building and accordingly design comprehensive programs to equip our workforce with crucial knowledge and skills for sustained employability and career advancement. During the year, we devoted 9,870 hours on trainings and provided trainings on Communication Skills and Mindful Compassion to Industrial Hygiene, Safety Risk Assessment, Ethical Business Policies, Civil Defense, Workplace Ethics and QMS Training to unlock possibilities of personal, professional and career growth.



“ For Masood Roomi, allocating resources for employee training and development is not a cost, but a strategic investment that yields a team of proficient, driven, and inventive professionals. ”



7,820,448

WORKING HOURS



3,580

EMPLOYEES



2.76

AVERAGE TRAINING HOURS PER EMPLOYEE



9,870

TRAINING HOURS

Our target is to increase the training hours by **50%** by **2025**.



Training Hours per Employee – Employee Category

Category	No. of Employees	Total	Avg. Training Hours
Management and Staff	325	4476	13.77
Workers	3255	5394	1.66

Training Hours per Employee – Gender

Category	No. of Employees	Total	Avg. Training Hours
Men	3509	9322	2.65
Women	71	548	7.71



Security Practices

We ensure that all security staff is given awareness training sessions regarding the fundamental aspects of Human Rights such as discrimination practices, forced labor, child labor etc. promoting a safe and secure environment for everyone. In the reporting period, all security personnel, constituting 100% of the workforce, received comprehensive training covering health and safety, non-discrimination, civil defense, ethical business practices, and awareness sessions. No employee of a third-party organization was a part of training session, and all security personnel were permanent employees of the organization.





Labor Policies



- | | | | |
|---------------------------------|-------------------------------------|--------------------------|-------------------------------------|
| Code of Conduct | <input checked="" type="checkbox"/> | Training and Development | <input checked="" type="checkbox"/> |
| Hiring Policy | <input checked="" type="checkbox"/> | Maternity Leaves | <input checked="" type="checkbox"/> |
| Working Hours | <input checked="" type="checkbox"/> | Disciplinary Action | <input checked="" type="checkbox"/> |
| Workplace Safety | <input checked="" type="checkbox"/> | Human Rights | <input checked="" type="checkbox"/> |
| Freedom of Association | <input checked="" type="checkbox"/> | Child and Forced Labor | <input checked="" type="checkbox"/> |
| Occupational Health and Welfare | <input checked="" type="checkbox"/> | Leaves Policy | <input checked="" type="checkbox"/> |



Child Labor and Forced Labor

In strict adherence to our policy, we do not employ children nor do we use forced labor in any form. Throughout the reporting year, there have been no instances of reported human rights violations. We stand as a paradigm of ethical labor practices in the textile industry, upholding the principles of fair treatment and human dignity. We believe in fair treatment of labor and have no forced, compulsory, or child labor practices at our facilities. We strive to instill similar labor practices among all our suppliers.

We strictly follow both local and international laws on child labor, implementing policies to address potential violations. We have maintained material compliance towards applicable laws and our internal policies related to forced and compulsory labor. Our zero-tolerance policy towards child and forced labor is not just a statutory obligation but a testament to our dedication to social responsibility and ethical business conduct.

Public Policy

Masood Roomi's practice of disclosing political contributions reflects our commitment to transparency and ethical operations. We do not provide any direct and indirect financial or in-kind contributions to political candidates, parties, or affiliated entities, ensuring that this conduct is not merely a formality but a true representation of our adherence to proclaimed policies and objectives.





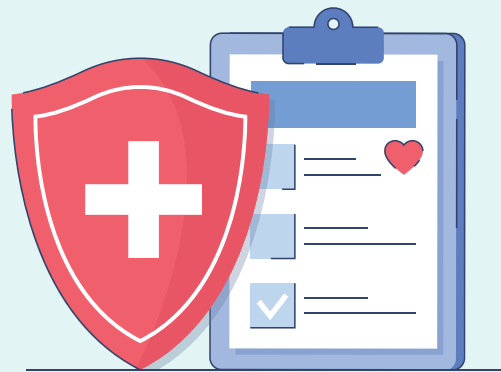
Health & Safety

Occupational Health and Safety System

Masood Roomi strives to provide a safe and healthy workplace. We provide a safe, clean, and healthy environment for all individuals working with us or visiting us. We employ a proactive and systematic method to recognize and mitigate health, safety, and hygiene hazards.

We have a diligent Occupational Health and Safety (OHS) management system that covers all employees, operations, and facilities which undergoes regular audits. This system is focused to strengthen the safety culture within the organization, aiming to minimize incidents, illnesses, and significant adverse events across all domains, including offices, operational sites, and manufacturing facilities.

Policies and procedures for OHS Management System have been developed according to the customer specifications, audit necessities, and legal requirements, guaranteeing that every worker and the entirety of operational and residential areas are included guidelines of local laws. Each facility has an internal audit system in place that assesses the effectiveness of the health and safety management system.





Hazard Identification and Risk Assessment

Health and safety matters are monitored by the Health and Safety Committee which is also responsible for recommending improvements. A dedicated fire system, regular Civil Defense renewals, and biannual training sessions are part of our strategy to equip our workforce to manage risks effectively. Through risk assessment, we have identified work-related hazards that carry the risk of high-consequence injuries, particularly those associated with machinery. No high-consequence injury was caused during the year. Risk Assessments are reviewed every year and the significant risks are identified through the risk assessment procedures are mitigated by implementing safety and preventive actions.



Our operations begin with comprehensive hazard management, informed by supplier reports on machine usage and associated hazards. Through rigorous training, we ensure our workforce is well-prepared to handle potential risks, to remove themselves from hazardous situations and to report them to the appropriate on-duty personnel.

SOPs have been developed to facilitate hazard identification through risk assessment. These SOPs define a hierarchy of controls based on the findings to minimize hazards and improve the OHS system. We have also established worker management council, to represent workers and report unsafe acts and conditions. Complaint boxes are strategically placed to facilitate incident reporting.

All incidents are investigated through a comprehensive and structured incident investigation system. In the event of an incident or near miss, we have a cross-functional team to conduct investigations. Moreover, we have a non-retaliation procedure in place to protect workers who report hazards or unsafe conditions.

We maintain focus on hazard identification, particularly regarding fire risks. Firefighting systems have been installed, regularly reviewed by the fire chief to ensure the system's operational readiness. We conduct frequent fire drills for employees and staff to prepare for potential emergencies.



Worker's Participation, Consultation, and Communication

All workforce are encouraged to communicate with their relevant department heads regarding any raised concerns which ensures worker's participation, consultation, and communication on occupational health and safety. At individual levels, we have made available direct lines of communication through calls and intercom numbers in all operational areas.

Employees can submit their concerns through suggestion boxes provided throughout The facilities, and they have direct access to technical directors and mill managers throughout all levels.

The joint workers-management committee's monthly meetings prioritize decisions to enhance overall health and safety practices. Our commitment to safety includes a strict no retaliation policy, ensuring that workers can voice concerns without fear of repercussions.

Worker Training on Health and Safety

We give training to workers on occupational health and safety to equip them with the knowledge of work-related hazards and its control measures. The training covers a range of safety skills, including fire fighting and first aid, provided by the 1122 service of Pakistan. Our Safety In-charge conducts quarterly or semi-annual trainings. These sessions cover critical topics such as fire drills, hazard identification, and safe work practices, empowering workers with the knowledge to prevent accidents and injuries.

In partnership with the Civil Defense Department, we provide injury response procedures and health and safety sessions twice a year. To reinforce safety practices, Pana flex signs with instructions on fire, electric shocks, and cylinder safety are prominently displayed across the workplace. These visual aids serve as constant reminders to adhere to safe practices, especially when lifting heavy materials.

We conduct in-house trainings on the proper use of PPEs, ensuring that all employees understand how to effectively utilize these tools to protect themselves.

Further, a selected group of employees is fully trained and allocated as a responsible team, specializing in chemical and waste handling. We have also developed a system for worker training based on risk assessment and need assessments, and plan regular trainings to ensure the structured and timely delivery of all training initiatives.





Promotion of Workers' Health

First Aid boxes are placed across various departments to ensure immediate response to any medical emergency. We offer a free dispensary, staffed with a dedicated dispenser and a doctor, to address any health concerns that may arise. This healthcare team is not only available for immediate medical assistance but also plays an educational role by informing workers about health issues, including epidemics, contagious diseases, and proper hygiene practices.

We provide free treatment for employees earning under PKR 45,000, ensuring that healthcare is accessible to all at any time. Our mill-side dispensary extends its services to both our workers and the local community, with PESSI covering medical treatment for all workers. Mid and senior level management benefit from medical insurance provided by Jubilee, with coverage up to PKR 500,000 for managers and PKR 350,000 for sub-managers.

In our commitment to occupational health and safety, we have instituted a biannual floor replacement cycle, particularly in areas with water usage, to mitigate the risk of slippage. We also prioritize the well-being of our employees by providing PPEs such as masks, earplugs, gloves, and shoes, specifically designed for the mechanical and electrical departments. Workshop employees are further equipped with helmets and floodlights for additional safety.

Moreover, we offer emergency van services for our workers and have implemented security measures in all areas to ensure a safe living environment for everyone. Through these comprehensive health and safety initiatives, we highlight our commitment to promoting a culture of health awareness and ensuring a safe, healthy workplace for all our employees.

Prevention and Mitigation of Occupational Health and Safety Impacts

As part of our onboarding process, we ensure that all employees undergo comprehensive training in first aid and fire-fighting. This training is crucial in maintaining a safe working environment and mitigating potential risks.

We prioritize employee safety by equipping our machinery with the necessary safety features. This is part of our broader commitment to safeguarding our employees' well-being and addressing any occupational health and safety impacts associated with our business activities. As a prompt action, each manager has the authority to promptly stop any unsafe or unauthorized activity.

We encourage our vendors and suppliers to provide workers with periodic training on health and safety reinforcing our commitment to a safe work environment for everyone involved in our operations.





Work-related Injury

We seek to eliminate work-related injuries, illnesses, and unplanned events from our operations through comprehensive safety programs that are part of our health and safety management system. Due to the efficient and effective health and safety measures implemented throughout the premises, no work-related injuries occurred during any single eight-hour shift or night shift in the reporting period. We have only recorded incidents of minor bruising and cuts. Any instances of first aid cases and minor safety incidents, received immediate attention, followed by Root Cause Analysis and the implementation of necessary corrective actions. Identified high-risk occupational hazards with the potential for severe injuries are addressed and mitigated with appropriate preventive controls.



Work-related ill Health

During the reporting period, the facilities experienced 2 fatalities attributed to health related issues, resulting in the disbursement of death benefits. Furthermore, operational fluff was identified as a cause of respiratory complications, which has been mitigated by providing appropriate Personal Protective Equipment (PPE). To address the issue of excessive noise levels surpassing acceptable thresholds, earplugs are given to employees to mitigate this issue.



Giving Back To Communities





"Corporate Social Responsibility (CSR) is a vital aspect of modern business practices, reflecting an organization's commitment to ethical standards by contributing to societal goals of a philanthropic, activist, or charitable nature. For Masood Roomi, CSR is not just a mandate, it's a core part of our identity, realized through the Jalaluddin Roomi Foundation. Our initiatives in education, healthcare, clean water, food relief, and poverty alleviation demonstrate our dedication to the well-being of underserved and marginalized communities. It's a testament to how businesses can positively impact human and environmental health, demonstrating a deep, enduring commitment to building a better world."



Rafia Saeed

Rafia Saeed

Manager Coordination - Masood Roomi

Member of Board - Jalal ud Din Roomi Foundation



Health Care

Masood Roomi's core component in corporate social responsibility (CSR) is the Jalaluddin Roomi Foundation. This foundation is dedicated to the principle of "Giving back to Society," which acts as both a guiding philosophy and a foundational pillar. Masood Roomi brings about substantial positive indirect economic impacts. The organization not only generates numerous jobs throughout its supply chain but also actively promotes skill enhancement, contributing to local economic development. Our significant investments in healthcare underscore our commitment to a healthier workforce and overall community well-being.

Medical Assistance

By aligning our healthcare initiatives with SDGs, we contribute to a holistic approach to sustainable development, promoting health, well-being, equity, and collaboration for the benefit of present and future generations. We collaborate with esteemed hospitals like Shaukat Khanum Memorial Hospital, CMH Multan, Multan Institute of Cardiology, and Saleem Memorial Hospital to sponsor the treatment of deserving patients, covering a spectrum from heart-related conditions to cancer and cochlear implant surgeries.



Vision and Mission

"JRF's vision is to assist underserved and marginalized communities become more resilient and empowered by building synergies and an enabling environment through quality education, better health care, clean drinking water, dignified food relief, and poverty alleviation."



Jalaluddin Roomi
Foundation

Recognizing the importance of public healthcare infrastructure, we provided support to government hospitals, including the construction of a Neo-natal ward at Children's Complex Hospital in Multan. This initiative enhanced the hospital's capacity to provide specialized care for newborns and overall healthcare services in the region. Additionally, Masood Roomi

actively participated in advancing medical infrastructure, as evidenced by his involvement with the development at Nishtar Hospital. Under the umbrella of the 'Khawaja Masood Medical Ward', a 120-bed medical complex was established, incorporating key departments such as Nephrology, High Dependency Unit, and Thoracic Surgery Unit.



Expanding healthcare access beyond urban centers, our organization has established a network of free dispensaries and health clinics in economically underprivileged rural communities like Bakshwala, QadirPur Raan, and Kabirwala. One notable addition to this initiative is the recent inauguration of the Masood Memorial clinic in Multan, which has had a profound impact on healthcare accessibility in the region. These clinics, serving around 200 patients daily, play a crucial role in alleviating financial barriers and addressing broader socio-economic challenges, thereby ensuring equitable healthcare access for all members of the community.



Clean Drinking Water Initiatives

Our clean drinking water initiative prioritizes strategic selection of areas with the highest need. With a significant emphasis on regions like Multan, we've strategically installed 25 water filtration plants nationwide to target areas facing acute water scarcity. Collaborative efforts with the Pakistan Army have enabled us to address critical water needs in regions such as Balochistan, and Interior Sindh, making a meaningful impact on communities in these areas.

Moreover, our initiative extends beyond community settings to include critical institutions like jails, colleges, and railway stations, ensuring that inmates, students, and travelers have access to clean water. This holistic approach not only meets immediate needs but also contributes to long-term sustainability by promoting health and well-being across diverse settings.

In addition to these efforts, the maintenance and operation of 11 filtration plants in Multan, in collaboration with the Aab-e-Pakistan Authority, further demonstrate our commitment to providing continuous access to clean drinking water for the city's residents. This collaborative partnership underscores our dedication to sustainability and the improvement of the quality of life for communities in Pakistan.

I'm honored to endorse the Jalaluddin Roomi Foundation for their admirable work in continuing the legacy of Khawaja Muhammad Masood. Having personally inaugurated one of their dispensaries, I've witnessed firsthand the unwavering dedication of this foundation to the welfare of patients and the overall well-being of underprivileged communities

Dr. Ali Fazal
Fellow of the Royal College Surgeons of England



Education

Masood Roomi is deeply committed to fostering educational opportunities for the youth. As part of our dedication to social responsibility, we are proud to support the academic pursuits of over 100 students. This commitment includes providing substantial support to four exceptionally deserving students who are currently enrolled in a private medical college. Our aim is to not only alleviate the financial burden of education but also to empower these young minds to achieve their full potential and contribute positively to society.

Khatoon Industrial Center (KIC)

We formed a significant partnership with Pakistan Railways Khatoon Industrial Center (KIC) to improve vocational training, particularly for women, by providing necessary equipment, workshops, and networking opportunities. This concerted effort not only aims to elevate the skill set and employability of women but also fosters inclusivity and diversity within the vocational training landscape, aligning with our overarching mission of socioeconomic empowerment and community development.



Enabling Special Needs Education

The Jalaluddin Roomi Foundation (JRF) has been actively enhancing educational opportunities across Pakistan through various initiatives. The Foundation signed a Memorandum of Understanding (MOU) with AL-Noor Special Children School & College to make education more accessible for children with disabilities. JRF has begun sponsoring the monthly tuition fees of 80 deserving students in order to promote inclusive education. JRF's Education Support Program prioritizes addressing the learning difficulties of those students who are prone to marginalization and exclusion and is always working for transformative solutions for inclusive development.

Masood Roomi has sponsored two students for advanced degrees in Strategic Business Management and Project Management at the University of Law in London, reflecting our commitment to nurturing talent. We have also contributed to building two classrooms at Akhuwat University, a no-fee institution that offers free, quality education to meritorious students from across the country.

Furthering our educational outreach, Masood Roomi, in collaboration with the Care Foundation, has established two modern schools in Kabirwala and Muzaffargarh. These schools are equipped with the latest facilities to provide essential education to underserved local communities, ensuring broader access to quality education.



The Jalaluddin Roomi Foundation (JRF) is deeply committed to fostering social cohesion and ensuring that educational support reaches those most in need. In a recent initiative, JRF has chosen the Government Boys and Girls High Schools located at the Governor House in Punjab as the focus of a compassionate outreach program. This program is designed to address the essential needs of the students with care and consideration.

Understanding the importance of proper school attire in creating an environment of equality and dignity, JRF has undertaken to distribute uniforms and shoes to the students at these schools. By providing these necessary items, we aim to ensure that every student feels valued and equipped to participate fully in their educational journey without the burden of financial constraints.



Hunger and Poverty

Mehr Fatima Dastarkhwan

Masood Roomi has been actively involved in providing essential support to vulnerable communities in Multan. This support is primarily manifested through the 'Mehr Fatima Dastarkhwan' initiative, which has been set up at multiple strategic locations to maximize its reach and effectiveness. The initiative focuses on distributing rations to households that are most in need, ensuring that these families have access to necessary food supplies during critical times.

The 'Mehr Fatima Dastarkhwan' manages the daily preparation and serving of 300 cooked meals. This daily effort is particularly impactful, providing sustenance to those who might otherwise have little or no access to cooked food.



Masood Roomi believes that food security is the right of everyone. We have maintained our own organic garden on a 4 kanal land that provides free organic vegetables to our workers every month. In alignment with Masood Roomi's commitment to nutrition equity, one of our initiatives at Mehr Fatima Dastarkhwan is providing healthy snacks, including fruits and milk, to the students of Al-Noor Special Children School, ensuring that those with physical and intellectual limitations receive balanced and nourishing food options.



Ration Distribution

Masood Roomi's dedication to aiding the underprivileged is evident in our structured ration distribution program, which ensures consistent nutritional support for the community. Central to this initiative is the monthly provision of essential rations, including meat, aimed at enhancing the nutritional health of local residents. This program not only provides a stable supply of food at the start of each month but also includes occasional extra distributions to address unforeseen needs. Through these efforts, Masood Roomi not only tackles immediate nutritional deficiencies but also fosters community resilience and solidarity, creating lasting benefits for the recipients.

The Akhuwat Clothes Bank (ACB), a flagship initiative of Akhuwat, arranges the collection of wearable garments and household items from generous households throughout Pakistan. These items are then graciously distributed to families in need, ensuring they receive quality clothing with dignity and compassion. We joined hands with Akhuwat Clothes Bank (Akhuwat Foundation) and donated hundreds of bedsheets & comforters from our home textile business.



Ramadan Drive

During the holy month of Ramadan, Jalaluddin Roomi Foundation distributes Ramzan rations to numerous deserving households in the city and also to workers along with donation of cloth items to Akhuwat under Ramazan Cloth Drives. This Ramadan, the foundation distributed 52 metric tonnes of rations across 5,000 families. Each package delivered is intended to ignite a spark of hope and love that will grow bigger for a brighter tomorrow. Jalaluddin Roomi Foundation is committed to working towards a more equitable world where everyone has access to basic necessities. Together, we can make a profound difference in the lives of those who need us the most.



Disaster Response

Flood Relief

Devastating floods and relentless monsoon rains have wreaked havoc across Balochistan, South Punjab, and Sindh, adversely affecting millions in Pakistan. This natural calamity has led to the destruction of homes, loss of livestock, and severe damage to vital infrastructure. In response to this crisis, the Jalaluddin Roomi Foundation deployed a team to the hardest-hit areas, aiming to provide crucial financial support and essential rations to those in dire need.

Working in partnership with the Federal Government, the Pakistan Army, and the Pakistan Rangers, our foundation successfully reached approximately 25,000 families in the more remote regions of Balochistan, Sindh, and South Punjab—areas where many were left vulnerable and isolated due to the floods.

Aligning with the World Food Day theme "Leave NO ONE Behind," we also undertook a special initiative for the railway porters of Pakistan Railways - Multan Division, who were among those severely impacted by the flooding. We distributed 6 metric tonnes of rations to 200 porters, ensuring they received the necessary support during this challenging time. This effort underscores our commitment to aiding those who are often overlooked, ensuring that no one is left behind as we work towards recovery and resilience in the face of natural disasters.

Winter Relief Drive

In response to the harsh winter conditions, Jalal-ud-din Roomi Foundation has initiated a critical appeal for donations of warm bedding, including blankets, quilts, and comforters of all sizes to aid the elderly and families residing in the inadequately insulated dwellings of Fazil Pur District, Rajanpur, within the DG Khan Division. We partnered with DC Khanewal in 'Ehsaas Stall' to distribute 500 quilted comforters to needy community members. This benevolent act is part of the Foundation's completed winter relief efforts, which have successfully provided over a thousand polyester quilts in the flood-stricken regions of South Punjab, as a gesture of warmth and care.





Tree Plantation

Our massive tree plantation drives are being conducted around Multan region with the aim to plant 10,000 trees by 2025. In alignment with International Ozone Day, we successfully planted 500 trees at one of our mills, contributing to our annual goal. To date, we have planted approximately 3,000 trees in the year. In a recent demonstration of our commitment to sustainability, we conducted another significant plantation drive on Earth



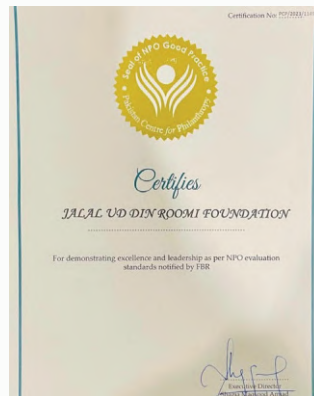
As part of our efforts, working closely with The Institute of Special Needs and Care, we actively participated in World Autism Awareness Day, focusing on bringing attention and support to autistic children. This engagement not only highlights our dedication to inclusive support but also ensures that these children receive the recognition and resources they need to thrive in a supportive environment.

Masood Roomi has a partnership with The Citizens Foundation and Multan Technical Education Center to support thousands of deserving children including children with special needs. On World Book Day, we arranged a trip for children of our mill workers to Garrison Public Library, Multan to provide them with an opportunity to explore the importance of books in life.



Achievements

Special Performance Award (Son of Punjab) has been awarded to Mr. Khawaja Jalal Ud Din, for his invaluable contribution towards Solar Power, Corporate Social Responsibility, & Trade Industry Services.



Jalaluddin Roomi Foundation received certification from the Pakistan Center of Philanthropy, recognizing excellence and leadership in meeting the NPO evaluation standards as notified by the FBR (Federal Board of Revenue). This prestigious certification is a testament to our commitment to transparency, accountability, and impactful philanthropic work. We are honored to be acknowledged for our efforts and will continue to uphold these high standards as we strive to make a positive difference in the lives of those we serve.



PHOTO BY PCH.VECTOR



Our Synergies





PROSPERITY

**Building Strong Economies:
Advancing Equitable and Lasting Profitability.**



Message from the Group CFO

Sustainable practices lead to long-term cost savings, risk mitigation, and potentially higher returns on investment.



Javed Anjum

Javed Anjum

Group Chief Financial Officer - Masood Roomi

As we stand at the crossroads of an evolving global economy and a planet in peril, the need for systemic change in how we operate has never been more evident. The textile industry, integral to the global market and local communities alike, faces a unique set of challenges and responsibilities in the face of global climate change—a serious threat that requires our immediate and undivided attention. It's with immense pride and responsibility that we present our First Sustainability Report.

In the realm of finance, we recognize our pivotal role in fostering a sustainable future. The transition to integrating sustainability with finance is not just an ethical choice but a strategic imperative. In finance, we often say, "What we can't measure, we can't manage." This principle is vital as we steer our organization towards sustainability. By embedding sustainability into our financial strategy, we enable ourselves to track our progress through clear, quantifiable metrics. This approach not only helps us to manage our impact on the environment but also aligns us with the growing expectations of our consumers, investors, and regulatory bodies who prioritize transparency and responsibility.

The importance of sustainability in the sense of finance cannot be overstated. Sustainable practices lead to long-term cost savings, risk mitigation, and potentially higher returns on investment. They prepare us for a future where resources could be scarce, regulatory fines for unsustainable practices could be significant, and consumer preferences could shift entirely towards eco-friendly products.

We are already witnessing how climate change alters supply chains, affects raw material availability, and disrupts markets. Therefore, building climate resilience is no longer optional but a necessity. It is about future-proofing our business—ensuring that Masood Roomi not only survives but thrives in a future where business models respect and restore the ecological balance.



“By setting a standard of integrity, responsibility, and innovation, leadership can inspire all levels of the organization to pursue excellence and sustainable practices. This leadership tone fosters a culture where every employee feels valued and empowered to contribute ideas that drive environmental, social, and economic improvements. It cultivates a proactive workforce that not only meets but anticipates regulatory standards and stakeholders expectations for sustainability.”



Khawaja Fareeduddin Roomi

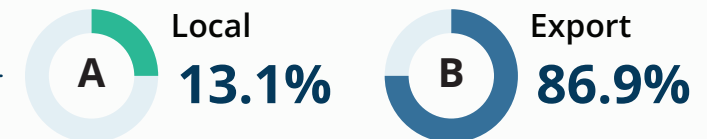
Khawaja Fareeduddin Roomi
Director - Masood Fabrics Limited



Our Performance

We have showcased our resilience and strategic finesse within the competitive landscape of the global textile industry. We have adeptly managed both growth and challenges, reflecting a disciplined approach to financial management amid fluctuating economic conditions. We evaluate the trends in revenue and profit, alongside the significance of government incentives that bolster our predominant export-oriented business model. Additionally, we focus on the impact of external economic factors such as interest rate variations and fiscal policies to maintain our competitive global position.

In 2023, there was a growth of 5.59% in the organization's revenue with respect to 2022. Although revenue increased during the year, the net profit experienced a decrease due to higher finance costs. This was primarily driven by an increase in interest rates on borrowings within the country. Masood Roomi being a major textile exporter, with more than 80% of its revenue coming from exports, receives several incentives from the government. These incentives include Duty Drawback and Taxes (DLTL), subsidies on gas and electricity, Long-Term Finance Facility (LTFF), Export Finance Scheme (EFS), and Export Refinance Scheme (ERF-II). Masood Roomi's shareholding structure does not include any governmental presence.



Sales





Defined Benefit Plan

At Masood Roomi, our commitment to our employees extends beyond their active employment to also include their retirement years. We not only provide competitive wages but also ensure the future financial security of our workforce.



Retirement Benefits Schemes

Unfunded Gratuity Scheme: We offer an unfunded gratuity scheme for our employees. These payments are made directly from the organization's general resources. No separate fund is maintained for gratuity liabilities. However, provisions for these obligations are recognized in our financial statements.

Additional Employee Benefits

Worker's Profit Participation Fund (WPPF) and Employees Old-Age Benefits Institution (EOBI): Masood Roomi actively contributes to both the Worker's Profit Participation Fund and the Employees Old-Age Benefits Institution. For the fiscal year, the organization contributed 5% of the minimum wage per employee to the EOBI and an additional 1% of minimum wages was contributed by the employees.



5%

Contribution of the minimum wage per employee to the EOBI



Climate Change and Supply Chain

We acknowledge both the challenges and opportunities of climate change. Following are the climate risks and opportunities:



Physical Risks

Acute

Decreased Cotton Quality and Quantity:

Climate change-induced extreme weather events, water scarcity, and pest attacks could lead to decreased quality and quantity of cotton available for spinning and weaving.

Extreme Weather Disruptions:

Flooding and extreme weather events pose immediate threats to infrastructure, manufacturing, and transportation networks, hindering Pakistan's capacity to meet demand and sustain global competitiveness.

Production Operations:

Decreasing water availability due to climate change can disrupt operations in spinning and weaving units, affecting processes that rely on water such as fabric preparation, sizing, and desizing.

Chronic

Hazardous Working Conditions and Increased Operational Costs:

Rising temperatures exacerbate hazardous working conditions for factory workers in spinning and weaving units, leading to increased health costs and the need for investment in cooling infrastructure. This intensification of heat within manufacturing facilities not only poses risks to employee well-being but also necessitates increased energy usage for cooling purposes, thereby driving up operational costs.

Raw Material Shortages:

Climate-related events such as droughts or floods can disrupt the supply chain of cotton, which is our major raw material, leading to impacts on production schedules and increases in costs.

Transitional Risks

Inadequate Transport Infrastructure:



Inadequate transport infrastructure in Pakistan leads to prolonged export order fulfilment durations and diminishes the competitiveness of textile exports.

Market Shifts:



Changes in consumer preferences towards sustainable products may impact demand for our traditional textile products, necessitating adaptation to new market trends and technologies.



Opportunities

“In the midst of every crisis, lies great opportunity”.

Albert Einstein



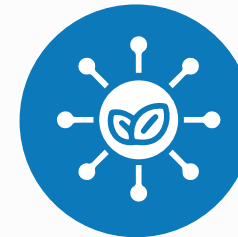
Investment in Sustainable Practices

Implementing water recycling can reduce operational costs and enhance environmental stewardship.



Product Diversification

Expanding into eco-friendly textiles and specialized climate-resilient fabrics can tap into growing market demand and strengthen brand reputation for innovation.



Supply Chain Resilience

Strengthening supplier partnerships and exploring alternative materials can ensure stable supply chains, even amidst climate-related disruptions.



Adoption of Green Technologies

Upgrading to energy-efficient machinery and incorporating digital innovations can improve productivity, reduce emissions, and enhance operational efficiency.



Sustainable Supply Chain

Our supply chain network comprises over 300 suppliers, strategically chosen to provide a diverse range of essential materials and services, including cotton, yarn, chemicals, machinery, and spare parts. The network includes a mix of brokers, contractors, and manufacturers, facilitating efficient procurement processes such as local cotton sourcing through brokers.

The activities conducted by our suppliers span the entire spectrum of manufacturing processes and intermediary roles, ensuring a seamless transition of supplies from source to our organization. Central to our supply chain strategy is building lasting partnerships, with a majority of our supplier relationships characterized by their long-term nature.

In addition to our emphasis on long-term relationships, we also maintain shorter-term engagements where flexibility is crucial. This approach allows us to adapt swiftly to dynamic market

conditions, ensuring flexibility and responsiveness in our supply chain operations.

Geographically, our local suppliers are sourced from diverse regions across Pakistan, with concentrations in Punjab and Sindh. These local contributors often engage in labor-intensive processes, playing a significant role in the socio-economic development of our immediate communities. On the international front, our suppliers are strategically located in key global hubs, including Brazil, the USA, Switzerland, Germany, France, China, and Japan. Our international suppliers, covering a range of categories, distinguish themselves through technology-intensive operations, providing us with cutting-edge solutions and innovations.



Suppliers

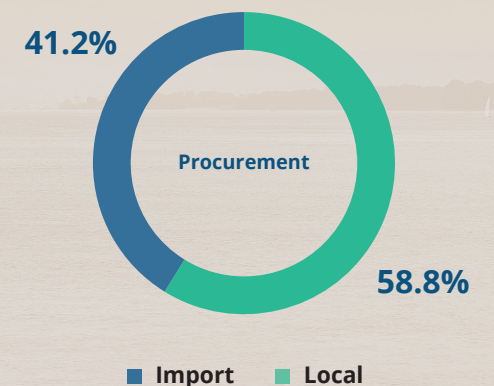
Our supply chain network comprises over

300
suppliers



Procurement Practices

We prioritize sourcing locally in Pakistan and sourced 58.8% of our total procurement from local suppliers. Local refers to suppliers within Pakistan. Our definition of 'significant locations of operation' includes facilities in Multan and Khanewal, strategically chosen for key business activities.





GRI INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION

GENERAL DISCLOSURES

GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	9			
	2-2 Entities included in the organization's sustainability reporting	5			
	2-3 Reporting period, frequency and contact point	5			
	2-4 Restatements of information	5			
	2-5 External assurance	5			
	2-6 Activities, value chain and other business Relationships	10-21, 98			
	2-7 Employees	64			
	2-8 Workers who are not employees		a, b, c	Not applicable	We do not have such workers
	2-9 Governance structure and composition	23, 24			
	2-10 Nomination and selection of the highest governance body	24			
	2-11 Chair of the highest governance body	24			
	2-12 Role of the highest governance body in overseeing the management of impacts	25	b, c	Information unavailable	
	2-13 Delegation of responsibility for managing Impacts	25			
	2-14 Role of the highest governance body in sustainability reporting	25			
	2-15 Conflicts of interest	26	b	Information unavailable	
	2-16 Communication of critical concerns	27			
	2-17 Collective knowledge of the highest governance body	25			
	2-18 Evaluation of the performance of the highest governance body	25	b, c	Not applicable	The performance evaluation policy was developed during the year but is currently in the implementation phase



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: GENERAL DISCLOSURES 2021	2-19 Remuneration policies	26			
	2-20 Process to determine remuneration	26			
	2-21 Annual total compensation ratio		a, b, c	Confidentiality constraints	Due to confidentiality constraints, information is not disclosed
	2-22 Statement on sustainable development strategy	3,4			
	2-23 Policy commitments	27			
	2-24 Embedding policy commitments	27			
	2-25 Processes to remediate negative impacts	27	a, c, d, e	Information unavailable	
	2-26 Mechanisms for seeking advice and raising concerns	27			
	2-27 Compliance with laws and regulations	28			
	2-28 Membership associations	31			
	2-29 Approach to stakeholder engagement	35, 36			
	2-30 Collective bargaining agreements	66			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	37, 38			
	3-2 List of material topics	39, 40			
ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021 GRI 201: Economic Performance 2016	3-3 Management of material topics	39			
	201-1 Direct economic value generated and distributed		a, b	Confidentiality Constraint	Monetary value not reported due to confidentiality
	201-2 Financial implications and other risks and opportunities due to climate change	96, 97			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	201-3 Defined benefit plan obligations and other retirement plans	95	a	Confidentiality constraint	Monetary value not reported due to confidentiality
	201-4 Financial assistance received from government	94	a, b	Confidentiality constraint	Monetary value not reported due to confidentiality
MARKET PRESENCE					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	66	b	Not applicable	we do not have such workers
	202-2 Proportion of senior management hired from the local community	65			
INDIRECT ECONOMIC IMPACTS					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	81- 88			
	203-2 Significant indirect economic impacts	81	b	Information unavaialable	
PROCUREMENT PRACTICES					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	98			
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	28			
	205-2 Communication and training about anti-corruption policies and procedures	28	c	Information unavailable	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	205-3 Confirmed incidents of corruption and actions taken	28			
ANTI-COMPETITIVE BEHAVIOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	28			
MATERIALS					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	49			
	301-2 Recycled input materials used	51			
	301-3 Reclaimed products and their packaging materials		a, b	Not applicable	We are tier 1 supplier to other multi-national and local companies and are not selling directly to end consumers
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	46, 47			
	302-2 Energy consumption outside of the organization		a, b, c	Information unavailable	
	302-3 Energy intensity	47			
	302-4 Reduction of energy consumption	48			
	302-5 Reductions in energy requirements of products and services		a, b, c	Not applicable	Our products do not consume energy in their use phase
WATER AND EFFLUENTS					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	56, 57			
	303-2 Management of water discharge-related impacts	56, 57			
	303-3 Water withdrawal		a, b, c, d	Information unavailable	
	303-4 Water discharge		a, b, c, d, e	Information unavailable	
	303-5 Water consumption		a, b, c, d	Information unavailable	
EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
	GRI 305: Emissions 2016				
	305-1 Direct (Scope 1) GHG emissions	44			
	305-2 Energy indirect (Scope 2) GHG emissions	44			
	305-3 Other indirect (Scope 3) GHG emissions		a, b, c, d, e, f, g	Not applicable	Scope 3 emissions are not calculated as they are not included in the reporting boundary
	305-4 GHG emissions intensity	45			
	305-5 Reduction of GHG emissions	45, 46			
	305-6 Emissions of ozone depleting substances (ODS)		a, b, c, d	Not applicable	We are not engaged in ODS production, export, or transport ozone business
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		a, b, c	Not applicable	The quantities of such emissions are negligible because our major fuel type is Natural Gas
WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
	GRI 306: Waste 2020				
	306-1 Waste generation and significant waste-related impacts	53			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	306-2 Management of significant waste-related impacts	53			
	306-3 Waste generated	53			
	306-4 Waste diverted from disposal	54			
	306-5 Waste directed to disposal	55			
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	65, 66			
	401-2 Benefits provided to full time employees that are not provided to temporary or part time employees	67 - 69			
	401-3 Parental leave	69			
LABOR/MANAGEMENT RELATIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	39			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	66	b	Information unavailable	
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	74			
	403-2 Hazard identification, risk assessment, and incident investigation	75			
	403-3 Occupational health services	77			
	403-4 Worker participation, consultation, and communication on occupational health and safety	76			
	403-5 Worker training on occupational health and safety	76			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
	403-6 Promotion of worker health	77			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77			
	403-8 Workers covered by an occupational health and safety management system	74			
	403-9 Work-related injuries	78	b	Not applicable	We do not have such workers
	403-10 Work-related ill health	78	b	Not applicable	We do not have such workers
TRAINING AND EDUCATION					
3-3 Management of material topics	3-3 Management of material topics	40			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	70, 71			
	404-2 Programs for upgrading employee skills and transition assistance programs	70			
	404-3 Percentage of employees receiving regular performance and career development reviews		a	Information unavailable	
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	60			
	405-2 Ratio of basic salary and remuneration of women to men	61			
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	62			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 407: Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	63			
CHILD LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	73			
FORCED OR COMPULSORY LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	73			
SECURITY PRACTICES					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	71			
LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topics	40			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	80-90			
	413-2 Operations with significant actual and potential negative impacts on local communities		a	Information unavailable	



SDGs INDEX

We acknowledge our significant role in contributing to achieving the SDGs, which serve as a framework for collective action on global issues like poverty, gender equality, and climate change. The SDGs were a key consideration in the development of our People and Planet Positive strategy and ambitions for 2030. In the following table, we outline the alignment of our GRI-reported disclosures with the SDGs.

SDGs	GRI Standard Disclosure	SDGs	GRI Standard Disclosure
 <p>1 NO POVERTY</p>	<p>No Poverty</p> <p>202-1, 413-2</p>	 <p>5 GENDER EQUALITY</p>	<p>Gender Equality</p> <p>202-1, 401-1, 401-2, 401-3, 404-1, 404-3, 405-1, 405-2, 406-1, 408-1, 409-1</p>
 <p>2 ZERO HUNGER</p>	<p>Zero Hunger</p> <p>413-2</p>	 <p>6 CLEAN WATER AND SANITATION</p>	<p>Clean Water & Sanitation</p> <p>303-1, 303-2, 304-1, 304-2, 304-3, 304-4, 306-1, 306-2, 306-3, 306-5</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Good Health & Well-being</p> <p>305-1, 305-2 306-1, 306-2, 306-3, 306-4, 306-5, 401-2, 403-1, 403-6, 403-9, 403-10</p>	 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Affordable & Clean Energy</p> <p>302-1, 302-3, 302-4</p>
 <p>4 QUALITY EDUCATION</p>	<p>Quality Education</p> <p>404-1</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Decent Work & Economic Growth</p> <p>202-2, 204-1, 301-1, 301-2, 302-1 302-3, 302-4, 306-2, 401-1, 401-2, 401-3, 402-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1</p>



SDG's	GRI Standard Disclosure
-------	-------------------------

 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Industry, Innovation & Infrastructure</p> <p>202-1, 203-1</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Reduced Inequalities</p> <p>401-1, 404-1, 404-3, 405-2</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Sustainable Cities & Communities</p> <p>203-1, 306-1, 306-2, 306-3, 306-4, 306-5</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Responsible Consumption and Production</p> <p>301-1, 301-2, 302-1, 302-3, 302-4, 305-1, 305-2, 306-1, 306-2, 306-3, 306-4, 306-5</p>
 <p>13 CLIMATE ACTION</p>	<p>Climate Action</p> <p>201-2, 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, 305-5</p>

SDG's	GRI Standard Disclosure
-------	-------------------------

 <p>14 LIFE BELOW WATER</p>	<p>Life Below Water</p> <p>305-1, 305-2, 305-5</p>
 <p>15 LIFE ON LAND</p>	<p>Life on Land</p> <p>305-5, 306-3, 306-5</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Peace, Justice, & Strong Institutions</p> <p>205-1, 205-2, 205-3, 206-1, 403-1, 403-4, 403-9, 403-10, 408-1, 410-1</p>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Partnerships for the Goals</p> <p>Not applicable</p>



Acronyms

GRI:	Global Reporting Initiative	GJ:	Gigajoules	OPD:	Out-patient Department
GSM :	Grams per square meter	UNEP:	United Nations Environment Programme	PESSI:	Punjab Employees Social Security Institution
ESG:	Environmental, Social and Governance	SOx:	Sulfur Oxides	EOBI:	Employee Old-Age Benefits Institution
COP:	Conference of the Parties	NOx:	Nitrogen Oxides	WPPF:	Worker's Profit Participation Fund
mtCO₂e:	Metric Tons of Carbon Dioxide Equivalent	HVAC:	Heating, Ventilation, and Air Conditioning	CPL:	Compensatory Paid Leave
DEFRA:	Department for Environment, Food & Rural Affairs	GRS:	Global Recycled Standard	HODs:	Heads of Departments
IPCC:	Intergovernmental Panel on Climate Change	RCS:	Recycled Claim Standard	OHS:	Occupational Health and Safety
GWP:	Global Warming Potential	BCI:	Better Cotton Initiative	SOPs:	Standard Operating Procedures
TpH:	Tons per Hour	BCP:	Better Cotton Platform	PPE:	Personal Protective Equipment
SBTs:	Science-Based Targets	GOTS:	Global Organic Textile Standard	DLTL:	Duty Drawback and Taxes
SDG :	Sustainable Development Goals	MT:	Metric Ton	LTFE:	Long-Term Finance Facility
WHRB:	Waste Heat Recovery Boiler	RO:	Reverse Osmosis	EFS:	Export Finance Scheme
MW:	Megawatt	IPD:	In-Patient Department	ERF-II:	Export Refinance Scheme



Feedback Form

As part of our ongoing endeavor to engage stakeholders and to improve performance, Masood Roomi welcomes your feedback.

Please provide your personal details:

Name: Organization: Email:

Designation: Phone Number:

1. The report communicates the sustainability performance at Masood Roomi:

Excellent Average Poor

2. The detail of information in the report is:

Comprehensive Adequate Inadequate

3. The quality of design and layout of the report is:

Excellent Good Average

4. Was it easy to find what you were looking for?

Yes No



Access our feedback form by scanning the QR code

Additional Comments:



MASOOD
ROOMI



📍 Masood Roomi House, 5 Officers Colony,
Multan, Pakistan

☎ +92 61 111 511 511

✉ sustainability@masood-roomi.com

🌐 Masood Roomi

📷 masoodroomi

✂ Masood Roomi

🌐 www.masood-roomi.com