



TEXPAK

From fiber to garment

Hi. We're TexPak  
Your leading knitting manufacturer of quality  
sweatshirts, hoodies, polo shirts and t-shirts



# Social & Environmental Report

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## Introduction

TexPak is a renowned knitwear manufacturer specializing in body-size tubular and open-width fabric, based in Lahore, Pakistan. TexPak is owned and managed by a Belgian family with more than four generations of textile experience. We strive for excellence from the selection of raw material to creating the finished product.

TexPak aims to be a cut above the rest by exceeding international norms and standards, by putting the environment first, and by establishing the best possible work environment for every single employee.

### Values



Reactivity



Sustainability



Reliability



Perfection



Flexibility



## Environmental Report

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### Our history of environmental efforts

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At TexPak, we're environmentally conscious in everything we do. From changing all our lights to LED to swapping all sewing machine motors for high-efficiency and energy saving step motors, we've managed to maintain the same energy consumption all while doubling in size in a period of three years.

Since the start of TexPak, we've been setting and meeting ambitious sustainability targets that go far beyond industry standards. Every year, we go to great lengths to reduce our ecological footprint by installing and investing in a whole number of energy-saving machines and technologies, including:

- High-tech machines that consume less energy and provide a more efficient way of working
- State of the art energy reducing technology
- Our own ETP effluent water treatment plants processing and reducing all incoming and discharged water
- Dye facilities in which we use rice husk biomass to fuel heating systems

### Texpak's Environmental Vision

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TexPak treats our planet with the same respect as we treat our workers. Environmental principles guide every new technology we develop. It's a constant team effort but we insist on going the extra mile and setting the bar high for ourselves and our industry.



### A well-chosen location

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From an environmental perspective, Lahore (Pakistan) proved to be a solid choice as our prime location for production.

- Huge amount of domestic water resources. Wastewater gets purified and reused through ETP effluent water systems
- Less road transport thanks to the use of natural resources (local cotton from Pakistan), resulting in a substantial reduction of carbon dioxide emissions
- Less water consumption thanks to high tech machinery
- An enormous history and decades of experience in apparel manufacturing
- The most extensive irrigation system in the world



### Our environmental certifications and accreditations.

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We're able to supply sustainable raw materials and we're committed not to use any toxic substances in our garments.



Take a look at our certifications:

- Sustainable cotton through BCI
- Organic cotton through GOTS, OCS 100 or OCS blended
- Recycled Polyester through GRS
- Sustainable cellulose through Tencel and projects of Regenerated Cotton/Polyester
- OEKO-TEX (STANDARD-100) Level 1 ; REACH; SEDEX SMETA pillar 4

### Did you know?

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- By choosing LED lights for our factory in Pakistan, we've saved over 26,000 kWh of energy/month, roughly the equivalent of the average energy use of 55 families per month?
- To dye our garments, we use energy that comes from rice-husks (steam), a carbon neutral energy source?
- We provide work and a steady income for about 10,000 people, about 10 times the population of Vatican City?
- Thanks to our ETP effluent water treatment plants, we are purifying millions of gallons of industrial wastewater for reuse for irrigation purposes







## Fair Labor: a key value

TexPak is dedicated to creating outstanding working environments for all employees. Not only do we prioritize safety at work, we enforce humane working hours and give our workers opportunities to develop in our company. We provide professional training, give them ownership over their careers and a chance to build a bright future within the company.

**‘We’re proud to create jobs in Pakistan, share our know-how and create exceptional products’**

## Fair working conditions above all.

At our factory in Lahore, we provide working conditions far above local legal and certification standards. Our focus lies on building long-term relationships with our workers. On top of that, 87% of our sewing factory employees are women, which is unique for Pakistan.

## Our social responsibilities

TexPak is a pioneer in Pakistan. With 87% of sewing factory employees being women, we are at the forefront of a cultural shift taking place in the country. All employees receive a living wage and are given the first opportunity to grow and advance in our company. We strive to build long-term relationships with our workers, based on trust and reliability.

**‘We’re creating a positive impact on the lives of people’.**





## The road to women empowerment

90% of Texpak's workers are women. Texpak believes in a bright future for every single one of them.

We want to help create a world in which every woman and girl can create the kind of life she wishes to lead, unconstrained by harmful norms and stereotypes. We believe a world where women are economically empowered will be a fairer, happier and more prosperous place to live and our business will flourish in it. Texpak has more strength of women than men. We have 90% women in our factory & we wish to contribute the same way in future!

### Benefits for female workers

In our constant effort to care for our female workers in the best way possible, we're providing a series of important benefits like two bonuses per year, insurance, a policy against overtime, all kinds of training programs, 90-day maternity leave, and many more.



**Aiza**

**“A very educational and eye-opening training program. I thought presenters of this training scheme enclosed all the areas regarding women empowerment brilliantly”**



### Extra efforts to create the best possible work environment

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We want TexPak to be a great place to work. That's why our staff has the ability to follow extensive training programs, like first aid and firefighting programs. Offering permanent employment, we want to provide employees with job security and a chance to develop a prosperous career. Other than that, we've installed flexible working hours, health and safety meetings and other all kinds of initiatives to create a better workplace.

### Training programs for women

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#### Nazia

**“Being a part of this skill training program, I am highly motivated for my future career as it gives me access to highest standards skills as well as income generating opportunities in my country and beyond.”**

Through a PFDF training scheme and in accordance with regulation, Texpak is giving Informal Training since 2014 whereas Formal Training was started in April 2018. We give these trainings in collaboration with schools, with a lot of dedication to educate our workers in the best way possible.

#### Zarish

**“The course was highly inspirational as it highlights the positive aspects in women's career and welfare.”**





# Our social certifications and accreditations.

## Certificates revolving around fair working conditions



## Our corporate responsibility

We want the products we make to be manufactured in safe environments with respect for humane working conditions in every part of the supply chain. Texpak takes full responsibility for the impact of our activities on customers, employees, communities and the environment. Want to know more about our values and commitments? Read our corporate responsibility charter:

<https://www.teepak.pk/CRC-TePak.pdf>

## Giving back to the community

TexPak not only provides jobs for thousands of Pakistani, we also give back to the community by supporting all kinds of projects. Until today, we've built 15 houses for Pakistani flood victims, and we contribute to the Abdullah Foundation, which was founded by Sapphire Group. Read more on <https://abdullahfoundation.org/>

### Our support for the Abdullah Foundation

TexPak is a proud supporter of the Abdullah Foundation. This organization is involved in all kinds of philanthropic activities, taking up social issues as their own and contributing in any way possible. The key areas of attention have been education and health, with plenty of projects helping the less privileged. Read more about there latest projects on <https://abdullahfoundation.org/projects/>







## Take it from our clients.

At TexPak, we let our garments speak for themselves. Get to know some of our clients here.

**B&C, Sol's, Russell, Fristads Kansas Group, Herrock, Club Med, Post NL, Black Diamand, AbInbev, Kariban, Just Style It, Axa, Totally ...**



Mar-Els Luyten,  
FRISTADS KANSAS BENELUX BV

“For several years, TexPak has been working hands-on with our teams. TexPak knows the ins and outs of our business and understands how to bring value to it. Over the years, they have developed numerous new and innovative knitwear solutions that have consistently added quality and sustainability to our articles.”



# TEXPAK

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## Want to know more?

Read all about our social, ecological and corporate responsibilities on  
[www.texpak.pk](http://www.texpak.pk)

## Get in touch

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