

Green Pakistan

Workshop
14th March 2025



**FRUIT OF
SUSTAINABILITY**
YOUR PARTNER IN GRIEVANCE MANAGEMENT



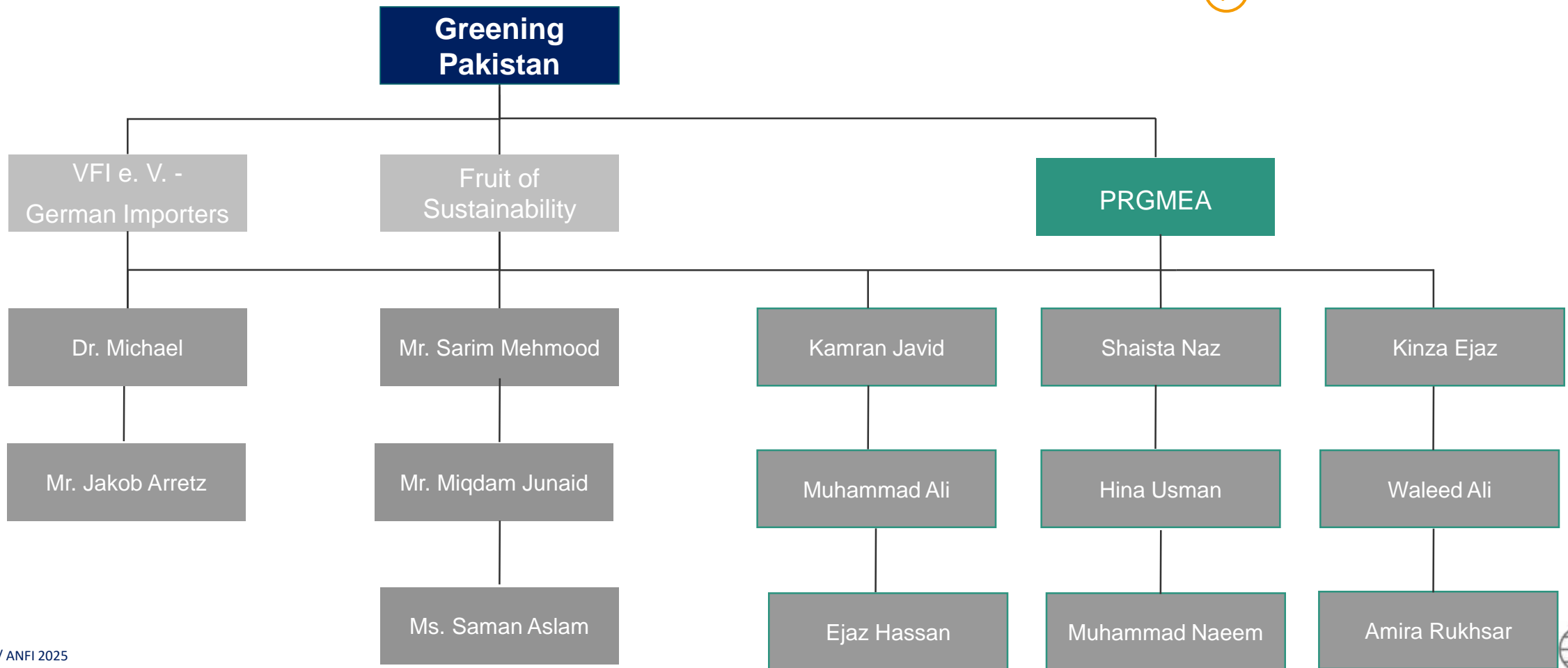
Supported by the



Federal Ministry
for Economic Cooperation
and Development

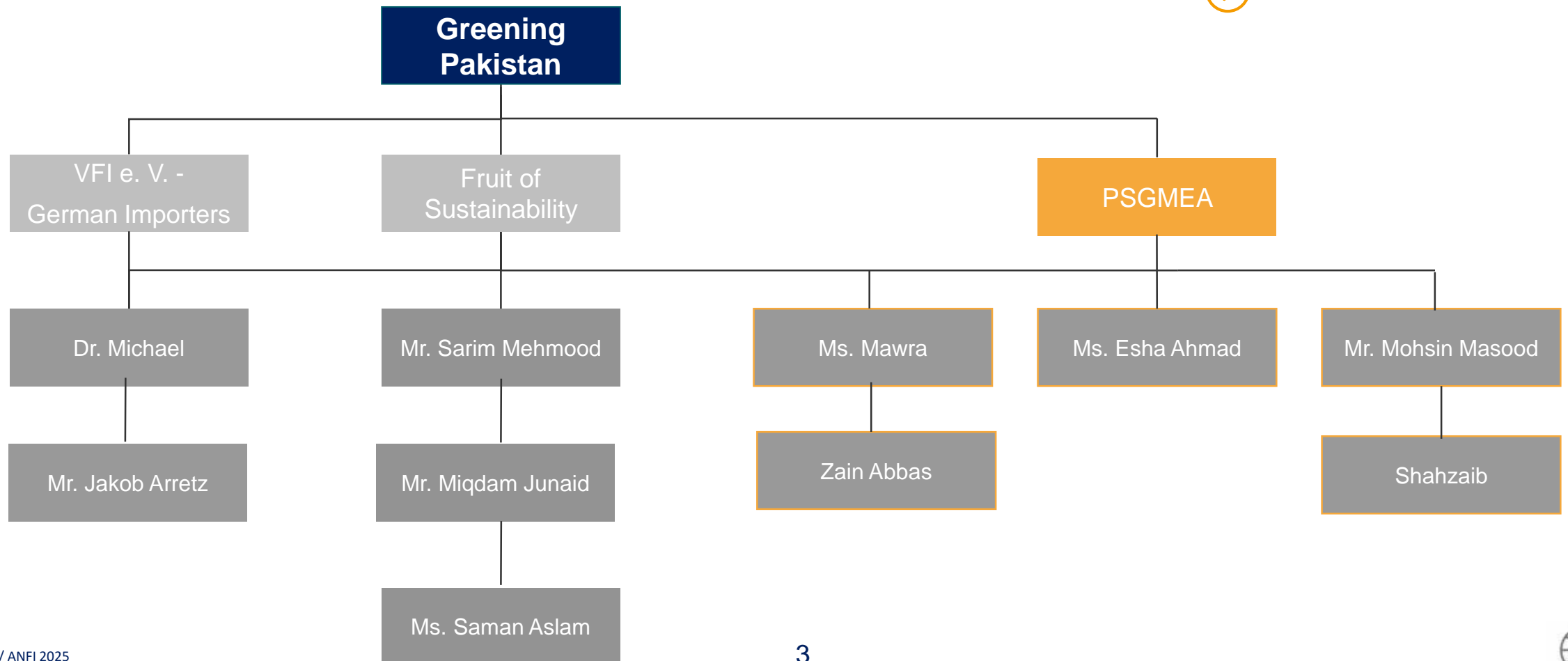
Greening Pakistan – Team of PRGMEA

Serving Partners from Germany and Pakistan in partnership with association



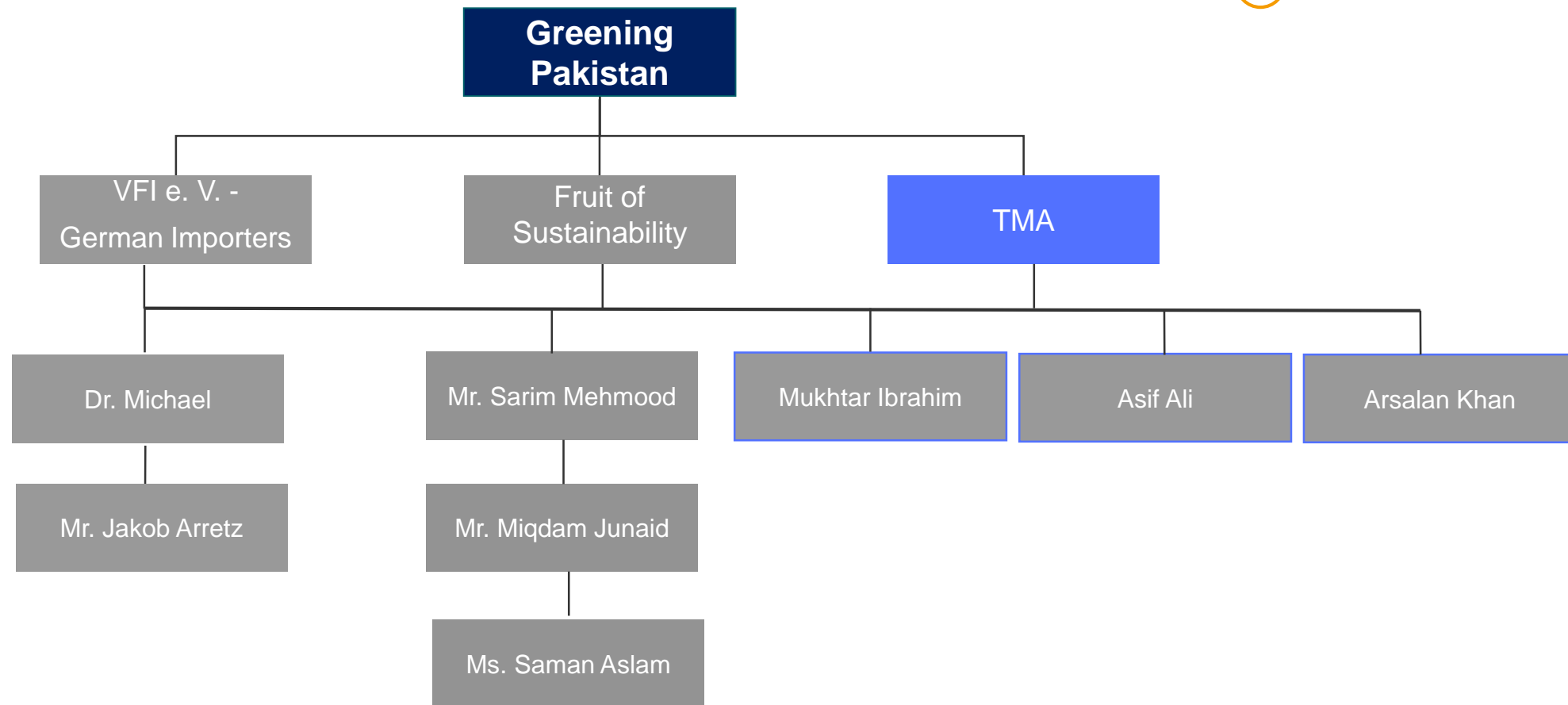
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Greening Pakistan – Team of TMA

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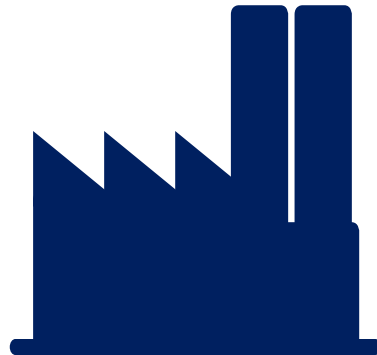


We want to strengthen the associations

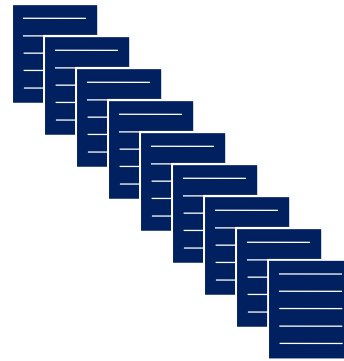
Associations can give services to...



... their members



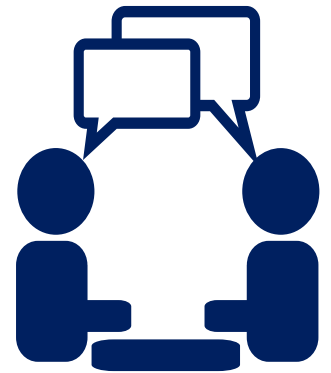
... that they can establish a management system



... and create a report



... for a fact based dialogue



System to manage Sustainability

1. Declaration	2. Organisation	3. Risk Approach	4. Strategie	5. Programms
<ul style="list-style-type: none"> ➤ Company ➤ UN Guiding Principles ➤ Risk Approach ➤ Strategie+Goals ➤ Programm ➤ Documentation & Reporting 	<ul style="list-style-type: none"> ➤ Company ➤ Production Units ➤ Departments ➤ Management ➤ Responsibilities • Schooling • Training • Coaching 	<ul style="list-style-type: none"> ➤ Risk management • Responsibilities • Measures ➤ Risk analysis • Identification of risk • Weighting and prioritising risks 	<ul style="list-style-type: none"> ➤ 2-4 Areas ➤ 4-5 Subareas ➤ Overall Targets • Working conditions • Resources consumption • Environmental burden 	<ul style="list-style-type: none"> ➤ Specified Measures to get • Baseline • Performance • Prevention or minimized risk ➤ Measures with 3 „W“ and 1 „H“
6. Grievance mechanism	7. Monitoring	8. Documentation	9. Reporting	Tools & Documents
<ul style="list-style-type: none"> ➤ Available for each employee ➤ Different chanelns ➤ Clear procedures for getting complaints and solutions 	<ul style="list-style-type: none"> ➤ For each of <ul style="list-style-type: none"> • strategic areas • Sub areas: ➤ Usage of KPI's • Retention Rate, • Safety issues, • Footprints 	<ul style="list-style-type: none"> ➤ All in from 1. – 7. • Facts and Figures • Performance and Plans • Pictures • Attachments 	<ul style="list-style-type: none"> ➤ External Stakeholders ➤ Internal Stakeholders ➤ In orientation to: LkSG, ESG, GRI and DNK 	<ul style="list-style-type: none"> ➤ SocialFair²⁰²² – Umbertine ➤ Grievance FOS ➤ Audit Reports ➤ Certificates ➤ Test Reports ➤ ➤

System to

1. Declaration

ability

1. Declaration

- Company
- UN Guiding Principles
- Risk Approach
- Strategie+Goals
- Programm
- Documentation & Reporting

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3. Policy

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5. Programms

- Specified Measures to get
 - Baseline
 - Performance
 - Prevention or minimized risk
- Measures with 3 „W“ and 1 „H“

6. Grievance mechanism

- Available for each employee
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Tools & Documents

- SocialFair²⁰²² – Umbertine
- Grievance FOS
- Audit Reports
- Certificates
- Test Reports
-
-

The questions for the declaration of principles will be sorted in 6 areas

AREAS OF DECLARATION

PREAMBLE	01
ORGANISATION	02
	03
RISK APPROCH	
	04
STRATEGIE	
	05
PROGRAMMS	
	06
REPORTING	



For the Declaration of Principles, questions in different areas will be addressed

AREAS OF DECLARATION

PREAMBLE

01

QUESTIONS FOR MORE TRANSPARENCY

- History, profile, business model, units, products and clients
- Claim, reference to international standards (ILO, UN, OECD,...) and initiatives (e.g. amfori/BSCI; SteP),

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PREAMBLE

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ORGANISATION

02

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- Business operation and departments; Responsibilities, Organigram
- Specialised departments and management functions

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RISK APPROCH	03

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- Risk analysis - on 5 levels – country, region, industry, site and product
- Description of risk with weighting and prioritising
- For the protection of legal positions, such as child - forced labour, wages, working hours, hazardous substances, use of resources; waste, emissions, biodiversity

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- Subareas for 1. → administration, production units, logistics. 2.
- Targets and KPIs

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- Programs with specified measures (3 “W” & 1 “H”) and milestones
- Grievance mechanism
- Monitoring for each strategic area and sub area through the use of KPIs

For the Declaration of Principles, questions in different areas will be addressed

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- Grievance mechanism
- Monitoring for each strategic area and sub area through the use of KPIs
- Documentation of fact and figures within the company + from outside (supply chain)
- Reporting in accordance with ESG, DNK, GRI or an other format

For part 1 of Declaration of Principles, answers in 2 areas will be given

AREAS OF DECLARATION

PREAMBLE

01

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Company

- *Asif Muhammad Founder of*
- *Knitwear Ltd. 1995 Faisalabad.*
- *As an CMT Unit.*
- *1st international client “Puma”*
- *Current export destinations are Germany, UK, Spain and Canada*

International Standards

- *Experience with:*
 - *UN Guiding Principles*
 - *ILO core conventions*
 - *OECD guidelines*
- *Participating in initiatives like amfori since 2013, OekoTex100 since 2009 and GRS since 2020*

For part 2 of Declaration of Principles, answers in 2 areas will be given

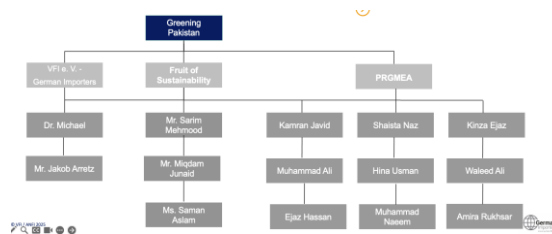
AREAS OF DECLARATION

ORGANISATION

02

QUESTIONS FOR MORE TRANSPARENCY

- Business operation and departments; Responsibilities, Organigram
- Specialised departments and management functions



Company

- *CEO / Owner*
- *Management*
- *Units*
- *Departments*
- *Workers*
- *Service Providers*

Sustainability

- *Sustainability Department*
- *Sustainability officer*
- *Social officer*
- *Humam rights officer*
- *Climate protection officer*
- *Others*

For part 3 of Declaration of Principles, answers in 2 areas will be given

AREAS OF DECLARATION



QUESTIONS FOR MORE TRANSPARENCY

- Risk management, for own location- and supply chain - related risks; responsibilities
- Risk analysis on 5 levels – country, region, industry, site and product
- Description of risk with weighting and prioritising
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Risk management

- *Site related*
 - *Own site (s)*
 - *Supply chain sites*
- *Product related*
 - *Responsibilities*
 - *Procedures*

Risk analysis at 5 levels

- *Country*
- *Region*
- *Industrie*
- *Site*
- *Product*

For part 4 of Declaration of Principles, answers in 4 areas will be given

AREAS OF DECLARATION

STRATEGIE

04

QUESTIONS FOR MORE TRANSPARENCY

- 2 - 4 areas of action: 1. Own site, 2. Supply Chain, 3. Products, 4. ...
- Subareas for 1. → administration, production units, logistics. 2.
-

Own site*

- *Admin***
- *Production unit*
- *Production department*
- *Shared spaces like WC, Canteen*
- *Logistic*

Supply Chain

- *Production sites incl.*
 - *Admin*
 - *Production units*
 - *Shared spaces*
 - *Logistic*

Logistic

- *Inbound*
- *Outbound*
- *Transport means, like:*
 - *Truck and Train*
 - *Vessel and Plane*

Product

- *Functionality*
- *Textile physical*
- *Textile chemical (Harmful Sub.)*
- *Sustainable materials*
- *Sustainable fibres*

Working conditions, like wages, working hours, contracts, safety, discrimination, freedom of association, OHS; Resource consumption, like energy, water, carton boxes, plastics; Environmental burden, like waste, waste water, emissions

**Strategic area*

***Strategic subarea*

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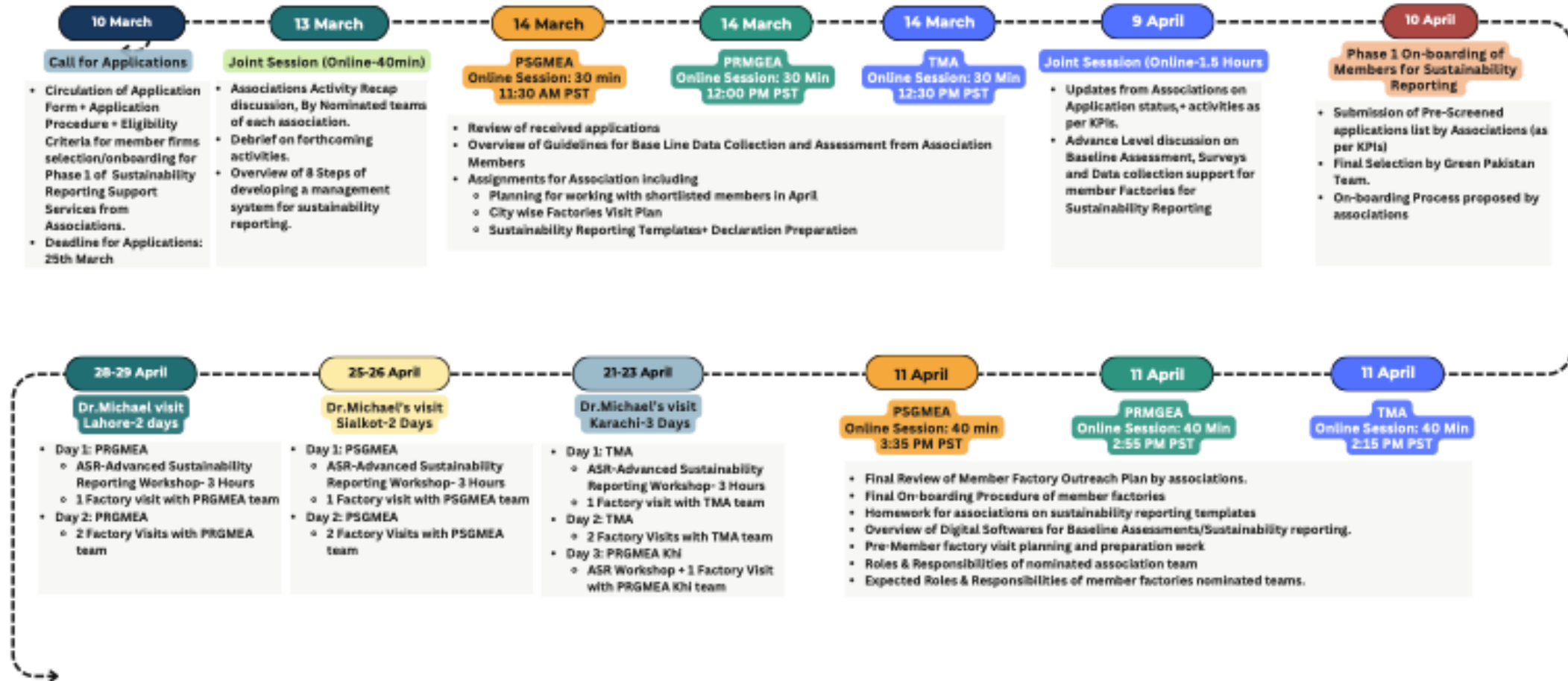
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ACTIVITY ROADMAP (REVISED)

(March-April 2025)



Research for more transparency in Pakistan

- GDP
- National revenue
- Life expectancy
- Birth rate
- Drought monitor
- Forestation / Deforestation
- Water situation in lakes, rivers and ground water reservoir
- Usage of fossil and renewable energy resources
-
-