

CONTINUED COMMITMENT

SUSTAINABILITY DISCLOSURE 2026

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

TOMORROW'S DENIM TODAY

AZGARD9

ANGGARDO



OVER 120+ YEARS OF EXCELLENCE

OUR COMMITMENT

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

OUR MISSION

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

OUR CAPACITIES



YARN

15K ton/year



FABRIC

42 million meters/year



GARMENT

15 million pcs/year



TURNOVER

\$14.5 million



EMPLOYEES

10,839

WE ARE A WORLD LEADING

MANUFACTURER

ESTABLISHING THE STANDARDS THAT OTHERS ASPIRE TO



SUSTAINABILITY APPROACH

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

3PS'



PLANET

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



PRODUCT

Upto **60%** recycled
materials content



PEOPLE

Well Being : Social,
Professional and Environmental

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

WATER STEWARDSHIP

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



OVER **50%**

**REDUCTION
IN WATER
CONSUMPTION**



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

RENEWABLE

THE WAY FORWARD

2.5MW

SOLAR ENERGY

ENVIRONMENTAL BENEFITS (Annually)



732
TONS
COAL SAVED



886
TONS
CO₂ REDUCED



1,212
EQUIVALENT
TREES PLANTED

99%

of Thermal Energy
from Renewable
Sources

Delivering and moving
ahead of our commitment

CHEMICALS & WASTE MANAGEMENT



CHEMICALS

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



CHEMISTRY

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



EFFLUENT QUALITY

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

WE ARE ESTABLISHING THE STANDARDS THAT OTHERS ASPIRE TO.

GLOBALLY RECOGNISED

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

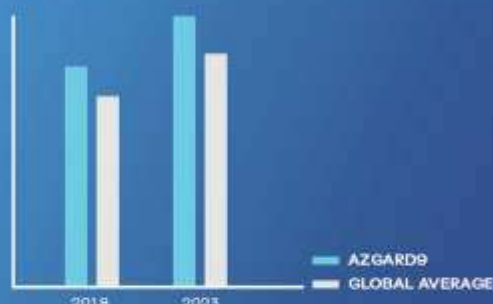


ACHIEVED THE
HIGHEST LEVEL (3)

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



FAR AHEAD
OF GLOBAL AVERAGE.



Committed to maintaining a leading position, globally

SUSTAINABILITY DISCLOSURE

Building a Sustainable Denim Textile Business | IFRS S1 & IFRS S2 Compliance Report

Reporting Horizon: FY 2025-2026	Industry Classification: Apparel (Composite of spinning, weaving, dyeing and stitching units)
Reporting Standard: IFRS S1 & IFRS S2	Company Status: Public Company Limited by Shares and Listed on Pakistan Stock Exchange Limited

Executive Statement & Reporting Boundary

This Sustainability Disclosure presents the Company's strategic, operational, and financial disclosures under IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and IFRS S2 (Climate-related Disclosures). As a denim textile manufacturer operating in Pakistan, the Company integrates Environmental, Social, and Governance (ESG) principles into its enterprise decision-making. In accordance with IFRS S1/S2 value chain boundaries, this disclosure covers physical assets, operational facilities, administrative functions, and material financial risks upstream across cotton cultivation and downstream to customer delivery.

Estimates, Assumptions, and Measurement Uncertainty

The preparation of sustainability-related financial disclosures may require the use of estimates, assumptions, and management judgement, particularly where information cannot be directly measured or where measurement methodologies continue to evolve. The Company uses reasonable and supportable information available at the reporting date to develop such estimates and assumptions.

Key areas of judgement include:

- The selection and classification of sustainability topics
- The assessment of likelihood and impact
- The assignment of time horizons
- The classification of climate-related risks and opportunities
- The identification of relevant value chain effects
- The determination of materiality thresholds

Key Limitations

This year represents the Company's first reporting cycle developed with reference to the IFRS Sustainability Disclosure Standards. Certain areas under process which includes Climate scenario analysis and value-chain information and Selected emissions data.

Comparative Information

Prior-period comparative metrics and year-on-year analysis are not presented in this report. This year serves as the current reporting baseline for relevant sustainability performance and metrics and targets.

1. IFRS S1: General Sustainability Governance & Core Framework

IFRS S1 acts as the primary "Operating System" for sustainability reporting, requiring disclosures to establish an explicit link between sustainability risk exposures and enterprise value preservation (impacts on cash flows, EBITDA, balance sheet resilience, and cost of capital).

1.1 Sustainability Governance Structure

The Board of Directors maintains overall oversight of the Company's sustainability and climate strategy. The governance framework ensures strategic alignment across operational, financial, and risk management domains:

Governance Body	Key Responsibilities & Oversight Scope
Board of Directors	Approves long-term sustainability strategy, oversees material ESG and climate-related enterprise risks, reviews capital allocations, and monitors progress against quantitative multi-year reduction targets.
Board Sustainability Committee (Responsibilities delegated to Human Resource and Remuneration Committee)	Monitors ESG performance metrics quarterly, evaluates climate scenario assessments, oversees regulatory compliance (SECP ESG guidelines), and recommends strategic investments in green infrastructure.
Executive Management	Implements Board-approved sustainability policies, embeds ESG parameters into daily operations, allocates operational resources, and enforces supplier compliance frameworks across facilities.
Functional Departments	Execute department-level ESG initiatives across processing, sourcing, HR, EHS, quality, and compliance; collect primary activity data for Scope 1-3 emissions and resource intensity metrics.
Internal Audit & Risk Governance	Evaluates internal control mechanisms surrounding ESG data collection and integrates sustainability risk drivers directly into the Enterprise Risk Management (ERM) framework.

1.2 Four Pillars Alignment (IFRS S1 & S2 Task Force on Climate-related Financial Disclosures Architecture)

1. Governance: Oversight by Board Sustainability Committee (Responsibilities delegated to Human Resource and Remuneration Committee); links executive leadership accountability to verifiable resource reduction, workplace safety targets, and climate risk management.

2. Strategy: Integrates sustainable raw material sourcing, low-liquor water efficiency, biomass cogeneration, and circular waste recycling into core commercial strategies to withstand input cost shocks.

3. Risk Management: Systematic 5-step process (Identification, Assessment, Prioritization, Mitigation, Monitoring) integrated into the corporate ERM matrix to manage supply chain and physical hazards.

4. Metrics & Targets: Quantitative tracking of Scope 1 & 2 emissions, total energy/water consumption, chemical replacement volumes, safety hours, and multi-year improvement targets aligned with SASB standards.

1.3 Stakeholder Engagement Matrix

Stakeholder Group	Primary Areas of Engagement	Financial Materiality Relevance
Shareholders & Investors	Financial returns, ESG governance, climate risk resilience, IFRS S1/S2 alignment.	Lower borrowing costs, protection of enterprise value.
Customers (Export/Brands)	Responsible sourcing, zero hazardous chemicals, low-carbon products, supply chain traceability.	Revenue retention, prevention of order cancellations, preferred vendor status.
Employees & Workforce	Health & safety, technical skills development, fair wages, workplace diversity.	Labor productivity, reduction of downtime, retention of specialized talent.
Suppliers & Farmers	Sustainable cotton practices, chemical compliance, ethical labor standards.	Mitigation of input price volatility, delivery timeliness, operational continuity.
Regulators & SECP	Environmental compliance, effluent standards, ESG guidance adherence, tax filings.	Prevention of legal penalties, operational license security.

2. Value Chain Mapping & SASB Materiality Alignment

Textile manufacturing risks extend far beyond facility walls. In compliance with IFRS S1 guidance, the Company maps financial materiality across all four tiers of the textile supply chain, referencing the SASB Apparel, Accessories & Footwear Standard (CG-AA).

Supply Chain Level	Operational Scope	Material Risk Factors	Financial Impact Mechanism
Tier 4: Raw Materials	Cotton farming, synthetic fiber synthesis, forestry.	Water scarcity, extreme heatwaves, pest outbreaks, volatile raw cotton yields.	Raw material price spikes (+10-15% input cost), gross margin compression.
Tier 3: Processing	Spinning, yarn formation.	Energy supply instability, grid power tariffs, machinery thermal inefficiencies.	Elevated conversion costs, asset impairment, production lead-time delays.
Tier 2: Fabric Production	Weaving, dyeing, wet finishing.	High water withdrawal, chemical effluent discharge, thermal energy loss.	Regulatory fines, mandatory effluent treatment CapEx, water access caps.
Tier 1: Garment Assembly	Cutting, sewing, washing, laser finishing.	Workplace safety hazards, labor health issues, worker productivity drop during heatwaves.	Downtime losses, increased healthcare costs, factory audit failures.
Downstream Ops	Warehousing, export logistics, customer distribution.	Freight fuel surcharges, carbon border adjustments (EU CBAM), packaging regulations.	Increased distribution cost, border tariffs, inventory obsolescence risks.

3. Quantitative Performance, Action Plans & Progress (Metrics & Targets)

The Company tracks precise quantitative baseline metrics, actual operational progress to demonstrate strategic resilience and continuous operational improvement.

Impact Area	Specific Action Plans	Current Status (2025-26)	Targets 2026-27
Water Consumption	Low-liquor washing machine replacement, recipe optimization, laser/ozone machine expansion, leak audits.	-10% Absolute -28% Normalized drop*	-5%
Wastewater Recycling	Effluent treatment plant (ETP) upgrades, process water recovery loop expansion.	+20.8% Recycled (Process water basis)	6%
Carbon/GHG Emissions	Conveyor air-drying, high-efficiency tumbler dryers, 6 MW biomass cogen, 1.5 MW solar PV.	-18% Normalized*	-7%
Higg Facility Environmental Module (Higg FEM)	Annual Higg FEM assessment, and continuous improvement across water, energy, GHG emissions, wastewater, chemicals and waste management.	+2%	2%
Chemical Reduction	Substitution of conventional chemicals with eco-friendly bio-based and ZDHC-compliant formulas.	-14% Normalized* (Absorbed production growth)	-3%
Circular Economy / Waste	Leno waste recycling, segregation of post-industrial denim scraps, recycling partnership.	+19% Recycled Absolute waste diverted	2%
H&S Training	Structured safety workshops, machine handling training, emergency response drills.	+20.4% Hours Expanded man-hours	15%
Workplace Safety	100% safety protocol compliance, continuous risk assessment, floor monitoring.	100% Achieved Zero severe injuries Target: Zero Fatalities	100%

*Note: Normalized metrics are calculated relative to overall production output growth.

4. Priority Raw Material

Priority Raw Material (Name)	Amount Purchased (Metric Tons)	Amount Certified, By Standard Certification/Standard & Associated Discussion	Amount Certified
Local Cotton	1,883	Organic	1,883
Yarn In-house	2,280	Organic and BCI	2,280
Yarn Out-source	13,381	Organic and BCI	13,381
Polyester	1,044	OEKO-TEX	1,044
Recycle Fiber	4,815	-	-
Fabric In-house	7,512	Organic and BCI	7,512
Fabric Out-source	2,783	Organic and BCI	2,783

5. Material Sustainability Risks & Opportunities and Climate Related Risks & Opportunities

5.1. Sustainability-Related Risks & Opportunities

Matter	Nature	Time Horizon	Potential Financial Effect
Business Ethics (Corruption & Unethical Conduct)	Risk	Short/Medium	Revenue concentration, working capital, receivables credit risk.
Whistleblowing, Harassment & Workplace Fairness	Risk	Short/Medium	Increased operating costs, order loss, legal penalties, brand damage.
Training & Education / Succession Readiness	Risk / Opp.	Medium/Long	Leadership readiness, operational efficiency, health & safety compliance.
Hollow sustainability Claims	Risk	Short/Medium	Regulatory fines, brand erosion, customer order loss.
Cybersecurity & Data Privacy	Risk	Short/Medium	Business interruption, regulatory penalties, loss of customer trust.
Hazardous Wet-Process Effluent Discharge	Risk	Short/Long	Regulatory fines, plant shutdown costs, legal defense expenses.
Responsible & Sustainable Supply Chain	Opportunity	Medium/Long	Improved customer acquisition, investor confidence, supply chain resilience.
Diversity, Inclusion & High-Performing Workforce	Opportunity	Medium/Long	Talent retention, productivity gains, enhanced innovation.
Health & Safety (OH&S Management Systems)	Opportunity	Short/Medium	Reduced compensation/insurance costs, productivity gains, avoided fines.
Certified Sustainable Yarns & Products	Opportunity	Short/Medium	Revenue growth, premium pricing, margin expansion.
Access to Sustainable / Green Finance	Opportunity	Medium/Long	Lower cost of capital, improved liquidity and borrowing terms.
Recycled-Fibre& Low-Carbon Products	Opportunity	Short/Medium	Revenue mix shift, access to eco-conscious market segments.
Market Expansion into Underserved Niches	Opportunity	Short/Medium	Revenue diversification, reduced regional market concentration risk.

5.2 Climate-Related Risks & Opportunities

Matter	Type / Nature	Driver	Potential Financial Effect
Rising Energy Costs & Supply Insecurity	Transition Risk	Market / Tech	Increased operating tariffs; CAPEX for efficiency & self-generation.
Climate Transition Market Access & Inflation	Transition Risk	Market / Rep	Asset write-downs, revenue loss, higher input costs.
Sustainable Finance Capital Access Risk	Transition Risk	Relational	Restricted capital access, higher borrowing margins.
Energy Efficient Equipment Adoption	Transition Opp.	Technology	Reduced energy costs per unit, enhanced competitiveness.
Renewable Energy & Decarbonisation	Transition Opp.	Technology	Energy cost avoidance, reduced carbon footprint, buyer alignment.
Water Scarcity & Abstraction Constraints	Physical Risk (Chronic)	Chronic Water Stress	Production disruption, higher alternate water sourcing costs.
Climate-Driven Raw Cotton Disruption	Physical Risk (Chronic)	Extreme Weather	Procurement price spikes, imported cotton dependence, working capital pressure.

5.3 Scenario Analysis & Strategic Resilience

The Company conducts qualitative scenario assessments across two distinct climate pathways:

- 1.5°C Orderly Transition Scenario: High carbon pricing and strict buyer ESG mandates. Enterprise resilience is maintained via early investment in 1.5 MW solar PV, biomass energy, and low-water processing.
- 4°C High Warming Scenario (Physical Hot-House): Extreme weather frequency and water stress. Enterprise resilience is supported by supplier diversification, water recycling (20.8% process water recovery), and localized inventory buffers.

6. Strategic Priorities & SDG Alignment Framework

The Company's long-term strategy aligns its five core sustainability priorities directly with international United Nations Sustainable Development Goals (SDGs):

Strategic Priority	Core Operational Action Plan	Targeted UN SDG Alignment
1. Climate Action	Biomass cogen (6 MW), solar power (1.5 MW), conveyor air-drying, thermal leak elimination.	SDG 13: Climate Action SDG 7: Affordable & Clean Energy
2. Resource Efficiency	Low-liquor washing units, ozone/laser washing, 20.8% process water recycling loop.	SDG 6: Clean Water & Sanitation SDG 12: Responsible Consumption SDG 15: Life on Land
3. Responsible Supply Chain	Zero hazardous chemical substitution, leno waste recycling (+19%), ZDHC checks.	SDG 9: Industry & Innovation SDG 12: Responsible Production SDG 3: Good Health & Well-being SDG 15: Life on Land
4. People & Communities	Zero workplace fatalities, 632,530+ health & safety training hours, equal opportunity practices.	SDG 8: Decent Work & Economic Growth SDG 3: Good Health & Well-being SDG 5: Gender Equality SDG 10: Reduced Inequalities
5. Strong Governance	Board Sustainability Committee oversight, full ERM risk integration, transparent disclosures.	SDG 16: Peace, Justice & Strong Institutions



7. Enterprise Risk Management (ERM) & Principal Mitigations

Material Enterprise Risk	Risk Description & Trigger	Specific Operational Mitigation Measures
Climate Change & Energy	Grid power instability and rising fossil fuel costs impacting plant margins.	Deployment of 6 MW biomass cogeneration plant and 1.5 MW solar PV array; system heat recovery.
Water Scarcity	Groundwater table drop in manufacturing zones affecting wet processing operations.	Process water recycling expansion (+20.8%), deployment of zero-water laser and ozone technologies.
Supply Chain Disruption	Cotton raw material availability and price spikes due to climatic events.	Diversified raw material sourcing, cotton stock buffering, long-term supplier agreements.
Environmental Compliance	Tightening SECP, local EPA, and international buyer chemical/effluent standards.	Routine environmental audits, ETP continuous monitoring, ZDHC-compliant eco-chemical substitution.
Occupational Health & Safety	Industrial accidents, thermal heat stress, and machine operating hazards.	Mandatory EHS protocols, over 632,000 annual safety training man-hours, continuous risk audits.
Cybersecurity & Data Privacy	Disruption of operational data systems, PLM, and financial disclosure tools.	Enterprise IT security controls, continuous data backups, employee phishing and safety awareness training.

8. Future Roadmap & Implementation Horizons

Horizon	Key Strategic Objectives	Expected Enterprise Outcomes
Short-Term (1-2 Years)	- Achieve FY 2026-27 targets (-5% water, -7% normalized GHG). - Integrate Scope 3 primary data platform across top 5 suppliers. - Expand worker H&S training hours by +15%.	Strengthened compliance with SECP & IFRS S1/S2 rules; immediate operational cost savings.
Medium-Term (3-5 Years)	- Expand solar infrastructure capacity beyond 1.5 MW. - Scale circular denim initiatives and post-industrial fiber recycling. - Integrate Digital Product Passports (DPPs) for export traceability.	Enhanced international buyer preference.
Long-Term (Beyond 5 Years)	- Net-Zero Scope 1 and Scope 2 operational trajectory. - Closed-loop water recycling across 100% of wet processing operations. - Fully sustainable raw cotton supply chain integration.	Long-term enterprise value creation, lower cost of capital, and sector leadership in sustainable denim.

Methodological References & Data Integrity: This disclosure was compiled referencing IFRS S1 General Requirements, IFRS S2 Climate Disclosures, SECP ESG Reporting Guidelines, and SASB Apparel, Accessories & Footwear Metrics (CG-AA). Primary facility data of the Company was collected directly from site energy meters, ETP logs, and EHS management records.

TRADEMARKS

INDUSTRY
LEADING
INNOVATIONS

ORBIT

Solution-based recycling of textile waste using RENEWCELL fibers.



RGEN9

Made from regenerative cotton.



REVIVE

Recycled fibres from post consumer and industrial waste.



DENIM9

100% Bio-degradable Jeans.



EVER FIT

A shape memory denim. engineered for the best fit.



AMBI CLEAR

Energy efficient. zero salt, zero steam dyeing technology.



ARCANE

Denim free from the elastane slippage.





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



The global standard for recyclable products

REVIVETM

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

PRODUCT OFFERINGS



YARNS

Upto **70%** recycled content



FABRICS

Upto **40%** recycled content



GARMENTS

Upto **40%** recycled material



RECYCLED POLYESTER

Through collaboration we offer recycled polyester with embedded translucent tracer



Pioneer in circular
fashion technology

C · O₂ · A · T

WE WON GOLD

WORLD'S FIRST DENIM COMPANY TO WIN GOLD

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

GARMENT OF THE FUTURE

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

GLOBAL ACCREDITATIONS

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



GLOBAL PARTNERSHIPS



Achieving excellence and driving progress in all that we do.

INTERNATIONAL CUSTOMERS

ZARA

PULL&BEAR

MANGO

ONLY

ONLY & SONS

NEWYORKER

JDY

ICHI

next

TALLY WEIJL

CALZEDONIA

M O H I T O

AÉROPOSTALE

BLEND

RESERVED

MEDICINE

TIFFOSI

ASOS

GR O U P E
BEAUMANOIR

THE STING COMPANIES
SOURCING & PRODUCTIONS

LUCKY*BRAND

NAUTICA

RE/DONE


house

WOMEN EMPOWERMENT



Gender Pay Gap

Mean Gap

Mean pay for men is 11% higher than that of women.

Median Gap

Median pay for men is 8% higher than that of women.

WELFARE COMMUNITY CENTRE

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

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

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

SUSTAINABILITY CHALLENGES AND CONTROL MEASURES

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

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



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

Sustainability initiatives also lead to manage/mitigate risks including customers and stakeholders trust and reputation as well as reduced financial costs.



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



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

DIVERSITY, EQUITY AND INCLUSION MEASURES

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

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



SKILLS & TRAINING

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



MENTORSHIP

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



SUPPORT & WELL-BEING

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



COMMUNITY COLLABORATION

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



POLICY & REPRESENTATION

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

MOMENTS AT AZGARD9

People at the heart of our community

CELEBRATIONS



CHRISTMAS DAY



INDEPENDENCE DAY



INDEPENDENCE DAY

BLOOD DONATION



IFTAR DINNER



EXCELLENCE RECOGNITION



EXIBITIONS



HAJJ LUCKY DRAW





CUSTOMER CENTRIC



AZGARD 9 X PATHFINDER



WOMEN'S DAY

AL WASIYO WELFARE FOUNDATION



PLANTATION DRIVE

ENVIRONMENT DAY



SUBSIDIZED FOOD

TRANSPORT FACILITY

DORMITORIES

AZGARD9

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