Al-Karam Textile Mills (Pvt) Ltd.		
Sustainability KPI Dashboard		**(JAN-24 To Dec-24)**
Reported By: M.Zain & Musab Khan	**Reviewed By:**	Hassan Farid & Syed Tanveer Raza
Reporting Date: 31-01-2025	**Review Date:**	1/2/2025

Key Performance Indicator	Unit	Total
Labor & Human rights		

	Key Performance Indicator	Unit	Total
Employe Health & Safety	Number of hours worked	Hours/year	8,069,715
	Number of days lost to work-related injuries, fatalities and ill health	#	0
	Number of work-related accidents	#	3
Training and Career Management	Average hours of training per employee	Hours/Employee	3
	Percentage of employes who received Regular performance and career management training reviews	%	5
	Percentage of employees who received skills-related training	%	3
	Percentage of employees trained on discrimination and harassment in the organization	%	100
	Number Employees of trained on the diversity equity inclusion	#	270
	Percentage of employees trained on specific environmental issues	%	20
	Percentage of employees trained on the topic of business ethics	%	40
Working Condition Measure	Number of total Employes who have completed the worker satisfaction survey	#	1,188
	Percentage total Employes who received health care coverage benefit	%	100
Social Dialogue	Number Of Employees covered by formally elected employe representative	#	10
	Number of employee covered by collective agreement	#	3,600
Discrimination and Harassmen	Percentage of women employed in the whole organization	%	3
	Percentage of women at top management level	%	0
	Percentage of women within the organization's board	%	3
	Percentage of employees from a minority or vulnerable group in the whole organization	%	1
	Percentage of employees from a minority or vulnerable group at top management level	%	0
	Number of identified discrimination or harassment incidents or corrective actions	#	3
	Average unadjusted gender pay gap	%	0
Child labor, forced labor, and human trafficking	Number of whistle blowing reports related to child labor,forced labor and modern salvery	#	0
	Number of confirmed reports related to child labor,forced labor and modern salvery	#	0

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Key Performance Indicator		Unit	Total
Environment			
Energy Consumption & GHG Emission	Total Gross Scope 1 Stationary GHG emission	Tons CO2e	92,956
	Total Gross Scope 1 mobile GHG emission	Tons CO2e	197
	Total Gross Scope 1 Fugitive GHG emission	Tons CO2e	3,078
	Total Gross Scope 2 GHG emission	Tons CO2e	3,702
	Total Gross Scope 3 GHG emission	Tons CO2e	279,108
	Total Gross Scope 3 Downstream GHG emission	Tons CO2e	14,267
	Total Gross Scope 3 Upstream GHG emission	Tons CO2e	264,841
	Total Energy consumption 2024	KWh	110,650,982
	Total Renewable Energy Consumption 2024	KWh	5,835,873
	Total Gas Consumption	M3	49,266,561
	Total Diesal Consumtion	Litre	50,012
	Total Petrol Consumtion	Litre	27,581
Water Consumption & Assessment	Total Water Consumption	M3	1,670,438
	Total Water Recovered/Reused	M3	2,696
	Water risk assessments performed	HIGH/MEDIUM/LOW	HIGH
Air Pollution	Total Weight of air pollutants (Sox NOX etc)	KG's	2
Waste Management	Total weight of waste	KG's	3,628,729
	Hazardous waste	KG's	296,284
	Non-Hazardous Waste	KG's	3,332,445
	Total waste recovered	KG's	3,504,119
	Total Waste recyle inhouse	KG's	1,682,146
Chemicals	Total number of chemical spills	#	-

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Key Performance Indicator	Unit	Total
Ethics		
Ethical Values		
Number of confirmed corruption,bribery fraud incidents	#	0
Number of confirmed incidents related to information security	#	0
Sustainable procurement		
Supplier Assessment Training & Complaints		
Percentage of targeted suppliers who have signed the sustainable procurement charter or supplier code of conduct	%	100
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	100
Percentage of targeted suppliers that have gone through a sustainability assessment	%	100
Percentage of targeted suppliers that have gone through a sustainability on-site audit	%	50
Percentage of buyers across all locations who have received training on sustainable procurement	%	30
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	%	100
Number of voice surveys received from supplier workers	#	0