

SUSTAINABILITY REPORT (2024-25)





Introduction

At Gatron, sustainability continues to be the foundation of our business strategy, guiding our efforts to create long-term value for the environment, society, and economy. As a leading industrial organization, we acknowledge our responsibility to contribute to sustainable development and remain committed to aligning our initiatives with the United Nations Sustainable Development Goals (UN SDGs).

This year's Sustainability report (2024–25) reflects our progress and renewed commitment across critical areas such as renewable energy adoption, water stewardship, responsible production practices, circular economy solutions, and employee well-being. Our focus is not only on meeting today's needs but also on safeguarding resources for future generations.

By harnessing innovation, enhancing operational efficiency, and empowering our people, we continue to implement initiatives that minimize our environmental footprint, promote workplace health and safety, support community development, and encourage sustainable growth across our value chain.

Gatron remains dedicated to creating measurable impact through actions that advance global sustainability priorities, reinforcing our vision of building a resilient, responsible, and inclusive future for all.

Our Sustainability Journey

Gatron began its formal sustainability reporting journey in 2020 with a clear vision to integrate the United Nations Sustainable Development Goals (UN SDGs) into our business practices. Our initial focus was on five priority goals, aimed at reducing our environmental footprint, improving resource efficiency, and enhancing the well-being of our employees and the communities we serve. Over the past years, we have achieved meaningful progress, implementing projects that delivered tangible environmental and social impact.

Building on this foundation, we are now broadening our scope by incorporating additional SDGs into our long-term strategy. For 2024–25, we have set ambitious new targets supported by defined action plans. Our priorities include expanding renewable energy adoption, strengthening water stewardship, advancing responsible production, and integrating circular economy solutions across our operations.

As we continue this journey, Gatron remains committed to driving sustainable growth, creating long-term value for stakeholders, and contributing to a resilient and inclusive future for all.

KEY HIGHLIGHTS

Co² Emission



Reduction Of
Co₂ Emission

1,435 Tons

Natural Gas



Saved Natural
Gas

1,059,181
M³

Solar System



Renewable
Energy
Generated

3.5 Million
kWh Unit

Recycled Water



Water
Consumption
from Recycled
Water

8.3 Million
Gallons

Meals



Subsidized
Meals
Provided
762,000+

Transportation



Free Rides Provided
for Our Staff

792,000 +

Training



LinkedIn
Learnings

670 +

Good Health & Well-Being



OPD and Eye
Surgeries
20,000 +

Pet Bottles



Pet Bottles
Recycled
94.6 Million

Plantation Drive



Trees Planted
300

UNSDG 7: AFFORDABLE & CLEAN ENERGY

At Gatron, we are committed to sustainable operations by leveraging advanced energy monitoring systems to optimize a diversified energy portfolio. This approach enhances operational efficiency, ensures energy security, and reduces our environmental footprint.



Our energy mix includes:

- **Gas, Heavy Fuel Oil (HFO), Gas and Steam Turbines, and Solar Power:** A balanced and diversified portfolio that supports our sustainability goals while maintaining a reliable energy supply.
- **Electricity from K-Electric (KE):** In addition to self-generation, electricity is purchased from the national grid to support operations during natural gas shortages for our gas engines. However, this supply remains inconsistent and unreliable.
- **Heating from Biomass:** We are actively developing a project to transition heating requirements from Gas and HFO to biomass-based solutions, reducing reliance on fossil fuels.
- **Future Wind Power Facility:** Feasibility studies are underway for establishing a wind power facility in the Hub district, further strengthening our renewable energy initiatives. Through these initiatives, Gatron is progressively transitioning toward cleaner energy sources, aligning with global sustainability practices, and contributing to climate action goals.

Commitment to Renewable Energy

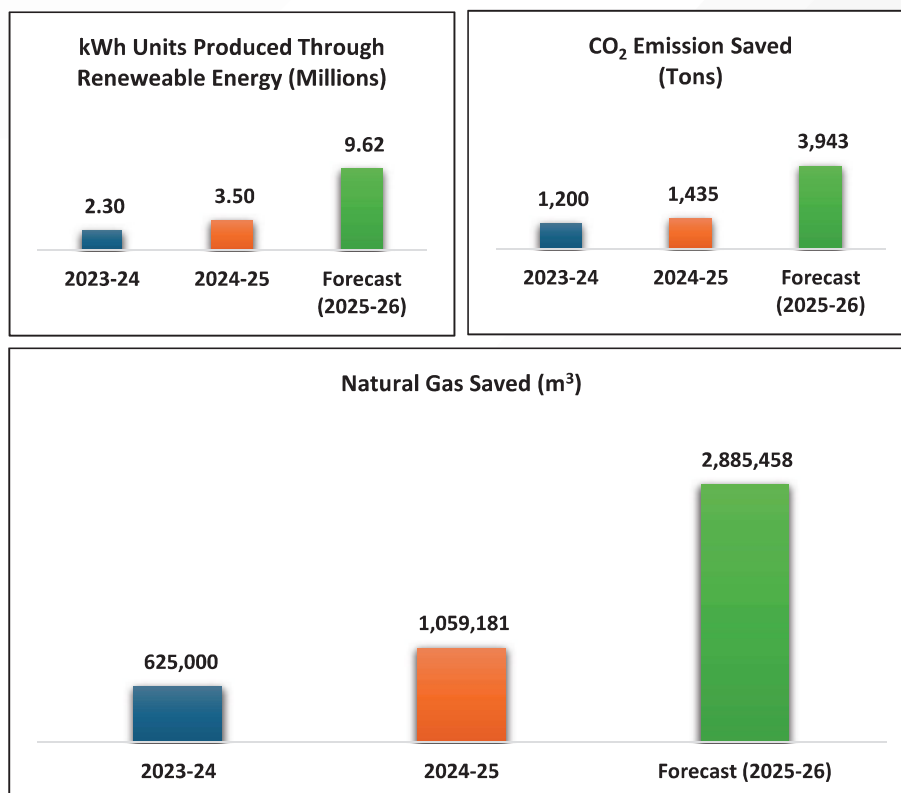
Gatron currently operates 2.8 MW of solar power capacity, resulting in annual savings of 1,435 tons of CO₂ emissions and 1,059,181 cubic meters of natural gas. This investment significantly contributes to our renewable energy portfolio and demonstrates our commitment to reducing our environmental footprint.

Expansion Plans

To further enhance efficiency and sustainability, we are in the process of installing an additional 5.72 MW of solar capacity and exploring the feasibility of an additional 3 MW within this year. These projects will substantially increase our renewable energy contribution and reduce reliance on fossil fuels.

Current and Future Renewable Energy Usage

At present, Gatron's total energy consumption is sourced from renewables is 2.8 MW, with solar power generating 3.5 million units annually. Looking ahead, we are committed to increasing the renewable share to at least 11.52 MW by tripling our solar generation capacity. This expansion is projected to generate approximately 9.62 million units of clean energy annually, reinforcing our long-term sustainability goals and accelerating our transition to a low-carbon future.



Energy Efficiency Projects

At Gatron, we are committed to advancing responsible energy management in alignment with UN SDG 7 (Affordable & Clean Energy), SDG 12 (Responsible Consumption & Production), and SDG 13 (Climate Action). Through targeted energy-efficient projects and fuel conservation initiatives, we are significantly reducing our environmental footprint while enhancing operational efficiency.

In 2024–25, we implemented multiple CSR-driven energy and resource efficiency initiatives that delivered measurable environmental and operational benefits:

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- **Staff Transport Optimization:** Saved 26,472 liters of diesel annually, cutting costs by PKR 12.94 million and reducing emissions, aligned with SDGs 7, 11, and 13.
- **Pump Optimization:** Achieved ~155,868 kWh annual energy savings, avoiding ~418 tons of CO₂ emissions, contributing to SDGs 7, 9, 12, and 13.
- **Lifter Operations Optimization:** Reduced diesel consumption by 9,840 liters, avoiding ~26.3 tons of CO₂ emissions, supporting SDGs 7, 11, 12, and 13.
- **Energy & Resource Optimization:** Lowered electricity demand and chemical usage through catalyst and TiO₂ reduction, enhancing efficiency and supporting SDGs 7, 9, 12, and 13.

Overall Impact

- **Diesel Saved:** 36,312 liters (26,472 + 9,840).
- **Energy Saved:** ~155,868 kWh annually.
- **CO₂ Avoided:** ~444 tons (418 + 26.3).

Financial Saving: PKR 12.94 million annually (from transport alone, with further cost benefits from energy optimization).

These initiatives collectively strengthened our climate responsibility, operational efficiency, and contribution to global sustainability goals, embedding CSR into our core operations.

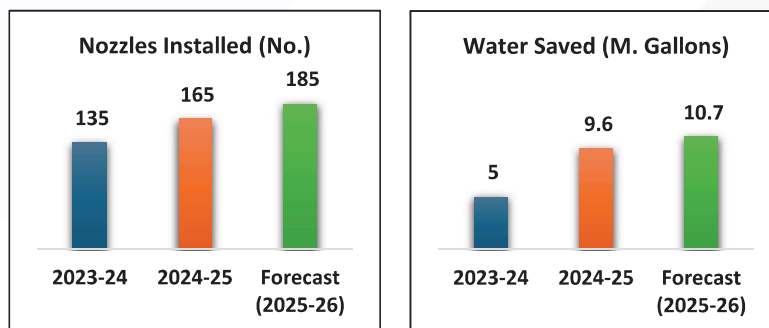
UNSDG 6: CLEAN WATER AND SANITATION

At Gatron, water conservation remains a core pillar of our sustainability strategy, reflecting our commitment to preserving one of the planet's most vital resources. Recognizing the critical role of water for both our operations and the communities we serve, we have adopted a comprehensive water management approach centered on efficiency, recycling, and sustainable practices.



- **Effluent Treatment Plant (ETP):** Through advanced treatment technologies, we treat **8.3 million gallons of wastewater annually**, ensuring discharged water meets strict environmental standards to protect local ecosystems.
- **Reverse Osmosis (RO) and Ultrafiltration Plant:** Our RO system treats blowdown wastewater from cooling towers, conserving **8.93 million gallons of freshwater each year**.
- **High-Efficiency Water Nozzles:** The installation of **165 water-saving nozzles** has enabled annual savings of **9.6 million gallons**. An additional **20 sites** have been identified for future installations, further strengthening our conservation efforts.
- **Dissolved Air Flotation (DAF) System:** This system recovers and reuses **1.57 million gallons of backwash water** from the Ultrafiltration (UF) plant, improving water recycling efficiency.

Through these initiatives, Gatron now recycles 8.3 million gallons of its total water consumption, directly supporting UN Sustainable Development Goal (SDG) 6: *Clean Water and Sanitation*. By championing innovative water practices, we continue to set benchmarks for responsible water management in the industrial sector, reinforcing our commitment to future generations.



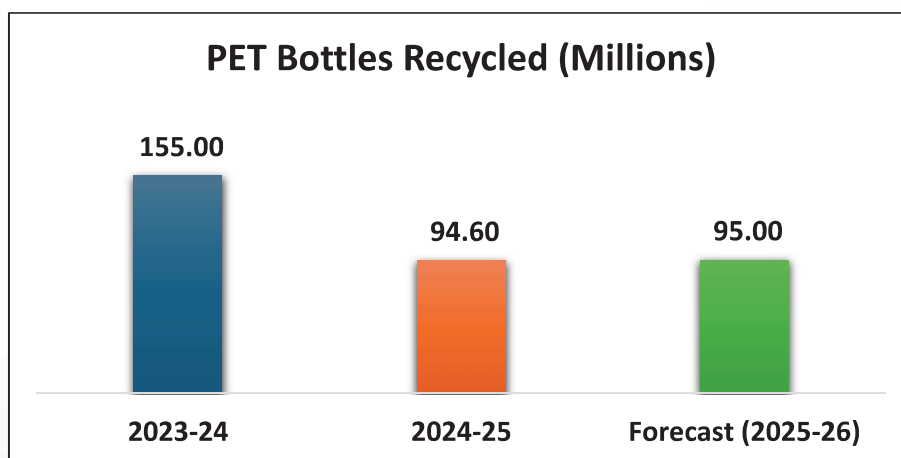
UNSDG 12: RESPONSIBLE CONSUMPTION & PRODUCTION

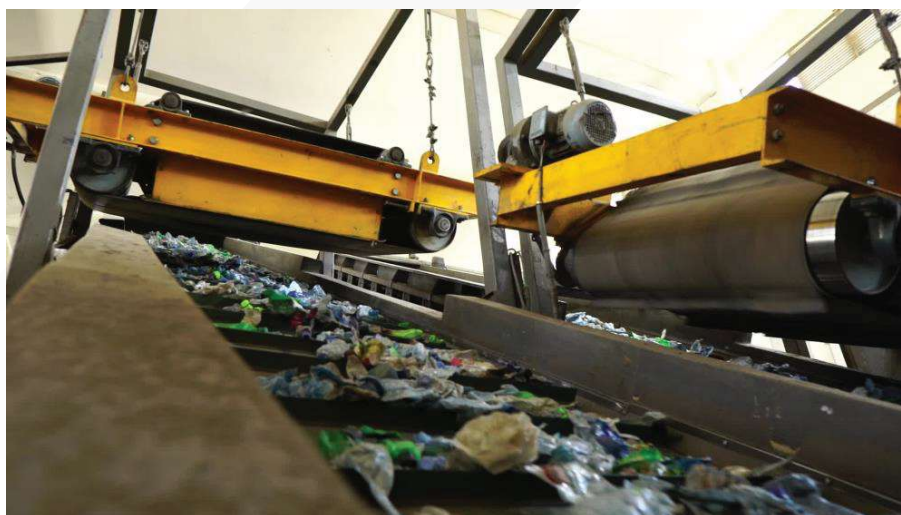
Gatron remains committed to advancing **responsible consumption and production** by optimizing resource utilization and embedding sustainable practices across operations.



Key initiatives include:

- Waste Minimization:** In FY 2024–25, we recycled over **94.6 million PET bottles** into high quality recycled polyester yarn under our brand *Ecoron*. This initiative not only diverts plastic from landfills and oceans but also contributes to reducing our overall carbon footprint by extending the life cycle of plastics





- **Resource Efficiency:** Through strategic investments in **high COP chillers, advanced air compressors, and heat recovery systems**, we achieved measurable reductions in energy demand and natural gas consumption. These efforts directly support lower greenhouse gas emissions while driving more sustainable production processes.
- **Sustainable Product Innovation:** By embedding circular economy principles, Gatron continues to develop environmentally responsible products. The use of recycled inputs in manufacturing strengthens supply chain sustainability and reduces dependency on virgin raw materials.
- **Community Engagement & Education:** We actively engage employees and surrounding communities to raise awareness on responsible consumption, waste reduction, and environmental stewardship.
- **Tree Plantation Drive:** Demonstrating our environmental commitment, Gatron planted **300 trees and plants** within our premises during the year. Looking ahead, we aim to collaborate with local authorities for a **large-scale plantation initiative along Hub River Road**, contributing to carbon sequestration, biodiversity enhancement, and improved community well-being.



By continuously innovating in **resource management, product sustainability, and community engagement**, Gatron aligns its practices with the **UN Sustainable Development Goals (SDG 12)** and global sustainability benchmarks, ensuring a responsible and resilient future.

UNSDG 8: DECENT WORK & ECONOMIC GROWTH

At Gatron, we are committed to fostering inclusive and sustainable economic growth while ensuring decent work opportunities for all employees. In alignment with **UN SDG 8 (Decent Work and Economic Growth)**, we continue to invest in initiatives that strengthen employee well-being, professional development, and community engagement.



- **Employee Welfare:**

- **Subsidized Meals:** This year, we provided over **762,427 subsidized meals** through our in-house catering facilities, which operate under strict hygiene standards. These meals ensure that employees have access to affordable and nutritious food every day.
- **Transportation Facilities:** We provided approximately **792,415 free rides** through our employee transportation program, covering the entire Hub region and Karachi. By offering reliable and cost-free commuting, we improve accessibility while enhancing both well-being and job satisfaction.
- **Employee Engagement:** We actively foster a culture of inclusivity and belonging by organizing a variety of events and initiatives, including Eid celebrations, Independence Day festivities, picnics, dinners, farewell gatherings, town hall



meetings, retirement acknowledgments, and the **annual Hajj balloting, which enables 4 employees to perform Hajj each year.**

- **Training and Development:** This year, our employees completed **676 LinkedIn Learning courses**, equipping them with new skills and knowledge to advance their careers. Such investments in professional growth not only empower individuals but also build long-term organizational resilience.



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- **Talent Management:** We continue to strengthen our talent management systems through the implementation of **SAP SuccessFactors**, structured **KPIs**, and a robust performance management system. To safeguard health and safety, we also conduct regular **health risk assessments** for workers in our polymer plant, ensuring a safe and secure work environment.
- Through these initiatives, Gatron is creating a supportive and empowering workplace where employees can thrive. Our efforts demonstrate a clear commitment to **sustainable economic growth, decent work, and community well-being**, reinforcing our role as a responsible employer and industry leader.

UNSDG 3: GOOD HEALTH & WELL-BEING

At Gatron, we remain committed to safeguarding the health and well-being of our employees and the communities we serve. In line with **UN SDG 3 (Good Health and Well-Being)**, we continue to expand access to quality healthcare, promote workplace safety, and strengthen community health support systems.



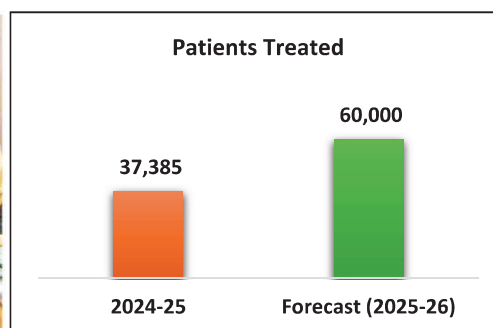
- **Sina Clinic Inauguration Ceremony:** In early 2024, the **Gatron Foundation**, a welfare arm of the group, partnered with **Sina Clinic** to establish a new healthcare facility in **Baldia, Karachi**, which officially opened during the 2024–25 period. With the capacity to treat more than **3,500 patients**, the clinic is dedicated to delivering high-quality healthcare to underserved communities.



The inauguration ceremony—marked by a ribbon-cutting led by **Mr. Pir Muhammad Diwan, Founder of Gatron (Industries) Limited and Gatron Foundation**, alongside the company’s CEO and senior dignitaries—symbolized Gatron’s long-term commitment to accessible and compassionate healthcare for all.



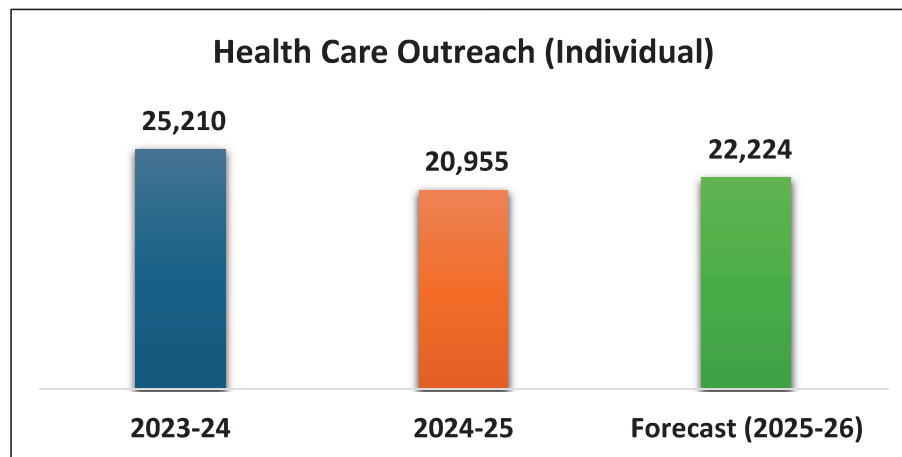
At Sina Clinic, we provided over 37,000 essential health services to the local community.



- **In-house Clinic Facilities:** Gatron continues to operate an **in-house clinic**, ensuring immediate and accessible healthcare services for employees. This on-site facility minimizes downtime and helps maintain a healthier workforce.

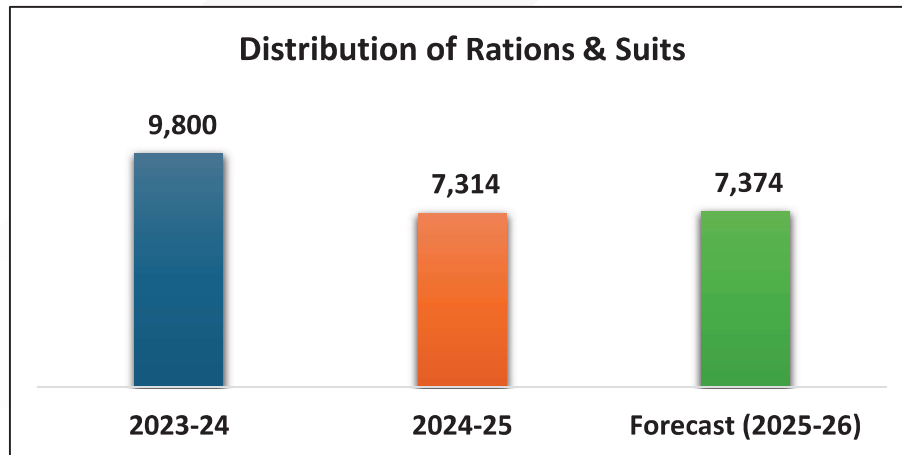


- **Sponsorship of Eye Care Unit at Uthal and Hub, Baluchistan:** We sponsor an **Eye Care Unit in Baluchistan**, providing essential eye health services to the local community. In 2024–25, the unit conducted **19,500 outpatient consultations** and performed **1,455 eye surgeries**, making a significant impact on the prevention of blindness and the promotion of healthy vision.



- **Distribution of Rations and Suits:** To support employee welfare beyond the workplace, Gatron distributed over **4,819** ration bags to more than 1,200 families and provided suits to over **2,500** workers this year. These initiatives promote nutritional security and enhance the overall living standards of our workforce.



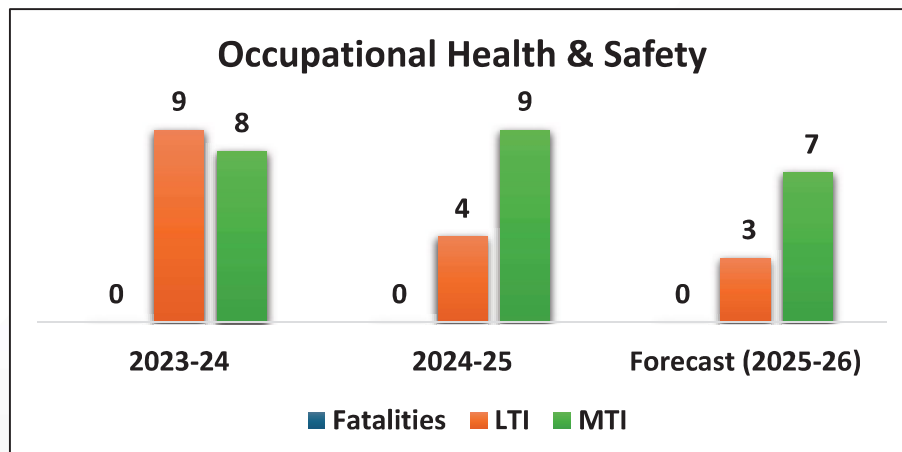


- **Health and Safety Training:** We significantly scaled up our training initiatives, conducting **361 in-house and external health & safety sessions**, covering areas such as **PSM, LOTOTO, Risk Analysis, Permit to Work System, and Gas Testing**. These sessions, supported by industry experts from **K-Electric and NILAT**, reinforced a strong safety culture and prepared employees to proactively manage workplace risks.



- **Personal Protective Equipment (PPE):** The mandatory use of PPE—including helmets and safety shoes—remains a cornerstone of our workplace safety standards, preventing injuries and protecting employees on-site.

- **Safety Performance:** Our continued focus on safety has resulted in **zero fatalities this year**. Recordable incidents showed measurable improvement, with **4 Lost Time Injuries (LTI)** and **9 Medical Treatment Injuries (MTI)** reported, reflecting a **24% reduction in total recordable incidents compared to last year**. These results underscore the effectiveness of our safety systems and our commitment to continuous improvement.



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Through these initiatives, Gatron demonstrates its commitment to creating a **safe, healthy, and resilient work environment** while extending healthcare access to surrounding communities. By prioritizing well-being at every level, we continue to strengthen our role as a responsible, people-focused organization.

Life Below Water - Protecting Marine Ecosystems

We recognize the **critical importance of safeguarding marine ecosystems** as an integral part of our sustainability vision and our alignment with **UN SDG 14: Life Below Water**.

- **Beach Cleanup and PET Bottle Collection Initiative**

Gatron Industries Ltd., in partnership with the **Pakistan Navy**, organized a large-scale **Beach Cleanup and PET Bottle Collection drive**. This initiative not only removed significant volumes of plastic waste from coastal areas but also raised public awareness on the urgent need to reduce marine pollution. By actively engaging employees, partners, and members of the wider community, the campaign fostered collective responsibility for environmental stewardship and reinforced the value of recycling.

- **Commitment to Biodiversity Protection**

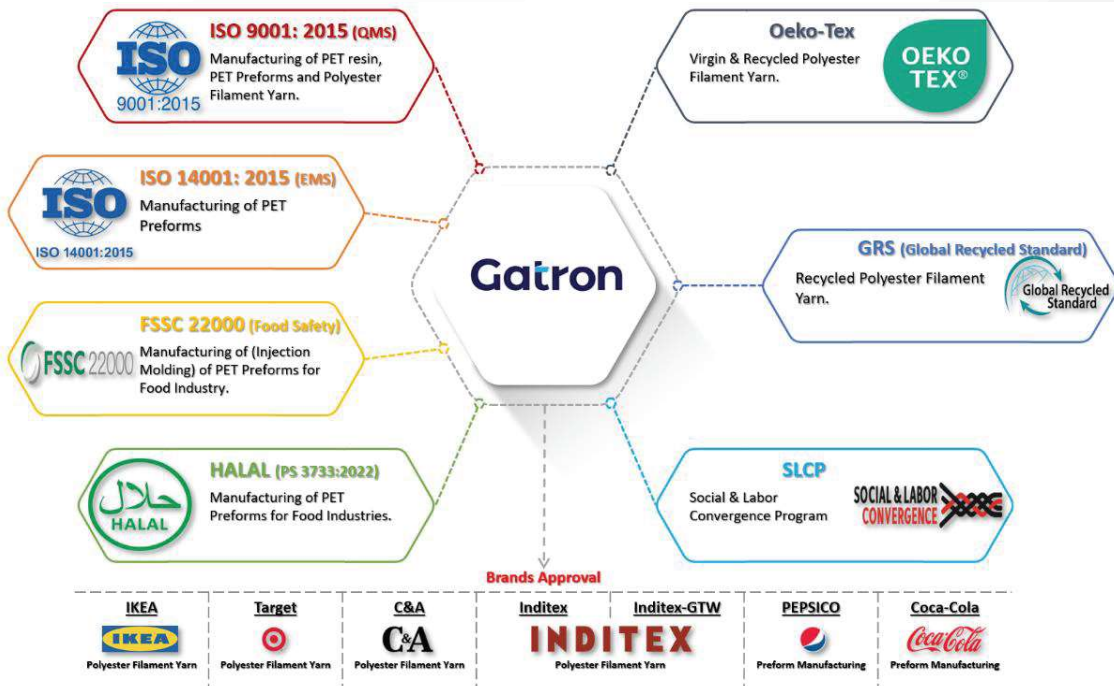
Through this and other sustainability-driven actions, Gatron continues to advance its commitment to protecting biodiversity, reducing plastic leakage into oceans, and building resilient ecosystems. Our efforts reflect a broader responsibility to create cleaner coastlines, healthier marine environments, and a more sustainable future for generations to come.



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Commitment to International Standards and Responsible Production

At Gatron, our sustainability journey is underpinned by a strong foundation of **globally recognized certifications and brand approvals**. These achievements reflect our commitment to **quality, safety, environmental responsibility, and ethical business practices**.



- **Certified Excellence:** Our facilities are certified to international benchmarks, including **ISO 9001:2015 (Quality Management)**, **ISO 14001:2015 (Environmental Management)**, **FSSC 22000 (Food Safety)**, and **HALAL (PS 3733:2022)** standards. These certifications demonstrate our dedication to delivering products that are **safe, sustainable, and consistently reliable**.
- **Sustainable and Ethical Production:** Through certifications such as **Oeko-Tex®**, **Global Recycled Standard (GRS)**, and participation in the **Social & Labor Convergence Program (SLCP)**, we ensure that our operations adhere to **sustainable material use, circular economy principles, and fair labor practices**.
- **Global Brand Trust:** Our collaboration from leading global brands including **IKEA, Target, C&A, Inditex, PepsiCo, and Coca-Cola** are a testament to our ability to meet the **highest international standards for quality, sustainability, and compliance**.

Together, these certifications and partnerships reinforce Gatron's role as a **responsible global partner**—committed to **reducing environmental impact, protecting human rights, and driving continuous improvement across our value chain**.