

One Stop Sustainability Due Diligence Services

Human Rights Due Diligence

Environmental Due Diligence

Consulting, ESG Reporting, Capacity Development/Training

Software Development



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About FOS-Fruit of Sustainability

Fruit of Sustainability (SMC-Private) Limited is Pakistan's first and only tech-enabled consultancy specialized in Sustainability Due Diligence Services. We support organizations in systematically identifying, assessing, preventing, mitigating, and monitoring sustainability risks and impacts across their operations and supply chains through a combined digital and on-ground approach.

Our Sustainability Due Diligence Services are structured across four integrated service verticals—Human Rights Due Diligence, Environmental Due Diligence, Sustainability Consultancy, and Custom Sustainability Software Development—enabling organizations to comply with evolving international regulations while strengthening responsible sourcing, ESG performance, and supply-chain transparency.

Our work is aligned with leading international frameworks and regulations, including the **EU GSP+, EU Green Deal, Corporate Sustainability Due Diligence Directive (EU CSDDD), German Supply Chain Due Diligence Act (LkSG), US Forced Labor Prevention laws, ILO Conventions, UN Guiding Principles on Business and Human Rights (UNGPs), OECD Due Diligence Guidelines**, and other buyer and multi-stakeholder requirements.

We work with local exporters and manufacturers, international brands and retailers, multi-stakeholder initiatives, industry associations, NGOs, development-sector partners, and government-linked platforms, supporting practical implementation of sustainability due diligence across textiles, apparel, leather, and other export-oriented industries.

01. Human Rights Due Diligence (HRDD): This service vertical supports organizations in identifying, assessing, and addressing human rights risks across their operations and supply chains. These services include digital grievance management systems and hotlines, worker surveys, factory assessments, investigation and remediation handling, and onsite training and capacity development. Our independent HRDD services and SaaS platform enable organizations, brands, and multi-stakeholder platforms to operationalize grievance mechanisms and worker engagement in line with EU CSDDD, German LkSG, ILO Conventions, UNGPs, and OECD Guidelines, while strengthening social compliance, transparency, and trust at the workplace level.

02. Environmental Due Diligence: This service vertical helps organizations assess, manage, and report environmental risks and impacts across production and supply chains. This includes Life Cycle Assessments (LCA), environmental baseline assessments, carbon footprinting and UNFCCC-aligned carbon services, and digital sustainability reporting tools.

By integrating environmental data, digital reporting, and on-ground assessments, we support organizations in meeting EU environmental due-diligence expectations, climate disclosure requirements, and buyer-driven sustainability standards, while enabling measurable environmental performance improvement.

03. Sustainability Consultancy Services: Through our Sustainability Consultancy services, we support organizations in translating due-diligence requirements into practical sustainability strategies and implementation plans. Our services include sustainability report preparation, gap assessments, stakeholder consultations, circularity and recycling initiatives, training programs, and capacity development.

These services are designed to strengthen ESG performance, responsible sourcing, and compliance readiness, while aligning organizational practices with international sustainability frameworks and market expectations.

04. Custom Sustainability Software Development: This vertical provides bespoke digital solutions to support sustainability due diligence, monitoring, and reporting. This includes enterprise-level dashboards, supplier portals, grievance and risk-management systems, mobile applications, websites, and data-driven sustainability tools.

We work with various global organizations including the **German Importers Association (VFI), Fair Wear, Amfori, Fairtrade, GAIN – Global Alliance for Improved Nutrition, and WWF Pakistan** to support the implementation of comprehensive sustainability due-diligence frameworks aligned with international standards and regulatory expectations. We are a **GIZ Pakistan**-approved local services provider, and a member of the **RBH-Responsible Business Helpdesk Task Force Pakistan** on due diligence. As a **PSEB-Pakistan Software Export Board approved** technology company, we develop and deploy custom sustainability and due-diligence software solutions. Separately, our role as a **member of the Standing Committee on CSR & SDGs (FPCCI)**.

We are also the local implementation partner of the **Green Pakistan Project** funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented through sequa GmbH in collaboration with the German Importers Association (VFI), representing over 300 member brands, retailers, and importers. By combining sustainability expertise with in-house technology development, we enable organizations to digitize due-diligence processes, centralize sustainability data, and enhance real-time visibility and decision-making across their





PAKISTAN'S FIRST TECH COMPANY SPECIALIZED IN SUSTAINABILITY DUE DILIGENCE SERVICES

Human Rights Due Diligence

- FOS Grievance Management SaaS Platform
- Assessments & Audits
- Worker Surveys (Inapp, Telephonic, Onsite, Offsite)
- Onsite Worker Trainings & Capacity Development
- Investigation Handling
- Remediation Handling

01

Environmental Due Diligence

- LCA-Life Cycle Assessments
- Digital Sustainability Reporting Software Development
- FOS Sustainability Reporting SaaS
- Environmental Sustainability Baseline Assessments
- UNFCCC Certified Carbon Debit Services

02

Sustainability Consultancy Services

- Circularity/Recycling Product Development
- Sustainability Report Preparation
- Trainings & Capacity Development
- Gap Assessments & Studies
- Project Management, Event Management, Stakeholder Consultations and Reporting

03

Custom Sustainability Software Development

- Softwares
- Dashboards & Portals
- Enterprise Level Solutions
- Mobile Apps
- Websites
- Digital Libraries
- Videos
- SaaS Development

04





Human Rights Due Diligence

Human Rights Due Diligence require companies to take a more risk-based approach, involving various risk assessment tools to for effective monitoring and remediation. Our valued clients can order our holistic HRDD solution which is a combination of all HRDD modules, order a combination or specifically one of the service modules.

01

TRAINING & WORKSHOPS

Meticulously aligned modules addressing labour rights and social dialogue for workers, management, joint worker management committees, along with personalised training programs based on previous data, reported risks and gaps and CAPs

02

DIGITAL GRIEVANCE MANAGEMENT SYSTEM

Digital Grievance SaaS Platform with various anonymous local language reporting channels (Hotline with trained grievance handlers, Mobile App, Toll Free Whatsapp, SMS) and Multiple Supplier-wise dashboards for Brands for Real-time Monitoring

03

WORKER SURVEYS & ASSESSMENTS

- Insightful Digital, Telephonic, Onsite and Off-site worker surveys and interviews for to get 360 feedback of workers for effective monitoring and remediation.
- Factory Assessments based on risk scoping as per Code of Labour Practices (CoLP), Local applicable laws, factory's management systems and the worker-management communication

04

INVESTIGATION & REMEDIATION HANDLING

- Investigation Handling: With our on-ground support, we assist stakeholders as an impartial investigator to determine the admissibility of complaints, fact-finding aiming to uncover the root causes of the grievance.
- Remediation Handling: Collaborate with the complainant to develop a corrective action plan including local legal support to ensure that the remediation process complies with applicable laws and regulations. This includes verification of the implementation of corrective measures, and maintain ongoing engagement with the complainant to review the outcomes.





Environmental Due Diligence enables organizations to identify, assess, manage, and disclose environmental risks and impacts across operations and supply chains using a data-driven, risk-based approach. Fruit of Sustainability delivers this through a combined digital and on-ground methodology, supporting compliance with the EU CSDDD Green Deal, EU environmental and climate legislation, and multilateral environmental agreements ratified by Pakistan.

Our services support the measurement and management of Scope 1, Scope 2, and Scope 3 impacts, aligning organizations with buyer expectations, EU sustainability regulations, and climate disclosure requirements. We work with factories, brands, retailers, importers, development partners, and government stakeholders to enable practical implementation, traceability, and data readiness for emerging EU requirements, including Digital Product Passports.

01

**ENVIRONMENTAL
BASELINE
ASSESSMENTS**

Water, energy, emissions, waste, chemicals, effluent, and resource-use assessments aligned with local laws, buyer codes, and EU environmental

02

**LIFE CYCLE
ASSESSMENTS (LCA)**

Product- and process-level LCAs to quantify value-chain impacts and support sustainable product development and buyer disclosures.

03

**CARBON
FOOTPRINTING &
CLIMATE SERVICES**

Organizational and product carbon footprints covering Scope 1, 2, and relevant Scope 3 emissions, aligned with UNFCCC and EU climate disclosure expectations.

04

**DIGITAL
ENVIRONMENTAL
REPORTING**

Digital dashboards and reporting tools to centralize data, track KPIs, and support transparent reporting, including readiness for Digital Product Passports





Sustainability Consultancy Services

Sustainability Consultancy Services support organizations in translating due-diligence requirements into practical, implementable sustainability strategies. Fruit of Sustainability works closely with development sector partners, Brands/Importers, Exporters, trade associations and supply chain/production management teams to align ESG priorities with operational realities, market expectations, and international sustainability frameworks. Our consultancy approach focuses on clarity, practicality, and impact, ensuring sustainability commitments are embedded into business processes rather than treated as standalone reporting exercises.

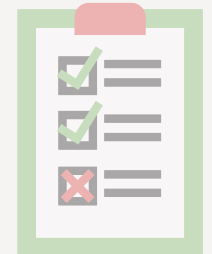
Sustainability Report Preparation

End-to-end preparation of sustainability and ESG reports aligned with international frameworks, buyer requirements, and regulatory expectations. This includes data structuring, indicator development, narrative drafting, and performance analysis.



Gap Assessments & Diagnostic Studies

Structured assessments to identify gaps against international standards, buyer codes, and regulatory requirements. These studies provide clear, prioritized recommendations and action plans.



Project Management, Events, Stakeholder Consultations & Engagement

Design and facilitation of structured stakeholder consultations/Events, leveraging our strong network in Pakistan to support fact finding, research studies, risk identification, and matchmaking for sustainable development and trade.



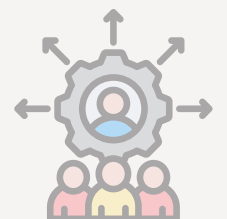
Circularity, Recycling Initiatives & Product Development

Advisory support for circular product development, recycling initiatives, and resource-efficiency strategies to strengthen product sustainability and reduce environmental impact along with matchmaking for global trade.



Training & Capacity Development

Customized training programs for management, workers, and sustainability teams to build internal capacity on ESG, due diligence, and responsible sourcing.





Custom Sustainability Software Development

An Approved tech firm by PSEB- Pakistan Software Export Board, Fruit of Sustainability designs and deploys bespoke digital solutions to support sustainability due diligence, monitoring, and reporting across operations and supply chains. By combining sustainability expertise with in-house technology development, we enable organizations to digitize due-diligence processes, centralize sustainability data, and improve real-time visibility and decision-making.

Our digital solutions support supply-chain traceability, risk management, and regulatory data readiness, enabling compliance with EU due-diligence and sustainability regulations, including the Corporate Sustainability Due Diligence Directive (EU CSDDD), EU Deforestation Regulation (EUDR), and other emerging EU supply-chain and environmental laws, as well as Digital Product Passport requirements.

Enterprise Dashboards & ESG Reporting Systems

Centralized dashboards to monitor environmental, social, and due-diligence KPIs across sites and suppliers.

Supplier Portals & Traceability Systems

Digital supplier onboarding, data collection, risk profiling, and traceability tools to map supply chains and support EUDR compliance.

Risk & Due Diligence Management Systems

Platforms for risk identification, corrective action tracking, remediation monitoring, and compliance management aligned with CSDDD and related laws.

Product & Data Architecture Solutions

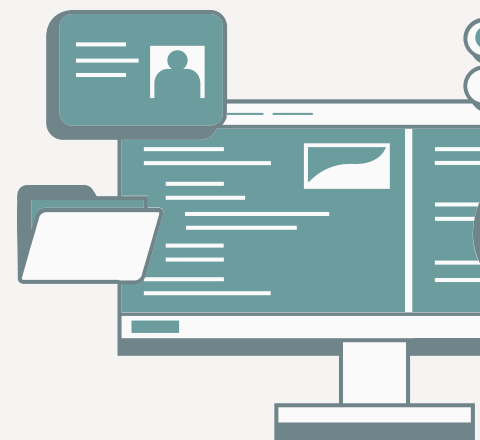
Structured data systems enabling product-level transparency, traceability, and Digital Product Passport readiness.

Web & Mobile Applications

Custom web platforms and mobile applications for data capture, reporting, worker engagement, and stakeholder access

Digital Learning Videos & Knowledge Libraries

Curated video content and digital libraries covering SOPs, technical processes, and sustainability awareness and advocacy, supporting training, capacity building, and consistent understanding across stakeholders.



Our Team



Sarim Mehmood
CEO & Founder



Miqdam Junaid
Chief Technology Officer



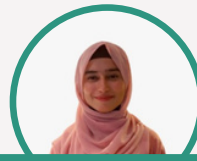
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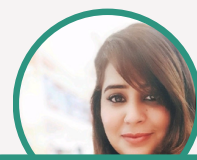
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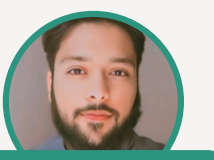
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Abdur Rehman
Full Stack Developer



M. Qatada
Full Stack Developer



Salman Jamil
Consultant- Labour Law

Our Clients:



TEXTILES & APPAREL

International Clients

- German Importers Association (Hamburg)
Consortium of 300+ brands and retailers, 60 member textile exporters from PRGMEA (Pakistan Ready made Garments manufacturers and exporters association), TMA (Towel manufacturers association) and PSGMEA (Pakistan Sports Good manufacturers and exporters association)
- GIZ Pakistan (Approved Local Service Provider and consultant for Digital Grievance Management System)
- Fairwear (Amsterdam) Training & HRDD Assessments
- Amfori (Brussels) Investigation Handling & Assessments
- Fairtrade International- Germany
- Ortovox (Germany)
- PIER Technical (Hungary)
- Just Brands (Netherlands)
- Elderid & Red Chilli (Germany)
- Strauss (Germany)
- Schijvens Corporate Fashion (Netherlands)
- WWF Pakistan- Sustainability Reporting Portal
- Better Cotton- UK

Local Clients

- | | |
|------------------------|--------------------------|
| • Denim-e Pvt. Limited | • Rustam Towels Pvt Ltd |
| • Knittex Garments | • Tulip Towels Pvt Ltd |
| • Stylo Pvt. Limited | • Sadaqat Limited |
| • MJMS Pvt. Limited | • Indus Home Limited |
| • Insignia | • Matrix Intech |
| • HMPL Pvt. Limited | • Texym |
| • H.Nizam Din & Sons | • Garment Resources |
| • MTM Textile Mills | • Forward Sports Pvt Ltd |

FOOD & AGRICULTURE

International Clients

- United Nations World Food Programme (WFP)
- Global Alliance for improved Food Nutrition (GAIN)

Local Clients

- Cheezious
- Dawn Foods
- Bread & Beyond
- Dawn Frozen Foods
- A.Rahim Foods Pvt. Limited
- Johnny & Jugnu

