

ENVIRONMENTAL IMPACT ASSESSMENT (EIA) REPORT

Apparel Solutions (Labels, Tags, Stickers) Facility
PAXAR PAKISTAN PRIVATE LIMITED



Plot No. 166-B, Quaid-e-Azam Business Park,
Sheikhupura

Prepared by

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List of Abbreviation

BHU	Basic Health Unit
EA	Environmental Approval
EHS	Environment, Health & Safety
EIA	Environmental Impact Assessment
EMMP	Environmental Management & Monitoring Plan
EMP	Environmental Management Plan
EPA	Environmental Protection Agency
EPCCD	Environmental Protection & Climate Change Department
ERP	Emergency Response Plan
ERT	Emergency Response Team
ETP	Effluent Treatment Plant
IEE	Initial Environment Examination
LESCO	Lahore Electric Supply Company
M & E	Monitoring & Evaluation
NEQS	National Environmental Quality Standards
OHS	Occupational Health & Safety
PEPA	Punjab Environmental Protection Act
PEQS	Punjab Environmental Quality Standards
PFL	Printed Fabric Label
PM	Particulate Matter
PPEs	Personal Protection Equipment
QABP	Quaid e Azam Business Park
RFID	Radio Frequency Identification
SWMP	Solid Waste Management Plan
TMA	Tehsil Municipal Authority
UNCED	United Nations Conference on the Environment and Development

EXECUTIVE SUMMARY

Avery Dennison is a globally recognized materials science and manufacturing company specializing in labeling, packaging, and branding solutions. The company operates in more than 50 countries and serves diverse industries, including apparel, retail, logistics, healthcare, and consumer goods. Avery Dennison is known for its innovation, advanced technologies, and strong commitment to sustainability, environmental stewardship, and regulatory compliance across its global operations.

Paxar Pakistan (Private) Limited is a subsidiary of Avery Dennison and operates as a leading manufacturer of pressure-sensitive labels and identification solutions in Pakistan. The company primarily caters to the textile and apparel sector, supplying high-quality labels that meet international export requirements. Paxar Pakistan (Private) Limited employs modern manufacturing processes and adheres to environmental protection measures, occupational health and safety standards, and applicable national regulations to ensure responsible and sustainable operations.

The project for the commissioning of its objective and construction requires fulfilling the legal requirements of the Punjab Environmental Protection Act (amended act 2012), Section 12, for which this Environmental Impact Assessment (EIA) report is being submitted.

Based on the Punjab Environmental Protection Act 2012 and the Review of IEE & EIA Regulations, 2022 for filing, reviewing, and approving environmental assessments, the present project is classified under **Schedule II class B (6)**.

TITLE AND LOCATION OF PROJECT:

“Establishment of Apparel Solutions (Labels, Tags, Stickers) Facility by M/s Paxar Pakistan Private Limited”

Location: Plot No. 166-B Quaid-e-Azam Business Park, Sheikhpura

PROJECT PROPONENT

Proponent: Danish Mukhtar



CNIC No: 35202-2594832-9

Address: S-09 Tariq Street 7 DHA Phase 7 Extension, Tehsil and District Karachi

BRIEF OUTLINE OF PROJECT

The proposed project, referred to as the “North Site”, involves the installation of additional production lines for Printed Fabric Labels (PFL), Woven Labels, RFID Labels, and Adhesive Labels. The project will incorporate five core technologies, namely RFID, Printed Fabric Label (PFL), Thermal, Flexographic, and Offset printing, to strengthen supply chain solutions for both local and international markets.

The project will be developed at Plot No. 166-B, Quaid-e-Azam Business Park, with a total project area of 144,176.934 square feet. The expansion aims to enhance production capacity and operational efficiency while ensuring compliance with applicable environmental, health, and safety regulations.

Table E-1 Salient Features of the Project

1	Project Title	Establishment of Apparel Solutions (Labels, Tags, Stickers) Facility by M/s Paxar Pakistan Private Limited
2	Proponent	Danish Mukhtar
3	Project Location	Plot No. 166-B, Quaid-e-Azam Business Park
4	Co-ordinates	31°43'55.40"N 74° 3'6.19"E
6	Land Use in Surrounding of area North: South: East: West:	North: Access Road South: Nishat Packaging East: Open Land West: Open Land
7	Total Area	144176.934 SFT
8	Cost of Project	PKR 2.15 billion
9	Water Source	Ground Water
10	Status of Project	Pre-Construction
11	Nature of Area	Barren Land

12	Source of Power	Lahore Electric Supply Company (LESCO)	
13	Project Capacity	Year 1	330 Mn Tags
		Year 2	680 Mn Tags
		Year 3	910 Mn Tags
		Year 4	1044 Mn Tags
		Year 5	1200 Mn Tags

PROJECT BASELINE

The project baseline describes the existing environmental, physical, ecological, and socio-economic conditions of the proposed site prior to the commencement of construction activities for Paxar Pakistan (Private) Limited at Quaid-e-Azam Business Park, Sheikhpura. Baseline studies were carried out through field surveys, secondary data review, and environmental monitoring to establish reference conditions for air quality, noise levels, soil characteristics, groundwater, ecology, land use, and socio-economic setting. The site is characterized by barren land with sparse shrubs, low ecological value, absence of endangered species or archaeological features, and suitability for industrial development. Ambient air and noise levels reflect a non-sensitive industrial environment, while soil and groundwater quality indicate no existing contamination. The surrounding area comprises mainly industrial and commercial activities with limited residential presence. These baseline conditions provide a benchmark for impact assessment, formulation of mitigation measures, and future environmental monitoring to ensure compliance with regulatory standards and sustainable project implementation.

PROJECT IMPACTS AND RECOMMENDATIONS FOR THEIR MITIGATION

Impact assessment is crucial for project initiation as it enables the identification and comprehension of a project's potential positive and negative effects. Understanding these impacts aids in tailoring the project to maximize benefits and minimize risks. Impact assessment assists in recognizing environmental, social and economic challenges and

risks and gives the directions to develop strategies that mitigate these risks and adjust the plan accordingly.

Table E-2 Possible Impacts and their Mitigation Measures

Possible Impact	Impact Magnitude	Mitigation Measures
Construction Phase		
<i>Air pollution from dust (road works, excavation)</i>	Moderate	- Regular water sprinkling on roads and excavation areas - Covering trucks transporting soil/material
<i>Noise pollution from machinery and vehicles</i>	Moderate	- Use of silencers on equipment - Restrict work to daytime hours - Provide PPE to workers
<i>Generation of construction waste (debris, packaging)</i>	Low to Moderate	- Segregate waste for recycling - Dispose non-recyclable waste via EPA-approved contractors - Avoid open dumping
<i>Impact on local traffic & transport disruption</i>	Low	- Prepare traffic management plan - Schedule material deliveries to avoid peak hours
<i>Water contamination (fuel/chemical spills)</i>	Low	- Store fuel and chemicals in bunded areas - Prepare spill response plan - Use proper drainage and containment systems

Possible Impact	Impact Magnitude	Mitigation Measures
Operational Phase		
<i>Air emissions from generators, printing and curing processes</i>	Low to Moderate	- Ensure proper ventilation and exhaust systems - Regular maintenance of generators and equipment - Prefer grid electricity to minimize generator use
<i>Noise from operating machinery</i>	Low to Moderate	- Install noise-dampening enclosures where required - Regular maintenance to prevent excessive noise - Provide PPE (ear plugs/ear muffs) to workers - Monitor noise levels periodically
<i>Wastewater generation from cleaning and process activities</i>	Low	- Collect wastewater through proper drainage system - Treat wastewater through approved treatment system. - Dispose sludge via EPA-approved contractors - Prevent direct discharge into storm drains
<i>Solid waste generation (label)</i>	Low to Moderate	- Segregate waste at source - Recycle paper, fabric, and plastic waste through authorized recyclers

Possible Impact	Impact Magnitude	Mitigation Measures
scraps, packaging, rejected products)		Dispose non-recyclable waste through EPA-approved contractors
Hazardous waste (inks, adhesives, solvent containers)	Low	- Store hazardous waste in labeled and sealed containers. - Maintain a hazardous waste inventory; ensure disposal through licensed hazardous waste handlers; - Train staff in safe handling and spill response - Maintain MSDS for all chemicals.
Occupational health and safety risks	Moderate	- Provide appropriate PPE. - Conduct regular EHS training and toolbox talks. - Implement safe operating procedures; - Ensure availability of first aid facilities - Conduct periodic safety inspections and risk assessments.
Energy consumption	Low	- Install energy-efficient machinery and lighting. - Switch off idle equipment
Traffic movement (raw material and finished goods transport)	Low	- Schedule deliveries to avoid peak traffic hours - Maintain proper on-site parking and loading/unloading areas

Possible Impact	Impact Magnitude	Mitigation Measures
		Ensure vehicle maintenance to minimize emissions; follow traffic management and safety procedures.
Fire and explosion risk	Low	- Install fire detection and firefighting systems - Ensure safe storage of flammable materials - Enforce a strict no-smoking policy; conduct regular fire drills - Provide fire safety training to employees.

ENVIRONMENTAL MONITORING PLAN

The implementation of a monitoring plan within an EIA is crucial for several reasons. It serves as a fundamental tool to track and evaluate the actual environmental effects of a project against the predicted impacts outlined in the EIA report. By establishing a monitoring plan, it becomes possible to assess the accuracy of the initial predictions, ensuring compliance with environmental regulations and standards. This ongoing assessment aids in identifying any unforeseen or adverse impacts, enabling timely corrective measures or adjustments to the project to mitigate or prevent environmental harm, fostering sustainable development and ensuring the project's alignment with environmental conservation objectives throughout its lifecycle.

Table E-3 Environmental Monitoring

Environmental Component	Monitoring Parameters	Monitoring Frequency	Responsibility
Ambient Air Quality	PM ₁₀ , PM _{2.5} , SO ₂ , NOx, VOCs	Quarterly	Environmental / EHS Manager

Environmental Component	Monitoring Parameters	Monitoring Frequency	Responsibility
Noise Levels	dB(A)	Quarterly	Environmental / EHS Manager
Wastewater Quality	pH, COD, BOD, TDS and TSS	Quarterly	Environmental / EHS Manager
Solid & Hazardous Waste	Waste type, quantity, disposal method	Monthly (Internal Inspection)	EHS Manager
Groundwater	----	Annually	Environmental / Maintenance Team
Occupational Health & Safety	PPE usage, exposure to noise and vapors	Monthly (Internal Inspection)	EHS Manager
Emergency & Spill Response	Availability and condition of spill kits, firefighting systems	Monthly (Internal Inspection)	EHS Manager

STAKEHOLDER CONSULTATION

Stakeholder consultation is an integral component of the EIA process and was undertaken to ensure transparency, public participation, and incorporation of stakeholder concerns in the planning and implementation of the proposed project. The consultation process aimed to identify potential environmental and social concerns, assess public perception, and develop appropriate mitigation measures.

1 INTRODUCTION

Avery Dennison Corporation is a global materials science and manufacturing company specializing in labeling and packaging solutions, operating in over 50 countries. The company was founded in Los Angeles, California, in 1935 as Kum Kleen Products, a partnership of Mr. and Mrs. Ray Stanton Avery. The name was changed to Avery Adhesives in 1937. In 1946, the company was incorporated as Avery Adhesive Label Corp., and the name was subsequently changed to Avery Adhesive Products, Inc. in 1958, and to Avery Products Corporation in 1964. The name was changed again to Avery International Corporation in 1976, and it became Avery Dennison after the company merged with the Dennison Manufacturing Company in 1990.

The solutions group is one of the company's two core segments, dedicated to providing branding, information management, and digital identity solutions. With over 85 years of experience in materials science and on-product branding, coupled with innovation in digital identification technologies like RFID.

1.1 NATURE OF BUSINESS

The Solutions Group, through its Apparel Solutions division, operates as a strategic partner focused on four key areas for the apparel industry:

1. **Brand Solutions:** Elevating brand appeal through creative graphics, trims, and embellishments, and protecting brand integrity.
2. **Retailer Solutions:** Maximizing retail operations through inventory accuracy, loss prevention, and enhanced consumer experiences.
3. **Supply Chain Solutions:** Enhancing visibility, efficiency, and transparency throughout the global supply chain, often leveraging RFID and connected product cloud platforms like atma.io.
4. **Consumer Engagement:** Enabling interactive and personalized consumer experiences via digital triggers (NFC, QR codes, RFID).

1.2 PRODUCTS OFFERINGS

Avery Dennison offers a comprehensive portfolio of physical and digital products designed to brand, inform, secure, and connect apparel items. Key product offerings include:

- ✱ **Permanent Branding & Embellishments (Embelex™):** Woven labels, printed labels, care labels, hangtags, heat transfers, patches, and graphic trims for on-product branding and decoration.
- ✱ **Intelligent Labels & Digital Triggers:** RFID inlays/tags, NFC, and QR code solutions that enable digital product identities, real-time inventory tracking, and consumer engagement
- ✱ **Variable Data Management:** Price tickets, size stickers, and barcode solutions.
- ✱ **Factory Solutions:** In-plant printing systems (IPPS) and software for on-demand label and ticket production, enhancing compliance and flexibility for manufacturers.
- ✱ **Sustainable & Recycled Options:** Offering a growing range of products made with sustainable materials to support circularity and environmental goals.

Avery Dennison Solutions Group, specifically the Apparel Solutions division in Pakistan, primarily serves the Apparel and Footwear Industry. This includes working with garment manufacturers, brand owners, and retailers across various segments such as:

- ✱ Athletic Apparel
- ✱ Team Sports
- ✱ Denim
- ✱ Performance Wear
- ✱ Luxury and Fashion
- ✱ Workwear

In Pakistan, there is an existing subsidiary of the Avery Dennison by the name of Paxar Pakistan Private Limited in Karachi which has been operational since 2006, and is located approximately 15 km from the city center, 17 km from Karachi Port and 35 km from Port Qasim. The unit operates five core production technologies, namely RFID, Printed Fabric Labels (PFL), Thermal, Flexo, and Offset. Now the proposed project is the establishment

of the new North Site as a strategic investment to support Pakistan's industrial development and export-led economic growth.

1.3 PURPOSE OF THE REPORT

The report aims to ensure that environmental considerations are integrated into the planning and decision-making processes prior to the commencement of project activities. It provides a detailed analysis of the project's potential impacts on the physical, biological, and socio-economic environment during the construction and operational phases. Furthermore, this EIA outlines strategies and an Environmental Management Plan (EMP) to minimize adverse effects, enhance positive outcomes, and ensure compliance with the **Punjab Environmental Protection Act (PEPA), 1997**, and the **IEE/EIA Regulations, 2022**.

1.4 TYPE AND CATEGORY OF THE PROJECT

Based on the nature, scale, and activities of the proposed development. In accordance with the Environmental Protection Agency, Government of the Punjab, Lahore, "List of Projects Requiring an EIA", the project under consideration falls into the Schedule II that is the category of the projects requiring EIA. Therefore, to fulfill the legal requirements of the Section-12 of the Punjab Environment Protection Act (amended 2012), the client is required to submit the EIA report in the Environmental Protection Agency, Government of the Punjab, Lahore to obtain the required EA.

1.5 IDENTIFICATION OF PROJECT AND PROPONENT

"Establishment of Apparel Solutions (Labels, Tags, Stickers) Facility by M/s Paxar Pakistan Private Limited"

Proponent detail as following:

Proponent: Danish Mukhtar

CNIC No: 35202-2594832-9

Address: S-09 Tariq Street 7 DHA Phase 7 Extension, Tehsil and District Karachi

1.6 BRIEF DESCRIPTION OF NATURE SIZE AND LOCATION OF PROJECT

The proposed project involves the establishment of a new industrial manufacturing facility by Paxar Pakistan (Private) Limited for the production of printed fabric labels, woven labels, RFID labels, and adhesive labels intended for the textile, apparel, and footwear industries. The facility will utilize modern production technologies, including Printed Fabric Label (PFL), RFID, thermal, flexographic, and offset printing, to ensure high-quality, durable, and internationally compliant labeling solutions.

The project will be developed on a total land area of approximately 144,176.934 square feet, located at Plot No. 166-B, Quaid-e-Azam Business Park, Sheikhpura, Punjab. The site lies within a designated industrial zone and is currently characterized by barren land with sparse shrubs, with no ecological, agricultural, or cultural significance. The flat terrain and availability of basic infrastructure make the site suitable for industrial development.



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Figure 1-1 Location of the Project

2 SCREENING OF THE PROJECT

Based on the Punjab Environmental Protection Act 2012 and the Review of IEE & EIA Regulations, 2022 for filing, reviewing, and approving environmental assessments, the present project is classified under **Schedule II class B (6)**. Following list shows the projects included in Class B.

B. Manufacturing and Processing

1. Cement Plant
2. Chemical Manufacturing Units, including pharmaceutical and cosmetics.
3. Sugar Mills and Distilleries.
4. Food Processing Industries including, beverages, milk and dairy products with total cost more than Rs. 200 million.
5. Paper and paperboard, paper pulping, paints and dyes.
6. **Textile units comprising of dyeing & printing.**
8. Pesticides and fertilizer manufacturing units
9. Poultry waste processing units/ rendering units
10. Tanning and leather units
11. Rubber projects with total cost more than Rs. 100 million
12. Battery Manufacturing and recycling plant.
13. Ceramics manufacturing and glass unit
14. Electroplating and nickel/chrome plating including Surgical Units
15. Cutlery Units
16. Slaughter House

17. Iron and Steel Rolling Mills
18. Steel Furnace
19. Smelting Furnaces
20. Auto mobile manufacturing and assembling units
21. Resource Recovery Units



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3 SCOPING OF THE PROJECT

The scoping of the proposed project has been carried out to identify key environmental and social aspects associated with the construction and operational phases of the Paxar Pakistan (Private) Limited expansion at Quaid-e-Azam Business Park. The scoping process focused on potential impacts related to air quality, noise levels, wastewater generation, solid and hazardous waste management, occupational health and safety, energy consumption, and traffic movement. Due to the industrial nature of the site and its location within a designated business park, significant impacts on sensitive receptors such as residential areas, ecological habitats, and surface water bodies are not anticipated. Accordingly, the scope of the EIA emphasizes implementation of standard mitigation measures, compliance with applicable environmental regulations, and development of an Environmental Management Plan (EMP) to ensure that all potential adverse impacts remain within acceptable limits.

3.1 SPATIAL AND TEMPORAL BOUNDARIES OF ENVIRONMENTAL ASSESSMENT

The **spatial boundary** of the environmental assessment for the proposed Paxar Dennison Pakistan (Private) Limited expansion is defined as the project site located at Quaid-e-Azam Business Park, covering an area of 144,176.934 square feet, along with its immediate surroundings that may be influenced by project activities. The area of influence includes on-site construction and operational activities and off-site receptors within the immediate vicinity that may experience temporary impacts such as noise, dust, traffic movement, and utility demand. No environmentally sensitive areas, protected habitats, or surface water bodies are located within the defined spatial boundary.

The **temporal boundary** of the assessment encompasses both phases.

- ✱ **Construction Phase:** which includes site preparation, civil works, and installation of machinery
- ✱ **Operational Phase:** covering routine manufacturing, maintenance, and transportation activities throughout the project's lifecycle.

Short-term impacts are anticipated mainly during the construction phase, while long-term impacts associated with emissions, waste generation, and resource consumption are assessed for the operational phase.

3.2 IMPORTANT ISSUES AND CONCERNS RAISED DURING CONSULTATION

During the consultation process conducted with project staff, nearby businesses, and relevant stakeholders within and around the Quaid-e-Azam Business Park, several key environmental and social issues were identified. The primary concerns raised included potential increases in noise levels and dust generation during the construction phase, particularly related to excavation activities, movement of construction vehicles, and operation of machinery. Stakeholders also expressed concerns regarding traffic congestion and road safety, especially during peak hours due to the transportation of construction materials and equipment.

During discussions related to the operational phase, concerns were mainly associated with wastewater management, solid and hazardous waste disposal, and occupational health and safety of workers. Some stakeholders highlighted the need for proper handling and disposal of inks, adhesives, and other process-related materials to avoid environmental contamination. Additionally, the importance of fire safety measures, emergency response preparedness, and compliance with environmental regulations was emphasized.

All concerns raised during the consultation process have been duly considered in the project planning and design. Appropriate mitigation measures have been incorporated into the EMP to minimize potential adverse impacts and ensure that the project operates in an environmentally responsible and socially acceptable manner.

3.3 SIGNIFICANT IMPACTS AND FACTORS TO BE DETERMINED

Based on the nature, scale, and location of the proposed expansion project the environmental assessment focuses on identifying impacts that may be significant in terms of their magnitude, duration, and potential risk to the surrounding environment and workforce. The significance of impacts has been determined by considering factors such

as project activities, sensitivity of the receiving environment, regulatory thresholds, and effectiveness of proposed mitigation measures.

During the construction phase, potentially significant impacts include temporary deterioration of ambient air quality due to dust emissions, increased noise levels from construction machinery, generation of construction waste, and short-term traffic disturbances. These impacts are expected to be localized, reversible, and manageable through the implementation of standard construction best practices.

For the operational phase, the key impacts to be assessed include air emissions from printing and utility equipment, wastewater generation from cleaning and process activities, generation of solid and hazardous waste (including label scraps, inks, and adhesive residues), occupational health and safety risks, energy consumption, and fire and emergency risks. Given the project's location within an established industrial zone and the adoption of modern, energy-efficient technologies, these impacts are anticipated to be low to moderate in significance and controllable through compliance with environmental regulations and implementation of the EMP.

3.4 DEVELOPMENT OF AN ENVIRONMENTAL MANAGEMENT PLAN

An EMP has been developed for the proposed project to ensure that potential adverse environmental and occupational health and safety impacts identified during the environmental assessment are effectively mitigated, monitored, and controlled. The EMP serves as a practical framework for implementing environmental protection measures during both the construction and operational phases of the project.

The EMP outlines specific mitigation measures for key environmental aspects, including air emissions, noise, wastewater generation, solid and hazardous waste management, energy consumption, traffic management, and fire and emergency preparedness. It also defines roles and responsibilities of project management, contractors, and operational staff to ensure effective implementation of environmental and safety measures in compliance with applicable national environmental laws and regulatory requirements.

In addition, the EMP includes a monitoring plan to regularly assess environmental performance through periodic inspections, record keeping, and reporting to relevant authorities where required. Training and awareness programs will be conducted for staff and contractors to promote environmental responsibility, safe working practices, and emergency response preparedness. Implementation of the EMP will ensure that the project is executed and operated in an environmentally sustainable manner while minimizing risks to workers and the surrounding environment.



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4 ALTERNATIVES OF THE PROJECT

The analysis of project alternatives has been undertaken to evaluate feasible options in terms of location, technology, design, and implementation that could minimize environmental impacts while meeting the operational and business objectives of Paxar Pakistan (Private) Limited. This section examines potential alternatives to the proposed expansion, including the “no-project” option, alternative sites, and alternative technologies or processes. The assessment of alternatives aims to identify the most environmentally and economically viable option by considering factors such as land use compatibility, resource efficiency, environmental performance, regulatory compliance, and long-term sustainability. The selected project option represents the most practical balance between environmental protection, operational efficiency, and stakeholder requirements.

Project Alternatives

- ★ **No Project Option**
- ★ **Alternative Site**
- ★ **Technology Alternatives**

4.1 NO PROJECT OPTION / WORST SCENARIO OPTION

Analysis

★ **Strengths and Opportunities**

1. Avoids construction-related environmental impacts such as dust, noise, and traffic disruptions in the Sheikhpura area.
2. No immediate capital investment is required, allowing the company to maintain financial liquidity.
3. Local environmental receptors in Sheikhpura, including nearby businesses or residents, would not be affected.

★ **Weaknesses and Threats**



1. Paxar Pakistan would miss the opportunity to establish a new production facility to meet growing demand in the textile and apparel sector.
2. Potential loss of market share both domestically and internationally due to limited production capacity.
3. Regional economic benefits, including creation of direct and indirect employment in Sheikhpura, would not materialize.
4. Opportunities to implement modern, environmentally sustainable technologies (RFID, eco-friendly inks, advanced label printing) would be forgone.
5. Reliance on existing facilities elsewhere would limit operational efficiency and may increase supply chain constraints.

Conclusion

While the no-project option avoids environmental impacts in the short term, it is not favorable from a strategic, economic, or operational perspective. Establishing the new facility in Sheikhpura is essential to expand production capacity, support the textile and apparel sector in the region, generate employment, and implement modern, environmentally responsible technologies. Therefore, proceeding with the proposed facility is considered the most viable and beneficial option.

4.2 ALTERNATIVE SITE

In order to ensure optimal environmental, operational, and economic outcomes, the selection of the project site for the new Paxar Pakistan (Private) Limited facility in Sheikhpura considered several alternative locations. The primary criteria for site selection included land availability, industrial zoning, accessibility to transport infrastructure, availability of utilities (electricity, water, gas), proximity to the workforce, and environmental sensitivity.

The proposed site at Plot No. 166-B, Quaid-e-Azam Business Park, Sheikhpura, covering an area of 144,176.934 square feet, was selected as the most suitable location. Alternative sites within the region were evaluated, but many were found to have limitations such as higher environmental sensitivity, poor access to road networks, or inadequate availability of essential utilities.

The selected site offers several advantages: it is located in a designated industrial/business park, minimizing potential conflicts with residential areas or sensitive ecological receptors; it has direct access to major roadways, facilitating the transportation of raw materials and finished products.

Conclusion

The chosen site represents the most feasible and environmentally appropriate option for establishing the new facility. It ensures compliance with local land-use regulations, reduces potential environmental impacts, and maximizes operational efficiency while supporting the regional economy.

4.3 TECHNOLOGY ALTERNATIVE

The proposed facility of Paxar Pakistan (Private) Limited will employ advanced and modern technologies for the production of Printed Fabric Labels (PFL), Woven Labels, RFID Labels, and Adhesive Labels. The core technologies considered include RFID, Printed Fabric Label (PFL) printing, Thermal printing, Flexographic printing, and Offset printing.

During the assessment of technology alternatives, several factors were evaluated, including production efficiency, quality standards, environmental performance, energy consumption, waste generation, and ease of maintenance. Alternative conventional or outdated technologies were considered but were found to be less efficient, more energy-intensive, and more polluting, with higher operational risks.

The selected technology package not only ensures high-quality production but also aligns with environmentally sustainable practices, such as reduced emissions, optimized energy use, and the use of eco-friendly inks and adhesives. Adoption of RFID and digital traceability tools further enhances sup

Conclusion

The proposed technology represents the most feasible and environmentally responsible option for the new facility. It balances operational efficiency, product quality, and environmental performance while enabling the company to meet current and projected

market demands. Alternative, less advanced technologies were rejected due to higher environmental impacts, lower efficiency, and limited alignment with sustainability goals.



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5 DESCRIPTION OF THE PROJECT

5.1 OBJECTIVE OF THE PROJECT

The primary objective of the proposed project is to establish a label manufacturing facility for Paxar Pakistan (Private) Limited at Quaid-e-Azam Business Park, Sheikhpura, in order to meet the increasing domestic and international demand for Labels. The project aims to enhance production capacity, improve operational efficiency, and adopt modern, environmentally sustainable technologies that reduce energy consumption, waste generation, and emissions.

Additionally, the project seeks to:

- ✱ Support Pakistan's textile and apparel sector by providing high-quality labeling solutions that meet international compliance standards.
- ✱ Generate direct and indirect employment opportunities in Sheikhpura and contribute to the regional economy.
- ✱ Cover technological gaps
- ✱ Implement sustainable practices, including the use of eco-friendly materials, digital traceability solutions, and energy-efficient production technologies.
- ✱ Ensure compliance with national environmental and occupational health and safety regulations while minimizing potential impacts on the surrounding environment.

5.2 LOCATION AND SITE LAYOUT OF THE PROJECT

The site layout of the project has been attached as Figure 3-2.

5.3 LAND USE ON THE SITE

The proposed project site at Plot No. 166-B, Quaid-e-Azam Business Park, Sheikhpura is currently characterized as open barren land. The site is largely undeveloped and consists of vacant ground with sparse shrubs and patches of wild grass, indicating minimal biological productivity. There is no existing residential, agricultural, commercial, or industrial activity on the site.



Figure 5-1 Current Land Use

5.4 ROAD ACCESS

The proposed project site at Plot No. 166-B, Quaid-e-Azam Business Park, Sheikhupura has excellent road connectivity, facilitating smooth transportation of raw materials, finished products, and personnel. The site is located within a designated industrial zone and is well-linked to both local and regional transport networks. The site can be accessed via the M-2 Motorway, providing fast and efficient access to major cities such as Lahore and Islamabad.



Figure 5-2 Road Access Near Project Area



Figure 5-3 Nearby Drain

5.5 VEGETATION FEATURES OF THE SITE

The proposed project site is currently classified as barren land with sparse shrubs and small vegetation, exhibiting no ecological or conservation significance. The site is largely undeveloped and is not used for agriculture, habitation, or any industrial activity at present.

5.6 COST AND MAGNITUDE OF OPERATION

Table 5-1 Cost Breakdown

Sr. No.	Cost Component	Estimated Cost (PKR Million)
1	Raw Material Cost	20,000,000
2	Land Cost	240,000,000
3	Machinery Cost	1,510,000,000
4	Construction Cost	380,000,000
5	Environmental Budget	2,000,000
6	Others	235,600,000
Total Cost		2,150, 000,000

5.7 LAND ACQUISITION

The land required for the proposed project at Plot No. 166-B, Quaid-e-Azam Business Park, Sheikhpura is fully owned by the project proponent, Paxar Pakistan (Private) Limited. No additional land acquisition is required for the construction or operation of the facility.

5.8 RAW MATERIAL

Following raw materials will be used for the manufacturing of labels;

- Narrow Fabrics
- Inks
- Paper Boards

✱ **Stickers and Radio Frequency Identification (RFIDs)**



Figure 5-4 Raw Materials

5.9 PRODUCTION PROCESS

5.9.1 Printed Fabric Labels

Printed fabric labels are manufactured by applying specially formulated inks onto narrow fabrics or ribbons using dedicated printing machinery. The process begins with ink preparation, where printing inks are carefully mixed with appropriate reducers, smoothing agents, and drying agents. This formulation ensures optimal viscosity, strong adhesion to the fabric surface, enhanced wash fastness, and resistance to fading during repeated laundering.

Once the ink is prepared, the design or text is engraved onto rubber blocks, which serve as the primary printing medium. These rubber blocks transfer the design onto the fabric through blanket rollers, ensuring uniform ink distribution and consistent print quality across the length of the ribbon or narrow fabric. The printing operation is conducted under controlled machine settings to achieve sharp and durable impressions.

After printing, the fabric labels pass through machine-integrated heaters for initial heat drying. This step helps set the ink onto the fabric surface and prevents smudging or

bleeding. To further enhance ink fixation and durability, the printed labels are then transferred to a separate drying unit, where they are subjected to a temperature of approximately 125°C for 30 minutes. This final curing stage ensures complete drying, improved color fastness, and long-term performance of the printed labels.

Following the drying process, the continuous printed fabric is cut into individual labels using ultrasonic cutting technology. Ultrasonic cutting provides precise sizing while sealing the edges of the fabric, preventing fraying and ensuring a clean, finished appearance. The finished printed fabric labels are then inspected for quality and prepared for packing and dispatch.



Figure 5-5 Printed Fabric Labels

5.9.2 Woven Labels

Woven labels are produced using specialized narrow fabric looms where the label design is formed directly through the interlacing of threads rather than surface printing. High-quality yarns are used to create detailed damask or satin weave patterns, ensuring

durability, clarity of text, and long-lasting appearance even after repeated washing and wear.

The manufacturing process begins with the loom setup, where warp and weft threads are arranged according to the required label design, color scheme, and fabric structure. During the weaving operation, the programmed pattern is repeatedly woven into a continuous narrow fabric roll, maintaining uniform width and consistent design replication throughout the production length.

Once weaving is completed, the continuous woven fabric is transferred to the cutting and finishing stage. The fabric is cut into individual labels or strips using hot cutting or ultrasonic cutting machines. These cutting techniques not only provide precise sizing but also seal the fabric edges, preventing fraying and enhancing the mechanical strength and service life of the labels.

Depending on customer requirements, the cut labels may undergo additional folding and finishing operations. Common folding styles include Manhattan fold, end fold, center fold, or book fold. The folding process is followed by ironing or heat pressing, which ensures sharp creases, dimensional stability, and a neat finished appearance.

After completion of cutting and folding, the woven labels are inspected for quality, packed, and made ready for dispatch. The final products are widely used in garments and textile applications due to their high durability, premium appearance, and resistance to washing, abrasion, and environmental exposure.



Figure 5-6 Woven Labels

5.9.3 RFID Labels Manufacturing Process

RFID labels are produced by integrating RFID inlays, consisting of a microchip and an antenna, into suitable substrates such as paper boards, polymer films, or self-adhesive sticker materials. These labels enable automatic identification and tracking through radio-frequency communication.

The manufacturing process begins with the die-cutting and placement of RFID inlays. Pre-fabricated inlays are precisely positioned and attached onto a continuous substrate web using specialized equipment, such as the Muehlbauer DDA machine. This step ensures accurate alignment of the chip and antenna to maintain optimal signal performance.

Following inlay placement, the material undergoes lamination, where a face stock layer is applied over the inlay along with a pressure-sensitive adhesive and release liner. This lamination process securely encapsulates the RFID components, protecting them from mechanical damage, moisture, and environmental exposure while maintaining flexibility and durability.

Once laminated, the RFID label web is transferred to the printing stage, where branding elements, product information, barcodes, or variable data are printed using appropriate printing technologies. This step ensures visual identification alongside electronic tracking capability.

After printing, the RFID chips are electronically encoded with unique identification data according to customer or system requirements. Each encoded label then undergoes functional testing and quality control, where chip readability, antenna performance, and data accuracy are verified to ensure compliance with operational standards.

The final stage involves die-cutting the laminated and printed web into individual RFID labels of the required shape and size. Excess matrix material is removed, and the finished RFID labels are collected, inspected, and packed for distribution.

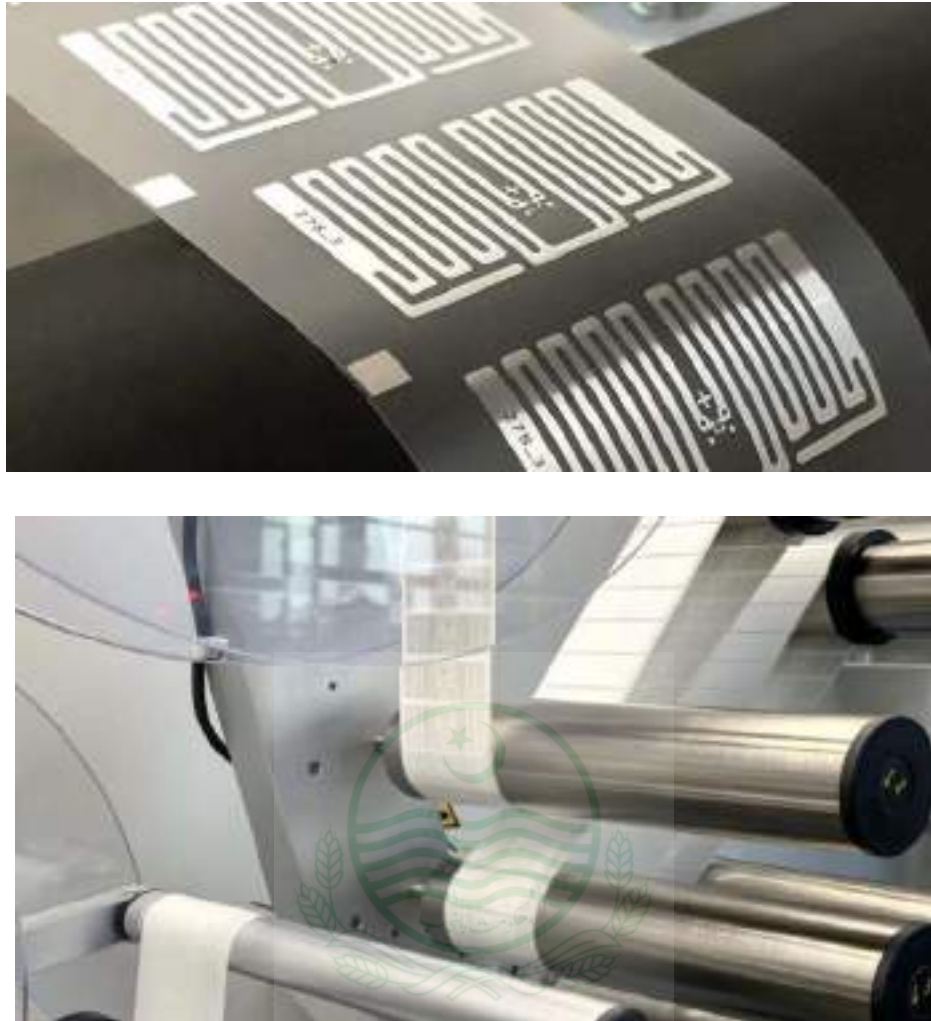


Figure 5-7 RFID Label Manufacturing

5.9.4 Adhesive Labels Manufacturing Process

Adhesive labels are manufactured using self-adhesive substrates, typically consisting of paper boards or polymer films, which are printed with suitable inks to display branding, product information, barcodes, or regulatory details. The process combines printing, lamination, coating, and precision cutting to produce durable and high-quality labels.

The manufacturing process begins with the printing of surface paper or film, where inks are applied using appropriate printing technologies. The inks are selected and formulated to ensure good adhesion, clarity, and resistance to smudging, moisture, and abrasion. In some cases, a surface coating is applied after printing to enhance printability, improve ink fixation, and provide protection against wear, chemicals, or environmental exposure.

Following printing, the lamination stage is carried out. The printed surface paper or film is laminated to a base paper using a pressure-sensitive adhesive. This adhesive layer allows the label to firmly adhere to the end product surface while maintaining peel ability when required. A release liner (such as siliconized paper) is attached to protect the adhesive layer during handling, storage, and transportation.

After lamination, the material is unreeled and fed into die-cutting machines, where the laminated web is cut into the desired label shapes and sizes. Die-cutting is performed with high precision to ensure uniformity, clean edges, and consistent dimensions across production batches. The excess matrix material is removed, leaving the finished labels attached to the liner for easy application.

Once die-cutting is completed, the adhesive labels undergo quality inspection to verify print accuracy, adhesive performance, dimensional consistency, and overall finish. The final products are then rewound into rolls or stacked, packed, and prepared for dispatch to end users.

5.9.5 Heat Transfer Labels Manufacturing Process

Heat transfer labels are produced by printing designs onto a carrier substrate, typically paper board or transfer paper, using specialized heat-transfer inks such as plastisol inks or dye-sublimation inks. The designs are printed in reverse (mirror image) so that they appear correctly oriented once transferred onto the final fabric surface.

The process begins with the printing stage, where the required artwork, logos, or information is applied to the carrier using heat-resistant inks. These inks are selected for their ability to withstand high temperatures and form a durable bond with textile fibers. After printing, a heat-activatable adhesive layer is applied over the printed design. This adhesive plays a critical role in bonding the label to the fabric during the heat transfer process.

The printed and adhesive-coated layers form a multilayer decal, which is then subjected to controlled drying or curing to remove moisture and solvents and to stabilize the ink and

adhesive layers. Once dried, the transfer sheets are cut into individual labels of the required size and shape using precision cutting equipment.

In the application stage, the heat transfer label is placed onto the fabric surface and subjected to heat and pressure using a heat press machine, typically at temperatures of up to 180°F for a specified duration. Under these conditions, the adhesive layer is activated, allowing the ink and adhesive to fuse permanently with the fabric fibers. After cooling, the carrier paper is removed, leaving the design embedded directly onto the fabric without any backing material.



Figure 5-8 Heat Transfer labels

5.10 PRODUCTS

Following products will be produced;

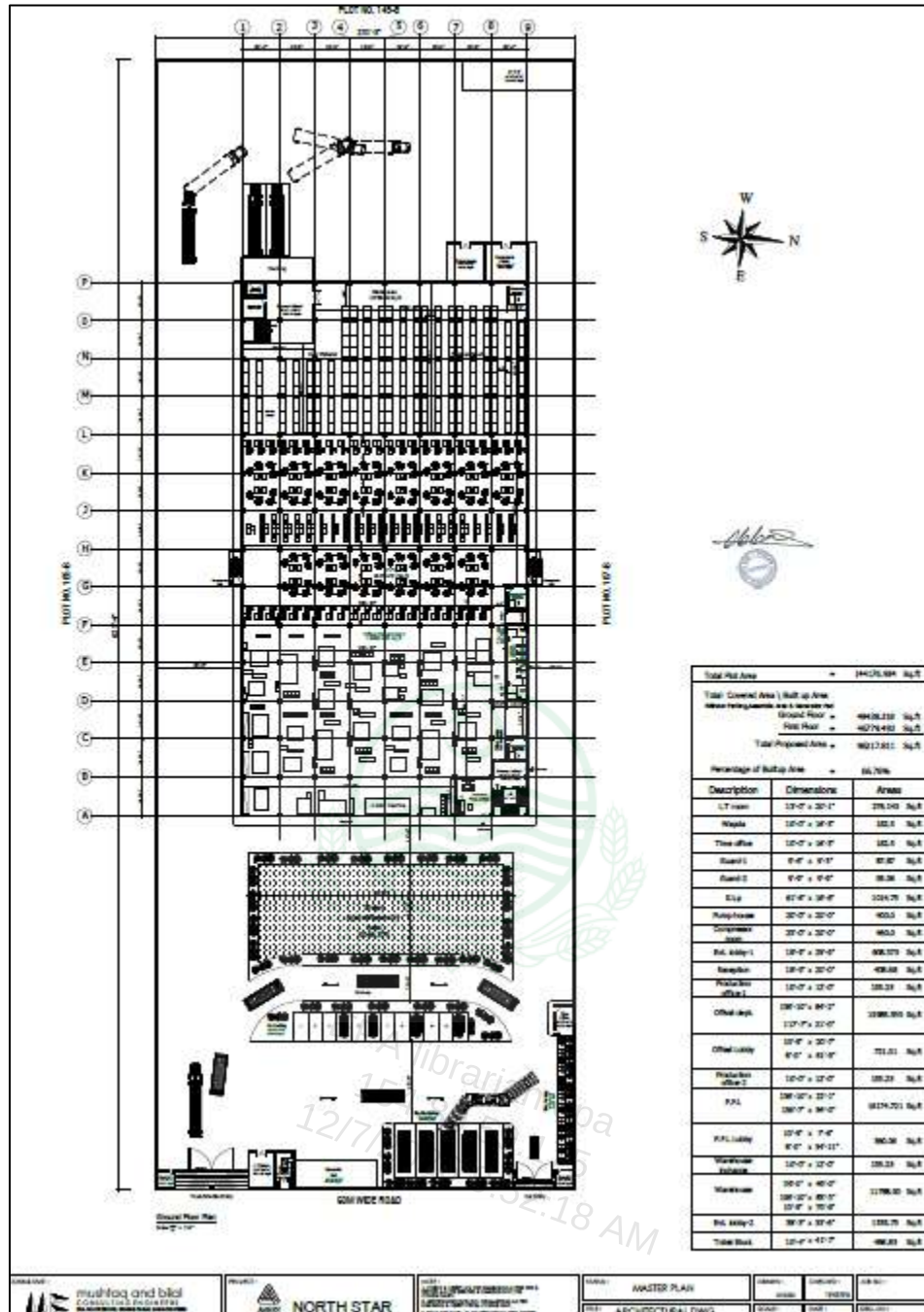
- ✱ Printed Fabric Labels
- ✱ Woven Labels
- ✱ RFID Labels
- ✱ Adhesive Labels
- ✱ Heat Transfer Labels

5.11 TOTAL PRODUCTION CAPACITY

Total production capacities of the labels are as below;

Table 5-2 Production Capacity of Tags

Year 1	330 Mn Tags
Year 2	680 Mn Tags
Year 3	910 Mn Tags
Year 4	1044 Mn Tags
Year 5	1200 Mn Tags





5.12 PROJECT AREA

The total site area for the proposed facility is approximately 144,176.934 square feet. The project is designed with a well-planned layout to optimize space utilization while allowing for internal circulation, utilities, green areas, and future expansion.

The covered or built-up area of the facility, excluding parking, assembly area, and generator pad, is as follows:

- ✱ Ground Floor: 49,438.318 sq.ft
- ✱ First Floor: 46,779.493 sq.ft

This results in a total proposed built-up area of 96,217.811 sq.ft, which corresponds to approximately 66.7% of the total site area

5.13 RESTORATION AND REHABILITATION PLAN

The Restoration and Rehabilitation Plan outlines measures to ensure that any temporary disturbances caused by construction and operational activities of the proposed facility are effectively restored, and the surrounding environment and infrastructure are rehabilitated to acceptable standards. The plan aims to minimize long-term environmental impacts, enhance sustainability, and promote safety and well-being for both the workforce and nearby communities.

5.13.1 Construction Phase Restoration and Rehabilitation

- ✱ Any areas disturbed during site preparation, excavation, or leveling will be restored to their original contours where feasible. Excess soil and debris will be properly disposed of or reused within the project site for landscaping or leveling purposes.
- ✱ Temporary loss of green cover will be mitigated through landscaping and plantation of native species along facility boundaries, roadways, and open spaces to restore aesthetic value and provide environmental benefits such as dust suppression and microclimate regulation.

- ✱ Any temporary access roads or tracks constructed during the construction phase will be rehabilitated or paved as part of the permanent site layout to ensure safe and efficient transportation.
- ✱ Construction debris, packaging, and non-recyclable waste will be collected, segregated, and disposed through EPA-approved contractors to avoid long-term soil or water contamination.

5.13.2 Operational Phase Restoration and Rehabilitation

- ✱ Regular maintenance of machines and equipment will prevent leakages of oils, adhesives, and chemicals, while spill incidents will be addressed immediately with containment and cleanup procedures.
- ✱ Effluent collection systems and stormwater drains will be periodically cleaned and maintained to prevent waterlogging, contamination, and environmental degradation.
- ✱ Permanent green belts and landscaped areas will be maintained along facility boundaries and internal roads to improve aesthetics, reduce noise and air pollution, and contribute to biodiversity.
- ✱ Environmental monitoring programs will ensure that any unforeseen impacts are promptly identified and addressed, including soil remediation, water treatment, or additional landscaping as needed.

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6 DESCRIPTION OF THE ENVIRONMENT

6.1 GENERAL

This chapter provides a general description of the existing environmental conditions in and around the proposed project site of Paxar Pakistan (Private) Limited, located at Quaid-e-Azam Business Park, Sheikhpura. The purpose of this section is to establish a baseline understanding of the physical, biological, and socio-economic environment that may be influenced by the construction and operation of the new facility.

The description includes land use, topography, geology, soil characteristics, air quality, noise levels, water resources, vegetation, and socio-economic conditions of the area. This baseline assessment is essential for identifying potential environmental impacts, determining the significance of these impacts, and designing appropriate mitigation measures. All data presented in this chapter are based on field observations, secondary sources, and available published reports to ensure a comprehensive understanding of the local environmental setting.

6.2 PHYSICAL ENVIRONMENT

6.2.1 Terrain of the Area

The proposed site is located at Quaid-e-Azam Business Park, Sheikhpura. The terrain of the area is generally flat to gently undulating, characteristic of the plains of central Punjab. The elevation ranges approximately between 200 to 210 meters above mean sea level, with no significant slopes or natural depressions within the project boundary.

The topography of the site is favorable for industrial development, providing suitable ground conditions for construction of manufacturing units, storage areas, and internal roads. There are no significant natural water bodies, hills, or flood-prone areas within or immediately adjacent to the project site. The flat terrain facilitates easy access, proper drainage design, and efficient layout of the facility while minimizing potential environmental disturbances associated with earthworks and grading.

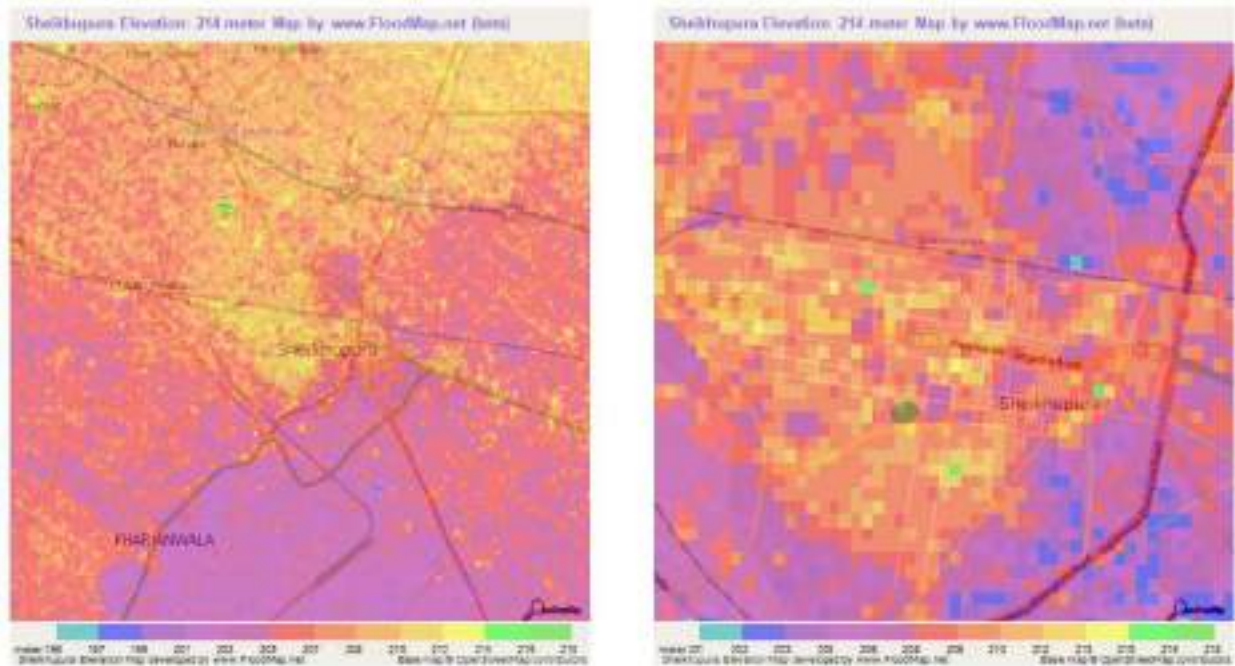


Figure 6-1 Topography of the project

6.2.2 Soils

Soil surveys conducted during the baseline assessment indicate that the site has no significant erosion, salinity, or alkalinity issues. The texture and stability of the soil are suitable for industrial construction, including building foundations, roadways, and drainage systems, without requiring extensive soil treatment or stabilization measures.

6.2.3 Climate and Meteorology

The proposed project site is located at Quaid-e-Azam Business Park, Sheikhupura, falls within the semi-arid to subtropical climatic zone of central Punjab. The climate of the region is characterized by distinct seasons, including a hot summer, a monsoon period, and a mild winter. The summer season (May to June) experiences maximum temperatures often exceeding 40°C, which may occasionally rise to 42–44°C during peak heatwaves. The winter season (December to January) is mild to cool, with minimum temperatures dropping to around 5–7°C, while occasional cold spells may reach near 0°C. The spring and autumn periods are generally moderate, with temperatures ranging

between 20–30°C, providing favorable conditions for outdoor construction and operational activities.

The average annual rainfall in Sheikhpura ranges from 400 to 600 mm, with the bulk of precipitation occurring during the monsoon season (July to September). Rainfall during this period is often intense but short-lived, occasionally causing localized waterlogging in poorly drained areas. The remaining months experience dry conditions, with low relative humidity, which can contribute to dust generation, particularly during construction activities or in exposed areas of the facility.

Wind patterns in the area vary seasonally. During the summer, prevailing winds are generally southwesterly, aiding in the dispersion of air pollutants, while in winter, northeasterly winds dominate. Average wind speeds range between 2–5 m/s, with occasional gusts reaching 6–8 m/s, particularly during pre-monsoon storms. These wind characteristics are relevant for the design of ventilation systems, emission control devices, and dust mitigation measures at the facility.

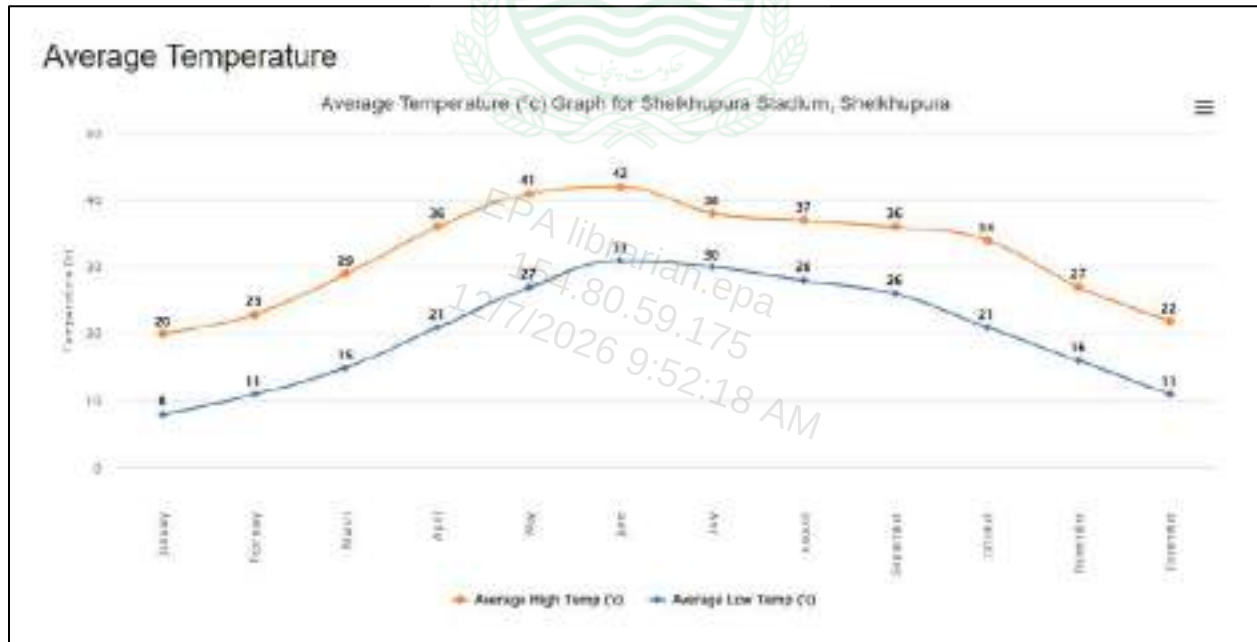


Figure 6-2 Average Temperature of the Area

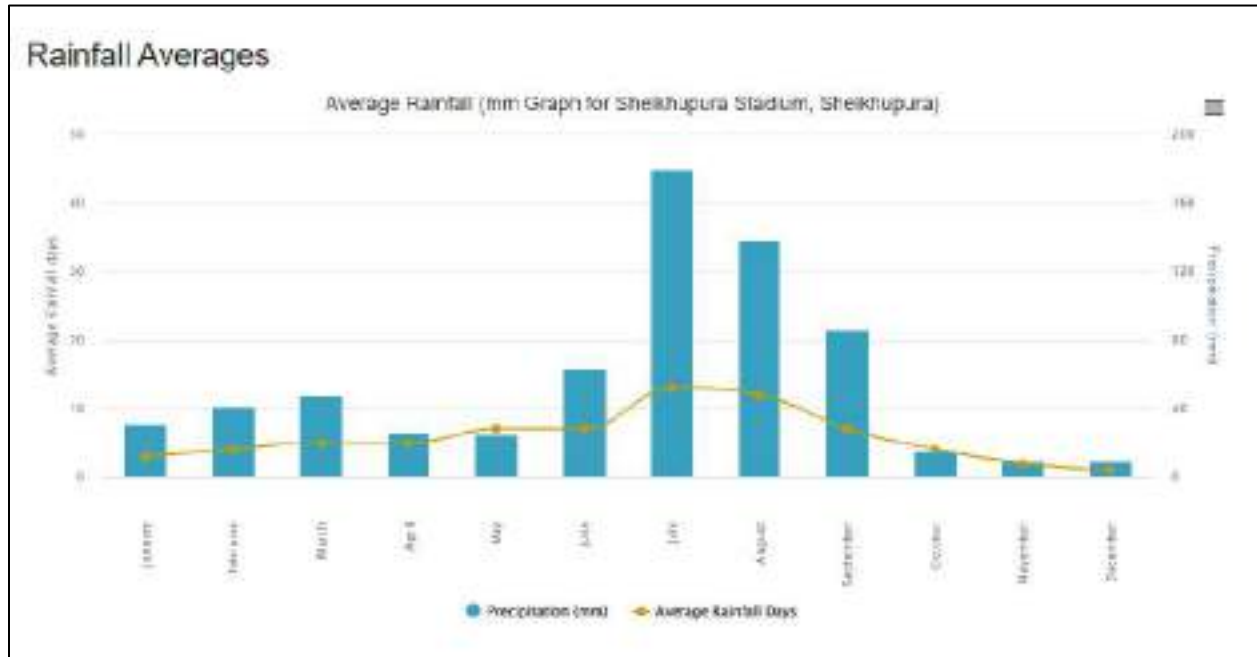


Figure 6-3 Average Rainfall of the Area

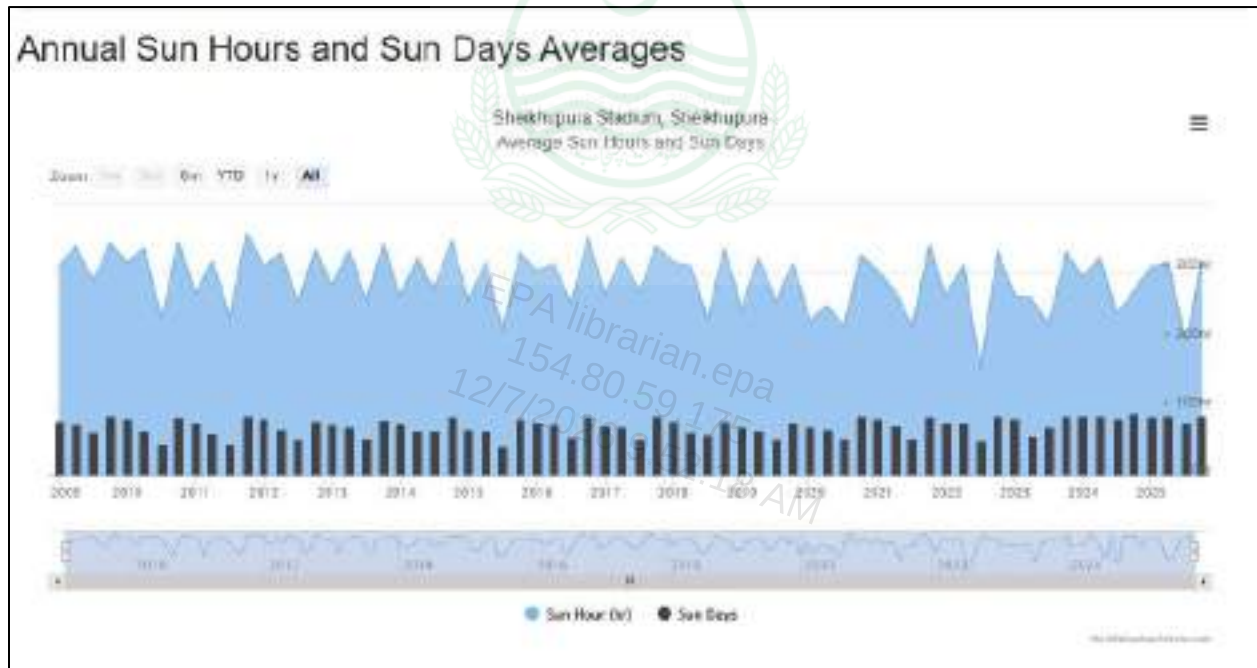


Figure 6-4 Average Sun Hours & Days

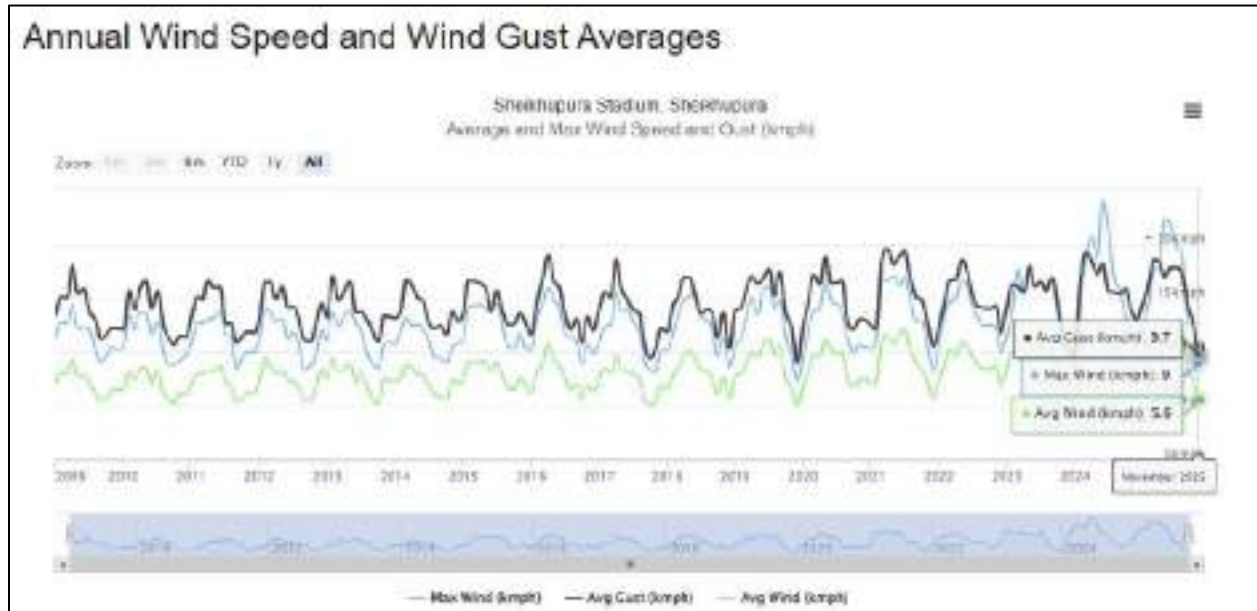


Figure 6-5 Average wind speed in Sheikhupura

6.2.4 SURFACE AND GROUND WATER

The proposed project site lies within the central Punjab plain, where surface water resources are limited and groundwater serves as the primary source of water for industrial, commercial, and domestic use.

Surface Water

There are no perennial rivers, streams, canals, or natural water bodies located within or in close proximity to the project site. The area primarily relies on seasonal surface runoff, which occurs during the monsoon period (July to September) following heavy rainfall events. Rainwater runoff is generally conveyed through natural drainage paths and man-made stormwater drains within the business park. Due to the flat topography and absence of nearby surface water bodies, the risk of direct surface water contamination from project activities is considered low, provided that appropriate stormwater management measures are implemented.

Ground Water

Groundwater in the Sheikhupura area is commonly accessed through tube wells and is the main source of water for industrial and municipal purposes. The groundwater table in

the region generally occurs at depths ranging from 20 to 40 meters, although seasonal fluctuations may occur depending on rainfall patterns and extraction rates. The quality of groundwater in the area is generally suitable for industrial and domestic use; however, localized issues such as elevated total dissolved solids (TDS) and hardness have been reported in some parts of the district.



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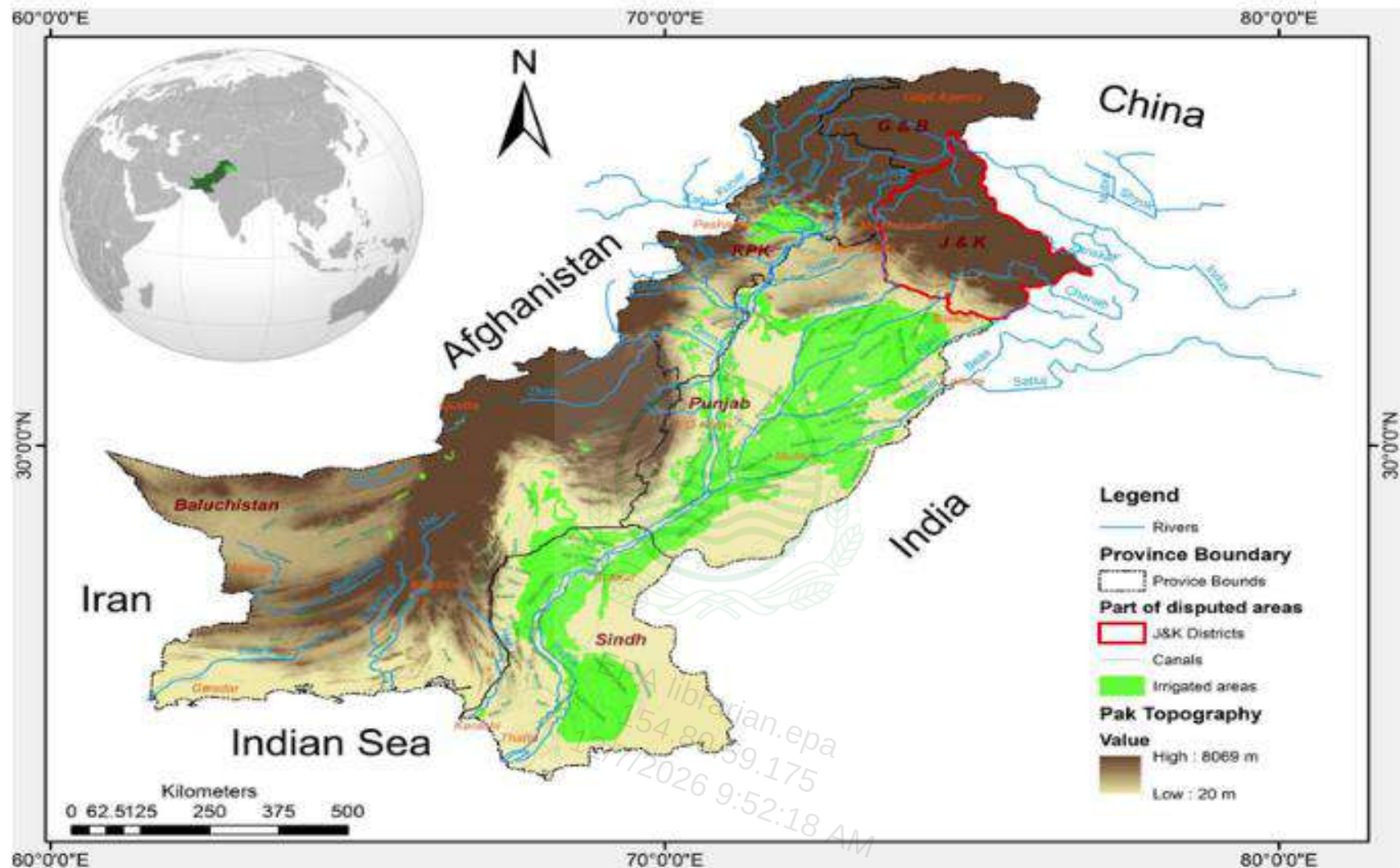


Figure 6-6 Surface and Ground Water

6.3 SEISMOLOGY

Quaid-e-Azam Business Park, Sheikhpura, lies within the Punjab plains, a region that is generally characterized by low to moderate seismic activity. According to national seismic zoning maps and regional geological assessments, Sheikhpura falls within Seismic Zone 2A, which represents a moderate seismic risk area in Pakistan.

The seismicity of the region is influenced by tectonic interactions between the Indian Plate and the Eurasian Plate. However, the project site is situated at a considerable distance from major active fault lines such as the Main Boundary Thrust (MBT) and the Main Mantle Thrust (MMT), which significantly reduces the likelihood of severe seismic events at the site. Historically, the area has not experienced frequent or high-magnitude earthquakes, and recorded seismic events in the region have generally been of low intensity.



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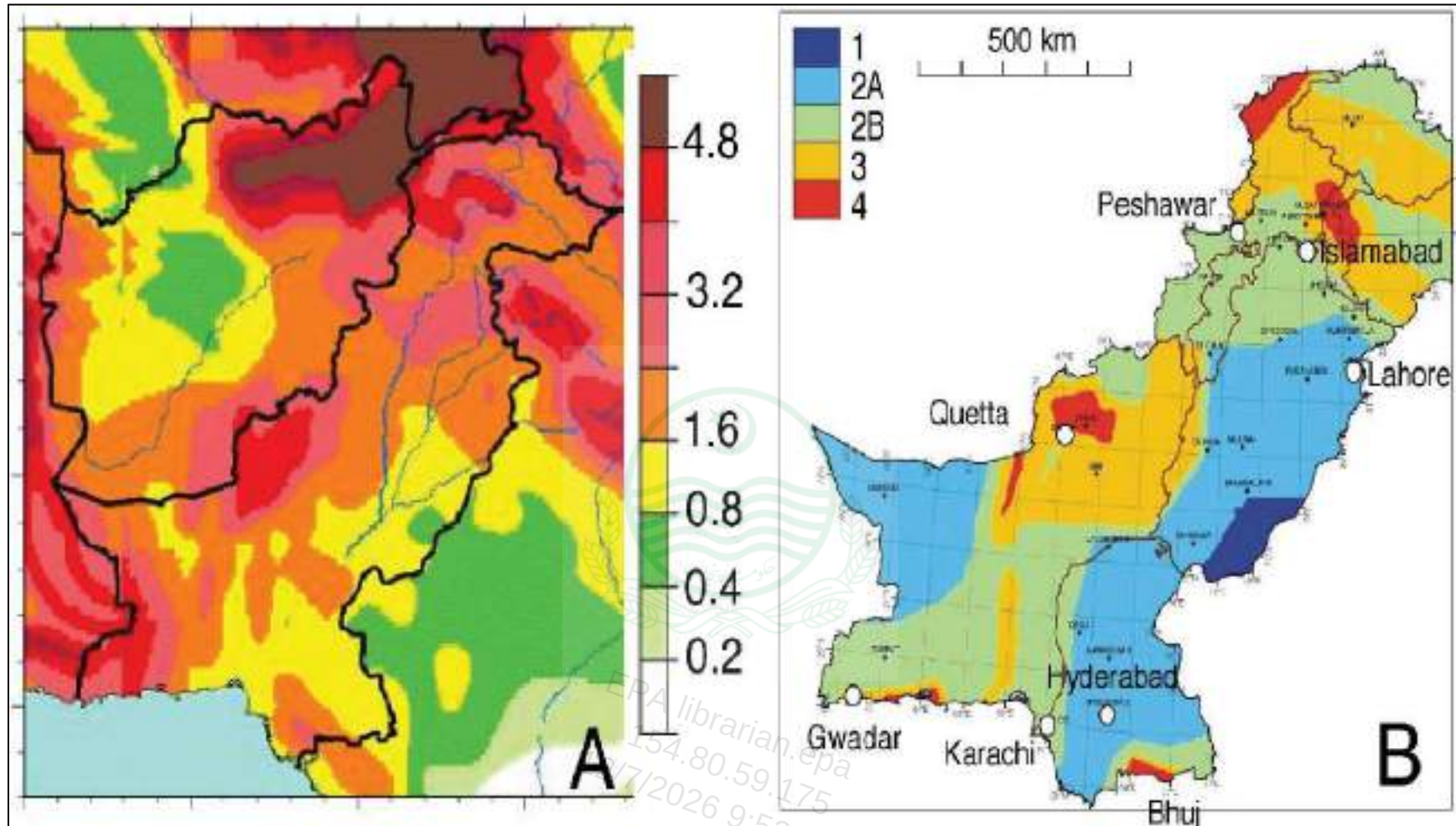


Figure 6-7 Seismic Zones of Pakistan

6.4 ECOLOGICAL RESOURCES

The proposed project site for Paxar is situated on barren land with sparse shrubs and small patches of wild grass. The site has low ecological significance, with no forests, wetlands, or protected habitats within or immediately adjacent to the boundary. The local flora is limited to drought-resistant shrubs, grasses, and scattered herbaceous plants, typical of degraded plains in central Punjab. The fauna in the project area is largely limited to small terrestrial animals, reptiles, and common bird species, adapted to open and disturbed landscapes.

Table 6-1 Ecological Resources around the Project Site

Name of the Specie	Scientific Name
Flora	
Mesquite / Shrub	<i>Prosopis juliflora</i>
Ziziphus / Jujube	<i>Ziziphus mauritiana</i>
Common Grass	<i>Cenchrus ciliaris</i>
Bermuda Grass	<i>Cynodon dactylon</i>
Calotropis / Milkweed	<i>Calotropis procera</i>
Saccharum Grass	<i>Saccharum spontaneum</i>
Fauna	
House Sparrow	<i>Passer domesticus</i>
Common Myna	<i>Acridotheres tristis</i>
Oriental Turtle Dove	<i>Streptopelia orientalis</i>
Indian Grey Mongoose	<i>Herpestes edwardsii</i>
Common House Rat	<i>Rattus rattus</i>
Common Monitor Lizard	<i>Calotes versicolor</i>



Figure 6-8 Ecological Features of Sheikhpura

6.4.1 Endangered Species

No endangered or protected species were observed on the site during field surveys, and no critical habitats or migratory corridors were identified within or in the immediate vicinity of the project boundary.

6.5 SOCIO-ECONOMIC ENVIRONMENT

6.5.1 History

Sheikhpura, located in the central Punjab region, is historically recognized as an important urban and industrial center. The city was established during the Mughal era

and has since evolved into a hub of agriculture, trade, and small- to medium-scale industries. The area has a rich cultural heritage with historical sites, traditional crafts, and a longstanding association with textile production, which forms the backbone of the local economy.

The development of Sheikhpura into a modern industrial and business hub has accelerated over the last few decades, with the establishment of industrial estates, commercial parks, and infrastructure supporting manufacturing, logistics, and service sectors. This historical evolution has shaped the socio-economic profile of the area, fostering a workforce skilled in textile, printing, and related industrial activities, which aligns well with the operational requirements of the proposed Paxar Pakistan facility.

The city's historical growth and industrialization have also influenced population density, land use patterns, and infrastructure development, making Sheikhpura a strategic location for new industrial facilities while providing employment opportunities and contributing to regional economic development.



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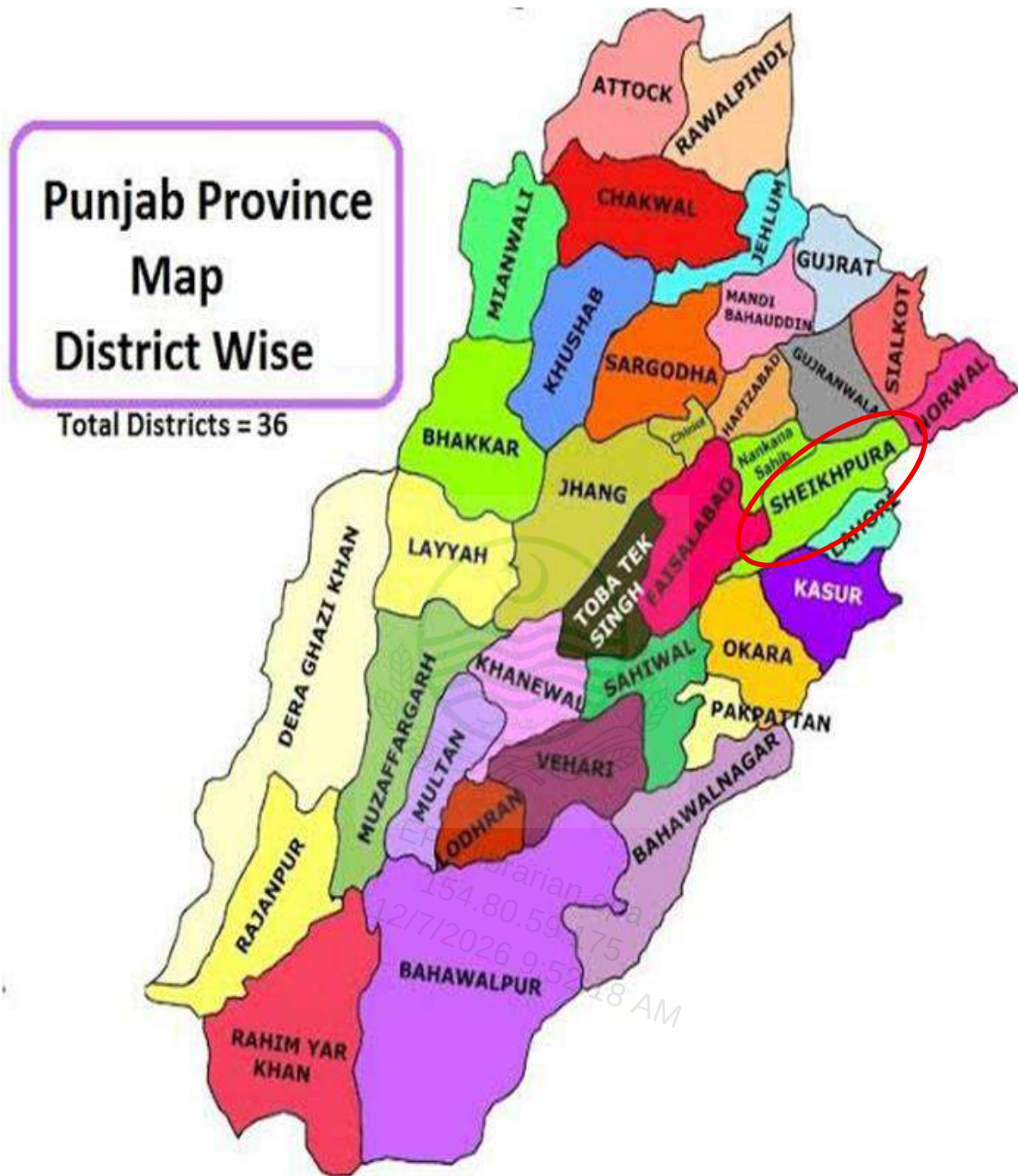


Figure 6-9 Map of Punjab

6.5.2 Political Set Up

The proposed project site of Paxar Pakistan (Private) Limited is located within Sheikhpura District, Punjab, which functions under the administrative and political framework of the Provincial Government of Punjab and the Government of Pakistan. Sheikhpura is part of Punjab Province, one of the four provinces of Pakistan, and operates under a district-level administrative structure headed by a Deputy Commissioner, who is responsible for law and order, revenue administration, and implementation of development projects.

At the local level, the district is subdivided into tehsils, with each tehsil governed by a Tehsil Municipal Administration (TMA) responsible for municipal services, local infrastructure, and urban planning. The project site falls under the jurisdiction of Sheikhpura Tehsil, and any industrial development is coordinated with local authorities to ensure compliance with land use regulations, environmental guidelines, and municipal services.

Politically, Sheikhpura is represented in the National Assembly and the Provincial Assembly of Punjab, with elected representatives who play a role in regional development policies and facilitation of industrial projects. The stability of the political environment in Sheikhpura and the presence of clear governance structures provide a favorable setting for industrial investment, project implementation, and regulatory compliance.

6.5.3 Economic Activities

The economic profile of the project area and its surroundings is predominantly industrial, commercial, and agriculture-based, reflecting Sheikhpura District's role as a major industrial hub of Punjab. The presence of Quaid-e-Azam Business Park (QABP) has significantly accelerated industrial activities, hosting manufacturing units related to textiles, packaging, food processing, pharmaceuticals, engineering goods, and logistics services.



Figure 6-10 Economic Activities

6.6 QUALITY OF LIFE VALUES

6.6.1 Demographic Survey

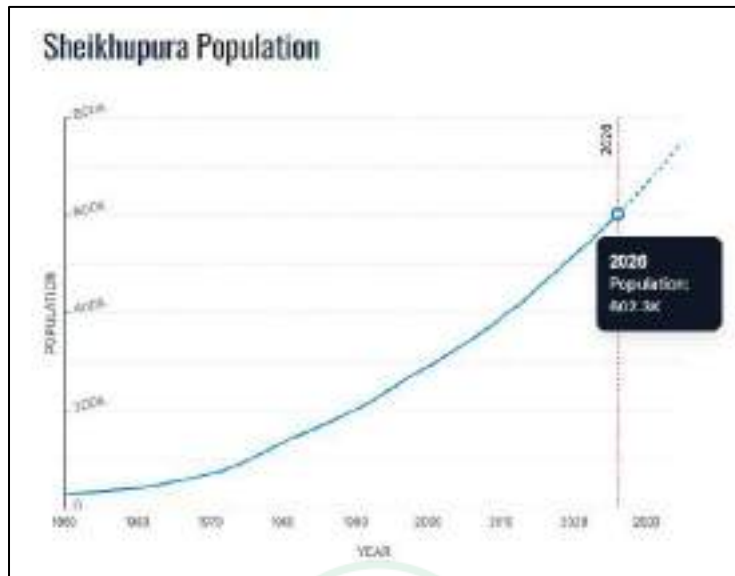


Figure 6-11 Population of Sheikhupura

6.6.2 Literacy Rate

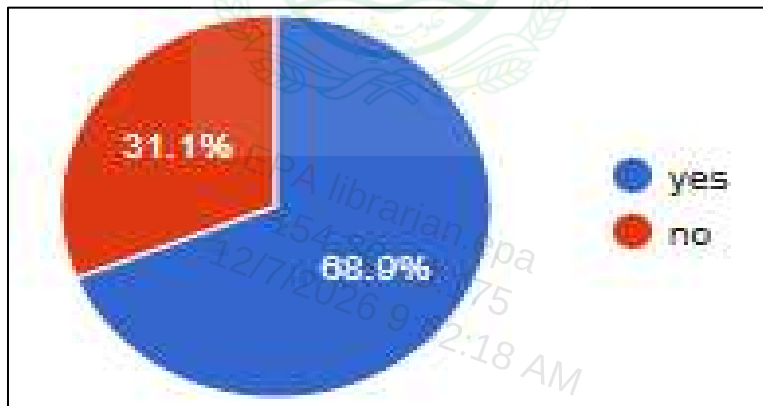


Figure 6-12 Literacy Rate in Sheikhupura

6.6.3 Cultural and Social Status

The proposed project site for Paxar Pakistan is located in an area with a predominantly urban-industrial character, surrounded by other commercial and industrial developments. The social environment of the region reflects a mix of local communities engaged in small-

and medium-scale enterprises, agriculture, and service sectors, with an active workforce skilled in textile and manufacturing activities.

From a cultural perspective, Sheikhpura has a rich historical heritage, with several mughal-era monuments, shrines, and traditional craft centers distributed throughout the district. However, the immediate vicinity of the project site does not contain any protected cultural or archaeological sites, and no community-specific cultural practices are observed on the project land itself, which is largely barren with sparse shrubs.

6.6.4 Educational Institutions & Health Facilities

Educational institutions in the vicinity include a mix of government and private schools, colleges, and vocational training centers, providing primary, secondary, and technical education to the local population. These institutions ensure that employees and their families have access to quality education within reasonable commuting distances.

Healthcare facilities near the project site include Basic Health Units (BHUs), Rural Health Centers (RHCs), private clinics, and diagnostic centers, offering primary healthcare services to local communities. For secondary and tertiary care, the area is served by District Headquarters (DHQ) Hospital Sheikhpura and several private hospitals in Sheikhpura and nearby Lahore.

6.7 ARCHEOLOGICAL SITES

A detailed survey of the proposed project site in Quaid-e-Azam Business Park, Sheikhpura, and its surrounding areas indicates no known archaeological or heritage sites within the immediate vicinity. The area is largely industrial/business zoned land with barren terrain and sparse vegetation, and there are no records of protected monuments, cultural heritage structures, or historical landmarks in official databases maintained by the Directorate of Archaeology, Punjab.

6.8 ENVIRONMENTAL MONITORING

To establish the existing environmental conditions prior to the construction and operation of the proposed Paxar Pakistan facility, a comprehensive baseline environmental monitoring program has been conducted at the project site and its surrounding areas. The baseline study included air quality, noise levels, soil and groundwater quality, and socio-economic conditions to assess the current environmental status and identify sensitive receptors.

Air quality monitoring measured parameters such as particulate matter (PM₁₀, PM_{2.5}) and carbon monoxide (CO) to determine existing ambient conditions. Noise monitoring was carried out at key points around the site to establish current ambient noise levels. Groundwater sampling was performed to evaluate pH, total dissolved solids (TDS), and other relevant indicators of quality.





Figure 6-13 Pictorial Evidence of Environmental Monitoring

6.9 SITE SUITABILITY

The proposed project site located within Quaid-e-Azam Business Park (QABP), Sheikhupura is considered highly suitable for the establishment of the proposed Paxar Pakistan Private Limited manufacturing facility. The site lies within a designated industrial zone, developed with planned infrastructure including paved internal roads, drainage systems, electricity, water supply, and waste management provisions, thereby minimizing the need for additional land development. The land is open and barren, with sparse shrubs and no ecological, agricultural, or archaeological significance, which reduces the likelihood of adverse environmental or social impacts.

The project site enjoys excellent connectivity through the Lahore–Islamabad Motorway (M-2) and nearby arterial roads, ensuring efficient transportation of raw materials and finished products while minimizing traffic disturbance to residential areas. Adequate distance from densely populated settlements further enhances site suitability by reducing potential impacts related to noise, air emissions, and occupational activities. Baseline environmental conditions indicate that the site falls within acceptable limits of air quality, noise levels, soil, and groundwater characteristics, making it appropriate for the proposed industrial use.

7 SCREENING OF POTENTIAL ENVIRONMENTAL IMPACTS & MITIGATION MEASURES

7.1 GENERAL

This chapter presents the identification, screening, and evaluation of potential environmental and occupational impacts associated with the operational phase of the proposed label manufacturing facility, including printed fabric labels, woven labels, RFID labels, adhesive labels, and heat transfer labels. The assessment focuses on impacts related to air quality, noise, wastewater, solid waste, chemical handling, energy consumption, occupational health and safety, and socio-environmental aspects.

The screening process evaluates both direct and indirect impacts arising from routine operational activities such as printing, weaving, lamination, drying, cutting, encoding, office operations, and ancillary services including kitchens and washrooms. Based on the nature and scale of operations, the identified impacts are generally localized, short- to medium-term, and manageable with the implementation of appropriate mitigation and environmental management measures.

7.2 PROJECT AREA OF INFLUENCE

The project area of influence encompasses the zone that may be directly or indirectly affected by the proposed operational activities. This includes:

Primary Impact Zone:

The project site and immediate facility premises where manufacturing operations, storage, offices, utilities, kitchens, and washrooms are located. Impacts within this zone include localized air emissions, noise, solid waste generation, wastewater discharge, and occupational health risks.

Secondary Impact Zone:

The surrounding area that may experience indirect effects such as minor traffic movement from raw material transportation and product dispatch, and negligible ambient noise or

emissions. Given that all processes are conducted indoors using controlled machinery, off-site impacts are expected to be minimal.

7.3 METHODOLOGY FOR IMPACT ASSESSMENT

The methodology adopted for environmental impact assessment is consistent with Punjab EPA guidelines and internationally accepted EIA practices. The assessment was carried out using the following steps:

- ✱ Detailed review of operational processes including printing, weaving, lamination, drying, cutting, RFID encoding, packaging, office activities, kitchen operations, and washroom use.
- ✱ Evaluation of existing environmental conditions related to air quality, noise levels, water use, waste generation, and surrounding land use within the project area.
- ✱ Identification of potential environmental and occupational impacts through expert judgment, process flow analysis, and comparison with similar industrial facilities.
- ✱ Assessment of the nature, magnitude, duration, reversibility, and significance of each identified impact to determine whether it is negligible, minor, moderate, or significant.
- ✱ Development of practical and feasible mitigation and preventive measures to minimize adverse impacts, aligned with best environmental management practices.
- ✱ Allocation of implementation and monitoring responsibilities to relevant personnel such as the Production Manager, Facility Manager, Environment Officer, and Safety Officer.
- ✱ Evaluation of residual impacts after mitigation, which are expected to be low and environmentally acceptable.

7.4 IMPACTS DURING CONSTRUCTION PHASE

The detailed risk Matrix of developmental phase is shown in the table.

		Impact →				
		Negligible	Minor	Moderate	Significant	Severe
Likelihood ↑	Very Likely	Low Med	Medium	Med Hi	High	High
	Likely	Low	Low Med	Medium	Med Hi	High
	Possible	Low	Low Med	Medium	Med Hi	Med Hi
	Unlikely	Low	Low Med	Low Med	Medium	Med Hi
	Very Unlikely	Low	Low	Low Med	Medium	Medium

Figure 7-1 Risk Assessment Matrix

Table 7-1 Screening of Possible impacts during Construction Phase

Potential Impacts	Likelihood (Certain, Likely, Unlikely, Rare)	Consequences (Catastrophic, Major, Moderate, Minor)	Risk Level (Significant, Medium, Low)
Soil erosion due to site clearance, excavation, and leveling works.	Likely	Minor	Low-Medium
Localized land contamination from improper handling or disposal of construction materials.	Possible	Minor	Low
Soil contamination due to accidental oil	Possible	Minor	Low

Potential Impacts	Likelihood (Certain, Likely, Unlikely, Rare)	Consequences (Catastrophic, Major, Moderate, Minor)	Risk Level (Significant, Medium, Low)
or fuel leakage from construction machinery			
Solid waste generation from construction debris, scrap material, and packaging	Likely	Moderate	Medium
Improper management of contractor camp waste and sanitation facilities	Possible	Minor	Low
Dust emissions from excavation, vehicle movement, and material handling activities	Likely	Minor	Low-Medium
Noise emissions from construction machinery and transportation vehicles	Likely	Minor	Low-Medium

Potential Impacts	Likelihood (Certain, Likely, Unlikely, Rare)	Consequences (Catastrophic, Major, Moderate, Minor)	Risk Level (Significant, Medium, Low)
Occupational health and safety risks to construction workers	Possible	Moderate	Medium

7.4.1 Soil Erosion

Excavation, grading, and leveling activities during construction can disturb the soil structure, making it susceptible to erosion, particularly during rainfall or high winds. This may result in sedimentation in nearby drains, reduced soil fertility, and localized siltation, affecting stormwater systems and land stability.

Mitigation Measures

- ★ Install silt fences, sediment traps, and bunds around excavation areas to prevent runoff.
- ★ Minimize the extent of exposed soil at any given time by phasing construction activities.
- ★ Stockpile excavated soil in protected areas and restore temporarily unused areas with topsoil and vegetation.
- ★ Schedule grading and excavation during dry weather whenever possible to reduce erosion risk.
- ★ Conduct regular inspections to identify erosion-prone areas and implement corrective measures promptly.

7.4.2 Land Contamination

Improper storage or disposal of construction materials, including cement, sand, and chemicals, can lead to soil contamination and polluted runoff, which may impact local soil quality and nearby water channels.

Mitigation Measures

- ★ Store all construction materials in designated, covered areas with proper containment.
- ★ Use impermeable sheets or barriers for sensitive materials like cement, paints, and chemicals.
- ★ Train construction staff on proper handling, storage, and disposal procedures.
- ★ Conduct regular inspections to ensure no material leakage or spillage occurs.
- ★ Implement on-site containment measures for any accidental spillage.

7.4.3 Soil Contamination

Diesel, lubricants, and hydraulic oils used in construction machinery may accidentally spill, contaminating soil and potentially infiltrating groundwater.

Mitigation Measures

- ★ Designate refueling and servicing zones equipped with drip trays and spill containment measures.
- ★ Maintain spill response kits on-site for immediate containment and cleanup.
- ★ Train operators and staff in fuel and oil handling best practices.
- ★ Ensure used oils and lubricants are recycled or safely disposed via EPA-approved service providers.
- ★ Regularly inspect machinery to detect leaks and prevent accidental spills.

7.4.4 Solid Waste Generation

Construction activities generate debris, scrap metals, packaging, and other non-hazardous waste, which, if unmanaged, can create environmental hazards, block drainage systems, and pose safety risks to workers.

Mitigation Measures

- ★ Segregate waste into recyclable, non-recyclable, and hazardous categories.
- ★ Reuse or recycle materials such as metal, wood, concrete, and packaging wherever feasible.

- ✧ Dispose of non-recyclable waste at EPA-approved disposal facilities.
- ✧ Maintain waste collection schedules to avoid accumulation at the site.

7.4.5 Impact of Contractor Camp

Worker camps, if not properly managed, can lead to contamination of soil and water, generation of odors, and increased risk of waterborne diseases.

Mitigation Measures

- ✧ Provide adequate sanitation facilities, including toilets, handwashing stations, and wastewater collection systems.
- ✧ Implement regular cleaning and waste collection schedules for domestic and food waste.
- ✧ Treat wastewater from camps using temporary septic tanks or mobile treatment systems.
- ✧ Educate workers on hygiene and sanitation practices, including proper waste disposal.
- ✧ Monitor the camps regularly to ensure compliance with hygiene standards.

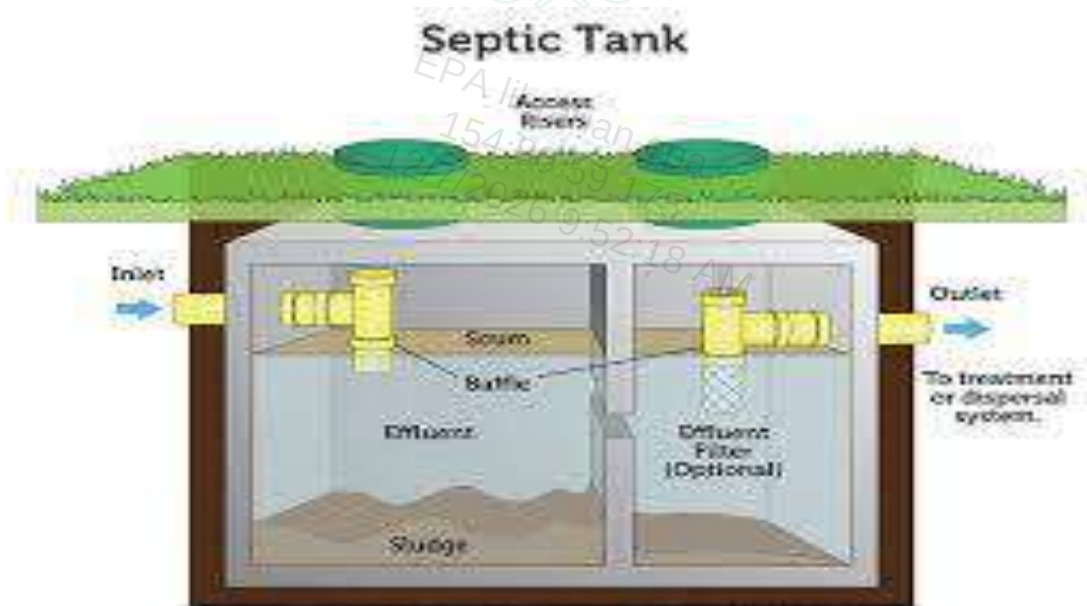


Figure 7-2Septic Tank

7.4.6 Dust Emissions

Dust generated during earthworks, material transport, and handling can reduce air quality locally, cause nuisance to workers, and affect nearby industrial operations.

Mitigation Measures

- ★ Regularly water unpaved roads, stockpiles, and exposed soil areas.
- ★ Cover material stockpiles and transport vehicles during transit.
- ★ Install temporary windbreaks or dust barriers around high-dust areas if required.
- ★ Ensure that workers in dusty zones wear protective masks and eye protection.
- ★ Maintain a monitoring program to assess dust levels and implement corrective measures when necessary.



Figure 7-3 Water Sprinkling

7.4.7 Noise Level

Heavy machinery, generators, and transportation vehicles generate noise that may affect workers' health and nearby industrial activities.

Mitigation Measures

- ★ Limit construction activities to daytime hours to reduce disturbance.
- ★ Use well-maintained machinery with noise-reducing equipment such as mufflers and silencers.
- ★ Provide hearing protection to workers in high-noise zones.
- ★ Maintain buffer zones between construction operations and nearby industrial units.
- ★ Install temporary noise barriers where noise levels may exceed acceptable limits.



Figure 7-4 Noise PPEs

7.4.8 Occupational Health and Safety Risks to Construction Workers

Construction workers may be exposed to falling objects, machinery hazards, chemical exposure, dust, and accidents, posing risks to health and safety.

Mitigation Measures

- ★ Implement a comprehensive Health and Safety Plan in line with OSHA or local labor standards.
- ★ Conduct regular safety training, toolbox talks, and awareness programs for workers.
- ★ Ensure workers wear personal protective equipment (PPE) such as helmets, gloves, safety boots, reflective vests, and masks.
- ★ Maintain first aid facilities, emergency response plans, and fire safety equipment on-site.
- ★ Conduct regular audits and monitoring to ensure compliance with safety protocols.



Figure 7-5PPEs for Construction

7.5 IMPACTS DURING OPERATIONAL PHASE

The detailed risk Matrix of operational phase is shown in the table.

Table 7-2 Screening of possible impacts during operational phase

Potential Impacts	Likelihood (Certain, Likely, Unlikely, Rare)	Consequences (Catastrophic, Major, Moderate, Minor)	Risk Level (Significant, Medium, Low)
Air emissions from inks, adhesives, and drying processes	Likely	Minor	Low
Noise from looms, printing, cutting, and laminating machines	Likely	Minor	Low
Solid waste generation (fabric)	Likely	Moderate	Medium

Potential Impacts	Likelihood (Certain, Likely, Unlikely, Rare)	Consequences (Catastrophic, Major, Moderate, Minor)	Risk Level (Significant, Medium, Low)
off-cuts, paper liner, office waste)			
Wastewater from equipment cleaning, kitchens, and washrooms	Likely	Minor	Low
Occupational exposure to chemicals (inks, solvents, adhesives)	Likely	Moderate	Medium
Fire hazard due to flammable materials and heat equipmen	unlikely	Major	Medium

7.5.1 Air Quality Impacts

- ✱ Emission of volatile organic compounds (VOCs) from inks, solvents, adhesives, and coatings used in printed fabric, adhesive, and heat transfer labels.
- ✱ Minor odors during ink drying, lamination, and heat transfer processes.
- ✱ Dust and fiber particles generated during weaving, cutting, and die-cutting operations.

Mitigation Measures

- ✱ Use low-VOC or water-based inks and adhesives wherever possible.

- ✱ Installation of local exhaust ventilation at printing, coating, drying, and lamination sections.
- ✱ Regular maintenance of heaters and dryers to ensure efficient operation and minimal emissions.
- ✱ Proper housekeeping to minimize dust accumulation; use of enclosed cutting systems where possible.
- ✱ Compliance with PEQS for air emissions.

7.5.2 Noise Pollution

- ✱ Noise generation from looms, printing machines, die-cutters, ultrasonic cutters, laminators, and RFID encoding/testing equipment.
- ✱ Prolonged exposure may cause worker discomfort and hearing fatigue.

Mitigation Measures:

- ✱ Installation of noise-dampening enclosures or acoustic insulation around high-noise equipment.
- ✱ Preventive maintenance and proper lubrication of machinery to reduce vibration and noise.
- ✱ Provision of PPE such as ear plugs or ear muffs to workers.
- ✱ Scheduling high-noise operations during daytime working hours.

7.5.3 Water and Wastewater Impacts

- ✱ Limited wastewater generation from equipment cleaning, especially in printing and coating sections.
- ✱ Domestic wastewater from washrooms, kitchens, and canteens.
- ✱ Potential contamination with ink residues, adhesives, cleaning agents, or kitchen detergents if discharged untreated.

Mitigation Measures:

- ✱ Use dry cleaning methods wherever possible to reduce water consumption.
- ✱ Collection and treatment of wastewater:

- Industrial wastewater from equipment cleaning via on-site treatment (if needed) or authorized disposal).
- Domestic wastewater from kitchens, washrooms, and offices directed to septic tanks or municipal sewer systems.
- ✱ Use biodegradable cleaning agents and detergents to reduce chemical load.
- ✱ No direct discharge of untreated wastewater into storm drains or natural water bodies.

7.5.4 Solid Waste Generation

- ✱ Fabric off-cuts from woven and printed labels
- ✱ Paper, liner, and matrix waste from adhesive and RFID labels
- ✱ Defective RFID chips and electronic components
- ✱ Empty ink, adhesive, and chemical containers
- ✱ Kitchen waste from cafeterias or staff kitchens
- ✱ Washroom waste (tissues, sanitary products)
- ✱ Paper, cardboard, and miscellaneous office waste

Mitigation Measures

Waste Determination and Handling:

- ✱ The facility will determine the waste generated by its operations.
- ✱ A waste inventory will be developed that will include type and origin of waste generated, the generation rate.

Waste Storage and Handling

- ✱ The facility will ensure that all type of waste is separated and stored with the same type of waste so that waste don't react with each other.
- ✱ The facility will ensure that all wastes are properly containerized and labeling is placed on each container.
- ✱ Information presented on the label will include the content and type of waste as well as the hazard warning.

- ✱ The facility will store its hazardous wastes in a designated location within the facility. The hazardous waste storage area will be designed to comply with hazardous waste management requirements.
- ✱ The facility will inspect the hazardous storage area on a weekly basis to ensure that all wastes are properly containerized and/or do not pose a threat to human health or the environment (i.e., leaking containers, overfilled barrels).

Waste Minimization

- ✱ The facility will ensure that it takes steps to minimize its total waste generation as well as increasing its use of recycling options. The facility will follow a waste management hierarchy, from most desirable to least desirable.
 - Reduction of total wastes generated (most sustainable option);
 - Reuse of wastes;
 - Recycling of wastes;
 - Recovery of energy from wastes;
 - Treatment of wastes prior to disposal; and
 - Land filling (least sustainable option)
- ✱ The facility will minimize its wastes by either first reducing the amount of waste throughput or by reusing/recycling generated wastes. The facility, where possible, will use raw materials that will be more efficient and/or produce less wastes and attempts to recycle its chemical wastes (such as recycling used oils, installing solvent recovery systems, etc.).



Waste Disposal



- ✱ The facility will choose to dispose of its wastes off-site. The facility will ensure that when disposing of hazardous or restricted/special wastes at off-site locations it will choose certified transporters and disposers of those wastes and properly documents its use of these certified/permited vendors.

Training

The facility will establish a process to train site personnel, as needed, on the applicable elements associated with managing the facility's waste streams, as well as with adherence to any applicable waste disposal standards. At a minimum, training will be conducted:

- ✱ Upon initial employment and annually as a refresher to proper management procedures.
- ✱ When changes in the workplace render previous training obsolete.
- ✱ When inadequacies in the employee's knowledge or skills have been identified.
- ✱ When the content of the current procedure is changed.

Record Keeping

Required recordkeeping associated with the facility's waste generation and disposal includes:

- ✱ Waste inventory and determination documentations
- ✱ Hazardous waste storage area inspection logs
- ✱ Copies of the facility's waste disposal records
- ✱ Employee training records, including at a minimum, content outline and attendance rosters.



Figure 7-6Waste Segregation



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Waste Management PDCA

Plan

Create and maintain an inventory of the facility's waste streams.
Conduct waste determination and maintain appropriate documentation.
Develop a waste management program to ensure continual compliance with applicable best management practices and/or regulations including proper waste storage and handling, inspection, disposal, and emergency response procedures.

Do

Assign appropriate site personnel with responsibility to complete the compliance activities.
Conduct required training for affected site personnel.
Implement conservation practices from the waste management program.
Keep all waste generation and disposal records for the required retention period in accordance with applicable best management practices and/or regulations.

Check

Periodically review the facility's inventory of waste streams to ensure they are accurate.
Review any best management practices to ensure that proper adherence to said conditions are currently met

Act

Update the facility's waste stream inventory and related management plans when deficiencies are found.
Implement corrective actions to address any deficiencies found.
Execute the management of change procedures when there is a change in the facility's waste generation or disposal practices.
Create or modify procedures to improve the management of the facility's waste streams

Figure 7-7 PCDA for Waste Management

7.5.5 Chemical Handling and Occupational Health Impacts

- ✱ Worker exposure to inks, solvents, adhesives, coating chemicals, and cleaning agents.

- ✱ Risk of skin irritation, respiratory discomfort, or accidental spills.

Mitigation Measures

- ✱ Proper labeling, storage, and handling of all chemicals.
- ✱ Use of PPE, including gloves, masks, goggles, and protective clothing.
- ✱ Training of workers on safe handling, spill response, and first aid.
- ✱ Availability of Material Safety Data Sheets (MSDS) for all chemicals.



Figure 7-8 Personal Protective Equipment

7.5.6 Fire and Heat-Related Risks

- ✱ Fire hazards from flammable inks, adhesives, solvents, and chemical storage.
- ✱ Burns from dryers, heaters, heat press machines, and ultrasonic cutters.

Mitigation Measures:

- ✱ Installation of fire detection, suppression systems, and fire extinguishers.
- ✱ Strict no-smoking policy in production and storage areas.
- ✱ Regular inspection and maintenance of electrical systems and heat-generating equipment.
- ✱ Staff trained in fire safety and emergency response.



Figure 7-9 Fire Extinguishers

7.5.7 Energy Consumption Impacts

- ✱ Electricity consumption from looms, printers, laminators, dryers, RFID encoding machines, heat presses, and office operations.
- ✱ Increased operational carbon footprint.

Mitigation Measures:

- ✱ Use energy-efficient machinery and conduct regular energy audits.
- ✱ Switch off idle equipment and adopt energy-saving operational practices.

7.5.8 Impacts Specific to RFID Label Production

- ✱ Generation of electronic waste from damaged chips or antennas.
- ✱ Minor electromagnetic emissions during encoding and testing.

Mitigation Measures:

- ✱ Collection and disposal of RFID-related e-waste through licensed e-waste recyclers.
- ✱ Ensure RFID equipment complies with international electromagnetic safety standards.

- ✱ Restrict access to encoding areas to trained personnel only.

7.6 EMERGENCY RESPONSE PLAN

An Emergency Response Plan (ERP) will be implemented at the proposed Paxar Pakistan (Private) Limited manufacturing facility to effectively manage and minimize risks associated with unforeseen incidents during construction and operational phases. The plan aims to ensure protection of human life, property, and the environment, while enabling a prompt, coordinated, and efficient response to emergencies.

7.6.1 Potential Emergency Scenarios

- ✱ Fire or explosion due to electrical faults or machinery malfunction
- ✱ Chemical spills (inks, adhesives, solvents, cleaning agents)
- ✱ Fuel or oil leakage from generators or storage areas
- ✱ Electrical accidents
- ✱ Natural disasters such as earthquakes or extreme weather events
- ✱ Medical emergencies or occupational accidents

7.6.2 Emergency Preparedness Measures

- ✱ Installation of fire detection and alarm systems, fire extinguishers, hose reels, and hydrants in accordance with relevant safety codes
- ✱ Clearly marked emergency exits, evacuation routes, and assembly points
- ✱ Proper storage of chemicals and flammable materials in designated, ventilated, and banded areas
- ✱ Availability of spill kits for quick containment of chemical or oil spills
- ✱ Provision of first aid facilities and trained first aid responders
- ✱ Regular inspection and maintenance of electrical systems, machinery, and fire-fighting equipment.

8 ENVIRONMENTAL MANAGEMENT AND MONITORING PLAN

The Environmental Management and Monitoring Plan (EMMP) has been developed to ensure that all potential environmental and occupational health impacts associated with the operational activities of the proposed label manufacturing facility are effectively managed, monitored, and controlled. The EMMP translates the identified mitigation measures into practical actions, clearly defining responsibilities, monitoring requirements, performance indicators, and reporting mechanisms to ensure compliance with applicable environmental regulations, including the PEPA and PEQS.

The plan focuses on minimizing adverse impacts related to air emissions, noise, wastewater, solid and hazardous waste management, chemical handling, energy consumption, fire safety, and occupational health and safety, as well as domestic waste generated from offices, kitchens, and washrooms. Continuous monitoring, routine inspections, staff training, and record keeping form the core of the EMMP, ensuring that environmental performance is reviewed regularly and corrective actions are taken promptly where required. Effective implementation of the EMMP will help maintain environmental quality, protect worker health and safety, and ensure the project's operations remain environmentally sustainable and socially responsible throughout its lifecycle.

8.1 OBJECTIVES OF EMMP

The primary objective of the EMMP is to ensure that the operational activities of the proposed label manufacturing facility are conducted in an environmentally sound, safe, and regulatory-compliant manner. The EMMP aims to provide a structured framework for implementing mitigation measures and monitoring environmental performance throughout the operational phase of the project.

Specifically, the objectives of the EMMP are to:

- Ensure compliance with PEPA and applicable PEQS.
- Minimize adverse impacts on air quality, noise levels, water resources, and soil arising from manufacturing and ancillary activities.

- ✱ Establish effective systems for solid, hazardous, electronic, and domestic waste management, including waste from production areas, offices, kitchens, and washrooms.
- ✱ Promote safe handling, storage, and disposal of chemicals to protect workers and the environment.
- ✱ Safeguard occupational health and safety through proper use of PPE, training, and emergency preparedness.
- ✱ Optimize energy and resource consumption and encourage adoption of energy-efficient practices.
- ✱ Define roles and responsibilities for implementation, monitoring, and reporting of environmental measures.
- ✱ Facilitate regular monitoring, documentation, and corrective actions to ensure continuous improvement in environmental performance.
- ✱ Effective implementation of these objectives will ensure that the project operates sustainably while preventing environmental degradation and protecting worker and community well-being.

8.2 ROLES AND RESPONSIBILITIES

Table 8-1 Roles and Responsibilities

Designation	Responsibilities
Paxar Pakistan's Management	Ensure overall compliance with the EMP; allocate adequate financial and human resources for environmental management; approve environmental policies, monitoring programs, and mitigation measures; review EMP performance reports and ensure timely implementation of corrective actions.
EHS Officer	Implement and enforce the EMP; carry out regular environmental monitoring (air quality, noise, wastewater, solid and hazardous waste); ensure occupational health and

Designation	Responsibilities
	safety compliance and proper use of PPE; maintain environmental monitoring and inspection records; coordinate with regulatory authorities and authorized third-party contractors for waste disposal and permits.
Production Manager	Ensure that all production activities comply with EMP requirements; supervise implementation of process-related mitigation measures (e.g., emission control, wastewater management); promptly report any non-compliance or environmental incidents to the EHS Officer.
Maintenance Supervisor	Ensure routine maintenance of machinery and utilities does not result in environmental contamination; implement spill prevention, leak detection, and control measures; immediately report equipment failures or environmental incidents to the EHS Officer.
Waste Management Coordinator	Oversee segregation, storage, handling, and disposal of solid, liquid, hazardous, and electronic waste in accordance with the EMP; maintain waste inventory and disposal records; ensure third-party waste contractors comply with regulatory requirements and EMP guidelines.
HR & Training Office	Conduct regular EMP and EHS training programs for employees; ensure staff awareness of environmental responsibilities, mitigation measures, reporting procedures, and emergency response protocols; maintain training records.

8.3 ENVIRONMENTAL MANAGEMENT DURING DESIGN RELATED PHASE

Environmental management during the design-related phase is a critical step to ensure that potential environmental and occupational health impacts are avoided or minimized at source before the commencement of operations. During this phase, environmental

considerations are integrated into the planning, layout, equipment selection, and utility design of the label manufacturing facility.

The facility layout is designed to ensure efficient material flow, adequate ventilation, and segregation of production, storage, waste handling, office, kitchen, and washroom areas to prevent cross-contamination and environmental nuisance. Adequate space has been allocated for safe storage of raw materials, chemicals, and hazardous wastes, with provisions for secondary containment, spill control, and fire safety systems.

Design provisions include the selection of energy-efficient machinery, low-emission printing and drying equipment, and the incorporation of local exhaust ventilation systems at emission sources to control VOCs and dust. Noise control measures, such as acoustic insulation and equipment spacing, are incorporated at the design stage to minimize occupational noise exposure.

The design also incorporates effective wastewater management systems, including separate drainage for industrial and domestic wastewater, provision of septic tanks or sewer connections, and facilities for safe equipment cleaning. Designated areas for solid, hazardous, electronic, and domestic waste segregation and storage are included to support effective waste management practices.

Additionally, the design phase ensures compliance with fire safety, electrical safety, and occupational health standards, including emergency exits, fire detection and suppression systems, and safe access for maintenance activities. By integrating environmental and safety considerations at the design stage, the project significantly reduces future environmental risks and ensures sustainable and compliant operations throughout the project lifecycle.

8.4 ENVIRONMENTAL MANAGEMENT DURING CONSTRUCTION & OPERATIONAL PHASE

Table 8-2 Environmental Management Plan for Construction Phase

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Construction Phase				
1	Air Quality Management Dust generation from excavation, earthworks, and vehicle movement. Emissions from construction machinery	Regular water sprinkling; covering of stockpiles; speed control of vehicles; proper maintenance of machinery. Use of well-maintained equipment; avoidance of unnecessary idling.	Throughout the Construction Phase	Contractor / EHS Officer
2	Noise Management Noise from construction	Use of silencers; scheduling noisy activities during daytime; PPE (earplugs) for workers	Throughout the Construction Phase	Contractor / EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Construction Phase				
	equipment and vehicles			
3	Water Resources Management Contamination of surface/groundwater Wastewater from labor camps	Proper storage of fuels and chemicals; spill prevention; no direct discharge of wastewater Installation of septic tanks; disposal through EPA-approved bowser	Throughout the Construction Phase	EHS Officer
4	Solid Waste Management Construction debris and solid waste	Segregation of waste; reuse/recycling where possible. Provision of waste bins; regular collection	Throughout the Construction Phase	Contractor / EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Construction Phase				
	Domestic waste from workforce			
5	Soil and Land Management Soil erosion and contamination	Controlled excavation; proper storage of materials; restoration after construction	Throughout the Construction Phase	Contractor/ EHS Officer
6	Occupational Health & Safety Accidents and injuries	PPE provision; safety training; first-aid facilities on site	Throughout the Construction Phase	Paxar's Management
7	Traffic and Community Safety	Traffic management plan; warning signage; trained flagmen	Throughout the Construction Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Construction Phase				
	Traffic congestion and safety risks			



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Table 8-3 Environmental Management Plan for Operational Phase

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
1	Air Quality Impacts (VOCs, odors, dust, fibers)	Low-VOC and water-based inks and adhesives will be used to reduce volatile organic compound (VOC) emissions. Local exhaust ventilation (LEV) systems will be installed at printing, coating, and curing stations to capture fumes at the source. Heaters, dryers, and thermal processing units will undergo regular inspection and preventive maintenance to ensure efficient combustion and minimal emissions. Good housekeeping practices and	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
		enclosed cutting and printing systems will further reduce fugitive emissions. Ambient and workplace air quality will be regularly monitored to ensure compliance with PEQS.		
2	Noise Pollution from machinery and equipment	Noise impacts from machinery will be controlled through installation of noise-dampening materials and acoustic insulation around high-noise equipment. Preventive maintenance of machinery will be carried out to avoid excessive noise due to wear and tear.	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
		Workers exposed to elevated noise levels will be provided with appropriate personal protective equipment (PPE), such as ear plugs or ear muffs. Noisy activities will be scheduled during daytime hours to minimize disturbance.		
3	Water & Wastewater Generation (industrial + domestic)	Efforts will be made to minimize water consumption by adopting water-efficient processes and dry-cleaning methods wherever feasible. Industrial wastewater generated from cleaning and processing activities will be routed to an approved Effluent	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
		Treatment Plant (ETP), while domestic wastewater will be disposed of through septic tanks or municipal sewerage systems, as applicable. Biodegradable detergents will be used, and no untreated wastewater will be discharged into the environment.		
4	Solid Waste Generation (industrial, kitchen, washrooms, offices)	Waste will be segregated at source into recyclable, non-recyclable, and hazardous categories. A waste inventory will be maintained, and all waste will be properly containerized, labeled, and stored in designated areas.	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
		Recyclable materials will be reused or sold to licensed recyclers. Hazardous waste will be stored in secure, banded areas and inspected on a weekly basis, with final disposal through EPA-certified contractors. Regular staff training will be conducted, and records of waste generation and disposal will be maintained.		
5	Chemical Handling & Occupational Health Risks	All chemicals, inks, adhesives, and solvents will be stored in properly labeled containers in designated storage areas.	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
		Material Safety Data Sheets (MSDS) will be readily available, and workers will be provided with appropriate PPE. Training will be conducted on safe chemical handling, spill response procedures, and first aid measures. Spill kits will be available at strategic locations to manage accidental releases.		
6	Fire and Heat-Related Risks	Fire detection and firefighting systems will be installed in accordance with safety standards. A strict no-smoking policy will be enforced throughout the facility.	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
Operational Phase				
		Electrical systems, heaters, and thermal equipment will be regularly inspected to prevent fire hazards. Employees will receive fire safety and emergency response training, and periodic drills will be conducted to ensure preparedness.		
7	Energy Consumption & Carbon Footprint	Use energy-efficient equipment; conduct energy audits; switch off idle machinery; adopt energy-saving operational practice	Throughout the Operational Phase	EHS Officer
8	RFID-Specific Impacts (e-waste)	Dispose defective RFID chips/antennas through licensed e-waste recyclers; ensure compliance with electromagnetic	Throughout the Operational Phase	EHS Officer

Sr. No.	Project Component/ Impact	Mitigation/ Preventive Action	Responsibility	
			Implementation	Monitoring
			Operational Phase	
		safety standards; restrict access to trained personnel only		



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8.5 ENVIRONMENTAL MONITORING PROGRAM

Environmental monitoring and evaluation are essential components of the EMMP to ensure that mitigation measures are effectively implemented, project activities comply with environmental standards, and adaptive management strategies are employed when needed.

8.5.1 Aim

The aim of the Environmental Monitoring and Evaluation Program is to:

- ★ Ensure that all environmental parameters are continuously monitored throughout the project lifecycle.
- ★ Identify deviations from environmental standards and promptly implement corrective measures.
- ★ Assess the effectiveness of the EMMP and adjust management strategies based on real-time monitoring data.
- ★ Provide accurate environmental performance reports to stakeholders and regulatory authorities.

8.6 ENVIRONMENT MANAGEMENT TEAM

Following functionaries will be involved in the implementation of EMMP:

- ★ The project Proponent/Paxar's Management as owners of the EMMP.
- ★ Project contractor(s) as executors of the EMMP during installation and operational phase of the project.
- ★ Operational & Maintenance (O&M) and the Health, Safety and Environment team of the project as an executor of the EMMP during the installation and operational phase of the project.

8.7 MONITORING PARAMETERS AND FREQUENCY

Monitoring will include, but not be limited to:

- ★ Water Quality: Groundwater abstraction, effluent quality (pH, BOD, COD, TSS)
- ★ Air Quality

- ★ Noise Levels: At source and workplace
- ★ Waste Management: Quantity and disposal records
- ★ Occupational Health & Safety: Incident and accident records
- ★ Monitoring frequency will be defined based on regulatory requirements and operational needs.

Table 8-4 Environmental Monitoring Plan

Environmental Component	Monitoring Parameters	Monitoring Frequency	Responsibility
Ambient Air Quality	PM ₁₀ , PM _{2.5} , SO ₂ , NO _x , VOCs	Quarterly	Environmental / EHS Manager
Noise Levels	dB(A)	Quarterly	Environmental / EHS Manager
Wastewater Quality	COD, BOD, TDS and TSS	Quarterly	Environmental / EHS Manager
Solid & Hazardous Waste	Waste type, quantity, disposal method	Monthly (Internal Inspection)	EHS Manager
Groundwater	----	Annually	Environmental / Maintenance Team
Occupational Health & Safety	PPE usage, exposure to noise and vapors	Monthly (Internal Inspection)	EHS Manager
Emergency & Spill Response	Availability and condition of spill kits, firefighting systems	Monthly (Internal Inspection)	EHS Manager

8.7.1 Roles and Responsibilities

- ★ Paxar's Management: Overall responsibility for environmental compliance

- ★ EHS Unit: Implementation of EMMP, monitoring, and reporting
- ★ Contractors: Compliance with environmental and safety requirements
- ★ Third-Party Laboratories: Environmental monitoring and analysis

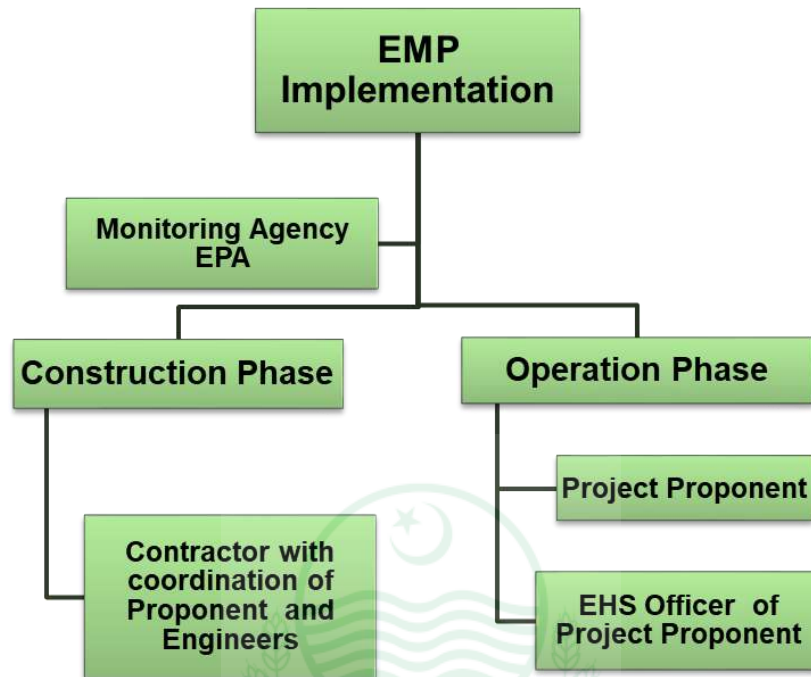


Figure 8-1 Organogram for Implementation Environmental Management Plan (EMP)

8.8 ENVIRONMENTAL POLICY

Paxar Pakistan is committed to conducting its operations in an environmentally responsible manner and in full compliance with applicable environmental laws, regulations, and standards. The Environmental Policy of Paxar Pakistan reflects its commitment to pollution prevention, sustainable resource utilization, and continuous improvement in environmental performance.

Paxar Pakistan shall:

- ★ Comply with the Punjab Environmental Protection Act, 1997, PEQS, and all applicable environmental regulations.
- ★ Prevent pollution through effective control of emissions, effluents, and waste.

- ★ Promote efficient use of water, energy, and raw materials.
- ★ Implement and maintain an effective Environmental Management System (EMS).
- ★ Ensure environmental awareness and participation of employees and contractors.
- ★ Continuously monitor, review, and improve environmental performance.

This policy shall be communicated to all employees and made available to relevant stakeholders.

8.9 HEALTH & SAFETY POLICY

Paxar Pakistan is committed to providing a safe and healthy working environment for all employees, contractors, and visitors. The Health & Safety Policy aims to prevent occupational injuries, illnesses, and incidents through proactive risk management.

Paxar Pakistan shall:

- ★ Identify and assess workplace hazards and implement control measures.
- ★ Ensure compliance with applicable occupational health and safety regulations.
- ★ Provide adequate personal protective equipment (PPE).
- ★ Conduct regular safety training and emergency drills.
- ★ Promote a safety culture through employee participation.
- ★ Investigate incidents and implement corrective actions.
- ★ Health and safety performance shall be regularly reviewed and improved.

8.10 EQUIPMENT MAINTENANCE DETAILS

Preventive and corrective maintenance is critical for environmental protection and operational safety. Paxar Pakistan will implement a structured equipment maintenance program covering all production and utility systems.

Key maintenance elements include:

- ★ Scheduled preventive maintenance of label manufacturing machinery.
- ★ Routine inspection of chemical storage facilities.
- ★ Calibration and maintenance of monitoring instruments.

- ★ Immediate repair of leaks, malfunctions, or abnormal operating conditions.
- ★ Maintenance records to be retained for inspection and audit purposes.
- ★ Effective maintenance will minimize emissions, reduce waste generation, and prevent environmental incidents.

8.11 TRAINING NEEDS

To ensure effective implementation of environmental and safety management measures, Paxar Pakistan has identified the following training needs:

- ★ Environmental compliance and PEQS awareness
- ★ Waste segregation and hazardous waste handling
- ★ Effluent Treatment Plant operation
- ★ Chemical handling and spill response
- ★ Fire safety and emergency response
- ★ Occupational health and safety
- ★ Equipment operation and maintenance
- ★ Environmental monitoring and reporting

Training will be provided to both permanent employees and contractors as relevant to their roles.

8.12 TRAINING SCHEDULES

Table 8-5 Training Schedules

Training Module	Target Audience	Frequency	Duration	Responsible Personnel
Environmental Awareness & Compliance	All employees	Annually	1 Day	EHS Manager
Waste Management & Segregation	Production & Utility Staff	Bi-annually	1 Day	EHS Officer
Hazardous Waste Handling	ETP & Chemical Handling Staff	Annually	1 Day	EHS Officer

Training Module	Target Audience	Frequency	Duration	Responsible Personnel
ETP Operation & Monitoring	ETP Operators	Quarterly	2 Days	Environmental Engineer
Chemical Handling & MSDS	Printing & Chemical Store Staff	Annually	1 Day	EHS Manager
Fire Safety & Emergency Response	All employees	Bi-annually	1 Day	Safety Officer
Occupational Health & Safety	All employees	Annually	1 Day	Safety Officer
Equipment Safety & Maintenance	Maintenance Staff	Quarterly	1 Day	Maintenance Manager

8.13 ENVIRONMENTAL TECHNICAL ASSISTANCE AND TRAINING PLAN

Paxar Pakistan will engage qualified environmental professionals and external experts where necessary to strengthen internal capacity. Technical assistance may include:

- ★ Third-party environmental monitoring and audits
- ★ Specialized training on ETP optimization and waste minimization
- ★ Support in EMS development and implementation
- ★ Periodic review of environmental performance against best practices

This approach will ensure continuous improvement and regulatory compliance.

8.14 EMERGENCY RESPONSE & DISASTER MANAGEMENT PLAN

Emergency Scenarios Identified

- ★ Fire or explosion
- ★ Chemical spill or leak
- ★ ETP malfunction
- ★ Power failure
- ★ Medical emergency
- ★ Response Measures
- ★ Installation of fire detection and firefighting systems
- ★ Clearly marked emergency exits and evacuation routes
- ★ Spill containment kits and trained response teams
- ★ Emergency shutdown procedures
- ★ Coordination with local emergency services
- ★ Regular emergency drills and mock exercises

An Emergency Response Team (ERT) will be established with clearly defined roles and responsibilities.

8.15 ENVIRONMENTAL BUDGET

Table 8-6 Environmental Budget

Component	Estimated Cost (PKR)	Remarks
Environmental Monitoring Equipment	500,000	Air, water, and noise monitoring.
Tree Plantation	250,000	Planting native species and buffer zones.
Health & Safety Trainings	250,000	Capacity building for on-site staff.
Waste Management and Disposal	250,000	Proper handling and recycling.
Community Engagement and Awareness	500,000	Local education and outreach.

Component	Estimated Cost (PKR)	Remarks
Provision of PPEs	250,000	PPEs for Workers



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9 STAKEHOLDER CONSULTATION

Stakeholder consultation is a key component of the Environmental Impact Assessment (EIA) process and plays a vital role in ensuring environmentally sustainable and socially responsible project development. For the proposed Paxar Pakistan (Private) Limited manufacturing facility at Quaid-e-Azam Business Park, Sheikhpura, stakeholder consultation was conducted to engage relevant stakeholders, including local communities, workers, nearby businesses, and concerned authorities. The process aimed to share information about the project, identify potential environmental and social concerns, and incorporate stakeholder feedback into project planning and mitigation measures. This consultative approach supports transparency, informed decision-making, and compliance with national environmental regulations as well as international best practices, thereby enhancing the overall acceptability and sustainability of the project.

9.1 OBJECTIVES OF STAKEHOLDER CONSULTATION

In 1992, the United Nations Conference on the Environment and Development (UNCED) supported the idea of involving the public in decision-making, and this was outlined in one of the key documents of the conference called Agenda 21.

Agenda 21 is a comprehensive plan for global actions focused on sustainable development and deals with how people interact with the environment. It highlights the importance of including the public in making decisions about the environment to achieve sustainable development.

In line with the principles of Agenda 21 and national environmental regulations, stakeholder consultation for the proposed Paxar Pakistan (Private) Limited project was undertaken with the following objectives:

- ✱ To inform stakeholders about the nature, scope, and potential environmental and social impacts of the proposed project
- ✱ To identify concerns, expectations, and perceptions of affected communities and relevant stakeholders at an early stage

- ✱ To incorporate stakeholder feedback into project planning, design, and mitigation measures where feasible
- ✱ To promote transparency, trust, and accountability between the project proponent and local communities
- ✱ To ensure compliance with environmental legislation and international best practices related to public participation
- ✱ To reduce potential conflicts by fostering mutual understanding and cooperation
- ✱ To enhance the project's environmental and social sustainability through inclusive decision-making



Figure 9-1 Stakeholder Management

By achieving these objectives, stakeholder consultation contributes to the overall success and sustainability of the project, enhancing its social, environmental, and economic outcomes while fostering positive relationships with the communities it impacts.

9.2 METHODOLOGY

1. Meetings were held with key representatives of Quaid e Azam Business Park management and government regulatory authorities.
2. Structured interviews were used to collect specific concerns and suggestions from stakeholders.
3. All comments, concerns, and suggestions were recorded and analyzed to inform project planning and mitigation strategies.

9.3 THE RESPONSIBLE AUTHORITY

1. **Quaid e Azam Business Park's Management** – responsible for the industrial operations and compliance with regulations.
2. **Nearby Industrial Units** – consulted regarding potential environmental, traffic, and operational impacts.
3. **Employees of Nearby Industries** – consulted for social and community-related feedback.

Table 9-1 Stakeholders and Their Roles and Responsibilities

Stakeholders	Roles
Proponent/Responsible Authority	Engaged in discussions regarding the project's design, proposed mitigation measures, and alternative options to minimize environmental, social, and operational disparities. The proponent conducted site surveys to collect environmental and social data, assessed perspectives of nearby industrial employees, and evaluated potential socio-economic and environmental impacts of the project.
Government Departments	Consulted relevant authorities including the Environmental Protection Agency, Wildlife Department, and Planning & Development authorities to review the project, assess

Stakeholders	Roles
	compliance, and evaluate its socio-economic and environmental implications.
Employees of Other Industrial Units	Provided input on potential impacts, shared concerns regarding the project's operations, and expressed their observations and suggestions, helping to assess the social and occupational implications for the surrounding industrial workforce.

9.4 ENVIRONMENTAL PRACTITIONERS AND EXPERTS

The team carried out systematic site visits to assess existing environmental conditions, including soil, water, air quality, vegetation, and fauna. They also evaluated the land use, infrastructure, and surrounding industrial activities to understand the operational context of the project.

In addition, the experts conducted structured consultations with key stakeholders, including the proponent, government authorities, and employees of nearby industrial units, to gather information on perceived environmental, social, and occupational concerns. These consultations helped in identifying potential risks, opportunities for mitigation, and strategies to minimize adverse impacts during both construction and operational phases.

The findings from the field surveys and stakeholder consultations were analyzed and integrated into the EMP, ensuring that the project design incorporates effective measures to protect the environment, safeguard worker health and safety, and comply with PEQS the regulations.



Figure 9-2 Pictorial Evidence of Stakeholder Consultation

9.5 ISSUES RAISED BY STAKEHOLDER

Table 9-2 Summary of Issues Raised by Stakeholders

Issue	Project Proponent Commitments
Employment opportunities for local community	Preference will be given to hiring local skilled and semi-skilled workers where feasible.
Chemical handling and storage risks	Chemicals will be stored in designated, bunded, and ventilated areas; spill response kits will be available; staff will be trained in safe handling procedures.
Wastewater generation from operations	Wastewater will be managed through ETP in compliance with Punjab EPA standards; no untreated discharge will be allowed.
Occupational health and safety of workers	Comprehensive Health, Safety, and Environment (HSE) procedures will be enforced; PPE will be provided; regular safety training will be conducted.
Noise disturbance from construction and operational machinery	Activities will be limited to daytime hours; noise-generating equipment will be properly maintained; PPE will be provided to workers where required.

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10 GRIEVANCE REDRESS MECHANISM

The Grievance Redress Mechanism (GRM) is an essential component of the project's EIA. It provides a formal, transparent, and accessible process for addressing complaints, concerns, or suggestions from stakeholders, including local communities, workers, contractors, and other interested parties. The GRM ensures that any issues arising during the construction or operational phases of the project are identified, recorded, and resolved in a timely and effective manner.

10.1 KEY FEATURES OF GRM

- ✱ Stakeholders can submit grievances through multiple channels, including in-person at the project office, email, telephone, or suggestion boxes placed within the facility.
- ✱ All grievances are recorded in a grievance register, including details of the complainant, nature of the grievance, and date of submission.
- ✱ Each grievance is acknowledged within a predefined time frame (e.g., 5 working days) to inform the complainant that their concern has been received.
- ✱ Grievances are investigated promptly by the project management team, in coordination with relevant departments, and appropriate corrective measures are implemented.
- ✱ Stakeholders are informed of the resolution and any action taken. If the grievance requires further escalation, it can be referred to higher management or local authorities.
- ✱ The GRM process is monitored regularly, and periodic summaries of grievances and resolutions are included in project environmental and social monitoring reports.

10.2 OBJECTIVES OF GRIEVANCE REDRESS MECHANISM

The GRM is designed to ensure that all concerns, complaints, and suggestions from stakeholders related to the project are addressed in a timely, transparent, and effective manner. The main objectives of the GRM are:

- ✱ Provide a structured platform for stakeholders, including local communities, employees, contractors, and visitors, to voice grievances related to project activities.
- ✱ Ensure timely acknowledgment and resolution of complaints to minimize potential environmental, social, and operational impacts.
- ✱ Promote transparency and accountability in project management by maintaining proper records of all grievances and their outcomes.
- ✱ Strengthen stakeholder trust and engagement by demonstrating responsiveness to concerns and proactive problem-solving.
- ✱ Support compliance with national and international environmental, social, and occupational health standards, ensuring sustainable and responsible project implementation.

10.3 MECHANISM OF FILING COMPLAINT

To ensure that all stakeholders can easily and effectively submit grievances, the project has established multiple accessible channels for complaint submission. The mechanism is designed to be simple, transparent, and responsive to address issues in a timely manner.

Stakeholders may file complaints through the following channels:

- ✱ Written complaints submitted at the project site or administrative office
- ✱ Verbal complaints communicated directly to site management or designated grievance focal persons
- ✱ Telephone or mobile contact numbers displayed at prominent locations within the project site
- ✱ Email communication, where applicable, for documented submission and follow-up
- ✱ Suggestion or complaint register maintained at the project site for record-keeping

Upon receipt, each complaint will be formally recorded in a grievance log, including details of the complainant, nature of the issue, and date of submission. The complaint will be

reviewed by the designated Grievance Redress Committee (GRC), which will assess the issue and determine appropriate corrective actions.

10.4 ROLES AND RESPONSIBILITIES

Table 10-1 Roles and Responsibilities

Paxar's Management / Proponent	Responsible for receiving, documenting, and tracking all grievances and ensuring their resolution within specified timelines.
GRM Officer / Committee	Evaluates grievances, coordinates with relevant departments, and ensures timely resolution.
Stakeholders	Provide clear information about the grievance and cooperate during the resolution process.

10.4.1 Grievance Resolution Procedure

The grievance resolution procedure has been established to ensure that all complaints received from stakeholders are addressed in a fair, transparent, and timely manner. The procedure follows a structured approach to promote effective communication and accountability throughout the grievance handling process.

- All grievances received through verbal, written, telephone, or electronic means will be formally recorded in the grievance register, noting the date, nature of the complaint, and contact details of the complainant (if provided).
- An acknowledgment of receipt will be communicated to the complainant within a specified timeframe, confirming that the grievance has been registered for review.
- The GRC will review the complaint to assess its nature, severity, and potential environmental or social implications, and determine the appropriate course of action.
- Where required, site inspections, consultations, or internal reviews will be conducted to investigate the issue and identify corrective or preventive measures.

- ✱ Based on the findings, appropriate corrective actions will be implemented in a timely manner to resolve the grievance and prevent recurrence.
- ✱ The outcome of the grievance, along with actions taken, will be communicated to the complainant through the appropriate channel.
- ✱ Follow-up will be carried out to verify the effectiveness of the resolution. Once the complainant confirms satisfaction, or reasonable efforts have been made to resolve the issue, the grievance will be formally closed and documented.
- ✱ If a grievance remains unresolved, it may be escalated to higher management or relevant regulatory authorities for further review.

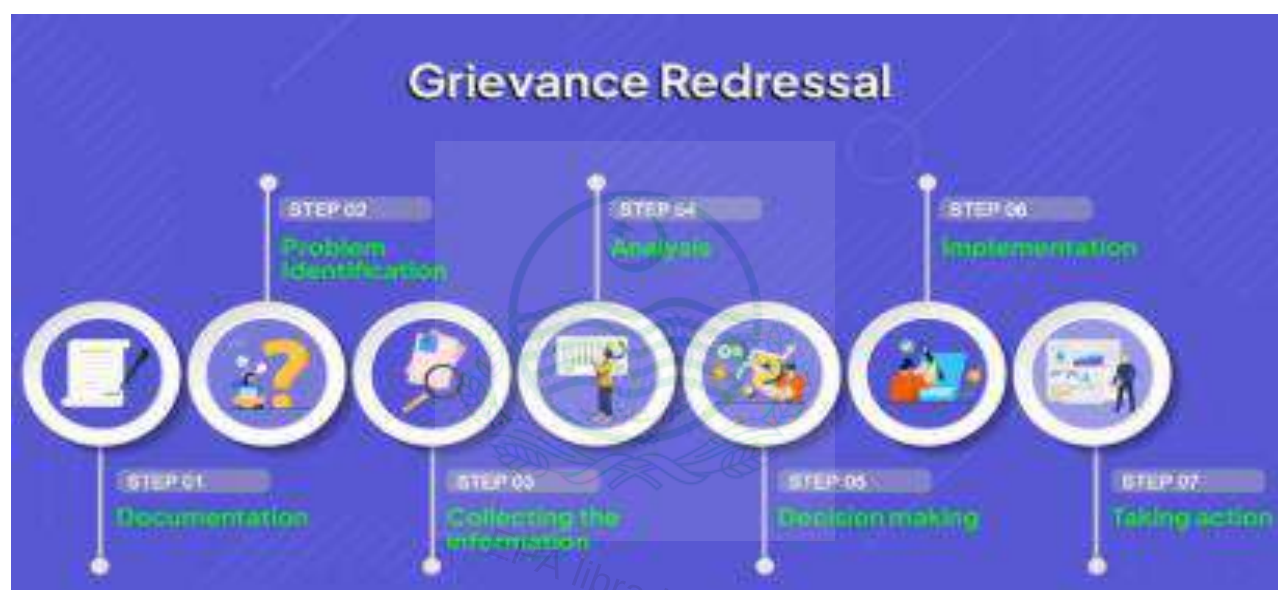


Figure 10-1 Grievance Redress Mechanism

11 CONCLUSION AND RECOMMENDATION

The EIA for the proposed Paxar Pakistan (Private) Limited manufacturing facility at Plot No. 166-B, Quaid-e-Azam Business Park, Sheikhpura indicates that the project is environmentally and socially feasible. The site is barren land with minimal ecological or cultural significance, and the project is fully compatible with existing industrial land use. Baseline studies show that air, water, noise, and soil conditions are within acceptable limits, and no endangered species, protected habitats, or archaeological sites are present.

With the implementation of recommended mitigation measures during construction and operational phases—including dust and noise control, waste management, wastewater treatment, green belt development, and adherence to occupational health and safety standards—the project is expected to have minimal adverse environmental or social impacts. Furthermore, the project will provide economic benefits, including local employment, skill development, and support for Pakistan’s export-oriented textile sector.

Recommendations:

- ✱ Implement the Environmental Management Plan (EMP) fully, including monitoring of air, water, soil, noise, and occupational health parameters.
- ✱ Maintain the Grievance Redress Mechanism (GRM) to ensure timely resolution of stakeholder concerns and promote transparent communication.
- ✱ Develop green belts and landscaping within the facility to restore minor ecological functions and improve aesthetics.
- ✱ Ensure proper storage, handling, and disposal of industrial waste and chemicals to prevent contamination of soil and groundwater.
- ✱ Conduct regular environmental audits and reporting to ensure compliance with national regulations and continuous improvement in environmental performance.
- ✱ Provide training and awareness programs for all staff and contractors regarding environmental protection, health, and safety measures.
- ✱ Continuously review and update the EMP and GRM to address any emerging environmental or social issues during the project lifecycle.

References

Listed below are some of the documents, reports and other references consulted during the preparation of this report:

1. Information and data provided by project proponents;
 2. Project Pre-Feasibility Study Report;
 3. Technical Design Data related to the project.
 4. Information gathered through discussions with the project related persons of the project proponent;
 5. Information collected from the technical documents of various suppliers of machinery/equipment.
 6. National Environment Quality Standards for Ambient Air August 2016;
 7. Punjab Environment Quality Standards Noise Levels August 2016;
 8. Punjab Environment Quality Standards for Drinking Water August 2016;
 9. Pakistan Environmental Protection Act, 1997;
 10. The Punjab Environmental Protection (Amendment) Act 2012 covers aspects related to:
 - The protection, conservation, rehabilitation and improvement of the environment and the prevention, control of pollution and promotion of sustainable development;
 - Establishing complete regulatory and monitoring bodies, policies, rules, regulations and national environmental quality standards; and
 - To ensure enforcement, the act establishes regulating bodies i.e. Punjab Environmental Protection Council (PEPC) and responsible bodies i.e. Punjab Environmental Protection Agency (Punjab EPA) at Provincial level.
- i. Environment related Laws in Pakistan and the Province of Punjab;
 - ii. Government of Pakistan, Pakistan Environmental Protection Agency, Policy and Procedures for Filing, Review and Approval of Environmental Assessment, 2022;

- iii. Google earth, maps.
- iv. Guidelines for Public Consultations - These guidelines cover:
 - Consultation, involvement and participation of Stakeholders
 - Techniques for public consultation (principles, levels of involvements, tools, building trust)
 - Effective public consultation (planning, stages of EIA where consultation is appropriate)
 - Consensus building and dispute resolution.
- 1. workplace safety and health act 2011
- 2. Land Acquisition Act (LAA) of 1894
- 3. The forest Act 1927
- 4. Pakistan Penal Code, 1860
- 5. Provincial Wildlife Act, 1974
- 6. Drugs Act 1976



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ANNEXURE-A

Google Earth Map



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Paxar Pakistan Private Limited

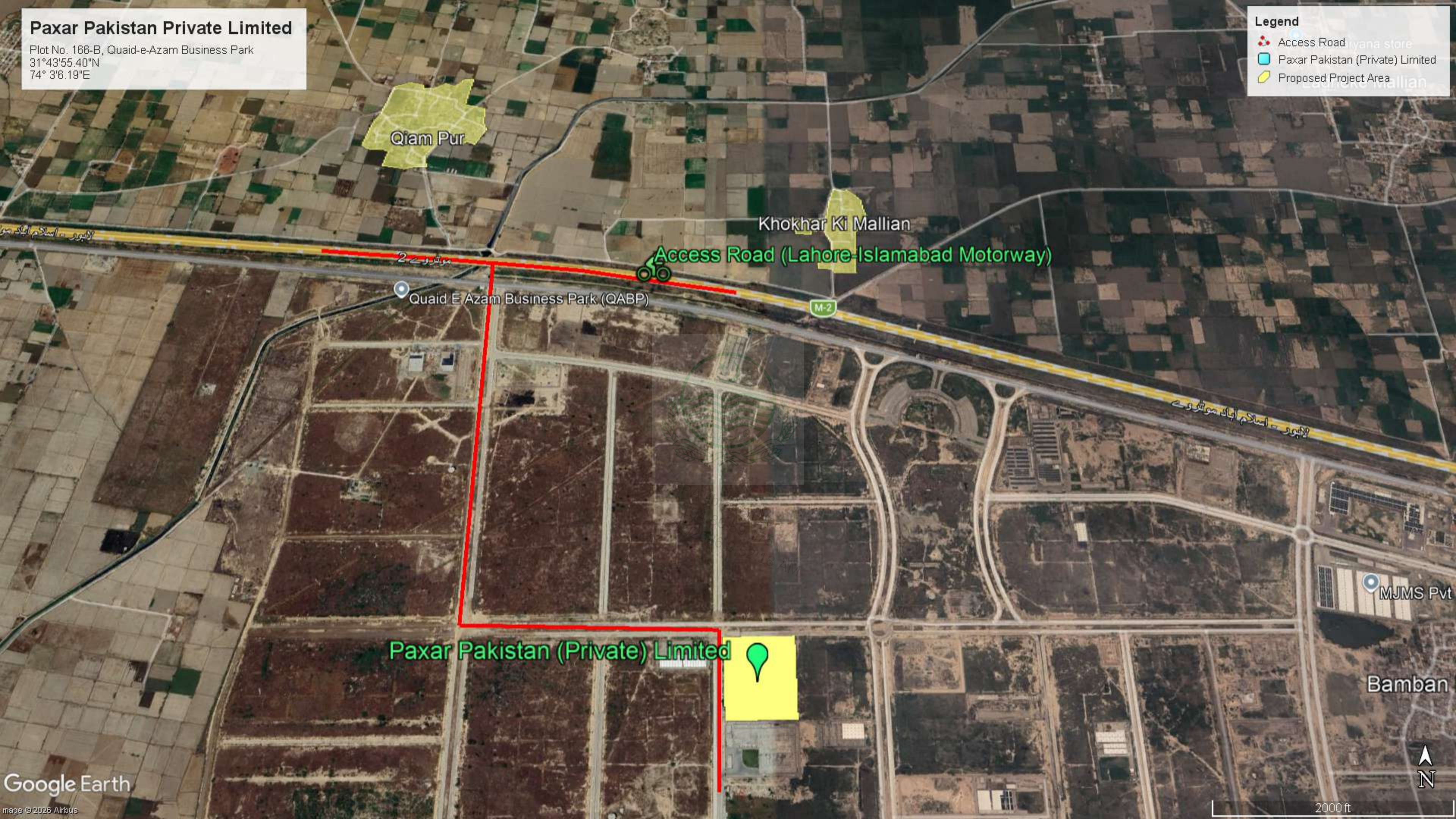
Plot No. 166-B, Quaid-e-Azam Business Park
31°43'55.40"N
74° 3'6.19"E

Legend

 Access Road

 Paxar Pakistan (Private) Limited

 Proposed Project Area



ANNEXURE-B

Lab Reports



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CHEMICAL ANALYSIS TEST REPORT (AMBIENT AIR)

Reference Number: **ESPAK/00078P/26/AA/00725/00043** Date: **04/02/2026**
 Name of Industry / Client: **Paxar Pakistan Private Limited**
 Address: **Quaid e Azam Business Park, Sheikhupura**
 Telephone No.: **-----**
 Nature of Sample: **Ambient Air** Monitoring Location: **Near Main Gate**
 Date of Sample Collection: **31/01/2026** Grab / Composite: **Continuous - 24 Hours**
 Sample Collected / Sent By: **Mehmood Aslam, Analyst (Field), ESPAK**
 Date of Completion of Analysis: **01/02/2026**



S. No	Parameters	Limit Values (PEQS-24Hours)	Concentration	Method / Equipment Used	Remarks
1	Carbon Monoxide (CO)	5 mg/m ³ (8 Hours)	0.4 mg/m ³	Non-Dispersive Infrared Absorption (NDIR)	Within Prescribed Limits
2	Sulfur Dioxide (SO ₂)	120 µg/m ³	10.3 µg/m ³	UV Fluorescence (UVF)	Within Prescribed Limits
3	Ozone (O ₃)	130 µg/m ³ (1 Hour)	9.4 µg/m ³	Non-Dispersive UV Absorption	Within Prescribed Limits
4	Oxides of Nitrogen as NO	40 µg/m ³	12.3 µg/m ³	Chemiluminescence Detection	Within Prescribed Limits
5	Oxides of Nitrogen as NO ₂	80 µg/m ³	20.0 µg/m ³	Chemiluminescence Detection	Within Prescribed Limits
6	Particulate Matter PM _{2.5}	35 µg/m ³	34.0 µg/m ³	Particulate Sensor	Exceeding Prescribed Limits
7	Particulate Matter PM ₁₀	150 µg/m ³	145 µg/m ³	Particulate Sensor	Within Prescribed Limits
8	Suspended Particulate Matter (SPM)	500 µg/m ³	213 µg/m ³	Particulate Sensor	Within Prescribed Limits

PEQS: Punjab Environmental Quality Standards for Ambient Air, 2016.

Note:

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- Report Limitation: This report is not valid for court orders.

1. Sample Analyzed By: **Mehmood Aslam**
Analyst (Field)

2. Name of Chief Analyst with Seal: **Muhammad Arfan**

3. Signature of Incharge of the Environmental Laboratory:

Name: **Imran Malik**
General Manager
Date: **04/02/2026**

End of Report

NOISE MONITORING REPORT



Reference Number: ESPAK/00078P/26/N/00726/00044 Date: 04/02/2026

Name of Industry / Client: Paxar Pakistan Private Limited

Address: Quaid e Azam Business Park, Sheikhupura

Telephone No.: -----

Nature of Sample: Noise

Date of Sample Collection: 31/01/2026 Grab / Composite: Continuous - 24 Hours

Sample Collected / Sent By: Mehmood Aslam, Analyst (Field), ESPAK

Date of Completion of Analysis: 01/02/2026

Method/Equipment Used: Sound Level Meter

S. No	Measurement Point	Limit Values (PEQS)	Noise Level dB(A) Leq	Remarks
1	Near Main Gate - Day time	75 dB(A)	61dB(A)	Within Prescribed Limits
2	Near Main Gate - Night time	65 dB(A)	51 dB(A)	Within Prescribed Limits

PEQS: Punjab Environmental Quality Standards for Noise in Industrial Area, 2016 Day Time Hours (6:00 am to 10:00 pm) Night Time Hours (10:00 pm to 6:00 am)

Note:

- The report should be reproduced as a whole and not in parts.
- Report Limitation: This report is not valid for court orders.

1. Sample Analyzed By: Mehmood Aslam
Analyst (Field)

2. Name of Chief Analyst with Seal: Muhammad Arfan

3. Signature of Incharge of the Environmental Laboratory:

Name: Imran Malik
General Manager
Date: 04/02/2026

End of Report

CHEMICAL ANALYSIS TEST REPORT (GROUND WATER)



Reference Number: **ESPAK/00078P/26/GW/00727/00066** Date: **04/02/2026**

Name of Industry / Client: **Paxar Pakistan Pvt Ltd**

Address: **Quaid e Azam Business Park, Sheikhupora**

Nature of Sample: **Ground Water from Bore**

Telephone No.: **---**

Date Sample Received: **01/02/2026** Grab / Composite: **Grab**

Date of Sample Collection: **31/01/2026**

Sample Collected / Sent By: **Mehmood Aslam, Analyst (Field), ESPAK**

Date of Completion of Analysis: **04/02/2026**

S. No	Parameters	Limit Values (DW-PEQS)	Concentration	Method / Equipment Used	Remarks
1	Total Coliforms	---	ND	SMWW 9222 B	---
2	Fecal Coliform Bacteria	Must not be detectable in any 100mL sample	ND	SMWW 9222 H	Within Limits
3	E. Coli	Must not be detectable in any 100mL sample	ND	SMWW 9222 H	Within Limits
4	Taste	Non Objectionable / Acceptable	Acceptable	Organoleptic	Within Limits
5	Odor	Non Objectionable / Acceptable	Acceptable	Organoleptic	Within Limits
6	pH*	6.5-8.5	7.4	SMWW 4500H*B	Within Limits
7	Turbidity	<5 NTU	0.2 NTU	SMWW 2130B	Within Limits
8	Color	≤15 TCU	ND	SMWW 2120 C	Within Limits
9	Total Dissolved Solids (TDS)*	<1000 mg/L	316 mg/L	SMWW 2540C	Within Limits
10	Total Hardness as CaCO ₃ *	<500 mg/L	332 mg/L	SMWW 2340C	Within Limits
11	Residual Chlorine	0.2-0.5 mg/L	ND	SMWW 4500-Cl G	Within Limits
12	Chloride (as Cl ⁻)*	<250 mg/L	43 mg/L	SMWW 4500Cl*B	Within Limits
13	Fluoride (F ⁻)*	≤1.5 mg/L	0.2 mg/L	U.S. EPA 9214	Within Limits
14	Cyanide (CN ⁻)	≤0.05 mg/L	ND	SMWW 4500 CN* F	Within Limits
15	Nitrate (NO ₃ ⁻)	≤50 mg/L	ND	SMWW 4500NO ₃ * B	Within Limits
16	Nitrite (NO ₂ ⁻)	≤3 mg/L	ND	SMWW 4500NO ₂ * B	Within Limits
17	Phenolic Compounds (as Phenols)	NGVS	ND	SMWW 5530 C	---
18	Aluminum (Al)	≤0.2 mg/L	ND	SMWW 3111	Within Limits
19	Antimony (Sb)	≤0.005 mg/L	ND	SMWW 3111	Within Limits
20	Arsenic (As)	≤0.05 mg/L	ND	SMWW 3114 B	Within Limits
21	Barium (Ba)	0.7 mg/L	ND	SMWW 3111	Within Limits
22	Boron (B)	0.3 mg/L	ND	SMWW 4500-B B	Within Limits

Page 1 of 2

Lahore Office
Office No. 731,
Block - 2, Sector D1,
Shah Jilani Road, Township
Lahore, Pakistan.
Tel: +92 (42) 3515 4015-16

Islamabad Office
Office No. 314, 3rd
Floor, Gulberg Empire,
Gulberg Greens,
Islamabad, Pakistan.
Tel: +92 (51) 5915060

Peshawar Office
Unit No. 43-TF,
Dean's Trade Center
Sadar Cantt,
Peshawar, Pakistan.
Tel: +92 312 0849999



CHEMICAL ANALYSIS TEST REPORT (GROUND WATER)



Reference Number: **ESPAK/00078P/26/GW/00727/00066** Date: **04/02/2026**
 Name of Industry / Client: **Paxar Pakistan Pvt Ltd**

S. No	Parameters	Limit Values (DW-PEQS)	Concentration	Method / Equipment Used	Remarks
23	Cadmium (Cd)	0.01 mg/L	ND	SMWW 3111	Within Limits
24	Chromium (Cr)	≤0.05 mg/L	ND	SMWW 3111	Within Limits
25	Copper (Cu)	2.0 mg/L	ND	SMWW 3111	Within Limits
26	Lead (Pb)	≤0.05 mg/L	ND	SMWW 3111	Within Limits
27	Manganese (Mn)	≤0.5 mg/L	ND	SMWW 3112	Within Limits
28	Mercury (Hg)	≤0.001 mg/L	ND	SMWW 3111	Within Limits
29	Nickel (Ni)	≤0.02 mg/L	ND	SMWW 3111	Within Limits
30	Selenium (Se)	0.01 mg/L	ND	SMWW 3114 B	Within Limits
31	Zinc (Zn)	5.0 mg/L	ND	SMWW 3111	Within Limits

DW-PEQS: Punjab Environmental Quality Standards for Drinking Water, 2016

SMWW: Standard Methods for the Examination of Water and Waste Water, American Public Health Association, American Water Works Association, Water Environment Federation

USEPA: United States Environmental Protection Agency

ND: Not Detected

- Laboratory tests and measurements were carried out at $25 \pm 5^\circ\text{C}$ and $\leq 75\%$ Relative Humidity conditions unless required otherwise.
- Uncertainty of Measurement (UoM) data will be provided on request, where available. The statement of conformity, if provided in the report, is based on the decision rule of simple acceptance or rejection with equal shared risk due to measurement uncertainty.

Note:

- The report should be reproduced as a whole and not in parts.
- Only parameters marked with asterisk (*) are ISO 17025:2017 accredited.
- Report Limitation: This report is not valid for court cases.

1. Sample Analyzed By:
 Nageen Arshad (Analyst (Chemical))
 Sumra Manzoor (Analyst (Chemical))
 M. Shahid (Analyst (Chemical))
 Zirwa-tuz-Zahra (Analyst (Chemical))
2. Name of Chief Analyst with Seal: **Muhammad Arfan**
3. Signature of Incharge of the Environmental Laboratory:

Name: **Imran Malik**
 General Manager
 Date: **04/02/2026**



End of Report

ANNEXURE-C

Layout

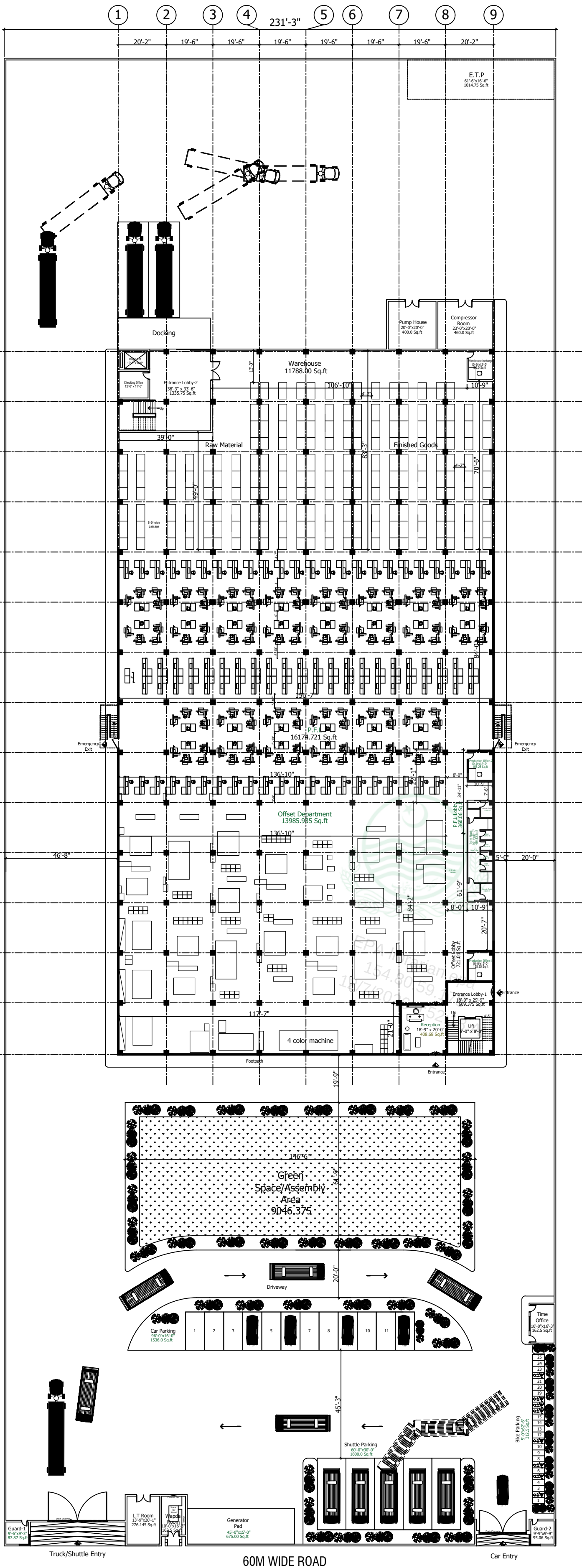


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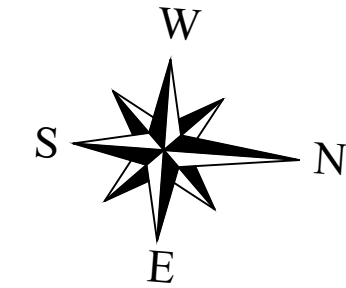
PLOT NO. 149-B

PLOT NO. 165-B

PLOT NO. 167-B



Ground Floor Plan
Scale: 1/8" = 1'-0"



Total Plot Area	=	144176.934	Sq.ft
Total Covered Area \ Built up Area			
Without Parking, Assemble Area & Generator Pad			
Ground Floor	=	49438.318	Sq.ft
First Floor	=	46779.493	Sq.ft
Total Proposed Area	=	96217.811	Sq.ft
Percentage of Builtup Area	=	66.76%	
Description	Dimensions	Areas	
L.T room	13'-0" x 20'-1"	276.145	Sq.ft
Wapda	10'-0" x 16'-3"	162.5	Sq.ft
Time office	10'-0" x 16'-3"	162.5	Sq.ft
Guard-1	9'-6" x 9'-3"	87.87	Sq.ft
Guard-2	9'-9" x 9'-9"	95.06	Sq.ft
E.t.p	61'-6" x 16'-6"	1014.75	Sq.ft
Pump house	20'-0" x 20'-0"	400.0	Sq.ft
Compressor room	23'-0" x 20'-0"	460.0	Sq.ft
Ent. lobby-1	18'-9" x 29'-9"	608.375	Sq.ft
Reception	18'-9" x 20'-0"	408.68	Sq.ft
Production office-1	10'-0" x 12'-0"	155.25	Sq.ft
Offset dept.	136'-10" x 84'-2" 117'-7" x 21'-0"	13985.935	Sq.ft
Offset Lobby	10'-9" x 20'-7" 8'-0" x 61'-9"	721.01	Sq.ft
Production office-2	10'-0" x 12'-0"	155.25	Sq.ft
P.F.L	136'-10" x 22'-1" 156'-7" x 84'-0"	16174.721	Sq.ft
P.F.L Lobby	10'-9" x 7'-6" 8'-0" x 34'-11"	360.06	Sq.ft
Warehouse incharge	10'-0" x 12'-0"	155.25	Sq.ft
Warehouse	39'-0" x 49'-0" 106'-10" x 83'-3" 10'-9" x 70'-6"	11788.00	Sq.ft
Ent. lobby-2	38'-3" x 33'-6"	1335.75	Sq.ft
Toilet Block	10'-4" x 41'-7"	486.83	Sq.ft

CONSULTANT :



mushtaq and bilal
CONSULTING ENGINEERS
304, NOOR ESTATE, SHARAE FAISAL KARACHI-75350
TEL: 0213-4554252, 0213-4537149

PROJECT :



NORTH STAR
AVERY DENNISON

NOTE :

1. CHECK & VERIFY ALL THE DIMENSION AS PER SITE & REPORT ALL THE ERRORS & OMISSIONS TO THE CONSULTANTS.
2. BEFORE EXECUTION DO THE MARKING AS PER DRAWING & VERIFY FROM CONSULTANT.
3. READ THIS DWG. IN CONSTRUCTION WITH OTHERS RELATED DRAWINGS.
4. DO NOT SCALE THE DRAWINGS.

STATUS :

MASTER PLAN

DRAWN :

ANUM

CHECKED :

TEHZEEB

JOB NO :

TITLE :

ARCHITECTURAL DWG
PLOT NO. 166-B

SCALE :

As SHOWN

DATE :

28-10-2025

DRG. NO :

ANNEXURE-D
Approval from PIEDMC



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PUNJAB INDUSTRIAL ESTATES DEVELOPMENT AND MANAGEMENT COMPANY

A Company setup under Section 42 of the Companies Ordinance, 1984 (now Companies Act, 2017)



PIE/MKT/QABP/0042

January 06, 2026

Mr. Danish Mukhtar
M/s. Paxar Pakistan (Pvt.) Ltd.
Retailing Branding and Information Solutions, Plot no 26,
Sector no 24, Korangi Industrial Area Karachi,
Tel: 0300-0804665

Subject: Request for issuance of letter confirming application submission for plot no. 166-B in Quaid-e-Azam Business Park (SEZ)

Dear Sir,

This is with reference to your letter dated 16th December 2025 on the subject stated above.

This is to acknowledge receipt of your SEZ application file, which has been forwarded to our Technical Department for review and evaluation.

Upon completion of the technical assessment, the case will be presented in the upcoming SEZ Committee meeting for further consideration and decision. You will be duly informed of any updates or additional requirements.

Thank you for your cooperation.

Regards


GM (Business Development)

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ANNEXURE-E

Glossary



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CNIC No: 35202-2594832-9

Address: S-09 Tariq Street 7 DHA Phase 7 Extension, Tehsil and District Karachi

BRIEF OUTLINE OF PROJECT

The proposed project, referred to as the “North Site”, involves the installation of additional production lines for Printed Fabric Labels (PFL), Woven Labels, RFID Labels, and Adhesive Labels. The project will incorporate five core technologies, namely RFID, Printed Fabric Label (PFL), Thermal, Flexographic, and Offset printing, to strengthen supply chain solutions for both local and international markets.

The project will be developed at Plot No. 166-B, Quaid-e-Azam Business Park, with a total project area of 144,176.934 square feet. The expansion aims to enhance production capacity and operational efficiency while ensuring compliance with applicable environmental, health, and safety regulations.

Table E-1 Salient Features of the Project

1	Project Title	Establishment of Apparel Solutions (Labels, Tags, Stickers) Facility by M/s Paxar Pakistan Private Limited
2	Proponent	Danish Mukhtar
3	Project Location	Plot No. 166-B, Quaid-e-Azam Business Park
4	Co-ordinates	31°43'55.40"N 74° 3'6.19"E
6	Land Use in Surrounding of area North: South: East: West:	North: Access Road South: Nishat Packaging East: Open Land West: Open Land
7	Total Area	144176.934 SFT
8	Cost of Project	PKR 2.15 billion
9	Water Source	Ground Water
10	Status of Project	Pre-Construction
11	Nature of Area	Barren Land

Glossary

Air quality	Measurement of the pollutants in the air; a description of healthiness and safety of the atmosphere.
Area	Area is the quantity that expresses the extent of a two-dimensional figure or shape, or planar lamina, in the plane.
Compensation	Includes cash payment, deferred payment, a bond, an insurance policy, stipend, payment in kind, rendition of services, grant of privileges and disturbance money, entitlement to special treatment by government and semi government entities, grant of alternative land, grant of import licenses and business, trade and commercial facilities in addition to the rehabilitation and resettlement of an affected person.
Consultation	Consultation refers to two-way transfer of information or joint discussion between project staff and the affected population. Systematic consultation implies a sustained and rigorous sharing of ideas. Bank experience shows that consultation often yields the best resettlement alternatives, fruitful procedures for continued participation, and independent information on actual conditions for implementation.
Coordinates contaminate	Each of a group of numbers used to indicate the position of a point, line, or plane to make impure, pollute
Disclosure	The action of making new or secret information known
Disruption	Disturbance or problems which interrupt an event, activity, or process.

Environmental Management	Attempt to control human impact on and interaction with the environment in order to preserve natural resources
Evaluation	The making of a judgment about the amount, number, or value of something; assessment.
Ground water	Aquifers currently being used as a source of drinking water or those capable of supplying a public water system. They have a total dissolved solid content of 10,000 milligrams per liter or less, and are not "exempted aquifers.
Hazardous	Substance or material, which could adversely affect the safety of the public, handlers or carriers during transportation
Impact	Effect on someone or something
Land acquisition	The process whereby a person is compelled by a public agency to cede all or part of the land a person owns or possesses, to the ownership and possession of that agency, for public purpose in return for compensation.
Mitigation	The action of reducing the severity, seriousness, or painfulness of something
Occupational health	Maintenance of the highest degree of physical, mental and social well-being of workers in all occupations by preventing departures from health, controlling risks and the adaptation of work to people, and people to their jobs
Project area	The area specified by the funding and/or implementing agency according to the official gazette notification and includes the areas within the administrative limits of the provincial government.

Proponent	A person who advocates a theory, proposal, or course of action.
Scope	The extent of the area or subject matter that something deals with or to which it is relevant
Social Environment	It includes the culture that the individual was educated or lives in, and the people and institutions with whom they interact.
Stakeholders	Include affected persons and communities, proponents, private and public businesses, NGOS, host communities and EPA.
Topography	Details of the surface features of land. It includes the mountains, hills, creeks, and other bumps and lumps on a particular hunk of earth.



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ANNEXURE-F

List of Abbreviation



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List of Abbreviation

BHU	Basic Health Unit
EA	Environmental Approval
EHS	Environment, Health & Safety
EIA	Environmental Impact Assessment
EMMP	Environmental Management & Monitoring Plan
EMP	Environmental Management Plan
EPA	Environmental Protection Agency
EPCCD	Environmental Protection & Climate Change Department
ERP	Emergency Response Plan
ERT	Emergency Response Team
ETP	Effluent Treatment Plant
IEE	Initial Environment Examination
LESCO	Lahore Electric Supply Company
M & E	Monitoring & Evaluation
NEQS	National Environmental Quality Standards
OHS	Occupational Health & Safety
PEPA	Punjab Environmental Protection Act
PEQS	Punjab Environmental Quality Standards
PFL	Printed Fabric Label
PM	Particulate Matter
PPEs	Personal Protection Equipment
QABP	Quaid e Azam Business Park
RFID	Radio Frequency Identification
SWMP	Solid Waste Management Plan
TMA	Tehsil Municipal Authority
UNCED	United Nations Conference on the Environment and Development

ANNEXURE-G

Terms of Reference



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Term of References

1. The Proponent is required to carry out an Environment Assessment Study of the Project as required under section 12 of Pakistan Environmental Protection Act 1997/ Punjab Environmental Protection Act 2012.
2. The Study should be comprehensive and should cover all aspects which are envisaged under the relevant national and provincial's laws & regulations including but not limited to:
 - Identification and recommendation for suitable solution/treatment/mitigation measures of emissions and effluents such as waste water and sludge etc. in accordance with Punjab Environmental Quality Standards (PEQS).
 - Identification and recommendation for suitable solution/treatment/mitigation measures of solvents, oils (tar), hazardous waste, organic compounds, steam, flue gases, particulate matter and chemical compounds harmful for the environment and other substances leading to air, noise, water and soil pollution in accordance with PEQS.

The Study should be acceptable to the relevant national and/or provincial authorities (relevant authorities) in Punjab

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ANNEXURE-H

Public Consultation



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PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE LIMITED"

Name:	Babar Ali
Residence:	Rajapur
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☒	☐	☐	☐	☐
Will the project help to improve the living standards of the area?	☒	☐	☐	☐	☐
Will the project affect the environment of the area?	☐	☐	☒	☐	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☒	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☐	☒	☐
Will the project promote social and economic development in the area?	☒	☐	☐	☐	☐

Signature of Interviewed

بابر علی

Signature of Interviewer

[Signature]

PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE LIMITED"

Name:	Vishal Maseeh
Residence:	Sheikhupura
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☒	☐	☐	☐
Level of satisfaction?	☐	☒	☐	☐	☐
Will the project affect the plant species of the area?	☐	☒	☐	☐	☐
Will the project cause any type of pollution in the area?	☐	☒	☐	☐	☐
Will the project promote social and economic development in the area?	☐	☒	☐	☐	☐

Signature of Interviewed

Vishal

Signature of Interviewer

[Signature]

**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

Name:	<i>Qaiser Ali</i>
Residence:	<i>Sheikhupura</i>
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☒	☐	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☐	☒	☐	☐
Level of satisfaction?	☐	☐	☒	☐	☐
Will the project affect the plant species of the area?	☐	☐	☐	☒	☐
Will the project cause any type of pollution in the area?	☐	☒	☐	☐	☐
Will the project promote social and economic development in the area?	☐	☒	☐	☐	☐

Signature of Interviewed

Qaiser

Signature of Interviewer

[Signature]

PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE LIMITED"

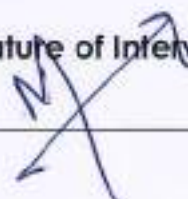
Name:	M. Ashraf
Residence:	Multan
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	Factory worker

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☐	☒	☐	☐
Level of satisfaction?	☐	☒	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☒	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☐	☒	☐
Will the project promote social and economic development in the area?	☐	☒	☐	☐	☐

Signature of Interviewed



Signature of Interviewer



**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

Name:	Mr. Ashraf
Residence:	Khairpur
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	Labour

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☒	☐	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☒	☐	☐	☐
Level of satisfaction?	☐	☒	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☐	☒	☐
Will the project cause any type of pollution in the area?	☐	☐	☐	☒	☐
Will the project promote social and economic development in the area?	☐	☒	☐	☐	☐

Signature of Interviewed

Ashraf

Signature of Interviewer

[Signature]

PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE LIMITED"

Name:	<i>Mt. Nisam</i>
Residence:	<i>Boreguala</i>
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	<i>Labour</i>

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☒	☐	☐	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☒	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☒	☐	☐
Will the project promote social and economic development in the area?	☐	☒	☐	☐	☐

Signature of Interviewed

[Signature]

Signature of Interviewer

[Signature]

PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE LIMITED"

Name:	Zabeer Ahmed
Residence:	Channawali
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	Driver

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☒	☐	☐	☐	☐
Will the project help to improve the living standards of the area?	☒	☐	☐	☐	☐
Will the project affect the environment of the area?	☒	☐	☐	☐	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☒	☐	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☒	☐	☐
Will the project promote social and economic development in the area?	☐	☐	☒	☐	☐

Signature of Interviewed

Zabeer Ahmed

Signature of Interviewer

[Signature]

**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

Name:	Zam ul Abidin
Residence:	Mazur Garh
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	Student

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☐	☐	☒	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☐	☒	☐
Will the project cause any type of pollution in the area?	☐	☐	☐	☒	☐
Will the project promote social and economic development in the area?	☐	☒	☐	☐	☐

Signature of Interviewed

Zam ul Abidin

Signature of Interviewer

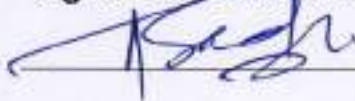
[Signature]

**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

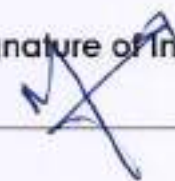
Name:	M. Asad
Residence:	124/2 Jangarh
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	Labor

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☒	☐	☐	☐
Level of satisfaction?	☐	☒	☐	☐	☐
Will the project affect the plant species of the area?	☐	☒	☐	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☒	☐	☐
Will the project promote social and economic development in the area?	☐	☐	☒	☐	☐

Signature of Interviewed



Signature of Interviewer



**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

Name:	<i>M. Imtiaz</i>
Residence:	<i>Rahim Yar Khan</i>
Gender:	☐ Male ☐ Female
Qualification:	
Profession:	

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☐	☒	☐	☐	☐
Will the project affect the environment of the area?	☐	☒	☐	☐	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☐	☐	☒
Will the project cause any type of pollution in the area?	☐	☐	☐	☐	☒
Will the project promote social and economic development in the area?	☒	☐	☐	☐	☐

Signature of Interviewed

Imtiaz

Signature of Interviewer

[Signature]

**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

Name:	<i>Mr. Shehzad</i>
Residence:	<i>Rahim Yar Khan</i>
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☒	☐	☐	☐	☐
Will the project help to improve the living standards of the area?	☒	☐	☐	☐	☐
Will the project affect the environment of the area?	☒	☐	☐	☐	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☒	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☒	☐	☐
Will the project promote social and economic development in the area?	☒	☐	☐	☐	☐

Signature of Interviewed

Signature of Interviewer

**PUBLIC CONSULTATION / STAKEHOLDER PARTICIPATION
REGARDING EIA OF "M/S PAXAR PAKISTAN PRIVATE
LIMITED"**

Name:	M. Zahid
Residence:	Almool Pura Sharqia
Gender:	☒ Male ☐ Female
Qualification:	
Profession:	

	Strongly Agree	Agree	No Comments	Disagree	Strongly Disagree
Are you in favor of project?	☐	☒	☐	☐	☐
Will the project help to improve the living standards of the area?	☒	☐	☐	☐	☐
Will the project affect the environment of the area?	☒	☐	☐	☐	☐
Level of satisfaction?	☒	☐	☐	☐	☐
Will the project affect the plant species of the area?	☐	☐	☒	☐	☐
Will the project cause any type of pollution in the area?	☐	☐	☒	☐	☐
Will the project promote social and economic development in the area?	☒	☐	☐	☐	☐

Signature of Interviewed

[Signature]

Signature of Interviewer

[Signature]

ANNEXURE-I
Undertaking for Wastewater and
Tree Cutting

EPA librarian.epa
154.80.59.175
12/7/2026 9:52:18 AM

MUBARIK 19.10.2007
Ferozpur Road Lahore



Scan for online verification

CERTIFICATE OR OTHER DOCUMENT:19
Environmental services Pakistan Pvt Ltd[10000-0000000-0]
Environmental services Pakistan Pvt Ltd
Sgt
Lahore
31-JAN-2025 2:46:03 PM
7-FEB-2025
One Hundred Rupees Only
CERTIFICATE OR OTHER DOCUMENT
MCDARSAKALI / PG-LHR-457 / FERGEPUR ROAD



ATTESTED:
MUHAMMAD HANIF
Oath Commissioner
Advocate of the Court Lahore

وہ شہر ان کے لئے ایک ایسا مرکز بن گیا جسے ان کے لئے ایک ایسا ہی مرکز بن گیا۔ ان کے لئے ایک ایسا ہی مرکز بن گیا۔ ان کے لئے ایک ایسا ہی مرکز بن گیا۔

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Dated: ---/---/2026

John

Cluster Head of OPS (PAK, UAE, MAU)
CNIC: 35202-2594832-9