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BOSS TEXTILE
COMPANY PROFILE

2026

Building Apparel
Building Partnerships
Building Futures

OEM & Private Label Manufacturer

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WHO WE ARE

BOSS Textile Industries is an emerging apparel manufacturing venture being developed as part of BOSS Group, a diversified business group with decades of experience across manufacturing, consumer goods, retail, and industrial solutions.

We are currently in the building phase of our textile operations, focused on developing strong foundations in apparel manufacturing, sourcing, production systems, and export-oriented capabilities.

Our goal is simple and long-term: to become a reliable, quality-driven apparel manufacturing partner for global and domestic brands through consistency, responsibility, and continuous improvement.

Manufacturing is not only about production. It is about trust, long-term relationships, and value creation for customers.

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ABOUT BOSS GROUP

A Journey of Diversification & Growth

BOSS Textile Industries is part of BOSS Group, a multi-industry business group built over time through gradual expansion across manufacturing, retail, and consumer sectors.

Our journey reflects steady growth, operational learning, and diversification across industries aligned with market needs.

BOSS GROUP - STRENGTH BEHIND THE VISION

3,500+
EMPLOYEES

80+
COMPANY-OPERATED OUTLETS

500+
DEALERS

180+
DISTRIBUTORS

5,000+
RETAIL SHOPS IN NETWORK

2.5M
STUDENTS · EDUCATION IMPACT AMBITION

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OUR GUIDING PRINCIPLES

Inspired by Surah Al-Asr

Faith, righteous deeds, truth and patience: the timeless principles that shape how we lead, how we work and how we serve our communities.

FAITH | GOOD DEEDS | TRUTH | PATIENCE

BOSS GOUP VISION & MISSION

Faith, truth and responsibility at the heart of everything we build

OUR VISION

To be a globally respected Pakistani business group, guided by faith, truth and responsibility creating opportunities, helping others succeed and building a sustainable future for generations to come.

OUR MISSION

To build responsible businesses that deliver quality, innovation and lasting value. Guided by the principles of Surah Al-Asr, we strive to create meaningful employment, support education and skills development, empower our people and partners, and protect the environment. We uphold honesty, fulfil our responsibilities, and work with patience and perseverance to serve our communities.

LEADERSHIP MESSAGE

Words from the people guiding our journey



CEO BOSS TEXTILE MESSAGE

A Vision Beyond Manufacturing

Our ambition is not simply to manufacture garments it is to build a globally respected apparel enterprise that represents the talent and industrial potential of Pakistan. Backed by the strength of BOSS Group and its 3,500+ employees, we are building on three commitments: customer success, operational excellence and responsible growth. Our long-term goal is a billion-dollar global apparel business by 2050, driven by innovation, international partnerships and continuous investment in people an institution that creates lasting value.

Fazal Ellahi
Chief Executive Officer, BOSS Textile Industries

CHAIRMAN'S MESSAGE

Purpose Beyond Business

At Boss Group, our purpose extends beyond building successful businesses we aspire to create opportunities, improve lives and help others succeed. Our family philosophy is rooted in Surah Al-Asr: faith, righteous deeds, and encouraging one another towards truth and patience. Through meaningful employment, education, skills development and care for the environment, we strive to create lasting value for our communities and represent Pakistan with pride. May Allah guide us to serve with sincerity and make our work a source of benefit for others.



Muhammad Azam
Chairman, Boss Group of Companies

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GROUP TIMELINE

1993 Boss Home and Office Ideas

The journey began with Boss Home and Office Ideas, a furniture business built on quality, durability, and customer trust. Over time, it evolved into a nationwide operation and expanded into selected international markets, reflecting early export experience in furniture manufacturing.

700+ Sales Partners | 60 Company-Operated Outlets | 2,000+ SKUs

2001 Boss Home Expansion

We expanded into home appliances through Boss Home, strengthening our presence in household consumer products. This phase helped build experience in product distribution, supply chain systems, and retail networks.

400+ Distributors | 50+ SKUs

2010 Trepak

We entered the industrial and packaging ecosystem with Trepak, focusing on trading and solutions in aseptic packaging and dairy & beverage processing systems. This expansion introduced us to industrial clients and regional international markets.

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GROUP TIMELINE

2015 Sahoolatkar Retail

We launched Sahoolatkar to strengthen direct-to-consumer retail operations in home appliances. With company-operated outlets across Pakistan, this phase deepened our understanding of retail experience and customer engagement.

2020 Hamme Naturals

We entered the health and beauty sector with Hamme Naturals, a consumer-focused personal care brand. The brand has grown through nationwide distribution and expansion into international markets, strengthening our experience in FMCG manufacturing, branding, and retail supply chains.

2024 Boss Textile Industries

Building on decades of business and manufacturing experience, we launched Boss Textile Industries as an export-oriented apparel manufacturing venture. This marks our entry into the global textile supply chain with a long-term focus on capability building and strategic partnerships.

Developing capabilities in:

- Apparel Manufacturing
- Activewear & Sportswear
- Workwear Solutions
- Private Label Production
- OEM & CMT Services

BOSS TEXTILE VISION & MISSION

Vision

To become a $1 billion global apparel manufacturing enterprise by 2040.

To establish Pakistan as a globally respected destination for innovative, sustainable and high-quality apparel manufacturing, connecting international brands with responsible production, advanced technology and exceptional customer experience.

Mission

To empower global apparel brands through innovative, end-to-end manufacturing solutions that combine product development, material innovation, precision manufacturing, and internationally recognized quality standards.
We are committed to delivering exceptional value through competitive pricing, consistent quality, reliable delivery, transparent supply chains, and responsible practices.

Driven by innovation and operational excellence, we aim to build lasting partnerships while investing in our people, communities, and the future of Pakistan's textile industry.

Our Operating Commitments

- Quality: Target 98%+ first-pass quality acceptance.
- Delivery: Achieve 95%+ on-time delivery performance.
- Customer Service: Maintain a 24-hour initial response standard.
- Sustainability: sustainability for planet, sustainability for people.
- People: Ensure safe working conditions, continuous training, and career development opportunities.

PURPOSE

We manufacture more than apparel. We create opportunities.
Our purpose is to transform Pakistan's manufacturing potential into global economic value by creating meaningful employment, developing skilled professionals, supporting responsible industrialization and expanding access to education. Business success should be measured not only by revenue and profitability, but by the opportunities we create and the impact we leave for future generations.

This aligns with BOSS Group's wider ambition to support education for 2.5 million underprivileged students.

THE MEANING BEHIND BOSS

"Customer is the Boss"

At BOSS Textile Industries, our philosophy is rooted in one idea: the customer is the foundation of every decision we make. We exist to serve, support, and grow with our customers.

This mindset drives us to:

- Understand before we act
- Improve continuously
- Deliver responsibly
- Build partnerships, not transactions

Because at BOSS Textile Industries,
the Customer is the Boss.

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CORE VALUES

Customer First - Partnership Beyond Production 01
We prioritize customer success, build trust and work as an extension of our customers' businesses.

Quality Without Compromise 02
Quality is built into every process, from fabric inspection and development through stitching, finishing and delivery.

Sustainability With Accountability 03
We seek measurable environmental performance, ethical sourcing, worker protection and transparency.

Innovation & Continuous Improvement 04
We embrace AI, automation, digital development, data-driven decisions and process improvement.

People, Learning & Empowerment 05
We invest in skills, leadership, wellbeing and opportunity.

Integrity & Transparency 06
We uphold honest communication, ethical business, compliance and accountability.

Ownership & Operational Excellence 07
We take responsibility for outcomes, eliminate waste and build repeatable, efficient systems.

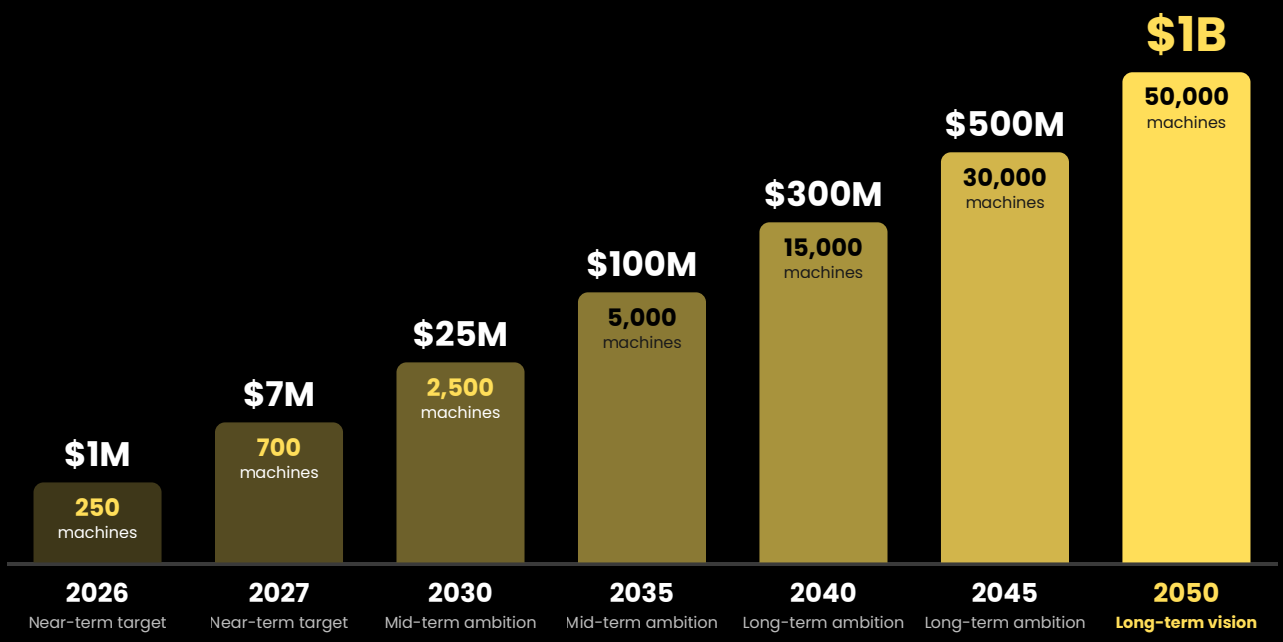
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STRATEGIC GROWTH AMBITIONS

From 250 machines to 50,000 - and a $1 billion vision

Moving from $7 million in 2027 to $1 billion in 2050 implies approximately 24% compound annual growth, powered by a production base growing from 250 to 50,000 machines.

REVENUE & MACHINE CAPACITY ROADMAP



~24%
compound annual growth ambition, 2027–2050

50,000
machines targeted by 2050 — 200× our 2026 production base

7 Regions
GCC · Africa · Europe · UK · North America · Australia · New Zealand

MANUFACTURING & MARKET DIRECTION

Scale
Expanding from 250 machines in 2026 to 50,000 machines by 2050.

Categories
Workwear, activewear, sportswear, fashion apparel, teamwear, combat sports apparel, uniforms and related garments.

Target Markets
GCC, Africa, Europe, United Kingdom, North America, Australia and New Zealand.

Technology
AI-enabled planning, digital product development and manufacturing automation.

Sustainability
Emissions measurement, traceability and responsible sourcing.

Commercial Strategy
Multi-year brand partnerships and end-to-end customer solutions.

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SUSTAINABILITY COMMITMENT

Responsible for the Planet. Responsible for People.

Sustainability is not simply a compliance requirement; it is a fundamental part of how we operate, innovate and grow. Our two-pillar strategy seeks long-term value for customers, employees, communities and future generations.



Energy
Efficient & Renewable

Emissions
Measure, Reduce & Improve

Materials
Responsible Sourcing

Waste
Reduce, Reuse & Recycle



Empowerment
Creating Opportunities

Health & Wellbeing
People Come First

Fairness & Respect
An Inclusive Workplace

CSR
Education & Healthcare

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2030 TARGETS

Measurable commitments across both pillars

Base Year: FY 2025-26 **Target Year: 2030**

All targets are measured against our FY 2025-26 baseline.

AREA	OUR COMMITMENT	2030 TARGET
PILLAR ONE - RESPONSIBLE FOR THE PLANET		
Energy Efficient & Renewable	Improve energy efficiency, explore renewable energy and progressively reduce energy use per garment.	**30%** lower energy consumption per garment
Emissions Measure, Reduce & Improve	Measure Scope 1, Scope 2 and relevant Scope 3 greenhouse gas emissions; reduce carbon intensity throughout the value chain.	**40%** lower Scope 1 & 2 emissions intensity
Materials Responsible Sourcing	Promote responsibly sourced, recycled and certified materials; improve utilization, traceability, durability and circular design.	**50%** of materials from verified preferred or certified sources
Waste Reduce, Reuse & Recycle	Minimize cutting waste, segregate waste streams and establish responsible recovery and recycling channels.	**90%** of non-hazardous production waste diverted from landfill
PILLAR TWO - RESPONSIBLE FOR PEOPLE		
Empowerment Creating Opportunities	Invest in employee education, technical training, leadership, women's participation and advancement.	**100%** of employees receive annual skills & development training
Health & Wellbeing People Come First	Promote safe workplaces, occupational health, preventive healthcare and physical and mental wellbeing.	**Zero** fatalities; continued reduction in workplace injuries
Fairness & Respect An Inclusive Workplace	Ensure equal opportunity, merit-based recruitment and advancement, fair treatment, dignity, non-discrimination and protection from harassment.	**100%** workforce coverage by conduct, grievance & anti-harassment policies
CSR Education & Healthcare	Support education, scholarships, skills development, healthcare access, medical support and community partnerships, aligned with the group's 2.5 million student education ambition.	**Annual** education & skills initiatives, plus employee & community healthcare initiatives

OUR SUSTAINABILITY PROMISE

Better Apparel. Better Planet. Better Lives.

We envision a future where every garment contributes to a more responsible industry - one that conserves resources, protects the environment, respects human dignity and creates meaningful opportunities.

COLLABORATING FOR A LOWER-CARBON FUTURE

Handin handwithArbor.
Turning carbon insight into informed action.

arbor.eco

BOSS Textile Industries is working hand in hand with Arbor to bring product carbon measurement into our apparel manufacturing journey. Our aim is to combine manufacturing knowledge with carbon insights to support more informed choices for our customers.

OUR COLLABORATION FOCUS

01 → 02 → 03

MEASURE
Build garment-level carbon footprints across defined life-cycle stages.

UNDERSTAND
Identify emissions hotspots in materials, production and transport.

IMPROVE
Evaluate lower-carbon choices and track progress against a baseline.

CLEARER DATA. BETTER DECISIONS.

Together, we aim to help brand partners understand product emissions, identify practical reduction opportunities and communicate their progress with clear, documented information.

Measure with purpose.
Grow responsibly.

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PRODUCT CATEGORIES

Built for performance. Made for your brand.

We are building capabilities to serve a wide range of apparel and sporting-goods segments - from performance and combat sports to outerwear, workwear and accessories. Every category is available for OEM and private-label production.



ACTIVE WEAR



BOXING EQUIPMENT



BOXING WEAR



MMA WEAR



SPORTS WEAR



OUTER WEAR



WORK WEAR



BAGS

OEM & Private Label - Built to Your Brand Standards.

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BRAND EXPERIENCE OF OUR TEAM

Trusted Exposure Across Global Sports & Apparel Brands

The international sports and apparel brands our team has gained exposure to - experience that shapes the quality standards we work to every day.

hummel
adidas
molten
umbro
Joma
TEAM SPORTIA
CENTURY
ALCORTE SPAIN
FILA
Franklin
uhlsport
CHAMPRO
ALL SPORT AMERICA
ALL STAR AMERICA
DEVENTRADE BV

All brand names and logos are trademarks of their respective owners.

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MANUFACTURING PROCESS WITH QUALITY ASSURANCE

Quality you can trust, every time

At BOSS Textile Industries, quality is not an act — it is a system. From concept to delivery, we follow a structured quality assurance process supported by inspection, testing and production control.





OUR 8-STEP PROCESS

01 ORDER RECEIPT

- Official order received
- Requirements reviewed
- Timelines & specifications confirmed

02 SAMPLE & PATTERN DEVELOPMENT

- Pattern making
- Prototype sample
- Fit & construction approval

03 DESIGN & ENGINEERING

- Technical design
- Measurement specs
- Grading & size chart
- BOM (Bill of Materials)

04 PRE-PRODUCTION SAMPLE

- Proto / PP sample
- Fit, look & construction
- Approval before bulk production

05 MATERIAL & TRIM APPROVAL

- Approved materials sourced
- Lab testing of fabrics & trims
- Approval for bulk use

06 BULK PRODUCTION WITH INLINE QC

- Skilled workforce
- In-line quality checks
- Defect prevention at every stage

07 FINAL INSPECTION & TESTING

- AQL-based inspection
- Lab tests on final products
- Dimensional checks

08 PACKING & DISPATCH

- Packing to buyer standards
- Final audit & documentation
- On-time shipment

From Concept to Delivery - Quality at Every Step.

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LAB TESTING & QUALITY VERIFICATION

Testing that protects performance, safety and compliance

At BOSS Textile Industries, our quality assurance process is supported by comprehensive fabric and product testing. These laboratory tests confirm performance, durability, safety and compliance — so our partners receive products they can trust, every time.

TESTING CAPABILITIES

ECO-FRIENDLY TESTS

Compliance with REACH, OEKO-TEX and ZDHC restricted-substance standards.

FABRIC COMPOSITION

Verifies fiber content for accurate labelling, performance and compliance.

WASH TEST

Checks shrinkage, color bleeding and appearance after repeated washing.

COLOR FASTNESS

Ensures color resistance to washing, light, rubbing and perspiration.

TENSILE STRENGTH

Measures fabric strength and durability under stress and load.

PILLING TEST

Evaluates the fabric surface's resistance to pilling and fuzzing.

SEAM STRENGTH

Checks stitch durability and seam performance under tension.

pH TEST

Ensures fabric is safe for skin with a balanced pH level.

OUR QUALITY PROMISE

Testing is built into every stage of our production process - from incoming fabric inspection to final product verification. Each result is documented for full traceability, helping ensure that every order meets agreed specifications, international safety requirements and our partners' brand standards. Consistent quality is not an extra step at BOSS Textile - it is how we manufacture.

Tested. Verified. Trusted.

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COMPLIANCE & CERTIFICATIONS

International standards for quality, people and planet

Responsible manufacturing begins with internationally recognized standards, ethical practices, product safety and transparent operations. BOSS Textile's certification strategy is designed to support quality, environmental responsibility, worker wellbeing and global supply-chain compliance.

CERTIFICATION FRAMEWORK

Quality, Environment & Safety

- ISO 9001 — Quality Management
- ISO 14001 — Environmental Management
- ISO 45001 — Occupational Health & Safety
- ISO 14067 — Product Carbon Footprint

Social Compliance

- WRAP — Responsible Production
- Sedex SMETA — Ethical Trade Audit
- amfori BSCI — Social Compliance Audit

Responsible Materials

- GRS — Global Recycled Standard
- RCS — Recycled Claim Standard
- OCS — Organic Content Standard

Product Safety & Chemicals

- OEKO-TEX Standard 100 — Product Safety
- ZDHC — Chemical Management
- CE Marking — Where applicable
- AZO-Free — Dye Compliance

OUR COMPLIANCE COMMITMENT

At BOSS Textile Industries, compliance is more than a requirement - it is the foundation of trust. We are building a responsible apparel manufacturing ecosystem guided by internationally recognized standards in quality, environmental management, occupational health and safety, ethical labor practices, product safety and material traceability. Through continuous improvement, independent assessments and transparent reporting, we aim to provide global customers with reliable, responsible and future-ready manufacturing solutions.

Globally Aligned. Ethically Driven. Quality Assured.

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OUR GLOBAL FOOTPRINT

From Sialkot to the world

From our base in Sialkot, Pakistan, we connect with partners across key international markets in the Middle East, Africa, Europe, North America and Oceania.



HEADQUARTERS & MANUFACTURING
Sialkot, Pakistan

INTERNATIONAL OFFICE
Calgary, Canada

08	05	02
REGIONS	CONTINENTS	OFFICES

MADE IN PAKISTAN · MADE FOR THE WORLD

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BUILDING WITH PURPOSE. GROWING WITH INTEGRITY.

BOSS Textile Industries is at the beginning of its journey.

We are building a company rooted in customer-centricity, operational discipline, responsible growth and long-term partnerships.

OUR COMMITMENT

While our capabilities are still evolving, our commitment remains constant — to create value, earn trust and grow alongside the customers we serve. Because when our customers grow, we grow.

AND BECAUSE AT BOSS TEXTILE INDUSTRIES,

THE CUSTOMER IS THE BOSS.

GET IN TOUCH

PAKISTAN OFFICE
4 km Sambrial Road, Adamkey Cheema,
Daska, Sialkot 51310, Pakistan

CANADA OFFICE
21 Cranbrook Rise SE, Calgary,
Alberta T3M 2S8, Canada

PHONE
+92 323 2899999

WEBSITE
www.bosstextileindustries.com