



ALI HYDER MUGHAL

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Summary

Accomplished Compliance, Quality, and Sustainability Manager with over 17 years of experience across the cement, glass, packaging, textile, and oleochemicals industries. Expert in implementing and maintaining regulatory compliance systems, ISO standards (9001, 14001, 45001, 22000, 22716, 15378), and sustainability frameworks, including SEDEX, ECOVADIS, ISCC, RSPO, and CDP. Demonstrated success in driving regulatory excellence, risk mitigation, internal audits, environmental management, and corporate governance, while promoting ethical, safe, and sustainable operations.

Skills

- Regulatory compliance
- Risk assessment
- Environmental reporting
- Audit management
- Policy development
- Stakeholder engagement

Experience

Gamalux Oleochemicals Ltd | Dec 2024 – Present

Manager Compliance

12/2024 - Current

Regulatory compliance.

- Manage full-spectrum compliance: Environmental, Health & Safety, Labor, Legal, and ISO Standards.
- Oversee multiple global frameworks (SEDEX, ISCC, CDP, ECOVADIS, ETI Codes, M2030), ensuring certification readiness.
- Conduct risk assessments, internal audits, and implement CAPA to sustain regulatory alignment.
- Liaise with authorities to obtain licenses, permits, and NOCs, and manage SEPA approvals, and environmental reporting.
- Deliver training programs on compliance, QMS, ethics, and sustainability.
- Lead sustainability reporting, KPI tracking, and continuous improvement initiatives.

Head of Compliance. | Ghani Glass Ltd. - II | 2014 – 2024

- Directed company-wide compliance with legal, environmental, labor, and ISO standards.
- Established comprehensive compliance policies, improving audit outcomes, and stakeholder confidence.
- Led internal and external audits (customer, vendor, SEDEX, ECOVADIS, sustainability).
- Enhanced waste management, HSE practices, and regulatory conformance.
- Conducted workforce training to strengthen compliance awareness and safety culture.

Assistant Manager, Compliance | ASA Printing Press Pvt. Ltd. | 2012 – 2014

- Supported QMS and compliance documentation under ISO requirements.
- Monitored quality audits across printing and packaging lines.
- Reported nonconformities, managed CAPA, and assisted in supplier audits.

Education and Training

- Sindh Institute of Management & Technology | Karachi
- MBA** in Supply Chain Management
- **Master's in Criminology (Law)** – University of Karachi
 - **Diploma, Certified Quality Assurance Professional** – NED University (2022)
 - **Certified ISO 9001 Lead Auditor** – Exemplar Global (2024)
 - Additional Training: Accident Investigation & Reporting
 - Good Manufacturing Practices (GMP 15378)
 - CSR & ETI Social Compliance
 - RSPO Sustainability Standards
 - Industrial Laws & HSE Awareness

Technical Proficiency

- MS Office (Excel Dashboards, Pivot Reporting)
- ERP Systems
- SEDEX and ECOVADIS Portals
- Regulatory Trackers
- Audit and Training Calendars
- Data Analytics Tools

Languages

English:	C2	Urdu:	Native
<div><div></div></div> Proficient (C2)		<div><div></div></div> Native	

Key Achievements

- Implemented RSPO certification and introduced sustainability systems from scratch.
- Rebuilt the company's Quality Management System, integrating multi-standard compliance.
- Launched 5S and Kaizen initiatives to boost safety, efficiency, and employee engagement.
- Developed a waste-water refining process, achieving cost reduction and environmental compliance.