



DBL
SUSTAINABILITY



DBL Group



SUSTAINABILITY REPORT 2014-15



DBL Group

CONTENTS

Chairman's message
Materiality test for DBL Sustainability Report
Materiality mapping
Reporting parameters



CHAPTER 01
Sustainability Approach



CHAPTER 02
DBL & Sustainability



CHAPTER 03
Corporate Governance



CHAPTER 04
Economic Performance



CHAPTER 05
Environmental Practices



CHAPTER 06
Social Development



CHAPTER 07
Stakeholder Engagement

CONTENT INDEX

01-04
05-06
07
08

09-16

17-30

31-36

37-42

43-54

55-68

69-86

87-90





Chairman's Message

Dear Stakeholders,

I am extremely delighted to present to you DBL Group's second consecutive Sustainability Report. This report presents our efforts to continue sustainable and ethical business practices as part of our vision to make a visible contribution to the GDP of Bangladesh.

Businesses continue to face increased cost and competition driven by scarcity in all forms of natural resources. Environmental and social factors alike are playing crucial roles in determining the future growth of most companies. Increased awareness on sustainability and responsible business practices are crucial for a company's success in the long run. A changed perspective of the society and environment as the major stakeholders, coupled with innovation, will be the key to success of every business in the next generation. At DBL Group, we are working relentlessly for raising the bars of acceptable standards that impact our major stakeholders. Incorporating sustainability into all our business decisions and into every member of our organization will fulfill our mission of becoming an economically, socially and environmentally sustainable group. We aim to relish the idea of sustainability for generations to come. Our sustainability strategy focuses on five major components which are integrated in the core values of the organization: People, Process, Product, Community and Environment.

INCREASED AWARENESS ON SUSTAINABILITY AND RESPONSIBLE BUSINESS PRACTICES ARE CRUCIAL FOR A COMPANY'S SUCCESS IN THE LONG RUN. A CHANGED PERSPECTIVE OF THE SOCIETY AND ENVIRONMENT AS THE MAJOR STAKEHOLDERS, COUPLED WITH INNOVATION, WILL BE THE KEY TO SUCCESS OF EVERY BUSINESS IN THE NEXT GENERATION.

Since our establishment in 1991, we have come a long way and evolved as a responsible and ethical practitioner in the industry. Full commitment and endeavors led us to be one of the largest composite knit garments and textiles manufacturers and exporters in Bangladesh. Like most companies, we faced a challenging business environment over the previous years amidst the global economic turmoil. We have overcome these challenges with great diligence and have succeeded in continuing our significant contribution to the economy of Bangladesh.

With a skilled and dedicated workforce of over 20,450 people, we are committed to deliver products and services of superior quality and international standards to our customers. We are supplying quality apparels to the renowned retailers and the popular fashion brands across the world, with a total export of the group worth USD 320 million in 2014 fiscal year alone. In recognition of our excellent performance in export, DBL Group has received the 'HSBC Export Excellence Award' in 2013, 2012 and 2009 and The National Export Trophy Award 2010-11. DBL Group has also received the highest rank of recognition in the form of awards and accolades for outperforming in categories such as social and environmental Sustainability, Compliance, CSR, and improving working and living conditions of workers. These recognitions are not only in the national level but the international level as well: DBL Group received the Carbon Performance Improvement Initiative (CPI₂) Top Factory Award, the International Convention of Quality Control Circles (ICQCC) Silver Award and the Textile Institute Sustainability Award.

We believe that creating employment opportunities is the best way to serve the community that we work in. With vast expansions in progress, DBL Group targets to add another 10,000 employment opportunities by 2016. Our expansion plan is very well researched to ensure that the growth is sustainable and ethical from all aspects.

Sizeable portion of DBL's profit is channeled into CSR activities, reflecting our commitment to social development. We provide wide-ranging support in the fields of education and health, especially supporting the General Ward of the Burn Unit at Dhaka Medical College Hospital. We have also contributed to Ahsania Mission Cancer Hospital, Mitford Hospital and BIRDEM Hospital. Our

focus on agricultural ventures to support our own workforce is laudable. DBL Group and its management are actively involved in supporting a large number of education institutions, imparting educations at primary and secondary levels.

We have strong environment friendly practices in place which includes energy efficient machineries and cleaner production. We have the largest Biological Effluent Treatment Plant (ETP) in Bangladesh which is benchmarked by the Department of Environment of Bangladesh to set up other ETPs in the country.

With the success of the Cleaner Production project initiated by IFC (World Bank Group), we have been able to save huge amounts of energy consumption over the years. We have a target to reduce waste, carbon emission, water and energy consumption by up to 25% within 2015 on the baseline of 2011.

In alignment with the 10 principles of UN Global Compact, we are committed to ensure sustainable future for people and environment and to stand against corruption. We have committed ourselves to support the ten principles of the Global Compact. We also respect human rights as part of our commitment to UN Guiding Principles for Business and Human Rights.

In contemplation of the fire incidents prevalent in the garments industry, we have signed a MoU with GIZ and the Bangladesh Fire Service and Civil Defense in order to construct a Mini Fire Brigade in order to attend to any fire within the Kashimpur zone. The foundation stone was laid on 7 October 2015 by H.E. Dr. Gerd Müller, Honorable Federal Minister for Economic Cooperation and Development, Germany, and H.E. Mr. Tofail Ahmed, Honorable Minister of Commerce, Government of Bangladesh.

We are committed to create a platform for ensuring sustainable growth for our company. In this regard, I sincerely thank all our stakeholders for their ongoing understanding, support and faith in our company.



Abdul Wahed
Chairman

Learning is Growing

Sharing is Caring

Most material  Material  Least material  Any impact 1 No impact 0

Category	Aspects	Sustainability impacts, risks, or opportunities
Economic	Economic Performance	1
	Indirect Economic Impacts	1
	Procurement Practices	1
Social	OHS	1
	Equal Remuneration For Men & Women	1
	Supplier Assessment for Labor Practices	1
	Labor Practices Grievance Mechanisms	1
	Local Communities	1
	Compliance	1
Environment	Energy	1
	Water	1
	Emissions	1
	Effluents & Waste	1
	Compliance	1
	Supplier Environmental Assessment	1

	Sustainability interests, topics, & indicators raised by stakeholders	Future challenges for the sector, reported by peers & competitors	Legal compliance	Organizational values, policies & strategies	Total
	1	1	1	1	5
	1	1	1	1	5
	1	0	1	1	4
	1	1	1	1	5
	1	0	1	1	4
	1	1	1	1	5
	1	1	1	1	5
	1	0	0	1	3
	1	1	1	1	5
	1	1	1	1	5
	1	1	1	1	5
	1	1	1	1	5
	1	1	1	1	5
	1	1	1	1	5
	1	0	1	1	4
	1	1	1	1	5

Influence on Stakeholder Assessments & Decisions	Significance of Economic, Social & Environmental Impacts	
	<p>Economic: Procurement Practices</p> <p>Social: Equal Remuneration For Men & Women</p> <p>Environment: Compliance</p>	<p>Economic: Economic Performance Indirect Economic Impacts</p> <p>Social: OHS Supplier Assessment for Labor Practices Labor Practices Grievance Mechanisms Compliance</p> <p>Environment: Energy Water Emissions Effluents & Waste Supplier Environmental Assessment</p>
		<p>Social: Local Communities</p>

REPORTING PARAMETERS: _____

Period:	1 July 2014 to 30 June 2015
Reporting cycle:	Annual
Most recent previous report:	DBL Group Sustainability Report 2013
GRI Guidelines followed:	GRI G4
'In Accordance' option chosen:	In Accordance "Core"
Contact person:	Mohammed Zahidullah Head of Sustainability Mobile: +880 1711 677 626 Email: zahid@dbl-group.com

DEFINING THE REPORT CONTENT AND THE ASPECT BOUNDARIES

The content of the report is based on the social, environment, economic and product sustainability practices at DBL Group. Identifying of the Aspects has been as per the guidelines of Global Reporting Initiative (GRI) and indicators have been selected based on the availability of information on those practices. Some of the sustainability projects of DBL Group are beneficial to the organization itself and some others are benefitting the community as well. We have tried to create meaningful connection between the sustainability practices of DBL Group with the reporting guidelines of GRI.

This is our second reporting on sustainability adhering to the GRI's G4 Sustainability Reporting Guidelines. Through this report we have focused our insights on setting goals, measuring performance and managing change in order to implement better performances. We would like to take our sustainability reporting practice to the next level by continuous improvement in our future endeavors in reporting.

Through this report, DBL Group continues its journey in sustainability reporting on the economic, environmental and social dimensions of its business activities. Through progressive advancement in reporting, DBL Group is committed to report transparently on how it manages its economic, environmental, social, and governance performance.



CHAPTER 1

SUSTAINABILITY APPROACH



Human Development is the base for Sustainable Development.”

Mekelle University, Ethiopia

In regards to business, sustainability has already found its immense importance and this is increasing every day. According to the global survey results obtained by McKinsey & Company¹ CEOs around the world are increasingly prioritizing its significance throughout the years, not only as one of the top three agendas, but also as the most important one. Within the same survey, it was reported that 70% of the manufacturing industries are communicating company's sustainability activities to consumers.

DBL Group has already recognized the significance and hence has continuously adopted sustainable development business practices. These practices have been in line with our organizational core values and our vision to be the leader in its business domain and have a visible contribution to the GDP of Bangladesh. As a leading exporter in the readymade garments (RMG) sector in Bangladesh, this is increasingly important for us. The RMG exports, according to the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and the Export Promotion Bureau (EPB)² amounted to about US\$ 25.5 billion in 2014-15 – with a rise of 4.08% than in 2013-14 – and contributed 81.71% of the total exports: which was 81.13% in the previous financial year and 79.61% in 2012-13. What is more interesting is despite the reduction in the number of factories from 5,876 in 2012-13 to 4,296 in 2014-15, the garments industry continued to boom.



WE BELIEVE THAT TOGETHER WITH OUR EMPLOYEES, CUSTOMERS, BUSINESS PARTNERS AND OTHER STAKEHOLDERS, WE CAN CREATE REAL AND LONG-TERM CHANGES FOR THE WELLBEING OF THE COMMUNITY AND THE ENVIRONMENT.

Sustainability is an ongoing process that requires dedication, cooperation from the senior management and teamwork. DBL Group is attaining sustainable growth through its various CSR and beyond Compliance activities, and is effectively coping up with the constantly changing concepts. We always embrace new ideas to make sustainable choices in everything we do. We believe that together with our employees, customers, business partners and other stakeholders, we can create real and long-term changes for the wellbeing of the community and the environment. And together with our over 20 thousand employees we can extend this impact even further – from improving the livelihood of the internal community to the outside community as well.

¹http://www.mckinsey.com/Insights/Sustainability/Sustainabilitys_strategic_worth_McKinsey_Global_Survey_results, Viewed: 13 May 2015

²http://www.bgmea.com.bd/home/pages_test/TradeInformation, Viewed: 13 May 2015



SUSTAINABILITY OBJECTIVE

Innovatively achieve sustainable growth for the organization without compromising on the social and environmental challenging obligations in the coming years

ACHIEVING THE OBJECTIVE

Ensuring safe and healthy work conditions for our employees

Using natural resources efficiently

Reduce, reuse and recycle waste products

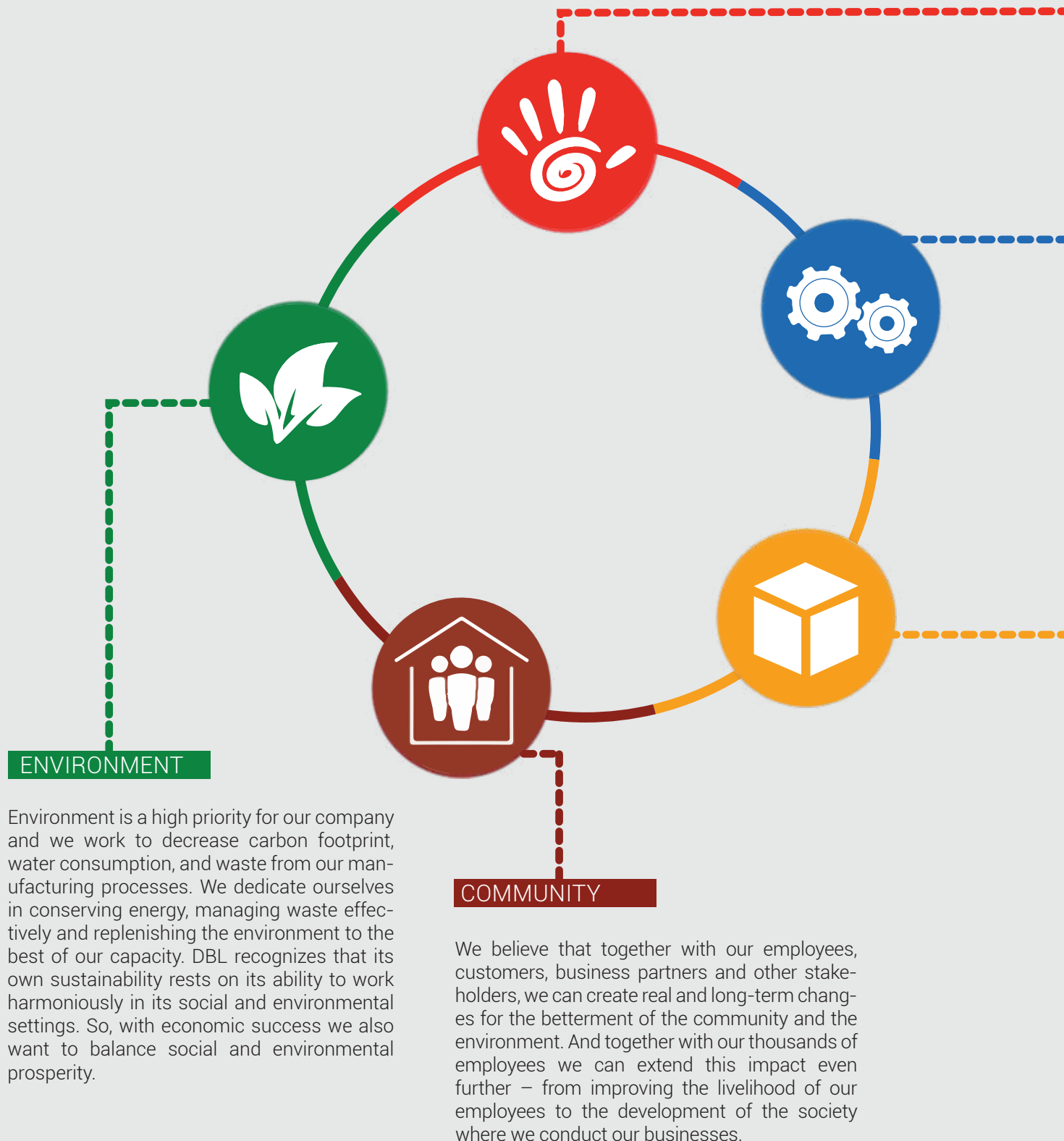
Being responsive to any social and environmental impacts of our business operations on the community

Using renewable and alternate sources of energy for production purposes

Conducting business with responsible partners

Being involved with community empowerment

DBL Group's Sustainability is based on five pillars: People, Process, Product, Community and Environment; thus integrating a holistic approach towards Sustainability. For each pillar, there are a number of Sustainable Action Programs in place – both on large and small scales and short and long terms – through which the sustainability plans are translated into actions.



PEOPLE

As an organization, DBL Group realizes its responsibility towards its people: our employees. Our company understands how the business practices impact our employees and we work to serve in their best interests.

PROCESS

DBL Group is committed to continuously improve all its business processes: ranging from purchasing raw materials to transporting final finished goods. We give a strong emphasis on eliminating non-value added activities (waste) while delivering quality products on time with least effect on the environment and greater efficiency.

PRODUCT

DBL Group continuously works towards improving the quality of the products, and all the processes that go into making the final finished product, and ensures to minimize the negative impact on the environment and the consumers. The R&D department is actively involved in creating new and researching existing products and the processes associated with them.

The Board of Directors of DBL Group proactively oversees the organization's credentials and management of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct and principles. The Board's decision making is greatly influenced by the UN Global Compact's ten principles which ultimately enable the overall organization to recognize strengths and weaknesses of business management to perform effective risk management, improve management system and goal setting.

The strategies followed by the highest governance in synergy with the ten principles help provide DBL with competitive advantage and become a market leader. The governance effectively oversees social and environmental risks and work toward improved dialogue with the community to find common solutions. We live by our deeply rooted core values and train employees in sustainability, asking them to consider the standards in their daily work. Our commitment to the ten principles of the UN Global Compact under human rights, labor standards, environment and anti-corruption promotes clarity and simplicity in governance for sustainability and ethics. The management has to ensure that our policies and guidelines are understood and acted upon in every business unit.







CHAPTER 2

DBL & SUSTAINABILITY



“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.**”**

Kofi Annan,
Seventh Secretary-General of the United Nations

DBL Group is a diversified conglomerate with a strong backward linkage. The group started its business in 1991. The diversified business includes spinning, knitting, dyeing, all over printing, screen printing, garments, washing, packaging, ceramic tiles, telecom, and garments accessories. DBL Group is one of the largest and 100% export oriented composite knit garments and textiles manufacturing industry in Bangladesh. We are supplying quality apparels across the world to the best of the retailers and the biggest brands of the fashion industry. The company is headquartered at Dhaka, Bangladesh and operating its production process at factories situated at Gazipur, Dhaka, Bangladesh.

MISSION

DBL Group is committed to provide the best quality products and services through competent, dedicated employees and state-of-the-art technology minimizing adverse effects of our business operations on the environment

VISION

To be the leader in its business domain and have a visible contribution to the GDP of Bangladesh

CONCERNS

Color City Ltd.
DB Tex Ltd.
Dulal Brothers Ltd.
Flamingo Fashions Ltd.
Hamza Textiles Ltd.
Jinnat Apparels Ltd.
Jinnat Fashions Ltd.
Jinnat Knitwears Ltd.
Matin Spinning Mills Ltd.
Mawna Fashions Ltd.
Mymun Textiles Ltd.
Parkway Packaging and Printing Ltd.
Textiles Testing Services Ltd.
Thanbee Print World Ltd.

CORE VALUES

Integrity
Commitment
Passion
Innovation
Trustworthiness

DBL Group offers the following products and services:

- Yarn, Fabrics
- Casual knitwear (T-shirt, Polo shirt, Tank top, Jogger, Hooded Jacket, Cardigan, Pants and Dresses)
- Fashionable wear (Skirt, Gown)



WE DEDICATE OURSELVES IN DEVELOPING NEW PRODUCTS AND SERVICES FOR OUR CUSTOMERS. SOME OF THEM ARE INCLUDED BELOW:



YARN AND KNITTING

Snow yarn
Neppy yarn
Injected yarn
Single/multi color neps
Injected slub
Vario siro
Snowy
Siro
Mélange
Tencel



DYEING

Ecofresh dyeing
Nylon, Wool, Acrylic
Poly viscose, Cotton modal
Cross dyeing with different colors
for mélange look

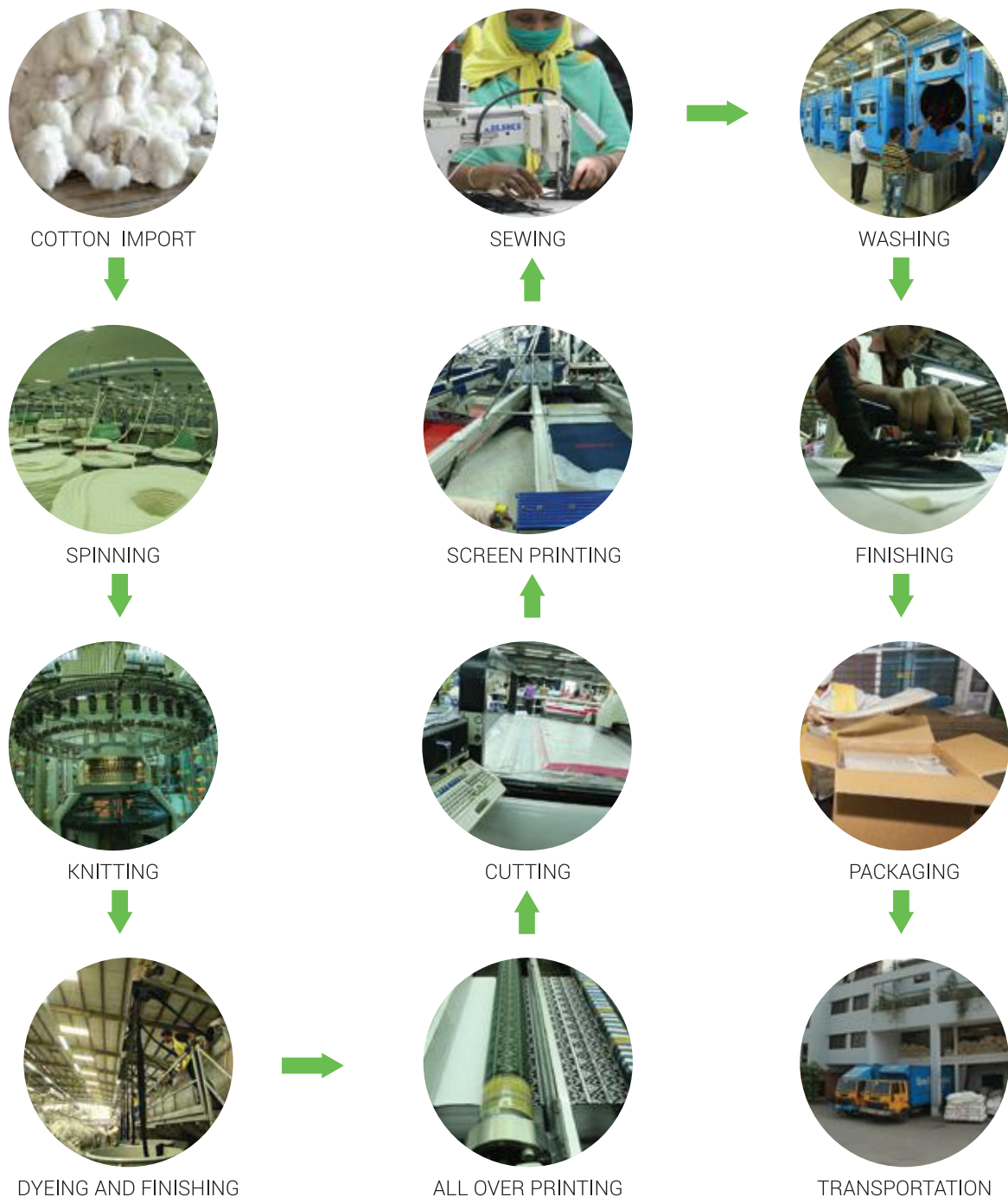
FINISHING

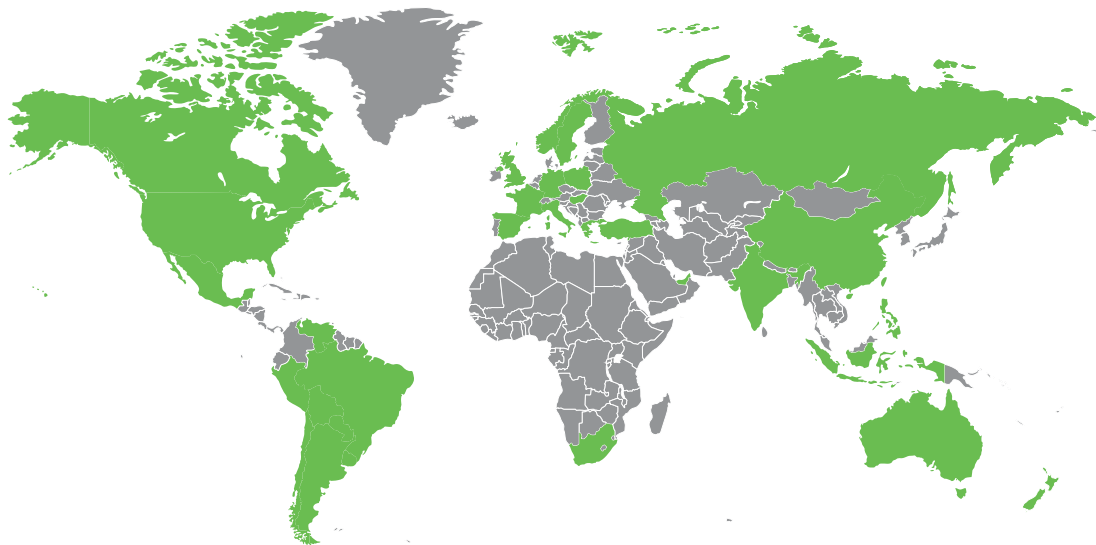
Midori finishing
(hydrophilic softener from
natural source)
Resin finish
Flame retardant
Anti-microbial



State-of-the-art machineries, along with best grade cotton, are being used in our spinning mill for all products. Fabric knitting makes use of low profile hazardous materials. The spinning, dyeing and printing operations are certified with Oeko-Tex 100 Standard with Product Class I. One of the special features of the dyeing operation is the low water to dye ratio: it makes use of only 60 liters per kilogram of fabric. Focusing on efficiency, our garments processes make use of CAD, CAS and CAM systems. The washing operations make use of machines which consume less water and have best filtering and spinning systems.

The R&D department helps in developing new products and process improvements for producing products with good quality at the lowest cost possible in the shortest time. This desire for quality is also shared by our team of highly qualified and competent professionals, who under the capable and dynamic leadership of the Board of Directors have made our remarkable growth possible. It is with this shared vision that we are marching towards our goal of attaining acknowledged leadership in providing quality products at competitive price.





57,031,586

PIECES EXPORTED IN 2014-15

EUROPE

AUSTRIA
BELGIUM
CROATIA
DENMARK
FRANCE
GERMANY
GREECE
ITALY
NETHERLANDS
NORWAY
POLAND
RUSSIA
SERBIA
SPAIN
TURKEY
UK

AFRICA

SOUTH AFRICA

ASIA & OCEANIA

AUSTRALIA
CHINA
HONG KONG
INDIA
INDONESIA
JAPAN
MALAYSIA
NEW ZEALAND
PHILLIPPINES
SINGAPORE
SOUTH KOREA
TAIWAN
THAILAND
UAE

NORTH AMERICA

CANADA
MEXICO
PANAMA
USA

SOUTH AMERICA

ARGENTINA
BOLIVIA
BRAZIL
CHILE
ECUADOR
EL SALVADOR
PARAGUAY
PERU
URUGUAY
VENZUELA

MAJOR BUYERS



OUR KNOWLEDGE PARTNERS



IN-HOUSE GARMENTS TRAINING CENTER

The in-house garments training center at DBL provides a complete set of trainings to all the new workers at DBL. The trainings include topics on sewing machine operation and quality control to help workers with no experience of working on the production floors.

WOMEN HEALTH PROGRAM INITIATIVE (WHPI)

Starting from March 2013, the program targeted all the female workers at Jinnat Complex and Thanbee Print World Ltd. It has a long term objective to ensure good health and hygiene for all of DBL's female workers. The initial activity was providing women with sanitary napkins at discounted price: thus not only limiting to teaching women but providing opportunities for safe health as well.



Pads sold in 2014: 1,067
Per month consumption increased:
55 in 2013-14
101 in 2014-15

FUTURE LEADERS DEVELOPMENT PROGRAM (FLDP)

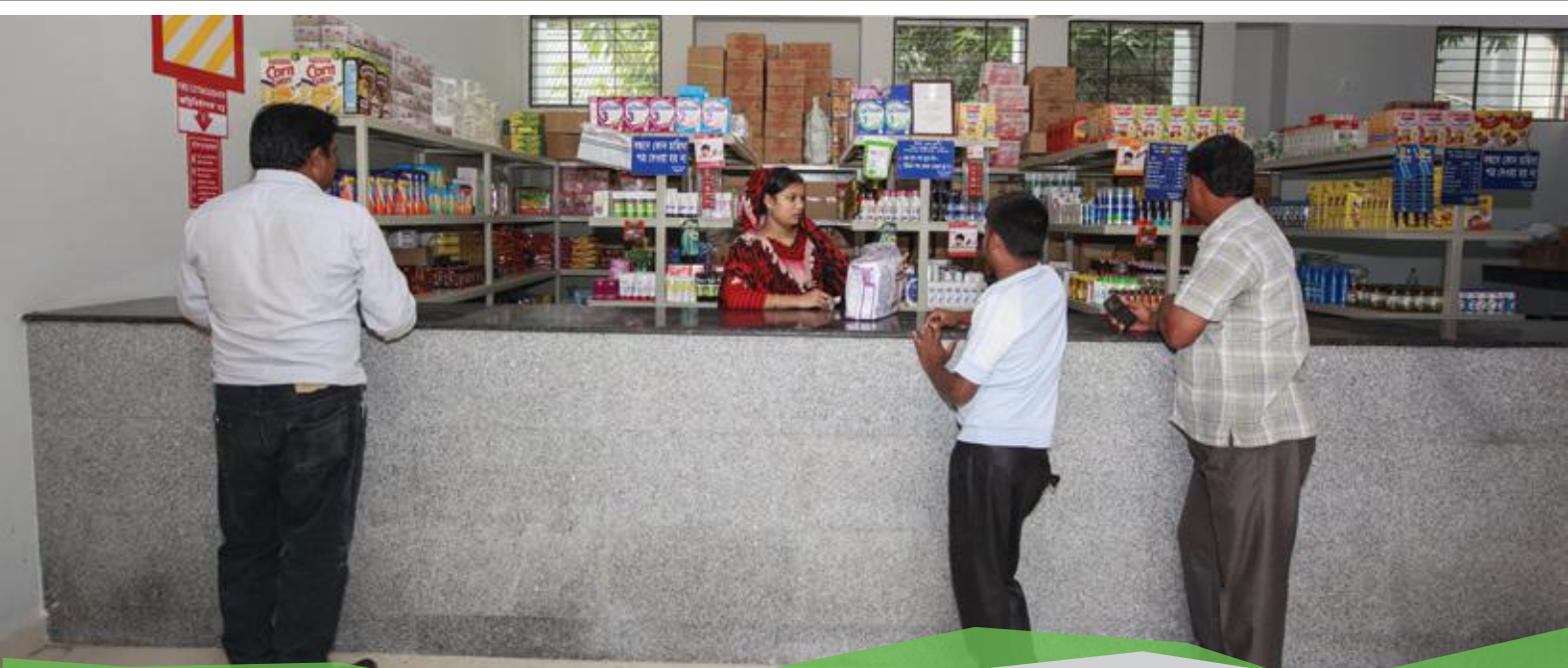
Under the Future Leaders Development Program graduates from reputed universities across the nation are recruited. They are trained and groomed to become the future leaders of our organization in a period of five years.

BANDHAN FAIR PRICE SHOP

"Bandhan" is a fair price shop which serves low income workers with all the essentials and commodities at factory price of manufactures. The shop is aimed at reducing workers' monthly expenditure burden and sheltering them from the economic inflation. Any worker of DBL can buy items through zero-cash and on-credit transaction: the bills are simply adjusted with their salaries at the end of the month.



2014-15
Number of items: 357
Transaction: USD 366,773



NIRAPOD: SAVING WOMEN FROM UNWANTED PREGNANCY AND UNSAFE MR

NGO Phulki, in partnership with the Embassy of the Kingdom of the Netherlands, is working towards promoting health awareness amongst the female garments workers of DBL Group involving peer educator group. Starting in August 2013, Phulki has expanded the reach of this project through partnership approach.

Phulki developed Master Trainer group of 58 employees, 29 male and 29 females, from Mid level Management staff of DBL Group through training on SRHR issues. They carry out further trainings to workers thus ensuring continuity of the program.



Training summary

Message disseminated: 9,157 workers
Peer Educator Training: 245 workers
Experience Sharing Meetings: 32

WOMEN IN FACTORIES INITIATIVE:

The objective of the program is to create awareness about the rights of women regarding basic facilities at work, work environment and proper evaluation of work. In addition, the program also made way for women workers to move into the supervisory roles. It is financed by Walmart with technical support by CARE Bangladesh and implemented by the NGO Sheva.

The primary benefit for the company is decreased absenteeism and increased productivity. The success of Jinnat Fashions Ltd. encouraged us to expand to other units too and have even been replicated to ensure the sustainability of the program.



Training summary

Foundation Training: 4,532 workers
Literacy Training: 21 female workers
Advanced Training: 103 female workers



LEAN MANUFACTURING:

Lean manufacturing is a business model and collection of tactical methods that emphasize eliminating non-value added activities (waste) while delivering quality products on time at least cost with greater efficiency. The project was launched following the guidelines and support of Walmart in Jinnat Fashions Ltd. and various methods were implemented for the sewing operations to fully transfer them into "Lean lines". The cutting and finishing operations are also being converted to lean. Furthermore, the process is being integrated to the non-garments processes as well.



Implementations in the garments processes include:

- Kanban Suggestion Box
- Cone stand and marker keeping boxes
- Basket color code
- Maintenance signal
- Reject, spot and alter boxes

ENERGY SAVING DYEING AND FINISHING:

Energy meters have been installed for the different units and processes in order to have proper measurement of power consumption. It was found that, for certain fabrics, a temperature of only 60 degree Celsius is required instead of the usual 100 for the dyeing, scouring-bleaching and soaping processes. This provides us substantial energy saving. A further aid to this is the use of certain dyes: due to their effectiveness they consume less energy.

Proper moisture management has been implemented for the finishing process. An example of this is the wicking finishing process. This process converts hydrophobic fabrics (such as polyester) to hydrophilic. Hydrophilic products intake water much better than hydrophobic ones and thus enable optimum consumption of water. It also reduces weight loss of fabric during processing: which allows better hand-feel and increased fabric strength.



Features:

- Low temperature dyeing
- Energy saving dyes
- Moisture management



EFFICIENCY SPILL-OVER IN RMG FACTORIES:

The University of Warwick Studied existence, determinants and nature of efficiency spill-over between sewing lines in the sewing departments of DBL's factories. The representatives interviewed all Line Chiefs, analyzed daily efficiency data for all sewing lines from April to October 2014 with up to date statistical methods, and implemented experiments relating to communication. A report of the assessment will be provided in the end of 2015.

DBL IDEA CLUB:

DBL encourages ideas from any employee or worker, regardless of their designation. Efforts of them are recognized through a monthly recognition system: the 'Employee of the Month'. The program has been inaugurated in the knitting section and has been replicated for other units too. This promotes employees to work at their full potential and gives them a feeling of fairness as every employee has an equal opportunity at obtaining this reward. Some of the ideas have been stated below.



Ideas provided by workers helped in increasing productivity and reducing wastage



Ms. Masuda Parveen, Operator:

Operators should receive updates of the machine with clear information of thread counts and lot checking in accordance with the knit-cards before commencing their tasks. They should also change any broken needles by themselves, instead of waiting for the Needle-Man, and restart the machines. Quality of all rolls should be checked thrice very carefully.



Mr. Maidul Islam, Quality Helper:

All concerned people should check the status of the yarns in collaboration, the time as well as the count mixes would decrease. Additionally, it would aid the employees in the next shift when they are checking the yarns if the backs of the yarn cones are flagged using markers.



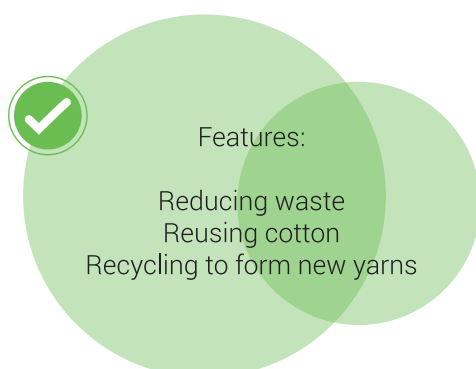
Mr. Mithu Mia, Quality Helper:

The RPM of the knitting machines may be increased from 25 to 26 for certain fabrics. This has increased production in a machine by 4% and the total production capacity went up by 2 tons per day. Ideas provided by workers helped in increasing productivity and reducing wastage.

INNOVATION IN YARN PRODUCTION:

Our spinning mill makes use of different processes that reduces the consumption of cotton. For loop yarn manufacturing, we use cotton from hard waste and blow-room dropping. The scope of this process is to save up to 60% raw material and spinning waste reuse. A self developed seed particle separating machine is used to clean the dropping for using it as mix with raw material to produce "coarse" yarns. These products are used in terry and fleece fabrics in the knitting operation.

Wastes from the garments cutting processes, hard waste from the winding machine and polyester staple fibers are being recycled to form new yarns as well. Up to 15% recycled material can be used with virgin fiber to produce ornamented products known as "neppy" and "inject" yarns. Different colored neps are visible in the yarn body and this works as ornamentation on the fabric surface. These processes have also helped reduce waste from 20.5% in the previous year to less than 8%.



SPECIAL CERTIFICATIONS:

- Organic Cotton: Organic cotton is imported from India to process organic yarn.
- Better Cotton Initiative: Adapted to support the global standards for Better Cotton
- Oeko-Tex Standard 100: For various of our processes, we follow the Restricted Substances List (RSL) specified by Product Class 1 of the Oeko-Tex Standard 100 certificate.
- Global Organic Textile Standard (GOTS): A worldwide leading textile processing standard for organic fibers.



IMPROVING THE LOCAL COMMUNITY:

DBL Group has contributed significantly to improve the lifestyle of the local community. A flourished community has evolved surrounding the factory premises and people living in that community are mostly DBL workers. With proper trainings and skill development programs, not only the productivity has increased, but also the workers have learnt a better way of living thus contributing to poverty alleviation in the community. Workers get daily commodities, food items and medicine at subsidized price from Bandhan Fair Price Shop and the medical store at DBL. This has helped balancing their social and economic conditions of their lives. The company has recruited from local community in every spheres of its supply chain. The company follows IFC Performance Standards on Environmental and Social Sustainability which has helped us achieve success in overall economic sustainability.

COMMUNITY EDUCATION SUPPORT:

As part of endorsing the need for quality education in Bangladesh, DBL Group has built a four-storied building for Hatimara College. Computers with audio-visual systems were installed to equip the college auditorium with latest class-room facilities. In addition, there is an ongoing project to create a laboratory for the institution.



PARTNERSHIP FOR CLEANER TEXTILE (PaCT):

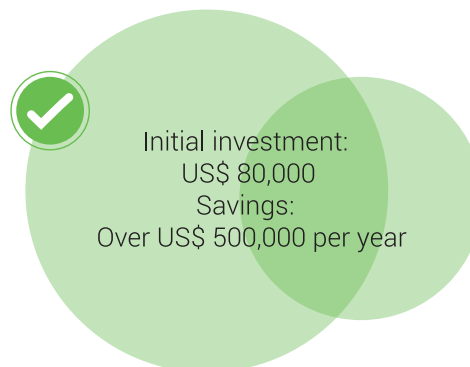
PaCT is a holistic program supporting textile wet processing factories to adapt to cleaner production. It engages with brands, government, communities, financial institutions and other stakeholders in bringing about systemic, positive environmental change for the Bangladesh textile sector, the workers and the communities of operations. The program contributed to water, gas, electricity, steam, dyes/chemicals and carbon emission consumption reduction.

SAVE – PUMA:

The project SAVE is aimed at reducing carbon emission, energy consumption, waste and water consumption by 25% by 2015 keeping 2011 as the baseline. A number of recommendations were suggested based on an onsite assessment performed in November 2014. These recommendations have immediate, short-term or long-term payback periods and are scheduled to be implemented throughout 2015.

BIO GAS GENERATION:


In collaboration with GIZ, a bio gas generation plant has been set up in the Jinnat Complex, where the knitting and garments operations take place. Cattle excrement is used to provide as source of the gas and is currently being used as a source of fuel in cooking. With an initial investment of BDT 485,000, a return of about BDT 600,000 is obtained per year.





CHAPTER 3

CORPORATE GOVERNANCE



“*In organizations, real power and energy is generated through relationships. The patterns of relationships and the capacities to form them are more important than tasks, functions, roles, and positions.***”**

Margaret Wheatley, Writer and Management Consultant

BOARD OF DIRECTORS

The highest governing body in DBL Group is the Board of Directors. Our current Board consists of four Directors and one Advisor. The Vice Chairman and Group CEO is also a director of the BGMEA.

The company has defined guidelines and established framework for the board meetings and other proceedings. These guidelines help decision-making processes of the board members in a systematic, informed and efficient manner. The Board evaluates:

- Strategic decisions of the company
- Management policies and their effectiveness
- Strategic review from each of the board members
- Financial, production and other business performance through relevant reports.



The company has established the following board committees:

- The audit committee
- The remuneration committee
- The nominations and corporate governance committee

The senior management consists of Assistant General Manager, Deputy General Manager, General Manager, Chief Executive Officer, Chief Operation Officer, Chief Financial Officer, Finance Director, Executive Directors, Company Secretary and the Board of Directors. 100% of the senior management is hired from the local community which includes Gazipur and Dhaka. Out of these two most important areas of operations, some of the senior management are stationed in Kashimpur, Gazipur and others are located in the company headquarters at Dhaka city.

DBL Group adheres to the definition of Corporate Governance of the International Finance Corporation (IFC): a set of structures and processes for the direction and control of companies, which involves a set of relationships between the company's shareholders, board and executive bodies with the purpose of creating long term shareholder value. It views corporate governance as a means to:



- Improve operational efficiency
- Attract financing at a lower cost
- Build a better reputation.



The company also considers a sound system of corporate governance as an important contribution to the rule of law in Bangladesh and an important determinant of the role of the company in a modern economy and society.

Through implementing the recommendations by IFC, DBL Group aims at bringing its corporate governance framework up to best international practices and standards to the extent possible. This is critical to DBL Group given the company's expected growth and desire to attract new investors will heavily rely on the existence of a concrete corporate governance system. DBL Group intends to establish a sound corporate governance system which will facilitate the organization to attain:



- Better access to external capital
- Lower financing costs
- Higher credit ratings
- Strong investor confidence

Family Business Governance is an important issue for DBL Group since it is a family owned business comprising of family members vested with significant decision-making authority. The company is investing its time and effort on implementing Corporate Governance and Family Business Governance for the greater good of the company and for its business sustainability.

COMPLIANCE

DBL Group's Corporate Governance framework is based on Bangladesh legislation as well as internationally recognized best practices and principles, such as the Organisation for Economic Co-operation and Development (OECD) Principles of Corporate Governance. The company's corporate governance framework is based on the following principles:

- Accountability
- Fairness
- Transparency
- Responsibility



GENERAL GOVERNANCE STRUCTURE

The company has the following governing and other bodies:

- General Assembly: Allows the shareholders to participate in the governance of the company
- The Board: Responsible for the strategic direction of the company, and the guidance and oversight of management
- CEO: Assigns the task of the day-to-day management of the company, and carrying out strategy as approved by the board.
- Company Secretary: Ensures that the governing bodies follow internal rules and external regulations in order to facilitate clear communications between the governing bodies, and acts as an adviser to directors and senior executives
- Internal Auditor: Develops and monitors internal control procedures for the business operations of the company.
- Structure and Committees: DBL Group has established a number of Board Committees: these are listed below.



Board Committees:

- The Audit Committee
- The Remuneration Committee
- The Nominations and Corporate Governance Committee
- Other committees deemed necessary by the Board

- The Board's Audit Committee: The audit committee focuses on three key areas: financial reporting, risk management, and internal - external audit (legal compliance and risk management).
- Risk Management: The company places great importance on risk management and it is the Board of Directors that is tasked with ensuring that appropriate risk management systems are established.
- Internal Auditor: The internal auditor (or office of the internal auditor) is responsible for the daily internal control of the company's finances and operations.
- External Auditor: An external auditor audits the company's financial statements.
- Disclosure: DBL's current disclosures through its website are adequate for a non-listed private company in Bangladesh. However, once companies in DBL Group go public, there will be a much higher level of expectations – market and regulatory. DBL will improve its disclosures in two primary areas: Annual Report information and website disclosures. Matin Spinning Mills, a concern of DBL Group is now enlisted under Bangladesh Securities and Exchange Commission and is available for public trading. A stock enlisted company needs to comply with regulatory requirements for disclosure and the company is ensuring essential disclosures of the concern thorough Annual Report and website.





CHAPTER 4

ECONOMIC PERFORMANCE



“ Sustainable development is the pathway to the future we want for all. It offers a framework to generate economic growth, achieve social justice, exercise environmental stewardship and strengthen governance. **”**

*Ban Ki-moon,
Secretary-General of the United Nations*

Bangladesh is the second largest supplier of knit garments in the world after China, with the knitwear contributing to 48.75% of the total RMG exports. In 2014-15, the knitwear export earnings amounted to more than US\$ 12 billion, which was about 49% of the total apparel exports of the country¹. The knit garments contributed almost 7% of the GDP share (in 2013-14)² thus showing the significance of the industry.

Bangladesh's population has appeared to be the blessing for Bangladesh as it is the driving force behind the success of the RMG industry, which requires a good number of workforce. The demographic profile of Bangladesh's population has helped the apparel industry to thrive. The vibrant and young population of this country is the major strength of our RMG industry.

Our duty-free access to the world market is another big advantage over other competitors. As a least developed country we have duty-free market access to most of the developed countries including the European Union, Norway, Switzerland, Canada, Japan, Australia and even market access in India, China, South Korea, and Malaysia. This trade privilege also helps us offer competitive price. The buyers also give priority to Bangladesh as we have been able to earn their confidence on timely delivery of ordered products of desired quality at very competitive price. This is one of the major reasons why global brands are choosing Bangladesh.

While industrial specialization was taking place, our RMG sector felt the need for strong support of backward linkages to reduce dependence on imported immediate materials like yarns and fabric. Now companies like DBL Group with strong backward linkage is also reducing dependency on external suppliers for processes – printing, washing, dyeing and packaging which have made us self sustainable.

DBL'S APPROACH

DBL Group strongly believes in a sustainable growth which diminishes the unfavorable impacts on its surrounding. This is reflected in the company's economic performance which has consistently got better every year. The vision of the company states that it would have a visible contribution to the GDP of Bangladesh and it would continue to demonstrate its stewardship in that particular direction.

FUNCTIONS

The organizational responsibility for the economic performance lies with the Finance Department. The General Manager (Finance) ensures internal controls through Internal Audit which are done in two phases: Pre-audit and Post-audit. The internal audit team comprises of eight members and is lead by the Manager (Finance) for the Pre-Audit and Senior Manager for the Post-Audit. Finally, annual statutory audit is carried out by third party in line with country's regulation and financial performance is assessed and reported after approval by the Board.



¹http://www.bgmea.com.bd/home/pages_test/TradeInformation, Accessed: 3 Aug 2015

²<http://www.bkmea.com/facts-figures.html>, Accessed: 3 Aug 2015

	2013-14	2014-15*
EXPORT AMOUNT	US\$ 143.14 MILLION	US\$ 168.64 MILLION
REVENUE (GROSS)	US\$ 260.78 MILLION	US\$ 323.42 MILLION
REVENUE (OTHER INCOME)	US\$ 3.98 MILLION	US\$ 4.46 MILLION
DIRECT ECONOMIC VALUE GENERATED	US\$ 264.76 MILLION	US\$ 327.88 MILLION
OPERATING COSTS	US\$ 183.94 MILLION	US\$ 209.96 MILLION
EMPLOYEE WAGES & BENEFITS	US\$ 28.40 MILLION	US\$ 38.25 MILLION
PAYMENTS TO PROVIDERS OF CAPITAL	US\$ 3.48 MILLION	US\$ 6.36 MILLION
PAYMENTS TO GOVERNMENT	US\$ 5.36 MILLION	US\$ 5.81 MILLION
COMMUNITY INVESTMENTS	US\$ 0.63 MILLION	US\$ 0.75 MILLION
ECONOMIC VALUE DISTRIBUTED	US\$ 221.81 MILLION	US\$ 261.13 MILLION
ECONOMIC VALUE RETAINED	US\$ 42.95 MILLION	US\$ 66.75 MILLION

(DIRECT ECONOMIC VALUE GENERATED
LESS ECONOMIC VALUE DISTRIBUTED)

*UNAUDITED

TAX RATES:		
	2013-14	2014-15
GARMENTS	10%	35%
TEXTILES	15%	15%
CORPORATE	35%	35%

SENIOR MANAGEMENT FROM LOCAL COMMUNITY

In DBL Group, senior management is defined as the ones who hold the positions of Assistant General Manager, Deputy General Manager, General Manager and above positions, including the Directors. Virtually all of our senior management are Bangladeshis, with a small proportion (less than 1%) from foreign nationals.

Our operations are currently in Dhaka and Gazipur. We take these two areas in account when we define 'significant areas of operation'. The term 'local' usually refers to our areas of operation as well. In this regard, all of our senior management are based in Dhaka and Gazipur.

ENTRY LEVEL WAGE

DBL Group always abides by the minimum wage as set by the government when recruiting: the last update was released by the government on December 2013. The levels of wages are a common standard for the industry regardless of gender or area of operation: this is constant throughout Bangladesh. Each worker is recruited in one of seven grades (apart from trainees). For grades higher than the lowest one, DBL pays at a premium rate than the minimum as experience is taken into account in these cases – the lowest grade usually comprises of people with little or no prior experience. The surplus amount depends on the amount of prior experience the recruit has.

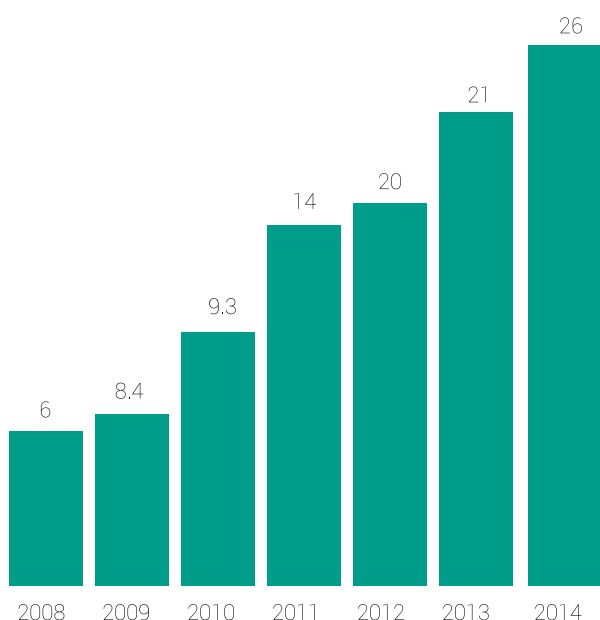
ECONOMIC IMPACTS

Apart from the machinery used in the different operations, DBL procures all other products and services from Dhaka. When DBL began its operations in Kashimpur (Gazipur), the entire location was undeveloped. The progression was escalated by industries and the locality has adapted a significant transformation. Popular local branded shops and local and global branded products are now obtained in the community.

DBL makes an assumption: 70% of a worker's earnings are spent for household items for their daily needs. Based on this, the following graph shows the improvement throughout the years and the contribution of DBL to the improvement of the local economy.

The Bandhan Fair Price Shop plays an important role towards the positive contribution through its product lines. Premium brands such as GlaxoSmithKline, Unilever, etc. are available for the workers at prices which are more affordable to them: hence they now have access to better quality as well as healthier products.

DBL'S CONTRIBUTION TO THE LOCAL ECONOMY
(IN USD MILLION)



DBL Group has also contributed to the economy through the following ways:

- Providing access to medicine at manufacturer's price for workers and their families
- Contribution to educational institutions in the community
- Conducting surveys to understand the needs of the community
- Providing assistance to various hospitals

- Jinnat Knitwears Ltd. – CPI₂ (Carbon Performance Improvement Initiative) Top Factory Award for 2013/14
- International Convention of Quality Control Circles (ICQCC) Silver Award 2014
- Jinnat Fashions Ltd. – George Ethical Compliance, 2014
- DBL Group – 5th HSBC Export Excellence Award 2013 under Category 'A' for having exports over USD 50 million in 'RMG and Textiles'
- DBL Group – The Textile Institute Sustainability Award 2013
- Jinnat Fashions Ltd. – Platinum Winner in the category of Social Compliance under Women's Empowerment in the 2nd Social and Environment Excellence Award 2014
- Matin Spinning Mills Ltd. – Third Position in the ICMAB (Institute of Cost and Management Accountants of Bangladesh) Best Corporate Award 2014 under the Textile/Garments sector
- Matin Spinning Mills Ltd. – JBCCI Business Excellence Award, 2014 for being the best enterprise demonstrating innovation
- Jinnat Fashions Ltd. – Sustainable Performance in HRP (Human Responsibility in Production) in 2015
- Hamza Textiles Ltd. – Best Wastewater Management Awards from Decathlon in 2015
- DBL Group – World Textile Awards: Silver Garment Maker of the Year Category in 2015





CHAPTER 5

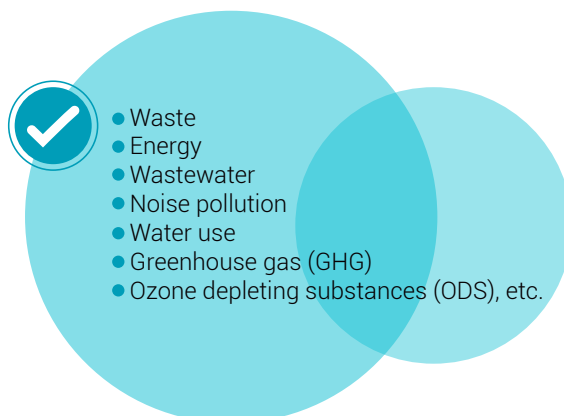
ENVIRONMENTAL PRACTICES



Thousands have lived without love, not one
without water.

W. H. Auden, Poet

To reduce environmental footprint, DBL Group has formed an Environmental Management System (EMS) team. Standard environmental policy and Environmental Health and Safety (EHS) policy have been formulated which addresses management of:



These guiding activities help us address environmental challenges such as biodiversity conservation. These are given priority to ensure environmental responsibilities and continual improvement to reduce environmental impacts. As minimization of pollution is addressed, the organization can ensure sustainability of the environment as an integrated part of the business.

AWARENESS TRAINING ON ENVIRONMENT

Environment awareness trainings are conducted every month for all staff and workers. All new employees, irrespective of their levels, are briefed about EHS and environmental related aspects of the organization during their induction process. Employees are also made to undergo specific training with respect to the nature of their work. Need identification for this is done by the respective Heads of Departments for sending staff across for internal as well as external trainings.

MONITORING AND FOLLOW-UP OF ENVIRONMENTAL PRACTICES

The EMS team carries out internal audits based on legal requirement and buyers' standards to review the environmental aspects. External (third party) audits also involved to assess important aspects such as stack and ambient air emission test, noise test, Environmental Impact Assessment (EIA), etc. The different issues are addressed without delay: monthly meetings are also conducted to attain to the remaining issues. The EMS and EHS committees in each unit are also involved to implement the environmental practices.

ENVIRONMENTAL CERTIFICATIONS

DBL Group currently has the following environmental certifications:

1. Environmental Clearance Certificate (ECC)
2. Oeko-Tex Standard 100
3. Global Organic Textile Standard (GOTS)
4. Organic Content Standard (OCS-IN)
5. ISO 14001:2004



MATERIALS USED BY WEIGHT OR VOLUME

Depending on the different production processes, different raw materials are used. The primary raw materials for the different production processes are shown below.

PROCESS	INPUT MATERIAL(S)	OUTPUT FROM PROCESS
COTTON SPINNING	RAW COTTON	YARNS
FABRIC KNITTING	YARNS	FABRICS
FABRIC DYEING AND FINISHING	FABRICS, DYES AND CHEMICALS	DYED FABRICS
ALL - OVER PRINTING	FABRICS, DYES AND CHEMICALS	PRINTED FABRICS
GARMENTS CUTTING -SEWING-FINISHING	FABRICS, ACCESSORIES	FINISHED GARMENTS
GARMENTS PRINTING	FINISHED GARMENTS, DYES AND CHEMICALS	PRINTED GARMENTS
GARMENTS WASHING	FINISHED GARMENTS	WASHED GARMENTS
C CORRUGATED CARTON	CARDBOARD	CARTONS

All input materials are weighted and tracked to control unwanted wastage. Different systems such as Lean Manufacturing, Kaizen and 5S are included to make proper use of materials thereby reducing waste. Electronic tabs are used for data input with in-house developed software and hence moving a step closer to paperless systems.

Materials used by weight or volume

MATERIALS	UNIT	2014-15
CHEMICALS	KG	4,966,797
COTTON	KG	8,545,816
CUT PANEL	PIECES	23,037,298
DYES	KG	657,093
FABRIC	KG	32,931,284
PAPER	KG	6,338,872
SALT	KG	4,604,011
YARN	KG	14,218,577

External assessments by government and private organizations are made on noise and air pollutions and the quality of wastewater before discharging. DBL performs own assessments as well. All recommendations are implemented in order to reduce impact on the environment.

Energy is the essence of industries. There is direct relationship between energy with financial matters as well as global climate change. Energy consumption within DBL is monitored and tracked to reduce wastage of the energy. The following steps are currently in place for energy management:

- Preparation of energy management policy
- Collecting consumption of water, steam, diesel, gas and electricity along with monthly production
- Benchmarking and regulating energy consumption in consultation with the production team by doing process re-engineering and innovations
- Reducing carbon emission
- Reducing diesel consumption in generators by 10%
- Taking initiative to reduce energy consumption by choosing alternative sources of non-renewable resources
- Training employees on energy and environmental aspects within the industry

Energy consumption based on processes

Non renewable energy sources	Unit	2014-15
Diesel	Lit.	6,364,649
Natural gas	m ³	32,114,970

Energy consumption for transportation

Fuel type	Unit	2014-15
CNG	m ³	11,578,198
Octane	Lit.	3,392,552
Diesel	Lit.	6,963,157

SOME INITIATIVES TO REDUCE ENERGY CONSUMPTION IN THE FACTORY

- Natural water cooling pads: One side of the production floor has cooling pads through which water flows continuously while the other side has blower fans which "pull" and circulate the generated cool air on the floor.
- Energy efficient machineries: These world class machineries have greatly reduced the energy consumption for different production processes by 15%.
- Servo motors: These motors consume electricity only when the machine needle is active whereas the clutch motor consumes electricity even in standby mode. Out of 4,466 sewing machines 1,196 are installed with servo motors. The clutch motors are replaced as soon as the machines are out of order.



OTHER ENERGY SAVING INITIATIVES:

- Reducing light intensity in certain areas
- Switching off unnecessary lights during day time
- Replacing T8 lights with the more efficient T5 lights
- Recovering steam condensates

DBL Group continuously tracks the water consumption in the factories and takes initiatives to reduce the consumption.

Water withdrawal for different facilities

Type Of Water	Unit	2014-15
Ground Water	m ³	5,729,174

SOME INITIATIVES TO REDUCE WATER CONSUMPTION

- Efficient machineries: State-of-the-art dyeing machines that consume 50% less water in comparison to the average dyeing machines
- Reduced water consumption: Water consumption in the fabric dyeing process has been reduced from 120 litres per kg of fabric to 55 litres per kg of fabric. Less water means consumption of less dyes, chemicals, steam and electricity and reduction in waste water discharge.
- Trigger nozzles: Adding trigger nozzles prevent unnecessary running of water during washing of process vessels, machines, chemical drums, floors, car, etc.



OTHER WATER SAVING PRACTICES:

- Repair leaking taps and educate staff to turn off after use
- Replace water taps without aerators by taps with aerators
- Replace single flush cisterns with dual flush
- Begin rain water harvesting



Environmental impact assessment is done for every facility and preventive actions are taken against the possible impact. This assessment takes into consideration:

- Noise pollution management
- Air emissions management
- Greenhouse gas emissions monitoring and energy management
- Safe disposal of waste materials from production process
- Biodiversity conservation

Size of operational sites

Process	Production space (sq.ft.)
Garments and knitting	715,285
Dyeing and finishing	3,234,562
All-over printing	385,768
Washing	44,612
Spinning	300,000
Screen printing and packaging	102,997
Total	4,783,224

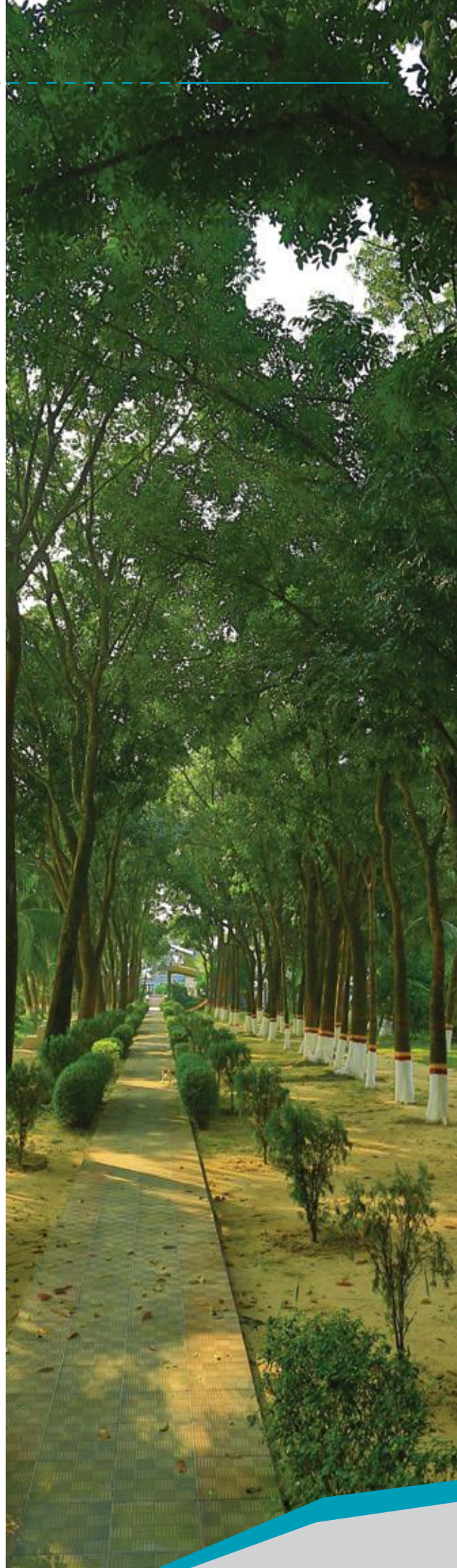
TERRESTRIAL HABITATS SURROUNDING FACTORY COMPLEXES

There are two types of habitats close to our dyeing and washing facility: terrestrial and wetland habitats. The details of the habitats are given below.

TERRESTRIAL FLORA

Terrestrial flora

Name	Status
Mango	Common
Jackfruit	Common
Areca nut	Common
Litchi fruit	Common
Date fruit	Common
Banana	Common
Lemon	Common
Bel (local name)	Common
Guava	Common
Coconut	Common
Pomelo Fruit	Fairly Common
Tamarind	Fairly Common
Lukluki (local name)	Fairly Common
Olive	Rare
Palm Tree	Rare
Pineapple	Rare



TERRESTRIAL FAUNA

Terrestrial fauna

Name	Status
Snake	Common
Lizard	Common
Bat	Common
Mouse	Common
Fox	Common
Rat	Common
Sparrow	Common
Robin	Common
Crow	Common
Starling	Common
Cuckoo	Common
Egret	Common
Eagle	Common
Kingfisher	Fairly Common
Parrots	Fairly Common
Woodpecker	Fairly Common
Cobra	Fairly Common
Turtle	Fairly Common
Wolf	Fairly Common
Owl	Rare
Vulture	Rare
Monitor Lizard	Rare

WETLAND HABITATS SURROUNDING DBL FACTORY COMPLEXES

WETLAND FLORA

Aquatic flora

Name	Status
Moss	Common
Water lily	Common
Ghagra (local name)	Fairly Common
Lotus	Fairly Common
Water spinach	Fairly Common
Hizal (local name)	Rare
Kharjar (local name)	Rare
Keorali (local name)	Rare

Aquatic fauna

Category	Endangered	Threatened
Amphibian	Jhijhi Bang (local name)	Sona Bang (local name)
Reptiles	Cobra	Guishap, Udh (local names)
Mammals	Fox	Khatash
Birds	Kingfisher, Holud Pakhi (local name)	Owl, Woodpecker

Greenhouse gas (GHG) emissions within organization (Calculated using IFC guidelines)

GHGs	Unit	2014-15
CO ₂	Ton	77,658
GHGs	Unit	2014-15
CO ₂	Ton	77,658

Greenhouse gas (GHG) emissions within organization by transportation services

GHGs	Unit	2014-15
CO ₂	Ton	48,011

Calculated by using procedure from <http://www.epa.gov/cleanenergy/energy-resources/refs.html>

To ensure effective monitoring and minimizing of energy consumption and GHG emission the following tasks are done:

- Maintaining an energy use inventory (e.g. energy consumption data such as gas bill, electricity bill and fuel use in vehicle)
- Checking electricity lines, gas lines, oil tankers and generator connections.
- Maintaining GHG emission inventory including direct and indirect energy consumption.

EFFLUENTS AND WASTE

Effluents

DBL Group currently has two Effluent Treatment Plants (ETPs). The first one with the capacity of 4,000 m³ was taken as a benchmark by the Department of Environment (DoE) of the Government of Bangladesh. To meet the extended capacity of the dyeing process, a second ETP of 7,500 m³ was constructed and went into operation in November 2014. The cumulative total of 11,500 m³ is currently the largest ETP in the country that is under a single factory complex.

Effluent quantity

ETP	Unit	2014-15
Total	m ³	1,542,526



All wastages are tracked and monitored regularly. Non-hazardous and hazardous are given to government authorized waste collectors for proper disposal.

Different types of wastes have different ways of disposal. Before disposing any waste they have to be categorized according to their characteristics. In general they may be categorized as hazardous and non-hazardous.

Category wise list of wastes in different sections

Section / Area	Non hazardous	Hazardous
Cutting	Cotton fabric, paper, carton, tube of fabric roll	Synthetic fabric, poly bag, cutter knife, scissors, blade, pp van
Sewing	Cotton fabric, cotton thread, cotton label, paper	Synthetic fabric, synthetic thread, synthetic label, poly, cutter, scissors, needle, plastic cone, button, zipper, rivet
Finishing	Cotton thread, carton	Needle, poly, used gum tape, tag pin, empty bottle of spot lifter
Medical Centre	Gauge, unused cotton	Syringe, synthetic packaging materials of medicine, empty medicine bottle
Lab	Food substance Cotton, paper box etc.	Plastics packet, water bottle etc Detergent (liquid and solid)
Common	Wood, papers etc.	Tube light, electric bulb, oil, electric ware, rubber mat, metal, chemical empty drum

Total weight of waste by type

Waste Types	Unit	2014-15
Hazardous	Kg	76,775
Hazardous (pieces)*	Pieces	14,642
Non Hazardous	Kg	7,836,852

* Includes drums and other countable items

There are three separate dustbins clearly labeled set in the medical center for depositing all types of bottle/strips, cotton/bandages and syringes/needles respectively. All concerned staffs are instructed to deposit waste in those specific dustbins.

To mitigate the impacts on the environment, a number of Sustainability programs have been taken by DBL Group. Brief explanations of these programs have been included under Chapter 2 of this report.

TRANSPORTATION IMPACT MANAGEMENT

The impacts due to transportation are managed in a number of ways including the following:

- Daily, weekly and monthly maintenance
- Engine servicing after running every 3,000 km or 3 months: including washing, engine flashing, changing Mobil and air filters, etc.
- Spark plug checking and replacing
- Engine valve (inlet and exhaust) clearance checking and adjusting
- Greasing moveable parts to avoid friction
- Fuel filter cleaning and replacing
- Battery water level checking and recharging
- Gear box and axle gear oil level checking and replacing
- Avoid air draft using windshield/air reflector.
- Motivating drivers to minimize fuel consumption, avoiding over speed, etc.

ENVIRONMENTAL GRIEVANCE MECHANISMS

Till now, we have had no grievances about environmental impacts since all of our facilities maintain environmental compliance.








CHAPTER 6

SOCIAL DEVELOPMENT



“Be of service. Whether you make yourself available to a friend or co-worker, or you make time every month to do volunteer work, there is nothing that harvests more of a feeling of empowerment than being of service to someone in need.**”**

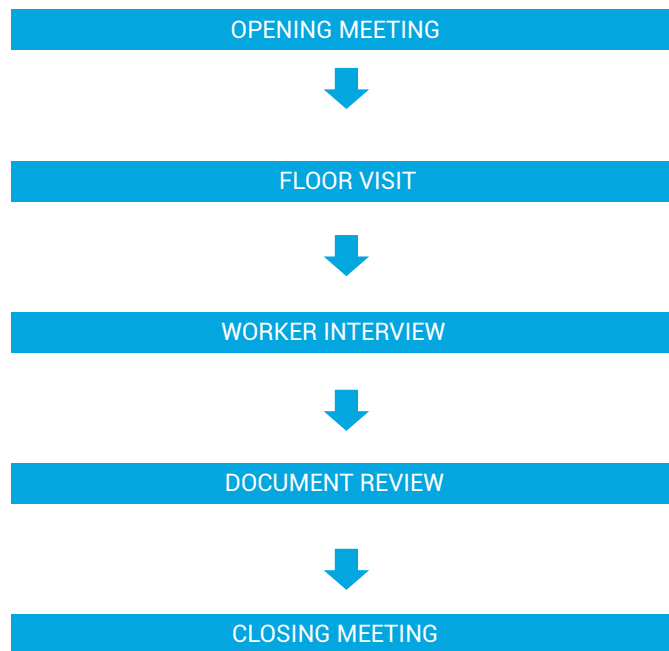
Gillian Anderson, Actress and Activist

The starting point of any business would be Compliance: if the basic requirements are not fulfilled, adaptability to changes will not be inherent. As an example, if the minimum wages and rights are not provided to workers and employees, the question of living wages and women empowerment will go unfulfilled.

In order to ensure the national and international laws, as well as those of buyers (through their codes of conduct), are maintained, DBL Group's Compliance department is divided into two wings: social and environmental.

The social team oversees issues such as timely and proper payment of wages and salaries, employee welfare, fire safety, electrical and building safety, and occupational health and safety (OHS) while the Environmental Management System (EMS) team looks after environmental affairs such as waste management, resource efficiency, carbon emissions, etc. Precautionary approaches are taken by educating workers about national laws, buyers' codes of conduct, health and safety issues, human rights, etc. The policies and compliance levels of DBL Group are reviewed through internal auditors as well as by our buyers and their recognized third party inspection companies.

Our EMS team also facilitates the different environmental sustainability projects in order to assess and reduce environmental risks. The Head of the Compliance department reports all the activities of the team to the Board of Directors. The audit procedure – either pre-announced or not – includes the steps outlined in the following diagram.



Continuous interaction with other departments is maintained for making corrective actions based on the audits and preparation for future audits.

DBL's own Code of Conduct has been enacted following national and international standards. The most recent information on laws and regulations are collected periodically from the different government authorities and buyers and the same is updated and implemented. Any notification issued by the government authority or our buyers is immediately communicated by the Compliance department to all concerned departments for updating and implementation.

Suppliers of DBL are also assessed for labor practices, human rights, as well as societal impacts. The DBL Compliance team conducts supplier assessment through specific standards questionnaire on social and environmental areas based on the DBL Code of Conduct. Before making a business relationship with a supplier, it is compulsory that the supplier abides by our Code.

Organization	Specific Standards
International Labour Organization (ILO)	<ul style="list-style-type: none"> • Convention 1 (Working Hours) • Convention 29 and 105 (Forced and Bonded Labour) • Convention 79 (Young Persons' Night Work) • Convention 87 (Freedom of Association) • Convention 98 (Right to Collective Bargaining) • Convention 100 and 111 (Equal Remuneration for male and female workers for work of equal value; Discrimination) • Convention 135 (Workers' Representatives) • Convention 138 and 142 (Minimum Working Age) • Convention 155 and Recommendation 164 (Occupational Safety and Health) • Convention 159 (Vocational Rehabilitation and Employment/Disabled Persons) • Convention 177 (Home Work) • Convention 181 (Private Employment Agencies) • Convention 182 (Worst Forms of Child Labour)
United Nations (UN)	<ul style="list-style-type: none"> • Universal Declaration of Human Rights • Convention on the Rights of the Child • Convention to eliminate all Forms of Discrimination against Women
Others	<ul style="list-style-type: none"> • BSCI (Business Social Compliance Initiative) • WRAP (Worldwide Responsible Apparel Production) • SA8000 (Social Accountability 8000) • ETI (Ethical Trading Initiative) • ISO 14001 • Guidance Document for Social Accountability 8000 • SAI Guideline I (150.1 – 150.8) • International quality guidelines for auditing companies in the framework of SA8000 accreditation



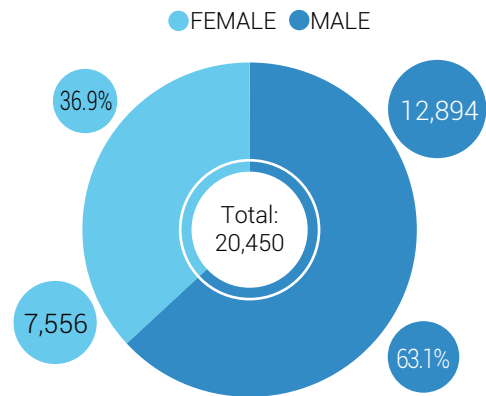
EMPLOYEES OF DBL GROUP

DBL Group only employs full-time employees: there are no temporary or part-time employees.

Significant operational changes, such as restructuring, outsourcing of operations, expansions, etc, are communicated with the concerned employees a minimum of 3 months prior to the change in order to keep everyone updated. This also gives a sufficient time in order to prepare them accordingly.

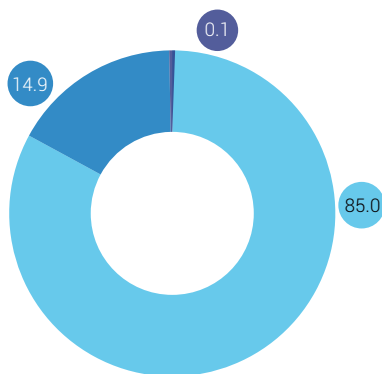
Regardless of the employee category and location of operation, the basic salary and remuneration of women to men is always 1:1. There is always fair and equal distribution of income. An employee's capability and experience is considered only: no discrimination is done in any form.

EMPLOYEE DISTRIBUTION: GENDER

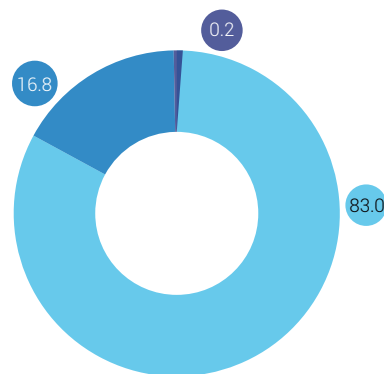


The following set of diagrams represents an overview of our employees who were newly hired and those who have been in turnover for 2014-15. The first two are based on new hires and the next two are on employee turnover.

NEW HIRES: AGE GROUP (%)

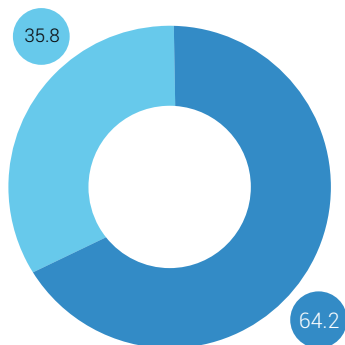


EMPLOYEE TURNOVER: AGE GROUP (%)

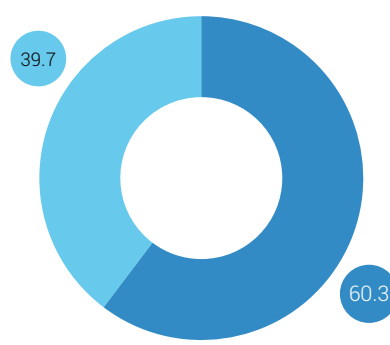


Below 30 30 to 50 Above 50

NEW HIRES: GENDER (%)



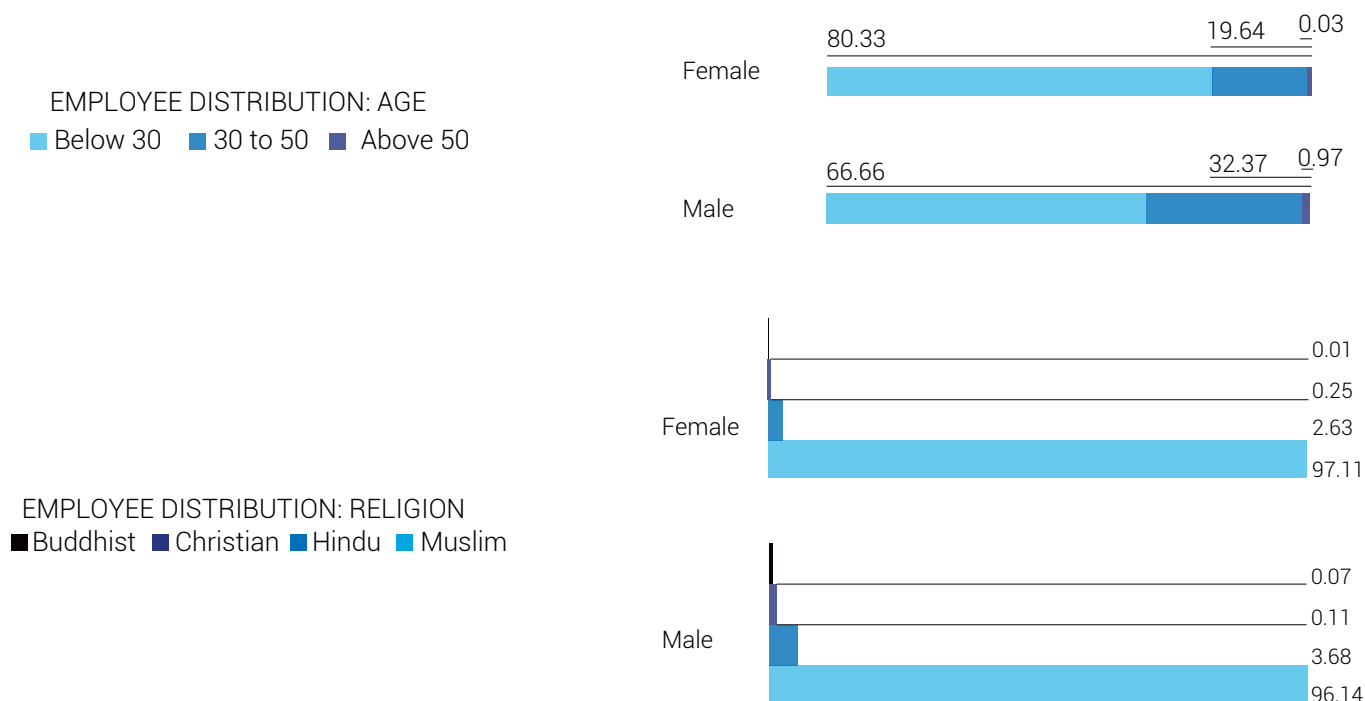
EMPLOYEE TURNOVER: GENDER (%)



FEMALE MALE

WORKFORCE DIVERSITY

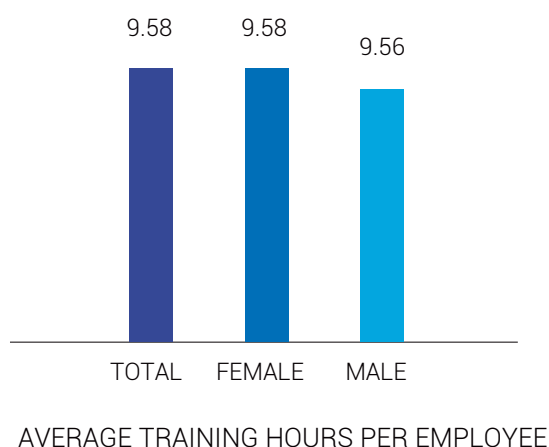
Diversity is primarily in terms of gender, age group, and religion. The following diagram shows the overall gender diversity of employees based on three different age groups. The figure below summarizes the diversity within religion among the employees of DBL Group. Four major religions are included in the chart.

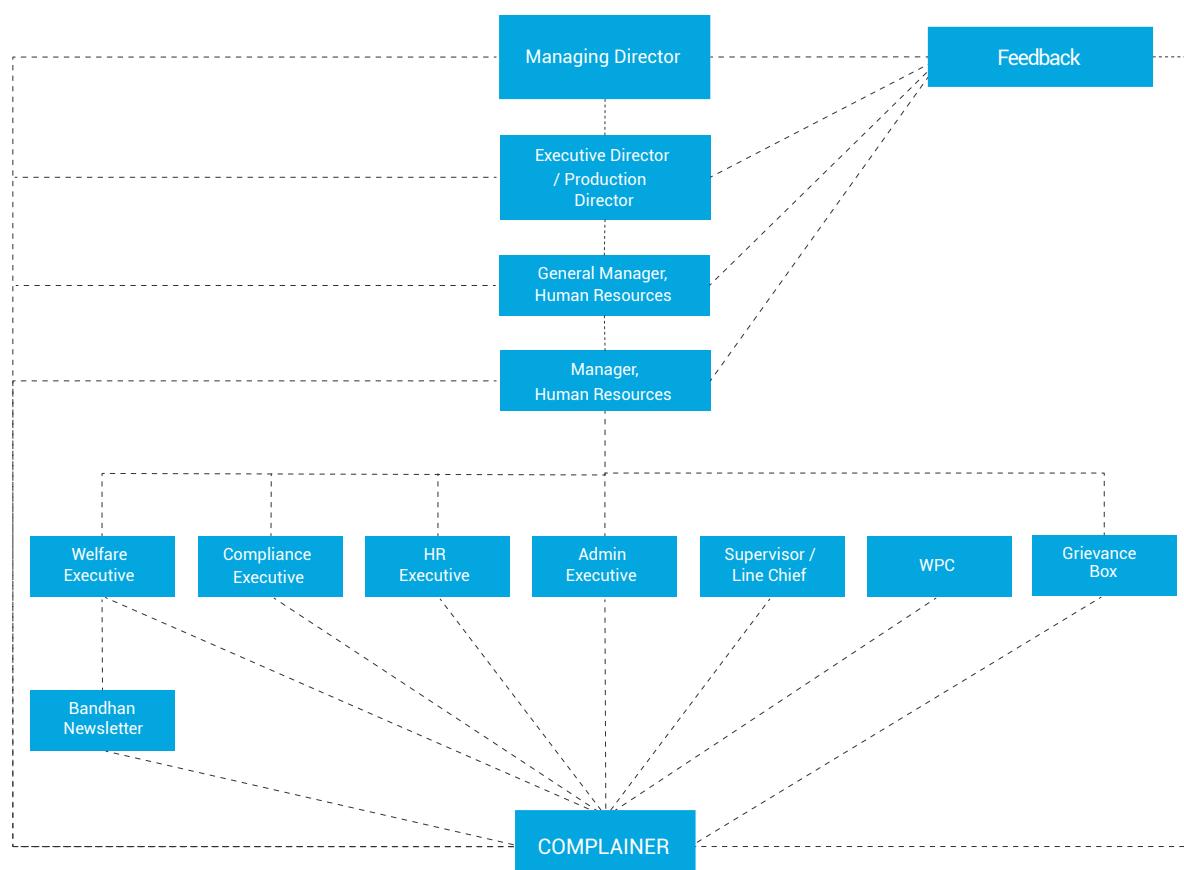


TRAINING

Different trainings are provided to DBL employees every month which consist of both generalized and specific trainings. The generalized training topics include induction, working hours, overtime and calculation of wages, the buyers' codes of conducts, personal protective equipment (PPE), occupational health and safety, fire safety, anti-harassment and grievance procedure, material safety data sheet (MSDS) and chemical handling procedure, and so on. The specific trainings target mid-level management, workers, chemical handlers and spot removers, loaders, quality inspectors, first aiders, fire fighters, evacuators, and rescuers, cleaners, etc.

In 2014-15, the total training hours spent amounted to 195,838 with male and female employees receiving 123,574 hours and 72,264 hours respectively. The graph on the left shows the average training hours in accordance with genders.





At DBL, we train our Welfare Officers to exercise grievance procedures very professionally and encourage employees to express their concerns without hesitation through the complaint management system. Workers feel comfortable sharing any concern that they might have with the Welfare Officers. We process grievances both formally and informally. These include:

- **The Suggestion/Grievance Box:** Workers can put in their issues in written form and drop them in the boxes. Multiple boxes are placed on each floor: these are checked every week by designated people and the grievances are recorded in a register.
- **The Bandhan Newsletter:** Similar to the Suggestion/Grievance Boxes, workers can place their complaints in the newsletter which is published monthly and drop them off confidentially in the boxes.
- **Verbal complaint:** Workers can inform verbally to Officers from the Welfare, Compliance, Human Resource (HR), and/or Admin departments or to their Supervisors or Line Chiefs.
- **During the Workers Participation Committee (WPC) meetings:** A concerned worker can express themselves through a WPC member who will put forward the complaint during the meetings.

Grievances of all employees regarding any topic are taken into account by the management. This includes violations of rights of indigenous people. In 2014-15, there were no incidents reported where the rights of such people were violated either through formal grievance mechanisms or through informal ones. DBL Group's grievance procedure addresses labor practice issues as well as human rights and societal topics. In overall, 2014-15 recorded 101 grievances of which all were addressed and 99 resolved. Grievances of 2013-14 were addressed and resolved on that year, leaving none for 2014-15.

DBL Group aims on creating a healthy, environment-friendly and safe workplace and also educating the workforce regarding health and safety issues. A good work environment not only has direct impact on the employees' health but also plays a vital role on the productivity level. Our Health and Safety Management policy and procedure encompass all national and international standards. Dedicated teams are present to oversee the availability and status of the first aid supplies, medical facilities, hygiene facilities, temperature levels, quality of water and food, and so on.

All instances of accidents, injuries, and occupational diseases are kept in record in DBL. Each record of an occurrence is categorized into multiple types in order to analyze the specific type of injury and disease.

Occupational diseases are prevalent in the workplace due to the existing surroundings. The presence of dust, heat, chemicals, work stress, posture of working, etc. make rise to illness such as cough or cold, headaches, back pains, allergies, neck pain, as well as sinusitis. Most of these diseases can be cured or even prevented through the proper use of personal protective equipments (PPEs).

A dedicated medical centre is present in the factory complex which manages and treats all kinds of occupational diseases. In addition, the centre also deals with non-occupational but common diseases such as fever, measles, tooth pain, and so on.

Furthermore, in order to aware employees and workers regarding various health issues, awareness programs, meetings, trainings, and workshops are conducted on a regular basis. The topics of these sessions also deal with issues such as personal hygiene, for example washing hands, thereby dealing with a preventive measure for various diseases. Health and safety committees are present in each of the factory complexes: who comprise of 1.20% of the total workforce.



In 2014-15, a total of 212 non-fatal accidents and injuries were reported while the employees were at work: 176 of them were males and the rest 36 were females. A total of 681 lost days were recorded: of them were 570 male and 111 female.

FIRE SAFETY

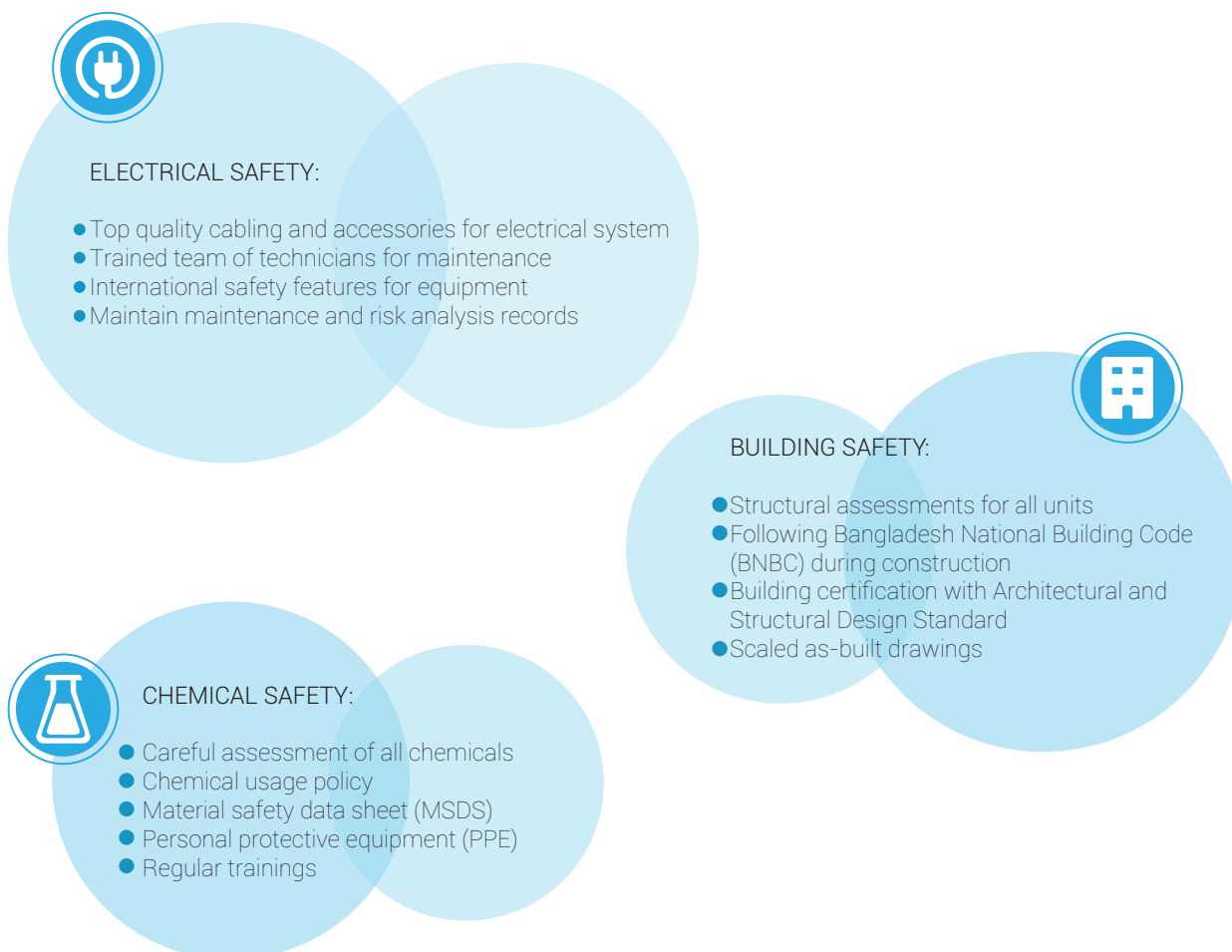
The Compliance department performs audits to ensure unobstructed evacuation paths, properly designed evacuation maps and lighting present in required areas.

To tackle the events of fire, four teams – the fire fighters, the rescue team, the cordon party and the first aiders – are involved. To aid them, DBL possesses and maintains the following equipments and systems:



- Fire extinguishers
- Fire blankets
- Stretchers
- Smoke detectors
- Sprinklers
- Fire hose cabinet boxes
- Water drums and buckets
- Fire beaters
- Fire hooks
- Gong bells
- Lock cutters
- Emergency lights
- Safety equipments: gloves, helmets, gas masks and gumboots

ENSURING ELECTRICAL, BUILDING AND CHEMICAL SAFETY



RISK MANAGEMENT

Given the nature of our business, the raw materials and products that we handle and the scale of our operations, our risk management systems are designed to ensure that all our assets are safeguarded and protected against any kind of loss including mankind and property.

In regards to the safety of workers, specific risk analyses are done based on their workplaces. These workplaces include a wide variety of areas within the factories such as the chemical store rooms and the Effluent Treatment Plants (ETPs) as well as the zones containing different machines such as the compacting machine and the generator. Pregnant women are also considered under risk management: in order to avoid the risk to the fetuses, they are to be seated when working, allowed leaving early during the lunch breaks, and not allowed to work overtime.

Each type of analysis includes the description and consequence of the hazard, the person at risk and the control or preventive measures that can be taken. In addition, hazards are given ratings, calculated by using the frequencies of occurrence and the severity, thereby effectively identifying the risks or hazards to prioritize on.

INVESTMENT

Significant investment agreements include participation in training, creation and implementation of a new policy or procedure, and other activities that DBL Group undertakes in order to promote labor practices, human rights, societal and environmental concerns, as well as any sustainability issue.

DBL Group has made investment in various training sessions. Two of such programs are the Women in Factories (WIF) Initiative and Nirapod: Saving Women from unwanted Pregnancy and Unsafe MR. The former program is funded by Walmart and implemented by CARE Bangladesh. The latter program is Phulki's approach in partnership with the Embassy of the Kingdom of the Netherlands.

NON-DISCRIMINATION

Non-discrimination is addressed in the factory's own Code of Conduct. The factory employs, pays, promotes and terminates workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs. Discrimination on any ground is not allowed. Due to the strength of the practice, there have been no cases of discrimination.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

DBL recognizes and respects the right of employees to exercise their lawful rights of freedom of association and collective bargaining. No discrimination is done against employees who form or participate in lawful associations and or collective bargaining. The presence of the Worker Participation Committee (WPC) allows the workers to freely communicate regarding any issue. In order to ensure

these rights are exercised, monthly audits from the Compliance team take place, noting the composition of the committee members, frequency of meetings, topics discussed, and so on. DBL management has been able to form a WPC according to the guidelines which is very effective for conveying information to both labor and management and resolving any grievances if present.

FORCED LABOR

DBL does not use involuntary or forced labor. The Code of Conduct emphasizes that all employees should be working at factory voluntarily and no means should be adopted as a measure which may indirectly result in an employee working forcibly. The freedom of movement of employees is not restricted except for the protection of property and security of factory personnel. Additionally, no employees are recruited on contract basis and an employee may resign from the company by giving one month's notice.

SECURITY PRACTICES

All security personnel in DBL are of our own: there are none from third party organizations. Human rights topics are communicated to all security personnel via trainings that take place every month.

CHILD LABOR

DBL is not engaged with any form of child labor. At the time of hiring, psychological interviews are done in order to determine the age of the potential employee. In addition, documents as proofs of age are collected from all potential employees and the authenticity of age documents is verified. In the absence of age documents, the potential employee is to be verified and confirmed by the registered doctor available at the factory.



LOCAL COMMUNITIES

In order to minimize the impact on communities, the industries of DBL are situated in remote locations. Potentiality, however, is still present to create negative impacts on the local communities. These include the following:

- Noises from machines, particularly generators, tend to reach out of the factory premises
- Although an ETP is present, there is dumping of the treated wastewater
- Heat that is being released from the boilers and other machines influences the temperature of the local environment

ANTI-CORRUPTION

DBL has no confirmed incidents of corruption and has not made any financial and in-kind political contributions. In addition, there have been no legal actions for anti-competitive behaviors, anti-trust and monopoly practices. An always compliant organization, DBL did not incur any fines or been involved in non-monetary sanctions for non-compliance with laws and regulations.

The reputation of DBL Group for lawful and responsible business behavior is of prime importance and is one of its greatest assets. DBL Group is committed to the prevention, deterrence and detention of corrupt business practices, fraudulent activities and bribery. DBL Group has zero tolerance toward any unethical business practice. DBL Group has strictly enforced policies on anti-corruption, anti-fraud and bribery which apply to all business within DBL Group. The

Management seeks to promote the adoption of regulations consistent with the principles set out in the different company policies on anti-corruption.

It is required that all personnel:

- Act honestly and with integrity at all times and to safeguard the company resources for which they are responsible
- Respect DBL Group customers, suppliers and other parties with whom it must interact to achieve its objectives by conducting business in an ethical, lawful and professional manner.

At DBL, we have an effective compliance program which includes but is not limited to, the following components:

- Communication of a code of conduct to employees;
- Reporting and investigation of allegation of fraud, bribery and other corrupt practices;
- Appropriate disciplinary procedures for employees who are found to have engaged in such practices; and
- Monitoring of the effectiveness of such controls

DBL Group and each of its business take the appropriate steps to ensure all its employees and those acting on its behalf:

- Meet all legal and regulatory requirements governing the lawful and ethical conduct of business
- Make all employees aware of their personal responsibilities and adhere strictly and at all times to this policy
- Provide information to all employees and further guidance if they have any question or uncertainty regarding these requirements.



Only a life lived for others is a life worthwhile.

Albert Einstein

CUSTOMER HEALTH, SAFETY, AND PRIVACY

All products are being created according to the specifications of DBL's buyers. In order to ensure health and safety, the buyers provide restrictions of use of certain substances and methods or machines. As an example, they provide a list of chemicals that are not allowed to be included within the different processes in their Restricted Substances List (RSL). All these constraints are being complied with in the different relevant processes.

In addition, to focus on the health and safety of customers in particular, we also include pool testing for button which tests the strength of the buttons. This is especially the case for children's items as they tend to bite the buttons: the stronger the button, the less chance is present for breaking and being accidentally swallowed by them.

Furthermore, fusing processes are done for embroidery in order to safeguard the human skin. In addition to respecting health and safety issues, DBL respects the privacy of customers and henceforth there has been no complaints regarding breaches of customer privacy and losses of customer data.

OTHER COMPLIANCE ISSUES

DBL does not engage itself into incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling. Additionally, there were no incidents of non-compliance with any regulations or codes that deal with marketing communications, including advertising, promotion, and sponsorship. Furthermore, DBL incurred no fines for non-compliance with laws and regulations concerning the provision and use of products and services.



A variety of activities are present for the welfare of the employees including:

- Having a fair price shop, Bandhan, which allows employees to have zero-cash transactions and also get to buy on credit with zero interest: the cost is simply adjusted with the monthly salaries of employees
- In-house day care center with trained professionals
- In-house medical center with a wide range of tests and even providing outdoor medical services
- In-house pharmacy providing medicines at fair price even for employees' family members
- A children's park within the factory premises for employees' children
- Participating in external sports tournaments such as Corporate Cricket Leagues
- Organizing in-house sports tournaments such as football and volleyball
- Promoting culture through the encouragement of songs and music
- Special recognition and sponsorship for employee children for excellent academic performance in National Board Examinations
- Worker-Management Relationship program where personal issues and needs discussed every month through Workers Participation Committee (WPC) meetings
- Worker Listening Session, a Quality department training to aware present responsibility to trainees; and also covers HR policies and fire safety issues








CHAPTER 7

STAKEHOLDER ENGAGEMENT



“*The stakeholder approach to business sees integration rather than separation, and sees how things fit together.***”**

*John Mackey,
Co-CEO of Whole Foods Market*

At DBL Group stakeholder satisfaction is of very high concern to the company values and we take the matter very sincerely. Our stakeholders include those who are associated directly or indirectly to our businesses. The approach and the frequency of engagement with the stakeholders differ on the basis of the category of the stakeholder. DBL Group reserves special interest in identifying all applicable stakeholders and understanding their expectations to remain sustainable in the long run. DBL Group is growing sustainably and we believe that a fully sustainable company will have all its stakeholders engaged in the key processes of the business.

All organizations and entities that have significant influence on DBL Group and those that are directly or indirectly affected by the Group's operations are considered as stakeholders. We identify potential stakeholders through the following process.



There is no particular frequency of engagement with the stakeholders. However, there are annual events like vendor meetings for suppliers, annual general meeting for investors and shareholders, exhibition for customers and others. In addition, respective departments engage with their specific stakeholder groups as situation demands and on need basis.

KEY STAKEHOLDERS



DBL Group's major stakeholder group and a principal asset is the workforce. Hence, DBL reserves a special importance to creating the proper work environment for all employees. Similar attention is also given to their families. To maintain a fully energized workforce we maintain a number of initiatives to strengthen employer-employee bonding. Some are discussed below.

WORKERS PARTICIPATION COMMITTEE (WPC)

Collective bargaining agreement is not prohibited in DBL Group. To make a trustworthy relationship between the workers and the company, DBL Group has formed Workers Participation Committees. These committees constitute of representatives of both the employers and the workers. Workers are encouraged highly in forming of this committee, over 50% of each the committee comprises of workers.

To promote mutual trust, understanding and cooperation between the employers and the workers as to fulfill production target, reduce production cost and improve the quality of products, the committees meet once every month. They are working to effectively establish privileges as well as to improve welfare services for the workers and their families. Through the WPC, workers can freely contact the committees to discuss any issue.

DBL Group makes an effort to encourage good relations between workers and managers, through hosting train-

ings covering topics, such as labor standards, leave days, working hours, wages, personal protective equipment, health and safety, environmental issues, welfare, and so on. Currently, the committees' members are representatives of employees and top management selected by each group respectively. However, the selection criterion is being replaced through election procedure: and hence simulating the process of a trade union. Issues discussed include wages, benefits, working conditions, complaints, productivity, quality and even health issues.

EFFECTIVE COMMUNICATION PROCEDURES

DBL Group has established different channels to communicate with its workers: these include:

- Meetings
- Poster boards
- Suggestion boxes
- Open door policy.

The Welfare Officers are responsible for these communications. In this way the company offers an open door policy for employees to discuss a broad range of issues with senior management. This gives employees the opportunity to share ideas and concerns directly with the top level of the organization. Telephones, public address systems, newsletters, Welfare Officers and section heads facilitate the communication between top management and employees.



GRIEVANCE MECHANISMS

Apart from formal grievance procedures which are set up as per local laws, DBL Group has informal ways to resolve any sort of disputes quickly and effectively. The top management has an open door policy and grievance boxes are provided to assist employees maintain confidentiality.

DBL Group has established several channels for workers to file complaints, including anonymous complaints. These include suggestion box and an open door policy. The Welfare Officers are responsible for handling complaints. The suggestion boxes are checked every Saturday and the grievances are recorded. Appropriate action is taken and results are reported back to employees.

WELFARE OFFICERS

There are currently 18 Welfare Officers stationed at the factory complexes who oversee workers' concerns and problems and communicate with the Human Resource and other concerned departments as required. These Officers are involved with a number of tasks including:



- Maintaining first aid boxes and checklists
- Dealing with complaints from workers
- Registering and providing extra care to pregnant employees working at the factories
- Ensuring washroom hygiene
- Coordinating and conducting trainings
- Facilitating meetings
- Informing workers of any changes in policies

Workers feel very comfortable expressing themselves to them. They handle every single case with great care and efficiency and maintain confidentiality depending on the sensitivity. Proper measures are taken immediately to resolve any concern over workplace or even workers' personal issues.

THE KAIZEN SUGGESTION BOX

DBL Group appreciates ideas from all of its employees, including the workers. Besides the Suggestion & Grievance Boxes, an additional box has been included with the aim of taking in suggestions from workers that relate to improving production efficiency. This method provides a way to involve workers in the decision-making process which makes workers feel important about themselves and they highly appreciate the management for such initiative.

These boxes are referred to as 'Kaizen Suggestion Boxes' and are present in all units. These boxes are green in color – as opposed to the white for the Suggestion/Complaint Boxes – in order to help users easily identify and distinguish them. Users submit their ideas in the boxes including their names in order to be identified for recognition.

All suggestions are discussed in the Kaizen Meeting held every month: the employee or worker with the best suggestion for the month is recognized with the 'Kaizen Award': multiple employees and workers have been awarded. Some of the suggestions have even been implemented: in some cases the best suggestion was chosen among the multiple good ones received. In addition to the award, the names, photos, and ideas of the accepted ones are displayed on the notice boards.



SAMPLE KAIZEN SUGGESTIONS:



To provide more legroom for workers, it was required to make efficient use of space. Earlier, a lot of oversized cartons were used for keeping hang tags, polythene, stickers, and hangers which was not efficient. A better method was suggested: using plastic baskets instead of cartons. These occupy much lesser space, thus providing more freedom for workers.



To facilitate with increasing the motivation of employees and workers, it was suggested that the best performing unit be rewarded. The recognition is to be done by providing a crest to the performing unit.



In order to promote efficiency, a suggestion was made regarding the inclusion of an air circulation system. This system is to be included for the fabric relaxation rack to aid the relaxation process. In addition, it will also reduce shrinkage and dust.

EMPLOYEE OF THE MONTH (EOM)

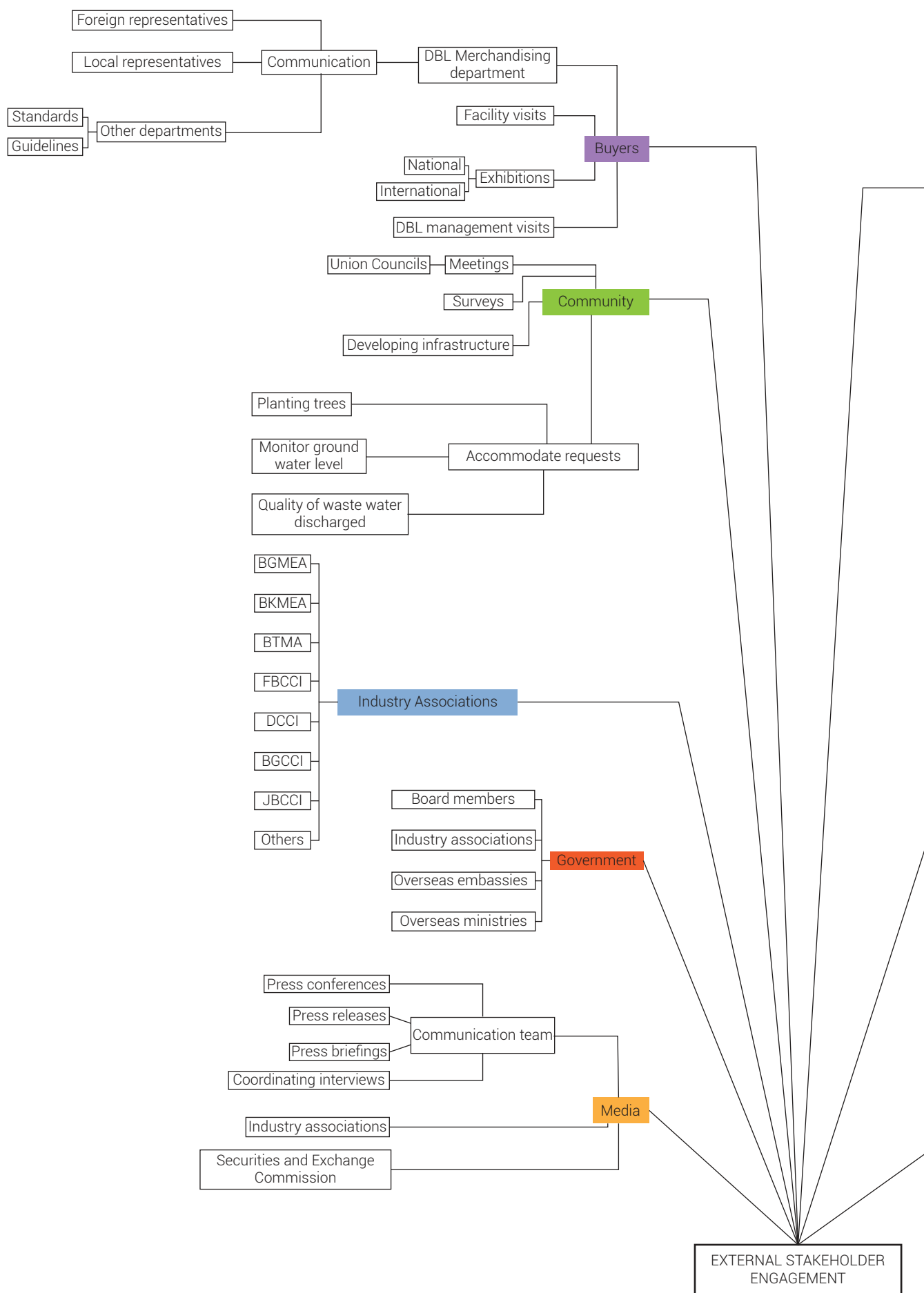
In addition to the Kaizen Suggestion system, efforts of our employees and workers are also recognized through another monthly recognition system: the 'Employee of the Month'. The program was inaugurated in the knitting section and has been replicated for the others units too. These ideas are compiled under our Idea Club Sustainability program.

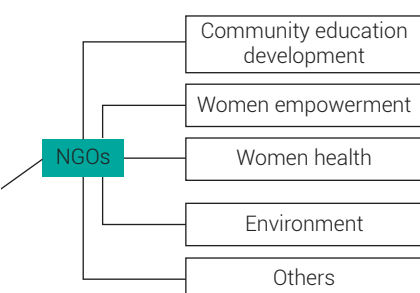
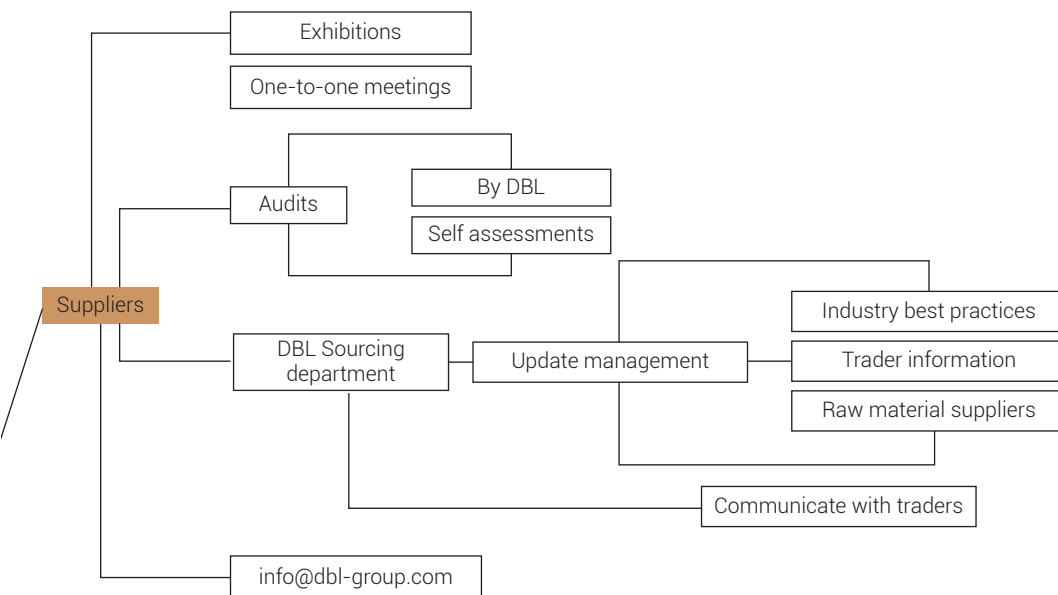
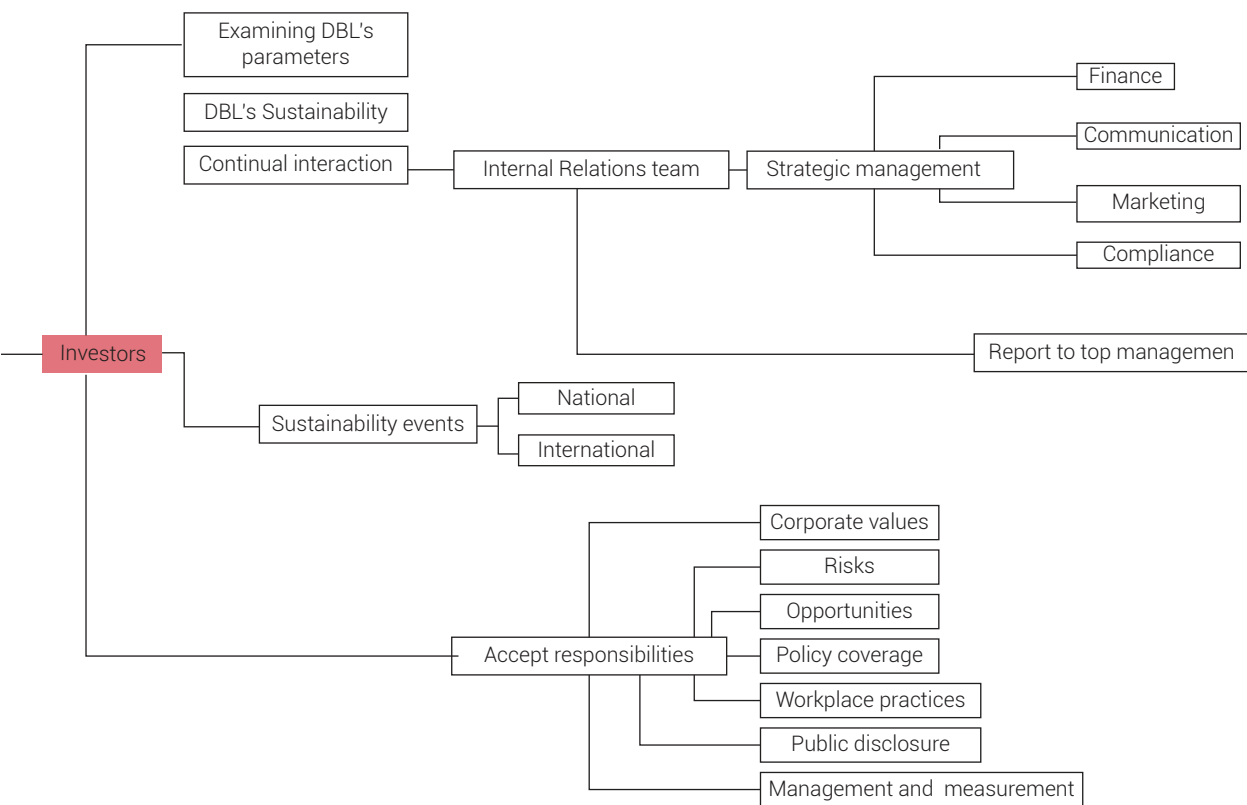
A huge advantage of having an employee of the month incentive is the motivation it encourages the employees to work at their highest potential and move them towards empowerment. This is in terms of work performance as well as punctuality and attendance on the job. It promotes employees to work at their full potential without causing any adverse side effects. The Employee of the Month program is open for all employees and it gives them a feeling of fairness as every employee has an equal opportunity at obtaining this reward.

The evaluation system also encompasses suggestions provided by employees and workers that would improve working procedures. The employees and workers that win the award are provided certificates of achievements in addition to cash incentives. Moreover, their names and photos are displayed on the notice boards of the respective units in order to further motivate them to grow in their careers and for improving the company.

EOM ceremonies held in different units of DBL Group







DBL Group is committed to generating positive relations with external stakeholders through various non-binding initiatives which the organization subscribes and endorses. A constant communication is vital in order to ensure business sustainability: DBL recognizes and acts on this principle. The map shows the various external stakeholders that DBL is currently involved with and how interaction is being made with each.

A wide variety of activities are integrated within DBL's sustainability that promotes societal development: thus integrating the concept of "Community" included as a branch in the comprehensive coverage of sustainability. These activities include the following:



- Community surveys: To identify and address the needs of the local community
- Community educational support: Infrastructure and financial support. Also focusing on improving education quality with international NGO
- Contributions with collaboration with NGOs in forms of education, vocational training, health training, etc.
- Community cultural program with NGOs
- In-house agriculture fields: For growing crops to meet community needs
- Health care assistance to various hospitals in the country: financial as well as infrastructure supports.



MULTI-STAKEHOLDER ENGAGEMENT

A sustainable method to address the needs of different stakeholders is possible when multiple stakeholders such as public and private organizations come under a common platform. In this regard, DBL Group has worked with a variety of stakeholders with the variety of Sustainability programs. Some of these are included below.

Program	Pillars in Practice	Women in Factories Initiative	Nirapod: Saving Women from Unwanted Pregnancy and Unsafe MR	Partnership for Cleaner Textiles (PaCT)	Mini Fire Brigade
Stakeholder(s)	SAI, DIHR , CSR Centre Bangladesh	Wal-Mart, CARE, Sheva	Phulki, Embassy of the Kingdom of the Netherlands	IFC, Embassy of the Kingdom of the Netherlands, Solidaridad	GIZ, BFSCD

MINI FIRE BRIGADE

DBL Group and GIZ signed a cooperation agreement to establish a Mini Fire Brigade. Mr. M.A. Rahim, Vice-Chairman and Group CEO of DBL Group, Olaf Handloegten, Director, Global Initiative Disaster Risk Management (GIDRM), and Dr. Jochen Weikert, Program Coordinator, PSES II, signed the agreement on 11 March 2015 at Bangladesh Fire Service and Civil Defense Training Complex in Dhaka. The foundation stone was laid on 7 October 2015 by H.E. Dr. Gerd Müller, Honorable Federal Minister for Economic Cooperation and Development, Germany, and H.E. Mr. Tofail Ahmed, Honorable Minister of Commerce, Government of Bangladesh.

The objective of the Mini Fire Brigade rapid response and risk reduction unit is to prevent fire in the industrial buildings around Kashimpur, Gazipur area. The Mini Fire Brigade unit will be located outside Jinnat Complex of DBL Group which will also serve other factories in the Kashimpur-Konabari industrial cluster.

DBL Group is providing land, a suitable construction for the Mini Fire Brigade and volunteers. The Bangladesh Fire Service and Civil Defense (BFSCD) will undertake the initiative to organize training for volunteer firefighters and provide infrastructure support. GIZ will facilitate the procurement of fire-fighting equipment. The facility will be staffed 24 hours a day with a target to respond within the first critical 10-15 minutes to both industrial fire and building collapse.



PARTNERSHIP FOR SUSTAINABLE TEXTILES

Initiated by Dr. Gerd Müller, the Partnership for Sustainable Textiles focuses on achieving social, environmental and economic improvements in Bangladesh's RMG sector. A "Declaration of Accession" on the program was signed by four Bangladeshi RMG companies: DBL Group, Niagara Textiles Ltd, Saiham Knit Composite Ltd and JMS Holdings. These companies have been collaborating with GIZ and DEG to improve their social and environmental standards.



PARTNERS IN RIGHTS WORKSHOP

The section for development cooperation at the Embassy of Sweden in Bangkok hosted a thematic workshop for the regional cooperation partners titled "Partners in Rights-Promoting Regional Environmental Sustainability and Human Rights through Innovative Relationships between Business, Civil Society and Governments". It was held from 27 - 28 May 2015. Mr. Mohammed Zahidullah, Head of Sustainability, DBL Group, was invited as a speaker by Embassy of Sweden in Bangkok to attend the workshop. The second session of day-2 was on the theme of multi-stakeholder cooperation and started with a presentation by Mr. Zahidullah. The presentation highlighted success stories of public-private partnership showcasing the successful implementation of women empowerment and PaCT: Partnership for Cleaner Textiles at DBL Group.



Apart from our buyers, distinguished guests, including ministers and ambassadors, from all around the world visit DBL Group's factories throughout the year. Some of our visitors are shown below.



Lee Yun-young: Ambassador of the Republic of Korea to Bangladesh



Hans-Joachim Fuchtel: Parliamentary State Secretary to the Federal Minister for Economic Cooperation and Development, Germany



Louka Katseli: Greek economist and politician



Genet Zewdie, Ambassador of Ethiopia to India



Dr Christoph Schumacher-Hildebrand:
Ministry of BMZ, Germany



Just-Style journalists from the UK



United Nations Global Compact from 17 countries including USA, Europe and Asia



Wei Yiliang: President, Wuhan Textile University





Dr. Gerd Müller Federal Minister for Economic Cooperation and Development, Germany



Lars Sørensen, Chief Operating Officer (COO), Puma SE



This report has been prepared 'in accordance' with the GRI G4 Sustainability Reporting Guidelines Core option.

General Standard Disclosures	Page Number	External Assurance
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STRATEGY AND ANALYSIS

G4-1 02-03 No

ORGANIZATIONAL PROFILE

G4-3 01 No

G4-4 19 No

G4-5 19 No

G4-6 19 No

G4-7 36 No

G4-8 22 No

G4-9 02-03, 22, 40 No

G4-10 59 No

G4-11 64, 72 No

G4-12 21 No

G4-13 59 No

G4-14 36, 62-63 No

G4-15 58 No

G4-16 33, 71, 73-74 No

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17 40 No

G4-18 05-08 No

G4-19 05-07 No

G4-20 05-07 No

G4-21 05-07 No

G4-22 08 No

G4-23 08 No

General Standard Disclosures	Page Number	External Assurance
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STAKEHOLDER ENGAGEMENT

G4-24 71, 75-76 No

G4-25 71 No

G4-26 71-76 No

G4-27 71-76 No

REPORT PROFILE

G4-28 08 No

G4-29 08 No

G4-30 08 No

G4-31 08 No

G4-32 08 No

G4-33 08 No

GOVERNANCE

G4-34 33-36 No

ETHICS AND INTEGRITY

G4-56 57 No

DMA and Indicators	Page Number	External Assurance
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CATEGORY: ECONOMIC

Aspect: Economic Performance

G4-DMA	39-40	No
G4-EC1	40	No
G4-EC4	40	No

Aspect: Market Presence

G4-DMA	41	No
G4-EC5	41	No

Aspect: Indirect Economic Impacts

G4-DMA	39-41	No
G4-EC7	40	No

Aspect: Procurement Practices

G4-DMA	41	No
G4-EC9	41	No

CATEGORY: ENVIRONMENT

Aspect: Materials

G4-DMA	46	No
G4-EN1	46	No

Aspect: Energy

G4-DMA	47	No
G4-EN3	47	No

Aspect: Water

G4-DMA	48	No
G4-EN8	48	No

Aspect: Biodiversity

G4-DMA	49-50	No
G4-EN14	49-50	No

Aspect: Emissions

G4-DMA	51	No
G4-EN15	51	No

Aspect: Effluents and Waste

G4-DMA	51-52	No
G4-EN23	51-52	No

DMA and Indicators	Page Number	External Assurance
--------------------	-------------	--------------------

Aspect: Products and Services

G4-DMA	53	No
G4-EN27	53	No

Aspect: Compliance

G4-DMA	66	No
G4-EN29	66	No

Aspect: Transport

G4-DMA	53	No
G4-EN30	53	No

Aspect: Supplier Environmental Assessment

G4-DMA	57	No
G4-EN32	57	No

Aspect: Environmental Grievance Mechanisms

G4-DMA	53	No
G4-EN34	53	No

CATEGORY: SOCIAL

LABOR PRACTICES AND DECENT WORK

Aspect: Employment

G4-DMA	59	No
G4-LA1	59	No

Aspect: Labor/Management Relations

G4-DMA	59	No
G4-LA4	59	No

Aspect: Occupational Health and Safety

G4-DMA	62-63	No
G4-LA6	62-63	No

Aspect: Training and Education

G4-DMA	60	No
G4-LA9	60	No

Aspect: Diversity and Equal Opportunity

G4-DMA	60	No
G4-LA12	60	No

DMA and Indicators	Page Number	External Assurance
--------------------	-------------	--------------------

Aspect: Equal Remuneration for Women and Men

G4-DMA 59 No

G4-LA13 59 No

Aspect: Supplier Assessment for Labor Practices

G4-DMA 57 No

G4-LA14 57 No

Aspect: Labor Practices Grievance Mechanisms

G4-DMA 61 No

G4-LA16 61 No

HUMAN RIGHTS

Aspect: Investment

G4-DMA 64 No

G4-HR1 64 No

Aspect: Non-discrimination

G4-DMA 59, 64 No

G4-HR3 59, 64 No

Aspect: Freedom of Association and Collective Bargaining

G4-DMA 64 No

G4-HR4 64 No

Aspect: Child Labor

G4-DMA 64 No

G4-HR5 64 No

DMA and Indicators	Page Number	External Assurance
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Aspect: Forced or Compulsory Labor

G4-DMA 64 No

G4-HR6 64 No

Aspect: Security Practices

G4-DMA 64 No

G4-HR7 64 No

Aspect: Indigenous Rights

G4-DMA 61 No

G4-HR8 61 No

Aspect: Assessment

G4-DMA 57 No

G4-HR9 57 No

Aspect: Supplier Human Rights Assessment

G4-DMA 57 No

G4-HR10 57 No

Aspect: Human Rights Grievance Mechanisms

G4-DMA 61 No

G4-HR12 61 No

SOCIETY

Aspect: Local Communities

G4-DMA 65 No

G4-SO2 65 No

DMA and Indicators	Page Number	External Assurance
Aspect: Anti-corruption		
G4-DMA	65	No
G4-S05	65	No
Aspect: Public Policy		
G4-DMA	65	No
G4-S06	65	No
Aspect: Anti-competitive Behavior		
G4-DMA	65	No
G4-S07	65	No
Aspect: Compliance		
G4-DMA	65	No
G4-S08	65	No
Aspect: Supplier Assessment for Impacts on Society		
G4-DMA	57	No
G4-S09	57	No
Aspect: Grievance Mechanisms for Impacts on Society		
G4-DMA	61	No
G4-S011	61	No

DMA and Indicators	Page Number	External Assurance
PRODUCT RESPONSIBILITY		
Aspect: Customer Health and Safety		
G4-DMA	66	No
G4-PR1	66	No
Aspect: Product and Service Labeling		
G4-DMA	66	No
G4-PR4	66	No
Aspect: Marketing Communications		
G4-DMA	66	No
G4-PR7	66	No
Aspect: Customer Privacy		
G4-DMA	66	No
G4-PR8	66	No
Aspect: Compliance		
G4-DMA	66	No
G4-PR9	66	No

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