



Dredging

NEWSLETTER HIGHLIGHTS

Mashook Mujib Chowdhury becomes SDG Pioneer

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FROM THE DESK OF CHAIRMAN

We are very happy to publish yet another issue of Insight. We have number of joyful news in this issue. Firstly, Mashook Mujib Chowdhury from the Sustainability department of DBL Group has been selected by the UN Global Compact as one of the 2019 SDG Pioneers for the empowerment of working women. Also, among few other achievements, DBL Group has been selected as one of the 2019 Impact Champions by the Business Call to Action (BCTA). A very special news is; DBL Ceramics has declared Jaya Ahsan, one of the most successful actresses of Bangladesh as its brand ambassador.



Like every year; we organized a daylong program, "Academic Career Path Counseling & Recognition of Meritorious Children of DBL Family"; where I myself was present to motivate the children of our employees. Also, few Oracle Business Intelligence Applications have successfully gone live at DBL Group.

I would thank our clients for keeping their faith on us. It is always the customers who let us grow and shine. We trust in the moves that we have made so far to fortify our position to achieve our craved objective.

Abdul Wahed
Chairman



Mashook Mujib Chowdhury, Bangladesh, 2019 SDG Pioneer for the empowerment of working women



Mashook Mujib Chowdhury from the Sustainability department of DBL Group, Bangladesh, was selected by the UN Global Compact as one of the 2019 SDG Pioneers for the empowerment of working women.

After being selected as the 2019 Global Compact Network Bangladesh SDG Pioneer in May 2019 by the Global Compact Network Bangladesh (GCNB), he was automatically included to compete in the 2019 SDG Pioneers Global Round hosted by the UN Global Compact.

He was chosen after a rigorous and competitive selection process to review the many applications from diverse regions of the world. In the end, a multi-stakeholder selection group including representatives from civil society, academia, Global Compact Board, the UN and previous SDG Pioneers voted for his inclusion as a 2019 SDG Pioneer.



Mashook participated in the Global Compact Leaders Week held from 23-26 September 2019 at the UN Headquarters in New York. On September 23, Mashook and the other nine SDG Pioneers received certifications from Lise Kingo, CEO and Executive Director of the Global Compact at the Delegates Dining Room during the VIP Reception. They also participated in the Climate Action Reception. On September 24, they were at Times Square where their photos were displayed in one of the digital billboards. Mashook also had his video interview taken in RRD Studios, which will be published on the Global Compact's YouTube channel. On September 25, he participated in the WE Day UN event held in Barclays Center in Brooklyn along with two other SDG Pioneers where they motivated young children on contributing to the SDGs. Afterwards, he participated in the SDG Business Forum and later in the day, all the SDG Pioneers were recognized in the "Leadership for the SDGs: Featuring the Young" session held in the SDG Media Zone in the UN Headquarters, which was broadcasted live on the UN Web TV. Mashook had his own session during the event where he shared his experience with DBL Group's women empowerment programs. In the evening, he also took part in the Trailblazing Women Reception event.



DBL Group recognizes meritorious students from the DBL Family



DBL Group organized a daylong program, “Academic Career Path Counseling & Recognition of Meritorious Children of DBL Family”. The program was for its employees’ children who passed with flying colors in their respective Board exams. It was held on 31 August 2019 in the Knitting Division of Jinnat Complex. Abdul Wahed, Chairman of DBL Group has graced the program and proactively inspired students and urged them to focus greatly on morality in addition to their studies. The employees of DBL Group were accompanied by their family members as well. Teachers from reputed universities like Bangladesh University of Engineering & Technology (BUET), Dhaka University, Bangladesh University of Textiles (BUTex), Ahsanullah University of Science & Technology (AUST), Bangladesh Agricultural University, Jahangirnagar University etc. participated in the program.

The daylong program was divided into two sessions. The first session held in the morning was titled “Academic Career Path Counseling”. This session was designed for DBL family’s meritorious children who need proper guidance to build a successful career in the future. Teachers from different disciplines were present to counsel a good number of students who gathered to attend the session. Here, the academicians listened to the queries of the students and parents and addressed the queries by giving them proper direction to attain a successful career in the future.

The second session was held at the same venue in the afternoon. It was to appreciate the children for their achievement and to listen to their feelings. They expressed their gratitude to the Management of DBL Group for supporting them in ensuring this achievement and also for inspiring them to set higher goals for their career. At the end of the session, the students were handed over with an appreciation crest and prize money by the Chairman. Every year, DBL Group organizes such programs to encourage the children of its employees.

Since its inception, DBL Group has been working for the betterment of its employees and their family’s education, health and overall improvement in their living standard. These initiatives not only are an encouragement for DBL Group’s employees, but it also helps students to continue their education properly. DBL Group believes in working as a family and it wants to provide a harmonious workplace to its employees. Thus, DBL Group is crafting happiness for all of its family members.

Launch of “Sustainability Report 2018”

With the theme of “Progress towards Prosperity”, DBL Group launched its 5th edition of Sustainability Report on 20 July 2019. The launching was done by DBL Group’s Vice Chairman M. A. Rahim, who is also the current Vice President, Finance, of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), along with Dr. Rubana Huq, President of the BGMEA and Miran Ali, Director, BGMEA.

All the previous Sustainability Reports were prepared following the Global Reporting Initiative (GRI) guidelines

and the current one has incorporated the latest version of the guidelines; the GRI Standards. Being a Participant of the UN Global Compact, DBL has been publishing Sustainability Reports since 2014.



Oracle E-Business Suite went live at DBL Industries PLC, Ethiopia



Oracle E-Business Suite Financials applications (General Ledger, Payables, Receivables, Cash Management and Fixed Assets) have successfully gone live at DBL Industries PLC, Ethiopia on 12 July 2019. M. A. Jabbar, Managing Director of DBL Group inaugurated the go-live ceremony and congratulated the project team for the first

implementation of Oracle ERP in Ethiopia by a Bangladeshi team. In his speech, he appreciated the rollout of such an advanced ERP system like Oracle in DBL Industries PLC and encouraged all business users and decision makers to utilize the industry leading ERP system and adopt global best practices for digital transformation.

Other Oracle applications like Oracle HCM Cloud and Supply Chain Management modules, which are already in place for all DBL Group entities in Bangladesh, will be rolled out in DBL Industries PLC in future phases. Khandaker Zahidul Alam, Group Chief Information Officer, Mohammad Feroze, Chief Financial Officer, Syed Zahirul Quauime, Chief Production Officer, Nurmohammad Sabuz, Head of Merchandising, Libelo Gebreslassie, General Manager-Operations, Mohammad Shazzad Hossain, DGM, Group Finance and Palash Mollik, Project Manager as well as representatives from all departments and business units of DBL Industries PLC were present during the event.

Workshop on DBL Pharmaceuticals Go-live readiness

A workshop on Go-live readiness took place with the steering team of DBL Pharmaceuticals Ltd. on 3 August 2019. Milestone goals in the pre-launch phase of DBL Pharmaceuticals were identified throughout the workshop. Several group exercises centering around the pre-launch activities were done in this workshop. The workshop started with a refreshing speech from DBL Group's Managing Director, M. A. Jabbar. From DBL Pharmaceuticals: Khurshid Alam, Site Head, M Nakibur Rahman, Executive Director, Marketing, Biplob Barua, DGM, Group HR; Zahidul Alam, Group CIO delivered presentations in the workshop.



Neural Semiconductor in WordCamp Dhaka 2019



Neural Semiconductor, a concern of DBL Group, participated in the WordCamp Dhaka on 28 September 2019. The event took place at the International Convention City Bashundhara (ICCB).

Our very first product of the Software Team, Visual Product Search (VPS) is an Artificial Intelligence based visual search engine for e-commerce platforms developed by Neural Semiconductor partnering with a Silicon Valley based startup. It can easily be integrated with e-commerce web frameworks as plug and play. It powers the way of searching for any product using images rather than text and enhances the online shopping experience, saves shopping time and increases sales. The product has been exhibited at the stall of Neural Semiconductor during WordCamp Dhaka 2019.

Oracle Business Intelligence Applications went live at DBL Group

Oracle Business Intelligence Applications (Financial Analytics, Procurement & Spend Analytics) have successfully gone live at DBL Group on 1 July 2019. M. A. Rahim, Vice Chairman of DBL Group inaugurated the go live ceremony and congratulated the project team. In his speech, he appreciated this digital transformation as a tool for real time data driven insights and encouraged business decision makers to utilize this tool to full extent. Md. Ishaque, FCMA, Group Advisor; Khandaker Zahidul Alam, Chief Information Officer; Billal Hossain Patwary, Executive Director of Finance; other department and business unit heads of DBL Group and representatives from PwC were also present during the event.



Groundbreaking Ceremony of Hamza Textiles Ltd.

The Groundbreaking Ceremony of Hamza Textiles Limited(phase 2), a concern of DBL Group took place on 9 August 2019 at Nayapara, Kashimpur, Gazipur. The Board of Directors along with the high officials of DBL Group were present during the ceremony.



DBL Healthcare Ltd. gets involved in and arranges multiple scientific seminars



Psoriasis Awareness Club arranged a Scientific Seminar on "Role of bioactive peptides as a newer medication of psoriasis" at Dhaka Club on 9 July 2019 and DBL Healthcare Ltd. was the scientific partner of the program. It was a gathering where renowned dermatologists were present and discussed about the pathophysiology of psoriasis. Prof. Dr. A Z M Maidul Islam, Prof. Dr. Md. Shahidullah, Prof. Munir Rashid, Prof. Rashed Md. Khan, Prof. Dr. AKM Shariful Islam, Prof. Md. Samiul Huq, Prof. Dr. Zakir Hossain and Dr. M. Abu Hena Chowdhury participated in the panel discussion.

Apart from this Scientific Seminar, DBL Healthcare also arranged two more scientific seminars on 10 July 2019 at Chilis Restaurant, Dhanmondi and on 11 July 2019 at Apollo Hospitals Dhaka. These seminars were organized with the potential gynaecologists of Square Hospitals Ltd., Central Hospital and Green life Hospital and dermatologists from Apollo Hospitals Dhaka. Mr. Nestor G. Avgoustidis, Resource person from Frezyderm, Greece discussed about the role of skin care products and feminine care products during these sessions.





“
Versatile
like me
- Jaya Ahsan”



Jaya Ahsan becomes Brand Ambassador of DBL Ceramics Ltd.

DBL Ceramics has declared Jaya Ahsan as its brand ambassador in a ceremony at a hotel in Gulshan in Dhaka on 3 October 2019. Jaya Ahsan along with M. A. Quader, Deputy Managing Director, DBL Ceramics Ltd.; Md. Bayazed Bashar, DGM- Planning & Development, DBL Ceramics Ltd., M. Abu Hasib Ron, Head of Sales, DBL Ceramics Ltd. and other high officials were present in the ceremony. Jaya said, "I'm really happy to be a part of country's top most ceramic tiles brand- DBL Ceramics. I hope that out of this collaboration, we will be able to come up with amazing stuffs." M. A. Quader, DMD of DBL Ceramics Ltd. also said that, "We are really excited to get an internationally acclaimed, famous and talented artist like Jaya Ahsan; and we hope to go far together in future."



DBL Ceramics has been trying to come up with innovative and premium quality tiles since its inception. DBL Ceramics is determined to provide the best quality tiles across the world.



Inter Unit Volleyball Tournament



Inter Unit Volleyball Tournament and Musical Chair 2019 (Garment & Knitting Division) for workers of Jinnat Complex was held recently. The final match and Prize Distribution ceremony took place on 5 May 2019. M. A. Quader, Deputy Managing Director & Group CEO, DBL Group enjoyed the final match as well as distributed the prizes among the winners and runners up.



PUMA recognizes Hamza Textiles Ltd.

Hamza Textiles Ltd., a concern of DBL Group, received Sustainability Award from PUMA for “Outstanding performance in Social and Environmental Sustainability”. The award was given in the 2019 Sustainability Roundtable Meeting held at Radisson Blu Dhaka on 23 July 2019. Mohammed Zahidullah, Head of Sustainability, and Mahfuzur Rahman, Head of Compliance, received the award.



DBL becomes Impact Champion with BCtA



Business Call to Action > Members > DBL Group

DBL Group
Providing employees with access to affordable household necessities and support

BCtA Membership Status
ACTIVE

Sector
Consumer Goods

Region of Initiative
Asia & Pacific

SDG contribution
SDG 1: No poverty, SDG 5: Gender equality, SDG 8: Decent work and economic growth

DBL Group has been selected as one of the 2019 Impact Champions by the Business Call to Action (BCtA). The BCtA launched the Impact Champions Programme this year for member companies who are dedicated to understand, prove, and improve their inclusive business impact. Being a BCtA member since 2016, DBL was selected for having and managing a variety of inclusive business models. These Champions have a presence in 11 countries across three continents.

The Impact Champions Programme builds on successful implementation of the BCtA Impact Measurement Services (BIMS) programme, through which they worked with 21 companies, ranging from multinationals and large national companies to social enterprises, for conducting a full cycle of impact measurement and management. The BCtA promotes inclusive business models that engage people at the base of the economic pyramid.

Color City Ltd. achieves 'Certificate of Excellence' from Decathlon

Decathlon has awarded Color City Ltd., one of the concerns of DBL Group, with the 'Certificate of Excellence' for outstanding performance as a supplier. The award was handed over on Decathlon Supplier Day held on 24 June 2019. The award was received by Md. Abul Kalam Azad, AGM, Marketing & Abdul Gaffar Miazi, Senior Manager, Knitting.



Mohammed Zahidullah, Head of Sustainability attends “Women Deliver 2019 Conference” at Vancouver, Canada



Mohammed Zahidullah, Head of Sustainability, DBL Group was invited by UNICEF to attend the “Women Deliver 2019 Conference” held at Vancouver, British Columbia, Canada on 5 June 2019 as a panelist in the session “Breastfeeding and gender equality: Supporting working women and families through advocacy for paid parental leave and family-friendly workplace policies”. He discussed on UNICEF’s Mothers@Work program which was implemented in DBL. DBL was one of the pioneers of the program, having started in December 2015.

DBL Group’s case study in LightCastle Partners’ event

LightCastle Partners organized an event to launch their new study entitled “Prospects of Wage Digitization in the Apparel Sector | Bangladesh 2019” at Six Seasons Hotel on 21 July 2019. The study recommended better collaboration between buyers, suppliers, digital financial service providers, government agencies and industry associations to accelerate wage digitization in the Apparel Sector of Bangladesh.

Mashook Mujib Chowdhury from the Sustainability department of DBL Group

presented a case study on Wage Digitization of DBL Group discussing the current status and challenges.



DBL Group in a panel discussion arranged by PUMA

Lucky Akter, Garment Production Supervisor and Mohammed Zahidullah, Head of Sustainability, participated in a panel discussion on “Social Talks” at the Sustainability Roundtable Meeting arranged by PUMA on 23 July 2019 at Radisson Blu, Dhaka. They shared the challenges, social and business impact of promoting female sewing operators to supervisors and the importance of creating career path for female workers. Representatives from ILO-BetterWork and IFC were among the other panelists which was moderated by PUMA.



DBL participates in a panel discussion hosted by amfori & CSR Centre



amfori and CSR Centre hosted a Multi Stakeholder Forum on “Shobola – amfori Women Empowerment Project” on 10 July 2019 at Lakeshore Hotel, Gulshan. Female Supervisor Lucky Akter from Production department and Mashook Mujib Chowdhury from the Sustainability department participated as panelists in the panel discussion on “Position of women in the RMG sector in

Bangladesh; ‘Shobola’ is an initiative to empower women, what else can help them?”.

Dr. Abul Hossain, Project Director, Multi-sectoral Programme on Violence Against Women under the Ministry of Women and Children Affairs; Faisal Samad, Senior Vice President, BGMEA; Shahamin Zaman, CEO, CSR Centre; and Mohammad Rukanuzzaman, Manager – Compliance, Tom Tailor were among the other panelists.

DBL is a Knowledge Partner of the Shobola program to share its experience on women empowerment.

Delegates of HEST program in DBL Group

Under the German Bangladesh Higher Education Network for Sustainable Textiles (HEST), a delegation from six institutions – including TU Dresden, Germany; Victoria University, Canada; Sourcebook, Germany; Chelsea College of Arts, UK; Massey University, New Zealand; and Beyond Fashion, Germany – visited DBL Group’s factory complexes on 25 August 2019. Mohammed Zahidullah, Head of Sustainability, and Abul Hashem Patwary, DGM, HR, accompanied the visitors.

TU Dresden team also conducted a workshop as part of the HEST program entitled “Introducing Sustainability to the Textile Engineering Curriculum in Bangladesh” with Ahsanullah University of Science & Technology (AUST) and Notre Dame University Bangladesh (NDUB) on 26 August 2019 at Six Seasons Hotel, Dhaka. Mohammed Zahidullah participated as a panelist in “Practitioner Perspectives – Sustainability in Textile Industries” along with Marina Chabouhne (Beyond Fashion Consulting), Ms. Mairi Hare (Sourcebook GmbH, Berlin, Germany), Mr. Syful Mallick (Auchan Retail International) and Frederik Plewnia (TU Dresden).



GLOBALFOUNDRIES VP Visits Bangladesh to Expand their Business

James Blatchford, Vice President of Technology Enablement at GLOBALFOUNDRIES recently visited Bangladesh to explore opportunities for their future business expansion.

During this short trip, James visited the Gulshan office of Neural Semiconductor, a concern of DBL Group and a team of 35 skilled engineers to provide seamless technology solutions in both semiconductor design and software development sectors.



On the honor of his visit, Neural Semiconductor and Ulkasemi hosted a warm reception event at The Westin Dhaka which was attended by distinguished invited guests. From GLOBALFOUNDRIES; Mahbub Rashed, Director, Uttam Kumar Saha, Manager, Sushama Davar, Sr. Manager attended the dinner along with James Blatchford. Dr. Rezwon Khan, Professor, EEE, IUT, Dr. M. Kaykobad, Professor, CSE, BUET, Dr. ABM Harun-ur Rashid, Professor, EEE, BUET, Kazi M. Aminul Islam, Chairman, BIDA were also present among other important guests. From DBL Group; M. A. Jabbar, Managing Director, Md. Shakhawat Hossain, COO, Neural Semiconductor attended the dinner.

Swedfund board members in DBL Industries PLC, Ethiopia



The board members of Swedfund team visited DBL Industries PLC, Ethiopia on 24 September 2019. The purpose of the visit was to understand the progress of the Project. From Swedfund: Goran Barsby, Chairman of the Board; Maria Hakansson, CEO; Fredrik Linton, Director of Investment Operations; Jacob Hagerman, Chief Legal Counsel visited the factory. Daniel Kristiansson, Investment Director, Ministry of

Enterprise and Innovation also visited the factory. M. A. Jabbar, Managing Director of DBL Group along with other high officials of DBL Industries PLC, Ethiopia accompanied the visitors during the visit.

CEO of LiDL visits DBL Group

Robert Maier, CEO and Joppe Van Eldik, COO and Raky Bashey, Country Director - Bangladesh of LiDL visited DBL Group's facilities on 28 May 2019. M. A. Quader, DMD and Group CEO of DBL Group accompanied the guests during the visit.



Delegates from Ministry of Trade and Industry, Ethiopia visits DBL factories



A delegation from Ethiopia, led by H. E. Teka Gebreyesus Entehabu, State Minister, Ministry of Trade and Industry, Federal Democratic Republic of Ethiopia, visited DBL Group's garments and textile factories on 19 May 2019. The delegation also consisted of Seleshi Lemma Bekele, Director General, Ethiopian Textile Industry Development Institute (ETIDI) and Goshu Negash Gobonna, President, Ethiopia Textile and Garment Manufacturer's Association (ETGAMA). M. A. Jabbar, Managing Director of DBL Group, accompanied the visitors during the tour.

Delegates from George visits DBL Group

Zoe Matthews, Vice President of George brand, and Melanie Wilson, Senior Director-Sourcing, Quality & ICO, of George at Asda, UK visited DBL Group's facilities on 25 June 2019. She was accompanied by Rachel Bailey, Senior Sourcing Manager, and Caroline Hicks, Senior Technical Manager of George. M. A. Quader, DMD and Group CEO of DBL Group, accompanied the guests during the visit along with Mohammed Zahidullah, Head of Sustainability, and Mr. Kamrul Islam Khan (Babu), DGM, Merchandising.



Delegates from Embassy of Netherlands & World Servants visits DBL Group



A delegation consisting of the Embassy of the Kingdom of the Netherlands in Dhaka and World Servants – a non-profit organization from the Netherlands – visited DBL Group's Jinnat Complex on 8 August 2019. The delegation was led by Jeroen Steeghs, Deputy Head of Mission, Head of Economic Affairs and Development Cooperation. From DBL, the delegation was received and attended by Mohammed Zahidullah, Head of Sustainability, M. Naimul Hoque, GM, HR, and Md. Abul Hashem Patwary, DGM, HR.

The World Servants is dedicated to "changing the world through serving".

Delegates from German & Bangladeshi universities visits DBL



As a part of the Higher Education Network for Sustainable Textiles (HEST) program by GIZ, a delegation from universities from Germany and Bangladesh visited DBL Group's Mymun Complex on 24 July 2019. Led by GIZ, the institutions included University of Stuttgart, Hof University of Applied Sciences, Bangladesh University of Textiles, North South University, Asian University for Women and Chittagong University of Engineering and Technology. Mohammed Zahidullah, Head of Sustainability and Rafiqul Islam, Manager EMS accompanied the guests during their visit.

Training & Learning Sessions

DBL Group considers its employees as a resource for the organization. The Management of DBL Group always encourages its employees to attend different training programs at home and abroad. This journey of developing employee skills by providing them scopes to attend in-house, institution based, local and overseas trainings, workshops, conferences has been continuing for a long time. Here, we are presenting a glimpse of some of the training sessions attended by DBL employees in recent past.



Training on Behavioral Communication Skill



Training of Trainer (TOT)



Training on Self Analysis & Self Development Techniques



Training on The 7 Habits: Managing Self & Leading Others



Training on Floor Staff Skill Development



Training on Electrical Fire Safety

