



**DBL**  
SUSTAINABILITY



# TRANSFORMATION 4.0



TOGETHER FOR A BETTER TOMORROW

SUSTAINABILITY  
REPORT 2023



**DBL**  
SUSTAINABILITY

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Abdul Wahed  
Chairman

## CHAIRMAN'S MESSAGE

“WE HAVE INITIATED  
"TRANSFORMATION 4.0"  
FOR THE YEAR 2030, WITH  
A CORE EMPHASIS ON  
GOVERNANCE, ENERGY  
EFFICIENCY,  
LEADERSHIP  
DEVELOPMENT AND  
RECYCLING.”

It is a pleasure to share our journey through this transformative period in our Sustainability Report. Navigating the complexities of global pandemic and political unrest have been a profound experience for us. This year has brought about a transformative journey for our business, marked by new initiatives and a deepened commitment to sustainability.

In our pursuit of responsible growth, we have been continuing incorporating the framework of both GRI and SASB Standards, anchoring our approach into Environmental, Social, and Governance segments. Governance, in particular, has taken a central role in our sustainability strategy, meriting a dedicated discussion in our reports.

In a significant stride towards sustainability, we have initiated "Transformation 4.0" for the year 2030, with a core emphasis on Governance, Energy Efficiency, Leadership Development, and Recycling. This initiative underscores our commitment to aligning our business with global sustainability requirements, paving the way for a more sustainable future.

Recognizing the escalating global focus on social and environmental issues, we are dedicatedly aligning our sustainability targets with the Sustainable Development Goals (SDGs). Our initiatives include empowering women, enhancing diversity, and actively working towards reducing carbon emissions and resource usage.

Building on our experiences with sustainability programs, we find ourselves not only competitive but sought after in the sustainability landscape. Our participation in various programs and the recognitions reaffirms our commitment to excellence. This year, our Managing Director, M. A. Jabbar, has been recognized as Global Compact Network Bangladesh 2023 SDG Pioneer for his contribution towards Circular Economy. His application was then forwarded for the global round. And in September, he was won in the global round as well: as one of the UN Global Compact 2023 SDG Pioneers for Large National and Multinational companies. In 2022-23 we have also received National Export Trophy, National Productivity and Quality Excellence Award, and PUMA Sustainability Award. These recognitions further motivate us to stay committed to sustainable practices in driving a positive change.

As we navigate the evolving landscape of sustainability, we remain steadfast in our adherence to the 10 principles of the UN Global Compact. Our commitment to ensuring a sustainable future for our dynamic workforce and the environment, standing against corruption, and respecting human rights aligns with local and global standards. Moving Further, in September 2022, we became a signatory to the Women's Empowerment Principles (WEPs). Earlier we committed to the Fashion Industry Charter for Climate Action of the United Nations Framework Convention on Climate Change (UNFCCC), and have been reporting on the CDP platform since 2020.

The journey towards sustainability is dynamic and ever-evolving, and we aspire to lead this transformation with our core Vision, Mission and Values guiding the way. I extend my sincere gratitude to all our stakeholders for their ongoing understanding and unwavering support for DBL Group. Together, we aim to sustain our endeavors and ensure contentment for all our employees, nearby communities, and stakeholders.

  
Abdul Wahed  
Chairman

# MATERIALITY TEST

Most material   Material   Least material   Any impact: 1   No impact: 0

Category	Aspects	Sustainability impacts, risks, or opportunities	Sustainability interests, topics & indicators raised by stakeholders	Future challenges for the sector, reported by peers & competitors	Legal compliance	Organizational values, policies & strategies	Total
Economic	Economic Performance	1	1	1	1	1	5
	Indirect Economic Impacts	1	1	1	1	1	5
	Procurement Practices	1	1	1	1	1	5
Social	OHS	1	1	1	1	1	5
	Equal Remuneration for Men & Women	1	1	1	1	1	5
	SupplierAssessment for Labor Practices	1	1	1	1	1	5
	Labor Practices Grievance Mechanisms	1	1	1	1	1	5
	Local Communities	1	1	1	1	1	5
	Compliance	1	1	1	1	1	5
Environment	Energy	1	1	1	1	1	5
	Water	1	1	1	1	1	5
	Emissions	1	1	1	1	1	5
	Effluents & Waste	1	1	1	1	1	5
	Compliance	1	1	1	1	1	5
	Supplier Environmental Assessment	1	1	1	1	1	5

# MATERIALITY MAPPING

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

# REPORTING PARAMETERS

Period:	1 July 2022 to 30 June 2023
Reporting cycle:	Annual
Most recent previous report:	DBL Group Sustainability Report 2022
GRI Guidelines followed:	GRI Standards
Contact person:	Mohammed Zahidullah Chief Sustainability Officer 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 tenth reporting on sustainability and 6th adhering to the GRI Standards: our previous ones followed the GRI 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.

“THE FUTURE OF LIFE ON EARTH  
DEPENDS ON OUR ABILITY TO  
TAKE ACTION

DAVID ATTENBOROUGH  
NATURALIST AND BROADCASTER”



CHAPTER 1  
**SUSTAINABILITY AND DBL**



## VISION

We envision to sustain and grow as a diversified global conglomerate



## MISSION

To exceed stakeholders' expectations with key focus on environmental, social, and corporate governance.



## VALUES

Integrity | Passion | Adaptability | Care | Excellence

## ABOUT DBL GROUP

DBL Group is a family-owned private business which started in 1991. The first company was named as Dulal Brothers Limited. Over the years, the organization evolved into a diversified conglomerate in Bangladesh. The businesses include Apparels, Textiles, Textile Printing, Washing, Garments Accessories, Packaging, Ceramic Tiles, Pharmaceuticals, Dredging, ICT, and Telecommunications. DBL has a dedicated workforce of over 45,000 employees. The company is headquartered in Dhaka with operations in Gazipur.

DBL's activities are in alignment with the UN Sustainable Development Goals (SDGs) and have been recognized internationally by the UN Global Compact and the Business Call to Action (BCTA) of the UN Development Program (UNDP). DBL is in the Participant Tier of the UN Global Compact and has been publishing its sustainability reports since 2014 following the GRI guidelines. DBL is Trustee Board member of CSR Center, founding member of Global Compact Network Bangladesh, member of the International Chamber of Commerce (ICC) Bangladesh, Premier Corporate Member of Textile Institute (Manchester, UK) and also a signatory to the Fashion Industry Charter for Climate Action of the UN Framework Convention on Climate Change (UNFCCC).



## SUSTAINABILITY 5.0

### DBL Sustainability Pillars

DBL has a Five-Pillar Sustainability Strategy, which is referred to as Sustainability 5.0. The pillars include People, Process, Product, Community, and Environment: thus, integrating a holistic approach towards Social and Environmental Sustainability. For each pillar, there are several Sustainability Programs in place – both on large and small scales and short and long terms – through which the sustainability plans are translated into actions. Several of our activities are in alignment with the UN Sustainable Development Goals (SDGs).

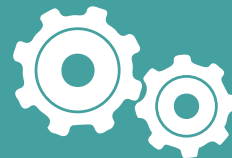


## PEOPLE

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

## PROCESS

We are committed to continuously improve all our business processes: ranging from sourcing raw materials to transporting final finished goods. We give a strong emphasis on eliminating non-value-added activities while delivering quality products on time with greater efficiency and least effect on the environment.



## PRODUCT

DBL Group is continuously working towards improving the quality of the products, and all the processes that go into making the final finished product and ensuring 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.

## COMMUNITY

We believe that together with our employees, customers, business partners and other stakeholders, we can create real and long-term changes for the betterment of the community and the environment. We can extend this impact from improving the livelihood of our employees to the development of the local community where we conduct our businesses.



## ENVIRONMENT

Environment is an integral part of our company, and we work to decrease carbon footprint, water consumption, and waste from our manufacturing processes. We dedicate ourselves in conserving energy, managing waste effectively and replenishing the environment to the best of our capacity.

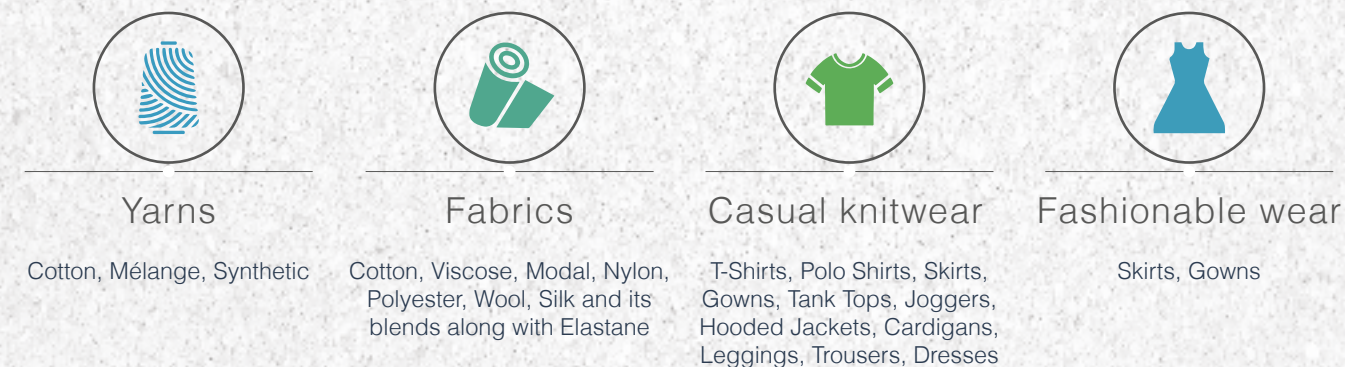


## BUSINESS UNITS

# APPARELS AND TEXTILES



# PRODUCTS AND SERVICES



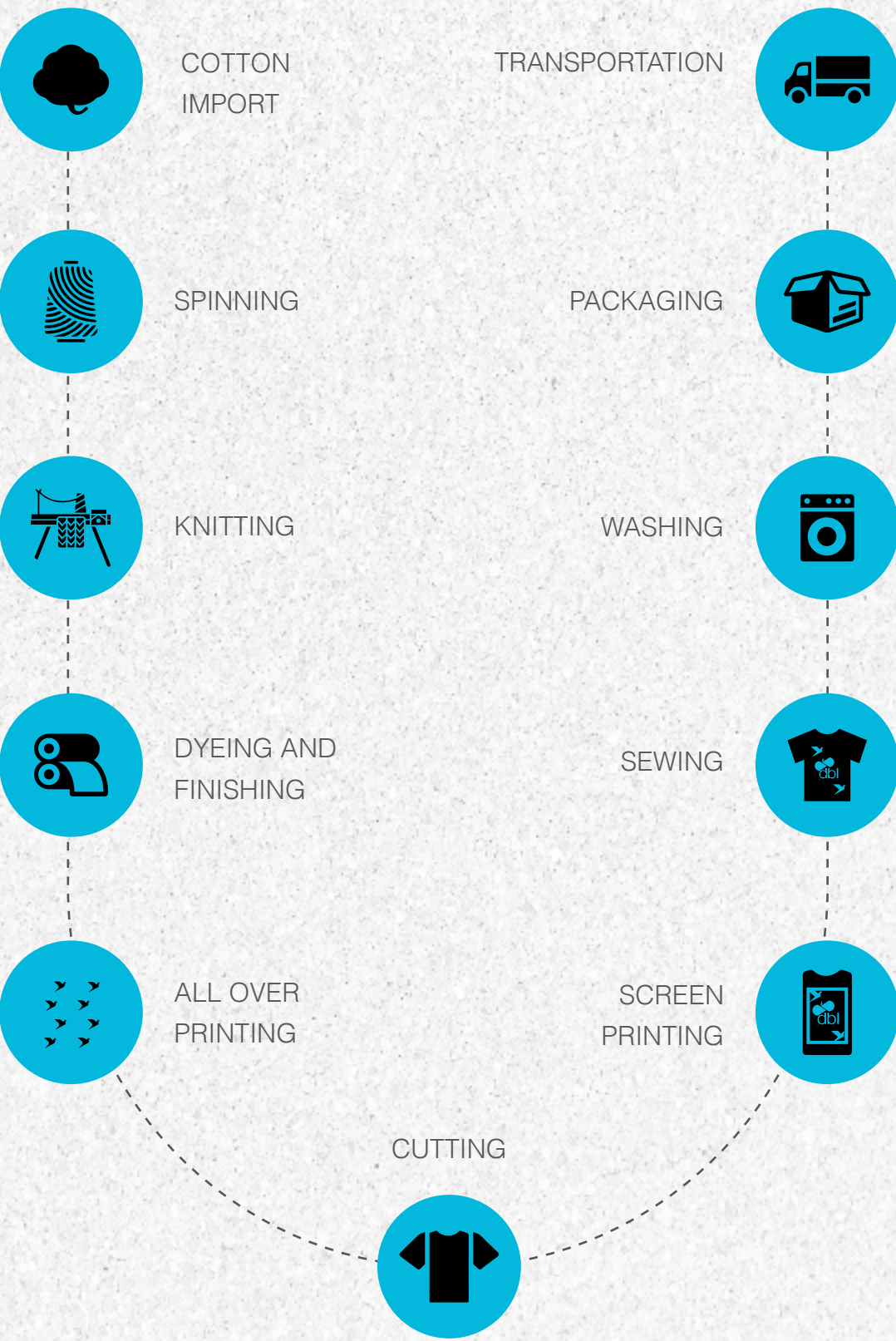
## MANUFACTURING PROCESSES



# QUALITY ASSURANCE



# PROCESS FLOWCHART





M. A. Jabbar, Managing Director, UN Global Compact 2023 SDG Pioneer, Large National and Multinational companies



M. A. Jabbar, Managing Director, Global Compact Network Bangladesh 2023 SDG Pioneer, Circular Economy

## AWARDS AND SPECIAL RECOGNITIONS

1. National Export Trophy, Gold, Flamingo Fashions Limited, 2020-21
2. ICSB National Award, Gold, Matin Spinning Mills, 2022
3. ICMAB Best Corporate Award, Silver, Matin Spinning Mills, 2022
4. National Productivity and Quality Excellence Award 2021, Matin Spinning Mills PLC: Second position in the Textile & Spinning subcategory
5. PUMA Sustainability Award 2023, Jinnat Knitwears Limited
6. M. A. Jabbar, Managing Director, Business Person of the Year 2021, DHL – The Daily Star.
7. Mohammed Zahidullah, Chief Sustainability Officer, 2022 Global Compact Network Bangladesh SDG Pioneer.
8. 47th ICQCC (International Convention on Quality Control Circles) Awards under gold category, 2022.
9. ICSB National Award, Gold, Matin Spinning Mills, 2022.
10. George, Sustainability Award 2021- Ethical Compliance Award, Jinnat Fashions Ltd.
11. National Export Trophy, Gold, Flamingo Fashions Limited, 2020-21
12. ICMAB Best Corporate Award, Silver, Matin Spinning Mills, 2022
13. The Sustainability Leadership (TSL) Awards, 2022




# MAJOR BUYERS


			
			
			
			
			
			





## RECYCLING

The Recycling Pillar is instrumental in promoting environmental sustainability and responsible resource management within our company. We envision establishing a comprehensive and sustainable recycling program that conserves resources, minimizes environmental impact, and promotes a circular economy. The focus areas include:

- 

**Waste Fabric:** Waste fabric is the textile material that is left over from the cutting, sewing, and finishing processes of garment production. Effectively recycling waste fabric can reduce waste disposal expenses and promote sustainable resource use.
- 

**Garment Rejects:** Garment rejects are the finished garments that do not meet the quality standards or specifications of the buyers or manufacturers. These rejects can be recycled by repairing, remanufacturing, or reusing them as they are, or by transforming them into new products.
- 

**Waste Sliver:** Waste sliver is the textile material that is generated from the Spinning process of yarn production. Waste sliver can be recycled by blending it with virgin fibers or other types of waste fibers to produce new yarns or fabrics.
- 

**Hard Waste:** Hard waste includes materials like plastic, metal, and cardboard. Recycling these materials is vital for reducing landfill waste and conserving resources.



“ THE ENVIRONMENT AND THE  
ECONOMY ARE REALLY BOTH TWO  
SIDES OF THE SAME COIN. IF WE  
CANNOT SUSTAIN THE ENVIRONMENT,  
WE CANNOT SUSTAIN OURSELVES  
WANGARI MAATHAI  
NOBEL PEACE PRIZE LAUREATE ”



CHAPTER 2

## ENVIRONMENT

# ENVIRONMENT

The need for environmental preservation is growing as a result of the tangible effects of climate change. Protecting our environment ensures a healthy planet for the future generation. As the manufacturing industry being one of the most polluting industries in the world, the responsibilities towards the environment are vital. Hence, at DBL Group we want to contribute to the economy, while taking responsible action in building an environment-friendly industry.



## ENVIRONMENT

In our entire production processes, we need to use both renewable and non-renewable resources. In order to tackle scarcity and adverse impact of climate change, we undertake initiatives to both adapt with environmental changes and to mitigate the prospective negative impacts associated within our supply chain. Over the time, our environmental practices have also led to reduction of operational costs while improving the environmental condition, which encourage further environmental investments from the perspective of business growth as well.



## PROCESS

The process is the most significant step in the production of any product. As a result, we pledge to constantly enhance every area of our production procedures. To decrease environmental consequences and deliver high-quality products on schedule, we place a particular emphasis on minimizing non-value-added operations.



## PRODUCT

While minimizing harm to the environment and consumers, we are always enhancing the quality of our products. To make sure that we can create the finest products in a sustainable manner. The R&D department is actively engaged in developing new products and researching existing items.



## ENVIRONMENT MANAGEMENT

DBL Group has created a dedicated team to ensure proper Environmental Management System (EMS) within its Compliance division. The EMS Team is responsible for implementing and monitoring the environmental impact and Environmental Health Safety (EHS) policies, which are aligned with international standards and best practices.




We can tackle a number of environmental issues with the aid of these guiding actions. Insofar as pollution reduction is taken care of, the company tries to ensure the environmental sustainability as a crucial aspect of its operations. DBL evaluates performance using the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) for ongoing improvement. We conduct routine maintenance to make sure that our equipment, waste management systems, and effluent treatment plants are operating at standard capacity. Additionally, suppliers for our business must adhere to environmental requirements that are routinely audited. Our dedication to upholding high environmental standards motivates our customers to continue doing business with us. We make an effort to reduce our manufacturing process's waste, water use, and carbon impact. Our commitment to efficient waste management, energy conservation, and environmental restoration aids us in our pursuit of SDG-13: Climate Action.

# CLIMATE + ENERGY


Climate change is a major global challenge that requires urgent action. If we do not continue working toward the goal of staying below a 1.5-degree Celsius increase in global temperatures, as specified in the Paris Agreement, the world will experience more extreme and frequent weather-related consequences. Among the many aspects of sustainability concerns, we acknowledge that financial issues and worries about the global climate are closely intertwined. Bangladesh, in particular, has been identified as one of the world’s most climate susceptible countries because to its physical location in a low-lying floodplain.

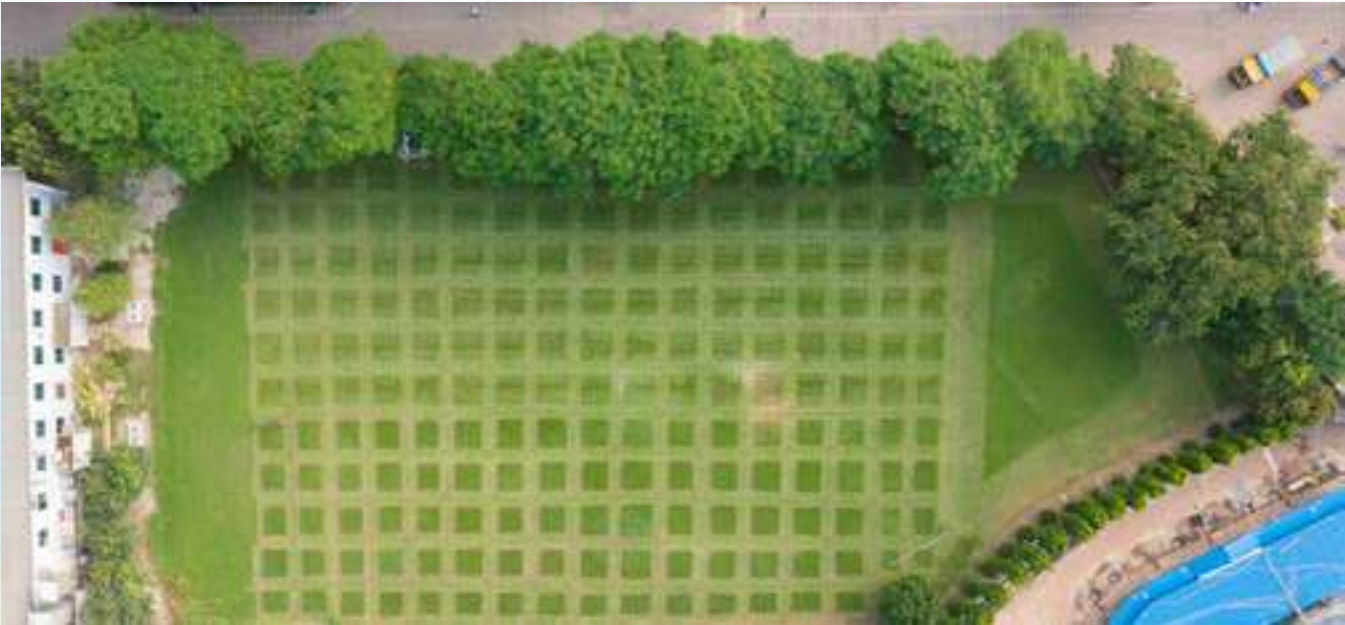
We recognize the threats that climate change poses to our business, our community, and our future generations. We are committed to reducing our carbon footprint and contributing to the global efforts to fight climate change. We have been reporting our environmental performance on the CDP platform, which helps us measure and manage our greenhouse gas emissions. We are also exploring the possibility of joining the Science Based Targets initiative (SBTi), which helps companies set ambitious and science-based emission reduction targets.



**11,379,194**  
liters of diesel and

**43,576,352**  
cubic meters of natural gas were utilized to produce energy in 2022 -23.



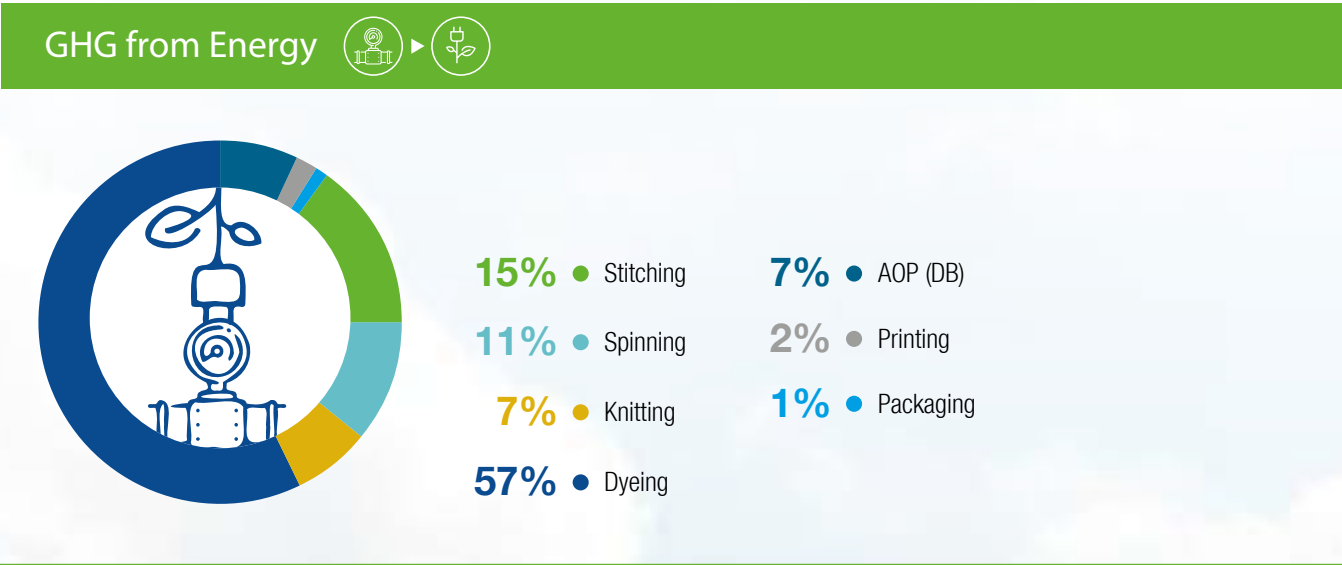


## GHG EMISSION

Since greenhouse gases (GHGs) aggravate climate change consequences, we strive to reduce our GHG emissions in all of our activities. Emissions include GHGs which are emitted from the different machines used in the operations and from vehicles used for transportation. This consists primarily of carbon dioxide and is calculated using IFC and GHG Protocol guidelines.

From the different operational facilities, total 124,305 tons of carbon dioxide emissions were recorded in 2022-23 and we have given the details of consumption based on process so we can better identify ways to reduce emissions in a process-specific manner.

### GHG emission (in tons) by operation: 2022-23



140,022

tons of GHG emission  
in 2021-22

124,305

tons of GHG emission  
in 2022-23

11%

Reduced



## STENTER MACHINES & ECO-BOOSTERS

Stenter machines and eco boosters can help to achieve environmental sustainability by reducing their energy consumption and greenhouse gas emissions. Stenter machines are used in our wet processing facility for fabric finishing to stretch the fabric widthwise after dyeing and printing and to set the desired width, weight, and hand feel.

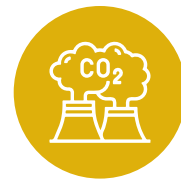
Each of our stenters is equipped with an Eco Booster, a cutting-edge heat recovery system that reuses the waste heat from the exhaust air. Additionally, eco boosters can save up to 35% of energy costs by recovering the heat from the exhaust air and using it to preheat the fresh air for the stenter machine while also reducing water consumption. It also has an automatic cleaning system that removes the dust and lint from the heat exchanger, ensuring optimal performance and efficiency.



Lowering fuel consumption



Reducing electricity demand



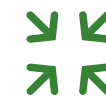
Preventing carbon dioxide emissions



## EXHAUST GAS BOILERS (EGBs)

DBL uses Exhaust Gas Boilers (EGBs), a type of heat recovery technology, to utilize the heat emitted from the generators. Instead of using excess fuel, heat is captured from the generator exhausts and utilized to heat the boilers. Different complexes have installed numerous boilers. Up to 330 million normal cubic meters of natural gas were saved annually by these EGBs. More EGBs will be installed in order to further lessen the environmental effect, notably with regard to carbon emissions, which have significantly reduced as a result of the use of less fossil fuel.

### EGB's Impact: Quantity of resources saved/ impact data



**4,762,080**

m<sup>3</sup> Natural gas saved in the timeline



**40,328**

kg/hr Installed Capacity



**8,986**

tons Per Year GHG Reduction





## CARBON DISCLOSURE PROJECT (CDP)

Being a signatory to the Fashion Industry Charter for Climate Action (FICCA), we have been reporting in the CDP platform since 2020. The CDP scoring system provides us with a rigorous and transparent framework to assess our environmental performance and identify areas for improvement. By reporting on the CDP platform, we demonstrate our accountability and ambition to achieve our climate goals and close the gaps in our sustainability journey.

In the 2022 CDP evaluation, DBL Group received a “B-” grade, placing it in the “Management” band. This is higher than the Asia regional average of C, and lower than the Textiles & fabric goods sector average of B. Prior to this, both in 2020 and 2021, DBL Group received a “C,” which is a mark in the “Awareness” band. The score for the 2023 report will be published in mid-2024.

### Your CDP Score



### Average performance



Textile & fabric goods

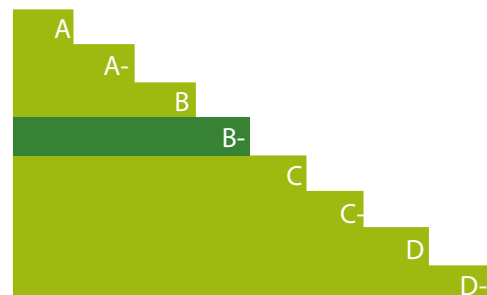


Asia



Global Average

## UNDERSTANDING YOUR SCORE REPORT



DBL Group received a B- which is in the management band. This is higher than the Asia regional average of C, and lower than the Textile & fabric goods sector average of B.

**Leadership (A/A-):** Implementing current best practices

**Management (B/B-):** Taking coordinated action on climate issues

**Awareness (C/C-):** Knowledge of impacts on, and of, climate issue

**Disclosure (D/D-):** Transparent about climate issue

## Non-Renewable Energy Consumption

Among the non-renewable energy we are using natural gas and diesel in our operations.



### PRODUCTION



Diesel Use  
11,379,194 l



Natural Gas  
43,576,352 m<sup>3</sup>



### TRANSPORTATION



Diesel Use  
873,217 l



Octane  
183,773 l



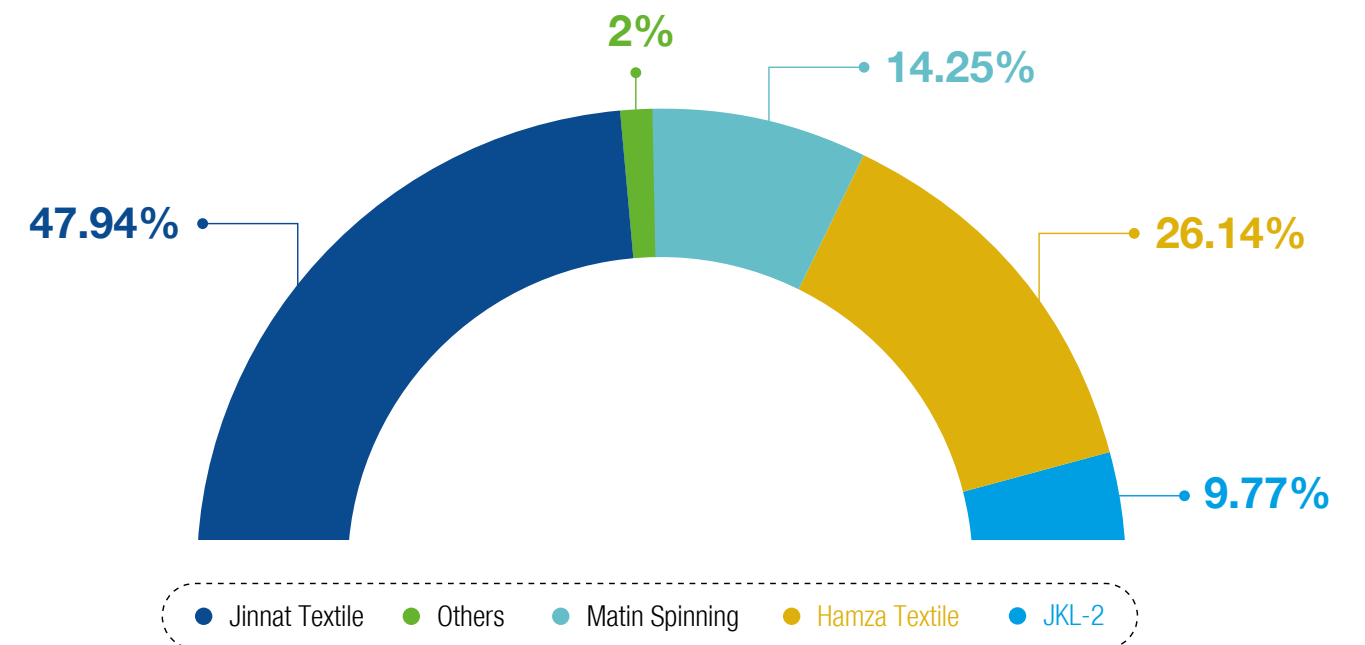
Natural Gas  
1,164,207 m<sup>3</sup>



## RENEWABLE ENERGY

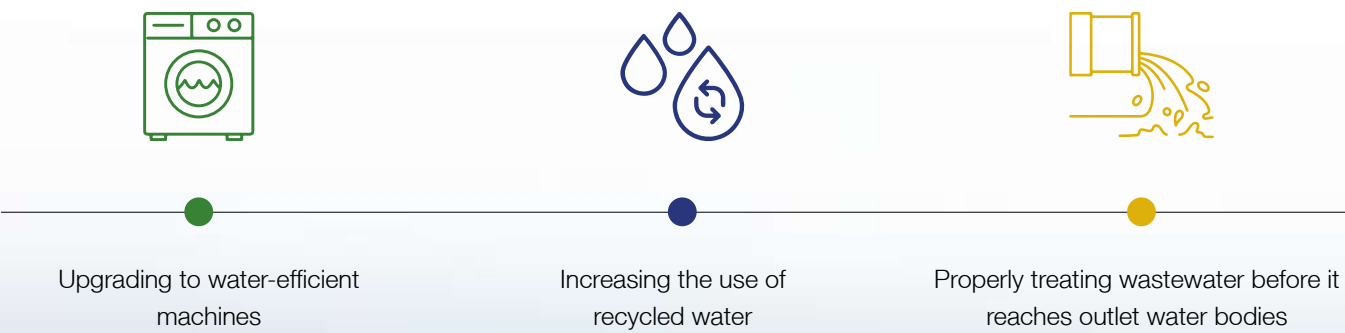
Solar energy is a clean and sustainable source of power that reduces environmental harm and supports our shared sustainability goals. It also helps us avoid rising energy costs and dependence on fossil fuels. We are exploring the feasibility of expanding our solar panels with the help of IFC and other stakeholders. By increasing our solar capacity, we are aligning with buyers' targets. Till date, we have installed solar power generation systems with a capacity of 5,000.95 kW on the roofs of our 9 factory complexes.

### Solar capacity in different complexes:



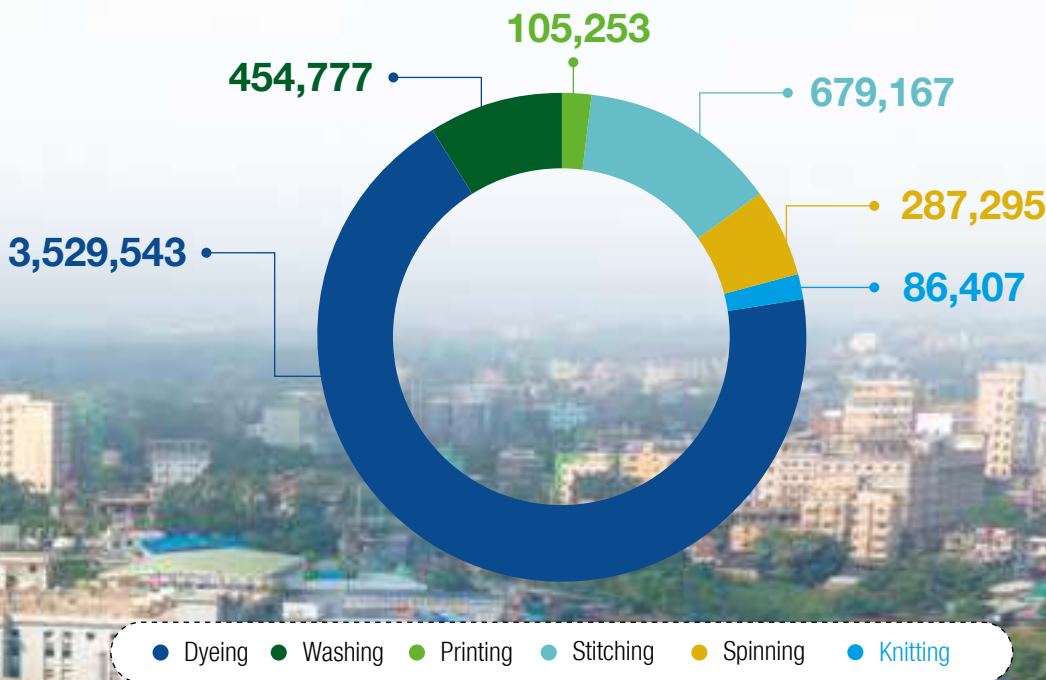
# WATER STEWARDSHIP

Water is essential for life to thrive and one of the most valuable resources on Earth. The Textile and Apparels industry is one of the extremely water intensive industries. Therefore, water availability is crucial for its efficient operation of the production process. According to the World Bank's 2030 Water Resources Group, the water level has begun to decline from 2021, and it is expected to drop by 3.9 meters every year. We are mindful of the importance of ensuring enough water for both the local communities and the wildlife in the areas where we extract water. Over the years, we have analyzed our water consumption patterns and identified ways to lower our total water footprint by:



## WATER USAGE

Our operational site is facing major groundwater stress due to over-extraction and low recharge. The water used in our facilities, primarily relies on groundwater. However, due to the concerns of depletion of groundwater, we have also set up a Rainwater Harvesting Plant as well as a backwash water recovery plant to use recycled water. We are continuously studying to identify ways to make our processes more water efficient to reduce water usage per garment as well.





## RAINWATER HARVESTING PLANT

Rainwater harvesting plant is crucial for conserving water resources, reducing dependency on external water sources, and mitigating the environmental impact of water consumption. It ensures a sustainable and cost-effective supply of water for various processes, enhancing the company's operational resilience.

**12,267** cubic meters of rainwater has been harvested in 2022-23

The Rainwater Harvesting Plant in our Dyeing Unit was initially intended to use only the water during rainfall through a multi-gate filtering system. Despite a decrease in the usage of groundwater, the major challenge in this situation was the unpredictability of the amount and duration of rainfall. Hence, we use the facility in a dual capacity. Earlier, the backwash water from the water treatment plants was directly released into the water bodies. This water now makes use of the multi-gate filtering system of the plant and is used directly in the production processes.

**263,388** cubic meters of backwash water has been collected in 2022-23

Rainwater not only contributes to water efficiency but carbon reduction too – win-win! Rainwater harvesting systems can help to lower carbon emissions.



## E-FLOW TECHNOLOGY IN WASHING

E-Flow Technology is a process that uses air and nanobubbles to create different effects on fabrics, such as fading, softening, and wrinkling. It is an eco-friendly alternative to traditional washing methods which can help reduce greenhouse gas (GHG) emissions by saving water, energy, and chemicals in the production. The E-flow technology in our Washing Plant employs compressed air to transport dyes and chemicals into a tank after that have been diluted with less water.

The benefit of this method is that it doesn't require a water medium for dyeing, in contrast to traditional procedures that require at least 10 liters of water to process each step of the dyeing and washing processes for every kg of fabric.

### Other Water Saving Practices



**Low-liquor ratio machines which contribute to up to 46% lower water consumption**



**Repair leaking taps and replace water taps without aerators by taps with aerators**



**Replace single flush cisterns with dual flush**



**Reusing hot water from boilers**



**Providing training and awareness on water saving methods**



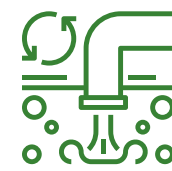


## EFFLUENTS

We have a total of four biological Effluent Treatment Plants (ETPs), two for fabric dyeing and two for screen printing operations. These ETPs are used to handle the waste water created by the processes of fabric dyeing and all-over printing. The first ETP, with a capacity of 4,000 cubic meters per day, was used as a model by the government of Bangladesh's Department of Environment (DoE). A second ETP of 7,500 cubic meters per day; the other two are with capacity of 500 cubic meters and 400 cubic meters per day.

In 2022-23, a total of 3,476,830 cubic meters of effluents were generated, which is 4% less than last year.

Due to growing operations, DBL Group is adopting techniques to reduce the effluent quantity while improving the quality of wastewater discharged. One such initiative i.e., Zero Discharge of Hazardous Chemicals (ZDHC) program, which is explained later in this chapter.



## SLUDGE MANAGEMENT

Sludge management is an important aspect of textile wastewater treatment, as it deals with the disposal or reuse of the solid or semi-solid residue that is generated from the treatment process. It can have significant environmental, economic, and social impacts.

The wet sludge quantity is reduced by thickening and conditioning. This process is done chemically and directly in a sludge thickener tank. For sludge dewatering, different systems are used, such as Vacuum Filter, Filter Press, or Centrifuge. After filtration, the sludge is transported to the sludge drying bed. When the sludge is naturally dried after a few days, it is stored in an airtight condition in the sludge store room by a packing system for six months. Then, the dry sludge is dumped in a designated area. As per the factory management's decision, the dried sludge is sent to the Lafarge Holcim Cement company for eco-friendly management.

### Significance of sludge management:



Reduce the pollution load  
and health risks



Improve the sustainability  
and reputation



Commitment to social  
responsibility



Adhering compliance with  
environmental standards  
and regulations






# RAW MATERIALS

DBL Group’s primary raw materials include cotton and other fibers, dyes, and chemicals. We have suppliers who were nominated in accordance with their respective sustainability practices. These include procuring cotton being certified as Organic Cotton, an initiative to reduce the negative impact on the environment and consumers. Due to our backward linkage, our production processes have a diverse set of raw materials requirement. Cotton is the dominant raw material used in our production process.



## MATERIALS USED IN OUR OPERATIONS:

 Process	 Input material(s)	 Output from process
Spinning	Raw cotton (primarily)	Yarns
Fabric knitting	Yarns	Fabrics
Fabric dyeing and finishing	Fabrics, dyes, salt and chemicals	Dyed fabrics
All-over printing	Fabrics, dyes and chemicals	Printed fabrics
Garments manufacturing	Fabrics and accessories	Finished garments
Garments printing	Finished garments, dyes and chemicals	Printed garments
Garments washing	Finished garments	Washed garments
Corrugated carton	Cardboard	Cartons

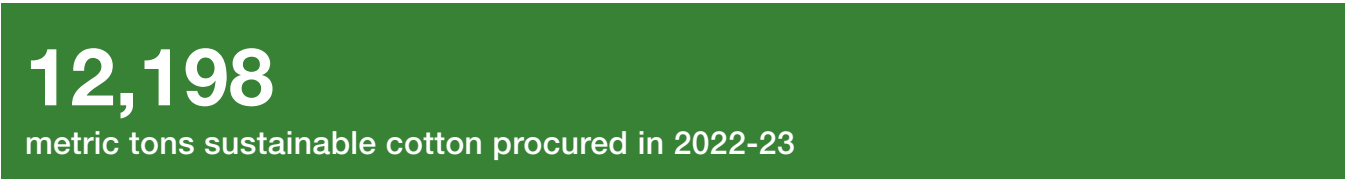
## MATERIALS USED BY WEIGHT / VOLUME:

Materials	Unit	Output from process
Chemicals	kg	9,795,318
Cotton	kg	17,881,870
Dyes	kg	1,052,805
Fabric	kg	77,155,770
Paper	kg	8,136,748
Salt	kg	9,943,078
Yarn	kg	28,352,828

RAW COTTON

Raw cotton is the primary raw material for the textile industry, especially for the production of cotton fabrics and garments. Cotton is a versatile commodity that can be spun into yarn or thread and used to make a soft, breathable, and durable textile. Cotton is also known for its absorbency, strength, and biodegradability.

DBL Group is committed to sourcing cotton from sustainable and ethical sources. We procure cotton from various sources that promotes good environmental, social, and economic practices in the cotton sector. From 2020 onwards, all of the of the cotton are sustainably sourced.

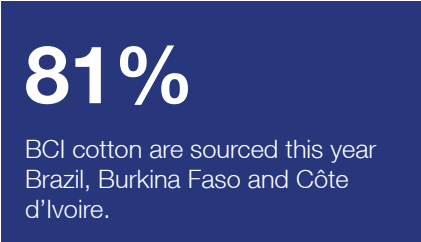


Some of the sources we use are:



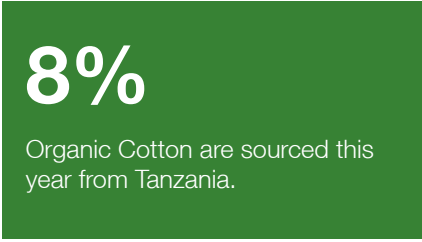
BETTER COTTON INITIATIVE (BCI)

BCI is the largest cotton sustainability programme in the world, providing training and support to 2.3 million farmers in 23 countries on five continents. BCI farmers produce cotton in a way that cares for the environment, minimizing the negative effects of fertilizers and pesticides, and caring for water, soil health and natural habitats.



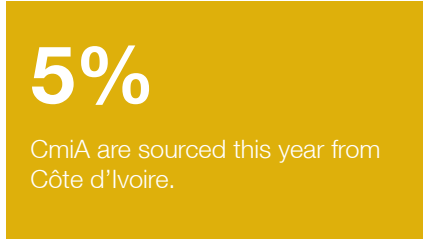
ORGANIC COTTON

Organic cotton is grown without the use of synthetic fertilisers, pesticides, or herbicides. Organic cotton farmers rely on natural methods such as crop rotation, composting, and biological pest control to maintain soil fertility and prevent diseases. Organic cotton is certified by independent organisations that verify the compliance with organic standards.



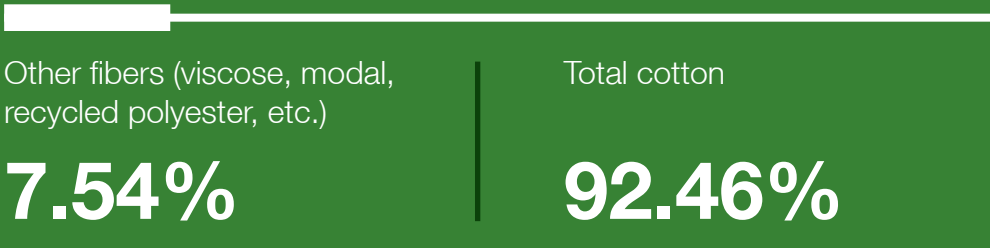
COTTON MADE IN AFRICA (CmiA)

CmiA is an initiative that supports smallholder farmers in sub-Saharan Africa to improve their living conditions and protect the environment. CmiA farmers use rain-fed cultivation, avoid genetically modified seeds, and reduce the use of harmful chemicals. CmiA also provides access to education, health care, and microfinance services for farmers and their communities



OTHER TYPES OF COTTON AND FIBERS

Besides BCI, CmiA, and Organic Cotton, we also source cotton and other fibers from other sustainable and ethical sources, such as Cotton Australia, Long staple cotton (Supima, Pima and Giza), Recycled cotton and other types of fibers.



# RECYCLING

Recycling is an important aspect of sustainability and circularity in the textile industry, as it can help reduce the environmental impact, save costs and resources, and create new value from waste materials. It also contributes to multiple Sustainable Development Goals (SDGs) by transforming waste into a resource and by supporting social and economic development.

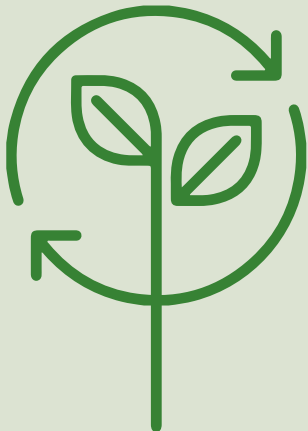


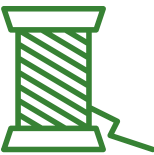
## RECYCLING PROCEDURE

Our recycling process begins with collecting material waste from various stages of our production process, such as Cutting, Knitting, Dyeing, and Printing. We segregate the waste by cutting slips and categories, and store them for further processing. We then send the waste to DBL Textiles Recycling Ltd., another concern of DBL Group, where the fibers are opened up and prepared for spinning. The recycled fibers are spun into yarn, which is then used for knitting new fabrics. The fabrics are dyed and finished according to our design and quality standards. The final stage involves cutting, sewing, and finishing the products using the recycled fabrics. This process ensures that we use as much recycled material as possible and generate minimal waste, making our products eco-friendly and sustainable.

### Recycling procedure of DBL Group as follows:

- Waste generation from garments cutting, wastage yarn & threads, fabrics waste from knitting, dyeing and AOP
- Segregation of waste by cutting slips
- Storage of cut slips
- Feeding of cut slips into fiber opening machines
- Opening up of fibers from cut slips
- Transformation of fibers into yarn in spinning mills
- Use of recycled yarn in knitting process
- Dyeing and finishing of material
- Cutting, sewing, and other finishing processes
- Final product.





INNOVATION IN YARN PRODUCTION

“Innovation in Yarn Production” initiative is driven by a commitment to sustainability and resource efficiency, and it entails a comprehensive transformation of our yarn production processes. Currently we are using pre-consumer waste from the production.



**Reducing raw material consumption:** This initiative allows us to replace traditional raw cotton with recycled textile materials. This strategic shift allows us to use up to 60% less raw materials when manufacturing yarns for loop and brush applications.



**Creating embellished fabrics:** We have developed Cotton Neppy Mélange yarns, a product that combines up to 30% recycled materials with virgin fiber. These innovative yarns feature a unique with visible colored neps, which are crafted from recycled polyester. It also serves as decorative elements on the fabric's surface.

Our Snow yarns, another addition to our product portfolio, are produced by blending spinning waste, introducing a distinctive “snow” impression to completed fabrics. These products are at the forefront of the new fashion industry, showcasing our dedication to both creativity and environmental responsibility.



**Ethical sourcing and certification:** We are actively establishing traceability for the viscose used in our operations, in collaboration with the Forestry Stewardship Council (FSC). The FSC is renowned for its advocacy of ethical forest management worldwide, aligning perfectly with our values. Additionally, we proudly produce recycled polyester blended yarns that adhere to the Global Recycled Standard (GRS) certification, ensuring the creation of a diverse range of sustainable goods.

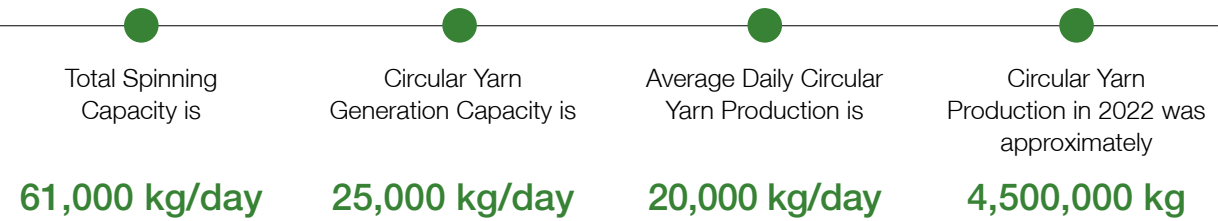


**Operational expansion:** We have established a separate business unit “DBL Textile Recycling Ltd.” focusing on circular economy. The recycling capacity of this unit is up to 6 tons per day. This expanded capacity reinforces our commitment to reducing waste and promoting a circular approach to textile production.



Operational metrics:

To provide a comprehensive view of our yarn production capabilities, here are some key operational metrics:



Recycled fibers stacked in bales

# CHEMICAL MANAGEMENT

The apparel and textile sector are obliged to use a variety of chemicals, some of which are Hazardous Chemical management needs to be done correctly in order to preserve our ecosystem, as well as, our workers, our neighbors, and our final consumers. We adhere to the restricted substances lists that our buyers submit and use chemicals that have special certifications such as Oeko-Tex Standard 100 Product Class 1. When handling chemicals, our employees are outfitted with the essential personal safety gear. We are aware of the significance of a healthy environment, though, for the animals and groups that depend on the bodies of water into which we discharge our outlet water. All chemicals used in our supply chain are carefully stored to ensure safety. We also strive to follow chemical management best practices according to the ZDHC program and have adopted some internal initiatives.

## RESTRICTED SUBSTANCES

For our Spinning, Dyeing, Printing and Garments processes, we follow the Restricted Substances List (RSL) specified by Product Class 1 of the Oeko-Tex Standard 100 certification. The product Class 1 meets the strictest level of requirements and limit value and products made under this class are safe to use for sensitive skin. The Product Class 1 meets the strictest level of requirements and ensures products are safe to use for sensitive skin. We also follow the requirements by the Global Organic Textile Standard (GOTS) certification.



## ZERO DISCHARGE OF HAZARDOUS CHEMICALS

The Zero Discharge of Hazardous Chemicals (ZDHC) initiative is focused on preventing the discharge of hazardous chemicals and implementing best management practices. Major clothing retailers and brands together pledged in 2011 to drive the industry toward zero emission of harmful chemicals.

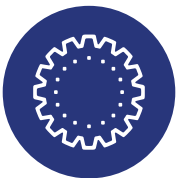
H&M, Esprit, G-Star, and Puma are brands we produce for and are associated with this initiative. A "Joint Roadmap" that details the group's coordinated efforts to steer the garment and footwear sector toward ZDHC for all goods across all paths by 2020 was issued in November 2011. DBL began its ZDHC journey in 2012, and as of 2022, we have converted 100% of our inventory to ZDHC 2.1.

### The ZDHC program focuses on input, process and output controls:



#### INPUT

We are required to maintain 100% MRS� compliance and disclose chemical consumption in chemical module.



#### PROCESS

We are required to conduct chemical management audit.



#### OUTPUT

We are required to disclose waste water test report in waste water module.





## AUTO DOSING

Auto-dosing is a significant advancement in the textile industry as it offers increased precision, cost savings, improved quality, safety benefits, and data-driven insights. It helps textile manufacturers meet buyer's demands, regulatory requirements, and environmental standards while optimizing their production processes. It is an automated process of feeding chemicals to the laundry equipment, and is the ideal way to ensure the correct dose of chemical at the right time during the wash. It uses a controlled measure of chemicals to achieve optimum and desired results.

### Benefits of Auto-dosing in our production process:



Precision and Consistency



Cost Reduction



Improved Quality Control



Enhanced Productivity



Increases Occupational Health and Safety



Data Collection and Analysis



Regulatory Compliance



Remote Monitoring and Control



## NATURE TO FASHION

Earth colors have been added to our washing plant to further decrease the usage of possibly hazardous chemicals. A novel technique for producing warm tones from natural colors is called "Earth Color Dyeing." For cellulosic fibers like cotton, viscose, linen, bamboo, kapok, etc., these are made available from a spectrum of seven dyes that are made from leftovers from the non-edible agricultural and herbal sectors.



# WASTE MANAGEMENT

Different raw materials are used in accordance with the different production procedures. To prevent waste, all input materials are weighed and tracked. Systems like Lean Manufacturing, Kaizen, and 5S are used to maximize the use of resources while minimizing waste. With internally designed software, electronic tabs are employed for data input, bringing the possibility of paperless systems one step closer.

## CATEGORIES OF WASTE

Section/Area	Types of waste	
	Non-hazardous	Hazardous
Cutting	Cotton fabric, paper, carton, fabric rolls	Synthetic fabric, poly bag, cutting knife, scissors, blade
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, cartons	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
Canteen	Gauge, unused cotton	Plastic packets, water bottle etc.
Lab	Cotton, paper boxes, etc.	Detergent (liquid and solid)
Common	Papers and others	Tube lights, electric bulbs, oil, electric wires, rubber mats, metal, empty chemical drums



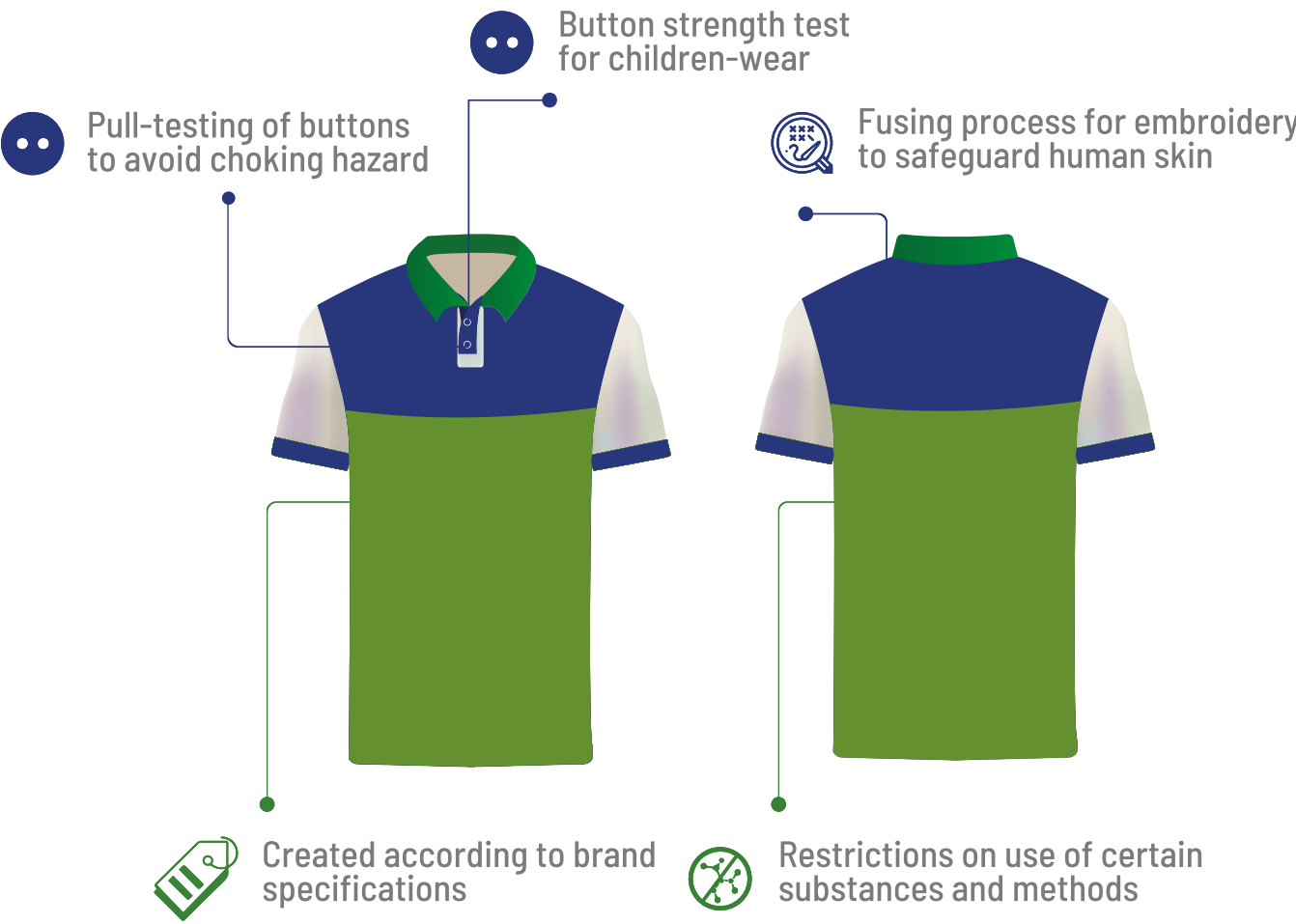
# ENVIRONMENTAL COMPLIANCE

## PRODUCT RESPONSIBILITY

### Customer Health, Safety and Privacy

DBL respects the privacy of all customers and henceforth there has been no complaints regarding breaches of customer privacy and losses of customer data. 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.

DBL ensures the following for each product created:



ENVIRONMENTAL CERTIFICATES

Certification	Business Units
Leadership in Energy and Environmental Design (LEED), U.S. Green Building Council (USGBC)	Apparel Manufacturing, Screen Printing (Jinnat Knitwears Limited, Unit-II)
Environmental Clearance Certificate (ECC)	Spinning, Fabric Dyeing, All-Over Printing, Screen Printing and Packaging
Oeko-Tex Standard 100	Spinning, Fabric Dyeing, All-Over Printing, Screen Printing and Packaging
Global Organic Textile Standard (GOTS)	Spinning, Fabric Dyeing, All-Over Printing, Garments Manufacturing and Screen Printing
Organic Content Standard (OCS-IN)	Spinning, Fabric Dyeing, All-Over Printing, Garments Manufacturing and Screen Printing
Global Recycled Standard (GRS)	Spinning, Fabric Dyeing, All-Over Printing, Garments Manufacturing and Screen Printing
Recycled Claim Standard (RCS)	Spinning, Fabric Dyeing, All-Over Printing, Garments Manufacturing and Screen Printing
ISO 14001	Fabric Dyeing and All-Over Printing

ENVIRONMENTAL GRIEVANCES

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




PROGRAMS & INITIATIVES

We carry out different environmental programs and initiatives with our different stakeholders to ensure resource conservation, pollution mitigation, market access, cost reduction, and enhanced brand reputation while being responsible stewards of the environment.

ENERGY EFFICIENCY AND PRODUCTIVITY IMPROVEMENT PROJECT BY PUMA


Energy Efficiency and Productivity Improvement Project is a program by PUMA by initiating the IFC Efficiency Program towards environmental sustainability. This project was designed to enhance energy efficiency and boost overall productivity within our operation. The initiatives have resulted in substantial cost savings and environmental benefits.

The following practices were implemented as part of the program:




**Frequency Optimization in| DG Set:**

By optimizing the frequency of our Diesel Generator (DG) sets, we have reduced energy waste and improved the overall efficiency of our power generation, ensuring a reliable and sustainable power source for our operations.




**Compressor Generation Pressure Optimization:**

Adjusting the pressure settings of our compressors has allowed us to streamline our manufacturing processes, reduce energy consumption, and decrease operational costs while maintaining product quality.




**LED Lighting Upgrades:**

Replaced conventional lighting systems with state-of-the-art LED lights. This transition not only provides superior illumination but also significantly reduces electricity consumption.



**Energy-Efficient Fan Replacement:**

We invested in energy-efficient fans, enhancing ventilation and cooling systems while simultaneously cutting down on energy usage, making our working environment comfortable and eco-friendly.



**Upgrade to Energy-Efficient Motors:**

Replaced low-efficiency motors with energy-efficient (EE) motors for selected plant equipment. This has not only lowered our energy bills but has also extended the lifespan of the equipment, resulting in long-term cost savings.



CARE FOR WATER

Care for Water is a program by Inditex, focusing on improving water management and process optimization, by incorporating the following approaches:

- Reuse to boiler from stenter and dryer machines
- Water efficiency and reuse in printing machine
- Increase process water recycling in stenter, drum wash, engraving, stripping machine
- Install water gun and jet device to reduce wastage of water
- Install low water consuming digital printing machines
- Increase water efficiency in foil, sublimation and glitter-based printing

DIGITAL PRINTING (WATERLESS) IN ALL-OVER PRINTING-AOP FACILITY:  
A SUSTAINABLE PRINTING TECHNIQUE

By incorporating waterless printing technology, we are using approximately 10-12 liters less water for every kilogram of fabric printed, compared to conventional printing methods. Its efficiency in water usage not only aligns with sustainable practices but also results in reduced operational costs. With designs that span the entire garment with minimal water usage and cost-efficiency, this technology is at the forefront of fashion and textile innovation, setting a new standard for both creativity and eco-responsibility.

INVENTORY MANAGEMENT

We are committed to sustainable and responsible operations, ensuring the highest level of environmental and resource management within our production process. In our continuous pursuit of excellence, we utilize a range of inventory management tools and technologies to monitor and manage various aspects of our business operations, thus contributing to a more sustainable future.



**Waste Management with Oracle ERP:**  
Through the Oracle Entrepreneur Resource Planning (ERP) system, we meticulously track waste generated across our production processes. This allows us to optimize resource utilization, minimize waste, and achieve cost savings while maintaining compliance with regulatory standards.



**Energy Management and Greenhouse Gas Protocol:**  
Leveraging an advanced Energy Management System, we continuously monitor and optimize our energy usage. Our adherence to the Greenhouse Gas Protocol ensures transparency in accounting for emissions, setting reduction targets, and reporting progress toward our environmental goals.



**Water Management:**  
We employ advanced water management meters to monitor water consumption accurately. This helps us reduce water wastage, promote sustainable water use, and comply with environmental regulations.



**Wastewater Discharge Monitoring:** To mitigate the environmental impact of our wastewater discharge, we utilize digital and ultrasonic meters to measure and manage the quality of our effluents. This proactive approach ensures that our wastewater discharges meet or exceed the required standards, safeguarding the ecosystems around our facilities.



**Solar Panel Energy Tracking:**  
In our commitment to renewable energy sources, we have invested in solar panel installations. Our meters track the performance of these panels, enabling us to harness clean energy and reduce our reliance on conventional power sources, resulting in a decreased carbon footprint.



**Sludge Management:** The responsible handling of sludge generated in our processes is an integral part of our waste management efforts. We maintain detailed records of sludge production and disposal, ensuring compliance with environmental regulations while seeking innovative ways to reduce sludge generation.

INCHECK VARIATION

The Verified InCheck - Level 1 is an on-site review to establish credibility and trust in the chemical inventory that was used by the supplier to generate their Performance InCheck Reports. The verification is done by a ZDHC approved third-party or second-party (brand representative) verifier. The due diligence protocol comprises “spot checks” of specific parameters and


is not a line-by-line verification of the chemical inventory. After a successful verification, a supplier gets a checkmark in their ZDHC Gateway account. Thanbee Print World Ltd has achieved first ever InCheck Level 1 in Bangladesh verified by BV on behalf of C&A buyer.

EIM SOFTWARE


Environmental Impact Measurement software is utilized primarily in the garment washing process and can generate a score for product sustainability. The identification of deficiencies using scores ranging from low impact to high impact might help to reduce any underlying issues so that additional sustainability strategies can be taken into consideration.

ECO THREADS AND YARNS


Eco Threads and Yarns is a brand of DBL Group, under which we are producing global quality sewing thread, dyed sweater yarn, fiber and yarn dyeing service to enrich the Apparel and Textile industry of our country. Eco Threads is producing solutions from eco-friendly, green, sustainable and environmental protective efforts, using state of the art innovative European technologies and robust color science. Some of the sustainability features include:



Liquor ratio is 1:4.5 to 1:6 liter enables saving huge consumption of water compared to conventional machines.



is equipped with steam meters which has full time monitoring system, ensuring optimum energy usage



Auto Dispensing System prevents human body contamination, overuse of chemicals and enhances environmental safety.

ENVIRONMENTAL PROGRAMS IN WET PROCESSING FACILITIES

DBL Group has taken a number of steps to reduce the energy used in the dyeing and finishing processes, starting with the purchase of energy-efficient machinery.

- Procuring energy efficient machineries
  - Energy meters to ensure proper measurement
  - Temperature adjustment done depending on fabric
- Dyes used allow low energy consumption
  - Reduced fabric weight loss during processing
  - Low water to dye ratio: using 55 liters to dye 1 kg fabric

Use of Enzymes



4 liters of water saving for every production batch



1 hour processing time saving for every production batch



Lesser treatment requirements

Latest Water-Efficient Dyeing Machines

A modern water-efficient machine utilized in the dyeing process helps to significantly reduce water use. With these new Acme machines, we are saving up to 15 liters of water when compared to the older ones by dyeing one kilogram of fabric with only 40 liters of water. Savings on steam, chemicals, and wastewater treatment are also included in the advantages. In addition, all older, less effective dyeing machines in our first dyeing plant have been replaced with efficient ones.





**Enzyme Dust Cleaner**

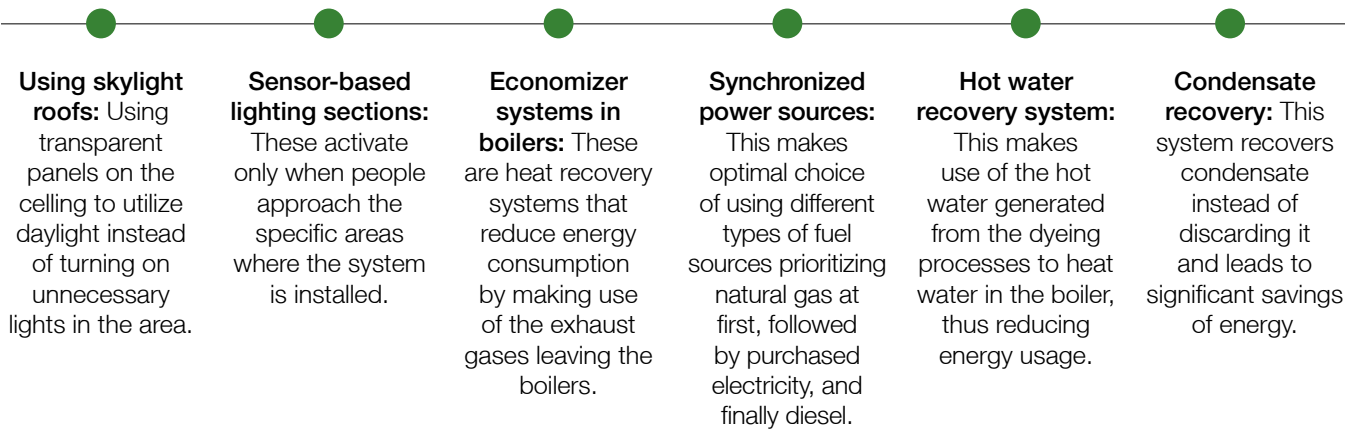
In our dyeing and finishing procedures, enzymes are utilized in place of hazardous chemicals because they are biodegradable and represent less of a risk to the environment. Micro-dusts are created when enzymes are used in the dyeing process. For cleaning, a sizable volume of water is needed. We use enzyme dust cleaner chemicals instead of just water, which reduces water use by at least 5 liters per kilogram.



**Process Water for Screen Washing**

The printing procedures in our All-Over Printing operation utilize screens. These screens are cleaned using the water that is taken from the Stenter machines, which are used to dry the fabric following a dyeing or printing process. As a result, less groundwater is used.

**INTERVENTIONS IN WET PROCESSING PLANT**



**AWARENESS TRAINING ON ENVIRONMENT**

Every month, all employees participate in environment awareness training that covers both general issues and the industrial procedures. During the induction process, all new workers, regardless of their rank, receive a briefing on the organization's Environmental, Health and Safety (EHS) and other related policies. Additionally, employees are required to complete specialized training related to their line of work. The relevant department heads do this by sending staff members to both internal and external trainings.

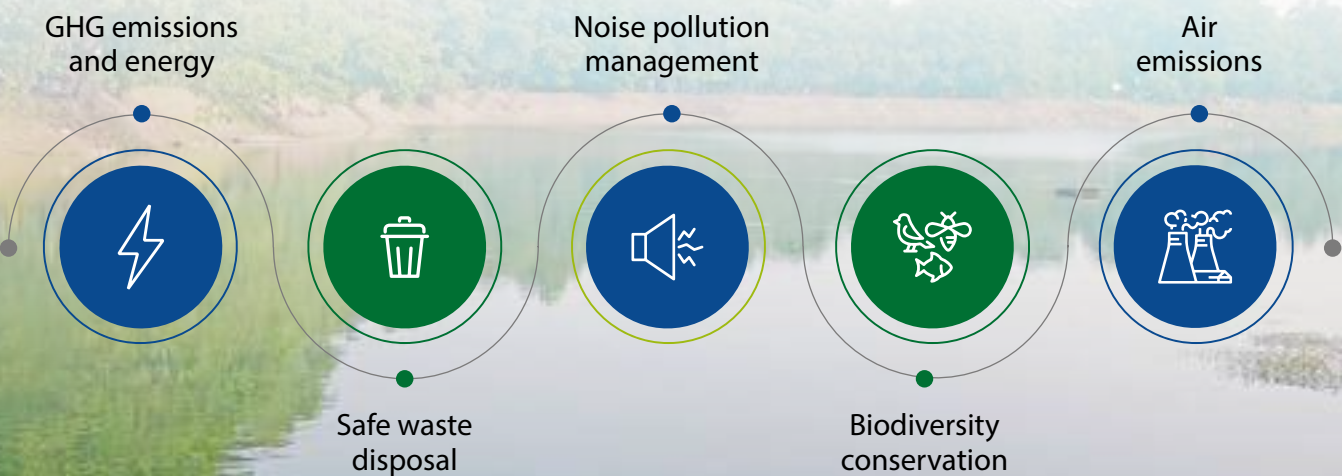
In addition, community-based awareness programs are conducted on the fundamentals of environmental awareness that focus on SDGs 13—Climate Action—SDG 14—Life below Water—and SDG 15—Life on Land. Over 93 individuals have benefited from various programs organized in Bangladeshi communities, including “Community Awareness Program on Environment,” “Social Dialogue on Climate Protection,” “Environmental, Health & Safety Program,” and “SDG Ambition Program on Climate Protection.”



**BIODIVERSITY MANAGEMENT**

Bangladesh is a country of rich biodiversity being situated in the subtropical region at the confluence of the Indo-Himalayas and Indo-China sub-regions of the region. Biodiversity management can boost resilience and production while supporting a social license to operate. DBL Group developed internal responsibilities for managing biodiversity, therefore lowering the risks involved. The initiatives are described below.

Environmental impact assessment is done for every facility and preventative measures are done to minimize any potential effects. This assessment takes the following into consideration: Due to rapid industrialization, the Kashimpur region is becoming more of ecologically vulnerable. To conserve biodiversity and reverse the negative impacts the industrial pollution, DBL is catering to in-situ conservation method. This method refers to the preservation of genetic diversity where it is found. Through our tree plantation effort, we are aiming towards this strategy in action.



TREE PLANTATION

Planting trees improves the environment, supports biodiversity, strengthens communities, promotes the economy, and safeguards the future. In the nature, trees play a significant role, not just providing the oxygen but also maintaining the ecosystem’s various symbiotic relationships:

- Communalistic relationship:** Birds make builds their nest on the trees without harming it.
- Mutualistic relationship:** Fruit and nectar from the plants (pollinator) are consumed by birds, and the plants are pollinated and have their seeds dispersed to new locations. Here are some examples of the trees we plant to support such symbioses are:

- Java Plum
- Indian Plum
- Arjun tree
- Olive tree
- Mango Tree
- Palmyra Palm
- Jackfruit tree
- Mahogany
- Burflower tree
- White Plumeria

DBL has already started planting saplings aiming regions which include operational sites and beyond to maximize benefits to our workers, the community, and the biodiversity. At least 23 species of trees have been planted. All the species of trees are native and ecologically suited. Till date we have planted 10,864 plants.

Since each tree is of varying age and species, it was difficult to keep track of the definitive amount of carbon offset our planted trees contributed to in 2022-23. However, based on secondary research, an approximation is calculated.

Total Trees Planted in 2022-23: 431


Estimated offset of CO2 of these plants after they reach the full-growth: 431 x 21.8 kg pounds = 9,395.8 kg

According to the Arbor Day Foundation, in one year a mature tree will absorb more than 21.8 kg of carbon dioxide from the atmosphere and release oxygen in exchange


Ref: <https://www.usda.gov/media/blog/2015/03/17/power-one-tree-very-air-we-breathe>

ENVIRONMENTAL IMPACT ON COMMUNITY & BIODIVERSITY


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:



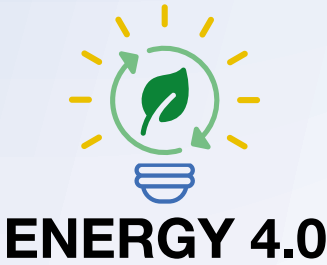
To prevent noise pollution, quality machines are procured with lesser noise than the conventional alternatives. These machines are also placed in ideal places within the facilities to reduce the impact.



Programs such as the Zero Discharge of Hazardous Chemicals are present which further improves the quality of wastewater discharged through the Effluent Treatment Plants (ETPs). The quality of sludge produced is also equivalent to that of municipal waste, which contributes further in reducing the negative impact on the community.




Carbon emissions from the different machines influences the air quality and temperature of the local environment. With Tree Plantation Program, DBL has started to offset the carbon emissions within the different communities where we are operating.




ENERGY EFFICIENCY


The primary focus of the Energy Efficiency Pillar is to improve the environmental performance and operational efficiency of our production process by optimizing the use of energy, water, chemicals, and reducing GHG emissions. The focus areas include:




**Energy:** Focusing on energy enables direct control over reducing greenhouse gas emissions. By procuring energy efficient machinery, expanding renewable energy sources, and optimizing existing processes, we are setting targets every year to reduce our carbon footprint.



**Water:** Going beyond regulations of water consumption helps ensure water security and reduces groundwater depletion. Water stewardship minimizes water scarcity, restores biodiversity, and reduces effluent treatment.



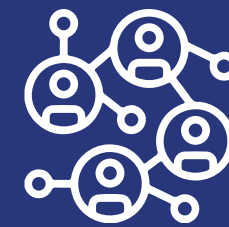
**Chemical Management:** Proper chemical management ensures workplace safety, complies with regulations, minimizes environmental pollution, and safeguards ecosystems. Responsible use of chemicals even allows water, energy, and other resource savings.



**Greenhouse Gas (GHG) Emissions:** Reducing GHG emissions is essential for mitigating climate change and complying with emission reduction targets. GHG reduction demonstrates our commitment to environmental responsibility, attracts environmentally conscious customers, and can open doors to new markets.

“NEVER DOUBT THAT A SMALL GROUP  
OF THOUGHTFUL, COMMITTED  
CITIZENS CAN CHANGE THE WORLD;  
INDEED, IT'S THE ONLY THING THAT  
EVER HAS

MARGARET MEAD  
CULTURAL ANTHROPOLOGIST”



## CHAPTER 3 **SOCIAL**



## SOCIAL

DBL Group is firmly committed to sustainable growth through a comprehensive approach to social responsibility focusing to two related pillars: People and Community. This commitment includes initiatives aimed at women's empowerment, promoting health and hygiene, ensuring safety, fostering disability inclusion, driving community development, and enhancing skill sets. We believe in improving the well-being of our workforce and the communities we touch, creating a better standard of living for all.



### PEOPLE

We value our people—our employees—and we are committed to their well-being and satisfaction. We are acutely aware of how our business operations can influence the well-being of our workforce. This awareness drives us to prioritize the safety and job satisfaction of our employees and workers and we strive to protect their security and serve their best interests



### COMMUNITY

We are driven by our vision of creating positive and lasting changes for our neighborhood and the environment. By engaging our employees, clients, business partners, and various stakeholders, we aspire to extend our impact beyond the well-being of our employees to encompass the growth and betterment of the neighborhoods where we operate. Together, we can elevate living standards and foster sustainable development within our local communities.

# DECENT WORK

We adhere to the International Labour Organization (ILO's) definition of decent work which states “productive work for women and men in conditions of freedom, equity, security and human dignity”. We are continually creating value additions for our workers and employees to have a positive experience during their time with us.



## BANDHAN FAIR PRICE SHOP

Bandhan, meaning "bonding" in Bengali, is the name of our Fair Price Shop. It is primarily for the low-income workers, where they can access daily essentials and commodities at subsidized rates. It was established first in 2008, since then Bandhan has helped our workers reduce their monthly expenses, cope with economic shocks, and increase their disposable income. Any employee of DBL can buy items through zero-cash and on-credit transaction and the bills are simply adjusted with their salaries at the end of the month. Bandhan sells products from both international and local brands, such as Unilever, Nestle, P&G and many more. Bandhan is an inclusive business model that empowers our workers as consumers. It also improves their work satisfaction and loyalty. We have set up eight Bandhan shops at all our complexes, with an in-house design and management system. The entire system has been designed and managed in-house. DBL gained membership of the Business Call to Action (BCtA) after Bandhan was acknowledged by the BCtA as an inclusive business model.

### TIMELINE OF BANDHAN:



### Most commonly purchased products

Oil, Milk, Soap, Detergent Powder, Rice, Sugar, Noodles, Biscuits, Shampoo, Lentils





## DAY CARE CENTER

Many RMG workers have to send their children to their villages after nursing, which may affect their nutrition and growth. Our Day Care facilities enable mothers to work without worrying about their children's safety and development. This situation often forces mothers to give up their jobs. In response to this challenge, our Day Care facilities provide a solution that allows mothers to continue working while ensuring the safety and well-being of their children.



2 additional  
30-minute slots for  
breastfeeding



2 dedicated  
lactation stations



Play-based learning  
environment



Nutritional guidelines  
followed as per  
our doctor's  
recommendation



## MATERNITY FACILITIES AND BENEFITS

DBL Group is dedicated to fostering a supportive workplace for mothers. All female employees at our company are eligible for a paid maternity leave of 112 days, ensuring they have ample time to care for their infants and enjoy this important phase of life. This commitment reflects our values of work-life balance and gender equality, creating a positive and inclusive environment that benefits both our employees and the company as a whole.

1,018 Females Received Maternity Leaves in 2022-23.

In July 2022, DBL Group introduced a valuable initiative to support new parents and enable fathers to enjoy fatherhood. Our corporate office implemented a three-day paternity vacation, and we intend to extend this program to all our businesses. We believe that by providing this benefit, we can foster a more balanced and fulfilling experience for both parents as they embrace the journey of parenthood.

77 Males Received Paternity Leaves in 2022-23.

At DBL Group, we understand that career development should not come at the cost of motherhood. To support expecting and current mothers in their professional journey, we've established a partnership by signing a Memorandum of Understanding (MoU) with UNICEF. This collaboration is aimed at promoting and enhancing breastfeeding practices within our workplace. Our ultimate objective is to create an environment where new mothers can confidently focus on their roles as parents while simultaneously advancing in their careers. As a result of these practices, the retention rate of new mothers has improved overtime.

920 mothers have returned after maternity leave which is 90% of the total leave taken in 2022-23.

### Provided Facilities and Benefits:



Awareness training on  
maternity protection and  
breastfeeding



Extra 2 breaks of total 60  
minutes for breastfeeding



Gift hampers for new babies



Provision of riskless work  
for pregnant women



Consideration to work on  
the ground floor and the  
first floor



112 days of paid  
maternity leave



Free antenatal and  
postnatal treatments



Training on maternity  
benefits



IDEA CLUB

Our dedicated “Idea Club” sustainability program welcomes ideas from all employees with the objective to encourage a creative environment as well as innovations. Their efforts are recognized through a monthly recognition system: the “Employee of the Month”. In 2015, a yearly recognition system was launched as well, named the “Employee of the Year” to acknowledge the efforts of the workers throughout the year.



QUALITY CONTROL CIRCLES

Our Quality Control (QC) Circles encourage employee participation in the workplace by giving decision-making authority to those who are working on the particular tasks directly. We think that employees and workers who are doing the actual task themselves have a greater insight of potential changes than top-level management, who might not have a thorough enough understanding of the situation.



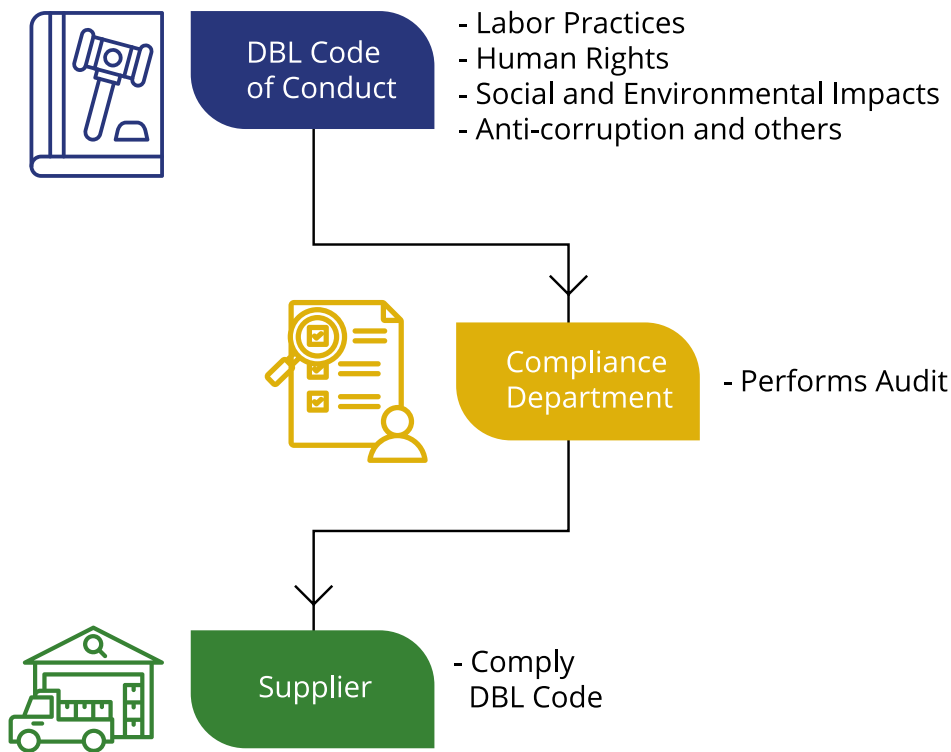
CHILDREN EDUCATION SUPPORT INITIATIVE

We have a program dedicated to increase accessibility to education for the children of our employees. Under this program, we provide career path counselling session to create a career roadmap for these students. We also recognize our meritorious students who have passed grade 12 in order to motivate them to pursue further education. Children receives career guidance from academicians from various backgrounds. They provides several topics for discussion with the students in virtual rooms. Students had the option to select any of the seven virtual rooms that aligned their objectives.



SUPPLIER ASSESSMENT

Assessments are made of the impacts that suppliers’ interventions could have on society, the environment, human rights, and labor practices. Based on the DBL Code of Conduct, the DBL Compliance team evaluates suppliers using particular standards questionnaires in the social and environmental domains. It is required that a supplier adhere to our Code before doing business with them.



WAGES & ITS IMPACTS

DBL Group, always abide with the government-mandated minimum wage. Regardless of gender or geographic location, industry salary levels are a constant throughout Bangladesh. Each of our workers are recruited in one of seven grades (apart from trainees). We provide higher range than the minimum for all grades; in pertinent circumstances, experience is also taken into account, and the size of the surplus amount is often based on the candidate's level of past experience. The ratio of standard entry level salary of male to female is 1:1.



Skill matrix for wage grid of workers

To ensure the career growth of our workers/employees, we have set different strategies for increment and promotion. Every year, work study department assess individual performance for efficiency and multi skill information. Based on different attributes we provide increment from 3% to 10%.



Sensitivity of Wage Issue

Our Bandhan Fair Price Shop makes a significant beneficial impact through its product ranges. It is an inclusive business model, which was established as a strategic approach. In 2007–08, when the global financial crisis affected everyone, the company raised employees’ salaries by 15%. However, this initiative was unable to continue since it sparked disputes with other factories in the cluster. In response, Bandhan was established, which not only lessened the workers’ financial burden but also avoided any disturbance.

Attributes assessment for the increment and promotion policy

Perfomance	Qualilty Achievement	Attendance	Experience	Conduct





## EMPLOYEE BENEFITS

DBL Group is committed to ensuring the long-term well-being of its employees, putting in continuous effort to maintain a consistent and high-caliber workforce. Through the provision of a range of welfare benefits, we've successfully enhanced employee and organizational productivity while fostering positive employee relations. This, in turn, has played a key role in sustaining industrial relations. In addition to the fair wages to which employees are entitled, we provide attractive amenities for their wellbeing in order to make DBL a desirable place to work for everyone. Such benefits include:



Insurance and disability & invalidity coverage as per Bangladesh Labor Law and Group Insurance Policy.



In-house pharmacy providing medicines at fair price for employees and their family members as well.



Retirement provisions.



Discount facilities in renowned hospitals and diagnostic centers.



Provident Fund for management employees.



Discount facilities in various super shops.



Workers' participation in company's profit.



Fair price shop in DBL's all complexes.



In-house day care center with trained professionals.



Transport facilities.

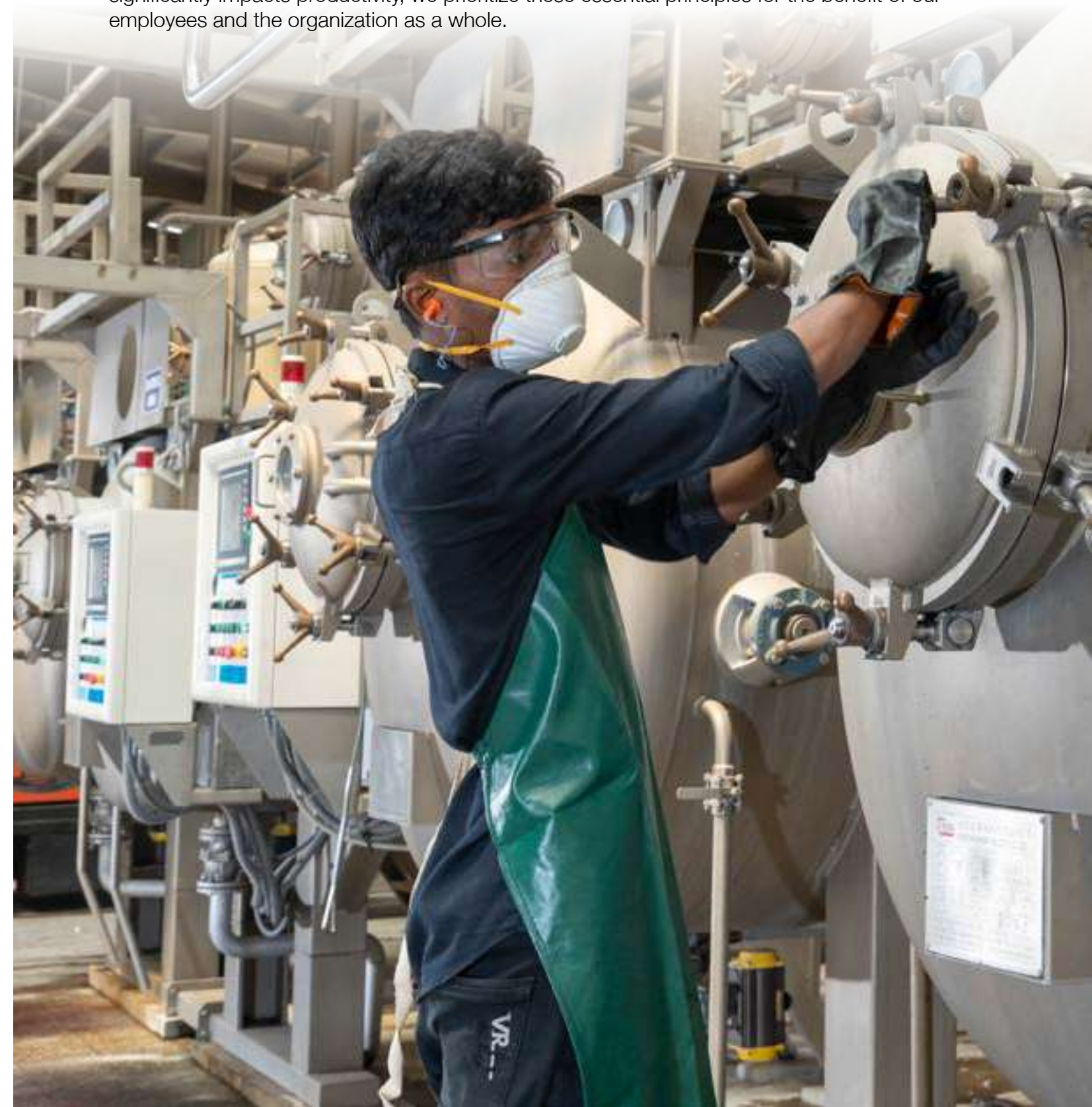


In-house medical center with a wide range of tests and even providing outpatient medical services.



## OCCUPATIONAL HEALTH & SAFETY

DBL Group is dedicated to cultivating a healthy, environmentally conscious, and safe workplace by providing our workforce with vital knowledge about health and safety matters. We adhere to rigorous international safety standards to safeguard the physical well-being of our workers. Recognizing that a positive work environment not only enhances employee health but also significantly impacts productivity, we prioritize these essential principles for the benefit of our employees and the organization as a whole.





## OHS POLICY

Our Occupational Health and Safety Policy and associated practices are in compliance with all national and international regulations. This includes, but is not limited to: Bangladesh Labour Law 2006 including the amendments and the rules Other national laws ILO Conventions Buyers' Codes of Conduct.

Organization	Specific standards
International Labour Organization (ILO)	<ul style="list-style-type: none"><li>• Convention 1 (Working Hours)</li><li>• Conventions 29 and 105 (Forced and Bonded Labour)</li><li>• Convention 79 (Young Persons' Night Work)</li><li>• Convention 87 (Freedom of Association)</li><li>• Convention 98 (Right to Collective Bargaining)</li><li>• Conventions 100 and 111 (Equal Remuneration for Male and Female Workers for Work of Equal Value; Discrimination)</li><li>• Convention 135 (Workers' Representatives)</li><li>• Conventions 138 and 142 (Minimum Working Age)</li><li>• Convention 155 and Recommendation 164 (Occupational Safety and Health)</li><li>• Convention 159 (Vocational Rehabilitation and Employment / Disabled Persons)</li><li>• Convention 177 (Home Work)</li><li>• Convention 181 (Private Employment Agencies)</li><li>• Convention 182 (Worst Forms of Child Labour)</li><li>• Better Work Bangladesh (along with IFC)</li></ul>
United Nations (UN)	<ul style="list-style-type: none"><li>• Universal Declaration of Human Rights</li><li>• Convention on the Rights of Child</li><li>• Convention to Eliminate all Forms of Discrimination against Women</li></ul>
Others	<ul style="list-style-type: none"><li>• Business Social Compliance Initiative (BSCI)</li><li>• Worldwide Responsible Accredited Production (WRAP)</li><li>• Social Accountability 8000 (SA8000)</li><li>• Guidance Document for Social Accountability 8000</li><li>• International Quality Guidelines for Auditing Companies in the Framework for SA8000 Accreditation</li><li>• Ethical Trading Initiative (ETI)</li><li>• International Organization for Standardization (ISO) 9001</li><li>• International Organization for Standardization (ISO) 14001</li><li>• Social Accountability International (SAI) Guideline (150.1 – 150.8)</li><li>• Occupational Health and Safety Assessment Series (OHSAS) 18001</li><li>• IFC Performance Standards</li></ul>

This policy is applicable to all DBL units and covers all employees. To ensure safety standards, dedicated teams are on hand to manage the various health and safety requirements. At DBL, all incidents of accidents, injuries, and occupational illnesses are documented. To assess the particular type of sickness and injury, each record of an incidence is divided into different categories. This allows us to address the issue and make the required adjustments to reduce similar incidents in the future. For each unit, we keep track of occupational illnesses and injuries in in order to identify any probable root causes and implement the required adjustments. This is crucial since the number of days missed due to occupational illnesses and accidents directly affects our bottom line. This enables us to make the required adjustments within the relevant business divisions to improve the working environment for our employees, which will in turn boost productivity.

### OHSAS Standards

Occupational Health and Safety Assessment Series (OHSAS), is a global management system standard for workplace health and safety. One of the DBL Group's dyeing facilities obtained this certification in April 2016, implemented by GIZ. OHSAS was chosen to promote health and safety awareness, create a health and safety management system inside the plant, and further minimize illnesses and accidents via continuous improvement. The multi-department committee that was established has produced a number of advantages, including improved risk management, a stronger safety culture, and better hazard awareness.



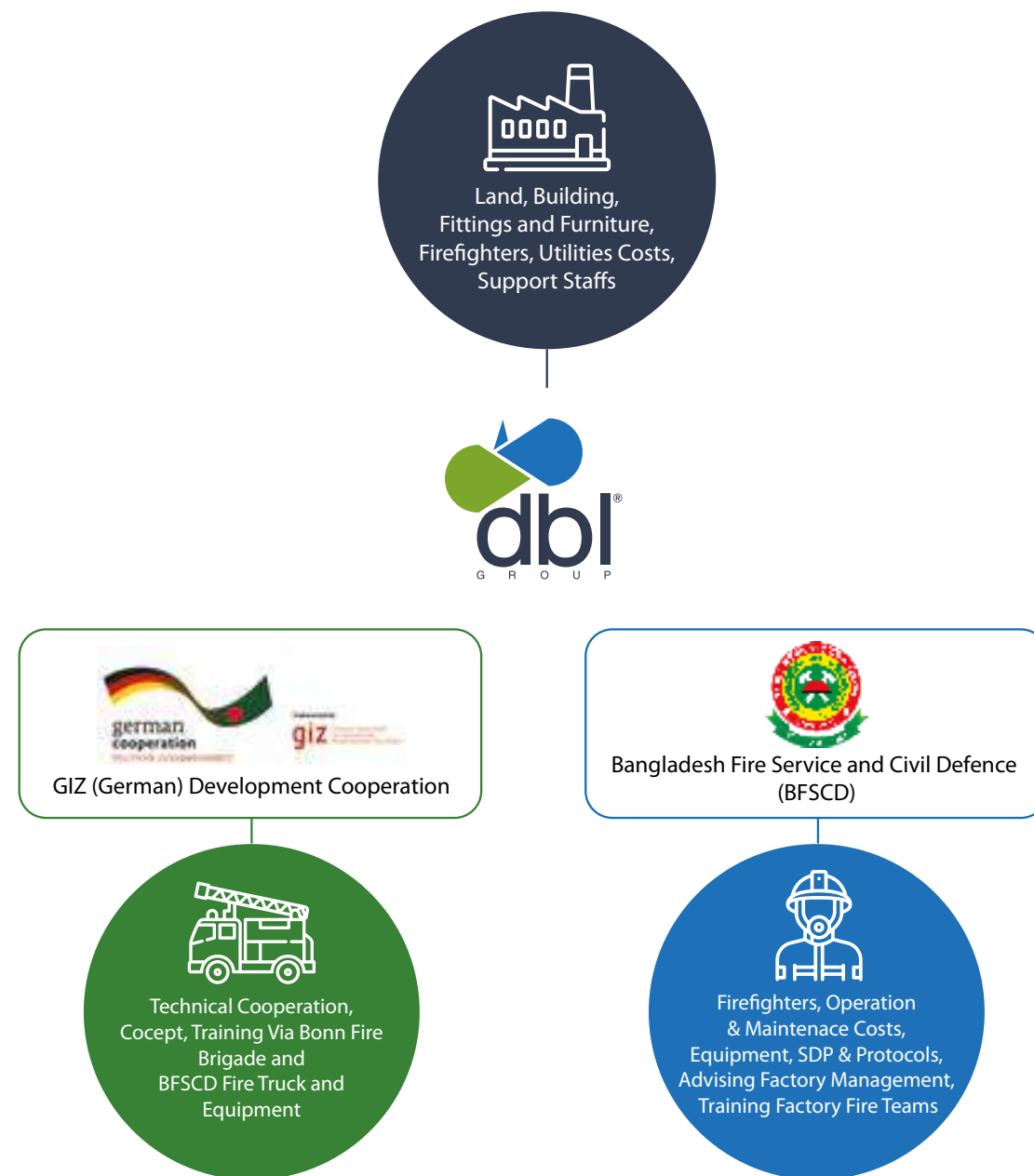
## MINI FIRE STATION

In cooperation with GIZ (German Cooperation), the Bangladesh Fire Service, and Civil Defense, the Mini Fire Station (MFS) is the DBL Group's first public-private partnership (BFSCD). The objective of the MFS rapid response and risk reduction unit is to prevent fire in the industrial buildings around Kashimpur, Gazipur area. Narrow roads, heavy crowds, and Tazreen Fashions calamity in 2012 showed the intense pressure on Bangladesh Fire Service and Civil Defence (BFSCD), the only state-run department handling industrial emergencies. Distance of central fire stations, limited manpower, and resources of BFSCD is a challenge for the growing apparel industry. This is especially a huge issue considering the expansion of the apparel industries in the local communities surrounding Dhaka city. The unit is located outside the Jinnat Complex of DBL Group which is also serving the community in the Kashimpur-Konabari industrial cluster. The facility is staffed 24 hours a day with a target to respond within the first 10-15 minutes to both industrial fire and building collapse.

55 successful operations and the estimated asset recovery were 34,500,000 in 2022-23



# ROLES OF PARTNERS



## FIRE SAFETY

One of the most crucial aspects of workplace safety is fire safety. The Compliance section conducts audits to make sure that needed locations have lights, clear evacuation routes, and correctly drawn evacuation maps. To tackle the events of fire, four teams – the fire fighters, the rescue team, the cordon party and the first aiders are involved.



## SAFETY MEASURES



### FIRE SAFETY

- Fire extinguisher
- Fire blankets
- Stretchers
- Smoke detectors
- Sprinkles
- Fire hose cabinet boxes
- Water drums and buckets
- Fire beaters
- Fire hooks
- Gong bells
- Lock cutters
- Emergency lights
- Safety equipment, i.e., gloves, helmets, gas masks, and gum boots
- Mini Fire Station



### BUILDING SAFETY

- Structural assessments
- Bangladesh national building code (bncbc) during construction
- Certification with architectural and structural design standard
- Scaled as-built drawings



### ELECTRICAL SAFETY

- Top quality Cabling and Accessories
- Trained Technicians for maintenance and risk analysis records



### CHEMICAL SAFETY

- Careful assessment of chemical
- Chemical usage policy
- Material safety data sheet (MSDS)
- Regular Trainings



## MEDICAL CENTER

Occupational diseases are common due to the nature of the work and the working environment, because of the dust, heat, chemicals, stress at work, bad posture, etc. Through the right use of Personal Protective Equipment (PPE), the majority of these illnesses can be treated or even prevented. We have a special medical facility set up in each factory complex to handle and treat any occupational diseases that could develop.



The medical center also treats common illnesses that are non-occupational common diseases. Knowledge programs, seminars, trainings, and workshops are often held to raise the level of awareness among employees and workers about various health concerns. 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 3.70% of the total workforce to ensure that concerns regarding medical attention are resolved, manage and treat our workers.

## RISK MANAGEMENT

These areas of labor include a broad range of configurations within the factories, such as the chemical storage rooms and the Effluent Treatment Plants (ETPs), as well as the zones holding various machinery, such as compacting machines and generators. Risk management also ensures pregnant women's safety in order to reduce the risk to both the mothers and the fetuses, they must be seated while working, be permitted to leave early during lunch breaks, and not be permitted to put in overtime. Each form of analysis covers the hazard's description, potential effects, at-risk individuals, and available control or preventative actions. Additionally, risks and hazards are assigned ratings based on their frequency of occurrence and severity, which helps to identify which ones should receive priority attention. Given the nature of the business, the raw materials and finished goods that DBL handles, and the size of operations, our risk management systems are created to guarantee that all of our employees and assets are secured and protected against any form of loss. Specific risk evaluations are conducted for worker safety based on their work environments.

## HEALTH & WELLBEING

We want to ensure that our workers are having a proper work-life balance; in order to do so, DBL Group provides a varying range of benefits the workers and employees can avail. A project called "Digital Healthcare Solutions" implemented in Jinnat Complex on May 15, 2022, by Save the Children and USAID. Workers can receive free online medical services from specialists such as general practitioners, doctors that specialize in medicine, pediatricians, dermatologists, gynecologists, and psychologists. The training on pain management and mental health by Digital Healthcare Solutions on June 20, 2022 gathered 25 employees from HR, admin, compliance, medical, and production with the aim of maintaining a healthy workforce.



## WOMEN HEALTH INITIATIVE

Analysis and follow ups are conducted to encourage women to make proper use of these products. There are 3,199 Number of average yearly users which is 20%. For instance, to maintain the privacy of workers, the pads are now made available in the female washrooms for emergency use. The Bandhan Fair Price Shops include female personnel for the convenience of the female workers due to the sensitivity in purchasing such things. Counselling sessions are also provided periodically to inform female of the health advantages of the products. The significant growth in sanitary pad sales has provided evidence of these programs' success.

The program, which began targeting DBL Group's female employees in March 2013, has the long-term goal of ensuring everyone's health and hygiene. The initial concept was providing women workers with sanitary napkins at a significantly reduced price of 12 cents each pack, along with the freedom to use sanitary napkins are accessible in, their restrooms in case of an emergency situation. The initiative not only served to aware women but also offered chances for safeguarding their good health.

## IN-HOUSE PHARMACY

Our workers' and employees' health are critical to the smooth operation of our day-to-day activities. We maintain our on-site pharmacy open for all employees and their families to guarantee sound health. Medicine of all kinds is offered at discounted rates. In 2022-23, a total of \$ 257,261.67 worth of medicines was sold in the 8 pharmacies from all our complexes.

## FAMILY PLANNING CORNER

At DBL, our primary goal isn't only to maximize production; we also want our workers to have contented families. In 2016, a Family Planning Corner was established in one of the DBL Group's RMG production facilities. The setup offers pathological diagnostics, prenatal care, and family planning services. The setup has been expanded to include DBL's various facilities as a result of its popularity, with help from the Directorate General of Family Planning (DGFP) of the Government of Bangladesh. The DGFP is giving away free. Family planning supplies that are offered free of charge to the employees. In 2016, the family planning service was run at the factory with the help of Marie Stopes until 2018. After the completion of this project, we contact the government and are currently getting this service for all workers for free.

5,275

Services have been provided in 2022-23

16,229

Services have been provided till date

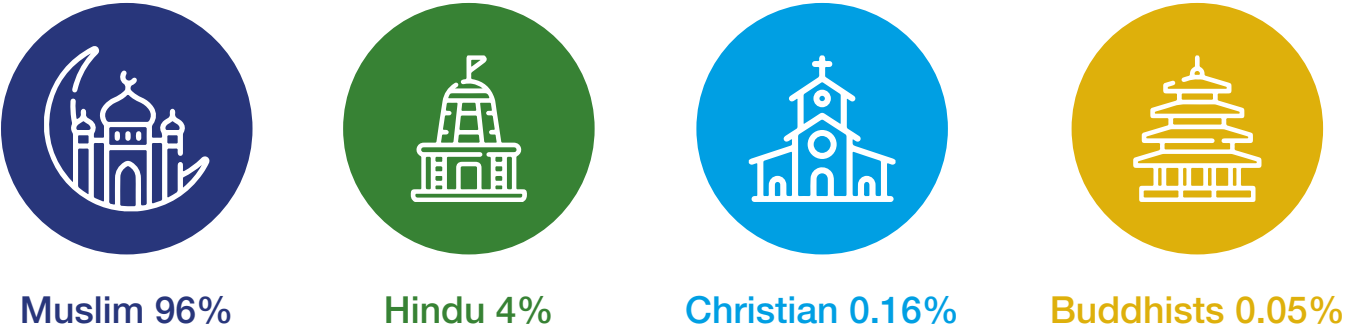


# DIVERSITY, EQUITY & INCLUSION

Any employee, regardless of gender, socioeconomic background, physical or psychological challenges, is a part of an inclusive workforce. We think that everyone has the capacity to excel if given the opportunity. At DBL, we strive to create an inclusive culture while upholding the highest levels of productivity by providing all people with the same chances and advantages.

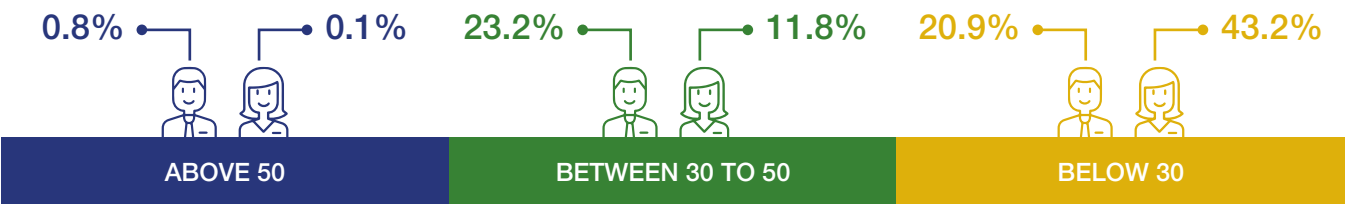
## EMPLOYEE DIVERSITY

DBL recognizes talented people regardless of their gender, religion, race, age group or any other challenges, creating an inclusive workplace. Respecting and valuing the differences of others is what ultimately unites us all and can be the key to a prosperous company with a fair work culture.



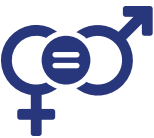
## GENDER RATIO

### AGE DISTRIBUTION



**41,431** Total Workforce in Apparels and Textile

DBL Group is committed to fostering an inclusive workplace where discrimination based on religion, gender, or race is not tolerated. We value diversity and treat individuals of all faiths with respect and equality. Through our training programs, we actively promote awareness, acceptance, and harmony among our employees. As a result, our workforce is diverse, comprising people from a wide range of backgrounds and beliefs.

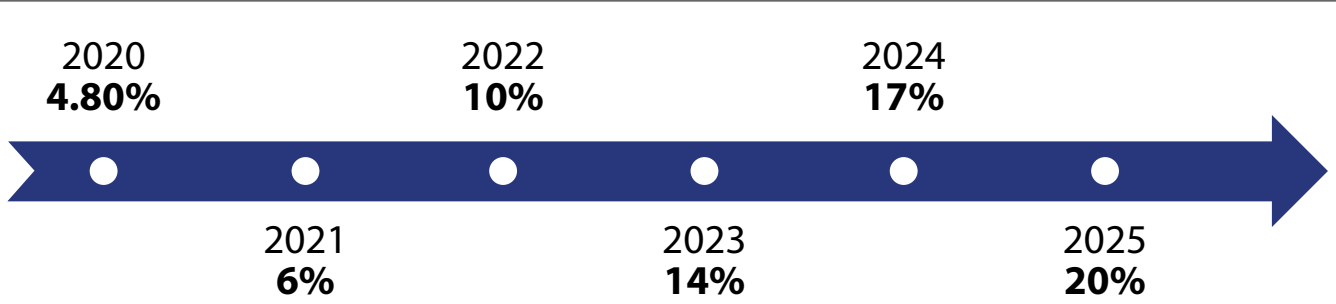


## TARGET GENDER EQUALITY

Despite having a large portion of female employees in total, when we single out the management level, there are very few females employed at such positions. Our female employees participate in a range of soft skill and technical knowledge training courses to stay motivated and have faith in their ability to progress their careers at DBL. In 2022, we have 6 female merchandisers on board among 7 recruitments. DBL Group encourages a women-friendly work environment. For this initiative, our company provides emergency feminine hygiene products to our female employees, which are available at every female washroom.

In accordance with the United Nations Global Compact's Gender Equality Accelerator Program: Target Gender Equality, the target of having 20% female employees at management level by 2025 was formally established in 2020. DBL Group is one of the fifteen Bangladesh based companies listed by the United Nations Global Compact to officially be involved in Target Gender Equality which contributes to Sustainable Development Goal 5.5.

## Target Setting



- 20% of female employees in management level by 2025
- 2021 to 2025, each year interim targets





## FEMALE SUPERVISOR LEADERSHIP PROGRAM

The Female Supervisor Leadership Program at DBL Group, which has been ongoing since 2015, has yielded several significant findings:



**Increased Diversity:** The program has contributed to a more diverse workplace by providing opportunities for female employees to advance to supervisory roles. This fosters gender equality and creates a more balanced workforce. Currently we have 307 female supervisors in line.



**Efficiency Gains:** The internal study conducted by the work study department demonstrates that female supervisors are on average 2.7% more efficient than their male counterparts. This finding is significant as it not only challenges gender stereotypes but also indicates that the program has a positive impact on operational efficiency and productivity.



**Skill Enhancement:** Over the two-month training period, female participants receive comprehensive training in both hard and soft skills. This means they are not only well-equipped with the technical skills required for their roles but also possess the interpersonal and leadership skills necessary for effective supervision.



**Long-Term Success:** The program's longevity, running for several years, indicates its sustainability and the continued commitment of DBL Group to fostering female leadership within the organization.



## HERessentials

HERessentials is an initiative by BSR|HERproject to support brands and suppliers to respond to the COVID-19 crisis in a way that empowers female workers and creates a resilient supply chain. Through an interactive App, the program provides critical information to vulnerable female and male workers and managers in global supply chains during times of crisis. Furthermore, it is designed to increase workers' digital and tech literacy

The baseline assessment was conducted in person at Flamingo Fashions Ltd in Gazipur District, Bangladesh from the 30th of June to 2nd of July 2022 with 2 managers, in total 52 employees were interviewed in which they've included 35 female workers and 15 male workers. And after all the training, refresher training, Mid-term meeting and sustainability guide-sharing meetings, we conducted endline assessments in the factory on 2nd, 4th, and 5th of January 2023.

The project covered the following training areas:

- How to use a tablet or smart phone
- Hygiene and health
- Family Health: After
- Managing Finances
- Digital Financial Services
- Building Harmonious Relationships
- Stress Management

### Benefits for Workers and Employers

With the support from Kmart and the HERessentials team, the factory management directly & indirectly covered around 4400+ workers through 10 tablets.



Increased knowledge on Health and General Hygiene



Improved relationships statuses within family and in factory



Improvements in the financial behaviour



Increase in workers savings

## DISABILITY INCLUSION PROGRAM

Persons with disabilities are sometimes stigmatized; despite their excellent ability, there have been several situations when they have been denied jobs. These challenges are already being addressed through the Disability Inclusion Program, which provides employment opportunities for persons with disabilities. We strongly support Partnership for the Goals (SDG 17) as a means of sustaining both our society and our ethical business practices. Hence, in order to incorporate persons with disabilities in the workforce, DBL Group has collaborated with the Center for Disability in Development (CDD). For the factory HR departments, CDD has provided training and run awareness campaigns to help them understand the value of include persons with disabilities.

Together with GIZ and CDD, we have launched a number of initiatives. Since January 2020, DBL has also been involved with the CDD and Bangladesh Business and Disability Network (BBDN)-led Innovation to Inclusion (i2i) project, a disability inclusion initiative supported by DFID and headed by Leonard Cheshire (LC). The Disability Inclusion Program is expanding with the goal of having 1% of our workforce involving individuals with various impairments. Up-to June 2023 DBL recruited 435 Persons with Disabilities (PWD).



## RETURN TO WORK PROGRAM

We truly believe that it is our responsibility to provide any and all assistance required to any of our workers who are injured while performing their jobs. All of their medical expenses are paid for in addition to their salary, which is given during the duration of their injured leave. When they have recovered, we encourage them to return their existing designation or in a new designation that would be most suitable after injury-related changes. The Return to Work (RTW) Program, in collaboration with CDD and GIZ, has led to the creation of Return-to-Work Committees at 5 of the DBL Group's industrial locations. The RTW Clause has been added into the HR Department's revised HR policy.

We also adhere to the legal frameworks established by the Bangladesh Labor Act, the People with Disabilities Rights Protection Act, and the Bangladesh Constitution. The Return to Work (RTW) program with CDD and GIZ enabled DBL to establish a Return-to-Work Committee in DBL's factories and appoint a "Return to Work Coordinator" hired by the HR department. The program also required DBL to modify an existing HR policy to include the RTW clause and to adhere to the international and legal context of RTW policies.

Total Return to Work (RTW) Rate:

85%

Total RTW in numbers:

367

The RTW process consists of the following:

Referral Assessment

Designing

RTW Plan & Implementing

Monitoring & Coordination

# HUMAN RIGHTS

We are dedicated to treating each of our employees with the highest respect while acting in an ethical and responsible manner. The International Labor Organization’s human rights agreements serve as a guide for us in ensuring that the rights and dignity of our employees and workers are not violated.



## FORCED LABOR

Involuntary or forced labor of any kind is not tolerated by DBL. The Code of Conduct strictly emphasizes that all employees should be working at factories voluntarily, and no such means should be adopted as a measure that 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 any employee may resign from the company by giving one month’s notice in the case of desire to discontinue.



## CHILD LABOR

We do not engage with any form of child labor here at DBL. Psychological tests are administered to candidates for employment at the time of hiring to ascertain their ages in order to confirm that they are of legal working age. All prospective employees are also required to provide documentation attesting to their age, and the validity of these documents is rigorously examined. The potential employee’s age must be verified and confirmed by the registered doctor on site at the factory in the absence of age documentation.



## NON-DISCRIMINATION

DBL does not tolerate any type of discrimination in the workplace since we regard the right to be free from discrimination as a fundamental component of human rights. Instead of paying, promoting, or terminating employees based on their color, age, gender, religion, disability, or other traits, we do so based on their aptitude for the job. There have been no discrimination cases at DBL to date because of how strongly the practice is upheld: discrimination on any basis is not acceptable in any circumstance.



## SECURITY PRACTICE

To ensure the utmost protection of our employees, DBL Group only employs internal security staff and none from third party organizations. We currently employ 776 security personnel, and every one of them receives monthly specialized training on the organization’s policies with a focus on human rights issues.



## FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

We acknowledge and value the integrity of our workers to exercise their legal freedom of association and bargaining rights. Employees who organize or engage in legal associations and/or collective bargaining are not subject to discrimination since the Participation Committee (PC) is there to allow for open communication of any concerns that may emerge. The Compliance team conducts monthly audits, noting the make-up of the committee members, the frequency of meetings, the themes covered, and other factors, to make sure these rights are exercised.

DBL management has been able to form Participation Committees according to the guidelines which is very effective for conveying information to both labor and management and resolving any grievances if present. Significant operational changes are communicated with the concerned employees a minimum of 3 months prior to the change.



## GRIEVANCE MECHANISM

At DBL, we encourage employees to be vocal about their issues without hesitation through the procedure for managing complaints. Our welfare officials have received training in using the complaints process professionally so that employees feel comfortable and confident disclosing any issue they might have regarding any issue. We have formal and informal grievance handling mechanism.

386 Grievance addressed which are 100% resolved

### SUGGESTION /GRIEVANCE BOX

- Written down issues dropped confidentially boxes
- Checked every week by designated people
- Grievances recorded in register

### VERBAL COMPLAINT

- Verbal complaints by workers
- Made to Officers from the Welfare, Compliance, Human Resource (HR), and/or Admin departments and also to their supervisors or Line Chiefs

### PARTICIPATION COMMITTEE (PC) MEETINGS

- Expressing through a PC member
- PC member puts forward the complaint during meetings

### BANDHAN NEWSLETTER

- Complaints placed in monthly newsletter
- Section of newsletter can be detached
- Written down issues dropped confidentially

## LOCAL COMMUNITIES

We try to contribute as much as we can to the local areas where we operate. We can make improvements for the welfare of the neighborhood by cooperating with our employees, clients, business partners, and other stakeholders.



## COMMUNITY KNOWLEDGE EXCHANGE PROGRAMS

DBL hosts community knowledge exchange programs in the areas where it operates. We view this as not just a responsibility but a fundamental obligation to contribute to the well-being and growth of our neighboring communities. These initiatives are designed with the utmost care to empower local families with essential information, ensuring that they are well-informed about a range of crucial topics. Through these programs, we strive to make a meaningful and positive impact on the lives of those living in proximity to our facilities, ultimately fostering a healthier, more prosperous, and informed community.

Within this timeline we have conducted the following programs:

Environment Protection: 270 participants

Fire Safety: 49 participants

Community Grievance & EHS: 61 participants

## COMMUNITY HEALTH DEVELOPMENT PROGRAM

DBL is continuing with Community Health Development Programs in the various locations where DBL's operations are taking place in order to further emphasis on SDG-3, Good Health and Well-Being. The community's elderly, women, men, and kids come to receive free treatments. A routine is being established for this. DBL's own physicians do community visits and offer services to community members.

**Tuberculosis Screening:** Over the course of four separate events, the program has extended the support to 288 community members, with 127 male and 161 female participants. This initiative underscores their commitment to addressing public health issues and ensuring that vital screening and healthcare services are accessible to all, furthering their dedication to the welfare of the communities they serve.

**Free Eye Camp:** This initiative has reached 667 males and 431 females, making vision care accessible to a diverse range of community members during 4 separate camps.

## INDUSTRY-BASED TRAINING CENTER

The Industrial-based Training (IBT) Center was started in DBL's spinning manufacturing complex with the goal of establishing a Technical Vocational Education and Training (TVET) Center in the industry cluster. The curriculum and training modules that the Center has previously created have both been submitted for accreditation to the Bangladesh Technical Education Board (BTEB). Inhabitants of the community are encouraged to take part in the three-month training sessions. To guarantee that each participant receives enough attention to enhance their learning, each session is limited to 25 individuals. The training is free, and while they are engaged in it, they also receive some cash incentive for their daily expenses. Once the training is through, they are hired, and they are free to move on to other firms afterward. Our present locations are at the Mymun complex and Matin Spinning Mills Ltd.

## COMMUNITY BEAUTY PARLOR

In 2018, DBL Group collaborated with Shishu Polli Plus to provide low-cost beauty salon services to its workers, primarily women. We have also collaborated with Hamim-Lasics Beauty Parlor, the same advantages were extended to the workers of Flamingo Fashions Ltd. in Joydebpur. In addition, DBL is helping the women-owned beauty salon grow its business. Hamim-Lasics Beauty Parlor currently has a 25,000 average monthly revenue.

# TRAINING AND DEVELOPMENT

The development of each individual employee is essential to our commitment to ongoing progress. We must support our workers with the information necessary to propel the business to the very top of its sector if we are to pursue future success. Mid-level management, employees, chemical handlers and spot removers, loaders, quality inspectors, first responders, firefighters, evacuees and rescues, cleaners, etc. are the specialized training's target audience. The personnel have also received skill development trainings in addition to the aforementioned trainings.



## TRAINING TOPICS

In addition to the training provided through the different Sustainability programs, a variety of generalized training is provided to DBL's employees every month. These include, but are not limited to, the following:

- Orientation on company Rules and Regulations
- Company Code of Conduct
- Buyer's Code of conduct
- Working hours, Overtime, and Calculation of Wages and Overtime Payments
- Compensation and Benefits (including leave facilities)
- Threat Awareness
- Worker Rights and Responsibilities
- Occupational Health and Safety (OHS)
- Material Safety Data Sheet (MSDS) and Chemical Handling Procedure
- Personal Protective Equipment (PPE)
- Lifting and Carrying Procedures
- Electric Safety and Operation of Boilers
- First Aid
- Fire Safety
- Machine Operating Process and Safety
- Awareness on Health and Nutrition for Pregnant Women
- Disciplinary Procedure as per Bangladesh Labor Law
- Environment, Energy, and Water Saving Awareness
- Waste-handling Procedure
- Participation Committee (PC), OHS, and Environment Committee's Functions
- Child Labor, Forced Labor, Discrimination, Harassment, and Abusive Behavior
- Anti-harassment, Anti-abuse, and Grievance Procedure
- Awareness on AIDS and Transmissible and Non-Transmittable Diseases



## LEADERSHIP 4.0

### LEADERSHIP DEVELOPMENT

The Leadership Development Pillar is vital to create a culture of learning, innovation, and excellence in the company by enhancing the human capital and organizational capabilities. The focus areas include:



**DBL Institute of Management:** This will be a platform that provides training and development opportunities for the employees of the company. It is to ensure that our employees have access to relevant and up-to-date knowledge and skills which can enable continuous development of our workforce, contributing to improved job performance, job satisfaction, and employee retention.



**Skilling, Upskilling, Reskilling, Business Intelligence, and Analytics:** The dynamics of technological change and data analysis for effective decision making necessitates continuous learning and adaptation. Using data effectively can improve operational efficiency, identify opportunities for growth, and enhance competitiveness.



**Future Leaders Development Program (FLDP):** FLDPs cultivate a pipeline of potential leaders, ensuring smooth transitions and strategic continuity. The program will provide mentoring, coaching, exposure, and feedback to help them grow their leadership skills and capabilities.



**Talent Engagement and Succession Planning:** These are the strategies and practices that aim to attract, retain, motivate, and develop the best talents for the company. This focus area involves creating a positive work environment that fosters employee engagement, satisfaction, loyalty, and commitment.

“GOOD GOVERNANCE IS NOT A  
LUXURY, IT IS A BASIC REQUIREMENT  
FOR DEVELOPMENT”

KOFI ANNAN  
FORMER SECRETARY-GENERAL OF THE UNITED NATIONS



CHAPTER 4  
**GOVERNANCE**

# GOVERNANCE

We believe that the road to attaining our vision to sustain and grow as a diversified conglomerate is only possible if a structured governance system is in place. This is why our focus is to ensure strong corporate governance.

A robust corporate governance structure enables DBL to gain greater access to lower financing, higher credit ratings, higher external capital costs ratings, and strong investor confidence. The company believes that a sound corporate governance structure has a big influence on Bangladesh’s legal system as well as how the business integrates into the modern economy and society. We at DBL Group are aiming to bring our corporate governance system up to par with the best practices and standards throughout the world by putting the globally recognized standards into effect. In light of our anticipated growth, this is essential for DBL. The need for a practical corporate governance framework will be crucial to the company’s goal to connect with new investors.



## BOARD OF DIRECTORS

The Board is the leading head of the company’s governance structure and the highest level of governing body at DBL Group. The Board currently consisting of four Directors, and one Advisor. Our Board of Directors play an integral role in overseeing that the company’s strategies and plans are carried out based on the Corporate Governance Framework focusing on accountability, fairness, transparency and responsibility.



**M. A. QUADER**  
Deputy Managing Director  
and Group CEO

**M.A. RAHIM**  
Vice Chairman

**ABDUL WAHED**  
Chairman

**M. A. JABBAR**  
Managing Director



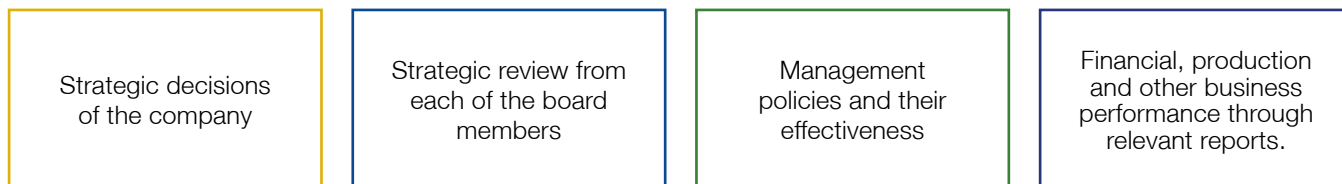
Abdul Wahed  
Chairman

“ Excellence of a business can be achieved through a combination of integrity, passion, adaptability, and care.

#### Board Oversight

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

#### The Board evaluates the following:



Our senior management is carefully selected by the Board of Directors because of their vast experiences, immense knowledge, fascinating competence, cross-industry exposure, local and overseas footage, and well accepted market reputation. This cohesive team's agenda is to make a difference by developing and inspiring others' ideas with DBL Group's values at the core. The distinguished Board is cultivating a sustainable work culture through the employees. We credit our strength- the sustainability of a consistent approach to managing the business and the constant growth of its people- to our senior management team.



M. A. Jabbar  
Managing Director

“ Engage. Enable. Empower. That is the motto to bring up youths within an organization to ensure sustainability in governance.

#### Corporate Governance

DBL Group adheres to the definition of Corporate Governance of the International Finance Corporation (IFC). Corporate governance is defined as the structures and processes by which companies are directed and controlled. It concerns the relationships between the management, board of directors, controlling shareholders, minority shareholders, and other stakeholders.

Good corporate governance helps companies operate more efficiently, improve access to capital, mitigate risk, and safeguard against mismanagement. It makes companies more accountable and transparent to investors and gives them the tools to respond to stakeholder concerns.

#### A sound corporate governance system will facilitate DBL to attain:



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 the best international practices and standards. This is critical to DBL given our expected growth. The desire to attract new investors will heavily rely on the existence of a concrete corporate governance system.



M. A. Rahim  
Vice Chairman

“Commitment, communication, and collaboration are what drives financial sustainability of an organization and all its stakeholders.”

#### General Governance Structure

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

#### The Board evaluates the following:



**Company Secretary:** Ensures that the governing bodies follow internal rules and external regulations to facilitate clear communications between the governing bodies, and acts as an adviser to directors and senior executives.



**The Board:** Responsible for the strategic direction of the company, and the guidance and oversight of management.



**Internal Auditor:** Develops and monitors internal control procedures for the business operations of the company.



**General Assembly:** Allows the shareholders to participate in the governance of the company.

#### Structure and Committees: DBL Group has established the following Board Committees:

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



M. A. Quader  
Deputy Managing Director and Group CEO

“For sustainability in operational processes, we need three steps: innovation, implementation, and inspiration.”

#### Family Business Governance

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

#### Internal Audit & Control

- **The Board's Audit Committee:** The audit committee focuses on three key areas: financial reporting, risk management, and internal and external audits (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 of 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 Ltd., a concern of DBL Group is 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 through Annual Reports and its own website.



## GOVERNANCE & SUSTAINABILITY

Quarterly meetings of the top management on ESG related issues are held under the leadership of the Managing Director. The other team members of the top management comprise Chief Financial Officer (CFO), Director Technical, Chief Sustainability Officer (CSO), Chief Production Officer and Company Secretary. Monthly operational data on Environmental and Social related issues is generated by the Environmental Sustainability Team and the Compliance Team respectively under the CSO. This data is converted into quarterly reporting for discussion with the Managing Director and other members responsible for ESG issues. The report contains different KPIs, e.g., on energy, water, raw materials consumption and reduction of GHG emissions against each unit of production and business division.

During such meetings, guiding strategy and plans of action are approved which includes specific and measurable targets, and the achievability and realistic approach within a timeline. Company policies are updated as per necessity to respond to customer demands and trends related to emerging matters. An example from the reporting year was the installation of rooftop solar panels as demand for this has increased within the customers.

Capital investment and budget required for the installation are addressed along with the CFO, Director Technical and CSO. Another example from 2018-19 is the feasibility of installation of Zero Liquid Discharge (ZLD) plant. The Chief Production Officer discusses the optimization of the current operations considering the operational performance objectives as this will impact the efficiency of the plant. The Company Secretary takes the issue of high capital-intensive investments and any other major policy change issues to the Board of Directors' routine meetings for their review.



## REGULATORY COMPLIANCE

DBL Group's Corporate Governance framework is based on Bangladesh legislation as well as internationally recognized best practices and principles, such as the guidelines provided by the International Finance Corporation (IFC) of the World Bank Group.

Regulatory compliances, if not followed properly can bring in company risk as well. The main regulatory body is the Government of Bangladesh (GoB) under which we follow The Company Act (Bangladesh, 1994)

There are three aspects we need to fulfill timely:



Income Tax



Registrar of Joint  
Stock Companies  
and Firms (RJSC)\*



VAT Ordinance

Every company has a given calendar year and the requirements rotate around that. In the case of not giving information or finishing instructed work on time based on the Governmental Bodie's legal requirements, DBL Group will face financial penalties.

\*Matin Spinning Mills PLC and Parkway Packaging and Printing PLC are the concern of DBL Group which is 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 through Annual Reports and its own website.

# RISK MANAGEMENT

Effective risk management is at the core of sustainable performance of any organization and is crucial to the success of any company. We at DBL Group acknowledge that we are exposed to risks, especially systemic risks, that are beyond our control. The macroeconomic trend of the local market growth was challenging due to COVID-19 in 2020 and later due to the global political crisis in 2022. We perceive that proactive management of the risks associated is of fundamental significance to ensure our business growth. Over the years we have put together a Risk Control Framework in place which guides us regularly to identify and assess risks, and to take the necessary actions in order to minimize their impact.

Given the nature of business, the raw materials and products that DBL handles and the scale of operations, our risk management systems are designed to ensure that all our assets are safeguarded and protected against any kind of loss. For worker safety, specific risk analyses are done based on their workplaces. These workplaces include a wide variety of areas within the factories such as the chemical storerooms and the Effluent Treatment Plants (ETPs), as well as the zones containing different machines such as compacting machines and generators. Appropriate Personal Protective Equipment (PPE) are provided to relevant personnel to ensure their safety and health.

Pregnant women are also considered under risk management: to avoid the risk to the fetuses, they are to be seated when working, allowed to leave 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.

### OHSAS 18001:2007 STANDARD

The Occupational Health and Safety Assessment Series (OHSAS) is an international management system specification for occupational health and safety. Implemented by the GIZ, one of DBL Group's dyeing units acquired this certification in April 2016. OHSAS was chosen to further reduce illness and incidents through continual improvement, increase awareness about health and safety, and establish a health and safety management system within the factory. The multi-department committee formed has enabled multiple benefits including increased hazard awareness, safety culture, and reduced risk behavior.



### Risk Control Framework

The risk control framework helps us to identify, eliminate, and minimize risks. This includes the following.



Defining of high-level strategy: This ensures that the company has effective Risk Management Guidelines.



Setting of risk strategy, frameworks and principles: This is so that such information can be recommended to the Audit Committee of the Board.



Frequent reporting at the functional level: This aids in identifying key risk areas and prioritizing risks which are likely to occur.



Development of risk culture through the company.



Day-to-day management of risks.



## TYPES OF RISKS

Given the nature of business, the raw materials, and products that DBL handles and the scale of operations, our risk management systems are designed to ensure that all our people and assets are safeguarded and protected against any kind of loss. We have categorized risk into, but not limited to, the following types.



**Regulatory Risks:** We aim to ensure that effective arrangements are in place to enable us to comply with legal and regulatory obligations. We control the regulatory risks by continually following up on the pending license issues, proactively discussing new changes with regulations, and timely implementing new requirements. These regulatory risks apply towards meeting local, national and international requirements and standards, including the Codes of Conducts of our buyers.



**Liquidity Risks:** Our company operations may be impacted if we are unable to meet payment obligations when they fall under normal and stress circumstances. While there was some economic uncertainty during the COVID-19 pandemic period, overall, the company's liquidity position was sufficient to meet its payment obligations on time.



**Interest Rate Risks:** The London Inter-Bank Offered Rate (LIBOR) component of the interest rate is exposed to volatility of market-wide interest rates of bank loans. Due to several macroeconomic and market driven factors, interest rates on short-term and long-term bank loans may fluctuate over time. Inflationary pressure, increased demand for bank loan, increased volatility in money market, restrictive monetary policy, increased government borrowing from banking sector, etc. may compel the company's loan giving institutions to increase their interest rates. If the interest rates are increased beyond what the company expects, then its cash flow and profitability will be affected adversely.



**Exchange Rate Risks:** The major raw material we use is raw cotton, which we procure from countries approved by our buyers. Conversely, we sell our end products to international brands and retailers. We pay for our raw materials in foreign currency, usually in USD, and also receive the sales proceeds in USD. Hence, the company is directly exposed to the risks associated with exchange rate fluctuations of Bangladesh Taka (BDT) against USD. Any significant volatility in the exchange rates of BDT will increase the volatility of the company's cash flow and profitability.



**Technology Risks:** Given the nature of the production intensity, the company's operation is a highly capital intensive one. The manufacturing processes are mostly mechanized and require human involvement primarily in the apparel manufacturing operations. The quality of the finished products is directly dependent on the sophistication of the machinery in place, and efficiency of our workers. In terms of machinery, any disruptions can result in significant overhauling cost and loss of production. In such cases, delivery deadlines would be missed and revenues will be lost. This would, in turn, affect the value of the company turnover.

All the major machineries of the company are state-of-the-art. These are costlier, but last longer and require significantly lower maintenance costs. Since inception, there has not been any instance of serious breakdown or stoppage of production due to technical failure at the factories. However, constant evolution of technology, machinery and equipment in the global arena may mean that our current machines will become obsolete before the actual lifetime. As more efficient technology enters the market, it becomes a risk if competitors upgrade to the latest versions and we do not.



**Human Resources Risks:** The company's goals may be impacted for not having sufficient skilled people or being unable to retain key personnel and treat them in accordance with values and ethical standards. Hence our management structure is set in such a way that we seek to attract, retain and develop our personnel by providing competitive remuneration structures and long-term career opportunities. We evaluate our human resource risk by observing the availability of skilled personnel within our compensation bands as well as through compliance and regulatory issues. Under the 'People' Pillar of the Sustainability 5.0 strategy, multiple initiatives are in place to retain talented personnel.



**Operational Risks:** The company's operations can be hampered by human error, sudden breakdown of machineries, incidents of natural calamities, and occupational hazards. The workers and officers of the company are trained properly. Besides, the machineries are properly maintained and overhauled whenever necessary. The factory buildings are well constructed and has adequate fire control measures to minimize risks and hazards. Further details are included in the Occupational Health and Safety (OHS) chapter of the 'Social' segment.



**Safety Risks:** For worker safety, specific risk analyses are done based on their workplaces. These workplaces include a wide variety of areas within the factories such as the chemical storerooms and the Effluent Treatment Plants (ETPs), as well as the zones containing different machines such as compacting machines and generators. Pregnant women are also considered under risk management to avoid the risk to the fetuses, they are to be seated when working, allowed to leave 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.



**Reputational Risks:** The company has clearly defined corporate values and ethical standards which are communicated to employees, customers, and other stakeholders to maintain its reputation. For example, potential employees are subject to appropriate background checks before the final recruitment. Our values of Integrity, Passion, Adaptability, Care and Excellence are communicated to new employees during orientation, and they are encouraged to practice this for both professional ethics and personal development.

# ECONOMIC PERFORMANCE

## DBL's Apparel Export Overview

# \$ 419,800,000

Exports in 2022-23



EUROPE

Austria  
Belgium  
Croatia  
Denmark  
France  
Germany  
Greece  
Italy  
Netherlands  
Norway  
Poland  
Russia  
Serbia  
Spain  
Sweden  
Turkey  
UK



AFRICA

Morocco  
South Africa



ASIA

China  
Hong Kong  
India  
Japan  
Malaysia  
Philippines  
Singapore  
South Korea  
Taiwan  
Thailand  
UAE



OCEANIA

Australia  
New Zealand



NORTH  
AMERICA

Canada  
El Salvador  
Mexico  
USA



SOUTH  
AMERICA

Argentina  
Bolivia  
Brazil  
Chile  
Ecuador  
Panama  
Paraguay  
Peru  
Uruguay  
Venezuela

## ECONOMIC SUMMARY

FINANCIAL INFORMATION (UNAUDITED)	2022-23
	(million \$)
Revenue (gross)	744.59
Other income	9.94
<b>Direct economic value generated</b>	<b>754.53</b>
Operating costs	497.66
Employee wages and benefits	95.58
Payments to providers of capital	36.92
Payments to government	11.19
Community investments	0.28
<b>Economic value distributed</b>	<b>641.62</b>
<b>Economic value retained</b>	<b>112.91</b>
(Direct economic value generated less economic value distributed)	
<b>Garments Tax Rate</b>	<b>12.00%</b>
<b>Textiles Tax Rate</b>	<b>15.00%</b>
<b>Corporate Tax Rate</b>	<b>27.50%</b>

# STAKEHOLDER ENGAGEMENT

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 based on 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.

## STAKEHOLDER ENGAGEMENT PROCESS

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



### KEY STAKEHOLDERS

- SUPPLIERS
- NGOs & CSOs
- MEDIA
- COMMUNITY
- CUSTOMERS
- (Buyers)
- KNOWLEDGE PARTNERS
- BOARD MEMBERS EMPLOYEES' SHAREHOLDERS
- INVESTORS
- SERVICE PROVIDERS
- INDUSTRY ASSOCIATIONS
- GOVERNMENT/ PUBLIC SECTOR



## COMMITTING TO INTERNAL 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 several initiatives to strengthen employer-employee bonding. Some are discussed below.



## PARTICIPATION COMMITTEE (PC)

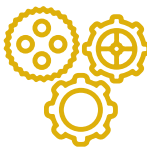
Collective bargaining agreement is not prohibited in DBL Group. To make a trustworthy relationship between the workers and the company, DBL Group has formed Participation Committees. These committees constitute representatives of both the employers and the workers. Workers are highly encouraged in the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

To promote mutual trust, understanding and cooperation between the employers and the workers to fulfill production targets, 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 PC, workers can freely contact the committees to discuss any issue.

DBL Group encourages good relations between workers and managers, through hosting training covering topics, such as labor standards, leave days, working hours, wages, personal protective equipment, health and safety, environmental issues, welfare, and so on (further details are stated in this report). The committees' members are representatives of employees and top management: they were selected by each group respectively. The selection criterion has now been completely replaced through a supervised election procedure. Issues discussed include wages, benefits, working conditions, complaints, productivity, quality, health issues and even items for the Bandhan Fair Price Shop.

## EFFECTIVE COMMUNICATION PROCEDURES

DBL Group has established different channels to communicate with its workers: these include the following communication procedures:



## 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 a 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 actions are taken, and results are reported back to employees.

External grievance mechanisms are present as well. Workers can call the "Amader Kotha" hotline (established by the Alliance for Bangladesh Worker Safety) as well as numbers provided by some of the buyers themselves. A total of 241 grievances were addressed in 2021-22 and 239 were resolved in the year.

The Welfare Officers stationed at the factory complexes oversee workers' concerns and problems and communicate with the Human Resource and other concerned departments as required. These Officers are involved with multiple tasks as shown below. 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.

# WELFARE OFFICERS

**Roles of Welfare Officers:**

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



## KAIZEN SUGGESTION BOX

DBL Group encourages ideas from all workers and employees. 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 Meetings held every month: the employee or worker with the best suggestion for the month is recognized with the “Kaizen Award”. Some of the suggestions have even been implemented: in some cases, the best suggestion had to be 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.



## EMPLOYEE OF THE MONTH AND YEAR

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”. In 2016, a new recognition system, “Employee of the Year” was included as well. These ideas are compiled under DBL Group’s Idea Club Sustainability program in order to encourage employees to work at their highest potential and move towards empowerment.

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.

# EXTERNAL STAKEHOLDERS

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 table below shows the various external stakeholders that DBL is currently involved with and how interaction is being made with each.

EXTERNAL STAKEHOLDER	ENGAGEMENT
BUYERS	Merchandizing Team, Emails, Exhibitions, Local and International Management Visits, Audits, Conferences
COMMUNITY	Meetings with Local Union Councils, Surveys, Accommodating Requests, Community Engagement
INDUSTRY ASSOCIATIONS	Emails, Meetings with BGMEA, BKMEA, BTMA, Interactions with Chamber of Commerce (FBCCI, DCCI, BGCCI, JBCCI, etc.)
GOVERNMENT	Interaction with different Ministries of the Government of Bangladesh, Embassies, and Overseas Ministries
MEDIA	Communications Team, Press Releases, Press Briefings, Interviews
INVESTORS	Emails, Meetings, Visits, Conferences, Internal Relations Team
SUPPLIERS	Marketing Team, Sourcing Team, Emails, Meetings, Audits
NGOS AND CSOS	Emails, Meetings, Conferences, Workshops

## COMMUNITY DEVELOPMENT

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:

				
<ul style="list-style-type: none"><li>● Health camps</li><li>● Free medical care</li><li>● Access to in-house medical center</li></ul>	<ul style="list-style-type: none"><li>● Education development programs</li><li>● Knowledge Exchange Programs</li></ul>	<ul style="list-style-type: none"><li>● Community surveys</li><li>● Courtyard meetings</li></ul>	<ul style="list-style-type: none"><li>● Tree Plantation</li><li>● Data Collection</li></ul>	<ul style="list-style-type: none"><li>● Mini Fire Station</li><li>● Road Maintenance</li></ul>

LOCAL COMMUNITIES

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 and Mawna (Gazipur), the entire region was under-developed. The progression was escalated by industries, and the locality has gone through a significant transformation. Popular local branded shops and international branded products are now available in the community.

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



24/7 medical facilities for workers and consultation services for family members



Providing access to medicine at manufacturer's price for workers and their families



Conducting surveys to understand the needs of the community



Financial assistance to various hospitals




Contribution to educational institutions in the community

ANTI-CORRUPTION


DBL Group 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, antitrust and monopoly practices. Since DBL has always complied with the law, it has never been penalized or subject to non-monetary punishment for breaking the law. The reputation of the company 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. The company has zero tolerance toward any unethical business practice and has strictly enforced policies on anti-corruption, anti-fraud and bribery which apply to all its businesses. 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 and safeguard the company resources for which they are responsible.
- Respect customers, suppliers, and other parties to achieve DBL's 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:**

- Communicating code of conduct to employees;
- Reporting and investigating any 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 businesses 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 strictly adhere to this policy
- Provide information to all employees and further guidance if they have any query or uncertainty regarding these requirements.

TRANSFORMATION 4.0  
MISSION 2030



GOVERNANCE 4.0

GOVERNANCE

The Governance Pillar focuses on achieving a high level of transparency, accountability, efficiency, and ethics in our business operations and activities, and demonstrates its commitment to Transformation 4.0 to its all stakeholders. The focus areas include:



**Integration of Vision, Mission, and Values:** To ensure that all employees in the organization are aligned with the same goals, leading to a shared commitment to the company's objectives.



**Update Systems, SOPs, Policies, and Procedures:** To create a comprehensive framework to facilitate coordination and collaboration among different functions and levels of the organization.



**Incorporate AI, IoT, and Data Analytics:** To leverage data and intelligence to optimize company's operations and outcomes for making data oriented decisions, keeping in pace with Industry 4.0.



**Reinforce Compliance and Auditing:** To help identify and rectify any deviations, ensuring that we operate with integrity and within the boundaries of local and international regulations.

# SASB INDEX

SASB TOPIC	SASB CODE	SASB ACCOUNTING METRIC	STATUS
Management of Chemicals in Products	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations.	DBL Group is committed to chemical management since the wet processing aspects of our backward linkage production facilities rely on the usage of chemicals.  Since our product range includes sensitive items which stay in contact with sensitive skin such as children and hence, we are subject to use first class chemicals to ensure the safety of our final consumers.  We have additional initiatives such as auto-dosing and earth color natural dye usage in our facilities.  Reference: pp. 50-52, 54-55
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	We currently use chemicals which adhere to the Restricted Substance List (RSL) specified by Product Class I of the Oeko-Tex 100 standard, which has the strictest requirements.  We have also fully transitioned to the Zero Discharge for Hazardous Chemicals Manufacturing Restricted Substance List (ZDHC MRSL) 2.0.  There is third-party testing of our chemicals to ensure quality chemicals among those approved by the standards are used. It is as per our buyers' requirements that we implement these standards.  Chemical handling brings occupation health and safety risks for the workers. In order to ensure there is proper management in chemical handling, it is mandatory for the workers to wear Personal Protective Equipment during times of chemical exposure.  Reference: pp. 50-52, 54-55
Environmental Impacts in the Supply Chain	CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.	100% of our wastewater emitted from ETPs are in compliance with the Government of Bangladesh's Department of Environment Standards. Our own ETPs have been built to maintain all the necessary parameters for compliance. 3rd party assessments and external audits are carried out according to the ZDHC Wastewater Guidelines and as per our Buyer Code of Conduct.  Reference: pp. 40-41
	CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or equivalent environmental data assessment.	All our factories are assessed according to the Higg FEM at 100%. This is a requirement from our buyers to have our entire supply chain assessed under FEM.
Labour Conditions in the Supply Chain	CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been assessed to a labor code of conduct, (3) percentage of total assessments conducted by a third-party auditor.	100% of our tier 1 suppliers and beyond tier 1 suppliers have been assessed to a Labor Code of Conduct.  95% of the assessments are conducted by 3rd party auditors. The remaining 5% are conducted by buyers themselves.  Reference: p. 72

SASB TOPIC	SASB CODE	SASB ACCOUNTING METRIC	STATUS																		
	CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct assessments.	<table><tr><th>Category</th><th>Score</th><th>Rating</th></tr><tr><td>Green</td><td>90%- 100%</td><td>A</td></tr><tr><td>Yellow</td><td>85%-89%</td><td>B</td></tr><tr><td>Orange</td><td>75%- 84%</td><td>C</td></tr><tr><td>Amber</td><td>60%- 74%</td><td>D</td></tr><tr><td>Red</td><td>Below 60%</td><td>E</td></tr></table> <p>If any critical issues are found (amber), the audit rating would D. For any zero tolerance or life-threatening issue (red), the audit report rating will be E.</p> <p>2-3% non-conformance rate (non-critical issues) primarily due to gap in monitoring. This is the rate from external audits conducted by buyers or 3rd party audits.</p> <p>The corrective action rate for suppliers' labor code of conduct assessments is 100%.</p> <p>Reference: p. 72</p>	Category	Score	Rating	Green	90%- 100%	A	Yellow	85%-89%	B	Orange	75%- 84%	C	Amber	60%- 74%	D	Red	Below 60%	E
	Category	Score	Rating																		
Green	90%- 100%	A																			
Yellow	85%-89%	B																			
Orange	75%- 84%	C																			
Amber	60%- 74%	D																			
Red	Below 60%	E																			
	CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.	<p>The most important potential risks include:</p> <ol style="list-style-type: none"><li>Occupational Health &amp; Safety</li><li>Working Conditions</li><li>Child Labor</li><li>Forced Labor</li><li>Climate Action</li></ol> <p>In our case, the focus on labor is of highest importance because the industry itself is a labor intensive one. Regarding these specific issues, the major push comes from the buyers.</p> <p>Issues on the environment are upcoming, with a central focus on climate action.</p>																		
Raw Materials Sourcing	CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials.	<p>Since we have a backward linkage including spinning, our priority raw material is raw cotton. Polyester is the second most used raw material.</p> <p>Almost all of our sourced cotton has been sustainable cotton from January 2020. Hence, even though the following risks are present, they are at minimal levels since both water and chemical usage is significantly less:</p> <ul style="list-style-type: none"><li>- Water scarcity due to water usage in cotton cultivation</li><li>- Negative impacts of chemical and pesticide usage on soil, nearby biodiversity, and water bodies</li></ul> <p>71% of polyester has been sourced from recycled materials in FY 2022-23. The following risks are associated with polyester sourcing, especially for virgin polyester:</p> <ul style="list-style-type: none"><li>- Polyester is made of petroleum which is a carbon intensive non-renewable source</li><li>- Water scarcity due to water usage in cooling process</li></ul> <p>Risks from overall general sourcing of raw materials:</p> <ul style="list-style-type: none"><li>- Human rights issues for workers</li></ul> <p>Reference: pp. 42-44</p>																		
	CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard.	<p>In FY 2022-23, we sourced approximately:</p> <ul style="list-style-type: none"><li>- 81% of our cotton through Better Cotton Initiative (BCI)</li><li>- 8% of our total yarn production from Organic Cotton</li><li>- 11% of our total yarn production from sustainable certified sources</li></ul> <p>Reference: pp. 42-44</p>																		

# GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards.

## General Disclosures

Disclosure	Page	Omission
<b>Organizational profile</b>		
102-1: Name of the organization	12	No
102-2: Activities, brands, products, and services	12, 16, 17	No
102-3: Location of headquarters	12	No
102-4: Location of operations	12	No
102-5: Ownership and legal form	12	No
102-6: Markets served	103	No
102-7: Scale of the organization	19, 82, 103	No
102-8: Information on employees and other workers	82	No
102-9: Supply chain	19	No
102-10: Significant changes to the organization and its supply chain	87	No
102-11: Precautionary Principle or approach	101	No
102-12: External initiatives	51, 57, 59, 77, 81, 83, 85	No
102-13: Membership of associations	12, 107	No
<b>Strategy</b>		
102-14: Statement from senior decision-maker	5	No
<b>Ethics and Integrity</b>		
102-16: Values, principles, standards, and norms of behavior	13	No
<b>Governance</b>		
102-18: Governance structure	94-100	No
<b>Stakeholder engagement</b>		
102-40: List of stakeholder groups	107	No
102-41: Collective bargaining agreements	87, 105	No
102-42: Identifying and selecting stakeholders	104	No
102-43: Approach to stakeholder engagement	104	No
102-44: Key topics and concerns raised	104-108	No
<b>Reporting practice</b>		
102-45: Entities included in the consolidated financial statements	103	No
102-46: Defining report content and topic Boundaries	9	No
102-47: List of material topics	8	No
102-48: Restatements of information	9	No
102-49: Changes in reporting	9	No
102-50: Reporting period	9	No
102-51: Date of most recent report	9	No
102-52: Reporting cycle	9	No
102-53: Contact point for questions regarding the report	9	No
102-54: Claims of reporting in accordance with the GRI Standards	9	No
102-55: GRI content index	112-113	No
102-56: External assurance	No	No

## Material topics








Disclosure	Page	Omission
<b>GRI 200: Economic</b>		
<b>GRI 201: Economic Performance 2016</b>		
GRI 103: Management Approach 2016	103	No
GRI 201-1: Direct economic value generated and distributed	103	No
<b>GRI 202: Market Presence 2016</b>		
GRI 103: Management Approach 2016	103	No
GRI 202-1: Ratios of standard entry level wage by gender compared to local minimum wage	73	No
GRI 202-2: Proportion of senior management hired from the local community	99.37%	No
<b>GRI 203: Indirect Economic Impacts 2016</b>		
GRI 103: Management Approach 2016	61-62, 73	No
GRI 203-2: Significant indirect economic impacts	61-62, 73	No
<b>GRI 204: Procurement Practices 2016</b>		
GRI 103: Management Approach 2016	42, 44, 59, 62, 108	No
GRI 204-1: Proportion of spending on local suppliers	108	No
<b>GRI 205: Anti-corruption 2016</b>		
GRI 103: Management Approach 2016	108	No
GRI 205-3: Confirmed incidents of corruption and actions taken	108	No
GRI 206: Anti-competitive Behavior 2016		
GRI 103: Management Approach 2016	108	No
GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	108	No
<b>GRI 300: Environmental</b>		
<b>GRI 301: Materials 2016</b>		
GRI 103: Management Approach 2016	42, 43	No
GRI 301-1 Materials used by weight or volume	43	No
<b>GRI 302: Energy 2016</b>		
GRI 103: Management Approach 2016	30-35	No
302-1: Energy consumption within the organization	34-35	No
<b>GRI 303: Water and Effluents 2018</b>		
GRI 103: Management Approach 2016	36-41	No
303-1: Interactions with water as a shared resource	36-41	No
303-2: Management of water discharge-related impacts	40-41	No
303-3: Water withdrawal	37-38	No
<b>GRI 304: Biodiversity 2016</b>		
GRI 103: Management Approach 2016	61-62	No
304-2: Significant impacts of activities, products, and services on biodiversity	62	No








Disclosure	Page	Omission
<b>GRI 305: Emissions 2016</b>		
GRI 103: Management Approach 2016	31	No
305-1: Direct (Scope 1) GHG emissions	31	No
<b>GRI 306: Effluents and Waste</b>		
GRI 103: Management Approach 2016	40-41, 54	No
306-1: Water discharge by quality and destination	40	No
<b>GRI 307: Environmental Compliance</b>		
GRI 103: Management Approach 2016	55-56	No
307-1: Non-compliance with environmental laws and regulations	56	No
<b>GRI 308: Supplier Environmental Assessment</b>		
GRI 103: Management Approach 2016	29	No
308-1: New suppliers that were screened using environmental criteria	29	No
<b>GRI 400: Social</b>		
<b>GRI 401: Employment</b>		
GRI 103: Management Approach 2016	71, 74	No
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	71, 74	No
<b>GRI 402: Labor/Management Relations</b>		
GRI 103: Management Approach 2016	87	No
402-1: Minimum notice periods regarding operational changes	87	No
<b>GRI 403: Occupational Health and Safety</b>		
GRI 103: Management Approach 2016	75-81	No
403-1: Occupational health and safety management system	75-81	No
403-3: Occupational health services	75-81	No
<b>GRI 404: Training and Education</b>		
GRI 103: Management Approach 2016	89-90	No
404-2: Programs for upgrading employee skills and transition assistance programs	89-90	No
<b>GRI 405: Diversity and Equal Opportunity</b>		
GRI 103: Management Approach 2016	82-85	No
405-2: Ratio of basic salary and remuneration of women to men	73	No
<b>GRI 406: Non-discrimination</b>		
GRI 103: Management Approach 2016	82, 87, 90	No
406-1: Incidents of discrimination and corrective actions taken	87	No
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
GRI 103: Management Approach 2016	87	No
407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None	No
<b>GRI 408: Child Labor</b>		
GRI 103: Management Approach 2016	87	No
408-1: Operations and suppliers at significant risk for incidents of child labor	None	No

Disclosure	Page	Omission
<b>GRI 409: Forced or Compulsory Labor</b>		
GRI 103: Management Approach 2016	87	No
409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	None	No
<b>GRI 410: Security Practices</b>		
GRI 103: Management Approach 2016	87	No
410-1: Security personnel trained in human rights policies or procedures	87	No
<b>GRI 411: Rights of Indigenous Peoples</b>		
GRI 103: Management Approach 2016	87	No
411-1: Incidents of violations involving rights of indigenous peoples	None	No
<b>GRI 412: Human Rights Assessment</b>		
GRI 103: Management Approach 2016	86	No
412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	76, 86	No
<b>GRI 413: Local Communities</b>		
GRI 103: Management Approach 2016	88-89	No
413-1: Operations with local community engagement, impact assessments, and development programs	88-89	No
413-2: Operations with significant actual and potential negative impacts on local communities	62	No
<b>GRI 414: Supplier Social Assessment</b>		
GRI 103: Management Approach 2016	72	No
414-1: New suppliers that were screened using social criteria	72	No
<b>GRI 415: Public Policy</b>		
GRI 103: Management Approach 2016	108	No
415-1: Political contributions	108	No
<b>GRI 416: Customer Health and Safety</b>		
GRI 103: Management Approach 2016	55	No
416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	55	No
<b>GRI 417: Marketing and Labeling</b>		
GRI 103: Management Approach 2016	55	No
417-1: Requirements for product and service information and labeling	55	No
<b>GRI 418: Customer Privacy</b>		
GRI 103: Management Approach 2016	55	No
418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	No
<b>GRI 419: Socioeconomic Compliance</b>		
GRI 103: Management Approach 2016	100-102	No
419-1: Non-compliance with laws and regulations in the social and economic area	100-102	No

# SDG INDEX: HIGHLIGHTS OF DBL GROUP'S INVOLVEMENT WITH THE SDGs

Several of DBL’s activities are in alignment with the SDGs. These are detailed on our website along with our Sustainability Reports. An overview is shown below:

SDG icon	DBL Group’s initiatives	Reference
	<ul style="list-style-type: none"> <li>Bandhan Fair Price Shop</li> </ul>	69
	<ul style="list-style-type: none"> <li>Maternity Protection and Breastfeeding</li> </ul>	71
	<ul style="list-style-type: none"> <li>Women Health Initiative (WHI)</li> <li>Community Health Programs</li> </ul>	81 89
	<ul style="list-style-type: none"> <li>Community Knowledge Exchange Programs</li> <li>Academic Career Path Counselling</li> <li>Industry-Based Training (IBT) Center</li> </ul>	89 72 89
	<ul style="list-style-type: none"> <li>Female Supervisors Leadership Program</li> <li>HERessentials Project</li> <li>Target Gender Equality, UN Global Compact</li> </ul>	84 84 83
	<ul style="list-style-type: none"> <li>Care for Water</li> <li>Waterless Digital Printing in All-Over Printing (AOP)</li> </ul>	57 58
	<ul style="list-style-type: none"> <li>Rooftop Solar Panels</li> </ul>	35

SDG icon	DBL Group’s initiatives	Reference
	<ul style="list-style-type: none"> <li>DBL Idea Club: Employee of the Month</li> <li>DBL Quality Control (QC) Circles</li> </ul>	72 72
	<ul style="list-style-type: none"> <li>Energy and water efficient machineries</li> <li>Energy Efficiency and Productivity Improvement Project, PUMA</li> </ul>	32-33 39
	<ul style="list-style-type: none"> <li>Disability Inclusion Program, CDD and GIZ</li> </ul>	83
	<ul style="list-style-type: none"> <li>Innovation in Yarn Production</li> <li>Resource Saving Dyeing and Finishing</li> </ul>	46-49 67-69
	<ul style="list-style-type: none"> <li>Biological Effluent Treatment Plants (ETPs)</li> <li>Sludge Management</li> <li>Zero Discharge of Hazardous Chemicals (ZDHC)</li> </ul>	40 41 51
	<ul style="list-style-type: none"> <li>Tree Plantation Program</li> </ul>	62
	<ul style="list-style-type: none"> <li>Mini Fire Station, German Cooperation (GIZ) and the Bangladesh Fire Service and Civil Defence (BFSCD)</li> </ul>	77



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