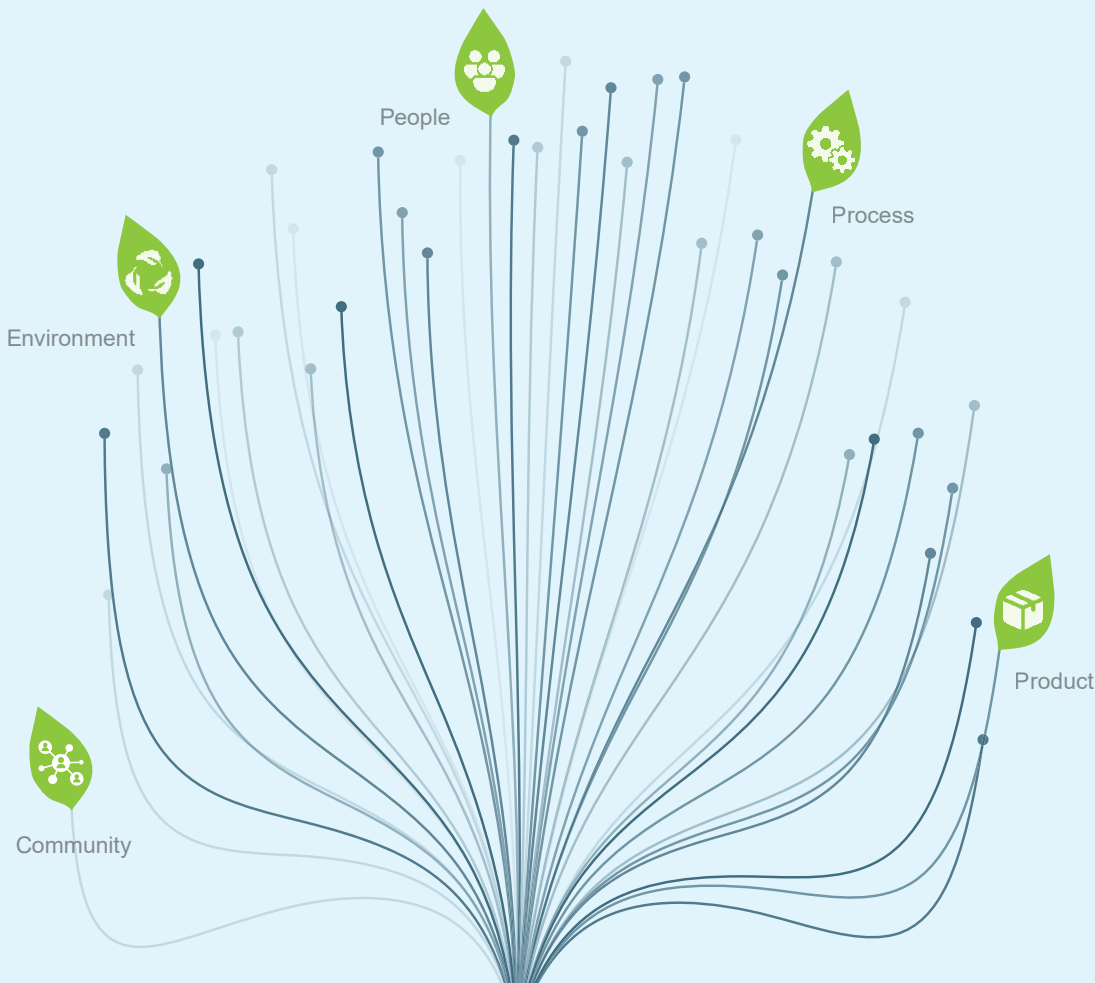


Rooted In The

Science Of Change



Sustainability
Report 2025



Sustainability Report 2025

Guided by the theme Science of Change, DBL Group embraces evidence-based pathways to emissions reduction and net-zero ambitions.

Rooted in climate science, our approach integrates innovation, governance, and resilience to ensure that every step toward sustainability is measurable, accountable, and transformative.



Science
without
conscience
is the death
of the soul.

François Rabelais

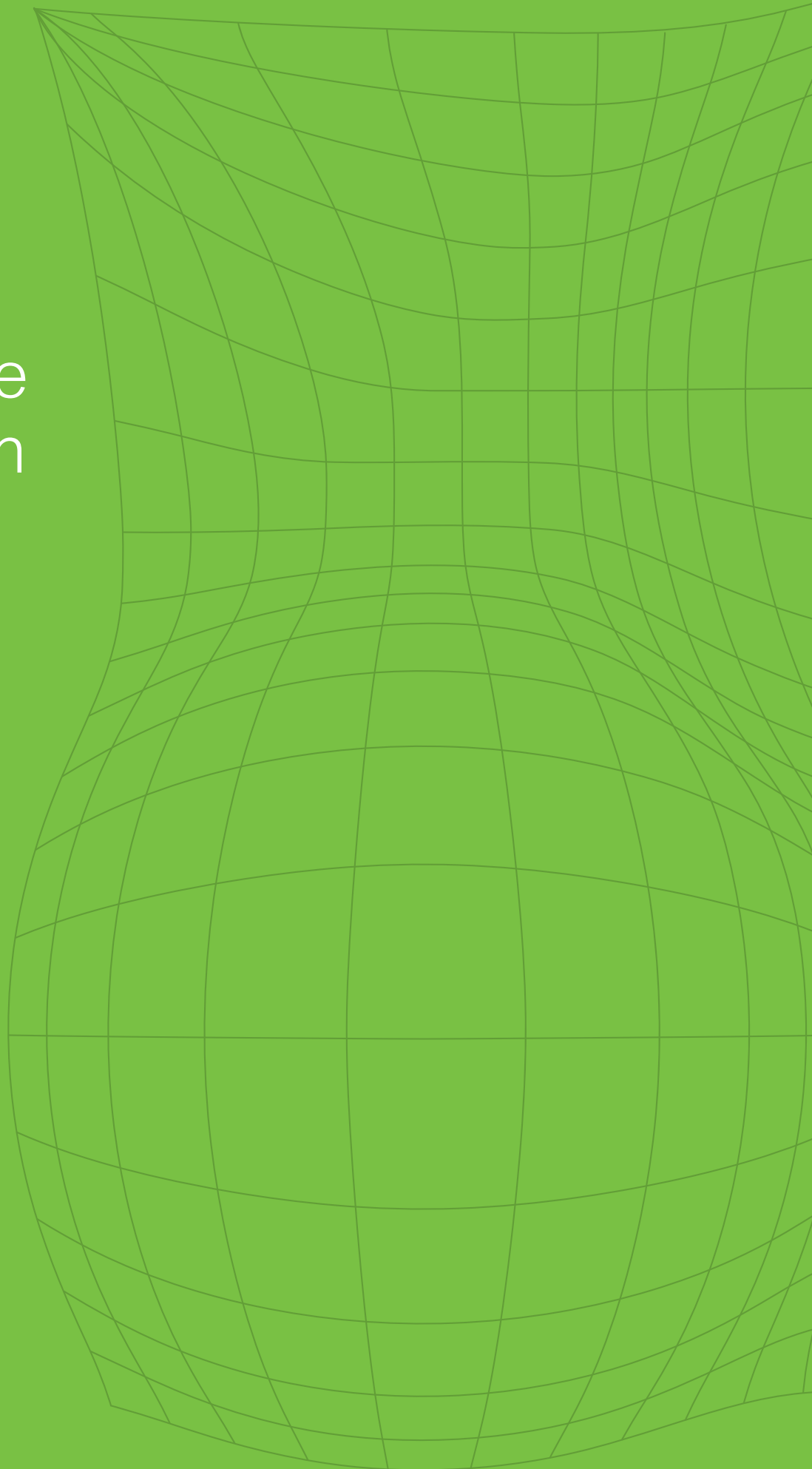


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DISCLAIMER ←

This Sustainability Report includes forward-looking statements regarding DBL Group's future plans, operations, and projections.

These statements are not guarantees of future performance, and actual results may differ due to known and unknown risks and uncertainties. DBL Group does not assume any obligation to update or revise these statements, unless required by law. These statements should not be relied upon as definitive forecasts.





Chairman's Message

Mr. Abdul Wahed
Chairman
DBL Group

It is my privilege to present DBL Group's Sustainability Report 2025, anchored by the theme "Science of Change."

This theme reflects our belief that transformation must be guided by evidence, innovation, and governance, ensuring accountability, transparency, and resilience across all levels of our organization.

Over three decades, DBL has grown from a family-owned garment manufacturer into a diversified conglomerate. Our resilience lies in our ability to adapt to uncertainty, expand responsibly, and embed sustainability into our business principle. Even amid global challenges, we continue to create opportunities while safeguarding people, communities, and the environment.

The "Science of Change" redefines our five sustainability pillars: People, through empowerment and equal opportunity; Process, through operational excellence and transparency; Product, through innovation and circularity; Community, through collaboration and shared prosperity; and Environment, through stewardship of natural resources.

By embedding this science into our governance DNA, DBL ensures continuous improvement, stakeholder confidence, and sustainable growth, accelerating our journey as a trusted global manufacturing conglomerate.

Materiality Test

All Topics Are Under "Most Material" → Any Impact: 1, No Impact: 0

Categories	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
	Indirect Economic Impacts	1	1	1	1	1	5
	Equal Remuneration for Men & Women	1	1	1	1	1	5
	Supplier Assessment for Labor Practices	1	1	1	1	1	5
	Labor Practices, Grievance Mechanisms	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



Reporting Parameters

Period	01 July 2024 to 30 June 2025
Reporting Cycle	Annual
Most Recent Previous Report	DBL Group Sustainability Report 2024
GRI Guidelines Followed	GRI Standards
Contact Person	Mohammed Zahidullah Chief Sustainability Officer +8801711677626 zahid@dbl-group.com

Defining the Report Content and Aspect Boundaries

The content of this report is based on the social, environmental, economic, and product sustainability practices at DBL Group. Identification of the aspects has been as per the guidelines of the Global Reporting Initiative (GRI), and indicators have been selected based on the availability of information on those practices.

Some of DBL Group's sustainability projects benefit the organization itself, and others benefit the community as well. We have tried to make a meaningful connection between the sustainability practices of DBL Group and the reporting guidelines of GRI.

This is our 12th report on sustainability and our 8th one adhering to the GRI Standards. Our previous reports 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 improve performance. We would like to take our sustainability reporting practice to the next level by continuously improving our reporting in future endeavors.

Through this report, DBL Group continues its journey in Sustainability reporting on the economic, environmental, and social dimensions of its business activities.

As reporting advances, DBL Group is committed to reporting transparently on how it manages its economic, environmental, social, and governance performance.



DBL Group Pathway to 2030

Guided by the theme Science of Change, DBL Group has set ambitious 2030 targets that translate our sustainability vision into measurable outcomes.

These goals reflect our commitment to climate science, operational resilience, and social inclusion; ensuring that every improvement strengthens both our business and the planet.

By focusing on emissions reduction, resource efficiency, and equity, we are building a future where sustainability is not an aspiration but a lived reality across our value chain.

Focus Area



Climate

Focus Area



Energy

Focus Area



**Gender
Equality**

Target by 2030

56%

absolute
carbon
emission
reduction

Focus Area



Water

Target by 2030

30%

absolute
renewable
energy
in total
consumption

Focus Area



Chemicals

Target by 2030

20%

women in
management
positions

Focus Area



**Disability
Inclusion**

Target by 2030

30%

absolute
reduction in
water usage

Target by 2030

100%

compliance
with ZDHC
MRSL
standards

Target by 2030

1%

of total
workforce
represented



Chapter 1

DBL and Sustainability



In our hands
now lies not
only our own
future, but that
of all other living
creatures with
whom we share
the Earth.

Sir David Attenborough

About DBL Group



DBL Group is a family-owned business headquartered in Bangladesh, with roots tracing back to 1991 when it began operations as Dulal Brothers Limited, a garment manufacturing entity.

Over the past three decades, DBL has evolved into a global leader in the Apparel and Textiles sector, expanding into complementary industries while maintaining a steadfast commitment to sustainable growth.

Today, DBL operates across Apparel, Textiles, Textile Printing, Washing, Garments Accessories, Packaging, Ceramic Tiles, Pharmaceuticals, Dredging, Retail, and Digital Transformation Services. The company is headquartered in Dhaka with operations in Gazipur and Sylhet.

Key Milestones

Key milestones include capacity expansions across all operations since 2014, the launch of a Textile Recycling Unit and Jinnat Textile Mills Limited in 2023, and ongoing innovations in sustainable manufacturing.

This evolution positions DBL not only as a business entity but also as a catalyst for positive change in Bangladesh's industrial landscape.

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

Our core values guide every decision and action, ensuring alignment with our sustainability ethos:

- **Integrity**
Fostering collaboration and transparency in all operations.
- **Passion**
Committing wholeheartedly to excellence and innovation.
- **Adaptability**
Embracing change and evolving with global challenges.
- **Care**
Demonstrating empathy toward people, communities, and the environment.
- **Excellence**
Pursuing outstanding performance in quality, efficiency, and impact.

DBL and Sustainability

The theme for our 2025 Sustainability Report, “Science of Change,” represents a strategic pivot toward leveraging scientific principles, data analytics, and innovative technologies to drive transformative sustainability outcomes.

In an era where climate change, resource scarcity, and social inequities demand urgent action, “Science of Change” embodies our commitment to evidence-based decision-making and measurable progress.

In the global context of escalating environmental challenges; such as the apparel industry’s contribution to 10% of global carbon emissions and 20% of industrial water, DBL Group is committed to pioneering sustainable practices in Bangladesh’s Apparel and Textile sector.

At DBL, this theme is applied through:



This approach marks an analytical evolution, emphasizing predictive modeling for future risks and opportunities.

Hence, the report's objectives are multifaceted, to transparently document our sustainability journey, demonstrating progress against key metrics to:



Sustainability 5.0 Strategy

Our sustainability overview is anchored in the Sustainability 5.0 Strategy, an enhanced framework building on our foundational five pillars:



This holistic approach, refined from previous iterations, integrates digital tools and scientific methodologies to amplify impact.

For instance, our 2024 Carbon Disclosure Project (CDP) Water Report score of “B-” surpasses the global average of “C” reflecting purposeful advancements in resource stewardship.

People

As an organization, DBL Group recognizes its responsibility towards its people, our employees. We understand how business practices affect them and remain committed to safeguarding their interests, well-being, and professional growth.

Process

We are committed to continuously improving all our business processes, from sourcing raw materials to transporting finished goods. By eliminating non-value-added activities and enhancing efficiency, we ensure the timely delivery of quality products with minimal environmental impact.

Product

DBL Group is dedicated to improving the quality of its products and the processes behind them. Our Research and Development (R&D) team actively develops new solutions and enhances existing ones to reduce negative impacts on both the environment and consumers while maintaining high standards of innovation and safety.

Community

Together with our employees, customers, business partners, and stakeholders, we work to create long-term positive change for communities and the environment. Beyond the livelihood for our employees, we extend our impact to local development where we operate, strengthening social and economic well-being.

Environment

The environment is integral to DBL’s operations. We focus on reducing carbon footprint, water consumption, and waste across manufacturing processes. Our efforts prioritize energy conservation, efficient waste management, and environmental restoration to ensure responsible stewardship of natural resources.

Business Units

Apparels and Textiles

1991

Dulal Brothers
Apparels

1993

Fashion Concern
Apparels

2000

Jinnat Apparels Ltd
Apparels and Knitting

2002

Mymun Textiles Ltd
Dyeing & Finishing

Flamingo Fashions Ltd
Apparels

2006

Jinnat Fashions Ltd
Apparels and Knitting

2007

Textile Testing Services Ltd
Testing Lab

2008

Jinnat Knitwears Ltd
Apparels and Knitting

2009

Thanbee Print World Ltd
Screen Printing

Matin Spinning Mills Ltd
Spinning

Parkway Packaging & Printing Ltd
Corrugated Carton

Hamza Textiles Ltd
Finishing and Washing

2010

DB Tex Ltd
All-Over Printing

2012

Mawna Fashions Ltd
Apparels

2014

Color City Ltd
Dyeing & Finishing

2023

Eco Threads Ltd
Sewing Thread Dyeing

DBL Textile Recycling Ltd
Recycling Plant

Jinnat Textile Mills Ltd
Spinning

Product & Services



Yarns:

Cotton, Mélange, Synthetic



Fabrics:

Cotton, Viscose, Modal, Nylon, Polyester, Wool, Silk and its blends along with Elastane



Fashionable wear:

Skirts, Gowns



Casual knitwear:

T-Shirts, Polo Shirts, Skirts, Gowns, Tank Tops, Joggers, Hooded Jackets, Cardigans, Leggings, Trousers, Dresses

Manufacturing Processes



State-of-the-art machineries



Best grade cotton in our Spinning Mill for all products



Fabric Knitting operation makes use of low-profile hazardous materials



Apparel manufacturing processes make use of Computer-Aided Design (CAD), Computer-Aided Screening (CAS), and Computer-Aided Manufacturing (CAM) systems



Washing operations make use of machines that consume less water and have the best filtering and spinning systems



Fabric Dyeing operation makes use of low water to dye ratio

Quality Assurance

- Using a new wave of technologies to put yarns through a series of quality control checks and ensure strict quality standards
- R&D department and in-house Design Team help in developing new products and processes
- Shared vision helps in marching towards our goal of attaining acknowledged leadership in providing quality products at competitive prices
- Desire for quality shared by our team of highly qualified and competent professionals, under the leadership of the Board of Directors
- Focusing on process manufacturing and process improvements
- Optimizing operations through Industrial Engineering and Work Study departments
- Using statistical quality control tools



DBL Quality Award
DBL Group

DBL Group

Process Flowchart



Note:

Recycling, Sewing Thread Dyeing, Embroidery, and Accessories are not included in the above flowchart.

Our Buyers

Note: List is inclusive but not limited to the following.



In association with:



Ministry of
Commerce



British
High Commission
Dhaka

HSBC Export Excellence Awards 2025

Accelerate your international success



Being recognized and honoured as 'Exporter of the year' for their leadership and continuous contribution in promoting Bangladesh in the global stage and enabling sustainable growth of the country at the HSBC Export Excellence Awards 2025.

Awards & Special Recognition

2025

HSBC Export Excellence Awards 2025 (6 times out of 9)

2024

ICSB National Award 2024, Silver

2024

PUMA Sustainability Award 2024, Hamza Textiles Limited, Category: Environment

2024

National Export Trophy 2021-22, Flamingo Fashions Limited, Bronze

2023

National Export Trophy 2020-21, Flamingo Fashions Ltd, Gold

2023

National Export Trophy 2019-20, Flamingo Fashions Ltd., Category: Readymade Garments (Knitwears)

2023

ICSB National Award 2023, Silver

2023

ICMAB Best Corporate Award 2023, Gold

2023

PUMA Sustainability Award 2023, Jinnat Knitwears Ltd.

2023

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

2022

ICSB National Award 2022, Matin Spinning Mills, Gold

2022

ICMAB Best Corporate Award 2022, Matin Spinning Mills, Silver

2022

Mohammed Zahidullah, Chief Sustainability Officer, 2022 Global Compact Network Bangladesh SDG Pioneer

2022

47th ICQCC (International Convention on Quality Control Circles) 2022, Gold Award

2022

National Export Trophy 2021-22, Bronze

2022

The Sustainability Leadership (TSL) Awards 2022

2021

M. A. Jabbar, Managing Director, Business Person of the Year 2021, DHL – The Daily Star.

2021

National Productivity and Quality Excellence Award 2021, Matin Spinning Mills PLC, Second in Textile & Spinning

2019

Mashook Mujib Chowdhury, Senior Manager, Sustainability, UN Global Compact 2019 SDG Pioneer



Chapter 2

People



The strength
of the team is
each individual
member.

The strength of
each member
is the team.

Phil Jackson

Overview

The People pillar reflects our commitment to empowerment, inclusivity, and human development. By fostering equal opportunity, leadership growth, and a culture of respect, we ensure our employees thrive and contribute to DBL's resilience. Investing in people strengthens trust, innovation, and shared purpose: making human capital the cornerstone of sustainable growth.

Diversity, Equity & Inclusion

DBL Group fosters an inclusive workforce, valuing all employees regardless of gender, background, or abilities, in line with the SDGs (5, 8, 10), the Women's Empowerment Principles (WEPs), the International Labour Organization (ILO) conventions, and the United Nations Global Compact (UNGC) principles.

Inclusive Hiring Practices

DBL Group has developed a comprehensive policy on recruitment and hiring to ensure fair processes that minimize bias and discrimination. This policy addresses candidates from underrepresented groups, such as women in leadership roles, people with disabilities, and ethnic minorities.

28 workers belong to underrepresented or marginalized groups (e.g., ethnic minorities or indigenous groups).

Workforce Overview (Textile and RMG)

Total Workforce: 46,013

Management Staff		Non-Management Staff		Workers	
Male	Female	Male	Female	Male	Female
1,299	46	3,153	313	16,616	10,609
92%	3%	91%	9%	61%	39%

Age Group Diversity

Groups	Age: 18 - 30 Years	Age: 31 - 50 Years	Age: 50+ Years
Male	42.1%	22.8%	0.8%
Female	20.6%	13.5%	0.1%

Religious Diversity

Muslims	Hindus	Christians	Buddhists and Other Religions
95%	4%	0.2%	0.1%

Workforce Growth

By fostering diversity across generations and genders, we not only promote equal opportunity but also contribute to broader economic empowerment, enabling individuals from varied backgrounds to participate meaningfully in the workforce and benefit from sustainable growth.

The following data illustrates the composition of our new hires in the reporting timeline, providing a transparent view of our inclusivity efforts:

New Hire Composition

Age Groups	18 - 30 Years	31 - 50 Years	50+ Years
Male	53%	9%	0.1%
Female	31%	7%	0%

Persons with Disabilities

We have collaborated with the Center for Disability in Development (CDD) to incorporate persons with disabilities into the workforce, providing training and awareness campaigns for factory HR departments.

Since January 2020, DBL has been involved with the CDD and Bangladesh Business and Disability Network (BBDN)-led Innovation to Inclusion (i2i) project, supported by DFID and headed by Leonard Cheshire (LC).

In the reporting timeline, 274 persons with disabilities are adding value to DBL Group.

Decent Work

We are steadfast in our commitment to the International Labour Organization (ILO)'s definition of decent work, which encompasses “productive work for women and men in conditions of freedom, equity, security, and human dignity.”

We aim to ensure that every employee experiences a supportive and empowering work environment, fostering both personal and professional development.

Bandhan Fair Price Shop

Bandhan (meaning bonding) continues to ease the financial burden of our people by offering daily essentials at subsidized rates. In 2024–25, total sales reached \$3,284,429, reflecting a 28% increase from 2023–24. This milestone underscores Bandhan's growing role in enhancing food security, aligning with SDG 2 (Zero Hunger) and the ILO Decent Work standards for resilient livelihoods.

Key features:



Discounts ranging from 5% to 15%



Over 400 varieties of products available



Zero-cash transactions for ease of access



Zero interest on credit purchases

17 years of strengthening food security and reducing costs for our people.

Looking Ahead:

We are expanding Bandhan's impact by integrating Field to Factory initiative. Leveraging the personal land of our board members and leased lands, the initiative focuses on producing rice, poultry, fisheries, and vegetables.

This strategy not only strengthens food security but also ensures greater affordability and access for the marginalized groups within our workforce.



DBL and Women's Empowerment Principles (WEPs)

Adhering to WEPs since 2018, we have advanced gender equity through data-informed initiatives and tracked progress using WEP's Gender Gap Tool.

Principles	Key Initiatives	Outcomes (2025)
Principle 1: High-Level Corporate Leadership	<ul style="list-style-type: none"> - UN Global Compact Target Gender Equality Program 	8% of women in management (up from 4.8% in 2020)
Principle 2: Treat all Women and Men Fairly at Work Without Discrimination	<ul style="list-style-type: none"> - Equal pay for both men and women - Female Supervisor Leadership Program - Zero-tolerance policy for harassment 	303 promotions to female supervisors in the reporting timeline (3.33% efficiency gain)
Principle 3: Employee Health, Well-Being, and Safety	<ul style="list-style-type: none"> - In-house medical facilities - Occupational Safety & Health (OHS) trainings - Highly subsidized sanitary napkins 	Health, safety, and confidence at work
Principle 4: Education and Training for Career Advancement	<ul style="list-style-type: none"> - Internal/external subject trainings - Anti-harassment training sessions 	Streamlined career advancements (e.g., female supervisor to female line chief)
Principle 5: Enterprise Development, Supply Chain, and Marketing Practices	<ul style="list-style-type: none"> - NGO collaborations (e.g., Shishu Polli Plus) - Community Knowledge Exchange Programs 	Disadvantaged women recruited/supported
Principle 6: Community Initiatives and Advocacy	<ul style="list-style-type: none"> - Promote women's empowerment - Recruit disadvantaged women - Support community programs 	Community knowledge exchange programs, Collaboration with NGO Shishu Polli Plus, Support for education and health programs
Principle 7: Measurement and Reporting	<ul style="list-style-type: none"> - Annual Sustainability Reports 	Baseline established; all reporting through Sustainability Reports

Maternity Facilities & Benefits

Post-UNICEF Mothers@Work program completion (inaugurated 2015), we sustain effective breastfeeding promotion, day care facilities, and paid maternity leave, supporting new mothers' retention.

Advancing strategically via need-based enhancements, we foster career-motherhood balance, per SDG 5, WEPs Principle 3, and prior reports' progress metrics.

Facilities and Benefits:

Awareness training on maternity protection and breastfeeding	Two extra 30-minute breaks for breastfeeding	Dedicated lactation stations
112 days of paid maternity leave	Riskless work for pregnant women	Free antenatal and postnatal care
Gift hampers for new babies	Nutritional guidelines for children	Training on maternity benefits
Play-based learning at day care		

Highlights (FY 2024-25)



The following data has been recorded in the reporting timeline of 2024-25

While many women rejoin primarily due to the maternity benefits provided, extended retention is often influenced by personal choices such as dedicating time to childcare or societal expectations.

Although formal records are not maintained, it is quite common for women to return to work after two to three years once family responsibilities stabilize. To support this journey, DBL Group facilitates continuous guidance from welfare officers, who raise awareness on women's empowerment and work-life balance particularly for new mothers.

To promote shared responsibility in childbirth, DBL Group provides three days of parental leave for male employees.



665

female employees received maternity leave.



86%

of them returned to work after the leave ended.



45%

remained employed for more than 12 months.

Human Rights & Labor Practices

Guided by the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO core conventions, and the SDGs, particularly SDG 8, we ensure ethical and responsible treatment for all. In compliance with the Bangladesh Labor Law, we create a safe, inclusive, and equitable workplace.

Ethical labor Practices and Workplace Integrity

No forced labor

Employees work voluntarily, with unrestricted movement except for safety reasons. No employees are recruited on a contract basis, and any employee can resign with one month's notice.

No child labor

Psychological tests and age documentation are required during hiring to ensure legal working age. Age verification is confirmed by a registered doctor if documentation is absent.

Non-discrimination

DBL upholds a zero-tolerance policy for workplace discrimination, ensuring decisions on pay, promotion, and termination are based on job aptitude, not personal characteristics.

Security practices

DBL employs 1,150 internal security staff, providing monthly specialized training focused on human rights issues, ensuring the utmost protection for employees without using third-party security services.

Freedom of Association and Collective Bargaining

We firmly believe and respect our employees' rights to freedom of association and collective bargaining. We are committed to ensuring that these rights are upheld without fear of discrimination or retaliation.

Our approach is structured and proactive, ensuring that open communication and fair practices are at the heart of our operations.

Key commitment highlights

Legal freedom of association

We fully support and value our employees' legal rights to organize, join associations, and engage in collective bargaining without facing any discrimination.

Participation Committees (PCs)

Our Participation Committees, established according to legal guidelines, serve as an effective platform for communication between labor and management, addressing concerns and resolving grievances efficiently.

Regular audits

The Compliance team conducts monthly audits to monitor the composition of the Participation Committees, meeting frequency, discussion themes, and overall adherence to employees' rights.

Proactive communication

We ensure that any significant operational changes are communicated to the affected employees at least three months in advance, ensuring transparency and preparedness.

Open door policy

If any worker or employee feels they are not getting justice, they can directly talk to the higher management.

Grievance Mechanism

We actively encourage employees to raise concerns with confidence through our robust complaint management process. Trained welfare officers ensure professional handling, while both formal and informal channels provide multiple avenues for grievance redressal.

This reporting year, we successfully resolved all **530 grievances**, achieving a **100% resolution rate**.

Grievance Procedure	Description	Process
Suggestion/Grievance Box	Confidentially written issues dropped in boxes.	Checked weekly by designated personnel. Grievances are recorded in a register.
Participation Committee (PC) Meetings	Issues expressed through a PC member.	PC members present their complaints during meetings.
Verbal Complaint	Verbal complaints by workers.	Made for Welfare, Compliance, HR, Admin officers, supervisors, or Line Chiefs.
Bandhan Newsletter	Complaints submitted in the monthly newsletter.	A section of the newsletter can be detached, and written issues can be dropped confidentially.

Wages and Their Impacts

DBL Group adheres to the government-mandated minimum wage, maintaining a 1:1 entry-level salary ratio across gender and location. In line with recent reforms, workers are now recruited into four grades (reduced from seven), with wages set above minimum levels and adjusted for experience.

Annual performance assessments guide wage increments, supporting career growth. Our approach aligns with ILO conventions, ensuring fair pay, equal opportunity, and decent working conditions.

Skill matrix for wage grid of workers

To ensure the career growth of our workers and employees, we have set different strategies for increment and promotion. Every year, the Work Study department assesses individual performance for efficiency and multi-skill information.

Sensitivity of Wage Issue

Addressing the sensitivity of wage issues, DBL Group introduced Bandhan as an inclusive model to ease workers' financial burdens through subsidized essentials, ensuring well-being without disrupting wage structures.

Attributes assessment for the increment and promotion policy:

- Performance
- Quality Achievement
- Attendance
- Experience
- Conduct

Employee Well-Being

We support employees' physical, mental, and emotional well-being through specialized training, robust health and safety measures, and comprehensive welfare benefits; promoting work-life balance, access to healthcare, and professional growth to build a more active workforce.

Internal Engagement Initiatives



Idea Club

encourages employees to share innovations, with the best ideas recognized monthly and annually.



QC Circles

empower frontline employees with decision-making authority to drive continuous improvement.



Children Education Support Initiative

provides career counseling and recognizes the academic achievements of employees' children.

Employee Benefits

DBL Group is committed to employee well-being by offering fair wages, welfare benefits, and amenities that enhance productivity, foster positive relations, and make DBL a desirable workplace.

Such benefits include:

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

Retirement provisions.

Workers' participation in the company's profit.

In-house day care center with trained professionals.

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

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

Discount facilities in renowned hospitals and diagnostic centers.

Discount facilities in various super shops.

Fair price shop in DBL's complexes.

Transport facilities.

Free family planning services.

Occupational Health & Safety (OHS)

We provide our workforce with crucial health and safety training and adhere to rigorous international standards to protect their well-being. By enhancing workplace safety and promoting a positive environment, we boost both employee health and productivity.

OHS Policies

Our Occupational Health and Safety Policy as well as other policies and associated practices are in compliance with all national and international regulations. Our policy covers all DBL units and employees, with dedicated teams managing health and safety standards.

We document and categorize all incidents, including accidents and occupational illnesses, to identify root causes and implement improvements.

114 members of total workforce (management and workers) represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.

Occupational Health and Safety Assessment Series (OHSAS)

In April 2016, one of DBL Group's dyeing facilities earned OHSAS certification through GIZ, establishing a multi-department committee that strengthened risk management, safety culture, and hazard awareness while reducing workplace illnesses and accidents. The total number of occupational diseases reported are below; all cases were treated at our in-house medical center.

1,263

Male Workforce Cases

457

Female Workforce Cases

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

Health & Well-Being

DBL Group promotes work–life balance through initiatives like the Digital Healthcare Solutions project, launched in May 2022 with Save the Children and USAID, offering free online consultations with medical specialists. A June 2022 training course on pain management and mental health further supported employee well-being by engaging 25 staff across key departments.

Medical Center

Our in-house medical center is equipped to address any kind of health-related issues our people may suffer. Some of these diseases are occupational and some are seasonal or other issues. In severe cases, we refer the patient to specialized hospitals.

Some of the major diagnosed diseases:

- Migraine
- Muscle strain/pain
- Shoulder and neck pain
- Ankle sprain
- Anemia
- Hearing impairment
- Refractive error
- Fungal infection
- Aphthous ulcer
- Conjunctivitis

Knowledge exchange programs, seminars, trainings, and workshops are often arranged 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.

Women's Health Initiative

Since March 2013, DBL Group has supported female workers by providing awareness on using hygiene products and make them available in female washrooms for emergency use. DBL employed female staff at Bandhan Fair Price Shops for sensitive purchases, and offer periodic counselling on menstrual health and hygiene. Sanitary napkins are made available at a subsidized price of 12 cents per pack, making them both affordable and accessible.

In the last 12 months, approximately 3,200 female employees used the service, contributing to an improved sense of personal health, hygiene, and dignity inside the workplace from the. This initiative aims to maintain the subsidized price of 12 cents per pack regardless of the rise in market price.

Highlight Summary

3,323

Highest monthly sales

3,368

Peak number of napkins sold in a single month

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 also collaborated with Hamim-Lasics Beauty Parlor, extending the same advantage to workers of Flamingo Fashions Ltd. in Joydebpur. Additionally, DBL is helping the women-owned beauty salon grow its business. Hamim-Lasics Beauty Parlor currently has an average monthly revenue of 25,000. Services Provided as of June 2025:

170

Average monthly services

7,335

Total services provided to date



Family Planning Corner

In 2016, we established a Family Planning Corner at one of our RMG facilities to provide diagnostic, prenatal, and family planning services.

Following its success, the initiative was expanded to other facilities with support from the Directorate General of Family Planning (DGFP), which supplies materials free of charge. After initially operating with Marie Stopes until 2018, DBL now delivers these services directly to all workers at no cost.

Services highlights

356

Average monthly services

11,798

Total services provided to date

In-House Pharmacy

The health of our workers is essential to daily operations, so we provide an on-site pharmacy that offers medications at discounts to employees and their families, ensuring their well-being.

➔ **USD 297,025** worth of medicines were sold in the pharmacies across all our complexes.

Return to Work Program

We take full responsibility for supporting injured workers by covering all medical expenses and continuing their salaries during recovery.

Our Return to Work (RTW) Program, developed in collaboration with CDD and GIZ, has established RTW Committees at five industrial locations and appointed dedicated RTW Coordinators.

We ensure that employees can return to their previous roles or new ones suited to their post-injury abilities. Our updated HR policy now includes an RTW clause, aligning with the Bangladesh Labor Act, the People with Disabilities Rights Protection Act, and the Bangladesh Constitution.

The RTW process

- Referral assessment
- Developing the RTW plan
- RTW plan implementation
- Monitoring and coordination

Fire Safety and Other Measures

Safety Measure	Description	Key Components
Fire Safety	Measures to prevent and respond to fire incidents.	Fire extinguishers, fire blankets, stretchers, smoke detectors, sprinklers, fire hose cabinets, water drums and buckets, fire beaters, gong bells, lock cutters, emergency lights, safety equipment (gloves, helmets, gas masks, gum boots), and a mini fire station.
Building Safety	Ensuring structural integrity and compliance with building codes.	Structural assessment, compliance with the Bangladesh National Building Code (BNBC) during construction, certification with architectural and structural design standards, and scaled as-built drawings.
Electrical Safety	Ensuring safe electrical installations and maintenance.	High-quality cabling and accessories, trained technicians for maintenance, and risk analysis records.
Chemical Safety	Safe handling and usage of chemicals.	Thorough assessment of chemicals, chemical usage policy, Material Safety Data Sheets (MSDS), and regular training.

Employee Training and Development

DBL Group prioritizes continuous learning to build a skilled, safe, and resilient workforce. Employees receive a blend of compliance training, technical and functional skills development, and well-being programs tailored to both corporate offices and factories.

These initiatives strengthen operational excellence while fostering personal and professional growth across all levels of the organization.

General training topics

Regular monthly training sessions ensure awareness, compliance, and workplace safety.

Topics include:

- Orientation on company rules, regulations, and codes of conduct (Company and Buyer)
- Working hours, overtime, and wage calculation
- Compensation, benefits, and leave facilities
- Workers' rights, responsibilities, and disciplinary procedures under the Bangladesh Labor Law
- Occupational Health and Safety (OHS), PPE use, lifting and carrying procedures, and machine operation safety
- Material Safety Data Sheets (MSDS) and chemical handling
- Fire safety, first aid, and boiler/electric safety
- Awareness on health, nutrition, and maternity support
- Threat awareness and workplace security

Skills-based training topics

Soft Skills

Presentation skills, stress management, teamwork and leadership, time management, dealing with difficult people

Functional skills

2nd line leadership, 7 Habits of Highly Effective People, finance for non-finance executives, supply chain management fundamentals, lean manufacturing processes, business communication, diversity, equity and inclusion, first-time manager, ISO 9001:2015 QMS, good governance, VAT knowledge, cybersecurity

Technical skills

3D modeling, AI tools

IT skills

Advanced Excel, Power BI

Specialized initiatives

Health and Hygiene

Female supervisor training on health and well-being in factories, and stress relief awareness sessions in corporate offices.

Training Summary for Management Employees

5,760

hours of total training delivered

1,056

employees trained across offices and factories, in which

- **977** were males
- **79** were females

Covering compliance, skills development, and health and well-being



Chapter 3

Process



Excellence
is never an
accident; it is
the result of
high intention,
sincere effort,
and intelligent
execution.

Aristotle

Overview

The Process pillar of DBL Sustainability 5.0 reflects our commitment to operational excellence through efficiency, innovation, and continuous improvement.

By optimizing resources, embedding sustainable practices, and embracing technology, we ensure that every step of our value chain contributes to long-term resilience and stakeholder trust.

Our focus on refining processes not only drives productivity and quality but also strengthens our ability to deliver responsibly in a rapidly evolving global market.

For instance, our 2024 CDP Water Report score of "B-" surpasses the global average of "C," reflecting purposeful advancements in resource stewardship.

Resource Saving Measures

Energy-efficient machinery is used.

Energy meters ensure accurate measurement.

Temperature is adjusted according to fabric type.

Low-energy dyes are used to minimize consumption.

Fabric weight loss during processing is reduced.

Application of a low water-to-dye ratio, using 45 liters to dye 1 kg of fabric.

Use of Enzymes:



Four liters of water is saved for every production batch



One hour of processing time is saved for every production batch



Less effluent is generated, and the treatment requirement is lower

Operational Excellence

DBL Group strives for operational excellence through continuous improvement, lean manufacturing, and efficiency-driven practices that minimize waste, enhance quality, and improve productivity across all facilities.

The following measures reflect these efforts:

Efficiency and Digitalization Strategy

Streamlined processes minimize waste and improve productivity.

Adoption of AI, data analytics, and IoT enables real-time monitoring of energy, water, and waste.

Regular compliance audits ensure standards and data accuracy.

In-House MIS Innovation

The MIS team developed a digital system in the Fabric Knitting section to replace manual operations with automated processes.

This shift reduced waste, enabled timely decision-making, and provided management with real-time dashboards.

Key features include:

- Online production monitoring and supply chain traceability
- Barcode and labeling for fabric tracking
- Online/offline quality control
- Simplified electronic delivery system
- Efficient inventory management
- Significant fabric waste reduction
- Fully paperless operations
- Smart centralized production planning

Efficient Machineries

DBL invests in high-end, energy-efficient machinery from Europe, the USA, and Japan to ensure longevity, efficiency, and sustainability.

Key benefits include:



50% less water consumption by advanced dyeing machines.



15% lower power use with individual heat recovery units.



20% water savings compared to conventional dyeing machines, reducing groundwater extraction.



Up to 15% energy savings across production processes through modern technology.



Programmable Logic Control (PLC) systems in spinning mills for automatic adjustments and efficiency.



Heat recovery from captive power plants contributes to further energy savings.

Energy Management

Energy is an essential point of the industrial sector to achieve sustainability as it is directly related to financial matters and global climate change.

Energy consumption within the organization is monitored and tracked to reduce wastage of energy.

The following steps are currently implemented to reduce energy consumption:

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



Energy Saving Practices

DBL Group implements diverse energy-saving measures across its operations to minimize fossil fuel use, enhance efficiency, and reduce emissions:



Exhaust Gas Boilers (EGBs)

23 units are installed across complexes, recovering heat from generator exhausts and saving up to 330 million Nm³ of natural gas annually, which significantly reduces the burning of fossil fuels and *carbon emissions*.



Servo Motors

Servo motors draw electricity only when the needle is active, whereas clutch motors continue to consume power even in standby mode.



Hot Water Recovery

Recovered heat is reused to lower fossil fuel consumption.



Recovering Steam Condensates

Returning steam condensates enhances energy efficiency and reduces thermal waste.



Variable Frequency Drives (VFDs)

VFDs installed in in-built air compressors adjust motor speed to optimize energy use.



Efficient Lighting

Replacing T8 and T5 fixtures with LED lights reduces overall electricity consumption.



Lighting Optimization

Light levels are reduced where possible, and unnecessary lights are kept off during daylight hours.



Regular Maintenance

Routine maintenance ensures equipment operates efficiently and prevents energy loss.

Washing Plant Interventions

DBL has introduced Ozone and Laser Wash technologies to reduce environmental impact while enhancing efficiency.

Ozone Wash reduces water use by up to 50% and energy consumption by 61%, while Laser Wash minimizes resource use, increases production efficiency, enables complex designs, and ensures premium-quality clothing.

It has also adopted E-Flow technology, which uses pressurized air to spray diluted dyes and chemicals through nozzles in a dew-drop form.

Unlike conventional methods that require at least 10 liters of water per kilogram of clothing at each stage, this process eliminates the need for water as a medium, significantly reducing water consumption in dyeing and washing.

Annual Average Savings

DBL Group's continuous process improvements have generated substantial annual savings in resources, energy, and emissions. Key achievements include:

Elimination of Viscose Dyeing



1.28
million kg

of dyes and chemicals saved



2.88
million kg

of steam saved



278
million liters

of water conserved



66,814
kg

of viscose fabric reduced

Inclusion of Dyed Polyester Yarn for Two-Part Dyeing Challenge



3.88
million kg

reduction in GHG emissions



214
million liters

of wastewater avoided



7.56
million kWh

of energy saved

Employee Engagement Initiatives

DBL fosters innovation and ownership through programs like the Idea Club and Quality Control (QC) Circles.

The Idea Club was launched in 2015, and recognizes employees' contributions with monthly and annual awards, ensuring equal opportunities across all units.

Meanwhile, QC Circles empower workers to participate in decision-making, thereby enhancing production quality.

These circles operate across various departments and have earned top recognitions in both national and international competitions.

Way Forward

The Process Pillar demonstrates that operational excellence and sustainability are inseparable. By embedding efficiency, innovation, and digitalization into every stage of production, DBL Group has reduced resource use, minimized waste, and strengthened resilience across its value chain.

From advanced energy saving technologies to employee driven innovation, each initiative reflects our belief that excellence is achieved through responsible choices and continuous improvement.

Guided by the Science of Change, our process journey is about more than performance optimization; it is about building trust with stakeholders and contributing to global sustainability goals.

As we move forward, DBL remains committed to refining processes that balance productivity with environmental care, ensuring that every improvement brings us closer to a fashion industry that is resilient, inclusive, and respectful of both people and planet.



Chapter 4

Product



The future
of design
is circular.

Ellen MacArthur

Overview

Advancing Sustainability through Material Innovation

At DBL Group, product development is deeply rooted in sustainability, quality, and continuous improvement.

Our commitment reaches beyond aesthetics and performance; into the processes that shape the lifecycle of each textile item. Through rigorous Research and Development (R&D) and responsible sourcing, we aim to minimize environmental impact while meeting evolving consumer expectations.

This chapter highlights our strategic innovations in yarn production, where circularity and creativity come together.

Sustainable Materials:

Using eco-friendly materials and reducing environmental impact.

Quality and Innovation:

Continuously improving product quality and driving innovation.

Recycling 4.0

The Recycling pillar under our ongoing initiative, Transformation 4.0, is instrumental in promoting environmental sustainability and responsible resource management within our company.

It reduces environmental impact, conserves resources, lowers costs, and converts waste into valuable inputs.

In doing so, it supports multiple Sustainable Development Goals (SDGs) and strengthens both environmental stewardship and inclusive economic growth.

Recycling Procedure

01

Waste Collection

Generated from garment cutting, yarn/thread waste, and fabric waste from Knitting, hard waste from Spinning Mill, Dyeing, and AOP.

02

Waste Segregation & Preparation

Waste sorted by cutting clips. Cut clips stored for processing.

03

Fiber Recovery

Cut clips fed into fiber shredding machines. Fibers are then generated from the shredding machines.

04

Yarn Production

Recovered fibers transformed into yarn in spinning mills.

05

Fabric Manufacturing

Recycled yarn used in knitting. Materials dyed and finished.

06

Garment Production

Final processes include cutting, sewing, and finishing. Ready-to-use sustainable product.

Product Innovation for a Circular Future

DBL Group is redefining sustainability through innovative recycling, resource efficiency, and social inclusion, setting global benchmarks along the way.

Our Spinning Mill integrates advanced processes to reduce cotton consumption and promote sustainable material use by incorporating recycled textile materials, ensuring full viscose traceability through collaboration with the Forest Stewardship Council (FSC), and producing recycled polyester-blended yarns under Global Recycled Standard (GRS) certification to support sustainable product development.

Sustainable Yarn Innovations

Loop and brush yarns

Reduces raw material use by up to 60% while maintaining texture and performance.

Cotton Neppy Mélange yarns

Blends up to 30% recycled content with virgin fibers, featuring colored neps made from recycled polyester for added design value.

Snow yarns

Creates a unique snow-like visual effect using spinning waste, which is popular in fashion.

Highlights



DBL Textile Recycling Ltd

A dedicated recycling unit which processes 12 tons of textiles daily, supplying over 60% recycled materials to global brands.



Recycled materials

DBL used over 2.9 million kg of recycled cotton during the reporting period, contributing to premium products such as Cotton Neppy Mélange and snow-effect fabrics, on par with innovations from H&M, C&A, PUMA, Bestseller etc.



Resource conservation

More than 28.95 billion liters of water and 107 million MJ of energy were saved, avoiding nearly 5,300 tons of CO2 emissions. These efforts directly support UN SDG 12 on Responsible Consumption and Production.



Innovative processes

DBL introduced snow-effect fabrics, Yarn for Loop technology (cutting reducing raw material use by up to 60%), and poly-cotton blends with 40% recycled content; produced by DBL Textile Recycling Ltd.



Global alignment

DBL's practices align with the Ellen MacArthur Foundation and the EU Circular Economy Action Plan, and are certified under the Global Recycled Standard (GRS), reinforcing the company's leadership in sustainable manufacturing.

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.

Types of raw materials used

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 and volume

Materials	Unit	Output from Process
Chemicals	Kg	14,722,143
Cotton	Kg	35,778,056
Cut Panel	Kg	49,164,752
Dyes	Kg	1,549,338
Fabric	Kg	85,509,690
Paper	Kg	12,032,482
Recycled Raw Materials	Kg	711,000
Salt	Kg	15,426,823
Yarn	Kg	43,655,000



Cotton and Fiber Sourcing Breakdown

DBL Group's material sourcing prioritizes certified sustainable inputs, enhanced transparency, and continuous progress toward reducing the environmental impact of raw material consumption, fully aligned with GRI 301: Materials and our long-term sustainability vision.

← Every sourcing stream is certified to ensure integrity across the supply chain.

This includes Oeko-Tex Standard 100 (Product Class 1), the Global Organic Textile Standard (GOTS), the Forest Stewardship Council (FSC), and the Global Recycled Standard (GRS).

62%

Better Cotton Initiative (BCI)

Largest global cotton sustainability program. Supports 2.3 million farmers across 23 countries. Focuses on environmentally and socially responsible farming. DBL sources BCI cotton from Brazil, Burkina Faso, and Côte d'Ivoire.

05%

Organic Cotton

Grown without synthetic fertilizers, pesticides, or herbicides. Maintains soil fertility and biodiversity. Sourced from Tanzania.

02%

Cotton Made in Africa (CMIA)

Promotes sustainable cotton farming in sub-Saharan Africa. Uses rain-fed cultivation and non-GMO seeds. Provides training and microfinance to farmers. Focuses on environmental protection and community development.

0.3%

Lyocell

A cellulosic fiber produced through a closed-loop process that recovers over 99 percent of the solvent used. Made from sustainably sourced wood pulp, typically FSC certified, with lower water and chemical use compared to cotton. Biodegradable and increasingly used in sustainable product lines.

31%

Other Sustainable Cotton and Fibers

Includes Cotton Australia, Lenzing staple cotton (Supima, Pima, Giza), and recycled cotton. Also includes other fibers such as viscose, modal, and recycled polyester.

In FY 2024–25, DBL Group sourced a total of 29,918 MT of raw materials across its spinning operations.



Natural Dye Innovation:

Earth Color Implementation at DBL Washing Plant

In line with our commitment to sustainable innovation, DBL Washing Plant has introduced Earth Color dyeing, an eco-conscious method that transforms agricultural and herbal industry waste into natural dyes.

This process uses a palette of seven warm, earthy shades derived from non-edible plant-based waste, offering a low-impact alternative to synthetic dyes.

Earth Colors are applied to cellulosic fibers such as cotton, viscose, linen, bamboo, and kapok, aligning with our broader sustainability goals.

Waste Management

Material Tracking

Different raw materials are used according to specific production procedures. To prevent waste, all input materials are weighed and tracked.

Systems such as Lean Manufacturing, Kaizen, and 5S are applied to maximize resource efficiency while minimizing waste. With internally developed software, data entry is completed digitally, bringing the possibility of a fully paperless system one step closer.

Categories of Waste

Section or Area	Types of Waste	
	Non-Hazardous	Hazardous
Cutting	Cotton fabric, paper, carton, fabric rolls	Synthetic fabric, polybags, cutting knife, scissors, blades
Sewing	Cotton fabric, cotton thread, cotton label, paper	Synthetic fabric, synthetic thread, synthetic labels, polybags, cutters, scissors, needles, plastic cones, buttons, zippers, and rivets
Finishing	Cotton thread, cartons	Needles, polybags, used gum tape, tag pins, empty spot-lifter bottles
Medical Center	Gauge, unused cotton	Syringes, synthetic medicine packaging materials, empty medicine bottles
Lab	Cotton, paper boxes, etc.	Detergent (liquid and solid)
Common	Papers and others	tube lights, electric light bulbs, oil, electrical wires, rubber mats, metal, and empty chemical drums

Integrated Material Tracking & Environmental Safeguards

DBL Group applies a structured, technology-enabled approach to material efficiency and environmental compliance across its operations.

All input materials are weighed and digitally tracked to minimize waste and optimize resource use. Lean Manufacturing, Kaizen, and 5S methodologies are embedded to promote continuous improvement and responsible consumption.

To support operational transparency and reduce paper dependency, electronic tabs and in-house software are used for real-time data input, advancing our transition toward paperless systems.

Environmental performance is monitored through regular assessments of noise, air quality, and wastewater discharge, conducted both internally and by external government and private agencies. All recommendations are implemented to reduce environmental impacts, and ensure full compliance with national and international standards.

Product Responsibility

Customer Health, Safety, and Privacy

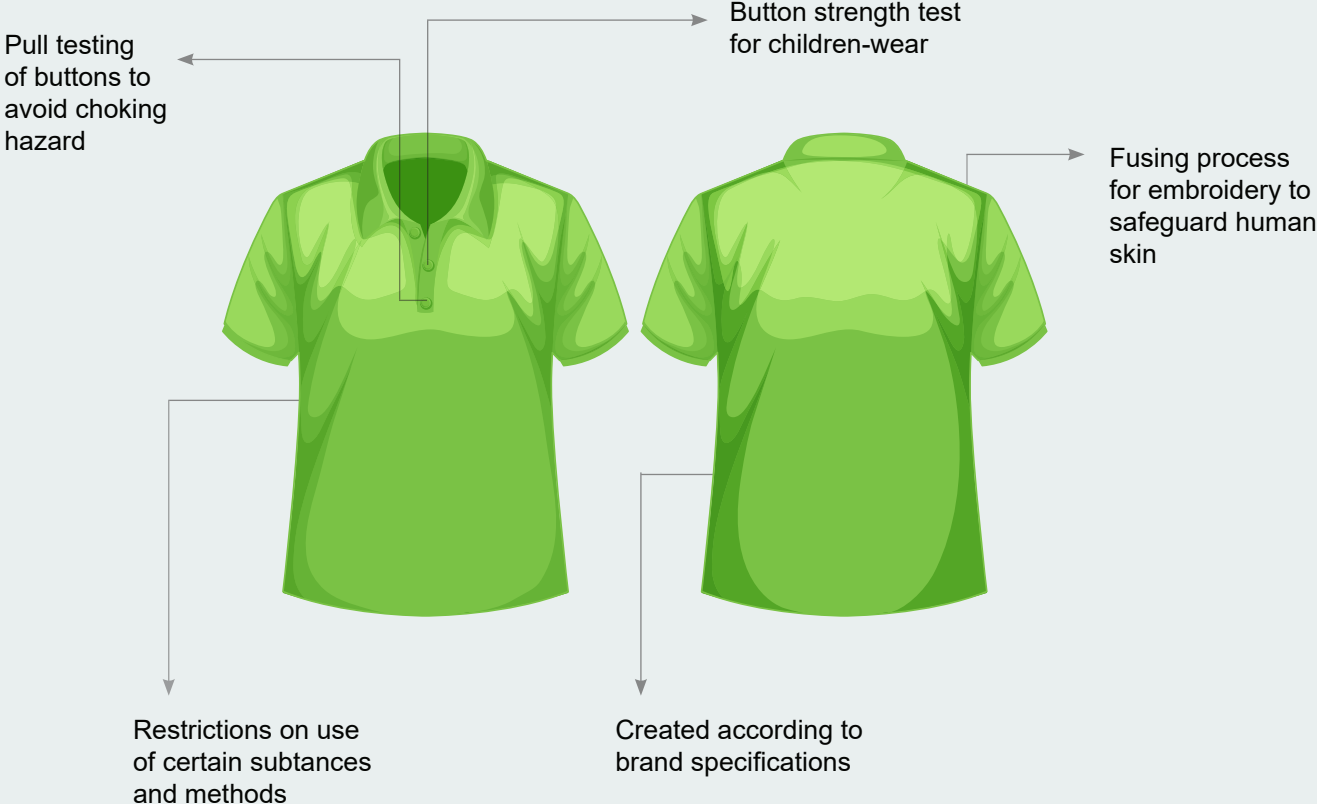
DBL upholds the highest standards of customer privacy and data protection. Throughout the reporting period, there were no complaints or incidents related to breaches of customer privacy or loss of customer data.

The company also maintained full compliance with all applicable regulations and voluntary codes regarding product and service information, labeling, advertising, promotion, and sponsorship.

No fines or penalties were incurred for noncompliance with laws governing the provision and use of products and services.

DBL ensures that each product is developed with a strong focus on:

- Customer health and safety
- Accurate and transparent information
- Responsible communication and marketing practices
- Continuous compliance with regulatory requirements



Product Certifications and Standards

DBL Group ensures that all products meet globally recognized sustainability, safety, and ethical standards.

Sustainable Material and Product Certifications

Global Organic Textile Standard (GOTS)

Organic fiber processing and environmental criteria

Global Recycled Standard (GRS)

Recycled content and responsible production

Organic Exchange (OE)

Organic cotton tracking and verification

Sustainable Regenerated Cellulosics Content Standard (SRCCS)

Regenerated cellulosic fiber content

Forest Stewardship Council (FSC)

Viscose and other forest-based fiber traceability

Supima

Premium cotton quality and origin assurance

Cotton USA License

Verified U.S. cotton sourcing

Regenagri Chain of Custody Criteria: Textiles Version 1.0

Regenerative agriculture and traceability

The following certifications validate our commitment to responsible sourcing, traceability, and continuous improvement across the value chain:

Safety and Quality Standards

Oeko-Tex Standard 100

Product Class 1 certification for human-ecological safety

ISO 9001:2015

Quality management systems

ISO 14001:2015

Environmental management systems

ISO 45001:2018

Occupational health and safety management

Ethical and Social Compliance

Higg FEM/FSLM

Facility environmental module and social/labor module for performance benchmarking

Business Social Compliance Initiative (BSCI)

Ethical working conditions and labor rights

Supplier Ethical Data Exchange (SEDEX)

Responsible sourcing and supply chain transparency

Facility and Merchandise Authorization (FAMA)

Walt Disney compliance for product safety and ethical standards



**LIGHT PARROT
RECYCLED FIBER
GRS CERTIFIED**

Matta Dyeing & Finishing P.L.C.
Dyeing & Finishing
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**LIGHT GREEN
RECYCLED FIBER
GRS CERTIFIED**



**RED SOFT
RECYCLED FIBER**



Chapter 5

Community



Go to the People,
Live with them,
Learn from them,
Love them.

Lao Tzu

DBL “Shared Value” Community Model

The DBL “Shared Value” Community Model is a strategic framework that links business growth with community resilience through a four-step loop: Assess, Engage, Enable, and Uplift.

This working logic guides targeted interventions across four areas: Infrastructure & Safety, Human Capital & Future-Ready Skills, Environmental Stewardship & Knowledge Exchange, and Local Economic Vitality.

Together, these elements drive inclusive growth and long-term social progress, aligned with key UN Sustainable Development Goals.



Overview

At DBL Group, we believe the private sector has a vital role in driving community development for the people who are driving business growth. In Bangladesh, where communities face both rapid socio-economic change and the growing impacts of climate change, our responsibility goes beyond business operations.

Through our community development initiatives, we work with employees, partners, and stakeholders to improve livelihoods, strengthen climate resilience, and support long-term social progress.

By aligning with national priorities and the Sustainable Development Goals (SDGs), we aim to create shared value and contribute to a more inclusive and sustainable future for Bangladesh.

The following section outlines DBL Group's community development initiatives:

Mini Fire Station (MFS)

DBL Group continues to play a vital role in enhancing fire safety in the Kashimpur area. Strategically located outside the Jinnat Complex, the MFS helps overcome challenges such as narrow roads, high population density, and limited resources that constrain BFSCD operations.

Serving the Kashimpur–Konabari industrial cluster, it provides round-the-clock coverage with a rapid response time of 10–15 minutes for fire and building collapse incidents, significantly strengthening local emergency preparedness.

13

Successful operations in the reporting timeline

19,800 USD

Average estimated asset recovery

Community Education Support

In support of SDG 4: Quality Education, DBL Group has undertaken several initiatives to improve learning facilities in Bangladesh. A four-storied building was constructed for Hatimara School and College, with an auditorium equipped with computers and audio-visual systems to enhance classroom experiences, benefiting around 1,000 students.

Additionally, DBL donated 100 benches to Sardagonj Government Primary School, accommodating 300 students, and renovated an existing school building to further improve the learning environment.

DBL Group's Annual Recognition of Meritorious Students & Academic Career Path Counselling celebrates the academic achievements of employees' children who excel in SSC and HSC exams. Alongside recognition, the initiative offers career guidance through sessions led by university faculty, helping students explore future academic and professional pathways.



Industry-Based Training Center

In alignment with DBL Group's commitment to SDG 4: Quality Education and SDG 8: Decent Work & Economic Growth, the Industry-Based Training Center (IBT) at Matin Spinning Mills continues to serve as a model for vocational skill development. Developed in collaboration with the Bangladesh Technical Education Board (BTEB), the IBT program integrates 20% classroom instruction with 80% on-the-job training, ensuring practical, industry-relevant learning.

In 2025, the initiative expanded its reach by training to 22 individuals including 6 representations of women and opening access to community members beyond DBL's workforce. This initiative exemplifies DBL's strategic approach to workforce empowerment, bridging the gap between education and employment while fostering inclusive growth in Bangladesh's industrial sector.

Community Knowledge Exchange Programs

Through our Community Knowledge Exchange Programs, we create platforms where workers, residents, experts, and stakeholders can engage, learn, and collaborate on issues ranging from health, safety, and education to climate resilience and sustainable livelihoods.



These initiatives foster dialogue, strengthen community capacity, and promote practical solutions that drive long-term social and environmental progress.

Environmental Protection and Awareness

9 programs focused on pollution reduction and resource stewardship, engaging 287 local people.

Initiative	Location	Impact
Climate Change Impact on Health	Kalakoir village (adj. MTL)	35 females benefited
Environment Protection Program	West Dhanua, Nayanpur	35 people benefited
Environment Protection Program	South Soildubi	31 people participated
Environment Protection Program	Namabazar, Kashimpur	30 people benefited
Environmental Survey	Islampur village, Kashimpur (with GECL)	15 respondents; assessed quality of life
Environment Protection Program	South Satirbazar, Sreepur	34 people benefited
Environment Protection Program	North Marialy, Sreepur	30 people benefited
Knowledge Exchange on Plastic Harm	Satirbazar	28 people benefited

Community Engagement and Development

5 dialogues, celebrations, and partnerships, reaching 188 stakeholders, promoting gender equity and economic inclusion per UNGC 10.

Initiative	Location	Impact
Agriculture Office Meeting	Moulvibazar	Technical/input support secured
Family Planning Officer Meeting	Moulvibazar	Product support for workers
BRAC Health Program Meeting	Moulvibazar	Health awareness/TB screening partnership
Christmas Day Celebration	Shishu Polli Plus	100+ representatives participated
Dialogue with Farmers	Pathar project, Nayanpur	30 farmers participated
Gender Awareness Meeting	Local community	29 participants
UCEP Job Fair Participation	Bangladesh	CVs collected; 15 organizations involved

Safety and Greening

4 programs enhanced safety and biodiversity, including 225 trees planted (potential 20% green cover increase in targeted areas, per SASB metrics).

Initiative	Location	Impact
Tree Plantation	DBL Industrial Park, Moulvibazar	200 trees planted
Supplier Dev: Fire-Drill	Laxfo Electronics Ltd	30 workers benefited
Tree Plantation	Latifpur Village, Kashimpur	25 saplings planted
OHS Day Celebration	Jinnat Knitwear Ltd	Management/PC/safety reps participated

Local Economic Empowerment

DBL Group continues to drive inclusive growth by uplifting underdeveloped regions like Kashimpur and Mawna (Gazipur) through industrialization and local procurement.

By sourcing products and services from Dhaka and investing in branded retail outlets, DBL has helped transform these areas into thriving economic hubs.

In 2025, DBL's contributions to community well-being included:



24/7 medical facilities

for workers and consultation services for their families



Affordable access to medicine

at the manufacturer's price for workers and their families



Community needs assessments

through regular surveys



Financial support to hospitals

serving local populations



Support for educational institutions

to enhance learning opportunities



Access to skills

at free of cost and employment opportunities through IBT.



Flourishing local economy

through agricultural and fisheries project development





Chapter 6

Environment



We do not
inherit the
earth from our
ancestors; we
borrow it from
our children.

Chief Seattle

Overview

At DBL Group, we view environmental stewardship as an ongoing responsibility, one that requires thoughtful action, continuous learning, and collaboration across our operations.

Guided by our 2025 theme, “Science of Change,” we continue working to reduce our environmental footprint in ways that are practical, transparent, and aligned with global standards.

This chapter outlines our efforts across water management, waste reduction, effluent treatment, and other areas, reflecting our intention to operate in harmony with the ecosystems and communities around us. We remain committed to reporting through frameworks such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Carbon Disclosure Project (CDP), and the Sustainable Development Goals (SDGs) as part of our broader journey toward balanced and inclusive growth.

Environment is not treated in isolation. It is considered across all five pillars of DBL’s sustainability framework: People, Process, Product, Community, and Environment, ensuring a holistic approach to impact.

Environment Management System (EMS)

DBL Group has established a dedicated team within its Compliance division to ensure a proper Environmental Management System (EMS). The EMS Team is responsible for implementing and monitoring environmental impacts and Environmental Health and Safety (EHS) policies, aligned with international standards and best practices. Key focus areas include:

- Noise
- Energy
- Water
- Waste
- ODS and others
- Wastewater
- Greenhouse Gases (GHG)
- Biodiversity
- Chemical Management

Additionally, we assess environmental performance using the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) to drive continuous improvement.

Routine maintenance is conducted to ensure that our equipment, waste management systems, and Effluent Treatment Plants are operating at optimal capacity.

Our commitment to maintaining high environmental standards encourages our customers to continue doing business with us.

Climate and Energy

DBL Group is committed to the Science Based Targets initiative (SBTi), aligning our climate goals with the 1.5°C pathway.

Measured steps are being taken to reduce climate impact and improve energy performance across operations. While meaningful change takes time, these ongoing efforts reflect a strong commitment to continuous improvement. From investing in energy-efficient technologies to expanding renewable energy use and closely monitoring emissions, we are learning from experience and adapting our practices to meet evolving environmental challenges.

As part of this journey, DBL Group remains committed to reducing its carbon footprint and transparently discloses environmental performance through the Carbon Disclosure Project (CDP) platform. In 2025, we deepened this commitment by formally joining the Science Based Targets initiative (SBTi), aligning our emission reduction goals with the latest climate science and reinforcing our role in the global effort to limit warming.

Climate Target 2030



56% reduction

in absolute carbon emissions by 2030



To be achieved

through energy efficiency improvements, renewable energy integration, and process-level emission controls



Aligned with SDG 13:

Climate Action and national commitments under the Paris Agreement

Energy Efficiency

We have been steadfast in our commitment to energy efficiency and environmental stewardship across our operations. Over the years, we have implemented a range of innovative initiatives integrating smart technologies, optimizing processes, and aligning with global sustainability goals.

The following initiatives reflect our ongoing commitment to reducing emissions, conserving resources, and driving responsible growth through operational excellence.

Initiatives

Description

Benefits

Stenter Machines and Eco-Boosters

Machines equipped with Eco-Boosters reuse waste heat from exhaust air.

Saves up to 45% on energy costs, reduces electricity demand, lowers CO₂ emissions, and cuts water usage.

Exhaust Gas Boilers (EGBs)

23 EGBs have been installed across facilities, mobilizing 30 million normal cubic meters of natural gas annually.

Reduces carbon emissions and overall fuel usage.

Energy Efficient and Lower Liquor Ratio Machines

Advanced machinery reduces energy consumption by 30%.

Lowers electricity demand and prevents CO₂ emissions.

Recycling 4.0

A recycling unit with a capacity of 12 tons/day has been established.

Reduces or eliminates emissions by lowering the need for fabric dyeing operations.

Tree Plantation Program

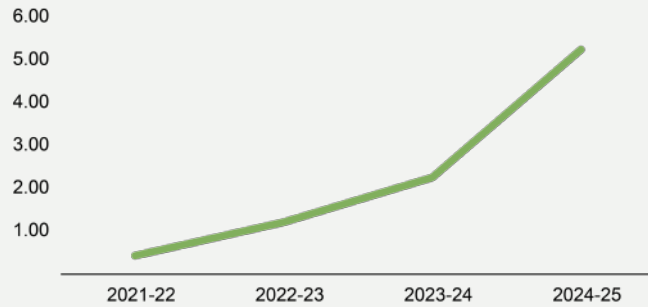
A total of 11,897 trees have been planted, equivalent to absorbing 25,935.46 kg of CO₂.

Enhances carbon sequestration and contributes to biodiversity.

Renewable Energy

DBL Group expanded its solar capacity by 5,412 kWp across nine factory rooftops, both independently and in partnership with other stakeholders.

The graph illustrates this upward trend in renewable energy generation from 2021 to 2025, with a significant increase in 2025 reflecting the impact of the recent installations.



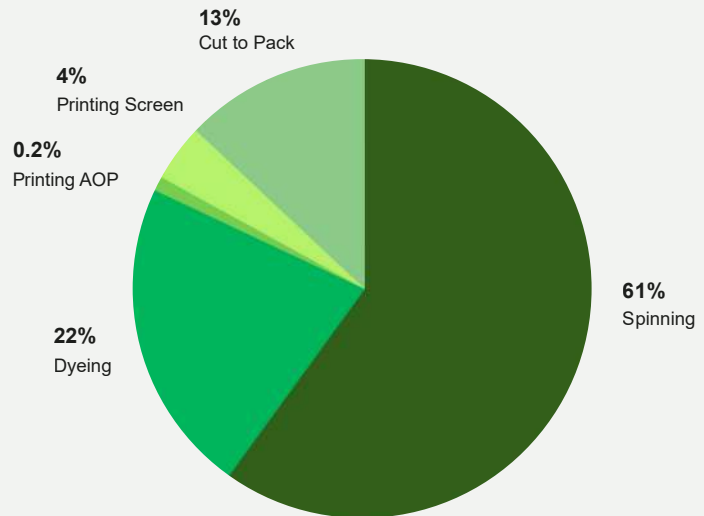
Renewable Energy Usage Trend, From 2021 to 2025

Solar energy usage

The chart here illustrates DBL Group's solar energy distribution across key textile processes.

The spinning operation has the highest solar uptake, followed by dyeing and cut-to-pack.

The minimal usage in the printing (AOP and screen) section highlights potential opportunities for expanding renewable energy integration across all production stages.



Use of Solar Energy Across All Production Stages (in Million kWh)



Energy Consumption Overview

As part of our broader sustainability efforts, we continuously monitor and evaluate energy usage across both fuel and electricity sources.

The following data highlights shifts in operational energy demand and system integration.

Energy Sources	Unit	FY 2024-25	% Change From Last Year
Diesel	Liters	21,433,942	+ 24%
Natural Gas	Cubic Meters	33,848,913	- 17%
Purchased Electricity	kWh	125,249,784	+ 107%

Energy Consumption by Source (% Change)

Diesel consumption increased by 24%, reflecting evolving operational dynamics and changing energy sourcing needs. Natural gas usage declined by 17%, indicating a shift in the fuel mix or improvements in efficiency, though the decline was primarily driven by the natural gas crisis in Bangladesh.

Electricity consumption, both purchased and from other sources, rose significantly, signaling expanded production activity and the potential integration of new systems or technologies.

Transportation Energy Consumption

As part of our decarbonization strategy, we continue to optimize fuel use in transportation supporting production.

In the reporting timeline, DBL consumed 963,385 cubic meters of CNG, 190,425 liters of octane, and 511,541 liters of diesel. These efforts, combined with efficiency upgrades, reinforce our resilience and long-term sustainability.

Fuel Type	Operation Name			
	Stitching	Dyeing	Printing	Spinning
CNG	- 28%	- 2%	- 43%	+ 8%
Octane	+ 4%	+ 6%	- 59%	+ 37%
Diesel	- 9%	+ 38%	- 84%	- 4%

Fuel consumption patterns varied across processes, with notable reductions in CNG and diesel usage, particularly in the Spinning and Dyeing operations. These shifts, along with targeted efficiency measures, contributed to a 15% decrease in Scope 1 emissions.

Fuel Consumption by Process (% Change)

Energy Target 2030



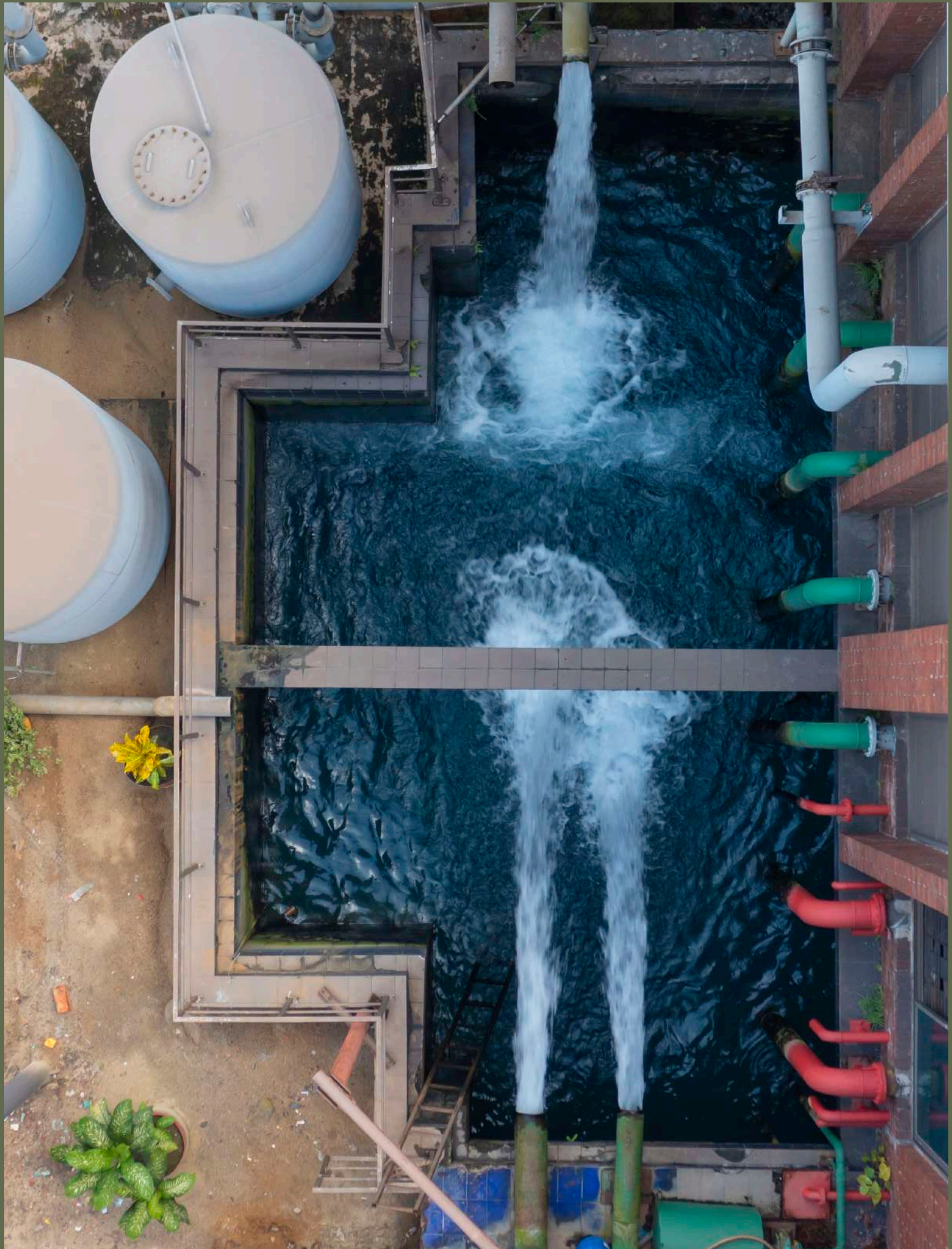
30% share
of renewable energy



To be achieved
through expanded solar installations and the adoption of alternative clean energy sources.



Aligned with SDG 7
Termed Affordable and Clean Energy, Supporting DBL's transition toward a low-carbon, energy-efficient future.



Water Stewardship

We continue to approach water stewardship with sincerity and a sense of shared responsibility. Building on the practices we have developed over the years, such as rainwater harvesting, water reuse, and low-consumption technologies, we remain committed to using water more thoughtfully across our operations.

While we recognize that there is still room for growth, our ongoing efforts reflect a genuine intention to reduce pressure on freshwater sources, improve efficiency, and support long-term sustainability.

We continue to learn, adapt, and strive to do better each year.

Initiative	Description	Benefits
Rainwater Harvesting Plant	A multi-gate filtration system captures rainwater and backwash water.	Reduces dependence on external water sources, conserves water, and lowers environmental impact.
Backwash Water Collection	A total of 12,267 m ³ of rainwater was harvested and 263,388 m ³ of backwash water was recycled in FY 2024–25.	Ensures a more sustainable water supply and strengthens operational resilience.
E-Flow Technology in Washing	Uses compressed air to apply dyes/chemicals with minimal water.	Saves water, energy, and chemicals; reduces GHG emissions.
Latest Water-Efficient Dyeing Machines	Modern Acme dyeing machines that use only 40 liters of water per kilogram of fabric, replacing older, less efficient models.	Saves up to 15 liters of water per kilogram compared to previous machines. Reduces steam, chemical use, and wastewater treatment needs, ensuring efficiency and sustainability.
Other Water Saving Practices	Low-liquor ratio machines, tap repairs, dual-flush cisterns, and staff training.	Achieves up to 46% lower water use, improves efficiency, and promotes awareness.

Water Conservation Initiatives

Water Source

A summary of the water usage data across FY 2023–24 and FY 2024–25, highlighting year-to-year changes by source, is presented below.

Water Source	FY 2023–24 (m ³)	FY 2024–25 (m ³)	% Change
Groundwater	4,755,092	5,507,520	+ 16%
Rainwater	15,072	13,963	- 7%
Recycled and Reused Water	466,914	328,161	- 30%

Groundwater usage increased by 16%, reflecting operational needs and available resources.

Rainwater harvesting experienced a modest 7% decline, while recycled water usage fell by 30%, indicating an opportunity to reassess system efficiency and integration strategies.

Water Target 2030



30% absolute reduction

in water usage



To be achieved

through water reuse, process optimization, and low-liquor dyeing technologies that reduce freshwater dependence



Aligned with SDG 6

Clean Water and Sanitation

Wastewater Management

Outlined below are the key initiatives that shape our wastewater management efforts, covering both effluent treatment and sludge handling practices that strengthen compliance and promote industrial symbiosis.

Effluent Treatment Plants (ETPs)

To ensure responsible water stewardship across our dyeing and screen-printing operations, DBL Group operates four biological ETPs with daily treatment capacities of 4,000, 7,500, 500, and 400 cubic meters.

In FY 2024–25, we treated 100% of the 3.68 million cubic meters of effluent generated, demonstrating full compliance with national and industry standards.

Notably, 72,062 cubic meters of treated ETP water were reused in our printing facility, reinforcing our commitment to circular water use.

Sludge Management

DBL Group's sludge management approach is designed to minimize hazardous constituents and pollution load while supporting industrial symbiosis through safe disposal and potential resource recovery. In FY 2024–25, a total of 6 metric tons (MT) of dewatered sludge was safely transferred to LafargeHolcim Bangladesh Limited under its Geocycle department.

Geocycle is LafargeHolcim's global waste management initiative that co-processes non-recyclable waste in cement kilns, ensuring complete thermal destruction without harmful residues. By channeling textile sludge into this circular system, DBL Group supports responsible waste valorization while reducing landfill dependency and Scope 3 emissions.

Zero Discharge of Hazardous Chemicals (ZDHC)

The ZDHC initiative aims to eliminate hazardous chemical discharge in the apparel and textile industries. Improper chemical management can severely harm both aquatic and terrestrial ecosystems. Launched in 2011 by major brands including H&M, Esprit, G-Star, and Puma, the initiative introduced a Joint Roadmap to guide the industry toward achieving zero discharge.

ZDHC emphasizes oversight across three stages:

Input

Achieving 100% compliance with the Manufacturing Restricted Substances List (MRSL). And mandatory disclosure of chemical consumption through the chemical module.

Process

Facilities must undergo chemical management audits to ensure safe handling and storage.

Output

Disclosure of wastewater test reports through the wastewater module to monitor discharge quality.

Process Highlights

- Thickening and conditioning to reduce wet sludge volume
- Dewatering using a vacuum filter, filter press, or centrifuge
- Dried sludge is safely stored and transferred to Lafarge Holcim Cement for eco-friendly co-processing



DBL Group's Role in Circular Textile Transformation

DBL Group is advancing circularity in textiles through large-scale production of recycled cotton and innovative yarns that significantly reduce raw material use, including loop and brush yarns, snow-effect fabrics, and recycled poly-cotton blends. These efforts have led to notable environmental gains, **avoiding 3,059 tons of CO2 emissions.**

With daily wastewater recycling and groundwater conservation exceeding national targets, **DBL's practices align with SDG 12 and global frameworks** such as the Ellen MacArthur Foundation, the EU Circular Economy Action Plan, and the Global Recycled Standard (GRS).

Further details on these efforts are provided in **Chapter 4: Product**



Programs and Initiatives

Over the past decade, International Finance Corporation (IFC) 's Partnership for Cleaner Textile (PaCT) programs have set a benchmark for environmental sustainability across DBL's operations.

PaCT-I (2013–2016) and PaCT-II (2018–2022) achieved strong environmental outcomes, saving more than 522,000 m³ of water, 1.4 million m³ of natural gas, and eliminating over 1.5 million kg of chemicals, while significantly reducing greenhouse gas emissions.

We continue implementing sustainability programs with the support of our brands and knowledge partners. These ongoing initiatives span energy optimization, water conservation, chemical management, and digital printing innovations across multiple facilities. Each intervention is designed to deliver measurable impact while aligning with global standards and stakeholder expectations.

Energy efficiency and productivity improvement project – PUMA

Improved operational efficiency by:

- Optimizing diesel generator and compressor performance.
- Upgrading to LED lighting, energy-efficient fans, pumps, and motors.
- Enhancing steam systems and ventilation units.

Care for water – Inditex

Minimized water usage by:

- Using water-efficient washing machines.
- Switching to digital printing technologies.
- Combining both approaches to maximize savings in wet processing.

Digital printing (waterless) in all-over printing facilities

Focused on reducing water and chemical usage through advanced printing methods:

- Waterless printing technology: Eliminates the use of water in printing, reducing environmental impact.
- Wastewater printing technology: Minimizes chemical discharge and conserves water resources.

Inventory Management

Improved traceability and resource efficiency by:

- Waste management with QR code: Tracks waste generation and disposal to reduce landfill impact
- Energy management with greenhouse gas protocol: Monitors emissions and energy use for compliance and efficiency.
- Wastewater discharge monitoring system: Ensures proper discharge and water-quality control.
- Sludge management: Manages sludge handling and disposal to reduce pollution.

In-Check Optimization

Enhanced process control and reduced resource waste by:

- Chemical and water flow control: Maintains consistent quality and prevents excess usage.
- Environmental Impact Measurement (EIM) software: Tracks water, energy, and chemical consumption for streamlined operations.

Energy and Water Management in Processing Facilities

Targeted energy savings and operational efficiency by:

- Use of enzymes: Replaces harsh chemicals with enzymatic solutions for eco-friendly processing.
- Enzyme dust cleaner: Improves air quality by reducing particulate waste.
- Process water reuse in wet processing: Reuses water to reduce overall consumption and discharge.

GHG Emission Performance: Climate Accountability

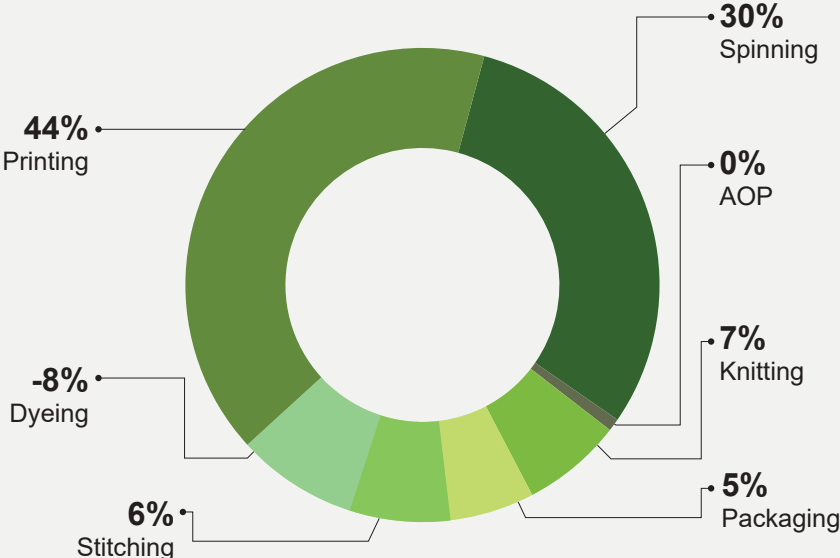
In FY 2024–25, DBL Group reported a total of 121,423 tons of GHG emissions, marking a 2% reduction compared to the previous year.

This progress reflects the results of targeted, process-level interventions across key operations.

These insights, visualized below, underscore the importance of process-specific strategies in driving measurable climate impact.

Facility	Scope 1 Emissions (tons)	Scope 2 Emissions (tons)
Stitching	20,854	42,831
Spinning	7,124	2,766
Knitting	9,518	15,501
Dyeing	65,801	3,500
AOP	13,528	4,201
Printing	3,168	2,977
Packaging	1,430	242
Total	121,423	72,019

GHG Emission Change Across Energy-Intensive Units



Transportation

In FY 2024–25, DBL Group achieved a 15% reduction in Scope 1 transport emissions, driven by fuel-efficiency improvements in stitching and spinning operations.

Overall emissions remained stable, with targeted declines in CNG and diesel use, reflecting continued progress toward low-carbon logistics.

	Unit (CO2e (Ton))		Change
CNG	2,327	1,802	-23%
Octane	414	432	4%
Diesel	1,220	1,120	-8%

Transport Emission by Fuel Type

Biodiversity Management

DBL's biodiversity management efforts focus on preserving Bangladesh's ecological richness through targeted interventions that maintain a resilient, sustainable environment for future generations.

Key actions include:



Safe waste disposal



GHG emissions and energy management



In-situ conservation through plantation and ecological restoration

Environmental Awareness

Environmental awareness at DBL is strengthened through regular training sessions that equip employees with knowledge on pollution, biodiversity, and climate change.

These sessions encourage sustainable behavior and support a culture of environmental responsibility.

Monthly training sessions for employees

Topics include environmental pollution, biodiversity conservation, and climate change.

The goal is to promote sustainable practices and reinforce environmental responsibility.

In-Situ Conservation in Kashimpur

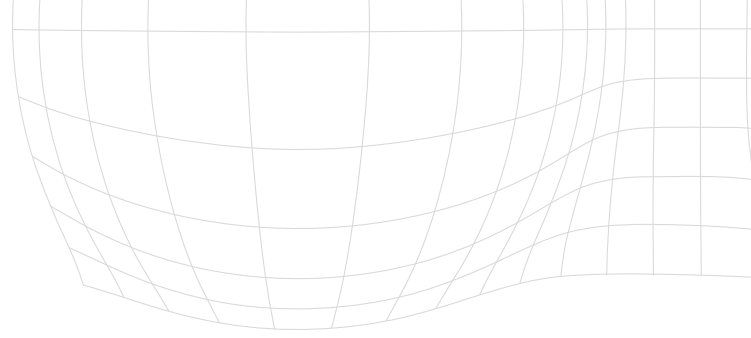
In-situ conservation efforts in Kashimpur center on restoring ecological balance through targeted plantation activities that support native species and rehabilitate natural habitats, enhancing biodiversity and promoting long-term environmental resilience.

	Very Common	Common	Fairly Common	Few	Nearly Threatened (IUCN category)
Overall	10 Species 9.09%	24 Species 21.81%	30 Species 28.19%	46 Species 40.91%	5 Species 4.55%
Amphibians		2 Species 33.33%	3 Species 50%	1 Species 16.67%	
Reptiles		3 Species 21.43%	3 Species 21.43%	8 Species 57.14%	3 Species 21.43%
Birds	7 Species 9.72%	14 Species 19.44%	17 Species 23.61%	34 Species 47.23%	
Mammals	3 Species 16.66%	5 Species 27.77%	7 Species 39%	3 Species 27.77%	2 Species 11.11%

Species Abundance Analysis

Conducted by the Department of Zoology, University of Dhaka

Tree Plantation Initiative: In-Situ Conservation Effort



The Tree Plantation Initiative under DBL's in-situ conservation program is designed to strengthen ecosystem resilience while fostering mutually beneficial relationships between nature, workers, and surrounding communities.

This effort contributes to a living landscape that supports both biodiversity and human well-being.

Examples of species planted

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

Impact



1,285

Total trees planted in the reporting year



259,355 kg CO2

Estimated annual CO2 reduction
(11,897 trees × 21.8 kg)

Based on Arbor Day Foundation estimates for mature tree absorption



11,897

Total trees planted to date



Restoration of natural habitats

to support environmental symbiosis



Chapter 7

Governance



“

In matters
of style,
swim with
the current;
in matters
of principle,
stand like a
rock.

Thomas Jefferson

Overview

At DBL Group, robust corporate governance serves as the foundation of our transformation. Guided by the Science of Change, our governance systems have evolved to meet complexity with clarity, ensuring accountability, transparency, and resilience at all levels.

Defined by the International Finance Corporation (IFC), our governance structure establishes relationships between the board, management, shareholders, and stakeholders. This fosters efficient operations, improves risk management, and enhances investor confidence.

At the core of this is our Transformation 4.0 strategy, which integrates AI, IoT, and data analytics into governance processes.

This approach advances real-time compliance, predictive auditing, and adaptive decision-making. It aligns with Bangladesh's legal system and global best practices and positions DBL for sustainable growth and international investment.

We foster a culture of collaboration, trust, and problem-solving, empowering employees to drive change from within. Governance also supports our focus on energy efficiency, leadership development, and circularity.

By embedding the Science of Change into our governance DNA, we ensure continuous improvement and stakeholder value, accelerating our journey to become a trusted manufacturing conglomerate.

From the Board of Directors

Board oversight

The company has defined guidelines and established frameworks for its governance activities. These guidelines and frameworks support board members in carrying out decision-making processes in a systematic, informed, and efficient manner.

The Board evaluates the following:

- Strategic decisions of the company
- Strategic reviews by board members
- Management policies and their effectiveness

Financial, production, and overall business performance

The Board of Directors carefully selects senior management based on extensive experience, competence, and global exposure.

This leadership team drives DBL Group's values and vision, fostering a sustainable work culture that promotes business growth and employee development. Through their cohesive approach, they ensure long-term success, consistency, and resilience across the organization.

Internal audit and control

The 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 the board of directors is tasked with ensuring that appropriate risk management systems are established.

Internal auditor

The internal auditor (or the 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 DBL Group companies go public, there will be much higher levels of expectations — both market and regulatory. DBL will improve its disclosures in two primary areas: Annual Report information and website disclosures.

Notably, Matin Spinning PLC., a DBL Group concern, is the only company listed with the Bangladesh Securities and Exchange Commission and available for public trading. A stock-listed company needs to comply with regulatory disclosure requirements, and the company is ensuring essential disclosures through its annual reports and its website.



“The purpose of our journey is the strength we inspire in others. Beyond business and growth, we want to build a legacy of compassion that serves the generations to come.”

Abdul Wahed,
Chairman, DBL Group

Mr. Wahed’s visionary expertise in textile technology laid the foundation for DBL Group’s strategic investments in backward-linkage industries, such as fabric knitting and dyeing. His enduring commitment to education, healthcare, and social welfare has been a driving force behind the Group’s impactful community initiatives, shaping a legacy of inclusive growth and responsible leadership.

Corporate governance

DBL Group’s governance framework reflects its commitment to transparency, accountability, and responsible leadership. Guided by the Board of Directors and senior leadership team, the company ensures that decision-making processes are ethical, inclusive, and aligned with international best practices.

Robust 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, providing them with tools to respond to stakeholder concerns.

A sound corporate governance system has been facilitating DBL to attain:

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

This alignment not only reinforces transparency and accountability but also enhances DBL’s ability to attract new investors and build long-term confidence in its operations.



“True leadership is measured not by the industries we build, but by the futures we create for others, guided by purpose and anchored in compassion.”

M.A. Jabbar
Managing Director, DBL Group

Mr. Jabbar’s deep commitment to sustainable development and responsible leadership inspired the creation of Sustainability 5.0, now embedded at the heart of DBL Group. His vision for identifying and nurturing potential leaders has enabled the recruitment and retention of a diverse, high-performing workforce.

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 in implementing Family Business Governance for sustainable business, aligning with global frameworks. The third generation has now entered the business and is continuing this legacy.

Governance 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*



“When governance is rooted in the empowerment of our people and industry is dedicated to uplifting every talent, we create more than a business; we build the enduring institutions that serve as the foundation of a thriving nation.”

**M. A. Rahim,
Vice Chairman**

Mr. Rahim has been instrumental in shaping both the company’s growth and the broader apparel industry of Bangladesh. His strategic involvement in BGMEA as a director and other renowned organizations reflects a deep commitment to advancing industry standards, workforce development, and ethical governance. Through his leadership, DBL’s influence has extended well beyond business, contributing meaningfully to national development and institutional progress.



Growth begins with the trust our stakeholders place in us. Through commitment to global partnership, we ensure that our expansion serves both our business and our world.”

**M. A. Quader,
Deputy Managing Director & Group CEO**

Mr. Quader fosters collaborative relationships with customers and global stakeholders to advance DBL Group’s business interests. His active participation in stakeholder engagements is driving DBL towards meeting climate goals by way of adopting climate smart technologies, expanding renewable energy for GHG emissions reduction, and reporting on public platforms like Carbon Disclosure Project (CDP).

Overview of governance functions

The Board

Responsible for the company’s strategic direction and the guidance and oversight of management.

Company secretary

Ensures that governing bodies follow internal rules and external regulations to facilitate clear communication among them and act as an adviser to directors and senior executives.

CEO

Assigns the day-to-day tasks of the company management and carries out the strategy as approved by the Board.

General assembly

The general assembly allows shareholders to participate in the governance of the company.

Governance and Sustainability



From the Chief Sustainability Officer

At DBL Group, we view sustainability as the ability to survive and grow responsibly in an ever-changing environment, a quiet commitment that guides us in harmonizing our business practices with the well-being of our planet and communities.

This approach not only strengthens our resilience as a company but also contributes to a healthier environment for future generations, ensuring that progress benefits all.

As we embrace the “Science of Change” in this report, I am grateful to the collective efforts of all department heads and their teams, which make this journey possible for DBL.

Mohammed Zahidullah,
Chief Sustainability Officer, DBL Group

Strategic Oversight through Sustainability Governance

Quarterly sustainability meetings, chaired by the Managing Director, serve as a cornerstone of DBL’s sustainability governance. These sessions bring together top management, including the Chief Financial Officer (CFO), Director Technical, Chief Sustainability Officer (CSO), Chief Production Officer (CPO), and Company Secretary, to review detailed performance reports prepared by the Sustainability and Compliance Teams.

These reports present Key Performance Indicators (KPIs) on energy consumption, water use, raw material efficiency, and greenhouse gas (GHG) emissions. The data informs strategic decision-making, enabling the leadership team to set specific, measurable targets and update company policies in response to customer expectations and emerging global trends.

Sustainability Governance Flow at DBL Group

At DBL Group, sustainability is not a standalone function; it is embedded in governance, driven by data, and shaped through cross-functional leadership.

Our structured Environmental, Social, and Governance (ESG) oversight ensures that environmental and social goals are integrated into strategic decision-making, operational performance, and long-term value creation.

Quarterly sustainability meetings

Led by:

Board of Directors

Focus:

Environmental, Social, and Governance (ESG) strategy

Participants:

Group Chief Financial Officer (CFO), Chief Sustainability Officer (CSO), Chief Human Resource Officer (CHRO), and Company Secretary.

Sustainability team architecture

Led by:

Chief Sustainability Officer (CSO)

Structure:

- **Development wing:** Strategic frameworks, innovation, global alignment, and stakeholder engagement.
- **Operational wing:** Social and Environmental Management teams responsible for implementation and monitoring, ensuring sustainability goals are met across all business units.
- **Compliance wing:** Works cross-functionally to ensure regulatory compliance, meet customers' codes of conduct, and comply with the due diligence requirements of international development finance institutions such as the International Finance Corporation (IFC) of the World Bank Group, DEG (KfW Group), and British International Investment.

Inputs for strategic review

Led by:

Sustainability and Compliance Teams

Key metrics:

- Energy consumption
- Water usage
- Raw materials
- GHG emissions
- Diversity, equity, and inclusion

Decision-making and action

Target setting:

Specific, measurable ESG goals

Policy updates:

Aligned with customer demand and global trends

Roles and Responsibilities

Role	Responsibility
Director Technical, Chief Financial Officer, and Chief Sustainability Officer	Capital investment and budgeting
Chief Production Officer	Operational performance alignment with ESG
Chief Human Resource Officer	Ensures diversity, equity, and inclusion
Company Secretary	Presents major investments and policy changes to the Board

This governance model ensures that sustainability is not just a function, but a shared responsibility embedded at every level of the organization.

Regulatory Compliance

DBL Group's Corporate Governance framework is grounded in Bangladesh's legal requirements and aligned with internationally recognized best practices, including the International Finance Corporation (IFC) guidelines under the World Bank Group.

As a responsible corporate entity, DBL recognizes the risks associated with regulatory non-compliance and adheres to the Companies Act, 1994, under the authority of the Government of Bangladesh (GoB).

There are three aspects we need to fulfill timely:

- Income Tax
- Registrar of Joint Stock Companies and Firms (RJSC)* requirements
- VAT Ordinance

Corporate Governance Framework

- Accountability
- Fairness
- Transparency
- Responsibilities

Every company operates within a defined calendar year, and regulatory requirements are structured accordingly.

In cases where information is not provided or required actions are not completed within the stipulated timelines set by government bodies, DBL Group may be subject to financial penalties.

Accordingly, DBL Group adheres to these requirements through clear actions, defined timelines, and robust pillars to ensure full compliance.



Matin Spinning Mills PLC., a DBL Group concern, is the only company listed with the Bangladesh Securities and Exchange Commission and available for public trading.

A stock-listed company needs to comply with regulatory disclosure requirements, and the company is ensuring essential disclosures through its annual reports and its website.

Risk Governance

In Bangladesh's evolving economic landscape, proactive risk management is critical for business continuity and resilience. Effective risk management also underpins sustainable performance and long-term success.

At DBL Group, we recognize our exposure to systemic risks, ranging from global market volatility to regulatory shifts and resource constraints, and have therefore established a holistic risk control framework.

Risk Control Framework

Our Risk Control Framework helps identify, assess, and mitigate risks, supporting informed strategic decisions. This includes the following key components:

- High-Level Strategy Definition**
 Establishes effective risk management guidelines aligned with company goals.
- Strategic Framework and Principles**
 Develops risk strategies and principles for recommendation to the Audit Committee of the Board.
- Functional-Level Reporting**
 Enables regular reporting to identify and prioritize key risk areas.
- Risk Culture Development**
 Promotes awareness, accountability, and proactive risk ownership across all departments.
- Day-to-Day Risk Management**
 Ensures continuous monitoring and mitigation of operational risks.

Overview of Principal Risks and Mitigation Measures

Risks Category	Challenges/Issues	Mitigation Strategies
1. Regulatory Risks	Compliance with legal and regulatory obligations, buyers' Codes of Conduct.	Proactively addressing pending issues and promptly implementing new requirements.
2. Liquidity Risks	Maintaining sufficient liquidity during crises, such as the COVID-19 pandemic.	Ensuring operational continuity by maintaining adequate liquidity to meet payment obligations.
3. Interest Rate Risks	Market-wide interest rate volatility affecting cash flow and profitability.	Monitoring interest rate changes and adjusting financial strategies accordingly.
4. Exchange Rate Risks	Exposure to exchange rate fluctuations impacting cash flow and profitability.	Procuring raw materials in foreign currency and selling products internationally to minimize volatility impacts.
5. Technology Risks	Maintaining production efficiency and minimizing disruptions due to outdated machinery	Investing in state-of-the-art machinery, monitoring ongoing technological advancements to enhance competitiveness and sustainability, and replacing outdated equipment.
6. Human Resources Risks	Attracting, retaining, and developing skilled personnel aligned with the Sustainable Development Goals (SDGs).	Offering competitive remuneration, long-term career opportunities, and implementing robust HR policies.
7. Operational Risks	Ensuring worker safety and operational resilience through proper training and machinery maintenance.	Providing proper training, maintaining machinery, and implementing occupational health and safety measures, with hazard analyses.
8. Reputational Risks	Safeguarding company reputation through ethical standards and stakeholder integrity.	Upholding corporate values, conducting background checks on potential employees, and fostering a culture of integrity and excellence among stakeholders.
9. Climate Risks	Exposure to extreme weather events, regulatory shifts, and resource scarcity impacting operations and compliance.	Integrating climate resilience into operations, adopting low-carbon technologies, and aligning with global frameworks like GRI and SDG 13 (Climate Action).
10. Supply Chain Risk	Disruptions due to geopolitical tensions, pandemics, or supplier non-compliance affecting production continuity.	Diversifying supplier base, enhancing traceability, and implementing robust supplier audits and contingency planning.

Economic Performance

In FY 2024–25, we reached USD 518 million in apparel exports, a 16% increase from the previous year.

With exports to over 40 countries across six continents, we remain steadfast in our commitment to serve diverse markets and continue learning from global partnerships.



DBL's Apparel Export Overview

USD 518,073,172

Exports in FY 2024-25
16% increase from FY 2023-24

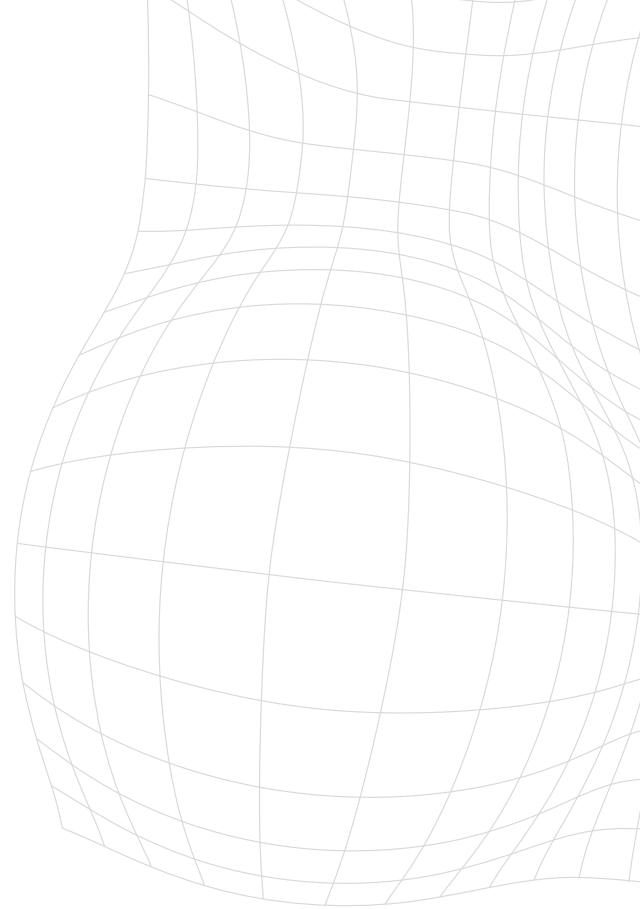
Our Global Export Footprint

Europe	Africa	Asia	Oceania	North America	South America
Austria	Morocco	China	Australia	Canada	Argentina
Belgium	South Africa	Hong Kong	New Zealand	El Salvador	Bolivia
Croatia		India		Mexico	Brazil
Denmark		Japan		USA	Chile
France		Malaysia			Ecuador
Germany		Philippines			Panama
Greece		Singapore			Paraguay
Italy					Peru
Netherlands					Uruguay
Norway					Venezuela
Poland					
Russia					
Serbia					
Spain					
Sweden					
Turkey					
UK					

Economic Summary

DBL Group's financial performance reflects a balanced approach to value creation and responsible distribution.

The retained value supports reinvestment and long-term resilience, while adherence to sector-specific tax rates reflects our commitment to regulatory compliance and national development.



Financial Information

For FY 2024-25 (USD million)

Export Amount (Apparels)	518
Revenue (gross)	784.53
Other income	3.008
Direct Economic Value Generated	787.54
Operating costs	538.08
Employee wages and benefits	121.51
Payments to providers of capital	48.32
Payments to the government	24.48
Community investments	0.33
Economic Value Distributed	732.72
Economic Value Retained (direct economic value generated less economic value distributed)	54.82
Garments Tax Rate	12.00%
Textiles Tax Rate	15.00%
Corporate Tax Rate	27.50%

Stakeholder Engagement

Stakeholder satisfaction is a core value and a key pillar of our sustainability journey. We take this responsibility seriously, recognizing that our stakeholders, both direct and indirect, play a vital role in shaping our long-term success.

DBL Stakeholders

Stakeholders at DBL Group include individuals, organizations, and entities that influence our operations or are directly or indirectly affected by them. This includes customers, employees, suppliers, investors, regulators, local communities, industry associations, civil society organizations, and other partners connected to our business and sustainability efforts.

Stakeholders at DBL Group include all individuals, organizations, and entities that significantly influence our operations or are directly or indirectly impacted by them. This broad network encompasses customers, employees, suppliers, investors, regulators, communities, and other partners who shape, and are shaped by, our business decisions and sustainability journey.

These include: Customers, suppliers, employees, investors, regulators, local communities, industry associations, and civil society organizations.

DBL Group is also:

- Participant, UN Global Compact
- Member, Business Call to Action (BCtA), UNDP
- Premier Corporate Member, The Textile Institute
- Membership by invitation, ICC Bangladesh
- Signatory to the Fashion Industry Charter for Climate Action, UNFCCC
- Signatory to the Women's Empowerment Principles,
- UN Women and UN Global Compact

Stakeholder Identification Process

- **Identification:** Mapping all entities with influence or interest in our operations
- **Consultation:** Engaging stakeholders to understand their expectations and concerns
- **Prioritization:** Assessing stakeholder relevance based on impact and influence
- **Collaboration:** Working together on shared goals and sustainability initiatives
- **Reporting:** Communicating progress and outcomes transparently

Stakeholder Engagement Approach and Frequency

Engagement methods and frequency vary by stakeholder group and context. While there is no fixed schedule, we maintain both regular and need-based interactions.

- **Annual General Meetings:** Investors and shareholders
- **Vendor Meetings:** Suppliers and partners
- **Exhibitions and Trade Shows:** Customers and industry peers
- **Departmental Engagement:** Tailored outreach by relevant teams as needed

Key Stakeholders

- Suppliers
- Non-Governmental Organizations (NGOs)
- Civil Society Organizations (CSOs)
- Media
- Community
- Customers (Buyers)
- Knowledge Partners
- Board Members
- Employees
- Shareholders
- Investors
- Service Providers
- Industry Associations
- Government / Public Sector



External Stakeholder Engagement

DBL Group is committed to building positive relationships with external stakeholders through various non-binding initiatives that the organization supports and endorses.

Ongoing communication is essential to business sustainability, a principle DBL actively upholds. The table below outlines key external stakeholders and the modes of engagement with each.

External Stakeholder	Engagement Methods
Buyers/Customers	Merchandizing Team, Emails, Exhibitions, Local and International Engagement Visits, Audits, Conferences
Community	Meetings with Local Union Groups and Councils , Surveys, Accommodation Requests, Community Engagement
Industry Associations	Meetings with the Bangladesh Garment Manufacturers and Exporters Association (BGMEA), Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA), and Bangladesh Textile Mills Association (BTMA), Communications with Chambers of Commerce (Federation of Bangladesh Chambers of Commerce and Industry (FBCCI), Dhaka Chamber of Commerce and Industry (DCCI), Bangladesh China Chamber of Commerce and Industry (BCCCI), and Japan-Bangladesh Chamber of Commerce and Industry (JBCCI))
Government	Emails, Meetings, Engagement with Government Officials and Local Government
Media	Communications Team, Press Releases, Press Briefings
Investors	Emails, Meetings, Sourcing Team, International Relations Team
Suppliers	Meetings with Sourcing Team, Emails, Meetings, Audits
NGOs and CSOs	Emails, Meetings, Seminars, Conferences, Workshops

Committing to Internal Stakeholders

DBL Group's major stakeholder group and a principal asset is the workforce. Hence, DBL places special importance on creating the proper work environment for all employees. Similar attention is also given to their families.

To maintain a fully energized workforce, DBL maintains several initiatives to strengthen employer–employee relationships, some of which are outlined below.

Participation Committee (PC)

DBL Group upholds the right to collective bargaining and fosters trust between workers and management through Participation Committees. These committees, composed of more than 50% worker representatives, meet monthly to discuss wages, benefits, working conditions, and welfare services. Members are elected through a supervised process to ensure fair representation.

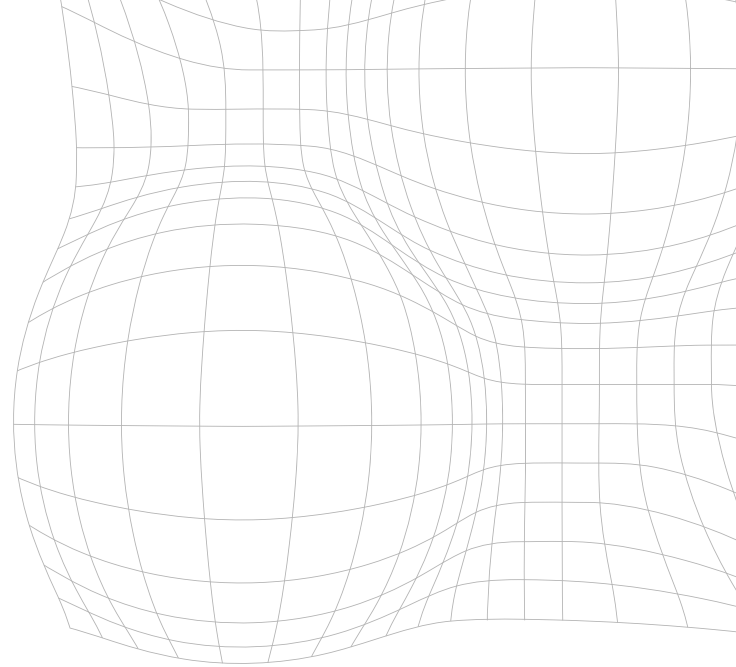
Building on this collaborative foundation, DBL conducts regular training on labor standards, health and safety, environmental practices, and employee welfare to further strengthen cooperation and workplace harmony. Through these, DBL promotes open dialogue, shared responsibility, and continuous improvement across its operations.

Empowering Minds, Fostering Innovation

As part of DBL Group's commitment to inclusive growth and continuous improvement, we organize sustainability awareness workshops across departments. These sessions build employee understanding of sustainability principles while encouraging creative thinking and problem-solving through real-life case studies.

Led by cross-functional departments, including HR, Accounts, Organizational Development, Planning, and others, these workshops foster collaboration across roles and levels. Topics include biodiversity balance, climate resilience, net zero, gender balance, and ethical practices.

Employees are encouraged to share ideas and experiences through team-based case studies, strengthening a culture of innovation and shared ownership. This integrated approach ensures that sustainability is embedded in everyday decision-making across the organization.



Effective Communication Procedures

DBL Group has established different channels to communicate with its workers, including the following procedures:

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

Grievance Mechanisms

DBL Group maintains both formal and informal grievance mechanisms to ensure the timely, confidential, and effective resolution of worker concerns. In addition to legal procedures, channels such as suggestion boxes, an open-door policy, and Welfare Officers enable anonymous and direct communication.

Suggestion boxes are reviewed weekly, and all grievances are recorded and addressed. In FY 2023–24, 456 grievances were resolved within the reporting timeline. External mechanisms, such as the “Amader Kotha” hotline and buyer-provided contacts, further support transparency. Welfare Officers play a key role in handling complaints with care and confidentiality, coordinating with HR and relevant departments to ensure swift resolution.

Assessment of grievance data

Relevant Disclosure

Collective bargaining and grievance mechanisms

Promotion of worker health and safety

Worker participation in Occupational Health and Safety (OHS)

Processes to remediate negative impacts

Assessment

A high responsiveness rate of 98.9% reflects DBL Group's active and accessible grievance mechanism, with 91 of 92 grievances (during FY 2024-25) resolved and all addressed.

Participation Committees (PCs) and monthly meetings support proactive engagement and timely resolution of workplace concerns.

Workers can freely raise concerns through Participation Committees (PCs), which are led by elected worker representatives, aligning with GRI's emphasis on inclusive dialogue.

The resolution of 91 out of 92 grievances, plus one carried over from the previous year, reflects DBL's commitment to remediation and continuous improvement.

Roles of welfare officers

Informing workers of any changes in policies

Dealing with complaints from workers

Facilitating meetings

Maintaining first aid boxes and checklists

Ensuring washroom hygiene

Coordinating and conducting trainings

Registering and providing extra care to pregnant employees

Kaizen Suggestion Box

DBL Group promotes worker-driven innovation through green "Kaizen Suggestion Boxes" placed across all units to collect ideas for improving production efficiency.






Distinct from the white grievance boxes, these allow employees to submit named suggestions for recognition, fostering inclusion in decision-making and encouraging participation.

Suggestions are reviewed monthly in Kaizen Meetings, where the most impactful idea receives the "Kaizen Award."

Selected ideas are implemented where feasible, and contributors' names, photos, and ideas are displayed on notice boards to encourage continuous improvement and shared ownership.

Community Development

DBL integrates a wide range of activities into its sustainability approach to promote societal development, with “Community” included as a key pillar. These activities include the following:

Activities	SDG Alignment
Health camps Free medical care Access to in-house medical center	SDG 3 
Education development programs Knowledge exchange programs	SDG 4 
Community surveys Courtyard meetings	SDG 8 
Tree plantation Data collection	SDG 15 
Mini fire station Road maintenance	SDG 17 

Note: Further details are provided in Chapter 5: Community.

Local Communities

Apart from machinery used in operations, DBL sources all other products and services from Dhaka. When DBL began operations in Kashimpur and Mawna (Gazipur), the areas were largely underdeveloped, but industrial growth has driven significant transformation. Today, the community hosts both local and international branded shops.

DBL has contributed to the local economy through:

- 24/7 medical facilities for workers and consultation services for family members
- Access to medicine at the 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 maintains a zero-tolerance policy toward corruption, fraud, and bribery across all operations. The company has reported no confirmed incidents of corruption, no political contributions, and no legal actions related to anti-competitive behavior. This reflects our firm commitment to legal compliance and ethical business conduct.

Since 2021, DBL has actively participated in the Global Compact Network Bangladesh’s Anti-Corruption Collective Action project as a working group member and has been holding internal workshops to raise awareness and strengthen preventive measures.

To date, DBL has participated in 14 workshops with UN Global Compact Network Bangladesh (UN GCNB), collaborating with various industry professionals to drive collective action against corruption.

Anti-Corruption Compliance and Ethical Conduct Policy

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 by conducting business in an ethical, lawful, and professional manner to achieve DBL’s objectives.

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

- Communicating the code of conduct to employees
- Reporting and investigating allegations of fraud, bribery, and other corrupt practices
- Applying appropriate disciplinary procedures for employees found to have engaged in such practices
- Monitoring the effectiveness of these controls

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

- Meet all legal and regulatory requirements governing the lawful and ethical conduct of business
- Are made aware of their personal responsibilities and strictly adhere to this policy
- Receive information and further guidance if they have any queries or uncertainties regarding these requirements

Training and Development

In 2025, DBL Group advanced its commitment to workforce empowerment and operational excellence through structured training and leadership development programs, aligned with SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth).

Targeted Specialized Training

Specialized sessions were conducted for:

- Mid-level management and frontline workers
- Technical roles: chemical handlers, spot removers, loaders, quality inspectors
- Safety-critical personnel: first aiders, firefighters, evacuators, rescuers
- Support staff: cleaners and others

Skill development modules enhanced operational efficiency, safety awareness, and alignment with sustainability.

Leadership Development Programs

- To build a resilient and future-ready leadership pipeline, DBL implemented:
- Strategic leadership workshops for mid-level and emerging leaders
- Mentorship and coaching programs to foster cross-functional collaboration and decision-making

- Sustainability leadership training focused on ESG integration, ethical governance, and stakeholder engagement

These initiatives cultivate adaptive leadership, institutional trust, and innovation across all levels.

Generalized Training topics

Employees received regular training on:

- Company rules, code of conduct, and buyer requirements
- Wage calculation, compensation, and benefits
- Worker rights, Personal Protective Equipment (PPE), and chemical handling
- Fire safety, first aid, machine operation, and electrical safety
- Health and nutrition, including support for pregnant women
- Environmental awareness, waste handling, and energy conservation
- Legal compliance, including labor laws, grievance procedures, and anti-harassment policies
- Disease awareness and committee functions, including PC, OHS, and Environment Committees

Together, these trainings foster a culture of safety, integrity, and continuous improvement, keeping DBL's workforce agile, informed, and future-ready.



We are called
to be architects
of the future,
not its victims.

R. Buckminster Fuller

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.	<p>DBL Group is committed to chemical management, as the wet processing aspects of our backward linkage production facilities rely on chemical use.</p> <p>Since our product range includes sensitive items that come into contact with sensitive skin, such as children, we are required to use first-class chemicals to ensure the safety of our final consumers.</p> <p>We have additional initiatives, such as auto-dosing and the use of earth color natural dyes in our facilities.</p> <p>Reference: pp. 53, 75, 76, 79</p>
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	<p>We currently use chemicals that adhere to the Restricted Substance List (RSL) specified for Product Class I of the OEKO-TEX Standard 100, which has the strictest requirements.</p> <p>We have also fully transitioned to the Zero Discharge for Hazardous Chemicals Manufacturing Restricted Substance List (ZDHC MRSL) 2.0.</p> <p>There is third-party testing of our chemicals to ensure that quality chemicals, among those approved by the standards, are used. It is as per our buyers' requirements that we implement these standards.</p> <p>Chemical handling brings occupational health and safety risks to workers. In order to ensure proper management of chemical handling, it is mandatory for the workers to wear Personal Protective Equipment during times of chemical exposure.</p> <p>Reference: pp. 53, 75, 76, 79</p>
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.	<p>100% of wastewater emitted from our Effluent Treatment Plants (ETPs) is in compliance with the Government of Bangladesh's Department of Environment Standards. Our ETPs have been built to maintain all the necessary parameters for compliance. Third-party assessments and external audits are carried out according to the ZDHC Wastewater Guidelines and as per our Buyer Code of Conduct.</p> <p>Reference: pp. 76</p>
	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.	<p>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.</p>

SASB Topic	SASB Code	SASB Accounting Metric	Status																		
Labor 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.	<p>Suppliers must adhere to the DBL Code of Conduct before engaging in business with DBL Group. This includes undergoing an initial compliance assessment and maintaining compliance through regular audits and continuous improvement efforts.</p> <p>100% of our tier 1 suppliers and beyond tier 1 suppliers have been assessed to a Labor Code of Conduct.</p> <p>95% of the assessments are conducted by third-party auditors. The remaining 5% are conducted by buyers themselves.</p>																		
	CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct assessments.	<table border="1"> <thead> <tr> <th>Category</th> <th>Score</th> <th>Rating</th> </tr> </thead> <tbody> <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> </tbody> </table> <p>If any critical issues are found (amber), the audit rating will be D. For any zero-tolerance or life-threatening issues (red), the audit report rating will be E.</p> <p>A 2-3% non-conformance rate (non-critical issues) is primarily due to a gap in monitoring. This is the rate from external audits conducted by buyers or third-party audits.</p> <p>The corrective action rate for suppliers' labor code of conduct assessments is 100%.</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																			
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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"> Occupational Health and Safety Working Conditions Child Labor Forced Labor Climate Action <p>In our case, the focus on labor is of the 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 ongoing, 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>Since January 2020, almost all of our sourced cotton has been sustainable. Hence, even though the following risks are present, they are at minimal levels since both water and chemical usage are significantly less:</p> <ul style="list-style-type: none"> - Water scarcity due to water usage in cotton cultivation - Negative impacts of chemical and pesticide usage on soil, nearby biodiversity, and water bodies <p><i>71% of polyester has been sourced from recycled materials in FY 2022-23.</i></p> <p>The following risks are associated with polyester sourcing, especially for virgin polyester:</p> <ul style="list-style-type: none"> - Polyester is made of petroleum, which is a carbon-intensive non-renewable source - Water scarcity due to water usage in the cooling process <p>Risks from the overall general sourcing of raw materials: Human rights issues for workers</p> <p>Reference: pp. 53-55</p>																		

GRI Content Index

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

General Disclosures

Disclosure	Page	Omission
Organizational profile		
102-1: Name of the organization	14	No
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102-3: Location of headquarters	14	No
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102-5: Ownership and legal form	Private	No
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102-13: Membership of associations	96, 97	No
Strategy		
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Ethics and Integrity		
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102-18: Governance structure	86 - 93	No
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102-40: List of stakeholder groups	96	No
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Reporting practice		
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102-46: Defining report content and topic Boundaries	8	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
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Material Topics

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GRI 202: Market Presence 2016		
GRI 103: Management Approach 2016	94	No
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GRI 103: Management Approach 2016	53 - 55, 93, 100	No
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GRI 103: Management Approach 2016	26	No
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412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	32	No

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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:

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	<ul style="list-style-type: none"> • Bandhan Fair Price Shop 	28, 33, 36
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	<ul style="list-style-type: none"> • Community Knowledge Exchange Programs • Academic Career Path Counselling • Industry-Based Training (IBT) Center 	62, 63, 64, 65
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	<ul style="list-style-type: none"> • Water Stewardship • Wastewater Management 	75, 76, 79
	<ul style="list-style-type: none"> • Rooftop Solar Panels 	11, 72
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	<ul style="list-style-type: none"> • Disability Inclusion Program, CDD and GIZ 	11, 27, 34
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DBL Group Sustainability
scan the QR code



<https://dbl-group.com/sustainability/>

dbl-group.com

The ability to survive and grow responsibly

That is our definition of sustainability



Corporate Office

South Avenue Tower, House #50
(6th Floor), Road 3, 7 Gulshan Avenue,
Dhaka 1212, Bangladesh

Telephone: +88-02-58817735-6
Fax: +88-02-58817737
Email: info@dbl-group.com
Website: <https://dbl-group.com>
Facebook: [dblgroupbd](#)
Linkedin: [/company/dblgroup](#)
X: [dbl_group](#)