

The background features a vibrant yellow-green color palette. On the left, a large blue hand is shown in profile, reaching towards the center. On the right, a white hand is shown in profile, also reaching towards the center. A large, textured blue handprint is visible in the lower right quadrant. Several small green leaves are scattered throughout the composition. The text is centered and reads:

capable
and
Sustainable

HIRDARAMANI BANGLADESH
(KENPARK & REGENCY)

SUSTAINABILITY REPORT 2020



Hirdaramani is an entity committed towards securing and sustaining our stakeholders and the environment in which we operate.

Over the years, we have crafted a reputation driven by innovation to manufacture high quality sustainable apparel that is designed with the future in mind.

Today, as we give primacy to the protection of our planet, choosing to be capable and sustainable in all we do, we are preparing ourselves to take on the future to leverage our resources and explore new avenues of responsible growth.

Hirdaramani. We're capable and sustainable.

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MISSION

“We will do right by all stakeholders under whatever trying circumstances”



SUSTAINABILITY VISION

“Our vision is to be inspired by sustainability, transforming Hirdaramani Bangladesh into the most sustainable apparel business on earth”

OUR IMPACT



IN 2020

ABOUT THIS REPORT

 **GRI** 102-45 | 102-48 | 102-50 | 102-51 | 102-52 | 102-53 | 102-54 | 102-56



REPORTING FRAMEWORKS

GRI Standards- 'In Accordance' with Core Criteria

Sustainable Development Goals (SDG) Reporting

COMBINED ASSURANCE

We have in place a suite of policies, procedures, and internal controls to ensure the integrity of the information provided. Accredited audits and assessments by independent third parties also ensure the veracity of the information disclosed. We have not obtained external assurance on our reporting.

REPORTING IMPROVEMENTS

- Adoption of GRI Standards
- Demonstration of connectivity to Sustainable Development Goals
- Increased quantitative disclosures on the Company's social and environmental performance
- Detailed disclosures relating to the Company's sustainability strategy and governance.

Welcome to our Sustainability Report for 2019/20, which is part of our suite of corporate publications that aim to provide stakeholders with the information required to assess our performance.

This Report aims to provide a holistic overview of how we impact our stakeholder universe and the environment in which we operate through detailed information on our policies, goals, management approach and performance for all sustainability priorities. We thereby hope to showcase areas in which we believe we can make a significant contribution towards reducing inequalities, empowering communities, and mitigating any negative impacts. The Report has been prepared 'In Accordance' with the Core criteria set out by the GRI Standards published by the Global Reporting Initiative, a globally accepted and widely used framework for sustainability reporting.

Report profile

This Report covers the operations of Hirdaramani Bangladesh (Kenpark & Regency) for the period from 1st July 2019 to 30th June 2020. We adopt an annual reporting cycle, and this is our first GRI compliant Report. This Report builds on our previous Sustainability Report for the period ending 30th June 2019, which is available to download at <https://www.kenpark-bangladesh.com/sustainability/index.php>. There are no material restatements to the information given in previous reports.

Reporting boundary

The financial information presented across the narrative report reflects the operations of four entities, namely Kenpark Bangladesh (Pvt) Ltd, Kenpark Bangladesh Apparel (Pvt) Ltd, Regency Garments Ltd, and Regency Three Ltd. These entities collectively operate 7 facilities. In addition to these four entities and their 7 facilities, the boundary for non-financial information extends to our employees, suppliers, customers, and to be communities adjacent to our operating locations. Relevant inputs have been obtained from the Company as from well as external parties such as suppliers and implementation partners.

Materiality and content

The content included in this Report has been carefully selected and structured to address the information needs of our key stakeholder groups and communities. When prioritising the content, we have adopted the principle of 'materiality', using the material topics recommended by the GRI Standards. Our approach to conducting the materiality assessment along with the relevant material topics for the period under review are given on page 22 of this Report. We also adopt a precautionary approach when evaluating investments and introducing new products, which allows us to proactively assess the environmental impacts of our decisions.

Feedback

We are committed to consistently improving the relevance and readability of our Sustainability Report and invite you to direct your suggestions and feedback to,

Namal Rajapakse

Senior Director – Finance and Operations
Hirdaramani Bangladesh (Kenpark & Regency)
namal@kenpark-bangladesh.com

Uddipan Das Gupta

Head of Sustainability
Hirdaramani Bangladesh (Kenpark & Regency)
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Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs

INTRODUCTORY INFORMATION



“Efforts to embed sustainability to our business has served us well in this crisis, contributing to the resilience of our business and generation of shared stakeholder value.”

MESSAGE FROM CEO

Dear Stakeholder,

It was a year of unprecedented challenges, as the outbreak of the COVID-19 pandemic compelled organisations to transform their business models and adapt to new ways of working while ensuring the safety of its employees and customers. Against this backdrop, the critical importance of sustainability in ensuring business resilience has taken centre stage. At Hirdaramani Bangladesh, we have long-since understood that sustainability is not only the right thing to do, but that it also makes good business sense, and efforts to embed these ideas into our business model served us well in this crisis, contributing to the resilience of our business as we continued to generate shared value to our stakeholders.

MESSAGE FROM CEO

The operating landscape

The dynamism and the accelerated pace of change in the global fashion industry makes it imperative for manufacturers and retailers to demonstrate a high degree of adaptability and agility. Rapid changes in consumer behaviour, including increasing prevalence towards e-commerce, increasing consciousness of ethical and sustainability considerations and the fast-paced nature of the fashion cycle continue to impact business sustainability. The impact of Covid 19 has only expediated these behavioural changes and it is clear that sustainability will be embedded in the 'New Normal'

Our evolving strategy

Our sustainability strategy has been carefully crafted to address the wide-ranging social and environmental impacts of our business while aligning with the United Nations' Sustainable Development Goals. Our sustainability agenda is centred on four key pillars of Planet, People, Product and Progress. We also initiated a program to drive increased automation of our operations through transforming traditional washing systems to sustainable washing methods which are relatively more water, energy and chemical efficient. As a manufacturer, we understand that driving meaningful positive change requires collaboration; we are accordingly driving

a few signature initiatives including the Water Leadership Program (WLP), PaCT (Partnership for Cleaner Textile) and Waterless Program with our customers. We also keen to propagate our sustainability agenda across our value chain and are exploring ways in which we can collaborate with suppliers in sourcing green chemicals, developing alternative chemicals and stone-free washing methods to minimise environmental impacts.

On the People front, we are committed to creating an inclusive and rewarding work environment for all employees and generating long-term shared value for our customers, suppliers, and other business partners. We are also driving customers' employee related initiatives across our organisation, including the PACE (Personal Advancement and Career Enhancement) and RTW (Return to Work) initiative, among others. We continue to drive efforts towards promoting fair labour practices, empowering our female workforce, and creating a conducive work environment. On the Product pillar, our long-term aspiration is to improve product traceability by collaborating with all our supply chain partners. During the year, we marked a key milestone by achieving 40% sustainable sourcing and are pursuing avenues to further increase this through collaboration.



Key Figures



20,182
Employees



300 USD.Mn.
Turnover



48 Mn.
Pcs Produced



92 USD.Mn.
Capital



104 USD.Mn.
Debt

As we progress on our sustainability journey, we are also committed to enhancing the quality of our reporting we have, for the first time, adopted the globally accepted GRI Standards in preparing this Report.

Way forward

The current challenges are likely to prevail in 2021 until an effective vaccination becomes available and accessible. Whilst we believe demand conditions will improve somewhat in 2021, we will continue to focus on adapting to the 'new normal', to ensure business resilience and safety of our people. I am excited to carry this momentum to the next year and am encouraged by the spirit of our young team, their deepening sense of responsibility and the evolving collaboration amongst key stakeholders to create a more sustainable apparel industry.

Thank you.

Nishantha Kariyawasam
Chief Executive Officer

OUR BUSINESS

Hirdaramani Bangladesh (Kenpark & Regency) is a leading apparel manufacturer in Bangladesh, with a strong reputation for superior quality, advanced manufacturing capabilities, timely delivery, and sustainable operations. As a fully integrated apparel manufacturer, we offer the entire gamut of design, production, and distribution solutions to our network of global customers. The Company has successfully nurtured strong relationships with leading international brands in its primary markets of UK, EU, Scandinavia, USA, Australia, and Japan. While specialising in premium quality denim, woven, and knit, the Company offers an extensive range of products consisting of casual wear, active wear, formal, school wear and jackets among others.

For us, sustainability is a way of life and a fundamental part of who we are. We have therefore proactively sought to embed sustainability thinking at every level of our business and are strong advocates of the thinking that sustainability ultimately makes good business sense

WHAT SETS US APART



Manufacturing Capabilities

Our state-of-the-art manufacturing infrastructure includes 6 sewing plants which operate 10,000 machines with a total production capacity of 4.5 million pcs/month.



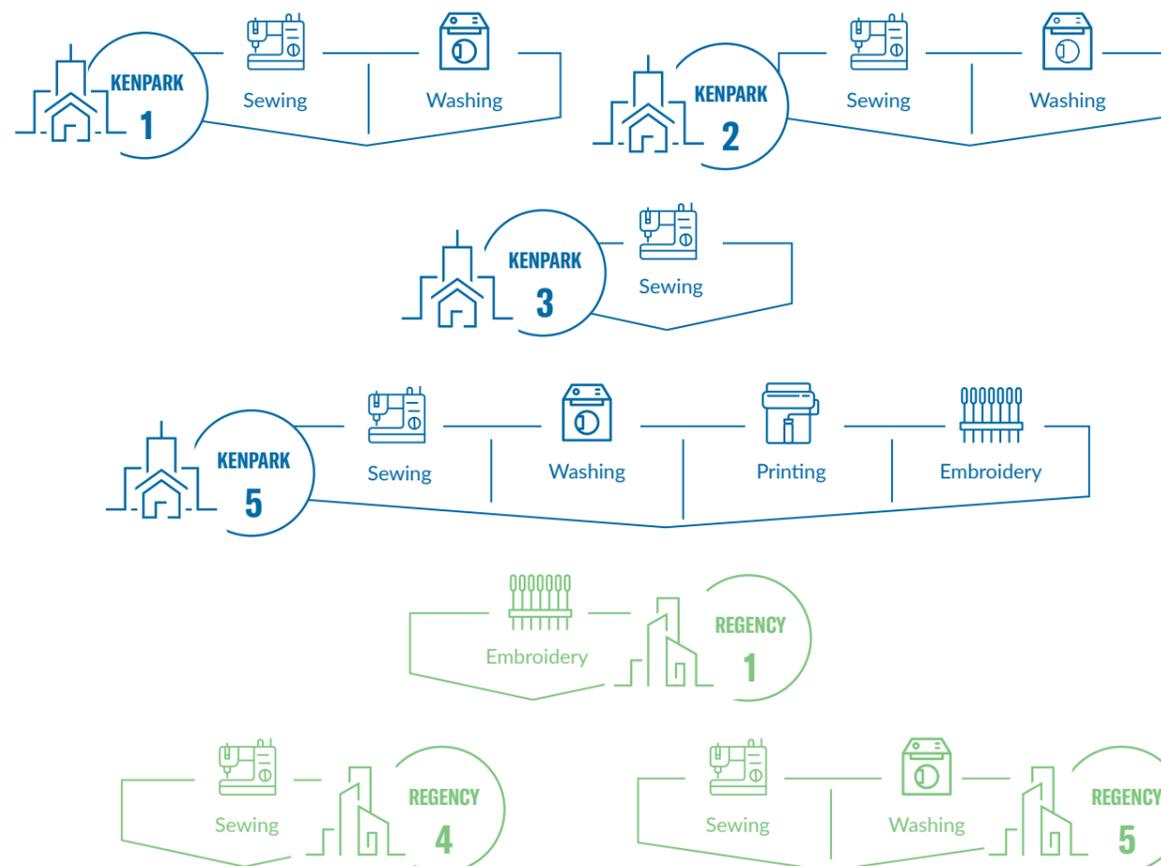
Technology and Innovation

Advanced capabilities in washing, printing and embroidery have driven both product and process innovation, sharpening our competitive edge.



Quality and Compliance

The Company complies with numerous industry leading standards in quality, ethical sourcing, environmental management, and social responsibility. These certifications provide assurance to external stakeholders regarding the robustness and effectiveness of the Company's operations.



COMMITMENT TO SUSTAINABILITY

We adopt a strategic and holistic approach towards sustainability, characterised by clearly defined policy frameworks, governance structures, compliance with local laws and standards as well as international certifications and long-term social and environmental goals.

Sustainability Platform

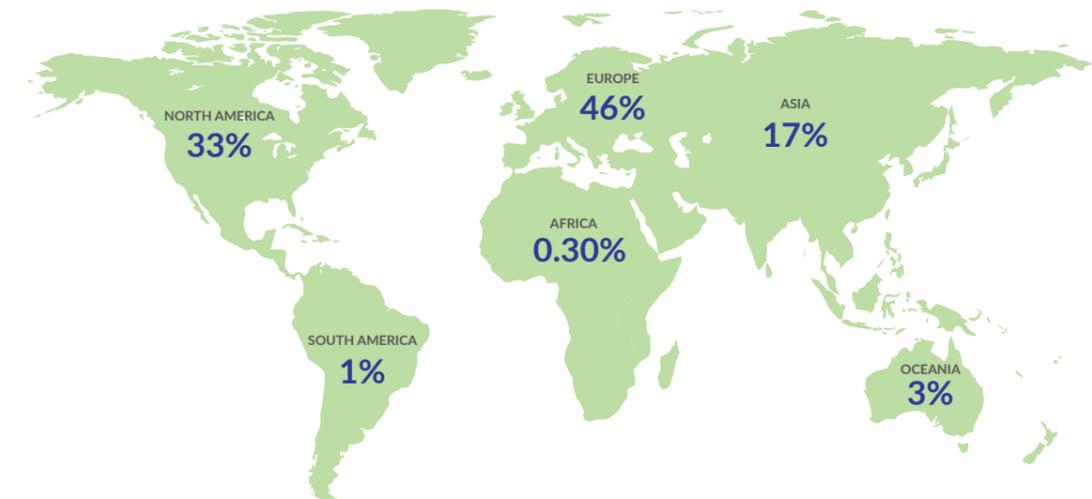
- LEED Platinum (1 facility) and LEED Gold (5 facilities) certification
- M&S Plan A Certification - 4 facilities
- Higg Index average score of 80
- ISO 26000 Social Responsibility Standard
- The Standard 100-by OEKO Tex

Our Commitments 2022 goals

- Reduce energy consumption by **40%**
- Reduce water consumption by **40%**
- Reduce carbon footprint by **50%**
- Zero** waste to landfill
- 50%** sustainable sourcing

Global reach

The Company has developed longstanding relationships with an extensive network of global customers-which includes world-leading international brands. Our products are sold in 62 countries across 6 continents, attesting to our superior product quality, timelines, customer service and sustainable approach to manufacturing.



Our Customers



OUR APPROACH TO REPORTING

Hirdaramani Bangladesh's sustainability priorities and agenda have been carefully crafted in order to address the material, environmental, social, and economic impacts of our business. These impacts are identified and regularly reviewed through a materiality assessment, which enables us to select and prioritise the issues that matter most to our stakeholders and could potentially have the most significant impact on our ability to create long-term value. While underpinning our sustainability agenda, these material topics (listed on page 22) also anchor our sustainability reporting, providing a solid foundation for prioritising the content that has been included in this Report.

Our material topics are determined following ongoing stakeholder engagement (page 19), assessment of emerging opportunities and threats in the operating landscape as well as broader sustainability issues which are at the forefront of the dialogue on responsible and ethical fashion. The following sections of this Report provide a high-level overview of how we identify our material topics and determine our sustainability agenda.



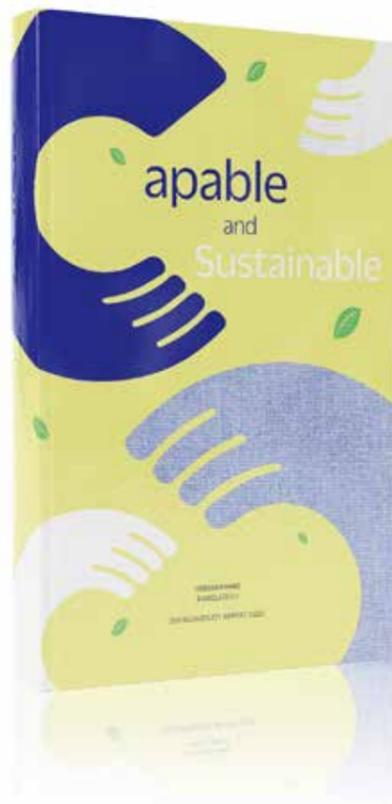
Stakeholder considerations

Concerns of our key stakeholders are identified through structured, proactive engagement platforms.



Impact assessment

Environmental impacts are assessed systematically through environmental impact and risk assessments across the business operation. Furthermore, environmental impacts on garment washes are measured using Environmental Impact Measurement (EIM) software. Social impacts are assessed consistently and proactively in line with the requirements of ISO 26000.



Industry opportunities and threats and emerging sustainability issues

We continually scan the industry landscape to identify emerging opportunities and threats. Broad sustainability issues including climate change, ethical sourcing, circularity, and traceability are given due consideration in determining our material topics.

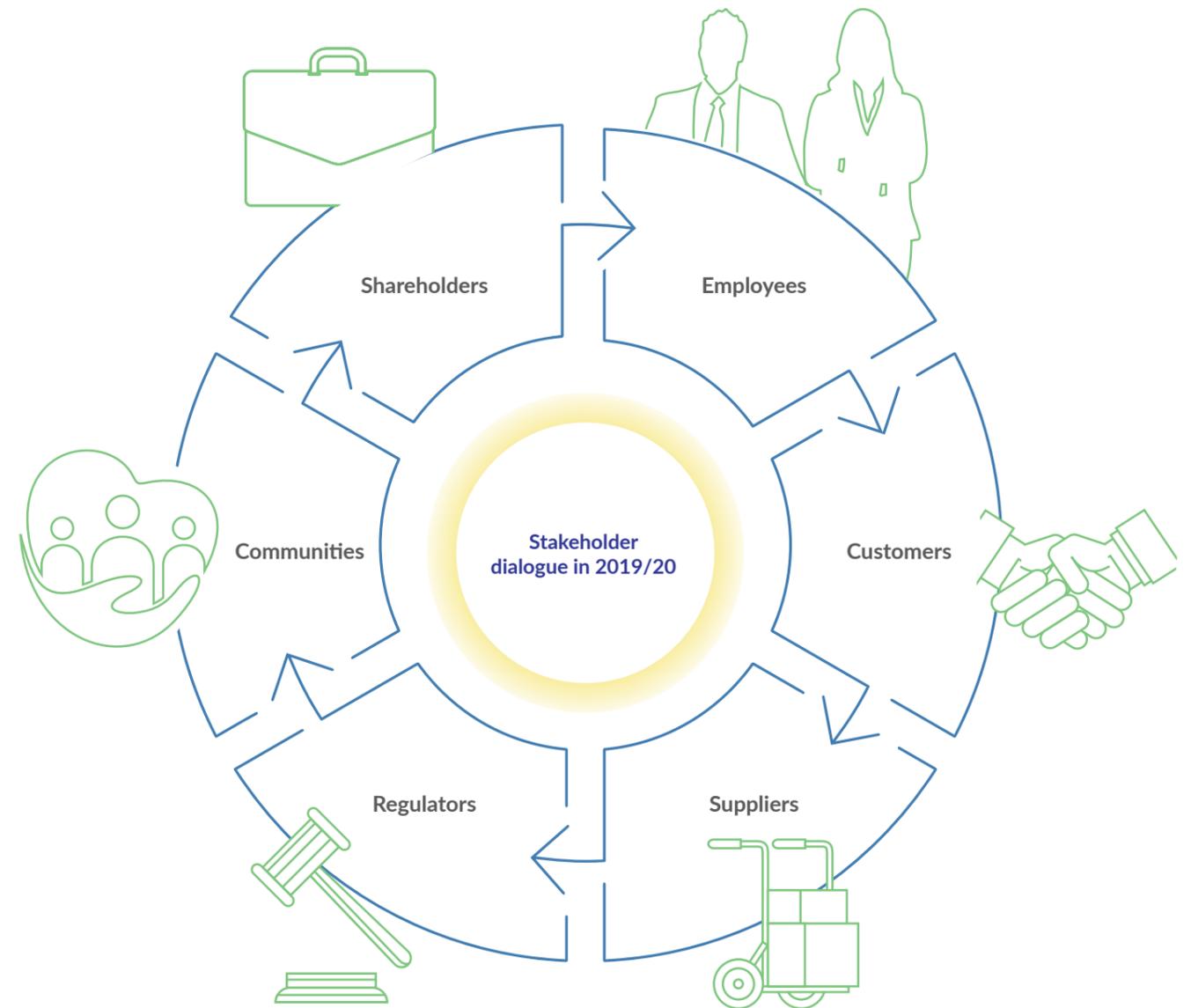


Material topics

The material topics have been mapped against the topics prescribed by the GRI Standards and are listed on page 22.

Stakeholder dialogue

The Company's commercial viability is dependent on the relationships it has nurtured with a diverse pool of stakeholders, who contribute to our value creation at different stages of our operations. Maintaining an open and ongoing dialogue with these stakeholders is critical in identifying the economic, social, and environmental issues that could have a bearing on our business. Therefore, when selecting which stakeholders to engage with, we take into consideration the influence they have on our decisions and the potential impact they could have on our value creation. The outcomes of our stakeholder engagement process are summarised in the table below:



OUR APPROACH TO REPORTING

Stakeholder dialogue in 2019/20



Stakeholder Group	Needs and expectation	How we engage	Our approach
Shareholders	<ul style="list-style-type: none"> Needs and expectations Attractive returns Financial implications of the COVID-19 pandemic Strong corporate governance and conduct 	<ul style="list-style-type: none"> Effective risk management Preserving reputation Adapt business model to rapid changes in the landscape Efficient use of limited resources 	<ul style="list-style-type: none"> Monthly performance update through board meetings Regular communications through emails, phone calls or video calls in different aspects of the business. Monthly performance updates through board meetings Face to face meetings (periodic) Corporate website (ongoing) <p>Shareholders are directly involved in the business and are well aware of operational developments in the organisation through proactive, transparent and regular communications.</p>
Employees	<ul style="list-style-type: none"> Job security Job satisfaction Career development and enhancement of knowledge and experience 	<ul style="list-style-type: none"> Fair remuneration and welfare Good working conditions and amenities Healthy and safe working environment 	<ul style="list-style-type: none"> Two-way communications through multiple channels (ongoing) Performance appraisals Events and recreational activities (ongoing) Staff satisfaction surveys (periodic) <p>Our approach centres on empowering employees through ethical employment practices including fair remuneration, equal opportunities, zero tolerance of harassment, no forced labour and good working conditions. We also drive numerous programs to empower our female employees and drive meaningful change in their lives. Cordial relations with worker associations enable us to proactively identify and respond to employee concerns.</p>
Customers	<ul style="list-style-type: none"> Quality of products Timeliness in delivery Competitive price of the product Ease of transactions and favourable credit terms 	<ul style="list-style-type: none"> Compliance to required certifications Commitment to responsible production and ethical sourcing Minimising adverse environmental impacts 	<ul style="list-style-type: none"> Customer visits and visits to customer Annual vendor's conference Customers' rating on delivery and quality performance Social compliance audit by customers Ongoing engagement with quality team Regular email communications & audio or video calls Online webinar and programs <p>Continued compliance to a range of domestic and international certifications that provide assurance to our customers on the integrity of our processes and operations.</p> <p>We strive to fulfil customer demands while ensuring superior quality, agility the reasonable price, and on time delivery, while maintaining the highest levels of integrity and compliance in all aspects.</p>
Suppliers	<ul style="list-style-type: none"> Continuous business Timeliness of payments Grievances 	<ul style="list-style-type: none"> Quality Competitive pricing Sustainable practices 	<ul style="list-style-type: none"> Face to face interaction (ongoing) Interaction through online platforms (ongoing) Supplier agreements and contracts (ongoing) Regular communications on emails and video conferences <p>We strive to propagate our sustainability agenda across our network of suppliers through education and maintaining a continuous dialogue on sustainability and compliance.</p>
Regulators	<ul style="list-style-type: none"> Compliance to all relevant regulations, directions, and guidelines 	<ul style="list-style-type: none"> Generation of positive economic, social, and environmental impacts 	<ul style="list-style-type: none"> Regulatory reporting (ongoing) Regulatory audits (periodic) Consultations and meetings when required <p>We maintain transparent working relationships and communication with all our regulators and ensure that all relevant regulations and guidelines are complied with at any given time.</p>
Communities	<ul style="list-style-type: none"> Employment generation Preserving the surrounding environment CSR programs with long-term and meaningful impacts 	<ul style="list-style-type: none"> Uplifting community living standards Raising awareness on social responsibility 	<ul style="list-style-type: none"> Beneficiary mapping for CSR projects (periodic) Corporate website (ongoing) <p>We invest in several ongoing CSR projects focusing on health, education and community development.</p>

Maintaining an open and ongoing dialogue with our stakeholders is critical in identifying the economic, social, and environmental issues that could have a bearing on our business.

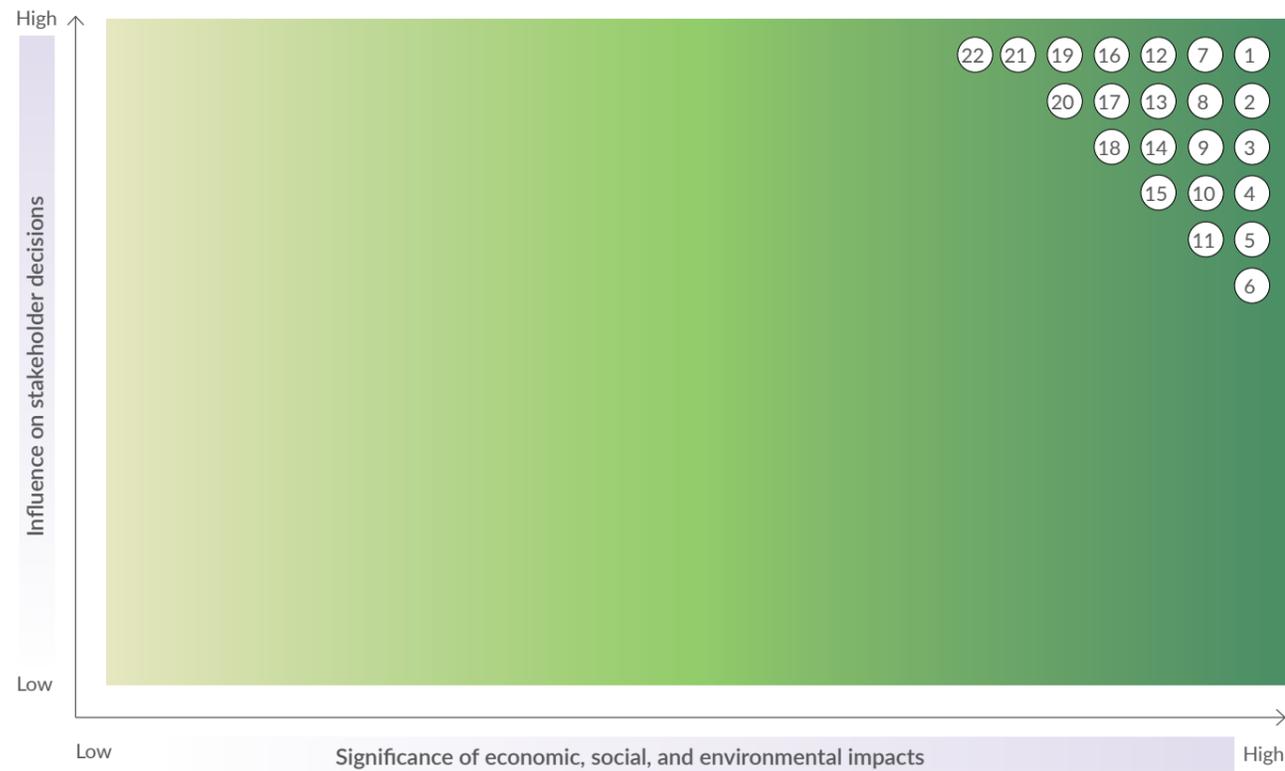
In addition to the above, Hirdaramani Bangladesh also maintains ongoing relationships with the following industry bodies and associations in which it holds membership. Through active participation in these bodies, we contribute towards an industry dialogue aimed at creating a more equitable and sustainable apparel industry in the country.

- ▶ BGMEA (Bangladesh Garment Manufacturers and Exporters Association)
- ▶ Bangladesh Export Processing Zone Investors' Association
- ▶ Export Promotion Bureau
- ▶ Chamber of Commerce and Industries
- ▶ National Board of Revenue
- ▶ Bangladesh Customs Authority

OUR APPROACH TO REPORTING

Materiality analysis

As described earlier, the Company’s materiality assessment followed extensive stakeholder dialogue as well as assessment of emerging opportunities and threats in the operating landscape. We have adopted the approach to materiality prescribed by the GRI Standards and have prioritised the selected issues based on the significance of their impacts and the influence these topics could have on stakeholder decisions. Accordingly, the material topics for 2019/20 are listed below; please refer to Appendix 1 on page 71 for further disclosures on the material topics as recommended by the GRI Standards.



- | | |
|------------------------------------|------------------------------------|
| 1. Economic performance | 12. Water |
| 2. Market presence | 13. Emissions |
| 3. Indirect economic impacts | 14. Effluents and waste |
| 4. Customer privacy | 15. Environmental compliance |
| 5. Anti-corruption | 16. Employment |
| 6. Labour management relations | 17. Occupational health and safety |
| 7. Diversity and equal opportunity | 18. Training and education |
| 8. Non-discrimination | 19. Child labour |
| 9. Forced/compulsory labour | 20. Procurement practices |
| 10. Materials | 21. Local communities |
| 11. Energy | 22. Socio-economic compliance |

OPERATING CONTEXT

As an integrated apparel manufacturer, our operations are impacted by numerous developments in the operating landscape which could affect our business continuity, growth, profitability, and risk management. These developments can present both risks and opportunities which determine our strategic decision and inform our thinking on material topics. In addition to these industry developments, we also keep abreast of the broad themes surrounding the sustainability dialogue in the apparel industry, which in turn can present opportunities for innovation and growth.

Labour rights	Rise of the ethical consumer	Environmental considerations	Traceability and transparency
<p>The global fashion industry remains a source of exploitation for millions of workers.</p> <p>Bangladesh has been successful in eliminating child labour in export-oriented factories; however, it remains a concern in the informal sector therefore can feed into the supply chain of global brands through unauthorised sub-contracting.</p>	<p>Consumers are placing increasing importance on environmental and social ethics of manufacturers when making purchasing decisions.</p> <p>As ethical fashion gradually moves from a niche market into the mainstream, sustainably manufactured brands may have an opportunity to sharpen their competitive edge through innovative value propositions.</p>	<p>The fashion industry’s impact on the environment is complex and well documented.</p> <p>The industry is estimated to generate:</p> <ul style="list-style-type: none"> 10% of global emissions 35% of micro-plastics 20% of industrial water pollution 	<p>Traceability remains a significant challenge in the industry; although progress has been made in tracing final stage suppliers, there remains considerable room for improvement in the tracing of raw material and other input suppliers.</p>
<p>Our approach</p> <p>We do not engage persons below 18 years of age onsite or through service providers, sub-contractors, or external contractors.</p>	<p>Our approach</p> <p>The Company adopts a strategic approach towards sustainability and environmental and social considerations are embedded in our business decisions.</p>	<p>Our approach</p> <p>Our comprehensive EMS ensures that all environmental impacts are tracked and reported on a continuous basis and required actions are taken to address any issues.</p>	<p>Our approach</p> <p>Compliance to external certifications such as Better Cotton Initiative and SEDEX, GRS, RCS, GOTS, OCS for fabrics, Oeko-tex, ISO certifications and necessary testing certificates for trims ensure responsible sourcing.</p> <p>We maintain traceability records to comply with all necessary standard for raw materials.</p>

OPERATING CONTEXT

COVID-19 pandemic and the 'New Normal'

The outbreak of the COVID-19 pandemic and the resultant shutdowns have presented unprecedented economic challenges across nations and industries. As declining consumer spending impacted many global fashion brands, and retail outlets temporarily suspended operations, apparel manufacturers across the world faced cancellations or deferments of orders. Against this backdrop, Hirdaramani Bangladesh also experienced some setbacks following the first wave of infections since March 2020. Proactive measures were adopted to ensure business resilience (detailed below) while priority was placed on safeguarding the health and safety of our employees.

As the country returns to relative normalcy, we are conscious about the possibility of resurgence in infections and will continue to adopt stringent mechanisms to ensure the safety of our employees and stakeholders.

MEASURES TAKEN TO ADDRESS COVID-19

- Establishment of COVID-19 prevention task force and monitoring team
- Formulation of COVID-19 incident protocol
- Introduction of a back-to-work procedure in line with government guidelines and protocols of the WHO
- Formulation of a Emergency Response Plan



Financial Resilience

- Driving process efficiencies
- Cost rationalisation
- Streamlining operations to achieve cost efficiencies
- Proactive negotiations with suppliers and banks to extend credit periods
- Effective working capital management



Ensuring Employee Safety

- Regular temperature checks and providing improved facilities for sanitization
- Disinfecting premises
- Mandating Personal Protective Equipment (PPE)
- Facility rearrangement to ensure physical distancing
- Demarkation of pathways and common areas
- Immediate isolation of any employee demonstrating symptoms, before facilitating medical treatments at hospitals
- Provision of in-house medical facilities
- Visitor monitoring



Raising Awareness

- Driving process efficiencies
- Cost rationalisation
- Streamlining operations to achieve cost efficiencies
- Proactive negotiations with suppliers and banks to extend credit periods
- Effective working capital management

Impactful initiatives that inspire positive progress across people, planet, and profit.

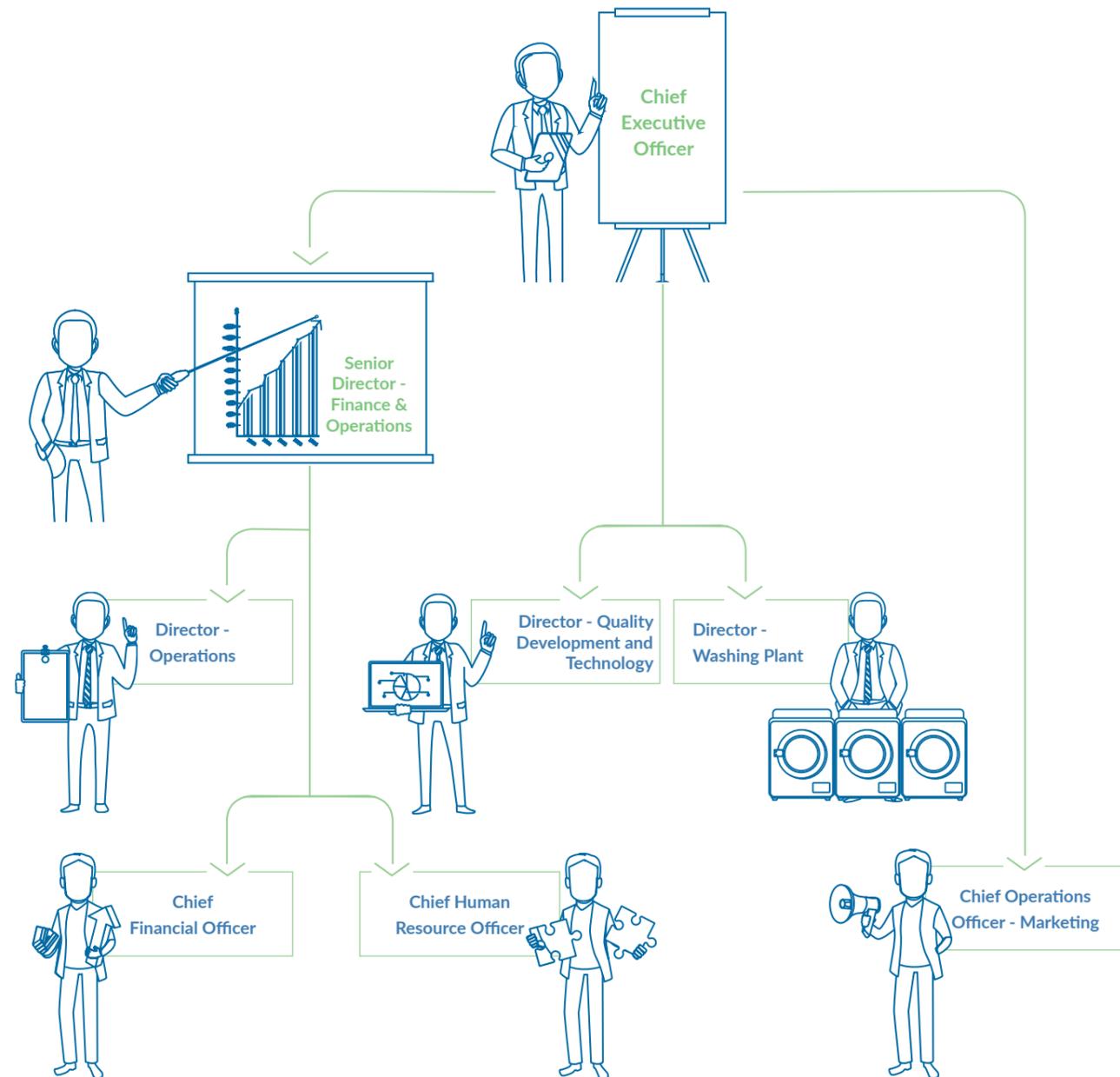


OUR APPROACH TO SUSTAINABILITY

GRI 102-18

Sustainability is an integral element of our culture and strategy, and we are committed to embedding these considerations across the organisation's processes and operations, with social and environmental criteria being a determinant decision making. Clearly defined governance structures, robust policy frameworks, compliance to a range of international certifications and a strong stakeholder reporting apparatus ensure that all relevant social and environmental impacts are measured and monitored in a consistent manner.

The Board of Directors plays high priority on good governance, ensuring that the Company operates in a sustainable and responsible manner. Sustainability is a key part of the agenda across all levels in the organisation thereby ensuring that sustainability aspects are given due consideration in all key decisions. A qualified, dedicated Sustainability Unit has been established under the direct supervision of the leadership team.



GRI 102-16

Steering instruments and policy framework

The Company's green journey commenced with the establishment of an ECO Factory Team which was responsible for developing and implementing environmental impact mitigation measures. We strengthened our commitment by obtaining a host of stringent and globally recognised social and environmental standards as illustrated below. Internally, our sustainability agenda is clearly documented

and articulated through a policy framework which specifies the approach, tools and procedures that should be adopted in managing all material issues. This policy architecture provides consistency and clarity in the measurement and management of our social and environmental impacts while providing assurance to external stakeholders regarding the integrity and robustness of our processes.

The policy framework is graphically illustrated below:



OUR APPROACH TO SUSTAINABILITY

GRI 307-1 419-1

Signature external initiatives

- LEED Certification: Widely considered the gold standard in sustainable building design, the United States Green Building Council's LEED certification provides assurance that buildings are designed, constructed, and operated in an environmentally friendly manner.
- M&S Plan A: We are signatories to M&S's global efforts to combat climate change, reduce waste, drive the use of sustainable raw materials and trade ethically through its supply chain and operations.
- OEKO-Tex Certification: Certified declaration to confirm the human-ecological safety of textile products, leather articles, trims from all stages of production along our textile value chain.
- Higg Index: Tool developed by the Sustainable Apparel Coalition for evaluating environmental and social sustainability criteria including emissions, waste management, water, chemical management, labour practices, human rights.
- ISO 26000 Social Responsibility: Provides guidance on the implementation of best practices in human rights, labour rights, operating practices, community involvement and developments, among others.

2019 Higg FEM Verified Scores

Kenpark-2 :	82
Kenpark-5 :	81
Regency-1:	82
Regency-4:	80
Regency-5:	79

Vision, Mission, Culture and Values

Our sustainability vision sets the overarching tone for our sustainability agenda while corporate values embody our core principles and ideals, setting a foundation in informing our behaviour towards both internal and external stakeholders. The values are instilled and reinforced in employees through our engagement platforms, open-door culture, and training initiatives. Our Sustainability Vision, Mission and Core values are set out below:



Sustainability Vision

"Our vision is to be inspired by sustainability, transforming Hirdaramani Bangladesh into the most sustainable apparel business on earth"



Mission

"We will do right by all stakeholders under whatever trying circumstances"



Our Values

- We respect our people, treat them equally and fairly
- Honesty and integrity are paramount to us
- We keep our people accountable for their actions
- Customer satisfaction is our main goal
- Quality is a way of life for us
- We have a passion to win
- We value working as a team

Socio-economic and Environmental Compliance

The Company ensures compliance to all relevant environmental and social regulations, guidelines, and voluntary frameworks through a stringent framework of internal controls. Our regulators include the BEPZA, environmental authorities, customs, and the income tax department, among others which have imposed a suite of regulatory requirements and licenses. A dedicated compliance department holds responsibility for ensuring that all these regulations/laws are complied with while keeping abreast of any changes in the regulatory framework.

Meanwhile ongoing reporting to customers and certifying bodies (such as Green Building Council of the USA, Sustainable Apparel Coalition etc) as well third-party audits ensure that we comply with all voluntary frameworks/certifications we have obtained. During the year under review there were no fines and/or monetary sanctions arising as a result of non-compliance to environmental and/or socio-economic laws/regulations.



Digital Sustainability Platform

Our ability

During the year, the Company enhanced the reliability and integrity of its non-financial data through strengthening its 'Digital Sustainability Platform' a tailor-made, in-house developed software which enables the accurate and timely collection and analysis of environmental KPIs. Prior to this, environment data was aggregated manually, while implementation of this state-of-the-art system has ensured the increased accuracy, timeliness, and reliability of information. The system also allows easy accessibility, featuring analytical capabilities which enable the consistent monitoring of energy, water, chemical usage, carbon footprint and waste, among others.



OUR APPROACH TO SUSTAINABILITY

Sustainability Strategy

Hirdaramani Bangladesh's Sustainability Strategy is centred on the four pillars of People, Planet, Product and Progress; the four pillars represent the needs of our diverse stakeholders as well as responsible and ethical value creation. As illustrated below, under each pillar we have prioritised several key focus areas which are material to our operations and which we believe would make the most meaningful impacts. For each pillar, we have set measurable goals and targets which we aspire to meet through a clearly articulated roadmap. We have also sought to align these focus areas to the United Nations' Sustainability Development Goals (as illustrated below) which have served to provide universal agreement on key development priorities.



Our Sustainability Strategy offers a clear blueprint to achieve our sustainability aspirations, through focusing on the key pillars of Planet, People, Product and Progress.



Natural resources are key inputs to our industry and tackling increasingly prevalent environmental issues such as climate change, water scarcity and energy management are not only part of our responsibility, but also makes good business sense. Securing access to these resources as well as minimising our impacts on the climate and being prepared for the challenges arising from climate change is critical in ensuring the long-term sustainability of our business.



PLANET CLIMATE CHANGE



“Implications of climate change are likely to intensify in the coming years, impacting natural resources, ecosystems, our communities, and our business. This underscores the critical importance of finding pragmatic and holistic solutions to drive reductions in emissions”

Management Approach

As a responsible apparel manufacturer, we take a long-term view towards value creation and have made it a priority to achieve sustainable reductions in our carbon footprint. Our emission management approach is set out in the Environmental Management System (EMS) and relevant environmental policies and is aligned to the requirements of ISO 14000. These frameworks clearly set out tools and guidelines to measure, monitor and manage our consumption.

The Company generates emissions through the consumption of energy in its manufacturing processes and other operations, distribution of goods and employee travel, among others. We continue to invest in employee training to raise energy/ climate awareness and regularly conduct environment audits across operating sites to identify avenues for energy saving. We are also committed to the use of negating unavoidable emissions across our value chain through the use of carbon sinks to effectively absorb carbons.



by 2022

40%

reduction in energy consumption



50%

reduction in carbon footprint

Global Highlights

- 90% increase in global emissions since the 1970s
- Climate change affected more than 38 million people in 2018
- Annual reduction of 7.6% per year required to limit global warming to 1.5 °C
- Apparels account for 10% of global emissions

Progress and results

Initiatives we have introduced to drive energy efficiency and ultimately reduce GHG emissions are given below:

Objective	Initiative
Accurate measurement and monitoring	<ul style="list-style-type: none"> • Installation of sub-metering to effectively monitor consumption in individual operating units • Air emission test reports to estimate pollutants • Monthly internal reporting on GHG emissions
Energy efficient lighting	<ul style="list-style-type: none"> • Replacement of halogen lighting with LED solutions • Maximise use of natural lighting wherever possible • Replacing T8 to LED lights
Energy efficient cooling	<ul style="list-style-type: none"> • Introduce Heat Ventilation Air Conditioning system • Variable Frequency Drives for all A/C equipment • Thermal Heat Recovery Wheel to supplement additional fresh air loan • Replacing gas chiller with a more efficient electric chiller
Energy efficient machinery	<ul style="list-style-type: none"> • State-of-the-art machinery including eco-friendly washers and intelligent dryers • Efficient boiler and steam distribution systems • Conversion of clutch motors to servo motors • Steam recovery systems and steam flow monitoring
Renewable energy	<ul style="list-style-type: none"> • Use of solar hot water in canteen • Currently conducting feasibility study on increasing reliance on solar power

The Company's energy sources are currently non-renewable in nature, although we are currently exploring avenues to increase reliance on renewable sources. Key energy sources are electricity, natural gas and diesel; we have sought to reduce dependence on diesel through increased focus on natural gas which in turn generates lower emissions. During the year diesel consumption reduced by 97% compared to the previous year, while energy and natural gas consumption increased by 4%.

The carbon footprint is also measured and monitored consistently, ensuring that solid progress is made towards achieving our long-term objective of achieving net climate positivity. Increased reliance on renewable energy, reducing dependence on high-emission energy sources and improving the overall energy efficiency of our operations through process efficiency is expected to drive the Company towards this objective. We are encouraged by success of our parent entity in Sri Lanka which has successfully achieved net-zero status for GHG emissions, and hope to leverage those learnings to achieve similar success. We are also currently exploring opportunities in trading carbon credits. Our carbon footprint for the year is presented on the following page:



4%

increase in natural gas consumption



16%

reduction in energy consumption



29%

reduction in carbon footprint

PLANET CLIMATE CHANGE



GRI 305-1 | 305-2 | 305-5 | 302-1 | 302-4

Energy/emission performance track record

<p>Energy/emission performance track record</p>	<p>2014- K1/K2/K3 2016- K5/R1/R4/R5 Higg Baseline Year</p>	<p>16% Savings from Higg Baseline or 2019/2020 Performance</p>	<p>15% Savings from Higg Baseline or 2018/2019 Performance</p>
<p>GHG emission reduction (TCO2e)</p>	<p>2014- K1/K2/K3 2016- K5/R1/R4/R5 Higg Baseline Year</p>	<p>29% Savings from Higg Baseline or 2019/2020 Performance</p>	<p>25% Savings from Higg Baseline or 2018/2019 Performance</p>

Energy results of 2019/20

<p>43,184 Purchased electricity (mWh)</p>	<p>8,496,382 Natural gas (m3)</p>	<p>45,970 Diesel (Litres)</p>
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Emission results of 2019/20

<p>Scope 1 emissions</p>	<p>20,778 (tCO2e)</p>	<p>Scope 2 emissions</p>	<p>34 (tCO2e)</p>
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Energy calculation methodology:

Main and sub-meters are installed in all factories and data are collected on a daily basis. Consumption is monitored and reviewed monthly.

Emission calculation methodology:

GHG emissions are computed using the relevant conversion factors of the different energy sources.

PLANET WATER MANAGEMENT



GRI 303 | 306



“Access to clean water and sanitation remains a key social and environmental issue for millions of people, leading to health concerns which have been exacerbated following the outbreak of COVID-19”



by 2022
40%

reduction in water consumption

Management Approach

Our operations are highly water intensive as washing is an essential part of the textile process. The cleaning process also leads to water pollution due to the use of chemicals such as dyes, deformers, bleaches, detergents, optical brighteners, and equalizers. The Company’s water management agenda is set out in its comprehensive EMS and Environment Policy which provides guidance on long-term water reduction goals and the roadmap to achieve these aspirations. The policy also clearly articulates measures and processes for tracking water consumption.

Global Highlights

- 4.2 billion people lack safe sanitation
- 2.2 billion people lack access to drinking water
- Water scarcity could displace 700 million people by 2030

We are committed to achieving sustained reductions in our water consumption through minimising waste and recycling. We have also reduced reliance on ground water and mainline sources through rainwater harvesting. Meanwhile all water discharge is treated through effluent treatment plants in line with the relevant regulations. Priority is placed on the recycling and re-use of water, with 88% of water consumed being recycled. Quality of the discharged water is monitored regularly to ensure compliance to the limits set by WHO, BSR, Department of Environment and Zero Discharge of Hazardous Chemicals guidelines.

PLANET WATER MANAGEMENT

GRI 303-1 | 303-3

GRI 306-1



Progress and results

Water consumption: Denim is a key component of our product portfolio, and one that is well documented to have significant environmental impacts. In balancing our commercial objectives and environmental responsibility we have continued to explore ways in which we could achieve a sustained reduction in the quantity of water withdrawn and consumed.

 Technology	 Water efficient solutions	 Rain water harvesting	 Awareness
<ul style="list-style-type: none"> • Laser washing which eliminates water • Ozone wash technology with natural bleaching capabilities halve the water consumption 	<ul style="list-style-type: none"> • Installation of push taps and aerators • Water recycling • Installation of an efficient water plumbing system 	<ul style="list-style-type: none"> • Reduce consumption of municipal/ground water through collection of approximately 2000m3 annually 	<ul style="list-style-type: none"> • Ongoing programs to raise employee awareness on the importance of water conservation

Water performance track record

 Water use reduction	2016 Higg Baseline Year	8% reduction Savings from Higg Baseline or 2019/2020 Performance	6% Savings from Higg Baseline or 2018/2019 Performance
 Ground water consumption reduction	2016-K1/K2/R5 2018-K5 Higg Baseline Year	40% Savings from Higg Baseline or 2019/2020 Performance	19% Savings from Higg Baseline or 2018/2019 Performance

Water results of 2019/20

 Ground water (m3)	 Rainwater (gallons)
 Domestic water consumption (m3)	 Water utilisation (m3)
 Water usage per garment in laundry (Litres)	 Waste water recycling rate

Calculation methodology:
Main and sub-meters are installed at each facility and measured using a Factory Production Volume assumption. An estimation is also made on the water consumption of an employee per day for uses such as drinking, toilet use and kitchen use.

PLANET MATERIAL CONSUMPTION



GRI 301

GRI 301-1



“As access to non-renewable materials gradually decrease, long-term objectives should focus on establishing a regenerative cycle where resources are continuously recycled into new inputs or reintegrated to the natural environment”

Management Approach

Key raw materials used in our manufacturing process are fabric, trims, other accessories, and chemicals. Approximately 40% of our fabric is sourced locally and suppliers are typically nominated by the customers subsequent to stringent evaluation. Ensuring strong sustainability practices across the apparel supply chain requires multi-stakeholder collaboration and commitment from suppliers, manufacturers, and customers.



by 2022

40%
sustainable sourcing



by 2022

70%
sustainable chemicals

Global Highlights

- 85.9 billion MT of global material footprint
- 38% increase in electronic waste between 2010-2019

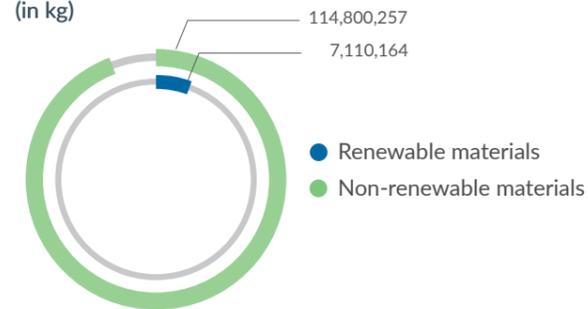
Chemical management is critical to both our environmental and health and safety agenda as set out in the Chemical Management Policy. The policy highlights the factors to be considered and processes to be followed when purchasing and using chemicals, the Material Restricted Substance List (MRSL), technical specifications and safety precautions, among others. We comply with the Zero Discharge of Hazardous Chemicals (ZDHC) Policy, which involves the implementation of stringent controls in the procurement process. We are also consistently exploring new technology and innovative green chemicals, which minimise adverse environmental impacts.

Progress and results

We are committed to increasing our sustainable sourcing, which amounted 40% of our total sourcing during the year. When sourcing raw materials sustainably we rely on third-party certifications including the Organic 100 Content Standards, Responsible Down Standard, Recycle Claimed Standards, Better Cotton Initiative, and the Global Recycled Standards are reliable. We are keen to increase sourcing of environmentally-friendly materials which feature the following:

- Materials which generate less waste
- Use of material with higher recyclable content
- Salvaging material
- Usage of regional materials, to reduce the carbon footprint of goods when transported

Material consumption (in kg)



The Company continued to drive improvements in its advanced chemical management program which includes risk assessment, analysis of hazardous chemicals and safe storage. We have also adopted advanced technology to reduce chemical consumption in our process including e-flow and laser technology and software monitoring systems. We also continued to pursue green chemical alternatives to traditional chemicals.

PLANET WASTE MANAGEMENT

GRI 306

by 2022
50%
reduction in waste

by 2022
0%
discharge of priority substances

“Garment production has doubled in volumes since 2000 which has resulted in a parallel increase in textile waste. It is estimated that one garbage truck of textiles is landfilled or incinerated every second”

Management Approach

Hirdaramani Bangladesh’s objectives and approach towards responsible waste management is clearly set out in the Waste Management Policy of the EMS. Our long term objective is to achieve a zero landfill waste status while our policy clearly sets out the guidelines, measurement methods and processes which are to be adopted to achieve this goal.

Global Highlights

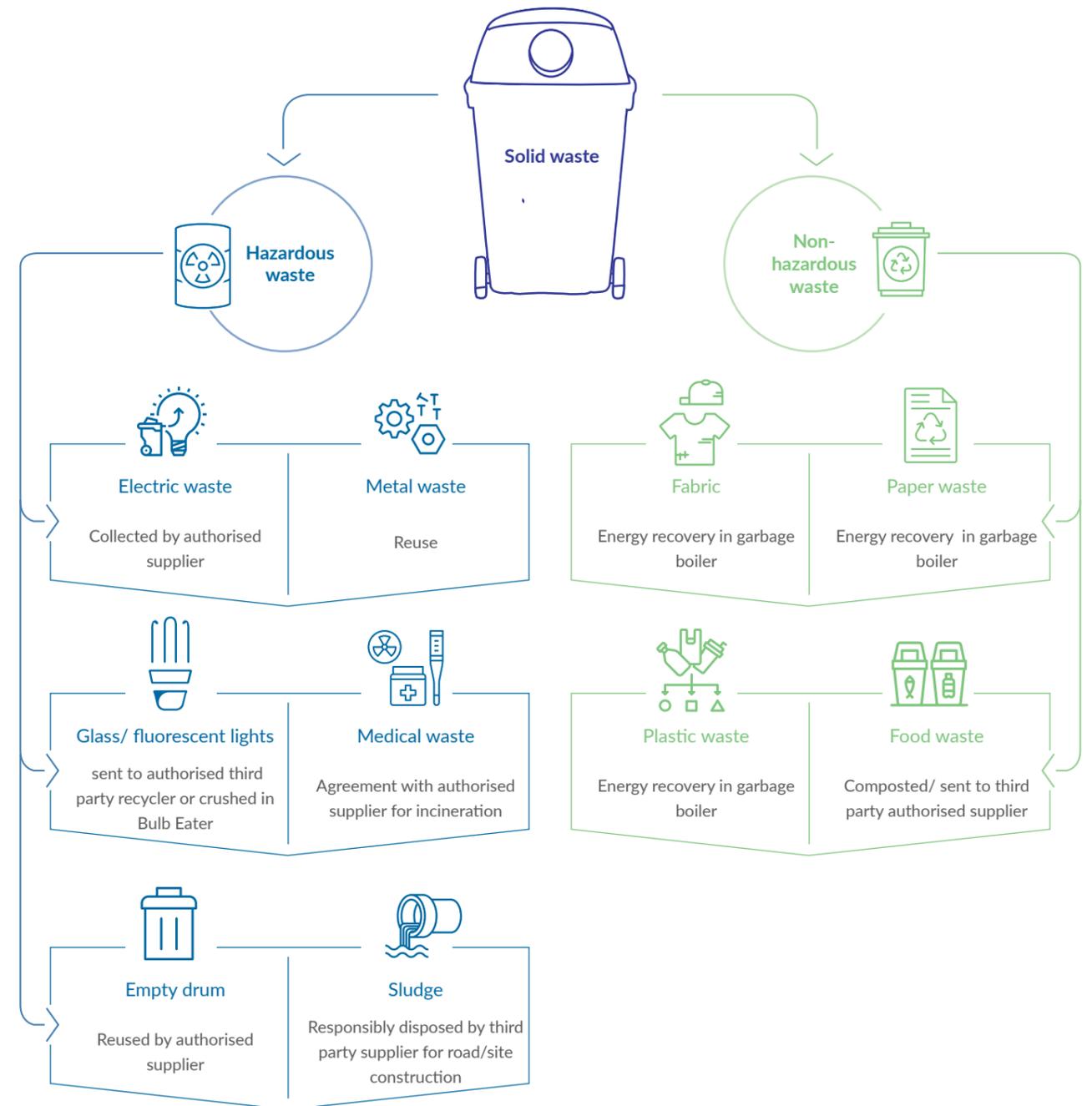
- Textile waste is estimated to increase by 60% from 2015-2030
- 1/3rd of the fashion industry is yet to take any action on sustainable waste
- Increased need for using recycled/upcycled fibres and more sustainable raw materials

Effluent management results of 2019/20

Destination	2019/20	2018/19	% change (y-o-y)	2019/20	2018/19	% change (y-o-y)
Central ETP (m3)	436,514	512,701	-15%	1,065,277	1,113,948	+4%
Waste water reused	88%	85%	3%	Recycled through ETP (m3)	3%	
Water quality parameter	3 BOD	Not detected		7.7 PH	Not detected	
	Not detected			Not detected		
	TSS level					

GRI 306-1

Solid waste: The types of solid waste generated, and method of disposal are given below

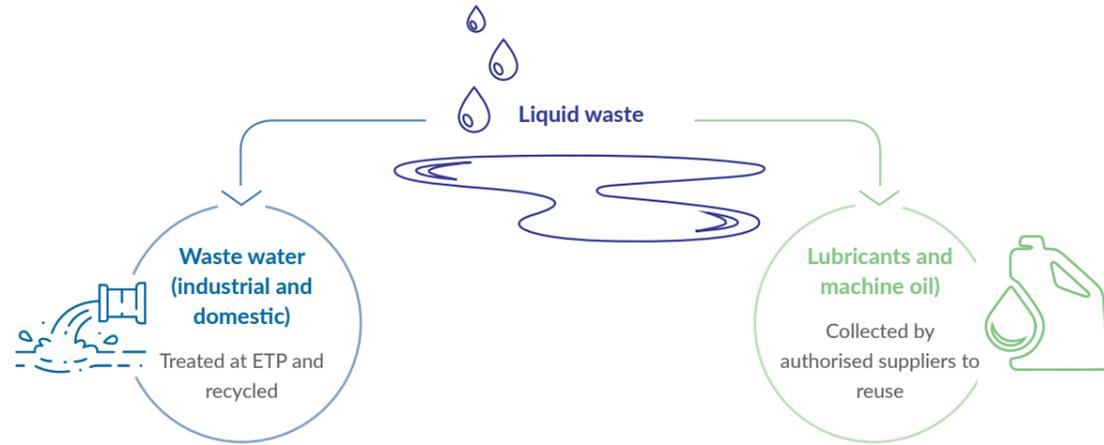


Meanwhile, material ordering is maintained at 1% extra for normal loss while wastage is minimised through efficiency in swaz cutting, cutting panel replacement, and setting maximum tolerance level of fabric in cutting. We have also implemented stringent quality control measures to ensure minimal rejects.

PLANET WASTE MANAGEMENT



Effluents and Water discharge: Wastewater discharged from our operations is treated at advanced treatment plants and reused wherever possible. Our goal is to use 100% recycled water and during the year the increased recycling water usage is 88%. The water discharge quality parameters were comfortably within the limits set out by the regulator.



Waste Management performance of 2019/20

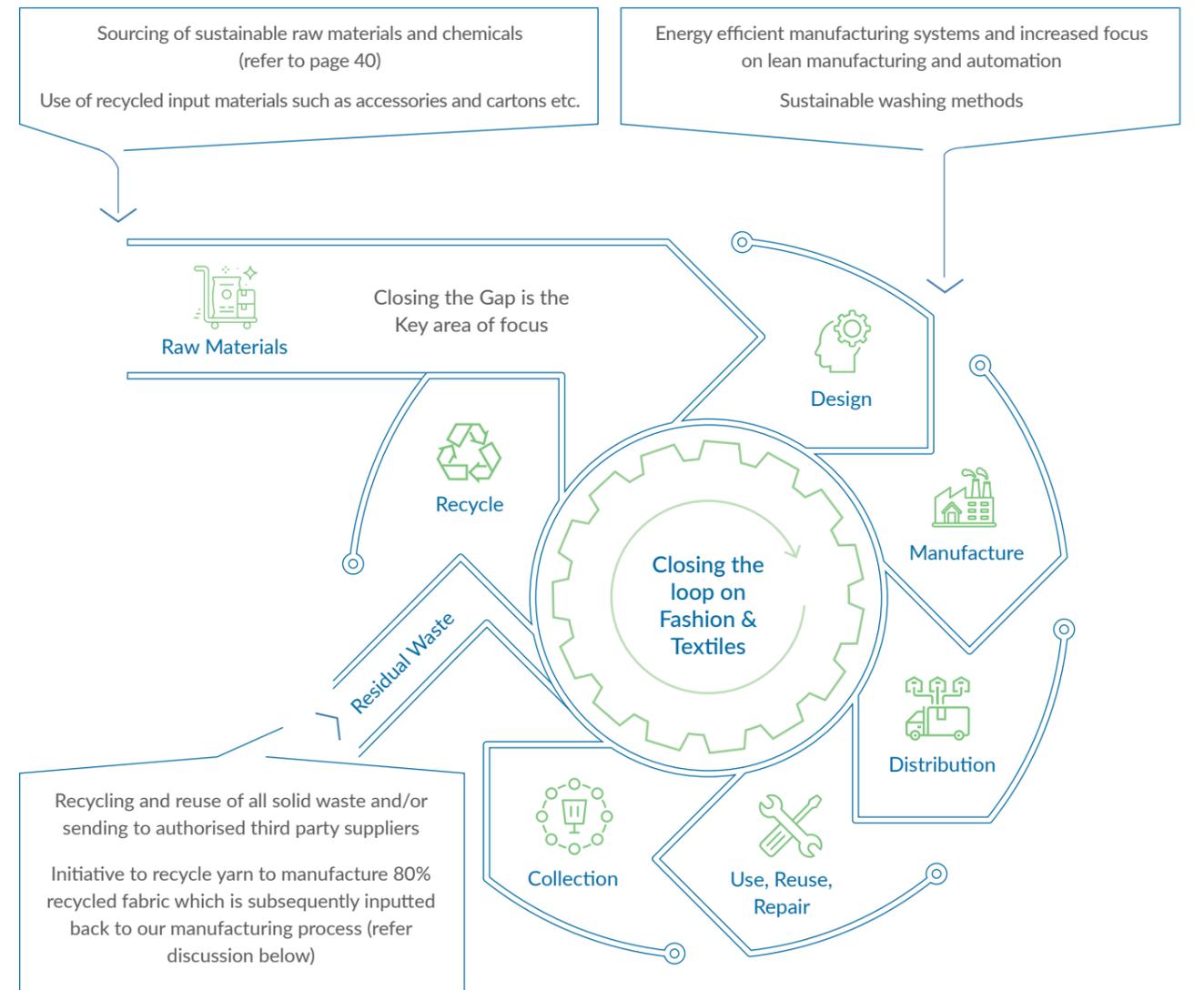
	Waste Reduction	2014- K1/K2/K3 2016- K5/R1/R4/R5 Higg Baseline Year	2%	Savings from Higg Baseline or 2019/2020 Performance	3%	Savings from Higg Baseline or 2018/2019 Performance
	Waste diverted from landfill	2014- K1/K2/K3 2016- K5/R1/R4/R5 Higg Baseline Year	90%	Savings from Higg Baseline or 2019/2020 Performance	90%	Savings from Higg Baseline or 2018/2019 Performance

Solid waste results of 2019/20

	Non-hazardous waste	1,272 2019/20	1,324 2018/19	-4% % change (y-o-y)	3,401 2019/20	3,675 2018/19	-7% % change (y-o-y)
		Recycling (MT)			Energy Recovery (MT)		
	Hazardous waste	2.1 2019/20	1.8 2018/19	+17% % change (y-o-y)	5,102 2019/20	6,182 2018/19	-17% % change (y-o-y)
		Incineration (MT)			Reuse (including sludge) (MT)		

Achieving Circularity

Circularity in our industry involves proactively exploring ways in which we design and manufacture our products to optimise natural, human, and physical resources in a way that is respectful to our environment. Our approach towards achieving circularity centres on sourcing sustainable raw materials, recycling waste, reusing water discharge and adopting energy efficient practices as illustrated below;



Fashion Circularity

The concept of fashion circularity centres on moving away from the consumption of finite (non-renewable resources) in the industry's manufacturing process, while also designing a system for waste management. As this concept gains global attraction, we are keen to explore opportunities for innovation in circular fabric. Our parent entity in Sri Lanka has already entered into a partnership with several industry stakeholders to collaboratively produce a batch of jeans produced in line with the principles of a circular economy. Meanwhile, Hirdaramani Bangladesh also initiated a project through which our fabric offcuts and rejected garments are sent to an approved third party mill to produce yarn, and finally fabric that consists of 80% recycled input material. We hope to subsequently re-input this into our manufacturing process.

People are at the heart of everything we do, and we are committed to empower our employees to unlock their potential, effectively address their vulnerabilities and uplift livelihoods. We are also mindful of the role we can play in creating opportunities and driving positive change across our supply chain partners and communities, by nurturing win-win relationships and driving projects with meaningful long-term impacts.



PEOPLE OUR COLLEAGUES



Our team of 20,182 employees is our key strength that drives our innovation, strategy, and growth aspirations. We are committed towards building and sustaining strong employee relationships through creating a conducive work environment in which employees can dream, grow, and thrive.



94%

permanent employees



60%

female participation

Holistic value proposition aimed at empowering women

Managing our Team

Our approach to human capital management extends beyond legal requirements and is clearly articulated in a suite of policies which include Employment, Compensation and Benefits, Forced/Child labour and Health and Safety, among others. Multiple external certifications, ISO 26000, SEDEX, Accord, Alliance and Fair Labour Association ensures that we adopt internationally recognized industry best practices in people management. Given the socio-economic background of our employees, we are committed to preserving the dignity of their labour by offering equitable employment practices, clarity in job descriptions and procedures to raise awareness on a range of relevant topics including health, nutrition, financial literacy and harassment.

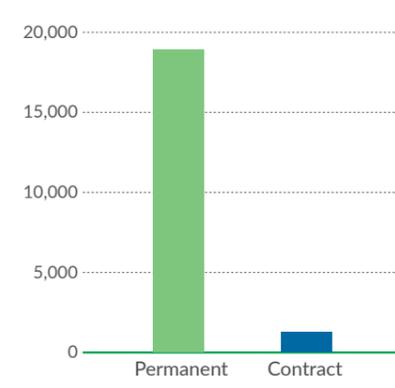
PEOPLE OUR COLLEAGUES

GRI 102-8

Policy architecture

<p>Employment policy</p> <p>Ensures that the Company attracts and retains the best available employees for all vacant positions</p>	<p>Compensation and benefits</p> <p>Motivating employees to achieve organisational goals by providing fair and equitable compensation to all</p>	<p>Health and safety</p> <p>Maintaining the highest degree of physical, mental and social wellbeing of the employees in all occupations to create an environment free of risk and hazards</p>	<p>Child labour</p> <p>Ensuring that persons under the age of 18 shall not be engaged as employees or by onsite service providers, sub-contractors or external contractors</p>	<p>Forced labour</p> <p>Ensuring that none of our employees or workers are doing any work which could be considered as forced/bonded/indentured labour</p>
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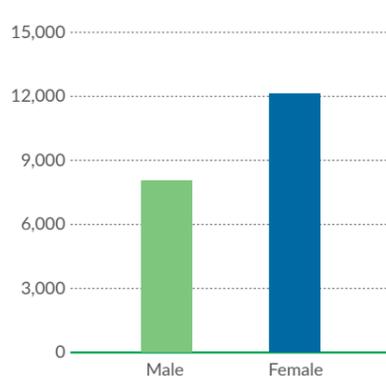
Employees by category



20,182
employees

Our pillar of strength, driving innovation, strategy and growth

Employees by gender



Team movements



We are an equal opportunity employer and do not discriminate on cast, creed, gender, religion, race, colour, provincial/national origin, disability, sexual orientation, or other factors. During the year, there were no incidents of discrimination reported.

- There is no gender discrimination in the reward structure and the ratio of basic salary between women and men was 1:1.
- We have employed 54 physically challenged individuals

GRI 401-1 | 406-1 | 405-2

New recruits by gender



Turnover by gender



New recruits by age



Turnover by age



New recruits by region

Rangpur	-	422
Dhaka	-	194
Chittagong	-	2,676
Khulna	-	785
Barisal	-	1,241
Rajshahi	-	363
Sylhet	-	183
Mymensingh	-	466



Turnover by region

Rangpur	-	695
Dhaka	-	334
Chittagong	-	4,103
Khulna	-	1,268
Barisal	-	1,905
Rajshahi	-	435
Sylhet	-	285
Mymensingh	-	1,128

PEOPLE
OUR COLLEAGUES



BREAKING BARRIERS THROUGH EMPOWERING WOMEN

We remain acutely aware of the cultural barriers in Bangladesh which prevent women from socio-economic progression. We also firmly believe that empowering women has wide-ranging positive impacts on society and over the years have relentlessly focused on inspiring women to achieve greater heights through raising awareness and engaging them on a range of issues including health, human rights, harassment and work-life balance among others.

Leadership and Skill development

In addition to technical skills, we offer multi-faceted training programs including time management, stress management and leadership development which can contribute towards enhancing the employability and

overall quality of life of our employees. We also offer numerous opportunities for career progression to high-performing female employees, providing career paths to supervisor and managerial levels.

Through *Pathways for Promise* we also provide opportunities for employees to pursue higher education. Several of our employees have received their higher education at the Asian University for Women and during the period of study, the Company provided them full remuneration and other facilities required to complete their education.

Financial literacy

We raise awareness on the importance of secure banking, financial discipline and ensuring the security of their savings. These efforts have resulted in increased financial literacy and inculcating savings habits, which in turn can contribute towards increased investment in family health and education. Nearly 98% of workers' salary is paid through banking channels, thereby encouraging saving to enable employees to uplift their standard of living:



Health and well-being

We continue to invest in the health and well-being of our employees, with special emphasis on female hygiene, nutrition, pregnancy, and maternal health. In addition to training sessions by medical professionals, we offer free medical services, monthly visits with gynaecologists and food supplements. Engagement platforms with master trainers have facilitated open discussion on sensitive topics such as family planning and sexual health, among others.

Human rights

We provide human rights training to both our male and female employees paying special attention to topics such as sexual harassment and abuse. An open-door policy and a clearly defined reporting mechanism also allow employees to present any grievances regarding potential harassments at the workplace.

Work-life balance

We encourage our female employees to remain in employment after childbirth, thereby offering them an avenue to remain financially independent despite family obligations. To this end, we offer flexible working arrangements, equal salary, fair parental leave and provide a platform for women to present their grievances.

HER+ Project

The Company's *HER+ Project* (Health Enables Returns) aims to improve the physical and mental well-being of women within and outside the factory. Having understood the vulnerabilities typically faced by women in Bangladesh we offer preventive and remedial health services including access to immunisation, family planning, nutrition, awareness on HIV/AIDS and maternal health, among others.



PEOPLE OUR COLLEAGUES

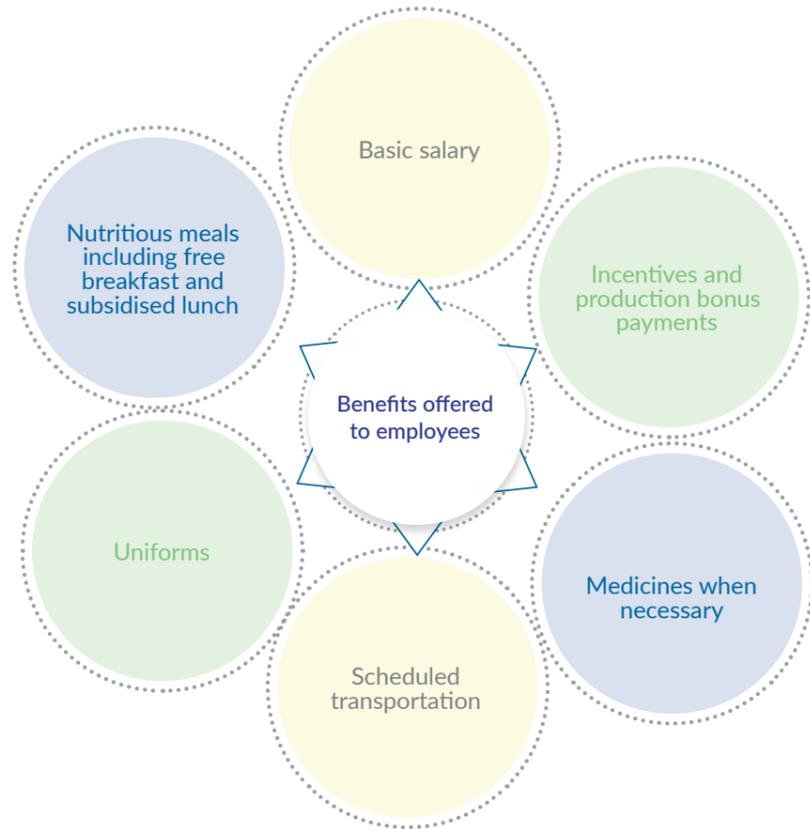


GRI 404-3 402-1

Rewards and recognition

We are committed to ensuring a standard living wage to all our employees. The wage rates are aligned to the Government prescribed wage schedule and the requirements of BEPZA. Beside the wages for standard living we offer numerous benefits (presented alongside) and recognition programs to raise employee morale, attract and retain key employees, elevate productivity, and increase competitiveness, while reducing absenteeism and turnover.

Ensuring a living wage to all garment workers requires a multi-stakeholder approach including governments, international brands, workers, and civil society. We are committed in our efforts to providing fair and equitable living wages to our employees and this is facilitated by a Wage Management System which enables the aggregation and analysis of data from various factories across the country. In nurturing a performance driven culture, we ensure that 100% of our employees receive regular performance appraisals.



Engagement

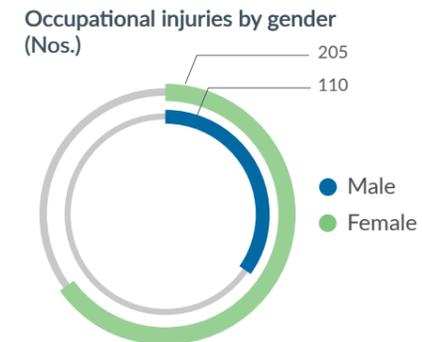
In addition to the engagement mechanisms listed on page 20, the Company has established worker/management representation committees at a facility level which provides an effective platform for engagement. The Committees are represented 50:50 by workers and management, with the total number being determined based on the number of employees at each facility. Notice of approximately 30 days is given to employees prior to the implementation of significant operational changes.

Numerous engagement activities were conducted during the year, to improve employee morale, team spirit and satisfaction. These included sporting events/games, celebration of cultural events, health and safety awareness sessions, picnics and an array of other recreational activities.

Working Conditions

We are also committed to providing a safe and hazard-free environment to all our employees. The LEED certification obtained by our facilities also aid in ensuring the optimum temperature and humidity levels while complying to Accord and Alliance requirements ensuring structural integrity, electrical and fire safety, among others. Ongoing safety initiatives include the following:

- Daily health clinics which offer diagnosis, prevention, and medication
- Ongoing dialogue with worker representatives on health and safety related issues
- Comprehensive training and awareness sessions for staff
- Investment in protective gear
- Technical and physical pest control at all sites
- Implementation of carbon dioxide sensors



Implications of COVID-19: Following the outbreak of the pandemic, we adopted extremely stringent hygiene and safety measures to ensure the health and safety of our employees. These measures include establishing a dedicated task force, implementing a back-to-work procedure, changes to facility layouts to ensure social distancing and mandating PPEs, among others. Please refer to page 24 for further details of these measures.



PEOPLE OUR COLLEAGUES

Training and Development

Providing opportunities for skill development is an important aspect of our employee value proposition, and every year we invest in on-the-job and external training programs which ensure that our team is equipped with the right skills and knowledge to thrive in this dynamic industry. Key training initiatives carried out during the year are summarised below:

Orientation

All new recruits are introduced to the Company's way of working, rules and culture through a comprehensive induction program.

Health and Safety training

We offered a range of health and safety related training on machine safety, use of PPE, fire safety, security awareness and first-aid training, among others.

First-aid training

- Basic first-aid and introduction to CPR
- Hygiene awareness
- Awareness on physical symptoms

Winter season

- DO's and NOT TO DO'S in winter season
- Nutrition in the winter season
- How to dress in winter
- Winter diseases and remedies

Fire safety training

- How fires occur and how to prevent them
- Fire safety
- Fire evacuation
- Operating the fire extinguisher and hose reel

PPE training

- Importance of using PPE
- Occupational safety and preventing occupational injuries

Human Resources training

Multi-faceted training on employee attraction and the value proposition we offer to employees.

- Grievance training procedure
- Maternity awareness and benefits training
- Ergonomics training

Policies and procedure training

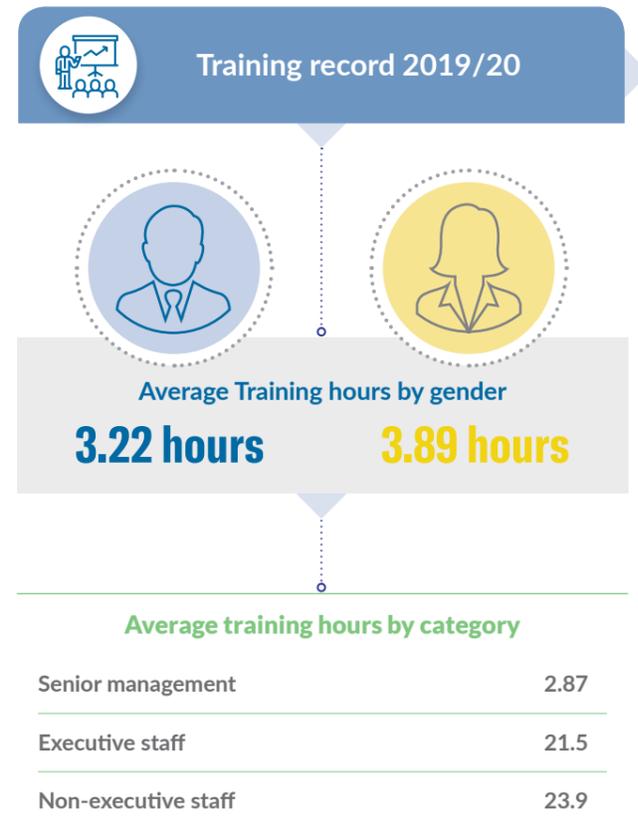
- Human rights: Compliance with labour laws, zero tolerance of forced/child labour, freedom of association and collective bargaining
- Anti-corruption and anti-bribery
- Harassment: sexual harassment, and abuse of authority

Mid-level management training

Coverage of a range of topics including Company rules and regulations, grievance procedures, policies on harassment, benefits, team buildings and skill development such as speaking, active listening, critical thinking, coordination, systems analysis, judgement and decision making, and psychology among others.

Product quality/technical training

Technical trainings including effective communication skills, conversation at work, ergonomics, IT Security, and documentation, among others.



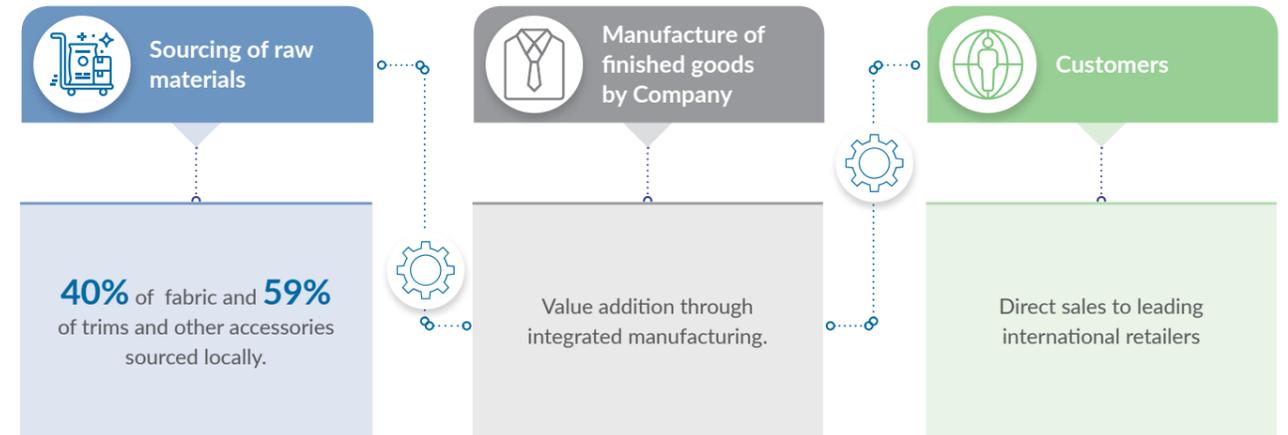
Training outcomes

- Reduction in workplace injuries
- Improved employee engagement and communication
- Increased return-to-work after maternity leave
- Better use of personal protective equipment
- More effective risk management
- Improved discipline in factory premises



PEOPLE SUPPLY CHAIN PARTNERS

GRI 102-9 | 204-1 | 407-1 | 408-1 | 409-1



Supplier Assessment

The contracts with our key suppliers ensure that the human rights are safeguarded across their operations with specific clauses in place to prevent the use of child labour and forced labour. These suppliers are also typically assessed by our customers, thereby ensuring that the risk of child and forced labour across our supply chain is minimised. During the year under review, we did not come across any significant suppliers at risk of utilising child labour/forced labour in their operations and/or suppliers in which the right to freedom and collective bargaining was at risk.

The Company also complies with a range of international sustainable sourcing certifications (set out below) which ensures that social and environmental impacts are minimised across the supply chain.

The transformation towards a sustainable fashion industry can only be achieved through collaboration across the entire value chain. We are committed to inspire our suppliers to minimise the social and environmental footprint in their operations while safeguarding human rights.

The Company sources approximately 60% of its raw materials locally, thereby injecting considerable value to the local supply chain. As illustrated below, key raw materials include fabrics, trims and accessories and chemicals. During the year under review, there were no significant changes to the location, structure, or relationships with our key suppliers. Supplier selection occurs through a stringent process which also includes input from our key customers, who specify the suppliers we should source from, aligning with global retail brands.

60%
local sourcing



PEOPLE COMMUNITIES



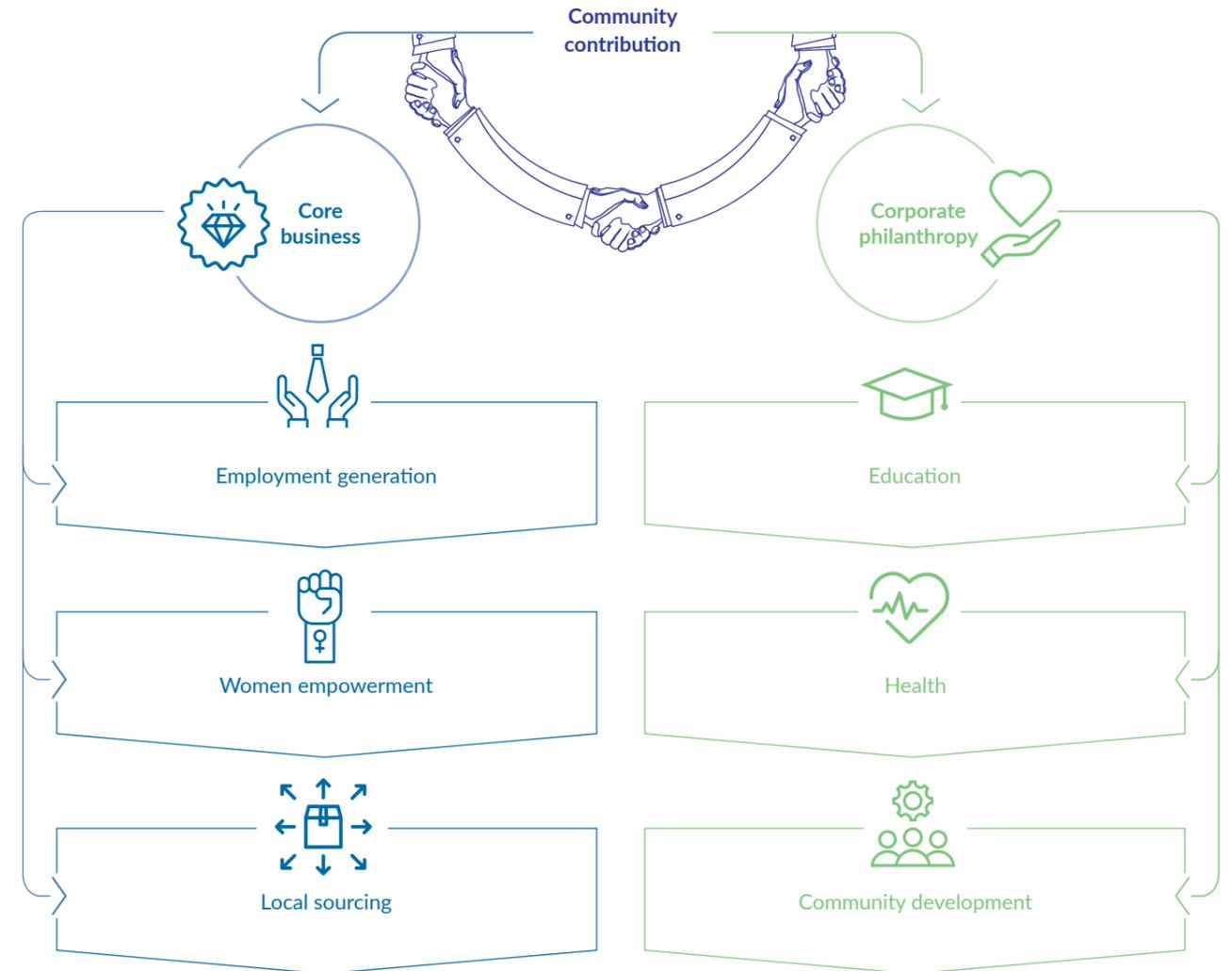
GRI 203-2



We contribute towards empowering and uplifting the living standards of the communities we operate in, both through our operations as well as strategic CSR initiatives aimed at driving meaningful change.

Management Approach

Our CSR Policy outlines its long-term aspiration of contributing to communities through its core business- thereby adopting a strategic and sustainable approach to community engagement rather than ad-hoc corporate philanthropic initiatives. The policy underscores the importance of understanding community needs and designing initiatives to fulfil these expectations through embedding them in our operations and relationships.



Empowering communities through our core business

The economic impacts of our operations are significant, with employment generation, foreign exchange generation, women empowerment and value injection to local suppliers driving sustainable socio-economic value. These impacts are discussed in detail in other chapters of this Report.

Key Figures



Suppliers supported across value chain



60% female representation



Job creation to 20,182 employees



Tax payments and foreign exchange generation



Opportunities created for local suppliers

PEOPLE COMMUNITIES

GRI 413-1

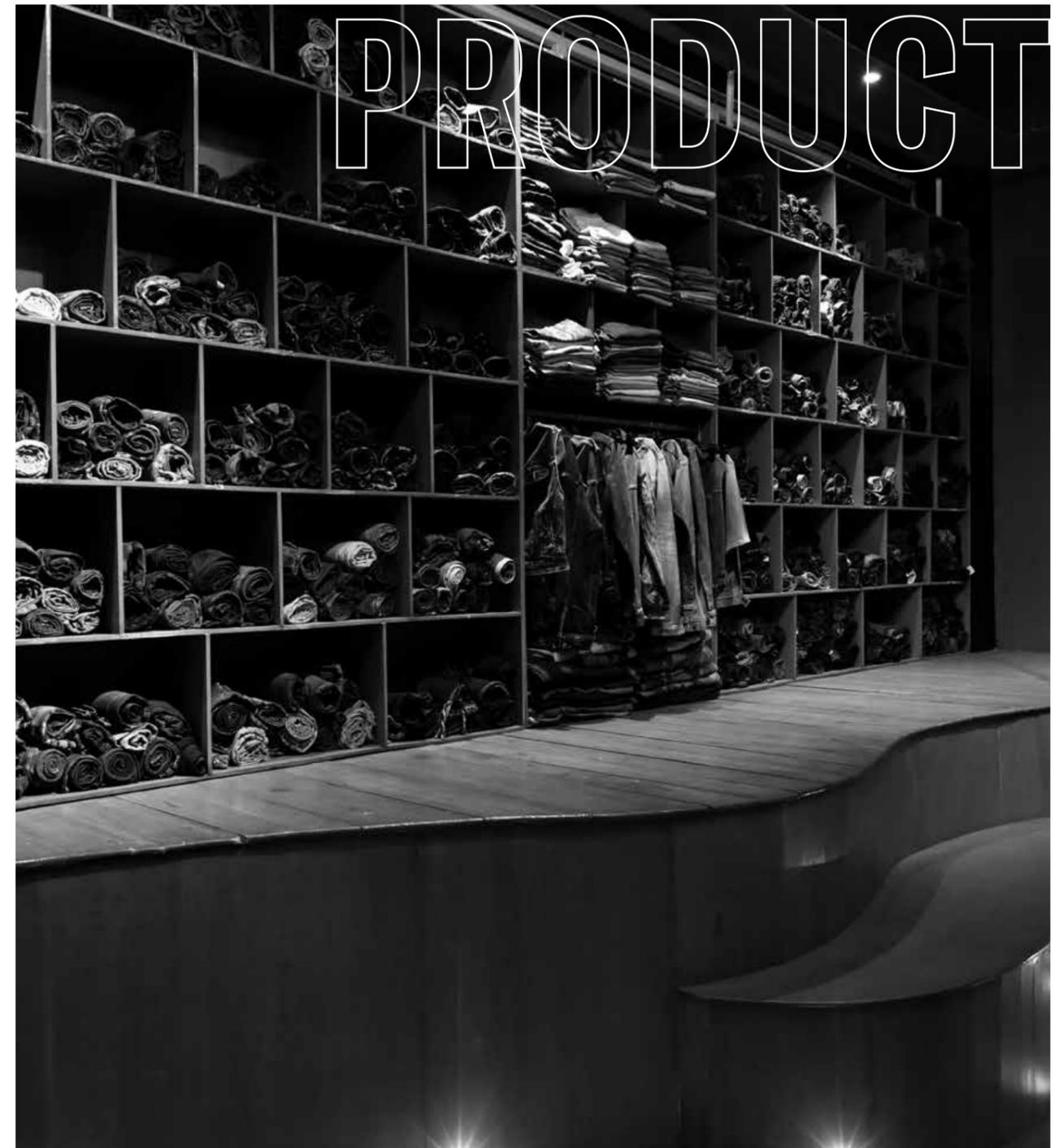
Corporate Philanthropy

Hirdaramani Bangladesh's corporate philanthropic initiatives are centred on the three pillars of supporting education, health and community development within the communities we operate. We have continued to invest in several ongoing projects targeting these areas, with the aim of driving meaningful change. During the year under review, investment in CSR initiatives amounted to BDT 1.7 million reflecting the challenging operating conditions and disruptions to operations following the pandemic. Progress made is depicted in the pictogram below:

← Beneficiaries →

<p>Contributions to BEPZA School Conducted as an ongoing program since 2016, the Company distributes school supplies and equipment such as printers, photocopiers, and laboratory equipment.</p>	<p>2,100</p>
<p>Regency Primary School The school supports the primary educational needs of the children living in adjacent communities. We provide funding for teachers' salary payments, stationery, uniforms and other key expenses.</p>	<p>70</p>
<p>Pathways to Promise Initiated in 2017, through this program five selected employees are annually given the opportunity to further their higher education at the Asian University for Women. In addition to the scholarship, we provide these employees their gross wage during the relevant period, thereby ensuring that their living standards are not compromised. Subsequent to completing their education, these women have the opportunity to drive significant change in their lives, contributing towards uplifting their standard of living.</p>	<p>05</p>
<p>Marks & Start Program The Company offers suitable employment opportunities for differently-abled persons, thereby enabling these marginalised individuals to achieve economic independence. They are appointed for specific job roles for which being differently-able person would not be a hindrance in performing their role.</p>	<p>14</p>
<p>SPECTRA School of Autism The Company has contributed towards improving the facilities at the SPECTRA School of Autism through establishing an IT Hub, featuring computers, multimedia facilities, laptops, tablet computers, software, and network capabilities. SPECTRA aims to empower children with autism to develop skills which will enable them to lead independent lives.</p>	<p>60</p>

The fast consumption of apparel and the need to increasingly deliver short fashion cycles have resulted in escalating stresses on production resources. With the discussion on environmental and social sustainability considerations rapidly gaining prominence, industry stakeholders are being called upon to critically assess their processes with the aim of developing a regenerative cycle where societal and planetary boundaries are respected.



PRODUCT
PRODUCT RESPONSIBILITY

DENIM REIMAGINE

The global fashion revolution has brought 'sustainable fashion' to the forefront, with increased multi-stakeholder emphasis on fostering meaningful and positive change in fashion products and systems. Sustainable fashion seeks to place environmental, social, and ethical concerns at the centre of fashion-related decisions thereby preserving ecosystems and driving towards increased social equity across the fashion value chain. The transformation requires multi-stakeholder collaboration and is the collective responsibility of consumers, manufacturers, retailers, and citizens alike.

Process automation by
40%



Hirdaramani Bangladesh's commitment to Sustainable Fashion is centred on its unique and holistic initiative 'Denim without guilt' which seeks to achieve sustained improvements in the environmental and social footprint of manufacturing denims. The negative environmental implications of denim production have been well documented, and our commitment to 'Denim without guilt' and the comprehensive measures we have adopted to address these effects, have enabled Hirdaramani Bangladesh to position itself as a sustainable denim manufacturer. Our efforts are embedded from the design stage to sourcing, manufacturing, and washing processes as demonstrated below:

Design

The Company has implemented an advanced software which enables design and approval of sample through paperless means.

Ethical Sourcing

The Company adopts responsible and ethical procurement practices. Key aspects include,

- Sourcing cotton certified by the Better Cotton Initiative (BCI)
- Use of organic cotton- which does not utilise toxic chemicals/genetically modified organisms
- Sourcing raw materials from suppliers recognised by,
 - Organic 100 content Standard
 - Sourcing chemicals as per ZDHC - Clean chain MRSL guideline
 - Green chemicals certified by Scivera and Tox Services – 3rd party organization
 - Responsible Down Standard
 - Recycle Claimed Standard (RCS)
 - Global Recycled Standard (GRS)
- Measures taken to ensure that there is no child labour/forced labour along our supply chain.
- Lifecycle assessment on selected chemicals
- Use of recyclable fabrics and cartons etc.

Sustainable Manufacturing processes & Washing

We have implemented a range of measures across manufacturing processes to increase water and energy efficiency, reduce/recycle waste and manage the Company's carbon footprints.

- Use of energy efficient lighting, cooling, machinery, and equipment (refer to page 35 for further information)
- Use of renewable energy with plans to increase reliance on solar power
- Responsible waste management
- Fair and equitable treatment of employees through providing a superior employee value proposition focusing on women empowerment, health and safety, skill development and financial literacy, among others.
- Sustainable washing methods, such as laser wash, ozone wash and nano-spray technology which are relatively less water intensive
- Use of alternative chemicals in washing which reduce water consumption
- Energy saving intelligent dryers
- Increased focus on automation and digitalization
- EIM Tool: Systematic mechanisms in place to measure the environmental impacts of manufacturing including energy, water consumption and human involvement

PRODUCT PRODUCT RESPONSIBILITY

Child labor around 10%



Ground water consumed **96 liters/kg**



Wastewater discharged into the **environment**



Engery utilized **11 kWh/kg**



Gender **discrimination**



GHG emission **58,000 tons** of CO2 per annum



Hazardous chemicals



THE DENIM YOU WEAR

92 liters/garments of water consumed in laundry



Ground water consumed **30.5 liters/kg**



0% Child labor into the process



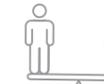
Wastewater is **recycled & reused** into the process



Engery utilized **1.3 kWh/kg**



Gender equality is the essence, **60%** of workforce are **women**



GHG emission **27,007 tons** of CO2 per annum



Green chemicals



THE DENIM WE OFFER

71 liters/garments of water consumed in laundry



Wages and benefits are **compromised**



Waste is generated and **landfilled**



Recycle & reuse of waste by circular economy system



Fair wages and **employment**



Risk to safety



Chemical consumed **3-5 kg/jean**



Chemical consumed **0.07 kg/jean**



Safe workplace. 100% remediated



People are **deprived** of **wellbeing programs, higher education** or trainings



Wastewater **generated** 75-190 liter/jean



Wastewater **generated** 66 liter/jean



Privilege to wroker **wellbeing initiatives, education** opportunity for or trainings



Harmful manual process



Product is made up of **100% virgin sourced** raw material



Product is made up of **40% sustainably sourced** raw material



Sustainable automation process



100-110 working hours in a week



60 working hours in a week



PRODUCT RESPONSIBILITY

GRI 418-1

Product quality

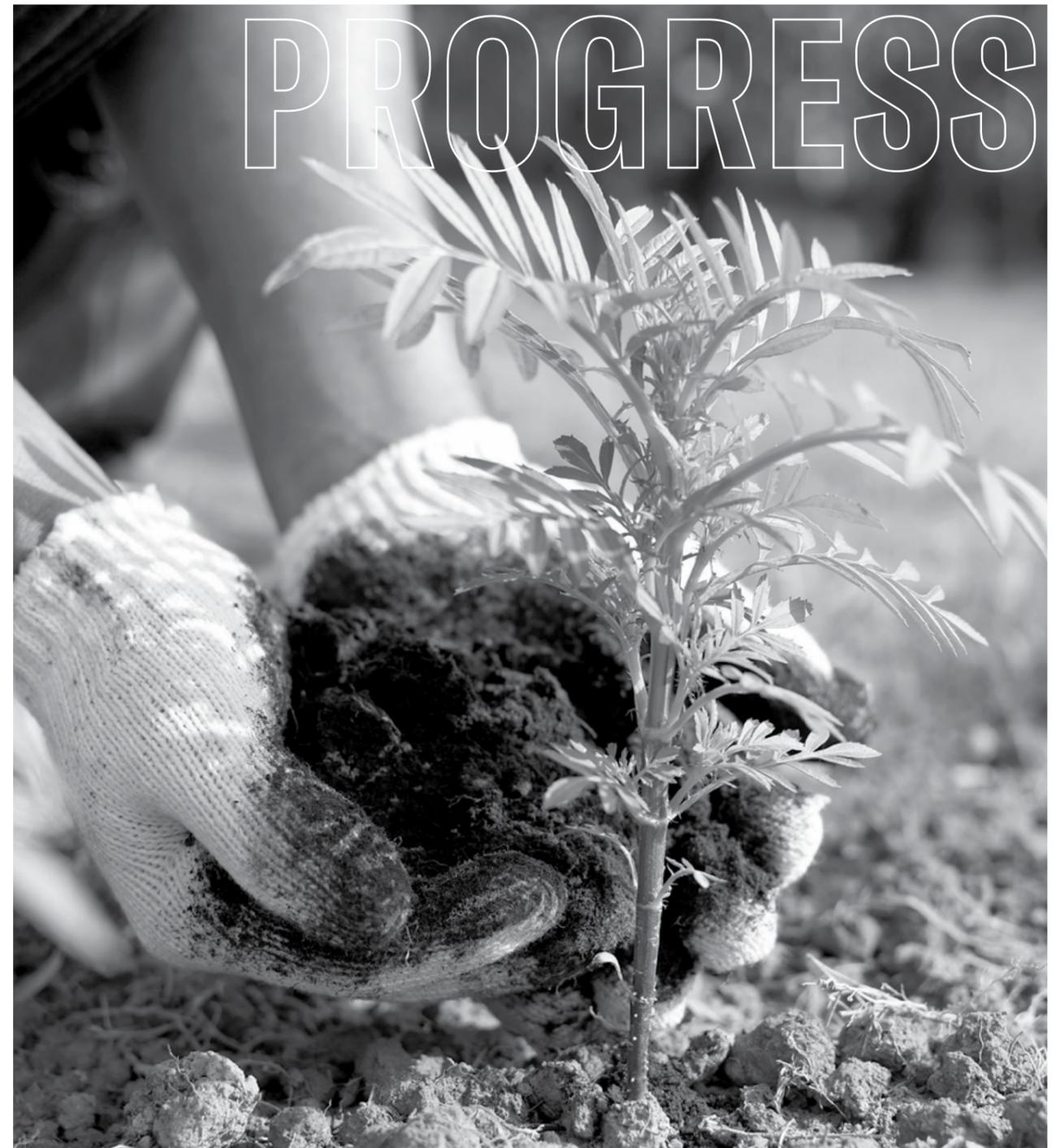
We adhere to globally accepted quality standards across our operations, which ensure that rejects are minimised, and product quality is maintained at the highest level. In addition to a host of certifications and compliance requirements (set out below), the Company's ability to attract and retain the world's leading fashion brands as longstanding customers attest to the high standards of quality in our manufacturing processes.

Environmental Standards	Social Standards	Sourcing Practices
  	 	   

In addition to the above, we are also bound by the agreements and Code of Conducts of its customers. These Codes typically include guidelines on compliance, fair working practices, health, and safety, working practices, environmental protection, transparency, and integrity, among others. Specific policies are also in place for brand protection ensuring that we comply with customers' brand protection guidelines through stringent processes. Preserving confidential customer data is a key expectation of our customers and during the year under review there were no complaints regarding any breach of customer privacy or any identified leaks of customer data.



We are firm in our belief that in order to thrive in the long-term, organisations should seek to generate shared economic value. Our diverse stakeholders are partners in our journey of growth, and we continue to nurture collaborative relationships through which we can share our economic progress in meaningful ways.



PROGRESS
ECONOMIC IMPACT

GRI	201-1	202-1	205-1	205-2	205-3
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Our stakeholder relationships are critical to the continuity of our business and strive to always be fair and equitable in the distribution of wealth.

The economic value we generate is shared with our stakeholders in numerous ways, including salary payments to employees, shareholder returns and payments to suppliers, among others. We are also committed to driving community empowerment through offering opportunities for recruitment and investing in developing in career and skill progression. We understand that these stakeholder relationships are critical to the continuity of our business and strive to always be fair and equitable in the distribution of wealth.

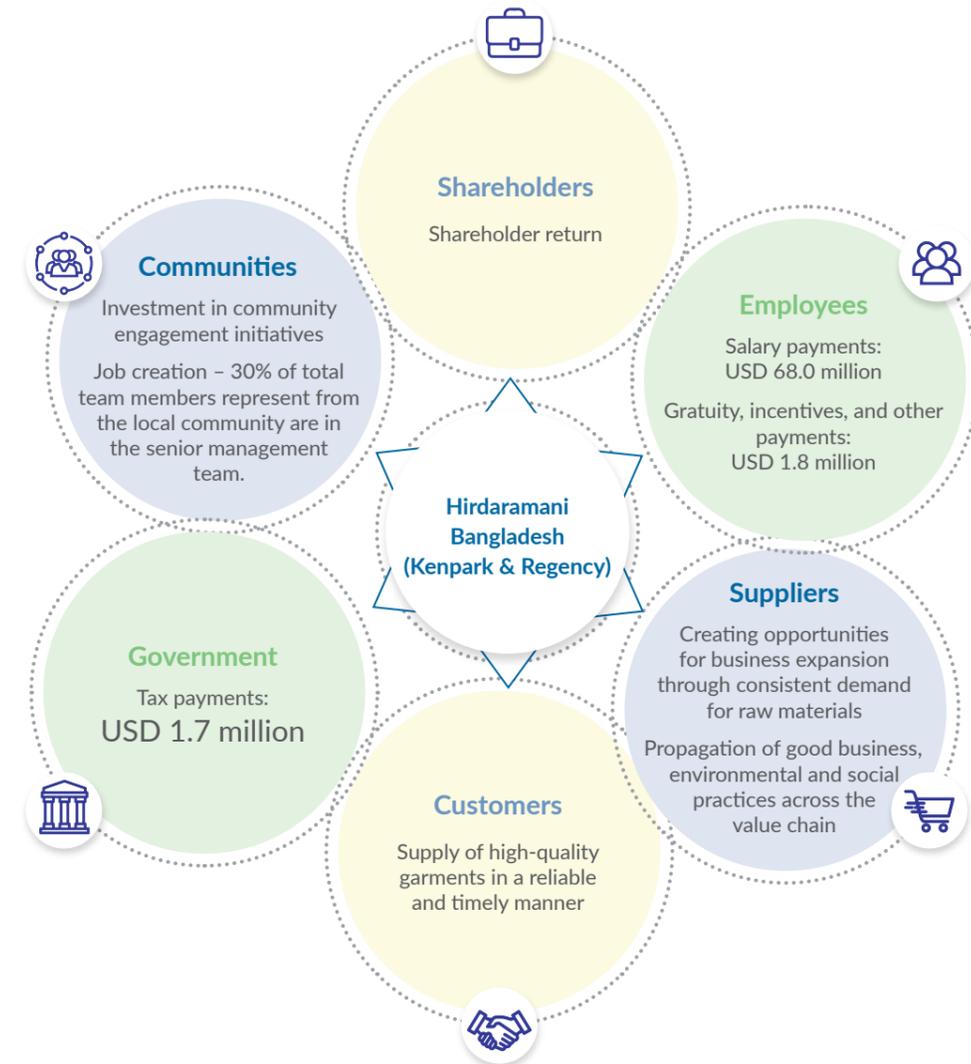
Market presence

As an integrated apparel manufacturer, the Company's sourcing and distribution processes create numerous opportunities for economic value creation across the communities in which we operate. Employment generation is a key positive impact through which we seek to empower women, address widely prevalent health and safety issues, drive financial inclusion and financial literacy, and provide opportunities for training and skill development. Through this multi-faceted value proposition, we have successfully driven socio-economic progress, thereby uplifting living standards in vulnerable communities (refer to page 59 for further information). The Company also injects economic value through creating opportunities along its supply chain, offering consistent demand patterns, fair procurement, and propagation of sustainable business practices.



Economic Value Distributed in 2019/20

The year under review was a particularly challenging one, given the unprecedented difficulties we faced following the outbreak of COVID-19. Proactive measures adopted to preserve liquidity, curtail costs, optimise resources, and increase efficiency of operations enabled the Company to be resilient in these challenging times, ensuring continued value creation to all our stakeholders.



Prevention of bribery and corruption

We are aware that corruption and bribery present significant risks to our business, given the socio-economic culture in which we operate. The Company's approach to managing these risks are clearly articulated in its Anti-Bribery and Corruption Policy (ABC) which is applicable across all areas of our operations including recruitment, procurement, supplier selection, banking relationships, engagement of contractors/auditors and dealings with regulators among others. The Policy clearly sets out the process to be followed with regards to grants and donations, gifts, political contributions, facilitation payments and kickbacks.

All new recruits undergo training on the ABC policy and relevant procedures during their induction program. During the year under review, there were no confirmed cases of corruption identified/reported.



Real, sustainable change is focused on the future - fuelling innovation and brand growth.



SUPPLEMENTARY INFORMATION

APPENDIX

Appendices

Appendix 1: Material topics 2019/20

Topic number	Material topic and why it is material to us	Topic boundary	Page reference for further information
(1)	Economic performance Our long-term strategy aims to create shared value to all our stakeholders, and we are often required to balance their competing interests in the generation of sustainable economic value.	Related to the Company's impacts on our direct stakeholders including shareholders, employees, and suppliers.	68
(2)	Market presence We are committed to accruing economic benefit to the localities we operate in, seeking to provide employment opportunities across adjacent communities.	Boundary extends to the communities in which all our entities operate.	68
(3)	Indirect economic impacts Our operations create a host of indirect economic impacts through job generation, CSR initiatives and opportunities across the supply chain.	Boundary extends to the communities in which all our companies operate.	59
(4)	Procurement practices We strive to propagate our sustainability agenda across our supply chain, as Transparency and Traceability is a key strategic priority.	Boundary extends to our key supplies including fabric mills, suppliers of accessories and other suppliers	56
(5)	Anti-corruption As a responsible corporate citizen, we are committed to eliminating all forms of bribery and corruption in our operations.	Relates to all operations and supply chain activities.	69
(6)	Materials As a manufacturing organisation, raw materials play an important role in ensuring product quality, sustainable production as well as traceability.	Relates to all of our manufacturing activities.	40
(7)	Energy Ours is an energy intensive operation and efficient energy management contributes towards both our commercial and environmental sustainability.	Relates to the Company's manufacturing activities and operations that consume energy.	34
(8)	Water Water scarcity is an emerging sustainability issue on a global scale, and we are keen to do our part in ensuring responsible water consumption.	Relates to all the Company's manufacturing activities.	38
(9)	Emissions As implications of climate change intensify globally, we believe that all organisations have a role to play in reducing their carbon footprint through process innovation and reducing dependence on fossil fuels.	Relates to all the Company's manufacturing activities and operations that generate emissions.	34
(10)	Effluents and waste As a manufacturing organisation, we generate a significant amount of effluents and waste and continue to adopt methods to ensure their responsible disposal.	Relates to all the Company's manufacturing activities.	42

APPENDIX

Topic number	Material topic and why it is material to us	Topic boundary	Page reference for further information
(11)	Environmental compliance Compliance to all environmental regulations and guidelines are critical in ensuring business continuity, preserving reputation, and managing our environmental impacts	Related to all the Company's operations.	29
(12)	Employment Employees are the foundation of our success and we are committed to offering them a superior value proposition.	Related to all the Company's employees.	48
(13)	Labour/management relations As a labour-intensive operation, we are aware of the critical importance of maintaining healthy employee relations with our labour force.	Related to all the Company's employees.	52
(14)	Occupational health and safety Creating a hazard and injury-free work environment is a key aspect of our value proposition to employees.	Related to all the Company's employees.	53
(15)	Training and education We invest in upgrading the skills of our employees, contributing to their lifelong learning and development.	Related to all the Company's employees.	54
(16)	Diversity and equal opportunity We are an equal opportunity employer and understand the importance of developing a diverse workforce.	Related to all the Company's employees.	49
(17)	Non-discrimination We are committed to creating an inclusive workplace, in which all employees are treated equitably and fairly.	Related to all the Company's employees.	48
(18)	Child labour As a player in the apparel industry and as a supplier to leading international brands, we take all measures to ensure that child labour is completely eliminated across our supply chain.	Relates to the Company's operations and supply chain activities.	48
(19)	Forced or compulsory labour As a player in the apparel industry and as a supplier to leading international brands, we take all measures to ensure that forced and compulsory labour is completely eliminated across our supply chain.	Relates to the Company's operations and supply chain activities.	48
(22)	Local communities Supporting the communities around our operations enable us to create meaningful social change while maintaining cordial community relationships.	Boundary extends to the communities we operate in.	58
(23)	Customer privacy Ensuring that the confidential information of all customers is protected is key to maintaining good relationships and driving customer satisfaction.	Boundary extends to all the Company's customers	66
(24)	Socio-economic compliance Compliance to all socio-economic regulations and guidelines are critical in managing risk, ensuring business continuity, and preserving reputation.	Relates to the Company's operations	28

GRI INDEX

GRI Standard	Disclosure	Page number	Omission
GRI 101: Foundation 2016 (does not include any disclosures)			
General Disclosures			
GRI 102: General Disclosures 2016	102-1 Name of Organisation	10	
	102-2 Activities, brands, products and services	19	
	102-3 Location of headquarters	78	
	102-4 Location of operations	78	
	102-5 Ownership and legal form	78	
	102-6 Markets served	17	
	102-7 Scale of the organisation	14	
	102-8 Information on employees and other workers	48	
	102-9 Supply chain	57	
	102-10 Significant changes to the organisation and supply chain	10	
	102-11 Precautionary principle	10	
	102-12 External initiatives	27	
	102-13 Membership of associations	21	
	102-14 Statement from senior decision maker	14	
	102-16 Values, principles, norms and standards of behaviour	28	
	102-18 Governance Structure	26	
	102-40 List of stakeholder groups	20	
	102-41 Collective bargaining agreements	52	
	102-42 Identifying and selecting stakeholders	20	
	102-43 Approach to stakeholder engagement	20	
	102-44 Key topics and concerns raised	20	
	102-45 Entities included in the consolidated financial statements	10	
	102-46 Defining report content and topic boundary	10	
	102-47 Material topics	22	
	102-48 Restatement of information	10	
	102-49 Changes in reporting	10	
102-50 Reporting period	10		
102-51 Date of most recent report	10		
102-52 Reporting cycle	10		
102-53 Contact point for questions regarding Report	10		
102-54 Claims of reporting in accordance with GRI Standards	10		
102-55 GRI context index	73		
102-56 External assurance	10		
Material topics			
Economic Performance			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	68	
	103-2 The Management Approach and its components	68	
	103-2 Evaluation of the Management Approach	68	

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GRI Standard	Disclosure	Page number	Omission
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	69	
Market Presence			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	68	
	103-2 The Management Approach and its components	68	
	103-2 Evaluation of the Management Approach	68	
GRI 202: Market presence	202-2: Proportion of senior management hired from local community	69	
Procurement practices			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	56	
	103-2 The Management Approach and its components	56	
	103-2 Evaluation of the Management Approach	56	
GRI 204: Procurement practices	204-1 Proportion of sending on local suppliers	56	
Indirect economic impacts			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	59	
	103-2 The Management Approach and its components	59	
	103-2 Evaluation of the Management Approach	59	
GRI 203: Indirect Economic Impacts 2016	203-2: Significant indirect economic impacts	59	
Anti-Corruption			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	69	
	103-2 The Management Approach and its components	69	
	103-2 Evaluation of the Management Approach	69	
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	69	
	205-2 Communication and training related to anti-corruption policies and procedures	69	
	205-3 Confirmed incidents of corruption and corrective action taken	69	
Raw materials			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	40	
	103-2 The Management Approach and its components	40	
	103-2 Evaluation of the Management Approach	40	
GRI 301: Raw materials (2016)	301-1: Raw materials used by weight or volume	41	
	301-2 Recycled input materials used	41	
Energy			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	34	
	103-2 The Management Approach and its components	34	
	103-2 Evaluation of the Management Approach	34	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	36	
	302-4 Reduction of energy consumption	36	

GRI Standard	Disclosure	Page number	Omission
Water			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	38	
	103-2 The Management Approach and its components	38	
	103-2 Evaluation of the Management Approach	38	
GRI 303: Water 2016	303-1 Water withdrawal by source	39	
	303-3 Water recycled and re-used	39	
Emissions			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	34	
	103-2 The Management Approach and its components	34	
	103-2 Evaluation of the Management Approach	34	
GRI 305 Emissions: 2016	305-1 Direct greenhouse gas (GHG) emissions	36	
	305-2 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	36	
	305-5 Reduction of greenhouse gas emissions	36	
Effluents and Waste			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	42	
	103-2 The Management Approach and its components	42	
	103-2 Evaluation of the Management Approach	42	
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	39	
	306-2 Waste by type and disposal method	44	
Environmental Compliance			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	29	
	103-2 The Management Approach and its components	29	
	103-2 Evaluation of the Management Approach	29	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	29	
Employment			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	48	
	103-2 The Management Approach and its components	48	
	103-2 Evaluation of the Management Approach	48	
GRI 401: Employment 2016	401-1 Employee hires and turnover	49	
Labour Management Relations			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	52	
	103-2 The Management Approach and its components	52	
	103-2 Evaluation of the Management Approach	52	
GRI 402: Labour Management Relations	402-1 Minimum notice periods regarding operational changes	52	

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GRI Standard	Disclosure	Page number	Omission
Occupational Health and Safety			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	53	
	103-2 The Management Approach and its components	53	
	103-2 Evaluation of the Management Approach	53	
GRI 403: Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days and absenteeism and number of work-related fatalities	53	
Training and education			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	54	
	103-2 The Management Approach and its components	54	
	103-2 Evaluation of the Management Approach	54	
GRI 404: Training and education	404-1 Average hours of training per year per employee	55	
	404-2 Programs for upgrading skills and transition assistance programmes	55	
	404-3 Percentage of employees receiving regular performance and career development reviews	55	
Diversity and equal opportunity			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	49	
	103-2 The Management Approach and its components	49	
	103-2 Evaluation of the Management Approach	49	
GRI 405: Diversity and equal opportunity	405-2 Ratio of basic salary and remuneration of women to men	49	
Non-discrimination			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	48	
	103-2 The Management Approach and its components	48	
	103-2 Evaluation of the Management Approach	48	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	49	
Child Labour			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	48	
	103-2 The Management Approach and its components	48	
	103-2 Evaluation of the Management Approach	48	
GRI 407: Child labour	408-1 Operations and suppliers at significant risk for incidents of child labour	57	
Forced or compulsory labour			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	48	
	103-2 The Management Approach and its components	48	
	103-2 Evaluation of the Management Approach	48	
GRI 409: Forced or Compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	56	

GRI Standard	Disclosure	Page number	Omission
Local Communities			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	58	
	103-2 The Management Approach and its components	58	
	103-2 Evaluation of the Management Approach	58	
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes	59	
Customer privacy			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	66	
	103-2 The Management Approach and its components	66	
	103-2 Evaluation of the Management Approach	66	
GRI 418: Customer Privacy 2016	418-1 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	66	
Socio economic compliance			
GRI 103: Management Approach	103-1 Explanation of material topics and its boundaries	28	
	103-2 The Management Approach and its components	28	
	103-2 Evaluation of the Management Approach	28	
GRI 419: Socio economic compliance	419-1 Non-compliance with laws and regulations in the social and economic area	29	

CORPORATE INFORMATION

Location of headquarters

Sri Lanka

Location of operations- number of countries where the company operates

Sri Lanka, Bangladesh, Vietnam and Ethiopia

Ownership and legal form

Privately owned company

Hirdaramani Group

Level 23, West Tower, World Trade Centre,
Colombo 01, Sri Lanka.



HIRDARAMANI BANGLADESH
(KENPARK & REGENCY)