

SUSTAINABILITY FOOTPRINT

ESG REPORT 2024

FOUR H DYEING & PRINTING LTD.

TABLE OF CONTENT

Top management Message	Page 03
About Organization	Page 06
Materiality Assessment	Page 25
Governance	Page 29
Environment	Page 41
Social	Page 93
Glossary	Page 125
GRI Index	Page 127

MESSAGE FROM MANAGING DIRECTOR

Dear Stakeholders,
Welcome, and thank you for your continued interest in Four H Dyeing and Printing Limited.

Our journey reflects a deep commitment to responsible manufacturing, operational excellence, and long-term sustainability. As a specialized concern, we play a critical role in delivering high-quality dyeing and printing solutions that support the broader garment value chain while upholding the highest standards of environmental stewardship and workplace safety.

We believe that sustainable success is built on integrity, innovation, and disciplined execution. These principles guide how we manage resources, engage with our people, and serve our partners. By continuously upgrading our processes and investing in modern, efficient technologies, we strive to minimize environmental impact, conserve energy and water, and maintain strict compliance with international standards.

Our people remain at the heart of everything we do. We foster a culture of accountability, skill development, and mutual respect, empowering our workforce to contribute meaningfully to operational excellence and responsible growth. Through this collaborative spirit, we aim to deliver consistent value to customers while strengthening trust with our communities and stakeholders.

Looking ahead, our vision is to be recognized as a benchmark facility in sustainable dyeing and printing. Achieving this requires continuous improvement, transparent governance, and unwavering dedication to ESG principles. We are committed to advancing cleaner production practices, enhancing workplace wellbeing, and ensuring ethical operations that align with global expectations.

We thank our customers, partners, employees, and stakeholders for their confidence and support. Together, we will continue to build a future defined by responsibility, innovation, and shared progress.

Sincerely,

G. S. Jamil
Managing Director
Four H Dyeing and Printing Limited





Message from the Executive Director

I am proud to present the ESG Report of Four H Dyeing & Printing Ltd., which represents our long-term vision for sustainable and responsible growth.

As a business operating in a global supply chain, we understand that strong environmental stewardship, social responsibility, and transparent governance are fundamental to our future success. ESG is not a separate initiative—it is embedded in how we make decisions, invest in technology, and build trust with our stakeholders.

This report demonstrates our commitment to accountability, continuous improvement, and value creation for our customers, employees, and partners. We remain focused on strengthening our systems and aligning with international best practices as we move forward.

-Alauddin Mohammad Alamgir

Message from the Additional Executive Director

I am pleased to present the Sustainability Report of Four H Dyeing & Printing Ltd.. As the contact person for this report, I am proud to share our commitment to responsible and sustainable manufacturing.

We continuously strive to deliver quality products while caring for our people, the environment, and surrounding communities.

This report reflects our ongoing efforts to enhance transparency, measure performance, and align with global ESG and GRI principles. Sustainability is a continuous journey, and we remain committed to improvement through clear goals and responsible practices. We appreciate the trust and support of our customers and partners and welcome your feedback as we continue to grow responsibly.

-Mohammed Ashraful Gani Hannan

Message from the Deputy Executive Director

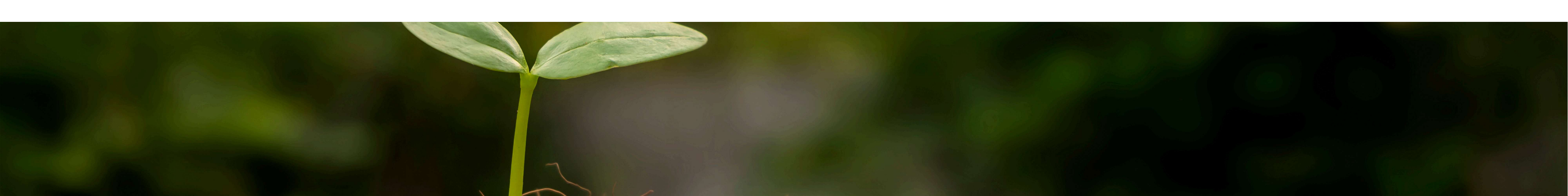
This ESG Report reflects our practical efforts to integrate sustainability into daily operations and management systems.

We are focused on improving efficiency, reducing environmental impact, ensuring employee wellbeing, and strengthening compliance and governance structures.

Through disciplined monitoring, responsible resource use, and adherence to ethical standards, we aim to meet stakeholder expectations and regulatory requirements.

Transparency and consistency remain central to our approach. This report highlights both our progress and the areas where we continue to improve as part of our ongoing ESG journey.

-Md. Feroz Haider
(Responsible & Contact Person for this Report)



**Message from the
Deputy Executive Director**

I am pleased to share this ESG Report, which reflects our ongoing efforts to strengthen responsible and sustainable business practices at Four H Dyeing & Printing Ltd.

As our organization continues to grow, it is essential that environmental, social, and governance considerations remain integrated into our planning, oversight, and decision-making processes. We are focused on improving internal systems, managing risks responsibly, and ensuring compliance with applicable standards and stakeholder expectations.

This report provides a transparent overview of our current position and the steps we are taking to build a more resilient and accountable organization for the future.

-Md. Shahidul Islam

Message from the Head of Sustainability

This ESG Report presents how sustainability initiatives are being implemented, monitored, and improved across our operations.

Our focus is on practical actions—such as improving resource efficiency, managing effluent and chemicals responsibly, enhancing workplace safety, and strengthening data tracking systems. By measuring performance and reviewing outcomes, we aim to continuously reduce environmental impact and improve social performance.

While progress has been made, sustainability remains an ongoing effort. This report serves as a foundation for setting future targets and driving continual improvement aligned with international ESG expectations.

-Md. Iftekhar Uddin

**Message from the
Factory Manager**

Sustainability at the factory level is about consistent practice and responsibility in daily operations.

Our teams are directly involved in maintaining safe working conditions, operating equipment responsibly, and following environmental and safety procedures. Through regular supervision and employee training, we work to ensure that standards are understood and applied on the production floor.

This report reflects the commitment of our workforce to responsible manufacturing and disciplined operations that support both compliance and product quality.

-Md. Masudur Rahman

COMPANY OVERVIEW

Founded in 2003, Four H Group began its journey with a clear entrepreneurial spirit and a belief that long-term success is built on responsibility, quality, and trust. What started as a modest operation with 86 machines has grown steadily into one of Bangladesh's leading vertically integrated manufacturers and exporters of knit apparel, serving some of the world's most demanding markets.

Over the years, Four H Group has evolved into a fully integrated industrial organization, bringing together knitting, dyeing, printing, finishing, garment manufacturing, accessories, and packaging within a single, coordinated operational ecosystem. This integration enables the Group to maintain strong control over quality, efficiency, and compliance across every stage of production. Today, the Group offers a diverse range of products for women, men, and children, including underwear, intimate wear, activewear, nightwear, swimwear, and seasonal fashion essentials across all sizes and age groups.

As part of this growth journey, Four H Dyeing & Printing Ltd. was established in 2009 to strengthen the Group's textile processing capabilities and support its vision of becoming a reliable, responsible, and high-quality partner for global brands. From the outset, the company has focused on operational excellence, ethical business practices, and continuous improvement, laying a strong foundation for sustainable and compliant manufacturing. Its role within the Group is central—ensuring consistent fabric quality, responsible chemical management, and environmentally conscious processing.

Four H Dyeing & Printing Ltd. operates from a dedicated manufacturing facility located at Arakan Road, Ward #06, Chapra, Kalarpul, Patiya, Chattogram, Bangladesh. All activities, data, and performance indicators presented in this sustainability report relate exclusively to this single site. This clearly defined reporting boundary ensures transparency, accuracy, and completeness, allowing stakeholders to gain a focused and reliable understanding of the company's environmental, social, and governance performance.

Guided by vision, strengthened through experience, and grounded in responsible practices, Four H continues its journey toward sustainable growth—creating value not only for global customers, but also for employees, communities, and the environment.

WHO WE ARE

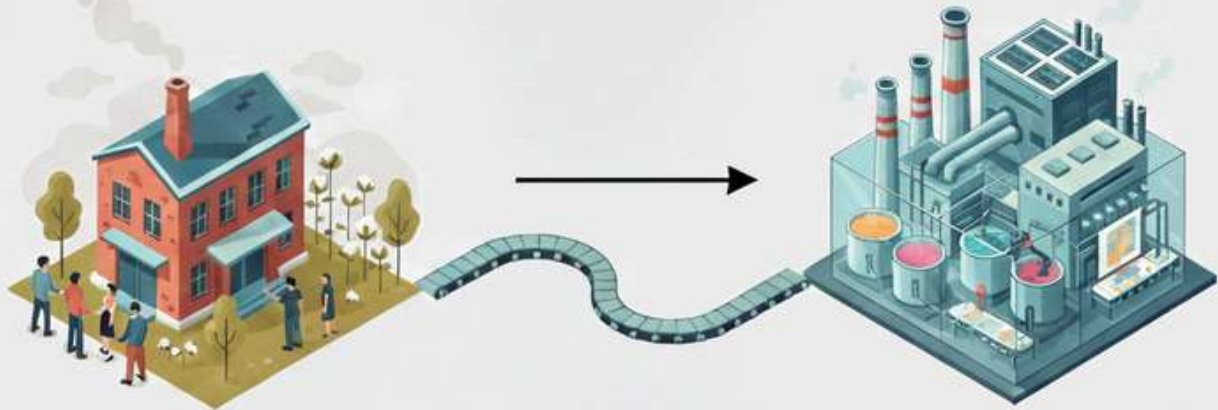
Market Distribution

Our products are exported to key international markets, including:



INDUSTRIAL MEMBERSHIP

The company is affiliated with the Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) through its group operations.



2003

Four H Group Founded

28,000+

Total Employees

2009

Four H Dyeing & Printing Ltd.

1,361

Employees (Dyeing & Printing)

Respected Certifications



Government of Bangladesh Honors



**Gold & Silver
Export Trophies**

For Excellence in Knitwear Exports

OUR VALUED BUYERS

Trusted partnerships. Shared success.



25+
GLOBAL PARTNERS

SL	Buyer Name
1	PVH
2	H&M
3	TESCO
4	NEXT
5	Carter's & OSHKOSH
6	Varner
7	ETAM
8	Sainsbury's
9	C&A
10	JC Penny
11	LPP S.A
12	HBI (HanesBrands Inc.)
13	BRI (Basic Resources Intimates)

SL	Buyer Name
14	COTTON ON
15	LC WAIKIKI
16	Monoprix
17	Gelmart
18	Lindex
19	Teddy Spa
20	Pantland
21	Haddad
22	FES Retail
23	INDITEX (ZARA)
24	BRANDELLA
25	PRIMARK



BUILDING CONNECTIONS
DELIVERING EXCELLENCE

OUR FABRIC PORTFOLIO



**ELASTANE /
SPANDEX**
FLEXIBILITY
DURABILITY



COTTON
NATURAL COMFORT
BREATHABILITY



MODAL
SOFTNESS
RESOURCE-EFFICIENT



NYLON
STRENGTH
LONG-LASTING



**VISCOSE /
RAYON**
DRAPE
RENEWABLE SOURCING



**EFFICIENT
WATER USAGE**



**RESPONSIBLE
CHEMICAL MANAGEMENT**



**ENERGY-CONSCIOUS
PROCESSING**



**TRUST
PARTNERSHIP**



**TRANSPARENCY
INTEGRITY**



**SUSTAINABILITY
COMMITMENT**



**COMMUNITY
CARE**

At Four H Dyeing & Printing Ltd., we transform fabrics with a focus on quality, performance, and responsible manufacturing. Our fabric portfolio includes Elastane/Spandex, Cotton, Modal, Nylon, and Viscose/Rayon, selected for their comfort, durability, flexibility, and sustainability potential.

Through responsible chemical management, efficient water use, and energy-conscious processing, we create value for our buyers while supporting environmental stewardship. Our fabrics reflect our commitment to trust, transparency, innovation, and long-term partnerships.

FACTORY & SUPPLY CHAIN OVERVIEW



Textile Manufacturing

From Raw Material to Finished Fabric



Finished Knitted Fabrics

High-Quality Dyed and Printed Textiles



Production Volume (2024):

13,708,540 KGs

Reflecting strong operational capability and consistent product quality.



At our factory, textile manufacturing is more than a process—it is a carefully managed journey from raw material to finished fabric. Operating across knitting, dyeing, and printing, we specialize in producing high-quality finished knitted fabrics, tailored to meet the demands of global apparel markets.

In 2024, our total production volume reached **13708540 KGs**, reflecting strong operational capability and consistent product quality.

We operate a globally connected supply chain to ensure reliable and high-quality inputs. Yarn, the core raw material of our products, is primarily sourced from India and China, while chemicals used in dyeing and printing are imported from the same regions through trusted suppliers.

From raw materials to finished fabrics, our integrated production process is designed to deliver quality, efficiency, and responsible manufacturing at every stage.

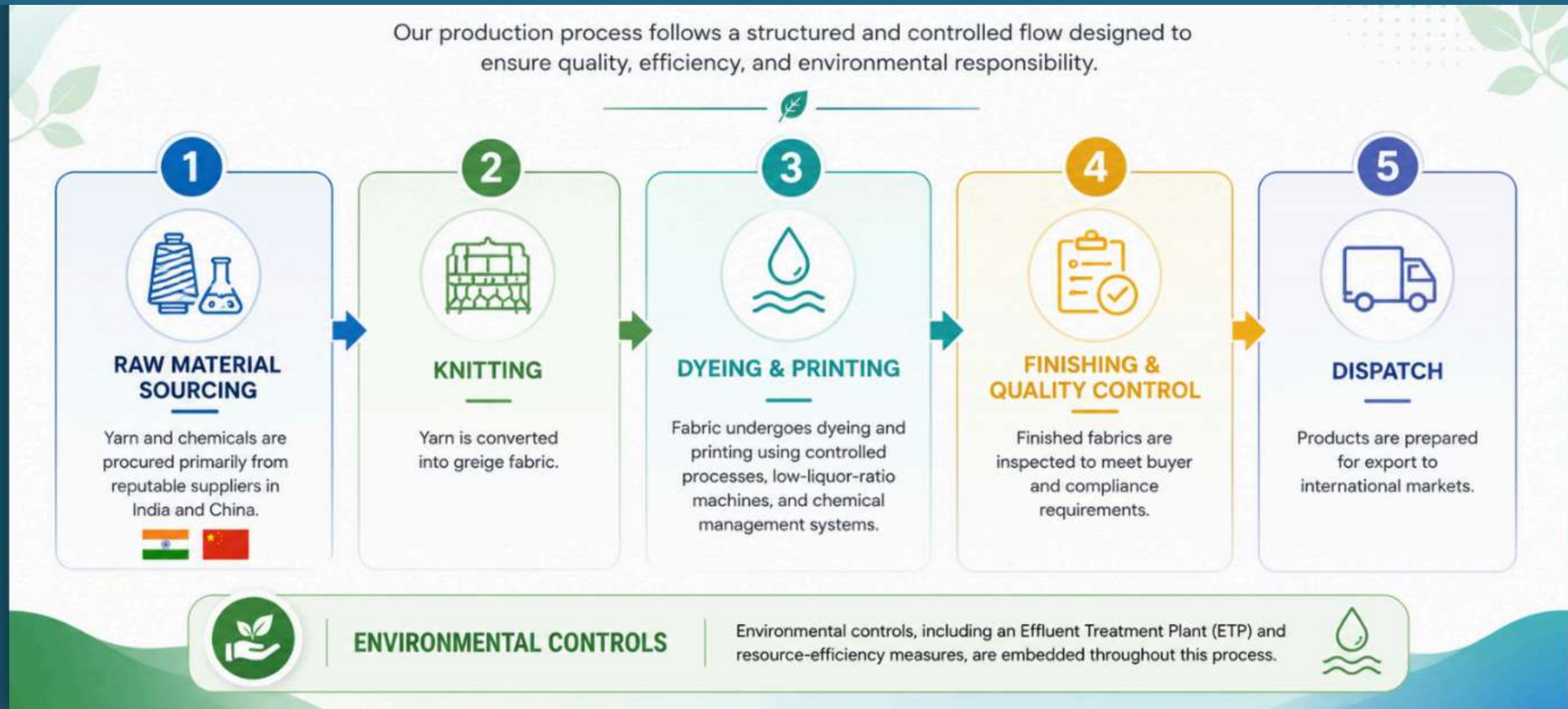
Yarn Sourcing



Chemical Imports



FROM YARN TO FINISHED FABRIC



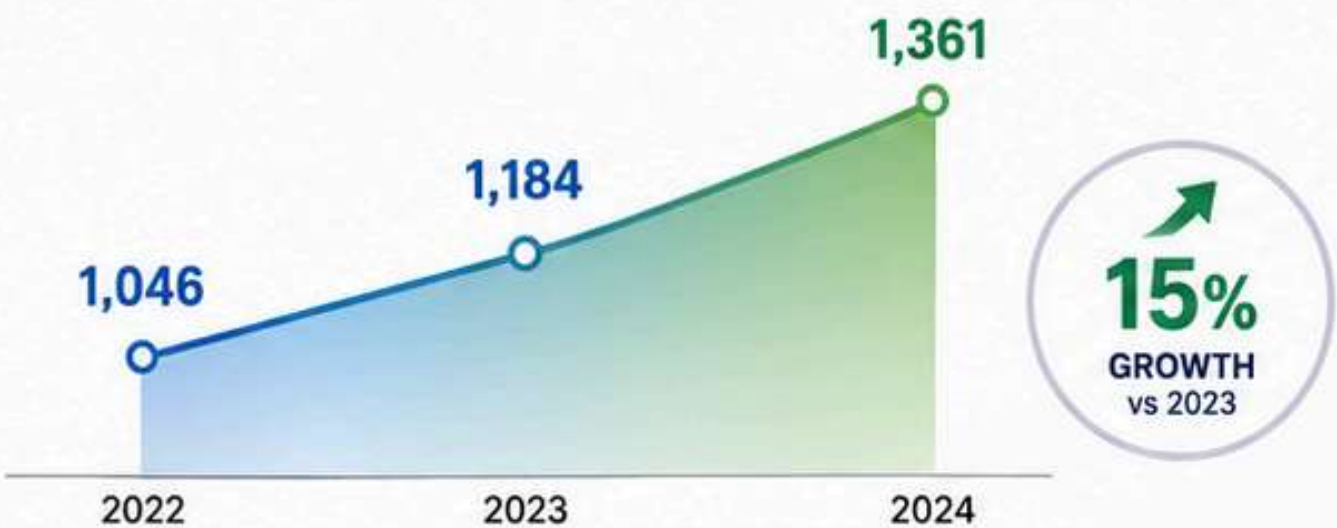
OUR PEOPLE

Our Strength



1,361
TOTAL EMPLOYEES
in 2024

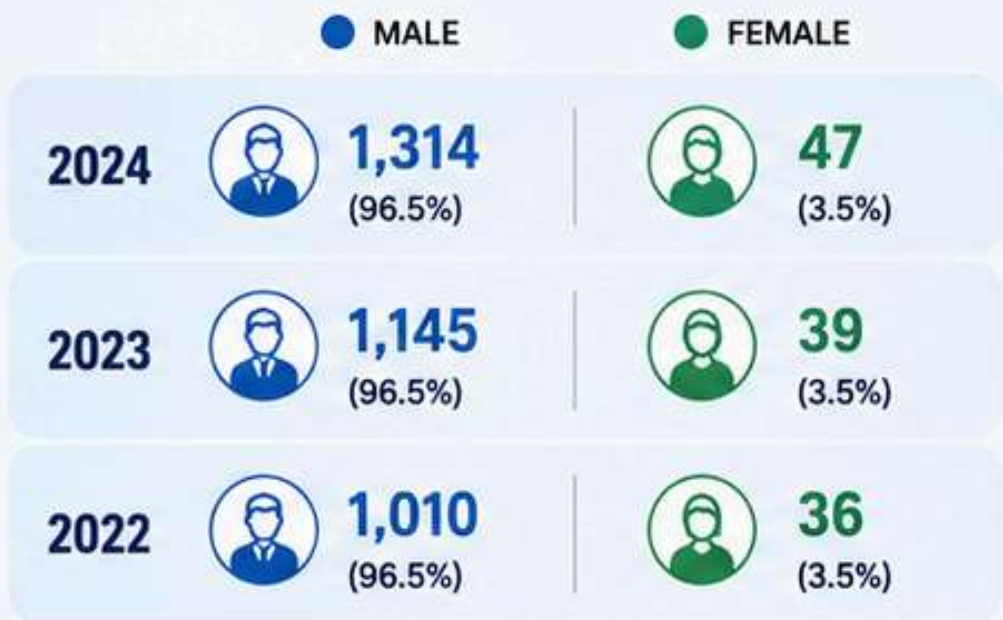
TOTAL WORKFORCE OVERVIEW



OUR EMPLOYMENT MODEL



GENDER DISTRIBUTION



REGIONAL ORIGIN



AGE GROUP DISTRIBUTION



**GROWING
WORKFORCE**
15% growth in 2024
vs 2023



**LOCAL
STRENGTH**
99.9% local
workforce



**STABLE &
SECURE**
100% direct &
permanent employment



**DIVERSE &
INCLUSIVE**
Balanced gender
representation



**EXPERIENCED
& CAPABLE**
Strong middle-age
workforce

ABOUT THIS REPORT

CONTACT PERSON

MD. FEROZ HAIDER

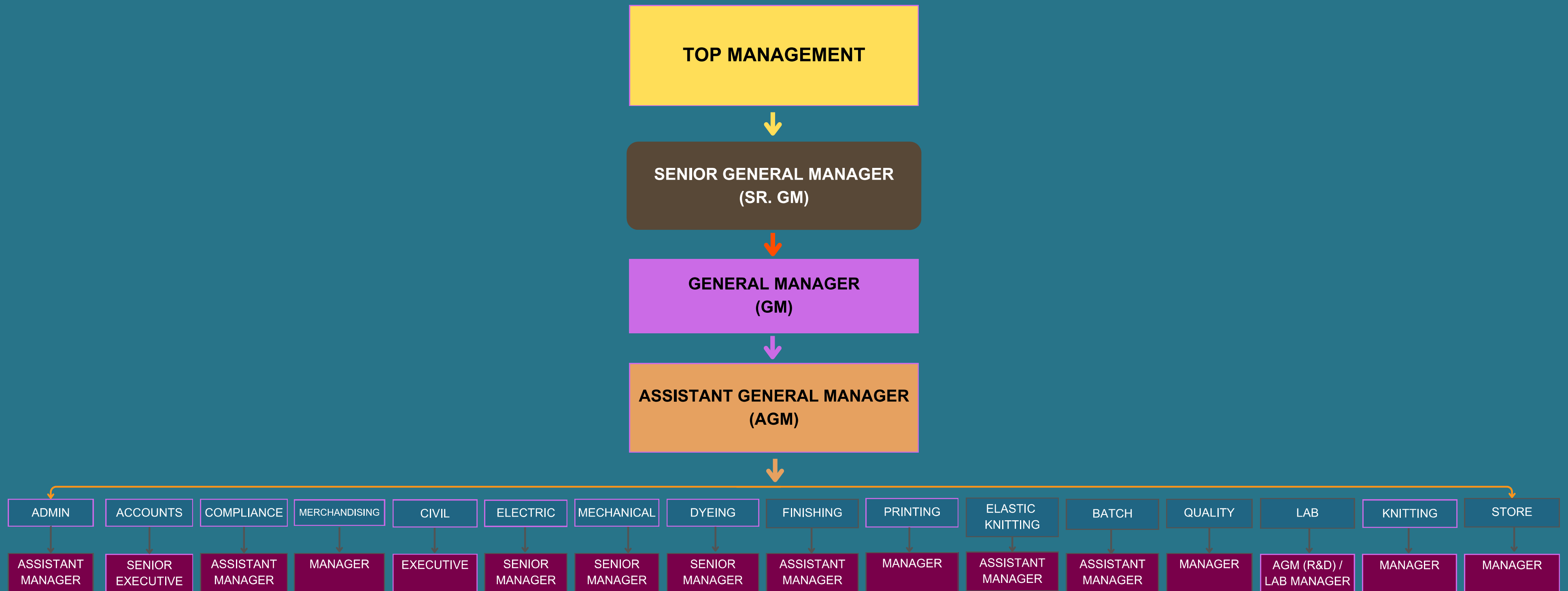
Deputy Executive Director, Four H Group

E-mail: feroz@fourhgroup.com

ORGANIZATIONAL AND REPORTING INFORMATION

DESCRIPTION	RESPONSE
 LEGAL NAME	Four H Dyeing & Printing Ltd.
 ADDRESS OF MAIN OFFICE	778, D.T. Road, Ashkarabad, Doublemooring, Chittagong, Bangladesh
 COUNTRIES OF OPERATION	Bangladesh
 ENTITIES INCLUDED IN THE SUSTAINABILITY REPORTING	This ESG report covers only Four H Dyeing & Printing Ltd.
 INCLUSION OF OTHER LOCATIONS OR PARTS OF THE COMPANY	No
 REPORTING PERIOD	January 1, 2024 – December 31, 2024
 CONTACT POINT FOR QUESTIONS REGARDING THE REPORT	Md. Feroz Haider Deputy Executive Director, Four H Group
 RESTATEMENT OF INFORMATION	<i>As this is the first ESG report of the company, no restatements of previously disclosed information apply.</i>
 EXTERNAL ASSURANCE	<i>The information disclosed in this report has not been externally assured.</i>

ORGANOGRAM – FOUR H DYEING & PRINTING LTD.



GOVERNANCE OF OUR SUSTAINABILITY PRACTICES

Our governance framework is supported by three key committees that drive responsible and sustainable operations.

- The Health & Safety (H&S) Committee promotes workplace safety, employee well-being, and compliance through regular inspections and safety initiatives.
- The Environmental Management System (EMS) Committee oversees energy, water, and waste management while enhancing resource efficiency and environmental performance.
- The PC Committee represents employees, promotes fair labor practices, encourages worker participation, and supports employee well-being and engagement.
-



Together, these committees form a framework through which the factory integrates economic, environmental, and social considerations into its operations. While details on executive and non-executive members, tenure, gender, competencies, and stakeholder representation are yet to be finalized, the structure in place demonstrates a clear commitment: sustainability is not a separate initiative—it is woven into the governance fabric of the organization, guiding every decision and every action.

OUR ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOAL

Four H Dyeing & Printing Ltd. integrates sustainability into its operations, aligning initiatives with the United Nations Sustainable Development Goals (SDGs) to promote responsible business practices and long-term value creation.

Social Responsibility

- SDG 3: Employee health and safety is a top priority, with no workplace fatalities or major accidents reported.
- SDG 4: Continuous training and skills development were delivered, totaling 1,379 training hours in 2024.
- SDG 5: Commitment to equal pay and zero discrimination in the workplace.
- SDG 8: Stable employment is provided to 1,361 permanent workers, fostering economic growth and workforce well-being.
- SDG 16: Ethical labor practices are strictly followed, with zero incidents of child or forced labor.

Environmental Responsibility

- SDG 6: Ensuring 100% wastewater treatment through the MBR ETP system.
- SDG 7: Continuous energy efficiency initiatives reduce environmental impact and improve operational sustainability.
- SDG 12: Focused on waste reduction and efficient resource management.
- SDG 13: Systematic measurement of 35,384 tCO₂e emissions to track and mitigate climate impacts.
- SDG 14: Responsible wastewater management and compliance with environmental regulations prevent pollution and protect aquatic ecosystems.

Industry and Innovation

- SDG 9: Investments in modern, sustainable infrastructure support innovative, resilient industrial operations.



SUSTAINABILITY GOALS AND COMMITMENTS

Four H Dyeing & Printing Ltd. has established clear, measurable sustainability goals to guide its environmental performance over the next three to five years. These targets reflect the company’s long-term commitment to responsible resource management, climate action, and continuous operational improvement.

By using 2022 as the baseline year, the company has set the following priority objectives:

- 1.Reduce total water consumption by 57% by 2027, through improved process efficiency, water-saving technologies, and enhanced wastewater recovery systems.
- 2.Reduce energy consumption by 36.21% by 2028, driven by the adoption of energy-efficient machinery, optimized production processes, and better energy management practices.
- 3.Reduce greenhouse gas (GHG) emissions by 43.5% by 2028, in line with energy efficiency improvements and emission intensity reduction initiatives
- 4.Reduce chemical drum waste by 2.5% by 2026, based on a 2021 baseline, through improved chemical handling, storage optimization, and waste minimization practices.

During 2023 and 2024, Four H Dyeing & Printing Ltd. implemented multiple initiatives aligned with these goals, including investments in efficient equipment, process optimization, and environmental management systems. These efforts are continuing into 2025, reinforcing the company’s commitment to achieving its long-term sustainability targets.

These goals represent not only compliance-driven actions, but a strategic commitment to responsible growth—ensuring that Four H Dyeing & Printing Ltd. continues to reduce its environmental footprint while supporting sustainable value creation across its operations.



OUR JOURNEY TOWARD SUSTAINABLE PRODUCTION

At Four H Dyeing & Printing Ltd., sustainability is not a single project or short-term commitment—it is a journey that has evolved alongside our growth. As a comprehensive textile processing facility, we recognize that our operations touch water, energy, chemicals, people, and communities every day. With this responsibility in mind, we have steadily transformed our production systems to balance industrial performance with environmental care and social responsibility.

From the early stages of modernization, our focus has been clear: reduce resource use, lower environmental impact, and build systems that are efficient, compliant, and future-ready.

Our sustainability journey is ongoing. Each system we upgrade, each resource we conserve, and each future initiative we plan reflects a long-term commitment to responsible growth. This ESG report captures not only what we have achieved so far, but also how we are preparing for a more resilient, low-impact, and inclusive future.

At Four H Dyeing & Printing Ltd., sustainable practice is not an obligation—it is the way we choose to grow.

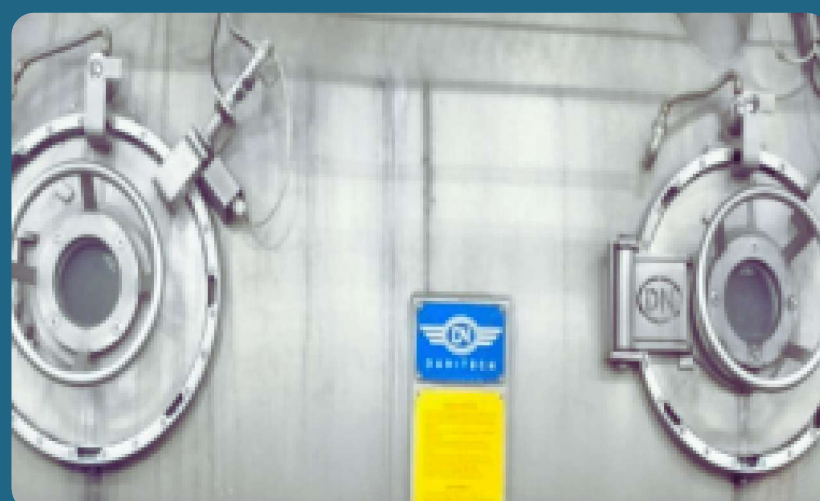




We have reduced water consumption by approximately

3

liters per kilogram of fabric



RESOURCE EFFICIENCY

A key milestone in our sustainability journey has been the adoption of low liquor ratio dyeing technology. By operating at a 1:5 liquor ratio, we reduced water consumption by approximately 3 liters per kilogram of fabric, while also lowering chemical use, energy demand, and processing time. The technology improved dye absorption and shade consistency, enhancing fabric quality and reducing wastewater generation. This initiative reflects our commitment to producing high-quality fabrics with greater resource efficiency and environmental responsibility.



ENERGY EFFICIENCY & EMISSIONS REDUCTION

Energy efficiency remains a key focus of our sustainability strategy. Investments in high-efficiency generators, energy-optimized stenter machines, exhaust gas boilers (EGB), and modern chillers have helped reduce fuel consumption, recover waste energy, and lower greenhouse gas emissions. Through waste heat recovery, our EGB systems generate useful steam, delivering annual energy savings of over 25 million kWh and avoiding approximately 1,596 tons of GHG emissions. These initiatives have reduced energy intensity, lowered operating costs, and strengthened our contribution to climate action while maintaining operational excellence.



9,064

conventional lights with LED lighting



PROTECTING WATER RESOURCES THROUGH ADVANCED TREATMENT

Water stewardship remains central to our environmental responsibility. Our biological MBR effluent treatment plant (ETP) combines advanced biological treatment with membrane filtration to ensure effective removal of color, organic load, and suspended solids.

The treated wastewater consistently meets national requirements and aligns with international benchmarks, including ZDHC performance expectations, with most parameters within aspirational limits. The system's compact design and lower sludge generation further reduce environmental burden. Through this investment, we protect surrounding water bodies while maintaining full regulatory compliance.

EVERYDAY EFFICIENCY: LIGHTING, WASTE, AND WATER CONSERVATION

Our sustainability efforts are reflected in everyday operations. By replacing nearly **9,064** conventional lights with LED lighting, we have reduced electricity consumption while improving workplace safety and efficiency.

We promote responsible waste management through segregation, safe handling, recycling, and proper disposal practices. To strengthen water resilience, we have also implemented a 93 m³ rainwater harvesting system, reducing dependence on groundwater and supporting sustainable water use.



Preparing for a Renewable Future

While renewable energy is not yet part of our current energy mix, we have already taken concrete steps toward transition. Our planned 5.2 MW solar power installation reflects a forward-looking commitment to cleaner energy and lower carbon emissions. Once operational, the system is expected to reduce reliance on fossil fuels and avoid approximately 2,769 tons of greenhouse gas emissions annually.

This future initiative represents our belief that sustainability is about readiness—not just compliance—and that meaningful change requires planning today for the needs of tomorrow.



People and Communities at the Center

Sustainable operations are only possible when people thrive. Alongside environmental initiatives, we continue to invest in employee welfare through fair compensation, healthcare, maternity benefits, insurance coverage, safe working conditions, and regular training.

Our responsibility extends beyond factory boundaries. Through community programs such as tree plantation initiatives, access to safe drinking water, and awareness campaigns against harassment, we seek to contribute positively to the communities around us.



We are committed to conducting business ethically and in compliance with applicable laws, regulations, and industry standards. Integrity, transparency, and responsible decision-making form the foundation of our corporate governance approach and are actively promoted across all levels of the organization.

Our operations are guided by principles of anti-corruption, fair competition, tax compliance, and responsible business conduct, aligned with national regulations, international expectations, and buyer requirements. While certain formal governance policies are under development, ethical practices are reinforced through management oversight, internal monitoring, and established operational procedures.

We prioritize customer health and safety by ensuring products meet required quality and safety standards. Responsible marketing and transparent communication help ensure that product information remains accurate and reliable.

Protecting customer data and maintaining confidentiality are also key priorities. Appropriate measures are implemented to safeguard sensitive information and prevent unauthorized access or misuse. Through these commitments, we strengthen stakeholder trust and support long-term sustainable business growth.

ETHICAL CONDUCT AND COMPLIANCE



STAKEHOLDER ENGAGEMENT

Our company engages with stakeholders through multiple structured channels to ensure transparent communication and collaboration:

- Employees: Informed through meetings, training sessions, and internal communications such as notices and newsletters.
- Business Partners, Suppliers, and Customers: Regular updates and coordination via emails, meetings, and contractual agreements.
- Regulatory Authorities: Maintained through periodic inspections and official meetings to ensure compliance with relevant regulations.
- Local Community: Engaged through community meetings and awareness activities to stay connected, address concerns, and contribute positively.

These engagement initiatives reinforce our commitment to accountability, collaboration, and sustainable business practices, forming a key part of our ESG strategy. Feedback from stakeholders plays an important role in identifying risks, improving practices, and shaping sustainability priorities. Employee concerns related to safety, working conditions, and fairness are addressed through internal channels. Customer expectations strongly influence environmental, social, and compliance performance.



KEY STAKEHOLDER CONCERNS AND INITIATIVES

Throughout the year, our engagement with the local community has been constructive and insightful, providing valuable feedback on our services. A primary area of focus has been the quality of groundwater we supply for domestic use. We recognize the community's interest in enhanced water quality and see this as an opportunity to further demonstrate our commitment to sustainability and social responsibility.



By listening to and acting upon stakeholder feedback, we are reinforcing our ESG commitments and fostering positive, sustainable relationships with communities worldwide.

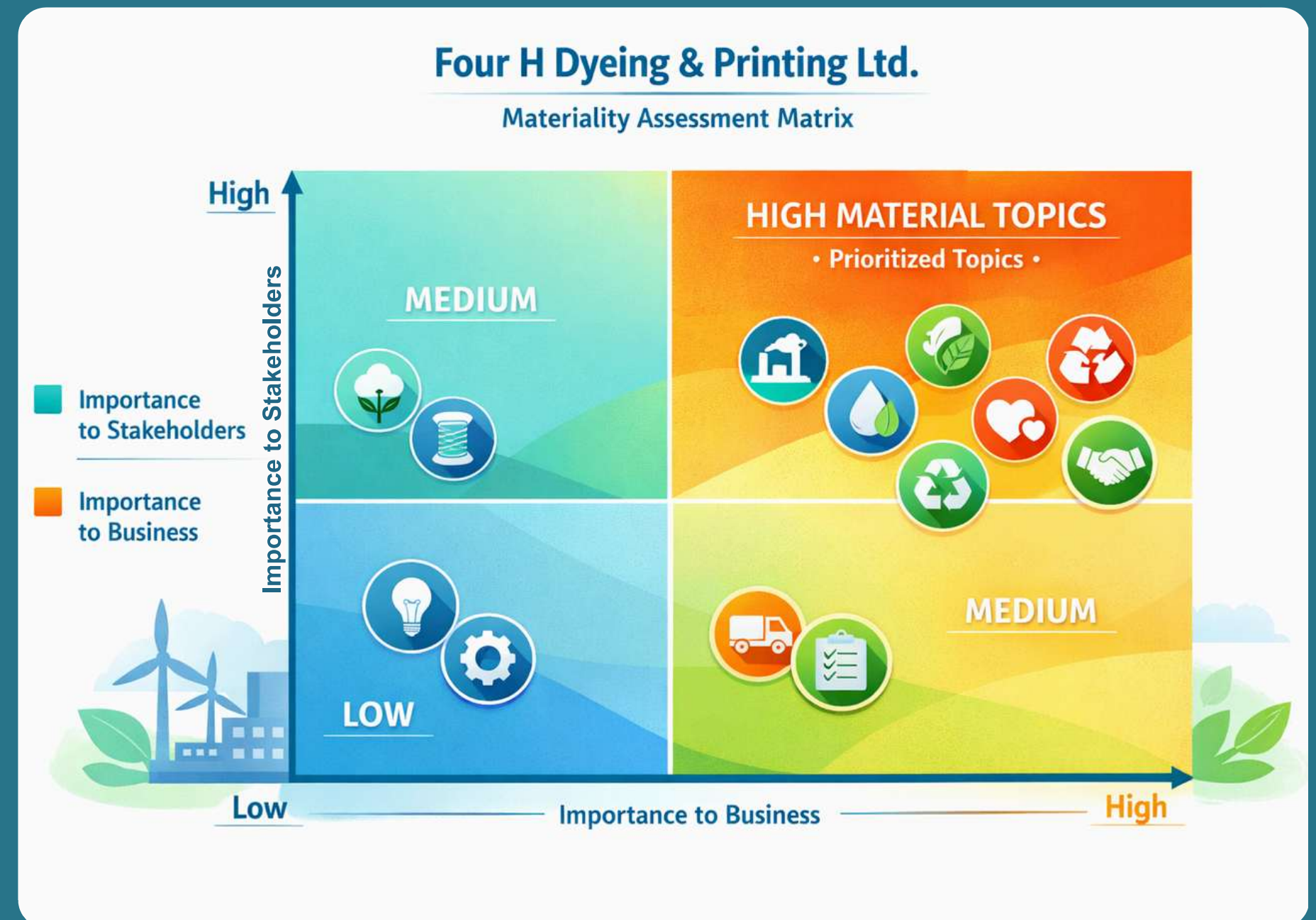
MATERIALITY ASSESSMENT OVERVIEW

At Four H Dyeing & Printing Ltd., materiality is understood as the process of identifying the sustainability topics that matter most—both to our business success and to our stakeholders. Our materiality assessment ensures that this ESG report focuses on the environmental, social, and governance issues that reflect our most significant impacts, risks, and opportunities.

The assessment was conducted through a structured internal review, supported by management input and stakeholder expectations derived from buyer requirements, regulatory frameworks, industry benchmarks, and operational risk analysis. Each topic was evaluated based on two dimensions:

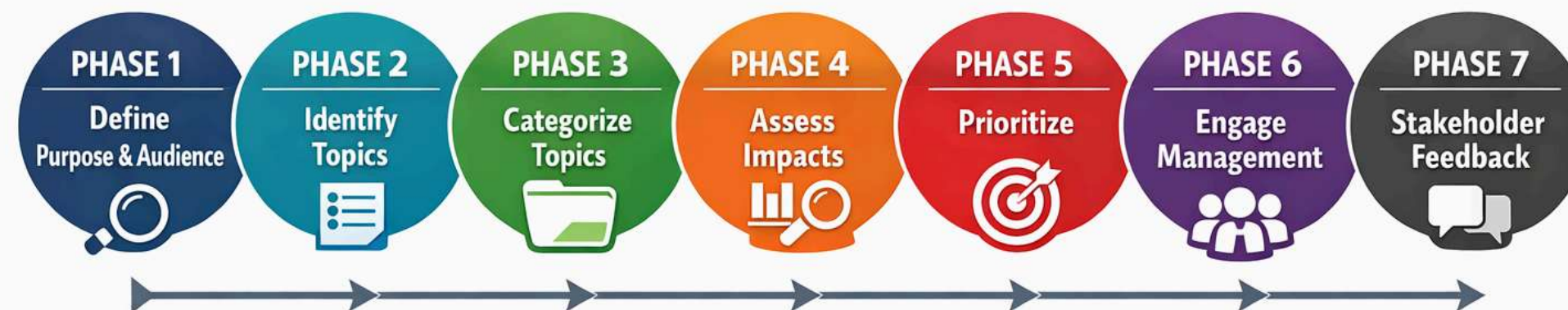
- Importance to Business, reflecting strategic relevance, operational risk, and long-term value creation; and
- Importance to Stakeholders, reflecting the expectations of employees, customers, regulators, and business partners.

The results are presented visually in the Materiality Assessment Matrix, where topics positioned in the upper-right quadrant are identified as High Material Topics and prioritized for management focus and disclosure.



MATERIALITY ASSESSMENT PROCESS

Materiality Process



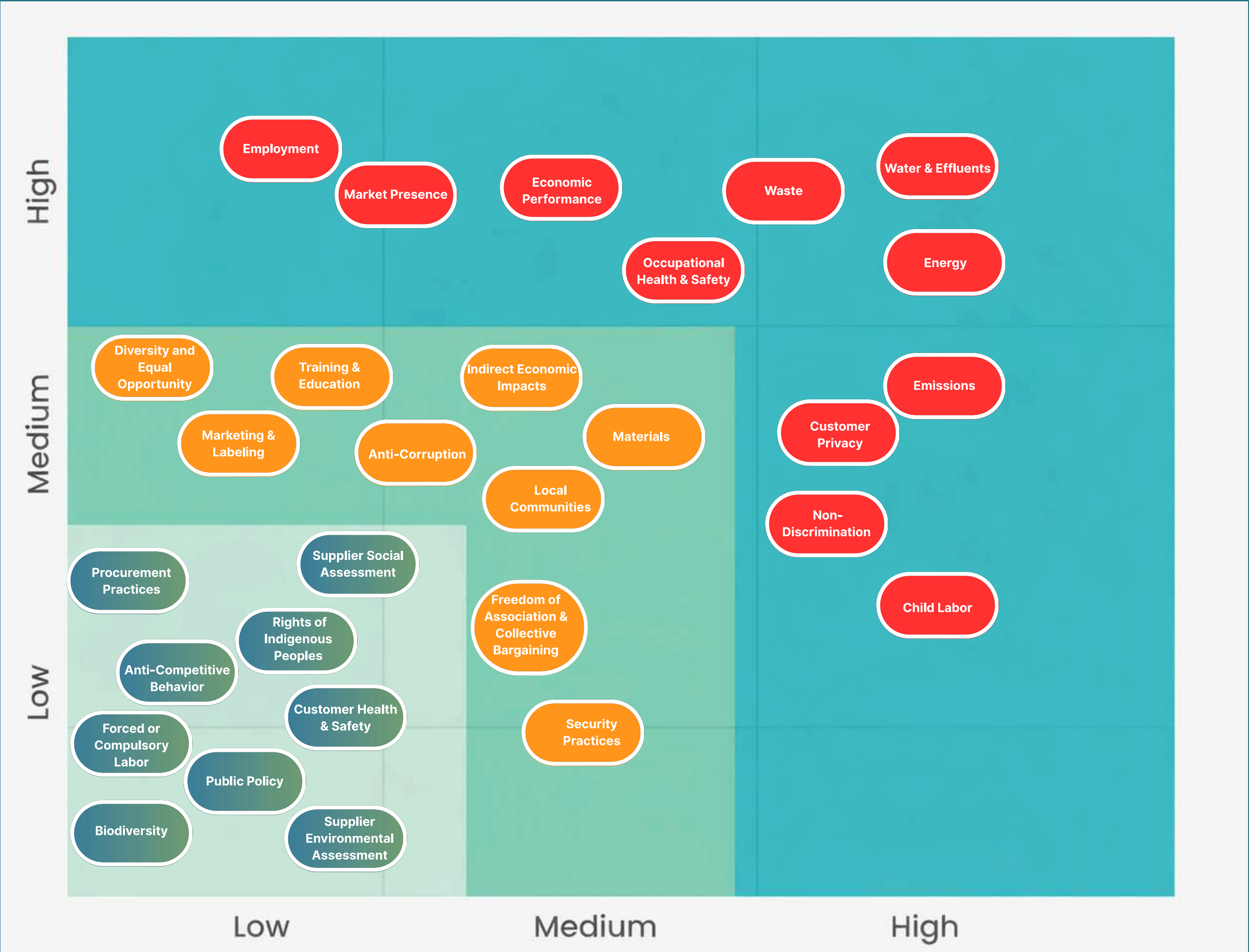
The materiality assessment was conducted through a structured, seven-phase process to identify and prioritize sustainability topics that are most relevant to the organization and its stakeholders.

First, the purpose, scope, and intended audience of the assessment were clearly defined. A comprehensive list of potential material topics was then identified based on internal analysis and external references. These topics were grouped into relevant categories to ensure clarity and consistency.

Each topic was subsequently assessed to understand its significance to the business, stakeholders, and its social, environmental, and economic impacts across the value chain. Based on this analysis, topics were prioritized according to their strategic importance and overall impact.

The results were reviewed and validated with senior management to ensure alignment with business strategy. Finally, stakeholder feedback was sought to confirm the relevance of the identified material topics and to refine the final outcomes.

MATERIALITY ASSESSMENT



Material Topics Overview



Environmental Material Topics

1. GRI 302: Energy
2. GRI 303: Water and Effluents
3. GRI 305: Emissions
4. GRI 306: Waste



Social Material Topics

1. GRI 401: Employment
2. GRI 403: Occupational Health and Safety
3. GRI 404: Training and Education
4. GRI 405: Diversity and Equal Opportunity
5. GRI 406: Non-discrimination
6. GRI 407: Freedom of Association and Collective Bargaining
7. GRI 408: Child Labor
8. GRI 409: Forced or Compulsory Labor



Governance Material Topics

1. GRI 203: Indirect Economic Impacts
2. GRI 204: Procurement Practices
3. GRI 205: Anti-corruption
4. GRI 206: Anti-competitive Behavior



GOVERNANCE



ECONOMIC VALUE CREATION AND DISTRIBUTION

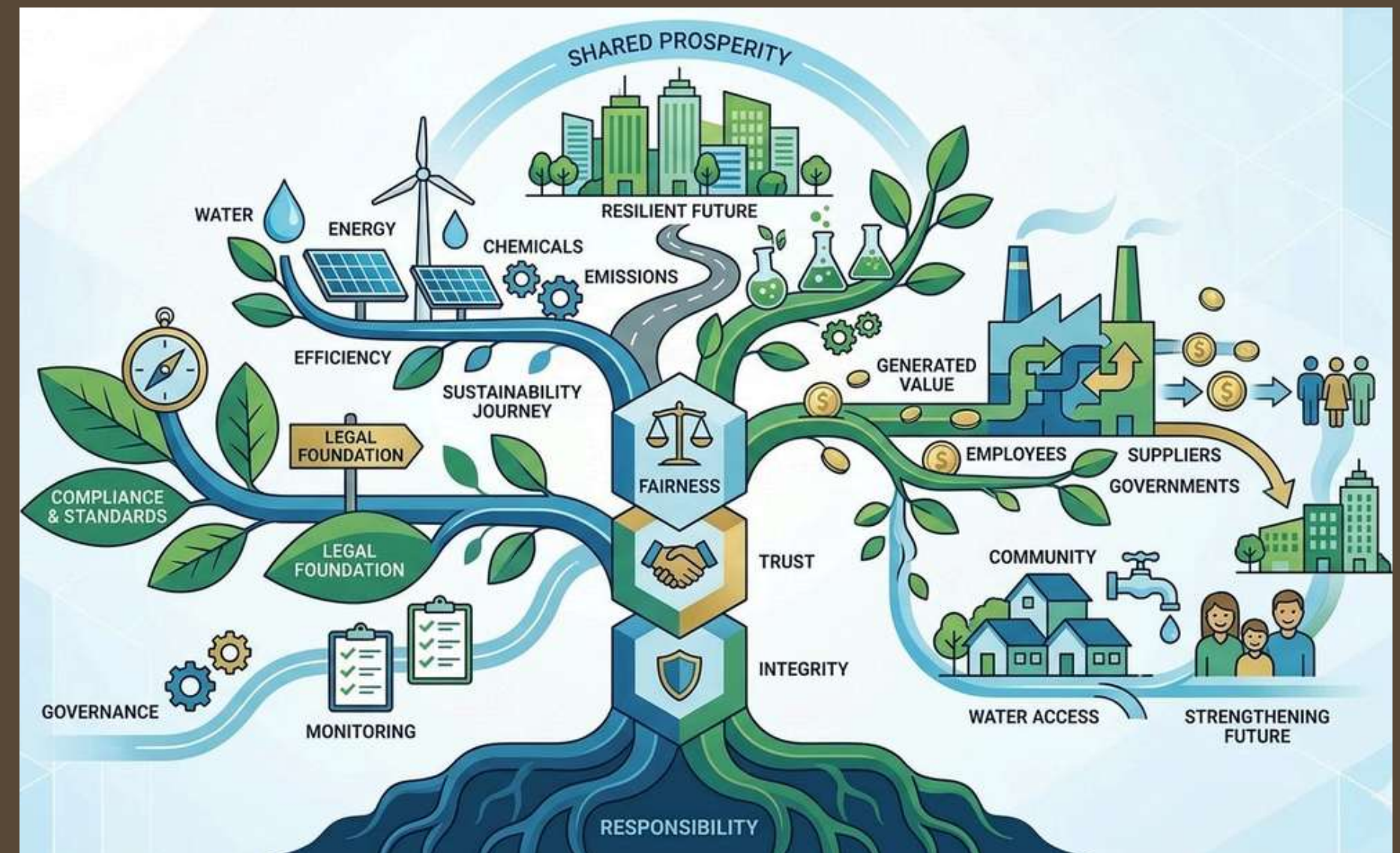
At our factory, economic value is generated daily—not just through the products we produce, but through the people we employ, the suppliers we engage, and the communities that grow alongside us. For us, economic value is more than a financial figure; it represents a tangible impact on society and the local economy.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

During the reporting period, the economic value generated by our operations was allocated responsibly across key stakeholders:

- **Employees:** Wages, benefits, and allowances were provided to support the well-being and livelihoods of our workforce.
- **Suppliers and Service Providers:** Payments were made for goods, materials, and services essential for uninterrupted operations.
- **Government and Regulatory Bodies:** Taxes, statutory contributions, and other levies were paid, supporting national development and public services.
- **Retained for Growth:** A portion of economic value was retained within the organization to strengthen operational resilience, enable sustainable investments, and support future growth.

All values are calculated on an accrual basis, using internally audited management accounts aligned with financial statements, ensuring accuracy, transparency, and consistency over reporting periods.



VALUE BEYOND THE FACTORY

Economic value extends beyond financial transactions. Recognizing our responsibility to local communities, we have implemented initiatives addressing key social and environmental needs. For instance, access to clean water for communities around our factory was identified as a critical challenge. In response, we invested in clean water programs, reflecting our commitment to long-term local development.

BRINGING WATER WHERE IT MATTERS MOST

Over the last three years, we voluntarily invested in providing water supply services to the local community. These investments were made purely as a social contribution, with no commercial return expected—only the knowledge that families would have safer, more reliable access to water.

- 2022: BDT 107,670
- 2023: BDT 308,550
- 2024: BDT 491,330

In total, BDT 907,550 was invested between 2022 and 2024. This initiative directly benefited the local community, supporting health, hygiene, and everyday dignity.

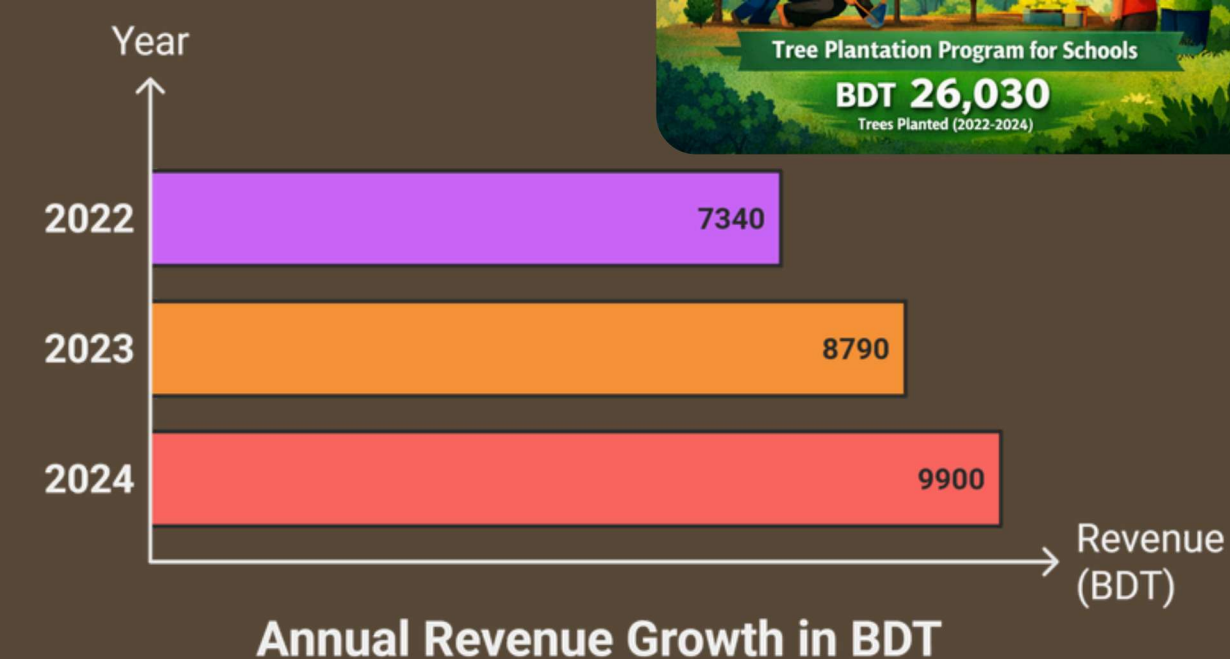
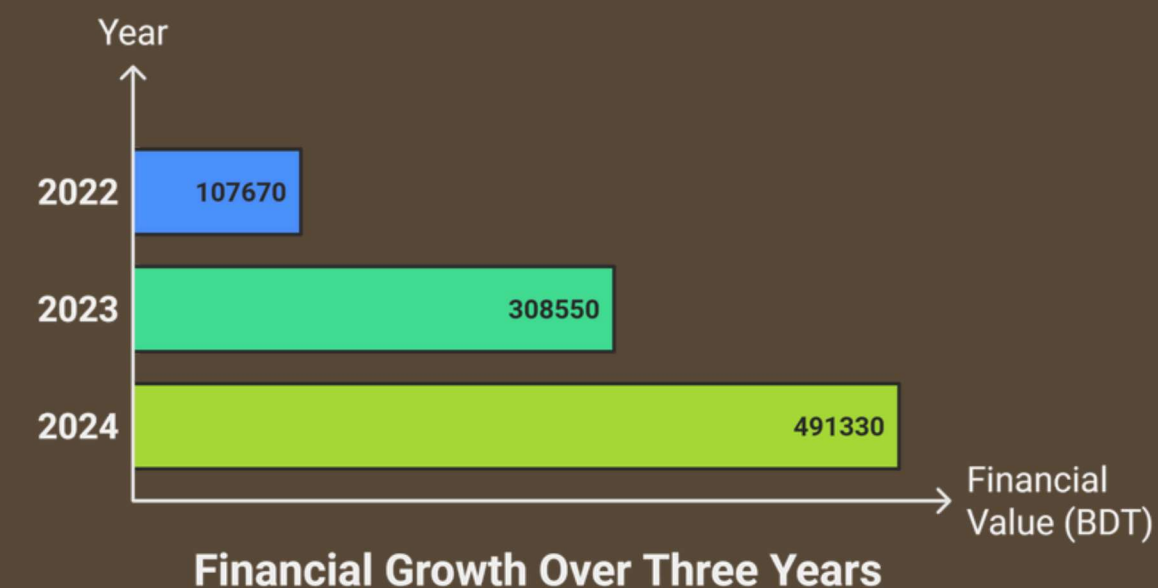
PLANTING FOR TOMORROW

We believe sustainability is also about what we leave behind for the next generation. With that in mind, we partnered with local schools through our Tree Plantation Program, distributing trees to school premises and engaging young students in environmental awareness.

What started small continued to grow each year:

- 2022: BDT 7,340
- 2023: BDT 8,790
- 2024: BDT 9,900

Over three years, BDT 26,030 was invested in greening school environments—an investment not only in trees, but in mindset, education, and long-term environmental resilience.



SIGNIFICANT INDIRECT ECONOMIC IMPACTS

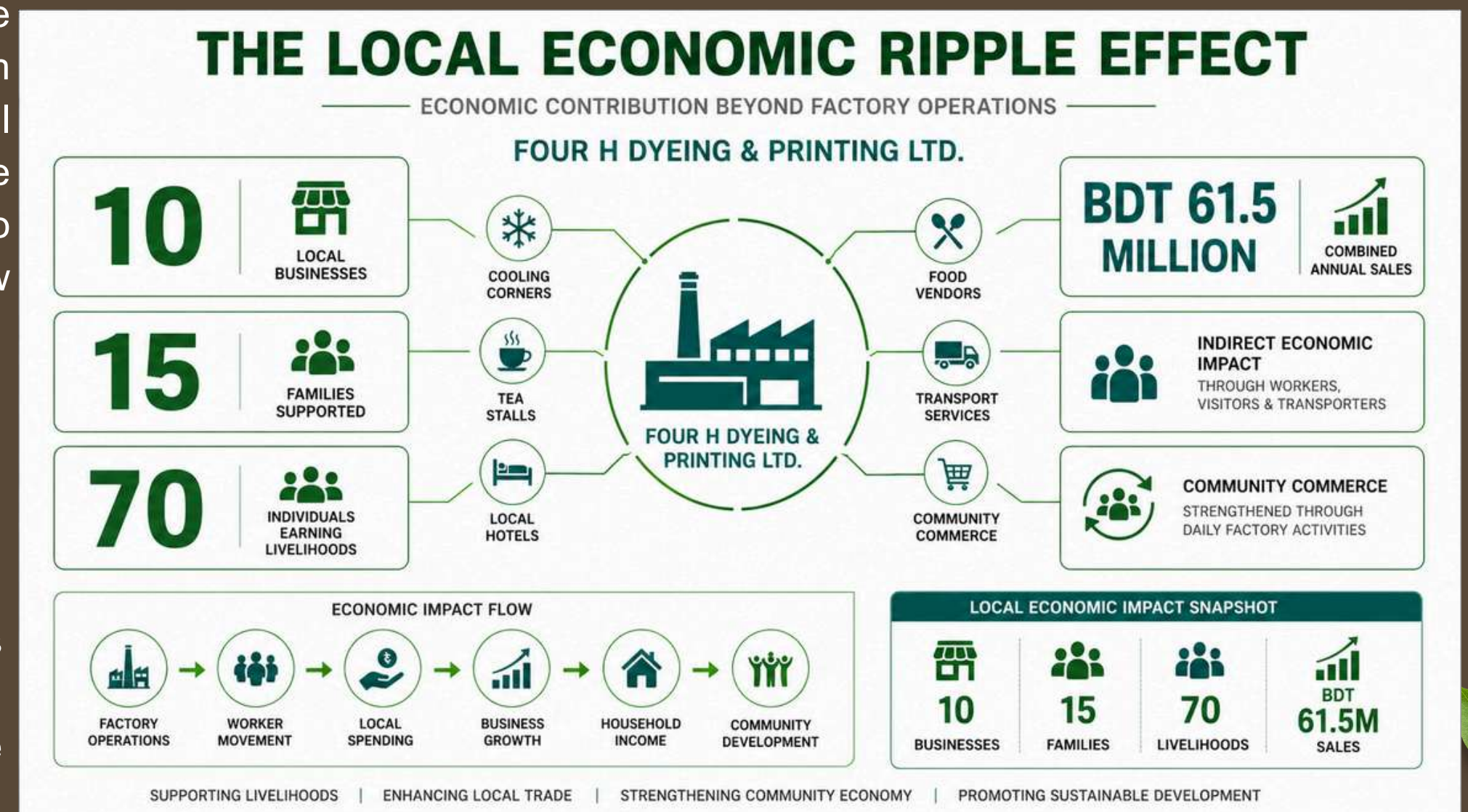
Our business creates value not only through production but also through the positive economic impact it generates for the people and businesses around us. Beyond manufacturing activities, our operations contribute to the local economy by creating employment opportunities, strengthening workforce skills, and supporting local suppliers. Through these efforts, we help stimulate economic activity and contribute to the long-term economic stability of the surrounding community.

OPPORTUNITIES AND GROWTH

We believe that sustainable business growth should also create benefits for society. By providing stable employment, investing in employee training and development, and collaborating with local vendors and service providers, we help build a stronger and more resilient local economy. These initiatives allow individuals to improve their livelihoods while enabling local businesses to grow alongside our operations.

TIMEFRAME OF IMPACT

The economic impacts of our factory are considered long-term in nature. Continuous job creation, workforce capacity building, and ongoing engagement with local suppliers contribute to lasting economic value for the community. Over time, these efforts support sustainable and inclusive economic development, helping ensure that the benefits of our operations extend beyond the factory and into the broader society.



EMPLOYMENT GENERATION AND WORKFORCE DEVELOPMENT

At Four H Dyeing & Printing Ltd., our operations contribute to local economic development through employment generation and workforce capacity building, creating indirect economic benefits for the surrounding community. During the reporting period, the company generated a total of 111 employment opportunities. Job creation increased progressively over the years, with 22 jobs created in 2022, 38 jobs in 2023, and 51 jobs in 2024, supporting local livelihoods and strengthening economic stability in the nearby communities.

The company also focuses on developing workforce capacity through regular training programs. During the reporting period, a significant number of employees participated in various training initiatives, including Environmental Training (979 participants), Employee Welfare Training (500 participants), General Compliance Awareness Training (650 participants), and Fire and Safety Training (1,400 participants). These training programs cover skills development, occupational safety, quality improvement, and compliance awareness, aiming to enhance employee capabilities, improve operational efficiency, and maintain a safe working environment.

Through continuous job creation and structured training programs, Four H Dyeing & Printing Ltd. contributes to long-term workforce development and sustainable economic benefits, generating positive indirect economic impacts within the local community.



SUPPORT FOR LOCAL BUSINESSES

Our factory also promotes the growth of local businesses by engaging them as suppliers and service providers. We make sure they are treated fairly and can grow with us.

- Fair procurement practices are followed
- Timely payments are ensured
- Opportunities for growth are provided

This means small businesses in the area can expand and reach more markets.

HOW WE MEASURE THESE IMPACTS

We measure our indirect economic impacts using a combination of:

- Internal employment records
- Training participation data
- Engagement records with local suppliers
- Feedback from workers and stakeholders

This approach helps us understand how our activities contribute meaningfully to the local economy and community development.

IMPROVED MARKET ACCESS

We also looked at whether our work improved market access for local businesses. Even though we don't have measured data here, our fair practices and supplier engagement still help local businesses grow stronger.





ANTI-CORRUPTION & ETHICAL BUSINESS CONDUCT

DOING BUSINESS THE RIGHT WAY

Integrity is at the core of how we operate. We believe that long-term business success is only possible when trust, transparency, and ethical behavior guide every decision. Our anti-corruption approach is designed to prevent misconduct, protect stakeholders, and ensure fairness across all business activities.

OUR COMMITMENT

Through regular risk assessment, clear policies, staff training, and strong engagement with business partners, we aim to maintain a culture of integrity and accountability. This approach supports trust, reduces risk, and ensures that our business grows responsibly and sustainably.

HOW WE ASSESS RISKS



We regularly check for areas where corruption could happen. Our Anti-Corruption Risk Assessment method includes:

- Identifying risks in transactions, procurement, approvals, and third parties
- Once risks are identified, we assess both their likelihood and impact of these risks
- Reviewing our policies and controls
- Taking actions to reduce risks
- Monitoring the system regularly

This process is monitored regularly to ensure continuous improvement.

OUR ANTI-CORRUPTION POLICY



We have a clear policy that guides everyone in the company:

- Prevent bribery, misuse of funds, or any unethical practices
- Ensure all business transactions are transparent, fair, and accountable
- Provide clear guidance to employees and partners to avoid unethical conduct
- Maintain a safe and confidential system for reporting misconduct or violations

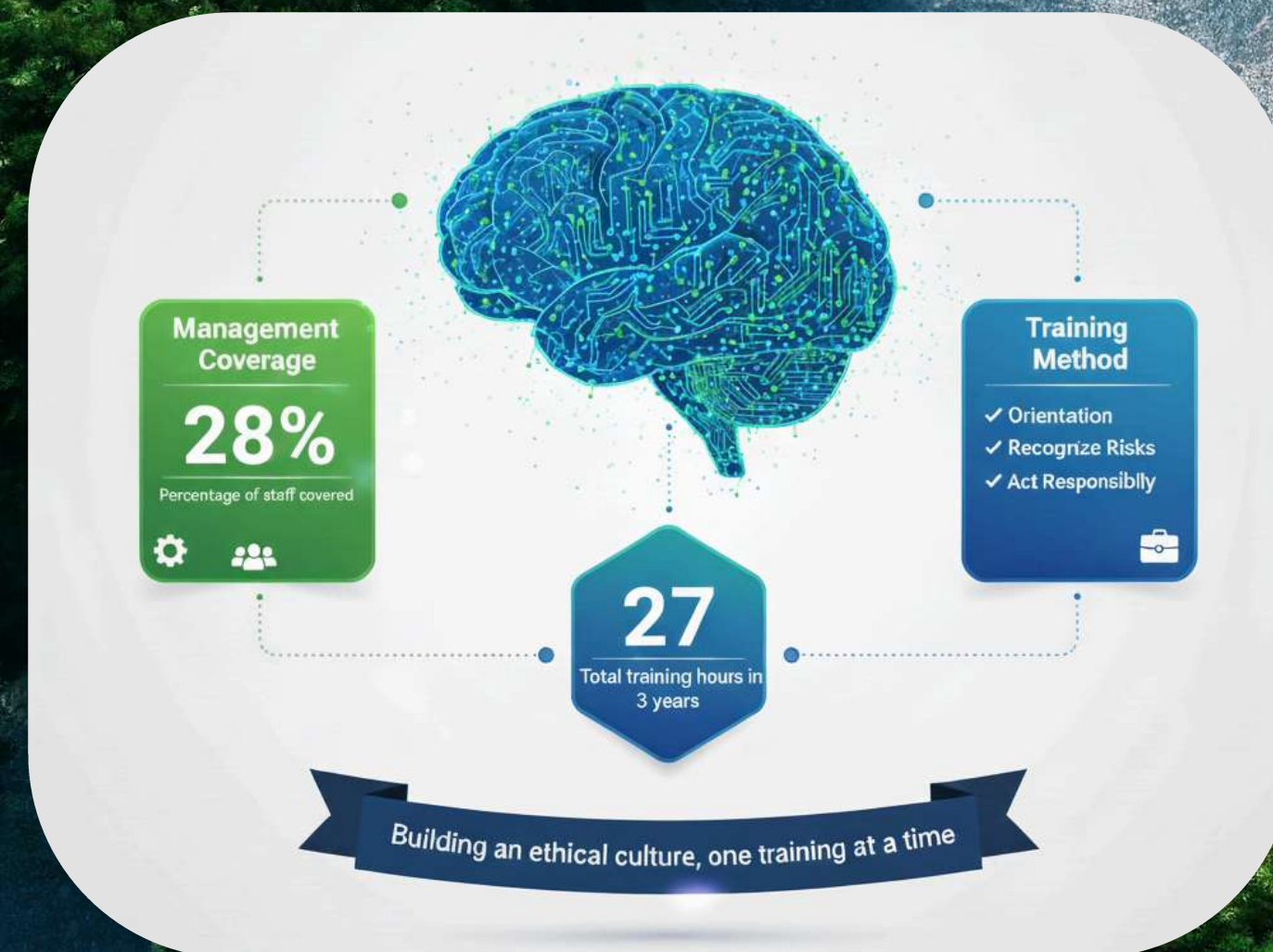
This policy is shared with all employees and partners so that everyone knows what is expected.

Training and Awareness

We train our staff to understand and follow anti-corruption rules.

- Total training hours in last 3 years: 27 hours
- Percentage of management staff covered: 28%
- Training method: Orientation

Training helps employees recognize risks and act responsibly.



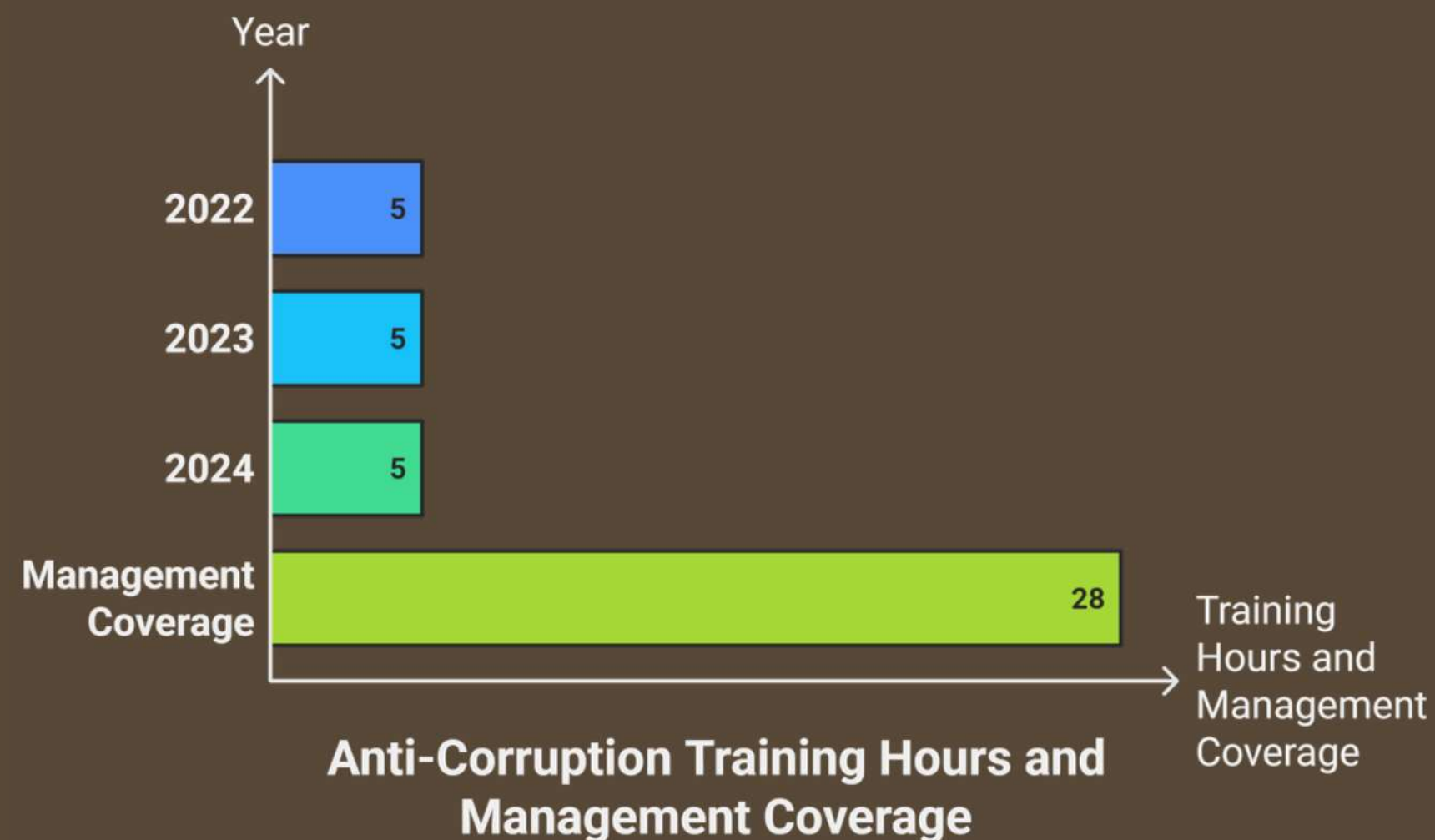
Results and Monitoring

- Number of incidents of corruption in 3 years: Nil
- Actions taken (dismissal, supplier termination, legal action): Nil
- Number of business partners/suppliers informed of anti-corruption policies: All business partners and suppliers.

TRAINING AND AWARENESS ON ANTI-CORRUPTION

To strengthen awareness and understanding, we provide regular anti-corruption training to our staff. Over the last three years, a total of 15 hours of training has been conducted:

- 2022: 5 hours
- 2023: 5 hours
- 2024: 5 hours



The training is delivered through orientation sessions and focuses on ethical behavior, policy awareness, and practical guidance. During this period, 28% of management staff were covered under anti-corruption training programs.

INCIDENTS AND ACTIONS

Over the past three years, no incidents of corruption have been reported or identified within the organization. This reflects the effectiveness of our internal controls and commitment to ethical business practices. As no cases occurred during this period, no disciplinary actions, supplier terminations, or legal proceedings were required. Management continues to maintain strong oversight to ensure transparency, accountability, and adherence to ethical standards across all operations.



ENGAGEMENT WITH BUSINESS PARTNERS

Our commitment to ethical conduct extends beyond our own operations to include our suppliers and business partners. We clearly communicate our anti-corruption expectations and policies to all partners and encourage them to follow the same principles of integrity and transparency. By promoting responsible behavior throughout our value chain, we aim to strengthen ethical and trustworthy business relationships.

ANTI-COMPETITIVE BEHAVIOR

Competing Fairly, Growing Responsibly

We believe fair competition is essential for a healthy business environment. Our approach is based on honesty, transparency, and respect for market rules. We are committed to conducting all business activities in line with applicable competition and anti-trust laws.



Legal Actions and Compliance Status

During the reporting period, no legal actions were pending or completed against the organization related to:

- Anti-competitive behavior
- Violations of anti-trust laws
- Monopoly or unfair market practices

The organization was not identified as a participant in any such cases.

Case Status and Outcomes

As there were no cases, there were:

- No ongoing or resolved legal proceedings
- No court decisions or judgments
- No fines, penalties, or monetary sanctions

Our Commitment

By maintaining strong internal controls and a culture of ethical behavior, we aim to prevent anti-competitive risks and ensure fair, lawful, and responsible business operations. This approach supports trust among customers, suppliers, and business partners and contributes to a transparent and competitive marketplace.

ENVIRONMENT

Protect Today, Sustain Tomorrow



ENERGY MANAGEMENT

Energy management is a critical component of our environmental sustainability strategy. As part of our commitment to responsible resource management and climate action, we continuously monitor, manage, and optimize our energy consumption across all operations. By improving energy efficiency and integrating cleaner energy sources, we aim to minimize our environmental footprint while supporting long-term operational resilience.

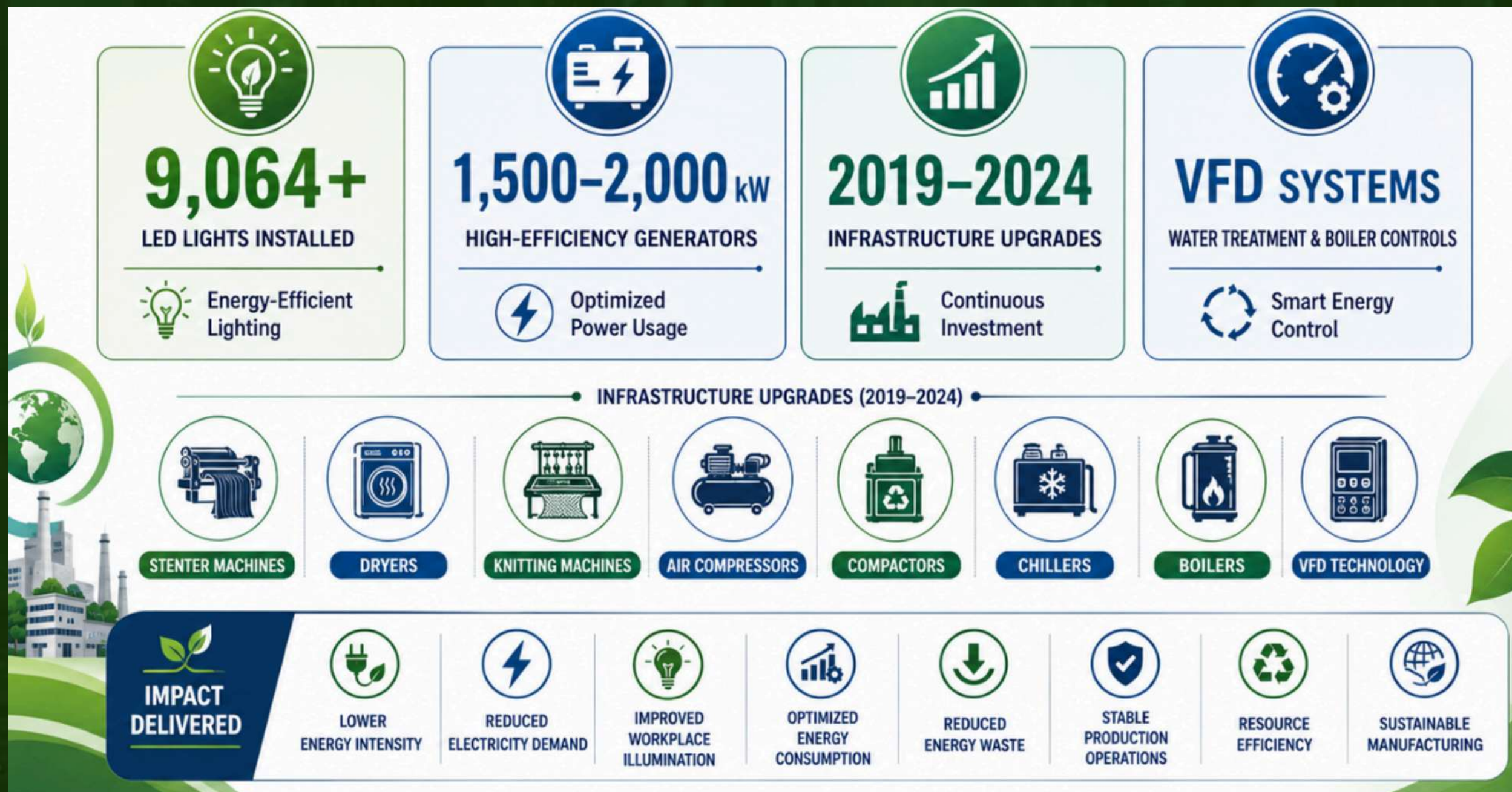
During the reporting period, we focused on strengthening our energy management practices through improved monitoring systems, operational efficiency initiatives, and employee awareness programs. These efforts enable us to better understand energy usage patterns, identify opportunities for reduction, and implement targeted energy-saving measures.

Our approach to energy management aligns with internationally recognized sustainability frameworks and supports our broader climate objectives, including the reduction of greenhouse gas emissions and the transition toward more sustainable energy sources. Through ongoing investments in efficient technologies and responsible operational practices, we strive to enhance energy performance while delivering value to our stakeholders.

In the coming years, we will continue to expand our energy efficiency initiatives, explore renewable energy opportunities, and collaborate with partners to support the global transition toward a low-carbon economy.



ENERGY EFFICIENCY & CLIMATE RESPONSIBILITY



Energy efficiency has been a key pillar of our environmental strategy. Between 2019 and 2024, we systematically upgraded our infrastructure through the installation of energy-efficient stenter machines, dryers, knitting machines, air compressors, compactors, chillers, and boilers.

We replaced conventional lighting with over 9,064 LED lights (18W each) across different operational phases, reducing electricity demand while improving workplace illumination. We also deployed energy-efficient generators ranging from 1,500 kW to 2,000 kW to ensure stable and optimized power usage.

To further enhance energy performance, we introduced Variable Frequency Drives (VFDs) for Water Treatment Plant boosting systems and boiler controls, enabling precise energy management and minimizing wastage. These investments support production growth while steadily reducing our energy intensity and improving overall operational efficiency.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Energy is essential to our daily operations, and we are committed to managing it responsibly and efficiently. By tracking energy use across our facilities, we aim to reduce unnecessary consumption, improve operational efficiency, and support long-term sustainability. Monitoring energy trends helps us better understand our usage patterns, enabling informed, data-driven decisions and continuous improvement.



Data Collection and Calculation Approach

To ensure accuracy, transparency, and reliability in our energy management efforts, we have implemented a structured approach to data collection and calculation. Energy-related data is gathered from multiple verified sources, allowing us to maintain a comprehensive and consistent dataset for analysis.

These sources include:

- **Fuel Purchase Records:** Detailed documentation of fuel consumption provides insights into the types and quantities of fuels used in our operations, enabling us to track usage trends and assess efficiency.
- **Utility Invoices:** Official billing statements from energy providers offer reliable information on electricity, gas, and other utility consumption, serving as a primary reference for our energy usage calculations.
- **Internal Monitoring Systems:** Advanced monitoring tools and systems installed within our facilities allow for real-time tracking of energy consumption. These systems help us detect irregularities, monitor performance, and support timely decision-making.

ENERGY USES

Energy is at the heart of our operations. Every product we manufacture, every system we run, and every process we maintain depends on a reliable flow of energy. Because of this, we closely track how energy is used across our facilities — not just to keep operations efficient, but to better understand our environmental footprint and identify opportunities for improvement.

Over the past three years, our energy needs have been primarily met through non-renewable sources. These fuels power critical equipment, support logistics, and ensure consistent production. By measuring consumption in a standardized way, we are able to see patterns, manage demand responsibly, and make informed decisions about future efficiency initiatives.

Natural gas continues to be the main energy source for our manufacturing activities. Its high share reflects the scale of our production processes and the steady energy required to maintain operational stability. Diesel supports internal transport and machinery, while octane is used in specific operational functions. In addition, we supplement our energy needs with electricity purchased from the grid.

Electricity data recorded in kilowatt-hours (kWh) is converted to megajoules (MJ) using standard conversion factors.

1 kWh = 3.6 MJ

Fuel Type	Diesel	Octane	Natural Gas	Purchased Electricity
2022	1015466 MJ	145692.00 MJ	558109562 MJ	N/A
2023	910794 MJ	69460.20 MJ	638935419 MJ	272160 MJ
2024	964766 MJ	23221.80 MJ	697315849 MJ	669600 MJ

ENERGY CONSUMPTION SUMMARY (2022–2024)

ENERGY SOURCE	2022 (MJ)	2023 (MJ)	CHANGE (2023 vs 2022)	2024 (MJ)	CHANGE (2024 vs 2023)	TREND SUMMARY
 DIESEL CONSUMPTION	1,015,466 MJ	910,794 MJ	↓ 10% vs 2022	964,766 MJ	↑ 6% vs 2023	Diesel use decreased in 2023 as operational efficiency improved, but rose slightly in 2024 due to higher production activity.
 OCTANE CONSUMPTION	145,692 MJ	69,460 MJ	↓ 52% vs 2022	23,222 MJ	↓ 67% vs 2023	Octane consumption has significantly declined over the last three years, reflecting reduced reliance on this fuel and more efficient operational practices.
 NATURAL GAS CONSUMPTION	558,109,562 MJ	638,935,419 MJ	↑ 15% vs 2022	697,315,849 MJ	↑ 9% vs 2023	Natural gas remains our largest energy source, and its steady increase is linked to growing production demands.
 PURCHASED ELECTRICITY	851,256 MJ	272,160 MJ	↓ 68% vs 2022	669,600 MJ	↑ 146% vs 2023	Purchased electricity fluctuated over the years. The sharp drop in 2023 followed efficiency measures and partial self-generation, while 2024 shows an increase to meet higher operational needs.
 TOTAL ENERGY CONSUMPTION (Non-Renewable + Purchased Electricity)	560,121,976 MJ	640,187,833 MJ	↑ 14% vs 2022	698,973,437 MJ	↑ 9% vs 2023	Total energy consumption increased by 14% in 2023 and a further 9% in 2024, driven by higher production activity and operational demands.



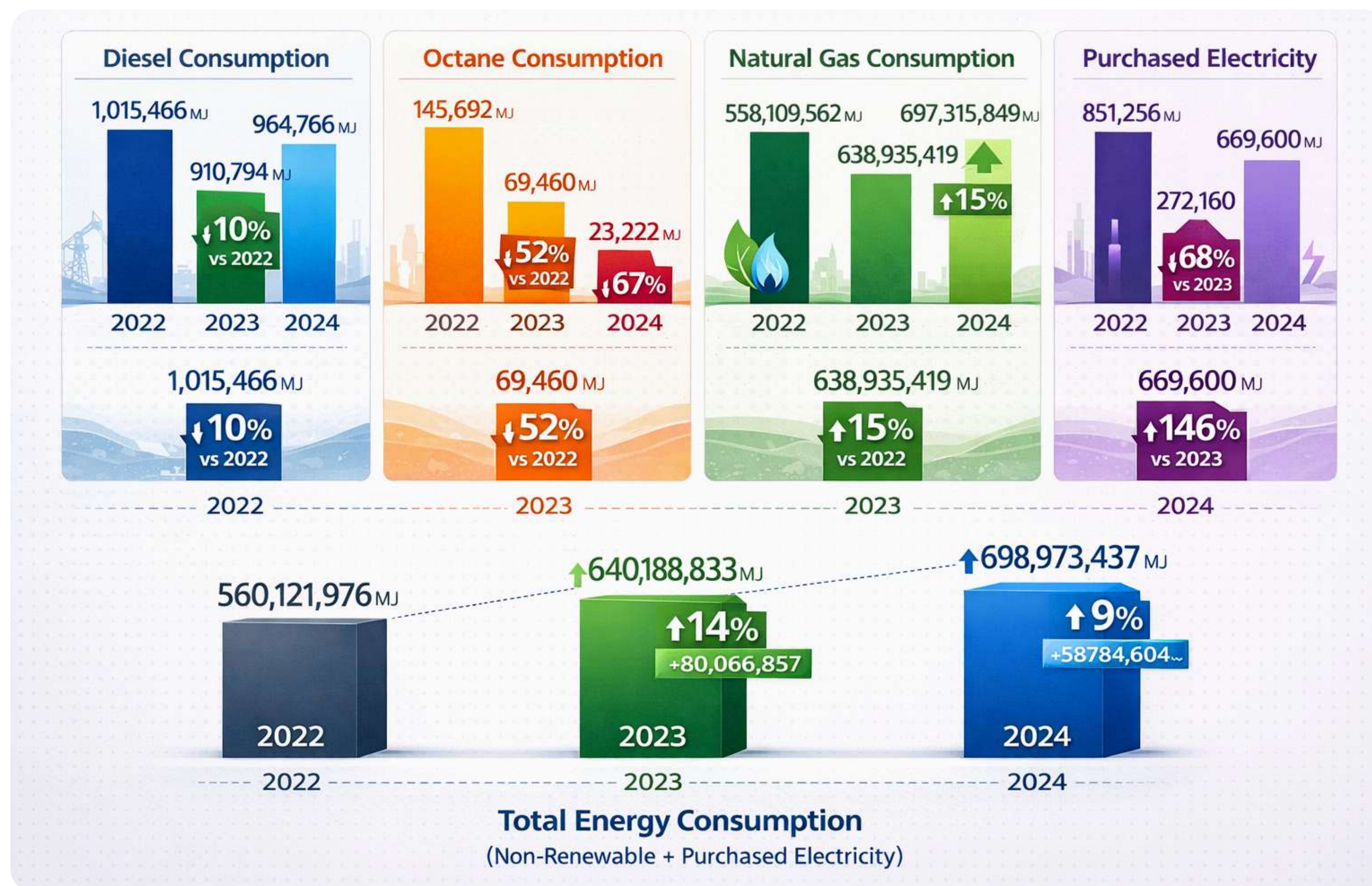
Decrease



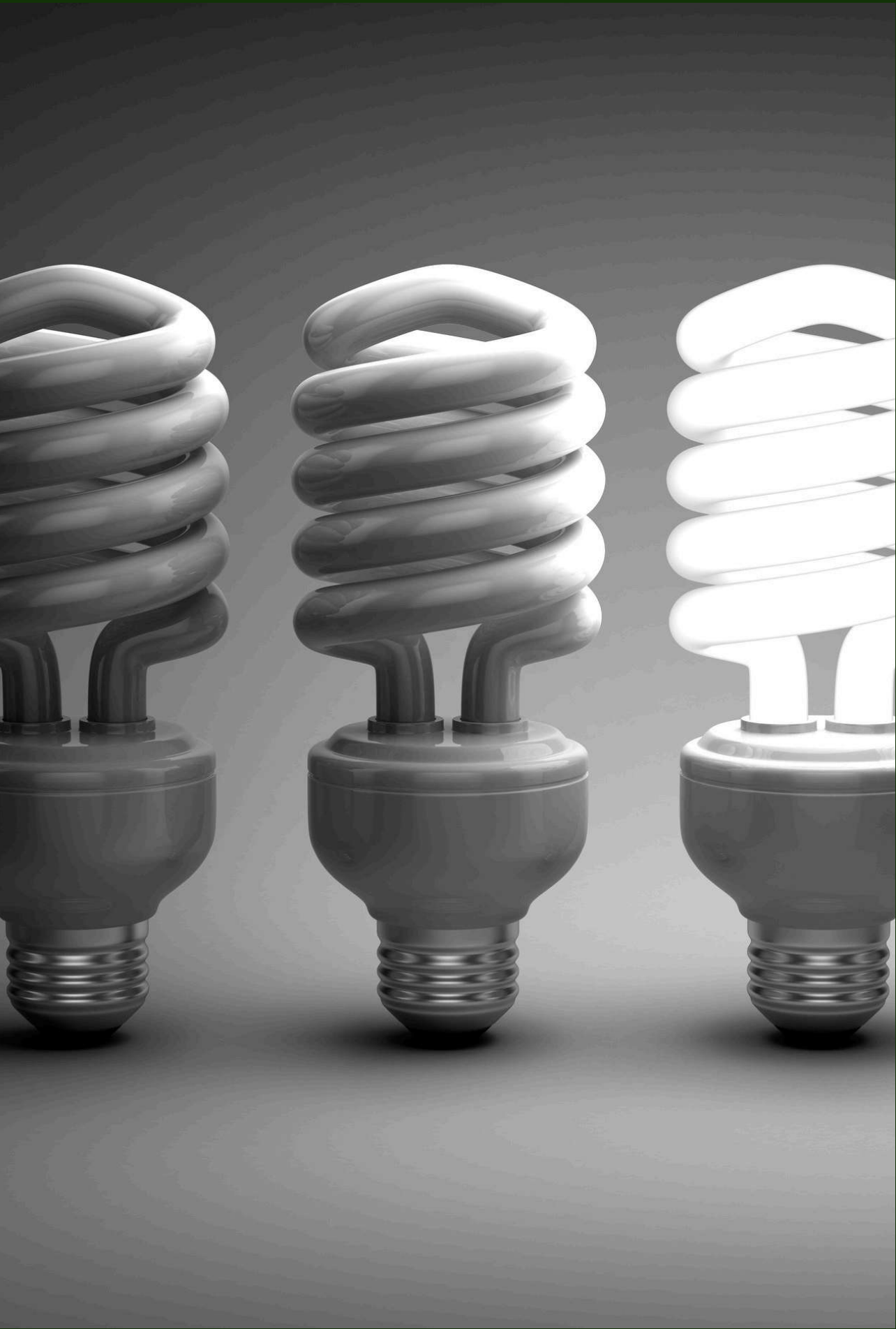
Increase



Note: Total energy consumption includes all non-renewable fuels (diesel, octane, natural gas) plus purchased electricity.



Overall, total energy consumption has grown steadily, reflecting increased production and operational scale.



OUR ENERGY OUTLOOK

This percentage view shows the real phase of the factory — clear improvements in reducing petrol use, efficiency gains in diesel, and challenges with rising natural gas and electricity demand.

Fuel Type	Diesel	Octane (Petrol)	Natural Gas	Purchased Electricity
2022 to 2023	↓10.31%	↓52.32%	↑14.48%	↓68.03%
2023 to 2024	↑5.93%	↓66.57%	↑9.14%	↑146.03%

What the Energy Mix Tells Us

Looking at both volume and percentage trends, our energy story is clear:

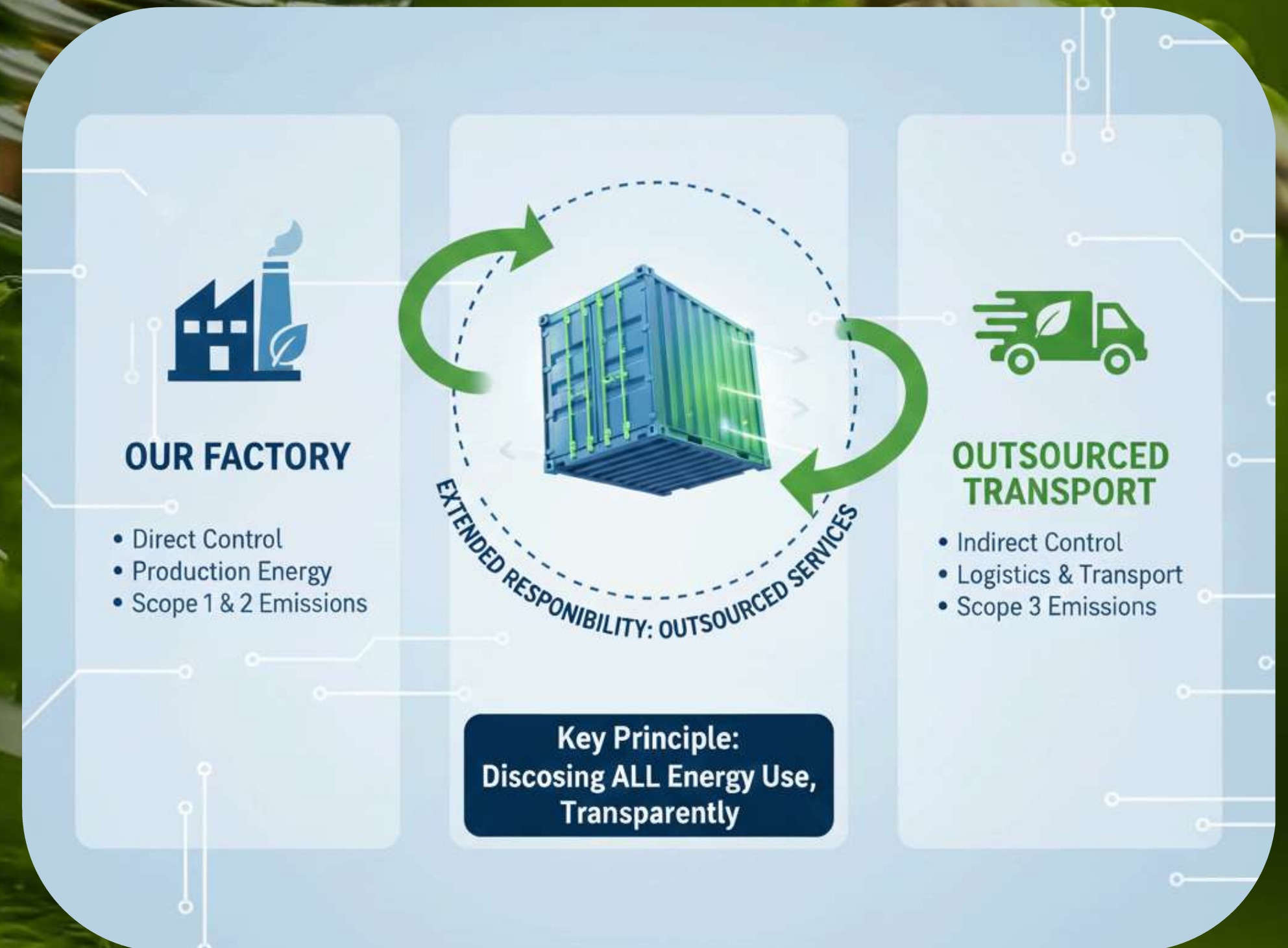
- Our energy structure is highly consistent and predictable
- Increases in total energy use are driven by production demand, not inefficiency
- Smaller fuel sources are being actively reduced or tightly controlled
- The energy mix shows early signs of optimization, especially in reducing marginal fuel use

Energy management for us is not about dramatic shifts overnight — it is about steady progress, informed decisions, and responsible growth.

ENERGY BEYOND OUR FACTORY WALLS

Understanding Our Energy Impact Beyond the Factory Gate

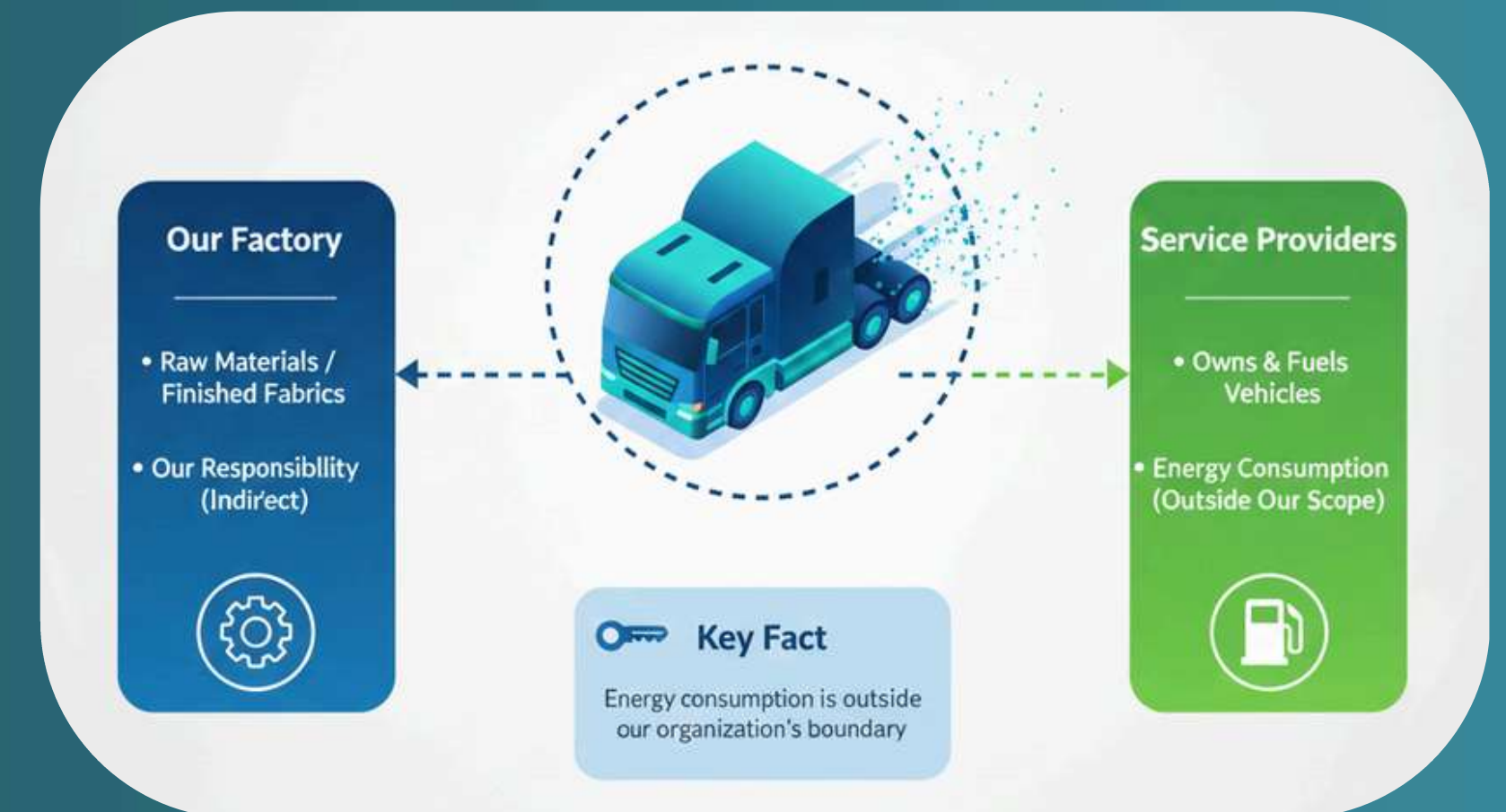
Our responsibility for energy does not stop at our factory boundary. We also look at how energy is used in activities that support our operations but are carried out by external service providers. This helps us understand our broader energy footprint and identify areas for future collaboration and improvement.



Outsourced Transport

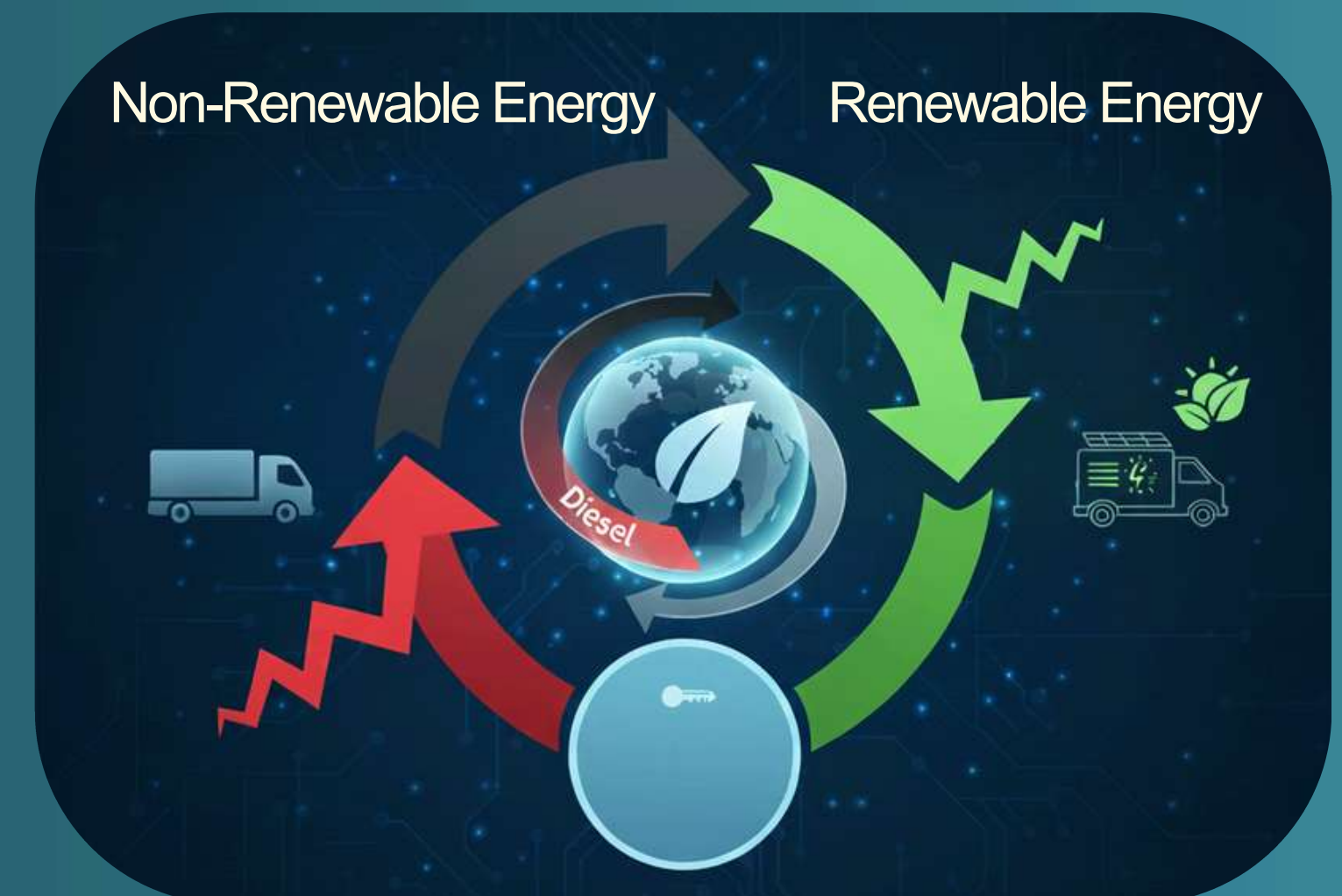
To support our supply chain, we use third-party vans for transporting raw materials to the factory and delivering finished fabrics to customers. These vehicles are owned, operated, and fueled by external service providers, meaning their energy use occurs outside our direct operational control.

All transportation services currently rely on diesel-powered vehicles, which are based on non-renewable energy sources. As fuel procurement and vehicle operation are managed entirely by the service providers, the associated energy consumption is considered outside the organization.



Renewable vs. Non-Renewable Energy

At present, outsourced transportation services are based on non-renewable diesel fuel. We do not currently engage third-party service providers that operate using renewable energy sources such as solar-powered or electric vehicles. While this reflects the current availability and structure of local transport services, it also highlights an area for potential future improvement as cleaner transport options become more accessible.



HOW WE APPROACH MEASUREMENT AND BOUNDARIES

Energy use related to third-party transportation is assessed through a boundary-based approach, clearly separating internal factory energy consumption from externally managed activities. Only energy used within facilities owned or controlled by the organization is included in internal energy reporting, ensuring clarity and avoiding overlap.

Information related to outsourced transport is reviewed using:

- Transport and logistics records
- Service agreements with external providers
- Operational reviews of supply chain activities

Standard energy conversion factors are applied where estimation or comparison is required, following widely accepted energy calculation practices to ensure consistency.

OUR PERSPECTIVE GOING FORWARD

While this energy use is outside our direct control, recognizing its role in our value chain allows us to engage more constructively with logistics partners. As transport technologies evolve, we see opportunities to explore more efficient and lower-impact logistics solutions over time.

By expanding our energy awareness beyond the factory gate, we strengthen our ability to manage sustainability in a holistic and forward-looking way.



Energy Consumption, Energy Intensity and Production



We continuously monitor our energy consumption and production efficiency to support responsible resource management and operational excellence. During the reporting period, our total energy consumption increased from 560.1 million MJ in 2022 to 699.0 million MJ in 2024, primarily reflecting increased production activities and business growth.

Our total production output increased from 11,637.5 tons of fabric in 2022 to 13,708.5 tons in 2024, demonstrating expanded operational capacity. Energy intensity was 48,130.78 MJ/ton in 2022, increased to 55,557.97 MJ/ton in 2023, and improved to 50,988.17 MJ/ton in 2024. The reduction in energy intensity compared to the previous year indicates improved energy utilization efficiency despite higher production volumes.

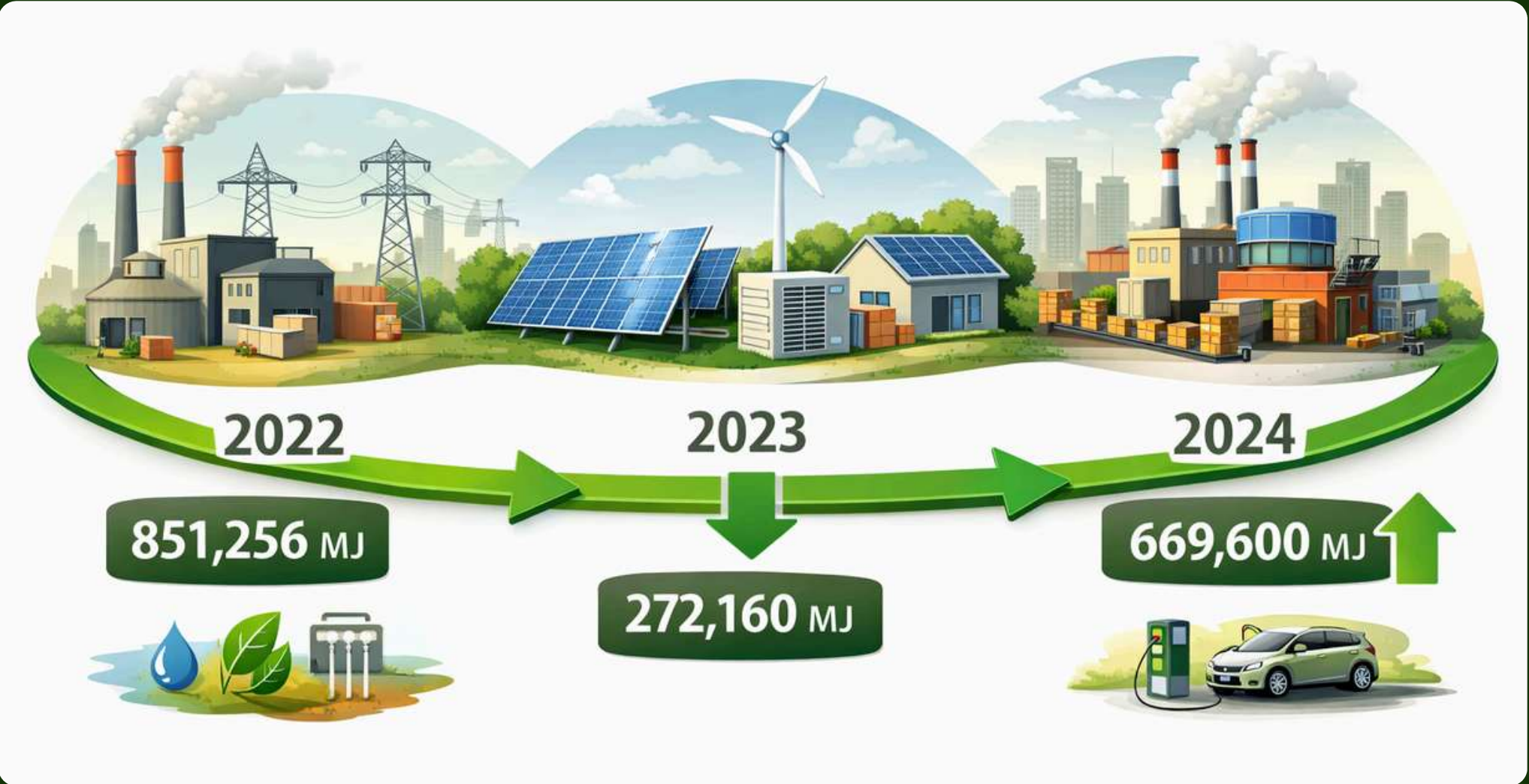
We remain committed to enhancing our energy performance through process optimization, preventive maintenance, efficient equipment operation, and continuous monitoring of energy use across our facilities. These initiatives support our efforts to improve operational efficiency while minimizing the environmental impact of our activities.

PURCHASED ELECTRICITY CONSUMPTION

Over the period from 2022 to 2024, our organization has been intentionally shaping its energy profile to balance operational demands with sustainability goals. In 2022, our operations relied heavily on grid electricity, with 851,256 MJ purchased over the year. This high dependence reflected the production scale at the time and highlighted opportunities for greater self-sufficiency.

Recognizing the environmental and operational implications, we strengthened our on-site power generation capabilities and implemented enhanced energy planning strategies. The results were evident in 2023, when grid electricity use dropped sharply to 272,160 MJ. This reduction demonstrates our progress in operational efficiency, responsible energy sourcing, and reduced environmental impact—key priorities for our stakeholders.

In 2024, purchased electricity rose to 669,600 MJ, reflecting higher production volumes and the strategic need to balance energy demand during peak operational periods. Even with this increase, electricity consumption remained below the 2022 level, indicating a sustained shift toward controlled, efficient energy management.



During 2022–2024, no externally purchased steam, heating, or cooling energy was used in our operations, reducing reliance on indirect energy sources. Through consistent monitoring and transparent reporting, we track energy performance, operational growth, and efficiency improvements, providing stakeholders with a clear understanding of our progress toward long-term energy resilience.

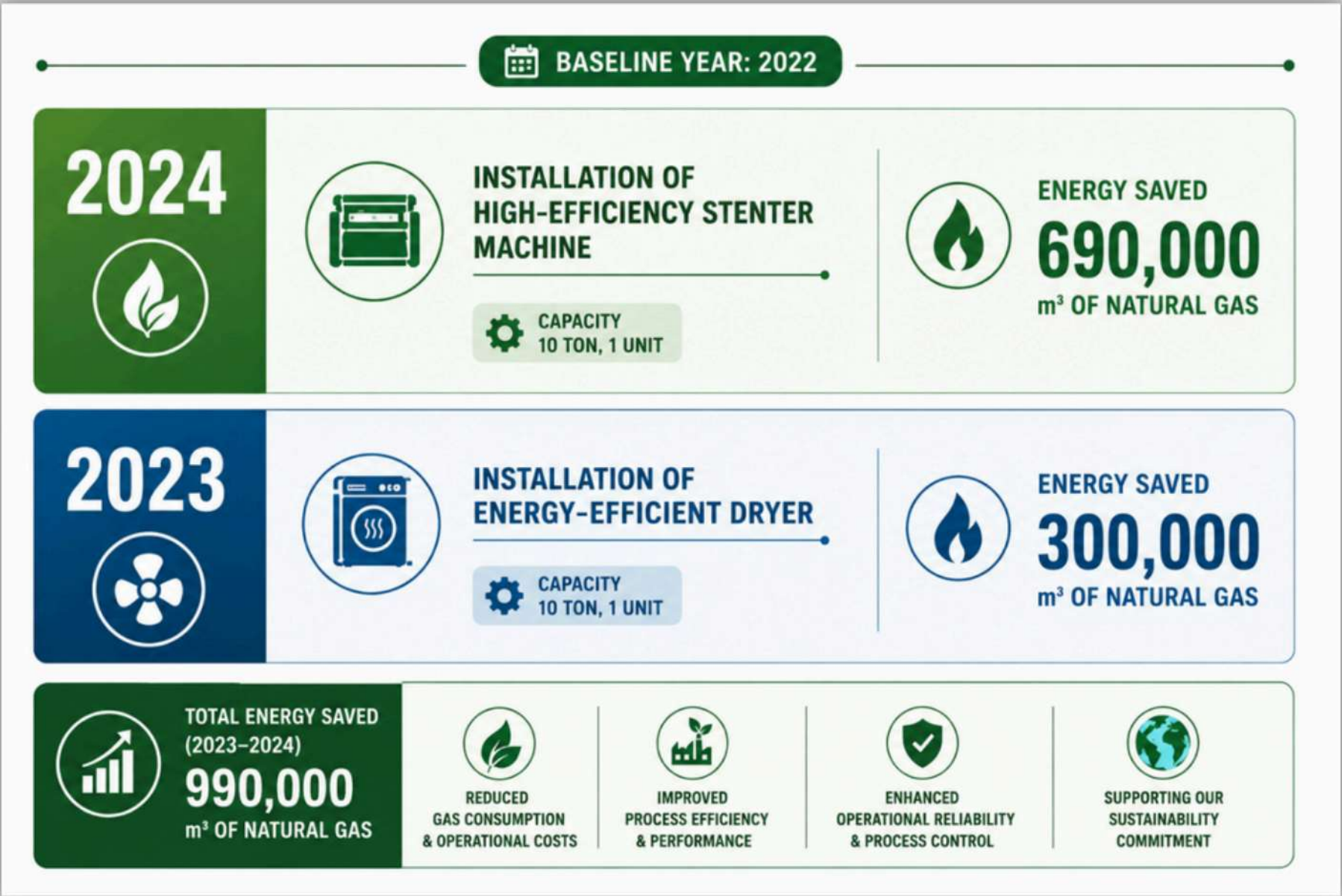
ENERGY EFFICIENCY AND REDUCTION OF ENERGY CONSUMPTION

Improving energy efficiency is an important part of our commitment to responsible and sustainable operations. At our factory, energy conservation is considered an essential component of production management. By continuously upgrading our machinery and optimizing operational processes, we aim to reduce energy consumption while maintaining high standards of product quality and operational performance.

ENERGY EFFICIENCY INITIATIVES

- 2024 – Installation of High-Efficiency Stenter Machine (10 Ton, 1 Unit)
- Action: Installation of a modern, energy-efficient stenter machine to improve fabric finishing operations.
 - Energy Saved: 690,000 m³ of natural gas.
 - Impact: The new equipment significantly reduced gas consumption while improving finishing efficiency and process control.
- 2023 – Installation of Energy-Efficient Dryer (10 Ton, 1 Unit)
- Action: Introduction of a modern dryer designed to operate with improved fuel efficiency.
 - Energy Saved: 300,000 m³ of natural gas.
 - Impact: Reduced fuel demand while maintaining consistent production quality and operational reliability.

Baseline Year: 2022

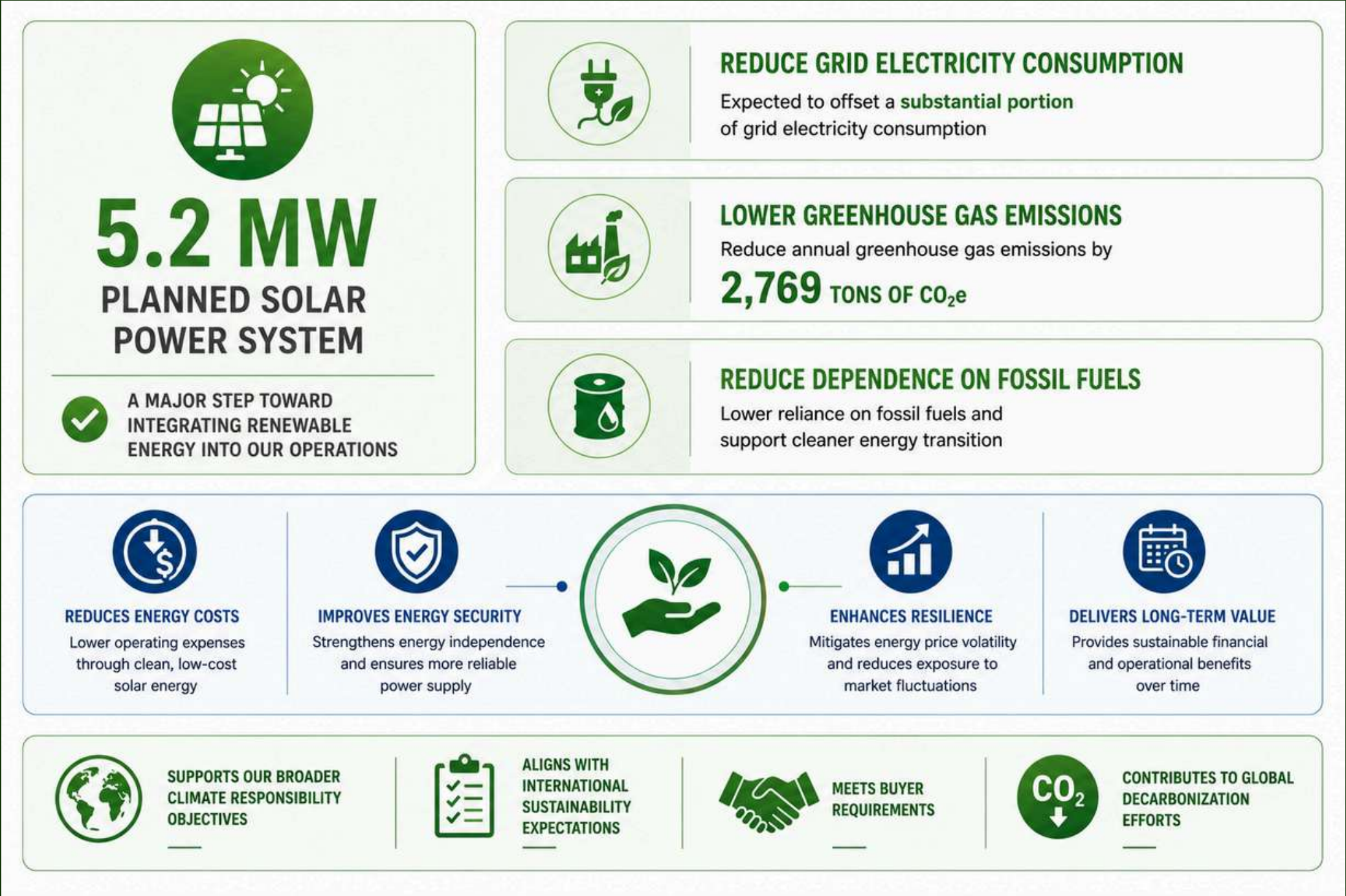


These initiatives show that our factory is actively reducing energy consumption while expanding production. By saving nearly 1 million m³ of natural gas in just two years, we are lowering our environmental impact and proving that efficiency investments deliver real results.

TRANSITIONING TOWARD RENEWABLE ENERGY

At Four H Dyeing & Printing Ltd., our sustainability journey is guided by a long-term vision to reduce environmental impact while strengthening operational resilience. While our production operations currently rely on conventional energy sources, we recognize the urgent global need to transition toward cleaner and more sustainable energy solutions.

We currently use only non-renewable energy sources



As part of this commitment, we have developed a future-focused plan to install a 5.2 MW solar power system, marking a significant step toward integrating renewable energy into our operations. Once implemented, this initiative is expected to offset a substantial portion of grid electricity consumption, reduce dependence on fossil fuels, and lower annual greenhouse gas emissions by approximately 2,769 tons of CO₂e.

Beyond environmental benefits, the planned solar installation is designed to deliver long-term value by reducing energy costs, improving energy security, and increasing resilience against energy price volatility. This transition supports our broader climate responsibility objectives and aligns with international sustainability expectations, buyer requirements, and global decarbonization efforts.

By proactively investing in renewable energy, Four H Dyeing & Printing Ltd. demonstrates its commitment to responsible growth, transparency in sustainability planning, and continuous improvement. We look forward to sharing measurable progress and performance updates on renewable energy integration in future sustainability reports, reinforcing our dedication to low-carbon manufacturing and sustainable value creation.

WATER

STEWARDSHIP, EFFICIENCY, AND RESPONSIBILITY



Water is one of the most critical shared resources for both industry and society. Our factory recognizes that every drop withdrawn from the environment carries responsibility — not only to sustain production but also to protect communities, ecosystems, and future generations.

We understand that water is not just a utility; it is a lifeline for people and nature. That is why we monitor our impacts carefully, invest in treatment and reuse systems, and engage openly with stakeholders such as buyers, regulators, and associations. By doing so, we ensure that our operations respect water as a shared resource, balancing industrial needs with environmental stewardship.

Clear responsibilities are assigned to ensure accountability in water management:

- Responsible personnel: **Mr. Md. Iftekhar Uddin and Mr. Gazi Mohammad Iqbal**
- Training: Both trained in Environmental Management Systems (EMS) under ISO 14001:2015

This ensures water management is overseen by qualified personnel, capable of monitoring, analyzing, and improving water use and discharge practices.

RESPONSIBLE USE OF WATER

Since 2019, we have invested in water-efficient dyeing technologies, including:

- Multiple dyeing machines with low liquor ratios (1:5), progressively installed between 2019 and 2020, with a combined capacity supporting large-scale production while significantly reducing water consumption.
- Establishment of a Membrane Bio-Reactor (MBR) Effluent Treatment Plant, integrated with a biological treatment system (250 m³/hour), ensuring that wastewater is treated responsibly before discharge.
- In 2025, we further strengthened water stewardship through rainwater harvesting and backwash water recovery, enabling the reuse of approximately 93 m³ of water, reducing dependency on freshwater sources.

These measures reflect our commitment to protecting local water ecosystems while maintaining production continuity.



WATER MANAGEMENT

To minimize environmental impacts, the factory operates a biological Effluent Treatment Plant (ETP) with a treatment capacity of 250 m³ per hour. The treatment system uses Membrane Bio-Reactor (MBR) technology, which helps remove contaminants and improve wastewater quality before discharge.

A SCADA monitoring system is installed to track real-time wastewater quality. In addition, the factory maintains an in-house laboratory where regular testing is carried out to ensure compliance with environmental standards and buyer requirements.

Key parameters monitored include:

- pH
- Dissolved Oxygen (DO)
- BOD₅
- COD
- Total Suspended Solids (TSS)
- Total Nitrogen
- Total Phosphorus

The factory complies with Bangladesh Environmental Conservation Rules (ECR) 2023 as well as international standards such as ZDHC guidelines.

Water management activities are supervised by trained personnel under the Environmental Management System (EMS) aligned with ISO 14001:2015.



WATER WITHDRAWAL

Measuring and Managing Consumption

Our factory primarily relies on groundwater as the source of water for production and operational activities. No surface water, municipal supply, or rainwater harvesting system is currently used in the facility.

Over the last three years, total water withdrawal has been as follows:

- 2024: 1,735,777 m³
- 2023: 1,678,717 m³
- 2022: 1,610,039 m³

All withdrawn water falls under the freshwater category ($\leq 1,000$ mg/L Total Dissolved Solids). The factory is located in Chittagong, which is identified as a water-stress area, and therefore water consumption is monitored carefully to ensure responsible usage and long-term resource sustainability.

WATER DISCHARGE

After proper treatment through the ETP, wastewater is safely discharged to surface water bodies. The facility does not discharge wastewater to municipal sewer systems or other destinations.

Total water discharge over the last three years is as follows:

- 2024: 1,603,934 m³
- 2023: 1,637,499 m³
- 2022: 1,410,946 m³

All discharged water is treated before release to ensure it meets regulatory and environmental standards. Continuous monitoring and testing help maintain water quality and minimize negative impacts on surrounding ecosystems.



WATER-RELATED IMPACTS AND MITIGATION

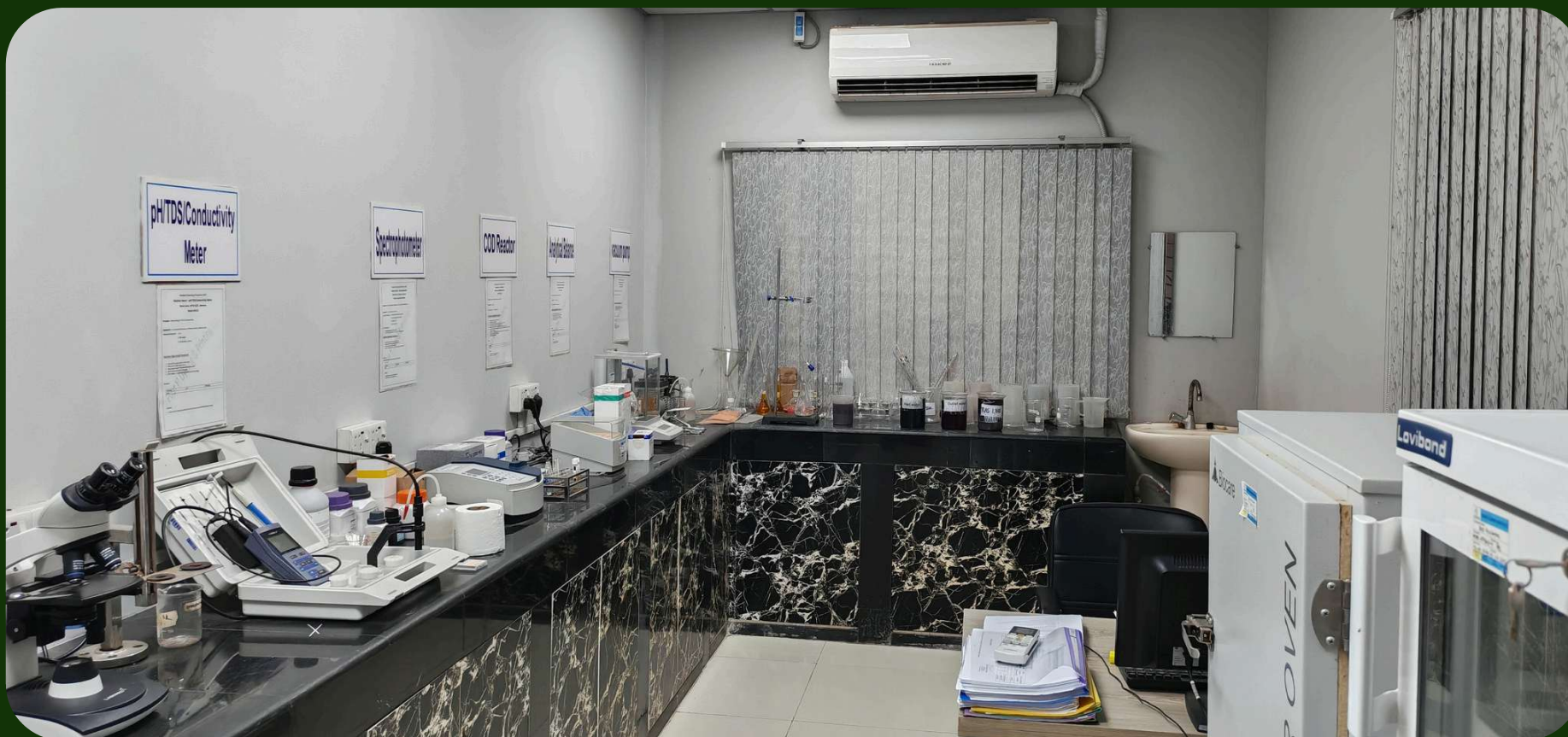
Through regular internal audits, laboratory testing, and real-time monitoring, we identify and address water-related risks, including:

- Groundwater depletion
- Wastewater pollution

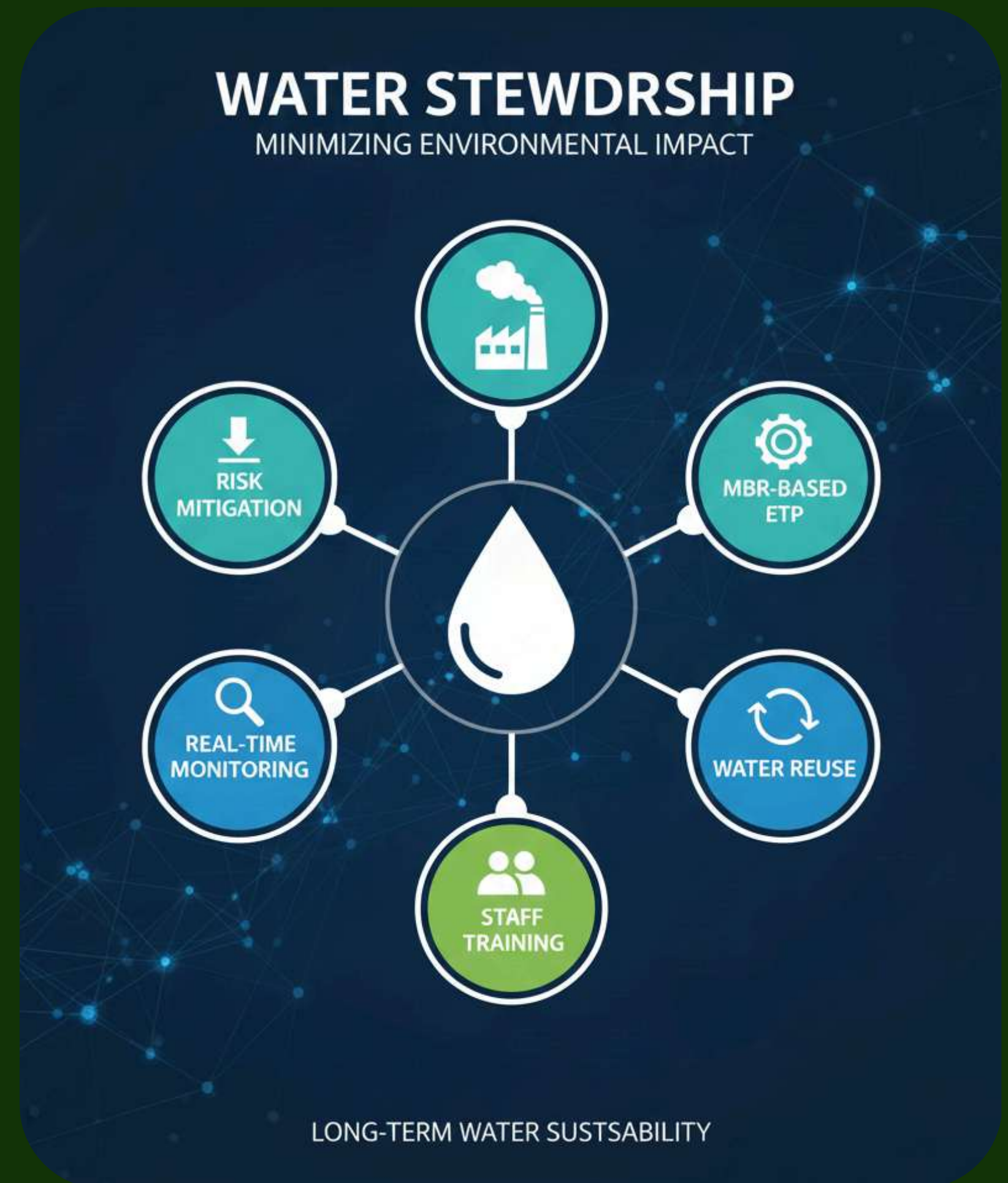
To mitigate these impacts, we have implemented:

- High-capacity MBR-based ETP ensuring full treatment
- Routine monitoring and testing of effluent quality
- Future plans to reuse treated water for production and domestic purposes
- Staff awareness programs and training in water management practices

These measures minimize environmental impact while ensuring the long-term sustainability of water resources in our operational area.



ETP Lab





WATER-RELATED IMPACTS AND MITIGATION

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FUTURE GOALS AND CONTINUOUS IMPROVEMENT

Our water management strategy focuses on efficiency and innovation, including:

- Installation of hot water systems to optimize energy and water use
- Exploration of surface water use to reduce groundwater dependency
- Expansion of RO plants for water reuse
- Continuous tracking of per-unit water intensity in production

By combining advanced treatment technology, responsible withdrawal, and proactive reuse initiatives, we aim to maximize resource efficiency while safeguarding water for the community and ecosystem.



KEY HIGHLIGHTS

- Groundwater-based operations: 100% of water withdrawal from groundwater
- Surface water discharge: Fully treated and freshwater compliant
- Year-on-year trends: Controlled increases in withdrawal; reduction in discharge in 2024 despite higher production
- Zero non-compliance incidents with effluent standards
- Stakeholder engagement: Ensures transparency and accountability
- Future initiatives: Water reuse, hot water systems, and optimized per-unit consumption

SCOPE 1 GREENHOUSE GAS EMISSIONS:

Taking Responsibility for Our Footprint

At the heart of our operations, energy powers every process, from dyeing and finishing fabrics to maintaining a safe and comfortable workplace for our team. Alongside energy use comes the responsibility to measure and manage the greenhouse gas (GHG) emissions directly generated by our operations. Understanding these emissions allows us to take proactive steps toward reducing our climate impact and improving operational efficiency.



FUEL USE ONSITE

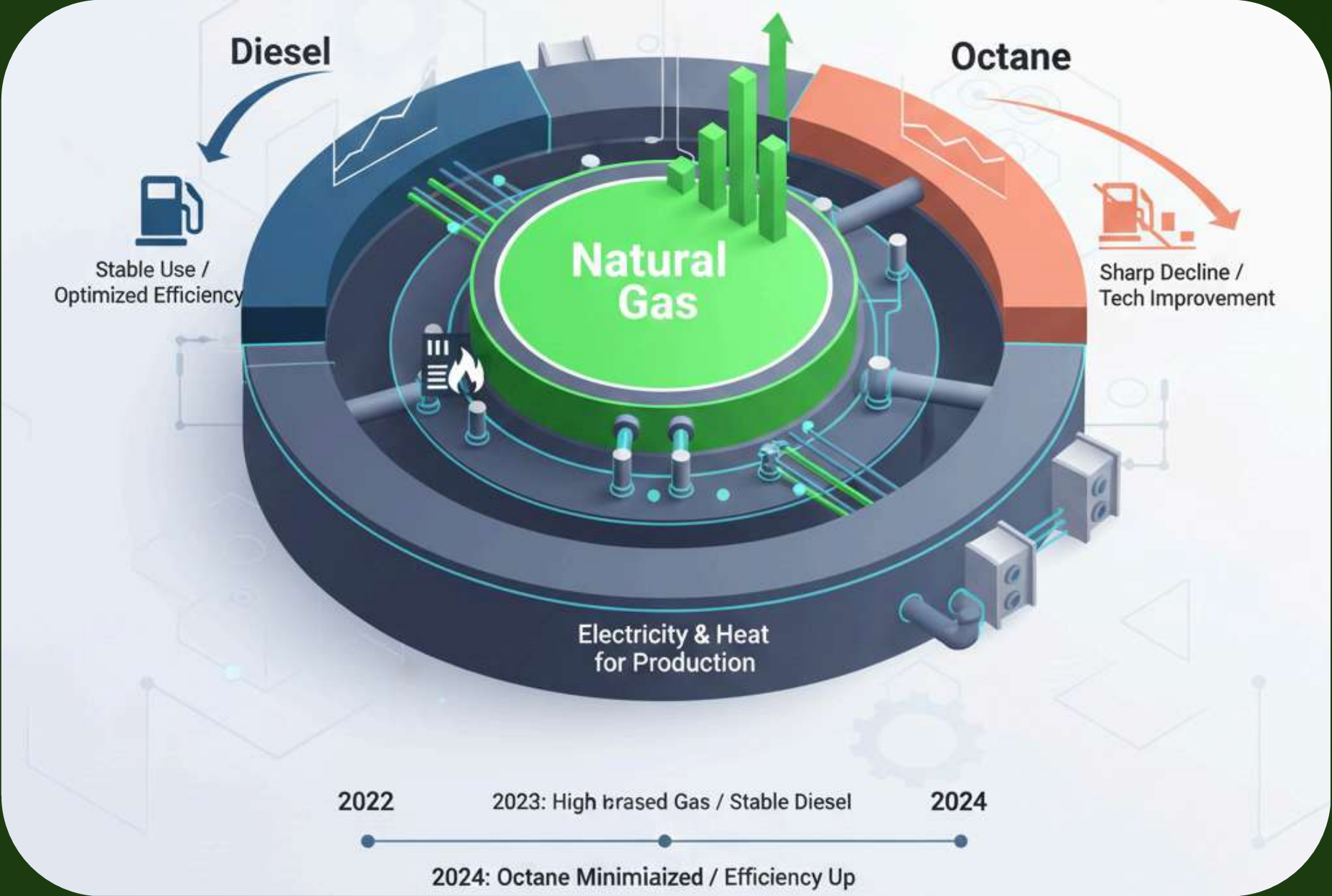
Our factory relies on a mix of fuels for on-site energy generation, ensuring reliable electricity and heat for production:

- Natural Gas: Powers the majority of our electricity generation via on-site generators
- Diesel and Octane: Supplement energy needs and support backup generation

Over the last three years, our onsite fuel consumption has evolved as production expanded:

Fuel Consumption Comparison

Year	Natural Gas (m³)	Diesel (L)	Octane (L)
2022	14,583,364	26,378	4,260
2023	16,701,062	23,659	2,031
2024	18,227,062	25,061	679



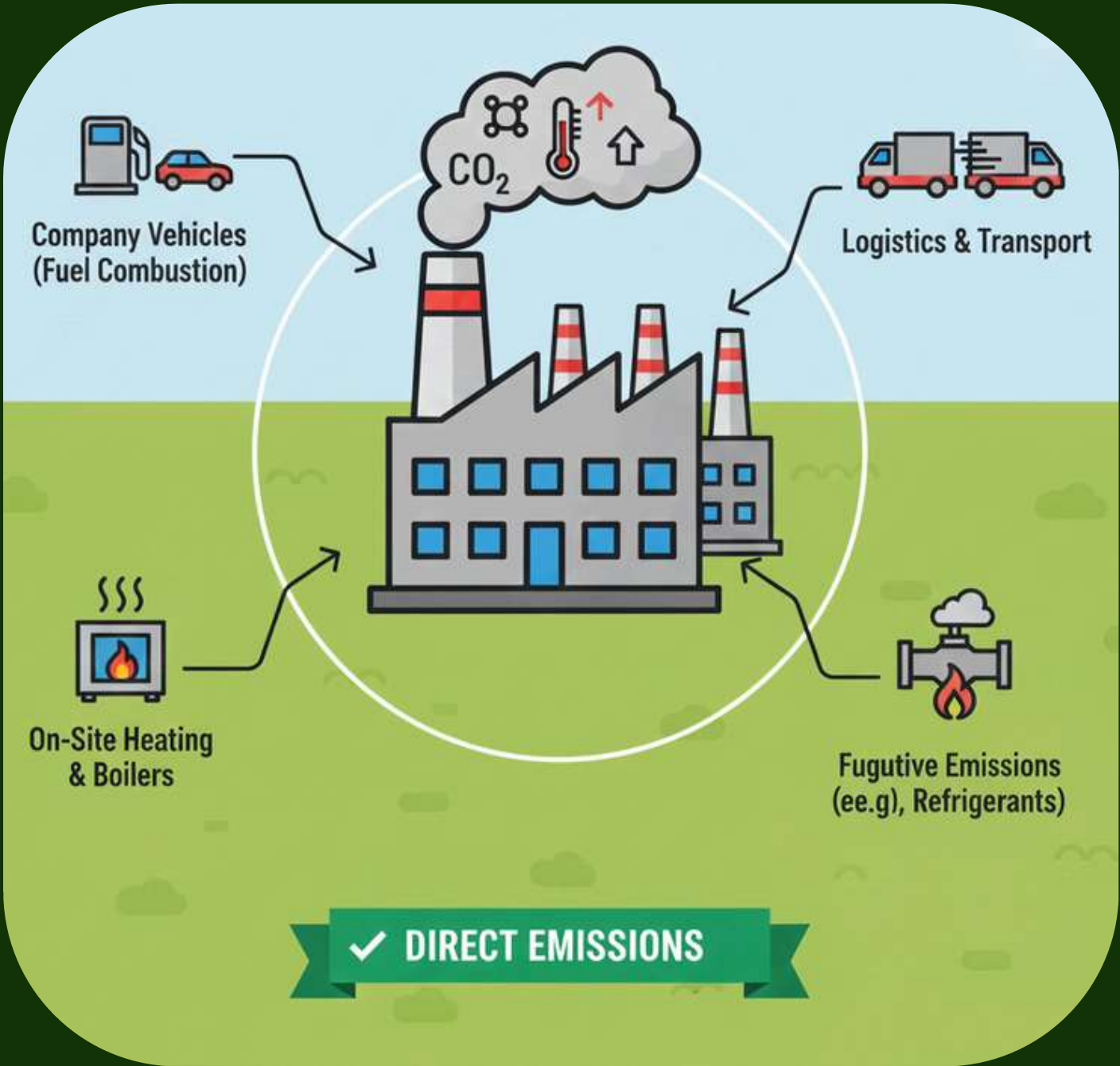
- Natural gas consumption increased steadily, reflecting expanded production and energy requirements.
- Diesel use remained relatively stable, demonstrating optimized operational efficiency.
- Octane consumption declined sharply over three years, indicating more efficient fuel management and technology improvements.

SCOPE 1 GHG EMISSIONS

Direct greenhouse gas emissions are primarily linked to the combustion of natural gas, diesel, and octane. All emissions are calculated in metric tons of CO₂ equivalent (CO₂e) and account only for CO₂, as no other greenhouse gases are generated onsite. No biogenic fuels are used in our operations, ensuring the calculation reflects purely operational emissions.

CO₂e Emissions by Year

Year	2024	2023	2022
CO ₂ e Emissions (Ton)	35261.94	32378.37	28208.3



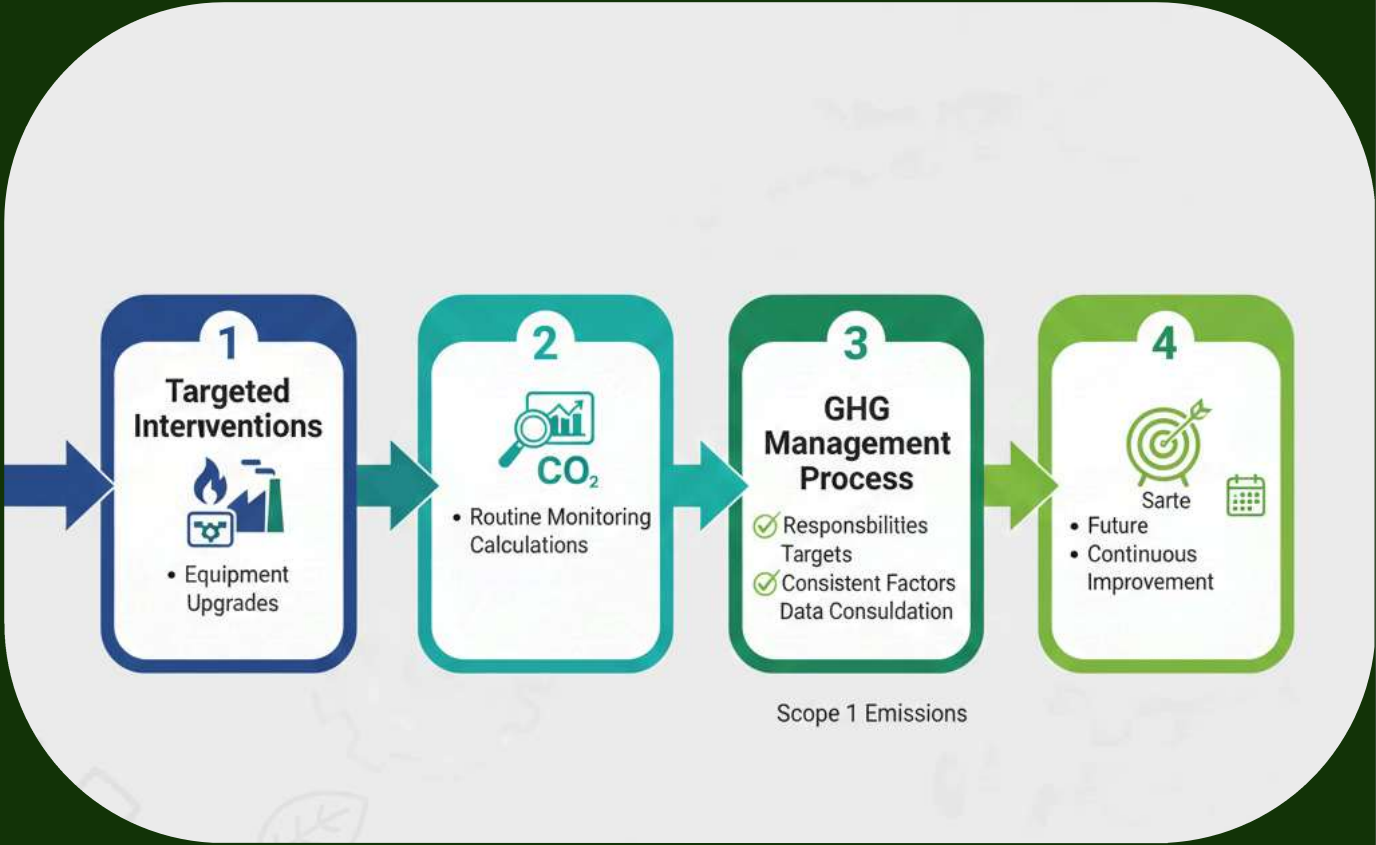
Insights:

- Emissions increased progressively with production expansion.
- The rise is managed and anticipated, and reflects the scale-up of operations rather than inefficiency.
- Declining octane usage highlights improved fuel efficiency, which helps offset potential emission increases.

EMISSION MANAGEMENT AND CONTINUOUS IMPROVEMENT

Understanding the sources and trends of our direct emissions enables targeted interventions:

- Prioritizing natural gas as a primary energy source reduces reliance on higher-emission fuels like diesel and octane.
- Ongoing equipment upgrades and energy efficiency initiatives help minimize emissions per unit of production.
- Routine monitoring and internal calculations ensure accurate measurement and transparency, providing a strong basis for future reduction targets.



GOVERNANCE AND CALCULATION TRANSPARENCY

Our GHG management process includes:

- Clear assignment of responsibility for monitoring fuel use and emissions
- Use of consistent emission factors and globally recognized CO₂ conversion rates to calculate Scope 1 emissions
- Exclusion of biogenic emissions, GHG trades, or indirect upstream impacts, ensuring accuracy and comparability
- Data consolidation based on operational control, maintaining reliability and completeness

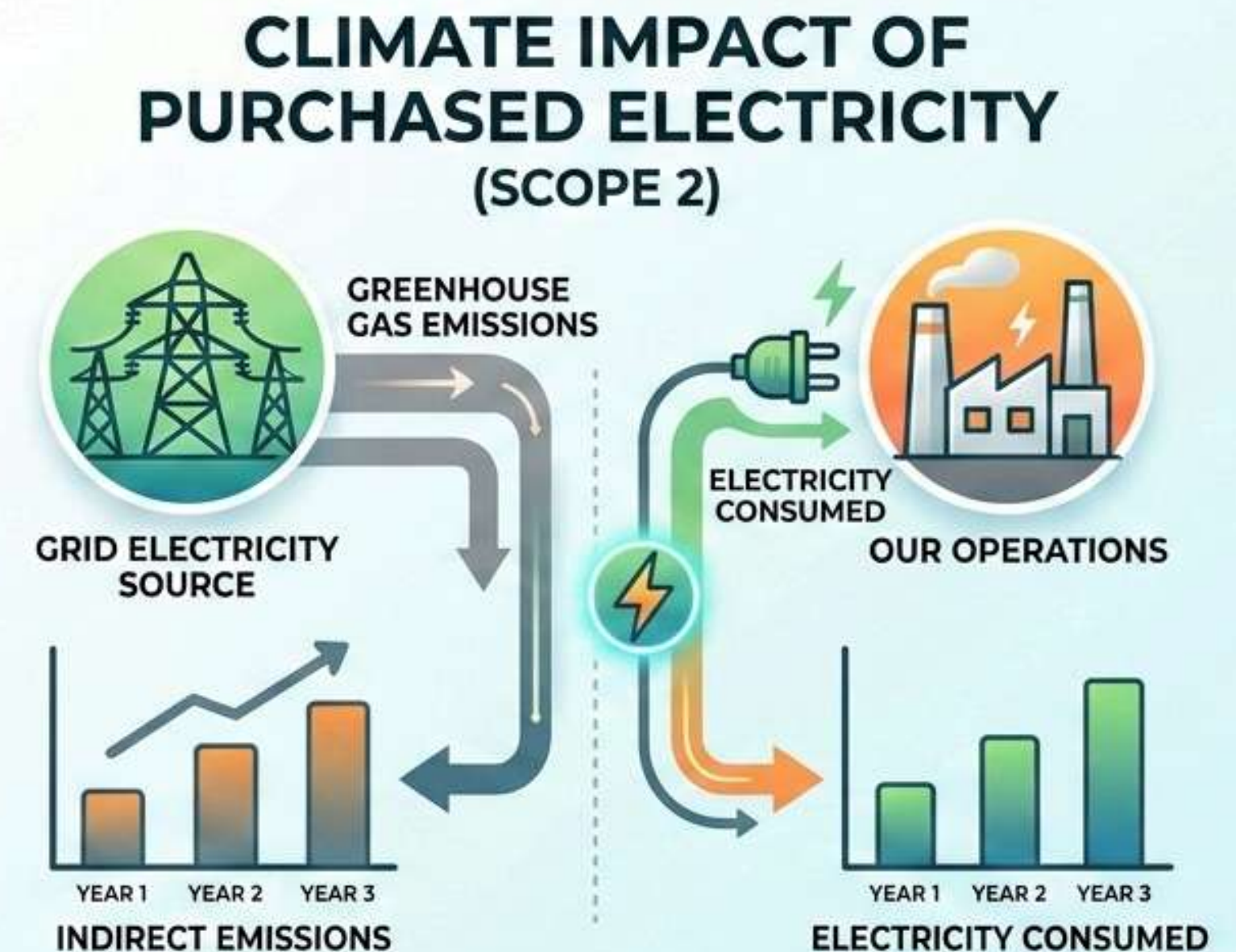
INDIRECT (SCOPE 2) GREENHOUSE GAS EMISSIONS:

Managing Electricity-Related Impacts

UNDERSTANDING THE CLIMATE IMPACT OF PURCHASED ELECTRICITY

Energy is essential to our operations, and while most of our electricity is generated on site, we continue to rely on the national power grid to support stable and uninterrupted production. Electricity purchased from the grid does not create emissions directly at our facilities, but it does contribute to greenhouse gas emissions at the point where that electricity is generated. Recognizing this indirect impact is an important part of understanding our overall environmental footprint.

Over the past three years, our use of grid electricity has changed in line with production demand, generator availability, and operational planning. These changes are reflected clearly in both our electricity consumption and the associated indirect greenhouse gas emissions.



KEY TAKEAWAY: TRACKING EMISSIONS TRENDS

- INDIRECT EMISSIONS FROM GENERATION POINT
- ALIGNED WITH PRODUCTION & OPERATIONAL PLANNING
- TRACKING ENVIRONMENTAL FOOTPRINT (SCOPE 2)

The Starting Point: Establishing the Base Year (2022)

Our Scope 2 emissions reporting journey begins in 2022, which we have defined as our base year. This year represents a complete and reliable operational dataset, providing a strong foundation for long-term environmental performance tracking and comparison. During 2022, our electricity consumption from the grid was 236,460 kWh, resulting in 180.17 Tones CO₂e of Scope 2 emissions

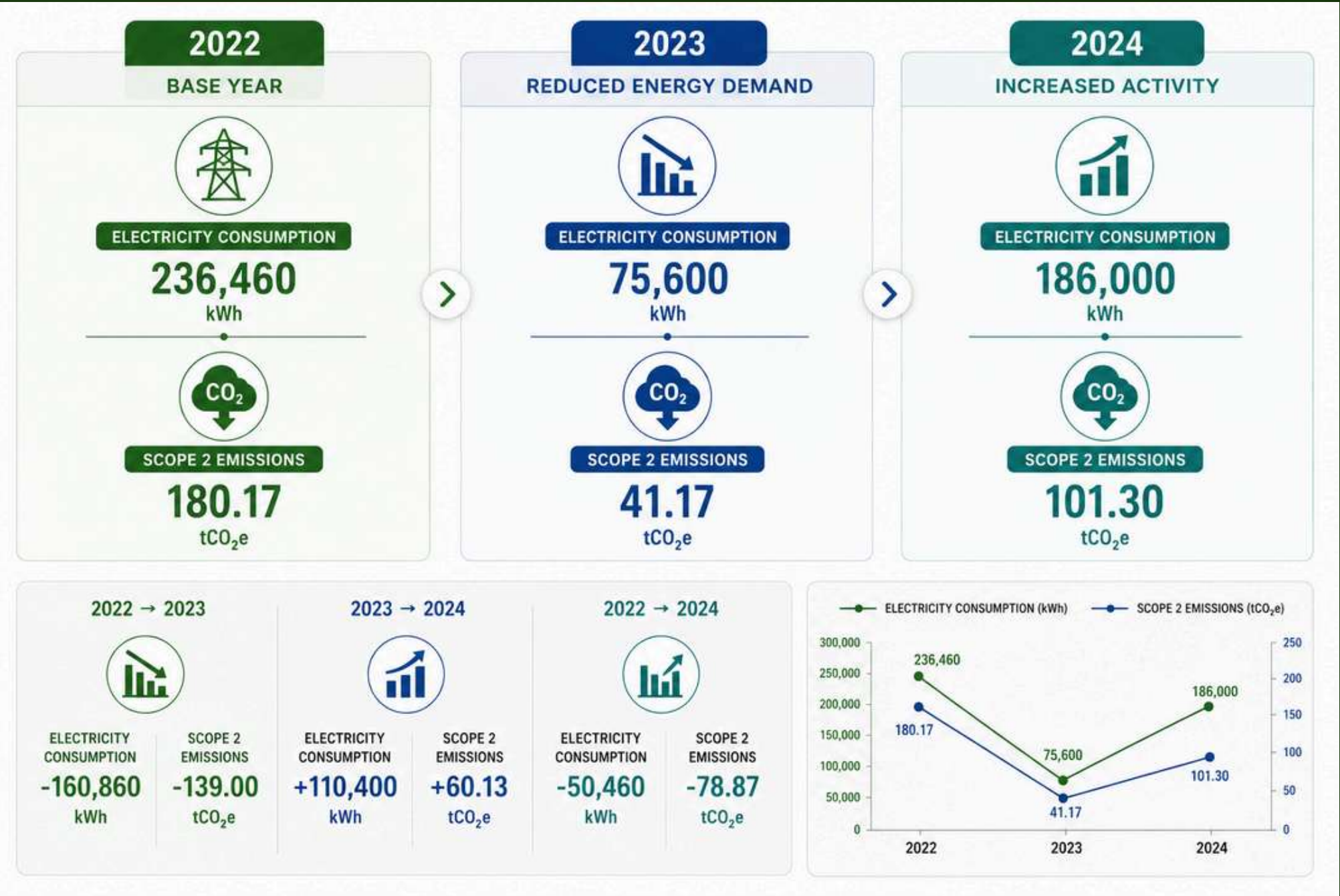
The First Shift: Reduced Energy Demand in 2023

In 2023, we observed a significant reduction in electricity consumption, which decreased to 75,600 kWh. This decline reflected changes in our operational energy demand during the reporting year. As a result, our Scope 2 emissions also decreased substantially to 41.17 tCO₂e, indicating a clear improvement compared to the base year. This reduction highlights how variations in operational activity directly influence our indirect emissions performance.

The Rebound: Increased Activity in 2024

In 2024, our operational activity increased again, leading to higher electricity consumption of 186,000 kWh. This increase in energy use resulted in Scope 2 emissions rising to 101.30 tCO₂e. Although emissions increased compared to 2023, they remained significantly lower than our 2022 base year level. This demonstrates that despite year-to-year fluctuations in operational demand, our overall emissions trajectory remains improved over the long term.

SCOPE 2 GREENHOUSE GAS EMISSIONS

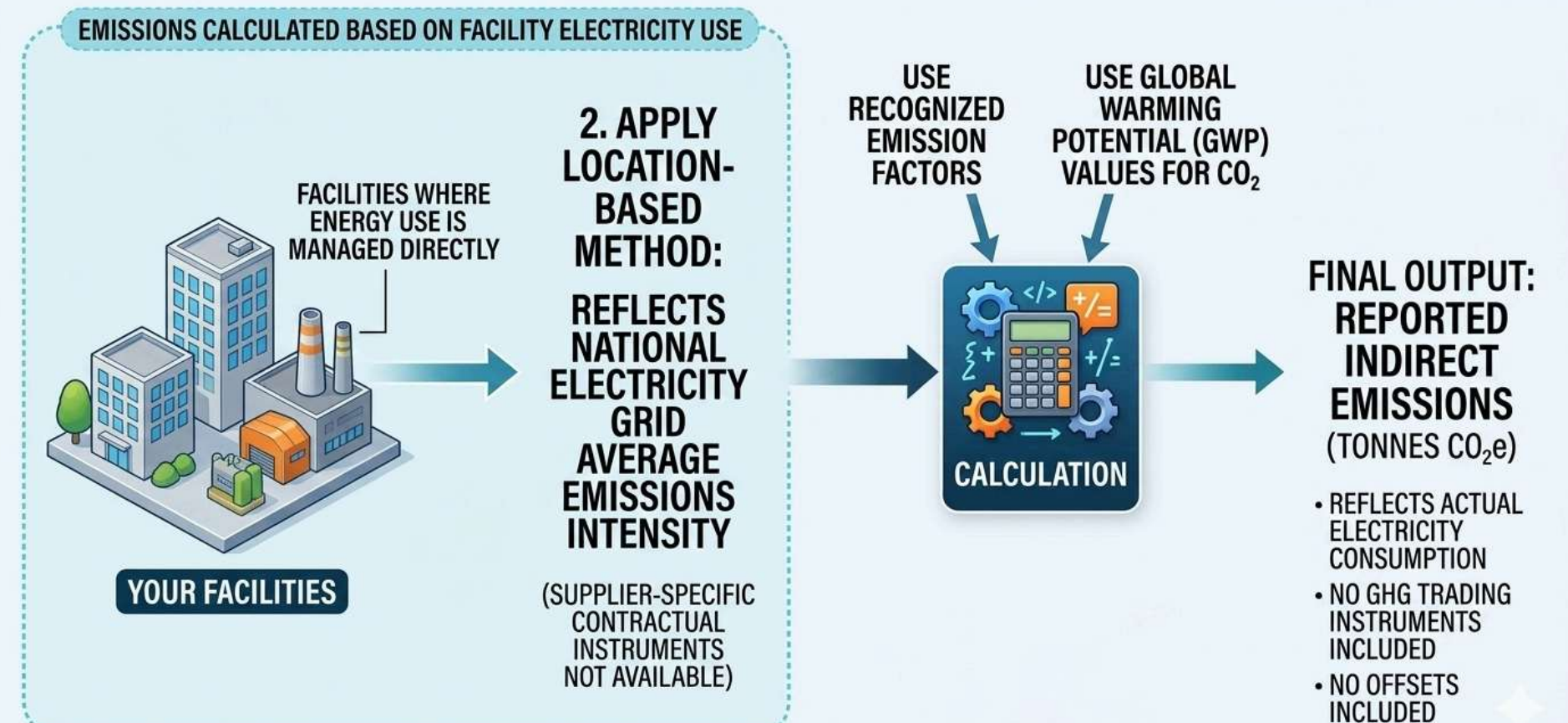


HOW EMISSIONS ARE CALCULATED AND REPORTED

To ensure clarity and consistency, indirect emissions are calculated using a location-based approach, which reflects the average emissions intensity of the national electricity grid supplying our facilities. This method is applied because supplier-specific contractual instruments are not available in our operating market.

Emissions are calculated using recognized emission factors and global warming potential values for CO₂. The reporting boundary follows an operational control approach, covering all facilities where we directly manage energy use. No greenhouse gas trading instruments or offsets are included in these figures, ensuring that reported emissions reflect actual electricity consumption.

INDIRECT EMISSIONS (SCOPE 2) CALCULATION PROCESS (LOCATION-BASED METHOD)



LOOKING AHEAD

The three-year trend shows that our indirect emissions are closely linked to operational needs rather than inefficiency. Periods of reduced grid reliance have demonstrated the potential for emissions reduction, while increases in electricity use have aligned with business growth rather than uncontrolled energy use.

Going forward, we remain focused on:

- Improving overall energy efficiency
- Optimizing the balance between on-site generation and grid electricity
- Monitoring indirect emissions alongside production growth to maintain transparency and accountability



EMISSION INTENSITY: LINKING CLIMATE IMPACT WITH PRODUCTION PERFORMANCE

Understanding emissions in relation to production is essential for evaluating how efficiently the factory transforms energy and resources into finished fabric. Rather than looking at total emissions alone, emission intensity helps show whether growth is becoming cleaner, more efficient, and better managed over time.



How emission intensity is measured

The factory calculates emission intensity by dividing total greenhouse gas emissions by total fabric production (tons) for each year. This approach ensures a clear and comparable view of performance, regardless of changes in production volume.



The calculation includes:

- Direct emissions from on-site fuel use
- Indirect emissions from purchased electricity
- Other indirect emissions already identified and quantified

All emissions are expressed in metric tons of CO₂ equivalent, and only CO₂ is included in the calculation, ensuring consistency and transparency across reporting years.

Total greenhouse gas emissions and production

Over the last three years, total emissions and production volumes evolved as follows:

01 2022

- Total GHG emissions: 28,366 tons CO₂e
- Total production: 11,638 tons of fabric

02 2023

- Total GHG emissions: 32,444 tons CO₂e
- Total production: 11,828 tons of fabric

03 2024

- Total GHG emissions: 32,444 tons CO₂e
- Total production: 11,828 tons of fabric



While overall emissions increased in line with higher production output, emission intensity reveals how efficiently this growth was managed.

EMISSION INTENSITY EVOLUTION: 2022–2024

Year	Total GHG Emissions (tCO ₂ e)	Production (tons of fabric)	Emission Intensity (tCO ₂ e/ton)
2022	28,388.47	11,637.50	2.44
2023	32,419.54	11,522.88	2.81
2024	35,363.24	13,708.54	2.58

We track greenhouse gas (GHG) emission intensity to better understand how efficiently our operations convert resources into production while managing environmental impact. This indicator reflects the balance between total emissions and production output over time.

We begin with 2022, our established base year. During this period, our total GHG emissions were 28,388.47 tCO₂e, while production stood at 11,637.50 tons of fabric. This resulted in an emission intensity of 2.44 tCO₂e per ton of fabric, forming the benchmark for future performance tracking.

In 2023, we observed a rise in total emissions to 32,419.54 tCO₂e, while production slightly declined to 11,522.88 tons of fabric. This imbalance between emissions and output led to an increase in emission intensity to 2.81 tCO₂e per ton of fabric. This year highlighted the sensitivity of emission intensity to both energy use and production efficiency.

By 2024, our operations expanded further, and total emissions increased to 35,363.24 tCO₂e. However, production also grew significantly to 13,708.54 tons of fabric, reflecting improved operational output. As a result, emission intensity improved to 2.58 tCO₂e per ton of fabric, indicating better efficiency in managing emissions relative to production growth.

Over the three-year period, our emission intensity trend demonstrates both operational challenges and gradual efficiency improvements. While absolute emissions have increased due to expanded production activities, the improvement in 2024 reflects progress in decoupling emissions growth from production growth.

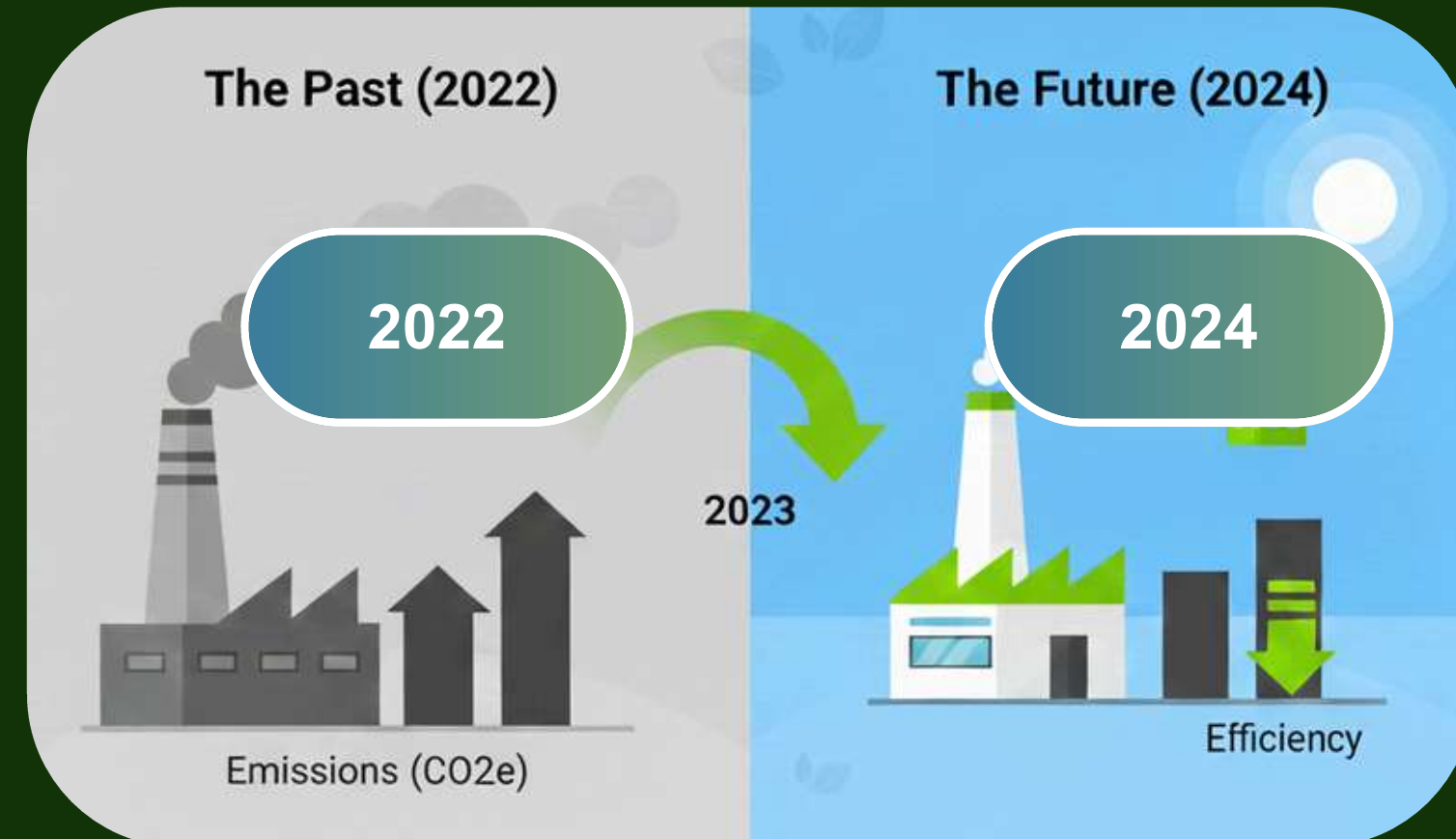
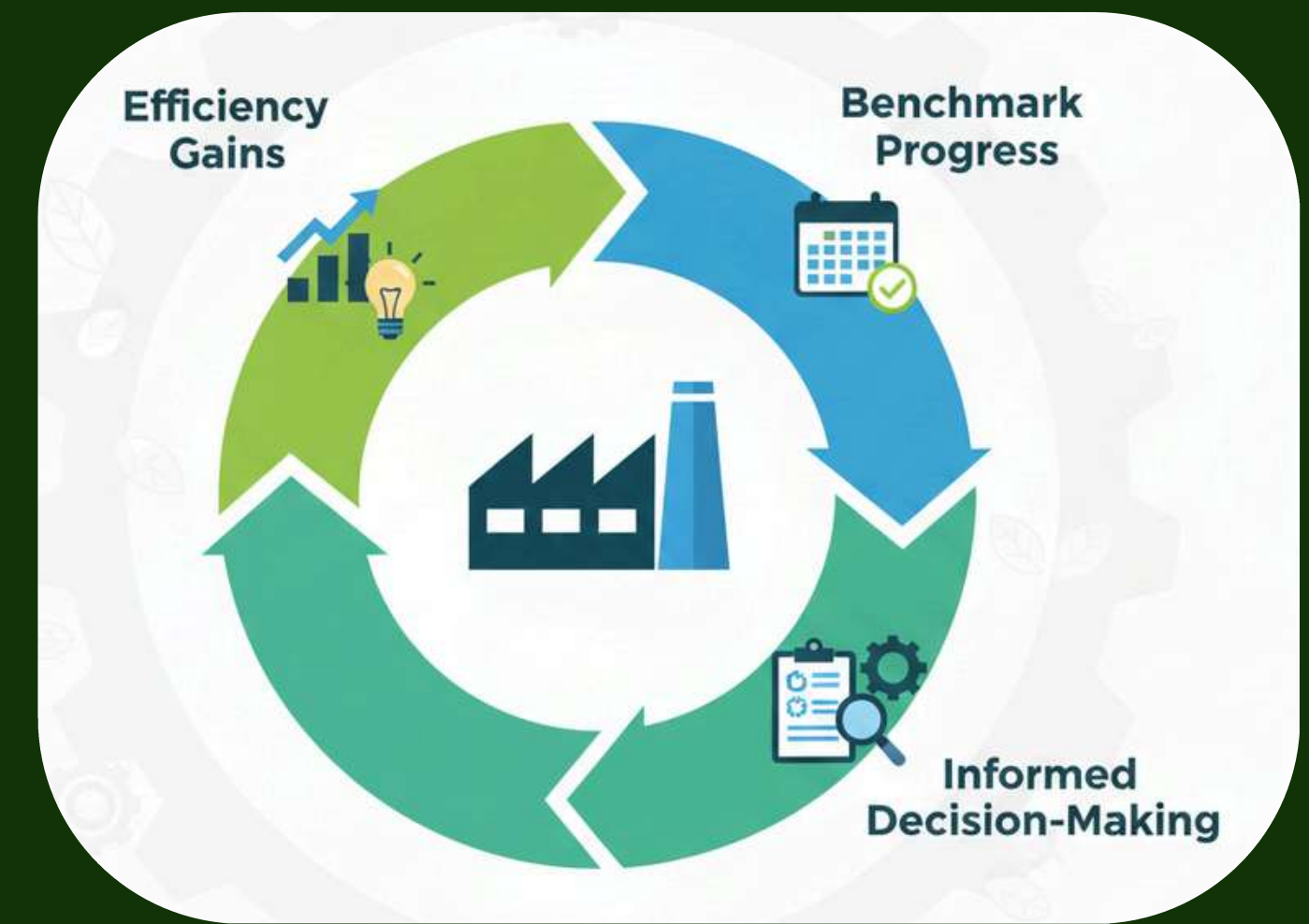


WHAT THE TREND TELLS US

The three-year comparison shows a clear story:

- Production has steadily increased.
- Emissions rose alongside growth, which is expected in an energy-intensive industry.
- Importantly, emissions per ton of fabric decreased in the most recent year, signaling progress toward more efficient and responsible manufacturing.

This improvement reflects the combined impact of operational controls, fuel management, and ongoing attention to energy and emissions performance.



LOOKING AHEAD

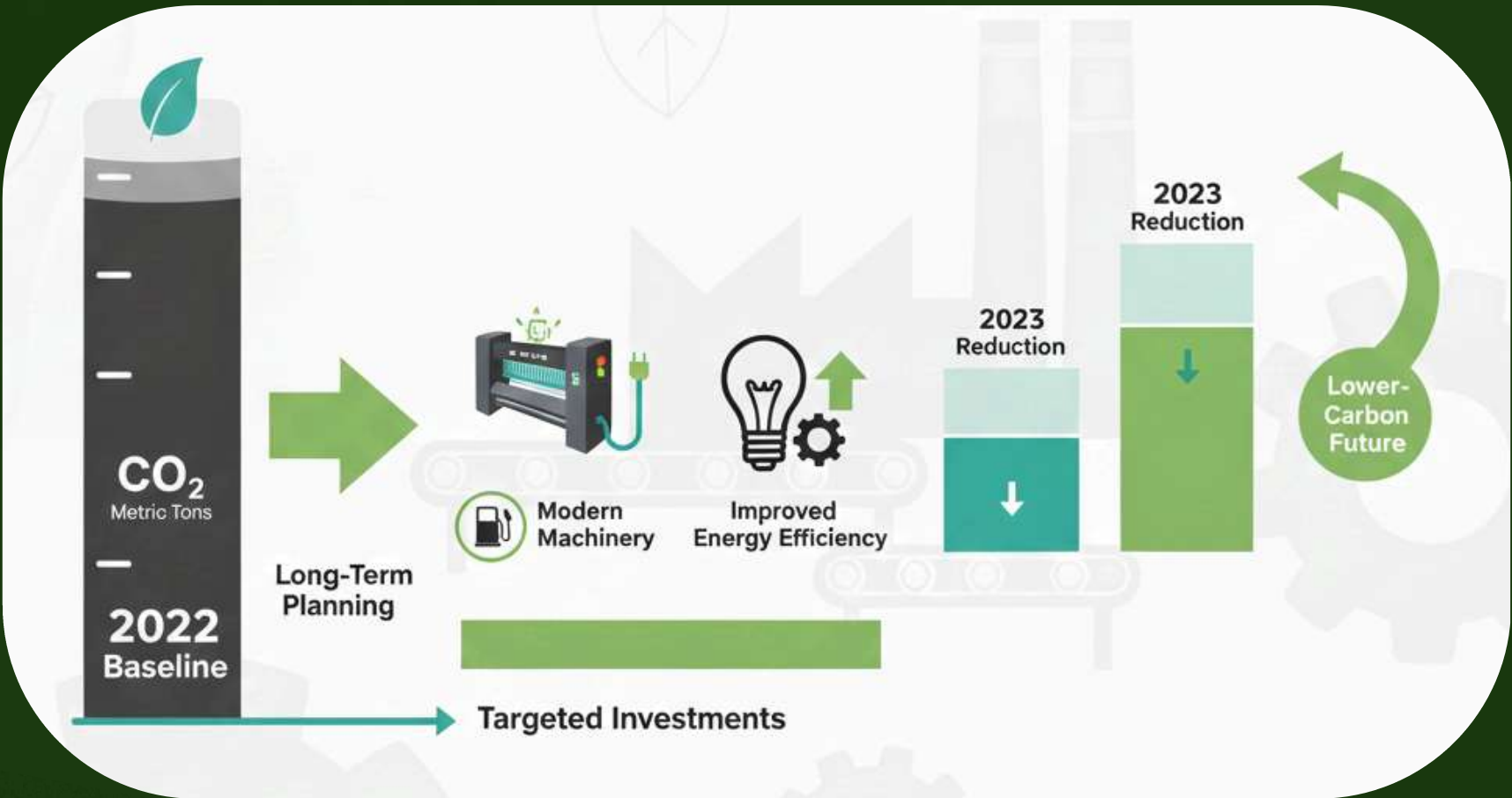
By continuously tracking emissions intensity alongside total emissions, the factory is able to:

- Identify efficiency gains,
- Benchmark progress year over year,
- Support informed decision-making for future emission reduction initiatives.

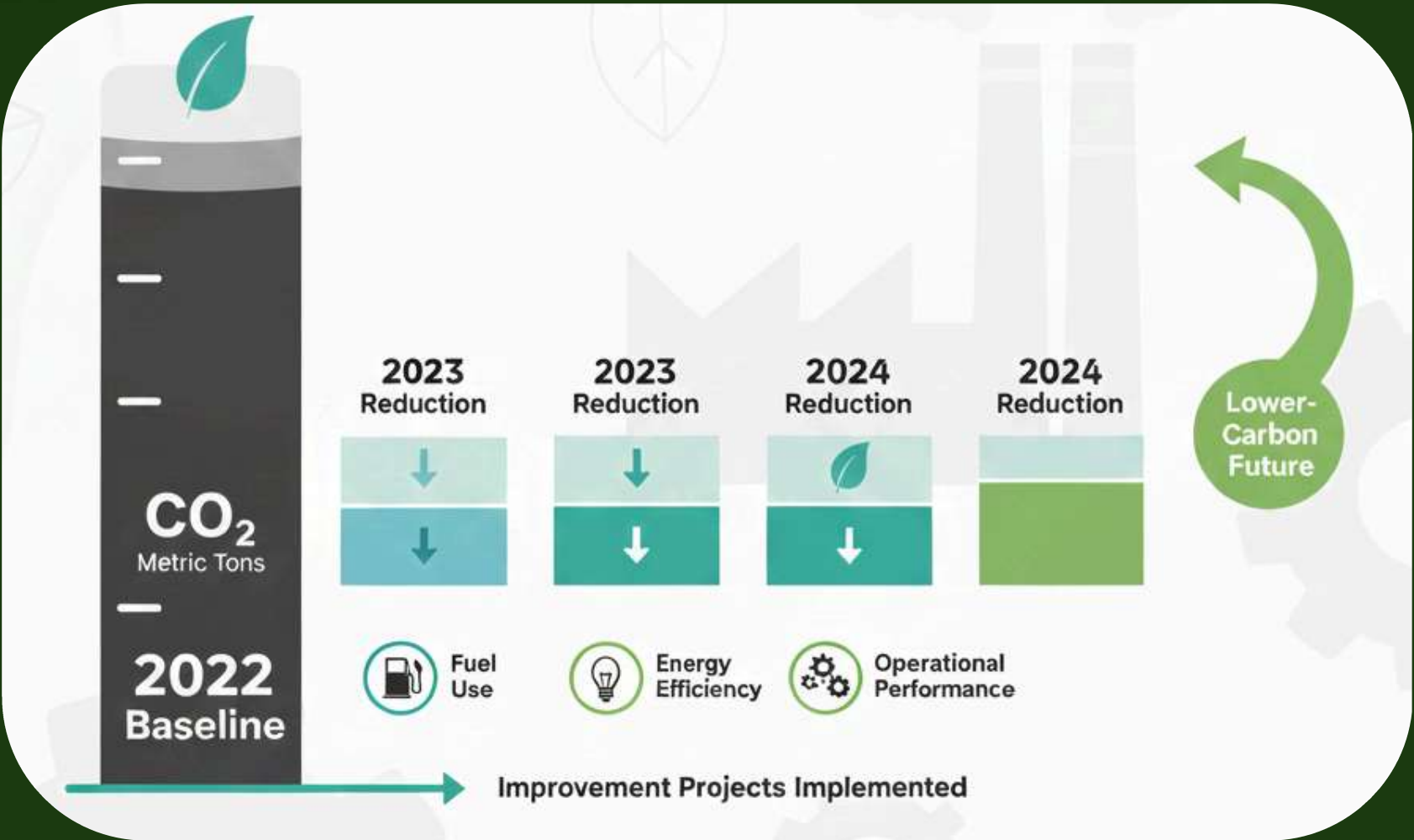
This balanced approach ensures that environmental performance is evaluated not just by scale, but by efficiency, consistency, and continuous improvement—key elements of long-term climate responsibility.

REDUCTION OF GREENHOUSE GAS EMISSIONS

Reducing greenhouse gas emissions is a gradual journey that combines long-term planning with practical action on the factory floor. With 2022 selected as the baseline year, the factory has focused on improving energy efficiency through targeted investments in modern machinery that directly lower fuel and energy demand per unit of production.



The year 2022 serves as the reference point for evaluating emission reductions. All reductions reported in subsequent years are measured against this baseline, ensuring consistency and a clear understanding of progress over time. Emission reductions are quantified in metric tons of CO₂ equivalent, based on changes in fuel use, energy efficiency, and operational performance following the implementation of improvement projects.



EMISSION REDUCTIONS ACHIEVED

2023

Compared to the 2022 baseline year, total GHG emissions increased by 4,031 tCO₂e, primarily due to higher energy consumption and operational requirements, while production output remained relatively stable. As a result, emission intensity increased from 2.44 to 2.81 tCO₂e per ton of fabric, highlighting opportunities to further improve resource efficiency and emissions management.

2024

Compared to the 2022 baseline year, total GHG emissions increased by 6,975 tCO₂e as production activities expanded significantly. However, production output grew at a faster rate than emissions, leading to an improvement in emission intensity from 2.81 to 2.58 tCO₂e per ton of fabric. This reflects enhanced operational efficiency and improved management of emissions relative to production growth.



KEY INITIATIVES SUPPORTING EMISSION REDUCTION

The reduction in emissions has been driven by focused investments in energy-efficient production technology.

2023 Initiative:

- One 10-ton capacity industrial dryer was installed. This upgrade improved thermal efficiency and reduced energy losses during drying operations, leading to lower fuel consumption per production cycle.

2024 Initiative:

- One 10-ton capacity stenter machine was installed. The new stenter enhanced heat utilization efficiency and process control, resulting in reduced energy intensity and lower associated emissions.

These initiatives were selected because they address high-energy-use processes, ensuring that improvements deliver meaningful environmental benefits while supporting production needs.

WHAT THIS PROGRESS REPRESENTS

The steady increase in emissions savings—from 577 tons in 2023 to 1,328 tons in 2024—demonstrates that emission reduction is not treated as a one-time effort, but as a continuous improvement process. The results show that operational growth and environmental responsibility can move forward together when efficiency is embedded into production planning.

Year	Emissions Savings (tons)
2023	577
2024	1,328



LOOKING FORWARD

Building on the progress achieved so far, the factory will continue to evaluate opportunities to:

- Upgrade energy-intensive equipment,
- Improve process efficiency,
- Strengthen monitoring of energy and emissions performance.

By anchoring emission reduction efforts to a clear baseline and tracking results year by year, the factory ensures transparency, accountability, and steady progress toward a lower-carbon production pathway.



WASTE GENERATION

At our factory, waste generation is a natural outcome of manufacturing activities, maintenance work, and daily operations. We recognize that how we manage this waste plays a critical role in protecting the environment, safeguarding our workers, and maintaining a healthy relationship with the surrounding community.

TYPES OF WASTE GENERATED IN OUR OPERATIONS

Our operations generate both non-hazardous and hazardous waste across different stages of production and support activities. The main waste streams include:

- Production and material waste: fabric waste, materials, paper and cartons, metal, plastic
- Packaging and storage waste: chemical drums, contaminated materials
- Process-related waste: ETP sludge, burn and knitting oil
- General operational waste: food waste, office waste, plastic and paper waste
- Hazardous and special waste: chemicals, used oil, batteries, electronic waste, medical waste



These waste streams arise from inputs such as raw materials, chemicals, packaging, fuel, and utilities, and from activities including dyeing, finishing, printing, maintenance, administration, and wastewater treatment.

UNDERSTANDING WASTE-RELATED IMPACTS

If not properly managed, waste can create risks for the environment, our workforce, and the local community. Potential impacts include soil and water contamination from hazardous materials, air pollution from improper handling, and health and safety risks for workers who may come into contact with chemicals, sharp objects, or contaminated materials. The surrounding community could also be affected through odors, visual pollution, or indirect health risks.

WHERE THE IMPACTS OCCUR

The waste-related impacts identified are primarily linked to our own operational activities within the factory. These include waste generated during production processes, equipment maintenance, utility operations, and daily employee activities. By focusing on our internal waste streams, we maintain direct control over handling, storage, segregation, and disposal practices.

RESPONSE AND MANAGEMENT APPROACH

To reduce actual and potential impacts, we follow applicable regulatory requirements and implement structured waste management practices across the factory. These include segregation at source, safe handling of hazardous waste, and reuse or recycling of materials wherever feasible. Through these actions, we aim to minimize environmental impact, protect worker health and safety, and reduce any negative effects on the surrounding community.



By understanding where our waste comes from and how it can affect people and the environment, we continue to strengthen our waste management practices as part of our broader commitment to responsible and sustainable operations.

MANAGING WASTE RESPONSIBLY

From Separation to Safe Disposal

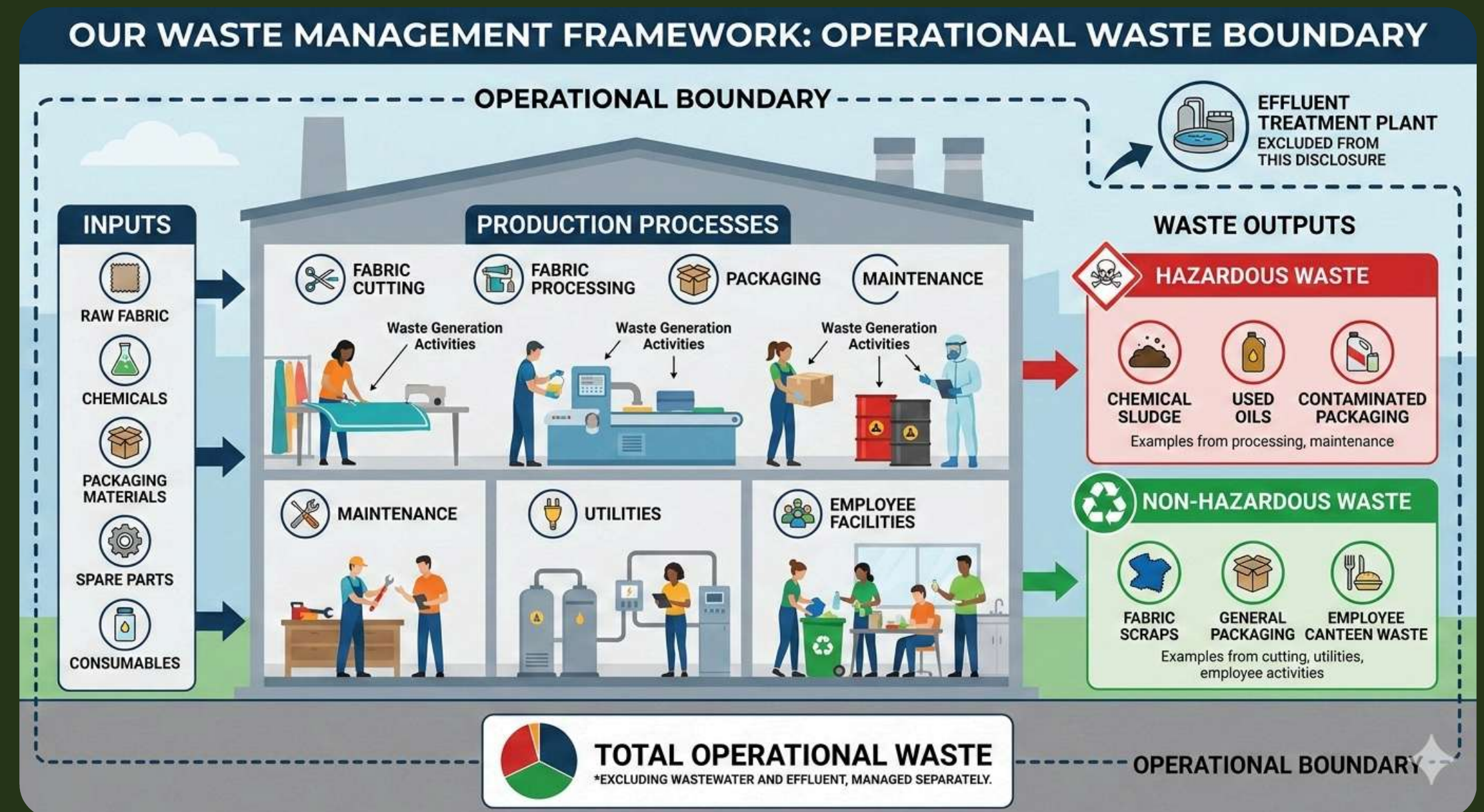
At our factory, managing waste responsibly is an integral part of how we operate every day. We understand that effective waste management not only protects the environment but also ensures a safe workplace for our employees and minimizes any potential impact on the surrounding community.

WASTE MANAGEMENT SYSTEM

We have a formal waste management policy and system in place that covers all types of waste generated through our operations. Waste is classified into non-hazardous and hazardous categories to ensure appropriate handling and disposal.

- Non-hazardous waste includes food waste, broken glass, rejected fabric, paper and cartons, metals, and plastics.
- Hazardous waste includes empty chemical drums, ETP sludge, used knitting oil and burn oil, contaminated materials, electrical waste, and medical waste.

Wherever possible, recyclable materials are reused or sent for recycling to reduce the volume of waste sent for disposal and to minimize environmental impact.



HOW WASTE IS HANDLED AND CONTROLLED

Waste generated on the production floor is collected systematically and transferred using the factory's internal transport system to a designated waste zone. At this location, waste is carefully segregated into hazardous and non-hazardous streams.

All waste is stored in clearly marked and secure areas to prevent spills, contamination, or accidental exposure. Employees involved in waste handling are required to use appropriate personal protective equipment (PPE) to ensure their health and safety. Waste is then transferred only to authorized and approved vendors, in line with regulatory requirements, for disposal or recycling.



WORKING WITH APPROVED THIRD-PARTY VENDORS

Since waste disposal and recycling are carried out by external service providers, we carefully select licensed and authorized vendors who comply with legal and environmental requirements. Disposal methods, documentation, and compliance records are reviewed to ensure that waste generated from our operations is managed responsibly beyond the factory boundary.

MONITORING AND CONTINUOUS IMPROVEMENT

Waste-related data is collected through internal records, waste transfer documentation, and vendor disposal reports. This information is reviewed to track waste streams, identify opportunities for reduction or recycling, and strengthen controls where needed.

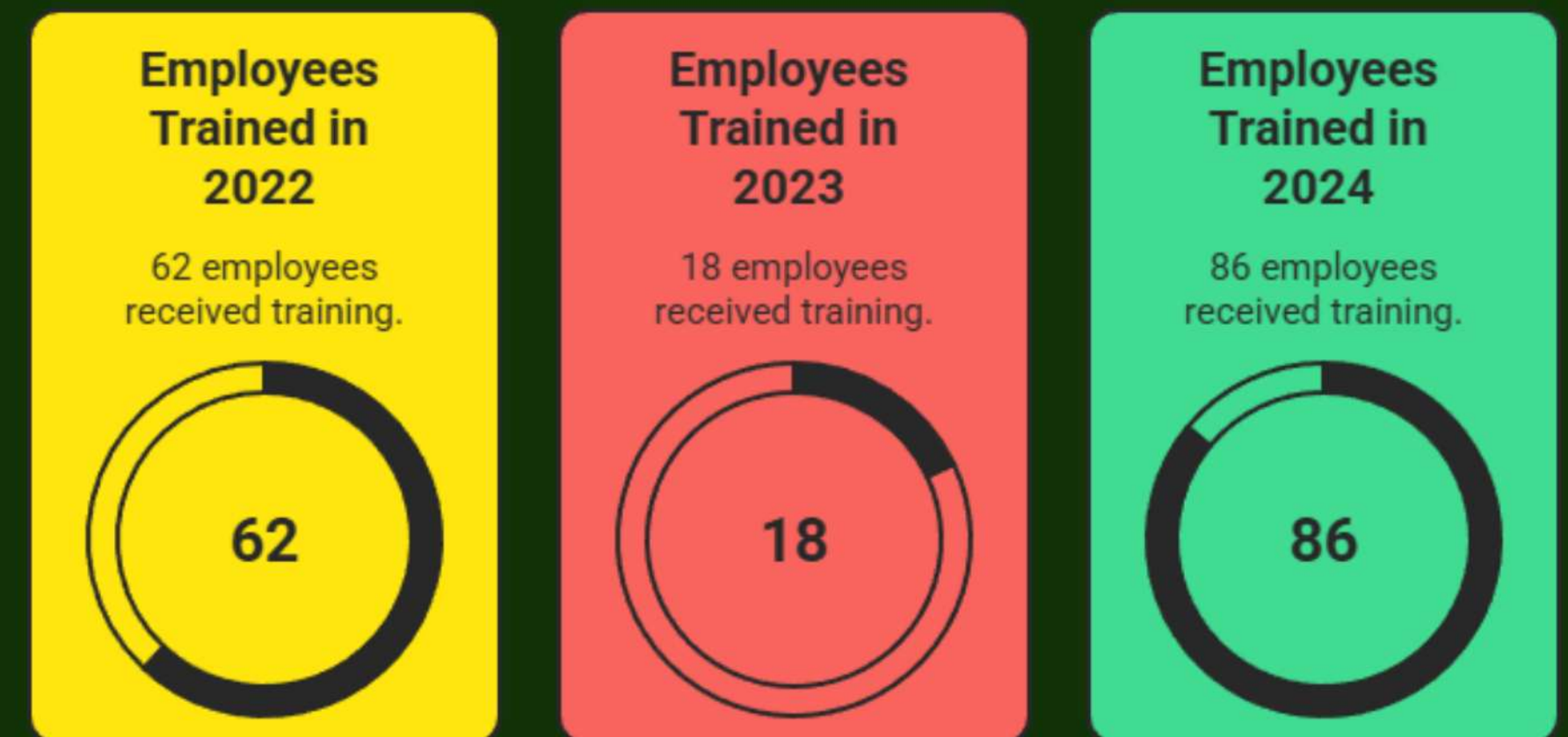
By combining structured procedures, trained employees, and responsible third-party partnerships, we aim to continuously improve how waste is managed across our operations and reduce the environmental footprint of our activities.

TRAINING AND AWARENESS

Employee awareness plays a key role in effective waste management. We provide regular training to workers involved in waste handling to ensure proper segregation, safe handling, and compliance with procedures. The number of employees trained in recent years reflects our ongoing commitment:

- 2022: 62 employees trained
- 2023: 18 employees trained
- 2024: 86 employees trained

These trainings support consistent practices across shifts and departments and help reduce the risk of improper handling.



Employee training significantly increased from 2023 to 2024.

WASTE GENERATED

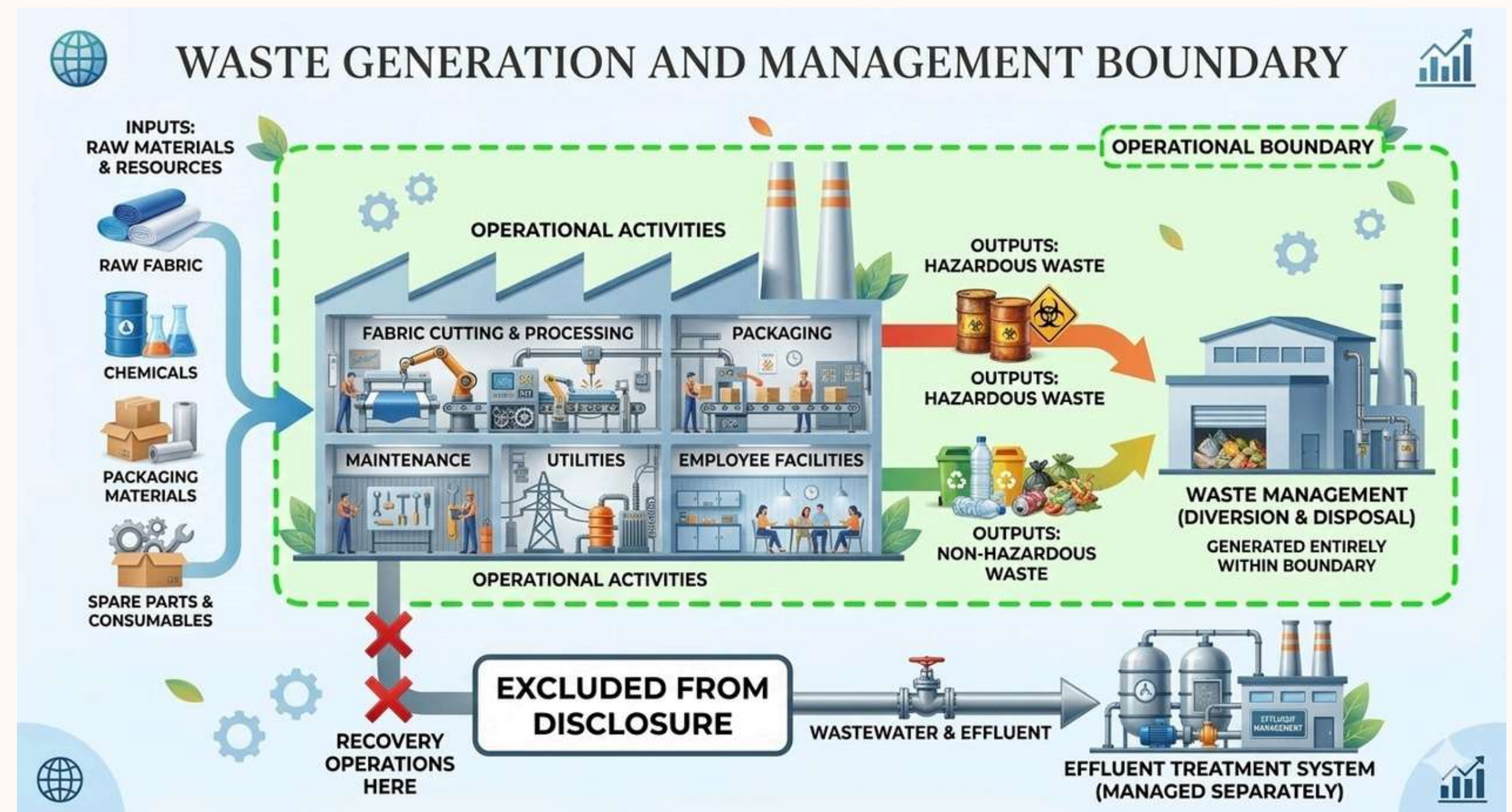
A Clear Picture of Our Footprint

Waste generation is a natural outcome of manufacturing, but how transparently and responsibly it is understood defines our commitment to sustainable operations. At our factory, we believe that openly presenting waste data—clearly, consistently, and in context—is essential for accountability and continuous improvement.

HOW AND WHERE OUR WASTE IS GENERATED

Our waste arises primarily from our own operational activities, including fabric cutting, processing, packaging, maintenance, utilities, and employee facilities. Inputs such as raw fabric, chemicals, packaging materials, spare parts, and consumables move through production processes and result in both hazardous and non-hazardous waste outputs.

These waste streams are generated entirely within our operational boundary. Wastewater and effluent are excluded from this disclosure and managed separately through our effluent treatment system, ensuring clarity and consistency in how waste is defined and reported.



TOTAL WASTE GENERATED OVER TIME

Our waste data reflects the combined impact of production growth, improved identification methods, and strengthened segregation practices, rather than uncontrolled increases.

Hazardous Waste

- 2022: 177.45 tons
- 2023: 197.77 tons
- 2024: 207.93 tons

Non-Hazardous Waste

- 2022: 873.53 tons
- 2023: 1,012.05 tons
- 2024: 1,105.43 tons

Over the three-year period, total hazardous waste increased by 17.2% from 2022 to 2024, reflecting higher production volumes while maintaining strict control measures. Non-hazardous waste rose by 26.6% in the same period, largely due to improved segregation and classification practices that enhance recycling and recovery opportunities.

OUR APPROACH AND IMPACT

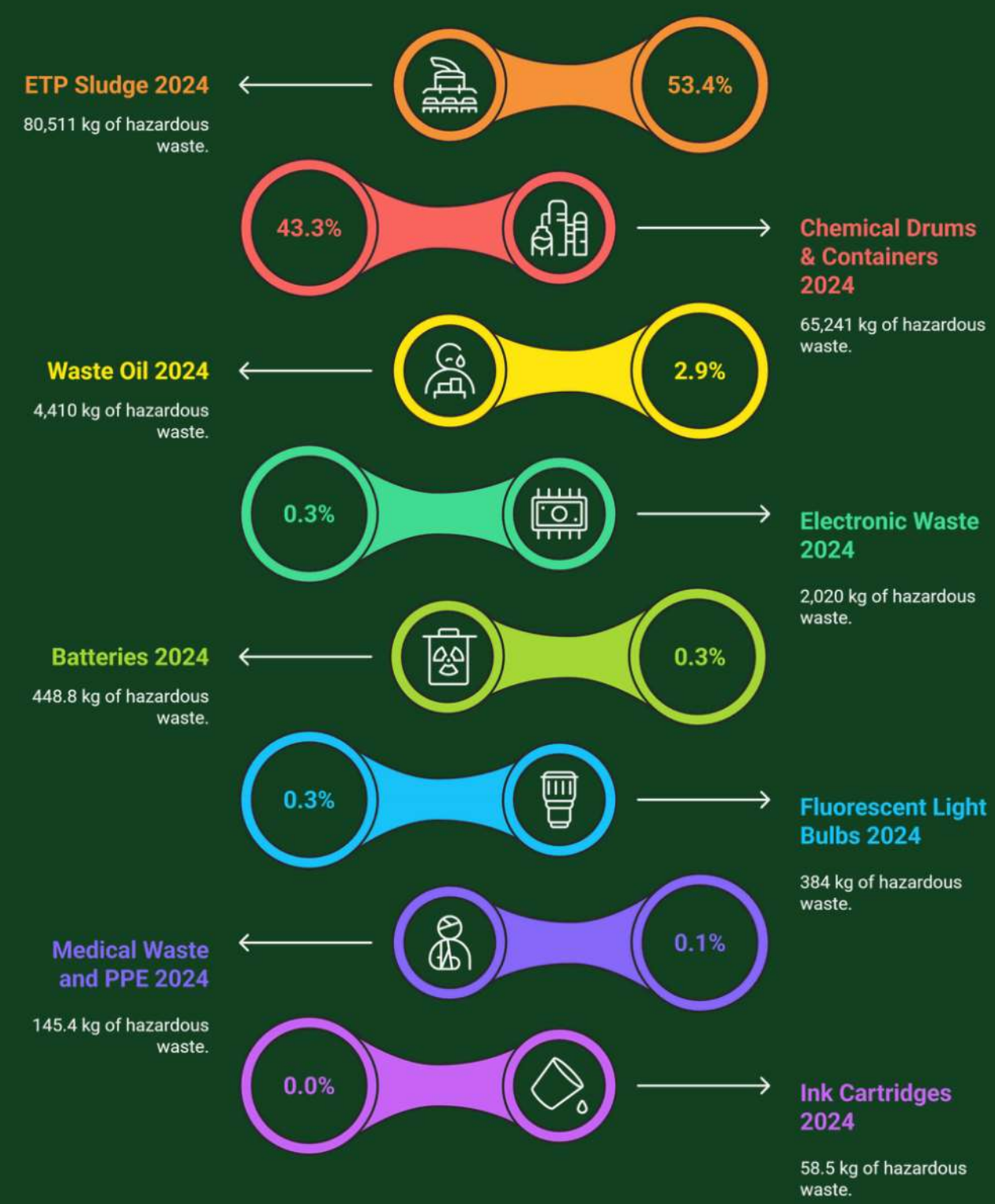
We continuously monitor waste generation using standardized methods, aligning with GRI disclosure requirements to ensure transparent and accountable reporting. By tracking hazardous and non-hazardous waste separately, we can:

- Identify opportunities to reduce material waste at source.
- Enhance recycling and resource recovery programs.
- Support continuous improvement initiatives to minimize environmental impact.

This structured approach ensures that as our operations expand, we can manage waste responsibly, improving both operational efficiency and sustainability outcomes.

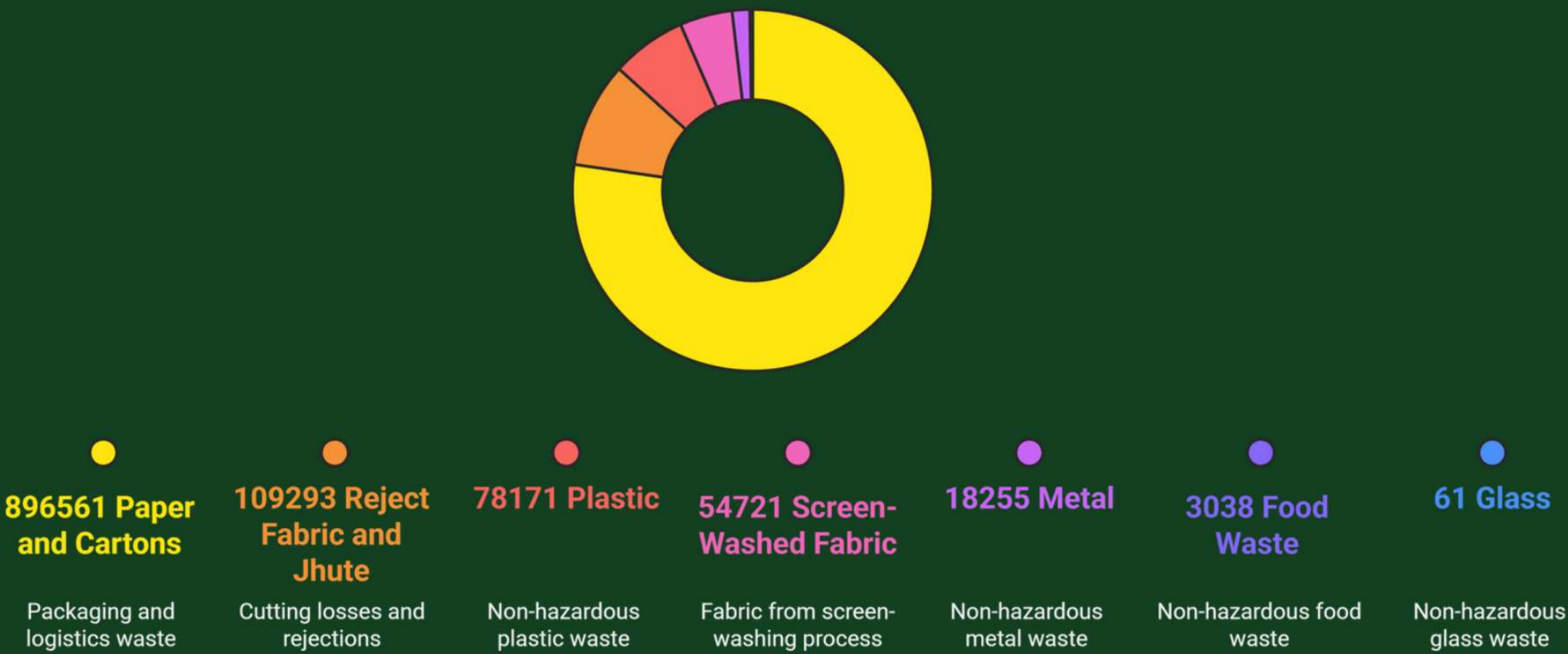


WASTE COMPOSITION IN 2024



HAZARDOUS WASTE

Hazardous waste in 2024 included ETP sludge (80,511 kg), empty chemical drums and containers (65,241 kg), and waste oil (4,410 kg). Smaller but strictly controlled waste streams such as batteries (448.8 kg), fluorescent light bulbs (384 kg), ink cartridges (58.5 kg), electronic waste (2,020 kg), and medical waste and PPE (145.4 kg) were also generated and managed through authorized channels.



NON-HAZARDOUS WASTE

The largest portion of waste came from paper and cartons (896,561 kg), mainly from packaging and logistics activities. Reject fabric and jhute (109,293 kg) represented cutting losses and quality rejections inherent to textile production. Other non-hazardous waste included plastic (78,171 kg), metal (18,255 kg), screen-washed fabric (54,721 kg), food waste (3,038 kg), and glass (61 kg).

WASTE COMPOSITION IN 2023

HAZARDOUS AND REGULATED WASTE STREAMS

Hazardous waste and regulated materials were carefully segregated and disposed of according to environmental safety standards:

- Empty Chemical Drums and Containers: 80,147 kg
- ETP Sludge: 47,901 kg
- Waste Oil: 2,860 kg
- Batteries: 2,019.6 kg
- Fluorescent Light Bulbs: 237.9 kg
- Ink Cartridges: 58.5 kg
- Electronic Waste: 65 kg
- Medical Waste and PPE: 135.35 kg

OUR APPROACH AND IMPACT

Tracking these detailed waste streams allows us to: Identify opportunities for reduction, reuse, and recycling. Implement targeted initiatives to minimize hazardous materials. Monitor compliance with environmental regulations and GRI principles. Continuously enhance sustainable production and waste management practices. By maintaining a structured, year-on-year record of waste streams, we strengthen operational efficiency while reducing environmental impact, supporting our long-term sustainability objectives.



NON-HAZARDOUS WASTE STREAMS

In 2023, the largest non-hazardous waste streams were associated with textile production and packaging:

- Paper & Cartons: 789,166 kg
- Reject Fabric & Jhute: 139,226 kg
- Plastic Waste: 61,024 kg
- Metal Waste: 19,623 kg
- Screen Washed Fabric: 64,349 kg
- Food Waste: 2,894 kg
- Glass: 62 kg
- Other Non-Hazardous (GSM Pad): 64 kg

These figures highlight the importance of packaging materials, off-spec fabric, and by-products of production as the primary sources of non-hazardous waste.

NON-HAZARDOUS WASTE

The majority of non-hazardous waste generated during the year was related to textile production processes and packaging materials. Paper and carton waste constituted the largest portion, followed by reject fabric and other production by-products.

Key non-hazardous waste streams in 2022 included:

- Paper & Cartons – 634,243 kg
- Reject Fabric & Jhute – 106,859 kg
- Metal Waste – 75,651 kg
- Plastic Waste – 54,675 kg
- Screen Washed Fabric – 41,194 kg
- Food Waste – 1,992 kg
- Glass – 55 kg
- Other Non-Hazardous Waste (GSM Pad) – 56 kg

These waste streams mainly arise from production off-cuts, packaging materials, and routine operational activities.

WASTE COMPOSITION IN 2022



HAZARDOUS AND REGULATED WASTE

Certain waste streams generated during operations require special handling due to their potential environmental or health impacts. These materials were segregated, stored, and disposed of through approved procedures in accordance with environmental regulations.

Hazardous and regulated waste streams in 2022 included:

- Empty Chemical Drums and Containers – 66,004 kg
- ETP Sludge – 62,705 kg
- Waste Oil – 5,000 kg
- Batteries – 1,907.4 kg
- Fluorescent Light Bulbs – 375.9 kg
- Ink Cartridges – 58.5 kg
- Electronic Waste – 87 kg
- Medical Waste and PPE – 121 kg

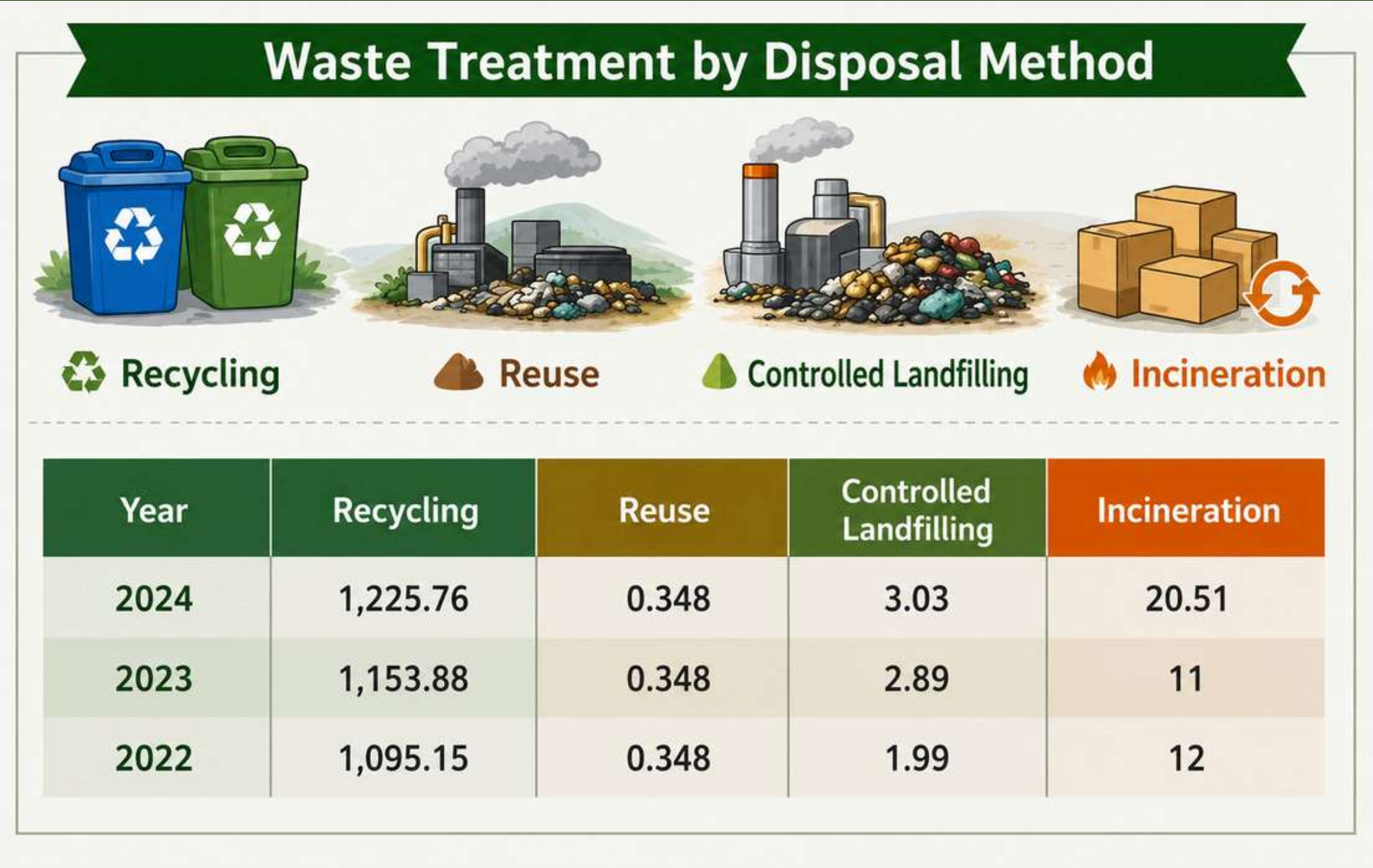
WASTE TREATMENT AND DISPOSAL

Effective waste management remains a key priority in our environmental sustainability strategy. In alignment with responsible production practices and environmental compliance requirements, we continuously monitor how waste generated from our operations is treated and disposed of. This approach enables us to improve resource efficiency, reduce environmental impacts, and strengthen responsible waste management across our facilities.

During the reporting period, the majority of waste generated from our operations was directed toward recycling, reflecting our commitment to circular resource use and responsible material recovery. Recycling continues to represent the most significant waste treatment method, helping us reduce reliance on landfill disposal and supporting sustainable resource management.

A small portion of waste was directed toward incineration and landfill, primarily for materials that cannot be recycled due to technical or safety limitations. These disposal methods are managed through approved channels to ensure compliance with environmental regulations and responsible handling procedures.

Over the past three years, our waste treatment performance demonstrates a consistent focus on maximizing recycling while maintaining controlled disposal practices.



No waste was diverted through composting or other recovery operations during the reporting period.



Hazardous Waste Diverted from Disposal

Hazardous waste diverted from disposal mainly includes empty chemical drums, ETP sludge, waste oil, batteries, fluorescent lamps, electronic waste, and contaminated materials. These materials require specialized handling and are transferred exclusively to licensed, authorized recyclers.

- Hazardous waste diverted was managed entirely offsite
- Recovery operation applied:
 - Recycling
 - Preparation for reuse, where technically and legally feasible
- No hazardous waste recovery took place onsite

Non-Hazardous Waste Diverted from Disposal

Non-hazardous waste forms the largest share of diverted materials and includes fabric waste, paper and cartons, plastics, metals, food waste, glass, and screen-washed fabric.

- Non-hazardous waste diverted was managed entirely offsite
- Recovery operation applied:
 - Recycling as the primary pathway
 - Preparation for reuse for selected materials
- No non-hazardous waste recovery took place onsite



WASTE DIRECTED TO DISPOSAL

In our day-to-day operations, we work hard to ensure that waste is treated as a resource wherever possible. Through strong segregation practices and long-standing partnerships with licensed recyclers, the majority of our waste is recovered through reuse and recycling. However, a small portion of waste still requires final disposal due to safety, contamination, or technical limitations. We manage this responsibly, transparently, and in full alignment with regulatory expectations.

Over the past three years, the total quantity of waste directed to disposal has remained relatively low compared to the overall volume of waste generated, reflecting our strong focus on diversion and circular practices.

Waste Sent to Controlled Landfilling

- 2024: 3.03 tonnes/year
- 2023: 2.89 tonnes/year
- 2022: 1.99 tonnes/year

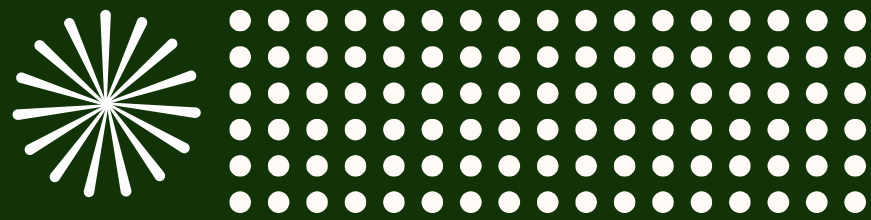
Waste Sent to Incineration (With Energy Recovery)

- 2024: 20.51 tonnes/year
- 2023: 11 tonnes/year
- 2022: 12 tonnes/year

These figures highlight both our commitment to detailed waste tracking and the opportunities ahead. We recognize the need to further reduce waste sent to landfill and incineration, and we are taking proactive steps to strengthen recycling, recovery, and sustainable disposal methods. By continuously improving our practices, we aim to minimize environmental impact and advance our broader sustainability goals.



All disposal volumes are reported in metric tons, calculated using 1,000 kilograms as one metric ton. Effluent and wastewater are excluded, as these are managed separately through dedicated treatment systems.



HAZARDOUS AND NON-HAZARDOUS WASTE HANDLING

Waste directed to disposal includes both hazardous and non-hazardous materials. Hazardous waste consists mainly of contaminated or non-recyclable materials that must be treated through secure incineration or controlled landfilling. Non-hazardous waste sent to disposal represents a small residual fraction that cannot be diverted under current conditions.

- All waste directed to disposal is managed offsite
- No waste is disposed of within our factory premises
- All disposal is carried out by licensed third-party contractors operating under legal and environmental permits

This approach ensures environmental protection while maintaining the safety of our employees and surrounding communities.

Data Collection and Reliability

All waste data is collected at designated waste collection points within the factory. Waste is weighed, recorded by type, and verified through disposal and recycling records from authorized vendors. This process ensures accuracy, consistency, and transparency across reporting years.

By breaking down waste by composition, we are able to see where the biggest impacts lie—particularly in packaging materials and fabric waste—and where reduction and recycling efforts can have the greatest effect.



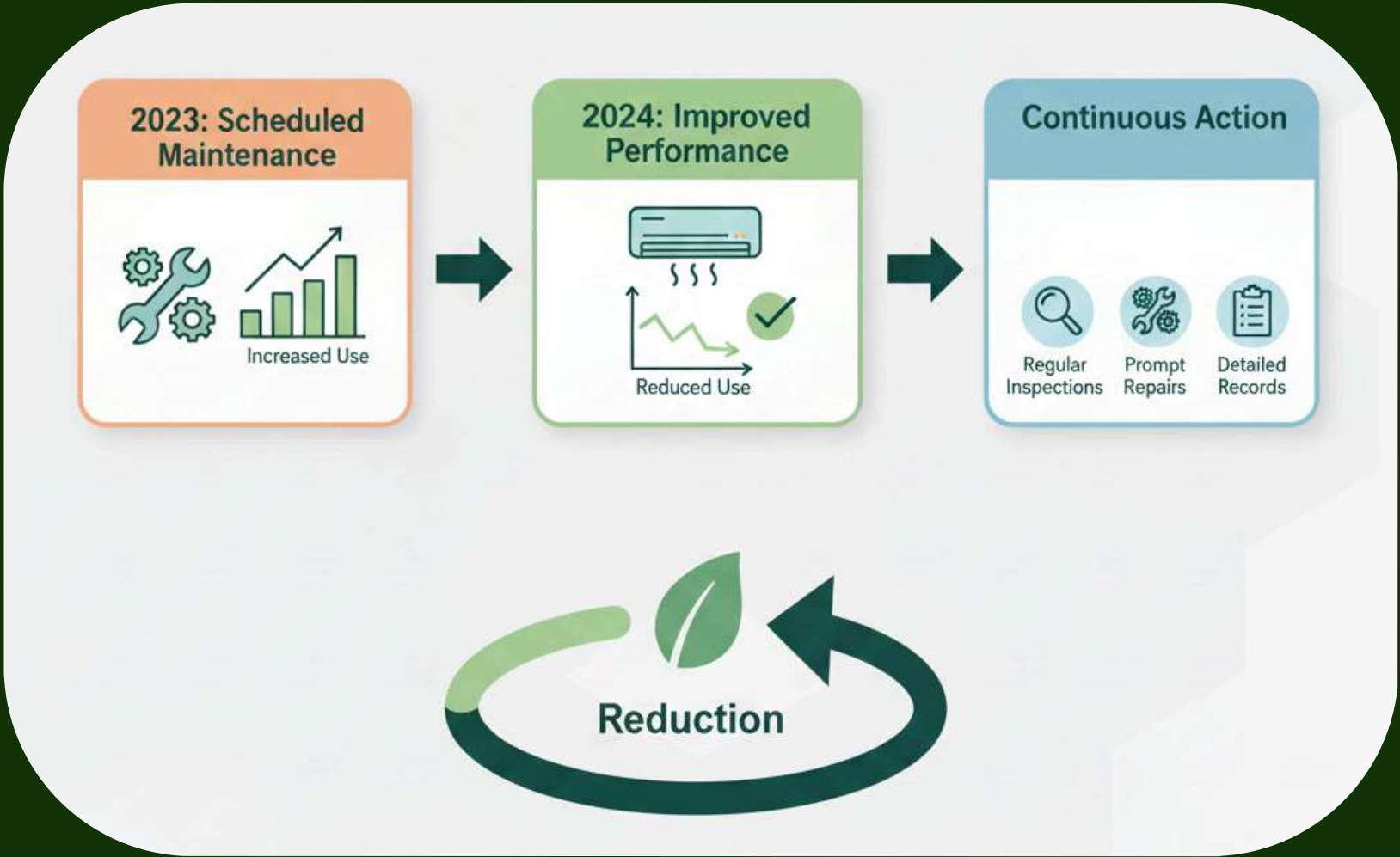
At our factory, ozone-depleting substances are used only in controlled equipment such as refrigeration and cooling systems and are not part of our production processes. We closely monitor their use to ensure minimal environmental impact and responsible handling. Over the last three years, the quantities of ozone-depleting substances recorded were:

2022: 27.95 kg
2023: 87.00 kg
2024: 47.20 kg

Ozone-Depleting Substances



Year	Weight (kg)
2022	27.95
2023	87.00
2024	47.20



The increase in 2023 was mainly due to scheduled equipment maintenance and servicing. In 2024, the quantity decreased as a result of improved preventive maintenance, better system performance, and tighter control measures. We conduct regular inspections, promptly repair leaks, and maintain detailed records of all handling activities. Through these actions, we aim to steadily reduce our reliance on ozone-depleting substances while ensuring safe and efficient factory operations.

CLEANER PRODUCTION THROUGH TECHNOLOGY

Continuous modernization has enabled us to move toward cleaner and more efficient production:

- Installation of water-efficient stenter and slitting machines supports fabric processing with reduced resource input.
- Advanced flatbed screen printing machines enhance output efficiency while minimizing material loss.
- Modern knitting and drying systems improve process control, contributing to reduced rework and waste generation.

Each technological upgrade reflects our belief that environmental performance and operational excellence go hand in hand.



SOCIAL



WORKFORCE GROWTH, STABILITY, AND EMPLOYEE WELL-BEING

People are at the heart of our factory's success. Our approach to workforce management focuses on creating fair employment opportunities, supporting long-term retention, and ensuring that every employee feels secure, valued, and supported throughout their career journey with us.



Our workforce data is monitored through structured internal systems and regular internal reviews to ensure a high level of accuracy, consistency, and transparency in reporting. These systems allow us to maintain reliable records of employee information and workforce composition, supporting effective workforce management and responsible decision-making.

By regularly analyzing this data, we are able to identify workforce trends, assess organizational needs, and plan for future human resource requirements in a more informed and strategic manner. This approach also helps us strengthen employee engagement initiatives, promote fair workplace practices, and continuously improve our people management processes, ensuring that our workforce remains supported, motivated, and aligned with the organization's long-term goals.



BUILDING A RESPONSIBLE AND INCLUSIVE WORKPLACE



BENEFITS AND SUPPORT FOR FULL-TIME EMPLOYEES

We believe that employment is more than a job—it is a partnership built on trust and care. All full-time employees at our factory receive a comprehensive benefits package designed to support their health, safety, and long-term well-being.

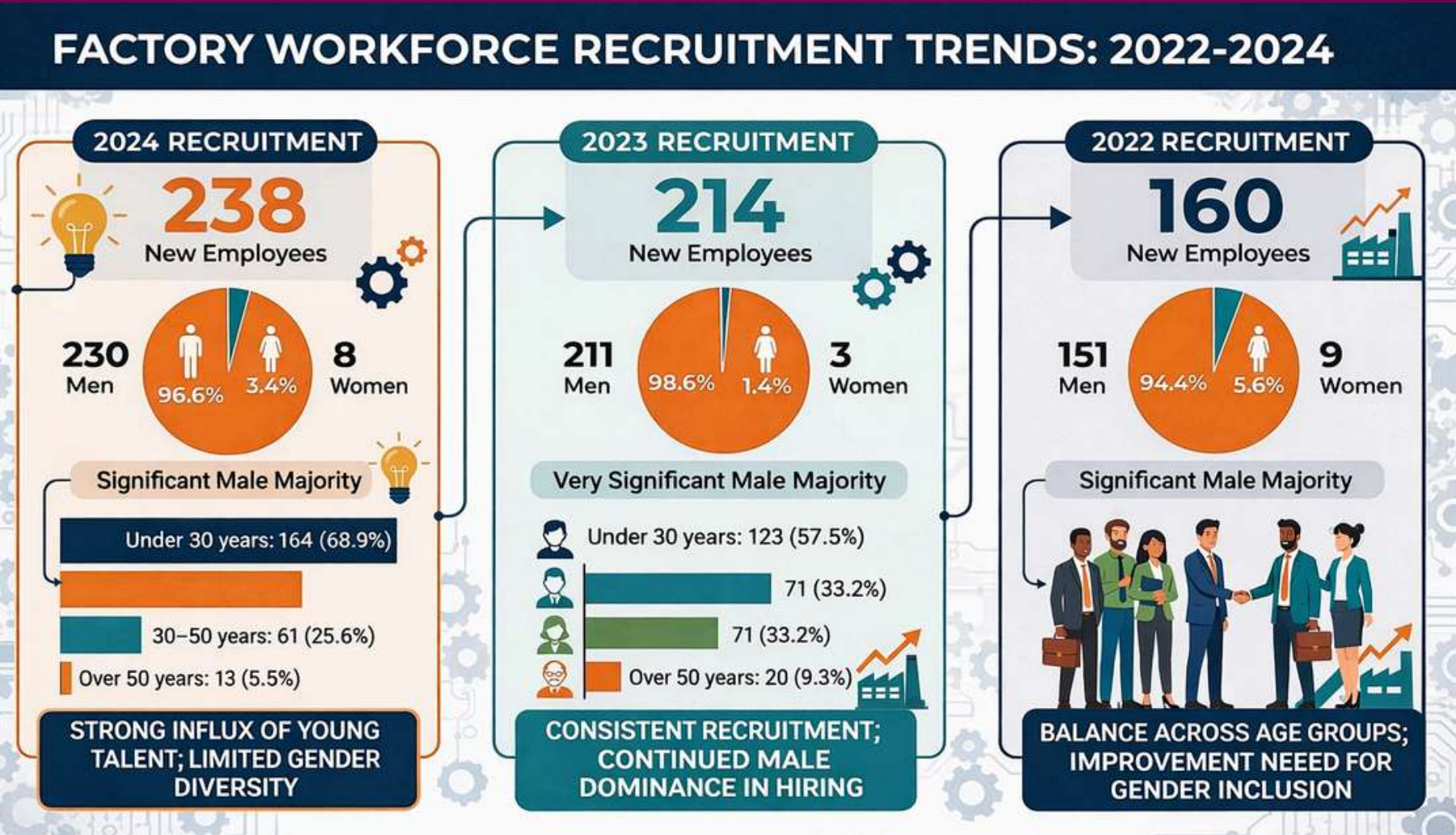
Our standard benefits for full-time employees include:

- Life insurance coverage
- Health care and medical benefits
- Disability and accident insurance
- Maternity entitlements
- Service benefit
- EL encashment.

These benefits apply across all significant operational locations of the factory and are structured to meet both legal requirements and employee needs. Temporary and part-time employees receive benefits as per applicable regulations, while in-kind benefits such as meals or recreational facilities are managed separately and excluded from this report.



NEW HIRING



During the reporting period, the company experienced a steady intake of new employees across different age groups, reflecting both expansion and workforce renewal.

In 2024, a total of 238 new employees joined the organization, comprising 230 men and 8 women. The majority of new hires (164 employees) were under the age of 30, indicating a strong influx of young talent. Employees aged between 30 and 50 accounted for 61 hires, while 13 employees were above 50 years of age.

In 2023, the company recruited 214 new employees, including 211 men and 3 women. Among them, 123 employees were under 30 years old, 71 employees fell within the 30–50 age group, and 20 employees were above 50.

In 2022, total new hires stood at 160 employees, with 151 men and 9 women. The age distribution shows 71 employees under 30, 78 employees between 30 and 50, and 11 employees above 50.

Overall, the data highlights a consistent trend of hiring younger employees, which supports long-term workforce sustainability and succession planning. However, gender diversity in new hires remains limited, indicating an area for improvement in inclusive recruitment practices.

	Total New Hires	Male	Female	Under 30	Age 30–50	Over 50
2024	238	230	8	164	61	13
2023	214	211	3	123	71	20
2022	160	151	9	71	78	11

EMPLOYEE TURNOVER

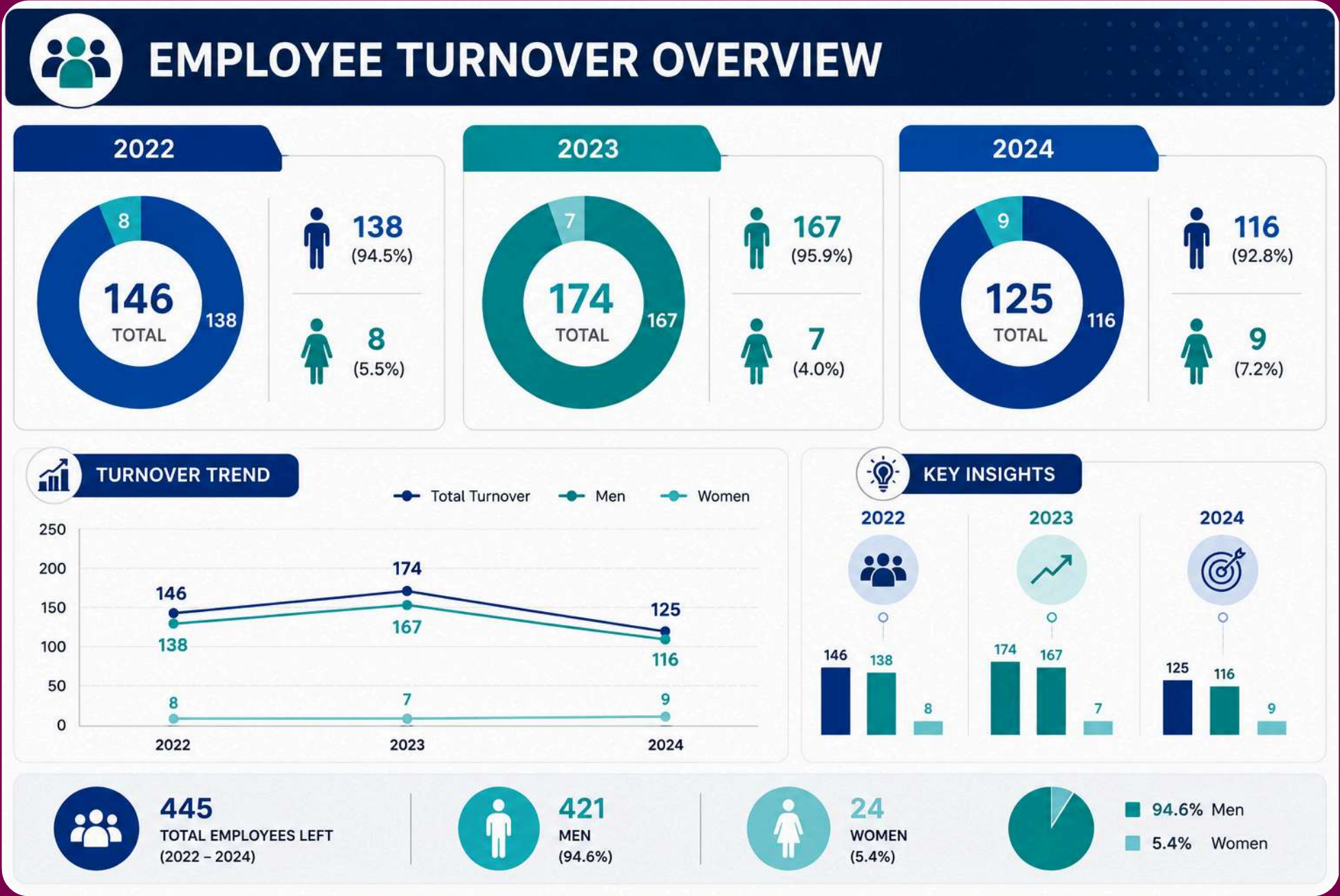
At our organization, understanding employee turnover is a key part of how we assess workforce stability and continuously improve our people management practices. Over the past three years, our turnover trends reflect both challenges and progress in managing and retaining our workforce.

In 2022, a total of 146 employees left the organization, including 138 men and 8 women, representing a moderate level of turnover during the period.

In 2023, employee turnover increased to 174 employees, comprising 167 men and 7 women. This rise indicated a period of higher workforce outflow and highlighted the need to further strengthen employee engagement and retention strategies.

In 2024, we observed a positive shift, with total turnover declining to 125 employees, including 116 men and 9 women. This reduction suggests that our ongoing efforts to improve workplace conditions and employee satisfaction are beginning to deliver results.

While we consistently track turnover by gender, we acknowledge that we currently do not disaggregate this data by age group (under 30, 30–50, and over 50). Overall, our turnover trend demonstrates a phase of increase followed by stabilization and improvement. We remain committed to enhancing employee retention, fostering an inclusive work environment, and strengthening our human capital management practices in line with our long-term sustainability goals.





MATERNITY LEAVE AND RETURN

Supporting employees during important life moments is central to our people-focused culture. Maternity leave is provided in line with national regulations, ensuring that eligible employees can balance work and family responsibilities.

- Over the last three years:
- 8 female employees utilized maternity leave.
 - 2022: 3 employees
 - 2023: 2 employees
 - 2024: 3 employees

All employees who returned from maternity leave during the reporting period successfully resumed their roles, and four employees remained employed 12 months after returning, reflecting a strong return-to-work and retention outcome.

Maternity leave is applicable to female employees in our organization.

Returned from Maternity Leave	100%
Resumed Roles After Return	100%
Retained 12 Months After Return	4
12-Month Post-Return Retention Rate	100%



BUILDING A SAFE, PARTICIPATORY, AND HEALTHY WORKPLACE



HAZARD IDENTIFICATION, RISK ASSESSMENT (HIRA) & INCIDENT INVESTIGATION

Safety at our factory begins with understanding risks before they turn into incidents. We use a structured Hazard Identification and Risk Assessment (HIRA) process to identify workplace hazards and assess risks across both routine and non-routine activities. This assessment is conducted twice a year by respective department heads, working closely with the compliance team to ensure technical accuracy and consistency.

To minimize risks, we apply the hierarchy of controls as our guiding principle. Wherever possible, hazards are eliminated at the source, such as discontinuing the use of harmful substances. When elimination is not feasible, risks are reduced through substitution with safer alternatives, engineering controls like ventilation systems and machine guards, administrative controls including training and safe work procedures, and finally personal protective equipment such as gloves, masks, goggles, and ear protection. This structured approach ensures that the most effective controls are prioritized.

The results of HIRA and incident investigations are not treated as static records. They are actively reviewed and used to strengthen procedures, update training programs, and continuously improve our occupational health and safety management system.

Workers play a vital role in maintaining a safe workplace. They are encouraged to report hazards or unsafe conditions verbally or in writing, and all concerns are addressed without delay. Employees also have the right to refuse unsafe work, and this right can be exercised without fear of punishment or retaliation. All workplace accidents and near-miss incidents are formally investigated to identify root causes. Corrective actions are determined using the hierarchy of controls, and lessons learned are shared across departments to prevent recurrence and enhance overall safety performance.



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM



The health and safety of our people are fundamental to how we operate. To ensure a safe and healthy working environment, we have implemented an Occupational Health and Safety (OHS) management system that is based on the Bangladesh Labour Law and its legal requirements. This system applies to all employees and all factory-controlled workplaces and activities, ensuring that safety standards are consistently followed across our operations. It focuses on identifying workplace risks, preventing accidents, and promoting safe working practices through clear procedures and defined responsibilities.

By embedding legal compliance into our daily operations, we foster a culture where safety is a shared responsibility. Our OHS management system helps protect our workforce, supports long-term well-being, and reflects our commitment to providing a secure and respectful workplace for everyone.





OCCUPATIONAL HEALTH SERVICES

We provide occupational health services to support early identification of health risks and protect worker well-being. Regular health check-ups are arranged to monitor employee health and detect potential work-related conditions at an early stage. These services are accessible to workers and are designed to complement our preventive safety measures by reducing long-term health risks and supporting timely intervention.



WORKER PARTICIPATION, CONSULTATION & COMMUNICATION

We believe that a safe workplace can only be achieved through active worker involvement. Workers participate in formal safety committee meetings held every three months, where safety concerns, incidents, and improvement opportunities are discussed jointly with management.

Occupational health and safety information is communicated primarily through regular training sessions, ensuring that workers understand risks, control measures, and their own responsibilities. This open communication helps build trust, strengthens awareness, and ensures that safety decisions reflect real workplace conditions.

WORKER TRAINING ON OCCUPATIONAL HEALTH & SAFETY

Safety training is a continuous process at our factory. All workers receive occupational health and safety training every three months, ensuring both new and existing employees remain informed and prepared.

Training covers key topics such as fire protection systems, electrical hazards, electrical safety, machine safety, use of personal protective equipment, roles and responsibilities for maintaining a safe workplace, and awareness of occupational illnesses and disorders. These sessions help workers recognize hazards, respond effectively to emergencies, and adopt safe work practices in their daily tasks.





PREVENTION AND MITIGATION OF OHS IMPACTS IN THE VALUE CHAIN

Our responsibility for health and safety extends beyond our own operations. We ensure that suppliers and contractors working with us follow applicable safety requirements, helping prevent risks that could arise through business relationships.

We also take proactive measures to reduce potential risks to the local community and environment linked to our operations. These include regular safety inspections, wastewater treatment, noise control, emissions and waste monitoring, emergency preparedness planning, and continuous worker training. Through these actions, we aim to minimize adverse impacts and contribute to a safer environment for all stakeholders connected to our activities.



WORKERS COVERED BY THE OHS MANAGEMENT SYSTEM

Our factory operates with a clear commitment to safeguarding every person who works within our premises. An occupational health and safety (OHS) management system, implemented in accordance with the Bangladesh Labour Law, covers 100% of our workforce.

During the reporting period, 6 employees were employed at the factory, and all 6 employees (100%) were covered by the OHS management system. The factory does not engage contract or temporary workers; therefore, no non-employee workers exist, and no workers have been excluded from this disclosure.

The OHS system is applied consistently across all operations and workplaces within the factory. Oversight is conducted internally through routine inspections, compliance reviews, and management supervision. Data has been compiled from internal employment records and compliance documentation, ensuring accuracy, completeness, and reliability.



WORK-RELATED INJURIES

Over the past three years, our factory has carefully monitored work-related injuries. In 2022, we recorded 29 injuries, in 2023 38 injuries, and in 2024 60 injuries.

These figures are not merely statistics; they provide critical insights into risk patterns, helping us identify potential hazards and implement targeted preventive measures. Each incident is thoroughly investigated to determine root causes, and lessons learned are integrated into training programs, operational procedures, and safety protocols. By continuously analyzing this data, we strengthen our occupational health and safety management system, enhance workplace awareness, and reinforce our commitment to ensuring that every employee returns home safely at the end of each day.

Year	Work-Related Injuries
2022	29
2023	38
2024	60



SAFETY PERFORMANCE OVERVIEW:

ALL REPORTING YEARS



Across all reporting years:

- There were no work-related fatalities
- No high-consequence injuries were recorded
- No recordable injuries occurred, as defined by GRI standards

The main types of injuries observed were cuts and lacerations, as well as injuries resulting from workers being struck by or coming into contact with objects.

All injury data relates exclusively to employees, as no non-employee workers are present. Injury data excludes commuting incidents, as transportation is not organized by the factory.

Hazards with the potential to cause serious injury are identified through routine hazard identification and risk assessment processes. Preventive actions follow the hierarchy of controls, including engineering measures, machine guarding, safe work procedures, training, and the use of personal protective equipment. These actions reflect our commitment to continual improvement in occupational safety performance.

WORK-RELATED ILL HEALTH



The factory maintains preventive health measures to reduce occupational exposure and protect long-term worker wellbeing.



During the reporting period:

- No cases of work-related ill health were reported
- There were no fatalities related to work-related ill health
- No recordable cases of occupational illness occurred
- No workers required medical center support due to occupational illness
- No corrective action plans were necessary, as no incidents were identified



Potential health risks are identified through regular workplace assessments and routine health monitoring. Preventive controls focus on hazard elimination, exposure reduction, awareness, and early intervention. All employees are included in this disclosure, with no exclusions.



LEARNING, SKILLS, AND GROWTH: INVESTING IN OUR PEOPLE

At our factory, we believe that learning is not a one-time event but a continuous journey. Training and development are essential to ensuring safe operations, improving productivity, and helping our employees grow with confidence in their roles. Guided by this belief, we track, evaluate, and continuously improve how we build skills and knowledge across our workforce.



TRAINING FOR EMPLOYEES

Awareness and Capability

Throughout the reporting period, we continued to provide structured training to our employees, focusing on operational awareness, safety, and compliance-related topics that support day-to-day performance.

Training hours are calculated based on actual attendance records maintained by the factory and include formal training sessions conducted internally. The data covers all eligible employees within the reporting boundary.



Total training hours delivered

- 2022: 1,000 hours
- 2023: 1,150 hours
- 2024: 1,379 hours

Year	Total Hours
2022	1,000
2023	1,150
2024	1,379

This steady increase in total training hours reflects our ongoing commitment to strengthening employee awareness and capability as our operations grow.

Average training hours per employee: During the reporting period, employees received an average of 0.12 hours of training per year.



PROGRAMS FOR SKILLS DEVELOPMENT AND LIFELONG LEARNING

Our current approach to training is primarily focused on awareness-based learning, aimed at ensuring that employees clearly understand their roles, responsibilities, and workplace expectations.

At present, the factory does not operate formal skill-development or lifelong learning programs.

Career advancement or promotion-linked training programs are not formally established; however, awareness training is provided to support employees in performing their roles effectively.

There are no retraining or transition programs specifically designed for employees returning from long-term leave.

The factory also does not provide structured transition assistance programs related to retirement or employment termination.

While our training programs are currently limited in scope, this transparency reflects our commitment to honest reporting and provides a clear baseline for future improvement.



PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

We recognize that regular feedback plays a vital role in employee engagement and performance improvement. To support this, the factory conducts annual performance reviews for all eligible employees.

- Percentage of employees receiving performance and career development reviews:
- 100% of eligible employees received a regular performance review during the reporting period.

These reviews provide an opportunity for supervisors and employees to discuss performance expectations, workplace conduct, and areas for improvement, contributing to a culture of accountability and continuous development.



WORKFORCE DIVERSITY AND INCLUSION

We recognize that diversity and inclusion are key to a resilient and innovative workforce. Our factory continuously monitors the composition of employees and management to ensure fairness, transparency, and equal opportunity for all.

During the reporting period:

- We maintained a balanced workforce across gender and age groups, with representation at all levels of the organization.
- Recruitment, promotion, and compensation practices are designed to prevent bias and support equal opportunity.
- Training and career development programs are provided to empower employees from diverse backgrounds, ensuring equitable growth opportunities.

By fostering a diverse and inclusive workplace, we strengthen not only operational performance but also our social impact, reflecting our commitment to ESG principles and long-term sustainable development.



DIVERSITY OF EMPLOYEES AND GOVERNANCE BODIES

We track workforce diversity across gender, age groups, and employee categories to understand how our organization evolves over time and where further inclusion efforts may be needed.

Gender Diversity

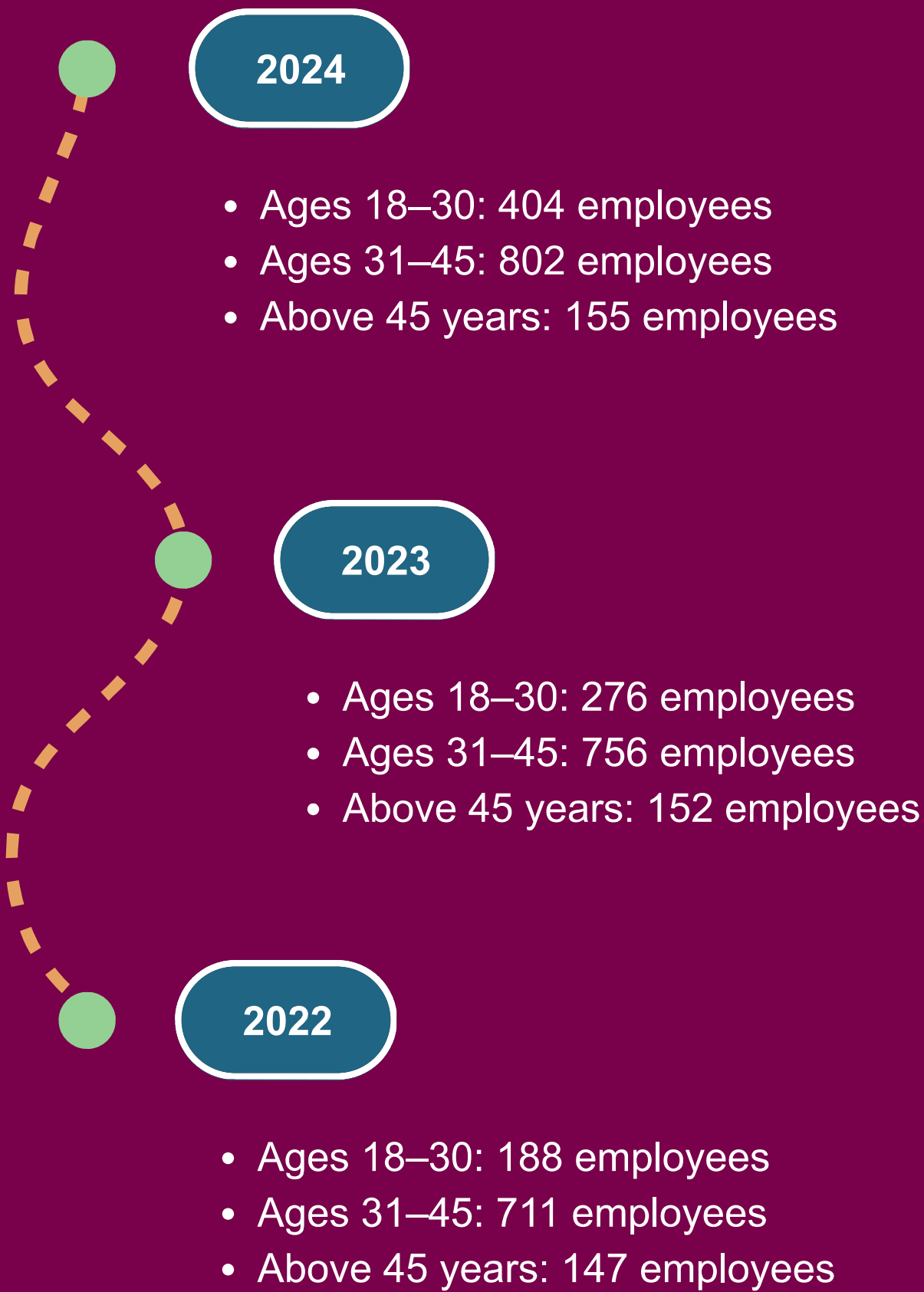
Our total workforce has steadily grown over the past three years, with representation from both male and female employees:

Following the report of 2024, in Four H Dyeing and Printing Ltd. employed a total of 1,361 employees, with a higher proportion of male workers. This workforce composition reflects the operational nature of textile dyeing and printing, which involves physically demanding tasks, technical machine operations, continuous shift work, and maintenance activities that traditionally attract more male workers within the local labor market.



Year	2022	2023	2024
Male	1,010	1,145	1,314
Female	36	39	47
Total	1,046	1,184	1,361

AGE DIVERSITY



We also monitor age distribution to ensure a balanced mix of experience and emerging talent:

Employee Age Group Comparison

Age Group	2024	2023	2022
18–30	404	276	188
31–45	802	756	711
Above 45	155	152	147

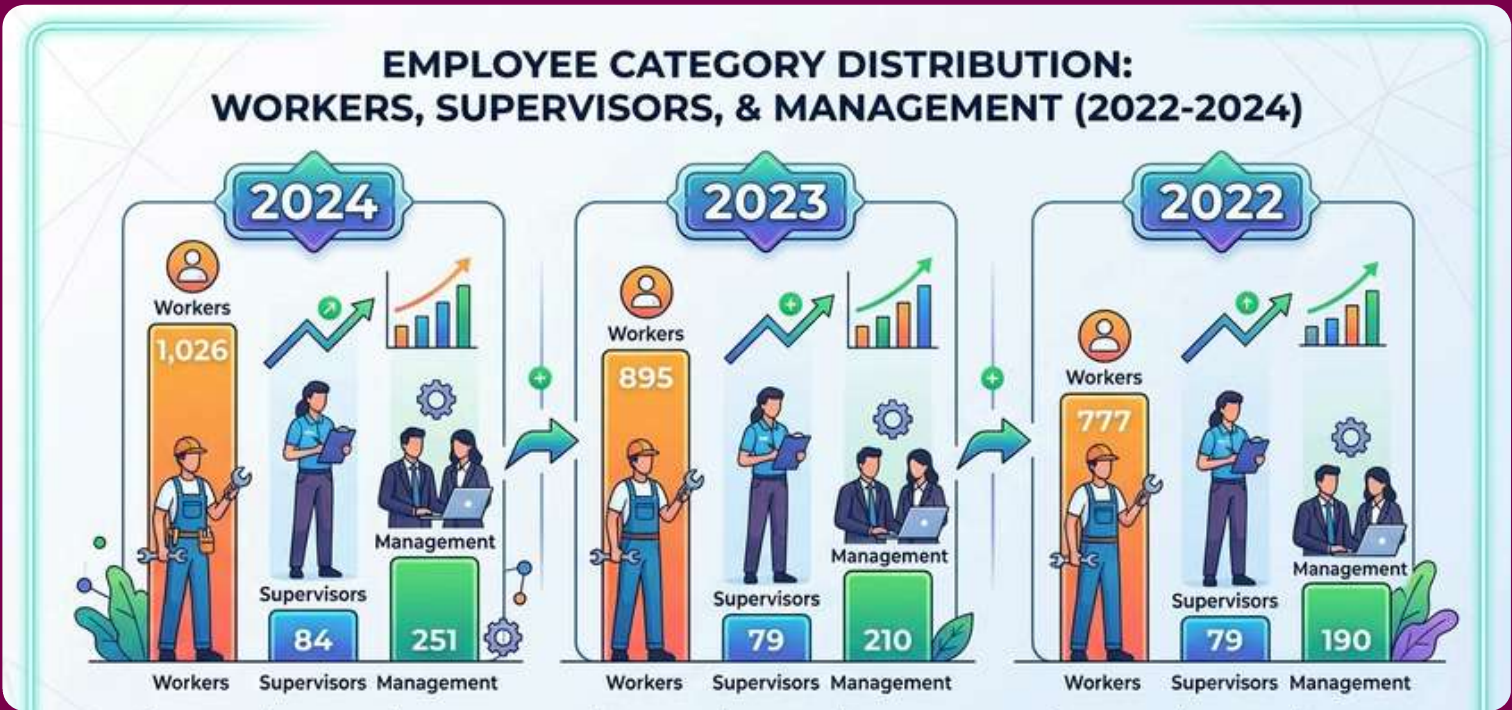
The majority of our workforce falls within the 31–45 age group, providing operational stability supported by younger and senior employees.

EMPLOYEE CATEGORY DISTRIBUTION

We classify employees into workers, supervisors, and management to better understand organizational structure:

Employee Type	2024	2023	2022
Workers	1,026	895	777
Supervisors	84	79	79
Management	251	210	190

This gradual increase across all categories reflects business growth and expanding leadership responsibilities.



DIVERSITY, EQUITY & INCLUSION



EQUAL OPPORTUNITY

Equal employment opportunities regardless of ethnicity, religion, or cultural background.



RESPECT & INCLUSION

A respectful and discrimination-free working environment.



FAIR & EQUITABLE

Equal access to benefits, welfare facilities, and grievance mechanisms.



NO DISCRIMINATION

No discrimination in recruitment, compensation, promotion, or access to workplace facilities.



The Company is committed to fostering an inclusive and equitable workplace where diversity is respected and valued. As part of this commitment, we promote fair employment opportunities for individuals from ethnic and religious minority communities.

During the reporting period, the Company employed 32 employees from indigenous and ethnic minority groups. In addition, employees from Buddhist, Sanatan (Hindu), and Christian communities are represented within our workforce, reflecting our commitment to inclusive hiring and respect for cultural diversity.

Minority employees are engaged across various operational functions and are provided equal opportunities in recruitment, compensation, training, promotion, and access to workplace facilities. All employees are treated fairly and without discrimination in accordance with the Company's human resource policies, national labor legislation, and internationally recognized labor standards.

To strengthen social sustainability, the Company ensures:

- Equal employment opportunities regardless of ethnicity, religion, or cultural background;
- A respectful and discrimination-free working environment; and
- Equal access to employee benefits, welfare facilities, and grievance mechanisms.

NOTICE PERIODS AND EMPLOYEE COMMUNICATION

**ADVANCE NOTICE
FOR OPERATIONAL CHANGES**

WE INFORM OUR EMPLOYEES IN ADVANCE OF ANY
MAJOR WORKPLACE CHANGES:

- LAYOFFS
- TRANSFERS
- SHIFT CHANGES
- RESTRUCTURING

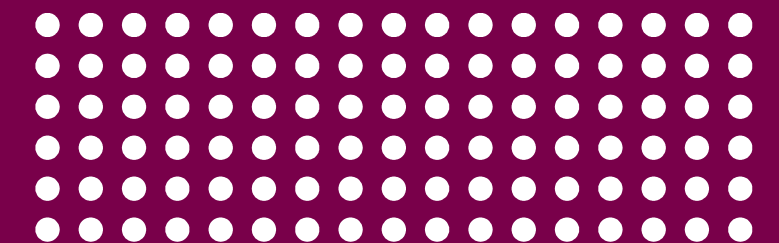
MINIMUM NOTICE PERIOD
7 DAYS
AS PER BANGLADESH LABOR LAW 2006

**7 DAYS' NOTICE BEFORE
ANY WORKPLACE CHANGES**
GIVING YOU TIME TO PREPARE

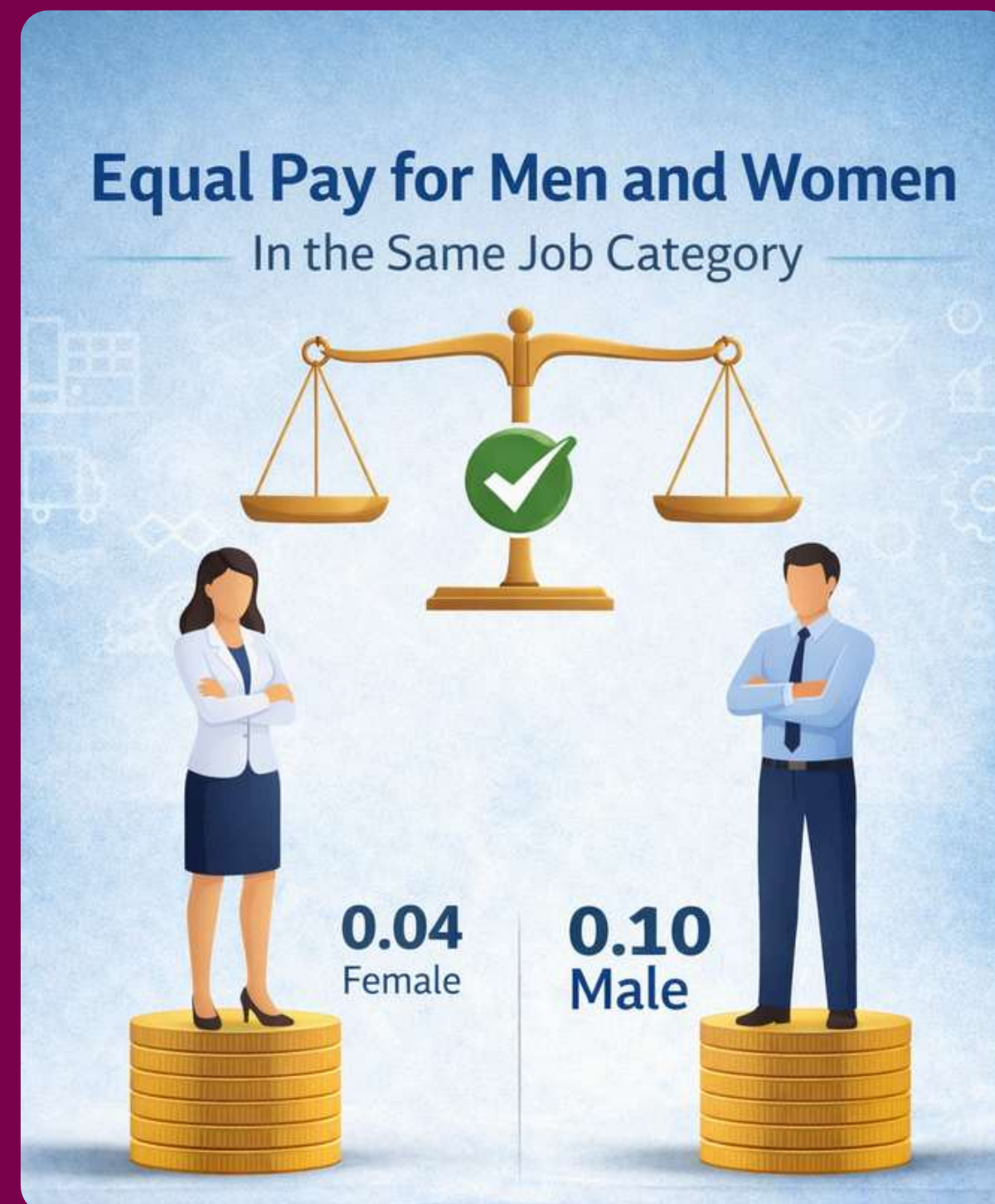
Open and timely communication with employees is a core part of how we manage change within our organization. We recognize that operational changes—such as adjustments to work shifts, workforce restructuring, transfers, or other significant decisions—can directly affect the lives of our employees. As such, we are committed to ensuring that these changes are communicated clearly, responsibly, and in line with legal and ethical expectations.

In our factory, we ensure that employees are informed in advance of any significant operational changes that may affect them. In line with the Bangladesh Labor Law 2006, a minimum notice period of seven (7) days is provided to employees prior to implementing changes such as layoffs, transfers, or major work adjustments.

This notice period allows employees sufficient time to understand the change and prepare accordingly. Our organization does not currently operate under a collective bargaining agreement; therefore, notice and consultation practices are guided by national labor regulations and internal procedures, with a strong focus on transparency and fair treatment.



RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN



At Four H Dyeing & Printing Ltd., fair and transparent compensation practices are a core part of our commitment to equality, dignity, and responsible employment. We believe that remuneration should reflect job role, responsibility, skills, and experience, and never be influenced by gender.

During the reporting period, male and female employees performing the same job functions within the same employee categories were paid equally, in line with our internal wage structure and applicable national labor laws. Compensation decisions are governed by standardized job grades and salary scales, which are applied consistently across the workforce.

This disclosure covers our single manufacturing facility, which represents our only significant location of operation for the reporting period.

Based on an analysis of average pay by gender across employee categories at this location:

- The ratio of average basic salary of women to men was 0.04:0.10
- The ratio of average total remuneration (including benefits) of women to men was also 0.04:0.10

These ratios reflect the current workforce composition and role distribution, particularly the lower proportion of female employees in certain technical and operational roles, rather than any difference in pay for equivalent work.

Four H Dyeing & Printing Ltd. remains committed to strengthening equal opportunity and inclusive employment practices. We continue to take steps to encourage greater female participation across a wider range of job categories while maintaining pay equity, fairness, and transparency throughout the organization.

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS



We maintain a clear and well-communicated Non-Discrimination Policy, affirming that all employees are treated equally regardless of race, color, gender, religion, or any other personal characteristic. This commitment is reflected not only in policy, but also in practice.

During the reporting period, no incidents of discrimination were reported across our operations. As a result, there were no cases requiring management review, remediation planning, or corrective action. While the absence of reported incidents is encouraging, we remain vigilant—recognizing that prevention, awareness, and trust in reporting mechanisms are essential to sustaining a respectful workplace culture.

Our approach emphasizes continuous dialogue, fair treatment, and transparent grievance channels so that every worker feels safe to speak up without fear of retaliation.

FREEDOM OF ASSOCIATION AND EMPOWERMENT OF WORKERS



We recognize freedom of association and collective bargaining as fundamental rights. Within our factory operations, there are no identified risks to these rights. Workers are free to engage in discussions, form groups, join worker committees or trade unions, and participate in collective bargaining activities in accordance with national labor laws.

To strengthen awareness and trust, we actively support these rights through:

- A formal Freedom of Association Policy
- 27 hours of training, covering **88%** of workers, focused on rights, responsibilities, and respectful dialogue
- Accessible grievance mechanisms, including suggestion boxes, HR support, and a dedicated hotline, all protected by a strict non-retaliation commitment

In addition, a Gender-Based Violence (GBV) Committee operates within the factory to address concerns related to harassment, abuse, or discrimination, ensuring that dignity and safety are preserved for all.

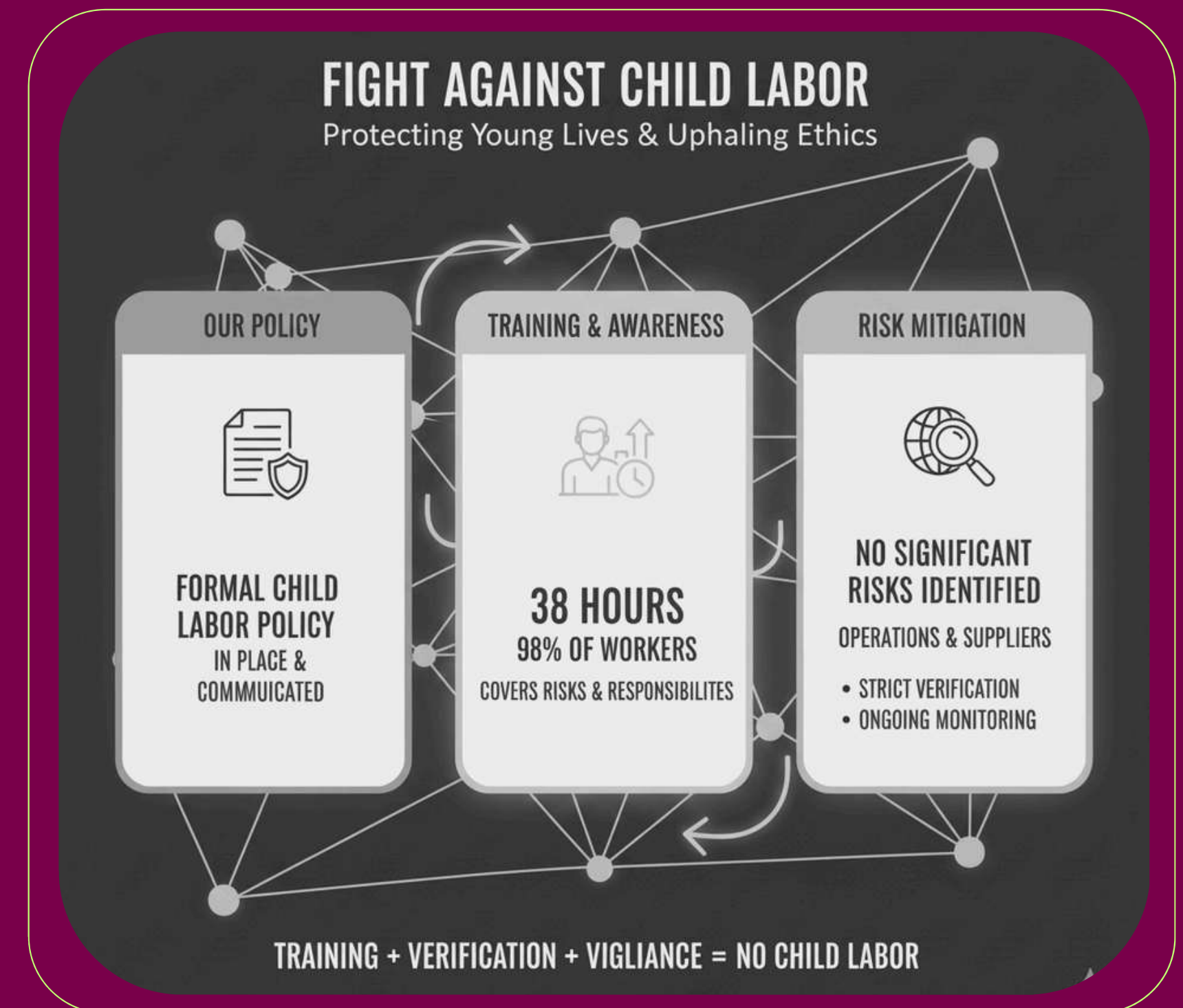
CHILD LABOR

Protecting children from exploitation is a responsibility we take seriously. Our operations are designed to prevent child labor entirely, supported by robust age-verification processes, including national ID cards and birth certificates at the time of recruitment

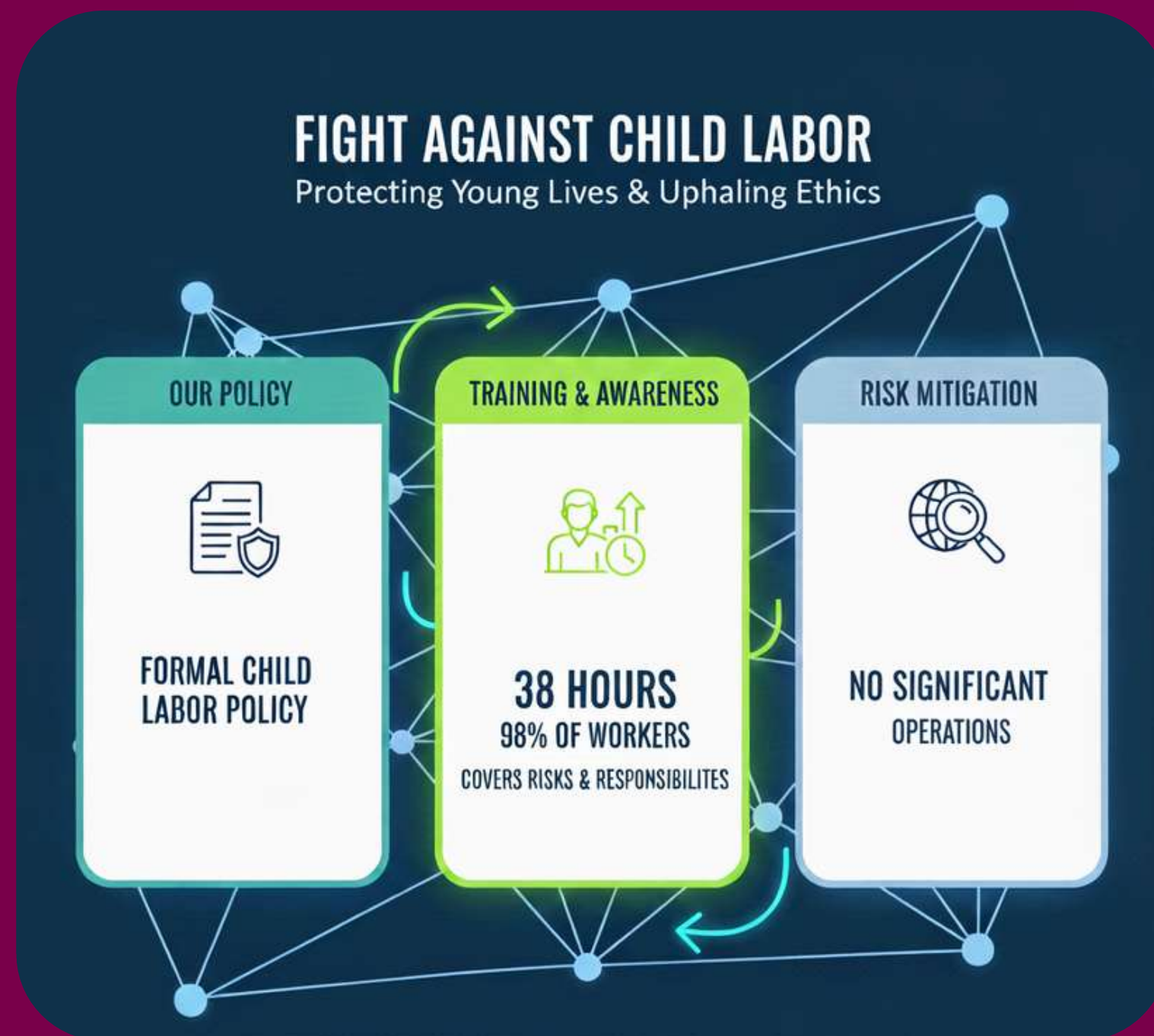
We have:

- A formal Child Labor Policy
- Conducted 38 hours of child labor awareness training, reaching 98% of workers

No operations or suppliers were identified as having significant risks related to child labor or young workers in hazardous conditions during the reporting period. Through ongoing training and strict verification procedures, we remain committed to contributing to the effective abolition of child labor.



FORCED OR COMPULSORY LABOR



Our organization maintains a zero-tolerance approach to forced or compulsory labor. In our own operations, the risk is assessed as low, supported by formal employment contracts, verified worker identities, voluntary employment practices, and compliance with legal working conditions.

To reinforce this commitment, we have:

- A formal Forced or Compulsory Labor Policy
- Delivered 29 hours of targeted training, covering 95% of workers

These measures help ensure that every individual works freely, with dignity, and with a clear understanding of their rights.

Together, these practices form the foundation of a workplace built on trust, fairness, and respect. While policies and training are essential, we believe true impact comes from consistent behavior, open communication, and shared accountability. By aligning our actions with international standards and the GRI framework, we continue to strengthen a work environment where everyone feels protected, valued, and empowered.

OUR JOURNEY CONTINUES

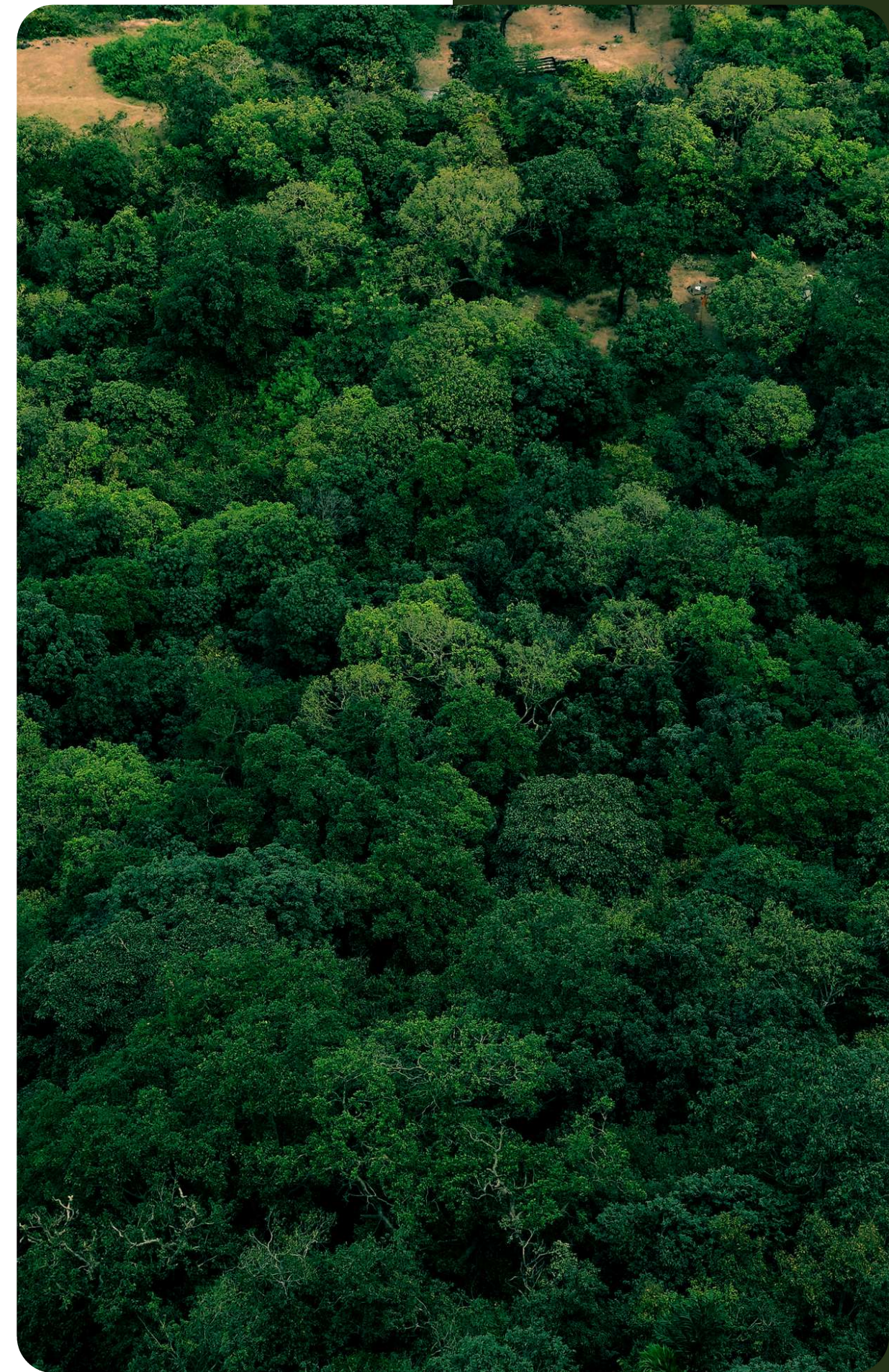
This report reflects more than data, disclosures, or compliance—it tells the story of who we are and where we are going.

At Four H Dyeing & Printing Ltd., sustainability is not a destination but a continuous journey shaped by responsibility, learning, and shared purpose. From caring for our people and respecting their rights, to investing in cleaner technologies and safeguarding natural resources, every step we take is guided by the belief that business can and should create value for all.

We recognize that the path toward sustainability is evolving. There is always more to improve, more to listen to, and more to learn. This report represents our current position—shared transparently and honestly—while also serving as a foundation for future progress.

Above all, we see sustainability as a collective effort. This journey belongs not only to us, but to our employees, partners, customers, communities, and all those who place their trust in our work. Together, we move forward committed to responsible growth, ethical practices, and a future that is resilient, inclusive, and sustainable.

This is not the end of our story. It is a promise to continue writing it—thoughtfully, responsibly, and together.



GLOSSARY / LIST OF ABBREVIATIONS

Abbreviation	Full Form
GRI	Global Reporting Initiative
PC	Production Capacity
EMS	Environmental Management System
GHG	Greenhouse Gas
ETP	Effluent Treatment Plant
LED	Light Emitting Diode
kW	Kilowatt
VFD	Variable Frequency Drive
MJ	Megajoule
MBR	Membrane Bio-Reactor
pH	Potential of Hydrogen
DO	Dissolved Oxygen
BOD ₅	Biochemical Oxygen Demand (5 Days)
COD	Chemical Oxygen Demand
TSS	Total Suspended Solids
RO	Reverse Osmosis
CO ₂	Carbon Dioxide
PPE	Personal Protective Equipment
OHS	Occupational Health and Safety
HIRA	Hazard Identification and Risk Assessment

GRI CONTENT INDEX

Four H Dyeing and Printing Ltd. has prepared this report with reference to the GRI Standards.
The information presented in this GRI Content Index covers the reporting period from 1 January 2024 to 31 December 2024.

GRI 2: GENERAL DISCLOSURES

Disclosure	Page No.	Omission
2-1 Organizational details	03	
2-2 Entities included in the organization's sustainability reporting	13	
2-3 Reporting period, frequency and contact point	13	
2-4 Restatements of information	13	
2-5 External assurance	13	
2-6 Activities, value chain and other business relationships	07	
2-7 Employees	12	
2-8 Workers who are not employees	12	
2-9 Governance structure and composition	13	
2-10 Nomination and election of the highest governance body	14, 15	Yes. Confidentiality constraint. Information regarding our board members is not publicly disclosed.
2-11 Chair of the highest governance body	14	
2-12 Role of the highest governance body in overseeing the management of impacts	14	
2-13 Delegation of responsibility for managing impacts	15	
2-14 Role of the highest governance body in sustainability reporting	15	
2-15 Conflicts of interest	22	
2-16 Communication of critical concerns	23, 24	
2-17 Collective knowledge of the highest governance body	–	Yes. Not available, will be disclosed in future reports.

Disclosure	Page No.	Omission
2-18 Evaluation of the performance of the highest governance body	–	Yes. Not available, will be disclosed in future reports.
2-19 Remuneration policies	–	Yes. Not available, will be disclosed in future reports.
2-20 Process to determine remuneration	–	Yes. Not available, will be disclosed in future reports.
2-21 Annual total compensation ratio	–	Yes. Not available, will be disclosed in future reports.
2-22 Statement on sustainable development strategy	15–21	No
2-23 Policy commitments	15–21	No
2-24 Embedding policy commitments	15–21	No
2-25 Processes to remediate negative impacts	–	Yes. Not available, will be disclosed in future reports.
2-26 Mechanisms for seeking advice and raising concerns	22	No
2-27 Compliance with laws and regulations	22	No
2-28 Membership associations	07	No
2-29 Approach to stakeholder engagement	23–24	No
2-30 Collective bargaining agreements	22–23	No

GRI 200: GOVERNANCE

Disclosure	Page No.	Omission
GRI 201: Economic Performance	–	Yes. Not available, will be disclosed in future reports.
GRI 203: Indirect Economic Impacts	30–32	No
GRI 204: Procurement Practices	33–34	No
GRI 205: Anti-corruption	35–39	No
GRI 206: Anti-competitive Behavior	40	No

GRI 300: ENVIRONMENT

Disclosures	Page No.	Omission
GRI 301: Materials	–	Yes. Not available, will be disclosed in future reports.
GRI 302: Energy	42–55	No
GRI 303: Water and Effluents	56–62	No
GRI 305: Emissions	63–76	No
GRI 306: Waste	77–91	No

GRI 400: SOCIAL

Disclosures	Page No.	Omission
GRI 401: Employment	94–101	No
GRI 403: Occupational Health and Safety	102–109	No
GRI 404: Training and Education	110–113	No
GRI 405: Diversity and Equal Opportunity	114–116	No
GRI 406: Non-discrimination	117–120	No
GRI 407: Freedom of Association and Collective Bargaining	121	No
GRI 408: Child Labor	122	No
GRI 409: Forced or Compulsory Labor	123	No



An aerial photograph of a dense, lush green forest. The canopy is thick and textured, with various shades of green. The text 'SEE YOU NEXT YEAR' is centered horizontally across the middle of the image in a white, sans-serif font.

SEE YOU NEXT YEAR