

Corporate Social Responsibility (CSR) Policy

DIPS APPAREL LIMITED

79/349 Hazera Mansion, Jamgora, Ashulia, Savar,
Dhaka-1349, Bangladesh





Introduction

Dips Apparel Limited is a 100% export oriented RMG organization but it has some social responsibility too. And from that social responsibility, the authorities are committed to keep not only the internal working environment of the factory, but also its surrounding environment keep free from pollution by following all the rules of International labor law, Bangladesh labor law and human rights. Also, philanthropic activities such as religious institutions, schools-colleges, financial aid to orphanages and extending hands during natural calamities. As a co-fighter of the social responsibility and environmental protection movement, the Dips Apparel Limited authorities have formulated this policy with the aim of not polluting the environment of the surrounding areas and thinking about the responsibility towards the society, so that the factory's various types of waste, smoke, noise etc. A picture of social responsibility is presented here.

Occupational Health and Safety

Garment industry is a unique export oriented enterprise of Bangladesh. It has a considerable reputation for quality. A lot of foreign exchange is earned from the garment industry. The subsequent expansion and scope of this industry at the beginning of the 21st century is quite encouraging. At present, Dips Apparel Limited is an active company in the apparel sector of Bangladesh with its own quality and expertise. The management of Dips Apparel Limited is determined to create a pleasant and safe working environment for the future development of the company and increase the production of the factory.



Occupational Health and Safety

- 1 To create a healthy working environment in the factory.
- 2 Keeping factory and surrounding area clean.
- 3 Making every staff and worker of the factory health conscious.
- 4 To provide necessary hospital, doctors and first aid for every worker as per hygiene rules.
- 5 To ensure the safety of life and property of every worker in the factory.
- 6 Adequate preventive measures, training and regular practice for accidental electrical and fire accidents.

Occupational Health and Safety

Section 51 to Section 60 of the Bangladesh Labor Law-2006 describes in detail the various aspects of health and health. There is in addition, the following measures have been taken to ensure proper health conditions for the workers.



Doctor Service



First Aid



Cleanliness (Act-51)



Lightening (Act-57)



Air movement and
Temperature (Act-52)



Drinking Water (Act-58)



Toilet & Wash Room
(Act-59)



Overcrowding (Act-56)



Canteen Facility



Dust & Fume (Act-53)

We are about to implement...

GREEN ENERGY

Energy reduction – Solar panels to be installed to generate 30kw of electricity Solar Power System to use natural power in our factory.

RAINWATER HARVESTING

There are plans to harvest rainwater for domestic use and other areas of business.

WASTE WATER RE-USE

The water will be treated and reused for washing cars and gardening

PROJECT ACCREDITATION



Standard 100 Certified.
STeP under processing.

PROUD MEMBER OF



SOLAR POWER PLANT

Dips Apparel Limited installed a 30 Kilo Watt Solar Power System to use natural power in our factory.



Prohibit Child Labor

Dips Apparel Limited has always believed that productivity depends on skilled manpower. The objective of hiring the right person for the right job is always to follow a fair, fair and participative recruitment process. Child labor or the employment of child labor is strictly prohibited at all levels of production. Candidate's performance is considered as a criteria in any type of recruitment. Candidate should be physically and mentally fit and adult. All candidates age is verified by doctor. Candidates are shortlisted for further interview subject to correct age verification.



**CHILD LABOUR
NOT ALLOWED**



Prohibition of Forced Labor

Dips Apparel Limited does not compel or force employees to work against their will or to enforce any contract or guarantee. Any worker in our garment industry follows company rules. Workers can work independently. No worker shall be forced to do any work or any written contract shall be taken from any worker against his will. If the worker wants, he can be relieved from the job as per the rules. The following persons supervise and ensure that no work is done against will or outside the terms of employment.

Prevention of Air Pollution

- Adequate air circulation of acceptable levels for the health of workers should be ensured inside the factory.
- Ambient air pollution cannot be caused by polluting fumes generated by factories.
- If emission of polluting fumes is necessary, it should be kept under control and it should be observed that it is as if it were from factory.
- If there is a need for emission of polluting fumes, it should be kept under control and care should be taken to ensure that it does not cause harm to the health of factory workers and local public.
- Adequate exhaust fans should be provided inside the factory or any enclosed space to ensure that workers get healthy air.





Prevention of Water Pollution

- Drinking water is regularly supplied to the officers or employees working in the factory and the quality of that water is tested every year from ICDDR, B.
- If any complaint of water pollution is raised against the company by the local public or government authorities, the director shall promptly form an inquiry committee to prevent the same and take necessary action according to its correctness, cause and prevailing law.

icddr, b		Laboratory Sciences and Services Division Mohakhali, Dhaka-1212 Phone : +880-9666771100, or 16340, Ext 2405 Web : http://www.icddr.org		Laboratory of Environmental Health		
Lab. ID No. 2023105145 (V1)		Test Report Receipt No: SRA23102500280		Date of Reporting: 01.11.2023 Date of Sample Tested: 25.10.2023 Date of Sample Received: 25.10.2023		
Particular of Sample: Drinking Water (Filter Water)						
Client Address: DIPS APPAREL LTD, 79/349 Hazera Mansion, Jamgora, Ashulia, Savar, Dhaka.						
Sl. No.	Water Quality Parameters	Unit	Results	Bangladesh Standard for Drinking Water (ECR'23)	WHO Guideline for Drinking Water, 2004	Method
1	Total coliforms	CFU /100mL	0	0	0	Membrane Filtration
2	Faecal coliforms	CFU /100mL	0	0	0	Membrane Filtration
3	Total aerobic bacterial count	CFU/mL	<10	-	-	Drop Plate
4	pH	-	6.22	6.5-8.5	6.5-8.5	Electrometric (pH Meter)
5	Total Hardness (EDTA) as CaCO ₃	mg/L	83.90	<500	<500	EDTA Titrimetric
6	Total dissolved solids (TDS)	mg/L	162.60	<1000	<1000	Electrical Conductivity
7	Total Alkalinity as CaCO ₃	mg/L	70.0	-	-	Titrimetric
8	Chloride	mg/L	12.69	250	<250	Ion Chromatography
9	Calcium	mg/L	94.30	75	<75	EDTA Titrimetric
10	Turbidity	NTU	0.21	5	<5	Nephelometric
11	Nitrate (NO ₃)	mg/L	5.51	45	<45	Ion Chromatography
12	Sulphate	mg/L	32.88	<250	<400	Ion Chromatography

Comment: The pH of the supplied water sample is below the acceptable limit recommended by Bangladesh Standard & WHO guideline for Drinking Water.
The Calcium content of the supplied water sample is beyond the acceptable limit recommended by Bangladesh Standard & WHO Guideline for drinking water.

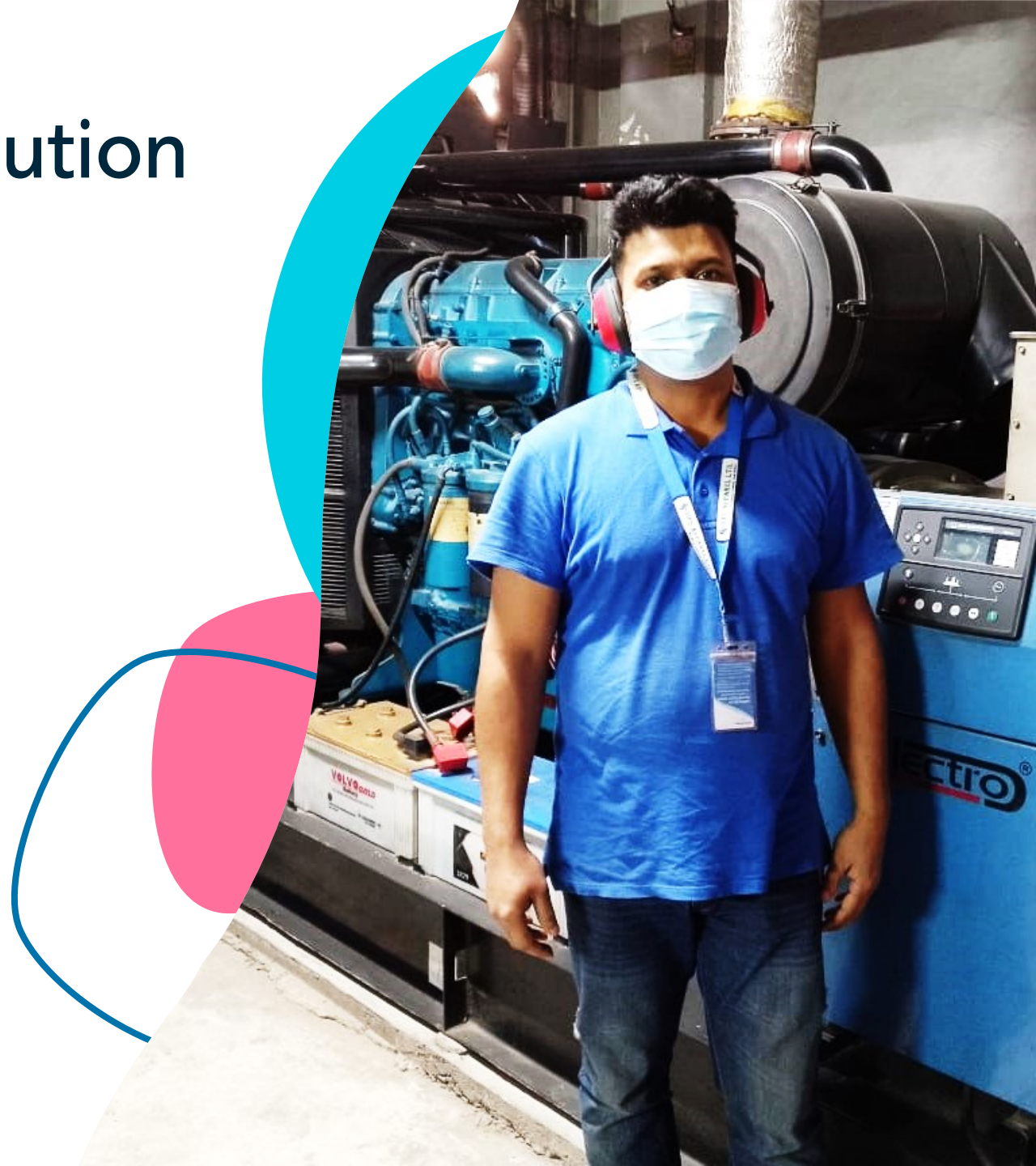
Tested By (Code No.): 7, 8
EM.FM.007.01 Effective Date 30/03/2016

Checked By (Code No.): 2
End of the Report

Dr. Zahid Hayat Mahmud
Scientist and Head
Laboratory of Environmental Health, HSPSD, icddr, b
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Prevention of Sound Pollution

- Factory machines that generate loud noise should be located in such a way that they are in operation or nearby so as not to injure people.
- Operators of machines that produce noise greater than the human body's acceptable level (80dB) during operation must use ear muffs or ear plugs to prevent noise levels.
- Workers shall not talk, talk or shout unnecessarily during work. This increases the level of noise pollution on the floor and has the potential to reduce productivity. Section in-charge, line chief, supervisors will keep a constant eye on this.





OUR CSR ACTIVITIES

- Distribution of relief clothes in natural calamities.
- Paying money for the mosque in the area.
- Contributing on any external event.
- Skill Development Program



OUR CSR ACTIVITIES

- Attendance Bonus Program.
- Production Bonus Program.
- Annual Cultural Program.
- Free Medical Service.

PRODUCTION BONUS PROGRAM

Dips Apparel Limited authority rewards workers To make the worker more motivated towards increase production.



OUR FACILITY



Officers Dining



Worker Dining

OUR FACILITY



Fire Hydrant System

TRAINING & AWARENESS PROGRAM



First Aid Training



Fire Drill

TRAINING & AWARENESS PROGRAM



Internal Fire Safety Training
by Dips Apparel Limited



Fire Safety Training with Govt.
Collaboration by Fire Service & Civil
Defense Bangladesh

TRAINING & AWARENESS PROGRAM



Fire Safety Training with Govt.
Collaboration by Fire Service &
Civil Defense Bangladesh



Fire Safety Training with Govt.
Collaboration by Fire Service & Civil
Defense Bangladesh

TRAINING & AWARENESS PROGRAM



Time Management Awareness
(Digital Attendance System)



Health & Safety Training

TRAINING & AWARENESS PROGRAM



Participation Committee
Election



Participation Committee
Election

TRAINING & AWARENESS PROGRAM



Mid Management Training



Audit Preparation Training

TRAINING & AWARENESS PROGRAM



Safety Committee Meeting



Participation Committee Meeting

SOCIAL ACTIVITY



Food Donation to Thaagam Foundation for the orphans by Chairman of the Company



Food Donation to Thaagam Foundation for the orphans by Chairman of the Company

SOCIAL ACTIVITY



Social Activity



Social Activity

SOCIAL ACTIVITY



Sponsored Cricket
Tournament



Sponsored Cricket
Tournament

SOCIAL ACTIVITY



Social Activity



Social Activity



THANK YOU