



DIPS APPAREL LTD.
Knitting modesty and status...

ESG REPORT

2024



<https://www.dipsbd.com>

TABLE OF CONTENT

COMPANY OVERVIEW & SUSTAINABILITY STRATEGY	05	SOCIAL	63
About This Report	03	Human Rights & Workforce Practices	67
Message from Leadership	07	Employee Health, Safety, Wellbeing, and Labor Rights Management Framework	71
Company Profile	09	Employee Development, Wellbeing, and Labor Rights Management	77
Sustainability Vision & Commitments	15		
Stakeholder Engagement	16	SUSTAINABLE SUPPLY CHAIN	83
Materiality Overview	17	Supplier ESG Expectations (Supplier code of conduct and policies)	85
		Sustainable and Responsible Supply Chain Management	87
ETHICS & COMPLIANCE	19		
Ethics policy	21	ESG PERFORMANCE & FUTURE ROADMAP	91
Integrity, Ethics, and Information Governance	27		
ENVIRONMENTAL STEWARDSHIP	37		
Environmental Policy	39		
Comprehensive Energy and Climate Action Initiatives	45		
Integrated Water Management and Sustainability Practices	51		
Integrated Materials and Chemicals Management for Sustainable Operations	55		
Comprehensive Waste Management for Sustainable Operations	59		
Sustainable Product Lifecycle Management and Customer Health & Safety	61		



ABOUT THIS REPORT

GRI 2

Organizational Details: (GRI 2-1)

We, Dips Apparel Ltd. (referred herein as “Dips Apparel,” “the Company,” “we,” “our,” or “us”), are pleased to present our Annual Sustainability Report calendar year 2024, highlighting our ongoing commitment to Environmental, Social, and Governance (ESG) principles and responsible business growth.

This year’s report is guided by the theme:

Sustainability Woven Into Every Thread

a reflection of our dedication to delivering high-quality apparel responsibly, promoting sustainable manufacturing, and contributing positively to people and the planet. The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards and aligns with the United Nations Global Compact (UNGC) principles. Our sustainability initiatives and disclosures are further strengthened by alignment with the United Nations Sustainable Development Goals (UNSDGs), demonstrating our commitment to transparency, accountability, and sustainable impact in the global apparel industry.

Entities Included in the Organization’s Sustainability Reporting: (GRI 2-2)

This report covers Dips Apparel Ltd.’s principal manufacturing operations in Bangladesh. The company’s primary production site has been included within the reporting boundary for all ESG-related data and disclosures.

Reporting Period, Frequency, and Contact Point: (GRI 2-3)

This report covers the calendar year from 1 January , 2024, to 31 December, 2024 and reflects Dips Apparel Ltd.’s sustainability initiatives, performance, and strategic outlook during this period. The disclosures include insights into our business model, operations, risk management, opportunities, and ESG performance, providing a comprehensive view of our approach to responsible growth. Every effort has been made to ensure that the information presented is accurate, complete, and transparent. For queries, feedback, or further information regarding this report, stakeholders may reach out to: 79/349, Hazera Mansion, Jamgora, Ashulia, Savar, Dhaka-1349, Bangladesh

Restatement

Certain data presented in this report has been restated from the previous reporting year due to refinements in the data collection and calculation methodology. The updated figures have been aligned with the principles of the GHG Protocol and relevant GRI Standards, ensuring improved consistency, accuracy, and comparability of reported information.

Shaping the Future, Together:

At Dips Apparel Ltd., we recognize that sustainable growth is a collective effort. Our vision for the future is built on collaboration—with employees, partners, suppliers, and communities—to create a positive and lasting impact.

Key Focus Areas:

- Collaborative Innovation – Partnering with global brands and suppliers to develop sustainable, high-quality products.
- Employee Engagement & Development – Fostering a culture of learning, inclusivity, and wellbeing to empower our workforce.

 dips@dipsbd.com

 www.dipsbd.com

External Assurance & Forward-Looking Statement (GRI 2-5)

External Assurance

This report has undergone independent external assurance on a Limited Assurance basis, conducted by a recognized third-party assurance provider, in accordance with the Global Reporting Initiative (GRI) Standards and relevant sustainability reporting frameworks. This ensures that the disclosures presented are reliable, accurate, and reflect Dips Apparel Ltd.’s ESG performance transparently.

Forward-Looking Statement:

This report may include forward-looking statements regarding Dips Apparel Ltd.’s future sustainability goals, risks, opportunities, and strategic priorities. These statements are based on current assessments and assumptions, and actual outcomes may differ due to unforeseen external factors. Readers are advised to consider this context and not rely solely on these forward-looking statements when making decisions.

COMPANY OVERVIEW & SUSTAINABILITY STRATEGY



MESSAGE FROM DIRECTOR'S



“

At Dips Apparel, we believe responsible growth begins with empowering people and protecting the planet.

At Dips Apparel Ltd., our journey over the past years has been driven by a steadfast commitment to quality, sustainability, and social responsibility. As a leading apparel manufacturer, we understand that our growth is closely tied to the wellbeing of our employees, the communities we operate in, and the health of our planet.

This report reflects our ongoing efforts to integrate sustainable practices into every aspect of our operations—from ethical labor standards and employee development to energy efficiency, waste reduction, and responsible sourcing. We are proud of the progress we have made, including achieving global recognition for our ESG initiatives, while continuously striving for improvement.

Looking ahead, our vision is clear: to create value responsibly, foster innovation, and collaborate with all stakeholders to shape a sustainable future for the apparel industry.

Together, we can ensure that Dips Apparel Ltd. continues to be a trusted partner for our clients, a responsible employer for our workforce, and a positive force in society.

We remain committed to this journey and invite our partners, employees, and communities to join us in making a lasting, meaningful impact.

MOHAMMED JASHIM UDDIN
MANAGING DIRECTOR
DIPS APPAREL LTD.



“

At Dips Apparel, we believe true leadership lies in creating value that endures—ethical, inclusive, and sustainable.

At Dips Apparel Ltd., our purpose has always extended beyond producing garments—it is about crafting a legacy of responsibility, resilience, and respect for people and the planet. As we look back on our journey, I am deeply proud of how our organization has grown through integrity, innovation, and a shared belief in doing business the right way.

The apparel industry today stands at a defining crossroads where sustainability is not just a choice but a collective responsibility. At Dips Apparel, we have embraced this challenge as an opportunity—to rethink our processes, empower our people, and reduce our environmental footprint through conscious action. From strengthening fair labor practices to advancing energy and waste efficiencies, every step we take is guided by our vision for long-term sustainability and ethical growth.

Our progress is a reflection of the dedication of our employees, the trust of our clients, and the unwavering support of our partners. Together, we are building an organization that values transparency, inclusivity, and accountability in everything we do.

As we continue this journey, our commitment remains steadfast—to lead with purpose, to innovate responsibly, and to leave behind a legacy that future generations can be proud of. Sustainability is not a destination for us—it is a promise we renew every day.

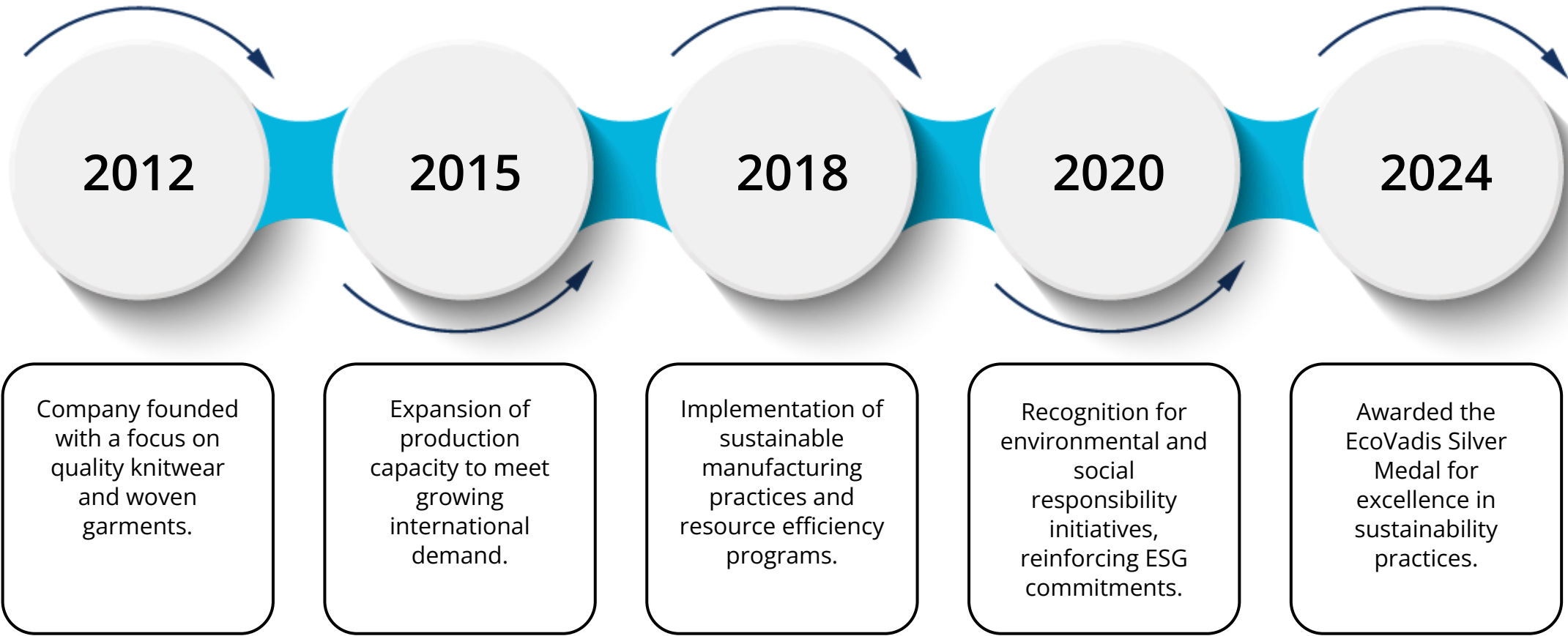
SHAMMI NASRIN CHOUDHURY
CHAIRMAN
DIPS APPAREL LTD.

COMPANY PROFILE

GRI 2

Our Journey

Founded in 2012, Dips Apparel Ltd. began with a vision to deliver high-quality, ethically manufactured garments to global markets. Over the years, the company has grown steadily, establishing itself as a trusted manufacturer in both knit and woven apparel, serving clients across Europe, the United States, and Japan. From humble beginnings, Dips Apparel has continually invested in state-of-the-art production facilities, sustainable practices, and workforce development. Milestones along the journey include:



Today, Dips Apparel Ltd. continues to weave sustainability into every thread, combining innovation, ethical manufacturing, and environmental stewardship as it charts a path toward a greener, responsible future.

COMPANY PROFILE

GRI 2

Growth & Expansion

Since its inception in 2012, Dips Apparel Ltd. has experienced steady growth, driven by a commitment to quality, innovation, and sustainability. The company has strategically expanded its production capabilities, product range, and global market presence, becoming a trusted partner for international brands.

Key aspects of growth and expansion include

- **Production Capacity Enhancement** – Investment in modern machinery and efficient production processes to meet increasing global demand while maintaining high-quality standards.
- **Product Diversification** – Expansion from core knitwear to include woven garments, enabling a comprehensive portfolio for clients worldwide.
- **Global Market Reach** – Strengthened export presence in Europe, the United States, and Japan, fostering long-term partnerships with leading international brands.
- **Sustainability Integration** – Implementation of eco-friendly practices, resource efficiency measures, and ethical labor standards across operations.
- **Recognition & Certifications** – Achievement of industry certifications and sustainability accolades, including the EcoVadis Silver Medal, highlighting responsible growth practices.

Product Excellence & Versatility:

At Dips Apparel Ltd., quality and versatility are at the heart of everything we produce. The company is committed to delivering garments that meet the highest international standards while catering to diverse market needs.

Key Highlights

- **Diverse Product Range** – From knitwear such as T-shirts, hoodies, and sweaters to woven garments including shirts, trousers, and jackets, Dips Apparel offers a comprehensive portfolio for global clients.
- **Quality Assurance** – Every product undergoes stringent quality checks at multiple stages of production to ensure durability, comfort, and finish.
- **Customization & Flexibility** – The company is equipped to handle varied client requirements, from small-batch specialized orders to large-scale production runs.
- **Innovation in Design & Materials** – Continuous focus on adopting new fabrics, sustainable materials, and contemporary designs to meet evolving market trends.
- **Sustainability in Products** – Commitment to eco-friendly production processes, minimizing resource use, and incorporating circular economy principles wherever possible.

Through product excellence and versatility, Dips Apparel Ltd. delivers reliable, stylish, and sustainable apparel solutions that meet the expectations of its international clientele while supporting long-term brand trust and satisfaction.

Responsibility Beyond Engineering:

At Dips Apparel Ltd., our commitment extends far beyond manufacturing high-quality garments. We believe in taking responsibility for our people, communities, and the environment—ensuring that every aspect of our operations contributes positively to society.

Key Areas of Responsibility:

- Employee Wellbeing & Development – Providing a safe, inclusive, and empowering work environment with ongoing training, career growth opportunities, and health & safety measures.
- Ethical Labor Practices – Strict adherence to fair labor standards, prevention of child and forced labor, and fostering social dialogue with workers.
- Community Engagement – Supporting local communities through social initiatives, skill development programs, and CSR activities that create sustainable impact.



COMPANY PROFILE

GRI 2

Environmental Stewardship – Minimizing environmental impact through resource efficiency, waste reduction, sustainable production processes, and circular economy practices.

Supply Chain Accountability – Working closely with suppliers to ensure ethical, sustainable, and transparent sourcing practices.

By embracing responsibility beyond engineering, Dips Apparel Ltd. ensures that its business success is aligned with social and environmental progress, reinforcing its role as a responsible, forward-thinking leader in the apparel industry.

Shaping the Future, Together:

At Dips Apparel Ltd., we recognize that sustainable growth is a collective effort. Our vision for the future is built on collaboration—with employees, partners, suppliers, and communities—to create a positive and lasting impact.

Key Focus Areas:

- **Collaborative Innovation** – Partnering with global brands and suppliers to develop sustainable, high-quality products.
- **Employee Engagement & Development** – Fostering a culture of learning, inclusivity, and wellbeing to empower our workforce.

- **Sustainable Practices Across Operations** – Integrating resource efficiency, waste reduction, and eco-friendly initiatives throughout our production processes.
- **Community & Social Responsibility** – Supporting local communities through education, health, and social development programs.
- **Shared ESG Goals** – Aligning our environmental, social, and governance commitments with industry standards and stakeholder expectations.

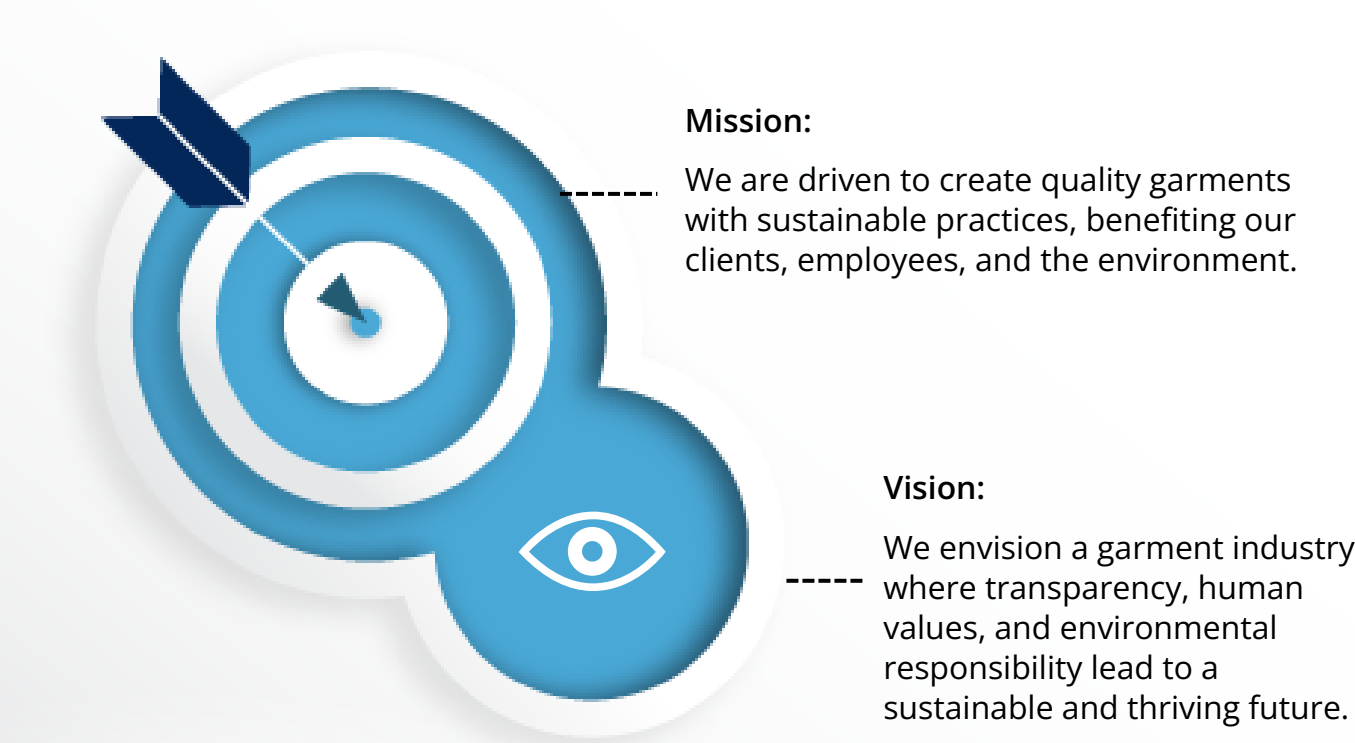
By shaping the future together, Dips Apparel Ltd. is committed to responsible growth, ensuring that progress benefits not only the business but also people and the planet.



SUSTAINABILITY VISION & COMMITMENT

GRI-2, GRI-3, GRI 301-303, GRI 305-307

Organizational Details: (GRI 2-1)



Our Sustainability Commitment

At Dips Apparel Ltd., sustainability is embedded in our business strategy and daily operations. We are committed to creating long-term value through responsible practices that balance environmental protection, social well-being, and ethical governance. Our approach centers on:

- Environmental Stewardship – Reducing our ecological footprint through efficient resource use, cleaner production technologies, and waste minimization.
- Social Responsibility – Ensuring safe, fair, and inclusive workplaces while supporting employee growth and community development.
- Strong Governance – Upholding transparency, accountability, and compliance with international ESG standards.

Aligned with the GRI Standards, UN Global Compact principles, and the UN Sustainable Development Goals (SDGs), our sustainability commitment reflects our belief that responsible growth is key to long-term business resilience and industry leadership.

STAKEHOLDER ENGAGEMENT

GRI 3

At Dips Apparel Ltd., we recognize that open and transparent dialogue with our stakeholders is essential to driving sustainable growth and shared success. Our stakeholder engagement process enables us to understand expectations, identify key issues, and integrate valuable insights into our decision-making and sustainability strategy. We engage with our stakeholders through regular communication channels such as meetings, audits, surveys, partnerships, and community programs to ensure mutual trust and accountability.

Key Stakeholder Groups and Engagement Focus:

Stakeholder Group	Engagement Mechanism	Key Focus Areas
Employees	Training programs, meetings, suggestion systems	Health, safety, wellbeing, fair wages, career growth
Customers / Buyers	Regular communication, audits, feedback sessions	Product quality, compliance, sustainability performance
Suppliers & Contractors	Supplier code of conduct, audits, workshops	Ethical sourcing, labor practices, environmental compliance
Communities	CSR initiatives, outreach programs	Education, empowerment, local employment
Regulators & Industry Bodies	Compliance reporting, participation in BGMEA forums	Legal adherence, best practices, industry collaboration
Shareholders & Management	Periodic reporting, board reviews	ESG performance, long-term value creation

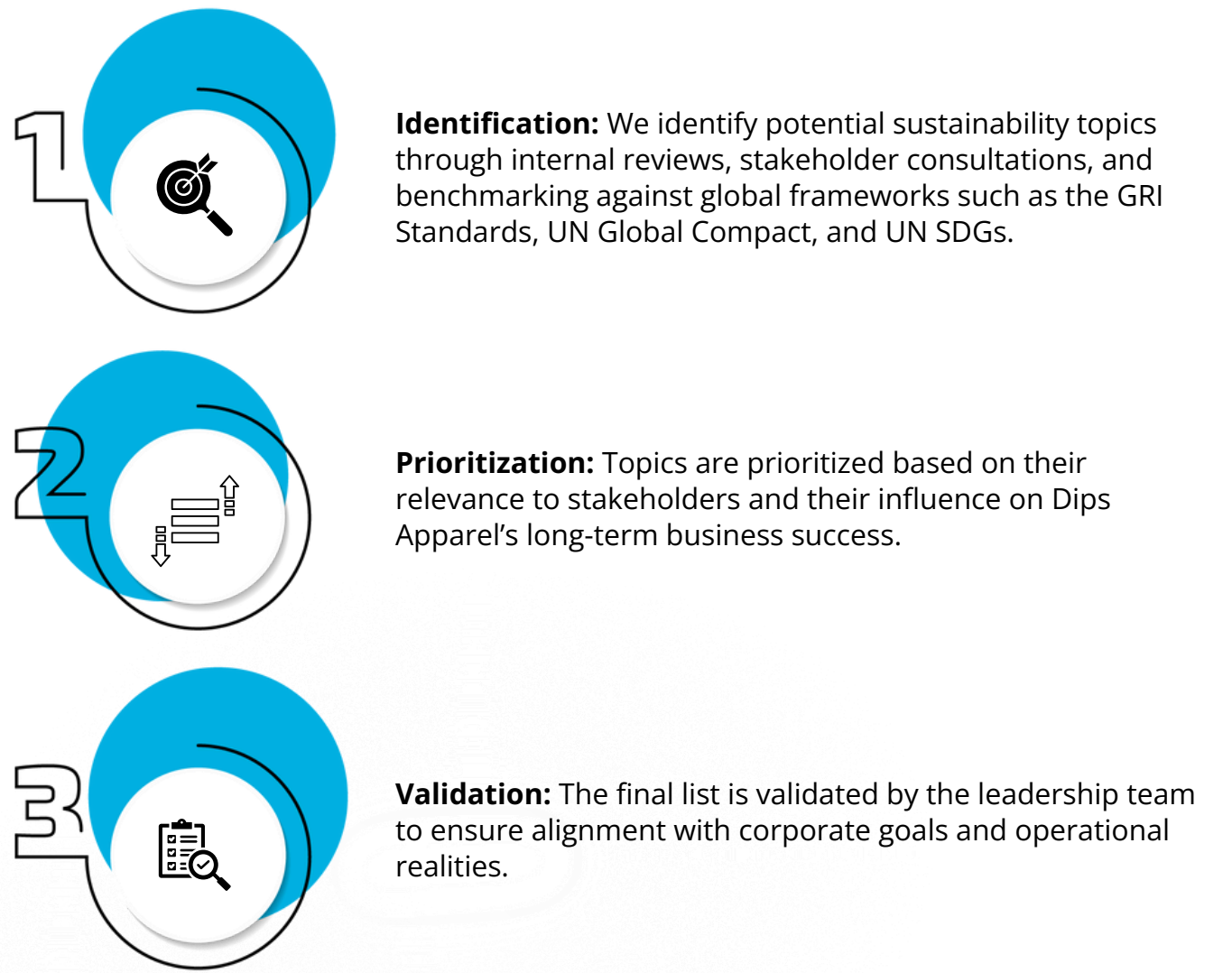
Our engagement framework helps align our sustainability priorities with stakeholder expectations, ensuring that our actions continue to generate positive environmental, social, and economic impact.

MATERIALITY OVERVIEW

GRI 3

At Dips Apparel Ltd., our sustainability priorities are shaped by a robust materiality assessment process that identifies and evaluates the most significant Environmental, Social, and Governance (ESG) topics impacting our business and stakeholders. We periodically review our material topics to ensure they remain aligned with evolving stakeholder expectations, regulatory requirements, and global sustainability standards. The assessment combines internal insights and external feedback to guide our strategic focus and reporting disclosures.

Materiality Assessment Process:



Material Issues and Materiality Metrix

ESG Issues	Importance to Stakeholders	Impact on Business
Energy Consumption & GHGs	High	High
Water Management	High	High
Biodiversity	Medium	Low
Air Pollution	Medium	Medium
Materials, Chemicals & Waste	High	High
Product Use	Medium	Medium
Product End-of-Life	Medium	Medium
Customer Health & Safety	High	High
Employee Health & Safety	High	High
Working Conditions	High	High
Social Dialogue	Medium	Medium
Career Management & Training	Medium	Medium
Child Labor, Forced Labor & Human Trafficking	High	High
Diversity, Equity & Inclusion	High	Medium
Corruption	High	High
Climate Change Adaptation & Resilience	High	High
Supply Chain Sustainability & Traceability	High	High

ETHICS & COMPLIANCE



ETHICS POLICY

GRI 2 | GRI 205 | GRI 206

Policy Statement

At Dips Apparel Ltd., strong corporate governance is central to our business success and responsible operations. We uphold high standards of ethics, risk management, and legal compliance across all activities. From board oversight to employee conduct, ethical practices are embedded throughout our value chain, fostering accountability, transparency, and continuous improvement for sustainable growth and long-term stakeholder value.

Key factors:

Due Diligence

At Dips Apparel Ltd., our due diligence ensures compliance with governance standards and proactive risk management, embedding accountability and ethical conduct across all operations.

Governance Risk Assessment

We regularly assess potential governance risks, including conflicts of interest, regulatory non-compliance, and ethical concerns, implementing mitigation strategies to uphold corporate governance standards.

Governance Audits

Internal and third-party audits cover board effectiveness, financial reporting, and ethical conduct. Prompt corrective actions follow to align practices with industry standards.

Monitoring and Reporting

Key governance metrics—regulatory compliance, financial integrity, and board performance—are tracked and reported quarterly to senior management and the board, ensuring transparency and informed decision-making.

Supply Chain Due Diligence

Suppliers are assessed for adherence to our governance standards, prioritizing ethical conduct and compliance. Regular engagement and inspections maintain a network of responsible partners.

Stakeholder Engagement:

We actively collaborate with investors, regulators, employees, and communities to align governance strategies with stakeholder expectations, strengthening relationships and our governance framework.

Employee Training and Capacity Building

Ongoing training equips employees with knowledge on corporate governance, anti-corruption, financial integrity, and conflict-of-interest management.

Implementation of Best Practices

Industry-leading practices, including robust financial reporting and internal controls, enhance transparency, accountability, and ethical decision-making across the organization.

Corrective Actions and Continuous Improvement

Audit findings prompt immediate corrective actions, policy updates, and refined decision-making processes, ensuring agility and proactive governance.

Legal and Regulatory Compliance

We maintain full compliance with local and global governance laws, updating policies proactively to minimize legal risks and ensure ongoing adherence.

ETHICS POLICY

GRI 2 | GRI 205 | GRI 206

GOALS AND COMMITMENTS (Baseline Year: 2022)

- 
Voice of the People: Enhancing Stakeholder Engagement
Qualitative Target: Promote understanding of stakeholder rights and responsibilities across the organization.
Quantitative Target: Ensure that all major decisions are informed by stakeholder feedback, with a target of 100% inclusion by 2030.
- 
Ethics in Innovation: Upholding Intellectual Property Rights
Qualitative Target: Commit to respecting and protecting intellectual property rights in all business practices.
Quantitative Target: Train 100% of employees on intellectual property rights and their importance by 2030, starting from 20% in 2022.
- 
Integrity in Action: Combatting Corruption
Qualitative Target: Champion a zero-tolerance policy towards bribery and corruption.
Quantitative Target: Achieve 100% employee participation in anti-corruption training programs by 2030, with 30% participation in 2022.

- 
Fair Play: Navigating Conflicts of Interest
Qualitative Target: Require immediate disclosure of any potential conflicts of interest by all employees.
Quantitative Target: Maintain that 100% of leadership staff participate in advanced conflict of interest training by 2030, with 50% participation in 2022.
- 
Transparency Matters: Preventing Fraud
Qualitative Target: Commit to full transparency in all business transactions and operations.
Quantitative Target: Educate 100% of employees on fraud prevention and detection by 2030, increasing from 25% completion in 2022.
- 
Clean Transactions: Combatting Money Laundering
Qualitative Target: Uphold a commitment to preventing any involvement in money laundering activities.
Quantitative Target: Train 100% of employees on money laundering awareness and prevention by 2030, increasing from 15% in 2022.

- 
Leveling the Field: Ensuring Fair Competition
Qualitative Target: Promote ethical business practices that discourage anti-competitive behavior.
Quantitative Target: Conduct annual reviews of marketing and sales practices for compliance with competition laws, targeting 100% review completion by 2030.
- 
Guardians of Data: Ensuring Information Security
Qualitative Target: Commit to the responsible management and protection of confidential information.
Quantitative Target: Achieve 100% employee participation in information security training programs by 2030, with 20% participation in 2022.

- 
Rewarding Fairly: Transforming Executive Remuneration
Qualitative Target: Commit to transparency in the remuneration of executives and senior management.
Quantitative Target: Maintain 100% transparency in executive remuneration disclosures by 2030, up from 60% in 2022.
- 
Voices Heard: Strengthening the Whistleblower Framework
Qualitative Target: Promote an open, safe, and confidential environment where employees can report any ethical concerns without fear of retaliation.
Quantitative Target: Train 100% of employees on whistleblower policies and protection rights by 2025, increasing from 50% in 2022.

ETHICS POLICY

GRI 2 | GRI 205 | GRI 206

Disciplinary Measures for Policy Violations

The company will take prompt and fair action against policy breaches in line with the Bangladesh Labour Act 2006 and internal rules. Possible measures include:

- Verbal Warning – Minor, first-time violations.
- Written Warning – Repeated or moderate breaches, recorded in personnel file.
- Suspension Without Pay – Serious misconduct during investigation.
- Demotion/Removal – Where trust or competency is affected.
- Termination – Severe breaches such as theft, bribery, harassment, or willful violations.
- Legal Action – For criminal offenses like fraud or trade secret theft, reported to authorities.

Employees are encouraged to report violations via confidential channels; retaliation against whistleblowers is strictly prohibited.

Review Mechanism:

Dips Apparel Ltd. conducts an annual Governance Policy review led by the Chief Compliance Officer. The process analyzes governance metrics, including anti-corruption, risk management, fraud prevention, information security, and ethical practices.

Key Steps:

- Data Collection & Analysis: Gathering incident reports, audit findings, and employee participation in governance training.
- Risk & Compliance Evaluation: Ensuring alignment with legal, regulatory, and ethical standards, including UN Guiding Principles and OECD Guidelines.

Corrective actions are implemented to address gaps, ensuring the governance strategy remains effective and progress toward goals like anti-corruption, fraud prevention, and whistleblower protection is maintained.

INTEGRITY, ETHICS, AND INFORMATION GOVERNANCE

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26

Upholding Integrity and Anti-Corruption Practices

At Dips Apparel Ltd., integrity is the cornerstone of our operations. We uphold a zero-tolerance policy toward bribery, corruption, and unethical behavior, ensuring that every decision reflects transparency, fairness, and accountability. Our structured governance framework safeguards ethical business practices across our value chain.

Strengthening Ethical Governance:

Proactively identifying and managing corruption risks is an integral part of our governance framework. We periodically assess ethical, legal, and operational risks across the organization, including areas related to regulatory compliance, procurement, and supplier management.

Our assessments consider the likelihood and impact of various risks, including compliance with trade laws, buyer requirements, and supplier-related challenges. For example, risks such as frequent changes in regulations or disruptions in raw material sourcing are evaluated in terms of their potential impact on operations, ethical compliance, and business continuity. Where risks are identified, we implement corrective strategies and mitigation measures. These include

engagement with industry associations, supplier training, automation of compliance processes, and diversification of procurement sources. Dedicated teams monitor these measures regularly to ensure that risk management remains effective and responsive to emerging challenges. Through these continuous assessments, the organization reinforces its commitment to ethical business practices, ensuring that governance, integrity, and accountability remain central to every decision.

Empowering Employees Through Awareness

At Dips Apparel Ltd., fostering a culture of integrity starts with informed and vigilant employees. We invest in ongoing learning and awareness initiatives that equip our teams with the knowledge and skills to navigate ethical challenges, understand anti-corruption principles, and make responsible decisions in their daily work.

Training is designed to be engaging and practical, incorporating real-world scenarios, discussions, and interactive content that resonate across all levels of the organization. Employee participation is actively encouraged, and progress is tracked to ensure the programs are effective and continuously evolving.

By embedding ethics and transparency into our workforce's mindset, we ensure that integrity is not just a policy, but a lived value that guides every action at Dips Apparel Ltd.

Ensuring Ethical Business Relationships

Maintaining integrity across our supply chain is a cornerstone of responsible business at Dips Apparel Ltd. We prioritize engaging with suppliers, vendors, contractors, and other third parties who share our commitment to ethical practices, transparency, and compliance.

Our approach includes a structured due diligence process that assesses potential partners before engagement, ensuring alignment with anti-corruption standards and ethical expectations. This process draws on a risk-based approach, evaluating factors such as operational practices, governance, and compliance history. Where necessary, additional information is gathered to strengthen understanding of potential risks, and outcomes are used to guide informed engagement decisions.

For example, supplier assessments consider areas such as environmental practices, labor standards, human rights, and governance. Findings from these assessments help identify opportunities for collaboration, capacity-building, and mitigation of ethical and operational risks. The process is monitored and reviewed periodically to ensure it remains relevant, effective, and responsive to changes in the business and regulatory environment.

Through these efforts, Dips Apparel Ltd. fosters trustworthy and responsible partnerships, reinforcing ethical behavior throughout our supply chain and promoting a culture of integrity that extends beyond our organization.

Transparent Transaction Oversight

Ensuring transparency in business dealings is essential to maintaining integrity and trust. Special attention is given to sensitive transactions—those that involve external stakeholders and could be perceived as offering personal benefits beyond organizational objectives. These typically arise in contexts such as hospitality, travel, or the provision of professional services, where the potential risk of corruption is higher.

Structured approval processes are in place to review and authorize such transactions. Clear guidelines define the types of transactions that require oversight, the levels of approval needed, and the responsible individuals involved. This ensures that all discretionary decisions are transparent, accountable, and aligned with ethical standards. Regular monitoring and review of these processes help maintain consistency and mitigate risks, reinforcing a culture where fairness and integrity guide every interaction and decision.

INTEGRITY, ETHICS, AND INFORMATION GOVERNANCE

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26

Continuous Monitoring and Audits

Maintaining the effectiveness of ethics and compliance measures requires ongoing monitoring and evaluation. Control systems are regularly reviewed through a combination of internal assessments and formal audits, ensuring that policies and procedures remain robust and responsive to emerging risks. Audits cover the scope of operations, including governance, procurement, and supplier management, and clearly identify accountable teams or individuals responsible for overseeing compliance. Existing control systems are retrospectively evaluated to identify gaps or areas for improvement, ensuring that processes remain effective and aligned with organizational standards. Findings from these evaluations inform corrective actions and continuous improvement initiatives, reinforcing ethical behavior and accountability throughout the organization. Regular reporting of audit outcomes also ensures transparency and allows senior management to monitor the overall health of compliance systems. Through this approach, the organization demonstrates a commitment to integrity, ethical governance, and proactive risk management, embedding accountability into every level of operations.

Promoting Ethical Reporting and Protection

Creating a safe and transparent environment for reporting concerns is a cornerstone of ethical governance. Employees, suppliers, and other stakeholders are encouraged to voice concerns regarding misconduct, corruption, or unethical practices through secure and confidential channels. The reporting system ensures confidentiality and protects individuals from any form of retaliation, fostering trust and encouraging openness. Reports can be submitted via dedicated channels, such as internal email, hotline, or direct contact with a designated compliance officer. Each report is carefully reviewed and investigated, with appropriate follow-up and corrective actions taken when necessary. This mechanism supports a culture where integrity, accountability, and responsible decision-making are embedded in every aspect of operations. By empowering stakeholders to report concerns safely, the organization reinforces its commitment to ethical business practices and governance excellence. Through these measures, Dips Apparel Ltd. reinforces its unwavering commitment to integrity, ethical governance, and responsible business conduct as part of its sustainable growth vision.

Ethics KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Percentage of total workforce trained on business ethics issues (%)	20%	40 % / 50%	60% / 60%	100%/
Number of whistleblower reports received	NIL	NIL / NIL	NIL / NIL	NIL

Responsible Information Management

At Dips Apparel Ltd., we recognize that safeguarding information is essential to maintaining trust, compliance, and operational integrity. Our approach to Responsible Information Management is rooted in accountability, confidentiality, and proactive data protection measures. We ensure that all business operations involving personal, customer, and partner information adhere to the highest standards of privacy and security.

Governance and Risk Management

Protecting sensitive information is central to maintaining trust and integrity across all operations. To ensure this, the organization conducts structured information security risk assessments that help identify, evaluate, and mitigate potential vulnerabilities within digital systems and data-handling processes. These assessments are carried out on a periodic basis, enabling the organization to stay ahead of emerging cyber threats and evolving regulatory requirements. Each evaluation considers a broad spectrum of risks—from data privacy and access controls to potential breaches and technological disruptions—and helps prioritize areas that require enhanced safeguards. A dedicated framework guides the process, encompassing policy reviews, risk mapping, and impact analysis. Corrective actions are formulated wherever gaps are identified, ensuring that both preventive and responsive measures are integrated into day-to-day operations. In addition, incident response mechanisms and data protection protocols are regularly updated to reflect the latest best practices in cybersecurity governance. To reinforce accountability, responsible teams oversee the implementation of mitigation strategies and monitor their effectiveness through internal reviews. The insights gained

INTEGRITY, ETHICS, AND INFORMATION GOVERNANCE

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26

from each assessment cycle not only strengthen internal systems but also enhance the organization's overall resilience against information security threats.

Through this continuous and proactive approach, the organization upholds its commitment to protecting data integrity, ensuring business continuity, and maintaining the confidence of all stakeholders in a rapidly evolving digital landscape.

Employee Awareness and Training

Ensuring the confidentiality, integrity, and availability of information is a key aspect of responsible governance. Employees play a crucial role in safeguarding organizational and stakeholder data, and building awareness is central to this effort. Regular information security training programs equip staff with the knowledge and skills to identify potential risks, understand security policies, and follow best practices in handling sensitive information. Training covers areas such as data protection, secure communication, password management, phishing awareness, and regulatory compliance requirements.

Programs are designed to be interactive and practical, combining presentations, scenario-based exercises, and real-life examples. Employee engagement and learning progress are tracked to ensure comprehension, and training is updated periodically to reflect evolving cyber threats and technological developments. By fostering a culture of security-conscious behavior, the organization strengthens its defenses against data breaches and ensures that information is managed responsibly across all operations.

Third-Party Information Assurance

Maintaining the security of information shared with external partners is a key component of responsible governance. A structured third-party information assurance process ensures that all external entities—such as suppliers, vendors, and contractors—adhere to strong data protection and cybersecurity standards. Before engagement, third parties are evaluated through a risk-based due diligence process, assessing the sensitivity of data handled, the robustness of their security controls, and their alignment with applicable legal

and regulatory frameworks. This process involves collecting relevant information from each partner regarding their data-handling policies, system safeguards, and history of compliance performance.

Periodic reviews and benchmarking are also conducted to compare third-party security practices against internal standards and industry best practices. Where risks or gaps are identified, mitigation plans and capacity-building measures are introduced to strengthen alignment with established security protocols.

By integrating this due diligence framework into procurement and partnership management, the organization ensures that information security responsibilities extend across the value chain, reducing exposure to external cyber risks and reinforcing trust throughout its operational network.

Data Protection and Consent Management

Maintaining the privacy and security of stakeholder data remains a core element of responsible information governance. The organization has established a structured system for data protection and consent management to ensure that all confidential information—whether related to employees, customers, or business partners—is handled in compliance with relevant data protection laws and organizational policies.

Regular assessments are carried out to identify potential data privacy risks and evaluate the adequacy of existing controls. These reviews consider

multiple aspects, including data classification, access rights, third-party sharing, and data storage practices. The findings from these assessments help prioritize areas for improvement and strengthen the organization's capacity to mitigate evolving cybersecurity and privacy threats.

A formal framework guides the collection, processing, and retention of personal and confidential data. Stakeholder consent is obtained prior to data processing, and mechanisms are in place to ensure that consent is informed, traceable, and revocable where applicable. To reinforce accountability, all data-handling procedures are aligned with recognized legal standards and best practices, ensuring compliance with national and international data protection requirements.

Corrective actions are implemented where gaps or non-conformities are identified, supported by continuous employee awareness programs and periodic policy updates. Incident response plans and breach notification protocols are reviewed regularly to ensure prompt action in case of any data-related incident. Through this proactive approach, the organization not only safeguards sensitive information but also reinforces trust with all stakeholders by demonstrating transparency, accountability, and respect for privacy in every data interaction.

INTEGRITY, ETHICS, AND INFORMATION GOVERNANCE

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26

Anti-Corruption & Bribery KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
# of Complaints reported on Corruption & Bribery	0/0	0/0	0/0	0/0

INTEGRITY, ETHICS, AND INFORMATION GOVERNANCE

GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26

Records and Data Lifecycle Management

Protecting sensitive information is central to responsible governance and stakeholder trust. The organization maintains a structured framework to safeguard personal, employee, and third-party data, ensuring compliance with data protection laws and internal policies.

Regular information security risk assessments identify potential vulnerabilities across systems, processes, and third-party interactions. Findings guide corrective measures, while incident response protocols are reviewed to ensure readiness for potential breaches.

Consent management ensures stakeholders are informed about data collection and use, with mechanisms to make consent traceable, revocable, and informed, reinforcing transparency and accountability.

A formal records retention schedule governs storage, maintenance, and secure disposal of data. Employee records are retained during employment and for the legally mandated period afterward. Both physical and digital copies are protected with restricted access, while originals are not retained. By integrating risk assessments, consent

practices, and records management, the organization ensures data integrity, confidentiality, and compliance, safeguarding trust and demonstrating responsible information governance across all operations.

Monitoring, Auditing, and Reporting

Maintaining the effectiveness of ethics and compliance controls is essential to uphold integrity and accountability across all operations. The organization has established a structured monitoring and auditing framework to regularly evaluate the performance of its governance, risk management, and compliance systems.

Internal reviews are conducted periodically to assess adherence to policies, identify gaps, and ensure that controls remain effective in mitigating ethical, legal, and operational risks. These assessments cover a broad scope, spanning business operations, third-party engagements, and information management practices.

Where issues or opportunities for improvement are identified, corrective actions are promptly implemented. Responsible teams oversee these measures, ensuring accountability and continuous enhancement of internal controls. External audits are also conducted at defined intervals to provide independent validation and

strengthen transparency.

Findings and insights from both internal and external evaluations are reported to senior management and relevant oversight bodies, supporting informed decision-making and reinforcing a culture of ethical governance.

Retrospective reviews of existing systems help track improvements over time, ensuring that compliance practices evolve in response to emerging risks. Through this continuous cycle of monitoring, auditing, and reporting, the organization strengthens its governance framework, safeguards stakeholder trust, and ensures that ethical standards are consistently applied across all operations.

Incident Response and Remediation

Effectively addressing information security incidents is critical to protecting sensitive data and maintaining stakeholder trust. The organization has established a structured incident response framework to detect, respond to, and mitigate the impact of any potential breaches.

All security events are promptly identified through continuous monitoring systems, and immediate action is taken to contain and resolve incidents. A defined response protocol ensures that responsibilities are clearly assigned, and corrective measures are executed efficiently to prevent further disruption.

Post-incident, a thorough root cause analysis is conducted to understand the origin and impact of the breach. Findings are used to strengthen existing controls and update policies, minimizing the risk of recurrence. Affected stakeholders are promptly informed as appropriate, reinforcing transparency and accountability.

Regular reviews and drills of the incident response plan help the organization remain prepared for emerging threats, ensuring that mitigation strategies and remediation procedures are effective and responsive.

Through this proactive approach to incident management, the organization safeguards data integrity, enhances resilience, and maintains confidence among all stakeholders in its ability to respond swiftly and responsibly to information security challenges.

ENVIRONMENTAL STEWARDSHIP



ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

Policy Statement

At DIPS Apparel Ltd., we are committed to environmental responsibility and minimizing the impact of our operations. We adopt sustainable practices across production, including cleaner energy, reduced emissions, water conservation, waste management, biodiversity protection, and sustainable packaging. By optimizing logistics and building operations, we embed sustainability throughout our value chain, creating lasting positive impacts for our organization and communities.



ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

Due Diligence

At DIPS Apparel Ltd., we have embedded a comprehensive due diligence process to ensure compliance with environmental standards and proactive management of our environmental impact.

Environmental Risk Assessment: We conduct regular risk assessments across all operations, from raw material sourcing to product delivery, identifying and mitigating potential risks related to energy, emissions, and water usage.

Environmental Audits: Internal and third-party audits ensure compliance with regulations and our own standards, covering emissions control, waste management, and resource efficiency, with corrective actions implemented promptly.

Monitoring and Reporting: Key environmental metrics, including energy, water, and waste, are tracked and reported monthly to senior management, enabling accountability and informed decision-making.

Supply Chain Due Diligence: Suppliers undergo rigorous assessments, on-site inspections, and ongoing engagement to ensure adherence to our environmental standards.

Stakeholder Engagement: Regular consultations with local communities, regulators, and customers ensure our strategies align with stakeholder expectations and strengthen our environmental impact.

Employee Training and Capacity Building: Teams receive continuous training on energy efficiency, waste management, and pollution prevention, ensuring every employee contributes to sustainability.

Implementation of Best Practices: Industry-leading practices, including energy-efficient machinery and advanced water recycling, are integrated to minimize environmental footprint and maximize efficiency.

Corrective Actions and Continuous Improvement: Identified gaps are addressed immediately through process upgrades, staff retraining, and technological improvements, fostering ongoing sustainability innovation.

Legal and Regulatory Compliance: We adhere strictly to all local and global environmental regulations, proactively updating policies to maintain compliance and mitigate legal risks.

Goals and Commitments: (Baseline Year: 2022)

- **GHG & Energy:**
Qualitative Target: Implement energy-efficient technologies across all facilities to significantly reduce energy consumption.
Quantitative Target: Transition 30% of energy use to renewable sources by 2030.

- **Air Pollution:**
Qualitative Target: Focus on minimizing noise pollution around manufacturing sites through effective soundproofing measures and strict adherence to local noise regulations.
Quantitative Target: Reduce SOx and NOx emissions from production by 25% by 2028, using 2022 as the baseline year.

- **Water Conservation:**
Qualitative Target: Implement water recycling systems across all production units to significantly reduce freshwater usage.
Quantitative Target: Reduce total water consumption per unit of apparel produced by 30% by 2030. Implement water

- **Waste & Material Management:**
Qualitative Target: Encourage employees and suppliers to adopt waste-reduction initiatives and recycling programs.
Quantitative Target: Achieve a 50% reduction in hazardous waste generation by 2030 compared to 2022.

- **Biodiversity Management:**
Qualitative Target: Support biodiversity conservation initiatives by integrating eco-friendly practices in raw material sourcing.
Quantitative Target: Source 50% of raw materials from suppliers adhering to biodiversity-friendly standards by 2030.

- **Packaging Management:**
Qualitative Target: Transition to eco-friendly, biodegradable packaging solutions across all product lines.
Quantitative Target: Eliminate 100% of single-use plastic packaging by 2030.

- **Product Safety and Consumer Well-Being:**
Qualitative Target: Develop comprehensive educational resources to help customers understand and reduce the environmental impact of their fashion choices.
Quantitative Target: Achieve a 30% reduction in customer-reported incidents related to product safety by 2030 compared to 2022.

- **Sustainability Solutions and Community Engagement:**
Qualitative Target: Offer services and alternative solutions to enable customers to diagnose and mitigate their environmental impacts resulting from their consumption of our products.
Quantitative Target : Achieve a 25% increase in customer participation in sustainability workshops and programs by 2030 compared to 2022.

ENVIRONMENTAL POLICY

GRI 2 | GRI 3 | GRI 301 | GRI 308

- **Packaging Management:**

Qualitative Target: Transition to eco-friendly, biodegradable packaging solutions across all product lines.

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- **Sustainability Solutions and Community Engagement:**

Qualitative Target: Offer services and alternative solutions to enable customers to diagnose and mitigate their environmental impacts resulting from their consumption of our products.

Quantitative Target : Achieve a 25% increase in customer participation in sustainability workshops and programs by 2030 compared to 2022.

- **Logistics Optimization:**

Qualitative Target: Implement reverse logistics programs to reduce environmental impact through product returns and recycling.

Quantitative Target: Optimize delivery routes to reduce fuel consumption by 20% by 2030.

- **Microfiber Management:**

Qualitative Target: Develop innovative fabric designs that minimize microfiber release during washing and wearing.

Quantitative Target: Invest in research to reduce microfiber shedding in textile products by 50% by 2030.

- **Product Use Impact Reduction:**

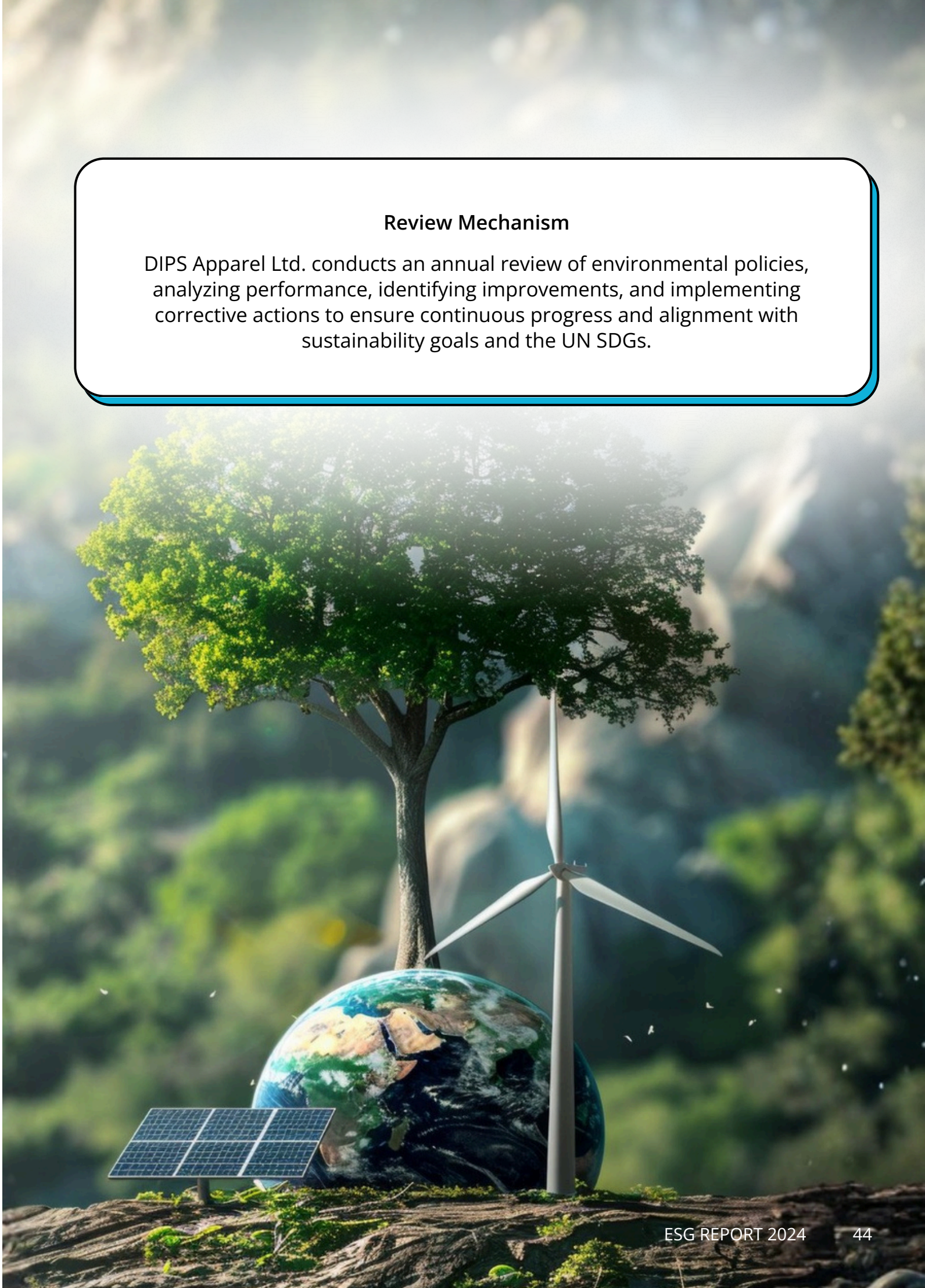
Quantitative Target: Develop a product environmental rating system by 2030 to promote eco-conscious purchasing decisions.

- **Product End-of-Life Circularity:**

Quantitative Target: We aim to increase the collection of end-of-life garments through our take-back program by 35% by 2030, promoting circularity and responsible product disposal.

Review Mechanism

DIPS Apparel Ltd. conducts an annual review of environmental policies, analyzing performance, identifying improvements, and implementing corrective actions to ensure continuous progress and alignment with sustainability goals and the UN SDGs.



COMPREHENSIVE ENERGY AND CLIMATE ACTION INITIATIVES

GRI 302, GRI 305, GRI 307

Dips Apparel Ltd. emphasizes that effective energy management begins with an informed and responsible workforce. To strengthen awareness, the company conducts regular training sessions on energy conservation, resource optimization, and GHG emission reduction. These programs help employees understand their individual and collective roles in minimizing environmental impact.

Training modules cover efficient equipment use, process optimization, and workplace energy-saving practices, alongside insights on climate change mitigation and relevant global sustainability standards. Sessions combine practical demonstrations with interactive discussions to ensure real-world applicability. Departmental supervisors reinforce these practices through ongoing engagement, ensuring that energy efficiency becomes an integral part of daily operations. Periodic reviews and feedback are used to assess program effectiveness and identify improvement opportunities. These initiatives have contributed to measurable improvements in energy performance and reflect Dips Apparel's continued commitment to climate responsibility and sustainable growth.

Efforts to transition toward cleaner and more sustainable energy sources are being progressively strengthened. Recognizing the role of renewable energy in reducing carbon intensity, initiatives have been undertaken to integrate renewable power generation and procurement into overall energy management strategies.

Feasibility assessments have been conducted to explore the installation of solar energy systems and the possibility of sourcing renewable electricity from accredited providers. These measures aim to gradually replace a portion of conventional grid energy with cleaner alternatives, supporting long-term emission reduction goals. Energy consumption data and performance metrics are continuously monitored and documented through the sustainability reporting process, ensuring transparency and accountability in tracking progress. Engagement with energy experts and technology partners remains ongoing to identify practical solutions that align with operational needs. By progressively adopting renewable energy options, the organization aims to enhance energy resilience, lower GHG emissions, and contribute to a broader transition toward a low-carbon production environment.

The organization demonstrates its commitment to environmental stewardship through the strategic purchase of verified carbon offset credits. These credits are designed to compensate for the organization's greenhouse gas (GHG) emissions by supporting projects that deliver tangible environmental benefits, such as afforestation, reforestation, and renewable energy generation.

By investing in verified carbon offset projects, the organization ensures that its contributions result in measurable reductions in overall carbon emissions. Afforestation projects, for example, enhance carbon sequestration by capturing atmospheric CO₂ through the growth of trees and restoration of ecosystems. Renewable energy initiatives, such as wind, solar, or hydroelectric projects, generate clean energy while displacing reliance on fossil fuels, thereby reducing net carbon emissions. The organization carefully selects carbon offset credits that are registered and verified under reputable international standards, ensuring credibility, transparency, and environmental integrity. Through these actions, the organization actively mitigates its climate impact, aligns with global sustainability practices, and demonstrates leadership in responsible environmental management.

The organization undertakes periodic energy and carbon audits to comprehensively evaluate energy consumption and greenhouse gas (GHG) emissions across all operational areas, including office buildings, manufacturing facilities, and transportation activities.

These audits provide a systematic assessment of energy use patterns and emission sources, enabling the identification of opportunities for efficiency improvements, emission reductions, and cost savings.

Through these audits, the organization can implement targeted strategies to optimize energy performance, reduce carbon intensity, and enhance overall operational sustainability. The insights gained also support long-term planning for energy management, helping to align operational practices with global climate goals and regulatory requirements. By continuously monitoring and evaluating energy and carbon metrics, the organization demonstrates a proactive commitment to minimizing its environmental impact and advancing sustainable operations. The organization implements advanced technologies and equipment upgrades to enhance energy efficiency and reduce overall energy consumption. Selected technologies and equipment are designed to achieve higher efficiency compared to conventional processes commonly used in the industry, ensuring long-term reductions in energy usage across operations.

The organization has undertaken significant initiatives to optimize energy efficiency through the implementation of waste heat recovery (WHR) systems and combined heat and power (CHP) units. Waste heat recovery systems capture excess heat generated during industrial processes or energy production that would otherwise be lost

COMPREHENSIVE ENERGY AND CLIMATE ACTION INITIATIVES

GRI 302, GRI 305, GRI 307

to the environment. This recovered heat is then reused within operations for heating, preheating, or power generation, reducing the need for additional energy input and lowering overall energy consumption.

Combined heat and power (CHP) units, also known as cogeneration systems, are deployed to simultaneously generate electricity and thermal energy from a single fuel source. By producing both forms of energy in a single process, CHP systems significantly improve energy utilization efficiency compared to conventional, separate generation methods. These systems are designed to operate continuously, ensuring that multiple energy forms are reliably available for operational needs while minimizing fuel use and associated greenhouse gas emissions.

The organization implements strategic fuel-switching initiatives to enhance energy efficiency and reduce the carbon intensity of its operations. By replacing high-carbon-intensive fuels such as coal or heavy fuel oil with cleaner alternatives like natural gas, biomass, or other renewable energy sources, the organization achieves significant reductions in GHG emissions per unit of energy consumed.

This transition not only lowers the carbon footprint but also improves overall energy efficiency. Cleaner fuels generally have higher combustion efficiency, which reduces fuel consumption for the same energy output. Additionally, adopting lower-carbon fuels contributes to reduced emission intensity across operations, supporting compliance with environmental regulations and sustainability targets.

The organization implements a multi-faceted approach to reduce greenhouse gas (GHG) emissions from transportation, encompassing both operational logistics and employee commuting. Operational measures include route optimization using advanced planning tools and software, which minimizes travel distances, reduces fuel consumption, and improves overall fleet efficiency.

To further lower emissions, the organization has adopted cleaner fuels and increasingly integrates electric and hybrid vehicles into its fleet. For employee commuting, initiatives such as car-sharing programs, ride-pooling, and support for electric vehicle usage are promoted to decrease the carbon footprint associated with daily travel.

The deployment of these measures is accompanied by systematic monitoring and analysis of transportation-related emissions. This allows the organization to identify high-emission activities, track reductions over time, and continuously improve operational efficiency. Collectively, these strategies contribute to substantial reductions in fuel consumption and GHG emissions, demonstrating the organization’s commitment to sustainable mobility, climate responsibility, and operational excellence.

Greenhouse Gas (GHG) (Carbon Footprint or intensity) KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Scope 1 GHG (tCO2eq)	13039.91	12387.91/ 14905.88	12100/ 16702.05	9779.9/
Scope 2 GHG (tCO2eq)	77.34	73.48/87	70.95/68.88	58.00/
Scope 3 GHG (tCO2eq)	58.02	55.11/75.24	53.95/76.76	43.51/
Scope 3 Downstream GHG Emission (tCO2eq)	8.77	8.69/9.56	8.57/16.61	8.33/
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in USD))	0.00120	0.00119/ 0.00190	0.00118/ 0.00271	0.00100
People Trained on GHG (Manhours)	55	57.75/90	100/124	180/

COMPREHENSIVE ENERGY AND CLIMATE ACTION INITIATIVES

GRI 302, GRI 305, GRI 307

Energy KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Total Energy consumption (in Kwh) (Target / Actual)	1,88,658	1,85,791.66/ 2,12,208	1,77,761.11/ 1,68,023	1,41,493.5/
Renewable Energy against Total Energy (%)	0 %	0% / 0%	3.35%/13.36%	50%/
People Trained on Energy Efficiency (Manhours)	150	250/270	400/380	450/
Energy Intensity (Kwh/Revenue (USD)	0.017	0.017/0.026	0.016/0.027	8.89/



INTEGRATED WATER MANAGEMENT AND SUSTAINABILITY PRACTICES

GRI 303, GRI 306, GRI 307

The organization is deeply committed to responsible water stewardship and has implemented a comprehensive suite of measures to optimize water use, conserve resources, and minimize environmental impact across all operations. At the core of these efforts is a focus on water efficiency, sustainability, and proactive management of water resources.

To begin with, the organization conducts regular water audits to evaluate water consumption efficiency throughout its facilities. These audits track usage patterns, identify areas of high consumption, and uncover opportunities to optimize water use across operations. The insights gained from these audits inform the implementation of targeted water conservation strategies, enable the optimization of operational processes, and enhance sustainable water management practices. By continuously monitoring and analyzing water usage, the organization demonstrates a proactive commitment to minimizing environmental impact while ensuring the efficient and responsible use of critical water resources.

Complementing these audits, the organization has implemented waterless and water-saving dyeing methods, significantly reducing water consumption in textile processing

operations. These innovative techniques minimize water use without compromising product quality and vibrancy, supporting sustainable production practices. By integrating these methods into daily operations, the organization enhances water efficiency, reduces environmental impact, and contributes to broader resource conservation goals. Continuous evaluation and optimization of dyeing processes ensure that water use remains minimized, reflecting the organization's commitment to responsible water management and sustainable manufacturing practices.

In addition, the organization has deployed strategies and technologies to reduce water consumption in washing and cleaning processes. By optimizing process flows, employing efficient equipment, and adopting best practices, water consumption is significantly reduced without compromising cleaning effectiveness or operational quality. These measures further contribute to overall water efficiency, support sustainable production practices, and reinforce the organization's dedication to responsible water management. Continuous monitoring and process improvements ensure that water use remains optimized and aligned with long-term environmental sustainability goals.

The organization also conducts comprehensive water risk assessments to evaluate potential water scarcity and other water-related risks at its operational locations. These assessments consider local water stress, availability, and sustainability of water resources in the regions where manufacturing sites are situated. By leveraging globally recognized tools such as the Aqueduct Water Risk Atlas developed by the World Resources Institute and the Water Risk Filter developed by WWF, the organization systematically maps water-related risks and identifies areas of potential vulnerability. These insights guide strategic planning and operational decision-making, ensuring that water resources are managed responsibly and sustainably. Through continuous monitoring and evaluation, the organization proactively addresses water-related challenges, mitigates potential risks to operations, and strengthens resilience against water scarcity.

To maintain the quality of discharged water, the organization conducts regular wastewater quality assessments. These assessments involve systematic testing and monitoring of chemical, physical, and biological indicators to verify that effluents meet environmental standards and comply with regulatory requirements. By continuously evaluating wastewater quality, the organization identifies opportunities to improve treatment processes, minimize environmental impact, and ensure sustainable management of water resources. These initiatives safeguard

surrounding ecosystems while supporting the organization's broader water conservation and sustainability goals.

Finally, the organization has implemented rainwater harvesting systems to capture and utilize rainwater in daily operations. These systems collect and store rainfall, which is repurposed for non-potable applications such as irrigation, cooling, and other operational needs, reducing dependence on conventional water sources. By integrating rainwater harvesting into its water management strategy, the organization enhances water efficiency, promotes sustainable resource use, and strengthens resilience against local water scarcity. Continuous monitoring and maintenance ensure that the system operates effectively, contributing to the organization's long-term water sustainability goals and environmental responsibility commitments.

Through the integration of water recycling, comprehensive audits, water-saving dyeing, reduction of water in washing processes, risk assessments, wastewater quality monitoring, and rainwater harvesting, the organization demonstrates a holistic, proactive, and sustainable approach to water management. This unified strategy not only optimizes operational efficiency but also reflects a deep commitment to environmental stewardship and long-term resource conservation.

INTEGRATED WATER MANAGEMENT AND SUSTAINABILITY PRACTICES

GRI 303, GRI 306, GRI 307

Water KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Total Water consumption (in Cubic Meter / Year)	4858	4715.10/6204	4673.40/5696	3886.40/
Total amount of water recycled and reused (in Kilo Litres / Year)	0	20/ 0	25/0	30/
Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	0	0/0	0/0	100/
People Trained on Water Efficiency (Manhours)	150	280/300	380/ 380	600/



INTEGRATED MATERIALS AND CHEMICALS MANAGEMENT FOR SUSTAINABLE OPERATIONS

GRI 301, GRI 303, GRI 306, GRI 307

The organization is deeply committed to responsible management of materials and chemicals, emphasizing resource efficiency, environmental stewardship, and operational safety across all operations. Central to this commitment is the reduction of material consumption through process optimization. By combining advanced process optimization techniques, standard operating procedures (SOPs), and continuous monitoring, the organization ensures that materials are used efficiently while maintaining operational quality.

A materiality assessment is conducted to identify critical materials with the highest environmental and operational impact. Insights from this assessment guide the implementation of targeted process improvements, ensuring that material use is streamlined, consistent, and sustainable. The adoption of innovative technologies and best practices further reduces material consumption, while systematic tracking and employee engagement ensure continuous monitoring and optimization. These efforts contribute to cost efficiency, waste reduction, and environmental sustainability, reflecting a strong commitment to responsible materials management.

In addition to reducing material use, the organization actively implements practices to recover and repurpose input materials across its operations. Components such as furniture parts, equipment elements, and other operational inputs are collected, repaired, and reused wherever possible. This approach minimizes waste, enhances resource efficiency, and promotes sustainable operational practices. By extending the lifecycle of materials and supporting circular economy principles, the organization ensures that recovered materials are effectively reintegrated into operations, further reducing environmental impact. The organization also prioritizes the use of eco-friendly and bio-based input materials. By incorporating biodegradable, sustainable, and low-impact materials into production processes, the organization minimizes environmental impact and reduces waste generation. The integration of these materials supports waste reduction, lowers carbon and ecological footprint, and enhances overall resource efficiency. Continuous evaluation and sourcing of sustainable alternatives ensures that eco-conscious decision-making is embedded into both operational processes and production planning, reflecting a commitment to long-term sustainability.

To manage chemical risks, the organization has established robust environmental emergency measures. Standard operating procedures, spill containment systems, and emergency response protocols are in place to prevent the uncontrolled release of chemicals used in textile operations. Proactive planning, preventive maintenance, and continuous monitoring minimize the risk of environmental contamination, safeguard surrounding ecosystems, and ensure compliance with regulatory standards. Employees are trained to respond swiftly to potential chemical incidents, reinforcing a culture of environmental stewardship and operational safety.

Safe management of hazardous substances is another cornerstone of the organization's operations. All chemicals are clearly labeled with relevant hazard information, and strict storage, handling, and transportation protocols are followed to prevent accidents or contamination. Standardized procedures and employee training ensure that personnel adhere to best practices, while secure transportation protocols safeguard personnel, the environment, and surrounding communities. These measures demonstrate a strong commitment to responsible chemical management, operational safety, and environmental protection.

To further strengthen chemical safety, the organization emphasizes employee training on the safe management of hazardous substances. Company-specific training programs enhance

employees' knowledge, awareness, and practical application of safety measures, covering topics such as proper labeling, storage protocols, emergency response, and regulatory compliance. Hands-on guidance and periodic refresher sessions ensure that employees remain vigilant, competent, and confident in safely managing hazardous substances across all operational areas.

The organization also implements specialized treatment and safe disposal protocols for hazardous substances. Through neutralization, containment, and secure disposal processes, potential environmental contamination is prevented, ensuring that hazardous materials are managed responsibly throughout their lifecycle. Continuous monitoring and refinement of disposal practices reinforce the organization's commitment to sustainable chemical management, operational safety, and environmental stewardship.

Finally, the organization actively promotes the use of alternative, less hazardous substances. By substituting toxic chemicals with safer, environmentally friendly, or bio-based materials, the organization minimizes potential risks to employees, communities, and the environment. These initiatives, supported by process adjustments and employee training, reduce the overall hazard profile while maintaining product quality and operational efficiency. Through the adoption of safer substances, the organization fosters a culture of proactive hazard reduction, sustainability, and risk awareness.

INTEGRATED MATERIALS AND CHEMICALS MANAGEMENT FOR SUSTAINABLE OPERATIONS

GRI 301, GRI 303, GRI 306, GRI 307

Collectively, these initiatives—including reduction of material consumption, use of recovered and eco-friendly materials, environmental emergency measures, safe hazardous substance management, employee training, specialized disposal, and alternative substance adoption—reflect a holistic, integrated approach to materials and chemicals management. The organization demonstrates operational excellence, environmental responsibility, and long-term sustainability, ensuring that its practices align with global standards and support a circular, safe, and sustainable operational framework.



COMPREHENSIVE WASTE MANAGEMENT FOR SUSTAINABLE OPERATIONS

GRI 301, GRI 306

The organization is deeply committed to minimizing waste generation and fostering sustainable operational practices across all its facilities. Central to this commitment is the reduction of internal wastes through material reuse, recovery, and repurposing. Components such as furniture parts, equipment elements, and other operational materials are systematically collected, repaired, and reintegrated into processes whenever possible. These initiatives not only reduce the need for new materials but also enhance resource efficiency, extend the lifecycle of materials, and contribute to circular economy principles. Continuous monitoring and optimization of these practices demonstrate the organization’s strong dedication to waste reduction, environmental responsibility, and sustainable resource management.

To support these practices, the organization places significant emphasis on employee training in waste reduction and proper waste handling. Employees are educated on effective waste management techniques, including sorting, reuse, recycling, and responsible disposal, ensuring that all personnel actively participate in minimizing operational waste. By fostering a culture of environmental awareness and accountability, the organization empowers employees to contribute to sustainable waste practices across all areas of operation.

A systematic approach to internal sorting and disposal of waste further strengthens waste management efforts. Waste materials—including wood, electronic components, electrical wires, scrap metals, glass, and plastics—are carefully separated at the source to ensure each category is handled in the most environmentally responsible manner. This sorting process maximizes opportunities for reuse, recycling, and safe disposal, reducing environmental impact and ensuring that materials are processed appropriately. Through continuous monitoring and improvement, these measures enhance resource efficiency, operational sustainability, and overall environmental stewardship.

Complementing these efforts, the organization has implemented comprehensive waste stream mapping to visualize and manage the flow of waste from its source through recovery, recycling, or disposal. By mapping waste streams, the organization can assess the performance of each stage, identify opportunities for improvement, and optimize processes to enhance resource recovery and recycling efficiency. This proactive management ensures that all elements of waste handling function effectively, supporting the organization’s goal of responsible and sustainable waste practices.

Collectively, these initiatives—including reduction of internal wastes, employee training, systematic sorting, and waste stream mapping—reflect a holistic and integrated approach to waste management. The organization demonstrates operational excellence, environmental responsibility, and long-term sustainability, ensuring that all waste practices are efficient, accountable, and aligned with broader sustainability objectives.

Waste Generation KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Total Waste Generated (in Metric Tonnes) (Target / Actual)	93.28	88.62/247.89	87.56/225.31	74.62/
Percentage of total waste diverted from landfills	0	20% / 0	30% / 0	60% /

SUSTAINABLE PRODUCT LIFECYCLE MANAGEMENT AND CUSTOMER HEALTH & SAFETY

GRI 301, GRI 302, GRI 303, GRI 306, GRI 308, GRI 416

The organization demonstrates a comprehensive commitment to product sustainability and user safety, embedding environmental and health considerations across the entire lifecycle of its products—from design and manufacturing to use, maintenance, and end-of-life management. Every stage is approached with the goal of minimizing environmental impact, maximizing resource efficiency, promoting circularity, and safeguarding customer health.

Understanding Product Environmental Impacts

The organization conducts comprehensive studies to understand the environmental impacts of the products it designs and manufactures. These assessments cover the entire product lifecycle, with particular emphasis on the use phase, ensuring potential environmental effects are thoroughly addressed. Environmental impact categories include climate change, global warming potential, acidification of water and soils, eutrophication, ozone depletion, photochemical smog formation, particulate matter formation, ecotoxicity, and natural resource depletion. Insights from these studies

guide sustainable product development, enabling design improvements, material substitutions, and process optimizations that reduce environmental impacts, reflecting a proactive approach to lifecycle thinking and continuous improvement.

Efficient Use, Storage, and Maintenance

Customers are provided with detailed guidance on efficient use, storage, and maintenance, ensuring products remain functional for longer while minimizing environmental impact. For durable goods, instructions emphasize best practices to extend lifespan, reduce unnecessary resource consumption, and optimize operational performance. For chemical and specialty products, clear guidance on safe storage, handling, and application helps prevent leaks, spills, or harmful emissions.

Products Designed for Safety and Minimal Chemical Use

The organization designs products to be safe and easy to maintain, with minimal reliance on harsh chemicals. Durable materials and thoughtfully engineered surfaces allow customers to perform cleaning and upkeep using mild, environmentally friendly cleaning agents, reducing exposure to hazardous substances.

Resource-Efficient Product Design

Sustainability is embedded into product design, with a focus on reducing resource consumption during use. This includes energy-efficient equipment, water-saving fixtures, and products requiring fewer consumables such as batteries, filters, detergents, inks, or toners. By prioritizing resource efficiency, the organization ensures products deliver high performance with a lower environmental footprint.

Reducing Microfiber Shedding and Product Wear

For textile products, the organization implements innovative designs and treatments to minimize microfiber shedding and fabric tearing, reducing microplastic pollution and enhancing durability. Enhanced fiber bonding, advanced yarn spinning techniques, and surface treatments ensure longevity while protecting aquatic ecosystems.

Customer Health and Safety Awareness

The organization runs awareness initiatives to educate customers on potential health and safety considerations, including allergic reactions and safe handling practices. Guidance is provided through manuals, labeling, inserts, and digital platforms, helping customers make informed decisions and safely use products.

VOC Emission Control

Products are designed and manufactured to limit volatile organic compound (VOC) emissions, preventing potential health issues such as sensory irritation. Low-VOC materials, optimized formulations, and controlled manufacturing processes ensure emissions are minimized while meeting or exceeding regulatory standards.

Collaboration for End-of-Life Management

The organization partners with external stakeholders, including Producer Responsibility Organizations, research groups, and industry coalitions, to manage the responsible end-of-life treatment of products. These collaborations ensure products are collected, recycled, remanufactured, or safely disposed of, supporting circular material flows.

Take-Back and Buy-Back Programs

Accessible take-back and buy-back schemes allow customers to return or sell back used products, which are then remanufactured, recycled, or disposed of safely, maximizing material recovery and reinforcing circular economy principles.

SUSTAINABLE PRODUCT LIFECYCLE MANAGEMENT AND CUSTOMER HEALTH & SAFETY

GRI 301, GRI 302, GRI 303, GRI 306, GRI 308, GRI 416

Optimized Packaging and Design for Circularity

Primary packaging is designed to be lightweight and monomaterial, facilitating recycling and reducing material use. Products are engineered for easy disassembly, modularity, and standardization, enabling sorting, remanufacturing, and recycling of components at the end of their life, reducing landfill waste and promoting circular resource use.

Through these integrated initiatives—environmental impact studies, efficient use guidance, safe maintenance, resource-efficient design, microfiber reduction, customer health awareness, VOC control, circular end-of-life management, packaging optimization, disassembly-friendly design, and take-back programs—the organization demonstrates leadership in sustainable product lifecycle management.

Products are designed not only to meet performance and quality standards, but also to protect the environment, conserve resources, and safeguard customer health, ensuring alignment with broader sustainability goals and circular economy principles.

Sustainable Sourcing kpi:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	10%	15% / 25%	50% / 50%	100% /
% of Sustainable Sourcing of Raw material	8%	10% / 12%	15% /16%	25% /

SOCIAL



HUMAN RIGHTS & WORKFORCE PRACTICES

GRI 2, GRI 3, GRI 401, GRI 419

Policy Statement: Dips Apparel Ltd. is committed to fair labor practices, safe working conditions, employee rights, diversity, inclusion, and continuous development, fostering a positive and sustainable work environment.

DUE DILIGENCE:

Dips Apparel Ltd. ensures compliance with labor standards through a robust due diligence framework focused on employee welfare, fair treatment, and safe working conditions.

-  Labor Risk Assessment: Regular assessments identify and mitigate risks related to wages, safety, and diversity.
-  Labor Audits: Internal and third-party audits verify compliance with labor laws and standards.
-  Monitoring & Reporting: Key labor metrics are tracked quarterly to ensure accountability and continuous improvement.
-  Supply Chain Due Diligence: Suppliers are evaluated and monitored to uphold ethical labor practices.
-  Stakeholder Engagement: Ongoing collaboration with employees, unions, and regulators strengthens labor strategies.
-  Training & Capacity Building: Continuous training promotes awareness of rights, safety, and inclusivity.
-  Best Practices & Improvement: Industry best practices are integrated, and corrective actions are taken promptly.
-  Legal Compliance: Full adherence to local and international labor regulations is maintained.

GOALS AND COMMITMENTS (Baseline Year: 2022):

-  **Employee Health and Safety:**
Qualitative Target: Promote mental well-being by introducing stress prevention programs and psychological support services across all locations.
Quantitative Target: Maintain 100% of employees with mental health support programs by 2030.
-  **Working Conditions:**
Qualitative Target: Commit to promoting work-life balance by offering flexible working schedules and the right to disconnect.
Quantitative Target: Increase employee satisfaction score by 25% by 2027 through annual surveys, using 2022 results as the baseline
-  **Labor Relations:**
Qualitative Target: Foster open and respectful dialogue between management and employee representatives.
Quantitative Target: Increase the number of structured meetings with employee representatives by 50% by 2026 compared to 2022.
-  **Career Management:**
Qualitative Target: Commit to continuous learning by offering skills development opportunities at all career stages.
Quantitative Target: Increase employee training participation by 50% by 2026, with 2022 as the baseline year.
-  **Child and Forced Labor:**
Qualitative Target: Ensure all suppliers adhere to Dips Apparel' strict labor policies and human rights standards.
Quantitative Target: Ensure & Maintain 100% compliance with child labor laws across all operations by 2030.

HUMAN RIGHTS & WORKFORCE PRACTICES

GRI 2, GRI 3, GRI 401, GRI 419



Diversity, Equity, and Inclusion:
Qualitative Target: Foster an inclusive workplace culture by promoting equal opportunities for all employees.
Quantitative Target: Increase representation of underrepresented groups by 30% in management positions by 2030.



Employee Engagement and Satisfaction:
Qualitative Target: Encourage a sense of belonging through team-building activities and cross departmental collaboration.
Quantitative Target: Achieve 90% participation in employee engagement initiatives and activities by 2027, from 65% in 2022.



Work-Life Balance and Well-being:
Qualitative Target: Enhance employee well-being by introducing holistic wellness programs focused on physical, mental, and emotional health.
Quantitative Target: Maintain 100% access to flexible working arrangements (remote work, flexible hours) for all employees by 2030.



Community Engagement and Social Contribution:
Qualitative Target: Foster strong relationships with local communities by supporting causes aligned with the company's values.
Quantitative Target: Increase employee volunteer participation in community service projects to 80% by 2026, up from 50% in 2022.



External Stakeholder Human Right:
Qualitative Target: Commit to protecting human rights in all company operations and throughout the supply chain.
Quantitative Target: Foster strong relationships with local communities by supporting causes aligned with the company's values.

GOALS AND COMMITMENTS (Baseline Year: 2022):

Employee Benefits and Compensation:
Qualitative Target: Promote holistic benefits that include health, wellness, and financial security for employees and their families.
Quantitative Target: Ensure & Maintain 100% of employees receive above-minimum wage compensation by 2030.

Human Trafficking and Modern Slavery:
Qualitative Target: Prohibit any form of human trafficking, bonded labor, or modern slavery within our operations or supply chain.
Quantitative Target: Audit 100% of recruitment agencies and labor contractors for compliance by 2030

Discrimination and Harassment:
Qualitative Target: Conduct annual workplace climate surveys covering the entire workforce.
Quantitative Target: Deliver annual anti-discrimination and anti-harassment training to 100% of employees.

REVIEW MECHANISM:

Dips Apparel Ltd. conducts an annual review of its Social Policy, led by the Labor Compliance Manager, to assess performance on welfare, safety, diversity, and legal compliance. Findings guide corrective actions and align with labor goals, SDGs, and continuous improvement in fair and inclusive workplace practices.

EMPLOYEE HEALTH, SAFETY, WELLBEING, AND LABOR RIGHTS MANAGEMENT

GRI 401, GRI 403, GRI 404, GRI 407, GRI 408, GRI 409, GRI 412, GRI 414

The company is committed to ensuring a safe, healthy, and supportive work environment for all employees and contractors, while fostering fair labor practices, equitable compensation, and continuous professional development. A comprehensive approach integrates workplace safety, employee wellbeing, remuneration, work-life balance, and active employee engagement.

Health, Safety, and Wellbeing:

Regular health and safety risk assessments are conducted to systematically identify, evaluate, and mitigate potential workplace hazards, including physical conditions, chemical exposure, ergonomics, and operational practices. Hazards are assessed for significance, and preventive and corrective measures are implemented. Periodic reviews ensure alignment with evolving workplace conditions, safety standards, and continuous improvement initiatives.

A structured emergency action plan guides employees during unforeseen incidents, such as fires, equipment-related accidents, chemical spills, explosions, and workplace injuries. Roles and responsibilities, evacuation routes, communication protocols, and first-aid arrangements are clearly defined. Regular drills and training ensure employee preparedness and a coordinated response.

Comprehensive training programs equip employees to identify and respond to workplace hazards. Training covers safe equipment handling, emergency response, PPE usage, ergonomics, and good housekeeping practices. Both induction and refresher sessions maintain awareness, fostering a robust safety culture. A formal complaints mechanism enables confidential reporting of incidents, risks, or concerns, which are reviewed, investigated, and addressed promptly.

Operational safety is reinforced through regular inspections and audits of machinery and tools, ensuring equipment integrity and hazard mitigation. Periodic health check-ups monitor employee wellbeing, with special focus on those exposed to chemicals, noise, dust, or heavy machinery. Ergonomic measures, task rotation, and training on proper posture and lifting techniques reduce repetitive strain injuries.

Health & Safety Incidents / Accidents KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	Target
Number of Work-related Incidents	0	0 / 0	0 / 0	0 /
Number of days lost to work-related injuries, fatalities and ill health	1	0 / 0	0 / 0	0/

Working Conditions KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	Target
# of Hours Worked (Manhours)	16,12,400	23,72,690	25,30,957	

EMPLOYEE HEALTH, SAFETY, WELLBEING, AND LABOR RIGHTS MANAGEMENT

GRI 401, GRI 403, GRI 404, GRI 407, GRI 408, GRI 409, GRI 412, GRI 414

Psychological wellbeing is supported through proactive measures to prevent and manage workplace stress, including confidential hotlines, workload assessments, process adjustments, counseling access, and continuous monitoring. Exposure to hazardous substances is controlled through PPE, engineering solutions, safe handling, and monitoring. Programs also protect employees from extreme climatic conditions, including PPE, work-rest cycles, hydration, shaded areas, training, and emergency protocols.

Health and safety measures extend to non-employee and contracted workers, including induction training, access to emergency plans, risk assessments, monitoring, and health check-ups, ensuring safety and preparedness for all personnel on company premises.

Working Hours, Overtime, and Compensation

Employee working hours are actively monitored via time-tracking systems, internal audits, and workload management to prevent excessive overtime. Clear policies define permissible overtime, approval processes, and employee rights. Fair compensation is provided for extra or atypical working hours, ensuring equity and compliance with labor laws.

The company ensures adequate and fair wages by regularly reviewing salary levels against cost of living, inflation, industry benchmarks, and recognized living wage standards, including methodologies acknowledged by IDH's Living Wage Benchmark Recognition Process. These include the Full-Fledged Anker Methodology, WageIndicator Typical Family Methodology, Fair Wage Network Typical Family Methodology, Anker Reference Value Methodology, and Living Wage for US Monthly Methodology. Findings guide wage adjustments, compensation policies, and pay structure enhancements, promoting financial security and workforce motivation.

Workplace Flexibility and Employee Wellbeing

Flexible work arrangements, such as part-time schedules, telecommuting, flexi-time, job-sharing, and variable work hours, support work-life balance. Wellness programs, ergonomic workspaces, and safety audits enhance overall employee wellbeing. Regular employee satisfaction surveys capture anonymous feedback on morale, engagement, career development, and work-life balance, informing continuous improvement initiatives. A robust grievance mechanism ensures employees and stakeholders can report concerns regarding working conditions, remuneration, or social benefits. Grievances are tracked, investigated, and resolved, with corrective actions implemented to maintain transparency, fairness, and accountability.

Employee Representation and Collective Agreements:

The company recognizes employee representatives and representative bodies, including labor unions or works councils, to facilitate collective bargaining, consultation, and two-way communication. These representatives ensure that employee voices are considered in decisions affecting working conditions, welfare, and labor practices.

Formal collective bargaining agreements cover multiple areas:



Health and Safety: Agreements define protocols, responsibilities, risk prevention, emergency procedures, and continuous monitoring.



Working Hours, Overtime, and Leave: Agreements establish schedules, overtime limits, leave entitlements, and implementation monitoring.



Wages: Agreements ensure transparent, equitable compensation aligned with national laws and industry standards, including pay structures, adjustments, and bonus schemes.



Career Management and Training: Agreements support skill development, training programs, and career progression pathways.



Discrimination and Harassment: Agreements define reporting channels, grievance procedures, and preventive measures.

All agreements are signed by relevant stakeholders, maintained within their validity period, and actively monitored for implementation. These agreements foster collaboration, mutual respect, and a culture of trust, ensuring compliance with national labor laws and alignment with international labor standards, including UN Sustainable Development Goals where applicable.

Through these integrated measures, the company demonstrates a holistic commitment to employee health, safety, wellbeing, fair remuneration, and inclusive workplace practices, fostering a productive, engaged, and continuously improving workforce while upholding global labor and social responsibility standards.

EMPLOYEE HEALTH, SAFETY, WELLBEING, AND LABOR RIGHTS MANAGEMENT

GRI 401, GRI 403, GRI 404, GRI 407, GRI 408, GRI 409, GRI 412, GRI 414

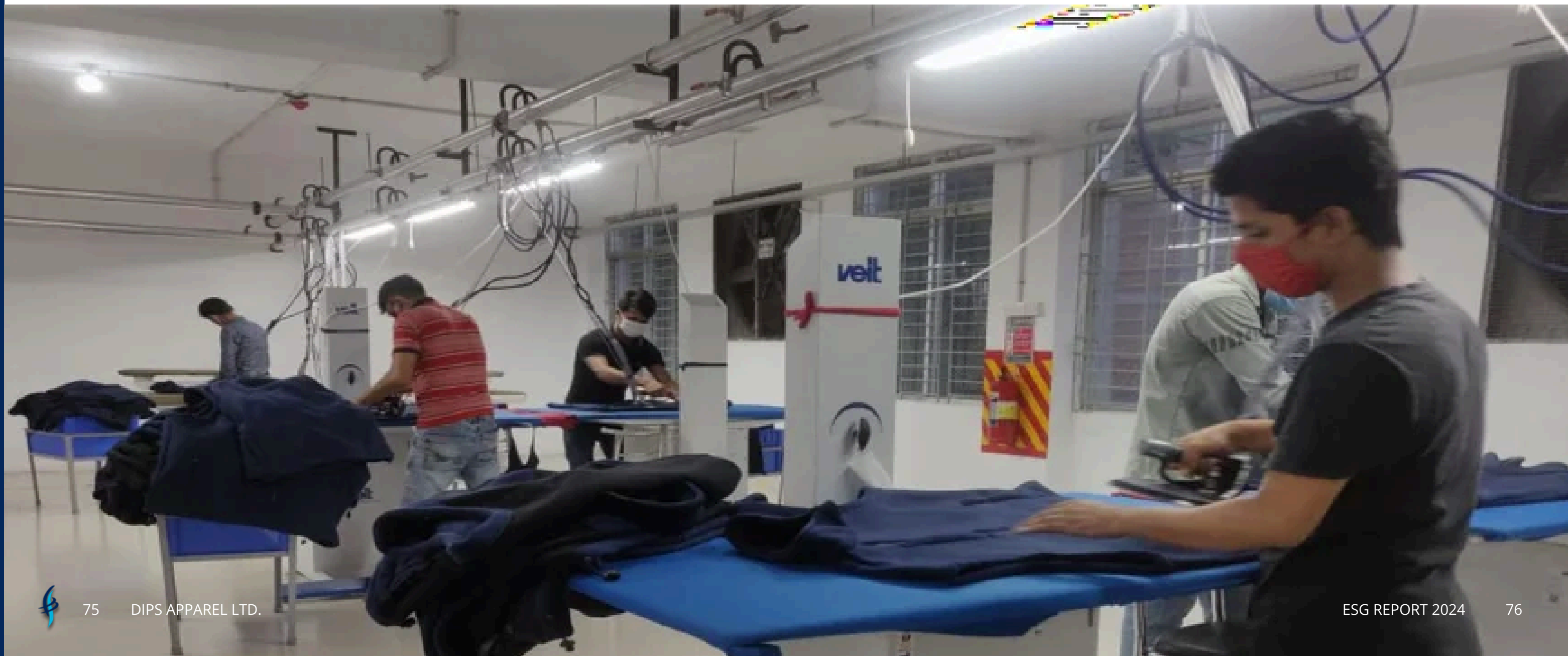
Grievance Mechanism on Child Labor, Forced Labor, or Human Trafficking:

The company has established a formal grievance mechanism to enable employees and other stakeholders to report concerns related to child labor, forced labor, or human trafficking. This mechanism is designed to ensure accessibility, confidentiality, and protection from retaliation for all reporters.

The grievance mechanism is communicated clearly to all stakeholders, including those who may face linguistic, geographic, or minority-status barriers, ensuring that everyone knows how to raise concerns. Reports can be submitted through multiple channels such as hotlines, email, suggestion boxes, or direct contact with designated officers.

All grievances are handled confidentially, with only authorized personnel involved in investigations. Individuals reporting concerns are protected from any form of retaliation, fostering a safe and trusted reporting environment. Each complaint is documented, investigated, and resolved in a timely manner, with corrective actions implemented to prevent recurrence.

This system supports the company's commitment to ethical labor practices, continuous improvement in human rights performance, and the protection of vulnerable workers across its operations.



EMPLOYEE DEVELOPMENT, WELLBEING, AND LABOR RIGHTS MANAGEMENT

GRI 401, 401, 404, 405, 406, 407, 408, 409, 412, 414

The company is committed to fostering a safe, inclusive, and supportive work environment while promoting continuous professional growth and safeguarding labor rights. Structured career management and training measures ensure employees receive skills development training designed to strengthen knowledge and competencies specific to their roles, as well as support career advancement. These trainings cover industry-relevant topics, role-specific skills, and emerging technologies or practices and are delivered through in-person sessions, on-the-job learning, and online programs.

Regular assessments of individual performance are conducted using both quantitative and qualitative methods to measure effectiveness, identify areas for improvement, and provide targeted support or guidance. High-performing employees are recognized and rewarded, and development plans are tailored for those requiring additional support. The company also guides employees through a structured Individual Development and Career Planning process, defining short- and long-term career goals, identifying current strengths, and recognizing areas for improvement. Personalized action

plans outline steps, resources, and opportunities needed to achieve these goals, including training programs, mentoring, stretch assignments, and performance milestones.

To retain talent and maximize internal expertise, the company actively promotes internal mobility. Opportunities for horizontal and vertical movement within the organization are communicated transparently, supported by internal job postings, mentorship, skills-gap assessments, and tailored development plans. Regular career discussions and talent reviews help match high-potential employees with suitable roles or projects, fostering motivation, engagement, and alignment with organizational needs.

The company conducts comprehensive impact assessments to identify potential risks related to child labor, forced labor, and human trafficking within its operations and supply chain. These assessments, carried out internally or supplemented by third-party evaluations, examine recruitment practices, working conditions, subcontractor and supplier management, and vulnerable employee groups. Findings inform risk mitigation strategies, including enhanced

monitoring, revised operational procedures, supplier engagement, and employee training programs, ensuring compliance with legal standards and human rights best practices.

Stakeholder engagement with affected groups and NGOs is integral to the company's approach to human rights due diligence. Consultations with employees, migrant workers, young workers, and other at-risk groups help identify and mitigate risks, inform corrective actions, and develop preventive measures. Collaboration with civil society organizations ensures alignment with international human rights standards, promotes transparency, and strengthens accountability.

Targeted training programs equip employees with knowledge on child labor, forced labor, and human trafficking, covering identification of vulnerable groups, legal and ethical obligations, reporting mechanisms, and company policies and procedures. Periodic refresher training ensures employees remain updated on evolving regulations and best practices.

The company implements strict age verification procedures to prevent hiring underage workers and maintains dedicated measures to safeguard young employees, including guidance on working hours, tasks, onboarding, orientation, and regular health and safety checks. A system is in place to identify hazards and implement risk mitigation measures specific to young workers.

Processes are in place to prevent the retention of employee identification documents. Temporary submissions for administrative purposes are strictly controlled, with secure storage, limited access, and prompt return procedures. Workplace security personnel are trained on the reasonable and proportional use of force, with monitoring mechanisms to prevent excessive restraint or restriction of movement.

The company monitors internal controls to evaluate the effectiveness of measures addressing child labor, forced labor, and human trafficking. Audits of hiring practices, documentation, safety procedures, and labor standards identify potential gaps, with corrective and preventive actions implemented promptly. A formal grievance mechanism ensures that employees and stakeholders can report concerns confidentially, with protection from retaliation and timely resolution.

Remediation procedures are established to support individuals affected by child labor, forced labor, or human trafficking, providing healthcare, psychological support, education, or vocational guidance. Actions are communicated transparently and monitored for effectiveness.

EMPLOYEE DEVELOPMENT, WELLBEING, AND LABOR RIGHTS MANAGEMENT

GRI 401, 401, 404, 405, 406, 407, 408, 409, 412, 414

The company promotes equal opportunities and inclusion across all aspects of employment. Recruitment, professional development, and promotion practices are merit-based and designed to prevent discrimination. Employees receive training on preventing discrimination and harassment, and proactive measures are implemented to maintain a safe, respectful, and inclusive workplace. Employee resource and support groups foster inclusion and peer support, while initiatives promote accessibility for employees with disabilities.

Remediation procedures and grievance mechanisms address issues of discrimination, harassment, or unequal pay, ensuring fairness, accountability, and transparency. Regular monitoring and audits of remuneration practices ensure equal pay for equal work, and workplace initiatives promote inclusive language, gender-neutral facilities, and equitable opportunities for all employees.

Through these integrated measures, the company demonstrates a comprehensive commitment to employee development, health, safety, wellbeing, and labor rights, fostering a skilled, motivated, and engaged workforce in a safe, inclusive, and equitable work environment.

Career Management & Training KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
People Trained on overall Career Management and Skill Development\ (Manhours)	50	60/ 77	80/100	150/

Gender Equality KPI:

KPI	2022	2023	2024	Target
Gender balance at Worker level (Women to Men %)	90%	90% / 90 %	90% / 90%	90%/
Gender balance at Executive level (Women to Men %)	90%	90% / 90 %	90% / 90%	90%/
Average unadjusted gender pay gap (Woman to man %)	0%	0%/0%	0%/0%	0%

Employment KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Total Training Hours of employees	540	550 /576	600/ 632	700/
Employees Above Living wage rules	100%	100%/100%	100%/100%	100%

EMPLOYEE DEVELOPMENT, WELLBEING, AND LABOR RIGHTS MANAGEMENT

GRI 401, 401, 404, 405, 406, 407, 408, 409, 412, 414

Human Rights KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0%	0% / 0%	0% / 0%	0%
% of direct employees paid below living wage (Target / Actual)	0	0/0	0/0	0/
% of direct employees covered by a living wage benchmarking analysis	100%	100%/100 %	100%/100 %	100%
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	N/A	N/A	N/A	N/A



SUSTAINABLE SUPPLY CHAIN



SUPPLIER ESG EXPECTATIONS (SUPPLIER CODE OF CONDUCT AND POLICIES)

GRI-308, GRI-414, GRI-205, GRI-408, GRI-409, GRI-406, GRI-407

Policy Statement

At Dips Apparel Ltd., we are committed to sustainable procurement that minimizes environmental impact and promotes social equity. Our practices emphasize ethical sourcing, supplier diversity, environmental stewardship, and fair labor, fostering a transparent and responsible supply chain that supports business growth and positive societal and environmental outcomes.

Key Factors:

- ✓ **Due Diligence & Risk Assessment:** Dips Apparel Ltd. ensures sustainability across procurement through risk assessments, supplier audits, and continuous monitoring, focusing on environmental, social, and governance risks such as human rights, labor practices, and environmental impact.
- ✓ **Due Diligence & Risk Assessment:** Dips Apparel Ltd. ensures sustainability across procurement through risk assessments, supplier audits, and continuous monitoring, focusing on environmental, social, and governance risks such as human rights, labor practices, and environmental impact.

- ✓ **Supplier Audits & Performance Monitoring:** Internal and third-party audits assess compliance with sustainability standards. Key metrics like energy efficiency, waste reduction, and fair labor practices are tracked, with corrective actions implemented as needed. Quarterly and annual reports review supplier performance, audit outcomes, and best practices.

- ✓ **Supplier Engagement & Capacity Building:** Suppliers are evaluated for adherence to sustainability standards, onboarded through rigorous assessments, and supported with training and workshops to drive continuous improvement.

- ✓ **Stakeholder & Employee Engagement:** The organization actively engages stakeholders—including customers, suppliers, regulators, and communities—and provides employees with training on ethical sourcing, environmental impact, and supplier diversity.

- ✓ **Implementation & Continuous Improvement:** Best practices in sustainable procurement are integrated across operations, including eco-friendly technologies and partnerships with ethical suppliers. Corrective actions are promptly taken based on audit findings, with continuous refinement of guidelines and strategies.
- ✓ **Legal & Regulatory Compliance:** All procurement practices adhere to local and international laws and regulations, ensuring responsible sourcing, risk mitigation, and leadership in sustainable procurement.

Goals and Commitments: (Baseline Year: 2022)

- **Sustainable Procurement Policy on Environmental Issues:**
Qualitative Target: Advocate for sustainable packaging solutions to minimize plastic use.
Quantitative Target: Aim for 80% of procurement spend to be with suppliers possessing recognized environmental certifications by 2030.
- **Sustainable Procurement Policy on Labor Practices and Human Rights:**
Qualitative Target: Collaborate with suppliers to create opportunities for local communities and support fair wages.
Quantitative Target: Train 90% of procurement team employees on labor and human rights issues by 2030.
- **Sustainable Procurement Policy on Ethical Sourcing:**
Qualitative Target: Establish partnerships with suppliers demonstrating ethical sourcing practices
Quantitative Target: Aim for a 50% increase in suppliers certified for ethical sourcing by 2030.
- **Sustainable Procurement Policy on Resource Efficiency:**
Qualitative Target: Promote the use of recycled and sustainable materials in procurement processes.
Quantitative Target: Increase the percentage of recycled materials in purchased goods to 40% by 2030.
- **Sustainable Procurement Policy on Supply Chain Transparency:**
Qualitative Target: Promote transparent communication with suppliers regarding sustainability expectations
Quantitative Target: Ensure that 90% of suppliers report on sustainability metrics by 2030.

Review Mechanism:

The Procurement Officer annually reviews and evaluates procurement practices and supplier performance to ensure policy effectiveness and alignment with SDGs.

SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 205, GRI 308, GRI 403, GRI 406, GRI 408, GRI 409, GRI 413, GRI 414, GRI 416

The organization is deeply committed to fostering a responsible, ethical, and sustainable supply chain, ensuring that social, environmental, and governance principles are integrated throughout its supplier network. This commitment begins with clear communication of expectations through the Supplier Sustainability Code of Conduct, which outlines standards for labor practices, human rights, occupational health and safety, environmental stewardship, and ethical business conduct. The Code serves as an external-facing guide, distinct from internal procurement policies, ensuring suppliers understand their role in supporting sustainable operations and continuous improvement.

To reinforce these expectations, the organization embeds social and environmental clauses into supplier contracts, establishing contractual obligations for suppliers to uphold sustainability practices. Compliance is monitored through reporting and enforcement mechanisms, including potential corrective actions or termination in cases of non-conformance. This approach creates accountability while promoting transparency and responsible business conduct across the supply chain.

Supplier assessments play a central role in monitoring sustainability performance. Through structured, questionnaire-based evaluations, suppliers report on measures implemented to prevent adverse impacts and ensure responsible practices. These assessments, which can be conducted remotely or via third-party facilitators, allow the organization to efficiently review supplier compliance, identify gaps, and verify that mitigation actions are in place.

To further strengthen supplier capacity, the organization invests in training programs for procurement teams, ensuring buyers and sourcing professionals understand social and environmental risks within the supply chain. Training covers labor standards, human rights, environmental management, and ethical sourcing, equipping buyers to make informed, responsible procurement decisions that reinforce sustainability objectives.

In addition, the organization conducts on-site supplier audits and capacity-building programs. Audits evaluate labor practices, workplace safety, environmental compliance, and governance, while capacity-building

initiatives provide tailored support to suppliers. These efforts may include in-person training, facility upgrades, third-party programs, and sharing of best practices to foster continuous improvement and mitigate potential adverse impacts.

Recognizing and incentivizing positive supplier performance is a key component of the organization's approach. Incentive programs reward suppliers who demonstrate strong environmental and social performance, including prevention of adverse impacts, through awards, preferred supplier status, or prioritized access to Requests for Proposals. By linking recognition to sustainability outcomes, the organization motivates suppliers to maintain and enhance responsible practices.

The organization also ensures that sustainable procurement objectives are integrated into buyer performance evaluations. Buyers are assessed not only on cost, quality, and delivery but also on their effectiveness in promoting ESG standards, monitoring supplier compliance, and driving sustainability improvements. This alignment encourages buyers to embed responsibility into procurement culture and decision-making processes. Worker voice and grievance mechanisms are embedded across the supply chain to ensure accountability and the protection of rights. Anonymous surveys, grievance channels, and reporting systems allow workers, communities, and other rights-holders to raise concerns regarding

labor practices, health and safety, or environmental issues. These tools support early detection of risks, verification of adverse impacts, and engagement with stakeholders to implement corrective actions.

The organization promotes inclusive sourcing by implementing transparent, equitable supplier selection processes. Discrimination is prevented, and local, regional, and global suppliers—including small and underrepresented businesses—are given fair consideration. This approach strengthens supplier diversity, resilience, and social responsibility.

Finally, the organization actively prevents discrimination and harassment within supplier workforces. Suppliers are provided with anti-discrimination training, monitored for compliance, and encouraged to obtain relevant certifications. Anti-discrimination objectives are incorporated into procurement management and supplier performance assessments, linking accountability and incentives to the maintenance of a safe, inclusive, and respectful workplace. Through this holistic approach—combining clear expectations, risk assessment, supplier evaluation, training, audits, incentives, grievance mechanisms, inclusive sourcing, and anti-discrimination initiatives—the organization fosters a supply chain that is ethical, resilient, and environmentally and socially responsible, contributing meaningfully to broader sustainability goals while upholding the highest standards of corporate responsibility.

SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 205, GRI 308, GRI 403, GRI 406, GRI 408, GRI 409, GRI 413, GRI 414, GRI 416

Value Chain KPI:

KPI	2022 Baseline	2023 Performance	2024 Performance	2030 Target
Suppliers evaluated for ESG Performance (in %)	0%	30% / 25%	50 % /50%	100 %/
Suppliers evaluated for ESG Reporting (Onsite) (in %)	0%	20%/ 21%	50%/50%	100 %/
Suppliers in Agreement with company Policies (in %)	100 %	100 %/100 %	100 %/100 %	100 %
Integration of sustainability clauses in supplier contracts	100 %	100 % / 70%	100 %/100 %	100 %



ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO2eq)	Scope 1 GHG (tCO2eq) (Target / Actual)	Scope 1 GHG (tCO2eq) (Target / Actual)	Scope 1 GHG (tCO2eq) (Target / Actual)	Scope 1 GHG (tCO2eq) 25% Reduction(Target / Actual)	
	13039.91	12387.91/ 14905.88	12100/ 16702.05	11900/ 13040.06	9779.9/	
	Scope 2 GHG (tCO2eq)	Scope 2 GHG (tCO2eq) (Target / Actual)	Scope 2 GHG (tCO2eq) (Target / Actual)	Scope 2 GHG (tCO2eq) (Target / Actual)	Scope 2 GHG (tCO2eq) (Target / Actual)	
	77.34	73.48/87	70.95/68.88	65.5/61.38	58.00/	
	Scope 3 GHG (tCO2eq)	Scope 3 GHG (tCO2eq) 5% Reduction(Target / Actual)	Scope 3 GHG (tCO2eq) 15% Reduction(Target / Actual)	Scope 3 GHG (tCO2eq) 15% Reduction(Target / Actual)	Scope 3 GHG (tCO2eq) 25% Reduction(Target / Actual)	
	58.02	55.11/75.24	53.95/76.76	50.95/87.38	43.51/	
	Scope 3 Downstream GHG Emission (tCO2eq)	Scope 3 Downstream GHG Emission (tCO2eq)(Target / Actual)	Scope 3 Downstream GHG Emission (tCO2eq)(Target / Actual)	Scope 3 Downstream GHG Emission (tCO2eq)(Target / Actual)	Scope 3 Downstream GHG Emission (tCO2eq)(Target / Actual)	
	8.77	8.69/9.56	8.57/16.61	8.45/17.07	8.33/	
	Scope 3 Upstream GHG Emission (tCO2eq)	Scope 3 Upstream GHG Emission (tCO2eq)(Target / Actual)	Scope 3 Upstream GHG Emission (tCO2eq)(Target / Actual)	Scope 3 Upstream GHG Emission (tCO2eq)(Target / Actual)	Scope 3 Upstream GHG Emission (tCO2eq)(Target / Actual)	
	11.73	11.63/15.85	11.30/14.08	10.90/14.59	10.55/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in USD))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in USD))(Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in USD)) (Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in USD)) (Target / Actual)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (USD)) (Target / Actual)	
	0.00120	0.00119/ 0.00190	0.00118/0.00271	0.00117/	0.00100	
	People Trained on GHG (Manhours)	People Trained on GHG (Manhours) (Target / Actual)	# People Trained on GHG (Manhours) (Target / Actual)	# People Trained on GHG (Manhours) (Target / Actual)	People Trained on GHG (Manhours) (Target / Actual)	
	55	57.75/90	100/124	150/170	180/	
Environmental Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	
	NIL	NIL / NIL	NIL / NIL	NIL / NIL	NIL	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001 (Target / Actual)	Percentage of operational sites certified with ISO 14001 (Target / Actual)	Percentage of operational sites certified with ISO 14001 (Target / Actual)	Percentage of operational sites certified with ISO 14001 (Target / Actual)	
	0%	0%/0%	0%/0%	0%/0%	100%/	
	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	
	100%	100%/100%	100%/100%	100%/100%	100%	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Energy	Total Energy consumption (in Kwh) (Target / Actual)	otal Energy consumption (in Kwh) (Target / Actual)	Total Energy consumption (in Kwh) (Target / Actual)	Total Energy consumption (in Kwh) (Target / Actual)	Total Energy consumption (in Kwh) (Target) (25% Reduction Target)	
	1,88,658	1,85,791.66/ 2,12,208	1,77,761.11/ 1,68,023	1,70,375/ 1,49,759	1,41,493.5/	
	Total Renewable Energy Consumption (in Gj)	Total Renewable Energy Consumption (in Gj)	Total Renewable Energy Consumption (in Gj)	Total Renewable Energy Consumption (in Gj)	Total Renewable Energy Consumption (in Gj)	
	0	10/0.036	100/19.47	100/30.47	200/	
	Energy Intensity (Kwh/Revenue (USD))	Energy Intensity (Kwh / Revenue (USD))	Energy Intensity (Kwh / Revenue (USD))	Energy Intensity (Kwh / Revenue (USD))	Energy Intensity (Kwh / Revenue (USD))	
	0.017	0.017/0.026	0.016/0.027	0.016/	8.89/	
	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	
	0 %	0% / 0%	3.35%/13.36%	3.35%/13.36%	50%/	
	People Trained on Energy Efficiency (Manhours)	People Trained on Energy Efficiency (Manhours) (Target / Actual)	People Trained on Energy Efficiency (Manhours) (Target / Actual)	People Trained on Energy Efficiency (Manhours) (Target / Actual)	People Trained on Energy Efficiency (Manhours) (Target / Actual)	
	150	250/270	400/380	410/410	450/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Water	Total Water consumption (in Cubic Meter / Year)	Total Water consumption (in Cubic Meter/ Year) (Target / Actual)	Total Water consumption (in Cubic Meter / Year) (Target / Actual)	Total Water consumption (in Cubic Meter / Year) (Target / Actual)	Total Water consumption (in Cubic Meter / Year) (Target / Actual)	
	4858	4715.10/6204	4673.40/5696	4573.40/4621	3886.40/	
	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	
	0	20/ 0	25/0	25/0	30/	
	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)(Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year)(Target / Actual)	
	0	0/0	0/0	0/0	100/	
	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	
	0%	0% /0%	0%/0%	0%/0%	50%/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Water	Water Intensity (Water consumption cubic meter/ Revenue USD) 0.000447	Water Intensity (Water consumption cubic meter/ Revenue USD) 0.000407/ 0.000789	Water Intensity (Water consumption cubic meter/ Revenue USD) 0.000391/ 0.000920	Water Intensity (Water consumption cubic meter/ Revenue USD) 0.000381/	Water Intensity (Water consumption cubic meter/ Revenue USD) 0.000357/	
	People Trained on Water Efficiency (Manhours) 150	People Trained on Water Efficiency (Manhours) 280/300	People Trained on Water Efficiency (Manhours) 380/ 380	People Trained on Water Efficiency (Manhours) 400/350	People Trained on Water Efficiency (Manhours) 600/	
Air Pollution	SO2 (mg /Nm3) (Limit /Result) 80/13	SO2 (mg /Nm3) (Limit /Result) 80/11	SO2 (mg /Nm3) (Limit /Result) 80/11	SO2 (mg /Nm3) (Limit /Result) 80/10	SO2 (mg /Nm3) (Limit /Result) 80/	
	NOx (mg /Nm3) (Limit /Result) N/A	NOx (mg /Nm3) (Limit /Result) 80/ 22	NOx (mg /Nm3) (Limit /Result) 80/21	NOx (mg /Nm3) (Limit /Result) 80/20	NOx (mg /Nm3) (Limit /Result) 80/	
	PM10 (mg/M3) ambient air (Limit /Result) N/A	PM10 (mg/M3) ambient air (Limit /Result) 100/33	PM10 (mg/M3) ambient air (Limit /Result) 100/33	PM10 (mg/M3) ambient air (Limit /Result) 100/32	PM10 (mg/M3) ambient air (Limit /Result) 100/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Air Pollution	PM2.5 (mg/M3) ambient air (Limit /Result) N/A	PM2.5 (mg/M3) ambient air (Limit /Result) 60/21	PM2.5 (mg/M3) ambient air (Limit /Result) 60/25	PM2.5 (mg/M3) ambient air (Limit /Result) 60/24	PM2.5 (mg/M3) ambient air (Limit /Result)	
	Ammonia (mg/M3) (Limit /Result) N/A	Ammonia (mg/M3) (Limit /Result) N/A	Ammonia (mg/M3) (Limit /Result) N/A	Ammonia (mg/M3) (Limit /Result) N/A	Ammonia (mg/M3) (Limit /Result) N/A	
	Lead (mg/M3) (Actual /Limit) N/A	Lead (mg/M3) (Actual /Limit) N/A	Lead (mg/M3) (Actual /Limit) N/A	Lead (mg/M3) (Actual /Limit) N/A	Lead (mg/M3) (Actual /Limit) N/A	
	Ozone (mg/M3) (Actual /Limit) N/A	Ozone (mg/M3) (Actual /Limit) N/A	Ozone (mg/M3) (Actual /Limit) N/A	Ozone (mg/M3) (Actual /Limit) N/A	Ozone (mg/M3) (Actual /Limit) N/A	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Light	Cases of NonCompliance of IS – 3646 Standard Part – III NIL	Cases of NonCompliance of IS – 3646 Standard Part – III NIL / NIL	Cases of NonCompliance of IS – 3646 Standard Part – III NIL	Cases of NonCompliance of IS – 3646 Standard Part – III NIL	ases of NonCompliance of IS – 3646 Standard Part – III NIL	
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 61.1/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 62.98 /75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 58.37/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 56.47/75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) /75	
Biodiversity Conservation	Number of native species supported (Target / Actual) 05	Number of native species supported (Target / Actual) 8/6	Number of native species supported (Target / Actual) 10/6	Number of native species supported (Target / Actual) 10/6	Number of native species supported (Target / Actual) 13/	
	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Biodiversity Conservation	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0	
	% of total workforce received training on Biodiversity conservation 0	% of total workforce received training on Biodiversity conservation 10 / 12	% of total workforce received training on Biodiversity conservation 25/30	% of total workforce received training on Biodiversity conservation 32/30	% of total workforce received training on Biodiversity conservation 35/	
	% of total department covered in Internal risk assessment Biodiversity 0	% of total department covered in Internal risk assessment Biodiversity 50 /85	% of total department covered in Internal risk assessment Biodiversity 100/100	% of total department covered in Internal risk assessment Biodiversity 100/100	% of total department covered in Internal risk assessment Biodiversity 100/	
	Number of Awareness session conducted on Biodiversity conservation 0	Number of Awareness session conducted on Biodiversity conservation 3/5	Number of Awareness session conducted on Biodiversity conservation 5/5	Number of Awareness session conducted on Biodiversity conservation 5/5	Number of Awareness session conducted on Biodiversity conservation 7/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	
	93.28	88.62/ 247.89	87.56/ 225.31	87.12/ 168.9	74.62/	
	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	
	37.32	35.45/ 99.89	31.72/ 53.36	30.72/ 44.04	29.86/	
	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	
	55.96	53.16/ 148	52.17/ 171.99	51.18/ 124.86	44.77/	
	Percentage of total waste diverted from landfills	Percentage of total waste diverted from landfills (Target / Actual)	Percentage of total waste diverted from landfills (Target / Actual)	Percentage of total waste diverted from landfills (Target / Actual)	Percentage of total waste diverted from landfills (Target / Actual)	
	0	20% / 0	30% / 0	30% / 10%	60% /	
	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	Total weight of waste recovered in a year (in metric tonnes / Year)	
	0	0/ 0	0/ 0	0/ 0	0/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Product use and Product End of Life	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Target / Actual)	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Target / Actual)	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Target / Actual)	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.(Target / Actual)	
	N/A	N/A	N/A	N/A	N/A	
	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.(Target / Actual)	Percentage of products designed using sustainable or recycled materials.(Target / Actual)	Percentage of products designed using sustainable or recycled materials.(Target / Actual)	Percentage of products designed using sustainable or recycled materials.(Target / Actual)	
	75%	79% /82%	85% /88%	85% /88%	99% /	
	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	
	0	0/ 0	0/ 0	0/ 0	0	
	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold. (Target / Actual)	The percentage of products returned by customers compared to the total number of products sold. (Target / Actual)	The percentage of products returned by customers compared to the total number of products sold. (Target / Actual)	The percentage of products returned by customers compared to the total number of products sold.(Target / Actual)	
	0%	0%/0%	0%/0%	0%/0%	0%/	

ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Product use and Product End of Life	The percentage of customers who are aware of and participate in the company's recycling programs. 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% / 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% / 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% / 100%	The percentage of customers who are aware of and participate in the company's recycling programs.(Target / Actual) 100% /	
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material 10%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 15% / 25%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 50% / 50%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 55% / 60%	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual) 100% /	
	% of Sustainable Sourcing of Raw material 8%	% of Sustainable Sourcing of Raw material (Target / Actual) 10% / 12%	% of Sustainable Sourcing of Raw material (Target / Actual) 15% / 16%	% of Sustainable Sourcing of Raw material (Target / Actual) 18% / 20%	% of Sustainable Sourcing of Raw material (Target / Actual) 25% /	

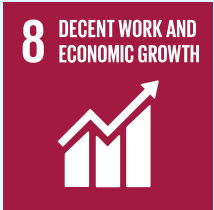
ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Sustainable Consumption	Percentage of recycled input material out of total materials consumed 60%	Percentage of recycled input material out of total materials consumed 70% / 75%	Percentage of recycled input material out of total materials consumed 80% / 80%	Percentage of recycled input material out of total materials consumed 85% / 85%	Percentage of recycled input material out of total materials consumed 90% /	
	Number of awareness session with customer on disposal of product after use 0	Number of awareness session with customer on disposal of product after use 2/2	Number of awareness session with customer on disposal of product after use 4/4	Number of awareness session with customer on disposal of product after use 5/5	Number of awareness session with customer on disposal of product after use 8/	
	% of customers covered in awareness session on disposal of product after use 0	% of customers covered in awareness session on disposal of product after use 100% / 100%	% of customers covered in awareness session on disposal of product after use 100% / 100%	% of customers covered in awareness session on disposal of product after use 100% / 100%	% of customers covered in awareness session on disposal of product after use 100 /	
	% of company's customer base has actively engaged in sustainable consumption practices N/A	% of company's customer base has actively engaged in sustainable consumption practices N/A	% of company's customer base has actively engaged in sustainable consumption practices N/A	% of company's customer base has actively engaged in sustainable consumption practices N/A	% of company's customer base has actively engaged in sustainable consumption practices N/A	

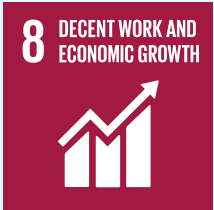
ESG PERFORMANCE & FUTURE ROADMAP

ENVIRONMENTAL						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Environmental service and advocacy	% Customers Participating in product related Training Programs 50%	% Customers Participating in product related Training Programs 70%/70%	% Customers Participating in productrelated Training Programs 100%/100%	% Customers Participating in productrelated Training Programs 100%/100%	% Customers Participating in servicerelated Training Programs (Target) 100%/	
	# Number of environmental service and advocacy events organized 5	# Number of environmental service and advocacy events organized 5/5	# Number of environmental service and advocacy events organized 8/8	# Number of environmental service and advocacy events organized 8/8	# Number of environmental service and advocacy events organized 10/	
	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 5%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 10%/10%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 20%/25%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 30%/35%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices 40%	
Training	% of total workforce received training on environmental issues 25%	% of total workforce received training on environmental issues (Target / Actual) 50%/ 50%	% of total workforce received training on environmental issues (Target / Actual) 75%/78%	% of total workforce received training on environmental issues (Target / Actual) 75%/80%	% of total workforce received training on environmental issues (Target / Actual) 100%/	

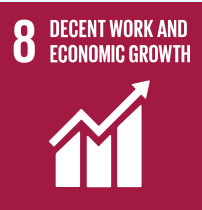
ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Employment	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	
	NIL	NIL / NIL	NIL / NIL	NIL / NIL	NIL /	
	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	
	NIL	NIL / NIL	NIL / NIL	NIL / NIL	NIL /	
	Attrition Ratio (%)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	
	8%	5%/ 5%	4%/ 2%	4%/ 2%	0.5% /	
	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	
	540	550 / 576	600/ 632	650/ 675	700/	
	Average Training Hours per employee	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)	
	6	8/ 10	10/ 12	11/ 12	12/	

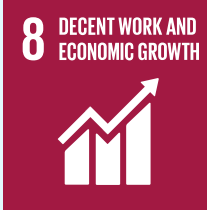
ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Employment	% of highest paid individual to median paid individual 0 %	% of highest paid individual to median paid individual (Target / Actual) 3%/1%	% of highest paid individual to median paid individual (Target / Actual) 4%/4%	% of highest paid individual to median paid individual (Target / Actual) 4%/4%	% of highest paid individual to median paid individual (Target / Actual) 5%/	
	Average Salary above Minimum Wages (Tk.) 10,445	Average Salary above Minimum Wages (Tk.) 11,000/11,548	Average Salary above Minimum Wages (Tk.) 15,000/ 16,194	Average Salary above Minimum Wages (Tk.) 15,000/ 16,194	Average Salary above Minimum Wages (Tk.) 24,000/	
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%/100%	Employees Above Living wage rules 100%/100%	Employees Above Living wage rules 100%/100%	Employees Above Living wage rules 100%	
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules N/A	Subcontractor's Workers Covered under Minimum Wage / Living wage rules N/A	Subcontractor's Workers Covered under Minimum Wage / Living wage rules N/A	Subcontractor's Workers Covered under Minimum Wage / Living wage rules N/A	Subcontractor's Workers Covered under Minimum Wage / Living wage rules N/A	
	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%/100%	Hiring of Local People (%) 100%/100%	Hiring of Local People (%) 100%/100%	Hiring of Local People (%) 100%	

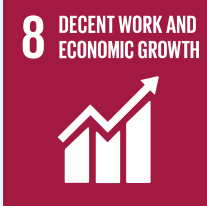
ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Employment	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 2%/0%	Hiring of People with Disability (%) 3%/3%	Hiring of People with Disability (%) 5%/5%	Hiring of People with Disability (%) 6% /	
	Hiring of Vulnerable / Marginalized People at Executive level (%) 0%	Hiring of Vulnerable / Marginalized People at Executive level (%) 2%/1%	Hiring of Vulnerable / Marginalized People at Executive level (%) 3%/3%	Hiring of Vulnerable / Marginalized People at Executive level (%) 4%/5%	Hiring of Vulnerable / Marginalized People at Executive level (%) 5%/	
	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 7%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 10%/10%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 15%/12%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 15%/15%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 15%/	
	Percentage of employees from minority and/or Vulnerable group at top management level (%) 0%	Percentage of employees from minority and/or Vulnerable group at top management level (%) 20%/10%	Percentage of employees from minority and/or Vulnerable group at top management level (%) 25%/17%	Percentage of employees from minority and/or Vulnerable group at top management level (%) 25%/20%	Percentage of employees from minority and/or Vulnerable group at top management level (%) 30%/	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees 2%	% of the total workforce represented in formal joint managementworker health & safety committees (target / Actual) 2.2%/2.2%	% of the total workforce represented in formal joint managementworker health & safety committees (target / Actual) 2.6%/2.7%	% of the total workforce represented in formal joint managementworker health & safety committees (target / Actual) 3%/3%	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual) 5%	
	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100%	
	Lost time injury (LTI) frequency rate for Employees 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Health & Safety Incidents / Accidents	# of Work-related Accidents 0	# of Work-related Accidents 0 / 0	# of Work-related Accidents 0 / 0	# of Work-related Accidents 0 / 0	# of Work-related Accidents\ 0 /	
	# of work-related Incidents 0	# of work-related Incidents 0 / 0	# of work-related Incidents 0 / 0	# of work-related Incidents 0 / 0	# of work-related Incidents 0 /	
	Number of days lost to work-related injuries, fatalities and ill health 1	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 /	
	People Trained on Health & Safety (in Manhours) 300 /	People Trained on Health & Safety (in Manhours) (Target / Actual) 320 / 310	People Trained on Health & Safety (in Manhours) (Target / Actual) 350 / 380	People Trained on Health & Safety (in Manhours) (Target / Actual) 380 / 395	People Trained on Health & Safety (in Manhours) (Target / Actual) 500 /	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Human Rights	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100%/100 %	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100%/100 %	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100%/100 %	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100%	
	% of direct employees paid below living wage (Target / Actual) 0	% of direct employees paid below living wage (Target / Actual) 0/0	% of direct employees paid below living wage (Target / Actual) 0/0	% of direct employees paid below living wage (Target / Actual) 0/0	% of direct employees paid below living wage (Target / Actual) 0/	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual) 0%/	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0%/	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Human Rights	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	
	N/A	N/A	N/A	N/A	N/A	
	# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	
	NIL	NIL/NIL	NIL/NIL	NIL/NIL	NIL	
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target / Actual)	
	NIL	NIL/NIL	NIL/NIL	NIL/NIL	NIL	
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Human Rights	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL	
	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL	
	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL	
	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Human Rights	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL / NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL / NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	
	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL / NIL	# of Complaints reported on Data Privacy / Security by Customers NIL / NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL / NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL / NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	
	Average unadjusted gender pay gap (Woman to man %) 0%	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0%/0%	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0%/0%	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0%/0%	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) 0%	
	People Trained on Human Rights (Manhours) 120	People Trained on Human Rights (Manhours) (Target / Actual) 130/156	People Trained on Human Rights (Man hours) (Target / Actual) 250/250	People Trained on Human Rights (Man hours) (Target / Actual) 280/285	People Trained on Human Rights (Manhours) (Target / Actual) 300/	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Human Rights	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	
	50	60/ 77	80/100	100/120	150/	
	Total numbers of employees received regular performance and career development reviews.	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)	
	20	30/29	35/42	40/44	50/	
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	
				6/8	7/	
	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	
	100%	100%/100%	100%/100%	100%/100%	100%/	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Human Rights	% of all operational sites cover under human rights impact assessments 100%	% of all operational sites cover under human rights impact assessments (target / Actual) 100%/100%	% of all operational sites cover under human rights impact assessments (target / Actual) 100%/100%	% of all operational sites cover under human rights impact assessments (target / Actual) 100%/100%	% of all operational sites cover under human rights impact assessments (target / Actual) 100%/	
Social Dialogue	% of the total workforce covered by formally-elected employee representatives 100%	% of the total workforce covered by formallyelected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formallyelected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formallyelected employee representatives (target / Actual) 100%/100%	% of the total workforce covered by formally-elected employee representatives (target / Actual) 100%	
	% of the total workforce covered by formal collective agreements 100%	% of the total workforce covered by formal collective agreements (Target / Actual) 100%/100%	% of the total workforce covered by formal collective agreements (Target / Actual) 100%/100%	% of the total workforce covered by formal collective agreements (Target / Actual) 100%/100%	% of the total workforce covered by formal collective agreements (Target / Actual) 100%	
Gender Equality	Gender balance at Worker level (Women to Men %) 90%	Gender balance at Worker level (Women to Men %) (Target / Actual) 90% / 90 %	Gender balance at Worker level (Women to Men %) (Target / Actual) 90% / 90%	Gender balance at Worker level (Women to Men %) (Target / Actual) 90% / 90%	Gender balance at Worker level (Women to Men %) (Target / Actual) 90%/	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Gender Equality	Gender balance at top management level (Women to Men %)	Gender balance at top management level (Women to Men %) (Target / Actual)	Gender balance at top management level (Women to Men %) (Target / Actual)	Gender balance at top management level (Women to Men %) (Target / Actual)	Gender balance at top management level (Women to Men %) (Target / Actual)	
	12%	15%/ 15%	20%/16%	20%/17%	25%/	
	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	
	0%	5%/ 5%	8%/5%	8%/5%	10%/	
	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	
	30%	35%/ 40%	40%/56%	50%/56%	50% /	
	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	
	90%	100%/ 90%	100%/95%	100%/95%	100%/	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Gender Equality	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	
	0	80 / 90	150 / 200	180 / 182	200/	
Gender Equality	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	
	30%	50%/ 56%	90%/95%	95%/95%	100%/	
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	
	1612400	2372 690	2530957	1745240		
	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	
Working Conditions	100%	100% / 100%	100%/100%	100%/100%	100%/	
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of nonpotable drinking water identification	
	NIL	NIL/NIL	NIL/NIL	NIL/NIL	NIL	

ESG PERFORMANCE & FUTURE ROADMAP

Social						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Working Conditions	% employees covered by the insurance plan.	% employees covered by the insurance plan. (Target / Actual)	% employees covered by the insurance plan. (Target / Actual)	% employees covered by the insurance plan. (Target / Actual)	% employees covered by the insurance plan. (Target / Actual)	
	100%	100%/100%	100%/100%	100%/100%	100%	
	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	
	50%	75% / 50%	100%/100%	100%/100%	100%/	
	Incident of noncompliance of working conditions principles	Incident of noncompliance of working conditions principles	Incident of noncompliance of working conditions principles	Incident of noncompliance of working conditions principles	Incident of noncompliance of working conditions principles	
	NIL	NIL/NIL	NIL/NIL	NIL/NIL	NIL	
Corporate Social Responsibility	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	
	2	4/3	5/5	8/8	10/	

ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery 0/0	# of Complaints reported on Corruption & Bribery 0/0	# of Complaints reported on Corruption & Bribery 0/0	# of Complaints reported on Corruption & Bribery 0/0	# of Complaints reported on Corruption & Bribery 0/0	
	People Trained on AntiCorruption & Bribery (in Manhours) 70	People Trained on AntiCorruption & Bribery (in Manhours) 120/150	People Trained on AntiCorruption & Bribery (in Manhours) 150/180	People Trained on AntiCorruption & Bribery (in Manhours) 180/187	People Trained on AntiCorruption & Bribery (in Manhours) 200/	
	# of confirmed corruption incidents 0	# of confirmed corruption incidents 0/0	# of confirmed corruption incidents 0/0	# of confirmed corruption incidents 0/0	# of confirmed corruption incidents 0	
	Percentage of operational sites certified with anticorruption management system 100%	Percentage of operational sites certified with anticorruption management system 100%/100%	Percentage of operational sites certified with anticorruption management system 100%/100%	Percentage of operational sites certified with anticorruption management system 100%/100%	Percentage of operational sites certified with anticorruption management system 100%	
	Percentage of trading partners covered by a due diligence process on corruption 100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100% /100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100%/100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100%/100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100% /	

ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Information Management	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	
	100%	100%/100%	100%/100%	100%/100%	100%	
	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	
	NIL	NIL / NIL	NIL / NIL	NIL / NIL	NIL /	
	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	# of confirmed Information Security incidents	
	NIL	NIL/ NIL	NIL / NIL	NIL / NIL	NIL	
	Data Retention Compliance	Data Retention Compliance	Data Retention Compliance	Data Retention Compliance	Data Retention Compliance	
	100%	100%/100%	100% / 100%	100% / 100%	100%	
	User Complaints	User Complaints	User Complaints	User Complaints	User Complaints	
	NIL	NIL/ NIL	NIL/ NIL	NIL/ NIL	NIL	

ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Information Management	Percentage of trading partners covered by a due diligence process on corruption 100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100% /100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100%/100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100%/100%	Percentage of trading partners covered by a due diligence process on corruption (target / actual) 100% /	
Value Chain	Suppliers evaluated for ESG Performance (in %) 0%	Suppliers evaluated for ESG Performance (in %) 30% / 25%	Suppliers evaluated for ESG Performance (in %) 50 % /50%	Suppliers evaluated for ESG Performance (in %) 60 % /74%	Suppliers evaluated for ESG Performance (in %) 100 %/	
	Suppliers evaluated for ESG Reporting (Onsite) (in %) 0%	Suppliers evaluated for ESG Reporting (Onsite) (in %) 20%/ 21%	Suppliers evaluated for ESG Reporting (Onsite) (in %) 50%/50%	Suppliers evaluated for ESG Reporting (Onsite) (in %) 60%/78%	Suppliers evaluated for ESG Reporting (Onsite) (in %) 100 %/	
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0/	

ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Value Chain	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	
	0	0 / 0	0 / 0	0 / 0	0	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	
	100 %	100 %/100 %	100 %/100 %	100 %/100 %	100 %/	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	
	100 %	100 %/100 %	100 %/100 %	100 %/100 %	100 %/	
	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	
	100 %	100 % / 70%	100 %/100 %	100 %/100 %	100 %/	
	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	
	100 %	100 %/100 %	100 %/100 %	100 %/100 %	100 % /	

ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Value Chain	Percentage or number of all buyers who received training on sustainable procurement 100 %	Percentage or number of all buyers who received training on sustainable procurement 100 % / 80 %	Percentage or number of all buyers who received training on sustainable procurement 100 %/100 %	Percentage or number of all buyers who received training on sustainable procurement 100 %/100 %	Percentage or number of all buyers who received training on sustainable procurement 100 % /	
	Avg Number of NonConformities Found per supplier 0	Avg Number of NonConformities Found per supplier 0 / 0	Avg Number of NonConformities Found per supplier 0 / 0	Avg Number of NonConformities Found per supplier 0 / 0	Avg Number of NonConformities Found per supplier 0	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building NA	
Anti-Competitive Practice	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	
	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %/100 %	% departments covered under Risk Assessment Internal Audit 100%/100%	% departments covered under Risk Assessment Internal Audit 100%/100%	% departments covered under Risk Assessment Internal Audit 100 %/	

ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	
	20%	40 % / 50%	60% / 60%	80%/80%	100%/	
	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	
	100%	100% / 100%	100% / 100%	100% / 100%	100%/	
	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	
	NIL	NIL / NIL	NIL / NIL	NIL / NIL	NIL	
	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	
	100%	100% / 100%	100% / 100%	100% / 100%	100%/	

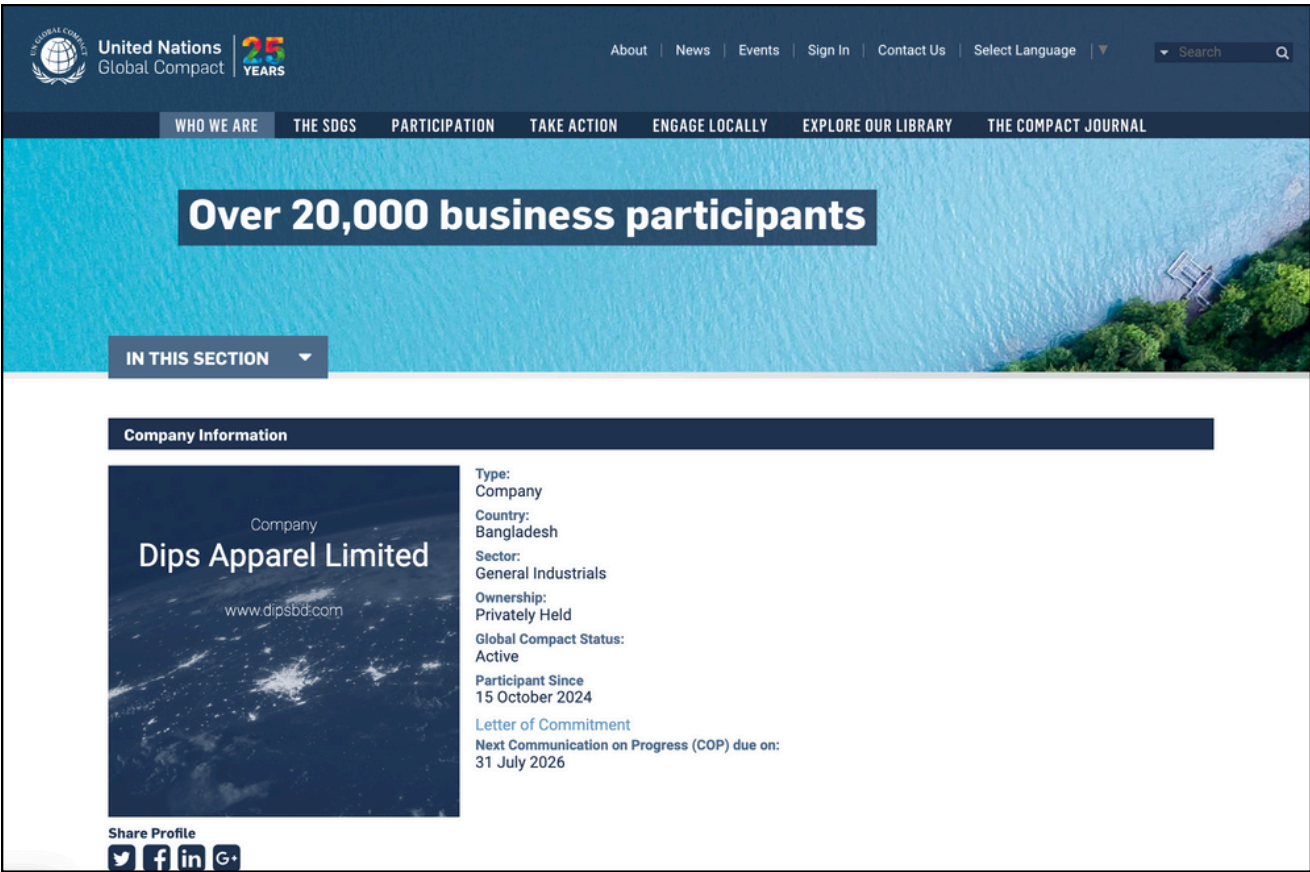
ESG PERFORMANCE & FUTURE ROADMAP

GOVERNANCE						
ESG Area	2022 Baseline	2023 Performance	2024 Performance	2025 Performance (Jan to July)	2030 Target	UN - SDGs
Customer Health and Safety	# complaints related to use of products / service 0	# complaints related to use of products / service (Target / Actual) 0 / 0	# complaints related to use of products / service 0 / 0	# complaints related to use of products / service 0 / 0	# complaints related to use of products / service 0	
	Conduct Customer safety training sessions of Customers 0%	Conduct Customer safety training sessions of Customers 10 % / 15%	Conduct Customer safety training sessions of Customers 30% /30%	Conduct Customer safety training sessions of Customers 40% /45%	Conduct Customer safety training sessions of Customers 50 %/	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 0%	Customer Participation Rate in Sustainability Session / Meeting 25% /10%	Customer Participation Rate in Sustainability Session / Meeting 50% /50%	Customer Participation Rate in Sustainability Session / Meeting 60% /70%	Customer Participation Rate in Sustainability Session / Meeting 100%/	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 100%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 100%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 100%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%/	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0	

SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN MANAGEMENT

UNGC Participation Overview:

Dips Apparel Ltd. is a proud participant in the United Nations Global Compact (UNGC), aligning its operations and strategies with the Ten Principles focused on human rights, labour standards, environmental stewardship, and anti-corruption.



CERTIFICATIONS COVERAGE & EXTERNAL ASSURANCE

Dips Apparel Ltd. adheres to internationally recognized management standards that ensure consistent quality, environmental responsibility, and occupational health and safety across all its operations. The company’s systems and practices comprehensively cover its facilities and workforce, reflecting a unified commitment to excellence, sustainability, and employee well-being throughout its value chain.



Amfori - BSCI
Social Audit



ECOVADIS
Silver medal



GRS
Global Recycling Standards



GOTS
Global Organic Textile Standard



OEKO TEX
Standard 100 - sustainable material certificate

ASSURANCE STATEMENT



Independent Assurance on verification of ESG KPI ROADMAP UPTO 2030.

Growlity/AR/897910

Reporting Period - April 2021 to March 2022
April 2022 to March 2023
April 2023 to March 2024
April 2024 to December 2024

The Management

Dips Apparel Ltd

Independent Assurance Report

Growlity Private Limited was appointed by Dips Apparel Ltd. Referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI ROADMAP UPTO 2030. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report is in accordance to the Global Reporting Initiative's (GRI) Universal Standards 2021. The company has also followed guidelines of ISO 14064-1:2018 and Green House Gas Protocol standard, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology

The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it in accordance with GRI universal standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

GROWLITY PRIVATE LIMITED
316, Rajhans Montessa, Airport Rd, Surat 395007,
contact@growlity.com www.growlity.com

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting. Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

All locations, including manufacturing facilities, warehouses, subsidiaries, and offices, were covered to collect data and prepare the ESG KPI ROADMAP UPTO 2030. Below is the list for reference.

Sr. No.	Site Name	Location
1.	Dips Apparel Ltd	79/349 Hazera Mansion, Jamgora, Ashulia, Savar, Dhaka-1349, Bangladesh

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2023. The Company has prepared report having sustainability data in accordance with GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia
President & CEO
Date: 28th July 2025
Place: Surat

GROWLITY PRIVATE LIMITED
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