



Fariha Knit Tex Ltd.

ESG REPORT

2025

Weaving Responsibility
into Every Thread...



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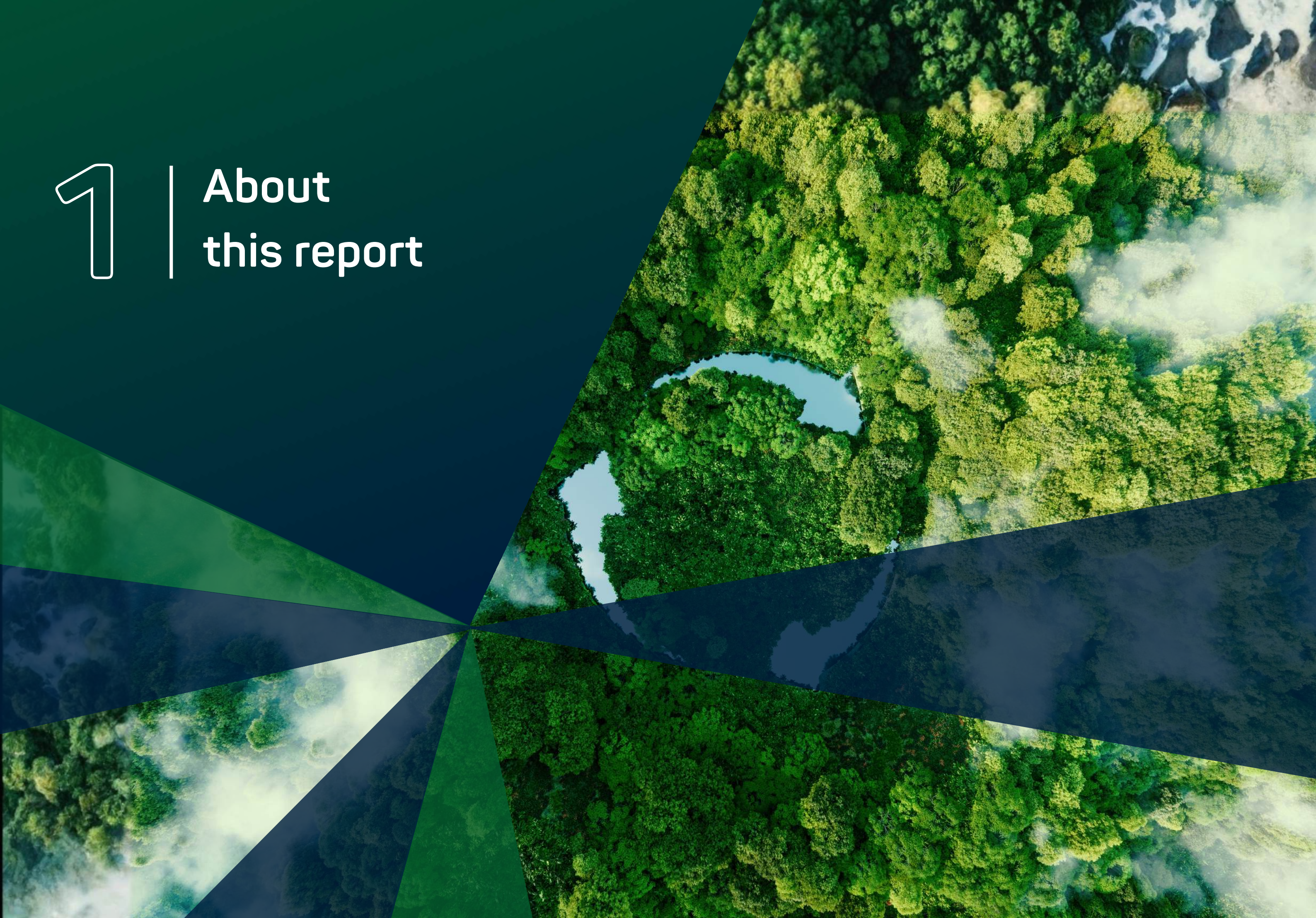
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1 | About this report



About This Report

GRI 2

Fariha Knit Tex Ltd. ("the Company", "Fariha Knit Tex", "we", "our") presents this ESG Report for the reporting period 2025. The report outlines how environmental, social, and governance considerations are integrated across the Company's operations and reflects our commitment to responsible manufacturing, ethical business conduct, and long-term sustainable growth.

As part of Asrotex Group, Fariha Knit Tex Ltd. operates within the apparel and textile manufacturing sector, supporting global customers through integrated manufacturing capabilities and technology-driven operational practices. The Company continues to strengthen its approach towards responsible resource management, employee well-being, workplace safety, ethical governance, and sustainable supply chain practices.

This report highlights the Company's initiatives, management approaches, and operational practices related to environmental stewardship, labor and human rights, employee welfare, responsible procurement, and governance. It also reflects ongoing efforts to improve operational efficiency, stakeholder engagement, and sustainability performance across business activities.

Prepared with reference to the Global Reporting Initiative (GRI) Standards, this report also considers relevant United Nations Sustainable Development Goals (SDGs) to guide ESG priorities, disclosures, and long-term sustainability objectives.

Entities Included in the Sustainability Reporting

GRI 2-2

This ESG Report covers the sustainability performance of Fariha Knit Tex Ltd. and its operational activities within the defined reporting boundary. The disclosures reflect the Company's environmental, social, and governance practices related to its textile and apparel manufacturing operations.

Activities or entities outside the direct operational control of Fariha Knit Tex Ltd. are excluded from the reporting scope unless specifically stated in relevant sections of the report.

Scope and Boundary of the Report

GRI 2-3

This report presents the ESG performance, management practices, sustainability initiatives, and key operational disclosures of Fariha Knit Tex Ltd. The report covers relevant areas including environmental stewardship, labor and human rights, employee health and safety, ethics, responsible procurement, and governance practices.

The reporting boundary primarily includes the Company's manufacturing operations at :

- **Fariha Knit Tex Ltd.:** Baroibogh, Enayet Nagar, Fatullah, 1400 Narayanganj, Dhaka, Bangladesh.

Restatements of Information

GRI 2-4

As this is the Company's first ESG Report, there are no prior-period restatements of sustainability information. Any future changes in reporting methodology, data boundaries, assumptions, or previously disclosed information will be clearly identified and explained in subsequent reporting periods.

Statement of Use

GRI 2-5

This ESG Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. The report also considers relevant United Nations Sustainable

Development Goals (SDGs) to support the identification of material ESG topics applicable to the textile and apparel manufacturing sector.

Contact Point for Additional Information and Clarification

GRI 2-3

For questions, feedback, or requests for additional information related to this ESG Report, stakeholders may contact:

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SUSTAINABLE DEVELOPMENT GOALS



2 | Message from the Managing Director



“
**Driving Responsible Growth
 Through Innovation, People,
 and Purpose.**
 ”



Message from the Managing Director

GRI 2-22

Dear Stakeholders,

At Asrotex Group, our journey has always been guided by resilience, ambition, and a strong commitment to responsible business practices. What began as a small entrepreneurial venture has gradually evolved into a recognized apparel and textile manufacturing group serving global fashion brands with integrated design-to-delivery solutions.

As we continue to grow, we remain focused on building a business that creates long-term value not only through operational performance, but also through responsible environmental, social, and governance practices. We believe sustainability is closely connected to how we manage our operations, support our workforce, engage with our partners, and prepare our business for the future.

Over the years, we have continued to strengthen our manufacturing capabilities through technology adoption, operational improvements, and process innovation. From digital systems and automation to smarter production planning and efficient resource management, our focus remains on building a more agile, efficient, and future-ready organization.

Equally important is our commitment towards people. We strive to maintain a workplace that promotes employee well-being, safety, inclusion, skill development, and ethical conduct across all levels of the organization. We also continue to strengthen responsible sourcing, workplace governance, and compliance practices throughout our operations and supply chain.

As the industry continues to evolve, we recognize the importance of adaptability, innovation, and collaboration in addressing future challenges and opportunities. Our vision is to continue building a professionally driven and technology-oriented organization that is capable of creating sustainable growth while remaining aligned with the expectations of our stakeholders.

I would like to sincerely thank our employees, customers, business partners, and stakeholders for their continued trust and support. Their contribution remains central to our ongoing journey of growth, transformation, and responsible progress.

Asadul Islam
 Managing Director
 Asrotex Group

3 | Company Profile & Sustainability Strategy



Company Profile & Sustainability Strategy

GRI 2

Company Overview

GRI 2-1 | GRI 2-6

Fariha Knit Tex Ltd. is a Bangladesh-based apparel and textile manufacturing company operating under Asrotex Group. The Company operates within the knit apparel and textile manufacturing sector and supports international customers through integrated manufacturing operations.

Asrotex Group started its journey in 1995 as a small cut-and-sew manufacturing business and has since expanded into a diversified apparel and textile manufacturing group. Today, the Group continues to strengthen its operations through technology integration, process improvement, and manufacturing modernization.

Fariha Knit Tex Ltd. supports apparel manufacturing activities across knitting, dyeing, garment production, and related textile processes. The Company continues to focus on operational efficiency, product quality, workplace practices, and responsible business operations across its manufacturing activities.

As part of its operational development approach, Asrotex Group has adopted technology-enabled manufacturing practices including IoT-integrated machinery, smart planning tools, automation initiatives, and digital operational systems to support productivity, process efficiency, and long-term business resilience.

Fariha Knit
Tex Ltd

FARIHA KNIT TEX LTD

Sustainable Vision & Commitment

GRI 2-22 | GRI 2-23 | GRI 2-24



Sustainable Vision

To build a responsible and future-focused apparel manufacturing business that promotes operational excellence, ethical business conduct, employee well-being, environmental responsibility, and long-term sustainable growth.



Sustainable Mission

To strengthen responsible manufacturing practices through continuous operational improvement, workplace safety, responsible resource management, ethical governance, and stakeholder engagement while delivering quality products and sustainable value across the business and supply chain.



Sustainable Commitment

Fariha Knit Tex Ltd. remains committed to supporting safe working conditions, responsible manufacturing practices, employee welfare, ethical business operations, and compliance with applicable environmental, social, and regulatory requirements. The Company continues to strengthen sustainability integration across its operational and supply chain activities through continuous improvement and responsible business practices.

Stakeholder Engagement & Materiality Assessment

GRI 2-29 , GRI 3-1,GRI 3-2

Fariha Knit Tex Ltd. recognizes stakeholder engagement as an important part of responsible business conduct and sustainability planning. The Company engages with internal and external stakeholders to understand expectations, identify ESG risks and opportunities, and integrate relevant feedback into decision-making and operational improvements.

The materiality assessment for Fariha Knit Tex Ltd. was developed through stakeholder engagement, industry evaluation, regulatory alignment, and review of ESG priorities relevant to its operations and supply chain. The assessment forms the basis for ESG integration and supports the Company's KPI roadmap toward 2030.

Our Engagement Circle

GRI 2-29

Stakeholder Group	Engagement Methods	Key Topics of Interest	How Inputs Are Used
Employees and Workers	Workshops, surveys, meetings, internal communication	Health & safety, working conditions, training, well-being	Improve workplace practices, training plans, and employee engagement
Suppliers	Supplier communication, assessments, evaluations	Ethical sourcing, compliance, labor practices, environmental performance	Strengthen supplier standards, audits, and ESG expectations
Customers	Meetings, feedback channels, quality discussions	Product quality, compliance, delivery, responsible manufacturing	Improve service quality, compliance systems, and customer response
Investors / Management	Reviews, ESG updates, performance discussions	Business resilience, risk management, ESG performance	Support strategic planning and ESG roadmap development
Regulators	Compliance filings, inspections, regulatory communication	Legal compliance, environmental and labor requirements	Strengthen compliance tracking and policy alignment
Local Communities	Community interaction, feedback channels	Environmental impact, employment, community well-being	Support community engagement and impact mitigation

Materiality Assessment Approach

GRI 3-1, GRI 3-2

Fariha Knit Tex Ltd. conducted a structured materiality assessment to identify and prioritize ESG topics relevant to its business operations, stakeholders, and industry context. The process considered stakeholder concerns, sustainability trends, regulatory expectations, internal operational risks, and alignment with the United Nations Sustainable Development Goals.

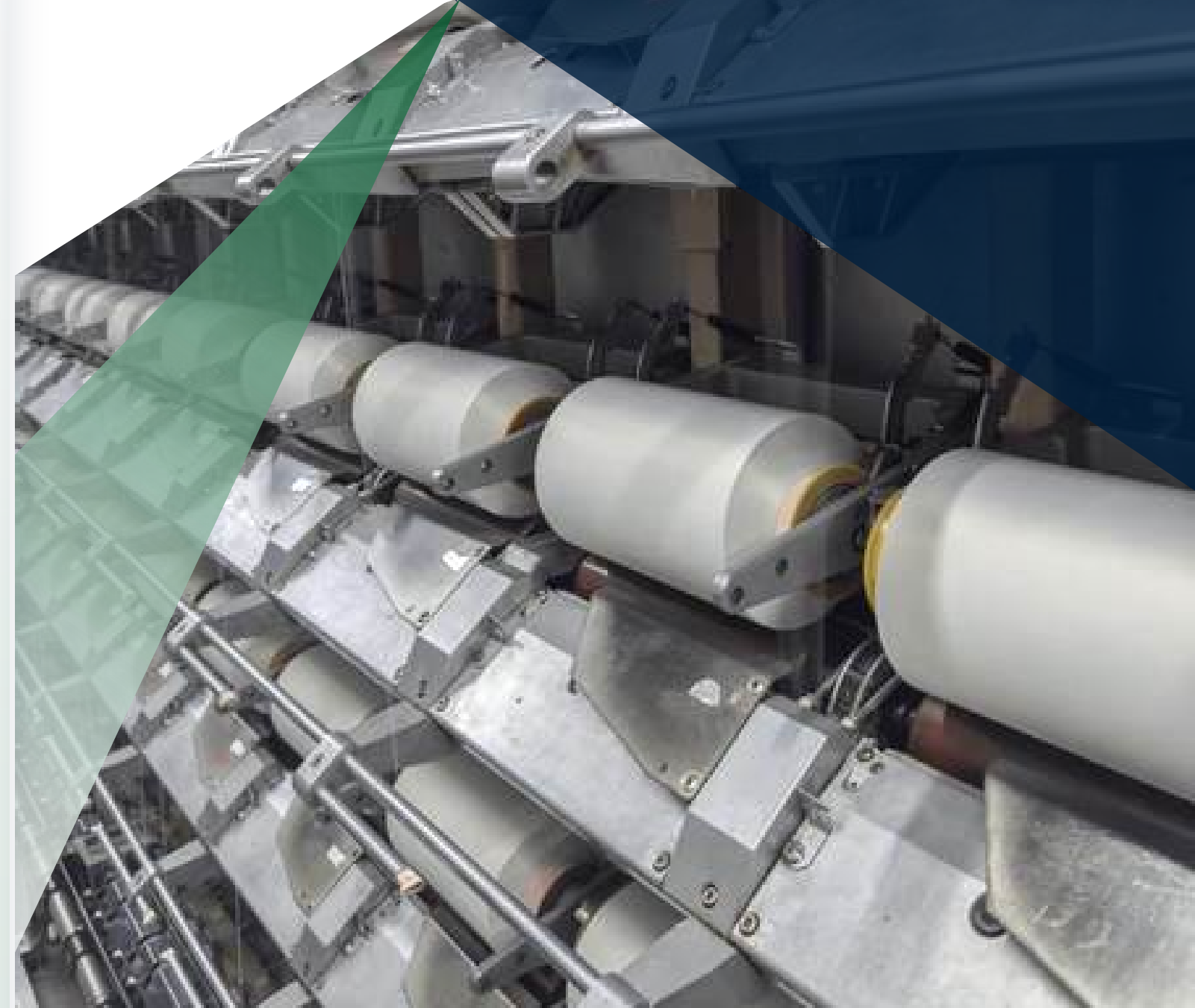
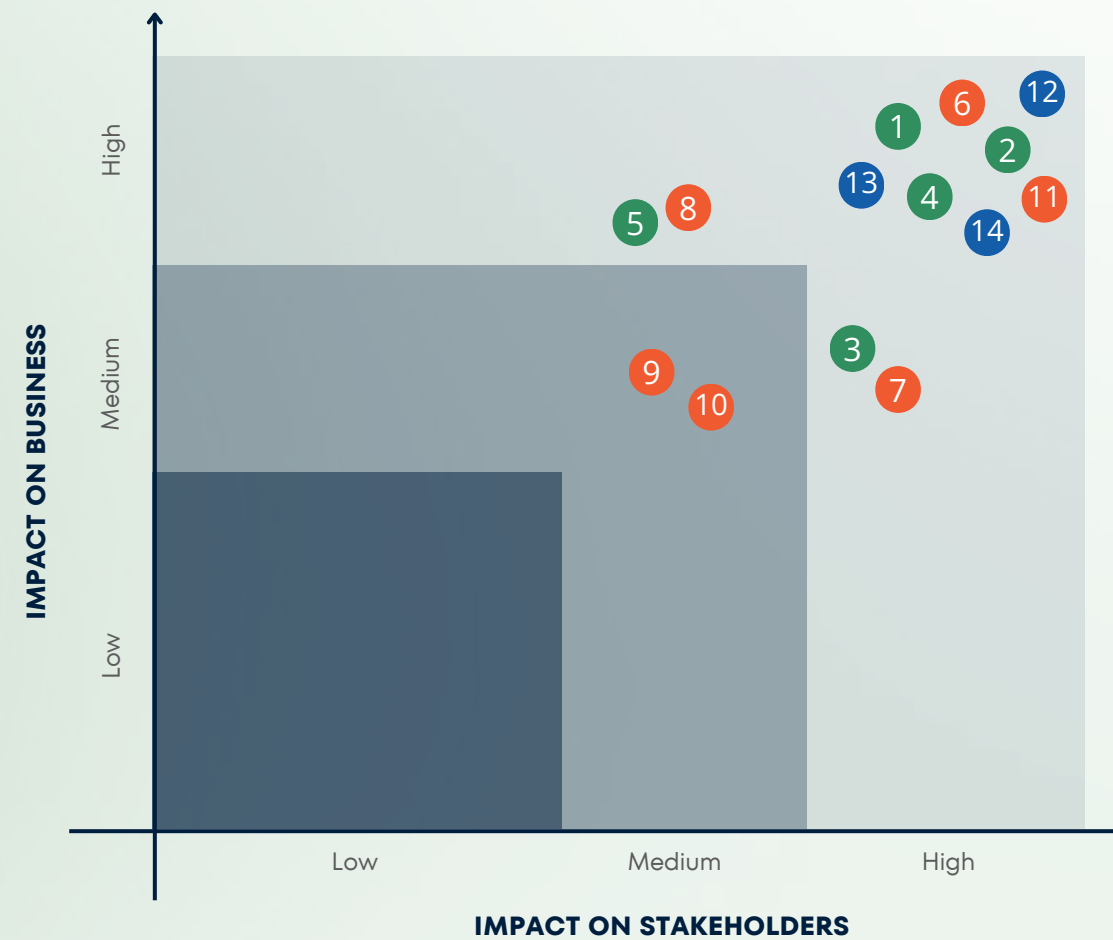
Assessment Step	Description
Stakeholder Engagement	Inputs gathered from employees, suppliers, customers, investors, regulators, and local communities through surveys, meetings, discussions, and feedback channels
ESG Topic Identification	Review of industry benchmarks, regulatory requirements, SDGs, internal data, and market trends
Impact Assessment	Evaluation of ESG topics based on business relevance, environmental and social impact, regulatory exposure, and stakeholder concern
Prioritization	Topics ranked based on impact level, likelihood, time horizon, and strategic importance
Validation	Senior management reviewed and finalized priority ESG topics
Integration	Material topics integrated into ESG roadmap, operational planning, and sustainability reporting
Monitoring	Assessment framework reviewed periodically to reflect changing stakeholder expectations and business priorities

Materiality Outcomes

GRI 3-1, GRI 3-2

Based on the materiality assessment, the following ESG topics were identified as significant for Fariha Knit Tex Ltd.:

Environmental	Social	Governance
1 Energy Efficiency & Carbon Footprint 2 Water Management 3 Waste Management & Circular Economy 4 Chemical Management 5 Climate Change Impact	6 Health & Safety in the Workplace 7 Employee Well-being & Mental Health 8 Workforce Training Gaps 9 Diversity & Inclusion 10 Community Engagement 11 Supplier Labor Conditions	12 Ethical Business Practices & Compliance 13 Data Protection & Cybersecurity 14 Supply Chain Transparency



4 | Environment Policy



Environment Policy

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

Key Focus Area:

01 Energy Consumption and Greenhouse Gases (GHG)

Qualitative Target: To reduce dependency on non-renewable energy sources, Fariha Knit Tex Ltd. is committed to increasing its use of renewable energy, such as solar energy, by installing solar panels and investing in other renewable energy sources

Quantitative Target: We aim to meet 40% of our energy needs from renewable sources by 2030.

02 Water Management

Qualitative Target: To ensure compliance with Bangladesh's Water Pollution Control Act and monitor water consumption and wastewater management as per ISO 14046 (Water Footprint).

Quantitative Target: To adopt water-efficient systems and technologies such as closed-loop systems, water recycling, and low-water dyeing processes to reduce 20% water consumption across our operations by year 2030.

03 Waste Management

Qualitative Target: To work to minimize waste at every stage of production and develop strategies for the reuse of scrap materials.

Quantitative Target: To actively involve 100% of employees in the waste sorting and recycling process, by ensuring that we reduce waste sent to landfills and promote a circular economy by year 2030.

04 Biodiversity Conservation

Qualitative Target: To explore the possibility of using natural fibers and renewable materials that have less environmental impact, contributing to the conservation of biodiversity.

Quantitative Target: To assess and reduce the impact of our operations on local ecosystems by 20%, particularly in the context of land use and water consumption by planting trees and preserving green spaces within our facilities by year 2030.

05 Air Pollution and Emission Control

Qualitative Target: To install and maintain appropriate air filtration systems to control emissions from machinery and production processes.

Quantitative Target: We aim to reduce particulate matter and volatile organic compound (VOC) emissions by 10% in accordance with ISO 14001 and local environmental regulations by year 2030.

Review Mechanism

The review mechanism for the Environmental Policy involves regular monitoring of sustainability initiatives, with progress assessed against predefined objectives. The Environmental Manager will conduct an annual review of this policy to identify areas for improvement, and adjust strategies as needed. Employee feedback will also be gathered to refine practices, and continuous improvement will be driven through ongoing training and awareness initiatives.

Integrated Water Stewardship & Efficiency Framework

GRI 303

Water Reclamation and Internal Reuse Systems

GRI 303-3, 303-5

Fariha Knit Tex Ltd. has established internal water recovery systems across its wet processing operations. Wastewater generated from dyeing, washing, and finishing processes is treated through effluent treatment facilities and reused for non-potable applications such as equipment cleaning, floor washing, and utility operations.

These systems are supported by filtration and treatment mechanisms to ensure that reclaimed water meets operational requirements. The reuse of treated water helps reduce freshwater dependency and enhances overall water efficiency across manufacturing activities.

KPI Metric & Unit	2023	2024	2025
Total Water Recycled & Reused (Million Litres)	479.83	585.26	472.34

The Company continues to improve reuse capacity through process optimization and enhanced treatment efficiency.

Water Assessment, Audits and Risk Evaluation

(GRI 303-1, 303-3)

Fariha Knit Tex Ltd. conducts structured water audits and risk assessments to evaluate consumption patterns and identify efficiency improvement opportunities. These assessments include detailed water usage mapping across production processes such as dyeing and washing, identification of high-consumption areas, and evaluation of system performance.

Water risk assessments also consider local water stress conditions, availability of water resources, and potential impacts of operations on water quality.

KPI Metric & Unit	2023	2024	2025
Total Water Consumption (Cubic Meter / Year)	13,31,058	15,11,016	12,32,553

Findings from these assessments are translated into targeted actions to optimize water use and strengthen long-term water management strategies.

Water-Efficient Processing and Chemical Optimization

GRI 303-1, 303-3, 303-4, 306-1

The Company implements process-level improvements to reduce water intensity across textile operations. Water-efficient machinery, optimized dyeing processes, and controlled washing cycles are utilized to minimize water consumption without compromising product quality.

Fariha Knit Tex Ltd. also focuses on responsible chemical management, particularly in bleaching and dyeing operations. Measures are implemented to reduce the formation of Adsorbable Organic Halogens (AOX), including controlled use of bleaching agents, reduction of sodium chlorate where feasible, and adoption of alternative process chemicals.

These initiatives contribute to lower pollutant discharge and improved environmental performance of wastewater streams.

Effluent Treatment and Compliance Monitoring

GRI 303-2, 306-1

All wastewater generated from operations is treated through established effluent treatment systems prior to discharge. The Company conducts regular wastewater quality testing to ensure compliance with applicable environmental standards and regulatory requirements.

Monitoring includes key parameters related to chemical concentration, biological load, and discharge quality. Any deviations are addressed through corrective measures to maintain compliance and minimize environmental impact.

Rainwater Capture and Utilization Systems

GRI 303-1, 303-3

Fariha Knit Tex Ltd. has implemented rainwater harvesting systems within its facilities to capture and store rainwater for operational use. Harvested water is utilized for suitable non-potable applications, supporting reduced dependence on freshwater sources.

KPI Metric & Unit	2023	2024	2025
Total Rainwater Harvested (Kilo Litres / Year)	0	10	12

The system is supported by appropriate storage and maintenance practices to ensure efficiency and usability.

Supporting Actions for Water Conservation

GRI 303-1, 303-2, 303-4

In addition to core initiatives, the Company implements supporting measures to strengthen water stewardship across operations. These include preventive maintenance of pipelines and storage systems, regular leak detection, and monitoring of water flow to minimize losses.

Employee awareness programs promote responsible water usage and proper handling of chemicals to prevent contamination. Operational controls and housekeeping practices further support reduced freshwater withdrawal and controlled discharge.



Materials & Waste Management

GRI 301, 306, 307

Material Efficiency, Recovery & Waste Minimization

GRI 301-1, 301-2, 301-3, 306-2, 306-3

Fariha Knit Tex Ltd. adopts structured approaches to reduce internal waste generation through material efficiency, reuse, and recovery practices. Fabric offcuts, packaging materials, paper, plastics, and metal components generated during operations are systematically reused within processes, repurposed for alternative applications, or transferred to authorized recyclers.

Production optimization measures such as efficient cutting layouts, controlled chemical dosing, and improved inventory planning are implemented to minimize raw material consumption. Automated dispensing systems further support reduced use of process chemicals.

Recovered materials are either reused internally or diverted externally, contributing to circular resource use and reduced landfill dependency.

KPI Metric & Unit	2023	2024	2025
Total weight of waste Recovered (MT / Year)	142.37	169.28	224.21
Waste Diverted from Landfills (%)	9%	10%	13.5%

Waste Segregation, Mapping & Flow Management

GRI 306-1, 306-2, 306-3

Waste generated across operations is segregated at source using clearly labeled containers across production and facility areas. Waste streams are categorized into fabric waste, paper and cartons, plastics, metals, organic waste, and hazardous waste such as chemical containers and batteries.

Waste stream mapping is implemented to track waste flow from generation to final disposal or recycling. This enables improved visibility, better control, and identification of efficiency gaps in waste handling processes.

Segregated waste is stored safely and transferred to authorized recyclers and disposal partners for appropriate treatment.

Waste Monitoring & Responsible Disposal Practices

GRI 306-2, 306-3, 306-4

The Company monitors waste generation across operations to ensure effective control and regulatory compliance. Waste quantities are periodically reviewed, and disposal is carried out through certified vendors in accordance with applicable standards.

Safe storage areas are maintained for hazardous and non-hazardous waste prior to disposal.

KPI Metric & Unit	2023	2024	2025
Total Waste Generated (Metric Tonnes)	999.8	1058.3	410.00

Employee Awareness & Training on Waste Management

GRI 404-2, 306-2

Structured training programs are conducted to strengthen employee awareness and participation in waste management practices. Training focuses on:



These initiatives promote responsible behavior and strengthen operational discipline across the workforce.

Sustainable Process Materials & Chemical Substitution

GRI 301-2, 301-3, 307-1

Fariha Knit Tex Ltd. promotes the use of lower-impact and eco-friendly process materials to reduce environmental and health risks. Conventional chemicals used in dyeing, bleaching, and cleaning are progressively substituted with safer alternatives such as biodegradable agents and optimized formulations.

The Company also takes steps to reduce the use of hazardous substances and persistent pollutants by adopting alternative chemicals and improved processing methods aligned with industry best practices.

Hazardous Substance Handling & Control Measures

GRI 301-2, 306-2, 307-1

Strict protocols are followed for the labeling, storage, handling, and transportation of hazardous substances used in operations. Clearly designated storage areas, safety data sheets, and standardized procedures are maintained to minimize risks.

Employees handling chemicals receive targeted training on safe handling practices and operational controls.

KPI Metric & Unit	2023	2024	2025
Total Hazardous Waste (Metric Tonnes)	199.96	211.6	79.30
Total Non-Haste Waste (Metric Tonnes)	799.84	846.6	331.00

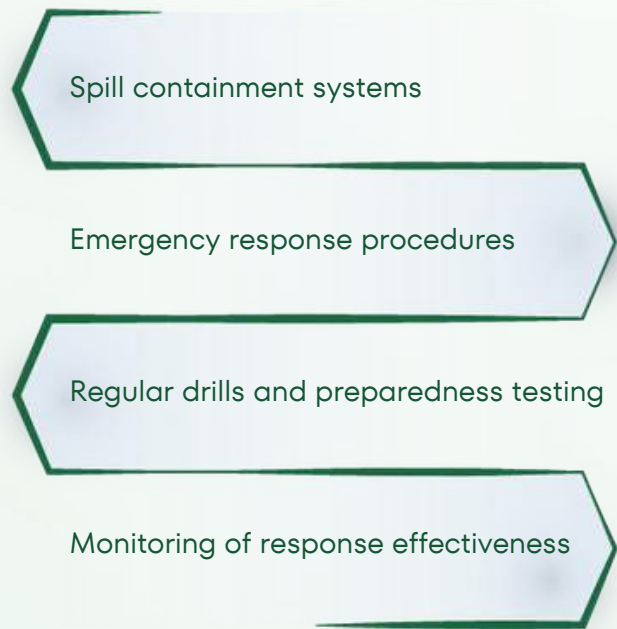
Hazardous Waste Treatment & Emergency Preparedness

GRI 306-2, 306-3, 306-4, 307-1, 403-5

Hazardous waste is treated and disposed of through defined procedures to ensure compliance with environmental regulations. Materials are processed or neutralized before final disposal through authorized vendors.

Emergency preparedness measures are established to manage risks such as chemical spills or contamination incidents.

This include:



These practices ensure environmental protection and operational safety.

Sustainable Product Use & Lifecycle Responsibility

GRI 301, 302, 416, 417

Product Lifecycle Impact Assessment & Resource Efficiency Design

GRI 301-3, 302-5, 303, 305-5, 306-1

Fariha Knit Tex Ltd. evaluates the environmental impact of its textile products across the use phase of the lifecycle. These assessments consider key environmental aspects such as energy and water consumption during washing, chemical release, microfiber discharge, and overall resource depletion associated with product use.

The Company reviews factors contributing to environmental impacts, including fabric composition, dyeing processes, finishing treatments, and expected care practices. This enables identification of opportunities to reduce impacts related to climate change, water pollution, and resource consumption.

Based on these assessments, Fariha Knit Tex Ltd. integrates design improvements to enhance resource efficiency, including development of fabrics that require lower washing intensity, reduced detergent usage, and minimal energy consumption during maintenance.

Responsible Product Use, Care & Storage Guidance

GRI 301, 302, 306, 417-1

The Company provides clear product care instructions to guide customers on efficient use, storage, and maintenance of garments. These instructions are communicated through labels and product documentation to ensure proper handling during the use phase.

Guidance includes recommendations such as:

- Washing at lower temperatures to reduce energy consumption
- Use of mild detergents to limit chemical discharge
- Air drying instead of machine drying where feasible
- Reduced ironing requirements through fabric optimization
- Proper storage in clean and ventilated conditions to prevent deterioration

Customers are also encouraged to extend product life through responsible usage practices such as careful handling, minor repairs, and reuse. These measures contribute to reduced environmental impact and improved product longevity.

Design for Reduced Resource Consumption During Use

GRI 301-3, 302-5

Fariha Knit Tex Ltd. incorporates design considerations aimed at minimizing resource consumption during the use phase of its products. Fabric selection, yarn structure, and finishing techniques are optimized to reduce the need for intensive washing, excessive detergent use, and high energy consumption.

Products are designed to maintain durability and performance with minimal maintenance requirements, thereby reducing the frequency of washing and extending usable life. These design strategies support lower overall consumption of water, energy, and cleaning agents during product use.

Fabric Engineering to Reduce Microfiber Release & Damage

GRI 301, 306

The Company applies fabric engineering techniques to reduce microfiber shedding and improve product durability. This includes selection of yarns with higher strength, optimized fabric construction, and finishing processes that enhance structural stability.

These measures help minimize fiber breakage during washing and reduce the release of microfibers into wastewater systems. Improved durability also reduces the likelihood of tearing and early product disposal, contributing to reduced material waste over the product lifecycle.

Additional Measures to Minimize Use-Phase Environmental Impact

GRI 301, 302, 306

In addition to core initiatives, Fariha Knit Tex Ltd. implements supplementary measures to further reduce environmental impacts during product use. These include continuous improvement in fabric performance to reduce maintenance intensity, collaboration with buyers on sustainable product specifications, and alignment with evolving industry standards for responsible textile production.

The Company also promotes awareness of sustainable consumption practices, encouraging customers to adopt responsible usage behaviors that reduce environmental footprint over the product lifecycle.

Product End-of-Life & Circularity Initiatives

GRI 301, 306

External Collaboration for Circular End-of-Life Management

GRI 306-2, 308-1

Fariha Knit Tex Ltd. collaborates with external stakeholders including authorized recyclers, waste management agencies, and industry platforms to support responsible handling of textile products at the end of their lifecycle. These partnerships enable collection, recycling, and recovery of materials beyond the Company’s direct operational boundaries.

The Company also engages with industry initiatives and value chain partners to promote circular practices such as textile recovery, reuse, and responsible disposal. These collaborative efforts contribute to reducing landfill dependency and improving material circulation within the textile ecosystem.

KPI Metric & Unit	2023	2024	2025
Reporting on the product end of life treatment	45%	70%	77%

Consumer Guidance on Responsible Disposal & Recycling

GRI 301-3, 306-2, 417-1

Fariha Knit Tex Ltd. provides guidance to customers on responsible product disposal to promote circular material flow. Information is communicated through product labels and associated documentation, encouraging practices such as donation, reuse, textile recycling, and use of authorized collection channels.

Customers are guided to avoid landfill disposal and instead utilize available recycling or recovery pathways where feasible. These practices support reduction of environmental leakage, minimize waste generation, and reduce reliance on virgin materials for new product manufacturing.

Packaging Optimization for Improved End-of-Life Outcomes

GRI 301-2, 301-3, 306-2

The Company adopts packaging design strategies aimed at reducing environmental impact at end-of-life. Primary packaging is optimized through lightweighting, reduction in material usage, and use of simplified or monomaterial structures to improve recyclability.

These measures ensure that packaging associated with products can be more easily processed within existing recycling systems, thereby reducing disposal challenges and supporting circular material use.

Design for Recycling and Material Recovery

GRI 301-3, 306-2

Fariha Knit Tex Ltd. incorporates design considerations to facilitate easier recycling and material recovery of textile products. This includes simplified fabric compositions, reduction of mixed-material components, and minimization of complex trims or accessories that may hinder recycling processes.

Such design approaches improve the ability to sort, process, and recover materials at the end-of-life stage, supporting extended material circulation and reduced environmental impact.

Product Take-Back and Recovery Mechanisms

GRI 301-3, 306-2, 417-1

The Company supports responsible product end-of-life management through take-back and recovery mechanisms developed in collaboration with external partners. Customers are encouraged to return used garments for reuse, recycling, or safe disposal through designated collection channels where available.

Recovered products are directed toward reuse, material recovery, or appropriate disposal processes, contributing to reduced landfill waste and improved circularity in textile operations.

Additional Measures for End-of-Life Impact Reduction

GRI 301, 306

In addition to the above initiatives, Fariha Knit Tex Ltd. undertakes supplementary actions to minimize environmental impacts associated with product and packaging end-of-life. These include continuous improvement in product design for durability, promotion of reuse and donation practices, and alignment with evolving industry standards for circular textile management.

The Company also works with stakeholders to explore opportunities for improving collection systems and recycling infrastructure, supporting long-term sustainability objectives.

Energy & Climate Action Management

GRI 302, 305

Energy Efficiency, Technology Upgrades & Fuel Transition

GRI 3-3

Fariha Knit Tex Ltd. has established a structured Greenhouse Gas (GHG) Management Framework to systematically manage and reduce greenhouse gas emissions across its operations. The framework integrates governance, financial planning, strategic decision-making, and performance oversight to strengthen climate action, enhance operational resilience, and support the Company's long-term sustainability objectives. Recognizing climate change as a key sustainability priority, the Company is committed to reducing its carbon footprint through dedicated financial resources, defined governance responsibilities, strategic planning, and time-bound action plans.

To support its climate strategy, the Company allocates a dedicated budget for GHG management, enabling the implementation of emissions monitoring, energy management, process optimization, cleaner technologies, environmental assessments, employee awareness, and other climate-related initiatives. Integrating GHG management into the annual financial planning process ensures adequate resources for continual improvement in environmental performance.

Oversight of GHG management is led by a dedicated management team headed by the respective department manager, who serves as the GHG Coordinator. Supported by cross-functional representatives, the team is responsible for planning, implementing, monitoring, and reviewing GHG initiatives, driving emission reduction commitments through coordinated execution, regular performance reviews, and clear accountability.

The Company also maintains a structured, time-bound GHG emission reduction action plan that defines key initiatives, implementation timelines, responsible departments, KPIs, and periodic review mechanisms. This approach enables systematic progress tracking, effective execution of climate initiatives, and continuous evaluation and enhancement of emissions reduction performance.

Energy Efficiency, Technology Upgrades & Fuel Transition

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

Fariha Knit Tex Ltd. implements structured measures to improve energy efficiency across its manufacturing and support operations. Energy-efficient machinery, upgraded motors, and optimized production systems are deployed to reduce electricity consumption while maintaining operational performance.

The Company undertakes continuous process improvements, including automated monitoring systems and preventive maintenance, to minimize energy losses and improve efficiency. Fuel transition initiatives are also implemented where feasible, shifting toward lower-carbon energy sources to reduce emission intensity.

KPI Metric & Unit	2023	2024	2025
Total Energy Consumption (GJ)	759164.31	927966.59	922731.30

Waste heat recovery systems are utilized to capture and reuse excess thermal energy generated during operations, improving overall energy utilization and reducing fuel consumption.

Renewable Energy Adoption & Low-Carbon Energy Mix

GRI 302-1, 302-4, 305-5

The Company promotes the use of renewable energy to reduce dependence on fossil fuel-based power. Renewable energy sources such as solar power are integrated into operations where feasible, and procurement of cleaner energy is explored to improve the overall energy mix.

These initiatives contribute to reducing greenhouse gas emissions and enhancing long-term energy sustainability.

KPI Metric & Unit	2023	2024	2025
Renewable Energy Consumption (kWh)	0	26,881	17,20,070

GHG Emissions Management & Reporting

GRI 302, GRI 305

Fariha Knit Tex Ltd. monitors and reports greenhouse gas emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018. The Company applies an operational boundary approach to quantify and manage Scope 1, Scope 2, and relevant Scope 3 emissions, ensuring transparent, consistent, and reliable reporting of its greenhouse gas inventory.

GHG performance is monitored through periodic emissions assessments, operational reviews, environmental monitoring, and digital performance tracking. The Company utilizes key performance indicators (KPIs) to evaluate progress against its emission reduction objectives, identify improvement opportunities, and strengthen data-driven decision-making. This structured performance management approach supports continual improvement while advancing the Company's long-term decarbonization and sustainability commitments.

GHG Reduction & Climate Action Initiatives

GRI 302-4, 305-5

Building upon its GHG Management Framework, Fariha Knit Tex Ltd. implements a range of climate action initiatives to reduce greenhouse gas emissions and improve environmental performance across its operations. The Company integrates energy efficiency, cleaner technologies, renewable energy adoption, resource optimization, and continuous operational improvements into its manufacturing processes to support long-term decarbonization.

To strengthen data-driven climate planning, the Company utilizes Life Cycle Assessment (LCA) as an analytical tool to evaluate the carbon footprint associated with its operations, manufacturing processes, products, and services. The Company applies a product life cycle approach to assess environmental impacts and support climate-related planning and decision-making. Using a cradle-to-gate approach, environmental impacts are assessed from raw material sourcing through manufacturing until the finished product leaves the factory gate. The assessment helps identify emission hotspots, prioritize reduction opportunities, and formulate targeted action plans that support effective GHG management and more sustainable manufacturing practices. Insights generated through the LCA are incorporated into the Company's GHG reduction strategy, enabling informed decision-making and supporting lower lifecycle emissions through continual operational improvements.

Key Initiatives:

- Monitoring and optimization of fuel and electricity consumption across operations
- Preventive maintenance programs to improve equipment efficiency and reduce energy losses
- Process optimization initiatives to improve operational efficiency and minimize unnecessary energy consumption
- Adoption of technology-enabled operational systems to enhance production monitoring and resource utilization
- Integration of renewable energy to reduce dependence on conventional energy sources
- Internal awareness and training programs on energy conservation and responsible operational practices
- Operational reviews and environmental monitoring to identify opportunities for continual improvement
- Supplier and supply chain engagement to promote responsible environmental practices and reduce value chain emissions
- Continuous improvement initiatives aligned with operational efficiency, climate action, and environmental performance goals

The Company continues to evaluate opportunities to strengthen climate-related performance, improve operational efficiency, and support responsible manufacturing practices across its operations and value chain.

Scope 1 GHG Emissions
(Direct Emissions)

Scope 1 emissions include direct greenhouse gas emissions generated from sources owned or controlled by the Company, including fuel consumption in generators, boilers, production equipment, and company-controlled operational activities. Monitoring Scope 1 emissions supports improved operational efficiency and emissions management across manufacturing activities.

Year	2022 (Tco2eq)	2023 (Tco2eq)	2024 (Tco2eq)	2025 (Tco2eq)	2030 targets
Data	44,302.29	41,122.37	50,534.57	51,097.93	17%

Scope 2 GHG Emissions
(Indirect Energy Emissions)

Scope 2 emissions represent indirect greenhouse gas emissions associated with purchased electricity consumed across manufacturing and operational facilities. Monitoring electricity-related emissions supports energy management, operational efficiency improvement, and long-term climate-related performance tracking.

Year	2022 (Tco2eq)	2023 (Tco2eq)	2024 (Tco2eq)	2025 (Tco2eq)	2030 targets
Data	562.43	344.50	622.54	140.90	11%

Scope 3 GHG Emissions
(Value Chain Emissions)

Scope 3 emissions include indirect emissions associated with upstream and downstream activities across the Company’s value chain, including procurement, transportation, logistics, and supplier-related activities. The Company continues to strengthen visibility and engagement across its supply chain to support long-term emissions management and responsible sourcing practices.

Year	2022 (Tco2eq)	2023 (Tco2eq)	2024 (Tco2eq)	2025 (Tco2eq)	2030 targets
Data	2,78,775.73	3,53,665.09	3,93,550.77	3,61,864,01	12%

4 Value Chain
Emissions Breakdown

To strengthen value chain emissions management, Scope 3 emissions are categorized into upstream and downstream operational activities. This approach supports improved monitoring, supplier engagement, and operational transparency across the value chain.

Year	Category	Actual (tCO ₂ eq)
2023	Upstream	6536.61
2023	Downstream	4612.84
2024	Upstream	3891.75
2024	Downstream	4561.94
2025	Upstream	17,429.96
2025	Downstream	4648.9

5 GHG Emission Intensity

GHG emission intensity is monitored to evaluate operational carbon efficiency relative to business performance and operational output. The Company continues to strengthen monitoring practices to improve environmental performance and support responsible operational growth.

Year	2022 (tCO2eq /Revenue (in in Cr. Taka)	2023 (tCO2eq /Revenue (in in Cr. Taka)	2024 (tCO2eq /Revenue (in in Cr. Taka)	2025 (tCO2eq /Revenue (in in Cr. Taka)	2030 targets
Data	917.73	871.84	825.95	807.60	780.07

Energy & Carbon Audits and Emissions Assessment

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

Fariha Knit Tex Ltd. conducts periodic energy and carbon audits across manufacturing facilities, administrative operations, and transportation activities. These audits evaluate energy consumption patterns, identify high-energy-use areas, and assess greenhouse gas emissions across Scope 1, Scope 2, and relevant Scope 3 categories.

Audit findings are used to identify opportunities for energy savings, emission reduction, and operational improvements, supporting data-driven decision-making and continuous performance enhancement.

Employee Training & Low-Carbon Transportation Practices

GRI 404-2, 302-4, 305-3, 305-5

The Company conducts structured training programs to strengthen employee awareness on energy conservation and climate action. Training topics include efficient use of machinery, reduction of electricity wastage, GHG emission reduction practices, and awareness of climate-related risks and regulatory expectations.

In addition, the Company implements measures to reduce emissions associated with transportation activities. These include route optimization, efficient logistics planning, and efforts to improve fuel efficiency in transportation systems.

KPI Metric & Unit	2023	2024	2025
Employees Trained on Energy Efficiency (%)	50%	75%	75%

Carbon Offsetting & Emissions Mitigation Measures

GRI 305-1, 305-2, 305-5

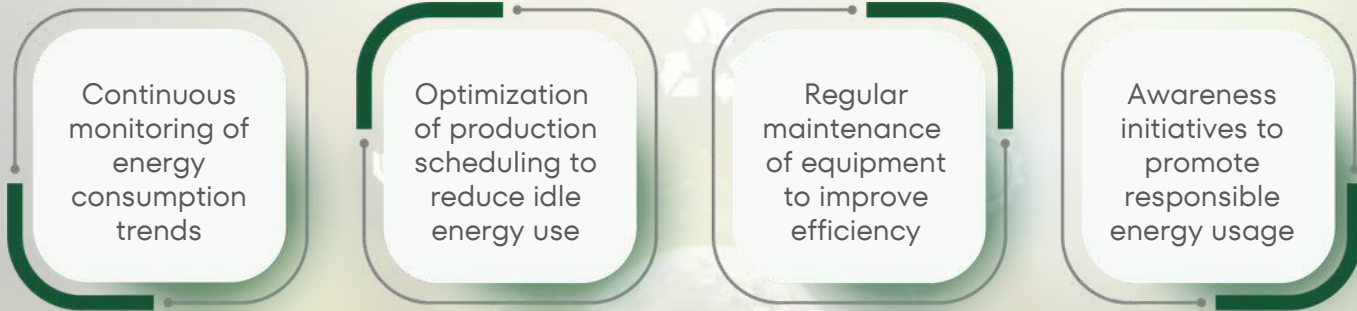
In addition to internal reduction initiatives, Fariha Knit Tex Ltd. undertakes measures to offset a portion of its unavoidable greenhouse gas emissions. This includes the purchase and retirement of verified carbon offset credits from recognized environmental projects such as renewable energy and ecosystem restoration.

These actions complement operational improvements and support broader climate responsibility objectives.

Additional Actions for Energy Efficiency & Emission Reduction

GRI 302-4, 305-5

The Company implements additional measures to strengthen energy management and reduce emissions across operations. These include:



These efforts support sustained improvement in energy performance and reduction in overall carbon footprint.

Climate Investment Roadmap

GRI 302-4, GRI 305-5

Fariha Knit Tex Ltd. has allocated a dedicated GHG Emission Reduction Budget of approximately USD 2.77 million for 2026-2030 to implement greenhouse gas reduction initiatives across Scope 1, Scope 2, and Scope 3. The investment supports energy efficiency, renewable energy, operational optimization, sustainable supply chain practices, waste management, employee awareness, carbon sequestration, and digital GHG monitoring. Supported by defined timelines, responsible departments, KPIs, and periodic performance reviews, the roadmap drives effective implementation, continual improvement, and the Company's long-term decarbonization, climate resilience, and sustainability objectives.

Customer Health & Safety Assurance Measures

GRI 416-1, 416-2

Product Safety Information & Customer Awareness

GRI 416-1, GRI 2-25

Fariha Knit Tex Ltd. provides structured information to customers regarding health and safety aspects associated with its textile products. This includes guidance on potential sensitivities linked to fabric composition, dyes, and finishing treatments used during manufacturing.

Customer-facing materials communicate possible risks such as skin irritation, allergic reactions, or discomfort arising from improper handling or unsuitable usage conditions. The Company also shares information on product quality controls, compliance with applicable safety standards, and safe handling practices to ensure that garments are used as intended without risk to end users.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
Customer safety training sessions conducted	5	8	9
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	50%	80%	80%

Control Measures for VOC Emissions from Products

GRI 416-1, GRI 2-25

Fariha Knit Tex Ltd. implements preventive measures to minimize volatile organic compound (VOC) emissions from its products. This is achieved through controlled selection of raw materials, dyes, and finishing chemicals that comply with relevant safety standards and regulatory requirements.

The Company conducts internal quality checks and reviews supplier compliance documentation to ensure that materials used do not contribute to harmful emissions. Continuous monitoring and improvement of chemical usage practices support reduced VOC levels and help prevent potential health concerns such as irritation or discomfort during product use.

Safe Product Use & Low-Impact Cleaning Practices

GRI 416-1

The Company provides clear care and maintenance instructions to ensure safe use of its garments without the need for harsh cleaning chemicals. Customers are advised to adopt gentle cleaning practices such as low-temperature washing, use of mild or eco-friendly detergents, and air drying to maintain product quality and safety.

These practices reduce exposure to strong chemicals that may cause skin irritation while also supporting lower environmental impact during product use.

Additional Measures to Safeguard Customer Health & Safety

GRI 416-1, 416-2

Fariha Knit Tex Ltd. undertakes additional measures to ensure that its products remain safe throughout their lifecycle. These include stringent quality control procedures, compliance with applicable product safety standards, and continuous evaluation of materials and processes to identify and mitigate potential risks.

The Company also maintains mechanisms to monitor customer feedback and address any safety-related concerns promptly, ensuring continuous improvement in product safety and reliability.



Climate Physical Risk & Resilience Management

GRI 201-2, 305-5

Climate Risk Identification & Impact Assessment

GRI 201-2, 302-5, 305-5

Fariha Knit Tex Ltd. conducts structured assessments to identify and evaluate the exposure of its operational sites to climate-related physical risks. These assessments analyze the potential impact of changing climate conditions on manufacturing facilities, infrastructure, supply chains, and overall business continuity.

The assessment framework covers both acute and chronic physical risks:

01 Acute physical risks

Evaluation of event-driven hazards such as floods, storms, heatwaves, and extreme weather events that may disrupt production, damage assets, or affect worker safety.

02 Chronic physical risks

Analysis of long-term climate shifts including rising temperatures, prolonged heat stress, water scarcity, and changing rainfall patterns that may impact operational efficiency and resource availability.

The Company also considers location-specific vulnerabilities, including water stress conditions and supply chain exposure to climate-related disruptions. Findings from these assessments support informed decision-making and prioritization of risk mitigation measures.

KPI Metric & Unit	2023	2024	2025
% of operational sites evaluated for specific environmental risks	100%	100%	100%

Climate Risk Recovery & Long-Term Adaptation Planning

GRI 201-2, 302-5, 305-5

Fariha Knit Tex Ltd. has established a structured approach to manage climate-related physical risks through both short-term recovery and long-term adaptation strategies.

01 Short-term recovery measures

focus on ensuring rapid restoration of operations following extreme climate events. These include protocols for protecting physical assets, maintaining worker safety, restoring utilities, and resuming production activities with minimal disruption.

02 Long-term adaptation measures

are designed to enhance resilience against evolving climate conditions. These include improvements in infrastructure, optimization of resource use such as water and energy, and adjustments to operational planning to address risks such as heat stress and water availability.

The Company periodically reviews and updates its climate risk management approach to incorporate emerging risks, improve preparedness, and ensure sustained operational continuity.



Air Emissions & Local Environmental Impact Management

GRI 305, 306

Air Pollution Prevention & Emission Control Systems

GRI 305-7, 306-2

Fariha Knit Tex Ltd. implements process-level controls to prevent and reduce emissions of atmospheric pollutants and other environmental nuisances arising from its operations. Measures are focused at the source and include optimization of production processes, controlled chemical usage, and improved handling systems to limit emissions of dust, particulate matter (PM), volatile organic compounds (VOCs), sulphur oxides (SO₂), and nitrogen oxides (NO_x).

To specifically control particulate emissions, the Company deploys filtration systems, localized exhaust ventilation, and dust collection units across relevant production areas. Controlled material handling, regular housekeeping, and water-based suppression techniques are also applied to prevent dispersion of fine particles and maintain air quality within and around the facility.

Closed or controlled systems are utilized in applicable processes to contain and manage sulphur-related emissions, reducing their release into the surrounding environment and supporting improved air quality performance.

Noise Monitoring & Mitigation Measures

GRI 413-2

The Company conducts periodic noise monitoring at site boundaries and operational zones to assess noise levels and ensure compliance with applicable standards. Monitoring results are reviewed to identify areas requiring corrective action.

To mitigate noise emissions, engineering controls such as equipment maintenance, installation of noise dampening systems, and use of barriers or enclosures are implemented. These measures help reduce disturbance to nearby communities and support a safe working environment.

Odor Control & Environmental Nuisance Management

GRI 305-7, 306-2

Fariha Knit Tex Ltd. manages odor emissions through controlled storage of chemicals, proper handling practices, and effective ventilation systems. Isolated storage areas and exhaust mechanisms are used to prevent accumulation and release of odors.

In addition, the Company addresses other environmental nuisances through operational controls, including maintaining clean work environments, minimizing fugitive emissions, and improving process efficiency to reduce non-GHG pollutants.

Traffic & Logistics Optimization

GRI 413-2

Structured logistics planning is implemented to minimize traffic congestion and related impacts around operational sites. Measures include scheduling transportation activities outside peak hours, optimizing routes, and managing vehicle movement within premises.

These practices help reduce localized emissions, improve traffic flow, and limit disturbances to surrounding communities.



5 | Labour & Human Rights Policy



Labour & Human Rights Policy

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

Key Focus Area:

01 Employees' Safety and well-being

Qualitative Target: To create a safe and supportive work environment where all employees feel protected and their health and well-being are prioritized

Quantitative Target: To reduce workplace accidents by 25% till 2030 and to ensure 100% of employees receive safety training annually.

02 Employee Engagement

Qualitative Target: To actively promote channels for feedback, collective bargaining, and resolution of workplace concerns.

Quantitative Target: Organize quarterly meetings to enhance collaboration between management and labor representatives, aiming to achieve 85% participation by 2030.

03 Child Labor, Forced Labor, and Human Trafficking

Qualitative Target: To maintain a zero-tolerance policy toward child labor, forced labor, and human trafficking and integrating ethical practices into all operations and extending it to our supply chain also.

Quantitative Target: Conduct audits of 100% of tier-one suppliers for compliance by 2030, and provide anti-exploitation training to all suppliers.

04 Workplace Conditions

Qualitative Target: To maintain fair and equitable working conditions by providing decent wages, adequate facilities, and a balanced workload for all employees. Compliance with international labor standards remains a key focus.

Quantitative Target: To continuously organize annual employee satisfaction surveys on working conditions with a target of achieving an 85% positive satisfaction rate by 2030.

05 Diversity, Equity, and Inclusion (DEI)

Qualitative Target: To foster an inclusive workplace where all individuals are valued, respected, and provided equal opportunities. Diversity is actively promoted at all levels of the organization, including in decision-making processes.

Quantitative Target: To increase women's representation in leadership roles to 30% by 2030 and align workforce diversity ratios with national benchmarks by 2030.

06 External Stakeholder Human Rights

Qualitative Target: To partner with leading advocacy organizations to promote human rights across the value chain. This includes collaborating on awareness programs, ensuring ethical practices, and supporting capacity-building initiatives. Together, we will strengthen human rights protections and drive positive change in our supply chain.

Quantitative Target: To integrate human rights clauses into all supplier contracts and ensure 100% compliance by 2030.

07 Career Development and Training

Qualitative Target: To foster a workforce that thrives on learning and development by supporting employees in pursuing career advancement through skills development and training opportunities.

Quantitative Target: Each employee will receive a minimum of 20 hours of training annually, with internal promotions increasing by 10% by 2030.

Employee Development, Performance & Career Management

GRI 401, 404

Structured Skills Development & Learning Programs

GRI 404-1, 404-2

Fariha Knit Tex Ltd. implements comprehensive training programs designed to address the specific skill requirements of its workforce. Training needs are identified through structured assessments of employee roles, competency levels, and operational requirements, covering both technical and behavioral skill areas.

Based on these assessments, tailored learning pathways are developed for employees, incorporating on-site training, digital modules, and practical on-the-job learning. Key focus areas include technical skill enhancement related to textile operations, quality control, machine handling, as well as soft skills such as communication, teamwork, and problem-solving.

Training effectiveness is monitored through completion tracking and periodic evaluation to ensure alignment with individual development needs and organizational objectives.

KPI Metric & Unit	2023	2024	2025
Employees Covered Under Training (%)	100%	100%	100%
Average Training per Employee (Hours)	4	5	4

Performance Evaluation & Continuous Feedback Mechanism

GRI 404-3

The Company conducts regular performance assessments to evaluate employee contributions across defined parameters such as productivity, quality, behavioral competencies, and adherence to operational standards.

Performance reviews are carried out periodically through structured appraisal processes, enabling supervisors to provide feedback, identify improvement areas, and recognize performance outcomes. These evaluations support both qualitative and quantitative assessment of employee performance and ensure continuous alignment with business objectives.

KPI Metric & Unit

2023

2024

2025

Employees Receiving Regular Performance Reviews (%)

100%

100%

100%

Individual Development Planning & Career Growth Framework

GRI 404-2, 404-3

Fariha Knit Tex Ltd. supports employee growth through structured individual development planning processes. Based on performance assessments, employees are provided with development plans that outline their strengths, areas for improvement, and both short-term and long-term career objectives.

These plans include targeted training, mentoring, skill enhancement, and on-the-job learning opportunities designed to help employees achieve their career goals. Progress against development plans is periodically reviewed to ensure continuous improvement and career advancement.

Internal Mobility & Career Progression Practices

GRI 401-1, 404-2, 404-3

The Company promotes internal mobility by providing employees with opportunities for career progression within the organization. Open positions are communicated internally, enabling employees to apply for roles aligned with their skills and aspirations.

Career progression is supported through promotions, cross-functional movement, and skill-based role transitions, allowing employees to expand their competencies and grow within the organization. These practices strengthen talent retention and build a capable internal workforce.

Additional Measures for Career Development & Workforce Support

GRI 401, 404

In addition to structured programs, Fariha Knit Tex Ltd. implements supporting practices to enhance employee development across all career stages. These include structured induction programs, role clarity, continuous feedback mechanisms, and support during organizational changes.

The Company also ensures that employees are provided with guidance and resources to adapt to evolving job requirements, supporting long-term employability and workforce stability.

Working Conditions, Employee Welfare & Well-being

GRI 401, 402, 403, 405

Working Hours & Overtime Management

GRI 401-2, 402-1

Fariha Knit Tex Ltd. implements structured time-tracking systems and internal monitoring processes to manage employee working hours across operations. These systems support monitoring of regular and overtime hours, identification of irregular working patterns, and timely corrective actions to maintain compliance with labor regulations and company requirements.

All overtime and atypical working hours are formally recorded, and employees receive compensation in accordance with applicable labor laws, contractual obligations, and company policies.

KPI Metric & Unit	2023	2024	2025
Total Working Hours Recorded (Manhours)	1690000	1595000	1560030
% of your plants and offices that were assessed	100%	100%	100%

Fair Wages & Living Wage Practices

GRI 401-1, 401-2, 405-2

The Company maintains operational processes to review and monitor employee wage levels to ensure fair, adequate, and competitive remuneration practices. Wage reviews consider inflation trends, local economic conditions, cost of living, industry benchmarks, and applicable labor standards to support employee financial wellbeing.

Fariha Knit Tex Ltd. also conducts periodic analysis of employee wages against recognized living wage benchmark methodologies, including internationally acknowledged approaches such as the Anker Methodology and WageIndicator frameworks. Findings from these assessments are used to strengthen salary structures, support fair compensation practices, and identify opportunities for continuous improvement in employee remuneration.

Additional measures to reduce potential living wage gaps include periodic salary reviews, hiring practice improvements, employee awareness initiatives on remuneration practices, and continuous evaluation of compensation structures to maintain alignment with evolving living wage considerations.

KPI Metric & Unit	2023	2024	2025
Employees paid Above Minimum wage rules (%)	100%	100%	100%
Average Salary above Minimum Wages (BDT.)	13590	14251	15475

Remuneration Transparency & Employee Support

GRI 401-1, 401-3, 405-2

Clear communication mechanisms are maintained to ensure employees understand remuneration structures, including salary components, overtime compensation, incentives, benefits, and progression opportunities. Relevant remuneration information is communicated through formal employee communication channels and workplace engagement practices.

The Company also promotes employee wellbeing through family-friendly initiatives, flexible work arrangements, and employee welfare programs designed to support work-life balance and workforce stability. Support measures may include shift flexibility, wellness initiatives, parental support, employee assistance programs, and role-based flexible working arrangements where operationally feasible.

Health care support is additionally provided through insurance and medical assistance mechanisms covering work-related and non-work-related health needs for employees and, where applicable, their dependents.

Employee Feedback & Worker Voice

GRI 2-29, 401-3, 402-1

Fariha Knit Tex Ltd. regularly gathers employee feedback to assess workplace satisfaction, morale, engagement, and operational conditions. Feedback mechanisms include employee satisfaction surveys, engagement sessions, and confidential worker voice channels designed to strengthen communication and identify improvement opportunities.

Where applicable, third-party worker voice platforms are utilized to support confidential, accessible, and multilingual workforce feedback collection through multiple communication channels for proactive workplace management.

Prevention of Discrimination & Workplace Harassment

GRI 405, 406

Fair Recruitment, Equal Opportunity & Pay Equity Practices

GRI 405-1, 405-2, 406-1

Fariha Knit Tex Ltd. follows a transparent, merit-based approach in recruitment, ensuring that all hiring decisions are based solely on qualifications, skills, and job requirements. Standardized recruitment procedures, defined selection criteria, and structured evaluation processes are applied to prevent any form of discrimination during hiring.

The Company also promotes equal opportunities in professional development and promotion by ensuring that all employees have fair access to training, career advancement, and performance-based growth.

Remuneration practices are regularly reviewed to ensure equal pay for equal work. Wage structures are monitored to identify and address any disparities, supporting fairness and equity across all employee groups.

KPI Metric & Unit	2023	2024	2025
Gender Pay Gap (%)	0%	0%	0%
% of women within the organization’s board	1%	1%	1%

Workplace Inclusion, Accessibility & Employee Support Initiatives

GRI 405-1, 406-1

The Company promotes an inclusive workplace by implementing programs that support equal participation of all employees. This includes initiatives such as mentoring, awareness programs, and structured engagement activities to foster diversity and inclusion.

Specific measures are implemented to support employees with disabilities, including accessible infrastructure, ergonomic workplace arrangements, and role-based accommodations that enable them to perform their duties effectively.

Employee resource and support groups are encouraged across the organization to provide a platform for collaboration, shared experiences, and support among employees, including those from diverse or vulnerable groups.

Training, Awareness & Harassment Prevention Measures

GRI 406-1

Fariha Knit Tex Ltd. conducts regular training programs to educate employees on discrimination, harassment, and respectful workplace behavior. These programs cover awareness of unacceptable conduct, inclusive practices, and responsibilities of employees in maintaining a safe and respectful work environment.

In addition to training, proactive measures are implemented to prevent workplace harassment. These include workplace monitoring, leadership accountability, and promotion of a culture of respect and zero tolerance toward any form of harassment.

KPI Metric & Unit	2023	2024	2025
Employees Trained on Anti-Discrimination (%)	100%	100%	100%
Harassment Complaints (#)	NIL	NIL	NIL

Additional Measures to Strengthen Inclusive Workplace Practices

GRI 405, 406

Fariha Knit Tex Ltd. implements additional actions to strengthen its commitment to a discrimination-free workplace. These include regular awareness initiatives, internal reviews of workplace culture, and continuous improvement of policies and practices related to diversity, equity, and inclusion.

Employee engagement platforms and feedback mechanisms are also utilized to identify emerging risks and reinforce a safe, inclusive, and respectful work environment.



Child & Forced Labor Prevention

GRI 408, 409, 412

Human Rights Risk Review

GRI 408-1, 409-1, 412-1

Fariha Knit Tex Ltd. conducts structured human rights impact assessments to identify and evaluate risks related to child labor, forced labor, and human trafficking across its operations and workforce practices.

Assessments include review of recruitment procedures, contractor practices, workforce documentation, working conditions, and labor management systems to identify actual or potential human rights risks. Risk areas are evaluated based on severity and likelihood, enabling prioritization of preventive and corrective measures.

The Company also undertakes periodic monitoring of internal controls, compliance reviews, and operational practices to assess effectiveness of actions implemented to prevent human rights violations.

KPI Metric & Unit	2023	2024	2025
% of targeted suppliers with ESG contract clauses	100%	100%	100%
% of raw material suppliers audited for human rights compliance	95%	95%	100%

Human Rights Training & Awareness

GRI 404-1, 408-1, 409-1, 412-2

Fariha Knit Tex Ltd. conducts dedicated training and awareness programs to strengthen employee understanding of child labor, forced labor, and human trafficking risks. Training covers responsible recruitment, age verification procedures, worker rights, grievance reporting channels, and identification of indicators related to forced labor and exploitation.

The Company also engages employees, worker representatives, and relevant stakeholders to strengthen awareness and support identification and mitigation of potential human rights risks within operations and labor practices.

KPI Metric & Unit	2023	2024	2025
Employees Trained on Human Rights (%)	50%	75%	90%
% of operational sites undergone the Labour and Human Rights Assessments	100%	100%	100%

Human Rights Training & Awareness

GRI 408-1, 409-1, 412-2

The Company maintains strict recruitment and employment controls to prevent child labor, forced labor, and exploitative practices. All employees are required to provide valid government-issued identification documents for age verification prior to employment confirmation, ensuring compliance with minimum legal working age requirements.

Due diligence procedures are also applied to recruitment agencies and labor contractors through review of compliance practices, contractual conditions, and ethical recruitment standards. The Company prohibits charging recruitment fees to workers and promotes transparent employment terms and fair labor practices throughout recruitment processes.

Fariha Knit Tex Ltd. additionally prohibits retention of original employee identification documents and ensures workers maintain control over their personal documents and freedom of movement at all times. Security personnel and responsible staff are instructed on appropriate conduct and prevention of excessive restraint or intimidation practices.

Strengthening Responsible Labor Practices

GRI 408, 409, 412

Fariha Knit Tex Ltd. continuously strengthens its human rights due diligence processes through periodic policy reviews, workforce engagement, supplier and contractor monitoring, and awareness initiatives related to responsible labor practices.

These efforts support the Company’s commitment to maintaining a workplace free from child labor, forced labor, human trafficking, and other human rights violations across its operations and business relationships.



Employee Health & Safety

GRI 403

Safety Risk Assessment & Hazard Control

GRI 403-1, 403-2

Fariha Knit Tex Ltd. conducts regular health and safety risk assessments to identify workplace hazards and implement appropriate preventive controls. Assessments cover machinery operations, hazardous substances, workplace ergonomics, environmental conditions, and operational safety risks.

The Company also conducts equipment inspections, hazardous substance monitoring, and workplace safety reviews to strengthen accident prevention and maintain safe working conditions. Measures are additionally implemented to protect employees exposed to extreme climatic conditions and repetitive strain risks.

KPI Metric & Unit	2023	2024	2025
People Trained on Health & Safety (in Manhours)	300	290	350
Work-related Accidents (#)	0	0	0

Emergency Preparedness & Safety Training

GRI 403-2, 403-5

The Company maintains an emergency action plan covering incidents such as fire, machinery accidents, chemical spills, electrical hazards, and workplace injuries. Emergency exits, evacuation routes, first-aid facilities, and firefighting equipment are maintained across operational areas.

Employees receive regular health and safety training on safe work practices, PPE usage, machinery handling, fire safety, emergency response, and accident prevention. Periodic drills and refresher sessions strengthen preparedness and workplace safety awareness.

KPI Metric & Unit	2023	2024	2025
Number of days lost to work-related injuries, fatalities and ill health	0	0	0
Lost time Severity (LTS) frequency rate for Employees	0	0	0

Employee Wellbeing & Occupational Health Measures

GRI 403-3, 403-6

Fariha Knit Tex Ltd. conducts periodic employee health check-ups to support early identification of occupational health risks, particularly for employees exposed to machinery, noise, dust, chemicals, or other workplace hazards.

The Company also implements ergonomic measures, job rotation practices, and workstation improvements to reduce repetitive strain injuries (RSI). Mental wellbeing support measures, including communication channels, awareness initiatives, and employee support systems, are maintained to address workplace stress and psychological wellbeing.

Safety Reporting, Contractor Protection & Worker Welfare

GRI 403-2, 403-7, 403-9

The Company maintains formal reporting mechanisms for employees to raise occupational health and safety concerns, incidents, or workplace hazards through accessible grievance channels. All reported cases are documented, investigated, and addressed through corrective and preventive actions.

Health and safety measures are also extended to contractors, temporary workers, and other non-employee personnel working on company premises through induction training, PPE provision, and emergency preparedness support.

Where accommodation is provided for employees, housing facilities are maintained with appropriate safety, hygiene, ventilation, and emergency arrangements to support employee wellbeing.

Continuous Workplace Safety Improvement

GRI 403

Fariha Knit Tex Ltd. continuously strengthens workplace health and safety practices through regular monitoring, awareness initiatives, preventive actions, and operational reviews to maintain a safe and healthy working environment across its operations.

Workplace Grievance & Remediation Framework

GRI 2-25, 403-2, 406-2, 408-1, 409-1

Fariha Knit Tex Ltd. maintains a structured grievance and remediation framework that enables employees and relevant stakeholders to confidentially report workplace-related concerns through accessible reporting channels. The mechanism supports timely identification, investigation, corrective action, and resolution of workplace issues while promoting a safe, fair, and respectful working environment.

The framework covers concerns related to working conditions, wages and benefits, discrimination and harassment, child labor, forced labor, human trafficking, workplace safety, employee welfare, and unethical recruitment practices. Multiple reporting channels are available to ensure accessibility, confidentiality, and protection against retaliation.



Key Areas Covered

Grievance Area	Focus Topics
Working Conditions	Working hours, overtime, wages, benefits, employee welfare
Discrimination & Harassment	Workplace misconduct, unfair treatment, harassment
Human Rights	Child labor, forced labor, human trafficking risks
Health & Safety	Unsafe conditions, workplace incidents, operational concerns

Reporting & Resolution Process

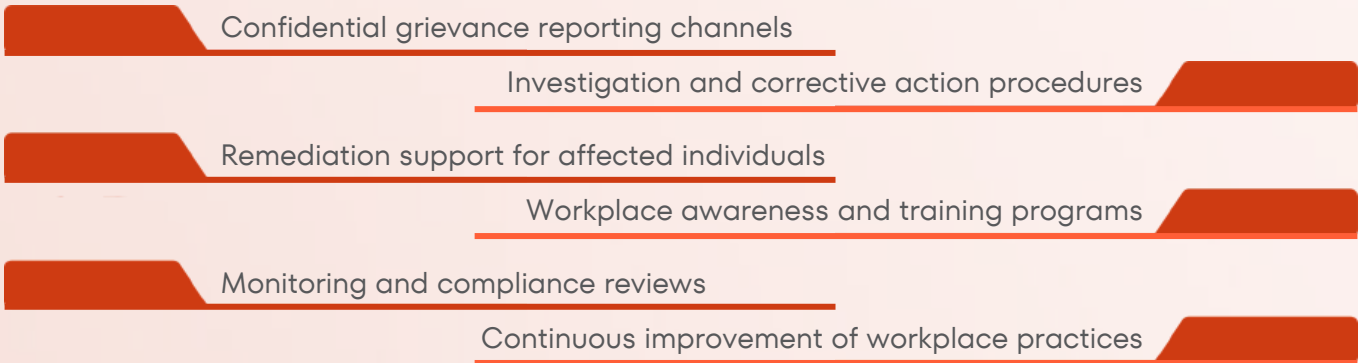
GRI 2-25, 403-2



All concerns raised through the grievance mechanism are formally documented and reviewed through structured internal procedures. Depending on the nature of the issue, the Company implements corrective actions, remediation measures, policy reinforcement, awareness initiatives, and monitoring processes to prevent recurrence and strengthen workplace practices.

Corrective & Preventive Measures

GRI 403-2, 406-2, 408-1, 409-1



Through this framework, Fariha Knit Tex Ltd. continues to strengthen employee well-being, responsible labor practices, workplace accountability, and human rights protection across its operations.

Social Dialogue & Employee Engagement

GRI 2-30, GRI 403-4

Fariha Knit Tex Ltd. believes that open communication, mutual trust, and active employee participation are fundamental to building a productive, inclusive, and responsible workplace. The Company is committed to fostering a culture where employees are encouraged to openly express their views, share ideas, and actively participate in workplace discussions that influence their professional well-being and organizational success.

To strengthen employee engagement, the Company maintains structured communication channels that facilitate continuous dialogue between employees and management. Employee representatives and worker participation mechanisms are recognized to ensure that workforce perspectives are effectively communicated and considered during decision-making processes. Through regular interactions, consultation meetings, employee forums, departmental discussions, and workplace communication platforms, the Company promotes transparent information sharing and collaborative problem-solving across all levels of the organization.

Employee representatives are consulted on matters relating to workplace conditions, occupational health and safety, employee welfare, operational practices, and other employment-related matters. These consultation mechanisms encourage constructive dialogue, strengthen employee confidence, and support a workplace culture built on transparency, respect, and shared accountability.

The Company also encourages employees to contribute suggestions for operational improvements, workplace safety, productivity enhancement, and employee well-being. Feedback received through various engagement platforms is reviewed by the relevant management teams and incorporated into improvement initiatives wherever appropriate, reinforcing a culture of continuous improvement and employee participation.

Collective Agreements & Workforce Protection

GRI 2-30, GRI 402-1, GRI 407-1

Fariha Knit Tex Ltd. is committed to upholding internationally recognized labor principles and ensuring that employees are treated fairly, respectfully, and in accordance with applicable labor laws and regulations. The Company recognizes the importance of collective dialogue in maintaining positive industrial relations and fostering a stable and inclusive working environment.

The Company supports formal collective agreements that provide a structured framework for managing key employment conditions and protecting employee rights. These agreements cover important workplace matters, including terms of employment, working hours, wages and benefits, leave entitlements, occupational health and safety, learning and development opportunities, grievance handling, equal employment practices, and the prevention of discrimination, harassment, and unfair labor practices.

Employee representatives actively participate in discussions relating to workplace policies, employee welfare initiatives, health and safety programs, and other matters that directly impact the workforce. Through this collaborative approach, the Company promotes fair labor practices, strengthens workforce protection, and maintains constructive relationships between management and employees.

In accordance with applicable legal and regulatory requirements, employees are also informed of significant operational or organizational changes within appropriate notice periods. This transparent communication approach supports workforce preparedness, minimizes uncertainty, and enables effective consultation throughout periods of organizational change.

KPI Metric & Unit	2023	2024	2025
Employees Covered Under Collective Agreements (%)	100%	100%	100%

The Company's continued achievement of 100% employee coverage under collective agreements reflects its commitment to maintaining transparent labor relations, protecting employee rights, and fostering an equitable and collaborative workplace.

Social Dialogue & Resolution Mechanisms

GRI 2-30, GRI 403-4

Fariha Knit Tex Ltd. has established structured mechanisms to facilitate effective communication, consultation, and timely resolution of workplace concerns. The Company encourages employees to raise questions, provide feedback, and report concerns through accessible communication channels designed to promote openness, confidentiality, and fair treatment.

These mechanisms include employee committees, consultation meetings, grievance resolution procedures, workplace discussion forums, and direct communication with supervisors and management representatives. Employees are encouraged to communicate workplace concerns relating to health and safety, employee welfare, operational practices, workplace behavior, and other employment-related matters without fear of retaliation.

All concerns and grievances are reviewed objectively by the appropriate management personnel, with corrective and preventive actions implemented wherever necessary. The Company monitors the effectiveness of grievance resolution processes and regularly reviews workplace feedback to identify opportunities for improvement, strengthen employee confidence, and reinforce a culture of fairness, accountability, and mutual respect.

Through continuous dialogue and transparent communication, the Company seeks to build strong relationships with its workforce while ensuring that employee concerns are addressed in a timely, equitable, and responsible manner.



Continuous Workforce Engagement

GRI 2-30

Employee engagement at Fariha Knit Tex Ltd. extends beyond formal consultation processes and forms an integral part of the Company's people management approach. The Company regularly organizes awareness programmes, departmental meetings, employee interaction sessions, and workplace communication initiatives to encourage collaboration, knowledge sharing, and active workforce participation.

Employees are encouraged to contribute ideas that improve operational efficiency, workplace safety, environmental performance, product quality, and overall organizational effectiveness. Management actively considers employee feedback while reviewing workplace practices, operational processes, and employee welfare initiatives to support informed decision-making and continuous organizational improvement.

By promoting regular communication, recognizing employee contributions, and encouraging collaborative participation, the Company strengthens employee engagement, reinforces positive labor relations, and cultivates an inclusive workplace culture that supports long-term business sustainability and shared value creation.



6 | Ethics Policy



Ethics Policy

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

01 Corruption

Qualitative Target: Ensure continuous training for employees on identifying and preventing corruption-related activities.

Quantitative Target: Maintain a 100% compliance rate in anti-corruption audits across all departments by 2030

02 Conflict of Interest

Qualitative Target: Promote transparency in all procurement and business relationships to prevent conflicts of interest and implement a clear, accessible process for reporting and addressing potential conflicts of interest.

Quantitative Target: Ensure 100% of key employees and suppliers sign conflict of interest declarations by 2030.

03 Fraud

Qualitative Target: To maintain an independent internal audit team to review fraud investigations and ensure accountability and transparency in resolving cases.

Quantitative Target: Achieve a target of 90% employee participation in fraud prevention training by 2030, ensuring employees are equipped with the knowledge to detect and prevent fraudulent activities.

04 Money Laundering

Qualitative Target: To continuously implement measures to identify, prevent, and report suspicious transactions related to money laundering activities.

Quantitative Target: Ensure that 100% of employees complete AML training by 2030 to maintain awareness and compliance.

05 Anti-Competitive Practices

Qualitative Target: Encourage transparency in pricing, procurement, and market strategies to avoid unfair competitive practices.

Quantitative Target: Ensure 100% of suppliers adhere to anti-competitive practices clauses in their contracts by 2030.

06 Responsible Information Management

Qualitative Target: Promote a company-wide culture of data security awareness and responsibility

Quantitative Target: Achieve 100% employee training on data privacy and responsible information management by 2030.

Ethics, Integrity & Compliance Management

GRI 205, 418

Governance Structure & Ethical Oversight

GRI 2-9, 2-12

Fariha Knit Tex Ltd. maintains a structured governance framework to ensure accountability, transparency, and effective implementation of ethical business practices across its operations.

The Board and senior management oversee ethics, compliance, and risk management matters, while designated compliance and functional teams support implementation of anti-corruption controls, information security measures, grievance handling, and policy compliance. Internal review mechanisms and cross-functional coordination help ensure that ethical standards are integrated into operational activities and decision-making processes.

Ethical Risk Assessment & Compliance Controls

GRI 205-1, 2-23, 2-24

The Company conducts periodic ethics and compliance risk assessments to identify areas exposed to corruption, fraud, conflict of interest, data security concerns, and governance-related risks. Assessments cover operational processes, procurement activities, third-party interactions, financial transactions, and information management systems.

Defined control procedures are implemented to strengthen oversight, including approval hierarchies, segregation of duties, transaction monitoring, and policy-based authorization processes for sensitive activities. Internal reviews and compliance audits are conducted regularly to evaluate effectiveness of controls and identify improvement opportunities.

KPI Metric & Unit	2023	2024	2025
Operations Covered Under Ethics Risk Assessment (%)	100%	100%	100%
% of sites internally audit for business ethics	100%	100%	100%

Third-Party Due Diligence & Responsible Business Screening

GRI 205-1, 205-2, 414-1, 418-1

Fariha Knit Tex Ltd. performs due diligence on suppliers, contractors, vendors, and other third parties to ensure alignment with ethical, legal, and information security requirements.

The due diligence process includes background verification, compliance screening, review of business practices, and evaluation of third-party controls related to anti-corruption, confidentiality, and responsible conduct. Relevant contractual obligations and compliance requirements are integrated into business engagements to reduce risks associated with external partnerships.

Whistleblower & Confidential Reporting Mechanism

GRI 2-25, 2-26, 205-3, 418-1

The Company maintains a formal whistleblower mechanism that enables employees and external stakeholders to report concerns related to corruption, fraud, unethical conduct, or information security issues through confidential reporting channels.

The mechanism ensures confidentiality, non-retaliation protection, and accessibility through designated communication channels such as email, hotline, or authorized contact personnel. All reported concerns are documented, investigated, and addressed through structured review procedures.

KPI Metric & Unit	2023	2024	2025
Whistleblower Complaints Reported (#)	NIL	NIL	NIL

Training & Awareness on Ethical Conduct and Information Security

GRI 205-2, 404-2, 418-1

The Company conducts structured training and awareness programs to strengthen employee understanding of ethical business practices and responsible information management. Training programs cover topics such as anti-bribery compliance, conflict of interest, whistleblower protection, confidential information handling, cybersecurity awareness, and data protection practices.

Training is delivered through induction sessions, periodic awareness programs, and targeted functional learning initiatives to ensure employees understand their responsibilities related to ethics and compliance.

KPI Metric & Unit	2023	2024	2025
Employees Trained on Ethics & Compliance (%)	50%	75%	77%
No of Complaints reported on Information Security Breach	NIL	NIL	NIL

Incident Response, Data Protection & Records Management

GRI 418-1

Fariha Knit Tex Ltd. maintains procedures to manage information security incidents and protect confidential stakeholder data from unauthorized access or disclosure. Access controls, secure storage systems, and defined records retention schedules are implemented to ensure responsible management of sensitive information.

An Incident Response Plan (IRP) is established to detect, contain, investigate, and mitigate information security breaches. Stakeholder consent processes are also maintained to ensure transparency regarding collection, processing, sharing, and retention of confidential information.

Corrective Actions & Continuous Improvement Measures

GRI 205, 418-1

The Company implements corrective and preventive actions where ethical or compliance concerns are identified. Depending on the nature of the issue, actions may include policy reinforcement, retraining, enhanced controls, disciplinary measures, or process improvements.

Continuous monitoring, awareness initiatives, and periodic policy reviews support ongoing strengthening of governance, ethical conduct, and responsible information management practices across operations.

7 | Sustainable Procurement Policy



Sustainable Procurement Policy

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

Key Focus Area:

01 Supplier Environmental Practices

Qualitative Target: To Promote supplier participation in environmental certification programs (e.g., ISO 14001, Fair Trade, etc.).

Quantitative Target: Achieve 80% of suppliers obtaining recognized environmental certifications by 2030.

02 Supplier Social Practices

Qualitative Target: To offer training sessions for suppliers on human rights and fair labor practices.

Quantitative Target: Achieve 100% engagement of suppliers in human rights and ethical labor practices workshops by 2030.

03 Supplier Engagement and Capacity Building

Qualitative Target: Build strong relationships with suppliers through transparent communication and shared sustainability goals.

Quantitative Target: Recognize top 5% of suppliers annually through a Supplier Recognition Program starting in 2026

04 Inclusive Sourcing

Qualitative Target: To promote equal and fair opportunities for local, diverse, and small suppliers within the procurement process.

Quantitative Target: Establish partnerships with 5% of total suppliers from diverse backgrounds, including women-owned, minority-owned, and local businesses, by year 2030, fostering collaboration and long-term growth.

05 Ethical Sourcing

Qualitative Target: Ensure traceability of raw materials to verify ethical sourcing standards.

Quantitative Target: Increase 5% partnership with certified ethical sourcing organizations by year 2030.



Responsible Supply Chain Management

GRI 204, 308, 405, 406, 414

Sustainable Procurement Governance & Supplier Expectations

GRI 204-1, 308-1, 414-1

Fariha Knit Tex Ltd. maintains a structured sustainable procurement framework to integrate environmental, social, ethical, and human rights considerations into supplier management and sourcing activities.

The Company communicates its sustainability expectations through a Supplier Code of Conduct covering labor standards, environmental compliance, workplace safety, ethical business conduct, anti-discrimination principles, and responsible sourcing practices. Sustainability-related clauses are also integrated into supplier agreements to strengthen accountability and compliance across the supply chain.

Supply Chain Risk Assessment & Responsible Supplier Evaluation

GRI 308-1, 414-1, 414-2

Fariha Knit Tex Ltd. conducts risk-based assessments to identify potential environmental, labor, human rights, and governance risks within its supply chain. Assessments consider supplier operations, geographic exposure, workforce conditions, and sustainability-related impacts to prioritize risk management efforts.

The Company also evaluates suppliers through sustainability questionnaires, compliance reviews, and monitoring mechanisms to verify implementation of responsible business practices and mitigation measures.

Periodic on-site or virtual supplier audits are conducted to assess compliance with sustainability requirements and identify areas requiring corrective actions or further engagement.

KPI Metric & Unit	2023	2024	2025
Suppliers Assessed on ESG Criteria (%)	75%	80%	90%
Supplier Sustainability Audits Conducted (#)	95%	97%	100%

Inclusive Sourcing & Supplier Capacity Development

GRI 204-1, 405-1, 406-1, 414-1

The Company promotes inclusive sourcing practices by applying fair and transparent supplier selection processes that provide equal opportunity to suppliers without discrimination based on ownership, location, or business scale. Local and diverse suppliers are encouraged to participate within the sourcing network to support inclusive economic development.

Fariha Knit Tex Ltd. also communicates expectations to suppliers regarding prevention of discrimination, harassment, and unfair labor practices within their workforce. Supplier engagement activities, awareness initiatives, and sustainability guidance support improvement of supplier practices related to inclusion, workplace respect, and responsible employment conditions.

Training programs are additionally conducted for procurement personnel to strengthen understanding of environmental, labor, and ethical risks across the supply chain and support responsible sourcing decisions.

Supplier Performance Management, Worker Voice & Corrective Actions

GRI 2-25, 308-1, 414-2

The Company integrates sustainability considerations into supplier performance evaluation and procurement decision-making processes. Supplier performance related to environmental, social, and ethical practices is monitored as part of ongoing supplier engagement and review activities.

Grievance and feedback mechanisms are available to relevant supply chain stakeholders, including supplier workers and affected parties, enabling identification and resolution of labor, workplace, and human rights concerns.

Where gaps or non-conformities are identified, corrective action plans, supplier engagement measures, and continuous monitoring processes are implemented to strengthen responsible supply chain practices and long-term supplier performance improvement.

KPI Metric & Unit	2023	2024	2025
Suppliers Under Corrective Action Monitoring (%)	100%	100%	100%

Continuous Improvement in Sustainable Supply Chain Practices

GRI 204, 308, 405, 406, 414

Fariha Knit Tex Ltd. continuously reviews and strengthens its procurement and supplier management practices through ongoing supplier engagement, policy enhancement, monitoring activities, and integration of sustainability considerations into sourcing decisions.

These efforts support responsible procurement, supply chain resilience, and long-term alignment with the Company's environmental, social, and ethical commitments.

8 | Annexure



ESG KPI roadmap upto year 2030

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Gross Scope 1 GHG emission (tCO2eq)	Gross Scope 1 GHG emission (tCO2eq)	Gross Scope 1 GHG emission (tCO2eq)
	44,302.29	41,122.37	50,534.57
	Gross Scope 2 (Location-Based) GHG emission (tCO2eq)	Gross Scope 2 (Location-Based) GHG emission (tCO2eq)	Gross Scope 2 (Location-Based) GHG emission (tCO2eq)
	562.43	344.50	622.54
	Gross Scope 2 (Market-Based) GHG emission (tCO2eq)	Gross Scope 2 (Market - Based) GHG emission (tCO2eq)	Gross Scope 2 (Market -Based) GHG emission (tCO2eq)
	0	0	11.02
	Gross Scope 3 GHG emission (tCO2eq)	Gross Scope 3 GHG emission (tCO2eq)	Gross Scope 3 GHG emission (tCO2eq)
	2,78,775.73	3,53,665.09	3,93,550.77
	Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq)
	3464.50	4612.84	4561.94
	Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq)
	1680.88	6536.61	3891.75

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Gross Scope 1 GHG emission (tCO2eq)	Gross Scope 1 GHG emission (tCO2eq)	Gross Scope 1 GHG emission (tCO2eq) 17% Reduction	
51097.93	11408.39	36,770.90	
Gross Scope 2 (Location-Based) GHG emission (tCO2eq)	Gross Scope 2 (Location-Based) GHG emission (tCO2eq)	Gross Scope 2 (Location-Based) GHG emission (tCO2eq) 11% Reduction	
140.90	25.78	500.56	
Gross Scope 2 (Market - Based) GHG emission (tCO2eq)	Gross Scope 2 (Market - Based) GHG emission (tCO2eq)	Gross Scope 2 (Market - Based) GHG emission (tCO2eq)	
1034.71	191.22	1345.12	
Gross Scope 3 GHG emission (tCO2eq)	Gross Scope 3 GHG emission (tCO2eq)	Gross Scope 3 GHG emission (tCO2eq) 12% Reduction	
3,61,864.01	88,902.85	2,45,322.64	
Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq)	Gross Scope 3 Downstream GHG Emission (tCO2eq)	
4648.9	161.65	3429.85	
Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq)	Gross Scope 3 Upstream GHG Emission (tCO2eq)	
17,429.96	5796.01	2750	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	% of Scope 3 categories screened to identify relevance to our activities 100%	% of Scope 3 categories screened to identify relevance to our activities 100%	% of Scope 3 categories screened to identify relevance to our activities 100%
	% of primary Scope 3 data sourced from internal stakeholders 100%	% of primary Scope 3 data sourced from internal stakeholders 100%	% of primary Scope 3 data sourced from internal stakeholders 100%
	% of primary Scope 3 data collected from suppliers 25%	% of primary Scope 3 data collected from suppliers 35%	% of primary Scope 3 data collected from suppliers 85%
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in cr. taka)) 48.89	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in cr. taka)) 60.59	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in cr. taka)) 55.53
	Cover of relevant People Trained on GHG Emissions (%) 35%	Cover of relevant People Trained on GHG Emissions (%) 50%	Cover of relevant People Trained on GHG Emissions (%) 75%
	% of products assessed via life cycle analysis (LCA) for GHG emissions 0%	% of products assessed via life cycle analysis (LCA) for GHG emissions 0%	% of products assessed via life cycle analysis (LCA) for GHG emissions 65%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
% of Scope 3 categories screened to identify relevance to our activities 100%	% of Scope 3 categories screened to identify relevance to our activities 100%	% of Scope 3 categories screened to identify relevance to our activities 100%	
% of primary Scope 3 data sourced from internal stakeholders 100%	% of primary Scope 3 data sourced from internal stakeholders 100%	% of primary Scope 3 data sourced from internal stakeholders 100%	
% of primary Scope 3 data collected from suppliers 90%	% of primary Scope 3 data collected from suppliers 97%	% of primary Scope 3 data collected from suppliers 100%	
GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in cr. taka)) 52.53	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in cr. taka)) -	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq / Revenue (in cr. taka)) 40.5	
Cover of relevant People Trained on GHG Emissions (%) 75%	Cover of relevant People Trained on GHG Emissions (%) 75%	Cover of relevant People Trained on GHG Emissions (%) 80%	
% of products assessed via life cycle analysis (LCA) for GHG emissions 75%	% of products assessed via life cycle analysis (LCA) for GHG emissions 77%	% of products assessed via life cycle analysis (LCA) for GHG emissions 80%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	% of supplier select based on the GHG emission Intensity 0%	% of supplier select based on the GHG emission Intensity 15%	% of supplier select based on the GHG emission Intensity 60%
	% of financial budget allocated for GHG emissions management practices 0.5%	% of financial budget allocated for GHG emissions management practices 0.5%	% of financial budget allocated for GHG emissions management practices 1%
	% of suppliers engaged in GHG reduction initiatives/Programs 0%	% of suppliers engaged in GHG reduction initiatives/Programs 15%	% of suppliers engaged in GHG reduction initiatives/Programs 60%
	% of partnered suppliers implementing GHG reduction measures 0%	% of partnered suppliers implementing GHG reduction measures 10%	% of partnered suppliers implementing GHG reduction measures 22%
Environmental Complaints	# of Complaints 0	# of Complaints 0	# of Complaints 0

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
% of supplier select based on the GHG emission Intensity 90%	% of supplier select based on the GHG emission Intensity 98%	% of supplier select based on the GHG emission Intensity 99%	
% of financial budget allocated for GHG emissions management practices 2%	% of financial budget allocated for GHG emissions management practices 5%	% of financial budget allocated for GHG emissions management practices 10%	
% of suppliers engaged in GHG reduction initiatives/Programs 90%	% of suppliers engaged in GHG reduction initiatives/Programs 91%	% of suppliers engaged in GHG reduction initiatives/Programs 95%	
% of partnered suppliers implementing GHG reduction measures 35%	% of partnered suppliers implementing GHG reduction measures 37%	% of partnered suppliers implementing GHG reduction measures 40%	
# of Complaints 0	# of Complaints 0	# of Complaints 0	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Energy	Total Energy consumed (in GJ)	Total Energy consumed (in GJ)	Total Energy consumed (in GJ)
	8,32,909.38	759164.31	927966.59
	Energy Intensity (GJ / Revenue (in cr. Taka)	Energy Intensity (GJ / Revenue (in cr. Taka)	Energy Intensity (GJ / Revenue (in cr. Taka)
	907.58	1109.10	1007.20
	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy (Nov'2024-Dec'2024) against Total Energy (%)
	0%	0%	0.01%
	Total Renewable Energy Consumption (KWH)	Total Renewable Energy Consumption (KWH)	Total Renewable Energy Consumption (KWH) (Nov'2024-Dec'2024)
	0	0	26,881
	% of Relevant persons Trained on Energy Efficiency	% of Relevant persons Trained on Energy Efficiency	% of Relevant persons Trained on Energy Efficiency
	35%	50%	75%
	Total Water consumption (in cubic meters / Year)	Total Water consumption (in cubic meters / Year)	Total Water consumption (in cubic meters / Year)
	13,60,327	13,31,058	15,11,016
	Total Water Recycled and Reused (in million Litres / Year)	Total Water Recycled and Reused (in million Litres / Year)	Total Water Recycled and Reused (in million Litres / Year)
	486.23	479.83	585.26

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Total Energy consumed (in GJ)	Total Energy consumed (in GJ)	Total Energy consumed (in GJ) (5% Reduction)	
922731.30	208053.76	7,91,263.55	
Energy Intensity (GJ / Revenue (in cr. Taka)	Energy Intensity (GJ / Revenue (in cr. Taka)	Energy Intensity (GJ/ Revenue (in cr. Taka))	
927.42	-	780.07	
Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	
0.67%	0.5%	5%	
Total Renewable Energy Consumption (KWH)	Total Renewable Energy Consumption (KWH)	Total Renewable Energy Consumption (KWH)	
17,20,070	23,17,875	4,60,000	
% of Relevant persons Trained on Energy Efficiency	% of Relevant persons Trained on Energy Efficiency	% of Relevant persons Trained on Energy Efficiency	
75%	77%	80%	
Total Water consumption (in cubic meters / Year)	Total Water consumption (in cubic meters / Year)	Total Water consumption (in cubic meters / Year)	
12,32,553	2,63,299	12,65,104	
Total Water Recycled and Reused (in million Litres / Year)	Total Water Recycled and Reused (in million Litres / Year)	Total Water Recycled and Reused (in million Litres / Year)	
472.34	100.81	610.12	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Energy	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)
	0	0	10
	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)
	89.35%	90.12%	96.83%
	Water Intensity (Water consumed / Revenue (in cr. Taka))	Water Intensity (Water consumed / Revenue (in cr. Taka))	Water Intensity (Water consumed / Revenue (in cr. Taka))
	1482.27	1944.62	1640.05
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit/Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit/Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit/Result)
	100/47	100/46	100/49
	Pollutants present in waste water Chemical Oxygen Demand milligram / Litre) (Limit/Result)	Pollutants present in waste water Chemical Oxygen Demand milligram / Litre) (Limit/Result)	Pollutants present in waste water Chemical Oxygen Demand milligram / Litre) (Limit/Result)
	200 /135	200 /137	200 /139

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	
12	17	25	
Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	
95.8%	95.71%	95%	
Water Intensity (Water consumed / Revenue (in cr. Taka))	Water Intensity (Water consumed / Revenue (in cr. Taka))	Water Intensity (Water consumed / Revenue (in cr. Taka))	
1238.82	-	1378.51	
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit/Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit/Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit)	
100/35	100/28	100	
Pollutants present in waste water Chemical Oxygen Demand milligram / Litre) (Limit/Result)	Pollutants present in waste water Chemical Oxygen Demand milligram / Litre) (Limit/Result)	Pollutants present in waste water Chemical Oxygen Demand milligram / Litre) (Limit)	
200 /70	200 /82	200	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Energy	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit/Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit/Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit/Result)
	50 /20	50 /19	50 /20
	% relevant People Trained on Water Efficiency	% relevant People Trained on Water Efficiency	% relevant People Trained on Water Efficiency
	35%	50%	75%
Air Pollution	SOx (microgram/m3) (Limit / Result)	SOx (microgram/m3) (Limit / Result)	SOx (microgram/m3) (Limit / Result)
	80/9	80/8.5	80/9
	NOx (microgram/m3) (Limit / Result)	NOx (microgram/m3) (Limit / Result)	NOx (microgram/m3) (Limit / Result)
	100/23	100/19	100/25.4
	PM ₁₀ (mg/M ³) (Limit / Result)	PM ₁₀ (mg/M ³) (Limit / Result)	PM ₁₀ (mg/M ³) (Limit / Result)
	100/16	100/17.5	100/16
	PM2.5 (mg/M ³) (Limit / Result)	PM2.5 (mg/M ³) (Limit / Result)	PM2.5 (mg/M ³) (Limit / Result)
	60/12	60/13.5	60/12.5
	Ammonia (mg/M ³) (Limit / Result)	Ammonia (mg/M ³) (Limit / Result)	Ammonia (mg/M ³) (Limit / Result)
	400/ ND	400/ ND	400/ ND

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit/Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit/Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit)	
50 /15	50 /15	50	
% relevant People Trained on Water Efficiency	% relevant People Trained on Water Efficiency	% relevant People Trained on Water Efficiency	
75%	75%	80%	
SOx (microgram/m3) (Limit / Result)	SOx (microgram/m3) (Limit / Result)	SOx (microgram/m3) (Limit)	
80/21	80/23.7	80	
NOx (microgram/m3) (Limit / Result)	NOx (microgram/m3) (Limit / Result)	NOx (microgram/m3) (Limit)	
100/25.2	100/25	100	
PM ₁₀ (mg/M ³) (Limit / Result)	PM ₁₀ (mg/M ³) (Limit / Result)	PM ₁₀ (mg/M ³) (Limit)	
100/21	100/18.3	100	
PM2.5 (mg/M ³) (Limit / Result)	PM2.5 (mg/M ³) (Limit / Result)	PM2.5 (mg/M ³) (Limit)	
60/15.2	60/13.5	60	
Ammonia (mg/M ³) (Limit / Result)	Ammonia (mg/M ³) (Limit / Result)	Ammonia (mg/M ³) (Limit)	
400/ ND	400/ ND	400	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Air Pollution	Lead (mg/M ³) (Limit / Result)	Lead (mg/M ³) (Limit / Result)	Lead (mg/M ³) (Limit / Result)
	1 / ND	1 / ND	1 / ND
	Ozone (mg/M ³) (Limit / Result)	Ozone (mg/M ³) (Limit / Result)	Ozone (mg/M ³) (Limit / Result)
	1 / ND	1 / ND	1 / ND
Air Pollution	% of relevant employees who completed training on specific environmental issues	% of relevant employees who completed training on specific environmental issues	% of relevant employees who completed training on specific environmental issues
	100%	100%	100%
Air Pollution	% of operational sites assessed for specific environmental risks	% of operational sites assessed for specific environmental risks	% of operational sites assessed for specific environmental risks
	100%	100%	100%
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III
	0	0	0
Noise	Day Time Noise Level dB (A) Leq Near Plant (Limit/Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit/Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit/Result)
	75/60	75/65	75/60
Noise	Night Time Noise Level dB (A) LeqbNear Plant (Limit/Result)	Night Time Noise Level dB (A) LeqbNear Plant (Limit/Result)	Night Time Noise Level dB (A) LeqbNear Plant (Limit/Result)
	60/55	60/54	60/52

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Lead (mg/M ³) (Limit / Result)	Lead (mg/M ³) (Limit / Result)	Lead (mg/M ³) (Limit)	
1 / ND	1 / ND	1	
Ozone (mg/M ³) (Limit / Result)	Ozone (mg/M ³) (Limit / Result)	Ozone (mg/M ³) (Limit)	
1 / ND	1 / ND	1	
% of relevant employees who completed training on specific environmental issues	% of relevant employees who completed training on specific environmental issues	% of relevant employees who completed training on specific environmental issues	
100%	100%	100%	
% of operational sites assessed for specific environmental risks	% of operational sites assessed for specific environmental risks	% of operational sites assessed for specific environmental risks (Target)	
100%	100%	100%	
Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target)	
0	0	0	
Day Time Noise Level dB (A) Leq Near Plant (Limit/Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit/Result)	Day Time Noise Level dB (A) Leq Near Plant (Limit)	
75/62	75/60	75	
Night Time Noise Level dB (A) LeqbNear Plant (Limit/Result)	Night Time Noise Level dB (A) LeqbNear Plant (Limit/Result)	Night Time Noise Level dB (A) LeqbNear Plant (Limit)	
60/45	60/50	60	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Odor	Odor Complaints per Year	Odor Complaints per Year	Odor Complaints per Year
	0	0	0
	Average Odor Complaint Resolution Time (Days)	Average Odor Complaint Resolution Time (Days)	Average Odor Complaint Resolution Time (Days)
	NA	NA	NA
Traffic & Road Congestion	Daily Vehicle Movement Count	Daily Vehicle Movement Count	Daily Vehicle Movement Count
	6502	6915	5710
	Peak-Hour Delivery Reduction (%)	Peak-Hour Delivery Reduction (%)	Peak-Hour Delivery Reduction (%)
	10%	22%	40%
	Employee Sustainable Transportation Usage (%)	Employee Sustainable Transportation Usage (%)	Employee Sustainable Transportation Usage (%)
	20%	35%	37%
	Traffic-Related Community Complaints (Per Year)	Traffic-Related Community Complaints (Per Year)	Traffic-Related Community Complaints (Per Year)
	0	0	0

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Odor Complaints per Year	Odor Complaints per Year	Odor Complaints per Year	
0	0	0	
Average Odor Complaint Resolution Time (Days)	Average Odor Complaint Resolution Time (Days)	Average Odor Complaint Resolution Time (Days)	
NA	NA	NA	
Daily Vehicle Movement Count	Daily Vehicle Movement Count	Daily Vehicle Movement Count	
5520	4985	4500	
Peak-Hour Delivery Reduction (%)	Peak-Hour Delivery Reduction (%)	Peak-Hour Delivery Reduction (%)	
43%	45%	90%	
Employee Sustainable Transportation Usage (%)	Employee Sustainable Transportation Usage (%)	Employee Sustainable Transportation Usage (%)	
42%	52%	70%	
Traffic-Related Community Complaints (Per Year)	Traffic-Related Community Complaints (Per Year)	Traffic-Related Community Complaints (Per Year)	
0	0	0	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Biodiversity Conservation	Percentage of employees trained on biodiversity 35%	Percentage of employees trained on biodiversity 50%	Percentage of employees trained on biodiversity 75%
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0
	Number of native species supported 0	Number of native species supported 3	Number of native species supported 7
	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%
Raw Materials	Consumption of Hazardous Raw Materials (in Metric Tonnes) 5385.17	Consumption of Hazardous Raw Materials (in Metric Tonnes) 7491.71	Consumption of Hazardous Raw Materials (in Metric Tonnes) 7023.03
	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 11507.79	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 14309.65	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 16282.37
	Number of accidental pollution events due to company operations 0	Number of accidental pollution events due to company operations 0	Number of accidental pollution events due to company operations 0

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Percentage of employees trained on biodiversity 77%	Percentage of employees trained on biodiversity 79%	Percentage of employees trained on biodiversity 80%	
Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0	
Number of native species supported 8	Number of native species supported 8	Number of native species supported 8	
% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	% of total department covered in Internal risk assessment Biodiversity 100%	
Consumption of Hazardous Raw Materials (in Metric Tonnes) 8048.00	Consumption of Hazardous Raw Materials (in Metric Tonnes) 2457.03	Consumption of Hazardous Raw Materials (in Metric Tonnes) 5277.47	
Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 14580.00	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 3524.00	Consumption of Non-Hazardous Raw Materials (in Metric Tonnes) 11,425	
Number of accidental pollution events due to company operations 0	Number of accidental pollution events due to company operations 0	Number of accidental pollution events due to company operations 0	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Waste	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)
	1612.4	799.84	846.6
	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)
	403.11	199.96	211.6
	Total waste Generated (MT)	Total waste Generated (MT)	Total waste Generated (MT)
	2015.53	999.8	1058.3
Waste	Total weight of waste Reused (MT / Year)	Total weight of waste Reused (MT / Year)	Total weight of waste Reused (MT / Year)
	304.94	77.94	150.66
	Total weight of waste Recovered (MT / Year)	Total weight of waste Recovered (MT / Year)	Total weight of waste Recovered (MT / Year)
	342.64	142.37	169.28
Waste	% of total waste from company operations diverted from landfills	% of total waste from company operations diverted from landfills	% of total waste from company operations diverted from landfills
	32%	22%	30%
Product Impact	% of Product covered under Environmental Impact Study	% of Product covered under Environmental Impact Study	% of Product covered under Environmental Impact Study
	0%	0%	65%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	
331.00	74.00	1580.15	
Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	
79.30	15	395.04	
Total waste Generated (MT)	Total waste Generated (MT)	Total waste Generated (MT)	
410.00	89	1975.21	
Total weight of waste Reused (MT / Year)	Total weight of waste Reused (MT / Year)	Total weight of waste Reused (MT / Year)	
199.54	44.18	311.5	
Total weight of waste Recovered (MT / Year)	Total weight of waste Recovered (MT / Year)	Total weight of waste Recovered (MT / Year)	
224.21	49.65	350	
% of total waste from company operations diverted from landfills	% of total waste from company operations diverted from landfills	% of total waste from company operations diverted from landfills	
34%	37%	45%	
% of Product covered under Environmental Impact Study	% of Product covered under Environmental Impact Study	% of Product covered under Environmental Impact Study	
75%	75%	80%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Product end-of-life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment
	0%	0%	45%
	Number of awareness campaigns conducted with stakeholders on sustainable disposal.	Number of awareness campaigns conducted with stakeholders on sustainable disposal.	Number of awareness campaigns conducted with stakeholders on sustainable disposal.
	0	0	2
	Number of partnerships with external stakeholders for product and packaging end-of-life management.	Number of partnerships with external stakeholders for product and packaging end-of-life management.	Number of partnerships with external stakeholders for product and packaging end-of-life management.
	0	0	2
	% of sold products returned through official takeback or reverse logistics programs.	% of sold products returned through official takeback or reverse logistics programs.	% of sold products returned through official takeback or reverse logistics programs.
	2%	3%	10%
	Percentage of packaging made from biodegradable or compostable materials.	Percentage of packaging made from biodegradable or compostable materials.	Percentage of packaging made from biodegradable or compostable materials.
	5%	12%	15%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	
70%	77%	80%	
Number of awareness campaigns conducted with stakeholders on sustainable disposal.	Number of awareness campaigns conducted with stakeholders on sustainable disposal.	Number of awareness campaigns conducted with stakeholders on sustainable disposal.	
5	6	12	
Number of partnerships with external stakeholders for product and packaging end-of-life management.	Number of partnerships with external stakeholders for product and packaging end-of-life management.	Number of partnerships with external stakeholders for product and packaging end-of-life management.	
2	3	4	
% of sold products returned through official takeback or reverse logistics programs.	% of sold products returned through official takeback or reverse logistics programs.	% of sold products returned through official takeback or reverse logistics programs.	
10.5%	20%	40%	
Percentage of packaging made from biodegradable or compostable materials.	Percentage of packaging made from biodegradable or compostable materials.	Percentage of packaging made from biodegradable or compostable materials.	
13%	17%	20%	

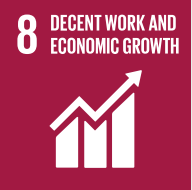
ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Product end-of-life Treatment	Proportion of recovered product/packaging materials successfully recycled or reused.	Proportion of recovered product/packaging materials successfully recycled or reused.	Proportion of recovered product/packaging materials successfully recycled or reused.
	8%	20%	20%
	% of Product Lines with Clear End-of-Life Instructions	% of Product Lines with Clear End-of-Life Instructions	% of Product Lines with Clear End-of-Life Instructions
	100%	100%	100%
Product use	Number of safety-related incidents reported during product use to ensure customer safety and product reliability.	Number of safety-related incidents reported during product use to ensure customer safety and product reliability.	Number of safety-related incidents reported during product use to ensure customer safety and product reliability.
	0	0	0
	Customer satisfaction score achieved during customer feedback.	Customer satisfaction score achieved during customer feedback.	Customer satisfaction score achieved during customer feedback.
	80%	87%	95%
Sustainable Consumption	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use
	25%	27%	40%
	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices
	60%	65%	75%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Proportion of recovered product/packaging materials successfully recycled or reused.	Proportion of recovered product/packaging materials successfully recycled or reused.	Proportion of recovered product/packaging materials successfully recycled or reused.	
22%	40%	50%	
% of Product Lines with Clear End-of-Life Instructions	% of Product Lines with Clear End-of-Life Instructions	% of Product Lines with Clear End-of-Life Instructions	
100%	100%	100%	
Number of safety-related incidents reported during product use to ensure customer safety and product reliability.	Number of safety-related incidents reported during product use to ensure customer safety and product reliability.	Number of safety-related incidents reported during product use to ensure customer safety and product reliability.	
0	0	0	
Customer satisfaction score achieved during customer feedback.	Customer satisfaction score achieved during customer feedback.	Customer satisfaction score achieved during customer feedback.	
100%	100%	100%	
% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	% of customers covered in awareness session on disposal of product after use	
50%	50%	90%	
% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	
80%	82%	100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
ENVIRONMENTAL			
Sustainable Consumption	Number of workshops/training sessions held to educate consumers on sustainability. 0	Number of workshops/training sessions held to educate consumers on sustainability. 1	Number of workshops/training sessions held to educate consumers on sustainability. 2
	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 0	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 2	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 2
	% of used products/packaging materials collected and recycled 8%	% of used products/packaging materials collected and recycled 15%	% of used products/packaging materials collected and recycled 22%
Certification	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) 100%	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) 100%	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) 100%
Sustainable Sourcing	% of relevant Employees Trained Sustainable Sourcing of Raw material 35%	% of relevant Employees Trained Sustainable Sourcing of Raw material 50%	% of relevant Employees Trained Sustainable Sourcing of Raw material 75%
	% of Sustainable Sourcing of Raw material 30%	% of Sustainable Sourcing of Raw material 35%	% of Sustainable Sourcing of Raw material 40%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
ENVIRONMENTAL			
Number of workshops/training sessions held to educate consumers on sustainability. 4	Number of workshops/training sessions held to educate consumers on sustainability. 5	Number of workshops/training sessions held to educate consumers on sustainability. 6	
Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 2	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 1	Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies 4	
% of used products/packaging materials collected and recycled 20%	% of used products/packaging materials collected and recycled 25%	% of used products/packaging materials collected and recycled 30%	
% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) 100%	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) 100%	% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001) (Target) 100%	
% of relevant Employees Trained Sustainable Sourcing of Raw material 75%	% of relevant Employees Trained Sustainable Sourcing of Raw material 77%	% of relevant Employees Trained Sustainable Sourcing of Raw material 80%	
% of Sustainable Sourcing of Raw material 40%	% of Sustainable Sourcing of Raw material 50%	% of Sustainable Sourcing of Raw material 80%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Employment	Child Labour (%)	Child Labour (%)	Child Labour (%)
	NIL	NIL	NIL
	Force Labour (%)	Force Labour (%)	Force Labour (%)
	NIL	NIL	NIL
	Human Trafficking (%)	Human Trafficking (%)	Human Trafficking (%)
	NIL	NIL	NIL
	# of Child & forced labor Audits conducted	# of Child & forced labor Audits conducted	# of Child & forced labor Audits conducted
	0	0	1
	# of Child & forced labor incidents reported	# of Child & forced labor incidents reported	# of Child & forced labor incidents reported
	0	0	0
	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)
	5%	4.87%	4.54%
	Avg. Training Hours per employee	Avg. Training Hours per employee	Avg. Training Hours per employee
	4	4	5
	Average Salary above Minimum Wages (BDT.)	Average Salary above Minimum Wages (BDT.)	Average Salary above Minimum Wages (BDT.)
	9778	13590	14251
	Employees paid Above Minimum wage rules	Employees paid Above Minimum wage rules	Employees paid Above Minimum wage rules
	100%	100%	100%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Child Labour (%)	Child Labour (%)	Child Labour (%)	
NIL	NIL	NIL	
Force Labour (%)	Force Labour (%)	Force Labour (%)	
NIL	NIL	NIL	
Human Trafficking (%)	Human Trafficking (%)	Human Trafficking (%)	
NIL	NIL	NIL	
# of Child & forced labor Audits conducted	# of Child & forced labor Audits conducted	# of Child & forced labor Audits conducted	
2	2	4	
# of Child & forced labor incidents reported	# of Child & forced labor incidents reported	# of Child & forced labor incidents reported	
0	0	0	
Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%)	
3.27%	2.40%	3%	
Avg. Training Hours per employee	Avg. Training Hours per employee	Avg. Training Hours per employee	
4	6	8	
Average Salary above Minimum Wages (BDT.)	Average Salary above Minimum Wages (BDT.)	Average Salary above Minimum Wages (BDT.)	
15475	15550	18000	
Employees paid Above Minimum wage rules	Employees paid Above Minimum wage rules	Employees paid Above Minimum wage rules	
100%	100%	100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Employment	Subcontractor's Workers paid above minimum Wage rules 100%	Subcontractor's Workers paid above minimum Wage rules 100%	Subcontractor's Workers paid above minimum Wage rules 100%
	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%
	Hiring of People with Disability 8	Hiring of People with Disability 10	Hiring of People with Disability 11
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for direct workforce 0	Lost time injury (LTI) frequency rate for direct workforce 0	Lost time injury (LTI) frequency rate for direct workforce 0
	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Subcontractor's Workers paid above minimum Wage rules 100%	Subcontractor's Workers paid above minimum Wage rules 100%	Subcontractor's Workers paid above minimum Wage rules 100%	
Hiring of Local People (%) 100%	Hiring of Local People (%) 100%	Hiring of Local People (%) 100%	
Hiring of People with Disability 18	Hiring of People with Disability 22	Hiring of People with Disability 30	
Lost time injury (LTI) frequency rate for direct workforce 0	Lost time injury (LTI) frequency rate for direct workforce 0	Lost time injury (LTI) frequency rate for direct workforce 0	
Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Health & Safety Incidents / Accidents	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees
	0	0	0
	Lost time Severity (LTS) frequency rate for Subcontractor's Workers (Actual)	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers
	0	0	0
	# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents
	0	0	0
	# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents
	0	0	0
	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health
	0	0	0
	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)
	250	300	290
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted
	100%	100%	100%
	% of absenteeism rate	% of absenteeism rate	% of absenteeism rate
	2.8%	2.8%	2.72%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	Lost time Severity (LTS) frequency rate for Employees	
0	0	0	
Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	Lost time Severity (LTS) frequency rate for Subcontractor's Workers	
0	0	0	
# of Work-related Accidents	# of Work-related Accidents	# of Work-related Accidents	
0	0	0	
# of Fatal Incidents	# of Fatal Incidents	# of Fatal Incidents	
0	0	0	
Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	
0	0	0	
People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	
350	188	500	
% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	
100%	100%	100%	
% of absenteeism rate	% of absenteeism rate	% of absenteeism rate	
2.7%	2.5%	2.20%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
External Stakeholder Human Rights	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0
	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).) 100%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).) 100%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).) 100%
	Number of human rights impact assessments performed 0	Number of human rights impact assessments performed 0	Number of human rights impact assessments performed 0
	% of raw material suppliers audited for human rights compliance. 90%	% of raw material suppliers audited for human rights compliance. 95%	% of raw material suppliers audited for human rights compliance. 95%
	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0
	Number of community consultations held on human rights issues. 0	Number of community consultations held on human rights issues. 0	Number of community consultations held on human rights issues. 1

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0	Number of External human rights violations identified in audits. 0	
% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).) 100%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).) 100%	% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).) 100%	
Number of human rights impact assessments performed 0	Number of human rights impact assessments performed 1	Number of human rights impact assessments performed 2	
% of raw material suppliers audited for human rights compliance. 100%	% of raw material suppliers audited for human rights compliance. 100%	% of raw material suppliers audited for human rights compliance. 100%	
Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	Number of External human rights-related grievances received and resolved. 0	
Number of community consultations held on human rights issues. 0	Number of community consultations held on human rights issues. 1	Number of community consultations held on human rights issues. 2	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Human Rights	Average unadjusted gender pay gap	Average unadjusted gender pay gap	Average unadjusted gender pay gap
	0%	0%	0%
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees
	38.5	35.2	33.1
	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 (%)
	100%	100%	100%
	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking
	NIL	NIL	NIL
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment
	NIL	NIL	NIL
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)
	NIL	NIL	NIL

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Average unadjusted gender pay gap	Average unadjusted gender pay gap	Average unadjusted gender pay gap	
0%	0%	0%	
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	
30	30	29	
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 (%)	
100%	100%	100%	
# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	
NIL	NIL	NIL	
# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	
NIL	NIL	NIL	
# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	
NIL	NIL	NIL	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
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 NIL
	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers 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 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 by Suppliers NIL	# 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 Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	
# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers 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 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 by Suppliers NIL	# 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 Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Human Rights	# 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
	% of People Trained on Human Rights issues 35%	% of People Trained on Human Rights issues 50%	% of People Trained on Human Rights issues 75%
	% of operational sites evaluated for human rights risks and impacts 100%	% of operational sites evaluated for human rights risks and impacts (Target / Actual) 100%	% of operational sites evaluated for human rights risks and impacts 100%
Career Management & Training	% of employees who received Skill-related training 91%	% of employees who received Skill-related training 100%	% of employees who received Skill-related training 100%
	Awareness Session conducted on Career Management 2	Awareness Session conducted on Career Management 4	Awareness Session conducted on Career Management 6
	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%
	# of Internal Mobility Cases 4	# of Internal Mobility Cases 5	# of Internal Mobility Cases 8

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
# 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	
% of People Trained on Human Rights issues 90%	% of People Trained on Human Rights issues 90%	% of People Trained on Human Rights issues 90%	
% of operational sites evaluated for human rights risks and impacts 100%	% of operational sites evaluated for human rights risks and impacts 100%	% of operational sites evaluated for human rights risks and impacts 100%	
% of employees who received Skill-related training 100%	% of employees who received Skill-related training 100%	% of employees who received Skill-related training 100%	
Awareness Session conducted on Career Management 7	Awareness Session conducted on Career Management 4	Awareness Session conducted on Career Management 10	
% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%	% employees received regular performance and career development reviews. 100%	
# of Internal Mobility Cases 0	# of Internal Mobility Cases 2	# of Internal Mobility Cases 10	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Diversity, Equity and Inclusion	Percentage of employees from a minority and/or vulnerable group in the whole organization 0%	Percentage of employees from a minority and/or vulnerable group in the whole organization 0%	Percentage of employees from a minority and/or vulnerable group in the whole organization 0%
	Percentage of employees from a minority and/or vulnerable group at top management level 0%	Percentage of employees from a minority and/or vulnerable group at top management level 0%	Percentage of employees from a minority and/or vulnerable group at top management level 0%
	People Trained on Gender Equality (Man hours) 99	People Trained on Gender Equality (Man hours) 100	People Trained on Gender Equality (Man hours) 250
	% of women within the organization's board 1%	% of women within the organization's board 1%	% of women within the organization's board 1%
	% of women at top management level 2%	% of women at top management level 3%	% of women at top management level 3%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Percentage of employees from a minority and/or vulnerable group in the whole organization 0%	Percentage of employees from a minority and/or vulnerable group in the whole organization 0%	Percentage of employees from a minority and/or vulnerable group in the whole organization 1%	
Percentage of employees from a minority and/or vulnerable group at top management level 0%	Percentage of employees from a minority and/or vulnerable group at top management level 0%	Percentage of employees from a minority and/or vulnerable group at top management level 0.5%	
People Trained on Gender Equality (Man hours) 327	People Trained on Gender Equality (Man hours) 390	People Trained on Gender Equality (Man hours) 420	
% of women within the organization's board 1%	% of women within the organization's board 1%	% of women within the organization's board 2%	
% of women at top management level 4%	% of women at top management level 4%	% of women at top management level 4%	

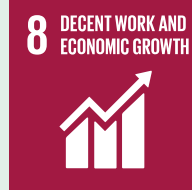
ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Diversity, Equity and Inclusion	% of women employed in whole organization	% of women employed in whole organization	% of women employed in whole organization
	45%	46%	48%
	% of the total workforce trained on diversity, equity and inclusion	% of the total workforce trained on diversity, equity and inclusion	% of the total workforce trained on diversity, equity and inclusion
	35%	50%	75%
Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment
	100%	100%	100%
	# of Employee Resource Groups Conducted	# of Employee Resource Groups Conducted	# of Employee Resource Groups Conducted
	0	1	2
	Number of identified discrimination or harassment incidents or corrective actions	Number of identified discrimination or harassment incidents or corrective actions	Number of identified discrimination or harassment incidents or corrective actions
	NIL	NIL	NIL
	Percentage of Departments with Zero Reported Incidents (Actual)	Percentage of Departments with Zero Reported Incidents	Percentage of Departments with Zero Reported Incidents
	100%	100%	100%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
% of women employed in whole organization	% of women employed in whole organization	% of women employed in whole organization	
52%	55%	55%	
% of the total workforce trained on diversity, equity and inclusion	% of the total workforce trained on diversity, equity and inclusion	% of the total workforce trained on diversity, equity and inclusion	
80%	85%	80%	
Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment	
100%	100%	100%	
# of Employee Resource Groups Conducted	# of Employee Resource Groups Conducted	# of Employee Resource Groups Conducted	
3	3	3	
Number of identified discrimination or harassment incidents or corrective actions	Number of identified discrimination or harassment incidents or corrective actions	Number of identified discrimination or harassment incidents or corrective actions	
NIL	NIL	NIL	
Percentage of Departments with Zero Reported Incidents	Percentage of Departments with Zero Reported Incidents	Percentage of Departments with Zero Reported Incidents	
100%	100%	100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Working Conditions	# of Hours Worked (Man hours)	# of Hours Worked (Man hours)	# of Hours Worked (Man hours)
	10,20,000	1690000	1595000
	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed
	100%	100%	100%
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification
	NIL	NIL	NIL
Social Audits	% employees covered in working conditions awareness program	% employees covered in working conditions awareness program	% employees covered in working conditions awareness program
	100%	100%	100%
	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles
	NIL	NIL	NIL
Working Conditions	% of employees covered by health insurance	% of employees covered by health insurance	% of employees covered by health insurance
	100%	100%	100%
	% of operational sites undergone the Labour and Human Rights Assessments	% of operational sites undergone the Labour and Human Rights Assessments	% of operational sites undergone the Labour and Human Rights Assessments
	100%	100%	100%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
# of Hours Worked (Man hours)	# of Hours Worked (Man hours)	# of Hours Worked (Man hours)	
1560030	400020	1400000	
% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	
100%	100%	100%	
Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	
NIL	NIL	NIL	
% employees covered in working conditions awareness program	% employees covered in working conditions awareness program	% employees covered in working conditions awareness program	
100%	100%	100%	
Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	
NIL	NIL	NIL	
% of employees covered by health insurance	% of employees covered by health insurance	% of employees covered by health insurance	
100%	100%	100%	
% of operational sites undergone the Labour and Human Rights Assessments	% of operational sites undergone the Labour and Human Rights Assessments	% of operational sites undergone the Labour and Human Rights Assessments	
100%	100%	100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
SOCIAL			
Social Dialogue	% Of the total workforce represented in formal joint management-worker health & safety committees 0.12%	% Of the total workforce represented in formal joint management-worker health & safety committees 0.18%	% Of the total workforce represented in formal joint management-worker health & safety committees 0.18%
	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%
	% of employees covered by formally elected employee representatives 100%	% of employees covered by formally elected employee representatives 100%	% of employees covered by formally elected employee representatives 100%
Certifications	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 100%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
% Of the total workforce represented in formal joint management-worker health & safety committees 0.18%	% Of the total workforce represented in formal joint management-worker health & safety committees 0.20%	% Of the total workforce represented in formal joint management-worker health & safety committees 0.20%	
% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	% of the total workforce covered by formal collective agreements on working conditions 100%	
% of employees covered by formally elected employee representatives 100%	% of employees covered by formally elected employee representatives 100%	% of employees covered by formally elected employee representatives 100%	
% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 100%	% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC) 100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
GOVERNANCE			
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery
	NIL	NIL	NIL
	Number of confirmed corruption incidents	Number of confirmed corruption incidents	Number of confirmed corruption incidents
	NIL	NIL	NIL
	People Trained on Anti-Corruption & Bribery	People Trained on Anti-Corruption & Bribery	People Trained on Anti-Corruption & Bribery
	200	250	310
	% of trading partners covered by a due diligence process on corruption	% of trading partners covered by a due diligence process on corruption	% of trading partners covered by a due diligence process on corruption
	100%	100%	100%
Information Management	Data Breach Incidents	Data Breach Incidents	Data Breach Incidents
	NIL	NIL	NIL
	Data Retention Compliance	Data Retention Compliance	Data Retention Compliance
	100%	100%	100%
	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach
	NIL	NIL	NIL

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	
NIL	NIL	NIL	
Number of confirmed corruption incidents	Number of confirmed corruption incidents	Number of confirmed corruption incident	
NIL	NIL	NIL	
People Trained on Anti-Corruption & Bribery	People Trained on Anti-Corruption & Bribery	People Trained on Anti-Corruption & Bribery	
350	400	500	
% of trading partners covered by a due diligence process on corruption	% of trading partners covered by a due diligence process on corruption	% of trading partners covered by a due diligence process on corruption	
100%	100%	100%	
Data Breach Incidents	Data Breach Incidents	Data Breach Incidents	
NIL	NIL	NIL	
Data Retention Compliance	Data Retention Compliance	Data Retention Compliance	
100%	100%	100%	
# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	
NIL	NIL	NIL	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
GOVERNANCE			
Information Management	# of confirmed Information Security Incidents	# of confirmed Information Security Incidents	# of confirmed Information Security Incidents
	NIL	NIL	NIL
	% of trading partners covered by a due diligence process on Information security	% of trading partners covered by a due diligence process on Information security	% of trading partners covered by a due diligence process on Information security
	100%	100%	100%
Value Chain	User Complaints	User Complaints	User Complaints
	NIL	NIL	NIL
	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)
	0%	0%	0%
Value Chain	% of targeted suppliers that have gone through a sustainability assessment	% of targeted suppliers that have gone through a sustainability assessment	% of targeted suppliers that have gone through a sustainability assessment
	70%	75%	80%
Value Chain	% of targeted suppliers that have gone through a sustainability on-site audit	% of targeted suppliers that have gone through a sustainability on-site audit	% of targeted suppliers that have gone through a sustainability on-site audit
	98%	95%	97%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
# of confirmed Information Security Incidents	# of confirmed Information Security Incidents	# of confirmed Information Security Incidents	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
NIL	NIL	NIL	
% of trading partners covered by a due diligence process on Information security	% of trading partners covered by a due diligence process on Information security	% of trading partners covered by a due diligence process on Information security	
100%	100%	100%	
User Complaints	User Complaints	User Complaints	17 PARTNERSHIPS FOR THE GOALS 
NIL	NIL	NIL	
Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)	
0%	100%	100%	
% of targeted suppliers that have gone through a sustainability assessment	% of targeted suppliers that have gone through a sustainability assessment	% of targeted suppliers that have gone through a sustainability assessment	17 PARTNERSHIPS FOR THE GOALS 
90%	90%	95%	
% of targeted suppliers that have gone through a sustainability on-site audit	% of targeted suppliers that have gone through a sustainability on-site audit	% of targeted suppliers that have gone through a sustainability on-site audit	
100%	100%	100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
GOVERNANCE			
Value Chain	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0
	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%
	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %
Value Chain	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100%	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100%	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100%
	% of all buyers who received training on sustainable procurement 68%	% of all buyers who received training on sustainable procurement 77%	% of all buyers who received training on sustainable procurement 90%
	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	
Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	
Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%	
Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	
% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100%	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100%	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements 100%	
% of all buyers who received training on sustainable procurement 95%	% of all buyers who received training on sustainable procurement 95%	% of all buyers who received training on sustainable procurement 100%	
% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	% of audited/assessed suppliers engaged in corrective actions or capacity building 100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
GOVERNANCE			
Anti-Competitive Practice	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL
	% of departments audited for compliance with anti-competitive practices 100 %	% of departments audited for compliance with anti-competitive practices 100 %	% of departments audited for compliance with anti-competitive practices 100 %
Ethics	Percentage of total workforce trained on business ethics issues (%) 35%	Percentage of total workforce trained on business ethics issues (%) 50%	Percentage of total workforce trained on business ethics issues (%) 75%
	Employee feedback on ethics training (satisfaction rate) 90%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%
	Number of reports related to whistleblower procedure received NIL	Number of reports related to whistleblower procedure received NIL	Number of reports related to whistleblower procedure received NIL
	% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100%
	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	Incident of Deceptive Advertising NIL	
% of departments audited for compliance with anti-competitive practices 100 %	% of departments audited for compliance with anti-competitive practices 100 %	% of departments audited for compliance with anti-competitive practices 100 %	
Percentage of total workforce trained on business ethics issues (%) 77%	Percentage of total workforce trained on business ethics issues (%) 77%	Percentage of total workforce trained on business ethics issues (%) 80%	
Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100%	
Number of reports related to whistleblower procedure received NIL	Number of reports related to whistleblower procedure received NIL	Number of reports related to whistleblower procedure received NIL	
% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100%	% of risky trading partners covered by a due diligence process on corruption or information security 100%	
% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%	% of sites internally audit for business ethics 100%	

ESG Area	2022 Baseline	2023 Performance	2024 Performance
GOVERNANCE			
Ethics	Percentage of operational sites that undergo risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo risk assessment concerning business ethics issues 100%
Customer Health and Safety	# of Product Related Incident 0	# of Product Related Incident 0	# of Product Related Incident 0
	# Complaints related to use of products/service 0	# Complaints related to use of products/service 0	# Complaints related to use of products /service 0
	Customer safety training sessions conducted (Actual) 2	Customer safety training sessions conducted 5	Customer safety training sessions conducted 8
Customer Participation	Customer Participation Rate in Sustainability Session / Meeting 45%	Customer Participation Rate in Sustainability Session / Meeting 50%	Customer Participation Rate in Sustainability Session / Meeting 80%
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 45%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 50%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 80%
Certifications	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 0%	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 0%	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 0%

2025 Performance	2026 January - March Performance	2030 Target	UN - SDGs
Percentage of operational sites that undergo risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo risk assessment concerning business ethics issues 100%	Percentage of operational sites that undergo risk assessment concerning business ethics issues 100%	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
# of Product Related Incident 0	# of Product Related Incident 0	# of Product Related Incident 0	3 GOOD HEALTH AND WELL-BEING 
# Complaints related to use of products/service 0	# Complaints related to use of products/service 0	# Complaints related to use of products/service 0	
Customer safety training sessions conducted 9	Customer safety training sessions conducted 7	Customer safety training sessions conducted 12	
Customer Participation Rate in Sustainability Session / Meeting 80%	Customer Participation Rate in Sustainability Session / Meeting 80%	Customer Participation Rate in Sustainability Session / Meeting 100%	17 PARTNERSHIPS FOR THE GOALS 
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 80%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 80%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%	
% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Target / Actual) 0%	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 (Target / Actual) 0%	% of all sites with an ethics certification, such as ISO 27001 or ISO 37001 0%	

Certifications Coverage & External Assurance

GRI 2-5 | GRI 2-27 | GRI 3-3



ISO 14001:2015
Environmental
Management Systems



ISO 45001:2018
Occupational Health &
Safety Management Systems



OEKO-TEX®
STeP (Sustainable Textile &
Leather Production) Certification



**Forest Stewardship
Council™ (FSC™)**
Chain of Custody (CoC) Certification

Audits:



UNGC Commitment

GRI 2-22 | GRI 2-23 | GRI 2-25 | GRI 3-3 |
GRI 302-1 to 302-5 | GRI 305-1 to 305-5

UNGC Participation Overview:

Fariha Knit Tex Ltd. aligns its business operations with the United Nations Global Compact (UNGC) and its Ten Principles on human rights, labour, environment, and anti-corruption. This commitment guides the Company's responsible business practices and supports its long-term sustainability strategy.

The screenshot shows the United Nations Global Compact website. The header includes the UNGC logo and navigation links: About, News, Events, Sign In, Contact Us, Select Language, and a search bar. A secondary navigation bar lists: WHO WE ARE, THE SDGS, PARTICIPATION, TAKE ACTION, ENGAGE LOCALLY, EXPLORE OUR LIBRARY, and THE COMPACT JOURNAL. A large banner states "Over 20,000 business participants". Below this, a section titled "IN THIS SECTION" features a "Company Information" card for Fariha Knit Tex Ltd. The card includes the company name, website (www.asrotextgroup.com), and a list of details:

- Type: Company
- Country: Bangladesh
- Sector: Industrial Materials
- Sub-sector: Textile Products
- Ownership: Privately Held
- Global Compact Status: Active
- Participant Since: 22 April 2025
- Letter of Commitment
- Next Communication on Progress (COP) due on: 31 July 2026

At the bottom of the card, there is a "Share Profile" button and social media icons for Twitter, Facebook, LinkedIn, and Google+.

General Disclosures

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2-10	Nomination and selection of the highest governance body	-
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Disclosure	Description	Page Number
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