

SUSTAINABILITY REPORT 2021



OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT



BPFL

BLUE PLANET FASHIONWEAR LTD.



We envisage to become a sustainable apparel manufacturing brand in Bangladesh by ensure happy face of our worker and environment

Our Vision



We firmly believe that the foundations for realizing Blue Planet Fashionwear Ltd. vision is to uphold an integrated balance among the company's environmental, economic and social performance; hence ensuring the well being

Our Mission



Respect for the rights, differences, and dignity of others. Honesty and integrity in all dealings. Conscientious pursuit of excellence in our work along with accountability for actions and conduct in the community

- Integrity
- Passion
- Adaptability
- Care
- Excellent

Our Values



I am pleased to present the first Sustainability Report of Blue Planet Fashionwear Ltd. for the year 2021. In this report we convey the initiatives and contributions towards economic, environmental and social performance of the Blue Planet Fashionwear Ltd. This Sustainability Report has been prepared in accordance with the GRI Standards (Core Option).

I would say that Sustainability Reporting is an important tool to demonstrate transparency and disclose sustainability performance to our stakeholders and it has become fundamental to resilient business. We believe that, together with our Stakeholders, we will be able to move to a sustainable future. This Sustainability Report will provide long term value in our organization.

Blue planet Fashionwear Ltd. has completed the Materiality Assessment successfully for our identifying the Material Topics on which to report our performance. Moreover, Blue Planet Fashionwear Ltd has been working with its stakeholders to recognize Social, Environmental and Economic issues and contributing to reduce the negative impacts through its innovative processes, products and services, as well as, advanced technologies. This holistic approach towards achieving sustainable performance is key to the future-proofing of our organization.

Meanwhile our factory has also achieved most of the renowned certificates, like Global Organic Textile Standard (GOTS), Organic Content Standard (OCS), Global Recycled Standard (RCS), Oeko-tex 100, HIGG etc. to ensure our products are traceable and business is transparent. However, we know that “sustainability is a long journey” and had has only a beginning but no end. We are aligning both our operation and value creation in line with the principles of Sustainable Development.

We also have programs for employees to develop their skills, enhance medical support and to enhance maternity and childcare facilities.

Lastly, we strive for excellence as we continue with our aim to sustain our endeavors and create satisfaction in all our workers, employees and our stakeholders.

Initiating now, with our enhanced monitoring, measuring and assessment of our own performances, in the area of economy, environment and social contribution, we will generate enough data and information that will address all the needs and expectations of the interested parties, with respect to our sustainability performance.

Thank you for your attention.

Best Regards.

A handwritten signature in black ink, appearing to be 'Arifur Rahman', written over a white background.

Arifur Rahman

Chairman, Blue Planet Fashionwear Ltd.

MESSAGE OF THE MANAGING DIRECTOR



Blue Planet Fashionwear Ltd. a modern, technologically advanced, sustainable manufacturing enterprise, led by a group of young and forward-looking entrepreneurs.

Our mission is to keep pace with the norms of 'Sustainable Development' and to succeed in transforming the Blue Planet Fashionwear Ltd. into a highly responsible, socially conscious and environmentally diligent business house. Today we have 7500 people working in our group, having a daily production of 25 tons of fabric and 02 lack pieces. This large capacity calls for extraordinary care for the People, the Product and above all the Planet. Superficial commitments and cosmetic performance cannot ever make such a large production facility sustainable. Hence, the Blue Planet Fashionwear Ltd. has evolved into an emblem of sustainable development through investing in its processes, nurturing its human capital and adopting the most scientific approach to the solutions to the challenges in the pathway towards higher degree of sustainability.

Our Sustainability Report depicts all of these achievements and all the goals and targets that we have set for us to achieve. Our Sustainability Report is the billboard of our sustainability endeavor.

Thanks to GRI and DSE for facilitating this enormous experiencing and to iota Consulting BD for providing us the support to write our sustainability report for the first time.

We express our sincere gratitude to all these organizations for inspiring, hand-holding and remaining by our side during this extraordinary learning experience.

We feel confident that we can publish our Sustainability Report every year by our own sustainability team.

Thank you.
Best Regards.

A handwritten signature in black ink, appearing to read 'Md. Abdus Salam'.

Md. Abdus Salam

Managing Director, Blue Planet Fashionwear Ltd.



Sustainability is not only the demand of the present but also the capital of the future. While all the responsible sectors of Bangladesh are moving towards achieving the Sustainability Target in order to achieve Sustainable Development Goals worldwide, the Apparel Sector of Bangladesh is also not lagging behind. Achieving something like sustainability in the apparel sector is one of the most difficult challenges. Blue Planet Group is committed to meeting this challenge and whatever needs to be done, we are always working to meet that challenge with our skilled manpower, my investment, valuable feedback from our stakeholders, and so on.

Blue Planet Fashionwear Ltd. is one of our sustainable projects. World-class innerwear products are manufactured here in line with global demand and we supply our products with good reputation as well as we have built good relationships with world-class buyers.

Lastly, I would like to thank GRI and one of our partners, Iota Consulting BD, for their constant support and collaboration in publishing the Sustainability Report of Blue Planet Fashionwear for the first time. We are determined to continue this journey in the future.

Thank you and best Regards.

A handwritten signature in black ink, appearing to read 'Kazi Masum Rashed'.

Kazi Masum Rashed

Executive Director, Blue Planet Fashionwear Ltd.

MESSAGE OF THE CHIEF FINANCIAL OFFICER



The whole world is struggling for achieving sustainability. We all know achieving this sustainability is a daunting task for any organization. In this age of globalization, when organizations are trying to achieve sustainability, they are not achieving the goal of achieving sustainability. Achieving economic sustainability is certainly challenging. An organization is economically sustainable, which means that it is capable of achieving its goals of achieving environmental and social sustainability.

Our Blue Planet Group is not only in the textile sector, but also engaged in diversified businesses. The textile division is vertically integrated. Apart from textile BPG has footprints in hospitality, aviation and construction. The annual revenue of the group is around USD 186 million and employs around 7,500 people. Blue Planet Group has been working tirelessly since its inception to maintain its commitment to the goal of global sustainability.

Needless to say, the position that Blue Planet Fashion Wear has reached in such a short period of time since it was founded in 2017, is somewhat unexpected. At Blue Planet Fashion Wear, we've been working to ensure sustainability from the beginning. In this case, the combined efforts of our manpower deserves praise. I think it is the relentless effort and the mindset of everyone to achieve such a big goal as publishing our Sustainability Report for the first time today. For this reason, I extend my best wishes to all our well-wishers.

Thanks to GRI and Iota too, without their combined support, we might not have been able to achieve this target of publishing sustainability report easily. In conclusion, I would like to say that the path to sustainability alone may not be anything but a concerted effort. So again, I would like to end my remarks by thanking those who are directly and indirectly involved with the publication of this Sustainability Report. Hopefully this achievement has opened only one door for us and that is to publish this Sustainability Report every year from now on.

Thank you and best Regards.

A handwritten signature in black ink, appearing to read 'Md. Aminul Bari'.

Md. Aminul Bari

Chief Financial Officer, Blue Planet Fashionwear Ltd



Garments is one of the largest export oriented sectors of Bangladesh. Millions of people are employed in this garment sector and every year, Bangladesh earns a lot of foreign exchange from this sector. This is why it is the responsibility of everyone starting from the Bangladesh government to ensure the sustainability of this sector.

Those who are directly and indirectly involved with Blue Planet Fashionwear Ltd. also know what is important to do to ensure the sustainability of this organization, because it is only due to our skilled manpower and talented staffs that Blue Planet Fashionwear Ltd. has reached the position it is today.

Blue Planet Fashionwear is a part of Blue Planet Group, which has been involved in the overall development of the economy of this country since its inception and has ensured social responsibility along with economic contribution by providing employment to around 7500 people. We believe in actions, not promises. To ensure our sustainable development, we have skilled people in teams who come up with sustainable development related goals and targets every year, by fulfilling which we basically align with the Global Sustainability Development Goals taken by the United Nations.

We believe that in the future we will reach a position where we can contribute more to the development of the economy of our country and do what is necessary for it. Our Sustainability Report describes our commitment for this purpose and how we achieve this goal step by step each year, and I believe that we will be able to express that description in our Sustainability Reports in the coming years.

Finally, I would like to thank DSE and GRI, who have taken such a wonderful initiative to publish GRI Based Sustainability Report in Bangladesh and local partner iota, whose constant support and encouragement has enabled us to reach the very end of the journey of publishing this Sustainability Report. I would also like to thank all our stakeholders whose constant interest and effort has enabled us to publish our Sustainability Report for the first time this year. Hopefully, our journey of publishing sustainability reports has only just begun, and we can continue this trend every year. Thanks and stay tuned.

Md. Shariful Islam

Director, Blue Planet Fashionwear Ltd.



We are going to publish to Blue Planet Fashion Wear Ltd 's Sustainability Report for the first time in 2021.

For this I would first like to thank our top management for their full support and enthusiasm throughout the reporting journey, then I would like to thank GRI for publishing a simple guideline to publish the sustainable performance of an organization in a report and for all of us to publish this report. Support was provided, not to mention those of our local partner, iota Consulting BD, who were on a reporting journey with us from the beginning.

Preparation and Publishing the sustainability report of any organization aims at disclosing the sustainable performance and future agendas to fulfill of that organization through this report. Also, publishing the report each year can definitely indicate that the organization is dedicated to sustainable performance.

Achieving sustainability is needed not only to keep pace with the overall global picture, but also to ensure that we adopt with a practice of accountability to our future generations. Realizing this need, we have set Sustainability Goals and Targets by 2025 at Blue Planet Fashion Wear. Our skilled sustainable team is doing what it takes to achieve these goals and targets, and every year we take the initiative to sort out how far we have come We believe that we can set an example of this sustainability journey in the apparel sector of Bangladesh and we have already started preparing for what needs to be done in the future. We revise our Sustainability Practice based on the feedback of our stakeholders and we hope that everyone who reads this report will be able to offer us valuable feedback and move us to a better place. Thanks everyone. Best Regards.

A handwritten signature in blue ink, appearing to be 'Md. Shahidul Islam Shahed'.

Md. Shahidul Islam Shahed

Executive Director, Blue Planet Fashionwear Ltd.

CERTIFICATIONS & AWARDS



OUR GOALS AND TARGETS

ENVIRONMENT MANAGEMENT STRATEGY FOR 2020 TO 2024

SL. No.	Topics	Base Year	Target Name	Target Plan			Target (Absolute or Normalizes)
				Year-2020	Year-2021	Year-2022-24	
01	Energy & GHG Control	2019	Purchased Electricity (KWH)	2%	2%	3%	Normalizes
			Purchased Diesel (LTR)	1%	1%	1%	Normalizes
			Purchased CNG I (M ³)	1%	1%	1%	Normalizes
			Purchased Petrol (LTR)	1%	1%	1%	Normalizes
			Purchased Steam (KG)	1%	1%	1%	Normalizes
02	Waste		Waste	4%	2%	4%	Normalizes
03	Water		Water	2%	3%	4%	Normalizes

Our Achievements

TARGET ACHIEVED REPORT																
SL. No	Topics	Base year	Target Name	KPI-2019			KPI-2020			Target Achieved		KPI-2021			Target Achieved	
				Consumption	Assessment year Production (Shipped and/or Sold Production amount)	Base year Volume	Consumption	Assessment year Production (Shipped and/or Sold Production amount)	Base year Volume	Saving per pcs	Saving percentage (%)	Consumption	Assessment year Production (Shipped and/or Sold Production amount)	Base year Volume	Saving per pcs	Saving percentage (%)
1	Energy & GHG Control	2019	Purchased Electricity (KWH)	706406	7888726	0.0895	677648	8318395	0.0815	-	-9.03%	853076	1867542	0.4568	-	-24.4 %
			Purchased Diesel (LTR)	6445		0.0008	4027.54		0.0005	-	-40.74%	3650		0.0020	-	-71.8 %
			Purchased CNG (M 3)	29675		0.0038	27838.5		0.0033	-	-11.03%	28739		0.0154	-	-32.4 %
			Purchased Petrol (LTR)	3713		0.0005	3428.84		0.0004	-	-12.42%	4013		0.0021	-	-28.0 %
			Purchased Steam (Kg)	478410		0.0606	480040		0.0577	-	-4.84%	532980		0.2854	-	-27.0 %
2	Waste		Jute & cut pieces	162364		0.0206	129376		0.0156	-	-24.43%	400430		0.2144	-	-10.6 %
3	Water		Water(M3)	20309		0.0026	28640		0.0034	0.0009	33.74%	45080		0.0241	-	-11.9 %

OUR PLANS TO ACHIEVE

ENVIRONMENT MANAGEMENT STRATEGY ACTION PLAN

Sl No.	Section	Implementation Plan 2020	Budget (Approximate) Taka	Reduction Target (Approximate) KWH	Implementation Plan-2021	Budget (Approximate) Taka	Reduction (Approximate)	Implementation Plan-2022-24	Budget (Approximate) Taka	Reduction (Approximate)	Responsible person
1	Energy & GHG Control	1. Replacement of Tube light to LED	135000	14128.12(KWH)	1. Energy Saving Fan& Replacement of Tube light to LED	200000	14128.12(KWH)	1. Energy saving fan	260000	21192.18 (KWH)	Md. Harun ar Rashid Electrical Engineer
		2.Air leakage Repairing & Air Trigger nogel install & Monitoring	30000		2. Auto control emergency light	10000		2. Generator maintenance peoperly	250000		
		3.electrical line separation (sewing & finishing)	65000		3. Re-arrange lights in different sections	20000		3. Auto control emergency light	5000		
		4.Install Solar energy (0.16 Kw/hour)	120000		4. Optimizing daylight system (transparent roof tin)	30000		4. Installing Individual switch	10000		
		5. Office car maintenance peoperly	250000	296(M3)	5. Steam leak repair & Steam pipe line insulation	50000	4784 Kg	5.Awareness Training	0	0	
		6. Steam leak repair & Steam pipe line insulation	120000	4784 Kg	6. Improve compressed air management	15000		6. Office car maintenance peoperly	250000	296(M3)	
		7.Awareness Sin:	5000		7. Generator maintenance peoperly	250000		7. Steam leak repair & Steam pipe line insulation	50000	4784 Kg	
		8.Awareness Training	0		8. Office car maintenance peoperly	250000					
				725000			825000			825000	
2	Waste	2020 (2%)	Taka	Kg	2021-2022 (4%)	Taka	Kg	2023-24 (5%)	Taka	Kg	Anup Dhar (Sr.Manager of HR & Admin & compliance) & Md.Abdulla Al Maruf (Deputy Manager-ECR)& Md. Jamal Hossen (Fire and Safety Officer)
		1.Proper segregation of solid waste	0.00	6494.56	1.Proper segregation of solid waste	0	3247.28	1.Awareness Training	0	6494.56	
		2.Efficiency Marker	0.00		2. Efficiency Marker	0		2.paper recycle plant	1000000		
		3.reduce cutting waste	0.00		3.Awareness Training	0		3.Poly Recycle Plant	1000000		
		4.Awareness Training	0.00								
	0.00			0				2000000			
3	Water	2020 (2%)	Taka	(M3)	2021 (4%)	Taka	(M3)	2022-24 (4%)	Taka	(M3)	Anup Dhar (Sr.Manager of HR & Admin & compliance) & Md.Abdulla Al Maruf (Deputy Manager-ECR)& Md. Jamal Hossen (Fire and Safety Officer)
		1.Awareness Training	0.00	406.18	1.increase Awareness to worker about water use	0	609.27	1.increase Awareness to worker about water use	0	812.36	
		2.push tap installation replacing normal taps.	50000		2. installation of water trigger nozzles instead of open pipe .	50000		2.monitoring and repair water leakage	40000		
		3.monitoring and repair water leakage	10000		3.Leak detection, preventive maintenance and improved cleaning (Water Taps/Valves/ Pipe joints/ nozzles/steam taps etc.)	10000		3. installation water efficient Tap	300000		
					4.push tap installation replacing normal taps.	160000		4.set up Rain water Harvesting to use domestic purpose.	100000		
					5.Install low water flow toilet flash.	100000					
		60000.00			220000			540000			
		785000.00			1045000.00			3365000.00			
Total Cost											

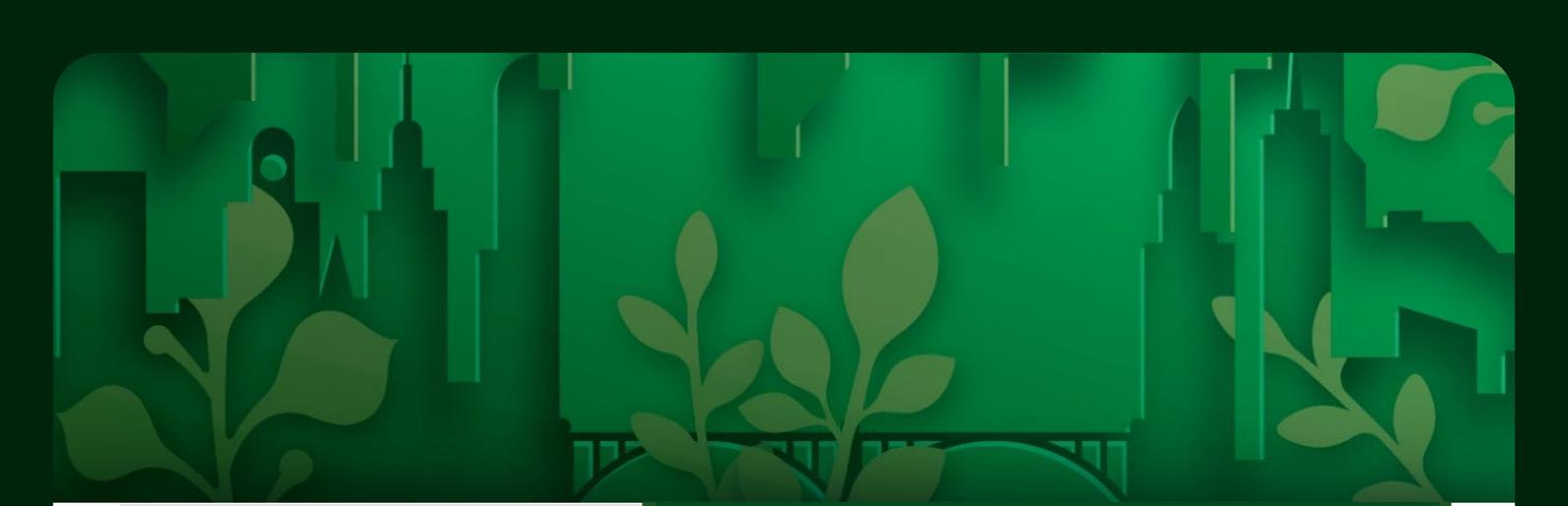


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90	ABBREVIATIONS

An organization's economic, environmental, and social impacts can all be summarized in a sustainability report. Besides, the organization's performance can be measured, understood, and assessed, and this information can be incorporated into its sustainability report. Moreover, the organization enables to set new goals and manage necessary changes in order to be integrated into a new sustainable global economy. Better risk management, cost and savings optimization, decision-making facilitation, and improved corporate confidence and reputation toward its multisided stakeholders are all advantages of sustainability reporting.

For the first time we are going to publish our sustainability report on a global platform for Blue Planet Fashionwear Ltd. Here we have analyzed our social, economic and environmental management system ethic aspects of the organization for the year 2021. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards (Core Options). We have identified our sustainability issues by considering both the decisions of our stakeholders and impacts on our own business operations.

SCOPE AND BOUNDARY

We consider the economic, environmental and social aspects of our organization as well as our core values and operational sustainability issues in determining the content of this report. The Global Reporting Initiative (GRI) standards have also been thoroughly integrated into our assignment. We have created indicators based on the information available in the mentioned aspect areas. Our goal is to provide a clear connection between Blue Planet Fashionwear Ltd. (BPFL)'s sustainability policies and the GRI reporting criteria.

We emphasize on delivering facts about the practices and sustainability initiatives to comply with various international and Bangladeshi local standards. Our aim is to ensure sustainability reporting practice to an advanced level through uninterrupted development in our further endeavors in reporting. Progressive development in sustainability reporting will lead BPFL to develop in economic, environmental and social dimensions of its business activities.

FRAMEWORKS AND ASSURANCE

Our activities' induced impacts (both positive and negative) on our triple bottom line, i.e., people, planet and profit, are aimed to highlight our sustainability report. This sustainability report will definitely aid our organization in defining boundaries to achieve our economic, environmental and social goals and targets. With the help of this reporting, we can also point out to our alignment and consent towards United Nation's Sustainable Development Goals (SDGs). We can say this proudly that our sustainable report is tied with 17 SDGs.

Despite the fact that we have not sought external verification, we have implemented a number of internal controls to ensure the accuracy of the quantitative and qualitative data in this report.

PRECAUTIONARY PRINCIPLE

The precautionary principle has four central components: taking preventive action in the face of uncertainty; shifting the burden of proof to activity proponents; exploring a wide range of alternatives to potentially harmful actions; and increasing public participation in decision-making as a guideline of environmental decision making.

Because we are responsible of our deeds as stewardship towards the planet in which we live, particularly on behalf of future generations, BPFL has made the decision to exercise judgements when using the alternatives. Our company takes precautions to ensure that its investments and activities do not harm the environment. Energy efficiency, reuse and recycling, green design and life cycle design, life cycle assessment, reverse logistics, green supplier, green branding, and green marketing, as well as clean manufacturing and green supply chain, are all part of BPFL's precautionary principle for the green apparel supply chain.

DETERMINING REPORT CONTENT

We have gone through a thorough materiality assessment approach to discover and choose material topics for this Report. These decisions are influenced by the expectations and influence from our stakeholders, our long-term economic, social and environmental goals, and the expanding global sustainability agendas.

FEEDBACK

We are constantly working to improve the quality and readability of our Report, and we appreciate your feedback and recommendations.

Mr. Md. Abdullah al Maruf
Deputy Manager (Sustainability)
Blue Planet Fashionwear Ltd.
Email: maruf.sustainability@bpfashion.net
Mobile No: +8801313434479



ABOUT BLUE PLANET FASHIONWEAR LTD.

Blue Planet Fashionwear Ltd. A state-of-art manufacturing unit of lingerie established in 2017 at Sreepur, Mawna in Gazipur, Bangladesh. The unit is set up on an area of 50,000 square feet with high quality latest machineries. Latest technology involved in lingerie manufacturing is used to obtain high standard products. In addition, as a leading international lingerie manufacturer in Bangladesh, we like to refer to our facility as a modern environmentally friendly facility. We build styles to fulfill worldwide standards of quality in a sustainable approach with an in-house design for developing women's and men's innerwear items.

We are proud of our lineage in the textile industry and ability to deliver world class products.



BPFL - AT A GLANCE

Head office: House # 14, Road #3, Sector # 6, Uttara, Dhaka -1230

Factory address: Kewa, Mawna, Sreepur, Gazipur .

Phone No: +8802-58952945, +8802-58950532

Contract person: Anup Dhar | Sr. Manager, HR, Admin & Compliance | Blue Planet Fashionwear Ltd. Email- anupdhar.hr@bpfashion.net

Website: www.blueplanetgroup.com

Total Land: 161.23 Decimal

Floor space: 141842 sq fit

Safety system: Automatic fire detection & Hydrant

Security system: public addressing and full CCTV Coverage

Utility& power: 9618 sq. Fit Utility building, 03 generators (rented /purchase) 900KVA, 950 KVA, 750 KVA.01 EGB Boiler, 01 electric boiler, 04 compressors.

Manpower: 1900 (ratio: 60 % woman, 40 % man)

Day care: full time day children attendance, separate breast-feeding area, food storage, children nutrition monitoring, toys and indoor outdoor playground.

Medical care: full time doctor & nurse,

Cutting: large cutting tables with fabric spreader from Eastman.

Sewing: all kind of sewing machine for lingerie production

Finishing: full furnished finishing section with spot removing area.

CAD System: CAD System with plotters are in operation.

Packing: separate packing section along with needle detector, security control shipping process etc.

Certification: GOTS, OCS, GRS, Oeko-tex , amfori BSCI, HIGG FEM ,WARP & C-TPAT. (In process of ACCORD)



We have built an international standard GREEN FACTORY that conforms to the highest quality standards focusing on efficient and timely delivery.

The mission of the group is "commitment towards customer's satisfaction". To pursue this motto, the group ensures the individual progress of employee's technical abilities, skills and knowledge through on the job training. As a result, industry standards and efficiency are maintained.

PRODUCTION

FASHION PHILOSOPHY

A world class fashion experience is our vision and what we strive for in every decision we make at BLUE PLANET FASHION. International exposure and experience of our designers merged with freshness and simplicity, makes our fashion style chic, modern and easy to wear in all occasions.

OUR PERFORMANCE DRIVEN CULTURE

We strive to build a companywide culture based on performance and teamwork where we value the human endeavor required behind every successful organization.

KPI based approach: Allows us to achieve success and get rewarded ensuring targets are met

Team Culture: Trust, Integrity, Passion for excellence, Ownership & Commitment, Customer Service.

Successor Planning: Develop knowledge, skills and abilities preparing for the future

Training & Development: We are reliant on local people helping the community and economy grow.

PEOPLE

INNERWEAR

The brand's women's and men's assortment are both feminine and masculine respectively. These inner wears are very comfortable as well as stylish making that help our clients both look and feel attractive. In a sentence, these products are full of great style that inspires confidence.

A collection with urban, feminine elegance and a well-dressed woman in focus. Smart, flirty and stylish. A preppy lifestyle concept with a fun, quirky and feminine touch. Redefined classics mixed with joyful colors and prints.

CONTEMPORARY DESIGN

We connect as a team to deliver fashion for all occasions and strive to give each client an outstanding experience

● A MODERN GREEN SUSTAINABLE LINGERIE MANUFACTURER

Blue Planet Fashionwear is the first company of its kind in Bangladesh manufacturing world class lingerie products following state of the art green manufacturing processes using the most modern machinery. We conform to the latest practices set forth by international environmental agencies. We strive to manufacture products based on latest fashion trends following stringent delivery schedule.

● EMPLOYEE DRIVEN PRACTICES

Blue Planet Fashionwear ensures all its employees are provided with a conducive environment to ensure maximum productivity following all safety protocol. Employees are provided with benefits such as in-house medical treatment, accommodation, day care facilities & primary education for children. We have employee training programs in place ensuring a progressive development throughout their career at Blue Planet Fashionwear.

● ENVIRONMENT FRIENDLY GREEN TECHNOLOGY

Blue Planet Fashionwear manufacturing facilities have been designed with a focus to minimize impact on the environment. We comply with international standards ensuring safe waste management, reducing wastage of water, efficient energy management & controlling carbon emissions leading to a low carbon footprint.

OUR MOTHER FACILITY AKA BLUE PLANET GROUP



We are a group of young Bangladeshi entrepreneurs committed to establishing a well invested, vertical and sustainable manufacturing business servicing retail buyers both in local and global arenas. Blue Planet Fashionwear Ltd. is a sister concern of Blue Planet Group. Our company is built on core values of Integrity, Commitment & Passion. We have built robust businesses that excel at serving their customers and stakeholders through exceptional products and services in industries such as Spinning, Lingerie, Knitwear, Textile Composite, Hospitality & Tourism, Airline Cargo, Ayurveda and Investment Banking.



BLUE PLANET GROUP

ESTABLISHED IN THE YEAR OF 2001.
BESIDES BLUE PLANET FASHONWEAR LTD,
HERE ARE LIST
OF ENTITIES UNDER BLUE PLANET GROUP

BLUE PLANET KNIT COMPOSITE LTD

BLUE PLANET KNITWEAR LTD

PLANET YARN CONCPET

BADAR SPINNING MILLS LTD

M.M. SPINNING MILLS LTD

BLUE PLANET ACCESSORIES LTD

SKY CAPITAL AIRLINES LTD

GREEN PLANET RESORT LTD

THE PALACE LUXURY RESORT

CAPM ADVISORY LTD

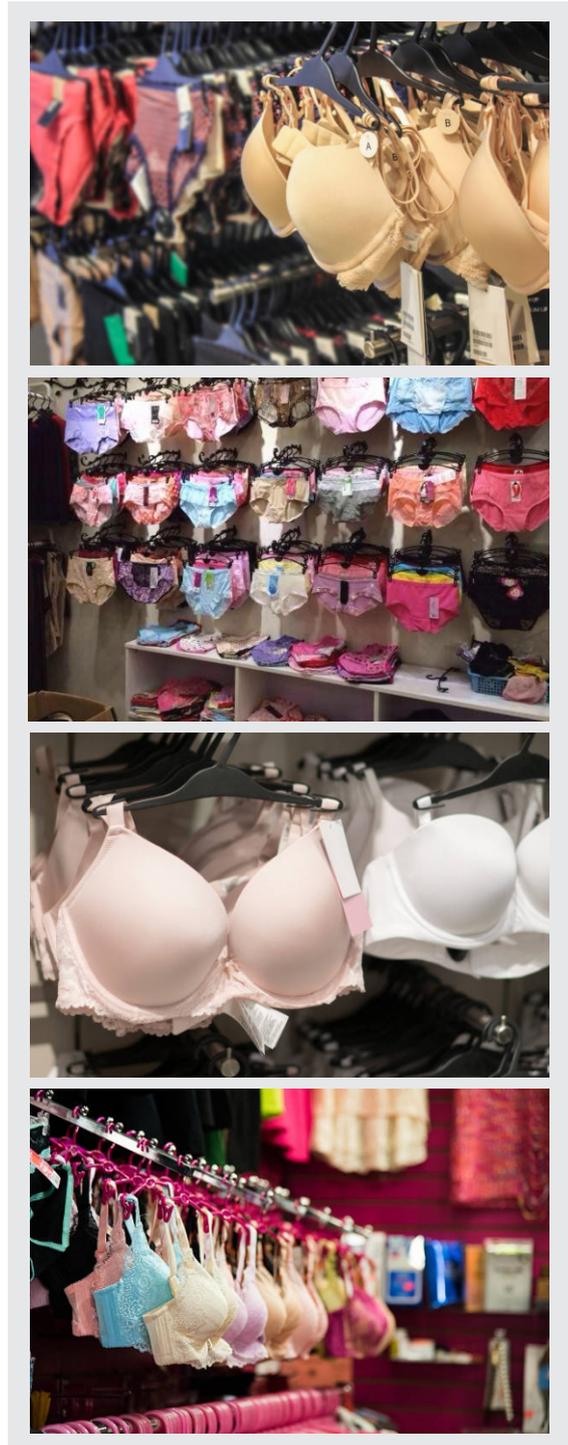
THE STORY OF BPFL SUSTAINING IN THE MARKET AS A SUCCESSFUL INNERWEAR EXPORTER BY BEATING THE COVID-19 SITUATION

In 2020, the worldwide lingerie market was estimated to be worth USD 72,094.49 million. Social and cultural movements such as body positivity, inclusion, sustainability, and diversity have had significant impacts on the innerwear business in recent years. Furthermore, consumers are increasingly demanding seamless and one-piece intimate apparel with a natural appearance, which is fueling market expansion.

The sales of lingerie at physical outlets have been severely impacted by the COVID pandemic, with most retail outlets shuttered and restricted fitting room facilities. During the pandemic, however, there was a high demand for more work from home comfort clothes and zero-feel products via e-commerce. According to online store Figleaves, sales of non-wired bras and bralettes increased by almost 40% in 2019 compared to the previous year. The purchase of underwear changed dramatically throughout the pandemic. Pre-pandemic, women preferred to purchase innerwear from actual stores where they could see, touch, and feel it, and in some cases, even try it on.

Customers were obliged to stay indoors due to the COVID-19 epidemic and enforced lockdowns, causing a shift in their purchase pattern. Women turned to buying their innerwear through e-commerce platforms during the epidemic, which offered a variety of patterns at reasonable prices and delivered to their home. They also had more privacy with this option. The convenience of working from home aided the growth of online lingerie sales. Furthermore, social media assisted consumers in comprehending the relevance of personal hygiene and the advantages of high-quality underwear. The global market is also being driven by the increased availability of a wide range of items in various designs for diverse applications, such as sports, bridal wear, and everyday wear.

As being one of the first company of its kind in Bangladesh manufacturing world class lingerie products, BPFL have come very far by ensuring sustainable stylish lingerie products to its reputed clients and spread the name in all over the world. During Covid-19 pandemic situation, almost all the enterprises faced challenging situations as business operations were forced to interrupt. But BPFL has overcome the situation with the help of its prudent management. Our expert and dedicated workforce also fought very hard in this COVID war beside the management.





PRODUCTION BUILDING



FACILITY BUILDING



FABRIC INSPECTION AREA



CUTTING SECTION AREA

OUR OPERATIONAL PROCESSES

Our Operational activities are conducted by following SOP, Lean manufacturing process, ERP based monitoring and Emerging Technologies.

SOP (STANDARD OPERATING PROCEDURE)

An important aspect of any quality system is to work according to clear-cut Standard Operating Procedures. We strictly follow the operating procedures maintaining consistency while achieving desired productivity and efficiency. We ensure that our employees follow the established procedures and ensure that they are following industry best practices.

LEAN EMBEDDED (LEAN MANUFACTURING PROCESS)

With Lean embedded manufacturing, we ensure waste minimization in our production process which allows us to achieve greater efficiency and also streamline the overall manufacturing process. We apply lean manufacturing in all parts of the production process starting from design to final distribution stage.

ERP BASED MONITORING

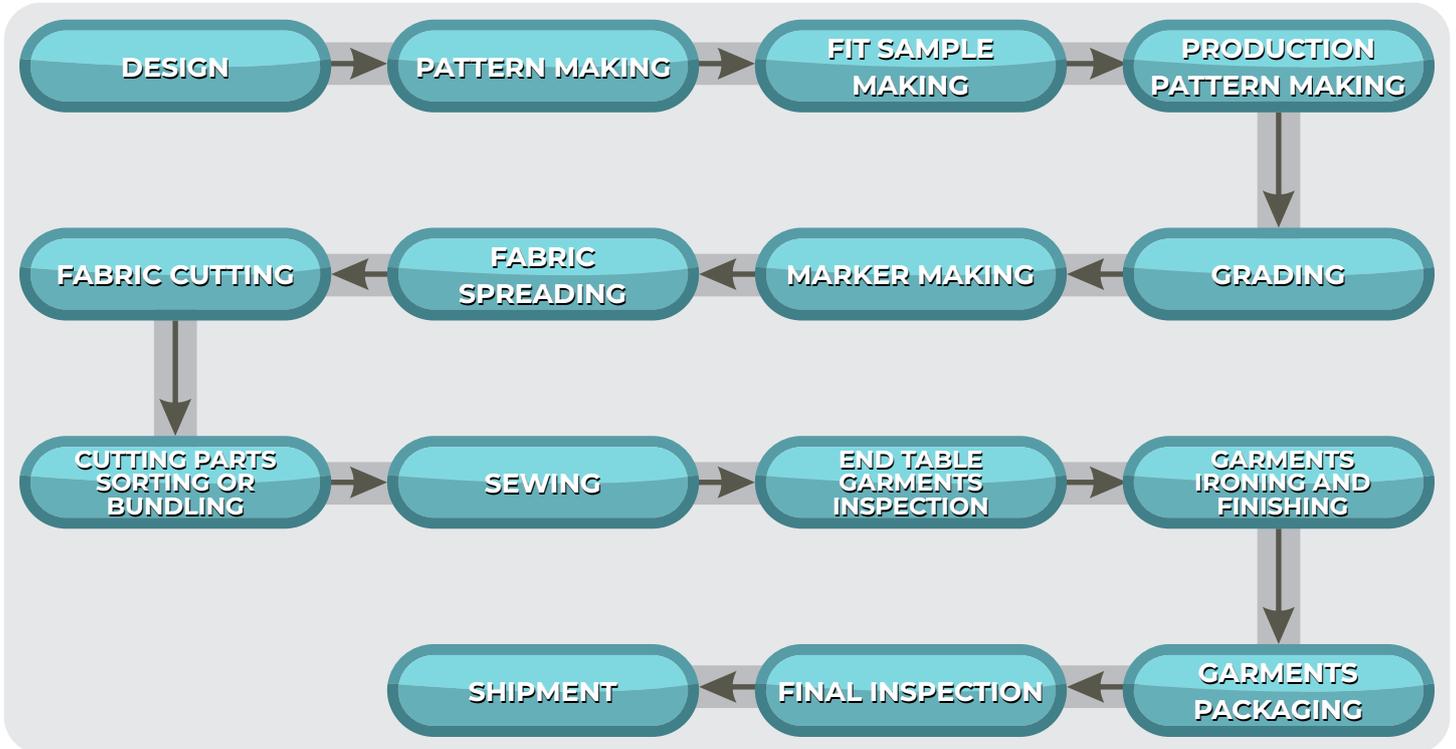
Our manufacturing process is based on international standard ERP software aided monitoring which allows better insights into the functioning of individual departments and software-based analysis ensures high quality end product.

ET (EMERGING TECHNOLOGIES)

We strive to ensure that our manufacturing processes are done with cutting edge technologies resulting in efficient production along with maintaining our green initiative.



PROCESS FLOW DIAGRAM





CAD SECTION



CUTTING SECTION

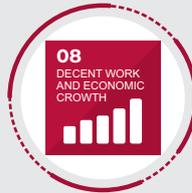
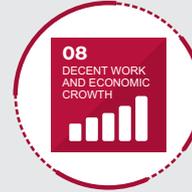


SEWING SECTION



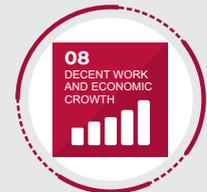
FINISHING AND PACKING

Education (Formal, Non-Formal and Technical and Vocational Education and Training)



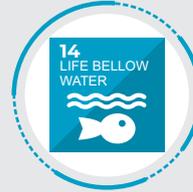
Health and Nutrition Program (Health Care Centre, Emergency Medical Camp and Training)

Poverty Alleviation through Livelihood and Microfinance



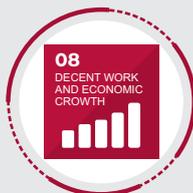
Women Empowerment and Family Development

Water, Sanitation and Hygiene



Emergency Relief and Rehabilitation/Humanitarian Assistance

Occasional and Seasonal (Ramadan, Qurban and Winter Cloth) programs



Infrastructure Development (Housing, Shelter, Mosque and School building)

The World Commission on Environment and Development (WCED) defines sustainable development as "development that meets current demands without jeopardizing future generations' ability to meet their own needs." The Ecologist's "A Blueprint for Survival", released in 1972, was the first book to establish the concept of "sustainability." The quest to make contemporary civilization "sustainable" motivated both the UN's Stockholm Conference in 1972 and the 'global trusteeship' of later international environmental treaties. In its Bergen Declaration on Sustainable Development in 1990, the European Union (EU) recognized the precautionary principle, which necessitates ecological preservation in situations of scientific uncertainty where severe or irreversible damage is threatened. Since 1990, the road of sustainability and progress has continued.

As Bangladesh accelerates its economic growth and integrates more fully into the global market, it faces a number of challenges, including the need to comply with international labor laws and ensure safe working conditions, particularly in manufacturing, as well as the need to be environmentally conscious. In fact, a green economic transformation is necessary for long-term growth. Bangladesh will need to comply with strict compliance requirements in many sectors, including the environment, to remain competitive after graduating from the Least Developed Country (LDC) category in 2026. The readymade garments (RMG) business, being one of the most resource-intensive industries, has a lot of potential to help Bangladesh meet its climate targets.

Since its beginning, BPFL Limited has incorporated contemporary technology in all of its activities and ambitions. Automatic machineries have mostly supplanted the previous manual machines. As a result, the dependency on operators has decreased, but overall production has increased.

The Board developed a sustainability team made up of representatives from several activities to develop and implement sustainable practices across the group's companies. The top management is advised by the Sustainability team on significant sustainability concerns as well as program governance and monitoring. The Sustainability team is responsible for all aspects of BPFL's sustainability policy, including the environment, human rights, health and safety, and community involvement. This group develops environmental and social programs, promotes their execution, and accumulates activity performance data.





PRODUCT CATEGORIES

LINGERIE

- BRAS
- BRIEFS
- CAMI TOPS

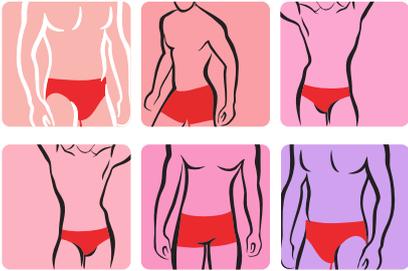


PRODUCT CATEGORIES

SWIMWEAR

- BRA TOPS
- BIKINIS
- BODY SUITS

OUR PRODUCTS



PRODUCT CATEGORIES
MENS BOXER



OUR PRODUCTION CAPACITY



230,000



1200,000



800,000



250,000

(IN PIECES PER MONTH)

INTERNAL & EXTERNAL AUDITS

Internal audit teams undertake both scheduled and unscheduled internal audits at least once a year. BPFL's finance system and other compliance systems (applicable only) are all audited. These internal audits are conducted to follow BLR, ILO, Buyer CoC and others CoC if applicable and the scope of these audits are in full premises/all sections.



OUR INTERNAL AUDIT TEAM

- **Anup Dhar** | Sr. Manager, HR, Admin & Compliance
- **Md. Abdullah al Maruf** | Deputy Manager-Sustainability
- **Md. Kawsar Mahmud** | Deputy Manager, HR, Admin and Compliance
- **Nazmun Nahar** | Sr. Executive Welfare, HR, Admin and Compliance
- **Jamal Hossen** | Fire & Safety Officer, HR, Admin and Compliance
- **Md. Harun-Or-Rashid** | Electrical Engineer

The frequency of these internal audits is quarterly/half yearly (it depends on factory policy).

A designated audit business company conducts BPFL's financial audit, and the report is submitted to top management as well as for statutory submissions. External parties conduct various compliance audits once a year (at least), and top management evaluates and acts on the results to ensure due diligence and promote good governance.

We overtake various awareness program and continuous monitoring against the findings from internal & external audit as our control mechanism.

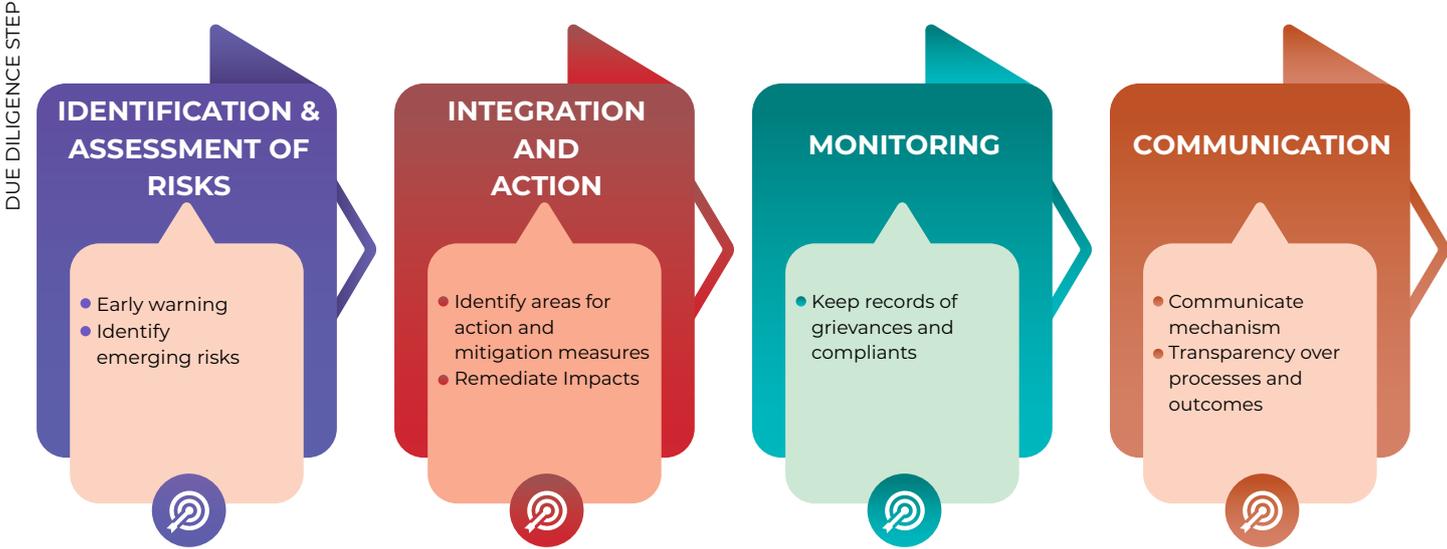


We have approved grievance mechanism policy. Authorities at Blue-Planet Fashionwear Ltd. have an "open door policy" regarding complaints.

We always strive to maintain employee satisfaction through fair, impartial and equitable handling of grievances following a specific policy to ensure fair and conducive working environment and maximum productivity to keep the grievances at a low level, and at the same time, prevent recurrence. Arrangements were made to formulate this policy. These policies and procedures apply to all employees and officers of Blue-Planet Fashionwear Ltd.



In the case of all grievances, all the grievances raised will be resolved by the authority through impartial monitoring and the complainant will be informed of the response / outcome in a timely manner. Complaints can usually be raised orally or in writing. All grievances are taken seriously and resolved as soon as possible. All grievances are resolved by taking fair action keeping the identity of the complainant secret.



EFFECTIVE MECHANISMS TO HANDLE HUMAN RIGHTS GRIEVANCES AND COMPLAINTS

In BPFL, there are five unwritten steps to follow in case of risk assessment:

STEP 01**DETERMINING THE SOURCE OF RISK**

The first step in risk assessment is to determine the source of the risk. In order to determine the source of risk, the following procedures should be followed.

- A. Determining the source of risk by regularly inspecting the workplace.
- B. Evaluate employee feedback on risk sources.
- C. Awareness of the source of risk through material safety list seat assessment. Step 2:
- D. Determining the source of risk by checking the accident register.

STEP 02**WHO AND HOW IN RISK**

The second step in risk assessment is to determine who is at risk and how. Those who are involved in the work need to evaluate what kind of risks may come from the work. For example, women who are likely to have children, mothers-in-law, child laborers, people with disabilities need to be assessed to determine how they might be at risk.

STEP 03**RISK ASSESSMENT AND PREVENTION**

The third step in risk assessment is to assess the risks and find ways to prevent them. And to do this, unwritten steps are followed.

- A. To follow the laws related to risk in the labor rules framed by the government.
- B. Following other organizations
- C. The use of such chemicals and equipment is relatively low risk.
- D. Adhere to the policy of access to protected areas, chemicals and equipment.
- E. Provide necessary self-defense equipment and regular training to the workers.
- F. Provision of legal facilities such as medical center, first aid, eye wash place, bathroom etc. to the workers concerned with the risk.

STEP 04**OBSERVATION RECORDING AND IMPLEMENTATION**

The information that can be obtained after the observation should be recorded and the following two things should be followed for the implementation of the observation.

- A. Assignment of responsibility for implementation of monitoring:
Obligation should be entrusted to the appropriate person for proper implementation of monitoring.
- B. Scheduling implementation of monitoring: Step 5:
The specific time for implementation of the observation must be determined.

STEP 05

RE-OBSERVATION AND ACCEPTANCE OF NECESSARY CORRECTIONS

The whole process needs to be monitored to see if the implementation of the action plan has had any negative impact, if any negative impact is found, then necessary corrections need to be made.

OUR RISK ASSESMENT TEAM

- **Anup Dhar** | Sr. Manager, HR, Admin & Compliance
- **Md. Abdullah al Maruf** | Deputy Manager-Sustainability
- **Md. Kawsar Mahmud** | Deputy Manager, HR, Admin and Compliance
- **Nazmun Nahar** | Sr. Executive Welfare, HR, Admin and Compliance
- **Jamal Hossen** | Fire & Safety Officer, HR, Admin and Compliance
- **Md. Harun-Or-Rashid** | Electrical Engineer
- **Dr. Sumaya Nazmun Mou** | Medical Officer, HR, Admin and Compliance
- **MS. Shilpi** | Operator, Sewing.

		IMPACT →				
		NEGLECTIBLE	MINOR	MODERATE	SIGNIFICANT	SEVERE
↑ LIKELIHOOD	Very Likely	Low Med	Medium	Med Hi	High	High
	Likely	Low	Low Med	Medium	Med Hi	High
	Possible	Low	Low Med	Medium	Med Hi	Med Hi
	Unlikely	Low	Low Med	Low Med	Medium	Med Hi
	Very Unlikely	Low	Low	Low Med	Medium	Medium

OUR GOVERNANCE STRUCTURE

At BPFL, governance is an organized framework that allows us to manage our operations in a fair and transparent manner. We use this framework as a responsible organization, to maintain honesty and responsibility, in all of our activities. It also assists us in making the greatest decisions possible for the world, people, products, and partners. In terms of our economic, environmental, and social performance, we have developed governance principles and best practices to enable timely and precise disclosure of data that is important to our stakeholders. We have a variety of policies that express our overarching aim and direction with regard to three bottom line of sustainability, in addition to the organizational structure and leadership, that carry out good governance at BPFL. When these policies are coordinated together, they provide a holistic good governance mode of operations, even if they are established to direct performance in individual areas such as gender equality or acceptable compensation.

BOARD OF DIRECTORS





ARIFUR RAHMAN
Chairman

Mr. Rahman started his career as Tea Planter at James Finley PLC. Passion for quality products and services guided him into the area of business. He started business in 2002 with a spinning mill and gradually expanded his footsteps in vertically integrated textile, hospitality, cargo aviation, corporate advisory, IT and of course construction. His visionary business plan resulted in the successful implementation of one of a kind installation like The Palace Luxury Resort – only five-star resort in the country and Blue Planet Knit Composite Ltd. – a world class composite factory; second to none in Bangladesh. He did his bachelor (BA) from University of Dhaka and MBA from Northern University, Bangladesh.

Mr. Rahman leads the group under the capacity of different roles in following companies

Green Planet Resort Limited	-	Managing Director
MM Spinning Mills Limited	-	Chairman
Badar Spinning Mills Limited	-	Chairman
Blue Planet Knitwear Limited	-	Chairman
Blue Planet Fashionwear Limited	-	Chairman
Blue Planet Sweater Limited	-	Chairman
Blue Planet Knit Composite Limited	-	Chairman
Sky Capital Airlines Limited	-	Chairman
Blue Planet Communications Limited	-	Managing Director
Blue Planet Engineering Limited	-	Managing Director

Mr. Salam is a computer science graduate from Bangalore, India with a demonstrated expertise in project management. Under his able leadership, Blue Planet group could complete all its project within budgeted timeline and cost. His keen interest in continuous development and customer satisfaction has made it possible to grow steadily across the years.

Mr. Salam is involved in the following companies of the group:

Green Planet Resort Limited	-	Director
MM Spinning Mills Limited	-	Director
Badar Spinning Mills Limited	-	Managing Director
Blue Planet Knitwear Limited	-	Managing Director
Blue Planet Fashionwear Limited	-	Managing Director
Blue Planet Sweater Limited	-	Director
Blue Planet Knit Composite Limited	-	Managing Director
Sky Capital Airlines Limited	-	Director
Blue Planet Communications Limited	-	Director
Blue Planet Engineering Limited	-	Director



MD. ABDUS SALAM
Managing Director

Blue Planet Fashionwear Ltd. practices traceable manufacturing processes in its total supply chain management. We have our own spinning & dyeing factory. We maintain a series of quality control (QC) Check to ensure that the fabric is in compliance with GOTS, OCS, GRS etc.

We have a quality section. Our quality team checks all fabric 4-point inspection system. Once we receive the fabrics, these fabrics are kept for a minimum of 12 hours for conditioning prior to the next step: cutting. After cutting the fabrics, they are sent for a standard quality check against each piece of parts before it is sent for sewing.



Blue Planet Fashionwear Ltd. has a set up industrial engineering and work study department, thus root cause analysis and productivity calculation are carried out by using statistical quality control tools. In case of printing, embroidery or others kind of value addition work which is needed, the fabrics are sent to the relevant section proper packing.

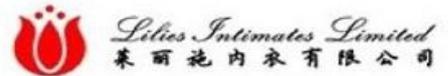
During the sewing process, we assign our QC team to check every process and ensure the desired quality. After sewing, the materials undergo first quality audit. At that stage, all non-quality products are stored out and are sent back to product line for fixing.

Subsequently, it is then sent to thread sucking to ensure that there are no loose thread and to buttoning section in case buttons have to be attached. This process is also followed by random audit and stacking for ironing. After ironing, it is sent to the final quality control team, measurement control team and visual quality control team. Finally, the product is sent for packing.

At Blue Planet Fashionwear Ltd., we have a separate packing section. Once the packing section has received the packed goods, it is first screened with needle detection machine to ensure that there is no broken needle inside. Instruction assortments are attached to the final product before they are packed into cartons.

As we are producing for some reputed Japanese brands, the final packing/inspection takes place only after needle check as a part of their requirement. However, for our EU/USA customers, inspections are conducted according to AQL (acceptable quality level) after full packaging of final goods.

OUR SUPPLIERS



And More....

OUR MACHINERY PARTNERS

JUKI®

NiSHO®



Iyamato®

Eastman®

VeriVide
See in Truth



brother®



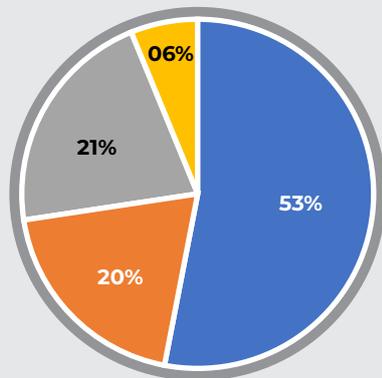
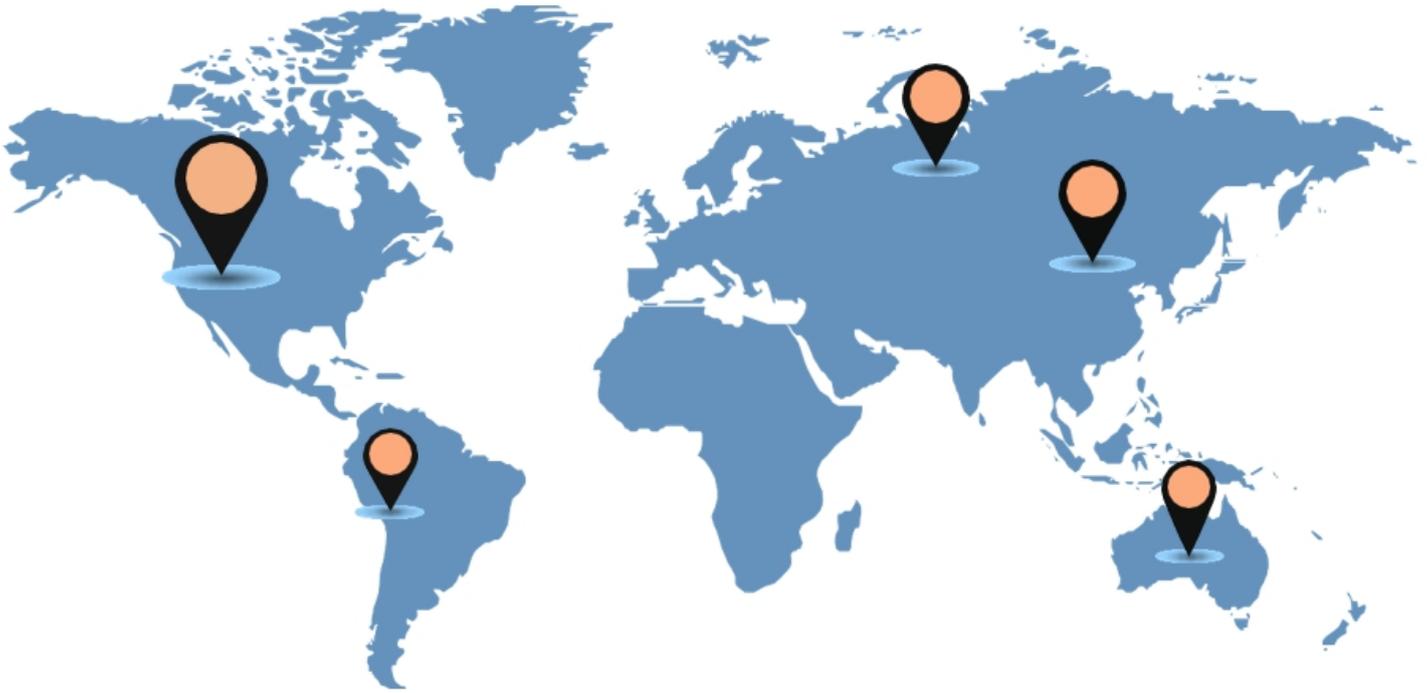
cuTex®



veit



MARKET REACH



- ASIA
- US
- EUROPE
- OTHERS

SL No.	Data	Year			Remark
		2019	2020	2021	
1	GOTS	1500000	500000	1000000	
2	OCS	1100000	3000000	8000000	
3	GRS		300000	1000000	
4	Shipment	All EU	All EU, Russia, Asia	All EU, Russia, USA, Asia	Such as Asia, Europe, Japan. Germany, Canada, USA etc.

OUR WELL REPUTED CLIENTS

Etam

Triumph 

ESPRIT

aura

OVS



sapph.®

MANGO

amanté

DUNNES
STORES

sloggi®

NEWYORKER


CAMP DAVID

 **Auchan**

PRIMARK®

JACK & JONES®

name it®

ULTRAVIOLET

| RETAIL

The first step towards stakeholder engagement is to identify our stakeholders. It's very easy to see how we regard our stakeholders because we're a stakeholder-driven organization. Stakeholders who are impacted or may be impacted by our overall performance are considered.

We considered our internal and external stakeholders as our top priority as our business is very much oriented towards them. Every year, we evaluate the effectiveness of the stakeholder selection and engagement process. As a result, we maintain the process to be flexible and adaptable to changing conditions.

Internal stakeholders, such as our workers, employees, staffs, internal suppliers, interns, apprentices, and others, have their thoughts and opinions valued. Our collaborative decisions and actions help us meet their requirements and expectations. Because we acknowledge their importance to our core value and our moral commitment to them, we collaborate to establish a healthy and safe work environment for our internal stakeholders. Our achievements and performance would be useless if it weren't for their efforts. As a result, BPFL's management keeps in touch with them on a frequent basis.

Our purpose is to establish a connection between internal and external stakeholders. If the customer's minimum wage is the same as the employee's minimum wage, for example, our stated salary structure meets both requirements. We developed a two-dimensional paradigm for assessing materiality that takes into account both the diversity of material subjects and their influence.

SI NO	Stakeholder Types (Internal and External)	Stakeholder Names	Relation with Stakeholder	How we engage	What are their expectation
1	Internal	Worker/Employee	High	written & Verbally	Legal benefit & beyond
2	External	DoE	Medium	written & site visit	Legal compliance with law and regulations
3		Buyers/Clients	High	written & site visit	On time delivery & legal compliance with their law and regulations, CoC
4		Suppliers/Vendors	High	written & site visit	On time delivery Payment, sustainable business
5		Local authority	Medium	written & site visit	Legal compliance with law and regulations, CoC
6		Local Community	Medium	Verbally	Employment opportunities, Community development Reducing Environmental impacts

MATERIALITY ASSESSMENT

We conducted a materiality assessment in 2021 to identify the materiality of the topics for which disclosures should be reported. The topics were chosen in accordance with the Global Reporting Initiative (GRI)'s reporting guidelines. Because this is our first report, we limited ourselves to GRI Standards issues, with the objective of expanding this list in future editions. We used a two-dimensional scale to assess and analyze the materiality of each topic before selecting them for disclosure reporting.

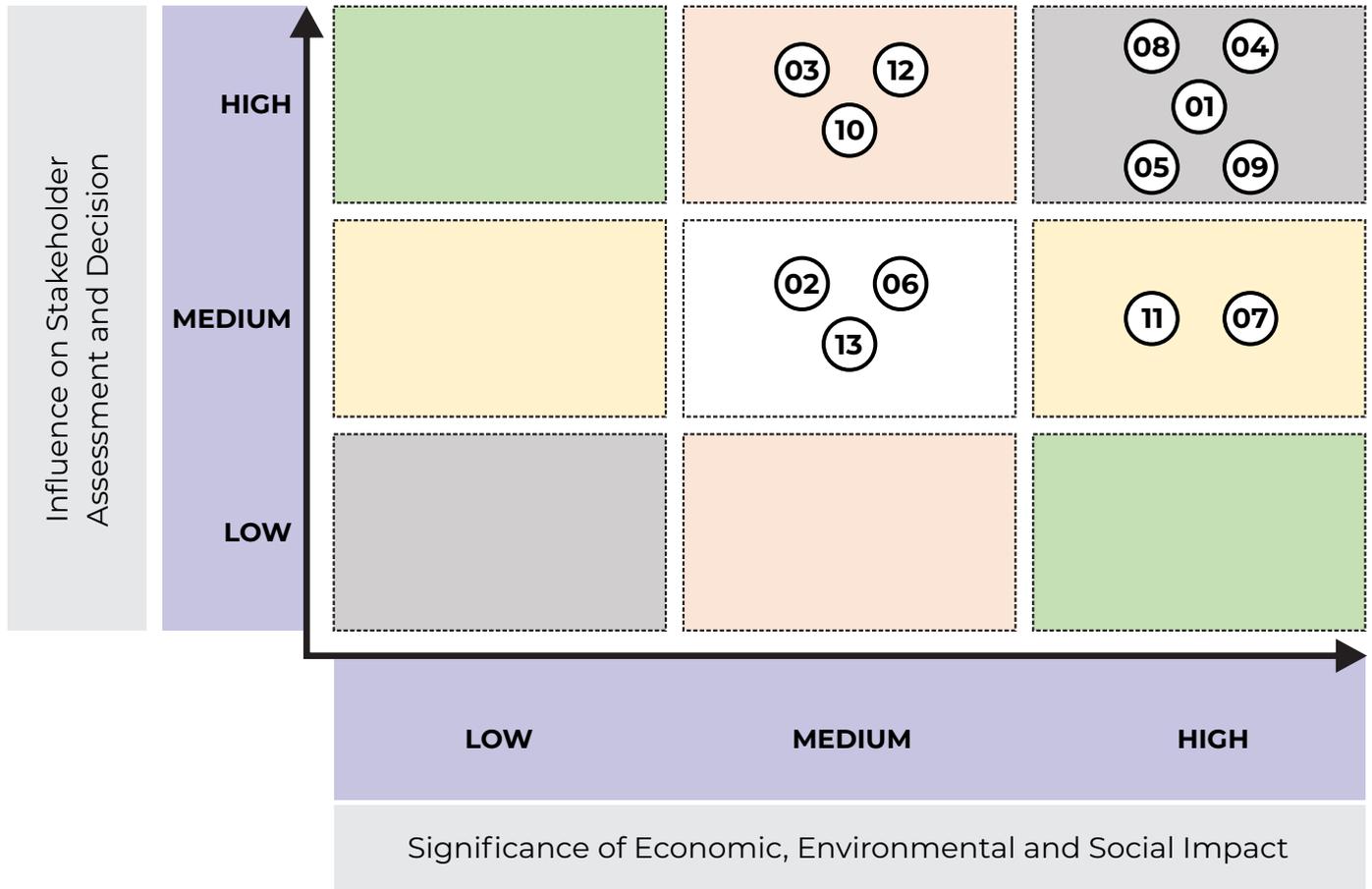
Significance of Social Impact				Significance of Economic or Environmental Impact			
Significance level	Rating no.	Negative Impacts	Positive Impacts	Significance level	Rating no.	Negative Impact on Economy/Environment	Positive Impact on Economy/Environment
Critical	5	Invokes legal actions	Exceeds best practices	Critical	5	Contravenes local law and violates global norms	Exceeds legal requirement & stakeholder expectations by a large margin
Major	4	Stakeholder Complain	Stakeholder Commendations	Major	4	Distinct local and global impact	Prevents impacts which has distinct local and global impact
Substantial	3	Observations raised by Stakeholders	Comprehensive Compliance	Substantial	3	Impacts go beyond organization	Prevents impacts that go beyond organization
Moderate	2	Violation of internal norms	No non-compliance & No Stakeholder complain	Moderate	2	Effects in organization level	Prevents effects in organization level
Minor	1	Sporadic violation	Meets Legal Requirement	Minor	1	Equivalent to following best practices	Legal Compliance Level

We used the two-dimensional evaluation approach to rate the issues on a five-point scale based on two distinct criteria (one is regarded to have a substantial economic or environmental impact, and the other is considered to have a significant social impact). As stated in the table below, each level has a distinct characteristic or set of criteria.

Similarly, we used five separate processes to determine the Influence on Stakeholder Assessment and Decisions, and an issue could fall into any of them. As seen in the table below, each discrete stage has its own set of characteristics or requirements. The impact on stakeholder evaluation and decision-making spans a continuum that begins at the most basic level, when a topic is solely related to the organization's own decision and does not include any stakeholder perspectives. If the topic, on the other hand, incorporates applicable legal requirements, the influence will be greatest.

Criteria for Influence on Stakeholder Decision		
Influence level	Score	Criteria
Very High	5	Legal requirement applies
High	4	Part of Buyers' CoC
Considerable	3	In line with SDG goal
Moderate	2	Expectation of community
Minimal	1	Organization's own decision

We analyzed the subjects that are material for the report using these two sets of criteria and developed this report to make disclosures on those material topics. We also took two essential aspects and incorporated them into the criteria: The CoC of brands and legal obligations. Both of these are important criteria because they consider the long-term viability of activities, processes, initiatives, and systems.



MATERIAL TOPICS

ECONOMIC

01 Economic Performance

02 Market Presence

03 Procurement Practices

ENVIRONMENTAL

01 Energy

02 Emission

03 Waste

04 Environmental Compliance

SOCIAL

01 Employment

02 Occupational Health and Safety

03 Training and Education

04 Non-discrimination

05 Child Labor

06 Local Communities

LIST OF MATERIAL TOPICS



GRI Standards	Our Material Topics	Why this topic is material
GRI 201	Economic Performance	<i>Our operations provide economic benefit to a wide range of stakeholders.</i>
GRI 202	Market Presence	<i>Ensures our liberal approach towards our lowest employment categories.</i>
GRI 204	Procurement practices	<i>It's crucial for maintaining a steady and reliable supply of basic resources.</i>
GRI 302	Energy	<i>Managing our energy consumption is critical to reducing our business' carbon footprint.</i>
GRI 305	Emission	<i>As the effects of climate change become more severe, we are dedicated to reducing our operations' negative environmental impacts.</i>
GRI 306	Waste	<i>Waste disposal must be done responsibly in order to reduce our environmental impact and maintain good relationships with our neighbors.</i>
GRI 307	Environmental Compliance	<i>Environmental policies, including compliance, are becoming increasingly important to buyers.</i>
GRI 401	Employment	<i>Our staff is critical to achieving the organization's strategic goals and accelerating growth.</i>
GRI 403	Occupational Health and safety	<i>Following the pandemic's onset, there has been a greater emphasis on safety.</i>
GRI 404	Training and Education	<i>Continuous skill development opportunities are a crucial part of our employee value offering and critical to our strategy's success.</i>
GRI 406	Non-discrimination	<i>A diverse workforce promotes innovation and production, as well as adherence to current laws.</i>
GRI 408	Child labor	<i>Our customers are becoming increasingly aware of the need to remove all forms of child labor from their supply chains.</i>
GRI 413	Local communities	<i>Communities' economic development is aided by investments in education, health, and employment opportunities.</i>



GRI Standards	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Economic Performance	•							•	•									
Market Presence								•										
Procurement practices								•										
Energy							•	•				•	•					
Emission							•	•				•	•					
Waste												•			•			
Environmental Compliance									•		•	•						
Employment					•			•		•								
Occupational Health and safety			•					•										
Training and Education				•	•			•		•								
Non-discrimination	•				•			•		•								
Child labor			•					•				•						
Local communities	•							•			•							



Bangladesh is a developing country. With the course of time, our country's agro-based economy has now transitioned to an industrial economy, which is an important aspect in a country's development. Among these industries, the ready-made garments (RMG) business has played a significant role. The export-oriented RMG sector has made a significant contribution to Bangladesh's economic transition. Our RMG entrepreneurs' contributions, domestic fiscal and financial opportunities, and worldwide market opportunities all converged to create a story that is, to be honest and true, unrivaled in the developing world.

Bangladesh's readymade garment (RMG) sector has primarily exported simple, plain shirts and t-shirts from its inception. Value-added garment production, on the other hand, has not performed as well as projected. Without it, high-end clothes manufacturers will be unable to command higher prices. This is why lingerie might be the next big thing. Intimate apparel, which is regarded as a consumer's second skin, is a dynamic game-changer in the fashion industry. Different eye-catching styles and constant new advancements have ushered in a new lucrative industry from which business may simply be increased. The key drivers of this market are style, changing fashion trends, and features such as novelty and comfort. The intimate wear market has been bolstered by changing lifestyles and demographic dividends, increased hygiene awareness, a higher standard of living, and customization of product portfolios.

According to new research, the global lingerie market size and share was around USD 43.2 billion in 2020, and is expected to reach around USD 84.16 billion by the end of 2028, with a compound annual growth rate (CAGR) of nearly 8.25 percent over the forecast period (2021-2028). Blue Planet Fashionwear Ltd. is determined to meet this huge target.

ECONOMIC PERFORMANCE

Achieving Economic prosperity is the ultimate goal and objective for any organization. Any sustainable organization must emphasize on the financial stability that can help to contribute in the environmental and social sectors of that organization in order to align with the three bottom line, i.e., people, planet and profit. Moreover, expansion of overall activities and services of the organization occurs due to economic sustainability. As a result, economic productivity increases through diversification, technical advancement, and innovation, with a concentration on high-value-added and labor-intensive practices.

Particulars	Unit	2019	2020	2021
Economic Value Generated (A)				
Total Revenue earned	BDT	630,338,984	722,726,764	1,643,834,491
Economic Value Distributed (B)				
Total operating costs	BDT	827,734,449	714,592,798	1,436,330,116
Total cost for property rental	BDT	2,748,190	2,001,130	2,556,820
Total cost for license fees;	BDT	430,067	135,842	237,081
Total training costs	BDT	22,620	5,865	24,500
Total wage/salaries distributed	BDT	244,796,474	205,817,303	272,519,570
Total cost for employee benefits	BDT	2,254,613	1,901,931	1,799,684
Total interest payments to loan providers	BDT	93,777,193	112,144,154	82,871,709
Total tax paid	BDT	2,929,008	2,579,705	6,572,773
Community investments	BDT	-	11,500	88,000
Economic Value Retained (A-B)				
Economic value retained	BDT	- 294,101,666	- 106,601,393	117,971,892



We have a very strong procurement policy. Our Procurement Policy & Procedure govern all Goods and/or Services procurement regardless of whether these are Opex or Capex and will be applied to all functions of BPFL.

Usually, at the beginning of each annual a business plan is developed which sets the revenue and expenditure target. To achieve the set target detailed, at BPFL an annual plan is prepared and accordingly budget is reviewed and approved. Concerned user department prepares periodic spend plan preferably monthly or quarterly in line with the annual plan and budget. Periodic spend planning is required for effective requirement analysis, fund management, procurement planning and supplier sourcing. A Bid Evaluation Committee is responsible to review the bids/proposals and the technical and commercial comparative evaluations. This committee provides guideline to procurement committee regarding short listing and negotiation strategy and also recommend the supplier to award the bid. The procurement personnel perform initial supplier market analysis to identify the potential suppliers for the required goods or services. Potential suppliers are prioritized based on certain criteria (supply history, financial strength, business relationship, goodwill etc.).

Sl No.	Items	Unit	Year 2019	Year 2020	Year 2021
1	Total Procurement Budget	BDT	367,316,880	345,694,107	833,747,262
2	No of Local Suppliers dealt with	No.	361	349	339
3	Total Money Spent on Local Suppliers	BDT	305,226,976	273,906,708	614,038,226
4	Ratio of Local Suppliers and Total Suppliers	x:y	90.93	89.72	85.18



MARKET PRESENCE

At BPFL, we follow a fair and balanced recruitment policy that excludes child labor, forced labor, gender disparity, and discrimination. The majority of senior management staff are recruited from the local community. Our entire benefits to workers and employees, regardless of gender, caste, or religion, outperform the market benchmark for comparable duties and positions.

In comparison to the local minimum wage, the government guarantees a standard entry-level salary under the Bangladesh Labor Act of 2006. We also don't distinguish between entry-level and other workers. We make certain that all employees are compensated fairly.

Moreover, our stakeholders and influencer always align with our sustainable market agendas. As a result, we have proven ourselves as a future oriented organization and all the employees from senior management to entry level employees align with this performance. Our approach to our entry-level entities is summarized in the table below:

	Unit	Year-2019	Year 2020	Year 2021
Wage structure of employees who are in the lowest employment category	BDT		8000	
Ratio of organizational entry level wage & minimum wage	x:y		1.01	
Percentage of senior management personnel recruited from local community	%		99.99	

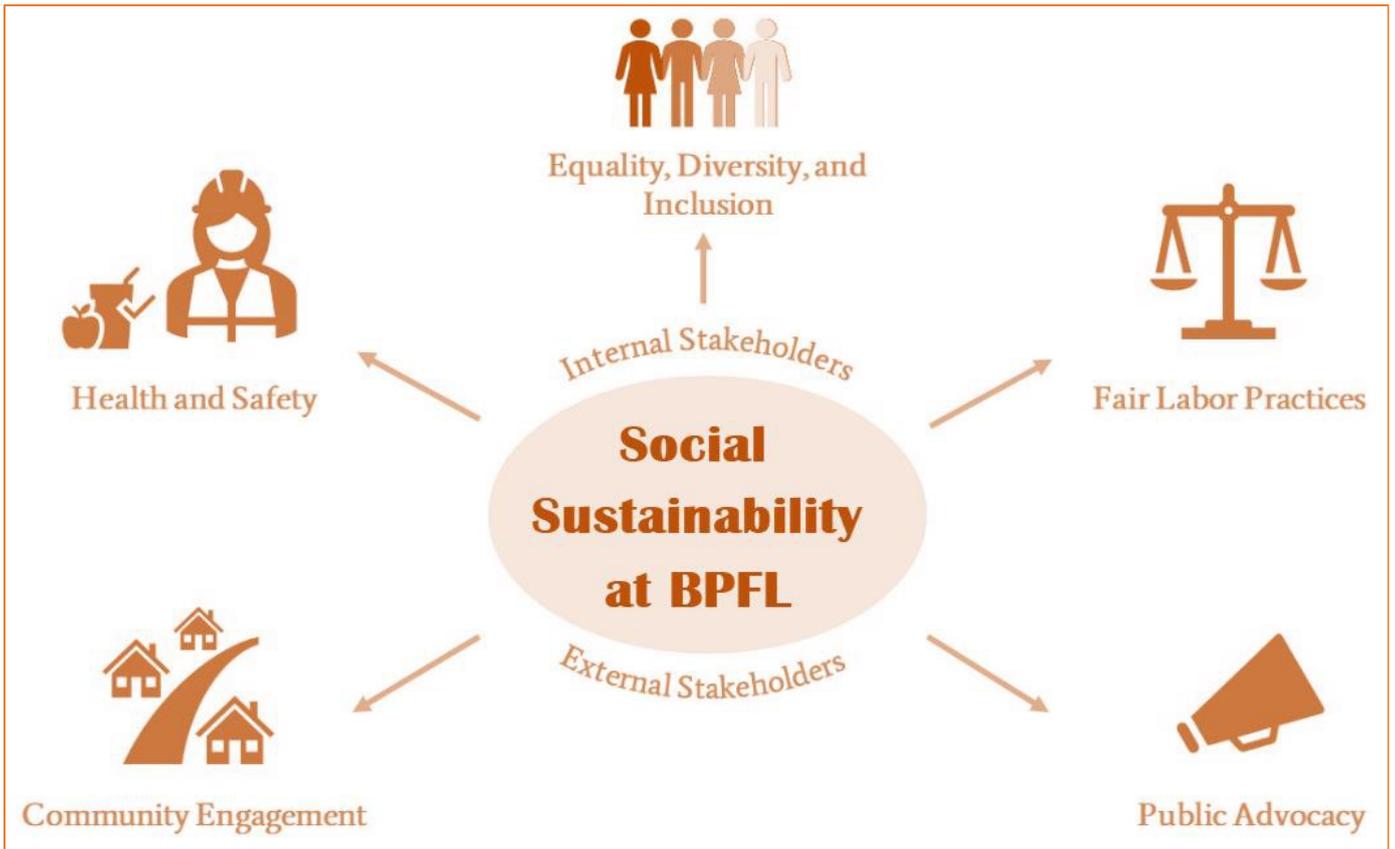


The components of sustainability that are related to humans are referred to as social sustainability. Simply put, it's about ensuring that humans have access to the resources they require now and in the future. Of course, part of that entails keeping the physical surroundings in excellent working order. However, the focus of social sustainability is on ensuring that humans have what they require. Poverty, hunger, health and well being, education, gender equality, decent work and dignity, inequality, and peace and justice are among societal issues included by the United Nation's Sustainable Development Goals (SDGs), as we all know. Individuals and society both benefit from social sustainability. It is also important for businesses and other groups.

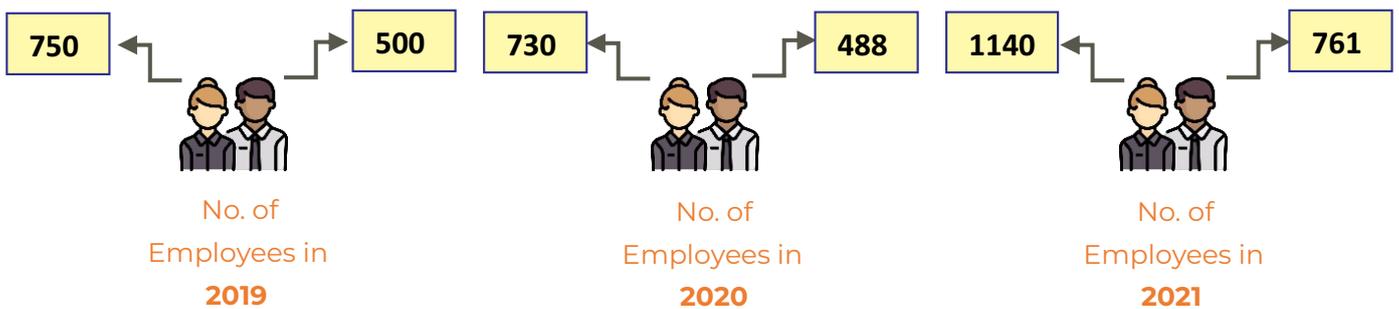
The prudent management of BPFL is always committed to maintaining its social sustainability. Our internal stakeholders such as our staff, management, board of directors and external stakeholders such as our customers, suppliers, local community etc. always keep in touch with us in various ways and we take necessary steps for their well-being in order to ensure our social sustainability journey. We believe that we are not alone in this journey from the beginning, rather our stakeholders have made this journey easier for all of us.

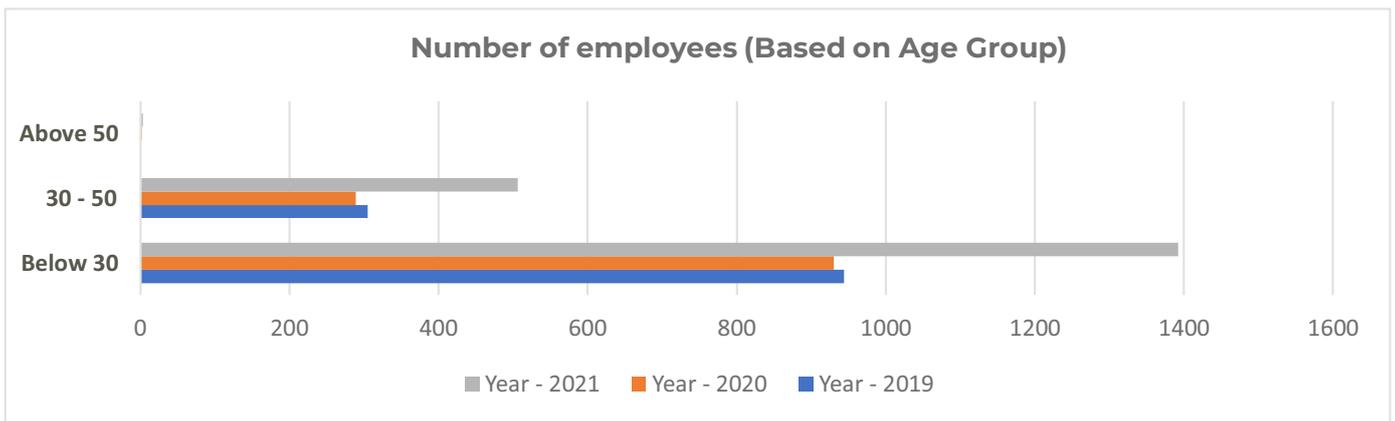
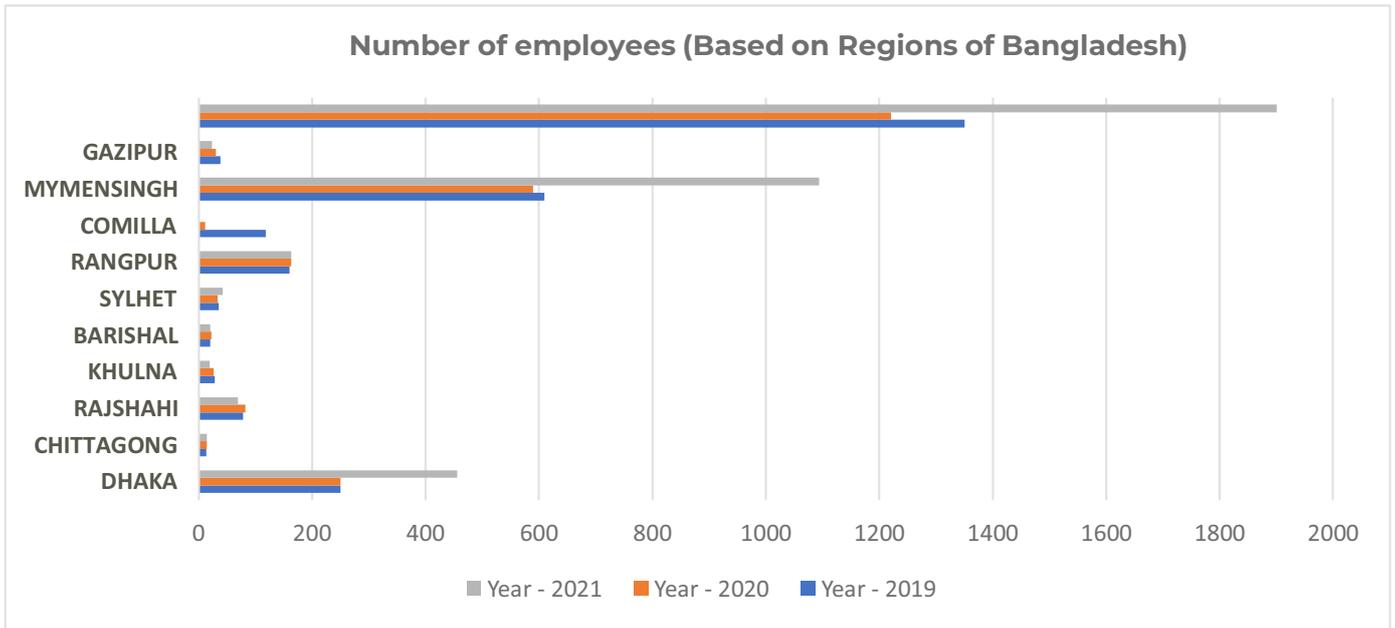
We maintain many stringent policies regarding our social aspects. These policies cover our overall social facts, i.e., health and safety, prohibition of child labor, forced labor, harassment, discrimination, gender inequality etc.





At BPFL, we mostly value and consider our important asset, i.e., our employees (workers and staffs). We take necessary steps in order to make an employee cope up with our core values and norms. He or she gets proper training to gain knowledge, rights and benefits, bonuses and timely wages/salaries, proper treatments against our excellent grievance management, collective bargaining agreements, risk assessments and numerous internal and external audits. We have a proper recruitment policy which is defined by our social boundaries. We believe that our employees will provide the best service if they are comfortable in their jobs and have their rights and entitlements met.



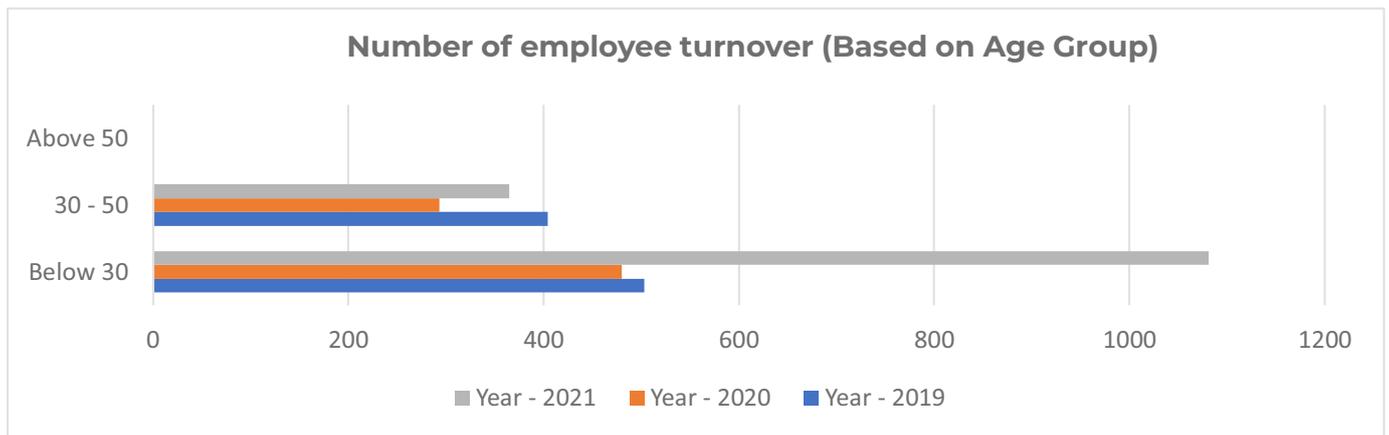


In any organization, due to the efficient decision and consideration of the management authorities, the overall picture of the development of that organization emerges.



EMPLOYEE TURNOVER

Employee turnover at BPFL is relatively low. Employee turnover is primarily caused by assumed extra benefits in another organization, mobilization towards home districts owing to home sickness, and other factors. The BPFL is a particularly people-focused organization. Employee perks are taken very seriously by them. As a result, it is becoming easier to hire a larger number of people. It is envisaged that by doing so, employee turnover will be greatly reduced, and BPFL will be able to move ahead as a family to a more advanced and modern facility.



BPFL provides numerous programs to ensure employee rights and benefits. Among them –

1. Timely Salary

Employees of any organization are dedicated to that organization unless they get their fair share from it. Similarly, one of their fair rights is getting paid on time. Generally, we pay the salaries of our workers and staffs from 1st to 10th of the month, keeping in view the proper monthly management of the expenditures of the employees in their personal life.



2. Equity in the work culture

All the employees of our organization are treated equally. BPFL is committed to assisting any worker regardless of his/her religion, gender, caste, region, ensuring a conducive working environment, providing salary or other benefits, training or assistance in enhancing skills etc.



3. Birthday Celebrations

Birth anniversaries carry a different meaning in human life. A person's birthday is a special and joyous day for every human being. BPFL shares this joy with its staff and workers. That is why birthdays are celebrated in BPFL almost every day. On this special day, whoever's birthday it is, the BPFL authorities give that person a special gift.



4. Medical Facilities

Like any other responsible organization, BPFL has medical facilities. An MBBS doctor as well as a nurse sit here regularly. Moreover, there are separate beds for male and female staff. Usually our medical service is very effective for emergency or first aid treatment. BPFL has also benefited a lot from this medical service during the pandemic period. Understanding the symptoms of physical illness of the workers, the need for identification of COVID or the need for vaccination - in all cases, its contribution was noticeable. We also have contracts with nearby hospitals, where our staff are offered medical discounts.



5. Child Care Facilities

Most of the workers in the RMG sector are women. It is difficult for these women to continue their work when they are mothers. Most of the women workers are forced to quit their jobs due to not ensuring proper care of their children. BPFL is fully aware of this issue. That is why there is a child care facility in BPFL with complete modern facilities. It usually provides children's education, breastfeeding, free meals and teaching manners. There are also playing equipment for children. The operation of this facility is maintained keeping in mind that the female staff can concentrate on their work while keeping their children at ease.



6. Free DANO Distribution

BPFL has always allowed free distribution of products of various reputed food product companies in order to motivate their employees. As well as ensuring the promotion of the product, the employees are also motivated to work.



7. Sarathi Awards in Skill Development Program

Sarathi program - A joint venture between Metlife Foundation and Swisscontact Bangladesh. The project aimed to find market-based and scalable solutions to address inadequate financial literacy and lack of access to formal banking services. It was a 30-month-long project launched specifically for RMG workers, particularly women. BPFL is also involved in this project along with other RMG sector organizations. A Ceremony Program took place on December 30, 2021 where the workers who signed up for the project from BPFL were awarded certificates.



8. Pahela Boishakh Celebration

Pohela Boishakh is the first day of the Bengali year. The celebration of this day is considered as a festival in the form of Bengali tradition and culture. Like all other traditional organizations in Bangladesh, BPFL also holds this festival, and the staff celebrates this day in a very festive manner.



9. Annual Picnic and Celebration

Any industry regularly hosts annual picnics for its employees once a year. On this day all the staff and officials come to a common platform in a very happy and festive atmosphere. On this day all the workers take leave from work. Similar events also take place in BPFL. During this day, all the owners and management join in the festivities in solidarity with the workers. Moreover, we have to talk about cultural events separately. Cultural events are performed by performers both inside and outside. Everyone comes to the ceremony in neat attire and the whole organization is decorated with beautiful lighting and decorations.



According to the International Labor Organization (ILO), 2.3 million women and men die every year as a result of work-related accidents or diseases, equating to over 6000 deaths per day and over 4 deaths every minute. Around 340 million people are wounded and 160 million people are sickened at work every year around the world. These figures are updated on a regular basis by the International Labor Organization (ILO), and the most recent revisions show an increase in accidents and illness. Bangladesh's circumstances aren't also very favourable.

Occupational Health and Safety has been a top priority for BPFL management from the company's inception. In order for the work environment to be completely rewarding and work pleasant, Occupational Health and Safety must be carefully handled. Occupational Health and Safety Management is a complex set of activities that must be managed with care and attention if overall production is to be raised and people feel safe to work to their full potential. BPFL has a one-of-a-kind organizational strategy for ensuring effective Occupational Health and Safety management.

We usually maintain injury and accident register separately as per Bangladesh Labor Act (BLA, 2006). We also maintain investigations report against each incident occurs. For each incident occurred, a root-cause analysis is conducted by expert responsible personnel. To eliminate the hazards or minimize the risks related to work related injuries, our taken initiatives are –

- a. Injury Investigation,
- b. Injury Root Cause analysis,
- c. Awareness to injured workers & aware to all employees regarding Injury,
- d. Root cause & corrective actions to prevent accident recurrence.



We have an excellent medical facility to treat the emergency injuries and provide first aid services. The main injuries are observed as Needle injury, Cutter injury, Scissors injury etc. Moreover, we have excellent fire hydrant systems and fire pump room. In case of fire emergency, we have a team ready to overcome that challenge.



Participation Committees

Participation Committee is mainly used for collective bargaining agreement instead of trade unions. The committees provide a platform for workers and employers to participate in dialogue in the absence of trade unions. The role of participation committee is to ensure safe working environment in the organization. In brief, a participation committee's responsibilities include promoting mutual trust, understanding, and collaboration between the employer and the employees, as well as ensuring that labor laws are followed, as well as improving and maintaining occupational health and safety, and working conditions.

At BPFL, a participation committee is formed. The committee is formed from the representatives selected by both the employers and workers. The election of the participants elected by the workers of the Participation Committee was held in a very pompous manner in the BPFL. The Executive Director and an operator are both vice presidents in the participation committees. The rest of the members are in other positions.

PC Election



Safety Committee (SC)

A Safety Committee is a group of management and union/worker representatives who help the employer to create and maintain a safe work environment. The formation of a Safety Committee is one of several steps taken to manage workplace health and safety, such as reducing the number of accidents, absenteeism, and unfavorable legal or financial implications of accidents, as well as avoiding damage to the company's reputation. Section 81 (2) of the Bangladesh Labor Rule mandates that 50% of the members of the Committee come from the union/worker representative side and the other 50% from the management side. Also, the Committee's maximum size is determined by the total number of employees. Section 81 (7) of the BLR states that the total number of members cannot be less than 6 or more than 12. The Safety Committee's role is to provide OSH advice to management, assist management in implementing the act, rules, and other OSH regulations, monitor the implementation of OSH regulations, organize training for various groups in the factory, and communicate with management, workers, and the Labor Department.

BPFL also has an efficient safety committee to manage overall health and safety issues. An Assistant Manager of HR Department has been appointed as the President of this Committee and Sticker man from Cutting Department has been appointed as the Vice-President of this Committee. Safety committee meetings are usually held every two months. The meeting discusses issues related to overall safety of BPFL. At the beginning of each meeting the agenda of the pre-meeting is discussed first and also what is its update or how complication is being created in the execution of that issue. Then they begin the discussion on a whole new subject. BPFL Safety Committee meetings discuss top safety issues with top management.



SC Meeting



100%

Of Our Employees are covered with life insurance facility

60 Year Old

Retirement provision applicable at the age

Mock Drill

A mock drill is a scenario in which participants rehearse their response to a disaster or emergency. Mock drills are held in a variety of organizations around the world for the sake of safety. Mock drills are a type of training exercise intended to assess a company's readiness and to pinpoint problem areas. Safety trainers use mock drills as a regular training activity to keep staff prepared. Employees maintain their readiness to respond to any emergency crisis by participating in these drills. Trainees can prepare for emergency scenarios by doing a walk-through with the entire crew of the building or other areas where they plan to drill.

As a responsible organization, emergency drills especially fire drills and emergency evacuation drills are conducted at BPFL. Internal Fire drills are conducted once a month and fire drills/emergency drills are conducted externally once every six months organized by Bangladesh Fire Service and Civil Defense officials.



Support provided to disabled persons

At BPFL, we have recruited some disabled workers as per our social responsibility. We ensure a flexible and friendly working environment for them. We do not treat them differently from other workers. They are regular in their job and other trainings as well. In case of need, we ensure their health through checkup by our internal doctor.

Training and development programs have numerous advantages. The performance of workers improves, productivity increases, employee turnover reduces, and corporate culture improves. The RMG sector, which contributes as one of Bangladesh's most productive industries, requires a lot of training or, to put it another way, competency development. Training in areas such as health and safety, the environment, and quality assurance can all help to boost total output.

At BPFL, various training programs are launched almost every month in order to develop competency to boost up overall performance.

SL No	Title of the Training/Awareness	Subject	Target Group	Expected Date	Training Frequency
1	New Worker Orientation	Company CoC, Labor Law, Product Safety, Fire Safety, PPE & General Compliance	New Workers	Every Day	Every Day. 9.00 Am (2 Hours)
2	MRS/LSL Training	Overall guidelines	All Section Head	Quarterly	Quarterly 3.00 PM (1 Hour)
3	chemical Mock /spill Drill	Overall guidelines	Chemical User Employee	Quarterly	11.30 AM (1 Hour)
4	Training on Environmental Management Strategy	Overall guidelines	Mid-Level Management	Monthly	11.30 AM (1 Hour)
5	Training On Pregnant woman	Symptoms of a pregnant mother, Pregnancy care and the purpose of gestational care, Pregnant mother's food list, Maternity benefit calculation method & over all Guidelines.	Pregnant Women	Monthly	3.00 PM (1 Hour)
6	Training On Environment	(Environmental Impact & Aspect ,Environmental Goal, Energy and Water, Waste management etc.)	Mid-Level Management	Quarterly	11.30 AM (1 Hour)
7	Waste Handling	Procedure & System of well housekeeping.	Mid-Level Management	Quarterly	11.30 AM (1 Hour)
8	Training On Air Emission Management & Emission Reduction	Overall guidelines	Mid-Level Management	Quarterly	11.30 AM (1 Hour)
9	PPE (Personal Protective Equipment) Training	Proper use of personal safety equipment, awareness of the benefits of use & Overall guidelines	General Worker	Monthly	3.00 PM (1 Hour)
10	Grievance Disposal Training	According to buyer & Company CoC, (Procedure for raising a complaint, Procedure for handling complaints by the authorities)	General Worker	Monthly	11.30 AM (1 Hour)
11	Health & Safety Training	For Health & Safety Issue	General Worker	Monthly	3.00 PM (1 Hour)
12	Waste Handling	Procedure & System of well housekeeping.	Cleaner & Sweeper	Monthly	11.30 AM (1 Hour)
13	Training On Risk Assessment	For Safety Issue	General Worker	Monthly	3.00 PM (1 Hour)
14	Safe Chemical use & handling Training	For Health & Safety Issue	Chemical User Worker	Monthly	11.30 AM (1 Hour)
15	Waste Handling	Procedure & System of well housekeeping.	General Worker	Monthly	3.00 PM (1 Hour)

SL No	Title of the Training/Awareness	Subject	Target Group	Expected Date	Training Frequency
16	Occupational Health & Safety Training	For Health & Safety Issue	General Worker	Monthly	3.00 PM (1 Hour)
17	Training On Electric Safety	For Emergency Period	Electrician, mechanic	Monthly	11.30 AM (1 Hour)
18	Training On Buyer CoC (WRAP, ETI , BSCI)	According to Buyer CoC	General Worker	Monthly	3.00 PM (1 Hour)
19	Training On Disciplinary Action Procedure	According to buyer & Company CoC	Mid-Level Management	Monthly	11.30 AM (1 Hour)
20	Training On Dangers Machine	Critical Machine Driving Precaution	General Worker	Monthly	3.00 PM (1 Hour)
21	Fire Fighting Training	Procedure & System Of Fire Protection & Fire Fighting	General Worker	Monthly	3.00 PM (1 Hour)
22	Training On Environment	(Environmental Impact & Aspect ,Environmental Goal, Energy and Water, Waste management etc.)	General Worker	Monthly	3.00 PM (1 Hour)
23	Broken needle handling training	As per broken needle handling procedure	Needle Issue man, Metal Detector operator.	Monthly	11.30 AM (1 Hour)
24	Accident Prevention & Root Cause Analysis Awareness, Near Misses awareness, Training on Trauma Procedure	For Health & Safety Issue	General Worker	Monthly	3.00 PM (1 Hour)
25	Training On Weight Lifting & Threat Awareness	Safety awareness concerning of heavy load & Threat Awareness	loader & Cleaners	Monthly	11.30 AM (1 Hour)
26	Training On Company CoC & Legal rights	According to buyer & Company CoC	General Worker	Monthly	3.00 PM (1 Hour)
27	Training On Disciplinary Action Procedure	According to buyer & Company CoC	General Worker	Monthly	3.00 PM (1 Hour)
28	Training On Anticorruption	According to buyer & Company CoC	Mid-Level Management	Monthly	11.30 AM (1 Hour)
29	Training on water Management & Reduction	(Environmental Impact & Aspect ,Environmental Goal, Energy and Water, Waste management etc.)	General Worker	Monthly	3.00 PM (1 Hour)
30	Training On Company CoC Legal rights	According to buyer & Company CoC	Mid-Level Management	Monthly	11.30 AM (1 Hour)
31	Training On Social Communicable & Non Communicable Disease	Base on monthly diseases analysis report	General Worker	Monthly	3.00 PM (1 Hour)
32	Training On Abuse & Harassment, Discrimination, Anticorruption & Freedom Of Association	According to buyer & Company CoC	General Worker	Monthly	11.30 AM (1 Hour)
33	Training on IT Security	As per Company CoC	All Computer Users	Monthly	11.30 AM (1 Hour)
34	Threat Awareness Training	Security Policy & Procedure, Access Control, Physical Safety & Overall guidelines	General Worker & Security Section Employee	Monthly	3.00 PM (1 Hour)
35	Training on Emergency Plan.	According to buyer & Company CoC	General Worker	Monthly	3.00 PM (1 Hour)
36	Training on First Aid	As per First Aid Manual	First Aider	Monthly	3.00 PM (1 Hour)
37	Energy management & Energy Reduction Training	Overall guidelines	General Worker	Monthly	3.00 PM (1 Hour)
38	Threat Awareness on Specific Job Related Training for Sensitive(Packing & Shipping) Area's worker	Security Policy & Procedure	Packer, Folding & Poly man	Monthly	3.00 PM (1 Hour)

The Number of Participants in these Trainings

SL No	Title of the Training/Awareness	Target Group	2019			2020			2021		
			Number of Training	participant	Hour	Number of Training	participant	Hour	Number of Training	Participant	Hour
1	New Worker Orientation	New Workers	120	835	6.95	120	669	5.57	120	978	8
2	MRSL/RSL Training	All Section Head	2	20	10	3	31	2.58	3	30	10
3	chemical Mock /spill Drill	Chemical User Employee	3	30	10	3	33	11	3	36	12
4	Training on Environmental Management Strategy	Mid-Level Management	3	30	10	3	32	10.66	3	34	11.33
5	Training On Pregnant woman	Pregnant Women	12	48	4	8	27	3.37	12	44	3.66
6	Training On Environment	Mid-Level Management	2	30	15	3	45	15	3	59	16
7	Waste Handling	Mid-Level Management	4	48	12	4	38	9.5	4	48	12
8	Training On Air Emission Management & EMISSION Reduction	Mid Level Management	4	45	11	4	48	12	4	47	11.75
9	PPE(Personal Protective Equipment) Training	General Worker	12	330	27.5	10	349	34.9	15	448	29.66
10	Grievance Disposal Training	General Worker	12	345	28.75	9	226	25	12	328	27
11	Health & Safety Training	General Worker	12	356	29.66	10	264	26.4	12	307	25.58
12	Waste Handling	Cleaner & Sweeper	12	300	25	10	250	25	12	300	25
13	Training On Risk Assessment	General Worker	12	360	30	10	322	32.2	12	326	30
14	Safe Chemical use & handling Training	Chemical User Worker	12	88	7.33	10	75	7.5	12	98	8
15	Waste Handling	General Worker	12	305	25.41	8	216	27	12	269	22
16	Occupational Health & Safety Training	General Worker	12	350	29.66	10	240	24	12	307	25.58
17	Training On Electric Safety	Electrician, mechanic	12	86	7.16	10	80	8	12	108	9
18	Training On Buyer CoC, (WRAP, ETI , BSCI)	General Worker	36	987	27.41	10	350	35	12	420	35
19	Training On Disciplinary Action Procedure	Mid-Level Management	12	109	9	8	88	11	12	100	8
20	Training On Dangers Machine	General Worker	12	265	22	10	330	33	12	319	26.58
21	Fire Fighting Training	General Worker	12	323	26.91	10	275	27.5	12	330	27.5
22	Training On Environment	General Worker	12	350	29.66	10	250	25	12	334	27.83

SL No	Title of the Training/Awareness	Target Group	2019			2020			2021		
			Number of Training	participant	Hour	Number of Training	participant	Hour	Number of Training	Participant	Hour
23	Broken needle handling training	Needle Issue man, Metal Detector operator.	12	48	4	10	40	4	12	70	5.8
24	Accident Prevention & Root Cause Analysis Awareness, Near Misses awareness, Training on Trauma Procedure	General Worker	12	390	32.5	10	205	20.5	12	298	24.83
25	Training On Weight Lifting & Threat Awareness	loader & Cleaners	12	114	9.5	10	112	11.2	12	144	12
26	Training On Company CoC, & Legal rights	General Worker	12	384	32	10	288	28.8	12	321	26.75
27	Training On Disciplinary Action Procedure	General Worker	12	355	29.58	10	250	25	12	341	28
28	Training On Anticorruption	Mid-Level Management	12	120	10	10	123	12.3	12	130	10.83
29	Training on water Management & Reduction	General Worker	12	356	29.66	10	250	25	12	335	27.91
30	Training On Company CoC, Legal rights	Mid-Level Management	12	130	10.83	10	80	8	12	140	11.66
31	Training On Social Communicable & Non Communicable Disease	General Worker	12	323	26.91	10	300	10	12	341	28
32	Training On Abuse & Harassment, Discrimination, Anticorruption & Freedom Of Association	General Worker	12	350	29.16	10	275	27	12	353	29
33	Training On IT Security	All Computer User	12	96	8	10	90	9	12	98	8
34	Threat Awareness Training	General Worker & Security Section Employee	12	456	38	10	374	3.74	12	475	39.58
35	Training on Emergency Plan.	General Worker	12	345	28.75	14	524	37	12	375	31
36	Training On First Aid	First Aider	12	300	25	10	230	23	12	312	25
37	Energy management & Energy Reduction Training	General Worker	12	325	27	10	350	35	12	325	27
38	Threat Awareness on Specific Job Related Training for Sensitive(Packing & Shipping) Area's worker	Packer, Folding & Poly man	12	144	12	10	120	12	12	159	13

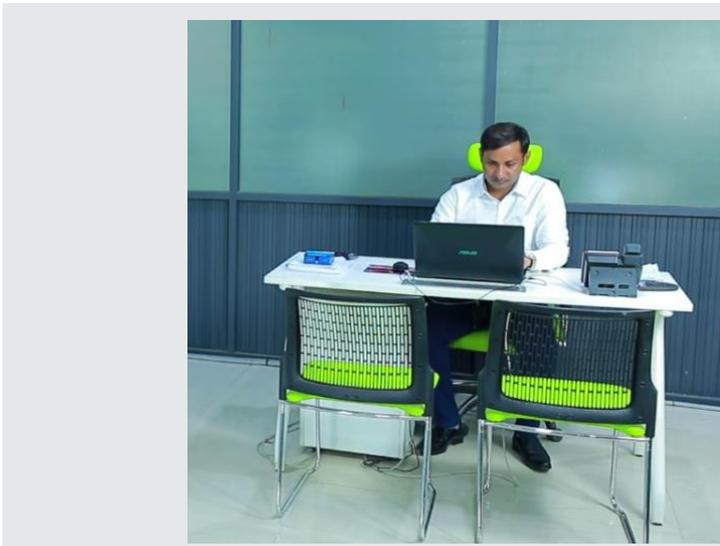
Non-discrimination

Bangladesh's garment industry is an export-oriented organization. Its debut on the global market is well-known. In this age of human rights establishment, BPFL and its connected factories are always striving to ensure that human rights are not violated in this business.

Our workplace has a nondiscrimination policy. The Constitution of Bangladesh guarantees equal rights for all, irrespective of religion, caste, gender. In the same way, this policy has been upheld in the conventions of the International Labor Organization. In accordance with these commitments and policies, Blue Planet Fashionwear Ltd. formulates and adheres to the Principles of Non-Discrimination. Blue Planet Fashionwear Limited is committed to designing and executing a totally non-discriminatory policy to ensure equal employment and salaries for men and women, in collaboration with Bangladesh's garment sector.

BPFL hires people on an equal footing in all of its industries, according to this policy. Here, there is no discrimination. Blue Planet Fashionwear Limited's management has continued to make strenuous efforts to create a non-discriminatory society. In this regard, Blue Planet Fashionwear Limited's authority is devoted to following the country's customary law as well as the International Labor Organization's agreements. Workers in Blue Planet Fashionwear Limited's connected manufacturers are hired based on their qualifications. It is never taken into account whether the worker is a woman or a guy. Workers are judged by their appearance, whether they are black or beautiful, young or old. A worker's only identity is his or her qualification.

Blue Planet Fashionwear Limited welcomes all of its employees to practice their faith as they see fit. As a result, workers from all religions contribute in every manner imaginable, especially on holidays, for the benefit of their own religions. It is our assurance. Blue Planet Fashionwear Limited does not discriminate between affluent and poor, large and small businesses. Political convictions or a person's social status are never taken into account. Everyone is hired, promoted, and all other arrangements are made on an equal footing here. Workers are provided a variety of options based on their qualifications, such as recruitment, transfer, and advancement. Personal relationships are never taken into account in this scenario. It is repulsive as well as punishable. Blue Planet Fashionwear Limited looks for qualifications, punctuality, dedication, and concentration. Personal relationships outside of the family are not taken into account. Because Blue Planet Fashionwear Limited is dedicated to fostering an inclusive workplace.



Child Labor

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Local Communities

When constructing any infrastructure, the authorities must consider the influence that the project will have on the local community. The growth of a local community is frequently perceived as being centered on infrastructure. When establishing a garments company, keep in mind that the damage to the environment generated by the industry's wastes must be borne by the local population. People living in the proximity of infrastructures that generate excessive environmental harm confront a number of issues, including pests, land infertility, loss of human immunity, and so on.

In today's business environment, competition is fierce, and it can be difficult for a company to differentiate itself in the eyes of clients. Businesses that take social responsibility seriously, on the other hand, can win customers as well as build a platform for marketing and gaining the attention of their target audience.

People apply to numerous companies for a variety of reasons, one of which is their CSR approach. An organization's CSR approach demonstrates compassion and good treatment of all people, including employees. Employees benefit from CSR efforts because they help to create a more productive and positive work environment. It encourages employees to volunteer and make great contributions. In a nutshell, social responsibility can help customers regard an organization as a good neighbor. Organizational team's projects can assist to raise awareness for critical causes while also keeping the organization in the public eye.

Like any other responsible and accountable organization, BPFL also engages itself with numerous CSR activities. Almost every year, BPFL management calls upon a meeting with the representatives from the local community and with their opinion, sets strategies towards their social responsibilities. The main CSR Activities of BPFL are depicted below:



1. Donation to Religious Establishments (Mosque)

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2. Providing Waste Bin to surrounding community

After the establishment of any industrial organization, waste management generated from that organization becomes a challenge for it. If this waste is not managed properly, it not only creates problems for the internal environment of the organization, but also creates problems for the existing local community in the vicinity. As a solution to this, the BPFL authorities, in consultation with the representatives of the local community, have set up several waste bins in the local community in the vicinity of the BPFL and have made special requests to all to use these waste bins responsibly.



3. Death Allowance

Death allowance is paid in BPFL. Usually in BPFL this allowance is not only given to the relatives of the employees in case of death of the employees, but also in the case of death of any of the employees' close family members. One such example is one of our workers, Josna. When the BPFL authorities found out that her husband has died, the BPFL paid her death allowance.



1. Visit of Buyers at our Organization

The key to any RMG organization is its buyers. The products are made according to the requirements given by the buyers, and also the environmental and social aspects of RMG are maintained as per the conditions given by the buyers. BPFL maintains all aspects of sustainability keeping its buyers in mind. Following this, different buyers (domestic and foreign) come to visit BPFL at different times.



2. Our Dining Facilities and Committee formed for Dining

We have dining facilities for our workers and staffs. The food provided here is subsidized by BPFL authority. We have also formed a committee to manage the dining properly. An Assistant Manager of HR Department has been appointed as the President of this Committee and Metal Detective Operator of Product Safety Department has been appointed as the Vice-President of this Committee.



3. A Specific Place for Praying

Since most of the BPFL workers are Muslims, the BPFL authorities have set up separate prayer halls for men and women of Muslim faith.





Environmental sustainability is the obligation to conserve natural resources and maintain global ecosystems in order to support health and well-being today and in the future. Environmental sustainability helps to ensure that the demands of today's population are filled without affecting future generations' ability to meet their requirements. BPFL has demonstrated a strong commitment to sustainable garments and plans to continue its efforts since sustainability has become a key component of a successful business. We believe that by fully considering sustainability, we will be able to grow as quickly as possible and will facilitate the transition to a more sustainable future.

Environment Management Strategy

BPFL is committed to conducting business in an environmentally responsible manner. Consistency in all activities creates a safe and healthy working environment for all of our officers and employees. Different sorts of natural resources and materials are utilized as raw materials in the factory's production process, and different forms of solid or liquid wastes, chemical compounds, or gaseous solutions may modify the environment's balance or influence the environment at this stage of production. As a result, BPFL is developing an Environmental Management Policy to reduce environmental pollution and damage in accordance with the Bangladesh Environmental Protection Act 1995, the Bangladesh Environmental Protection Rules 1997, and other applicable legislation.



BPFL follows the environmental policy and set targets for reducing pollution and continuous improvement of the environment. The policy includes:

- a. Ensuring proper use of natural and national resources.
- b. Improving pollution management.
- c. Improving chemical management.
- d. Improving waste management.
- e. Using reusable material.
- f. Also used in reusable products.
- g. Implementation process.
- h. Creating awareness through training.
- i. Annual target.



BPFL has annual goals and targets for improving the water performance, waste management, energy, and emissions status.

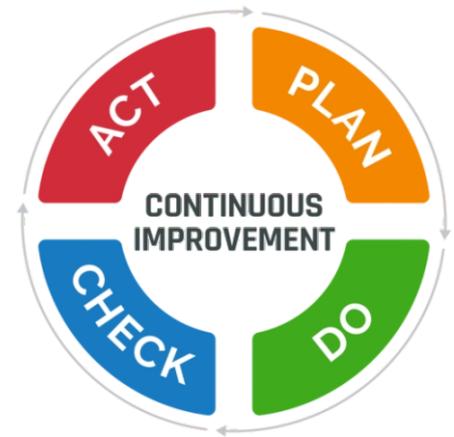
BPFL's Environmental targets towards 2024:

Sl. No.	Topics	Base year	Targets topics	Target Plan			Target (Absolute or Normalizes)
				Year: 2020	Year: 2021	Year: 2022-24	
1.	Energy & GHG Control	2019	Purchased Electricity (KWH)	2%	2%	3%	Normalizes
			Purchased Diesel (LTR)	1%	1%	1%	Normalizes
			Purchased CNG (M3)	1%	1%	1%	Normalizes
			Purchased Petrol (LTR)	1%	1%	1%	Normalizes
			Purchased Steam (Kg)	1%	1%	1%	Normalizes
2.	Waste		Waste	4%	2%	4%	Normalizes
3.	Water		Water	2%	3%	4%	Normalizes

Blue Planet Fashionwear Ltd. has formed an Environmental Management Team for Environmental Management. This team plays a key role in achieving the annual target and protecting the environment. The environment management team conducts a monthly meeting on environmental management. The following table shows the structure and responsibilities of the committee:

Committees	Members	Designation	Responsibilities
Environmental Management Team	Md. Shahidul Islam (Shahed)	Executive Director	Overall monitoring of all Target setting & Implementation related work and giving approval.
	Anup Dhar	Sr. Manager, HR, Admin & compliance	Overall monitoring of all Target setting and get top management approval
	Md. Abdullah al Maruf	Deputy Manager (Sustainability)	<ol style="list-style-type: none"> 1. Target setting according to Energy audit and presentation those to management. 2. Monitoring of Implementation work. 3. Data collection for Target setting according to Energy audit. 4. Working with maintenance team for Implementation work, 5. Data analysis to calculate achievement.
	Harun-ar-Rashid	Electrical Engineer	<ol style="list-style-type: none"> 1. Target setting according to Energy audit and presentation those to management. 2. Monitoring of Implementation work. 3. Data collection for Target setting according to Energy audit. 4. Working with maintenance team for Implementation work. 5. Data analysis to calculate achievement.
	Md. Jamal Hossain	Fire & safety Officer	<ol style="list-style-type: none"> 1. Collection of Water consumption related data monthly from utility responsible and review data yearly. 2. Monitoring of Implementation work. 3. Target setting according to water audit. 4. Provide information water test report .
	Md. Mukter Hossain	Deputy Manager- Maintenance	<ol style="list-style-type: none"> 1. Maintain coordination with maintenance team for Implementation of the CAP, 2. Monitoring of Implementation work. 3. Working with maintenance team for Implementation work .
	Md. Zikrul Islam Talukder	Manager (General Store)	<ol style="list-style-type: none"> 1. Provide information about waste use. 2. attend waste management training.
	Md. Shariful Islam	Store Officer (Chemical)	<ol style="list-style-type: none"> 1. Proper storing of chemical. 2. Ensuring labeling, Inventory & MSDS. 3. Giving information about chemical used quantity.

PDCA is an adaptive design and management strategy used in business for process and product control and continuous improvement. BPFL management has distributed responsibilities among the teams of professionals to reduce noise impact, water use, air emissions & ODS, waste, and energy consumption. These teams describe goals & targets, follow up the progress on regular based for achieving those and ensure continuous improvement.



BPFL has different environmental standards. They are yet to certified with ISO 14001:2015 which they are planning to achieve soon. In addition, BPFL embraced the Higg Facility Environmental Module (FEM), 3.4 for measuring the performance of environmental management system.



HIGG FEM self-assessment SCORE

Tackling Climate Change Challenge

Climate change, in some regions, has aggravated conflict over scarce land, and could well trigger large-scale migration in the decades ahead. And rising sea levels put at risk the very survival of all small island states.

----- Ban Ki-Moon

Climate change is defined as a significant shift in global climate conditions, such as weather, temperature, and sea level. Over geological time, the planet's climate has been constantly changing, with major changes in world average temperatures. However, this current cycle of warming is moving faster than any previous one. It has become evident that humans are responsible for the majority of the warming over the previous century by generating heat-trapping gases, sometimes known as greenhouse gases, to power our modern lives. We, the human being, are doing it via burning fossil fuels, farming, land use, and other activities that contribute to climate change.

This rapid rise is an issue since it is altering our climate too quickly for living things to adapt to. Climate change has a variety of consequences, including increased extreme weather events, increasing sea levels, altering species populations and habitats, and more.

According to sources, with a global value of over 2.5 trillion dollars and over 75 million people employed, the fashion sector is a significant element of our economy. Clothing production doubled between 2000 and 2014, demonstrating the sector's explosive rise in recent decades. People bought 60% more clothes in 2014 than they did in 2000, but they only kept them for half as long. While the fashion business is flourishing, increasing attention has been drawn to the industry's extensive list of negative environmental consequences. Fashion production contributes 10% of global carbon emissions, depletes water supplies, and pollutes rivers and streams.

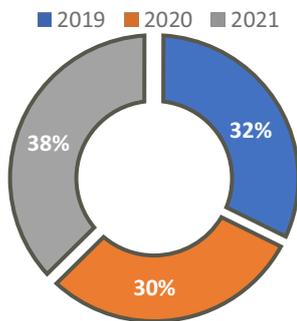
Energy and Emissions

Emissions from energy consumption is one of the major contributors to climate change. In general, energy consumption in a garment industry is twofold. One, the fuel used in stationary sources and two, the fuel used in mobile sources. Natural gas and diesel are the main fuel used in stationary sources and octane, diesel etc. are among the fuels used in mobile sources. Electricity is usually sourced from REB. Higgs FEM is a widely used tool for energy consumption and emission. This tool is also used in BPFL. Some other standards are also used to assess Environmental Performance

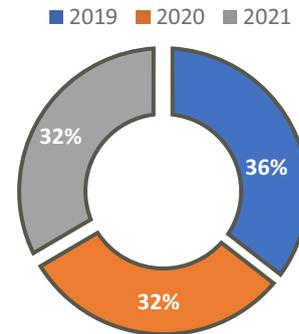
	Unit	Year 2019	Year 2020	Year 2021
Total fuel consumption within the organization (non-renewable sources)	MJ	4064928.7	3730946.815	4462946.569
Type of fuel from Non-renewable sources	Text	CNG, Octane, Diesel		

Highlights Regarding Energy Consumption

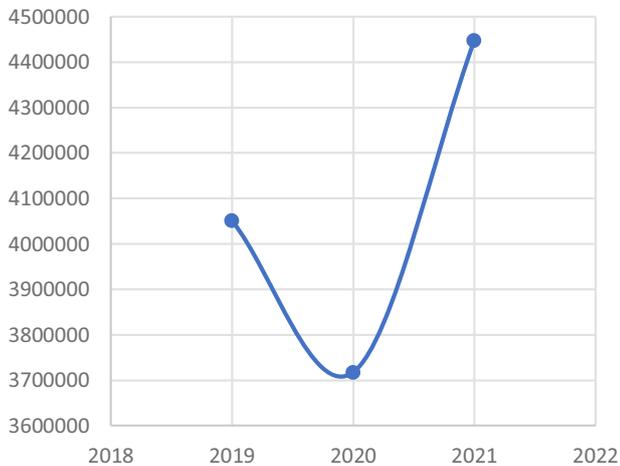
ELECTRICITY CONSUMPTION (KWH)



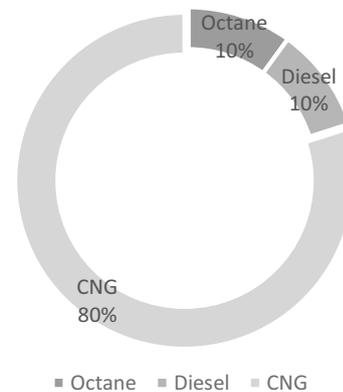
TOTAL FUEL CONSUMPTION (MJ)



Total Energy Consumption (MJ)

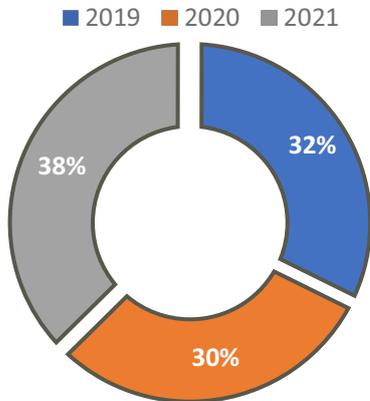


Total Fuel Consumption, 2021

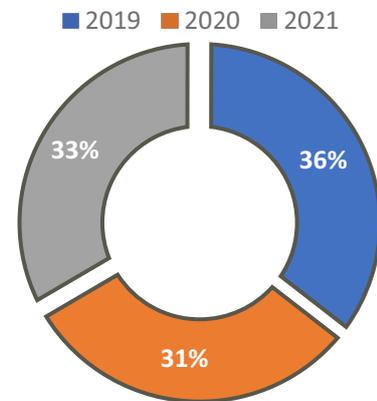


Highlights Regarding Emissions

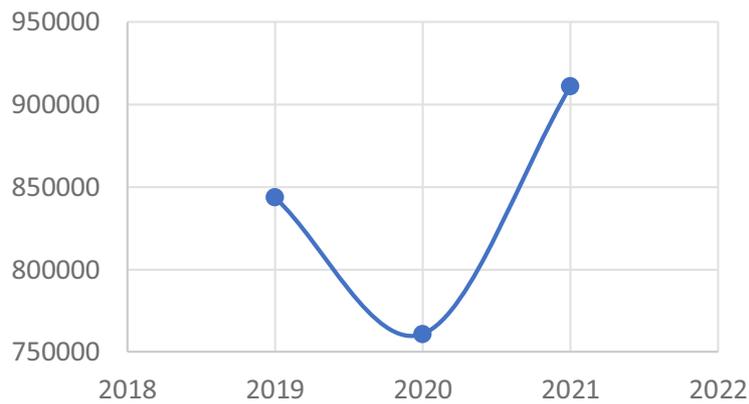
EMISSIONS FROM STATIONARY SOURCES
(KG CO2E)



EMISSIONS FROM MOBILE SOURCE
(KG CO2 E)



Total Emissions (Kg CO2 e)

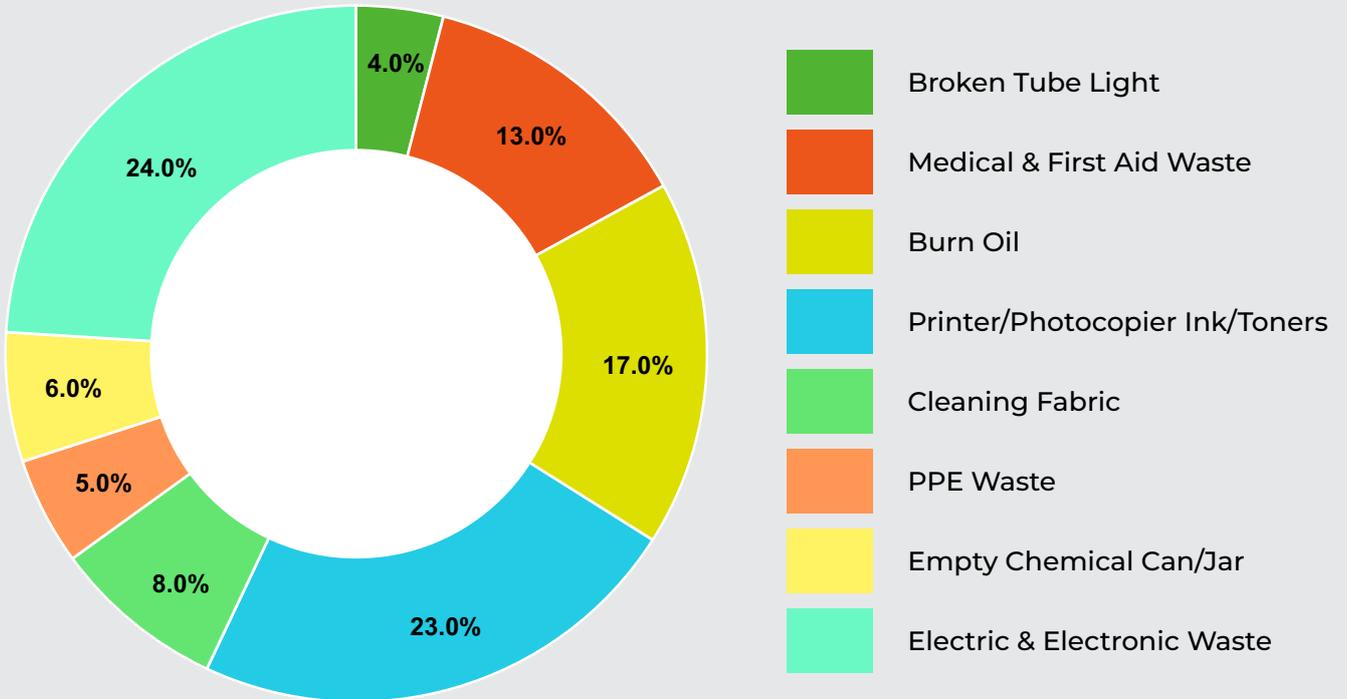


Waste Management

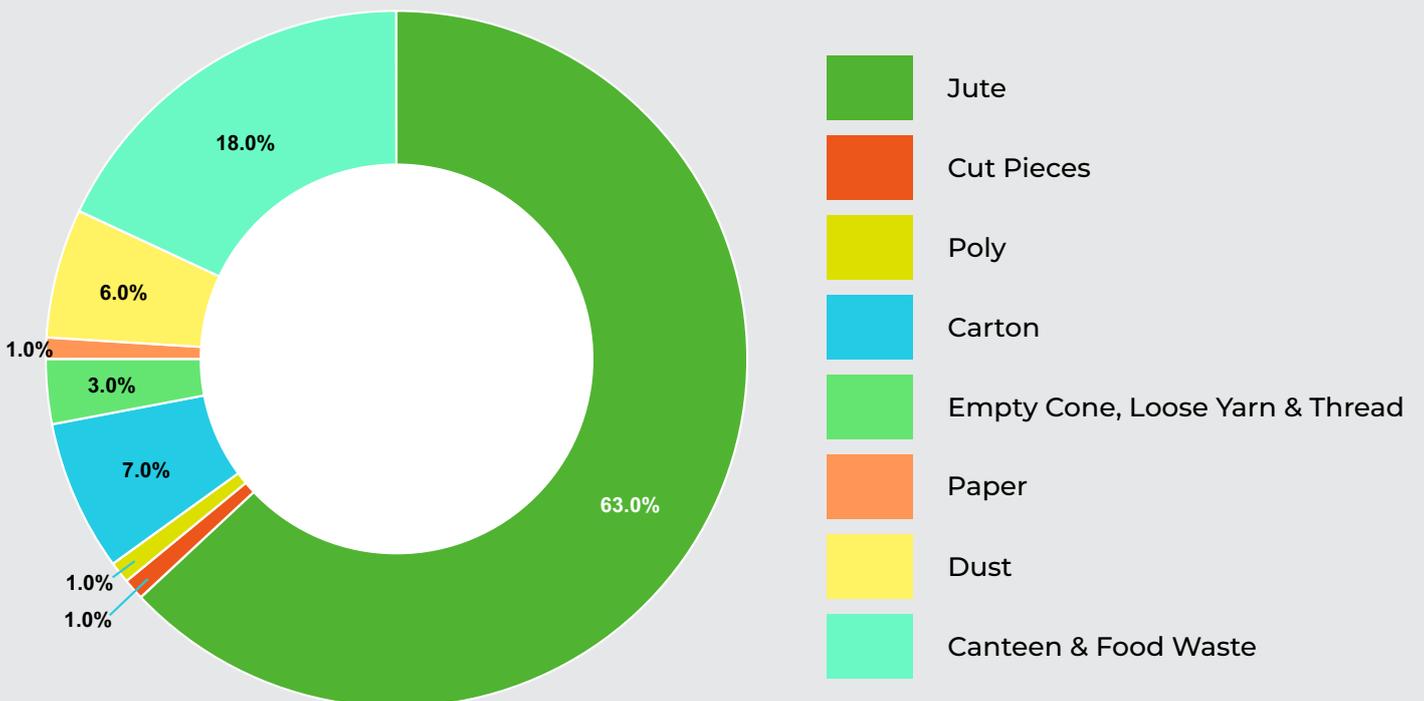
Blue Planet Fashionwear Ltd. is committed to being environmentally responsible for the conduct of its business. The use of consistency in every activity ensures a safe and healthy workplace for all our officers and employees. Blue Planet Fashionwear Ltd. provides high quality garments products. The production process includes cutting, swinging and finishing sections. Different types of waste are generated from the production process. Such as: Jute, Cut pieces, Poly, Carton, Empty Cone, Loose yarn & thread, Paper, Canteen Waste (Food Waste), Dust, Wooden materials, Plastic, Left over, Broken glass, Metal & scrap, PPE Waste, Empty Chemical Can (Spot Lifter 833), Broken Tube Light, Medical waste & Fast Aid Waste, Burn Oil, Printer/photo copier ink/toners, Cleaning Fabric, Battery, Electric & electronic, Cleaning chemical container etc. Blue Planet Fashionwear Ltd. is always on the lookout for waste products and rainbows. How to store waste, how to move it from one place to another, so as not to affect human life and the environment. Therefore, Blue Planet Fashionwear Ltd. is formulating this waste management policy to reduce the amount of environmental pollution or damage based on Bangladesh Environmental Protection Act 1995, Bangladesh Environmental Protection Rules 1997 and other laws prevailing in the country.

AMOUNT OF OUR WASTE

Hazardous Wastage Inventory -2021



Non- Hazardous Wastage Inventory -2021



At BPFL, we are working accordingly to our waste management plan and we maintain waste inventory, that have significant impact & Aspect. We are aware of these impacts. Our top management is always aware and committed to what needs to be done to manage these impacts. Usually by preventing of generation of wastes, significant impacts can be managed from waste generated. But it is practically impossible. That's why our environmental management team is always aware of the impacts from the waste generation and we usually manage our waste as soon as it generates. Our waste management Team is responsible for the collection and monitoring of all kinds of waste.

Environmental Compliance

To ensure maintenance of environmental compliance in order to adopt Environmental sustainability is now a very common trend among the industry practices. Environmental sustainability is the most essential and rising concern at this stage of industrialization, and it is regarded as a burning issue. In this sense, today's apparel buyers are focused on environmentally sustainable production methods. To fulfill its objectives, the Bangladesh RMG business must adopt cleaner and improved technology and management. In order to meet the demands and requirements of buyers, industry leaders have made it a point to follow the rules put forth by internationally recognized organizations for environmentally responsible production. Clean water and sanitation, affordable and clean energy, industry innovation infrastructure, climate action, and responsible consumption and production are all goals of sustainable development.

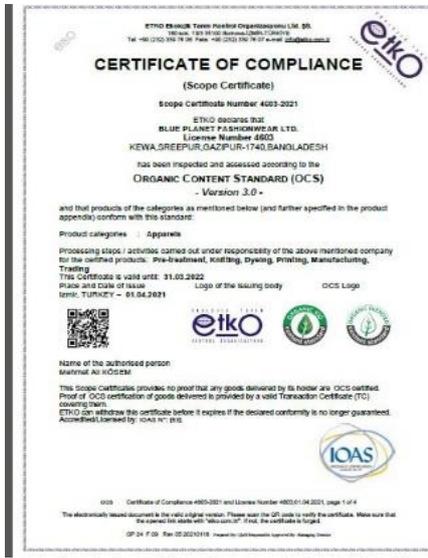


To improve management practices, it is necessary to implement an effective environmental management system, improve auditing and environmental monitoring performance, and comply with environmental regulations.

On the other side, the following are required for improved sustainability:

- Taking environmental decisions
- Implement resource pooling and industrial clustering.
- Performing risk analysis (environmental and business)
- Improve sustainability through identifying, developing, and implementing business cases.

At BPFL, we have expert personnel who usually conduct our environmental practices. Our decisions and implantations regarding environmental practices are covered by various environmental related standards and methodologies like GOTS, OCS, GRS, Oeko-tex100, HIGG FEM, etc.



2020 COMPLETION OF VERIFIED MODULE SUSTAINABLE APPAREL COALITION

Blue Planet Fashionwear Ltd

The Sustainable Apparel Coalition certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.

Amia Razvi
Executive Director
Sustainable Apparel Coalition



And More...

GRI Content Index



GRI Standard	Disclosure	Section Name	Page Number	Remarks
Universal Standard				
GRI 102 – General Disclosures	Organizational Profile			
	102-1 - Name of the Organization	Cover page, About Blue Planet Fashionwear Ltd.	1, 13	
	102-2 - Activities, Brands, Products, and Services	Our Products	26, 27	
	102-3 - Location of Headquarters	BPFL At A Glance	13	
	102-4 - Location of Operations	BPFL At A Glance	13	
	102-5 - Ownership and Legal Form	Our Mother Facility AKA Blue Planet Group	16	
	102-6 - Markets Served	<ul style="list-style-type: none"> • The story of BPFL sustaining in the market as a successful innerwear exporter by beating the COVID-19 situation • Market Reach 	17, 37, 38	

GRI Standard	Disclosure	Section Name	Page Number	Remarks
		<ul style="list-style-type: none"> • Our well reputed Clients 		
	102-7 - Scale of the Organization	BPFL At A Glance	13	
	102-8 - Information on Employees and Other Workers	Employment	49, 50	
	102-9 - Supply Chain	Our Supply Chain	34	
	102-10 - Significant Changes to the Organization and It's Supply Chain	Our Supply Chain, Our Suppliers	34, 35	
	102-11 - Precautionary Principle or Approach	Precautionary Principle	10	
	102-12 - External Initiatives	CSR Activities	67	
	102-13 - Membership of Associations	BPFL At A Glance	13	
	Strategy			
	102-14 - Statement from Senior Decision-maker	<ul style="list-style-type: none"> • Message of the Chairman • Message of the Managing Director • Message of the Executive Director, Blue Planet Fashionwear Ltd • Message of the Chief Financial Officer, Blue planet Fashionwear Ltd. • Message of the Executive Director, Blue Planet Fashionwear Ltd. 	3, 4, 5, 6	
	Ethics and Strategy			

GRI Standard	Disclosure	Section Name	Page Number	Remarks
	102-16 - Values, Principles, Standards, and Norms of Behaviors	Our Mission, Vision and Value	2	
	Governance			
	102-18 - Governance Structure	Our Governance Structure	32	
	Stakeholder Engagement			
	102-40 - List of Stakeholder Groups	Stakeholder Identification and Engagement	39	
	102-41 - Collective Bargaining Agreements	Grievance Mechanism	29	
	102-42 - Identifying and Selecting Stakeholders	Stakeholder Identification and Engagement	39	
	102-43 - Approach to Stakeholder Engagement	Stakeholder Identification and Engagement	39	
	102-44 - Key Topics and Concerns Raised	Stakeholder Identification and Engagement	39	
	Reporting Practice			
	102-45 - Entities Included in the Consolidated Financial Statements	Economic Performance	45	
	102-46 - Defining Report Content and Topic Boundaries	Scope and Boundary, Determining Report Boundary	10, 11	
	102-47 - List of Material Topics	Material Topics	41	
	102-48 - Restatements of Information		N/A	This is the first ever published sustainability report
	102-49 - Changes in Reporting		N/A	This is the first ever published

GRI Standard	Disclosure	Section Name	Page Number	Remarks
				sustainability report
	102-50 - Reporting Period	About this Report	10	
	102-51 - Date of Most Recent Report		N/A	This is the first ever published sustainability report
	102-52 - Reporting Cycle	About this Report	10	
	102-53 - Contact Point for Questions Regarding the Report	Feedback	11	
	102-54 - Claims of Reporting in Accordance with the GRI Standards	About this Report	10	
	102-55 - GRI Content Index	GRI Content Index	80	
	102-56 - External Assurance	Framework and Assurance	10	
Topic-Specific Standards				
	Economic Standards			
GRI 201 – Economic Performance	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Economic Performance	45	
	103-3 Evaluation of the management approach	Economic Performance	45	
	201-1 Direct economic value generated and distributed	Economic Performance	45	
GRI 202 – Market Presence	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Market Presence	47	
	103-3 Evaluation of the management approach	Market Presence	47	
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Market Presence	47	

GRI Standard	Disclosure	Section Name	Page Number	Remarks
	202-2 Proportion of senior management hired from the local community	Market Presence	47	
GRI 204 – Procurement Practices	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Procurement Practices	46	
	103-3 Evaluation of the management approach	Procurement Practices	46	
	204-1 Proportion of spending on local suppliers	Procurement Practices	46	
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GRI 302 - Energy	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Energy and Emissions	74	
	103-3 Evaluation of the management approach	Energy and Emissions	74	
	302-1 Energy consumption within the organization	Energy and Emissions, Highlights Regarding Energy Consumption	74, 75	
GRI 305 - Emissions	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Energy and Emissions	74	
	103-3 Evaluation of the management approach	Energy and Emissions	74	
	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions, Highlights Regarding Emissions	74, 76	
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions,	74, 76	

GRI Standard	Disclosure	Section Name	Page Number	Remarks
		Highlights Regarding Emissions		
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	103-3 Evaluation of the management approach	Waste Management	76	
	306-1 Waste generation and significant waste-related impacts	Waste Management	76, 77	
	306-2 Management of significant waste-related impacts	Waste Management	76, 77	
	306-3 Waste generated	Waste Management, Amount of our waste	76, 77	
GRI 307 – Environmental Compliance	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Environmental Compliance	78	
	103-3 Evaluation of the management approach	Environmental Compliance	78	
	307-1 Noncompliance with environmental laws and regulations	Environmental Compliance	78, 79	There is no noncompliance issue with environmental laws and regulations found yet
Social Standards				
GRI 401 - Employment	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Employment	49	
	103-3 Evaluation of the management approach	Employment	49	

GRI Standard	Disclosure	Section Name	Page Number	Remarks
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GRI 403 – Occupational Health and Safety	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Occupational Health & Safety	56	
	103-3 Evaluation of the management approach	Occupational Health & Safety	56	
	403-1 Occupational health and safety management system	Occupational Health & Safety	56, 57	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	56, 57	
	403-3 Occupational health services	Occupational Health & Safety	56, 57	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	56, 57	
	403-5 Worker training on occupational health and safety	Occupational Health & Safety	56, 57	
	403-6 Promotion of worker health	Occupational Health & Safety	56, 57	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Occupational Health & Safety	56, 57	
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GRI 404 – Training and Education	103-1 Explanation of the material topic and its Boundaries	-	42-43	

GRI Standard	Disclosure	Section Name	Page Number	Remarks
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	404-1 Average hours of training per year per employee	Training & Education	61, 62, 63, 64	
GRI 406 - Nondiscrimination	103-1 Explanation of the material topic and its Boundaries	-	42-43	
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	103-3 Evaluation of the management approach	Non-discrimination	65	
	406-1 Incidents of discrimination and corrective actions taken	Non-discrimination	65	
GRI 408 – Child Labor	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Child Labor	66	
	103-3 Evaluation of the management approach	Child Labor	66	
	408-1 Operations and suppliers at significant risk for incidents of child labor	Child Labor	66	
GRI 413 – Local Communities	103-1 Explanation of the material topic and its Boundaries	-	42-43	
	103-2 The management approach and its components	Local Communities	66	
	103-3 Evaluation of the management approach	Local Communities	66	
	413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities, CSR Activities	66, 67	

Abbreviations

Item	Abbreviation/Definition
AQL	Acceptable Quality Level
BLR	Bangladesh Labor Rule, 2008
BPFL	Blue Planet Fashionwear Ltd.
CAGR	Compound Annual Growth Rate
CNG	Compressed Natural Gas
CoC	Code of Conducts
CSR	Corporate Social Responsibility
DoE	Department of Environment
EPA	Bangladesh Environmental Protective Act 1995
ET	Emergency Technologies
EU	European Union
GHG	Green House Gases
GOTS	Global Organic Textile Standard
GRI	Global Reporting Initiative
GRS	Global Recycle Standard
HIGG FEM	Higg Facility Environmental Module
HR	Human Resource
ILO	International Labor Organization
KWH	Kilo Watt Hour
LDC	Least Developed Country
LTR	Liter
OCS	Organic Content Standard
ODS	Ozone Depleting Substances
PC	Participatory Committee
PDCA	Plan-Do-Check-Act
PPE	Personal Protective Equipment
QC	Quality Control
RCS	Recycled Claim Standard
REB	Bangladesh Rural Electrification Board
RMG	Ready Made Garments
SC	Safety Committee
SDGs	Sustainable Development Goals
SOP	Standard Operating Procedure
USA	United States of America
USD	US Dollar
WCED	The World Commission on Environment and Development
WRAP	Worldwide Responsible Accredited Production



BPFL

BLUE PLANET FASHIONWEAR LTD.

**SUSTAINABILITY
REPORT 2021**

OUR CONTRIBUTION
TO THE SUSTAINABLE DEVELOPMENT

