



Statement of continued support from the Managing Director



I am pleased to endorse Epyllion Group's commitment and continuous support towards the United Nations Global Compact. Since 2012, we are in a journey with this international platform. It has been strategic, challenging and entirely rewarding journey with the UN Global Compact and the UNGC Local Network, Bangladesh.

Epyllion Group is continuing its journey in business for more than 20 years. We are delighted for our journey till now with the path we have crossed and the business reputation we have made for ourselves. For all of us, from the board members to all employees, Epyllion is the name of our life style, where we enjoy the joy of life through an inclusive growth.

The world is facing significant challenges, including all those objectives covered by the Millennium Development Goals. Mega-trends such as climate change, population growth and increasing demand for energy and water scarcity are core issues that are forcing society as a whole to think and act differently. As we stand in 2015, the last year of the MDGs, it is our high time to sum up the progress we have done so far as well as the limitations which will lead us to set further direction of sustainability.

As our business grows and our footprint expands, we are consistently making efforts to evolve our business in such a way that benefits all those aspects of sustainable development. That is why we are striving our best foot to find innovative ways to draw positive ambiance in our business operations. We put attempts to utilize our scarce resources sustainably to transform ourselves to sustainability. With our ethical intentions and commitments, we are committed to be a green partner for our stakeholders.

So, I hereby as the Managing Director of Epyllion Group would like to state full commitment and continuing support towards the Ten Principles of United Nations Global Compact in regards to Human Rights, Labor Rights, Environment and Anti-corruption on behalf of myself and all employees and associates of my company.

A handwritten signature in black ink, appearing to be 'Reaz Uddin Al-Mamoon', written over a horizontal line.

Reaz Uddin Al-Mamoon
Managing Director
Epyllion Group

Date: February 12, 2015

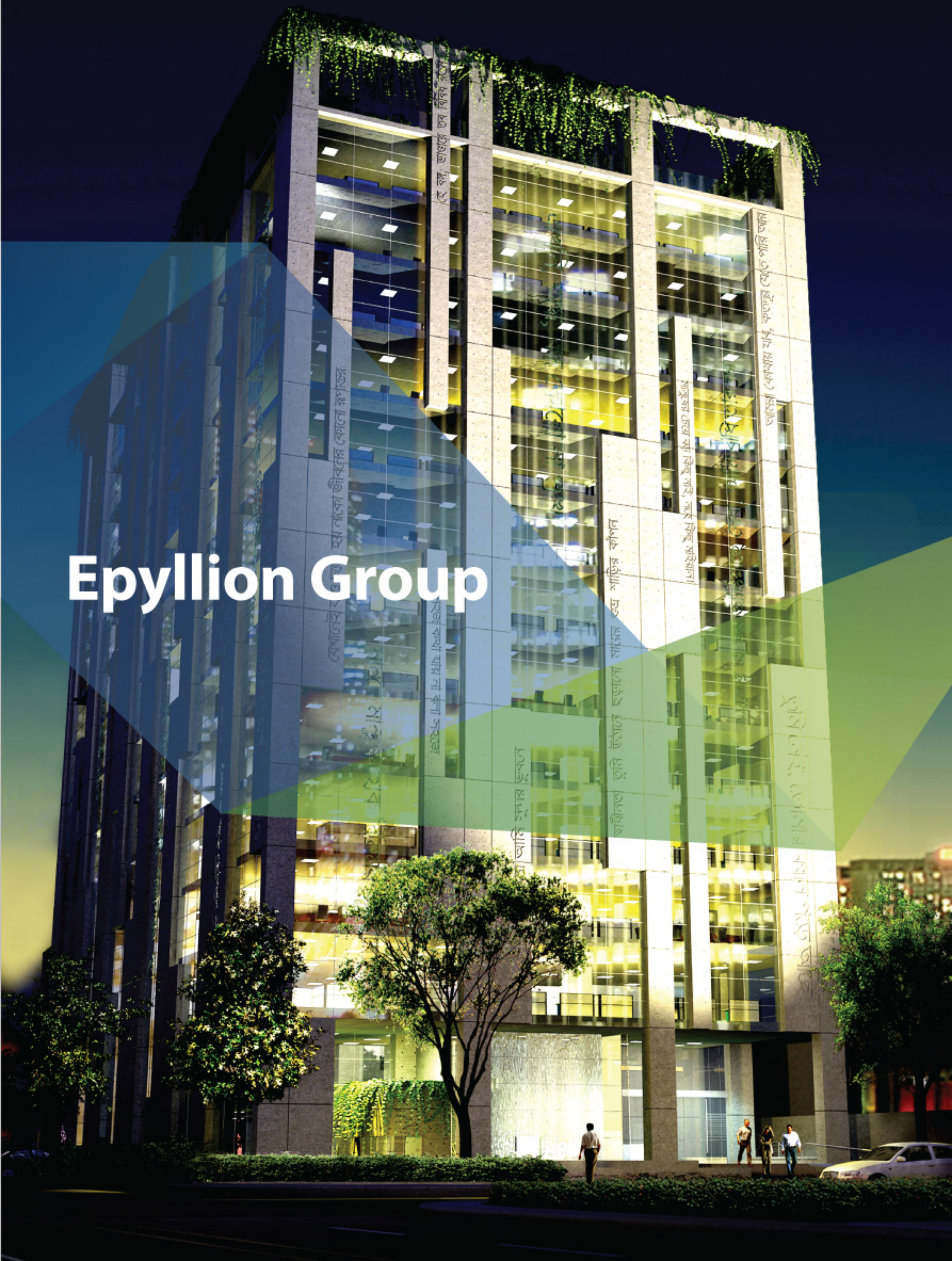
Abbreviations used in this report

» BGMEA	:	Bangladesh Garments Manufacturer and Exporters Association
» BKMEA	:	Bangladesh Knitwear Manufacturers and Exporters Association
» BMS	:	Building Management System
» COC	:	Code of Conduct
» COP	:	Communication on Progress
» CP	:	Cleaner Production
» CPI2	:	Carbon Performance Improvement Initiative
» CRP	:	Center for Rehabilitation of the Paralyzed
» CSR	:	Corporate Social Responsibility
» DoE	:	Department of Environment
» ECC	:	Environmental Clearance Certificate
» EFL	:	Epyllion Fabrics Limited
» EIP	:	Employee Induction Program
» EMP	:	Emergency Management Plan
» EMS	:	Environmental Management System
» EnMS	:	Energy Management System
» ESIP	:	Energy Savings Initiative Program
» ESL	:	Epyllion Style Limited
» ETP	:	Effluent Treatment Plant
» HRMS	:	Human Resources Management System
» HSC	:	Higher Secondary School Certificate
» ILO	:	International Labor Organization
» INGO	:	International Non Government Organizations
» JSC	:	Junior School Certificate
» KPI	:	Key Performance Indicator
» LEED	:	Leadership in Energy & Environmental Design
» M&S	:	Marks & Spencer
» MANCOM	:	Management Committee
» NDFA	:	Narayanganj District Football Association
» NGO	:	Non Government Organizations
» PC	:	Participation Committee
» PSC	:	Primary School Certificate
» PMS	:	Performance Management System
» RMG	:	Ready Made Garments
» SA	:	Social Accountability
» SR	:	Social Responsibility
» SSC	:	Secondary School Certificate
» T&D	:	Training and Development
» UNGC	:	United Nations Global Compact
» UNGCLN	:	United Nations Global Compact Local Network
» USGBC	:	United States Green Building Council
» WED	:	World Environment Day
» ZDHC	:	Zero Discharge harmful Chemical

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Epyllion Group



Unveiling Human Spirit

The human component of Epyllion Group gets inspiration to give the very best from its well integrated and managed corporate governance. Within the framework of the group, the human resources play a core role for the success of all the Epyllion concerns. By the team works of highly inspired and skilled human resources, Epyllion Group is sustaining and will sustain the vision to remain for all those who are connected to it; as the source through which dreams come true.

After the inception in 1994, Epyllion Group is continuing its operation with more than 12,000 work forces. We consider human resources our core strength. Epyllion Group maintains fair labor management and uphold internationally recognized human rights, best working environment and environmental sustainability. By the team works of highly inspired and skilled personnel, this group is sustaining and will sustain with the vision to remain for aspects of the global business ethics and standards.

This company is built on a culture, where team spirit and collective growth counts. Here the human resources enjoy and take pride in working in an open and welcoming environment for continuous improvement. We endeavor to cultivate an entrepreneurial spirit in all of our employees. As our business expands, we are determined to leverage our global presence to influence more people around us and create greater impact throughout the world. With the approach to ethical and strategic corporate social responsibility, we are managing our business in a sustainable way which not only benefits our economy, but also benefits the society and environment.

Epyllion Group produces and delivers high quality, reliable goods and services to the clients along with the sense of trust which builds bondage among the stakeholders in supply chain and beyond.

Our Sister Concerns



Brands we work with



MARKS &
SPENCER



celio*



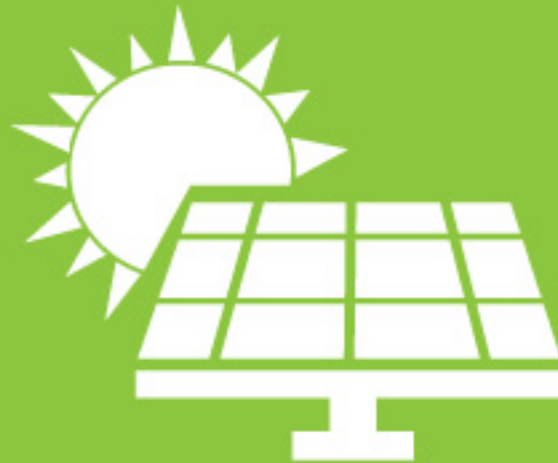
s.Oliver

Our Sustainability Commitment



21%

reduction in energy consumption



10%

energy sourcing from renewable energy



ZERO

Harmful wastes to landfill



10%

reduction in water consumption



100%

energy efficient machineries and equipments procurement



2,000

saplings to be planted each year



100%

employees to be covered under training and awareness program



Human Rights

Human Rights

Principle 1 : Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2 : Make sure that they are not complicit in human rights abuses

A good neighbor across the boundary

Epyllion Group, a global corporation stands to be a good neighbor across the boundary. We are operating our business within the territory of Bangladesh. So being a good corporate citizen is a stipulation here. It comprises of both the formal governance mechanisms including the Code of Conduct, all formal policies, procedures, office orders and the informal mechanism including the core culture and values. In simple word, here value means, "Doing the right thing for all".

Accelerating the human spirit

To accelerate human rights in business, United Nations developed a unique framework of "Protect, Respect and Remedy" for Business and Human Rights. Epyllion Group is accelerating human spirit to ensure basic human rights within its sphere of influence. Epyllion Group is integrating the guidelines and framework of ISO 26000, the International standard for Social Responsibility in its own management systems. This framework guide us to become aligned with sustainable practices into our existing business practices.

We show full respect and responsibility towards the society in which we operate our business. We operate our business in an ethical and transparent way that contributes to the health and welfare of the society. Business of Epyllion Group is managed according to the holistic approach of ISO 26000 where business principles are integrally associated with human rights, fair labor practice, environmental stewardship, fair operating practice, upholding stakeholder's rights and community development.

Inclusive growth

Promoting inclusive growth means enhancing opportunities for all. Epyllion Group, from the very moment of its inception, encourages team spirit and cumulative growth.

It is our corporate responsibility to act with the due diligence to avoid infringing on the rights of others and addressing the risks that have probabilities to occur. Maintaining the due diligence and complying with the basic human rights, we adopt the best possible safety measures according to the national and international guidelines and suggestions. All of our business units are verified by accredited body to ensure conformity. It is our pleasure to announce that we display the highest standard for our customer's supplier matrix in terms of social and environmental sustainability.

An employee from the beginning of his/her employment with Epyllion Group undergo induction program where they receive introductory information about the company along with its management system, code of conduct, business safety and sustainability issues. At the end of the induction, a pre-selected buddy assists the newly joined employee to ensure personnel and company goals.

Training starts from the root level as development programs, such as, production staff development program, supervisory skill development program, management development program. The development squads are formally initiated and managed by the strong formal team to ensure incremental growth of human capital.

Health is the highest priority

A healthy workforce is the most motivated one. Epyllion Group considers the health and wellbeing of its human resources as one of its priority concerns. Health care service, medical care facilities along financial incentives and subsidies are available for the employees. All business units are equipped with modern medical facilities with medical professionals.

From the beginning of joining this company, everyone gets the privileges to get health check-up subsidy up to 40% from a specialized diagnostic center. In the year, 2014-2015, each month, on average 50 persons took health check-up facilities from Prescription Point Limited. Employees of all business units are entitled to get discount facilities from nearby hospital under health shield program.

Regular health check-up, health care camps and health awareness programs are organized to promote health awareness among the employees. In the reporting year, health check up camp was organized in three of our business units with technical support from Grameen Communication. These camps covered approximately 2800 employees with professional medical advice and prescriptions. A week-long women health awareness program on women genital and reproductive health was organized in all units. More than 750 female employees received basic health and personal hygiene suggestions from an expert gynecologist. Vitamin A Campaign was organized to aid the children of our child care center with vitamin A capsule. To stretch out the mental and physical health of the corporate employees, year-long Yoga sessions were organized under a yoga professional. Approximately 485 in-house trainings were conducted this year which covered more than 33,000 trainees. All these efforts aim to keep the workforce healthy and conscious.

Empowering women

Equality is responsibility. To establish equality in the society, we need to empower the vulnerable group. In gender content, the vulnerable group is women. Women are the majority of our human resources. To empower this cluster, Epyllion Group takes necessary employee assistance programs and women empowerment programs through skill development, incentives and assistance in their needs.

We encourage women to join and sustain with us with competitive but secured work environment where they get opportunity to explore their skills and professionalism.

Epyllion Group significantly cares expecting female employees. Our welfare officers and the medical team keep them in regular monitoring and check-up to follow-up their health condition and the wellbeing of the fetus. Nutrition allowance, a monthly monetary allowance is provided for their nutritional wellbeing. After returning to regular service after the child birth, all women employees get women to women counseling from the medical expertise and welfare officers. All employees receive "New Born Gift" for their newly born babies from the company. Women get free transport facilities for their secured transportation.



Health check-up camp



Working with the head high

Leaving no one behind

Epyllion Group always considers growing inclusively. Though we consider the equal treatment in every aspect, we always consider the vulnerable group in making decisions when it comes for employment, benefit, facilities and philanthropy. In our social content, the most vulnerable groups are children, women, extreme poor, aged persons, tribal group and the people with disabilities. To aid these vulnerable groups, we have engaged ourselves in drafting the National CSR Guidelines in Child Right as a representative from the formal industrial sector of Bangladesh. To support the disable persons, we are working with Marks & Spencer in Marks & Start Program under which we are recruiting disable persons in our facilities. We are participating with CRP in their regular programs in aiding disable persons to face the challenges in life. Epyllion Group, through its Trust, named Epyllion Foundation, assists the extreme poor and other vulnerable groups of the society through community involvement projects as deemed by the suitable proposals and sustainable options. We take our own responsibility to develop our supply chain in terms of human rights and labor rights issues. We invest our time, money and merit in developing our key supply chain.

Bringing the change in life

Epyllion Group takes initiatives to bring the positive change in life of our employees and the surrounding community. We connect ourselves to every individual related to this company with a positive vibe. Epyllion Group initiated a scholarship program for the meritorious children of the employees. From the initiation of this program in 2012, total 261 students from PSC, JSC, SSC and HSC received this monetary assistance. These students are entitled to receive it until completion of graduation. This year 140 students will receive scholarship from Epyllion Foundation.

Epyllion Foundation assists the people below the poverty line and the less fortunate children to continue their basic education through free education and monetary assistance. This year 22 PSC level students from Kadam Rausl Shishubagh and 10 SSC and HSC level students from various educational institutions received awards from Epyllion Foundation.

Epyllion Group does not only aim to make profits out of its business but also to enjoy the joy of life. Every year we organize collective programs, including cultural and sports program to share joy with each other. Cultural programs increase the bonding among the colleagues where the sports programs teach them to be a team player. In last year, volley ball tournament and badminton tournament were organized among the business units. Epyllion Group, as a corporate house of Bangladesh attended Standard Chartered Football Tournament and honored for being the first runner-up of the tournament.

We have focused on the youth group of the country to bring positive changes. A sports development program is organized to facilitate the youth. This program is designed with the aim to revive the spirit of football and sports as a whole. Epyllion Group is in the last year of its three years long, "Epyllion Group football development program" with Narayanganj District Football Association. We have organized three football tournaments.



CRP's Annual Sponsored Walk 2014



KHEA 2014 scholarship distribution program



Volley ball tournament 2014



Sailor Socio Camp 2014



Standing beside the flood victim of Netrokona District



Epyllion Group has provided financial and technical support in developing and digitalizing this district's football grounds, local football clubs, players and club officials. This year, Epyllion Group organized "Epyllion Group Friendly Ten Times Tournament" at Government College of Physical Education.

Put sustainable development at the core strategy

Epyllion Group aims to engage itself in any program which sustains and bring a sustainable result for the beneficiaries. We invest and engage ourselves in community development projects with our stakeholders, government and non government organizations in terms of philanthropy, volunteerism and environmental protection. This year, Epyllion Group has engaged itself in observing national productivity day with National Productivity Organization, organized Knowledge sharing program with Hashembari Jame Mosque and assisted the construction of Potuakhali Mirer Hat jame Mosque.

In the reporting year, Bangladesh faced intense flood. Especially the northern and north-eastern regions suffered the most. Considering the damage of the flood, Epyllion Group stood beside the flood victims of Netrokona District by providing them financial support to combat this natural disaster. BDT 1 million was distributed among 250 families of the affected area.

Epyllion Group always put its foot forward to support and empower sustainable social beneficiary programs. In 2014, we have sponsored the 5th season of Socio Camp with title sponsorship organized by a student association of North South University Social Services Club. This Sailor Socio Camp is one of the biggest platforms for the university students to evaluate innovative ideas in order to combat social issues. More than 3,000 students in 250 groups from 20 reputed public and private universities of Bangladesh participated this camp and presented their unique ideas to eradicate social problems through mass awareness. Among 20 crucial topics, the top five finalists competed on the most fragile social issues; 'Gender Inequality in Education & Employment Sector' and the best three teams were

All of our certifications and memberships are under regular monitoring and verification. As an active member of UNGC, we have participated the UNGC Leader Summit in 2013 as only corporate representative from Bangladesh. This year, we have attended the Asia/Oceania Regional Meeting with the UNGC Local Network Bangladesh where we presneted our CSR practice and conveyed an awareness message to all participants on the importance of plantation and distributed potted plant as a symbol of "Think Green Initiative". We believe in considering a plant as a part of our own life for its aesthetic and ecological significance.

Success story

Family within a family



Amzad Hossein, a security guard of Epyllion Group, is serving this company for consecutive 11 years. His wife Shefali Begum is also working at Epyllion Knitwears Limited, a sister concern of Epyllion Group as a junior folder. This couple has two children; Shohag, elder son and Shabnoor, younger daughter. Both of these siblings are meritorious and hard working. Shohag is now working for Epyllion Knitwears Limited as a recorder in Industrial Engineering (IE) Department and at the same time he is continuing his study in Computer Science and Engineering at Bangladesh University of Business and Technology. Shabnoor, the youngest member of this family is also a member of Epyllion Family. She received KHEA scholarship in 2013 and 2014 for her outstanding academic result. She is entitled for this scholarship till completion of her graduation.

Like Amzad-Shefaly, there are more success stories in Epyllion Group. They are Epyllion family. Epyllion Group has bonded this family and heading together towards the journey of glory.

Measurements of outcome

1. Achieved "Annual CSR Award 2014" from European Union, Save the Children and Community Participation and Development
2. Achieved "5th HSBC Export Excellence Award 2014" from HSBC, one of the leading banking company of the world
3. "2nd Social and Environmental Excellence Award" from GIZ, Brand Forum and German Corporation
4. Managing Director of Epyllion Group is honored with being CIP (Commercially Important Person) from the Government of People's Republic of Bangladesh.
5. Managing Director of Epyllion Group is honored with special honorary award from BSPA for his outstanding contribution in country's sports development.
6. Certification and membership: WRAP (Worldwide Responsible Accredited Production) certification and BSCI (Business Social Compliance Initiatives) and SEDEX (Suppliers Ethical Data Exchange) membership.
7. Low or ignorable amount of migration and absenteeism.
8. Absent of any fatal or moderate occupational health hazard.
9. Total 401 students received scholarship and stipend under KHEA, the educational scholarship program of Epyllion Foundation



Labor Rights

Labor Rights

Principle 3 : Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4 : The elimination of all forms of forced and compulsory labor

Principle 5 : The effective abolition of child labor

Principle 6 : The elimination of discrimination in respect of employment and occupation

Freedom of association

Every individuals employed in Epyllion Group have their right to form and join any government registered trade unions or any other labor or trade associations. Regularly, we organize dialogue through the formal Participation Committee (PC) and view exchange meeting between the top management and workers.

Worker's Participation Committee is a unique team building initiative which helps to create bridge between the top management and workers. Workers have opportunity to seat and discuss issues through this committee and can settle their issues. This committee regularly sit together to engage in open discussion for mutual benefit. Worker representatives of participation committee are elected by formal and neutral election procedure. We organize view exchange meeting with all workers periodically where all workers are encouraged to share their views and interests for collective facilities.

Upholding child rights

We put our best possible efforts to ensure the same within our sphere of influence. Living in a safe and sound life with secured future is the rights of all children. We have modern child care center in our factories with professional attendants. Here childrens receive primary care and wellbeing when their parents are busy for job. We often contribute to surrounding educational institutions with structural renovation, award giving program to meritorious students and school awareness programs for the mental growth of the school-going students. We, as a representative from formal industrial sector of Bangladesh, are engaging ourselves in drafting the National CSR Guidelines for Child Rights.

Voluntary labor

Labor is voluntary in our company. For the enitre employment with us, everyone has right to be the part of us as their own consent. Production planning are designed in such a way that the overtime period are lesser and are done with full consent of the respective employees. All of our supervisors, line chiefs and floor in-charges are trained up on the expected behavioral pattern and attitude towards their subordinates.

Equity means business

Epyllion Group, as an equal opportunity employer, believes equity in every aspects of its business. Having "No discrimination" at work is one of the central concerns of our HR practice. It underpins the concept of decent work for all employees regardless of their gender, religion, origin, race, disabilities. All are getting equal treatment from the company. We give special consideration to the vulnerable groups as they are being the minority and are in way behind from the privileged group. To bring equity, we need to support them thus remain in a same platform. So, in our business management and CSR initiatives, these groups get special consideration.

Help desk, a one stop solution service

A unique idea of "Help Desk" is implemented to provide one stop solution service to workers. The objective of this help desk is troubleshoot problems or provide guidance to the workers. Each help desk has an individual computer where the workers can check their daily attendance, overtime record and leave status at any time. To prevent ergonomic problem, help desk officials plays music in periodic manner and workers stop their tasks for a five minute and gets crunches to open up their muscles. These desks work as the grievance counseling hub for the workers also.

Workers are getting solutions to their queries and problems easily and within their comfort zone. This makes them closely attached to the "Help Desk" officials and the sense of belongingness makes a worker satisfied with the company.



Help Desk

Capacity development

Capacity development is the process we adopt in our labor practice through which we strengthen the capabilities of our employees. There is an independent Training & Development wing that takes initiative and executes all training and capacity building initiatives within the company. "365 days are training day" is the way we envision training programs for our company. Everyday, at least one training is conducted in any of our business units. All workers receive professional and soft skill development trainings regularly. All trainings are conducted following complete training needs assessment with evaluation and follow-up mechanism for both trainers and trainees.



Practical session of a training program



Success story

Waving the flag

Parul Begum, a decent looking woman, who came from remote rural circumstance, has never imagined that one day life will make her a working woman. She is the proud mother of two children and always wanted to support her family as a housewife. But the Almighty has different vision; Parul is now playing from front line and now she is working for Dazzling Dresses Limited, a sister concern of Epyllion Group.

It was not so long that she started her job as a sewing operator. Her spirit to the best output and endeavour to reach the pick of ladder, now she is a line chief. As a line chief, she has achieved "The Best Line Chief" award for two times and she was selected for the "Development Squad" as one out of its seventy two members as the only representative from production department out of all business units of Epyllion Group. Distinguish performance and achievement of Parul is now example for all men and women staff.

Parul Begum, one of our five female line chiefs, one female senior supervisor and twenty two female supervisors. This is an inspiration for all of us, who is waving the flag of women empowerment and fair labor practice of Epyllion Group.

Measurements of outcome

- 1.** Awarded for labor friendly working environment, "2nd Social and Environmental Excellence Award 2014" from GIZ, Brand Forum and German Corporation.
- 2.** Friendly work environment.
- 3.** Employee grievance records and Analysis of exit interview of employees demonstrate high satisfaction of labors.
- 4.** Corporate focal point in establishing national CSR guidelines on child rights.
- 5.** Diversified work force is found in every sector from administration to planning and production including disables, transgender, tribal races.
- 6.** Low or ignorable amount of migration and absenteeism.
- 7.** Complements from trade unions and labor associations.



Environment

Environment

Principle 7 : Business should support a precautionary approach to environmental challenges.

Principle 8 : Undertake initiatives to promote greater environmental responsibilities.

Principle 9 : Encourage the development and diffusion of environmentally friendly technologies.

Doing the right thing

Epyllion Group believes in sustainability. For environmental sustainability, doing the right thing is the first and foremost strategic action. We consider environment from the very outset of business decision. As our business grows, we are constructing new manufacturing plants. It is our prior concern to consider environmental significance and biodiversity before going for land acquisition. Merging green in the design and construction phase is our first and foremost priority. One of our business units has applied to get LEED (Gold) Certification from the United States Green Building Council (USGBC). The main two things considered while constructing this building is occupant friendly and zero damage to the environment. Our accessories hub is also constructed based on the green concept which consumes lower energy and water and generates low construction wastes.

All of our business units are equipped and maintained in a way that the energy and water consumption are just to the exact requirement. We have our plan to reduce at least 21% energy usage from our current benchmark within 2020 by utilizing the day light, energy efficient lighting, intensive insulation, energy efficient motors, equipments and environment friendly technologies.

Day time energy saving (Textile Division)

S/L	Area	Total Light	Watt	Total watt	Off Time	Total Hour
1	EKL Dyeing & Finishing floor	165	23	3795	8:00 am to 5:00 pm	9 hour
2	EKL Knitting floor	66	23	1518	8:00 am to 5:00 pm	9 hour
3	EFL Dyeing & Finishing floor	63	105	6615	8:00 am to 5:00 pm	9 hour
4	Utility	36	23	828	8:00 am to 5:00 pm	9 hour
5	Printing 3rd floor	208	36	7488	8:00 am to 5:00 pm	9 hour

Total = 20244 Watt/
20.244 KW

We have adopted many environment friendly technologies to be more efficient in environmental sustainability, e.g., hot water generation system with cooling water return and reuse, rain water harvesting system, solar lighting system, energy efficient servo motors and many more technologies to uphold our commitment to be eco efficient manufacturing company.

To reduce the waste generation and manage the generated wastes we have adopted world renowned technologies to mitigate the waste volume and concentration of toxic chemicals. To minimize our waste volume, we take care from the beginning of raw materials sourcing to the final waste treatment.



Heat exchanger collection pump



Water tank for hot water generation system



Our views and operational patterns to have a clean discharge:

Skilled technical professionals and consultation



Sourcing of recyclable and efficient raw materials along with environment friendly technologies for processing and operation

- * Organic raw materials for products
- * Environment friendly technologies
- * Chemicals that are easily treatable



Processing and utility systems that are

- * Environment friendly
- * Reduces water and energy consumption
- * Lowers processing time
- * Ensures optimum quality and quantity of products and services

- * Combi-dye
- * Hot water generation system
- * Eco-Fresh Dyeing / Salt-free dyeing
- * Rain Water Harvesting System
- * Eco Soaping
- * Cold Bleach
- * NO-BLEACH
- * Wet Slitting with enzyme dust cleaning system



Management systems to ensure full commitment to environmental sustainability

- * Sustainable chemical management system through ZDHC program
- * Energy management system through Eco Factory Program
- * Environmental management system
- * Policies and procedures with showing full commitment to environmental sustainability
- * Standard Operating Procedures for the critical operations that are significant in terms of environment, health and safety
- * Sustainable environmental projects with stakeholders
- * Efficient waste management system
- * Training and awareness programs



Technologies to treat the wastes efficiently

- * Modern chemical and biological effluent treatment plant
- * MBR Waste Water Treatment Plant
- * CO₂ Neutralization Project



Clean discharge to natural environment

Having the sustainable footprint

We are contributing our endeavors to unveil human spirit for the harmonious growth of the earth. This world is in challenge for resource scarcity, extreme pollution, loss of biodiversity and climate change. Though we are a tiny part of the world, but we aim to take the responsibility of our footsteps.



Green Complex of Epyllion Style Limited



Green initiative at RAJUK Uttara Model College

Eco Factory Program with Marks & Spencer

Epyllion Group is engaging itself in Eco Factory program under Marks & Spencer's award-winning 'Plan A' sustainability programme for last eighteen months. Under this program, Epyllion Style Limited went through a self evaluation. After the self evaluation, various development initiatives have been taken to be more energy efficient under eight distinctive categories. An energy audit was organized to evaluate the benchmark in terms of energy efficient facility and an effective management system is adopted along with technical and technological modifications. This factory will be declared as "Green factory" after achieving the Plan-A Attribution by March 2015.

ZDHC (Zero Discharge Harmful Chemical) program with C&A

C&A launched an environmental concern project with Epyllion Fabrics Limited titled ZDHC (Zero Discharge of Harmful Chemical) program to initiate a sustainable chemical management system. This project aimed to ensure zero discharge of harmful chemicals. Under this program Epyllion Fabrics Limited went through an audit from C&A followed by a self evaluation and chemical inventory. Epyllion Fabrics Limited poses an outstanding outcome to minimize its usage of harmful chemicals, appropriate chemical inventory and management system and in discharge of clean treated effluents. In last September 2014, Epyllion Group received appreciation from the ZDHC initiator retailers at the closing session of this program.

Cleaner Production Program with G-STAR

This program was introduced by G-STAR collaborated with the International Finance Corporation (IFC) to promote sustainable and clean production. Epyllion Fabrics Limited is implementing this program to be a sustainable production unit. On behalf of G-STAR and IFC, SEBA is looking after the implementation of this project. Cleaner Production (CP) Program aims to modify the processing and operational units and raw materials used in production process to make the entire process unit sustainable.

ESIP (Energy Savings Initiative Program) with H&M

H&M initiated this program in Epyllion Fabrics Limited to moderate existing conventional technologies to be more efficient in energy usage. H&M along with GlZ, audited the unit and set a plan of action for the factory to comply with to be more energy efficient. Epyllion Fabrics Limited implemented all required technological modifications to be environmentally efficient. H&M further re-audited this unit and found its exponential growth in positive impacts towards the environment.

Carbon Performance Improvement Initiative (CPI₂) with s.Oliver

Epyllion Style Limited is participating the demo phase of this project to demonstrate the effectiveness of this project for itself. Under this phase, Epyllion Style Limited went through an online evaluation test to verify its practice and management system. CPI₂ project is an initiative by the German-based retailers supported by the German Federal Ministry of Environment and the German Investment and Development Company. This initiative aims to be front runners in climate protection and efficient use of resources. CPI₂ offers an action driven approach to reduce the carbon footprint of products.

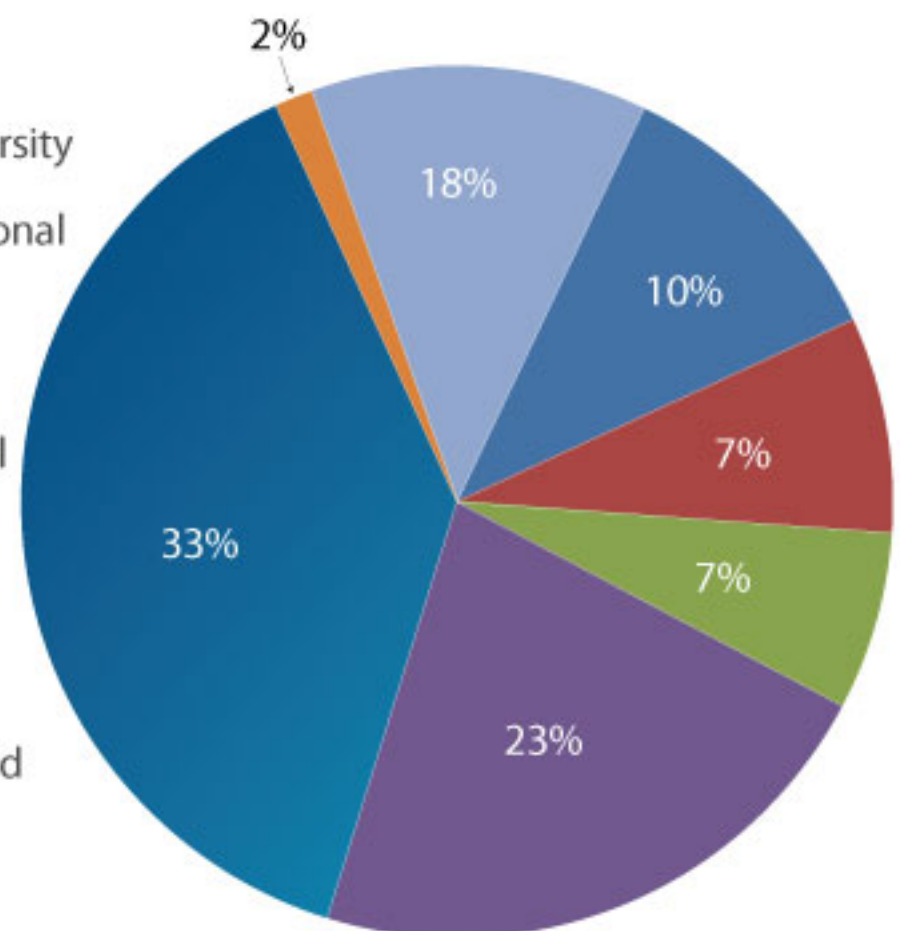
Stewardship to the environment



Tree plantation program at BAF Shaheen College

We plan and implement environmental programs to improve the environmental performances and outcomes in respect of achieving environmental sustainability. We want to draw positive footprint in climate necessitate. We have organized tree plantation month from June to July 2014 under the title of "Green Initiative". This initiative launched its first step at RAJUK Uttara Model School & College. We have organized a cultural program and environmental awareness program through quiz, debate, drama and distributed potted plant to the students of this educational institution. Our tree plantation program continued to Dhaka Residential Model College and BAF Shaheen College and in our project areas at Gazipur. We have planted and distributed more than 3,000 plants to mitigate carbon footprint. All the planted saplings were chosen from endemic species of Bangladesh. Educational institutes involved their students in this initiative to increase their attachment towards the natural environment.

- North South University
- Asia/Oceania Regional Meeting
- Corporate office, Ninakabbo
- Rajuk Uttara Model College
- Dhaka Residential Model College
- BAF Shaheen College
- Gazipur (Shailat and Banglabazar area)



We have supported and sponsored diversified environmental beneficiary projects with our stakeholders.

Paper Recycling Drive 2013-14

Epyllion Group has provided sponsorship to North South University's student association Earth Club's year long environmental beneficiary project "Paper Recycling Drive 2013-14" with the objective to promote 3 R's (Reduce, Reuse and Recycle) and reuse papers. Under this project, 20 decorated boxes have been placed at several positions in North South University to collect the one side used printed papers to reuse those. In reporting year, total 250 rough note books were prepared and distributed among the poor students of brac night school.

Environmental voluntary program, 2014

Epyllion Group has sponsored Department of Environment's (DoE) day long voluntary program to clean Gulshan-Banani-Baridhara Lake to prevent the pollution, enhance the ecological and aesthetic view of this water body.



Environmental voluntary program with DoE



"A Tree For Free" program at North South University

Environmental School Campaign, 2014

We have Sponsored Earth Club's environmental awareness project titled "Environmental School Campaign" where this association has conducted workshops in different schools to create environmental awareness among the student. This program was organized with the objective to create environmental awareness among the school students. Ten schools and 700 students participated in this program.

A Tree For Free, 2014

"The best time for planting a tree was 20 years ago, the next best time is today", taking this unique theme, Earth Club has organized a two-day potted-plant giveaway program, sponsored by Epyllion Group. This program was organized on 9th to 10th November, 2014 at North South University campus. 1,000 potted indoor plants were distributed among the students of North South University to encourage them on green environment.



Success story

A blooming leaf

Every year we organize tree plantation month, but what we did in 2014 was something having an optimistic twist. We involved school students from primary to secondary level of education. Because in this blooming phase of life, what will be implanted on their mind, will have a lifelong impact. So encouraging and involving them in our green initiative is going to have a tangible impact. We have involved mass students of Residential Model College, BAF Shaheen College and RAJUK Uttara Model College. If only one fourth of them are encouraged to make their own tiny garden at their balcony or rooftop, the change will be observed within just one to two years. It will be noticeable, isn't it? We call this to be sustainable. We not only plant a sapling on a pot or ground, we plant a dream; we plant a vision on the mind of a blooming life that will wave up to a blooming leaf to be a massive fruit, flower or a shade-giving leafy plant, who knows? We sow the dream of sustainability; we will reap a sustainable future too.

Measurements of outcome

1. Environmental Clearance Certificate from government authority.
2. Certification for organic products: OCS 100 Standard and OCS Blended Standard certified.
3. Applied to get LEED (Gold) certification from USGBC by March 2015.
4. Execution phase is ongoing to get Plan A: Eco Factory Attribution from Marks & Spencer.
5. Efficient energy usage technology and effective management system lowers the energy consumption and energy cost and is beneficiary for the economy and environment both.
6. Primarily selected for the 2nd Social and Environmental Excellence Award 2014 under the "Environmental Performance" category.

A large crowd of people is walking along a paved path outdoors. In the foreground, a woman in a pink shawl and red sari is walking towards the camera, holding a blue object. To her right, a man in a dark shirt and jeans is walking. The path is paved with grey and yellow circular tiles. In the background, there are more people walking, a brick building, and a street lamp. The sky is bright and clear. A large blue and green geometric overlay is in the bottom left corner.

Anti-corruption

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

From vision to action

Epyllion Group from its core vision clearly states its persistence on honesty, integrity and fairness in all aspects of business. Ethics and morality are considered as the first and foremost value of our company. We believe in "Ethics". It is demonstrated among all individuals associated to this company.

Within our own human resources and associates within our sphere of influence, we strictly maintain prohibition of direct or indirect offer, payment, soliciting or acceptance of bribes or any kinds of exchanges either monetary or materials in business. In our Code of Conduct, we have strictly mentioned that any form of monetary corruption is ZERO tolerance.

Epyllion Group with all its business units and associates is against all forms of corruption including extortion and bribery. All transactions within the company are guided by adequate and appropriate guidelines. All financial transactions with the stakeholders are ensured to be exactly the way it is stated in the terms and conditions governing the same.

All employees are highly encouraged to report on any corruption issues that come to their knowledge to respective authority with relevant proof. Each incident of reporting is inspected confidentially to find out the truth and disposal awarded as per the national laws and business Code of Conduct.

Independent Audit department is working to monitor company's monetary and other transactions. This team always assessed our stance towards anti-corruption by conducting financial review and inventory in all units periodically. Every individual's web browsing is under strong monitoring system to track and avoid any probable online corruption like leakage of company's confidential information and data. This company is audited by registered Third party for authentic financial credibility.

All employees who legally fall under category of income tax payee get their own e-tin number and taxes are deducted from salary to comply with the legal bindings. Our anti-corruption policy strictly lays out how discrepancies are to be dealt with and how we can prevent potential incidents. Necessary training and awareness programs and web campaigns are organized to make employees more conscious in this issue.

There are anti-corruption policy, extortion and bribery Policy and a procurement policy and procedure where it is specifically stated how the suppliers will be selected, communicated, audited and reviewed for continuing business. Regular supply chain conferences are organized to ensure the absence of probabilities of corruption. All suppliers and stakeholders are always under strict monitoring and observation both in respect of fair maintenance in monetary transaction and social compliance issues. Credit Rating, a distinctive and regular observance of the group provides assurance of absence of any monetary corruption and/or manipulation. A unique concept of ERP (Enterprise Resource Planning) is initiated with the aim to establish transparent and responsible supply chain across the operation. This is the leading concept to develop more sustainable supply chain practice.

Fair global partnership

As our business grows, we are now engaging with many national and international business companies and associations. We demonstrate our fair operating practice through fair competition with the potential competitors, socially responsible behavior, fair relations with other organizations, respect for property rights and responsible involvement in the public sphere.

Our commitment to sustainability drives our ethical and transparent endeavor and good corporate citizenship. We believe in integration of our business values, cultural pillars and operating principles to meet the expectations of our customers, employees, partners, investors, communities and wider society.



Vow to have a corruption-free Bangladesh

Measurements of outcome

1. Achieved 5th HSBC Export Excellence Award 2014 for the export volume and effective financial management system.
2. Managing Director has achieved CIP (Commercially Important Person) from the Government of the People's Republic of Bangladesh for his outstanding and non-compromising ethical business initiatives.
3. Our Director has honored with the "Best Tax Payee" award.
4. Maintaining global standards.



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