





United Nations Global Compact
Communication on Progress Report 2016
Reporting Period : February 2015 to February 2016

Statement of Continued Support from The Managing Director



Long before sustainability became a topic of widespread interest, Epyllion Group sought to continuously improve the way we run our business; socially, environmentally and economically. This commitment is one of the reasons Epyllion Group has earned the trust and respect of people within the peer organizations and nationwide. Epyllion connects long-term growth with a need for sustainability, and this connection is a critical element of the progress we have made thus far. For all of us, from the board members to all employees and our stakeholders, Epyllion is the name of life style, where everyone enjoys the joy of life through an inclusive growth.

As leading this business organization, I am pleased to endorse Epyllion Group's commitment and continuous support towards the United Nations Global Compact. We are in journey with this international platform since 2012. Our journey with this platform along with the local network of Bangladesh is equally important as the business relationship we sustain worldwide.

As we stand in 2016, the initial year of SDGs, the global goals, it is our high time to plan and initiate to strengthen our opportunity to serve the earth which covers all seventeen goals and lead us to set further direction of sustainability.

As our business footprint expands, we are consistently putting efforts to evolve our business in sustainable way that benefits the triple bottom-line of sustainability. A reasonable portion of our profit is directly channeled to CSR through Epyllion Foundation, reflecting our commitment to sustainable development. With all our business ethical intentions and commitments, we are committed to be a green partner to all 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 me and all employees and associates of my company.

A handwritten signature in black ink, appearing to read 'Reaz Uddin Al-Mamoon', with a long horizontal line extending to the right.

Reaz Uddin Al-Mamoon
Managing Director
Epyllion Group

Managing Trustee
Epyllion Foundation



Executive Summary

Epyllion Group, being one of the active members of UN Global Compact for last four years, this is the fourth Communication of Progress report to the UNGC. In this report, the corporate citizenship goals are discussed with the scope of year 2015–16. Some notable achievements are added to the crown of reputation of Epyllion Group.

The success of Epyllion Group is the product of passion and dedication of its human resources, who are deeply committed to advancing corporate citizenship and sustainability. Epyllion's enthusiastic commitment towards the sustainability makes it stand out in the crowd. The generous contributions of time, expertise and resources to innovative sustainable initiatives make a difference and set an example among the national and international organization it works with.

At the same time, the efforts to ensure sustainable growth span through complete planning from procurement to operations, from how it runs business to the products and services it provides to the buyers. Epyllion pledges to continue the progress it has made through the journey in business for more than 20 years.

Here, CSR begins from the own territory where Epyllion ensures a working environment with employee satisfaction and strong bonding between the work force and management. Business management system guarantees resource efficiency, pollution prevention, carbon footprint mitigation and conservation of natural environment and biodiversity. Stepping beyond the territory of Epyllion, it involves in improving the community within its sphere of influence. Epyllion believes in inclusive growth. We care for the growth of the communities and youth around to meet the stakeholder needs and interests and to create an ease ambience and sustain growth towards national and global level.

In the reporting year, Epyllion Group has taken initiatives to uphold its commitment towards human rights, labor rights, environment and anti-corruption in form of employee engagement programs, employee assistance programs, optimizing environment-friendly operations process, environmental beneficiary initiatives and community involvement and development programs solely and collaborated with external organizations and associations.



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Epyllion Group



“Creating a strong business and building a better world are not conflicting goals – they are both essential ingredients for long-term success”

1.1

Epyllion Group : Emerging to higher altitude

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.

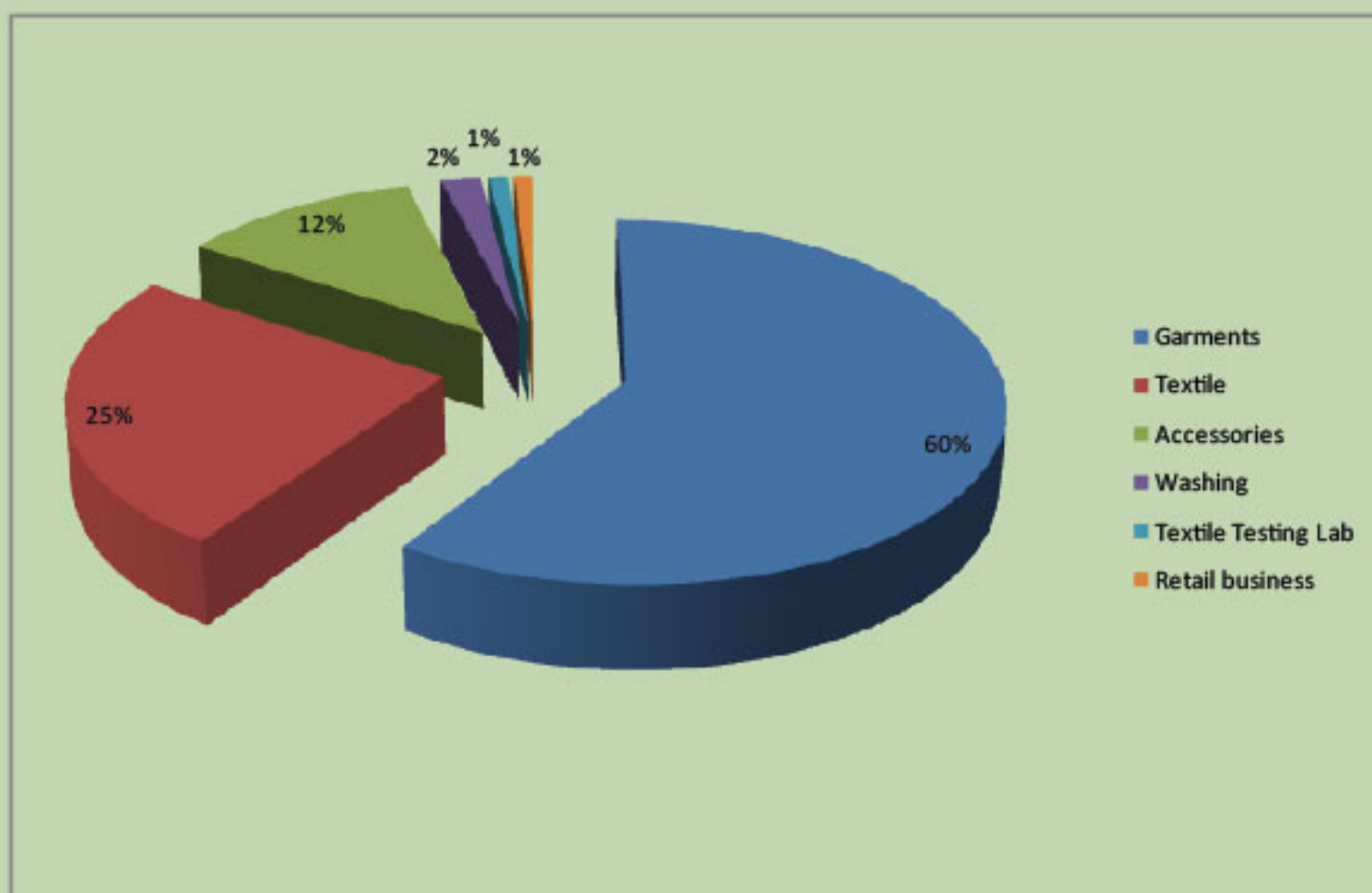
After the inception in 1994, Epyllion Group is now continuing its operation with more than 15,000 work forces which are the core strength of the company. Epyllion Group maintains fair labor management; uphold respect and protection to all internationally recognized human rights, best working environment for human resources and greater environmental sustainability management. By the team works of highly inspired and skilled professional, this group is sustaining and will sustain vision to remain for aspects of the global business ethics and standards.

Epyllion Group invests time and effort in finding solutions for the client's needs. It gives importance, while making sales, to the satisfaction of the clients. By balancing between the price and quality, it gives the notion of partnership, which results in win-win situation. It is not only the products and services it gives, it at the same deal, deliver a way to get satisfaction and sense of reliability of the customers towards the group. Epyllion Group believes to produce and deliver high quality, reliable safe goods and services to the clients and to give them the sense of trust which builds bondage among the stakeholders.





1.2 Business sectoral exposure





1.3 Business growth over the years

Capacity share of our buyers:

- I. C&A: 46%
- II. Marks & Spencer: 19%
- III. G-STAR: 12%
- IV. H&M: 8%
- V. Celio: 7%
- VI. Original Marine: 4%
- VII. Next: 3%
- VIII. s.Oliver: 1%

Capacity growth (From 2008-09 fiscal year to 2014-15 fiscal year):

- I. 2008-09: 8%
- II. 2009-10: 31%
- III. 2010-11: 32%
- IV. 2011-12: 2%
- V. 2012-13: 9%
- VI. 2013-14: 12%
- VII. 2014-15: 8%

Export growth (From 2008-09 fiscal year to 2014-15 fiscal year):

- I. 2008-09: 22%
- II. 2009-10: 19%
- III. 2010-11: 25%
- IV. 2011-12: 5%
- V. 2012-13: 11%
- VI. 2013-14: 10%
- VII. 2014-15: 25%

1.4 CSR Framework

CSR in Epyllion Group relies on an established framework. This framework was established based on the COC and business principles of the company. An independent Trust is formed to look after the CSR of Epyllion autonomously as an integral part of core business. Epyllion Foundation bears the core viewpoint and values of the company for the sustainable development in terms of society and environment. The 33 objectives of this foundation are the fundamentals to plan and set off and CSR initiatives. Landscaping of Epyllion's CSR is designed with the key areas including education, health and welfare, environment, sports and youth development and community involvement and development. This framework is attached with keen alignment to the guidelines of ISO 26000, the 10 Principles of United Nations Global Compact and the global goals. These all are considered as the key factors on which the CSR framework and strategic plan of Epyllion broadly depends. Epyllion Group believes that a sustainable CSR practice requires a focused commitment to reaching the social goal that exceeds societal and business expectations.





1.5 Business as the driving force

As we have been adopting the sustainability view point, we are thinking to progress collectively. In Epyllion, we have been looking ahead and challenging ourselves to drive more focus on social and environmental sustainability. And doing this, we are collaborating and engaging ourselves with national and international forums like UNGC, European Union, Save the Children, Embassies in Bangladesh and national and international business associations and civil society. Because the development we thrive, is a matter that is achievable with the involvement of all parties. Epyllion Group collaborates with peer group to exchange the views and strengthening the values we have.

In last year, we have participated in GC+15 with UNGC and engaged ourselves with six Embassies in Bangladesh. We have worked with IFC in PaCT and CP. In national level, we have worked with peer groups, business associations, educational institutions and many more in respect to business and sustainability issues.



Human Rights



“We invest time and resources to transform our business into sustainability”

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.

2.1 Our commitment towards human rights

Epyllion Group is committed to maintain business practices with being stimulus to the international norms and standards of human rights. We uphold the commitment for our core business and the sphere of influence also.



2.2 Being right in the first place

In regards to business, sustainability is a matter of significance. Epyllion Group has recognized the significance and hence is continuously adopting sustainable development business practices. These practices have been in line with our organizational core values and our vision to be the leader in the business domain and have a visible contribution to the GDP of Bangladesh. As one of the leading exporters in the readymade garments (RMG) sector in Bangladesh, this is progressively more important for us. Sustaining effective corporate governance practices remain a key priority of Epyllion Group's board of management. Corporate governance in Epyllion is dynamic and business-focused with rooted in a culture of transparency and accountability.

To meet the societal challenges in the form of CSR, Epyllion Foundation is formed as an independent entity. This foundation started its journey from 26th April, 2011 and till to date; it is continuing its effort in improving the living standard of the community and advancing the potentiality of the society and environment. With its journey of five years, it has initiated and involved in social and environmental programs to meet global needs and challenges.

Epyllion Group is practicing the guidelines of ISO 26000 from 2013 in its business management. Epyllion is practicing core issues and core principles of this standard. It is embedded with the formal CSR policy and viewpoint of Epyllion Group.

Epyllion Group aims to make profits out of business along with enjoying the joy of life. We take our own responsibility to develop our supply chain in terms of human rights, labor rights, environment and anti-corruption issues. We invest our time, money and merit in developing our key supply chain.



2.3 Employee engagement program

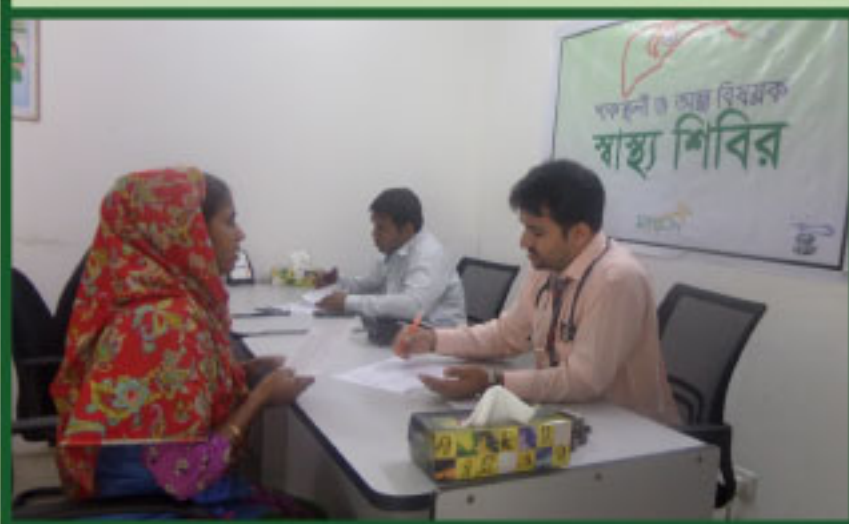
Epyllion Group regularly organizes celebration programs and team building programs like cultural festival, New Year's celebration and sports programs to motivate employees and to accelerate their team building approach and satisfaction. These sports programs continue throughout the year based on the seasons. In reporting year, Three days annual festival was organized for business units. And two football tournaments, a badminton tournament and a cricket tournament were organized.

As being a part of Epyllion family, all members are entitled to get a "New Born Gift" after having child as a token of love.

2.4 Health care camps & Health awareness program

Regular health check-up and health care camps and health awareness programs are organized to promote health awareness among the employees for a healthy life. In the reporting period, total 7 health check-up camps on female genital and reproductive health, eye and gastro-intestinal diseases were organized. These camps facilitated approximately 1776 employees with free consultation from specialized .

- a) Eye camp: Facilitated 257 employees
- b) Gastro-intestine health camp: Facilitated 703 employees
- c) Women health camp: Facilitated 816 women employees
- d) Vitamin-A campaign: Facilitated 32 children





2.5 Taking special care for vulnerable group

Epyllion Group ensures equal opportunity in work place and always considers growing inclusively. To aid the vulnerable groups, we encourage recruiting physically challenged and third genders in our business units. Right now, we have 36 physically challenged employees in our factories. All these physically challenged employees have received special recognition from the Epyllion Foundation in last annual festival 2016.

2.6 Junior Epyllion

To develop reading habits among the children of Epyllion members, a unique event titled, “Junior Epyllion” was organized on 14th May 2015. Employees attended this program with their children. This program was designed to interact with the children from the ranges of three to fifteen years to speculate their uniqueness and to inspire them to nurture their full potentiality. At the end of this program all children were presented with a set of books from Epyllion Group. More than 1000 children of Epyllion family have participated this program.



2.7 Keen Hand for Educational Assistance

Epyllion Group takes initiatives to bring the positive change in life of our employees and their children. We connect ourselves to every individual related to this company with a positive vibe. Epyllion Group is implementing a scholarship program since 2012 for the meritorious children of the employees. From the initiation of this program in 2012, total 540 students from PSC, JSC, SSC and HSC received this monetary scholarship. These students are entitled to get it until the completion of their graduation. This year, KHEA has increased its annual honorium for each level of education. Epyllion Foundation assists the people below the poverty line and the orphan children to continue their basic education through free education and monetary assistance. In this reporting year, free books and school dresses were distributed among a government primary school of rural area. Four educational and training institutions have received aid from Epyllion Foundation this year.



Year	Total students
KHEA 2012	47
KHEA 2013	98
KHEA 2014	116
KHEA 2015	140
KHEA 2016	139
KHEA (2012-2016)	540



2.8 Publishing quarterly magazine, "Amader Kotha"

Epyllion Group publishes a quarterly magazine, "Amader Kotha (আমাদের কথা)" for our employees. This magazine is the reflection of our own thoughts, feelings, news and write-ups. This is an open door for our employees to express their imagination and writing capability as well as act as their escape from life stress. Through this media, company also publish and circular new policies, health and safety instructions and many more.

2.9 Youth development

Epyllion Group has a formal sports development program; “Epyllion Group Football Development Program”. This initiative started in 2013. Under this program, Epyllion Group organized a district level football development program with district football associations.

In 2015, Epyllion Group signed up a three-year long football development initiative with BFF. Under this initiative, BFF is hunting the talents from grass roots level and groom them up for national levels football team with focusing on age-group football development of the country. All DFAs have taken part in this tournament split in eight zone. This initiative will be extended up to 2017 and is considered as a part of sustainable CSR practice of Epyllion Group. The scrutiny behind this forwarded step from Epyllion Group was to revive the sports environment of the country and to rejuvenate the sportsmanship attitude of the youth who tends to engage in addiction and anti-social activities.

Epyllion Group has come forward to stand beside the Special Olympics Bangladesh. We sponsored the participation of Special Olympics Bangladesh in the World Summer Games in Los Angeles, USA this year. Corporate Football Fiesta and Ninakabbo Cricket Tournament are two more corporate sports program Epyllion sponsored this year. Taal-Goal, a sports program for street children was also sponsored by Epyllion Group.



2.10 Taking care of the community

Epyllion is the name of lifestyle for its members and associates. To accelerate this view and vision, we continuously engage ourselves in peer groups and business and non-business associations and organizations. To shape up the society in broader aspect in terms of education, employment and positive changes in norms, Epyllion is ahead of others. In aiding the disable persons, we are working with CRP and Marks & Spencer. Epyllion Group, through 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. Epyllion Group has been involved in collaboration with Prothom Surjo Foundation to run their child shelter hom, Prothom Surjo, for the unfortunate street children.



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 in terms of philanthropy, volunteerism and environmental protection.

Considering the degree of natural calamity, this year Epyllion Foundation contributed winter wear and blankets among more than 3000 people of Nobabganj Upazilla of Dinazpur District with generous cooperation of the district administration of Dinajpur District.

Epyllion Group sponsored a social gathering for both youth and senior citizens to enhance the bond between them. This program titled, Epyllion Group Holud Pata Shobuj Patar Golpo Shuni was organized on 27th April 2015 at the open ground of Probin Hitoishi Shongho. Students from renowned educational institutions of the capital gathered to meet the aged inmates of the old age home and they shared a quality time with each other. Inmates of the old age home as well as the school students were excited and enjoyed each other's company.

With keeping an objective to address the sumptuous history of Bangladesh, Epyllion Group sponsored the publication of "Story of Art" that expresses connectivity between the blissful and artistic past with the modern art and culture.



Success story: Helena Ahmed, the mother of gems

Helena Ahmed started working at RMG sector as a Quality Inspector in 2005 due to financial pressure to run her family. She has always wanted to make her children highly educated. Her dream was about to shattered when it was quite tough for her to run the family and education expenses with the only income of her husband. She started her job at Epyllion Knitwears Limited. She, despite being a full time employed in Epyllion, has always sat for the study session of her children, Marjia and Hasib. She was determined to fulfill her dream. Both the siblings are entitled for KHEA from the very first year. Both of them are continuing their study with enthusiasm. Marjia is now a grad student in Chittagong University and are studying in business management with a dream to be a successful woman entrepreneur one day. Hasib, younger son of Helena has successfully completed tier one and tier two (PSC and JSC) with KHEA, is now preparing himself for the next tier. And as the morning shows the day, this family is hopeful for his blissful journey towards higher education.

Epyllion is blowing the sail of the boat Helena rowing with her children to the destination of being educated and successful in life. This journey must be tough, but so are we.



Measurements of outcome

1. Achieved “bdjobs.com Best Employer Award” in 2015 for effective and transparent employment
2. Achieved the recognition from Marks & Spencer and ISO authority for practicing the guidelines of ISO 26000, the international standard of Social Responsibility.
3. WRAP and BSCI certified: Certified with WRAP (Worldwide Responsible Accredited Production) since 2006 and BSCI (Business Social Compliance Initiatives) since 2012.
4. SEDEX membership: SEDEX (Supplier Ethical Data Exchange) membership since 2006.
5. Low or ignorable amount of migration and absenteeism.
6. Absent of any fatal or moderate occupational health hazard.
7. 100% employees (both staffs and workers) are covered under EIP (Employee Induction Program) and other necessary training and awareness program.
8. Analysis of exit interview of employees reveal higher satisfaction from employees
9. Total 261 students received scholarship and stipend under KHEA, the educational scholarship program of Epyllion Foundation

Labor Rights



“Achieving sustainability is our business decision.
Working for it is our CSR”



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

3.1 Our commitment towards labor rights



Epyllion Group is committed to responsible business practices with absolute regard for conventions of the ILO, UN and national law related with Labor. We uphold the commitment not only for our core business but also for our suppliers and vendors as well.

3.2 Freedom of association

Freedom of association is practiced here with upholding the rights of forming and joining any government registered trade unions or any other labor or other associations. Officially, we have a social dialogue mechanism through the formal Participation Committee (PC) and view exchange meeting with the top management. Worker's Participation Committee is a team building initiative which helps to build rapport between the top management and workers. Workers have opportunity to seat and discuss issues through this committee and can settle their mutual interest. 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. View exchange meetings are organized round the year with all workers to encourage them to share their views and interests for collective facilities.

3.3 Upholding child rights

We believe in child friendly world and we put our best possible effort to ensure the same within our sphere of influence. All children have right to live a life with mental and physical wellbeing, social security and education. We have modern equipped child care center in our factories with professional attendants. With this facility, our children are getting primary care and comfort when their parents are away for job.

We often contribute to surrounding educational institutions with renovation, award giving program to meritorious students and school awareness programs for the mental growth of the school-going students. Epyllion Group runs educational institutions for orphans and distressed children of the society. It is also involved with a child shelter home, Prothom Surjo that works for free care home and education for street children.





3.4 Voluntary labor

Labor is absolutely voluntary in our company. Each worker gets the overtime payment as per the national legal requirements and it is in our system to confirm the overtime hour to be checked by the worker himself before the monthly payment through a pay slip. All of our supervisors, line chiefs and floor in-charges are trained up on the expected behavioral pattern and attitude towards their subordinates.



3.5 Equality is the key

Epyllion Group, as an equal opportunity employer, believes equality in every aspects of its business. So 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. But, to some extent, we give special consideration to the vulnerable groups as they are being the minority and are in way back from the privileged group. To bring equality, we need to support them first to be in a same territory with us.

3.6 Service at the closest comfort

Vast work forces of Epyllion Group are treated as the client in business. They received all forms of HR services at their best possible comfort zone to make them ease in performing their job. Help desk services are implemented at the production floor itself to reach the welfare and counseling officials just within the closest space. All officials and support systems are arranged in such a way that workers get their service within eases and comfort

Training and skill development is the process we adopt in our labor practice through which we strengthen the capabilities of our employees. For us, capacity is all about growth; growth of our individuals in professional skills, behavioral pattern and above all the vision to project future growth. There is an independent Training & Development wing which 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. All trainings are conducted with following complete training needs assessment with evaluation and follow-up mechanism for both trainers and trainees.

3.7 Training and skill development



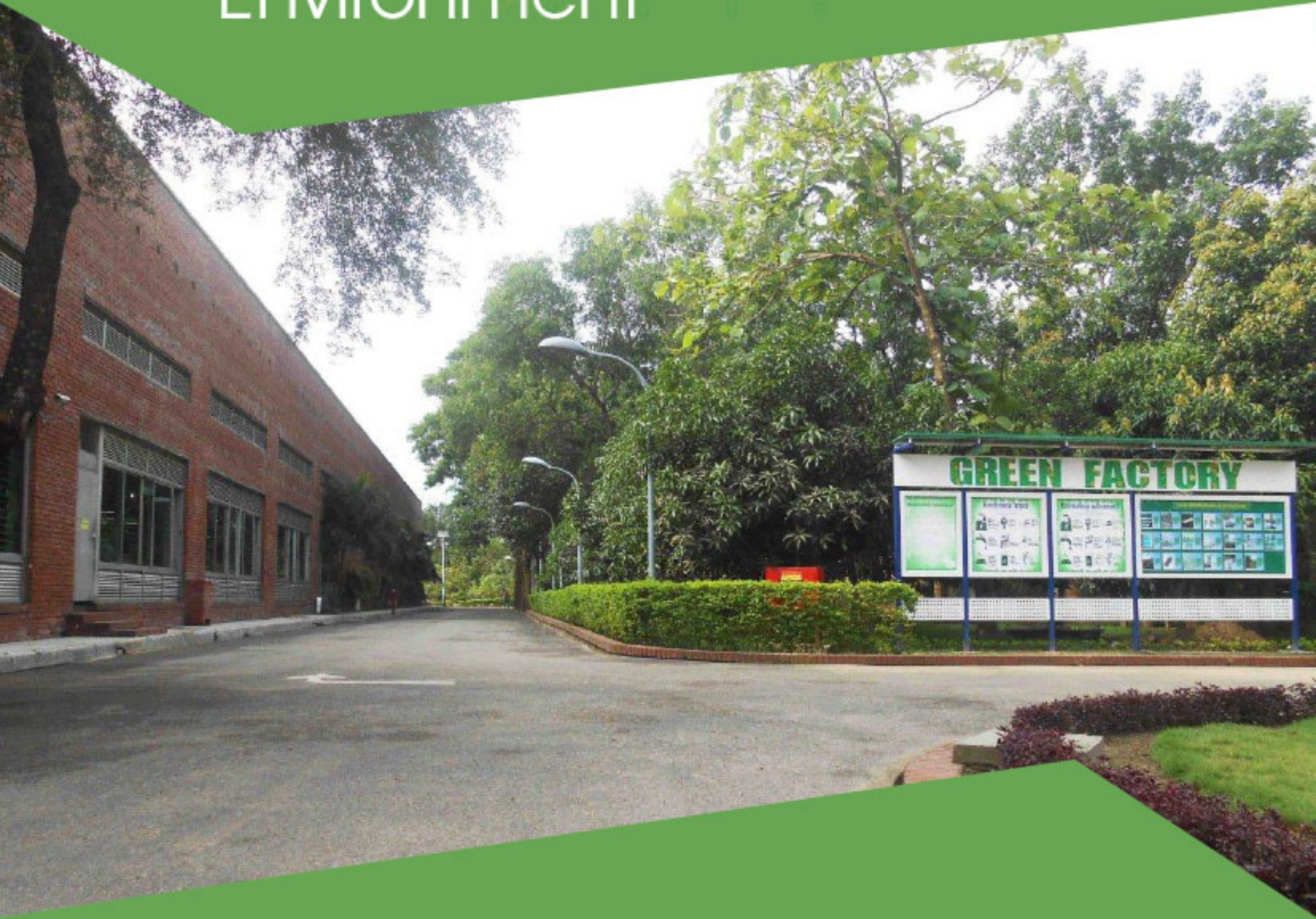
3.8 Workplace health and safety

Workplace health and safety falls in the core business management. All factories maintain the safe and sound working environment complying with the international standards. All factories are audited by accredited third parties in terms of workplace health and safety issues. There are independent committees in all business units made up with competent officials in all business units to look after the health and safety issues.

Measurements of outcome

1. Achieved “bdjobs.com Best Employer Award” for effective and transparent employment
2. Achieved the recognition from Marks & Spencer and ISO authority for practicing the guidelines of ISO 26000, the international standard of Social Responsibility.
3. WRAP and BSCI certified: Certified with WRAP (Worldwide Responsible Accredited Production) since 2006 and BSCI (Business Social Compliance Initiatives) since 2012.
4. SEDEX membership: SEDEX (Supplier Ethical Data Exchange) membership since 2006
5. No labor strikes or any kind of labor unrest ever
6. Employee grievance records and Analysis of exit interview of employees demonstrate high satisfaction of labors.
7. Corporate focal point in establishing national CSR guidelines on child rights in Bangladesh
8. Diversified work force is found in every sector from administration to planning and production including disables, transgender, tribal races
9. Low or ignorable amount of migration and absenteeism.
10. Complements from trade unions and labor associations

Environment



“CSR is not a particular programme, it is what we do every day, maximizing positive impact and minimizing the negative one”



Principle 7

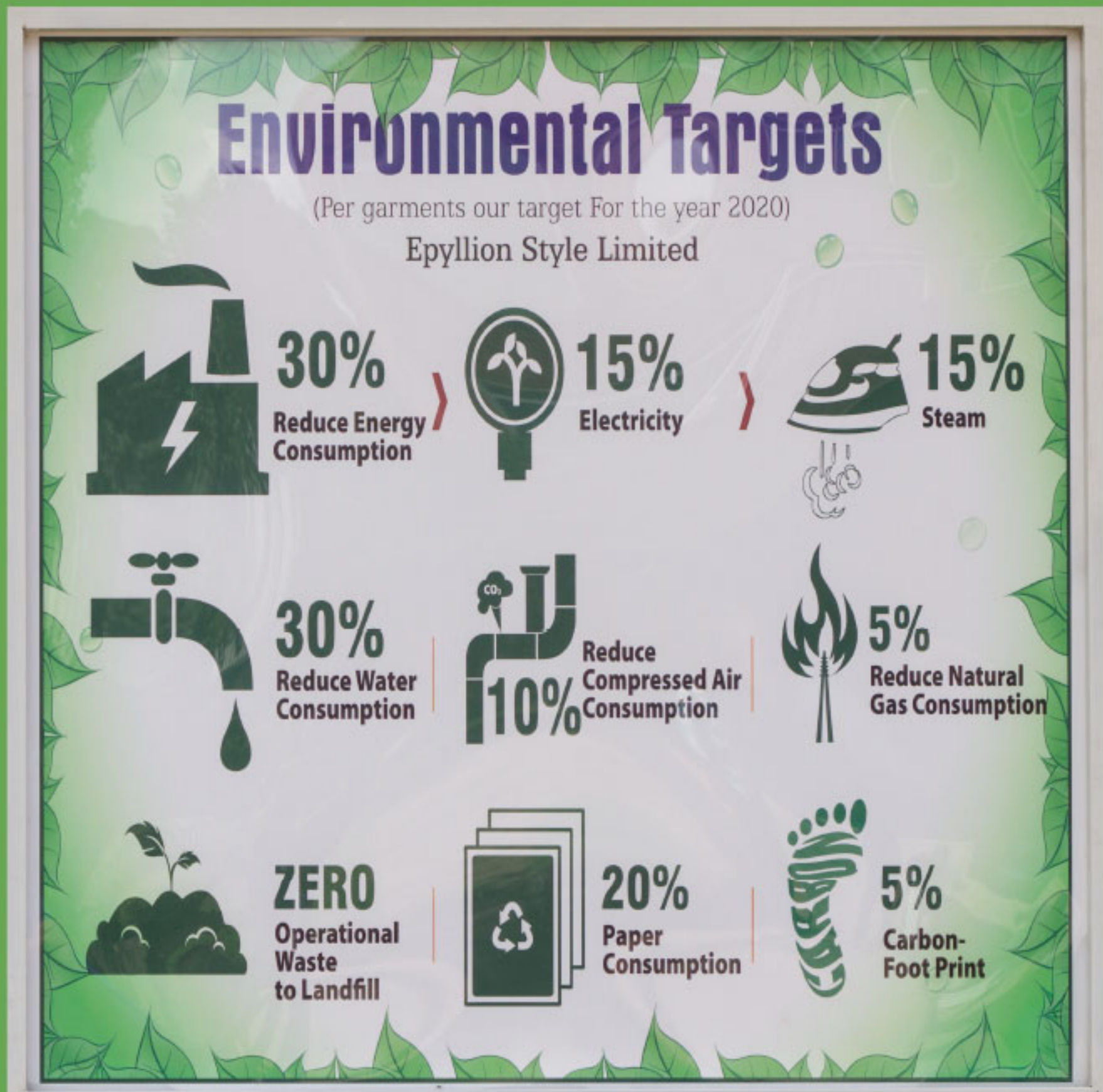
Business should support a precautionary approach to environmental challenges

Principle 8

Undertake initiatives to promote greater environmental responsibilities

Principle 9

Encourage the development and diffusion of environmentally friendly technologies



4.1

Our commitment towards Environment

Epyllion Group is committed to be in a compliance with all the applicable national laws and international standards and consider environmental sustainability in every business decision. We are committed to restore and improve the eco efficiency and invest in feasible technical and technological improvisations and to promote sustainable initiatives to combat vulnerability of pollution, biodiversity loss and climate change.

4.2

Footsteps towards environmental sustainability

As our business grows, we are constructing new manufacturing plants. And it is our prior concern to consider environmental significance and biodiversity before going for land acquisition. When constructing a new plant, we go for the green construction concept. Green Complex of Epyllion Style Limited is LEED (Gold) certified from United States Green Building Council (USGBC). The main two things were considered in construction of this building was occupant friendly and zero damage to the environment. Our green accessories hub at Kutubpur is also constructed based on the green concept which takes lower energy and water consumption and generates lower construction wastes. Another highway project (RMG unit) is under construction which is also subject to get LEED certification from USGBC.

All of our business units are equipped and maintained in such a way that the energy and water consumption are just to the exact requirement. We have our sustainability commitment to reduce at least 30% energy usage from our current benchmark within 2020 by utilizing the day light, energy efficient lighting, intensive insulation, energy efficient motors and equipments and environment friendly technologies.

We are adopting environment friendly technologies to be more efficient in terms of environmental sustainability, such as, hot water generation system with cooling water return and reuse, water harvesting system for both rain water and gray water, solar lighting system, energy efficient servo motors and many more technologies and equipments 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 with having processes that are equipped with environment friendly technologies. We are contributing our endeavors to unveil human spirit for the harmonious growth of the earth. This world is in extreme challenge in resource scarcity, extreme pollution, loss of biodiversity and climate change. We, though are a tiny part of the world, aim to take the responsibility of our footsteps which we are keeping in the earth. In taking care of environment, our simple viewpoint is, "Think globally. Act locally".

We are closely working with our stakeholders to lessen the anthropogenic impact on environment. Epyllion Group is engaged in Eco Factory program under Marks & Spencer's 'Plan A' sustainability programme for last two years. Under this program, Epyllion Style Limited adopted various development initiatives to be more energy efficient under eight distinctive categories. An effective management system is adopted along with technical and technological modifications. After successful completion of this program, Epyllion Style Limited is declared as the "Green factory" after achieving the Plan-A Attribution in 2015.

PaCT (Partnership for Cleaner Textile) and SIPP (Sustainable Impact Partnership Program) are launched in business units of Epyllion Group with buyers (G-STAR and H&M respectively) to adopt effective environmental management system in factories and to pose a clear discharge from wet processing.

4.3 Tree plantation and awareness programs

Taking the stewardship to the environmental responsibility at Epyllion Group starts with the Top Management who emphasizes and reinforces the same in its broader environmental commitment. 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 on global climate necessitate. In reporting phase, we have organized tree plantation program under the title, “Plant for planet”. This initiative launched its first step at Viqarunnissa Noon School and extended its footprint at Lalmatia Foundation School, Lake Circus Girls High School, BAF Shaheen School & College and Moniour High School. Students from class VI to VIII attended a drawing competition where they painted on waste chemical drum from Epyllion’s Textile Division and then planted saplings for their school premises. This program aimed to initiate a tree plantation program with reusing industrial wastes. Total 320 wastage drums were reused for plantation in this program.

Epyllion Group collaborated with Green Savers Association and Department of Environment has organized a drawing competition among 50 students of 10 renowned schools of Dhaka. This drawing competition was held on 28th March 2015 at an open ground near to the Department of Environment. With the theme “Nature”, students drew their imagination on metal drum and the best three were awarded with potted plant and certificate from the organizers

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. By all these drawing, plantation and potted plant giveaway program, we wanted to encourage the students and associates in planting and gardening.



Measurements of outcome

1. Achieved LEED (Gold) certification from US Green Building Council for Epyllion Style Limited Green Complex in 2015
2. Achieved “Eco Factory” standard under Marks & Spencer’s Plan A: Eco Factory Program in 2015
3. Environmental Clearance Certificate from government authority
4. Certification for organic products: OCS 100 Standard and OCS Blended Standard certified since 2009
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.

Anti-corruption



“Ethics is our most important strategic standpoint”



Principle 10

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

5.1

Our commitment towards the anti-corruption

Epyllion Group takes zero-tolerance approach to bribery and corruption and we are committed to conducting our business in ethical and transparent manner. We have adopted our COC and business principles to uphold our commitment towards the anti-corruption ethics and communicate the same to our workforce and associates.



5.2 Enhancing corporate governance



Corporate governance of Epyllion Group is driven by the motto, “Human Spirit”. This motto clearly defines the point of view of this company where the human resources are considered as the core strength. Another strategic stand point is “Ethics”. Code of Conduct and formal policies of Epyllion Group along with the culture and value of this company define and demonstrate the business management system. Enhancing the corporate governance within the sphere of influence, Epyllion Group adopted the guidelines of the ISO 26000 in its business management and strategies

5.3

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 are considered as the first and foremost value of our company. It is demonstrated to all individuals associated to this company as if and when anyone faces problems to take a decision where he is not getting clue from the written policies and from the superior, they must follow the “Ethics”.

Within our own human resources and associates to our broaden 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 outside 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 the wrong one is punished as per the disciplinary practice.

There is an audit department which is independently 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. This company is audited by accredited body 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 is 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 with whom we do business are always under monitoring and observation both in respect of fair maintenance in monetary transaction and social compliance issues. It is reported publicly if any kind of monetary corruption is found. Credit Rating, a distinctive and regular observance of the group provides assurance of absence of any monetary corruption manipulation. A unique concept of ERP 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.

5.4 Strengthening global partnership

As our business grows, we are now engaging with many national and international business companies and associations. In strengthening global partnership with all our stakeholders both in supply chain and value chain, we concern ethical conduct in dealing with any organization including partners, suppliers, buyers, contractors, competitors, associates and others. 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. We believe in integration of our business values, cultural pillars and operating doctrines to meet the expectations of our customers, employees, partners, investors, communities and wider society.



Measurement of Outcome

1. Achieved “bdjobs.com Best Employer Award” for fair and transparent employment.
2. Achieved recognition from Marks & Spencer and ISO authority for practicing ISO 26000, the international standard of social responsibility.
3. Absence of any corruption issues so far

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
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
PaCT :	Partnership for Cleaner Textile
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 of Harmful Chemical



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