



Apex Footwear Limited (AFL)

Registered Office: House No: 06, Road No: 137, Gulshan-1, Dhaka-1212, Bangladesh

Ph: +8802 8820300, +8802 8821591, 8828258 Fax:: +8802 8813038; email:

info@apexfootwearltd.com; web: www.apexfootwearltd.com

UN Global Compact Vision strategies

Apex Footwear Limited (AFL) is committed to upholding the principles of the UN Global Compact through all vistas of its operations. The company believes that prosperity and growth is firmly pegged to the wellbeing of the community through which it operates, concurrently safeguarding the human rights of its workforce, customers and suppliers through ensuring labor standards are met and treating all its stakeholders in an unbiased and transparent manner. This is embodied in the company's corporate credo, "Honest Growth".

Description of practical actions, and policies if available, taken to implement the UN Global Compact principles and quantitative measurement of performance. The guidelines below are developed to help you with identifying the actions and indicators under the four issue areas. Based on our commitment we have set up a code of conduct, published on our website, to make our position clear for all our suppliers, employees and partners. Our Code of Conduct complies with the ISO 26000 standards, FLA, BSCI, ETI, WRAP, GSCP and other international standards"

Human Rights:

Assessment, Policy and Goals

The company provides information among its employees on the measures supporting human rights. It had organized over 18 training programs in the concluded year on topics such as Fire Fighting, Chemical safety Management, ILO conventions, Code of conduct, personal protective equipment and emergency management, Environmental awareness.

In partnership with COEL & Employers Federation, AFL also conducted Gender Equality Training, Maternity Health Care Training among the factory staff in 2015.

The company selects its contractors based on a list of criteria, including a criterion regarding the availability of information about their engagement with human rights protection. The company protects the rights of its customers by providing information about its products and services.

Implementation

APEX's Human Resources unit is tasked with safeguarding the human rights of its employees. These 32 members task force is always aware to serve employee engagement activities.

Currently following project are direct monitored by the facility:

Educational projects (Illiterate workers and communities people are participating this projects)

Scholarships Program (Workers and their children are participate in this program)

Projects for participation in cultural life

Minorities

Rehabilitation on digester victims



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All employees of the factory have been made a part of a group life insurance policy which ensures compensation to their families in the event of accidents and death.

The company allocated 0.75% of retained profits for concrete human rights protection projects.

The data is taken from: internal reports and external audit report.

Measurement of outcomes

The company has partnered with Center of Excellence for Leather Skills Bangladesh Limited (COEL) to help those worst affected by climate change in the Sirajgonj and Khulna region through a comprehensive apprenticeship program. These men and women, who used to earn less than a dollar a day through share-cropping, are given a 12-month long paid apprenticeship, whereby they are trained as machine operators, machine maintenance officers or supervisors. By the end of 2015, AFL had assisted COEL in training over 2200 economically disadvantaged individuals, 70% of whom were women. The courses were administered through ILO's TVET initiative and 95% of the graduates have already been absorbed by a number of leather footwear exporters in the country.

Labor Standards:

Assessment, Policy and Goals

APEX has a plan for employment, training and career development with succession plan. All employee are criteria being transparent for the employees. The company has clear rules regarding working hours, breaks, etc. Job advertisements guarantee equal access to all able candidates and their right for collective bargaining. APEX handbook covers policies concerning our employee rights and compensation and responsibilities. We assess labor related risks. We have a dedicated resource that monitors and mandates environmental and safety risks. We will continue to refine our employee handbook as needed and incorporate the Global Compact.”

Implementation

The company has a formal representation of the employees in the management. The company has a formal system to hear the opinion of the employees. The company selects its contractors based on a list of criteria, including a criterion regarding the availability of information about their engagement with labor standards protection.

Given the potential risk in the sector of employing children under 18, company displays in the notice board not to employing children under 18. To control age under 18, a 3 member's recruitment committee has working independently including a female Paramedic to monitor also there are no harass and refinement many not be placed.

The aforementioned 3-member Human Resources team has devised and implemented AFL's Human Rights Policy and through continuous monitoring, ensures policy compliance.



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Measurement of outcomes

Apex has also proactively sought empowerment and employment of marginalized women in BD. This is reflected in the fact that approximately 70% of AFL's factory workforce is comprised of women. Last year apex distributed Profit share more than 15 Million BDT among 9,400 Employees.

Environmental Principles:

Assessment, Policy and Goals

The precautionary approach of the company guarantees that it collects information in order to identify, monitor and assess the possible environmental effects of its products and manufacturing processes.

The company selects its contractors based on a list of criteria, including a criterion regarding the availability of information about their engagement with environment protection.

AFL's backward integration with Apex Tannery Limited – 2 (ATL2) ensures that the key raw material of leather is processed responsibly, as ATL-2 operates its own independent ETP capable of treating 11,000 m³ of waste per day.

In addition, APEX manufacturing shoes without using any Volatile Organic Compound (VOC) from last two years, in line with the long-range trans-boundary air pollution pact of the Geneva Convention (1979). Also contributing on environment by using water based adhesive in 70% of production.

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents

Awareness raising or training of employees on environmental protection, Carbon emission, Energy consumption, related awareness. APEX Initiatives to reduce waste materials recycling rejected outsole and collected consumption of resources of energy, fuels (diesel, Mobile), water, paper, packaging, materials etc.

Measurement of outcomes

In 2015, AFL also conducted to courses titled Environmental Training and Waste Handling Procedures, which were attended by 1200 of employee. The data is taken from internal reports and external audit reports.

A vindication to AFL's efforts came in August, 2012, when it was awarded the prestigious Gold Certification from Worldwide Responsible Accredited Production (WRAP), making AFL the only leather footwear manufacturing company in Asia to receive this distinction.

Water treatment cost 18.50 BDT. Electricity use: 6.00 BDT.



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Anti-Corruption:

Assessment, Policy and Goals

The company observes strict rules with regard to donations, including for political parties, guaranteeing transparency. The employees are informed about the company policy thanks to an internal bulletin.

Both suppliers and partners are informed about the company purchase & Anti –Corruption policy.

Supporting U.S. Foreign Corrupt Practices Act (FCPA), UK Bribery Act and other anti-bribery or anti-corruption of Bangladesh and related local laws or regulations.

Implementation

Apex has signed the initiative of the GC and BBLF to limit the amount of cash payments. AFL encourage employees to participate in the political and governmental process. Employees and directors are free with their own funds to contribute financially to or otherwise support the candidates or political parties of their choice.

Measurement of outcomes

The company's energy efficiency per shoe: water use 16.50 litter which comes only from no product areas; Electricity use: 19.98 BDT. Paper consumption 0.25 pcs. & in Leather finishing unit our efficiency.