

THROUGH
PROTECTIVE MEASURES
we can make
EVERYTHING POSSIBLE...

NEW JOURNAL 2021



COMMUNICATION on PROGRESS REPORT

Reporting period:
February 2010 to February 2021

United Nations
Global Compact



www.epylliongroup.com

STATEMENT OF CONTINUED SUPPORT from the CHAIRMAN



2021

COMMUNICATION ON
PROGRESS REPORT
February 05, 2021

Our Organizational approach to sustainability founded on ethical services and responsibilities towards society people and the environment, as well as our role as entrepreneur. As a decision-making authority on sustainability matters, I always emphasize on People in Planet with Profit. Our success depends on the trust of all our stakeholders. Our environmental and social achievements contribute towards earning and keeping their trust. We therefore regularly engage in dialogue with clients, shareholders, investors and employees as well as with regulators and other stakeholders on environmental and social issues. Such dialogue can strengthen our understanding of different perspectives and help us to develop practicable solutions to current Global challenges. We focus our environmental and social issues not only relating with business profits. We emphasis on our environmental and social issues not only relating with business profits but also focus for achieving organizational excellence by our core philosophy and principals.

During Covid pandemic situation, Epyllion stepped ahead to the community people with lifesaving initiatives. Our motto for protecting our people inspire us to drive beyond Human Spirit. Personal Protective Equipment's, Food, Medical and financial support to the grassroots level were ensured for their survival. Not only for saving our own employees, we worked door to door with equal minded organizations to implement SDGs with partnership.

We are Glad and thankful to the UNGC Global compact for the title of SDG Pioneer – Bangladesh on 2020 in recognition of the strong efforts displaying how business can be a force for good and for taking action on sustainable development issues. We appreciate the local SDG implementation partners for their end-to-end support. We also take measures to raise our employee's capacity for the excellence, which is beyond performance. We believe our efforts to improve our SDG implementation in the protection of environment and society will encourage others to meet high sustainability standards.

My great pleasure to introduce Epyllion's Communication on Progress (COP) report with our endeavors about Sustainable Development Goals (SDGs). Epyllion Group has been implementing different strategies and activities through Epyllion Foundation with keeping in mind to attain the SDGs adopted by United Nations. In this reporting year of 2020-2021, we have made progress in terms of economical, societal and environmental point of view. Since 2012, it has been 09 long years, our journey with UN Global Compact has been playing great role and inspire us thriving our best effort to promote UNGC principles in our business. Epyllion is taking its business accountability for making a formal, public commitment to better practices is a bigger step.

As the Chairman of Epyllion Group, I am committing for 10 Principles of the UNGC and for the endorsement of Epyllion's sustainable business approach to move forward for the upcoming years as a good neighbor across the boundary.

Reaz Uddin Al-Mamoon
Chairman
Epyllion Group

Managing Trustee
Epyllion Foundation

EXECUTIVE SUMMARY

2021

The transformation of Epyllion Group is an incredible journey from a house of Readymade Garments (RMG) to a modern corporation following latest technology. Epyllion has turned as a hub of full Human Spirit using advanced technology, which has taken us one-step ahead towards our customers, suppliers and partners setting a new benchmark in global quality and standard.

Epyllion has been valued as an iconic brand due to its sustainable social initiatives and contributions in terms of business and operations. COVID pandemic situation of the overseas unexpectedly gave the basic learning of sustainable working manner in our day-to-day life style as well in management of a corporation. Core Philosophy & Ethical Views for sustainability in Epyllion lead us focusing with Human Spirit. Our Principles, Seven Core Social Responsibilities under user of ISO 26000 merging with ten Principles of UN Global Compact covering sustainable development goals (SDGs) playing significant role to transform our world.

Our new Flagship Project Epyllion Knitwears Limited in Madanpur which is a LEED (Leadership in Energy and Environmental Design) building with State of Art technology represent the steps beyond the territory. Integrated Management System, Business Sectorial Exposure, Green Business Decisions, Freedom of Association, strict compliance on Labor Rights and ensuring all benefits and commitment towards employees make Epyllion beyond excellence.

Our CSR initiatives and Commitment towards sustainability with responsibility promoting the 10 Principles of UN Global Compacts, specific SDGs by UN; 33 Objectives set by Epyllion foundation. To establish Human Rights we are fully committed for meeting all requirement of Good Health & wellbeing, Quality Education, Employee Engagement Program Considering Gender Equality, Reduced inequalities, and community development involving youths looking towards the future. Epyllion Group started adopting CSR in business quite long ago with an aim to go beyond compliance. It formed Epyllion Foundation in 2011 with focusing on the triple bottom-line of sustainable development. Our special focus is on the SDG no.1: No Poverty, 3. Good Health and Well-being, 4. Quality Education, 5. Gender Equality, 8. Decent Work and Economic Growth, 9. Industry, Innovation and Infrastructure, 10. Reduced Inequality, 13. Climate Action, 17. Partnerships to achieve the Goals set by the global leaders to put its effort on eliminating poverty, inequality and climate change by 2030.

Epyllion Group has been recognized the significance of sustainability and hence is continuously adopting sustainable development business practices with a status of Super Brand. 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. Corporate governance in Epyllion is dynamic and business-focused with rooted in a culture of transparency and accountability.

The Epyllion Group is a window through which all its interacting parties can see and feel their prospects and dreams of success. The honor of Super brands Bangladesh once again for the year 2020 to 2021 proves our strong market presence and great reputation in their particular fields and stand out from the average. We give emphasis on creating larger societal value with continuing our Social activities with updating our website, social sites, like Facebook pages and many other relevant sites, etc. Our Covid-19 recovery rate is almost 96 percent. In the pandemic Epyllion ensures 100 percent use of mask with washing hand and screening the staff before entry. Our decent work environment strictly maintain necessary distance in work place for reducing Covid-19 infection.

In this new normal Epyllion has established an innovative technology driven implementations under safety measures for employees, suppliers, buyers and stakeholders. The recognition of SDG pioneer of Bangladesh has created a global recognition for Epyllion where strong efforts displayed how business can be a force for good and for taking action on sustainable development issues.

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CORE PHILOSOPHY



Core Philosophy & Ethical Views of Epyllion Group

Epyllion Group started its journey as a house of Readymade Garments (RMG) engaged in manufacturing and exporting of Knit Apparels since 1994. This has known as an entity whose main driven force is its human resources. Utilizing Human Spirit to establish Ethical Business Practice by protecting environment is our core philosophy.

- Human Spirit
- Ethical Business Practice
- Protecting Environment

We are focusing with

HUMAN SPIRIT

The human spirit includes a person's intellect, emotions, passions, and creativity. In Epyllion Human Spirit considered as functions of insight, understanding, judgement and other reasoning powers. Epyllion emphasis with INTEGRITY to conduct business in an open and ethical manner under strict compliance, laws, rules regulations. Our strength is our PEOPLE, the collective talents of our employees comprise our most important asset. Our style is TEAM WORK, providing a workplace environment that effectively balances and stimulates the individual and the team is our hallmark.

Our goal is **EXCELLENCE**

in the form of **SUSTAINABILITY**
with **RESPONSIBILITY**



Our Principles

Epyllion attempts to implement CSR with the Commitment of Sustainability following the mentioned principles

- Seven Core Principles of ISO 27000
- 10 Principles of UN Global Compacts
- 17 SDGs by UN
- 33 Objectives set by Epyllion foundation.

The Seven Core Subjects, which every user of ISO 26000

1. Organizational governance.
2. Human rights.
3. Labor practices.
4. Environment.
5. Fair operating practices.
6. Consumer issues.
7. Community involvement and development.

The ISO 26000 defines seven core subjects of Social Responsibility for sustainability and long term vision to success towards glory.



TEN PRINCIPLES of UN GLOBAL Compact



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

LABOR

- 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

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

ANTI-CORRUPTION

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

CORE PHILOSOPHY



The 17 Sustainable Development Goals (SDGs)



- GOAL 1: No Poverty
- GOAL 2: Zero Hunger
- GOAL 3: Good Health and Well-being
- GOAL 4: Quality Education
- GOAL 5: Gender Equality
- GOAL 6: Clean Water and Sanitation
- GOAL 7: Affordable and Clean Energy
- GOAL 8: Decent Work and Economic Growth
- GOAL 9: Industry, Innovation and Infrastructure
- GOAL 10: Reduced Inequality
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 13: Climate Action
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 16: Peace and Justice Strong Institutions
- GOAL 17: Partnerships to achieve the Goal

The SDGs are a collection of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all". The Sustainable Development Goals or Global Goals (SDGs) replace the Millennium Development Goals (MDGs), which started a global effort in 2000 to tackle the indignity of poverty. The SDGs were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. The SDGs cover a broad range of social and economic development issues. These include poverty, hunger, health, education, climate change, gender equality, water, sanitation, energy, environment and social justice. The SDGs are also known as "Transforming our World: the 2030 Agenda for Sustainable Development" or Agenda 2030 in short. SDG framework does not distinguish between "developed" and "developing" nations. Instead, the goals apply to all countries. Building on the principle of "leaving no one behind", the new Agenda emphasizes a holistic approach to achieving sustainable development for all.

CORE PHILOSOPHY



Corporate Social Responsibility [CSR]

Corporate social responsibility is a form of business functions with self-regulation that aims to contribute to societal goals of a philanthropic, activist, or charitable nature by engaging in or supporting volunteering or ethically oriented practices. For an enterprise CSR is to complete its business without creating negative impacts to the environment and its community. It also can be defined by a management concept where companies integrate social and environmental concerns in their business through operations and interactions with their stakeholders.

Corporate social responsibility [CSR] is consider as an innovative business approach that contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders. CSR is a very broad concept that addresses many and various topics such as human rights, corporate governance, health and safety, environmental effects, working conditions and contribution to economic development. It is an attempt to align private enterprises to the goal of sustainability providing them with a more comprehensive set of working objectives than just profit alone. The perspective taken for an organization to be sustainable within and beyond business. The concept of CSR is still newfangled concept varies regarding perspectives.

A properly implemented CSR concept can bring along a variety of competitive advantages, such as enhanced access to capital and markets, increased sales and profits, operational cost savings, improved productivity and quality, efficient human resource base, improved brand image and reputation, enhanced customer loyalty, better decision making and risk management processes. Now the environment friendly business decisions are globally accepted and highly appreciated for the well-balanced ecological environments.

Epyllion Group accepted the mindset of key CSR activity covering environmental management, eco-efficiency, responsible sourcing, stakeholder engagement, labour standards and working conditions, employee and community relations, social equity, gender balance, human rights, good governance, and anti-corruption measures.

CORE PHILOSOPHY



Sustainability and CSR

The road of a company towards sustainability is a complex process. It that requires systemic thinking and shared vision in order to develop capacity for change and sustainability learning at all organizational levels. In order to become sustainable, companies need to embed sustainability principles in every aspect of the business, development, marketing and communications, HR processes, supply chain, operations etc. Sustainability relates to the reduction of environmental impact through reduction of consumption (reduce, recycle, reuse). Corporate Responsibility includes Sustainability, but relates to the wider relationship between the organization, its key stakeholder groups and the community.

Moreover, CSR is a very broad concept that addresses many and various topics such as human rights, corporate governance, infrastructure, Education, health and safety, environmental effects, working conditions and contribution to economic development. Whatever the definition is, the purpose of CSR is to drive change towards sustainability.

Sustainable business and Green business are both connected which embraces sustainable operating procedures, product and material sourcing, labour practices, and shipping methods. The goal of green business is to eliminate any negative impact on the environment, on both a local and global scale.

Epyllion consider CSR as essential to establish a sustainable business, because it influences all aspects of a company's operations- from sourcing to final servicing. It is also necessary for brand differentiation. Conscious consumers want to buy products from companies they know, believe, & trust. Stakeholders want to form business partnerships with companies who positively effects on environmental and social wellbeing. Potential investors always interested to support firms that they are socially responsible and act for welfare. , They also want to work together with enterprises seeking practical solutions to common shared goals, which are SDGs.

EPYLLION GROUP



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CHAPTER ONE

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1.1 Journey Towards Milestone of Excellence

The transformation of Epyllion Group is an incredible journey from a house of Readymade Garments (RMG) to a modern corporation following latest technology. Epyllion has turned as a hub of full spirit using advanced technology, which has taken us one-step ahead towards our customers, suppliers and partners setting a new benchmark in global quality and standard. For manufacturing and exporting of Knit Apparels Epyllion has been considered today as one of the biggest conglomerates with substantial establishment of its backward linkage of all kinds of knit garments, textile, wet processing & garments accessories since 1994 initiated with 2 sewing lines and 200 human resources.

It was mother factory of Epyllion Group, Dekko Knitwear's limited, located at Mirpur Industrial Area, an industrial zone in the capital of Bangladesh. With this factory, Epyllion started growing up. With the dedicated team, innovative ideas and long-term vision, Epyllion is still in growing position that is expanding day by day. Epyllion is all about new initiatives, new ventures and new aims with rooted principles and ethical views. Currently Epyllion is a business house with textile, garments, and garments accessories for exporting



RMGs to worldwide. Epyllion Group is now having its business footprint in Bangladesh's retail fashion industry with Sailor since 2015 casting more than 17 outlets around the country. A food & beverage unit is also waiting for its nationwide commercial launch. With a set of work force of more than 19,000 skilled officials, Epyllion Group is sustaining and will sustain the optimum business development in terms of profit, people and planet. It has growth in employment generation, annual turnover and sustainable supply chain. Epyllion's focus point in journey is to be an institution where the human development and social contribution will be focused and profit will come as the by-product.

The group believe that it is to not only produce and deliver high quality, reliable safe goods and services to the clients, but also to give them the sense of trust, which builds a strong bondage among us. Epyllion has achieved significant milestones in its sustainable journey with divergent socio-economic challenges in the country as well as in overseas. We commit to build responsible competitiveness in business with good corporate governance and efficient & ethical organizational strategy.

1.2 Business Sectorial Exposure

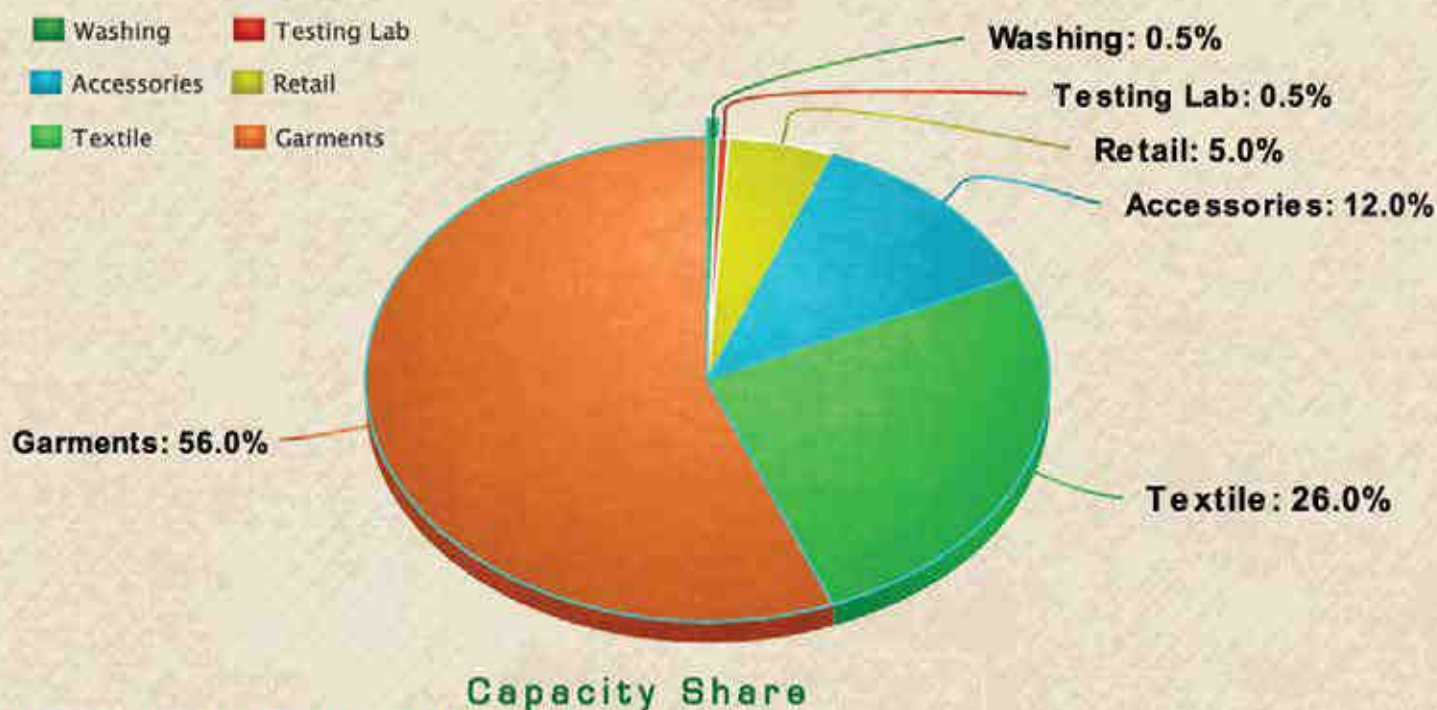
PRESENT CAPACITY

151 lines

with **5920** SEWING
workstations



Unit	Capacity Share
Garments	56.00%
Textiles	26.00%
Accessories	12.00%
Washing	0.50%
Testing Lab	0.50%
Retail	5.00%



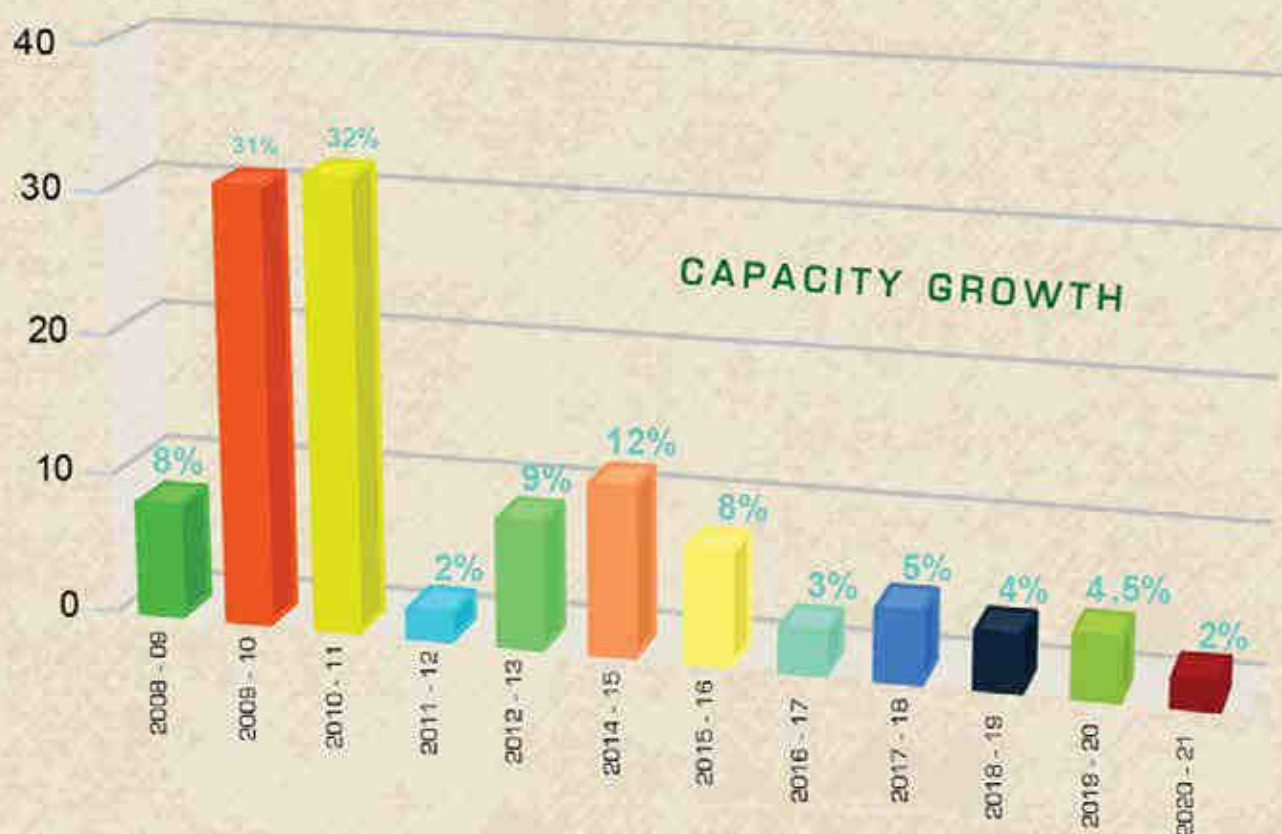
1.3 Business progress over the years

1.3.1 CAPACITY GROWTH

[From 2008-09 Fiscal Year to 2019-2020 Fiscal Year]

Fiscal Year	Capacity Growth
2008 - 2009	8%
2009 - 2010	31%
2010 - 2011	32%
2011 - 2012	2%
2012 - 2013	9%
2013 - 2014	12%

Fiscal Year	Capacity Growth
2014 - 2015	8%
2015 - 2016	3%
2016 - 2017	5%
2017 - 2018	4%
2018 - 2019	4.5%
2019 - 2020	2%



1.3 Business progress over the years

1.3.2 EXPORT GROWTH

[From 2008-09 Fiscal Year to 2019-2020 Fiscal Year]

Very firstly, we have experienced a decline in our growth curve in export history of Epyllion due to the worldwide pandemic situation.

Fiscal Year	Capacity Growth
2008 - 2009	21.99%
2009 - 2010	4.15%
2010 - 2011	55.22%
2011 - 2012	4.72%
2012 - 2013	11.64%
2013 - 2014	9.05%

Fiscal Year	Capacity Growth
2014 - 2015	10.59%
2015 - 2016	6.36%
2016 - 2017	10.33%
2017 - 2018	12.58%
2018 - 2019	3.60%
2019 - 2020	-3.25%



1.4 Integrated Management System

An Integrated Management System (IMS) incorporated all aspects of an organization's systems, processes and Standards into one smart system. Business management system of a company also defines its ethical standpoint, corporate governance and long-term vision. In managing business, Epyllion Group's organizational structure is arranged such a way that people can perform jobs to ensure customer satisfaction through achieving organizational goal. The structure is formal and flexible based on operational need. In formal settings, there are Code of Conduct and formal policies to control tasks and responsibilities and to take decisions to be implemented in every part of the organization.

An integrated management system that includes from business planning and forecasting to the finance, operation, HR, Compliance and SR management is adopted to ensure the conformity with national and international expectations. Stakeholder engagement is another prime concern for a business. Stakeholders play an important role in the success of our organization and hence their perspectives are of extreme importance. We recognize all those individuals, groups and stakeholders who are directly or indirectly influenced by our business activities.



1.5 Business with sustainability

The world economy has been enormously affected by the COVID pandemic situation in 2020 due to a lot alternative business decisions. The unseen fact changed a lot but being a socially responsible organization Epyllion Group had taken incredible steps to hold the control for sustainability. Epyllion stepped beyond with technology for better business decisions and now focusing on Effective ERP and IT sophisticated base vertical integration for building up the whole operation under one supply chain. Maximum utilization of resources, Environment Friendly Business Decisions and Sustainable Resource Utilization results integration of the guidelines of ISO 26000. We support the global sustainable insights in our business initiatives providing full support to the Global Sustainable Goals, 7 SR principles of ISO 26000, 10 guiding principles of the United Nations Global Compact following Sustainable Development Goals. Business decisions adopts the global aims and views in its business management system for ending poverty, fighting inequality and preserving the environment.



1.6 Epyllion Foundation

Epyllion

emphasize joy of life through its business activities as the core philosophy of organization include ethical business practices. Connecting the core principals of business activities social welfare related involvement inspire Epyllion to form Epyllion Foundation. With the believe to serve the society by ensuring employment, quality education, health services for good health and wellbeing for the employees and their associate community along with 33 objectives of this foundation.

Epyllion Foundation is the Trust under Epyllion Group incepted on April 2011 to look after the welfare of society and its people. The foundation firmly believes that setting-up new industries and creating employment opportunities is the best form of serving the society to offer a better life. Epyllion belief that CSR is a sustainable way of business management to execute company's commitment and responsibility towards the People (Employee and community), Planet (Natural environment) and the Profit (Economic development).

Epyllion Foundation trust that sustainability of an organization mostly depend on the wellbeing of the associated workforce and linked community by ensuring their safety. Epyllion Group is implementing social welfare related projects through Epyllion Foundation keeping in mind to attain the SDGs adopted by United Nations.

Our special focus is on the SDG no 1, 3,4,5,8,9,10,13 & 17



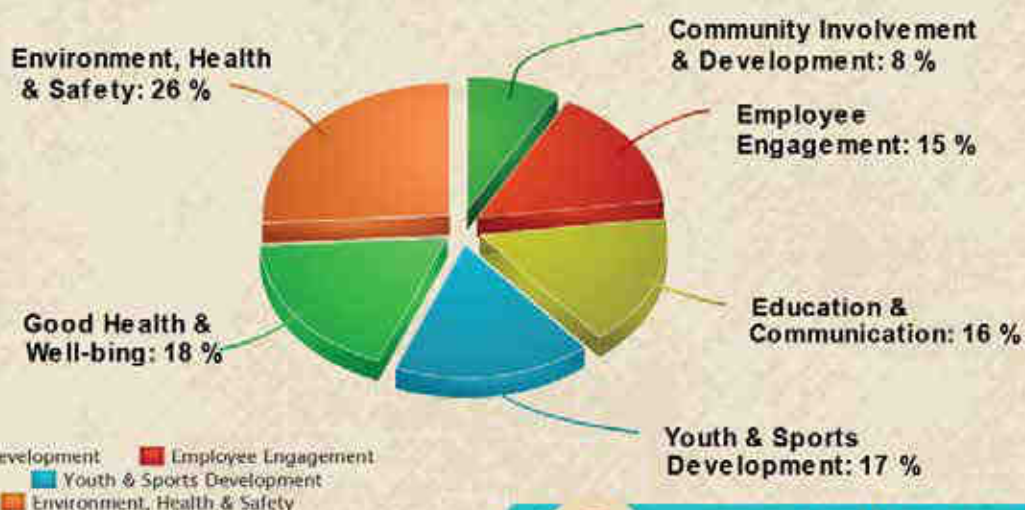
Epyllion Foundation is a sister concern of Epyllion Group which is also a self-regulating entity to meet the society in a participatory way for serving people. Foundation continually giving effort for improving the living standard of the community and saving environment with sustainable initiatives. The glorious journey of nine years significantly involved millions of people of the society to put a trustworthiness among community.

1.7 Focused issues of Epyllion's CSR with financial allocation

- Good Health and Well-being
- Education & communication
- Employee engagement
- Environment, Health & Safety
- Youth & sports development
- Community involvement and development

Issue	Financial Allocation
Good Health and Well-being	18 %
Education & communication	16 %
Employee engagement	15 %
Environment, Health & Safety	26 %
Youth & sports development	17 %
Community involvement and development	08 %
Total	100 %

Financial Allocation



A photograph of four individuals standing in a line, facing the camera. They are all wearing white, full-body protective suits (hazmat suits) with hoods. Each person is also wearing a blue surgical mask. The person on the far right is also wearing dark goggles. They are standing on a paved surface. In the background, there is a white vehicle with the word 'CIVILIAN' printed on its side. The image has a teal/cyan color overlay.

ESTABLISHING HUMAN RIGHTS FOR SUSTAINABILITY

CHAPTER TWO

2.1 Our commitment towards human rights

Epyllion always priorities the commitment towards human rights for its employee and associated community covering education, awareness and health services during any national and global emergency. In the year of 2020, we lived for saving our existence and tried to keep our community in good health and wellbeing with associated service. 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.

2.1.1 HUMAN SPIRIT AGAINST COVID

In this severe situation regarding Corona outbreak in Bangladesh, Epyllion Foundation has taken emergency responsive initiatives on behalf of protection from COVID-19. Epyllion Foundation is a sister concern of Epyllion Group formed in 2011 with the objectives of supporting SDGs (Sustainable Development Goals) and aligning with the UNGC goals as a signatory member. Epyllion Foundation always concern with the activities for promoting sustainable CSR initiatives with the equal minded stakeholders covering special focuses on Good Health and Well-being, Quality Education, Decent Work and Economic Growth, Climate Action, Reduce Inequalities regarding Community development.



2.1.2 SAVING COMMUNITY BY PPE: PERSONAL PROTECTIVE EQUIPMENT

As part of this moto during COVID pandemic Epyllion Foundation has provided PPE (Personal Protective Equipment) and other Equipment to 31 Government and private hospitals who are giving treatment to



CORONA infected patients. We had distributed PPE to Kurmitola General Hospital, Mugda General Hospital, Kuwait Bangladesh Friendship Government Hospital, Dhaka Medical College Hospital, Cumilla Medical College, Mymensingh Medical College, BIRDEM General Hospital, Bangabandhu Sheikh Mujib Medical University- [BSMMU], Tongi General Hospital, United Hospital, Tejgoan Thana Health

2.1 Our commitment towards human rights

Complex including different volunteer organization, Anjuman Mufidul Islam, CSR window and the Journalists of Print and Electronic Media who were working in the field now a days. Not only that Epyllion Foundation had also provided PPE and other protective equipment to Government Administrations like Civil Surgeons and some vulnerable districts like Narayanganj and Gazipur. In three phase we provided 75 thousand PPE covering Protective Clothing, Isolation Gowns, Eye protection Glass, three ply Mask-Surgical Mask, N-95 Mask, Inferred Thermometer, Hand Gloves, sanitizing Solution, Disinfecting Hand Rubs.

2.1.3 Funeral Related Support

With the support of these equipment Epyllion foundation extended hand for funeral related activities for corona patients. We experienced tragic incidents in the first wave of Corona Virus in community. Most of the families faced unexpected situation from social relation due to Covid death of the family members. Analyzing the situation Epyllion Foundation came forward with PPE support to the active volunteers who were providing support-wearing PPE to the helpless families.



2.1.4 Human Spirit during food crisis

Epyllion Foundation has also taken potential initiatives to distribute 4760 bags food to the under privilege people of different area like Dhaka, Gazipur, Narayanganj who are now in incomeless condition due to the recent deadly Corona infection days. Not only that we have also distributed dry food to the hospitals, media and administration [27 thanas] who are the first row fighter of the Covid-19



pandemic in our country. Epyllion Foundation also worked with equal minded stakeholders incorporating all kind of assistance for defeating Coronavirus and supported remote destitute people in Bangladesh for reducing inequality. With the collaboration of Bidyanondo, Epyllion Foundation provided food for the extreme poor people of the country who cannot manage two time meals for

themselves.

2.1 Our commitment towards human rights

Bidyanondo is a non-profitable organization work for serving the deprived people through its many projects by food and health safety related activities. In the crucial time of the whole world Bangladesh was falling in dangerous consequences by COVID-19. Like many other social service providing organizations Bidyanondo also serving by the following activities under the support of Epyllion Foundation.

1. Disinfectant spray to the roads, stations, platforms, hospitals and many others places.
2. Preparing food for the extreme poor people of the city

2.1.5 Support to differently able people by Wheel chair cricket association

The most vulnerable and unprivileged part of the society always counted as general part of the society.



However, Epyllion Group think that an equal society form with the equal opportunity of their basic need. In this connection when the people of regular income straggling for their daily food as silent part of our community and was suffering with difficulties. Then Epyllion Foundation provided food support to the differently able people under Wheel chair cricket association as extending love for reducing their suffering during lockdown.

2.1.6 Awareness Campaign during Covid

Epyllion Foundation attempt to implement collaborative awareness campaign with equal minded or volunteer organization. CSR Window Bangladesh is a community platform where corporates, non-profits and change makers collaborate to bring ideas to life that benefit communities at large. Epyllion Group always supports Global Goals and promotes sustainable CSR initiatives from equal minded organizations and stakeholders. Epyllion Foundation also care emergency support for mankind on any Health emergency around the world for community people. Coronavirus (COVID-19) has outbreak in Dhaka and it outspread through human interaction so rapidly. In response of this deadly crisis, Epyllion Foundation



2.1 Our commitment towards human rights



supported CSR Window Bangladesh, which helped people to be aware for preventing outspread of the virus.

Epyllion and CSR window Bangladesh conducted awareness program to awake 7 million community people of 110 Union under 15 upazila including awareness trainings for the pharmacists and shopkeepers. Apart from that, we were involved in spraying disinfecting solution to public places, public transports, roadside vehicles, hospitals, mosques and many other places along with the both organizations.

2.1.7 ICU Support to Corona Units

Epyllion Foundation has provided all kind of equipment support to Sazida Foundation Hospital for Corona patients. During the Covid pandemic when community people are thriving for treatment support from different hospitals, then Epyllion supported high-tech equipment support to such treatment center. Epyllion Foundation arranged Oxygen line, Oxygen concentrator, portable pulse oximeter, high flow re-breathe mask, cardiac monitor for Sazida Foundation hospital and established four Critical care cabin for Covid patients.



Measurements of outcome:

- 75 thousand PPE distributed during COVID pandemic situation;
- 7 million community people of 110 Union under 15 upazila covered under awareness trainings;
- 31 Government and private hospitals who are giving treatment to Corona infected patients;
- 4760 bags food provided to the under privilege people of different area;
- Front liners including 27 thanas received PPE and dry food support;
- Four critical cabin established for Corona Critical Cabin in Community based hospital;

2.2 Good Health & Wellbeing

The significance of practicing good health and wellbeing is the most valued principal for Epyllion Group. For this reason, Epyllion is always concern about the sound health of its workforce. To remain one-step ahead in the global competitive business, sustainable workforce and community put an additional strong point. Epyllion has developed its strategic approach in a sustainable way concentrating on "sustainable workforce". Stepping beyond the regulatory requirements Epyllion Group initiates its own innovative programs to aid employees and communities in terms of health and benefits. Corporate health shield agreement, health service agreement with the health service providers and health insurance coverage for the employees are the regular packages for the employees to sustain a safe and compatible health status.

24/7 health consultancy incorporating night shift Medical officers in all factories are ensured for health service to all the staff of the organization as well as for their families. No community health camps were conducted considering Covid situation. More than 7122 community people were served under community health camp program with the scope of pediatric health care, women health care and medicine & general health care.

Epyllion Group is always there to be with the expecting female employees. 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 provided for their nutritional wellbeing. After coming back to their regular service after the childbirth, all women employees get women to women counseling from the medical expertise and welfare officers.



2.2 Good Health & Wellbeing

STATISTICAL FIGURE IN REPORTING YEAR

2845 women employees enjoyed "Nutrition allowance" during pregnancy.

561 children were taken care of at the child care center.

84 children were covered under the vaccination program.

1514 employees were served under the regular health camp.

14063 community people were served by the community health camp including eye care service.

386 officials ran for awareness under an awareness generation program.

1441 New Born Gifts to welcome newly born junior members of Epyllion Group.

713 people received pre-employment health check-up service in subsidized manner.

100% employees were covered under health awareness programs.

2.2.1 Virtual Run for Awareness

Very firstly Epyllion Group has introduced 'Virtual Run for Awareness 2020' considering this Pandemic New Normal situation. Since 2016 we had been implementing Run for Awareness and made more than [4 times*250 employees *4 km *1200 steps] 48,00,000 foot steps to raise awareness



against Diabetes related illness for supporting Sustainable Development Goal 3: Good Health and Well Being. This year we have found 36 Runners with running detail covered 145 Km in 1,315 minutes with burned more than 6,325 calories. The rest 255 registered persons out of 262 employees are committed to complete the run of 4 km.

The previous years we experienced 4 times "Run for Awareness" marathon program which was conducted with awareness session for the employees to generate awareness on diabetes and its severity.

2.2 Good Health & Wellbeing

2.2.2 Mobile Eye Clinic: Noyon Tori

Noyon Tori – Mobile Eye Clinic – co-funded by The Epyllion Foundation and Shafiuddin Ahmed Foundation and operated by the Eye Care Program of Manabik Shahajya Sangstha continue to easily reach out to remote rural locations some of which are over 500 kilometers away from Dhaka to provide eye care services to the underserved who were denied of the essential services though COVID-19 pandemic severely restricted its ability to reach out to more people.

Eye Care Project- Noyon Tori established to identify and treat preventable blindness among the underprivileged; to promote community awareness and education on eye health; and to increase capacity and access to eye care services. Since 2018 Epyllion Foundation jointly launched an Eye Care Project with Manabik Shahajya Shangstha for a mobile eye clinic for community, named "Noyon Tori (bqb Zix)". The aim of the project is to travel remote rural locations to provide comprehensive eye care services to the underserved and identify cataract patients for surgery to restore their sight and conducts a variety of eye care awareness activities. Foundation believe that the Mobile Eye Clinic will reach out to the underserved people in the remote, rural locations to provide eye care where eye care services are unavailable.

The mobile eye clinic was equipped with auto refractometer, slit lamp, examination bed, vision chart, overhead storage racks with sliding glass doors, doctor's chairs, patient's stools, equipment tables, necessary internal lights and fans, siren, external blinkers and other necessary stuff needed for a complete mobile eye clinic. An awning was added to facilitate operation of the mobile clinic. Noyon Tori was formally launched on March 11, 2019 through conducting an eye camp for the public transport workers at Syedabad Bus Terminal.



2.2 Good Health & Wellbeing

Noyon Tori Activities Summary until 2020

	Noyon Tori Activities	Eye Camps	Screened Patients	Spectacles Given	Medicines Given	Cataract Surgery
1	Eye Camps	53	7,638	909	757	578
2	SSTPs (School Sight Testing Programs)	26	5,880	162	373	02
3	HERS (Healthy Eye for Road Safety)	02	545	155	332	07
	Total	81	14,063	1,226	1,462	587

Special Note: 49 Eye Camps and 21 SSTPs were located 330 km to 528 km away from Dhaka.

Services Provided:

- Conducted eye screening tests
- Provided eye glasses for correcting refractive errors
- Provided eye drops to address allergy and other eye conditions as needed
- Provided referral service for complex eye problems
- Identified cataract patients
- Provided surgery facility to cataract patients free of cost in partner hospitals
- Raised awareness among the students and teachers to prevent avoidable eye diseases

Activities conducted by NT was seriously hindered due to a number of reasons including the COVID-19 pandemic. Inclement weather conditions during the rainy and winter seasons impeded NT operations. Rainfall and severe cold prevented NT work as people could not come to the eye camps. The mobile eye clinic “Noyon Tori” is reaching out to remote rural areas for controlling preventable blindness and providing treatment for eye problems. It enabled ECP reach out to far flung areas fully equipped with medical team and eye screening instruments.

Noyon Tori was used to conduct three types of eye camps as below:

Public Eye Camps

Considering the COVID-19 pandemic which requires measuring temperature, wearing mask, maintaining social distance ECP changed the design of its public eye camps and introduced smaller, community-based eye camps under the rubric the “Doorsteps Eye Care” [DEC]. Introduction of DEC program to address the challenges posed by the COVID-19 pandemic.

2.2 Good Health & Wellbeing

In the post-COVID19 "new normal" situation ECP resumed its eye camp and surgery activities cautiously on a limited scale. Instead of our traditional public eye camps with over five hundred patients gathering at one spot, under our new normal "Doorsteps Eye Camps" underserved patients with eye problems are initially identified through MSS microcredit community workers who work with the people spread in hundreds of Kendras (centers) in the villages of Thakurgaon and Panchagarh districts. The test run of the program was conducted covering 10 unions and 15 villages of the two districts.

At these DEC eye camps ECP started to provide additional services such as Blood pressure (BP) measurement and Random Blood Sugar (RBS) tests in an effort to gradually transform our eye camps into health camps. A total of 917 patients' BP and RBS were measured.

During 2020 with Noyon Tori 29 eye camps were conducted where 2820 underserved people were screened and received free eye care services. A total of 411 spectacles and 571 medicines were given out. From these eye camps 217 surgeries were performed at our partner hospitals – Shafiuddin Ahmed Foundation (SAF) – Thakurgaon. Mentionable that most of these camps were held in far flung areas approximately 380 km to over 430 km from Dhaka.

School Sight Testing Program (SSTP)



On January 20 -21, 2020 Noyon Tori was used to implement one SSTP at Kalachandpur Government Primary School, Dhaka was conducted where 715 students (Girls – 416, Boys – 299) were screened. Custom made spectacles and medicines were given to 17 and 24 students respectively.

The students were given basic eye care flyers

and told to share the information with their family, neighbors and friends. The school authorities were given two Eye Problem Pointers (EPP) boards

where potential eye problem pointers are stated and students with such potential problems are advised to visit eye doctors.



Healthy Eyes for Road Safety (HERS Program)

Noyon Tori serviced officially at Syedabad bus terminal to conduct eye camp among the public transport workers. Earlier, Noyon Tori made a trial run at the HERS eye camp at Tejgaon Truck Terminal in February. At these two eye camps 545 bus/truck drivers were screened and treated. Spectacles and medicines were given to 155 and 291 patients respectively.

2.2 Good Health & Wellbeing

Awareness Program

To promote community awareness on eye care, awareness campaigns conducted at its eye camps and in Noyon Tori camps, also conducted awareness programs in camps and SSTPs. The focus of the awareness raising activities are to highlight basic eye care tips. Interactive presentations, posters, flyers and placards are used highlighting basic eye care tips including what one should do and should not do. One hundred twenty three (123) interactive presentations were made at the class rooms, 42 eye problem pointer placards were given to the schools. Further, 10,809 flyers, 395 posters were distributed among the members of the public and SSTP students/schools.



2.2.3 Project : Maya

"Maya" is a Mobile App based health service program that is provided to all the Employee of Epyllion Style Limited as a response to COVID-19. The aim of the project is to limit the spread of Covid-19 among RMG workers in factories. The program is completely free of cost and was introduced at Epyllion Style Limited through M&S and directly coordinated by the Maya Team. By using this Mobile App, the users can ask questions on medical health and mental health and get directly answers from licensed doctors and mental health counsellors. The initial meeting between Epyllion Style Limited and the Maya team was held on 02 September, 2020 through a Virtual Meeting where M&S representatives were also present there. Afterwards, the program was inaugurated at Epyllion Style Limited by signing a MOU. The period of this project expires at the end of May, 2021.



Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and Maya have come to a common agreement to provide free services to help prevent and limit the spread of Covid-19. As Epyllion's Social Compliance department has been working relentlessly to ensure safe, affordable and quality services for the workers of their factories, the below mentioned services

2.2 Good Health & Wellbeing

would be also beneficial for the workers. Maya will provide the opportunity to reduce the health risk of urban poor populations working in the RMG sector and accelerate the service delivery.

Key Highlights of Maya Project

- **Toll-Free Hotline for Doctors**

Factory workers can call their doctors for free through a hotline for all types of physical and mental health issues and receive prescriptions on their phones.

- **Toll-Free SMS**

Factory workers can call their doctors for free through a hotline for all types of physical and mental health issues and receive prescriptions on their phones.

- **Maya App**

Using the Maya app, employees can ask unlimited questions about COVID-19, physical and mental health concerns and get answers and prescriptions from certified doctors and mental health specialists.

- **Video Calling [Paid service]**

Factory workers can make video calls with doctors and counsellors at a minimum cost. **Onboarding, Dashboard and reporting.** The Factory will get access to a personal dashboard that will provide information on the usage of Maya services by factory workers and COVID-19 specific information.

Measurements of outcome

- A total of 81 Eye Camps conducted around the country to serve under privileged;
- 14063 community people were served by the community health camp including eye care service;
- 10,809 flyers, 395 posters were distributed among the community people for awareness;
- 545 bus or truck drivers were screened and treated for eye care;
- 24/7 health consultancy to all the staff of the organization as well as for their families;
- Free mobile app base health care service for all employees;
- 48,00,000 foot steps to raise awareness against Diabetes related illness for supporting;
Sustainable Development Goal 3: Good Health and Well Being;
- Workers are getting more dependent to technology driven health service;
- 110 number of Workers and Staffs were trained on the Maya Mobile App Service.

2.2 Good Health & Wellbeing

2.2.4 HALOW + with M&S

Among the health service programs in Epyllion Health Access & Linkages opportunities for Workers plus [HALOW+] is a project supported by M&S, GSK is the most important. Under this project activity, it makes aware garments workers and employees about their health and safety, nutrition, diseases, rights and responsibilities and daily habitual activities. To strengthen the project activity 139 workers have been trained under 10 alarming issues who are nominated as hHealth Champions. Those 139 champions each will train more 30 workers to skill up on the issues as listed below

1. Health related good practices, superstitions and gender discrimination;
2. Personal Hygiene;
3. Balanced food and related knowledge;
4. Periodical care of women;
5. Communication with service center on Infectious and communicable diseases ;
6. Family Planning Service;
7. Maternity Leave and child care related problem;
8. Family health planning and budgeting;
9. Mental health and stress management;
10. Occupational health and physical pain related knowledge.



Under this project introducing meeting, Master trainer training, Health Champion training, Awareness through PA system, daily exercise in floor, Chain drill, advance training of refreshers, online orientation during Covid situation, training for the expecting mothers, knowledge sharing meeting, meeting with safety committee, workshop on sexual harassment, awareness on Corona virus, certificate giving ceremony for the Health Champions conducted in 2020. Apart from that global important days observed in sustainable manner such as International women's day, World Aids day, World handwashing Day, Violence against women week.

Since implementation December 2019 to still now covering 5400 workers & Employees making a link and developing communications among workers and all social health related local government organizations, social legal organizations etc. This program distributed Various types of awareness posters, bruisers, Food Cards, T-Shirts, Food Plates etc. Workers & employees are more aware of their health & safety and also extend the information among their families & society.

2.2 Good Health & Wellbeing

2.2.4 HOLLOWS with s.Oliver [eye]

Eye is the most sensible part of a human body as it connects most learning and decision of a person. For this, we consider that a pair of good quality eye can create value to an employee. As the workers



have to face thousands problems during quality check and production pressure. HOLLOWS is a eye care project supported by S.Oliver & the Fred Hollows Foundation which focuses on empowering female garment workers through uptake of eye care services. Since January 2018 to still now 5000 workers & employees covered. Under this program, we assessed all workers and employee's eyes and 275 workers

got free spectacle frame by this project.

Recently the project is also working for improving the vision of the workers, employees and their families. If anyone found vision problem, immediately, he or she referred to Eye Care Center with a copy of screening slip. Doctors diagnosis eyes of the patients & provide necessary services to cure eyes of the patients.

Measurements of outcome

- 99% corona patient recovered after COVID infection;
- Establish eye care center for all of the staff of the factory;
- Reflection found in empowerment to our workers, employees through uptake of eye care services;
- 95% workers & employees and their families are getting improved vision;
- 5000 persons received service of screening Eyes in the Floor;
- Spectacle's Frame Providing to 100% employees as free of Cost;
- A total Frame of 275 Pcs Spectacle Provided;
- 380 persons received service till now;
- 30% reduced worker turn over;
- 40% increased productivity;
- Playing important role to growing National GDP.
- Reduced mal-nutrition among expecting mothers;

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2.3 Quality Education

KHEA [Keen Hand for Educational Assistance]



Epyllion believe that Quality education plays the most important role to enlighten a society to the developed world. Considering this believe Epyllion Group always prioritize the progressive aspect of youth for establishing quality Education. With the motto, of "Read. Lead. Succeed" KHEA [Keen Hand for Educational Assistance] scholarship program started

its accomplishments since 2012 with only 47 students, which is now 1110. This year the certificate distribution program of KHEA 2020 held on 24 December 2020 by an online session at Corporate Office, Ninakabbo through connecting all students from Business Units. Chief Operating Officer, COO of Epyllion Foundation declared the stipend of 122 meritorious students along with valuable and inspiring speech. Director Epyllion Group, MANCOM member, HR head, CSR head Business Unit Heads participated on the session with video message with their magical words to groom the Students with better attitude, career and social network for better communication in life.

Epyllion believe that without quality education people will ultimately graduate from higher seats of

learning without the necessary knowledge. Besides the basic expectation in living standards for people, quality education of all ages gives people the lifelong learning opportunities, which is the key importance for individuals and holds an array of benefits for them and the society. Education promotes people's full economic and societal participation, enables them to be better informed and more active citizens, contributes to their personal well-being, supports their life goals, and increases their efficiency



as workers and a citizen of the nation. Till now a total of 1110 students received BDT 11.2 million bd Taka under this scholarship program KHEA [Keen Hand for Educational Assistance] to motivate students to continue their study with quality education.

Education Program: KHEA at a glance

9 years of journey
with 4 educational tiers

A total of 1110
students are reached so far

11.2 million BDT given
as scholarship since 2012

24 proud parents
have their both children
entitled for KHEA

24 KHEA achievers are
in graduating from renowned
universities in this year.

65 of the KHEA achievers
are continuing study with
full time employment

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2.3 Quality Education

2.3.1 Education and awareness by Publications [Amader Kotha]

Publications of Epyllion carry the voice of all levels, which indicate the superior opportunity to state the recent occasions. Our quarterly magazine, "Amader Kotha" composed by the contribution of the employees 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. In the covid situation, we continually published online base magazine on our HRMS we portal.



Amader Choto Kotha

A publication offers a fruitful and educative opportunity for all level of ages. It also create reading habit of the organizational personnel for yielding knowledge on different topic related to lifestyle. "Amader Choto Kotha", a magazine targeting to the junior Epyllions has been publishing since 2016. This magazine aims to flourish the creative writing beyond their thinking capability of the children and create opportunity to learn about many educative topic for the youth.

2.3.2 Education opportunity by child shelter home



Epyllion Foundation assists the people below the poverty line and the orphan children to continue their basic education though free education and

monetary assistance. Our 25 orphan children are getting education opportunity from the financial support of Epyllion Foundation through other stakeholders. In this Covid situation, they are gathering knowledge by online classes and ahead to be a technology driven generation.

2.3.3 Awareness by Publications

Epyllion try to communicate with employee and associated community connecting with the publications. Our yearly desk planner and wall calendar enormously give the opportunity to give social educative message year the round. Our social media plays a significant role in this round the year awareness campaign.

This year's calendar published with the theme of Epyllion's continual support and commitment towards the Global Goals considering Covid related awareness.

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2.3 Quality Education

CALENDAR: New Normal_Victory of Humanity

Our each message contain awareness on Covid related safety measures and new normal lifestyle.

THE NEW NORMAL 2021
নতুন স্বাভাবিকতা ২০২১



January 2021

Vaccine is inside your body.
Inhale pure air and keep active in physical exercise.

Without care there is no yield, the tree dies
Hope is there as long as there is breath
Pure air needs to be breathed in inside the chest
The cure for ailment is in one's own within.

February 2021

Technology Driven Generation:
Education, Business & life style

Chalk and slate have resigned into the cupboard
Click of mouse and keyboard travels me to the horizon of knowledge
Hence in this new reality of reading, writing, seeing, listening
Zoom and Streamyard fit better than Benches or White Boards



March 2021

Start your day with all safety measures

Being in good health is essential to enjoy happiness and peace
Fitness is the biggest preparation for being alive
In healthy practice and regulated protective system
We shall live and save others in compassion

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2.3 Quality Education

CALENDAR: New Normal_Victory of Humanity

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THE NEW NORMAL 2021
নতুন স্বাভাবিকতা ২০২১



April 2021

Simple and basic lifestyle avoiding luxury

Having huge money and luxurious cars or villas do not mean life.
In human life happiness and peace is the largest savings.
Plain and simple life is essential for healthiness.
At the end of the day a smiling face is the most awesome.

May 2021

Anxiety of Mothers During Covid

Mother's care must come first
The world shines when the Sun rises
Every mother is the face of a world
In this time of Corona let us not vex her.



June 2021

Isolation is essential for preserving existence

If I live, I will find friends, kins, flora and fauna
I see the sky, the sea, the forest through my existence
To preserve myself a resort to tactics is necessary sometimes
Through apparent isolation we shall keep courage awake



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EPYLLION

2.3 Quality Education

CALENDAR: New Normal_Victory of Humanity

Our each message contain awareness on Covid related safety measures and new normal lifestyle.

THE NEW NORMAL 2021
নতুন স্বাভাবিক ২০২১



July 2021

Proper medical decision is significant

It is necessary to cease wars killing men
Measures are called for to save men
Let oblivion suck in the nuke producing science
Let new light meliorate the health science.

August 2021

Through protective measures we can make everything possible

So many plagues and ailments have visited throughout eras
Calamity, dolor we can handle everything
If today staying together we can take the right decision
Covid will be defeated to our collective endeavour



September 2021

Protect the family's vulnerable ones

When I could not walk, could not speak
They took the teebble and young us to the world
Those elders are now infirm, fragile like old trees
Beholding their responsibility shall turn family blithesome.

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2.3 Quality Education

CALENDAR: New Normal_Victory of Humanity

Our each message contain awareness on Covid related safety measures and new normal lifestyle.

THE NEW NORMAL 2021
নতুন স্বাভাবিক ২০২১



October 2021

Maintain physical Distance and keep mental connections

Physique and contact are not the final words
The heart remains one with the one who remains in the heart
How can we measure far or near?
The heart touches heart beyond every sight.

November 2021

Choose appropriate food to fight Covid

Before everything else shall we keep the machine
named physique running
Appropriate food habit shall keep the physique's
machineries strong
Vegetables, Vitamin, Protein according to necessity
Provided to physique shall keep worries away.



December 2021

Let positive memory blossom in own circles

We shall turn challenge into opportunity not obstacle
Side by side, closer to the people in homes
In every home intimacy and affection will create sweet memories
Throw away the bustle and adorn our days with compassion.

2.3 Quality Education

2.3.4 Children Learning Program

Technology based knowledge is the core learning of new normal situation. Considering the health safety of junior members and the youth of Epyllion family, Junior Epyllion program had taken conservative strategy and take away the learning program next year with all scope for the Junior Epyllion group. Usually "Children Learning Program", conducted with one-week scheduled activity and let the participants work for a full working hour at office with basic tasks to gather an experience on professional environment and to feel how their parents work hard at office.

"Junior Epyllion Program" has been implementing since 2016 continued for long 05 days. Epyllion believes that the new generation would be the responsible citizen and representative of our country in future. Thus, this program throw immense opportunity for the Gen Z to learn about Time Management, Discipline, Etiquettes, Professionalism, Safety & Security, Hygiene, Nutritious & Healthy Food, Responsibility & Accountability and Values through various activities, knowledge sharing, role play and games in our Corporate Office & Factory.



Measurements of outcome

- 1,110 meritorious students received KHEA scholarship in a sustainable manner;
- 24 proud parents have their both children entitled for KHEA;
- The poor and illiterate parents are now interested to educate their children;
- Financial support is helping the families to bear the education related expenses for establishing Quality Education;
- Online classes are introduced to new Normal ages;
- The unprevailed students are getting opportunity to continue their study in future;
- The community association with the supported student get inspired for quality education;
- The KHEA students are now examples in their society for their academic progress;
- Every year 25 students get opportunity to study renown universities, Medical college and engineering institutions.

2.4 Employee Engagement Program Considering Gender Equality



Equal opportunity employment inspire and establish Employee Engagement considering age, race, gender, religion, nationality and similar protected characteristics. If an organization treat its staff unequally, the organization might have to pay out to settle the issue. Epyllion Group is always concern about equal opportunity for both male and female. In total work force 66% is male and 34% is female. Control over income also provides the women with more decision-making power at home, voice in the social sphere and self-esteem. Epyllion believes in shows the full commitment to maintain a sustainable organizational climate with facilitating the employees with all suitable and feasible assistance and engagement program.

Observation of International days like, International Women's Day, World Diabetes day, Father's Day, Mother's Day and involvement of staff increase awareness on gender equality in this society. To establish efficient and safe work environment we give emphasis on health care and subsidy in health check-up, free transport, lunch, snacks, fair price shop, child care, dormitory service, nutrition allowance for expecting female employees, new born gift, birthday celebration farewell program for all and so on.

2.4.1 Engagement with GEAR Program: Gender Equality & Returns

Bangladesh RMG sector plays a significant role to reduce poverty and to increase women empowerment. This sector has created a platform for 2.8 million women to engage in new

productive role in the society and empowering the poor. GEAR (Gender Equality & Returns) is a project of M&S, supported by IFC, ILO & Better Work implementing in our factory for establishing women leader through professional qualifications. GEAR aims to promote career-progression opportunities for women in the RMG sector. GEAR includes workshops, trainings for female operators and their managers to ease the path for women to progress into supervisory positions.



2.4 Employee Engagement Program Considering Gender Equality

In Epyllion Style Limited our percentage of Male supervisor and Female Supervisor is 96:4. In this regard GEAR drives for easing the path for women working progress into supervisory roles, thereby improving access to better jobs for women, contributing to increased line –level productivity and reducing gender imbalances at management levels.

2.4.2 Engagement of new Project: Mothers@Work

The Programme aims to support garment manufacturers to ensure enhanced maternity rights protection and support lactating mothers to follow breastfeeding best practice. It is based on Seven minimum standards which participating companies are agreeing to implement within their business premise.

Seven Minimum Standards

1. Breastfeeding Spaces
2. Breastfeeding Breaks
3. Child Care Provision
4. Paid Maternity Leave
5. Employment Protection and Non-discrimination
6. Cash & Medical Benefits
7. Safe-Work Provision



This initiative believe that commitment and dedication not only encourage women to return to work and give their babies the best

start in life but will also ensure factories retain a skilled workforce creating a win-win situation for mothers, children and businesses. This joint partnership programme will be implemented jointly with the ILO-Better Work Bangladesh (BWB) with the support of the consortium partners consisted of CSOs such as BRAC and others as verified by the consortium technical advisory team through the following activities;

- Workshops and information sessions for senior managers, selected middle managers, workers and worker's representatives and selected staff in relevant company functions.
- Facilitation and support for review of current performance against the seven minimum standards.
- Guidance and assistance in identifying and engaging suitable third-parties to support delivery of the Programme.
- Monitoring implementation, measuring results, and documenting and externally communicating good practices, challenges, and lessons learned.
- Technical assistance and Programme Management on maternity rights protection, breastfeeding support and Corporate Social Responsibility (CSR) and the integration of respect and support for

2.4 Employee Engagement Program Considering Gender Equality

children's rights into business operations and business relationships, with a focus on the 7 minimum standards covered in the Programme.

Epyllion try to engage its workforce with different kind of employee engaged events and programs. In this connection Epyllion Group regularly organizes yearly picnic, celebration programs, team building programs, cultural festival and many more. Yearly Excellence Award program for recognize the excellent contributions to organization which counted as beyond performance. Not only that New Year's celebration and sports programs in all factories of both Dhaka and Gazipur zone to motivate employees and to accelerate their team building approach and satisfaction. Sports and tournaments programs are continue throughout the year based on the seasons. Incentives and subsidies are adopted for the employees to accelerate their motivation and proficiency.



Measurements of outcome

- 11 team including 79 employees are recognized for Excellence Award 2020.
- Empowering our 85% women employees;
- Performance increased 25% of the women staffs under GEAR project;
- 90% Women employees are getting inspiration to see their performance;
- All women employees are getting more conscious about their profession;
- 90% Lactating mothers are more aware about their baby's health
- 100% Lactating mothers are more conscious about the steps of breast feeding
- all know how they can care about their children's proper nutrition and which is helpful for their children's physical and mental growth;
- Global issues are sensitized to the employees by observing international Important days;
- Many employees are now aware about International and global concerns;
- Involvement in sports activities worked for interactive team building across the organization;
- Reward on any achievement also work as motivation for better devotion to work.

2.5 Reduced Inequalities

Epyllion Group started adopting CSR in business quite long ago with an aim to go beyond compliance. Epyllion Foundation focusing on the triple bottom-line of sustainable development showing its full support and commitment towards the Sustainable Development Goals (SDGs) and CSR initiatives were taken towards the goals reducing inequalities.



Epyllion is working to empower and promote the social and economic inclusion of all people irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status. To aid the vulnerable groups, we encourage recruiting disable and third genders in our business units. With this aim, we are working with Centre for the Rehabilitation of the Paralyzed (CRP) and Marks & Spencer (M&S) and Empowering physically challenged Man & Woman in RMG Sector by providing training. To shape up the society in broader aspect in terms of reducing inequalities and bringing positive changes in norms, Epyllion is ahead of others.

2.5.1 Livelihood support to Prothom Surjo Foundation

The foundation has been supporting Prothom Surjo Foundation, which is a not-for-profit voluntary



organization founded with the aims to help deprived street children by serving fundamental human rights. In this covid Situation, we transformed our service for saving the children from coronavirus. The activity of the organization assists children to become a true human being towards a positive aspect in their life. Regarding the moto of the both organizations Epyllion Foundation and Prothom Surjo Foundation have come to an understanding to take the all responsibility of the 25 Children in a

sustainable manner. We are giving financial assistance ensuring their nutritious food, quality education,

2.5 Reduced inequalities

health and safety, habitation with hygiene sanitation, emergency support and sharing the joy of festivals.

Foundation arranged online classes, library support for continuing their study in this pandemic situation. Not only that to take care of their mental health daily exercise, Taekwondo classes, singing classes, origami workshops, tailoring lessons also helping them to develop their skills and extracurricular activities.

For sharing the joy of yearly festivals, Sailor by Epyllion Group provided cloths to the children of Prothom Surjo Foundation in this year. They are also getting IT lessons from computer, which is increasing the information and technological knowledge of the children. Epyllion Foundation organized Bangla Noboborsho (Pohela boishakh) with dry food for those children. No day out was arranged due to maintain safety from spreading coronavirus in this year. Epyllion Group conducted a Health Camp in order to checkup the health condition of those children. On December 2020, Epyllion Foundation also distributed winter cloths to the children of Prothom Surjo Foundation.



2.5.2 Joy of Giving

Epyllion Group aims to engage itself through 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. Epyllion Foundation distributed winter cloths considering the cold wave and natural calamity. This year 1500 blankets distributed among the disadvantaged part of hill track in sindukchori, Khagrachori. Apart from that, 1400 flood victims of Shirajganj and Manikganj district were facilitated with 18 types of dry food and other livelihood supportive items to survive 15 days. In the corona situation, an incredible emergency response team went there to give the support during natural disaster. Our corporate employees also contributed their cloths to the flood victims for enjoy the joy of giving.



2.5 Reduced inequalities

2.5.3 Fair price shop

Fair price shop is a place where people can get all type of necessary food items like, rice, wheat, salt, spices, oil and other item in a comparatively reduced price from present market. Epyllion have started this initiative and practicing with all new business units with the aim to support employees to get their daily commodities in fair price that is 20% lower than the MRP in the market. Per day 400 employee and each month 5000 people are getting benefits to get their daily commodities. This kind of employee benefits offer equal opportunity and assistance from organization with motivation and inspiration.



Measurements of outcome

- 42 disable or physically challenged are working in under Marks & Starts program;
- All workers are getting opportunity to buy product on fair price;
- 25 orphan children are getting basic livelihood support from Foundation;
- 1400 victims of flood disaster received financial and food support;
- Street children are getting opportunity to get the basic rights;
- Differently able persons are also part of the development through inclusion;
- 1500 family received blanket in the cold wave of winter season;
- 5000 employees are getting benefits to get their daily commodities in reduced prices;
- Equal opportunity is great inspiration for all level staff.

2.6 Looking towards the future

2.6.1 Epyllion Group Football Development Program: EGFDP

This project specially work on the youth part of the community who are not privileged. The children under age of 9 to 14 are the participants of the clubs. Youth development is one of the prior concerns of Epyllion Group and youth are the main source of generation new athletes. To shape up the society with assisting its youth group, Epyllion Group has a formal sports development program: "Epyllion Group Football Development Program". This initiative started in 2013 and now its functioning in vast manner with 17 clubs.

Under this program, Epyllion Group already organized a district level football development program with Narayanganj DFA Nur- Uddin Ahmed Gold cup is remarkable example to develop the football environment in Narayanganj district. After completion of this initiative, Epyllion stepped out from its sphere to national level. 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 under this initiative of Epyllion. This initiative 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



2.6 Looking towards the future

Total Clubs 17, Total Coaches 17

Total Members 630, Total Trainings 18 [18 days]



Equipment's Provided for EGFDP 2020

- 263 Footballs for training (for 17 each Club)
- 550 Jersey, Pant, Boots, Socks (17 Clubs) for practice
- 560 pieces Marker (35 pieces for each Club)
- 240 pieces Cone (15 pieces for each Club)
- 320 pcs two colors Bibs (20 pieces for each Club)



Epyllion Group Football Development Program EGFDP running with the aim to prepare national level player providing all kind of equipment's (jersey, pants, Bibs, Cone, Football, etc) to 17 Football Clubs in Narayanganj District. A total 600 teen players have been coaching by skilled coaches with all kind of financial assistance. yearly tournament organized by the participation of the selected best players from each club. This year we have planned to

organize international level tournament in Asia zone.

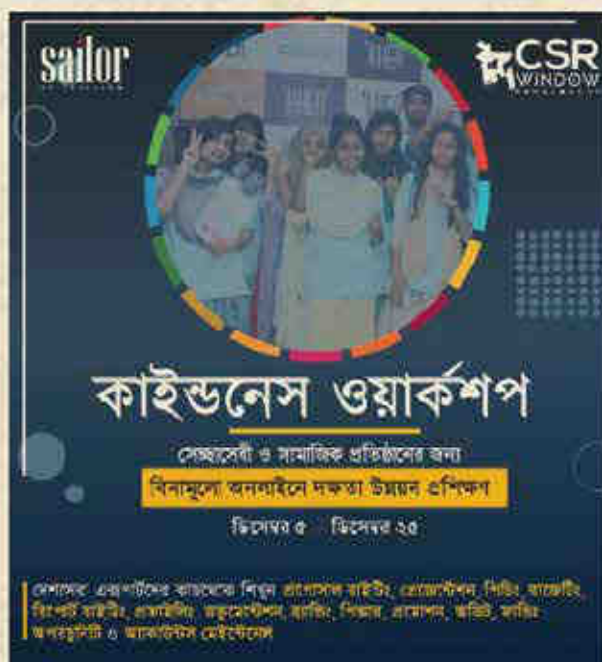
2.6 Looking towards the future

2.6.2 Education and Career Development Workshop: Online Senior KHEA

Inspiring Quality Education base Scholarship Program KHEA [Keen Hand for Educational Assistance] is now in a state to nurture its senior students. This is because a total of 24 students found HSC level and above of that. All of them are now studying in BSc honors from different universities and also doing skill base diploma courses. They are sowing seed of dream in their mind for future. In this new Normal situation we conducted a virtual program of 180 minutes where 22 student have connected in a virtual platform of learning session from more than 15 districts of Bangladesh. From the virtual learning program, they received counseling on

- Mental preparation for facing interview
- Career Development Process and initiatives for action
- How to select career objectives with SMART way Epyllion Foundation is determined to bring their thoughts into CSR initiatives with the following initiatives for the KHEA Senior Students:
 1. Arrange skill base training during graduation for Career Plan (Computer Skill);
 2. E-learning through sharing on common ground: Facebook Page or any other;
 3. Regular guidance for Academic Development;
 4. Support them for sports related activities to prepare national level players;
 5. Special Financial support for specific career development;

2.6.3 Kindness Workshop:



Epyllion Group, as a socially responsible business organization, always tries to put its best effort in developing the social dynamics of the nation. Epyllion Foundation gives emphasis on developing society through youth and community development with the objective to create opportunities for building learning platform targeting youth through stakeholder engagement and partnership.

Epyllion foundation with collaborate of equal minded community organization CSR Window have taken initiative to train the Community Volunteers through online workshop for capacity building of the personnel for more effective implementation of the community

development projects.

2.6 Looking towards the future

The aim of Kindness Workshop is to create sustainable and successful grassroots and volunteer initiatives through professionally conducted workshops. Ground analysis shows that Volunteers all over Bangladesh, especially those working in remote areas with no scope of networking and little funding and marketing skills can network with Marketing and CSR leaders and corporate trainers, and get help on how to create positive change in their own community.

More than 1,000 Participants from 765 Development Organizations and 48 districts have registered for the kindness Workshop which will be covering Topics: Proposal Writing, Presentations, Pitching Your Idea, Budgeting Your Initiative, Report Writing, Profiling Beneficiaries, Documentation, Branding and Promotion, Auditing and Finance, Funding Opportunities, Leading a Team in Crisis, Psychological support, Maintaining Accounts in sustainable manner. Our KHEA Volunteers will get all the learning benefit from the workshops.

The kindness workshop has opened a new door to the grassroots social entrepreneurs and volunteers by grooming up their initiatives. The sessions were aligned with their need for development in particular areas and with that being enacted.

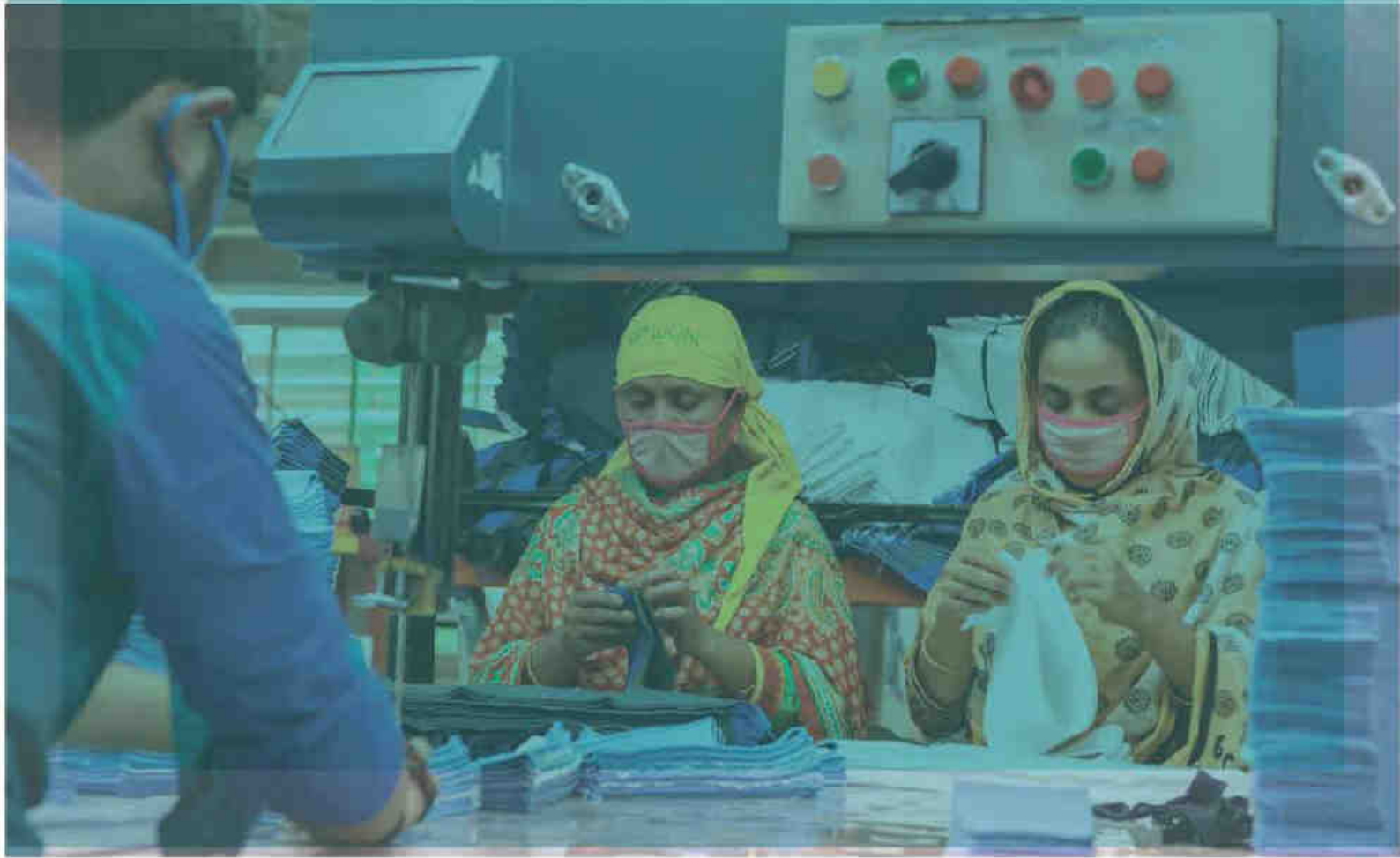
Measurements of outcome

- 600 youths are under physical and theoretical training on Football
- 17 Clubs are organized and enriched with skill coaches;
- 1933 football equipment's provided to the players for effective training
- 1000 football equipment's provided for tournament
- A total 22 students connected in a virtual platform of learning session from more than 15 districts of Bangladesh.
- Over 86% of the participants of Kindness workshop attended the sessions rated it as meeting or beyond their expectations;
- 43% giving the sessions the highest rating of 5, stating that the sessions exceed their expectations.
- Volunteers from 48 districts reached with learning sessions.



CHAPTER THREE

LABOR RIGHTS



3.1 Our Commitment Towards The labor rights



According to the Bangladesh Labor Act Worker* means any person employed in any industry to carry out any skilled, manual, technical, clerical hire or reward work, whether the terms of employment are expressed or implied, but does not include a person employed primarily in a managerial or a clerical work.

[Employee Rights & Labour Law in Bangladesh]

Inspiration of the ILO and UN Epyllion strictly comply conditions and uphold the commitment of service and employment. Its includes equal employment opportunity, maternity benefit, health hygiene, safety, welfare, working hours and leave, wages and payment, workers' compensation for injury, trade unions and industrial relations, disputes, labour court, workers' participation in companies profits, regulation of employment and safety of workers, apprenticeship, penalty and procedure, administration, inspection, etc.



3.2 Decent work and economic Growth

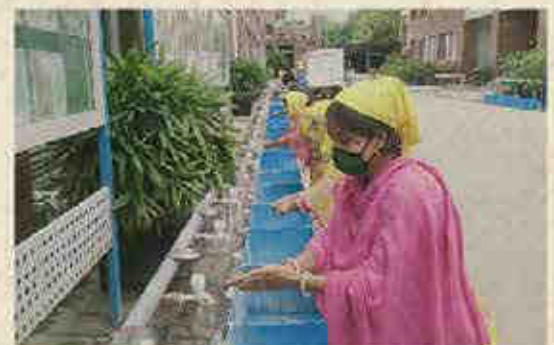
Epyllion promote SDGs with sustained economic growth, higher levels of productivity and technological innovation. We believe encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, Epyllion set goal to achieve full and productive employment, and decent work, for all women and men by 2030.

Workplace health and safety falls in the core business management. All factories maintain the safe working environment complying with the international standards with auditing practice by accredited third parties in terms of workplace health and safety issues. Epyllion contain independent committees with competent officials in all business units to look after the health and safety issues.



3.2.1 Safety measures in COVID pandemic

Simultaneously Epyllion has taken highest level of health and safety measures to protect its own work force. Our first step started with hand wash before entering into the workplace, scanning temperature by inferred thermometer including cleaning and desensitizing the working desk, machine, equipment, floor, corridor, handles, stairs, railing, touchable part of any surface, lift buttons and ensured limited access in lifts, maintain Social distance, and wages. We also arranged mask for all workforce including their family members and 24/7 call center for doctor's consultation, ambulance, oxygen cylinder, neutralizer including necessary medicines.



3.2 Decent work and economic Growth

Our Good Practices during Covid in the factory

1. Arrangement for Hand washing before entering Office;
2. Temperature check before entering in office by inferred thermometer;
3. Mask and gloves distribution for all staff;
4. Mask distribution for children of the worker;
5. Cleaning surface: Vehicle, Floor, stain less steel, all handle, lift button, lift surface, Desk,
6. Hand sanitizer to each entry and for ensuring each corner by hexisol or alcohol based hand rub
7. We are allowing maximum 4 to 6 person in each lift
8. Safety ensured in Child care room , Medical room, Fair price shop and food processing zone;
9. Leaflets distribution on how to sneeze appropriately;
10. Awareness by PA system on Leaflet messages.



3.2.2 Engagement with Better Work Bangladesh Program

As one of the most recent of Better Work programmes, Better Work Bangladesh has been collaborating with workers, employers and government to improve working conditions and boost the competitiveness of the garment industry since late 2014. Epyllion Group try to establish a work environment where employee engaged in their responsibilities with full faith and confidence.

Epyllion realize that Better Work has a development approach rather than an audit or fault finding approach. Better Work is a global partnership between the United Nations' International Labour Organization and the International Finance Corporation, a member of the World Bank Group. The approach combines advisory services, assessments and training, aimed at delivering clear and continuous improvements in your factory. Better Work deals with government, employers, workers and international buyers to ensure our approach is both relevant and sustainable. 27 Brands and retailers, 277 Factories and 692,763 Workers are now under this program.

3.2 Decent work and economic Growth

Considering the Occupational Health and Safety Day Epyllion arranges health and safety related training, campaign, develop awareness material and observe 30 days long "Safety month" with the theme "Safety in practice". This initiative included safety awareness programs through display and postage materials, publications, employee engagement and training programs along with safety training, mock drills, radio shows, plays with safety assessment in all



business units. All type of necessary caution signage, materials; PPEs are arranged and given adequately to ensure health and safety in business units during Covid situation.

Measurements of outcome

- Achieved SEDEX award and Occupational Health and Safety award;
- 278 training conducted for employees health and safety purpose;
- A total of 5780 employees were covered to aware health and safety related issues;
- Radio show introduced to establish and aware on health and safety;
- Good safety practice develops awareness among the staff of the entity;
- All staff including workers are Safe and working decently;
- Women's participation in this sector increased for safe working environment;
- Mock drills and training materials are effective for safety related good practices.

3.3 Reduced Inequality

Epyllion Foundation set objectives to support the employees and associated community people with equal opportunity in employment. Epyllion trust that equity of the society may balance our life for establish sustainability in business. Epyllion establish the concept of decent work for all employees regardless of their gender, religion, origin, color, race, disabilities. We draw special attention and 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. Epyllion ensure fast and first response to national crisis: Covid Pandemic situation and distributed PPE to front liners in factory to keep safe them for performing their duty.

3.4 Freedom of Association

This concept encompasses both an individual's right to join or leave groups voluntarily. This is the right of the group to take collective action to pursue the interests of its members, and the right of an association to accept or decline membership based on certain criteria. In Epyllion upholding the rights of forming and joining any government registered trade unions, any other labor, or other associations. A social dialogue mechanism through the formal Participation Committee [PC] and view exchange meeting with the top management is adopted in Epyllion. 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.

Through the practices committee regularly sits 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.



3.5 Upholding child rights

Epyllion provide employees with a positive environment to exploit their talents and capabilities to their maximum. Ensuring cent percent forbid of child labor in our factories rather we have arranged child friendly workstation with safe childcare services. We have modern equipped childcare 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. Epyllion foundation also contributing for livelihood of the street children since more than 6 years supporting a child shelter home where they get all basic education and health related services.

Measurements of outcome

1. No child labor in factory and ensured safe work environment;
2. Successfully conducted Election within the factory premises;
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.

A group of people, mostly young adults, are participating in a tree-planting activity in a rural village. They are wearing white t-shirts with logos and text. Some are kneeling on the ground, while others are standing. They are planting young trees in a dirt area. In the background, there is a building with a corrugated metal roof and a thatched-roof structure. The scene is set in a lush, green environment with palm trees and other tropical vegetation. The sky is clear and blue.

CHAPTER FOUR

Climate Action
to save the
ENVIRONMENT

www.epylliongroup.com

4.1 Our Commitment Towards The Environment

Saving our environment, conserving it for our future is our main concern. Protecting the Planet and going green is our aim as environment is our priority. 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. We all are putting our footprints on the holy earth.



Partnership with oxizen project to save the environment

We project the roadmap towards the future with complete eco-efficient way & eco-friendly way. A balanced life for all living bodies, the biodiversity, the nature, lifestyle and obviously the business itself is the projection. Business deserves the green concerns for making it sustainable. Recently Higg Facility Environmental Module implementing for monitoring and enhancing our environmental performance under a common umbrella.

4.2 Environmental Voluntary Projects With Buying Partners

1. Plan A: Eco Factory Program with Marks & Spencer;
2. Carbon Leadership Program with Reset Carbon and C&A;
3. Cleaner Production (CP) Program with G-STAR and IFC;
4. Business Environmental Performance Initiative (BEPI) with Celio
5. Carbon Performance Improvement Initiative (CPI2) project with s.Oliver.
6. Partnership for Cleaner Textile (PaCT) with G-STAR and IFC;
7. Zero Discharge Hazardous Chemical (ZDHC) Program with C&A, G-STAR, M&S, Varner;
8. Energy Saving Initiative Project (ESIP) with H&M.
9. Higg Facility Environmental Module for most of our stakeholders.

4.3 Industry, Innovation & Infrastructure



Promoting

sustainable industries, investing in scientific research, innovation and entrepreneurship are all important ways to facilitate sustainable development. Investment in infrastructure and innovation are crucial drivers of economic growth for any enterprise. Renewable energy are becoming ever more

important, as are the growth of new industries and information and communication technologies.

New Flagship Epyllion Knitwear Limited (Highway) of Epyllion group has been designed as an eco friendly industrial factory in Bangladesh and this project has been under process for LEED certification. Leadership in Energy and Environmental Design (LEED) is a rating system devised by the United States Green Building Council (USGBC) to evaluate the environmental performance of a building and encourage market transformation towards sustainable design. The system is credit-based, allowing projects to earn points for environmentally friendly actions during construction. Already the Epyllion Style Limited Green Complex is LEED [Gold] certified industrial infrastructure.

Epyllion look for the sustainable business with focusing on the triple bottom line of sustainable development. With focusing towards the energy efficiency and sustainable resource utilization, we choose for international norms and



standards along with certifications for green business. The commercial building of Epyllion, Ninakabba is an award winner from the government authority of being provident in energy consumption.

4.4 Maximum utilization of resources

Epyllion Group believe in Business diversified green concerns for making it sustainable. For worthwhile Utilization of Resource using ERP technology, we look for the sustainable business with focusing on the triple bottom line, which is Plant, People and Profit. All business units are equipped and maintained in such way that the energy and water consumption are just to the exact requirement. We have our sustainable commitment to reduce at least 30% energy usage from our current benchmark within 2025 by utilizing the day light, energy efficient lighting, intensive insulation, energy efficient motors, steam heat recovery, boiler exhaust heat recovery, installation of Variable Frequency Drive (VFD) with compressor.

Recycling the textile wastage, utilization of natural recourses, extracting the talent from human resources support Epyllion for best utilization of the resources. Innovations and managing the resources always shows the efficient way to accomplish process. Efficient energy and water consumption projects are implementing their scope for establishing sustainability commitment to reduce energy usage from our current benchmark. We are using 4R approach to manage our waste [Reduce > Reuse > Recycle > Recover > > Dispose]. We are recycling our poly, thread cone, industrial wastewater and grey water.



We are implementing 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 rainwater and gray water, solar energy system, wastewater recycling 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

4.4 Maximum utilization of resources

technologies to mitigate the waste volume and concentration of toxic chemicals. We are using 4R approach to manage our waste [Reduce > Reuse > Recycle > Recover > Dispose]. 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 have recycling system for poly, thread cone, industrial wastewater and grey water.

To ensure clean emission to environment we have aligned with Zero Discharge of Hazardous chemical (ZDHC) and Bureau Veritas Environmental Emission Evaluator (BVE3). To fulfill ZDHC commitment we have installed membrane bio-reactor technology in our Effluent Treatment Plant (ETP). In addition, we have installed Reverse Osmosis (RO) system, which will facilitate us to get back our treated wastewater to process, we also have Sewage Treatment Plant (STP) to treat and recycle our domestic wastewater. We have adopted different projects and programs like Carbon Performance Improvement initiative (CPI2), Business Environmental Performance Initiative (BEPI), Carbon Leadership Program to improve our environmental performance and ensue minimal impact on environment.



Recently Industrial Engineering of Textile division are working strategically to reduce all types of wastages in all areas like knitting, dyeing, finishing. We familiarized fast react Planning Software Implementation for production planning since 2008. Afterwards Industrial Engineering Department (IE) started operator on skill based training and select operator; change in traditional sewing line layout from -Zigzag System to face to face Progressive System increased Efficiency Level. In our Garments Last year IE department take an effective initiative and analyze by the Product Development Center (PDC) and Enterprise resource planning (ERP) booking data to save 0.25 percent garment items. In addition, we have adopted auto cutting system, and modern cutting and design technique to reduce waste generation. We, though are a tiny part of the world, aim to take the responsibility of our footsteps, which we are keeping in the earth.

4.5 Sustainable Communities In Terms Of Environment

Due to Covid pandemic situation, our school projects are postponed for upcoming year and rescheduled for safety of the youths. Responsibility towards the health of the youth leads Epyllion to such alternative decisions.

Environmental responsibility leads Epyllion Group to emphasizes and reinforces broader environmental commitment in upcoming days. We plan and implement environmental programs to improve the environmental performances and outcomes in respect of achieving environmental sustainability. We want to put 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 Vigarunnissa Noon School and extended its footprint to 48 schools of Dhaka City. Students from educational institutions attended a drawing competition where they painted on empty 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. 2,570 drums were recovered to give life to 2,570 saplings with involving more than 24,070 students in this program. Considering the target group of this program, impact is quite high magnitude in terms of nature conservation and development of environmental awareness.



Climate Action
to save the
ENVIRONMENT

Our each message contain awareness on Environment round the year and connect thousands of people by social media campaign.



Avoid plastic
to save Planet.

[illegible]

Healthy environment
and beautiful life...

सुहृन्मित्रं सुखायैव

মতামত প্রকাশ করে।
এক মুহুরতের জন্য যেতে উচিত।
সুখস্বপ্নে যেতে উচিত।
পরিচয়গত সুখ জ্ঞান উচিত।
এই জ্ঞানের জ্ঞানকে সুখ পরিচয়।
এই জ্ঞানের জ্ঞানকে সুখ পরিচয়।
এই জ্ঞানের জ্ঞানকে সুখ পরিচয়।
এই জ্ঞানের জ্ঞানকে সুখ পরিচয়।



Stand against Air Pollution

कृष्णदास नाथ कृष्ण...

କଳାକାର ଶ୍ରୀ କୁଟି ନାଥେ ଶ୍ରୀ
 ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ
 "ବନ୍ଧୁ ମୁଖ" । କିନ୍ତୁ ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ
 ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ "ବନ୍ଧୁ ମୁଖ" ଶ୍ରୀମତୀ
 ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ ଶ୍ରୀମତୀ
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Positive Ecosystem

ইতিবাচক ইংকোনিফুটম...

পরিবেশ বানান বন্যের তেজস্বী কণ-
লতার সৌম্য প্রেয়স পাত্ত উত্তরে লালসা
অশ্রুতল প্রত "ইন্ডেলিগেন্স"। বহু-
লতা হাত্ত সেই ইন্ডেলিগেন্সের দেহে
উত্তরে লালসা অশ্রুতল পাত্ত।



Aesthetic vertical Gardening

ਭੋਜਨੀਯ ਭੋਜਨੀਯ ਭੋਜਨੀਯ

[illegible]

Green fresh revolution...

संग्रह सहायक विभाग

३२५ ॥ आराम कृति एव नरक ॥
आनन्द निवृत्ति एव नरक ॥
आनन्द निवृत्ति एव नरक ॥
आनन्द निवृत्ति एव नरक ॥
आनन्द निवृत्ति एव नरक ॥

Climate Action
to save the
ENVIRONMENT

Our each message contain awareness on Environment round the year and connect thousands of people by social media campaign.



ଅର୍ପଣିକ ମୃଦୁ,
ବାହିକ ଇକ୍ତ ଗଢ଼...



**খীন সিগন্যাল ফর
খীন ফাইব্রী...**



প্রাকৃতিক সম্পদের
আর নয় অসম্পদ...

একই কথা বলার মতো নয়। "প্রাকৃতিক সম্পদ" এর অর্থ হল - সূর্য, বায়ু, জল, খনিজিক ইত্যাদি যা প্রকৃতি দ্বারা প্রদত্ত। প্রাকৃতিক সম্পদের অর্থই প্রাকৃতিক সম্পদ। আর "নয় অসম্পদ" এর অর্থ হল - প্রাকৃতিক সম্পদের অর্থই প্রাকৃতিক সম্পদ। আর "নয় অসম্পদ" এর অর্থ হল - প্রাকৃতিক সম্পদের অর্থই প্রাকৃতিক সম্পদ।

[illegible]

अपने एक प्रान्तीय कार्य
 यह सच है कि प्रान्तीय कार्य अपने अपने
 क्षेत्रों में अपने-अपने क्षेत्रों में अपने-अपने
 क्षेत्रों में अपने-अपने क्षेत्रों में अपने-अपने
 क्षेत्रों में अपने-अपने क्षेत्रों में अपने-अपने



বৃক্ষ হানুধ সংরক্ষণ,
পৃথিবী কল্যাণে ধূমপান...

4.6 Partnerships to achieve the Goals

The necessity of requirement and quality implementation leads us to master our casting process. Our CSR initiatives during Covid tremendously supported the frontlines to fight against COVID in 2020. In this condition Epyllion always choose equal minded expertise for implementing CSR initiatives for establish sustainability in Business. Epyllion believe achieving the SDGs requires the partnership of governments, private sector, civil society and citizens alike to make sure we leave a better planet for future generations. In the COVID situation Partnership with Hospitals, governance, Media, administration help us to be in close partnership to stand against Corovirus. Partnership for achieving the Global goals are the most important for implementing Sustainable Global goals under ten principal of UNGC Global compact.

4.7 Measurements of outcome

1. Awarded with certificates like GOTS, GRS, OCS, RCS, FSC, Nordic SWAN Ecolabel
2. Our biological Effluent Treatment Plan (ETP) which enables us to treat 100% of our waste water and meet ZDHC requirements
3. Adopted Higg Index to standardize our environmental performance with global benchmark and obtained 68% score.
4. Carriage movement and speed variation reduced by perfect machine setup, which increase overall production by 6%.
5. We increased productivity 1.35% by process simplification through using IE innovative tools and technique.
6. Recently fabric wastage during production, micro level sewing process improvement for efficiency progress at level 72%.
7. School students are aware about the necessity of trees in our environment;
8. Achieved LEED (Gold) certification from US Green Building Council for Epyllion Style Limited Green Complex;
9. Achieved "Eco Factory" standard under Marks & Spencer's Plan A: Eco Factory Program.
10. Environmental Clearance Certificate from government authority
11. Certification for organic products: OCS 100 Standard and OCS Blended Standard certified since 2009
12. 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

CHAPTER
FIVE

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5.1 Our commitment towards anti-corruption

For Epyllion, anti-corruption is not only a legal obligation and an ethical standpoint. We understand that bribery and corruption are core threat to our business and the societies in which we operate. We have adopted particular COC and business principles to uphold our commitment towards the anti-corruption ethics and communicate the same to our workforce and associates. We know that it can undermine legitimate business activities, distort competition, damage reputations and expose individuals to risk.

5.2 Corporate Governance

A group of experienced senior professionals is holding incredible role for operation of the entity which segregated into corporate office and factory office included eleven departments. The factory office is broadly divided into four business processions. The specific policy & procedure regarding different operational issues and reporting system followed by the management eventually help to ensure proper coordination among decentralized management system. The Group also has separately formed Internal Audit Department to ensure proper implementation of policies & procedures and to keep the irregularities at minimum.



Apart from structured management policy & procedure, the IT infrastructure along with easy and quick flow of information assists the management to monitor all its activities effectively and efficiently. All the associated companies of the Group are facilitated with both procured and in-house developed software for smooth

function of business planning & monitoring, finance & accounts, supply chain, inventory management, human resources, administration, CSR along with all manufacturing activities.

Epyllion Group forms Management committee, which is separate from its Board of Directors. This committee known as MANCOM, which comprises of the Top Executives of the Group. The major function of this committee is to plan, forecast and execute the business plan of the group.

5.3 Continuous effort in excellence

Every individual of Epyllion dream to be a corporate future leader. The key to truly effective leadership lies in mastering a wide range of skills from implementing and administrating processes to inspiring others to achieve excellence. In Epyllion everyone who works for it, gets ample opportunities to become a leader & a high level corporate executive by the very nature of its day to day working procedures.

5.3.1 Excellence Award

Work of excellence enormously signify beyond performance of an employee. To acknowledge the Excellence of Human Spirit every year 'Epyllion Excellence Award' recognizes the exemplary contribution of individual employees or team of co-workers whose work has had a sustainable impact on Epyllion. This year Epyllion Excellence Award 2020 has announced 79 employees under 9 deserving Teams with excellence on January 2021 considering significant influence on sustainable business.



5.3 Continuous effort in excellence

5.3.2 Business Expo

This is very firstly in the epic history of Epyllion Group 'Epyllion Expo 20' has created an enormous platform with the motto of 'Be creative and think beyond' on December 2020 with the scope of specific objectives focusing significance and sustainability plan in business.

Epyllion represent its valued customers in overseas and assembled with the sustainable product opportunity along with showcasing their creative product range including organic material with green footprints and sustainability for internal knowledge sharing with internal stakeholders. Because 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.



Measurements of outcome

- I. Excellence Award offers motivation for establish excellence within and beyond organization;
- II. Achieved recognition from Marks & Spencer and ISO authority for practicing ISO 26000, the international standard of social responsibility;
- III. Without any corruption report, we are proceeding to Excellency.



ACHIEVEMENTS

EPYLLION GROUP

CHAPTER SIX

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6.1 Awards and Recognitions

- a) Awarded for Superbrands Bangladesh for 2020 to 2021 for creating strong market and great reputation with excellence.
- b) Achieved the status of SDG Pioneer in 2020 for contribution in SDGs through business.
- c) Special recognition as highest exporter through beanpole port in 2020.
- d) Honored BGAPMEA Export Trophy 2019 for special contribution in accessories.
- e) Achieved SEDEX Award on 26 March 2019 for Best Health and safety Programme.
- f) Achieved Occupational Health & Safety Award for 2018 by the Ministry of Labour and Employment.
- g) Managing Director of Epyllion Group has announced as CIP (2008, 2012, 2016, 2018)
- h) CSR Contributor Award by Rotary Club Uttara in 2018.
- i) 6th Standard Chartered Financial Express CSR Award in 2016
- j) 5th HSBC Export Excellence Award in 2014
- k) BDJOBS.COM Best Employer Award 2014
- l) 2nd Social and Environmental Excellence Award in 2014
- m) Annual CSR Award 2014
- n) Honorary Award from BSPA (Bangladesh Sports Press Association) 2014 to the Managing Director of Epyllion Group
- o) Epyllion Style Limited is announced as the "Eco Factory" by Marks & Spencer in 2015
- p) Best Supplier Award from C&A in 2004.



6.2 Certifications and Memberships

- a) Sustainable product Certificate from Oekotex, Hohenstein on 27 January 2019 since 9 years.
- b) Certification on C&A Supplier Ownership Program in 25 February 2018 for five units of Epyllion group.
- c) SWAN Eco Labeling Certification in 2018.
- d) GRS- Global Recycled Standard Certification in 2018.
- e) Global Organic Textile (GOTS) 5.0 certification in 2018.
- f) LEED (Gold) certification for Epyllion Style Limited Green Complex since 2015.
- g) Achievement of the OHSAS 45001 standard certification for three business units of Textile Division of Epyllion Group since 2016 to till date.
- h) Achievement of WRAP Gold certification.
- i) Achievement of BSCI membership.
- j) Achievement SEDEX membership.
- k) Signatory Membership to United Nations Global Compact (UNGC) since 2012.
- l) Engagement with Carbon Performance Improvement Initiative (CPI2) certification.
- m) Engagement with Better Work Bangladesh for six units.
- n) Achievement of average 60% verified score against FEM-2018 self-assessment for all applicable production units.
- o) Achievement of Gold Rating in Sustainable Chemical Management (SCM) Program.



CERTIFICATIONS & MEMBERSHIPS



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