



2024

FCI (BD) Limited

Annual Environmental, Social
& Governance Report

Going Green.

A commitment to environmental stewardship, social responsibility, and transparent governance across every dimension of our operations.

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Introduction



About the Report

This Sustainability Report presents the economic, environmental, and social performance of FCI (BD) Ltd ('FCI BD'). for the reporting period 1 January 2024 to 31 December 2024. It marks a defining milestone for the organization, as this is FCI BD's first standalone sustainability report, reflecting the Company's commitment to transparency, accountability, and responsible business practices. The report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards 2021 and is intended to provide stakeholders with a clear, balanced, and comparable overview of the Company's operations, governance, and sustainability journey as it establishes a structured foundation for future reporting and continuous improvement.

This report applies solely to the operations of the FCI BD factory located in the Dhaka Export Processing Zone (DEPZ). No other locations, business units, or affiliated entities are included. The reporting scope has been defined to ensure clarity, precision, and full accountability for disclosed impacts.

There have been no restatements of previously reported information during the reporting period. All disclosed data reflects the most accurate and verified information available at the time of reporting.

While this report has not undergone formal third-party assurance, relevant environmental and social performance data are subject to external verification through recognized industry tools and frameworks, including Higg FEM for environmental performance and FSLM/SLCP for social compliance. Any additional clarification or validation may be provided upon request.

Message from the Chairman



At FCI BD, we believe long term business success must be built on responsibility, integrity, and continuous progress. Sustainability is therefore not separate from our business, it is increasingly embedded within the way we operate, invest, and grow.

This inaugural Sustainability Report, covering 2022 to 2024, reflects our commitment to responsible manufacturing, transparency, and strengthening our environmental, social, and governance practices across the organisation.

Over the years, we have continued to invest in our people, workplace standards, operational efficiency, and compliance systems, while steadily improving the way we measure and manage our impact.

While this report marks an important milestone, we recognise that sustainability is an ongoing journey. We remain committed to continuous improvement and to creating long term value for our customers, employees, partners, communities, and future generations.

M. A. Matin MBE

Chairman
FCI Group

“Long term business success must be built on responsibility, integrity, and continuous progress.”

Message from the Vice Chairman



It is a privilege to present the first Sustainability Report of FCI BD, covering the period from 2022 to 2024. This report reflects our commitment to responsible growth, transparency, and continuous improvement across our environmental, social, and governance priorities.

As global expectations continue to evolve, sustainability is becoming increasingly important to the future of our industry and business. At FCI BD, we believe responsible manufacturing, strong governance, and investment in people are essential to building long term resilience and lasting partnerships.

Over recent years, we have continued to strengthen our workplace standards, operational practices, and sustainability frameworks, while improving the way we measure and manage our impact across the organisation.

While this report marks an important milestone, it is only the beginning of a longer journey. We remain committed to raising standards, strengthening accountability, and creating sustainable value for our employees, customers, partners, and communities.

Maher Matin

Vice Chairman
FCI Group

“Responsible manufacturing, strong governance, and investment in people are essential to building long term resilience.”

About Us

FCI BD occupies a specialized position within the ready-made garment (RMG) sector of Bangladesh, moving beyond the high-volume basic commodities often associated with the region to focus on high-value, soft-tailored woven garments. The facility specializes in the manufacture of complex outerwear and formalwear categories, including blazers, trousers, jackets, skirts, and dresses. This focus on premium garment manufacture requires advanced machinery and a highly skilled workforce, aligning with the group's mission of combining innovation with traditional craftsmanship.

Organizational Component	Detail
Legal Name	FCI (BD) Ltd.
Headquarters (Main Office)	Plot #36-39 & 83-84, DEPZ, Ashulia, Savar, Dhaka-1349
Principal Country of Operation	Bangladesh
No. of Employees	2276
Specialized Zone	Dhaka Export Processing Zone (DEPZ)
Membership Association	BEPZA, BGMEA
Group Affiliation	Fashion Club International (FCI) Group
Date of Group Founding	1980 (London) / 1984 (FCI)
Establishment in Bangladesh	1997
Reporting Boundary	Specific to FCI (BD) Ltd. Factory Operations
Reporting Period	January 1, 2024 - December 31, 2024

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Our Heritage

**Excellence, Heart & Innovation
since 1980**

1980

Foundation of FCI

Fashion Club International (FCI) was founded by Mohammed A. Matin MBE in East London. Rooted in British heritage and craftsmanship, the company began as a small outerwear factory producing premium trench and duffle coats for leading global retailers, laying the foundation for a long term legacy in fashion manufacturing.

1984

Building a Global Identity

The family business officially became Fashion Club International, representing a commitment to excellence, integrity, and innovation. During this period, FCI began expanding its global footprint, combining British design sensibilities with emerging production capabilities in Bangladesh.

1992

Strategic Growth & Industrial Expansion

Eagle Box and Carton Manufacturing Ltd. and Eagle Manufacturing Ltd. were listed on the national stock exchange, marking a significant phase of industrial growth and diversification. This milestone strengthened the group's operational foundation and supported its long term expansion strategy.

1997

Bangladesh's First Dedicated Outerwear Production Unit

FCI launched FCI BD, Bangladesh's first dedicated outerwear production facility. The operation quickly established new benchmarks in quality, ethics, and responsible manufacturing, earning multiple "Best in Country" recognitions and reinforcing FCI's position as an industry pioneer.

Activities & Value Chain



FCI BD manufactures a broad range of woven garments, including shirts, trousers, jackets, suits, blouses, tops, shorts and other apparel products. Production volumes over the reporting period were 12,094,160 pieces in 2022, 10,630,484 pieces in 2023, and 10,691,830 pieces in 2024.

The Company exports its products to major international markets across Europe, North America, and Asia. Key destination countries include Germany, the United Kingdom, France, the Netherlands, the United States, and Canada. These exports are supported through long-term commercial relationships with global brands and retailers.

FCI BD maintains long-standing partnerships with global retail powerhouses, including Marks & Spencer (M&S), H&M, C&A, Benetton, Tchibo, Inditex (Zara), George and Next. Notably, design services for clients like Esprit, Sainsbury's, Next, and Gerry Weber account for approximately one-third of the organization's business, highlighting its shift from a purely cut-make-trim (CMT) provider to an integrated design and development partner.

Supply Chain Management and Raw Material Sourcing



FCI BD maintains a structured and responsible supply chain designed to support operational efficiency, product quality, and long term sustainability objectives. Our sourcing approach balances global expertise with local partnerships, enabling flexibility while supporting responsible manufacturing practices.

The majority of woven fabrics are sourced from internationally recognised suppliers, primarily in China and India, while trims, accessories, and packaging materials are largely procured from certified local vendors in Bangladesh. This sourcing model supports improved supply chain efficiency, reduced transit impact, and stronger collaboration with regional partners.

We remain committed to strengthening supply chain transparency and environmental responsibility across our operations. FCI BD prioritises partnerships with suppliers that align with recognised industry standards and responsible manufacturing practices, including ZDHC compliance where applicable.

In addition, collaboration with group affiliated businesses, including Eagle Box and Carton Manufacturing Ltd., allows greater oversight and consistency across packaging and secondary material sourcing, supporting improved operational control and sustainability alignment throughout the value chain.

Responsible Growth



Driving Sustainable Impact: Our Contribution to the SDGs

FCI BD contributes to the United Nations Sustainable Development Goals (SDGs) by integrating sustainability into its operations, governance, and long-term business strategy. Our environmental, social, and governance initiatives support measurable progress across climate action, responsible resource management, decent work, gender equality, and clean energy.

7

SDG 7: Affordable & Clean Energy

- 22% reduction in energy consumption from 2022 baseline
- Planned 700 kW solar power system installation

13

SDG 13: Climate Action

- 17% reduction in GHG emissions from 2022 baseline
- Targeting 60% GHG reduction by 2030

6

SDG 6: Clean Water & Sanitation

- Targeting 30% reduction in blue water withdrawal by 2030

5

SDG 5: Gender Equality

- Gender-balanced workforce: 51% male, 49% female

8

SDG 8: Decent Work & Economic Growth

- 100% permanent workforce structure
- 18 grievances received & resolved in 2024 (100% resolution)
- Active Worker Participation Committee & Welfare Officer engagement

Stakeholder Engagement & Materiality Assessment

Listening, Learning & Leading

Stakeholder Engagement

At FCI BD, stakeholder engagement is an essential part of how we strengthen sustainability, manage risk, and create long term value. We believe responsible growth is built through continuous dialogue with the people connected to our value chain.

Driving Responsible Growth

During 2024, FCI BD engaged with employees, customers, suppliers, local communities, regulators, and certification bodies through consultations, audits, reviews, and feedback mechanisms. These engagements helped identify key risks, validate ESG priorities, and support continuous improvement across environmental, social, and governance areas.

Stakeholder insights continue to play an important role in shaping policies, improving operations, and supporting FCI BD's commitment to responsible and sustainable manufacturing.

Process

01 Stakeholder Identification & Mapping

Systematically identify all internal and external stakeholder groups relevant to FCI BD's operations, value chain, and sustainability impacts.

02 Engagement Planning

Design tailored engagement approaches for each stakeholder group, defining objectives, methods, frequency, and responsible departments.

03 Stakeholder Communication

Execute structured dialogues through surveys, meetings, audits, grievance mechanisms, and collaborative platforms to gather insights and expectations.

04 Issue Consolidation & Validation

Aggregate feedback, cross-reference with GRI standards and sector benchmarks, and validate priority topics through internal review.

05 Integration into Strategy & Disclosure

Embed validated material topics into sustainability strategy, target-setting, and public reporting frameworks.

Stakeholder Engagement for ESG Excellence

Employees & Workers	Meetings, trainings, grievance mechanism
Management	Strategy reviews, performance meetings
Customers / Buyers	Audits, meetings, assessments
Suppliers	Communication, audits
Community & Authorities	Dialogue, inspections, reporting
Certification Bodies	External audits

Materiality Assessment

Guided by GRI principles and evolving buyer expectations, FCI BD conducted a structured materiality assessment to identify sustainability topics that matter most, both to stakeholders and to long-term business success. Issues were evaluated based on their impact on the economy, environment, and people, as well as their financial and operational significance to the company.

Identifying Priority Areas

Our materiality process follows a rigorous four-step methodology to ensure that the most significant topics are identified, assessed, and embedded into our sustainability strategy.

Process

- 01

Context Understanding

Gain comprehensive knowledge of FCI (BD) Limited operations, value chain, and the broader economic, environmental, and social context in which it operates.
- 02

Impact Identification

Identify all actual and potential impacts on the economy, environment, and people—including human rights—across the organisation’s activities and business relationships.
- 03

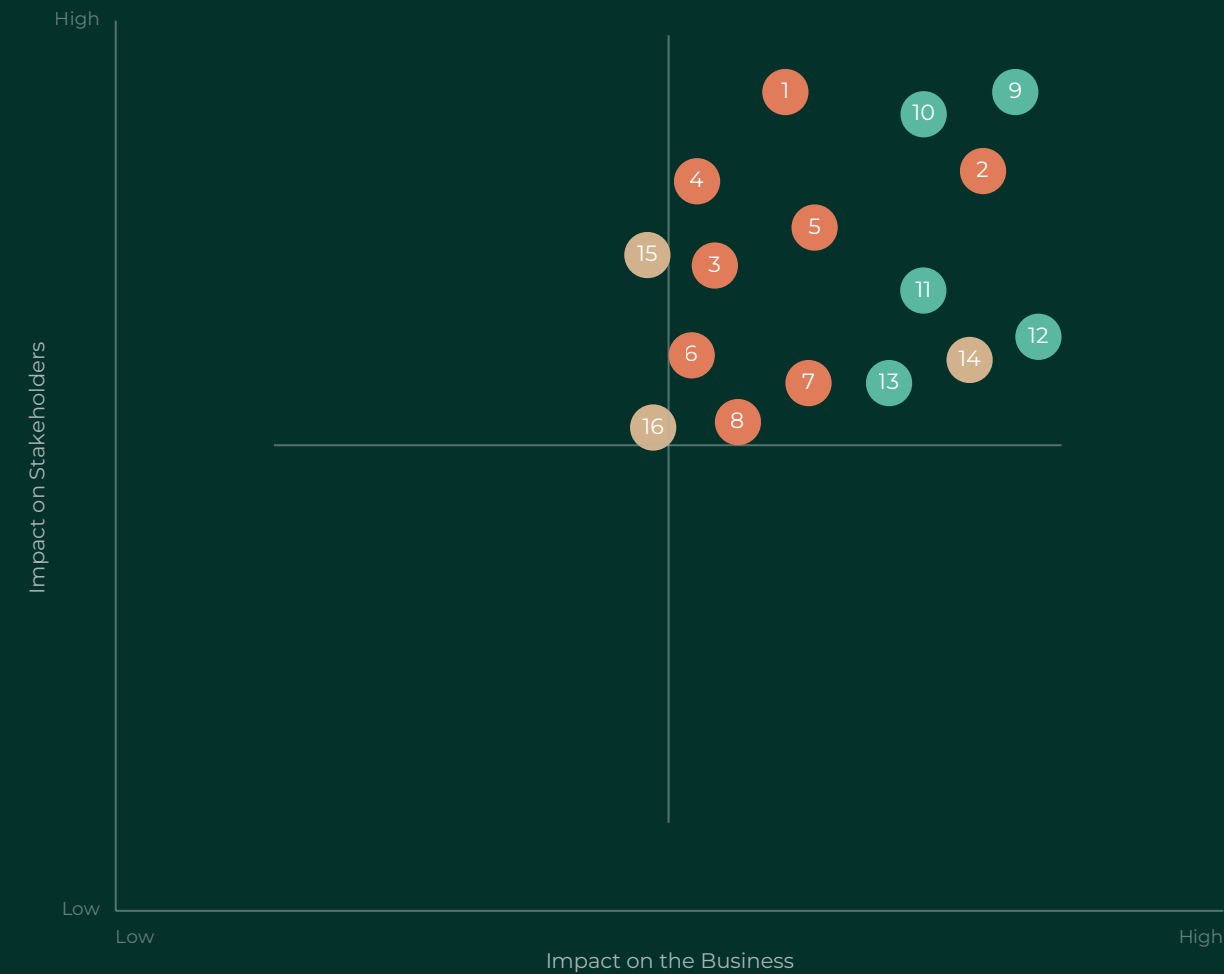
Impact Assessment

Evaluate and score the severity and likelihood of each identified impact to determine significance and establish a clear hierarchy of material topics.
- 04

Prioritization & Validation

Prioritize material topics based on assessment outcomes and validate findings with key stakeholders to ensure strategic alignment and completeness.

Materiality Matrix



Legend

Social

- 1. Employment
- 2. Occupational Health & Safety
- 3. Training & Development
- 4. Diversity & Equal Opportunity
- 5. Non-discrimination
- 6. Child & Forced Labor
- 7. Freedom of Association
- 8. Supplier Assessment

Environment

- 9. Energy & Emissions
- 10. Water & Effluent
- 11. Waste
- 12. Materials
- 13. Biodiversity

Governance

- 14. Anti-Corruption
- 15. Indirect Economic Impact
- 16. Anti-Competitive Behaviour

Governance



Governance Structure & Leadership Composition



The governance structure of FCI BD combines long standing family-led values with modern corporate management practices, ensuring strong leadership, accountability, and responsible decision making across the organization. Strategic oversight is led by the Executive Committee (EXCOM), chaired by Group Chairman Mr. Matin MBE, whose vision of “Excellence, Heart, and Innovation” continues to guide the company’s long term direction and business philosophy.

The EXCOM holds overall responsibility for overseeing the organization’s economic, environmental, and social impacts, while ensuring that sustainability principles remain integrated into operational and strategic decision making. This governance approach enables close alignment between leadership vision and day to day operations, strengthening agility, transparency, and accountability throughout the business.

Senior leadership and relevant committees work collaboratively to establish strategic priorities, oversee performance, support ethical business practices, and ensure compliance with applicable legal and regulatory requirements. Regular reporting, operational reviews, and consultative decision making processes further reinforce fairness, governance integrity, and continuous improvement across the organization.

Governance for Sustainable Growth



FCI BD's governance framework is designed to ensure that sustainability remains embedded across all areas of the business, from strategic planning to operational execution. Oversight is provided through the Executive Committee (EXCOM), chaired by Group Chairman Mr. Matin MBE, reflecting the organization's long term commitment to responsible growth and ethical business practices.

The EXCOM oversees key economic, environmental, and social priorities, ensuring that ESG considerations are integrated into business objectives, operational policies, and performance management processes. Responsibility for implementation is supported by senior leadership and departmental heads, who work across functions to monitor progress, strengthen compliance, and drive continuous improvement initiatives throughout the organization.

A structured system of reporting, operational reviews, and stakeholder consultation enables timely escalation of material issues and supports transparent decision making. This approach helps maintain strong governance standards while reinforcing accountability, resilience, and long term value creation across FCI BD's operations.

Organogram

We operate under a clearly defined governance and management structure that supports effective leadership, operational efficiency, and accountability across all business functions.

At the highest level, the Board of Directors provides strategic oversight and long term direction for the Group. Reporting directly to the Board, the Chief Executive Officer (CEO) is responsible for leading the organisation and driving the execution of the Group’s strategic priorities and business objectives.



Committees Driving Sustainable Performance

Health & Safety Committee

The Health and Safety Committee plays a vital role in protecting our most valuable asset — our people. By continuously monitoring workplace conditions, identifying potential hazards, and implementing preventive measures, the committee reduces accident risks and promotes employee well-being.

Environmental Committee

The Environmental Committee oversees initiatives that reduce operational impacts on the environment. From monitoring energy use and emissions to minimizing waste generation and resource consumption, the committee drives continuous environmental performance improvement.

Worker Rights & Welfare Committee

This committee ensures that fairness, equity, and respect remain embedded in workplace practices. By monitoring labor standards, diversity and inclusion efforts, grievance mechanisms, and employee engagement processes, it strengthens both social and ethical sustainability.

Economic Performance & Finance Committee

Economic sustainability is overseen by the Economic Performance and Finance Committee. This committee evaluates investments, resource allocation strategies, and financial risks to ensure responsible and resilient growth.

Leadership Selection and Appointment



FCI BD follows a structured and transparent approach to appointing senior leaders, ensuring every selection aligns with the Group's strategy, governance standards, and core values.

When a leadership requirement is identified, the need is reviewed and approved by senior management. A defined role profile and job description are prepared, followed by a structured recruitment and interview process. Successful candidates receive a formal induction and role specific orientation to support their transition.

The Senior General Manager & Group Head of Human Resources oversees the process, ensuring appointments are fair, objective, and merit based.

In addition to experience and technical expertise, FCI BD assesses candidates on strategic thinking, decision making, ethical leadership, industry knowledge, and their commitment to sustainability, employee wellbeing, responsible business practices, and people development.

At FCI BD, leadership is defined not only by performance, but by accountability, integrity, and long term value creation.

A Voice for Every Worker

Stakeholder Engagement & Grievance Mechanism

Open dialogue is fundamental to responsible governance. FCI BD provides trusted channels that enable employees and stakeholders to raise concerns, share feedback, and contribute to continuous improvement.

01

Open-Door Culture

Employees have access to multiple channels, including their line manager, the Grievance Committee, a dedicated hotline, and the Worker's Participation Committee (WPC). Every concern is treated confidentially and without fear of retaliation.

02

Reporting Channels

FCI BD maintains accessible reporting mechanisms for employees and external stakeholders. Concerns may be raised through supervisors, HR, committee representatives, or designated reporting channels. All reports are handled confidentially in accordance with our whistleblower and grievance procedures.

03

2024 Performance

During 2024, FCI BD received 18 grievances, all of which were resolved. Employee satisfaction with the grievance process reached 100%, with feedback contributing to improvements in workplace facilities and employee welfare.

04

Continuous Resolution

No grievances were escalated to the Board or Management Committee during 2022 to 2024. This reflects the effectiveness of resolving concerns promptly, fairly, and transparently at the appropriate operational level.



Strengthening Local Supply Chains

FCI BD is committed to supporting Bangladesh's industrial ecosystem by prioritising local sourcing wherever quality, capability, and commercial requirements are met. Strengthening domestic supply chains enhances supply chain resilience, shortens lead times, and contributes to sustainable economic growth.

By working closely with local suppliers, FCI BD helps create long term value through employment, skills development, and stronger partnerships across the national manufacturing sector.



Commitment to Fair Competition

FCI BD is committed to conducting business ethically, fairly, and in full compliance with applicable competition laws and regulations. Our procurement and commercial practices are guided by transparency, integrity, and equal opportunity for all business partners.

During the reporting period, FCI BD recorded no legal actions, fines, or penalties relating to anti competitive behaviour, anti trust violations, or monopoly legislation.

This performance is supported by robust governance, ethical procurement practices, internal controls, and ongoing compliance oversight, ensuring fair competition remains embedded throughout our operations.

Supply Chain Environmental & Social Compliance

FCI BD is committed to building a responsible and resilient supply chain founded on transparency, ethical business practices, and sustainable partnerships. Environmental and social considerations are integrated into our supplier due diligence process, ensuring that new suppliers meet our standards before onboarding and continue to be monitored throughout our business relationship.

Through robust screening and ongoing engagement, we work collaboratively with suppliers to strengthen compliance, manage risk, and promote responsible business practices across our value chain.

Environmental Screening

7

new suppliers added

7

suppliers screened for
environmental compliance

100% environmental screening
coverage

Social Screening

3

new suppliers onboarded

3

suppliers screened
prior to onboarding

100% social screening coverage

Supply Chain Environmental & Social Compliance

FCI BD conducts environmental and social due diligence to ensure suppliers operate in accordance with our responsible sourcing standards and applicable regulatory requirements.

During the reporting period, environmental assessments identified three suppliers requiring corrective actions relating to wastewater monitoring, energy and air emission management, and permit compliance. Corrective Action Plans were implemented for all identified suppliers, resulting in 100% improvement, with no supplier relationships terminated.

Social assessments were completed for 22 suppliers. No significant risks relating to child labour, forced labour, discrimination, or other human rights violations were identified. Minor findings associated with working hours and occupational health and safety were addressed through agreed corrective action plans and ongoing supplier engagement.

Environmental Criteria

- Chemical management and responsible use of materials
- Energy efficiency and resource management
- Environmental permits and regulatory compliance
- Industry certifications, including Higg FEM, GOTS, and GRS

Social Criteria

- No child labour, forced labour, or workplace harassment
- Fair wages and grievance mechanisms
- Working hours compliance and occupational health & safety
- Freedom of association, collective bargaining, and workplace security

A Culture Where Integrity Is Non Negotiable

Integrity is fundamental to the way FCI BD conducts business. Our Board and senior leadership maintain a zero tolerance approach to bribery, corruption, fraud, facilitation payments, extortion, and all forms of unethical conduct. This commitment is reinforced through our Anti Corruption and Code of Conduct Policy, which applies across all operations.

The policy is mandatory for directors, management, employees, contractors, and relevant business partners. It establishes clear expectations for ethical behaviour, supported by internal controls, compliance procedures, and appropriate disciplinary measures where required.

Reporting Period Performance



Speak Up with Confidence

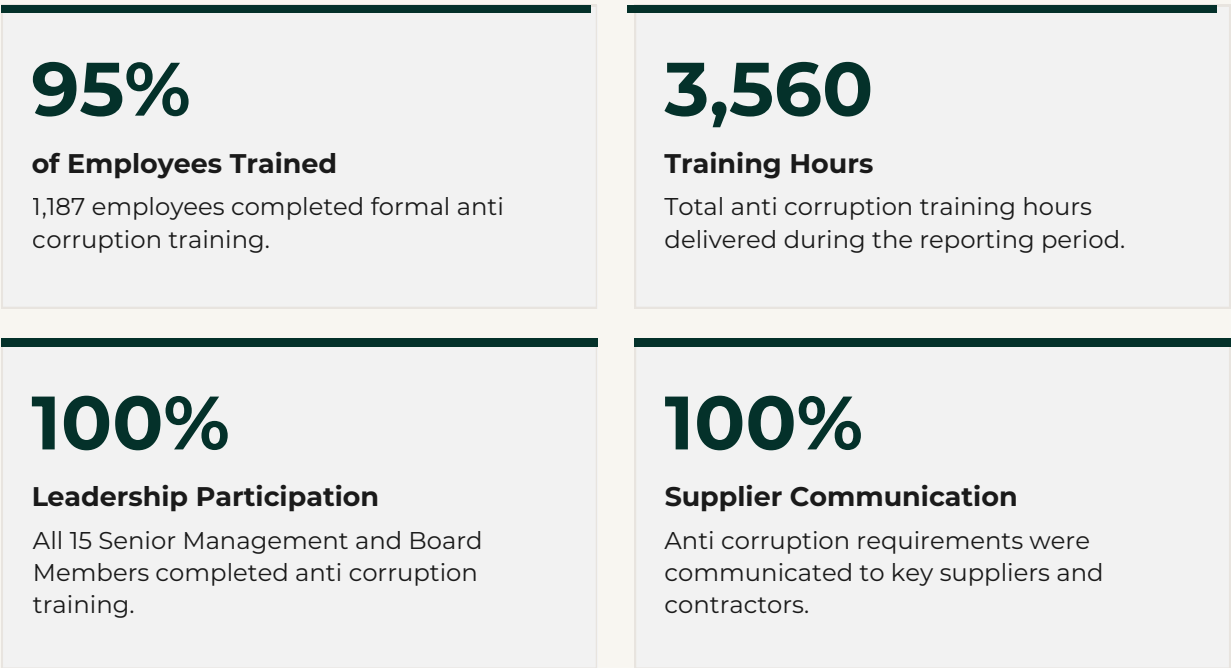
FCI BD maintains a confidential grievance and whistleblowing mechanism that enables employees and external stakeholders to report concerns without fear of retaliation. Reports may be submitted anonymously and are investigated through established procedures by designated compliance personnel, ensuring concerns are addressed fairly, objectively, and in a timely manner.

Integrity Through Prevention

FCI BD integrates corruption risk management into its enterprise risk management framework to strengthen ethical decision making across the organisation. During the reporting period, 100% of operational sites were assessed for corruption related risks, with particular focus on procurement approvals, third party due diligence, vendor onboarding, and customer related processes.

Risk assessments are reviewed annually and monitored by senior management and the Economic Performance & Finance Committee to support continuous improvement, transparency, and effective governance.

Anti Corruption Performance



Anti Corruption Risk Assessment Framework

FCI BD applies a structured risk assessment framework to identify, evaluate, and manage corruption related risks across its operations. The framework supports ethical decision making by integrating risk management into key business processes, including procurement, third party engagement, financial approvals, and customer interactions.

Regular monitoring, internal controls, and compliance reviews help ensure emerging risks are identified early and appropriate mitigation measures are implemented, reinforcing a culture of integrity and accountability.

- 1 Risk Identification**
Identify potential corruption risks across business activities. Focus on procurement, third party relationships, financial approvals, and customer interactions.
- 2 Risk Evaluation**
Assess likelihood and potential impact. Categorise risks as Low, Medium, or High. Prioritise risks based on severity and exposure.
- 3 Risk Analysis**
Review root causes and existing controls. Assess effectiveness of current mitigation measures. Determine residual risk and required actions.
- 4 Mitigation Measures**
Strengthen internal controls. Implement the Code of Conduct and Anti Corruption Policy. Enhance contractual safeguards and approval processes.
- 5 Monitoring & Review**
Conduct ongoing compliance monitoring. Perform internal audits and control testing. Continuously improve the risk management framework.

Investing Beyond Business



Creating Value Beyond Business

FCI BD believes sustainable growth is measured not only by business performance, but by the positive impact we create within our communities.

During the reporting period, FCI BD invested BDT 300,000 to establish a modern library at Hazi Jan Mohammad High School, transforming an underutilised space into an inspiring learning environment for local students.

Aligned with the United Nations Sustainable Development Goals (SDGs), this initiative reflects our commitment to advancing quality education and creating long term social value beyond our operations.



Environment



Materials

At FCI BD, materials are more than production inputs, they are fundamental to our environmental strategy. We are committed to improving resource efficiency, increasing the use of recycled materials, and embedding responsible sourcing practices throughout our supply chain.

Our Materials Management Policy promotes efficient resource planning, supplier engagement, and continuous performance monitoring to reduce environmental impact while supporting long term circularity.



Our approach is guided by three key principles:

Resource Efficiency

Optimising material utilisation, reducing waste, and improving production efficiency.

Responsible Sourcing

Partnering with suppliers that meet our environmental, ethical, and compliance standards.

Circular Transition

Increasing recycled material content and supporting product and packaging recovery wherever practical.

Responsible Material Sourcing

FCI BD is committed to strengthening responsible material sourcing while supporting the transition towards a more circular manufacturing model. Although our production currently relies predominantly on synthetic materials, we continue to increase recycled content, improve material recovery, and collaborate with suppliers to identify lower impact alternatives that support long term sustainability.

Material Usage by Category

Category	Total Weight (kg)
Fabrics Used	1,503,742
Packaging Materials Used	10,860,354
Accessories Used	400,997
Total Materials Used	12,765,093

Circular Material Performance

977,432 kg Total Recycled Inputs	65% Recycled Input Material Rate
260,648 kg Products & Packaging Recovered	12,531,177 kg Products & Packaging Reclaimed

These achievements demonstrate FCI BD's continued progress towards responsible resource management, increasing circularity, and building a more resilient and sustainable supply chain through responsible sourcing and material recovery initiatives.

Energy

Energy is fundamental to FCI BD's operations and plays a critical role in our environmental performance. We are committed to improving energy efficiency, reducing emissions, and strengthening operational resilience through responsible energy management and continuous performance monitoring.

During the reporting period (2022 - 2024), FCI BD consumed 158,176,330.51 MJ of energy to support the production of 33,416,474 garments.

Energy Performance

158,176,330.51 MJ Total Energy Consumed	33,416,474 Garments Produced
13,859 tonnes Fabric Produced	Electricity, Natural Gas, Diesel Primary Energy Sources

Collaborative Energy Management

FCI BD operates a structured Energy Management System that integrates operational teams, engineering, maintenance, and environmental management to continuously monitor, evaluate, and improve energy performance. Through data driven decision making and ongoing efficiency initiatives, we optimise resource consumption while supporting our long term climate and sustainability objectives.

Energy Consumption Performance (2022 - 2024)

Improving energy efficiency remains a key priority within FCI BD's environmental strategy. Through operational improvements, preventive maintenance, equipment optimisation, and disciplined energy management, we continue to reduce energy intensity while supporting production growth and long term sustainability.

Energy Consumption (MJ)

Energy Source	2022	2023	2024
Diesel	648,789	302,315	660,825
Natural Gas	50,815,158	40,703,548	37,682,184
Electricity	8,996,292	8,718,340	8,770,896
Total Energy	60,460,239	49,724,203	47,113,905

Performance Highlights

22% reduction in total energy consumption between 2022 and 2024.	Natural Gas Lower consumption contributed significantly to overall energy savings.	Efficiency Preventive maintenance and operational optimisation improved resource utilisation.
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FCI BD continues to strengthen its Energy Management System, using data driven monitoring and continuous improvement to enhance operational efficiency, reduce environmental impact, and support the Group's long term sustainability objectives.

Driving Energy Efficiency

Energy efficiency is a strategic priority at FCI BD, supporting operational excellence, cost optimisation, and environmental performance. Through targeted investments in technology, equipment upgrades, and process optimisation, we continue to reduce energy consumption while strengthening long term operational resilience.

Between 2022 and 2024, FCI BD achieved a **22% reduction** in non renewable energy consumption, equivalent to **13,435,263 MJ** of energy saved.

Key Energy Efficiency Initiatives

Solar Energy Integration Installation of a 700 kWp rooftop solar photovoltaic (PV) system to increase renewable energy generation and reduce reliance on conventional energy sources.	Target: 2027
Complete LED Lighting Upgrade Replacement of all conventional lighting with high efficiency LED systems to reduce electricity consumption across operational facilities.	Target: 2025
Servo Motor Optimisation Installation of energy efficient servo motors across sewing operations to improve machine performance while reducing electricity usage.	Target: 2025
Intelligent Air & Vacuum Control Deployment of automated sensor controls to optimise compressed air and vacuum systems, reducing energy consumption and improving efficiency.	Target: 2026
Compressed Air Optimisation Implementation of a leak detection and rectification programme to minimise compressed air losses and enhance overall system efficiency.	Target: 2025

FCI BD's long term strategy focuses on maximising operational efficiency today while accelerating the transition towards lower carbon operations and renewable energy. Through continuous innovation and disciplined energy management, we are building a more resilient and sustainable manufacturing future.

Improving efficiency. Accelerating renewable energy. Building a lower carbon future.

Energy Intensity: Measuring What Truly Matters

Energy intensity is a key indicator of operational efficiency at FCI BD, measuring the amount of energy required to produce each kilogram of fabric. By tracking energy use relative to production output, we assess the effectiveness of our efficiency initiatives and identify opportunities for continuous improvement.

Energy intensity improved from **14.92 MJ/kg** in 2022 to **12.12 MJ/kg** in 2023, before declining further to **10.75 MJ/kg** in 2024, representing a cumulative **27.9% reduction** over three years. This improvement was achieved alongside increased production volumes, demonstrating that operational efficiency continued to improve while output expanded.

Energy Intensity per Garment

2022 (Baseline)

5.00
MJ

2023

4.68
MJ

2024

4.41
MJ

Key Drivers of Improvement

- Reduced natural gas dependency
- Improved electrical system efficiency
- Enhanced compressed air management
- Systematic energy monitoring

Looking Ahead

FCI BD continues to invest in initiatives that further improve energy performance:

- 700 kWp rooftop solar PV installation by 2027
- 100% LED lighting transition by 2025
- 100% servo motor installation across sewing operations

These initiatives support our long term strategy to improve energy efficiency, reduce environmental impact, and strengthen operational resilience through responsible energy management.

Carbon Emissions Intensity: Measuring Progress

Reducing emissions intensity is a key element of FCI BD's environmental strategy. By measuring greenhouse gas (GHG) emissions relative to production output, we assess the effectiveness of our energy efficiency initiatives and identify opportunities to reduce our carbon footprint while supporting operational growth.

Our focus extends beyond reducing total emissions to improving carbon efficiency, ensuring that every unit of production is achieved with lower environmental impact through responsible energy management and continuous operational improvement.

Greenhouse Gas Inventory

FCI BD prepares its greenhouse gas (GHG) inventory in accordance with the Greenhouse Gas Protocol, covering:

- Scope 1** – Direct emissions from owned or controlled sources
- Scope 2** – Indirect emissions from purchased electricity
- Scope 3** – Other indirect emissions across the value chain

Reporting Boundary

GHG calculations include carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). No biogenic CO₂ emissions were reported during the reporting period.

Scope 3 emissions were assessed as part of the reporting boundary; however, comprehensive data was not available for reporting during the reporting period.

Our Commitment

FCI BD continues to strengthen its emissions management framework through improved data collection, enhanced monitoring systems, and energy efficiency initiatives, supporting our long term ambition to reduce carbon intensity and transition towards lower carbon operations.

Scope 1 & Scope 2 Emissions Performance

FCI BD continues to reduce greenhouse gas emissions through energy efficiency, process optimisation, and responsible operational management. Improvements in energy performance have contributed to lower direct and indirect emissions while supporting increased production efficiency.

Scope 1 Emissions		Scope 2 Emissions	
Year	tCO ₂ e	Year	tCO ₂ e
2022	2,568.23	2022	1,437.20
2023	2,042.06	2023	1,392.87
2024	1,916.98	2024	1,401.19

Emissions Intensity Performance

2022	0.989 kg CO ₂ e/kg	Baseline
2023	0.837 kg CO ₂ e/kg	
2024	0.757 kg CO ₂ e/kg	-23.5%

Carbon emissions per kg of production decreased 23.5% vs. 2022 baseline, driven by energy efficiency, compressed air optimisation, servo motor upgrades, and data-driven operational management.

Looking Ahead

FCI BD will continue to strengthen its emissions reduction strategy through renewable energy integration, enhanced operational efficiency, and improved value chain emissions management. As these initiatives progress, emissions intensity will remain a key indicator of our environmental performance and commitment to lower carbon manufacturing.

Water as a Shared Resource

Water is fundamental to FCI BD's operations and a vital resource for the communities in which we operate. We recognise our responsibility to manage water efficiently, reduce consumption, and protect local water resources through responsible stewardship and continuous improvement.

Operating within the Dhaka Savar region, an area identified as experiencing high water stress by the World Resources Institute (WRI) Aqueduct Tool, we place water conservation at the centre of our environmental strategy. Through responsible water management, efficiency initiatives, and sustainable operational practices, we are committed to safeguarding this shared resource for future generations.



Water Management

Water stewardship is a key environmental priority for FCI BD. Through infrastructure upgrades, process optimisation, and operational controls, we continue to improve water efficiency while operating in a high water stress region.

Between 2022 and 2024, total water withdrawal decreased from 177,918 m³ to 162,878 m³, a 9% reduction, while estimated water consumption fell from 28,644 m³ to 16,258 m³.

In accordance with GRI 303-5, water consumption is defined as the volume of water withdrawn that is not returned through the wastewater discharge system.

During 2024, municipal water withdrawal remained below the 2022 baseline, with wastewater discharge maintained at 130,362 m³, demonstrating continued progress in water efficiency.

Water Withdrawal (m³)

Year	Municipal Supply	Rainwater Harvested	Total Withdrawal
2022	177,736	182	177,918
2023	153,278	71	153,349
2024	162,855	23	162,878

Water Usage Over Three Years

Indicator	2022	2023	2024
Total Withdrawal (m ³)	177,918	153,349	102,878
Total Discharge (m ³)	146,774	129,690	130,362
Estimated Consumption (m ³)	28,644	23,659	16,258

Source of Water Withdrawal

Municipal water supply (BEPZA)
Rainwater harvesting

Main Uses of Water

Production processes
Boiler operations
Sanitation facilities
Utilities and maintenance

Water Related Risks

Groundwater depletion
Regulatory requirements
Water scarcity
Climate related impacts

Water Stewardship Target

Reduce water withdrawal and consumption by 30% from the 2022 baseline by 2030.

Wastewater Management

Responsible wastewater management is an essential part of FCI BD's environmental strategy. Through process optimisation and effective operational controls, we continue to reduce wastewater discharge while ensuring full compliance with environmental regulations.

Between 2022 and 2023, wastewater discharge decreased by 13%, before increasing slightly to 130,362 m³ in 2024 in line with higher production levels. All wastewater is treated through the Central Effluent Treatment Plant (CETP) prior to environmental discharge, minimising the risk of untreated industrial effluent.

Total Discharge to CETP (m³)

2022	2023	2024
149,274	129,690	130,362

CETP Infrastructure

FCI BD is connected to the DEPZ Central Effluent Treatment Plant (CETP).

Treatment Capacity: 35,000 m³/day

Treatment Process: Biological Treatment System

Regulatory Compliance

- Bangladesh Environmental Conservation Rules 2022
- ZDHC Guidelines
- Buyer specific environmental requirements

Wastewater quality is monitored through routine sampling and laboratory testing to verify compliance with regulatory and customer requirements. In addition, ZDHC wastewater verification supports alignment with global industry standards and reinforces our commitment to responsible water stewardship.

Waste Management

FCI BD operates a structured Waste Management Policy aligned with BEPZA regulations, national environmental legislation, and customer requirements. The policy defines responsibilities for waste segregation, safe storage, handling, transportation, and disposal, ensuring waste is managed responsibly throughout its lifecycle.

Monitoring of BEPZA Approved Waste Contractor

Waste management is supported through regular monitoring of our approved waste contractor to ensure compliance, traceability, and continuous improvement.

Monitoring Activities

- Verification of environmental licences and regulatory approvals
- Scheduled site inspections and compliance audits
- Daily monitoring of waste generation and disposal records
- Monthly performance reviews and trend analysis
- Corrective actions and follow up on identified findings
- Segregation and safe storage of hazardous and non hazardous waste
- Environmental compliance reviews against BEPZA and national requirements

Through structured oversight and collaboration with our approved waste management partner, FCI BD ensures waste is handled safely, disposed of responsibly, and managed in accordance with applicable environmental regulations and industry best practices.

Waste Identification and Classification

Waste is segregated at source to ensure safe handling, maximise recovery opportunities, and comply with regulatory requirements.

Fabric waste

Packaging waste

Hazardous waste

General waste

Hazardous waste is clearly identified and stored in designated secure areas to prevent contamination, while non hazardous waste is collected separately before transfer to approved disposal or recovery facilities.

All waste is managed through a BEPZA approved waste contractor, ensuring treatment, recycling, or disposal is carried out in accordance with applicable environmental regulations.

Total Waste Generation (Tonnes)

2022

Hazardous: 1.92

Non-Hazardous: 648.84

Total: 650.76

2023

Hazardous: 4.05

Non-Hazardous: 985.18

Total: 989.23

2024

Hazardous: 7.68

Non-Hazardous: 984.58

Total: 992.26

Continuous Improvement

FCI BD continues to strengthen its waste management programme through:

- Waste segregation at source
- Material efficiency and waste minimisation
- Supplier packaging optimisation
- Recycling and resource recovery initiatives
- Employee awareness and responsible waste handling
- Data driven waste monitoring and performance improvement

These initiatives support our long term commitment to reducing waste, improving resource efficiency, and advancing a more circular manufacturing model.

Chemical Management

FCI BD is committed to the safe and responsible management of chemicals across all operations. During the reporting period, we achieved full compliance with ZDHC requirements and Chemical Management System (CMS) standards, reinforcing our commitment to environmental protection and workplace safety.

To strengthen transparency and control, FCI BD implemented CleanChain, a digital chemical management platform that provides real time visibility of chemical inventories, compliance status, and supplier documentation. The platform enhances traceability, streamlines compliance monitoring, and supports effective chemical risk management.

Through robust chemical controls, employee training, and continuous monitoring, we ensure chemicals are sourced, stored, handled, and used safely while minimising risks to people and the environment.

Chemical Management Highlights

100% compliance with ZDHC RSL, MRSL, and CMS requirements

CleanChain digital platform implemented for end to end chemical traceability

Real time monitoring of chemical inventories and compliance status

Improved supplier chemical documentation and verification

Continuous employee training on safe chemical handling

Strengthened environmental protection through responsible chemical management

Social



Supporting Our People

At the heart of FCI BD are 2,400 individuals whose skills, dedication, and resilience drive our continued success. Our approach to employment is founded on respect for human rights, fair employment practices, safe working conditions, equal opportunity, and continuous professional development.

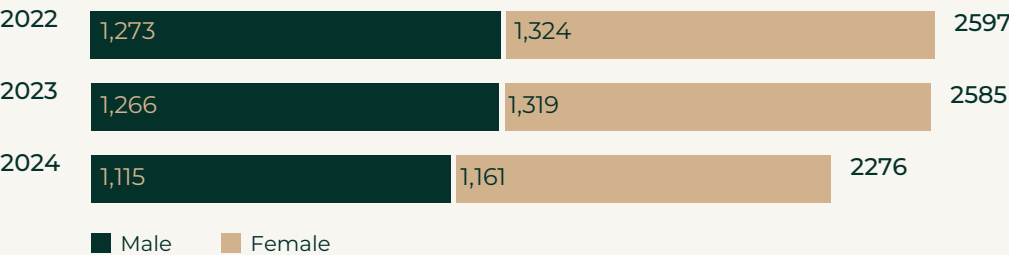
As a predominantly production based organisation, our workforce reflects the labour intensive nature of the ready made garments industry. Over the three year reporting period, total employment has remained broadly stable, demonstrating organisational resilience while supporting sustainable growth and meeting the evolving expectations of global customers.



Workforce Profile

FCI BD’s workforce forms the foundation of our operational resilience and long term success. In 2024, the Company employed 2,276 people, comprising 1,115 male employees and 1,161 female employees, maintaining a balanced workforce that supports diversity, inclusion, and equal employment opportunity. Across the three year reporting period, employment levels remained stable, reflecting a resilient organisation capable of adapting to changing market conditions while sustaining long term growth.

Total Workforce by Gender



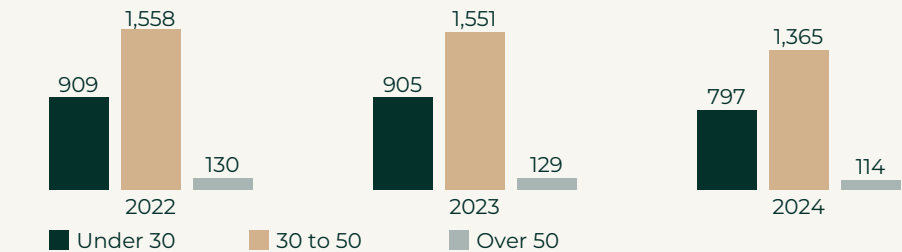
FCI BD maintains a structured workforce that supports efficient operations, effective supervision, and clear accountability across all business functions.

Workforce by Employment Category (2024)



Developing and retaining a capable workforce is fundamental to operational excellence. Throughout the reporting period, employees aged 30 to 50 consistently represented the largest proportion of the workforce, providing a strong base of technical expertise, operational experience, and institutional knowledge. The distribution across age groups also demonstrates a balanced workforce that combines experienced professionals with younger talent, supporting succession planning and long term organisational sustainability.

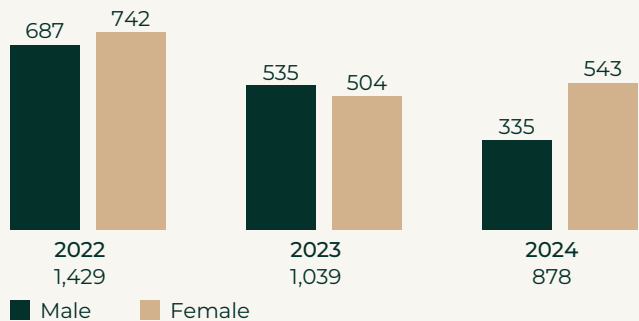
Total Employees by Age Group



Workforce Stability, Hiring & Retention

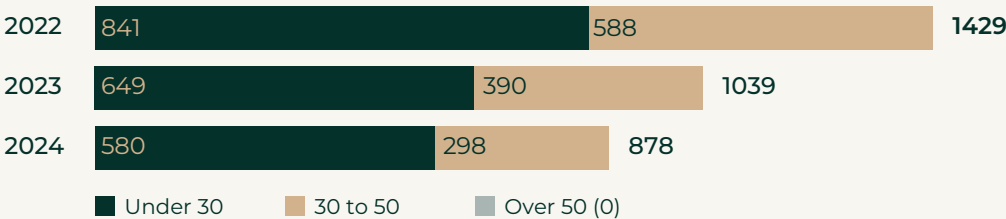
A stable and engaged workforce is essential to sustaining operational excellence and long term business performance. FCI BD monitors employee turnover to better understand workforce trends, strengthen employee retention, and support workforce planning across all operations. Over the three year reporting period, total employee turnover declined significantly, reflecting continued improvements in workforce stability and organisational retention.

Employee Turnover by Gender



While turnover remains a natural characteristic of the ready made garments industry, the overall reduction demonstrates the effectiveness of initiatives focused on employee engagement, workplace conditions, and organisational stability.

Employee Turnover by Age Group



The majority of employee turnover continued to occur within the under 30 age group, reflecting the higher mobility typically associated with employees at earlier stages of their careers. Turnover among employees aged 30 to 50 also declined steadily over the reporting period, while no departures were recorded for employees aged over 50. Overall employee turnover decreased from 1,429 in 2022 to 878 in 2024, demonstrating improving workforce stability and strengthening employee retention across the organisation.

Strengthening Workforce Stability & Retention

Retaining a skilled and engaged workforce is fundamental to FCI BD's long term sustainability. Alongside monitoring workforce trends, we continue to invest in initiatives that strengthen employee capability, promote equal opportunity, reinforce performance, and maintain a safe, respectful workplace. Together, these programmes contribute to improved employee engagement, organisational resilience, and operational continuity.

Key Workforce Initiatives

Skill Development & Multi Skilling

Continuous technical training, capability development, and multi skilling programmes that enhance workforce flexibility and career progression.

Women Empowerment & Promotion

Supporting equal opportunity through fair employment practices, leadership development, and structured career progression for women across the organisation.

Structured Performance Reviews

Regular performance evaluations covering the workforce to strengthen accountability, recognise achievement, and identify development opportunities.

Safe Working Conditions & Social Compliance

Maintaining safe workplaces through robust occupational health and safety practices, compliance programmes, and continuous improvement initiatives.

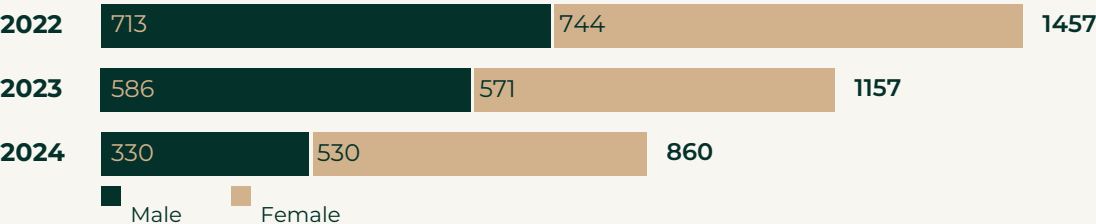
The steady reduction in employee turnover over the three year reporting period reflects the positive impact of these initiatives. While workforce mobility remains a characteristic of the ready made garments industry, continued investment in people, workplace well being, and professional development has contributed to stronger employee retention and greater organisational stability.

FCI BD remains committed to building an inclusive, safe, and supportive workplace where employees have opportunities to develop their skills, advance their careers, and contribute to the Company's long term success.

Talent Acquisition

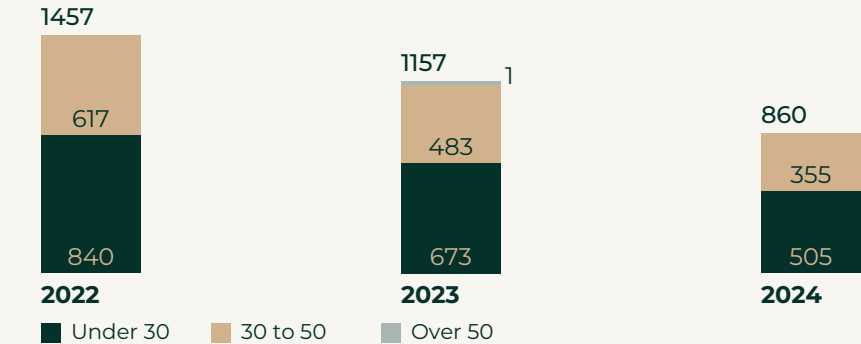
Attracting and developing the right talent is fundamental to sustaining operational excellence and supporting future growth. FCI BD continues to recruit a diverse workforce while aligning hiring levels with business requirements and operational demand. Across the reporting period, recruitment remained focused on building a capable workforce with a strong pipeline of early career talent.

New Employees by Gender



Recruitment volumes gradually adjusted over the three year reporting period, reflecting workforce stabilisation and evolving operational requirements. Gender representation remained balanced throughout the period, with female recruitment exceeding male recruitment in 2024, demonstrating continued progress towards strengthening female participation across the workforce.

New Employees by Age Group



The majority of new employees continued to be recruited from the under 30 age group, reflecting FCI BD's focus on developing a sustainable talent pipeline and investing in future workforce capability. Recruitment within the 30 to 50 age group complemented this approach by bringing experienced professionals into key operational and support functions. Together, these hiring trends support workforce continuity, succession planning, and the long term sustainability of the organisation.

Employee Benefits & Social Protection

Supporting employee wellbeing extends beyond remuneration. FCI BD provides a range of benefits and social protection measures designed to promote financial security, employee wellbeing, and long term workforce stability. These programmes complement statutory requirements while reinforcing our commitment to responsible employment practices and an inclusive workplace.

Employee Benefits & Social Protection

Provident Fund & Paid Leave

Eligible employees receive provident fund contributions together with paid annual leave and paid sick leave in accordance with Company policy and applicable legislation.

Service Benefits

Long serving employees are recognised through service related benefits that support financial security and reward commitment to the organisation.

Festival Bonuses & Overtime Compensation

Employees receive festival bonuses and overtime payments in accordance with applicable labour legislation and Company policy.

Maternity Benefits

Eligible employees are provided maternity benefits in full compliance with national labour laws, supporting the wellbeing of both mothers and their families.

These benefits form an important part of FCI BD's approach to employee wellbeing and retention. By combining financial protection, statutory benefits, and responsible employment practices, the Company continues to foster a supportive workplace that promotes employee satisfaction, strengthens organisational resilience, and contributes to long term sustainable growth.

Employee Wellbeing & Responsible Workplace

Employee wellbeing is fundamental to FCI BD’s commitment to responsible business. We strive to provide a safe, inclusive, and supportive working environment where employees are protected, treated fairly, and empowered to succeed. Through comprehensive health and safety systems, equal opportunity practices, employee wellbeing initiatives, and responsible employment policies, we continue to strengthen workforce resilience while creating long term value for our people and the business.

Health & Workplace Safety

Protecting the health and safety of our employees remains a core operational priority. FCI BD maintains comprehensive occupational health and safety systems supported by on-site medical support, regular health awareness programmes, safety training and compliance monitoring, and emergency preparedness and response procedures.

Equal Opportunity & Social Safeguards

FCI BD is committed to fostering an inclusive workplace built on fairness, dignity, and equal opportunity. We maintain zero tolerance for discrimination, provide maternity benefits in accordance with national labour legislation, and promote transparent performance management and career development for all employees.

Employee Wellbeing Beyond the Workplace

Supporting employees extends beyond the workplace. Through programmes focused on health awareness, financial literacy, and personal development, FCI BD encourages healthier lifestyles, strengthens family wellbeing, and contributes to more resilient communities while enhancing overall quality of life.

Building a Resilient Workforce

Responsible employment practices, strong social protection measures, and continued investment in employee wellbeing have contributed to improving workforce stability. By integrating workplace safety, equal opportunity, employee support, and continuous development, FCI BD continues to build a resilient, engaged, and motivated workforce.

“ By integrating workplace safety, equal opportunity, employee support, and continuous development, FCI BD continues to build a resilient, engaged, and motivated workforce capable of supporting the Company’s long term sustainable growth.

Occupational Health, Safety & Wellbeing

Protecting the health, safety, and wellbeing of our people is fundamental to FCI BD's commitment to responsible operations. Our Occupational Health and Safety (OHS) Management System is implemented across all operations in compliance with the BEPZA Act 2019 and Rules 2022, providing a structured framework to identify risks, prevent incidents, and promote a safe working environment. The system covers 100% of employees (2,400 workers) and supports the continuous improvement of workplace safety performance.

Safety Governance & Risk Management

FCI BD's OHS framework is built on prevention, preparedness, and continuous improvement. Comprehensive safety policies, routine workplace inspections, risk assessments, and emergency response procedures help identify and control workplace hazards before they result in incidents. This proactive approach strengthens operational resilience while fostering a strong safety culture across the organisation.

Health Support & Medical Services

Employee wellbeing is supported through accessible occupational health services designed to promote both prevention and early intervention. Services include on-site medical assistance and first aid facilities, access to trained medical personnel, and health awareness programmes covering hygiene, nutrition, and disease prevention.

Incident Management & Continuous Improvement

All workplace incidents, near misses, and safety observations are recorded, investigated, and reviewed to identify root causes and implement timely corrective and preventive actions (CAPA). Lessons learned are communicated throughout the organisation to strengthen awareness, reduce risk, and drive continuous improvement in occupational health and safety performance.

Worker Participation, Consultation & Communication

Worker participation is an integral part of FCI BD's Occupational Health and Safety (OHS) Management System. Employees are encouraged to identify hazards, raise safety concerns, and contribute to continuous improvement initiatives. All reported concerns are investigated promptly, appropriate corrective actions are implemented, and employees have the right to refuse unsafe work without fear of retaliation.

Worker Participation in OHS

- 01 Safety Committees** — Employee representation through Safety Committees.
- 02 Safety Meetings** — Regular safety meetings and toolbox talks across operations.
- 03 Feedback & Suggestions** — Employees are encouraged to provide safety feedback and improvement suggestions.

Safety Communication

Health and safety information is communicated through multiple channels to reinforce awareness and promote safe working practices throughout the organisation.

- ✓ Notice boards and safety updates
- ✓ Regular safety training programmes
- ✓ Verbal briefings and toolbox talks
- ✓ Standard Operating Procedures (SOPs) and safety manuals
- ✓ Workplace posters and visual awareness materials
- ✓ Digital communication platforms

Through active participation, regular consultation, and effective communication, FCI BD continues to strengthen its safety culture and support a safe, healthy, and engaged workforce.

Three Year Injury Performance & Corrective Action

Protecting employee health and safety remains a core priority at FCI BD. Over the three year reporting period, the Company recorded 125 work related injuries, with zero fatalities and no high consequence injuries. The majority of cases involved minor cut and needle injuries associated with routine operational activities. During the same period, lost time due to workplace injuries declined significantly, reflecting the continued effectiveness of our occupational health and safety programmes.

Injury Reporting Overview

Year	Recordable Injuries	Fatalities	Lost Time (Days)
2022	65	0	148
2023	45	0	59
2024	35	0	40

Corrective Action & Continuous Improvement

Every workplace incident is formally reported, investigated, and reviewed to identify root causes and implement appropriate corrective and preventive actions (CAPA). Lessons learned are shared across departments, while Safety Committees monitor injury trends and recommend system level improvements to strengthen workplace safety and prevent recurrence.

The corrective action cycle includes:



The continued reduction in both recordable injuries and lost time demonstrates FCI BD's commitment to continuous improvement and maintaining a safe, healthy, and resilient workplace.

Risk Management & Injury Prevention

FCI BD adopts a proactive and systematic approach to managing occupational health and safety risks. Workplace hazards are identified through regular inspections, safety audits, cross functional reviews, and periodic hazard assessments. This structured approach enables potential risks to be identified early and appropriate control measures to be implemented before incidents occur.

Risk Governance Framework

Focus Area	Approach
Safety Governance	Oversight provided through designated Safety Committees.
Performance Monitoring	Regular monitoring and reporting of safety performance.
Training & Awareness	Scheduled safety training and employee awareness programmes.
Risk Assessment	Detailed hazard assessments for critical operations.
Continuous Review	Ongoing evaluations across departments to strengthen risk management.

Hazard Identification & Control

Hazard identification forms the foundation of FCI BD's injury prevention strategy. Machine guarding, ergonomic workstation design, safe material handling practices, electrical safety systems, clear signage, marked walkways, and controlled access zones are regularly reviewed to minimise workplace risks. Hazard Identification and Risk Assessment (HIRA) is conducted annually by the Occupational Health, Safety and Compliance Team in collaboration with departmental representatives.

Hierarchy of Risk Controls

FCI BD applies the recognised hierarchy of controls to eliminate or minimise workplace hazards in the following order:



This risk based approach supports continuous improvement in workplace safety and reinforces FCI BD's commitment to preventing injuries and maintaining a safe working environment.

Occupational Health & Safety Training

Training is a fundamental element of FCI BD's Occupational Health and Safety (OHS) Management System. We provide employees with the knowledge and skills required to identify hazards, work safely, and respond effectively to workplace risks. Through mandatory induction programmes, regular refresher training, and ongoing toolbox talks, we reinforce a strong culture of safety across all operations. All new employees receive OHS induction training upon joining, covering workplace hazards, emergency procedures, safe work practices, and the correct use of Personal Protective Equipment (PPE). Additional job specific training is provided when new equipment, processes, or workplace risks are introduced.

Core OHS Training Topics

Training Area	
Workplace Safety Policies	Health and safety policies, responsibilities, and workplace rules.
Hazard Identification	Recognising, reporting, and managing workplace hazards.
PPE Usage	Correct selection, use, and maintenance of Personal Protective Equipment.
Fire Safety	Fire prevention, emergency response, and evacuation procedures.
First Aid Awareness	Basic first aid knowledge and emergency medical response.
Machine Operation	Safe operation and maintenance of machinery and equipment.
Electrical Safety	Safe working practices for electrical and chemical hazards.
Incident Reporting	Incident reporting procedures and corrective actions.

Our OHS training programme also includes emergency evacuation, machine and equipment safety, chemical handling, Material Safety Data Sheets (MSDS), Hazard Identification and Risk Assessment (HIRA), ergonomics, manual handling, and general workplace safety practices. Continuous learning and refresher training help ensure employees remain informed, competent, and prepared to maintain a safe and healthy working environment.

Employee Wellbeing

FCI BD is committed to supporting employee health and wellbeing beyond the workplace. Our approach combines accessible healthcare, preventive health programmes, and responsible employment practices to promote the wellbeing of employees and their families.

Medical Support Initiatives

Medical Support

On site first aid, occupational health services, referrals to accredited healthcare facilities, medical leave, and return to work support.

Preventive Healthcare

Awareness programmes on hygiene, nutrition, maternal health, and disease prevention.

Women's Health

Maternity benefits in accordance with labour legislation and workplace support for prenatal and postnatal wellbeing.

Emergency Support

Guidance and assistance in accessing emergency healthcare services.

Culture of Care

Respectful workplace, transparent grievance mechanisms, and employee wellbeing initiatives.

Employees requiring treatment beyond on site medical services are referred to nearby healthcare facilities, while medical leave is provided in accordance with national labour legislation. Regular health awareness programmes help employees make informed health decisions, supporting a healthier, safer, and more resilient workforce.

Training & Development

Developing employee capability is fundamental to FCI BD’s long term success. We invest in structured learning and development programmes that strengthen technical expertise, leadership capability, and operational excellence across the organisation.

Training is aligned with career progression and organisational needs, supporting employees as they develop the knowledge, skills, and competencies required for current and future roles.

Learning & Development Focus

Technical Training

Strengthen job specific skills, quality standards, and operational performance.

Leadership Development

Build supervisory, management, and leadership capability.

Career Development

Support promotion pathways through structured learning programmes.

Policy & Compliance Training

Reinforce Company policies, workplace standards, and responsible business practices.

Operational Excellence

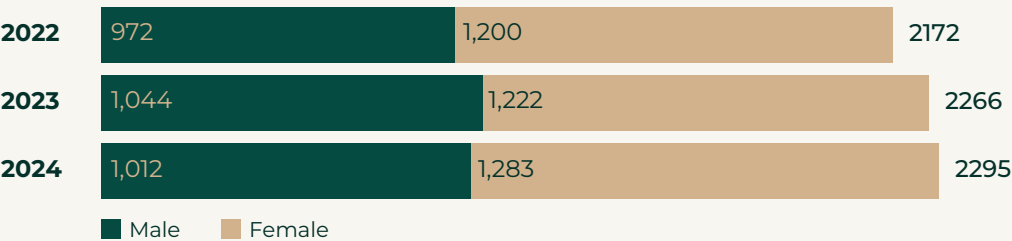
Enhance productivity, problem solving, and continuous improvement capabilities.

Continuous investment in learning and development supports workforce capability, employee engagement, and organisational resilience, helping FCI BD build a skilled workforce prepared to meet evolving business and customer requirements.

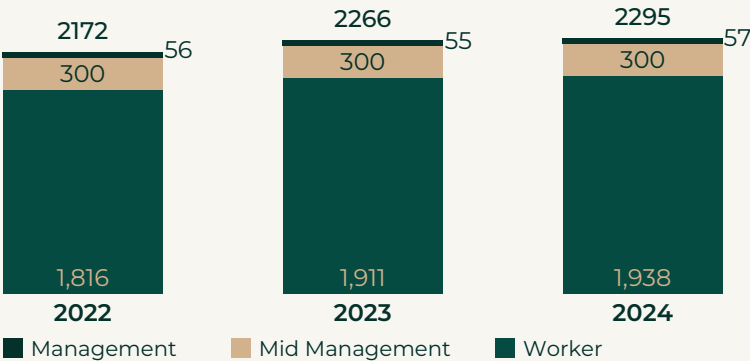
Training Participation & Development

FCI BD is committed to developing a skilled and capable workforce through structured learning programmes delivered across all levels of the organisation. Training supports technical capability, leadership development, compliance, and continuous improvement, helping employees develop the skills required to meet evolving business and customer expectations.

Training Participation by Gender



Training Participation by Employee Type



Training Highlights (2024)

1,200

Total training hours

30 min

Average training hours per employee

100%

Performance reviews completed

- Women's Empowerment Programme (Operator to Supervisor Promotion) delivered in partnership with H&M
- Women's Empowerment Programme (Operator to Supervisor Promotion) delivered under the GEAR Project in partnership with Marks & Spencer
- Retraining programmes provided for employees returning after extended leave

Training participation increased from 2,172 employees in 2022 to 2,295 employees in 2024, demonstrating continued investment in workforce capability. Participation remained strong across all employee groups, while female representation continued to increase, supporting FCI BD's commitment to inclusive development and equal opportunity.

Workplace Foundations

FCI BD delivers structured training programmes that strengthen employee capability, reinforce responsible workplace practices, and support long term organisational resilience. These programmes ensure employees understand their responsibilities, rights, and the standards expected across all areas of the business.

- 1 New Worker Induction**
Introduces newly recruited employees to Company policies, workplace rules, health and safety requirements, and operational procedures.
- 2 Policy & Procedure Awareness**
Builds understanding of workplace policies, recruitment practices, leave entitlements, and working hour regulations.
- 3 Labour Rights & Workplace Conduct**
Promotes awareness of labour rights, freedom of association, equal opportunity, workplace conduct, and protection from harassment.
- 4 Legal Rights & Benefits**
Educates employees on employment terms, statutory rights, and available employee benefits.
- 5 Anti Corruption & Ethics**
Reinforces ethical business conduct through awareness of anti bribery, anti corruption, and responsible business practices.
- 6 First Aid Training**
Provides employees with essential first aid knowledge and emergency response skills to strengthen workplace preparedness.

These programmes form part of FCI BD's ongoing investment in workforce capability, responsible employment practices, and continuous learning, supporting a safe, ethical, and inclusive workplace.

Specialised Capability Development

FCI BD continues to strengthen workforce capability through targeted development programmes that enhance leadership, emergency preparedness, workplace safety, and environmental awareness. These programmes equip employees with the knowledge and practical skills required to support safe, responsible, and sustainable operations.

1 Mid Level Management Development

Develops the leadership, people management, and decision making capabilities of supervisors and middle managers, including Company policies, wage management, and workplace committee participation.

2 Firefighter Training

Builds in house emergency response capability through specialised training in firefighting, rescue operations, and emergency first aid.

3 Emergency Handling

Prepares employees to respond effectively to workplace emergencies through training on evacuation procedures, fire safety, and emergency response protocols.

4 Chemical Safety

Promotes the safe handling, storage, and disposal of chemicals used throughout operations.

5 Waste Identification & Handling

Strengthens employee awareness of waste segregation, identification, handling practices, and regulatory compliance to support responsible environmental management.

These programmes complement FCI BD's broader learning and development framework, strengthening leadership capability, operational resilience, workplace safety, and responsible business practices across the organisation.

Human Rights & Responsible Employment

Respect for human rights is fundamental to FCI BD's approach to responsible business. Our Human Rights framework is supported by robust policies, employee awareness programmes, and ongoing training aligned with international standards and customer requirements. Through prevention, due diligence, and accountability, we promote ethical employment practices across our operations and supply chain.

Child Labour Prevention

FCI BD maintains a zero tolerance approach to child labour across all operations and throughout the supply chain. Our Child Labour Policy and Procedures establish requirements for age verification, due diligence, remediation, and ongoing monitoring to safeguard against child labour risks.

Risk Assessment

No operations or suppliers identified at risk of child labour.

Human Rights Training (2024)

225

Total Training Hours

100%

Mandatory Training
All New Workers

30%

Refresher Training
Of Workers

Through onboarding controls, documentation verification, and continuous awareness programmes, FCI BD reinforces ethical employment practices and safeguards fundamental human rights throughout its operations.

Responsible Labour Practices

FCI BD is committed to protecting fundamental labour rights through responsible employment practices, ethical recruitment, and respect for internationally recognised human rights. Our policies prohibit all forms of forced labour and support employees' rights to freedom of association and collective bargaining.

Forced Labour

FCI BD maintains zero tolerance for forced, bonded, or involuntary labour. Employment is freely chosen, supported by transparent employment terms, voluntary engagement, and ethical recruitment practices. Our Forced Labour Policy prohibits the retention of personal documents, coercion, intimidation, restrictions on freedom of movement, and any form of involuntary employment.

Forced Labour Training & Awareness (2024)

270

Total Training Hours

100%

New Workers
Trained

35%

Refresher Training
Coverage

Freedom of Association & Collective Bargaining

FCI BD recognises and respects employees' rights to freely associate, join representative organisations, and participate in collective bargaining without fear of discrimination or retaliation. These rights are supported through Company policies and apply across all operations and suppliers.

Awareness & Worker Engagement

1,350

Total Training Hours Delivered

90%

Workers Trained

Supporting Initiatives

- Shojag coalition programme
- Internal awareness sessions
- Formal grievance policy and procedures
- Functional GBV (Gender Based Violence) Committee

Through policy implementation, employee awareness, and accessible grievance mechanisms, FCI BD continues to strengthen responsible labour practices and uphold the rights of its workforce.

Equal Opportunity & Non Discrimination

FCI BD is committed to providing a workplace where employment decisions are based on merit, capability, and equal opportunity. Our Non Discrimination Policy prohibits discrimination on the grounds of race, colour, sex, religion, or any other protected status. These principles are embedded across recruitment, promotion, training, compensation, and workplace management practices.

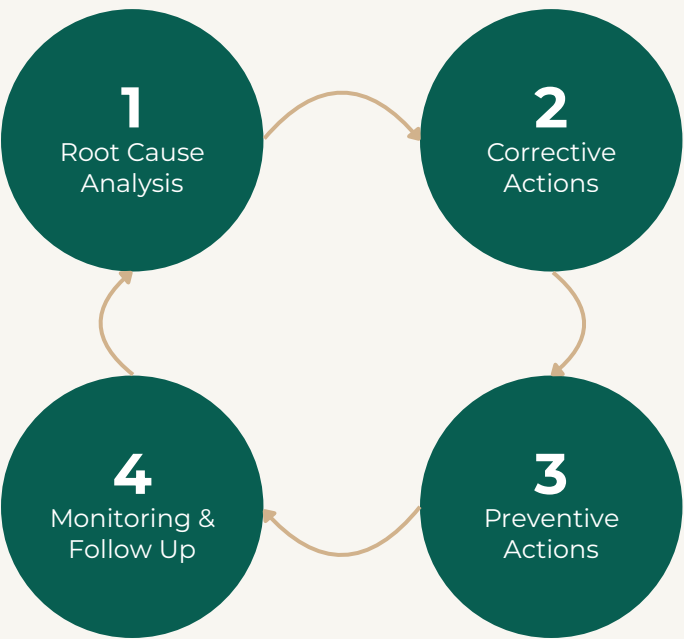
Performance (Reporting Year)

0

Discrimination Incidents Reported

Corrective & Preventive Action Framework

FCI BD applies a structured process to investigate and address any reported incidents of discrimination or workplace misconduct. The framework includes:



1. Root Cause Analysis to identify underlying issues.
2. Corrective Actions to implement timely remedial measures.
3. Preventive Actions to strengthen policies, training, and awareness.
4. Monitoring & Follow Up to verify effectiveness and prevent recurrence.

Through clear policies, fair employment practices, and effective grievance mechanisms, FCI BD continues to foster a respectful, inclusive, and equitable workplace for all employees.

Our Capabilities

Tailoring & Formalwear



Outerwear & Jackets



Soft Wovens



Our Capabilities

Casual Bottoms



Embellished Apparel



Knitwear



Accreditations & Certifications

FCI BD holds internationally recognised certifications demonstrating commitment to quality, social compliance, and environmental responsibility.

	Supply Chain Security	Integrates global supply chain security initiatives, including C-TPAT, PIP, and AEO. Supports international suppliers and importers through a globally recognised security verification process.
	Social Compliance & Ethical Trade	Sedex is a global membership organisation promoting responsible and ethical business practices. SMETA is its internationally recognised social audit methodology.
	Social Compliance	International certification programme for manufacturers of apparel, footwear, and sewn products, promoting lawful, humane, ethical, and safe manufacturing practices.
	Social Compliance	Based on internationally recognised Human Rights Principles and key ILO conventions to assess responsible workplace practices within global supply chains.
	Social Compliance	A leading global supply chain due diligence programme developed by amfori to improve working conditions through a common social audit framework.
	Organic & Sustainable Materials	Verifies the presence and quantity of organically grown material (95-100%) in a product and provides chain of custody tracking from source to finished product.
	Recycled Materials & Sustainability	International certification verifying recycled content, chain of custody, social and environmental practices, and chemical management throughout production.
	Recycled Materials & Traceability	Chain of custody certification that verifies and tracks recycled raw materials throughout the supply chain.
	Organic Textiles	International standard ensuring the organic status of textiles from raw material harvesting through environmentally and socially responsible manufacturing.
	Sustainable Natural Fibres	Traceability certification for European flax fibre, verifying its origin and processing from seed to finished product. Produced exclusively in France, Belgium, or the Netherlands.

Looking Ahead



This Sustainability Report reflects FCI BD's continued commitment to responsible growth and long term value creation. Guided by the Global Reporting Initiative (GRI), we continue to strengthen our performance across environmental stewardship, social responsibility, governance, and responsible supply chain management.

The progress presented throughout this report demonstrates that sustainability is integrated into our business strategy, operations, and decision making. While we recognise that sustainability is an ongoing journey, we remain committed to continuous improvement, greater transparency, and responsible innovation that supports our customers, employees, communities, and the environment.

As we look ahead, FCI BD will continue to build a resilient and responsible business by investing in our people, improving operational performance, reducing environmental impacts, and upholding the highest standards of ethical business conduct. Through collaboration, accountability, and innovation, we are committed to creating lasting value for our stakeholders while contributing to a more sustainable future.

Together, we are shaping a more sustainable future, one that creates enduring value for people, planet, and performance.

GRI Content Index

FCI BD has reported the information cited in this GRI Content Index for the reporting period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

The following index provides a cross reference to the GRI disclosures addressed within this Sustainability Report and the corresponding page references. Where disclosures are omitted, unavailable, confidential, or not applicable, this has been indicated in accordance with the GRI Standards.

GRI Disclosure		Disclosure	Description	Omission	Page No
GRI 2: General Disclosure 2021	2-1	Organisational details	-	No	Page 8
GRI 2: General Disclosure 2021	2-2	Entities included in the organisation's sustainability reporting	-	No	Page 5
GRI 2: General Disclosure 2021	2-3	Reporting period, frequency, and contact point	-	No	Page 5 & 8
GRI 2: General Disclosure 2021	2-4	Restatements of information	Not Applicable	Yes	Page 5
GRI 2: General Disclosure 2021	2-5	External assurance	Not Applicable	Yes	Page 5
GRI 2: General Disclosure 2021	2-6	Activities, value chain and other business relationships	-	No	Page 10-11
GRI 2: General Disclosure 2021	2-7	Employees	-	-	Page 49-50
GRI 2: General Disclosure 2021	2-8	Workers who are not employees	Not Applicable	Yes	-
GRI 2: General Disclosure 2021	2-9	Governance structure and composition	-	No	Page 19, 20, 21
GRI 2: General Disclosure 2021	2-10	Nomination and selection of the highest governance body	Confidential	Yes	-
GRI 2: General Disclosure 2021	2-11	Chair of the highest governance body	-	No	Page 19
GRI 2: General Disclosure 2021	2-12	Role of the highest governance body in overseeing the management of impacts	-	No	Page 19
GRI 2: General Disclosure 2021	2-13	Delegation of responsibility for managing impacts	-	No	Page 19, 20
GRI 2: General Disclosure 2021	2-14	Role of the highest governance body in sustainability reporting	-	No	Page 19, 20
GRI 2: General Disclosure 2021	2-15	Conflicts of interest	Not Applicable	Yes	-
GRI 2: General Disclosure 2021	2-16	Communication of critical concerns	Not Available	Yes	-

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GRI Disclosure		Disclosure	Description	Omission	Page No
GRI 2: General Disclosure 201	2-17	The collective knowledge of the highest governance body	Confidential	Yes	-
GRI 2: General Disclosure 201	2-18	Evaluation of the performance of the highest governance body	Confidential	Yes	-
GRI 2: General Disclosure 201	2-19	Remuneration policies	Confidential	Yes	-
GRI 2: General Disclosure 201	2-20	Process to determine remuneration	Confidential	Yes	-
GRI 2: General Disclosure 201	2-21	Annual total compensation ratio	Confidential	Yes	-
GRI 2: General Disclosure 201	2-22	Statement on Sustainable Development Strategy	-	No	Page 6, 7
GRI 2: General Disclosure 201	2-23	Policy commitments	-	No	Page 22-27
GRI 2: General Disclosure 201	2-24	Embedding policy commitments	Confidential	Yes	-
GRI 2: General Disclosure 201	2-25	Processes to remediate negative impacts	Confidential	Yes	-
GRI 2: General Disclosure 201	2-25	Mechanisms for seeking advice and raising concerns	-	No	Page 24
GRI 2: General Disclosure 201	2-26	Compliance with laws and regulations	-	No	Page 24
GRI 2: General Disclosure 201	2-27	Membership associations	Not Available	Yes	Page 25
GRI 2: General Disclosure 201	2-28	Remuneration policies	Not Applicable	No	-
GRI 2: General Disclosure 201	2-29	Approach to stakeholder engagement	-	No	Page 15,16
GRI 2: General Disclosure 201	2-30	Collective bargaining agreements	-	No	Page 67
GRI 3: Material topics 201	3-1	The process of determining material topics	-	No	Page 14 to 17
GRI 3: Material topics 201	3-2	List of material topics	-	No	Page 17
GRI 3: Material topics 201	3-3	Management of material topics	-	No	Page 34-67

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GRI Disclosure		Disclosure	Description	Omission	Page No
205: Anti Corruption	205-1	Operations assessed for risks related to corruption	-	No	Page 28, 29
205: Anti Corruption	205-2	Communication and training about anti-corruption policies and procedures	-	No	Page 29
205: Anti Corruption	205-3	Confirmed incidents of corruption and actions taken	-	No	Page 29
206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	No	Page 25
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Renewable vs non-renewable not yet tracked	Yes	Page 34-35
GRI 301: Materials 2016	301-2	Recycled input materials used	-	No	Page 35
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	-	No	Page 35
GRI 302: Energy 2016	302-1	Energy consumption within the organization	-	No	Page 37
GRI 302: Energy 2016	302-2	Energy consumption outside the organization	-	No	Page -
GRI 302: Energy 2016	302-3	Energy intensity	-	No	Page 39
GRI 302: Energy 2016	302-4	Reduction of energy consumption	-	No	Page 38
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	-	No	Page 42
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	-	No	Page 43
GRI 303: Water and Effluents 2018	303-4	Water discharge	-	No	Page 43
GRI 303: Water and Effluents 2018	303-5	Water consumption	-	No	Page 43
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	-	No	Page 40-41
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	-	No	Page 40-41
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Not Available	Yes	-
GRI 305: Emissions 2016	305-4	GHG emissions intensity	-	No	Page 41
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	-	No	Page 41
GRI 305: Emissions 2016	305-6	Emissions of ozone-depleting substances	-	No	Page 40
GRI 305: Emissions 2016	305-7	Nitrogen Oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	No	Page 40
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	-	No	Page 46
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	-	No	Page 45-46
GRI 306: Waste 2020	306-3	Waste generated	-	No	Page 46
GRI 306: Waste 2020	306-4	Waste diverted from disposal	Not Available	Yes	-
GRI 306: Waste 2020	306-5	Waste directed to disposal	-	No	Page 45-46

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GRI Disclosure		Disclosure	Description	Omission	Page No
GRI 308: Supplier Environmental Assessment	308-1 & 2	New suppliers that were screened using environmental criteria	-	No	Page 26
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	-	No	Page 51-53
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees	-	No	Page 54
GRI 401: Employment 2016	401-3	Parental leave	-	No	Page 54
GRI 403: Occupational Health and Safety 2018	403-1	OHS management system	-	No	Page 56
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on OHS	-	No	Page 59-60
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	-	No	Page 58
GRI 404: Training and Education 2016	404-1	Average hours of training per employee	-	No	Page 63
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills	-	No	Page 63-65
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	-	No	Page 50
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-	No	Page 68
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers at risk	-	No	Page 67
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk	-	No	Page 66
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk	-	No	Page 67
GRI 414: Supplier Social Assessment	414-1 & 2	New suppliers that were screened using social criteria	-	No	Page 26

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