

Better environment, better tomorrow.



GEEBEE
GARMENTS

Sustainability Report - Bangladesh 2023



CONTENTS

Message from CEO	3
Pillars of Sustainability	4
Our Sustainability Strategy	5
Energy Efficiency and Water Efficiency	7
Energy and Emissions Management	8
Greenhouse Gas Emissions Reduction	9
Sustainable Technologies	10-11
People at Core	13-14
Female-focused Initiatives	15
Employee Benefits	16
Empowered Workforce	17
Workers Well Being	18
Supporting Communities	19
Ethical & Sustainable Fibers and Fabrics	21
Ethical & Sustainable Material & Trims	22
Our Sustainability Timeline	23
Our Certifications	24
About Geebee Group	25



MESSAGE FROM CEO

I am pleased to present a brief overview of Geebee Garments Bangladesh's Sustainability Strategy for the year 2023, which forms a significant part of our sustainability report for our garment factories in Bangladesh. At our organization, we have developed a comprehensive and integrated approach to sustainability that encompasses various key areas with the intention to conserve energy, empower our people and embrace best practices and learnings.

Looking Forward

Our sustainability strategy aligns with our long-term vision for responsible and sustainable business practices. We will continue to monitor our progress, set measurable targets, and engage with our stakeholders to ensure transparency and accountability. By integrating sustainability into our core business operations, we aim to create positive social, environmental, and economic impacts. We appreciate the ongoing support and collaboration of our stakeholders as we work towards a more sustainable future.



Mani Pillai Vaira Moorthy



- ☑ **Environmental Responsibility**
We are committed to minimizing our environmental impact and promoting resource efficiency. In 2023, we will focus on:
 - Implementing energy-saving measures, such as upgrading machinery and optimizing production processes, to reduce energy consumption by 10%.
 - Enhancing waste management practices to achieve a 15% reduction in waste sent to landfills.
 - Increasing the adoption of renewable energy sources to meet 20% of our energy requirements.

- ☑ **Ethical Supply Chain**
We strive to ensure that our supply chain operates ethically and promotes fair labor practices. Our key actions for 2023 include:
 - Conducting regular audits and assessments of our suppliers to ensure compliance with labor standards.
 - Providing training and capacity building programs to raise awareness and improve working conditions.
 - Collaborating with suppliers to implement sustainable sourcing practices, including responsible chemical management and traceability.

- ☑ **Product Innovation**
We are committed to driving sustainable product development and offering environmentally friendly options to our customers. Our product innovation strategy for 2023 includes:
 - Increasing the use of sustainable materials, such as organic cotton and recycled fibers, in our garment production.
 - Implementing water-saving technologies and processes to reduce water consumption throughout the product lifecycle.
 - Promoting circular economy principles by exploring product recycling and take-back initiatives.

PILLARS OF SUSTAINABILITY

CONSERVE



SAVING ENERGY & THE ENVIRONMENT

We work towards efficient use of natural resources and better waste management to minimize our carbon footprint

EMPOWER



OUR PEOPLE

We look to the health, happiness and safety of our people, providing training and equal opportunities

EMBRACE



PRACTICES & LEARNINGS

We look to consciously act with the environment in mind and continue to adopt new findings and share with our shareholders

OUR SUSTAINABILITY STRATEGY

Geebee Garments actively looks to address key metrics that will objectively make us a recognized advocate for sustainability in Bangladesh.

We aspire to have a long term impact in these areas for the betterment of Geebee Garments and our people. Our teams strongly believe in our conscious approach towards conserving and protecting resources of our planet, as we continue to reduce our carbon footprint.

We have already taken some important steps towards improving on many of these key metrics and will continue to make this a key priority that we can proudly share our progress on in future reports.



OUR IMPACT



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DRIVING SUSTAINABILITY

CONSERVE





ENERGY EFFICIENCY

Improved by 10% with below sustainable activities:

- ✓ PFI installation
- ✓ Utilize natural lighting, conventional tube light to LED energy-saving light
- ✓ High power CFL to LED bulb
- ✓ Sewing clutch motors to servo motors
- ✓ CRT Monitor to LED Monitor
- ✓ Window type AC to Split type AC
- ✓ Promote employee awareness
- ✓ Remove unnecessary lights by maintaining good lux level

Further initiatives to Improve by 30% with upcoming sustainable activities:

- ✓ Establishing solar system project
- ✓ VFD installation in all big motors
- ✓ Implement energy management systems (EMS)



WATER EFFICIENCY

Improved by 5% with below sustainable activities:

- ✓ Regular inspection water pipeline to avoid leakage
- ✓ Train & educate users/employees
- ✓ Using Trigger Gun for cleaning eg. machines & floor-reduced water consumption
- ✓ Promote water-saving culture

Further initiatives to improve by 20% with upcoming sustainable activities:

- ✓ WTP installation for waste water management
- ✓ Rain Water Harvesting
- ✓ Install Auto Sensor system in water tap



ENERGY MANAGEMENT

Reduced consumption of energy by 8% by following sustainable activities:

- ✓ Dual fuel burner installation i/o diesel burner
- ✓ Installation of traps in steam irons
- ✓ Internal inspections to avoid steam leakage
- ✓ Ensure unnecessary use of machinery and transportation
- ✓ Maximum uses of automation

Further initiative to reduce consumption of energy By 20% with upcoming sustainable activities:

- ✓ Installation of condensing economizer for boiler
- ✓ Heat Recovery System by dryer exhaust
- ✓ Use of Jute Boiler
- ✓ Gas Generator Installation



EMISSION MANAGEMENT

Reduced CO2 emission by 5% by following sustainable activities:

- ✓ Promote reusing recycle materials like paper, cartons, material and waste
- ✓ Increasing wool & cotton material product
- ✓ Utilize electronic communication methods like ERP software
- ✓ Biodegradable or compostable materials for poly
- ✓ Using Oeko tex certified supplier

Further initiative to the CO2 emission 20 % more by following upcoming sustainable activities:

- ✓ Installation of condensing economizer for boiler
- ✓ Heat Recovery System by dryer exhaust
- ✓ Use of Jute Boiler
- ✓ Gas Generator Installation



GREENHOUSE GAS EMISSIONS

Reduced the CO2 emission by 7% with below sustainable activities:

- ✓ Geebee Bangladesh Limited. has invested heavily in a tree plantation program in the factory grounds and around the Karnaphuli EPZ industrial area, where the company is based.
- ✓ In support of sustainability, a dedicated team of gardeners at our factory have actively planted additional trees and greenery, enhancing the natural environment and promoting biodiversity. These efforts not only beautify the surroundings but also contribute to carbon sequestration and the overall well-being of our ecosystem.

Further initiatives to reduce by 20% with upcoming sustainable activities:

- ✓ Installation of VOC scrubber device for controlling pollution for every device.
- ✓ Planning more greenery project in every places.



**ZERO DISCHARGE FOR ENVIRONMENT
WATER & ENERGY FOR FUTURE GENERATIONS
SUSTAINABILITY & COMPLIANCE FOR BETTER GROWTH**



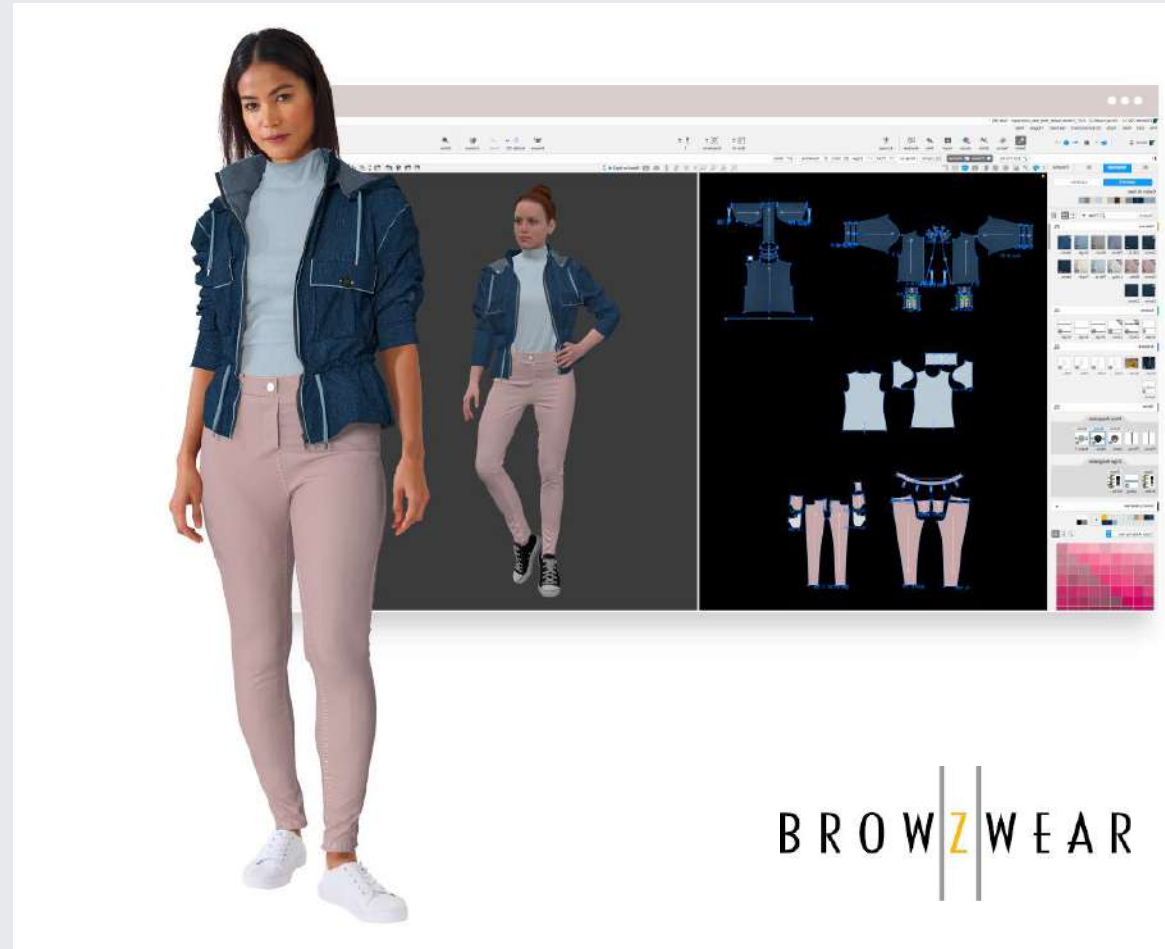
SUSTAINABLE TECHNOLOGIES

Geebee Garments invests in innovative technologies for responsible clothing in collaboration with our clients.

We leverage cutting-edge technologies like **Browzwear**, the leading provider of 3D fashion design software, to support our sustainability goals. By adopting Browzwear's innovative solutions, we have significantly reduced our reliance on physical samples and traditional prototyping processes.

This not only minimizes waste and resource consumption but also accelerates our design and production cycles, resulting in a more sustainable and efficient operation. The use of Browzwear enables us to visualize and optimize garment designs virtually, reducing the need for excessive material usage and transportation.

Ultimately, Browzwear and other solutions we use empower us to make informed decisions, reduce our carbon footprint, and enhance our overall sustainability performance in the garment manufacturing industry.



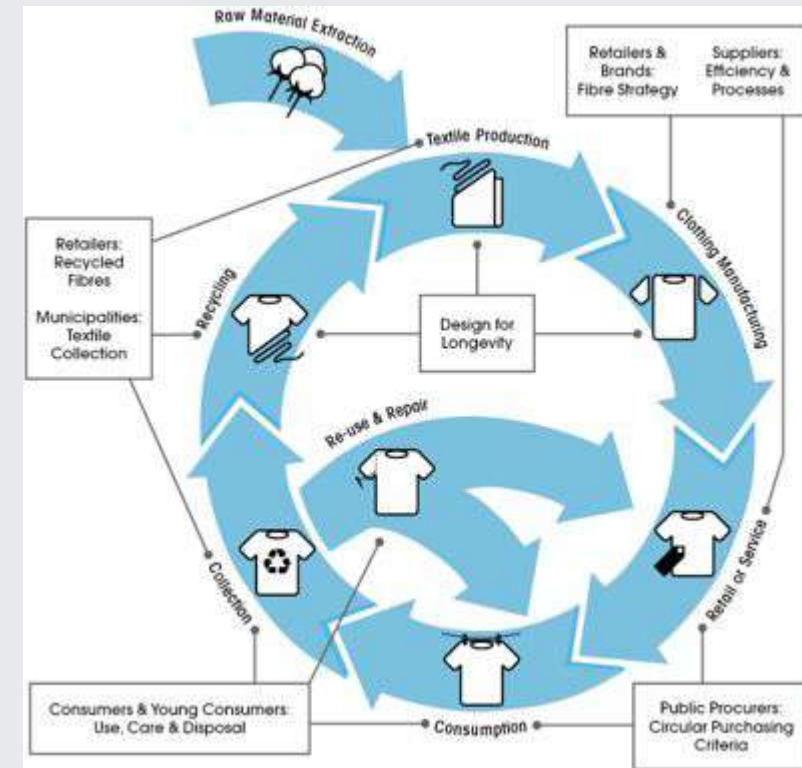


EUROPEAN CLOTHING ACTION PLAN

Geebee Garments supports the European Clothing Action Plan (ECAP) to address clothing sustainability. This encompasses sustainable design, production, consumption, public procurement, collection and reprocessing.

The project focuses on the clothing supply chain and has 8 action areas:

1. Design for longevity
2. Sourcing more sustainable fibers
3. Sustainable production processes focusing on reuse and reduce materials
4. Influencing public procurement
5. Engaging global consumers
6. Engaging young consumers
7. Improving textile collections at the bae level
8. Integrate recycled fibers





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PEOPLE AT CORE

EMPOWER



PEOPLE AT THE CORE

EMPOWER

 Employment policy	 Compensation and benefits	 Health and safety	 Child labour	 Forced labour
Ensures that the Company attracts and retains the best available employees for all vacant positions	Motivating employees to achieve organisational goals by providing fair and equitable compensation to all	Maintaining the highest degree of physical, mental and social wellbeing of the employees in all occupations to create an environment free of risk and hazards	Ensuring that persons under the age of 18 shall not be engaged as employees or by onsite service providers, sub-contractors or external contractors	Ensuring that none of our employees or workers are doing any work which could be considered as forced/bonded/indentured labour



99%

PERMANENT EMPLOYEES



80%

FEMALE PARTICIPATION

Holistic value proposition aimed at empowering women

PEOPLE AT THE CORE

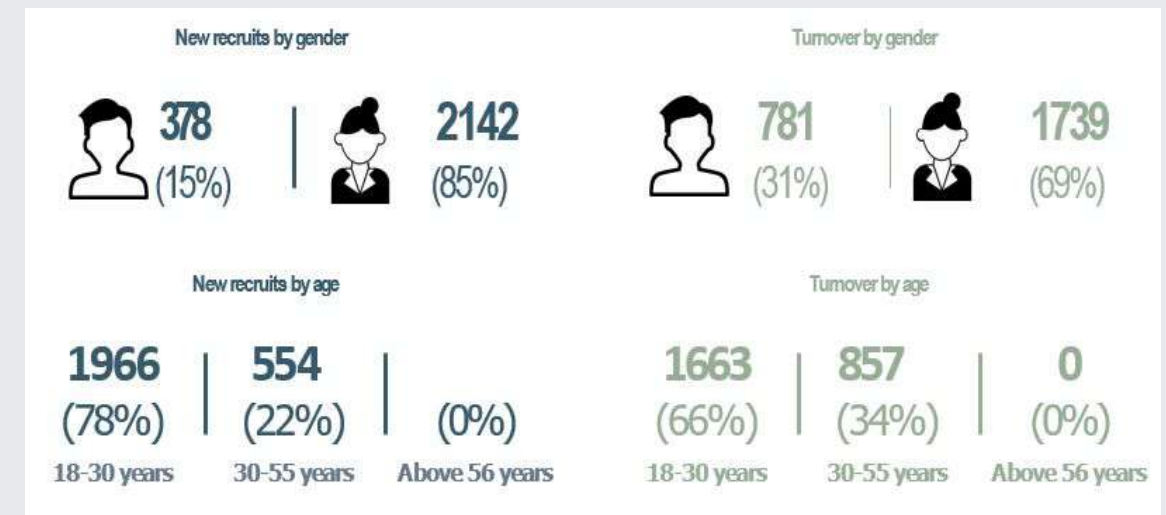
EMPOWER

Our people are at the core of our sustainable initiatives. We view their development and education within our organization as vital to instill the importance of our collective goals.

We are addressing the social, economic, and environmental dimensions of development in an integrated and balanced way. Some examples of best practices in human development for sustainable growth are:

- Adopting the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs) that aim to protect the planet, and ensure prosperity of our people by adopting policies that are human rights-based and gender-responsive.
- Promoting human resource development and capacity-building for human settlements development by enhancing education, health, skills, and empowerment of people.

By implementing these best practices within our organization, we aspire to empower our people advancing the well-being of current and future generations.



PEOPLE AT THE CORE

EMPOWER



FEMALE SUPERVISOR LEADERSHIP PROGRAM

Geebee's Female Supervisor Leadership Program is an in-house training program for our female workers. The program spans a period of 6 months and offers training in both hard and soft skills.

The program is designed for women who have previous experience working in the sewing or quality departments at Geebee Garments. Upon successfully completing the training program, participants are promoted to the role of supervisors.

Our goal for 2025 is to have 50% of the sewing lines in the company's garment production led by newly promoted supervisors from this program.



FEMALE HEALTH INITIATIVES

Starting from March 2020, we launched a number of female health initiatives, with the long-term objective of ensuring good health and hygiene for them.

The initial program involved providing sanitary napkins and medicine to our female employees free of cost. This program is one example of Geebee Garments' commitment to promoting and supporting female health by addressing their specific needs and ensuring they have access to essential resources for a healthier and more comfortable life.

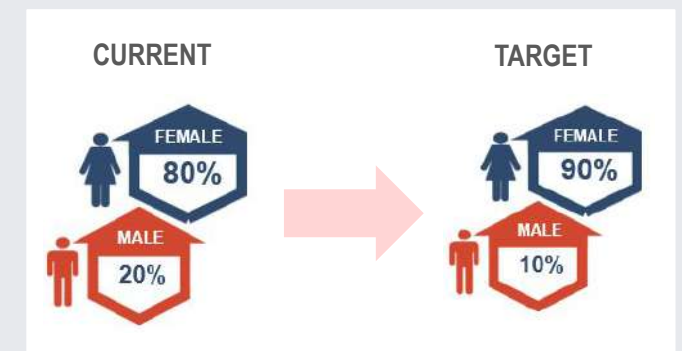
Geebee Garments prioritizes the health and well-being of all its workers through several initiatives. By appointing doctors and nurses who are present on-site at all times, we ensure that our workers have immediate access to medical support whenever needed.

In addition to this, regular counseling sessions are conducted to raise awareness among women about the importance of maintaining good health and hygiene, including the benefits of using the provided products. These efforts aim to promote overall well-being and empower our female workers to make informed choices regarding their health.



WOMEN EMPOWERMENT

At Geebee, we recognize that women's empowerment is a crucial element in achieving sustainable growth. We actively foster this culture through various initiatives, including technical skills training programs designed specifically for women, empowering them with the knowledge and expertise to thrive in their careers. By equipping women with essential skills and knowledge, we aim to promote their empowerment, well-being, and professional development within our organization.



PEOPLE AT THE CORE

EMPOWER

EMPLOYEE BENEFITS

Employee benefits attract and retain talent, increase productivity and engagement, reduce absenteeism and turnover, improve customer satisfaction and social responsibility. These outcomes can translate into higher revenues, lower costs, better quality, more innovation and stronger growth for the business, which can benefit the business in the long term.

We provide the following benefits

- ✓ Life insurance, disability and invalidity coverages as per Bangladesh EPZ Law and Group Insurance Policy
- ✓ In-house medical center with doctor and nurse
- ✓ Free medicine to all
- ✓ Free lunch & transportation
- ✓ Monthly attendance bonuses
- ✓ Maternity Benefit Facility
- ✓ Yearly increments based on performance
- ✓ Regular promotions and increments based on performance
- ✓ Monthly Awards for the best performers



BSR | HERproject

Her finance program is supporting workers to responsibly digitize wages payment for low worker's income workers in global supply chain.

PEOPLE AT THE CORE

EMPOWER



COMMUNICATION & TRAINING FOR AN EMPOWERED WORKFORCE

Communication and training are two important aspects of workforce development that have many benefits for both the employees and the organization. Some of the benefits are:

- **Improved performance:** Communication and training helps employees to learn new skills, gain knowledge, receive feedback, and understand their roles and expectations better. Leading to improved productivity, quality, innovation, and customer satisfaction.
- **Enhanced engagement:** Communication and training helps employees feel valued, respected, supported, and motivated. This fosters a positive work environment, increase employee loyalty, reduce turnover, and boost morale.
- **Strengthened relationships:** Communication and training build trust, rapport, collaboration, and teamwork with their co-workers, managers, and customers. This improves communication culture, reduce conflicts, and enhance problem-solving. Below is the list of trainings conducted regularly at Geebee.

- ✓ Orientation Training for New Employees
- ✓ Personal Protective Equipment (PPE) Training
- ✓ Health & Safety Training
- ✓ Grievance Handling Training
- ✓ Fire drill & Fire Training
- ✓ Anti-Harassment Training
- ✓ Code of Conduct Training
- ✓ Mid-level Management Training
- ✓ Security Training
- ✓ Electrical Safety Training
- ✓ Maternity Awareness Training
- ✓ First Aider Training
- ✓ Disease Analysis and Awareness Training
- ✓ Transferable and Non-Transferable Disease Training
- ✓ Waste Management Training
- ✓ Chemical Management Training
- ✓ Factory Performance & Improvement Training



100%

TRAINING OF FEMALE WORKERS ON WELL-BEING PROJECT



100%

DIGITAL PAYMENT OF WORKER'S SALARY

PEOPLE AT THE CORE

EMPOWER



LUNCH & TRANSPORTATION FOR EMPLOYEES

Geebee takes great pride in offering free lunch and transportation for all employees, showcasing our unwavering commitment to corporate social responsibility (CSR). These initiatives stand as a testament to our dedication to the well-being of our valued team members, ensuring they are supported by prioritizing their safety, reducing their financial costs and saving time.



PURE DRINKING WATER FACILITIES

Geebee Garments Chittagong locations are in a coastal area where the water contains high levels of salt, causing difficulties for the workers living nearby to access clean drinking water. In response to this situation, Geebee's management has implemented a solution by allowing all employees to access pure drinking water at the factories. Geebee has established a modern water treatment plant system to purify the water for consumption.

This facility ensures that pure drinking water is available for everyone, especially our workers, on a daily basis. By implementing the RO water treatment plant, Geebee addresses the issue of salty water and takes proactive measures to safeguard the health and well-being of its employees.



SUPPORTING COMMUNITIES

EMPOWER

Community Education Support

Geebee Group is proud to support the importance of quality education in Bangladesh through various initiatives. We have partnered with a primary school in a rural area, where we regularly donate school bags, stationery, and uniforms to help underprivileged students. These efforts reflect our commitment to creating a better future for these deserving individuals.

Vision Spring

Geebee carries out a valuable program called Vision Spring to take care of our employees' eyesight. The program ensures good vision for all employees, which is crucial as poor eyesight can greatly impact performance and overall health. Moreover, Geebee goes a step further by providing free glasses and protective eyewear to our workers to support their safety and well-being.



Ultrasonography Machine Donation for BEPZA Hospital & Monthly Medical Subscription

Geebee has made a significant contribution to healthcare services by donating an ultrasonography machine to the BEPZA hospital as part of its CSR efforts. This donation aims to improve pathological services, not only for Geebee's workers but also for all workers in the KEPZ (Karnaphuli Export Processing Zone).

Additionally, Geebee supports its workers' well-being by providing monthly medical subscriptions at the contracted BEPZA hospital, ensuring access to better treatment and healthcare services. These efforts extend beyond Geebee's workforce, positively impacting workers in the entire KEPZ zone.





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ETHICAL & SUSTAINABLE PRODUCT - FABRICS

EMBRACE



ETHICAL & SUSTAINABLE PRODUCT- FABRICS

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We are dedicated to responsible production and collaborate with our entire value chain, including fabric and trim suppliers, to provide our customers with new materials, finishes, and technologies that deliver sustainable and high-quality products.

Our emphasis lies in using certified and traceable materials, eco-friendly chemicals, as well as organic and recycled materials.

We ensure traceable manufacturing processes through our supply chain management and support our customers by researching the latest innovations and supplying sustainable products, as depicted in the pictures on the right.



Geebee sourced and produced 100% BCI cotton garments



Geebee sourced and produced garment with 20% recycled polyester



THE ELASTOMULTIESTER
Energy & Emissions Reduction, Water conservation, waste reduction, Benchmarking sustainable progress.



TENCEL



HEMP



RECYCLED PET



ORGANIC COTTON



ETHICAL & SUSTAINABLE PRODUCT- TRIMS

EMBRACE

We are actively working with our supply chain and customers to improve the sustainability of our fibers by shifting towards more eco-friendly options like organic cotton, recycled polyester (including Repreve fiber), recycled cotton from post and pre-consumer waste, sustainable cellulosic fibers, and low-impact fibers like hemp.

Recycled packaging materials offer significant environmental benefits. They help reduce landfill waste, decrease the demand for new resources, save energy and water, and lower greenhouse gas emissions.

We have supported our customers by providing various choices of recycled packaging and natural coconut buttons as substitutes for plastic. Our customers have embraced these alternatives to achieve their sustainability goals. The picture on the right showcases a white shirt shipped with recycled packaging.



Bio-based polyurethane from vegetable oils zipper pulls and button caps



Recycled Copper 100% recycled copper zip pulls help reduce CO2 emissions



Tapes – Organic cotton /recycled polyester and wood pulp



Geebee sourced recycled packaging items adopted by our customer to fulfill their sustainability goals



Cotton Buttons



Coconut Buttons



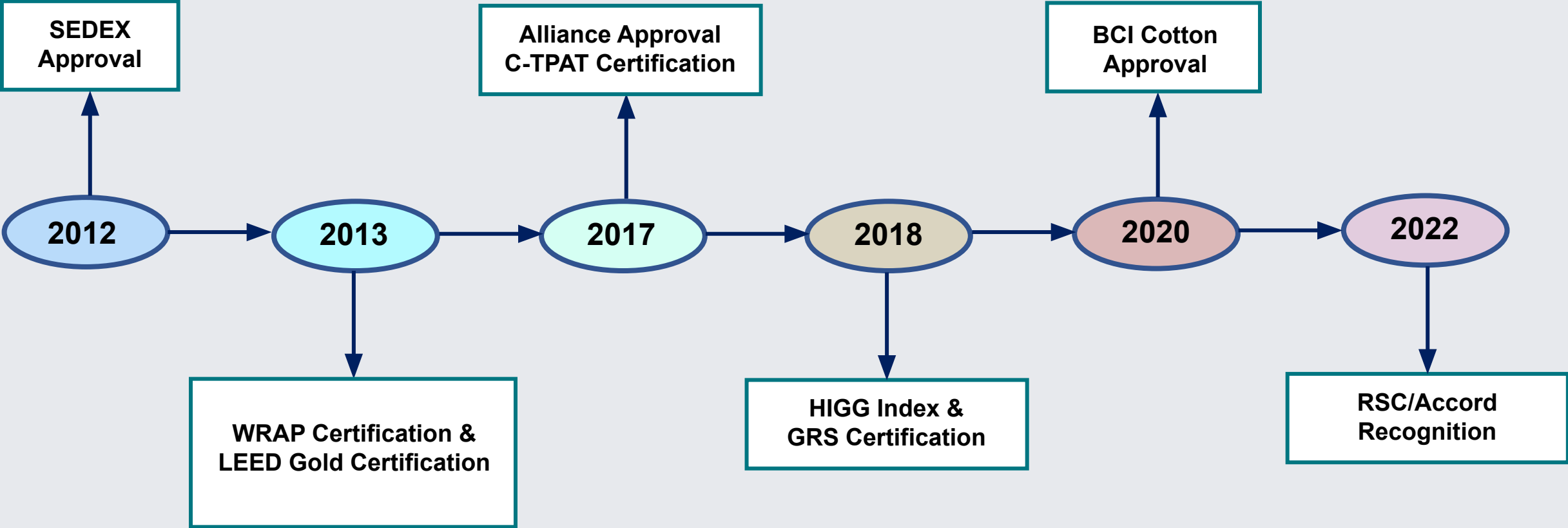
Recycled Paper Buttons



Recycled Poly Buttons - Mosaic

OUR SUSTAINABILITY TIMELINE

EMBRACE



WE VALUE OUR CERTIFICATIONS

EMBRACE

At our core, Geebee Garments Bangladesh is committed to the well-being of our people and upholding the highest global governance and social standards. We highly value all our certifications, ranging from industry best practices to global certifications and regional guidelines. Through these certifications, we set an example for what a future-focused organization can achieve responsibly. Our unwavering dedication to these standards demonstrates our commitment to excellence and responsible practices in all aspects of our operations.

LEED (Leadership in Energy and Environmental Design): LEED is a well-known certification program for green buildings. It ensures that our buildings are designed to be sustainable, using less energy, water, and materials, and reducing waste.

WRAP (Worldwide Responsible Accredited Production): WRAP is an organization that certifies facilities for ethical manufacturing and workplace practices. By achieving WRAP certification, we demonstrate our commitment to fair working conditions, worker safety, and responsible manufacturing.

UL (Underwriters Laboratories): UL is a globally recognized organization for safety and sustainability standards. Our UL certification shows that our products meet the highest safety and environmental requirements, giving confidence to our customers and stakeholders.

These certifications highlight our dedication to sustainable building practices, ethical manufacturing, and product safety. They signify that we meet strict standards, ensuring responsible practices in our operations.



About Geebee Group

With a rich heritage spanning over 130 years, Geebee Group has established itself as one of the most esteemed family-owned business houses in the Gulf region. Our roots trace back to a family business that originated in undivided India in 1892. Established in Dubai in 1950, Geebee Group has grown into a renowned industry conglomerate showcasing our expertise across procurement, import, export, manufacturing, distribution, and logistics.

Geebee Group has grown with diversified interests within the GCC as well as internationally in North America, Europe, South Asia, and African markets.


Our commitment to providing complete manufacturing solutions is driven by our strong partnerships with clients, enabling mutual growth and success.

With a reputation built on integrity, expertise, and a forward-thinking approach, Geebee Group is dedicated to achieving excellence in all aspects of our business. We are committed to fostering sustainable growth and making a positive impact on the global apparel industry.

**Better environment,
better tomorrow.**

If you have any questions, please reach out to us at:

 info@geebeegarments.ae

 www.geebeegarments.ae
www.geebeegroup.com



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