

**DEKKO
ISHO**
GROUP



Dekko ISHO Group

Sustainability Disclosure 2024

Driven Business Excellence Through
Responsible and Sustainable Practices



Table of Contents

About the Report

Message from The Honorable Chairman

About Dekko ISHO Group

Driving Sustainability at Dekko
ISHO Group
Milestones on Our Journey
Certificates
Awards and Recognitions

Governance

CSR Department
ESG Policies
Membership Associations
Stakeholder Engagement
Materiality Assessment

Commitment to Earth

Green Goals and Improvements
Materials
Traceability & Transparency
Energy Management
Water Conservation
Effluent Management
Biodiversity
Emissions Management
Energy and Emissions Intensity
Waste Management
Chemical Management

Championing People

Fostering Growth, Engagement &
Development
Compensation Structure
Child Labor
Forced Labor
Training & Development
Talent Management
Diversity & Inclusion
Work-Life Balance
Celebrating Together
Bring your Kids in work day
Mental & Physical Well-Being
Occupational Health & Safety
Supplier Social & Environmental
Assessment

Economic Performance

Market Presence
Indirect Economic Impacts
Tax Transparency & Contribution

GRI Content Index

About the Report

This inaugural Sustainability Report of Dekko ISHO Group follows the GRI Standards 2021, highlighting our commitment to sustainable development and transparency. It covers our sustainability performance from January 1 to December 31, 2024, with economic data from FY 2023-2024.

The report includes policies, practices, and outcomes across our manufacturing facilities: Dekko Garments Limited, Globus Garments Limited, Agami Fashions Limited, Dekko Readywears Limited, Agami Washing Limited, and Dekko Fashions Limited. It outlines our efforts for environmental responsibility, social impact, and economic performance, benefiting 16,248 employees.

For inquiries, contact: rakib@dekkoisho.com



Message from the Chairman

Dear Stakeholders,

It is my pleasure to present Dekko ISHO Group's inaugural Sustainability Report. Guided by our "Accountable for" framework, we prioritize people and the planet at the heart of our business. We thank our stakeholders for their unwavering support in achieving our goals.

In response to global challenges like climate change, we are committed to sourcing 80% renewable electricity, reducing blue water use by 40%, recycling 50% of water in garment washing, and achieving 40% waste recycling by 2025. In 2024, we partnered with key vendors to advance circularity and sustainability.

Employee development remains a priority, with over 800 women trained under the PVH Brand P.A.C.E. program in 2024, ahead of our 2026 goal of 1,400. CSR efforts include improving access to menstrual and maternal health education, expanding green spaces, and supporting education.

We invite all stakeholders to join us in building a sustainable future for the industry.

Warm Regards,
M. Shahid Hossain
Chairman





About Dekko ISHO Group

Founded in 1953 by Mr. Md. Ishaque, Dekko ISHO Group began in the paints sector and expanded into ready-made garments in 1982 with Dekko Garments Ltd. Today, we are a dynamic organization with over 16,248 employees, operating across multiple sectors in Bangladesh and partnering with leading global brands.

Vision

To build a sustainable RMG industry that prioritizes both people and the planet.

Mission

To lead the apparel industry in sustainable practices while delivering top-quality products that align with our customers' needs and our commitment to environmental stewardship.

Our Capabilities

Dekko ISHO Group has a production capacity of 3.4 million pieces per month, including 2.4 million woven tops and 1 million woven bottoms. To meet tight timelines, we operate three dedicated SMS lines for Salesman Sample production. We manufacture a diverse range of garments, including formal and casual shirts, pants, ladies' blouses, dresses, denim, and twill jackets.

Our in-house industrial laundry facility features sustainable technology, including E-Flow, laser processing, ozone washing, and EIM software to enhance sustainability. We also offer in-house printing and embroidery services, supported by high-capacity Barudan and Maya machines. Additionally, our fully equipped physical testing lab ensures premium quality through advanced European machinery.

Design & Innovation Story

Dekko ISHO Group leverages advanced technology to drive digital innovation in fashion. Using 3D software like Browzwear and CLO, we enhance garment fit accuracy, create virtual samples, streamline Tech Pack development, improve Bill of Materials (BOM) management, and reduce lead times, ensuring premium design support for clients.

Our adoption of Textronic fabric design software allows designers to explore multiple fabric options swiftly, fostering agile decision-making and creative flexibility. We offer a comprehensive support system, including a London-based showroom, a European design team, a specialized fabric sourcing team, and skilled local designers focused on ladies' tops, men's tops, bottoms, and advanced garment washing techniques.

Driving Sustainable Transformation

Strategic Sustainability Goal-2030



Environmental



- Renewable Energy 20%
- Energy Efficiency 20%
- 20% GHG Emission Scope-3



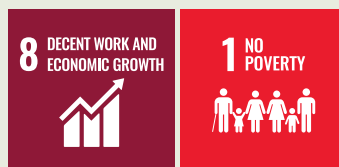
- Blue Water Reduction 20%
- Water Efficiency 20%



Social



- 0% Human Rights Violations
- Human Rights Due Diligence
- Evaluation Result Risk Should be Low
- 0% Work Related Accidents
- 0% Work Related Illness



- Avg. Training Time 20 Hour/ Per
- Employee Engagement Level at Least 80%
- Employee Resignation Rate: Less than 10% per year
Less than 4% in High-Performance Employees



Governance



- 100% Suppliers Should agree with Dekko Isho's Code of Conduct



- Business Ethics
- Anti Corruption Training

Strategic Sustainability Goal-2030



Environmental



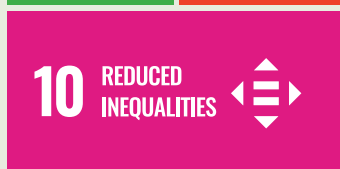
- Waste Recycle 40%
- Waste Water Recycle 50%
- ZDHC Level 3 Complaint 100%



- Brand COC Completion 100%
- Green Landscape 15%
- Tree Plantation 10k
- Plastic Free Office
- Paperless Office
- Sustainability Awareness Training & Practices



Social



- Free Sanitary Napkin for Worker's
- Workplace Diversity & Inclusion
- Ensuring Nutrition
- 100% Sexual Harassment Protection for all Employees
- Gender Parity in Management: 40% Female



- 100% Workers Accessible to Health Facility
- Clean water and Energy for Local Community
- Primary Health Care Facility For Local Community



Governance

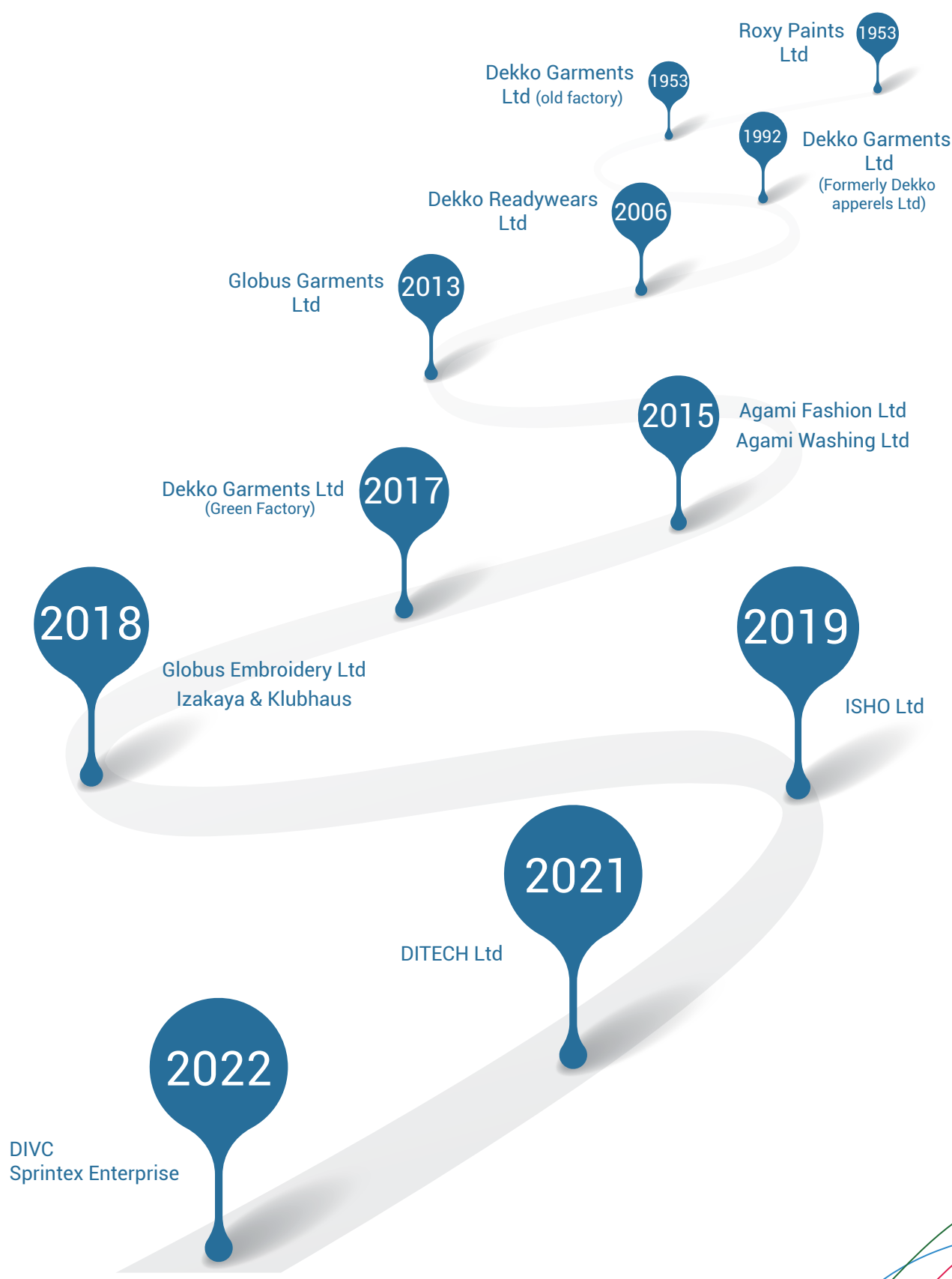


- 100% Traceability & Transparency in Upstream and Downstream supply Chain Management



- Development of Innovation and Cooperation
- Successfully Reduce at least 5 Work Steps by 5S and KAIZEN
- Successfully Reduce at least 25% Process time

Milestones on Our Journey



Certifications



These certifications and report affirm our commitment to the highest standards of quality, safety, and ethics, ensuring that we make a positive impact on both the environment and society.

Awards and Recognitions

These awards reflect our unwavering commitment to sustainability, quality, and strong partnerships, reinforcing our role as a leader in sustainable practices.



Governance

Dekko ISHO Group's management ensures alignment with stakeholder priorities through proactive engagement and ethical practices. With the Chairman as the final authority, we uphold transparency and integrity while driving strategic objectives and operational excellence.

Executive Committee

This governance structure demonstrates Dekko ISHO Group's dedication to ethical leadership, transparency, and sustainable growth. By maintaining strategic oversight and clear accountability, we align our operations with global standards, building trust and creating lasting value for stakeholders.

Mr. Shahid Hossain
Chairman

Mr. Prottoy Hossain
Director

Mr. Razib Khan
Group CEO

Mr. Rajinder Singh Bhatia
CEO, RMG Division

Mr. Noor-E-Alam Siddique
GM, Merchandising

Corporate Social Responsibility (CSR) Department

The CSR department is central to Dekko ISHO Group's sustainability strategy, driving impactful social and environmental initiatives. This dedicated team designs, implements, and monitors programs that align with our sustainability goals, creating positive outcomes for stakeholders and communities.



ESG Policies

Our ESG policies ensure strict compliance with regulatory, statutory, and human rights standards, exceeding legal and ethical requirements. Committed to sustainability, we aim to create long-term value, positively impact communities, and support a sustainable future.

Governance

- 1.Code of Ethics and Business Conduct
- 2.Risk Management Policy
- 3.Compliance and Engagement Policy
- 4.Supply Chain Governance Policy
- 5.Quality Policy

Social

- 1.Human Rights Policy
- 2.Labor Practices and Employee Welfare
- 3.Diversity, Equity and Inclusion (DEI) Policy
- 4.Health and Safety Policy
- 5.Training and Development Policy
- 6.Talent Acquisition Policy
- 7.Child Labor & Forced Labor Policy

Environmental

- 1.Environmental Management System Policy
- 2.Energy Policy
- 3.Water Policy
- 4.Air Policy
- 5.Waste Management Policy
- 6.Chemical Management Policy
- 7.Chemical Purchase Policy
- 8.GHG Management Policy
- 9.MRSL & RSL Management Policy

Membership Associations

Dekko ISHO Group advances sustainability through key partnerships



Stakeholder Engagement

Our expansive operations allow us to collaborate with key industry players, gaining insights that inform our business strategies. These partnerships ensure that we align our actions with the needs and goals of our stakeholders, promoting sustainable growth and shared value.

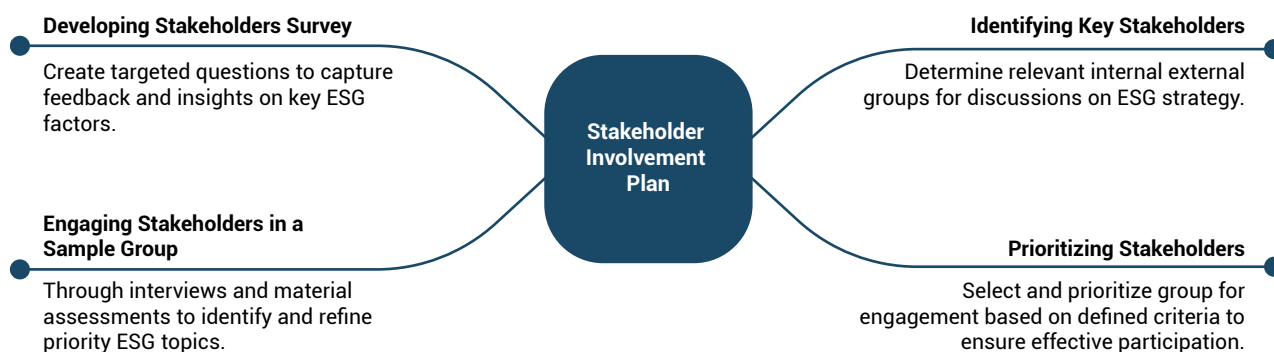


Stakeholder Group	Engagement Channel	Key Interest & Focus Areas
Employees	<ul style="list-style-type: none"> • Email Communication • Workshops and Training Sessions • Internal Intranet Portal • Staff Feedback Surveys 	<ul style="list-style-type: none"> • Career Advancement and Skill Development • Recognition and Performance Evaluation • Empowerment, Workplace Safety, and Health
Supply Chain Partners	<ul style="list-style-type: none"> • Supplier Meetings and Vendor Sessions • Regular Interactions via Calls, Emails, and Messages • Contract Renewals and New Agreements 	<ul style="list-style-type: none"> • Building Capacity for ESG Compliance • Negotiations on Execution, including Pricing, Quality, and Order Management • Updates on Internal Management Systems and Digital Transformations
Customers	<ul style="list-style-type: none"> • Adherence to Conduct Codes • Supplier Audits • Vendor Summits • Direct Meetings • Social Media and Digital Communication 	<ul style="list-style-type: none"> • Compliance with Customer Codes of Conduct • Alignment with ESG Objectives • Quality Assurance and Pricing Strategies for Optimal Consumer Experience
Government Authorities	<ul style="list-style-type: none"> • Email Communication • Representation in Industry or Trade Forums and Associations 	<ul style="list-style-type: none"> • Adherence to Legal and Regulatory Standards • Strong Corporate Governance and Grievance Resolution • Transparent Tax Practices and Compliance • Development Programs Aligned with Government Objective
NGOs	<ul style="list-style-type: none"> • Face-to-Face Meetings • Virtual Engagement via Email, Phone, and Online Platforms • Site Visits and Field Engagement • Collaborative Programs 	<ul style="list-style-type: none"> • Implementation of Community Development Programs • Community-Specific Initiatives Addressing Key Needs • Effective Monitoring and Evaluation Systems for Continuous Improvement
Communities	<ul style="list-style-type: none"> • Focus Groups and Key Performance Indicators (KPIs) • Community Initiatives in Partnership with NGOs • Local Community Grievance Box 	<ul style="list-style-type: none"> • Needs Assessments for Targeted Development Interventions • Programs for Social Welfare and Economic Empowerment • Scaling Programs to Benefit Underserved Populations

Our Engagement Approach

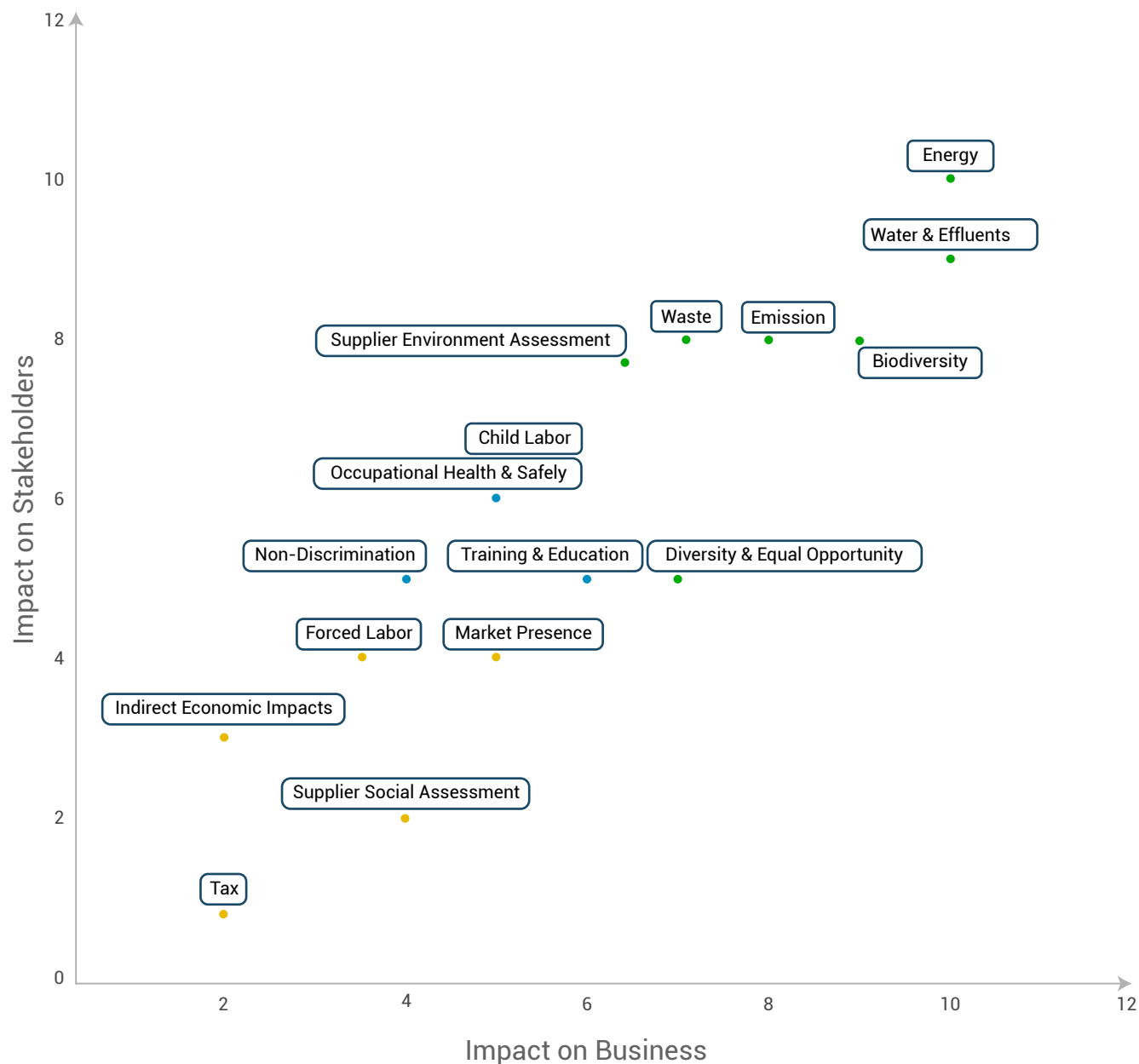
Representatives from Across Dekko ISHO Group Include:

- Factory Workers
- Marketing and Customer Service
- Finance
- Training
- Human Resources
- Communications and Sustainability Innovation
- Environmental Sustainability
- ComplianceSDGs.
- Worker Well-being
- Corporate Social Responsibility
- Skill Development
- Information Technology
- Sourcing
- Management



Materiality Assessment

In 2024, we identified 19 key material topics through extensive engagement with internal and external stakeholders via online surveys. This ensured our focus aligns with relevant issues and stakeholder expectations.



Commitment to Earth

Green Goals and Improvements

Higg FEM

Dekko ISHO Group has actively participated in Higg FEM assessments since 2020, demonstrating our commitment to environmental responsibility. In 2023, we achieved an average verified Higg FEM score of 62%, a 12% improvement from 2022, with facility-specific scores reaching 77% at Globus Garments Ltd. and 74% at Dekko Garments Ltd. These results highlight our dedication to enhancing environmental performance and sustainability.

Disclosure	FEM Year	Dekko's Verified Score(%)					
		DGL	GGL	AFL	AWL	DRL	DFL
FEM 4.0	2022	55	56.1	53	73	51	47
	2023	74	77	61	61	56	45

Climate Disclosure Project

In 2023, Dekko ISHO Group, through Globus Garments Ltd, received a CDP Climate Change score of "D," marking the start of our environmental journey. While below global, Asia, and sector averages, we remain committed to improvement, making significant sustainability strides in 2024 and anticipating positive progress in our ongoing assessment.

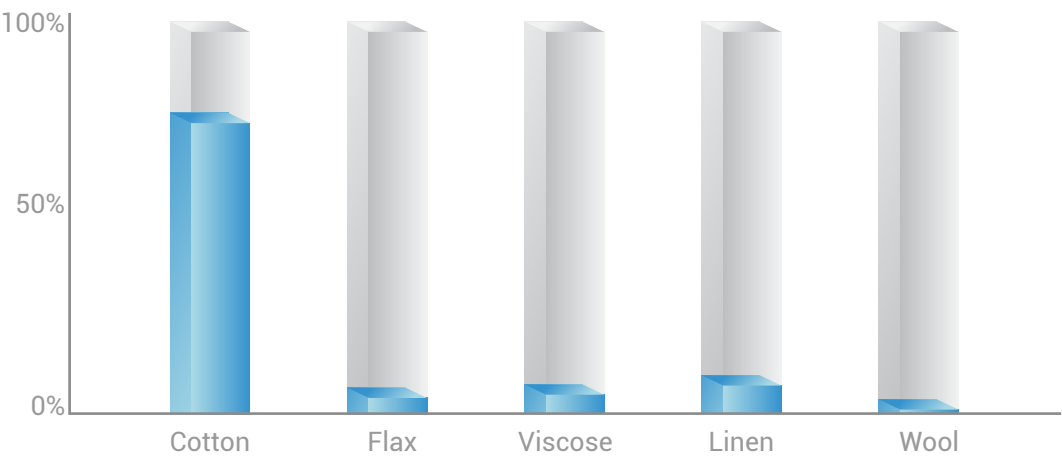
CDP Score (Climate Change)	Year	Globus Garments Ltd	Globus Average	Asia Average	Global Textile & Fabric Goods
	2023	D	C	C	B
	2024	In Progress			

MATERIALS

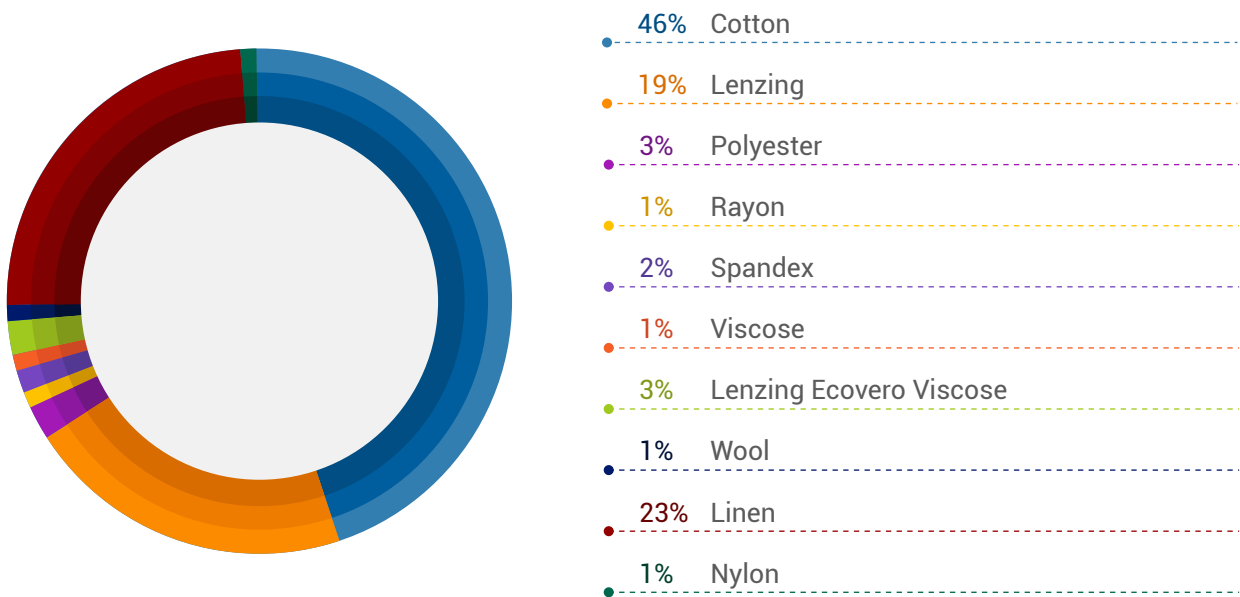
SUSTAINABLY SOURCED MATERIALS at DEKKO ISHO Group Sustainable Fabrics

Sustainable Fabrics	
BCI Cotton	European Flax
Organic Cotton	Lenzing Ecovero Viscose
Recycled Cotton	Transitional Organic Cotton
Oncemore	Lenzing Tencel
Merino Wool	Recycled Poly
Recycled Wool	Regen Agri

SUSTAINABLE MATERIAL CONSUMPTION IN DEKKO ISHO GROUP



CONVENTIONAL AND OTHER MATERIAL CONSUMPTION IN DEKKO ISHO GROUP



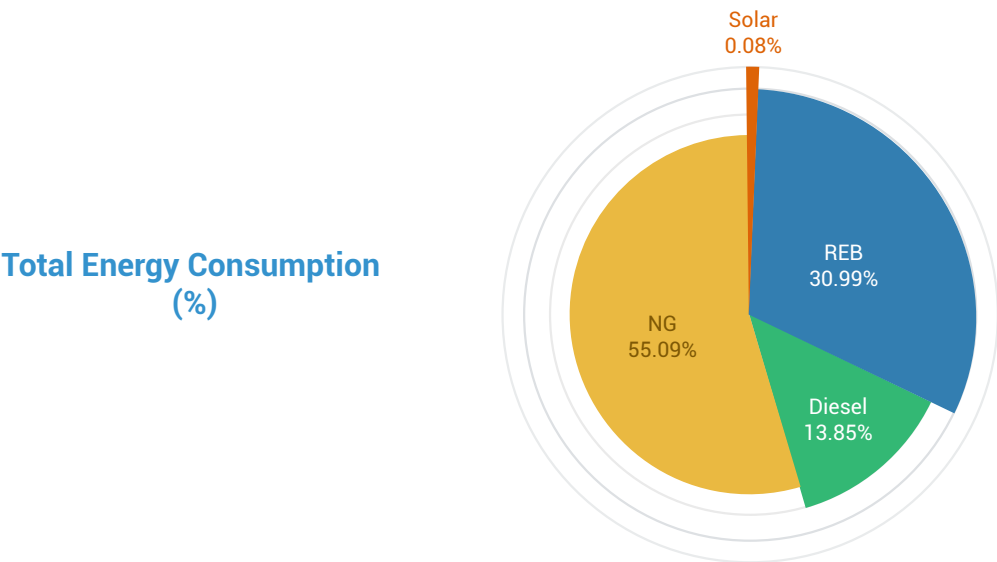
Traceability & Transparency

Dekko ISHO Group ensures transparency by using traceability systems to monitor supply chain impacts from raw materials to products. This reduces our environmental footprint, manages risks, and drives responsible, sustainable practices.

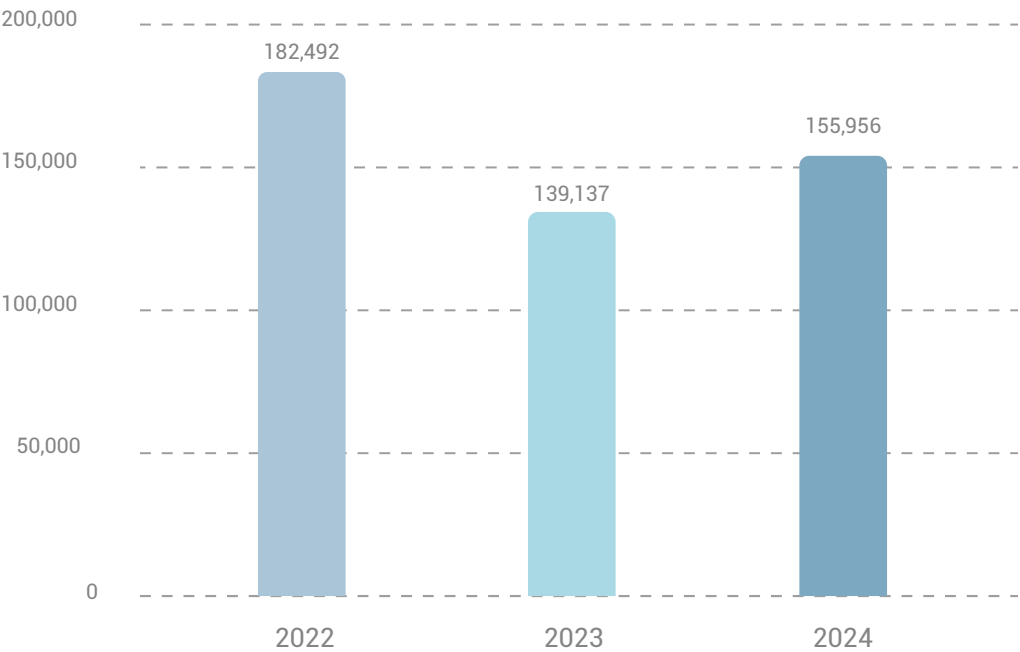


Energy Management

In 2024, Dekko ISHO Group's energy demand totaled **155,328,993 MJ**, with **54%** from garmenting units and **46%** from washing units. Renewable electricity accounted for **0.08%**, sourced from carbon-neutral supplies, with energy comprising thermal and electrical inputs from onsite and offsite sources.



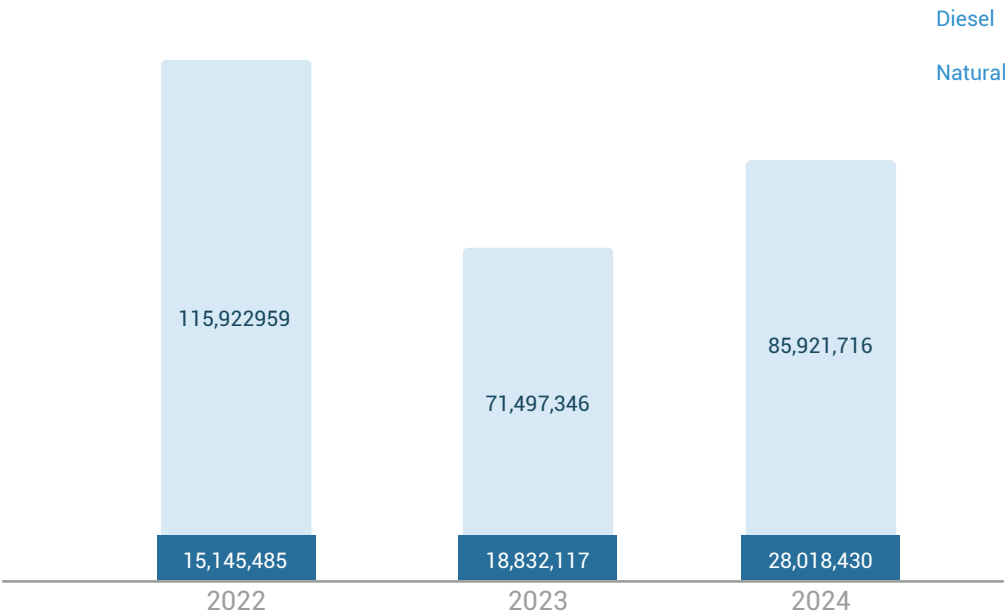
Energy Consumption (GJ)



Direct Energy

We primarily use natural gas (NG) and diesel, with a growing shift toward NG as a cleaner option. In 2023, NG was added to our energy mix, and efforts are underway to replace diesel boilers with biomass, despite supply challenges. We are committed to phasing out fossil fuels sustainably.

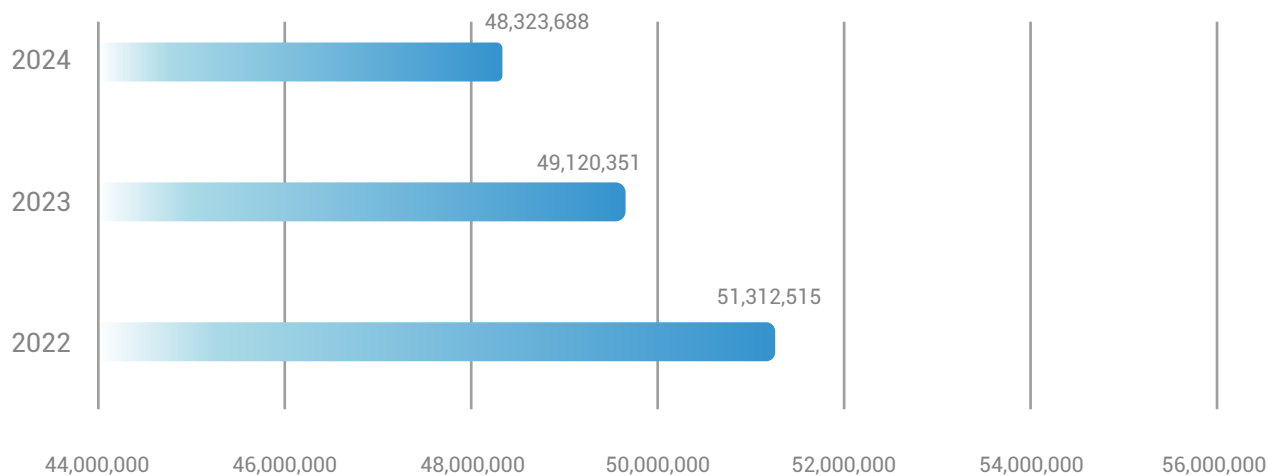
DIRECT ENERGY USAGE (MJ)



Indirect Energy

We rely on grid electricity for indirect energy needs but aim to reduce consumption by **5%** in **2023** compared to **2022**. This will be achieved through renewable energy sources and energy-efficient technologies, reinforcing our commitment to sustainability.

INDIRECT ENERGY USAGE (MJ)



Transitioning to Renewable Electricity

Dekko ISHO Group is advancing renewable energy adoption with solar panel systems at Dekko Garments Ltd. (60 kWp) and **Dekko Readywears Ltd.** (3 kWp). By **2025**, we aim to source **80%** of electricity from renewables, including a **1.3 MWp** solar PV system at Dekko Garments Ltd., and planned installations at other facilities. We also plan to purchase I-REC certificates for key units to meet sustainability targets, reduce emissions, and align with client requirements. These efforts underscore our commitment to environmental stewardship and sustainable growth.



ENERGY REDUCTION STRATEGY

Installation of Roof Top solar panels

Increasing Day lights

LED lighting

VFD for Compressor

Energy efficient fans

Replace Clutch Motor By Servo Motor

Installation of Economizer in Boiler

Installation of Air Trigger Nozzle

Replace Blower with Fan

Waste heat recovery system

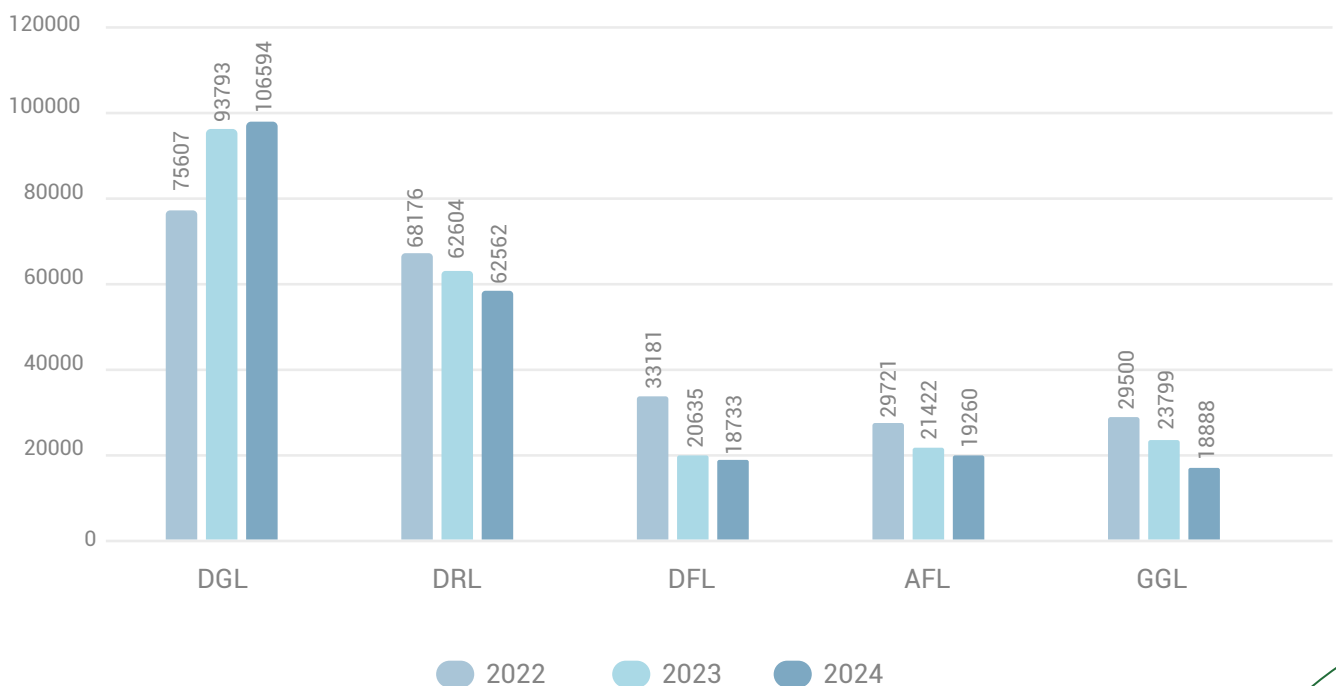
Target: 80% Renewable Energy by 2025

Water Conservation

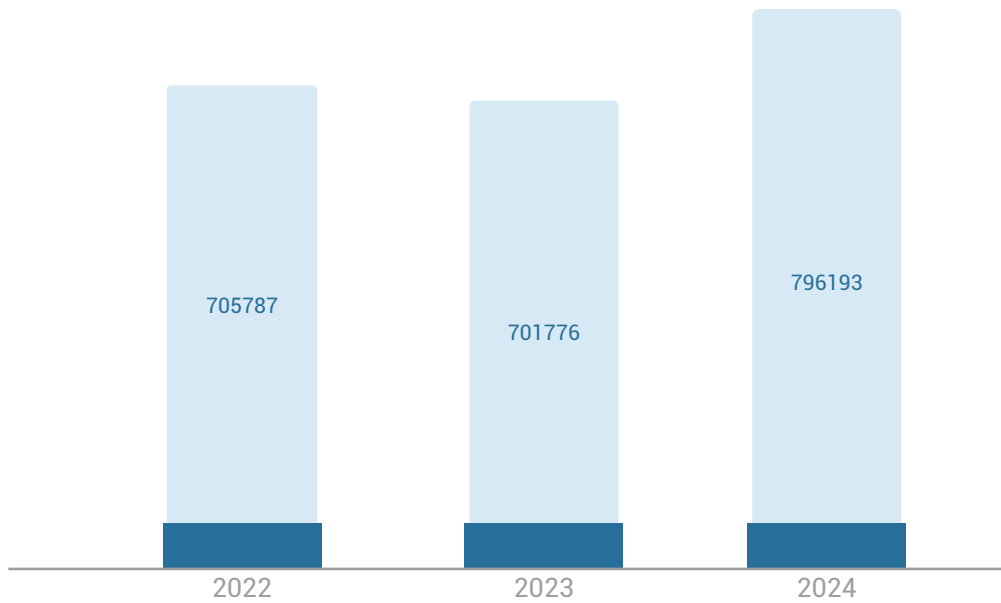
Dekko ISHO Group is dedicated to minimizing water usage across all production stages through responsible sourcing, reduced consumption, efficient usage, and water recycling and reuse.

In 2024, our total water demand was **1,022,230 m³**, with **77.89%** used in washing and **22.11%** in garmenting units, primarily driven by garment and textile processing.

Water Withdrawal at CMT in m³



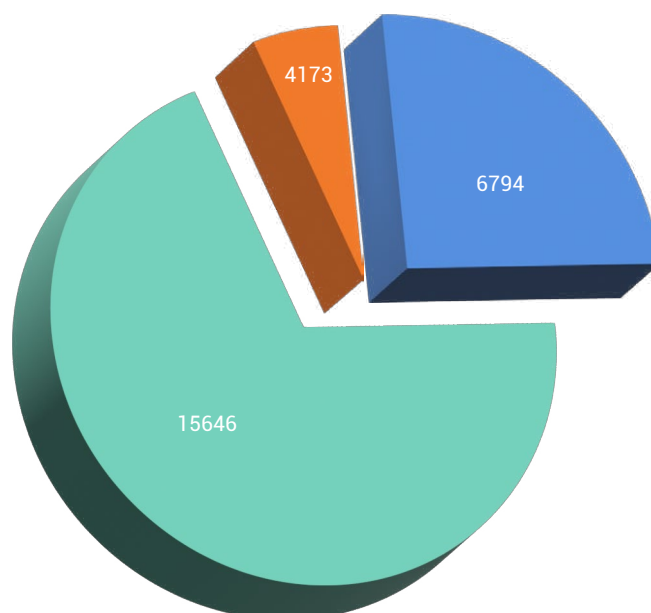
Water Withdrawal at CMT in (m³)



Rainwater Harvesting Plant

At Dekko Garments Limited, a LEED Gold Certified facility, we prioritize sustainability. To support environmental stewardship, we have implemented a cutting-edge rainwater harvesting plant with a capacity of 150 m³. This system conserves water, reduces reliance on external sources, and promotes sustainable water management.

Rainwater Consumption in Dekko Garments Ltd (m3)

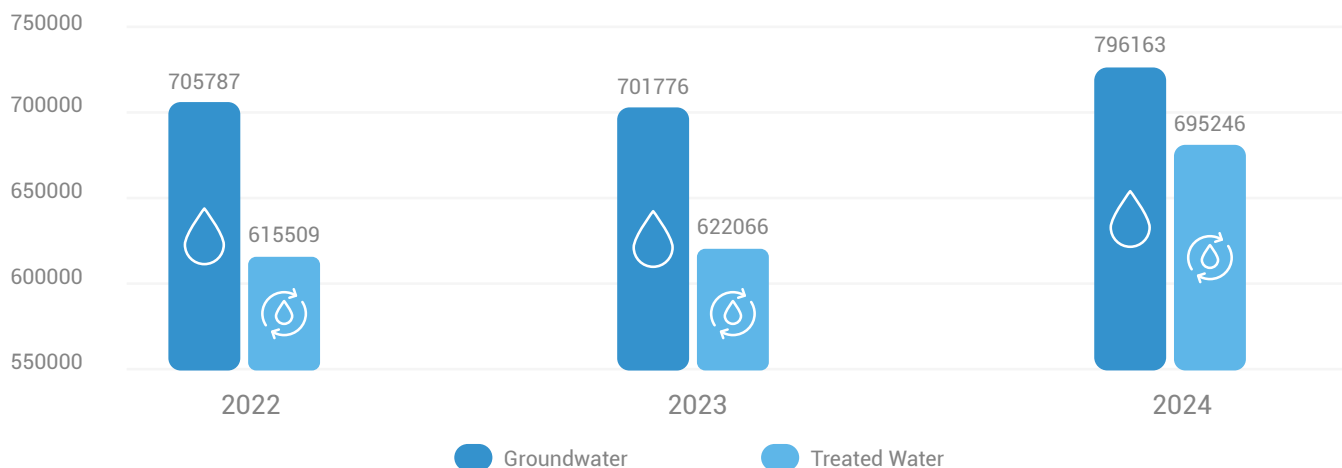




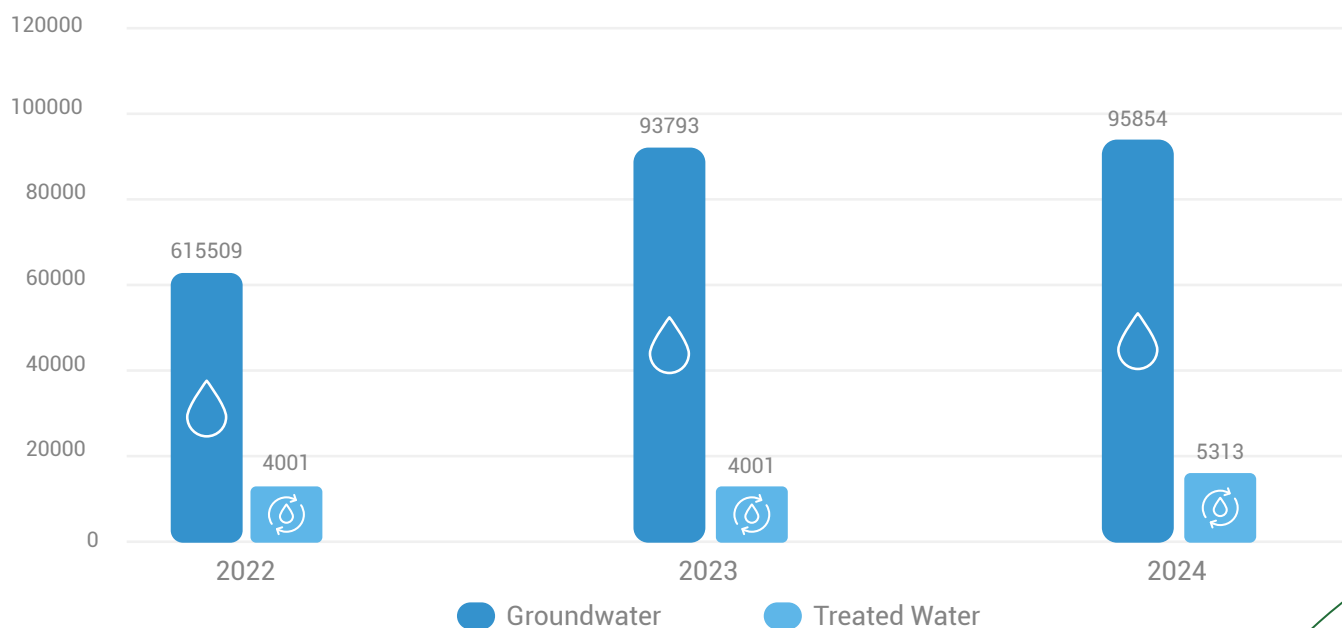
Effluent Management

We have achieved a water treatment capacity of 100 m³/hr through our Effluent Treatment Plants (ETPs) at Agami Washing Ltd., which will expand to 150 m³/hr by 2025. Additionally, a 15 m³/hr Sewage Treatment Plant (STP) is operational at Dekko Garments Ltd. and we plan to install a 5 m³/hr STP for other SBUs, including Dekko Readywears Ltd., Globus Garments Ltd., Agami Fashions Ltd., and Agami Washing Ltd.

ETP Treated Water Discharge in Agami Washing Ltd.

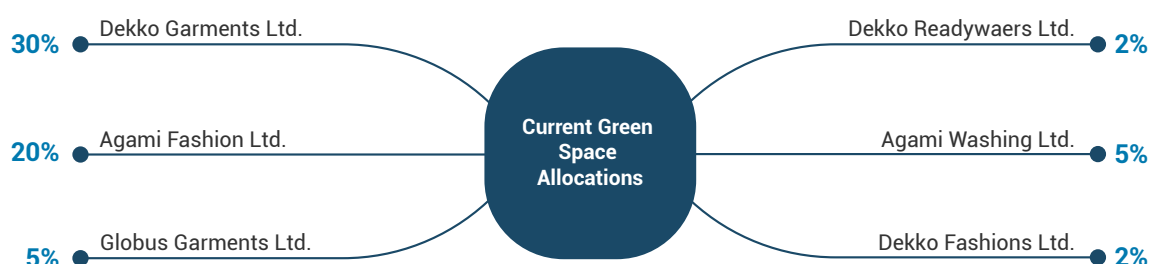


STP Treated Water in Dekko Garments Ltd.



Biodiversity and Green Space Management

Dekko ISHO Group is dedicated to enhancing green spaces and promoting sustainability across all facilities, reducing our environmental footprint and contributing to a greener future.



Emissions Management

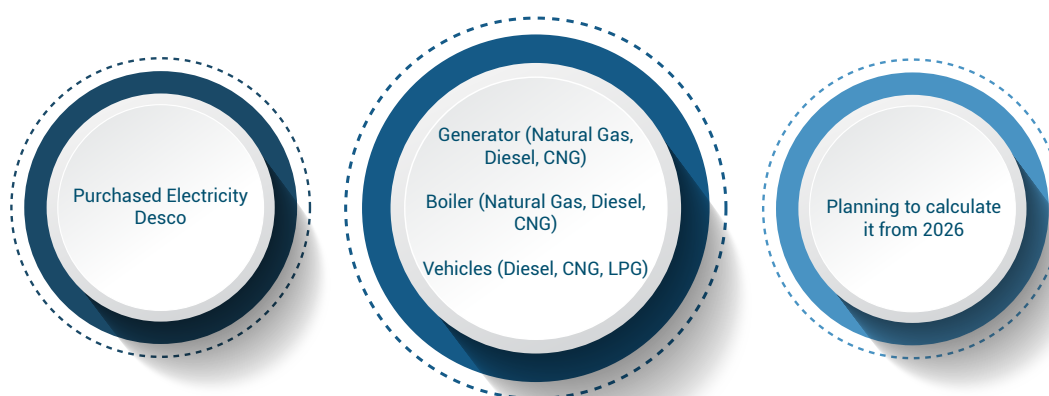
Dekko ISHO Group is committed to reducing carbon emissions through the adoption of advanced technologies and cleaner energy solutions. Our strategies include:

- Generating electricity from renewable sources
- Enhancing energy efficiency across operations
- Engaging in reforestation efforts
- Incorporating green building designs to maximize natural lighting and ventilation

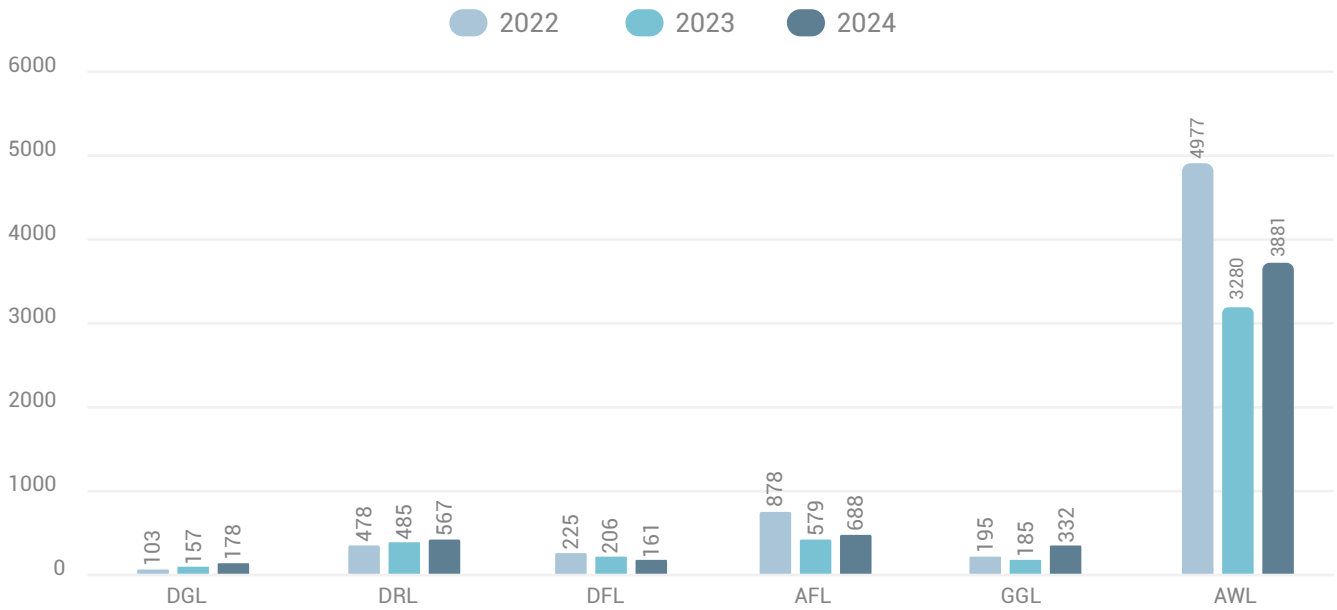
Emissions Performance (2024):

- Washing Unit:
 - Scope 1 Emissions decreased by 1%
 - Scope 2 Emissions increased by 1% (due to higher energy demands from expanded operations)
- Garments Unit:
 - Scope 1 Emissions increased by 1%
 - Scope 2 Emissions increased by 1%

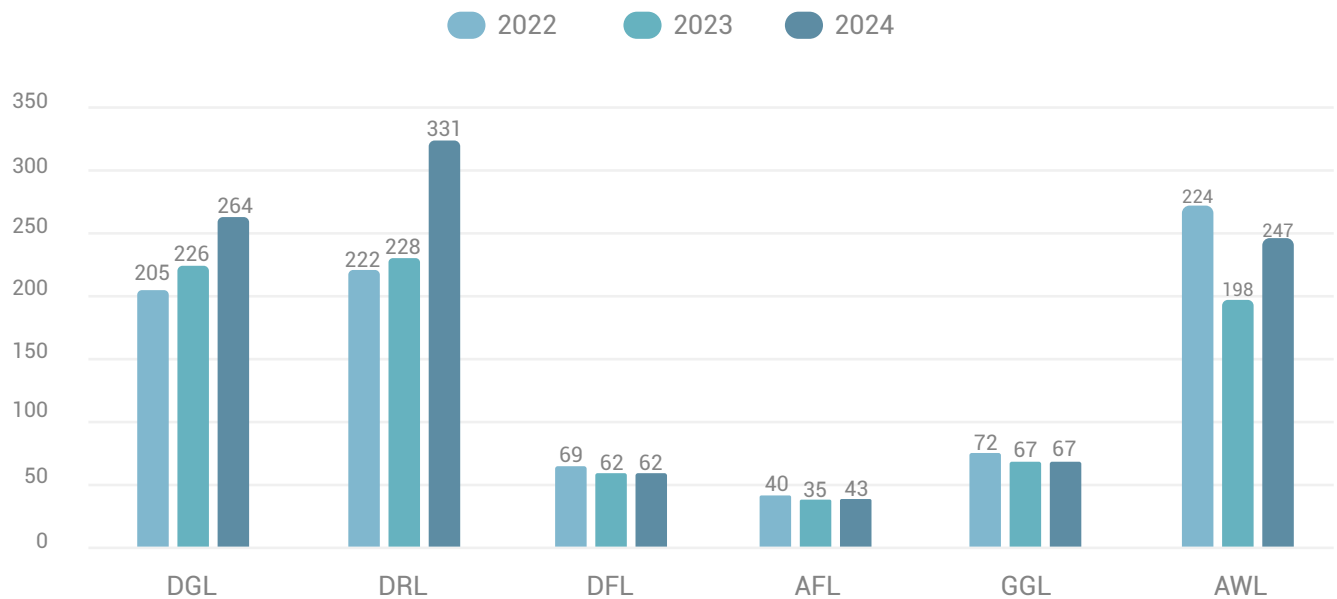
These figures reflect both the challenges of operational growth and our ongoing commitment to implementing emissions reduction initiatives across facilities.



Scope 1 Emission (MTCO2e)



Scope 2 Emission (MTCO2e)

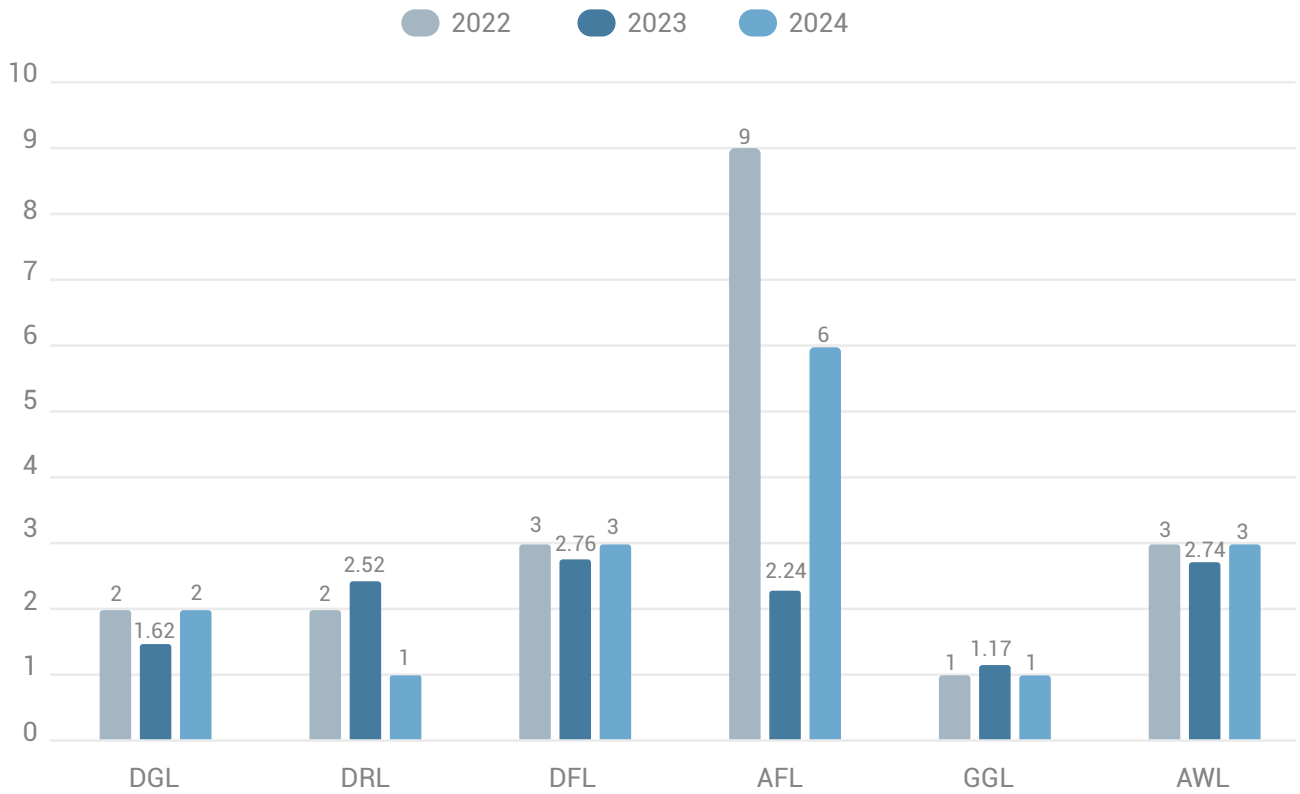


Energy and Emissions Intensity

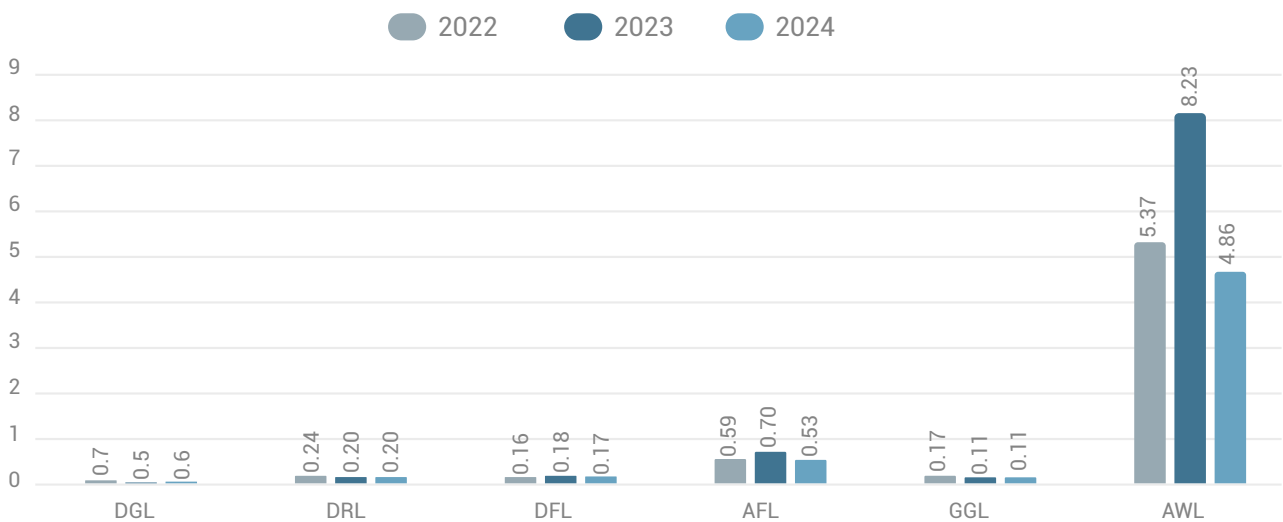
In our garment production facilities, energy usage per item produced remained steady between 2023 and 2024, thanks to increased reliance on carbon-neutral energy sources and various energy-saving initiatives. Key measures include:

- Upgrading fluorescent lighting to energy-efficient LED alternatives
- Replacing clutch motors in sewing machines with efficient servo motors
- Adding variable frequency drives (VFDs) to key equipment
- Installing advanced, energy-saving machinery in sewing, washing, and utility areas
- Integrating occupancy sensors in low-traffic areas
- Utilizing natural lighting solutions, rooftop ventilation, and insulated roofing

Energy Intensity (2022-2024)



Emission Intensity



These efforts underscore our commitment to improving energy efficiency and reducing emissions intensity across operations.

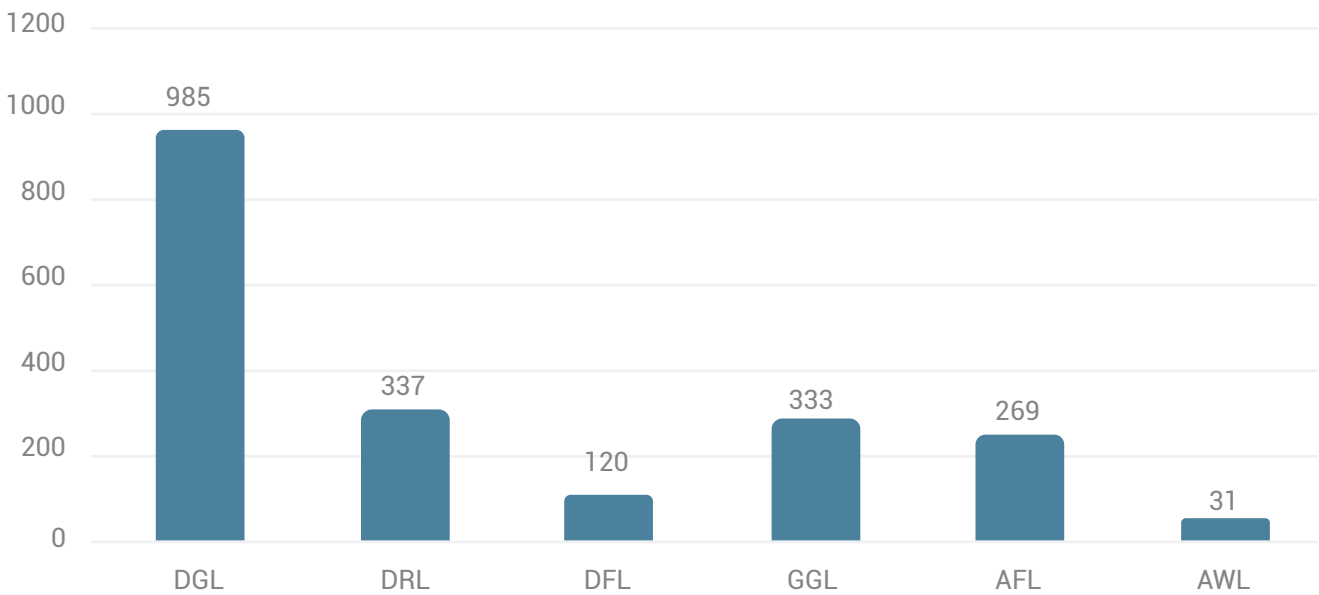
Waste Management

We map waste streams for traceability and collaborate with partners to adopt circular practices and sustainable models for eco-friendly manufacturing.

Waste Categorization for Efficient Management

Section Area	Type of Waste	
	Hazardous	Non-Hazardous
Cutting	Electrical & Electronics Waste	Cutting Knife, Scissors, Blade, Fabric, Poly bag, Paper
Sewing	Electrical & Electronics Waste	Cotton Thread, Cotton Label, Cotton Fabric, Synthetic Thread, Synthetic Label, Poly
Finishing & Packing	Electrical & Electronics Waste	Cotton Thread, Cartons, Lable, Needle, Poly, Used gam
Medical Centre	Syringe, Empty Medicine Bottle, Synthety packaging materials of medicine	Unused Cotton, Gauge, Paper
Canteen	Electrical waste	Food waste, Plastic Bottles or Water Bottles
General Stone	Ink Cartridgest	Carton, Poly, Cans
ETP Labt	Detergent, Expired Chemicals, Empty Container	Broken Glass
Chemical Stonet	Chemical Drums, Expired Chemicals, Used PPE	No Significant non-Hazardous waste generated
Electrical & Electronic Waste	Florescent lights, LED Lights, Bulbs, Ballest, Cable, Batteries	No Significant non-Hazardous waste generated
ETP & STP	Sludge, Used PPE, Chemical Empty Drum	No Significant non-Hazardous
Maintenance / Utility	Chemical Empty Drum, Electrical Waste, Burn Oils	Wood, Glass, Dust

Waste Generated (Ton)



Waste management initiatives (Our Goal 40% waste recycle by 2025)

- Use of Recycle paper
- Paper Pen
- Waste paper recycling
- E- Waste Recycling

Since September 2024, we have delivered 80 tons of textile waste to Reverse Resources (RR) for recycling, accounting for 10% of our total waste from September to December 2024. By 2025, we aim to recycle 40% of our waste, reinforcing our sustainability goals.

Waste-to-Resource Innovations

At Dekko ISHO Group, we repurpose waste into eco-friendly products:

- Ecovia: Biodegradable bags made from recycled textile waste.
- Eco Bloc: Sustainable bricks and tiles crafted from plastic and poly waste.
- Greensect: Organic fertilizer produced from food waste.

These innovations reflect our commitment to sustainability, supporting a circular economy and reducing environmental impact.

Ecovia

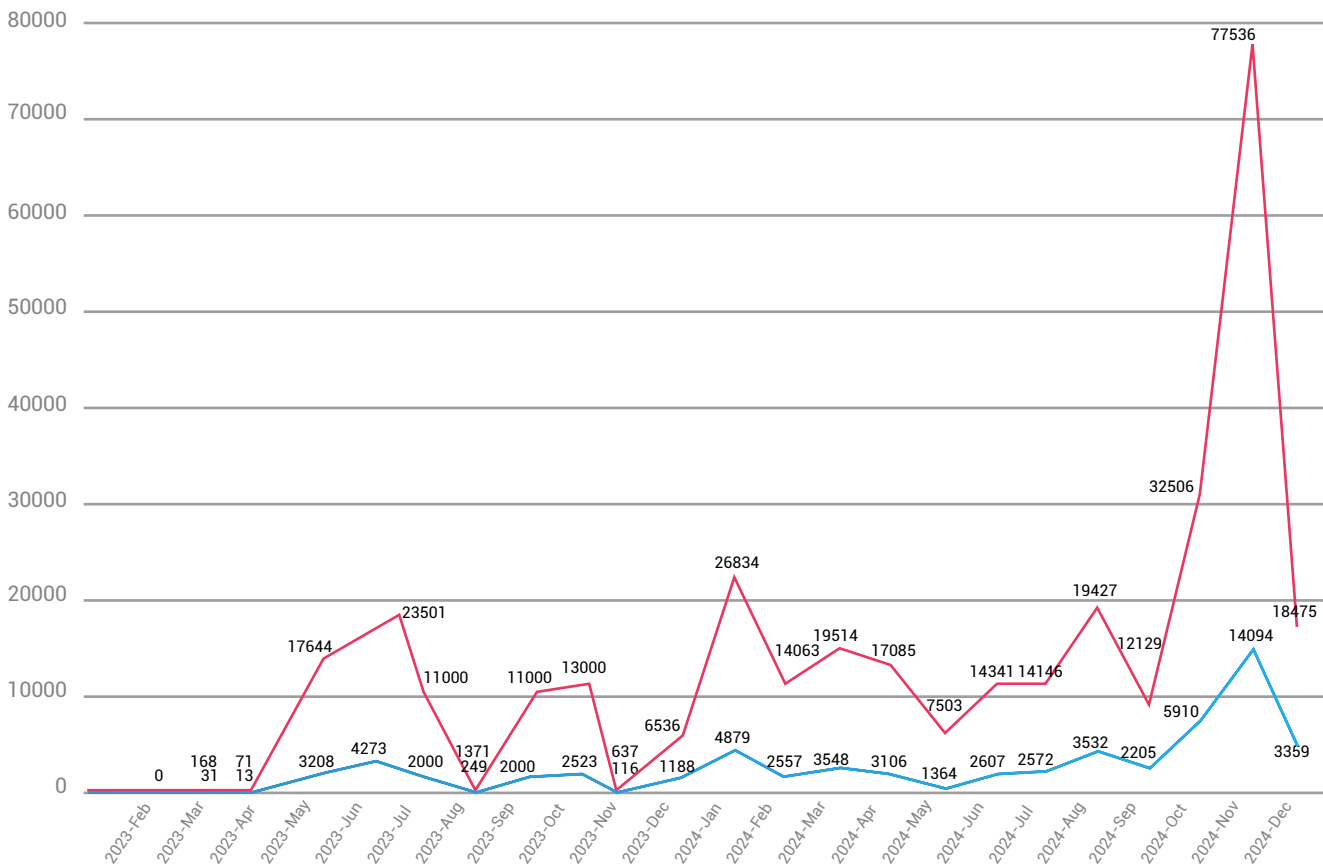
Founded in 2020, Ecovia transforms cotton dust, a textile byproduct, into high-quality compostable packaging, decomposing within 180 days in soil. This eco-friendly alternative reduces waste, lowers carbon footprints, and supports the circular economy.

With a carrying capacity of up to 12 kg and a shelf life of 1.5 years, Ecovia's packaging degrades 35% faster than conventional options. Certified by TUV Rheinland and BSCI, Ecovia ensures both environmental responsibility and ethical business practices.

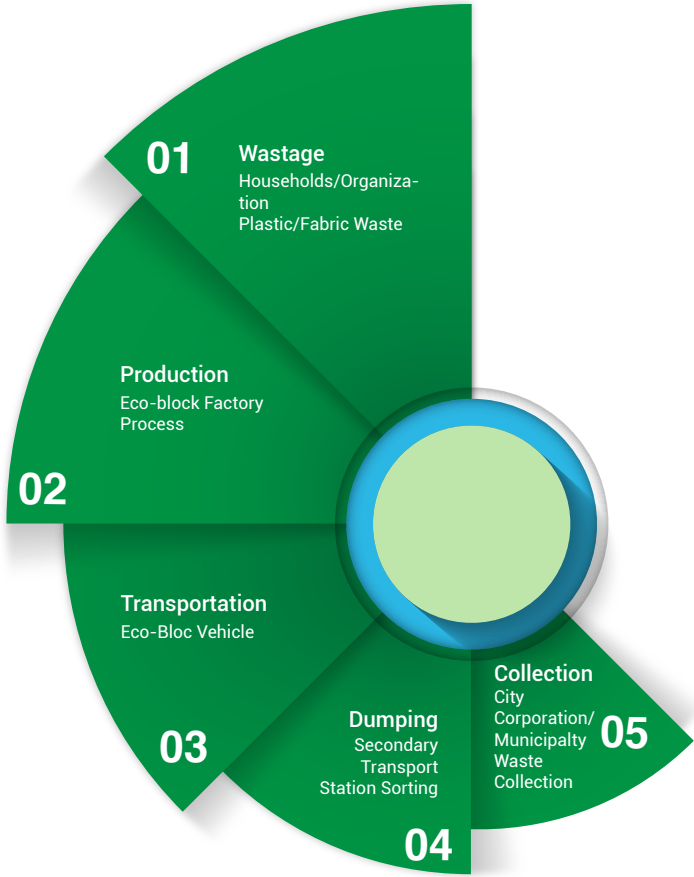
- Engaging in reforestation efforts
- Incorporating green building designs to maximize natural lighting and ventilation.

CO2 Savings

CO2 Savings
Production



EcoBloc



The product delivers twice the strength of traditional clay blocks (PSI 2755) while eliminating the need for cement, reducing CO₂ emissions from the cement industry, which contributes 7% to global emissions. It's a 100% clean solution, powered by solar energy and requiring minimal reinforcement. Socially, it has improved the lives of 2,000 people, including those with disabilities, fostering inclusion. Environmentally, it has recycled 30 tons of plastic and 3 tons of fabric waste, cutting 100 tons of CO₂ emissions. Economically, it drives the green economy by innovating waste management and promoting sustainable growth.

Greensect

The Black Soldier Fly (BSF) is a natural environmental cleaner, consuming food waste to reduce waste volume by up to 68% of its dry mass. As the larvae grow, they transform organic waste into eco-friendly fertilizer and feed meal, offering sustainable alternatives to traditional fertilizers and animal feeds. BSF larvae can replace up to 50% of fishmeal in animal feed, helping conserve marine resources while emitting fewer greenhouse gases compared to conventional waste treatment methods.



Chemical Management:

Our comprehensive Input Chemical Management system aligns with ZDHC's rigorous environmental guidelines. As a certified ZDHC "Supplier to Zero," we've achieved the following milestones:

- 94% compliance with the Chemical to Zero conformance level.
- 75% of chemicals classified as "Provisionally Progressive," showcasing our commitment to safer practices.
- 93% certified inputs at ZDHC Level 3, the highest compliance standard.

Our wastewater management also meets 100% of ZDHC MRSL standards at a High-Performance level. Additionally, our garment and washing facilities are OEKO-TEX® STANDARD 100 certified, ensuring all product components meet stringent human-ecological requirements.

Championing People

Employment: Fostering growth, Diversity & Inclusion

Our workforce grew by 4%, reaching 16,248 members, with 6,395 new hires—52% women and 48% men. A significant portion of these recruits are under 30, emphasizing our focus on fostering an agile and innovative workforce. Despite a 3% turnover rate, our gender-balanced transitions (51% women, 49% men) reflect inclusivity. Together, our diverse and dynamic team drives sustainability and organizational goals forward.

Year	2024	Percentage
Total Manforce	16248	
Female	8273	50.92%
Male	7975	49.08%
New Joiner	6395	
New Joiner Female	3284	51.35%
New Joiner Male	3111	48.65%

Compensation Structure

Dekko ISHO Group is dedicated to providing competitive, fair, and timely compensation to employees, aligned with our values of equity, transparency, and respect for labor rights. Adhering to the **Minimum Wages Declaration 2023**, we ensure all employees, including entry-level workers, earn wages that meet or exceed living wage standards for their region.

We offer :

Timely salary payments, demonstrating respect for workers' rights.

New Mother Workers get 15 min early leave than other workers.

Festival bonuses beyond legal requirements.

Attendance bonuses for consistent commitment.

Additional benefits, including salary advances, loans, group insurance, maternity leave, and earned leave encashment for workers.

Fair Price Shop (Astha) for essential items.

Educational scholarships for employees' children.

- **Cultural programs** fostering community.
- **Special nutrition facilities** for expecting and new mothers.

Child Labor

Dekko ISHO Group strictly prohibits child labor, adhering to the **Bangladesh Labor Act** and international standards. We ensure:

- Rigorous **age verification** during recruitment.
 - Regular **audits** to uphold compliance.
 - **Education and training** for employees and contractors on child labor laws.
- We maintain **zero tolerance** for child labor across our supply chain, working closely with partners to enforce ethical practices.

Forced Labor

Our commitment to eliminating forced labor is absolute. We comply with the **Bangladesh Labor Act** and international laws to ensure employment is freely chosen. Key measures include:

- Prohibition of **recruitment fees**.
- Right to **freely terminate employment** under fair conditions.
- **Clear contracts** and transparent terms of employment.
- Regular **training, audits, and supplier assessments** to detect and prevent forced labor.

Training and Development

At Dekko ISHO Group, we prioritize continuous improvement through training programs, workshops, and mentorships. From 2022 to 2024:

- Training hours increased by **40%**.
- Average training hours per employee **doubled**, with balanced gender and seniority distribution.

Social	Environment	Occupational Health & Safety	Employees Capacity Development
• Cross-culture and disciplinary	• Environment Health & Safety	• Training (OHS, Grievance Handling, Abuse & Harassment)	• Training (OHS, Grievance Handling, Abuse & Harassment)
• New Worker Induction	• Waste Disposal	• Personal protective equipment & Machine safety guard (PPE)	• Personal protective equipment & Machine safety guard (PPE)
• Grievance Handling	• Minimize water & energy	• Occupational Health & Safety	• Occupational Health & Safety
• Anti-Harassment	• Training on Chemical Storage & Handling	• Safe Machine Operation	• Safe Machine Operation
• Fire Fighting & Rescue & First Aider	• Training on Environmental Safety & Energy Saving	• Electrical Safety	• Electrical Safety
• Force Labor	• Training on Organic Products (OCS, RCS, GRS, GOTS)	• Duty & responsibility training -all worker	• Duty & responsibility training -all worker
• Working Hour	• LEED Certification	• Fire Fighting & Rescue & first Aider	• Fire Fighting & Rescue & first Aider
• Freedom of association policy	• Training On Waste Management	• HIV Aids awareness training	• HIV Aids awareness training
• Maternity leave & Benefit	• Training On Chemical Management	• Transmittable & Non-Transmittable Disease awareness training	• Transmittable & Non-Transmittable Disease awareness training
• Leave, Wages & Benefit	• Environmental Awareness training	• Accident & Injury Protection awareness training	• Accident & Injury Protection awareness training
• Child Labor Policy	• Chemical training on MRSL and RSL management	• First Aider	• Advanced and Basic MS Powerpoint

Social	Environment	Occupational Health & Safety	Employees Capacity Development
<ul style="list-style-type: none"> • Training on Disciplinary Procedure 	<ul style="list-style-type: none"> • EMS team training on EMS strategy, target and goal with aspects and impacts analysis 	<ul style="list-style-type: none"> • Risk Assessment 	<ul style="list-style-type: none"> • Time Management
<ul style="list-style-type: none"> • Security & C-TPAT 		<ul style="list-style-type: none"> • Training on Injury 	<ul style="list-style-type: none"> • Junior Leadership & Excellence
<ul style="list-style-type: none"> • House keeping 		<ul style="list-style-type: none"> • Training on Transmittable & Non-transmittable & Hygiene Practice & seasonal diseases 	<ul style="list-style-type: none"> • Fundamental of Merchandising
<ul style="list-style-type: none"> • Safe Machine Operation 			
<ul style="list-style-type: none"> • 7 Point Inspection System 			
<ul style="list-style-type: none"> • Duties & Responsibilities of Security Personnel 			
<ul style="list-style-type: none"> • Monthly Security Awareness Program 			
<ul style="list-style-type: none"> • Training on SS 			
<ul style="list-style-type: none"> • Legal rights & responsibilities 			
<ul style="list-style-type: none"> • Loader rights & responsibilities 			
<ul style="list-style-type: none"> • Workers awareness training on Buyers' COC 			
<ul style="list-style-type: none"> • Quality Assurance & Product Safety 			
<ul style="list-style-type: none"> • Mid-Level Management training on Buyers' COC & Company Policy 			
<ul style="list-style-type: none"> • Training on "Labor Law, Rules & Factory Policy" 			

Diversity and Inclusion

At Dekko ISHO Group, diversity and inclusion are integral to our ethical and operational values. From 2022 to 2024, the number of female employees increased by 11%, with women now representing 24% of management roles, compared to 15% for men. Our team grew from 7,470 women in 2022 to 8,273 in 2024. Among our 6,101 new hires, 49% were women, showcasing our commitment to gender diversity.

We maintain equal entry-level wages for men and women and actively promote underrepresented groups in leadership roles, with 8% of management positions held by women. Our workforce includes 14 CRP rehabilitation employees, demonstrating our commitment to inclusivity.

Work-Life Balance

Dekko ISHO Group prioritizes work-life balance through fair working hours, manageable shifts, and compliance with labor laws. Employees benefit from:

On-site health check-ups and rest zones.

- Recognition for exceptional performance.
- Safe, clean work environments.
- Training programs for career growth.
- Open communication channels for feedback.

We aim to create a supportive workplace that enhances employee satisfaction and productivity.

Celebrating Together

We celebrate meaningful occasions like **International Women's Day, Mother's Day, and Children's Day**, alongside events such as:

- **Annual Picnic, Cake Festival, New**
- **Year Celebration, Fruit Festival, Eid Reunion, Pitha Utsob, and Employee Birthdays.**
- Our curated Annual Engagement Calendar fosters a positive, motivated, and inclusive workplace culture.

Bring Your Kids to Work Day

To support working mothers, we provide a dedicated childcare facility, offering a safe and nurturing space for children. This initiative promotes work-life balance and peace of mind for parents.

Mental and Physical Well-Being

Dekko ISHO Group supports employee well-being with:

- **Health insurance coverage** and discounted healthcare services.
- **A dedicated hotline** for emergencies.
- **Health awareness programs**, including breast cancer and hepatitis B sessions.
- Sanitary napkin vending machines and telemedicine facilities.
- Eye testing services across campuses.

Occupational Health and Safety (OHS)

The Health, Safety, and Environment (HSE) Committee ensures workplace safety through:

- Identifying and minimizing workplace hazards.
- Crafting and enforcing robust safety policies.
- Delivering safety training to empower employees.
- Engaging employees in collaborative safety initiatives.
- Investigating incidents to prevent recurrence.
- Monitoring safety compliance and performance.
- Preparing for emergencies with strategic planning.
- Adapting to evolving safety regulations.
- Conducting regular safety audits and inspections.

Key HSE Performance Indicators are tracked to maintain the highest safety standards, ensuring a hazard-free environment for all.

Year	2022	2023	2024
Total Person-hours Worked	27549804	31176796	38141557
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Total Recordable work related injuries	63	38	24
High-consequence work-related injury or ill-health (excluding fatalities)	0	0	0
Lost Days	0	0	0

Supplier Social and Environmental Assessment Report

Dekko ISHO Group conducts bi-annual assessments of Tier 2 suppliers to ensure compliance with sustainability and ethical standards. These evaluations focus on social and environmental parameters, including resource use, waste management, and emissions. Recent assessments highlights significant improvements in waste reduction and energy conservation among suppliers. Corrective actions implemented include upgraded waste management systems and improved energy consumption reporting, reflecting our commitment to sustainability and ethical practices.

Tier 02 Supplier	1	2	3	4	5	6	7	8	9	10	11
Last Followup Non Compliance Issues	17	13	10	7	6	2	1	4	5	1	2
Last Followup Corrected Issues	7	6	7	4	6	5	4	6	7	6	3
Child Labour Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Forced Labour Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Discrimination Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
OHS Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Disciplinary Practices	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Freedom of Association	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Wages & Compansation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Environment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ethical Standard & Sustainable Compliance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Tier 02 Supplier	1	2	3	4	5	6	7	8	9	10	11
Last Followup Non Compliance Issues	4	15	2	11	6	8	2	5	4	6	7
Last Followup Corrected Issues	5	4	3	6	6	7	4	3	5	6	6
Child Labour Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Forced Labour Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Discrimination Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
OHS Policy and Procedure	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Disciplinary Practices	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Freedom of Association	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Wages & Compansation	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Environment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ethical Standard & Sustainable Compliance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Economic Performance

Dekko ISHO Group’s export revenue has demonstrated significant growth over the past three years, underscoring our commitment to sustainable economic development and resilience in the competitive global market. Our financial data, aligned with GRI Standards, reflects a consistent upward trajectory, showcasing our dedication to long-term economic success.

Fiscal Year	Export Revenue(BDT)	Progress(%)
FY 2021-2022	10,703,917,599	–
FY 2022-2023	22,140,090,745	+106.84%
FY 2023-2024	25,359,359,170	+14.54%

Market Presence

For nearly seven decades, Dekko ISHO Group has been a trusted supplier to leading global brands. Our commitment to quality and ethics has established a strong presence across **Asia, Europe, North America, South America, Oceania, and Africa**, meeting diverse customer needs while prioritizing sustainability and responsible business practices.



Indirect Economic Impacts

Dekko ISHO Group is committed to fostering positive economic and social impacts through targeted initiatives that address the needs of rural and urban communities.

S/N	Stakeholders	Needs/Expectation	Projects/Initiatives	Our Activities
1	Rural & Urban Community	Disaster Support	Flood Relief	Distributed 510 family food packages and 300 Sanitary Napkin Packets for women
2	Rural & Urban Community	Shelter	Rehabilitation	Assisted 10 families in rebuilding their homes.
3	Rural & Urban Community	Food Security	Livelihood Aid	Provided farmers with over 150,000 vegetable seeds
4	Rural & Urban Community	Financial Assistance	Flood Relief	Contributed BDT 5 million to the government to aid flood-affected communities.
5	Shishu Palli Plus	Community Support	Livelihood Aid	Provided support to 115 single mothers and 370 children in need.
6	Shishu Palli Plus	Community Support	Livelihood Aid	Provided eye and health check-ups with medicine for 115 single mothers and 370 children
7	Urban Community	Environmental Care & Community Support	Drainage System	Contributed BDT 1.08 Crore for 600+ Families get facility from Water logging and Unhygiene Situation



Tax Transparency and Contribution

Dekko ISHO Group is dedicated to financial transparency and responsible tax practices, contributing to the economic and social development of our communities. Over the past three fiscal years (FY 2021-2024), our tax payments reflect compliance with regulations and good governance, with consistent year-on-year growth in public revenue contributions. A detailed summary of taxes paid and annual progress percentages underscores our commitment to supporting sustainable development through transparent financial practices.

Fiscal Year	Tax Paid (BDT)	Progress Percentage(%)
FY 2021-2022	75,237,042	—
FY 2022-2023	271,803,740	+261.26%
FY 2023-2024	299,308,619	+10.12%

In FY 2021-2022, Dekko ISHO Group laid the **foundation for financial transparency with tax payments of BDT 75,237,042.**

In FY 2022-2023, tax contributions surged by **261.26% to BDT 271,803,740**, driven by expanded operations and stricter compliance.

In FY 2023-2024, tax payments rose by **10.12% to BDT 299,308,619, reflecting robust financial performance** and sustained adherence to regulations.

These contributions support public services, infrastructure, and community growth. We remain **committed to aligning our financial practices with** global sustainability standards.

GRI Content Index

Statement of use GRI 1 used

Dekko ISHO Group has reported in accordance with the GRI Standards for the period from 1st January 2024 to 31st December 2024 covering its sustainability performance, with economic data from FY 2023-2024.

GRI Standard / Other Source	Disclosure	Location	Omission		Page No.
			REQUIREMENT(S) OMITTED	REASON	

General Disclosures

GRI 2: General Disclosures 2021	2-1 Organizational details	About Dekko ISHO Group			5
	2-2 Entities included in the organization's sustainability reporting	About The Report			3
	2-3 Reporting period, frequency and contact point	About The Report			3
	2-4 Restatements of information			This is our First in accordance with GRI Sustainability report	
	2-5 External assurance			Not Available	
	2-6 Activities, value chain and other business relationships	About Dekko ISHO Group			5
	2-7 Employees	Employment			3
	2-8 Workers who are not employees			Not Available	
	2-9 Governance structure and composition	Governance			10
	2-10 Nomination and selection of the highest governance body			Confidentiality Constraint	
	2-11 Chair of the highest governance body	Governance			10
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance			10
	2-13 Delegation of responsibility for managing impacts	Governance			10
	2-14 Role of the highest governance body in sustainability reporting	Governance			10
	2-15 Conflicts of interest			Not Availabe	
	2-16 Communication of critical concerns			Not Available	
	2-17 Collective knowledge of the highest governance body			Not Available	

GRI Content Index

GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body			Not Available	
	2-19 Remuneration policies	Compensation Structure			31
	2-20 Process to determine remuneration	Compensation Structure			31
	2-21 Annual total compensation ratio	Compensation Structure			31
	2-22 Statement on sustainable development strategy	Driving Sustainable Transformation			6-7
	2-23 Policy commitments	ESG Policies			11
	2-24 Embedding policy commitments	ESG Policies			11
	2-25 Processes to remediate negative impacts	Stakeholder Engagement			12-13
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement			12-13
	2-27 Compliance with laws and regulations	ESG Policies			10-11
	2-28 Membership associations	Membership associations			11
	2-29 Approach to stakeholder engagement	Stakeholder Engagement			13
	2-30 Collective bargaining agreements	Diversity & Inclusion			33

Economic					
GRI 201: Economic Performance 2016	GRI 3-3 Management of Material topics				
	201-1 Direct economic value generated and distributed	Economic Performance			35
	201-2 Financial implications and other risks and opportunities due to climate change			Not Available	
	201-3 Defined benefit plan obligations and other retirement plans			Not Available	
	201-4 Financial assistance received from government			Not Available	
GRI 202: Market Presence 2016	GRI 3-3 Management of Material topics				
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Market Presence			35
	202-2 Proportion of senior management hired from the local community	Market Presence			35
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	Indoor Economic Impacts			36
	203-2 Significant indirect economic impacts	Indoor Economic Impacts			36

GRI Content Index

GRI 204: Procurement Practices 2016	GRI 3-3 Management of Material topics				
	204-1 Proportion of spending on local suppliers			Not Available	
GRI 205: Anti-corruption 2016	GRI 3-3 Management of Material topics				
	205-1 Operations assessed for risks related to corruption			Not Available	
	205-2 Communication and training about anti-corruption policies and procedures			Not Available	
	205-3 Confirmed incidents of corruption and actions taken			Not Available	
GRI 207: Tax 2019	GRI 3-3 Management of Material topics				
	207-1 Approach to tax	Tax			37
	207-2 Tax governance, control, and risk management	Tax			37
	207-3 Stakeholder engagement and management of concerns related to tax	Tax		Not Available	
	207-4 Country-by-country reporting	Tax		Not Available	

Environment					
GRI 301 : Materials 2016	3-3 Management of Material topics			Not Available	
	301-1 Material used by weight or volume	Materials			16-17
	301-2 Recycled input material used	Materials			16-17
	301-3 Entities included in the organisation's sustainability	About The Report			3
GRI 302 : Energy 2016	3-3 Management of Material topics				
	302-1 Energy consumption within the organization	Energy Management			17-19
	302-2 Energy consumption outside the organisation			Not Calculated	
	302-3 Energy intensity	Energy and Emissions Intensity			25
	302-4 Reduction of energy consumption	Energy Management			20
	302-5 Reductions in energy Requirements of products and services			None	
	3-3 Management of Material topics				
	303-1 Interactions with water as a shared resource			None	
	303-2 Management of water discharge-related impacts	Effluent management			22

GRI Content Index

	303-3 Water Withdrawal	Water Conservation			20-21
	Water Conservation	Water Conservation			21-23
	303-5 Water Consumption	Water Conservation			21-23
GRI 304 : Biodiversity 2016	3-3 Management of Material topics				
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Not Available	
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity & Green space Management			23
	304-3 Habitats protected or restored	Biodiversity & Green space Management			23
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Not Applicable	
GRI 305 : Emissions 2016	3-3 Management of Material topics				
	305-1 Direct (Scope 1) GHG Emissions	Emissions management			24
	305-2 Energy Indirect (Scope 2) GHG Emissions	Emissions management			24
	305-3 Other Indirect (Scope 3) GHG Emissions			Not Calculated	
	305-4 GHG Intensity	Emissions management			24-25
	305-5 Reduction of GHG Emissions	Emissions management			24-25
	305-6 Emissions of ozone-depleting substances (ODS)			Not Applicable	
GRI 306 : Waste 2020	3-3 Management of Material topics				
	306-1 Waste generation and significant waste-related impacts	Waste Management			26
	306-2 Management of significant waste related impacts	Waste Management			26
	306-3 Waste generated	Waste Management			27
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of Material topics				
	308-1 New suppliers that were screened using environmental criteria	Supplier Social & Environmental Assessment			34
	308-2 Negative environmental impacts in the supply chain and actions taken			Not Available	

GRI Content Index

Social					
GRI 401: Employment 2016	3-3 Management of Material topics				
	401-1 New employee hires and employee turnover	Employment			30
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	Employment			30
	401-3 Parental leave	Compensation Structure			30
GRI 401: Employment 2016	3-3 Management of Material topics				
	403-1 Occupational health and safety management system	Occupational Health & Safety			33
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety			33
	403-3 Occupational health services	Occupational Health & Safety			33
	403-4 Worker participation, consultation and communication on occupational health and safety	Effluent management			33
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Occupational Health & Safety			33
	403-6 Promotion of worker health	Occupational Health & Safety			33
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety			33
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety			33
	403-9 Work-related injuries	Occupational Health & Safety			33
	403-10 Work-related ill health	Occupational Health & Safety			33
GRI 404: Training and Education 2016	3-3 Management of Material topics				
	404-1 Average hours of training per year per employee	Training & development			31
	404-2 Programs for upgrading employee skills and transition assistance programs	Training & development			32
	404-3 Percentage of employees receiving regular performance and career development reviews	Training & development			32
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of Material topics				
	405-1 Diversity of governance bodies and employees	Diversity & Inclusion			32-33
	405-2 Ratio of basic salary and remuneration of women to men	Diversity & Inclusion			32
GRI 406: Non-discrimination 2016	3-3 Management of Material topics				
	406-1 Incidents of discrimination and corrective actions taken				30

Focused on impact Committed to progress

Inspired by the milestones we achieved in 2024, our efforts continue to advance meaningful and lasting impact.

This report goes beyond numbers to showcase the intent, progress, and the dedicated people behind every sustainable step.

At Dekko ISHO Group, we remain grounded in purpose and steadfast in our pursuit of a better future. With every initiative, we believe sustainability must be lived, shared, and scaled.

Thank you for being part of this journey!



Scan the QR code
to view/download the report.

