

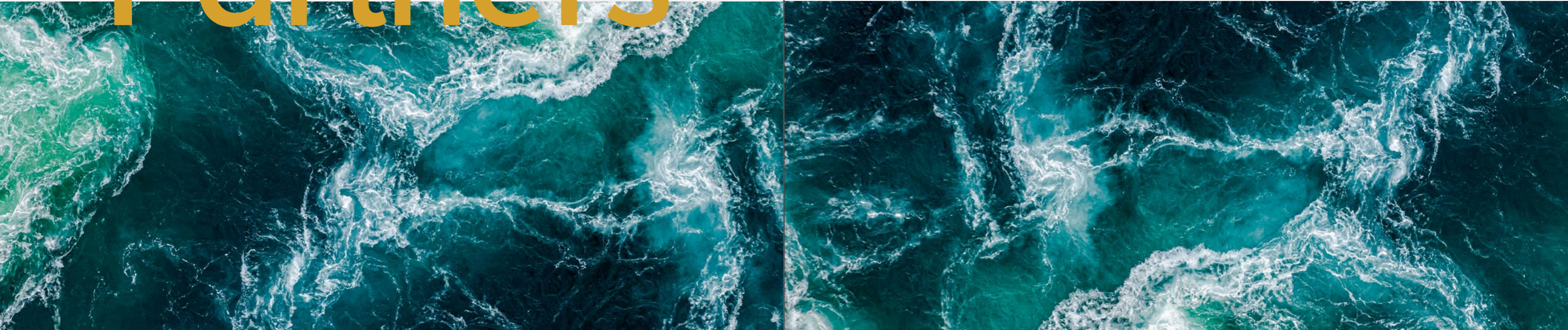
Planet
People
Product
Partners

Hold Onto This Report
It's Only Getting Greener!

This report is not just a record of our achievements—it is a living document that reflects our ongoing journey towards a more sustainable future. Sustainability is ever-evolving, and so is our commitment to transparency, innovation, and measurable impact.

We encourage you to keep this report on your bookshelf as a reference and a reminder of the collective progress we are making. While this comprehensive report is published every three years, we will continue to provide a one-page annual update—a concise snapshot of our latest milestones, challenges, and sustainability goals—until the next full publication in 2027.

Our commitment to sustainability doesn't pause between reports; it is a continuous effort to shape a better future. Thank you for being part of this journey.



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Located in Gazipur, Bangladesh, Echotex Limited is a leading vertical setup with facilities for knitting, dyeing, digital and screen printing, laundry and garmenting. Since its inception in 2007, the company has shown remarkable growth, expanding from 6 to 120 production lines with a monthly output of over 7.5 million pieces and a capacity to produce 50 tonnes of fabric daily. We are committed to sustainable and ethical practices, aiming for continual improvement in economic, environmental and social performance.



At Echotex, sustainability has never been an afterthought—it is a fundamental pillar of our growth and success. With every decision we make, we ask ourselves: how can we do better for the planet and people? Guided by this approach, I am proud to announce that we now recycle over 95% of our wastewater, a major milestone in our commitment to water conservation. This achievement reflects our broader dedication to reducing our environmental footprint while strengthening ethical business practices.

However, sustainability is a journey, not a destination. As we continue to evolve, collaboration and innovation will be key to pushing industry boundaries. Through strong partnerships, responsible sourcing, and a commitment to social and environmental progress, we are building a future where business success and sustainability go hand in hand. Thank you for being part of this journey.

Shafiq Hassan
Chairman

Sustainability is embedded in our business model, ensuring that growth is aligned with responsible practices. By optimising operations and resource management, we are reducing waste and improving efficiency across our supply chain.

As the industry moves towards more sustainable solutions, we remain committed to scaling responsible sourcing and circular design. Through continuous improvement and data-driven decision-making, we are shaping a resilient, future-ready supply chain.

Mohammad Bin Quasem
Director



About this Report

Our sustainability report reflects a coordinated commitment to transparency, showing stakeholders that we are making measurable strides toward sustainable development. By presenting our environmental and social impacts clearly and objectively, we enable stakeholders to make informed decisions about Echotex.

We're excited to publish our second sustainability report, covering the last three years since our second report,

prepared in line with the Global Reporting Initiative (GRI) Standards: Core Option and the UN Sustainable Development Goals. This report provides a comprehensive view of our performance across economic, environmental, social and governance issues, enhancing transparency about the risks and opportunities we face. It offers deeper insights into our achievements and challenges across our four bottom lines: Planet, People, Product and Partners.

Sustainability starts on the factory floor, where we continue to optimise energy use, streamline production, and enhance supply chain efficiency. Our focus is on making operations leaner, smarter, and more responsible.

Beyond operations, our people remain our priority. We continue to strengthen worker well-being, training, and safety, ensuring a workforce that is skilled, supported, and empowered.

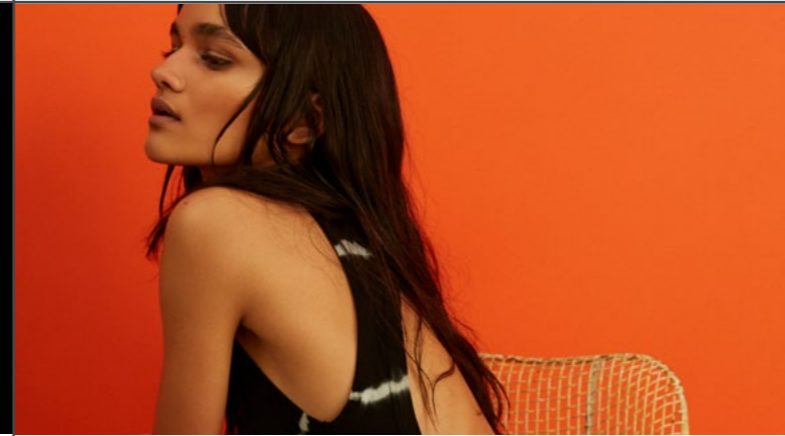
Redwan R Chowdhury
Chief Operating Officer

Sustainability is measured by impact, not intent. Over the past year, we have further reduced CO₂ emissions, improved chemical management, and expanded our use of renewable energy.

As we align with GRI, SBTi, and the UN SDGs, we are committed to greater transparency and bolder action. With our 2027 targets in focus, we continue to drive meaningful change across our operations.

Salim Akhar Khan
Textile Division & Sustainability Director

Echotex, a leading garment manufacturer in Bangladesh, remains committed to embedding sustainability at the core of its operations. This report highlights our progress over the past three years in driving sustainable innovation across four key pillars: Planet, People, Product, and Partners.



Planet: Reducing Environmental Impact

Echotex is actively working to minimise its environmental footprint through ambitious sustainability initiatives. We have committed to a 42% reduction in carbon emissions by 2030 and aims to achieve Net Zero for energy by 2040. Key environmental strategies include:

- Energy & Carbon Reduction: Installation of 1,200 kWh solar panels, high-efficiency machinery, and waste heat recovery systems to cut carbon emissions.
- Water Stewardship: A Zero Liquid Discharge (ZLD) system ensures 100% wastewater recycling, supported by advanced Reverse Osmosis (RO) technology to purify and reuse water, meaning we are Net Zero water.
- Sustainable Waste Management: Reduction of industrial waste through fabric recycling, rainwater harvesting, and safe chemical management in line with global environmental standards.

People: Empowering the Workforce

Echotex places a strong emphasis on ethical labour practices and employee well-being, ensuring a fair and supportive working environment for over 18,000 employees. Key social initiatives include:

- Fair Wages & Benefits: We pay 48% above the national minimum wage, provide two free meals daily, and offer private health insurance for employees and their families.
- Worker Wellbeing & Safety: Comprehensive health and safety training, mental health support programs, and on-site medical services ensure a safe working environment.
- Women's Empowerment: With 162 women in leadership roles, we prioritise gender equality, offering maternity leave, childcare support, and leadership training for female employees.

Product: Sustainable Innovation & Growth

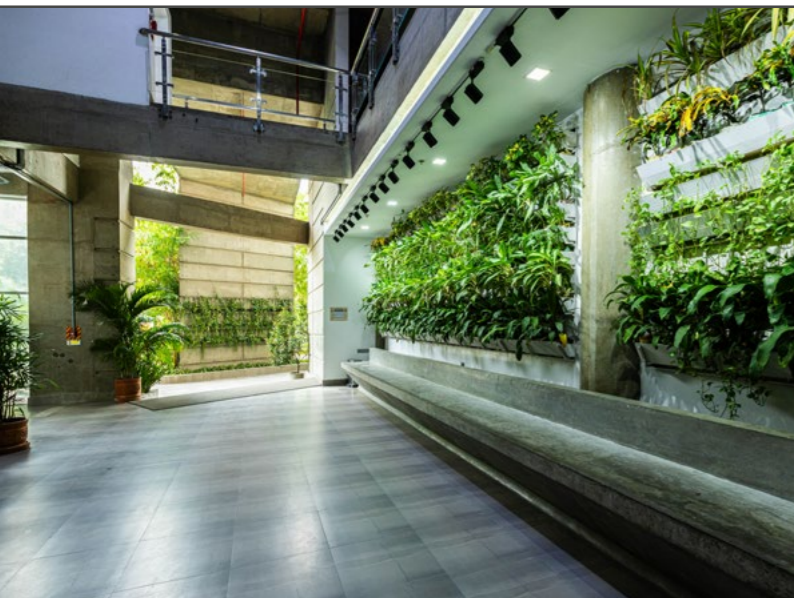
Echotex continues to expand its capabilities while prioritising sustainable materials and ethical production. The company has:

- Achieved \$190M in exports in 2024, with a goal of \$250M in 2025 and a long-term ambition to reach \$500M.
- Invested in responsible materials, including organic cotton, recycled polyester, and eco-friendly viscose, to reduce environmental impact.
- Expanded production capabilities in denim, outerwear, garment printing, and embroidery to meet growing demand sustainably.

Partners: Driving Industry-Wide Change

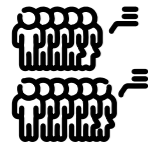
Echotex collaborates with global brands, NGOs, and industry stakeholders to advance sustainability in the fashion sector. The company:

- Works with buyers and suppliers to enhance sustainability across the supply chain.
- Holds globally recognised certifications, including LEED Platinum, bluesign®, OEKO-TEX®, ISO 14001, ZDHC, and the Higg Index, ensuring compliance with international standards.
- Supports local communities through Children's Hope, an initiative that provides education and healthcare for disadvantaged children.



Commitment to the Future

Looking ahead, Echotex remains focused on climate action, worker empowerment, responsible manufacturing, and long-term industry transformation. With ambitious sustainability targets and ongoing investment in ethical practices, we are positioning ourselves as a leader in sustainable fashion manufacturing.



Population

Bangladesh has a population of approximately 173 million people as of 2024.



Exports

Bangladesh is the second-largest garment exporter in the world, contributing over 80% of its export earnings.



Poverty

Around 20.5% of Bangladesh's population lives below the poverty line.



Weather

Bangladesh is one of the most climate-vulnerable countries, with rising sea levels threatening millions and displacing around 700,000 people annually.

Environmental sustainability involves responsible interaction with the environment to avoid depletion or degradation of natural resources and to promote long-term environmental quality. It requires managing natural resources and protecting biological systems for both current and future well-being and prosperity. Sustainable growth demands a coordinated effort and initiative, not simply a single position. The importance of sustainable development in the corporate sector cannot be overstated. Echotex is dedicated to environmentally sustainable development and recognises the importance of technology in addressing environmental concerns such as greenhouse gas (GHG) emissions, climate change, and water resource degradation.

According to sources, the global clothing and textiles industry generates approximately \$2.5 trillion in revenue but poses significant environmental and social challenges. In response, the industry is increasingly focusing on sustainable development. Our manufacturing facility embodies this commitment by prioritising efficiency, worker welfare, and sustainable production practices.



An estimated 2,000 climate migrants move to Dhaka, Bangladesh, every day, piling into informal settlements like Korail, in the foreground of the cityscape of Dhaka.

Values

At Echotex, sustainability is not a choice—it is our responsibility. We recognise that protecting the environment is essential not just for today, but for the generations to come. Through continuous innovation and decisive action, we are committed to minimising our impact, driving systemic change, and ensuring a future where business thrives in harmony with the planet.

Norms

We invest in people, progress, and precision. Our commitment to employee empowerment is reflected in world-class training, ethical working conditions, and collaborative initiatives that uplift our workforce. Every product we create is a testament to quality, craftsmanship, and responsibility, ensuring that our operations meet the highest standards of economic, environmental, and social excellence.

Mission

To establish Echotex as a leader in sustainable manufacturing, where innovation, ethical responsibility, and people-centric practices shape the future of our industry. We are dedicated to creating exceptional products while fostering an empowered workforce, proving that business success and social impact go hand in hand.

Vision

To redefine the future of responsible manufacturing, where sustainability, ethical business practices, and human well-being drive progress. Echotex strives to be more than a business—we are a force for positive change, creating a prosperous, sustainable world for all.



Planet, People, Product and Partners are at the heart of our state-of-the-art manufacturing facility. Our focus on efficiency, productivity and worker welfare has enabled us to become an industry-leading production partner. Pioneering ethical practices help to safeguard and improve the wellbeing of our growing workforce, while sustainable processes produce excellent quality products for our partners without compromising the environment or our values.

sus-tain-a-bil-ity

noun

Sustainability is a broad term that has various definitions in different contexts. For us, it means having a positive impact on the environment and people, therefore supporting a long-term ecological balance.



Planet

We are continuously taking significant strides to ensure that our operations protect the planet, creating a sustainable and thriving world for all.



People

We are committed to serving and empowering our employees, ensuring continuous investment in the best training and collaborative projects that benefit all.



Product

Our product portfolio celebrates diversity, quality materials, talented workers and on-time deliveries, driving excellence in economic, environmental and social sectors.



Partners

Together with our aligned partners, we are weaving a legacy of environmental stewardship where businesses thrive and collaborate to respect the planet and our people.

“At Echotex, we believe that true leadership lies in harmonising business success with environmental stewardship, ensuring a sustainable future for generations to come.”

Shafiq Hassan
Chairman of Echotex

Our Sustainability Strategy

Since publishing our first sustainability report in 2022, we have made significant strides toward a more sustainable future. With a bold target of reducing emissions by 42% by 2030 (using 2022 as our baseline), we remain firmly on track – ensuring that even as our business grows, our commitment to sustainability strengthens. In 2024, we achieved a major milestone: Net Zero Liquid Discharge. Thanks to our advanced Effluent Treatment Plant, we now recycle 100% of the water used in production – soon to be converted into safe drinking water.

From day one, we have set a benchmark for workers' rights and wellbeing, upholding the highest labour standards. We

go beyond compliance by consistently raising our basic salary above the national minimum wage, offering comprehensive benefits and fostering an inclusive workplace that champions female empowerment, diversity and equality. Sustainability is a shared responsibility, and we are working closely with our buyers to drive industry-wide change. Together, we are committed to raising standards, improving working conditions, and delivering products made from responsible materials. We extend our gratitude to our long-time partners who share our vision—and we welcome new collaborations that put people and the planet before profit.



Targets for 2025

Planet

Working towards a 42% carbon reduction by 2030. Echotex is installing additional solar panels generating 1200 kWh and replacing conventional machinery and lighting with energy efficient alternatives. We will also continue to reduce water consumption through advanced dyeing technologies and maintain our commitment to Zero Liquid Discharge, while repurposing recycled water into safe drinking water for all factory workers.

People

Echotex will continue to prioritise female leadership across operations, including training and promoting female officers in production and quality departments. We provide ongoing training to meet standards set by BSCI, SEDEX, WRAP, and Better Work, in line with our code of conduct and external audits on human rights, labour practices, discrimination, harassment, wages, health and safety, and employee benefits. In 2025, we plan to enhance compliance efforts, expand childcare and medical facilities, and invest in a new dining facility for our workforce.

Product

In 2024, we exported \$190M worth of products, just 4% short of our \$200M target. Our long-term goal is to export \$500M and with our existing capacity, we expect to reach \$250M in 2025. To achieve this, we are doubling our denim and outerwear capacity and adding more machines to our garment printing and embroidery sections as well as our fabric mill. These enhancements will contribute to achieving our ambitious target and offering more responsible products made from certified, organic and recycled materials, encouraging new and existing partners to adopt these best practices.

Partners

Echotex is focusing on strengthening long-term collaborations with our partners to encourage sustainable practices that drive change in the industry. We will continue working with our buyers, suppliers and certified bodies to expand our use of sustainable materials and ensure they meet international environmental and social compliance standards. We will strive to promote sustainable practices and support retailers in communicating this to their customer base, starting with a quarterly newsletter to inform all our stakeholders of our latest developments.

The materiality matrix forms the foundation of Echotex’s 2024 sustainability strategy, directing our efforts to maximise positive impact and uphold accountability. In line with our commitment to sustainability, we conducted a GRI-aligned materiality assessment to identify and prioritise key environmental, social, and governance (ESG) topics, using a two-dimensional scale to measure and compare the materiality of each topic. This thorough

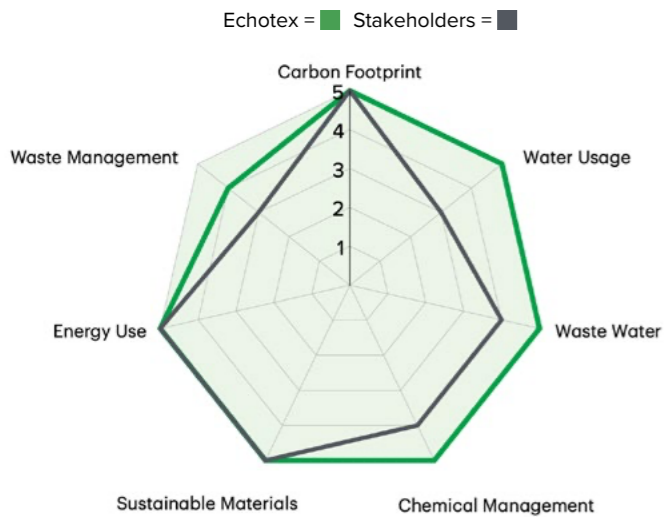
process, which evaluated the topics on our four pillars, Planet, People, Product and Partners — on a five-point scale, ensures our initiatives reflect both stakeholder expectations and our operational priorities. The findings highlight a strong alignment between stakeholder concerns and Echotex’s sustainability goals, with particular emphasis on climate impact, resource efficiency, and regulatory compliance.

Key: Echotex Stakeholders
 Retailers, NGOs, Customers, Employees & Government.

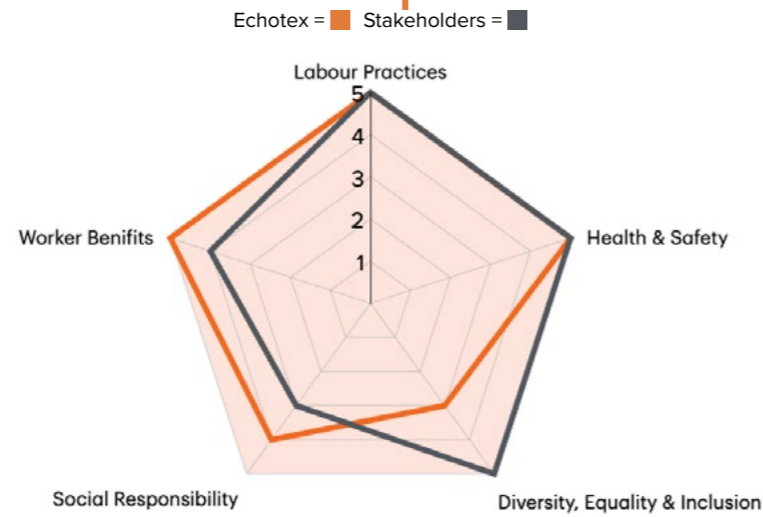
- 1. No Importance
- 2. Low Importance
- 3. Medium Importance
- 4. High Importance
- 5. Very High Importance



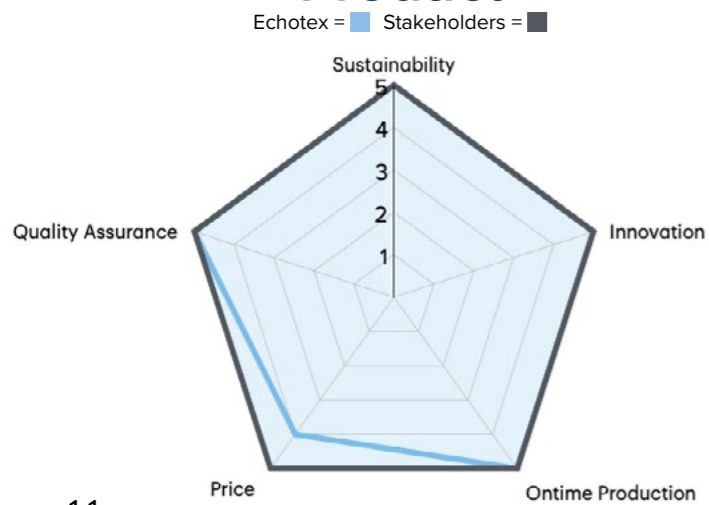
Planet



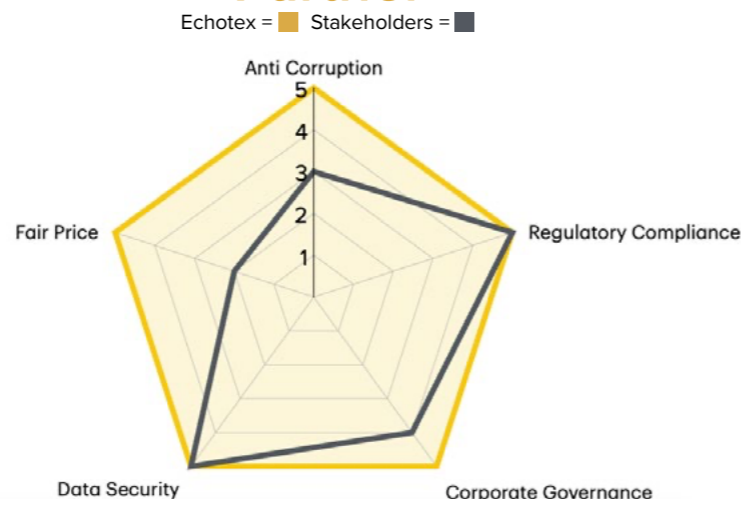
People



Product



Partner



Materiality Assessment

In the Planet category, our materiality assessment highlights strong alignment between Echotex and our stakeholders on prioritising actions to reduce the carbon footprint, increase use of sustainable materials, and improve energy efficiency, recognising the significant environmental impact of textile production. Echotex places particularly high internal emphasis on water usage and wastewater treatment, reflecting the acute water-related challenges faced locally in Bangladesh. While stakeholders may prioritise these slightly less, this difference likely reflects a gap in lived experience—where water risk is a daily operational concern for us, but a more abstract issue for brands and partners operating in less water-stressed contexts.

Within the People category, there is strong mutual prioritisation of labour practices and health & safety, reflecting shared responsibility for ensuring fair and safe working conditions. Echotex places additional weight on worker benefits, consistent with our long-standing efforts to support employee wellbeing through healthcare, nutrition, and welfare services. Stakeholders rate diversity, equality and inclusion more highly than we do, and while we are committed to improving in this area, we recognise that it presents a broader societal challenge within Bangladesh, where deep-rooted cultural and structural barriers still exist. Addressing these will require a sustained, long-term approach in collaboration with local communities and advocacy partners.

In the Product category, there is strong alignment on key priorities including sustainability, innovation, on-time production, and quality assurance, underscoring our shared commitment to delivering high-performing, responsible products. Stakeholders rank price slightly higher, highlighting market expectations to balance sustainability with affordability—an area we continue to manage carefully.

Within the Partners category, Echotex places a strong internal emphasis on regulatory compliance, corporate governance, and data security, reflecting our focus on risk management and responsible business practices. Notably, we rate anti-corruption and fair pricing more highly than stakeholders, as we believe these are fundamental to building trust and long-term supplier relationships, even if they are not as visible externally.

These findings help guide how we prioritise our sustainability efforts—balancing stakeholder expectations with our operational realities and the local context in which we operate.

Introduction.

Certifications & Collaborations

Holistic Certifications



Our dedication to sustainability and operational excellence is exemplified through a robust array of globally recognised certifications. BRAC certification highlights our commitment to social and community development, while LEED certification demonstrates our leadership in green building and energy-efficient practices.

Our adherence to the highest standards of safety and environmental responsibility is validated by certifications such as bluesign®, OEKO-TEX® and the Higg Index, which reflect responsible production, consumer safety and supply chain sustainability.

Planet Certifications



We uphold comprehensive environmental management systems with ISO 14001:2015 and ensure product quality and safety through ISO 9001. Furthermore, our commitment to eliminating hazardous chemicals, promoting organic textiles and ensuring supply chain transparency is supported by ZDHC, Clean Chain and GOTS certifications. The Organic Content Standard (OCS) and Recycled Claim Standard (RCS) further underscore our efforts to integrate organic and recycled materials, aligning with global sustainability goals. Collectively, these certifications position us as a global leader in ethical, sustainable and innovative textile manufacturing practices.

People Certifications



Product Certifications



SUSTAINABLE DEVELOPMENT GOALS

Echotex integrates the United Nations Sustainable Development Goals (SDGs) into its operations, driving sustainability through environmental responsibility, ethical production, and social impact.



SDG 2: Zero Hunger

- Two free meals daily for all employees (breakfast, lunch, dinner and snacks)
- Nutritional programmes to ensure workers' well-being and productivity
- EchoMart initiative: Affordable essential groceries at 10-12% lower than market prices



SDG 3: Good Health & Well-being

- Free on-site medical services for all employees
- Private family health insurance, covering consultation, maternity care & surgery
- Mental health & stress management programmes in partnership with NGOs
- Safe drinking water access via our water treatment processes and purification



SDG 4: Quality Education

- Children's Hope Initiative: Education support for underprivileged children
- BRAC partnership: Enhancing our childcare programmes and facilities
- Technical & vocational training through Sudokkho, Better Work & Project Sarathi
- Ongoing skills development programmes for employees across all departments



SDG 5: Gender Equality

- 162 women in leadership roles, including two females on the board of directors
- Free childcare & daycare services for working mothers
- Women's rights & leadership training programmes
- Menstrual health awareness and free sanitary products for female employees



SDG 6: Clean Water & Sanitation

- Zero Liquid Discharge (ZLD): 100% wastewater recycling
- Rainwater harvesting system across 125,000 sq. ft. of factory space
- Reverse Osmosis (RO) plant for purifying and reusing water
- Effluent Treatment Plant (ETP) exceeding compliance standards



SDG 7: Affordable & Clean Energy

- 1,200 kWh solar plant installed; plans to expand to 1,500 kWh by 2026
- Heat recovery systems to reduce energy use by 20%
- Efficient LED lighting & high-efficiency air compression systems
- Waste heat absorption chiller for air conditioning



SDG 8: Decent Work & Economic Growth

- Paying 53% above the national minimum wage
- No temporary contracts—100% of workers have permanent contracts
- Financial inclusion programme with digital banking & salary accounts
- Skills training programmes (Sudokkho, Better Work, Project Sarathi)



SDG 9: Industry, Innovation & Infrastructure

- Sustainable production technology for water-efficient dyeing
- Denim & outerwear capacity expansion with eco-friendly methods
- Digitalisation of factory processes for improved efficiency



SDG 10: Reduced Inequalities

- Zero tolerance for child labour, forced labour & discrimination
- Comprehensive grievance management & risk mitigation system
- Disability inclusion: 48 disabled employees integrated across production & supply chain
- Hiring from the third-gender community, ensuring workplace diversity
- Leadership & skills training for marginalised employees



SDG 12: Responsible Consumption & Production

- Recycled & sustainable materials: organic cotton, recycled polyester, BCI cotton
- Chemical Management: Compliance with ZDHC, bluesign®, and OEKO-TEX® to eliminate hazardous substances
- Water-efficient dyeing technology, consuming 4x less water than industry average



SDG 13: Climate Action

- 42% carbon reduction target by 2030
- Net Zero commitment by 2040
- Science-Based Targets initiative (SBTi) alignment
- Investment in energy-efficient machinery



SDG 17: Partnerships for the Goals

- Collaboration with global buyers & NGOs to promote sustainability
- Certifications: LEED Platinum, bluesign®, OEKO-TEX®, ZDHC, ISO 14001, Higg Index



Planet.

“There is nothing you can do that can’t be done.”

John Lennon, Imagine

Planet in numbers:

4.5

billion tonnes of CO₂ is released into our environment each year by the fashion industry.

10%

of global carbon emissions comes from the fashion industry.

20%

of global industrial water pollution is from textile dyeing and treatment processes, releasing harmful chemicals into water bodies.

85%

of textiles—equivalent to 21 billion tonnes—are disposed of, predominantly ending in landfills or being incinerated.

Since its inception, Echotex is committed to improving the present to create a better future by adopting sustainable practices that prioritise environmental responsibility.

The fashion industry’s rapid growth has led to significant environmental consequences, contributing to global carbon emissions and water supply depletion.

Echotex has identified seven key environmental focus areas consistency with environmental management systems, energy and water resources, wastewater, chemical management, air emission, and waste management – all aimed at addressing global warming and water scarcity. Recognising that “what cannot be measured cannot be improved,” Echotex has invested heavily in technology to monitor and optimise energy use, emissions and water performance. In 2021, we implemented cutting-edge technologies to boost energy efficiency, reduce consumption, and shift to cleaner fuel sources—significantly enhancing our environmental performance. Since then, we have installed a solar plant on the rooftop of our buildings and invested in highly efficient machinery, such as an exhaust gas boiler, turbo blowers and turbo compressors, to replace conventional ones and reduce GHG emissions.

Energy.

Echotex has been investing in the latest garment production technology to reduce electricity consumption significantly and has installed a solar panel plant in 2023. We became LEED Platinum certified in 2017 and our goal is to further reduce our carbon emissions by 42% by 2030.

Bangladesh’s textile industry is heavily reliant on natural gas and diesel, with low energy efficiency across production processes.



Water.

Echotex was one of the first factories in the country to establish a modern Effluent Treatment Plant (ETP) treating 100% of wastewater and meeting ZDHC standards. This year, we have achieved Net Zero Water, meaning all the water is recycled back into production.

The textile industry in Bangladesh consumes 1,500 billion litres of water, especially in dyeing and finishing processes, contributing to water stress and pollution.



Waste.

Through a robust waste management policy, Echotex is dedicated to limiting waste and maximising resource efficiency at every stage of the manufacturing process to prevent pollution at a local level.

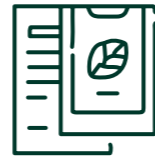
Approximately 577,000 tonnes of waste is generated annually by the textile industry in Bangladesh and not enough focus is given to material waste in the supply chain compared to energy and water.



Echotex is committed to looking after the environment to benefit the planet and people whilst delivering the best quality products possible. From renewable energy to efficient production machinery, we're taking strides to make sure our practices protect the planet for future generations.

Echotex employs the globally recognised Plan-Do-Check-Act (PDCA) framework to enhance its approach to managing environmental impacts. Through this, we've established a comprehensive Environmental Management System (EMS), certified by an Accredited Certification Body in compliance with ISO 14001:2015 standards.

Our EMS guidebook defines roles and responsibilities for continuous improvement, supported by a skilled team managing key areas such as the Effluent Treatment Plant operations and carbon and water footprint monitoring. Clear goals and targets are outlined in this report, with regular progress tracking to ensure successful outcomes. To maintain measurable performance, we have also adopted the Higg Facility Environmental Module (FEM) 3.4, which helps us monitor and improve the environmental effectiveness of our operations.



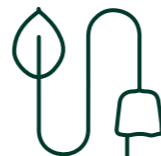
Measure

Echotex continuously tracks its environmental performance to ensure measurable improvements, using metrics and audits to monitor carbon emissions, water usage and effluent treatment.



Reduce

Through advanced technologies and energy-efficient machinery, Echotex is actively lowering its carbon footprint and minimising resource consumption in production processes.



Renew

By harnessing renewable energy sources such as solar power, Echotex is transitioning towards sustainable energy solutions that support its long-term environmental goals.



Net Zero is the goal of balancing the amount of greenhouse gases emitted with the amount removed from the atmosphere, effectively achieving zero net emissions.

Achieving Net Zero in textiles involves adopting renewable energy, using sustainable materials, improving supply chain

transparency and implementing circular economy practices. This shift not only benefits the environment but also prepares the industry for regulatory changes and opens up economic and innovation opportunities, while aligning with global climate goals.

Echotex has successfully improved carbon efficiency while expanding production. In 2024, despite a 17% increase in garments exported, total CO₂ usage slightly increased by just 0.5% compared to 2023. This demonstrates that as production grows, overall CO₂ emissions may naturally increase due to higher energy consumption and operational demands. However, the CO₂ used per garment has dropped to 0.53 kg, the lowest in three years, showing that sustainability initiatives are effectively reducing emissions on a per-unit basis.

tCO ₂ by Department	Department	2022	2023	2024
	Total	34,200	37,190	37,385
	Utility	8,239	8,924	8,972
	Knitting	1,717	1,860	1,869
	Dyeing	2,715	2,975	2,991
	Fabric Finishing	4,706	5,207	5,234
	Garment Making	7,896	8,554	8,599
	Printing	2,060	2,231	2,243
	All Over Print	687	744	748
	Garment Washing	1,030	1,116	1,122
	Denim Washing	1,373	1,488	1,495
	Denim Making	1,888	2,045	2,056
	Effluent Treatment	1,030	1,116	1,122
Office	687	744	748	
Canteen	172	186	187	

Average CO₂ in kgs used to make a garment and our reduction per garment, per year.



tCO ₂ by Fuel Type	Department	2022		2023		2024	
		Usage	tCO ₂	Usage	tCO ₂	Usage	tCO ₂
	Natural Gas (M ³)	15,518,432	29,734	12,666,404	24376	15,545,690	29,918
	Diesel (Litres)	190,854	516	644,222	1742	315,459	853
	LPG (Litres)	637,980	960	4,705,246	7083	2,331,642	3,510
	REB (kWh)	5,395,500	2,938	7,235,250	3940	5,604,500	3,052
	Petrol (Litres)	22,214	52	20,969	49	22,432	52
	Solar (kWh)	4,752	0	523,554	0	1,096,646	0
	Total		34,200		37,190		37,385

Each action is one step closer to a more sustainable future.

Echotex is committed to fighting climate change and preserving the environment for future generations through targeted efforts that improve energy efficiency and reduce GHG emissions.



Waste Heat Recovery

Our boiler feed tank is properly insulated to maintain the feed water temperature above 90 degrees celsius at all times. We are also using a built-in economiser in the boiler that recovers heat from exhaust gases and transfers it to the incoming boiler feed water, increasing the overall boiler thermal efficiency and reducing CO₂ emissions.

Emissions Reduced per Year	Gas Energy Saved per Year
1581 tCO ₂ e	838,656 m ³

Heat Recovery in Finishing

We have installed a heat recovery system from the stenter machine exhaust and a condensate recovery system from the compactor machine, which reduces heat energy consumption by 20% and lowers CO₂ emissions.

Emissions Reduced per Year	Gas Energy Saved per Year
528 tCO ₂ e	279,942 m ³

Heat Recovery in Dyeing

We use low liquor ratio dyeing machines that significantly reduce water consumption. These dyeing machines also have inbuilt heat recovery systems that save considerable energy.

Emissions Reduced per Year	Gas Energy Saved per Year
632 tCO ₂ e	335,370 m ³

Efficient Heat Recovery

The Exhaust Gas Boiler (EGB) captures heat from engine exhaust gases from two generators to produce 1500 kg/hr of steam or hot water, allowing us to reduce fuel consumption and emissions by repurposing otherwise wasted energy.

Emissions Reduced per Year	Energy Saved per Year
3116 tCO ₂ e	1,652,892 kWh

Air Conditioning from Waste Heat

We have installed a Hot Water Absorption Chiller with a capacity of 250 RT by using the waste heat from the gas generators' water.

Emissions Reduced per Year	Energy Saved per Year
496 tCO ₂ e	263,148 kWh

High-Efficiency Air Compression

IHI turbo compressors are low weight and easy to design and manufacture. They are suitable for continuous compressed air supply and are oil-free, resulting in fewer rubbing parts and a high flow rate compared to conventional compressors. Its advanced design allows for energy savings.

Emissions Reduced per Year	Gas Energy Saved per Year
443 tCO ₂ e	234,993 m ³

Reused Hot Water

We have installed condensation traps and condensate recovery pumps in the garment washing, finishing, dyeing and ironing sections. This allows the collected condensation to be transferred to the boiler feed tank, reducing the amount of energy needed to heat the rest of the tank.

Emissions Reduced per Year	Gas Energy Saved per Year
1227 tCO ₂ e	650,651 m ³

Energy-Efficient Sewing Machine

All sewing machines are equipped with energy-efficient servo motors and servo drives. These components reduce electric consumption and subsequently reduce CO₂ emissions.

Emissions Reduced per Year	Energy Saved per Year
54 tCO ₂ e	85,133 kWh

Sewing LED Lights

Highly efficient LED lights are installed in all sewing machines and garment finishing floors, significantly reducing electricity consumption.

Emissions Reduced per Year	Energy Saved per Year
109 tCO ₂ e	171,049 kWh

Solar Panels

Echotex has already installed an on-grid solar plant pilot project with 1200 kWh in June 2023 and plans to install a 1500 kWh solar plant by 2026 to generate electricity, steam and hot water. Generating most of the factory's energy needs from solar power will reduce dependency on natural gas.

Emissions Reduced per Year	Energy Saved per Year
1,368 tCO ₂ e	2,140,845 kWh

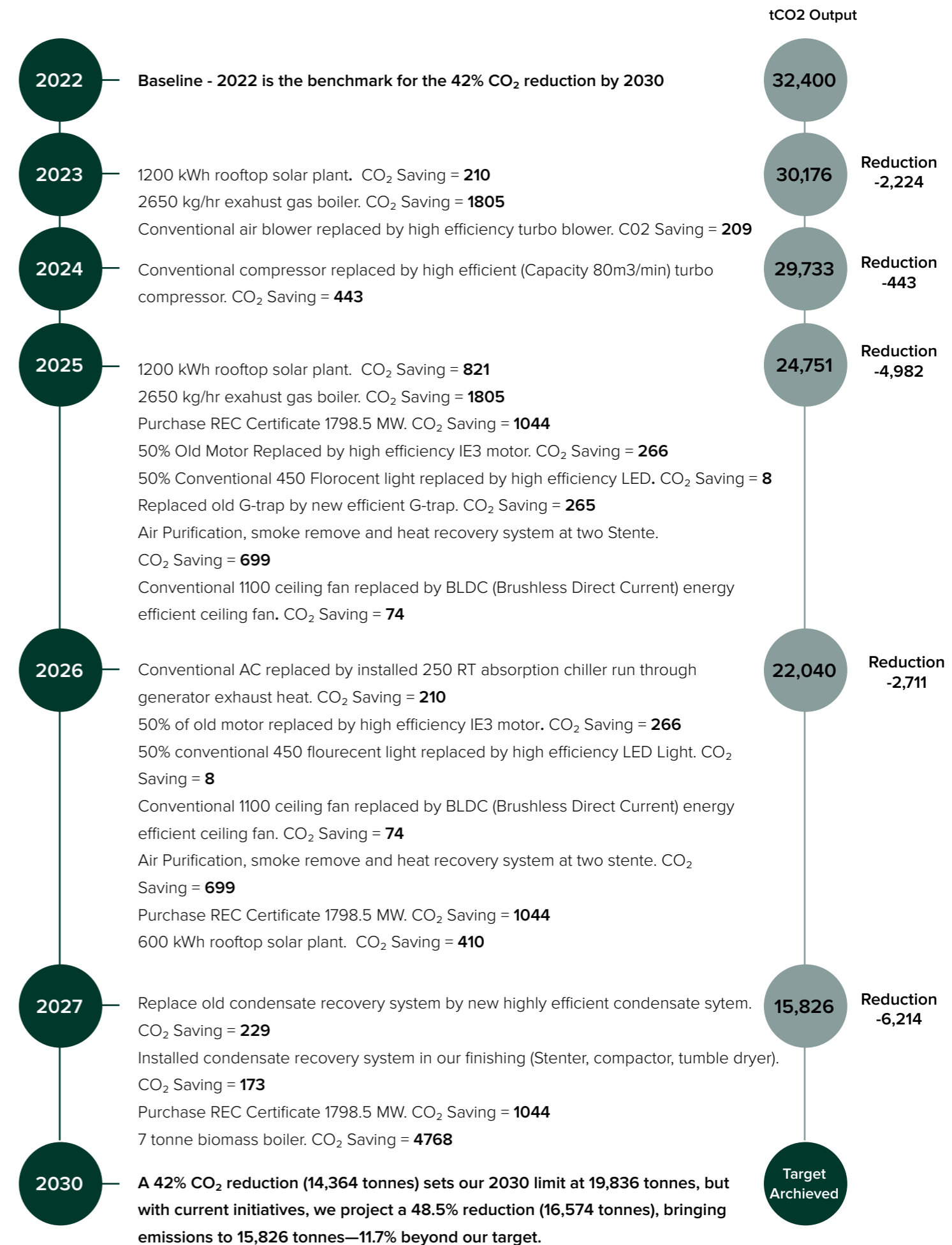
42% CO₂ Reduction by 2030

We have set a Green House Gas (GHG) emissions reduction target covering Scope 1 & 2 emissions in line with the latest criteria and recommendations of the Science Based Target Initiative (SBTi), supporting the Paris Agreement’s ambition to limit global temperature rise to 1.5°C above pre-industrial levels. Our baseline year is 2022, with a target of reducing emissions by 42% by 2030.

A 42% reduction in Scope 1 & 2 emissions equates to 14,364 tonnes of CO₂, meaning our 2030 emissions must not exceed 19,836 tonnes. However, with our current sustainability initiatives, we are projected to achieve a 48.5% reduction, cutting 16,574 tonnes of CO₂. This means our estimated CO₂ output by 2030 will be 15,826 tonnes, surpassing our original target by 3,010 tonnes—an 11.7% greater reduction than planned.

Key initiatives driving this progress include solar power expansion, such as the installation of a 1,200 kWh rooftop solar plant, which has contributed to annual savings of 821 tonnes of CO₂. We have also invested in energy-efficient technology, replacing conventional air blowers, compressors, and lighting with high-efficiency alternatives, and implementing heat recovery systems and biomass boilers to further cut emissions. Through these measures, and by continuously innovating in renewable energy adoption and process efficiency, we are ensuring that sustainability remains at the heart of our business while achieving our climate commitments.

	Department	2022	2023	2024	2030
Scope 1	Direct emissions from our operations, including fuel combustion and on-site energy use.	31,262	33,250	34,333	18,132
Scope 2	Indirect emissions from the energy we purchase, such as electricity and steam.	2,932	3,940	3,052	1,704
Scope 3	Indirect emissions throughout our value chain, including those from suppliers, business travel and the use of our products	N/A	N/A	N/A	N/A
27	Total	34,200	37190	37,385	19,836



Water in numbers:

3rd

most water-intensive industry globally.

50%

of Bangladesh's textile factories depend on groundwater extraction, exacerbating the country's water scarcity crisis.

79

trillion litres of water consumed per year by the textile industry which could fill approximately 52.7 million Olympic-sized swimming pools.

7,500

litres of water to make a single pair of jeans.

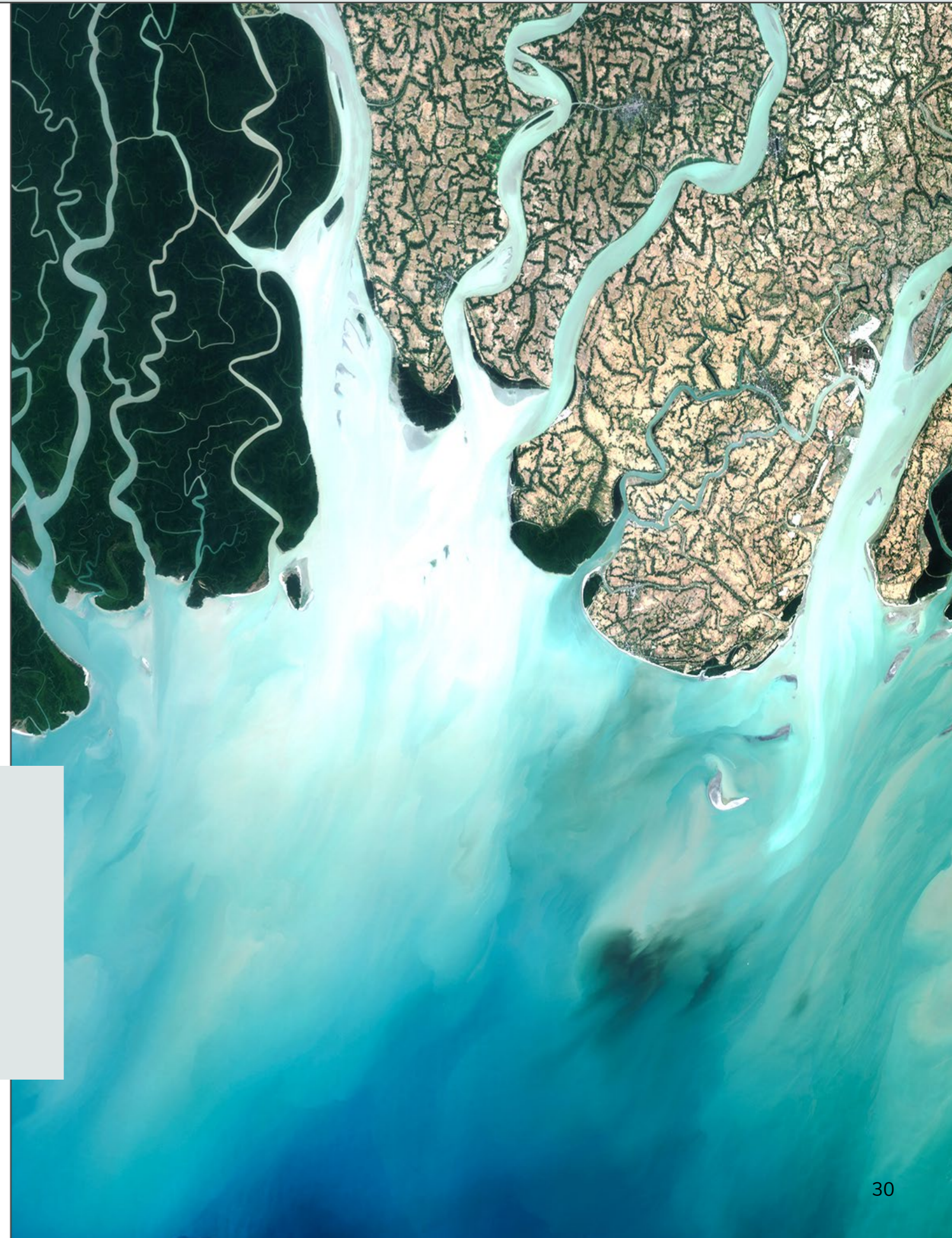
35%

of microplastic pollution in the world's oceans comes from textile production and laundering, adversely affecting marine ecosystems.

Bangladesh faces a significant water crisis as more than half of its population doesn't have access to safe drinking water.

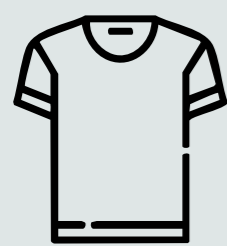
Rapid industrialisation, especially in textile and agriculture sectors, has led to the over-extraction of groundwater resources and pollution of the country's rivers. If business as usual continues, an additional 3,400 billion litres of water will be needed by 2030, equivalent to the needs of 75 million people. Moreover, rising sea levels, frequent flooding and droughts pose challenges for freshwater and the overall health of the region.

This natural colour image of the Bangladesh coastline on the Bay of Bengal shows the country's population's vulnerability to flooding. The Sundarbans mangrove forest, a protected UNESCO area, appears as dark green on the left side of the image. The right side of the image shows agricultural lands and urban areas as light tan and grey.

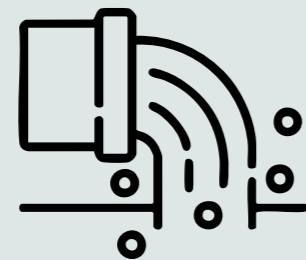


Purified

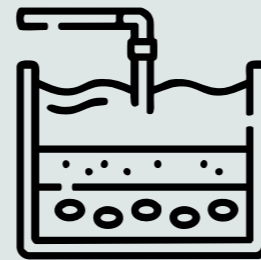
Echotex recognises the importance of local water supply and has taken multiple initiatives to reduce water usage and improve its water footprint. The company follows national laws and regulations, such as the Bangladesh Environmental Conservation Rule (1997), and adheres to strict ZDHC wastewater guideline V 1.1. Echotex also undergoes third-party testing and analysis to ensure compliance. As an ISO 14001:2015 certified firm, Echotex maintains a comprehensive list of environmental elements and consequences in relation to water and has an action plan to mitigate the impacts. The company is also a member of the Higg platform and is actively researching methods to enhance water efficiency and lower water use per garment.



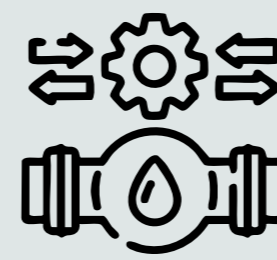
Water Usage



Effluent Treatment



Zero Liquid Discharge



Reverse Osmosis



Recycled Water



Drinking Water

At Echotex, water is primarily used for dyeing fabrics, rinsing and applying finishing treatments. We also use water before dyeing to remove impurities and prepare the fabrics, as well as washing and rinsing the stitched garments. Lastly, cooling systems and generating steam for various processes add to our overall water usage. By optimising water use in these areas, we're taking steps to significantly reduce our water consumption and impact on the environment.

An effluent treatment plant (ETP) is a facility designed to treat wastewater before it is either recycled or discharged into the environment using a combination of physical, chemical and biological processes. Echotex was the first of its kind in Bangladesh to establish a modern ETP and received the government's highest recognition with the National Environmental Award in 2010. With a capacity of 4250 m³/day, our ETP operates as a biochemical plant treating 100% of our wastewater to a standard far above the minimal requirements.

This year, Echotex has achieved Zero Liquid Discharge, the highest standard in industrial water recycling, where all wastewater is treated and recycled, resulting in no liquid effluent being discharged into the environment. Every drop of water is captured, treated and reused within the facility, hence achieving full water circularity.

This initiative also reduces operational costs through water and salt recovery and enables sludge to be used by the cement industry or converted into organic fertiliser.

After the treatment from the ETP, the water goes through Reverse Osmosis (RO), a water purification process that removes contaminants from water to be reused in the dyeing process. The water passes through a semi-permeable membrane blocking larger molecules, such as dissolved salts, bacteria and other impurities.

Echotex has established a 6-stage RO Plant in 2024 to purify 96% of ETP outlet water for reuse in the production process.

By using Reverse Osmosis (RO) the treated water is purified and reintegrated into the factory's operations, significantly reducing freshwater dependency and further depletion of groundwater resources. This also prevents wastewater from being put back into the environment.

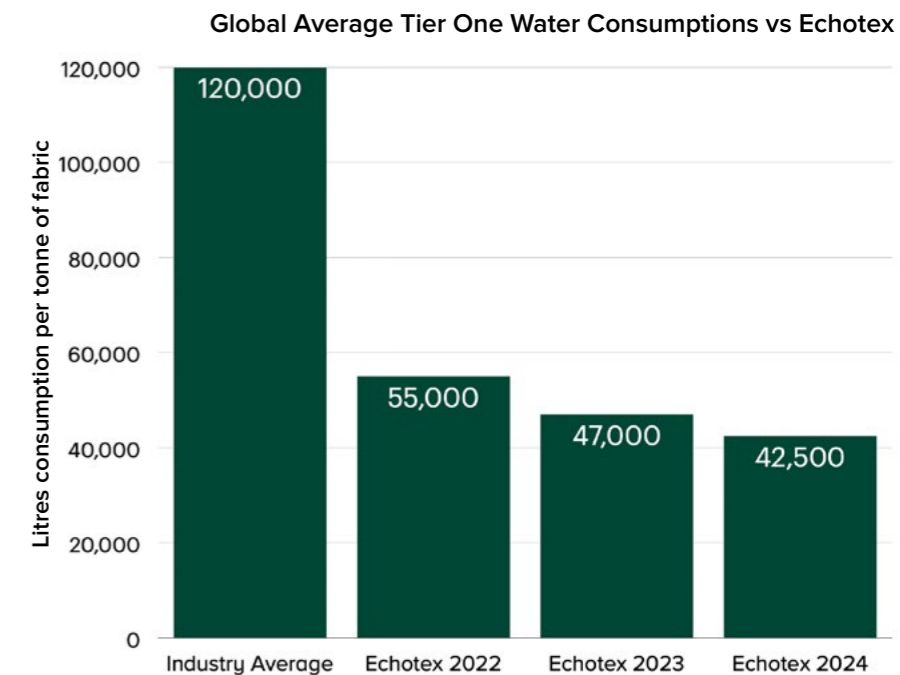
In 2025, Echotex will be working on further innovations in water stewardship, with plans to repurpose recycled water into safe drinking water for all factory workers, ensuring access to clean and sustainable hydration directly on-site. This initiative not only enhances water efficiency, providing a sustainable solution to the water crisis, but also aligns with our mission to prioritise worker welfare and environmental sustainability by reducing dependency on external water sources.

We are committed to paving the way for water responsibility in Bangladesh and globally. Our LEED Platinum-certified factory uses 40% less domestic water than conventional factories, thanks to advanced water-saving technologies. By implementing innovative water reuse practices, we actively reduce our environmental footprint while maintaining our product quality.

Our approach to wastewater treatment goes beyond regulatory compliance. We meet rigorous standards like the ZDHC (Zero Discharge of Hazardous Chemicals) and conduct frequent testing in our in-house lab. Third-party experts also sample and analyse our water quality, ensuring transparency and accuracy. Our discharge water, tested regularly by the Department of Environment, consistently surpasses benchmarks, reflecting our dedication to environmental responsibility. Through these comprehensive efforts, we're not only improving our own processes but setting new standards for water stewardship in our industry.

Water Efficient Dyeing & Finishing Technology

Our fabric dyeing plant utilises the latest dyeing technology. With only 45,000-50,000 litres of water used per tonne of fabric, our plant is more than four times more efficient than the average dyeing plant in Bangladesh. These water savings have seen us highly commended by the IFC Cleaner Production Programme.



Water Usage by Source (m³)

Source	2022	2023	2024
Total Usage	1,943,983	1,764,983 - 10%	1,870,153 - 5%
Recycled Water	0	0 0%	12,551 -0%
Rainwater Harvesting	14,356	10,905 -24%	14,467 -0%
Ground Water	1,929,627	1,753,610 -9%	1,855,686 -0%
Processed Water Released	1,100,443	1,061,748 -3%	1,141,813 -0%
Industrial Water Waste	0	0 0%	0 0%

Rain Water Harvesting

14,467 m³ water collected in 2024

To address the over-extraction of groundwater and limited natural replenishment, we have installed a Rainwater Harvesting Plant on the roof of our building (covering 125,000 sq ft) to collect rainwater and incorporate recycled water into our operations. This practice also helps to reduce urban flooding and minimise soil erosion during the rainy season.

Sewage Treatment Plant

1000 m³ processed per day.

Similarly to the ETP, our Sewage Treatment Plant (STP) cleans wastewater from human waste especially coming from toilet sewage. With a capacity of 25-30 m³/day, the STP with Zero Liquid Discharge recovers at least 96% of the purified water, enabling its reuse in the production process. The leftover from the 6-stage RO system, totaling no more than 40 m³/day, is directed to the evaporator feed tank.

Chemical Management

Echotex conducts different chemical management risk assessments to ensure the safety and wellbeing of people and protection of the environment. We have common safety practices in place including eliminating hazardous chemicals, finding alternatives, engineering and administrative control and PPE.

We follow the below standards for chemical management:

- ZDHC Guideline
- Manufacturing Restricted Substance List (MRSL) & Restricted Substances List (RSL)
- Inditex Guideline and positive list
- Bluesign® positive list
- OEKO-TEX®, REACH, Nordic Standard

Chemical Management	2022	2023	2024
Hazardous chemical substances used (kg)	1,298,651	1,253,750	1,195,367
Non-hazardous chemical substances used (kg)	4,353,422	4,631,049	4,329,206
			34

Waste in Numbers:

577m

tonnes of waste is generated by Bangladesh's textile industry, of which 250,000 tonnes are pure cotton, capable of producing 1.25 billion garments if recycled.

349m

cubic metres of untreated wastewater generated by the textile industry in Bangladesh is released into rivers and canals each year turning them black.

60%

of pollution in Dhaka is from the textile industry.

The textile and garment industry in Bangladesh, while a cornerstone of the country's economy, has led to a significant waste management crisis with substantial environmental impacts.

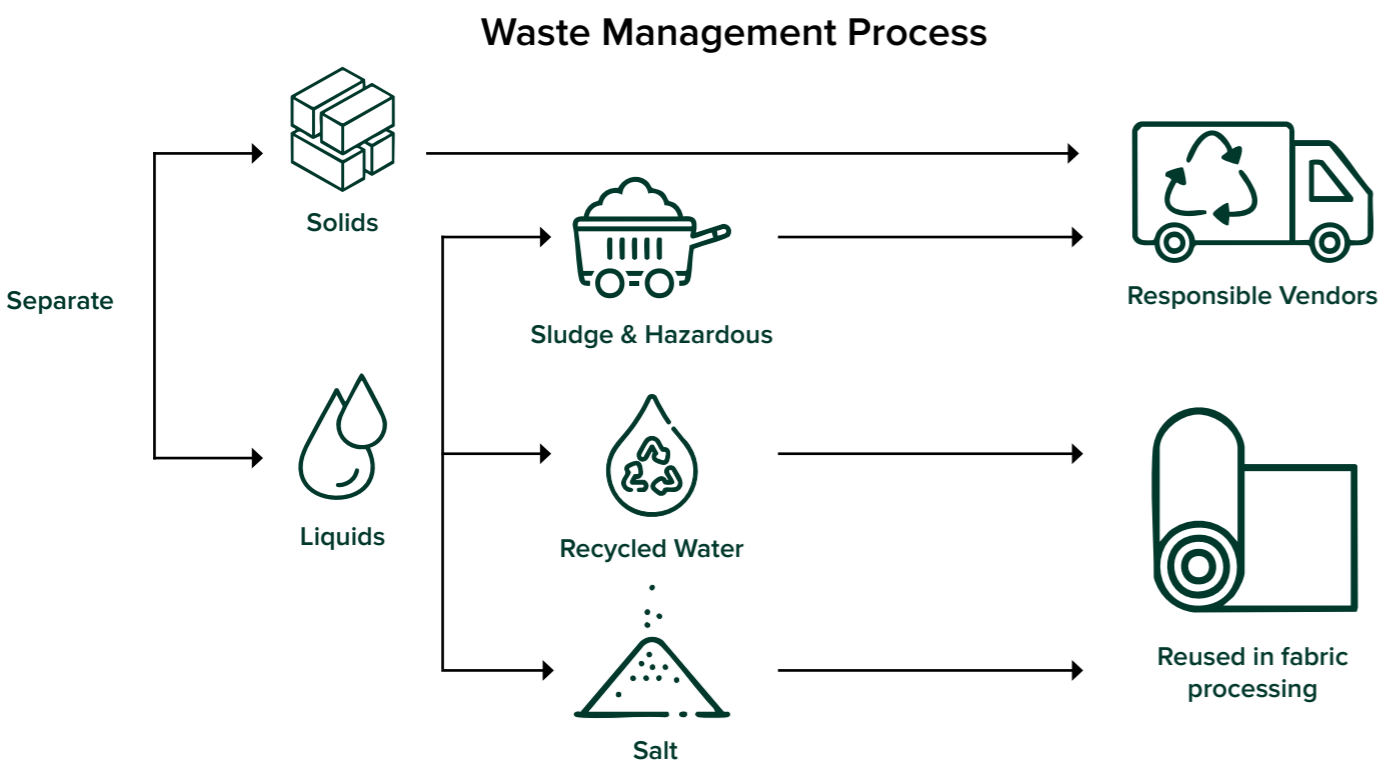
Industrial waste and emissions have raised concerns around soil and water contamination, with rivers and groundwater turning black due to toxic chemicals, dyes and untreated wastewater discharge, polluting crops, ecosystems and drinking water.

Fabric waste, often termed "jhoot," is produced at a rate of around 250–300 kg per day in typical factories. This waste, whilst recyclable, often ends up in informal waste streams, which lack effective recycling and reuse structures. Efforts to improve waste management include developing recycling programs and promoting a circular economy. However, more stringent regulations and infrastructure are needed to mitigate the industry's environmental footprint and sustain economic growth while preserving natural resources.

Water, which has been coloured by textile dye, is released near a paddy field in the Mawna Union area, north of Gazipur, and will eventually flow through the Labandha, Turag and Buriganga rivers. [Mohammad Ponir Hossain/Reuters]



Our industrial process is inextricably linked to solid waste. At several stages of the manufacturing process, we create waste, such as unwanted cut textiles, machine components, paper and poly, wasted lubricant oil and empty drums. Our wastewater treatment plants also generate a significant amount of sludge. The administration department of Echotex is in charge of managing all solid waste, assisted by the compliance department. We continue to improve our operational waste management procedures to reduce our waste and its associated environmental effects. As a company, we have significantly invested in cutting-edge technology, machinery and procedures to keep waste to a minimum.



Echotex is deeply committed to fostering a sustainable environment within its operations, guided by a robust waste management policy. This policy aligns with both national and international environmental regulations, setting clear waste reduction goals and supporting continuous improvement in waste practices. Central to our approach is raising awareness among all Echotex staff on waste generation, handling, storage and safe disposal practices, while prioritising health and safety. Echotex ensures that all waste—especially hazardous or contaminated—undergoes rigorous testing, responsible transportation and environmentally sound disposal. In

compliance with the Department of Environment (DoE) guidelines, we are dedicated to preventing pollution, minimising waste and maximising resource efficiency. Our commitment to the 3Rs—Reduce, Reuse, Recycle—drives us to engage employees, suppliers and partners in maintaining high environmental standards across our operations. Through these practices, Echotex continually reinforces its pledge to sustainability, ensuring every aspect of our waste management process contributes to a greener future.

The factory generates various types of solid, liquid and gaseous wastes from its key processing sections (dyeing, finishing, printing, washing and garments section) including medical and kitchen. The following table reveals the main types of waste generated from different processing sections of the factory.

Department	2022	2023	2024
Total	5,214,449	4,416,775	4,905,691
Battery	78	94	105
Chemical Drums	37,937	27,591	31,258
Fluorescent Waste	150	130	170
Electronic Waste	44	1,890	2,020
Polythene	97,268	159,028	162,547
Cartons	27,6827	271,136	284,125
PVC Cone	20,096	16,854	18,654
Knitting Cone	14,9976	143,482	153,624
Oil & Grease	3,960	9,530	10,254
Scrap Metal	10,3994	133,011	125,201
Kitchen Waste	482,000	488,000	501,248
Ink Cartridges	2,030	3,056	4,125
Medical Waste	20	42	40
ETP Sludge	601,200	404,700	414,852
Jhute	3,166,229	2,423,011	2,863,512
Dust	246,796	307,563	295,847
Paper	20,770	22,890	29,657
Balti/Thai Aluminium	5,074	4,767	³⁸ 8,452

Waste (Kg)



BRAC

Echotex collaborates closely with BRAC to promote sustainability initiatives that align with environmental stewardship. Through shared projects, Echotex supports BRAC's mission to drive positive impact on the planet, prioritising sustainable practices across production and resource management.



LEED

By integrating Leadership in Energy and Environmental Design (LEED) principles, Echotex can not only enhance its environmental performance, but also strengthen its market position and contribute positively to the community and industry. To date, we have achieved Platinum Certification – the highest level – with a score of 90 points.



bluesign®

The bluesign® system enhances Echotex's commitment to sustainability and responsible production. By adopting bluesign® principles, Echotex can minimise its environmental footprint through reduced resource consumption and waste management, and guarantee that the materials used in its products are safe for consumers and produced without harmful substances.

We recognise the importance of protecting biodiversity and ensuring that our sourcing practices minimise negative impacts on ecosystems and natural habitats. By choosing sustainable materials such as organic cotton, BCI cotton and Fair Trade cotton, we reduce the environmental footprint of cotton farming, which is known for its high water and pesticide use. We further mitigate risks to biodiversity by selecting fibres like sustainable viscose (including Livaeco, Ecovero and Lenzing Viscose), Tencel Lyocell and Tencel Modal, which are derived from responsibly sourced wood pulp that prevent deforestation and preserve natural habitats. Additionally, materials such as recycled polyester and recycled cotton blends help to reduce the demand for virgin resources, thereby lowering the pressure on natural ecosystems. Through certifications like GOTS, OEKO-TEX® and Textile Exchange's Organic Content Standard (OCS), we ensure that our products adhere to rigorous environmental standards, promoting sustainable land management and protecting biodiversity.



Higg Index (Cascadia)

By using the Higg Index, Echotex can identify areas for improvement, set sustainability goals and communicate their progress, promoting transparency and accountability in the industry. Our Higg score in 2021 was 80, 84 in 2022 and 70 in 2023*.

*since 2023, the Higg score is operated under Cascadia with a different calculation system hence the lower score.



ISO 14001:2015

ISO 14001:2015 provides a robust framework for improving Echotex's environmental management practices. By implementing this standard, Echotex can systematically reduce its environmental impact, ensure compliance with regulations, optimise resource use and strengthen stakeholder relationships.



CleanChain

CleanChain, developed by ADEC Innovations, is a software platform designed to enhance sustainability in the textile industry by improving chemical management processes. It enables companies to monitor, track, and report chemical usage across their supply chains, ensuring compliance with environmental standards and reducing hazardous chemicals in production.



By committing to the Zero Discharge of Hazardous Chemicals (ZDHC) initiative, Echotex strengthens its chemical management, reducing hazardous substances in its supply chain to make products safer for consumers and the environment. This commitment enhances product quality, meets regulatory standards and fosters supplier collaboration.



People.

“Be the change that you wish to see in the world.”

Mahatma Gandhi

People in numbers:

1.5m

people migrate annually due to the effects of climate change, such as rising sea levels and extreme weather.

80%

of garment workers in Bangladesh are women, many of whom face challenges such as wage inequality, harassment and lack of leadership opportunities.

4.5m

garment workers are employed in Bangladesh, making it the second-largest exporter of apparel in the world.

33%

of the population in Dhaka's urban slums are climate migrants displaced by environmental changes and disasters.

At Echotex, we serve the people who work for us and ensure ongoing investment in the highest-class facilities and benefits to ensure the rights, safety and wellbeing of our employees, maintaining strong ethical practices throughout.

Bangladesh is on the frontline of climate change with rising sea levels, strong cyclones and poverty that are forcing half a million people to move to cities' over-crowded slums in cities to find new jobs. With an economy depending heavily on the fashion industry, Bangladesh is the second-largest exporter of garments in the world, employing more than four million workers. Beneath the surface lies a stark reality of exploitation, environmental degradation and poverty.

Although the garment sector has brought economic benefits to the country, it also faces significant challenges in terms of working conditions. Low wages are far from living wage standards, resulting in excessive overtime which leads to high-stress levels, fatigue and mental health issues.

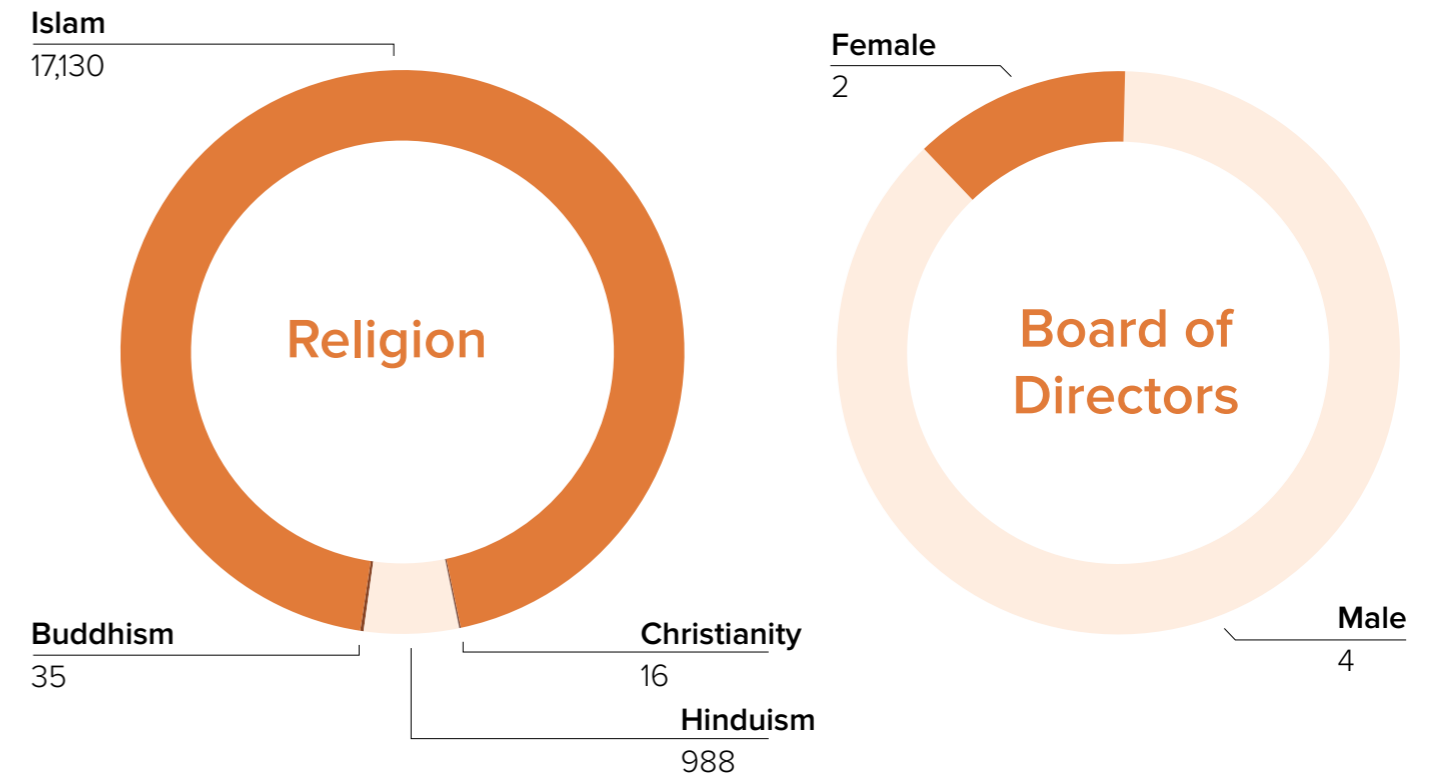
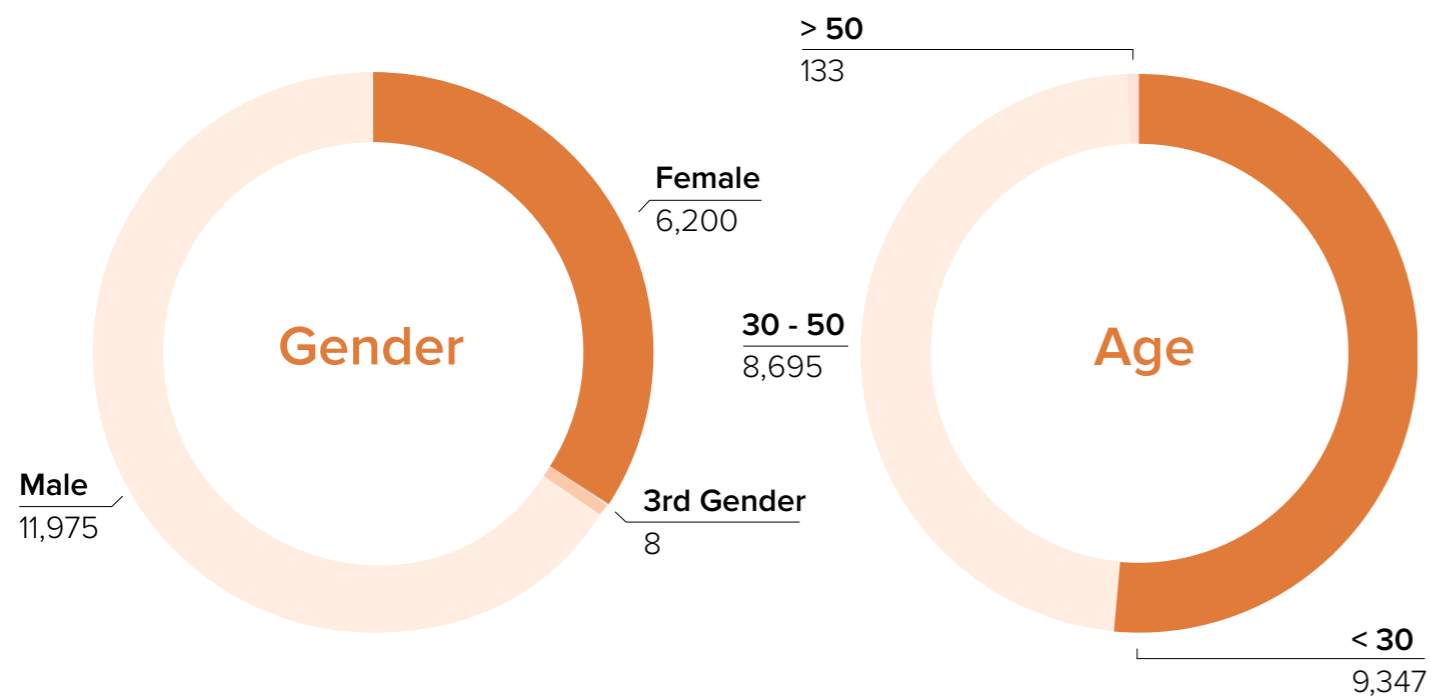
Since the Rana Plaza collapse in 2013, which raised global awareness of safety issues in Bangladesh factories, notable improvements in fire and safety have been made, yet health and safety risks persist. On average, approximately 1,000-2,000 workers die yearly in Bangladesh from occupational incidents, with thousands more injured or sickened. Gender inequality and workplace harassment are also issues, as women make up 80% of the workforce yet face barriers to leadership and are denied some of their basic labour rights.

At Echotex, we challenge this reality by setting higher standards, providing our workers with fair wages, health insurance and free daily meals. We also prioritise rigorous health and safety standards and encourage the emancipation of female employees, proving that the industry can be both responsible and transformative.



At Echotex, we employ 18,000+ people, ranging from 18 to over 60 years old, that have different individual and group requirements. We acknowledge both the direct and indirect influence we have on their lives and we aim to promote a culture of wellbeing for all by providing them with a healthy, safe and inclusive environment. Our vertical industrial structure has been created to give employees a welcoming and supportive work and social environment. We make sure that all their daily needs are met so

they feel physically and mentally comfortable and inspired to work at Echotex. Many of the widely established principles, including gender equality, women empowerment, access to healthcare, parental leave, freedom of association and the right to collective bargaining, are strongly enforced at Echotex. We have been exemplary in terms of workers' benefits since the beginning of our operations and we continue to support the evolving needs and expectations of our diverse workforce.



60

year-old retirement provision.

0

Zero tolerance for child labour, forced labour, and human trafficking in our supply chain.

95%

employee retention rate.

8

gender neutral employees.

100%

of our employees are protected with life insurance coverage and receive permanent contracts.

22

females in managerial positions.

At Echotex, our employees are our most valuable assets, and we are committed to fostering a workplace where their rights, wellbeing and growth are prioritised. We provide a range of benefits and support to ensure our employees can perform their best. To keep our staff informed, we offer training on workplace rights and responsibilities and issue clear appointment letters to every employee. All staff are registered on the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) platform at recruitment, ensuring they have access to accident and health insurance.

We believe that when employees feel secure in their jobs and have their rights protected, they contribute their best to the organisation. For this reason, we don't employ temporary or outsourced staff – all employees have permanent contracts. Each receives a printed guide detailing their rights, available benefits and codes of conduct. Our top management is fully committed to maintaining a supportive, rights-based work environment for all employees.

Our team of HR and social compliance specialists, ensures Echotex is fully compliant with local laws, buyer requirements and our internal standards. We rigorously follow the Bangladesh Labour Law (2006) and Bangladesh Labour Rules (2015), incorporating all amendments alongside our policies.

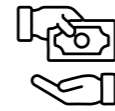
We maintain transparency and fairness in our communication with employees, meeting the expectations of our brand partners and

other stakeholders as well as complying with internationally recognised standards. Our policies and procedures include providing timely and adequate notice to employees when significant operational changes may affect their roles or employment terms.

Many of our partners have their own codes of conduct, which we strictly adhere to. As a member of the SEDEX platform, we participate in annual third-party audits to ensure compliance. Additionally, buyers regularly engage with us to provide education and training for our compliance team on social and labour standards. Our factory adheres to standard working hours (48 hours per week), with legally compliant overtime that never exceeds 24 hours in a single week or 72 hours weekly. However, we don't ask employees to carry out overtime if they don't feel comfortable doing so.



Echotex is dedicated to going beyond Bangladesh's minimum wage requirements, and our Director of Human Resources and Ethical Trade oversees timely and accurate salary payments. Our compensation structure is based on local law, our organisational capabilities and financial planning, designed to support our employees' long-term growth.



Basic Salary

Bangladesh recently approved a minimum wage increase for garment workers, raising the monthly base wage from 8,000 BDT to 12,500 BDT (equivalent to \$105), effective from December 2023. We pay workers an average take home pay of 19,163 BDT (approximately \$158), the average take home pay for our workers is 53% above the national minimum wage. Grade 4, 3, 2, and 1 represent different worker levels based on experience and skill, with wages increasing accordingly.

Grade 4	Grade 3	Grade 2	Grade 1	Average
15,978 BDT	17,878 BDT	19,501 BDT	23,296 BDT	19,163 BDT



Performance Bonus



Attendance Bonus

Rewards employees for regular attendance.



Conduct Bonus

Recognises good conduct on factory premises.



Gratuity

Offers an annual benefit equal to 1 month basic salary after completing the first 5 years of employment, and 1.5 months basic salary for each year after completing 10 years.



Production Bonus

Boosts take-home pay while maintaining legal working hours, with targets set by our Industrial Engineering department based on resource and style analysis.



Festive Bonus

Provided twice a year during the country's major festivals.

Included in every pay package



Medical

Free access to an on-site doctor.



Paid Casual Leave

10 days per year.



Festive Leave

According to the country's holidays.



Private Family Health Insurance

Comprehensive insurance for employees and their families.



Provident Fund

Matches employees' contribution at 8% of their basic salary.



Echo Mart

Our EchoMart initiative helps employees manage rising living costs by providing essential groceries at fair prices, 10-12% lower than market rates. By sourcing directly from manufacturers, we ensure employees receive genuine products at lower costs, saving them both money and time. EchoMart offers a range of staple products, including cooking oil, flour, lentils, sugar, milk, rice, and shampoo.



Free Hot Meals

We provide all employees with two nutritious, hot meals and refreshments each day at no cost to the employee. Prepared onsite for our entire workforce, these meals support our team's wellbeing and enable them to work at their best. The equivalent monthly cost per employee is BDT 1,263 for lunch and BDT 1,008 for dinner. Breakfast (BDT 531 per month) and evening snack (BDT 579 per month) are also provided depending on the time of their shifts.



Financial Inclusion

In collaboration with Bank Asia Limited and exclusively for our employees in Gazipur, our RMG Digital Banking Booth was the first in Bangladesh. Each employee benefits from an annual company-paid bank ATM card simplifying financial transactions and giving them monetary security. Staffed by full-time bank officers, this banking service allows every employee to open an individual bank account and access core banking services within the factory premises, eliminating the need for employees to use their leave for banking tasks and reducing the risk of carrying cash.

At Echotex, we invest extensively in social programmes to support our employees' wellbeing and create a fulfilling workplace environment. These initiatives, among the best practices in the industry, underscore our commitment to being a leader in employee support and social services.



Decent Working Conditions

We are dedicated to creating a safe, comfortable and productive work environment across all locations. Our LEED Platinum-certified buildings provide a high-quality workplace, equipped with well-maintained electrical and mechanical systems, clean and adequate restrooms for all employees and properly ventilated spaces that maximise natural light. Drinking water dispensers are readily available on each floor, and water quality is regularly tested to ensure compliance with safety standards. These efforts contribute to both employee health and satisfaction.



Free Medical Services

We provide free medical services to all employees and their families, including medicines and peripheral healthcare services. We invest approximately BDT 550,000 per month to maintain these services, which significantly reduce the financial burden of healthcare costs while promoting a healthier workforce.



Cultural Programmes

We respect and honour our Bengali culture and heritage by celebrating various events aligned with the country's holidays. Each year, we provide leave for celebrating "Pohela Boisak" (Bengali's New Year) and national days like Language Day, Independence Day and Victory Days. During these events, we arrange a "mela" (fair) with different shops and our workers perform folk and modern songs and dances, bringing a spirit of community and enjoyment. Moreover, our annual picnic, held at the end of January, has become a cherished tradition featuring cultural performances, a lucky draw, and recognition for outstanding performers across departments, culminating in a shared celebration of our achievements.



Stress Management

Supervisors and line chiefs receive training and ongoing mentorship through one-on-one sessions, aimed at enhancing workplace behaviour, improving job performance and supporting mental wellbeing, through counseling where they can discuss their matters.

With a high number of women in our workforce and 162 women in leading positions, Echotex prioritises their health, safety and empowerment. We promote gender equality and foster a safe, inclusive environment where women can thrive. Our social programmes ensure that female employees receive timely healthcare and mental health support.



Female Floor

A dedicated floor where women can lead, inspire and contribute significantly to our operations in a supportive environment.



Menstrual Health

Free sanitary napkins provided to all female employees, along with education on menstrual hygiene and reproductive health.



Pre & Post Natal Care

A department for mothers to receive free ultrasounds and necessary medical tests.



Leadership Training

Since 2022, we have promoted 69 female workers to officer roles in production and quality, bringing the total to 162. In 2024, Ms. Anzaleen Umena Choudhury joined our Board of Directors. She joined alongside our Chairman, Ms. Para Hamilton, a pioneering entrepreneur who has guided us from the very beginning. These efforts reflect our commitment to increasing female leadership across all levels of our workforce.



Women's Rights Training

We welcomed NGO Phulki to educate over 4,000 of our employees on the rights of women, children and vulnerable peoples. Phulki also provided reproductive health training for all female staff with a focus on safe menstrual regulation, family planning and motherhood skills.

Echotex recognises the importance of family support to help parents balance their personal and professional lives, ensuring their children’s wellbeing whilst minimising career disruption.



Daycare Facilities

We provide a childcare service in a secure environment as well as free food and milk for around 100 children. We allocate BDT 3,000 per child, per month and celebrate each child’s birthday with an additional BDT 700 annually. We are enrolling 17 caregivers in BRAC’s programme to ensure they are well-equipped to care for the children.



Family Health Insurance

We offer comprehensive health insurance to all employees and their family (one partner, two children and the worker’s parents) through Gonoshasthaya Kendra, covering consultation, medication, hospitalisation and diagnostic services, including maternal care, dental care, surgeries, physiotherapy, and regular health assessments.



Maternity/Paternity Leave

We ensure 17 weeks of paid maternity leave, along with an additional month of unpaid leave if needed. We were the first factory in Bangladesh to offer 7 days of paternity leave to support fathers also in caring for their families.

Parental Leave	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
No. on Parental Leave	261	429	371	498	621	399
No. Returned to Work	261	320	371	401	621	338



Access to Education

We sponsor 8 worker’s children to studying at the nearby school, in partnership with BRAC.



Orphan Support

6 children receive support and 18 more will be added next year.



A well-trained workforce is essential for the optimal performance, as well as the environmental responsibility and social impact of our whole company. Echotex’s training programmes are led by industry experts with a deep knowledge of both local and international standards.

To ensure the best opportunities for our people, the Training Officer identifies training needs and develops tailored training plans for continuous improvement. They oversee training evaluations to ensure effectiveness and refinement based on feedback. On top of this, third-party organisations provide training in specialised areas.



The Sudokkho project focuses on enhancing workers’ skills and providing training and development programmes that improve workers’ employability and promote sustainable practices. 91 individuals are enrolled and undergoing training under this project, with a total of 2,152 trainee operators divided between 225 males and 1,927 females. Under the Sudokkho project with Swisscontact, we have successfully trained 2,127 newcomers to become operators, including 1,900 females and 227 males. Additionally, we have trained 1,034 individuals as quality inspectors, comprising 438 females and 594 males.



Last year, we enrolled in Better Work’s Gender Equality and Returns (GEAR) project, aimed at enhancing the skills and leadership capabilities of our workforce. As part of this initiative, we selected and trained 10 supervisors among our workers to strengthen their management skills, improve working conditions and promote better communication within the factory, contributing to a more productive and positive work environment.

Training Topics	2022		2023		2024	
	Trained	Avg. Hours	Employees	Avg. Hours	Employees	Avg. Hours
Employee Training Per Person						
Workers	21,567	1.5	32,628	1.5	24,771	1.5
Management	1,715	1	1,134	1	1,330	1



The Project Sarathi, implemented by Swisscontact, focuses on improving the livelihoods of workers through upskilling and fostering better working conditions, while promoting environmentally responsible production methods and product quality and competitiveness. A total of 964 trainees have completed Quality Improvement (QI) training, with 475 male and 489 female participants. Currently, 63 additional individuals are enrolled in this project.

All of our our employees receive regular training on the following topics:

Health & Safety

- Orientation
- First Aid
- Fire Safety
- Electrical Hazards
- Safety Committee
- Chemical Safety
- Wellbeing & Nutrition

Ethics & Compliance

- Discrimination & Mistreatment
- Discipline Procedure & Grievance
- Human Rights and Education
- Gender Awareness
- Child & Forced Labour



Ensuring equal opportunities across gender and identity is an essential tenet of our values. Echotex acknowledges the unique challenges that female employees face, from societal expectations to workplace discrimination. We strive to create a workplace free from harassment and inequality, and we're proud to employ diverse individuals, including 8 members of the third gender community – a rare practice in Bangladesh. We see their skills and contributions as invaluable and ensure that their experience at Echotex is equitable and supported. At Echotex, all employees, regardless of gender or ethnicity, receive equal pay for equal work, reinforcing our commitment to fairness and inclusion.

Yeasin is a member of the third gender community and has been working in the denim sewing section as an operator since 2020 and continues to study for a degree in a government college in their district. They say that the working environment here is very friendly and they are feeling good and safe from sexual harassment or abuse.



Disability Inclusion

We are also committed to empowering disabled individuals. Recognising the vast untapped potential within this community, we have integrated 48 disabled persons into various stages of our production and supply chain and have provided them with adapted equipment. By doing so, we not only support our economic objectives but also contribute to breaking down social barriers, proving that inclusivity is both possible and beneficial for everyone.

Abdul has been working in the accessories section as a general quality controller since 2021. He says that the working environment is very pleasant and provides excellent benefits. He plans to continue working here for as long as possible.



Our commitment to social responsibility is demonstrated through our attainment of globally recognised certifications that verify our adherence to rigorous labour standards. These certifications reflect our dedication to fair wages, safe working conditions and the prohibition of child and forced labour. By upholding these standards, we not only reinforce our operational integrity but also actively contribute to fostering a more equitable and sustainable global supply chain.



INITIATIVE FOR COMPLIANCE & SUSTAINABILITY

In relation to the ICS audit, Echotex has implemented robust internal control systems to ensure compliance, efficiency and transparency in its processes. Regular audits help maintain and improve these systems, ensuring that we continue to meet our operational goals, while safeguarding the wellbeing of our people.



BSCI

A globally recognised system aimed at improving working conditions in supply chains by providing companies with a framework to implement ethical labour practices and social compliance standards. Echotex aligns with BSCI principles by prioritising sustainable production, ethical labour practices, and adherence to international compliance standards.



WRAP

One of WRAP's (Waste and Resources Action Programme) aims is to ensure ethical labour practices within supply chains through guidelines that support local communities.



BRAC

BRAC supports initiatives focused on people-centered growth and development. Together, we create programmes to empower communities, improve workforce skills and promote sustainable practices within the garment industry, fostering meaningful, long-term change for individuals and families in Bangladesh.



LEED

As a LEED-certified company, Echotex supports the wellbeing, professional growth and welfare of its workforce, positioning it as a leader in ethical textile production.



bluesign®

Encouraged by the bluesign® system which also emphasises social responsibility, EchoTex upholds fair labour practices and ensures safe working conditions, contributing to the wellbeing of workers throughout the supply chain.



Social & Labor Convergence

The SLCP provides a framework for transparency and collaboration, harmonising social and labour standards across the supply chain and enabling businesses to collectively improve working conditions and environmental impact.



UN Global Compact

It assists Echotex in aligning with international human rights principles and ethical business practices. The framework encourages the implementation of practices that improve risk management and compliance with social responsibility standards, while facilitating collaboration with global organisations and the sharing of best practices.



Customs Trade Partnership Against Terrorism

Participating in the Customs Trade Partnership Against Terrorism (CTPAT) means Echotex promotes fair labour practices and community welfare to strengthen supply chain security and enhance corporate social responsibility.



ISO 14001:2015

This certification reflects Echotex's dedication to continuous improvement by actively investing in upskilling the workforce and fostering a safe and healthy workplace for all.



ISO 9001:2015

This standard emphasises the importance of engaging and empowering people, fostering a culture of accountability, and enhancing the skillset of its workforce to drive organisational success and meet client expectations effectively.



ISO 45001:2018

This standard helps Ecotex identify and mitigate workplace hazards, accidents and injuries, leading to a safer and more productive working environment where employees feel valued and protected.



Sedex

Through SEDEX (Supplier Ethical Data Exchange), Echotex can assess and improve its performance across fair labour practices, health and safety for workers, while promoting community welfare.



Giz

Giz is a global development organisation partnering with various organisations to drive sustainable change in three critical areas including social impact, working to improve living conditions, education, and health outcomes aligned with global goals.



BCI

By prioritising BCI cotton, Echotex supports responsible sourcing, promotes better farming practices and contributes to improved livelihoods for cotton-growing communities.

Every piece of infrastructure we create holds the potential to uplift or impact the local community, and we believe in building progress responsibly. We understand that communities often grow around industries, which is why we prioritise sustainable, ethical development. Since the creation of the factory, a microeconomy has developed within Gazipur where businesses can thrive.

We also know that setting up a textile operation involves a critical responsibility: to minimise environmental impact, especially in managing solid and liquid waste that could otherwise lead to toxicity, increased pests and compromised land quality for the surrounding neighbourhoods. We have implemented a rigorous Environmental Impact Assessment and created an Environmental Impact Management Plan to inform local people about the ZLD project and the potential problems that could arise, as well as obtaining suggestions

on how to resolve them. Through regular engagements with community representatives, we gather feedback and insights, incorporating these perspectives into our environmental strategy. This collaborative approach ensures we stay accountable to those who share their lives and land with us.



In 2000, Echotex’s founder Shafiq Hassan and Para Hamilton established the non-profit charity Children’s Hope which has provided education to enable more than 130 disadvantaged children from Dhaka’s urban slums to graduate from university. Alongside this, it supplies healthcare and offers vital financial and nutritional support to their families. From 1st January 2025, we are scaling up Echotex’s contribution to the charity considerably as we believe that by investing in education, we’re not just helping individuals – we’re helping entire communities reach their full potential.

	< 2022	2023	2024	2025
Sponsored Children	35	35	35	47
Completed A Levels	16	0	7	N/A

So far, 23 students have successfully completed their A levels with the support of Echotex.





Product

“Innovation distinguishes between a leader and a follower.”

Steve Jobs

Product in numbers:

30%

of new clothes are never sold.

67%

of consumers consider the use of sustainable materials an important factor when making purchasing decisions.

9.1%

projected growth for sustainable fashion reaching \$15 billion by 2030.

124m

metric tonnes of global textile fibre was produced in 2023, a record high.

1%

of global fibre originated from pre and post-consumer textile. Highlighting the ongoing challenges in textile recycling efforts.

Echotex was founded with the desire to provide the highest quality service and products without compromising on people and the planet. Our portfolio celebrates a diversity of products, quality fabrics and skilled craftsmanship through state-of-the-art machinery.


The global fashion industry produces more than what consumers need. This level of overproduction contributes to global GHG emissions as clothes never sold will end up in landfill along with the energy, natural resources, and hours of labour used to produce them.

Although the demand for sustainable materials is increasing, recycled fibers remain a challenge due to their higher price tags and the limitations in recycling technologies. Additionally, the production of virgin fossil-based synthetics continues to increase, threatening to undermine the industry's commitments to its climate goals.

Each year, we manufacture around 60 million jersey garments catering to some of the world's top retailers, including Primark, H&M, Inditex Group, and we prioritise sustainable, natural and recycled materials. Our partners all over the world trust us to deliver comfortable, high-quality and safe products. Consumers are also increasingly aware of the environmental credentials of garments, which is why product stewardship is central to our sustainability strategy.









Knitting
Area: 30,000 ft²
Capacity: 35 tonnes/day

We produce our own fabric with 115 circular knitting machines, alongside specialty machines for knitted details. Staffed by 380 skilled employees, our knitting section maintains strict 5S standards (sort, set in order, shine, standardise and sustain) and is dedicated to innovation, ensuring consistent quality through rigorous safety standards.




Dyeing
Area: 77,000 ft²
Capacity: 50 tonnes/day

We've installed advanced Sclavos dyeing machines, featuring cutting-edge technologies to reduce processing time, water and energy usage. With intelligent software and precise monitoring of water, steam and electricity, Sclavos machines maintain a low liquor ratio, even at 60% capacity, enhancing efficiency.



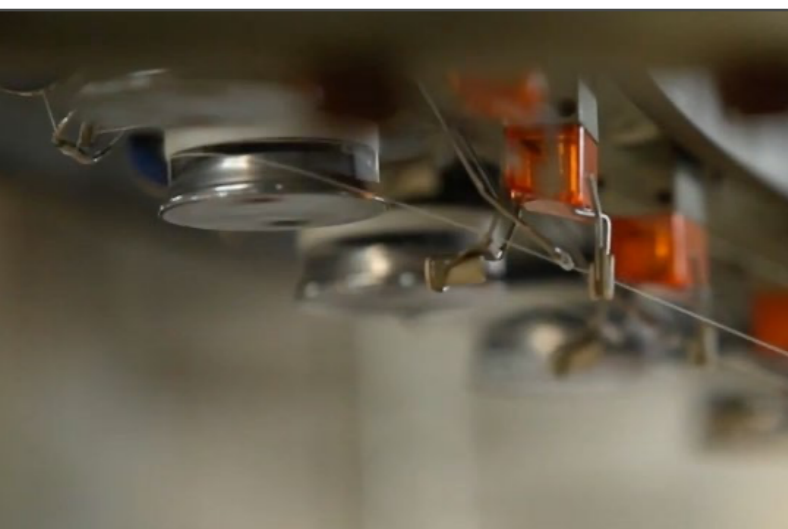
Digital Printing
Reactive: 6,000 m/day
Sublimation: 4,000 m/day

We utilise two digital printing methods (direct and sublimation) that enable efficient, high quality printing across a range of materials. They also save energy and reduce water use while allowing for quick design changes.




Sewing
Area: 400,000 ft²
Capacity: 350,000 pcs/day

With dynamic production lines, we can sew a wide variety of jersey garments as well as garments with special finishes, such as moisture control and anti-bacterial effects.





Garment Print
Area: 80,000 ft²
Capacity: 100,000 pcs/day

With over 530 skilled employees, we operate six tables, seven automatic machines and one manual printer to create unique, eye-catching designs, adding value through vibrant visuals and durable wash-fast colours.




Washing
Area: 40,000 ft²
Capacity: 20,000 pcs/day

We use 28 modern washing machines for solid-dyed and printed fabrics, creating trendy faded or vintage effects and enhancing the appearance, feel and comfort of garments.



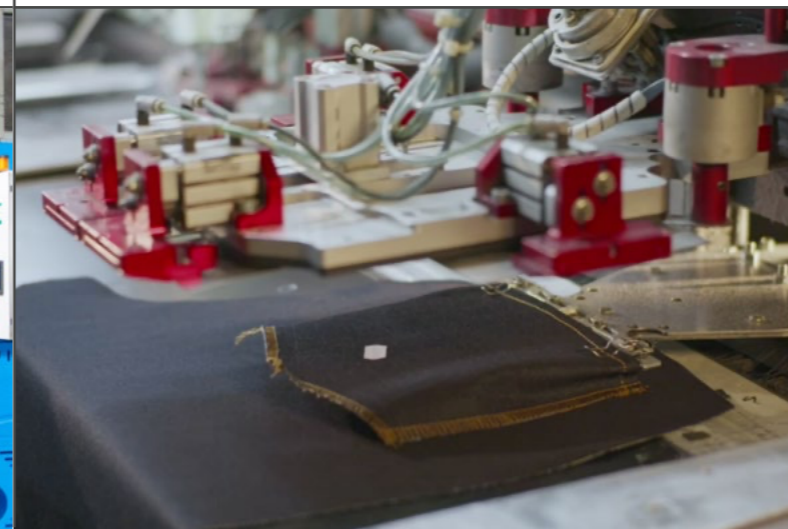
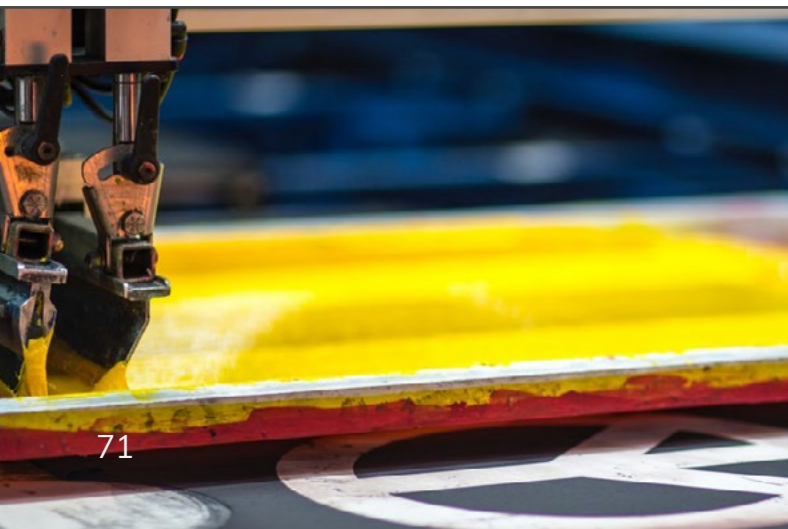
Denim
Area: 70,000 ft²
Capacity: 20,000 pcs/day

Our denim facility boasts advanced cutting and sewing machines that focus on sustainability, technology integration and efficiency. We have adopted technologies like laser finishing and NoStone® that drastically reduce water consumption during production. Our eco-friendly washing plant also handles 500,000 pieces monthly with the latest technology that saves up to 90% water, all using ZDHC-3 and bluesign® certified chemicals.



Outerwear
Area: 70,000 ft²
Capacity: 5,000 pcs/day

We produce high-performance outerwear using weather-resistant fabrics, advanced techniques like seam sealing and thermal lining, and rigorous quality testing for durability and breathability. Prioritising sustainability, we incorporate eco-friendly materials, recycled insulation and efficient manufacturing methods, with options for customisation and smart fabric integration.





Product Quality and Safety

To ensure product quality and safety, we implement a comprehensive approach that includes sourcing high-quality, certified fabrics free from harmful chemicals (such as those meeting OEKO-TEX® or GOTS standards) and sourcing chemicals which have bluesign® certificate, the European Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Eco Passport, ZDHC Manufacturing Restricted Substances List (MRSL) conformance.

Each garment undergoes rigorous testing for durability, colour fastness, shrinkage and safety, including flammability tests for children’s wear. During production, we maintain strict quality control checks for stitching, fit and finish, ensuring

garments meet design specifications. All items are carefully inspected through metal detectors and inspected for defects and labelled with clear care instructions and safety warnings. Afterwards, garments are securely packaged by protective, non-toxic materials to prevent damage during transit, and stored in controlled environments to avoid exposure to moisture or extreme conditions. Finally, compliance with international shipping and safety regulations is ensured, offering customers both high-quality and safe products.

Research and Development

Sustainable manufacturing at Echotex is guided by three core principles: minimising resource use, selecting environmentally friendly materials and reducing, reusing and recycling waste wherever possible. Our R&D team is deeply committed to sustainable sourcing and fabric innovations which also enhance the durability and functionality of our products. These include Organic Cotton, BCI Cotton, Fair Trade Cotton, Sustainable Viscose (such as Livaeco, Ecovero, and Lenzing Viscose), Tencel Lyocell, Tencel Modal, SeaCell, Organic Linen, Micro Modal, Recycled Polyester and Recycled Cotton Blends. Additionally, we’re exploring advanced textile technologies that improve fabric performance, such as moisture-wicking and breathability, UV protection, stain release, colour fastness, anti odour and antimicrobial.

For recycled cotton, we have a joint venture with Square Textile to repurpose our pre-consumer waste, specifically fabric cuttings. This year, we sent 23,918 kg of cutting waste to Square’s spinning unit, where they are transformed back into fibre and then spun into yarn, which we then reintroduce into fabric production. This process reflects our commitment to transparency and circularity in manufacturing. We also prioritise eco-friendly dye options, such as earth dyes, natural dyes, low-salt dyes and alternative polypropylene dyes, which further minimise our environmental impact. Additionally, we are continually advancing our efforts in water conservation and energy efficiency to support sustainable and responsible manufacturing at every level.

Packaging and Labelling

Our packaging and labelling standards are designed to ensure product safety, compliance and customer satisfaction. Packaging standards focus on protecting products from damage during transport, handling and storage, using materials that are durable, sustainable and suited to each product’s needs. We prioritise sustainable options whenever possible, reducing environmental impact through recyclable or biodegradable materials.

Labelling standards are equally rigorous, emphasising clarity, accuracy and compliance with regulatory requirements. Labels include essential information, such as product specifications, usage instructions, safety warnings and compliance symbols. This information is presented in a clear, user-friendly format to ensure customers can safely and easily use our products.

We are committed to transparent marketing practices. All sustainability claims in our production are supported by GOTS certification and third-party audits. All our products feature labels with detailed information on material composition, care instructions and where applicable GOTS/BCI cotton certification to help customers make informed choices.



A substantial portion of our yarn is certified by the Global Organic Textile Standard (GOTS), and our facility holds certifications from Textile Exchange’s Organic Content Standard (OCS) and Recycled Content Standard (RCS), OEKO-TEX®, amfori BSCI, Better Cotton and Fair Trade. Our production engineers work closely with the R&D team to ensure efficient material usage in both the knitting and dyeing processes.

In addition to yarn, we procure a variety of process chemicals – such as auxiliaries, salts and dyes – from internationally recognised suppliers that adhere to ZDHC MRSL guidelines.

Our industrial engineering team is responsible for optimising resource efficiency in our garments division, helping us maintain sustainable and responsible production practices.

At Echotex, our manufacturing facility relies on high-quality raw materials to drive production. We are continuously expanding our use of sustainable materials, including recycled fibres, and working with suppliers who uphold rigorous environmental standards. In many cases, we source raw materials from suppliers recommended by our buyers, who perform comprehensive environmental audits to ensure compliance. It is thanks to our partners who have high environmental standards that our sustainable material offering continues to grow.

Material Output (kg)	Material Category	2022	2023	2024
	Fabric (kg)	12,382,811	12,461,455	12,472,240
	Printing Chemical	118,670	124,232	117,576
	Dye Chemicals	2,470,256	2,663,488	2,620,689
	Salt	3,063,147	3,097,079	2,786,308



Global Organic Textile Standard

GOTS is the leading certification for organic textiles, ensuring high environmental and social standards across the entire supply chain. GOTS covers organic fiber sourcing, eco-friendly processing, and strict social criteria, promoting sustainable and ethical textile production.



Better Cotton Initiative (BCI)

BCI is the world’s largest program for sustainable cotton, promoting eco-friendly farming practices to reduce environmental impact and improve farmer livelihoods.



Fair Trade

Fair Trade is an international certification that ensures fair wages, safe working conditions, and environmental sustainability for workers, particularly in developing countries. It promotes ethical sourcing practices, protects against forced labour, and supports community development.



Nordic Swan Ecolabel

The Nordic Swan Ecolabel certifies environmentally friendly products across their lifecycle, ensuring sustainable sourcing, production, and disposal. It’s a trusted mark for eco-friendly choices in Nordic countries.



ISO/IEC 17025

ISO/IEC 17025 is an international standard specifying requirements for the competence and quality management of testing and calibration laboratories, ensuring they produce reliable and valid results.



ISO 9001:2015

ISO 9001:2015 is an international standard for quality management systems, focused on enhancing customer satisfaction through consistent processes, continuous improvement, and effective management.



Organic Blended Content Standard

OBCS certifies products that contain a specific percentage of organic materials blended with conventional materials, verifying organic content and promoting sustainable sourcing practices.



Recycled Claim Standard (RCS)

The RCS certifies products that contain recycled materials, verifying the recycled content through the supply chain to ensure transparency and environmental responsibility.



Global Recycled Standard (GRS)

The GRS certifies products with a minimum of 50% recycled content, ensuring responsible environmental and social practices throughout the supply chain, including chemical restrictions and traceability.



bluesign®

bluesign® is a comprehensive sustainability certification for products that focuses on ensuring safe chemical use, resource efficiency, and environmental protection throughout the production process. It examines the entire supply chain, from raw materials to the finished product, ensuring that each step meets high standards for safety and eco-friendliness. bluesign®-approved products are made with responsibly sourced inputs, reduced emissions, and minimised waste, helping brands and consumers make choices that support human health and the environment. This certification is widely recognized in industries like textiles, where safe and sustainable production practices are crucial.

ECHOSOURCING

Since 1996, Echo Sourcing has been a design-to-delivery garment supplier, partnering with some of Europe's leading fashion retailers. With sourcing offices in the UK, Bangladesh, India, and Turkey, the company operates with a dynamic team of designers, product managers, and supply chain experts who ensure exceptional quality, innovation, and efficiency at every stage of production.

At the heart of Echo Sourcing's success is a creative hub of shape and graphic designers, dedicated to delivering trend-driven, commercially viable designs tailored to the unique needs of each brand. Their in-house research team continuously explores market trends, consumer insights, and material innovations, enabling them to stay ahead in an ever-evolving industry.

Echo Sourcing has also invested heavily in its own manufacturing infrastructure, owning 70% of Echotex, a state-of-the-art, sustainability-focused garment factory in Bangladesh. Echotex is recognized as a LEED Platinum-certified facility, leading the industry in ethical production,

renewable energy integration, and responsible water management. This ownership allows Echo Sourcing to offer greater transparency, control over quality, and enhanced sustainability standards throughout the supply chain.

With a robust global network of suppliers and partners, Echo Sourcing meets the diverse sourcing needs of its clients while maintaining a commitment to ethical and sustainable production. By aligning with like-minded partners who share their vision for responsible fashion, Echo Sourcing ensures that every stage of the supply chain upholds high social and environmental standards.

Through a forward-thinking approach to sourcing and manufacturing, Echo Sourcing is shaping the future of sustainable and commercially successful fashion, creating long-term value for people, the planet, and the product.

Learn more at: www.echosourcing.com





Partners

“Coming together is a beginning, staying together is progress, and working together is success.”

Henry Ford

At Echotex, we know that true sustainability comes at a cost. Our commitment to ethical manufacturing and environmental stewardship requires continuous investment in cutting-edge technology, robust infrastructure and programmes that uplift our workers and their communities. None of this would be possible without the unwavering support of our partners paying a fair price.

Nearly 30 years ago, we began sourcing products from Bangladesh for high-street retail chains. Today, we proudly manufacture for over 31 buyers worldwide – brands that choose integrity over shortcuts and sustainability over cost-cutting. In an industry where cheaper, less responsible alternatives exist, our partners have made a bold and commendable choice. By working with Echotex, they are actively driving the shift toward a fairer, more sustainable supply chain.

As a whole, the fashion industry contributes to over 80% of Bangladesh's export income and its competitive labour costs attract international fast fashion brands requiring strict adherence to their quality standards before export. However, many retailers demand low prices and high volumes with tight deadlines, while putting pressure on Bangladeshi factories to adopt more sustainable practices without increasing the production costs.

We deeply appreciate our partner's commitment to ethical production, environmental responsibility and paying a fair price to enable these meaningful initiatives towards people and planet to happen, leaving a long-term positive impact. These partnerships are more than just business, they embody a shared vision for elevating the industry.

ALPINE PRO

ANTONY MORATO

ASOS

Auchan

Bershka

Bel&Bo

Bizzbee

CANADIAN TIRE

cencosud

COLIN'S

El Corte Inglés

FATFACE

H&M

INDITEX

Jennifer's

KIABI
LA MODE A PETITS PRIXLIPSY
LONDON

Mahco Outdoors

MANGO

Morrisons

MOUNTAIN
WAREHOUSE

NEW LOOK

NEXT

NINETY PERCENT

PRIMARK

Rab

Sainsbury's

SEASALT
CORNWALL

VARNER

wax
london

WHITE STUFF



Sustainability starts with fair pricing. It represents the livelihoods of the people who make it, the resources of the planet, and the systems that support both.

As the industry evolves, it is vital for all stakeholders to acknowledge the true cost of responsible production. For example, when minimum wages in Bangladesh rose by 56% in 2024 to reflect the rising cost of living, the shift presented an important moment to consider how pricing structures can support such positive change. At Echotex, we believe that long-term partnerships rooted in transparency and shared responsibility are key to creating a more sustainable future for everyone in the supply chain.

Paying the right price ensures that we can afford to:

- Provide productivity-based bonuses that uplift worker livelihoods.
- Maintain cutting-edge facilities, such as our Zero Liquid Discharge water treatment plant.
- Offer free meals and comprehensive healthcare to our 19,000+ employees.
- Innovate in sustainable processes, from renewable energy adoption to reducing our carbon footprint.

The journey to sustainability involves both financial and philosophical shifts. At Echotex, we are investing in innovations and borrowing to fund advancements because we believe in taking full responsibility for our environmental impact. Sustainability is not just a commitment for manufacturers—it is a shared investment across the entire supply chain.

Echotex remains dedicated to leading this transformation by prioritising long-term collaborations and fair business practices. By fostering partnerships built on shared values, we can create a future where businesses thrive alongside people and the planet.

What Are You Paying For?

By paying a fair price, brands are not just purchasing garments—they are investing in workers’ livelihoods, ethical manufacturing, and environmental sustainability, ensuring a future where business, people, and the planet thrive together.



Sustainability is a Joint Effort

Sustainability requires a collaborative approach where responsibility is shared across the supply chain. We urge brands and retailers to:

- Support fair pricing that reflects the true costs of ethical production, from living wages to environmental safeguards.
- Invest in industry transformation through funding mechanisms like green energy initiatives and carbon reduction programs.

By working together, we can build a resilient, responsible industry where sustainability drives long-term success for people, business, and the planet.





Governance

“It is not only what we do, but also what we do not do, for which we are accountable.”

Molière

At Echotex, we've expanded from a workforce of under 3,000 in 2008 to over 18,000 today, reflecting our dedication to supporting Bangladesh's economy. Our Environmental, Occupational Health and Safety (OH&S), and Quality Management Systems support our commitment to environmental protection, worker safety and product quality. Our policies on fair wages, anti-harassment and equal opportunity are integral to our operations, creating a culture of respect and responsibility across the company.

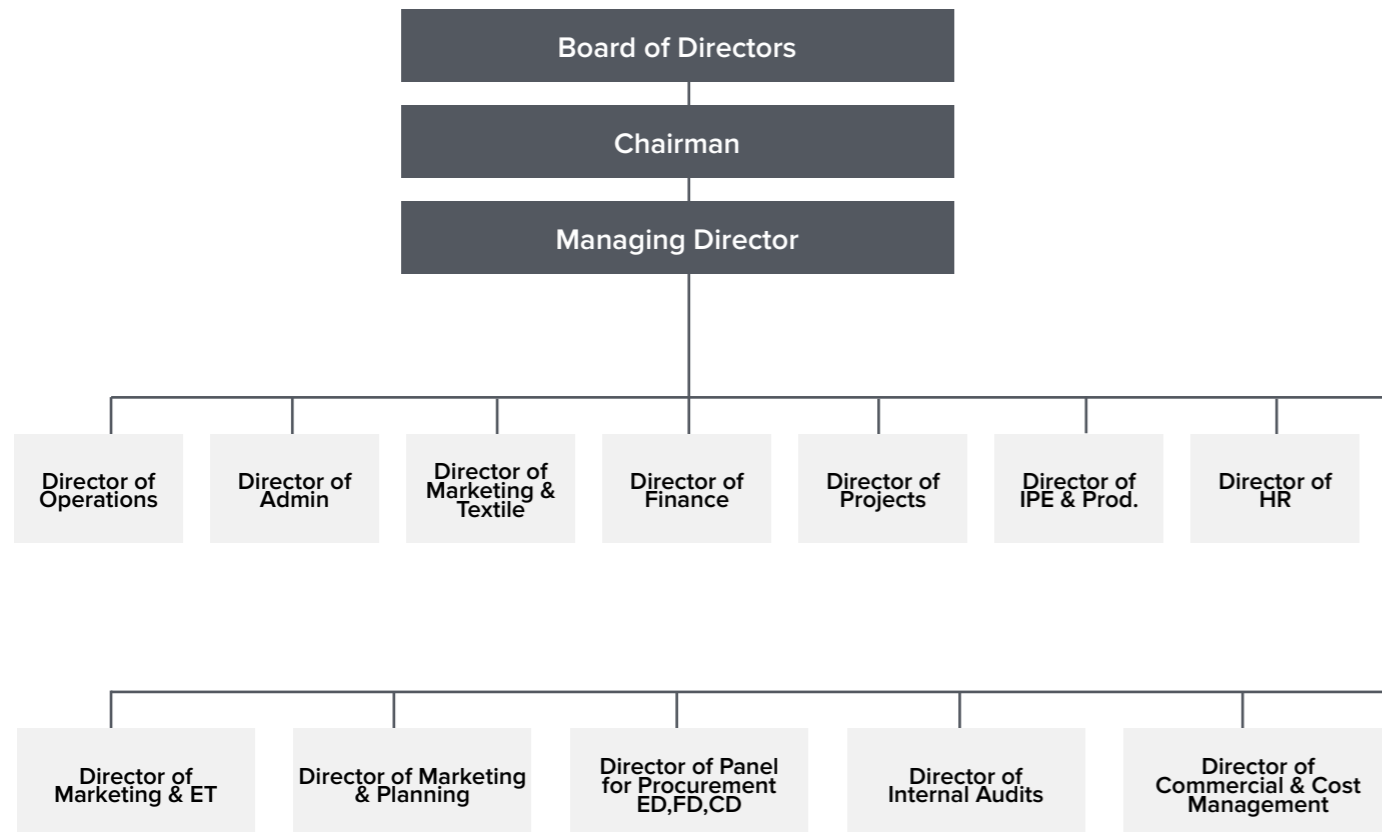
Together, these systems and policies reflect Echotex's dedication to sustainable growth, clear communication and meeting stakeholder expectations.

The fashion industry has been under increasing scrutiny to improve labour standards, workplace safety, environmental practices and transparency.

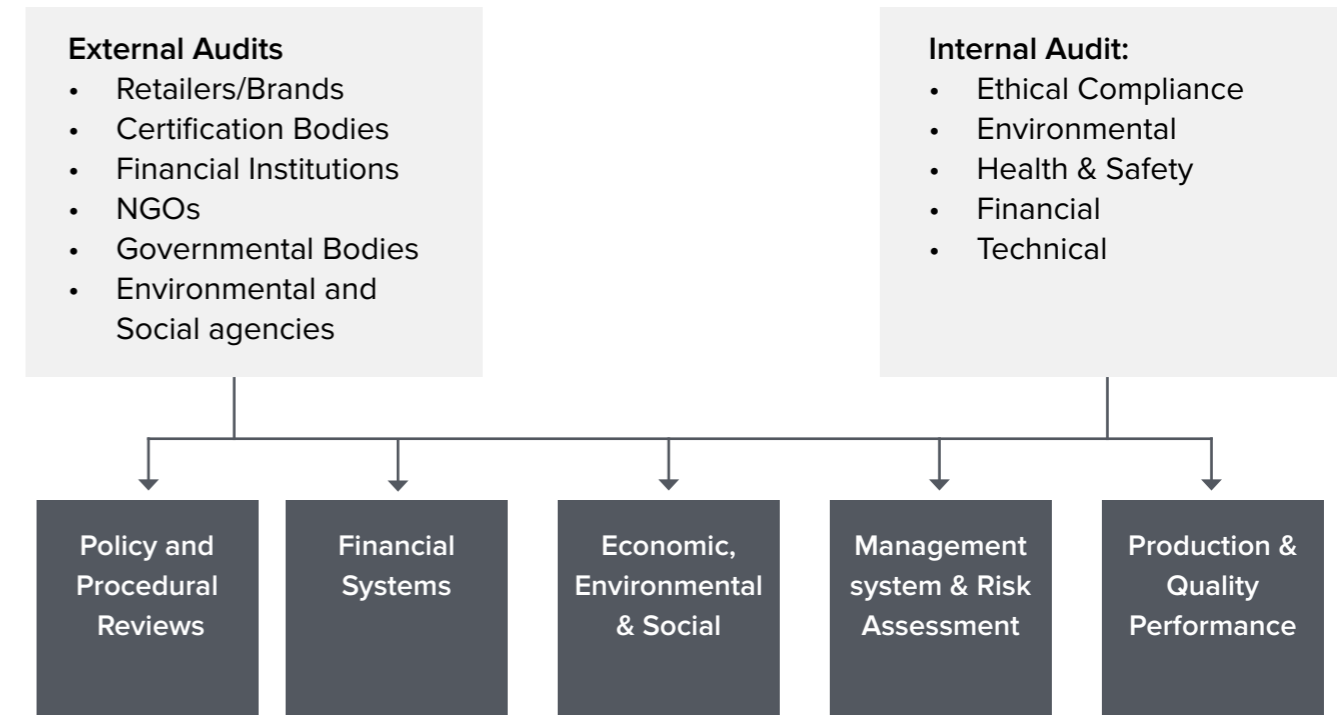
However, the sector faces several challenges, including workforce skill gaps, infrastructure limitations, raw material shortages, fair wages and political instability. While larger and export-oriented companies are increasingly adopting sustainable practices, much of the industry struggles with inconsistent governance standards, partly due to limited resources, infrastructure and regulatory enforcement.

Structure

At Echotex, governance is our framework for ensuring integrity, accountability and transparency in all activities. The Board of Directors holds ultimate decision-making authority, setting strategic priorities and overseeing all sustainability and governance policies. Our Chairman serves as the guardian of Echotex's values, while the Managing Director handles daily operations to ensure alignment with our principles. This leadership is supported by a committed team of administrators who implement policies at the operational level, driving adherence to sustainable development goals.



Structure and No. of Audits Carried Out in 2024



Internal Audits

We have a dedicated team of internal auditors that conducts regular audit both announced and unannounced across key systems, including the financial, Quality Management, Environmental Management, OH&S and Social Performance Management Systems. Qualified auditors carry out these audits independently, ensuring an objective assessment. Top management reviews all audit findings, using the insights gained to identify strengths, address weaknesses and drive continuous improvement throughout the organisation.

External Audits

Our financial audits are conducted by an independent audit firm, with reports provided to top management and for statutory purposes. To maintain objectivity, the relationship with external auditors remains neutral and free from undue influence. Echotex ensures audit findings accurately reflect system health, enabling stakeholders to make informed decisions. Additionally, external parties conduct annual audits on social, environmental, quality and OH&S standards, with results reviewed by top management to ensure due diligence and uphold strong governance practices.

2022

14 External Audits
10 Internal Audits

2023

13 External Audits
5 Internal Audits

2024

20 External Audits
5 Internal Audits

Echotex is committed to fostering positive employer-employee relationships through a robust grievance management system. This system allows employees to anonymously raise concerns or suggestions directly with top management, ensuring that grievances are heard and productivity recommendations are considered. Our grievance policy complies with the Bangladesh Labor Act of 2006 and Rules of 2015, aiming to identify and address employee hardships promptly.

This policy is inclusive, applying to all employees regardless of age, gender, religion or status. Grievances are managed by a dedicated committee that includes top management, ensuring thorough oversight and unbiased decision-making. Clear roles and responsibilities are outlined, with team members assigned to uphold proper grievance procedures across the organisation.

Employees have access to various support channels to share their experiences and express any concerns. These include an anonymous phonenumber and a welfare walk-in centre.



Complaints Box

Echotex's Complaints Box allows stakeholders to confidentially raise concerns, supporting transparency and accountability. A grievance committee, overseen by senior leadership, reviews all submissions to ensure fair and timely resolution. Committee roles and responsibilities are clearly defined to uphold Echotex's values and standards.



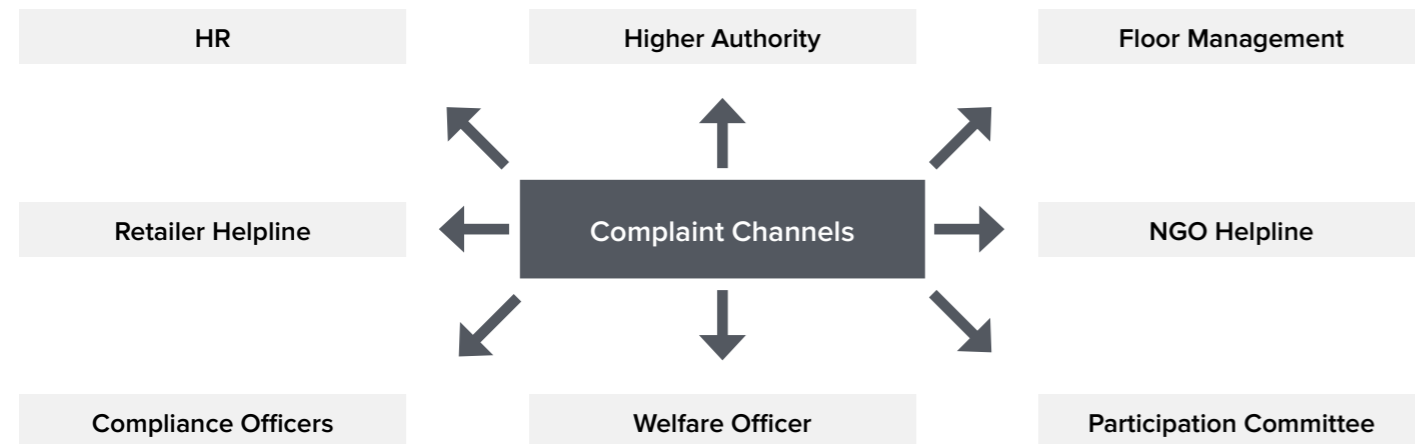
Welfare Office

The Welfare Office at Echotex ensures employee well-being by addressing grievances, resolving disputes, implementing health and safety programs, and ensuring labour law compliance. It also supports skill development, raises awareness of workers' rights, and promotes better working conditions to enhance employees' quality of life.



Help Line

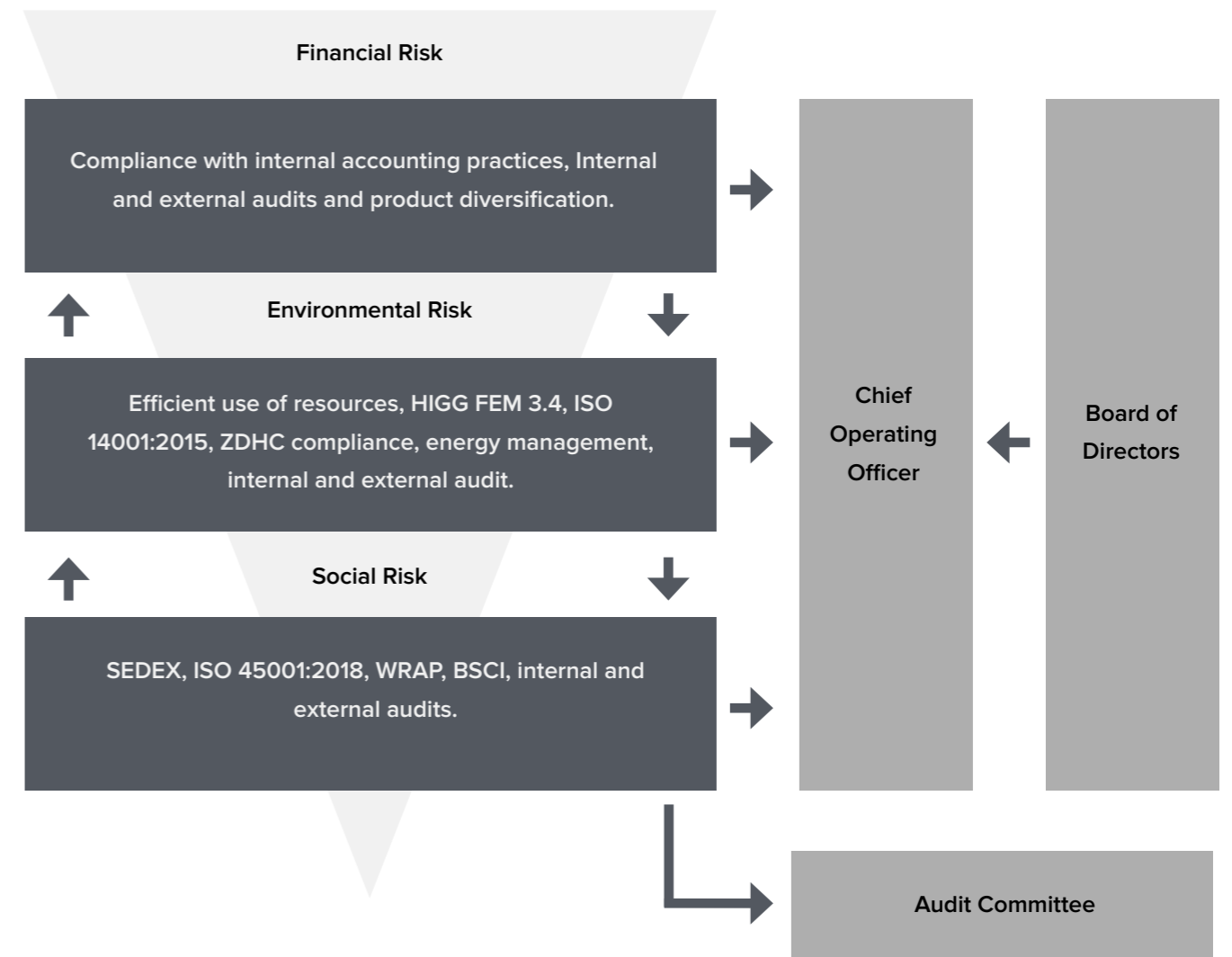
The Echotex Help Line enables employees to voice concerns, whistleblow, seek help, or give feedback, ensuring timely resolutions aligned with sustainability goals. Data from the Help Line identifies recurring issues to improve policies, reflecting Echotex's commitment to trust, transparency, and sustainable practices.



Our business actively responds to the environmental, social and financial risks that shape our ever-evolving landscape. We've integrated processes to identify, assess and mitigate these risks, collaborating closely with stakeholders on an annual, bi-annual and as-needed basis to prioritise and address them swiftly.

we document and prioritise each identified risk, develop targeted action plans and ensure alignment with ISO 14001:2015 and ISO 45001:2018 standards.

We closely monitor our sustainability performance through third-party audits of our social, environmental and OH&S management systems. Conducting regular risk assessments,



Occupational health and safety (OH&S) is critical to Echotex’s mission of protecting employees from hazards and ensuring a safe working environment. In Bangladesh accidents and fatalities in the workplace remain a challenge. However, the fashion industry has made substantial improvements, and Echotex is recognised as a leader in this domain, committed to upholding the highest standards in OH&S.

In 2024, we achieved a significant reduction in workplace incidents, with a 39.56% decrease compared to 2023. This improvement reflects our commitment to occupational health and safety through enhanced risk management and employee training. The number of incidents dropped from 776 in 2023 to 469 in 2024.

Accidents Reported	2022	2023	2024	%
Near-miss Incidents	8	14	11	21%
Total Incidents	539	776	469	40%
More than 2 days leave	130	531	269	49%
Less than 2 days leave	409	245	200	18%

The in-house clinic offers a full spectrum of health services, including:



A 15-bed ward



Diagnostic testing (x-rays, ultrasounds, ECGs)



Treatment for minor injuries



Regular health check-ups



Six member medical team



A fully stocked dispensary

OH&S Strategy

Echotex’s OH&S Management System, certified to ISO 45001:2018, integrates comprehensive fire, electrical and structural safety measures in line with The International Accord for Health and Safety in the Textile and Garment Industry. Our specialised OH&S team, which includes compliance experts and medical professionals, maintains a high standard of workplace safety.

OH&S Management System

Echotex’s OH&S Management System incorporates a structured process for hazard identification, risk assessment, emergency preparedness and compliance. Legal requirements for building safety, environmental certification, fire and boiler licences and medical and chemical waste management are consistently met, while our adherence to local and international standards is rigorously maintained. A cross-functional safety committee, consisting of both

managerial and non-managerial members, manages the reporting and resolution of safety issues.

Our OH&S management system covers 100% of our workforce, ensuring all employees have access to health and safety resources. In 2024, 1,544 employees underwent health check-ups as part of our OH&S programme. These check-ups aim to monitor employee well-being and prevent workplace-related health issues.

Safety Drills

To ensure safety practices, Echotex conducts fire and chemical drills twice a year in collaboration with the Fire Service and Civil Defense (FSCD), providing employees with practical training on evacuation procedures, fire prevention, and emergency response.



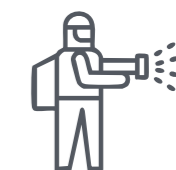
Fire drills

Twice annually, in collaboration with the Fire Service and Civil Defense.



Evacuation drills

Six times per year, covering both day and night shifts.



Chemical handling drills

Twice annually

Security practices

Security measures at Echotex are carefully managed to respect employee rights and foster a supportive environment. We employ a robust security team comprising 388 personnel, including junior executives, officers and both male and female security guards, ensuring round-the-clock surveillance. Our security practices cover workplace safety, effective emergency response and operational efficiency while prioritising ethical standards.

Security personnel undergo extensive training covering topics such as fire safety, emergency response, access control, threat awareness and crowd management. While current training focuses on operational and safety aspects, it is being enhanced to include human rights principles in alignment with international standards.

Stakeholder Engagement

Our sustainability journey is guided by the voices of those around us. Echotex actively engages with stakeholders to understand their perspectives on our environmental, social and economic impact. By building a robust framework for two-way communication, we continually adjust our strategies to meet the evolving needs of our stakeholders. Our engagement principles are based on balance, focus and clear communication, ensuring that every interaction contributes meaningfully to our sustainability goals.

Our stakeholders range from local community members to international partners across Asia, Europe and the Americas. We know that our reach demands the highest standards, and we take pride in meeting rigorous sustainability benchmarks. Every year, we evaluate and refine our stakeholder engagement process, keeping it responsive to changing demands. By actively listening and adapting, we ensure that our sustainability performance remains dynamic, accountable and impactful.

Echotex has a code of ethics in place that all employees and stakeholders must adhere to, contributing to the business’s values of honesty, transparency, integrity and fairness. The scope covers modern slavery, bribery, corruption, confidential information leaks and conflicts of interest, in line with Bangladesh Labor Law 2006 and Labor Rules 2015.

Child Labour

At Echotex, we uphold a zero-tolerance policy on child labour, ensuring that our recruitment processes strictly adhere to age verification and legal compliance. Every potential employee undergoes thorough document checks and medical screenings to verify their eligibility for employment. We align our efforts with national laws and international standards, such as Ethical

Trade Initiative, BSCI, and WRAP, to maintain a child-labour-free workplace. Since our establishment, there have been no documented cases of child labour in our operations. Moreover, our child remediation strategy ensures that any instance of child labour discovered in our supply chain, and is addressed humanely, prioritising the child’s well-being and their future.

Identifying our Stakeholders

The foundation of effective stakeholder engagement is clear identification and prioritisation. We categorise our stakeholders under four key pillars: Planet, People, Product and Partners. Through a structured evaluation process, we consider stakeholders directly impacted by our operations and those indirectly influenced by our performance. Each year, we assess the efficacy of our stakeholder engagement process, refining our methods to stay agile and responsive.

Our commitment to sustainability extends beyond Echotex’s internal ecosystem. We actively align the needs of our internal stakeholders with those of our external partners, recognising that unified goals drive superior outcomes. By fostering a shared commitment to sustainability, we reinforce our vision to create a positive, long-lasting impact across every facet of our organisation.

Modern Slavery

In accordance with section 54(1) of the Modern Slavery Act 2015, Echotex is committed to prohibiting modern slavery within its supply chain. Suppliers undergo rigorous vetting to ensure social compliance, with minimal risk of child or forced labour. Regular audits enhance transparency, uphold workers’ rights, strengthen compliance and promote ethical practices, benefiting all stakeholders involved.

Anti Corruption

Echotex has established a comprehensive anti-corruption policy, with nearly all employees receiving formal training on ethical practices and compliance. Our anti-corruption measures are reinforced through a commitment from our employees to maintain integrity and avoid any

involvement in corrupt activities. Employee benefits and performance appraisals are also aligned with these ethical standards to further dissuade engagement in any form of corruption. As part of our continued commitment, we have implemented a whistleblowing policy, shared with our suppliers, to

strengthen our anti-corruption practices and ensure a transparent, accountable workplace.

During the orientation period, we provided anti-corruption training to 6,276 workers and 49 managers in 2024.

Communication Strategy for Anti-Corruption Policy

Via training, noticeboard, e-mail

Number of training provided to governance body members (managers)

Twice a year

Percentage of training provided to governance body members on anti-corruption (To all the new joiners)

100%

Number of training provided to employees/workers on anti-corruption.

Once a year

Percentage of training provided to employees/workers on anti-corruption

100%

Data Protection

At Echotex, we recognise that customer privacy and data security are fundamental to maintaining trust and integrity in our business operations. To safeguard sensitive information, we have implemented a comprehensive data protection strategy that aligns with GDPR and industry best practices. Our approach includes data minimisation policies, limiting access to only authorised personnel, and ensuring compliance with global privacy regulations. We have integrated advanced security measures, such as encryption protocols, firewalls, multi-factor authentication (MFA),

and real-time threat detection to prevent unauthorised access and data breaches. Regular penetration testing and security audits further reinforce our defenses, allowing us to proactively identify and mitigate risks. To strengthen our internal culture of security, we conduct ongoing employee training on data protection, ensuring awareness of privacy risks, phishing threats, and compliance obligations. In addition, we have established a structured complaint resolution framework that allows us to swiftly address user concerns, conduct root cause analysis, and implement

preventive measures to mitigate future risks. Through these efforts, Echotex is committed to protecting stakeholder data, upholding privacy rights, and fostering trust across our network. As cyber threats continue to evolve, we remain dedicated to enhancing our security landscape and ensuring our customers’ information remains protected at all times.

Echotex remains committed to generating and distributing economic value responsibly, ensuring long-term financial stability while investing in its workforce, operations, and sustainability initiatives. In 2024, the company generated a total economic value of \$169.92 million, marking a 2.7% increase from 2023 and a 3% rise from 2022.

A total of \$55.56 million was distributed in 2024, with \$40.85 million allocated to wages and salaries, reflecting a 13% increase from 2023, reinforcing the company's investment in its employees. Additionally, employee benefits rose significantly to \$4.48 million, nearly doubling from the previous year, highlighting Echo Sourcing's ongoing commitment to worker well-being.

Operating costs in 2024 totalled \$6.58 million, while tax contributions reached \$2.02 million, ensuring compliance and contributions to the economies in which the company operates. Despite increased license costs at \$282,470, economic value retained remained strong at \$114.36 million, demonstrating the company's financial resilience and ability to reinvest in growth.

By balancing economic value creation with responsible distribution, Echo Sourcing continues to foster a sustainable business model that benefits employees, partners, and stakeholders alike.

Echotex recognises the impact of robust infrastructures on the economy. It has made substantial investments that extend beyond its operational premises, aligning with the UNSDGs. Specifically Goal 1: No Poverty, by investing in poverty reduction through fair wages and community initiatives, and Goal 8: Decent Work and Economic Growth, by promoting equitable employment opportunities, enhancing local businesses, and supporting sustainable economic development.

Echotex directly and indirectly enhances employees' living standards while contributing to broader community upliftment. With a commitment to reducing poverty, we have prioritised efforts to create a prosperous society since its inception. By focusing on shared wealth rather than individual gain, we aim to drive meaningful and sustainable economic development.

The community's economic impact comprises two key components: direct contributions through programmes and purchases from local merchants, as well as indirect impacts

created by the circulation of income within the community. These include boosting local businesses, housing development, job creation, infrastructure improvements and fostering socio economic stability. Additionally, we engage with local representatives to understand their perspectives and incorporate their feedback into our initiatives, ensuring our efforts align with the community's needs and aspirations.

Echotex is committed to maintaining a fair and unbiased wage policy, ensuring equal pay without discrimination. We actively employ members of the local community in our workforce and provide benefits that exceed market benchmarks for similar positions, regardless of gender. Our standard entry-level wages along with our initiative packages comply with and surpass the local minimum wage set by the Bangladesh Labor Act of 2006. We ensure equitable pay for entry-level employees, aligning them with other workers to promote fairness. The table below provides a comprehensive overview of our approach to entry-level wages and policies.

Direct Economic Value Generated and Distributed (USD)

	2022	2023	2024
Economic Value Generated (A)	165,049,285	165,481,948	169,920,423
Total revenues earned	165,049,285	165,481,948	169,920,423
Total revenues earned from net sales	N/A	N/A	N/A
Total revenues earned from interest on financial loans	N/A	N/A	N/A
Economic Value Distributed (B)	62,305,430	48,172,245	55,560,170
Total operating costs	8,233,161	5,859,978	6,577,231
Total cost for license fees	7,213	4,224	282,470
Total training costs	7,840	12,654	4,576
Total wage/salaries distributed	48,256,223	36,132,064	40,848,630
Employee Benefits	3,017,704	2,340,116	4,484,398
Total interest payments to loan the providers	1,490,408	1,621,463	1,339,381
Total tax paid by the organization	1,292,881	2,201,746	2,023,485
Other costs	N/A	N/A	N/A
Economic Value Retained (A-B)	102,743,855	117,309,703	114,360,253

Worker Pay 2024	Grade 4	Grade 3	Grade 2	Grade 1	
	Average take home pay (Taka)	15,976	17,878	19,501	23,296
	Average funds sent to village (Taka)	3,644	3,688	3,863	4,035
	Average savings per person (Taka)	2,188	1,842	2,134	2,437

Tax

Additionally, Echotex contributes to national economic growth through its increasing tax and government payments, fully compliant with Bangladesh's Tax Act and Rules. These efforts underscore our commitment to fostering shared prosperity at both local and national levels.

Echotex's tax strategy is determined based on management decisions, with the governance body or

executive-level positions responsible for reviewing and approving the strategy also decided by management. The company's tax governance and control framework aligns with the income tax laws of the country, ensuring compliance at all times. Tax-related risks are continuously reviewed and monitored to maintain transparency and accountability.

Due to our commitment to inclusive and responsible sourcing, Echotex has consistently prioritised local suppliers as part of its procurement strategy. Over the past three financial years, we have steadily increased the share of procurement spending directed to local partners—from 86.43% in 2021–2022 to 90.09% in 2023–2024. In our last financial year we spent over \$16.2 million with local suppliers out of a total procurement budget of \$18 million, despite working with a slightly reduced number of local partners. This reflects our focus on deepening high-value relationships with local vendors who share our standards for quality, compliance, and sustainability.

By sourcing locally within Bangladesh, we reduce our carbon footprint, support regional economic development, and contribute to stable livelihoods in the communities closest to our operations. It also enables better supply chain responsiveness, transparency, and compliance monitoring. As part of our responsible procurement approach, Echotex will continue to support local businesses while encouraging ethical and sustainable practices across our supply chain.

Procurement Practices	2021-2022	2022-2023	2023-2024
Total Procurement Budget	\$16,528,301	\$16,017,597	\$18,029,165
Number Of Local Suppliers Dealt With	149	148	138
Total Money Spent on Local Supplier	\$14,284,714	\$14,134,592	\$16,241,580
Ratio Of Local Suppliers & Total Suppliers	86.43%	88.24%	90.09%

Precautionary Principle

At Echotex, we believe that innovation should never come at the expense of environmental or social responsibility. That's why we adhere to the precautionary principle, ensuring that all new technologies, materials, and processes undergo thorough assessment before implementation. Even in cases where scientific evidence is incomplete, we take a proactive and risk-averse approach, avoiding any substances or production methods that could pose potential harm to people or the planet. By prioritising sustainable solutions from the outset, we mitigate risks before they arise, rather than responding to environmental or social damage after the fact. This principle not only safeguards ecosystems and communities but also reinforces our long-term commitment to ethical manufacturing and sustainable development. By carefully balancing economic growth with environmental stewardship, we continue to drive innovation while ensuring that our operations remain aligned with global sustainability standards.

Determining Report Content

This report is based on a structured materiality assessment, aligning stakeholder expectations with global sustainability goals. By prioritising key topics most significant to our stakeholders and impactful on our operations, it transparently reflects Echotex's economic, social, and environmental performance. This approach ensures that our reporting remains relevant, focusing on the issues that drive meaningful change while guiding our long-term sustainability strategy.

Scope and Boundary

This report provides a comprehensive overview of Echotex's economic, social, environmental and governance performance from January 1st, 2022 to December 31st, 2024. It is our second sustainability report which spans three years and we plan to publish annual reports going forward, prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option, reflecting our commitment to transparency and accountability.

Frameworks and Assurance

This report reaffirms Echotex's commitment to the UN Sustainable Development Goals (SDGs) and is prepared in accordance with the GRI Standards: Core Option. While externally unverified, the data is supported by rigorous internal controls aligned with industry best practices. We remain committed to transparency, accountability, and continuously improving our reporting to provide stakeholders with confidence in our sustainability performance.

Changes in Reporting

This report introduces key updates to align with the latest Global Reporting Initiative (GRI) standards, expanding beyond foundational sustainability aspects to provide a more transparent and data-driven approach. Enhancements include a refined materiality assessment, deeper insights into indirect economic impacts, and

more precise environmental metrics covering emissions, resource efficiency, and waste management.

We have also introduced new sections on modern slavery and supplier due diligence, reinforcing our commitment to ethical sourcing and responsible business practices. These updates

reflect our dedication to continuous improvement, ensuring our reporting evolves with industry standards, regulatory changes, and stakeholder expectations.

Restatements of Information

This report includes restatements of information from our previous sustainability report 2021 to ensure consistency, accuracy, and alignment with evolving standards and methodologies. Key updates include the refinement of environmental performance metrics, such as water and energy usage, due to the adoption of more precise measurement tools in

2024. Additionally, adjustments were made to previously reported social and economic impact data, incorporating enhanced data collection processes and stakeholder feedback. These revisions reflect our commitment to transparency and continuous improvement, providing stakeholders with a more accurate representation of our sustainability efforts.

We are committed to continually improve the quality and readability of our report, and we welcome your suggestions and responses.

Kindly direct your feedback to:
Nabil Al-Jannati
 Brand Manager
 E-mail: nabil@echosourcing.com

Internal Stakeholders

Stakeholder Name	Organisational Type	Engagement Mechanism	Frequency	Key Topics
Participation Committee (Garments)	Internal worker representatives	Physical interaction, phone, emails etc.	Hourly, daily, monthly, quarterly, annually	Labor related all legal issues, worker welfare
Safety Committee (Garments & Textile)	Internal worker representatives	Physical interaction, phone, emails etc.	Hourly, daily, monthly, quarterly, annually	Safety related issues, accident prevention
Management Team	Internal leadership	Meetings, digital communications	Daily, weekly, monthly	Strategic decisions, operational performance
Employees (Non-committee)	Internal workforce	Notice boards, worker reps	Daily, weekly, monthly	Operational updates, training, welfare

Business Stakeholders

Stakeholder Name	Organisational Type	Engagement Mechanism	Frequency	Key Topics
Echo Sourcing Ltd.	Strategic business partners	Board meetings and governance session, strategic planning session, regular operational review, integrated management systems	Daily, weekly, monthly, quarterly, annually	Production planning and capacity, quality assurance, sustainability performance and targets, compliance with standards and certifications, market trends and client requirements, investment decisions and resource allocation
Fashion Brands/Retail Clients	Strategic business partners	Collaborative meetings, audits, joint sustainability initiatives, compliance reviews	Weekly, monthly, quarterly,	Product specifications, sustainability requirements, ethical standards, business development
General Customers/ Buyers	Business partners	Meetings, emails, visits, audits	Weekly, monthly, quarterly	Product quality, compliance, delivery timelines
Financial Institutions	Service providers	Meetings, reports, formal communications	Monthly, quarterly, annually	Financing, investments, financial performance
Key Suppliers	Business partners	Meetings, emails, supplier evaluations	Weekly, monthly, quarterly	Material quality, delivery, sustainability requirements
Subcontractors	Business partners	Meetings, evaluations, audits	Monthly, quarterly	Quality standards, compliance, capacity

Environmental Stakeholders

Stakeholder Name	Organisational Type	Engagement Mechanism	Frequency	Key Topics
Department of Environment (DoE)	Govt organisations	Formal interactions, physical meetings, reports	As required	Environmental compliance, emissions, waste management, water usage
GIZ	Non-govt. organisations	Interaction with compliance team, business team, other technical teams, physical interaction, phone, emails	As required	Promotion of environmental standards in the industry (pses)
Intertek Testing Services (ITS)	Third party organisations (mnc)	Interaction with compliance team, business team, other technical teams, physical interaction, phone, emails	As required	Environmental testing & audits
Science Base Initiative	Non-govt. organisations	Interaction with compliance and sustainability teams, physical interaction, phone, emails	As required	Environmental compliance, emissions,
Environmental NGOs	Non-govt. organisations	Consultations, joint initiatives	Quarterly, as required	Conservation, sustainable practices
Waste Management Providers	Service organisations	Service meetings, compliance	Monthly, as required	Waste handling, recycling, disposal
Energy Providers	Utility organisations	Service meetings, efficiency	Quarterly, as required	Energy efficiency, renewable energy

Social Stakeholders

Stakeholder Name	Organisational Type	Engagement Mechanism	Frequency	Key Topics
BRAC	Non-govt. organisations	Interaction with compliance team, business team, other technical teams, physical interaction, phone, emails	As required	Training, legal aid, daycare & education
GONOSHASTHAYA KENDRO	Health service organisations	Interaction with hr and compliance team.	As required	Provide comprehensive medical assistance, including doctor consultations, diagnostic tests, hospitalization, medication, and surgical operations.
Ministry of Labour and Employment (MOLE)	Govt organisations	Interaction with management authorities, business team, other technical teams, physical interaction, phone, emails	As required	All kinds of labour related issue, committee
Shafipur General Hospital	Health service organisations	Interaction with hr and compliance team.	As required	Strategic business partner for emergency medical assistance as needed.
IPA	Non-profit international development organisations	Interaction with compliance, business team, other technical teams, physical interaction, phone, emails	As required	Stress management programme: (reducing workers stress level improves job satisfaction and increases company profit)
Accord / RSC	Non-govt. organisations	Interaction with compliance and maintenance team	As required	Workplace safety development (structural, fire & electrical)
Bangladesh Fire Service & Civil Defense (BFSCD)	Govt organisations	Interaction with management authorities, business team, other technical teams, physical interaction, phone, emails	As required	All kinds of fire and emergency issues, license, training

Governance Stakeholders

Stakeholder Name	Organisational Type	Engagement Mechanism	Frequency	Key Topics
Bangladesh Garment Manufacturers and Exporters Association (BGMEA)	Owners association	Interaction with management authorities, business team, other technical teams, physical interaction, phone, emails	As required	Industry regulations, trade issues, collective advocac
Department of Inspection for Factories and Establishments (DIFE)	Govt organisations	Interaction with management authorities, business team, other technical teams, physical interaction, phone, emails	As required	All kinds of industrial issue, factory layout plan, license, grievance
Deputy Commissioner, Gazipur	Govt organisations	Interaction with management authorities, business team, other technical teams, physical interaction, phone, emails	As required	Permit for acid license, industrial relation
GIZ (Governance Programs)	Non-govt. Organisations	Interaction with compliance team, business team, other technical teams, physical interaction, phone, emails	As required	Strategy development - corporate governance
Bangladesh Textile Mills Association (BTMA)	Industry association	Industry meetings, policy consultations	As required	Textile sector policies, industry standards

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