



2024

**Sustainability Report
Shishir Knitting & Dyeing Ltd.**

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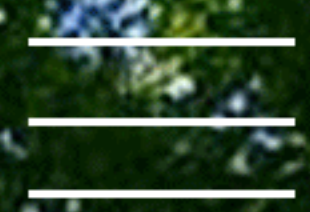
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Chapter 1

Governance



Letter of Managing Director to the Stakeholder



Md. Badrul Hasan Taslim
Managing Director

It is with great pleasure that I present the Sustainability Report of Shishir Knitting & Dyeing Ltd. This report reflects our organization's ongoing commitment to operational excellence, responsible growth, and long-term value creation for all stakeholders. Since our founding, we have pursued a vision that integrates business performance with social responsibility and environmental stewardship. Our success has always been guided by principles of integrity, quality, and accountability, which remain the foundation of our corporate philosophy.

The global textile industry is undergoing profound transformation driven by innovation, sustainability imperatives, and evolving customer expectations. Within this dynamic landscape, SKDL has strengthened its position as a responsible manufacturer by embracing efficient production systems, implementing energy-saving technologies, and ensuring compliance with environmental and labor standards. Our initiatives in water conservation, waste reduction, and energy efficiency demonstrate our commitment to minimizing environmental impacts while maintaining high productivity and competitiveness.

Equally important is our dedication to our people. Through comprehensive training, health and safety programs, and fair employment practices, SKDL strives to provide a safe, inclusive, and rewarding workplace where every individual can grow. I would like to express my sincere appreciation to our management team, employees, suppliers, and partners who continue to uphold our values and support our mission.

As we look ahead, SKDL will continue to align its business strategy with global sustainability standards and the national development agenda. Our focus will remain on creating shared value for stakeholders, fostering innovation, and contributing to a cleaner, more resilient future for the textile industry and the communities we serve.

Letter of Director to the Stakeholder

At Shishir Knitting & Dyeing Ltd., sustainability is not an isolated objective but an integral part of our business philosophy. We view responsible management of economic, social, and environmental performance as essential to maintaining long-term competitiveness and corporate reputation. This Sustainability Report provides a transparent account of our progress, achievements, and commitments in these areas.

Over the past years, SKDL has taken significant steps to enhance operational sustainability. We have reduced energy and water consumption through process optimization, improved waste management systems, and strengthened compliance with national and international standards. Our consistent record of zero non-compliance cases reflects the effectiveness of our governance structure and our dedication to ethical and responsible business conduct.

Our focus on people and communities continues to guide our actions. We invest in skill development and training programs to empower our employees with the knowledge and capabilities required in a rapidly evolving industry. Through our Corporate Social Responsibility programs, we actively support education, healthcare, environmental protection, and community well-being. These initiatives demonstrate our belief that business success is deeply connected to the prosperity of the communities in which we operate.

As a Director, I am proud of the professionalism, dedication, and sense of purpose demonstrated by everyone at SKDL. Their commitment has enabled us to sustain growth, maintain quality excellence, and uphold our environmental and social responsibilities even during challenging times.

Looking forward, SKDL will continue to pursue sustainability as a core strategic priority. We aim to strengthen partnerships, adopt cleaner technologies, and enhance transparency in every aspect of our operations. Through these efforts, we remain committed to building a resilient organization that contributes positively to the economy, protects the environment, and creates lasting value for all stakeholders.



Md. Ekramul Hasan Nasim
Director

Our Mission and Vision



Vision

Our vision is to establish ourselves as a trusted brand that customers can rely on for quality and integrity. We aim to become one of the top finest and premium apparel manufacturers in Bangladesh.



Mission

Our mission is pretty simple - serve the nation by serving the people with our quality work.



Goal

Our goal is to provide high-quality and fashionable clothing that meets the needs and desires of our customers.



Key Performance Indicator 2024 Performance



About Shishir Textile & Dyeing Limited

Shishir Knitting & Dyeing Ltd. (SKDL) is a leading vertically integrated knit composite manufacturer in Bangladesh, specializing in high-quality circular knit garments for global markets. Established in 1984, the company has grown from a small operation into a modern facility employing over 2,500 skilled professionals. With more than four decades of industry experience, SKDL is recognized for excellence in quality, sustainability, and ethical business practices.

The company operates a complete production chain that includes design, knitting, dyeing, finishing, cutting, printing, embroidery, sewing, washing, and packaging within its 180,000 square-foot facility. Equipped with advanced machinery from leading international brands, SKDL maintains a daily production capacity of 30 tons of dyed fabric and 70,000 finished garments, ensuring consistency and efficiency across all operations.

Serving clients across the European Union, the United Kingdom, North America, Latin America, and Australia, SKDL upholds the highest international standards through certifications such as ISO 14001, Oeko-Tex Standard 100, GOTS, OCS, ZDHC, WRAP, and BSCI. These accreditations reflect the company's commitment to quality, compliance, and environmental responsibility.

Sustainability lies at the heart of SKDL's operations. The company prioritizes energy and water efficiency, waste reduction, and safe chemical management through continuous improvement programs. It also promotes fair labor practices, gender equality, and workforce well-being through structured training, occupational safety, and employee welfare initiatives.

Guided by its mission to serve the nation through quality work, SKDL strives to create shared value for customers, employees, and communities while contributing to the long-term advancement of Bangladesh's textile industry.



Our Buyers

FUBU

TEXTILEHUB

snipes

TBInt.

**URBAN
CLASSICS**

Brandit
INDIVIDUAL WEAR



KANS

LPP

UROLY

FILA

PIAZZA ITALIA



Our Certification and Compliance



Our Operations

Shishir Knitting & Dyeing Ltd. (SKDL) is a vertically integrated knit composite manufacturer in Bangladesh that manages knitting, dyeing, finishing, and packaging within a single facility to ensure consistent quality and sustainability. Guided by the Managing Director and supported by departmental and compliance teams, the company integrates sustainability and efficiency into daily operations. From 2022 to 2024, SKDL aligned operational performance with its environmental and ethical objectives through audits and regular training. Its 180,000 square foot facility houses 25 production lines with a 70,000-piece daily capacity, equipped with advanced machinery from Germany, Italy, Turkey, and Taiwan to deliver precision and energy-efficient textile production.

Knitting Division: Operates 48 circular knitting machines with a production capacity of 20 tons per day.

Dyeing Division: Runs 17 dyeing machines with a total capacity of 30 tons per day, supported by sample dyeing units and consistent quality monitoring.

Finishing and Compacting: Equipped with German and Italian machinery for stentering, drying, and compacting to maintain fabric consistency and quality.

Quality Control Laboratory: Houses infrared dyeing machines, spectrophotometers, and daylight lightboxes for precise shade evaluation and quality testing.

Logistics and Dispatch: Finished products are inspected, packed, and shipped directly to both local and international buyers.

Our operational processes



Embedding Sustainability in Decision-Making

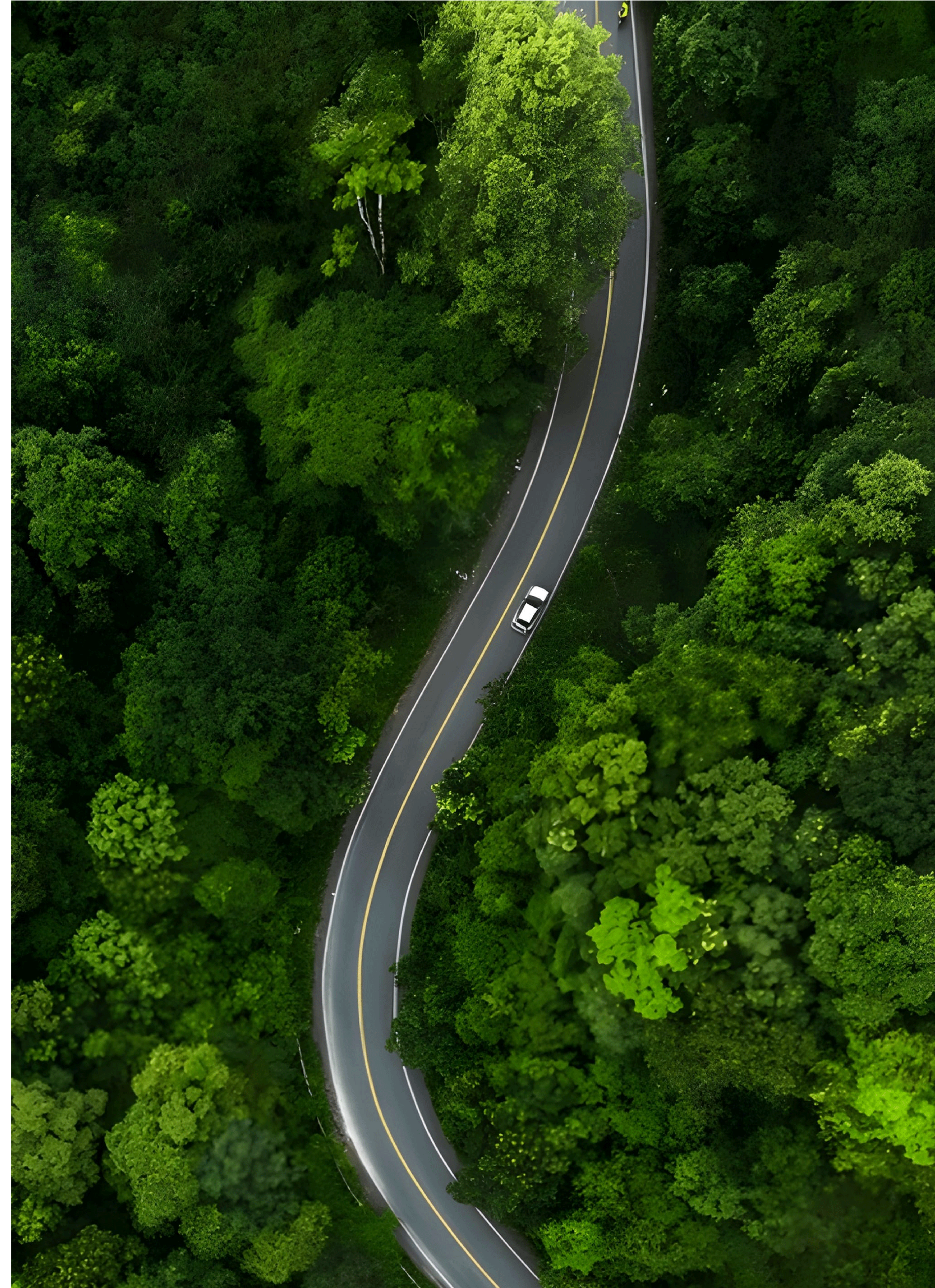
Shishir Knitting & Dyeing Ltd. (SKDL) integrates sustainability into every level of decision-making to ensure that economic growth, environmental performance, and social responsibility remain interconnected business priorities. The Managing Director oversees the company's overall sustainability direction, supported by the Director, Department Heads, and compliance teams who are responsible for implementing policies and monitoring performance within their respective areas.

Between 2022 and 2024, SKDL strengthened the integration of sustainability considerations into operational and strategic planning. Sustainability objectives were embedded into departmental targets covering areas such as energy efficiency, water conservation, waste reduction, occupational safety, and labor welfare. Each department is required to assess the environmental and social impact of its activities before implementing operational changes or new investments.

The company's policy framework of 78 approved policies serves as the foundation for sustainable decision-making, guiding actions on human rights, labor practices, environmental protection, ethical conduct, and governance accountability. Regular internal audits, management reviews, and cross-departmental meetings ensure that sustainability performance is continuously evaluated and improved.

Training for management and supervisors further supports the company's sustainability integration efforts. Governance and senior officials received annual and bi-annual training on environmental and social compliance, corporate ethics, and responsible supply chain management, strengthening collective decision-making capacity.

Through this structured approach, SKDL ensures that sustainability principles are not treated as separate initiatives but are fully embedded within strategic priorities, investment planning, and daily operational decisions across the organization.



Building Responsible Governance

Governance Structure Overview

Shishir Knitting & Dyeing Ltd. (SKDL) operates under a clear governance framework that defines authority, accountability, and oversight across all business units. The Managing Director serves as chair of the highest governance body and provides strategic direction for organizational performance, compliance, and stakeholder engagement. The Director provides oversight of operational and sustainability impacts and ensures that management systems translate board direction into controlled processes and results.

Management responsibilities for environmental, social, and governance matters are delegated to functional heads who report through the Executive Director and Director, ensuring that material impacts are monitored through defined KPIs, procedures, and internal controls. Sustainability reporting is coordinated centrally to align with GRI Standards and buyer requirements, with assurance and internal review steps embedded to protect the integrity of disclosures.

Chair of the Highest Governance Body

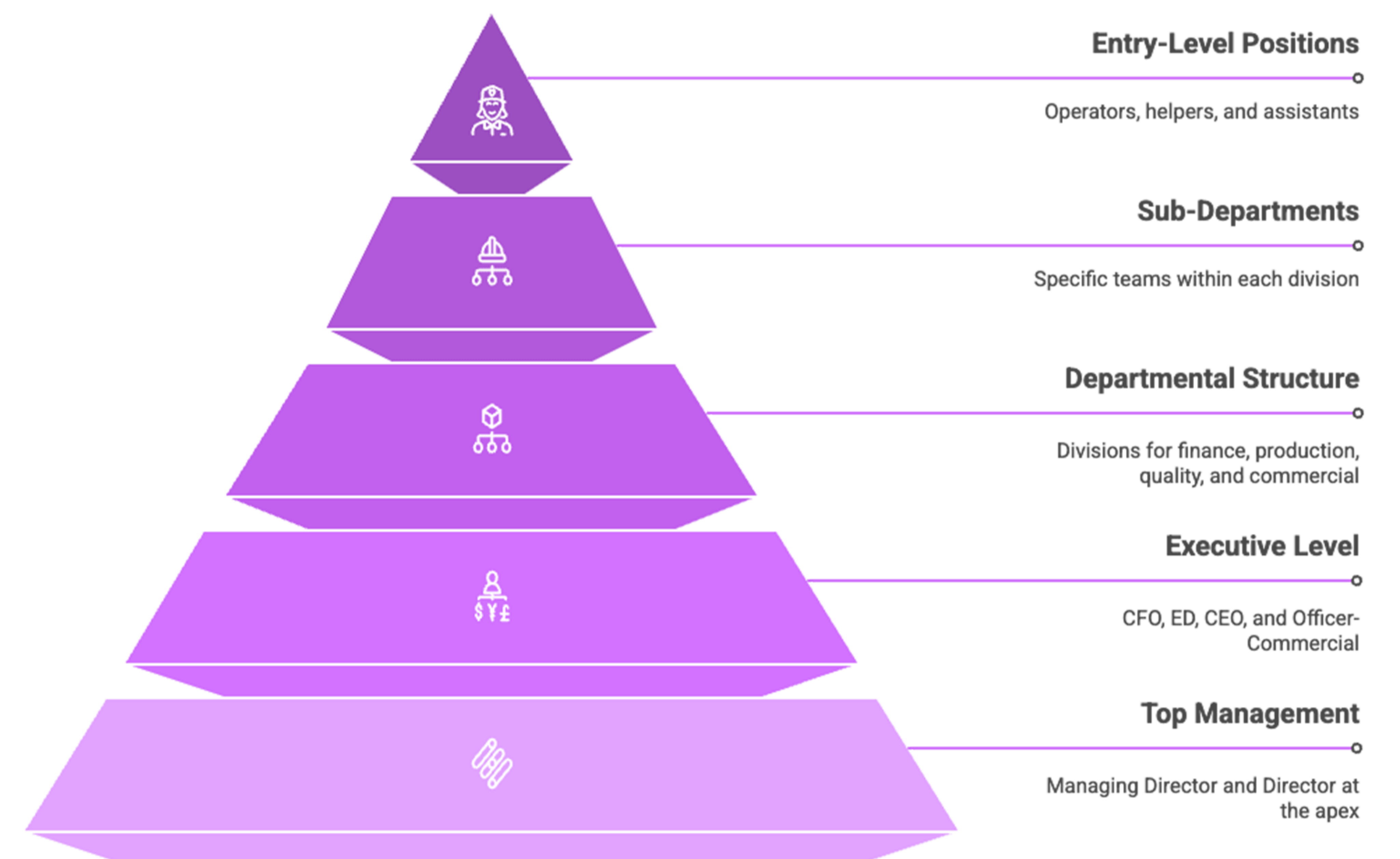
The highest governance body is chaired by the Managing Director, who presides over governance deliberations, approves annual objectives, and reviews progress against strategic goals. The chair sets the agenda for oversight of economic, environmental, and social matters, ensures that risk and compliance topics are regularly tabled, and facilitates engagement with internal and external stakeholders where required. The structure maintains clear separation between governance oversight and day-to-day operational management through defined lines of authority to the Director and Executive Director.

Oversight of Impacts and Delegation of Responsibilities

Oversight of significant impacts is exercised by the Director, who ensures that sustainability priorities are embedded across production, quality, human resources, compliance, and EHS functions. The Director evaluates risk assessments, incident trends, and performance dashboards, and escalates critical concerns to the chair for decision or guidance. Delegation is formalized through role descriptions, operating procedures, and a structured reporting cadence from department heads, including APM, maintenance, quality, HR and admin, and compliance officers. This approach guarantees that corrective actions, preventive measures, and improvement projects are tracked to closure and that legal and buyer requirements remain in force across the organization.

Role in Sustainability Reporting

The Executive Director leads the sustainability reporting process, coordinating cross-functional data collection, validation, and narrative development in alignment with the GRI Standards. Responsibilities include establishing the reporting timetable, assigning data owners, verifying consistency across environmental, social, and governance indicators, and preparing disclosures for review by the Director and final sign-off by the chair. The Executive Director also drives improvements to data quality through training, documentation updates, and periodic internal reviews to ensure completeness and comparability across reporting cycles.



About This Report

This debut Sustainability Report of Shishir Knitting & Dyeing Ltd. represents our commitment to transparency and continuous improvement. It aims to provide a comprehensive overview of our company's focal areas, their subsequent impacts, and our performance throughout the year, concluding on December 31, 2024.

This Sustainability Report has been developed by the Compliance Department of Shishir Knitting & Dyeing Ltd. The technical assistance for this Sustainability Report was provided by NBM International Ltd. under the "PROGRESS" Program of Swisscontact, Bangladesh in developing this report, where the views, opinions, and information are that of Shishir Knitting & Dyeing

Reporting Frameworks

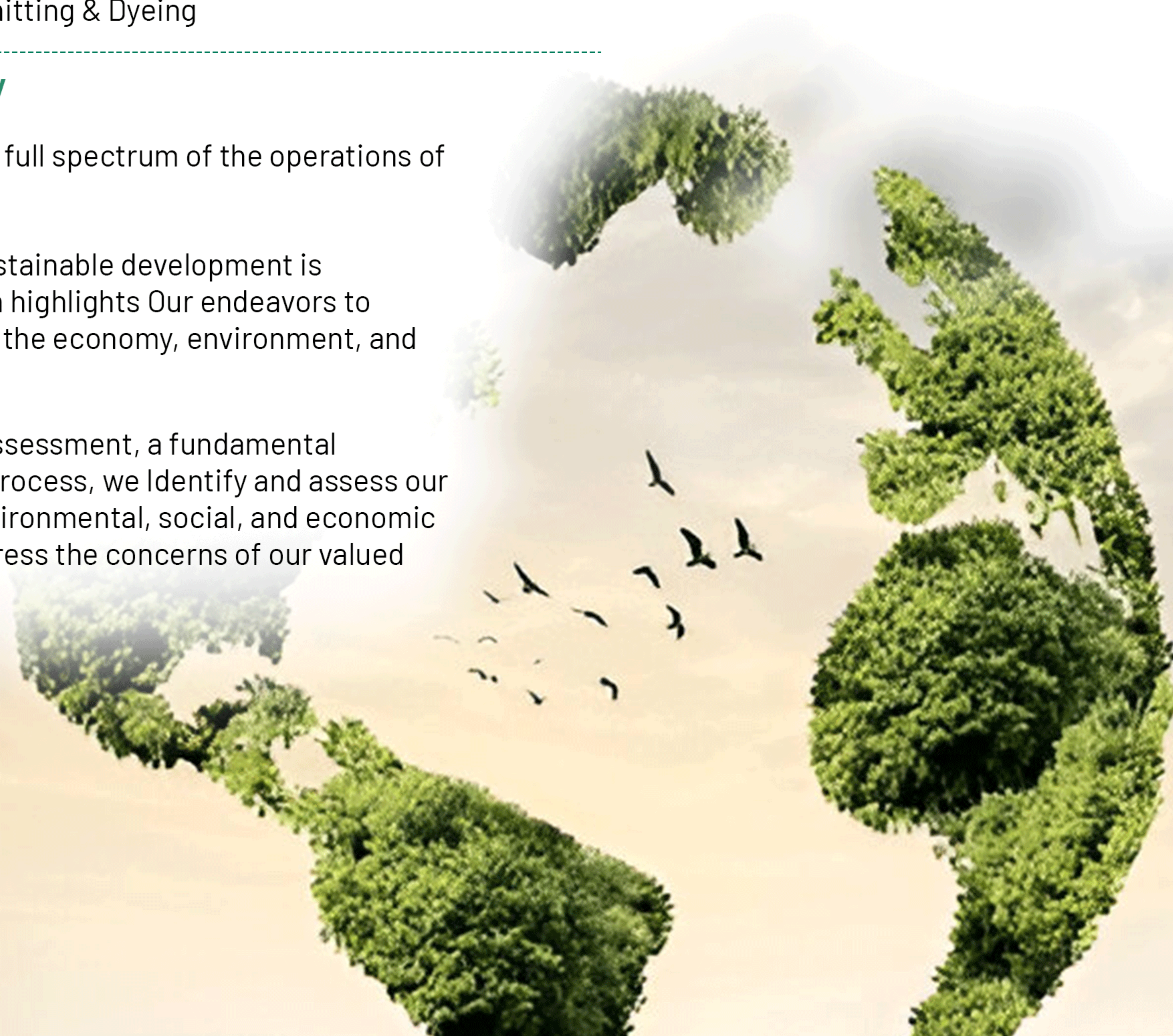
We have prepared this report in accordance with the GRI Standards 2021, ensuring that our Sustainability reporting endeavor aligns with the global best practices.

Reporting Period

The reporting period is January 2022 to December 2024. Although our Stakeholders can observe that we have endeavored to provide a comparative overview of the past three to four years.

Scope, Boundaries and Methodology

- 1** This report encompasses the full spectrum of the operations of Shishir Knitting & Dyeing Ltd.
- 2** Our resolute dedication to sustainable development is reflected in this report, which highlights Our endeavors to generate positive impacts on the economy, environment, and society.
- 3** Anchored in our materiality assessment, a fundamental component of our reporting process, we Identify and assess our significant effects across environmental, social, and economic dimensions, ensuring we address the concerns of our valued stakeholders.



Stakeholder Identity and Engagement

Shishir Knitting & Dyeing Ltd. (SKDL) recognizes that effective stakeholder engagement is central to its long-term sustainability and business resilience. The company's engagement framework ensures that the perspectives of all key stakeholder groups are systematically identified, prioritized, and integrated into business decision-making. This process strengthens transparency, builds trust, and supports continuous improvement in environmental, social, and governance performance.

How We Relate to Our Stakeholders

Identifying What Matters

Shishir Knitting & Dyeing Ltd. (SKDL) identifies its key stakeholders through a systematic review of relationships that influence or are affected by its operations. The main stakeholder groups include employees, management, buyers, suppliers, regulators, local communities, and industry associations. This process, reviewed annually by the Compliance and HR Departments, ensures that all relevant groups and emerging interests are reflected in SKDL's sustainability planning.

Prioritizing for Impact

Stakeholders are prioritized based on their influence on the company and the degree to which they are impacted by its activities. Employees, buyers, and regulators are high-priority stakeholders due to their direct role in production and compliance, while suppliers, local communities, and contractors are considered medium priority. Industry associations and sustainability partners are emerging stakeholders guiding SKDL's alignment with global standards.

How We Engage and Listen

SKDL's engagement approach emphasizes transparency, inclusiveness, and collaboration. The company maintains open communication with employees through meetings and training, works with buyers through audits and sustainability reviews, and engages suppliers to ensure ethical sourcing. Regular coordination with regulators and community programs strengthens mutual understanding and trust. Stakeholder feedback is integrated into operational planning and sustainability decisions, ensuring responsive and responsible business conduct.



Moreover, exchanging insights with a diverse range of stakeholders, such as suppliers, customers, and employees, can spark innovation. This collaborative method helps companies understand market demands and consumer preferences, leading to the creation of more innovative and sustainable products and processes. In the constantly changing textile industry, adaptability is crucial for long-term success. Engaging with stakeholders allows companies to stay responsive to evolving market trends and customer preferences, ensuring they remain relevant and thrive in this complex and dynamic sector.

Stakeholder	Stakeholder Relevance	Stakeholders Expectations	How we Respond
Legal and Regulatory Bodies	Licenses, Permits, Certifications, Audits, etc.	Good governance, business ethics, etc.	We have adopted a comprehensive governance framework and a business code of conduct. Besides we have a good compliance system
Customers and Brands	Products, Compliance Practices, business Meetings, etc.	Quality products, Less price and timely management, Good compliance and sustainability practices, etc.	We have a very healthy relation with our buyers in terms of quality products. We have good compliance and sustainability practices also.
Suppliers and Business Partners	Business Meetings, Business share, Supplier Assessment, Product or Service demonstration and buying, etc.	Business continuity, Fair price, fair assessment, capacity building, etc.	Developing win-win relationships with suppliers and business partners, and responsible procurement practices, supporting local economies
Bank and Investors	Financial investment, business meetings, financial reporting, etc.	Return on investment, sustained business growth, good governance, risk management, service quality, and positive contribution to society	We focus on ensuring robust governance and risk management, operational excellence, and deliver value to our investors.
Management & Employees	Business decisions, training program, performance appraisal, business growth, etc.	Fair price from customers, management of hierarchy of system, personal and professional development, etc.	Our business and policies are focused on learning and development, employee engagement, health and well-being and building a culture of diversity.
Communities	Community development projects (CSR activities), periodic meeting, etc.	Economic development, responsible business practices and sustainable development.	We conduct CSR activities every year. We aid in economic development of communities by promoting local suppliers, etc.

Materiality Assessment

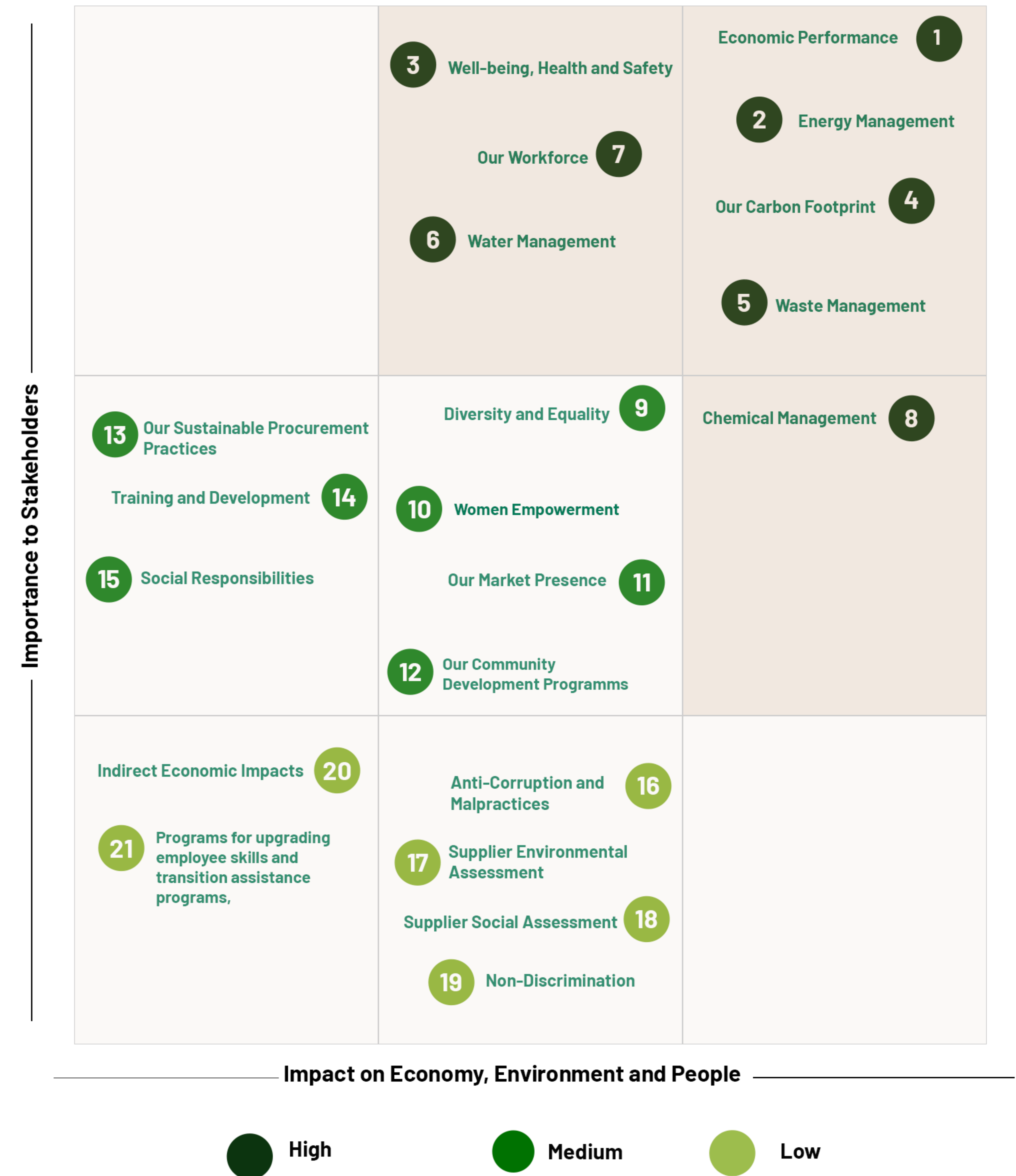
In the operational framework of Knitting & Dyeing Ltd. (SKDL), we place significant emphasis on our core materiality assessment, a process rigorously aligned with the GRI 3 Standard. This approach encompasses several critical phases: assessment, identification, evaluation, and prioritization. Our journey commences with an initial assessment, where we scrutinize our core processes, activities, and product portfolio along with our business relationship. This in-depth examination serves as the foundation upon which we build our materiality assessment.



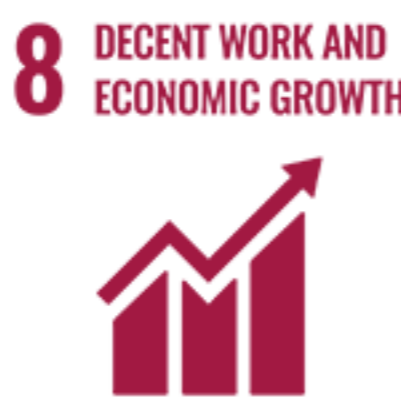
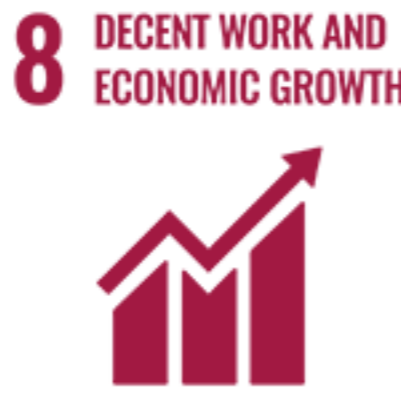
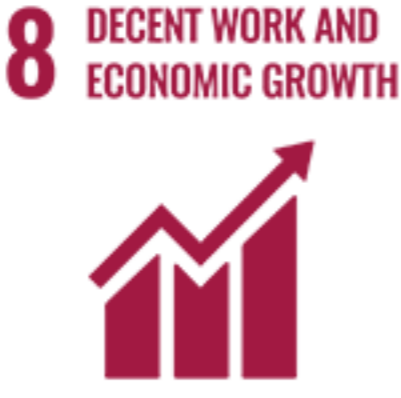





Next, we enter the identification phase, which is a crucial step in pinpointing potential impacts from our operations. This thorough evaluation ensures that we examine every possible issue arising from our company's activities and relationships. Following this, a quantitative assessment is conducted to measure the significance of these impacts. Each impact is rigorously evaluated against established significance criteria. Those that meet these criteria are classified as material topics, highlighting their critical role in defining our sustainability narrative.





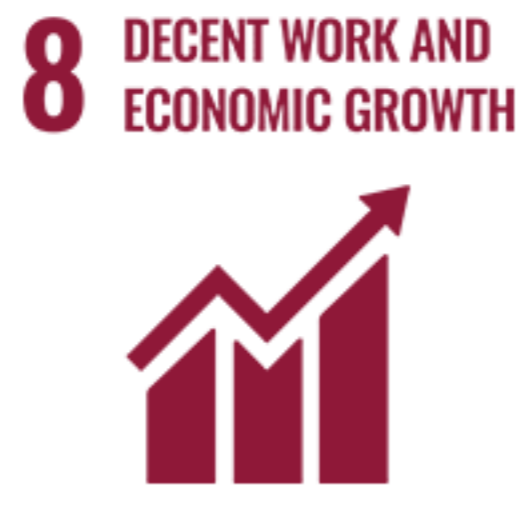
The next important step involves incorporating the collective insights of our stakeholders and experts. These material topics are evaluated with consideration of the views and opinions of those invested in our operations. Additionally, we integrate the United Nations Sustainable Development Goals (UN SDGs) into this thorough approach. These global objectives act as a crucial guide, shaping our reporting priorities and aligning our sustainability efforts with wider global goals.





At Shishir Knitting & Dyeing Ltd. (SKDL), this detailed materiality assessment process underpins our commitment to transparency, accountability, and sustainable progress. It ensures that our reporting reflects not only our internal priorities but also the expectations and aspirations of our stakeholders, both locally and globally.

In the previous example, our main emphasis is on pinpointing key issues within our business operations, influenced by both our business impact and stakeholder concerns. We have utilized the GRI standard as a guiding framework to assess these issues, applying high, medium, and low filters. Topics that are identified as high or medium priorities are classified as material topics and are discussed in detail in this report.



Material Topics	SDG Alignment	Why this is our Material Topics	Our Management Approach
Economic Performance	  	Economic performance demonstrates our dedication to economic sustainability and prudent final stewardship, safeguarding the enduring feasibility of our endeavors. That is why this is a very important topic for our legal and regulatory authorities.	We oversee our economic performance by focusing on financial planning and operational efficiency. This entails streamlining production processes to reduce costs, sourcing materials effectively, and sustaining a skilled workforce. Additionally, it involves prudent financial management practices such as budgeting, cost control, and making strategic investments.
Our Market Presence		An organization's strong market presence enhances its reputation and market value. It also reflects our dedication to fair and ethical employment practices.	Our employee satisfaction levels are consistently high. We strictly adhere to legal regulations, and our efficient payroll management demonstrates our commitment to conducting fair and ethical business practices.
Our Sustainable Procurement Practices		An organization's effective supply chain relies on sustainable procurement practices. In today's world, sourcing sustainable materials has become a top priority for brands.	We consistently prioritize responsible sourcing, work to reduce our environmental impact, and promote ethical business practices across our supply chain.
Energy Management	 	Effective energy management is essential because it influences both sustainable development and cost efficiency.	We have upgraded from manual and outdated machinery to automated, energy-efficient systems. Additionally, we've implemented various energy reduction measures and are planning to expand our capacity in adopting renewable energy sources.
Water and Wastewater Management	  	Water and wastewater management are essential in light of increasing environmental awareness and regulatory demands. By managing these effectively, factories can lower water usage, reduce pollution, and meet strict environmental regulations, ensuring sustainable operations while avoiding legal issues.	We have implemented several water-efficient technologies and operate a bio-Chemical ETP to treat wastewater on-site while closely monitoring water usage. Additionally, we utilize sustainable dyeing and finishing processes that require less water and generate less wastewater, contributing to both environmental conservation and cost savings.

Material Topics	SDG Alignment	Why this is our Material Topics	Our Management Approach
Our Carbon Footprint		It is crucial due to its substantial effects on environmental sustainability and regulatory compliance. It is also a highly discussed topic in the market, particularly among different buyers.	We have introduced various eco-friendly practices, such as adopting energy-efficient technologies and closely monitoring emissions to ensure adherence to environmental regulations. Additionally, we have invested in renewable energy sources and carbon offset programs.
Waste Management		Effective waste management is crucial for minimizing our environmental footprint, reducing pollution, and ensuring compliance with waste disposal regulations. This is why it is a priority for us.	We have adopted several waste reduction strategies. During procurement, we prioritize products that can be recycled. Additionally, we have agreements with various waste handlers to collect and recycle our waste.
Chemical Management		Effective chemical management ensures adherence to strict regulations, reduces the risk of pollution, and encourages the use of safer, environmentally friendly alternatives.	We have embraced safer and more eco-friendly chemical alternatives. Additionally, we perform regular, thorough chemical risk assessments and follow stringent regulatory guidelines. Moreover, the majority of our chemicals are at ZDHC
Employment		This is a critical issue as it directly influences our productivity, product quality, and overall company performance.	We cultivate a positive work environment, provide career development opportunities, and maintain open communication between management and employees to ensure job satisfaction, retention, and overall well-being.
Labor Management Relations		We practice effective labor management which is crucial for maintaining employee satisfaction. Along with some legal requirements Labor Management relations are well practiced .	We maintain healthy labor management relations through a structured, proactive strategy. This includes clear communication, fair policies, employee engagement, manager training, transparent grievance resolution, strong health and safety practices, competitive compensation, legal compliance, and continuous improvement.

Material Topics	SDG Alignment	Why this is our Material Topics	Our Management Approach
OHS Scenario		<p>Maintaining a safe, healthy, and content workforce boosts morale and job satisfaction while decreasing absenteeism, turnover, and related operational disruptions. It is a crucial aspect of our ongoing operations.</p>	<p>We ensure safe working conditions, offer health and wellness programs, and provide access to sufficient medical facilities both on-site and externally. Additionally, we maintain a secure work environment through the establishment and active participation of our safety committee, provision of adequate first aid facilities, and diligent incident monitoring and reporting.</p>
Training and Development		<p>Competency and skill development are essential as they influence our operational efficiency, drive innovation, and support long-term sustainable growth.</p>	<p>We offer ongoing training and skill enhancement opportunities to our employees. Additionally, we promote a culture of learning and innovation, investing in advanced technologies and automation that demand specialized expertise.</p>
Diversity and Equality		<p>Diversity and equality drive innovation, creativity, and inclusivity within our workforce. By embracing diversity, we tap into a broad spectrum of perspectives and skills, leading to more effective problem-solving and a richer, more dynamic workplace culture.</p>	<p>We have policies in place to guarantee non-discrimination and equal opportunity for all. Additionally, we actively promote diversity in both hiring and leadership positions and offer training on recognizing and addressing unconscious bias.</p>
Our Community Development Programs		<p>Our Community Development Programs demonstrate our dedication to responsible corporate citizenship and sustainable business practices.</p>	<p>Each year, we engage in CSR activities by investing in education, healthcare, infrastructure development, and vocational training programs.</p>



Chapter 2 Environment



Our Energy Management

Shishir Knitting & Dyeing Ltd. (SKDL) envisions a future where industrial growth and environmental balance coexist. Its vision is grounded in sustainable manufacturing, focusing on pollution prevention, resource efficiency, and continuous improvement. SKDL views environmental protection as both an ethical duty and a strategic priority for long-term resilience and competitiveness. Guided by its Environmental Policy aligned with ISO 14001, national laws, and GRI standards, the company works to reduce its footprint through energy efficiency, water conservation, waste reduction, and responsible chemical use. Environmental sustainability is integrated into all operations, ensuring every process supports ecological responsibility.

SKDL’s environmental strategy is anchored in the following core commitments:

Pollution Prevention: Reducing emissions, effluents, and waste generation through technological upgrades and process efficiency.

Resource Conservation: Promoting efficient use of energy, water, and raw materials while increasing reuse and recycling rates.

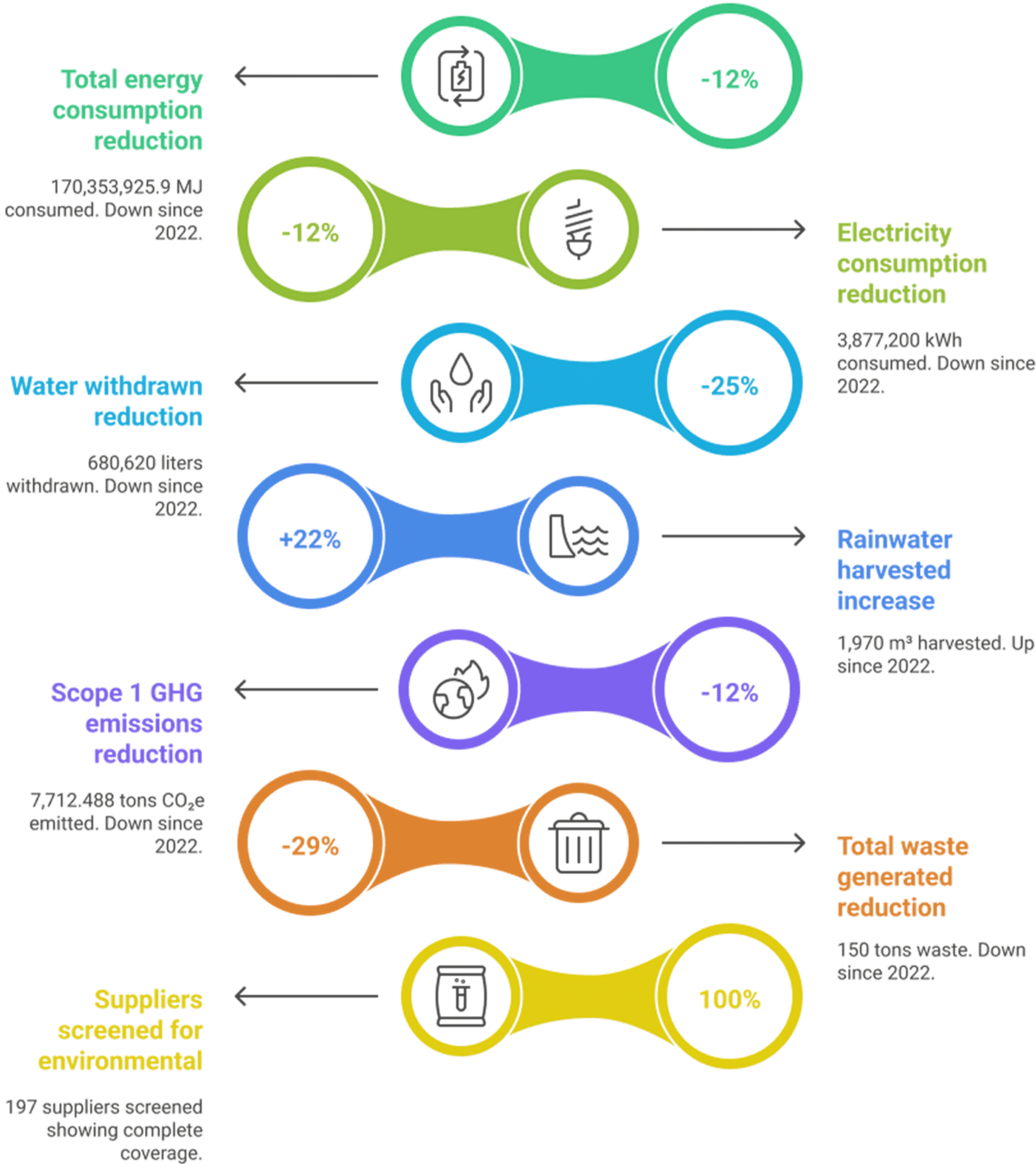
Regulatory Compliance: Maintaining 100 percent compliance with all applicable environmental laws, permits, and standards.

Continuous Improvement: Monitoring performance through measurable key performance indicators (KPIs) and investing in cleaner technologies.

Stakeholder Engagement: Communicating environmental progress transparently with employees, buyers, communities, and regulators.

The Environmental Management Team, guided by top management, integrates environmental goals into daily operations. Through audits, training, and sustainability programs, SKDL promotes accountability and awareness, while its participation in the Partnership for Cleaner Textile (PaCT) reflects its leadership in advancing sustainable practices in Bangladesh’s textile industry.

Environmental Performance Highlights 2024

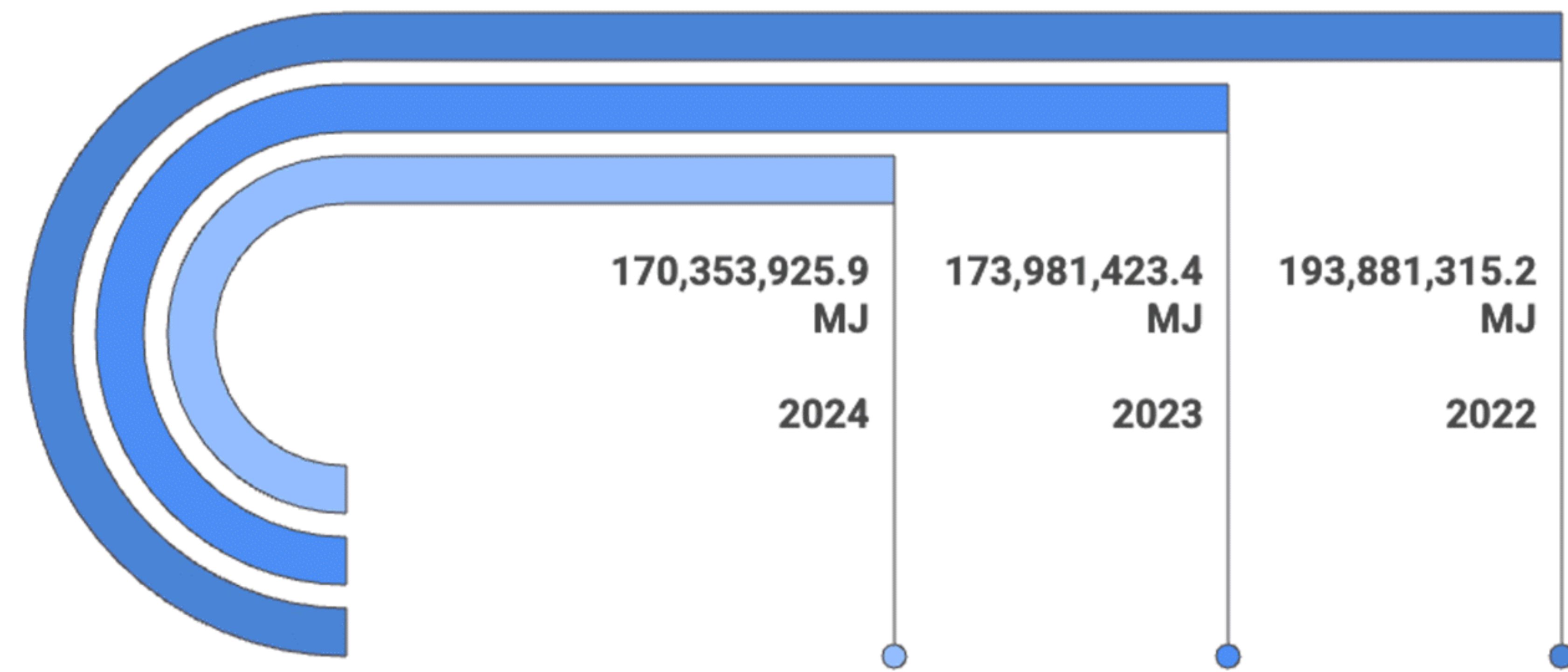


Energy - Powering Change

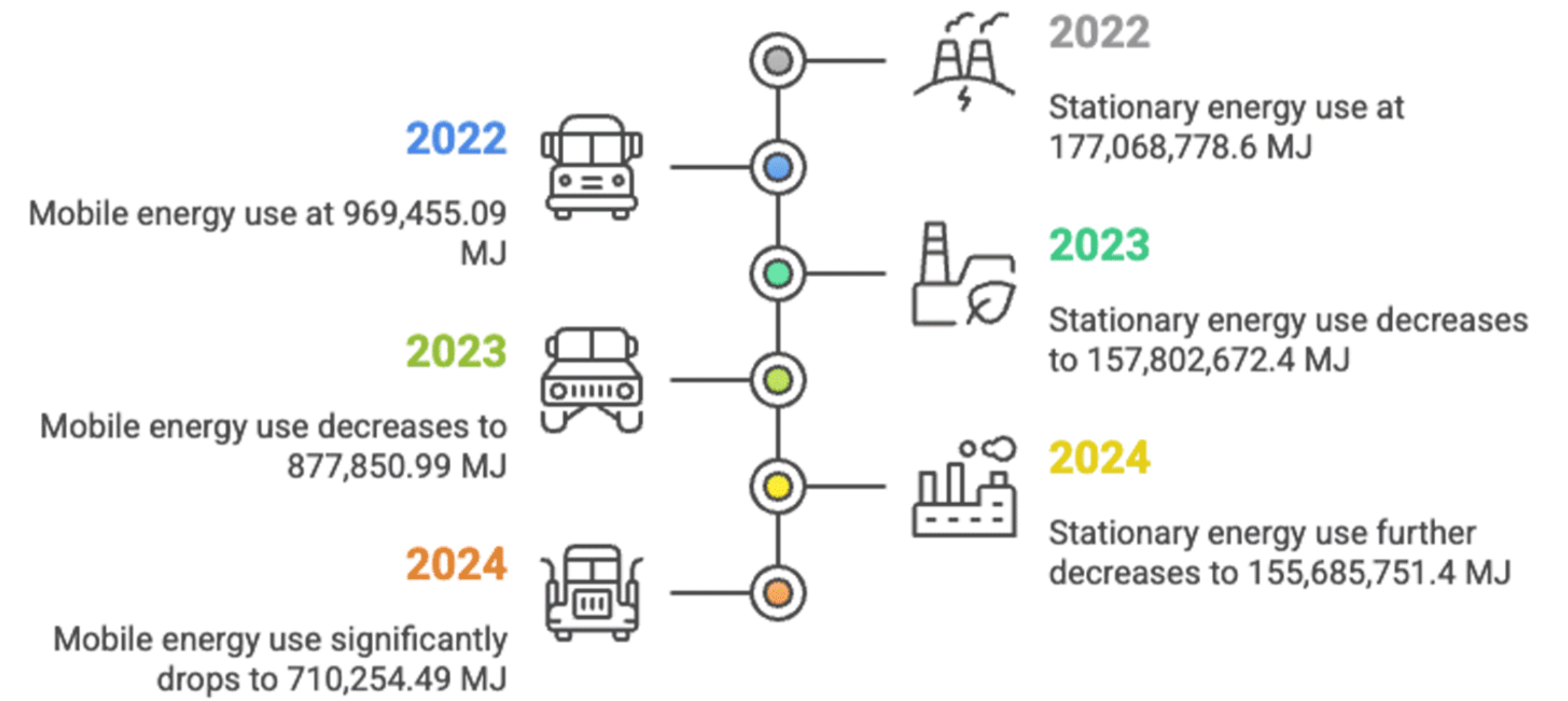
Direct & indirect Energy Consumption Trends

Energy consumption at SKDL primarily involves natural gas, electricity, and diesel used for production, utilities, and logistics. Total energy consumption decreased from 193,881,315.2 MJ in 2022 to 173,981,423.4 MJ in 2023, and further to 170,353,925.9 MJ in 2024, reflecting a 12 percent reduction across the reporting period. Natural gas, used in boilers and dyeing units, declined from 4,434,803.78 m³ in 2022 to 3,900,862.03 m³ in 2024, while purchased electricity reduced from 4,400,856 kWh in 2022 to 3,877,200 kWh in 2024.

The downward trend highlights the success of process optimization and resource management initiatives. Stationary energy sources, such as utilities and electricity, remained the largest contributors, while mobile energy use from company vehicles declined due to route optimization and maintenance efficiency.



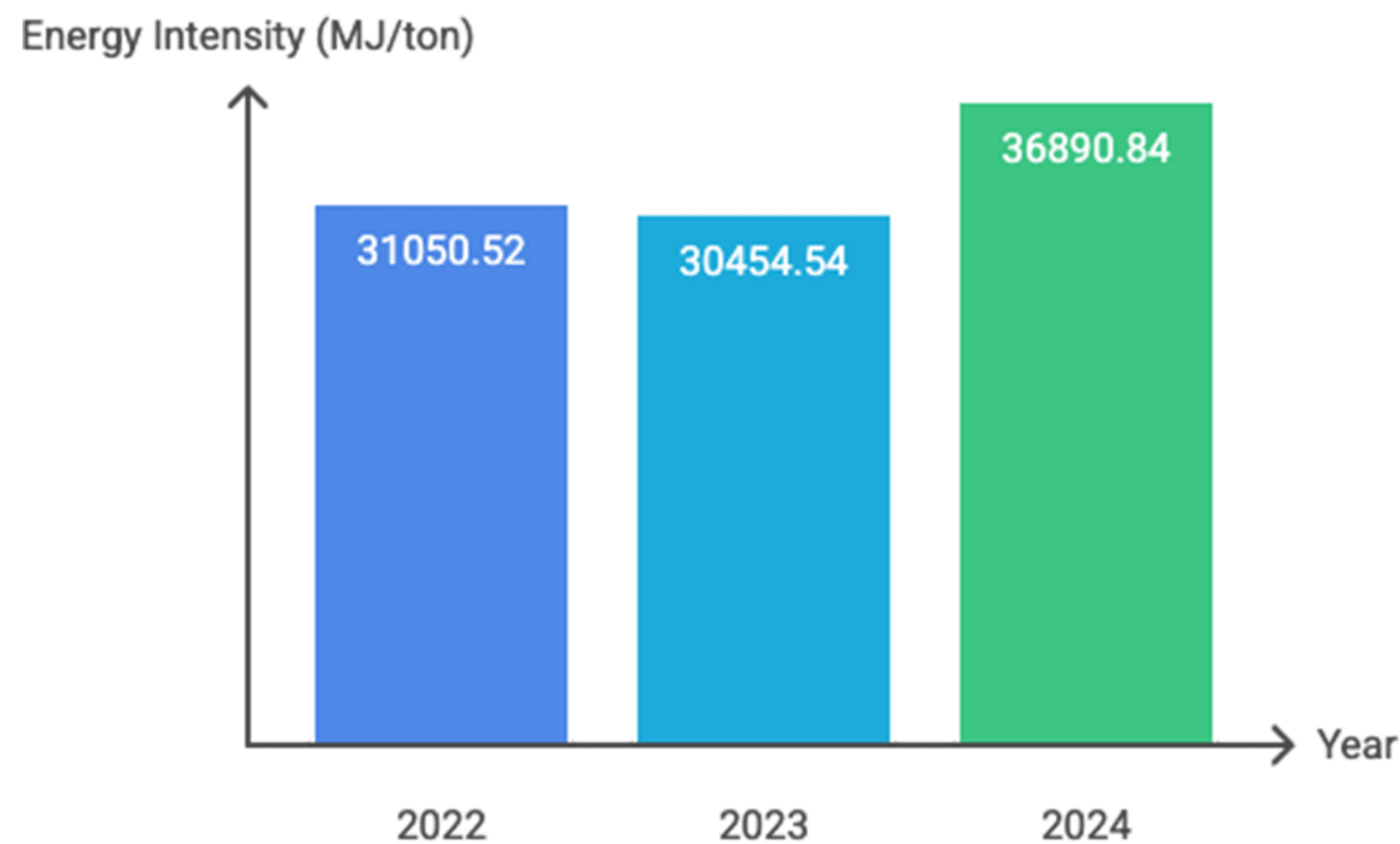
Total Energy Consumption (2022-2024)



Energy Intensity & Performance

Energy intensity, measured as total energy consumption per ton of product, reflects operational efficiency. SKDL recorded 31,050.52 MJ/ton in 2022, improving to 30,454.54 MJ/ton in 2023, but increasing to 36,890.84 MJ/ton in 2024 due to reduced production volumes while maintaining baseline operational energy needs.

Despite the variation, overall energy use decreased, indicating the effectiveness of conservation measures. Continuous improvement in machine calibration and process synchronization remains central to maintaining energy performance even during production fluctuations.

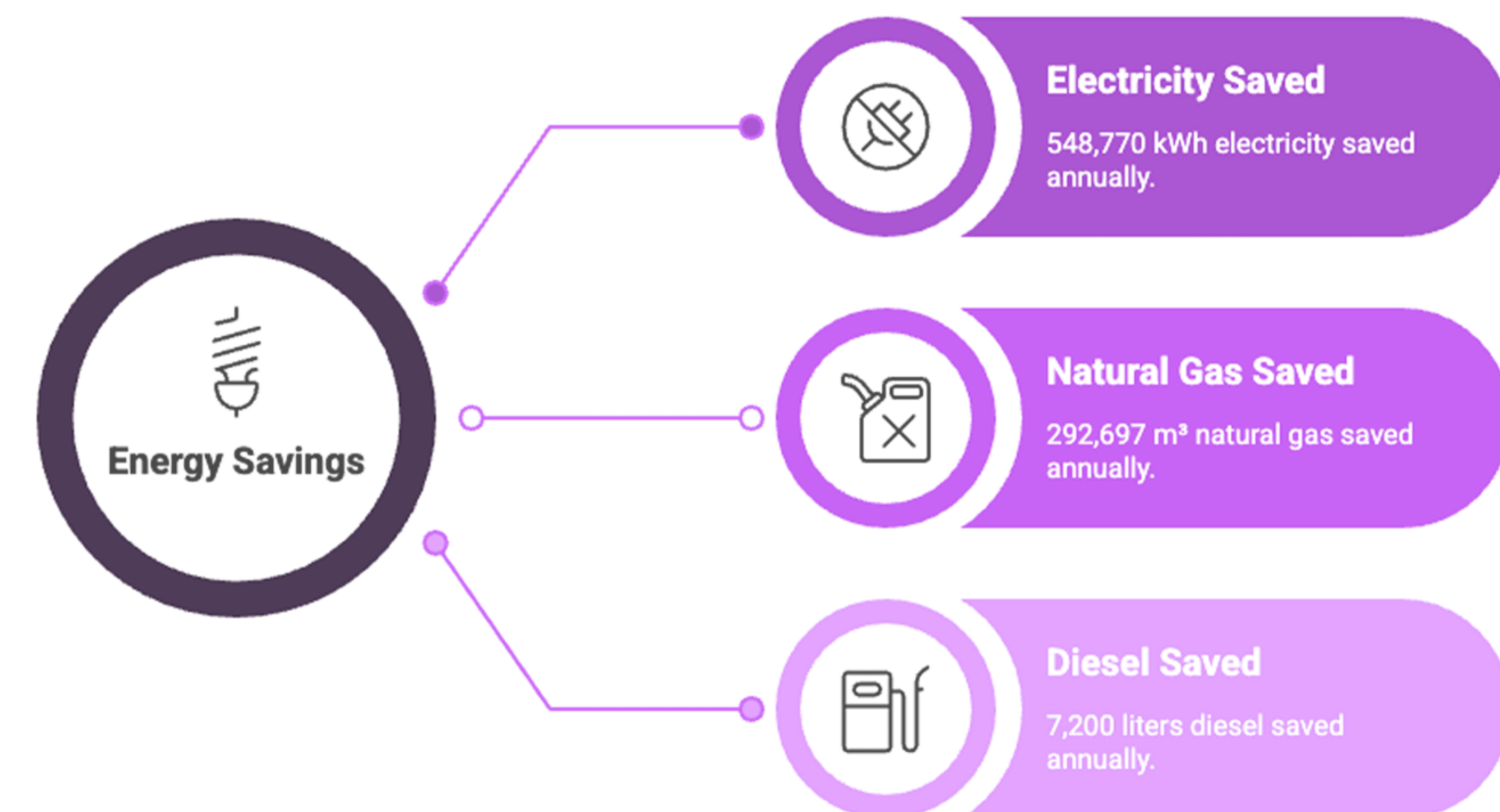


Energy Intensity Over Three Years

Energy Efficiency Programs & Savings

Energy intensity, measured as total energy consumption per ton of product, reflects operational efficiency. SKDL recorded 31,050.52 MJ/ton in 2022, improving to 30,454.54 MJ/ton in 2023, but increasing to 36,890.84 MJ/ton in 2024 due to reduced production volumes while maintaining baseline operational energy needs.

Despite the variation, overall energy use decreased, indicating the effectiveness of conservation measures. Continuous improvement in machine calibration and process synchronization remains central to maintaining energy performance even during production fluctuations.



Optimizing Energy for A Greener Future

Looking ahead, SKDL plans to integrate renewable energy sources and expand energy-efficient infrastructure. The company is evaluating the installation of rooftop solar panels and process heat recovery systems to reduce dependence on fossil fuels.

By embedding sustainability into operational strategy and employee behavior, SKDL is building a greener, more resilient future. These ongoing initiatives align with Bangladesh’s national energy efficiency goals and global climate action priorities under the Paris Agreement.

Emission – Toward A Low-Carbon Future

Shishir Knitting & Dyeing Ltd. (SKDL) is committed to transitioning toward a low-carbon operational model through continuous monitoring, reduction of greenhouse gas (GHG) emissions, and integration of cleaner technologies. The company's emission management strategy is guided by its Environmental Policy, which aligns with ISO 14001 standards and national environmental regulations. Through process optimization, energy efficiency programs, and waste reduction initiatives, SKDL aims to reduce its carbon footprint and contribute to global

Overview of Scope 1 & 2 Emissions

SKDL monitors its GHG emissions across direct (Scope 1) and indirect (Scope 2) categories to assess its environmental performance. Scope 1 emissions, generated from fuel combustion in boilers, generators, and vehicles, accounted for the majority of the company's total carbon footprint. These emissions decreased steadily from 8,784.40 tons CO₂e in 2022 to 7,831.16 tons CO₂e in 2023, and further to 7,712.49 tons CO₂e in 2024, representing an overall 12 percent reduction across the reporting period.

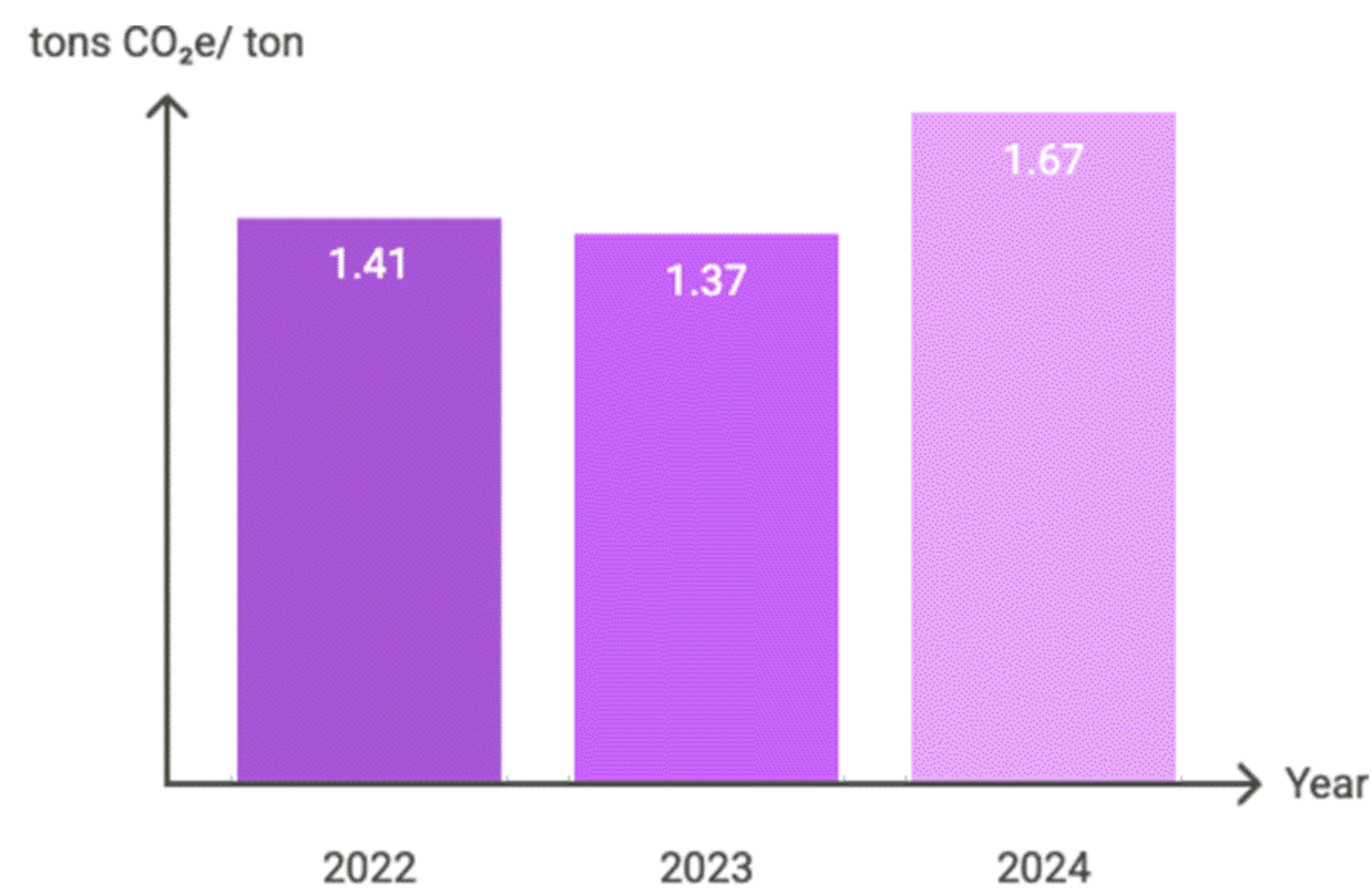
Scope 2 emissions, derived from purchased electricity, were significantly lower due to Bangladesh's relatively low-carbon grid and SKDL's declining power consumption. Scope 2 emissions were 2.73 tons CO₂e in 2022, 2.64 tons CO₂e in 2023, and 2.40 tons CO₂e in 2024, indicating progressive improvement in energy efficiency and emission control.



Emission intensity Trends

Emission intensity, measured as total GHG emissions per ton of production, provides insight into SKDL's carbon efficiency. The company achieved an improvement from 1.41 tons CO₂e per ton of output in 2022 to 1.37 tons CO₂e in 2023, before increasing to 1.67 tons CO₂e in 2024 due to a decrease in production volumes while maintaining fixed operational energy demand.

This trend indicates that efficiency measures are working effectively but highlights the need to sustain production stability for continued carbon performance improvement. Despite the rise in 2024, SKDL maintained lower absolute emissions than the base year, confirming successful implementation of mitigation strategies such as energy optimization, maintenance of efficient boiler operations, and minimized fuel use.



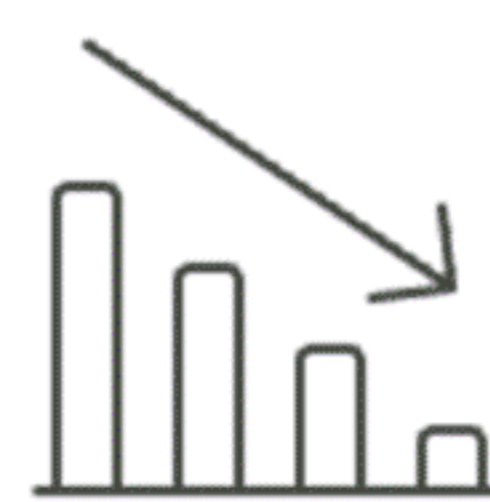
Emission Intensity



2024

1,072.23
tCO₂e

GHG
reductions in
2024



2023

953.33
tCO₂e

GHG
reductions in
2023

Long-Term Carbon Management Roadmap

SKDL's long-term carbon management roadmap outlines a systematic pathway to achieving low-carbon manufacturing through technological innovation, energy transition, and data-driven monitoring. The roadmap includes:

Renewable Energy Integration: Installation of rooftop solar panels to generate clean electricity and reduce Scope 2 emissions.

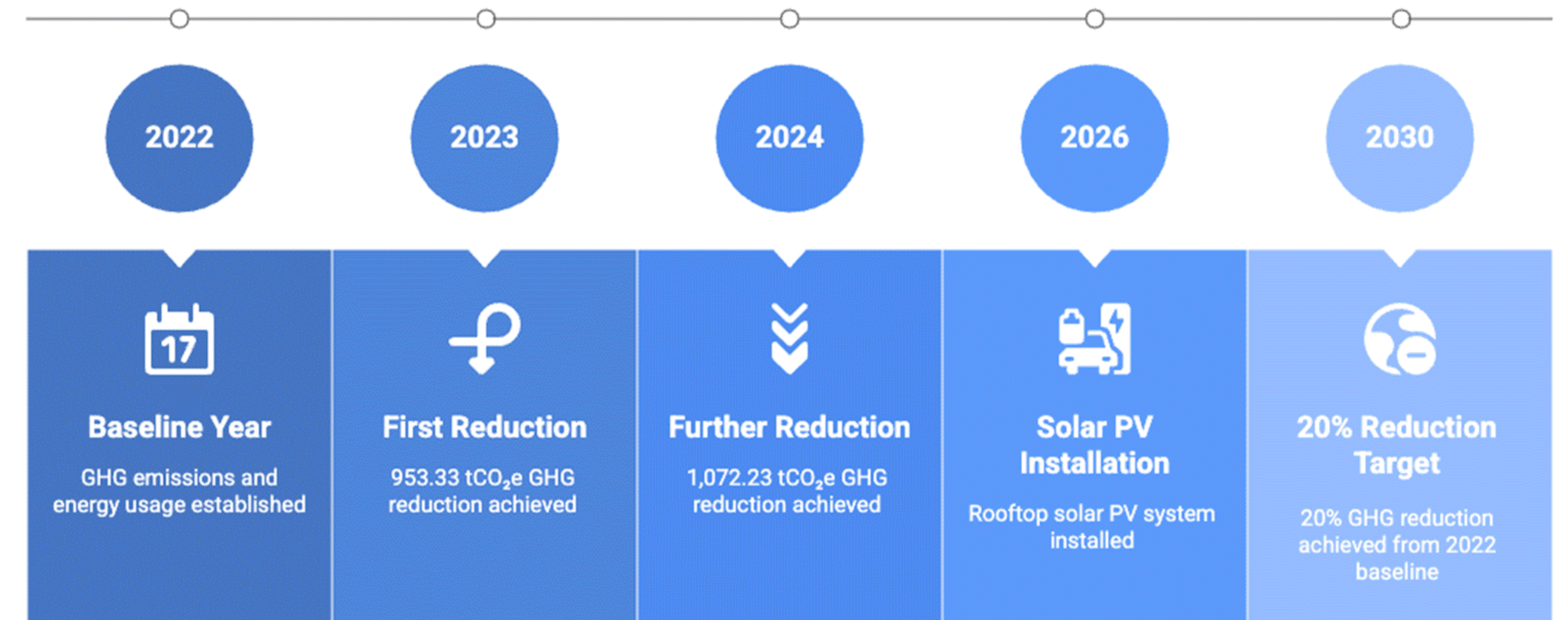
Process Efficiency Optimization: Expansion of heat recovery and condensate reuse systems to minimize fuel-based emissions.

Carbon Footprint Tracking: Implementation of advanced monitoring systems for accurate emissions reporting.

Employee Engagement: Training on energy conservation and climate awareness to embed low-carbon behavior across all departments.

The company aims to achieve a 20 percent reduction in total GHG emissions by 2030 from its 2022 baseline. This roadmap reinforces SKDL's alignment with Bangladesh's Nationally Determined Contributions (NDCs) and supports the global transition to sustainable textile manufacturing.

Key GHG Reduction and Renewable Energy Milestones



Water – Every Drop Matters

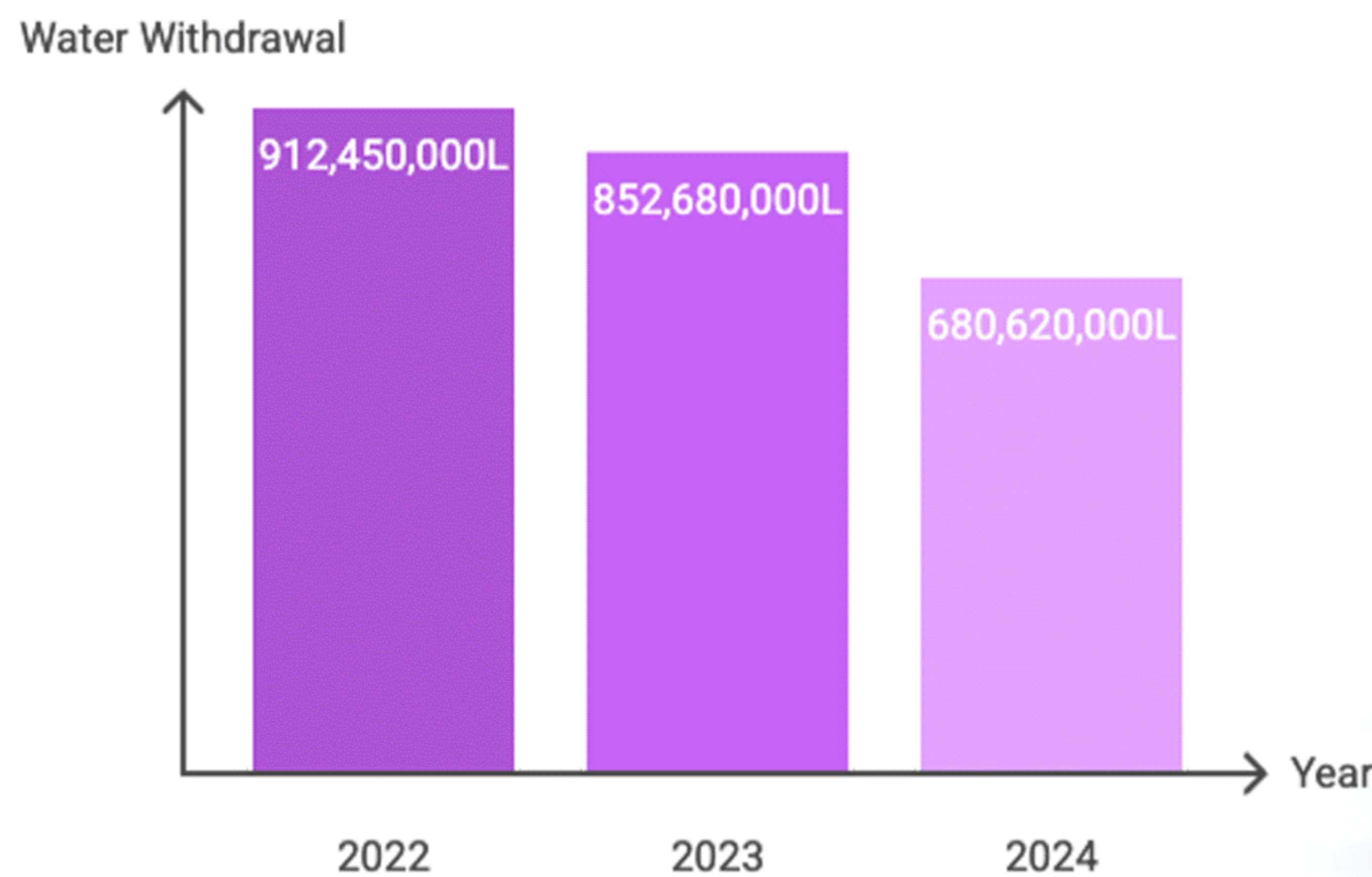
Water Stewardship

Water is a vital resource for Shishir Knitting & Dyeing Ltd. (SKDL), especially in dyeing and finishing operations. Recognizing water’s essential role in production and community well-being, SKDL has adopted a comprehensive water management strategy emphasizing conservation, recycling, and pollution prevention. Guided by its Water Policy and ISO 14001 environmental management system, the company ensures that every liter of water is used efficiently, treated responsibly, and discharged in compliance with environmental regulations.

Water Sourcing & Usage Overview

SKDL sources its water primarily from local groundwater and surface water supplies. The dyeing process, which operates at a liquor ratio of approximately 1:6, remains the largest consumer, while the boiler and utility systems also require significant volumes. Through rigorous monitoring and process optimization, SKDL successfully reduced total water withdrawal from 912,450,000 liters in 2022 to 852,680,000 liters in 2023, and further to 680,620,000 liters in 2024, representing a 25 percent reduction over the reporting period.

This improvement reflects the company’s commitment to sustainable water use through better equipment efficiency, leak prevention, and production planning aligned with environmental priorities.



Water Withdrawal

Conservation Measures & Efficiency Improvements

To enhance water efficiency, SKDL has implemented a series of Water Conservation Measures (WCMs) that collectively target annual savings of approximately 583,505 m³. These include the installation of low-flow fixtures, reuse of rinse water for floor cleaning and toilet flushing, condensate recovery from dyeing processes, and expansion of rainwater harvesting infrastructure.

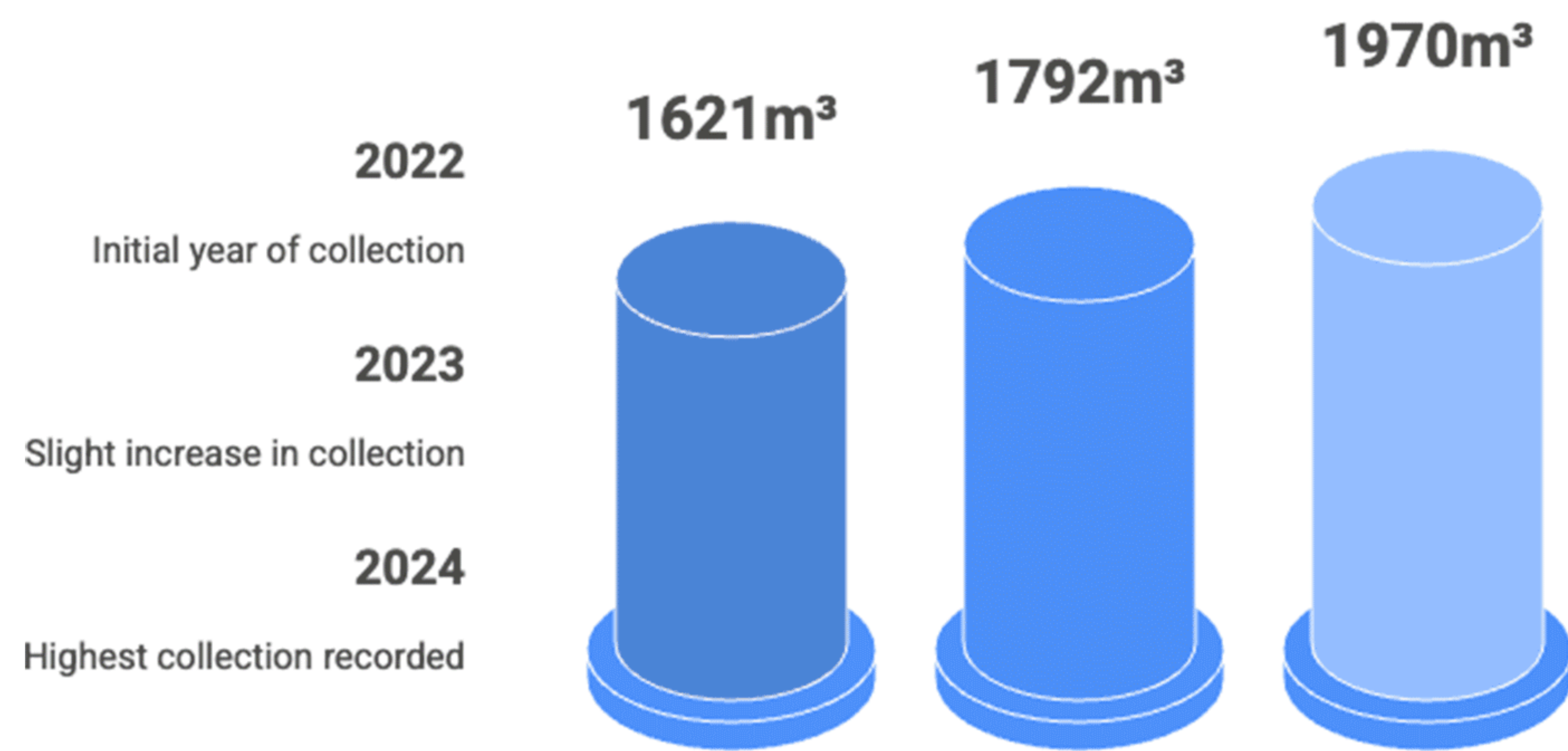
These efforts are guided by the company’s Water Policy goal of achieving 6 percent total water savings and 0 percent pollution by 2026. SKDL’s participation in the PaCT (Partnership for a Cleaner Textile) program further reinforces its alignment with international best practices for sustainable water management in Bangladesh’s textile sector.



Rainwater Harvesting

Rainwater harvesting forms an integral part of SKDL's sustainable water sourcing strategy, reflecting the company's dedication to responsible water management and environmental stewardship. By utilizing approximately 1,858 m² of rooftop area, SKDL has established an efficient system designed to collect, filter, and store rainwater for various non-production purposes such as cleaning, landscaping, and sanitation. This initiative not only reduces the facility's dependency on external water sources but also helps conserve freshwater for essential production activities.

Over the past few years, SKDL has continuously enhanced its rainwater harvesting infrastructure through regular maintenance, improved storage capacity, and better water quality management practices. These sustained efforts have resulted in a consistent year-over-year improvement in the volume of harvested rainwater—rising from 1,621 m³ in 2022 to 1,792 m³ in 2023, and further to 1,970 m³ in 2024. The upward trend underscores SKDL's ongoing commitment to increasing capture efficiency and maximizing water reuse. By integrating innovation and environmental responsibility, the company ensures that rainwater harvesting remains a vital component of its long-term sustainability and climate resilience goals.

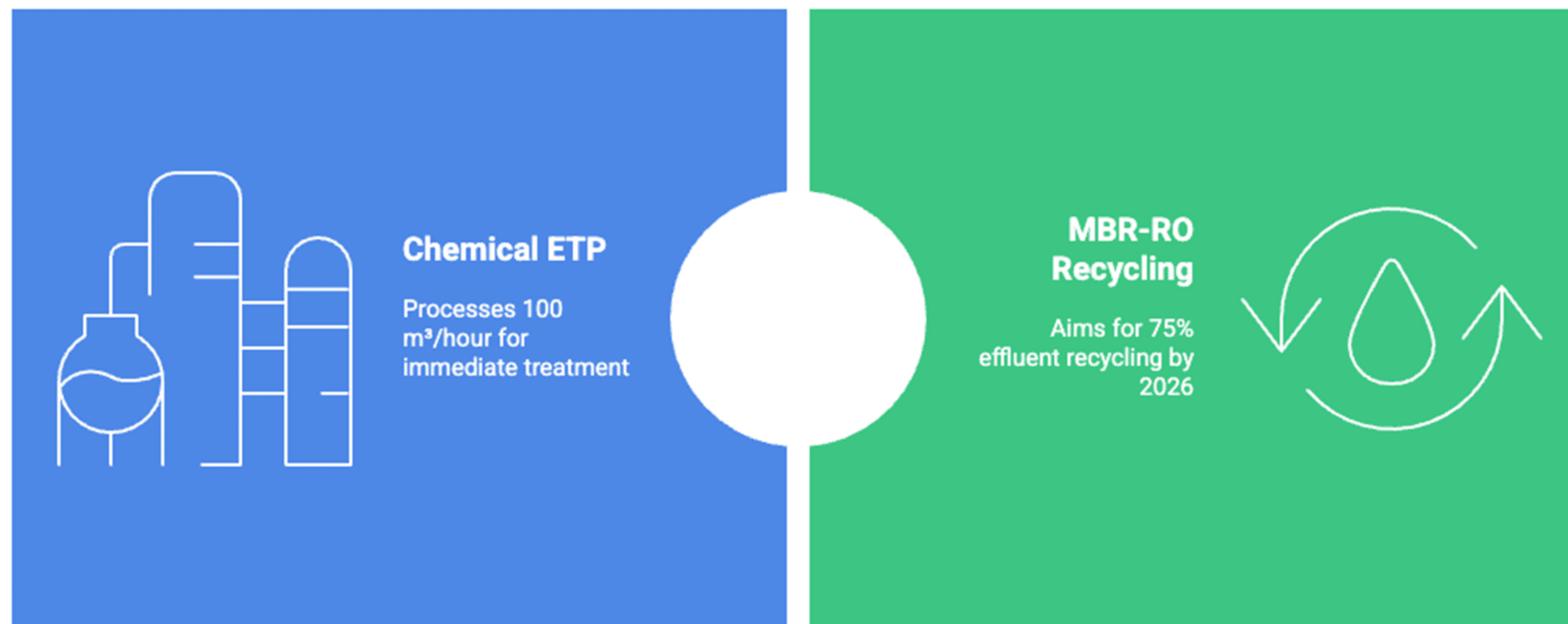
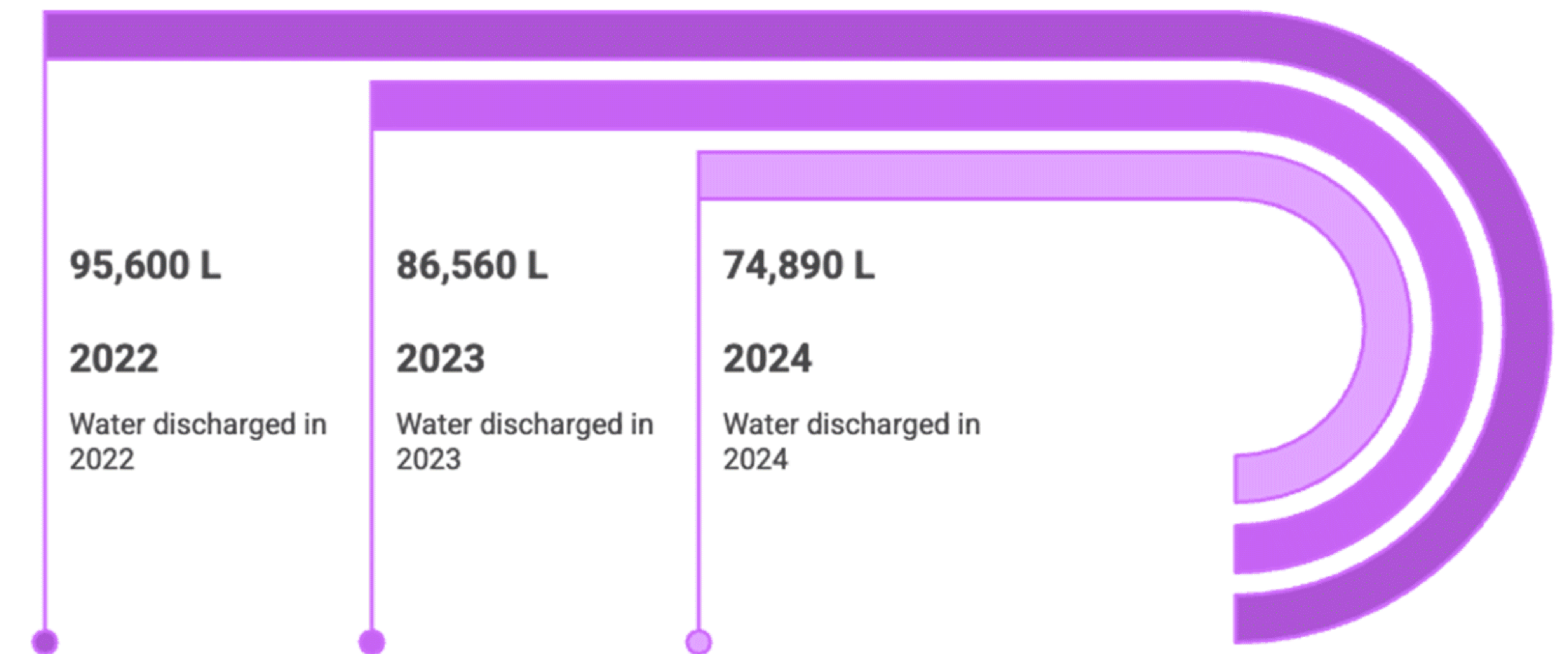


Rainwater Harvesting

Effluent Treatment & Compliance

SKDL operates an Effluent Treatment Plant (ETP) with a licensed capacity of 100 cubic meters per hour, ensuring all wastewater is treated before discharge. The company is also preparing to implement Membrane Bio-Reactor (MBR) and Reverse Osmosis (RO) systems to achieve Zero Liquid Discharge (ZLD), enabling up to 75 percent water recycling from treated effluent.

Water discharge volumes decreased steadily from 95,600 liters in 2022 to 86,560 liters in 2023, and 74,890 liters in 2024, demonstrating improved recycling and reuse. SKDL maintained full compliance with national effluent discharge standards throughout the reporting period, recording zero violations or fines.



Waste - From By-Product To Resource

Shishir Knitting & Dyeing Ltd. (SKDL) is committed to transforming waste management from a compliance activity into a driver of circular resource use. Guided by its Waste Management Policy and ISO 14001 Environmental Management System, the company applies the principles of Reduce, Reuse, and Recycle (3R) across all operations. By segregating waste at the source, recycling usable materials, and ensuring safe disposal through authorized contractors, SKDL minimizes environmental impact and contributes to a more sustainable textile value chain.

Total Waste Generation & Composition

SKDL monitors all waste streams generated from its production processes, including fabric scraps, chemical sludge, packaging materials, and used oils. The company recorded a continuous reduction in total waste generation, from 546 tons in 2022 to 473.2 tons in 2023, and further to 390 tons in 2024, representing a 29 percent decline over the reporting period.

Hazardous waste, consisting primarily of effluent sludge, used chemicals, and batteries, decreased from 52 tons in 2022 to 31.2 tons in 2024.

Non-hazardous waste, including textile offcuts and packaging, reduced from 494 tons in 2022 to 358.8 tons in 2024. These improvements reflect enhanced operational efficiency, improved material utilization, and stricter monitoring under the company's Environmental Policy.

Waste Generation (Tons)

Year	Total Waste	Hazardous Waste	Non-Hazardous Waste
2022	546	52	494
2023	473.2	41.6	431.6
2024	390	31.2	358.8



Waste Reduction Trends

SKDL evaluates waste intensity to measure efficiency improvements relative to production output. Despite a reduction in overall production volumes, waste generation declined proportionally, indicating improved material control and optimized process flows. By reducing hazardous waste by 40 percent and total waste by nearly one-third, SKDL achieved measurable gains in operational sustainability.

The company attributes these improvements to enhanced chemical dosing accuracy, increased reuse of process residues, and stricter segregation practices that separate recyclable from non-recyclable materials. Regular waste audits help identify additional opportunities for efficiency and recycling, supporting a continuous improvement cycle.

Waste Reduction & Disposal

All waste generated by SKDL is handled through authorized third-party contractors for disposal, recycling, or treatment. The company ensures complete traceability from generation to final disposal, maintaining accurate records for regulatory compliance.

In 2022, 546 tons of total waste were directed for disposal, which reduced to 390 tons by 2024. Hazardous waste such as sludge and oils was sent to licensed treatment facilities, while non-hazardous waste like fabric scraps and packaging was either recycled or sent to controlled landfills. SKDL recorded 100 percent compliance with environmental waste regulations and zero cases of improper disposal or environmental violations across all reporting years.

Waste Reduction 2022-2024





Chapter 3

Social Sustainability

Managing Our Social Footprint

Shishir Knitting & Dyeing Ltd. (SKDL) is deeply committed to managing its social footprint through responsible employment practices, worker empowerment, and meaningful community engagement. The company's approach focuses on creating safe, fair, and inclusive workplaces while contributing positively to the well-being of employees, their families, and surrounding communities.

Through adherence to Bangladesh Labor Law, ILO Conventions, and global buyer codes of conduct, SKDL ensures that social responsibility is embedded across all levels of operation. Every employee benefits from equitable treatment, occupational health and safety coverage, access to training, and opportunities for professional growth. Community engagement remains a cornerstone of SKDL's social strategy. The company invests in education, healthcare, and environmental initiatives that strengthen social cohesion and local development. By promoting gender equality, ensuring fair labor conditions, and supporting the welfare of workers and their families, SKDL continues to uphold its role as a responsible corporate citizen and a trusted partner in sustainable textile manufacturing.

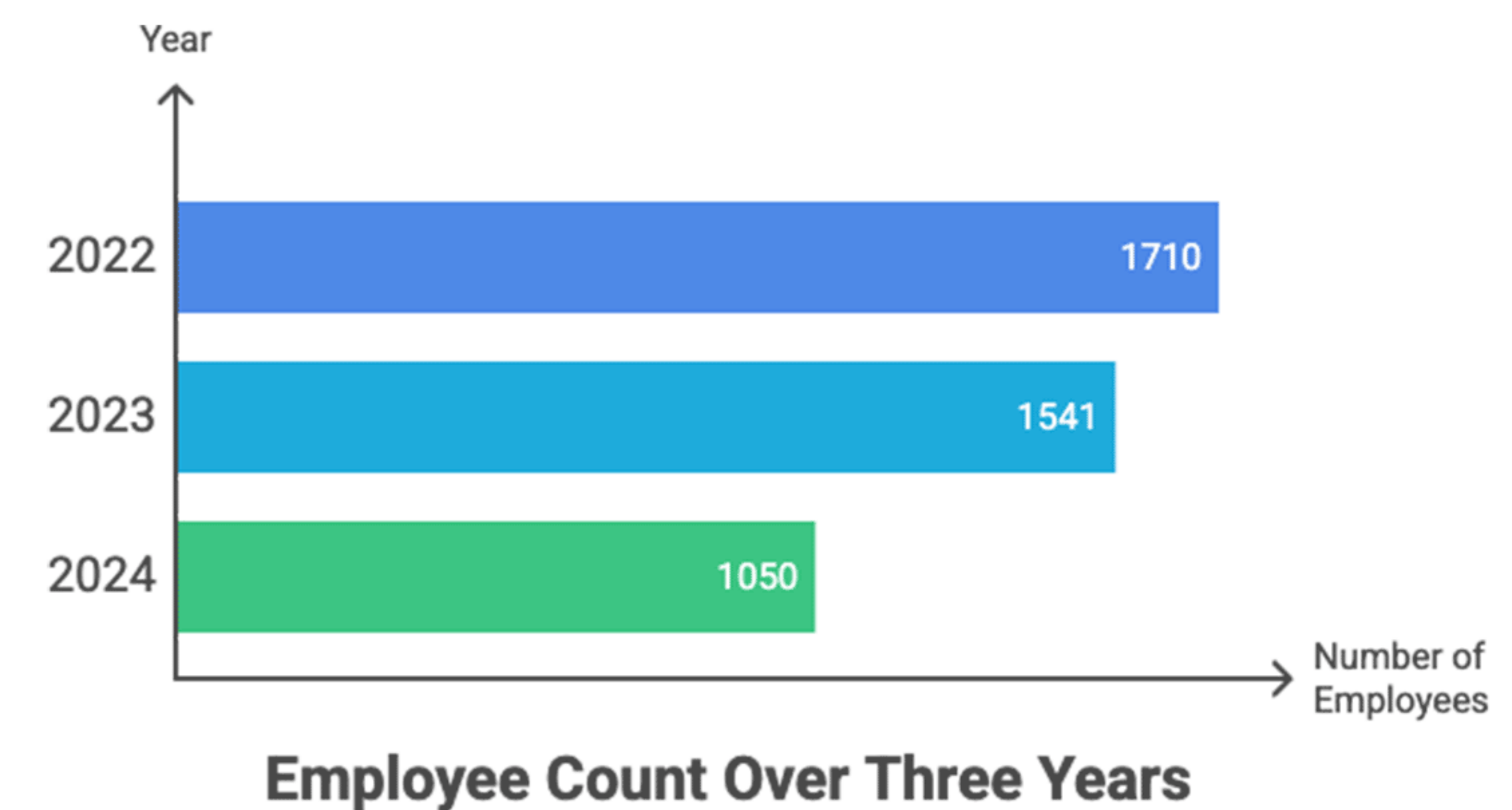


Employment & Workforce

Shishir Knitting & Dyeing Ltd. (SKDL) recognizes its people as the foundation of its long-term success. The company is committed to maintaining fair employment practices, ensuring decent work for all, and promoting diversity and inclusion across its workforce. Guided by Bangladesh Labor Law, ILO conventions, and buyer codes of conduct, SKDL upholds transparency, equal opportunity, and employee well-being throughout its operations.

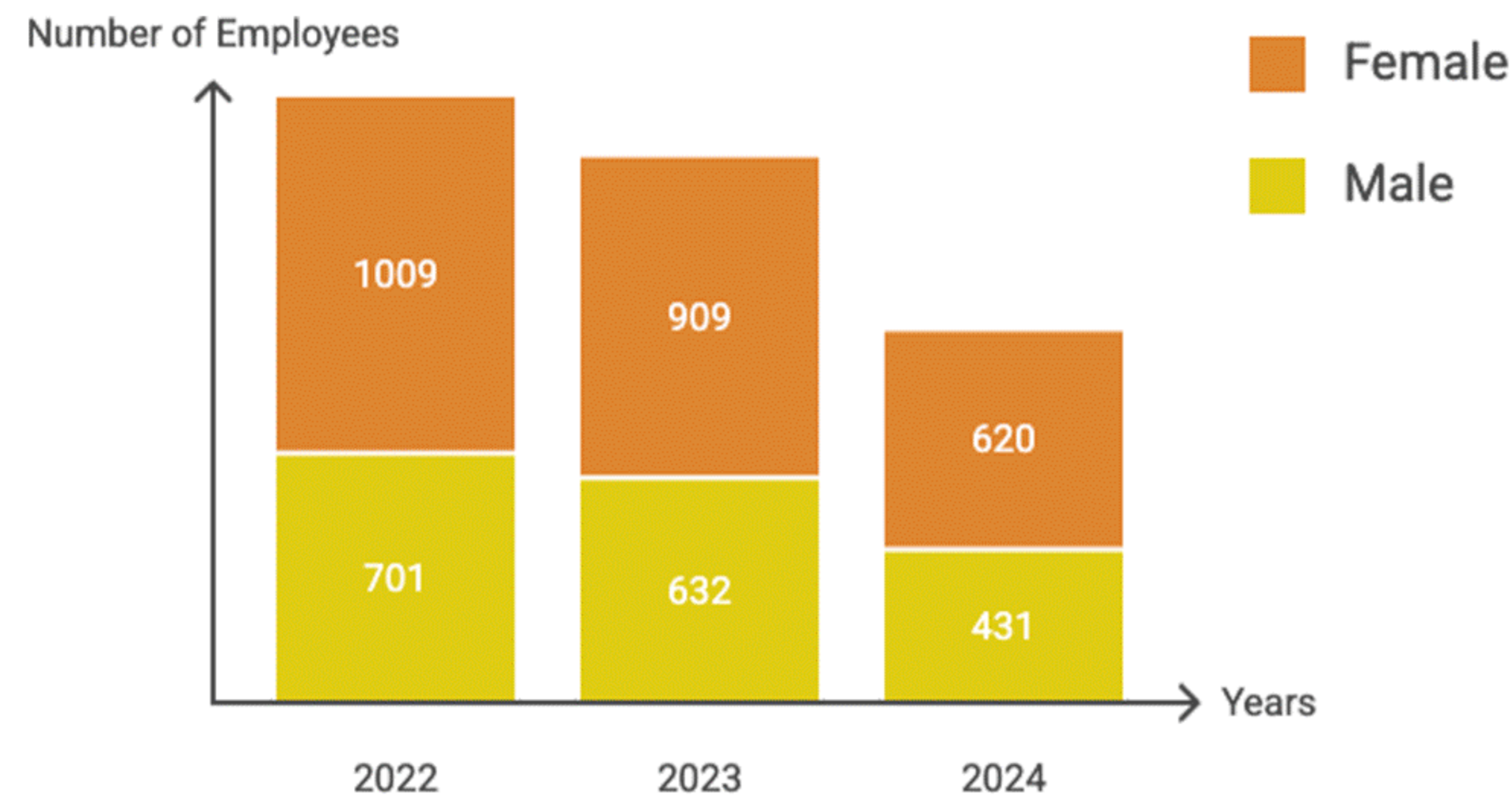
Total Number of Employee

SKDL maintains a stable and skilled workforce, ensuring operational continuity and production excellence across its knitting, dyeing, and finishing units. Despite changing market conditions, the company has prioritized job security and workforce retention to support local employment and community livelihoods.



Employees Based on Gender

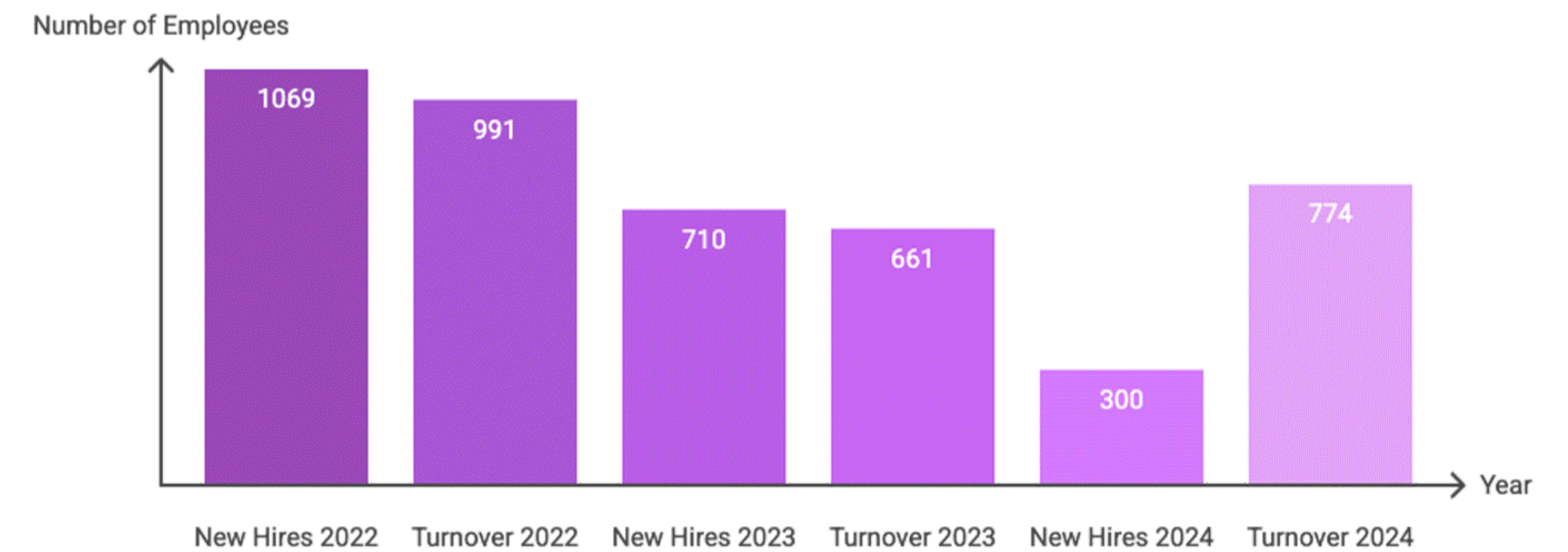
Gender diversity remains a core strength of SKDL’s human resource policy. The company continues to promote gender balance by providing equal employment opportunities, safe working conditions, and maternity benefits exceeding legal requirements. Female employees play a significant role across production and support functions, particularly in the dyeing and finishing departments.



Employee Gender Distribution Over Years

New Hires & Turnover Trends

SKDL manages its workforce strategically to balance production needs with employee retention and development. Recruitment focuses on local hiring, supporting community employment and skill-building initiatives. The company’s turnover rates reflect industry dynamics but remain within sustainable limits, supported by welfare programs, training, and engagement activities designed to strengthen employee loyalty.



New Hires and Employee Turnover (2022-2024)

Employees Based on Age Group

SKDL’s workforce structure is characterized by a youthful and dynamic profile, with the majority of employees aged between 18 and 30 years. This demographic supports the agility, skill adaptability, and innovation required in the textile industry, while experienced mid-level employees provide stability and leadership in key operational areas.

Employee Based on Age Group

Age	2022	2023	2024
18–30 years	1,026	925	630
31–50 years	581	524	357
50+ years	103	92	63



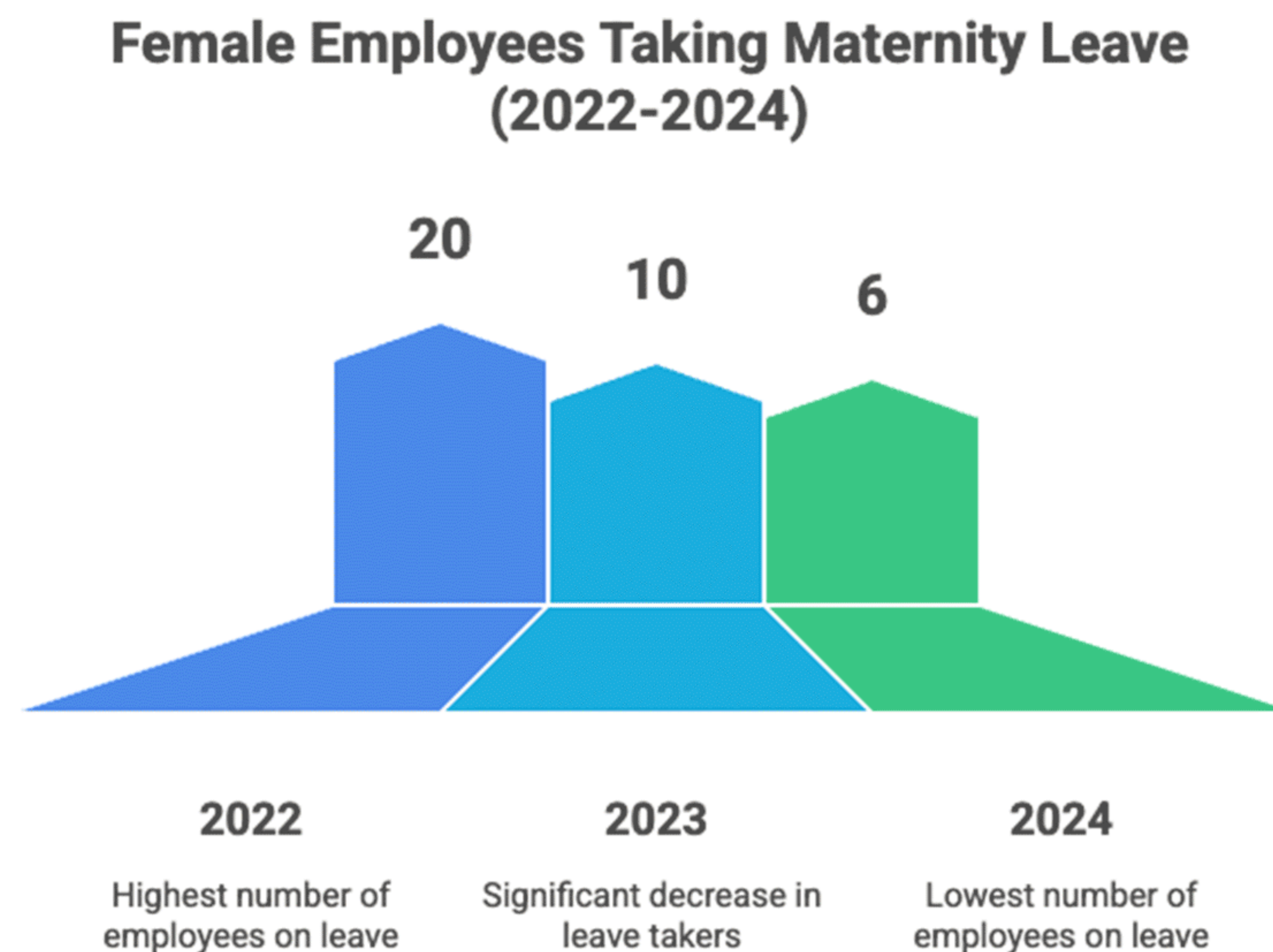
Employee Wellbeing

Shishir Knitting & Dyeing Ltd. (SKDL) places employee well-being at the heart of its sustainability priorities. The company believes that a healthy, safe, and inclusive workplace fosters productivity, loyalty, and long-term organizational growth. SKDL provides comprehensive welfare programs that extend beyond compliance, focusing on health, family support, equality, and opportunities for all employees. These initiatives reflect the company's dedication to improving quality of life and promoting decent work in line with the UN Sustainable Development Goals.

Supports & Benefits for Expecting & New Mothers

SKDL ensures that expecting and new mothers receive tailored support to maintain their health and balance family responsibilities. The company provides comfortable rest areas, nutritional guidance, and flexible arrangements for female workers during pregnancy. All benefits are administered under the Maternity Facility and Leave Policy, which aligns with Bangladesh Labor Law and exceeds industry norms.

The Special Policy for Women Workers further guarantees gender-sensitive facilities such as separate restrooms, prayer areas, and breastfeeding spaces. Through these measures, SKDL safeguards the dignity, safety, and well-being of all women employees.

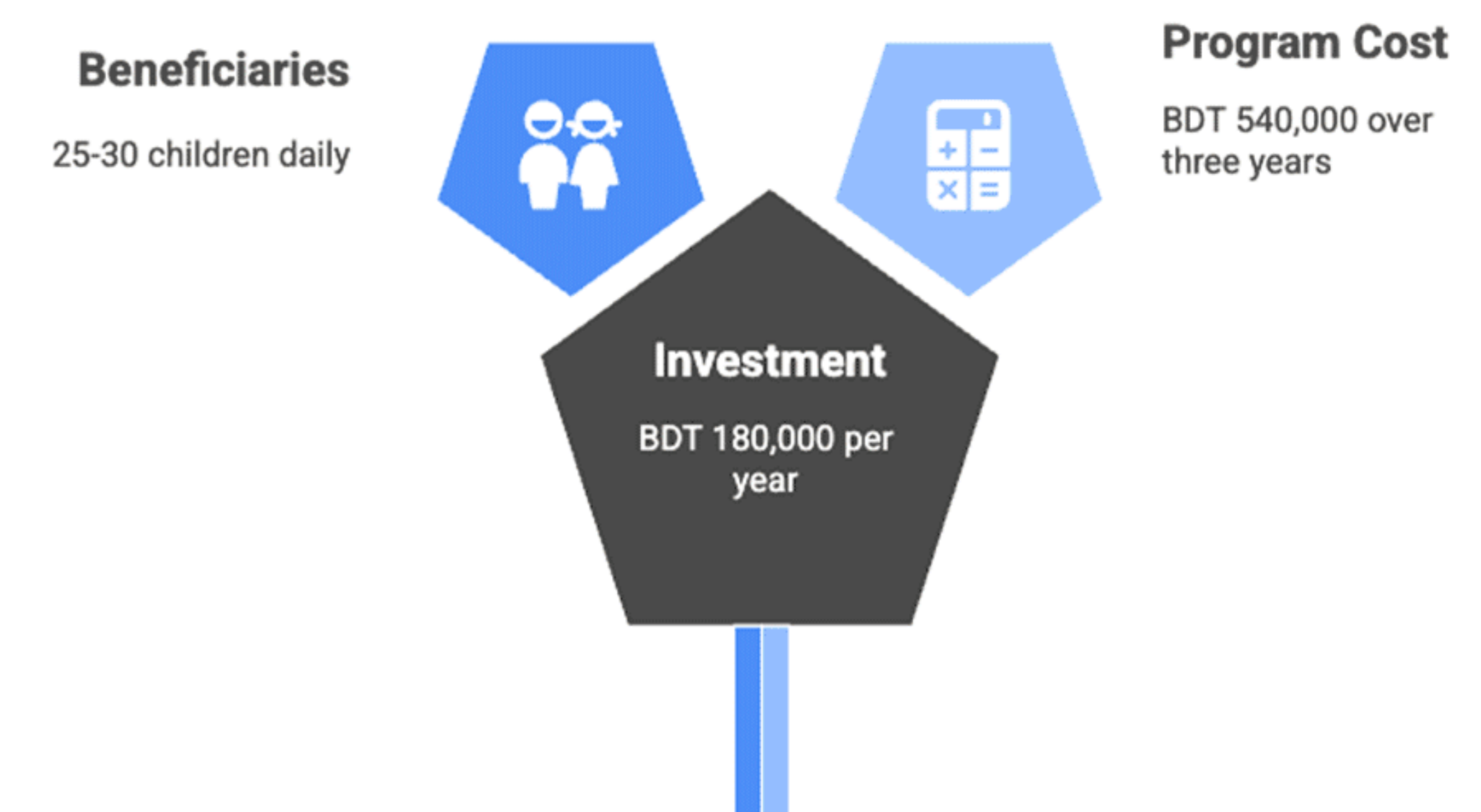


Day Care Facility

To help working parents manage family responsibilities, SKDL operates a fully equipped on-site day care center for employees' children. The facility provides safe, nurturing care and ensures access to balanced nutrition through the Child Care Center Nutrition Program, which offers milk, biscuits, and fruits daily.

This initiative enables parents—particularly mothers—to continue their employment with peace of mind, ensuring their children's well-being during working hours. The program also contributes to community development by setting a model for family-friendly industrial practices.

Child Care Investment Benefits Children

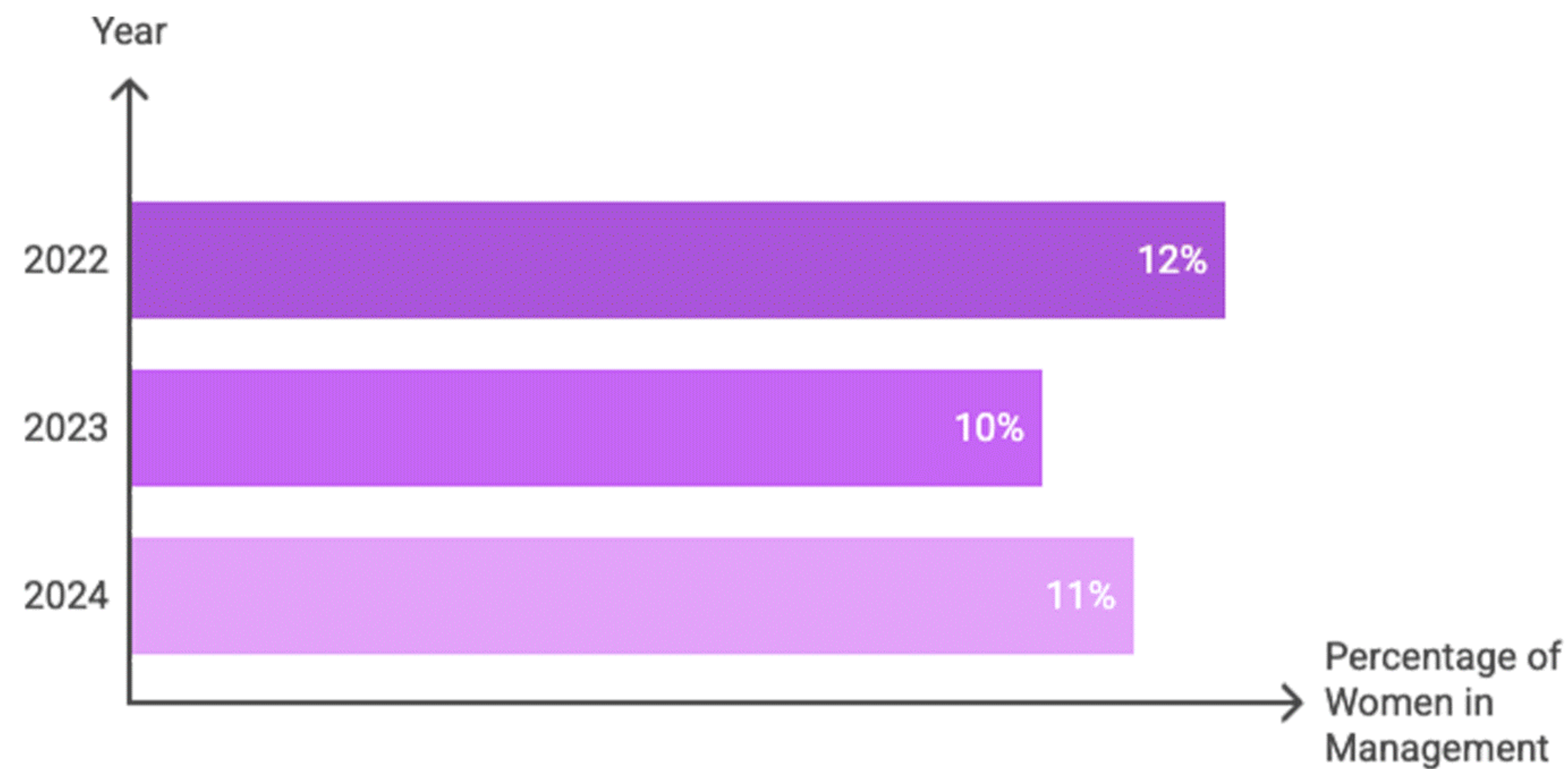
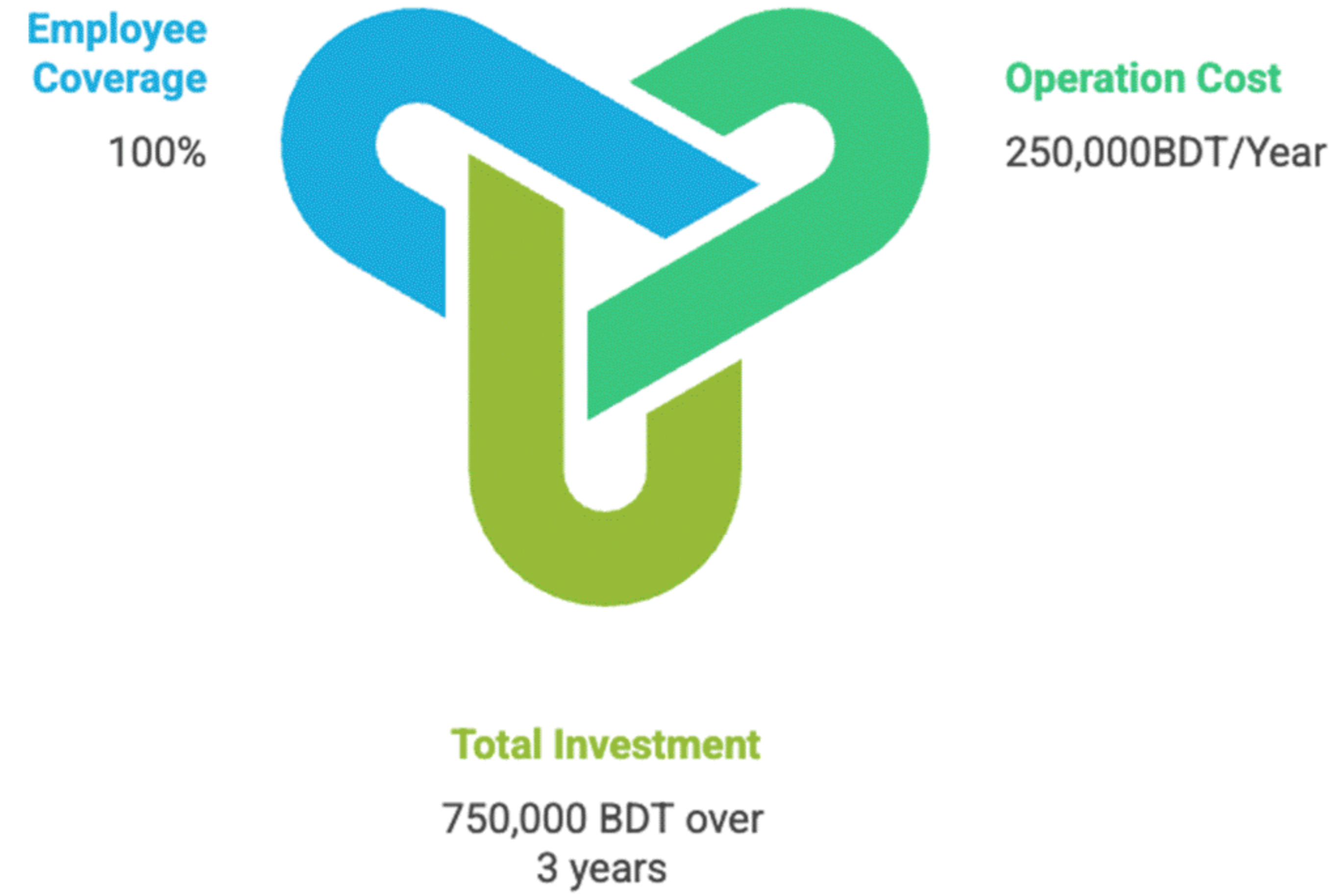


Dedicated Medical Center

The company operates an on-site medical center staffed with trained healthcare professionals to provide free medical consultations, medicines, and first-aid services to employees and their dependents. Preventive health programs, including awareness on communicable diseases and maternal care, are conducted regularly to strengthen workforce health and resilience.

The center plays a vital role in reducing absenteeism, ensuring early treatment of illnesses, and supporting occupational health management. This initiative also demonstrates SKDL's holistic approach to worker welfare and productivity enhancement.

Medical Center Financial Overview



Representation of Women in Management (2022-2024)

Diversity & Equal Opportunity

SKDL fosters a culture of inclusivity and equal opportunity, ensuring that all employment decisions are free from discrimination based on gender, age, religion, or ethnicity. Female representation continues to grow, accounting for 38 percent of the total workforce in 2024, up from 32 percent in 2022.

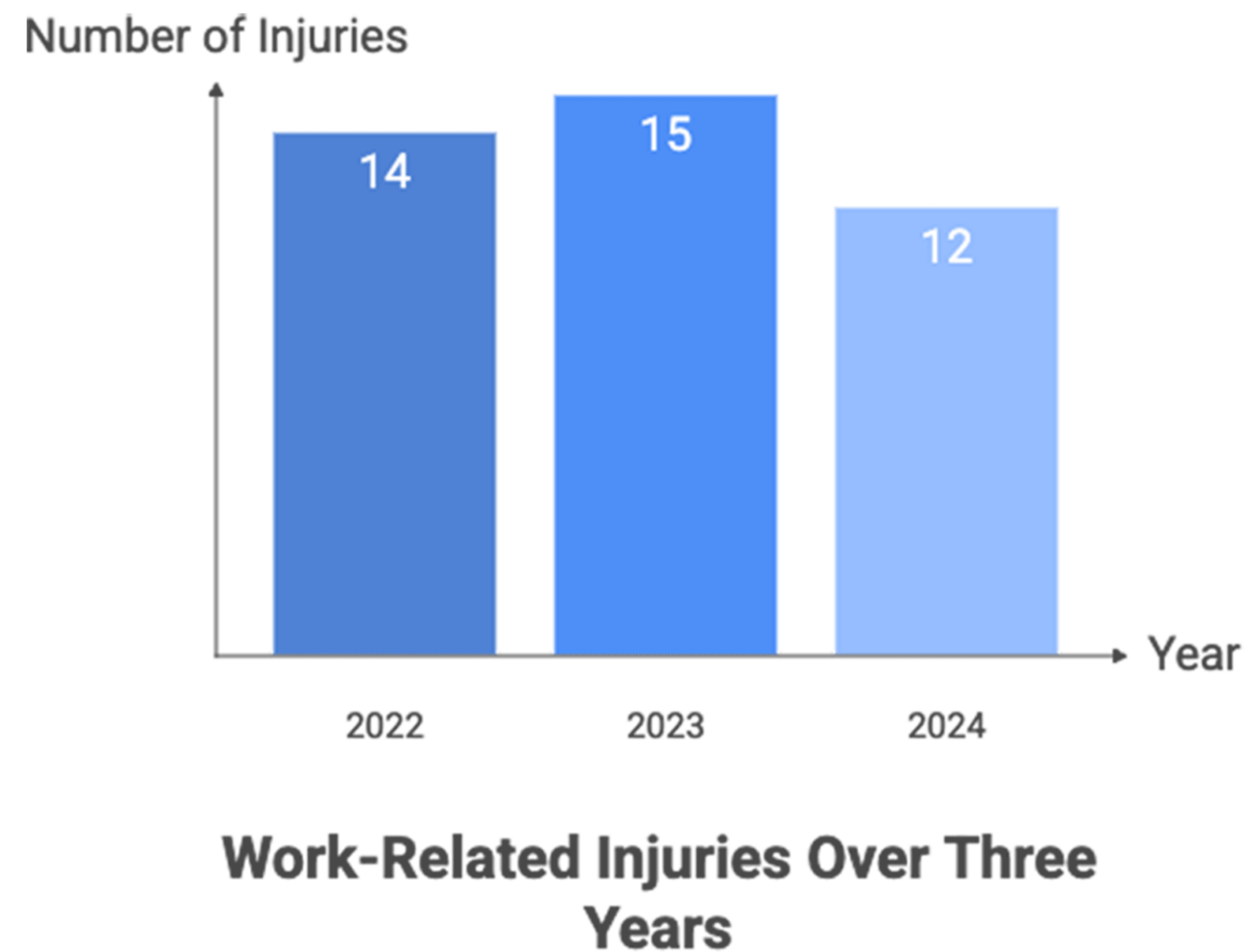
The company maintains a 1:1 male-to-female pay ratio, reflecting its strict adherence to fair compensation principles. Equal participation opportunities are promoted across departments, and women are encouraged to take on supervisory and technical roles through targeted skill development programs.

OHS Scenario in Shishir Knitting & Dyeing Ltd.

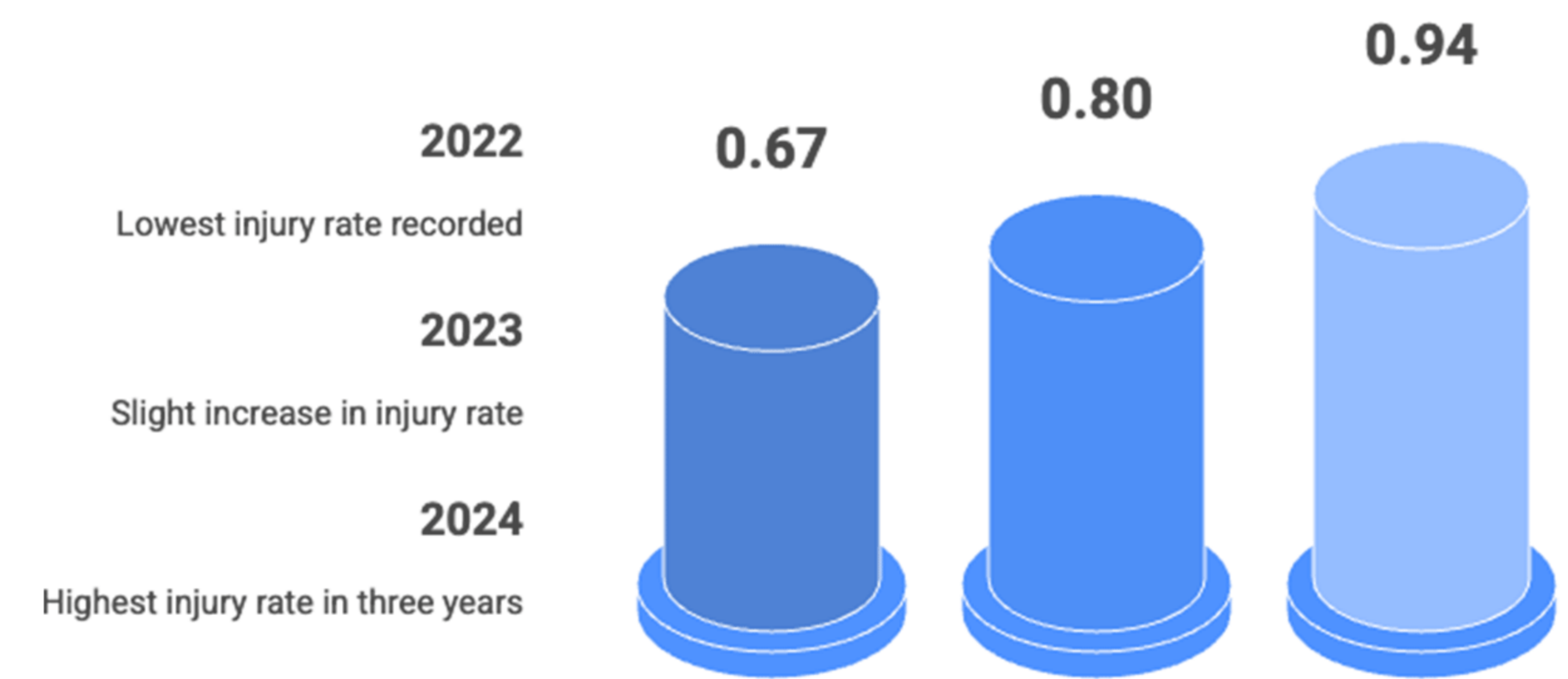
Shishir Knitting & Dyeing Ltd. (SKDL) upholds a strong commitment to occupational health and safety (OHS) as an integral part of its sustainability and operational excellence framework. The company's OHS management system, aligned with ISO 14001 standards and national labor regulations, ensures that all employees work in a safe, healthy, and compliant environment.

The OHS framework covers every aspect of operations, including hazard identification, risk assessment, workplace inspections, emergency preparedness, and medical surveillance. A zero-tolerance approach is maintained toward unsafe acts and conditions, supported by a culture of safety awareness through continuous training and employee participation.

Workplace injuries have remained low across the reporting period due to strong preventive systems, employee vigilance, and management oversight. Every department conducts periodic safety drills, equipment inspections, and compliance checks to maintain safety readiness and operational resilience.



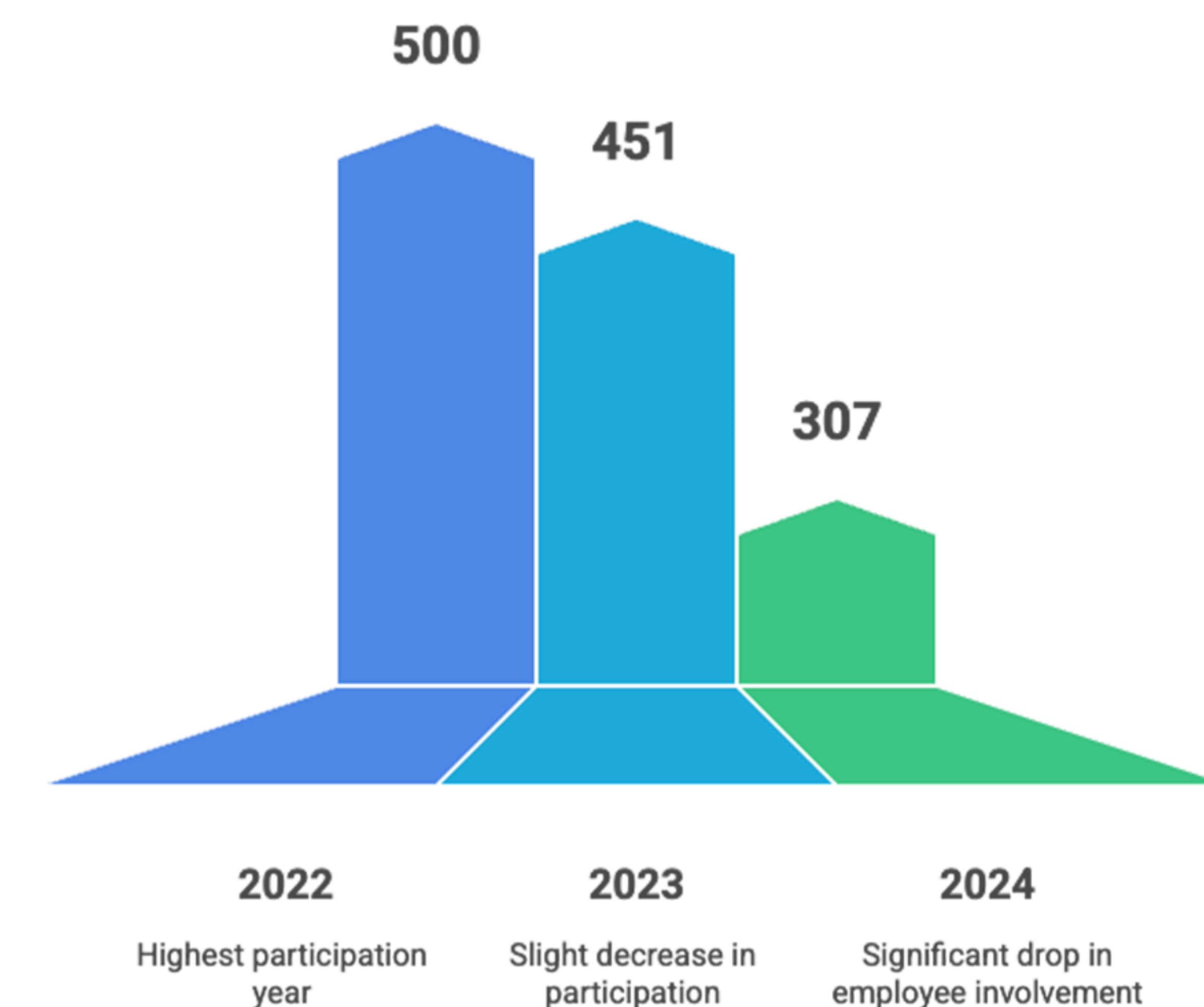
Injury Rate per 200,000 Hours Worked



Our Fire Prevention & Protection System

Fire safety remains a key operational focus at SKDL due to the high-risk nature of textile production. The company upholds a comprehensive Fire Prevention and Protection System featuring emergency exits, hydrants, smoke detectors, alarms, and extinguishers across all facilities. Regular fire drills, equipment maintenance, and employee training ensure preparedness and minimize fire risks. SKDL also works with local fire authorities for routine inspections and certification, ensuring compliance with national and buyer safety standards.

Employee Participation in Fire Safety Training



Safety Governance & Monitoring Structure

Supports and Benefits for Expecting and New Mothers

SKDL's OHS governance structure ensures accountability and proactive risk management across all levels of the organization. The system is led by the Managing Director, who oversees overall safety strategy, supported by the Environmental, Health & Safety (EHS) Committee. The committee includes representatives from management, HR, maintenance, and worker welfare teams to ensure comprehensive safety coverage and participatory decision-making.

Safety officers conduct regular inspections, hazard analyses, and monthly safety committee meetings to review compliance performance, incident reports, and corrective actions. The company's internal audit system ensures alignment with ISO and buyer safety standards. Transparent communication channels, including notice boards and toolbox meetings, keep workers informed about hazards, emergency procedures, and safety best practices.

Safety Committee Activities



Programs for Upgrading Employee Skills & Transition Assistance

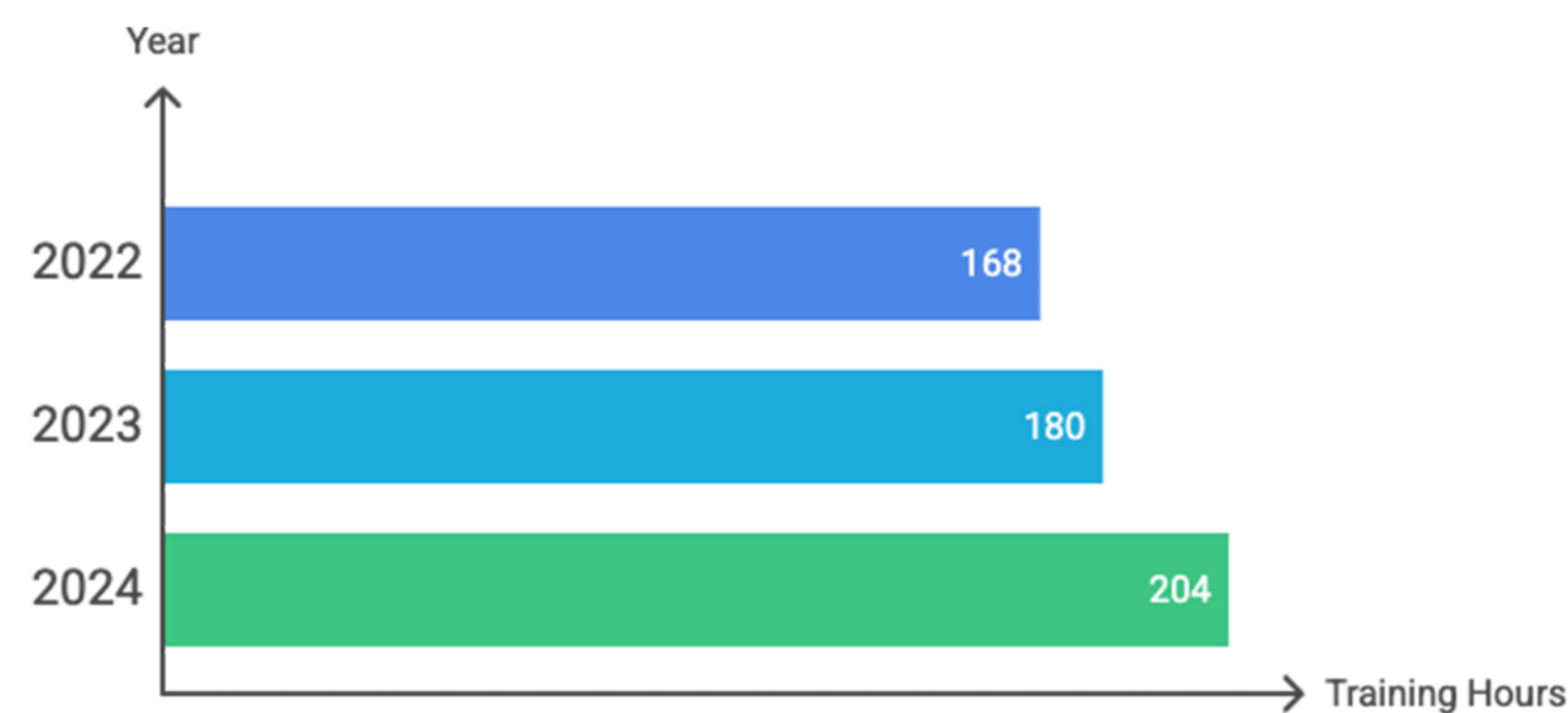
SKDL believes that a skilled workforce is essential for maintaining operational safety and long-term employability. The company invests heavily in training and capacity-building programs that enhance both technical and soft skills of employees. Training modules cover areas such as machine operation, fire safety, first aid, risk assessment, PPE usage, and emergency response.

In addition to safety-related training, SKDL provides transition assistance programs for workers moving between departments or adopting new technologies. These programs ensure smooth transitions, prevent skill redundancy, and improve employee adaptability in an evolving industry. Continuous learning and upskilling not only improve safety compliance but also contribute to higher productivity and employee satisfaction.

Programs & Participation

SKDL delivers 22 distinct training topics annually, covering induction, compliance, occupational safety, environmental management, and administrative procedures. Training participation remained consistent despite workforce reductions, demonstrating the company's ongoing investment in human capital development.

In 2022, training reached 9,800 participant enrollments totaling 11,900 hours. In 2023, 8,832 enrollments were completed with 10,746 hours, and in 2024, 6,016 enrollments were delivered with 7,344 hours. These programs are conducted through a mix of classroom instruction, on-the-job demonstrations, and refresher workshops led by internal trainers and certified safety officers.

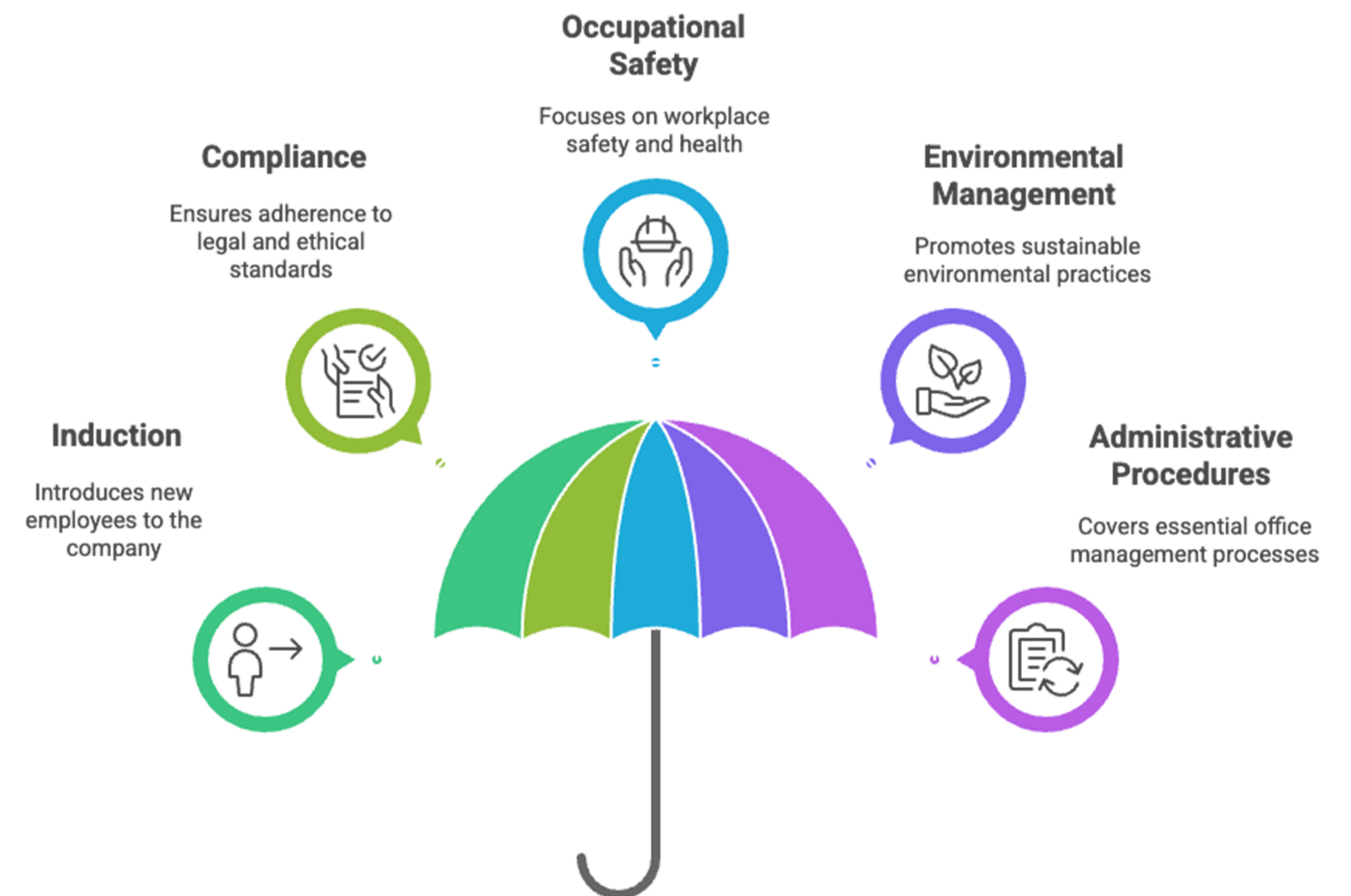


Average Training Hours Per Employee

Training & Skill Development

Shishir Knitting & Dyeing Ltd. (SKDL) views continuous learning and employee development as essential to sustainable growth. Through its comprehensive Training, Capacity Building, and Career Development Program, the company enhances technical expertise, workplace safety, and awareness of environmental and ethical standards. Structured annual training plans aligned with ISO 14001 and buyer compliance frameworks ensure that employees at all levels—from operators to management—are equipped with the skills to perform effectively and responsibly. Additionally, SKDL supports career progression and transition through specialized training in machine operations, leadership, and process optimization, alongside mentoring and reorientation for those shifting roles or adopting new technologies. By fostering continuous learning and career mobility, SKDL cultivates a resilient and future-ready workforce.

Major Training Programs



Human Rights & Fair Labor Practices

Shishir Knitting & Dyeing Ltd. (SKDL) is firmly committed to upholding international human rights standards and ensuring fair labor practices across all levels of its operations. The company's approach is guided by the Bangladesh Labor Law, ILO Conventions, and buyer Codes of Conduct, ensuring that every worker is treated with dignity, respect, and equality. Through robust policies, regular audits, and transparent communication channels, SKDL guarantees safe, lawful, and ethical working conditions for all employees.

The company's Human Rights Policy, along with its Non-Discrimination, Freedom of Association, and Grievance Policies, ensures compliance with international best practices. SKDL's management system provides oversight of all social compliance aspects, supported by training, monitoring, and employee empowerment initiatives to maintain a culture of fairness and accountability.

Child Labor, forced Labor & Non-Discrimination

SKDL maintains a zero-tolerance policy toward child labor and forced labor in all its operations and supply chain. Strict age verification procedures during recruitment ensure full compliance with national labor laws and ILO Convention 138. The company's Child Labor Policy and Forced Labor Prohibition Policy are enforced through continuous monitoring, third-party audits, and supplier assessments.

All employment is voluntary, with workers free to resign following due notice. SKDL prohibits any form of bonded labor, debt servitude, or withholding of identity documents. The company also enforces a comprehensive Non-Discrimination Policy, ensuring that no employee faces discrimination based on gender, age, religion, disability, or ethnicity.

Grievance Mechanisms

SKDL provides accessible, transparent, and confidential grievance mechanisms to ensure that all employees can raise concerns without fear of retaliation. The company's Grievance Policy allows employees to submit complaints through written forms, suggestion boxes, or direct discussions with the HR or Compliance Department.

All grievances are documented, investigated, and resolved following due process, ensuring fairness and accountability. Worker representatives and members of the Worker Welfare Committee participate in grievance reviews to maintain transparency. Awareness sessions and grievance procedure training are conducted regularly to ensure employees understand their rights and reporting channels.

Ethical Conduct & Human Rights

Ethical business conduct is at the heart of SKDL's operations. The company upholds integrity, transparency, and accountability through strict enforcement of its Anti-Bribery and Corruption Policy and Code of Ethical Conduct. All employees receive training on ethical behavior, anti-harassment, and human rights awareness to strengthen workplace culture and compliance with international standards.

SKDL also ensures that 100 percent of investment contracts and supplier agreements include human rights clauses. Regular risk assessments are conducted to identify potential human rights concerns, and training programs are delivered to enhance employee and supplier understanding of ethical responsibilities.



Our CSR Programs

Madrasha Assistance Program: Provides financial and material support to six local madrashas (two per year), improving school infrastructure and student welfare.

Annual Employee Picnic: Promotes social bonding, teamwork, and mental well-being among employees and their families.

Child Care Center Nutrition Program: Ensures nutritious daily meals for workers' children in the onsite daycare facility.

Medical Center Operation: Offers free medical consultations and medicines for employees and dependents.

Employee Health Donations: Provides financial assistance to employees facing medical emergencies or critical illnesses.

Tree Plantation Program: Promotes environmental conservation and greenery around factory premises.

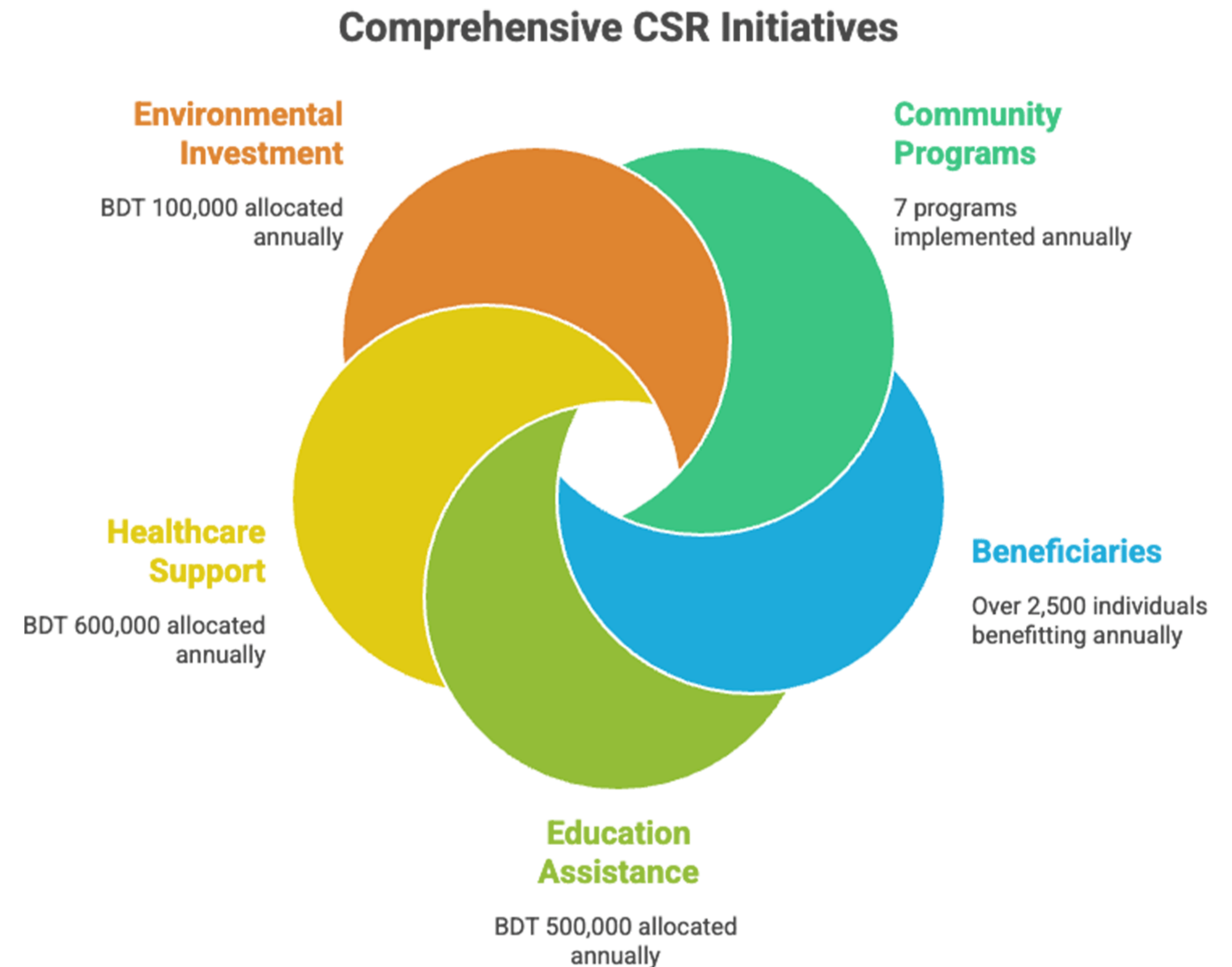
Blood Donation Camp: Organizes annual blood donation drives in collaboration with hospitals and NGOs.

Impact on Employees, Families, & Local Communities

SKDL's CSR initiatives create tangible social and economic benefits for employees, their families, and local communities. Through welfare programs and health services, the company enhances workers' quality of life while reducing social inequalities in surrounding areas. Educational and healthcare programs improve community capacity, while environmental initiatives promote sustainability and ecological awareness.

The Annual Employee Picnic and Daycare Nutrition Program strengthen family relationships and workplace morale, fostering a sense of unity and belonging among workers. Similarly, medical support programs reduce financial burdens for employees during times of crisis, while, education funding supports the next generation's learning opportunities.

Overall, SKDL's community investments directly support sustainable development in alignment with national priorities and the UN SDGs, reinforcing the company's role as a responsible corporate citizen dedicated to shared prosperity.





Chapter 4

Economics for a Sustainable World

Economic Sustainability

Shishir Knitting & Dyeing Ltd. (SKDL) demonstrates a strong commitment to sustainable economic growth through responsible business practices, operational efficiency, and equitable value distribution among stakeholders. The company's economic performance reflects its ability to balance profitability with ethical and social responsibility while contributing to Bangladesh's textile industry and national economy.

SKDL's business model prioritizes local employment, fair supplier partnerships, and compliance with fiscal obligations. Even during challenging market conditions, the company continued to generate positive economic value, ensuring stability for employees, communities, and shareholders alike.

Total Economic Value Generated

SKDL's total economic value generated represents revenue from its textile manufacturing operations, encompassing knitting, dyeing, and finishing services for global and domestic buyers. Despite global economic uncertainty and fluctuating market demand, the company maintained steady performance over the three-year reporting period.

In 2022, SKDL generated BDT 1,673,596,102 in revenues, followed by BDT 1,634,104,881 in 2023, and BDT 1,411,093,507 in 2024. This gradual decline reflects global inflationary pressures, reduced order volumes, and cost challenges affecting the textile sector. However, SKDL's resilience and strategic cost management allowed it to maintain operations and protect employment throughout the period.

Economic Value Distributed

SKDL ensures equitable economic value distribution among employees, suppliers, the government, and local communities. Operating costs were BDT 1,276,237,128 in 2022, BDT 1,257,629,856 in 2023, and BDT 1,043,055,290 in 2024. Employee wages and benefits rose from BDT 138,546,694 in 2022 to BDT 231,438,025 in 2024, reflecting SKDL's commitment to fair compensation. Tax contributions totaled BDT 13,176,493 in 2022, BDT 13,302,807 in 2023, and BDT 18,658,532 in 2024, while community investments amounted to BDT 45,000, BDT 318,740, and BDT 44,000 respectively, highlighting ongoing support for national and local development.



Economic Value Distributed

SKDL's approach to distributing economic value ensures equitable sharing among key stakeholders, including employees, suppliers, the government, and local communities. The company's financial allocations demonstrate its commitment to worker welfare, fiscal compliance, and community investment.

Operating costs, which include payments to suppliers, raw materials, utilities, and other business expenses, totaled BDT 1,276,237,128 in 2022, BDT 1,257,629,856 in 2023, and BDT 1,043,055,290 in 2024. Employee wages and benefits increased consistently, from BDT 138,546,694 in 2022 to BDT 231,438,025 in 2024, underscoring SKDL's priority toward fair compensation despite revenue declines.

The company also contributed to national development through tax payments of BDT 13,176,493 in 2022, BDT 13,302,807 in 2023, and BDT 18,658,532 in 2024, and supported local welfare through community investments totaling BDT 45,000 in 2022, BDT 318,740 in 2023, and BDT 44,000 in 2024.

Market Presence

Shishir Knitting & Dyeing Ltd. (SKDL) has established a strong market presence through its integrated manufacturing operations, consistent product quality, and responsible business conduct. As a leading textile producer in Bangladesh, the company serves both domestic and international markets, supplying knitwear and finished fabrics to globally recognized brands. Its vertically integrated production process, from knitting to finishing, ensures greater control over quality, efficiency, and sustainability performance.

SKDL's operations contribute significantly to local economic development by generating employment, supporting local suppliers, and enhancing Bangladesh's reputation as a sustainable textile hub. The company's workforce is sourced entirely from the local community, ensuring that its growth directly benefits surrounding regions. Local recruitment strengthens community relations and builds a skilled, resilient labor base within the national textile sector.

The company's long-term partnerships with European, North American, and Asian buyers demonstrate its credibility in global markets. SKDL's emphasis on ethical production, compliance with international standards, and transparent communication has allowed it to maintain stable export relationships, even during global economic fluctuations. Its strong local procurement network and policy of sourcing 100 percent of materials and services from domestic suppliers further reinforce its contribution to Bangladesh's circular economy and industrial ecosystem.





Chapter 6

Annexure

GRI Content Index

Statement of use		This sustainability report for the year 2024, in accordance with GRI Standards 2021.		
GRI 1 used		GRI 1: Foundation 2021		
General disclosures		Page	Omission	
2-1 Organizational details		4-6	No	
2-2 Entities included in the organization's sustainability reporting		9	No	
2-3 Reporting period, frequency and contact point		N/A	Data Unavailable	
2-4 Restatements of information		12	No	
2-5 External assurance		8	No	
2-6 Activities, value chain and other business relationships		9	No	
2-7 Employees		33-34	No	
2-8 Workers who are not employees		N/A	Data Unavailable	
2-9 Governance structure and composition		11	No	
2-10 Nomination and selection of the highest governance body		11	No	
2-11 Chair of the highest governance body		11	No	
2-12 Role of the highest governance body in overseeing the management of impacts		11	No	
2-13 Delegation of responsibility for managing impacts		11	No	
2-14 Role of the highest governance body in sustainability reporting		11	No	
General disclosures		Page	Omission	
2-15 Conflicts of interest		12	No	
2-16 Communication of critical concerns		N/A	Data Unavailable	
2-17 Collective knowledge of the highest governance body		N/A	Data Unavailable	
2-18 Evaluation of the performance of the highest governance body		N/A	Data Unavailable	
2-19 Remuneration policies		N/A	Data Unavailable	
2-20 Process to determine remuneration		N/A	Data Unavailable	
2-21 Annual total compensation ratio		N/A	Data Unavailable	
2-22 Statement on sustainable development strategy		12	No	
2-23 Policy commitments		10	No	
2-24 Embedding policy commitments		10	No	
2-25 Processes to remediate negative impacts		N/A	Data Unavailable	
2-26 Mechanisms for seeking advice and raising concerns		N/A	Data Unavailable	
2-27 Compliance with laws and regulations		8	No	
2-28 Membership associations		8	No	
2-29 Approach to stakeholder engagement		13-14	No	
2-30 Collective bargaining agreements		N/A	Data Unavailable	

Economic performance	Page	Omission	Energy	Page	Omission
GRI 3: Material Topics 2021 3-3 Management of material topics			GRI 3: Material Topics 2021 3-3 Management of material topics		
201-1 Direct economic value generated and distributed	43	No	302-1 Energy consumption within the organization	22-23	No
201-2 Financial implications and other risks and opportunities due to climate change	N/A	Data Unavailable	302-2 Energy consumption outside of the organization	N/A	Data Unavailable
201-3 Defined benefit plan obligations and other retirement plans	N/A	Data Unavailable	302-3 Energy intensity	23	No
201-4 Financial assistance received from government	44	No	302-4 Reduction of energy consumption	23	No
201-5 Financial assistance provided to government	44	No	302-5 Reductions in energy requirements of products and services	23	No
Market presence	Page	Omission	Water and Effluents	Page	Omission
GRI 3: Material Topics 2021 3-3 Management of material topics			GRI 3: Material Topics 2021 3-3 Management of material topics		
202-1 Ratios of standard entry-level wage by gender compared to local minimum wage			303-1 Interactions with water as a shared resource	27	No
202-2 Proportion of senior management hired from the local community	33	No	303-2 Management of water discharge-related impacts	27	No
			303-3 Water withdrawal	27	No
			303-4 Water discharge	29	No
			303-5 Water consumption	27-29	No
Procurement practices	Page	Omission			
GRI 3: Material Topics 2021 3-3 Management of material topics		No			
204-1 Proportion of spending on local suppliers	20	No			

Emissions	Page	Omission	Employment	Page	Omission
GRI 3: Material Topics 2021 3-3 Management of material topics			GRI 3: Material Topics 2021 3-3 Management of material topics		
305-1 Direct (Scope 1) GHG emissions	24	No	401-1 New employee hires and employee turnover	34	No
305-2 Energy indirect (Scope 2) GHG emissions	24	No	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	35-38	No
305-3 Other indirect (Scope 3) GHG emissions	N/A	Data Unavailable	401-3 Parental leave	35	No
305-4 GHG emissions intensity	25	No			
305-5 Reduction of GHG emissions	25-26	No			
305-6 Emissions of ozone-depleting substances (ODS)	N/A	Data Unavailable			
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	Data Unavailable			
			Occupational health and safety	Page	Omission
			GRI 3: Material Topics 2021 3-3 Management of material topics		
			403-1 Occupational health and safety management system	37	No
			403-2 Hazard identification, risk assessment, and incident investigation	37	No
			403-3 Occupational health services	37	No
			403-4 Worker participation, consultation, and communication on occupational health and safety	37	No
			403-5 Worker training on occupational health and safety	37	No
			403-6 Promotion of worker health	37	No
			403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37	No
			403-8 Workers covered by an occupational health and safety management system	37	No
			403-9 Work-related injuries	37	No
			403-10 Work-related ill health	37	No
Waste	Page	Omission			
GRI 3: Material Topics 2021 3-3 Management of material topics					
306-1 Waste generation and significant waste-related impacts	30	No			
306-2 Management of significant waste-related impacts	30-31	No			
306-3 Waste generated	30	No			
306-4 Waste diverted from disposal	31	No			
306-5 Waste directed to disposal	31	No			

Training and Education	Page	Omission
GRI 3: Material Topics 2021 3-3 Management of material topics		
404-1 Average hours of training per year per employee	39	No
404-2 Programs for upgrading employee skills and transition assistance programs	39	No
404-3 Percentage of employees receiving regular performance and career development reviews	39	No

Diversity and equal opportunity	Page	Omission
GRI 3: Material Topics 2021 3-3 Management of material topic		
405-1 Diversity of governance bodies and employees	36	No
405-2 Ratio of basic salary and remuneration of women to men	N/A	No

Local Communities	Page	Omission
GRI 3: Material Topics 2021 3-3 Management of material topics		
413-1 Operations with local community engagement, impact assessments, and development programs	41	No
413-2 Operations with significant actual and potential negative impacts on local communities	41	No

This Sustainability Report has been developed by the Compliance Department of Shishir Knitting & Dyeing Ltd. The technical assistance for this Sustainability Report was provided by NBM International Ltd. under the "PROGRESS" Program of Swisscontact, Bangladesh in developing this report, where the views, opinions, and information are that of Shishir Knitting & Dyeing Ltd.