



CENTRO TEX SUSTAINABILITY REPORT 2022

PRODUCT

PEOPLE

PLANET

About This Report



Centro Tex's mission is to lead the way in sustainable practices for the textile sector. Our determination to have a beneficial influence on the environment, the economy, and society is reflected in our 2022 Sustainability Report. This year we have published our report with reference to GRI standard.

Baseline year: 2022

Reporting year: 2022

Data Collection:

Starting this year, we have initiated the collection of ESG data and information from our suppliers. However, this year we could not disclose information from all the supplier. We have taken a target to include other suppliers in our next reports.

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The technical assistance for this sustainability report was provided by **The Sustainability Nexus Limited**, in collaboration and guidance with Centro Tex Ltd, where the views, opinions and information are that of Centro Tex Ltd.



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Statement From The Chairman & Managing Director



Centro Tex started small in 2006 with just 13 team members. Over the past decade we've grown into one of the leading clothing sourcing companies in Bangladesh. We proudly partner with global brands serving customers in UK, Australia, New Zealand, Europe, North and South America.

We've expanded sustainably by leveraging the expertise of our in-house fashion specialists along with partners worldwide. A top priority is ensuring sustainability and compliance within our supply chain. Experienced teams audit suppliers and provide guidance to continuously strengthen practices.

The well-being of our colleagues is central to our long-term success. We work hard to establish safe, healthy workplaces. Maintaining a strong foundation also helps us overcome challenges while growing responsibly. With consumers increasingly focused on sustainability, Centro is committed to considering People, Products and the Planet in all...



About Us



Centro is dedicated to celebrating design and delivering excellence. Our vision is to inspire people with creativity and joy, while ensuring sustainability in our compelling and memorable designs.

Our mission is to establish ourselves as the most reliable sourcing brand, specializing in personalized and creative designs for fashion and commodity merchandise. We strive to provide precise delivery and exceed customer expectations.

At the core of our operations lies our deeply held values: commitment, excellence, integrity, proactivity, respect and openness. These values guide us in every aspect of our work, from interactions with clients to the development of our products and services.

Since our inception, Centro has recognized the vital role our employees play in adding value for our clients. They are the heartbeat of our organization, directly impacting the quality of our offerings. We foster a work environment that values and supports our employees, enabling them to thrive and make a positive impact.

By embracing our vision, living our mission, and upholding our core values, Centro aims to be the go-to brand for those seeking personalized, creative, and sustainable designs. We celebrate design and strive for excellence in all that we do, as we believe it is through exceptional products and services that we make a lasting impact on our customers.

Website

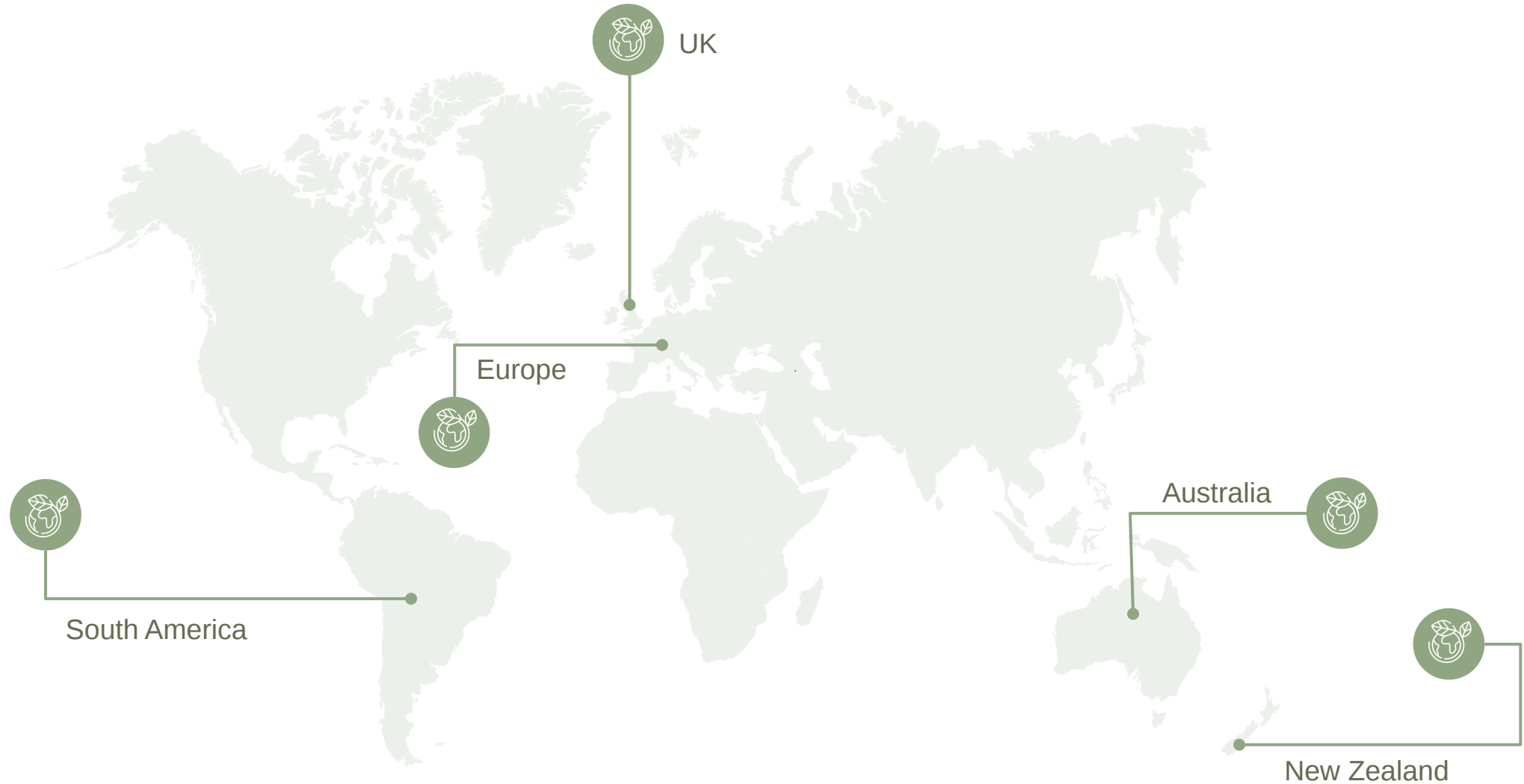
<http://centro.com.bd>

Phone

+880 9678 309309

info@centro.com.bd

Export Locations



Our Goals



By 2025, we will source 100% of all cellulose-based fibers from Green Button ranked suppliers.

12.2



Disclose the list of all strategic Tier 1 suppliers by 2023 and all Tier 2 and Tier 3 by the end of 2025.

12.6



Plant 10,000+ trees by 2025 to restore the environment.

13.1



By 2025, 2 out of every 3 products made by Centro with two or more sustainability attributes.

12.6



Measure, reduce, and report emissions with a vision to become carbon neutral by 2040.

13.2



Ensure all product initiatives are driven by the principles of Reuse, Recycle, and Regenerate.

12.5



By 2025, we will make 100% of all Cotton used by Centro sustainable (BCI, Organic, Recycled).

12.5



Implement employee voice and participation for sustainability..

8.5



Monitor tier 1 vendors on performance against compliance requirements. Aim for 100% use of FEM by 2025.

12.6



Convert a minimum of 50% of all polyester to recycled and/or bio-based alternatives.

12.2



Empower employees with knowledge of healthcare, mental health, financial planning, and navigating uncertain times.

3.4



Adopt ZDHC standard across all dyeing and washing partners by December 2030.

6.3



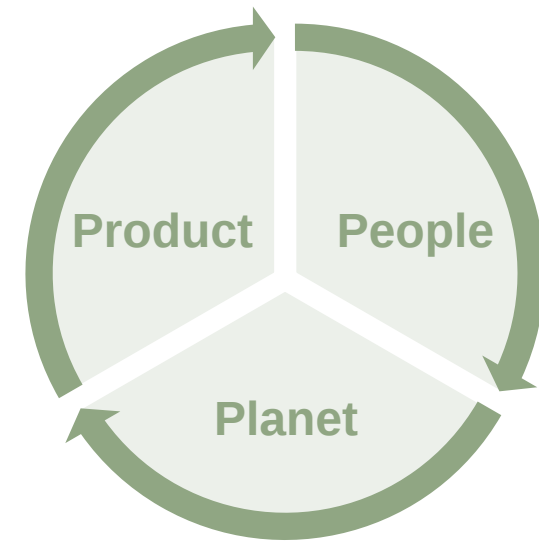
Become a paperless organization by 2027. Gradually replace paper with digital systems across all operations.

13.3



Vision & Mission

Our vision is to lead the transformation towards creating circular designs using sustainable materials & processes while protecting the planet and creating a positive impact on the lives of the people in our communities.



Our Pillars

Striving towards eco-conscious innovation is at the center of our product philosophy. We craft top-tier, sustainable products with a focus on reducing waste and emissions. Safety, ethics, and compliance are non-negotiables.

Our people are our strength - we cultivate a diverse, inclusive, and empowering culture, prioritizing their well-being and development. We are committed to a green future, minimizing our environmental impact through energy efficiency, water conservation, and carbon footprint reduction. Supporting global initiatives for ecosystem preservation and biodiversity is ingrained in our mission.

Engagement with Stakeholders



Centro Tex Ltd. engages with a diverse range of stakeholders. Regular touchpoints with manufacturers and logistics providers ensure operational efficiency, while frequent meetings with buyers and designers fuel innovation. Local communities and environmental organizations are engaged as and when needed, ensuring our commitment to social responsibility and sustainability aligns with community interests.

Buyers (Retailer)



- Collaborative product development.
- Regular communication on design updates.
- Providing samples

Manufacturers / Suppliers



- Ensuring adherence to ethical practices.
- Conducting quality audits

Designers



- Engaging in joint design sessions
- Sharing trend insights
- providing feedback

Logistics and Shipping Providers



- Ensuring efficient shipping processes
- Real-time order tracking
- Addressing shipping concerns

Regulatory Authorities



- Ensuring compliance with regulations
- Conducting documentation audits
- Seeking legal advice

Local Communities



- Engaging in community outreach
- participating in local events
- Maintaining transparent communication

Environmental Organizations



- Implementing and promoting sustainable practices

Quality Assurance and Inspection Agencies



- Ensuring garments meet quality standards
- Conducting inspections
- Obtaining relevant certifications

Employees



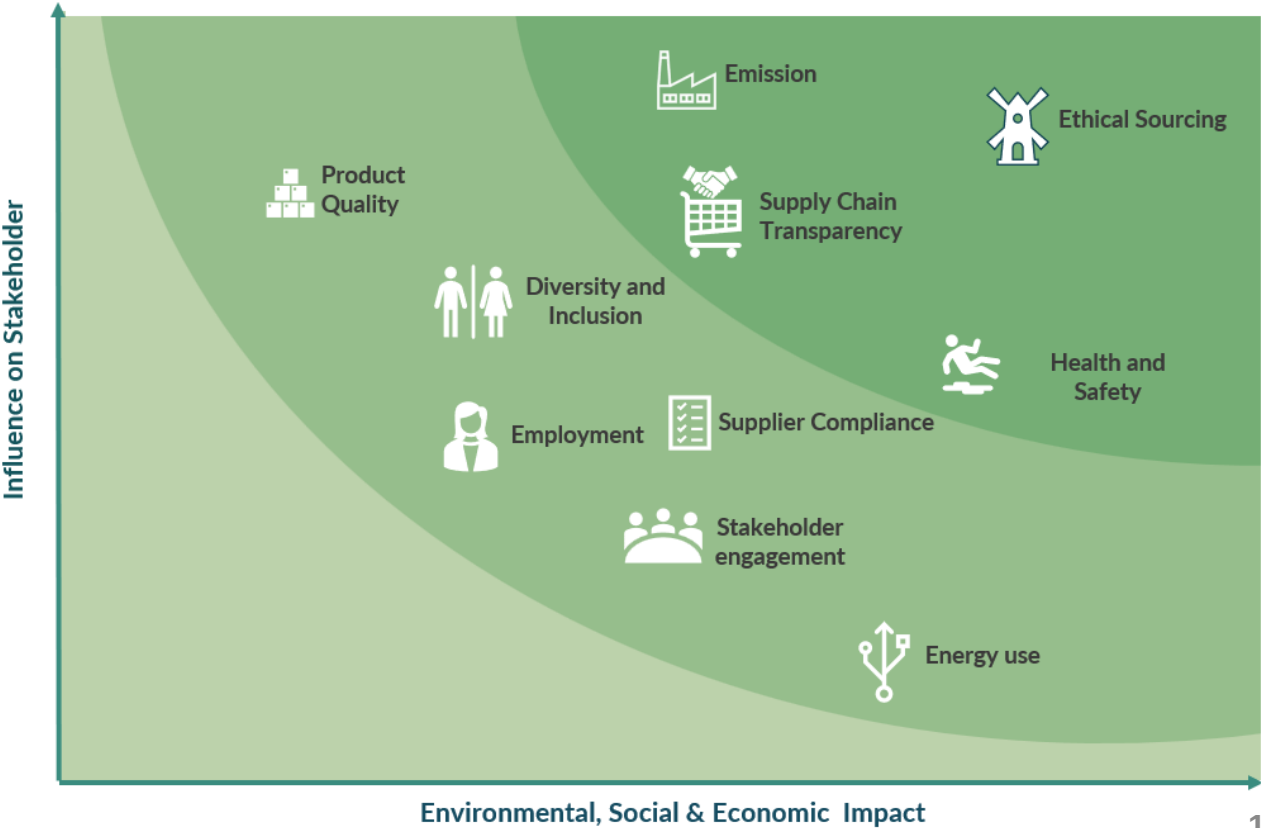
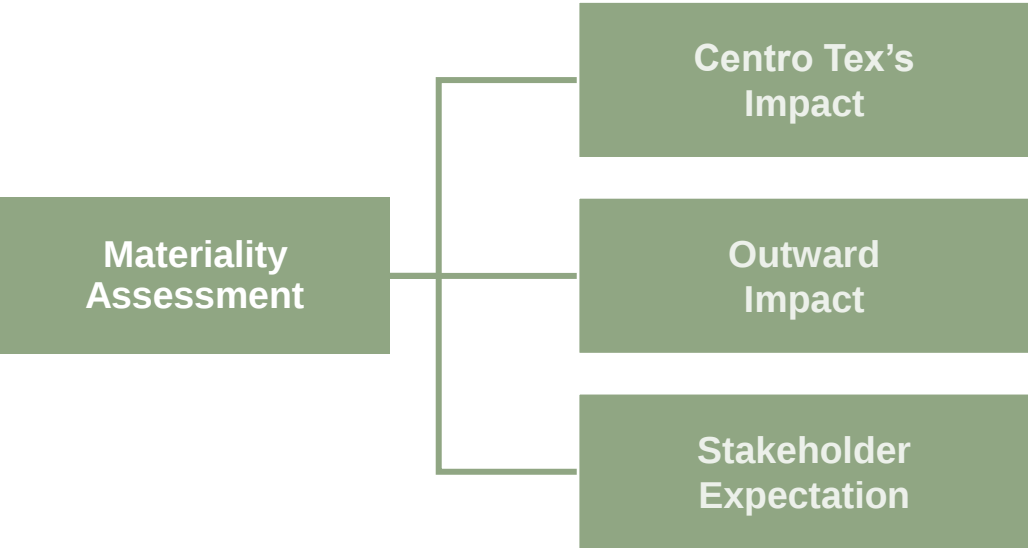
- Ensuring fair labour practices
- Conducting employee satisfaction surveys

Our Material Topics



Our materiality assessment covered in the report is inspired by the GRI Materiality Assessment Process. Our assessment considered the importance of each topic by evaluating our business impact and influence of the impact on the stakeholders its alignment with global sustainability goals. We prioritized these material topics by assessing their actual and potential positive and negative impacts. To evaluate their significance, we used a scale ranging from 0 to 5, taking into account factors such as severity and likelihood where applicable. These priorities have guided our sustainability reporting efforts, enabling us to share targeted information about our performance, goals, and initiatives in these critical areas with stakeholders.

We are also committed to regularly reviewing and updating our materiality assessment to stay responsive to evolving stakeholder concerns and changing business dynamics to ensure that our sustainability strategy remains both relevant and effective.



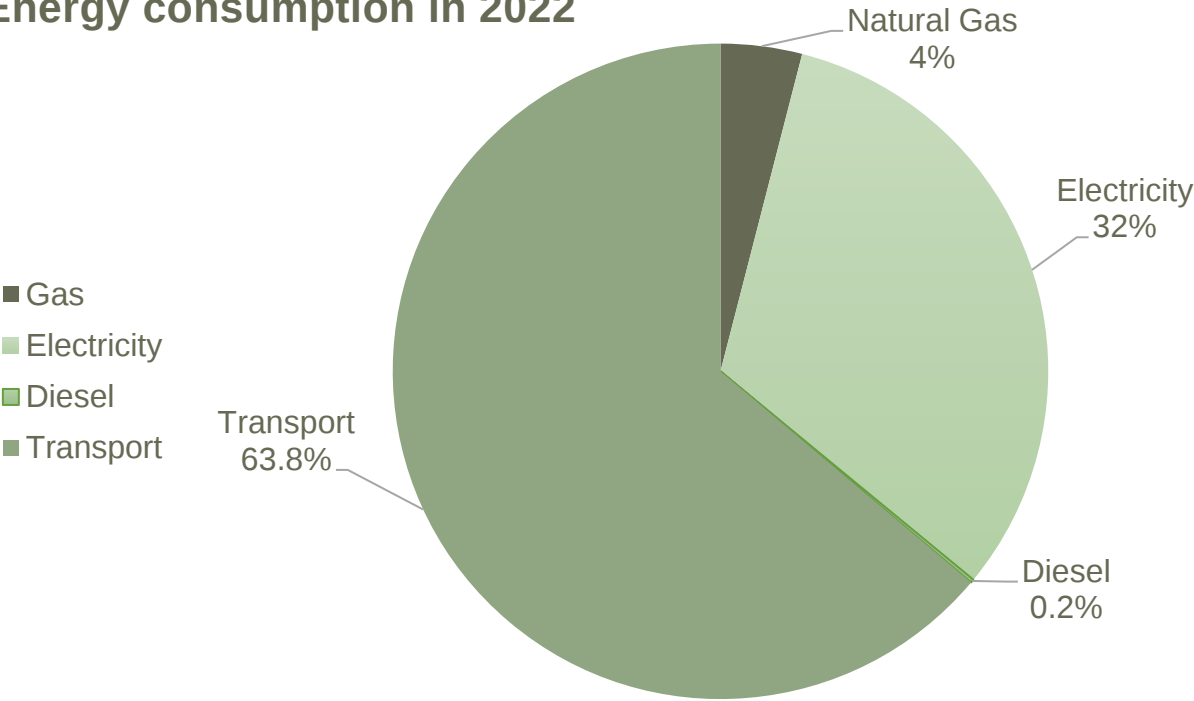
Environmental Sustainability

Our commitment to environmental sustainability is grounded in a conscientious approach to energy and emissions management. Given the nature of our activities, we recognize the significant energy consumption associated with our operations, which inevitably results in emissions. While we prioritize energy efficiency measures to reduce our carbon footprint, we also acknowledge the importance of addressing water usage as part of our sustainability strategy. In our office, water is primarily utilized for domestic purposes and to support our laboratory facility, and we continuously explore ways to minimize our water footprint. Similarly, waste management is a focal point in our sustainability efforts, although the bulk of our waste generation consists of domestic waste and paper waste in an office setting. We remain committed to implementing responsible waste reduction and recycling practices as part of our ongoing sustainability initiatives.

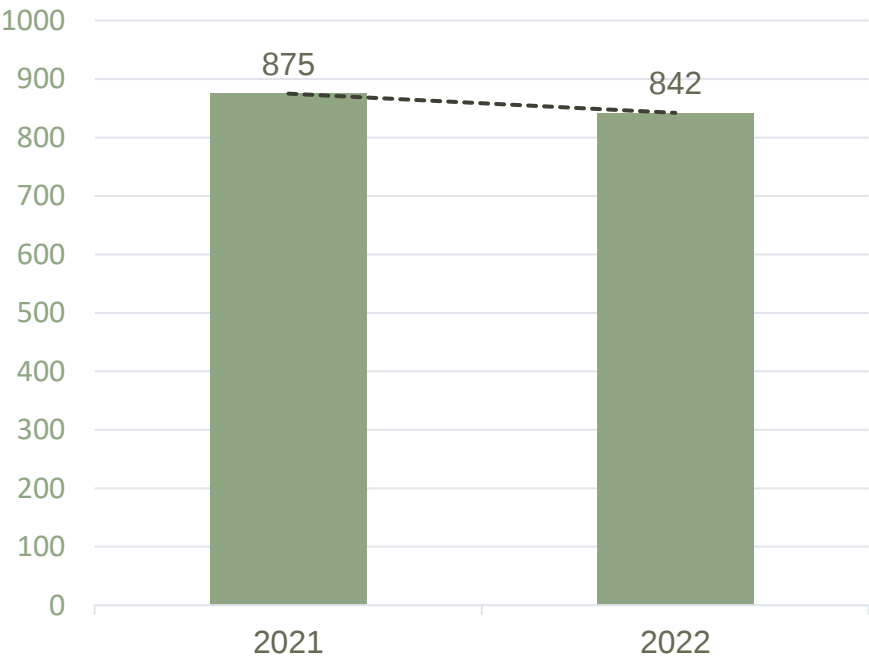


Centro Tex relies significantly on energy for our office utilities and transportation, which our administrative section manages. All our emissions are generated from these energy-using activities. At this moment, we primarily rely on non-renewable sources. Our energy management approach is structured around a cross-functional team responsible for developing and implementing energy management initiatives. The cross-functional team includes representatives from the Sustainability, HR and Admin teams of the company. This ensures that all aspects of the company's energy consumption are considered when developing and implementing energy management initiatives.

Energy consumption in 2022



Total Energy Consumption in MWh (2021-2022)



In the transition from 2021 to 2022, we managed to decrease its overall energy consumption by a 4%. Breaking down the sources, our main energy consumption occurs due to travelling. Among other sources natural gas contributed 4% to the overall energy consumption, while the usage of diesel remained minimal, making up only 0.2%.

Emission Accountability

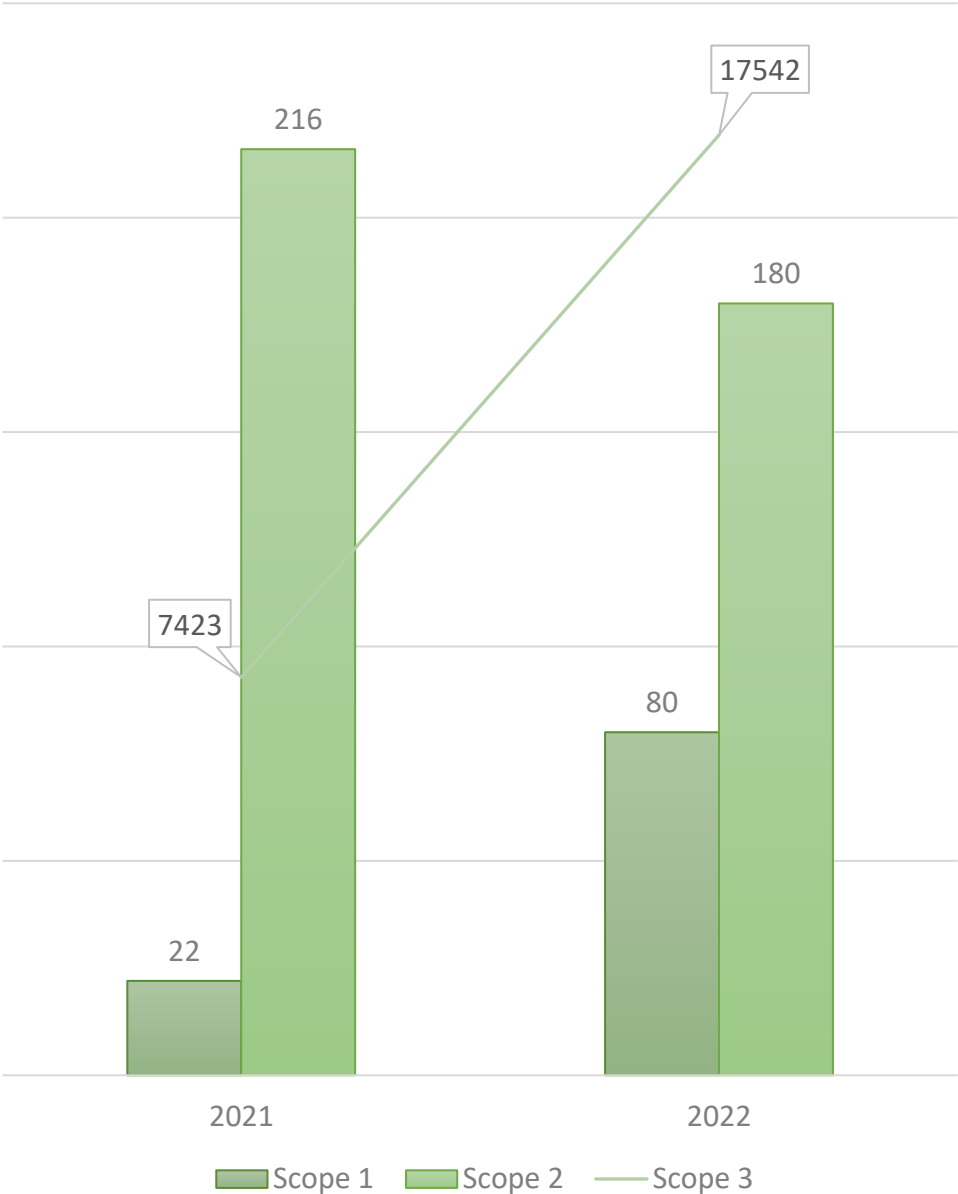


Centro Tex’s primary dependence on energy is for office utilities and transportation, with all emissions originating from these energy-intensive activities managed by our cross-functional team. At this moment, we primarily rely on non-renewable sources. We have set a goal to achieve carbon neutrality by 2040. We have established a number of specific management practices among employees to support our emission reduction goals. However, to ensure more effective progress, we will take new initiatives that include:

- **Energy management system:** We will implement an energy management system to track and manage our energy consumption and emissions.
- **Employee training:** We will increase employee training on energy efficiency and emissions reduction.
- **Supplier engagement:** As our organization’s main impact is connected with sourcing from suppliers, we will work with our suppliers to keep records and develop and implement emission reduction plans.

In 2022, our greenhouse gas emissions increased as we recovered from the operational cutbacks resulting from the 2021 COVID-19 pandemic. Scope 1 emissions notably surged in 2022, reflecting heightened direct operational emissions. In contrast, Scope 2 emissions notably decreased due to employee awareness, indicating alterations in indirect emissions from purchased electricity. Nonetheless, a significant portion of our emissions increase, nearly 2.3 times higher in 2022, attributed to Scope 3 emissions, primarily stemming from extensive business-related travel in post COVID year.

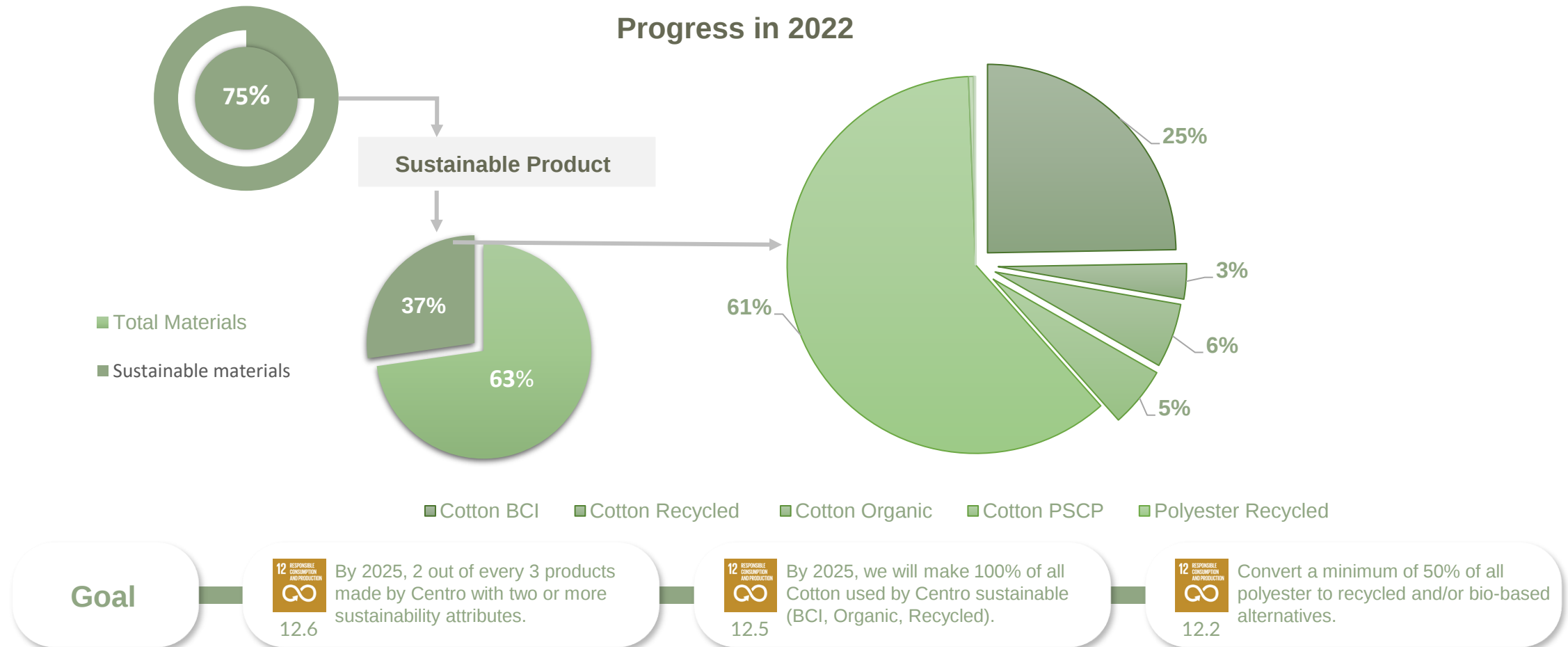
Emissions in MtCO2e (2021-2022)



Product Sustainability



We offer eco-friendly cotton options like BCI, Recycled, Organic, and PSCP Cotton. We want to contribute to a greener textile industry by providing high-quality, sustainable cotton to meet the diverse needs of our valued buyers. In 2022, 75% of all our products had at least one or more sustainable attributes. Our substantial sustainable polyester sourcing comprises 66.55% of total procurement. Furthermore, while our sustainable man-made cellulose sourcing accounts for approximately 2.69% of our total procurement in the reporting year, these figures are indicative of our ongoing commitment to fostering sustainability in our material sourcing practices and striving to achieve our goals.



Sustainable Packaging



We have undertaken measures to minimize our environmental impact by integrating recycled materials into our product accessories and packaging. This initiative encompasses the use of **sew-in labels** and polybags crafted from **recycled plastics**.

Furthermore, we also offer eco-friendly and **biodegradable packaging** alternatives, as a part of our environmentally conscious practices and initiatives.



- Recycled Tag Pins
- Recycled Hangtag (Paper)
- Recycled Labels
- Recycled Polybags
- Hangers (Re-used)
- Recycled Cardboard



Our Collaboration



We've forged successful partnerships, such as with **Cyclo**, to create and deliver high-quality products crafted from recycled cotton sourced from post-industrial waste.



RECYCLED FIBERS



Our collaboration with **Archroma** has also empowered us to provide products dyed with EarthColors®, which are derived from natural waste products from agricultural industries.



As part of our ongoing research and development efforts, we are actively exploring the potential for collaboration with **Recover**.



CIRCULAR
FASHION
FOR ALL



Social Sustainability

We, at Centro Tex Ltd., prioritize social sustainability across our operations, and advocate for positive change among our suppliers. We foster a supportive and inclusive work environment and consider safety as our top priority. Gender diversity is a key focus, as we actively hire and promote women in leadership roles. We provide diverse benefits to all our full-time employees, respecting cultural values. Moreover, we extend our advocacy for employee well-being to our suppliers, encouraging them to uphold similar standards. We are dedicated to maintaining high standard of social compliance among our suppliers, fostering a culture of respect, diversity and safety throughout the textile industry.

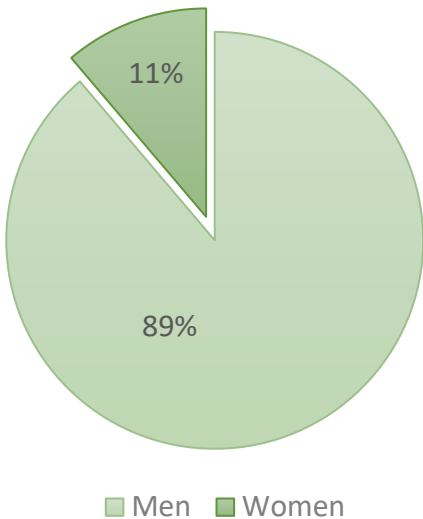


Our People

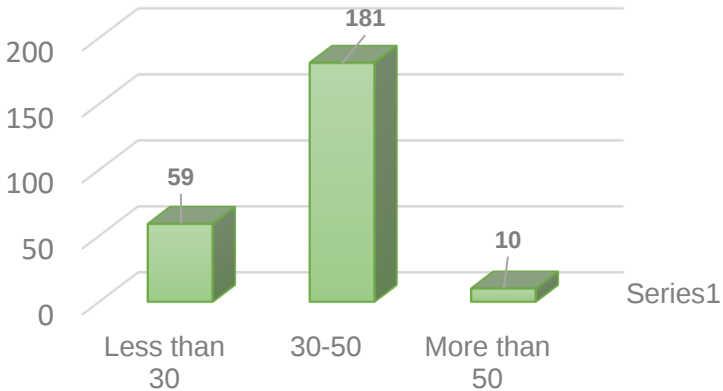


Our team consists of 250 individuals, with a composition that reflects approximately 89% of our team members are men, while 11% are women. In terms of age, 72.4% of our colleagues are within the 30 to 50 years age bracket, 23.6% are under the age of 30, bringing youthful energy and fresh perspectives to our workforce, while 4% are over the age of 50, contributing valuable experience and wisdom. We are conscious of the male-female ratio in the company and we are making strides in gender diversity, we acknowledge that further efforts are needed to develop explicit strategies for inclusivity and gender balance.

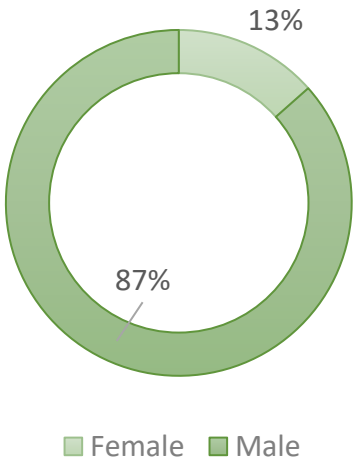
Number of Employees Gender Ratio (2022)



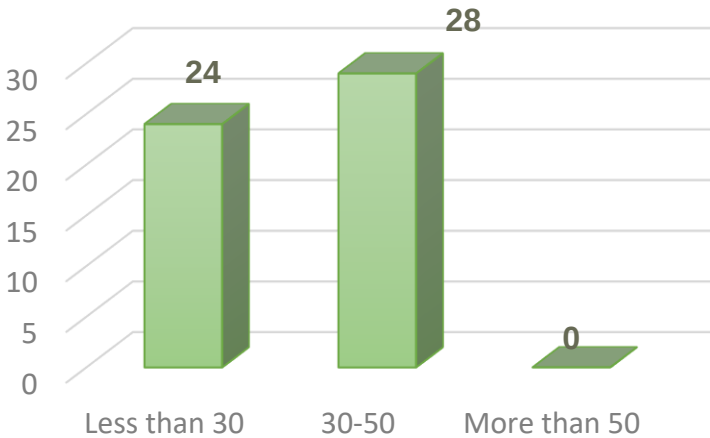
Employment by Age Group (2022)



New Employment Gender Ratio (2022)



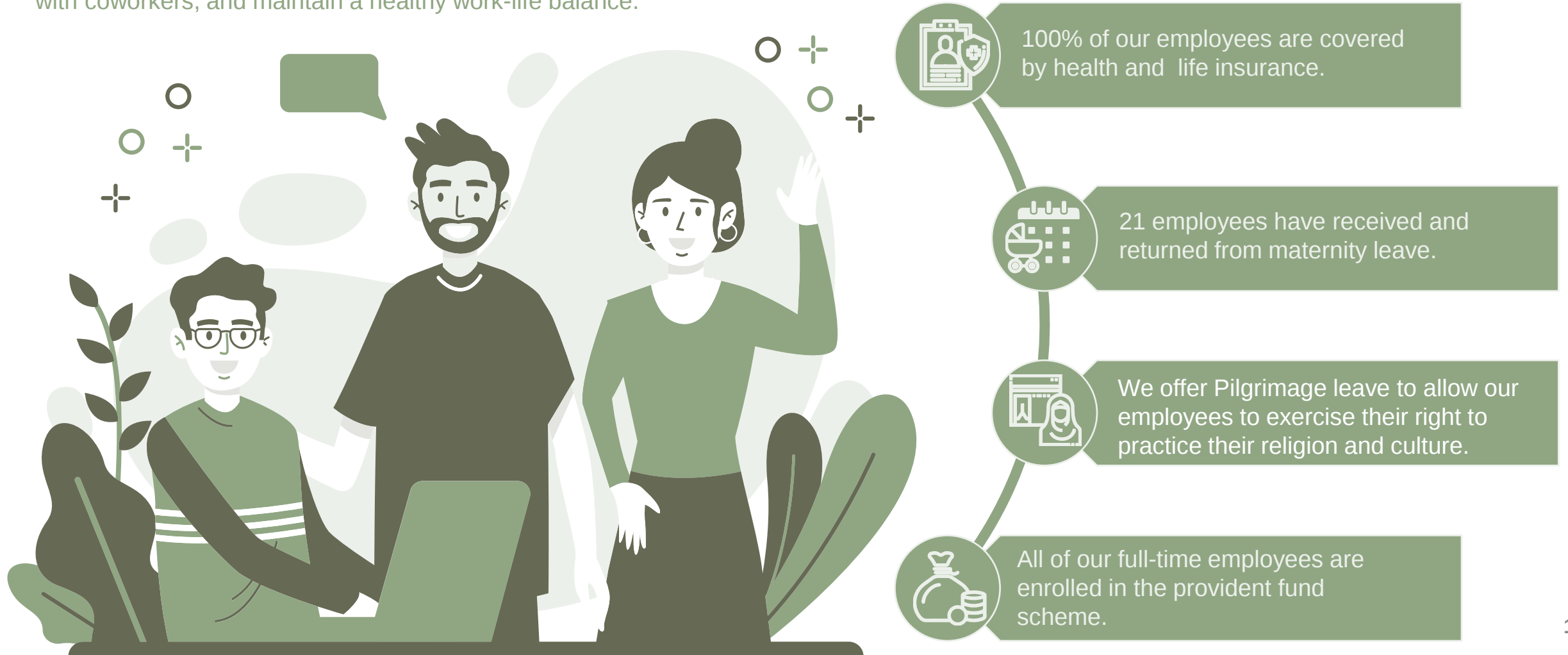
Newly Hired Employee by Age Group (2022)



Employee Wellbeing



Our colleagues enjoy access to a range of benefits, including health insurance, which ensures that their medical needs are covered. We also provide maternity benefits to support our employees during significant life events. In addition, we offer a provident fund to help them save for their future financial security. To further recognize and reward their contributions, we have implemented a company performance-based bonus system, aligning our employees' efforts with the company's success. Our financial campaign program provides our employees with crucial financial knowledge, empowering them to make wise decisions and lessen financial stress. Our outing programs allow workers to relax, socialize with coworkers, and maintain a healthy work-life balance.



Safety of Our Employees



At Centro Tex, we prioritize the well-being and safety of our employees above everything else. We provide our employees with extensive safety procedures and information, ensuring caution during factory visits. We also offer **comprehensive health** programs, **including dental treatment, flu vaccinations, regular check-ups**, and necessary safety measures. Centro Tex offers exercise programs and mental wellness seminars to promote a healthier lifestyle.

“ **We could ensure 0 injuries in 2022**

Centro provides its team member with job relevant soft and hard skills training.

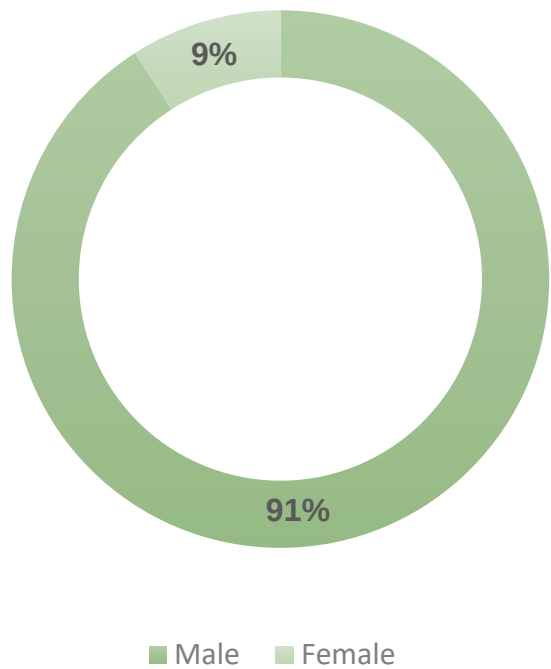
Ergonomics Training: We organize ergonomics training, so that we can make our daily work experience comfortable and free from any discomfort.

Health Insurance: With health and life insurance, we ensure that our employees have peace of mind knowing they are protected when it matters most.



Centro Tex prioritises staff development by offering a thorough training programme covering different aspects. An average of 25 hours of training have been provided to 250 employees. We empower our workforce through extensive training in legal, compliance, sustainability, OSH, healthcare finance, and our Code of Conduct, ensuring excellence and leadership in the textile industry. These programs are tailored to foster technical expertise, ethical standards, and a culture of continual improvement and respect.

Total number of training hours
(Gender Ratio)



- Strategic Leadership Agenda (SLA) - Quality Management System in Garments Production - How to Maintain Quality Control & Management in Garments Sector - Personal Leadership Agenda (PLA) - Calculating Woven Garments Consumption & Costing in Apparel Industry - CBS Project/Kaizen - Knowledge Sharing Session on 5'S - Internal Control Boot Camp - Session on "Outlook: Email in a More Productive Way" - Delegation of Authority, Procurement Policy, Advance, Audit & Advancement - Product Technical Problem Solving - Office Etiquette, Culture, Teamwork, Office Operation - Kaizen - Certificate Course on Leadership and Managerial Competencies (CCLMC) - Tips & Tricks of Outlook & BPA - Kandaree - Merchandising - Labor Law 2006 with amendment 2018 and Labor Rules 2015	- BANGLADESH LABOR ACT-2006 - Knowledge Sharing Session on Sustainable Materials - Knowledge Sharing Session on Communication, Understanding & Co-operation - Masterclass with Ghulam Sumdany Don - Tips & Tricks of Basic Merchandising - Enhance Your Negotiation Skills - Knowledge Sharing Session on Strategy & Purpose - Awareness Session on Centro Compliance - Pattern Training - The Laws of Success - UAT on New ERP Implementation (Finance & Accounts) - Knowledge Sharing Session on How to Identify High Potential Resources (HIPO) - Knowledge Sharing Session on Performance Appraisal and 2022 Centro Performance Appraisal Road Map - Learning session on Labour Law - UAT on New ERP Implementation.
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Assessment Scope



Documented policies



Organizational health & safety



Wages & benefits



Working hours & overtime



Labor rights



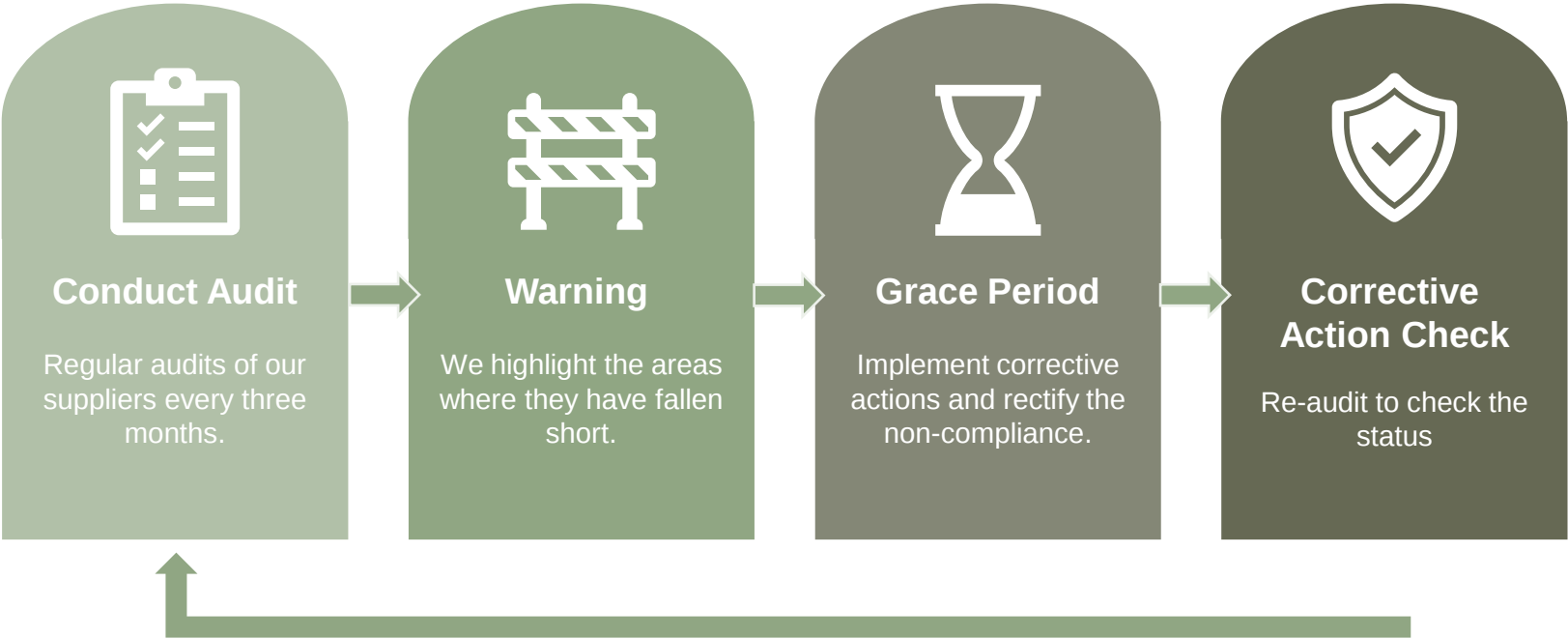
Chemical Management



Waste-water & other hazardous waste management

- Audit frequency: every 3 months
- Close follow-up for strategic suppliers

Supplier Evaluation Process



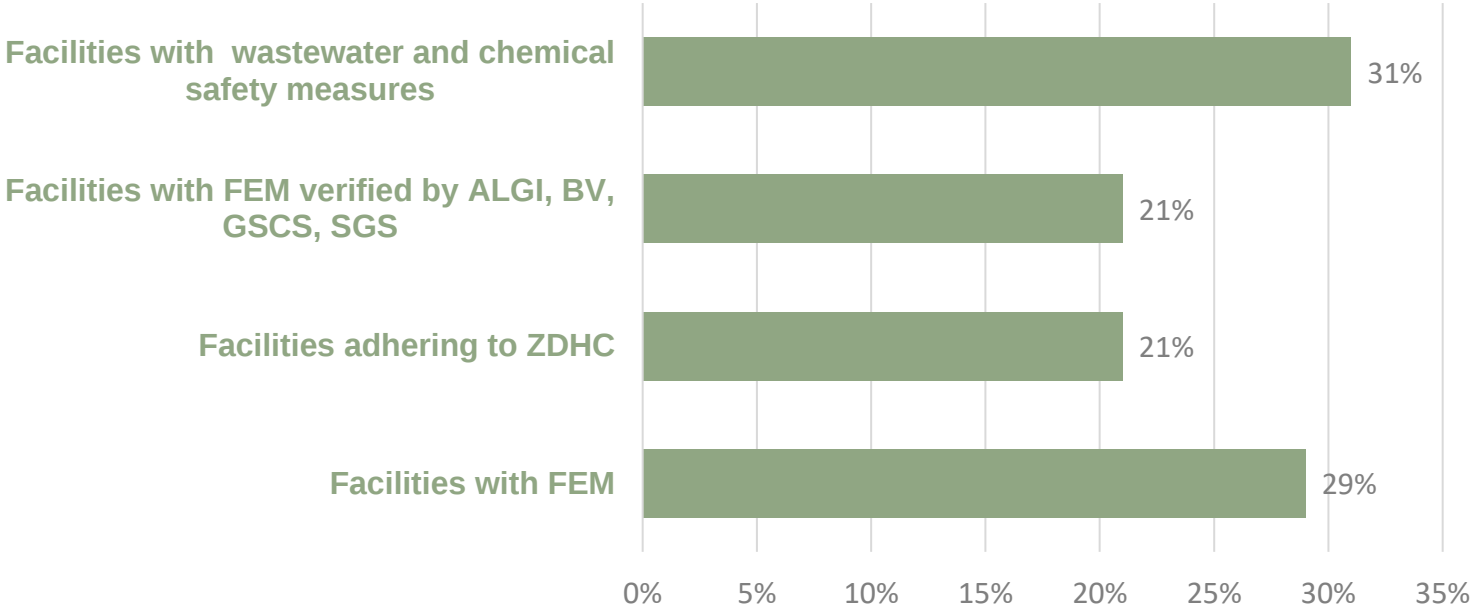
Environmental Compliance of Our Suppliers



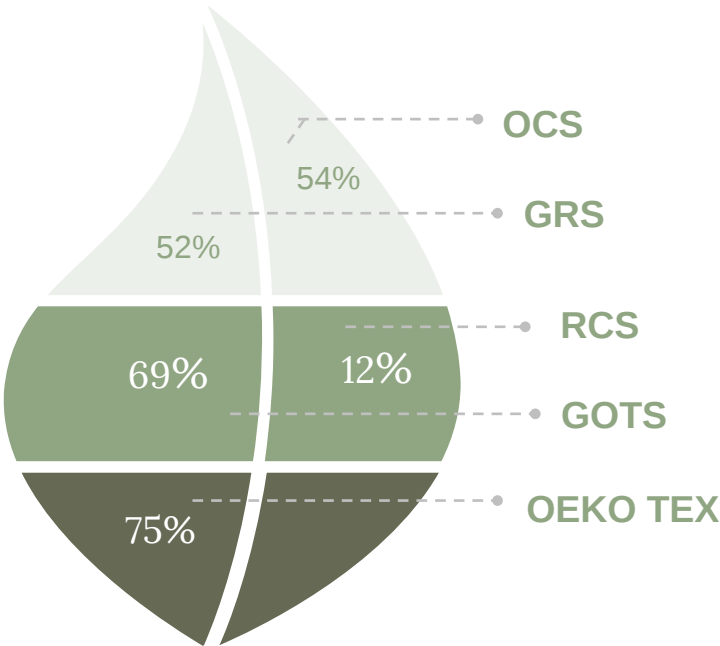
We promote adherence to Zero Discharge of Hazardous Chemicals (ZDHC) guidelines among our suppliers, and we are pleased to report that 21% have successfully implemented these guidelines. Furthermore, an equivalent percentage of our suppliers' HIGG Facility Environmental Module (FEM) practices have been independently verified by reputable organizations such as ALGI International, BV, GSCS, and SGS. These verified FEM scores, which range from 22 to 80, reflect the diverse efforts undertaken by our suppliers in prioritizing environmental management. Notably, approximately 31% of our suppliers have implemented robust measures to address wastewater and chemical safety concerns, underlining their commitment to sustainable practices.

Within our network of 52 suppliers, we are proud to partner with 27 factories certified under the Global Recycled Standard (GRS) and 28 under the Organic Content Standard (OCS). Additionally, we work with 6 factories certified under the Recycled Claim Standard (RCS), emphasizing our commitment to sustainable sourcing practices. These certifications, along with 36 factories adhering to the stringent standards of GOTS, and 39 holding OEKO-TEX certifications

Suppliers Environmental Assessment 2022



Product Quality Status 2022

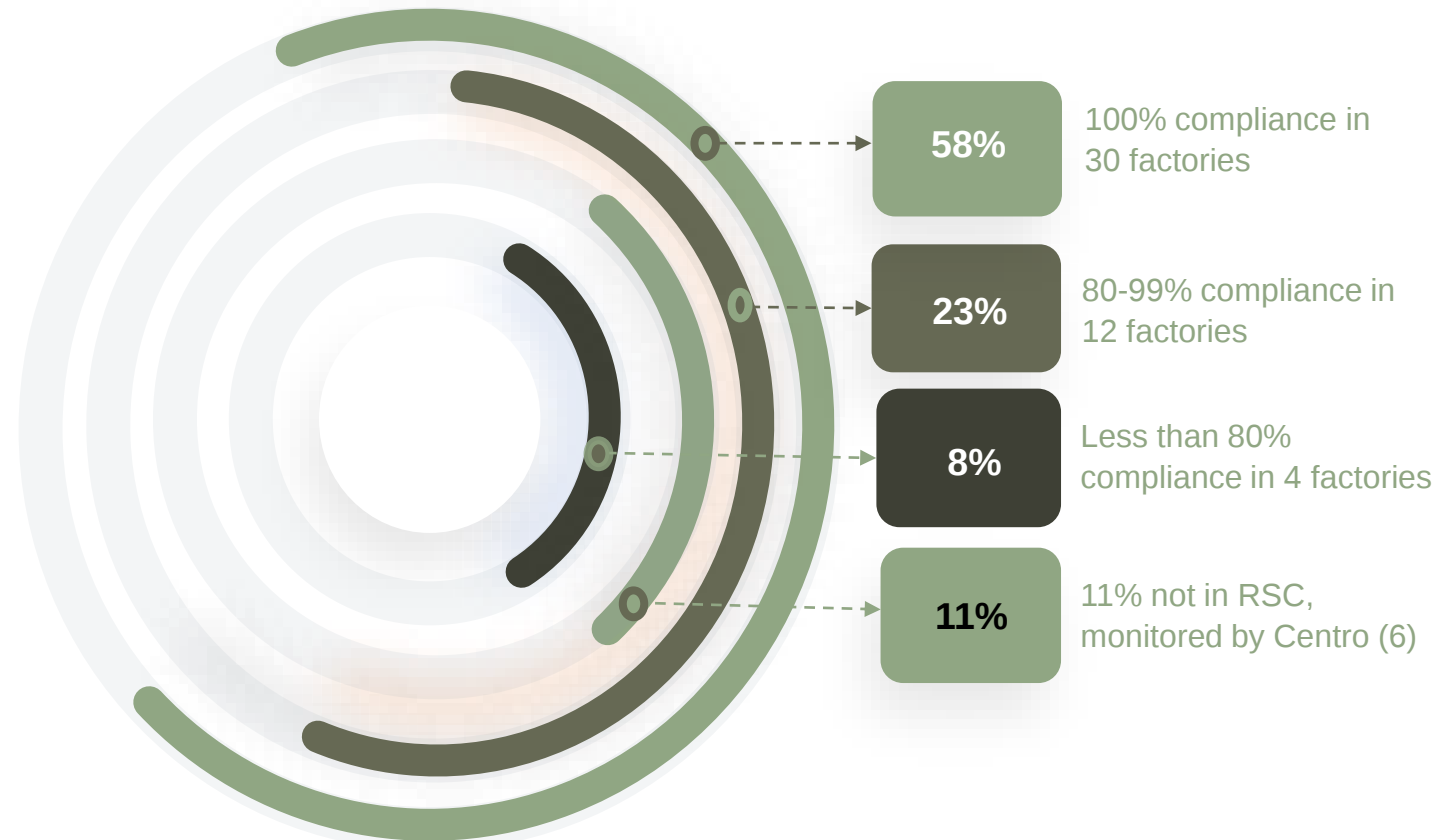


Social Compliance of Our Suppliers



Within our network of 52 factories, we are proud to share the distribution of RSC (RMG Sustainability Council) status and among our suppliers, thirty factories (58%) have achieved a commendable 100% RSC compliance rating as a result of their dedication to industry norms. An additional twelve factories (23%) demonstrated robust compliance, with ratings ranging from 80% to 99%. While progress is evident, we acknowledge that there is room for improvement, with four factories (8%) currently falling below the 80% compliance threshold, prompting attention to areas that require enhancement. However, 6 of our factories have not gotten any RSC rating yet, and we are working with them to ensure compliance.

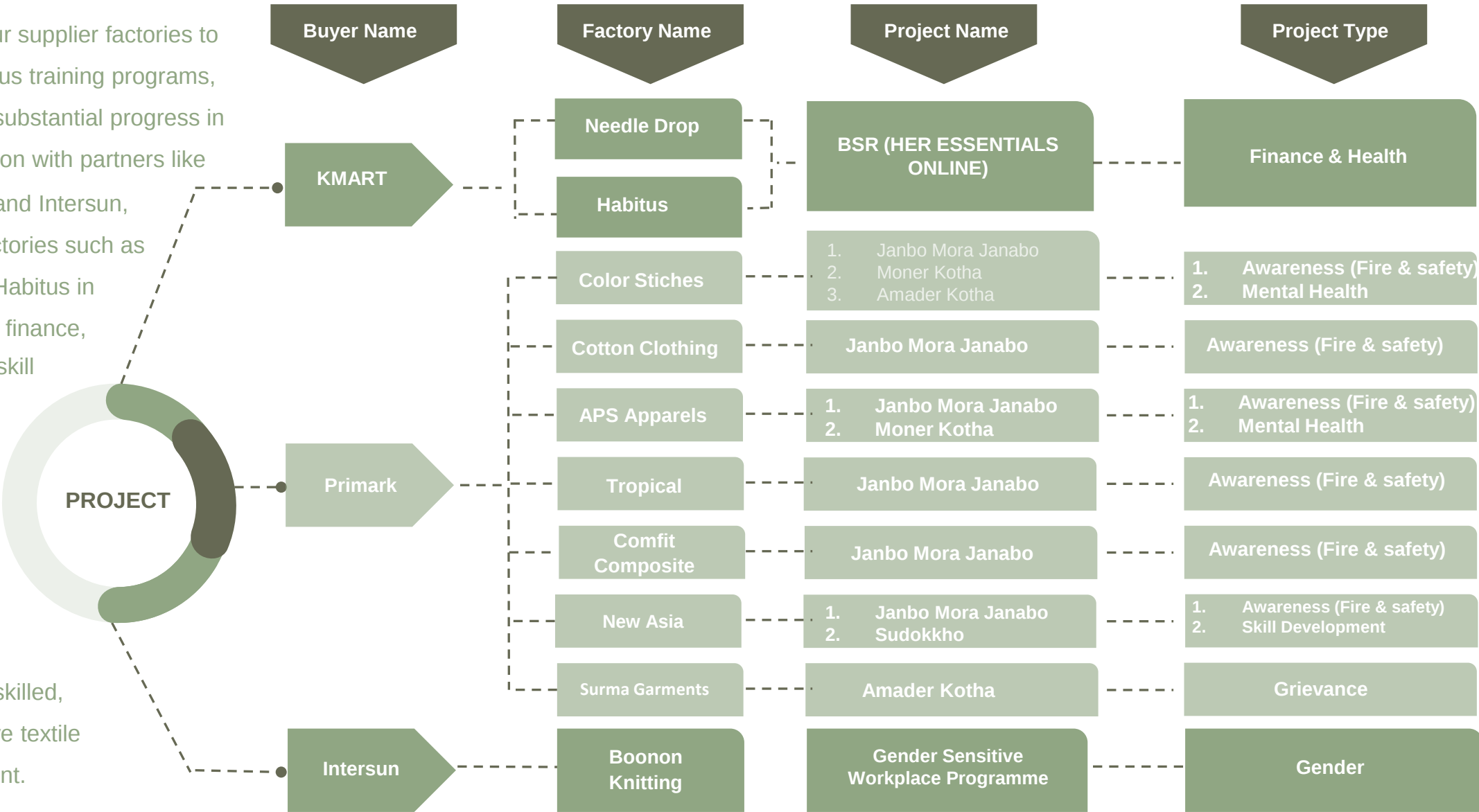
At Centro Tex, we place a strong emphasis on promoting social compliance and ethical labor practices within our supplier network. Our commitment to ensure that all of our suppliers adhere to the principles outlined in the Bangladesh Labour Act of 2006. 100% of our suppliers have been compliant in providing wages and benefits in accordance with the labor law. Additionally, we firmly believe in the importance of freedom of association for workers, and all of our suppliers have taken measures to safeguard this fundamental right, empowering their employees to engage in collective bargaining and advocate for their interests.



Our Projects



By encouraging our supplier factories to participate in various training programs, Centro Tex made substantial progress in 2022 In collaboration with partners like KMART, Primark, and Intersun, we included 10 factories such as Needle Drop and Habitus in initiatives covering finance, health, fire safety, skill development, and gender sensitivity. This approach has improved workforce skills and underscored our commitment to promoting a more skilled, safe, and supportive textile industry environment.



Case Study: Occupational Health and Safety Practices of Our Suppliers



We have consistently emphasized the value of occupational health and safety (OHS) throughout our supply chain. Our supplier has incorporated proactive interventions and thorough assessments to enhance OHS standards. In alignment with Centro Tex's advocacy, the suppliers have worked diligently to improve their OHS practices, ensuring the well-being and security of their labour force.

Compliance with Labor Standards

Both national as well as international labour laws had to be followed by them.

OHS Training

Employees of APS Apparels Ltd. And APS Knit received extensive training covering essential safety procedures and practices.

Regular Audits and Assessments

Regular audits, assessments, and open contact with them were all part of Centro Tex's strategy to uphold substantial legal compliance and excellent OSH standards..

Monitoring and Inspections

To make sure OHS requirements M&E were consistently followed, planned audits and inspections were conducted on regular basis.

Collaboration with Healthcare Providers

They have established partnerships with local healthcare providers to offer additional health services to their employees.

APS Knit: Achieved a **40%** reduction in minor injuries and a **68%** decrease in major injuries from 2020.

APS Apparels Ltd.
Experienced a **20%** reduction in minor injuries and a **37.5%** improvement in major injuries over the same period.

Case Study: Supplier Workforce Development Initiatives



Centro Tex believes that the growth and well-being of a workforce are good indicators of the strength of a supply chain.

The "**MONER KOTHA**" project, led by our supplier **APS Apparels Ltd.** with the **SAJIDA FOUNDATION** and **PRIMARK**, underscores their dedication to workforce development in alignment with BL 2006 and BLR 2022. Training initiatives range from basic safety to specialized courses in chemical handling and fire safety preparedness. Suppliers like **Cotton Clothing** have enhanced employee skills through **Sudokho** training and sessions on employment terms and grievance processes, focusing on specific skills such as machine operations and needle handling.

Awareness training on 'Anti-Harassment, Non-Discrimination, and Anti-Corruption' are integral to the ethical training, fostering a culture of integrity. Our supplier's emphasis on Mother and Child-Care training exemplifies their dedication to worker welfare.



Diverse Curriculum

Suppliers offer a range of trainings, from Occupational Health and Safety to specialized modules like Sudokho Training.

Accessible Training

Sessions are free of cost, conducted during working hours, and encompass all employees, from the factory floor to the executive level.



Skill Enhancement

Standard training includes courses designed to improve certain skills, such as job-focused operation programs.

Tracking Participation

Suppliers maintain a rigorous monitoring system, with some achieving up to a 100% OHS training participation rate.



Leadership & Security Training

Supervisory staff are educated on best practices, and security teams are primed for any emergency scenarios.

Building a Responsible Supply Chain: Supplier Welfare Initiatives



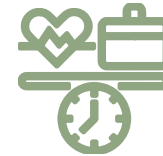
At Centro Tex, we understand that an ethical supply chain starts with adherence to national and international Labour Laws. We are proud of our suppliers' consistent commitment to going beyond these requirements to improve the welfare of their people.

The Bangladesh Labour Act (BLA) of 2006 and the Bangladesh Labour Rules (BLR) 2022, as well as global norms like the International Labour Organization (ILO) Conventions and the Buyer Code of Conducts (COC), bound our suppliers. As required by this legislation, they guarantee their employees full benefits.

Compensation: Offers competitive salaries and annual wage increments.



Healthcare: Group insurance and on-site medical facilities are available for their employees.



Work-Life Balance: Provide benefits to their employees, including paid leaves such as annual, sick, and maternity leaves

Recognition:

They express appreciation through performance appraisals and attendance bonuses.



Career Growth:

They organize continuous training and provide development opportunities.



Safe Environment:

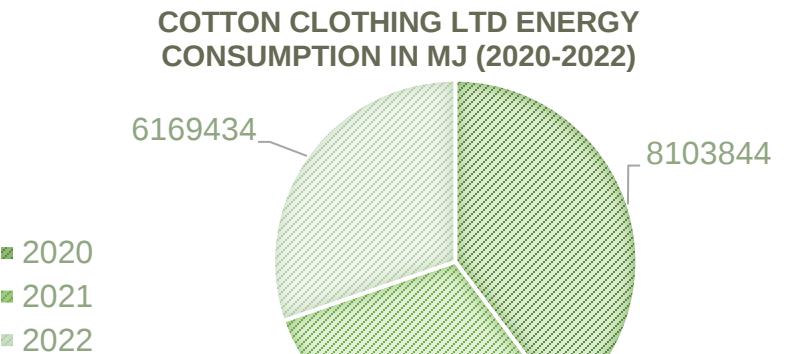
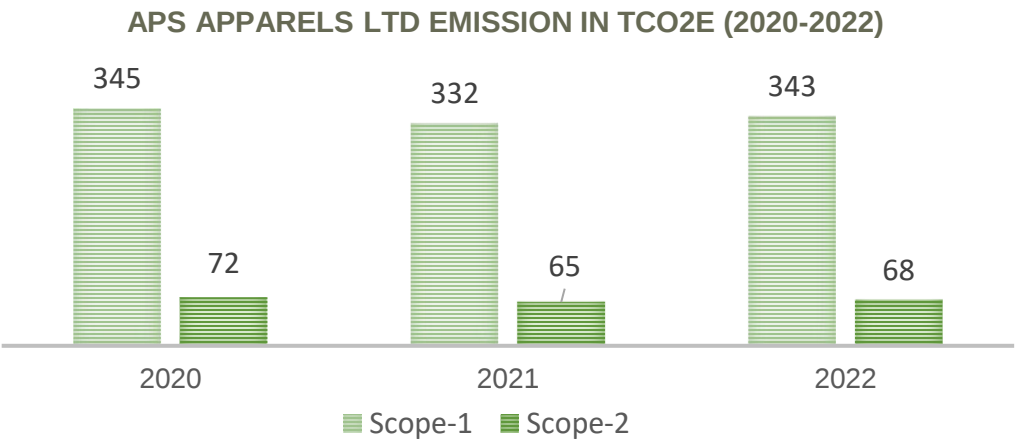
They maintain a safe and harassment-free workplace.

Case Study : Supplier Emission and Energy Efficiency Initiatives



With our advice and assistance, APS Apparels Ltd., Tex Town Ltd., and Cotton Clothing Ltd. have achieved significant progress in improving energy efficiency and cutting emissions between 2020 and 2022. We advocate implementing emission-reducing and energy-efficient measures to our suppliers. Furthermore, we have established a strong structure for tracking and reporting progress to ensure accountability and promote ongoing improvement in our supply chain partners' environmental performance.

APS Apparels Ltd Emission Reduction: Achieved an approximate 3.2% reduction in scope-1 emissions and nearly a 5.6% reduction in scope-2 emissions from 2020 to 2022. Energy Efficiency: Installed Energy-efficient lights, servo motors, solar-powered LED lights, energy-efficient Halogen floodlights, and energy efficient ceiling fans etc.	Tex Town Ltd Energy Efficiency: Initiatives taken such as LED lights will replace T5/T8 lights, Power Factor Improvement (PFI) will be installed at the load end, an exhaust gas boiler will be utilized, a condensate recovery and return system will be installed, steam traps will be added to steam irons, and IE1/IE2 motors will be replaced with servo motors.	Cotton Clothing Ltd Energy Efficiency: Remarkably reduced total energy use by 23.8% from 2020 to 2022 by Initiatives taken such as using LED lights, servo motors, training on energy efficiency etc.
	Tropical Knitex Ltd Energy Efficiency: Initiative taken such as using solar energy and recycle cooling water and rainwater, rainwater harvesting etc.	



Case Study: Sustainable Water Practices by Our Suppliers



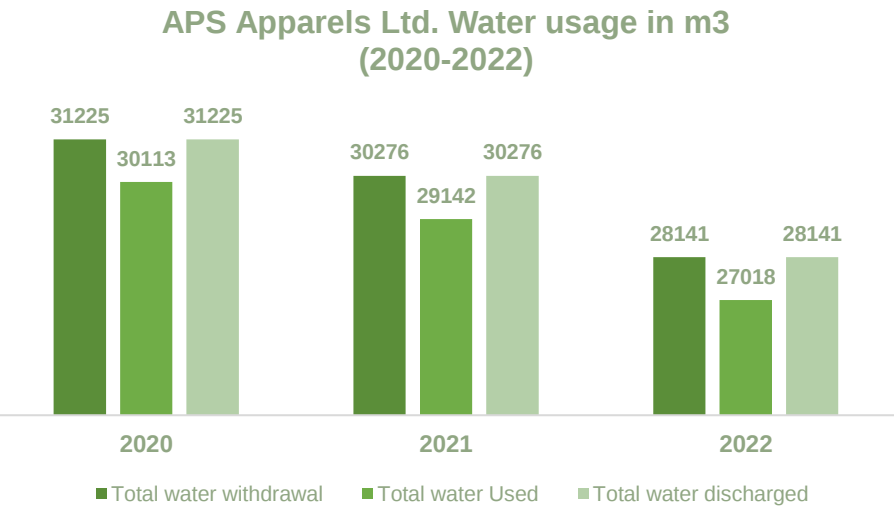
Recognizing the textile industry's substantial water consumption, we encourage our suppliers to adopt improved practices, resulting in significant reductions in water consumption and waste. Our active involvement included advocating for sustainable practices, ensuring compliance with environmental standards, and providing resources and training.

APS Apparels Ltd

Achievements:

Total water withdrawal and use were reduced by approximately 9.9% from 2020 to 2022, while discharge was reduced by 10.3% through the implementation of efficient water management systems to optimize water usage in their operations.

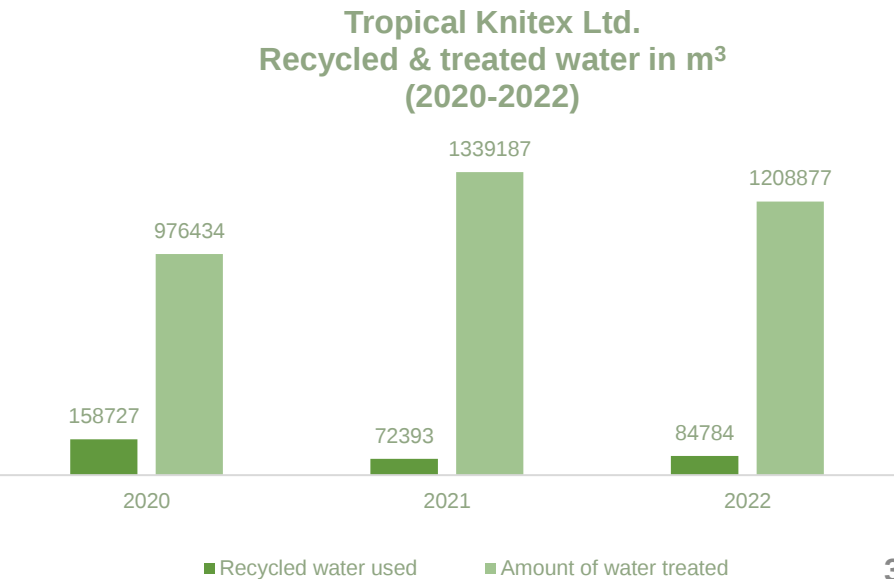
Target: Reduce 10% water consumption by 2024 through awareness programs among the employees, reducing domestic water consumption by installing sensors in toilet taps, float level reduction in toilet flushes, installing hand shower guns in toilets, and installing flow meters to monitor water use for washing and gardening. Moreover, they also have a plan to build a WTP plant by 2030 to reuse the discharged domestic water.



APS Knit Composite Ltd

Achievements:

APS Knit Composite Ltd reduced their total water withdrawal, used by about 0.50% and their water discharge by about 0.50% from 2020 to 2022 by taking measures after engaging with local communities through Rainwater Harvesting, use of water flow reducer, training and imposing restriction on mis-use.



Tropical Knitex Ltd

Achievements:

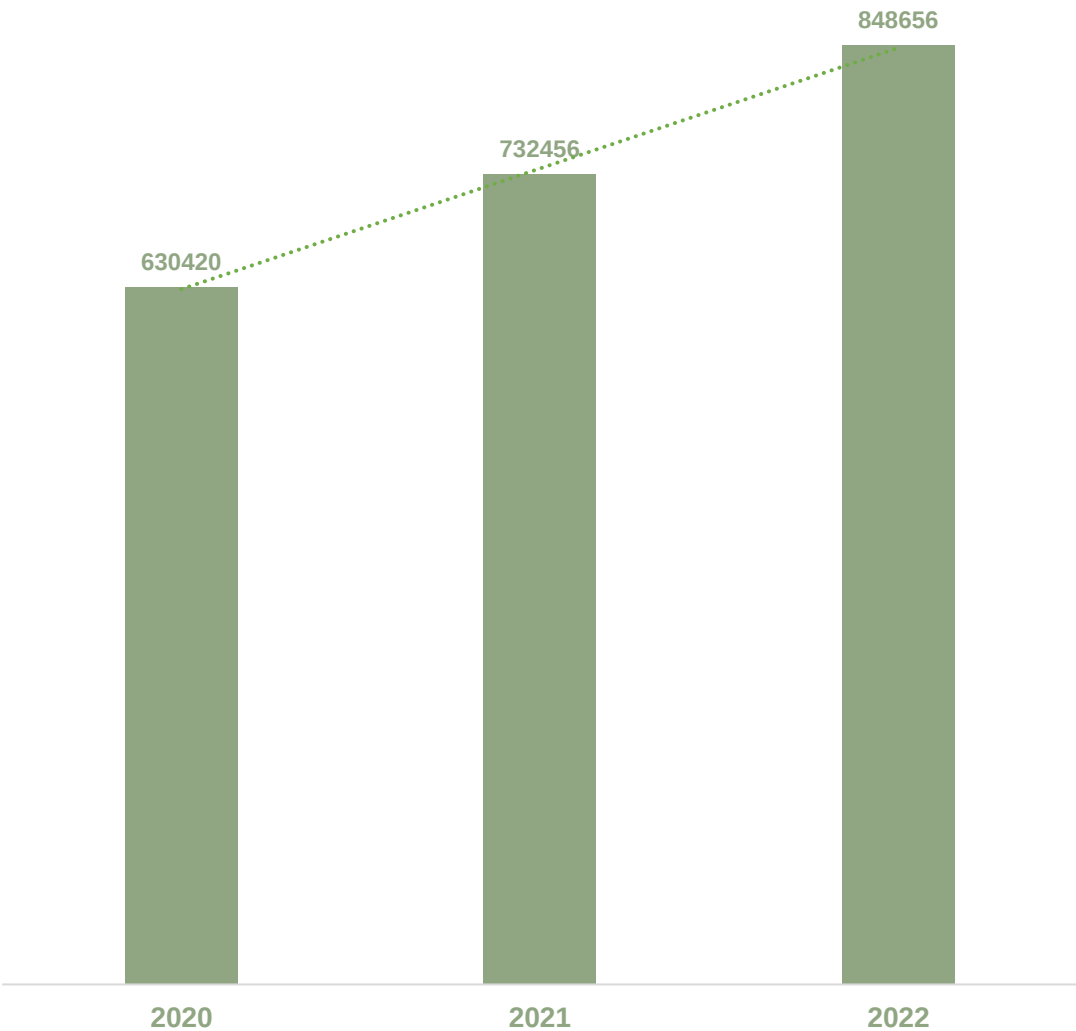
Increased recycled water use by 17.1% (2021-2022) and enhanced treated water volume by 23.8% (2020-2022).

Case Study: Process Sustainability



Centro Tex prioritizes suppliers' commitment to sustainability, employing techniques like e-flow washing and low liquor dyeing, significantly reducing water, energy, and chemical usage. APS Knit Composite Ltd and Everbright Sweater Ltd established commendable progress, with a 12% and 16.2% increase in sustainable processes from 2020 to 2021, emphasizing a broader industry shift. Also, Tex Town Ltd and Tropical Knitex Ltd saw a substantial increase of 20.7% and 19.4%, respectively, in using sustainable process techniques from 2020 to 2022. Despite sectoral obstacles, Centro Tex remains optimistic, showcasing a resilient commitment to eco-friendly practices, inspiring positive change and steering the textile industry towards a responsible and sustainable future.

Everbright Sweater Ltd E-flow washing in ton (2020-2022)



Case Study : Exploring Sustainable Waste Management



Centro Tex has been one of the forefront players in pushing its suppliers for waste reduction, reuse, and recycling. Our Suppliers’ actions comply with international environmental regulations and show a concerted effort to achieve environmental sustainability.

APS Knit Composite Ltd:

Achieved a 7.56% reduction in non-hazardous waste from 2020 to 2022.

Cotton Clothing Ltd:

Yearly external/internal audits ensuring adherence.

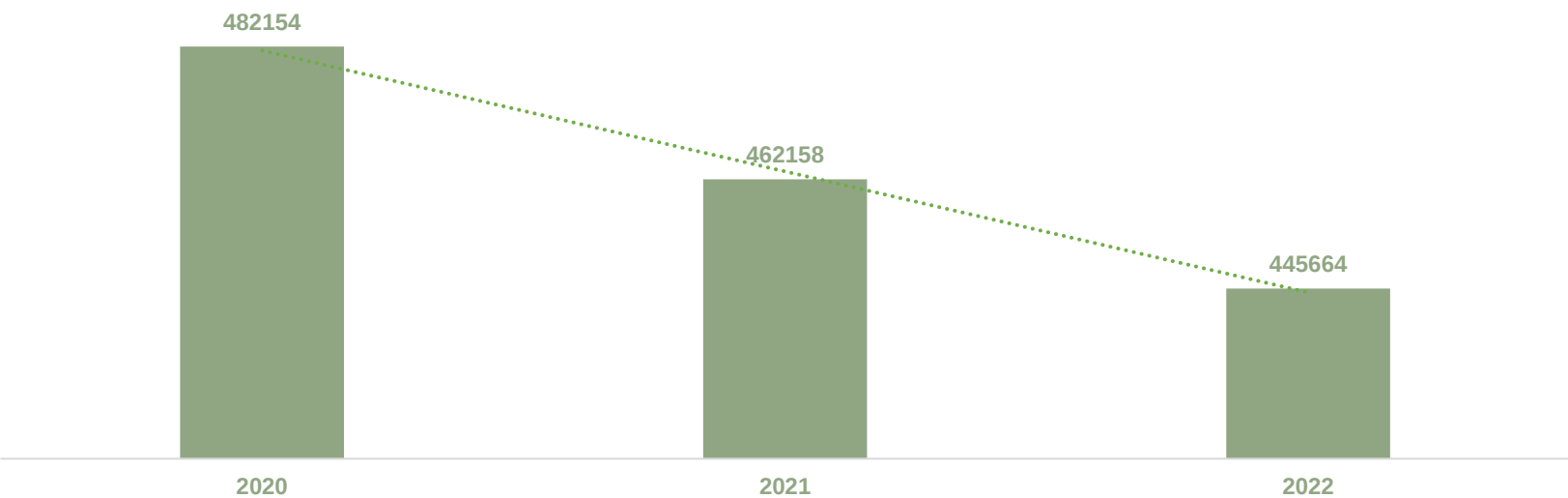
Surma Garments Ltd:

Emphasizes the segregation of hazardous and non-hazardous waste and undergoes yearly external audits on their waste management practices.

Tropical Knitex Ltd:

Provides detailed annual reports on waste types and management strategies; recycled **10,923 kg of non-hazardous waste in 2022.**

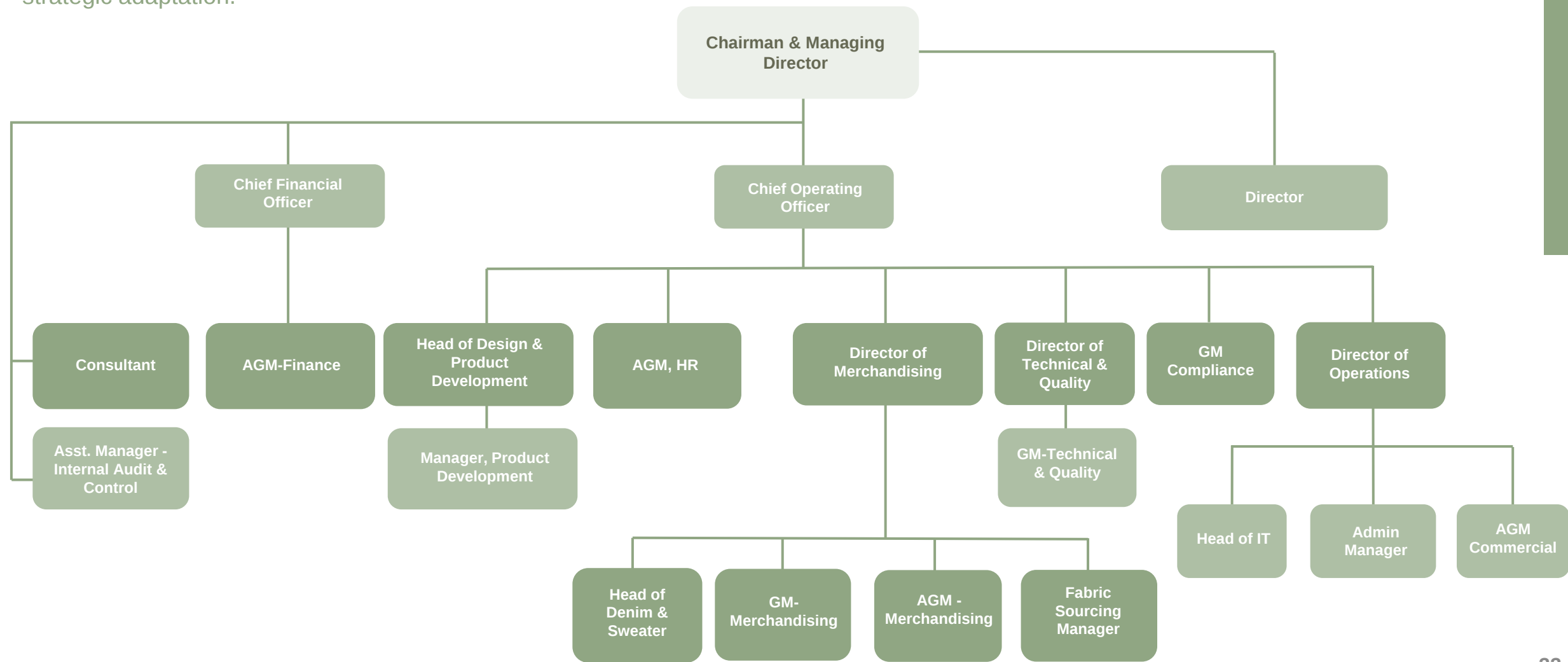
APS Knit Composite Non-hazardous waste Generated (2020-2022)



Our Leadership



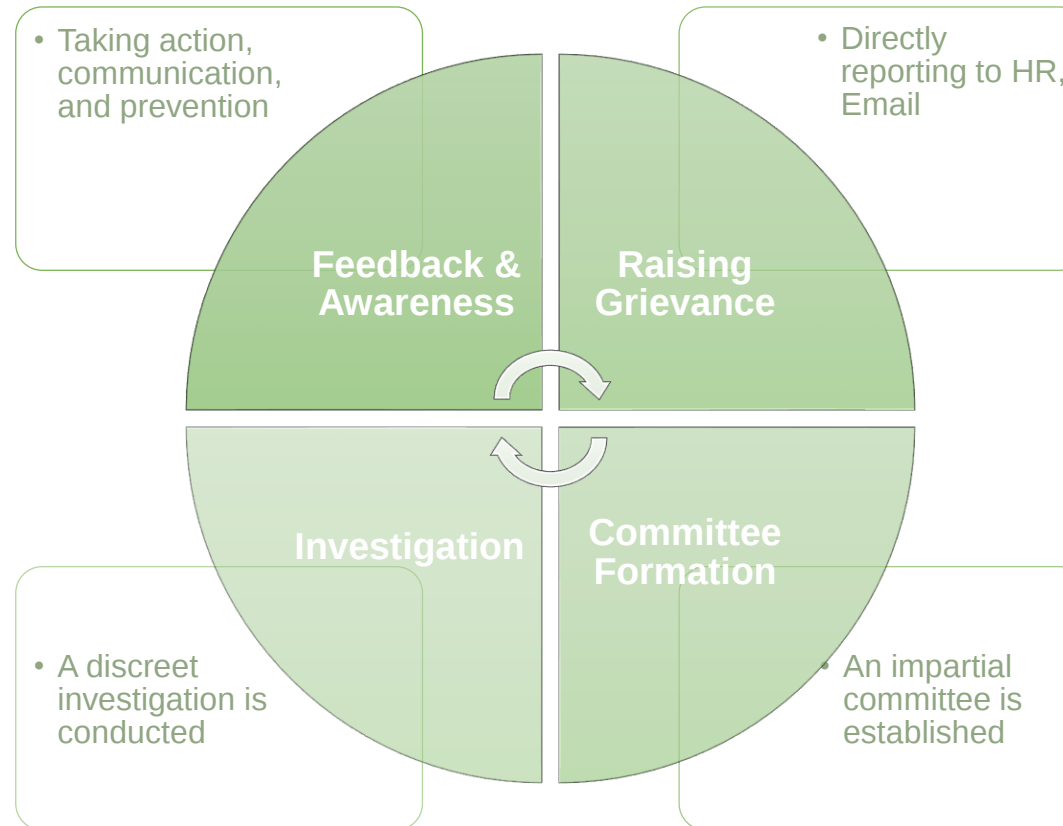
Our Chairman and Managing Director, supported by the Chief Financial Officer and the COO, lead the charge, ensuring that our sustainability leadership is strategic and impactful. Our department heads and directors, ranging from Merchandising, Product Development, Technical & Quality and Compliance are integral to this mission, embodying a forward-thinking approach that prioritizes continuous assessment and strategic adaptation.



Addressing Grievance



We have established a grievance mechanism process to ensure concerns from colleagues are addressed promptly and fairly. We operate on an open-door policy, allowing every employee to freely raise a grievance anonymously by contacting our HR department or sending an email outlining the issue. Upon receipt of a grievance, a dedicated committee is formed to conduct a thorough investigation, ensuring all relevant information is considered and confidentiality is maintained throughout the process. Our commitment extends beyond resolving individual grievances; we proactively organize awareness sessions and training to prevent similar issues, fostering a harmonious and supportive work environment where every employee's voice is heard and valued.



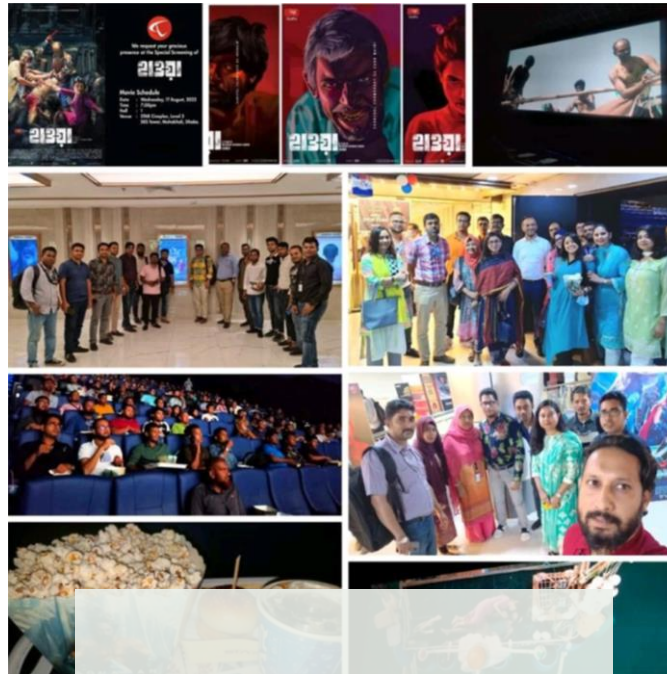
Wellbeing Activities



In 2022, Centro Tex organized a range of events to enhance staff engagement and enjoyment. Highlights included the Fruit and Pitha festivals, where employees indulged in local flavors and traditional cuisine. For entertainment, we hosted the Centro Movie Night and the lively Street Food Festival, offering a mix of fun and delicious food. Additionally, the Centro Indoor Games and a thrilling Football Tournament were organized to foster teamwork and team spirit, underlining the importance of enjoyment and collaboration in our company culture.



• Centro Games 2022



• Centro Movie Night



• Fruit Festival 2022

Wellbeing Activities



Our Town Hall Meetings were pivotal in fostering staff communication and sharing key company updates. These meetings provided a platform for open dialogue and the exchange of ideas, contributing significantly to our inclusive work culture. Celebrating our 16th anniversary was a momentous event, marking a significant milestone in our journey. It was an opportunity to reflect on our past achievements and set visions for the future.



- Town Hall Q1-Q2 2022



- Centro Voice: Employee Engagement Survey

CSR Activities



Educational and Food Support:

Centro collaborated with Bidyanondo to provide educational materials and food support to over 350 orphan children across six orphanages in Bangladesh.



Medical Camp Sponsorship:

Centro sponsored a medical camp for 100 patients in Kishoreganj, offering free treatment and necessary medicines.



Ramadan Iftar Event :

We supported Bidyanondo Foundation's large-scale Iftar event, sponsoring Iftar boxes for 500 persons.

CSR Activities



Special Lunch Distribution

Provided special lunch for children at orphanages.



Fruit Festival for Underprivileged Kids:

Organized a summer fruit festival for underprivileged children.



Dress Distribution:

Provided new school dresses for underprivileged children.



1 Taka Meal & 10 Taka Super Shop:

Enabled families to purchase daily necessities at a minimal cost. And Provided One Taka Meals for the underprivileged.





Alongside collaborations with Bidyanondo, Centro Tex has undertaken various CSR initiatives to support education, health, and disaster relief. We at Centro Tex are dedicated to impactful social engagement, championing inclusive education through contributions to special needs schools, and advancing learning for underprivileged children. We also nurture sporting talent, sponsoring golfer Mr. Shah Alam to aid his participation in tournaments worldwide.



Support for Schools for Special Needs Children

Providing monthly donations to schools focusing on children with special needs.



Golfer Sponsorship

Mr. Shah Alam is one such talented performer in the golfing arena. Centro Tex is currently sponsoring him with a monthly fixed allowance and allowing him to participate in different local and international tournaments. .



Alokito Poth Sponsorship:

Sponsored free treatment for underprivileged autistic children.

Support for Underprivileged Children's Schooling:

Assisting the Bashbari Nurani Hafezia Madrasa as part of education support initiatives.



SOS Children's Village Flood Support:

Donated to SOS Children's Villages for flood-affected families in Sylhet sponsoring a home for children, covering their monthly food expenses.



Braille Calendar 2023

Supported VIPS to create Braille calendars for 2023.





Centro Tex Supplier List 2022 as of 30 December 2022

SL No.	Factory Name	Location	SL No.	Factory Name	Location
1	Active Composite Mills Ltd.	Ashulia, Savar, Dhaka.	28	M/S. Abir Fashions	Fatullah, Narayanganj
2	AHMED FASHIONS Ltd.	Mirpur, Dhaka.	29	Mahmuda Attires Ltd	Dhamrai, Dhaka.
3	Amity Design Ltd.	Mirpur, Dhaka.	30	Manami Fashions Ltd.	Ashulia, Savar, Dhaka.
4	Apparel Today Limited	Ashulia, Savar, Dhaka.	31	Matrix Styles Limited	Gazipur Sadar, Gazipur.
5	APS Apparels Ltd	Uttara, Dhaka.	32	Mg Niche Stitch Limited	Gazipur Sadar, Gazipur.
6	APS Holding Ltd	Joydebpur, Gazipur.	33	Mosharaf Apparels Studio Ltd	Gazipur Sadar, Gazipur.
7	APS Knit Composite Ltd	Gazipur Sadar, Gazipur.	34	MOTEX FASHION Ltd.	Gazipur Sadar, Gazipur.
8	Arrival Fashion Ltd	Gazipur Sadar, Gazipur.	35	Needle Drop Limited	Gazipur Sadar, Gazipur.
9	Atashi Fashion Ltd.	Dhamrai, Dhaka.	36	New Asia Fashion Limited	Ashulia, Savar, Dhaka.
10	Boonon Knitting Ltd.	Ashulia, Savar, Dhaka.	37	Nine 2 Nine Intimates Ltd.	Kalurghat, Chattagram.
11	Caesar Apparels Ltd.	Karnofully. Chattogram.	38	Nippon Garments Industries Ltd.	Tongi, Gazipur.
12	Colors And Stitches Ltd	Gazipur Sadar, Gazipur.	39	Perfect Sweaters Limited	Mirpur, Dhaka.
13	Comfit Composite Knit Ltd.	Mirzapur, Tangail	40	Rahmat Sweaters (Bd) Ltd.	Kaliakoir, Gazipur
14	Confidence Knitwear Ltd.	Sreepur. Gazipur	41	Ratul Fabrics Ltd.	Ashulia, Savar, Dhaka.
15	Confidence Texwear Ltd.	Gazipur Sadar, Gazipur.	42	Ratul Knitwears Ltd.	Ashulia, Savar, Dhaka.
16	Cotton Clothing Bd Ltd	Tongi, Gazipur.	43	Sparkle Knit Composite Ltd.	Savar, Dhaka.
17	Essential Clothing Limited	Kaliakoir, Gazipur	44	Surma Garments Ltd	Gazipur Sadar, Gazipur.
18	Everbright Sweater Ltd.	Ashulia, Savar, Dhaka.	45	Tasniah Fabrics Limited	Gazipur Sadar, Gazipur.
19	Fareast Knitting And Dyeing Industries Limited	Kaliakoir, Gazipur	46	Tex Town Limited	Ashulia, Savar, Dhaka.
20	Farseeing Knit Composite Ltd.	Sreepur. Gazipur	47	Tivoli Apparels Limited	Tongi, Gazipur.
21	Habitus Fashion Ltd.	Gazipur Sadar, Gazipur.	48	Tm Fashions Ltd.	Gazipur Sadar, Gazipur.
22	Harry Fashion Limited	Valuka. Maymensingh.	49	Tropical Knitex Ltd	Kaliakoir, Gazipur
23	Ixora Apparels Ltd	Kashimpur, Gazipur	50	Valmont Fashions Ltd.	Gazipur Sadar, Gazipur.
24	J.L Fashions Ltd	Gazipur Sadar, Gazipur.	51	Voyager Apparels Ltd.	Malibag, Dhaka.
25	Loopdot Fashion Limited	Valuka. Maymensingh.	52	United Apparels	Modonpur, Narayanganj.
26	M.I.M. Dresses Ltd.	Gazipur Sadar, Gazipur.			
27	M.I.M. Fashion Wear Ltd.	Tongi, Gazipur.			





SL No	Terms	Definition
1	BCI	Better cotton Initiative
2	BLA	Bangladesh Labour Act
3	BLR	Bangladesh Labour Rule
4	COC	Code of Conducts
5	CCLMC	Certificate Course on Leadership and Managerial Competencies
6	CO ₂ e	Carbon Dioxide Emission
7	ESG	Environmental, Social & Governance
8	ETP	Effluent Treatment Plant
9	FEM	Facility Environmental Module
10	GRI	Global Reporting Initiative
11	GOTS	Global Organic Textile Standard
12	GRS	Global Recycle Standard
13	HIPO	How to Identify High Potential Resources
14	ILO	International Labour Organization
15	M&E	Monitoring & Evaluation
16	OCS	Organic Content Standard
17	OHS	Occupational Health & Safety
18	PSCP	Primark Sustainable Cotton Programme
19	PLA	Personnel Leadership Agenda
20	PFI	Power Factor Improvement
21	RCS	Recycled Claim Standard
22	RSC	RMG Sustainability Council
23	SLA	Strategic Leadership Agenda
24	WTP	Water Treatment Plant
25	ZDHC	Zero Discharge of Hazardous Chemicals

GRI Content Index



Statement of Use: Centro Tex Ltd. has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards.

GRI 1 Used: Foundation 2021

GRI Standard	Disclosure		Location	Page Number	GRI Standard	Disclosure		Location	Page Number	GRI Standard	Disclosure		Location	Page Number
GRI 2	2-1	Organizational Details	About Us	5	GRI 300 Series	301-1	Materials used by weight or volume	Product Sustainability	14	GRI 400 Series	401-1	New employee Hire and employee Turnover	Our people	18
	2-2	Entities included in the organization's sustainability reporting	About this report	2		301-2	Recycled input materials used	Product Sustainability	14		401-2	Benefits provided to full-time employees that are not provided to part-time employees	Employee wellbeing	19,35,36
	2-3	Reporting period, frequency and contact point	About this report	2		301-3	Reclaimed products and their packaging materials	Sustainable Packaging	15		401-3	Parental leave	Employee wellbeing	19
	2-7	Employees	Our people	18		302-1	Energy consumption within the organization	Energizing Sustainability	12		403-1	Occupational health and safety management system	Safety of Our Employees	20
	2-9	Governance structure and composition	Our Leadership	33		302-2	Energy consumption outside of the organization	Energizing Sustainability	12		404-1	Average hours of training per year per employee	Training	21
	2-16	Communication of critical concerns	Addressing Grievance	34		302-5	Reductions in energy requirements of products and services	Energizing Sustainability	12		404-2	Programs for upgrading employee skills and transition assistance programs	Training	21
	2-29	Approach to stakeholder engagement	Engagement with stakeholders	9		305-1	Direct (Scope 1) GHG emissions	Emission Accountability	13		413-1	Operations with local community engagement impact assessments, and development programs	CSR activities	38,39
						305-2	Energy indirect (Scope 2) GHG emissions	Emission Accountability	13		414	Supplier Social Assessment	Social Compliance of our supplier, Case study	24,25,26,27,28
GRI 3	3-1	The process if determining material topics	Our material topics	10		305-3	Other indirect (Scope 3) GHG emissions	Emission Accountability	13					
	3-2	List of material topics	Our material topic	10		308	Supplier Environmental Assessment	Environmental Compliance of our supplier Case study	23,29,30,31,32					