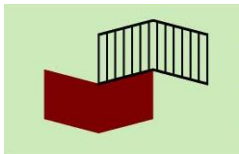


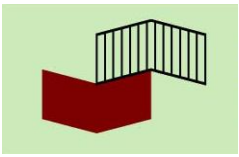
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Catagoy	Area	Facility Goal	Action to achive Goal	Timeframe
Sustainability	Social Higg	Factory have a plan to acheive 60% score on Social HIGG. Our goal is to Inccress the score.	Find out the scope of improvement based on Higg validation of 2018 and regular basis update our development plan and will ensure the achievement target accordingly.	End of Jun 2019.
Sustainability	Social Higg	Ensuring 100% correct data collection and ontime submission.	All data collect from all concern department on mention time frame and will review before submission by the responsible person.	Continuous Process
Sustainability	FEM	We have a plan to acheive 60% score on environment HIGG. Our goal is to Inccress the score.	Factory has submitted the participan list who will take Capacity Building Training from customer and will follow up the CAP with ensuring implementation before self	End of Jun 2019.
Sustainability	Production Data	On time data reporting with ensuring document back up based on capacity building training.	Will establish a document contorl policy & procedure and update accordingly.	End of February 2019.
Sustainability	Nominated Sustainability Responsible	Roll out of NSR & implementation for particular unit	Factory is ensuring NSR- Participant from social & enviromental in class room training from customer and will convay informations to relevant departments to implement NSR responsibilities.	Continuous Process
Sustainability	Environment (Water)	7% Reduction in water usage and conservation of natural resources.	Base line will be consider on 2017 production water quantity and periodical monitoring during PD data submission is also going on.	Continuous Process
Sustainability	Environment (Rain Water Harvesting)	20% PU with rain water harvesting.	Rain Water Harvesting work is in progress & will be complete within time frame. However, will ensure water from rain water harvesting in production process.	End of February 2019.



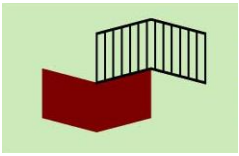
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Sustainability	Environment (Water)	100% functional ETP with ensuring ZDHC at discharge water	Factory is ensuring mentioned criteria through : 1) Fully functional ETP 2) ETP capacity is more than production capacity 3) Monitoring Regularly 4) Yearly conducting 2 times ZDHC water test by 3rd party and continuously testing at in-house lab.	Continuous Process
Sustainability	Energy	10% GHG emission reduction/pc and increase use of renewable sources.	Base line will be considered on 2017 production qty and GHG emission & Cap follow up will be conducted according to progress follow-up calendar.	
Sustainability	Chemical	100% transparent and compliant chemical from ZDHC gateway/HM positive list level1	Follow purchasing procedure, 80% positive listed chemicals, software implementation to control excess use of Chemicals, monitoring & phase out targeted chemicals.	
Sustainability	Wage	Functional Wage Management System Along with Fair wage grid.	Already we have implemented fair wage by 2015	Completed
Sustainability	Wage	Digitized wage payment system	Has already involved in banking system payment.	End of Jun 2020.
Sustainability	Industrial Relation	Resolve 100 % grievance from workers	Facility has updated Grievance policy & Grievance box, also Arrange regular training session along with regular maintain Log & Register	Continuous Process
Sustainability	Industrial Relation	Elected Participation Committee	Has already conducted election on April 2019	Completed
Sustainability	Diversity & Inclusiveness	Achieve 5% women in leadership position	Has taken initiative to achieve mentioned percentage.	End of Dec 2019.



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Sustainability	Diversity & Inclusiveness	Diversified worker inclusion	Facility has a updated Diversity & Equality (Non-Discrimination) policy, increase the more involvement of external stakeholders with maintain regular	End of Dec 2019.
Sustainability	Diversity & Inclusiveness	Reduce Gender Base Violation along with harassment issues.	We will ensure Women Lead on Anti-Harassment Committee formation & worker and Management training on Gender Based Violation upon receiving training	End of Dec 2019.
Sustainability	OSH	100% correction of Accord Issue	We have completed 100% work and waiting for final Verification by Accord. However, our goal is to certified by Accord.	Completed
Sustainability	OSH	100% completion of Safety Committee training.	Already we have completed safety committee training by Accord and received certificate from Accord.	Completed



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