

Be Better

epic
GROUP

Sustainability Report - 2020

Contents

Message from the Chairman	01
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Environment

Environmental Sustainability Plan 2021-2023	03
Higg Index Facility Environmental Module (FEM)	04
Water	05-06
Upgrading Effluent Treatment Plants (ETP)	07
Energy and Greenhouse Gas (GHG) Emissions	08-09
Chemical Management	10
Tree Plantation Program	11
Building Systems to Sustain	12
Sustainable Fiber and Products	13-16
Our Sustainability Timeline	17
Influencing the Fashion Sustainability Agenda	18

People

Women's Empowerment	20
Fahmida Nahar - Think New & Think Big	21
Brac University Supervisor Development Training	22
Lovely Akter Tinni - Empowered to Grow	23
Gender Equality	24
Financial Autonomy	25
Education	26-29
Anti-Sexual Harassment Policy	31
Platform for Communication	31
Bangladesh Labor Law Training	32
WWB	32
Vision Testing and Spectacles	32

Beyond Compliance

Beyond Compliance	34
Focus on Health & Safety	35-39
Building on Social Sustainability	40

Message from the Chairman

2020 has been a challenging year for the industry and millions of people who are touched by its complex value chains – cotton farmers, factory associates, logistics and service providers, retailers, and consumers. Epic Group weathered the early storms, adapting fast to rapidly changing external circumstances through an agile and nimble approach, attempting to hold our values high amidst a tough business environment, and ending the year even stronger.

2020 was also a year where our sustainability commitments mattered – our commitment to our employees and the planet under the thrall of climate change and a covid pandemic. We are happy to present our humble achievements in this report, and our commitment to being better, as we center our sustainability efforts on our relentless journey.

In 2020 we formulated our new sustainability strategy setting bold goals for 2023. We began our partnership with Arvind Envisol, with a commitment to invest USD 2.7 Million across 2 years to dramatically reduce our use of blue water. We embarked on our futuristic micro-factories concept, beginning the construction of the first in Bangladesh, designed for efficiency and lean operations, with over 50% electricity coming from solar energy.

Our commitment to increase the sourcing of sustainable material saw a significant upshift of volume manufactured with sustainable fibers and a sustainable product innovation project pipeline. Our commitment to advancing gender equity saw the launch of our training program for female associates, uplifting them with skills to take on career progression – coupled with creating opportunities to move into the role of supervisors.

We are resolute in our determination to do relentlessly better each year and each moment, the ethos of the Epic Group.

Ranjan Mahtani
Chairman



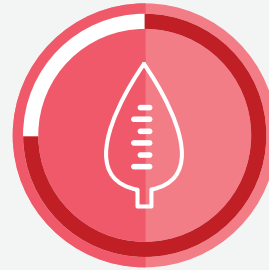


Environment

Environmental Sustainability Plan 2021-2023

The planetary ecological crisis keeps accelerating by the year, with global heating remaining unabated and emissions rising even more rapidly in 2021 after a pause in 2020. The pressure on planetary ecology - air, water, forests continue to increase. Fashion industry comes with a large environmental footprint - for fiber, energy, water and has many pollutants - Greenhouse Gas (GHG) and other emissions, effluent and chemicals. Our sustainability work must reflect the urgency of this crisis with bold steps to address the same.

In 2020, we set high level goals for the period of 2021-2023 to rapidly reduce our environmental footprint.



75

Higg EFM

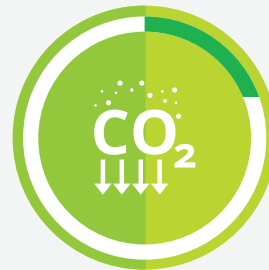
Higg EFM rating with Epic recognized as Higg EFM LEADER



40%

Water

Reduction of Fresh Water intensity against 2017 baseline



20%

GHG Emissions

Reduction of Greenhouse Gas intensity against 2017 baseline



0

Chemicals

Risky chemicals in manufacturing or operations

Higg Index Facility Environmental Module (FEM)

Higg Facility Environmental Module (FEM) is a tool developed by the Sustainable Apparel Coalition that supports factories to measure and improve performance related to environmental sustainability. Epic Group factories began using the Higg FEM tool from 2018 to measure and improve the facilities' environmental performance. Improving the Higg score requires a systematic approach to sustainability, setting sustainability targets and commitment to continuously raise the bar in performance.

We aspire to be Higg FEM Leader by 2023 with scores over 75 in all group facilities.

2018 Average score **33** | 2020 Average score **52** | 2021 Projected score **63**



Higg FEM Sections

- Environmental Mgmt Systems
- Energy/GHG emissions
- Water
- Wastewater
- Air Emissions
- Waste
- Chemical Management

Higg FEM Levels

Foundational <25

Progressive 25-75

Leadership > 75



Water

Bangladesh relies on deep-water aquifers for freshwater requirements for consumption by people and industry. The sandy clay soil of the country makes it difficult for aquifers to recharge, placing a continuous stress on freshwater resources resulting in a rapid decline of the water table. The aggressive efforts by Epic Group to reduce our freshwater use is extremely important for the country and the industry.

Laundries consume the most water. To reduce our water footprint, we began replacing our washing machines with low-liquor ratio machines which uses lesser amount of water per wash. We also introduced Ozone, Laser and Nano-bubble technology which reduces water use. Solutions such as push taps and dual flush toilets reduce domestic water use.

Use of rainwater instead of freshwater in 3 factories and reuse of treated effluent for some processes also reduces our water withdrawal.

The Epic Group's Ethiopia facilities are located in a Zero Liquid Discharge (ZLD) zone, where most of the process water use comes from treated sewage and effluent, while all water used is recycled and reused within the zone.



Ozone Machine



Epic Garment Manufacturing Company Ltd implemented a 90 m³ rainwater harvesting system in partnership with WaterAid and SAJIDA Foundation, Bangladesh. The system will allow the company to use 15,000 m³ of rainwater per annum in our laundry from 2021.



	Total Water Use (M ³)	Freshwater Use (M ³)	Water Reuse /Rainwater (M ³)
2017 (Baseline)	1,490,467	1,490,467	0
2020	1,496,603	1,465,994	30,609

2017 Freshwater Intensity **30.38**
(Baseline) (litres/garment)

2020 Freshwater Intensity **26.50**
(litres/garment)

2020 Intensity Reduction 12.5%

In 2020, Epic Garment Manufacturing Company Limited (EGMCL) added 6 Yilmak Rainforest low-liquor ratio washing machines resulting in increased capacity low-water use laundry capability.



Yilmak Rainforest Washing Machines

Upgrading Effluent Treatment Plants (ETP)



Membranes used in the ETP

Epic Group operates three Effluent Treatment Plants (ETPs) in Bangladesh using conventional physio-chemical treatment processes meeting the Zero Discharge of Hazardous Chemicals (ZDHC) Foundational discharge standards.

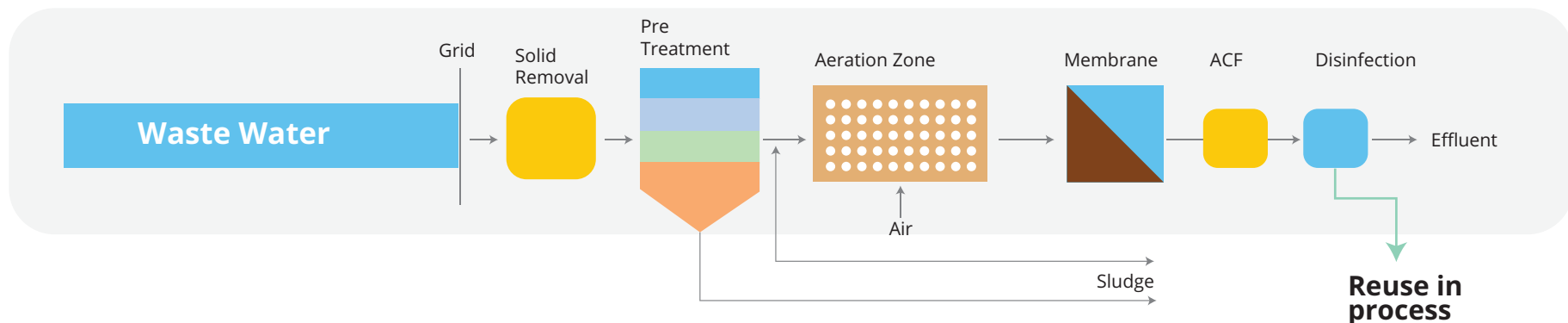
In 2020, Epic Group entered into a MOU with Arvind Envisol to upgrade all three ETPs using advanced Membrane Bio-Reactor (MBR) technology, coupled with chemical pre-treatment to meet ZDHC Progressive/Aspirational water discharge standards. Upgraded plants will allow Epic to reuse upto 50% of treated water back in our processes with a significant reduction of freshwater use. The two-year project will include an investment of over USD 2.7 Million.

The first installation at Cosmopolitan Industries Private Ltd commenced in 2020, and will be operational in August 2021.

The chemical pre-treatment removes some of the effluents, and the membrane filters coupled with biological treatment provides a very high degree of purification by removing almost all suspended solids from the water. The treated water is then sent through an activated carbon filter and then disinfected before reuse and/or released to the environment

Envisol
POWERED BY **ARVIND**

ETP treatment process



Energy and Greenhouse Gas (GHG) Emissions

Climate change is the most critical environmental challenge faced by humankind. With the planet rapidly running out of emissions budget to keep dangerous climate change under control, our efforts to reduce the consumption of energy and greenhouse gas (GHG) emissions are of utmost importance.

Our efforts to be more energy and GHG efficient saw a channeling of significant investment through the years – from heat recovery boilers, rooftop solar PV, LEED certified green buildings and energy efficient infrastructure. We are committed to working towards continuous emission reduction of our own operations.



Rooftop Solar PV installation at CIPL

	Total Energy Use (GL)	Renewable Electricity (kWh)	GHG Emissions from Fossil Fuels (Tons CO ₂ e)	GHG Emissions from Biogenic sources (Tons CO ₂ e)
2017 (Baseline)	573,511	0	33,294	0
2020	545,768	206,439	25,288	8,448

2017 (Baseline)	GHG Emission Intensity (kgCO ₂ e/garment)	0.68
2020	GHG Emission Intensity (kgCO ₂ e/garment)	0.57

2020	Intensity Reduction	16%
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At Cosmopolitan Industries Private Ltd, we replaced the insulation of the chilled water lines from the chiller, thereby improving the system efficiency resulting in energy and GHG emission reduction.



At Cosmopolitan Industries Private Ltd, we replaced the boiler tubes and optimized the steam distribution system with energy and GHG emission reductions.

- We replaced 50 conventional fans with energy-efficient fans reducing energy and GHG Emissions.
- We upgraded conventional fluorescent lamps to energy efficient LED lamps.
- We publish our Greenhouse Gas Emissions through the Climate Disclosure Project (CDP) and factory level emissions through Higg Facility Environmental Module (FEM) of the Sustainable Apparel Coalition.



Chemical Management

All Epic Group factories practice good chemical management practices. The company uses CleanChain and BHive chemical inventory management tools and use ZDHC Gateway for screening all new chemicals.



OEKOTEX Certification for all facilities



ZDHC Compliance in Wet-Processing Units



Adoption of EIM for wash processes optimization



CHEM-IQ

Adoption of Chemical Compliance Management Tools

All Epic Group factories are equipped with comprehensive chemical management policies, systems and processes. The company uses CleanChain and BHive chemical inventory management tools and use Zero Discharge of Hazardous Chemicals (ZDHC) Gateway for screening all new chemicals.

In 2021, we worked with BluWin/Sustainable Textile Solutions (STS) to review and upgrade our chemical management processes, with a focus of meeting ZDHC and Higg FEM (level 3) criteria across all factories. 2 out of 6 facilities were OEKOTEX certified in 2020 while the other four will receive certification in 2021.

Advanced screening of chemical inventories identified 77 risky chemicals in use, that cover washing, dyeing, printing, utility and spot cleaning. Our risky chemical substitution program is working to eliminate all the identified risky chemicals by 2023, with a 2021 target to reduce the same to 50.

We work with our customer partners on their chemical management programs including ChemIQ, SCM, SCP and others, to eliminate hazardous chemical risk in our process and products.

Tree Plantation Program



Epic Group Ethiopia facility added tree cover in 2020

We also commit to building a healthier environment. In 2020, we sponsored and organized tree plantation programs across our facilities.

The programs led by our employees across various factories, added tree cover to the factory premises, schools in nearby community. Along with the plantation, we also supported setting-up of waste collection bins in the Adamjee Export Processing Zone (EPZ).

Building Systems to Sustain

Continuous improvement of sustainable performance relies on strong systems, processes and human resources. We have made strides towards this by:



Strengthening our teams – Epic Group has a dedicated group sustainability team supported by factory sustainability leads. These teams work closely with the group engineering team and the factory engineering/utility teams.



Introducing new policies, procedures and systems covering waste management/disposal, chemical management, chemical procurement, equipment operations and maintenance.



Developing sustainability related performance data aggregation tools as part of our core Epicoms software suite.



Developing data management tools for upstream engagement with fabric and trim manufacturing mills.

New infrastructure is designed for low-resource consumption using the support of advanced modelling and simulation tools.

Sustainable Fiber and Products

Epic Group is an apparel manufacturer who uses cotton as the predominant fiber in our product offerings. Cotton is a natural fiber that carries a high environmental footprint during growth – with high water, chemical and GHG emission impact.

Changing our use of fiber mix to more sustainable fiber is important to our efforts in becoming more sustainable.

Better Cotton Initiative (BCI) is a program under which cotton is grown more sustainably than conventional cotton.

From the 4th Quarter 2019, Epic Group has procured BCI/equivalent quality cotton, or better.



We are working with our supply chain and customers to further improve sustainability of our fiber – moving to more sustainable options such as organic cotton, recycled polyester (include Repreve fiber), post and pre consumer waste recycled cotton, sustainable cellulosic fiber and other low impact fibers such as Hemp.



Organic Cotton
**766,000
Garments**



Post-Consumer-Waste Recycled
Cotton blends
**363,000
Garments**



Recycled Polyester
**5,272,000
Garments**



Sustainable
Cellulosic Fiber
**12,000
Garments**



Hemp
**26,000
Garments**

Total More Sustainable fiber offerings
6,439,000 Garments

Three of our facilities carry Global Organic Cotton Standard (GOTS), Organic Claim Standard (OCS) and Global Recycled Standard (GRS) certifications. In 2021, all Bangladesh facilities are expected to carry all three certifications.



As global trends and consumers demand that corporates uphold ethical sourcing standards and place emphasis on knowing where the clothes they wear come from, Epic as a responsible global organization has heeded this call.

We have begun the initial stages of an initiative of tracing the cotton that makes up our fabric from farm to final product. For this, we have chosen to partner with Serai. An innovative start up backed by HSBC which is based in Hong Kong and focuses on supply chain traceability.

Together with Serai, Epic Group will be building a network across our entire fabric supply chain. From the fabric mill all the way to the cotton farm to ensure that the provenance of the cotton that we use in every single piece of apparel that comes out of our manufacturing facilities globally.



“Traceability & supply chain has become a corner stone of our processes as emphasized by the values that Epic Group is driven by. In our relentless pursuit of better, ensuring ethical sourcing & supply chain visibility plays an important part we play in being a responsible global organization and the promise we make to our customers”

Sunil Daryanani
Joint CEO, Epic Group

Low Water Denim

60% water savings

compared with conventional
dye, wash and finish processes

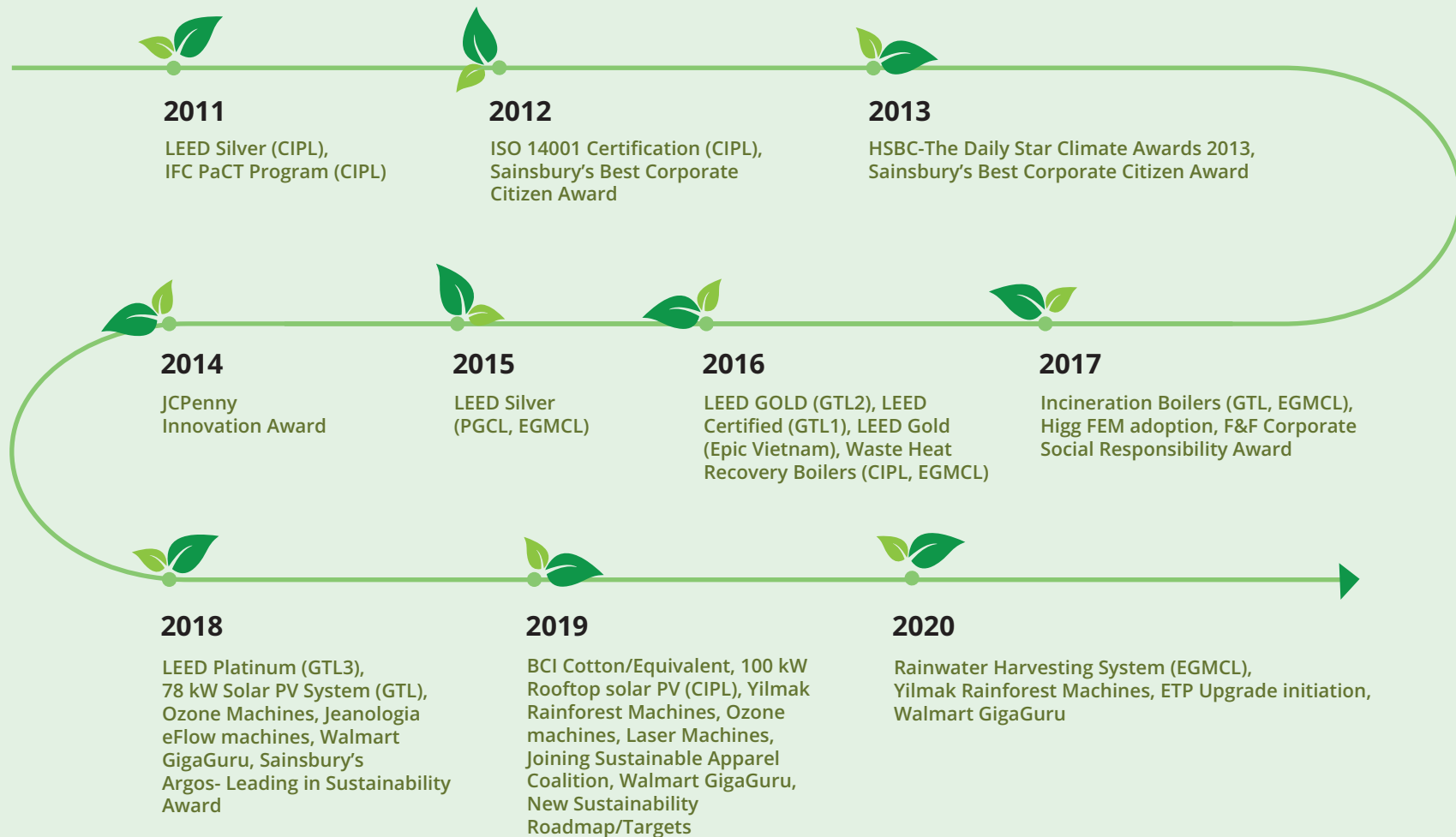
Epic Group partnered with Arvind and a leading global retailer to develop a 'low water denim' product range. Using innovative foam dye technology of Arvind, the product saves 60% of water from fabric dyeing and finishing processes compared to a conventional process. Epic Group's specialized low impact laundry and finishing machinery including Ozone machines, Laser machines and Low-Liquor Ratio washing machines saving 60% of water from the denim washing and finishing processes compared to a conventional wash.

ARVIND
FASHIONING POSSIBILITIES



Scan this to see
how low-water
denim is made.

Our Sustainability Timeline



Influencing the Fashion Sustainability Agenda

Building a sustainable apparel company requires us to reach beyond our boundaries to influence the larger ecosystem. Epic Group joined the Sustainable Apparel Coalition (SAC) in 2019, to work together with other industry stakeholders to advance a collective sustainability agenda that cross cuts the complete fashion industry value chain.



Value Chain Engagement

We also began our supply chain engagement working with our suppliers and partner factories to uplift their sustainability performance. With suppliers, the key focus areas have been:



Enhanced use of sustainable fiber



Higg FEM adoption and verification with a suggested standard of Level 1 or above



Oeko-tex certification across all fabrics and trims

With our partner companies we work together to support their Higg FEM performance, with a suggested standard of Level 1 or above



People





Women's Empowerment

Women play a larger-than-life role in all communities - from their personal roles as homemaker, wife, mother, daughter to their families, to responsibilities of working full-time. Our associates are resourceful, talented and capable of going further beyond these roles.

Our chief focus has been the development of our Associates and Supervisors in collaboration with BRAC, Bangladesh, where we are empowering 540 female associates to progress in their careers to become supervisors. This program is further strengthened by the collaborative efforts with two of our customer partners and Betterwork.. This is a step towards developing strong female management and leadership at the Epic Group. Epic Group has set aggressive internal targets for female career development over the next few years.

Our female associates also benefit from our policy of prioritizing and maximizing internal promotions for supervisor and line manager vacancies.



Fahmida Nahar



*Meet the Epic women
that inspire us*

“
Seeking
new
paths
”

The daughter of a Bangladeshi freedom fighter and a high school teacher, Fahmida is no stranger to perseverance and dedication. After graduating with honors in Commerce from the National University of Dhaka, she joined Epic as an Industrial Engineering (IE) Assistant in 2011. Within a year, she excelled her way to becoming an IE Executive. Driven by personal ambition and hard work, she began acquiring the necessary skillsets to become an IE Manager achieving her goal in 2016.

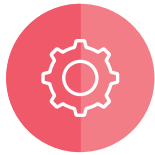
Fahmida's undying commitment and hunger to succeed paved the way for her to become Production Manager in 2019, becoming Epic Group's first ever female head in a manufacturing unit. She aspires to push the boundaries even further and one day become the first female General Manager – Manufacturing, at an Epic Group factory.

Throughout this journey, Fahmida found strength and encouragement from her supportive husband Monirul, who works at a private medical company. By taking care of their two daughters, Monirul ensured Fahmida was able to achieve her career goals. Together, these proud and loving parents aspire to see their daughters become successful professionals.

With her personal mantra of 'think new and think big', Fahmida's story is an inspiration for a new generation of women. Her belief in herself has made her an advocate for female empowerment and a role model for the women of the Epic Group.

BRAC Supervisor Development Training

Epic is empowering its female associates through its Supervisor Development Training. The training program was a result of strategic collaboration between Epic & BRAC that started in October 2020.



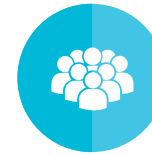
TECH

- Sewing machine and application
- Sewing skills
- Apparel production
- Quality control system in apparel manufacturing
- Product quality
- Production process
- Operation skill



LEAN

- Problem solving 5 why's
- Job instruction training
- Standard work sheets
- Yamazumi-line balancing
- Basic 5s



SOFT

- Hr policies (basic health & safety)
- Role of a supervisor
- Role of a line manager
- Time management



In addition to the training provided by BRAC, the associates will be provided the opportunity for job shadowing with existing supervisors and then on-the-job learning.

They are monitored on their performance including monthly evaluations, supporting them to develop their skillsets required to step into the larger roles.



Lovely Akter Tinni

*Meet the Epic women
that inspire us*



“
Empowered
to Grow
”

Lovely Akter Tinni's story began under difficult circumstances. Her father died when she was just 2 years old, and her mother remarried. She was raised by her aunt under trying conditions, living hand-to-mouth in poverty. She married at 19 and her husband is unemployed. In 2017, she joined Epic Group as a helper, at the Green Textiles Ltd factory.

Tinni's determination to improve life for herself and her family was her driving force. Within 7 months at the Epic Group, she got promoted as an Operator. In 2020, her enthusiasm to learn and grow helped her become one of the first participants to join the Brac University training to become a supervisor.

The training provided her the knowledge she needed to achieve her aspiration of becoming Supervisor. Being a fast learner, Tinni quickly learned how to do line balancing and how to increase production, focusing on both technical and human motivational aspects. The soft skill training taught her empathy and how to effectively communicate with her colleagues.

In 2021, she got promoted to the position of Supervisor, a role she executes with pride and absolute diligence. Tinni's desire to learn and grow is an important catalyst in her career, empowering her to be the sole breadwinner of her family as well as providing her children's education.

Tinni's future dreams include becoming a Production Manager. Her dedication to growth, perseverance in learning and determination to succeed will ensure she achieves this dream, while providing a better future for children.

BetterWork - Gender Equality and Returns (GEAR)

The GEAR project is sponsored by a leading global brand and implemented by ILO and IFC. The goal of the project is to promote talented female operators as supervisors to reduce gender imbalance in supervisory roles. We initiated this 6-month training program in our factories Cosmopolitan Industries Private Ltd and Pearl Garment Company Ltd in December, 2020.



Promoting Gender Equality and Empowerment of Women and Girls in Clothing Industry



Priyanka Rani Saha, a participant in the program

Epic partnered with a leading global retailer and UN Women to implement the program Promoting Gender Equality and Empowerment of Women in Clothing Industry. This was a 6-month pilot project where CARE Bangladesh was the implementation partner selected to facilitate leadership training as curated by a leading global retailer. There were 150 participants for this training from Green Textiles Ltd, with an advanced focused group training for 50 women. Of which presently 5 women have been selected and promoted as Supervisors.



Financial Autonomy

In the ready-made garment industry, the transition from cash to digital payments has opened new doors for strengthening the digital ecosystem for our associates. Epic began paying salary through DBBL – Rocket (a mobile financial service) for all our associates from 2020 to leverage banking and digital gateways. It has also augmented transparency, safety and financial inclusion.



All Employees in Bangladesh converted to digital and mobile banking through Rocket accounts



Control of their own income through ATM and PIN numbers



Mobile money transfers and discount options on selected vendors



Education



Epic University

Epic Group established its full-fledged training center “Epic University” at Green Textiles Ltd in 2018. The facility consists of three fully modern and digitalized classrooms which can accommodate 120 participants, an outdoor Amphitheatre, and a physical agility center equipped with modern facilities to train our employees. From 2018 onwards we have trained more than five thousand associates and eight hundred staff in the facility. We have regular training and induction programs for newcomers and basic fire and safety training for all associates. We also conduct monthly training sessions on occupational health and safety, Personal Protective Equipment (PPE) & machine safety, anti-sexual harassment and grievance handling.







Scholarship Program

From 2012 we arranged a scholarship program in one of our factories – Epic Garment Manufacturing Company Ltd, where we covered 259 children. In 2020, 39 children benefitted from this scheme. We also arranged a scholarship program at Pearl Garment Company Ltd in collaboration with a leading global retailer which benefitted 20 associates' children.

This scholarship scheme has seen children of our associates through to being medical practitioners and engineers.



Tertiary education for our employees

In collaboration with Asian University for Women (AUW), Epic has taken the initiative which is called “Pathway to Promise” to select female associates from five of its entities to AUW for a five-year undergraduate program.

AUW with its global reach and local expertise, which capitalizes many years of exceptional proficiency in women education globally to provide the platform for this pioneering initiative, which will hope to eventually see five associates rigorously educated, trained, mentored, evaluated and progress through the many leadership roles at Epic Group. Together, Epic Group and AUW are paving the future for Women’s Empowerment in Bangladesh through this education initiative.



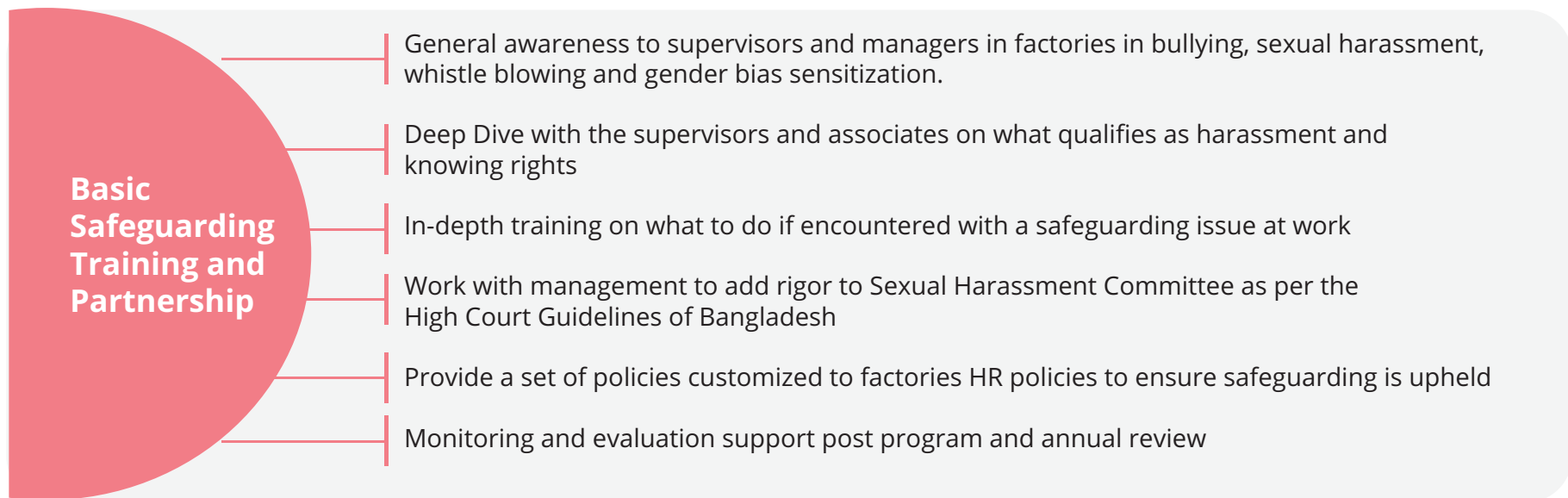
Anti-Harassment and Gender Sensitization

Epic is a company that has zero tolerance for harassment of any kind. Operationalizing this to create a safe workplace for all our employees require focused action that addresses ground level issues.

Gender Sensitization

We believe that Gender sensitization is an important aspect of our approach to operationalize an anti-harassment workplace. Building awareness of policies and rigorous implementation of workplace anti-harassment policies are part of this process.

Partnering with BRAC Bangladesh we began a company-wide rollout of **Safeguarding** training for all our staff and associates at our plants. This process will be completed in 2021.



Stringent policies and dedicated Complaint Committees with appointed ombudsmen are in place to deal with any kind of sexual harassment concerns or issues.

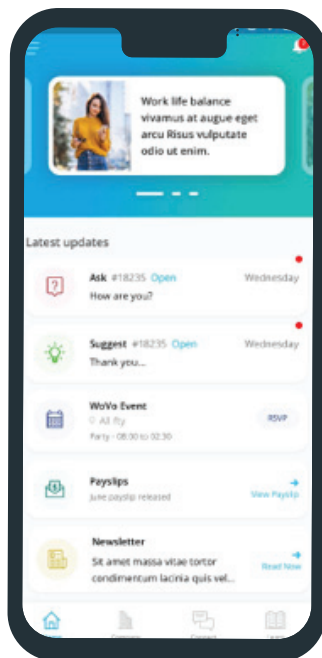
Working with our customer partners we have helped enhance employees' knowledge and understanding of their rights and choices. With a rigorous enforcement of policies, employees will feel confident in raising any issues they face without a fear of retaliation.

Anti-Sexual Harassment Policy

Epic Group gives utmost importance to providing a safe working environment for its female workforce (more than 90%). Epic Group has overhauled its Anti-sexual harassment. In association with a leading global retailer, we enabled training of Human Resources staff to facilitate anti sexual harassment training for all the associates and staff. Training programs for associates and staff have been initiated in Green Textiles Ltd & Cosmopolitan Industries Private Ltd in February 2021.

Platform for Communication

Epic launched a digital platform called WOVO by Labour Solutions to establish a two-way communication mechanism. WOVO helps establish a seamless communication with associates, and all of our 30,000 employees in our multiple geographies. It provides a helpline which it externally manages, simplifies the employee grievance handling mechanism, conducts employee surveys, communicating target & quality concerns with employee, absent & attrition communication. The rollout will begin in 2021.



The WOVO Mobile Appt

One app for workers to access all your engagement tools helping them to be successful at work & home



Bangladesh Labor Law Training

To empower its employees and impart knowledge on their rights, Epic Group arranged a day long training program by Adv. Jafrul Hasan Sharif (Member of Drafting Committee, Bangladesh Labor Law & Export Processing Zone Law).



Workers Well Being (WWB)

Health & Hygiene

Epic Group in association with a global brand partner, began this initiative in December 2020. The aim of this initiative is to create awareness among all its employees on importance of reproductive health, usage of sanitary napkins and distribution of sanitary napkins to female employees.

Vision testing and spectacles

The opportunity and access to testing vision and eye care remains challenging to our employees. Epic Group partnered with a leading global brand initiated the vision screening program in Cosmopolitan Industries Private Ltd where vision tests were carried out for 537 associates and 1090 associates received spectacles afterwards. We plan to gradually cover all our employees across Bangladesh and Ethiopia by end of 2021.

Beyond Compliance



Beyond compliance

Health and Safety Management

Pearl Garment Company Ltd, Epic Garment Manufacturing Company Ltd -Unit 2 and Green Textiles Ltd Unit-2 - 100% remediated.

All units 100% remediated. Cosmopolitan Industries Private Ltd new warehouse remediation in progress.



Social Compliance Audits for 2020



Internal Social Audits 38



Customer specific social audits 19



Customer specific social, security, safety & environmental audits 51

Facility Certifications and Accreditations



6 factories



BetterWork

6 factories



7 factories



1 factory



7 factories

Focus on Health and Safety

**Our
Health and
Safety approach
is built on
5 pillars.**



Policy Governance



Communication and Training



Safety in Infrastructure



Equipment and chemical safety



Health and welfare



Policy Governance

We deploy a robust policy framework supported by guidelines and continuous checks and audit processes to ensure policy adherence. This is the foundation of our health & safety approach across the organization. Our policy framework includes:

- Occupational Health and Safety Policy – an overall policy statement and guideline
- Emergency Preparedness and Response Plan – responding to Industrial and natural hazards, team and actions
- Housekeeping Policy – ensuring a safe and healthy workplace
- Incident Investigation and Control Procedure – understanding root causes and addressing them
- Health and Safety Committee – defining roles and responsibilities with participation of the workforce



Communication and Training

We have designated safety staff structures and OH&S Committees under the leadership of senior management to assess risks, take preventive actions and educate the workforce on responses and actions. Key programs include:

- Fire and Emergency Drill
- Basic Fire Safety training
- Security guard fire training
- Safety Committee training
- Safety Management System training for managers
- Electrical Safety training
- Equipment Safety training
- Chemical Safety training
- Health & Hygiene related training
- Safety Complaint Channel



Fire
drills

60



Night
fire drills

42

A Culture of Knowledge and Capacity Building

Epic runs a host of training programmes for employee education and awareness in a variety of topics. These include health & safety, labor law, employee rights, environmental issues, health and hygiene, anti-harassment, chemical management and resource efficiency among others.

10,790

Employees participating in
health & Safety training in 2020

9,158

Employees participating in
other training in 2020



Safety in Infrastructure

- a) Building safety - We follow building codes (ASCE, IBC) for achieving seismic and load performance of the buildings, with Green rating from Bangladesh University of Engineering and Technology (BUET), Alliance from Bangladesh Worker Safety/Nirapon and The Accord on Fire and Building Safety in Bangladesh.
- b) Electrical safety – We follow standards (NFPA, NEC) for electrical systems supported by rigorous audit and assessment protocols supported by trained and skilled engineers.
- c) c. Fire safety - We follow NFPA codes for fire prevention and protection systems supported by trained professionals. This covers:
 - i. Fire detection and alarm system - early notifications of fire
 - ii. Fire hydrant and sprinkler system – suppression of fire
 - iii. Fire extinguisher - early suppression of fire
 - iv. Emergency lighting and public announcement system – emergency evacuation
 - v. Fire door and fire hazard separation - safe fire exits
 - vi. Maintaining unobstructed exit paths and good housekeeping to reduce fire and safety risk



Equipment and chemical safety

We regularly maintain safety checks on industrial equipment including machinery. We follow safety procedures such as using safety guards and Personal Protective Equipment. We maintain safe storage and handling of chemicals as per safety data sheets and engage with International Chemical Experts for the improvement of chemical management and hazards.

Health and welfare

Our focus on employee health has led to the development and deployment of Covid protocols, Industrial hygiene surveys, employee health check-ups for hazardous work. Our facilities are equipped with a full-fledged medical facility, first-aid at shop floor, safe drinking water and personal hygiene education, daycare centers and canteens.



Beyond Compliance – Building on Social Sustainability



Epic Group and Elevate in 2020 entered into a strategic collaboration to build on the Epic Group's prominent position in ethical manufacturing, sustainability and value creation for customers. Together, Epic Group and Elevate are building a world-class social responsibility program to lead the industry.

The agreement was signed by Dinesh Virwani, Joint-CEO of Epic Group and Ian Spaulding, CEO of Elevate.

By the end of 2020 Elevate established a diagnosis and recommendation on social responsibility, along with health and safety practices in the workplace.

This became the bedrock that set the stage for Epic's social sustainability and compliance.

+LEVATE

About Epic Group

For over 50 years, Epic Group has been a key player in the apparel industry, first as a major textiles trading house, then as a leader in sourcing quality fabrics, and since 2005 as a state-of-the-art manufacturing company with facilities worldwide.

Our evolution speaks to our core principle - to relentlessly pursue better.

This means we are dedicated to seeking out ever higher standards in everything we do, from world-class apparel manufacturing and design services to innovative machinery that enables us to reach increasingly better environmental sustainability targets.

By combining speed, efficiency, technology, design, and innovation we meet ever-changing market trends and our customers' demands with unfailing reliability.



Relentless pursuit of **better**

**For any clarifications or further details,
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