

DIRD GROUP

**SUSTAINABILITY
GUIDE**



» SUSTAINABLE DEVELOPMENT AND TRANSPARENCY

At Dird Group, sustainable development is an essential element of our day-to-day business. The company's roots lie with Mr Daulah, who made the bold decision to return to his homeland, Bangladesh, and contribute to its development. Now, 35 years later, the company has achieved big goals about sustainable partnerships and the involvement of our customers and employees. And realising a vision for Bangladesh that the country really needed.

We want to have a positive impact on the environment and people. Our social and environmental responsibilities are at the heart of the way we work.

We provide working conditions that exceed local legal and certification standards. We only invest and develop new technologies that respect the environment.

The purpose of this document is to shed light on all the effort that has been put in over the past years. It will provide an insight into how Dird Group approaches different issues, such as the environment, the people and economy. It will soon become obvious why Dird Group stands out from the crowd and is highly acclaimed as one of the most sustainable textile groups not only in Bangladesh, but also the world.

» What is sustainable development?

It is the organising principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and society depend.

The desired result is a state of society where living conditions and resource use continue to meet human needs without undermining the integrity and stability of the natural system. Sustainable development can be classified as development that meets the needs of the present without jeopardising future generations.



"Being sustainable in a developing country, is a day to day challenge. The challenge is to change how things are made and how to have an approach that is also suitable with the market needs. We want to be transparent about what we do and how we do it. Everyday we innovate, find new ways to work, to be more efficient, to propose new materials and to develop new techniques, to ensure our company can continue to grow hand in hand with a safe work environment, improving employees quality of life and respecting the environment."

- Nabeel Daulah, Dird Group, Managing Director



» OUR VISION, MISSION, OBJECTIVES, INITIATIVES AND COMMITMENTS

» Vision

DIRD GROUP is a global conglomerate of garment, textile, engineering, software and agriculture companies. We strive to provide sustainable innovations and solutions which have a positive impact on society and the environment.

» Mission

Our mission is to develop new engineering solutions and innovations in the textile industry that make sense for the preservation of the environment, people's well-being and the development of the country. We aim for high customer satisfaction and work hand in hand with them to build longterm and strong work relationships.

» Objectives and initiatives

For the textile division our goal is to maximize the use of organic cotton, recycled materials and durable materials, but also the production of added value garments. Garments that last in time and are more valuable. We invest in new machineries and are increasing our quality standards to offer the best to our existing and potential customers.

» Commitments

In the coming 5 years, we plan to invest in the following 3 topics:

1. CERTIFICATIONS

LEED Certification :
LEED, or Leadership in Energy and Environmental Design, is the most widely used green building rating system in the world. Available for all building, community and home project types, LEED provides a framework to create healthy, highly efficient and cost-saving green buildings. LEED certification is a globally recognized symbol of sustainability achievement.

2. NEW TECHNOLOGY

Roof Top Rain Water Harvesting Technology will be implemented on each building. Harvested Rainwater and ETP Treated Wastewater will be reused for Gardening and Flushing.

3. RECYCLING

Through Pet bottle recycling, we are reducing 12000 tons used bottles from the environment
Last year we have recycled around 7000 MT Pet bottle from the environment.

» Deep Values that drive us everyday



Integrity



Responsibility



Innovation



Excellence



Sustainability



Loyalty

» The 17 sustainable development goals to transform the world

IN 2015, the United Nations adopted a set of goals to end poverty, protect the planet and ensure prosperity for everyone. By 2030, each party (governments, the private sector, civil society and every citizen of the world) have to achieve the 17 goals.

At Dird Group we have integrated those 17 goals in each of our business units in many different ways according to the activity.

Each goal has its own purpose.



MAIN FEATURES


17,240
employees in 2017*

* fair wages only,
above the average salary



higher wage than
National Minimum wage

96%

of employees are satisfied
with their work conditions.

Around



Training Sessions are being carried out every year
on Health & safety and Skill Development.

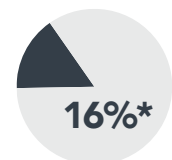


over **2000 warm**
clothes distributed
to Winter affected
people of Jamalpur.

2,115,000 kg
organic cotton
yarn used in 2017

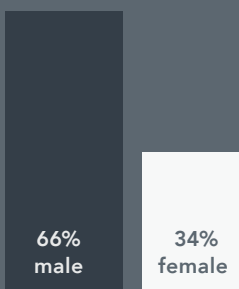
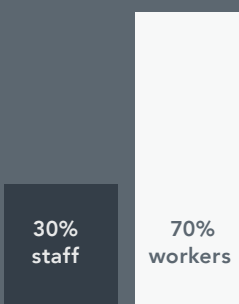


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of production
using organic
cotton

share of **employees**



In 2017, 80 workers have
been promoted to Staff
level which is 53% higher
than that of the year 2016.

Harassment cases have
reduced by 70% since
2016.

This is reflected in the Fair
Wear Award we recently
received via one of our
main customer.
































We are committed to
ensure ZERO Harassment
by 2019.



Audited regularly
by the Fair Wear
Foundation, Control
Union, Wrap, BSCI,...

How we **save energy**

- ▶ Energy-efficient motors (servomotors) installed in sewing machines
- ▶ Energy efficient boilers (economisers)
- ▶ Efficient Steam Distribution System
- ▶ Use of VFD for compressors and large motors
- ▶ VRF system installed instead of conventional AC
- ▶ Exhaust Gas Boiler (EGB) installation
- ▶ Monitoring through submetres
- ▶ Energy-efficient knitting, dyeing and finishing machines
- ▶ Low-consumption LED lighting
- ▶ Installation of solar panels for energy saving
- ▶ **More info on page 13 & 14**

     
     
     
     
     
7,050,000   
garments made
with **organic cotton**
exported in 2017

**Corporate and social
responsibility policy**

- ▶ Women empowerment program
- ▶ More than 300 children attend lessons in our free art and music school every Friday more than 350 are foreseen in 2018.
- ▶ 15 to 25 babies / children cared for in our daycare unit every day (unit has a capacity of 50).
- ▶ **more information on page 19**

How we **save water**

- ▶ State of the art dyeing machine with low liquor ratio
- ▶ Rainwater harvesting
- ▶ ETP-treated water re-use.
- ▶ Steam condensate re-use as boiler feed water.
- ▶ **More information page 15**

How we
manage waste

- ▶ Storage and collection of recyclable materials
- ▶ Recycling of materials
- ▶ Construction waste management
- ▶ Re-use and recycling of fabric offcuts

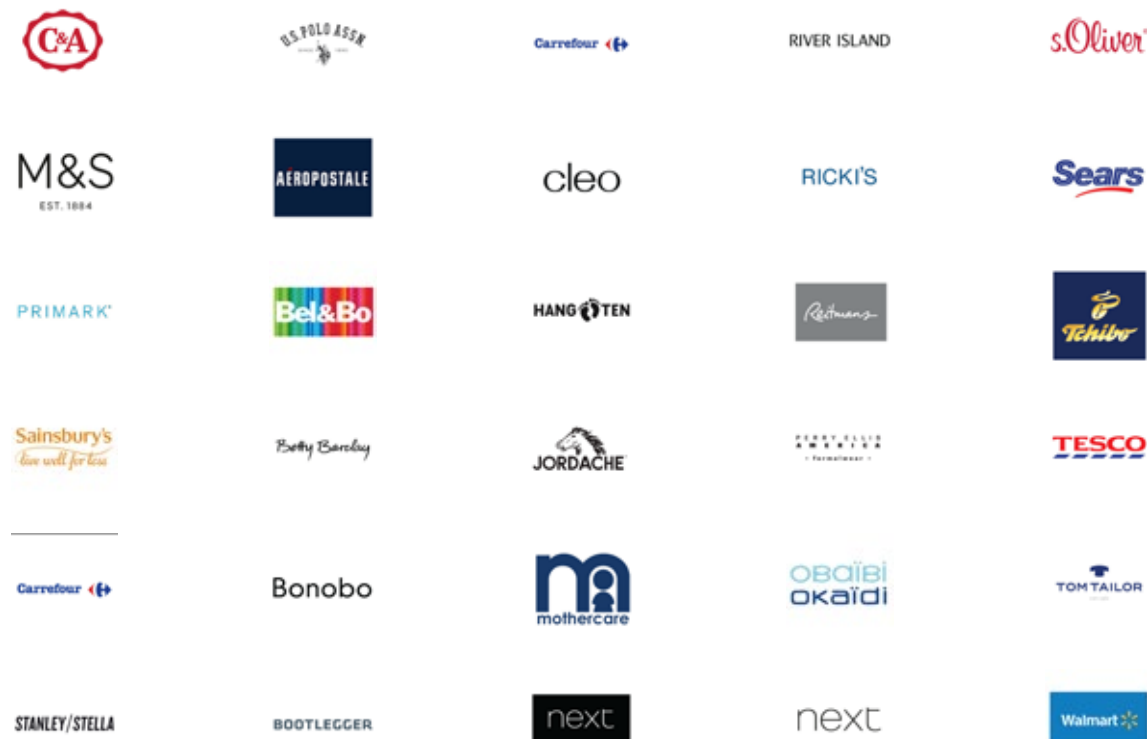


In association with Center For The Rehabilitation Of The Paralyzed (CRP), DIRD offers employment opportunity for physically challenged employees in its factories. **Currently 16 physically challenged Employees are working** in DIRD Group.

OUR CUSTOMERS

We only build long-term relationships with customers that are founded on trust and reliability. This is a key factor when it comes to the quality, consistency and development of our business. It also allows us to be able to build projects on a long-term basis, develop new ideas and maintain safe and healthy working conditions for our employees.

Our main customers have worked with us for many years. We are always pleased to welcome new clients and work towards building long term partnerships with them.



AWARDS



2017
Silver Award
by NEXT



2017
Corporate Social
Responsibility
by Tesco



2013
Best Textile Supplier
by Stanley / Stella



2013
Supplier of the Year
by Tesco



2013
Gold Supplier Award
by Tesco



2013
Gold Award
by NEXT



2013
Environment Compliance
Program Award

To encourage and adopt with good environmental practices, BGMEA awarded Dird Composite Textiles for contributing in environmental sustainability in Environmental Compliance Program 2013



2009
Best Workers' Friendly
by Knitwear Industry

(Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) awarded us Best Workers' Friendly Knitwear Industry 2009 for maintaining outstanding worker-friendly working conditions)



WE ARE CERTIFIED
BY THE HIGHEST
STANDARDS
IN TERMS OF
ENVIRONMENT.

› CARING FOR THE ENVIRONMENT

Our responsibility is to protect our environment and to create an eco-friendly atmosphere in our work areas.

We are fully aware of our responsibility to protect our environment and to create an eco-friendly atmosphere in our working areas. Preserving our natural world is a top priority. We use biochemical treatment technology in the effluent treatment plant (ETP) for waste management purposes. The treated effluent is discharged into an oxidation pool before final disposal. Every unit and challenge is subject to sustainability rules. We also consider the environment of the countries to which we are exporting the garments we manufacture for our customers. The full life cycle of the product is taken into consideration and discussed with our customers' product development teams.



» Our certifications

GOTS

The aim of the standard is to define world-wide recognized requirements that ensure organic status of textiles, from harvesting of the raw materials, through environmentally and socially responsible manufacturing up to labelling in order to provide a credible assurance to the end consumer.

Textile processors and manufacturers are enabled to export their organic fabrics and garments with one certification accepted in all major markets.

The GOTS standard is managed in Germany and it's the world's most strict and demanding standard for organic textile products and the most difficult to achieve from the manufacturing point of view. When a factory is GOTS certified on the entire manufacturing process it complies already with most of the other environmental and EHS standards requirements.



OCS100 & OCS BLENDED

OCS is a certification of textiles made with organic grown materials according to the Organic Content Standard.

The aim of this standard is to guarantee the traceability and integrity of the raw materials during all the manufacturing stages. OCS 100 is used for only for product that contains 95% or more organic material. OCS blended is used for products that contain 5% minimum of organic material blended with conventional or synthetic raw materials.



GRS

The Global Recycle Standard (GRS) is an international, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions. The GRS is intended to meet the needs of companies looking to verify the recycled content of their products (both finished and intermediate) and to verify responsible social, environmental and chemical practices in their production. The objectives of the GRS are to define requirements to ensure accurate content claims and good working conditions, and that harmful environmental and chemical impacts are minimised. This includes companies in ginning, spinning, weaving and knitting, dyeing and printing and stitching in more than 50 countries.



ISO 14001

ISO 14001 or Environmental management system (EMS) refers to the management of an organization's environmental programs in a comprehensive, systematic, planned and documented manner. It includes the organizational structure, planning and resources for developing, implementing and maintaining policy for environmental protection. More formally, EMS is "a system and database which integrates procedures and processes for training of personnel, monitoring, summarizing, and reporting of specialized environmental performance information to internal and external stakeholders of a firm."



ISO 9001

This standard is based on a number of quality management principles including a strong customer focus, the motivation and implication of top management, the process approach and continual improvement. It helps ensure that customers get consistent, good quality products and services, which in turn brings many business benefits.



OEKO TEX

The STANDARD 100 by OEKO-TEX® is a worldwide consistent, independent testing and certification system for raw, semi-finished, and finished textile products at all processing levels, as well as accessory materials used. Examples of articles that can be certified: raw and dyed/finished yarns, woven and knitted fabrics, accessories, such as buttons, zip fasteners, sewing threads or labels, ready-made articles of various types (garments of all types, domestic and household textiles, bed linen, terry products and much more).

» How we save energy

» BEST PRACTICES



1. ELECTRICITY

• Use of LEDs instead of conventional lighting

80% of the sewing floors are already equipped with low energy consumption lighting. The balance ratio and the other factory areas will follow step-by-step. Each LED light saves 56W compared to conventional lights

• Servomotors for sewing machines

50% of the sewing floors machinery have servomotors, which are much more environmental friendly.

• Use of variable refrigerant flow

This process allows energy consumption in air conditioning to be cut by half compared to conventional technology, saving 200kW of energy per month and reducing CFC emission.

• Use of cooling pads to control floor temperature

This system is used to reduce room temperature and improve working conditions. It also saves 31kW of power per hour. The system provides faster cooling without any CFC emissions and also delivers more fresh air to the interior compared to any other cooling system. Reducing temperature with conventional systems is expensive. This evaporative cooling system enhances comfort with zero carbon emissions, low electricity consumption, faster cooling, low maintenance and a wide area coverage.

• Use of solar panels to produce renewable energy

As part of our Savar project (Dipta Apparels Ltd.), we installed a solar power system with a capacity of 30kWh. It saves about 3,200m³ of natural gas per month. The energy is powered by solar radiation. This reduces electricity costs and is also low-maintenance. Solar power can save a lot of energy at a low cost of investment.

• Low-liquor ratio dyeing machine

Modern machinery have been installed to save heat energy and chemical consumption. Updated low liquor ratio dyeing machine saves water and energy and lowers chemical consumption.



2. GAS

› Exhaust gas boiler

20% of the heat emitted from Gas Generators is recovered and reused as steam, which improves heat radiation and air emissions and reduces gas consumption.

› Boiler economizer

At Dird Composite Textile Ltd., four of the six boilers have economizers (with a further two planned in the near future). This allows fuel consumption to be reduced by 20%, cutting emissions and extending the boiler's life span. It uses the excess heat to pre-heat the water before transforming it into steam.

› Feed water tank

This raises the feed water temperature and thus lowers the fuel consumption. Returning condensate and flush to feed water tanks raises the feed water temperature in the Boilers and hence reduces energy consumption.



3. HEAT RECOVERY

› Condensate heat recovery

In Dird Group factories, more than 80% of condensate is collected and re-used as boiler feed water. The goal is to achieve 95% recovery. This has a significant effect on sustainability, helping to regain temperature and save 10 to 12m³ of water per hour.

› Air preheat system for the thermo oil boiler burner

This is a recuperator-type air pre-heat system to increase boiler efficiency and reduce fuel consumption by 5%, thus lowering carbon emissions.

› Heat recovery from dyeing machine

Cooling water and condensed steam are collected and used in dyeing and utility machines. This allows energy to be saved.

› Low temperature pre-treatment for dyeing process.

This process is done by using low-temperature scouring bleaching agent. This process saves 30% of heat and 30 minutes in processing time compared to the conventional method.

› Heat Exchanger in ETP.

In the new fabric extension Unit, two sets of waste heat recovery Heat Exchanger

has been installed, which utilizes the heat from effluent waste water and transfer this heat to the influent fresh water. This heated fresh water will be used in the wet process of Textiles and will reduce fuel consumption by around 20%.

› Dyeing Process Modification.

Low temperature pretreatment process saves around 30% thermal energy requirement.

» How we save water



1. WATER MANAGEMENT

› Re-use of effluent treatment plant-treated water

The water treated by the ETP, can be re-used for floor washing, toilet flushing or car washing. This water is treated by the effluent treatment plant and re-used. It can save 260m³ per day.

› Re-use of water treatment plant backwash water

The backwash water contains salt and other chemicals which can be re-used for the next water treatment process. This reduces chemical and salt consumption for running the treatment plant.



2. WATER SAVING

› Lower water consumption using special toilet fittings

- › Dual Buttons Flushing System saves around 1400 liters of water per day.
- › Using faucet aerator, around 35% of water consumption is reduced.

› Rainwater harvesting

We harvest rainwater from factory rooftops to collect water in giant tanks that we then re-use for gardening and toilets.

› Water & Energy Efficient Dyeing Machines

Using Sclavos Dyeing Machines in compare to other machines, saves around 25% water consumption.

› Dyeing Process Modifications

- › Using enzymatic peroxide killer, 4 liter / kg water is saved
- › Using dyebath enzyme (in some cases), reduces water consumption by 4 liters/kg



• CARE FOR PEOPLE

Our people are our strength because we understand that it's the human force that makes a company strong. We have more than 17 000 employees some of whom have been with us for over 25 years. We are committed to fair trade and safe working conditions. Our factories are audited every year and we consistently exceed the required standards.

Moreover, our most demanding customers are also regularly organizing third parties audits in our facilities for their own certifications and standards requirements such as :

- Fairwear Foundation
- WRAP
- SMETA
- ACCOR
- ALLIANCE
- ETI (*Ethical Trading Initiative*)
- BSCI (*Business Social Compliance Initiative*)

Above that, we commit ourselves to respect all the principles of the ILO (International Labor Organization) from the United Nations, which are the base requirements of all those organizations and main customers expectations.

IT'S THE HUMAN
FORCE THAT
MAKES A
COMPANY
STRONG.

FAIRWEAR FOUNDATION

Fair Wear Foundation is a non- profit organization that works with brands, factories, trade unions, NGOs and sometimes governments to verify and improve workplace conditions in 11 production countries in Asia, Europe and Africa. FWF keeps track of the improvements made by the companies it works with. And through sharing expertise, social dialogue and strengthening industrial relations, FWF increases the effectiveness of the efforts made by companies.



ETI

For 20 years, ETI has been a driving force in ethical trade. They influence business to act responsibly and promote decent work. Taking a unique approach to business and human rights. Together with companies, trade unions and NGO's, they tackle the complex challenges of today's global supply chains, improving the lives of workers worldwide.



BSCI

Today, businesses looking to ensure responsible sourcing and build ethical supply chains are offered a variety of social auditing frameworks. BSCI (Business Social Compliance Initiative) is one of the fundamental protocols for social audits chosen by companies worldwide.



WRAP

WRAP is the world's largest independent certification program mainly focused on the apparel, footwear, and sewn products sectors.

Becoming a WRAP certified facility involves much more than simply passing an audit. Wrap take a collaborative approach to social compliance certification. At Dird, we are working with them to always be compliant with their 12 Principles.



SMETA

Sedex/SMETA is a global non-profit membership organisation making it simpler to do business that' good for everyone. It is the world's largest collaborative platform for sharing responsible sourcing data on supply chains, used by more than 47.000 members in over 150 countries.



ACCORD

ACCORD on Fire and Building Safety in Bangladesh : The Accord is an independent, legally binding agreement between brands and trade union designed to work towards a safe and healthy Bangladesh Ready-Made Garment Industry. The purpose is to enable a working environment in which no worker needs to fear fires, building collapses, or accidents that could be prevented with reasonable health and safety measures. Dird Group's main customers are member of the Accord, therefore all the Dird Group factories facilities have been already audited several times by the Accord engineers since the start of the signature of the Accord and all the correctives action plan have already been implemented and a very small % of remediation work remains to be completed in 2018. The whole Dird Group facilities are therefore compliant to the Accord requirements. More information on : <http://bangladeshaccord.org>



ALLIANCE

ALLIANCE for Bangladesh worker Safety : The Alliance is committed to providing regular updates on the initiative's progress and activities, and to seeking external evaluation of the effectiveness and areas for future work of its core programs. Several major customer of Dird Group are also member of the Alliance and the facilities have also been audited several times by the Alliance auditors in coordination with the Accord.

More information on : <http://www.bangladeshworkersafety.org>



» Our commitments

- | | | |
|---------------------------------------|--|---|
| ▸ On-time salary and overtime payment | ▸ Regular employment | ▸ Hygienic sanitary facilities |
| ▸ Safe working conditions | ▸ Free transportation | ▸ Total compliance with safety requirements |
| ▸ Free medical services (full time) | ▸ No harsh treatment of workers | ▸ No bonded labor |
| ▸ Equal opportunity employer | ▸ Working on living wages rather than minimum wage | ▸ Training facilities |
| ▸ Child care facilities | ▸ Safe drinking water | ▸ No child labor |
| | ▸ Adequate lighting & ventilation | ▸ Maternity leave benefit |

» CSR Program

CORPORATE SOCIAL RESPONSIBILITY

Our duty of care is not limited to our employees but extends to the community around us. We believe that it is our duty to perform CSR and to utilize the resources at our disposal to make our community a better place to live in.

DIRD Group undertakes various CSR initiatives to extend a helping hands to the employees of DIRD GROUP as well as to the underprivileged people and minorities of society who are lagging behind. Some of the notable initiatives include scholarships for children, Art and Music School for workers' children, winter clothes distributions to the poor and those in need as well as contributions to various religious and educational institutions and hospitals. Dird Group also works in association with the Center for the Rehabilitation of the Paralyzed (CRP) to provide employment opportunities in its factories for the physically challenged.





» Developing talents & artistic skill with children at Kiron

Dird Group treats workers' children as its own. All children possess talents that need to be nurtured. Lack of opportunities and proper facilities may prevent these children from reaching their full potential. Kiron was created to help these children reveal and develop their hidden talents through proper guidance, so that they can make their place in the world and enjoy a brighter future.

Kiron Kola Bhaban opened its doors on 17 April 2015, welcoming 200 students. Here all the workers' children aged 8-12 years can learn about art and music. The school is absolutely free of charge and the cost of everything, including their uniforms, art supplies and instruments, is covered by Dird. Expert teachers from the leading art and music institutions in Bangladesh have

been engaged, and are on hand to provide the children with proper guidance so that they learn effectively.

DIRD GROUP believes that Kiron will play an exemplary role in the development of our society. Today, more than 300 students are taught at Kiron every Friday.

Activities:

The activities of Kiron are carried out on the factory premises located in both the Savar and Rajendrapur zones. Every year in April, a new batch is opened and registration forms are distributed among workers.

Students can join both art and music classes or in any class of they wish to. Class size is approximately 35 students per section, with a total of two sections in each art and music batch. Each batch of students is based on a three-year syllabus.

Students eligibility:

Children aged from 8 to 12 years are eligible to take lessons at Kiron.

Teachers:

Expert teachers from country's renowned cultural institutions, namely Chayanot and the Institute of Fine Arts are on hand to teach with proper guidance and syllabuses.

Motivation assistance:

Most of the worker's children cannot afford to purchase a musical instrument. So Dird Group assists families in the purchasing of such equipment by contributing 50% of the cost of any equipment. Moreover, Dird helps to finance the payment of the remaining 50% by allowing the workers to pay the amount in small monthly instalments.





» Women Empowerment Program (WEP)

In collaboration with the Fairwear Foundation and one of our major customer, we launched the Women Empowerment Programs (WEP) in our factories in 2015. Initially the objective was to inform and train employees at every level of the company (from top management down to all worker levels) about harassment and behaviours. Those programs have been very well received by all our staff and workers and we decided to create Anti-Harassment Committees in every factory unit with the aim of protecting women, maintain worker happiness and achieve sustainable working conditions.

- Worker are informed about their rights in the workplace and how to assert their rights in the right way.
- Sewing floor managers are trained about harassment behaviour and how to talk to and treat workers without harassing them..
- Top managers are also trained on behaviour, and also on how to treat complaints and confidentiality issues.

Anti-Harassment Committee (AHC)

AHC members are elected by the workers and a chairwoman is elected to represent and manage the AHC. It meets every two months to openly discuss any issues that may have arisen and the progress that has been made.



» DIVISION BY DIVISION

What we do in every unit to take care of the environment and to develop a sustainable business and solutions not only for Bangladesh and its people but also everywhere in the world.

» TEXTILE Division

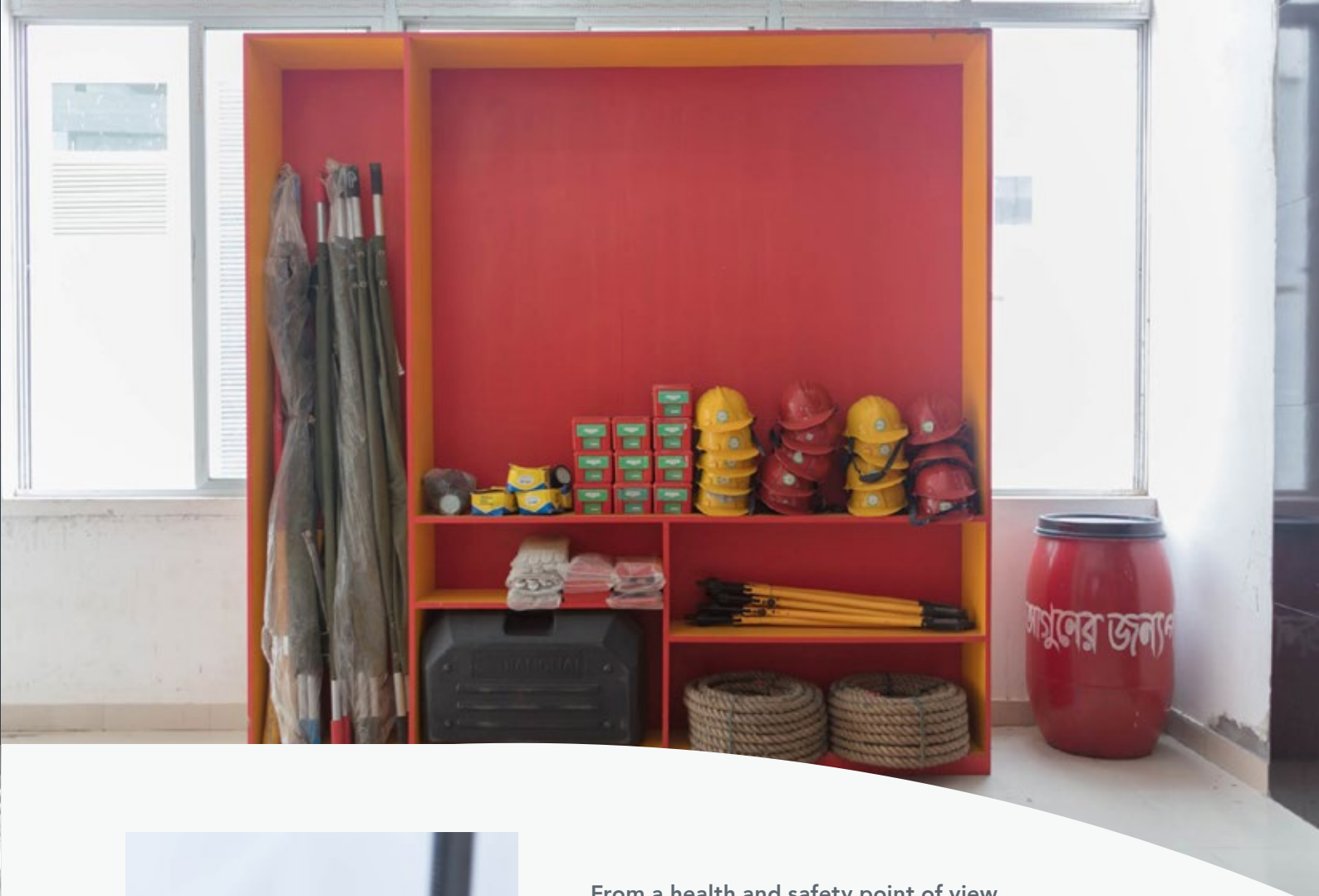
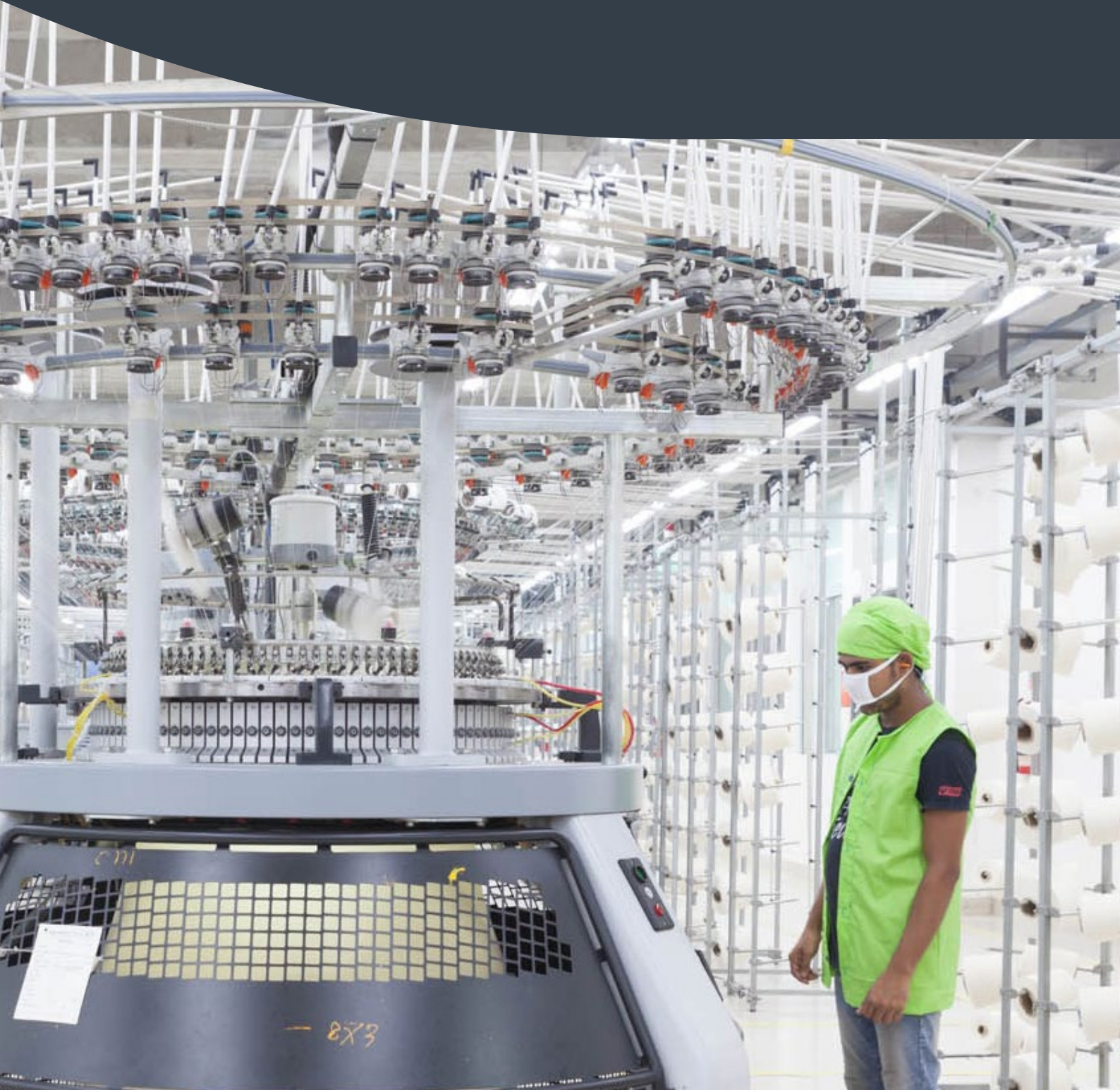
FOR THE ENVIRONMENT

- Dyeing and finishing sections use high-tech water- and energy-saving dyeing machines that are specially designed with water and energy saving systems.
- The group has a high level of certification when it comes to environmental protection, with standards in place in different area to meet customer needs and to inspire them to make their products the most sustainable products possible.
- Reduce water use machines to high-tech dyeing machinery
- Use of GOTS-certified dyeing stuffs in the Dyeing section
- Use of GOTS-certified inks in the Printing section
- Use of organic cotton preferred, when it is accepted by the customers
- ETP: Installation of UV (ultraviolet) water purification system to re-use ETP-treated water for gardening and flushing.
- Dyehouse : using enzymatic peroxide killer to reduce water and energy consumption
- Use of dyebath enzyme to reduce water and energy consumption
- Installation of modern and low liquor ratio dyeing machines (Sclavos)
- Transportation: Consolidating vehicles and investing in buses reduces individual number of vehicles to reduce fuel usage and emissions.

SAFE WORKING CONDITIONS
– ENVIRONMENT HEALTH
AND SAFETY (EHS)

One of our top priorities is also to provide safe working conditions for all our workers.

From an environmental point of view, we are creating a systematic approach for compliance with the above environmental regulations, such as managing waste, reducing our carbon footprint and saving resources such as water, electricity, gas, raw materials, etc.



From a health and safety point of view, we are taking organized efforts and introducing procedures to identify and avoid workplace hazards, with the aim of preventing accidents and exposure to harmful situations and substances.

We are training personnel in accident prevention, accident response, emergency response and use of personal and collective protective clothing and equipment. We frequently conduct fire drills (including night fire drills), and our buildings comply with the strictest fire prevention requirements – with professional fire doors, exit doors, first-aid kits and intervention equipment on every floor of every building.

Our workers are equipped with top-quality masks, gloves and boots if they work with chemicals or dangerous substances. We try to limit the number of human interactions with chemicals using technology and adapted tools.





Areas of the factories exposed to gas emissions are all equipped with air extractions to avoid intoxication and we do not use any stain removers that contain noxious substances.

Personal protective equipment (PPE) also includes dust masks for the knitting and sewing floors, ear plugs for areas where power tools and noisy machinery are used, steel metal gloves for the cutting sections, etc...

Every textile business unit has a health centre with certified doctors and nurses. Some business units have their own ambulance and others have partnerships with nearby ambulance centres to facilitate fastest reaction times in the event of an incident.

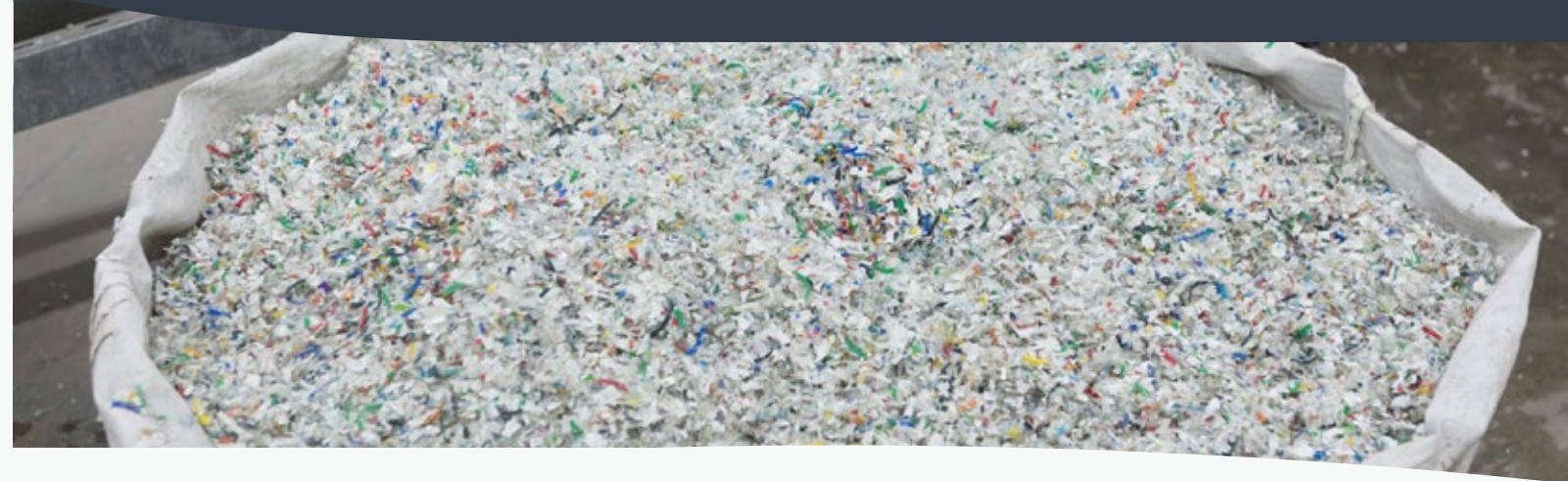
Our doctors and nurses are also trained to provide medical aid to the babies attending our baby daycare units.

Our priority is the health and wellbeing of employees and the overall community.

SL NO	SECTION NAME	TYPES OF PPE
01	Chemical & wastage store	Respiratory mask, apron, rubber hand gloves, goggles & boots
	Others store	Dust mask & scarf
02	Knitting	Dust mask, ear plug & scarf
03	Dyeing	Respiratory mask, apron, rubber hand gloves, goggles & boots
		Dust mask & scarf
04	Finishing	Dust mask & scarf
05	Cutting	Dust mask, scarf & metal hand gloves
06	Sewing	Dust mask & scarf
07	Packing	Dust mask & scarf
08	Boiler & Generator	Ear Muff
09	ETP	respiratory mask, apron, rubber hand gloves, goggles & boots
10	Printing	respiratory mask, apron, rubber hand gloves, goggles & boots
11	Embroidery	Dust mask, ear plug & scarf
12	Spot Removing Room	Respiratory mask, apron, rubber hand gloves, goggle & boots

» IT division

- Development of mobile applications such as Sheiboi to provide global online access to Bangla ebooks. The ultimate goal is to include digitized academic curriculum to improve education at lower cost.
- Development of IT solutions to improve efficiency and productivity of many different processes within the Group business units.
- Improving efficiency, planning, productivity and wastes management has a real impact on the environment.
- Greater dependance on software and online reporting system to reduce use of paper and ink.



» Engineering Division

- Dird Geotextile is extensively used in Bangladesh for river embankment protection. This directly impacts the environment and the livelihood of the people who would suffer from the devastation caused by erosion of the river banks when flooding.
- Recycling: Our PET staple fibre manufacturing plant recycles old PET bottles and converts them into PET staple fibre to be used as a raw material in the production of the geotextile.

- Modernization of infrastructure in a professional way with durable materials to ensure durable roads, bridges, buildings that comply with safety rules, minimizing death on roads or the risk of building collapse..
- All of the factories units are equipped with modern technology to conserve energy and combine with efficient waste management systems.

» Agro Division

- Organic agriculture: fruits and vegetables are grown for personal use and local communities around the farm.
- Flower and tree plantation covering 25 acres reduces our carbon footprint.
- Creates employment in rural area and helps local residents' standard of living.





DIRD GROUP