

# Organic Jeans Limited

STRATEGIC AREAS	2019 GOALS	ACTIVITIES
Leading The Changes	<p>1) Social Survey &amp; PD validation—accurate &amp; on time</p> <p>2) Increase FEM3.0 score, Secure 100% Level1 in Chemical, Water, Energy &amp; Waste chapter in FEM3 .0—on the basis of applicability</p> <p>3) NSR rollout &amp; implementation—applicable for nominated Pus.</p> <p>4) Securing MR</p>	<p>1) a) Assigned particular responsible team for monitoring social survey. b) Regular Monitoring &amp; Checking System. c) Checked PD data cross with Payroll Master Data. d) Followed H&amp;M guideline.</p> <p>2) a) Measure &amp; Evaluate Environmental performance Level-1 for secure 100% in Chemical, Water, Energy &amp; Waste in FEM3.0. b) Assigned Individual persons.</p> <p>3) We selected assign 01 responsible person for NSR rollout &amp; for Implementing the activities</p> <p>4) a) Assigned particular responsible team for securing MR b) Regular Monitoring &amp; Checking System c) Internal Audit System d) Monthly meeting.</p>

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Fair & Equal	<ol style="list-style-type: none"> <li>1) Functional Wage management system</li> <li>2) Functional worker re presentation</li> <li>3) ACCORD–100% corrected on original issues</li> <li>4) Functional Safety Committee and completed training–Ensure Qualified Safety Officer appointed in the factory</li> <li>5)&gt;5% share of women in leadership positions–Female supervisor in production floor</li> <li>6) Capacity development/training on Gender Based Violation</li> </ol>	<ol style="list-style-type: none"> <li>1) We already working on Wage management system hope that we will develop the total system within 2019.</li> <li>2) <ol style="list-style-type: none"> <li>a) We have Elected &amp; Functional worker re-presentation.</li> <li>b) Regular conducted meeting.</li> <li>c) Tracking problem &amp; Solved</li> <li>d) Involved them management meeting.</li> </ol> </li> <li>3) We got no color certificate on 100 % Structural remediation work. Original issue corrected of Electrical safety. &amp; Fire safety</li> <li>4. a) We have functional safety committee which is selected by PC &amp; we have particular safety Officer for monitoring all safety related issues. <ol style="list-style-type: none"> <li>b) Safety committee got training by Accord safety team.</li> <li>c) Involved in accord inspection.</li> </ol> </li> <li>5) We have already 10% of women leadership positions female supervisors in production floor &amp; we have plan to increase this percentages.</li> <li>6) We have already practices of capacity building training which we called skill develop training after tainting we are giving up-skilling &amp; promotion to all workers.</li> </ol>

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Fair & Equal	7) 2% diversified workers inclusion	<p>7) Shin Shin Group already Signed the PWD (Persons with Disabilities) project with ILO. the main purpose of this project is employees living and working with a disabilities in the work place based on we already attened job fair for Disable skill peoples organized by Bangladesh Business and Disability network &amp; Bangladesh Employee Federation .&amp; we are working with this project very closely besides that we have already 06 disable employees working in our Organization with equality &amp; we have plan to increase this quantity of Disable employees gradually</p>

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Renewable & Circular	<ol style="list-style-type: none"> <li>1. 10% GHG emissions reduction per unit of production compared to 2017 benchmark-on the basis of applicability</li> <li>2) Secure roof top solar energy implementation by Q4</li> <li>3) 7%(l/kg or L/pc or L/meter) reduction of production water us age compared to 2017 baseline by Q4-on the basis of applicability</li> <li>4) Rain water Harvesting System by Q4-on the basis of applicability</li> <li>5) Secure Full functional ETP graded green (All PU approved after Dec 2017)by Q4-on the basis of applicability</li> </ol>	<ol style="list-style-type: none"> <li>1. a) Servo motor installed b) Led light Installed c) Invertor set in 03 phase motor d) Boiler, generator renovation.</li> <li>2. We will take initiative for set up solar Energy</li> <li>3. a) Maintenance of water valves, b) fittings, leakage c) Water saving tap,</li> <li>4. Will take Initiative for rain water harvesting system.</li> <li>5. N/A</li> </ol>

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Renewable & Circular	<p>6) Chemical</p> <p>i. 100% disclosure of Wastewater parameter in ZDHC MRSL compliance (Based on scope)</p> <p>7) Initiate the use of recycled / reused water in 50% denim washing / twill factories by Q4.</p> <p>8) Mapping of all waste streams ( generation to Disposal ) by Q4</p>	<p>6. a. We will give awareness to all of our staff on MRSL &amp; specially Purchase responsible to monitor &amp; check all purchase Chemical.</p> <p>b) evaluating chemical supplier and their positive listed chemical availability</p> <p>c) Increase share gradually H&amp;M positive list chemicals</p> <p>7.N/A</p> <p>8. Will tracking all waste stream generation &amp; take initiative boiler condensate water recycling</p>