

Vancot Limited

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

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Fair & Equal	<ol style="list-style-type: none"> 1) Functional Wage management system 2) Functional worker re presentation 3) ACCORD–100% corrected on original issues 4) Functional Safety Committee and completed training–Ensure Qualified Safety Officer appointed in the factory 5)>5% share of women in leadership positions–Female supervisor in production floor 6) Capacity development/training on Gender Based Violation 	<ol style="list-style-type: none"> 1) We are step taking already working on Wage management system hope that we will be developed the total system within 2019. 2) <ol style="list-style-type: none"> a) We have Elected & Functional worker re-presentation. b) Regular conducted meeting. c) Tracking and identified any problem. Solve this problem. d) Involved them management meeting. 3) Allready We have done the work of Electrical safety & Structural . We have 100 % corrected on original issues of Fire safety. 4. a) We have functional safety committee which is selected by PC & we have particular safety Officer for monitoring all safety related issues. <ol style="list-style-type: none"> b) Safety committee got training by Accord safety team. c) Involved in accord inspection. 5) We have already 5 % of women leadership positions female supervisors in production floor & we have plan to increase this percentages. 6) We have already practices of capacity building training which we called skill develop training after tainting we are giving up-skilling & promotion to all workers.

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Fair & Equal	7) 2% diversified workers inclusion	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 & Bangladesh Employee Federation .& we are working with this project very closely besides that we have already 03 disable employees working in our Organization with equality & we have plan to increase this quantity of Disable employees gradually.

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Renewable & Circular	<ol style="list-style-type: none"> 1. 10% GHG emissions reduction per unit of production compared to 2017 benchmark-on the basis of applicability 2) Secure roof top solar energy implementation by Q4 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 4) Rain water Harvesting System by Q4-on the basis of applicability. 5) Secure Full functional ETP graded green (All PU approved after Dec 2017)by Q4-on the basis of applicability 	<ol style="list-style-type: none"> 1. a) Servo motor installed. b) LED light Installed. c) Invertor set in 03 phase motor. 2. We will take initiative for set up solar Energy. 3. a) Maintenance of water valves, b) Regular monitoring water tape fittings, leakage . c) Water consumption reduce energy saving sensor water tape, d) worker awareness. 4. Will take Initiative for rain water harvesting system. 5. N/A

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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 & specially purchase responsible to monitor & check all purchase Chemical.</p> <p>b) evaluating chemical supplier and their positive listed chemical availability.</p> <p>c) Increase share gradually H&M positive list chemicals .</p> <p>7.N/A</p> <p>8. Will tracking all waste stream generation & take initiative boiler condensate water recycling</p>