



# Sustainability Report 2024

EMPOWERING RESPONSIBLE APPAREL MANUFACTURING THROUGH DATA-DRIVEN SOLUTIONS:  
CHAMPIONING HUMAN RIGHTS AND ENVIRONMENTAL STEWARDSHIP



This Sustainability Report has been developed by the Compliance Department of Cute Dress Industry Ltd. with the training and guidance of our first report which was assisted by German Government via the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, as part of the Promotion of Social and Environmental Standards in the Industry (PSES) programme. The views, opinions and information in this report are that of Cute Dress Industry Ltd.

# 2024 Report Profile

## REPORT CONTENT AND ASPECT BOUNDARIES

This report is centered around the facets of social, environmental, economic, and product sustainability practices at Cute Dress. The identification of these aspects adheres to the guidelines outlined in the Global Reporting Initiative (GRI) Standards 2021. The selection of indicators is based on the availability of information pertaining to these practices, ensuring a comprehensive representation of Cute Dress's sustainability efforts.

Within Cute Dress, various sustainability projects contribute both to the organizational well-being and the broader community. Our commitment to aligning these initiatives with GRI reporting requirements reflects a conscientious effort to establish a meaningful connection. The primary objective has been to provide transparent insights into the implementation of sustainability initiatives in accordance with international standards, aspiring to set a benchmark for other entities within the industry.

This report emphasizes the correlation between Cute Dress's sustainability practices and the GRI reporting guidelines, with a particular focus on delineating goals, measuring performance, and facilitating change management for enhanced outcomes. Our intention is to elevate our sustainability reporting practices continually, striving for excellence in future reporting endeavors.

Cute Dress, through this report, perpetuates its journey in sustainability reporting, delving into the economic, environmental, and social dimensions of its business activities. A commitment to transparency is exemplified through the progressive evolution of our reporting practices. Cute Dress vows to deliver clear insights into the management of its economic, environmental, social, and governance performance, aspiring to maintain high standards and inspire similar commitments within the industry.

This is the 6th published sustainability report for Cute Dress Industry Ltd. (from hereafter as Cute Dress). This report has analysed factory premises, labour and production processes, integrated departmental functions, corporate social responsibilities, stakeholders perspectives, environmental management system etc. for the calendar year 2024 (1st January to 31st December). Financial data was considered from July, 2023 to June, 2024. This report is being published on an annual basis. It was published by the end of December 2024 and is available in English language only. This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards 2021, which focuses on the three pillars of sustainable development, i.e. economy, environment and people including human rights.

The data collected by the Compliance Department of Cute Dress and the team of 'Sustainability Management' has published the report. The concept of this report was fully designed by Cute Dress and Sheikh H M Mustafiz, Managing Director who is the main contact person for any kind of information and can be reached at [mustafiz@cutedress.net](mailto:mustafiz@cutedress.net).

The report focuses on 15 Sustainable Development Goals (SDGs); **SDG 1** – No Poverty, **SDG 3** – Good Health and Well-being, **SDG-4** – Quality Education, **SDG-5** – Gender Equality, **SDG 6** – Clean Water and Sanitation, **SDG-7** – Affordable and Clean Energy, **SDG 8** – Decent Work and Economic Growth, **SDG-9** – Industry, Innovation and Infrastructure, **SDG-10** – Reduced Inequalities, **SDG-11** – Sustainable Cities and Communities, **SDG 12** – Responsible Consumption and Production, **SDG-13** – Climate Action, **SDG-14** – Life Below Water, **SDG 16** – Peace, Justice & Strong Institution and lastly **SDG-17** – Partnerships for the Goals.

These sustainability issues were identified by us and our stakeholders due to their importance on our business. Each year we shall conduct a materiality analysis to identify these issues.

# Preface

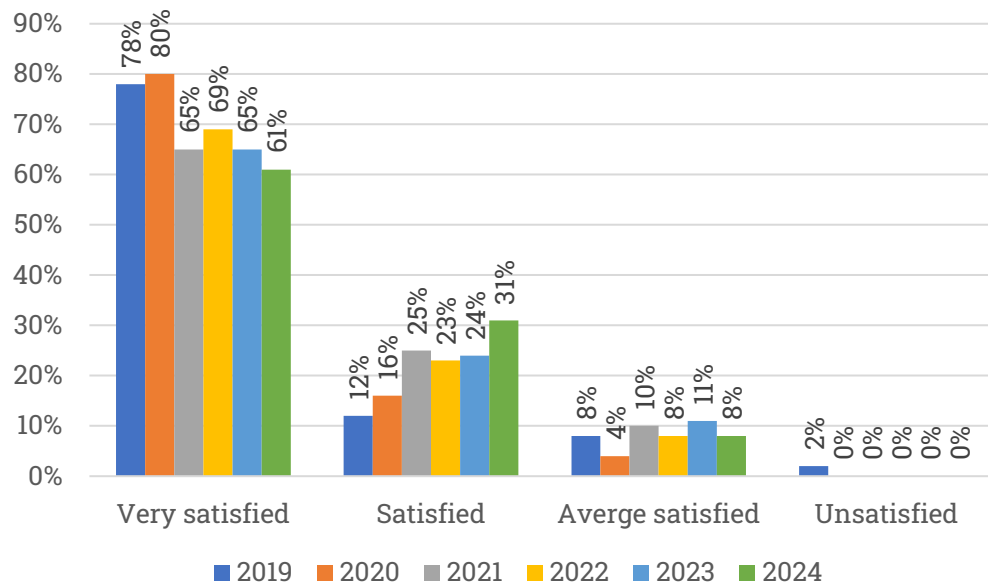
Our inaugural sustainability report, released in 2019, marked the initiation of our commitment to evaluating data-driven performance across economic, environmental, and social impacts including their human rights. Building on the benchmarks set in our previous report, we meticulously assessed our impact per garment, striving to enhance our overall sustainability.

As of 2024, key performance indicators (KPIs) indicate commendable progress in energy and waste management. However, our focus sharpens on areas requiring additional attention, notably water management and CO<sub>2</sub> emissions. A notable control in energy consumption and CO<sub>2</sub> emissions in 2024 was attributed even during the construction phase of our project expansion. The global fuel crisis further compelled us to rely on our own generator, affecting our energy profile.

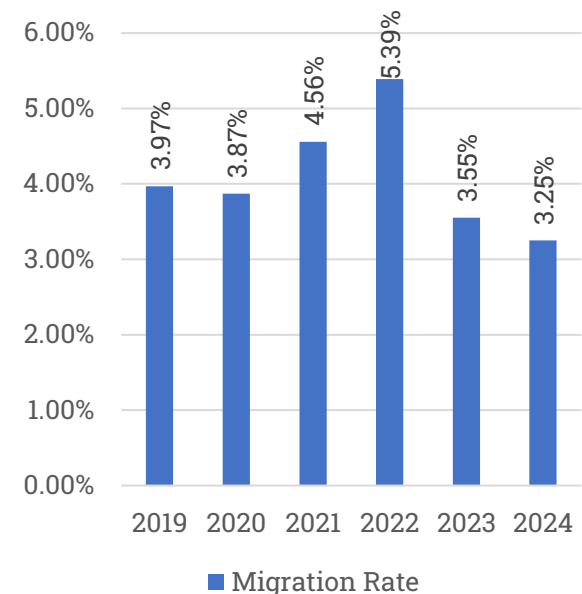
Encouragingly, employee satisfaction has seen improvement, reflecting our commitment to fostering a positive workplace environment. The rising demand for sustainable materials is a trend we anticipate to persist and grow. Our KPIs now incorporate new details, expounded upon in relevant sections of this report, providing a comprehensive overview of our evolving sustainability metrics.

## SOCIAL : KEY PERFORMANCE INDICATORS

### Employees satisfaction survey report



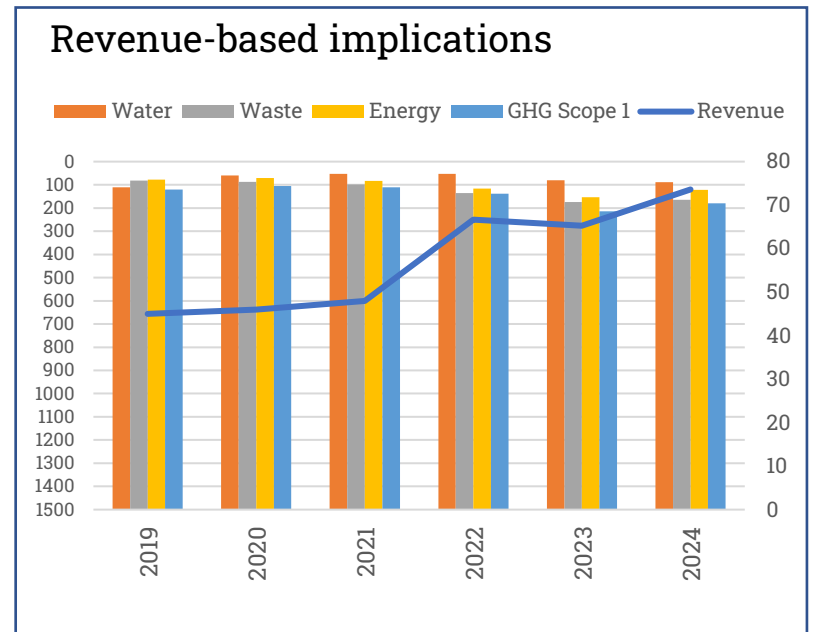
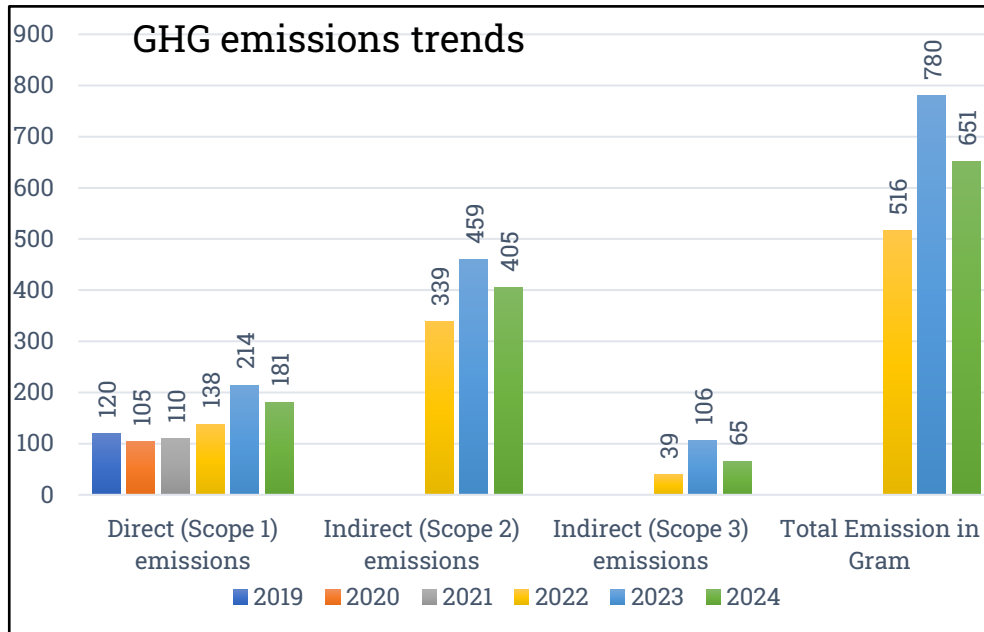
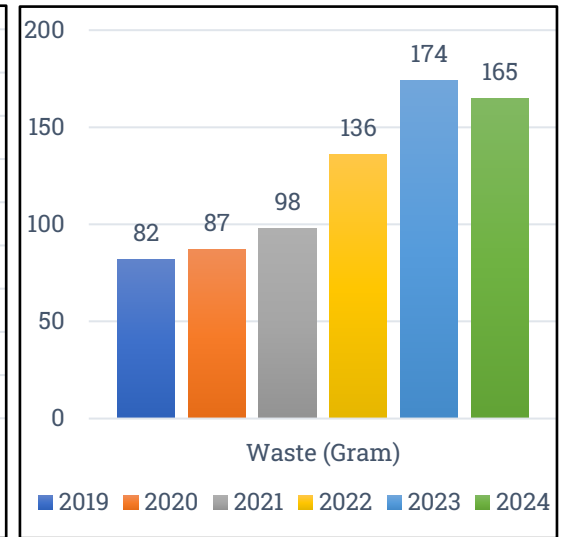
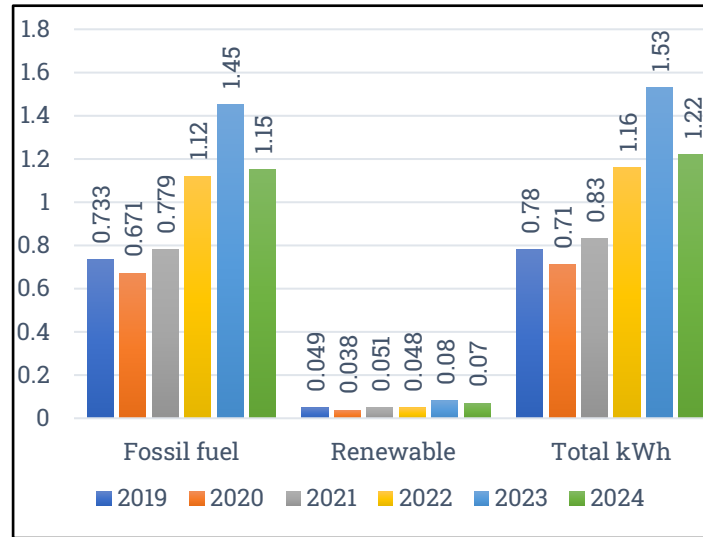
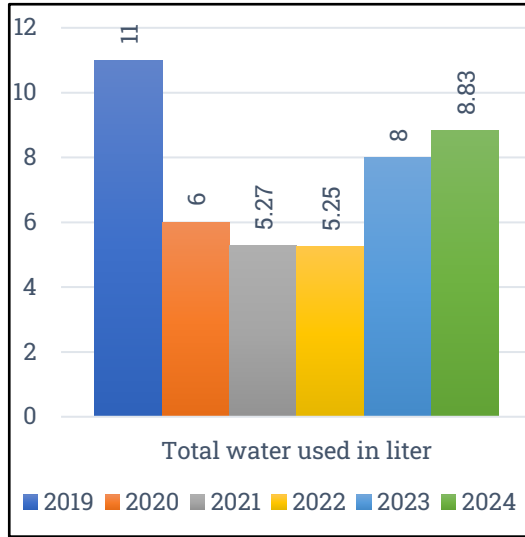
### Employee Migration Rate



# ENVIRONMENTAL : KEY PERFORMANCE INDICATORS

## Environmental impact to produce one piece of garment

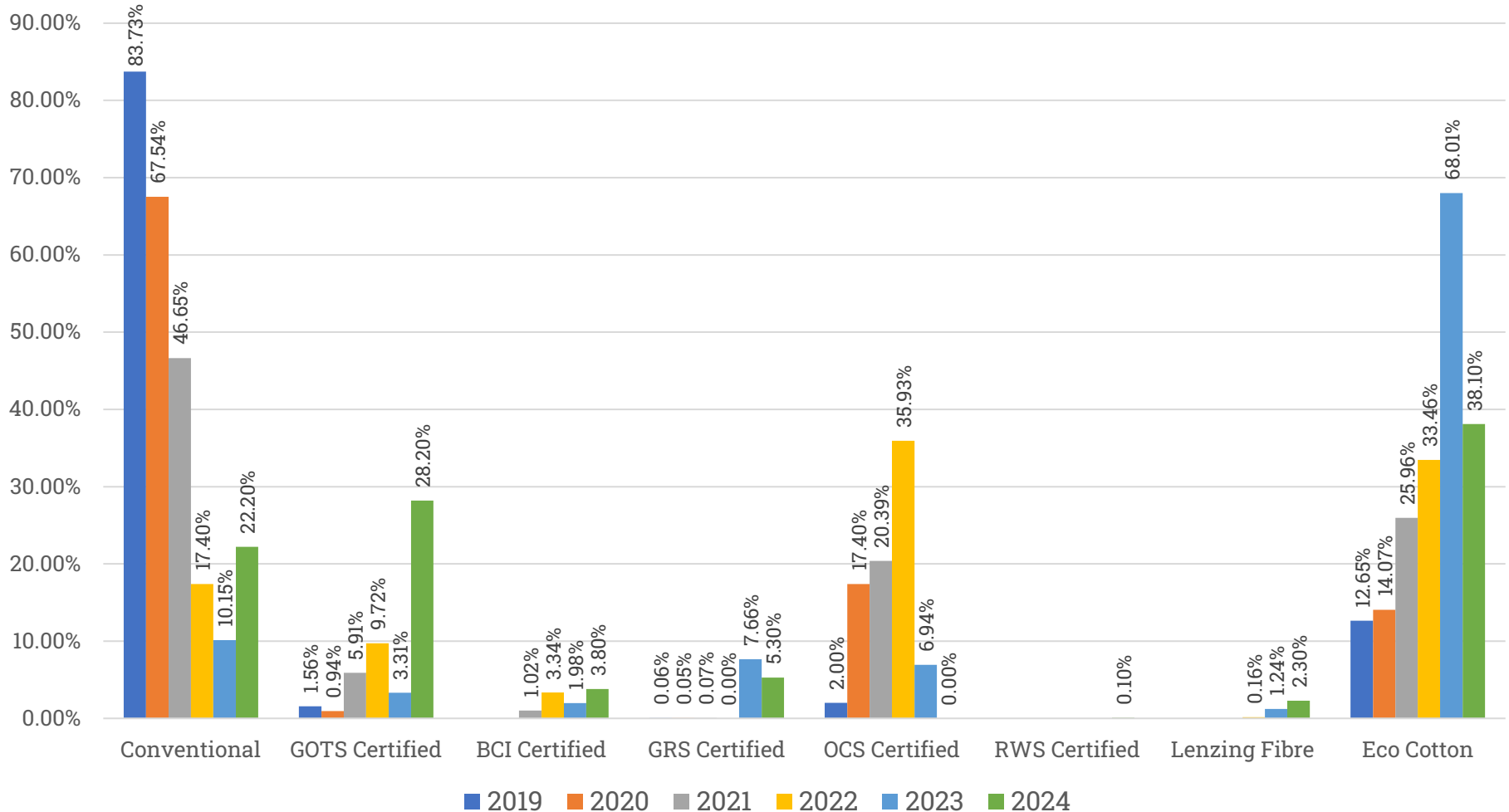
[performance variation information will be found in relevant section details]



# USE OF SUSTAINABLE MATERIALS : KEY PERFORMANCE INDICATORS

The demand of sustainable materials show that conventional materials demand will be decreasing. But due to global price-hike, the situation has changed in this year. The conventional materials consumption has increased. We will be reporting this graph continuously and you will be able to see how the brands are performing when it is a question of using sustainable materials.

## Year on year trends



## IGNITE CHANGE WITH US YOUR GATEWAY TO SUSTAINABLE SUCCESS

In the dynamic realm of commerce, conventional approaches no longer cut it. Embrace the future of profitability intertwined with purpose – because at Cute Dress, we believe in rewriting the narrative.

Shatter the norms, elevate your brand. In a world where the threads of business, ethics, and environmental consciousness converge, we invite you to stand shoulder to shoulder with us. Be a catalyst for change in the fashion landscape, where every stitch tells a story of responsibility.

Join our movement, transcend the ordinary. From discerning consumers to retailers, traders, and manufacturers, the collective responsibility echoes loud. It's time to redefine the industry, together.

Partner with us and redefine success. Let's craft a legacy that doesn't just follow trends, but sets them – a legacy built on the pillars of ethical production, a commitment to our skilled artisans, and a deep reverence for the planet we proudly call 'home.'

Your journey towards sustainable prosperity starts here. Embrace the change, be a changemaker with Cute Dress Industry Ltd.

“

We do not inherit the  
earth from our  
ancestors; we borrow  
it from our children.

”

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# Introduction



## FOREWORD

Since the publication of our inaugural Sustainability Report in 2019, our journey has been defined by continuous growth, deepening transparency, and an unwavering commitment to sustainable practices. As we present our 6th edition for the year 2024, we reflect on the milestones achieved and the invaluable support from our stakeholders—especially our esteemed buyers—whose encouragement fuels our pursuit of excellence.

This report goes beyond financial achievements; it highlights our dedication to safeguarding our workforce's well-being and preserving the environment. I extend my heartfelt gratitude to our leadership team for their strategic vision and to our dedicated employees, whose relentless efforts produce world-class apparel for globally renowned brands.

Aligned with the UN Sustainable Development Goals (SDGs) and National Priority Initiatives (NPIs), our operations and stakeholder partnerships continue to drive impactful, sustainable growth. Our efforts have earned notable recognition, including the prestigious *Certificate of Appreciation* from UNDP for our SDG-aligned self-reporting and the *Impact Excellence Award* from Hey Social Good in 2021, underscoring our commitment to measurable sustainability practices.

In 2024, we achieved significant environmental milestones:

- **58,693 kWh** of renewable energy generated through solar power
- Over **2,475,000 liters** of groundwater conserved via our water recycling system
- Responsible chemical wastewater management through our Effluent Treatment Plant (ETP), with treated water recycled in our Water Treatment Plant (WTP)
- Controlled CO<sub>2</sub> emissions, with expanded reporting under Scope 2 & 3 as per the GHG Protocol
- A **zero-landfill policy**, ensuring sustainable waste management

Our social impact is equally profound. Continuous improvements in working conditions, validated through successful RSC audits, reflect our commitment to employee safety and well-being. We remain steadfast in addressing recommendations and setting new benchmarks in workplace excellence. Certifications such as **GOTS, OCS, GRS, RWS, Oeko-Tex 100, US Cotton**, and **BCI Cotton** reinforce our dedication to product traceability and transparency. Additionally, our participation in the **HIGG Index** marks a strategic step toward comprehensive sustainability reporting, with validated results expected next year.

Recognizing that sustainability is an evolving journey, we are investing in automation and strategic marketing to optimize our factory's capacity. Ongoing initiatives aim to enhance our performance in sustainability, circularity, and operational excellence.

Looking ahead, we are introducing a robust measurement framework to assess both direct and indirect sustainability impacts. The data-driven insights gained will enrich our future reports, offering compelling narratives of progress and purpose.

Together, we remain committed to creating a sustainable future—one report, one initiative, and one milestone at a time.



Sheikh H M Mustafiz  
Managing Director

## ENTREPRENEUR PROFILE

Mr. Sheikh H M Mustafiz, Managing Director is the founder and dreamer of Cute Dress. He is a passionate change maker of Bangladesh ready-made garment (RMG) industries to top notch niche manufacturer instead of a bottom of the pyramid manufacturer.

Back in 2003, he started his own business and established his connection in Nordic countries. Currently, Cute Dress is exporting to more than 40+ high end brands in Denmark, Sweden, Norway, Germany, Canada, USA, Japan, Australia, South Africa and few other countries. Cute Dress is mainly producing circular knitwear for high end and niche brands which has higher value and quality.

Mr. Mustafiz has travelled to more than 31 countries in the world; learned & implemented many international norms and practices in the company. Through his leadership, the company has seen a sustainable economic growth and optimistic future of RMG industries in Bangladesh. Cute Dress is a state-of-the-art environment friendly factory and the innovative wide range of fabrics are the main strength of this company. The factory is a LEED (Leadership in Energy and Environment Design) Certified in Platinum category under US Green Building Council (USGBC) standard and became one of top 10 green factories in the world. The factory was rewarded with 'Step Up Award' for improving its 'productivity and CSR activities' from 'Dansk Mode og Textil' for the noteworthy performance. Cute Dress is the only company from Bangladesh who has showcased 'Package Solution for Sustainable Knitwear' in Copenhagen Fashion Summit in May 2019.

Cute Dress can handle small orders in a very efficient way. The workforce is skilled and passionate in getting the tasks done with highest level of standard. It runs on the whirlpool of experienced management team.

Mr. Mustafiz is a M.A. in English. He was awarded with 'Professional Fellowship' as young entrepreneur from US Department of State in 2012. In 2015, he ran an online apparel selling platform pilot project called 'Brand for Humanity' to improve the living standard of the garment workers in Bangladesh. He was awarded with 'Telly Award' and 'W3 Award' from USA for the thoughtful content of the video. In 2015, he was also praised by Embassy of Nepal in Bangladesh for his generous contribution to the earthquake victim in Kathmandu.

As an industry leader he participated in an International Workshop on '**Workforce Skills Development for Industry 4.0**' organized by Singapore Polytechnic International collaboration with Temasek Foundation and a2i of Bangladesh government.

He is now the Chairman of Standing Committee on Sustainability at Bangladesh Garment Manufacturer and Exporter Association (BGMEA).

Mr. Mustafiz was elected as the Director of Bangladesh Knitwear Manufacturer and Exporter Association (BKMEA) for 2017-2019 session. For his contribution to national economy, he was recognized as CIP (Commercial Important Person) by the Government of People's Republic of Bangladesh. He is a proud father of two sons and he himself is son of a government stipend awarded Freedom Fighter.



## COMPANY PROFILE

Legal Name	: <b>Cute Dress Industry Ltd.</b>
Company Type	: Private Limited
Head Office	: L-8 Arifabad Housing Society, Rupnagar, Dhaka 1216, Bangladesh
Factory Address	: Bathuli, Shaha Belisshor, Dhamrai, Dhaka 1800, Bangladesh
Phone numbers	: +880 2 58052109
Contact Person	: Mr. Sheikh H M Mustafiz, Managing Director Cell +880 1713 018790 and email: mustafiz@cutedress.net
Website	: www.cutedress.net
Total Land	: 186 decimal
Open Space	: 40%
Floor Space	: 100,588 sft (total 3 buildings and 5 sheds)
Day care	: Full time Nannies; breast-feeding room; child nutrition and indoor-outdoor playground
Medical care	: - Full time Doctor and Nurse - Insurance from Gonoshasthay Kendra
Safety system	: Automatic fire detection and hydrant
Security system	: Public Addressing and full CCTV coverage
Utility and power	: - 6000 sft utility building - 3 Generators: 460 kVa, 200 kVa, 30 kVa - Sub-station, boiler and air compressor
Waste recycling	: Waste recycling storage : 4 rooms
Knitting	: Total 11 nos.
Dyeing	: We don't have own dyeing facilities. We sub-contract dyeing from certified dyeing mills.
Printing	: We have digital and screen printing unit
Embroidery	: Embroidery unit with plain stich, sequins etc.
Laboratory	: We have our own laboratory for basic wash tests like colour fastness, GSM, composition etc.
CAD system	: We have CAD system with plotters
Cutting	: We have large cutting tables with spreader
Sewing	: We have all kinds of sewing machine needed for cutNsew knitwear production
Finishing	: We have full furnished finishing section along with spot removing unit, thread sucker etc.
Packing	: We have separate packing section along with needle detector, pick-pack service, security controlled shipping process etc.
Transportation	: We have own transportation for all sorts of procurement purpose
WTP	: We have our own Water Treatment Plant (WTP) where rainwater and gray water treated for recycling purpose
ETP	: We have our own 1500 liter/day ETP (Effluent Treatment Plant) to treat waste water from printing section and reuse them in WTP.
Certification	: - Oeko-tex; GOTS; OCS; GRS; RWS; LEED; BCI, US Cotton; audited by BSCI and ACCORD/RSC; Better Work; Higg Index etc. - In process of Fair Trade; WRAP & C-TPAT etc.
Signatory	: United Nation Fashion Charter for Climate Change (UNFCCC)



## MATERIALITY ASSESMENT

This report conveys our optimism through identification of the imperative material topics as per the GRI standard. We have considered the 17 United Nations Sustainable Development Goals (SDGs) according to their influence and relevance to our activities in relation to the actual or potential impact of our business on the SDGs. The effects of our production processes and the final product on the society and the environment also influence our likelihood of attaining sustainable practices in the long term. For this reason, we have paired Table 1 and Figure 1 for a complete materiality assessment through GRI standard for identifying the impact to the company and to the stakeholders. Each material is ranked between 0 to 1 based on realistic potential significance of Cute Dress. Our sixth sustainability report for Cute Dress, the materiality assessment covers Cute Dress's performance in 2024 (1st January to 31st December) which is same as last year.

The following steps had been adapted in order to obtain inputs for the materiality assessment:

- i. Identifying internal and external stakeholders
- ii. Identifying the material topics to be measured.
- iii. Carrying out two individual surveys for finding the relevance of the material topic to company and stakeholders.
- iv. Analysing the graphical representation of data and obtaining constructive insights, the materials with greater numbers were selected as 'most material' (significant) for this report.
- v. The 'most material' topic covered in the report has been marked bold in 'Table 1' which indicates significant materiality for the sustainability reporting.
- vi. To simplify comparisons, all topics are put together in 'Figure 1'.

Material Topics	Grid	Impact to Company	Impact to Stakeholders
<b>Water</b>	E1	0.77	0.60
Chemicals	E2	0.33	0.36
Resources/ Materials	E3	0.25	0.28
<b>Energy and Emissions</b>	E4	0.60	0.51
Waste/ Recycling	E5	0.20	0.2
<b>Regulations</b>	E6	0.46	0.43
<b>Employees</b>	S1	0.56	0.42
<b>Working conditions</b>	S2	0.72	0.77
Diversity	S3	0.18	0.18
<b>Workplace safety</b>	S4	0.60	0.68
<b>Value-added services</b>	S5	0.49	0.36
<b>Employee rights</b>	S6	0.59	0.59
Workers' benefits and compensation	S7	0.56	0.56
Regulations	S8	0.42	0.49
Certification and initiatives	S9	0.35	0.25
Donations	S10	0.12	0.12
Economic Performance	EC1	0.48	0.44
<b>Market presence</b>	EC2	0.69	0.63
<b>Indirect economic impacts</b>	EC3	0.55	0.55
Procurement practices	EC4	0.17	0.14
Anti-corruption	EC5	0.24	0.34
Anti-Competitive Behavior	EC6	0.13	0.16

Table 1: Comparative Data for Materiality Assessment

## The Materiality Assessment Matrix

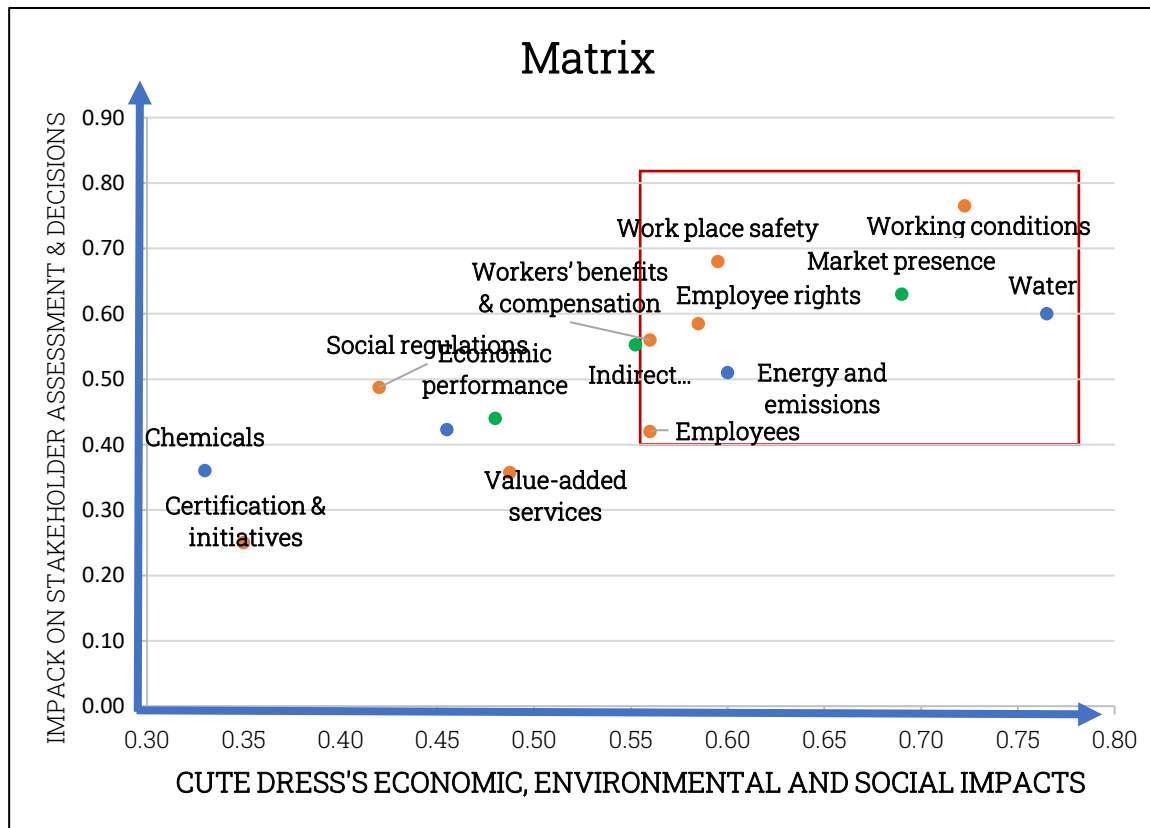


Figure 1: Materiality Assessment Matrix

This figure is a graphical representation of the materiality assessment for Cute Dress on a GRI standard materials domain. The 'y-axis' denotes 'Influence of Stakeholder Assessment and Decisions' which ranges from 0 to 0.90. The 'x-axis' denotes 'Cute Dress's impact on the Economy, Environment and Society' which ranges from 0 to a maximum of 0.80. The range of values of x and y axes represent the significance of each aspect on the matrix and are independent.

It can be seen that Certification and Initiatives (0.35, 0.25) neither affect the stakeholders' assessments & decisions nor do they play a significant role in socioeconomic and environmental impacts of Cute Dress, consequent to which this issue has not been included in our analysis. In contrast, working conditions (0.73, 0.76) of employees are the most influential issues for the stakeholders as well as severely determines the impact of Cute Dress on Socio-economy and environment, due to which it has been heavily emphasized in our study. Similarly, Workplace Safety (0.60, 0.68), Water (0.75, 0.60), Energy & Emission (0.60, 0.51), Employee Rights (0.57, 0.42), Workers' Benefits & Compensation (0.57, 0.56), Market Presence (0.70, 0.65) & Indirect Economic Impact (0.55, 0.55) have been analyzed in our report.

# Enabling Sustainability



## SUSTAINABILITY STRATEGY

### VISION

We envisage to become a sustainable apparel manufacturing brand in Bangladesh by ensuring 'happy faces of our workforce' and 'pollution-free blue planet'.

### MISSION

We firmly believe that the foundations for realizing Cute Dress's vision is to uphold an integrated balance among the company's environmental, economic and social performance; hence ensuring the wellbeing of the Planet, the People, and our Products. We have designed our practices in such a way that our contribution to pollution, landfill and damage to ecosystem are minimalized, which in turn will improve our environmental performance. Besides satisfying all the basic criteria for employee welfare, Cute Dress has launched an internal program called "Happy Faces" for ensuring social performance. Finally, Cute Dress is committed in providing best quality products through team work, innovation and initiatives, within stipulated time frames at a satisfactory level of partners and stakeholders.



### PEOPLE

We believe that the employees are invaluable asset of the company. Thus, we prioritize activities that engage our employees towards working for their well-being. We have administered a variety of programs, designed to solve their problems, daily needs and enhance their skills.

### PLANET

As the nature holds the key to life on earth, Cute Dress aims to flourish without destruction of the natural ecosystem. Minimizing carbon emissions, wastage creation and landfill occupancy; energy conservation & efficient usage of water resources are incorporated in the whole process of our work-flow.

### PRODUCT

Cute Dress promises to produce responsibly and to deliver top-quality product to the clientele. We emphasize on using certified & traceable materials, eco-friendly chemicals, organic and recycled materials etc.



### ALIGNMENT WITH SDGs

The Agenda of United Nations' Sustainable Development Goals (SDGs) 2030 is an exemplary blueprint of a global sustainable future. Cute Dress is addressing the 17 SDGs and the 39 Sub-goals (nation-wise priority) through every step of our movement. Our Management Board has underscored this support in 2019, which has led us to align our strategies more closely with the SDGs.

This report will demonstrate how we have incorporated the sustainability values within our processes in order to achieve the SDGs. Cute Dress's sustainability strategy provides a common framework for the sustainability activities across our company.

In 2020, Cute Dress received 'Certification of Appreciation' for contributing to the achievement of Bangladesh Priority Indicators (NPIs) and SDGs through sustainability self-reporting. The survey was jointly conducted by UNDP, GRI, BGMEA.



### COLLABORATION DETAILS

In collaboration with the United Nations Development Programme (UNDP) and Global Reporting Initiative (GRI), Bangladesh Garment Manufacturers and Exporters Association (BGMEA) has undertaken an initiative to assess the impact of the Ready-Made Garment (RMG) sector on Bangladesh's National Priority Indicators (NPIs) and Sustainable Development Goals (SDGs). Approximately 47 factories prioritized sustainability in their business decisions, aligning their practices with NPIs and SDGs. The report, accessible at [http://www.bgmea.com.bd/page/Sustainability\\_Environment](http://www.bgmea.com.bd/page/Sustainability_Environment), provides insights into the RMG sector's contributions to NPIs and SDGs, outlining actions taken, challenges faced, and strategies for greater impact, based on factory self-reported data. It's essential to note that this data has not undergone third-party verification.



### CERTIFICATE OF APPRECIATION

Awarded to

**Cute Dress Industry Ltd.**

For contributing to the achievement of the Bangladesh National Priority Indicators (NPIs) and Sustainable Development Goals (SDGs) through sustainability self-reporting








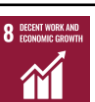

28 March 2021









*Zuena Aziz*  
**Zuena Aziz**  
 Principal Coordinator for Sustainable Development Goals (SDGs) Affairs  
 Prime Minister's Office

*Dr. Rubana Huq*  
**Dr. Rubana Huq**  
 President  
 Bangladesh Garment Manufacturers and Exporters Association

*Sudipto Mukerjee*  
**Sudipto Mukerjee**  
 Resident Representative  
 UNDP Bangladesh

*Aditi Haldar*  
**Aditi Haldar**  
 Director  
 Global Reporting Initiative (GRI)  
 South Asia

Goal No.	Goal	Our Achievements
	<b>NO POVERTY</b>	<ul style="list-style-type: none"> <li>Ensured minimum wages and on time salary.</li> <li>Other supporting financial aids</li> </ul>
	<b>ZERO HUNGER</b>	<ul style="list-style-type: none"> <li>Looking forward for collaboration.</li> </ul>
	<b>GOOD HEALTH AND WELL-BEING</b>	<ul style="list-style-type: none"> <li>Ensured parental leave</li> <li>Sanitary Napkin during working hours</li> <li>Supply family planning tools</li> <li>Health insurance</li> </ul>
	<b>QUALITY EDUCATION</b>	<ul style="list-style-type: none"> <li>Ensured on-the-job skill development training</li> <li>Ensure all kinds of training and soft skills</li> <li>Ensured compensation from Central Workers' Welfare fund for meritorious children of our employees.</li> </ul>
	<b>GENDER EQUALITY</b>	<ul style="list-style-type: none"> <li>No discrimination at any level of occupation</li> </ul>
	<b>CLEAN WATER AND SANITATION</b>	<ul style="list-style-type: none"> <li>Water resilient management with water recycling and rain water harvesting</li> <li>Low flow water dispensing</li> <li>Ensure pure drinking water</li> </ul>
	<b>AFFORDABLE AND CLEAN ENERGY</b>	<ul style="list-style-type: none"> <li>Invested on solar energy and planning to generate more in future</li> </ul>
	<b>DECENT WORK AND ECONOMIC GROWTH</b>	<ul style="list-style-type: none"> <li>Invested and managed good working condition</li> <li>Innovation on product diversification for continuous economic growth</li> </ul>
	<b>INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>	<ul style="list-style-type: none"> <li>Invested on energy, water and CO<sub>2</sub> efficient green industry</li> </ul>

Goal No.	Goal	Our Achievements
	<b>REDUCED INEQUALITIES</b>	<ul style="list-style-type: none"> <li>Employed male-female with no discrimination in salary</li> <li>Employed physically challenged people</li> <li>Employed senior citizens</li> <li>Employed tribal people</li> </ul>
	<b>SUSTAINABLE CITIES AND COMMUNITIES</b>	<ul style="list-style-type: none"> <li>Encouraging bicycle transportation for our employees</li> <li>Introduced birds sanctuary project to make safe living of local species.</li> </ul>
	<b>RESPONSIBLE CONSUMPTION AND PRODUCTION</b>	<ul style="list-style-type: none"> <li>Responsible resource consumption practice</li> <li>Responsible waste recycling practice</li> <li>Collaboration with international circularity project</li> </ul>
	<b>CLIMATE ACTION</b>	<ul style="list-style-type: none"> <li>GHG emissions management in place as per international GHG emissions protocol</li> </ul>
	<b>LIFE BELOW WATER</b>	<ul style="list-style-type: none"> <li>Necessary infrastructure development in progress to make our factory as Zero Liquid Discharge facility.</li> </ul>
	<b>LIFE ON LAND</b>	<ul style="list-style-type: none"> <li>Ensured no landfill of any kinds of waste generated from the production process</li> </ul>
	<b>PEACE, JUSTICE AND STRONG INSTITUTIONS</b>	<ul style="list-style-type: none"> <li>Start collaboration with ILO Better Work program</li> </ul>
	<b>PARTNERSHIPS FOR THE GOALS</b>	<ul style="list-style-type: none"> <li>With assistance of GIZ we started publishing 'Sustainability Report' as per GRI standard.</li> <li>Signed up with Reverse Resource for Circularity Project</li> <li>Signed up with Ganashasthya Kendra to ensure medical facilities for the employees</li> <li>Partnering with several research project to measure the loophole of RMG industries of Bangladesh</li> </ul>

## PRODUCTS AND SERVICES

### PRODUCTS

Cute Dress is mainly producing different kinds of circular knitted items for men, ladies and kids. We have manufacturing experience of below items:

Men's	Ladies	Kids
• T-shirt	• T-shirt	• T-shirt
• Tank Top	• Tank Top	• Tank Top
• Polo Shirt	• Polo Shirt	• Polo Shirt
• Sweatshirt	• Sweatshirt	• Sweatshirt
• Hoodie	• Hoodie	• Hoodie
• Trouser	• Tunica	• Jacket
• Jacket	• Leggings	• Bodysuit
• Blazers	• Trousers	• Jumpsuit
• Brief	• Jacket	• Trouser
	• Dress	• Dress
	• Draped Dress	• Cap
	• Pleated Dress	• Bib
	• Asymmetric Dress	

### SERVICES

In addition to the regular production, Cute Dress provides below services to the valued clients:

#### Lab-test service

Cute Dress has a setup for in-house product testing. The aim of this setup is to check whether the end user of our produced goods will satisfy through the basic home laundering process. This service is free of cost for all the customers. Cute Dress provides basic home laundering test for colour fastness, rubbing test, dimensional stability, twisting, print durability, fabric weight etc.

#### Pick-pack service

Cute Dress provides pick-pack service to clients if there is a need for distribution of bulk goods to different part of the world or to different customers in same country. We have a special packing arrangement for this service with an agreed fees. In addition to that, clients needing to use warehouse as our web-shop distribution from Bangladesh can be entertained with a service fees.

#### Fabric development service

Every season Cute Dress thrives to create new fabrics as an offer to the clients thereby enabling brands to present fresh collection in each season. Cute Dress also develops fabric, which are distinctive depending on buyer's request.

#### Technical service

Cute Dress provides technical services to customers for making style chart, measurement list, fitting adjustment, fabric quality selection, accessories selection and sustainability solutions.

#### Product safety

Through our operation we ensure product safety in terms of needle control, sharp metals, choking hazard and chemical safety.



## MANUFACTURING PROCESSES

Cute Dress practices traceable manufacturing process in its total supply chain management. As we do not have our own spinning and dyeing factory, we conduct a series of quality control (QC) check to ensure that the fabrics are in compliance with EU REACH directive, Oeko-tex, GOTS, OCS, RWS, GRS etc. while buying the yarn, sub-contracting knitting, dyeing or printing. As of 2024, we have total 27 external suppliers, out of them 18 suppliers are from local and 9 suppliers are from abroad.

Our QC team checks all fabrics by a 4-points system once we have received the fabric. Then it sets for minimum 12 hours for conditioning prior to the next step: cutting. After cutting, the fabrics are sent for a standard quality check against each piece of parts before it is sent for sewing. Cute Dress has a set-up of Industrial Engineering and Work Study department, thus root cause analysis and productivity calculations are carried out by using statistical quality control tools.

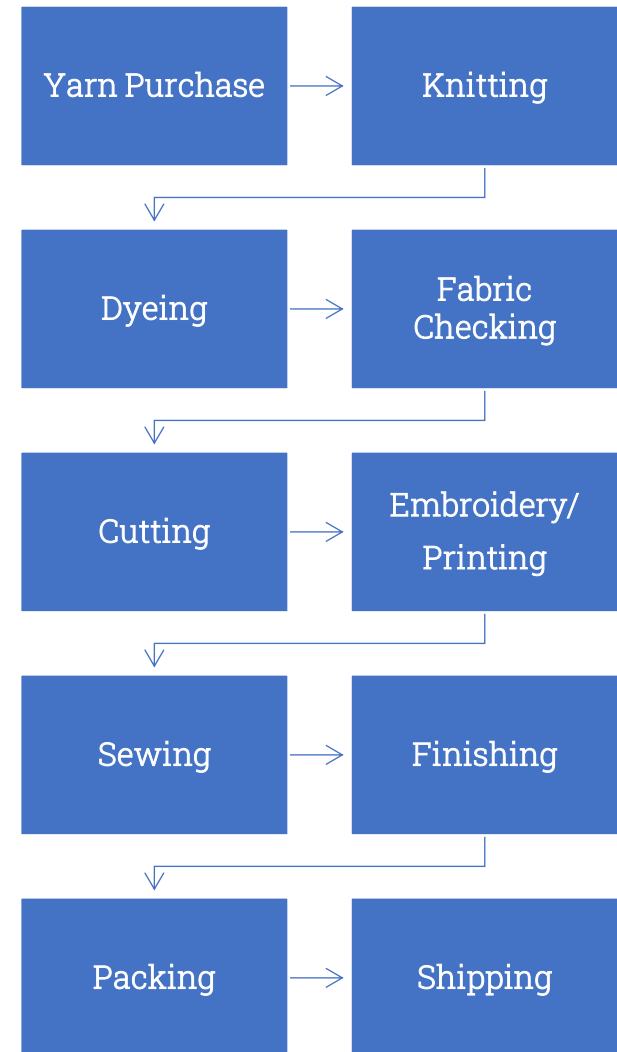
In case of printing, embroidery or other kind of value addition work is needed, the fabrics are sent to relevant section or are sent to the sub-contracted factory with proper packing of the cut panels.

During the sewing process, we assign our QC team to check every process and ensure the desired quality. After sewing, the material undergoes first quality audit. At this stage, all non-qualified products are sorted out and are sent back to product line for fixing.

Subsequently, it is then sent to thread sucking to ensure that there are no loose thread and to buttoning section in case buttons has to be attached. This process is also followed by random audit and stacking for ironing. After ironing, it is sent to the final quality control team, measurement control team and visual quality control team. Finally, the product is sent for packing.

At Cute Dress, we have a separate packing section. Once the packing section received the packed goods, it first screens with needle detection machine to ensure that there is no broken needle inside. Instruction assortments are attached to the final product before they are packed into cartons.

As we are producing for some reputed Japanese brands, the final packing/inspection takes place only after needle check as a part of their requirement. However, for our EU/USA customers, inspections are conducted according to AQL (acceptable quality level) after full packaging of final goods.



STRATEGIC AND COLLABORATION PARTNERS



## CORPORATE GOVERNANCE

Cute Dress is practicing corporate governance by decentralizing and empowering the tasks to the mid-management team. Although central command by the Managing Director plays an important role in the governance of Cute Dress, yet all decisions are taken by meeting and respecting the opinions of the mid-management managers. By the way, we have a specific policy not to employ foreigner in our operation. We only employ local people.

### Compliances

Cute Dress follows corporate governance framework, based on Bangladesh legislation, code of conduct by the buyers, OECD principles etc. Cute Dress's commitment to transparency, accountability and responsibility are the key principles to comply with all required standards.

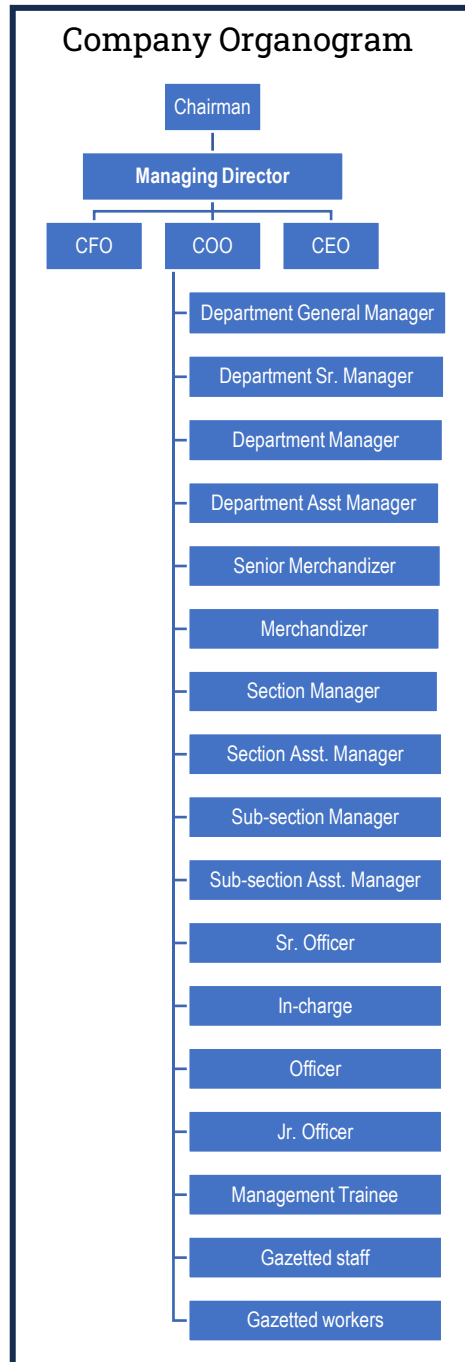
### General Governance Structure

The company has the following governance structure:

**General Assembly:** Allows the shareholders to participate in the governance of the company. This assembly is held once per fiscal year.

**CFO:** Assigned the task to control the financial infrastructure and day-to-day tasks.

**Internal Audits:** Develops and monitors internal control procedures for the business operation.



### Internal Audit and Control

**Risk management:** The company places great importance on risk management and ensures that appropriate risk management system is established.

**Internal auditor:** The internal auditor is responsible for the daily internal control. A random unannounced audit is conducted once in every week.

**External auditor:** An external auditor audits the company's financial statements. This is done once in every fiscal year.

**Disclosure:** Cute Dress has not yet decided to enlist as a public limited company.

## MARKET PRESENCE

In 2024, we shipped out about 1,058,913 pieces of different types of garments for different countries all over the world. Out of this quantity 910,249 pieces are sustainable products with different labels like GOTS, OCS, BCI, Lenzing, GRS and RWS which seems to be a significant growth than last seasons.

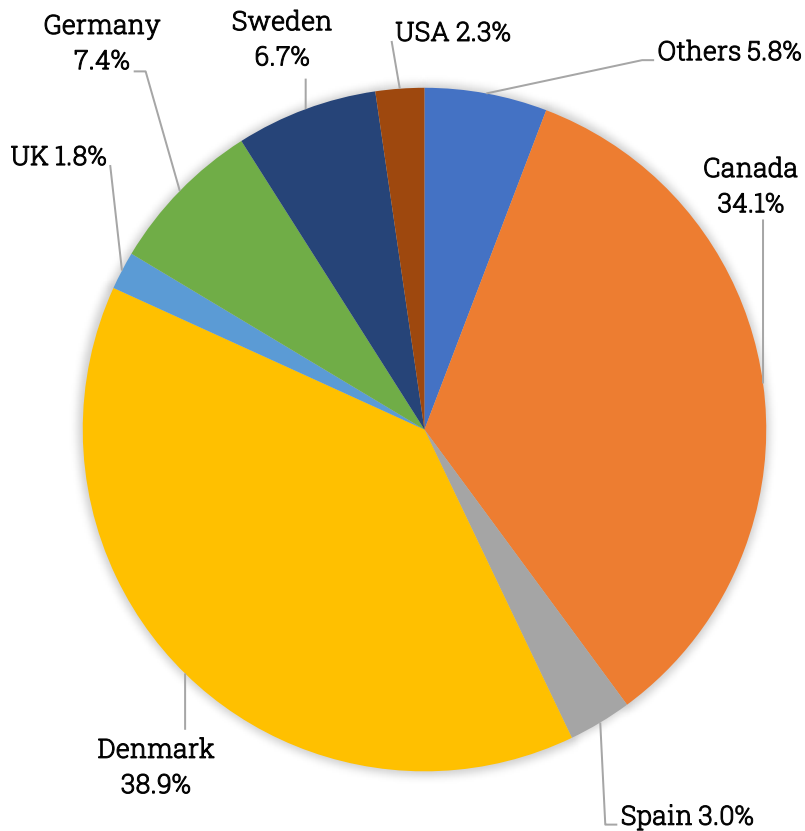


Figure 3: Indicating quantity-wise global market presence in 2024

## Sustainable Products Quantity Demands in 2024

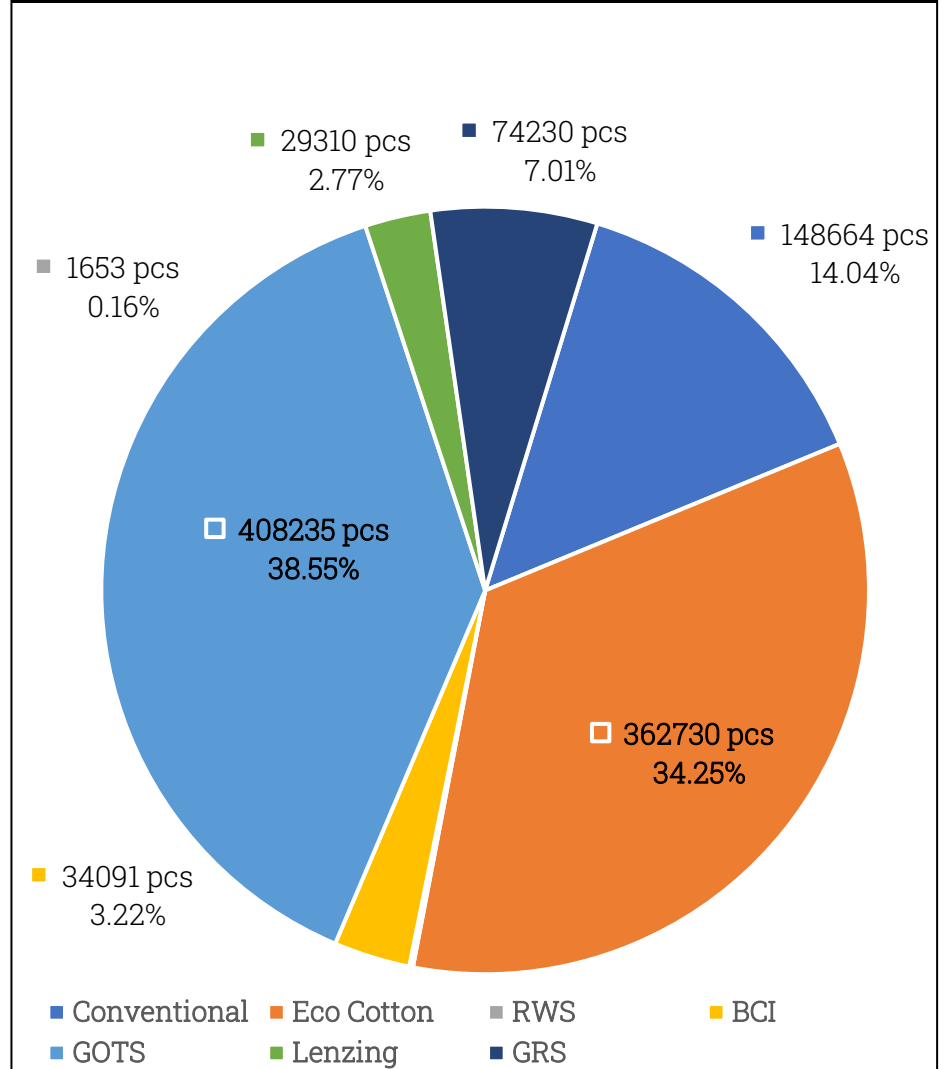


Figure 4: Indication quantity-wise diversification of certified product in 2024

AWARD



[www.hey-social-good.com](http://www.hey-social-good.com)

The Social Good Medal Rating serves as an indicator of a company's notable achievements in community contributions and the adoption of sustainable practices. It evaluates a company's positive impacts in alignment with the United Nations' 17 Sustainable Development Goals, encompassing aspects such as Decent Work, Clean Water, and more. The assessment scrutinizes a company's sustainable practices, evaluating activities and operations from sourcing to packaging to distribution.

Hey Social Good has introduced a distinctive Social Good Assessment (SGA) tool designed to monitor the sustainable, philanthropic, social, and governance practices embraced by businesses, facilities, and enterprises. A "Social Good Company," as defined by Hey Social Good, directs efforts, funds, and resources toward addressing significant societal challenges through business practices that benefit both people and the planet.

In recognition of its outstanding performance in sustainability practices and social contributions, Cute Dress was honored with the '2021 Impact Excellence Award' by Hey Social Good, USA, in 2021.



# Stakeholder Engagement

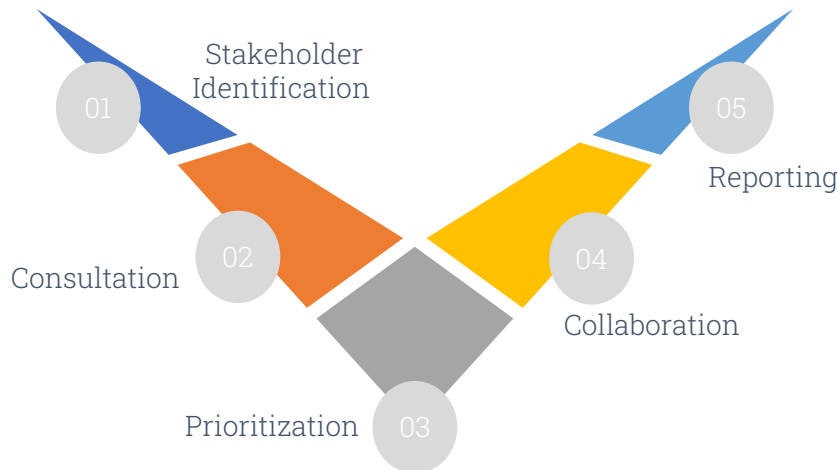


## STAKEHOLDER ENGAGEMENT

Meeting the needs and expectations of the relevant stakeholders satisfaction is a key concern in our company values and we take care of it. We have internal and external stakeholders in our business process. The approach and the frequency of engagement with the stakeholders differ based on the category of the stakeholder. Cute Dress believes that stakeholder engagement is important to make a sustainable production process.

### Stakeholder Identification and Engagement

Stakeholders are identified based on the requirement of the business process. We do not have any pre-defined engagement process with the stakeholders. Based on the requirements like exhibitions, trade fair participations, projects meetings etc. respective departments engage with their specific stakeholder groups as and when required.



## INTERNAL STAKEHOLDERS

Our key stakeholders are our employees and their families. To maintain a committed and enthusiastic workforce we maintain several initiatives as below:

### Participation Committee (PC)

At Cute Dress, collective bargain is practiced as per law. To make a trustworthy relationship between the workers and the company we formed a Participation Committee. They are elected by the workers through direct voting system. This committee is formed both from employers and employees.

The committee meets every two months to promote mutual trust, understanding and cooperation between the employers and the employees as well as to fulfil production target, reduce production cost and improve the quality of the products. They are working to effectively establish privileges as well as to improve welfare services for the workers and their families. Through the PC, workers can freely contact the committee to discuss any issue.

### Grievance Mechanism

Apart from formal grievance procedures which are set up as per local laws, Cute Dress also has informal ways to resolve any sort of disputes quickly and effectively. The top management has an open-door policy and grievance boxes are provided to assist employees maintain confidentiality.

Cute Dress has established several channels for workers to file complaints, including anonymous complaints. These include suggestion boxes and an open-door policy. The Welfare Officers are responsible for handling complaints. The suggestion boxes are checked once in every week and the grievances are recorded. Appropriate actions are taken, and the results are reported back to the employees.

### Welfare Officers

The Welfare Officers stationed at the factory complex oversee workers' concerns and problems and communicate with the Human Resource and other concerned departments as required. These Officers are involved with multiple tasks as shown below. Workers feel very comfortable expressing themselves to them. They handle every single case with great care & efficiency and maintain confidentiality depending on the sensitivity. Proper measures are taken immediately to resolve any concern over workplace or even workers' personal issues.

Roles of Welfare Officers:

- Maintaining first aid boxes and checklists
- Dealing with complaints from workers
- Registering and providing extra care to pregnant employees
- Ensuring washroom hygiene
- Coordinating and conducting trainings
- Facilitating meetings
- Informing workers of any changes in policies

## EXTERNAL STAKEHOLDER

In general, external stakeholders are our key partners who support us to improve ourselves; keep us aware about latest situation; assist us with the tools they have to offer and allow us to interact on what we feel.

We have several external stakeholders who are engaged with our supply chain, who offer us with different kinds of projects for the workforce, provide various export related documentation, communicate with industry association, get involved with media coverage, participating in trade shows, participate in discussion with buyers, knowledge partners and government.

The following infographic shows how we are communicating with our external stakeholders and keep ourselves well informed of the continuous improvement to keep Cute Dress continuing to remain as a sustainable manufacturing company.

Suppliers	Marketing team, sourcing team, procurement team, emails, meetings, audits etc.
NGOs	Emails, Meetings, Conferences, Workshops, Seminars, etc.
Service Provider	Emails, Meetings, Seminars, etc.
Industry Association	Emails, Meetings with BGMEA, BKMEA; Interaction with FBCCI, DCCI etc.
Knowledge Partners	Emails, Trainings, Seminars, Workshops, Interaction with specified topics, etc.
Buyers	Purchase team, Designers, Technicians, Merchandizing, QCs, Emails, Exhibitions, Audits, Conferences etc.
Media	Communication Team, Press Release, Press Briefings, Interviews, Presentation, etc.
Government/Public sector	Interactions with different Ministries of Govt. of Bangladesh, Embassies, Donor Agencies etc.

# Social Development



## **SOCIAL DEVELOPMENT AND SUSTAINABILITY**

Cute Dress places paramount importance on People as one of the fundamental pillars of sustainable development. Recognizing that the vitality of our organization hinges on the well-being of our employees—both physically and mentally—we consider them an indispensable asset. Through a rigorous materiality assessment, we have identified our people as the most critical focus area.

In our commitment to fostering a thriving workforce, Cute Dress has instituted policies geared towards ensuring the health and happiness of our employees. We prioritize the provision of a comfortable environment, healthy working conditions, and a secure workplace. Our dedicated compliance department diligently oversees that all practices align with Cute Dress's unwavering commitment to establishing a safe and secure working environment for every employee.

Cute Dress is keen aware of the profound impact business practices can have on its employees and actively endeavors to serve their best interests. Our enduring dedication to safeguarding the well-being of our workforce underscores our belief that a thriving and contented team is integral to the sustainable growth of our organization.

## **EMPLOYEES WELFARE**

Viewed from a comprehensive perspective, the well-being of employees play a pivotal role in shaping their perception of the workplace beyond a mere source of income. The prime objective of employee welfare is to establish a secure and nurturing work environment, fostering a sense of ownership among employees. This, in turn, contributes to stable productivity, economic development, and the overall sustainability of the business.

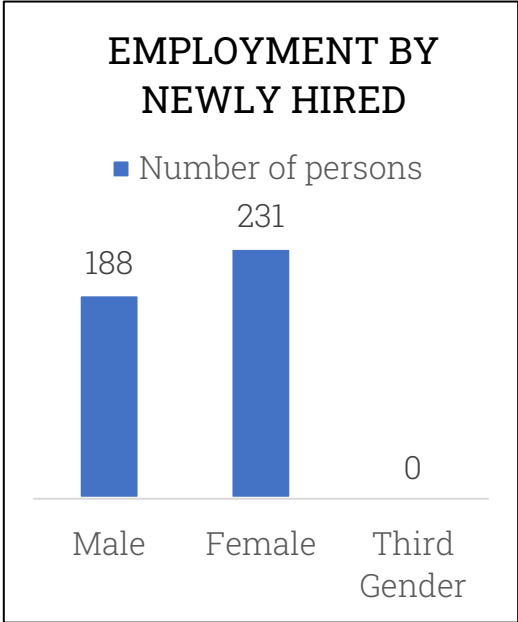
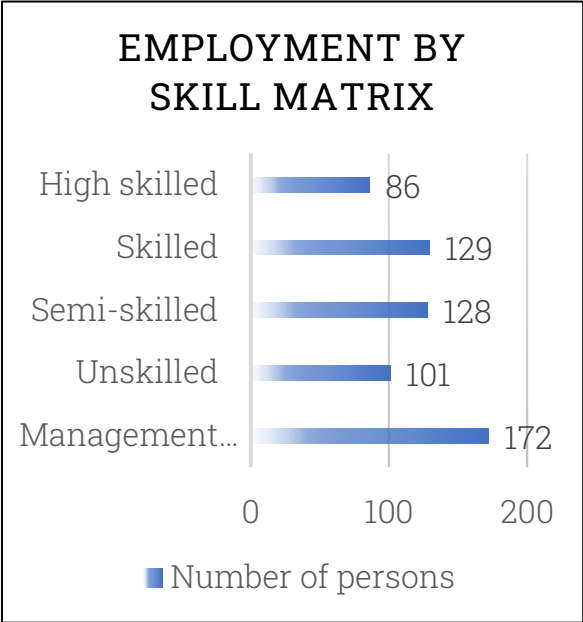
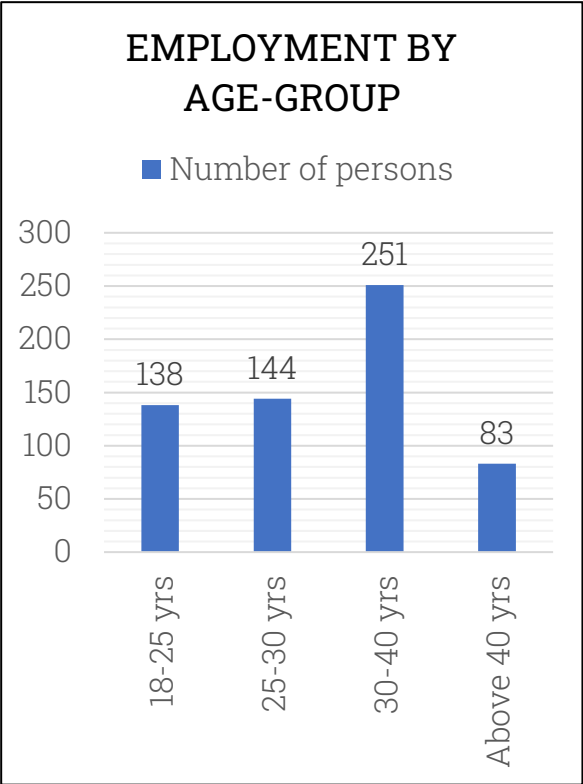
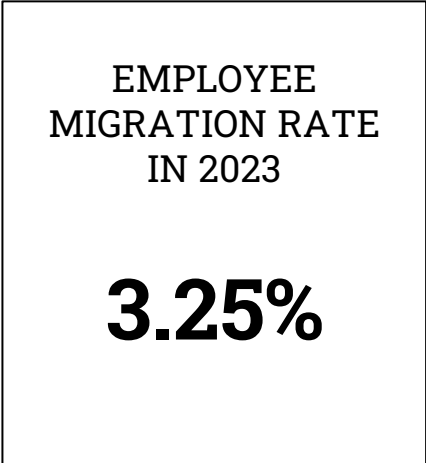
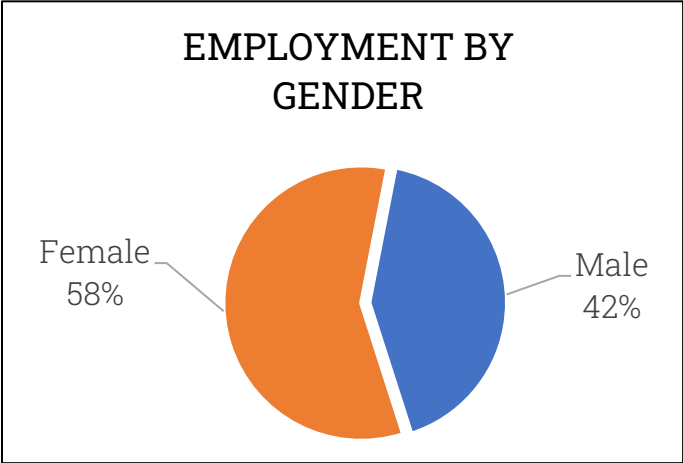
The positive impact of employee welfare measures extends to both the mental and physical health of the workforce, directly enhancing their efficiency, productivity, and the long-term sustainability of the business. Welfare facilities not only serve as motivational factors but also instill a sense of ownership in employees, promoting organizational longevity.

Cute Dress is steadfast in its commitment to develop a dynamic welfare motivation system. To this end, we have formulated a set of policies and procedures that are uniformly applicable to all employees. Our dedicated Welfare Officers, stationed at the factory complexes, address employees' concerns and problems, liaising with the Human Resources and relevant departments as needed. We firmly believe that sustaining compliance practices is a collective responsibility, extending from lower-level management to directors, rather than the sole duty of Welfare Officers. This shared accountability underscores our commitment to fostering a sustainable and supportive work environment at Cute Dress.

### EMPLOYMENT MATRIX

From Jan 2024 to Dec 2024, we had around 616+ employees. The female male ratio was 58% and 42% respectively.

Every year we will analyse our employment matrix based on the charts mentioned here so that we can take necessary steps to make our production facility sustainable in terms of productivity, quality and capacity.



## FACILITIES

At Cute Dress, we provide two types of benefits to our employees; firstly, the legally required minimum benefits and secondly, additional benefits beyond legal requirements. On the other hand, employees receive onsite basic medicine for free, compensation for accidents etc.

### Ergonomic workspace

Cute Dress ensures comfortable workspace for all employees. We have conducted ergonomic risk assessment of our employees and based on this we have installed appropriate furniture accordingly.

### First aid facilities

First aid kits are available in all the first aid boxes and maintained properly. Cute Dress has 16 first aid boxes and 37 first aider. Every first aid box has two designated persons to control. Onsite first aid training has been conducted periodically. We have a dedicated medical room with a registered fulltime doctor and a nurse.

### Canteen, dining area and rest room

Cute Dress provides to the employee a canteen, dining and rest room. In the dining hall more than 300 persons can sit in one batch. Canteen area has a kiosk for snacks.

### Personal locker

Cute Dress provides to the employees a personal locker facility. Employees can use personal locker to keep their personal belongings.

### Childcare facility

Cute Dress has a childcare facility with a breastfeeding room. A childcare attendee is taking care of eight kids as of now. Our childcare room is equipped with toys and other facilities. We provide food items to childcare room as per law.

## BENEFITS

### Lawful benefits

Cute Dress provides all kind of lawful benefits as per law. We have a compensation and benefits policy as below:

#### Minimum wage

Cute Dress provides minimum wage of BDT 12,500 as per law. Yearly increment is 9% and salary is always provided within first seven working days of the month.

#### Overtime

Overtime payment is in accordance with the local law to all the workers of the factory. Overtime calculation formula = (Basic Salary x 2 x OT hours)-208.

#### Leave and maternity

Cute Dress provides 120 days of maternity benefit as per law and company policy. In 2024, total 14 persons of our female employees was entitled for maternity leave. In addition, Welfare Officer is responsible to provide necessary advice to female workers regarding maternity issue. We also provide other leave as per law like sick leave, causal leave, festival leave, earned leave etc. We have a procedure to encash earned leave as per law.

#### Others benefits

Cute Dress provides two festival bonuses every year as per law. In addition, we have service benefit procedure as per law.

### Additional benefits

Cute Dress provides the following additional benefits to employees as per company's own policy and these are beyond the lawful requirements:

#### Paternity leave

Cute Dress provides paternity leave to male employees when his pregnant wife hospitalized for delivery. As per policy, if a male worker is employed for more than six months in the company, he will be entitled to have two days paternity leave. Total 28 male employees enjoyed this facility in 2024.

#### Attendance bonus

Cute Dress provides attendance bonus for all workers. The aim of this bonus is to reduce absenteeism, and an internal policy is maintained for this purpose.

#### Other activities

Cute Dress arranges Ramadan breakfast, birthday celebrations, new year celebration etc.

**PROJECT 'HAPPY FACES'**

Cute Dress recognizes the paramount importance of prioritizing the well-being of our employees. As such, we meticulously ensure that Cute Dress not only complies with all legal requirements and the International Code of Conduct but also goes above and beyond to enhance employee satisfaction. To achieve this, we are actively investing efforts in our 'Happy Faces' project, which aims to surpass the standard benefits and facilities, fostering a work environment that promotes the happiness and contentment of our workforce.



**Free Transportation**

Cute Dress currently provides seven shuttle bus services for commuting employees to and from designated pickup/drop off points and the factory. Even if the program incurs substantial expenses, our employees are highly satisfied with this service as it helps their timely arrival and departure. In addition, we monitor bus fitness, drivers' efficiency, driving license etc.

**Personal Hygiene Materials**

Cute Dress provides free 'Sanitary Napkin' to all female employees during the working hours. This program helped our female employees to enjoy a hassle-free life during the working time. Our Nurse is responsible to provide required sanitary napkins to the female colleagues.

**Decent Working Hours**

Cute Dress complies with local laws regarding working hours. We have a working hour policy and we monitor working hour considering production capacity, budget, manpower, order timeline etc. Our production plan allows maximum daily overtime of two hours, weekly maximum of twelve hours. We ensure a minimum one day off in every seven-day period.

**Inclusion**

Cute Dress supports four categories of minority people to create scope of work and to make them financially stable by creating suitable working scope for them. They are physically challenged people, third gender, indigenous people and senior citizen. The whole premises is wheelchair accessible.

**Yearly Medical Check-up**

Cute Dress prioritizes employee's good health and well-being as the management believes healthy employees are the asset of a company. In 2019, we launched a program wherein all our employees were diagnosed for Hepatitis B virus and it is continuing. Aside from occasional health programs, Cute Dress employs a full time medical team for onsite health care supervision. In 2024, total 72 persons were diagnosed related to Occupation Health.

**Ergonomic Furniture**

The apparel industry is characterized by lengthy monotonous physical activities which may cause the employees to suffer from fatigue, muscle pain, etc. In order to address this issue, Cute Dress procured ergonomic furniture for its employees.



## HEALTH INSURANCE

The well-being of our employees are very important as per our core business philosophy. We really do care about their physical health including mental health condition. But due to lack of Bangladesh under developed healthcare system, it is difficult for our employees to get proper treatment with their income source.

So we signed up with Ganashashthay Kendro under financial assistance from the Netherland Development Organization (SNV) to support our workers health treatment cost up to BDT 25,000 per annum including test, hospitalization and medicine. In this project, employees contribution will be BDT 600. Our employees are very happy with this collaboration as their cost for healthcare dropped down to almost nothing.

In 2024, total 407 personnel took service from this initiative which is worth of BDT 346,710.-



## FINANCIAL INCLUSION THROUGH FINTECH

We become partner with WAGELY. Wagely is an initiative for financial wellness for everyone with a mission is to provide a sustainable solution for all employees in breaking the cycle of debt caused by overdraft fees, high-interest credit or pay day loans and play a leading role in building financial wellness for lower- and middle-income workers in Asia.

We have signed up with Wagely in August 2022. In 2024, total BDT 4,592,675.- withdrawn through this APP by our employees.

For more details please visit [www.wagely.app](http://www.wagely.app)



পরিবার পরিকল্পনা অধিদপ্তর

## FAMILY PLANNING CORNER

We establish 'Family Planning Corner' in our health centre with the assistance of Directorate of Family Planning of Bangladesh. All our employees get all kind of family planning materials for free. This initiative helps a lot to our employees to enjoy a hassle-free family life and cost saving service from their income. Total 198 persons of employees taken service in 2024.

## ETHICAL TRADING OUTLET

The concept of the 'Fair Price Shop' is a well-established practice within the RMG industry in Bangladesh. Numerous factories have integrated their own shops or kiosks to facilitate quick and affordable purchases for their employees.

Cute Dress has now introduced its own Fair Price Shop, a long-awaited addition to our facilities. Our employees are delighted to avail themselves of this opportunity to purchase essential non-perishable items at wholesale prices. This convenient outlet proves especially helpful during extended working hours when employees can efficiently select household necessities before boarding the bus.

To ensure superior service, Cute Dress manages the operations of this kiosk through a permanent employee, emphasizing our commitment to providing a better experience than relying on third-party vendors.



## SOCIAL INCLUSION INITIATIVE

As part of our commitment to social inclusion, Cute Dress has welcomed three female and four male individuals with physical challenges into our workforce. Our factory is thoughtfully designed to be fully accessible, ensuring a supportive environment for these individuals. Through collaboration with the Centre for the Rehabilitation of Paralysed (CRP), we have employed one male and one female employee, aligning their roles with their capabilities. Our collaboration with CRP continues, and we anticipate further employment opportunities as per our needs. To learn more about CRP's activities, please visit their website: [www.crp-bangladesh.org](http://www.crp-bangladesh.org)

Expanding our efforts, we are actively seeking collaborations with partners to employ individuals facing mental challenges, qualified senior citizens, and those identifying as third gender. This initiative is a crucial aspect of our social inclusion program, aiming to provide opportunities for every segment of society, fostering a sense of dignity and reducing the burden of societal stigma. We have total 7 differently able employees.

## TRAINING PROGRAMS

Cute Dress believes that training and skill development is an indispensable function. We emphasize the value of 'training and skill development' in the company. Training allows the employees to acquire new skills, sharpen existing ones, perform better, be more aware about safety, increase productivity and be better leaders. We have a training calendar and provide training to all employees in regular basis. We provide different kinds of trainings like:

- New employee orientation
- Health, nutrition and safety
- Fire Fighting
- Personal protective equipment awareness
- Training on legal law and rights
- Chemical handling
- Waste management
- Environmental awareness
- Factory policies
- Workers' rights and responsibilities
- Lifting and carrying procedures
- Electric safety and boiler operation
- First Aid and Rescue
- Discrimination, harassment and abusive behavior
- Anti-harassment, anti-abuse, anti-bullying
- Anti-corruption
- AIDS and other transmittable/non-transmittable diseases
- Water, energy saving and tree plantation
- Grievance handling
- Maternity benefit and calculation
- Quality Assurance
- Pregnant female worker awareness training
- Risk Assessment
- Awareness training on security procedure
- Use system and control of sharp tools in working station

In 2024, total training hours conducted = 10,564.88 hrs.'  
i.e. 17.15 hrs./person

### Skill Development Training

Cute Dress works for continuous skill development of its workforce. We arrange continuous training for new employees, operators & supervisors to create a wide job opportunity and to ensure quality of the product. In 2019 we developed a training curriculum from "SHUDOKKHO" a private skills training program funded by UK Aid and SDC. With the continuation of same concept in 2024, total 51 entry level workers have received training to upgrade them as sewing operator and total 29 workers upskilled from their existing skill level.



Established in 2015, Better Work Bangladesh has been an essential facilitator of growth and expansion of the Ready-Made Garment industry. In Bangladesh, Better Work is focused on promoting decent work, empowering women and inclusive economic growth. Launched in 2020, Better Work Bangladesh's Learning Hub has risen to meet industry demand for institutional capacity building of constituents and has since been a key driver of knowledge sharing.

“Better Works” program is conducting below trainings at our facility:

- 5s
- Reproductive Health
- Capacity Building for Welfare Officers
- Workplace Communication (Workers)
- Compensation and Benefits
- Crisis Leadership
- Factory Ambassador
- Financial Literacy
- Gender Equality
- Leadership Skills
- Learning Sharing Session
- Negotiation and Collective Bargaining
- Nutrition
- Problem Solving
- Participation Committee
- Sexual Harassment and Prevention
- TOT-Sexual Harassment and Prevention
- Supervisory Skills
- Training for Facilitators
- HIV & AIDs Awareness
- Management System
- Compliant Committees
- Workplace Violence
- Worker Rights and Responsibilities

## MOTHERS @WORK

Better Work launched the programme Mothers@Work in partnership with UNICEF in Bangladesh. The national initiative was designed to protect the wellbeing of mothers and to ensure that their children receive adequate early nutrition. Since 2017, Better Work Bangladesh (BWB) has implemented the special initiative in 103 partner factories. We are one of the factories who is collaborating with this project.

The Mothers@Work programme sought to promote seven minimum standards related to maternity rights and breastfeeding at work:

- Breastfeeding rooms in enterprise sites with female employees where nursing mothers can breastfeed or express breastmilk and store the milk
- Breastfeeding breaks for nursing mothers – that is, 30x30 minute breaks in addition to lunch breaks and flexible working arrangements
- Childcare services and early education for pre-school children
- Maternity leave according to legal provision (for at least six months)
- Cash and medical benefits to women who go on maternity leave
- Employment protection and nondiscrimination for all workers – guaranteed right to return to work in the former or an equivalent position
- Ensuring health protection of pregnant or nursing mothers, who should not be obliged to perform work that can harm the mother or the child.



## OCCUPATIONAL HEALTH AND SAFETY

Global garment employees face significant occupational vulnerabilities, with health issues being a prominent concern in the readymade garment (RMG) sector, particularly in South and Southeast Asia. The unhygienic and unsafe conditions prevalent in many RMG factories compromise the well-being of workers. Cute Dress prioritizes employee safety, rejecting hazardous equipment and unsafe premises. We avoid the use of hazardous chemicals, with designated hazardous areas located separately and equipped with safety measures.

Our commitment to safety includes the provision of Personal Protective Equipment (PPE) for authorized personnel in specific areas. Yearly health check-ups, documented injury registers, and prompt accident reporting to government authorities are integral components of our safety protocols. Cute Dress adheres to local laws and international safety standards, maintaining an occupational health and safety committee and a comprehensive safety monitoring system.

To create a safe work environment, Cute Dress conducts monthly risk assessments across facilities, communicates identified risks to employees, and regularly convenes safety committee meetings. Our focus extends beyond physical health to overall well-being, mental health, and preventive healthcare measures. With a full-time medical team and 100% group insurance coverage, we prioritize employees' health through regular check-ups, training sessions, and awareness programs.

Our initiatives extend to sustaining the health and employability of staff, including specialized support for pregnant and returning employees. We actively address workplace injuries, illnesses, and health costs through thorough injury analysis, investigation reports, and preventative actions. Through these measures, Cute Dress aims to maintain a safe and healthy work environment, ensuring the well-being and longevity of our workforce.

## Safe workplace

Prioritizing the safety of employees, equipment, and business premises is essential for Cute Dress. We view workplace safety as the primary means of ensuring the well-being of our employees. The factory premises are regarded as the employees' second home, and Cute Dress is dedicated to fostering a safe and comfortable environment. We firmly believe that a secure workplace not only minimizes accidents but also reduces costs associated with employee compensation, decreases downtime, and cuts down on retraining efforts. Adhering to national laws, we follow established compensation protocols based on the type of injury, as outlined in the Bangladesh Labour Law 2006. Enhancing employee performance is a direct outcome of promoting injury prevention awareness and instilling confidence in the active role management plays in safeguarding their well-being.

## Risk Management

Cute Dress places significant emphasis on risk assessments to ensure a safe workplace. Our robust risk management systems are crafted to protect all assets, preventing any potential harm to individuals and properties. Regular risk assessments, encompassing health and safety, electrical, and fire risks, are conducted and reviewed across Cute Dress, including production processes, machinery, and utility areas, on an annual basis. Information regarding these assessments is prominently displayed on notice boards in specific areas.

To address the measures identified in risk assessments, Cute Dress has a comprehensive risk assessment policy that is communicated to relevant personnel for follow-up. In 2024, we conducted a risk assessment to gather employee feedback on working conditions and overall safety measures. Our safety committee members actively participate in the risk assessment process, and the identified risks and preventive measures are communicated to employees through safety committee meetings and training sessions. Relevant personal protective equipment (PPE) is determined for all areas based on the risk assessment, and clear PPE usage signs are displayed in different zones throughout the facility.

## Drinking water

Accessible drinking water is provided across all production floors and in the dining area at Cute Dress. A dedicated drinking water trolley is available to dispense water on the production floor, and additional drinking water points are strategically placed on each floor. As part of our commitment to water quality, Cute Dress conducts an annual drinking water test. This comprehensive test, carried out by a government-approved organization, ensures that the water remains free from contaminants such as arsenic, iron, pH imbalances, and other harmful germs.

## Washing facilities

Employees have access to gender-specific, clean and private toilet facilities. Two cleaners keep the washrooms neat and clean and equips them with adequate soap, slipper and towels. Cute Dress has a total of 51 washrooms.

## Medical facility

Cute Dress has a dedicated medical room with a registered doctor and nurse available. In addition, first aid kits can be found in all the first aid boxes and are maintained properly. As required by law, Cute Dress has sufficient first aid boxes and first aiders as per law. Cute Dress provides regular training for first aiders on first aid activity. We provide basic medicine free of cost.

In 2024, total 2,886 persons has taken service from our inhouse medical centre. As per our record, we provided consultation and basic medication for 5.98% transmittable and 94.02% of non-transmittable disease.

## Healthy Workplace

Cute Dress is dedicated to ensuring a healthy workplace for its RMG employees. Since 2018, we've implemented a robust health and safety policy in line with local laws, ILO conventions, and Buyer's Code of Conducts. A safety committee, comprising both employees and management representatives, actively oversees health and safety matters, conducting regular meetings to address concerns on the production floor. We prioritize comfort by maintaining suitable temperatures, installing windows and exhaust fans, and monitoring cleanliness with a daily schedule. Our commitment to employee well-being is a cornerstone of our operations.



### Physical exercise during working hour

From 2023 and onward, we implemented a daily 10-minutes physical exercise routine for all our employees at 11 am, designed to enhance their overall well-being. This proactive initiative aims to alleviate work-related fatigue and promote a more balanced distribution of physical strength among our workforce. By incorporating these brief exercise sessions into our daily routine, we aspire to create a healthier and more energized work environment. This not only contributes to the physical fitness of our employees but also fosters a sense of camaraderie and shared commitment to a healthier lifestyle within the workplace.

## Employment Injury Scheme (EIS)

In 2024, as part of our unwavering commitment to social responsibility, we are proud to be enrolled in the Employment Injury Scheme (EIS) pilot project, led by the International Labour Organization (ILO). This initiative ensures that our workers receive timely compensation and medical care in the unfortunate event of workplace injuries, reinforcing our dedication to their safety and well-being. By proactively supporting this program, we are contributing to a more secure and resilient workforce, aligning with global best practices in social protection and responsible manufacturing. Our brand partners can take pride in knowing that their supply chain is built on a foundation of care, fairness, and ethical responsibility.

## Internal Audit Policy

In order to maintain a robust internal occupational health and safety management system, the factory has established an internal audit team. Comprising representatives from compliance, human resources, fire and safety, as well as welfare, the team conducts internal audits on a semi-annual basis. Following each internal audit, the team organizes a meeting to discuss findings, analyze issues, and propose preventative and corrective actions. This systematic approach ensures the ongoing effectiveness of our occupational health and safety measures.

## Emergency procedure

Unrecognized hazardous conditions may occur that could aggravate an emergency situation and we can only prepare our company by developing an emergency plan and a procedure. Below are our emergency procedure initiatives taken:

### Emergency evacuation procedure

Emergency exits are located on each side of the working area at Cute Dress. A minimum of two exits can be found at opposite direction of each other in all the required areas. All the exits are unlocked and marked. Cute Dress has installed outward fire resistance doors. The production floor is well ventilated. Exit signs and emergency lights are installed. Evacuation plans are posted in each stairway.

### Emergency response team

The firefighting team is considered as the emergency response team of the factory. The team consists of 35% of the total employees to protect rest of the 65% employees. Those employees are trained to handle emergency situations. Individual responsibility has been assigned for individual team members who are allocated on a specific floor as well as section. Regular mock drills are conducted at Cute Dress. The contact details of the member of emergency response team leader is displayed at each floor exit.

### Training and awareness program

Cute Dress has an annual training and awareness program considering all the employees. Cute Dress has spent a total of 46 hours on firefighting training for each participant last year. Moreover, all employees have participated in a training arranged by ACCORD/RSC on emergency response.

### Workplace injury and immediate action

Cute Dress keeps injury records (major and minor) and makes yearly summary. An injury related report has been prepared in 2024 and sent for a check by the concerned government authority. A total of 30 minor injuries happened in 2024 and among them 80% were minor needle injuries. But no fatality due to work-related injury or ill health was reported in 2024. Moreover, Cute Dress counts the total lost days due to injury to be able to prevent future occurrence. Cute Dress has conducted an additional injury root cause analysis in 2024 and as a result: introduced preventative and corrective actions. Based on every injury we make an investigation report and provide awareness as well as one to one counselling. Consequently, employees have been trained on the identified root causes and introduced with corrective actions to prevent accident recurrence.

Furthermore, as a preventive action a workplace risk assessment has been done in 2024 to identify workplace hazards. It includes workplace injury, near misses, in all the production and non-production areas and facility workplace.

Internal monitoring options like a medical facility, medical kits, a doctor, a nurse and, first aider are available to respond immediately on any injury related matter.

## Workplace Safety Measures

Ensuring work place safety is the top priority at Cute Dress. Based on the risk assessment in 2024, Cute Dress determines relevant personal protective equipment (PPE) for all areas. The PPE using sign is posted in different areas. The required PPE is free of charge for employees and all employees in relevant areas are wearing proper PPE. Cute Dress has taken different safety measures to make the workplace safer. In doing so, Cute Dress considers three major main areas: fire safety, building safety and electric safety. We have a safety committee consists of eight members, four from workers and four from management.

### Building safety

Our building approval was taken from Executive Engineer of “Dhamrai Upazila” in January 2018 and building safety audit was done by ACCORD. Also Detailed Engineering Assessment (DEA) has been conducted and approved by ACCORD. Building layout approval was taken on February 2018. A designated concern Engineer monitors and observes building structure and other safety areas and prepares a summary on an yearly basis. In addition, the factory is certified from U.S. Green Building Council (USGBC). Cute Dress achieved “Platinum” category certification scoring 87 points out of 110 points. Cute Dress always prioritise building security and uses power saving equipment.

### Electrical safety

Cute Dress has an electrical safety policy to reduce electrical risks. Cute Dress maintains local law and international standard as well as their buyer CoCs (Code of Conducts) to ensure electrical safety. We have appointed experts such as Electrical Engineers, Mechanical Engineers and certified Electricians at Cute Dress for electrical activity. The general cabling system for building is designed according to local law. Permanent conduit wiring is in good conditions with no broken junctions or wires sticking out at the ends of the conduit. Electrical wiring and wiring rails are kept properly. Also storage of materials in and around all electrical panels, transformers etc. are kept away to allow immediate access in the event of an emergency and prevent fire from arching parts. In addition, the facility inspects all electrical insulation resistance, earthing performed by government approved third party authority on a yearly basis.



*Safety Committee Members from Workers*

### Fire safety

Cute Dress has its own Fire safety policy. A fire safety license has been obtained from the government authority. It covers all areas. Cute Dress has an emergency fire safety response team as well as, a fire and safety concern personnel to ensure fire safety at the workplace. Cute Dress regularly arranges a fire safety training for all employees. These trainings shall help them to respond to any emergency fire condition. Cute Dress has installed necessary fire and safety equipment such as fire extinguisher, fire hose, automatic fire alarm system, fire hydrant system, smoke detector, emergency light.

## HUMAN RIGHTS

Cute Dress takes a responsible approach to addressing a range of human rights issues, such as child labor, forced labor, discrimination, freedom of association and collective bargaining, and anti-corruption. The company upholds the standard of living and fundamental rights of workers in compliance with both national and international norms. This commitment fosters a healthy environment for conducting sustainable business, cultivating mutual trust between the company's owners and its workforce. Importantly, there were no reported instances of human rights violations or discrimination during the reporting period.

### Child Labour

Cute Dress adamantly prohibits any involvement in child labor, maintaining a strict stance against its practice in any form of work. This commitment is rigorously upheld during the hiring process. The company has established a written policy and procedure specifying the minimum age for employment, and Cute Dress diligently adheres to these guidelines.

The hiring process at Cute Dress commences only when the potential employee's age complies with the stipulated minimum age limit for work. Age verification is conducted using national ID cards, birth certificates, school certificates, or age certificates issued by a registered doctor.

Cute Dress places meticulous attention on the hiring procedures to ensure that no instances of child labor occur. In cases where age-related documents are unavailable, the potential employee undergoes verification and confirmation by a registered doctor available at the factory.

### Forced Labour

Cute Dress adheres strictly to voluntary employment practices and has a well-documented policy against forced labor. In compliance with local laws in Bangladesh, where prison employees are prohibited from working outside the prison, Cute Dress does not employ indentured, bonded, trafficked labor, or prison inmates. The company also refrains from using brokers or agents for employee recruitment, ensuring that all hiring is directly managed by the HR department. Overtime work is entirely voluntary, with employees having the right to decline.

The company maintains clear policies on regular and overtime working hours, accommodating employee leave requests and early departures as needed. The freedom of movement for employees is not restricted, except when necessary for property protection and factory personnel security. Cute Dress provides comprehensive training programs and materials for individuals involved in the hiring process.

At Cute Dress, explicit policies and procedures are in place to prohibit forced, prison, indentured, bonded, or trafficked labor. The company has assigned a compliance team and welfare officer to monitor and ensure adherence to this policy, implementing necessary remediation measures to uphold Cute Dress's commitment against forced labor.

## Non-discrimination

Cute Dress ensures that employment terms and conditions are solely based on an individual's ability to perform the job, without consideration of personal characteristics or beliefs. The company upholds equal pay for equal work, irrespective of gender, ensuring that male and female employees receive comparable compensation for similar job responsibilities and experience. Notably, Cute Dress neither requests nor conducts pregnancy tests during or after the recruitment process.

To further reinforce its commitment to non-discrimination, the facility has established a comprehensive policy and procedures. This framework ensures compliance and outlines remediation measures when necessary. The non-discrimination policy is prominently displayed in various areas, particularly on the policy board, using local language for clear visibility to all employees. Cute Dress management conducts regular training sessions to raise awareness about discrimination, fostering a workplace environment that values equality and diversity.

## Freedom of association and collective bargain

Cute Dress has established a comprehensive policy and procedure concerning Freedom of Association, which is effectively communicated to all workers. We uphold and respect the freedom of each employee to decide whether or not to join a workers' association. While the facility currently does not have a trade union, it has instituted a Participation Committee (PC) as an alternative means. The formation of the PC was carried out through a lawful election process.

In 2024, an election for the PC committee was conducted, resulting in the selection of twelve members, six representing workers and six from the management. Regular meetings between the workers' representatives and the management take place every two months. Meeting minutes are meticulously recorded by the facility, communicated to the workers through notice boards, and submitted to the Labour Department as required by law.

The workers' representatives or committee members actively contribute to addressing any issues related to working conditions within the factory. The management consistently maintains a positive approach in resolving concerns raised by PC members, demonstrating a commitment to effective communication and collaborative decision-making.

## Anti-corruption

Cute Dress upholds a robust anti-corruption and anti-bribery policy as part of our commitment to conducting business in an honest and ethical manner. Our approach is one of zero tolerance towards bribery and corruption. We pledge to engage in all business dealings and relationships professionally, fairly, and with unwavering integrity. The purpose of this policy is to establish controls that ensure compliance with all relevant anti-bribery and corruption regulations, fostering socially responsible business conduct.

To disseminate and reinforce this policy, Cute Dress has conducted training sessions for staff, workers, and management, in addition to prominently displaying the policy on the company board. As a proactive measure, we have announced a reward of BDT 2,000 for anyone providing information about corruption or bribery within the factory. This initiative underscores our commitment to maintaining transparency and accountability in all aspects of our business operations.



## GRIEVANCE MECHANISM

Cute Dress believes that acknowledgement of grievances and its solution could drive factory to achieve its ultimate goal. Cute Dress created grievance mechanisms to learn and resolve both employee and external concerns and maintain harmonious relationships between workers, factory management and the community. Overall grievance mechanism of the facility is divided into two parts: Internal and External.

### Internal Grievance Mechanism

Cute Dress is aware that workers often lack options and resources to protect themselves from unfair treatment at work. This awareness has driven the determination to establish multiple internal grievance channels with multilingual access to hear and resolve complaints in a way that ensures confidentiality and non-retaliation.

### Grievance handling Committee

Cute Dress has a Grievance Handling Committee including workers committee members, Welfare officer and member of the management team who exercise the grievance procedures very professionally and encourage employees to express their concerns without hesitation through the complaint management system.

### Way of lodging grievances

Workers feel comfortable sharing any concern that they might have with the Welfare Officers. Cute Dress processes the grievances both formally and informally. These include:

- **The Suggestion Box:** Workers can put in their issues in written form and drop them in the boxes confidentially. Multiple boxes are placed on each floor. Designated people check them every week and the grievances are recorded in a register and resolved by the Grievance Committee immediately.
- **Open Hotline No:** +880 1716 628825, however this number is not free of charge.
- **Verbal complaint:** Workers can inform verbally to Officers from the Welfare, Compliance, Human Resource (HR), and/or Admin departments or to their Supervisor or Line Chief.
- **Digital media:** Workers can write email to [hr@cutedress.net](mailto:hr@cutedress.net) and we have generated QR code to lodge online compliant submission.

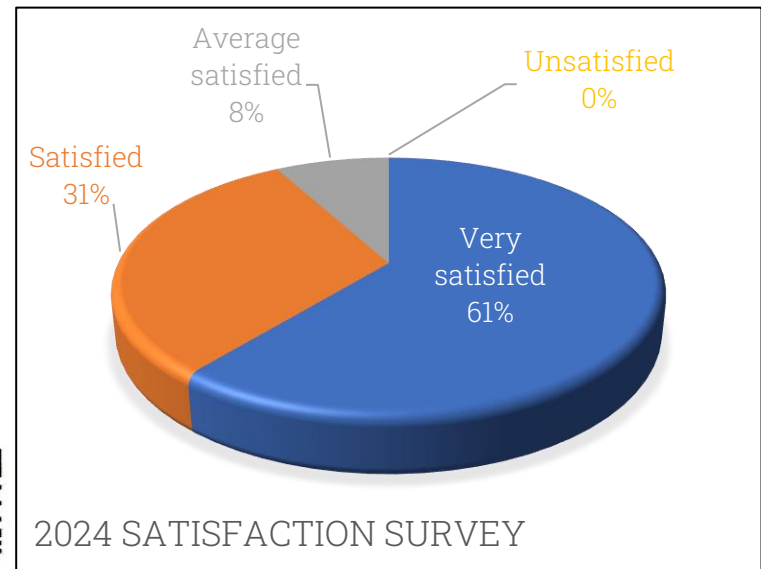


### External Grievance Mechanism

Cute Dress initiated two mechanism on collecting grievances from external people including local community. A suggestion box has been placed outside the factory premises to collect grievances from community. There is an open hotline number through which anyone can raise any concern. Grievance handling procedure for external grievances are same as Internal grievance handling.

### Survey on Grievance Mechanism

To be informed about the effectiveness of grievance mechanism, Cute Dress has conducted survey on Grievance mechanism with 100% of its employees in 2024. Feedback was positive from the workers and all workers are happy about the grievance mechanism. In 2024, we resolved 11 written and 14 verbal total 25 of grievances.



## AUDIT UPDATES



The Business Social Compliance Initiative (BSCI) is a leading supply chain management system that supports companies to drive social compliance and improvements within the factories and firms in their global supply chains. BSCI implements the principle international labour standards protecting workers' rights such as International Labour Organization (ILO) conventions and declarations, the United Nations (UN) Guiding Principles on Business and Human Rights and guidelines for multinational enterprises of the Organization for Economic Co-operation and Development (OECD).

Cute Dress is a BSCI audited factory where out of 13 performance areas (PA) Cute Dress was rated 'A' in 12 performance areas. As identified by the BSCI rating system, our company is considered as a good performing company in terms of social compliance, labour rights and working condition. Cute Dress is maintaining this standard seamlessly for couple of years.

We are committed to improve further. Please visit [www.amfori.org](http://www.amfori.org) for more details.



On 14 January 2020, Representatives of the BGMEA and the Steering Committee of the Accord on Fire and Building Safety in Bangladesh signed an agreement on transition to RMG Sustainability Council. Therefore, on 1 June 2020 the RSC has inherited the operations, staff, policies and infrastructure of the local Bangladesh Accord office. The RSC is now equipped to implement health and safety inspections and remediation monitoring, safety training and safety complaints handling functions. The RSC is committed to making key aspects of the programme publicly available, including initial inspection reports and remediation progress through up-to-date CAPs. Through the work of the RSC, covered factories will be able to complete their existing CAPs and ensure that all outstanding safety issues are remediated and verified as correctly fixed, and that the labour-management Safety Committees in the factories are equipped and empowered to monitor and address workplace safety on a daily basis. The RSC will operate within the regulatory framework of the laws of Bangladesh, closely co-operating with and supporting the relevant regulatory agencies of the Government of Bangladesh.

Our ID No. 12239 and factory CAPs and remediation updates will be found in this link: <https://rsc-bd.org/en/factories>

Once the final audit will be done and the 'Letter of Recognitions' will be issued; we will update the record here.

AWARD



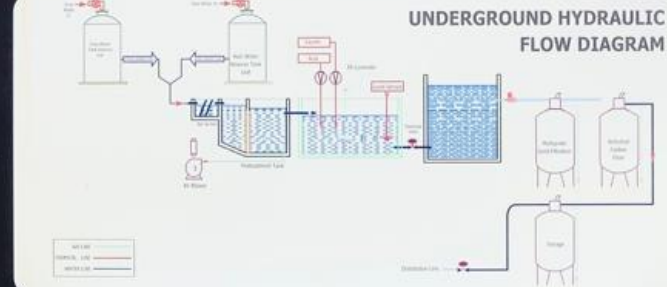
Upon the recommendation of our partner brands in Denmark, Cute Dress was chosen to participate in the pilot project 'Step Up,' in collaboration with Danish Fashion and Textile, Denmark. This initiative, facilitated by the Bangladesh Garment Manufacturers and Exporter Association, WEAR/Danish Chamber of Commerce, and Danish Fashion Institute, is a capacity-building program focused on CSR and compliance improvements, incorporating due diligence management and productivity enhancement concepts.

In recognition of our outstanding commitment and extraordinary efforts within the 'Step Up' project in Bangladesh, Cute Dress was honored with an award and acknowledged as a symbol of 'responsible production as a business driver.' As an award-winning company, Cute Dress had the opportunity to showcase its 'sustainable product' at the Innovation Forum during the Copenhagen Fashion Summit in 2019. The company received acclaim from numerous brands participating in the summit, highlighting its notable contributions to responsible and sustainable production practices.



# Environmental Development

## RAINWATER AND GRAY WATER TREATMENT PLANT



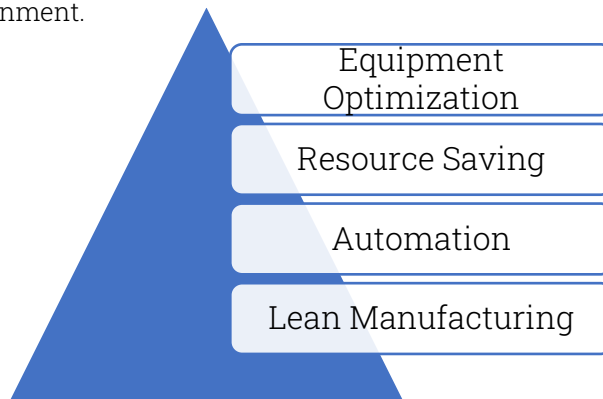
## MAJOR PROCESS

The environment and ecosystem play a vital role in securing the survival of humanity and its future generations. However, the current practices in our RMG industry have emerged as significant contributors to the environmental and ecosystem degradation, leading to excessive water, air, and sound pollution. These practices disrupt the natural ecosystem, rendering vital resources unusable for communities. The environmental conditions have reached a critical point, with further damage posing a direct threat to human health.

Recognizing the urgency of the situation, various environmental organizations, political leaders, business figures, and influential individuals have got united to champion the cause of protecting and rehabilitating the environment through collective and individual efforts. In alignment with this global initiative, Cute Dress places a high priority on environmental sustainability. We actively strive to reduce our carbon footprint, minimize water consumption, and manage waste generation in our manufacturing processes. Additionally, our commitment extends to energy conservation, effective waste management, and contributing to the replenishment of natural resources to the best of our capacity.

### How do we act?

We are committed to continual improvement of all our business processes: ranging from purchasing raw materials to transporting final finished goods. We strongly emphasize on eliminating non-value-added activities while delivering quality products on time with greater efficiency with minimum effect on the environment.



### Equipment Optimization

Cute Dress has designed a default set of operations to optimize the environmental impacts from 2019. As per company policy when we buy an equipment, first we consider all environmental parameters like energy consumption, waste control process, efficiency etc. before we look into its price and other services. For example, when we chose to buy our lights in the factory we have chosen LED lights even though it was a big investment. When we bought our VRF (Variable Refrigerant Flow) system we considered COP (Coefficient of Performance) value and energy efficiency rather than buying a cheap one.

### Resource Saving

Saving raw materials and resources are key processes in our production system. We always double check when we cut fabrics and use materials so that we can save resources. Plus, we also monitor the use of energy and water in our process so that we can save at the optimum level.

### Automation

We have started adopting automation in our process. In 2020, we invested more in process automation like sewing machine with auto thread cutter, high efficient sewing machine, energy saving vacuum iron table etc. However, CCTV, LAN, Access Control etc. infrastructure are also installed. We are in progress to implement our Industry 4.0 automation in all our processes.

### Lean Manufacturing

Lean manufacturing is a business model and collection of tactical methods that emphasize eliminating waste while delivering quality products on time. From the day one of our operation, we have started practicing it and our whole operation is run by a professional IE (industrial Engineer) team.

## ENERGY CONSUMPTION

Natural gas is the main source of energy in Bangladesh. Government uses mostly natural gas to produce electricity in Bangladesh and later this electricity is supplied through the power grid. Apart from that, diesel and other fuel oils are also used. Bangladesh government has a plan to establish a nuclear power plant. Supply electricity is the main source of power for Small and Medium Enterprises. However, big enterprises have their own power generation system. Most of them are gas generators. Cute Dress primarily makes use of both renewable and non-renewable energy sources for its operations. Management of Cute Dress is aware about this use. It has the focus to increase the use of renewable energy in the factory.

Electricity was used from National Grid, BREB (Bangladesh Rural Electrification Board). National grid provides electricity generated from 95.34% of fossil fuel and 4.66% from Renewable Energy (RE). The update of national RE can be found in below link:  
<http://www.renewableenergy.gov.bd/index.php?id=7>

At our own facility we produced electricity from solar system, diesel generator and Compressed Natural Gas (CNG).

Total energy consumption was approximately 1,503,645 kWh in 2024. From January 2024 to December 2024 we produced 1,229,664 pcs of garments which means Cute Dress consumed 1.223 kWh energy to process one piece of garments. This year we produced many heavy weight garments than usual, and the impacts can be seen in the revenue growth. However, this year we have optimized our energy consumption than last year.

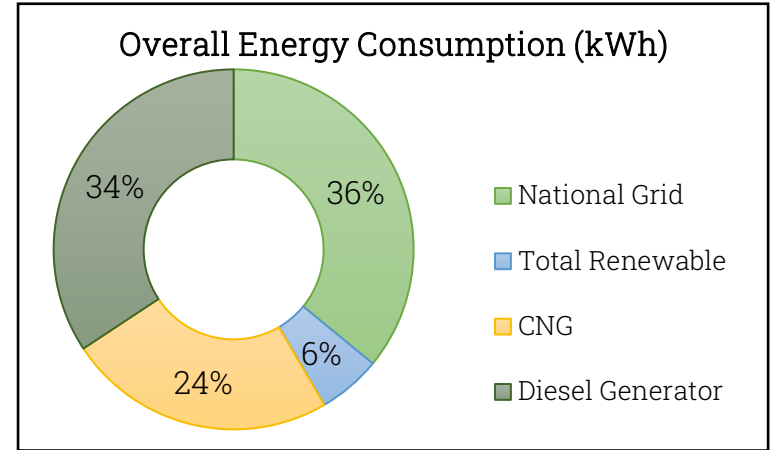


Figure 5 : Overall energy consumption ratio in 2024

The overall energy consumption situation has not improved than last year, because this year we continued facing national fuel crisis due Russia-Ukraine war and other local political issues. We have to run our factory using diesel and CNG. In 2024, we had many cloudy days than usual to produce more energy from solar system.

Energy Source	Actual Consumption	Equivalent Energy Value
National Grid (REB) Fossil Electricity	566,742 kWh	540,332 kWh
Solar Electricity from National Grid	26,410 kWh	26,410 kWh
Own Solar Electricity Generation	58,693 kWh	58,693 kWh
Electricity from Diesel Generator	58,129 liter	515,607 kWh
CNG for Vehicles and others	34,370 m <sup>3</sup>	362,603 kWh
<b>Total</b>	-	<b>1,503,645 kWh</b>

Table 2: Status of Energy Consumption in 2024

## Energy Saving Measures

We have Energy Monitoring System for both Supply Electricity and Solar Electricity. We have total 3 Electricity Meter (Main 2 + Solar 1). Among the 2 main meters, 1 for In and another for Out to National Grid Supply by factory. Following energy Saving Measures we have been taken in our factory:

- LED lights: 702 pcs in 36 watt and 258 pcs in 15 watt each being lit for 8 hours per day
- 363 Servo Motors of 425 watt each
- VRF (Variable Referent Flow) system + Lift
- Office area + Conference Room + Washrooms: Sensor based light switches
- Energy saving fan 37 pcs



## Solar Energy

Actual in 2024, we received 566,742 kWh from REB and out of this 26,410 kWh is from renewable source and own Solar production is 58,693 kWh i.e. total 85,103 kWh from renewable source. Residual solar electricity, after usage in the factory, is supplied to the National Grid which is around 9,192 kWh. By 2025, Cute Dress has plan to invest more on solar panel with a target to get 50% electricity from renewable source.

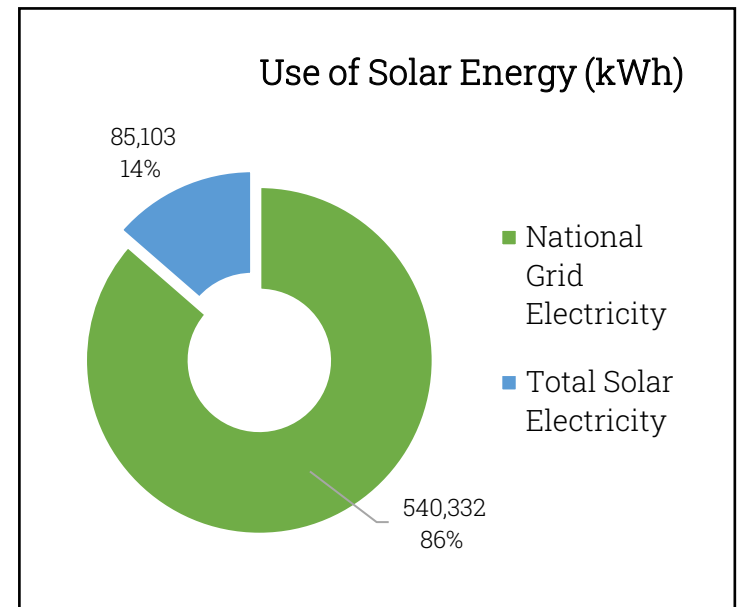


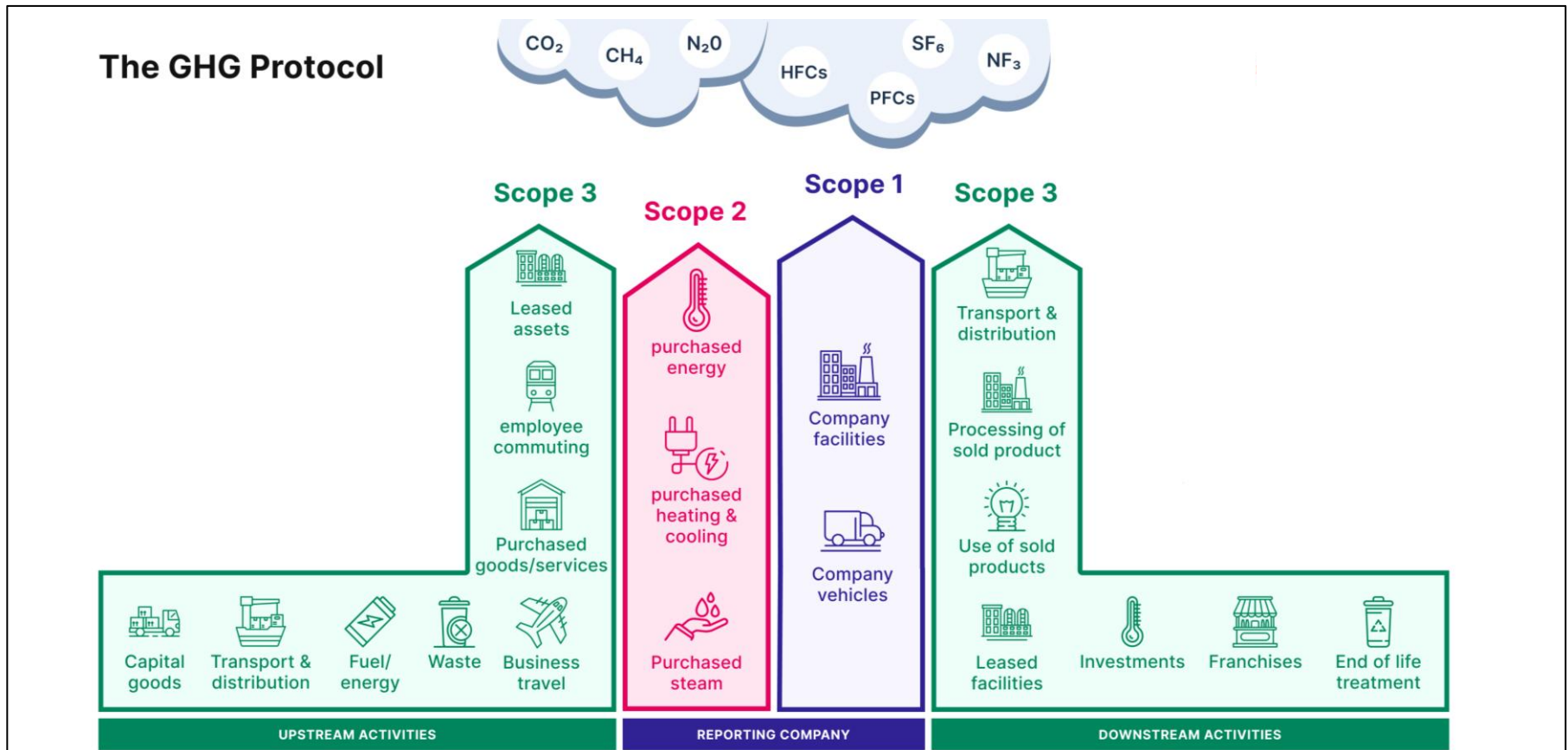
Figure 6 : Electricity consumption sources ratio in 2024

## GREENHOUSE GAS (GHG) EMISSIONS

Carbon dioxide, Methane, Nitrous oxide and Fluorinated gases (consisting Hydrofluorocarbons, perfluorocarbons , etc.) are greenhouse gases. These gases are mostly emitted from various industrial processes and are responsible for trapping heat in the atmosphere which drives global climate change. We are now the signatory of UN Framework Convention on Climate Change and pledged to reduce our emissions 50% by 2030 and net-zero by 2050. But we couldn't invest on more solar energy, so we had to sign off from the program. Once we invest more for solar, then we will report further about our commitments.



**United Nations**  
Framework Convention on  
Climate Change



From this year we started our GHG emissions calculation based on international standard GHG emissions protocol and the factors for calculation are taken from below link:  
<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>

This is similar to our previous exercise and can be compared to our previous Scope 1 calculation.

**Result of Scope 1**

Cute Dress emitted 222,186.97 kg of GHG as per "Scope 1 protocol" by consuming diesel, octane and CNG in 2024. From January 2024 to December 2024 we produced 1,229,664 pcs of garments which means it emitted 181 gram of GHG to manufacture one piece of garment which lower than last year and gained higher value in garment price. If we compare in earlier year revenue versus our GHG emissions, then we found we are doing better. For example, to earn US\$ 1 we emitted 38 gram in 2021, 27 gram in 2022, 30 gram in 2023 and 30 gram in 2024.

Activity Type	Fuel Type	Source of Emission Factor	Amount Of Fuel	Units	Emission Factors per Kg	GHG Emission (Kg)
Stationary Combustion	Diesel	Boiler+Generator	31864	Liter	2.70	86,032.80
Stationary Combustion	CNG	Boiler	34231	m3	2.02	69147.14
Mobile Combustion	Diesel	Cover Van	14623	Liter	2.7	39,482.10
Mobile Combustion	Octene	Cover Van	92.31	Liter	2.34	216.00
Mobile Combustion	Octan	Office Micro	11550.03	Liter	2.34	27,027.07
Mobile Combustion	CNG	Cover Van	139.53	m3	2.02	281.85
Refrigerants	R410A	Air Cooler	0.00	kg	2088.00	0.00
Stationary Combustion	Diesel	Boiler+Generator	31864	Liter	2.70	86,032.80
<b>TOTAL</b>						<b>222,186.97</b>

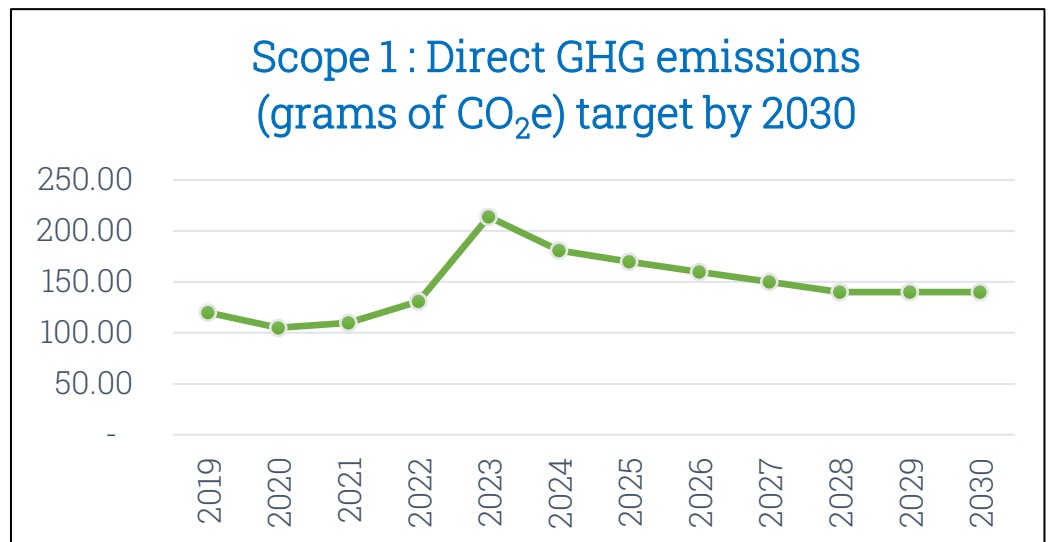


Figure 7A: Target of Scope 1 GHG emissions per pieces of garment produced

Scope 2 Calculation and Result

Type of Emission Factor	Calculation Approach	mWh Amount	Units	Emission Factors per Tons	GHG Emission (Kg)
Grid Energy	Purchased Electricity	566.742	MWh	0.8795	498,449.6

As per "Scope 2 protocol" Cute Dress emitted 498,449.6 kg of GHG by consuming fossil fuel generated electricity from national grid in 2024. From January 2024 to December 2024 we produced 1,229,664 pcs of garments which means it emitted 405 gram of CO<sub>2</sub>e to manufacture one piece of garment which is less than last year. We will find out how we can improve here.

Scope 3 Calculation and Result

Activity Type	Fuel Type	Source of Emission Factor	Amount Of Fuel	Units	Emission Factors per Kgs.	GHG Emission (Kgs)
Employee Commuting	CNG	Outside Worker Transport	18289	m3	2.02	36,943.78
Employee Commuting	Diesel	Outside Worker Transport	9350	Liter	2.7	25,245.00
Transport & distribution	Diesel	Cover Van	6482.25	Liter	2.70	17,502.07
TOTAL						79,690.85

As per "Scope 3 protocol" Cute Dress emitted 79,690.85 kg of GHG by consuming transportation used by our employees and carrying goods to port in 2024. From January 2024 to December 2024 we produced 1,229,664 pcs of garments which means it emitted 65 gram of CO<sub>2</sub>e to manufacture one piece of garment which is less than last year. But we have to add more data in future in this protocol like transportation to brands warehouse, business air travel, supply-chain emissions etc. We will find out how we can get the data and report it.

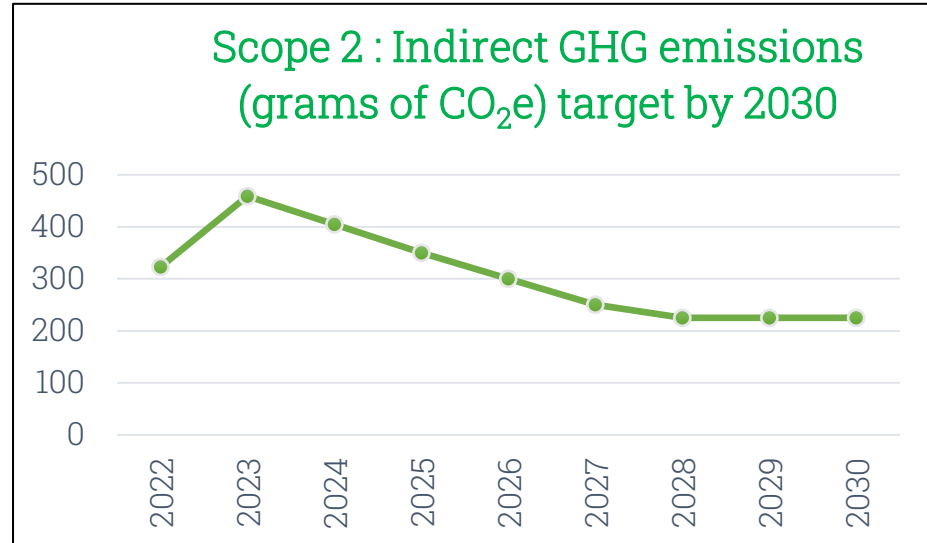


Figure 7B: Target of Scope 2 GHG emissions per pieces of garment produced

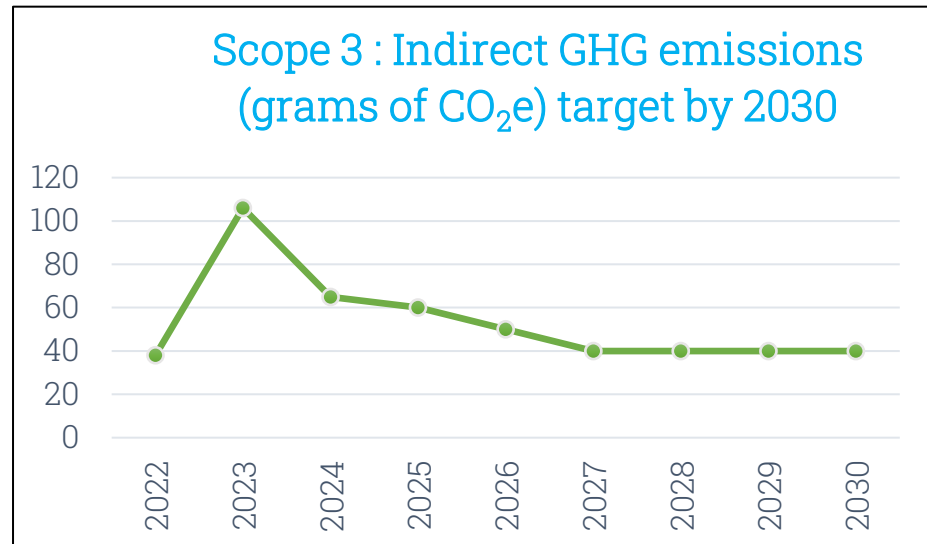


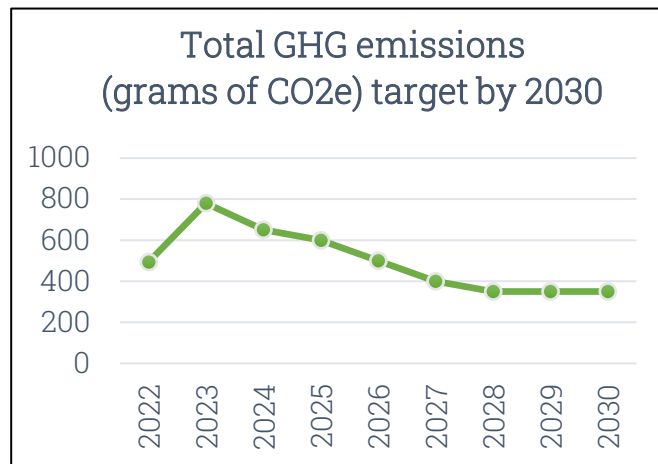
Figure 7C: Target of Scope 3 GHG emissions per pieces of garment produced

## Total GHG emissions

Scope	Impact	GHG Emission (Kg)
1	Direct	222,186.97
2	Indirect	498,449.6
3	Indirect	79,690.85
<b>TOTAL</b>		<b>800,327.42</b>

So based on this calculation we have emitted total 800,327.42 kg of GHG which means we have emitted about **651** gram of GHG to produce one piece of garment in 2024 which is less than last year. Compare to revenue earning it seems reasonable as per our regular practice.

We will continue collecting more data in 2025 to get better results and find solution to reduce GHG emission as per our global commitment to UNFCCC.



## GHG Reduction Measures

Cute Dress believes that GHG reduction measures constitute an economic benefit by reducing the impacts of climate change, and the costs associated with them. In addition, they can bring economic benefits by reducing local air pollution and energy resource depletion.

Following GHG reduction measures have been taken by the factory:

- Complementary Car Charging point for all cars. But we do not have any electric car yet.
- 80% of employees of Cute Dress commute using company buses. Six buses have been designated to transport to following routes: Nabinagar, Manikganj, Kawlipara, Sutipara, Sauria and Rajibpur.
- We are encouraging our employees for tree plantation through our Green Education project.
- More than 10% of the workforce are using bicycle to commute to factory premises.
- Some employees have their own bikes or cars.



## WATER CONSUMPTION

Bangladesh, renowned for its riverine landscape, faces a paradox where its industries heavily rely on groundwater due to the unsuitability of river water caused by pollution. This dependence has led to a gradual decline in groundwater levels, resulting in water scarcity during dry seasons. Heightened awareness has prompted people to use water more efficiently.

Recognizing the environmental impact, Cute Dress is committed to reducing its fresh water consumption within the factory operations. The company is actively promoting the use of recycled water, implementing various measures to alleviate the pressure on groundwater extraction, which serves as the sole source of fresh water for Cute Dress.

In 2024, a total of 10,860,000 liters of water were utilized, with approximately 23% sourced from recycled water. Despite producing 1,229,664 garments from January to December 2024, the water consumption per garment has increased to around 8.83 liters of groundwater per piece, indicating a rise from the previous year. It's noteworthy that, despite variations in monthly order quantities, the overall water consumption remains consistent if we compare the revenue we are generating.

### Water Savings Measures

#### Low-flow water taps

In 2018, Cute Dress installed low-flow water taps, faucets, toilet flush system etc. to control excessive use of water.

#### Recycling water

In 2018, Cute Dress installed water recycling tank to recycle grey water collection from hand wash, shower, ablution, rainwater etc. grey waters are filtered through 3-stages and those water are used for gardening, toilet flushes, car wash etc.

#### Green Education

To educate the employees regarding the importance of water saving in the premises and their life; enough number of green education signage are hanged in all visible places.

Water Source	Actual Consumption (liter)
Ground Water	8,385,000
Recycled Water	2,47,5000
<b>Total</b>	<b>10,860,000</b>

Table 3: Status of Water Consumption in 2024

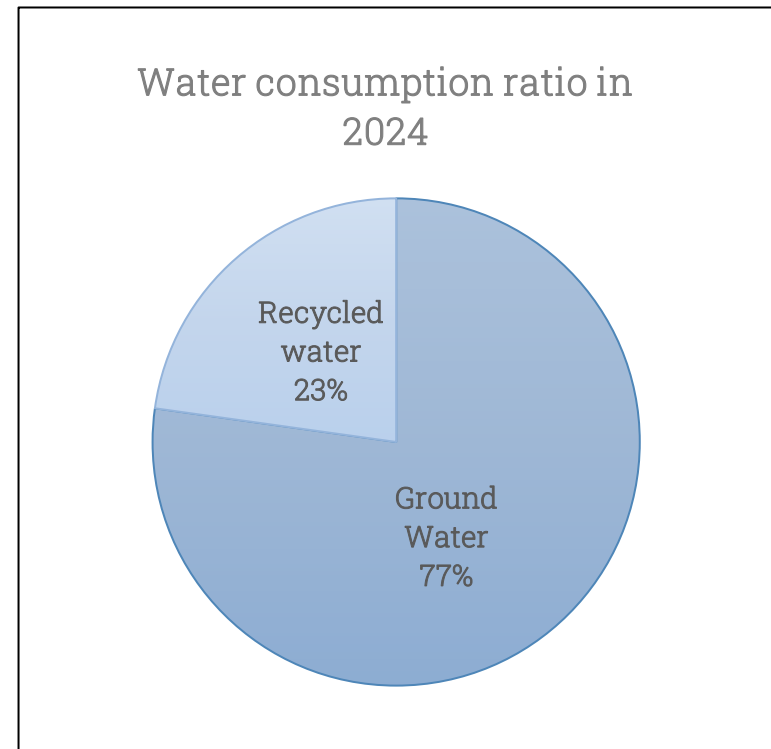


Figure 8: Water consumption ratio in 2024

## WASTE MANAGEMENT

Waste management is essential for neatness of the whole world. The entire population’s health and environmental protection depend upon it. Bangladesh faces many challenges in waste management due to its large, rapidly growing population and unprecedented industrial growth. In 2024, the RMG sector solely contributed to more than 84 percent of the country’s export leading to mass and unaccounted generation of waste.

### Solid waste

Cute Dress actively monitors the waste management process from the creation of waste to its disposal. We have waste management policy to ensure proper management of waste. Coloured waste bins are available in each production floor to ensure separation of waste in assigned categories before disposal. Employees such as sweepers and cleaners are explicitly trained on this sorting of waste to be done on daily basis. Cute Dress has setup a system in the production system to control its waste.

### Waste control measures

Cute Dress maintains segregation of waste at sources. All the solid waste produced are categorized into two categories (Hazardous and non-hazardous). From the Non-hazardous wastages like fabrics, polybags and papers constitute 80% of the non-hazardous waste. Main target of the factory is to reduce production of cut pieces.

All employees are strictly instructed to carefully control the cut pieces of cloth so that the scrap pieces are minimal. Subsequently, they deposit the scrap pieces in designated Waste Rooms, which are then scanned by the recycling team for any possible recyclable material and classified into Metal, Fabric, Polythene and Plastic wastes. Finally, wastes are sold to the recycling traders.

Aside from this, mass production of clothes result in large unsold inventories which often result in being destroyed, which contributes to magnifying its carbon footprint. Cute Dress operates only on in-demand basis which produces less unsold inventory.

### SOLID WASTE SENT FOR RECYCLING in 2024



Figure 9: Pictorial info of Waste Sent for Recycling in 2024

**NB: We have reduced good amount of clothing waste this year compare to last year. Other wastes are also in control. However, we still have opportunity reduce further.**

## LIQUID WASTE MANAGEMENT

The second category of waste produced at Cute Dress is liquid waste or waste water. Unlike construction, leather or textile industry, ready made garment manufacturing factories generally does not generate hazardous effluent water containing heavy metals, dyes, chemicals, etc. However, a significant amount of grey water (used water without toxic chemical or excrement) and black water (contaminated water with toxic chemical or excrement) are produced each day. Hence, it is our responsibility to ensure that we release only clean water into the natural environment. Below we have explained how we manage these waste water.

### Recycling grey Water for Reuse

We have installed water recycling tank to recycle grey water collection from hand wash, shower, ablution etc. Grey waters are filtered through 3-stages and those water are used for Gardening, Toilet Flushes, Car Wash etc.

- In 2024, we have collected and recycled 2,475,000 litres of grey water
- Water recycling tank efficiency is more than 80%

### Recycling Effluent Water Treatment Plant (ETP) for Reuse from printing unit

In 2024, we have collected and recycled 213,000 litres of chemical-mixed grey water and fully reused them.

### Sewage Treatment Process for Black Water

We have our own Sewage black water filtration system to treat the water before discharge for landfill or nearby pond. But we do not measure the amount of water filtered every day because we are going to install a Sewage Treatment Plant (STP) soon which will convert all black water into grey water for recycling purpose. We have a target to make our factory as ZLD (Zero Liquid Discharge) factory in 2025.

### Completion of HIGG Self-assessment

We have registered our facility to HIGG Index currently known as Worldly and for more information please follow our ID No. 162224

## Plastic bottle-free facility

Cute Dress has taken a significant step towards sustainability by transitioning into a plastic bottle-free facility. In our commitment to minimizing the environmental impact and avoiding the generation of single-use plastic waste, we have distributed reusable metal bottles to all our employees for daily use within the facility. This initiative not only aligns with our eco-conscious values but also contributes to fostering a healthier work environment for our workforce. By eliminating plastic bottles, we aim to substantially reduce our plastic waste footprint, promoting a greener and more sustainable approach to daily operations.



## CIRCULAR FASHION PARTNERSHIP



Cute Dress, a member of the Reverse Resource Network, benefits from Reverse Resources (RR), a tracking and trading platform revolutionizing textile waste management. Acting as the "Uber of textile waste," RR ensures 360-degree transparency in waste flows, addressing issues of blocked access, incomplete data, and inflated prices. By connecting stakeholders globally, RR efficiently matches supply and demand, dismantling market barriers, shortening supply chains, and enhancing overall value. Through these efforts, RR plays a crucial role in reducing textile-to-textile recycling costs, fostering the scale-up of circular economy practices.

### Waste sent to Reverse Resource Platform

In 2024, we sent total 17,690 kg of cut piece fabric to this platform and they used this cut piece to convert them into yarn. These yarn are GRS (Global Recycled Standard) certified yarn as pre-consumer waste.



Congratulations Cute Dress Industry Ltd!

Thank you for signing up with Reverse Resources. We would like to congratulate you with your official **Reverse Resources Network Membership**.

You have successfully met the membership's criteria:

- signed the MOU for the Circular Fashion Partnership
- successfully concluded the Reverse Resources SOP training
- started registering your segregated waste on our platform

Congratulations! We look forward to working with you.

With kind regards,

Place and date of issue: August 17, 2021

Stamp of the issuing body:

Signature of the authorized person of the verifier:

Name: Ann Runnel



## CERTIFICATE

Cute Dress Industry Ltd. is LEED Platinum certified factory in Bangladesh. The rating system is devised by US Green Building Council. Cute Dress achieved 87 points out 110 points in different parameters. All instructions were followed properly from the beginning of construction period till commissioning of the project. By achieving this certificate Cute Dress is recognised as world's one of the top-rated Green factory.

Besides, Cute Dress also has environmental clearance from Bangladesh Department of Environment, Energy Regulatory Commission and other local authorities.



### Initiatives taken to achieve LEED Certification in 2019

#### Energy consumption reduced about 40%

- Energy saving LED lights
- Energy saving servo motors
- High efficient VRF system (Variable Refrigerant Flow) is used as a means of heat recovery systems for simultaneous heating and cooling in certain areas
- Energy monitoring system with separate energy meter
- Low-emissivity (Low-e) glass has been used to reduce heat and noise. This glass allows sun light to enter and illuminate areas with minimal transmission of infrared and ultraviolet rays.
- Solar panel producing 20%+ of total energy

#### Air quality management

- Indoor gardening
- Bicycle parking
- Carpool preferred parking
- Huge amount of fresh air circulation
- Enough daylight for whole building

#### Water consumption reduced about 44%

- Low-flow water fixtures
- Waste water recycling system to reuse in toilet flush, gardening etc.

#### Waste management

- Segregation of waste materials like fabric, paper, plastic etc.
- Selling the waste to recycler
- No landfill



CUTE DRESS INDUSTRY LTD

Dhaka, Bangladesh

HAS FULFILLED THE REQUIREMENTS OF THE LEED GREEN BUILDING RATING SYSTEM CERTIFICATION ESTABLISHED BY THE U.S. GREEN BUILDING COUNCIL, AND VERIFIED BY GREEN BUSINESS CERTIFICATION INC.

LEED 2009  
NEW CONSTRUCTION AND MAJOR RENOVATIONS

# PLATINUM

September 2019

*Mahesh Ramaniyam*

MAHESH RAMANIYAM, PRESIDENT & CEO, U.S. GREEN BUILDING COUNCIL,  
PRESIDENT & CEO, GREEN BUSINESS CERTIFICATION INC.

### LEED Facts

for LEED BD+C: New Construction (v2009)

Certification awarded Sep 2019

**Platinum 87**

Sustainable sites 24/26

Water efficiency 8/10

Energy & atmosphere 28/35

Material & resources 6/14

Indoor environmental quality 11/15

Innovation 6/6

Regional priority credits 4/4

# Economic Development



**ECONOMIC SUSTAINABILITY**

Given the pivotal role of the ready-made garment industry in fueling Bangladesh's economy, Cute Dress recognizes the significance of our contribution to economic performance, essential for our daily lives. The consistent upward trajectory of Cute Dress's export revenue each year reflects our robust financial growth, a key factor in ensuring the sustainability of our company. As we remain dedicated to prioritizing the well-being of our people and the planet, we envision becoming a recognized and enduring manufacturing brand. Below is a concise depiction of our business model, emphasizing economic sustainability.

**BUSINESS MODEL**

**FUNCTIONALITY**

- Best workmanship
- Best fitted apparel
- Fantastic touch and feel of fabric
- Long lasting performance
- High durability

**FLEXIBILITY**

- Flexible Minimum Order Quantity (MOQ)
- Flexible fiber composition
- Flexible product category
- Flexible lead time
- Flexible on-demand service
- Flexible option to choose sustainable materials

**SUSTAINABILITY**

- Less use of Energy
- Less use of Water
- Reduced GHG emissions
- Maximum recycled materials
- Ensure social justice
- Ensure employees Health & Safety
- World class CSR Practices
- Operational transparency
- Traceable conventional raw materials
- Certified and traceable sustainable products
- Innovative and eco-friendly fabrics
- Eco-friendly trims and application
- Healthy financial growth
- Alignment with SDG and NPIs

**HEXA-PILLARS**

**SOCIAL JUSTICE**

- Fair compensation
- Non-discrimination
- Ensure human rights
- Good working condition
- Financial inclusion through fintech
- Inclusive jobs

**ENVIRONMENT**

- Environmental management system
- Energy efficiency
- Renewable energy
- Water resilience
- Water recycled and ZLD
- Reduction of GHG emissions

**CIRCULARITY**

- Resource optimization
- Recycling pre and post-consumer waste
- Regenerate resources
- Design out waste

**GOOD GOVERNANCE**

- Establish corporate governance
- Corruption-free operation
- Digitalization
- Business continuity plan

**ECONOMIC RESILIENCE**

- Cost optimization
- Efficient production management
- Waste control
- Investment on technology

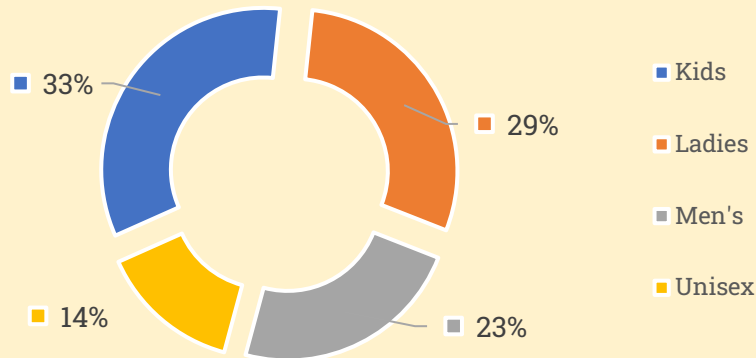
**INNOVATION**

- New fabric development
- Product development
- Product diversification
- Value added products

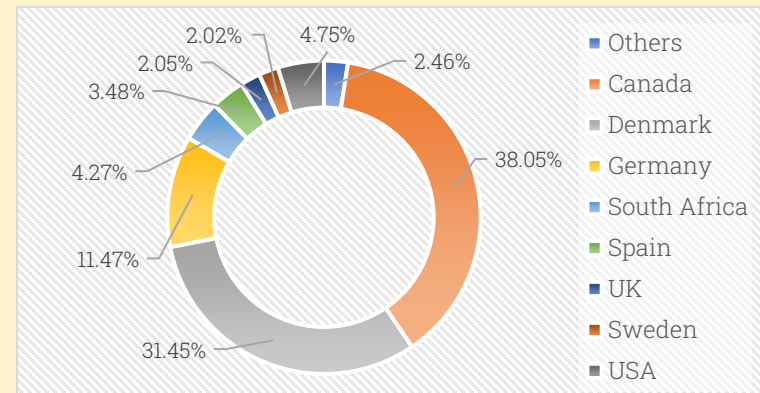
## ECONOMIC SUMMARY

Here we would like to depict our economic summary to showcase what kind of products we are producing in terms of target group distribution and the countries to which our goods are exported. Also we would like to inform that Cute Dress started its journey since 2008 from Narayanganj and we have been observing a steady financial growth. Also we are happy to see how much employment we have generated in last 17 years of our manufacturing journey. The below financial data analysed based on July to June fiscal year.

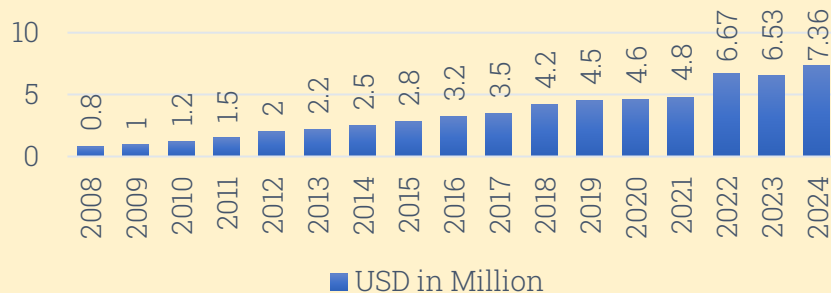
### PRODUCT CATEGORY BY REVENUE in 2023-2024



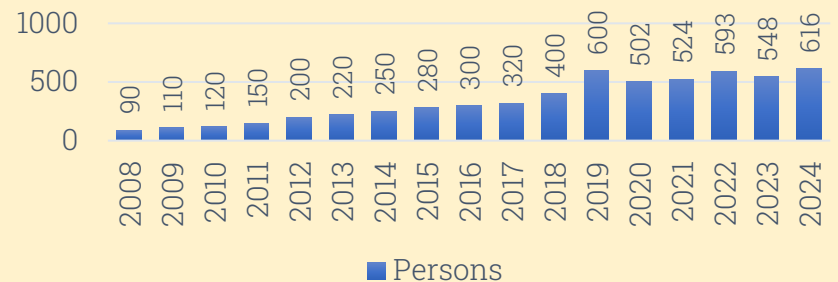
### EXPORT REVENUE BY COUNTRY in 2023-2024

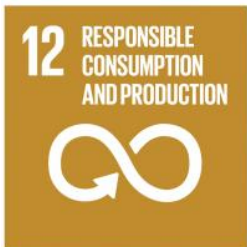


### FISCAL YEAR REVENUE TREND FOR LAST 17 YEARS



### FISCAL YEAR EMPLOYMENT GENERATION FOR LAST 17 YEARS





## USE OF SUSTAINABLE MATERIALS

To reduce plastic consumption in fashion industry, we have always advised our buyers to use their products using natural materials. Recently, we are emphasising on sustainable fibres so that the supply chain can be traceable, transparent and the end consumer can enjoy sustainable products. In the below table, we have tried to depict what kind of fibres we are offering and it shows our strength and capabilities. Since Cute Dress is GOTS, OCS, GRS, RWS, BCI, USCTP, Oeko-tex etc. certified, so our buyers can get a hassle-free one stop supply chain. This is connected to UN **SGD-12**.

### COTTON & BLENDS

- Organic cotton
- BCI Cotton
- Pima cotton
- African cotton
- USA cotton
- Regular cotton
- Cotton melange
- Cotton blend with spandex
- Cotton blend with polyester
- Cotton blend with viscose
- Cotton blend with modal
- Cotton blend with tencel
- Cotton blend with bamboo
- Cotton blend with wool
- Cotton blend with linen/hemp/jute
- Cotton blend with pineapple
- Cotton blend with inject polyester
- Cotton blend with cloud polyester
- Cotton blend with neps
- Cotton blend with recycled poly
- Open end cotton yarn

### EXCLUSIVE FIBERS

- Merino wool and melange
- Wool blend with bamboo
- Wool blend with cotton
- Wool blend with silk
- Vegan wool blend with cotton
- Cupro and blend with spandex
- Lyocel and blend with cotton
- Lyocel and blend with linen
- Viscose and melange
- Modal and melange
- Tencel and melange
- Bamboo and melange
- Linen and blend with cotton
- Linen and blend with viscose
- Hemp and blend with cotton

And many more ...



### SUSTAINABLE FIBERS



'organic'

- 100% Organic Cotton (GOTS)
- Upto 95% Organic Cotton blend with elastane / recycled polyester / viscose / modal / tencel / bamboo / linen / hemp / wool / kapok / silk

'made with organic'

- Upto 70% Organic Cotton blend with elastane / recycled polyester / non-GMO viscose & tencel / non-GMO bamboo / linen / hemp / wool / kapok / silk



- 100% Organic Cotton (OCS)

- Upto 5% Organic cotton blend with elastane / recycled polyester / viscose / modal / tencel / bamboo / pineapple / linen / hemp / jute / wool / kapok / silk



- Recycled cotton blend with organic cotton / recycled polyester / recycled wool /

- Recycled polyester blend with elastane / cotton/ viscose / modal / tencel / bamboo / pineapple / linen / hemp / jute / wool / kapok / silk Recycle wool



**TRACEABLE MAN-MADE CELLULOSIC fibre**

- Lenzing ECOVERO, TENCEL, REFIBRA etc.
- FSC/PEFC certified viscose



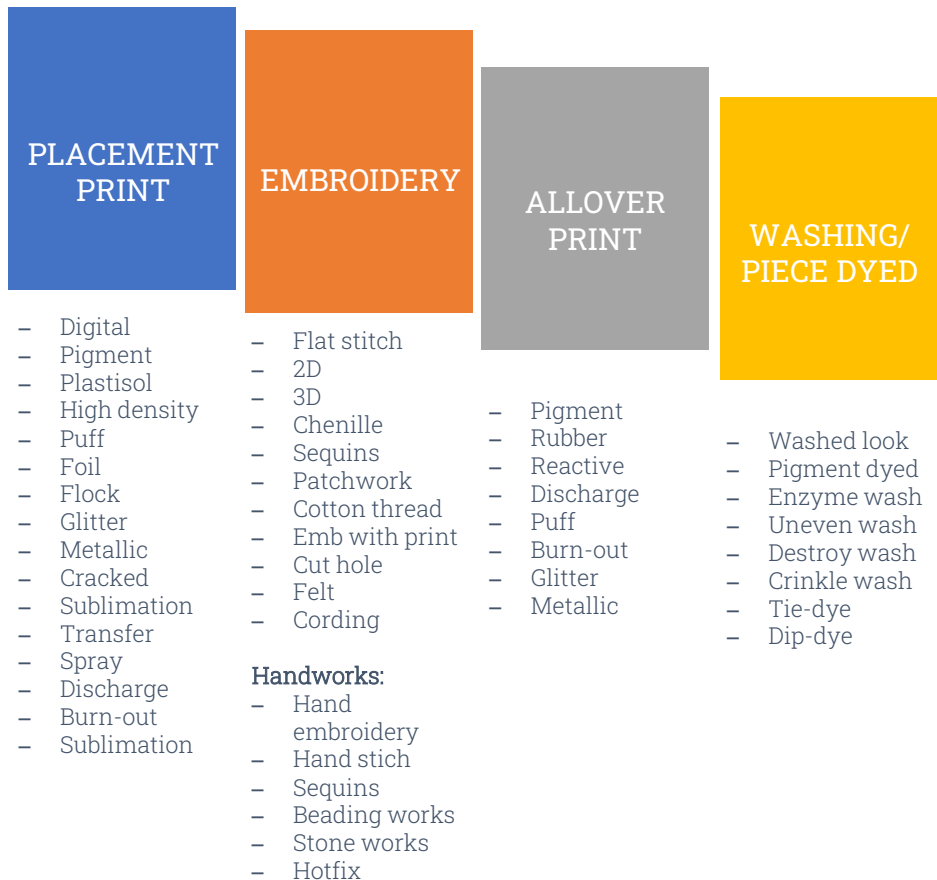
## INNOVATION OF FABRICS

Cute Dress is very proud to be an innovator of new fabrics and we have more than 1200+ types of fabrics in our fabric library. Most of our fabrics are made and sourced in Bangladesh by using all possibilities and capabilities of local resources. But in some cases, we also have to depend on international sourcing to achieve the best output of the products our buyers are looking for. Here is the infographic reference of what we are capable of producing.



## VALUE ADDITION ON GARMENT

Cute Dress is not only offering sustainable garment but also has many other add-ons to make the garment look better, fashion trendy and sellable. We have our own onsite embroidery unit, digital printing and screen printing setup. But we also do sub-contracting of all kinds of allover printing, garment dye and some hand works. Here are the list of the quality parameters for your ready reference. Many of these processes can be processed in a sustainable way.



## SUSTAINABLE ACCESSORIES

Besides regular accessories for sewing and packaging; by following the 3R (reuse, reduce, recycle) concept Cute Dress also offers sustainable accessories to the brands. For example, sewing thread can be from recycled polyester; polybag can be sourced from recycled polybag; woven labels can be made from recycled polyester etc. We can also offer paper tags from recycled cotton or source FSC/PEFC certified paper products. Additionally, buttons, zipper etc. type of accessories can be sourced from recycled materials. Last but not least, desiccant from the polymer materials are no long in use; we are using eco desiccant for all our brands. Our eco desiccants are made of natural ingredients and are easily biodegradable when landfilled. This is also directly connected to UN **SGD-12** and we are encouraging our buyers to use them.

## CERTIFICATION AND TRACEABILITY

Certified and traceable products are creating confidence and trust to the end consumer as a demanding trends in fashion industry. Cute Dress considered this issue as a serious subject matter to consider while making the product and to make the production process authentic and trustworthy. To offer transparency in our production process, we have proved ourselves by being a LEED certified green factory in terms of taking care of planet; we have showcased our commitment in BSCI, StepUp and ACCORD/RSC in terms of caring for people and lastly our GOTS, OCS, GRS, RWS, Oeko-tex, BCI, US Cotton and following REACH directives have proven that our products are made from sustainable source and materials.



## SWOT Analysis

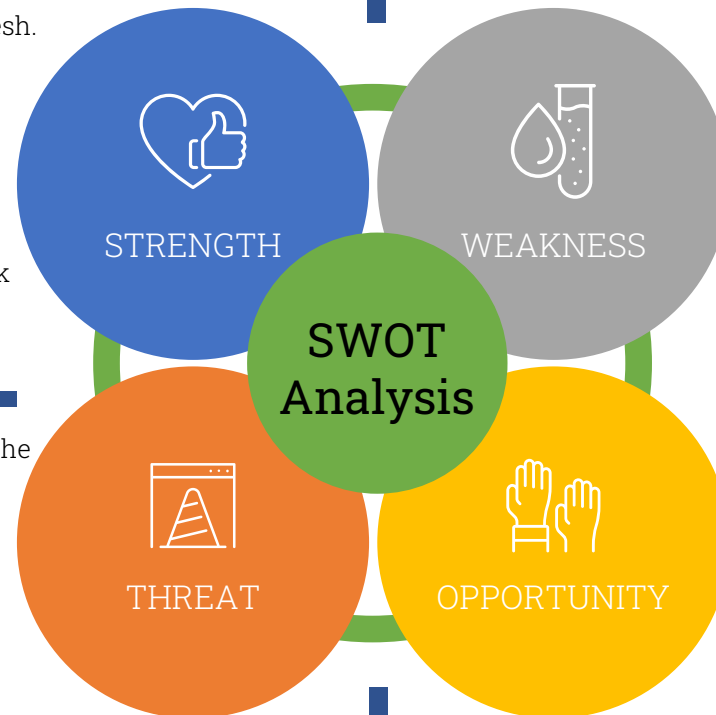
In order to devise a fitting approach toward organizational development of Cute Dress, from 2019 we have used a SWOT analysis (S=Strength, W=Weakness, O=Opportunities, T=Threats) for Cute Dress.

- We do accept very low order quantities.
- We can produce advanced fashion garments whether it is asymmetric or symmetric pattern.
- We can produce almost any kind of knit garments possible in Bangladesh.
- We support to promote new brand entrepreneur anywhere in the globe.
- We are always on development of new kinds of fabric so that our buyers can find new option for next fashion trend.
- We have strong supply-chain network for all sorts of raw materials.
- Professional management staffs for effective communication.

- We are not perfect, we do mistake and trying our best to improve from our learning.
- We wholeheartedly try to provide our best service to all our buyers. But sometime different kinds of constraints may interrupt our service level. We always try to identify the problems and solving them.
- We are little too much flexible and sometime 'hardly requested' activities made us failure. We are still learning how to say 'no'.

- The way Cute Dress wants to operate the company in terms of 'fair trade' and 'sustainability'; if the brands are not cooperating in same way, the factory may face severe financial burden.
- As per the Return of Investment (ROI) calculation; factory invested little too much money on sustainability where brands/consumers seem reluctant to support the philosophy.
- 'Sustainability' doesn't come for free. If all stakeholders come forward and contribute; we may never become a 'fully sustainable' company.

- As a company Cute Dress has huge opportunity in terms sustainable fashion production and ethical business practice.
- The practices of business transparency, traceability, adaptability and flexibility can be lifted to next level business venture who would like to showcase their brand as ethical brand.
- Cute Dress obtain good reputation in textile manufacturing and this can be a good selling points for brands when business collaboration established.



## INDIRECT ECONOMIC IMPACTS

### Poverty Alleviation

Poverty reduction is one of the world's most important challenges and as a result poverty reduction has been a major goal of economic development for Cute Dress. From the beginning of the establishment we were focused on the actions for poverty alleviation. Following are the actions we have taken:

- The location of the factory was in a non-industrial zone which created job opportunities for the nearby residents.
- Major employees of the factory are women which indicates that our factory creates opportunity for more than 110 in non-working women in 2024.
- We have trained unskilled people by providing training in our own training centre and providing minimum wage as per law during the training period as well. In 2024, we created 29 skilled employee.
- We created job opportunities for three categories of minority people e.g. senior citizen (people older than 60 years), physically challenged people and third gender. Currently we have total fifteen such kind of employees.

### Impact on economy of local community

The community economic impact includes at least two components, (a) direct program and employee purchases from local merchants and (b) induced effects through income multipliers. Followings are the initiatives taken to develop indirect impact on economy of local community:

- Local community has been developed to facilitate the employees of the factory, e.g. establishment of houses, shops and markets.
- Development of roads and transportations system.
- We provide regular health check-ups to the employees to create a healthy community which reduced the cost on medical expenses.

### No hazardous effluent discharge

We did not have any production or non-production process which could discharge hazardous effluent to the environment.

Followings are the initiatives we have taken to protect our environment:

- We have our own Sewage Filtering System to treat the domestic waste water before discharge which helps to protect nearby lakes and canals.
- We have a waste management policy and procedure and we discharge hazardous waste through authorized contractor.







GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE NUMBER	
GRI 2: General Disclosure 2021	2-1	Organizational details	Introduction	Cute Dress Industry Ltd., <a href="https://www.cutedress.net/">https://www.cutedress.net/</a>	No	10
	2-2	Entities included in the organization's sustainability reporting	Introduction	Only Cute Dress Industry Ltd.	No	01
	2-3	Reporting period, frequency and contact point	Introduction	Reporting year- 2024 Reporting Frequency: Annually Contact: Mr. Sheikh H M Mustafiz, Managing Director	No	01
	2-4	Restatements of information	Key Performance Indicators	Comparative analysis of previous years.	No	02, 03, 04
	2-5	External assurance	-	-	Yes, Not Available Not done for this report	-
	2-6	Activities, value chain and other business relationships	-	-	-	-
	2-7	Employees	Social Development	Total Number of employee- 616+	No	29
	2-8	Workers who are not employees	-	-	Yes, Not Applicable	-
	2-9	Governance structure and composition	Enabling Sustainability	Cute Dress is practicing corporate governance by decentralizing and empowering the tasks to the mid-management team. Although central command by the Managing Director plays an important role in the governance of Cute Dress, yet all decisions are taken by meeting and respecting the opinions of the mid-management managers.	No	20
	2-10	Nomination and selection of the highest governance body	-	-	Yes, Confidentiality Constraint. Information regarding board members is confidential and not publicly disclosed.	-
	2-11	Chair of the highest governance body	Enabling Sustainability	Managing Director	No	20
	2-12	Role of the highest governance body in overseeing the management of impacts	Enabling Sustainability	Value focus, Business focus, Process focus	No	20
	2-13	Delegation of responsibility for managing impacts	Enabling Sustainability	Leaders distribute decisions, seamlessly implementing them across business units or functions.	No	20
	2-14	Role of the highest governance body in sustainability reporting	Enabling Sustainability	Guidance, target setting, evaluating, monitoring	No	1
	2-15	Conflicts of interest	-	-	Yes, Not available. We do not have relevant information at the moment	-
	2-16	Communication of critical concerns	Social Development	The Suggestion Box, Open Hotline , Verbal complaint, Email, QR Code	No	43
	2-17	Collective knowledge of the highest governance body	-	-	-	-
	2-18	Evaluation of the performance of the highest governance body	-	-	-	-
	2-19	Remuneration policies	-	-	-	-
	2-20	Process to determine remuneration	-	-	-	-
2-21	Annual total compensation ratio	-	-	-	-	
2-22	Statement on sustainable development strategy	Enabling Sustainability	Cute Dress has launched an internal program called "Happy Faces" for ensuring social performance.	No	14, 31	
2-23	Policy commitments	Social Development	Cute Dress has instituted policies geared towards ensuring the health and happiness of our employees.	No	28	
2-24	Embedding policy commitments	-	-	-	-	
2-25	Processes to remediate negative impacts	Social Development	Cute Dress believes that acknowledgement of grievances and its solution could drive factory to achieve its ultimate goal. Cute Dress created grievance mechanisms to learn and resolve both employee and external concerns and maintain harmonious relationships between workers, factory management and the community.	No	43	

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE NUMBER	
GRI 2: Material topics 2021	2-26	Mechanisms for seeking advice and raising concerns	Social Development	Cute Dress has a Grievance Handling Committee including workers committee members, Welfare officer and member of the management.	No	43
	2-27	Compliance with laws and regulations	Social Development	Cute Dress provides all kind of lawful benefits as per law.	No	30
	2-28	Membership associations	Stakeholder Engagement	-	No	24, 26
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	We involve many stakeholders in shaping our sustainability strategy and initiatives through diverse communication channels.	No	26
	2-30	Collective bargaining agreements	Stakeholder Engagement	Our key stakeholders are our employees and their families.	No	25
	3-1	Process to determine material topics	Introduction	-	No	11
3-2	List of material topics	Introduction	-	No	12	
Economic						
GRI 3: Material topics 2021	3-3	Management of material topics	-	-	No	61
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Development	Cute Dress started its journey since 2008 from Narayanganj and we have been observing a steady financial growth.	No	61
	201-02	Financial implications and other risks and opportunities due to climate change	-	-	Yes, Not Available	-
	201-3	Defined benefit plan obligations and other retirement plans	-	-	Yes, Not Available	-
GRI 204: Procurement Practices 2016	3-3	Management approach	-	-	No	26
	204-1	Proportion of spending on local suppliers	Stakeholder Engagement	-	No	26
GRI 205: Anti-Corruption 2016	205	-	Social Development	-	No	41
	3-3	Management approach	-	-	No	41, 42
GRI 207: Tax 2019	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-	Yes, Not Available	-
	3-3	Management approach	-	-	-	-
	207-1	Approach to tax	-	-	-	-
	207-2	Tax governance, control, and risk management	-	-	-	-
207-3	Tax governance, control, and risk management	-	-	-	-	
Environmental						
GRI 301: Materials 2016	3-3	Management approach	Environmental Development	-	No	47
	301-2	Recycled input materials used	Environmental Development	-	No	55
GRI 302: Energy 2016	3-3	Management approach	Environmental Development	-	No	48
	302-1	Energy consumption within the organization	Environmental Development	-	No	48
	302-2	Energy indirect (Scope 2) GHG emissions	Environmental Development	-	No	52
	302-3	Other indirect (Scope 3) GHG emissions	Environmental Development	-	No	52
	302-4	Reduction of energy consumption	Environmental Development	-	No	49
GRI 303: Water and Effluents 2018	3-3	Management approach	Environmental Development	-	No	54
	303-1	Interactions with water as a shared resource	Environmental Development	Groundwater as a primary source of water	No	54
	303-2	Management of water discharge-related impacts	Environmental Development	Water Savings Measures	No	54
	303-3	Water withdrawal	Environmental Development	In 2024, a total of 10,860,000 liters of water were utilized, with approximately 26% sourced from recycled water	No	54

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE NUMBER	
GRI 305: Emissions 2016	3-3	Management approach	Environmental Development	-	No	50
	305-1	Direct (Scope 1) GHG emissions	Environmental Development	-	No	51
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Development	As per "Scope 2 protocol" Cute Dress emitted 498,449 kg of GHG by consuming fossil fuel generated electricity from national grid in 2024.	No	52
	305-3	Reduction of GHG emissions	Environmental Development	GHG Reduction Measures	No	53
	305-4	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	-	Yes, Not Available	-
GRI 306: Waste 2020	3-3	Management approach	-	-	No	55
	306-1	Waste generation and significant waste-related impacts	Environmental Development	-	No	55
	306-2	Management of significant waste-related impacts	Environmental Development	We actively monitors the waste management process from the creation of waste to its disposal.	No	55
	306-3	Waste generated	Environmental Development	Solid waste sent for recycling in 2024	No	55
GRI 308: Supplier Environmental Assessment 2016	3-3	Management approach	-	-	-	-
	308-1	New suppliers that were screened using environmental criteria	-	-	-	-
	308-2	Negative environmental impacts in the supply chain and actions taken	-	-	-	-
<b>Social</b>						
GRI 401: Employment 2016	3-3	Management approach	-	-	No	28
	401-1	New employee hires and employee turnover	Social Development	From Jan 2024 to Dec 2024, we had around 616+ employees. The female male ratio was 58% and 42% respectively	No	29
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Development	we provide two types of benefits to our employees; firstly, the legally required minimum benefits and secondly, additional benefits beyond legal requirements.	No	30
	401-3	Parental leave	Social Development	We provides paternity leave to male employees.	No	30
GRI 402: Labor/Management Relations 2016	3-3	Management approach	-	-	No	28
GRI 403: Occupational Health and Safety 2018	401-1	New employee hires and employee turnover	Social Development	From Jan 2024 to Dec 2024, we had around 616+ employees. The female male ratio was 58% and 42% respectively	No	29
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Development	we provide two types of benefits to our employees; firstly, the legally required minimum benefits and secondly, additional benefits beyond legal requirements.	No	30
	401-3	Parental leave	Social Development	We provides paternity leave to male employees.	No	30
	3-3	-	-	-	-	-
	3-3	Management approach	-	-	-	36
	403-1	Occupational health and safety management system	Social Development	In 2024, total 2,386 persons has taken service from our inhouse medical centre.	No	36
	403-2	Hazard identification, risk assessment, and incident investigation	Social Development	An injury related report has been prepared in 2024 and sent for a check by the concerned government authority.	No	37, 38, 39
	403-3	Occupational health services	Social Development	-	No	37-40
403-4	Worker participation, consultation, and communication on occupational health and safety	Social Development	Cute Dress is dedicated to ensuring a healthy workplace for its RMG employees.	No	39	
403-5	Worker training on occupational health and safety	Social Development	Cute Dress has an annual training and awareness program considering all the employees.	No	40	

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE NUMBER	
GRI 404: Training and Education 2016	3-3	Management approach	Social Development	We believes that training and skill development is an indispensable function.	No	34
	404-1	Average hours of training per year per employee	Social Development	In 2024, total training hours conducted = 10,564.88 hrs i.e. 17.15 hrs/person	No	34
	404-2	Programs for upgrading employee skills and transition assistance programs	Social Development	Cute Dress works for continuous skill development of its workforce.	No	34
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management approach	Social Development	-	No	29
	405-1	Diversity of governance bodies and employees	Social Development	-	No	29
GRI 406: Non-discrimination 2016	3-3	Management approach	Social Development	-	No	42
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3	Management approach	-	-	No	42
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Social Development	-	No	42
GRI 408: Child Labor 2016	3-3	Management approach	-	-	No	41
	408-1	Operations and suppliers at significant risk for incidents of child labor	Social Development	-	No	41
GRI 409: Forced or Compulsory Labor 2016	3-3	Management approach	-	-	No	41
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Social Development	-	No	41
GRI 413: Local Communities 2016	3-3	Management approach	-	-	No	43
	413-1	Operations with local community engagement, impact assessments, and development programs	Social Development	-	No	43
GRI 414: Supplier Social Assessment 2016	3-3	Management approach	-	-	-	
	414-1	New suppliers that were screened using social criteria	-	-	-	
	414-2	Negative social impacts in the supply chain and actions taken	-	-	-	
GRI 415: Public Policy 2016	3-3	Management approach	-	-	-	
	3-3	Management approach	-	-	-	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	-	-	-	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	-	
GRI 417: Marketing and Labeling 2016	3-3	Management approach	-	-	-	
	417-1	Requirements for product and service information and labeling	-	-	-	
GRI 418: Customer Privacy 2016	3-3	Management approach	-	-	-	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	-	-	

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