



Denim Expert Limited

SUSTAINABILITY REPORT

BUSINESS OVERVIEW

Denim Expert Limited Is A Market Leader In Quality Denim Manufacturing Since 2009, The Year Of It's Foundation. Since Then, The Company Has Rapidly Expanded, Becoming A Benchmark In Bangladeshi Denim Manufacturing & Washing. It Is Vertically Integrated 448,000 Sq Ft Custom-built Plant Located In Karnaphuli Export Processing Zone In Chattogram, Bangladesh.



Activities Include:

Garment Production Including:

- Design & Pattern
- Cutting
- Sewing
- Finishing
- Printing

Laundry:

- Wet Process
- Dry Process

Interesting Facts:



Monthly capacity
350,000 Pcs.



10 Years
in the business



1900 Employees



65% Women Employee



14 Sewing Line



US, UK, Netherlands,
Canada, Ireland, Spain,
Germany, Turkey

Certifications:



FORWARD



Welcome to the inaugural sustainability report of Denim Expert Limited. There is a reason why this is our first report on this vital industry issue. At Denim Expert Limited, we don't talk much about sustainability. Instead we DO it. Sustainability is in our everyday actions, whether that be our production processes which are constantly refined and fine-tuned to minimise their environmental impact or the respectful, inclusive way in which we treat our valued members of staff.

My message here is clear: Sustainability cannot and must not be a 'bolt-on' for any business. It must be core to the business DNA, front, back and centre of everything the business does. Sustainability must be a part of everyday business life and, as such, doing business sustainably – doing business the right way not to make a quick-profit – needs to be embraced by all members of the team.

As an international denim manufacturer, I aim to lead from the front on the issue of sustainability and encourage my team to follow me on this journey – not through my words but my actions.

As the head of an international business in this industry, which supplies products to many of the world's leading apparel brands, I am acutely aware of the burden of responsibility that falls upon my shoulders. The actions of my own business and many others like it could have a profound impact on the lives of future generations on earth. If we make the wrong choices now, and the consequences for the environment and mankind could be catastrophic.

This is not hyperbole: The stakes, quite literally, higher and not be higher.

Around the world, young people march and demonstrate on climate and environmental issues. They want change, they want businesses to make better choices for the environment, they want organisations like my own to make smarter decisions for their futures.

We have to do the right thing by them. So sustainability, for us, is not just the obvious choice. It is the *only* choice, for we know which side of history we want to be on.

SETTING CLEAR TARGETS

In 2019, Denim Expert Limited took the unprecedented step for a denim manufacturer to set clearly defined sustainable goals and targets across a number of areas.

The focus of these goals is on seven key areas of operations, allocating targets to be achieved based on our 2018 baseline data.

The 7 key areas identified are:



ENERGY By 2022, Denim Expert Limited aim to be sourcing renewable energy wherever feasible in its operations and has set a target of 1.35 kWh/ Kg in energy used for each product, a 23.5% reduction compared to 2018 baseline data.



WATER By 2022, Denim Expert Limited will reduce the amount of water used per unit of garments in production to 55-65 litres/unit, a 23% reduction in water usage compared to 2018 baseline data.



CHEMICAL By 2020, Denim Expert Limited will be complying with the Zero Discharge of Hazardous Chemicals (ZDHC) effluent standards. The total chemical management improvement will be 100% against 2018 baseline data.



ENVIRONMENT By 2025, Denim Expert Limited is going to be implemented ZLD (Zero liquid Discharge) & already management has taken proposal from many world wide supplier.



EFFICIENCY By 2022, Denim Expert Limited is going to be implemented its production efficiency improved 70% according to its 2018 baseline data.



CO₂ EMISSION By 2022, Denim Expert Limited will reduce the amount of GHG CO₂ from its process of 15% according to its 2018 baseline data.




WASTE By 2022, Denim Expert Limited will reduce waste to 25%, a 17% reduction against 2018 baseline data.

THE THREE PILLARS OF SUSTAINABILITY



SUSTAINABILITY

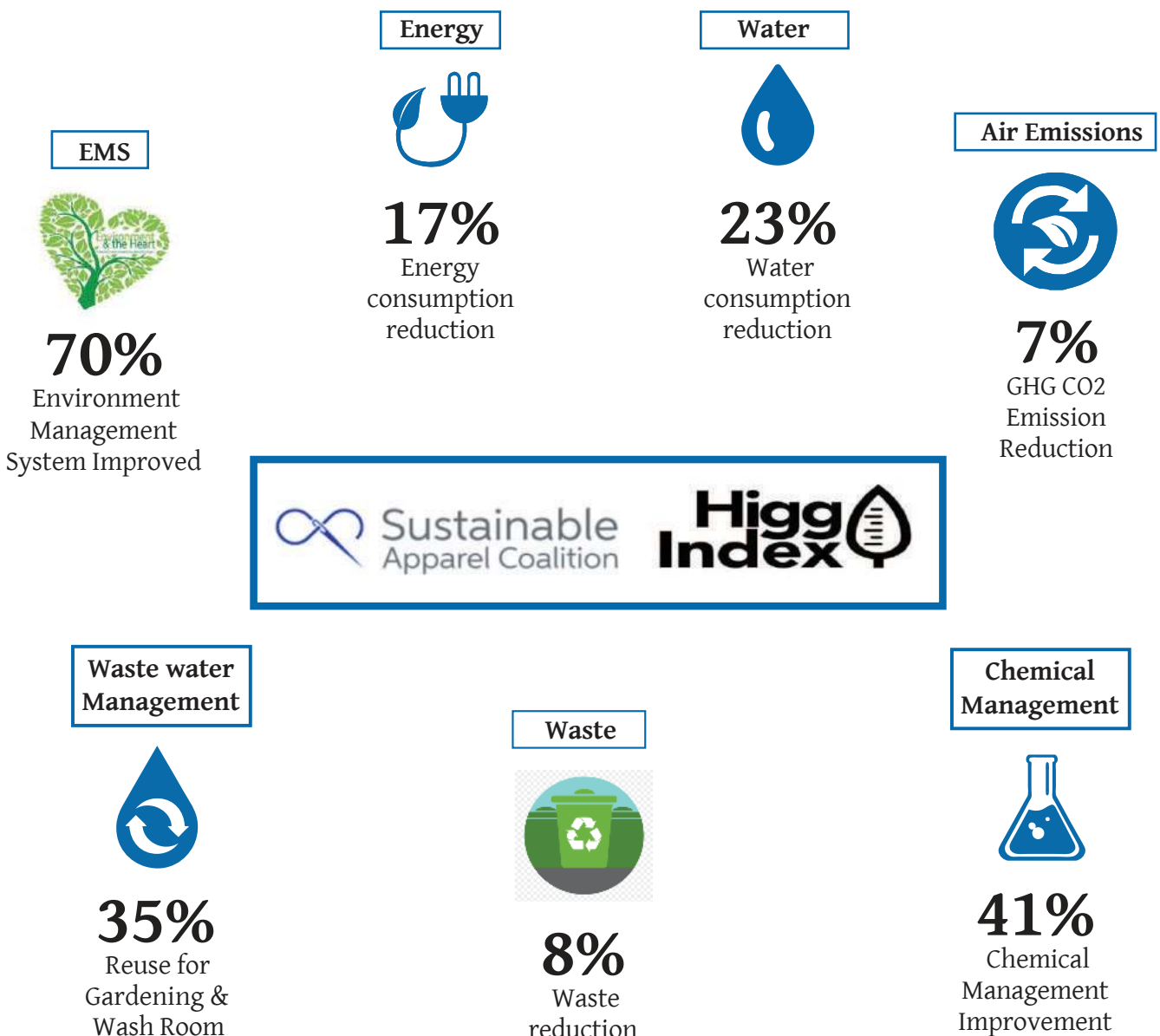
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FIRST BANGLADESHI MANUFACTURER TO JOIN SUSTAINABLE APPAREL COALITION

Developed by the Sustainable Apparel Coalition, the Higg Index is a suite of tools that enables brands, retailers and facilities of all sizes at every stage in their sustainability journey to accurately measure and score a company or product's sustainability performance. After completion the agreement of Denim Expert Limited also registered with the Higg Index Module assessment.

Denim Expert Limited has completed all the question answer of this module in 2017 and 2018. In 2017 module Denim Expert Limited scored th6 69.32 and the 2022 module Scored is 82.29(FSLM)

ACHIEVEMENT IN DIFFERENT SECTION



FIRST BANGLADESHI MANUFACTURER TO BECOME A CONTRIBUTOR TO THE ZERO DISCHARGE OF HAZARDOUS CHEMICAL (ZDHC) FOUNDATION

INITIATIVES

The ZDHC Roadmap to Zero Programme is a coalition of fashion brands, value chain affiliates and associates. The programme aims to empower the global textile, leather, apparel and footwear value chain to substitute hazardous chemicals for safer ones in the production process.

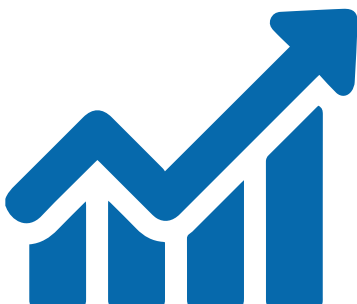
By collaborating with ZDHC, organisations can mitigate risk, respond to changing customer demands, cut costs and preserve valuable resources.

By adhering to the programme and contributing to the work of the foundation, Denim Expert Limited commits to:

- Establishing traffic signal symbols in the chemical store-room to aid in the safe storage of chemical product.
- Using PPE when handling chemicals.
- Introducing a chemical compatibility chart to ensure safe storage of chemicals and highlight their risk factor.
- Installing appropriate ventilation and temperature control in the chemical storage area.
- Establishing an emergency response plan, with any potential chemical spillage being monitored by a specially trained technical representative.
- Labelling all chemicals following ZDHC guidance.

IMPLEMENTATION

Chemical Management improvement of Denim Expert Limited



 **ZDHC**
CONTRIBUTOR

Year	Achievement
2017	17%
2018	24%
2019	41%
2020	100%

Chemical Management



41%
Chemical Management Improvement

DENIM EXPERT LIMITED JOINED PaCT (PARTNERSHIP FOR CLEANER TEXTILES)

ABOUT PaCT:

PaCT (Partnership For Cleaner Textiles) Is A Partnership Formed By Textile Wet Processing Factories in Bangladesh, International Apparel Buyers, Wet Processing Technology Suppliers, The Embassy Of The Kingdom Of The Netherlands (Dhaka), The International Finance Corporation (IFC) And The NGO Solidaridad. Denim Expert Limited Have Successfully Completed The First Stages Of The Process And Currently Working On A PaCT Deep Drive Program.

OUTCOMES

- ▣ Developing Resource Efficiency Procurement Requirements
- ▣ Helping Factories To Boost Capacity
- ▣ Spreading Technical Knowledge
- ▣ Accessing Finance For Cleaner Production Investments
- ▣ Creating A Platform For Dialogue On Sustainable Use Of Water In The Textile Sector

PaCT - CP Project Consumption Reduction

Water:



21%

Energy:



16%

Chemical



41%

PaCT
Partnership for
Cleaner Textile

Helps Buyers Integrate CP Into Design & Sourcing

Brings National And Cluster Action On CP

Pact

Supports Factories To Invest In CP

Facilitates Access To Finance

Topics	Implemented during the 6 months monitoring period
OHS	40%
Chemical Inventory	41%
EMS	70%
Wash	18%

DENIM EXPERT LIMITED SUCCESSFULLY COMPLETED THE DEVELOPPP.DE PROJECT BY DEG (GERMANY)

OBJECTIVES:

- Reduction of Environmental Pollution
- Minimisation of Water Use
- Productivity Improvement
- Effluent Treatment Plant Performance Improvement
- Chemical Management

CONTRIBUTION:

Total Project Cost 565,670 Euros.
Denim Expert Limited Contributed 66%
Of This Cost And DEG Contributed 34%.

develoPPP.de



GOALS:

INCREASE
SUSTAINABILITY
PERFORMANCE, WITH
A FOCUS ON
ENVIRONMENTAL
PROTECTION



ESTABLISHING
BANGLADESH'S FIRST
DENIM TRAINING
CENTRE

CAP IMPLEMENTATION:

Energy:



14%

Energy
consumption
reduction

Water:



24%

Water
consumption
reduction

Chemical
Management:



41%

Chemical
Management
Improvement

ETP:



30%

ETP
Performance
Improved

Productivity
Efficiency
Improvement:



Productivity

60%

Production
Efficiency
Improved

STATE OF THE ART EFFLUENT TREATMENT AT DENIM EXPERT LIMITED

Denim Expert Limited Has Installed A Hybrid, Custom Designed, Mechanical Chemical Effluent Treatment Plant (ETP) At Its Manufacturing Facility, Treating All Effluent From Our Laundry.

ACHIEVEMENT:

- Save water from pollution
- More effective and efficient use of waste water
- Move towards Zero Liquid Discharge

THE GOAL AT DENIM EXPERT LIMITED IS TO RECYCLE 100% OF EFFLUENT WATER MEANING THE ACHIEVEMENT OF ZERO LIQUID DISCHARGE. THIS WILL HAPPEN IN THE NEXT THREE YEARS.

To achieve its far-reaching discharge goal, Denim Expert Limited will work from the principle of the 3R project: Reduce, Re use & Recycle.

WE PLAN TO REDUCE WATER CONSUMPTION AS FOLLOWS:

- 1 Decrease the rate of water loss
- 2 Create awareness to every employee & worker to Proper use of water most ethically & responsible
3. Reuse of waste water for non process purpose
4. Reuse of waste water for the process purpose
5. Rain water harvesting
6. Hot water reuse in boiler



35%

Re-Use for Gardening & Wash Room

65%

Water drain of release to nature after treatment by ETP.

DENIM EXPERT LIMITED HAS ARRANGED A PRACTICAL TRAINING COURSE ON ETP TO BE UNDERTAKEN BY REED CONSULTING BD.

- **PLAN FOR ACHIEVING ZLD AT 1ST PHASE:** Denim Expert Limited is recycling and reuse 15% of process water for toilet flash, gardening and floor cleaning.
- **PLAN FOR ACHIEVING ZLD AT 2ND PHASE:** Denim Expert limited is recycling and reuse 20% of process water for Fire hydrent, ETP chemical dosing, car and road washing.
- **PLAN FOR ACHIEVING ZLD AT 3RD PHASE:** The factory will reuse the remaining 65% of the waste water directly in the process through implementation of modern membrane technology including ultra-filtration and reverse osmosis.

IMPLEMENTING 3E PROGRAM FOR ENERGY EFFICIENT PRACTICES

OBJECTIVES:

The Energy Efficiency Engagement (3e) program aims to encourage the adoption of energy efficient practices and technology in different industries leading to significant lowering of costs and reducing of energy usage and CO₂ emissions. Denim Expert Limited is in the process of implementing the 3e Program at the facility.

3E PROGRAM
ASSESSMENT
AT DENIM EXPERT
LIMITED

The 3e Program focused on a number of areas, including:

- Power Generation And Distribution And Use
- Compressed air Generation
- Lighting, Heating and Ventilation Systems
- Pumping Systems
- Cooling Tower And Machinery Operation

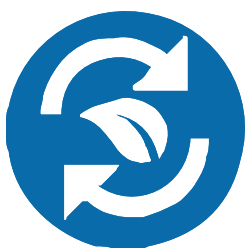
IMPLEMENTATION:

1. Replacing Sewing Clutch Motors With Servo Motors.
2. Installing VFD In Pumps.
3. Improvement Of Overall Steam System
4. Installation of Traps In Steam Irons.

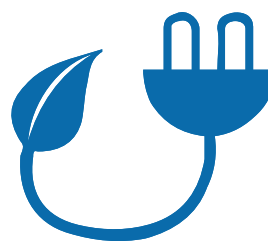


ACHIEVEMENT:

- Annual Reduction of CO₂ Emission 21 Tons Or 7% Of Whole Project
- Energy Saving 13%



7%
CO₂ EMISSION
REDUCTION



13%
ENERGY
REDUCTION

LEADING THE FIGHT AGAINST CLIMATE CHANGE

ABOUT:

Climate change is a much talked-about issue right now, which is greatly impacting the ecosystem and global consumers are more cautious about the environment and sustainability. The United Nations Framework Convention on Climate Change (UNFCCC) is an international environmental treaty, which entered in to force on 21st March 1994, having being ratified by a sufficient number of countries.

OBJECTIVES:

The goal of the convention is to stabilize green house gas concentrations in the atmosphere at a level that will prevent dangerous human interference with the climate system. Considering the betterment of earth for the next generation, Denim Expert Limited is proud to join the Fashion Industry Charter for ClimateAction with other illustrious brands and suppliers. Denim Expert Limited are the first denim manufacturer in Bangladesh to join the UNFCCC for ClimateAction and we are urgently under-taking measures to benefit climate action, in line with the goals established by the Paris Agreement of 2015.



ACTION TO BE TAKEN TO REDUCE GHG EMISSION

- Tree Plantation programme
- Utilize natural resources wherever possible and installed Energy Efficient LED (Light Emitting Diode) light
- Installed Inverters to save electricity
- Improved overall steam system by minimizing heat loss
- Implementing 3e programme by reducing CO₂ emission
- Successfully completed develoPPP.de project for reducing environmental pollution.
- Raising awareness to workers through training



7%
GHG CO₂
Emission
Reduction

Global Climate Action
United Nations Climate Change

CLOSING THE LOOP IN APPAREL SUPPLY CHAINS

In order to promote Bangladesh, Mr. Mostafiz Uddin has conceptualised and created a fashion brand that will show case the best of what Bangladesh can offer in terms of “Best of” design and sustainability across the sectors in Bangladesh from denim to dresses and from handmade embellishment to transgender work force all promoting diversity, ancient traditions and modern manufacturing.

The fashion brand is dedicated to the sustainability term of Circular Fashion. Circular fashion can be defined as clothes, shoes or accessories that are designed, sourced, produced, and provided with the intention to be used and circulated responsibly and effectively in society for as long as possible in their most valuable form, and hereafter return safely to the biosphere when no longer of harm to human or environment.

Denim Expert Limited new circular line is based on three types of circularity. This begins with circularity in the design process, in terms of the materials use and finally with regards to product use.

The base concept is to make a fusion in between ancient dress up and modern design so that a user will feel both image in a single dress.

The Circularity products will be developed by minority employees at Denim Expert Limited including transgender employees, people with disabilities and people who have been the victims of human trafficking.



circle



FIRST TIME IN BANGLADESH - DENIM EXPERT LIMITED CREATES EMPLOYMENT FOR TRANSGENDER PEOPLE IN RMG SECTOR

RECRUITED TRANSGENDER

Denim Expert Limited, in association with non-government organization Bandhu Social Welfare Society and USAID, has become the first company in Bangladesh to take steps towards transgender inclusion thanks to the foresight and respect for his fellow man held by our managing director, MD Mostafiz Uddin. The two new employees, Dilruba Akther and Shima Akther started in their roles on 1st September 2018.



Denim Expert Limited is very proud to receive 'ALTERNATIVE LIVELIHOOD' Award in presence of U.S. Ambassador to Bangladesh H.E. Earl R. Miller, H.E. Australian High Commissioner to Bangladesh H.E. Julia Niblett and Ambassador of Denmark to Bangladesh H.E. Winnie Estrup Petersen on 26th June 2019. The award organized by the USAID Supported Organization Bandhu Social Welfare Society bestowed to the Denim Expert Limited as a recognition to its best practice of recruiting transgender employees at the factory.



Receiving ALTERNATIVE LIVELIHOOD award

FREE EDUCATION OPPOTUNITIES FOR FEMALE EMPLOYEES - FROM FACTORY FLOORS TO UNIVERSITY CAMPUS

Denim Expert Limited has created the unique opportunity for its junior quality checker Ms. Shapla Akhter to study at the Asian University For Women, Chittagong.

Apart from making all the arrangements for her study the factory is also providing regular leave and salary to her to complete the graduation.

The Denim Expert Limited has taken this initiative as a part of its commitment of empowering women, inclusive growth and developing female employees for higher positions.



CREATING JOB OPPORTUNITIES FOR HUMAN TRAFFICKING SURVIVORS

Denim Expert Limited signed a Memorandum of Understanding (MoU) with Winrock International Institute for Agricultural Development which is based in the USA with funding from the U.S. Agency for International Development (USAID). This MoU concerned joint cooperation in areas related to awareness activities to prevent human trafficking, ensure safe migration and support the provision of jobs for low skilled survivors and individuals vulnerable to trafficking prevention.

MoU with Denim Expert Limited and Winrock International



IN TURN, DENIM EXPERT LIMITED WILL PROVIDE SUPPORT IN A NUMBER OF AREAS, INCLUDING:

- Support for BC/TIP to organise awareness raising and prevention activities sessions on the factory premises.
- Providing venue and logistical support to organise orientation for Denim Expert Limited officials.
- Provide internship and job placement support to trafficking survivors and individuals vulnerable to trafficking.

RECRUITED HUMAN TRAFFICKING VICTIM SURVIVOR

Our first employee from the programme, Mr. Riadul Hossain Ridoy has already commenced work in our finishing department, and the process of recruiting a further 10 employees under the programme is under way.

SUPPORTING LESS ABLE-BODIED PEOPLE THROUGH EMPLOYMENT

Denim Expert Limited is committed to equality. We embrace all aspects of equal opportunity for all—regardless of gender, religion or sexual persuasion. We firmly believe that opportunities should be equal to all and individuals assessed on their capabilities. One aspect of equality that we were keen to embrace was the employment of differently abled workers within the company. We believe that the greatest assistance that can be given to those less able bodied is to incorporate them whereby they can both earn gainful employment and perform a role that contributes to their sense of esteem. We are passionate about fostering a culture of tolerance and respect within the company, believing it creates an environment that attracts the best employees and appeals to potential partners and customers.



Physically disabled employees

STANDING TOGETHER FOR HUMANITY

On 17th February 2019, a fire swept through the Bhera market slum in Chattogram's Chaktai area. Nine people including four members of the same family died and several others were injured in the devastating fire that started around 3:30am – when the slum dwellers were sleeping. We were deeply touched by the human tragedy of the disaster and took it upon us to pioneer a relief programme, under the banner of 'STAND TOGETHER FOR HUMANITY' in collaboration with the Radisson Blu, Chattogram Bay View Hotel.



Helping people in their tough time by Denim Expert Limited management.

ORGANISING BLOOD DONATION CAMPS TO KEEP ENROLLING FOR THE SOCIETY



Red crescent & Denim Expert team members



Blood donation campaign activities of Denim Expert

Denim Expert Limited are proud to champion all aspects of Corporate Social Responsibility (CSR) and under the guidance of our managing director, MD Mostafiz Uddin, who champions the cause of blood donation and has been a donor himself on a number of occasions, the company seeks to be involved in voluntary activities particularly those of a philanthropic, humanitarian nature. MD Mostafiz Uddin takes it upon himself to organize these programs and works with the HR Department to oversee the necessary implementation of such events.



Denim Expert Limited employees are donating blood

EMPLOYEES SKILL DEVELOPMENT: A NEVER-ENDING JOURNEY

Denim Expert Limited is a passionate believer in the education and development of the employees of the company and an advocate for improving education and knowledge throughout the Bangladesh garment industry as a whole. The owner's experience have led us to believe that 'knowledge is power' and with this principal in mind we established an ongoing programme of staff training and knowledge sessions to aid the development of the employees of Denim Expert Limited. The training is not only limited in Bangladesh or in factory but also conduct in foreign countries and the training sessions cover all areas of the factory including product development process, fabric selection, production and finishing:



Employee's Training & Knowledge Sharing Session

HERproject™ EMPOWERS FEMALE EMPLOYEES

OBJECTIVES:

The objectives of the Business for Social Responsibility's (BSR) HERproject™ is to unlock the full potential of women working in the global supply chains by bringing together global brands, their suppliers and local NGO's, HERproject™ drives impact for women through workplace-based interventions on health, financial inclusion and gender equality. The globally recognized HERproject™ is one such program that the company has been involved with since 2016.



Awareness Rised

65%
Personal Hygiene

55%
Nutritious Food

60%
Family Planning

80%
Sexual Diseases

45%
Serious Illness



The HERproject™ team who arranged a training programme comprising of six modules:

- Module 1: Our health Is Important, Personal Hygiene And Water Borne Diseases
- Module 2: Healthy Food, My Body And Menstruation
- Module 3: Family Planning, Maternal Health And Child Health
- Module 4: Sexual Disease And Hiv (Aids)
- Module 5: Serious Illness: Malaria, Dengue And Reproductive Cancer
- Module 6: Occupational Health And Safety

MAKE SURE WORKER RIGHTS THROUGH WORKER WELFARE ASSOCIATION (WWA)

Denim Expert Limited fully endorse the activities of the WWA (Worker Welfare Association) and elections for representatives of the Executive Council of the WWA were held at the factory by secret ballot. 18 workers had submitted nomination papers to participate in the election and their nomination papers had been deemed valid by the WWA Committee.

Key Objectives Of The Worker Welfare Association (WWA) Include:

- Improving Worker Confidence
- Establishing And Maintaining Economic And Social Rights For All Workers
- Minimising Workers Grievances
- Establishing A Proper Working Environment In Factory Premises
- Maintaining Unity And Fraternity Among All Members And Workers



Worker Welfare Association (WWA) Members



Worker Welfare Association (WWA) Internal Meeting

ENSURING SAFETY THROUGH CONTINUOUS IMPROVEMENT

A programme of safety initiatives has been implemented at Denim Expert Limited alongside respecting the Buyer's Code of Conduct and Bangladesh Labor Law, has also established a strong and effective Safety Committee within the company.

The Safety Committee is comprised of 10 members of staff from the company and conducts health and safety meetings on a quarterly basis to further the company's mission to ensure the well-being and safety of all our employees. Safety Committee is comprised of 10 members

OBJECTIVES:

The objective of Denim Expert Limited is to maintain our reputation as a respected denim manufacturer on the international stage and the company makes every necessary effort to comply with all applicable and relevant regulations regarding safety in the workplace, at the same time, in order to meet this goal we aim to integrate principles of sustainability in the major areas ensuring workers safety.



Denim Expert ensure safety through proper training, equipment & awareness meeting

65% JOB OPPORTUNITIES CREATED FOR WOMENS - AN INITIATIVE OF WOMEN EMPOWERMENT

Denim Expert Limited greatly values the continuing contribution to the success of the company of female employees. We are happy that our female colleagues feel secure in their working environment, without the threat of harassment and in the knowledge that they are treated with respect and as equals.

Denim Expert Limited is committed to equality in the workplace for all, regardless of gender, religion or sexual persuasion opportunities should be equal to all and individuals are assessed on their capabilities.



In Addition To Their Daily Roles, Many Have Been Given The Opportunity To Learn Other Skills And Take An Active Role In Our CSR Activities, Including:

- Receiving training as first aid friends
- Receiving training as fire fighters
- Actively involved in the worker's welfare association
- Participating as members of the company's safety committee
- Representing colleagues as members of the anti-harassment committee

GOOD PRACTICES AT DENIM EXPERT LIMITED

We at Denim Expert Limited believe passionately in organizing regular team building and motivational events. Our honorable managing director MD Mostafiz Uddin always inspires employees to participate for personal refreshment.



A team of DEL enjoyed world cup, 2018 match of Argentina Vs France.



Annual musical extravaganza at factory where employees are dancing with management.



A team of DenimExpert Limited enjoyed the musical extravaganza at M. A. Aziz Stadium.



Denim Expert Limited employees are enjoying yearly fruit festival program.



Denim Expert Limited employees are participated Eid-ul-Fitr ifter party at Radisson Hotel, Chattogram.



Eid- ul- Fitr gift is providing to all employees by honorable MD Sir

GOOD PRACTICES AT DENIM EXPERT LIMITED



Denim Expert Limited celebrating birthdays of its employees



Denim Expert Limited employees visit seashore



Denim Expert Limited gives farewell to employees leaving time



Medical facilities to all employees



Denim Expert Limited always contribute for education



Denim Expert Limited motivate with special gifts

DENIM EXPERT LIMITED ESTABLISHED AN EYE CARE CENTRE FOR EMPLOYEES

Denim Expert Limited determined to investigate pioneering approaches to improve the health and safety standards for all of our employees. As a part of these initiatives, the company has recently partnered with the FHF (Fred Hollows Foundation) to help with the integration and establishment of a well equipped eye care centre within our existing company medical care centre facilities.



The Fred Hollows Foundation (founded in Australia four years ago) focusses on preventable and treatable diseases such as cataract, trachoma and diabetic retinopathy.

Their charitable, in-country work involves local training and the provision of affordable technology, so doctors, nurses and health care workers can recognise, diagnose, refer and treat eye problems in their communities.

We value the health and well-being of all members of the Denim Expert Limited family and we would like to thank the Fred Hollows Foundation for helping us establish our new eye care centre which will benefit all employees at the company and help us to ensure that all our colleagues can maintain the valuable gift of sight.

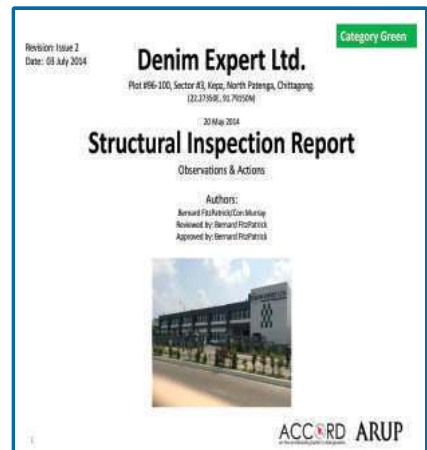
DENIM EXPERT LIMITED GOT GREEN CERTIFICATIONS IN STRUCTURAL AUDIT BY ACCORD

Denim Expert Ltd. welcomed being reviewed by Accord. In 2014 we were tested in the areas of Fire & Electrical and Structural Safety. No major flaws were found in the safety of the building and we were then rated “Green”. Any minor deficiencies that had been found were resolved by the deadline February 2017.



DENIM EXPERT LIMITED STATUS- ACCORD (AS OF JUNE 2019)

CURRENT STATUS	100% COMPLETED
OVERALL % COMPLETED	100% COMPLETED
STRUCTURAL	100% VERIFIED
ELECTRICAL	90% VERIFIED
FIRE	93% VERIFIED



DENIM EXPERT LIMITED FOLLOWS ISO STANDARDS IN ITS MANAGEMENT SYSTEMS

ENVIRONMENTAL SUSTAINABILITY STANDARD “ISO QMS 9001:2015 AND ISO EMS 14001: 2015”

Denim Expert Ltd is ISO 14001:2015 ISO Environmental Management System certified. That means we follow the compliance obligations stipulated by ISO 14001:2015 as well as ensure enhancement of environmental performance while producing each pair of denim that contributes to sustainability.



Denim Expert Limited follows ISO 9001:2015 Quality Management System (QMS). The standard is maintained throughout the factory to ensure customer focus & customer satisfaction, leadership, involvement of people, process approach, systematic approach to management, continual improvement, factual approach to decision making and mutually beneficial supplier relationship the eight key principles of the system.



OUR VISION

Denim Expert Limited was established in 2009

During that time, the global apparel and textile industries have undergone a great deal of change. Sustainability was once a side issue in the industry, but it is now central to the business development plans of many of the major global brands and retailers.

Shopping habits have changed dramatically since our business was established. The need for speed and the growth of fast fashion means the demands placed on manufacturers like our own are ever greater. Brands themselves who place these demands are also under huge pressure themselves due to massive competitive pressures in the global industry.

COLLABORATION

In such a scenario it can easily become ‘dog eat dog’ but at Denim Expert Limited we preach collaboration and mutual benefit. We seek to establish long-lasting, partnership-based relationships with brands where there is openness, honesty and transparency at every step of the process.

There was a time when brands could ignore sustainability issues but those days are gone. We have seen a wide range of campaigns in recent years from organisations such as Greenpeace, Clean Clothes and Labour Behind the Label. These campaigns have often caused huge negative publicity for brands and consequently forced them to act on issues such as the use of child labour, the use of toxic chemicals in their supply chains and the incineration of clothing.

Bangladesh has often been at the centre of discussions around these issues. There are a couple of reasons for this. One of them is the fact that as a country, Bangladesh is the world’s second largest exporter of clothing. The other reason, of course, is Rana Plaza, a terrible tragedy which fired Bangladesh onto the front pages of newspapers around the world.

With all the above in mind, it can be easy to despair when considering the global apparel industry and its supply chains. Dirty, polluting production methods, labour exploitation, unscrupulous buying practices – these are phrases we hear all the time.

ANOTHER WAY

But it is our firmly held belief at Denim Expert Limited that it needn't be like this. There is another way.

Our vision at Denim Expert Limited is of an industry which collaborates for mutual benefit. An industry underpinned by fairness – where consumers pay a fair price for clothing, where brands pay a fair price to suppliers and where suppliers pay a fair wage to their staff.

It may sound like utopia but, in actual fact, such a vision is not beyond the realms of possibility in this multi-billion-dollar global industry. Where there is a will, there is a way, and the good news is that there now is a will among many leaders in the industry, at brands and their suppliers.



PROGRESSIVE

At Denim Expert Limited we believe we are one of the more progressive companies in our industry, although we would never claim to be perfect. There is always more that can be done.

What we have shown is that it is possible to treat employees fairly and pay them a fair wage. It is possible to invest in clean production methods to help drive sustainability. It is possible to provide a 100 per cent safe working environment. It is possible to do all of these things while still remaining competitive.

But – it can be a challenge. Industry peers, both in terms of fellow suppliers and our customer brands and retailers, share our frustrations. There are leaders and laggards in our industry and often for consumers it can be difficult to distinguish between the two.

It is our vision at Denim Expert Limited that more and more of our industry join us on this sustainability journey so that operating fairly and cleanly becomes the norm. For us, there is no other way of doing business than doing it sustainably. Brands and their suppliers need to work together and sing from the same hymn sheet on this vital issue, and there needs to be widespread industry recognition that businesses which are not part of the solution are part of the problem.

Turning the 'old and worn' into precious'

Making use of fabric waste in garment factories

Mostafiz Uddin

Each day in garment manufacturing facilities around the world, including in Bangladesh, millions of metres of fabric are wasted. In other words, fabric which could be used to make clothing ends up on the factory floor to be ultimately tossed out.



People in the garment factories of Bangladesh are toiling away to produce clothing which often ends up being sent to the landfill or to be incinerated. PHOTO: PALASH KHAN

Drapers Sustainable Fashion 2020

MARCH | KINGS PLACE, LONDON

Speaker



Mostafiz Uddin

Denim Expert Ltd / Bangladesh Apparel Exchange, Managing Director / Founder & CEO

Mr. Mostafiz Uddin is the Managing Director of Denim Expert Ltd – an internationally renowned, cutting edge, fully integrated, environmental sustainable and social responsible compliant garment manufacturing based in Chittagong, Bangladesh.

He is a visionary entrepreneur in the development of sustainable apparel systems. He is personally driven by social and environmental ethics and recognized to be a game changer through the introduction of sustainable practices, innovation and fashion disruption, which he sees as keys to the future of the Bangladesh apparel.

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Dhaka Tribune

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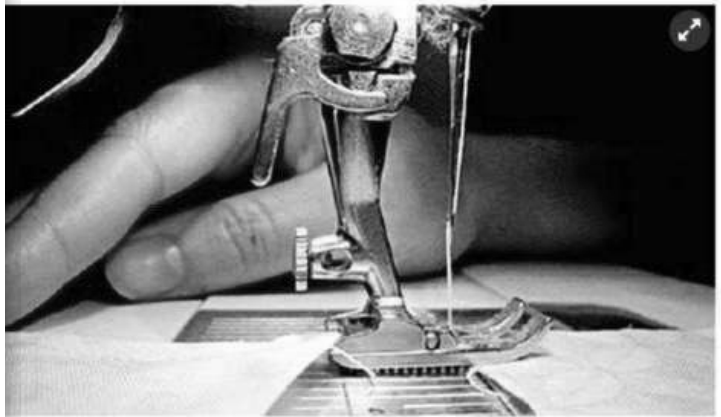
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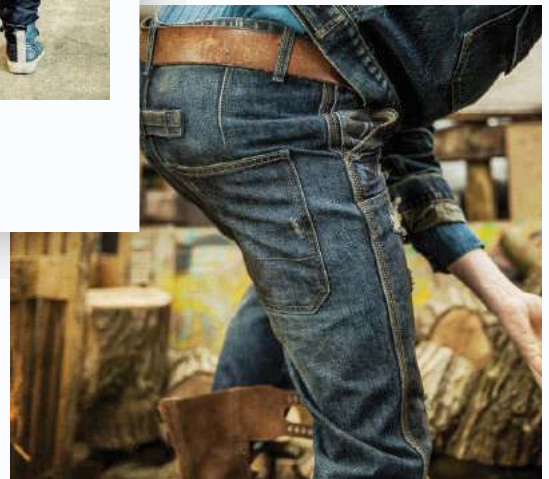
Mostafiz Uddin at the Innovation Forum in Amsterdam

Apr 12, 2019





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