

Sustainability Goal & Objective 2019-20

Aswad Composite Mills Ltd-2

Kabirpur, Savar, Dhaka

SI	Area	Facility Goal	Facility Activity	Timeline	Activity Responsible	Targeted Impact	1st Followup
1	SOCIAL HIGG	70% at social score	Identify the scope of improvement	28-02-19	DGM/GM, Admin, HR, Compliance and Operation	Selected improvment area	Done
			Get approval from top management	15-03-19	DGM/GM, Admin, HR, Compliance and Operation	Management approval for improvement	Done
			Make an action plan to achieve the goal	31-03-19	DGM/GM, Admin, HR, Compliance and Operation	Securing and enhancement of previous year score	Done
			Follow up & monitoring of the implementation of action plan.	30-09-19	DGM/GM, Admin, HR, Compliance and Operation	CAP completion	Done
			Find out descripency & take corrective action	31-10-19	DGM/GM, Admin, HR, Compliance and Operation	Accuracy of Performance data	Done
2	FEM	To get 60% of FEM Score	FEM-3 Registration	Done	DGM/GM, Admin, HR, Compliance and Operation	Completion of Registration	Done
			To attend Capacity building & FEM-3 content training	23-01-19	DGM/GM, Admin, HR, Compliance and Operation	Enhancement of the capability of EMS responsables	Done
			Analyze previous year score and set target for 2019 score improvement	31-01-19	DGM/GM, Admin, HR, Compliance and Operation	Securing and enhancement of previous year score	Done
			Prepare CAP and get approval from top managements	10-02-19	DGM/GM, Admin, HR, Compliance and Operation	Management approval for improvement	Done
			Followup and ensure the implementation of the CAP	15-03-19	DGM/GM, Admin, HR, Compliance and Operation	CAP completion	Done
			On time self Assessment and module posting.	31-03-19	DGM/GM, Admin, HR, Compliance and Operation	Module posted on time	Done
3	Energy	10% GHG reduction per product comparing 2017 baseline	Capacity building training on Energy efficiency	05-02-19	DGM/GM, Admin, HR, Compliance and Operation	Enhancement of the capability of responsible person	Done
			Baseline setting based on 2017 production and Energy consumption data	28-02-19	DGM/GM, Admin, HR, Compliance and Operation	Accuracy of Baseline	Done
			Preparing realistic action plan based on third party Energy audit report (3E)	10-03-19	DGM/GM, Admin, HR, Compliance and Operation	Satisfactory report from management	Done
			Followup and ensure the implementation of the CAP	31-10-19	DGM/GM, Admin, HR, Compliance and Operation	% completion of the CAP	Work in progress
			Analyze reduction performance	31-12-19	DGM/GM, Admin, HR, Compliance and Operation	Reduction of KPI	Work in progress
5	Wage	Ensure 100% wage digitization	Collaborating with local bank	31-03-19	DGM/GM, Admin, HR, Compliance and Operation	Bank aknowledgement	Work in progress
			Train workers on digital banking system	30-06-19	DGM/GM, Admin, HR, Compliance and Operation	Workers knowledge on wage digitization	Work in progress
			Implement 100% wage digitization	31-12-19	DGM/GM, Admin, HR, Compliance and Operation	% completion of wage digitization	Work in progress
6		Resolve 100% workers grievance	Policy Development to secure 100% Grievance or dispute settlement	Done	DGM/GM, Admin, HR, Compliance and Operation	Policy Development	Done
			Maintaining Grievence related log, formation of Grievance Disposal committee and maintain regular meeting minutes	Done	DGM/GM, Admin, HR, Compliance and Operation	Documents Verification	Done
			Awareness program for Management staffs and workers	31-12-19	DGM/GM, Admin, HR, Compliance and Operation	Feedback	Continuous process

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7	Industrial Relation	Re-Election of Participation Committee	Conducting pre and post election training program	30-05-19	DGM/GM, Admin, HR, Compliance and Operation	Feedback	Continuous process
			Conduct election & re-election as per timeline	30-06-19	DGM/GM, Admin, HR, Compliance and Operation	Election result	Done
			Communicate election procedure to H&M before election	31-05-19	DGM/GM, Admin, HR, Compliance and Operation	Satisfactory report of H&M	Done
			Ensure the functionality	31-12-19	DGM/GM, Admin, HR, Compliance and Operation	Functionality of PC	Continuous process
8		Ensure women in leader position through skill development	Make action plan	30-06-19	DGM/GM, Admin, HR, Compliance and Operation	Completion of Action plan	Work in progress
	Diversity & Inclusiveness	Recruitment of diversified workers	Policy Development on the recruitment of Diversified Workers	31-07-19	DGM/GM, Admin, HR, Compliance and Operation	Policy Development	Done
			Engage with External Stakeholder to recruit Diversified Workers i.e Sourcing, Technical Support, Evaluation on the non-discrimination of diversified workers.	31-12-19	DGM/GM, Admin, HR, Compliance and Operation	Recruited diversified worker	Work in progress
10		Formation of women lead anti harassment committee	Women lead Anti- Harassment committee formation	31-03-19	DGM/GM, Admin, HR, Compliance and Operation	Formation of Committee	Work in progress
			Conduct worker and management training on Gender Based Violation	31-05-19	DGM/GM, Admin, HR, Compliance and Operation	Effectiveness committee	Continuous process
11	OSH	100% Remediaton of Accord initial findings	Continue remediation follow up to secure 100% correction rate	Done	DGM/GM, Admin, HR, Compliance and Operation	% completion of the CAP	Done
			Follow up inspection benchmarking with accord methods and standards	Done	DGM/GM, Admin, HR, Compliance and Operation	% completion of the CAP	Done
12		Formation of safety committee Appointed qualified Safety officer	Form safety committee and complete safety training	Done	DGM/GM, Admin, HR, Compliance and Operation	Effectiveness of committee	Safety training is a continuous process
			Capacity Building of factory Safety Officer	Done	DGM/GM, Admin, HR, Compliance and Operation	Effectiveness of committee	Continuous process