



ACS Textiles (Bangladesh) Ltd.

Tetlabo, Rupgonj, Narayangonj.

Social Compliance Goals for 2021

1. Complete audits with 98% accuracy.
2. Ensuring complete Health & Safety for all personnel in the facility.
3. Develop compliance program with benchmarks.
4. Confirming 100% functional, fruitful grievance mechanism.
5. Act promptly and take appropriate corrective action with time line.
6. More Effective training setup for all employees.
7. Sustain our certifications successfully.
8. Identify and remedy to any threat or risk related to work environment.
9. Increase HIGG Score by 6 %.

We conduct regular internal social audit at our factories. Our compliance team periodically audits the facility and work on corrective actions against collected non-compliance issues.



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Social Compliance Goals & Objectives for 2021 Based on HIGG Index

Recruitment and Hiring:

1. Making recruitment and hiring process more effective and transparent by appointing one individual or department with explicit responsibility and accountability.
2. Training for Individual or department responsible.
3. Identification document checking, proper medical checkup,
4. Increase female supervisors & disable workers.

Compensation:

1. Provide wages on time with pay slip.
2. Training on compensation policies and practices for related personnel.

Hours of Work:

1. Maintain the Regular hours of work are to be within legal limits.
2. Evaluate performance of dedicated person or team accountable for the implementation of the working hour procedure at the Facility.
3. Grievance Mechanism checking for effectively based on the HIGG index indicators.

Worker Treatment and Development:

1. Make anti-harassment and anti-abuse policies more effective and fruitful.
2. Evaluate performance of explicitly responsible and accountable personnel for the development and discrimination of a non-discrimination program at the workplace.
3. Ensure anti-harassment committee involvement for safer sustainable working environment.

Health and Safety:

1. More effective fire safety related trainings to all employees.
2. More Training for Emergency Response Team.
3. Share the Risk assessment for all risky area of the facility to all employees.
4. Ensure PC Committee & safety committee involvement for safer sustainable working environment.
5. Ambulance provide in Medical facilities for employee.

Community Impact:

1. Search for more donations to charitable (non-profit/non-governmental) organizations or projects.

Transparency and Public Disclosure:

1. We will set a goal & objectives for 1 year period of time and for compliance and publish our regular development activities.

Managing Director