 M O N D O L I N T I M A T E S L I M I T E D	Heading	Environment Policy
	Issue Date	November 18, 2019
	Revision Date	January 04, 2020
	Document Record	MI/Policy

Environment Policy

1. Purpose:

Mondol Intimates Ltd. (Mondol Intimates Ltd.) recognizes the importance of maintaining and enhancing the quality of the benefit of our customers, employees and the community. Our commitment is to deliver our products in an environmentally responsible manner. Mondol Intimates Ltd. is committed to conduct business with suppliers who also have a commitment to responsible environmental management; Complying with all relevant environmental legislation, regulations, codes of practice and contractual conditions; preventing pollution of the environment by activities over which we have control; Continually improving our environmental management performance by regular review and setting realistic environmental objectives and targets. Reporting and measurement of our environmental performance and provide training as required to meet our environmental objectives.

2. Scope:

This policy applies to the Environmental management system of **Mondol Intimates Ltd.** The scope of the environmental policy is limited to activities that impact in the environmental areas of Energy, Water, Land, Air Quality, Carbon Emissions, Noise and solid & Hazardous Wastes.

3. Responsibilities & Authorities:

Md. Nazmul Haque is responsible for following responsibility.

3.1 Manager (Merchandising): To authorize right source as possible Environment friendly materials for garments production.

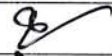
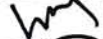
3.2 Manager (store) : To authorized right to ensure all kind of solid wastage keep organized (Thread come, paper, plastic cone, cartoon, empty chemical drum, wood wastage, iron wastage, fused tube light, electrical wastage etc.) way in wastage store. Periodically it will send to wastage contractor by proper invoice for racy.


3.3 Cleaning Supervisor : Cleaning supervisor is responsible for clean full factory premise and segregates all kind of wastage and keep wastage store separately. Store manager keep in follow-up.

3.4 Manager Cutting: To authorized right to ensure cutting wastage keep in proper and safe side before clean by cleaner.

3.5 Production Manager: To authorized right to ensure production separately, Clean all sewing machine before sewing start. Sewing wastage keep in proper and safe side before clean and cleaner.

3.6 Quality manager : To authorized right to ensure quality control and confirmed organic product not contaminated with others products. Keep record for verification.

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Approved by:	General Manager	

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3.7 Finishing and Packing Manager: To authorized right to ensure finishing wastage keep in proper and safe side before clean by cleaner.

3.8 Head of Admin: To authorized right to ensure discipline, Manpower recruit, timely production procedure.

3.9 Manager Compliance : Is responsible to ensure all legal compliance and environment issues are maintained primes.

4. Planning of execution

4.4 To meet the requirements of GOTS environmental requirements , the top management of **Mondol Intimates Ltd.** Has appointed the manager compliance (MC) to implement of the environmental requirements ,who has the authority to ensure compliance , identify and implement solutions , and act upon incidents . The MC is responsible for monitoring environmental aspects and drafting an annual goal to reduce environmental impacts. He is also responsible for monitoring progress against the environmental targets and reporting periodically to the Managing Director.

4.2 The Managing Director is responsible for agreeing targets relating to activities under the environment management control and has Ultimate responsibility for approving and endorsing objectives and targets for the organization.

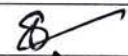

4.3 Departmental heads are responsible for managing the achievement of departmental environmental goal, and reporting on progress to the Managing Director.

4.4 All employees are responsible for contributing to the achievement of organizational environmental goal.

5. **Think Green Initiative (TGI)**


Mondol Intimates Ltd. believes in green initiative. Planation is our aim; we have above 1000 trees in our factory premise and it's increasing every year. We called Mondol Intimates Ltd. is green factory. Flower garden gives satisfaction everyone who visits the factory.

6. Procedures to reduce energy: Mc will set goal in consultation with the Managing Director. The goal shall be set to have significant impacts on environment. Target set for reduction within January 2018 is (1) Electricity 1%. Every opportunity to be look into where reduction can be made as mentions bellow, but not limited to:

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02) In 2018: Target 10 pes of change of servo motor instead of 30 pcs class motor.

We have changed 07 Achieved: 70%.

In 2019: Target 15 pes of change of servo motor instead of 27 pcs class motor.

We have changed 12 Achieved: 80%.

03) In 2018 Remove the airline leakage & properly maintenance the compressor

We have achieve 60% Removed the air line leakage.

In 2019 remove the airline leakage & properly maintenance the compressor

We have achieve 35% Removed the air line leakage.

04) In 2018 Use boundary light by solar system. Target 55 light to convert to Solar energy out of 110

We have achieve 42 boundary light to solar out of 55. Achieved: 76%

In 2019 Use boundary light by solar system. Target 40 light to convert to Solar energy out of 68.

We have achieve 35 boundary light convert to solar system out of 68. Achieved: 51%.

05) In 2018 : Target 300 pes T8 light instead of T5 light.

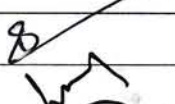
In 2019 Achieved 75 pcs of 300 pcs. Achieved: 25%.

Monitoring of waste and discharges

MC along with his team will continuously monitor the wastage of all kind and discharges. Daily record shall be kept to reflect that whether improvement is taking place. Management is to be notified to review the system.


8 Procedures of Wastage Disposal

Staffs and workers to be made aware of quality production and how to reduce the production waste. Personnel of all departments shall be trained to create habit so that minimum wastes are made Department wise daily record of waste and discharge is to be kept. Change to be notified to the concern persons so that they are aware of the scenario and reduce the waste and discharge.

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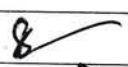

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Energy strategy:

Plan	Expected energy reduction	Expected GHG reduction	Budget	Timeline	Responsible
1. Change 200 pes Energy saving light instead of LED light. 2. 10 pes of change of servo motor instead of class motor. 3. Improve the knowledge on energy use awareness program. 4. Remove the airline leakage & properly maintenance the compressor. 5. Remove the steam line & properly maintenance boiler. 6. Use boundary light by solar system.	75000kw/h	45 ton co2e	BDT 5 lac	By December 2019	Shaymol Chandra, Engineer.
1. Change 300 pes T8 light instead of T5 light. 2. Properly uses the boiler efficiency.	40000KW/h	23 ton co2e	BDT 2.5 lac	By December 2020	Shaymol Chandra, Engineer.
1. Use energy efficient equipment 2. Changes 200 pes T8 light instead of T5 light.	40000KW/h	20 ton co2e	BDT 2 lac	By December 2021	Shaymol Chandra, Engineer.

Implementation:

- 01) In 2018 – Target 200 pcs Energy Saving light changed out of 450. Of LED light We have changed 150 Achieved: 75%.
In 2019 – Target 250 pcs Energy Saving light changed out of 350. Of LED light Achieved : We have changed 100 Achieved: 71%.

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9 The procedure of Wastage Disposal:

9.1 The procedure of Solid Wastage Disposal:

1) Paper, Dust & food: Firstly all wastage is kept in the dustbins by cleaner or sweeper regularly. Clean up the dustbins after dumping the waste in the isolated dustbins of the city corporation near the factory.

2) **Metal & Accessories:** All metallic & accessories wastage firstly storage in the separate area. After the storage then put up for sale the manufacturer for re-cycling.

3) **Waste:** All waste is kept in the baskets by Cleaner or Sweeper regularly. Clean up the baskets after dumping the waste in the isolated dustbins of the city corporation near the factory.

4) **Wooden:** All broken wooden items disposed of through the company's selected local vendor for re – cycling.

5) **Plastic:** All of the plastic items as like Empty drum, reject plastic bottles etc. Firstly storage in the separate area once a month.

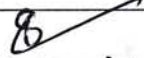

10. Procedures in case of waste and pollution incidents:

Everybody should be made aware of regular practices on environmental aspects. In case of emergency, if any incident takes place, that has to be notified to the management for suitable solution. Every individual case has to be dealt basing on the nature and gravity of the incident. Person involved in operation shall take reasonable effort so that environmental impact is kept within as minimum as possible before permanent solution applied. In case of non-functionality of the ETP, adequate reservoir to made to accommodate discharged effluent of significant period before plant is back in operation.

11. Training and awareness:

Mondol Intimates Ltd. Management decided that personnel, whose work may create a significant impact on the environment shall receive appropriate training in the conservation of energy, the proper and minimum use of chemicals and their correct disposal to ensure the importance of conformity with the GOTS. All concerned persons should be aware of the significant environmental impacts (actual and potential) of their work activities and of the environmental benefits of improved personal performance. They should be aware of their individual roles and responsibilities in conforming to legal, environmental policy and emergency preparedness and response requirements, and aware of the potential consequences of departure from specified operating procedures. Stakeholders shall be aware of the consequences of departure from specified procedures. Documentation for the training is maintained accordingly.

Note: this Policy is subject to periodic audit / review to maintain its effectiveness.

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