

SUSTAINABILITY REPORT 2024-25

SQUARE TEXTILES PLC.

SQUARE

FOUNDER CHAIRMAN

(SEPTEMBER 25, 1925 - JANUARY 05, 2012)



100 Years of

SAMSON H. CHOWDHURY

UNCOMPROMISING INTEGRITY

1925 - forever in our hearts

SUSTAINABILITY ACHIEVEMENTS: 2024-25

Energy Efficiency & Renewable Energy

- Installed 8.29 MW Solar Plant
- 30% of solar energy increase from last year
- 9% of coverage against total energy through solar
- 34% of water consumption reduction
- Energy efficient lighting practices (auto sensor, daylight use, T5 & LED Lighting)
- Reduced power consumption through air compressors tuning & optimization



Heat & Power Efficiency

- Recovery of steam condensate using Exhaust Gas Boiler (EGB) to improve energy efficiency
- Energy efficient drive chiller and exhaust systems running on steam/electricity instead of motors



Social Welfare

- Equipped Medical Center with gender segregated and hygienic.
- Housing for over 80% of workforce
- Onsite free medical consultation to family members
- 50% discount at Square Hospital
- Provided Medical, food & beverage etc. products



Fair Employment Practices

- Ensure 100% equal employment opportunity
- Ensure Female Participation
- Highest representation of employees from Rangpur, Rajshahi, and Dhaka division
- 100% coverage in life insurance

Governance Structure

- The governance structure includes key committees such as the Audit Committee and the Nomination and Remuneration Committee, composed of non-executive and independent directors to uphold impartiality.



Products & Innovation

- 5.6% of production increased from last year due to the sustainable practice
- 190 MT/day daily outputs
- Having ring, open end and vortex processes
- Advanced testing equipment (USTER, Mesdan, USTER AFIS)



Certifications & Wastage

- Organic and Certifications related to Sustainable Practices
- Practicing Higg FEM 4.0
- Reduce, Re-use & Recycle Waste Management
- ISO 14001 (EMS)

SQUARE

SQUARE Textiles PLC.

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Journey Towards **Sustainability**

Square Textiles PLC. is proud to present its first ever Sustainability Report, reflecting the long-standing commitment to integrating sustainability across all operations since the establishment in 1994. Square Textiles PLC. published its first annual report in 2009, this marks the first time the company is releasing its annual Sustainability Report. This report underscores the ongoing commitment to integrating sustainable practices across all aspects of operations and reflects the dedication to transparency, accountability, and continuous improvement.

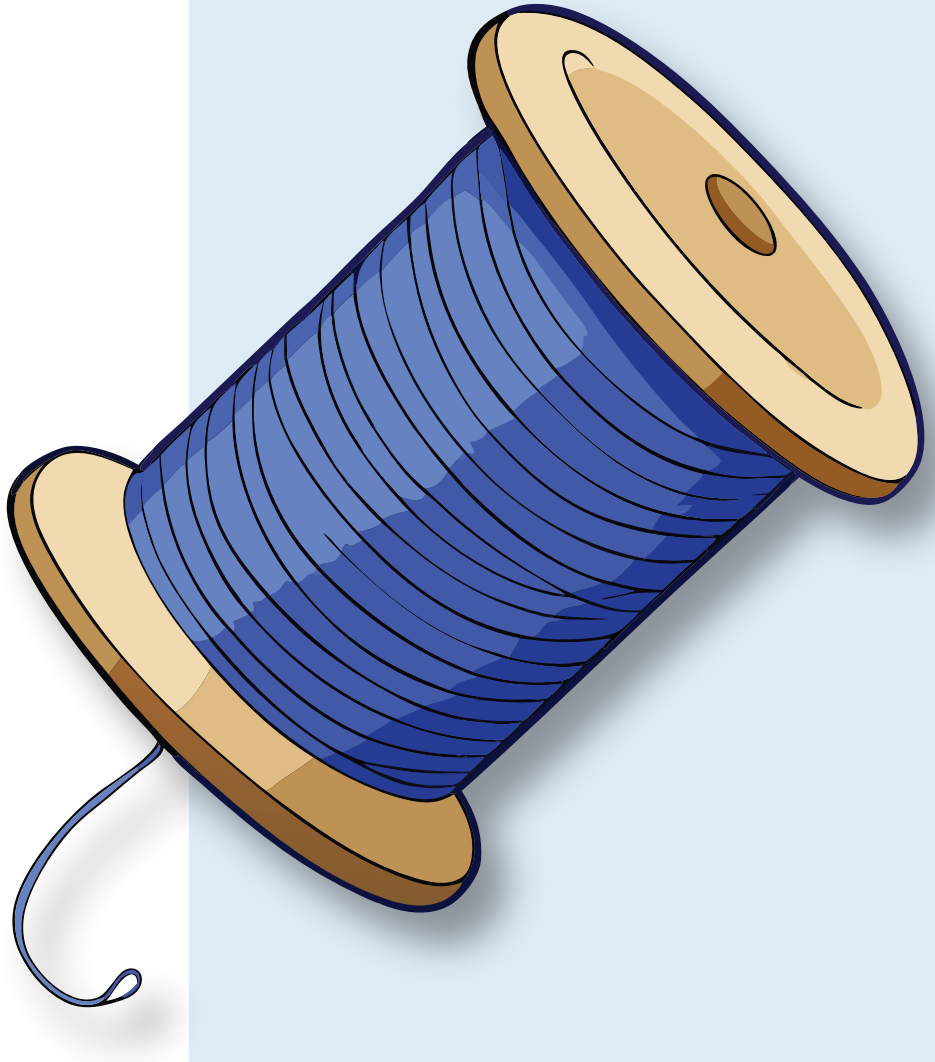
Our sustainability approach is built around key pillars that have the greatest impact on our business. These include:



Ethical Sourcing | **Eco-Conscious Production** | **Employee Well-Being** | **Community Engagement** | **Financial Stewardship**

To ensure transparency and credibility, this report is prepared in accordance with the **Global Reporting Initiative (GRI) Standards, 2021**. This globally recognized framework connects our governance structure with the triple bottom line of economic, environmental, and social performance, demonstrating our commitment to high-quality reporting practices.

In this report, we provide an in-depth account of our sustainability efforts, including KPIs, achievements, challenges, and our vision for a more sustainable future.



SQUARE Textiles PLC.

About Us!

Founded in 1994, Square Textiles PLC. has grown to become one of the largest producers of yarn manufacturing. With a focus on combining modern technology and skilled manpower, the company quickly rose to the top of the local textile industry. Today, Square Textiles PLC. has a total yarn production capacity of over 190 metric tons per day. This success is driven by a commitment to quality, operational excellence, and fostering an inspiring work environment under the renowned Square Group umbrella.

Square Textiles PLC. is dedicated to sustainable growth and places the highest priority on preserving nature and maintaining ecological balance. To support this commitment, the company has established a 8.29 MW Solar Power Plant, a Comprehensive Energy Saving Program, and a Recycling Plant that converts waste cotton into usable fiber for yarn production. With energy-efficient machinery and environmentally friendly production processes, including zero chemical usage, Square Textiles ensures minimal environmental impact. The company also prioritizes product diversity to ensure long-term economic sustainability, continually innovating to optimize resource utilization and reduce waste.

190 Ton Production per day	**20000+** Products	**178926** spindles/Head
05 Production Unit	**01** R&D Unit	**01** Shredding Unit
4800 Workforce	**02** Locations in Bangladesh	**25+** Years of Experience

SQUARE Textiles PLC.





VISION

To be a globally recognized and sustainably responsible leader in the textile industry, fostering environmental stewardship, innovation, and excellence across all operations.

MISSION

To deliver high-quality textile products through innovative manufacturing, ethical practices, and sustainable operations, while contributing to economic growth and stakeholder value.

VALUES

Quality,
Sustainability,
Integrity,
Innovation, and
Respect for Clients.

SQUARE Textiles PLC.

Message from the Chairman

Dear Partners and Esteemed Stakeholders,

We are proud to present our inaugural sustainability report, marking a defining milestone in our journey as a premier yarn manufacturing enterprise in Bangladesh. This report benchmarks our strategic transition from traditional manufacturing to a closed-loop, regenerative ecosystem.

As a premier yarn manufacturing enterprise, we operate at the core foundational tier of the global textile ecosystem. Our high-grade products serve as the critical threads that seamlessly interlink international commerce, high fashion, and the essentials of everyday living. Yarn serves as the foundational essence of textiles, and textiles, in turn, weave the very fabric of human civilization. Yet, this distinguished privilege mandates a consequential accountability: an unwavering responsibility toward environmental stewardship, the enrichment of our global communities, and the legacy we bequeath to generations yet to come.

During the last few years, we have executed targeted strategic initiatives to minimize our environmental footprint. We have earmarked capital to decarbonize our operations. Through investments in renewable energy infrastructure and the deployment of environmentally conscious production processes, we have systematically integrated environmental governance into our core production lines. By prioritizing upstream circular economy practices, we are actively transitioning our product lifecycle framework from a traditional linear model to a closed-loop, regenerative manufacturing system.

As a Bangladeshi manufacturer, our responsibility is twofold: to drive national economic resilience and to safeguard the rich, vulnerable natural ecosystems of our delta. We do not view sustainability as a compliance checklist, but as the core driver of our long-term competitiveness and corporate mandate.

Our progress is powered by prioritizing strict moral codes over pure profit optimization, we are redefining Bangladeshi yarn manufacturing—demonstrating to the world that industrial scale can seamlessly coexist with transparency, innovation, and respect for the planet."

Moving forward, we are committed to continuously optimizing our operational efficiencies, scaling our capacity as a leading, high-performance sustainable yarn supplier, and weaving the fabric of a sustainable, transparent apparel supply chain.

Thanks.



Mr. Tapan Chowdhury
Chairman, Square Textiles PLC.

Message from the Managing Director

Valued Partners and Stakeholders,

With great pride and a profound sense of responsibility Square Textiles PLC. has published its first Sustainability Report. This publication is not merely a compilation of data and initiatives; it is a strategic declaration of our values, our vision, and our unwavering commitment to responsible growth.

In a world where sustainability is no longer optional but essential, we see ourselves as weavers of change. Each spool that leaves our factory carries with it a promise: to respect the earth, to honor the hands that craft it, and to inspire a future where industry and ecology thrive together. By championing innovative practices, investing in green technologies, and fostering a culture of environmental responsibility, we aim to set new benchmarks for a resilient and greener industry—ensuring that our growth benefits both people and the planet.

Over the past years, we have taken significant strides to reduce our environmental footprint. From investing in renewable energy sources to implementing circular economy practice, we are ensuring that every thread we produce carries with it a story of care and respect for the planet.

While challenges such as sourcing certified raw materials, investing in eco-friendly technologies, and transforming long-standing production practices require significant effort, our commitment to sustainability remains unwavering. Guided by the UN Sustainable Development Goals, the Paris Agreement, and industry best practices, we are actively embracing all aspects of sustainability. We want to assure our stakeholders that every skein of yarn we produce is a step toward a greener future—crafted with care for the environment, respect for communities, and dedication to long-term resilience.

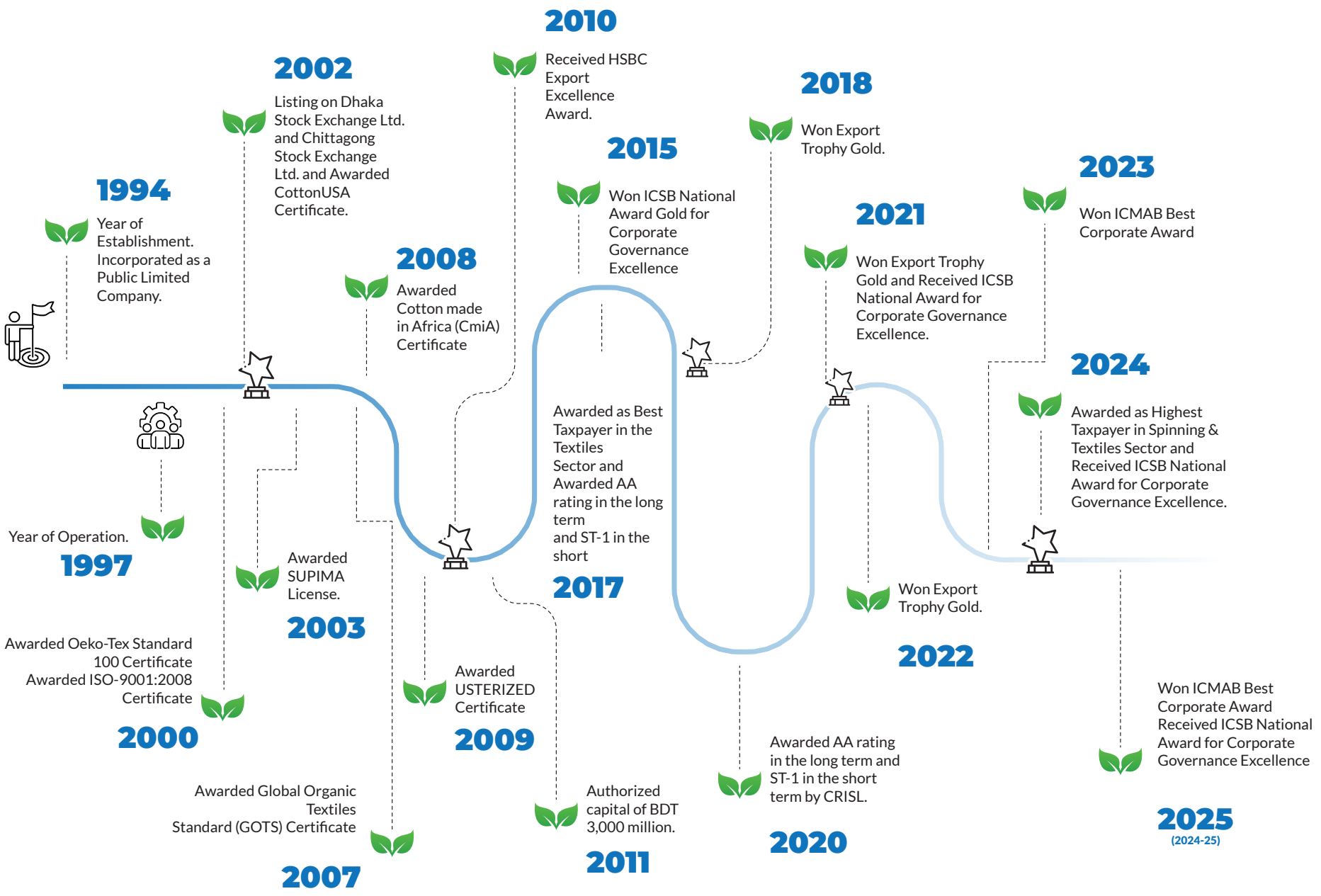
We know the journey ahead is long, and challenges remain. But with innovation, collaboration, and determination, we believe we can continue to spin progress into every fiber of our operations. Let us remember: sustainability is not a destination, but a continuous process. Just as yarn is spun from countless fibers, our collective actions—small and large—will weave the fabric of a better tomorrow. Together, let us ensure that the threads we create today strengthen the tapestry of a sustainable future.

Thank you.



Mr. Samuel S. Chowdhury
Managing Director, Square Textiles PLC.

Our Milestones





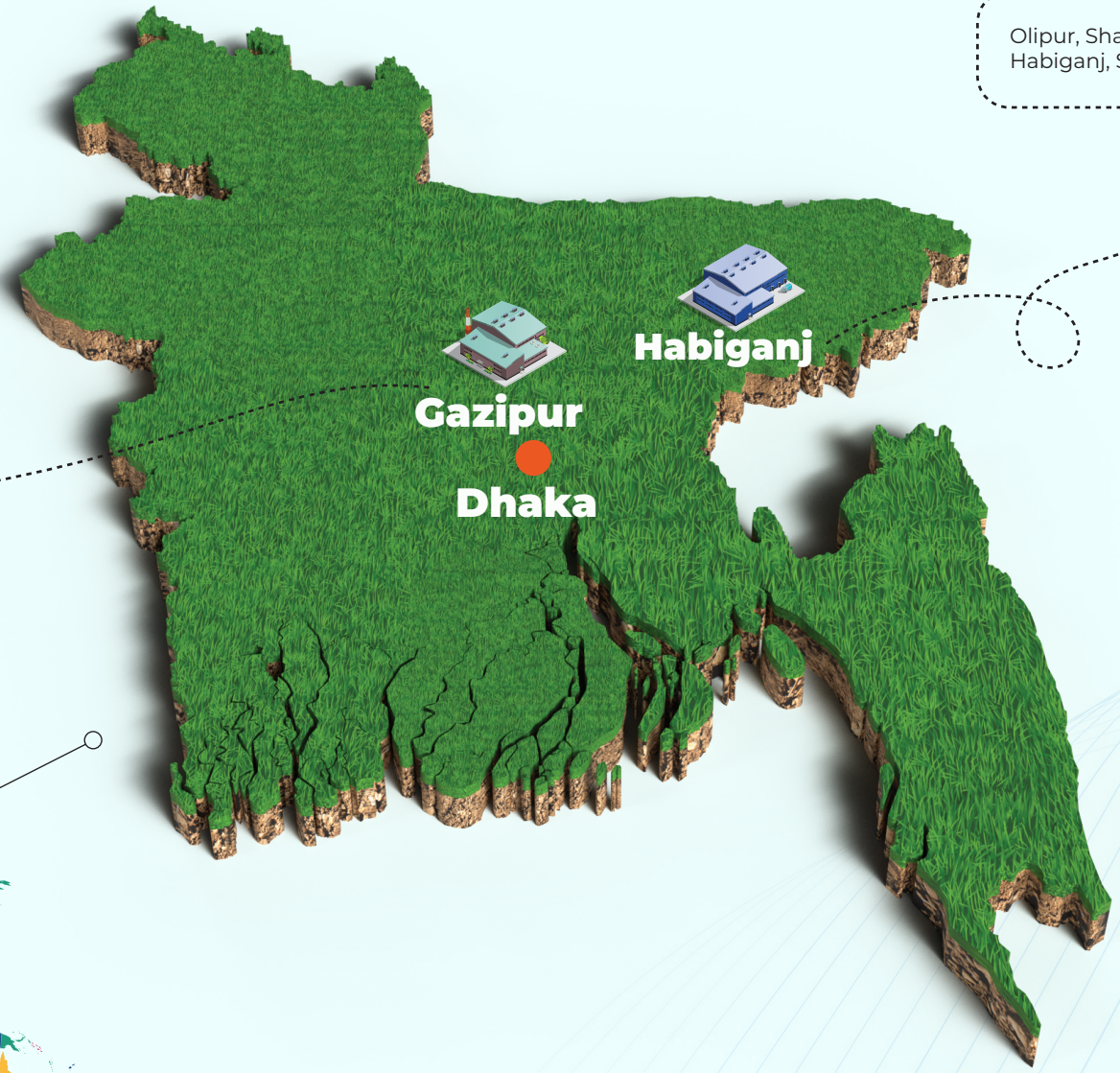
Area of **Operations**

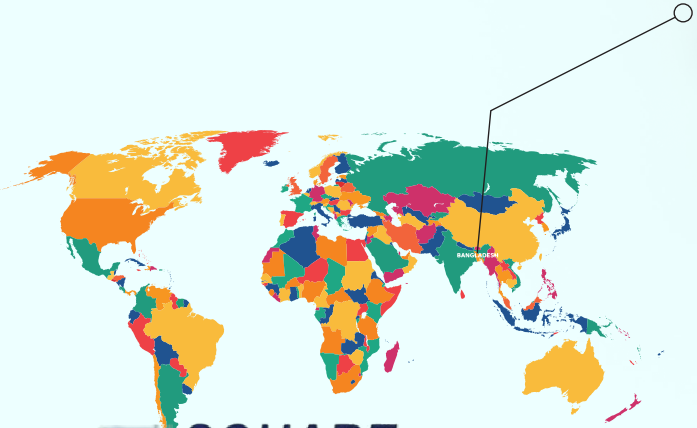


Holding#140, Block#B, Ward#04, Vill: Sardagonj, Road:Sreepur-Kashempur Road, P.S: Kashempur. Upazilla: Gazipur Sadar, Dist: Gazipur, Bangladesh



Olipur, Shahjibazar, Shayestaganj,. Habiganj, Sylhet 3332





SQUARE Textiles PLC.

Gazipur Unit

Facility Overview

- Established: 1994
- Started its operation: 1997
- Units: 4 Production Units, 1 R&D Unit, 1 Shredding Unit
- Location: Sardaganj, Kashimpur, Gazipur
- Workforce: 3,500+ employees (Gender ratio: 63% Male / 37% Female

Production Capacity

- Daily Output: 130 MT/Day
- Installed Spindles/Heads:
- Ring Spun: 125,878 spindles
- OE (Rotor): 5,192 heads
- Vortex: 864 heads
- Equipped with advanced spinning technologies including Ring, OE vortex.

Sustainable Practice

Certified Fibers Used:
- Organic (GOTS, OCS,GRS,RCS,SRCCS & Regenagri)
- BCI, CMiA, US Cotton Trust Protocol
- Recycled Cotton & Polyester

Energy Conservation:
- Solar Power: 8.29 MW installed
- Steam recovery, LED lighting, rainwater harvesting

Waste Management:
- Pre & Post-consumer cotton recycling
- 3R plan in place

Product Range

- Sustainable Cotton Yarns (Organic, BCI, CMiA)
- Rayon-based Yarns (Viscose, Modal, Lyocell)
- Recycled/Biodegradable Polyester
- Fancy Yarns (Slub, Siro, Neppy, Galaxy, Lurex)
- Blended Yarns (Linen, Hemp, Wool, Acrylic)
- Experimental Fibers: Pineapple, Banana, Functional Rayon

Innovation, R&D and Utility

- Dedicated R&D Unit with 1.5 MT/day capacity
- Advanced testing equipment (USTER, Mesdan, USTER AFIS)
- Development of traceable cotton: Square Traceable Cotton (STC)
- For Utility, total Installed Capacity: 43.58 MW
- Gas Generator: 18.68 MW
- HFO Generator: 8.20 MW
- Solar Panel: 8.29 MW
- REB & UPGD Grid: 10.5 MW

Employee Welfare

- Provident Fund, Gratuity, Life Insurance
- Free Accommodation & Transport
- Daycare, School Bus, Cultural Programs
- Safe Working Environment & On-time Payments

Habiganj Unit

Facility Overview

- Established: 2017
- Started its operation: 2018
- Units: 1 Production Unit, 1 fiber dyeing Unit
- Location: Olipur, Shayesthagonj, Habiganj
- Workforce: 1300+ employees (Gender ratio: 74% Male / 26% Female

Production Capacity

- Daily Output: 60 Metric Tons
- Ring Spindles: 44688
- Vortex heads: 2304
- Fiber Dyeing: 6 Tons
- Equipped with advanced spinning technologies including Ring, OE, and Vortex.

Sustainable Practice

- Uses sustainable cotton (Organic, BCI, CMiA)
- Incorporates recycled fibers and man-made fibers (Viscose, Modal, Polyester)
- Practices energy conservation, and eco-friendly operations.
- Biological ETP

Product Range

- 100% Cotton Combed/Compact
- Recycled Cotton
- Rayon, Polyester, and Blends
- Fancy and Melange Yarns

Utility and Infrastructure

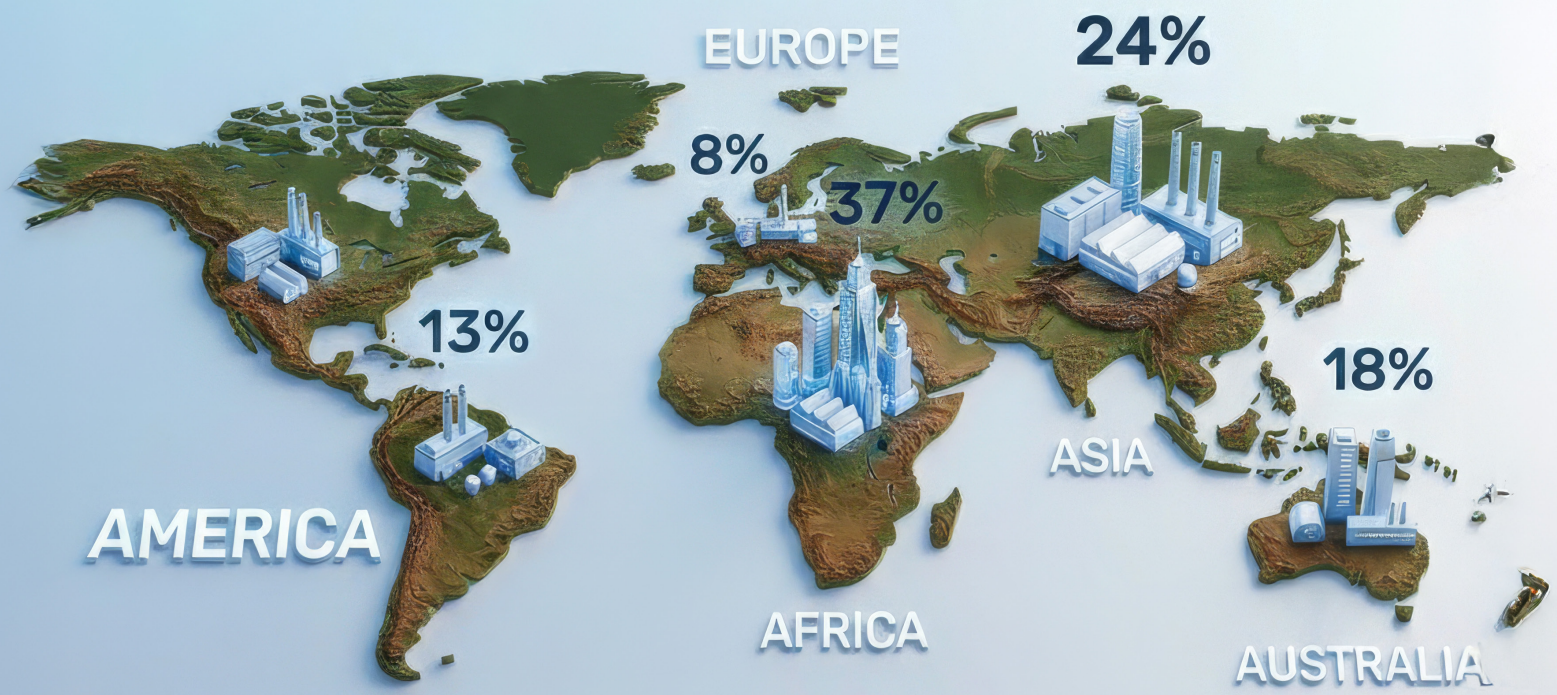
- Integrated power and utility systems aligned with Square's central energy strategy
- Contributes to the group's traceable cotton initiative and sustainable fiber sourcing.

Employee Welfare

- Provident Fund, Gratuity, Life Insurance
- Free Accommodation
- Daycare, School Bus
- Safe Working Environment & On-time Payments

SQUARE Textiles PLC.

Raw Cotton Import Status



Our **Business Partners**



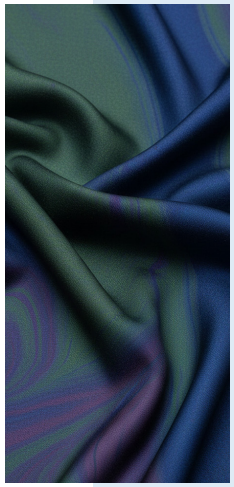
Our **Products**

At Square Textiles PLC. we are dedicated to producing a wide range of premium yarns that cater to the ever-evolving global market demands. Below are the key products we offer:



VALUE ADDED & SUSTAINABLE COTTON

SUPIMA, Sustainable Cotton - Organc, BCI. CMiA, Re-cycled Cotton (Pré & Post) 100% and blend with Polyester, Viscose, Modal, Linen etc.



RAYON

Viscose/ Modal, Lyocell Bamboo, Re-cycled Rayon



POLYESTER

Re-cycled Polyester Bio-degradable Polyester, Functional Polyester



MÉLANGE

Top Dyed Mélange: 100% Cotton, Cotton Modal, 100% Viscose, Poly/Vis etc.

- Gray Mélange (Cotton + Viscose/Polyester)



DEVELOPING STAGE

Pineapple Banana Functional rayon Cationic



Our **Production Process**



Sustainable Yarn Production

Ring Process



Raw Cotton



Mixing



Blow Room



Carding



Breaker Drawing

In Case of Card yarn



Uni Lap



Winding (Autocone)



Ring



Simplex



Finisher Drawing



Comber



Heat Set



Packing

SQUARE Textiles PLC.


Open End
PROCESS
Mixing
Blow
Room
Carding
Breaker
Drawing
Finisher
Drawing
Rotor
Heat
Set
Packing

Sustainable Yarn Production

Open End Process



Raw Cotton



Mixing



Blow Room



Carding



Breaker Drawing



Packing



Heat Set



Rotor



Finisher Drawing

SQUARE Textiles PLC.


VORTEX PROCESS
Mixing
Blow Room
Carding
Breaker Drawing
Finisher Drawing
Vortex
Heat Set
Packing

Sustainable Yarn Production

Vortex Process



Raw Cotton



Mixing



Blow Room



Carding



Breaker Drawing



Packing



Heat Set

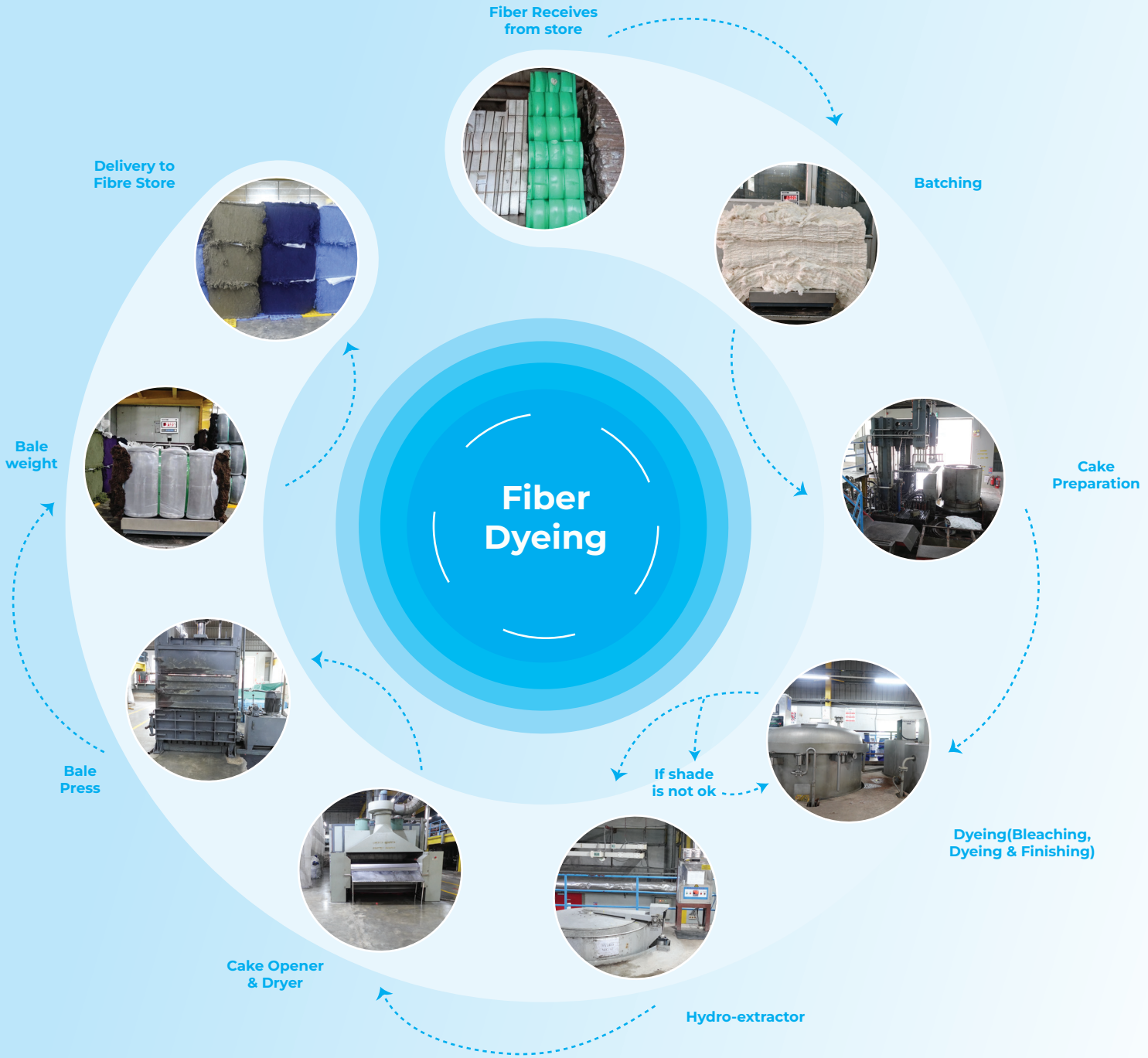


Vortex



Finisher Drawing

SQUARE Textiles PLC.


Fiber Receives from store
Batching
Cake Preparation
Dyeing(Bleaching, Dyeing & Finishing)
If shade is not ok
Hydro-extractor
Cake Opener & Dryer
Bale Press
Bale weight
Delivery to Fibre Store
Fiber Dyeing

Fiber Dyeing



Fiber Receives from store



Batching



Cake Preparation



Dyeing(Bleaching, Dyeing & Finishing)

If shade is not ok



Hydro-extractor



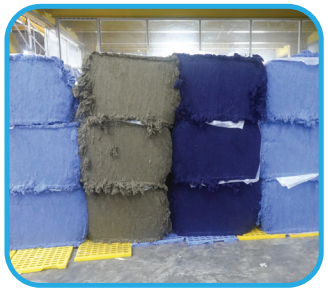
Cake Opener & Dryer



Bale Press



Bale weight



Delivery to Fibre Store

SQUARE Textiles PLC.

Ensuring Quality and **Building Trust**

Square Textiles PLC. ensures product excellence through a rigorous quality assurance process, underpinned by its ISO 9001:2015-certified Quality Management System. At every stage of production—from raw material inspection to finished goods release—the Quality Assurance team applies standardized laboratory analyses to verify that all parameters meet or exceed buyer specifications. State-of-the-art equipment is used for fiber, yarn, and material testing, with results traceable through calibrated instruments to national and international measurement standards. The quality ensuring process of Square Textiles PLC., in a nutshell —

ISO 9001:2015 Certified QMS
Structured framework for consistent quality performance

Traceable Measurements
All instruments calibrated to national/international standards

Controlled Material Handling
Quarantine and label system for incoming goods until approved

PDCA Cycle Integration
Continuous improvement in all QA operations

Rigorous Laboratory Analysis
Fiber, yarn, and raw material testing with state-of-the-art equipment

End-to-End Quality Checks
From raw material receipt to final product release

In-Process and Final Inspections
Systematic checks at each production stage

Skilled QA Personnel
Competence ensured through training and defined SOPs

Transparent Buyer Communication
Sharing of quality results to maintain customer trust

Our Approach to Governance & Ethics



Ethical Standards

- Fair Labor Practices
- Safe Working Conditions

Transparency & Accountability

- Supply Chain Transparency
- Compliance Audits

Corporate Governance

- Ethical Leadership
- Risk Management

Environmental & Social Responsibility

- Sustainability Initiatives
- Community Support

SQUARE Textiles PLC.

Governance Structure of Square Textiles PLC.



Mr.Tapan Chowdhury
Chairman



Mrs. Ratna Patra
Vice Chairman



Mr. Samuel S. Chowdhury
Managing Director



Mr. Anjan Chowdhury
Director

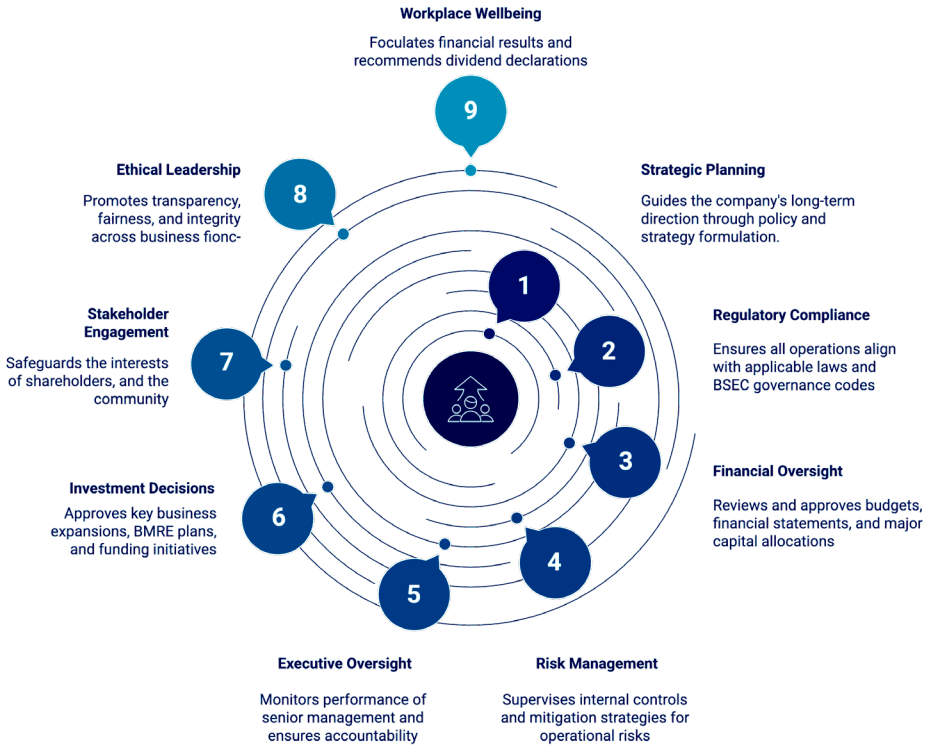


Mr. Abul Kalam Azad
Independent Director



Mr. Muhammad Haque
Independent Director

Board Of Oversight and **Strategic Direction**



Constitution: Not less than 3 or more than 15 Directors
Type of Mandate: Unitary Board of 6 Directors
Female Representation: 1 (one)
Male Representation: 5 (five)
Executive Directors: 1 (one)
Non-Executive Directors: 3 (three)
Independent Directors: 2 (two)

SQUARE Textiles PLC.

Corporate Governance Framework

The governance structure includes key committees such as the Audit Committee and the Nomination and Remuneration Committee, composed of non-executive and independent directors to uphold impartiality. The company also adheres to the Corporate Governance Code 2018 issued by the BSEC, ensuring the appointment of qualified professionals in roles such as CFO, CS, and HIAC. This governance model fosters sound decision-making, operational discipline, and stakeholder confidence across the organization.

Audit Committee

The Audit Committee, comprising three non-executive directors including an independent director as Chair, plays a critical role in ensuring financial integrity, internal control, and regulatory compliance. It reviews audit reports, oversees coordination with internal and external auditors, and monitors risks such as insider trading and conflicts of interest.



Legal Advisers

To uphold good governance and legal compliance, Square Textiles PLC. engages reputed legal professionals, including Mr. Syed Afzal Hasan Uddin and Mrs. Nihad Kabir, to provide strategic legal counsel and support on complex corporate matters.

Executive Management

Led by the Managing Director, the Executive Management Team is responsible for implementing board-approved strategies, preparing business plans, and managing day-to-day operations.

Shareholders' Relationship

The company maintains a transparent and respectful relationship with its shareholders by regularly disclosing material information, conducting annual general meetings, and addressing queries through the Company Secretary.



Embedding Sustainability into **Corporate Governance**



SUSTAINABLY GOVERNED

Square Textiles PLC integrates sustainability into its governance through the triple bottom line: people, planet, and profit. Its Board and committees guide efforts across cleaner technologies, traceability, circular practices, renewable energy, and sustainable sourcing, all aligned with the Sustainable Development Goals (SDGs).



SQUARE Textiles PLC.

Regulatory Compliance and **Internal Evaluation**



Square Textiles PLC. upholds strong regulatory compliance through a Code of Conduct, HR policies, and adherence to legal standards. Regular internal and external audits by stakeholders ensure accountability, continuous improvement, and alignment with ethical, environmental, financial, and safety practices.

INTERNAL AUDIT

Regular internal audits assess financial controls, environmental performance, occupational health & safety, and ethical compliance.

EXTERNAL AUDIT

Brands, certification bodies, financial institutions, and regulatory agencies conduct external audits to validate compliance with standards & regulations.



Compliance **Certifications**

CmiA Certificate - HIP – Ensures sustainable cotton production with improved livelihoods for African farmers.

OCS – Verifies organic content in products from source to final output.

RCS – Validates recycled material content in a product supply chain.

GOTS – Certifies organic textiles and environmentally/socially responsible manufacturing.

GRS – Confirms recycled content and responsible social, environmental, and chemical practices.

ISO 9001 – Establishes quality management standards for consistent product performance.

ISO 14001 – Sets out criteria for effective environmental management systems.

Oeko-Tex 100 – Certifies textiles are free from harmful substances.

Higg Index – Measures environmental and social performance across the value chain.

REGENAGRI Certificate – Supports regenerative agriculture and soil health improvement.

U.S. Cotton Trust Protocol – Verifies sustainable cotton farming practices in the U.S. supply chain.

SRCCS Certificate – Promotes sustainable and responsible cotton cultivation systems.

The Better Cotton Initiative (BCI) – BCI promotes sustainable cotton production worldwide.

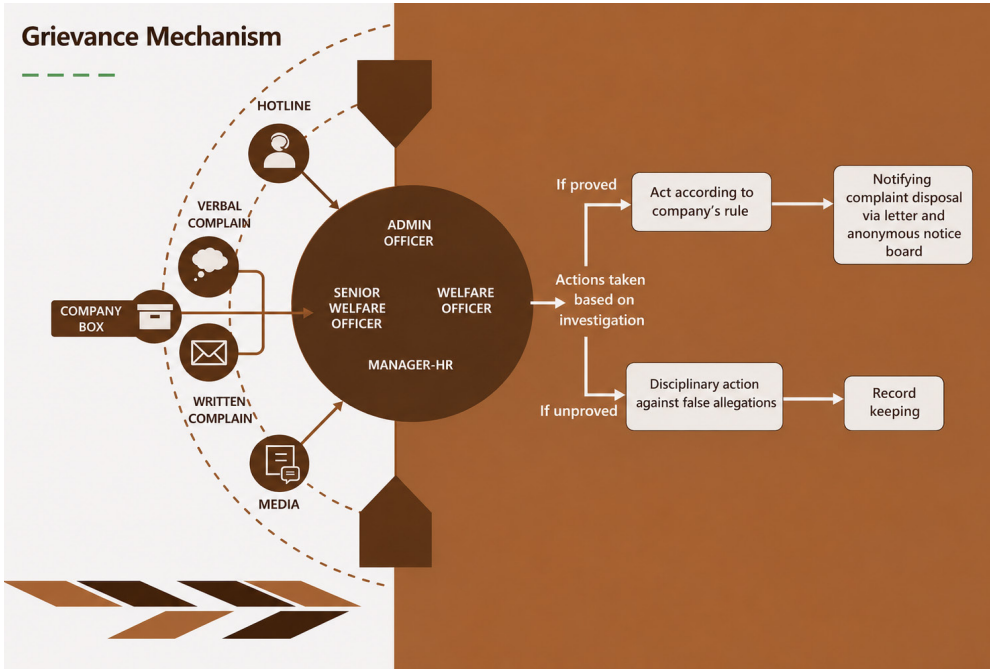


SQUARE Textiles PLC.

Community Feedback and **Grievance Redressal**

Square Textiles PLC. has established a transparent and responsive grievance mechanism to ensure that employees can raise concerns safely and confidently.







Grievance Redressal Mechanism of Square Textiles PLC.

Our Welfare **Activities**

Square Textiles PLC. fosters a safe, inclusive, and respectful workplace by upholding human rights, ensuring fair treatment, and promoting employee well-being through grievance channels, welfare and anti-harassment committees, and regular awareness programs—building a culture of trust, equality, and sustainability.

Square Textiles PLC.
Welfare Officers



Facilitating communication between workers and management



Monitoring working conditions and labor compliance



Assisting in grievance resolution and worker support



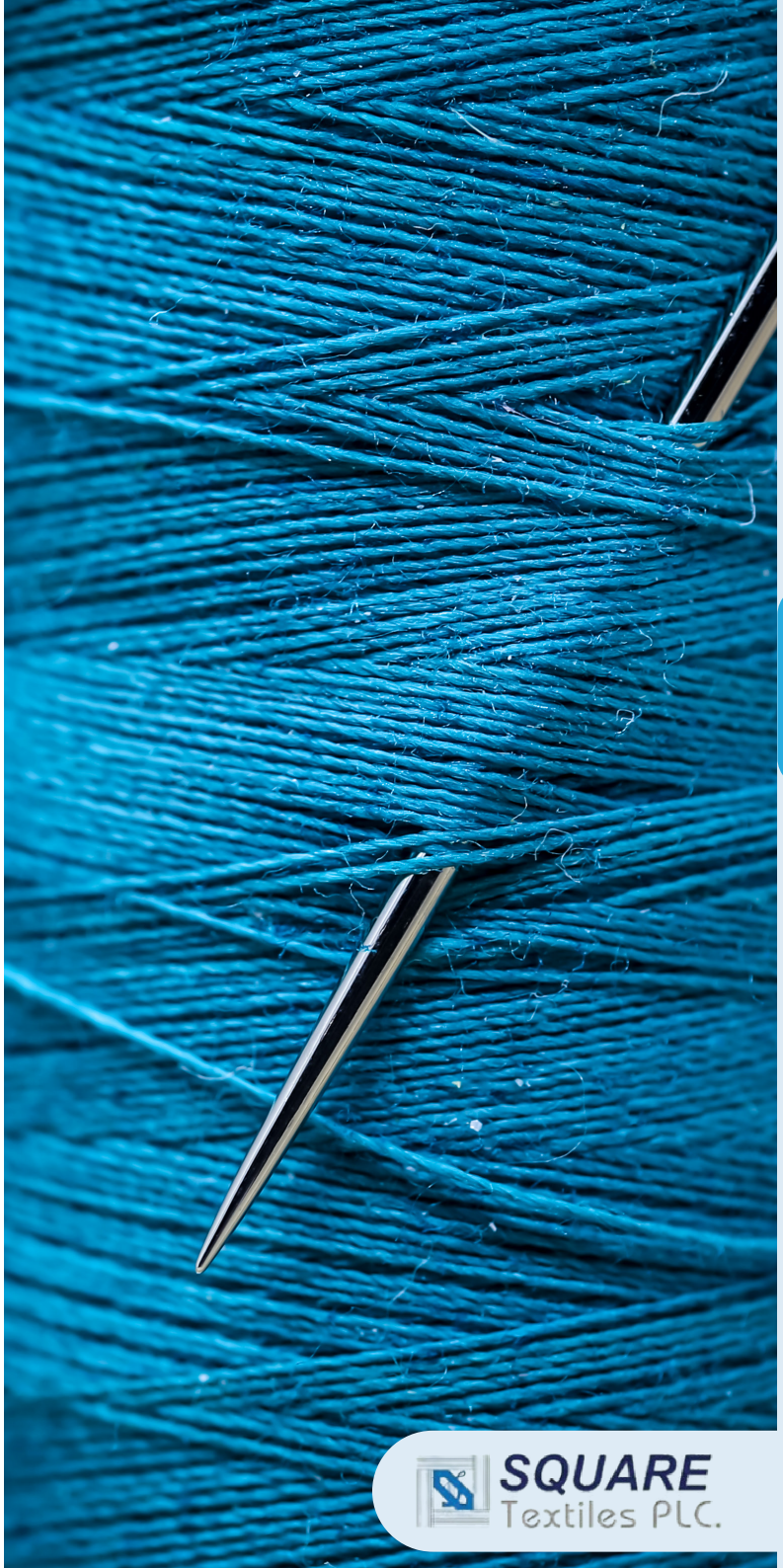
Supporting health, safety, and hygiene practices



Conducting awareness sessions on rights and responsibilities



Ensuring protection for female and juvenile workers

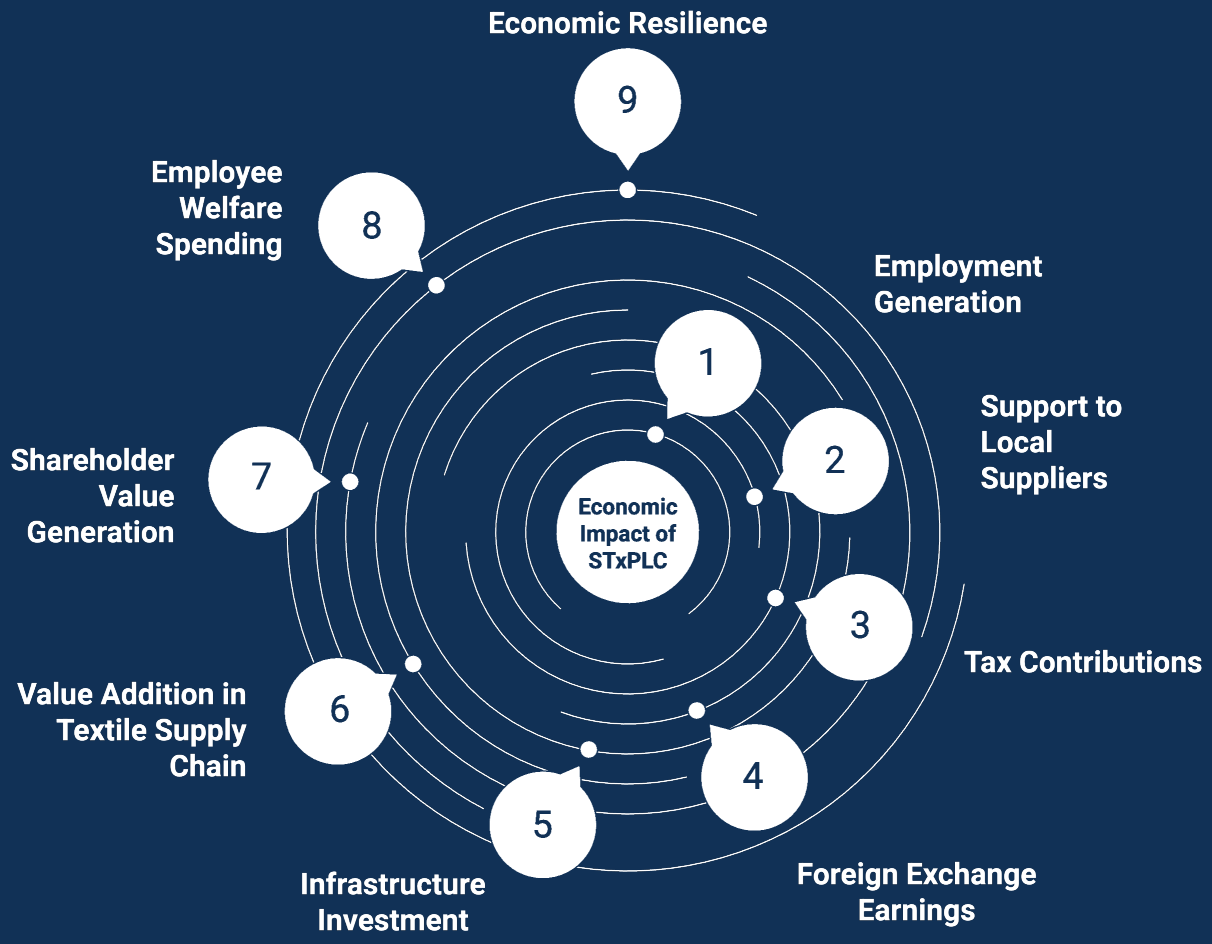


Critical Concern **Management**



Financial and Economic
Value Generation

Square Textiles PLC. ensures financial resilience through prudent investment, strong risk control, and efficient operations. Profitable investments and periodic reviews support long-term growth, while responsible wage distribution, tax compliance, and financial obligations contribute to national development. Effective cash flow management, supplier assurance, and reinvestment in assets and employee benefits reflect the company's commitment to inclusive and sustainable value creation.



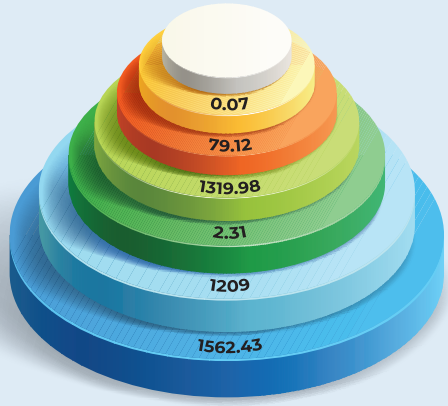


SQUARE Textiles PLC.

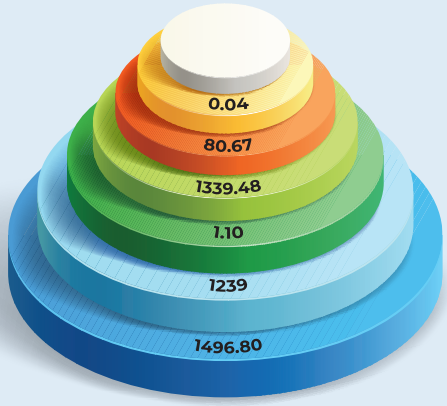
Economic Performance of Square Textiles PLC. in Last Four Fiscal Years

Particulars	Year 2024-25	Year 2023-24	Year 2022-23	Year 2021-22
	in BDT	in BDT	in BDT	in BDT
Sales Revenue	24,701,348,701	20,905,825,094	16,508,162,222	17,432,248,763
Cost of Goods Sold	(21,405,403,645)	(18,399,049,254)	(14,492,669,397)	(14,509,929,506)
Gross Profit	**3,295,945,056**	**2,506,775,840**	**2,015,492,825**	**2,922,319,257**
Administrative Overhead	(301,424,729)	(299,899,080)	(297,746,569)	(278,290,668)
Selling and Distribution Overhead	(40,222,097)	(35,591,310)	(30,593,087)	(25,180,274)
Profit from Operations	**2,954,298,230**	**2,171,285,450**	**1,687,153,169**	**2,618,848,315**
Finance Cost	(1,347,161,572)	(758,124,465)	(342,720,350)	(250,393,099)
Non-Operating Income	28,971,204	21,564,641	61,600,708	56,734,401
Profit Before W.P.P.F & W.F	**1,636,107,862**	**1,434,725,626**	**1,406,033,527**	**2,425,189,617**
Allocation for W.P.P.F & W.F	(77,909,898)	(68,320,268)	(66,953,977)	(115,485,220)
Profit Before Tax	**1,558,197,964**	**1,366,405,358**	**1,339,079,550**	**2,309,704,397**
Income Tax Expenses (Current)	(197,424,123)	(211,388,492)	(232,317,017)	(340,496,006)
Deferred Tax (Expenses) Income	68,046,924	6,835,875	38,598,297	(10,469,038)
Profit After Tax for The Period	**1,428,820,765**	**1,161,852,741**	**1,145,360,830**	**1,958,739,353**
Non-Controlling Interest	(179,630)	(92,166)	(85,272)	(175,798)
Net Income for the Period	**1,428,641,135**	**1,161,760,575**	**1,145,275,558**	**1,958,563,555**
Earnings Per Share (EPS)	**7.24**	**5.89**	**5.81**	**9.93**

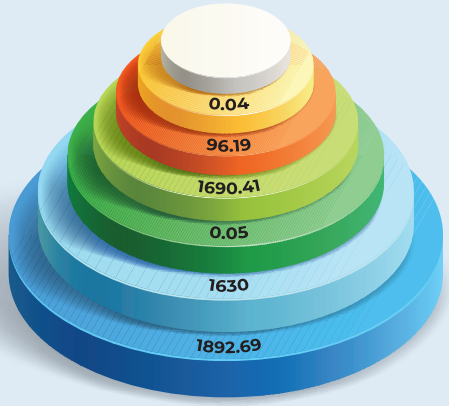
Economic Performance of Square Textiles PLC.



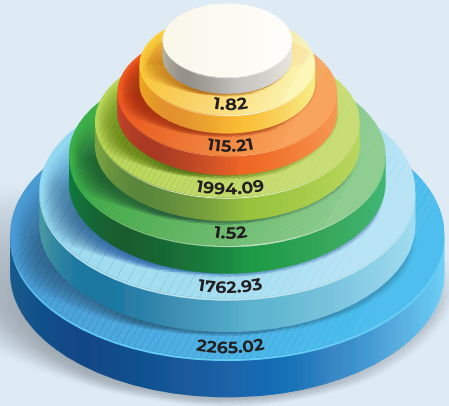
2021-22



2022-23



2023-24



2024-25

01 Total Training costs BDT in Crore)

02 Total wage distributed (BDT in Crore)

03 Total operating costs (BDT in Crore)

04 Income from interest (BDT in Crore)

05 Total monetary value of physical assets, such as property, infrastructure, and equipment (BDT in Crore)

06 Total revenue earned (BDT in Crore)

SQUARE Textiles PLC.

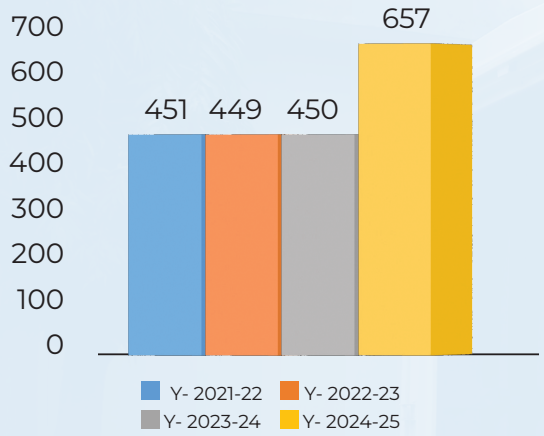
Responsible and Transparent
Supply Chain Practice



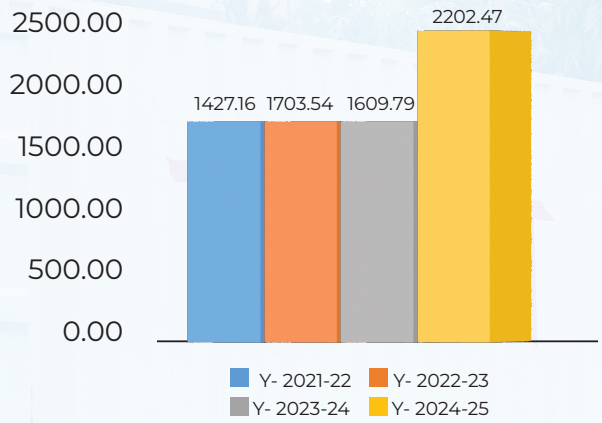
Ensuring Responsibility
at Every Link

Square Textiles PLC. upholds ethical sourcing as a core business principle, working closely with both local and international suppliers to ensure fair labor practices, legal compliance, and environmental responsibility.

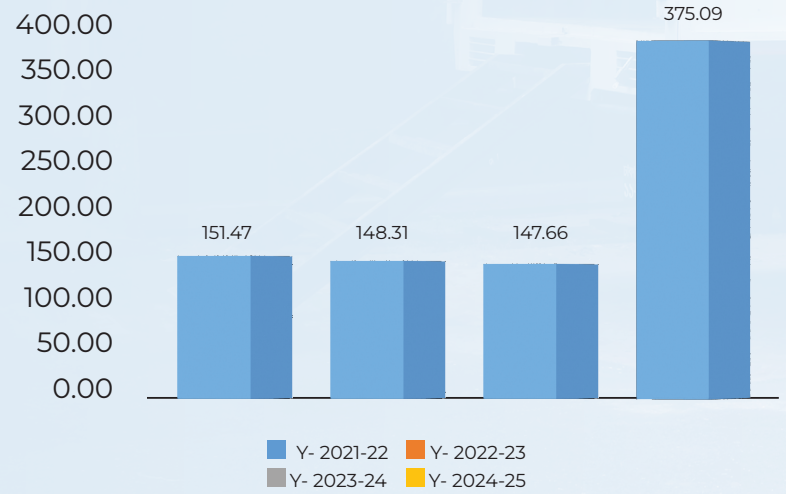
Number of local suppliers dealt with



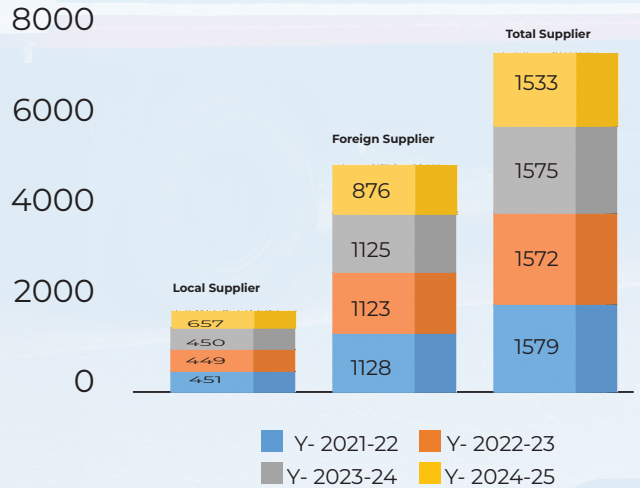
Total Procurement Budget in BDT Cr



Total money spent on local suppliers in BDT Cr



Total Numbers of Suppliers



SQUARE Textiles PLC.

Confidential Reporting and **Whistleblower Protection**

Square Textiles PLC. fosters a transparent and accountable work environment through a structured whistleblower mechanism. This system allows employees, suppliers, and stakeholders to report fraud, corruption, harassment, or any misconduct safely and confidentially, reinforcing a culture of trust, ethics, and compliance. At a Glance -

- **Confidentiality Assured** – Protects whistleblowers' identity at all times.
- **Non-Retaliation Policy** – Safeguards individuals from any adverse action.
- **Multiple Secure Channels** – Reporting via welfare officers, HR, or dedicated contact points.
- **Independent Oversight** – Handled by a designated internal team/committee.
- **Ethical Safeguard** – Strengthens trust, integrity, and accountability in operations.



Transparent Taxation Practices and **Fiscal Responsibility**

Square Textiles PLC. maintains a strong culture of fiscal integrity and transparent taxation, ensuring full compliance with national tax regulations. Through timely filings, accurate reporting, and strategic financial planning, the company not only mitigates risks but also contributes significantly to national development.

- **Clear Tax Strategy –** Full compliance with corporate tax, VAT, and withholding requirements.
- **Dedicated Oversight –** Six-member professional team led by the GM of Accounts & Finance.
- **Regulatory Engagement –** Active collaboration with NBR, BIDA, and BEPZA for accountability.
- **Risk Mitigation – R**egular audits, consultations, and internal reviews to ensure compliance.
- **Supply Chain Awareness –** Ethical sourcing policies extend tax compliance to vendors.
- **National Contribution –** Paid BDT: 340.49 (2021-22), BDT: 232.31 (2022-23), BDT: 211.38 (2023-24) and BDT: 197.42 (2024-25) under LTU.



Stakeholder Dialogue and **Inclusive Participation**

Square Textiles PLC. believes strong stakeholder relationships are key to building a responsible and sustainable business. Through structured communication and proactive engagement, the company fosters trust, gathers feedback, and drives collaborative actions that align with stakeholder expectations and long-term value creation.



Various Stakeholder Engagement Ways of Sqaure Textiles PLC.

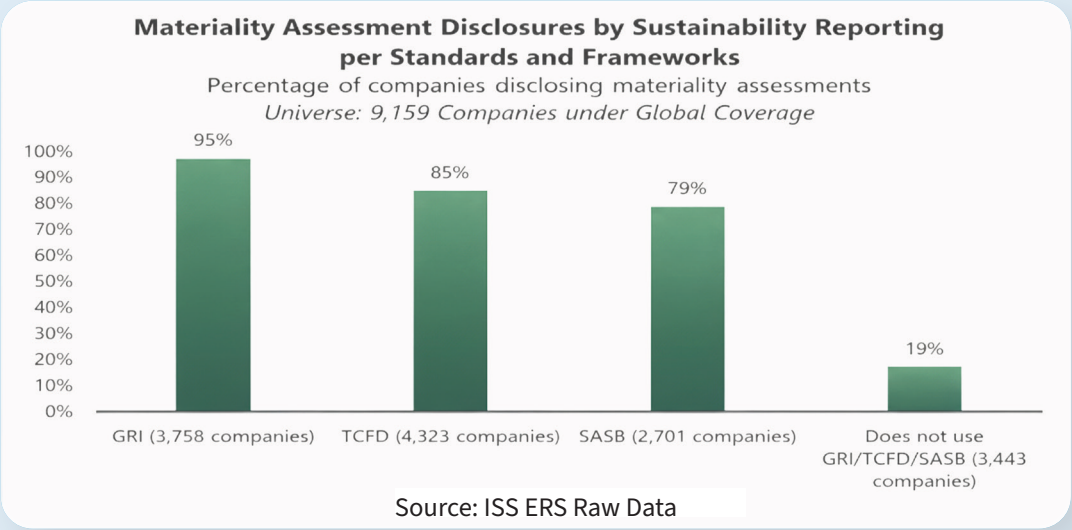
Materiality Assessment

A materiality assessment helps organizations identify and prioritize the most significant ESG issues affecting their operations and stakeholders. By engaging stakeholders and evaluating economic, environmental, and social impacts, it ensures sustainability efforts are relevant, transparent, and aligned with global standards. This process guides resource allocation, strengthens strategy, and builds long-term trust and reputation.

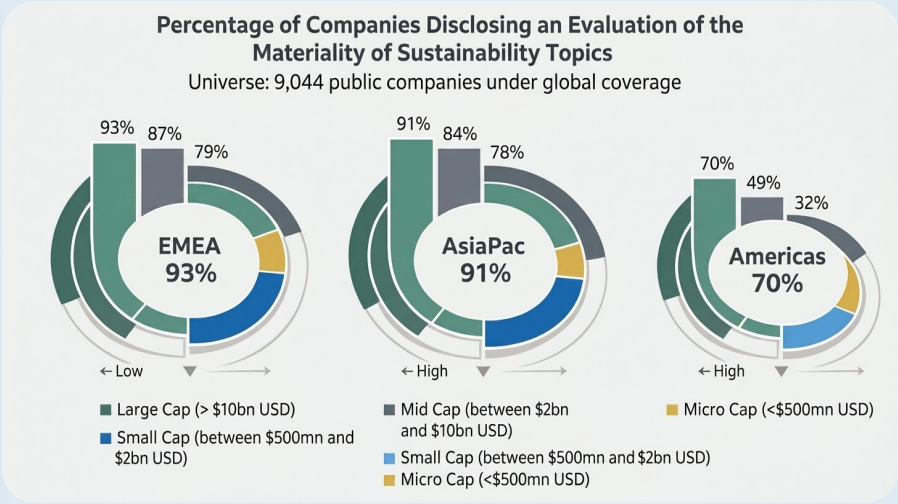
- **Value Chain Assessment –** Assess materiality across the entire value chain, considering upstream and downstream impacts
- **Stakeholder Engagement –** Engage with stakeholders to understand affected parties' perspectives and key audiences of sustainability statements
- **Assessment of Actual and Potential Impacts –** Consider both actual and potential impacts with an emphasis on severity and scope
- **Resource Dependency Analysis –** Factor in human, natural, and social resources in determining impact and financial materiality
- **Systematic and Regular Reviews –** Conduct regular reviews of material topics and ensure assurance-readiness
- **Global Standards Alignment** – Align materiality assessments with GRI, TCFD, SASB, and ESRS standards
- **Transparency in Reporting** – Clearly communicate materiality findings through transparent reporting on sustainability

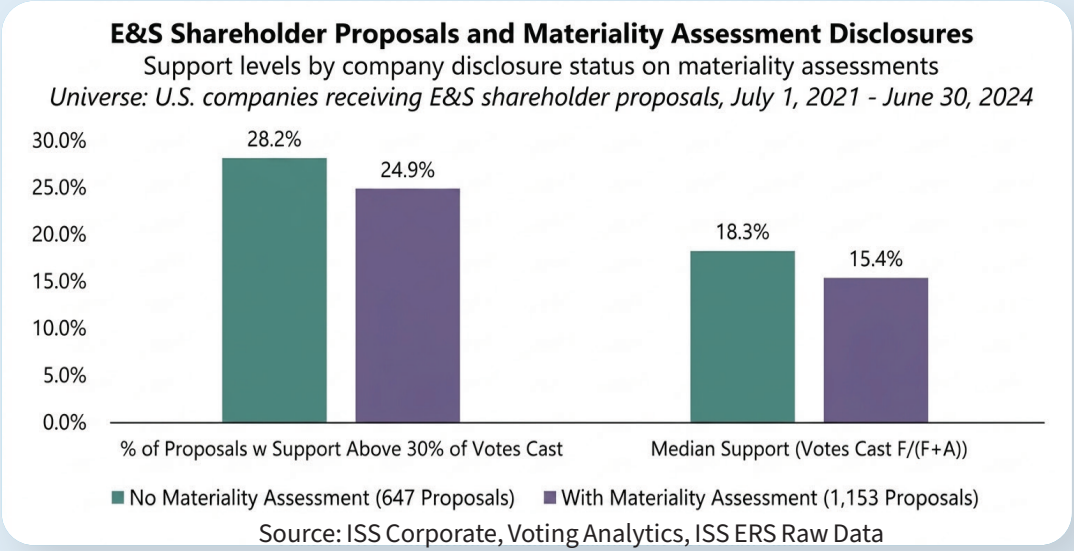


Global Perspective



Source: ISS ERS Raw Data





Source: ISS Corporate, Voting Analytics, ISS ERS Raw Data

Source: Materiality Assessments: Expectations and Best Practices, https://www.iss-corporate.com/resources/blog/materialityassessments-expectations-and-best-practices/

Process to **Determine Material** Topics of Square Textiles PLC.

Square Textiles PLC. has conducted a comprehensive materiality assessment to identify and prioritize the key sustainability topics that impact both stakeholders (primarily customers) and the company itself. The assessment considers two critical factors: the importance of each issue to external stakeholders (especially customers) and its relevance to the company's operations and strategic goals. Each topic, such as energy, waste, occupational health and safety (OHS), training, procurement, and others, has been assigned a score from 1 to 5, where 1 indicates minimal significance and 5 denotes a very significant issue.

Topics that scored high in both criteria have been considered as material topics, while others that received a high score in one of the criteria, either from the stakeholder or company perspective, were also prioritized for action. This dual approach ensures that the company addresses the most critical issues affecting both sustainability and business performance, while maintaining alignment with stakeholder expectations.



Materiality Assessment as per Impact Significance Level

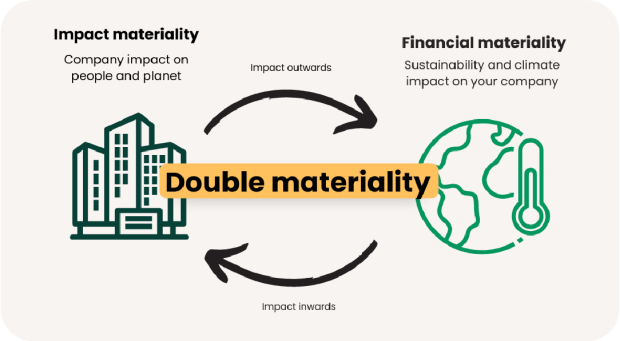
Impact Significance Score

1. Very Less Significant
2. Less Significant
3. Significant
4. High Significant
5. Very High Significant

SQUARE Textiles PLC.

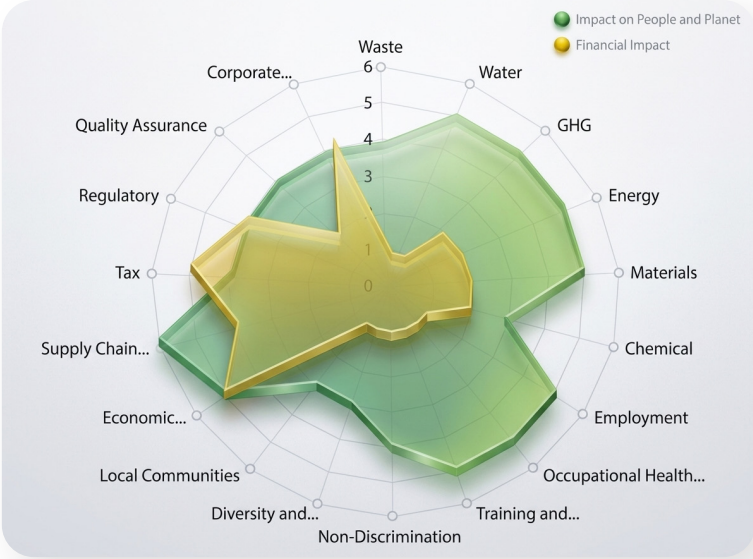
Double Materiality and **Stakeholder Priorities Topics**

At Square Textiles PLC., the double materiality assessment is applied by considering the impact of operational activities (such as energy use, waste management, and GHG emissions) on the environment and society, while also evaluating how these activities affect the company's financial performance. This approach not only supports the company's commitment to sustainability but also aligns its strategy with stakeholder expectations for responsible and profitable long-term operations.



Impact Significance Score

1. Very Less Significant
2. Less Significant
3. Significant
4. High Significant
5. Very High Significant



Integrating Financial Materiality for Double Materiality Assessment

Key Material Topics

The following material topics have been identified and prioritized to ensure that Square Textiles PLC. addresses key sustainability challenges, meets stakeholder expectations, and aligns with business goals, particularly in the spinning mill industry.

PLANET

Waste
Waste-management: crucial for reducing environment impact and improving efficiency

Water
Efficient water use essential in textile industry

GHG
Reducing greenhouse gas emissions is critical step in aligning

Energy
Reducing costs and minimize environmental impacts

Chemical
Proper chemical management ensures safe working env.

PEOPLE

Employment
Fair and responsible employment practices

Occupational Health & Safety (OHS)
Effective OHS practices

Training and Education
Continuous skill development

Diversity and Equal Opportunity
Embracing diversity

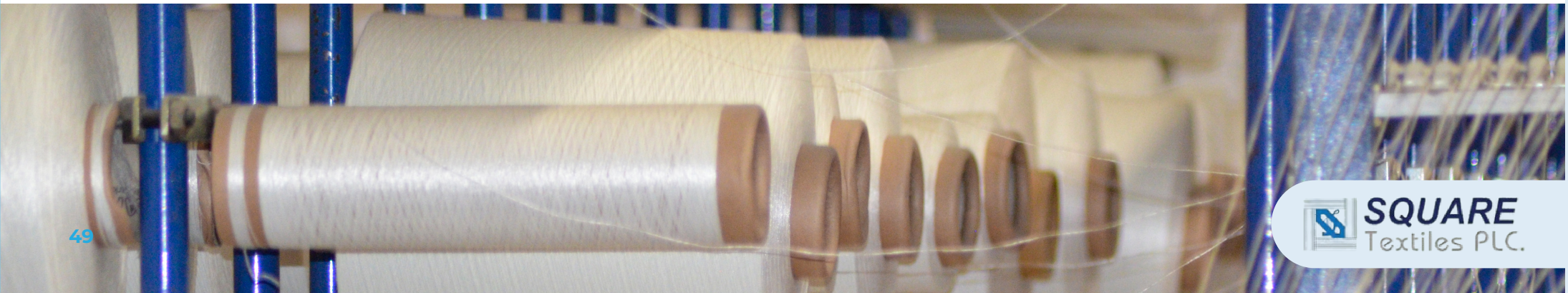
Local Communities
Enhancing social responsibility

PROSPERITY

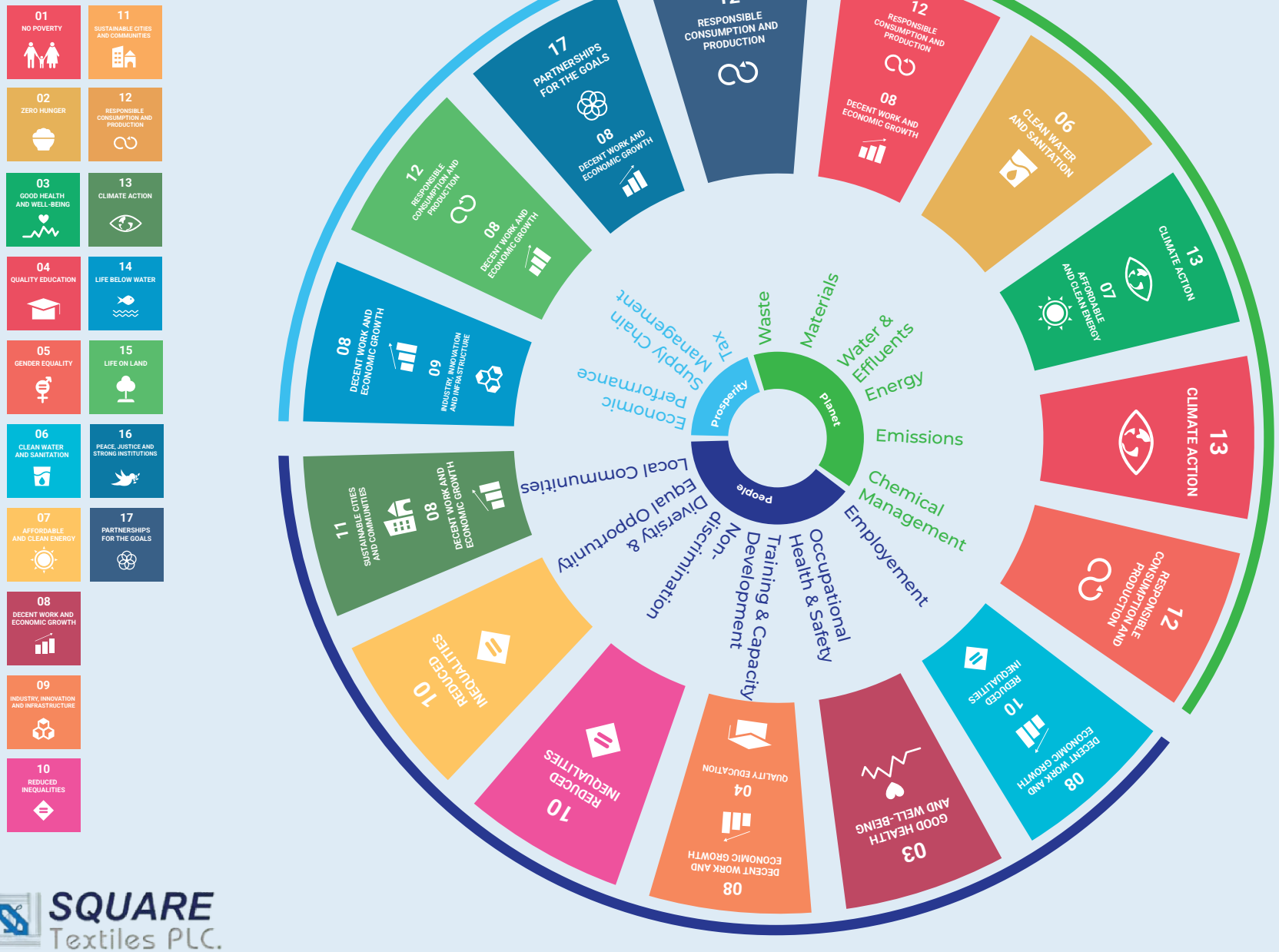
Economic Performance
Ensuring long term sustainability

Supply Chain Management
Ethical sourcing and transparency

Tax
Contributing to social responsibility



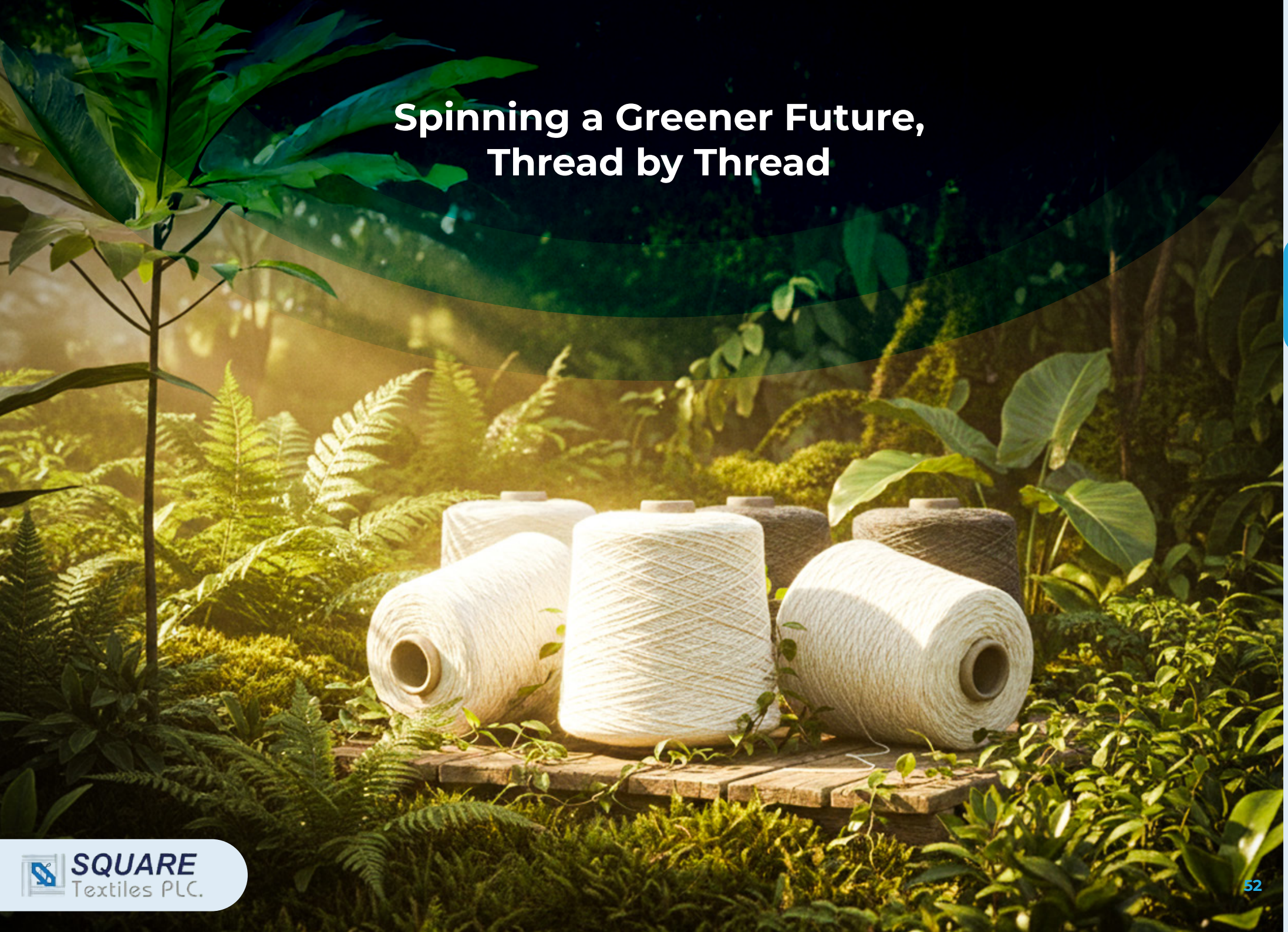
Alignments of SDG with Our Material Topics



SQUARE Textiles PLC.

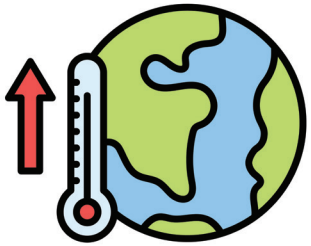
Material Topics	Scenario at Square Textiles PLC.	Relevant SDG Goals	SDG Alignment
Planet			
Waste	Waste management is crucial for reducing environmental impact and improving efficiency in the production process.		In 2024, 4.5 million kg of non-hazardous waste (cotton dust, comber noil, sliver, etc.) generated, with majority reused or sold to recyclers. Hazardous waste (batteries, oil drums, sludge, e-waste) safely disposed through contractors. Waste KPIs show **27% improvement vs 2021 baseline**. Future target: 10% non-hazardous and 5% hazardous waste reduction by 2026.
Materials	Sustainable sourcing and efficient use of raw materials are key to reducing waste and improving environmental performance.		Cotton waste reused internally; droppings/noil sold to recyclers. Supplier Code of Conduct ensures ethical sourcing. Future plan: introduce certified sustainable fibers and reduce virgin material dependency.
Water & Effluents	Efficient water use is essential in the textile industry to minimize environmental footprint and ensure resource sustainability.		2024 consumption ~571,666 m^3. Advanced STP (30 m^3/hr) and ETP in operation. Sludge tracked via SOP. Rainwater harvesting introduced. EMS target: **10% water use reduction by 2026**.
Energy	Optimizing energy consumption helps in reducing costs and minimizing environmental impacts from energy-intensive operations		2024 consumption ~123 GWh. KPIs improved by **-13.8% vs 2021 baseline**. 3.187 MW rooftop solar installed in 2024, producing >2.5m kWh/year. EMS target: 8.5% energy reduction by 2026 and >2% renewables share.
Emissions	Reducing greenhouse gas emissions is a critical step in aligning with global climate goals and ensuring regulatory compliance.		2025 GHG Inventory: ~79,740 tCO_2e/year; 65.7% from grid electricity. Fugitive refrigerant emissions: 713 tCO_2e. Refrigerant maintenance SOP & service records in place. EMS targets 0.25% annual CO_2 intensity reduction.
Chemical Management	Proper chemical management ensures a safe working environment and minimizes pollution associated with textile processing.		**Hazardous waste and chemical container SOPs followed. ZDHC-compliant chemicals adoption target 70% by 2026. OEKO-TEX and ZDHC wastewater disclosure ongoing.**
People			
Employment	Fair and responsible employment practices are fundamental for ensuring a motivated and diverse workforce.		Recruitment, wages & benefits policies aligned with Labor Law. Regular compliance audits. Future: expand inclusive hiring and retention programs.
Occupational Health & Safety	Protecting workers through effective OHS practices is critical for maintaining a safe, healthy, and compliant workplace.		Routine fire, evacuation, PPE, and chemical drills. Safety committees active. Plan: integrate digital EHS monitoring.
Training & Capacity Development	Continuous training and skill development are vital for improving workforce competencies and promoting career growth.		Regular training on compliance, waste, OHS & environmental issues. Future: advanced technical and sustainability certifications.
Non-Discrimination	Equal treatment in the workplace supports a positive and inclusive environment, fostering diversity and innovation.		Code of Conduct prohibits discrimination. Grievance mechanisms in place. Plan: gender-sensitive recruitment & promotion policies.
Diversity & Equal Opportunity	Embracing diversity ensures equal opportunities for all, promoting a fair and respectful working environment.		Equal opportunity upheld. Plans: increase female participation, leadership development, and supportive facilities.
Local Communities	**Engaging with and supporting local communities enhances Square Textiles PLC.'s social responsibility and strengthens relationships with surrounding areas.**		CSR programs in health, education, and local employment. Future projects: WASH and sanitation initiatives in nearby communities.
Prosperity			
Economic Performance	Strong economic performance ensures the company's long-term sustainability and ability to reinvest in responsible practices.		Profits reinvested in machinery, infrastructure, efficiency & welfare. Energy savings & renewables lower operational costs.
Supply Chain Management	Ensuring ethical sourcing and transparency throughout the supply chain reduces risks and enhances sustainability efforts.		Code of Conduct enforces supplier compliance with labor & environmental standards. Future: digital traceability & SME integration.
Tax	Compliance with tax regulations contributes to social responsibility, supporting community development and public services		Paid **BDT 716.6m FY 2021–22 to 2023–24**. Six-member tax team ensures compliance with NBR & BEPZA. Commitment to consistent contributions.

Spinning a Greener Future, Thread by Thread



Global Environmental Challenges

Square Textiles PLC. recognizes its role in mitigating environmental impacts and advancing sustainable practices across all operations, reinforcing the company's commitment to a resilient and responsible future.



GLOBAL ENVIRONMENTAL CHALLENGES

The world faces major environmental challenges: climate change, water, oceans, and biodiversity

Businesses must improve resource management and adopt sustainable solutions

UN Global Compact supports companies with frameworks for sustainability integration

Focus on SDGs and Paris Agreement targets (1.5°C limit)

Companies should assess risks, set targets, and transition to a net-zero, resilient economy

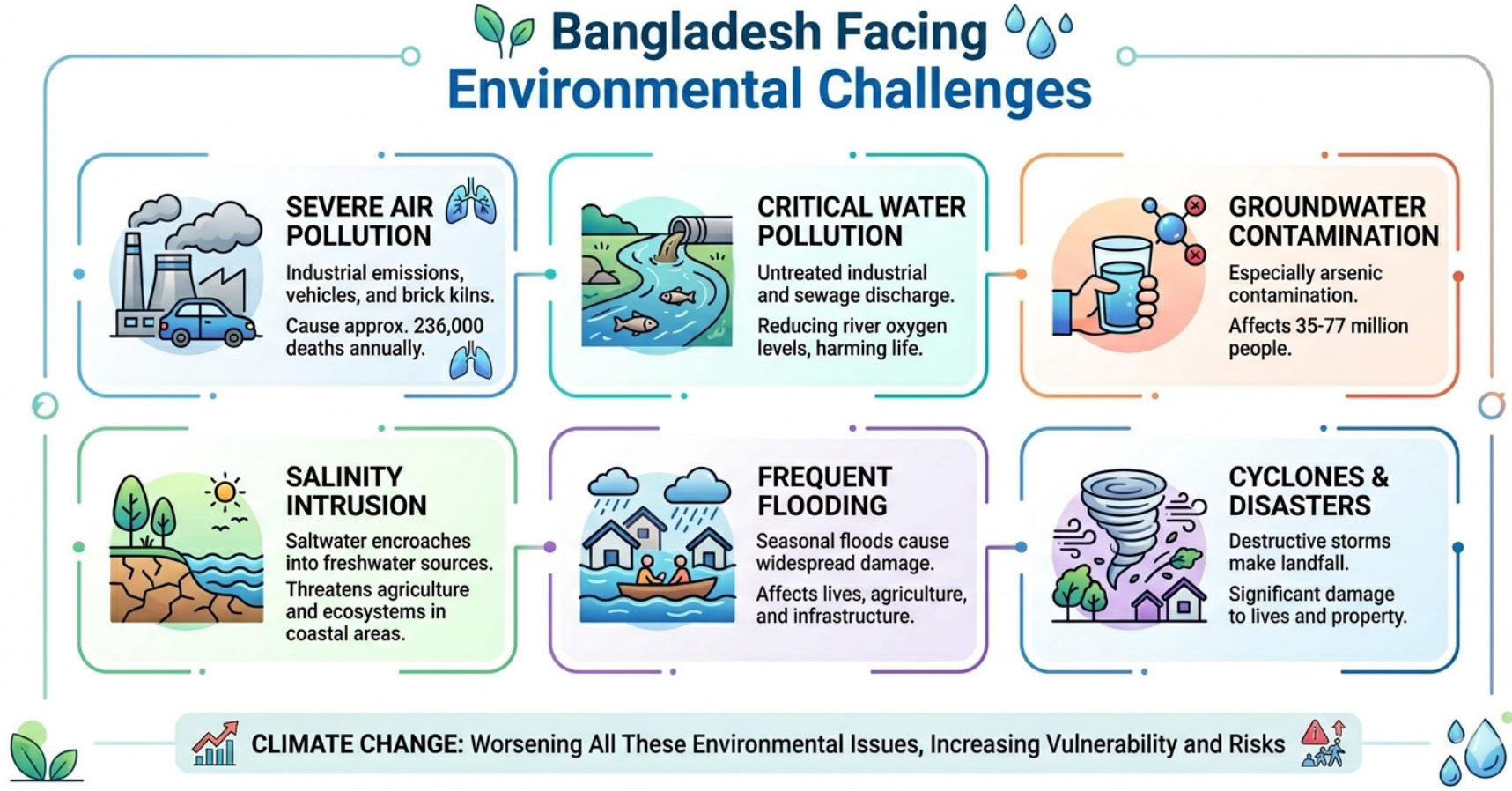


Source: https://unglobalcompact.org/what-is-gc/our-work/environment

SQUARE Textiles PLC.

Bangladesh Facing
Environmental Challenges

Bangladesh is a country of rivers, plains, and vibrant communities, yet it faces mounting environmental pressures that threaten its natural resources and livelihoods. From rising groundwater salinity and industrial effluents polluting rivers, to deteriorating air quality and the increasing frequency of cyclones and floods, the challenges are vast and interconnected. Climate change amplifies these threats, intensifying extreme weather events, desertification, and ecosystem degradation, while disproportionately impacting vulnerable communities. In this complex landscape, the need for sustainable practices, responsible resource management, and proactive mitigation has never been more urgent.



Source: https://en.wikipedia.org/wiki/Environmental issues in Bangladesh



Industrial Pollution Scenerio

Weaving a **Greener Future**

At Square Textiles PLC., we are redefining the future of the textile industry by embedding sustainability into every thread of our operations. From eco-conscious material sourcing to cutting-edge energy and water management, our initiatives are designed to reduce environmental impact while driving operational excellence. By championing innovative practices, investing in green technologies, and fostering a culture of environmental responsibility, we aim to set new benchmarks for a resilient and greener industry—ensuring that our growth benefits both people and the planet.

Major Environmental Initiatives



Sustainable Sourcing and **Resource Efficiency**

At Square Textiles PLC., sustainability drives every aspect of our operations. From energy conservation and efficient waste management to biological effluent treatment, we minimize environmental impact while maintaining operational excellence. Our use of innovative technologies and eco-friendly practices sets benchmarks for responsible manufacturing in the textile industry.

Our circularity efforts span both Gazipur and Habiganj units, integrating recycled materials into production and creating a closed-loop system. Recyclable waste from Habiganj is transported to Gazipur, processed, and reused across units, exemplifying an integrated approach to resource efficiency. Over the past three years, we have focused on optimizing material consumption and monitoring KPIs to promote responsible usage as production scales. By embedding sustainability into all operations, we continue to build a greener, more resilient future while maintaining high-quality output.

Key Initiaitives and Metrics

Total Material Use (2021-25)

200 MILLION+
kilograms across all operations

2021–2024

Gazipur Unit (2021-25)

19.5%
recycled materials used

deliberate shift towards circularity

Internal Reuse System

Recyclable waste from Habiganj is transported to Gazipur and reused across both units based on operational needs.

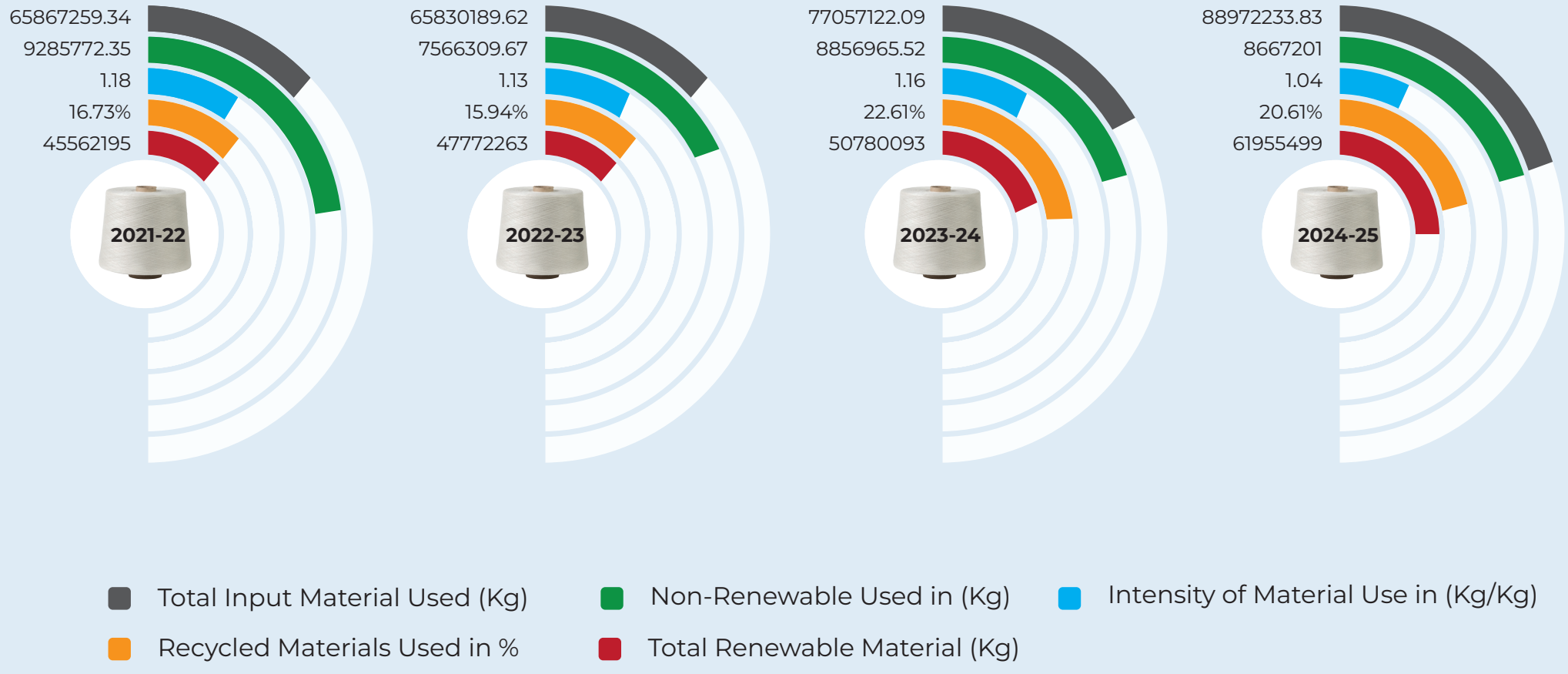
Material Intensity Trend

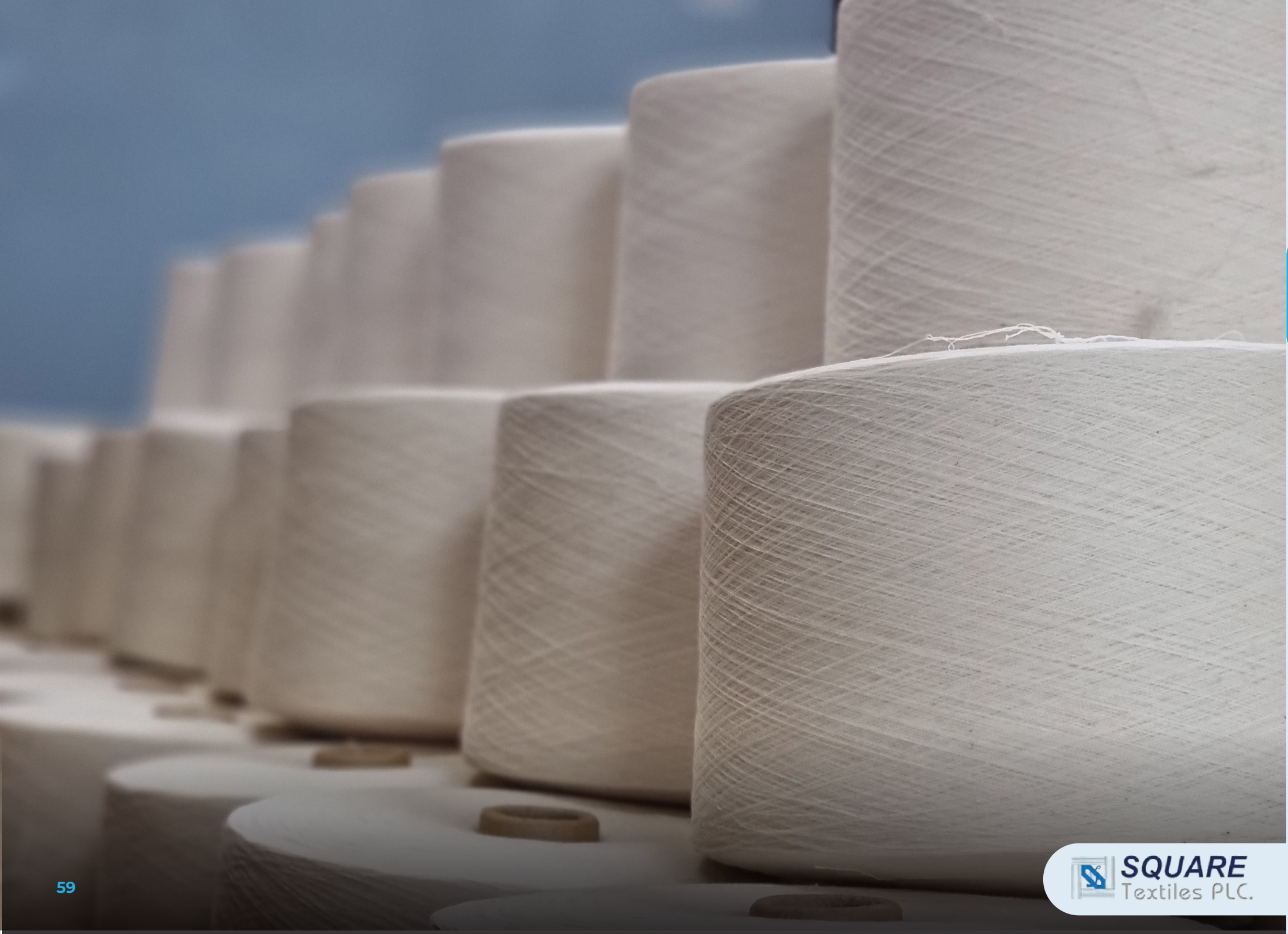
2021-22: 1.18 kg/kg
2022-23: 1.13 kg/kg
2023-24: 1.16 kg/kg
2024-25: 1.04 kg/kg



SQUARE Textiles PLC.

Material Management of Square Textiles PLC.

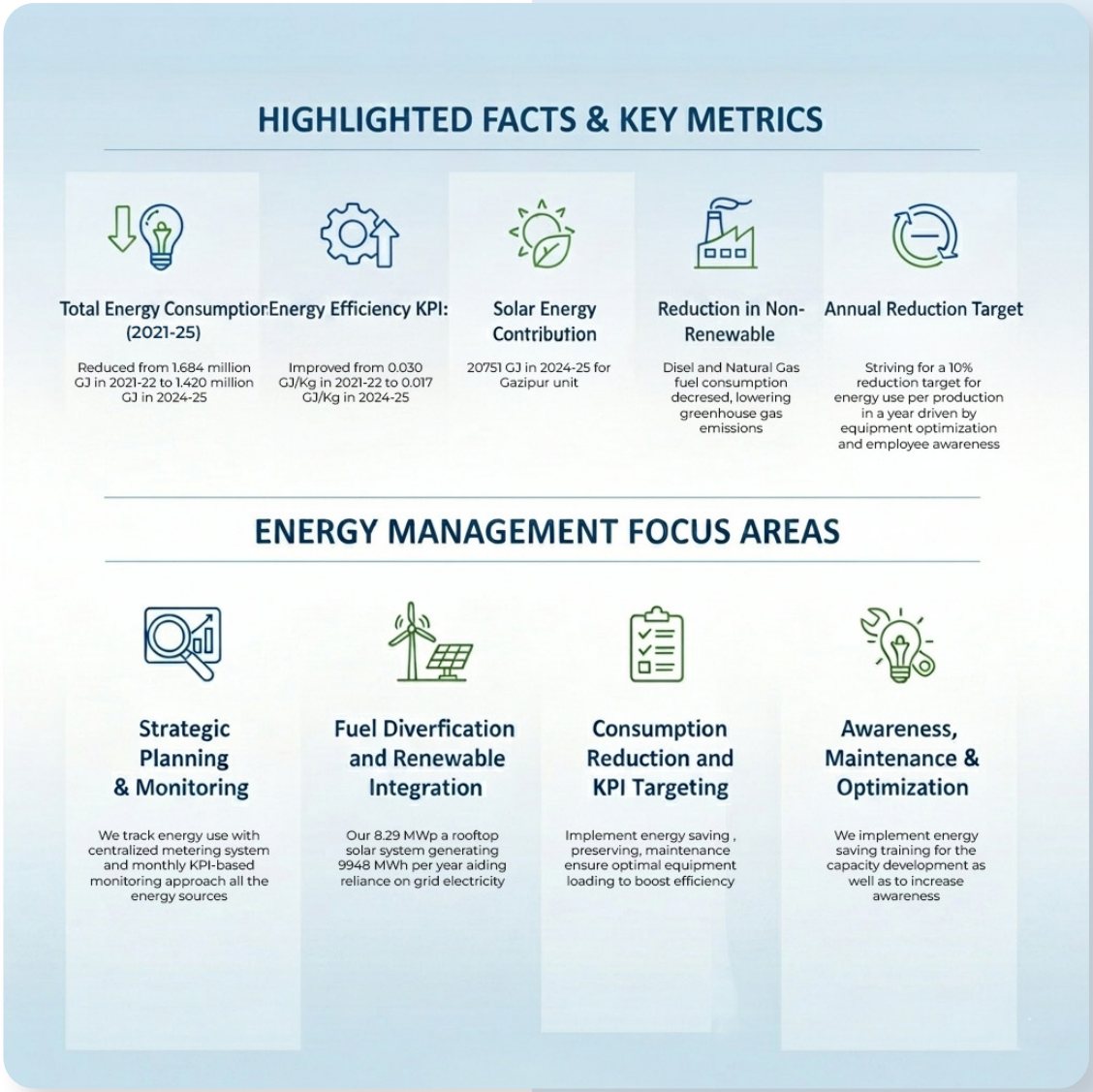




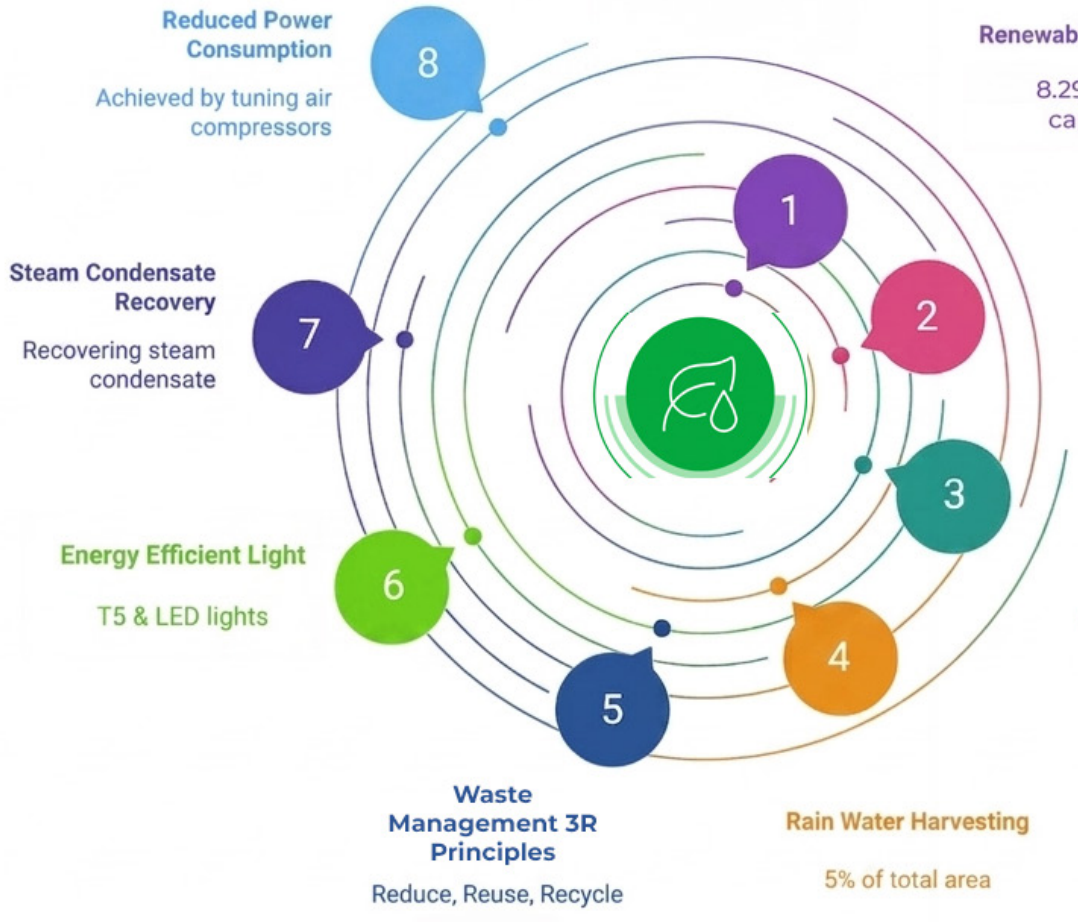
Energy Management and **Efficiency Optimization**

At Square Textiles PLC., energy efficiency is central to our sustainability strategy. We integrate energy-saving practices across operations, from employee training and preventive equipment maintenance to the adoption of renewable energy sources. Our approach balances operational efficiency with environmental responsibility, minimizing emissions and reducing reliance on non-renewable energy. Through continuous monitoring, KPI tracking, and targeted initiatives, we are steadily optimizing energy consumption while promoting a cleaner, greener future.

Square Textiles PLC. has achieved a significant reduction in energy consumption, with total use decreasing from 1.684 million GJ in 2021–2022 to 1.337 million GJ in 2023–2024, then increasing a bit 1.420 million GJ in 2024–2025. This improvement is largely driven by increased reliance on renewable energy. Diesel and HFO consumption have also declined, lowering greenhouse gas emissions and non-renewable energy use. Through continuous monitoring, energy-efficient equipment, employee awareness programs, and optimal use of natural light, Square Textiles PLC.. has improved energy efficiency per unit of product, with an intensity decreasing from 0.030 GJ/unit in 2021–2022 to 0.017 GJ/unit in 2024–2025. Solar energy integration underscoring the company's ongoing commitment to sustainable energy practices and minimizing environmental impact.



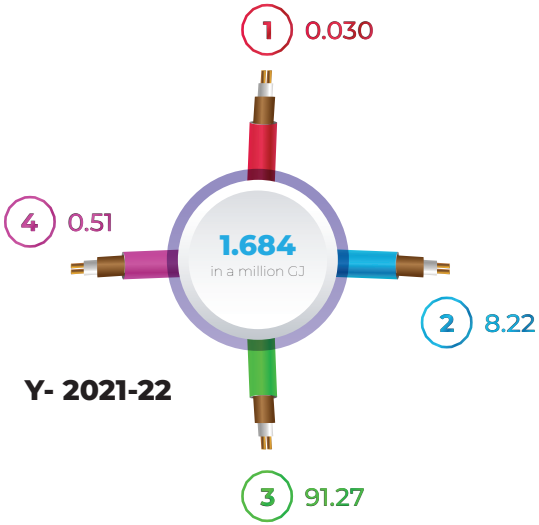
Best Energy Conservation Practices



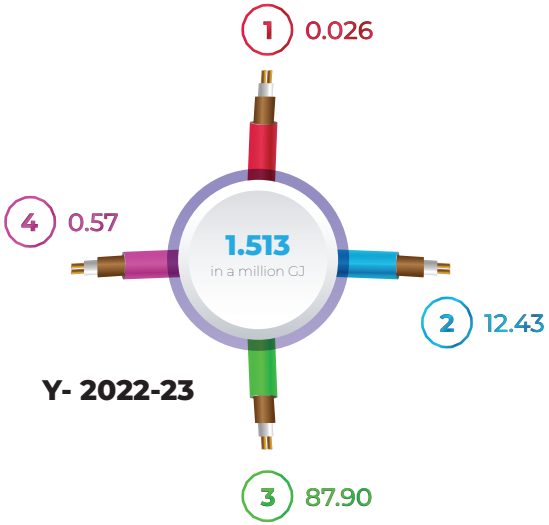


SQUARE Textiles PLC.

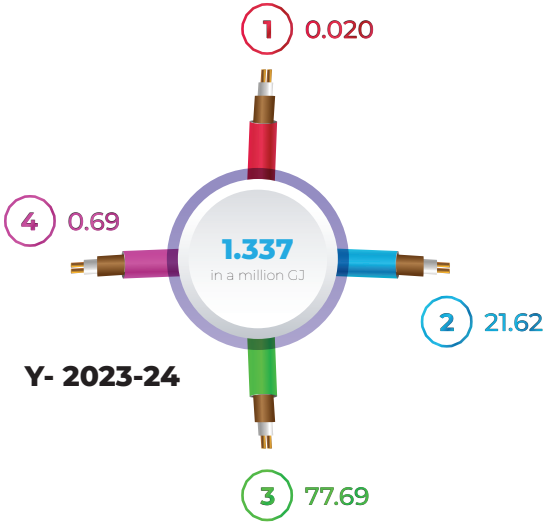
Energy Scenerio of Square Textiles PLC.



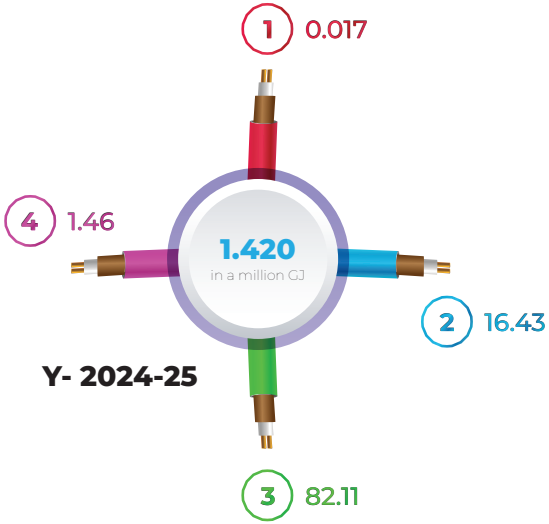
Y- 2021-22



Y- 2022-23



Y- 2023-24



Y- 2024-25

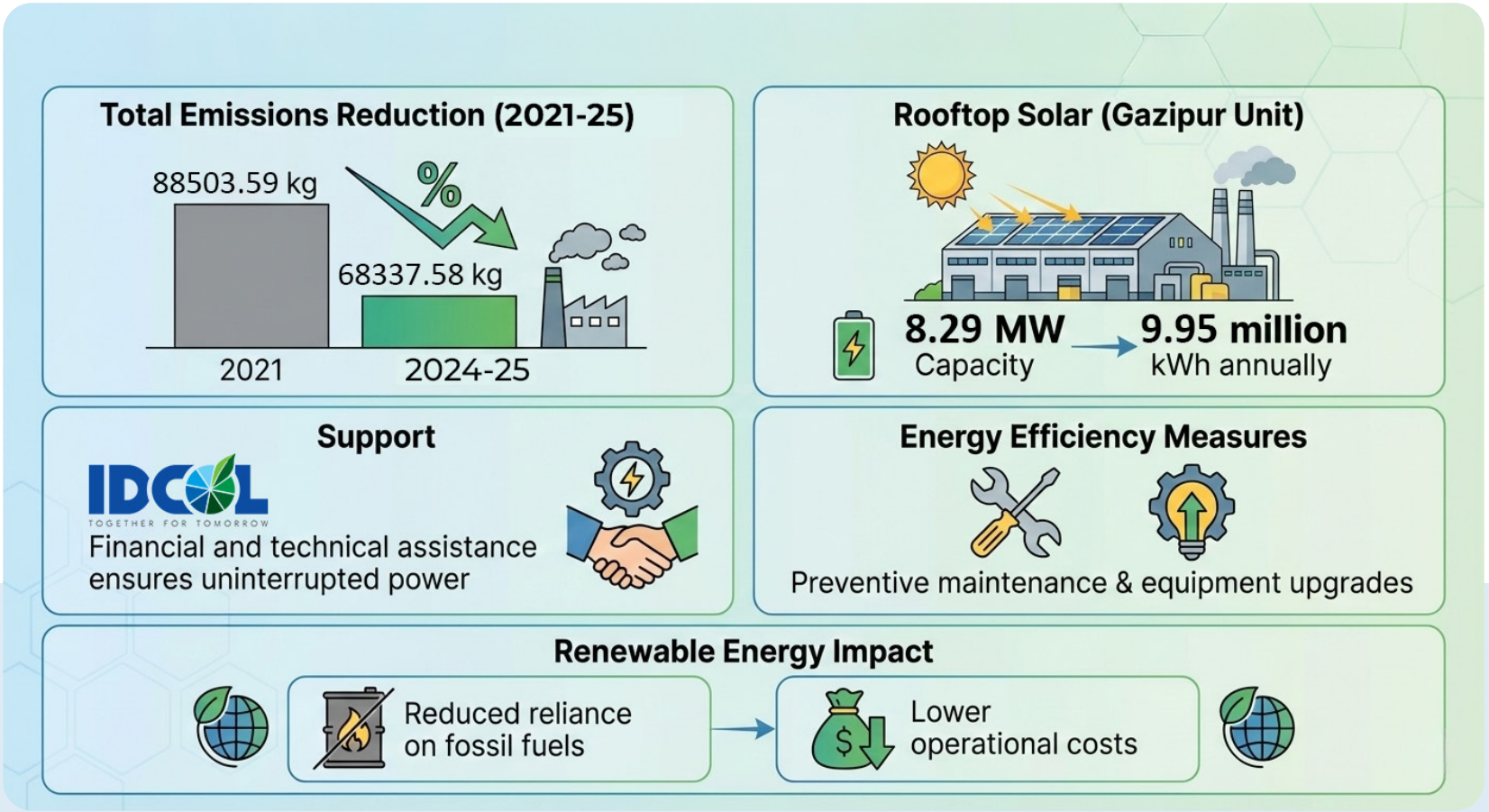
SQUARE Textiles PLC.

- Total Energy in GJ
- 1 Intensity of Energy Use in GJ/Kg
- 2 Percentage of purchased Electricity in total energy consumption
- 3 Percentage of natural Gas, Diesel and HFO in total energy consumption
- 4 Percentage of Solar Energy in total energy consumption

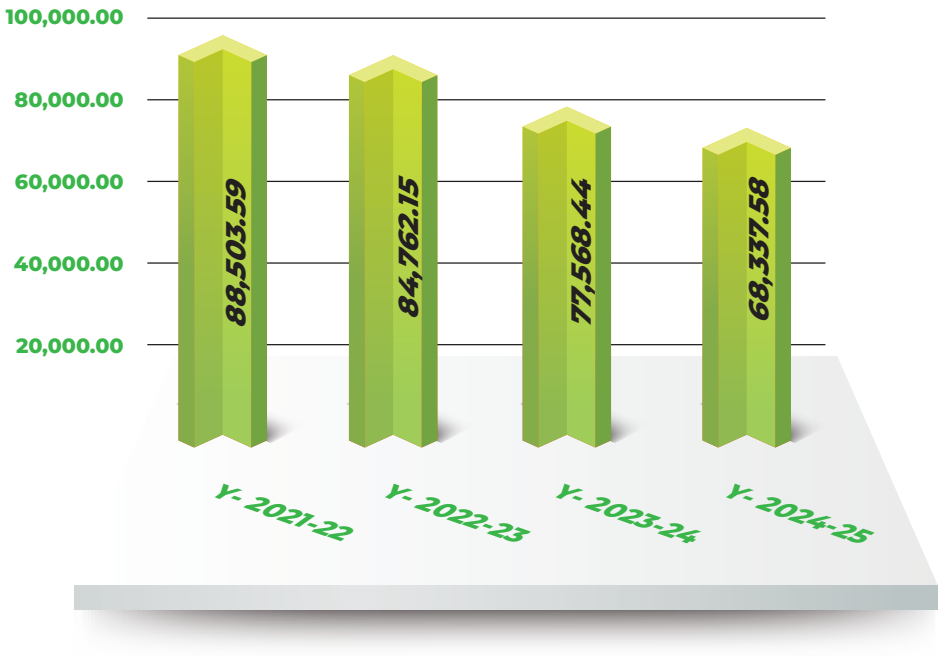


GHG Emissions and **Climate Impact Management**

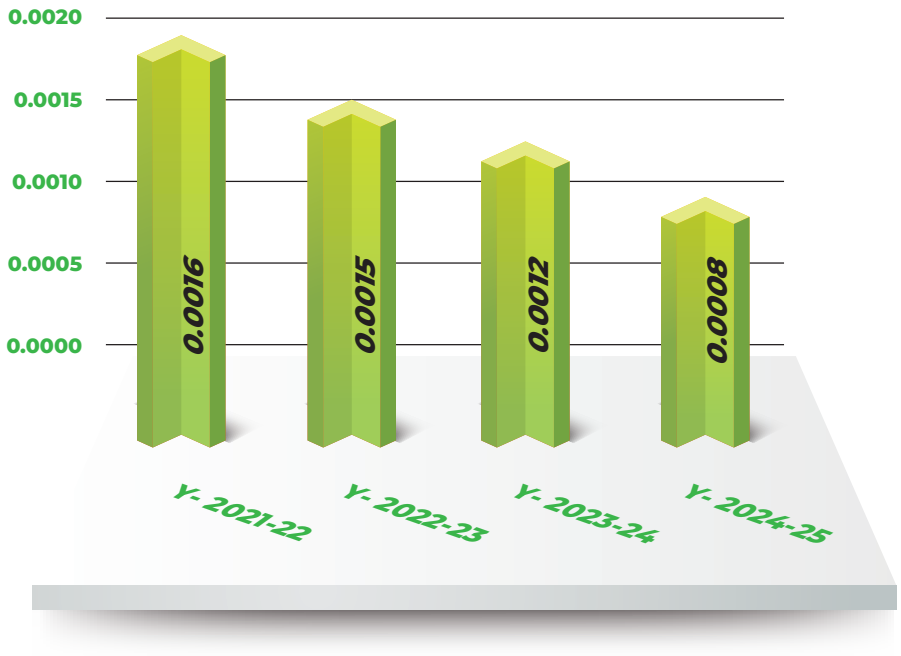
Square Textiles PLC. is committed to minimizing its environmental impact by optimizing energy use and integrating renewable energy sources. Through preventive maintenance, energy-efficient equipment, and a proactive shift toward solar power, we have reduced reliance on fossil fuels while maintaining operational efficiency. Our **8.29 MW rooftop solar system** at the Gazipur Unit generates over **9.95 million kWh annually**, cutting greenhouse gas emissions and supporting cost-effective, sustainable operations. Between 2021–2022 and 2023–2024, total emissions decreased from **88,503.59 kg to 68,337.58 kg**, reflecting the impact of efficiency improvements and renewable energy adoption. This reduction is driven by a combination of efforts, including energy efficiency improvements and the expansion of solar energy capacity, which now contributes significantly to reducing reliance on fossil fuels.



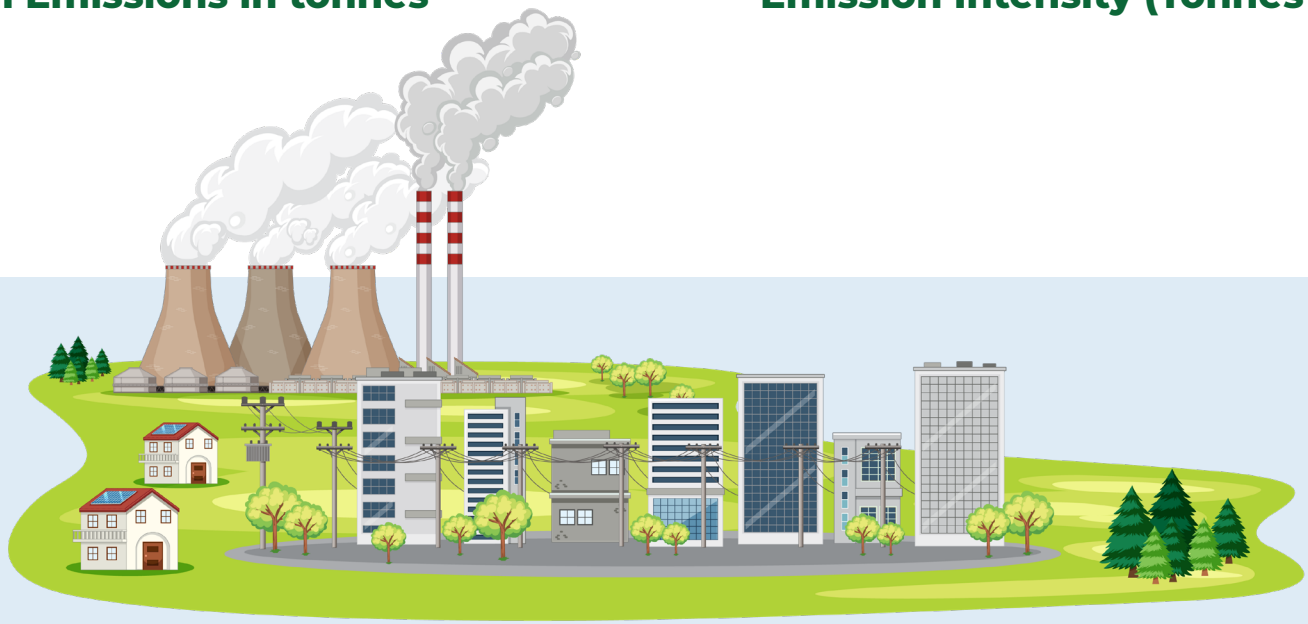
Total Emissions and Emission Intensity



Total Emissions in tonnes



Emission Intensity (Tonnes CO2e/Kg)



SQUARE Textiles PLC.

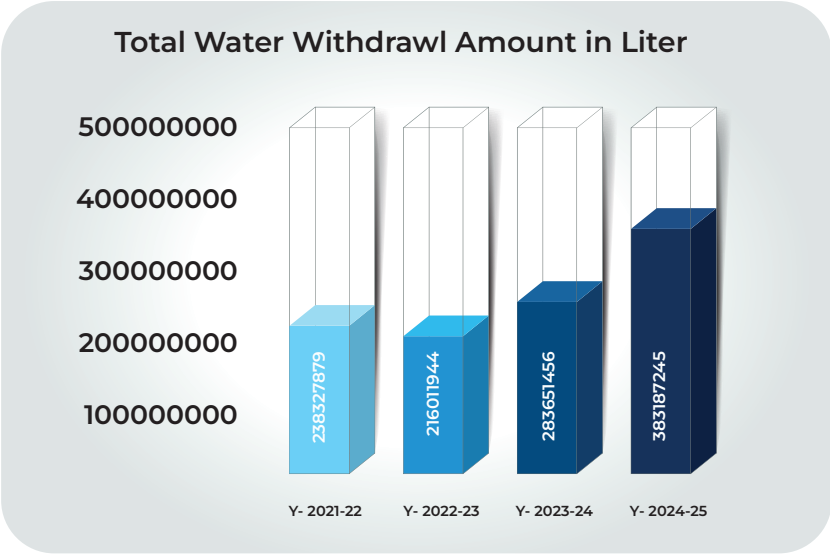
Water Stewardship and **Resource Conservation**

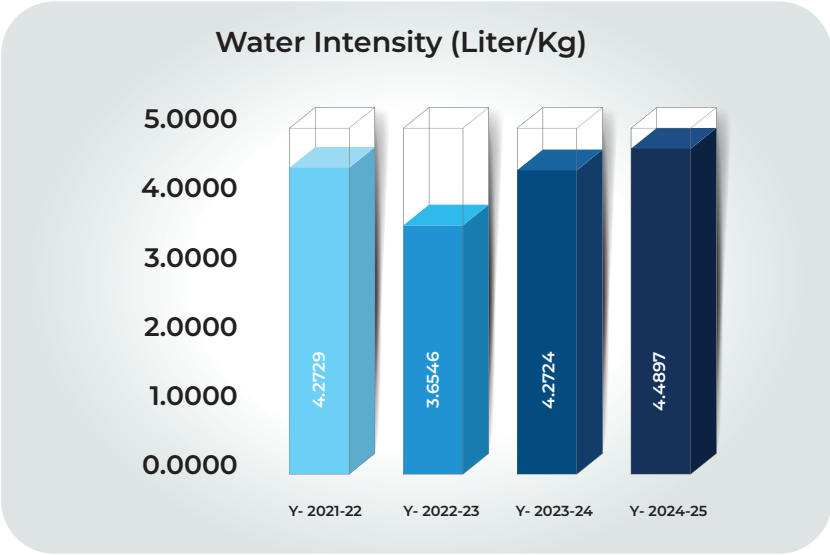
Water is a vital resource in Bangladesh's RMG sector. At Square Textiles PLC., we responsibly manage groundwater across Gazipur and Habiganj units through treated water reuse, steam condensate recycling, and rainwater harvesting, significantly reducing dependence on fresh water.

Aligned with international standards, our policies protect natural resources and biodiversity, while regular monitoring ensures steady progress toward long-term reduction targets.

Our water consumption KPI has fluctuated — 4.27 in 2021-22, dropping to 3.65 in 2022-23, then returning to 4.49 in 2024-25 due to higher production. Despite this, strategies like water recycling and efficient management have successfully cut consumption by nearly 20% from the previous year, keeping us on track to meet our sustainability goals.







Rain Water Harvesting

At the Gazipur Unit, rainwater harvesting was initiated on 12.09.2024, with two 20,000-liter reserve tanks, each equipped with a 2.2 kW motor and a 10-meter head. The system also includes two 1.5 kW delivery pumps, with a normal head of 46 meters and a maximum head of 55 meters, optimizing water storage and distribution efficiency.



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Waste Reduction and Circular Practices

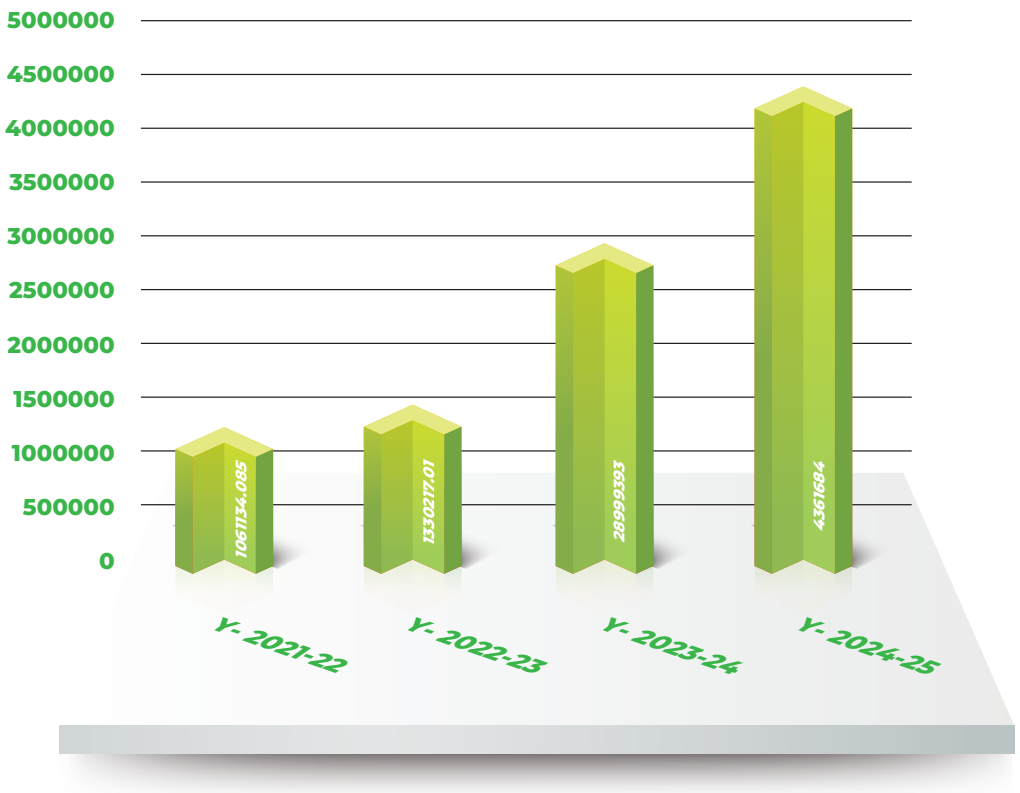
At Square Textiles PLC. waste is treated as an operational benchmark rather than a by-product. Across Gazipur and Habiganj units, we focus on reducing, reclaiming, and responsibly managing all solid waste. In 2024–2025, total waste reached 8442660.95 kg, with 4361684 kg recycled and 3471568 Kg disposed.

Over the past three years, total waste has increased from 6,271,283 kg in 2021–2022, yet the waste KPI remained relatively stable, rising slightly to 0.099 in 2024–2025 due to higher production volumes. This reflects ongoing efforts to enhance recycling and optimize waste management despite growing operational scale.



Waste Management Scenario of Square Textiles PLC.

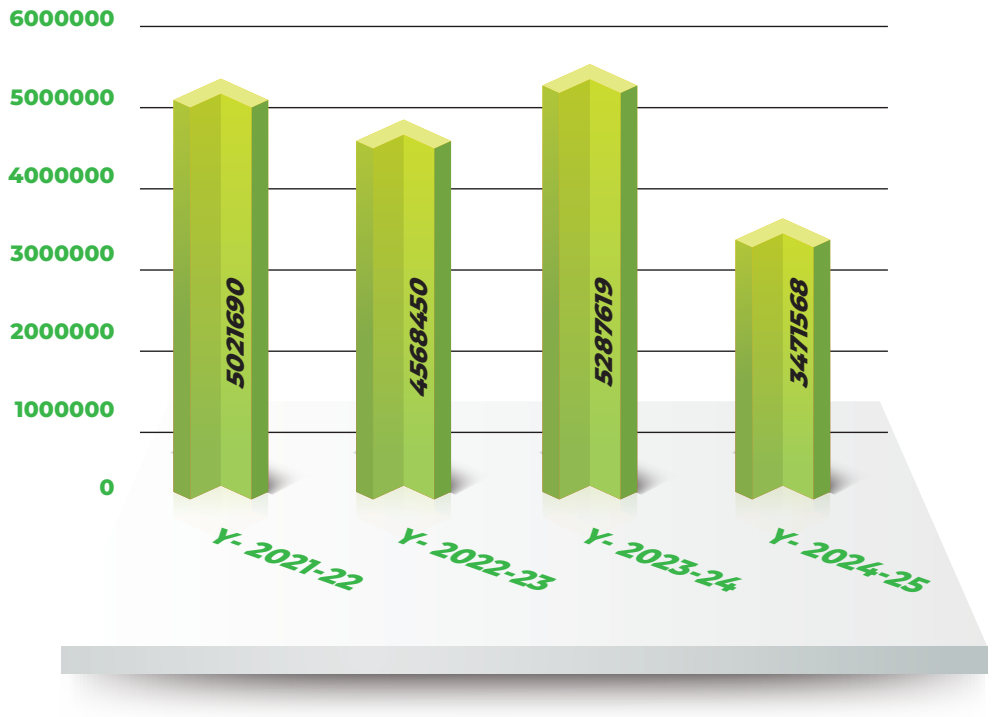
Disclosures	2021–2022	2022–2023	2023–2024	2024–2025
Total weight of waste generated (kg)	6271283.365	6537108.51	8704570.55	8442660.95
Total amount of waste that was recycled (kg)	1061134.085	1330217.01	2899393	4361684
Total weight of hazardous waste recycled (kg)	28822	19958	29790	2878



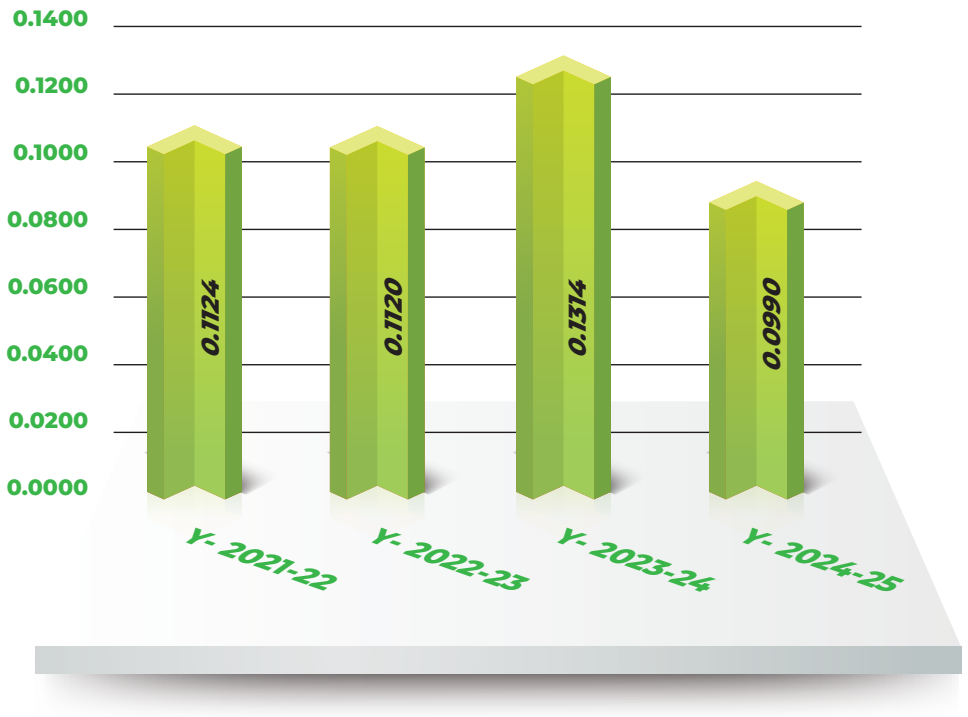
Total Amount of Recylced Waste (Kg)



Waste Generation & Disposal Scenario



Total weight of waste disposed (Kg)



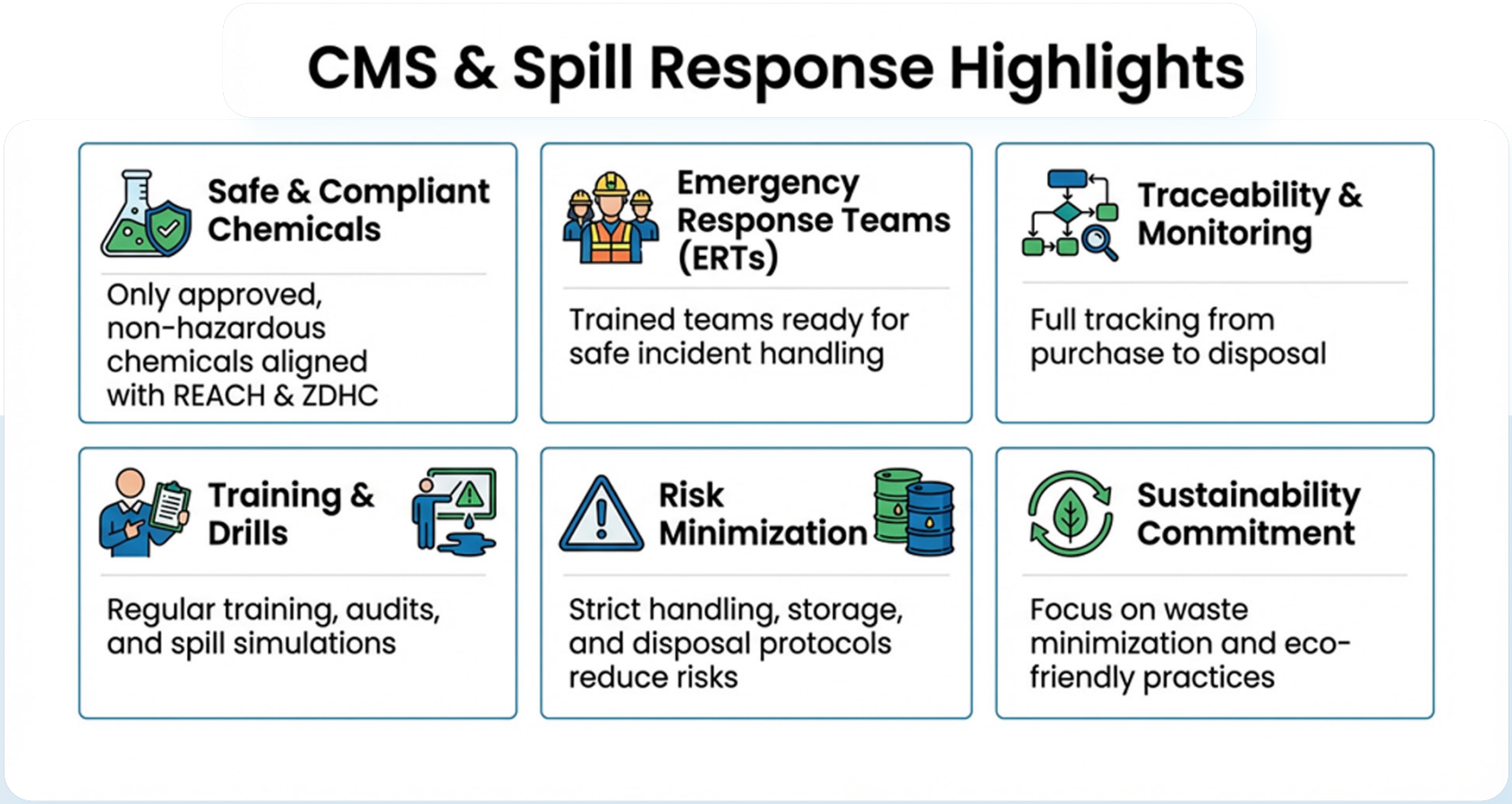
Intensity of Waste Generation (Kg/Kg)



Chemical Management and **Safety Standards**

Square Textiles PLC. operates a robust Chemical Management System (CMS), specially in its Unit – 4 (Habiganj) to ensure safe handling, storage, and disposal of chemicals in compliance with REACH, ZDHC, and local regulations. The system emphasizes risk minimization, responsible procurement of approved non-hazardous chemicals, traceability from purchase to disposal, and waste reduction through recycling and proper disposal methods.

A dedicated Chemical Spill Response Plan guides swift action in case of incidents, outlining procedures for assessment, containment, clean-up, and safe waste disposal. Trained Emergency Response Teams (ERTs), regular audits, employee training, and spill drills reinforce preparedness and compliance.

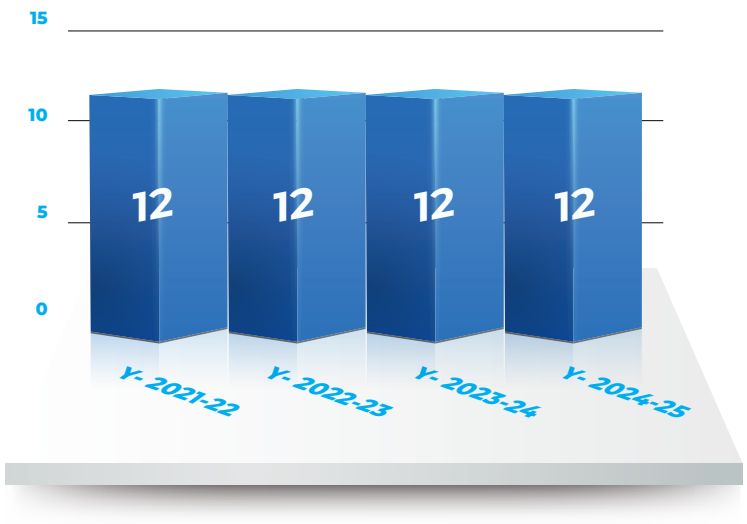


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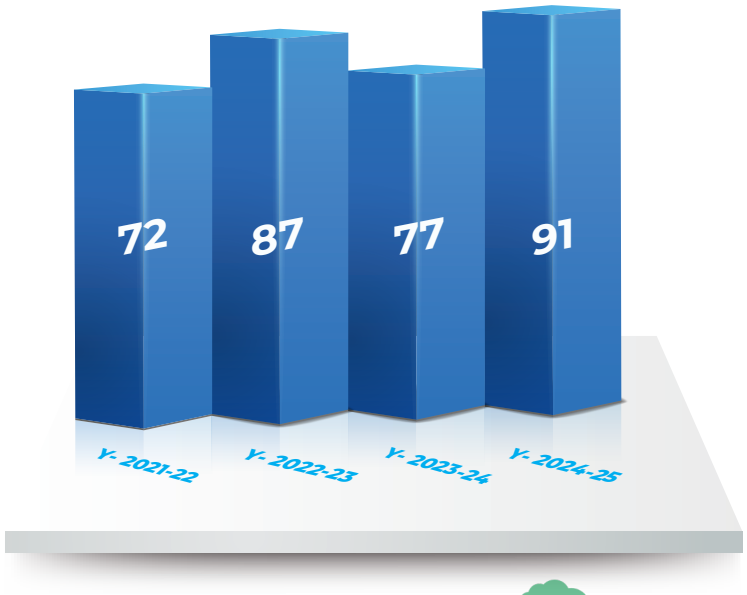
Key Highlights of Chemical Management

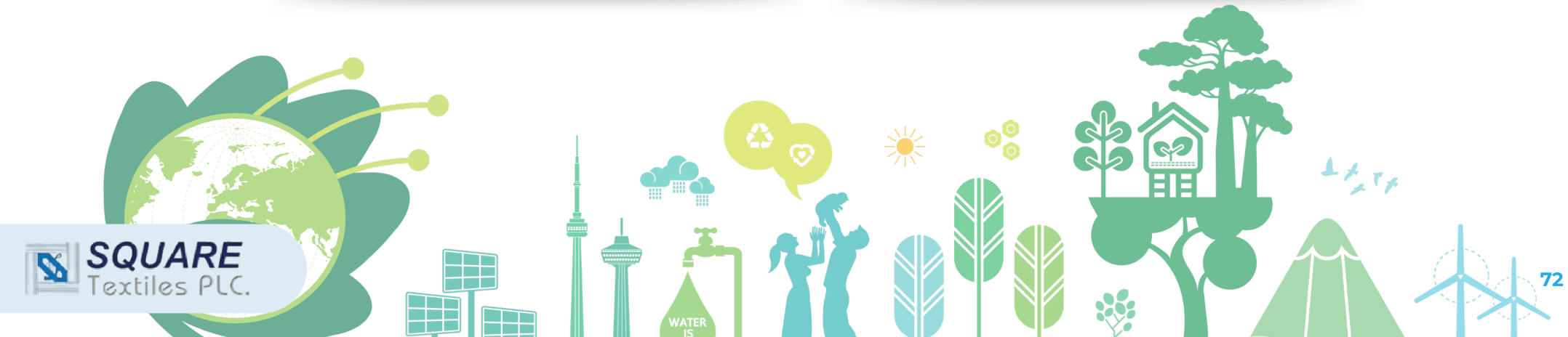
Square Textiles PLC. ensures the CMS focuses on selecting safe chemicals, conducting regular training, and maintaining thorough monitoring and record-keeping for all chemicals used. Additionally, the company implements sustainable practices such as chemical recycling and proper disposal to minimize environmental impact while ensuring employee safety and regulatory compliance.

No. of Chemical Related Training



Number of Personnel getting Chemical Training







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Shaping Our **Environmental Future**

Waste Management



Square Textiles PLC. has already improved its waste KPI by 11.92% compared to the 2021 baseline, with strong recycling and safe disposal systems in place. The EMS has targets of 10% reduction in non-hazardous waste and 5% in hazardous waste by 2026. This is about to be achieved through upgrading machinery to minimize production losses, expanding circular practices (such as converting fiber waste into reusable inputs), and improving hazardous waste handling via eco-friendly chemicals and bulk container use. These actions are aligned with SDG 12 (Responsible Consumption and Production) and SDG 15 (Life on Land).

Current trends show recycled inputs rising sharply—from 16.7% in 2021-22 to 20.62% in 2024-25. As of today, plans to integrate certified sustainable fibers and reduce reliance on virgin cotton. The EMS roadmap supports continual increases in recycled content and efficiency improvements, enabling a closed-loop system across Gazipur and Habiganj units. This reinforces global buyer expectations and strengthens alignment with SDG 9 (Industry, Innovation, and Infrastructure) and SDG 12.

Materials and Resource Efficiency



Water & Effluent Management



Water intensity has already declined nearly 20% through condensate recovery, treated water reuse, and rainwater harvesting. EMS targets an additional 10% reduction in groundwater consumption. This will be achieved via leak detection, sensor-based taps, steam condensate reuse, and further rainwater harvesting. Expansion of advanced ETP/STP capacity will ensure 100% wastewater treatment under ZDHC/ ETP compliance standards. These steps directly support SDG 6 (Clean Water and Sanitation) and SDG 14 (Life Below Water).

Energy Efficiency and Renewable Integration



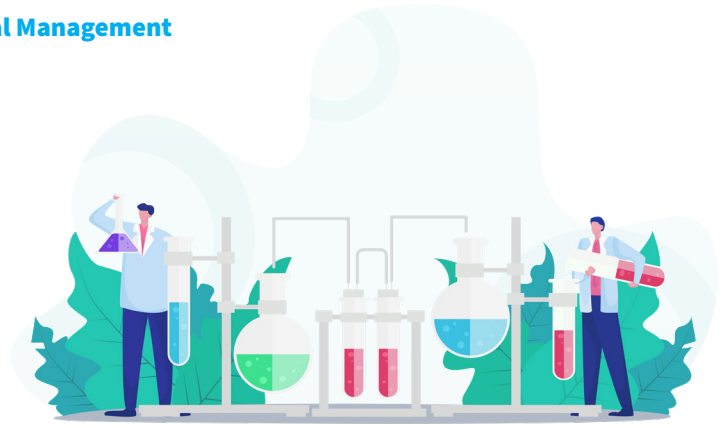
Energy consumption has already declined from 1.68 million GJ in 2021-22 to 1.41 million GJ in 2024- 25, with solar supplying 20.751 GJ in 2024-25. As of today, the EMS has long-term targets of 8.5% energy reduction and 8.5% renewable energy share. Planned measures include generator synchronization, LED and servo motor upgrades, awareness campaigns, and expanded rooftop solar beyond the current 8.29 MW. This transition reduces reliance on fossil fuels and contributes to SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

Total GHG emissions fell from 88,503 tCO_2e in 2021-22 to 68,337 tCO_2e in 2024-25. EMS strategies aim for a 4.2% annual reduction in CO_2 intensity through efficiency measures, renewable expansion, and stricter refrigerant management. In the long term, strategies aim for a 50% GHG reduction by 2030 based on the GHG consumption in 2018. As of today, emission intensity is expected to fall below 0.0015 tCO_2e/kg product, reinforcing climate commitments under SDG 13 and SDG 9.

Emissions Reduction



Chemical Management



Currently, 90% of chemicals are ZDHC-compliant, with a target of 100% adoption by 2026. The strategy includes supplier evaluation, ZDHC Gateway monitoring, spill-response training, and wastewater disclosure. This ensures safer workplaces, reduced effluent toxicity, and compliance with global buyer standards. These actions align with SDG 3 (Good Health and Well-being), SDG 6, and SDG 12.

Commitment to Our Workforce and Communities



People, Labor, & Pulse of Progress in Bangladesh

Bangladesh, a vibrant land in South Asia born through the liberation of 1971, is a beautiful country with one of the largest populations on earth. This abundance of people has made it a land of immense potential, especially for labor-intensive industries. The workforce has steadily grown over the years, becoming more diverse yet still marked by gender disparities. Governed by the Bangladesh Labor Act 2006 and Labor Rules 2015, the country ensures legal protections around wages, working hours, safety, and social security. Within this framework, the apparel sector plays a quiet but vital role—fueling the textile industry with tireless human effort, evolving slowly toward better compliance, inclusion, and working conditions.

Child Labor

No Child labor is allowed to work in the factory

Federal Labor Laws

All workers must follow the Bangladesh Labor Act 2006, covering employment conditions, working hours, wages

Enforcement Gaps

Despite the laws, enforcement is weak



Population & Labor Force

Bangladesh has a population of 168.1 million, with about 90 million workers

Working Hours

8 hours/shift and Over time should be “Up to 2 hours/day ”

Training & Drills

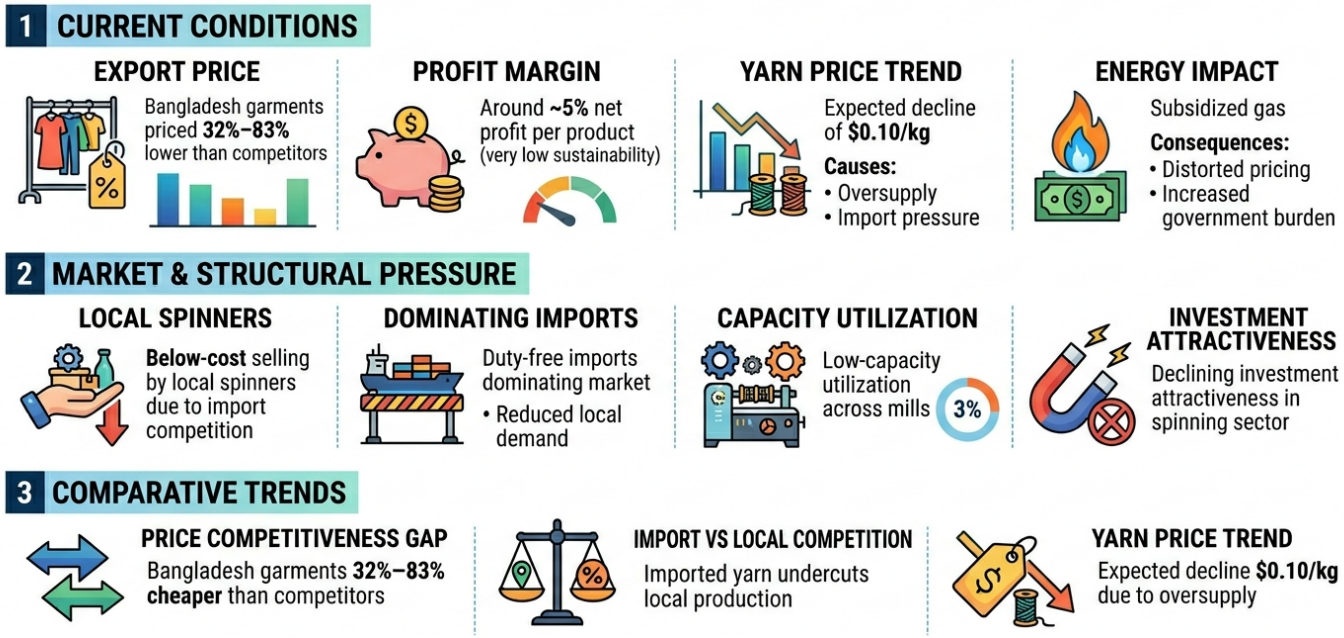
Regular training, audits and spill simulations

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WELCOME
TO
SQUARE TEXTILES PLC

Spinning Mills in Bangladesh: **Present Scenario**

Spinning mills are vital to Bangladesh's textile value chain but face persistent social and operational challenges. Many workers earn below living wages and endure long hours, poor sanitation, and health risks from dust and noise. Environmental pollution and a shortage of skilled professionals further hinder progress, with owner-centric management limiting efficiency. However, the sector is gradually improving through enhanced safety standards, increased focus on worker welfare, sustainability practices, and automation. Government reforms and labor law updates support better conditions. Strengthening backward linkages, empowering local talent, and adopting transparent reporting are essential for building a resilient and competitive industry.



Source: Spinning Today (July 2025 Edition)



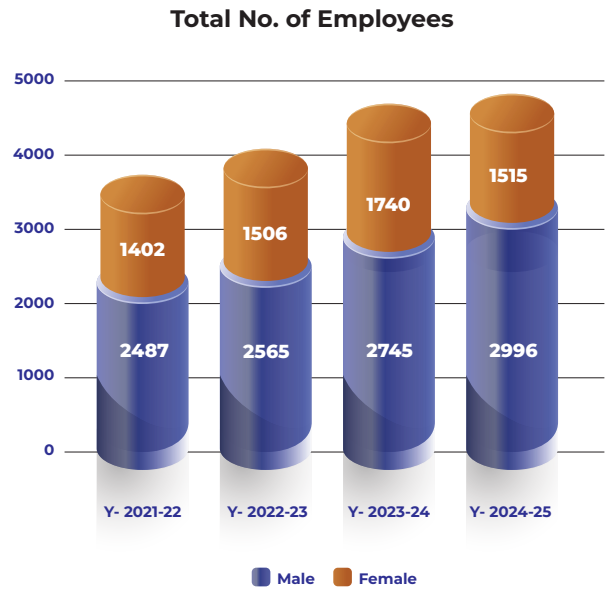
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Our People. Our Foundation: **Workforce and Impact**

Square Textiles PLC. has a growing and dynamic workforce, characterized by youthful energy, increasing female participation, and regional diversity. The company demonstrates strong employee engagement and effective retention strategies, even with high turnover.

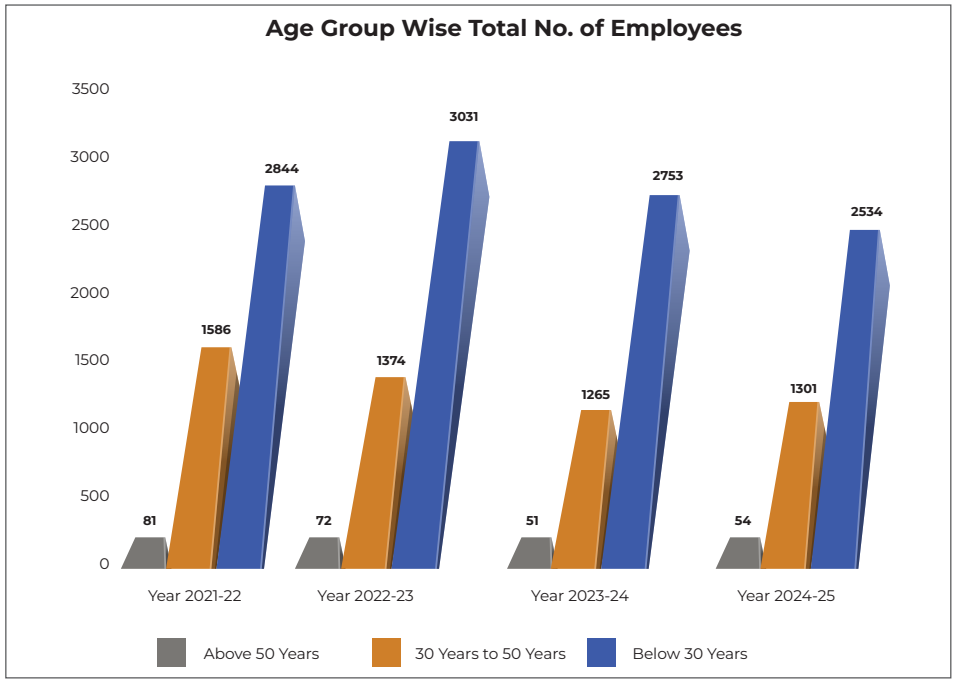
- **Total Employees: 3,889 (2021–22) 4,511 (2024-25)**
- **Female Participation: 1,402 → 1,515**
- **Age Profile: Over 67% under 30 years old**
- **Division Wise Diversity: Highest representation from Rangpur, Rajshahi, and Dhaka**
- **Employee Turnover: 1,606 annually (2.75% in 2024-25)**
- **Return-to-Work Rate (Post-Maternal Leave): 95%+**
- **Supervisory Roles: 80 → 113 over four years**

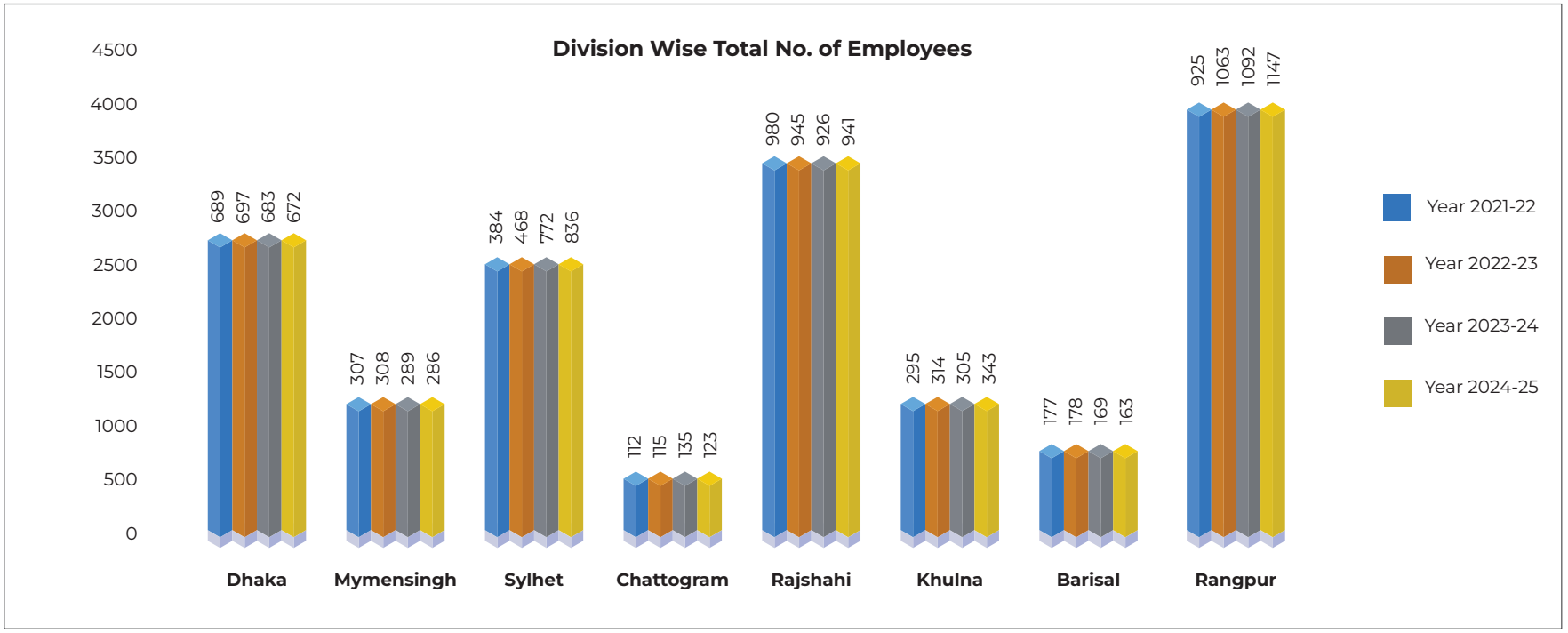




Workforce Impacts

The workforce profile indicates a youth-dominated structure with a gradual shift toward a more experienced (30–50 years) segment, alongside a geographically concentrated distribution in Rangpur, Rajshahi, and Dhaka. While younger employees still form the majority, their share is slightly declining, and mid-level workforce is increasing, supporting operational stability. Simultaneously, regional data shows a growing expansion in northern divisions, suggesting strategic workforce redistribution and strengthening of core operational hubs.





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Employee Turnover:
Navigating Stability and Growth

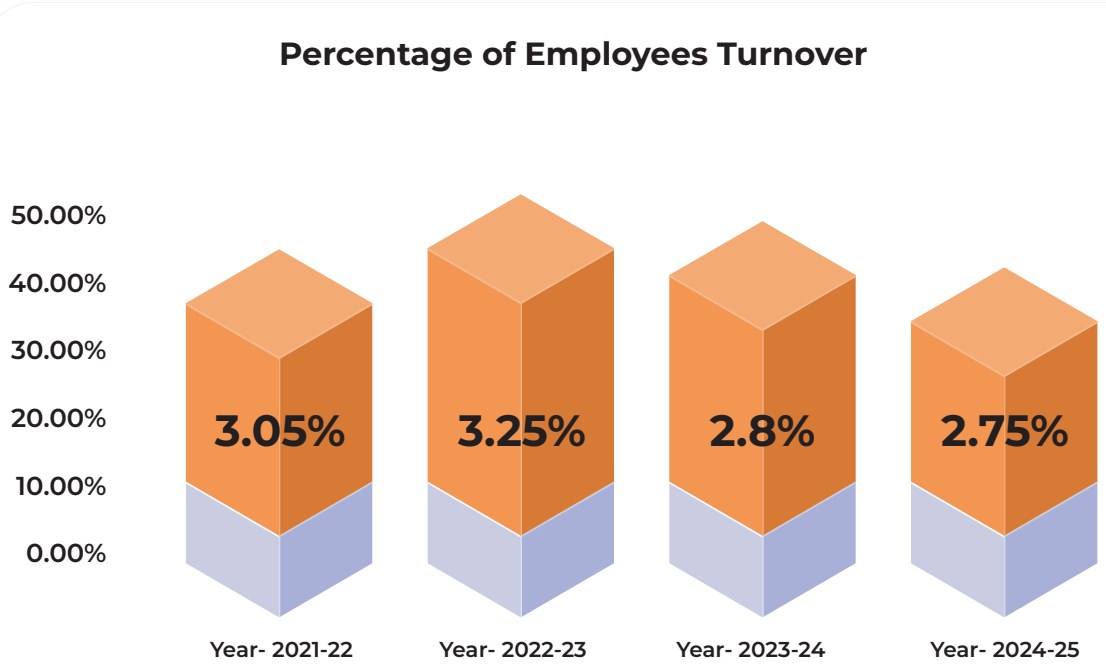
Square Textiles PLC. fosters a safe, supportive, and employee-focused work environment, prioritizing well-being, fair labor practices, and career growth while ensuring compliance with international standards and Bangladeshi law.

Housing & Amenities
• Over 80% employee housing, transport, medical care, and recreational facilities

ETI Base Code Compliance
• Employment is freely chosen.
• Freedom of association and the right to collective bargaining are respected.
• Working conditions are safe and hygienic.
• Child labor shall not be used.
• Living wages are paid.
• Working hours are not excessive.
• No discrimination is practiced.
• Regular employment is provided.
• No harsh or inhuman treatment is allowed.

Employee Turnover
• 1,492 (2021–22) → 1,606 (2024-25), higher among female and younger employees

Retention Strategies
• Focus on skill development, inclusive benefits, safe working conditions, and career progression pathways



Upholding Fair Employment and **Social Compliance**

At Square Textiles PLC., a secure and respectful workplace drives strong employee commitment and performance. All staff are on permanent contracts and receive a guide detailing their rights, benefits, and code of conduct. Compliance with the Bangladesh Labour Act 2006, Labour Rules 2015, and buyer-specific codes is ensured through continuous monitoring and training. Standard working hours are maintained at 48 hours/week, with voluntary, legally compliant overtime. The company also participates in Higg FSLM and SLCP assessments, while keeping transparent communication with employees to foster trust and accountability.

- **Festival Bonus –** Twice yearly, up 100% of basic wage
- **Salary Increment –** Minimum 5% or Goverment decared rate of increment base on performance
- **Earned Leave Encasment –** - Up 18 days per year
- **Identity Card** Issued to all employees
- **Casual Leave** - 10 days per year
- **Day Care Centre** On-site for employees' children
- **Medical Insurance** - Provided to all employees
- **Training Programs** Regular and job-specfic
- **Provident Fund & Retirement Benefits –** - Provided to all employees
- **Prayer Room** On-site for spirtual practice
- **Safe Drinking Water** - Available across premises
- **Medical Center** - Equipped - Gender-segerated and hygienic



Employee Wage Structure:

Square Textiles PLC. ensures fair and transparent compensation aligned with the Bangladesh Labor Act. All employees receive structured wages based on grade, with timely payments and full compliance with minimum wage laws. In addition to wages, workers benefit from two annual bonuses, earned leave encashment, provident fund, group insurance, maternity leave, and a fair price shop. Other facilities include medical support, subsidized meals, training opportunities, and retirement provisions—reflecting our commitment to worker well-being and dignity.









Miscrarage Leave:
4 weeks for eligible female employees.

Annual Sports Competition
Cricket, volleyal & team sports.

Service Certificate
Issued upon end of employment at STxPLC.

Birthday Celebration
Greetings, flowers & small celebration

Fair Price Shop
Available for employees on-site

Art Competitions
During festivals, mainly for employees' children

Family Member Treatment
Osite Free Consultations

Discount on Hospital
50% off healttcare at Square Hospital

Residential Facility
Housing for over 80% of workforce

Discount on Medicine, Toiletries, Food & Beverage Products
















INFINITY


আন্তঃ ইউনিট
ভলিবল টুর্ণামেন্ট
স্কয়ার টেক্সটাইলস্ পিএলসি




TARGET 155
আন্তঃ বিভাগ
ক্রিকেট টুর্ণামেন্ট
ABDUL LOTIF

Pre and Post Care for **Expecting and New Mothers**

Square Textiles PLC. is committed to ensuring the health, dignity, and financial security of new and expecting mothers through a well-structured maternity benefit program. In line with the Bangladesh Labour Act 2006, female employees who have completed six months of service are entitled to comprehensive support during this important phase of life.

Maternity Leave

120 Days

Miscarriage Leave

4 weeks of additional paid leave

Provided in cases of miscarriage for recovery

These provisions ensure that mothers can focus on recovery and child care without financial stress. To strengthen this support, the company also provides:

- **Free medical support throughout the maternity period.**
- **Daycare facilities within the workplace.**
- **50% discount at Square Hospital for quality healthcare services.**

Square Textiles PLC. goes beyond maternity leave to ensure a smooth transition back to work. Returning mothers benefit from:

- **Regular health check-ups by a female doctor.**
- **Exemption from physically demanding tasks to protect health and well-being.**
- **Flexible working hours and rest opportunities to balance professional and personal needs.**

Through these initiatives, Square Textiles PLC. demonstrates its dedication to creating a supportive, inclusive, and family-friendly workplace. The focus is not only on meeting legal requirements but also on fostering a humane environment where mothers feel respected, valued, and empowered.

No. of Female Employees Getting Maternal Leaves



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Ensuring **Safe Workplace for All**

Square Textiles PLC. prioritizes a safe and healthy work environment through a robust Occupational Health and Safety Management System (OHSMS), fully aligned with national labor laws, ILO conventions, and international standards such as the UN Guiding Principles and SDGs. Both Gazipur and Habiganj units conduct regular risk assessments, PDCA-based reviews, and departmental performance monitoring. Safety Committees meet quarterly, and all employees undergo annual OHS training. Comprehensive measures ensure employee well-being across all operations.

Medical Support
On-site medical center with doctors, nurses, and medical assistance

Emergency Response
Trained emergency teams, first aid boxes, and contingency plans

Safe Infrastucture
Proper ventilation, fire safety electrical safety measures, and aisle Markings

PPE Availability
Personal Protective Equipment is in all relevant areas

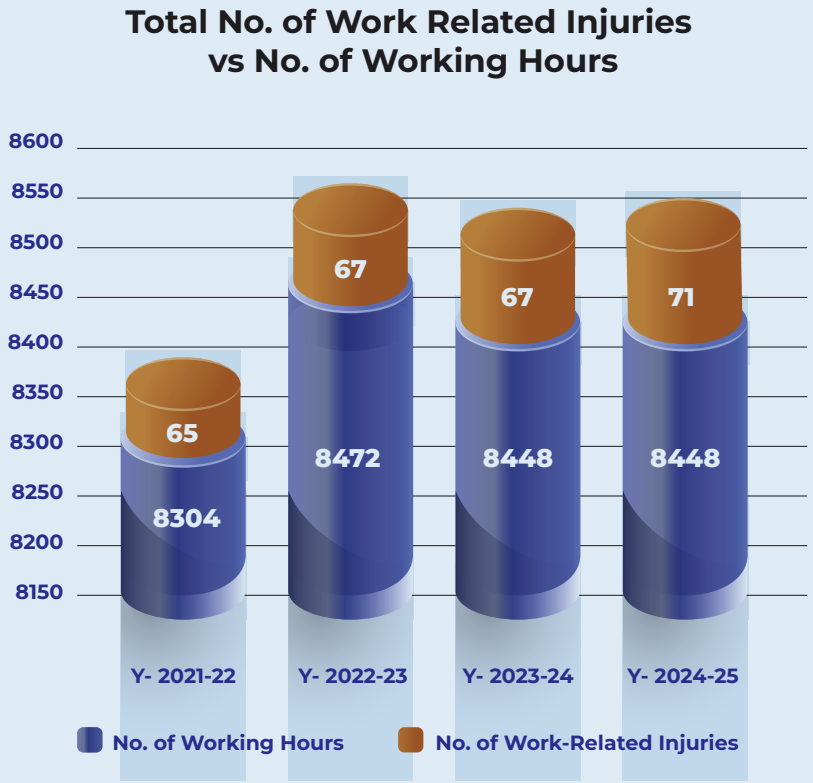
Drinking Water & Sanitation
Safe drinking water and hygienic mitigate workplace risks

HIRA (Hazard Identification & Risk Assessment)
Regular assessments to hazards throughout to the premises

Preventive & Correctives
Clear control measures to minimize safety hazards reduce incidents

Wellness Programs
Voluntary programs to promote employee health and, well-being

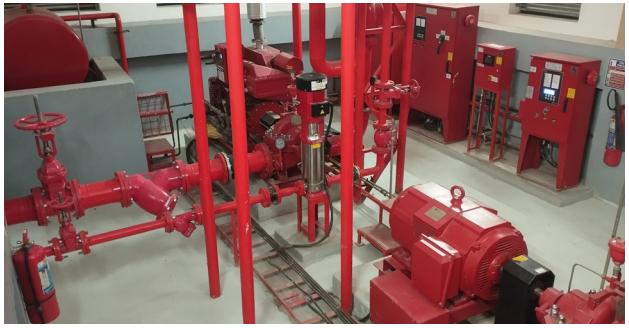
Monitoring & Reporting
Continuous tracking of safety performance to ensure compliance and improvement



SQUARE Textiles PLC.


Trevox


AMBULANCE
HIACE




FIRE
HOSE CABINET





OHS Committees and **Emergency Drills**

Square Textiles PLC. prioritizes workplace safety through a robust Occupational Health and Safety Management System (OHSMS), aligned with national labor laws, ILO conventions, and international standards like the UN Guiding Principles and SDGs. Regular risk assessments, PDCA reviews, and quarterly safety committee meetings ensure proactive safety management across both Gazipur and Habiganj units.

The company's comprehensive OHS procedures, including hazard identification, risk assessments, emergency drills, and annual employee training, contribute to reduced work-related incidents and improved emergency preparedness. Facilities are equipped with essential safety features such as fire systems, clean drinking water, PPE, and medical rooms, ensuring a safe and healthy work environment.

Participatiory Committee

Faciliates open dialogue between workers and management to ensure a cooperative workplace

Safety Committee

Oversees health and safety compliance and promotes a risk-free working environment.

Fire Drill

Conducted monthly fire drills intennly and twice a year with FSCD to ensure fire emergency readiness

Anti-Harasament Committee

Addreses grievances and ensurs a respecful, harassment-free workplace

Chemical Drill

Simulates chemical spill responses to train workers in safe handing and contanments.

Evacuation Drill

Prepares employees for quick an safe evacuation on emergencies like fire or structural risk

Canteen Comittee

Ensures hygiene food services, fair pricing, and proper dining facilities for employees.





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Fostering Equality and **Safe Workplaces**

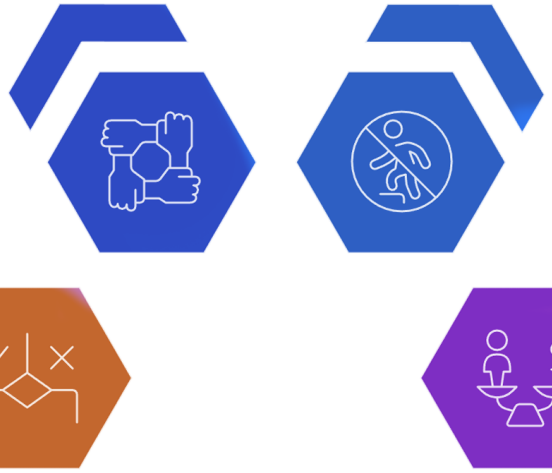
Square Textiles PLC. promotes gender diversity and equal rights across Gazipur and Habiganj units. An Equal Opportunity Policy ensures non-discrimination in hiring, pay, and workplace participation. Female employees actively engage in committees, access equal opportunities, and work in a safe, respectful, and supportive environment, fostering empowerment and motivation.

Culture of Respect

Fosters dignity, equality, and mutual respect across the workplace.

Zero-Tolerance Policy

strictly prohibits all forms of discrimination.



Structured Grievance System

Transparent process to resolve concerns promptly.

Equal Treatment

Fair treatment for all, regardless of identity.

Employee Training

Ongoing training on respect, inclusion, and grievance handling.

Regular Risk Assessments

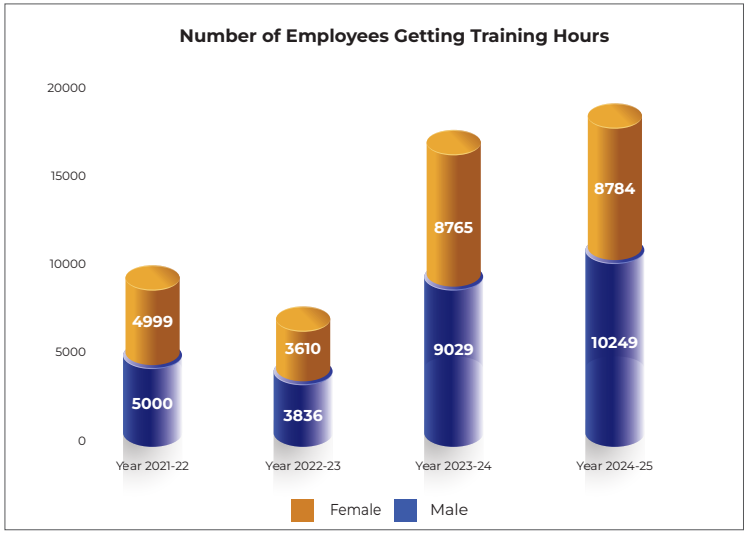
Prevents bias in hiring, promotion, and behavior.

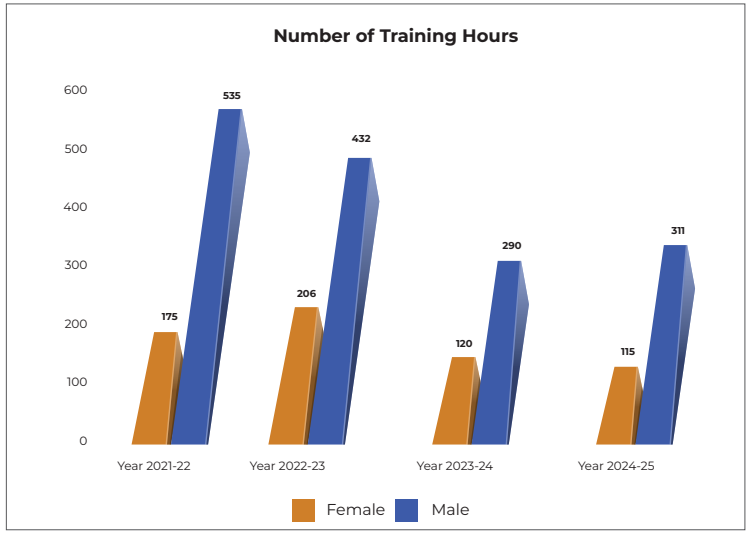
Workplace Scenario of Square Textiles PLC.



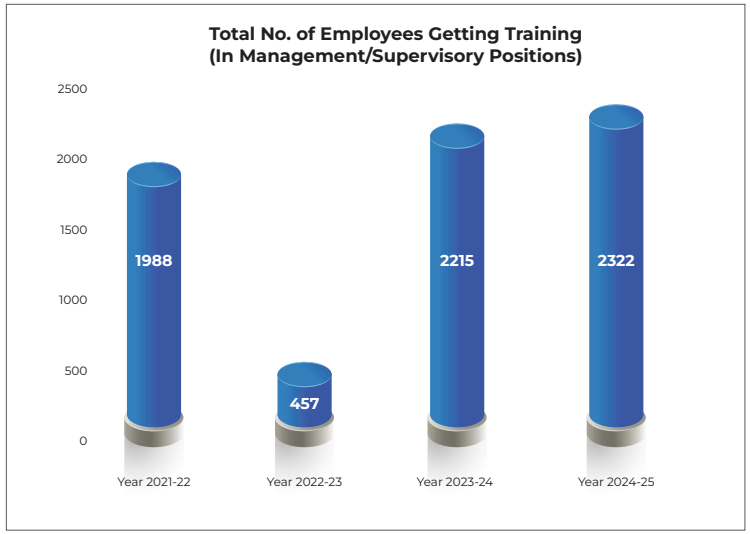
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Empowering People
Through Continuous Learning









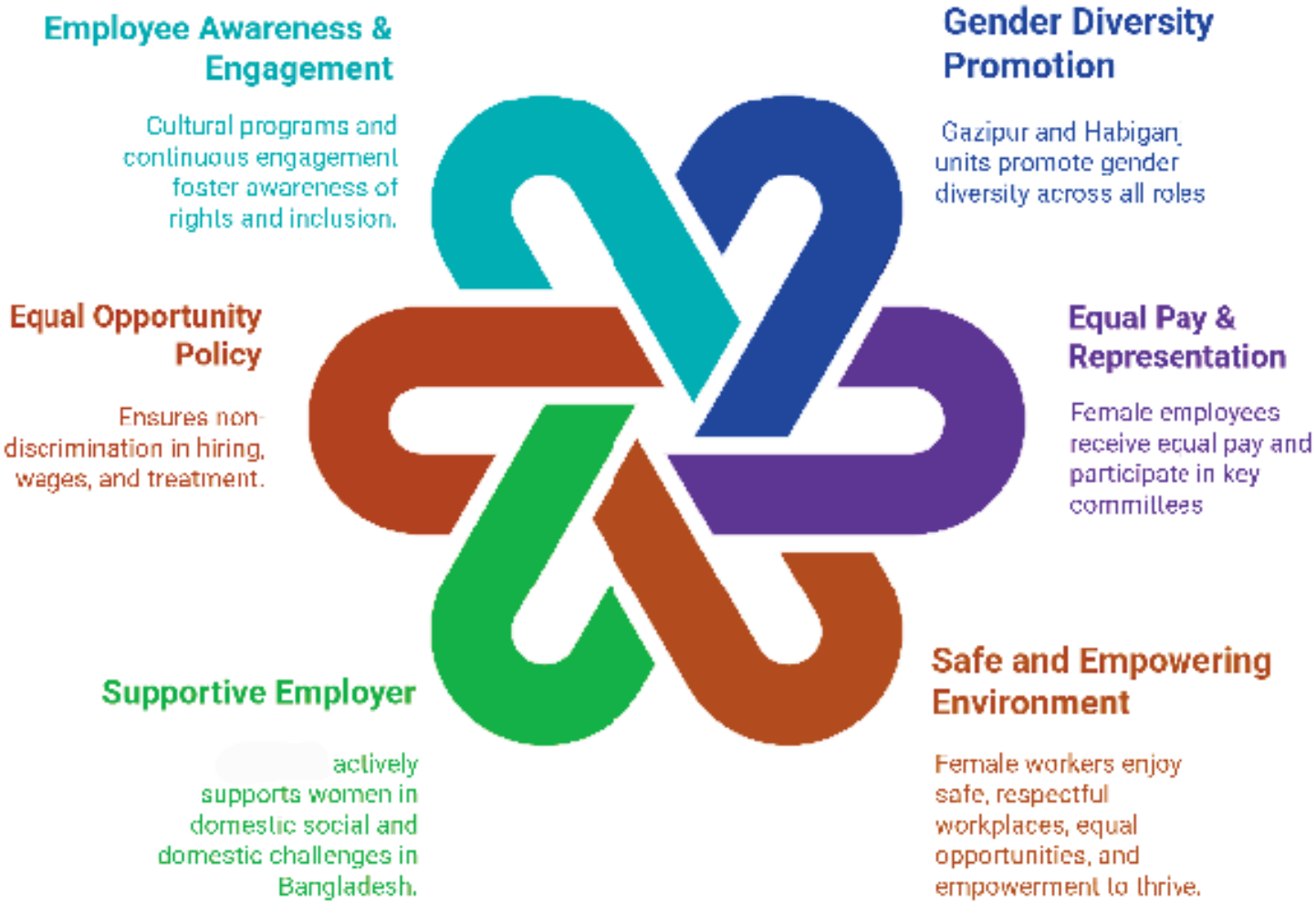
Square Textiles PLC. promotes continuous employee development across its Gazipur and Habiganj units through structured training programs covering job-specific, compliance, technical, leadership, and soft skills, as well as retirement transition support. Over 2021–2024, thousands of employees—including management and security staff—have participated, with a focus on gender inclusion and equal access. Regular performance reviews, Training Needs Assessments, and evaluations ensure training effectiveness, fostering productivity, workforce resilience, and broader social impact.



SQUARE Textiles PLC.

Upholding a **Non-Discriminatory Workplace**

Square Textiles PLC. enforces a strict zero-tolerance policy against discrimination, ensuring equal treatment for all employees. Regular risk assessments, training on respectful and inclusive practices, and a transparent grievance redressal system reinforce fairness, fostering a workplace culture of dignity, equality, and mutual respect.



Ensuring Non-Discriminatory Workplace for all in Square Textiles PLC

Our Commitment to **Community Well-being**

Square Textiles PLC. actively supports surrounding communities through development programs like road construction, tree planting, and electricity distribution. Social and environmental impacts are regularly assessed, with air, water, and soil quality monitored. Engagement with local stakeholders and accessible grievance mechanisms ensure transparency, while internal policies align with SDGs, promoting inclusive, safe, and sustainable community development.

Coverage Areas

Kashimpur (Gazipur) and Olipur (Habiganj)

Grievance Mechanism

Accessible via multiple channels (in-person, phone, online)

Stakeholder Interaction

Routine meetings and feedback surveys to ensure we remain responsive to community needs.

Impact Monitoring

We reguarly track the potential impacts of our operations on:

- Air and water quality
- Soil contamination
- Noise levels
- Biodiversity disruption

Our CSR Motto

At Square Textiles PLC., our approach to CSR is grounded in meaningful local engagement and continuous environmental and social monitoring. We focus on addressing the real needs of nearby communities through infrastructure support, environmental initiatives, and regular stakeholder interaction to foster long-term positive impact.



Road Construction

2 kilometers of roads built to ease local transportation.



Tree Plantation

12,600 trees planted over three years, improving green coverage and biodiversity.



Relief to Flood Affected People

Providing reliefs to flood affected people

SQUARE Textiles PLC.




বৃক্ষ রোপণ
কর্মসূচি







Square Textiles PLC. Social Commitments: **Looking Ahead**

Employment and Fair Work

- Focus on youth and increasing female participation
- Fair wages, bonuses, and welfare facilities ensured
- Aligned with SDG 8



Occupational Health & Safety

- Strong OHSMS with regular training and drills
- Chemical safety and risk control in place
- Moving toward zero serious incidents
- Supports SDG 3 & SDG 8



Training and Capacity Development

- Significant increase in training hours
- Focus on technical, compliance, and leadership skills
- Emphasis on digital literacy and innovation
- Aligned with SDG 4 & SDG 9



Diversity, Equality, and Non-Discrimination

- Zero-tolerance policy for discrimination
- Increasing women's participation across roles
- Leadership pathways and childcare support
- Targeting 40%+ female participation
- Supports SDG 5 & SDG 10



Community Engagement

- Investments in infrastructure and plantation
- Vocational training and youth development
- Strengthened community partnerships and grievance systems
- Aligned with SDG 6 & SDG 11



SQUARE Textiles PLC.





Annexure

SQUARE Textiles PLC.



Annexure 1: Regarding This Sustainability Report

About This Report

Sustainability is an essential part of Square Textiles PLC.'s commitment to achieving long-term sustainable growth. By aligning our operations with sustainability goals, we aim to address the challenges of the past while ensuring a positive impact on the future. This is our first sustainability report, prepared in accordance with the Global Reporting Initiative (GRI) Standards, which provides an in-depth look at our performance across economic, environmental, social, and governance parameters. Through this report, we aim to offer transparency regarding the risks and opportunities we face, allowing stakeholders to gain a deeper understanding of our impact beyond the traditional three bottom lines: People, Planet, and Profit.

Scope and Boundary

This report encompasses the economic, social, environmental, and governance performance of Square Textiles PLC., covering the period from July 1st, 2024 to June 30th, 2025. As our first sustainability report, it sets the foundation for our annual reporting cycle. The report is prepared in accordance with the GRI Report Option and is written in accordance with the GRI 1, GRI 2, and GRI 3 series guidelines. Our commitment to transparency and continuous improvement is reflected in the systematic approach we take to report our sustainability efforts.

Frameworks and Assurance

Square Textiles PLC. integrates its sustainability reporting with the United Nations' Sustainable Development Goals (SDGs), ensuring that our operations align with global sustainability agendas. While this report has not been externally verified, we have implemented robust internal controls to ensure the accuracy of both quantitative and qualitative data. These practices enable us to manage and communicate our contributions toward a more sustainable future effectively.

Determining Report Content

The materiality assessment process has been used to determine the topics that are most relevant for this report. This process takes into account stakeholder expectations, long-term social and environmental goals, and the evolving global sustainability landscape.

Feedback

We are committed to enhancing the quality and clarity of our sustainability reports. Feedback from stakeholders is highly valued as it helps us improve our reporting process. Please direct your suggestions and comments to:

Phone: 880-2-8833047-56, Ext-229, 585
Website: www.textile.squaregroup.com
Email: mkt.stxl@squaregroup.com

Annexure 2: Abbreviations

Acronym	Full Form
BD	Bangladesh
BIDA	Bangladesh Investment Development Authority
BEPZA	Bangladesh Export Processing Zones Authority
BLA	Bangladesh Labour Act
BLR	Bangladesh Labour Rules
CMS	Chemical Management System
CNG	Compressed Natural Gas
CSR	Corporate Social Responsibility
ECR	Environmental Conservation Rules
EIA	Environmental Impact Assessment
ESG	Environmental, Social, and Governance
FEM	Facility Environmental Module (Higg FEM)
GJ	Gigajoule
GRI	Global Reporting Initiative
Higg FEM	Higg Facility Environmental Module
HIRA	Hazard Identification and Risk Assessment
IFRS	International Financial Reporting Standards
KG	Kilogram
KPI	Key Performance Indicator
LNG	Liquefied Natural Gas

Acronym	Full Form
LPG	Liquefied Petroleum Gas
LED	Light Emitting Diode
MJ	Megajoule
MT	Metric Ton
MW	Megawatt
NBR	National Board of Revenue
NTDA	National Textile Development Authority (context-specific; verify if needed)
OHS	Occupational Health and Safety
PPE	Personal Protective Equipment
PLC	Public Limited Company
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
RMG	Ready-Made Garments
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goals
TCFD	Task Force on Climate-related Financial Disclosures
TR	Ton of Refrigeration
USTER	Uster Tester (Textile Testing Equipment)
W.F	Welfare Fund
W.P.P.F	Workers' Profit Participation Fund
ZDHC	Zero Discharge of Hazardous Chemicals
t CO_2e	Tonnes of Carbon Dioxide Equivalent

Annexure 3: References

- **ISS Corporate (n.d.) Materiality Assessments: Expectations and Best Practices.** Available at: https://www.iss-corporate.com/resources/blog/materiality-assessments-expectations-and-best-practices/ (Accessed: 13 September 2025).

- **Wikipedia (n.d.) Environmental issues in Bangladesh**. Available at: https://en.wikipedia.org/wiki/Environmental_issues_in_Bangladesh (Accessed: 13 September 2025).

- **United Nations Global Compact (n.d.) Environment**. Available at: https://unglobalcompact.org/what-is-gc/our-work/environment (Accessed: 13 September 2025).

- **Spinning Today (2025),** July 2025 Edition.



Annexure 4: GRI Content Index

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
		General Disclosures	
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us (Page No. 06)	No
	2-2 Entities included in the organization's sustainability reporting	This is the sustainability report of Square Textiles PLC., only other entity is not included in the report	No
	2-3 Reporting period, frequency and contact point	About This Report (Page No. 104)	No
	2-4 Restatements of information	As this is the first time Square Textiles PLC. is publishing its report, restatement of information is not applicable	No
	2-5 External assurance	Our report is internally assured but external assurance was not sought	No
	2-6 Activities, value chain and other business relationships	Our Business Partners (Page No. 15), Our Products (Page No. 16), Our Production Processes (Page No. 18)	No
	2-7 Employees	Our People and Our Foundation: Workforce and Impact (Page No. 81)	No
	2-8 Workers who are not employees	All our employees are permanent workers; no part-time or contractual workers are present	No
	2-9 Governance structure and composition	Governance Structure of Square Textiles PLC. (Page No.28)	No
	2-10 Nomination and selection of the highest governance body	Board Oversight and Strategic Direction (Page No. 29)	No
	2-11 Chair of the highest governance body	Governance Structure of Square Textiles PLC. (Page No. 28)	No
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Framework (Page No. 30)	No
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Framework (Page No. 30)	No
	2-14 Role of the highest governance body in sustainability reporting	Embedding Sustainability into Corporate Governance (Page No. 31)	No
	2-15 Conflicts of interest	Board Oversight and Strategic Direction (Page No. 29)	No
	2-16 Communication of critical concerns	Critical Concern Management (Page No. 36)	No
	2-17 Collective knowledge of the highest governance body	Board Oversight and Strategic Direction (Page No. 29)	No
	2-18 Evaluation of the performance of the highest governance body	Board Oversight and Strategic Direction (Page No. 29)	No
	2-19 Remuneration policies	Board Oversight and Strategic Direction (Page No. 29)	No
	2-20 Process to determine remuneration	Board Oversight and Strategic Direction (Page No. 29)	No
	2-21 Annual total compensation ratio	Corporate Governance Framework (Page No. 30)	No
	2-22 Statement on sustainable development strategy	Board Oversight and Strategic Direction (Page No. 29)	No
	2-23 Policy commitments	Embedding Sustainability into Corporate Governance (Page No. 31)	No
	2-24 Embedding policy commitments	Board Oversight and Strategic Direction (Page No. 29)	No
	2-25 Processes to remediate negative impacts	Critical Concern Management (Page No. 36)	No
	2-26 Mechanisms for seeking advice and raising concerns	Community Feedback and Grievance Redressal (Page No. 34)	No

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
GRI: General Disclosures 2021	2-27 Compliance with laws and regulations	Regulatory Compliance and Internal Evaluation , About Us (Page No. 32)	No
	2-28 Membership in associations	About Us (Page No. 06)	No
	2-29 Approach to stakeholder engagement	Stakeholder Dialogue and Inclusive Participation (Page No. 44)	No
	2-30 Collective bargaining agreements	Our People, Our Foundation: Workforce and Impact (Page No. 80)	No
Economic performance			
GRI: Material Topics 2021	3-3 Management of material topics	Financial and Economic Value Generation (Page No. 37)	No
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial and Economic Value Generation (Page No. 37)	No
	201-2 Financial implications and other risks and opportunities due to climate change	Financial and Economic Value Generation (Page No. 37)	No
	201-3 Defined benefit plan obligations and other retirement plans	Financial and Economic Value Generation (Page No. 37)	No
	201-4 Financial assistance received from government	Financial and Economic Value Generation (Page No. 37)	No
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible and Transparent Supply Chain Practice (Page No. 40)	No
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible and Transparent Supply Chain Practice (Page No. 40)	No
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	Transparent Taxation Practices (Page No. 43)	No
GRI 207: Tax 2019	207-1 Approach to Tax	Transparent Taxation Practices (Page No. 43)	No
	207-2 Tax governance, control, and risk management	Transparent Taxation Practices (Page No. 43)	No
	207-3 Stakeholder engagement and management of concerns related to tax	Transparent Taxation Practices (Page No. 43)	No
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management and Efficiency Optimization (Page No. 60)	No
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management and Efficiency Optimization (Page No. 60)	No
	302-2 Energy consumption outside of the organization	Energy Management and Efficiency Optimization (Page No. 60)	No
	302-3 Energy intensity	Energy Management and Efficiency Optimization (Page No. 60)	No
	302-4 Reduction of energy consumption	Energy Management and Efficiency Optimization (Page No. 60)	No
	302-5 Reductions in energy requirements of products and services	Energy Management and Efficiency Optimization (Page No. 60)	No
Water and Effluents			
GRI: Material Topics 2021	3-3 Management of material topics	Water Stewardship and Resource Conservation (Page No. 66)	No
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship and Resource Conservation (Page No. 66)	No
	303-2 Management of water discharge-related impacts	Water Stewardship and Resource Conservation (Page No. 66)	No
	303-3 Water withdrawal	Water Stewardship and Resource Conservation (Page No. 66)	No
	303-4 Water discharge	Water Stewardship and Resource Conservation (Page No. 66)	No
	303-5 Water consumption	Water Stewardship and Resource Conservation (Page No. 66)	No

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	GHG Emissions and Climate Impact Management (Page No. 65)	No
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions and Climate Impact Management (Page No. 65)	No
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions and Climate Impact Management (Page No. 65)	No
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions and Climate Impact Management (Page No. 65)	No
	305-4 GHG emissions intensity	GHG Emissions and Climate Impact Management (Page No. 65)	No
	305-5 Reduction of GHG emissions	GHG Emissions and Climate Impact Management (Page No. 65)	No
	305-6 Emissions of ozone-depleting substances (ODS)	GHG Emissions and Climate Impact Management (Page No. 65)	No
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GHG Emissions and Climate Impact Management (Page No. 65)	No
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Reduction and Circular Practices (Page No. 69)	No
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Reduction and Circular Practices (Page No. 69)	No
	306-2 Management of significant waste-related impacts	Waste Reduction and Circular Practices (Page No. 69)	No
	306-3 Waste generated	Waste Reduction and Circular Practices (Page No. 69)	No
	306-4 Waste diverted from disposal	Waste Reduction and Circular Practices (Page No. 69)	No
	306-5 Waste directed to disposal	Waste Reduction and Circular Practices (Page No. 69)	No
Chemical Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chemical Management and Safety Standards (Page No. 72)	No
Chemical Management	Chemical Use and overall scenario in the company	Chemical Management and Safety Standards (Page No. 72)	No
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our People, Our Foundation: Workforce and Impact (Page No. 81)	No
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our People, Our Foundation: Workforce and Impact (Page No. 81)	No
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People, Our Foundation: Workforce and Impact (Page No. 81)	No
	401-3 Parental leave	Our People, Our Foundation: Workforce and Impact (Page No. 81)	No
Occupational health and safety			
GRI: Material Topics 2021	3-3 Management of material topics	Ensuring Safe Workplace for All (Page No. 90)	No
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Ensuring Safe Workplace for All (Page No. 90)	No
	403-2 Hazard identification, risk assessment, and incident investigation	Ensuring Safe Workplace for All (Page No. 90)	No
	403-3 Occupational health services	Ensuring Safe Workplace for All (Page No. 90)	No
	403-4 Worker participation, consultation, and communication on occupational health and safety	Ensuring Safe Workplace for All (Page No. 90)	No

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION
Occupational health and safety (continued)			
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Ensuring Safe Workplace for All (Page No. 89)	No
	403-6 Promotion of worker health	Ensuring Safe Workplace for All (Page No. 89)	No
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Ensuring Safe Workplace for All (Page No. 89)	No
	403-8 Workers covered by an occupational health and safety management system	Ensuring Safe Workplace for All (Page No. 89)	No
	403-9 Work-related injuries	Ensuring Safe Workplace for All (Page No. 89)	No
	403-10 Work-related ill health	Ensuring Safe Workplace for All (Page No. 89)	No
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Empowering People Through Continuous Learning (Page No. 94)	No
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Empowering People Through Continuous Learning (Page No. 94)	No
	404-2 Programs for upgrading employee skills and transition assistance programs	Empowering People Through Continuous Learning (Page No. 94)	No
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering People Through Continuous Learning (Page No. 94)	No
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Upholding a Non-Discriminatory Workplace (Page No. 96)	No
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Upholding a Non-Discriminatory Workplace (Page No. 96)	No
	405-2 Ratio of basic salary and remuneration of women to men	Upholding a Non-Discriminatory Workplace (Page No. 96)	No
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Commitment to Community Well-being (Page No. 97)	No
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Our Commitment to Community Well-being (Page No. 97)	No
	413-2 Operations with significant actual and potential negative impacts on local communities	Our Commitment to Community Well-being (Page No. 97)	No


"Square's Yarn: Superior Raw Materials, Spun for a Greener Future."
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