	Environment Management System Policy
	Policy Number: AF/Admin/Fac/04/71
	Effective Date:03.01.2021
	Next Review Date: 31.12.2022
The responsible person who to do effective this policy☞	**General Manager (Textile), Manager (HR & COMLIANCE), Manager (Maintenance), Jr. Executiive (ECR), And Head of the Related Department.**

Environment Management System Policy

Environment means surroundings and conditions in which people live. It includes water, air, land, and other physical properties and the inter relationship which exists among and between them and human beings, plant and microorganisms. An environmental management system (*EMS*) is a tool used to identify, manage and reduce actual and potential impacts of a facility on the environment. Its elements provide a system for facility management to anticipate and meet environmental performance expectations ensure regulatory compliance, minimize environmental risk, and to establish and implement long-term environmental strategies. **Abir Fashions & Abraar Knitting and Dyeing** is a 100% export-oriented manufacturing facility and totally aware of all rule and regulation related to environment. We strictly follow all the rules, regulation and law of DOE (Dept. of Environment). We have developed an EMS committee to oversee the environmental management.

EMS objectives are:

- To assure compliance with a stated environmental policy (Like already established maintaining SDS.)
- Demonstrated such compliance to the outside world.
- Pollution prevention.
- Continuous improvement.

Objectives and Targets are developed considering significant Environmental Aspects and Impacts, technological options and financial, operational and business plans and the views of interested parties.

Objectives	Goal	Plan	Baseline	Expected Energy Reduction	Expected GHG Reduction	Budget (Tk)	Payback (Years)	Timeline	Responsible
Reduce Energy 15% by 2025	1 % Energy reduction in production area by 2021	1. Change tube lights to LED lights. (50% Completed) 2. Utilization of Day light.(50% Completed) 3. Provide energy efficiency training. (100% Completed		2,80,356 MJ	15-ton CO2e	1,70,000 TK	2	Partially Completed	Md. Motaleb Hossain
	7 % Energy reduction in utility & production area by 2025	1. G trap installation. (90% Completed) 2. Maintenance all types of leakage, machine, boiler, generator etc. (100% Completed) 3. Proper insulation of stream line. (80% Completed)		31,78,852 MJ	113.61-ton CO2e	16,10,000 TK	5	Partially Completed	Md. Motaleb Hossain
	2 % Energy reduction in production by 2025	1. Using Servo motor GMT section. 2.Day light using program. 3.Provide energy efficiency training. 4. Inverter for compressor. 5. Installation of Economizer (2)		10,02,172 MJ	42.44-ton CO2e	3,00,000 TK	5	By December 2025	Md. Motaleb Hossain
	5 % Energy reduction in production area & Utility area by 2025	1. Change toilet area Exhaust fan. 2. Maintenance of all types of leakage. 3. Installation of Vapor absorption chiller. 4. Installation of 200Kwh Solar system		24,10,000 MJ	86.16-ton CO2e	20,00,000 TK	6.5	By December 2025	Md. Motaleb Hossain

The EMS Team establishes EMS management programs as means of achieving objectives and targets. These programs define the principle actions to be taken, those responsible for undertaking those actions and the schedule times for their implementation. The

Environmental Management System (EMS) is formed to manage all environmental activities. Md. Motaleb Hossain**,** Manager (Maintenance) is responsible to implement the EMS policy in the factories and he will act as a Team Leader.

Long Term EMS Plan (4 Years)

Energy Reduction Plan

Water Reduction Plan

Objectives	Goal	Plan	Expected Water Reduction	Payback (Years)	Budget (Tk)	Timeline	Responsible
Reduce water use 33% by 2025	20 % water use reduction in production area by 2025	1. We have installed 8 Ton (1:4L) efficient dyeing machine (Previous were 1:8)	250,000 m3	10	15,50,00,000	Completed	Md. Motaleb Hossain
	2% water use reduction in production area by 2025	1. Use trigger nozzle inmachine washing pipe. (50% Completed) 2. Change water tap to push tap. (60% Completed) 3. Provide awareness training. (100% Completed)	2244 m3	1	30,000	Partially Completed	Md. Motaleb Hossain
	3% water use reduction in production area by 2025	1. Proper insulation of stream line. (100% Completed) 2. Change water tap to push tap. (50% Completed) 3. Maintenance of water valves, fittings, leakage etc. (100%) 4. Provide awarenesstraining(100%) . 5. Reuse ETP Water in toilet flash (new target 2021)	14,000 m3	1	1,50,000	By December 2025	Md. Motaleb Hossain

	3% water use reduction in production area by 2025	1. Reuse domestic water. 2. Rain water harvesting. 3. Maintenance of water valves, fittings, leakage etc. 4. Provide awareness training.	18,316 m3	3.3	5,00,000	By December 2025	Md. Motaleb Hossain
	5% water use reduction in production area by 2025	1. We will install 5 Ton Efficient Dyeing machine MCS (1:3.5L) 2. Ensuring Bio scouring process for dyeing 50% of color fabric. (one bath water can be reduced, 9000L/ton)	28,560 m3	10	7,50,00,000	By December 2025	Md. Motaleb Hossain

Waste Water Reduction Plan

Objectives	Goal	Plan	Expected Water Reduction	Payback (Years)	Budget (Tk)	Timeline	Responsible
Reduce waste water use 30% by 2025	Reduce water use 15% by 2025	1. If we reduce the water use by 15%, 15% less waste water will be generated by 15%	64,000 m3	10	7,56,80,000	By December (2020-2025)	Md. Motaleb Hossain
	15% water use reduction in production area by 2025	1. Installation of ZLD system in waste water treatment plant.	150,100m3	15	1,50,000	By December 2025	Md. Motaleb Hossain

Waste Reduction Plan

Objectives	Goal	Plan	Expected waste reduction	Payback (Years)	Budget (Tk)	Timeline	Responsible
Reduce 10% waste by 2025	Reduce solid hazardouswaste 3% by 2020	1. Reducing the amount of packaging material by improved purchasing practices such as ordering raw materials in bulk or returnable intermediate bulk containers (IBCs). This reduces spillages, handling costs, exposure of workers to chemicals and the amount of storage space required. 2. Purchasing chemicals in returnable drums. Enquire if vendors will accept unwashed drums as this will reduce the waste water generated in the factory. If possible, ordering chemicals in IBCs rather than bags as these are easily broken, causing spillages.	12,000 KG	No investment	No investment	Completed	Md. Sohel Rana
	Reduce solid non-hazardous waste 2% by 2021	1. Purchasing yarn on reusable plastic cones rather than cardboard cones. 2. Reducing seam waste through effective training programs. 3. Selling waste fibers, sweeps, rags, yarn and cloth scraps.	7,800 KG	No investment	No investment	By December 2022	Md. Sohel Rana
	Reduce solid non-hazardous waste 2% by 2022	Reducing packaging. Using higher volume and reusable packaging, whenever possible. This kind of specifications should be implemented and checked before	7,500 KG	No investment	No investment	By December 2022	Md. Sohel Rana

		consumable product / machinery acquisition.					
	Reduce solid hazardous waste 3% by 2025	We will install a plastic recycling unit to recycle our plastic waste.	15,000 KG	10 Years	1,00,00,000	By December 2025	Md. Motaleb Hossain

Air Emission Reduction Plan

Objectives	Goal	Plan	Expected GHG Reduction	Payback (Years)	Budget (Tk)	Timeline	Responsible
ReduceAir Emission10% by 2025	Reduce air emission 2% by 2022	1. Producing clean energy is crucial. But equally important is to reduce our consumption of energy by adopting responsible habits like reducing the dyeing reprocess and using more efficient devices like using more efficient dyeing machine etc. Making Air emission Inventory.	5,000 KG CO2e	N/A	N/A	Completed	Md. Lokman Hossain
	Reduce air emission 2% by 2023	We will install fume hood in our chemical store it will reduce emission as well as exposure risk of any chemical.	5,000 KG CO2e	3	1,50,000	By December 2025	Md. Motaleb Hossain
	Reduce air emission 3% by 2025	We will install 50Industrial HEPA filters.It will mechanically remove airborne particulates, such as pollen, smoke, dust, and bio-contaminants, from within the work environment	8,000 KG CO2e	5	4,00,000	By December 2025	Md. Motaleb Hossain

	Reduce air emission 3% by 2025	We will install Electrostatic Precipitators (ESP) in the exhaust point of our generators. It will remove suspended dust particles from exhaust by applying a high-voltage electrostatic charge and collecting the particles on charged plates.	8,000 KG CO2e	4	2,50,000	By December 2025	Md. Motaleb Hossain

Chemical Consumption Reduction Plan

Objectives	Goal	Plan	Expected Reduction	Payback (Years)	Budget (Tk)	Timeline	Responsible
Reduce chemical use 10% by 2023	Reduce chemical use2% by 2023	1. We are using a multifunctional chemical (Ruby-stab CMS 100). It decreases the use of alkali during scouring about 80% and also omits the use of Stabilizer, Detergent, and Sequestering Agent. We know caustic is very hazardous for human health and we are able to reduce the use of caustic.	80,000 KG	3	N/A	By December 2023	Md. Lokman Hossain
	Reduce chemical use2% by 2024	1. We will implement bio-scouring process for medium to dark color. Where the entire scouring chemical is not used except Detergent. The Biopolishing process is not required in this process. It reduces the time of scouring & Bio-polishing from 3-4 hour to 1.5 hour. As a result, huge amount of Chemical energy, water and time is saved.	80,000 KG	4	N/A	By December 2024	Md. Lokman Hossain
	Reduce chemical use3% by 2025	1. We will install auto dosing system (Including dyes and solid chemical) for all dyeing machine. Chemical spillage/ wastage will be reduced.	1,20,000 KG	5	1,70,00,000	By December 2025	Md. Motaleb Hossain

	Reduce chemical use 3% by 2025	We will install 5 Ton Efficient Dyeing machine MCS (1:3.5L)	1,50,000 KG	10	7,50,00,000	By December 2025	Md. Motaleb Hossain

Completed Measures

Sl. No.	Completed Measures	Status	Remarks
1	To establish an Environmental policy and a framework for implementing Environmental Management System (EMS).	Completed	
2	Change tube lights to LED lights.	50 % Completed	50% will be adjusted with 2022 target
3	Utilization of Day light	50% Completed	50% will be adjusted with 2022 target
4	40% ceiling fan replaced by efficient one.	Completed	
5	G trap installation.	70% Completed	30% will be adjusted with 2022 Target
6	Maintenance all types of leakage, machine, boiler, generator etc.	80% Completed	
7	Installation of PFI (Power Factor Improvement) Device	Completed	
8	Provide Energy Efficiency Training (Energy, Water)	Completed	
9	85% of steam pipes of this facility are properly insulated. That prevents the heat radiation and maintaining the proper steam temperature. (Energy and Water)	85% Completed	15% will be adjusted with 2021 Target

10	8 Ton (1:4L) efficient dyeing machine is installed	Completed	
11	Air emission Inventory is prepared.	50% Completed	
12	We have Started using of multifunctional chemical that reduce the use of caustic soda.		
13	We have installed EGB (Exhaust Gas Boiler) in our boiler section. Steam is generated by using the exhaust hot gases from our two GAS generators. We are able to produce 2-ton steam per hour that can save approximate 140-150 cubic meters natural gas per hour.	Completed	
14	We have installed economizer in our boiler section; the temperature of feed water tank remains within 85-90 degree Celsius after installing the economizer, only 10-15 degree Celsius has to be increased to produce steam.	Completed	
15	We have also installed Condensate recovery system in our facility. Over 90% of condense heated water (around 80-90 degree Celsius) recovery is possible by that technology.	Completed	

GENERAL REQUIREMENTS

The **Abir Fashions & Abraar Knitting and Dyeing** has established document, implement, maintain and continually improve an Environmental Management System in accordance with the requirements of this International Standard as well as Local law and determined how it will fulfill these requirements.

Environmental Policy:

In keeping with the rise in pollution in the country and with the growing awareness regarding environmental issues, **Abir Fashions & Abraar Knitting and Dyeing** has

resolved to contribute to the protection of the environment, in any possible manner. Its compliance with the International Standards of Environmental Management System (EMS) and Local Laws and Regulations.

Abir Fashions & Abraar Knitting and Dyeing is committed to reduction/recycling/reuse of the wastes, both Hazardous and Non-Hazardous. More emphasis is put on the reduction of the hazardous wastes generated. This can be achieved by proper identification of waste streams and their subsequent impact on the environment, and with strict compliance with the environmental legislation of the country.

As a tool to compare out environmental performance, records are being maintained of the wastes generated in the factory from the various processes.

To reduce environmental pollution Abir Fashions is obeying the following policy:

- Establish, implement, maintain and improve an Environmental Management System (EMS).
- Assure itself of conformity with its stated environmental policy.
- Optimizing usage of Raw Materials.
- Increasing Energy Efficiency
- Efficient and safe handling and storage of Products
- Maintaining a safe working Environment
- Training to the employees on safety and environmental issues
- Identifying significance of Environmental Aspects and Associated Impacts Analysis.
- Commitment to meet all regulatory and legislative requirements, prevent pollution and continuously improved environmental management.
- House Keeping improvement.

Policies & Procedures regarding Wastage and Disposal:

Our policy on wastage and disposal is not only related to material but also involves with the consumption of energy and use techniques to reduce misuse of utilities in the best possible way.

- Our primary objective is to minimize waste in production process. We try and employ competent manpower and trained them accordingly. We implement more than adequate Quality measure at every production process to reduce quality rejects.
- Ensure adequate measures to minimize use of natural resources and utilities like water, gas and electricity.
- Take effective steps to ensure proper accumulation and documentation of generated and disposed waste and periodically review trends on regular basis.

Open burning and open dumping of waste is strictly prohibited inside and also outside of the facility

We test our Waste water from DOE quarterly and twice in a year from ZDHC approved 3rd party lab according to the ZDHC waste water guideline

The following procedures are followed to demonstrate our commitment to a healthy and safe work environment.

- Every operation starting from storage, cutting, sewing, finishing through packing quality control processes are followed to ensure minimum wastage generations.
- Employees are giving awareness to keep their work area as much cleanly as possible.
- After production of each day machines, floors and related areas are cleaned by cleaners with appropriate materials.

- During lunch breaks or any intermediate breaks all lights, fans, machines are switched off by respective employees. Main switch for the floor is also to be turned off. If an employee takes a short break then he or should switch off his or her machine. The Supervisors will ensure and encourage employees to follow this system.

Following are our cleanliness rules:

- Wash and dry hands before starting work. Especially after lunch this is must. Soap should be used as required and care should be guide not to waste.
- Waste and garbage should be put away at a specific place.
- Toilets should be flushed and taps should be closed after use. Washbasins should also be cleaned after use. Cleaners will clean the toilet regularly. However, employees should help, assist and cooperate in keeping the toilet clean and dry. If something is found disorder inside the toilet then immediately inform the Supervisor. The supervisor will take necessary after to resolve the problems.
- Do not put water and garbage in the canteen furniture and floor. Use bone plate and keep the table clean.
- Smoking is strictly prohibited in the factory.

RECYCLING POLICY and PROCEDURE

Recycling:

Recycling means taking a product or material at the end of its useful life and turning it into a usable raw material to make another product

We purchase raw materials from suppliers who use recyclable or environment friendly products for use in production process and dispose waste through vendors who recycle wastage as applicable.

Packing materials like cartons and poly bags are sourced from suppliers who use recycled paper and polyethylene.

Disposed or wasted cut pieces or popularly known as “Jhute” are collected by floor cleaners by sweeping the floor every half an hour period and collected in large bags and then removed from the floor and stored in a separate area. The vendors who supply the waste to recycling industries collect these on regular basis.

Sludge is being disposed of manually by collecting in bags and storing in a specified location.

Auto Acid dozing system is fully working on auto ensuring uninterrupted operation. End-point effluent discharge color is very clear like river water and the parameters are complied with the standard limit**.**

We intend to install carbon ~ Gravel filter system to make the standard even better and recycle the water to our plant in order to conserve energy and water reserve in the bed.

EMS MANAGEMENT PROGRAMS:

Company has assigned a Management Representative of Environment Management Monitoring Team who will be the responsible for whole work plan of EMS Team. MR is responsible for successful implementations of EMS Management Programs are described below:

Preparatory Review

The industry will by means of a preparatory review identify strengths, weaknesses, risks and opportunities as basis for establishing an Environment Management System.

Environmental Policy

The policy will be indicated developed by the top management to convey a commitment to meet all regulatory and legislative requirements, prevent pollution and continuously improved environmental management.

Organization and Personnel

The responsibilities of the management and workers for EMS implementation as well as pollution prevention and continuous improvement will be coordinated and exercised in conjunction in line with the management of all functions, activities and processes.

Environmental Aspects and Associated impacts

The industry will establish, and maintain procedures for identifying examining and evaluating the environmental aspects and associated impacts, of its activities, products and services and for compiling a register of those identified as significant.

Environment Management Manual and Documentation

The purpose of Environmental Management documentation is to provide an adequate description of the Environmental Management System and serve as a permanent reference to the implementation and maintain of that system.

Environmental Objectives and Targets

Objectives and targets will be set within the context of environment effects, evaluation and quantified wherever applicable. Targets derived from objectives should be demanding, quantitative and achievable.

Operation Control

Appropriate control and verification procedures will cover all functions, activities and process that have or could have, if uncontrolled, a significant effect on the environment.

Environment Management Records

Records are essential in a set designed format as it is the evidence of ongoing operation of the Environment Management System (EMS).

RESOURCES, ROLE, RESPONSIBILITY AND AUTHORITY

Abir Fashions Management ensure that the availability of resources essential to establish, implement, maintain and improve the environmental management system. Resources include human resources and specialization skills, organizational infrastructure, technology and financial resources.

Roles, responsibilities and authorities will be defined, documented and communicated in order to facilitate effective environmental management.

The organization's top management has appointed a specific Management Representative who has defined roles, responsibilities and authority for

- Ensuring that an EMS is established, implemented and maintained in accordance with the requirements of this International Standard,
- Reporting to Top Management on the performance of the EMS for review, including recommendations for improvement.

WORKER'S PARTICIPATION

It must also be stressed that workers' participation is an essential element of the EMS in the factory. Workers' have a key role to play in bringing about improvements in EMS. Involving workers in the process of change has several advantages. If workers have a good understanding of the working methods and systems, there is like to be greater degree of commitment and motivation and consequently a higher productivity. Therefore, EMS Team

- Ensure that workers and their representatives are consulted, informed and trained on all aspect of EMS

- Decide for the workers and their representatives to have the time and resources to actively participate in the process of EMS; and

- Ensure, as appropriate, the establishment and efficient functioning of an EMS team in accordance with national legislation.

The principle of workers participation is ensured not only in the International Standards but also in the national standards.

COMPETENCE, TRAINING AND AWARENESS

Abir Fashions has identified training needs associated with its environmental aspects and its environmental management system. It will provide training to meet these needs, and will retain associated records.

Abir Fashions & Abraar Knitting and Dyeing has established, implement and maintained a procedure to make persons working for it or on its behalf aware of

- The importance of conformity with the environmental policy and procedures and with the requirements of the environmental management system.

- The significant environmental aspects and related actual or potential impacts associated with their work, and the environmental benefits of improved personal performance.

- Their roles and responsibilities in achieving conformity with the requirements of the environmental management system, and he potential consequences of departure from specified procedures.

COMMUNICATION & CONSULTATION

All ideas, information, arrangements, procedures and consultation relating to and Environmental Management System have communicated to the workers through effective communication channels (like training, PA system, Handout, Office Notice etc.)

OPERATIONAL CONTROL

The EMS Team is responsible for identifying operations and activities associated with significant EMS Aspects and Impacts that require operational; control on procedures, work practices.

These documents define the mechanisms for the establishment, implementation and maintenance of the EMS and ensure that the system is maintained in accordance with the EMS policy, objectives and targets are communicated to suppliers and contractors.

EMERGENCY PREPAREDNESS AND RESPONSE

- Take care about the injured worker and arrange the proper treatment of them (send to the Factory doctor or in emergency case send to the hospital by company transportation).
- Take immediate action to compensate the effected workers by the accident as per the labor laws of the country.
- In case of fire accident factory authority will inform the customs authority in next 24 hours about accident and to collect the report from them upon inspection.
- Lodge diary in the nearest police station.
- Collect the certificate from the Fire Brigade who participated in the fire accident.
- Contact the insurance company for inspection and collect the certification from them or the damages.
- To inform the respective bank for inspecting the damaged factory and submit these certificates of insurance company, fire brigade and customs department.

- To inform the buyer and supplier about accident.
- To inform the concern Ministry inspect the damages of Machines.
- Submit all the relevant documents and necessary certificate to VAT office to get relief from next VAT.
- Inform BGMEA.

Emergency methods are reviewed by the EMS Team on an annual basis and after the occurrence of accidents or emergency situations.

CHECKING

PERFORMANCE, MONITORING AND MEASUREMENT

EMS performance has been monitored, measured and recorded on a regular basis. ***Once in a year.*** To do so, a system has been developed, established and periodically reviewed. Responsibility, accountability and authority for monitoring at different levels in management structure have allocated.

EVALUATION OF COMPLIANCE

Consistent with its commitment to compliance, the organization will establish, Implement and maintain a procedure for periodically evaluating compliance with applicable legal requirements.
Abir Fashions will keep records of the results of the periodic evaluations.

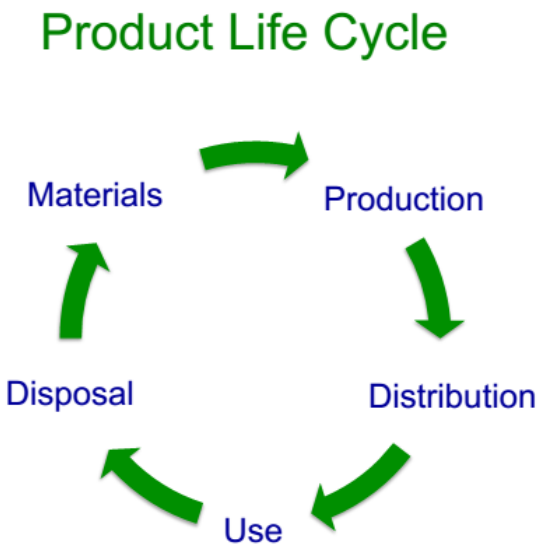
CONTROL OF RECORDS

The EMS Team is responsible for identifying operations and activities associated with significant EMS Aspects and Impacts that require operational; control on procedures, work practices. All document, record and consumption related to the management system will be kept for at least 5 Years.

These documents define the mechanisms for the establishment, implementation and maintenance of the EMS and ensure that the system is maintained in accordance with the EMS policy, objectives and targets are communicated to suppliers and contractors. Records will be remaining legible, identifiable and traceable. Periodic audits have been established in order to determine whether the EMS elements are in place and prove to be adequate and effective in protecting the environment and in preventing accident. The result of these audits is provided to management. Audit records are kept with the MR. Lokman Hossain.

Design for Environment (DFE)

Design for Environment (DFE) is a method to minimize or eliminate environmental impacts of a product over its life cycle. Effective DFE practice maintains or improves product quality and cost while reducing environmental impacts. DFE expands the traditional manufacturer's focus on the production and distribution of its products to a closed-loop life cycle.



Life-Cycle Assessment (LCA)

• Quantifies environmental impact over product life cycle

• Steps in LCA analysis:

1. Prepare proposed design options

2. Identify life cycle, including recycling and disposal

3. Identify all materials and energy sources used

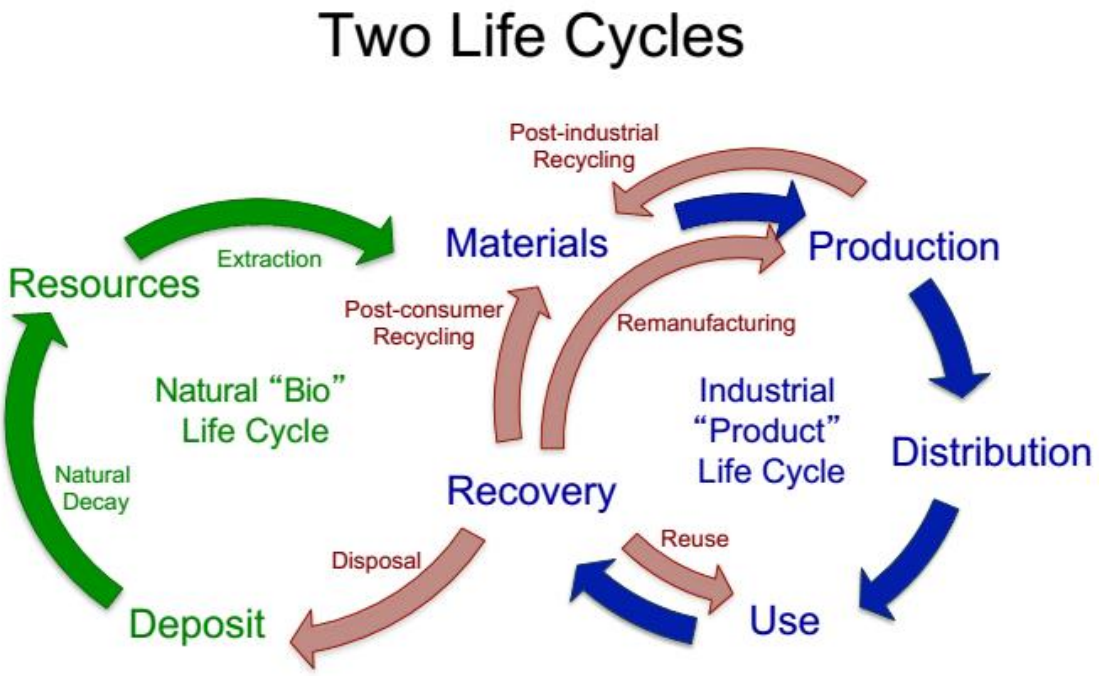
4.Identify outputs and waste streams

5.Quantify impacts of each material, energy, waste

6. Aggregate impact into categories for comparison

• Requires specialized LCA software and training

• Commercial LCA software growing in capability – SimaPro, GaBi, OpenLCA, Sustainable Minds,


Two Life Cycles
Post-industrial Recycling
Materials
Production
Extraction
Resources
Post-consumer Recycling
Remanufacturing
Natural "Bio" Life Cycle
Industrial "Product" Life Cycle
Distribution
Natural Decay
Recovery
Reuse
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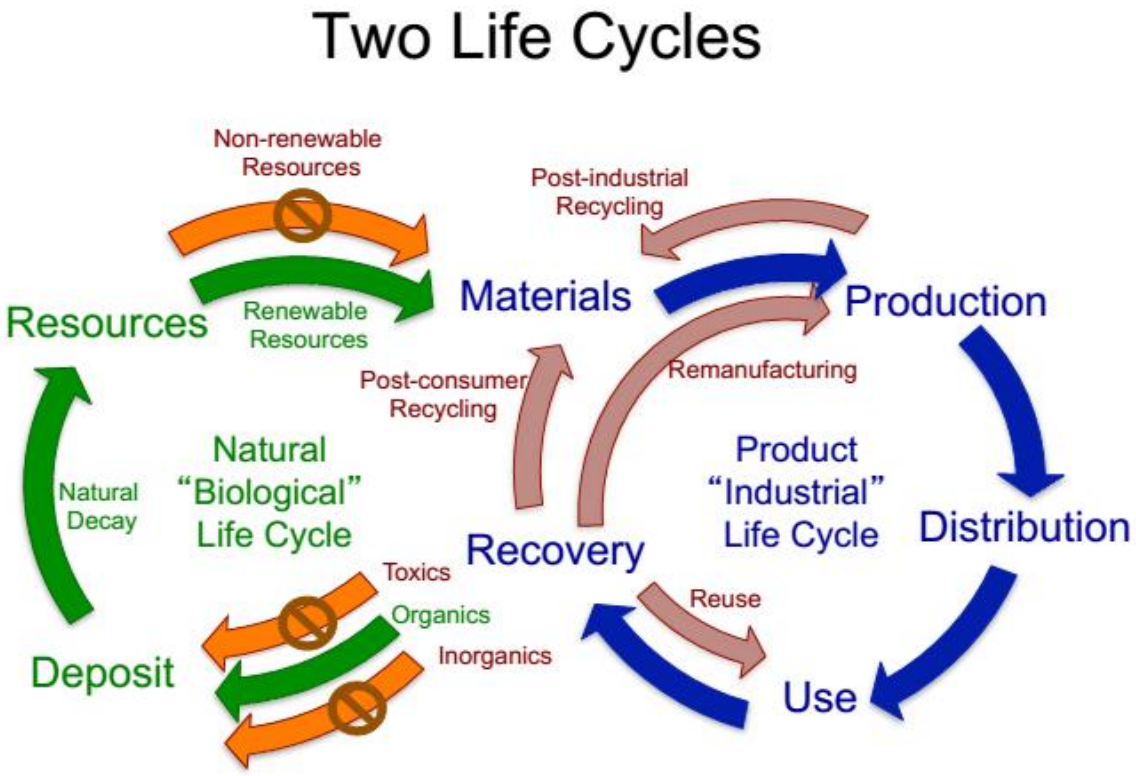
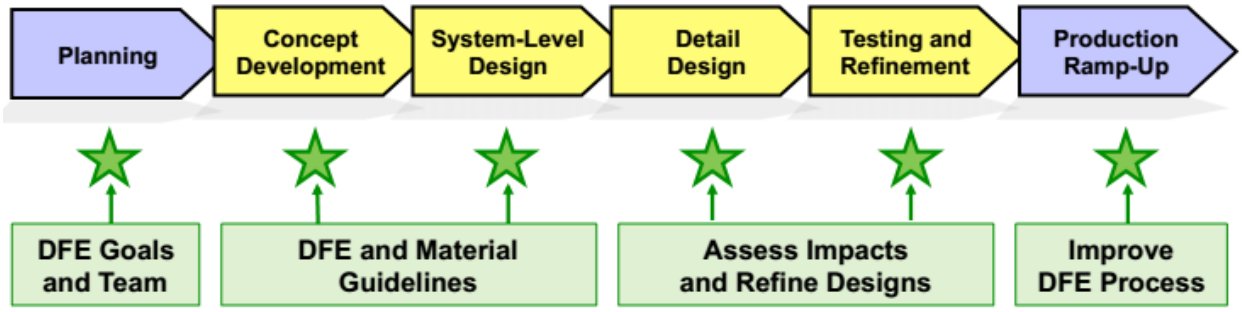


Conditions for Sustainability

- ✓ Consider the earth as a closed system with limited solar input and natural bio cycles.
- ✓ Solar energy and other renewable fuels are sustainable energy sources.
- ✓ Resource usage must balance to the rate the earth creates each resource (even the rate at which the earth creates fossil fuels).

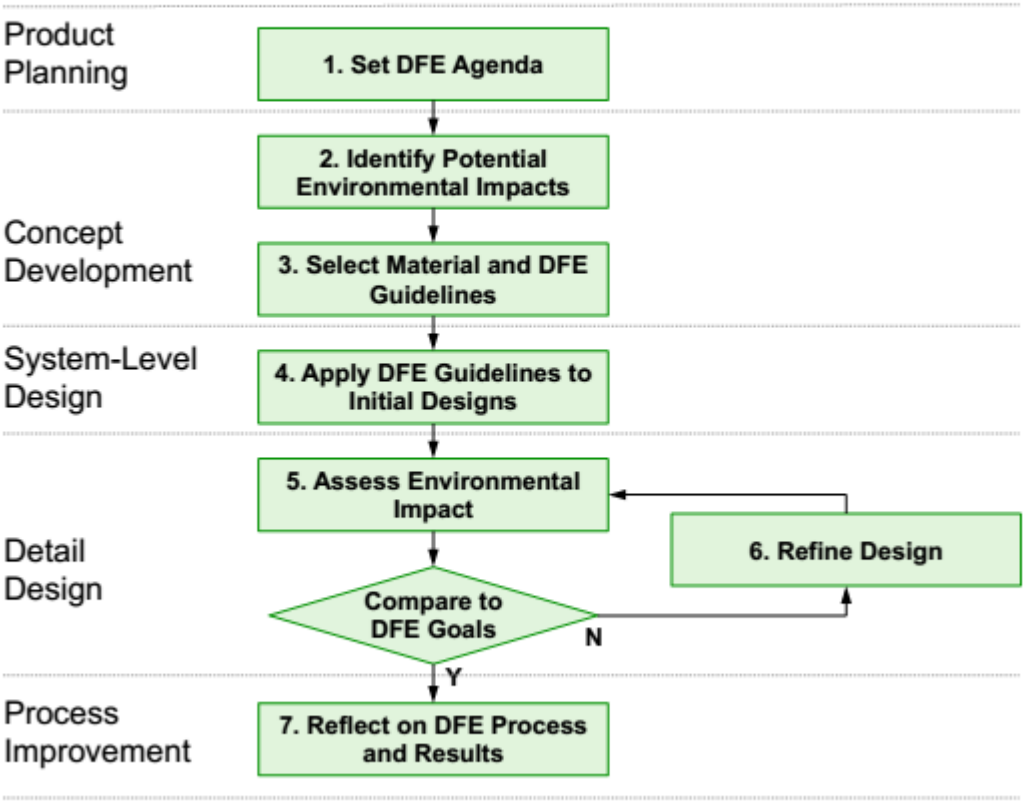
- ✓ Toxic wastes, heavy metals, radiation, and other "molecular garbage" must be eliminated because they are not part of the bio cycle.

Product Development Process



DFE can be integrated into the standard product development process.

DFE Process


Product Planning
1. Set DFE Agenda
2. Identify Potential Environmental Impacts
Concept Development
3. Select Material and DFE Guidelines
System-Level Design
4. Apply DFE Guidelines to Initial Designs
5. Assess Environmental Impact
6. Refine Design
Detail Design
Compare to DFE Goals
N
Y
Process Improvement
7. Reflect on DFE Process and Results

ABIR FASHIONS

House # 44, Road # 02, Kutubail, Fatulla, Narayangonj.

DFE and Material Guidelines

Example DFE Guidelines

- Do not combine materials incompatible in recycling
- Label all component materials for recycling
- Enable easy disassembly into separate material recycling streams
- Use no surface treatments
- Eliminate packaging
- Reduce weight and size for shipping

Example Material Guidelines

- Use recycled and recyclable industrial materials
- Use natural materials which can be returned to biological decay cycles
- Use processes which do not release toxic materials
- Capture and reuse all hazardous materials

Our target “Perfect Vision 2025”

- Zero landfill
- Zero hazardous waste generation
- Zero air emissions (VOC)
- Zero process water use
- 100% green electrical energy use
- 100% of sales from DfE products

Four Simple DFE Rules

1. Design products and processes with industrial materials that can be recycled continually with no loss in performance, thereby creating new industrial materials.
2. Design products and processes with natural materials that can be fully returned to the earth’s natural cycles, thereby creating new natural materials.
3. Design products and processes that do not produce unnatural, toxic materials that cannot be safely processed by either natural or industrial cycles.

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4. Design products and processes with clean, renewable sources of energy, rather than fossil fuels.

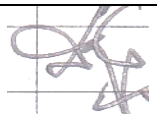
MANAGEMENT REVIEW

Top Management will review the organization's Environmental Management System, at planned intervals, to ensure its continuing suitability, adequacy and effectiveness. Reviews will include assessing opportunities for improvement and the need for changes to the environmental management system, including the environmental policy and environmental objectives and targets. Records of the management reviews will be retained.

Input to management reviews will include

- Results of the internal audits and evaluations of compliance with legal requirements and with other requirements to which the organization subscribes.
- Communication(s) from external interested parties, including complaints.
- The environmental performance of the organization.
- The extent to which objectives and targets have been meet.
- Status of corrective and preventive actions.
- Follow-up actions from previous management reviews.
- Changing circumstances, including developments in legal and other requirements related to its environmental aspects, and
- Recommendations for improvement.

The output from management reviews will include any decisions and actions related to possible changes to environmental policy, objectives, targets and other elements of the environmental management system, consistent with the commitment to continual improvement.

Control No.:	**1**	**PREPARED BY:**	**Md. Lokman Hossain Manager (HR & Compliance)**		**Date:**	**April 26, 2021**
	2	**CHECKED BY**	**Md. Motaleb Hossain, Manager (Maintenance)**		**Date:**	**April 26, 2021**
REVISION:	**1.1**	**APPROVED BY:**	**Amjad Ali, General Manager**		**Date:**	**April 26, 2021**