

Environment, Sustainability, and Governance (ESG) Features of HAMS Garments Limited:

1. Environmental Stewardship:

- **Energy Efficiency:** HAMSGL prioritizes energy efficiency through the use of modern machinery, energy-efficient boilers, and the implementation of Variable Frequency Drives (VFDs) to minimize energy consumption.
- **Carbon Footprint Reduction:** The company actively engages in practices and investments aimed at reducing its carbon footprint, contributing to broader environmental conservation efforts.
- **Water Conservation:** HAMSGL implements water-efficient processes, rainwater harvesting systems, and initiatives like reusing the last wash-off bath in the dyeing process to minimize water consumption.
- **Waste Management:** The Circular Value Chain and waste reduction initiatives demonstrate HAMSGL's commitment to sustainable waste management practices.

2. Social Responsibility:

- **Gender Diversity:** HAMSGL actively promotes gender diversity within its workforce, particularly in supervisory roles. Training programs and collaborations with external projects contribute to fostering a more inclusive workplace.
- **Anti-Harassment Initiatives:** The company has formed Anti-Harassment Committees, undergone training with industry leaders, and implemented awareness campaigns to ensure a safe and respectful working environment.
- **Community Engagement:** Collaborative projects with external entities, such as the Gear Project and PACT-II, showcase HAMSGL's commitment to engaging with the community and addressing broader industry challenges.

3. Ethical Business Practices:

- **Certifications:** HAMSGL holds certifications from reputable organizations like ACCORD, RMG Sustainability Council (RSC), Sedex, WRAP, Higg Index, and BSCI. These certifications validate the company's adherence to ethical, social, and environmental standards.
- **Compliance:** The company places a strong emphasis on compliance with international standards, ensuring that its business practices align with industry best practices.

4. Governance:

- **Transparent Reporting:** HAMSGL follows a transparent reporting system, providing stakeholders with accurate and comprehensive information about its ESG practices, achievements, and challenges.

- **Regulatory Compliance:** The company adheres to all relevant regulations and legal requirements in its operations, ensuring governance practices are in line with local and international standards.
- **Board Oversight:** HAMSGSL's governance structure includes effective oversight from its board, ensuring strategic alignment with ESG goals and continuous improvement.

5. Continuous Improvement and Innovation:

- **Research and Development:** The company invests in research and development to explore innovative materials and processes that align with sustainability goals.
- **Continuous Monitoring:** HAMSGSL employs regular audits, performance monitoring, and collaboration with industry experts to ensure continuous improvement in its ESG performance.

6. Employee Well-being:

- **Employee Satisfaction:** The company's emphasis on social responsibility, ethical business practices, and an inclusive workplace contributes to higher employee satisfaction and commitment.

Conclusion: HAMS Garments Limited integrates ESG features into its core business operations, demonstrating a holistic commitment to environmental conservation, social responsibility, ethical business practices, and robust governance. Through continuous improvement, transparency, and innovation, HAMSGSL sets a standard for responsible and sustainable business practices in the textile and garment industry.