



**Helping the World excel in
Education, Communication, Business and Salutariness
through sustainable paper-based solutions**



"As we embark on our inaugural sustainability report, we are committed to advance & progress in **Education, Communication, Business and Salutariness** through sustainable paper-based solutions. This report offers a glimpse into our glorious journey, a space for sharing the story of how we are shaping a better world with a narrative of creativity and excellence, one book at a time"



THE
ESSENCE
OF OUR
ECO-FRIENDLY
JOURNEY

LETTER OF TRANSMITTAL

**All valued Stakeholders of-
Bashundhara Paper Mills Limited and
Bashundhara Multi Paper Industries Limited.**

Concertation: Sustainability Report on Bashundhara Paper Mills Limited (BPML) & Bashundhara Multi Paper Industries Limited (BMPIL) for the year ended 30 June 2022.

Dear Sir (s),

On behalf of the Board of Directors and the Management, we are pleased to present before you the Sustainability Report-2022 of Bashundhara Paper Mills Limited and Bashundhara Multi Paper Industries Limited along with the statements of the responsible Executives. This Report reviewed, adopted and approved by each Board of Directors dated 29 June 2023. The Report has been prepared to disclose the ESG status of both of the companies for your kind consideration and reference.

Yours sincerely,

Sd/-

Mohammad Towfique Hasan FCIM
Head of Sustainability Affairs

Sd/-

M. Mazedul Islam
Company Secretary

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STATEMENT OF CHAIRMAN BASHUNDHARA GROUP



**Pioneering
Sustainability
and
Prosperity:
A Vision for
Bashundhara
Group**

Dear Stakeholders,

Three decades ago, we founded Bashundhara Paper Mills Ltd. and ventured into large-scale manufacturing of paper, tissue and packaging paper in Bangladesh. Our vision was to transform an industry and contribute to our beloved nation's self-reliance. Till that time, Bangladesh depended heavily on paper and tissue imports, a situation we were determined to change. Today, Bashundhara Paper Mills Ltd. stands as a sheer symbol of innovation, reshaping one of Bangladesh's top business sectors.

Our transition from Real Estate and Cement Manufacturing to paper manufacturing wasn't merely diversification; it was embracing with a responsibility that had a profound impact. We recognized our mission and objective extended far beyond producing paper; it encompassed a commitment to sustainability, economic self-reliance and social responsibility.

Aligned with the Sustainable Development Goals (SDGs) set forth by the United Nations, we also have embraced the challenge of responsibly importing pulps from abroad while upholding the highest standards of Environmental, Social, and Governance (ESG) principles. Our commitment to sustainability sets industry benchmarks and leads by example.

The impact of Bashundhara Paper Sector extends beyond our organization's balance sheets. By reducing Bangladesh's paper and tissue imports, we have significantly contributed to conserving foreign currency. Moreover, we stand tall

with four state-of-the-art plants, cutting-edge machinery, a team of industry experts and paper technologists, abundant resources, and a steadfast commitment to environmental sustainability, health and safety.

Today, we are not just an industry leader but a symbol of hope and progress. We take pride in delivering high-quality paper and hygiene products that meet international standards, driving innovation and raising industry standards. The Sustainability Report we present today underscores our commitment to transparency, accountability and responsible business practices. It showcases our journey towards reducing our environmental footprint, enhancing employee well-being and fostering innovation.

As we pioneer sustainability and prosperity, Bashundhara Paper Mills Ltd. and Bashundhara Multi Paper Industries Limited aim to leave a lasting legacy of resilience and progress. We consider that the journey has just begun and we look forward to a future where business, sustainability and nation-building go hand in hand.

Thank you for joining us on this transformative journey. Together, we will shape a brighter future where Bangladesh stands tall as a self-reliant nation, and businesses like ours lead the way.

With profound respect,
Sd/-

Ahmed Akbar Sobhan
Chairman, Bashundhara Group

STATEMENT OF VICE CHAIRMAN BASHUNDHARA GROUP



“To contribute to the achievement of the SDGs, we will sustain our commitment to green product development, service offering and emission reduction”

Dear Respected,

Bashundhara Paper Mills Limited (BPML) has been in the Bangladeshi paper sector for last 29 years through challenges, efficiency and the discovery of business opportunities. Since the introduction of modern technology, the paper industry has experienced a significant transformation. The local demand for tissues, special grade paper and industrial packaging paper has increased in many folds. To increase productivity while conserving resources, we are continuously modernizing the machinery in all of the units, especially at Unit 2. Since the inception of our business, we have made investments in the manufacturing of recycled and FSC certified paper in an effort to build a sustainable, environmentally friendly society where paper has a promising future as a substitute for plastic.

The effects of the global pandemic during the previous two fiscal years are still being experienced. Both domestically and internationally, the economy has to be rebuilt. Additionally, this nation's business is facing a tremendous difficulty as a result of the uncertainty in geopolitics. The businesses in this nation are working tirelessly to get past all the obstacles and establish a typical business climate. Despite the challenges, we have taken the initiative to balance our operations in a sustainable way as sustainable manufacturing remains our top priority. The success of our initiatives and accomplishments depends on our society, environment and economy. As a result, we are dedicated to achieve our Sustainability Vision 2030 with the help of our shareholders and stakeholders.

We recognize the issues of climate change, biosphere protection and digitalization where we are aiming to make our workplace more inclusive and varied while tackling

global concerns and social requirements. We take pride in our employees' adaptability and want to grow our business while significantly depending on sustainability pillars. Our future company practices will place an emphasis on sustainability and community involvement.

To contribute to the achievement of the SDGs, we will sustain our commitment to green product development, service offering and emission reduction. Furthermore, we will encourage "the posture of compliance with rules and regulations" and employee safety to prevent occupational accidents and increase stakeholder trust and our company's existence. We will also support "diversity-oriented management" and "agile management," which foster creativity and value by allowing varied individuals to flourish. Working hours that are staggered and telecommuting would improve firm operations and employee well-being.

We place a strong emphasis on improving the modernization of our facilities and maximum uses of renewable energy as well as making production more eco-friendly since we believe in "Growth with Green Globalization."

I appreciate the generous collaboration of the entire committee and management team. My efficient co-workers' honesty, devotion and integrity toward their personal responsibilities while achieving the shared sustainable objectives deserve my sincere gratitude. Let us build a better tomorrow with a sustainable approach.

Warm regards,
Sd/-

Safwan Sobhan

Vice Chairman, Bashundhara Group

STATEMENT OF CHIEF EXECUTIVE OFFICER



Our overarching focus remains on business sustainability, aligning with global environmental goals and standards, as we continue to lead the industry towards a more sustainable future.

Respected, Distinguished Partners and Shareholders,

As the Paper Industry is going through enormous challenges of Globalization and impact of 4th Industrial revolution, we believe that sustainability is not merely a supporting factor; it is essential to our long-term survival. Global changes have been observed, ranging from harmonization and shaping tariff structure, sky rocketing energy prices emergence of digital solutions is shifting consumer preferences for paper products. These changes resulted the need for agile adaptation, a project to which we are fully committed.

Our recent advancements in machinery modernization for product diversifications and promotion of environment friendly paper solutions are just the beginning of our sustainability journey. We aspire to foster a culture in which every Bashundhara employee, from the executive board to production floor, exemplifies environmental care geopolitical upheavals and climate change concerns aren't just roadblocks; compelling to rethink and reinvent the future of our industry. Our goal as we follow this path is to develop a model that serves as beacon for moral and sustainable company, just not to focus only on profitability and responsibility.

We prioritize responsible sourcing by collecting paper pulp from recognized and certified sources with FSC & PEFC certifications, avoiding non environment friendly chemical & packaging materials, use of carbon in the process of paper

manufacturing, use of more fillers, working on renewable energy and use of energy efficient machineries.

Our investments in state-of-the-art technology have bolstered our production capacity to 1330 MT/Day, a testament to our commitment to excellence.

We are also making significant investments in rainwater harvesting, implementing a ZLD (Zero Liquid Discharge) plant, carbon sequestration project and emphasis on recycling. These initiatives demonstrate our dedication to environmental stewardship.

Our overarching focus remains on business sustainability, aligning with global environmental goals and standards, as we continue to lead the industry towards a more sustainable future.

We are encouraged by our team's drive and passion, and our leaders' commitment reinforces our hope for a shared future where every piece of paper we make serves a higher purpose and demonstrates our dedication to the community and environment.

Sincerely yours,
Sd/-

Md. Mustafizur Rahman FCA
Chief Executive Officer

STATEMENT OF HEAD OF SUSTAINABILITY



To achieve our objectives, we have embarked on a comprehensive sustainability strategy that includes specific targets by 2030.

Empowering Sustainable Future Through Innovation and Responsibility

We are quite thrilled to present before all of our stakeholders the inaugural Sustainability Report for the entire paper sector, encompassing Bashundhara Paper Mills Ltd. (BPML) and Bashundhara Multi Paper Industries Ltd. (BMPIL). We are committed to set-up the bar for excellence in environmental, social, and governance (ESG) initiatives. Our legacy as pioneers in the Bangladeshi paper manufacturing industry is not only defined by our market leadership but also our unwavering dedication to environmental stewardship, minimizing adverse impacts through maximizing positive contributions.

To achieve our objectives, we have embarked on a comprehensive sustainability strategy that includes specific targets by 2030. Our commitment includes reducing GHG emissions by 2% annually, in parallel, we're resolute in reducing solid waste by 100 metric tons and utilizing recycled materials as inputs to enhance circularity, increasing female participation by 15% as part of our diversity and inclusion efforts in our operations. We are already adopting carbon sequestration through variable installations and relentlessly pursuing maximum energy efficiency.

To conserve water resources, we are integrating the ZLD plant, installing rainwater harvesting systems and committing to responsible water management through SBTs. In line with this commitment, we have initiated "Project Surokkha," as an endeavor to promote the environmental consistency/ Conservation/ Sustainability of our facility. At the heart of our success is the well-being of our employees, the communities we operate in and society at large. We've launched "Project: Shobar Agey Tumi" to support and enhance the safety, well-being and growth of

our employees.

Empowering the youth in our communities is paramount and to achieve this, we introduced 'Project: Awdommo'" aiming to foster youth development and strengthen community bonds through the spirit of sports, contributing to their growth and well-being.

We uphold ethical and sustainable sourcing practices as a core value. Our commitment is reflected in our exclusive use of certified materials from authentic sources that adhere to rigorous ethical and environmental standards.

In the conclusion, I want to express our sincere gratitude to the most dedicated team, especially all the respected Heads of the Project (HoP), who consistently integrate sustainability principles in facilities through their steadfast commitment. Alongside, our thanks go to Chief Financial Officer & his passionate team, Head of Human Resources along with his team whose phenomenal support by ensuring the accuracy of our data.

I extend my appreciation to our supportive stakeholders and our loyal customers, both of whom have been instrumental in our sustainability journey. Our journey towards a more sustainable will remain our innovation, responsibility, and the pursuit of excellence.

Sincerely yours,
Sd/-

Mohammad Towfique Hasan FCIM
Head of Division, Marketing, BD & Sustainability
Sector-C, Bashundhara Group

STATEMENT OF COMPANY SECRETARY



Aligned with the principles and code of conducts both the company has established a set of governance approach to fulfill the object of the ESG. The company focused on compliance of laws, business integrity transparency, accountability, and social responsibility.



Socio- Economic Value Creation

By this time the concept of Environmental, Social and Governance (ESG) has demonstrated its effectiveness in the manufacturing industry. This concept has strategic framework for long-term sustainability of management, ethical practices, cultural and measurement of corporate responsibility of the Company. Bashundhara Paper Mills Limited and Bashundhara Paper Multi Paper Industries Limited has commitment to compliance with the highest standards of governance of ESG to build-up a trust worthy relationship among the board members, management, shareholders, and other stakeholders as well.

Aligned with the principles and code of conducts both the company has established a set of governance approach to fulfill the object of the ESG. The company focused on compliance of laws, business integrity transparency, accountability, and social responsibility.

Governance Framework of BPML and BMPIL -

The Members of the Board and Management the Company are collectively responsible to the stakeholders for its performance and for the organization's governance framework, its value system and its growth strategies for long-term. The Board, comprising luminaries from diverse fields, provide the leadership necessary for the Company to meet its performance objectives within a robust framework of internal processes and controls. Transparency must be apparent, which should take the form of record keeping and reports on income. The board and the management of this Company has paying highest concentration to protect the interest of its stakeholders, and taking as the responsibility to ensure the transparency and accountability in the company which can able to ensure the good governance in company. Corporate Governance framework of both BPML

and BMPIL has been developed and enhanced based on the basic principles and best practices outlined in the following:

- The Companies Act 1994;
- Order, Directives, Notifications & Guidelines of BSEC;
- International Standards of Financial Reporting Statements
- Regulations of Stock Exchanges;
- Labour Act, 2006 and amendment-2020;
- Provision of the Memorandum and Articles of Association of the Company;
- Internal Control system;
- Corporate Social Responsibility & Relationship;
- Formulating Eco & Employee friendly work place and policy & guideline;
- Standard practices in Local and abroad.

The Board has established a core committee of behalf of the company reported to the board and comply all the provision of compliances along with the other committee and reviews the standards of business conduct from time to time for applying the highest standards of governance and embracing the best global practices. Furthermore, the company ethically obliged to contribute to develop the social- economic standard of the company by ensuring the good governance.

Warm regards,
Sd/-

M. Mazedul Islam
Company Secretary
Bashundhara Paper Mills Ltd.

GOAL 2030



Livelihood Improvement & Green Growth

Generate employment

- Employ 1,000 additional workers
- Increase export by 50%



Circularity

Recycle solid waste
Reduce 100 Metric Ton of solid waste



Water

Integration of ZLD plant

95% water recovery through installing ZLD Plant by 2035



Energy Efficiency & GHG Emission

Reduction of GHG emission

Reducing 2% GHG Emission annually





Responsible Sourcing

Responsible Production

Employee Wellbeing & Safety

Partnership with Stakeholders

Collaboration for responsible sourcing

Adapting SBT for water efficiency

Ensure diversity

Health services for the community

Communication, monitoring, assessment and collaborative work with suppliers

Develop a sustainable water usage roadmap with science-based targets

Increase female participation by 15% where suitable

Provide free treatment by organizing free medical camp



SUROKKHA / সুরক্ষা

An Endeavor for a Safer Environment

In today's world, there is an escalating concern about the environment, with emphasis on sustainability, waste reduction, and eco-friendly practices. The increasing impact has pushed us to rethink our production processes and strategies. This is where our Project Surokkha comes into play. Project Surokkha represents our key initiatives focused on manufacturing with a keen eye on environmental conservation at present and to be included in future.

- Green Oasis
- Eco-Pack
- Paper Recycling Circle
- Food-Grade Packaging Revolution
- ChemSafe
- Reviving Earth (ETP)
- SolarSustain
- AquaSustain: Harvesting Nature's Gift

SUROKKHA



SHOBAR AGEY TUMI / সবার আগে তুমি

An Inclusive Platform for Employee Wellbeing

The foundation of a successful workspace lies in the comfort, trust, and ownership felt by its most critical asset - the workers. Project "Shobar Agey Tumi" (সবার আগে তুমি), translating to "You Before All," is a testament to this ideology, emphasizing the paramount importance of worker well-being. By championing this approach, our initiative aims to build a harmonious workplace where every individual feels valued and prioritized.

- Safe work, Efficient work
- Digital Payment System

SHOBAR AGEY TUMI



AWDOMMO / অদম্য

An Enthusiastic Drive for Youth Engagement

At the heart of this superlative initiative, Project Awdommo (অদম্য), lies in the indomitable spirit of sports, emphasizing resilience and passion. By introducing diverse internal tournaments like Football, Cricket, and Table Tennis, and partnering with our clubs such as Sheikh Jamal Dhanmondi Club and Rangpur Riders, we aim to provide a platform for youth development, talent discovery, and skill enhancement. These establishments offer countless young individuals the chance to participate in constructive activities, undergo formal training, and boost their athletic skills. Furthermore, we are in the process of constructing a top-tier sports complex, equipped with extensive facilities, to champion a variety of sports all under one roof. Through these endeavors, we aim to empower the youth and promote sportsmanship within the community.

- Sport Sphere
- Sheikh Jamal Dhanmondi Club Ltd.
- Rangpur Riders

AWDOMMO



About Us

Bashundhara Group had its humble beginning as a Real estate company in the 80s. Being met with extraordinary success the company later ventured into other projects among which were the Bashundhara Paper Mills. Since its inception in the 90s, Bashundhara's Paper sector has built an untainted reputation through its six core values - Supportive, Passionate, Integrity, Responsible, Ingenuity and Togetherness (in short "SPIRIT") and thus, our paper sector currently dominates the Bangladeshi Paper Industry with control over more than 80% of the market.

Bashundhara Paper Mills Limited was founded in 1993 as a private limited business, and it was later changed into a public limited company, which has been publicly listed in Dhaka Stock Exchange. Since its inception, the paper sector of Bashundhara Group has been working tirelessly to deliver the best paper and paper products to the people of Bangladesh. All of our production facilities are located in Bangladesh, which is also home to our corporate headquarters. Our industrial units are equipped with state-of-the-art technology for ensuring the highest efficiency and lowest impact on the environment.

Our products can be broadly classified into two categories which are brown-grade products and white-grade products.

We produce a wide range of papers, tissues, and other pulp based paper products such as diapers, masks, sanitary napkin, wet wipes etc. We also use the sludge produced from our processes to manufacture sludge boards. Today, Bashundhara Tissue is the market leader in Bangladesh, with over 80% of the market share.

The brand is quite visible in every nook and corner of Bangladesh, from small shops to luxury department stores. This is the result of relentless production at an enormous capacity of world-class facility plant with a nationwide distribution network of over 350 exclusive and dedicated distributors via our own logistic support of over 500 vehicles. Bashundhara Tissue has also achieved superiority in the SAARC region while exporting in bulk to over 20 countries as well as OEM including other global locations.

The paper sector of Bashundhara Group is privately owned and has a total four units, three units under Bashundhara Paper Mills Ltd (BPML) and one unit under Bashundhara Multi Paper Industries Ltd. (BMPIL) which is the latest addition to its paper sector. All the activities of all four units are regularly supervised by the senior-level Management who are stationed at Bashundhara Group Headquarter - 2 in Dhaka, Bangladesh.



BPML (Unit-1)

Established in 1993 with the commencement of commercial production in February 1997, Bashundhara Paper Mills Ltd. (Unit-1) has emerged as a prominent player in the Bangladeshi Paper Industry. The unit has consistently expanded its operations, incorporating three additional paper machines and ten converting units while maintaining a strong commitment to the upkeep and modernization of its plant machinery. Notably, the unit introduced locally produced Offset Paper to the market, reflecting a spirit of innovation to meet local market demand without relying on export. Its enduring success can be attributed to our dedication to delivering high-quality products and services to our clientele. In a forward-looking initiative, the unit has partnered with Andritz AG, Austria to establish a cutting-edge Tissue Paper production, emphasizing our ongoing commitment to innovation and industry leadership.



Location: Meghnaghat, Sonargaon, Narayanganj.



Production Capacity at present : 180 Ton/Day



Employee: 1,321



Products: White Writing & Printing Paper, Carbonless Paper, Coloured/Offset Printing & Wrapping Papers, Colour Ledger Paper, Sticker Papers, Tipping Papers, OGR Paper, Exercise Books, A4 Paper, Paper Sack



Certification: FSC-CoC , Environmental clearance Certification, ISO 9001: 2015, ISO 14001: 2015



Initiatives: Solar Panel (Projected)





Location: Meghnaghat, Sonargaon, Narayanganj.



Production Capacity at present : 300 Ton/Day



Employee: 159



Products: Newspaper, white writing/printing paper, duplex board, liner paper, craft paper, art card, art paper, and associated goods.



Certification: FSC-CoC , Environmental Clearance Certification, ISO 9001: 2015, ISO 14001: 2015



Initiatives: Energy Efficient Machineries, De-inking paper manufacturing, Sludge Board making pulps.

BPML (Unit-2)

Unit 2 was once known as Bashundhara Newspaper & Duplex Board Ltd. Its combination of three cutting-edge units manufactured newspaper, white writing/printing paper, duplex board, liner paper, craft paper, art card, art paper, and associated goods. Duplex boards and other industrial packing materials were manufactured at the first set-up of the factory. Here, coated Duplex Board and Art Card are manufactured with off-line coater in production. The second section manufactured recycled pulp (DIP) newspaper for national dailies, weeklies, and fortnightlies, making a positive impact on the environment. Paper was also manufactured for both domestic use and the printing of NCTB textbooks. Therefore, production at this facility ceased throughout the reporting year so that new energy-efficient and cost-productive gear with superior production capacity and cutting-edge technology could be installed. Production with the improved method has been scheduled to begin in November, 2023.

BPML (Unit-3)

Unit-3 of Bashundhara Paper Mills Limited (formerly Bashundhara Tissue Industries Limited) is the first basic tissue manufacturing factory established in 1995 in the country in response to the increasing demand for tissue papers brought on by the rapid modernization of urban lifestyle and the general improvement in people's well-being. Currently, this facility can produce 120–130 tons per day. However, this capacity fluctuates depending on the product manufactured. After starting off as Bangladesh's first tissue paper factory, 'Bashundhara Tissue' has become an industry leader in response to the growing demand for tissue products caused by the changing lifestyle of urban to suburban consumers.



Location: Anarpura, Gazaria, Munshiganj.



Production Capacity at present : 200 Ton/ Day



Employee: 2,190



Products: Tissue paper, General Writing and Printing Papers, A4 Papers, Sanitary Napkins, Diapers, Facial Mask



Certification: FSC-CoC, ISO 9001: 2015, ISO 14001: 2015



Initiatives: Exhaust Gas Boiler





Location: Meghnaghat, Sonargaon, Narayanganj.



Production Capacity at present : 650 Ton/Day



Employee: 1,313



Products: Bashundhara A4 paper, White Printing Paper (Bulk), Coated paper, Light-Weight Coated paper, Liner Paper.



Certification: FSC-CoC , Environmental clearance Certification, ISO 9001: 2015, ISO 14001: 2015



Initiatives: PCC Plant, WGCC Plant

Bashundhara Multi Paper Industries Ltd. (BMPIL)

In July 2015, Bashundhara Multi-Paper Industries Limited (BMPIL) began commercial operations as the country's fourth paper manufacturing venture, with the aim of satisfying the rising demand in both local and international markets. To maintain constant and high-quality output, two independent units generating Wet-Ground Calcium Carbonate (WGCC) and Precipitated Calcium Carbonate (PCC) are in use. Nearly half of BMPIL's installed capacity is devoted to creating the prestigious and best-selling brand 'Bashundhara A4 Paper,' along with White Printing Paper (bulk), while the other half is used to make Coated Paper and Light-Weight Coated Paper.

Bashundhara Fine Paper Mills Limited (Future Expansion)

To meet Bangladesh's growing paper product demand, offering White Printing & Writing Paper, A4 Paper, Art Paper, Packing Materials, and Media Paper. Initiated in end 2021, the project's foundation will finish in June 2024. Commercial operations will begin in July 2024, marking a turnaround of 30 months since the project's inception. With an investment framework of over USD 40.61 million, the funding strategy combines equity and loan finance, maintaining a 30:70 ratio. This financial blueprint exclusively represents the paper segment of BFPML.



Location: Meghnaghat, Sonargaon, Narayanganj.



Production Capacity: 441 Ton/Day



Employment: 525



Products: White Printing & Writing Paper, A4 Paper, Art Paper, Packing Materials, Media Paper.





MISSION

"We Are Passionate About Helping the World Excel in Education, Communication, Business And Salutariness By Offering Eco-Sustainable Paper-Based Solutions"



VALUES

Our Values form the acronym SPIRIT, and it is the SPIRIT in which we operate. The word SPIRIT stands for SOUL, ESSENCE, LIFE, and ATTITUDE. This is the Spirit that nourishes the SOUL of the people of 'Bashundhara Paper'; it is the ATTITUDE and the ESSENCE that gives LIFE to our winning culture.

Supportive – We value, respect, develop, reward, appreciate and empower each other and help each other to grow to their true potential.

Passionate – We love our company, and we love winning.

Integrity – We listen to our conscience and do the right thing all the time.

Responsible – We are responsible to all our stakeholders.

Ingenuity – We are always ahead through innovation and operational excellence.

Togetherness – We are stronger when we work as one team.



Organizational Journey

BPML TIMELINE



1993

Year of Incorporation

- BPML was incorporated in this year aiming to fulfil the primary paper demand in the country



2000

Tissue Paper Production

- BPML launches tissue paper through local manufacturing.
- Started commercial production of BPML Unit-3



2004

First Time Export

- For the first time, export of paper commenced in Nepal
- Initiated OMR sheet production & printing



2010

EGB Installation

- In BPML Unit-3, two Exhaust Gas Boilers (EGB) with a capacity of 6.7 Ton/Hr were installed.



2013

Product Expansion

- Art Card & FBB (Folding Box Brand) Manufacturing first ever in Bangladesh



2015

FSC-COC Certification & Award

- FSC-COC Mix Certification The Forest Stewardship Council (FSC) certified BPML with the praiseworthy Chain of Custody (CC) certification.
- BPML received an award from the world's largest paper exhibition (Paperex) as the largest exhibitor award.



1997

The Commercial Production

- Started its commercial production of BPML Unit-1 to meet growing needs for paper and paper products



2002

The Commercial Production

- Started its commercial production of BPML Unit-2 with de-inking facility.



2003

Recycle Initiative

- BPML initiated the use of scrap paper for recycle paper production.



2006

Manufacturing NCR & Duplex board first ever in Bangladesh

- Duplex board production first ever in Bangladesh.
- Non-Carbon Resister Paper (NCR) was introduced in to the market



2012

ISO and new product launch

- Bashundhara Tissue holds ISO 14001:2004 certification for environmentally responsible paper production.
- Coated board production first ever in Bangladesh
- Started large-scale production of PIN Bound copy books



2014

Introduction of Sticker paper

- Sticker paper Manufacturing first ever in Bangladesh





2016

ISO and Manufacturing Expansion

- Bashundhara Tissue holds ISO 9001:2015 certification for environmentally responsible paper production.
- BPML installed 8 color printing facility set-up.



2018

Superbrands & Best Brand Award

- Bashundhara Tissue achieved the Superbrands Award as the first paper brand in Bangladesh.
- Bashundhara Paper achieved the Best Brand Award for Consumer preferences (Award by Nielsen IQ, Bangladesh)
- 25 years celebration of Bashundhara Paper
- Listing with Stock-exchange in this year in the capital market with DSE & CSE



2020

Thermal Paper Manufacturing & award

- Thermal paper manufacturing was started.
- Superbrand Award (Bashundhara Paper- consecutive 2nd time, Bashundhara Tissue, Bashundhara Diapant)
- Bashundhara Tissue achieved the Best Brand Award for Consumer preferences (Award by Nielsen IQ, Bangladesh)



2022

Communication Award

- Communication Award 2022 for the most creative use of media category
- Digital Marketing Award
- Bashundhara Tissue achieved the Best Brand Award for Consumer preferences (Award by Nielsen IQ, Bangladesh)
- Superbrand Award received by Bashundhara Tissue and Bashundhara Diapant.
- Bashundhara Tissue case study found a place of distinction in Dr. Philip Kotler's Bangladesh edition book titled "Essentials of Modern Marketing - Bangladesh Edition 2022-2023," underscoring its influential role in contemporary marketing practices.
- Commercial production of 100 GSM A4 paper.



2017

Paper Exhibition Award

- BPML received an award from the world's largest paper exhibition(Paperex) as the largest exhibitor award.
- Pant-style baby Diaper launch
- Bashundhara Tissue proudly sponsored the Rangpur Riders, who clinched the championship title in the BPL this year



2019

Best Brand Award & EGB Installation

- Bashundhara Tissue achieved the Best Brand Award for Consumer preferences (Award by Nielsen IQ, Bangladesh)
- BPML received an award from the world's largest paper exhibition(Paperex) as the largest exhibitor award.
- In BPML Unit-2, Two Exhaust Gas Boilers (EGB) with a capacity of 11 Ton/Hr were installed.



2021

Asia's Greatest Brand & Best Brand Award

- Bashundhara Tissue achieved the Best Brand Award for consecutive 4th time.
- Bashundhara Tissue achieved Asia's Greatest Brand

Donation of Braille Books

- BPML donating Braille books to the blind community.

Digital Payment System

- Introduce Electronic payment methods for salary disbursement and fund collection.

Introduced with Facial tissue

- Introduction of 3PLY facial tissue for the first time in the country

BMPIL TIMELINE

2011

Year of Incorporation

- BMPIL was incorporated in this year aiming to fulfil the printing and packaging paper demand in the country.

2015

The Commercial Production

- Commercial production was initiated to address the increasing demand for paper and paper-based products.
- BMPIL installed 2 Exhaust Gas Boilers (EGB) with capacity of 14.6 Ton/Hr shortly after its incorporation

2016

Installation of Carbon sequestration plant

- PCC and GCC Plant were installed.

2017

Export and contribution to NCTB

- Commenced exports from the current year onwards.
- Production of books for National Curriculum & Textbook Board (NCTB)

2020

Expansion and Modernization

- Cup stock base paper, art card base paper, brown medium paper, brown wrapper-line, brown cup stock paper.
- Installed Full automated ream wrapping machine

2021

Reduced Energy Consumption

- Natural gas consumption was reduced by 31%



Our Products

We provide a variety of 23 different types of products. The Bashundhara paper sector is proud to provide a wide selection of high-quality products that are designed to regularly satisfy the demands of today's consumers. Our tissue products ensure comfort and hygiene in many facets of daily life ranging from the delicate and soft Bashundhara Facial Tissue to the Bashundhara Clinical Bedsheet. Even when it comes to hygiene products, we put health and wellbeing first. We have products for all age groups, such as the Bashundhara Diaper for young children, the Monalisa Sanitary Napkin for women, and the indispensable Bashundhara Face Mask. Last but not least, our Paper Products division demonstrates our dedication to the business and education sectors with high-end products like Bashundhara Specialty Paper and A4 Paper, which guarantee that every written word receives the quality it demands.



TISSUE PRODUCTS

Bashundhara Facial Tissue, Bashundhara Paper Napkin, Bashundhara Pocket Wallet Tissue, Bashundhara Toilet Tissue, Bashundhara Kitchen Towel, Bashundhara Hand Towel, Bashundhara Tissue Jumbo Roll, Bashundhara Clinical Bedsheet.

HYGIENE PRODUCTS

Bashundhara Diaper, Bashundhara Diapant, Bashundhara DiaCare (Adult Diaper), Monalisa Sanitary Napkin, Bashundhara Baby Wipe, Bashundhara Wet Tissue, Bashundhara Face Mask, Bashundhara Anti-Bacterial Wet Wipes, Toggi Feeding Bottle & Nipple.

PAPER PRODUCTS

Bashundhara A4 / A3 / Legal Paper, Bashundhara Exercise Book, Bashundhara Uncoated Wood Free Paper, Bashundhara Specialty Paper, Bashundhara Packaging Paper.

PRODUCT FROM SLUDGE- Coil in punched form

Global Presence

We are key players in the paper industry and are recognized for our high-quality products and superior customer service. In the 2021/22 fiscal year, our focus was on producing tissues, white paper, and brown paper, with white paper being the most significant due to customer demand. Occasionally, depending on demand, we shift the priority of our manufacturing. During the COVID-19 pandemic, we swiftly adapted our production to prioritize tissue paper and masks, meeting the urgent community needs. Moreover, we export facial tissue, napkin, towel, toilet tissue and hygienic paper products to our international market which includes UK, Australia, Bahrain, the UAE, China, India and Bhutan. Our international footprint is strong, with exports of various Southeast Asia, Australia, USA, Qatar, Mauritius etc.



Export to

45

Countries



Export Sales at BPML

13,923,265

USD in
2021/22



Local Presence

In Bangladesh, Bashundhara Paper products, including the popular Bashundhara Tissue brand, are widely distributed throughout the country. The brand boasts an expansion through nationwide distribution network comprising more than 400 exclusive and committed distributors. When it comes to hygiene products, Diapant has traditionally held a dominant position with an impressive 40% market share in the overall diaper industry. Contrarily to we previously operated at the district level, we have now extended our reach to serve customers down to the village level. Our Tissue and Paper Product constitutes 70% share of the total market.



Our Certifications

We have acquired the Quality Management Systems (ISO 9001:2015) certification by optimizing our organizational procedures and ensuring quality via ongoing process evaluation and improvement. Additionally, our Environmental Management System (EMS) has been awarded by an authorized certification body and complies with the requirements of ISO 14001:2015. Additionally, we make sure that every type of pulp we purchase is FSC-CoC certified, ensuring that the material is distinguished from non-certified material along the supply chain.

BPML: ISO 14001:2015, FSC-CoC Certified



Recognitions

Along with the various recognitions and accreditations, the business accomplished the following during the year:



Bashundhara Tissue Achieved

- The Best Brand Award 5 times (2018-2022) for consistent excellence and positive brand image after being audited by Nielsen IQ.
- Superbrand Award 2 times (2020 & 2022) for exceptional standing within the market.
- Asia's Greatest Brand award in 2020-21 as a significant player in the broader Asian market.
- Communication Award 2022 for excellence in communication strategies.
- Digital Marketing Award 2022 for proficiency in leveraging digital platforms.



Bashundhara Paper

- Bashundhara Paper earned the Superbrand award in 2018 as the first paper brand in Bangladesh and retained it for the next two consecutive years in terms 2020-21 and 2022-23



Bashundhara Diapant

- Bashundhara Diapant was honored with Superbrand award in both 2020 and 2022.

Our Sustainability Approach

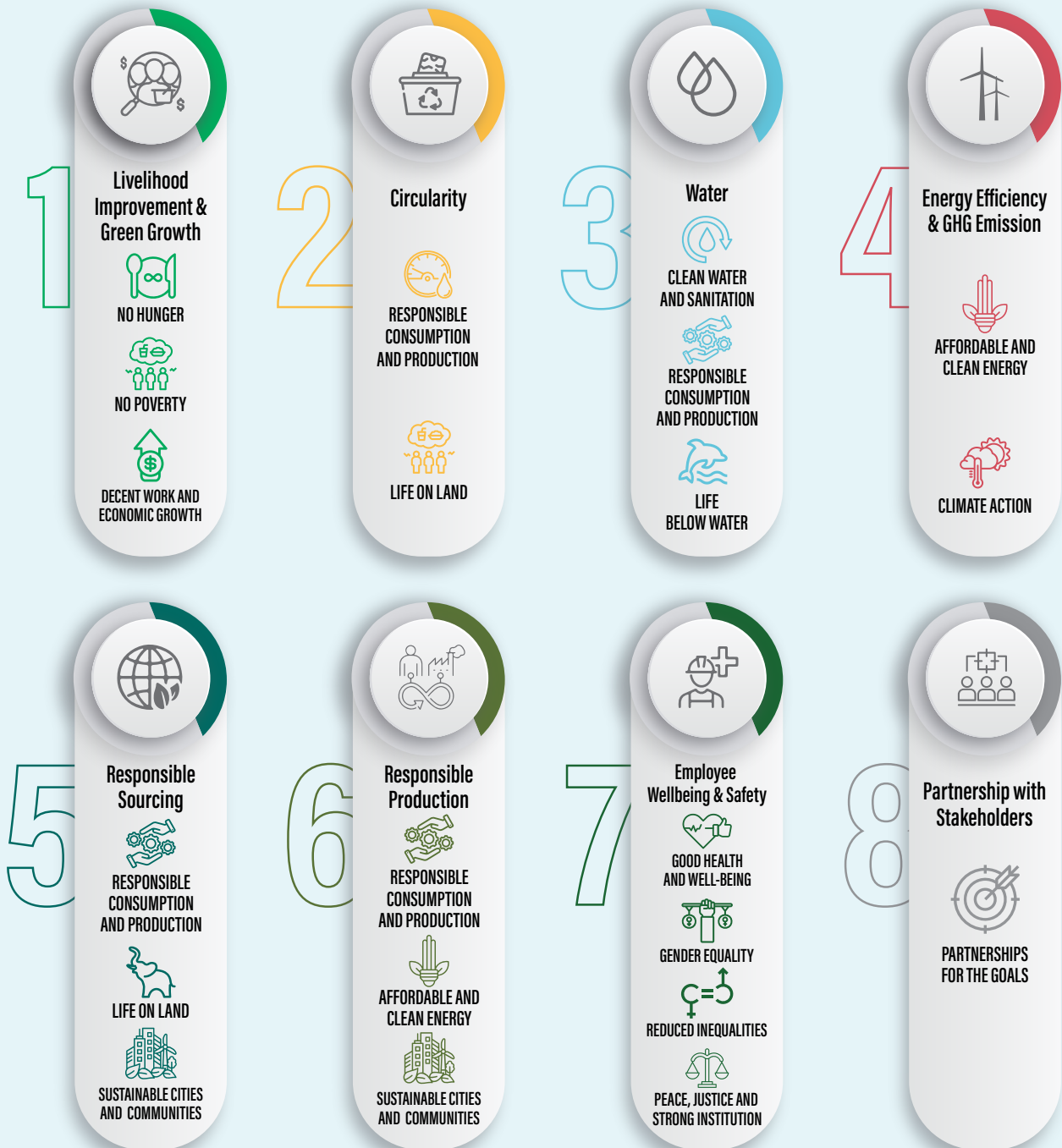


Our sustainability strategies seek to mitigate human actions by minimizing our carbon footprint, consumption, and chemical pollution. As Bangladesh is one of the country's most vulnerable to climate change, BPML and BMPIL are committed to conduct business without negatively hurting environment or society. With the current state of our ecosystem, it is obligatory on us to step up and accept Environmental & Social responsibility for our actions.

In solidarity with our stakeholders, consumers, and the Government of Bangladesh, BPML and BMPIL have resolved to include a sustainability strategy in our course of actions. Other causes, in addition to environmental concerns, have prompted us to implement similar measures. These include our dedication to ensure the long-term viability of our businesses, as well as our commitments to our stakeholders, customers, and to the Bangladesh government.

Making paper has the potential to be quite eco-friendly compared to other industries. Paper is made from a renewable material e.g., pulp, and it can also be recycled, which is good for the environment. Although the production of pulp-made products e.g., Paper, Tissue etc. has been improved in sustainability issues over the last few decades, however, there are more area of improvement to explore and establish. So, BPML and BMPIL are working to contribute in achieving sustainable development goals in Bangladesh by aligning the priorities with the state's targets.

Importance of Our Sustainability Pillars



Although we have selected some SDGs as the most important, being SDGs are interconnected in one way or another, therefore, based on all SDGs, Bashundhara Paper Mills Ltd. (BPML) and Bashundhara Multi Paper Industries Ltd. (BMPIL) have identified 8 pillars for their sustainability drive. These pillars are livelihood improvement & green growth, circularity, water, energy efficiency and GHG emission, responsible sourcing, responsible production, employee wellbeing and safety, and partnership with stakeholders. By focusing on these pillars, BPML and BMPIL aim to contribute to sustainable development goals in Bangladesh and create a more sustainable future for all.



01

**LIVELIHOOD
IMPROVEMENT &
GREEN GROWTH**



As a leading producer of hygiene products in Bangladesh we have reduced Bangladesh's reliance on imported hygiene products by catering to 85% of the local demand. In alignment with SDGs 1, 2, and 8, our focus is on promoting healthy behavior people in all socio-economic backgrounds. We are creating jobs and new business area and contributing to the economic growth of our suppliers, dealers, retailers, and workers. Our goal is to get people to care more about hygiene, live healthier lives, and improve their living standards.



02

CIRCULARITY



At BPML and BMPIL, we promote circularity in our operation in alignment with SDG 12 and 15. We do not produce any waste at BPML. We recycle sludge to make coils and sludge boards. Through implementing (Reduce, Reuse & Recycle) strategy, we have reduced our waste generation. We also have set an objective to achieve generalized Zero Liquid Discharge (ZLD) by 2035, where we aim to minimize wastewater discharge and treat all liquid waste for reuse or recycling.



03

WATER

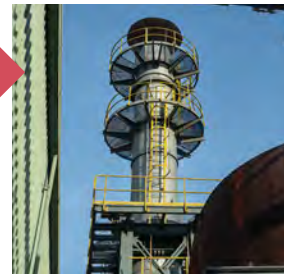


We are committed to sustainable manufacturing practices, which includes reducing our water footprint. Now, 30% of the water from our Effluent Treatment Plant (ETP) is recycled, and water is also reused in the paper manufacturing. Our goal is to lead in water stewardship and achieve ZLD within 2035. By adopting eco-friendly practices, we are not only promoting sustainable development but also contributing to SDG 6, 12 and 14



04

**ENERGY EFFICIENCY
AND GHG EMISSION**



At BPML and BMPIL, our sustainable energy initiatives are aligned with the SDG 7 and 13. We have implemented several initiatives such as installing Exhaust Gas Boiler (EGB) and PCC plant (Precipitated Calcium Carbonate) to optimize our energy consumption and greenhouse gas emissions. Through the implementation of our energy-efficient initiatives and exploration of renewable resources like solar energy in near future, we aim to reduce our carbon footprint and to ensure a cleaner and more sustainable environment.



05

RESPONSIBLE SOURCING

We advocate responsible sourcing by using only 100% cultivated pulp and ethically source all imported pulp. By 2024, we source from FSC-CoC-certified suppliers and make products with only FSC-CoC certified pulp or pulp mix. This pillar is particularly aligned with Goal 11, 12 & 15 which promotes Sustainable cities, sustainable consumption and production and life on land. We continuously improve our operations to maximize resource value throughout the product lifecycle while maintaining our commitment to source from conflict-free zones.



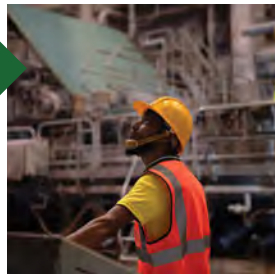
06

RESPONSIBLE PRODUCTION

We are dedicated to promote sustainable manufacturing practices. We have taken several initiatives to reduce our environmental impact, including the installation of two energy-efficient machinery units at our facility. These machines will not only increase production efficiency but also minimize our carbon footprint. Additionally, we are committed to achieving Zero Liquid Discharge (ZLD) by treating all liquid waste for reuse or recycling. Our efforts towards responsible production align with SDGs 7, 11, & 12 which focus on affordable and clean energy, responsible consumption and production, and climate action, respectively.



07

EMPLOYEE WELLBEING AND SAFETY


Prioritizing the wellbeing and safety of our workers. Through our efforts, we have successfully reduced our injury rate and have achieved nill fatalities to date. Our target is to ensure zero injuries by continually investing in safety measures and providing skill development opportunities for our employees with the help of external experts in alignment with SDG 3, 5, 10 and 16.



08

PARTNERSHIP WITH STAKEHOLDERS

Our sustainability pillar of partnership with stakeholders is in line with SDG 17 - Partnerships for the Goals. By collaborating with stakeholders such as customers, suppliers, employees, and local communities, we aim to create mutual benefits and achieve shared objectives by collecting and acknowledging their grievance and new suggestions. We are committed to building long-term partnerships that are based on trust, transparency, and accountability. Our goal is to work together with stakeholders to promote sustainable development, drive innovation, and create positive social and environmental impact.



WINDS OF
CONSCIOUS
CHOICES



CHAPTER 1

INTRODUCTION

CHAPTER 1: INTRODUCTION



This document represents the inaugural Sustainability report of Bashundhara Paper Mills Ltd and Bashundhara Multi Paper Industries Ltd. Both businesses manufacture comparable types of products. Therefore, these elements are consolidated and provided collectively within a single report. The report has been formulated in accordance with the GRI Standard - Core Option. The reporting year is 2021/22 and the fiscal year cycle is followed to maintain consistency in data collection and presentation. In the report, we have indicated the fiscal year as, for example, 2021-22 or 2021/22.

For our sustainability report, the baseline year for 2018/19 has been used for both BPML and BMPIL. The decision was made based on the assessment that the fiscal year 2018/19 accurately represented the typical activities of both of our companies. By designating the current year as the reference point, we can effectively assess our advancements towards our sustainability objectives

over a period of time and monitor any variations in our performance. The methodology aligns with the guidelines set forth by the Global Reporting Initiative (GRI) Standards, which recommends for the identification of a baseline year that meets the criteria of being relevant, accurate, complete, consistent, and transparent.

The combined representation of Unit 1 and 3 is denoted as "BPML" due to their affiliation with a publicly listed corporation. Conversely, information pertaining to BMPIL is given independently. The targets and goals are collectively consolidated and presented in a unified manner. Due to the ongoing redevelopment of Unit 2 of the BPML facility, there is currently a lack of available data pertaining to this particular unit. However, the operational status of Unit 2 was observed during the period of 2018/19. Consequently, by taking into account the data from other units and doing calculations to estimate the average, the baseline for Unit 2 was established.

Point of Contact regarding this Report

Mohammad Towfique Hasan FCIM

Head of Division, Marketing, BD & Sustainability
Sector-C, Bashundhara Group
Call: +880175555512
Email: towfique@bgc-bd.com

M. Mazedul Islam

Company Secretary
Sector-C, Bashundhara Group
Call: +8801766694713
Email: mazedul.islam@bgc-bd.com

1.1 Our Material Topics

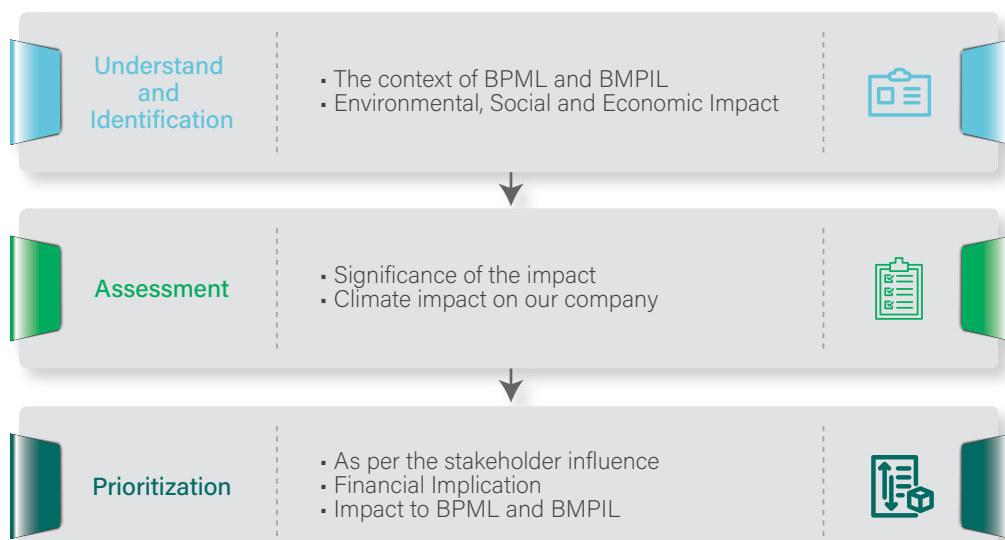
In order to ensure the highest level of relevance and significance of the data included in this Sustainability Report, we have conducted a thorough **Double Materiality Assessment**. In addition, we performed a thorough examination of the materiality assessments undertaken within relevant industries in order to obtain insight into the core methodology. It has been recognized that the stakeholders possess a wide array of interests, and efforts are made to address as many of these interests as feasible, although it may not be countable to address all of them. Consequently, our assessment of the significance of Sustainability practice primarily relies on the impact of our operations, whether positive or negative, on environmental and social concerns at different stages of the value chain. Conversely, the financial significance of sustainability concerns are regarded as strong indicator of the topic's

substantial impact on the environment or society. We also took into account the potential effects of climate change on our organization, using the double materiality framework.

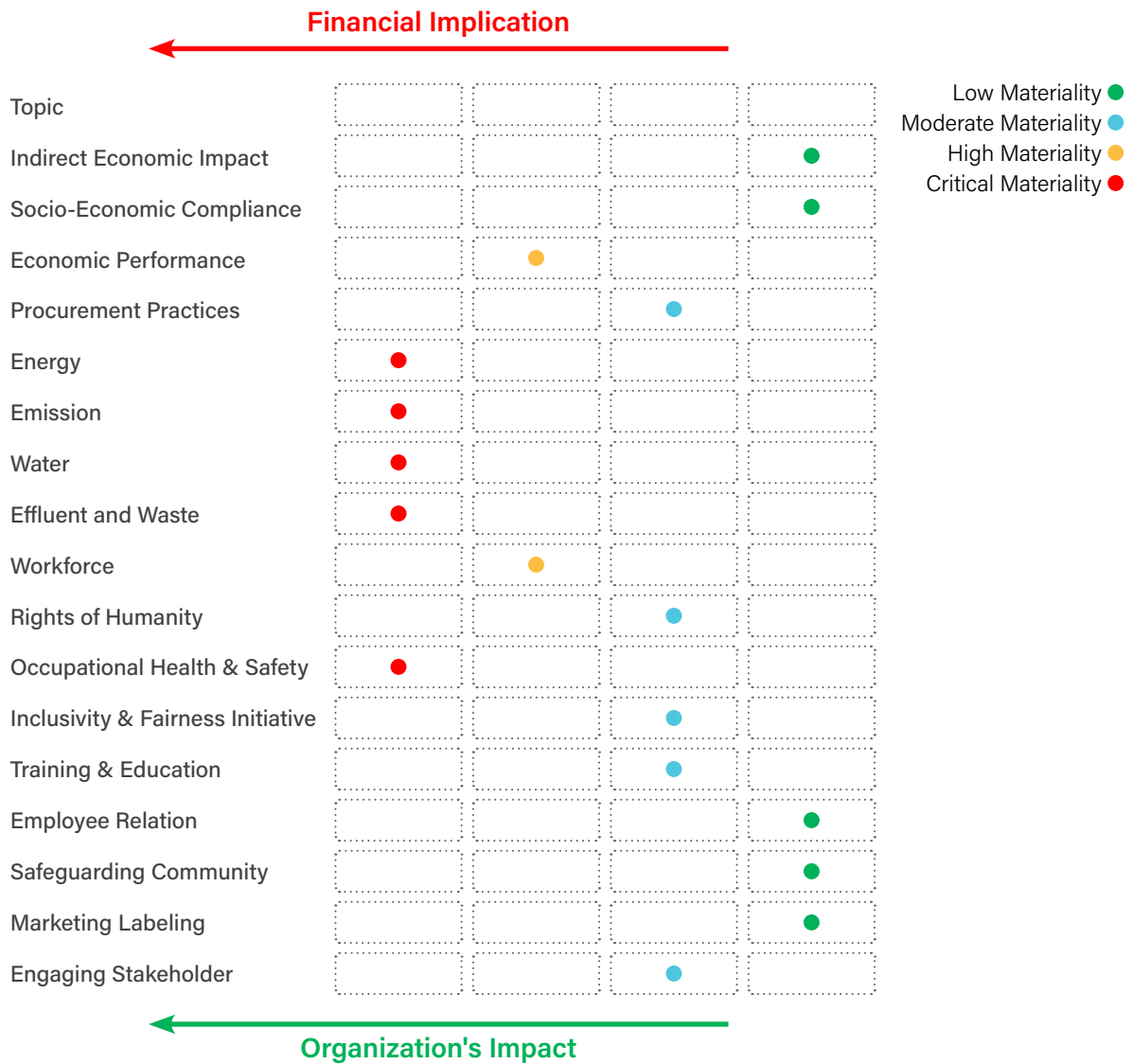
A matrix was utilized to rate and prioritize concerns on a scale of 0-5. Subsequently, the impacts were assessed and categorized based on their intensity and frequency, followed by a comparison with a predetermined benchmark.

Due to the relative newness of our sustainability report, we were unable to incorporate additional topics and perform an extensive survey encompassing all stakeholders. Our objective is to enhance the formalization and structure of this process in the future, with the intention of expanding our outreach to a broader spectrum of stakeholders.

How we selected our material topics



Double Materiality Matrix



Integration between Material topics, SDG and our Sustainability Pillars

Significant Material Topics	SDGs	Why the topic is material	GRI Disclosure	Priority Area	Respective Sustainability Pillars of Bashundhara Paper Sector
Driving Responsible Growth	 	Economic growth is a material topic for a paper mill because the paper industry is a significant contributor to the global and national economy, and the financial performance of paper mills is closely tied to the overall economic growth of the country and markets in which they operate.	GRI 201	Economic	Livelihood Improvement and Green Growth
Government Taxes & Fees		It can impact the company's financial performance, reputation, and compliance with laws and regulations.	GRI 207	Economic	Livelihood Improvement & Green Growth
Use of Raw Materials		Essential inputs to the production process, and the way in which they are sourced and managed can have significant social, environmental, and economic impacts.	GRI 301	Environment	Responsible Production
Energy Performance	  	The production of energy is a major source of greenhouse gas emissions, which contribute to climate change. By reducing their energy use and transitioning to renewable energy sources, paper mills can reduce their carbon footprint and contribute to global efforts to mitigate climate change.	GRI 302	Environment	Energy Efficiency and GHG Emission
Water Stewardship	  	Paper mills require large amounts of water to produce paper, and the responsible management of water is critical to ensure that it is used efficiently and sustainably. The management of effluents, or wastewater, is also important to ensure that it is treated properly and does not cause pollution or harm to the environment.	GRI 303	Environment	Water
Reduction of GHG Emissions	  	The production of paper and paper products is energy-intensive and requires the burning of fossil fuels, which is a major source of greenhouse gas emissions.	GRI 305	Environment	Energy Efficiency and GHG Emission

Significant Material Topics	SDGs	Why the topic is material	GRI Disclosure	Priority Area	Respective Sustainability Pillars of Bashundhara Paper Sector
Recycling Waste	 	Waste generation can have significant environmental impacts, including pollution and the depletion of natural resources..	GRI 306	Environment	Circularity
Employment Generation		The creation of jobs is a key driver of economic growth and development, and paper mills can contribute to the economic well-being of the communities in which they operate by providing employment opportunities.	GRI 401	Social	Livelihood Improvement and Green Growth
Employee Relations	  	Positive employee relations can improve the well-being and job satisfaction of employees, which can lead to increased productivity, reduced absenteeism and turnover, and improved safety performance.	GRI 402	Social	Employee Wellbeing and Safety
Occupational Health and Safety		BPML and BMPIL's global success depends on providing a healthy and safe work environment for employees, monitoring health and safety standards, guaranteeing supplier compliance, and assuring consumer safety.	GRI 403	Social	Employee Wellbeing and Safety
Skill Development (Training and Education)		By investing in employee training and development, paper mills can develop a skilled and motivated workforce that can contribute to the success of the company.	GRI 404	Social	Employee Wellbeing and Safety
Zero Discrimination	 	By promoting diversity and inclusion, BPML and BMPIL can contribute to the development of more equitable and just societies and ensure employee wellbeing.	GRI 405, GRI 406	Social	Employee Wellbeing and Safety
Upholding Human Rights	 	Promoting respect for human rights and preventing modern slavery, including child labour, while fostering diversity and non-discrimination, are critical actions that we can take to contribute to the development of more equitable and just societies.	GRI 409	Social	Employee Wellbeing and Safety & Partnership with Stakeholders

Significant Material Topics	SDGs	Why the topic is material	GRI Disclosure	Priority Area	Respective Sustainability Pillars of Bashundhara Paper Sector
Safeguarding the Community		The responsible management of safeguarding the community can also be a driver for innovation and sustainability in the paper industry.	GRI 413	Social	Partnership with Stakeholders
Responsible Marketing and Labeling		Responsible marketing and labeling helps to build positive relationships with customers and stakeholders.	GRI 417	Social	Responsible Production
Engagement with Stakeholders		Partnerships and stakeholders are both important concepts in the business world, and they can work together to help a company succeed. When partnerships and stakeholders work together, they can create a powerful synergy that drives a company's success		Economic	Partnership and Stakeholder



1.2 Partnership with Stakeholders

At Bashundhara Paper Sector (BPML & BMPIL), we do our stakeholder identification process by setting clear objectives, whether for a specific project, a new strategy or operational improvement. We then brainstorm to compile a list of all potential stakeholders, which encompasses both internal groups such as employees, managers & shareholders and external ones such as customers, suppliers, dealers, government agencies, communities, and media. Afterwards, we categorize and analyze these stakeholders based on their level of interest and influence over our operations, employing a stakeholder matrix for this purpose. The resulting update of stakeholder analysis is documented and shared across relevant departments within our organization in order to direct our business decisions and strategies. However, previously we did not regularly review and update our stakeholder list to ensure its ongoing relevance and accuracy, starting from 2022-23 financial year we aim to regularly embed it into our operation.

We also attempted to gather external perspective from sustainability professionals in 2021 and 2022 as we recognize that stakeholder participation is crucial not only at the corporate level but can also assist direct sustainability actions at the brand level. Alongside we aspire to put impact those professional and sustainability experts from within.

These stakeholders include our staff members, customers, shareholders, investors, business partners, suppliers, dealers, government personnel, media, National Board of Revenue, Joint Stock of Register and the pertinent areas in which we operate.

During the year under review, we kept working with these stakeholders to find new ways to run our business in a way that is both effective and sustainable. Through stakeholder meetings, customer satisfaction surveys, employee engagement surveys, sales contacts, meetings, conferences, direct interaction, and social media, we talk to our stakeholders about a wide range of topics. Additionally, we ensure that all of our stakeholders are present during the meetings.



Partnership with Stakeholders

Bashundhara Paper Sector collaborate and actively interact with all of their stakeholders to learn what is most important and how to respond best.



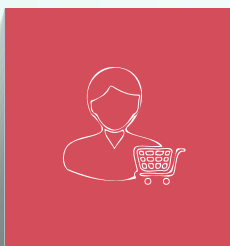
Colleagues and Workers

- Ethics in the workplace
- Employee participation
- Preventative measures and compliance with COVID-19
- Factory workers' well-being
- Skill development
- Sustainability



Customers

- Demand wise production of high-quality goods
- Services for customers
- Improvement of B2B sales



Government & Shareholders

- Regulatory compliance
- Financial assistance
- Adoption of COVID-19 preventative measures and requirements
- Profitability
- Transparent discussion



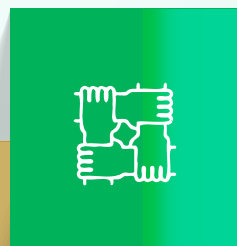
Suppliers & Dealers

- Strengthening connection
- COVID-19 supply chain operations procedures
- Maintenance and evaluation of current contracts
- Distribution Method
- Ethical Business



Local Community

- Impacts on the locality
- Environmental Concerns
- Grievance



MONTHLY | QUARTERLY | ANNUALLY

We planned for holding as many sessions on our locations throughout 2021 but could not due to the continued COVID-19 limitations. In the coming years, we aim to focus on strengthening our current partnerships and making new ones with key stakeholders. This will help us to improve engagement and communication, increase transparency and trust as well as help people understand our effects and future plans appear better.

Stakeholder Engagement Matrix

Stakeholders	Engagement Method	Frequency of Engagement	Topic on Discussion
Local community	<ul style="list-style-type: none"> Through community leaders Interview 	As and when required	<ul style="list-style-type: none"> Impacts on the locality Environmental concerns Grievance
Government	<ul style="list-style-type: none"> Formal meeting Physical interaction Phone Emails etc. 	Annual/ as and when needed	<ul style="list-style-type: none"> Regulatory compliance Financial assistance Adoption of COVID-19 Preventative measures and requirements Assistance for primary/state healthcare
NGOs	<ul style="list-style-type: none"> Project basis 	As and when needed	<ul style="list-style-type: none"> Environmental impact Social responsibility Sustainability initiatives Grievance resolution Public policy Supply chain management
Shareholders	<ul style="list-style-type: none"> Formal meetings Annual general meeting 	Annual General Meeting	<ul style="list-style-type: none"> Profitability Transparent discussion Sharing of information
Dealers	<ul style="list-style-type: none"> Dealer conference through sales representative 	Annual Dealers Conference	<ul style="list-style-type: none"> Distribution Method Ethical Business
Customers	<ul style="list-style-type: none"> Surveys call center 	Regular	<ul style="list-style-type: none"> Demand wise production of high-quality goods Services for customers Improvement of B2B sales
Suppliers	<ul style="list-style-type: none"> Formal Meeting Feedback through email & over phone 	Periodic	<ul style="list-style-type: none"> Strengthening connection COVID-19 supply chain operations procedures Maintenance and evaluation of current contracts
Colleagues and Workers	<ul style="list-style-type: none"> Virtual meeting Focus group discussions. Workshops Surveys participatory committee trainings and meetings 	Periodically	<ul style="list-style-type: none"> Ethics in the workplace Employee participation Preventative measures and compliance with COVID-19 Factory workers safety, health and well-being Skill development Sustainability
Financial Institution	<ul style="list-style-type: none"> Formal financial meetings Quarterly financial reviews Digital communication platforms (e.g., secure email, banking portals) Physical visits to banking branches or financial institutions Webinars and financial updates Financial audits 	<ul style="list-style-type: none"> Quarterly Annually 	<ul style="list-style-type: none"> Regulatory compliance Loan & credit services Interest & financial charges Investment & portfolio management Risk management Financial reporting Digital banking advancements AML & KYC procedures Financial security measures M&A activities



CHAPTER 2

GREENING OUR OPERATIONS

CHAPTER 2: GREENING OUR OPERATIONS



At BPML and BMPIL, thorough evaluations and environmental impact assessments are carried out in order to comprehensively comprehend our interactions with many elements of the environment. We engage in proactive identification of negative impacts and subsequent implementation of corrective actions, drawing from both internal and external audits, in order to uphold responsible business practices.

The Bashundhara Paper Sector (both BPML & BMPIL) prioritizes state-of-the-art production processes with a strong emphasis on sustainability. Water plays a crucial role in various key processes, such as pulping, bleaching, and cooling. As a result of our dedication to sustainability, we prioritize the implementation of efficient techniques and stringent wastewater treatment practices. These measures are aimed at minimizing our environmental footprint and ensuring that our operations have minimal adverse effects on the environment. By engaging in these practices, we actively participate in the preservation of water resources. We have incorporated Sustainable Development Goals (SDGs) 6, 7, 11, 12, 13, 14, and 15 into our operating strategies,

so ensuring the attainment of long-term environmental neutrality and matching our operations with the objectives outlined in these goals.

Our business advocates for sustainability by implementing responsible supply chain management practices as well, which encompass various initiatives aimed at enhancing water, energy, and fuel efficiency. Cutting-edge technologies such as the Precipitated Calcium Carbonate plant and Exhaust Gas Boiler play a pivotal role in mitigating environmental impacts and facilitating emission reduction. The integration of solar panels and energy-efficient equipment serves to augment our endeavors towards environmental sustainability.

In order to incorporate corporate environmental responsibility, our organization ensures that our actions are in accordance with the National Environmental Policy established in 2010, which has served as a catalyst for substantial advancements in Bangladesh. We along with the nation, prioritize responsible economic progress without any expense of environmental repercussions.





Small steps for the environment, big steps for our future.

We aim to minimize our impact on the environment by using resources responsibly and adopting sustainable practices. Our top priority SDGs include SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life Land).

Targets up to 2030



20,915.16 Ton of GHG emission reduction

Baseline 2018/19: 3,39,297 ton of GHG generated



100 MT solid waste to be recycled

Baseline 2018/19: 646.5 MT of waste generated





Reduction of water discharge by 40%, (1,533,575 m³)

Baseline 2018/19: Total water discharge 2,555,958 m³



59,133 m² rainwater catchment area will be installed

Baseline 2018/19: 81392.79 m² rooftop rain harvest facility already available



Recycling from dealers

Baseline 2018/19: We only recycle waste paper produced in our facility



Appointment of Sustainability focal officers for each entity by 2026

Baseline 2018/19: No such person was appointed





2.1 Responsible Production and Sourcing



Paper Industries consume a lot of material resources for production process. At Bashundhara Paper Sector we firmly believe in the 3Rs e.g., Reduce, Reuse and Recycle. We are determined to make sure that our processes produce minimum waste and that we obtain maximum utility from each used material. This enables us to maximize the value of resources throughout their lifecycle.

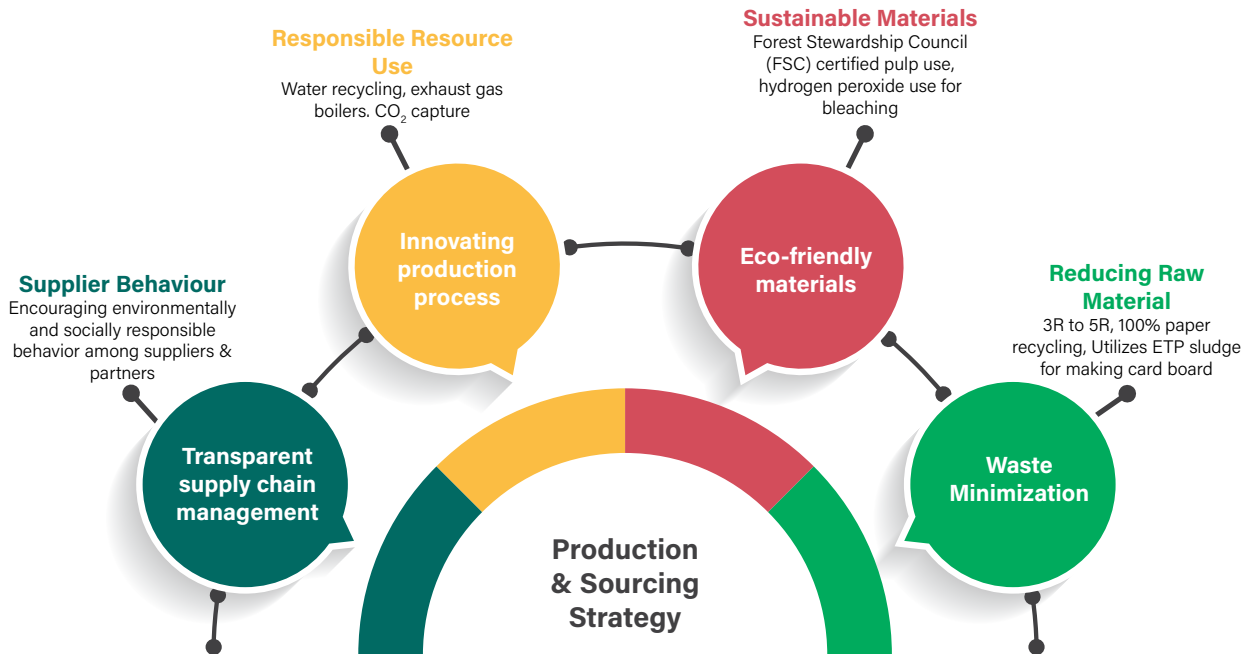


Source destination of Pulp

Responsible Production & Sourcing

Improve production process continuously by using new innovation and technology

Bashundhara applies guidelines and procedures that reduce the impacts of paper production on the environment by producing paper in a responsible manner.



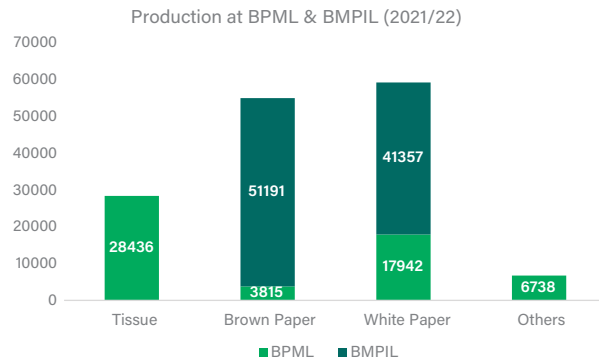
The most important material for our production process is pulp. That we import the pulp from trusted & committed sources worldwide. We ensure that the imported pulp is sourced ethically and without causing any harm to the environment and ecosystem. Our company exclusively sources 100% cultivated pulps for the production of our paper and tissue certain products. Cultivated pulps are such that ensures at least the same number of trees are planted as cut down to produce the pulp. The pulp required for paper production is mainly imported from Indonesia (approximately 85%) and the rest is imported from countries such as Finland, Sweden, France, Canada etc. The pulp imported is mostly virgin or white pulp. We are so committed to responsible sourcing of those pulps that very often the senior management along with the SCM responsible pay physically visit the facilities to inspect their production process before choosing the supplier. The contract gets finalized once it is confirmed that the pulp is being generated from cultivated sources. To assure responsible procurement of the raw and recycled pulp, their certifications and any modifications are also routinely examined by the designated person from Top management.

We also carry out recycle of waste paper materials and reclaimed products to produce our brown-grade products specially for tissue and packaging papers. Overall it can be worth to mention that our paper mills do not have any paper as waste disposal.

Sourcing Sustainably from Cultivated Forest

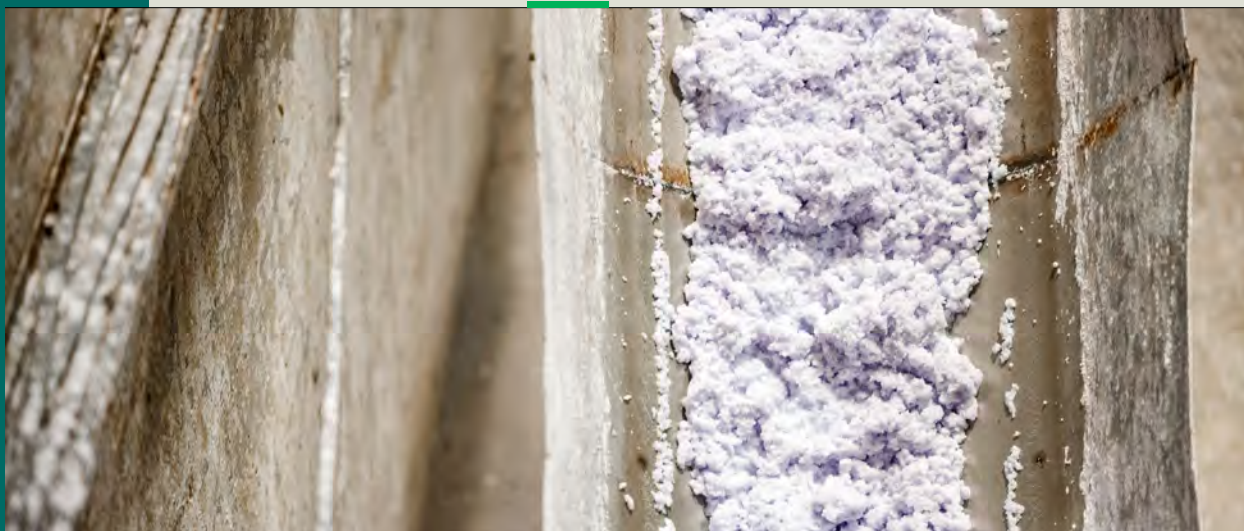
- ✓ Indonesia (approx. 85%)
- ✓ Finland
- ✓ Sweden
- ✓ France
- ✓ Canada

In the reporting year, our production included a diverse range of products. We manufactured Brown and specialized White Paper varieties like White Writing Paper, White Base Paper, and White Printing Paper. Additionally, we produced various Tissue products such as Napkin Tissue, Toilet Tissue, MF Tissue, Carrier Tissue, Hand Towel, Kitchen Towel, Facial Tissue, and Clinical Bed Sheets. Furthermore, we manufactured other products like MGHT, Newsprint, Greaseproof Paper, Ledger Paper, Tipping Base Paper, Manifold Paper, MG Color Paper, Plug Wrap, OGR, MG Poster, and Glassine Paper at our units. However, these production figures may vary from those in the annual report due to differences in calculation methods and entities included.





SECRETS_{OF}
SUSTAINABLE
TRANSFORMATION



Introduction: Extreme quantities of wastewater containing fibre and other solids are produced as by-product of the paper manufacturing process. Fibre recovery from this wastewater is crucial for minimizing production's negative effects on the environment and maximizing output quality. We have installed this technology so that we can reduce Fiber Loss, ensure water conservation, reduce pollution, ensure energy efficiency, reduce pulp wastage and achieve Circular Economy.

CASE STUDY : IMPROVED FIBRE RECOVERY SYSTEM FOR PAPER PRODUCTION



Recovering fibre from paper mill wastewater has traditionally been managed by a Dissolved Air Flotation (DAF) control system. The 10% rejection rate of this system meant that 10% of the fibre was flushed down the drain.

Objective: By implementing a multi-washer process and decreasing the rejection rate, this project aimed to achieve better the fibre recovery system.

Activities Performed: The fibre recovery process at the paper mill was upgraded in 2019 with the installation of a multi-washer system, at a cost of \$90,000. The fibre recovery rate is increased by the multi-washer process because it utilizes multiple washing stages. Maximum effectiveness has been achieved through rigorous testing of the new system.

Results: There was a noticeable drop in the rejection rate upon installation of the multi-washer system. Since more fibre was recovered from the wastewater and the rejection rate dropped from 10% to 4%, it started to bring significant less effect on the environment and the production efficiency went up. Since the paper mill reduced its water consumption and saved money on disposal, it was able to boost its output.

The paper mill's fibre recovery system saw significant improvements after a multi-washer process was installed, which was a worthwhile investment. The new system paid for itself, and the paper mill has a solid foundation on which to build future gains in efficiency.



2.2 Innovative Material Practices



At BPML and BMPIL, we prioritize the use of sustainable materials wherever possible. In the production of paper, we primarily use wood chips sourced from sustainably managed forests, as well as recycled pulp from post-consumer waste. This allows us to reduce our impact on the environment get providing high-quality products to our customers.

Similarly, to produce tissue, napkins, printing and packaging papers, we use a combination of sustainably sourced wood pulp and recycled raw materials to efficiently minimize our environmental impact. Additionally, in coil making, we use recycled cardboard for packaging, and in the production of wet wipes, we use eco-friendly, biodegradable materials whenever possible.



Raw Pulp used
in 2021/22

1,35,026 Ton



Chemical used
in 2021/22

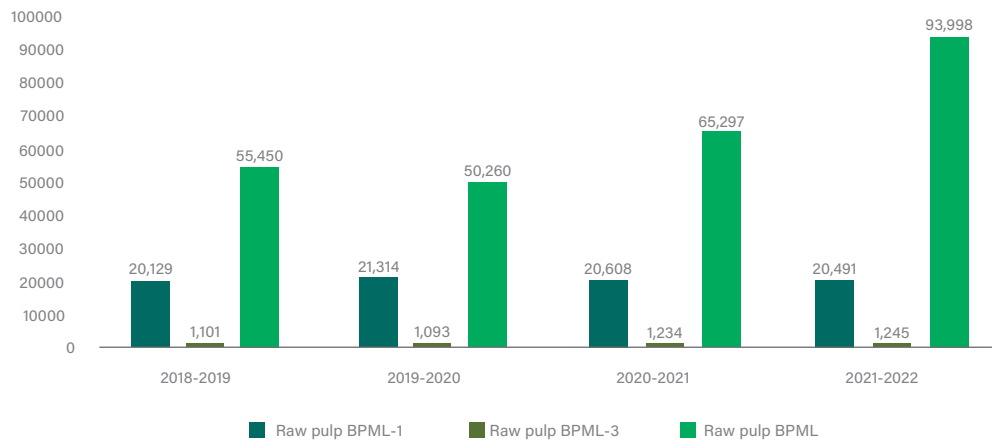
9,193 Ton



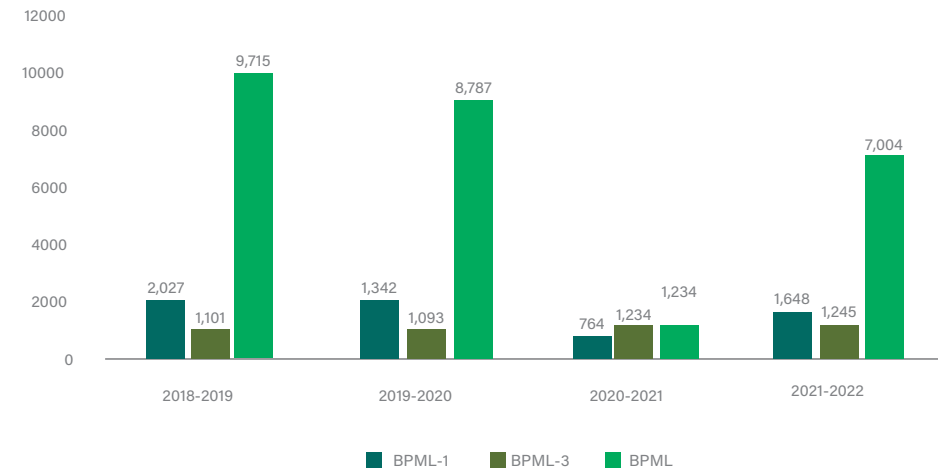
Recycled Pulp
in 2021/22

26,371 Ton

TOTAL RAW PULP CONSUMPTION IN TONS (2018-2022)



TOTAL CHEMICAL CONSUMPTION IN TONS (2018-2022)



We consider the environment while creating our products as well as when choosing the materials we utilize. We make an effort to use less water and energy, create less waste and recycle what we can.

The chemical consumption for all the units has been decreasing gradually over time. However, in FY 2020–21, we saw a drastic change; chemical consumption dramatically fell, whereas raw pulp consumption increased. This was caused by the shift in product categories, increasing the number of hygiene products produced during COVID-19.

Eco-Pack

Sustainable packaging materials for our paper-based products.

The "Eco-Pack" project will represent our commitment to sustainable packaging by transitioning to 100% biodegradable materials, reducing our environmental footprint, combatting plastic pollution, promoting responsible production, encouraging sustainable consumption, meeting regulatory standards, driving innovation, and launching educational initiatives. This initiative signifies a crucial step towards a greener, more responsible future, aligning us with global environmental efforts and setting a precedent for other businesses.

One of the primary objectives behind this initiative is to meet the growing demand for eco-friendly products. We anticipate that, in the near future, more and more consumers will seek sustainable alternatives. By proactively adopting these biodegradable materials, we aim to attract environmentally conscious consumers & uphold commitments to environmental preservations, thereby building brand loyalty and ensuring long-term business success.

In essence, the "Eco-Pack" project is a transformative initiative aiming to eliminate the environmental challenges posed by traditional plastic and poly materials through biodegradable alternatives. It supports responsible production and consumption, complies with regulations, fosters innovation, and raises awareness about sustainable packaging practices, contributing to a cleaner, more sustainable world.

SUROKKHA



SUROKKHA



ChemSafe

Ensuring chemical safety in our production process.

Under the banner of "Surokkha (সুরক্ষা)," we proudly introduce the "ChemSafe" initiative as a pivotal component of our broader mission to harmonize our production processes with environmental conservation.

The primary objective of "ChemSafe" is to guarantee chemical safety throughout our entire production process. We recognize that the chemicals we use play a critical role in our operations, affecting not only the quality of our products but also the health and well-being of our employees, customers and the environment.

Key principles:

- Hazardous Substance-Free Policy: We aim to completely avoid harmful and toxic substances from our production chain.
- Non-Toxic and Eco-Friendly Chemicals: The adoption of non-toxic and eco-friendly chemicals enhances product quality and reduces our environmental footprint.
 - We will be producing completely perfume free and dye free tissue paper.
 - We are bringing change from the policy level. Bashundara paper mills as a key member of Bangladesh Paper Mills Association is working to ban harmful chemicals in the paper production level through government policy advocacy.
 - We are also searching for alternatives to harmful chemicals and processes if any through research and development.

Benefits of "ChemSafe"

- Employee Health and Well-being: Non-toxic chemicals prioritize the health and safety of our employees.
- Environmental Responsibility: Eco-friendly chemicals minimize our environmental impact any potential risks.
- Responsible Industrial Practices: Setting a standard for ethical and sustainable production within our industry.

In our commitment to continuous improvement and environmental stewardship, we are actively exploring and planning to incorporate innovative alternatives into our production processes. We are proud to already use starch-based adhesives, which are eco-friendly and non-toxic. In the future, we plan to expand the use of these adhesives in more of our product lines, reducing our reliance on traditional adhesives. Our dedication to eco-friendliness extends to the exploration and adoption of sustainable, biodegradable materials in our product packaging. This step serves to further reduce our ecological footprint, with considerations such as incorporating recycled paper, utilizing organic cotton (ideal for absorbent purposes in sanitary napkins and diapers), and exploring the use of compostable materials.

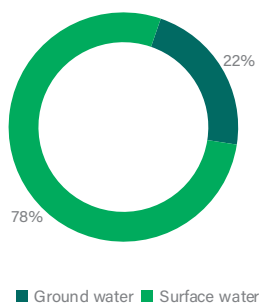


2.3 Water Consciousness in Action

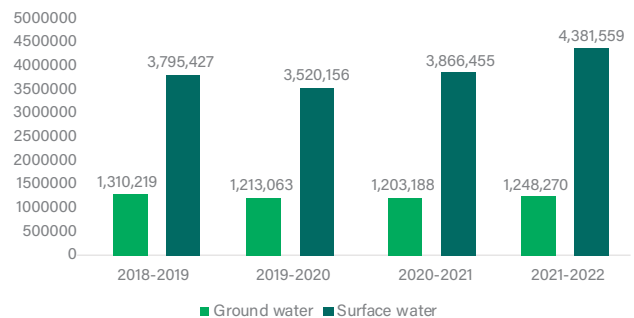


All our industrial units except one use surface water for their processes, which is obtained from the adjacent Meghna River. This significantly reduces the load on groundwater and facilitates the conservation of this valuable resource. However, some amount of groundwater is also used during the lean seasons. The water retrieved is treated to suit our specific needs and is used in our processes which is mostly fresh water. In 2021-2022, we extracted 78% of our consumed water from the surface, totaling 4,381,559 cu. meter in volume.

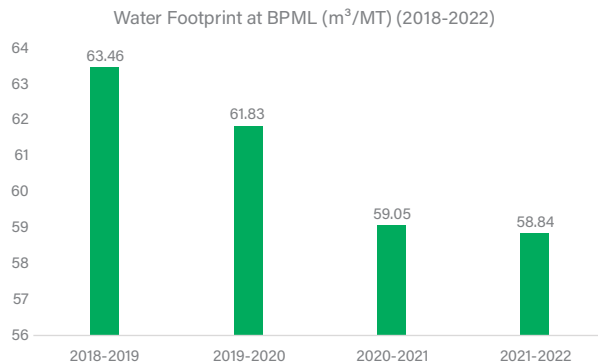
BMPL & BMPIL Water Extraction by Source
2021/2022



BPML Water withdrawal by source in m³ (2018/2022)



The production process across our units starts with diluting the pulp with water. A series of fixed and spinning blades are then used to refine the pulp solution. The uniform solution is next processed in the paper machine where a high-pressure injection of the pulp solution is made directly into the gap between two constantly revolving wires. The transported pulp is then passed via a gap former in the subsequent stage, where extra water is removed. It is then continued till the water content is removed while being gently pressed. After that, the sheet is dried thoroughly for subsequent surface sizing and coating by being passed through hot rotating drums. All these actions are continually monitored to ensure quality and maintain proper utilization of resources.



We use 30% recycled water in our production process which we obtain directly from our processes and from our own ETP and could reduce our water footprint per Ton of product. . The water footprint of BPML and BMPIL was calculated by dividing the total use of water at the facility by total production.

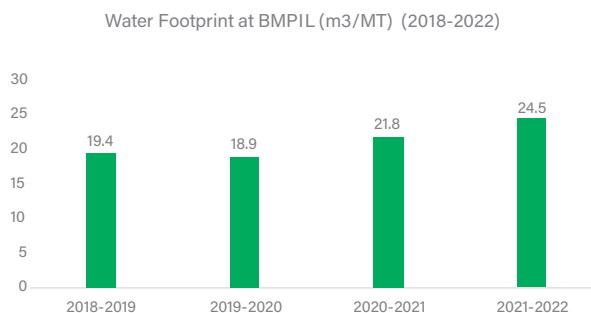
Recycled water from ETP
30%

Water Footprint at BPML in 2021/22
58 m³/MT

Water Footprint at BMPIL in 2021/22
24 m³/MT

We reduced 7% of our water footprint in 2021/22 from 2018/19 at BPML

Internal audits and water quality testing are routinely carried out to verify compliance with legal requirements and the standards set forth by the Department of Environment (DoE) in relation to the discharge of water into the environment. In order to minimize the potential for environmental contamination, we consistently subject our waste water to do treatment processes prior to its release into the river. Additionally, we maintain regular communication with the local populations in order to ensure that they are not experiencing any detrimental consequences as a result of our discharges. During key departmental meetings, all mills analyze and engage in discussions regarding the progress made in achieving water usage efficiency.



Water use at BPML and BMPIL

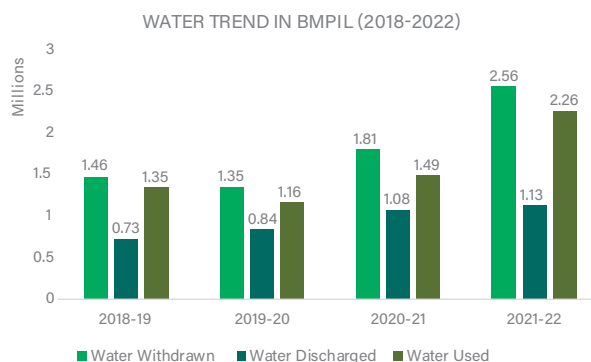
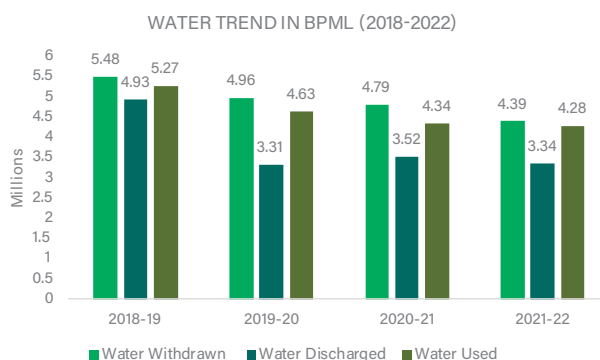
At our units, our share of water is withdrawn from surface and ground sources and is used for a variety of purposes such as process water, cooling, and cleaning. Our water usage can mainly be divided into three categories, namely utility, production and domestic. Our biggest consumption of water is the production process. Next, domestic use consumes a significant amount of water and utilities such as boilers, cooling towers etc consume the least amount of water.

Along with production, water is used in our boilers, cooling towers and for cleaning purposes. Since our operations are substantially water intensive, we are always concerned about reusing and recycling it as much as possible. The water used in our boilers is converted into steam and is used as an alternative energy source. The steam is later recycled by our condensate recovery system and is reused in our boiler or transported to our cooling towers.

We are constantly looking for and introducing new and innovative technologies to reduce our water consumption and the load on surface and groundwater. Along with the conventional use of surface and groundwater, Unit 3 of Bashundhara Paper Mills Ltd includes rainwater in its processes.

Water use trend

Industrial Unit	Water Withdrawal in 2021/22	Water Consumption used in 2021/22	Water Discharged in 2021/22	Unit
BPML Unit 1	958,338	121,314	310,180	m ³
BPML Unit 2	Operation halted due to renovation			
BPML Unit 3	2,192,717	2,137,612	1,669,449	
BMPIL	2,563,824	2,263,929	1,129,080	
Total	5,714,879	5,613,855	3,108,709	



To minimize water withdrawal, we reuse process water and employ water conservation measures such as recycling and treating wastewater for reuse. The treated water is discharged into the river but a portion of it is redirected to our process. Our prime goal is to make Bashundhara Paper Sector a generalized Zero Liquid Discharge (ZLD) industry within 2035.

Water Discharge

The wastewater generated through our process is not directly discharged into the river. In our Effluent Treatment Plant (ETP), we begin by separating pulp fibers from the wastewater. This treated water then undergoes a coagulation and flocculation process. The sludge generated from this stage is re-purposed to create sludge boards. Following this, the wastewater is further treated through physiochemical and biological processes. This comprehensive treatment method not only ensures that the discharged water is of high quality but also enhances the reuse rate of treated water.

According to research released by UNESCO-IHE in 2010, the water footprint of writing and printing paper is estimated to be between 300 and 2600 m³/ton. Since then, the paper industry was under constant pressure to reduce water usage. Since our country of operation is Bangladesh, we follow the Bangladesh Environment Conservation Rules 1997 to determine the minimum standard of the effluent before discharge.



Reduction in water consumption at BPML in 2021/22

8.87%



Recycled water usage in BMPIL in 2021/22

2,55,982 m³

Initiatives for Water Recycling System:

1. Replacement of shower nozzles at Paper Machines
2. Implementation of recycle water to the shower system instead of fresh water
3. Installation of Side Hill Screen
4. Installation of Circular Dissolved Air Flotation System
5. Installation of Rectangular Dissolved Air Flotation System
6. Installation of Decanter (Screw Press)
7. Modification and expansion of Sludge Drying Bed





Reviving Earth (ETP)

Dedicated to environmental protection and sustainable practices, we utilize Effluent Treatment Plant (ETP) to treat wastewater, ensuring pollutants are removed before discharge. After treatment, we discharge water into rivers to safeguard the quality and protects aquatic ecosystems by removing pollutants like suspended solids, organic matter, nutrients, and heavy metals.

Sustainable water practices



Motivated by our commitment to a sustainable and thriving environment, our initiatives are driven by the following principles:

- Water Conservation:** Inspired by the urgent need to preserve our planet's most essential resource, our ETP allows us to significantly cut down on water use. By treating and recycling wastewater, we ensure that it has been repurposed for usages such as irrigation and industrial processes. This motivation becomes even more pronounced in regions suffering from water shortages or facing severe drought conditions.
- Ecosystem Preservation:** Motivated by a vision of thriving rivers and oceans, we utilize ETPs to limit pollutant discharges into water bodies. This not only safeguards aquatic species but also preserves the vital habitats they rely on. We are particularly motivated to counter challenges like nutrient pollution, which can devastate aquatic ecosystems.
- Resource Recycling:** With an understanding that our planet's resources are finite and precious, we are motivated to recycle wastewater extensively. This not only conserves water but also decreases our reliance on fresh water sources, easing the burden on natural ecosystems.



Table: Water Parameters of BPML & BMPIL

PARAMETER	BPML & BMPIL'S DISCHARGE PARAMETER	LEGAL PARAMETER (According to ECR-1997)
pH	7.43	6-9
DO mg/L	6.14	4.5-8.0
BOD mg/L	38.8	50
COD mg/L	107	200
TDS mg/L	255.13	2,100



Aqua Sustain

Our industrial units are committed to sustainability and has set a goal to introduce rainwater harvesting systems in all our units by the year 2030. Currently, our existing rooftop area is approximately 1,05,726.2 m². To reach our full harvesting capacity, we are actively working towards optimizing our rooftop area for rainwater harvesting by the year 2030.

We have formulated a yearly target where, in the first year, we will assess existing infrastructure and set an adequate plan. From the next year onwards, we will start construction and gradually increase our capacity. Our target is to allocate 71% of the rooftop area to BPML and 28% to BMPIL, aiming to effectively utilize the catchment area for rainwater harvesting by 2030.

Our Target Pathway

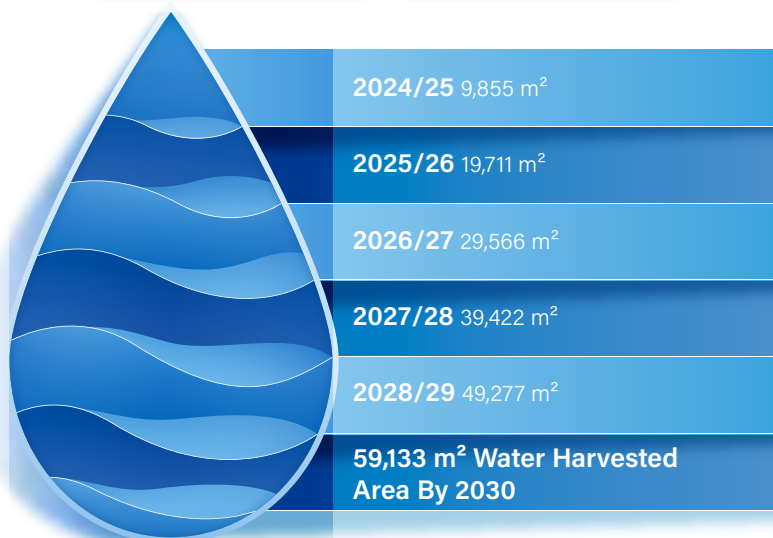
2022/23

Assessment of current infrastructure and adequate planning

2023/24

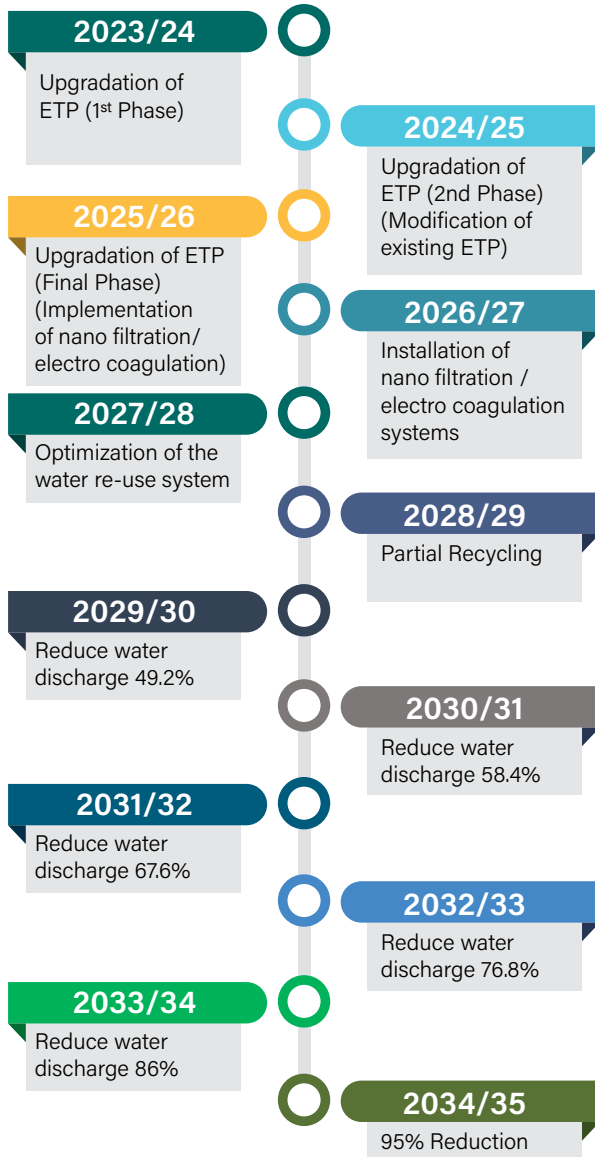
Construction of catchment tanks

SUROKKHA



ZLD by 2035: In 2023/24 FY, we will start our first phase of ETP upgradation and gradually equip our ETP with the latest technology, such as nanofiltration, electrocoagulation system and the final phase will end by 2025/26. By 2028/29 FY we will start implementation of ZLD and gradually reduce discharge water over the years. Finally, our target is to reach 95% reduction by 2035.

Water recycling target timeline



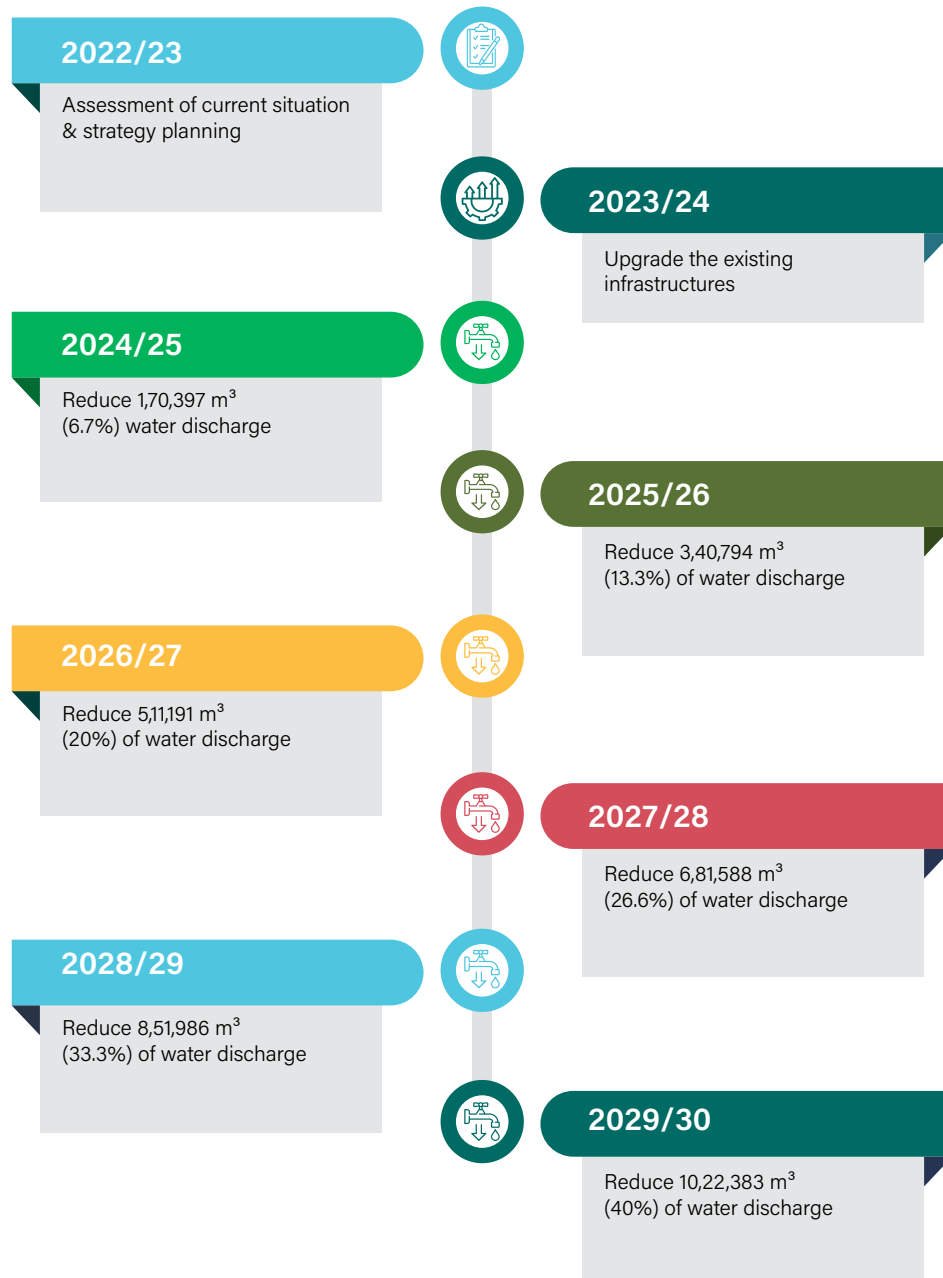
To achieve Zero Liquid Discharge (ZLD) by the year 2035, we are focusing on closing water loops. As part of this effort, we have taken the initiative to implement a water flow measuring system in the entire industry. To ensure the success of this initiative, we plan to conduct a water audit and repair any necessary pipeline infrastructure.

Overall water use target of BPML & BMPIL



In order to actively accomplish our goal, we have set some individual and overall targets for the entities. We will reduce water discharge by 40% from the baseline year. In BPML unit 1, 50% of the system will be developed for water monitoring. Units 2, 3 and BMPIL will all have installed centralized monitoring systems. The water treatment plant's unit-3 operations will be retrofitted.

Yearly Target to Reduce Water Discharge



By promoting water reuse and combining alternative water resources, we believe that the most fundamental ways to optimize operations are the minimization of water withdrawals and the associated reduction in wastewater disposal. These actions will significantly aid in profitability and ecological efficiency, given the growing cost of energy in the future and the strong connection between water and energy.

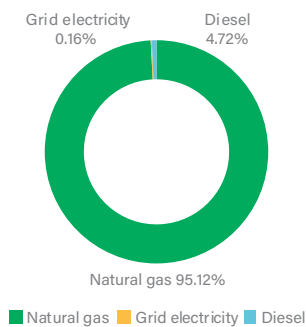



2.4 Transition to Sustainable Energy



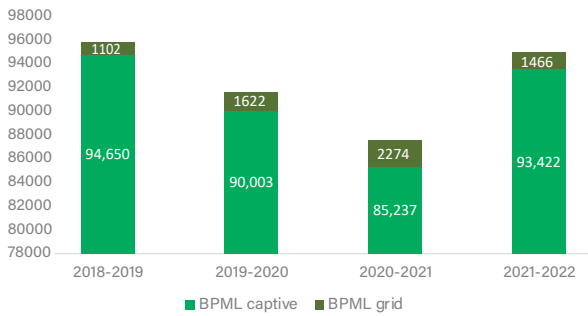
Right alongside water, one of the most important resources for our production is energy. Our industrial units consume a huge amount of energy every day for both operation and production. A good amount of energy is also consumed for domestic purposes and for delivering our products.

TOTAL ENERGY CONSUMPTION IN 2021-2022 (TERAJOULES)

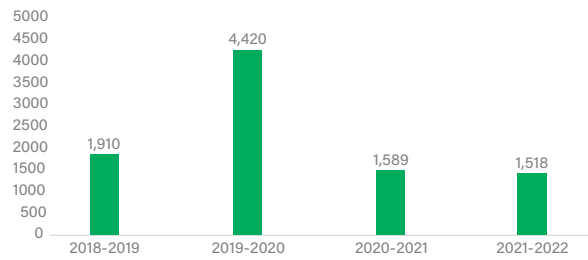



 Total Energy (2021/2022)
 Consumption (TJ)
3,302 TJ

BPML ELECTRICITY CONSUMPTION (MWH) (2018-2022)



BPML TOTAL ENERGY CONSUMPTION (TJ) (2018-2022)



As in Bangladesh the main source of energy is Natural gas, we primarily use natural gas as our energy source. Natural gas is used in production of capturing power which in turn is used to run our processes and plant. We occasionally had to utilize diesel for electrical generation during Bangladesh's natural gas crisis.

However, since it produces more pollution than natural gas does, we tried to keep it as low as possible. Additionally, we use exhaust gas in our boilers. In 2021/22 we consumed a total of 3,266 terajoules in energy, most of which was used to produce electricity and conduct production processes.

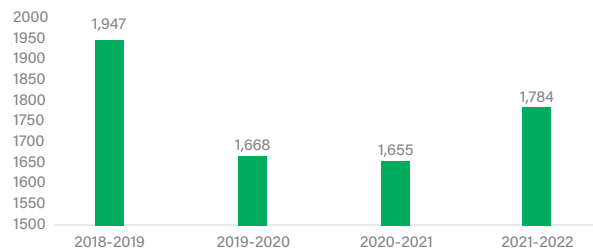
Total Electricity Consumption (KWh)

BPML:
9,48,88,328

BMPIL:
8,78,75,668

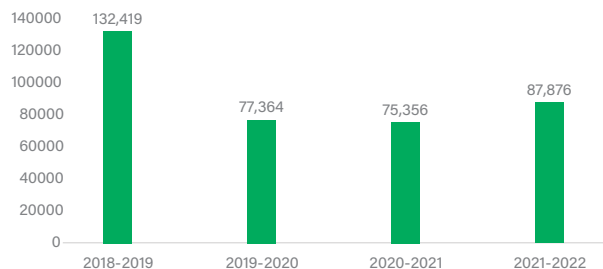
We continuously strive to improve our energy efficiency and have implemented several measures to reduce our energy consumption. As a result of our ongoing efforts, we have reduced our energy consumption at both **BPML and BMPIL by 19.23% and 31.48%**, respectively from FY year 2018-2019. We also regularly monitor and track our energy consumption to identify areas for improvement and to ensure that we are meeting our energy efficiency targets.

BMPIL TOTAL ENERGY CONSUMPTION (TJ) (2018-2022)



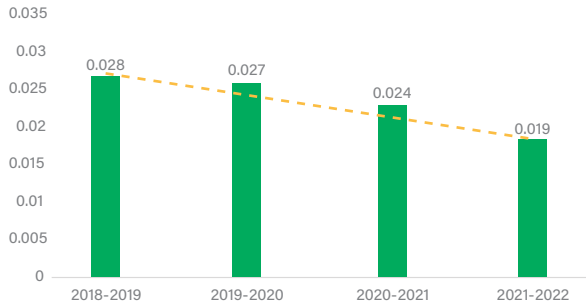
A big chunk of our total fossil fuel usage goes into the operation of our boilers. We use natural gas to produce steam which in turn is used in our processes. Steam is very efficient in carrying huge amounts of energy and is excellent in maintaining constant temperature. And so, it is a very good option for paper and pulp industries. Since it is circulated through closed loops, energy loss is minimum. Using boilers such as Exhaust Gas Boiler (EGB) helps us in reducing energy consumption. We also use steam traps for condensate recovery which can help us recycle almost 80% of the steam.

BMPIL ELECTRICITY CONSUMPTION (MWH) (2018-2022)

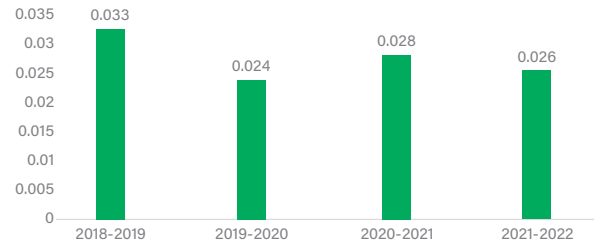


Calculation and conversions
 1 liter diesel = 36.6 Megajoule
 Natural Gas 1 Cubic meter-dry = 36.14 Megajoule

ENERGY FOOTPRINT OF BMPIL (TJ/MT) (2018-2022)



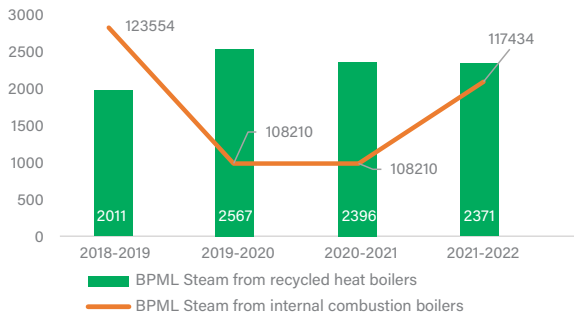
ENERGY FOOTPRINT OF BPML (TJ/MT) (2018-2022)



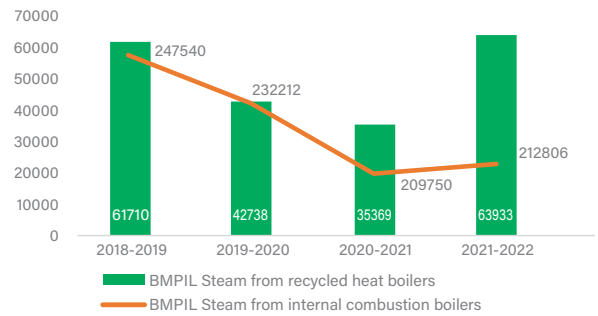
Another source of energy for us is diesel which is used as fuel for our vehicles and emergency electricity generation. Mostly diesel is consumed by our delivery vehicles and a small amount is consumed by those used by our staff.

We use the steam energy as it has several advantages over other forms of energy. It is a clean source of energy, with no harmful emissions or pollutants. Additionally, steam energy is highly efficient, with most of the energy generated being used for production purposes, making it an environmentally friendly and cost-effective solution.

BPML STEAM CONSUMPTION IN TON (2018-2022)

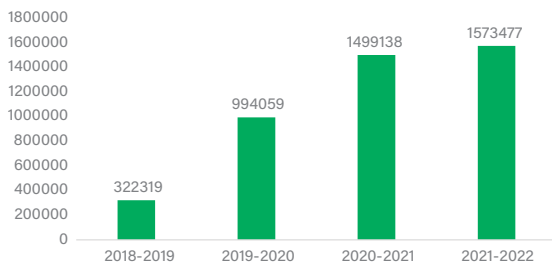


BMPIL STEAM CONSUMPTION IN TON (2018-2022)

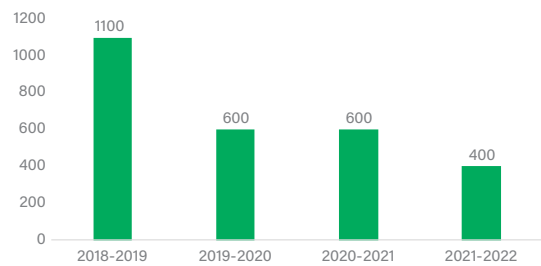


We use diesel for power generation and transportation. Our consumption increased over the year as our production gradually increased for BPML. Which was 1,573,477 liters in FY 2021/22. However, for BMPIL the scenario was different. The consumption gradually decreased which was only 400 liters in FY 2021/22

BPML DIESEL CONSUMPTION IN LITERS (2018-2022)



BMPIL DIESEL CONSUMPTION IN LITERS (2018-2022)





Case Study: Exhaust Gas Boiler



A significant step towards reducing our carbon footprint by installing the latest exhaust gas boiler technology has been taken. This initiative is in line with our commitment to environmental sustainability and the United Nations Sustainable Development Goal 13 - climate action. As a result, we decided to invest in the installation of Exhaust Gas Boilers (EGB).

Objective: Our objective is to reduce energy waste, improve efficiency, and save on natural gas consumption and reduce carbon emission.

Baseline Condition: Prior to the installation of EGBs, we relied on natural gas as our primary fuel source. This was expensive and resulted in significant energy waste.

Activities Performed: We began by conducting a detailed engineering study to determine the best solution for our energy needs. We then procured the necessary equipment and engaged qualified contractors to install the EGBs. 6 EGBs were to capture waste heat from the exhaust gasses from generators.

Capacity and Natural Gas Saving: In the paper sector, a total of six EGBs are installed, including two each in BPML Unit 2, BPML Unit 3, and BMPIL. The incorporation of EGBs into our paper units has yielded substantial savings in natural gas consumption. We have achieved a reduction of 1,693 m³/hr in natural gas usage, which significantly contribute to our overall energy conservation efforts.

Unit	Installation Year	EGB	Steam Production Capacity	Generator Connected	Natural Gas Saved
BPML (Unit 2)	2019	EGB 1	5.5 Ton/ hr	G - 1, 2	285.9 m3/hr
	2019	EGB 2	5.5 Ton/ hr	G - 3, 4	285.9 m3/hr
BPML (Unit 3)	2010	EGB 1	3.7 Ton/ hr	G - 1,2,3,4,5	264.4 m3/hr
	2010	EGB 2	3 Ton/ hr	G - 6,7,8,9,10	214.4 m3/hr
BMPIL	2015	EGB 1	7.3 Ton/ hr	G - 1,2,3	321.6 m3/hr
	2015	EGB 2	7.3 Ton/ hr	G - 4,5,6	321.6 m3/hr

Result: The use of waste heat from the exhaust gasses has allowed us to reduce our natural gas consumption and carbon footprint. The project has been a valuable investment, allowing us to reduce our costs and improve our environmental performance.



Case Study: Heat Recovery System

At Bashundhara Paper Mills, we recognize the importance of energy efficiency in our production process. We heavily rely on heat, distributed as steam, for various stages of our paper manufacturing. However, we have identified that not all of the steam we generate is fully utilized. To optimize this, we have integrated heat recovery systems equipped with condensers into our operations. These systems capture the waste steam and use it to pre-heat the water that feeds our boilers. As a result, our boilers now require less fuel, leading to significant energy savings. Moreover, during our steam recovery process, we effectively capture and repurpose the steam, ensuring our operations are not only cost-effective but also environmentally conscious. In addition, the recovered heat is also used to dry sludge boards. This step not only maximizes our energy utilization but also provides a sustainable approach to manage waste products.

We can successfully recover 2,01,000 Kg of condensate daily. The temperatures remain between 115°C to 120°C before it reaches our feed tanks. Our feed water has temperatures ranging from 85°C to 90°C, while the make-up water varies between 25°C to 30°C. With the aid of five float-type steam traps, measuring 1.5 inches, most of our steam recovery is sourced from the dryer cylinder.

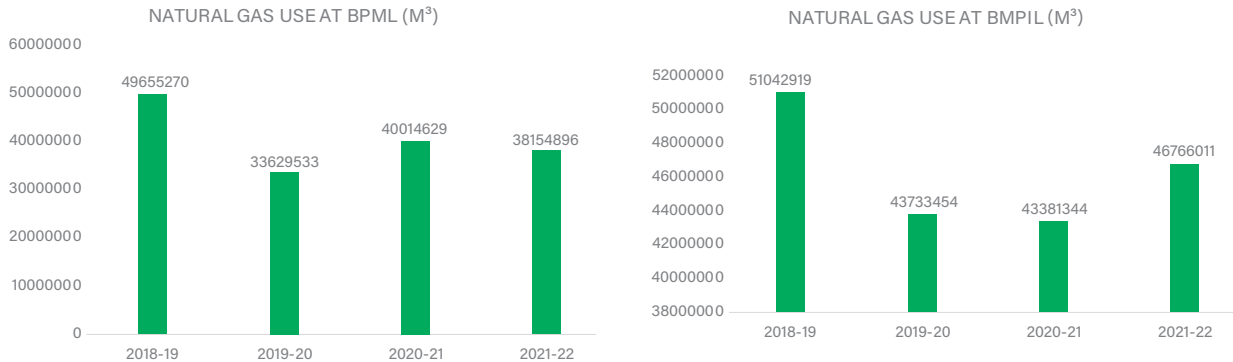
Cost savings

The Heat Recovery System has proven to be a significant asset in the period spanning from 2018 to 2022. During this timeframe, a total dry of 24,79,81,740 pairs of mosquito coils were produced. If the conventional method of using steam had been employed, the steam and power costs would have surged to 513,227 USD, given the unit cost of 22.6 USD per ton in 2022. On the other hand, harnessing the exhaust hot air for power dramatically reduced the expenditure, bringing down the required power cost to just 172,309 USD. This translates to a commendable operational cost savings of 363,605 USD, highlighting the efficiency and cost-effectiveness of the Heat Recovery System.

Facility	Recovery Condensate KG/day	Condensate Temperature °C	Feed Water Temperature °C	Makeup Water Temperature °C	Number of Steam Trap	Type & Size of Steam Trap	Process from where most steam is recovered
BPML Unit-1	3,56,400	98	95	31	14	Float type steam traps 1.5" = 5 nos Float type steam traps 1" = 4 nos Float type steam traps .75" = 3 nos Thermostatic steam traps 1 = 4 nos	From dryer section
Unit-2	47,470	70	85	33	3	Float type Size(3/4" , 1" & 2")	From dryer section
Unit-3	2,01,000	115-120	80-90	25-30	5	Float type Size(1.5")	From Dryer Cylinder
BMPIL	4,50,000	88	117	31	PM-01 Side= 13 Nos PM-02 Side= 14 Nos	Float Type Size-1",1.25",2"	From Paper Machine

Fuel Use

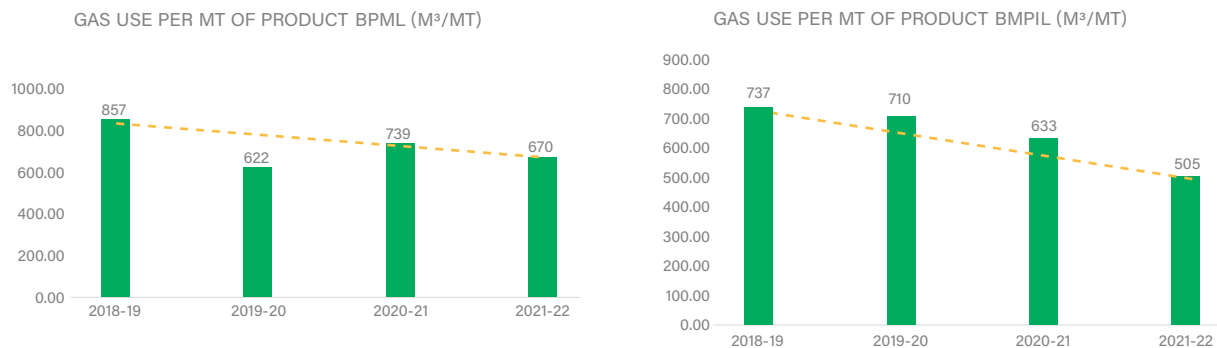
We rely on natural gas as one of our primary energy sources for our production operations. Each year, we consume a significant amount of natural gas to power our manufacturing processes and support our commitment to sustainable production practices.



Our use of natural gas helps to reduce our carbon footprint as it causes relatively less emission and supports our goal of operating as an environmentally sustainable company. To ensure that we are using natural gas efficiently, we continually monitor our energy consumption and identify opportunities to reduce waste and increase efficiency.


Reducing energy consumption in the paper industry is essential for both cost savings and environmental sustainability. From base year we worked to decreased the consumption of natural gas per Ton of production and stood now in 670 m³ per Ton at BPML and 505 m³ per Ton in BMPIL.

We will continue to explore innovative ways to reduce our environmental impact and support a more sustainable future for our company and the planet.



We mainly use captive energy on site and very little of our electricity is acquired from the grid. Unit 1 of BMPIL do not use grid electricity at all. The captive energy produced by our generators are produced using natural gas which has less impact on the environment compared to diesel. In total, our plants have a capacity of producing 52.5 -megawatt electricity.

To ensure that our systems and machines are up to date and functioning properly, we conduct regular boiler stack test. We have also conducted energy audits in the past and aim to make it regular in the future. At the same time, we are working to bring new technology as well as update our existing equipment to ensure maximum efficiency. We are also planning to integrate Electronic Gas Volume Corrector (EVC) into our systems in the future. We also use upgraded motors and inverters in our mills to achieve maximum efficiency.

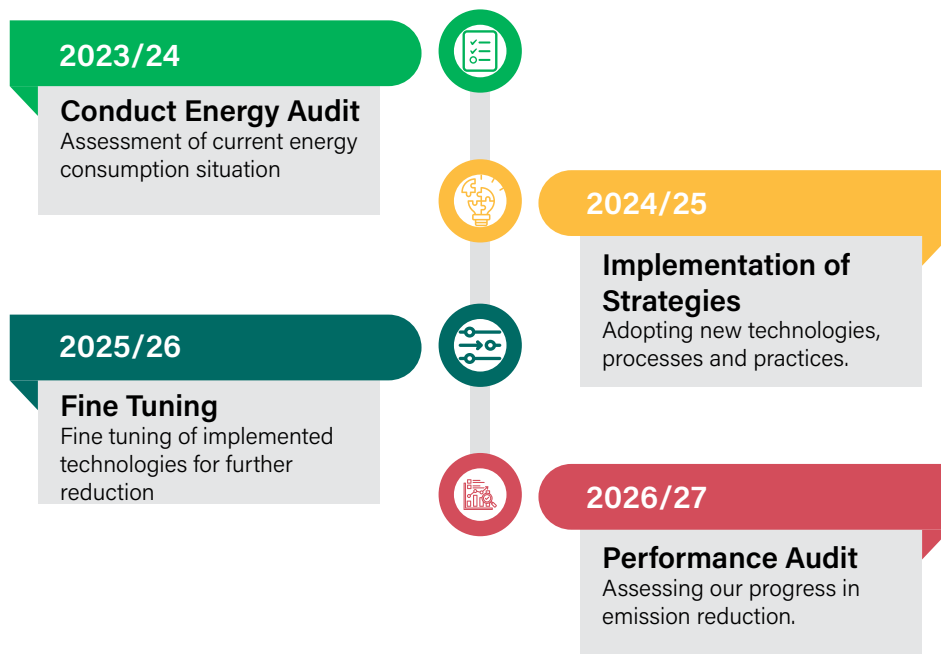


Reduced
26%
Natural gas consumption
from baseline year 2018-19

As part of our initiative to embrace renewable energy sources, we have decided to integrate a solar power plant into our industrial operations. Our objective is to install solar panels over an area of 38,356.31 m², harnessing renewable energy sources, and achieving significant energy output by the year 2030.

Currently, Our timeline for this project is to select a vendor by 2025-2026 and complete the installation and production process by 2030. We are committed to ensuring the success of this initiative and look forward to working towards a sustainable future.

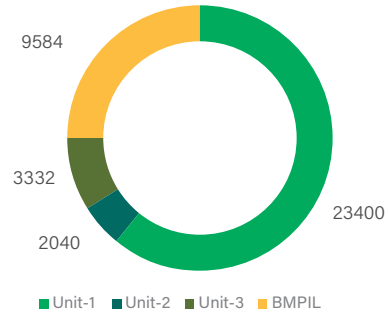
Target for Energy Audit



SOLAR SUSTAIN



PLANNED AREA FOR SOLAR PANELS INSTALLATION (M²)



In Bashundhara Paper Mill, we will take a major step towards sustainability by installing solar panels at various parts of our facility.

Baseline Condition: Currently, we do not have any solar systems installed in our mills. We have been relying solely on non-renewable energy sources to meet our power needs.

Objective: Our objective is to install solar panels to generate a significant portion of our power needs from renewable sources.

SUROKKHA



	Unit-1	Unit-2	Unit-3	BMPIL	Total
Power required (MW)	12	14	9	14	37
Captive power installed (MW)	5	17.2	9.5	25.8	52.5
Planned area for solar panels (m ²)	23,400	2,040	3,332	9,584	38,356
Total electricity generation from solar panel (Approx.)	Average yearly electricity generation 482.5 MWh				

Activities to be Performed: We have conducted a feasibility study to determine the best location and size for our solar panel installation. For BPML Unit-1 & Unit-2, we identified that 2,040 m² and 23,400 m² of roof top is available to install solar panels. We also plan to install 3,332 m² and 9,584 m² area of solar panels for BPML Unit-3 and BMPIL respectively. Currently, our timeline for this project is to select a vendor by 2025/2026 and complete the installation and production process by 2030. We are committed to ensure the success of this initiative and look forward to working towards a sustainable future.

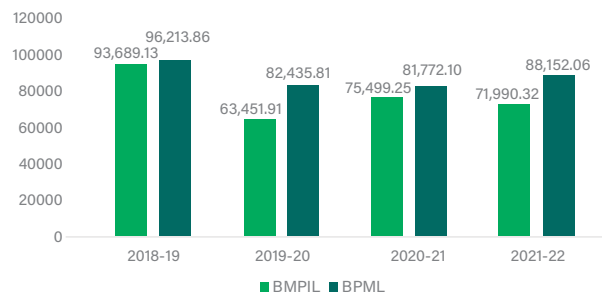
Result: The installation of solar panels will be a remarkable success for BPML and BMPIL. We will be able to produce around 482.5 MWh electricity by solar panel installation.



2.5 Emissions

The production of paper and paper products is energy-intensive and requires the burning of fossil fuels, which is a major source of Greenhouse Gas (GHG) emissions where emission is another important material topic. Combating climate change and reducing greenhouse gas emissions are critical components of our sustainability plan. In accordance with our established objective, we have implemented a multidimensional, strategic approach which is managing and lowering emissions involves a comprehensive strategy that integrates technology, behavior, policy, and collaboration to achieve sustainable reductions in greenhouse gas emissions.

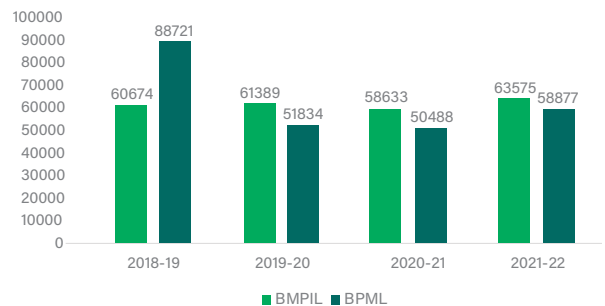
SCOPE 1 EMISSION OF BPML AND BMPIL IN TONNE CO₂e (2018-2022)



GHG emission scope 1, calculation has been done using GHG protocol tool and Scope 2 calculation has been done by multiplying the Grid Emission Factor of Bangladesh (0.67 ton CO₂e/MWh) with the electricity use data. GWP was calculated according to IPCC's Guideline for National Greenhouse Gas Inventories (2006).

The Bashundhara sustainability team will monitor the Scope 1 and Scope 2 emissions data, comparing it to our GHG targets, and share it with our Engineering and Manufacturing Service teams. These teams will then communicate the data to each manufacturing facility, demonstrating how its operational and capital projects will reduce the facility's emissions profile.

SCOPE-2 EMISSION OF BPML AND BMPIL IN TON CO₂e (2018-2022)

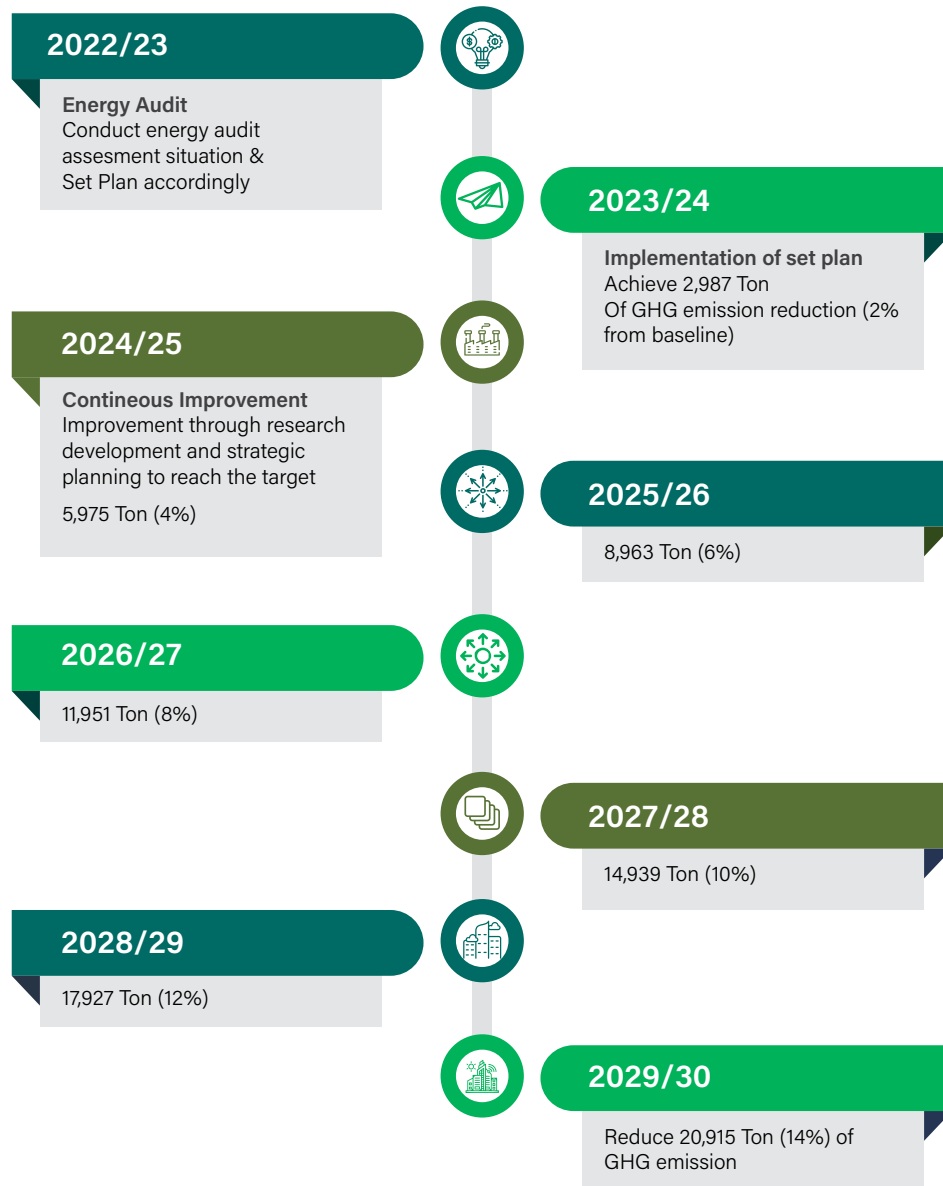


Carbon footprint reduction from 2018-19

27%

Target for Reducing GHG Emission

Our GHG emission target is to reduce 2% emission yearly. By 2030, we plan to reduce by 14% about 20915 ton of GHG

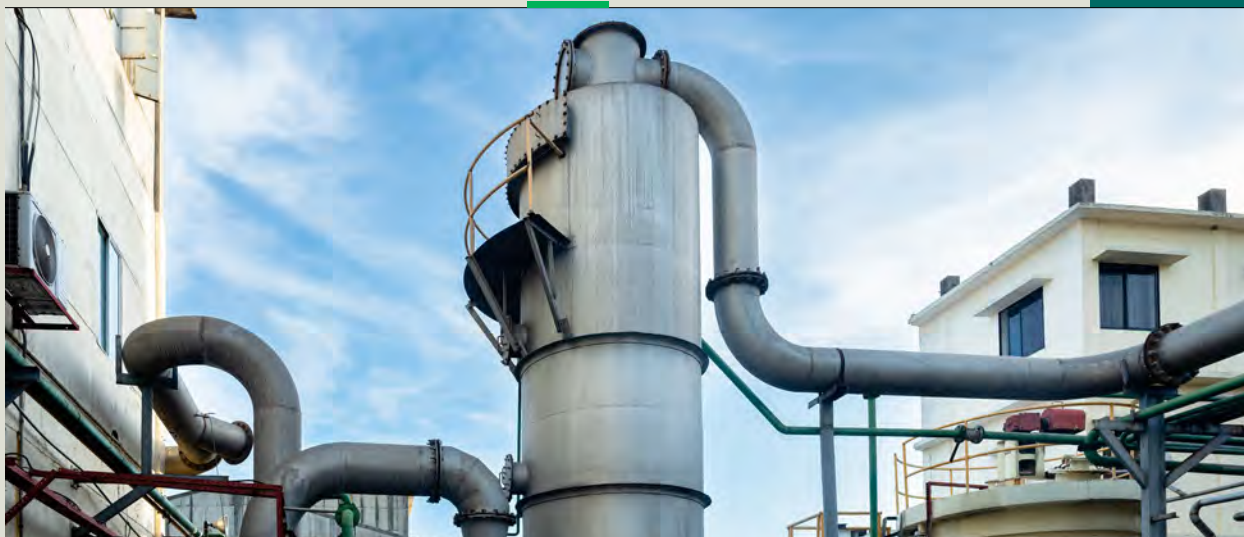


Our company has taken a target to reduce our greenhouse gas (GHG) emissions by 2% annually, with the goal of achieving a significant reduction by 2030. To achieve this objective, we have developed a four-step plan. The first step in our plan is to conduct an energy audit in 2023/24 to assess our current energy consumption and identify opportunities for reducing our GHG emissions. In the following year, we will move on to the implementation of emission reduction strategies in Phase-1 (2024/25). This phase will involve the adoption of new technologies, processes, and practices to reduce our GHG emissions.

In Phase-2 (2025/26), we will continue the implementation of emission reduction strategies, with a focus on achieving further reductions in our GHG emissions. Finally, in 2026/27, we will conduct a performance audit check to assess our progress towards our GHG emissions reduction goal.

WILL COVER
38,356 M²
ROOFTOP AREA FOR
SOLAR PANEL FOR
ENERGY
FROM RENEWABLE
SOURCES
WITHIN 2030





NAME OF PROJECT: MANUFACTURE OF CALCIUM CARBONATE FROM CALCIUM OXIDE BY ABSORBING CO₂ FROM GENERATOR EXHAUST GAS.

In order to make high-quality paper at a lower cost, the papermaking industry relies heavily on the production of Precipitated Calcium Carbonate (PCC). Mineral PCC is used to enhance paper's qualities like brightness, opacity, and smoothness. PCC is used in many other industries besides papermaking, such as the pharmaceutical, food, and cosmetics industries.

Objective: The company's goal is to reduce paper production costs and carbon dioxide emissions through the installation of a PCC plant.

Activities Performed: The PCC plant was built with an initial investment of 3,741,331 USD in 2016. The CO₂ produced from the combustion of natural gas in the boiler and generator house can be put to good use in the PCC plant. To make the CaCO₃ slurry, the CO₂ was introduced into a reaction chamber where it reacted with quick lime. To improve paper quality, lower production costs, and lessen carbon dioxide emissions, this slurry was used as a filler.

Result: With the help of the PCC plant, we have been able to cut daily CO₂ emissions by 6.87 MT. A major win for the company and the planet. The plant's PCC have been of high quality, which raised the bar for the company's paper. By lowering production costs and increasing profits, the use of PCC as a filler in paper production has become increasingly common.

Total PCC produced: 5,049 Ton

Establishing a PCC plant is a fruitful effort on the company's part to lessen its carbon footprint and boost the quality of its paper products. By lowering production costs and increasing profits, the use of PCC as a filler in paper production has become increasingly common. This case study demonstrates how businesses can implement environmental protection measures by using sustainable practices.

By using the exhaust to create calcium carbonate, we at BMPIL assure that there is no emission of carbon dioxide into the atmosphere. We prevented the release of 2,222 ton of CO₂e in the atmosphere throughout the reporting year. We are also able to reduce release Nitrogen Oxides and Sulfur Oxides through fuel scrubbing.

*1 USD = 78.44 BDT 2016, July Average value

THE GREEN OASIS PROJECT

The "Green Oasis" initiative, carried by Bashundhara Paper Mills, showcases our dedication to foster a sustainable environment around our paper mills at present time and for the future. We have planted trees around all our Factory units and we have taken an upcoming project, central to which lies a well-organized tree plantation drive, covering around 1200 m². Among these area, future plant species we plan to keep is Mango (*Mangifera indica*), renowned for its lush canopies and nourishing fruit, which will add to biodiversity while offering sustenance to local wildlife. The inclusion of Acacia (*Acacia mangium*) trees, known for rapid growth and resilience, will contribute to both shade and soil stability, aiding in the future reduction of soil erosion—a primary goal of the project. Additionally, Mahogany (*Swietenia mahagoni*) trees will be thoughtfully incorporated for their high-quality wood, which will hold the potential for sustainable income through future timber sales.

This extensive tree canopy will not only enhance biodiversity but will also notably improve future air quality. Furthermore, the creation of lush green gardens and the establishment of a protective tree ring around the factory premises will extend benefits beyond environmental advantages. These future green spaces will provide employees with a refreshing and rejuvenating environment, fostering a positive work atmosphere. Additionally, these green havens will enhance the well-being of the neighboring communities and employees by creating a pleasant atmosphere. The visual allure of these green spaces will enhance the overall aesthetics of the factory grounds, embodying the project's dual commitment to future environmental stewardship and community well-being.

SUROKKHA





NATURE'S ARTISTRY EMERGES, A REMINDER OF OUR CONNECTION



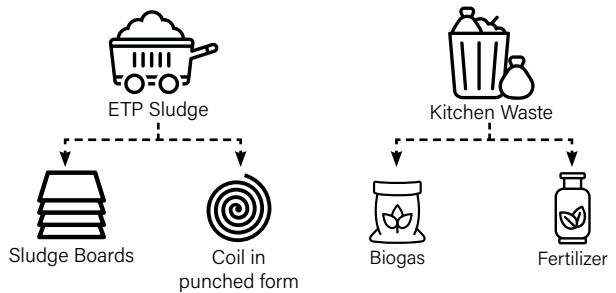
2.6 Towards Circularity



Bangladeshi paper industry leaders Bashundhara Paper Mills and Bashundhara Multi Paper Industries Limited have zero paper waste and has sustainable waste management procedures. We have effective waste reduction and prevention techniques and are committed to reduce their environmental impact. To ensure transparency and accountability, we engage stakeholders on this issue. Our processes are designed in such a way that minimum waste is generated. Even though we are not yet completely waste free.

We make sure that pulp is not washed away with water and waste streams. We also have systems in place to capture the pulp before it gets washed out of the system. In pulp and paper mills, several byproducts are produced, including ash, dregs, grits, lime mud, pulp mill sludge, and chemicals.

GENERAL WASTE REDUCTION PRACTICE



Our waste management strategy is built around the 3R philosophy, and we're devoted to continually enhancing how well we execute in this area. Bashundhara Paper Mills Ltd. and Bashundhara Multi Paper Industries Limited have proven their leadership in sustainable waste management and our dedication to safeguard the environment for future generations.

1. **Reduction:** This involves reducing the amount of waste generated in the first place by using less packaging, recycling materials, and producing less hazardous waste.
2. **Reuse:** This involves finding new ways to use waste materials, such as recycling paper and plastics, composting food waste, and using discarded tires as fuel.
3. **Recycling:** This involves collecting, processing, and manufacturing new products from waste materials.

3R Practice



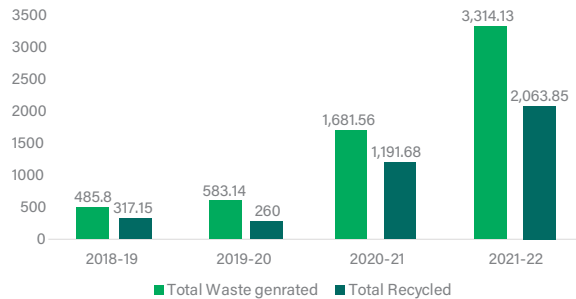
Although the amount of waste generated at BMPIL has increased over the years, we have increased our recycling in a parallel manner. The scraps that cannot be reused by us are sold off to vendors.

According to the statistics gathered in the base year, we have raised our recycling from the baseline year by 5.5 times.

Waste Generated

Even though we produce zero paper waste, we still produce some other types of waste including some solid waste which is eventually sent to landfills or sold to vendors. We aim to bring this down to zero waste from baseline production in the future and develop an even better waste management system.

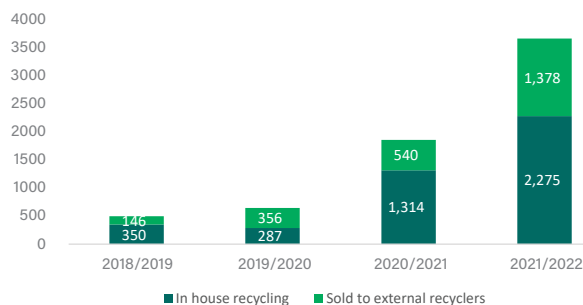
BMPIL WASTE GENERATION AND RECYCLING (2018-2022)



Currently, we do not produce any hazardous waste and so most of the waste produced is non-hazardous at BPML as we recycle all our waste material. We recycle most of this and the rest is sold off to vendors. The vendors sell these scraps to be recycled and a very small amount is sent off to landfills.

Waste directed to disposal

WASTE RECYCLING SCENARIO AT BMPIL (TONS) (2018-2022)



The plastic used in some of the paper products are separated on site and the plastic and other waste products are sold off to vendors. Basically any material that we cannot use in our production process is sold off to vendors. This leaves a very small amount of waste that has to be disposed.

Since we are a large scale company, we also generate some amount of domestic solid waste. This is very small in amount and so we collect it periodically and dispose of it in our own landfill. With our effort BPML has achieved Zero Waste production already and BMPIL will follow the same pathway to recycle all the waste by 2030.



SUROKKHA

Paper Recycling Circle

Bashundhara Paper Mills Ltd. and Bashundhara Multi Paper Industries Ltd. are committed to promote sustainable practices in the paper industry. As part of this commitment, we will be launching a campaign regularly where we will collect white waste paper from our dealers. Under this campaign, our dealers can return their white waste paper to us and receive a subsidized product price or a monetary transaction in return. This will incentivize our dealers to collect white waste paper and help reduce the use of raw pulp in our paper production process.

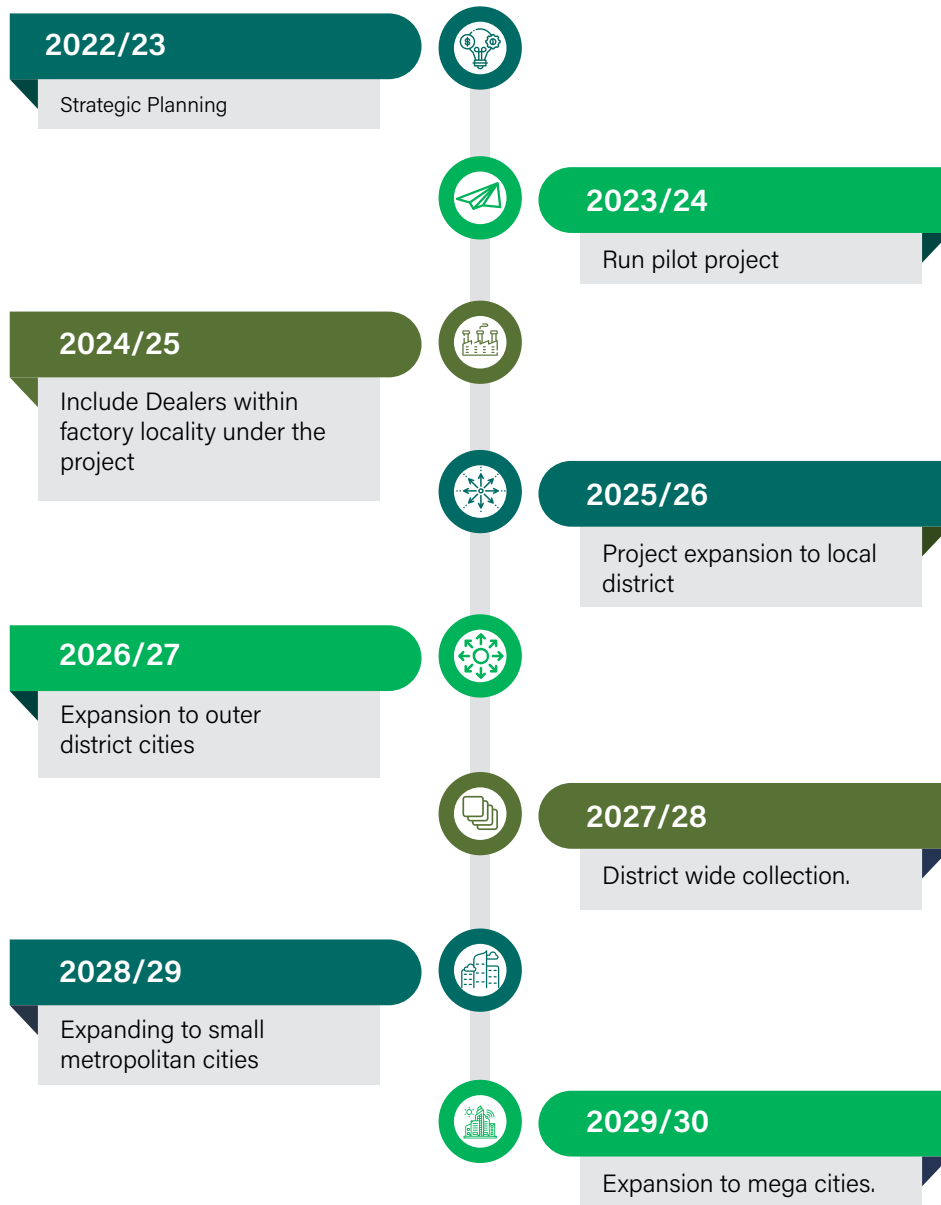
We believe that this campaign will not only benefit the environment by reducing the amount of waste paper that ends up in landfills, but it will also help us conserve natural resources by reducing our dependence on raw pulp. We hope that this campaign will encourage others to follow as well.



Pathway to
reduction of 100
Ton solid waste



Target for paper recycling activities



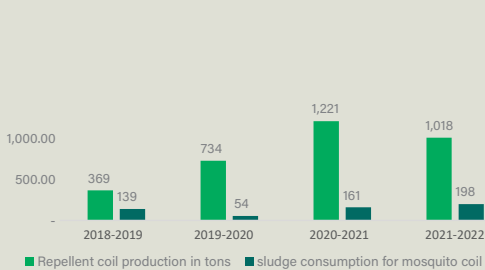


CASE STUDY: SLUDGE BOARD: UTILIZATION OF HARMFUL WASTE

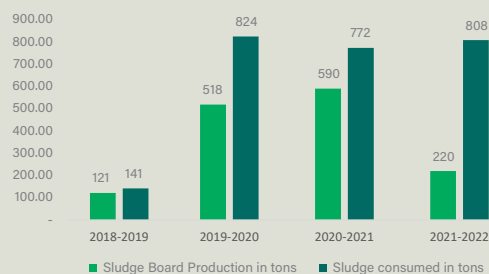
The sludge generated during our paper manufacturing process is ingeniously transformed into solid paper bases. These bases play an essential role in our coil production, exemplifying our dedication to resource efficiency. Not only does this innovative process significantly reduce landfill waste, but it also amplifies the life cycle of our raw materials, ensuring a more sustainable and responsible manufacturing journey. With applications spanning from packaging to construction materials, our methods elevate the intrinsic value of what was once considered waste. While we integrate a significant portion of these bases into our internal processes, any surplus is sold to vendors, ensuring nothing goes to waste. The sludge is used for Coil in punched form and sludge board production in our BPML Unit 2 and Repellent Coil Production (RCP) unit. Over the years, we have increased the amount of sludge recycled. For both of the products, our production volume gradually grew. This increase is due to both an increase in sludge generation from heightened production and an enhanced recycling capacity over the years.

65,992 Ton sludge recycled in 2021/2022.

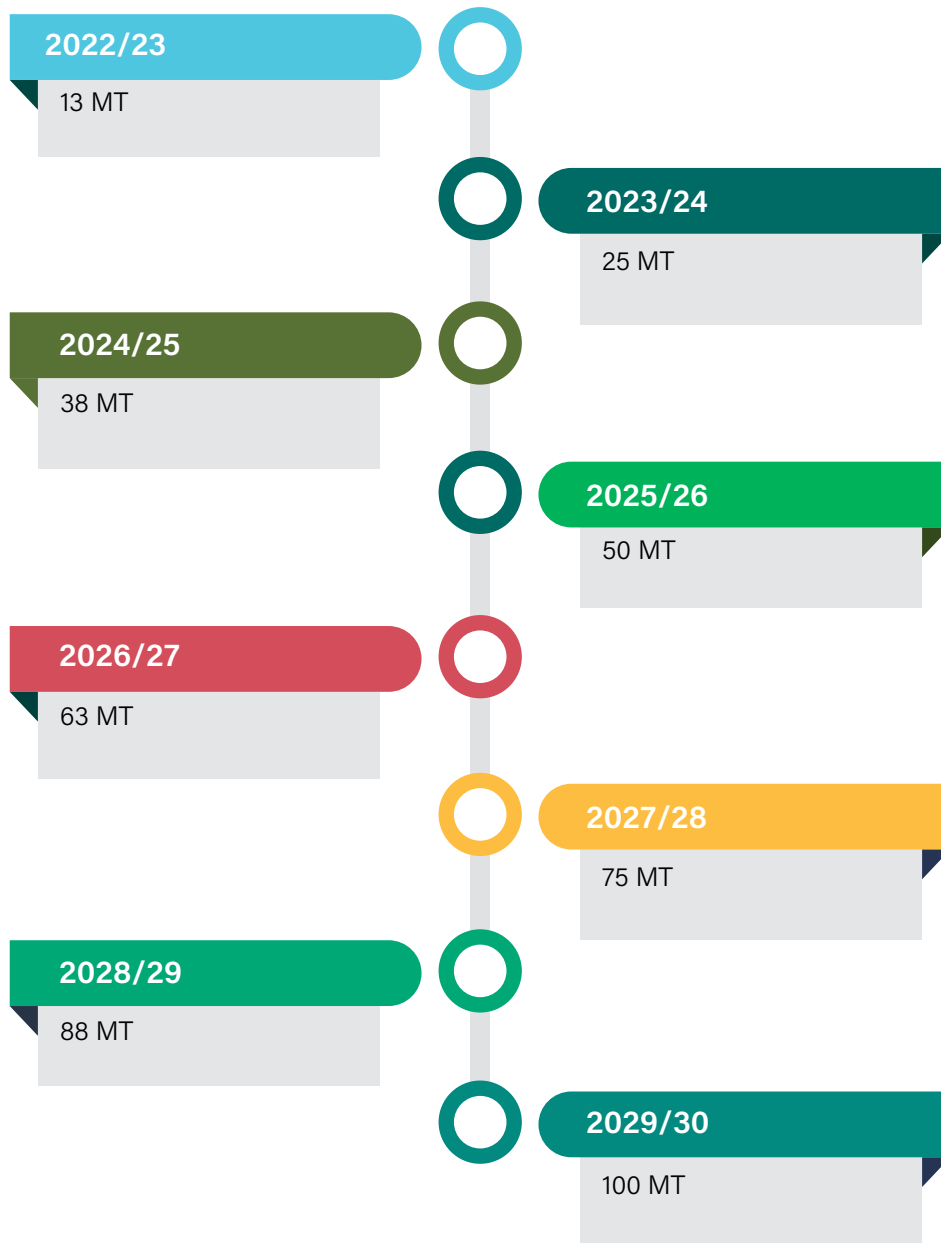
REPELLENT COIL PRODUCTION IN TONS (2018-2022)



SLUDGE BOARD PRODUCTION IN TONS (2018-2022)



Yearly Target For Waste Reduction



HAPPY HEARTS
JOYFUL CULTURE



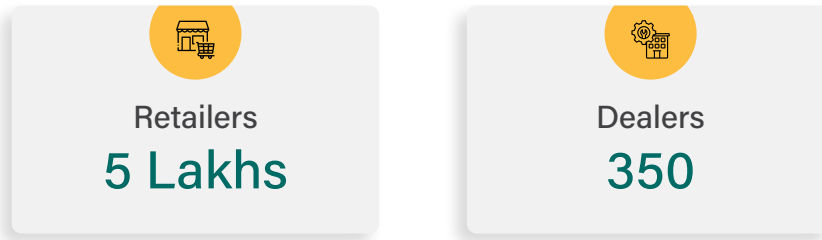


CHAPTER 3

CREATING POSITIVE CHANGE

CHAPTER 3: CREATING POSITIVE CHANGE

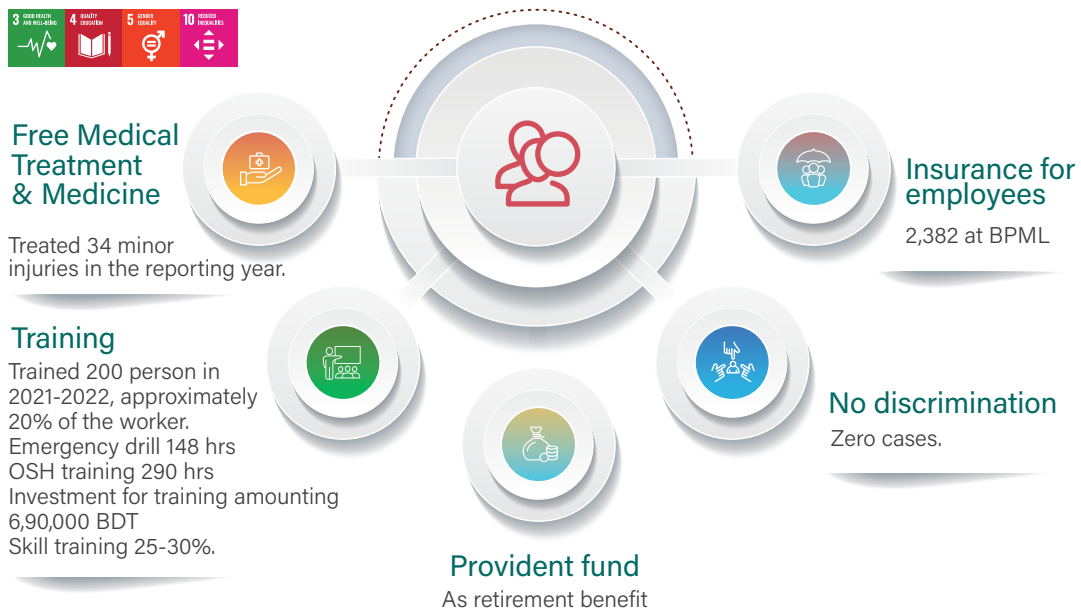
Along with focusing on the environmental side, BPML & BMPIL believe that we have a certain social responsibility. We are a firm believer in corporate social responsibility. We consider the interest of not only our own employees but also the local population and society as a whole. To manage the social impacts, we regularly check for the feedback from the employees, workers, local community and all our stakeholders and plan our actions carefully through social impact assessment. Through internal and external audits and from the result of the impact assessment, we take the negative affects into consideration and take corrective actions accordingly to ensure wellness of everyone.



In order to carry out our social responsibility while achieving a sustainable future, our top management have incorporated SDGs 3, 5, 10, 16 and 17 into our agenda. We employ local people in our factories and thus play an important role in reducing unemployment. We have a well built employee welfare system and thus have a very low employee turnover rate.

Through our operations, we have created employment opportunities for thousands of people, including skilled and unskilled workers. We have also provided livelihoods to many retailers and suppliers who distribute and sell our products. We believe that access to basic hygiene products is essential for maintaining good health and well-being, especially in a developing country like Bangladesh where hygiene is a challenging issue. Our tissue and paper products are widely used for personal hygiene, cleaning, and infection control in homes, schools, workplaces, hospitals, and public places. Due to our affordable product structure, we could reach the rural level as well.

Our products have reached even the rural areas of the country, where access to hygiene products may be limited, and we have created awareness about the importance of hygiene and healthy habits through our products.





Ensuring Equality, Diversity & Inclusion for All

BPML and BMPIL recognize the importance of promoting social sustainability and are committed to making a positive impact in the communities where they operate. We are actively working towards achieving the social SDGs, which include SDG 1 (No Poverty), SDG 2 (Zero Hunger), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), and SDG 16 (Peace, Justice, and Strong Institutions).

Journey till 2030



15% Female representation
Baseline 2018-19: Total of 46 female employee.



830 hours of training by external experts
Baseline 2018-19: 415 hours of training conducted by internal expert





Effective stakeholder engagement on regular basis to collect grievance

Baseline 2018/19 : We collaborate with various stakeholders occasionally



Formalization of grievance mechanism

Baseline 2018/19 : Partially formalized, manual records are kept, scattered management



Zero Injuries & Fatalities

Baseline: 387 minor injuries, 20 major injuries



Create emergency transportation facility for all the factories

Baseline 2018/19 : Dedicated vehicle was not available





**WE BUILD STRENGTH
IN LEADERSHIP BY FOSTERING
A SENSE OF RESPONSIBILITY TOGETHER.**

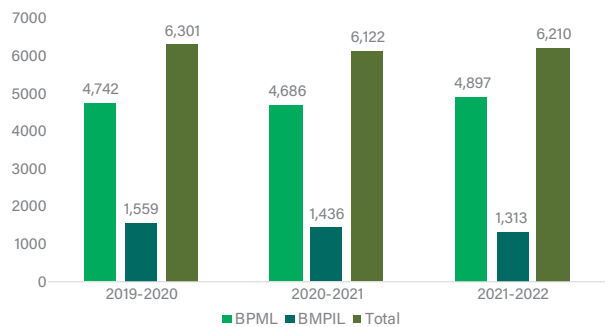


3.1 Our Worker, Our Strength

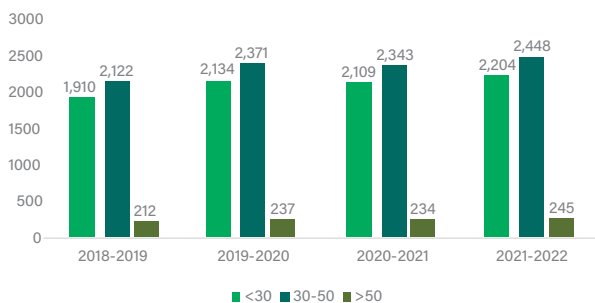
A team of HR and social compliance specialists working under the direction of the Chairman, & Vice Chairman, and Head of HR guarantees that our company complies with all applicable laws, customer demands, and internal policies. We firmly abide by the Bangladesh Labour Law of 2006 and the Bangladesh Labour Rules of 2015 in addition to our policies and processes. We place a high priority on our employees' health and safety at work, while simultaneously working to reduce any potential negative impacts on the neighborhood. By frequently tracking staff retention and satisfaction rates as well as establishing specific goals and metrics to measure our success, we assess the efficacy of our hiring procedures.

We performed our operation with a dedicated team of 4,897 people at BPML during the reporting year. In the fiscal year under the report, we could hire 211 additional workers. Even though we have fewer female employees than male employees, We are aiming to expand the number of women by **about 867 employees by 2030**. However, because it is a labour-intensive sector, there is very little chance of employing female employees at different operational stages.

TOTAL NUMBER OF EMPLOYEES AT BPML & BMPIL (2019-2022)



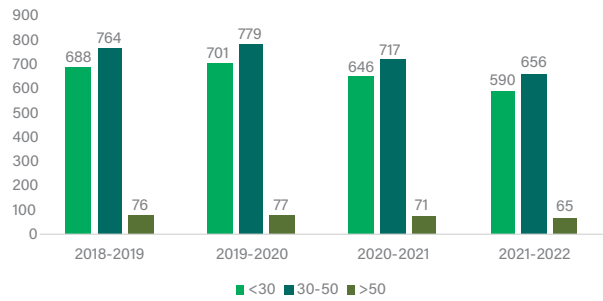
TOTAL NUMBER OF EMPLOYEES AT BPML BY AGE (2018-2022)



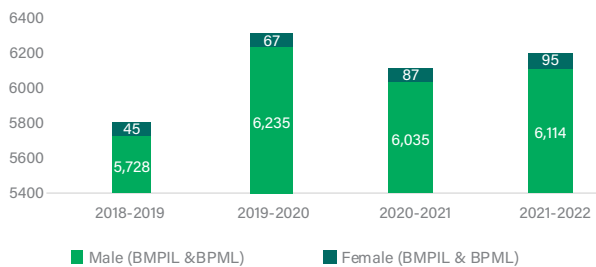
Automated software is used to gather and handle all employee-related data. At our headquarters and factories, we have taken into account all employment types when presenting the statistics as a head count. A full-time employee generally works 48 hours each week. Most of our workforce is aged between 30-50. However, we ensure to employ new talent and also retain our experienced senior employees.

As most of the female workers in Bangladesh are inclined to be employed in the Garments Sector, we do not receive many applications from female candidates. Hence, female workers at BPML and BMPIL are low in number.

TOTAL NUMBER OF EMPLOYEES AT BMPIL BY AGE (2018-2022)



TOTAL NUMBER OF EMPLOYEE BASED ON GENDER (BMPIL & BPML) (2018-2022)



Bashundhara Multi Paper Industries Ltd. (BMPIL) comprises of one unit, hence, the employee number is less compared to Bashundhara Paper Mills Ltd. (BPML).

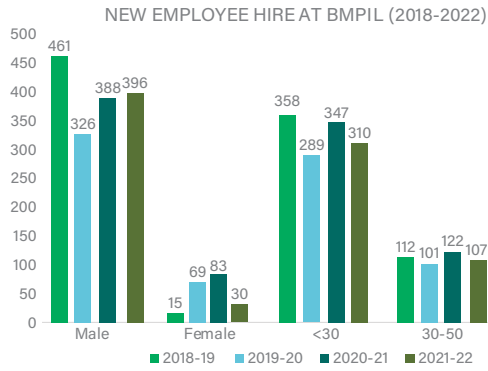
We intend to hire an additional 1,000 employees, up from the baseline of 5,775 in 2018/19. Our commitment to a rigorous recruitment process and investment in the growth and development of our employees will produce a diverse and inclusive workforce that contributes to the success of the organization.

3.2 New Recruitment

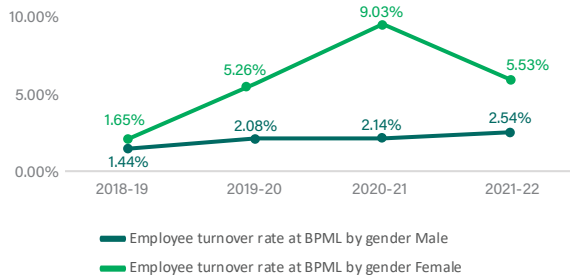


In the reporting year, The majority of new employees at Paper Mill are men because the majority of their jobs demand heavy lifting and other hard labour. Consequently, we have made an effort to strike a balance by hiring female employees for light labour tasks and in the

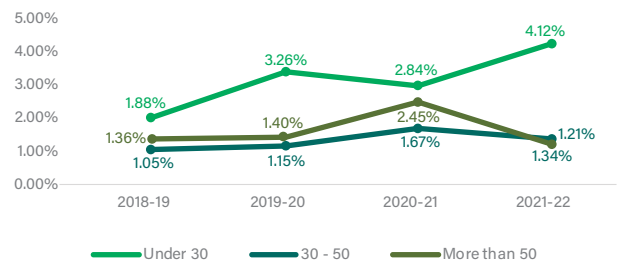
We view our staff as our most valuable assets, therefore, put a strong emphasis on keeping our workers by implementing potential steps to assure their well-being. As a result, we have a very low employee turnover rate. In the reporting year, our average turnover rate by age in BPML is 2.22% and BMPIL is only 2.81%. Significantly, the increase in the turnover rate for female employees in 2020/21 was largely influenced by the unprecedented challenges posed by the COVID-19 pandemic during that period. We have set a target to increase retention to below 1.1% by 2030.



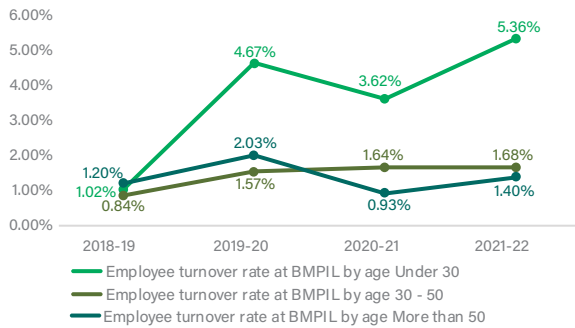
EMPLOYEE TURNOVER RATE AT BPML BY GENDER



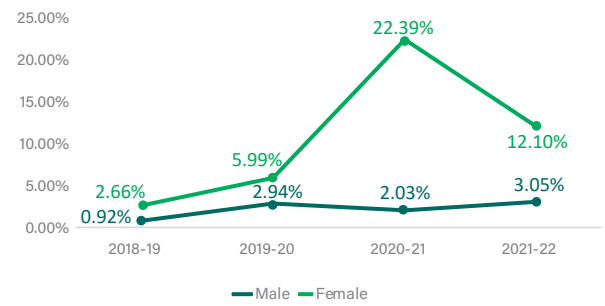
EMPLOYEE TURNOVER RATE AT BPML BY AGE



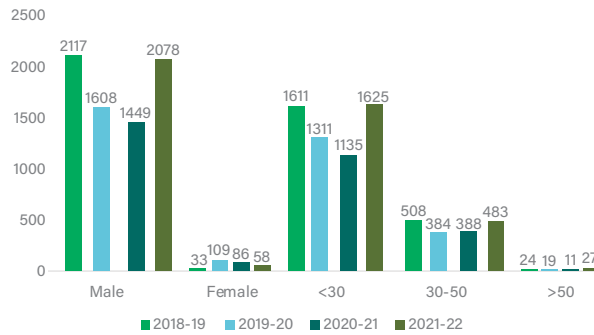
EMPLOYEE TURNOVER RATE AT BMPIL BY AGE



EMPLOYEE TURNOVER RATE AT BMPIL BY GENDER

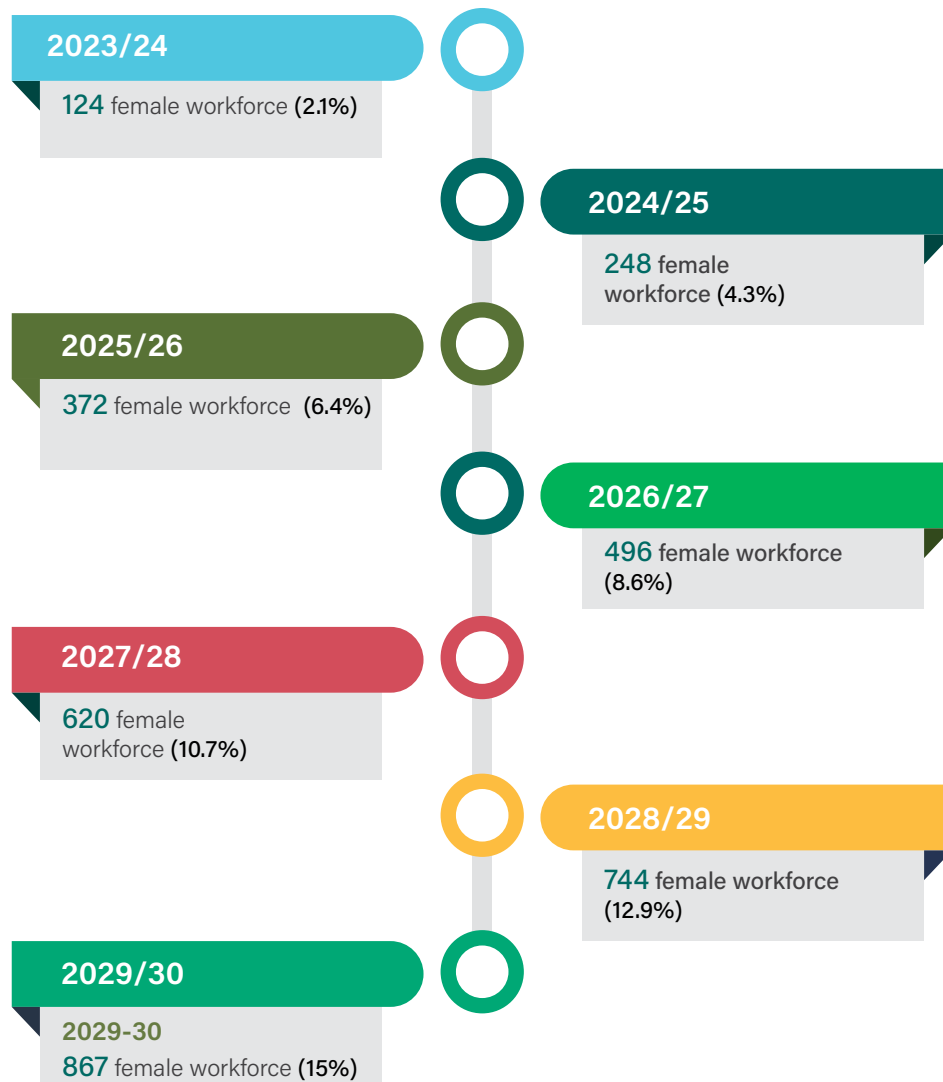


NEW EMPLOYEE HIRE AT BPML (2018-2022)



Our company has set a target to increase the representation of women in the workforce by at least 867 female employees by the year 2030. To achieve this goal, we will focus on providing skill development opportunities to female employees. We believe that investing in the development of our female employees will not only increase their representation in our workforce but also help us to build a more diverse and inclusive workplace. We will regularly track and evaluate our progress towards this goal to ensure that we remain on track to meet our target.

Target for increasing female workforce



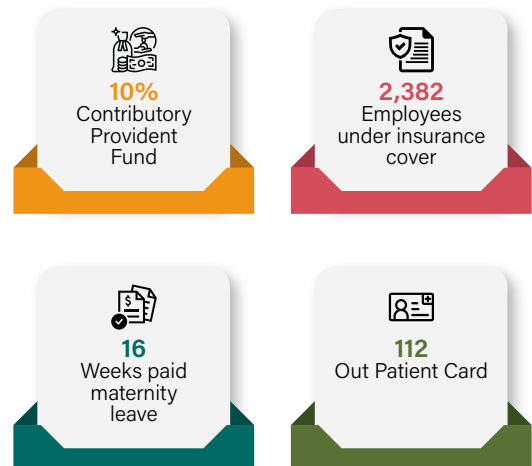


3.3 Putting People First

Through the frequent administration of surveys, our management has taken steps to increase staff retention. Annual performance reviews of each employee, communication of yearly performance, salary and benefit decisions, and flexible work schedules are some of the steps done to improve employee happiness. Additionally, managers continually provide opportunities for on-the-job growth, coaching, training, and feedback to employees throughout the year. .

We provide our full-time employees with all the benefits according to the national law. One of the key benefits provided by Bashundhara Paper Mills Limited and Bashundhara Multi Paper Industries Limited is a 10% contributory provident fund. We have a voluntary contributory provident fund program, and if anyone wants to participate in it to plan their retirement, we pay 10% to the fund. We also provide insurance for workers, ensuring that employees have access to medical treatment if they fall ill or suffer an injury. In addition, Bashundhara Paper Mills Limited provided 112 Outpatient discount cards in the reporting year, which enabled employees to access medical services at a discounted rate. Bangladesh was not an exception to the COVID-19 pandemic's effects on the global economy. Despite the difficulties they encountered, Bashundhara Paper Mills Ltd. and Bashundhara Multi Paper Industries Ltd. continued to pay their employees in full and maintained employment throughout the period.

Benefits Provided



In accordance with Bangladesh Labour Act 2006, Clause 45 (2), we provide all of our female employees and workers with sixteen weeks of maternity leave in the event of parental leave, allowing them to take time off to care for their newborn children. This leave is in addition to any other leave that may be available to employees and is designed to ensure that female employees and workers have access to the support they need during this important time. However, we intend to extend the same opportunity to our male employees in future.

PARTICIPATORY COMMITTEE

Members of a participatory committee of BPML and BMPIL include;

- Head of Project
- Production Manager
- Maintenance Manager
- Quality Control Manager
- Workers



AWDOMMO

SPORT SPHERE

To promote a holistic approach to sports and wellness initiatives that include both indoor and outdoor activities, Bashundhara Paper Mills places a high priority on the wellbeing of its employees. For employees to participate in friendly competitions, reduce stress, and enhance their general well-being during breaks and after work hours, the corporation provides access to a variety of sports facilities, including table tennis, Football, Cricket & badminton. Recognizing the value of outdoor activities, Bashundhara Paper Mills facilitates spaces for basketball courts, football fields, and cricket fields to its employees, promoting physical fitness, teamwork, and a feeling of community.

Additionally, the company frequently plans interdepartmental sporting events and competitions to build a sense of togetherness among staff members, encourage well-being, and foster a sense of teamwork. This all-encompassing strategy for employee engagement not only results in greater job satisfaction but also lower stress levels and better general mental health.

Through such events, Bashundhara Paper Sector exhibit our dedication to a healthy and engaged employees by coordinating certain sporting activities and competitions with holidays all throughout the company's year.





CASE STUDY: IMPROVED NUTRITION THROUGH SUBSIDIZED LUNCH FOR WORKERS AT BASHUNDHARA PAPER SECTOR

Introduction: Acknowledging the significant impact of nutrition on both holistic well-being and workplace productivity, we have implemented a subsidized lunch program at our corporate headquarters and manufacturing facilities.

Objective: To promote the health and well-being of employees and workers within the Bashundhara Paper Sector, we have established the subsidized lunch program. This initiative began with the expectation to have a positive impact on the health, morale, and productivity of the workforce by providing regular access to well-balanced and nourishing meals. This effort went beyond the consideration of health and served as a symbolic act of gratitude and fostering a sense of community.

Activities:

- **Menu Diversity:** The weekly menu was thoughtfully created to cater to diverse palates while ensuring a nutritional equilibrium. It included food like Rice/Khichuri/Polao, a mixture of vegetables, meats (Chicken, Beef, Mutton), a variety of Fish, Dal, and Salad.
- **Subsidy Dynamics:**
 1. **Officers (MTO to HOD):**
 - Daily Beneficiaries: 152 (Approx.)
 - Subsidy Split: Company contributes 120 taka, with the officer contributing 50 taka.
 - Officers: This category comprises positions from MTO (Management Trainee Officer) to HOD (Head of Department).
 2. **Workers/Staff:**
 - Daily Beneficiaries: Approximately 127
 - Subsidy: Fully funded by the company at 170 taka.
 - Staff: This segment includes job roles like Driver, Body Guard, Peon, Cleaner, CCP, and Gardener.

Year	Expenditure
2021	50,336.6 USD
2022	26,031.7 USD

Impact Assessment:

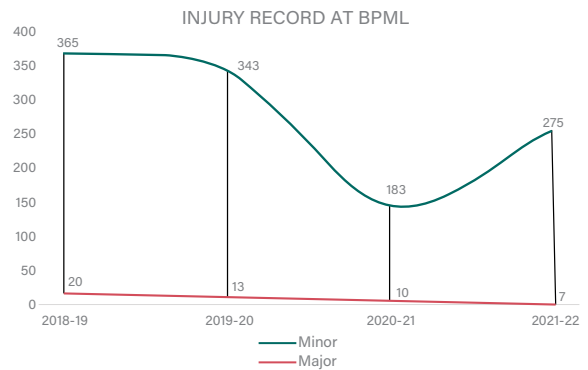
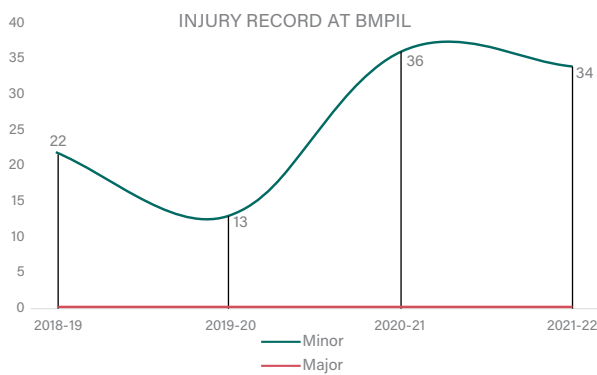
1. **Nutritional Renaissance:** The initiative has catalyzed a nutritional transformation. Regular access to balanced meals has resulted in a marked reduction in health-related absenteeism.
2. **Productivity Surge:** Employees, nourished adequately, have exhibited enhanced concentration, catalyzing a rise in productivity metrics.
3. **Morale Elevation:** The sense of being valued has bolstered job satisfaction and deepened employee loyalty.
4. **Financial Relief:** On the economic front, the subsidy has translated to tangible savings for employees, particularly beneficial for those in the lower-wage brackets.



3.4 Creating Safe and Healthy Workplace



BMPIL has effectively sustained a record of zero major injuries throughout the reporting year. Nevertheless, there is an increase in minor injuries within BPML. In response to this concern, we have undertaken a proactive approach by implementing comprehensive measures geared toward risk reduction and the prevention of any potential future incidents.



At BPML & BMPIL, we prioritize the welfare of our workers and employees. Among the measures we have taken are implementing PPE, increasing health and safety training, reducing significant injuries, addressing environmental concerns, and conducting frequent fire drills and safety briefings. A manual recording system, HIRA, and a dedicated President and Vice-President manage our safety initiatives. Our employee welfare policy exceeds the requirements of the Bangladesh Labour Law by providing a medical facility at each factory and monthly updates on safety-leading metrics. Bashundhara prioritizes employee, contractor, and visitor safety. Our occupational health and safety policy assures compliance with laws and regulations and prevents accidents, injuries, and work-related illnesses. Risk assessments, emergency response training, and accident reporting and investigation are part of our safety program.

Overarching targets for Occupational Health and Safety

- 1 Ensuring use of PPE and increasing health and safety training
- 2 Regular noise level monitoring
- 3 Reduced major injuries at BPML by 65% and aiming for zero injuries
- 4 Regular fire drills and safety briefings
- 5 Beyond Bangladesh Labour Law standards with Employee Welfare Policy from top management
- 6 Monthly reports on safety-leading indicators for assessing success

We aim for zero injuries and fatalities, but our baseline data indicates 387 minor and 20 major injuries. Our dedication to employee safety includes the enhancement of safety protocols, equipment, training, and awareness campaigns. These measures will foster a secure workplace for all employees.

Safety Committee

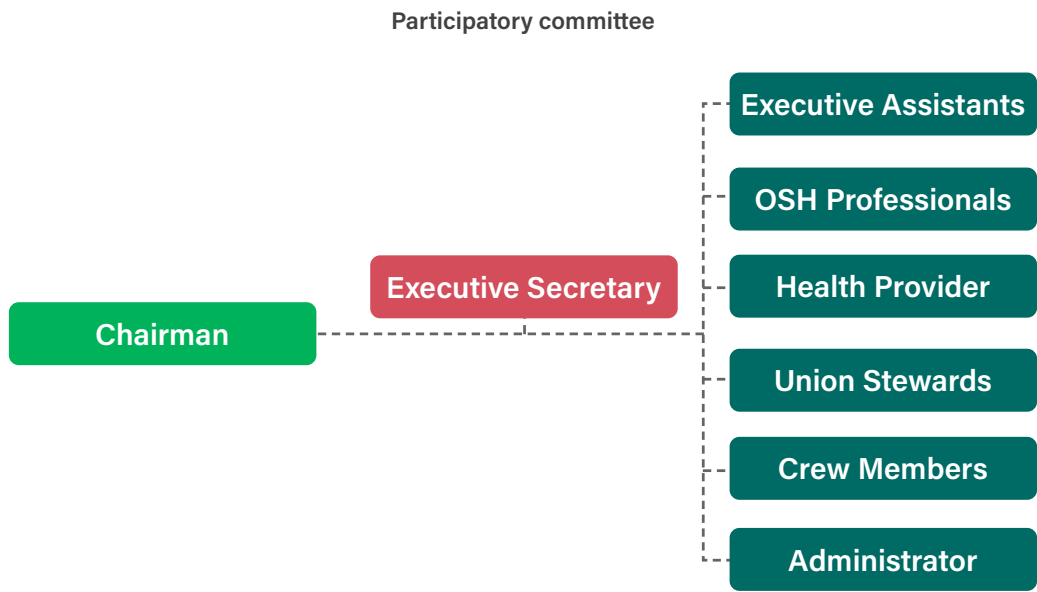
As a paper sector, we take workplace safety very seriously, and we have established a safety committee to help us identify and address any safety concerns that may arise. The safety committee is elected and approved by the Department of Inspection for Factory and Establishment, and we ensure that the committee is regularly evaluated and re-elected as per the law to maintain its effectiveness.

Our safety committee meets regularly, conducting half-yearly meetings to review incident reports, discuss safety policies and procedures, and identify any safety concerns that need to be addressed. The committee is responsible for developing and implementing safety policies, monitoring safety practices, and ensuring that all employees are aware of our safety procedures.

By regularly assessing and addressing safety concerns, we can continue to promote a workplace culture that prioritizes the safety and well-being of everyone in our company. A Safety committee structure of BPML is given below;

Safety Committee Structure

Current designation in the company	Position in the committee
Assistant General Manager (Administration & human Resources),	President
Junior Foreman (Electrical)	Vice president
Senior Executive (Administration & human Resources),	Member secretary
Deputy Manager (Medical)	Member
Officer (Fire safety)	Member
Subordinate Officer (Security)	Member
Senior Fabricate (Mechanical)	Member
Operator (Converting)	Member
Subordinate operator (Production)	Member
Cleaner (Warehouse)	Member





HEALTHCARE EXCELLENCE: A COMPREHENSIVE CASE STUDY OF BMPIL AND BPML MEDICAL CENTERS

Healthcare Excellence: A Comprehensive Case Study of BMPIL and BPML Medical Centers

Within BPML and BMPIL, prioritizing the safety and well-being of employees is an integral aspect of daily operations. The presence of Medical Centers at each unit ensures the health and vitality of our workforce, fostering a robust and productive work environment.

Objectives: The goal of BPML & BMPIL is to prioritize the health and well-being of employees by providing them with access to healthcare and treatment within the organization. Additionally, BPML & BMPIL aim to streamline the workflow for improved efficiency through leveraging standard medical intervention.

Activities performed: Bashundhara Paper Sector prioritizes health by providing emergency care through a team of doctors, assistants, attendants and trained first aiders. During the reporting year 2021/22, a total of 5,276 workers received treatment through this assembly as a part of the company obligation to organizational well-being. Particularly, the facility offers first aid and primary treatment across all units.

Types of treatment	BPML			BMPIL
	Unit-1	Unit-2	Unit-3	
First aid	✓	✓	✓	✓
Primary Treatment	✓	✓	✓	✓

Expansion Plan: We plan to enhance our medical support services by adding one full-time ambulance along with two skilled paramedics or nurses to each of our entities, excluding Unit-1, as it is not currently expanding. This initiative is part of our commitment to fully comply with the guidelines outlined in the Labor Act 2006, particularly those about employee welfare.

Benefit: At Bashundhara Paper Sector's medical services team comprises of five register doctors, four assistants, and one attendant. We have trained 160 employees as first aid responders, ensuring compliance with the Bangladesh Labour Act of 2006 and also exceeding its requirements. Diverse personnel structure and strategic expansion plans ensure that our employees receive efficient emergency case management, focusing on primary treatments and first aid, enhancing workplace safety and health.

	BPML	BMPIL
No of Treatment	2,146 (Excluding BPML Unit-2)	3,130 (Including BPML Unit-2)
No of Emergency Cases	111 cases	42 cases
Types of Treatment	Unit 1, 2 & 3: First aid and Primary treatment	First aid and Primary treatment
Year of Establishment	Unit-1: 1998 Unit-2: 1997 Unit-3: 2001	2016
No of Staff	Doctors: 2 (1 for Unit 1, 1 for Unit-3) Assistant: 1 (1 for Unit-3) Attendant: 1 (Unit-1) First Aiders: 97 (21 in Unit-1, 46 in Unit-2, 30 in Unit-3)	Doctors: 1 (BPML Unit-2 and BMPIL) Assistant: 1 (BPML Unit-2 and BMPIL) First Aiders: 63



SHOBAR AGEY TUMI

“SAFE WORK, EFFICIENT WORK”

The "Safe Work, Efficient Work" project, an initiative by the Bashundhara Paper sector, is a result of our deeply-rooted principles of ensuring the utmost safety and efficiency for our employees. We aspire not just for productivity, but for the welfare and security of every individual under our roof.

In line with our rigorous safety goals, we are determined to reduce workplace incidents to achieve zero-time loss due to injuries. This isn't just a target for us; it's a core value. To actualize this vision, we are taking substantial measures, such as setting up a specialized firefighting station within our factory premises. This station, apart from housing a dedicated fire tanker, will also be outfitted with cutting-edge firefighting technology and equipment, ensuring immediate and effective response to fire emergencies.

But our commitment to our employees goes beyond just fire safety. Recognizing the need for immediate medical intervention during emergencies, each of our factories will house a primary healthcare clinic. These clinics won't be ordinary facilities; they will be helmed by proficient medical professionals, equipped to provide prompt emergency healthcare services. Whether it's a minor injury or a major health concern, our team will be prepared to handle it with utmost care and efficiency.

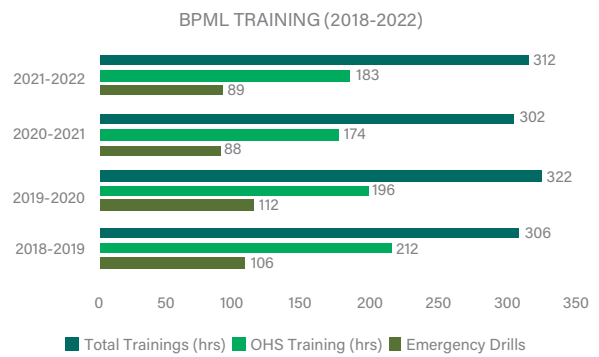
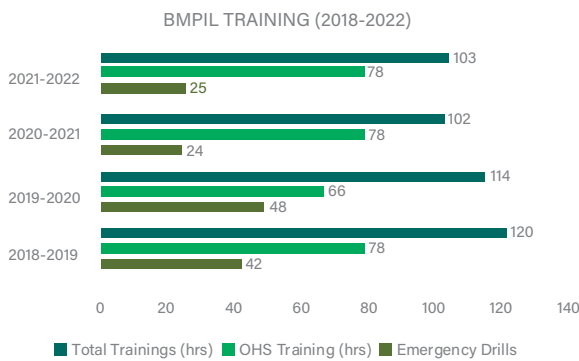




3.5 Empowering Workers through Training



Through a variety of training and development programs, as well as individualized on-the-job coaching and performance reviews, we are dedicated to assist every member in realizing their full potential. To achieve the best learning possible, our company uses the "70-20-10 Model for Learning and Development" by Morgan McCall, Michael M. Lombardo, and Robert A. Eichinger. The approach is founded on the idea that people learn 70% from their day to day jobs, 20% from their colleagues, supervisor and peers, and 10% from formal training sessions from external expert.



We are committed to provide safe and inclusive work environment for all employees. To achieve this goal, we will focus on providing training in three key areas: Skill Development, Health Safety, and Fire Safety. Moreover, we will increase our training sessions through external experts in the future. We believe that investing in these areas will help our employees to develop the skills they need to be more competent and increase their contributions to our organization.

The following subjects are covered in our training sessions:

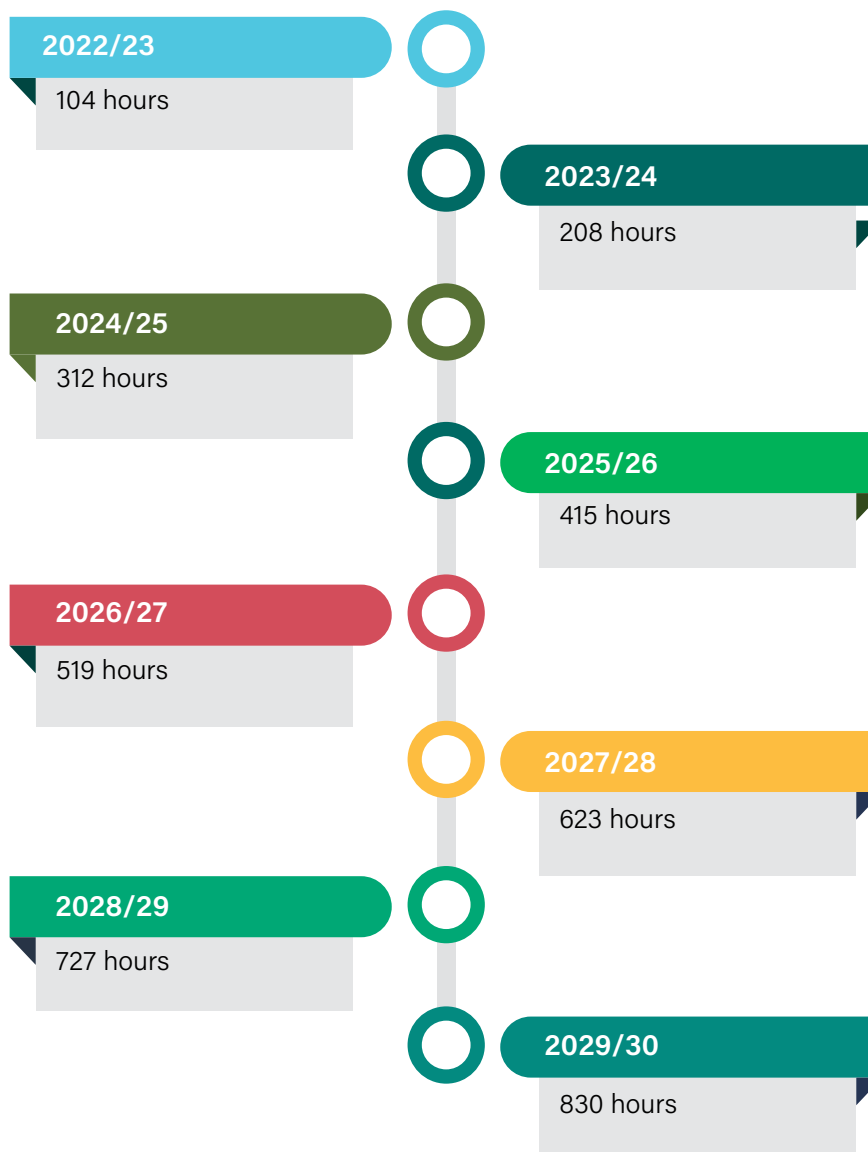
- Code of Conduct
- Safety Initiatives
- Diversity and Inclusion
- Employee Leadership Development

- Ethics and Stewardship
- Job-Specific Training
- Technical Training

For full-time, paid staff, training on ethics and the code of conduct is required. In 2021–2022, 301,346 hours were devoted to educate personnel on a variety of subjects, including compliance, the development of professional skills, and leadership. We also conducted a human rights training session with our staff, in which over 95% of them took part. To enhance the employment experience, we routinely hear from employees and consider their suggestions.

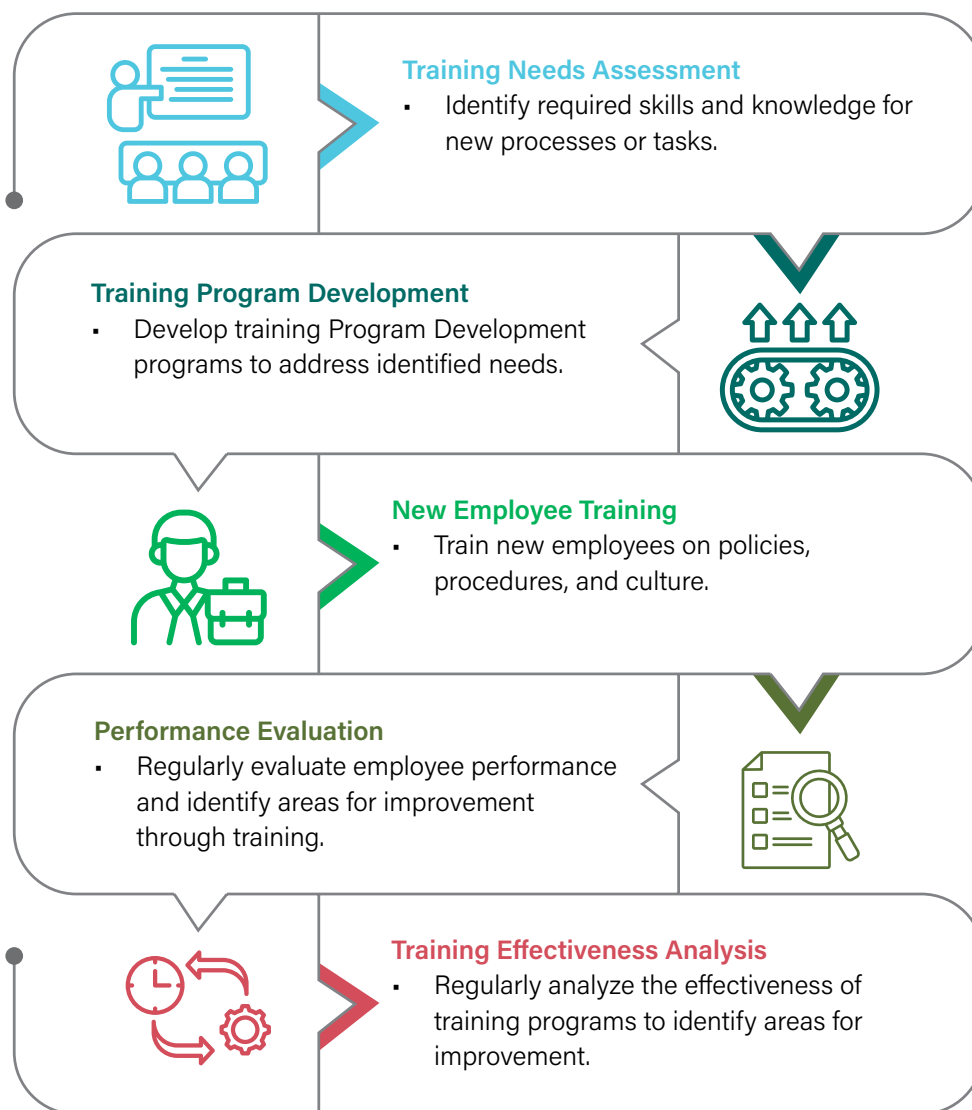
Our goal is to boost our training program by hiring external experts for 830 hours of training, compared to 415 hours previously conducted by an internal expert in 2018-19. This investment will provide fresh perspectives and tailored training programs to equip our employees better, leading to increased effectiveness and efficiency.

Targets for Employee Training



A thorough training and development program is in place at Bashundhara Paper Sector, and it covers a wide range of themes and meets the various demands of its personnel. The program includes a variety of training delivery options, such as workshops, e-learning, on-the-job training, and classroom instruction. Bashundhara Paper Sector routinely examines its training requirements, evaluates the success of its training initiatives, and invites staff to submit input to help pinpoint areas that could be improved. Additionally, Bashundhara works in partnership with outside groups to make access to specialist training and educational opportunities available.

Our Training Procedure



Post-training evaluation is an integral process conducted after the completion of a training program to assess its effectiveness. As seen in the provided table, employees are asked to fill out a questionnaire evaluating various aspects of the training. They are prompted to indicate their opinions on statements. This feedback is invaluable, as it offers insights into areas of improvement, ensuring that future training sessions are even more effective and beneficial.



Post Training Evaluation

Questionnaire of Evaluation

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

The training met my expectations.

I will be able to apply the knowledge I learned.

The training objectives for each topic were identified and followed.

The content was organized and easy to follow.

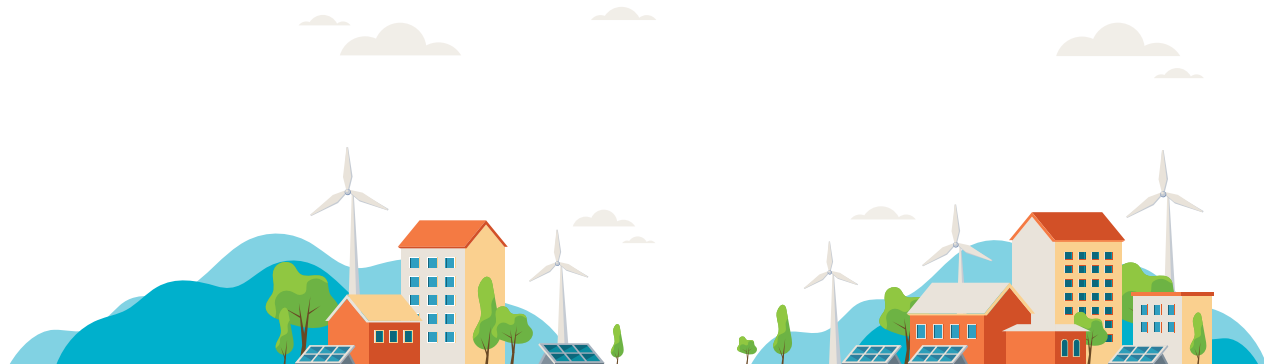
The materials distributed were pertinent and useful.

The trainer was knowledgeable.

Class participation and interaction were encouraged.

Adequate time was provided for questions and discussion.

How do you rate the training overall?





DIVERSE
PLACES,
UNITED
PURPOSE



3.6 Valuing Diversity



We at Bashundhara Paper Sector believe in equal opportunity for all. We believe that everyone should be given a fair chance at life and livelihood in spite of their gender, race or circumstances. So, we employ people from all backgrounds without any discrimination.



**FAIR HIRING
PRACTICES**



**PROMOTING
DIVERSITY**



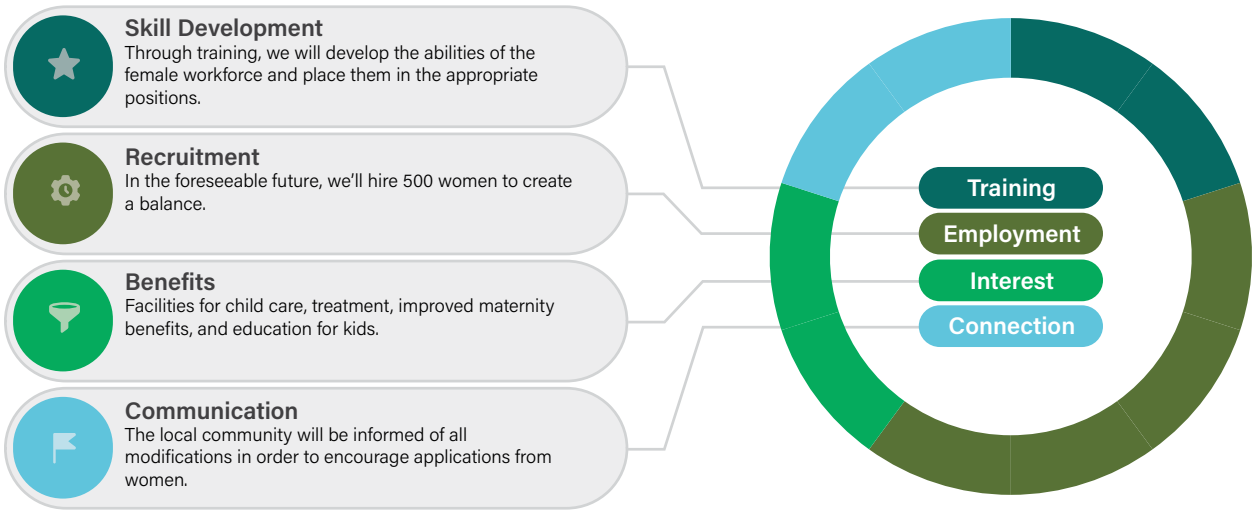
**TRAINING FOR
ALL**



**SUPPORTING
LOCAL
WORKFORCE**

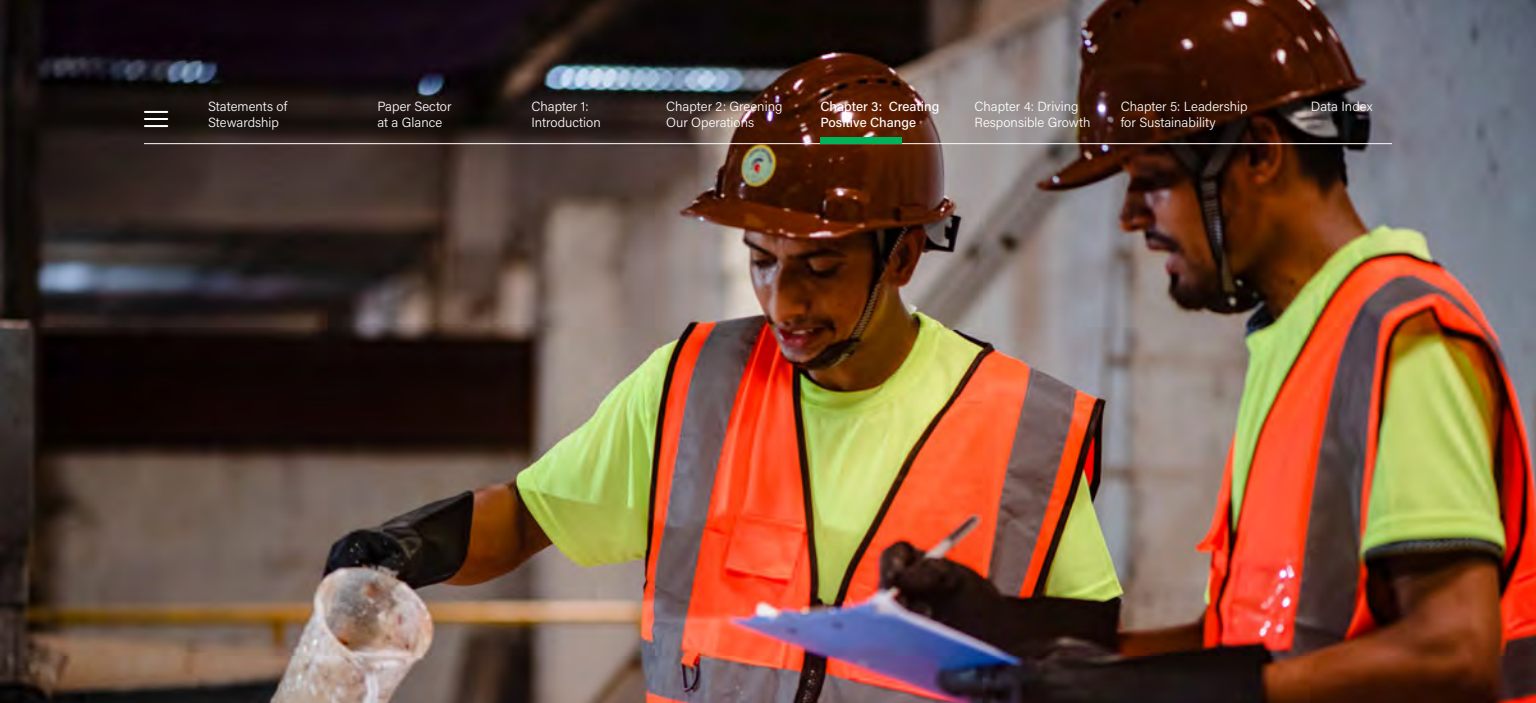
Principles of worker wellbeing

In our company, we do not make any distinction between male and female employees. There is no distinction between the basic salary and remuneration between men and women. None of our employees is paid under the basic wage and we take measures as per the existing laws to ensure that everyone is paid correctly. However, because Bangladesh is an export-oriented country in the RMG industry, women are more likely to work in the sewing portion of a garment factory. As a result, there are few female candidates for paper mill industry positions.

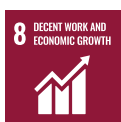


We also have policies in place to prevent discrimination and harassment and to have a clear process for addressing any incidents that may occur. By valuing and respecting the unique backgrounds, experiences, and perspectives of all employees, we aim to foster a culture of diversity and equal opportunity that benefits not only our workforce but also our customers and the wider community.





3.7 Zero Child Labour



We use the applicant's NID and birth certificate to check their age before hiring them. According to a recent report by the International Labour Organization (ILO) and UNICEF, there are now 160 million children working as minors around the world. This is an increase of 8.4 million children in the last four years, and the effects of COVID-19 put the lives of millions more children in danger.

Child Labour Management Policy



ILO's International Programme on the Elimination of Child Labour has been working to end child labour in Bangladesh since 1994, with help from several donors (IPEC). On March 12, 2001, the government of Bangladesh signed the ILO Convention on the Worst Forms of Child Labour- 1999, No. 182. In accordance with this principle, we have taken measures to ensure that no child labor is present in our industry. This achievement follows years of advocacy. Furthermore, in 2006, there were revisions made to national legislation regarding hazardous child labor. In line with these changes, neither BPML nor BMPIL employ children at any of our facilities. If we discover any instances of child labor among our workers, we take immediate action.

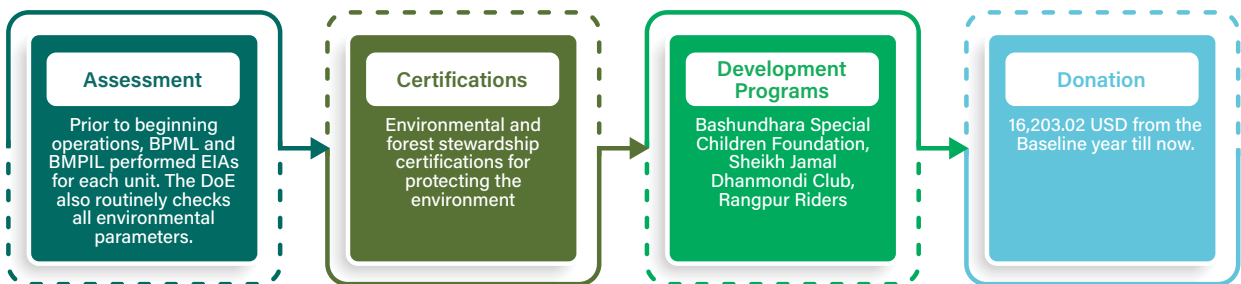


3.8 Beyond Compliance



We place emphasis on local environmental wellness in addition to social improvement. Enhancing local communities' welfare through capacity building and expanding their access to markets is one of our top focuses. Assuring community hygiene was one of our main priorities in 2020 and 2021, thus we gave away free masks and tissues wherever they were needed. By concentrating on the local market and bolstering our position, we have kept up our fight against the epidemic.

Initiatives for Local community



From an economic standpoint, we guarantee local improvement by hiring locals in order to promote economic growth in the regions adjacent to our operational locations. Unless the position required specialized talents that were not accessible, 37% of our employees from all of our mills were hired locally in 2021.

We hold third-party certifications for international standards like ISO 9001 and ISO 14001 and always abide by local and national government requirements (quality management system). We are accountable to the Department of Environment (DoE), which regularly assesses our environmental compliance and shares a report that we highly value to uphold our environmental responsibilities and continue to get better.

3.9 Building Trust through Customer Safety



As a responsible manufacturer, we prioritize the health and safety of our customers by carefully selecting the chemicals used in the production of our wet tissue, facial tissue, and sanitary napkin products. Our products are manufactured using safe chemicals such as chlorine-free bleaching agents and non-toxic adhesives. We recognize the importance of using chemicals that are not only effective but also safe for human use and the environment. Our products undergo rigorous testing and are evaluated against industry standards to ensure that they meet or exceed safety and quality requirements.



Our another main focus is on promoting circularity by creating sustainable and eco-friendly packaging solutions. With the increasing demand for hygiene products like sanitary napkins, diapers, and adult incontinence products, there is a growing concern about the environmental impact of their disposal. These products are typically made of non-biodegradable materials and can take hundreds of years to decompose, leading to a significant impact on the environment. To address this issue, our printing and packaging section collaborated with each unit to create packaging with printed health and safety instructions on the products.

Our goal is to provide our customers with high-quality products that are not only effective but also safe for use.

FOOD-GRADE PACKAGING REVOLUTION

Development of Paper based food grade packaging.

In our commitment to customer safety and environmental sustainability, we will introduce our "Food-Grade Packaging Revolution" project. We will craft packaging materials that prioritize the utmost safety and hygiene for our products. Every element of this packaging will be carefully designed, undergoing rigorous quality checks to guarantee freedom from contaminants. It's not just about ensuring purity, but also presenting a promise to our consumers that what they consume remains circular.

Recognizing the environmental pitfalls of traditional plastic-based packaging, we will champion a shift towards biodegradable alternatives. Reducing the industry's dependence on plastics, our sustainable packaging initiative will allow consumers to make choices reflecting their values. By choosing our packaging, customers opt for a healthier dining experience and a sustainable future, underscoring the importance of personal health alongside planetary well-being.

SUROKKHA



3.10 Responsible Marketing & Labeling



As per the rules of the Bangladesh Standards and Testing Institution (BSTI), we strictly comply with all requirements for product labelling. All our products undergo rigorous quality checks, and we ensure that our packaging meets the relevant safety standards.

Our labels are designed to be easily understandable and accessible to all, and we use appropriate language and symbols to convey important safety information. One of the essential requirements for labelling is the clear and concise display of information related to the product, including its name, ingredients, weight, expiry date, and usage instructions.

We ensure that all of our products carry the correct and complete information regarding these details. This practice helps the customers make informed decisions about the products they are purchasing and assures them of the quality and safety of the product. Furthermore, under the BSTI rules, it is mandatory to label the products with the name and address of the manufacturer, importer, or distributor. BPML and BMPIL follow this requirement and include our company name and address on all product labels. This information helps the customers to contact the manufacturers in case of any queries or complaints.

We regularly review feedback from our customers and stakeholders and use this information to improve our product formulations and packaging. We are proud to say that, till date, we have not faced any non-compliance issue with regards to our product labelling.





CASE STUDY: 1 TK DONATION PER TISSUE BOX



As a socially responsible company, Bashundhara Paper Mills believes in giving back to the community in meaningful ways. We have undertaken several initiatives to support various causes, and one of our most recent initiatives involves donating to an autistic school each time a customer buys a tissue box.

Project/Activity Name: Donation through Tissue Box Sales

Objective: Our objective is to support the education and care of autistic children. We want to create a platform that would enable our customers to contribute to this cause while also enjoying the benefits of using our products.

Activities Performed: To achieve this objective, we have established an autistic school and initiated a donation program that involves donating one taka from the price of each tissue box sold to the school. This initiative was communicated to our customers through various channels, including social media, in-store displays, and packaging labels.

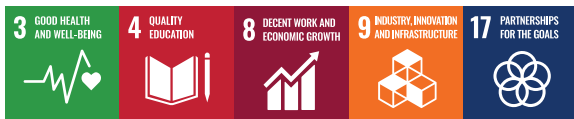
To ensure transparency and accountability, we have been working with the school to develop a system for tracking the donations and ensuring that they are used for the intended purpose. We also conducted regular audits to ensure that the donations had been used effectively and efficiently.

Result: The donation program has been a resounding success, with many of our customers expressing their appreciation for our efforts to support the cause of autism. We have been able to make a meaningful contribution to the education and care of autistic children through this initiative.

Through this program, we have also been able to create a sense of community and shared purpose among our customers, who feel that their purchases are making a positive impact in society. This has helped to strengthen our brand and our reputation as a socially responsible company.



3.11 CSR Activities



Bashundhara Special Children Foundation



In Bangladesh, the Bashundhara Group- Sector C established the admirable non-profit Bashundhara Special Children Foundation in 2005 with the goal of helping children with exceptional needs. Our comprehensive strategy and creative finance mechanism highlight their relentless commitment to societal improvement. To improve the quality of life for these kids, we offer free education, specialized health care, and crucial emotional and psychological support. We promote inclusivity and a strong sense of belonging through planned recreational events and active advocacy for disability rights in Bangladesh. Collaboration with other groups increases the influence of both.

What truly sets this foundation apart is its unique funding mechanism. For every pack of Bashundhara Tissue sold in Bangladesh, one taka is donated to the cause. This ingenious approach ensures sustainability, as it's intricately tied to a product in regular use. It not only engages the community but also empowers consumers to directly contribute to the well-being of these children, cultivating a sense of shared responsibility. The transparency of this funding mechanism builds trust and exemplifies Bashundhara Group's unwavering commitment to corporate social responsibility.

Bashundhara Special Children Foundation annually celebrates World Autism Awareness Day. Our recent event titled **'Basundhara Special Children Foundation: Esho Mili Sobe Praner Utsave'** underscores our dedication to the cause and highlights their continuous efforts to make a positive impact on the lives of children with special needs. In summation, this foundation's holistic approach to support, coupled with an innovative funding model, exemplifies their mission to create a more inclusive and compassionate society in Bangladesh, making a lasting difference in the lives of these children every year.

Rangpur Riders



The Rangpur Riders is a prominent cricket team in Bangladesh, owned by Bashundhara Paper Sector. This support includes financial backing, a cricket school in Rangpur, and a commitment to developing young talent. The team is known for its competitive spirit and determination to succeed in the Bangladesh Premier League (BPL), with a notable achievement being their championship win in the 5th edition. The management, under Bashundhara Group's ownership, focuses on player quality improvement, coaching, team strategy and CSR activities.

- Cricket Clinics for Young Cricketers: We organize cricket clinics to encourage young talent and equip them with the skills they need to succeed in the sport. This not only benefits cricket but also aids in the personal growth of youth.
- Promoting Inclusivity and Diversity: We believe in making cricket accessible and welcoming to individuals from all backgrounds. Our initiatives encourage participation among underrepresented groups and foster a culture of acceptance within the sport.
- Social and Cultural Events: We organize various events like fan meets, charity matches, and concerts to engage with our fans and the broader community. These events foster a sense of belonging and raise awareness and support for our social initiatives.
- Supporting Cricket Development: We actively support the growth of cricket in Rangpur and across Bangladesh. This includes scouting and nurturing young talents, offering scholarships, providing coaching, and donating cricket kits and equipment to schools and clubs, contributing significantly to grassroots development in the sport.

The Rangpur Riders is not just a cricket team but also a force for positive change in the community, our commitment to sportsmanship, teamwork and dedication.

Sheikh Jamal Dhanmondi Club Ltd.



At Sheikh Jamal Dhanmondi Club Ltd, our commitment revolves around harnessing the power of football as a dynamic catalyst for driving positive social change. We firmly believe in empowering the youth, creating a pathway for their growth and development through physical fitness and coordination and top-tier coaching. Furthermore, we prioritize grassroots football, recognizing its pivotal role in fostering essential values and imparting critical life lessons to young athletes.

We view football as more than just a game; it's a powerful tool to inspire societal progress. Our diverse range of activities, from nurturing young talents to organizing cultural events, allows us to connect with a wide-ranging audience, transcending the boundaries of sports alone. We believe that Sports serve as a positive catalyst, preventing youth from detrimental behaviors such as drug use or sedentary lifestyles.

Our international participation in prestigious tournaments like the AFC Cup and the AFC President's Cup serves as a testament to our exceptional talent and provides a platform to elevate Bangladeshi football on the global stage. Through our holistic approach to sports and community development, we aim to set an inspiring example for other organizations.

We are dedicated to leaving a profound and lasting impact, not only on the sports landscape but on society at large. Our vision is to create a brighter, more empowered future for the youth.

Braille Book donation Campaign



Bashundhara Khata, known for its decade-long commitment to education, embarked on an endeavor to support visually impaired students. In collaboration with the Visually Impaired Education and Welfare Foundation (VIEW Foundation), we initiated the 'Bashundhara Khata Braille Book Donation Program – 2022'. This program has been set to distribute books to those students who have successfully completed the Secondary School Certificate Examination in 2021.

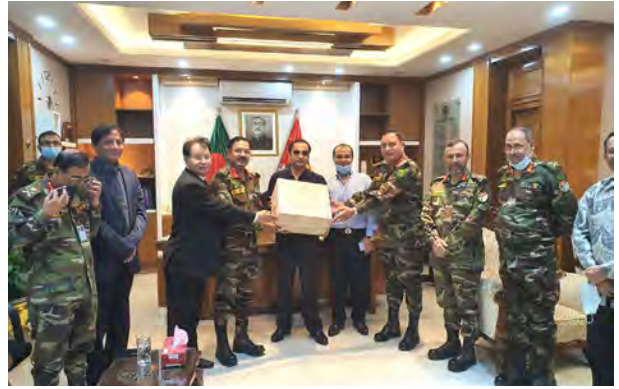
This partnership marked a pioneering move for Bashundhara Khata, as we ventured into producing braille books for the very first time. With the full endorsement of NCTB, these books were crafted in both Bangla and English, ensuring wider accessibility. VIEW Foundation, recognized for its dedication to the visually impaired since 2016, have been responsible for printing these educational resources in their own braille printing house. We along with VIEW Foundation want to contribute in creating a more accessible learning environment for all.



Bashundhara Khata National School Science Debate Competition

A national school science debate competition was hosted in various districts on in 2018-19. The grand finale of the competition took place in the Dhaka city. The event, organized in partnership with Bashundhara Khata, saw participation from eight teams after completion of 560 school. Bogra Government Girls High School emerged as the champion, while Armed Police Battalion School and College became the runner-up. Notable academic figures, including Government Mujibur Rahman Womens' College Associate Professor and Government Azizul Huq College Assistant Professor and Lecturer, judged the competition.

COVID Aid Donation



As part of our corporate social responsibility, Bashundhara Group set up the country's largest 2,013-bed hospital for corona patients.

Bashundhara Group also donated Tk 100 million to the Prime Minister's Relief Fund. Earlier, the group provided 25,000 face masks, 1,000 PPE for Border Guard Bangladesh (BGB), 50,000 masks for Dhaka Metropolitan Police (DMP), 50,000 masks and 1,400 packets of food items for Rapid Action Battalion (RAB), 50,000 masks, 500 PPEs and 700 packets of food items for Navy, 25,000 masks for DMP Traffic Division (North), 1,000 PPEs and 50,000 masks for the Directorate General of Medical Service (DGMS) to tackle the coronavirus situation.

Moreover, several thousand families of helpless and low-income people were provided with foods.



CHAPTER 4

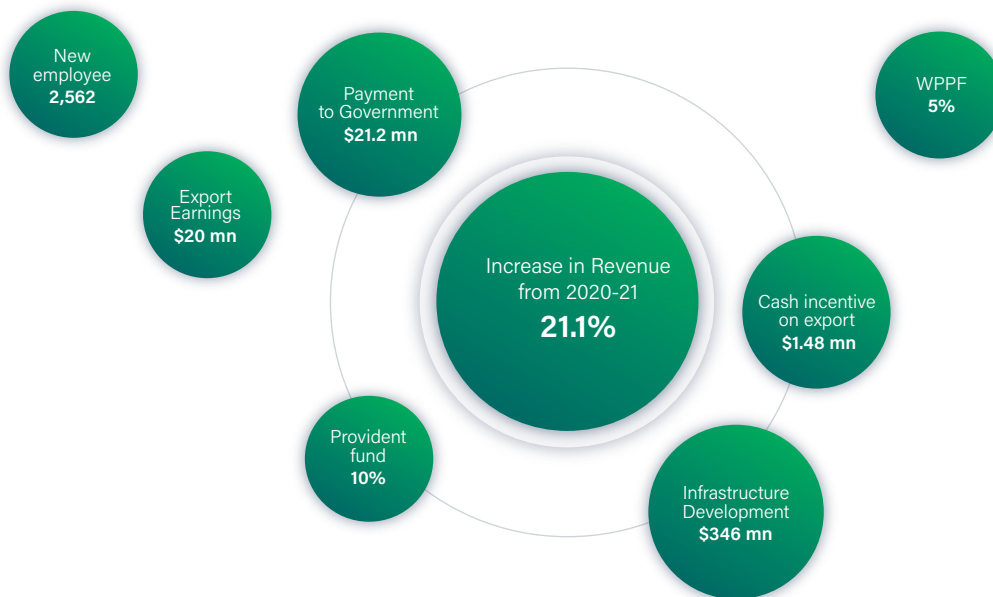
DRIVING RESPONSIBLE GROWTH

CHAPTER 4: DRIVING RESPONSIBLE GROWTH



We have been in the industry since 1993 and have built up a reputation as a transparent and accountable enterprise. We are a publicly listed company and so our financial information is openly available to the masses. Despite the challenges posed by the pandemic and other market disruptions, we are proud to have maintained a strong financial position and continued to provide value to our stakeholders. In the reporting year, the value retained increased by 2.8 times from the base year in 2021/22 for BPML and in BMPIL, it increased by 36.2%. This has been achieved through the implementation of cost-saving measures and process improvements, along with an increase in sales and revenue. Our revenue generation was driven by our focus on quality, innovation, and sustainable practices, which have helped us to maintain a competitive edge in the market.

Economic performance 2021/22



Bashundhara Paper Mills Ltd.'s revenue increased by 8.9% in the reporting year from FY2018/19 because of the board's decisive and practical decisions. We want to increase our income in the coming years by selling more of our products abroad.

Performance at BPML

Performance at BMPIL

Value earned	USD 138,224,490	Value earned	USD 58,894,031
Distributed value	USD 130,250,806	Distributed value	USD 49,752,236
Value retained	USD 7,973,684	Value retained	USD 9,141,795

We are also a regular taxpayer and so we do not have any related penalties. Presently, Bashundhara does not receive any subsidies, tax reliefs or tax credits from the government. However, we receive 10% Cash incentive on export. BMPIL received \$433,456 USD, BPML received \$1,477,744 USD in financial year 2021/22 from the government for export.

	BPML	BMPIL
	2021/22	2021/22
Average Exchange Rate as per Accounts	86.345	86.345
Revenue	13,82,24,490	5,88,94,031
Export Earnings	1,38,67,633	61,79,362
Employee Wages	1,17,81,192	17,57,815
Government Tax	1,51,67,947	60,32,021
Community Investment	1,18,755	9,288

*"USD

(Average Rate BDT 1= U\$D 84.50)" 2018/19

(Average Rate BDT 1= U\$D 84.85) 2019/20

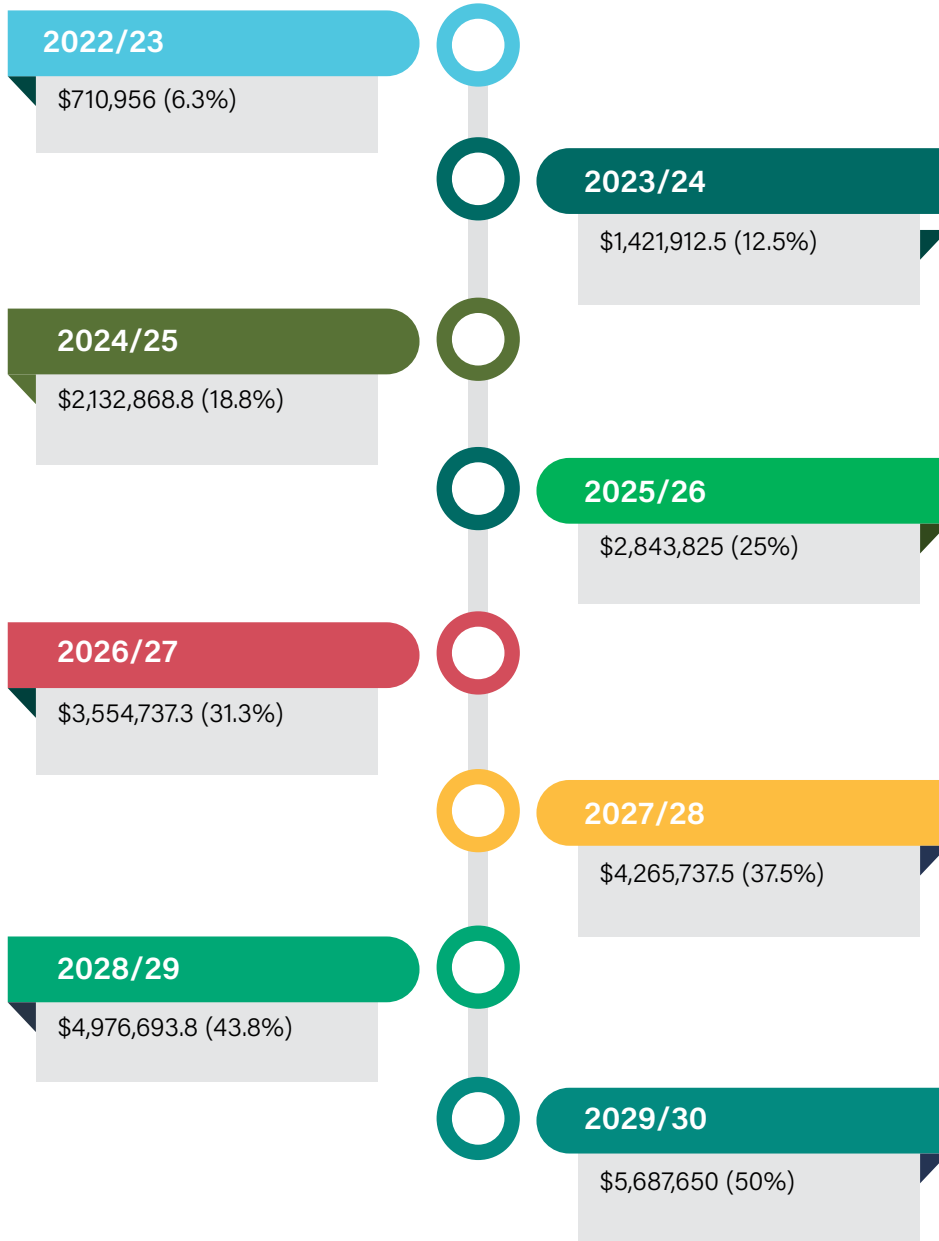
(Average Rate BDT 1= U\$D 84.85) 2020/21

(Average Rate BDT 1= U\$D 86.35) 2021/22

We take our economic performance seriously and recognize the importance of balancing financial success with social and environmental responsibility. In line with this commitment, we have implemented a range of initiatives aimed at promoting sustainable economic growth and enhancing the well-being of our stakeholders in alignment with SDG 1,2,and 8. We have also developed partnerships with local communities to support economic development and job creation.

In 2018-2019, our company sought to increase export sales revenue by 50 per cent from the baseline level of 11,375,300 USD. To accomplish this objective, we will concentrate on expanding our customer base, creating innovative products, and optimizing our operational efficiency.

Target to Increase Export

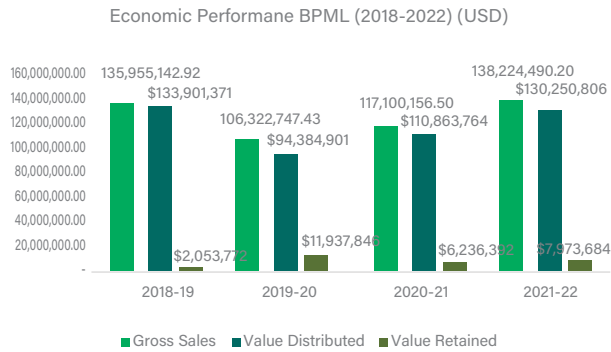




EMPOWERING PAPER TECHNOLOGISTS

4.1 Performance of BPML

The COVID-19 pandemic has had a significant impact on the global economy, causing many businesses to suffer losses in revenue. Due to supply chain disruptions and reduced demand but we have not reduced our workforce or cut our salary costs, during these challenging times. Evidently, we have overcome the situation and increased sales at BPML by 1.67%.



"USD

(Average Rate BDT 1= U\$D 84.50)" 2018/19

(Average Rate BDT 1= U\$D 84.85) 2019/20

(Average Rate BDT 1= U\$D 84.85) 2020/21

(Average Rate BDT 1= U\$D 86.35) 2021/22

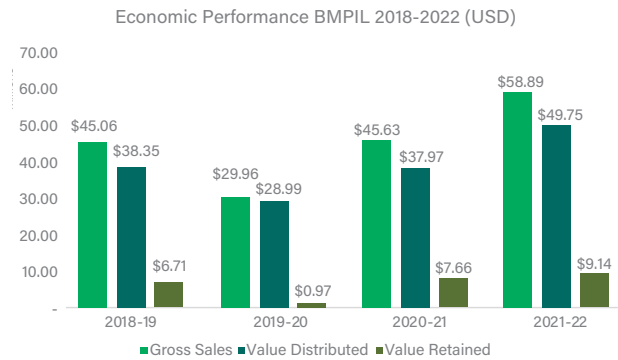
Bashundhara Group experienced an increase in production costs during the COVID-19 pandemic but has since returned to its normal production levels. Specifically, the production budget was 67% during the pandemic, but in 2022 it increased to 75%.

4.2 Performance of BMPIL

Paper-producing companies have had to adjust their operations, such as reducing production or shifting to alternative markets, to adapt to the changing landscape. Despite the challenges, companies have managed to pivot successfully, such as by producing paper-based packaging materials for the e-commerce industry has increased the net sales of BMPIL from the baseline year.

The production costs of BMPIL have been steadily increasing at a linear rate since the baseline year, with only slight fluctuations observed during the COVID-19 period. The accompanying graph illustrates the economic performance of BMPIL in each fiscal year. With high efficiency and productivity BMPIL increased its sales by 30.70%.

Calculation methodology: economic value retained= Direct economic value generated - Economic value distributed





CASE STUDY: DIGITAL PAYMENT SYSTEM: REVOLUTIONIZING SALARY DISBURSEMENT

In today's fast-paced world, where digital technology is reshaping industries, we recognized the need to modernize our approach to salary disbursement. The "Digital Payment System" initiative is a response to this evolving landscape. It signifies our commitment to providing our employees with a more convenient, secure, and efficient way to receive their salaries and manage their financial transactions.

The primary objective of the "Digital Payment System" initiative is to transform how we handle employee salaries. By transitioning to a mobile banking system, we aim to eliminate the challenges associated with traditional salary disbursement methods, such as long wait times and security risks related to cash handling, especially to women. Additionally, we seek to empower our employees by offering them the flexibility to manage their finances conveniently through their mobile devices.

Outcomes and Impact:

- **Eliminating Wait Times:** With the implementation of the digital payment system, employees no longer need to endure long waits in lines to receive their salaries. Salaries are now directly deposited into their mobile banking accounts, providing them with immediate access to their funds.
- **Enhancing Security:** By reducing cash handling, we have significantly lowered the risks associated with theft or mugging. Employees can now securely access their salaries and make transactions through their mobile devices, which are protected by modern security measures.
- **Convenience and Empowerment:** Our employees now have the convenience of managing their financial affairs directly from their mobile devices. This includes paying bills, transferring funds, and accessing financial information at their fingertips, promoting financial literacy and empowerment.



Driving Green growth for all

BPML and BMPIL want to work for green growth. We want to expand our business and distribute the wealth among our employees to increase their livelihood along with the community. We are actively working towards achieving the SDGs, which include SDG 1 (No Poverty), SDG 2 (Zero Hunger), SDG 8 (Decent Work and Economic Growth) and, SDG 9 (Industry, Innovation and Infrastructure)

Targets up to 2030



Increase revenue by 50% from export

Baseline 2018/19: 11,375,300 Export Sales (USD)



Business Sustainability

In our pursuit of business sustainability, we place a strong emphasis on optimizing product costs, ensuring that while we remain competitive, we do not compromise on the quality of our offerings. To consistently deliver high-quality products, we invest in system upgradations that enhance our quality control measures. Furthermore, our strategies extend to market enhancement, enabling us to recognize, adapt to, and capitalize on changing market dynamics and consumer preferences, ensuring our business remains resilient and adaptable in a rapidly evolving marketplace.



CHAPTER 5

LEADERSHIP FOR SUSTAINABILITY

CHAPTER 5: LEADERSHIP FOR SUSTAINABILITY

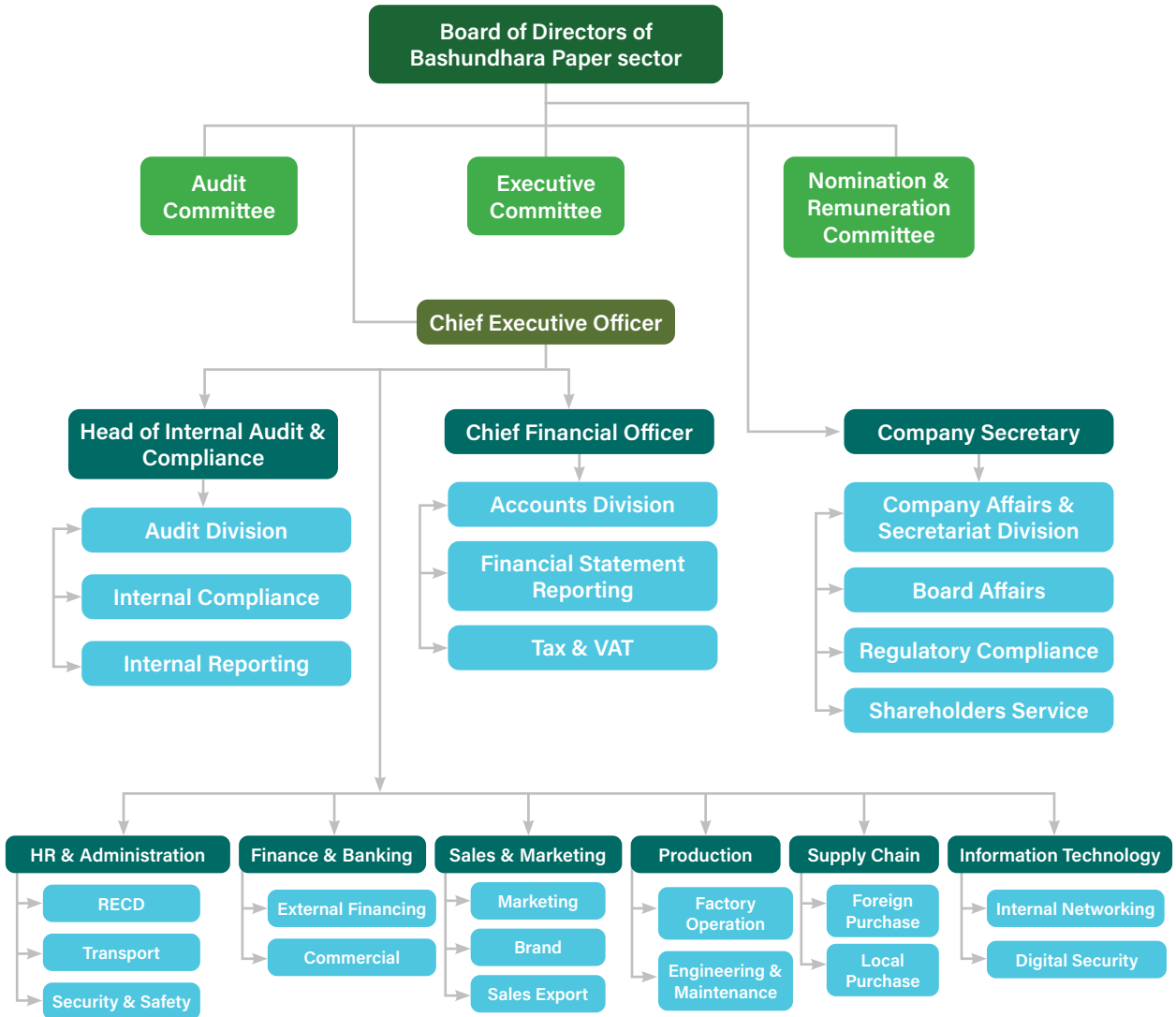


The Board of Directors at Bashundhara paper sector is integral to the company's governance and strategic direction. Comprising the Audit Committee, Executive Committee, and the Nomination & Remuneration Committee, they form the cornerstone of our organizational structure. Our shareholders, recognizing their pivotal role, elect these committees and hold them accountable for our overarching performance. Our decisions and policies reflect BPML's commitment to its stakeholders.

Chief Executive Officer collaborates closely with the Head of Internal Audit & Compliance and the Chief Financial Officer. Together, we manage a myriad of divisions, from HR & Administration to Sales & Marketing, ensuring that BPML's operations run seamlessly. Our leadership extends to the Production and Supply Chain divisions, which are vital to our product delivery and overall supply chain management. Every division, every team member, plays a role in our success, and our daily reports ensure transparency and accountability at all levels.

Technology and security are paramount in today's digital age. Our Information Technology division, oversees Internal Networking and Digital Security, ensures that we stay ahead in the technological realm. Meanwhile, our Company Secretary plays a crucial role, managing the Company Affairs & Secretariat Division, Board Affairs, and Regulatory Compliance. Their work ensures that we operate within legal frameworks and maintain our reputation in the industry. At every shareholder meeting, we emphasize transparency, allowing shareholders to voice their opinions and vote, ensuring that every decision made is in the best interest of our company and stakeholders.

Our Organogram



Governance at Paper Sector

Chairman

The primary responsibility is to assess the overall direction of the business and implement its strategy. This involves duty to protect the interests of stakeholders, ensuring that their interests are at the forefront of decision-making processes. Furthermore, there's a continuous monitoring of the performance of senior management, ensuring that they align with the company's objectives and stakeholders' expectations.

↑ **Leadership and Control** ↓

Vice Chairman

Purpose as a Vice Chairman

- To provide leadership to the Board whilst inculcating good governance and ensuring effectiveness of the Board.
- Ensure constructive working relations are maintained between the Executive/Non-Executive members of the Board
- Execute strategies and policies of the Board Ensure the efficient management of all businesses\
- Guide and supervise Executive Directors towards striking a balance between their Board and Executive responsibilities.
- Ensure the operating model of the Group is aligned with short and long-term strategies of the Group
- Ensure planned succession at very senior levels CEO is responsible for the performance of the company, which is generally dictated by the board's overall strategy. CEO will report to the Chairman, Vice Chairman or board of Directors.

Chief Executive Officer

- Tasked with supporting the implementation of board strategies, ensures day-to-day operations align with company objectives.
- Overseeing team dynamics, managing projects, prompt problem-solving, engaging with stakeholders, and potentially handling budgets.
- Bridging the gap between higher management and the operational teams.

↑ **Reporting Obligations** ↑ **Operations Management Performance Feedback** ↓ **Delegated Authority**

Management

Led by the Vice- Chairman, the management section executes strategies and policies determined by the Board, manages through delegation and empowerment, the business and affairs of the Group, makes portfolio decisions and prioritizes the allocation of the capital, technical and human resources thereby ensuring that value is created/enhanced for all stakeholders throughout the value chain.

Employees

- They efficiently execute strategies set by management and adhere to Board-defined policies, safeguarding the Group's integrity and reputation.
- They optimize the use of allocated resources and consistently perform their tasks, ensuring seamless day-to-day operations.
- Continuous skill enhancement keeps them relevant to the Group's objectives, and they provide invaluable feedback from their on-the-ground experiences.
- Their collaborative efforts drive value for all stakeholders, from customers to shareholders, while maintaining high ethical standards.
- With a proactive mindset, they consistently seek improvements in processes and services, fostering innovation.

The Board of Directors has decided to assign a new Sustainability and Environmental Officer at each unit to oversee the effective management of the company's sustainability operations and the environment. This decision has been taken to ensure that the company can fulfil its responsibility towards sustainable practices and protect the environment more robustly.



REFLECTION OF COMMITMENT





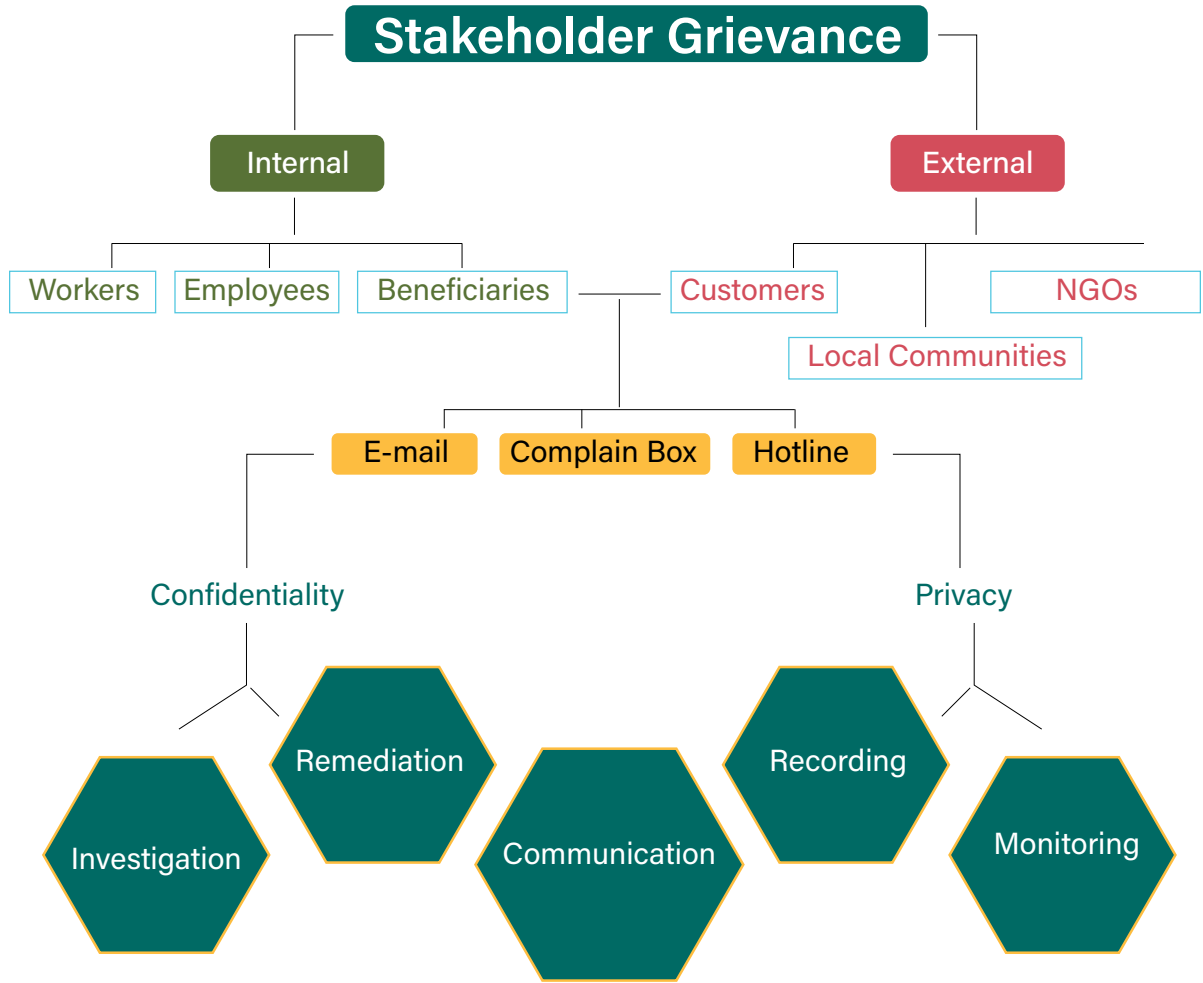
5.1 Trust and Transparency: Grievance Mechanism



We have several different channels through which stakeholders can raise grievances, such as through the human resources department, designated grievance officer, union or through our hotline. We also have a complaint management system set up to handle customer complaints.

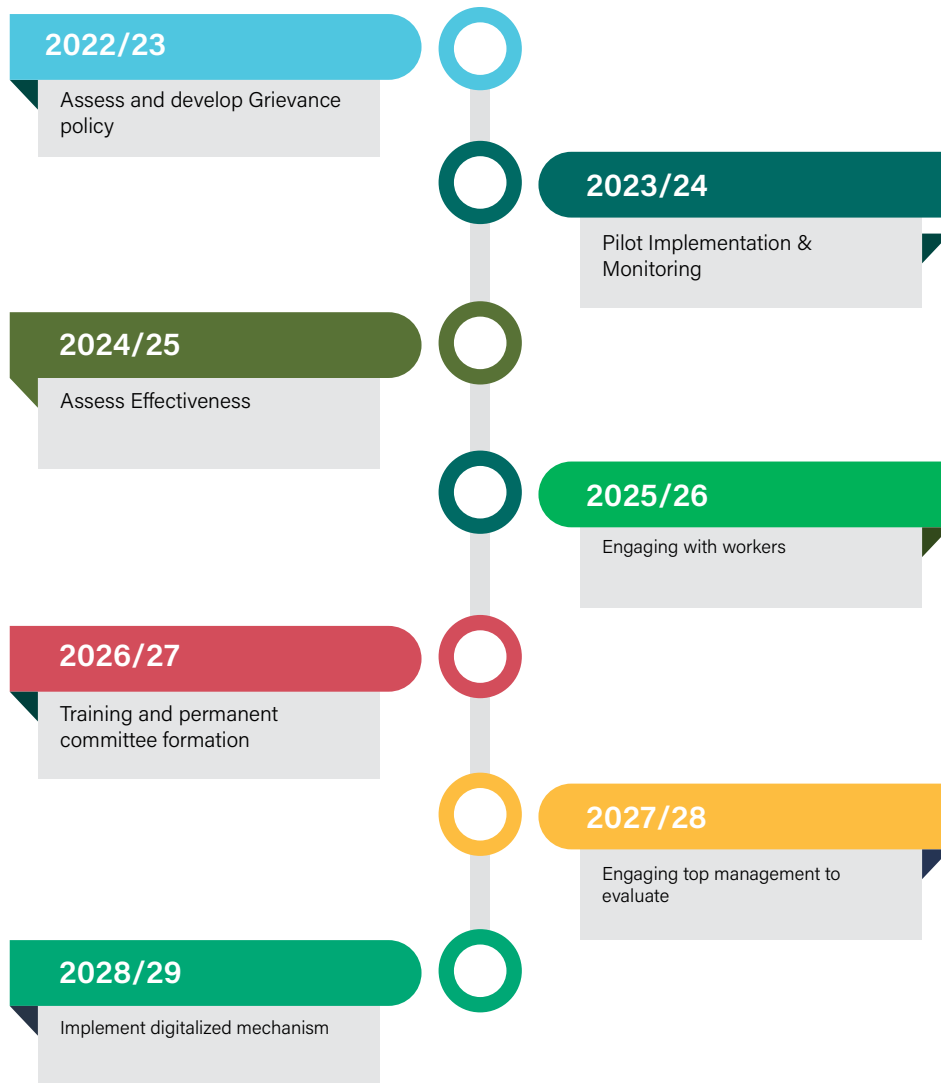
Once a grievance has been raised, our process starts with assessing the complaint and determining the appropriate course of action. We receive complaints from the local community from the boxes outside each of our premises. Customers may call our hotline directly to voice their concerns and suggestions, and we're working to set up a quick response hotline for our workers. According to our existing system, people can send an anonymous email to our VC's personal email address to express their complaints. We have set up complaint boxes in the plant grounds in a secure location to gather information regarding the grievances of the workers, as they are unable to communicate in this manner. We also ensure that confidentiality is maintained throughout the process while providing transparency on the complaint and the steps taken to resolve it.

Our Board of Directors oversees and actively participates in the investigation to ensure the best possible remediation and preventive and corrective actions. We follow a well-defined process that ensures fairness and impartiality while protecting the confidentiality and privacy of the parties involved.



Risk Management & Internal Control
by Regulatory Committee
Preventive & Corrective Measures

Grievance Mechanism at Paper Sector



Our organization's grievance mechanism was partially formalized in 2018/19, with manual records kept, and management scattered. We aim to enhance this mechanism by establishing and maintaining digital complaint registers and installing a complaint box outside the mill by the end of 2023/2024. These measures will ensure a reliable and transparent platform for stakeholders to raise their concerns and grievance.



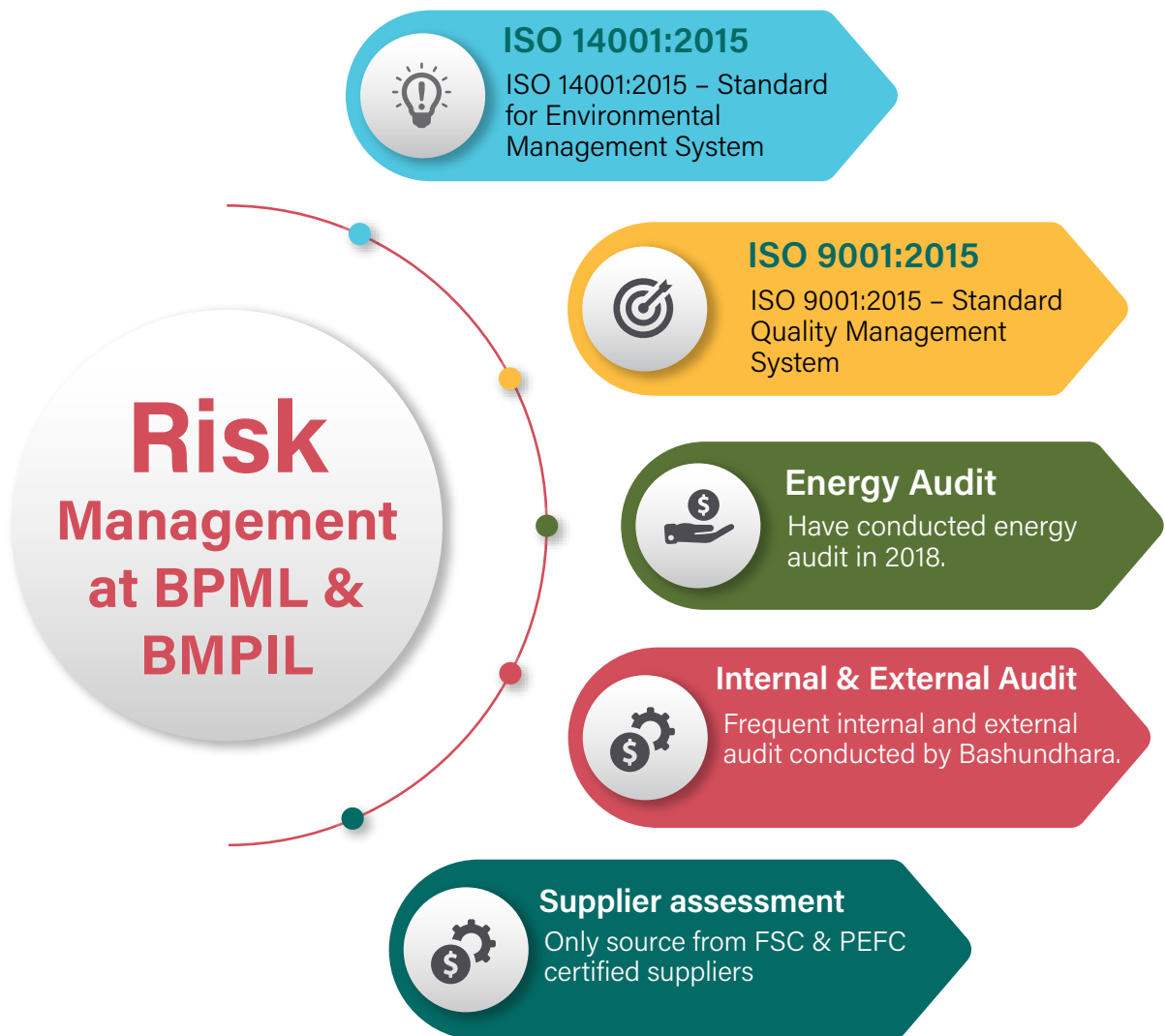
**OUR FIREFIGHTERS;
SAVING OUR HEARTS AND HOMES**
EMPLOYEES: THE HEART OF OUR HOME
OUR FACILITY: WHERE HEARTS FLOURISH

5.2 Risk Management



Today's businesses must deal with a growing amount of uncertainty brought on by constantly changing political, economic, social, and environmental issues. At BPML and BMPIL, we take risk in a number of crucial areas into account, such as occupational health and safety, environment, legislation, and economy.

Our risk management procedures make sure that we constantly evaluate sustainability-related hazards, including bad weather, supply chain disruptions, and shortages of essential resources. We also foster an atmosphere where leaders may approach risks in a systematic and purposeful manner. With the help of our risk management methodology, we can efficiently manage a wide range of risks that arise from the Company's diversified activities in order to increase and protect stakeholder value.



The following actions are continuously being taken to advance the Group's integrated risk management process:

- Integrating and aligning risk management-related activities and processes with planning, policies/procedures, culture, competency, internal and external audit, financial management, monitoring, and reporting

- Assisting leaders and managers in leading the organization ahead in a unified, coordinated, and aligned way to increase performance, while acting ethically, effectively, and legally within the set risk-taking parameters.

Our company recognizes the importance of providing employees with access to transportation in times of medical emergency. To better support our employees, we are planning to invest in a company-owned emergency transportation facility for all factory ambulance, which will be made available to employees of BPML and BMPIL.

Our goal is to purchase the emergency transportation by the year 2024 and to ensure that it is equipped with the necessary medical equipment and supplies to provide immediate and effective care in emergencies. We believe that investing in this transportation facility will not only provide our employees with greater access to emergency medical care but also demonstrate our commitment to their health and well-being.

We will work closely with medical professionals and emergency service providers to ensure that our emergency transportation facility is properly equipped and staffed and that our employees receive the best possible care in the event of a medical emergency. We will also establish clear policies and procedures for the use of the emergency transport and provide training to employees on how to access this service.

To safeguard the well-being of our employees in the event of unexpected emergencies, we routinely organize fire drills as an integral component of our health and safety risk management protocol for our workforce.



Abbreviations

BPML	: Bashundhara Paper Mills Ltd
BMPIL	: Bashundhara Multi Paper Industries Ltd.
BOD	: Biochemical Oxygen Demand
BSTI	: Bangladesh Standards and Testing Institution
COD	: Chemical Oxygen Demand
CoC	: Chain of Custody
CSR	: Corporate Social Responsibility
DAF	: Dissolved Air Flotation
DoE	: Department of Environment
EGB	: Exhaust Gas Boiler
EMS	: Environmental Management System
ETP	: Effluent Treatment Plant
EVC	: Electronic Gas Volume Corrector
FSC	: Forest Stewardship Council
GHG	: Greenhouse Gases
GRI	: Global Reporting Initiative
GEF	: Grid Emission Factor
HIRA	: Hazard Identification and Risk Assessment
IPCC	: Intergovernmental Panel on Climate Change
ILO	: International Labour Organization
IPEC	: International Programme on the Elimination of Child Labour
ICCB	: The International Convention City Bashundhara
KWh	: Kilowatt hour
MT	: Metric Ton
MW	: Mega-Watt
MWh	: Megawatt hour
NID	: National Identity Card
NCTB	: National Curriculum and Textbook Board
OGR	: Oil Grease Resistance
PCC	: Precipitated Calcium Carbonate
PPE	: Personal Protective Equipment
SDG	: Sustainable Development Goals
SAARC	: South Asian Association for Regional Cooperation
TJ	: Terajoule
UNICEF	: United Nations International Children's Emergency Fund
UN	: United Nations
WGCC	: Wet-Ground Calcium Carbonate
ZLD	: Zero Liquid Discharge

GRI CONTENT INDEX

Statement of Use: Bashundhara Paper Sector has reported in accordance with the GRI Standards for the period 1st July 2021 to 30th June 2022.

GRI 1: Foundation 2021

Sector Standard: Not Applicable

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
GRI 2 : General Disclosure 2021	2-1	Organisational details	About us	Paper Industry	No	19
	2-2	Entities included in the organisation's sustainability reporting	At a glance	Bashundhara Group consists of four entities from its paper sector	No	20
	2-3	Reporting period, frequency and contact point	Introduction	2021 to 2022, By annual	No	40
	2-4	Restatements of information	-	None	Yes Not Applicable This is our first report. Hence, no restatement is provided	-
	2-5	External assurance	-	Not done	Yes	
	2-6	Activities, value chain and other business relationships	At a glance	Paper product manufacturing	No	20
	2-7	Employees	Our workers, our strength	Total employees 6210 & aiming to expand women about 867	No	96
	2-8	Workers who are not employees	-	-	Yes, the Information is not applicable. Bashundhara, as the organisation, does not engage or have a category of workers who are not employees.	
	2-9	Governance structure and composition	Leadership for Sustainability	Board of Director, Audit committee, Executive committee, Nomination committee, Managing director	No	139

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
	2-10	Nomination and selection of the highest governance body	-	-	Yes, Confidentiality Constraint : Information regarding board members is confidential and not publicly disclosed.	
	2-11	Chair of the highest governance body	Leadership for Sustainability	Chairman	No	140
	2-12	Role of the highest governance body in overseeing the management of impacts	Leadership for Sustainability	Board of directors responsible for overseeing management approach	No	140
	2-13	Delegation of responsibility for managing impacts	Leadership for Sustainability	From higher management to lower everyone's engagement towards delegation of responsibility.	No	140
	2-14	Role of the highest governance body in sustainability reporting	Leadership for Sustainability	Guidance, target setting, evaluating, monitoring	No	140
	2-15	Conflicts of interest	-	-	Yes. Not available. This is not available for this reporting period. Bashundhara is actively working to collect and report this information in future periods.	
	2-16	Communication of critical concerns	Trust and Transparency	Through email, Hotline, Complaint box	No	143
	2-17	The collective knowledge of the highest governance body	-	-	Yes Information is not available. Our records do not align with the reporting requirements for this indicator.	
	2-18	Evaluation of the performance of the highest governance body	Partnership with stakeholders	Accountability to shareholders, effective management of company operations, and implementation of sustainability policies and practices through AGM	No	46

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE
2-19	Remuneration policies	-	Not Available	Yes Confidentiality Constrain. Board member information, additional affiliations, and similar matters are regarded as confidential and are not made available to the public.	-
2-20	The process to determine the remuneration	-	Not Available	Yes Confidentiality Constrain . Bashundhara safeguards this information to protect proprietary processes and strategic interests.	-
2-21	Annual total compensation ratio	-	Not Available	Yes, Confidentiality constraints. Board member information, additional affiliations, and similar matters are regarded as confidential and are not made available to the public.	-
2-22	Statement on Sustainable Development Strategy	Our Sustainability Approach	BPML and BMPIL are committed to minimising their environmental impact and promoting sustainability through innovation and responsibility in collaboration with stakeholders.	No	34
2-23	Policy commitments	Throughout different chapters	BPML and BMPIL have comprehensive quality, environmental sustainability, and occupational health and safety policies.	No	50, 61, 78, 104, 117
2-24	Embedding policy commitments	Throughout different chapters	The BPML and BMPIL have embedded policy commitments to ensure high-quality, environmentally sustainable, and safe production processes.	No	50, 61, 78, 104, 117, 144

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
	2-25	Processes to remediate negative impacts	Trust and Transparency	Our grievance mechanism involves assessing and investigating complaints, maintaining confidentiality, and taking preventive and corrective actions to improve our processes.	No	143
	2-26	Mechanisms for seeking advice and raising concerns	Trust and Transparency	Channels: Through email, Hotline, and Complaint box.	No	143
	2-27	Compliance with laws and regulations	Throughout different chapters	We comply with all national laws that apply to us.	No	96, 100, 104, 117
	2-28	Membership associations	-	-	Yes. Not available. This is not available for this reporting period. Bashundhara is actively working to collect and report this information in future periods.	
	2-29	Approach to Stakeholder Engagement	Partnership with stakeholders	The company engages with diverse stakeholders to inform its sustainability strategy and actions.	No	48
	2-30	Collective bargaining agreements	Putting People First	We have participatory committees only across our units.	Yes, Not applicable. We do not have multiple Trade Unions. Hence, it does not apply to us.	-
GRI 3: Material Topics 201	3-1	Process to determine material topics	Introduction	We select material topics by understanding the BMPIL and BPML context, assessing environmental, social, and economic impacts, and prioritizing based on stakeholder influence, financial implications, and impact on both companies.	No	41
	3-2	List of material topics	Introduction	We have selected 17 material topics for our organisation.	No	42-45
DRIVING RESPONSIBLE GROWTH						
GRI 3: Material Topics 201	3-3	Management of material topic	Throughout the whole chapter	-	No	43,130

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Driving Responsible Growth	BMPIL, Economic value Generated: USD 58,894,031, BPML, Economic value Generated: USD 138,224,490	No	130
	201-2	Financial implications, risks, and opportunities due to climate change	-	-	Yes, Not available. Bashundhara is actively working to assess and integrate climate risk-related factors into reporting. Future reports will include comprehensive information on this.	-
	201-3	Defined benefit plan obligations and other retirement plans	Putting People First	Voluntary schemes, 10% on basic salary for SPF	No	100
	201-4	Financial assistance received from the government	Driving Green Growth	10% Cash incentive on export. BMPIL received 433,456, BPML received 1,477,744 USD in the financial year 2021/22	No	130
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	-	No	138
GRI 202: Market Presence 2016	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Valuing Diversity	Equal wage system for all genders as per Bangladesh Labour Act 2006	Yes, Not available. We ensure equal payment across all our units. At this moment, we do not have enough information.	-
	202-2	The proportion of senior management hired from the local community	LEADERSHIP FOR SUSTAINABILITY	100%	No	138
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	-	No	123

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	CSR Activities	We support and initiate various projects.	No	123-128
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	-	No	43,130
GRI 207: Tax 2019	207-1	Approach to tax	Driving Responsible Growth	As per National Law	No	130
	207-2	Tax governance, control, and risk management	Driving Responsible Growth	-	No	130
GREENING OUR OPERATIONS						
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	-	No	43,53-61
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Innovative Material Practices	Raw pulp Use - 135,026 Tons, chemical used- 9,193 tons.	No	58
	301-2	Recycled input materials used	Innovative Material Practices	BMPIL and BPML used recycled pulp 26,371 tons in 2021/22.	No	58
	301-3	Reclaimed products and their packaging materials	-	We haven't started collecting reclaimed packaging, but we will in future.	Yes, Not Available. Bashundhara is actively improving data collection processes and aims to include this data in future reports, demonstrating our commitment to transparency and sustainability.	-
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	43,70-77
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Transition to Sustainable Energy and Emission	3,302 terajoule of energy	No	70

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
	302-2	Energy consumption outside of the organisation	-	Data not collected.	Yes, Not available. Bashundhara is actively improving data collection processes and aims to include this data in future reports.	-
	302-3	Energy intensity	Transition to Sustainable Energy and Emission	BPML energy footprint 2021/22: 0.026TJ/MT BMPIL 2021/22: 0.019 TJ/MT	No	72
	302-4	Reduction of energy consumption	Transition to Sustainable Energy and Emission	We have reduced our energy consumption at both BPML and BMPIL by 19.23% and 31.48%, respectively	No	71
	302-5	Reductions in energy requirements of products and services	-	Not calculated for individual products.	Yes, Not available. We are working on and aim to include this data in future reports.	-
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	43,62-69
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Consciousness in Action	Water is withdrawn from nearby and ground resources, which is treated before discharging.	No	64
	303-2	Management of water discharge-related impacts	Water Consciousness in Action	Initiatives such as rainwater harvesting, ETP and ZLD.	No	68
	303-3	Water withdrawal	Water Consciousness in Action	In 2021-2022, total water withdrawal 5,714,879 m3	No	64
	303-4	Water discharge	Water Consciousness in Action	Total water discharged in 2021-2022: 3,108,709.358 m3	No	64
	303-5	Water consumption	Water Consciousness in Action	Total water consumption used in 2021-2022: 5,613,855.72 m3	No.	64
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	43,78-82
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions	BPML: 71,990.32 Ton CO2e, BMPIL 88152.06Ton CO2e For FY 2021/22.	No	78

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
	305-2	Energy indirect (Scope 2) GHG emissions	Emissions	BPML:63,575 Ton CO2e, BMPIL 58,876-ton CO2e For FY 2021/22.	No	78
	305-3	Other indirect (Scope 3) GHG emissions		Currently, we don't calculate scope three emissions.	Yes. Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	-
	305-4	GHG emissions intensity	-	The rate of GHG emission with the growth of BPML and BMPIL	Yes. Not available. At this moment, we do not have scope 3 data. We did not record ODS-related data as well. In future, we aim to disclose the information	-
	305-5	Reduction of GHG emissions	Emissions	Target: Reducing our greenhouse gas (GHG) emissions by 2% annually to achieve a significant decline by 2030	No	79
	305-6	Emissions of ozone-depleting substances (ODS)	-	ODS data is unavailable	Yes, Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	-
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	Data is unavailable	Yes. Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	-
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	44,84-89
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Towards Circularity	Assessed and preventive measures taken	No	85
	306-2	Management of significant waste-related impacts	Towards Circularity	3R Practice	No	84

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE
306-3	Waste generated	Towards Circularity	Trash generated in BMPIL 3,314 ton	No	85
306-4	Waste diverted from disposal	Towards Circularity	2,063 ton recycled	No	85
306-5	Waste directed to disposal	Towards Circularity	3,653 ton	No	85
Creating Positive Change					
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	No	44,96-103
GRI 401: Employment 2016	401-1	New employee Hire and Employee Turnover	Social Responsibility Our Worker, Our Strength.	No	97
	401-2	Benefits provided to full-time employees that are not provided. To part-time employees	Putting People First	No	100
	401-3	Parental leave	Putting People First	No	100
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	No	44,104-109
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Creating a Safe and Healthy Workplace	No	104
	403-2	Hazard identification, risk assessment, and incident investigation	Creating a Safe and Healthy Workplace	No	104
	403-3	Occupational health services	Creating a Safe and Healthy Workplace	No	104

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
	403-4	Worker participation, consultation, and communication on occupational health and safety.	Participatory committee	BPML & BMPIL prioritise worker participation, consultation, and communication for occupational health and safety.	No	106
	403-5	Worker training on occupational health and safety	Creating a Safe and Healthy Workplace	Bashundhara provides regular occupational health and safety training to its workers, exceeding the standards of Bangladesh Labour Law.	No	104
	403-6	Promotion of worker health	Creating a Safe and Healthy Workplace	PPE, Health & safety training, and Employee welfare policy according to Bangladesh labour law	No	104
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Creating a Safe and Healthy Workplace	PPE, HIRA, and employee welfare policy to prevent significant injuries and mitigate health and safety impacts, maintaining a successful 99% rate of facilities running without substantial damages in 2021/22.	No	104
	403-8	Workers are covered by an occupational health and safety management system.	-	-	Yes. Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	-
	403-9	Work-related injuries	Creating a Safe and Healthy Workplace	BMPIL Minor injuries-34 Major injuries 0 BPML Minor injuries-275 Major injuries 7, in 2021-22	No	104
	403-10	Work-related ill health		Conducting regular health checkups and medical facilities	No	104
GRI 3: Material Topics 2021	3-3	Management of material topic	Empowering Workers through Training.		No	110-113

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
GRI 404: Training and Education 2016	404-1	Average hours of training per year employee	-	-	Yes. Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	
	404-2	Programs for upgrading employee skills and transition assistance programs	-	-	Yes. Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	
	404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Workers through Training.	All employees receive performance reviews.	No	112
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	44,115,116
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Valuing Diversity	Bashundhara promotes diversity and equal opportunity at the workplace through fair hiring practices, diversity and inclusion training, and support for underrepresented groups.	No	115
	405-2	The ratio of basic salary and remuneration of women to men	Valuing Diversity	There is no distinction between the basic salary	No	115
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	44,115,116
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Valuing Diversity	Bashundhara has policies and has taken corrective action for harassment or any incidents.	No	116
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter		No	46-142

GRI STANDARD	DISCLOSURE	LOCATION	DESCRIPTION	OMISSION	PAGE	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Partnership with Stakeholder, Trust and Transparency, Chapter 3, CSR	In 2020 and 2021, free masks and tissues were given for emergencies, cash for relief for COVID-19 response to the prime minister, Children's Foundation, and Sports and Recreation.	No	46, 92, 123-128, 142
	413-2	Operations with significant actual and potential negative impacts on local communities	-	-	Yes. Not available. Bashundhara is actively improving data collection processes and will include this data in future reports.	-
GRI 3: Material Topics 2021	3-3	Management of material topic	Throughout the whole chapter	-	No	45,121
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labelling	Responsible Marketing & Labelling	We follow BSTI rules for product labelling	No	121
	417-2	Incidents of non-compliance concerning product and service information and labelling	Responsible Marketing & Labelling	No issues of non-compliance product labelling	No	121



Bashundhara Paper Mills Ltd.

Registered Office:

Plot 125/A, Road-2,
Block-A, Bashundhara R/A
Dhaka-1229.

Email: info.paper@bgc-bd.com

Head Office:

Bashundhara Industrial Headquarters-2
Plot-56/A, Umme Kulsum Road, Block-C
Bashundhara R/A, Dhaka-1229.

Web: bashundharapapermills.com

