



Crown Wears (Pvt.) Ltd.

Crafting Apparel Responsibly for a Sustainable Tomorrow

Sustainability Report 2024

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Acknowledgement

We express our sincere appreciation to Swisscontact for their valuable support in the development of this sustainability report under the PROGRESS Project.

Swisscontact continues to play an important role in strengthening sustainability practices within Bangladesh's RMG sector through capacity building, technical guidance, and industry collaboration. Their support has significantly contributed to enhancing transparency, accountability, and structured ESG reporting practices.

We also acknowledge the guidance and coordination provided throughout this process, which enabled the effective development of this report.

We look forward to continuing this journey towards responsible growth and improved sustainability performance.

Message From Leadership Managing Director

“

Growth has meaning only when it strengthens the people behind the process, protects the environment that supports it, and builds trust with those we serve.

”

Mustazirul Shovon Islam



At Crown Wears (Pvt.) Ltd., sustainability is a business imperative shaped by global expectations and our responsibility toward people, environment, and stakeholders.

Operating in international markets, we have embedded sustainability into our core operations, focusing on efficient resource use, safe and fair working conditions, and responsible practices across our value chain.

While we have made progress, we continue to strengthen our systems, improve data, and advance our environmental performance with accountability and intent.

With active leadership oversight, we remain committed to reducing emissions, enhancing efficiency, and building a transparent and resilient business aligned with global standards.

This report reflects our progress and our direction forward.

We grow with responsibility, creating lasting value.

About The Report

Reporting Period

January 1, 2024, to December 31, 2024

Reporting Standards & Guides

With reference to GRI
(Global Reporting Initiative)

Reporting Entity

Crown Wears (Pvt.) Ltd.
Chandona, Laxmipura, Gazipur.

Reporting Frequency

Annually

This inaugural Sustainability Report marks the beginning of a more transparent and accountable approach.

GRI alignment enables us to measure what matters and improve with purpose.

Md. Al-Amin

ADGM-(HR, Admin & Compliance)

Cell: +8801713965552

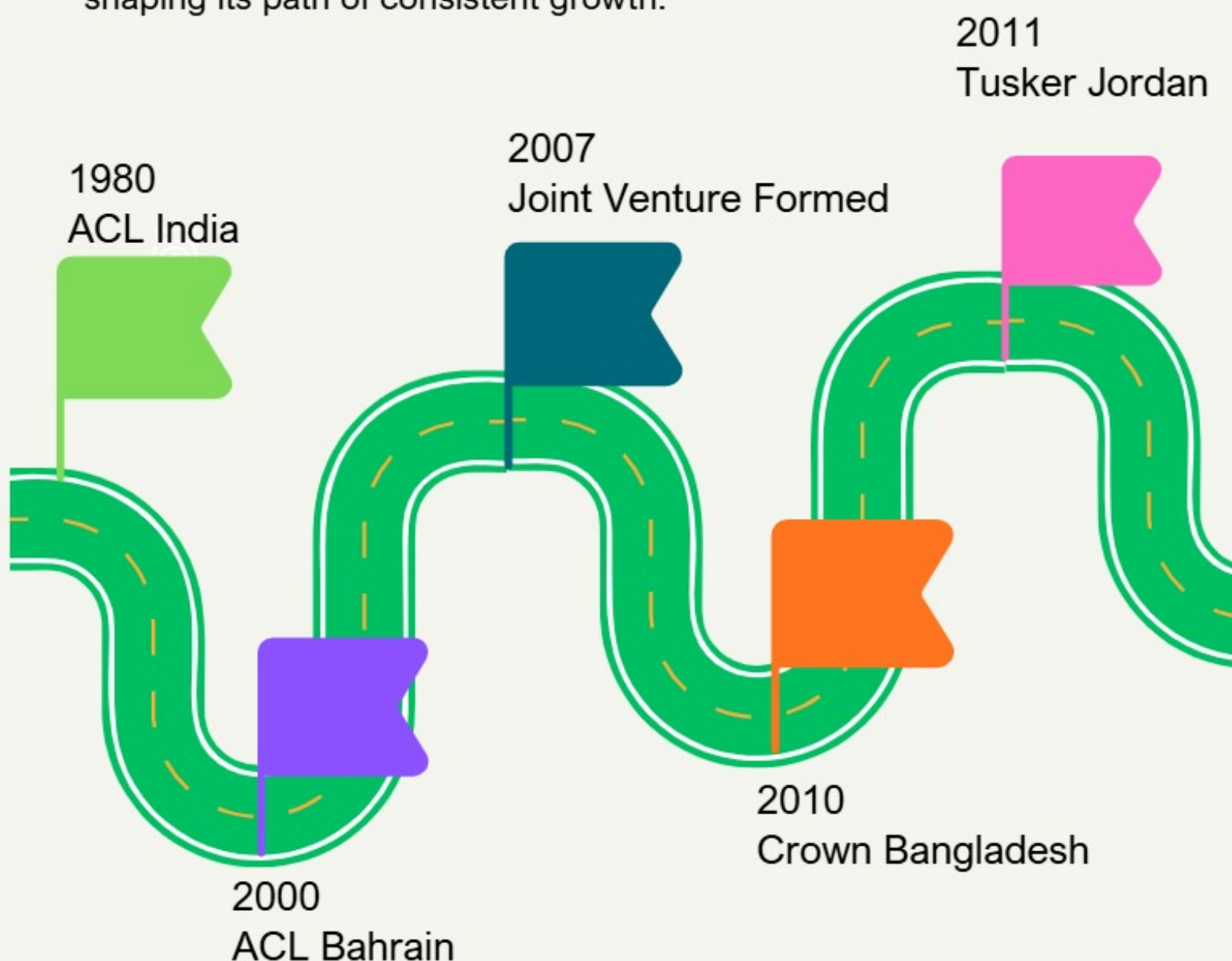
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For any inquiries or more details regarding this report or our sustainability practices, please feel free to reach out.



From Foundation to Global Expansion

Crown Wears (Pvt.) Ltd.'s journey reflects a steady expansion from its early operations to a broader international presence. Key milestones across regions and strategic partnerships have strengthened its manufacturing capabilities and market reach, shaping its path of consistent growth.





Visualizing The Process



Cutting



Sewing



Embroidery



Ironing



Printing



**Washing &
Garment Dyeing**



Finishing



Packing

Our Purpose & Values



Mission

To systematically reduce environmental impact while driving long term business success through resource efficiency, fair employment, and continuous innovation.



Vision

To become a trusted leader in ethical and low impact garment manufacturing, aligned with global sustainability standards and a resilient, engaged workforce.



Values embedded in our operations



Ethical Compliance

Aligned with laws and standards



Integrity & Accountability

Transparent and responsible



People & Partnerships

Fair, inclusive, and trusted



Partnering with
International Brands
Across Markets

Exported Market

Crown Wears (Pvt.) Ltd. connects Bangladeshi garment manufacturing with key international buyer markets across the USA, UK, and Germany. Our export presence reflects our commitment to quality, compliance, and responsible production for global customers.



We connect with global apparel markets through consistent exports to North America and Europe, reflecting strong buyer alignment and international presence.

Export Market Business Volume



Commitment to Sustainable Excellence

Membership -
Association



Product & Material
Sustainability
Certifications



Social, Compliance &
Environmental Systems



Washing-Lab
Accreditation

M&S

Crafted Product Range



Stakeholder Engagement & Materiality Assessment

From Dialogue to Direction

At Crown Wears (Pvt.) Ltd., we engage regularly with employees, customers, suppliers, communities, regulators, and business partners to understand their expectations and strengthen our sustainability performance. Engagement takes place through meetings, training, audits, and feedback channels, ensuring transparent communication.

During the reporting period, key topics raised included product quality, timely delivery, workplace safety, fair treatment, environmental impact, and compliance. These insights guide our continuous improvement and responsible business practices.

Stakeholder Engagement Process



Stakeholder Engagement Channel

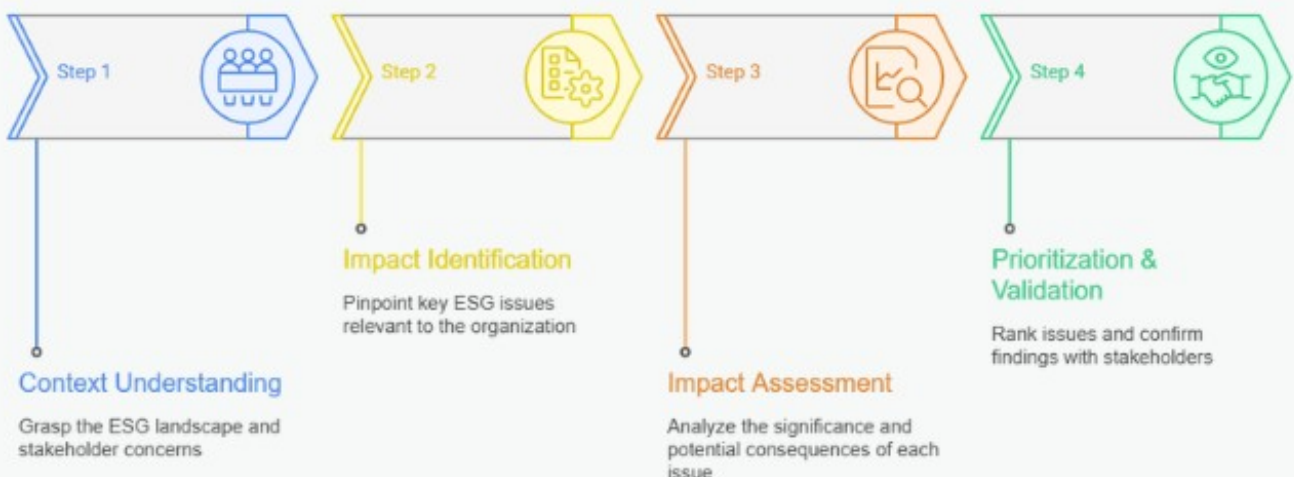


Materiality Assessment: Identifying Priority Areas

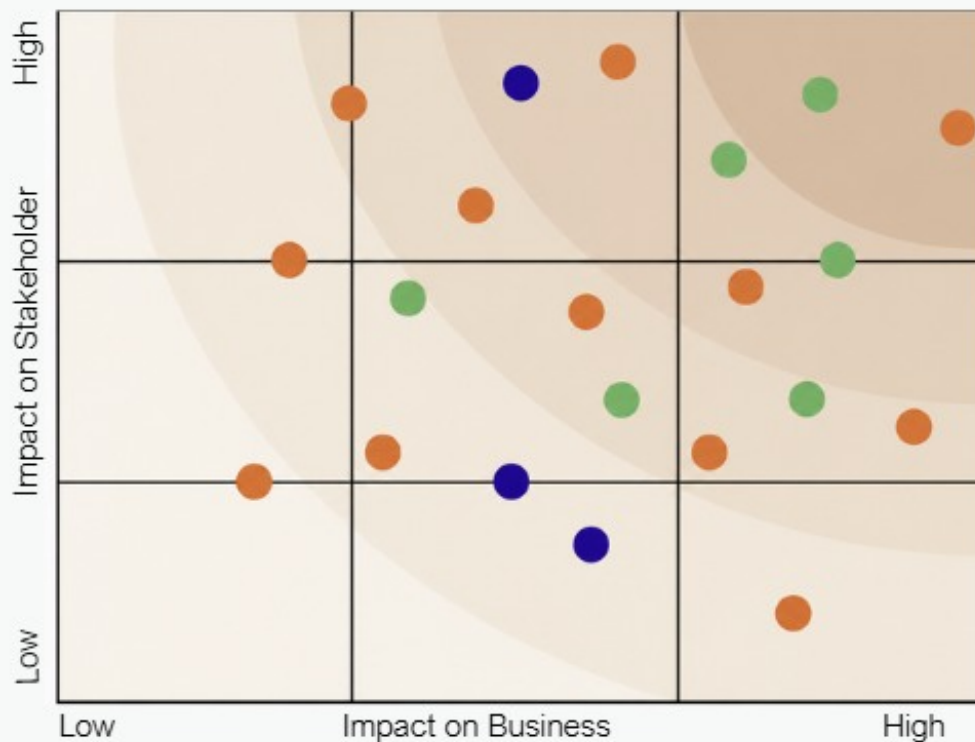
We identified key stakeholders and assessed their expectations through engagement, meetings, and feedback. Based on these inputs, economic, environmental, and social topics were analyzed and prioritized using a materiality matrix.

Topics were evaluated based on their significance to stakeholders and their impact on our operations. Those identified as high priority guide our focus areas, decision-making, and sustainability strategy.

Materiality Assessment Process



Materiality Assessment



Environment

GRI 301: Materials
 GRI 302: Energy
 GRI 303: Water and Effluents
 GRI 305: Emissions
 GRI 306: Waste
 GRI 308: Supplier Environmental Assessment

Social

GRI 401 Employment,
 GRI 402 Labor/Management Relations
 GRI 403 Occupational Health and Safety
 GRI 404 Training and Education
 GRI 405 Diversity and Equal Opportunity
 GRI 406 Non-discrimination
 GRI 407 Freedom of Association and Collective Bargaining
 GRI 408 Child Labor
 GRI 409 Forced or Compulsory Labor
 GRI 414 Supplier Social Assessment
 GRI 417 Marketing & Labeling

Governance

GRI 203 Indirect Economic Impacts
 GRI 205 Anti-corruption
 GRI 206 Anti-competitive Behavior

How We Govern

Ensuring transparency, ethical decision-making,
and responsible oversight



Sustainability Policy

At Crown Wears (Pvt.) Ltd., sustainability is embedded in how we manage our business, people, operations, and environmental responsibilities. Guided by senior management, we focus on responsible production, legal compliance, worker well-being, environmental stewardship, and transparent stakeholder engagement.



Sustainability Strategy & Targets

A structured approach to responsible production, ESG Performance, & long-term business resilience.



Board Oversight

The company has established a structured framework to guide board meetings and governance processes. This enables decisions to be made in a systematic, efficient, and well-informed manner.

- Strategic decisions of the company.
- Strategic review from each of the board members.
- Management policies and each of their effectiveness.
- Financial, production, environment

Organizational Structure



Decision Making Committee



Governance Reporting Flow



Through this reporting flow, concerns and priorities can move through the right levels for review, oversight, and action.

Committee Overview



EMS Committee

With 10 members, the committee supports environmental compliance and improvement.



Participatory Committee

With 30 members, the committee promotes worker dialogue and representation



Safety Committee

With 12 members, the committee supports workplace safety monitoring and action.



Grievance Handling Committee

With 6 members, the committee reviews and resolves worker concerns.



Discrimination, Violence and Harassment complaints resolution Committee

With 5 members, the committee supports a respectful and inclusive workplace.



Canteen Committee

With 6 members, the committee monitors canteen service and hygiene.

Governance & Sustainability

At Crown Wears (Pvt.) Ltd., sustainability is integrated into decision-making, risk review, and shared accountability across the factory.

The Board of Directors and senior management oversee economic, environmental, and social impacts, while the Managing Director provides strategic direction and supports key operational decisions.

Functional teams lead specific areas: financial leadership for economic performance, EMS and Sustainability for environmental performance, and HR and Compliance for social performance. Safety, EMS, Participation, and Grievance Management Committees support issue identification, worker engagement, and escalation.

Sustainability performance is reviewed through reports, audits, KPIs, grievance records, and committee discussions. The report is reviewed by senior management and approved by the Managing Director before publication.



GOVERNANCE



ENVIRONMENT



SUSTAINABILITY



RESPONSIBLE
MANUFACTURING



STAKEHOLDER
ENGAGEMENT



Crown Wears (Pvt.) Ltd.

Business Integrity

Policy Commitments

Crown Wears (Pvt.) Ltd. upholds a strong culture of integrity guided by its Anti-Corruption, Anti-Bribery, and Ethical Business Conduct policies. The company follows a zero-tolerance approach to corruption, bribery, and unfair practices. All employees and business partners are required to comply with the Code of Conduct and applicable standards to ensure transparent and responsible operations.

Anti-corruption training is conducted six times each year to reinforce employee awareness, ethical conduct, and zero-tolerance expectations.

Anti-Corruption	2022	2023	2024
Total Training Hours	60 minutes	60 minutes	60 minutes
No. of Management staff Covered	20	20	20



No Significant Incidents Recorded

No significant incidents related to anti-corruption, bribery, or anti-competitive behavior were recorded during 2022-2024.



Anti-Corruption: 0



Bribery: 0



Anti-Competitive Behavior: 0

Regulatory Compliance

- **Compliance Programs**

Crown Wears (Pvt.) Ltd. follows structured programs to meet labor, safety, environmental, and operational requirements.

- **Reporting & Documentation**

We maintain organized records for licenses, audits, certifications, policies, and compliance evidence.

- **Audit & Monitoring**

Internal checks and external audits help review performance and identify improvement areas.

- **Penalties & Consequences**

We take timely corrective actions to prevent compliance risks, penalties, and reputational impacts.

- **Global Standards**

We align practices with applicable laws, buyer requirements, and industry standards.

- **Continuous Adaptation**

We update policies and procedures as regulations and buyer expectations evolve.



How Economic Value Moves Beyond Our Factory Gate

Our operations create value beyond production by supporting community infrastructure, workforce needs, and local livelihoods.

In 2024, support included road access, water supply, schools, health clinics, worker housing, and training facilities. Employment also increased from 991 in 2022 to 2,147 in 2024, contributing to household income and local economic activity.

Some wider impacts, such as supplier income growth and training outcomes, were not separately measured. We aim to strengthen tracking in future reporting.

Current Infrastructure Investment Breakdown: 2022 - 2024



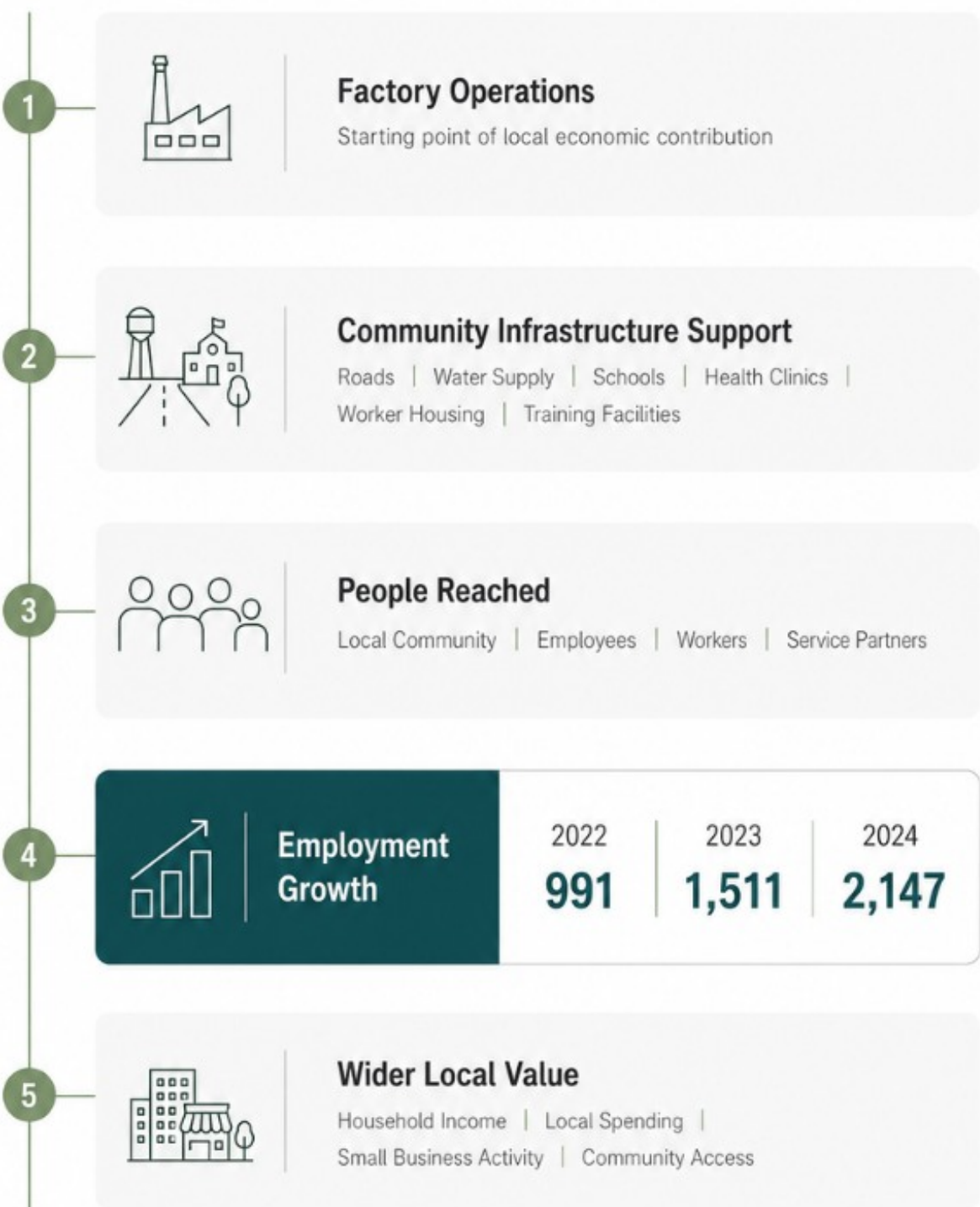
Water Supply Investment: BDT 12.0 Million

Health Clinic Support: BDT 10.0 Million



Training Center Investment: BDT 3.0 Million

The Local Economic Ripple Effect



BUILDING A MORE SUSTAINABLE FUTURE



Resource Efficiency Targets for Responsible Operations

At Crown Wears (Pvt.) Ltd., environmental responsibility is embedded in our operations as a structured and continuous effort. We focus on improving resource efficiency, reducing environmental impact, and strengthening control over energy, water, and waste across our processes. Our approach is guided by measurable targets, with a commitment to achieving a 5% reduction in key environmental parameters by 2030 from the 2022 baseline.

Through ongoing monitoring, process optimization, and responsible management practices, we aim to enhance operational efficiency while minimizing our footprint. Our environmental performance data is tracked and benchmarked through the Higg Worldly platform, ensuring our approach remains data-driven, transparent, and aligned with global sustainability expectations for resilient, responsible production.



5% reduction in water consumption by 2030

Improved process control and water management



5% reduction in energy use by 2030

Improved process control and water management



5% reduction in GHG emissions by 2030

Lower energy intensity and cleaner operations



5% reduction in total waste by 2030

Better material use and waste management practices

Powering Efficiency, Reducing Emissions

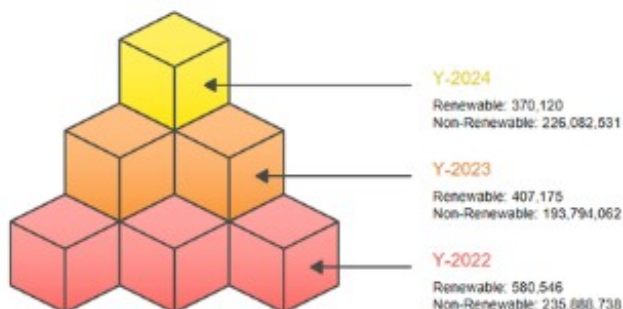
At Crown Wears (Pvt.) Ltd., improving energy efficiency remains an important part of our journey toward more responsible production. Using 2022 as our baseline year, we reduced total energy consumption to 194,201,236.3 MJ in 2023, a decline of 42,268,047 MJ from the baseline. In 2024, energy use increased to 226,452,651.4 MJ, reflecting changing operational demand. However, it remained 10,016,632 MJ below the 2022 baseline, showing that our overall performance has still moved in a positive direction.

This trend reflects the realities of factory operations, where annual energy use may vary, while also reinforcing the need for sustained efficiency efforts. By continuing to monitor fuel-wise consumption and improve operational control, we aim to strengthen our energy efficiency measures and stay firmly on track toward our 2030 reduction target.

Annual Energy Consumption by Fuel Type (MJ)

	 Diesel	 Natural Gas	 Electricity	 Solar	 Total Energy
Y-2022	73,925,617	27,352,478	30,639,038	580,546	236,469,284
Y-2023	24,029,421	88,908,857	38,392,848	407,175	194,201,236
Y-2024	25,008,444	92,531,243	39,844,663	370,120	226,452,651

Energy Consumption Trends(MJ)



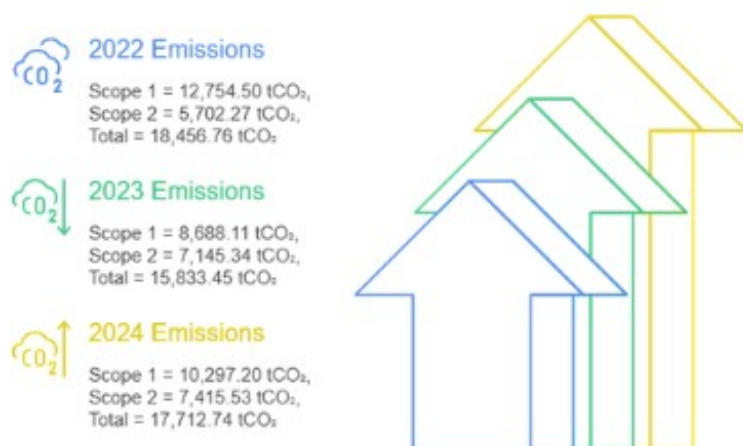
5%

Reduction
by 2030 vs. 2022 baseline

We track energy intensity to understand how efficiently we use energy for each piece we produce. From our 2022 baseline of 14.66 MJ/Pcs, we improved performance in 2023 to 13.42 MJ/Pcs, reflecting a meaningful reduction. In 2024, intensity rose slightly to 14.07 MJ/Pcs, showing that while progress was partly moderated by operational realities, performance still remained below the baseline.



GHG Emissions Trend: 2022 to 2024



Across the period, Scope 1 remained the larger share of emissions, while Scope 2 showed a gradual rise, helping us identify where future efficiency efforts can create further impact.

We track our GHG emissions to better understand how our operations are changing over time and where continued action is needed. From our 2022 baseline of 18,456.76 tCO₂e, total emissions declined to 15,833.45 tCO₂e in 2023, reflecting positive progress. In 2024, total emissions increased to 17,712.74 tCO₂e, showing the effect of changing operational demand, while still remaining below the baseline year.

Emission Intensity Trend



Using 2022 as the baseline, Crown Wears reduced emission intensity by 4.39% in 2023 and kept it 3.51% below the baseline in 2024. Although 2024 showed a slight increase compared to 2023, overall intensity remained lower than the base year, reflecting continued progress toward more carbon-efficient production.

Small Steps Toward Smarter Energy Use



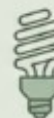
Rooftop Solar Energy

80 kW solar system supporting cleaner and renewable energy use



Energy-Efficient Motors

Servo motors reducing electricity consumption in operations



LED Lighting Upgrade

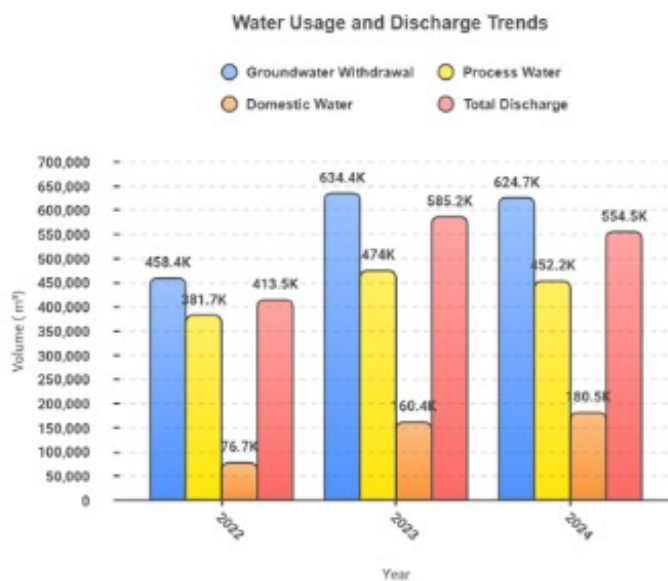
Energy-saving LED lighting implemented across production areas



Efficient Sewing Lighting

Needle-point LED lighting improving efficiency and reducing energy use

Managing Water, Minimizing Impact



These trends reflect both the reality of production demand and the need to reduce reliance on groundwater over time. In response, we are strengthening monitoring, improving efficiency, and exploring conservation and reuse opportunities to support more responsible water management.

We rely primarily on groundwater to support washing, utility, and domestic operations across the facility, with 2022 serving as the baseline year for tracking performance. Using 2022 as our baseline, groundwater withdrawal increased with operational growth, rising by 38.4% in 2023 before stabilizing in 2024 at 36.3% above baseline. Process water remained the largest share of use due to the washing section, while domestic water rose significantly with workforce needs, reaching 135.4% above the base year. Total discharge followed a similar pattern, ending 2024 at 34.1% above 2022, which suggests that most water used is still discharged after operation.

Source of Water Withdrawal

- Groundwater
- Controlled extraction based on demand
- Seasonal monitoring of usage

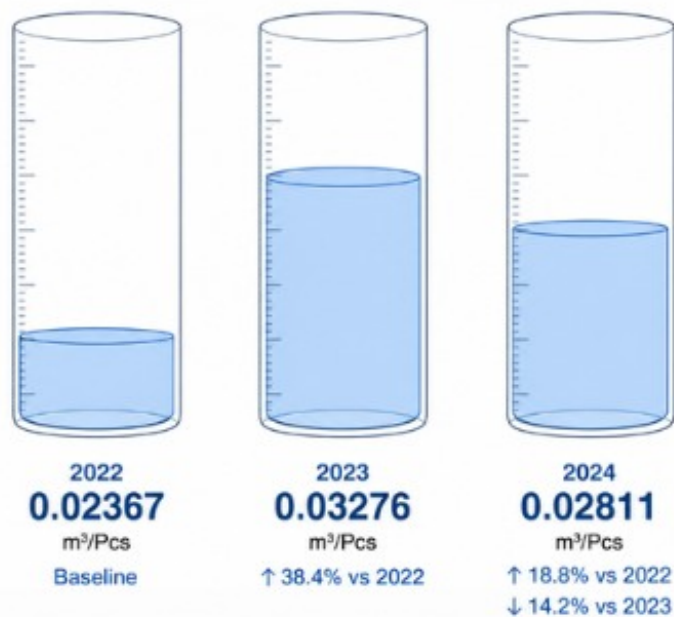
Main Uses of Water

- Washing section (garment cleaning)
- Sanitation facilities
- Canteen and utility use

Water-Related Impacts

- Groundwater depletion risk
- Wastewater from washing activities
- Potential seasonal water stress

Water Intensity (m³/Pcs)



Using 2022 as our baseline, we saw water intensity increase in 2023, meaning water use rose faster than production output. In 2024, we reduced intensity compared with 2023, showing better control over water use. However, performance remained above the baseline, indicating that further improvement is still needed.

This trend gives us a balanced view of performance. The improvement in 2024 is an encouraging sign, but the fact that intensity has not yet returned to the 2022 level shows that process demand, groundwater dependency, and limited reuse still affect our water efficiency.

As we move forward, we remain focused on strengthening monitoring, improving process efficiency, and exploring water conservation and reuse opportunities so that we can support operations while using water more efficiently for each piece we produce.



At Crown Wears (Pvt.) Ltd., water is more than a production input—it is part of the care, quality, and responsibility behind every garment we make. As washing remains an important part of our operations, we continue working to use water more thoughtfully, manage it more responsibly, and strengthen efficiency in every possible step.



From Use to Discharge: Managing Wastewater Responsibly



From inlet to outlet, the treatment process helps improve water quality before discharge.

With a treatment capacity of 150 m³, the ETP supports daily wastewater management within factory operations.

150m³

ETP Capacity

Treated Outlet Water Quality

Parameter	Measured Value	Legal Limit
<i>php</i> pH	7.6	6-9
 BOD	9 mg/L	30 mg/L
 COD	53 mg/L	200 mg/L
 TSS	16 mg/L	100 mg/L
 Color	10 mg Pt/L	150 mg Pt/L



Water Saving Technologies in Washing Operations



Ozone Washing Machine

Laser Machine with Continuous Marking



e-flow attached Dyeing/Wash

Temperature control Precision Large Capacity dryers





13.8%

Save Water per month

Since December 2024, 13.88% of treated ETP outlet water has been recycled and reused in the wet process, supporting more efficient water use within operations.

Chemical Management

Chemical management is centered on our safety, compliance, and efficient control across washing operations. As the factory handles a wide range of chemicals, including spot lifter, priority is given to responsible use, proper documentation, and safe handling practices.

MSDS Control

Ensure updated safety documents for all chemicals.

Chemical Use Reduction

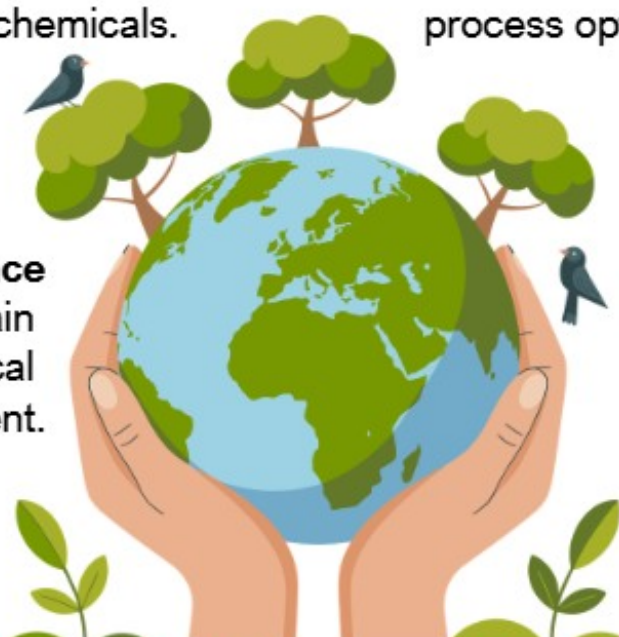
Reduce consumption through process optimization.

ZDHC Level 3 Compliance

Maintain advanced chemical management alignment.

Water Recycling

Support reuse practices to lower chemical demand.



Key Chemical Management Priorities

Safe Handling and Storage

Minimize spill and exposure risks.

Compliant Chemical Selection

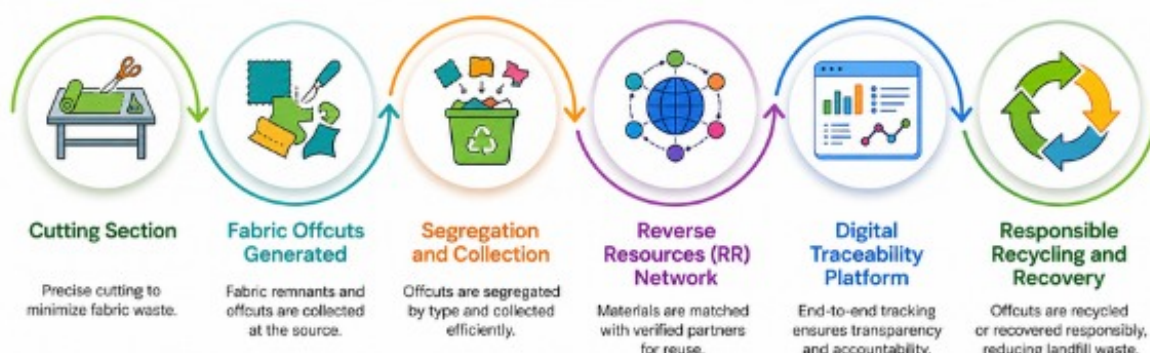
Prioritize safer and approved chemical inputs.



The Journey of Waste: From Floor to Final Fate

Fabric Cutting Waste Pathway

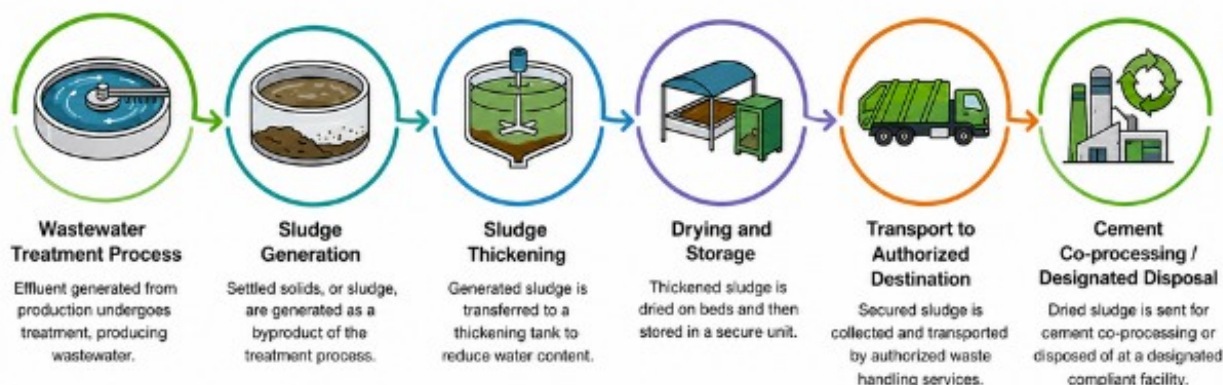
At Crown Wears (Pvt.) Ltd., fabric offcuts generated from the cutting process are managed through a traceable and value-driven recycling pathway.



Through the Reverse Resources network, we track fabric waste flows digitally, improving transparency, enabling responsible recycling, and supporting circular resource use.

ETP Sludge Management Pathway

The sludge generated from wastewater treatment is managed through a controlled pathway designed to support compliance and responsible disposal.



We manage sludge through thickening, drying, storage, and compliant transport. Where applicable, dried sludge is also sent for cement co-processing to support environmentally responsible disposal and circular resource use.

Types of Waste at Crown Wears (Pvt.) Ltd.

Non-Hazardous Waste



Hazardous Waste



Waste Generation (Kg)

Waste Category	2022	2023	2024
Hazardous Waste	20277	16261	16261
Non-Hazardous Waste	1130379	1636704	1636704

Non-hazardous waste increased from 1130379 kg in 2022 to 1636704 kg in 2023 and stayed stable in 2024, while hazardous waste decreased from 20277 kg to 16261 kg and remained consistent.

Waste Governance Framework



People at the Core of Production

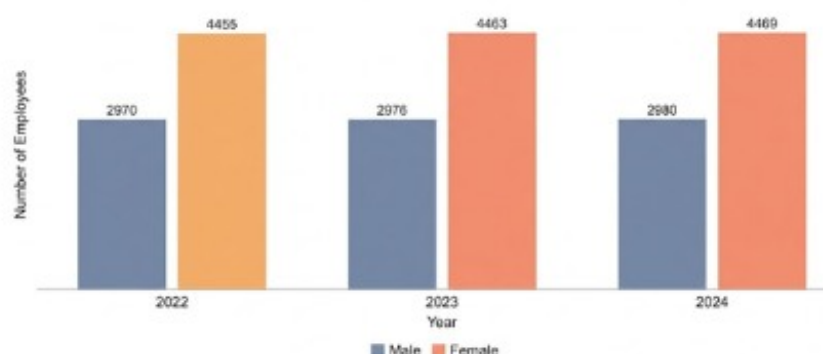
Promoting safe, fair, and inclusive workplaces throughout our manufacturing operations.



2024

Employment Practices, Workforce Composition & Diversity

Total Number of Employees by Gender



At Crown Wears (Pvt.) Ltd., our social performance starts with the people behind our production. We track gender, age, and role composition to understand workforce inclusion, stability, and operational strength.

This helps us identify where we are progressing and where further focus is needed.

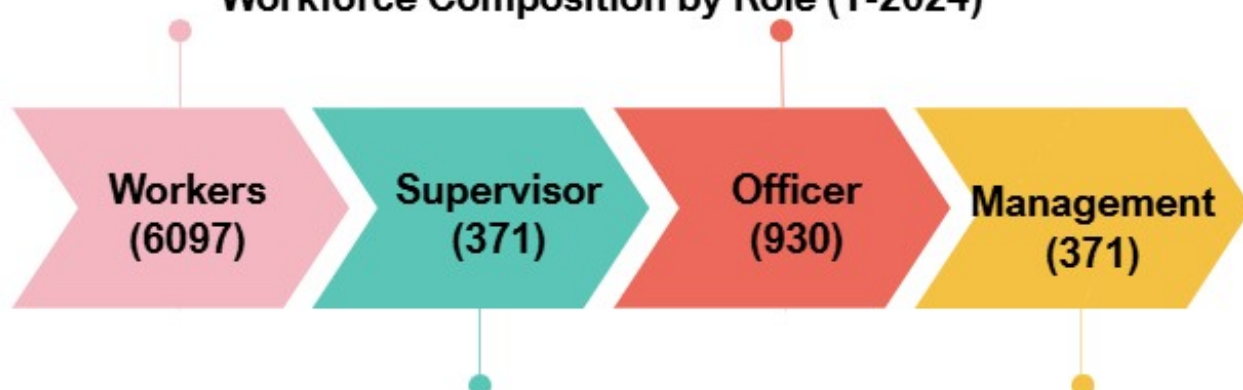
Our workforce is mainly concentrated in younger and mid-age groups, which supports production capacity and future skill development.

Employees are generally informed at least one week in advance of major workplace changes, helping them prepare for any operational impact.

Workforce by Age Group

Age Group	2022	2023	2024
Under 30	486	755	5959
30 to 50	334	492	1483
Over 50	3	2	7

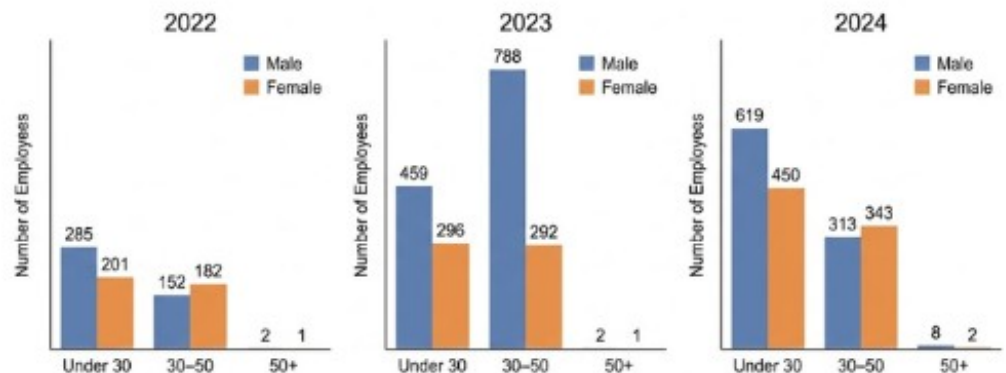
Workforce Composition by Role (Y-2024)



Workforce Composition & Stability

We continue to recruit across both male and female groups, mainly within the under 30 and 30–50 age groups. Limited hiring above 50 highlights an opportunity to strengthen age diversity over time.

New Employees Joined by Age Group and Gender



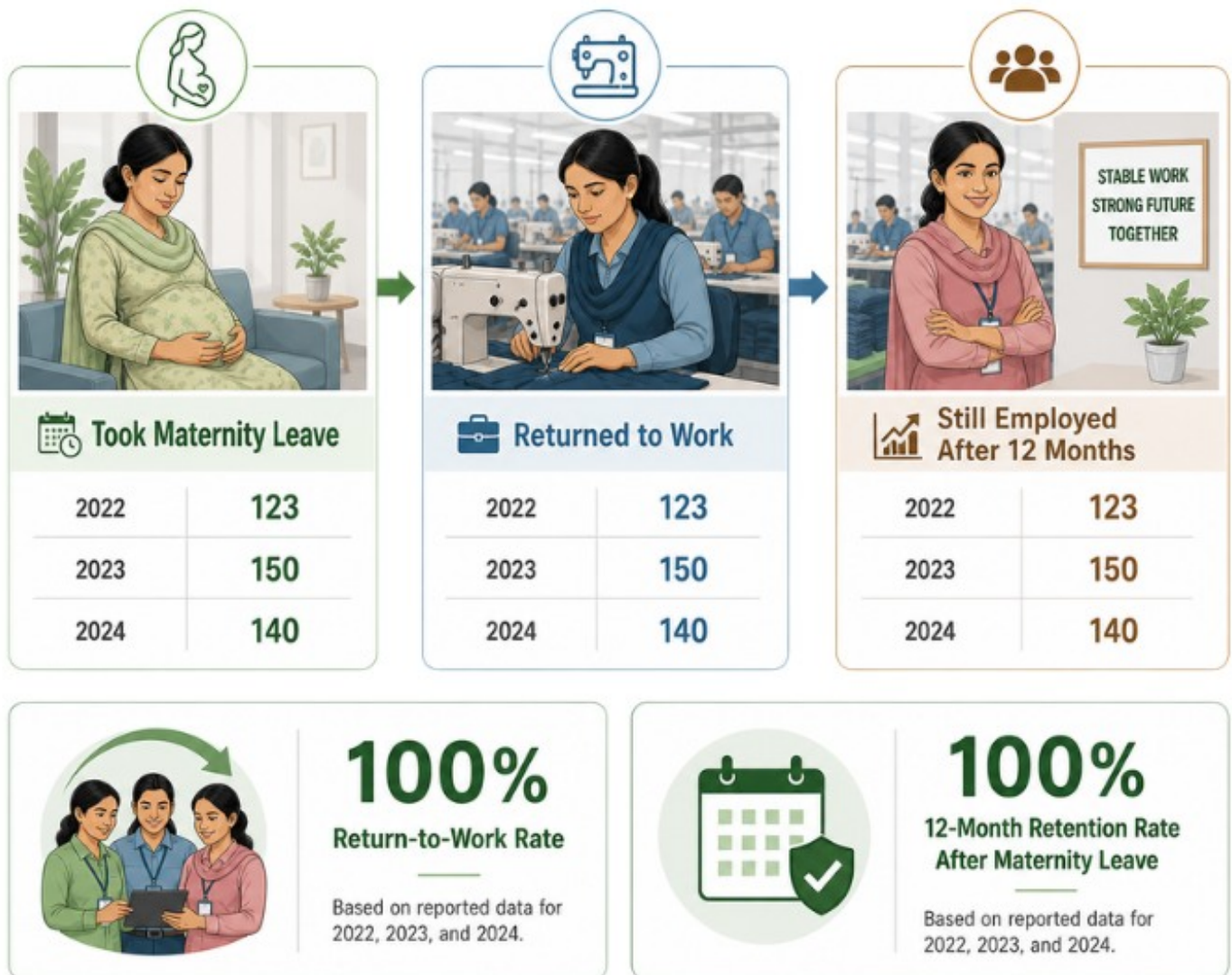
Employee Turnover Trends (2022-2024)



New hiring increased in 2024, supporting production continuity and future skill development. We continue to focus on effective onboarding and retention to support workforce stability.

Maternity Benefit & Return to Work Support

We view maternity protection as more than a policy requirement. It is part of how we support women employees through an important stage of life and help them continue their role in the workplace with dignity and continuity. As shown below, employees who took maternity leave returned to work and were retained after 12 months across the reported years.



Supporting women employees through maternity leave, workplace return, and continued employment.

Childcare Facility



A dedicated childcare space is available to support working mothers by providing a safer and more supportive environment for their children during working hours.

Employee Benefit & Workplace Support

Supporting employees through protection, care, family support, and long-term security

01



Life Insurance
Protection for employees and families



02



Health Care / Medical Coverage
Access to medical support



03



Disability or Accident Coverage
Support during unexpected incidents



04



Maternity Leave
Support for women employees during motherhood



05



Provident Fund
Long-term financial security



06



Medical Center
On-site health care access



07



Childcare Facility
Support for working parents



08



Workplace Welfare Support
Employee-focused support systems



- ✓ Counseling Support
- ✓ Grievance Redressal
- ✓ Employee Assistance Programs

Safe Workplace, Stronger Workforce

A structured approach to hazard control, worker participation, and continuous safety improvement.



We manage workplace safety through legal compliance, annual risk assessment, worker reporting, and corrective action to reduce hazards and strengthen safety performance.

Health Services & Preventive Care

Supporting employee well-being through on-site care, medical access, and preventive health measures.



We provide basic health services and preventive care measures to support employee well-being and maintain a safer workplace.

Worker Participation & Safety Culture

Building safety awareness through communication, participation, drills, and continuous learning.



We strengthen safety culture through worker participation, open communication, regular training, and planned fire drill practices.

OHS Training & Safety Awareness

Equipping workers with the knowledge to identify risks, follow safe practices, and respond to emergencies.



TRAINING APPROACH

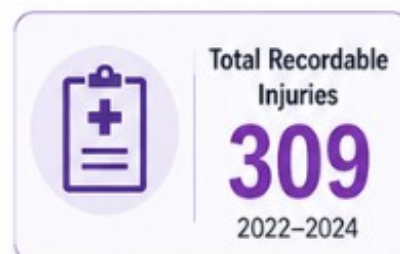


TRAINING TOPICS COVERED



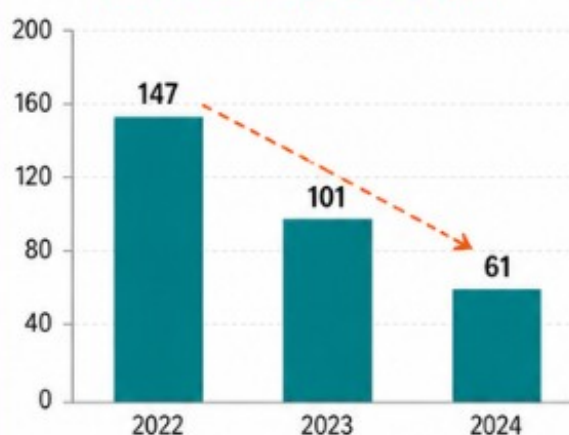
Work related Injury Performance

KEY SAFETY OUTCOMES



RECORDABLE INJURY TREND

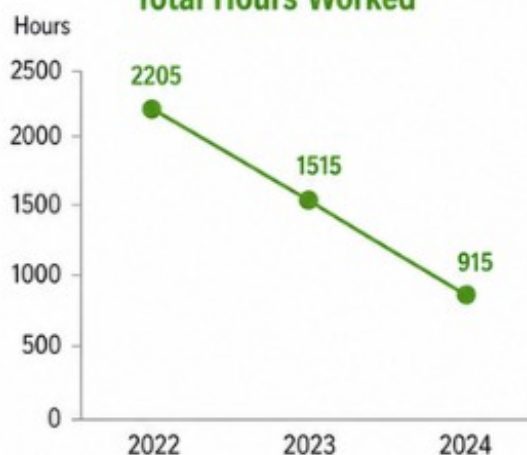
Recordable Injuries by Year



Recordable injuries have declined by **59%** from 2022 to 2024.

HOURS WORKED TREND

Total Hours Worked



Total hours worked declined by **58%** from 2022 to 2024.

INJURY TYPE & PREVENTION FOCUS



MAIN INJURY TYPES

Cut injury and
needle injury



PREVENTION FOCUS

Safe handling, PPE use,
machine safety, and
awareness training



Recordable injuries declined from **147** in 2022 to **61** in 2024, while cut and needle injuries remain key focus areas for continued prevention.



Human Rights & Labor Practices

Non-Discrimination, Diversity & Equal Opportunity

At Crown Wears (Pvt.) Ltd., we aim to maintain a workplace where employees feel respected, valued, and treated fairly. Our Non-Discrimination Policy prohibits discrimination based on gender, age, religion, race, color, disability, or any other personal characteristic. Strong female participation reflects our commitment to inclusion, while we continue to focus on equal opportunity, respectful communication, fair treatment, and equitable pay. Based on reported information, female-to-male basic salary and total remuneration ratios are approximately 1:1, and no discrimination incidents were recorded during the reporting period.

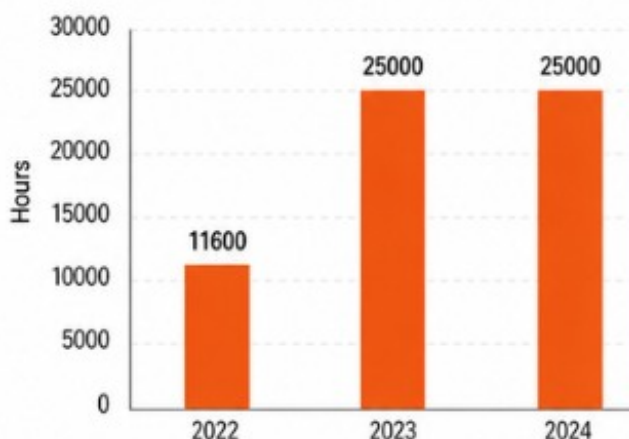


Freedom of Association & Collective Bargaining

Respecting workers' rights through policy, awareness, grievance channels, and open dialogue



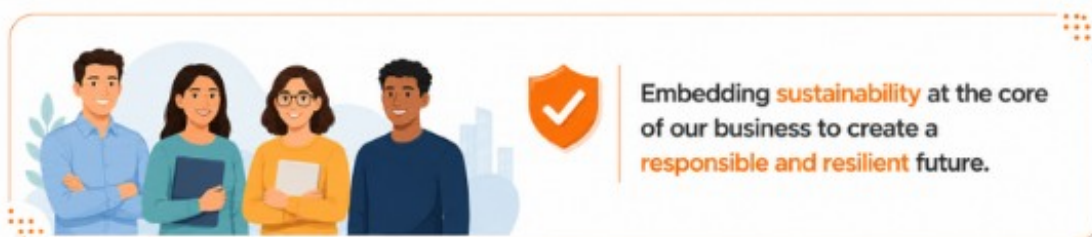
Freedom of Association Training Hours



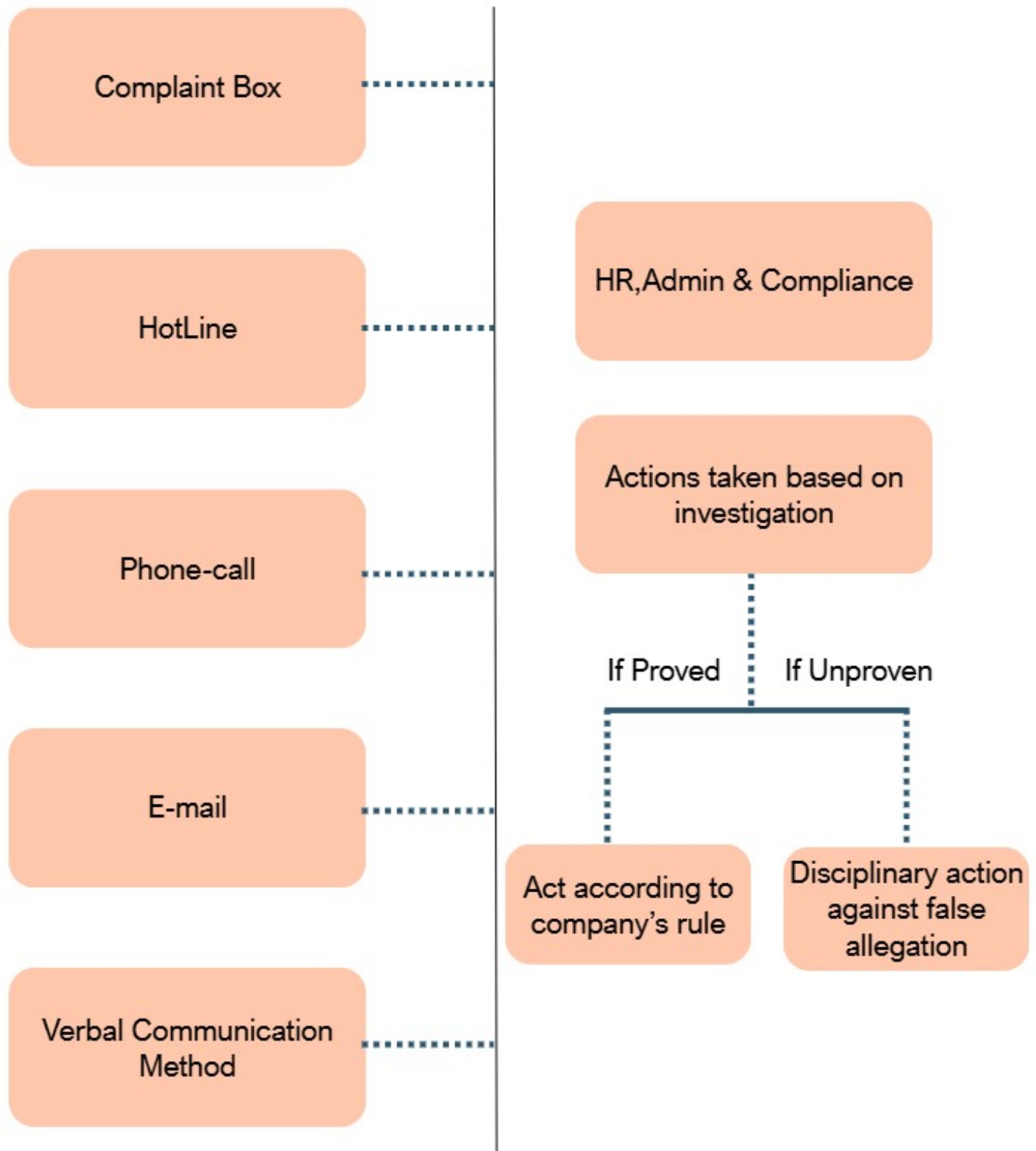
We believe a stronger workplace is built when workers feel heard, respected, and able to speak without fear. Our approach to freedom of association supports open dialogue, mutual trust, and responsible engagement across the workplace.

Zero Tolerance, Fair Workplace

Strengthening awareness and zero-tolerance practices on child labor and forced labor



Grievance Handling Mechanism



Training Framework for a Safer and Responsible Workplace

Workforce Learning Investment Over Time

 **2022 Training Hours**
693,000 hours of training

 **2023 Training Hours**
936,000 hours of training

 **2024 Training Hours**
1,497,600 hours of training

 **Insight Line**
Training hours increased consistently, reflecting expanded workforce development efforts



We view training not only as a compliance requirement, but as an investment in people, productivity, and long-term workplace resilience. In a labor-intensive garment manufacturing environment, employee capability directly influences product quality, safety performance, efficiency, and career growth.

Average Training Hours Per Employee

Our training and development approach focuses on building practical skills, strengthening workplace awareness, and supporting employees at different stages of their employment journey. This includes multi-skill development, women empowerment initiatives, promotion-oriented learning, and re-training support for employees returning after extended leave.

Year	Training Hours
 2022	1.07
 2023	0.79
 2024	0.50

From Onboarding to Operational Excellence



Responsible Supply Chain

We extend our sustainability commitment beyond our own operations. During the reporting period, we worked with 8 suppliers and assessed them through a structured evaluation process.

The assessment covered key areas including management system, documentation, working hours, compensation and benefits, child labour, forced labour, discrimination, freedom of association, working conditions, health and safety, security, environment, quality, legal compliance, grievance mechanism, and supplier social sustainability performance.

Through this process, we aim to ensure that our suppliers follow ethical, compliant, and responsible practices. We also recognize the need to further strengthen follow-up actions and supplier performance tracking in the coming years.

Supplier Assessment Criteria

	1. Governance & Management System		9. Working Conditions
	2. Supplier Documentation		10. Occupational Health & Safety
	3. Working Hours Compliance		11. Security Management
	4. Wages, Benefits & Compensation		12. Environmental Responsibility
	5. Child Labour & Young Worker Protection		13. Environmental Certifications: GRS, RCS, GOTS, OCS
	6. Forced Labour Prevention		14. Product Quality System
	7. Non-Discrimination & Equal Treatment		15. Legal & Regulatory Compliance
	8. Freedom of Association		16. Grievance Mechanism
	17. Supplier Social Sustainability Performance		



Worker Welfare & Inclusion Programs

1

Free TB screening support for workers

2

Inclusive hiring of persons with disabilities through CRP

3

Female supervisor development through internal promotion

4

Free sanitary napkin distribution for female workers

5

Mother@Work support for maternal health and working mothers

6

EIS project support for injured workers' financial protection

7

Hello Plus health facility access for workers

8

GEAR project for women's leadership and career growth

9

SICIP project for upskilling unskilled workers

10

SOJAG project for worker awareness and social support

Where Ability Finds Opportunity

Inclusive hiring through CRP helps persons with disabilities access meaningful employment, income security, and workplace dignity.



*A job is more than income.
It is confidence, dignity, and
the courage to dream again.*



From opportunity to confidence: inclusive employment helps workers build dignity, independence, and belonging.

At Crown Wears (Pvt.) Ltd., inclusive hiring is part of our commitment to dignity, opportunity, and equal participation.

Through our collaboration with CRP, persons with disabilities are connected with suitable employment opportunities based on their skills and workplace readiness. This helps remove barriers to formal employment and supports income security, confidence, and family well-being.

For each worker, the impact goes beyond a job. It is a step toward independence, belonging, and being recognized for their ability and potential.

From Commitment to Continuous Progress

This first sustainability report marks an important beginning for Crown Wears (Pvt.) Ltd. It reflects where we stand today, what we have achieved, and where we must continue to improve.

Our next steps will focus on strengthening ESG data, improving resource efficiency, reducing environmental impacts, supporting worker well-being, and deepening responsible practices across our supply chain. We recognize that sustainability is not completed through one report or one initiative. It is built through daily decisions, honest measurement, and continuous improvement.

As we move forward, we invite our stakeholders to stay connected with our progress. Their expectations, feedback, and trust will continue to guide us as we work toward a more responsible, inclusive, and resilient future.



Progress is built by people, strengthened by trust, and sustained through continuous improvement.

We are not claiming perfection. We are committing to progress, accountability, and shared value.

GRI Content Index

Crown Wears (Pvt.) Ltd. has reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards.

Disclosures	Page No	Omission
General Disclosures		
2-1: Organizational details	5	
2-2: Entities included in the organization's sustainability reporting	5	
2-4: Restatements of information	5	
2-5: External assurance	5	
2-6: Activities, value chain and other business relationships	9 -14	
2-7: Employees	43,44	
2-8: Workers who are not employees	-	
2-9: Governance structure and composition	21	
2-10: Nomination and selection of the highest governance body		Yes.Confidentiality Constraint.
2-11: Chair of the highest governance body		Yes.Confidentiality Constraint.

Disclosures	Page No	Omission
2-12: Role of the highest governance body in overseeing the management of impacts		Yes. Confidentiality Constraint.
2-13: Delegation of responsibility for managing impacts	21	
2-14: Role of the highest governance body in sustainability reporting		Yes. Confidentiality Constraint.
2-15: Conflicts of interest		Yes. Confidentiality Constraint.
2-16: Communication of critical concerns	21-22,56	
2-17: Collective knowledge of the highest governance body	21-22,24	
2-18: Evaluation of the performance of the highest governance body		Yes. Confidentiality Constraint.
2-19: Remuneration policies		Yes. Confidentiality Constraint.
2-20: Process to determine remuneration		Yes. Confidentiality Constraint.
2-21: Annual total compensation ratio		Yes. Confidentiality Constraint.
2-22: Statement on sustainable development strategy	24	
2-23: Policy commitments	19	

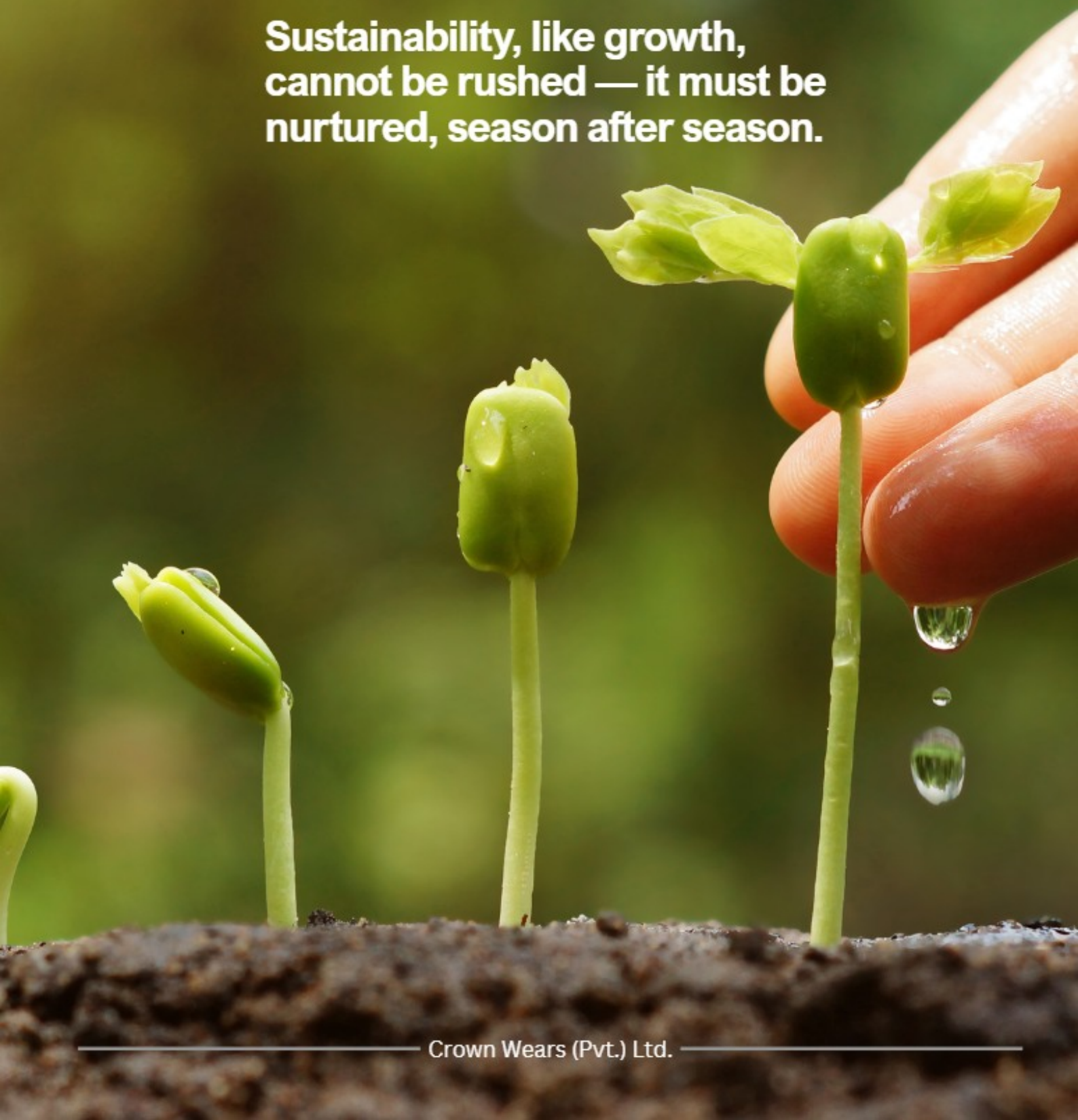
Disclosures	Page No	Omission
2-24: Embedding policy commitments	19-20	
2-25: Processes to remediate negative impacts	22,56	
2-26: Mechanisms for seeking advice and raising concerns	56	
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203: Indirect Economic Impacts	27,28	
205: Anti-corruption	25	
206: Anti-competitive Behavior	25	
301: Materials		Yes, not available,will be disclosed on future reports.
302: Energy	30-33	

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305: Emissions	30-33	
306: Waste	40-41	
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403: Occupational Health and Safety	48-52	
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406: Non-discrimination	53	
407: Freedom of Association and Collective Bargaining	54	
408: Child Labor	55	
409: Forced or Compulsory Labor	55	

Disclosures	Page No	Omission
414: Supplier Social Assessment	59	
417: Marketing and Labeling		Yes, not available, will be disclosed on future reports.

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**Sustainability, like growth,
cannot be rushed — it must be
nurtured, season after season.**





Crown Wears (Pvt.) Ltd.

Our stakeholders' feedback is important to us. We welcome feedback on this report and any aspect of our sustainability performance. Please address all feedback to the Environment Office at md.alamin_crown@sparrow-group.com