THE BRANDIX WAY
SUSTAINABILITY REPORT 2014/15

brandix®
inspired solutions

THE

We are more than a corporation;
We are a team bound by values
that resonate from our core,
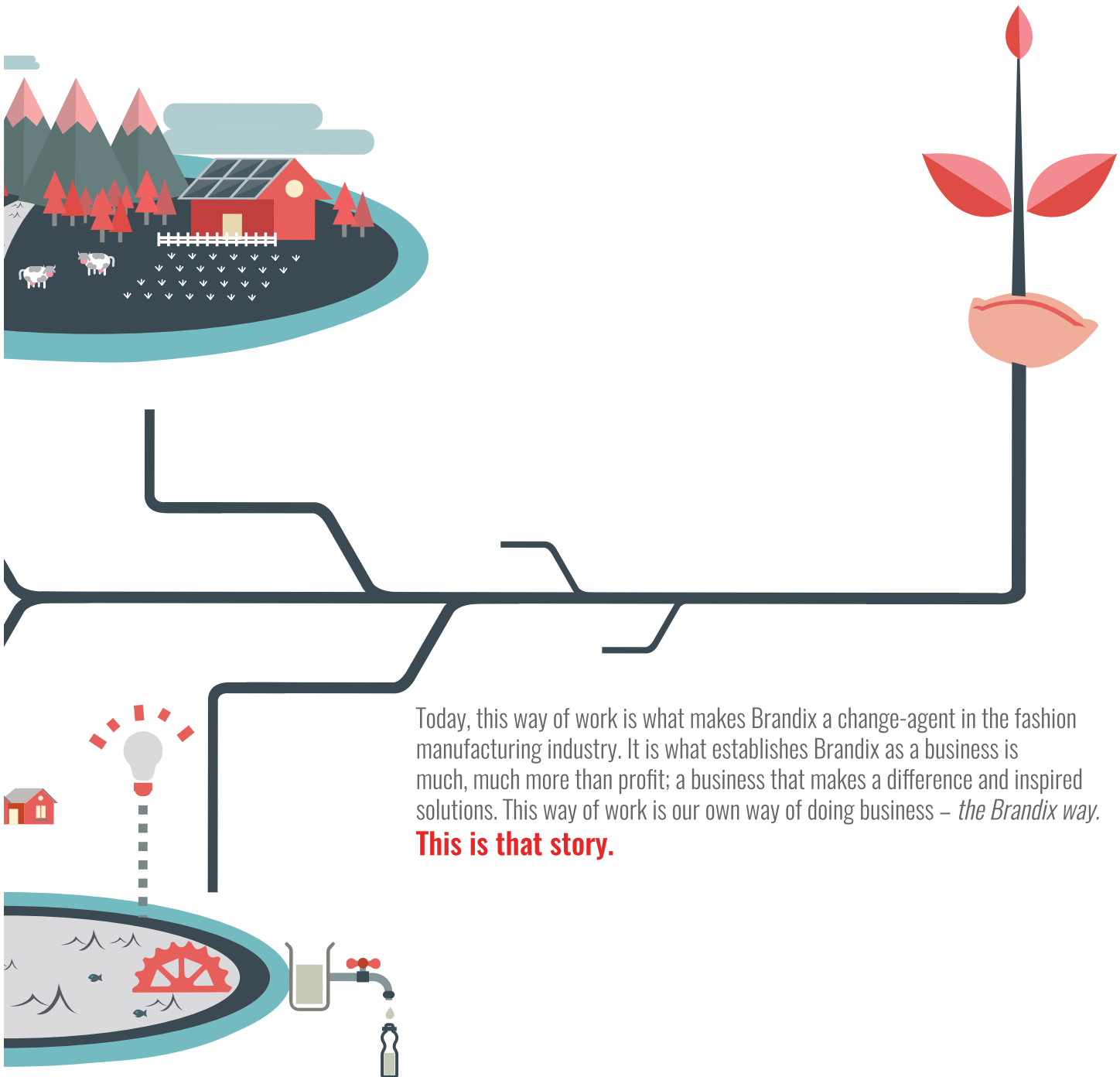to impact this planet that we call home...

BRANDIX

WAY

The Brandix team is built around a special way of working; a way marked by honesty, friendship and truly loving what we do for our customers.

It reaches even further and encourages us to look at the bigger picture and at the consequences of our work upon the rest of the world. This way of work has taught the Brandix team to take ownership for what they do – from the seed of origin to the very end of the string where its effects are last felt. This way of work has taught us the value of education to develop our people and to keep getting better at what we do. This way of work has instilled in our professionals, a deep sense of respect and duty for the resources and the energy that we borrow from the Earth. This way of work has transformed the individuals of the Brandix team to become leaders who trigger a ripple of change across their own societies.

Today, this way of work is what makes Brandix a change-agent in the fashion manufacturing industry. It is what establishes Brandix as a business is much, much more than profit; a business that makes a difference and inspired solutions. This way of work is our own way of doing business – *the Brandix way.*
This is that story.

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CEO STATEMENT

If ignorance was ever a reason for humanity's once cavalier attitude towards the environment, it can no longer be the case. Global awareness of the need to protect our planet and its atmosphere from further pollution is at its peak.

In a market environment such as this, increasing public awareness on climate change, fluctuating global fossil fuel prices which make renewable energy alternatives such as biomass more attractive, and national policies on sustainability are some of the trends affecting our organization and the industry we serve in.

Given the very long history of manufacturing in the island, while weathering the challenges this industry has faced till the present day, apparel manufacturing stands much stronger than it has been ever before, even in the midst of rising competition from countries, such as China, India, Bangladesh, Vietnam and Cambodia. The industry's exports for the year 2014 increased by 15%, compared to 2013, while the industry's exports earnings in Sri Lanka for 2014 amounted to US$ 4.3 billion, which is a substantial amount of foreign exchange brought into the country by a single industry.

Our apparel industry maintains a strong commitment to ethical manufacturing and sustainable development, as well as the long-standing assurance of ethical working conditions; free from child labour, forced labour, discrimination and sweatshop practices. Further, our apparel industry's efforts to provide employment and harness the rural talents of the country, by setting up factories across Sri Lanka, has made a significant impact to our economy - a practice widely recognized and acknowledged by apparel chains worldwide.

Nevertheless, environmental degradation continues, despite laws and conventions to prevent it, and the concerted efforts of organizations and businesses around the world to adopt sustainability as one of the basic pillars of their operational models.

In that context, the title of this, the Brandix Group's second Sustainability Report, is most appropriate. There is no arrogance or conceit in the legend 'The Brandix Way.' We believe that in the pages that follow, we show just how, convincing and engaging our people – employees, suppliers and customers- enterprise wide in considering the Planet in everything they do, can, and has, made it possible to achieve and even surpass targets.

Perhaps, we may lead the way for others in industry; inspiring them to take the same route to progressively and effectively achieve significant reductions in their environmental footprint.

This by no means implies that we, at Brandix, have arrived at our destination. Our operations continue to grow, as do our aspirations, and technologies continue to evolve. While this report shows that we have, as a Group, made remarkable progress in becoming Greener, the journey never ends.

As company, we strive to align our sustainability agenda to the guidelines set out by international organizations, such as the UNGC, and the LEED principles set out by the US Green Building Council. One of our biggest environmental achievements for the year under review, in terms of our manufacturing operations, was when Brandix Lingerie received the Gold Award in the 'Large Scale Manufacturing' category and Brandix Essentials received a Merit Award in the 'Commercial Building' category at the Sri Lanka National Energy Efficiency awards ceremony.

For the year under review, our Sustainability performances are as follows : In the 'Air' category, we have reached 152.7 g of $CO_2(e)$ / USD emission intensity. We are currently maintaining 10 litres / clocked hour for occupant 'Water' usage, and 75.3% of our 'Waste' is being reused or recycled. Judging by these figures, it is clear that we have made significant progress, but can improve further.

We have set ourselves ambitious environmental goals for 2020. We hope to achieve net zero air emissions, target zero discharge of hazardous chemicals in water, provide clean drinking water to all our associates and achieve zero water wastage. Our Earth target for 2020 is to reuse or recycle 100% of waste.

Having achieved more than 50% reduction in emissions intensity in comparison to the base year of 2008 through our sustainability efforts, I am happy to note that we are on track towards reaching the net zero emissions target in 2020. We have identified the challenges in converting the remaining 24.7% of waste for recycling and reusing purposes, over the next five years, and we are committed towards achieving the final goal of 100% reuse or recycling of our waste. When these milestones are reached, we will, no doubt, set our sights on reducing our consumption of resources further.

In terms of our Social Responsibility, our principal CSR efforts revolve around the central corporate theme of 'Water' and constitute a long term commitment to increasing the availability of water and the provision of safe drinking water to those most in need. The 'Care for Our Own' initiative - now coming under the recently established Bindu Foundation (the CSR arm of Brandix) is a unique example of the care and consideration given by the Group to its associates. This venture benefits not only the associate, but the entire community at large, while at the same time elevating the associate's standing within the community.

Inspiring has been in our DNA since the inception. "Inspired Solutions" is who we are, and these ambitious targets we have set ourselves are testimony to the fact that with the fast dwindling resources due to the consumption patterns of the world, we are serious about leaving a better planet for our future generations. The commitment of the management of Brandix to this process is absolute and irrevocable. We have asked for and received the support of our 46,000 plus employees to our Green journey, and it is not an overstatement to say that the environment gene is now a robust strand in our DNA.

Let's make 'The Brandix Way' a rededication to our Sustainability Agenda.

Ashroff Omar
Chief Executive Officer

THIS IS US

Powered by a workforce of over forty-thousand, producing high-demand fashion essentials stretching over three continents and distributing across the globe, we're proud to state that *the Brandix way* impacts the masses.

Brandix Lanka Limited is the holding company for Brandix, and is a limited liability company which has several operations across the globe - headquartered in Colombo - Sri Lanka's commercial hub.

APPAREL
Brandix Lanka Limited
Brandix Apparel Limited
Brandix Apparel Solutions Limited
Brandix Apparel India (Private) Limited
Brandix Casualwear Bangladesh Limited

SERVICES
Brandix i3 (Private) Limited
Brandix College of Clothing Technology (Private) Limited
Brandix India Apparel City (Private) Limited

BACKWARD INTEGRATION
Brandix Textiles Limited
Textured Jersey Lanka (Public) Limited
Quenby Lanka Prints (Private) Limited
Ocean India (Private) Limited

FUNCTIONS
Fabric Knitting
Dyeing & Finishing
Apparel Manufacturing
Apparel Washing & Dyeing
Fabric Printing
Apparel Design
Research & Development
IT Solutions

PRODUCTS
Woven Bottoms
Lounge & Sleepwear
Underwear
Bras
Woven & Knit Fabrics
Accessories

GARMENTS MANUFACTURED
221.7 million pieces

FABRIC MANUFACTURED
36.6 million meters

PRINTED FABRIC
1.9 million meters

TOTAL EMPLOYEES
46,202

TOTAL OPERATING LOCATIONS
41

NET SALES
US$ 698 MILLION

Our work is spread across three continents and is powered by a vast team of professionals who drive our service across several sectors, to reach a number of customers in widespread markets.

INDIA
SRI LANKA
BANGLADESH

We have front-end offices in USA, Hong Kong and Australia.

MARKETS SERVED	SECTORS	TYPES OF CUSTOMERS
USA	Apparel	Fashion Brand
Europe	Textiles	Retailers
	Accessories	Discounters

OUR NETWORK

We believe in building friendships with like-minded individuals, groups and organisations that value quality, standards and sustainability as highly as we do, and believe in *the Brandix way* of doing business. Our trusted network of stakeholders, partners and memberships starts in Sri Lanka and stretches across the world.

Stakeholders

- Customers
- Suppliers
- Employees
- Shareholders
- Local Communities
- Government
- Banks

Memberships

- Sri Lanka Apparel Exporters Association
- The Ceylon Chamber of Commerce
- European Chamber of Commerce of Sri Lanka
- The Employers' Federation of Ceylon
- Joint Apparel Association Forum
- American Chamber of Commerce
- CSR Lanka
- United Nations Global Compact
- Global Water Partnership
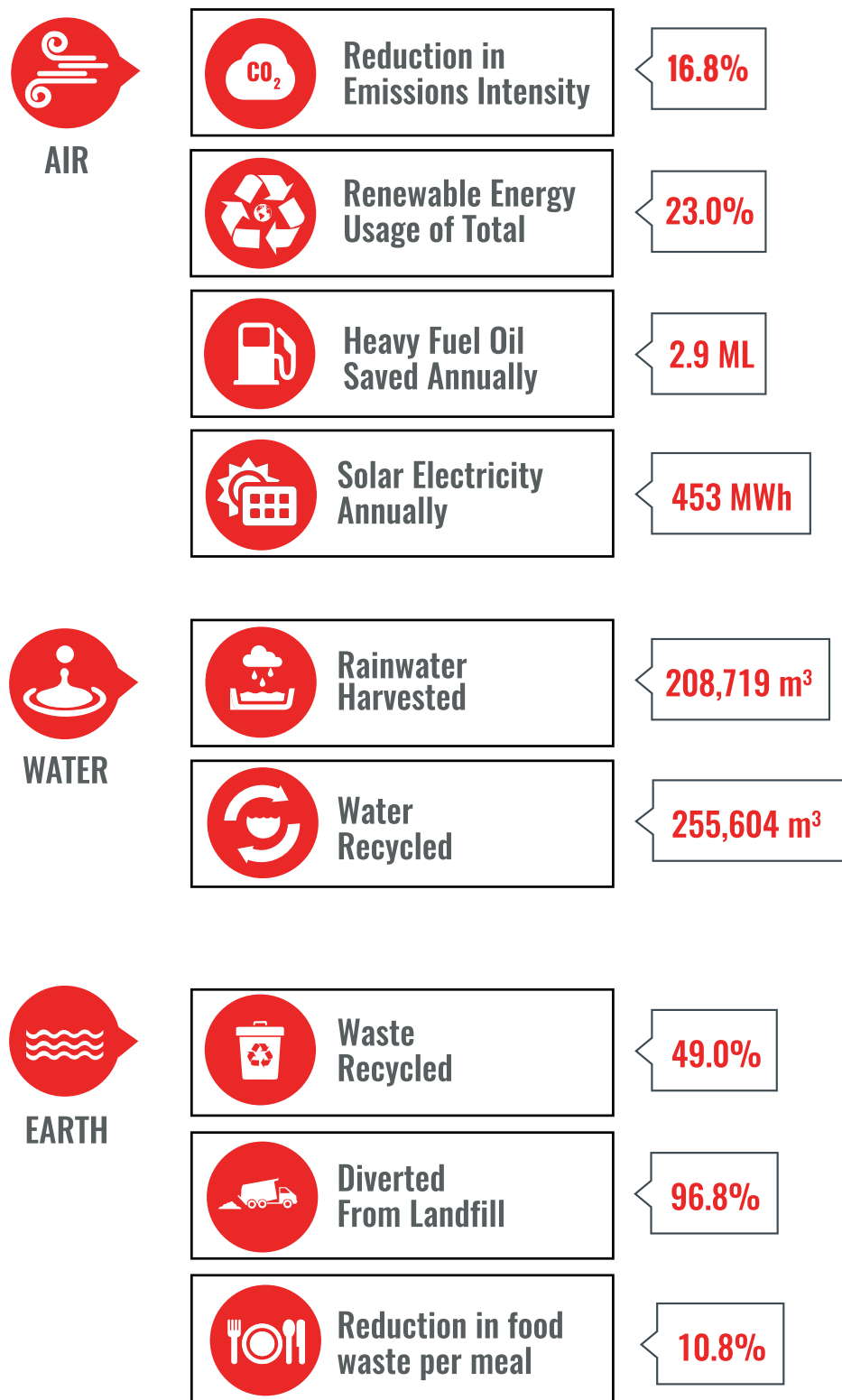
THE BRANDIX WAY WITH NATURE

We understand that the survival of our work depends on nature and not vice versa

The Brandix way with nature is a mutually wholesome one. We understand that the survival of our work depends on nature and not the other way around.

We know that natural resources are limited and therefore, precious. Consequently we, the Brandix team, have a deep-seated reverence for the environment and take special care to reuse, recycle and promote sustainable practices in and out of work. The environment is the most significant concern for a sustainable business like ours. Therefore, it is an honour to comply with laws and regulations, as well as the expectations of stakeholders.

Nonetheless, *the Brandix way* is not about doing only what is necessary, but to go that extra mile to make a difference. So, we don't stop with restoring what we've extracted from nature; we also take effort to mitigate the imapcts mankind has caused on Earth.

Let us tell you how.

AIR

Reduction in Emissions Intensity	**16.8%**
Renewable Energy Usage of Total	**23.0%**
Heavy Fuel Oil Saved Annually	**2.9 ML**
Solar Electricity Annually	**453 MWh**

WATER

Rainwater Harvested	**208,719 m³**
Water Recycled	**255,604 m³**

EARTH

Waste Recycled	**49.0%**
Diverted From Landfill	**96.8%**
Reduction in food waste per meal	**10.8%**

The figures for reduction in emissions intensity and heavy fuel oil saved are calculated using 2012/2013 as the base year.

The Brandix way with nature, which includes the ethos of our sustainability plan,
is managed centrally by the *Energy and Environment Division.*
Here, we consider our commitment to the planet under three pillars.

AIR
Energy
Emissions

WATER
Occupant Water
Process Water
Effluent Water

EARTH
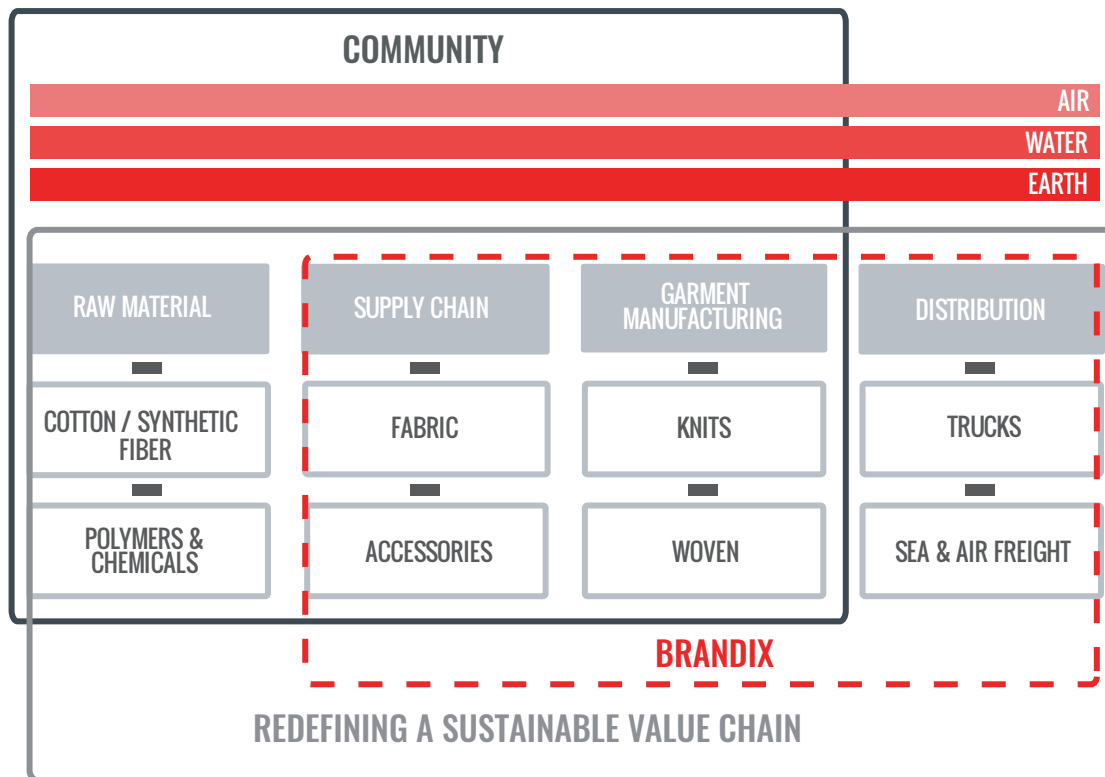**Hazardous Waste**
Non-Hazardous Waste

Under the *Energy and Environment Division,* we have set up several customary procedures and best practices for each pillar to ensure that our care for the environment remains all-encompassing. These practices have been documented in three separate handbooks, which are available to the in-house engineering teams at each factory.

REAL FACTS

At Brandix, environmental sustainability is at the core of our principles. We have employed sustainable practices in our manufacturing processes since 2007. In order to find the best ways to limit the negative impacts our processes have on the environment, we do life cycle analyses, which involve scrutinizing the production process from the supply of raw materials to the eventual distribution of the end product. This approach affords us a holistic view of the negative environmental impacts of our business, including those caused by any by-products produced.

Under *the Brandix way,* maintaining a sustainable value chain requires safeguarding our community. That commitment by way of CSR activities ensures our community is taken care of at all levels and at all times.

COMMUNITY

			AIR
			WATER
			EARTH

RAW MATERIAL	SUPPLY CHAIN	GARMENT MANUFACTURING	DISTRIBUTION
COTTON / SYNTHETIC FIBER	FABRIC	KNITS	TRUCKS
POLYMERS & CHEMICALS	ACCESSORIES	WOVEN	SEA & AIR FREIGHT

BRANDIX

REDEFINING A SUSTAINABLE VALUE CHAIN

We take monitoring and evaluation seriously because it quantifies our efforts and their outcomes. It remains essential in the continuous development of our sustainability roadmap. The following platforms are used at the Central Division to engage with the different stakeholders and grasp the end results of our work and their impact on the planet.

EcoCaliper

EcoCaliper is an energy monitoring package used by the Brandix Energy & Environment Division to gather utility consumption information and other data from the group. Comprised of two online platforms which are accessible via the Brandix intranet, this enables factory-wise, SBU-wise (Strategic Business Unit) and group-wise benchmarking.

EcoCaliper Monthly Data Collection System

With this system, users can log in remotely from their respective SBU locations and enter the data relevant to their utility consumption. This data is then collated centrally, and is used to analyse the utility consumption trends of the Brandix Group. Reports are produced quarterly to compare and contrast the data with KPIs (Key Performance Indicators), which are reviewed at the quarterly engineers' meeting. The data and reports are available for viewing by selected employees via our intranet.

At every factory, an energy manager is appointed and given access to EcoCaliper; this manager remains responsible for entering the data into the system. In addition, data is also verified by spot checks, where the entered data is checked against the utility bills of the factory.

EcoCaliper Real-time Monitoring System

This is an online tool which connects all the Building Management Systems (BMS) and Mini Energy Monitoring Systems installed in Brandix factories across the group. This tool is mostly used to monitor utility consumptions as well as their patterns. Reports can be generated on an hourly, daily, monthly or yearly basis, and are accessible via the Brandix intranet.

EcoEye

We have also implemented an EcoEye system which is an energy and environment management system based on ISO50001. Energy baselines are defined for every factory based on the historical data available via the EcoCaliper system. All the factories are benchmarked against similar operations, while potential areas of improvement are identified. This is part of a continuous improvement process.

Brandix Eco-Index

This is an environmental assessment tool designed to evaluate the environmental performance of Brandix factories and office across the Group. We are proud to say that this tool is unique to Brandix and it provides us with an overview of the group's environmental performance and makes way for fair and easy comparison between factories and SBUs. The Index also provides us with the necessary information which enables us to incorporate environmental considerations into our production processes and to manage our supply chain in a way that would support our environmental goals.
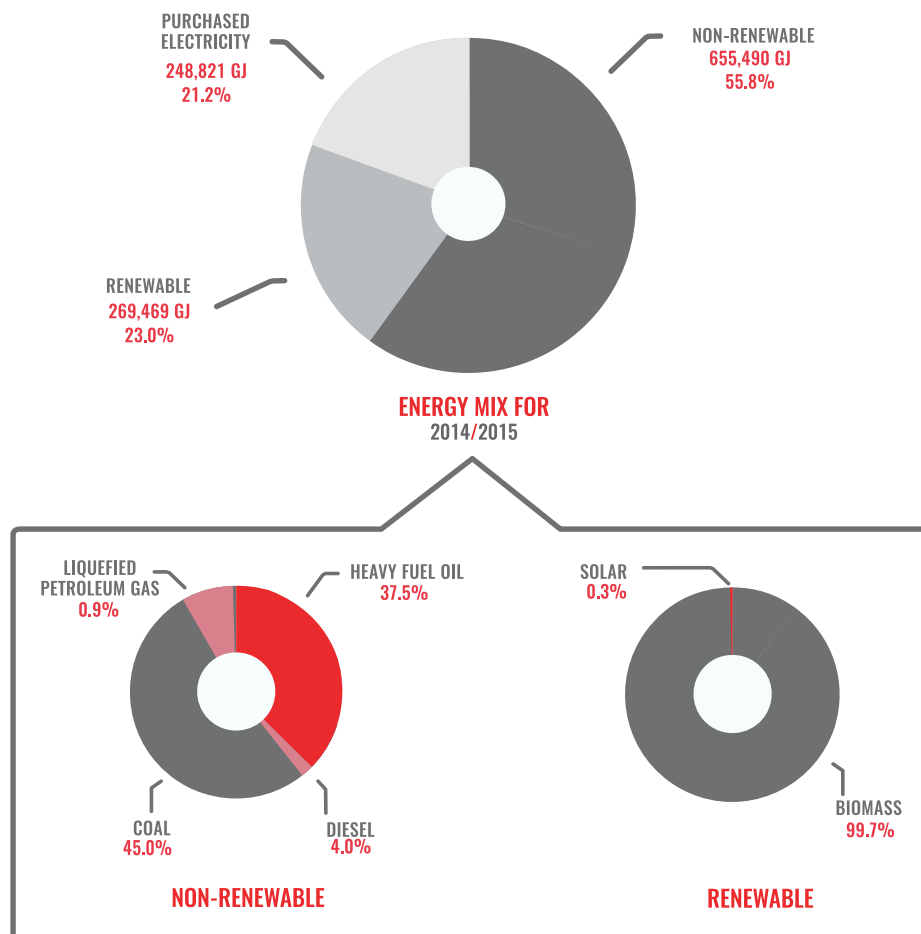
OUR ENERGY PLAN

As one of the largest companies in the Sri Lankan manufacturing industry, we bear a great responsibility to set precedent to the growing fashion manufacturing business. Our move towards renewable energy has been continuous throughout the past.
While the transition is not complete yet, the developments that we have made are noteworthy.
Our practices to optimise resource usage have seen triumphs, as well as challenges, and we're looking to make big improvements.

With our manufacturing operations stretching over three countries, we have created unique energy plans to suit each context.
The key energy requirement for our work across all three countries is thermal and electrical.

The 3-Step Energy Management Plan

1. Introduction of energy efficiencies
2. Replacement of non-renewables on-site with renewable energy sources
3. Offsetting Scope 2 emissions with our own renewable energy

Steps 1 & 2 are nearing completion, while Step 3 has been initiated across the Group.

PURCHASED ELECTRICITY
248,821 GJ
21.2%

NON-RENEWABLE
655,490 GJ
55.8%

RENEWABLE
269,469 GJ
23.0%

ENERGY MIX FOR
2014/2015

LIQUEFIED PETROLEUM GAS
0.9%

HEAVY FUEL OIL
37.5%

SOLAR
0.3%

COAL
45.0%

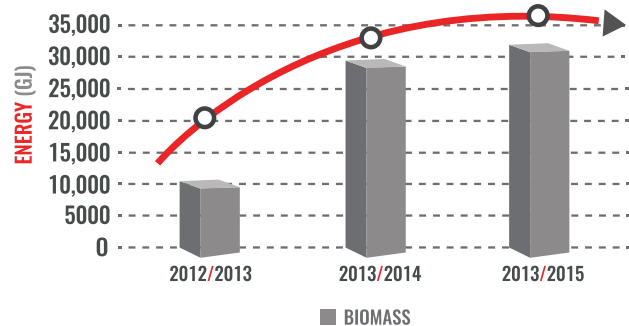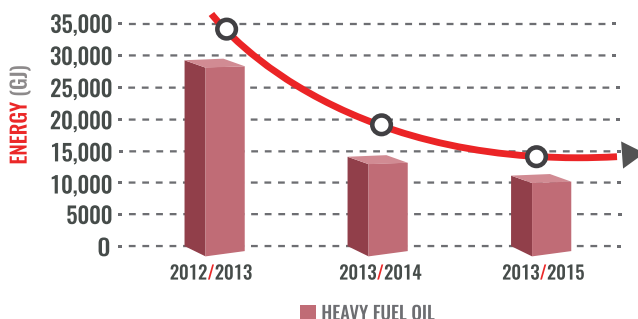DIESEL
4.0%

BIOMASS
99.7%

NON-RENEWABLE

RENEWABLE

All conversion factors and emission factors were taken from the Sustainable Energy Authority, Sri Lanka.

A closer look at our energy requirement in each country of operation reveals that our shift towards renewable energy has been a constant and increasing one. In Sri Lanka, the thermal energy requirement was initially fulfilled using heavy fuel oil; however, we have shifted to biomass as a renewable and financially effective medium and coal, which again,is more financially effective, while also presenting sustainable supply compared to oil. However, our use of coal results from the lack of a sustainable biomass supply. While we're actively working to resolve this, currently we maintain a policy to use biomass for a boiler that has a capacity of less than six TPH (tonnes per hour), and coal for over six TPH.

In our operations in India, where a sustainable supply of biomass is available, our thermal energy requirement is being fulfilled by it completely. In Bangladesh, the thermal and electrical energy requirement is being fulfilled by liquefied natural gas, as it is available to the end user as a primary fuel and it has a lesser impact on carbon emissions when compared with other non-renewable supplies.

Our long term target is to eliminate the purchase of grid electricity and to replace them with renewable energy such as solar and wind, depending on the geographical location.
During the last three years, ten boilers have been converted from heavy fuel oil to biomass. We ensure that any biomass we purchase is not obtained as a result of deforestation, and are always cultivated by humans.
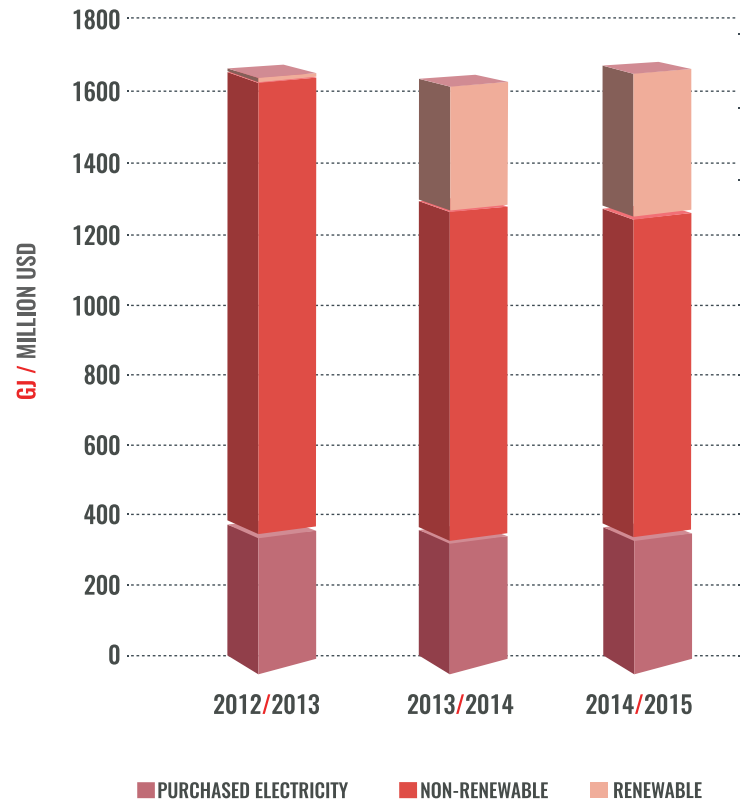
HEAVY FUEL OIL VS BIOMASS

The above figures only cover the apparel factories.
The conversion factors used were published by the Sustainable Energy Authority, Sri Lanka.

300 kW Solar Park at Brandix India Apparel City

ENERGY INTENSITY

GJ / MILLION USD

| | 2012/2013 | 2013/2014 | 2014/2015 |

Legend: ■ PURCHASED ELECTRICITY ■ NON-RENEWABLE ■ RENEWABLE

This is a closer look at the energy intensity of Brandix, broken down into non-renewable, renewable and purchased electricity and we're proud to illustrate a substantial increase in the renewable portion of our energy mix.

All the types of energy used by the organisation have been used for the above calculations. The ratio uses energy consumed within the organisation. The conversion factors used were published by the Sustainable Energy Authority, Sri Lanka.

Annual Energy Reduction

PROJECT

Brandix Apparel India 300kW Solar Park

Shifting from Heavy Fuel Oil to Biomass Boilers

Replacing T8 Lights with LED

Replacing Clutch Motors with Servo Motors

ANNUAL ENERGY REDUCTION

453,300 kWh

2,905,168 Litres

215,630 kWh

779,063 kWh

To keep our consumptions within sight and at a decreasing rate, our team has developed several policies and best practices, which have been documented and compiled in the Brandix Energy Manual, shared across the entire Brandix team.

LIGHTING

Retrofitting T8 fluorescent lamps with LED lamps
(Light emitting diodes) and T5 fluorescent lamps
Harvesting natural light via skylights
Controlling lighting automatically with occupancy and lux sensors
Using low power consuming task lights at needle point

AIR- CONDITIONING

Using water-cooled central air conditioning systems

COMPRESSED AIR

Conducting frequent leak detection programmes
Optimizing the compressed air distribution system

BOILER

Switching the fuel source from furnance oil to biomass
Recovering waste heat
Upgrading pipe insulation
Using nozzle-based steam traps which are highly efficient
Using of tri-generation plants to cater to electrical,heating and cooling demands

MACHINERY

Replacing clutch motors with servo motors
Conducting life cycle analyses of prospective machines

BUILDING MANAGEMENT SYSTEM

Equipping factories with a BMS
to optimize resource usage by automatically controlling
chillers,lights and indoor air quality.

ZERO EMISSIONS BY 2020!

Managing our emissions is a big part of the Brandix green vision. As we continue to look for more ways to reduce greenhouse gas emissions and reduce our imprint on the aerosphere, we are also looking to manage the air-waste created in our processes.
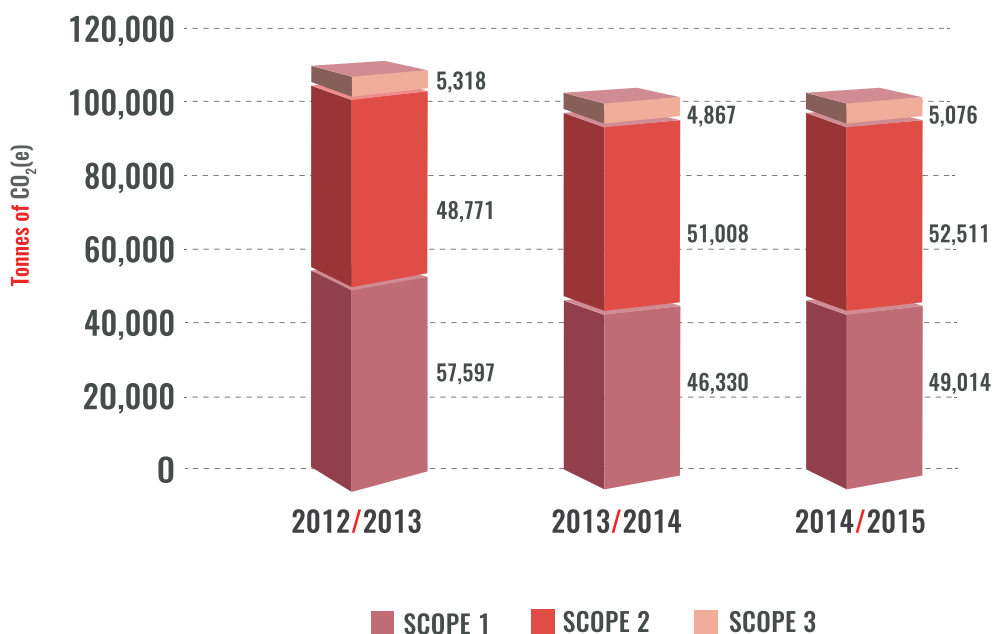
'Achieve net zero emissions by 2020!'- united by this ambitious, yet promising vision, we have set up several KPIs to monitor our energy usage and emissions. With apparel manufacturing being at the heart of what we do, our plan is to achieve zero emissions for our apparel factories first.

Our strategy for achieving net zero emissions are:

1. Resource optimization
2. Switching to renewable energy sources
3. On-site and off-site power generation

A closer look at our greenhouse gas emissions for the past three years shows a gradual decrease in emissions.

Greenhouse Gas Emissions

Tonnes of $CO_2(e)$

Year	SCOPE 1	SCOPE 2	SCOPE 3
2012/2013	57,597	48,771	5,318
2013/2014	46,330	51,008	4,867
2014/2015	49,014	52,511	5,076

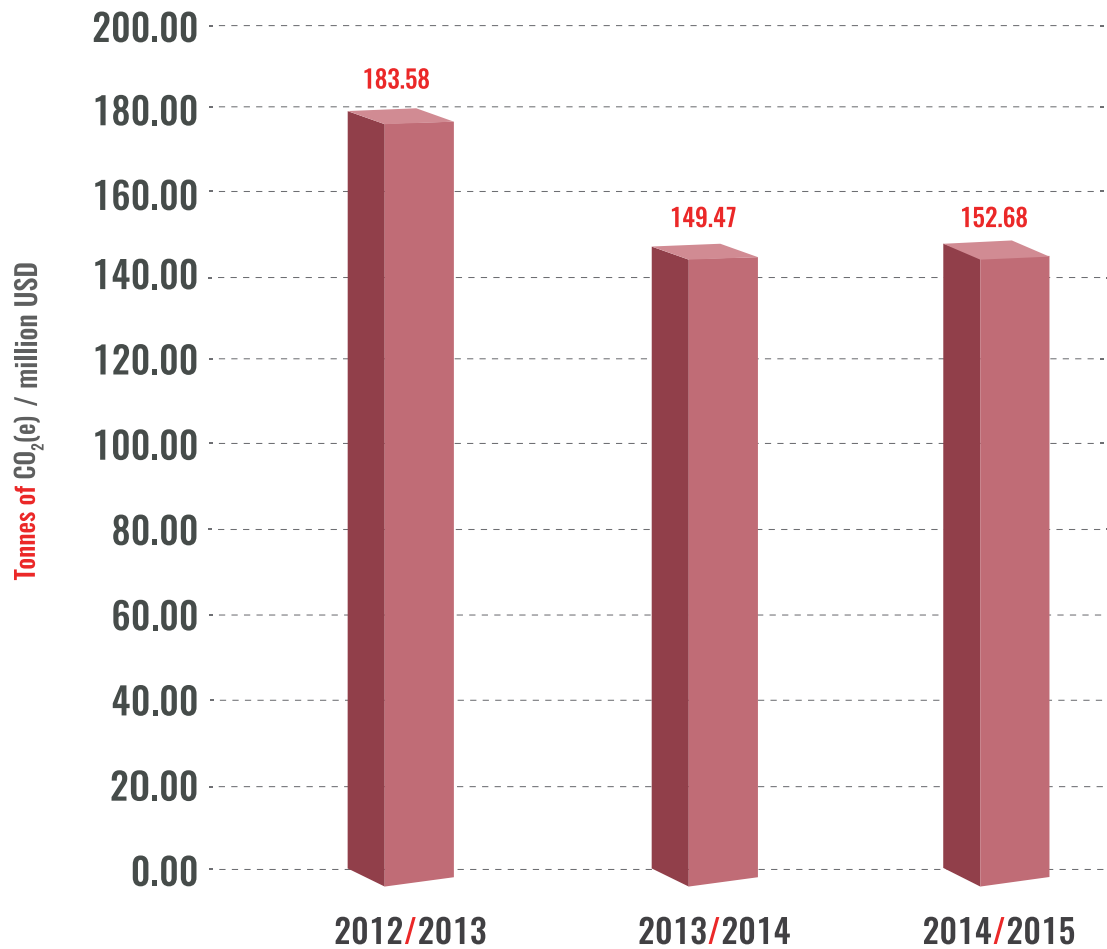The Biogenic CO2 emissions for 2014 / 2015 is 31,588 tonnes of CO2(e).
All gases have been included in the above calculations.
The base year was chosen as 2012/2013, as our previous sustainability report was published in 2011/2012.
The Greenhouse Gas (GHG) Protocol was followed in doing these calculations.
The grid emission factors were taken from the respective national bodies.

Greenhouse Gas Emission Intensity

Tonnes of $CO_2(e)$ / million USD

- 2012/2013: 183.58
- 2013/2014: 149.47
- 2014/2015: 152.68

Scope 1, scope 2 and scope 3 have been included for the above calculations. All gases have been included in the above calculations

Annual Emissions Reduction

PROJECT

Brandix Apparel India 300kW Solar Park

Shifting from Heavy Fuel Oil to Biomass Boilers

Replacing T8 Lights with LED

Replacing Clutch Motors with Servo Motors

ANNUAL ENERGY REDUCTION

444 t $CO_2(eq)$

8,206 t $CO_2(eq)$

159 t$CO_2(eq)$

573 t$CO_2(eq)$

CARE FOR WATER

As the life force of our work, Brandix maintains a profound relationship with water. Sadly, it is a scarce resource in India, Bangladesh, and even in the dry zone of Sri Lanka – a direct result of water mismanagement and climate change; this is an issue that we feel very strongly about. The Brandix team uses water for basic daily activities, as well as the manufacturing processes.
The thinking behind *the Brandix way* is that caring for water makes great business sense too. While improper management of water leads to unnecessary expenses, conserving water reduces water bills and energy spent on pumping and treating excess water.

Occupant Consumption
Refers to the water consumed by the occupants of the factory for activities such as drinking, toilet usage, canteen and kitchen usage

Process Consumption
Refers to the consumption of water by manufacturing operations, boilers and chillers

Furthermore, *the Brandix way* teaches our community to exercise five practices in water consumption:

Avoid the use of clean drinking water in processes where high quality water is not required.

Reduce the quality of water required for processes by installing new equipment and upgrading outdated equipment

Reuse water - water discharged at one point in the process may be used at another point without requiring any treatment
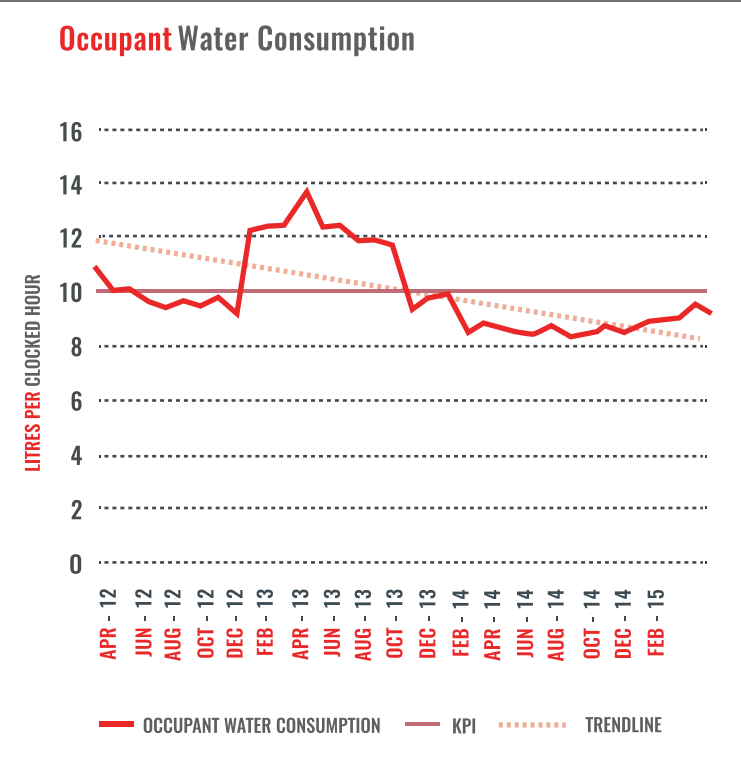
Recycle water to be used for gradening purposes, toilet flushing or as process water

Treat all water used in the factory either biologically or chemically and discharge treated water into inland surface water, if it cannot be recycled
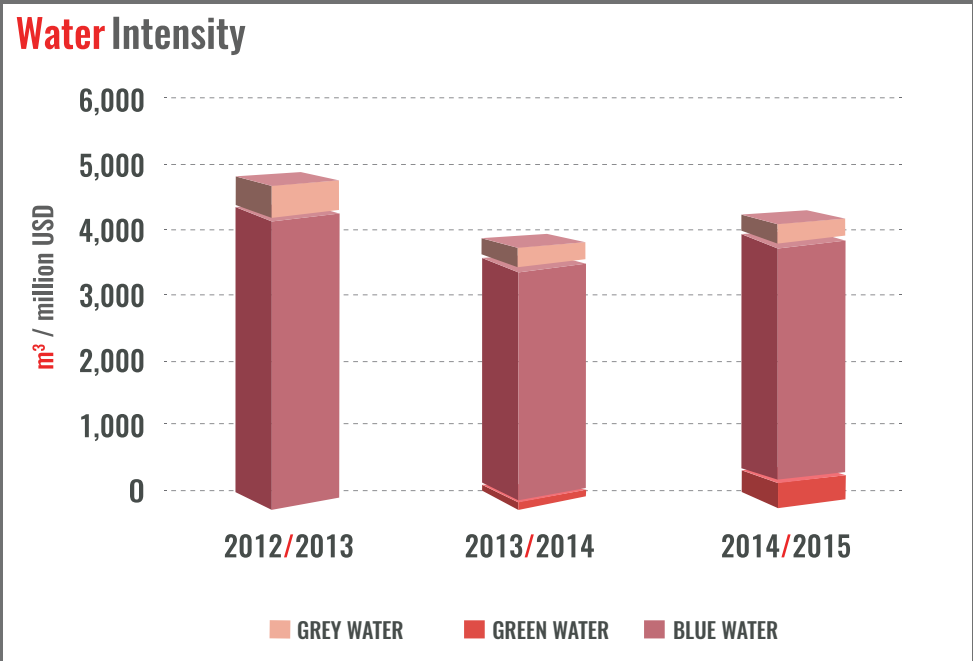
At Brandix, we have a grand vision for our care for water. This is to maintain occupant water consumption at ten litres per clocked hour for all apparel factories, have zero water wastage, zero discharge of hazardous chemicals in water, and provide clean drinking water to all our associates by 2020. Recorded in the Brandix Water Management Handbook, our water policy is what drives us towards this mission.

We reduce our water consumption greatly by conducting biannual leak detection programmes at each factory, purchasing water efficient fixtures and fittings, harvesting rainwater, monitoring wastewater and water quality. Our Energy and Environment Division not only sets up KPIs, but also manages them by discussing targets and issues during quarterly meetings.

Occupant Water Consumption

LITRES PER CLOCKED HOUR

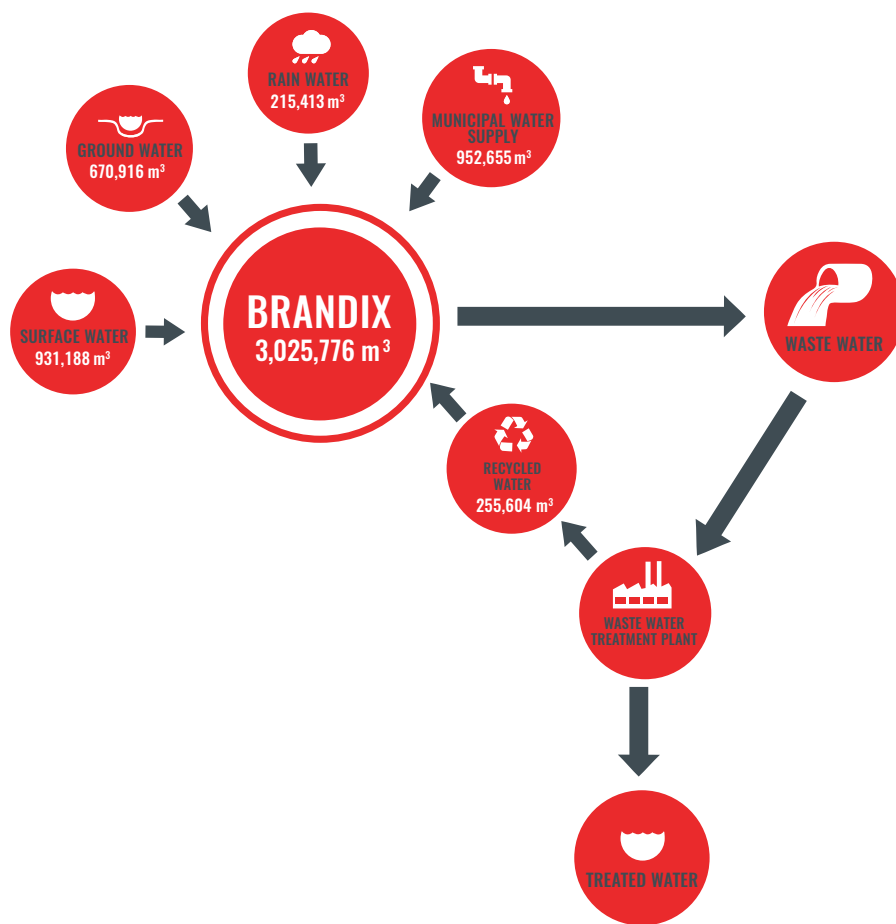OCCUPANT WATER CONSUMPTION — KPI ········· TRENDLINE

At Brandix, we have subdivided our water footprint into three categories so that we can keep a close check on our consumption and corresponding resources;

- **Blue Water :** The volume of surface and ground water consumed as a result of the production of a commodity or a service.
- **Green Water :** The volume of rainwater consumed as a result of the production of a commodity or a service.
- **Grey Water :** The volume of freshwater that is required to assimilate the load of pollutants based on natural background concentrations and existing ambient water quality standards.

Water Intensity

m³ / million USD

GREY WATER ■ GREEN WATER ■ BLUE WATER

It is estimated that all factories with a wastewater treatment plant recycles and reuses 80% of their water intake.

Brandix Water Cycle

GROUND WATER
670,916 m³

RAIN WATER
215,413 m³

MUNICIPAL WATER SUPPLY
952,655 m³

SURFACE WATER
931,188 m³

BRANDIX
3,025,776 m³

WASTE WATER

RECYCLED WATER
255,604 m³

WASTE WATER TREATMENT PLANT

TREATED WATER

All water intakes are measured by water metres. However, in factories where mixes of water sources are present, an approximate percentage of the total intake is taken to estimate the volume of water withdrawn from those sources. It is estimated that all factories with a wastewater treatment plant recycles and reuses 80% of their water intake. The total volume of water withdrawn from external sources is 2,770,171 m³, of which 255,604 m³ (9.2%) is recycled

All Brandix factories have an Environmental Protection License (EPL) issued by the government of Sri Lanka. As part of this practice our factories regularly monitor, record and manage the quality of discharged water. However, these records have not been collated centrally. Our central Energy and Environment Division now plans to compile this data for future disclosure.

Zero Discharge of Hazardous Chemicals

As part of our long-term sustainability goals, we have recognised the urgent need to eliminate hazardous chemicals from our discharged water. We have identified several such chemicals, and we are taking measures to eliminate them from our processes

CUTTING WASTE

The Brandix way of business sees waste from a different perspective – as a valuable resource for recycling and energy recovery. We believe that good waste management is essential for the preservation of the environment, as well as the health and safety of those exposed to it.
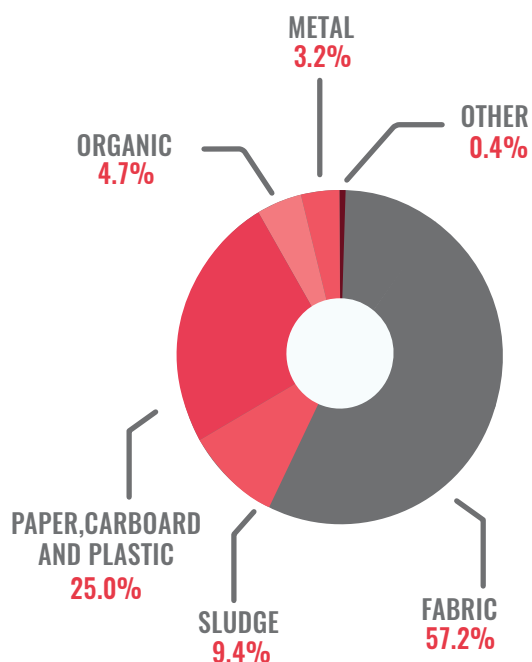
To make things simpler, we have categorised our waste to hazardous waste and non-hazardous waste, both of which are managed by the *Energy and Environment Division.*

Hazardous Waste
Refers to waste that poses substantial or potential threats to public health or the environment. It includes compact fluorescent lamps, glass, electronics, sludge, machine oil and other chemicals.

Non-Hazardous Waste
Refers to waste that is neither inert nor classed as special and it does not fall within the hazardous waste classification. It includes fabric, paper, cardboard, plastics, organic materials and metals.

METAL
3.2%

OTHER
0.4%

ORGANIC
4.7%

PAPER,CARBOARD
AND PLASTIC
25.0%

SLUDGE
9.4%

FABRIC
57.2%

WASTE BY TYPE FOR
2014/2015

The waste percentages shown here are by weight.

OUR APPROACH TO WASTE MANAGEMENT;

Prevent & Minimize

Re-use Materials

Recycle

Energy Recovery

Dispose Waste

Reusing or Recycling 100% of our waste by 2020

We are serious about achieving this ambitious target and have developed several policies and best-practices as documented and compiled in the *Solid Waste Management Handbook* Each factory has been provided with a copy of the handbook in order to standardise our practices across the group.

Fabric Waste
Recycling woven off cuts for glove production
Recycling Knit off-cuts for the production of socks,under carpets and wet wipes
Reusing as kitchen napkins and hand wipes in the cafeteria or toilets

Sludge
Reusing textile sludge for energy recovery via incineration (on - going pilot project)
Recycling textile sludge for the production for bricks (on - going pilot project)

Paper,Cardboard and Plastic Waste
Printing double-sided
Using e-mail memos instead of leaving notes
Resusing paper as scrap paper
Resusing shredded paper for packaging
Requesting suppliers to use less packaging and resue packaing where possible
Reusing boxes for outgoing deliveries
Reusing thread cones
Partnering with a third party to recycle paper, cardboard and plastics

Organic Waste
Monitoring food waste on a monthly basis
Conducting an awareness programme to encourage the reduction of food waste
Reusing food waste at local piggeries
Recycling organic waste to produce biogas and for composting

Metal Waste
Selling metal scraps to local buyers for recycling

Compact Fluorescent Lamps
Replacing all CFLs with LEDs
Partnering with a third party for safe disposal of CFLs

Glass Waste
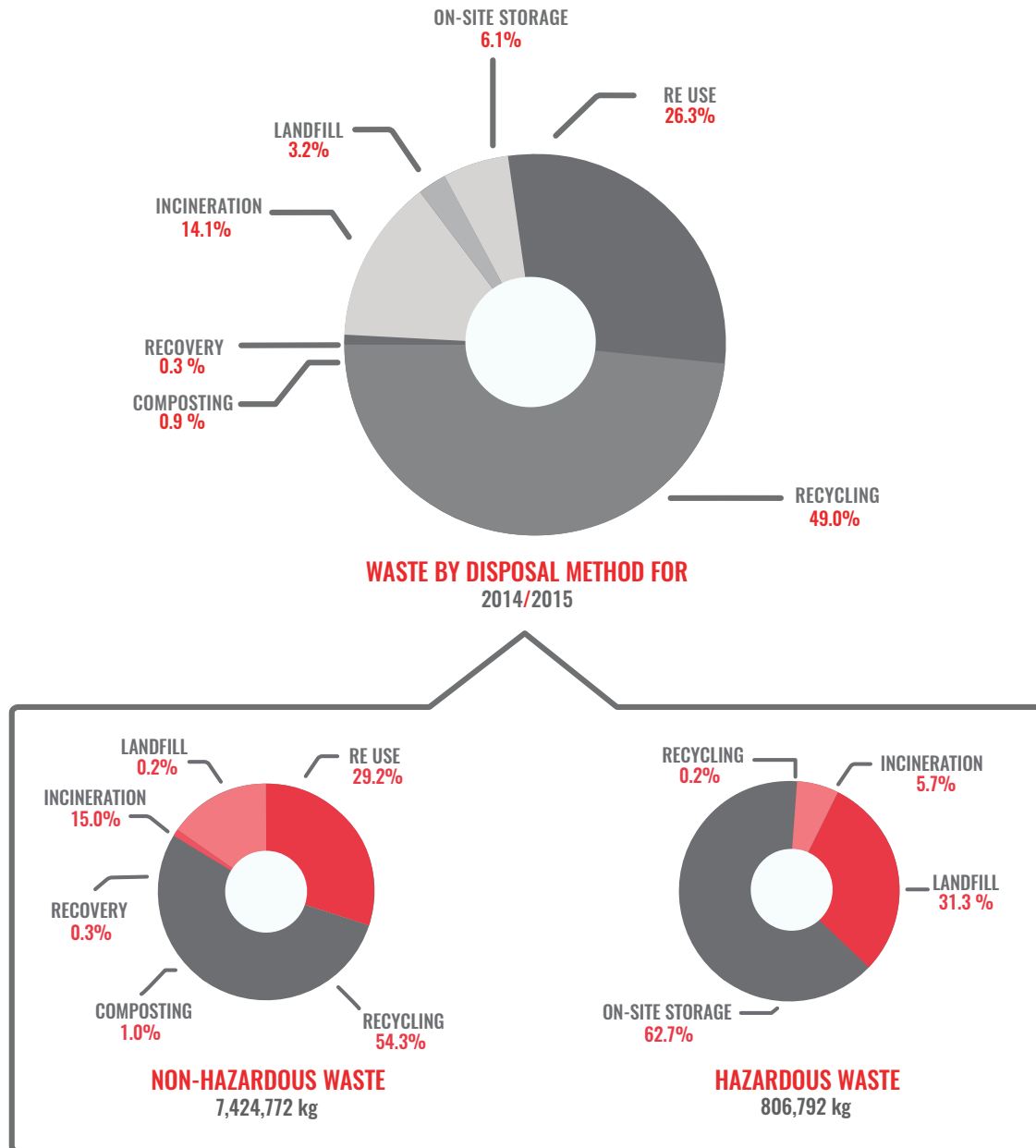Partnering with a third party to recycle glass waste

E - Waste
Encouraging practices to increase the life span of electronic devices
Donating old devices for reuse

Machine Oil
Partnering with a third party to reuse machine oil

The success in this operation is measured by set KPIs, where data is measured locally at each factory, and submitted to the *Energy and Environment Division* via an online system named EcoCaliper. This information is then benchmarked against historical data and is discussed at the quarterly Engineers' Meeting.

ON-SITE STORAGE
6.1%

RE USE
26.3%

LANDFILL
3.2%

INCINERATION
14.1%

RECOVERY
0.3 %

COMPOSTING
0.9 %

RECYCLING
49.0%

WASTE BY DISPOSAL METHOD FOR
2014/2015

LANDFILL
0.2%

RE USE
29.2%

INCINERATION
15.0%

RECOVERY
0.3%

COMPOSTING
1.0%

RECYCLING
54.3%

NON-HAZARDOUS WASTE
7,424,772 kg

RECYCLING
0.2%

INCINERATION
5.7%

LANDFILL
31.3 %

ON-SITE STORAGE
62.7%

HAZARDOUS WASTE
806,792 kg

The majority of the waste generated by weight is disposed of directly by Brandix, therefore information regarding the disposal method is freely available. However, in the case of our waste being sold to a third party, the disposal method has been determined by obtaining information from them.
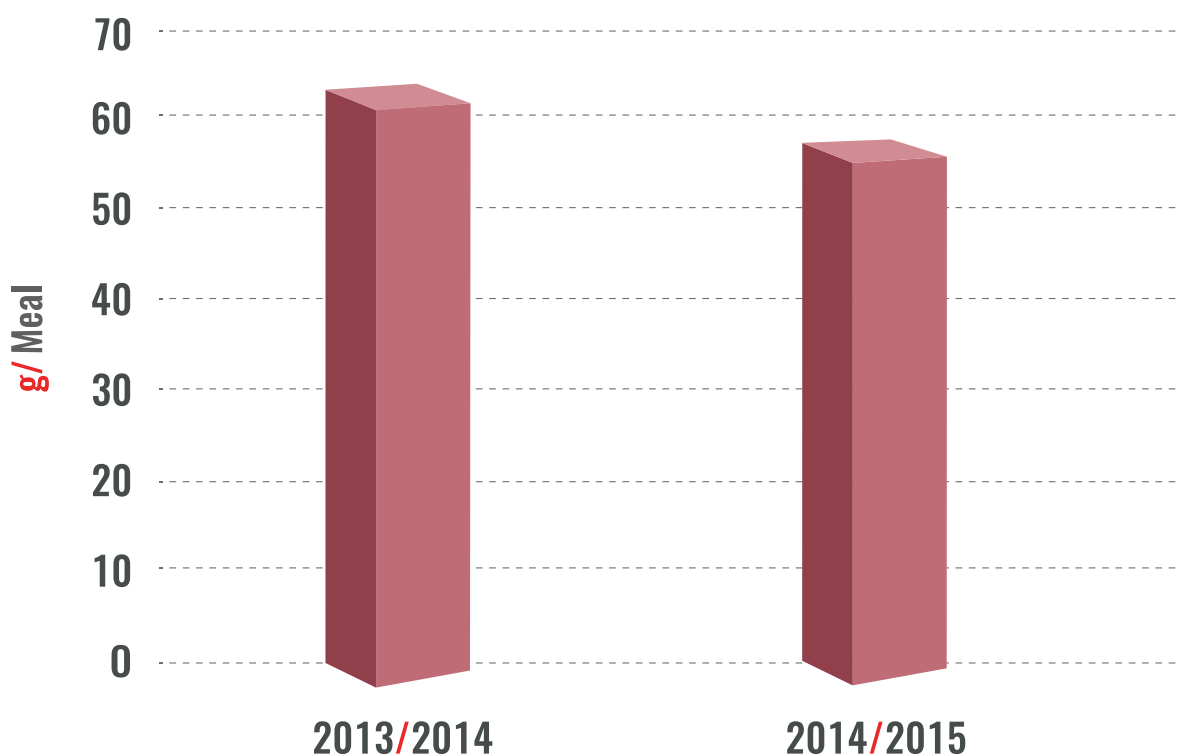
We had a mission set in 2008 to direct zero waste to landfill. Over the past seven years we have worked hard to achieve this and we are proud to report that today, **96.8%** of our waste has been diverted from landfill.

Food waste accounts for only a small portion of our total waste by weight. However, respect for food has a large cultural value and the Brandix way believes in regarding food as precious. Therefore our team takes special care to reduce wastage and we have a significant programme dedicated to cutting food waste; here is a quick look.

We identified the top reasons why food is discarded. This includes serving too much food, low quality food, lack of variation in the menu and cultural or personal reasons. To address these, several initiatives were established by us; we first set up a Food Committee that takes ownership for preventing food waste, and we took the time to understand individual requirements. We also set up an awareness and incentive programme to support the programme to stop food waste.

Food Waste

g/ Meal

	2013/2014	2014/2015

The Food Committee

The Food Committee takes ownership for the general progress of the *Food Waste Reduction Programme* initiated by us. This programme includes initiating individual and small group discussions with the employees, ensuring that sufficient visual reminders are placed, carrying out awareness programmes, overseeing menu variations and food quality, as well as the monthly delivery of the food waste results to the Brandix *Energy and Environment Division.*

Awareness is key

We also discovered that visual reminders and awareness go a long way in instilling the habit of not wasting food. We display posters and banners in the cafeteria showing global food waste statistics, as well as displaying the previous day's food waste in terms of weight and the number of meals. When inducting new employees, we also discuss the Food Waste Programme, while carrying out regular awareness programmes at the cafeteria during meal times, at least twice a month.

Direct dialogue

We have found that small group conversations with about 10-15 persons of our team are more effective than large assemblies. This form of dialogue has allowed our team to have an open conversation on the reasons to discard food and it has also given a chance for the managers, admin personnel, etc. to explain the larger-scale consequences of food wastage. Here, we discuss the right quantity of food per meal, the habit of taking smaller servings and going back for seconds as well as cultural, religious or personal issues. More intimate one-on-one discussions with team members who waste the most amount of food, help to understand any special issues and address them wherever possible. Often, we have discovered that most food is wasted because of not knowing own food consumption limit, by serving too much or due to certain cultural practices such as leaving a bit of food on the plate as a mark of politeness.

Acknowledging good practice

A little inspiration makes a big difference. By changing the menu and rewarding good effort and achievements, we made significant improvements. We conducted surveys to find out the employee percentage bringing homemade food, those who eat from the cafeteria, ratings on quality and taste and regular variation of the menu. We also rewarded the factory with the highest percentage reduction in food waste and the factory with the lowest food waste per person per meal on a quarterly basis.

EFFICIENT & SUSTAINABLE TRANSPORT

As a company that reaches across borders, managing sustainability in transportation is one of our biggest challenges. Another reason for us to keep a close eye on this aspect is that transport plays a significant role in the job satisfaction of employees from all levels of employment. Carbon dioxide emissions and other environmental effects of transport have become a considerable concern to us with the increasing awareness about factors contributing to climate crisis.

At the start of 2015, Brandix took the initiative to centralize its employee transport management to give more efficient and effective transport for its employees. We provide transport for most employees as mass transport, a vehicle allowance or a company maintained vehicle: meeting state regulations for smoke emissions has been made a mandatory requirement for all our transport service providers.
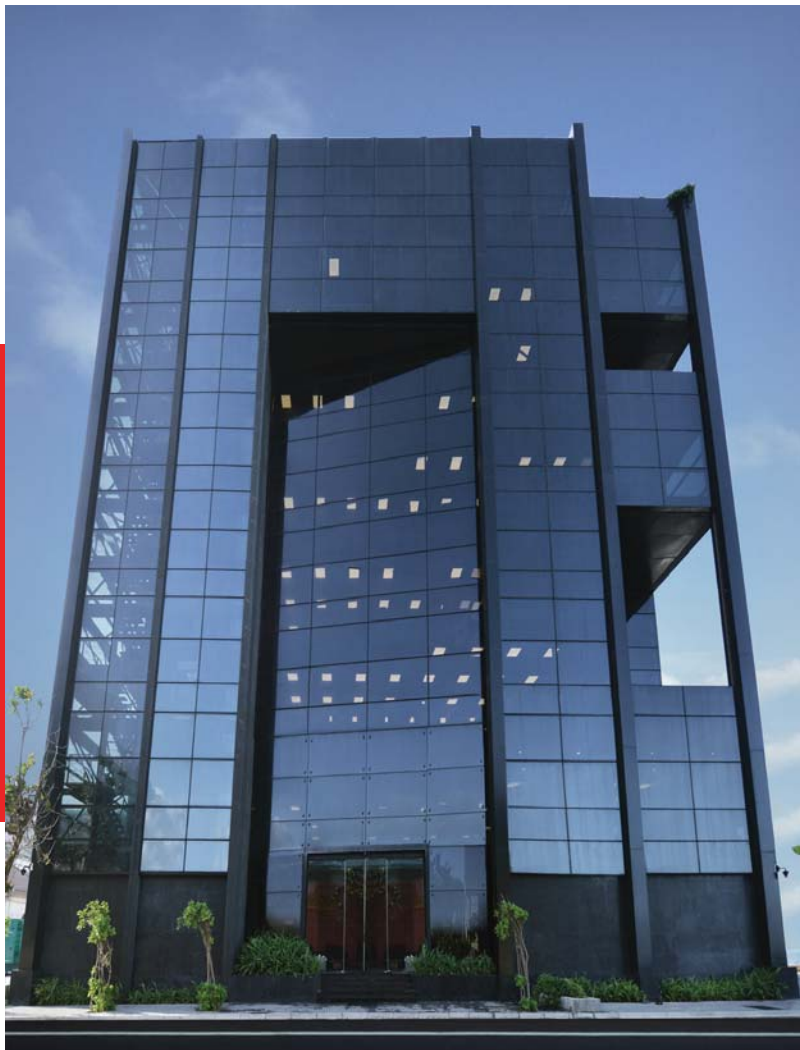
Our fleet is constantly upgraded. We offer higher rates for newer vehicles, which are more environmentally friendly, to encourage like minded service providers. A pilot project that has yielded significant success, has been conducted in Brandix Intimate Apparel Welisara factory where all vehicles were fitted with a GPS device to track the current routes and optimise them for future journeys. This optimization of routes has considerably reduced the kilometers run per day, which helps to reduce the carbon emission to environment. This too has resulted in a cost reduction of 15% and is expected to exceed 20% by the end of the year, resulting in all vehicles in the fleet to be equipped with GPS devices by the end of the 2015 calendar year.

We take good care of our fleet inspecting each and every vehicle to verify that they meet our comfort, efficiency and emission standards. Although current data is insufficient, we are happy to state that we're in the process of implementing a system to record and report the impact of our transportation on the planet, for the next reporting period.

MAKING A STATEMENT

When it comes to our values and commitment to sustainability, we walk the talk. Our headquarters was built as an embodiment of our beliefs and makes a statement about *the Brandix way*. Standing tall and proud within the heart of the rising Colombo cityscape, the Brandix Lanka HQ is a state-of-the-art, unique piece of architecture resembling a black glass box facing the beautiful Indian Ocean. However, the reason we are so proud of our central hub of operations goes beyond its outstanding appearence and scenic location.

Commissioned on the March 1st, 2015, our HQ spans over eight storeys and 37,000 square-feet, accommodating about two-hundred employees. This remarkable building consumes less than five kilowatts per square-foot each month. Our architects designed the building in order to maximise the use of natural light by maintaining a high window-to-wall ratio of approximately 0.6. None of the windows have shades, except for the west wall which receives a strong glare of tropical sun during the afternoons. Our lighting system is comprised of low power consuming LEDs, resulting in an annual saving of 21,696 Kilowatts per hour when compared to using CFLs; the lighting is efficiently controlled by an automatic control system with the help of lux and occupancy sensors.

Being one of the tallest buildings in the area, without any surrounding walls and with a high window-to-wall ratio, keeping the heat levels low was a daunting task; we achieved significant success by using double glazed windows, with a thin layer of argon in between; however, the stifling Sri Lankan sun still forces the air conditioning to account for more than 70% of the building's energy requirement.

From previous records and experience, we knew that part load efficiency would be a decisive factor in the building's efficient operation. Therefore, we went on to invest in magnetic bearing technology - the first of its kind in Sri Lanka; this means that we can maintain a remarkably high operating efficiency, with part loads as low as 5% and over 35% energy savings, compared with conventional chillers. This technology is also oil-free, demands a low maintenance cost and has long term reliablity.

The Brandix HQ has a tailor-made and comprehensive BMS that offers a wide range of services in addition to resource optimisation; it maintains an effeicient control of air conditioning with the help of temperature and occupancy sensors, along with real time monitoring of electricity, water, fire system, lighting, generators and scheduling of equipment. We also sustain appropriate carbon-dioxide levels through the air handling unit (AHU) located on the top most floor, which distributes fresh, chilled air to all floors via a duct system. The supply rate is determined by the BMS with a help of carbon-dioxide sensors.

To monitor the energy usage between lighting, air conditioning, and power stations, our HQ has three sub-meters per floor totalling to twenty-eight sub-meters in the building. The remaining meters monitor the central air conditioning system, fire panel, outdoor lighting and elevators.

Appreciated by visitors and our team alike and exemplifying our vision to make a greener world, our HQ remains a lasting monument of the Brandix way of doing things.
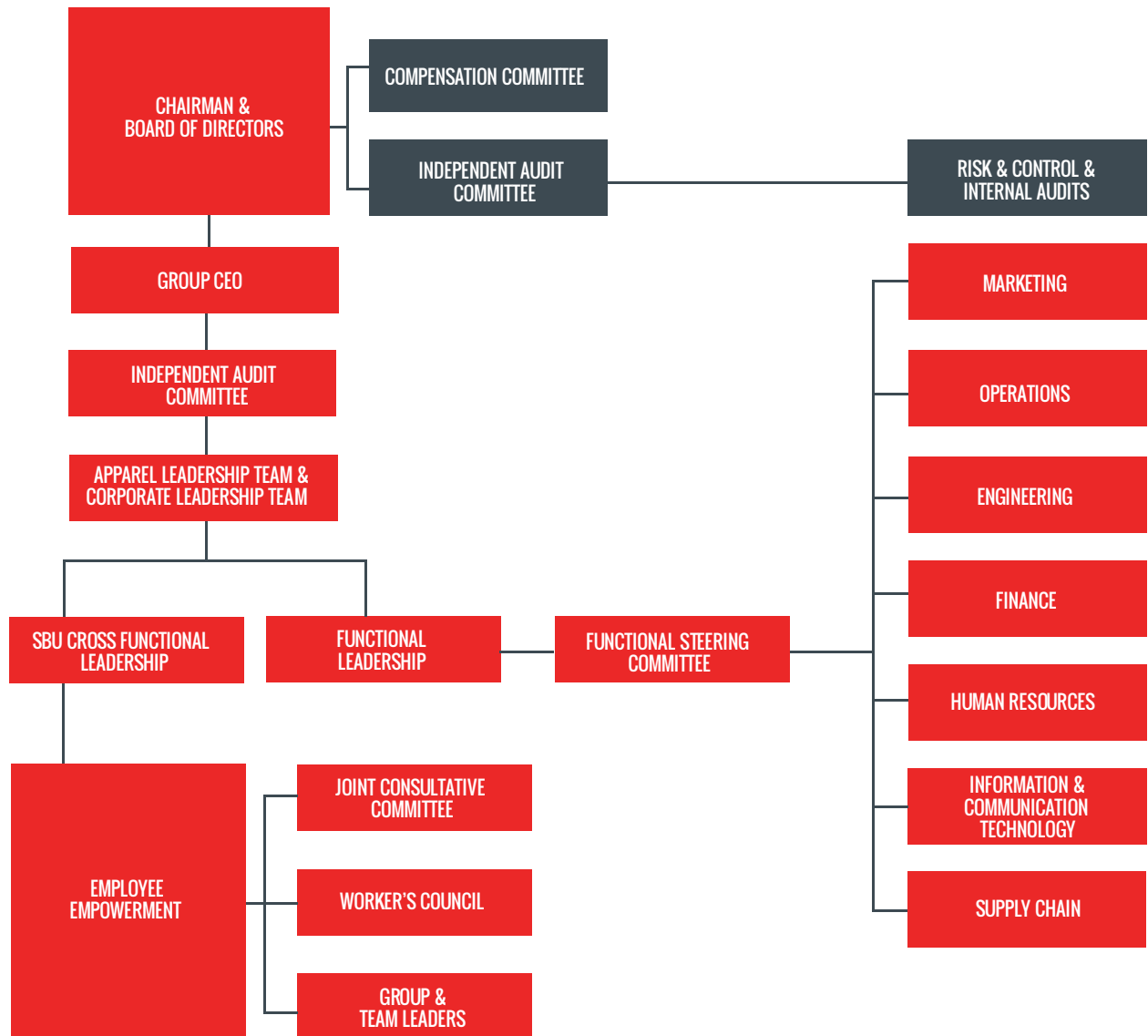
THE BRANDIX WAY WITH
BUSINESS

Proactive, thorough and constantly improving; this is the Brandix way with business.

As a large-scale employer we are responsible for thousands of livelihoods – so is our performance. Our vision is to provide world-class apparel solutions to inspire our customers. Our commercial performance bears a direct effect on the livelihoods of the Brandix team through wage increments and additional benefits. It also has tremendous effect upon our growth and prompt delivery of high quality products. Furthermore, our performance has an indirect, yet sure effect on the local communities around the locations of significant operation.

To ensure the success of this crucial aspect of our work, we make careful plans for our targets. Long-term targets are defined in our strategic business plan and accomplished through the budgetary process. Responsibilities and targets of the teams, including CEOs, are clearly articulated during the annual goal setting process at the beginning of the financial year. These financial and non-financial targets are reviewed monthly, quarterly and annually. Individual performance of the teams and CEOs are reviewed every six months and rewarded at the end of financial year based on their performance. Strong governance is maintained in the process of economic value addition, such as abiding to financial and non-financial policies maintained by the company. In addition, the Risk and Control Division presents an audit report to an external committee. Economic KPIs are constantly benchmarked according to the industrial best practices to see if our targets align with the world's best.

Our vision is driven by a core group of Brandix team leaders. Their remarkable vision, years' worth of experience, commitment to our mission and genuine care for the team is what has shaped *the Brandix way* of doing business.

**CHAIRMAN &
BOARD OF DIRECTORS**

COMPENSATION COMMITTEE

**INDEPENDENT AUDIT
COMMITTEE**

**RISK & CONTROL &
INTERNAL AUDITS**

GROUP CEO

**INDEPENDENT AUDIT
COMMITTEE**

**APPAREL LEADERSHIP TEAM &
CORPORATE LEADERSHIP TEAM**

**SBU CROSS FUNCTIONAL
LEADERSHIP**

**FUNCTIONAL
LEADERSHIP**

**FUNCTIONAL STEERING
COMMITTEE**

MARKETING

OPERATIONS

ENGINEERING

FINANCE

HUMAN RESOURCES

**INFORMATION &
COMMUNICATION
TECHNOLOGY**

SUPPLY CHAIN

**EMPLOYEE
EMPOWERMENT**

**JOINT CONSULTATIVE
COMMITTEE**

WORKER'S COUNCIL

**GROUP &
TEAM LEADERS**

BRANDIX CORPORATE GOVERNANCE STRUCTURE

CORPORATE GOVERNANCE

Our governance model revolves around building a sustainable business model, whilst nurturing the entrepreneurial spirit within the Group. It has evolved over the years, where today we see our governance model as a value proposition - something that differentiates us from the rest in our industry. We have now embarked on a journey to build an integrated governance platform, where governance processes and structures, including risk management are built into our business drivers.

We use the "Three Lines of Defense" model in structuring governance risk and control responsibilities across the business. All three lines of defense operate under the oversight responsibilities of the Board and Leadership teams. Our front line operating management is the first line of defense who ensures that established policies and procedures are followed and required controls are in place to mitigate the risk affecting the achievement of business objectives. As the second line of defense, we have brought together functional experts and management monitoring systems alongside the first line to help ensure that risk are effectively managed. Group Risk and Control division acts as the third line of defense, providing an independent assurance to the Audit Committee and the Board of Directors on the effectiveness of risk management and internal control systems.

Embracing international best practices on Corporate Governance

Our internal governance structure, from the Board of Directors to the teams at the factory floor, is aligned to the values and principles we operate by. Though not required by law, Brandix, being a private and family owned business, has voluntarily embraced certain key elements of international best practice on corporate governance, which are explained below.

Leadership

At the heart of our governance framework is the balance of power and authority at the Board level. We have established a clear division of responsibilities between the conducting of the affairs of the Board and the running of our business. The Board is headed by an independent Chairman, while the executive responsibility for the running of the company's business lies with the Group CEO. The independent Chairman guides the Board members and the senior management team in discharging their leadership responsibilities in achieving business objectives.

Risk Management and Internal Controls

We have set up an Audit Committee comprising of two independent Non-Executive Advisors.
The Audit Committee is authorised by the Board of Directors to review all activities of the Group and call
for any information it requires from any Director, member of management or any employee.

The Audit Committee assists the Board in monitoring the integrity of the financial statements, compliance
with company policies, legal and regulatory requirements and effectiveness of internal control systems
with an obligation to safeguard the interests of shareholders and all other stakeholders. The Committee will
also direct, instruct and guide the Internal Audit function, in discharging of its responsibilities laid down in
the internal Audit Charter.

Our risk based Internal Audit function is an independent and objective assurance and consulting activity,
that is guided by a philosophy of adding value to improve our business operations. It assists us in
accomplishing our objectives, by bringing a systematic and disciplined approach to evaluate and improve
the effectiveness of the organization's governance, risk management and internal control.

The annual audit plan of the group is approved by the Audit Committee. The scope of the Internal Audit
 encompasses the examination and evaluation of the adequacy and effectiveness of the Group's
governance, risk management and internal controls, as well as towards the assessment of the integrity
of financial statements.

Compensation Committee

We believe that a formal and transparent procedure on executive remuneration is a prerequisite to
promote our long-term success. We have established a Compensation Committee, headed by an independent
Chairman and comprising of the Group Finance Director and two Non-Executive Advisors to assist our Board
of Directors in fulfilling their responsibilities in respect of key compensation policies for our executives
and senior management team.

MAKING CONVERSATION

The Brandix way with business believes in maintaining a constant conversation with our stakeholder groups as a reliable source of information and feedback on the quality of our work. Therefore, our stakeholders, from customers, suppliers, employees as well as the local government and communities are an essential part of our growth and improvements.
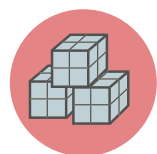
STAKEHOLDERS GROUP

CUSTOMERS

SUPPLIERS

EMPLOYEES

SHAREHOLDERS

LOCAL COMMUNITY

GOVERNMENTS

BANKS

METHOD OF ENGAGEMENT

EMAILS
WEEKLY, MONTHLY& QUARTERLY MEETINGS

EMAILS
WEEKLY, MONTHLY& QUARTERLY MEETINGS

TELEPHONE CALLS
MONTHLY MEETINGS
BRANDIX FM
QUARTERLY INTERNAL MAGAZINE

QUARTERLY MEETINGS
QUARTERLY REPORTS
TELEPHONE CALLS
E-MAILS

COMMUNITY EVENTS

MEETINGS
TELEPHONE CALLS
E-MAILS

MEETINGS
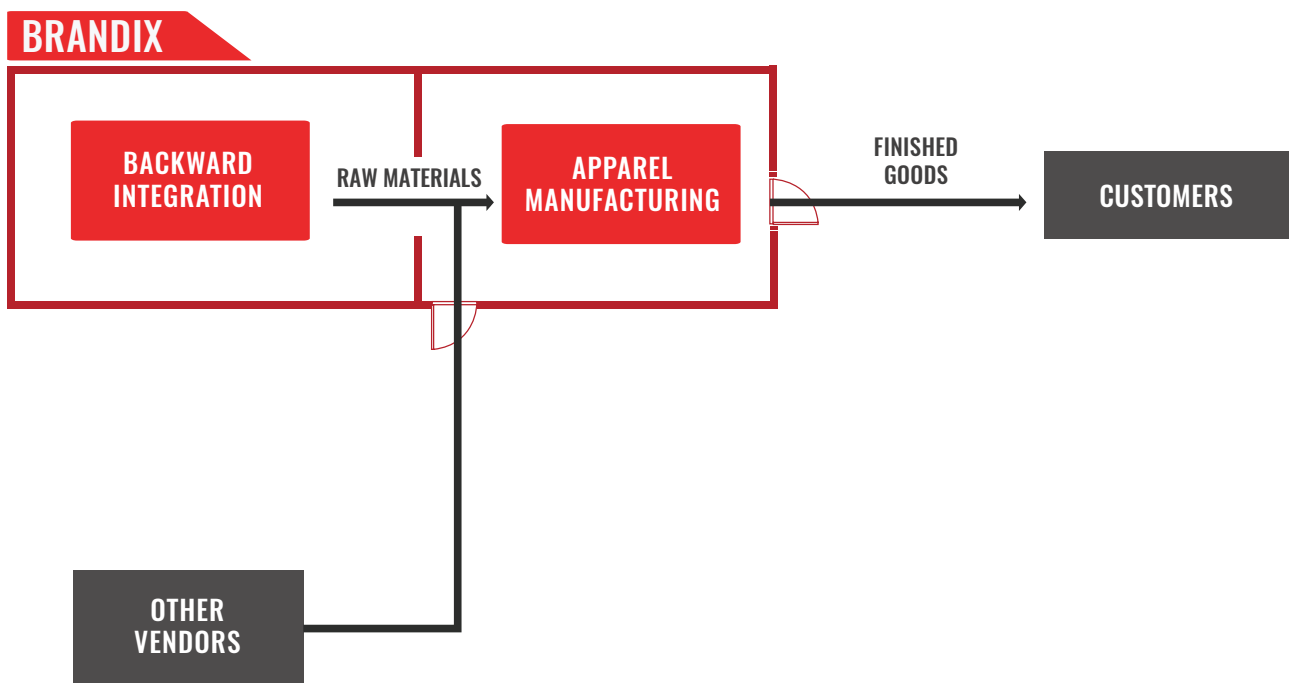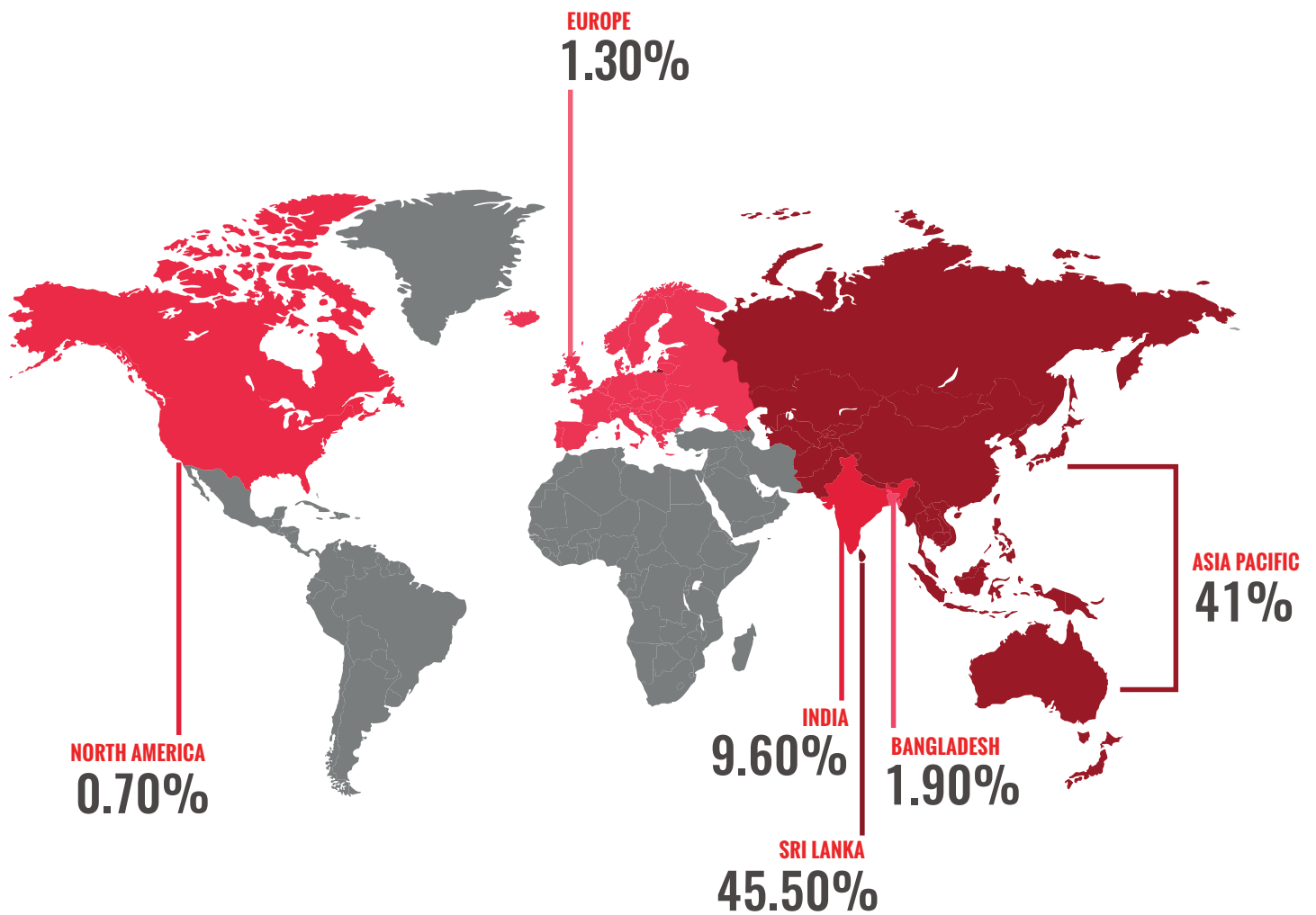**TELEPHONE CALLS**
E-MAILS

OUR EXTENDED ECONOMY

At Brandix, our concern extends beyond our own practices and takes into consideration our entire network, including our extended economy; this is so that all impacts that occur during the entire lifecycle of our products receive our careful attention. The material that we procure from our suppliers directly impacts the quality of end product and contributes approximately 60% of the value. We attempt to safeguard our customer brands by providing them with the best products made in an ethical and sustainable way. This means that our procurement policy is among our most important business practices.

Our supply chain vision encourages us to maintain a robust supply chain with best in class practices in procurement to provide an intimate service and a phenomenal product. Our suppliers include manufacturers, contractors, traders, resellers and service providers. We place great importance on speed, the quality of service and price. In keeping with this vision, significant changes in the structure of the supply chain function within the reporting period were in-line with us moving from a sector structure t o a functional structure.

Regular and systematic reviews are an especially important aspect of our supplier relationship management process. We assess and communicate our supplier's performance through supplier performance scorecard, periodically. These conversations are then moved on to a quarterly meeting attended by senior management of both parties. Here, we discuss the performance and comparisons with previous quarters, as well as future requirements and improvements from both parties. This close relationship is what secures our supply chain as part of our extended economy reflecting *the Brandix way* of quality, sustainability and business practice.

EUROPE
1.30%

NORTH AMERICA
0.70%

ASIA PACIFIC
41%

INDIA
9.60%

BANGLADESH
1.90%

SRI LANKA
45.50%

Figures indicated above are by monetary value

TOTAL NUMBER
OF SUPPLIERS : **684**

At Brandix, our care reaches beyond our own practices. We carefully consider our entire network and its operations - this means that we pay attention to all our vendors from manufacturers, contractors, traders, resellers and service providers, so that all impacts of the entire lifecycle of our products are part of our careful attention. This giant network included in *the Brandix way* of doing things, is our extended economy.

The material that we procure from our suppliers directly impacts the quality of end product and contributes approximately 60% of the value. Our processes and policies are designed to safeguard our customer brands by providing them with the best quality products made in an ethical and in a sustainable manner. This is enabled through our business policies, processes and procedures which are amongst our most important business practices.

Our supply chain vision is set out to build a robust supply chain with best in class processes, to provide an intimate service and a phenomenal product to our customers ethically. We place great importance on speed, quality of service and price. In keeping with this vision, significant changes in the structure of the supply chain function within the reporting period were in-line with us moving from a sector structure to a functional structure.

All our suppliers are required to sign the 'Brandix Code of Ethics', to conduct business transactions with Brandix.
By signing 'Brandix Vendor Code of Ethics' the vendor commits to conducting business in an ethical manner.
All new suppliers are screened using labour practices, human rights and environmental criterion.

The *Brandix Vendor Code of Ethics* covers the following;
- **Prohibition of providing unethical advantages (soliciting bribes, bribing government officials, etc.)**
- **Prohibition of unethical business and social standards (child labour, forced labour, discrimination, etc.)**
- **Supply chain responsibility and disclosure & compliance.**

As part of our supply chain risk management process the team conducted a pilot to assess some of our key suppliers on their manufacturing capabilities, working conditions, environmental and legal compliance. 60% of our supply value will be covered by the end of the 2015 – 2016 financial year, and 100% will be covered within the next two years. By constantly encouraging and rewarding good practices of our suppliers, we have sparked a wave of better business practices throughout the supply chain.

We select suppliers that are local to our operations which gives the benefit of lower logisitics costs, reduced emissions and better speed while supporting local businesses to develop the regional economy and elevate the living standards of the communities. In the 2014-2015 financial year we have procured 44% of our direct material from local sources.

We're constantly on the lookout to improve our supply chain; in the 2014-2015 year alone, we set up fourteen strategic initiatives to help us in becoming best in class supply chain. For each of these initiatives, we set short term and long term targets, which are monitored and reviewed on a fortnightly basis. Going forward we would be auditing the implementation of these strategic initiatives to ensure their sustainability and also identify new initiatives to enable us in achieving the vision of a best in class supply chain.

THE BRANDIX WAY WITH CARE

Our philosophies on community and how we treat others is based on respect and care
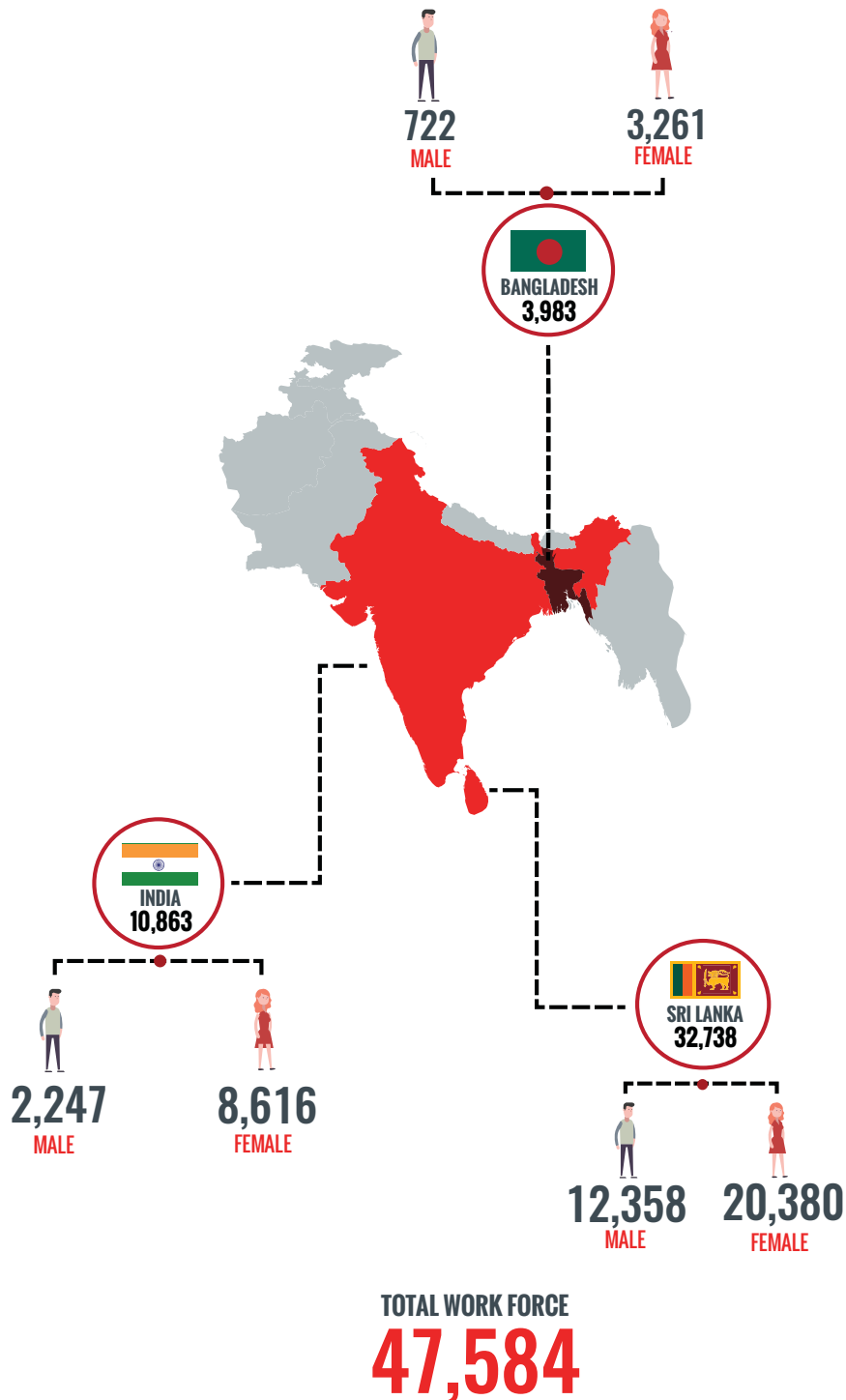
Our philosophies on our team and how we treat others is based on respect and care. We make sure that our team is treated fairly and respectfully, while providing opportunities to share their thoughts to develop the organisation; this instils work dignity and elevates them to become future leaders. The larger regional populace where the overwhelming majority of our employees come from, too are included under our umbrella of care. We are proud to declare that Brandix is considered as a highly ethical corporate citizen due to its care in managing employee relations.
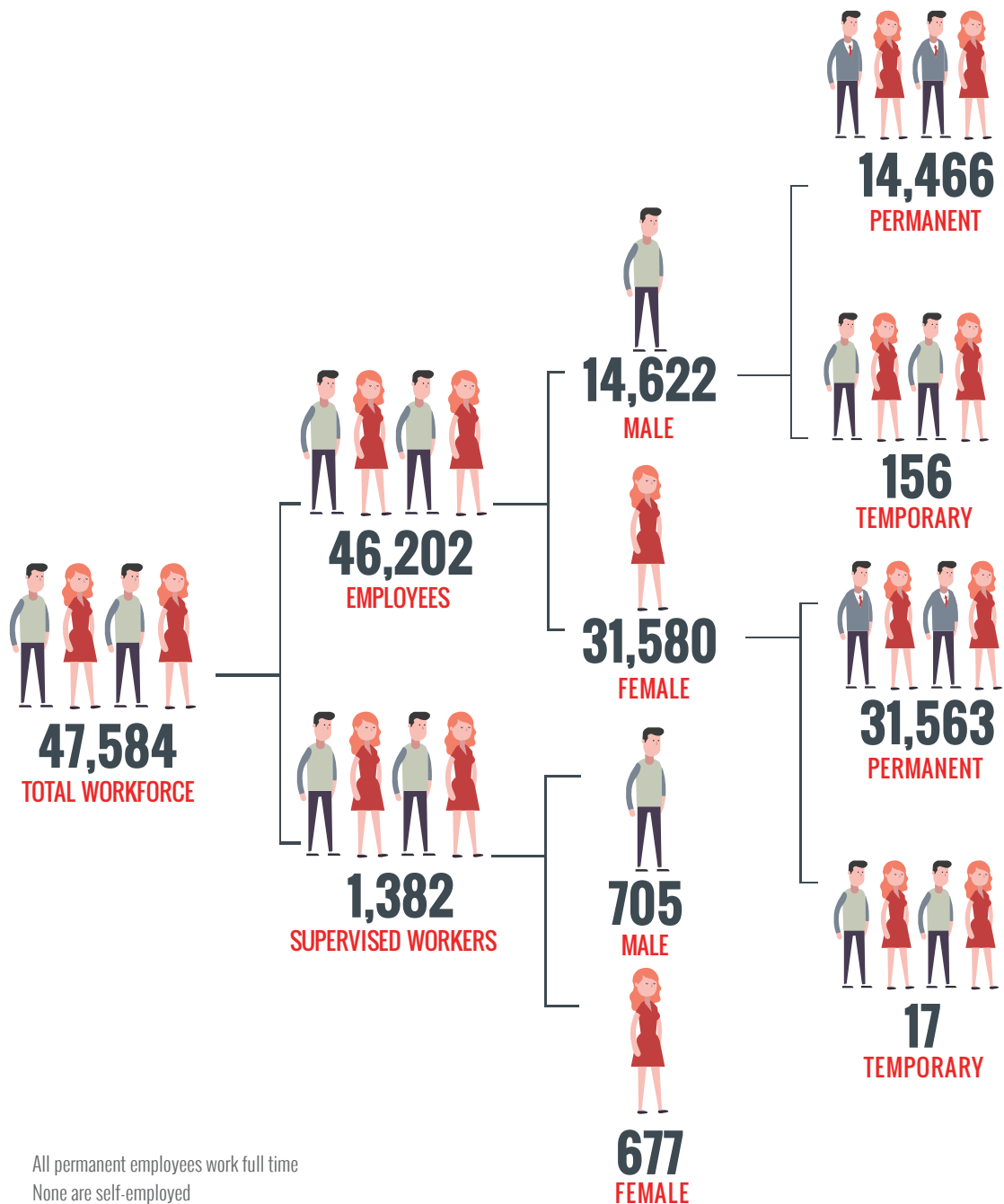
Keeping our team at the centre, we work hard to maintain a high employee delight score. By reducing our employee turnover, maintaining our absenteeism at minimum, having zero industrial disputes and conducting frequent team gatherings across the group, our team has been able to engage and interconnect even further. When considering our approach, we take into consideration internal survey results and a number of industrial disputes across the group and our Risk and Control team keeps a close eye on any violation of labour laws, while also reporting the same, directly and independently to the Audit Committee.

We are also humbled by the fact that Brandix, not as a holding company, but singled out as an entire group, won gold for HR standards consistently at the National HR (NHR) Awards, judged by Hewitt's and Society for Human Resources Management (SHRM – the world's largest HR body). Further, SHRM magazine, read by over 198,000 professionals in 247 countries, covered Brandix HR and community aspects, including front page coverage. This is the first for an Asian company. Additionally, Google's Senior Vice President of People Operations, Laszlo Block, covered HR practices in his new book, *Work Rules!*

OUR TEAM

Our team is a diverse one, representing various religious, ethnic and social backgrounds. We also have a female dominant workforce that plays a pivotal role in what we do. Here's a look at our team and what constitutes it.

722 MALE

3,261 FEMALE

BANGLADESH 3,983

INDIA 10,863

2,247 MALE

8,616 FEMALE

SRI LANKA 32,738

12,358 MALE

20,380 FEMALE

TOTAL WORK FORCE
47,584

14,466
PERMANENT

14,622
MALE

156
TEMPORARY

46,202
EMPLOYEES

31,580
FEMALE

31,563
PERMANENT

47,584
TOTAL WORKFORCE

1,382
SUPERVISED WORKERS

705
MALE

17
TEMPORARY

677
FEMALE

All permanent employees work full time
None are self-employed
No seasonal variations in employment numbers
None are covered by collective bargaining agreements

We believe in sharing benefits and financial security with our team. In honour of the commitment and passion brought into Brandix through our people, we proudly fulfil Sri Lanka's national plan to secure provident funds and retirement trust benefits for our team, while also fulfilling the national plans in other countries where we operate. We are proud to state that we have contributed 15.9 million USD in employee benefits. When implementing significant policy changes, we give at least one month's notice to our team.

THE BRANDIX CARE PLAN

**We believe that everyone is entitled to a safe working environment.
Our *Occupational Health and Safety Division* takes great measure to ensure
occupational health and safety of our people.**

The Brandix team is at the heart of this division; responsibility for occupational health and safety begins at the group level, trickles down to the SBU level, and then the factory level. Ultimately it is our team that leads the health and safety of Brandix as a whole.

Setting out to reduce the frequency of accidents at work, our team leaders have taken an enormous amount of measures to improve the health and safety of the group; safety management systems (SMS) and standard operating procedures (SOPs) have been developed and implemented across the group; training has been conducted on safety induction, how to properly use machinery, how to identify and report hazards, first-aid, fire evacuation drills and chemical hazards. Each factory has its own in-house medical facilities, which are manned by qualified medical staff, including doctors. Health and safety cannot be enforced on an individual, therefore steps have been taken to develop a safety culture; measures have also been taken to educate employees and their families about health, diseases, personal hygiene and care.

A monthly Safety Committee meeting is held at each factory to assess compliance levels, proactively discuss preventive measures, accidents, if any, and hazardous situations. A quarterly meeting is held at the SBU level to take the conversation further.

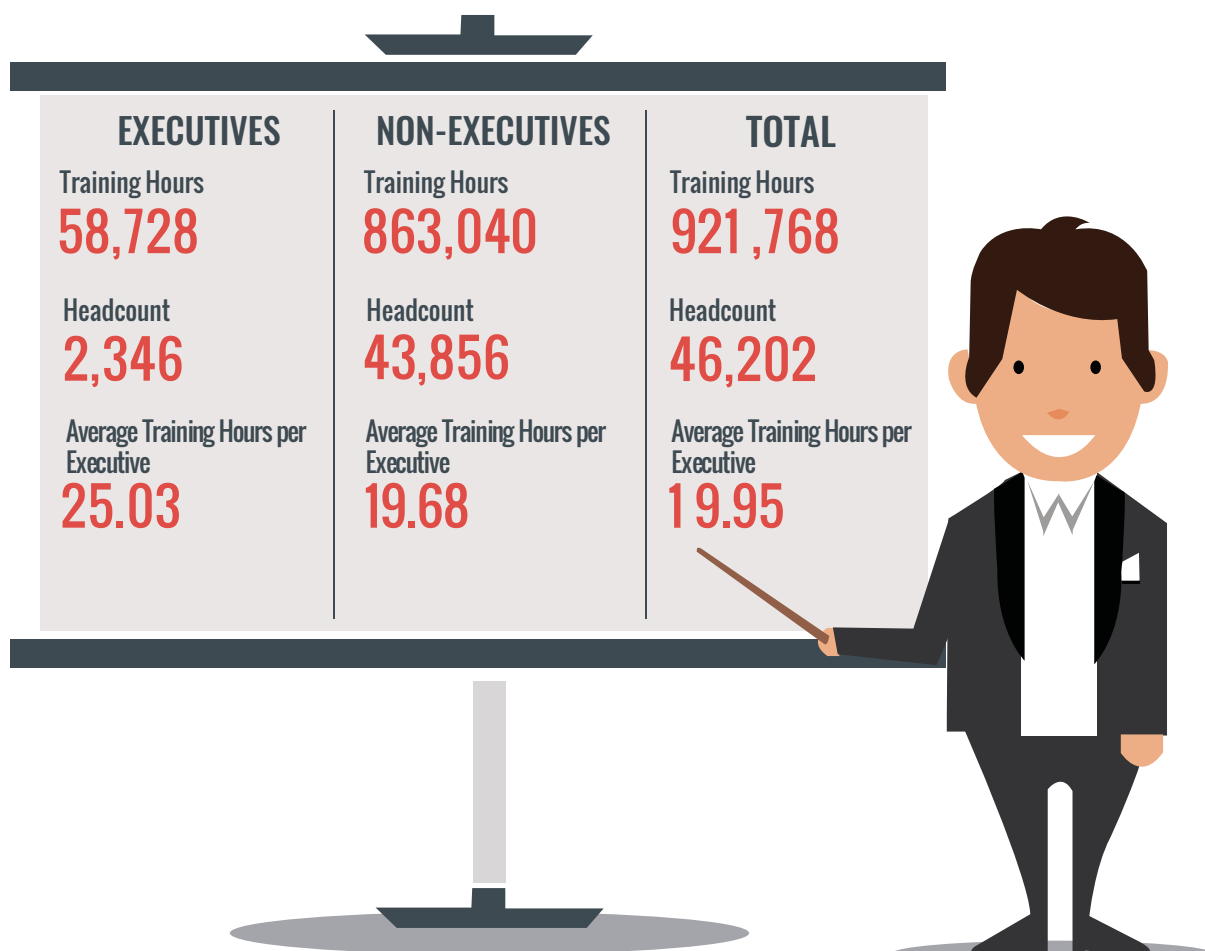|	
0.0025	INJURY RATE PER MONTH
1,401	MINOR INJURIES
50	MAJOR INJURIES
0	FATALITIES

The above data is for the period of January 2014 to December 2014.
Whilst all the above injuries have been personally looked into by the management, and employees have been taken care of until complete recovery, Brandix is currently in the process of implementing a system to record and report detailed statistics regarding health and safety for the next reporting period.

KEEP GETTING BETTER

The Brandix way is to keep getting better at what we do. The knowledge and skills of our team are constantly upgraded via training and learnings. A training needs analysis is conducted annually for each individual. Our *Human Resources Division* follows a 70-20-10 model (where 70% of one's learning is from on the job exposure, 20% from one's peers and coaching and 10% from formal training), when determining the amount of training required for an employee. Brandix training programmes address the current skill gap which is determined by looking at 360° feedback, while also bridging the future demand for skills.

The effectiveness of the training programmes is evaluated through feedback forms documenting the new skills learned and examples, relevance to job, impact, as well as elements such as return on investment, the facilitator's performance, learning environment and suggestions. We constantly upgrade our learning programmes depending on the feedback.

EXECUTIVES	NON-EXECUTIVES	TOTAL
Training Hours	Training Hours	Training Hours
58,728	863,040	921,768
Headcount	Headcount	Headcount
2,346	43,856	46,202
Average Training Hours per Executive	Average Training Hours per Executive	Average Training Hours per Executive
25.03	19.68	19.95

As part of our diversity programme, gender-wise training will be captured via a system, and the data will be available for the next reporting period.

MAKING LEADERS

Brandix has partnered with the Center for Creative Leadership (CCL) to train all its executives.

CCL
(CENTER FOR CREATIVE LEADERSHIP)

The training provided by CCL has been highly supported by our team leaders. It annually serves more than thirty thousand individuals and two thousand organisations, including more than eighty Fortune100 companies across the public, private, non-profits and education sectors. Last year alone, CCL funded 129 scholarships at a value of nearly US$ 900,000 for leaders of non-profit organisations to attend CCL educational programmes. In addition, CCL knowledge was disseminated to nearly two million people through CCL publications. What we have learned from CCL's 40 years of research are to keep learning , ability of people to learn, grow and change, self awareness and making a plan.

This leadership development programme has changed the lives of many in our team. By training our team to set goals, find their inspiration, educate themselves and achieve their vision, CCL has made us bigger, better and stronger. Over the course of 3552 man hours, this programme has trained 225 Brandix professionals and will continue to train the remainder of our executive cadre over the following years.

PACE
(PERSONAL ADVANCEMENT & CAREER ENCHANCEMENT)

Programme intiated by Gap and carried out by Brandix

COMMUNICATION
Communicating effectively and assertively, understanding verbal and non-verbal communication.

WASH
Importance of water, health and sanitaion.

PROBLEM SOLVING & DECISION MAKING
Making informed decisions, finding the middle ground, perceiving problems as opportunities.

LEGAL LITERACY
Understanding law and social programs.

EXECUTION EXCELLENCE
Applying new things at the workplace

GENERAL AND REPRODUCTIVE HEALTH
Understanding health risks and health practices.

FINANCIAL LITERACY
Opening a bank account, managing personal finances, budgeting, savings plans.

TIME & STRESS MANAGEMENT
Prioritizing tasks, setting goals, finding personal time.

The PACE (Personal Advancement & Career Enhancement) programme is initiated by Gap and carried out at Brandix. It involves sixty-five to eighty hours of module-based instruction on building women's life and professional skills. Once the team members complete the life-skills modules, they are given the opportunity to participate in enhanced technical skills training. PACE is a Clinton Global Initiative recognised programme of GAP Inc.

CARE IS OUR RESPONSIBILITY

Our community work was initiated after a careful study. Our *Corporate Social Responsibility Division* dedicated to caring for the people, now operates as a dynamic unit referred to as the *Bindu Foundation.The Bindu Foundation* not only focuses on bettering the lives of the Brandix team, but also ensures that all their initiatives possess engagement from the local population. They conducted a comprehensive survey of our non-executive employees including over thirty-thousand women which highlighted a significant lack of access to water. Seen as the most pressing concern for our mainly female associates, our initiatives have focused on water as our core offering. The focus on water was also partly prompted by the importance of water in the manufacturing process in our work, and genuine respect for its significance in life.

Following a simple model for the effective delivery we mapped our short, medium and long term approach around the following:

> Provide
> Educate
> Research
> Disaster Management

Our approach aims to increase numbers of people that we can help whilst using our funds in the most efficient manner. In 2014, the following programmes were implemented across the country, benefitting more than 4500 people.

CARE FOR OUR OWN **438** **LOCATIONS**

CARE FOR COMMUNITIES **9** **SCHOOLS**
+
1 **HOSPITAL**
+
1 **POLICE STATION**

3 **COMMUNITY INTITIATIVES**

WORLD WATER DAY **10** **PROJECTS**

JALAVAHINI **3** **PROJECTS**

Care For Our Own

In 2006, we developed the 'Care for our Own' initiative to respond to the desperate need for clean water supply systems among employees and their communities, and to contribute to the national goal of "Water for All" by 2025. This flagship initiative concentrates mainly on the immediate and dire water needs of Brandix associates. Water supply systems have been delivered to over four-hundred individuals in 2013 and another five-hundred have been implemented by 2014 end. Beneficiaries are selected by using our extensive network of over thirty-thousand Brandix associates across the country. These associates provide the *Bindu Foundation* with a grass roots view of the needs of their hometowns. This grass roots view enables us to select those individuals, townships, schools and hospitals that have the greatest need. The eligibility criteria are based on need and/or years of service and, since its launch in 2008, we have implemented over 2400 micro water supply projects under this initiative.

Care For Communities

'Care for Communities' initiative concentrated on the key institution in a five kilometre radius around our factories and implementing micro water supply projects in those institutions that have a need. This initiative was launched in 2013 and the pilot project was implemented in Polonnaruwa.

A need assessment was carried out around our factory and key institutions were identified as potential beneficiaries. After this, water solutions were provided to identified schools benefiting 5500 students; this included schools attended by our associates' children. Taking a step further, macro water supply projects were implemented in independent communities; the benefits of this initiative reached 3500 people and three hospitals. We hope to keep growing our reach and helping a wider group each year.

Care for the North

Hong Kong and Shanghai Bank (HSBC) joined forces with Brandix on a jointly funded water project in the Kilinochchi District. We assisted two villages in Kilinochchi (Neplow and Pallikudah) by providing its residents with access to water, livelihood development, infrastructure and education to eight-hundred families in the two communities. The project commenced in April 2013 and is implemented in two stages. The first phase was the generation of a series of wells to provide access to year-round water for the villagers. These wells now help to provide sufficient water for agricultural, household and environment needs of the two communities. The second phase saw the development of livelihood programmes, empowerment, education and providing infrastructure facilities, which commenced in April 2014. Our implementing partner for this was World Vision Sri Lanka.

World Water Day 2014

Marking World Water Day 2014, 'Nihanda Mehewara' was initiated by recognising our community members for their unheralded social service in their individual capacities. Eleven recipients, who were chosen out of nominations by peers, received a pledge of 250,000 Rupees from Brandix for a public service project of his or her choice, anywhere in Sri Lanka.

Knowledge Sharing

We find that education on good water practices is the best investment for future preservation. Our approach to education in water and sanitation is categorised into three distinct streams:

- Education in water usage and maintenance
- Education in water conservation
- Education in water management for livelihood development

In 2012, we launched our main water education programme 'Jalavahini' for women leaders of community-based organisations (CBOs) in Sri Lanka's water sector. The aim of the programme is to educate female leaders in 3500 CBOs on all aspects of water management, financial issues and other income generating activities. These 3500 groups account for over two million female members who are actively involved in the water supply for the villages. This program was run in conjunction with NetWwater. In its first year, we conducted eight Jalavahini programmes, reaching representatives of more than three-hundred CBO's.

Learning Water

By funding and facilitating research, the future for better water handling becomes surer. It can also contribute to the knowledge and innovation capital in Sri Lanka. Building upon the substantial work already carried out at the Water Resources Training Centre in Anuradhapura, we're driving the research agenda along the following themes:

- Water and sanitation related health problems such as diarrhoea, fluorosis, and Chronic Kidney Disease.
- The foundation will also fund research into new water saving technologies such as more effective use of rain water for irrigation and
- Economical water filtration
- Water availability and access across the island.
- Water quality across the island

Brandix has also established the Water Resources and Training Centre in Anuradhapura, where we play a supervisory role. It was constructed and equipped at a cost of LKR twenty five million, funded by both Brandix and GAP Inc., in consultation with the Water Resources Board (WRB). The 'Water Resources Research and Training Centre' in Korakahawewa (6 kilometres from the historic sacred city of Anuradhapura), conducts training programmes to educate and train rural youth on the ill-effects of consumption of contaminated drinking water and on the use of cheap but effective purification and filtration techniques.

The seven-thousand square foot laboratory and training centre is dedicated to reducing the occurrence of such health problems through a combination of awareness and training programmes on water purification; conservation, management and the manufacture and distribution of low cost household water filters across the province. The Centre will be managed by the Water Resources Board and trains eighty to hundred people a month. Trainees are selected from each village in the province and will on completion of their training - train and educate the inhabitants of their respective villages.

The rationale for the centre and its location in Anuradhapura was the high incidence of Dental Fluorosis, Chronic Renal Failure and other health hazards associated with contaminated drinking water in the North Central Province (NCP). Research carried out by several agencies, including the Water Resources Board has revealed that one in every ten people living in the NCP suffers from kidney disease as a result of drinking water contaminated with heavy metals and agrochemicals and the use of low quality aluminium containers to store water.

A Helping Hand

Our disaster management efforts cover two main areas which include longer term disaster relief for problems resulting from the end of civil war, as many people in the North and North East of the island are living in temporary and precarious situations. We're also ready to step in as an immediate response to unknown natural and humanitarian shocks.

RASADIYA MANGALYA The Brandix Festival

Rasadiya Mangalya is our day. Fuelled by our team's aspirations, dreams, passions and talent, it is a night of joy, inspiration and team spirit. *Rasadiya Mangalya* includes awards for Employees of the Year (EOY), Supervisors of the Year (SOY), other category awards, music, talent in song and dance, as well as recognition for sports and outstanding work ethic.

In 2014, *Rasadiya Mangalya* became the mega platform for our team to share their talents in music, dance and much more. The suspense of a sporting finale and a glamorous awards show came together when we honoured fifty of our best performing team members and supervisors. The *Rasadiya Mangalya*, or Mercury Festival, became a memorable and inspiring day, that knit our bond within the Brandix team. Again in 2015, our team united across Sri Lanka, India and Bangladesh to make another memorable day uniting us.

Recognition

Annually at Rasadiya Mangalya, we celebrate our team leaders who excel in spreading the energy of our vision. EOY & SOY Awards recognise the Employee of the Year and the Supervisor of the Year, with forty-one nominees selected through an all-encompassing process based on criteria such as efficiency, KPI achievement, rejection rate, absenteeism, leave, additional contributions. The nominees are evaluated by a panel at factory level, consisting of the respective HODs, Factory Manager, HR Manager & COO and also, confirmed by the SBU CEO & Board Director. This initiative, carried out for the fifth consecutive year at Brandix, recognises and enables the recipients to add further value through overseas exposure via Study Tours to China, India & Bangladesh. It is our tribute to the efforts of our team. In 2015, we joined with our team in India, Bangladesh and Sri Lanka to host the most inspiring and life-changing edition of the EOY & SOY awards at the annual Rasadiya Mangalya, attended by over five-thousand of our team members.

Brandix' Got Talent

Popular demand resulted in the emergence of an addition to the *Rasadiya Mangalya* in 2015 by way of Mercury Singing Star. Here, our talented team enabled personal passion and talent in singing and dancing to emerge and receive recognition. Providing an entertaining, inspiring and emotional platform for us to connect together as one big team, *Rasadiya Gee Tharuwa* (Mercury Singing Star) ended on a high for Brandix.

Mercury Glory

The Mercury Trophy (Rasadiya Kusalana) extends beyond volleyball. It is a competition that fuels the team spirit, self-will and inspiration of our extended Brandix family. This year, over 360 volleyball players participated in the Rasadiya Kusalana Inter-Factory Volleyball Tournament 2015 spanning across thirty factories of Brandix. The winners and all other participants, as well as the viewers were part of a glorious game that also played tribute to Sri Lanka's national sport, and further is considered the largest volleyball tournament in Sri Lanka.

Brandix Dancing Stars

It was nothing short of exhilarating for the Brandix team to join hands in celebrating their own talent in the performing arts. After months of rehearsals, committed after-hours and pure determination, our team hosted a night to remember. Song, dance and laughter rang at the Sugathadasa Indoor Stadium that night and reminded us that one of the organisation values closest to our hearts is 'friendship.' It emerged an inspiration to all team members, since individuals with talent are groomed to reach stardom as appreciated by the entire team.

MeCH Challenge

Objectives of the MeCH Challenge are:
1. Achieving mechanical excellence of mechanics
2. Driving efficiency and productivity across the factories
3. Enabling mechanics to add further value through a competitive environment

Each mechanic is rated according to the cluster specific Mechanic Evaluation Matrix. The 3 best mechanics selected from this matrix will represent the factory at a competition at cluster level. A factory audit is also conducted to evaluate the Personnel, Machinery and SOP aspects. Three factories from the Brandix Essential, Casualwear and Intimate clusters, and one factory from Brandix Lingerie are selected based on their performance. Factories with the highest score from the competition and audit are rewarded at *Rasadiya Kusalana*.

BRANDIX FM Our Voice

Brandix FM is a 24 x 5 radio station that has almost a thirty-thousand listenership across the group. Its twenty-four-hour service with specific programs between key work hours and continuous trailers throughout the day, provides an entertainment factor to our team.

Powered by six presenters, Brandix FM brings entertainment promotions to the factories, and is the largest internal radio network in the apparel sector. What's more, it exerts zero cost to the Brandix factories!

VIYAMAN A Paper By Us For Our Own

As Brandix grew in size and strength, it became essential to establish and maintain a close communication that would reach out to every member of the team; this necessity is what gave rise to the Brandix internal newsletter, *'Viyaman'* in 2002.

The creation of the newsletter, from the initial ideas to the final published version, is handled by the editorial team, consisting of voluntary Brandix team members. A representative from each factory or cluster is part of the editorial team ensuring fair representation of all employees.

Over the past thirteen years, Viyaman, which has grown to reach a print-run of over thirty-thousand copies and a hundred-thousand readership, is regarded as the largest privately circulated newsletter in Sri Lanka. Published primarily in the Sinhala language, along with a few Tamil articles, the paper is also distributed freely among schools and libraries in the districts where major Brandix factories are located. Associates at Brandix receive the newsletter free of charge and an online version is also made available and distributed via email to the executive associates. In keeping with Brandix's eco-friendly initiatives, the magazine is printed with FSC certified paper and vegetable oil-based ink.

2014 APRIL   **2014 JU LY**   **2014 OCTOBER**

SHARING LIFE FUEL

Brandix has been acknowledged as the largest blood donor for the fifth consecutive year in 2015, among private sector organisations that donate annually to the NTBS (The National Blood Transfusion Service). Opting to help this organisation that saves the lives of thousands every year, we began an organised blood collection drive across our factories in Sri Lanka in 2007 (voluntary and non-remunerative). It was a heart-warming success. Today we continue to work with the NTBS to conduct collection days at our factories from September to December every year. It's one of the many ways that we touch the lives of thousands.

Our efforts were celebrated at the 2014 World Blood Donor Day held in Sri Lanka - the first South Asian nation to host this global event, which was attended by the WHO, Ministry of Health, International Federation of Red Cross & Red Crescent Societies, International Society of Blood Transfusion (ISBT), Asian Association of Transfusion Medicine (AATM), the International Federation of Blood Donor Organisations and the Asia Pacific Blood Network. Honourable Maithripala Sirisena presented Brandix with a special plaque of appreciation at this event as a mark of recognition.

OUR HONOUR

We uphold the Brandix team values with honour. Our allegiance to the United Nations Global Compact entails internationally accepted human rights, labour, environment and anti-corruption practices. Our pride includes our greater community who possess the same sense of integrity, such as Sri Lankan civil society and our customers.

Through the team leaders present at each factory, Brandix maintains a policy of zero critical non-compliance. Our own *Social Compliance Manual,* launched in 2001, is reviewed periodically and is freely available to all employees. The most recent revision was launched in June 2014. We also proudly display the policies and values in factories, as posters that also remind our team of the Brandix way of operating. In addition, induction and training programmes regarding local laws, Brandix's values, and moral obligations are constant modes of educating our team.

We have also worked hard to make sure that every employee has an accessible method to report any form of non-compliance. Following a report, a thorough investigation is carried out and the level of infringement is determined followed by disciplinary action wherever necessary. Brandix also asserts a strict anti-corruption policy throughout our team and there have been no confirmed incidents of corruption at Brandix. It is our honour to care for the community that makes us.

Safeguarding our team and our values is no easy task, but it is of extreme importance to Brandix. Our compliance team conducts audits periodically at all the factories to ensure the workplaces are in compliance with the set standards and guidelines. All our facilities are equipped with CCTV cameras for round the clock security; our system restrictions prevent new opportunities that may violate our values and principles- for example, our system ensures the legal age of an employee through their National ID number, making sure that children are never accepted into our system.

No operations where the employee rights to exercise freedom of association or collective bargaining are violated. No Brandix operations or suppliers are at risk of child labour or forced or compulsory labour. Further, Brandix has been proudly compliant with laws and regulations concerning the environment, society and provision and use of products and services.

BRANDIX HAS BEEN SUBSCRIBING TO THESE CHARTERS SINCE 2004

Certification
LEED GOLD

FACTORY → BRANDIX ESSENTIALS RATMALANA
BRANDIX ESSENTIALS KOGGALA

Certification
M&S ECO FACTORY STANDARD

FACTORY → BRANDIX LINGERIE 1
BRANDIX LINGERIE 2
BRANDIX ESSENTIALS KOGGALA
BRANDIX APPAREL INDIA 1
BRANDIX CASUALWEAR SEEDUWA
BRANDIX CASUALWEAR GIRITALE

Certification
WRAP

BRANDIX CASUALWEAR RATMALANA
BRANDIX CASUALWEAR GIRITALE
BRANDIX CASUALWEAR AVISSAWELLA
BRANDIX CASUALWEAR RIDIGAMA
BRANDIX CASUALWEAR SEEDUWA
FACTORY → BRANDIX ESSENTIALS KOGGALA
BRANDIX ESSENTIALS RAMBUKKANA
BRANDIX LINGERIE
BRANDIX INTIMATE MINUWANGODA
BRANDIX INTIMATE WELISARA
BRANDIX INTIMATE MIRIGAMA
BRANDIX INTIMATE POLONNARUWA

Certification
SA8000

FACTORY → BRANDIX CASUALWEAR RATMALANA
BRANDIX CASUALWEAR GIRITALE
BRANDIX CASUALWEAR AVISSAWELLA
BRANDIX CASUALWEAR SEEDUWA

Certification
OHSAS 18001

FACTORY → BRANDIX CASUALWEAR AVISSAWELLA
BRANDIX CASUALWEAR SEEDUWA

Certification
ETI

BRANDIX CASUALWEAR RATMALANA
BRANDIX CASUALWEAR GIRITALE
BRANDIX CASUALWEAR AVISSAWELLA
BRANDIX CASUALWEAR RIDIGAMA
FACTORY → BRANDIX CASUALWEAR SEEDUWA
BRANDIX ESSENTIALS KOGGALA
BRANDIX ESSENTIALS HAMBANTOTA
BRANDIX ESSENTIALS NIVITHIGALA
BRANDIX ESSENTIALS RAMBUKKANA
BRANDIX LINGERIE

Certification
ISO 14001

FACTORY → BRANDIX FINISHING LIMITED

Certification
OE 100

FACTORY → BRANDIX LINGERIE
BRANDIX TEXTILES LIMITED

Certification
OEKO TEX 100

FACTORY → BRANDIX TEXTILES LIMITED

Certification
OE BLENDED

FACTORY → BRANDIX TEXTILES LIMITED

A CIRCLE OF TRUST

As a team built on friendship and care, we maintain our grievance mechanisms as a supportive circle of trust that interconnects our team with one another with confidence. We see our grievance mechanisms as an essential component of safeguarding our team. They provide a secure way for employees and employers to discuss issues from an early stage, so that they may be addressed promptly. Not only is this an effective approach to solving issues, but it also helps raise the optimism of our team and strengthens the trust we have in one another.

Our *Human Resources Division* guides this practice through team leaders at each factory. A *Joint Consultative Committee* (JCC) is appointed by the employees themselves to discuss their issues with the factory leadership through the monthly Worker's Council meetings held at each factory. These meetings are attended by the JCC, the Factory Administrator, and the Group HR Manager, whose role here is that of an independent representative from the Corporate Office. Here, concerns are raised, addressed and solutions are discussed, making sure that there is independence in the process, freedom to voice opinions in a transparent manner and that everyone's voices are heard, noted and followed through. Major grievances, if any, are discussed at our headquarters.

There is an established grievance procedure, which is highlighted below. Concurrently, the employee may contact HR directly, or bypass any of the levels. The contact details of the Group CEO, CPO (Chief People Officer) and Group HR Manager are displayed in all factories. This enables the associates to reach these leaderships directly to bring their suggestions and concerns forward.

BUDDY → LINE SUPERVISOR → OVERALL OPERATIONS LEADER → FACTORY MANAGER → SBU HEAD → GROUP HR MANAGER

In addition to these formal grievance mechanisms, we encourage and engage with community events, which strengthen the community ties and prompt informal grievance mechanisms. We also manage regular audits to ensure compliance with laws and regulations regarding labour practices and human rights, which can be used to determine whether any related grievances have been addressed sufficiently. Our records regarding the number and details of grievances are kept at the factory level. In the next reporting period, these reports will be collated centrally. We are proud to state that all of the reported grievances have been addressed and resolved. We are also delighted that no incidents of discrimination during the reporting period have taken place. To strengthen the performance related grievance process, an ombudsman process exists.

SERVICE

The Brandix way is to take absolute pride in our service. We work hard to provide our customers with high-quality products in a timely and economical manner, while improving the trust between us. We believe that customer satisfaction is the most reliable indicator of our success. Each of our SBUs handle customer satisfaction separately through meetings and constant email updates on a daily, weekly and monthly manner; this is to ensure that careful attention is given to our service and the feedback that we receive for it in return. In fact, to find out how our customers rate our work, we will be conducting biannual customer satisfaction analyses from June 2015.

We take the protection of privacy and intellectual property seriously. Our IT teams ensure that our customers' and our team's data are protected, meeting ISO 20001 standards and through measures like password and screensaver protection, while data sharing allowed only on an essential basis. Driven to maintain zero violations across the group, we take special care to destroy any unique unsold fabric that carry our customers' brand logo, unique printed patterns or embroidery. If this brand signature including labels, unique patterns and embroidery etc. can be easily removed, we progress such stock to be de-branded and the fabric to be sold on the local market under customer permission. We also encourage internal and external audits to be conducted to ensure compliances and obtain feedback. We believe that it is a mark of our success that Brandix has not received any complaints regarding breaches of customer privacy and losses of customer data.

MAKING SENSE

This report is a proud record of our strengths, triumphs, challenges, solutions and plans to keep alive our pledge for sustainability. It binds together the economic, environmental and social aspects of our practice, to create an honest and inspiring picture of *the Brandix way* of keeping it green.

their influence on each of the stakeholder groups such as suppliers, employees, customers and local communities, as well as the This report, for the period from April 2014 to March 2015, proudly complies with GRI G4 guidelines (in accordance – Core). To present an in-depth report, we followed a method that ensures a high level of materiality for our content; first, a list of aspects in line with the GRI G4 guidelines were considered; these aspects were rated high, medium or low by relevant divisions based on their influence on each of the stakeholder groups such as suppliers, employees, customers, shareholders, local communities and banks, as well as the significance of each of their impacts (economic, environmental and social); a total score was then derived through a formula which gives a relatively higher prominence to aspects that have a higher score in a few areas, but a low score in other areas; a cut-off point was selected and the report content was defined thus.

The performance related figures presented in this report are always provided in the wider context of sustainability. The respective economic, environmental and social impacts at the local, regional or global scale are given. For instance, the figures for our revenue for the past two years are presented alongside our carbon dioxide emissions. Furthermore, this report attempts to provide a complete picture of our organisation to its readers. As such, we have defined our scope and aspect boundaries appropriately.

CATEGORY	MATERIAL ASPECT	WITHIN ORGANISATION	OUTSIDE ORGANISATION
ECONOMIC	Economic Performance	✓	✓
	Procurement Practices	✓	✓
ENVIRONMENTAL	Energy	✓	✓
	Water	✓	✓
	Emissions	✓	✓
	Effluents and waste	✓	✓
	Compliance(Environment)	✓	✓
	Transport	✓	✓
	Supplier Environmental Assessment	✗	✓
	Environmental Grievance Mechanisms	✓	✓
SOCIAL	Labour / Management Relations	✓	✓
	Occupational Health and Safety	✓	✗
	Training and Education	✓	✗
	Effluents and waste	✓	✗
	Supplier Assessment for Labour Practices	✗	✓
	Labour Practices Grievance Mechanisms	✓	✓
	Non-discrimination		
	Freedom of Association & Collective Bargaining	✓	✓
	Child Labour	✓	✓
	Forced or Compulsory Labour	✓	✓
	Supplier Human Rights Assessment	✗	✓
	Local Communities	✓	✓
	Anti-corruption	✓	✓
	Child Labour	✓	✓
	Compliance (Society)	✓	✓
	Customer Satisfaction	✓	✓
	Customer Privacy	✓	✓
	Compliance (Product Responsibility)	✓	✓

We have restated our reporting cycle from annual to biennial and our last report was for the period of April 2011 to March 2012 . The aspect boundaries for our previous reporting period were the 30 factories under financial and operational control of Brandix Lanka Limited and in Sri Lanka. For this report, we have enveloped our regional operations and changed our aspect boundary to cover all factories under financial and operational control of Brandix Lanka Limited situated in Sri Lanka, India or Bangladesh. Our scope for this report has remained unchanged from the previous reporting period and proudly portrays our economic, environmental and social performance.

We place great value in credibility and trust. Therefore, all our sustainability reports are externally assured, despite it not being a requirement of the GRI G4 guidelines. Not only does the assurance lend credibility to the facts and figures published in our reports, it also provides a different perspective from which our practices can be reviewed and assessed. Competency and integrity are the foremost characteristics we look for in our assurance providers, and therefore we have selected DNV GL for this task.

GRI CONTENT INDEX

General Standard Disclosures

GRI Index	Description	Page	Reported	External Assurance
Strategy and Analysis				
G4-1	CEO statement	5 - 7	Fully	Yes, 68 - 70
G4-3	Name of the organisation	Cover Page	Fully	Yes, 68 - 70
G4-4	Primary brands, products and services	8 - 10	Fully	Yes, 68 - 70
G4-5	Location of the organisation's headquarters	8	Fully	Yes, 68 - 70
G4-6	Countries where the organisation operates	9	Fully	Yes, 68 - 70
G4-7	Nature of ownership and legal form	8	Fully	Yes, 68 - 70
G4-8	Markets served	9	Fully	Yes, 68 - 70
G4-9	Scale of the organisation	8	Fully	Yes, 68 - 70
G4-10	Employees and workforce	8, 42 - 43	Fully	Yes, 68 - 70
G4-11	Employees covered by collective bargaining agreements	59	Fully	Yes, 68 - 70
G4-12	Organisation's supply chain	38 - 40	Fully	Yes, 68 - 70
G4-13	Changes to the organisation's size, structure, ownership or supply chain	39	Fully	Yes, 68 - 70
G4-14	Precautionary approach	40	Fully	Yes, 68 - 70
G4-15	Externally developed economic, environmental and social charters	58	Fully	Yes, 68 - 70
G4-16	Memberships of associations	10	Fully	Yes, 68 - 70
Identified Material Aspects and Boundaries				
G4-17	Entities included in the organisation's consolidated financial statements	8	Fully	Yes, 68 - 70
G4-18	Report content and aspect boundaries	61 - 62	Fully	Yes, 68 - 70
G4-19	Material aspects	61 - 62	Fully	Yes, 68 - 70
G4-20	Aspect boundary within the organisation	61 - 62	Fully	Yes, 68 - 70
G4-21	Aspect boundary outside the organisation	61 - 62	Fully	Yes, 68 - 70
G4-22	Restatements from previous report	No Restatement	None	
G4-23	Significant changes in scope and aspect boundaries from previous reporting periods	61 - 62	Fully	Yes, 68 - 70

General Standard Disclosures

GRI Index	Description	Page	Reported	External Assurance
Stakeholder Engagement				
G4-24	List of stakeholders	10	Fully	Yes, 68 - 70
G4-25	Basis for identification and selection of stakeholders	61	Fully	Yes, 68 - 70
G4-26	Approach to stakeholder engagement	37	Fully	Yes, 68 - 70
G4-27	Report Profile	62	Fully	Yes, 68 - 70
G4-28	Reporting period	62	Fully	Yes, 68 - 70
G4-29	Date of most recent previous report	20	Fully	Yes, 68 - 70
G4-30	Reporting cycle	62	Fully	Yes, 68 - 70
G4-31	Contact point for question regarding the report	Back Cover	Fully	Yes, 68 - 70
G4-32	Chosen 'in accordance' option	61	Fully	Yes, 68 - 70
G4-33	Policy on external assurance	62	Fully	Yes, 68 - 70
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G4-34	Governance structure of the organisation	34	Fully	Yes, 68 - 70
Ethics and Integrity				
G4-56	Organisation's values, principles and standards	33 - 36	Fully	Yes, 68 - 70

Specific Standard Disclosures

Aspect	DMA and indicators	Page	Reported	External Assurance
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	G4 - EC3	41	Fully	Yes, 68 - 70
	G4 - EC4		Fully	
MARKET PRESENCE	G4 - EC5		None	
	G4 - EC6		None	
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	G4 - EC8		None	
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	G4 - EC9	39	Fully	Yes, 68 - 70
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	G4 - EN3	16 - 17	Fully	Yes, 68 - 70
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	G4 - EN5	18	Fully	Yes, 68 - 70
	G4 - EN6	20 - 21	Fully	Yes, 68 - 70
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	G4 - EN8	23 - 24	Fully	Yes, 68 - 70
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BIODIVERSITY	G4 - DMA		None	
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	G4 - EN12		None	
	G4 - EN13		None	
	G4 - EN14		None	

Aspect	DMA and indicators	Page	Reported	External Assurance
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	G4 - EN16	20	Fully	Yes, 68 - 70
	G4 - EN17	20	Fully	Yes, 68 - 70
	G4 - EN18	21	Fully	Yes, 68 - 70
	G4 - EN19	20 - 21	Fully	Yes, 68 - 70
	G4 - EN20		None	
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	G4 - EN23	25	Fully	Yes, 68 - 70
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	G4 - EN25		None	
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	G4 - EN32	40	Fully	Yes, 68 - 70
	G4 - EN33		None	
ENVIRONMENTAL GRIEVANCE MECHANISMS	G4 - DMA	40	Fully	Yes, 68 - 70
	G4 - EN34	NILL	Fully	Yes, 68 - 70
Social				
EMPLOYMENT	G4 - DMA		None	
	G4 - LA1		None	
	G4 - LA2		None	
	G4 - LA3		None	
LABOR/MANAGEMENT RELATIONS	G4 - DMA	35 - 36	Fully	Yes, 68 - 70
	G4 - LA4	59	Fully	Yes, 68 - 70
OCCUPATIONAL HEALTH AND SAFETY	G4 - DMA	44	Fully	Yes, 68 - 70
	G4 - LA5		None	
	G4 - LA6	44	Fully	Yes, 68 - 70
	G4 - LA7		None	
	G4 - LA8		None	

Aspect	DMA and indicators Index	Page	Reported	External Assurance
SOCIAL				
TRAINING AND EDUCATION	G4 - DMA	45 - 46	Fully	Yes, 68 - 70
	G4 - LA9	45	Fully	Yes, 68 - 70
	G4 - LA10	46	Fully	Yes, 68 - 70
	G4 - LA11		None	
DIVERSITY AND EQUAL OPPORTUNITY	G4 - DMA		None	
	G4 - LA12		None	
EQUAL REMUNERATION FOR WOMEN AND MEN	G4 - DMA		None	
	G4 - LA13		None	
SUPPLIER ASSESSMENT FOR LABOR PRACTICES	G4 - DMA	40	Fully	Yes, 68 - 70
	G4 - LA14	40	Fully	Yes, 68 - 70
	G4 - LA15		None	
LABOR PRACTICES GRIEVANCE MECHANISMS	G4 - DMA	57 - 59	Fully	Yes, 68 - 70
	G4 - LA16	57	Fully	Yes, 68 - 70
HUMAN RIGHTS				
INVESTMENT	G4 - DMA		None	
	G4 - HR1		None	
	G4 - HR2		None	
NON - DISCRIMINATION	G4 - DMA	57	Fully	Yes, 68 - 70
	G4 - HR3	59	Fully	Yes, 68 - 70
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	G4 - DMA	59	Fully	Yes, 68 - 70
	G4 - HR4	59	Fully	Yes, 68 - 70
CHILD LABOUR	G4 - DMA	57	Fully	Yes, 68 - 70
	G4 - HR5	57	Fully	Yes, 68 - 70
FORCED OR COMPULSORY LABOUR	G4 - DMA	57	Fully	Yes, 68 - 70
	G4 - HR6	57	Fully	Yes, 68 - 70
SECURITY PRACTICES	G4 - DMA		None	
	G4 - HR7		None	
INDIGENIOUS RIGHTS	G4 - DMA		None	
	G4 - HR8		None	
ASSESSMENT	G4 - DMA		None	
	G4 - HR9		None	Yes, 68 - 70
SUPPLIER HUMAN RIGHTS ASSESSMENT	G4 - DMA	40	Fully	Yes, 68 - 70
	G4 - HR10	40	Fully	
	G4 - HR11		None	

Aspect	DMA and indicators	Page	Reported	External Assurance
	Index			
HUMAN RIGHTS				
HUMAN RIGHTS GRIEVANCE MECHANISMS	G4 - DMA		None	
	G4 - HR12		None	
SOCIETY				
LOCAL COMMUNITIES	G4 - DMA	50 - 54	Fully	Yes, 68 - 70
	G4 - SO1	50	Fully	Yes, 68 - 70
	G4 - SO2		None	
ANTI - CORRUPTION	G4 - DMA	57	Fully	Yes, 68 - 70
	G4 - SO3		None	
	G4 - SO4		None	
	G4 - SO5	57	Fully	Yes, 68 - 70
PUBLIC POLICY	G4 - DMA		None	
	G4 - SO3		None	
ANTI - COMPETITIVE BEHAVIOUR	G4 - DMA		None	
	G4 - SO7		None	
COMPLIANCE	G4 - DMA	57	Fully	Yes, 68 - 70
	G4 - SO8	NIL	Fully	Yes, 68 - 70
SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY	G4 - DMA		None	
	G4 - SO9		None	
	G4 - SO10		None	
GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY	G4 - DMA		None	
	G4 - SO11		None	
PRODUCT RESPONSIBILITY				
CUSTOMER HEALTH AND SAFETY	G4 - DMA		None	
	G4 - PR1		None	
	G4 - PR2		None	
PRODUCT AND SERVICE LABELING	G4 - DMA		None	
	G4 - PR3		None	
	G4 - PR4		None	
	G4 - PR5		None	
MARKETING COMMUNICATIONS	G4 - DMA		None	
	G4 - PR6		None	
	G4 - PR7		None	
CUSTOMER PRIVACY	G4 - DMA	60	Fully	Yes, 68 - 70
	G4 - PR8	60 , NIL	Fully	Yes, 68 - 70
COMPLIANCE	G4 - DMA	60	Fully	Yes, 68 - 70
	G4 - PR9	60	Fully	Yes, 68 - 70

Independent Assurance Statement

Introduction

DNV GL Business Assurance Lanka (Private) Limited has been commissioned by the management of Brandix Lanka Limited ('Brandix' or 'the Company') to carry out an independent assurance engagement (Type 2, Moderate level) of the Company's sustainability performance (qualitative and quantitative information) disclosed in its Sustainability Report 2014-15 ('the Report') in its printed format against the 'in accordance' - Core option of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines Version 4 (GRI G4). This engagement focused on verification of qualitative and quantitative information (sustainability performance disclosed in the Report, and underlying management systems and reporting processes. The engagement was carried out against AccountAbility's AA1000 Assurance Standard 2008 (AA1000AS) and the DNV Verification Protocol for Sustainability Reporting ('VeriSustain' - available on request from www.dnvgl.com).

The intended user of this assurance statement is the management of the Company. The management of the Company is responsible for all the information provided in the Report as well as the processes for collecting, analyzing and reporting the information presented in the Report. Our responsibility in performing this work is regarding the verification of sustainability performance reported in the Report only, in accordance with the scope of work agreed with the management of the Company. The assurance engagement is based on the assumption that the data and information provided to us is complete, sufficient and authentic. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance statement. Our assurance engagement was planned and carried out in October 2015 - December 2015.

Scope, Boundary and Limitations of Assurance

The scope of assurance included the review of Economic, Environment and Social information in the Report. In particular, the assurance engagement included:

- The verification of the qualitative and quantitative sustainability performance reported in the Report by Brandix, covering economic, environmental and social performance for the activities undertaken by the Company over the reporting period 1st April 2014 to 31st March 2015;
- Review of the policies, initiatives, practices and performance represented in the Report;
- Evaluation of the systems and processes the company has in place for adherence to reporting principles set out in GRI G4;
- Evaluation of the disclosed information in the Report - both General and Specific Standard Disclosures - for 'in accordance' - Core reporting requirements of GRI G4;
- Evaluation with respect to the AccountAbility principles and specified performance information, for a Type 2, Moderate level of assurance, in accordance with the requirements of AA1000AS (2008):
    - information relating to the issues, responses, performance data, case studies and underlying systems for the management of such information and data;
    - information relating to materiality assessment and stakeholder engagement processes;
- Confirmation of the fulfillment of GRI G4's 'in accordance' - Core criteria, as declared by Brandix including adherence to GRI G4 reporting principles and standard disclosures.

The reporting boundary and Aspect boundaries has been selected in line with GRI G4 requirements and through an internal materiality assessment covering the Company's factories under operational and financial control in Sri Lanka, India and Bangladesh, as set out in the Report in the section 'Making Sense'. During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement except Specific Standard Disclosures where the Company is in the process of implementing systems to track and report data. No external stakeholders were interviewed as part of this assurance engagement.

Verification Methodology

This assurance engagement was planned and carried out in accordance with the AA1000AS (2008) i.e. Type 2, Moderate and the DNV GL's VeriSustain. The Report has been evaluated against the following criteria:

- Adherence to the principles of Inclusivity, Materiality and Responsiveness, as well as Reliability of specified information on sustainability performance, as set out in the AA1000AS (2008);
- Application of the principle of materiality as per GRI G4;
- Adherence to additional principles of Completeness and Neutrality, as set out in VeriSustain;
- The GRI G4 requirements - 'in accordance' - Core.

During the assurance engagement, we have taken a risk-based approach, i.e. we concentrated our verification efforts on the issues of high material relevance to Brandix's business and its stakeholders. We have verified the statements and claims made in the Report and assessed the robustness of the underlying data management system, information flow and controls. In doing so, we have:

- Reviewed the approach to stakeholder engagement and its materiality determination process;
- Verified the sustainability-related statements and claims made in the Report and assessed the robustness of the data management system, information flow and controls;
- Examined and reviewed documents, data and other information made available by Brandix and visited the Corporate office at Colombo and four operational sites, i.e. Brandix Apparel Solutions Limited's operations at Koggala, Welisara and Seeduwa in Sri Lanka and Brandix India Apparel City, Visakhapatnam in India.
- Conducted interviews with key representatives including data owners and decision-makers from different functions of the Company;
- Performed sample-based reviews of the mechanisms for implementing the sustainability related policies, as described in the Report;
- Performed sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report.

Conclusions

In our opinion, based on the scope of this assurance engagement, the sustainability performance disclosures reported, including the referenced information provides a fair representation of the sustainability related strategies, management systems and performance. The Report meets the general content and quality requirements of GRI G4 i.e.,

- General Standard Disclosures: We are of the opinion that the reported disclosures generally meet the GRI G4 reporting requirements for 'in accordance' – Core based on GRI G4, and the reason for non-disclosures are adequately explained.
- Specific Standard Disclosures: We are of the opinion that the reported disclosures generally meets the GRI G4 reporting requirement for 'in accordance' – Core based on GRI G4 covering generic Disclosures on Management Approach (DMAs) and Performance Indicators for identified material Aspects as below:

Economic
- Economic Performance - G4-EC3;
- Procurement Practices – G4-EC9;

Environmental
- Energy - G4-EN3, G4-EN5, G4-EN6;
- Water – G4-EN8, G4-EN10;
- Emissions – G4-EN15, G4-EN16, G4-EN17, G4-EN19;
- Effluents and Waste - G4-EN23;
- Compliance - G4-EN29;
- Transport - G4-EN30*;
- Supplier Environmental Assessment - G4-EN32
- Environmental Grievance Mechanisms - G4-EN34;

Social

Labour Practices and Decent Work
- Labour and Management Relations - G4-LA4;
- Occupational Health and Safety - G4-LA6*;

- Training and Education - G4-LA9*, G4-LA10;
- Supplier Assessment for Labour Practices - G4-LA14;
- Labour Practices and Grievance Mechanisms - G4-LA16;

Human Rights
- Non-Discrimination - G4-HR3;
- Freedom of Association and Collective Bargaining- G4-HR4;
- Child Labour - G4-HR5;
- Forced or Compulsory Labour - G4-HR6;
- Supplier Human Rights Assessment - G4-HR10;

Society
- Local Communities - G4-SO1;
- Anti-corruption - G4-SO5;
- Compliance - G4-SO8;

Product Responsibility
- Customer Privacy - G4 PR8;
- Compliance - G4-PR9;

*These indicators have been reported partially and reasons for omission and commitment to future reporting has been explained.

We have evaluated the Report's adherence to the following principles on a scale of 'Good', 'Acceptable' and 'Needs Improvement':

AA1000AS (2008) principles

Inclusivity: Brandix has formal and informal processes of stakeholder engagement in place to identify and respond to sustainability issues. Issues arising from engagement with key stakeholders were collected and prioritized as part of the materiality determination process, and the results and responses are adequately brought out across the Report. In our view, the level at which the Report adheres to this principle is **"Acceptable".**

Materiality: The Company has carried out a materiality assessment exercise by evaluating the internal and external impacts of GRI G4 Aspects, and the influence of these Aspects on identified stakeholder groups. The Report fairly captures identified material aspects considering the sustainability context, and the materiality determination process has not missed out any known material issues. In our view, the level at which the Report adheres to this principle is 'Acceptable'.

Responsiveness: We consider that the response to key stakeholder concerns, through Brandix's policies and management systems including governance are fairly reflected in the Report. In our view, the level at which the Report adheres to this principle is **"Acceptable".**

Reliability: The majority of data and information verified at the Corporate office and at four operational sites visited by us were found to be fairly accurate. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors and the errors have been corrected. Hence, in accordance with the AA1000AS (2008) requirements for a Type 2, Moderate level assurance engagement, we conclude that the specified sustainability data and information presented in the Report is reliable and acceptable. In our view, the level at which the Report adheres to this principle is **"Acceptable".**

Specific evaluation of the information on sustainability performances

We consider the methodology and process for gathering information developed by Brandix for its sustainability performance reporting is appropriate and the qualitative and quantitative data included in the Report, was found to be identifiable and traceable. The personnel responsible were able to demonstrate the origin and interpretation of the data and its reliability. We observed that the Report presents a faithful description of the reported sustainability activities for the reporting period.

Additional principles as per DNV GL's VeriSustain

Completeness: The Report has fairly attempted to disclose the General and Specific Standard Disclosures including the Disclosures on Management Approach covering the sustainability strategy, management approach, monitoring systems and sustainability performances indicators against the GRI G4 – 'in accordance' – Core option, and covering its operations in Sri Lanka, India and Bangladesh and key value chain activities. Reason for omissions wherever any information has not been disclosed has been brought out. In our view, the level at which the Report adheres to this principle is "Acceptable".

Neutrality: The disclosures related to sustainability issues and performances are reported in a neutral tone, in terms of content and presentation. In our view, the level at which the Report adheres to this principle is "Good".

Opportunities for Improvement

The following is an excerpt from the observations and further opportunities for improvement reported to the management of Brandix and are not considered for drawing our conclusion on the Report; however, they are generally consistent with the Management's objectives:

• Brandix may establish formal systems for fully capturing and reporting the performance indicators where information has not been fully disclosed and where reasons for omission have been provided.

• The Company may expand its existing stakeholder engagement process to evaluate the dynamic needs of significant stakeholders across Aspect boundaries, to capture their concerns if any and to address emerging frontier risks through appropriate changes in organizational strategy.

• Management systems to periodically capture and review sustainability data may be implemented at Corporate and site levels to further strengthen the reliability and accuracy of reported data.

Our Competence and Independence

We are a global provider of sustainability services, with qualified environmental and social assurance specialists working in over 100 countries. DNV GL states its independence and impartiality with regard to this assurance engagement. While we did conduct other third party audits work with Brandix in 2014-15, in our judgment this does not compromise the independence or impartiality of our assurance engagement or associated findings, conclusions and recommendations. We were not involved in the preparation of any statements or data included in the Report, with the exception of this Assurance Statement. We maintain complete impartiality toward any people interviewed.

For DNV GL

Rathika De Silva	Kiran Radhakrishnan	Nandkumar Vadakepatth
Country Head	Project Manager	Assurance Reviewer
DNV GL Business Assurance Lanka (Private) Limited	DNV GL Business Assurance India Private Limited, India.	DNV GL Business Assurance India Private Limited, India.

03rd December 2015, Colombo, Sri Lanka.

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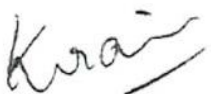
Greenhouse Gas Verification Statement

DNV GL Business Assurance Lanka (Private) Limited carried out the verification of Greenhouse Gas (GHG) emissions ('the GHG assertion') of Brandix Lanka Limited ('Brandix' or 'the Company') as part of the independent verification and assurance of the Company's Sustainability Report 2014-15 ('the Report').

Brandix is responsible for the collection, analysis, aggregation and presentation of information related to its GHG assertion within the Report. Our responsibility of performing this work is to the management of the Company only and in accordance with terms of reference agreed with the Company. The assurance engagement is based on the assumption that the data and information provided to us is complete, sufficient and true. DNV GL disclaims any liability or co-responsibility for any decision a person or entity would make based on this verification statement.

On the basis of our verification methodology and scope of work agreed upon, nothing has come to our attention that would cause us not to believe that the GHG assertion as below is not materially correct and is not a fair representation of the GHG data and information.

EMISSION	SOURCE	GHG EMISSION (TONNES OF CO_2e)
Scope 1	Process emissions and other direct emissions	49014
Scope 2	Pruchased electricity (indirect emissions)	52511
Scope 3	Emission caused by transportation (other indirect emissions)	5076
	TOTAL GHG EMISSION (TONNES OF CO_2e)	**106601**

FOR DNV GL

Rathika De Silva
Country Head
DNV GL Business Assurance Lanka (Private) Limited

Kiran Radhakrishnan
Project Manager
DNV GL Business Assurance India Private Limited, India.

03th December 2015, Colombo, Sri Lanka.

GLOSSARY

BMS
Building Management System

CEO
Chief Executive Officer

CPO
Chief People Officer

Emissions Intensity
Absolute emissions divided by revenue in millions of USD

Employee
An individual who is legally recognised as an employee of the organisation

Energy Intensity
Absolute energy consumption divided by revenue in millions of USD

GHG
Greenhouse Gas

HR
Human Resources

KPI
Key Performance Indicator

LED
Light Emitting Diode

LKR
Sri Lankan Rupee

Local
Within the same country

Major Injury
An injury that results in more than three lost days

Minor Injury
An injury that results in less than three lost days

SBU
Strategic Business Unit
Any location with a factory and / or an office

SOP
Standard Operating Procedure

Supervised Worker
An individual who performs regular work on-site for, or on behalf of, the organisation but is not legally recognised as an employee

Total Workforce
The total number of persons working for the organisation at the end of the reporting period (that is, the sum of all employees and supervised workers)

USD
United States Dollar

Water Intensity
Absolute water withdrawal divided by revenue in millions of USD

LIST OF FIGURES

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GRI G4
"In Accordance - Core"

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