

Panorama Apparels Ltd.	File No. : Policy-43	Total Page : 04
	Subject : <u>Corporate Social Responsibility (CSR)</u>	
	Effective Date : 01-07-2018	Date of Preparation : 06-06-2018
Responsible person for the implementation of the policy :		Director, Admin Dept., Compliance Dept. & related departmental heads.

1. Introduction:

Panorama Apparels Ltd. a global corporation stands to be a good neighbor. It believes CSR as interdependence between society & business where a business needs a healthy environment and workforce for its growth. Our business seeks and creates the optimal value in all its relationship. Our vision of successful business is beyond the products and profits but to its positive impacts on community around.

CSR is the commitment of Panorama Apparels Ltd. It's our responsibility to our workers, neighbors by participating in various activities. We have a separate HR, compliance and welfare team who monitor all facilities daily and submit their authorized persons. If any threat regarding health & safety issue is found, they take necessary action. We measure the impact of our CSR activities through internal & external evaluation. The company provides all employees with free medical, health, hygiene, emergency financial assistance and educational facilities. Safety programs and routine drills ensure that the facilities remain updated and employees are aware of risks and capable of dealing emergencies.

2. Goals:

To embrace responsibility for the organization's actions and encourage a positive impact through its activities on the environment, consumers, employees, communities, stakeholders, and all other members of the public sphere who may also be considered as stakeholders.

3. Scope: The Corporate Social Responsibility policy is applicable throughout the Apparels Limited and governs our approach to all our activities.

4. CSR Strategy:

These are as below,

- ✚ A value based performance culture.
- ✚ Stringent ethical requirement and code of conduct which promote personal integrity.
- ✚ Respect for human rights, labor rights and decent work.
- ✚ Commitment towards health safety and environmental protection.

5. CSR Approaches:

5.1 Towards Community:

- (a) **Donation for religious institutions**- We contribute to religious activities also. Donation to several Mosque, Madrasah & local Orphan house.
- (b) **Blood donation**- Employees of our facility donate blood through HR team as required for locality, suppliers & vendors.
- (c) **Sponsoring national events & Sports**- Panorama Apparels Limited sponsors various national programs & Sports program such as Independent Day, Pahela Boishakh etc.
- (d) **Support towards the victims**- We provide support of money to the Rohingya.

5.2 Within the Organization:

- (a) **Meet & sweet distribution**- We distribute meet & sweets among the employees on various occasion such as the Pahela Boishakh (first day of Bangla Year).
- (b) **Dress distribution**- We provide dresses to the children of our child care center at free of cost.
- (c) **Interest free loan**- Provided to the staffs on the basis of need as per company policy.

- (d) **Professional training**- Skill up gradation training is provided to the employees through the training room. Besides this, supervisors & above positioned employees are getting various skill related & other professional trainings on a regular basis where is effect on workers salary.
- (e) **Annual Picnic**- We arranged annual picnic for all our employees.
- (f) **Iftar Party of the Holy Ramadan**-
In Ramadan, Management arranges Iftar Party for all staff. All the executive of Panorama family with their Managing Director attend the party with cheerful mind. Everybody prays to the Almighty Allah for the wellbeing and success of the company. The party creates religious bond amongst staff.
- (g) **Transport facilities for the staff**-
Panorama has initiated transport facilities for its employees. Although this facility is not mandatory as per the local law but we have initiated this as a part of our commitment to the welfare of the workers. We have three vehicles for the staff to carry the employees from distant places to the factory. This saves both time and money of the employees.
- (h) **Skill Development Programs**-
Panorama has undertaken training programs to improve the skills of workers in our factory. We provide training on:
- Worker Development Training
 - First Aid Training
 - Fire, health & safety training etc.
- (i) **No late no absent prize ceremony**: We provide no late no absent prizes based on workers attendance & punctually.

(j) **Environmental and Eco-friendly activities-**

Panorama Apparels Ltd. is always committed to create green environment and saving energy and water for the future generation. We invented LEDs are extremely energy efficient and consume less power than incandescent bulbs. Also, money and energy is saved in maintenance and replacement costs due to the long LED lifespan. We have installed servo motors for power and diesel saving. And we have also installed push taps for water saving. Since we have involved STWI program for the assessment of energy and water savings. Encouraging the use of technologies and materials that are friendly to the environment.

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