



COMFIT COMPOSITE KNIT LTD.

Sustainability Profile



Comfit Composite Knit Ltd.

Established in 2006, Comfit Composite Knit Ltd. (CCKL) is a leading RMG manufacturer from Bangladesh.

From Gold Lead Certified factory premises, to UNFCCC and other international compliances, Comfit is a trendsetter in sustainable ready-made garments manufacturing.

Factories

Gold Leaf

Knitting,
Cutting & Sewing

Rainbow

Dyeing &
Finishing

Green Leaf

AOP, Lab, Knitting,
Cutting & Sewing

Maple Leaf

Dyeing,
Cutting & Sewing

Banana Leaf

Knitting &
Printing

Eco Ville

Dyeing,
Cutting & Sewing

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- Sustainability at Comfit Composite Knit Ltd.
- Environmental Impact
- Talent Welfare
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Sustainability

at Comfit Composite Knit Limited

With increased climate-change concerns, the dimensions of sustainability are changing every day. **CCKL** is continually striving to attune its activities and impacts to the growing needs of its clients, talents, community and environment.

CCKL has thus devised its Sustainability activities into the following 3 Pillars.



PILLAR 1
Environmental
Impact



PILLAR 2
Talent Welfare



PILLAR 3
Corporate Social
Responsibility



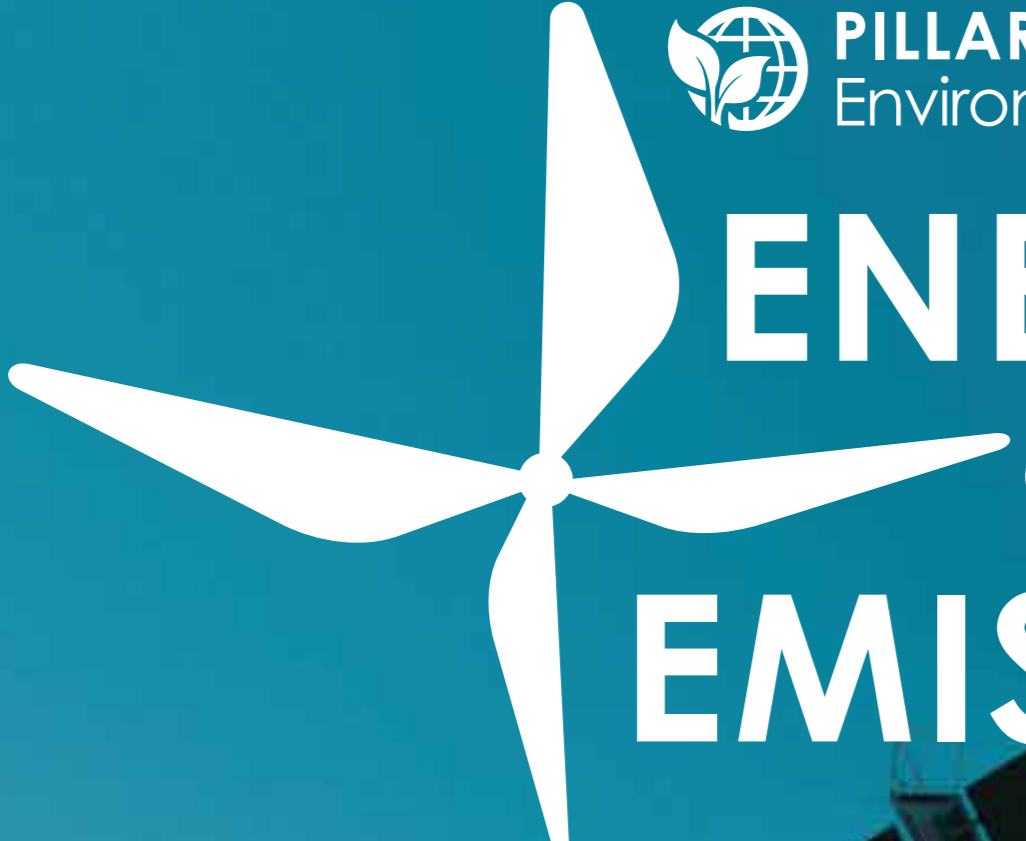
PILLAR 1

Environmental Impact

“ We do not inherit the Earth
from our ancestors.
We borrow it from
our children



PILLAR 1
Environmental Impact



ENERGY and EMISSIONS

Efficient energy use reduces costs and conserves resources, while minimizing GHG emissions mitigates climate change impacts.

This balance promotes environmental responsibility and ensures long-term viability for the industry and the planet.

CCKL prioritizes the use of efficient energy in all its business activities, and strives to mitigate and offset emissions to achieve **Net Zero**

Decarbonization Strategy

Avoid carbon-intensive activities and rethink process

Avoid

Process Improvement

Minimize emissions through better energy and resource efficiency

Minimize

Demand side Energy Efficiency

Replace high carbon-intensive sources to low carbon-intensive sources

Replace

Supply side Renewable Energy

Offset emissions through sequestration activities elsewhere

Offset

Capture Carbon & use Nature-based Solutions

NET ZERO

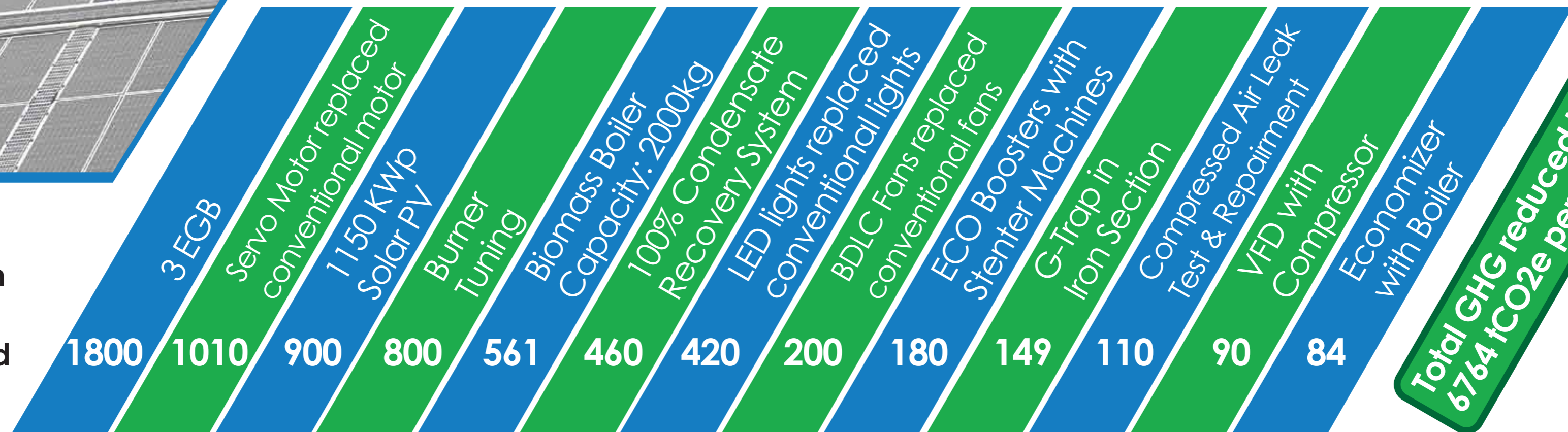
Reducing GHG Emissions

CCKL continuously innovates its manufacturing process and implements new technologies to reduce its yearly GHG emissions.

From simple changes like replacing conventional fans and lights with **Brushless Direct Current (BLDC) fans** and **LEDs** that are more energy efficient and generate minimal heat, to cutting-edge technological installations like **Biomass Boilers**, **Variable Frequency Drive (VFDs)**, **Solar PV** and more, CCKL strives to **offset its Carbon footprint** and do better for the environment.

Technology Implementation

tCO2e Reduced



Total GHG reduced by 6764 tCO2e per year

Future Goals

Activity	Yearly GHG (tCO2e) Reduction	Implementation Year
Install 6 VFDs in pumps	98	2025
Replace old motors and install high efficiency motors	9	2025
Install 3.3 MW Capacity Solar Panel	2209	2026
Install Dyeing Wastewater Heat Recovery	2149	2026
Replace low efficiency compressor with high-efficiency compressors	290	2027
Replace Gas Boiler and install 6000Kg Biomass Boiler	3365	2027
Addition of Low Liquid Ration CPB Dyeing Machines (Capacity 10 tons)	1385	2027
Replace IE2 with IE3 and upgrade RO Filtration Plant	191	2027

With these technological activities, CCKL aims to reduce its GHG emissions by

9696 tCO2e by the year 2027



PILLAR 1
Environmental Impact

WATER

Efficient water usage for factories is crucial for both environmental sustainability and operational efficiency.

As industries expand, the demand for water increases, making it imperative to adopt practices that conserve water, use it efficiently, and manage waste water effectively.

CCKL implement various process to maximize its water-usage efficiency and minimize its waste-water emissions.

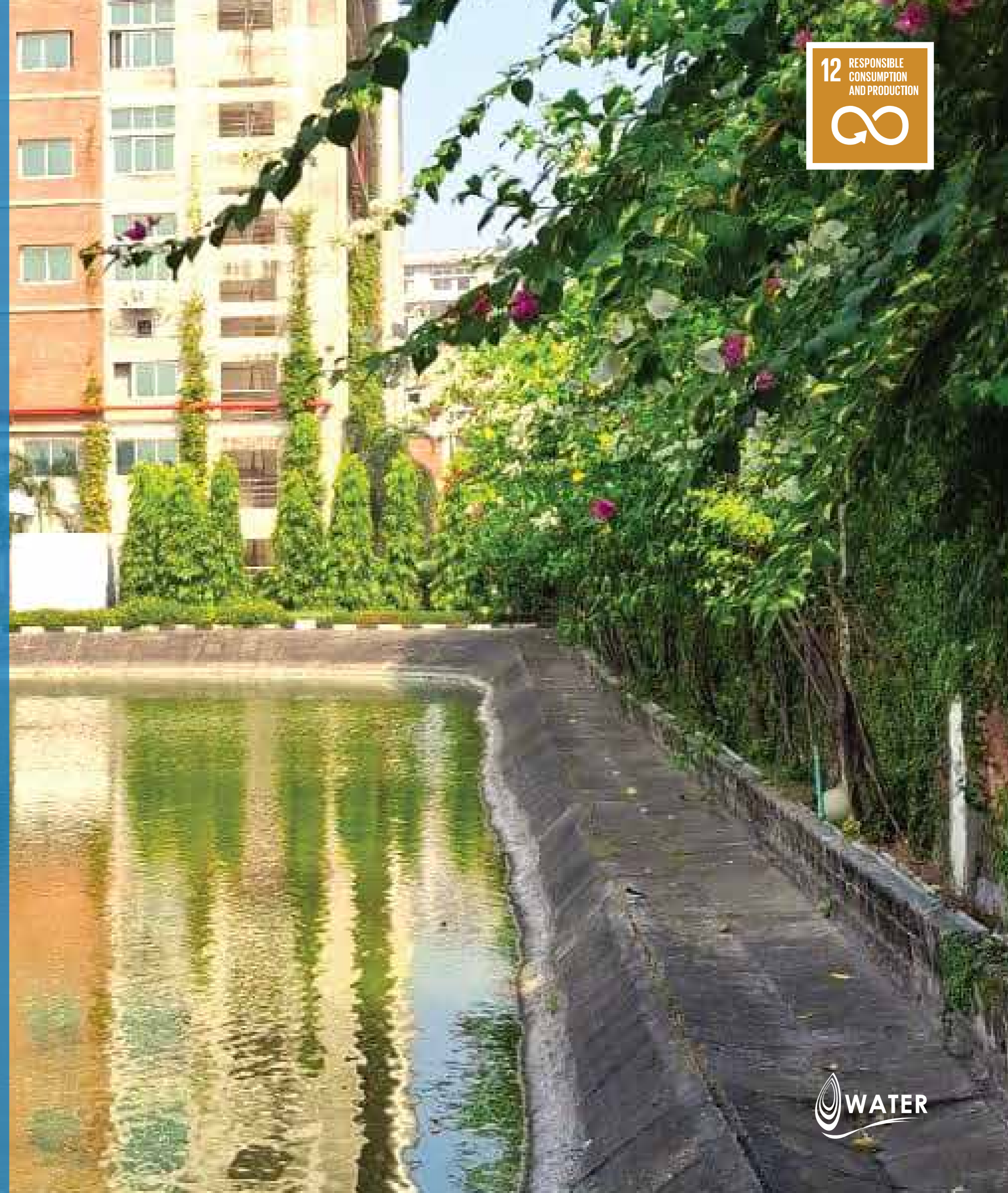
Rainwater Harvesting Plants

We specialize in practical Rainwater Harvesting Solutions, designed to capture and store rainwater efficiently. Our systems provide an eco-friendly and sustainable water supply for production, helping conserve natural resources and reduce water bills.

Plants: **2**

Capacity: **100m³/hour**

Average yearly reduction
of Groundwater Extraction: **4178m³**

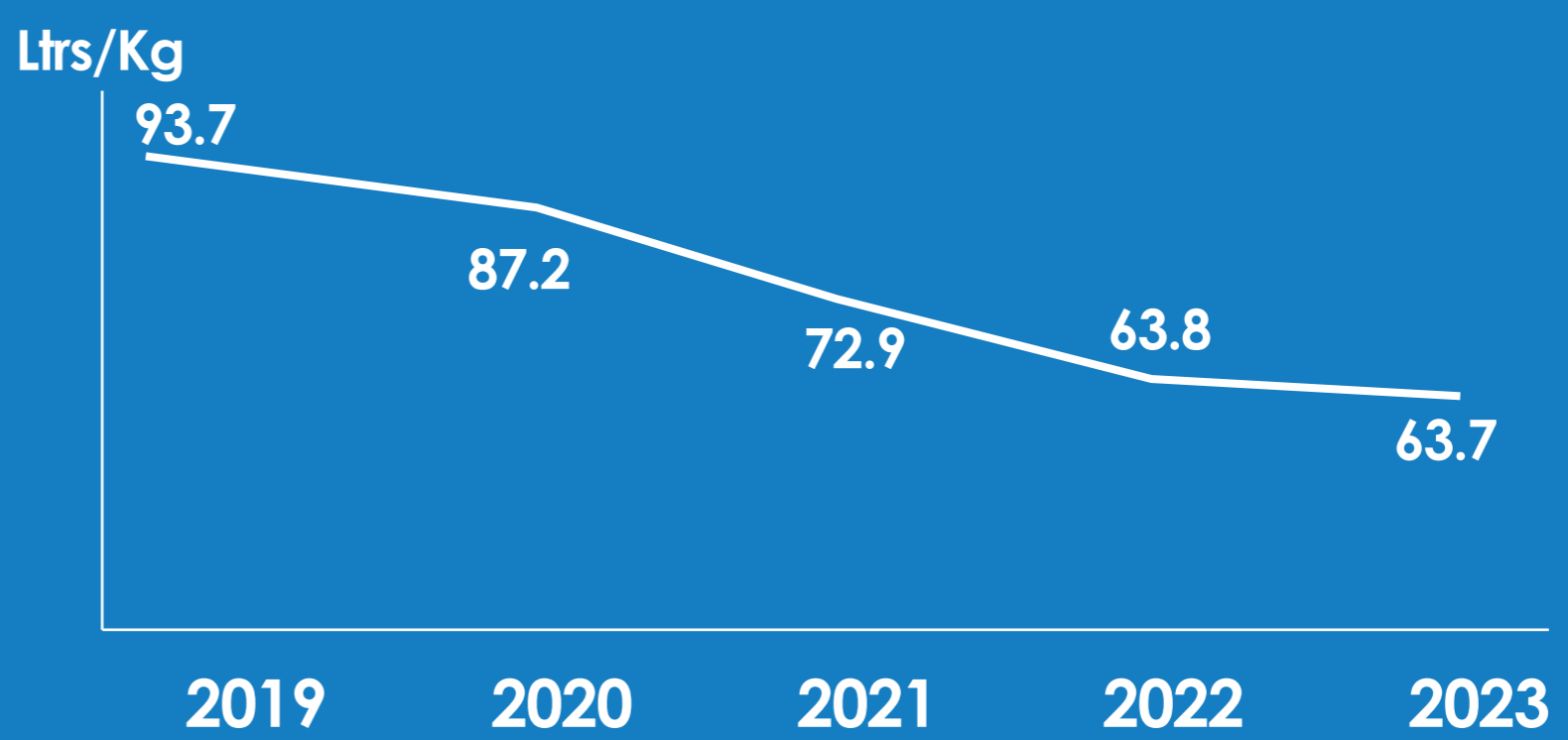




Liquid Process Optimization

CCKL's liquid ratio has been optimized to reduce water consumption.

In the past 5 years, the water consumption in the Wet Processes have gone down by approximately **30 Litres/kg.**



This process optimization has reduced our Water Consumption by **14,10,384m³/yr**



Liquid Process Optimization

New **Digital Spray Dyeing Process (IMAGO)** reduces water usage and wastage.

- Increased Color Pickup: **95% - 97%**
- **Saltless** Dyeing Process
- **Reduced pollutants** in waste water

This will lead to:

- Reduced Water consumption: **500m³/yr**
- Reduced GHG emission: **12.7kg**

Future Goals:

Install 2 more IMAGO machines, leading to:
1500m³/yr reduced water consumption, and 37.4kg reduced GHG emissions.



Waste Water Recycling Plant

CCKL's utilizes its **Reverse Osmosis (RO) Waste Water Recycling** to maximize efficient usage of water.

Waste water that is first treated by **ETP**, is treated again using **Industrial RO filtering**. This brings used water back into the production process, and reduces groundwater consumption.

- Capacity: **60m³/hr**
- Reduced Groundwater extraction: **432,00012.7m³/yr**

Future Goals:

Recycle 50% waste water by 2030.



PILLAR 1
Environmental Impact



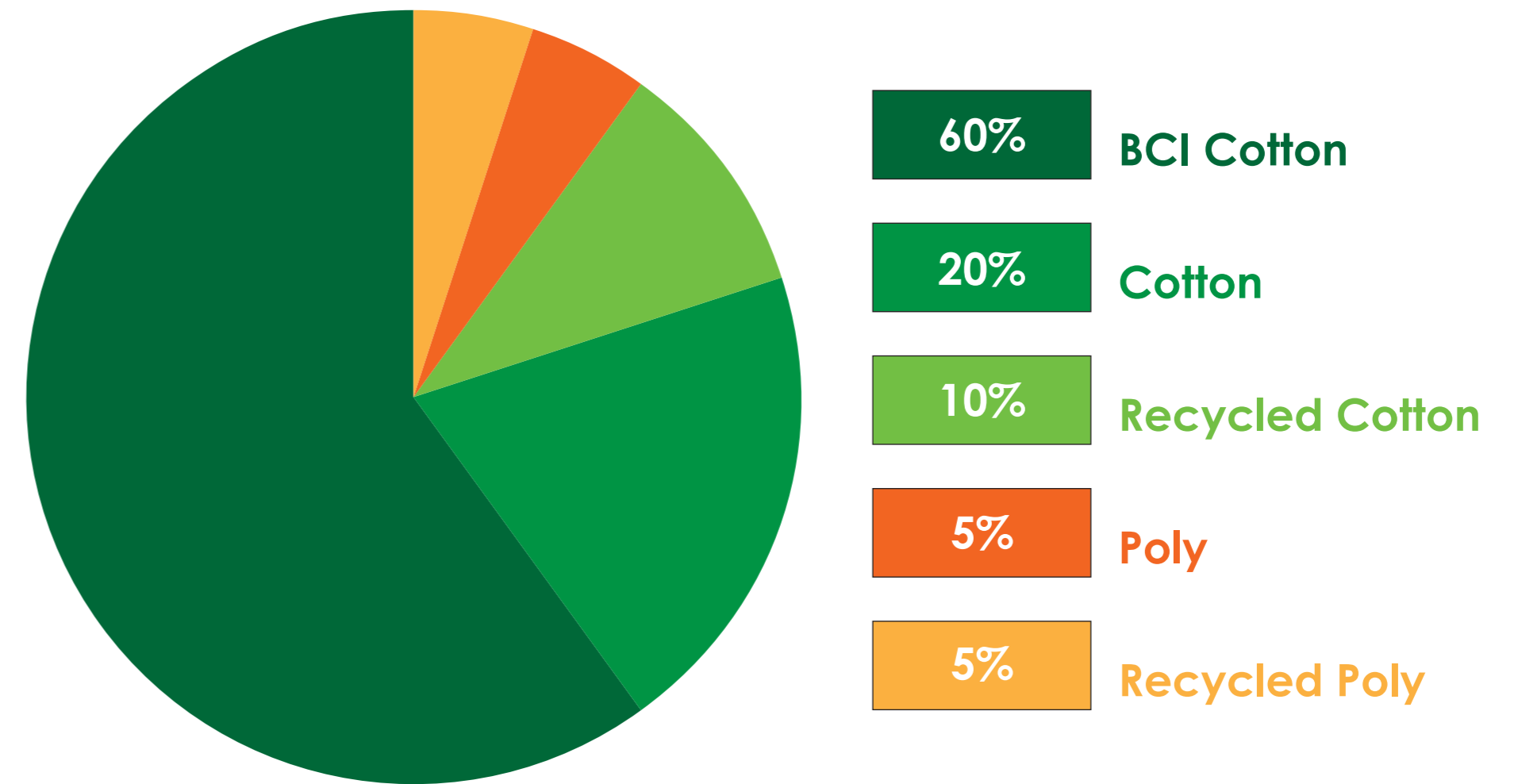
MATERIAL and WASTAGE

The raw materials that go into ready-made garments manufacturing process heavily impact GHG emissions. The same is true for treatment of wastage, as recycling can lower raw material consumption, and disposals affect the environment and community.

Sustainable consumption and disposals are not only a need of the environment, but also a growing need for buyers and end-consumers.

RAW MATERIAL CONSUMPTION SCENARIO

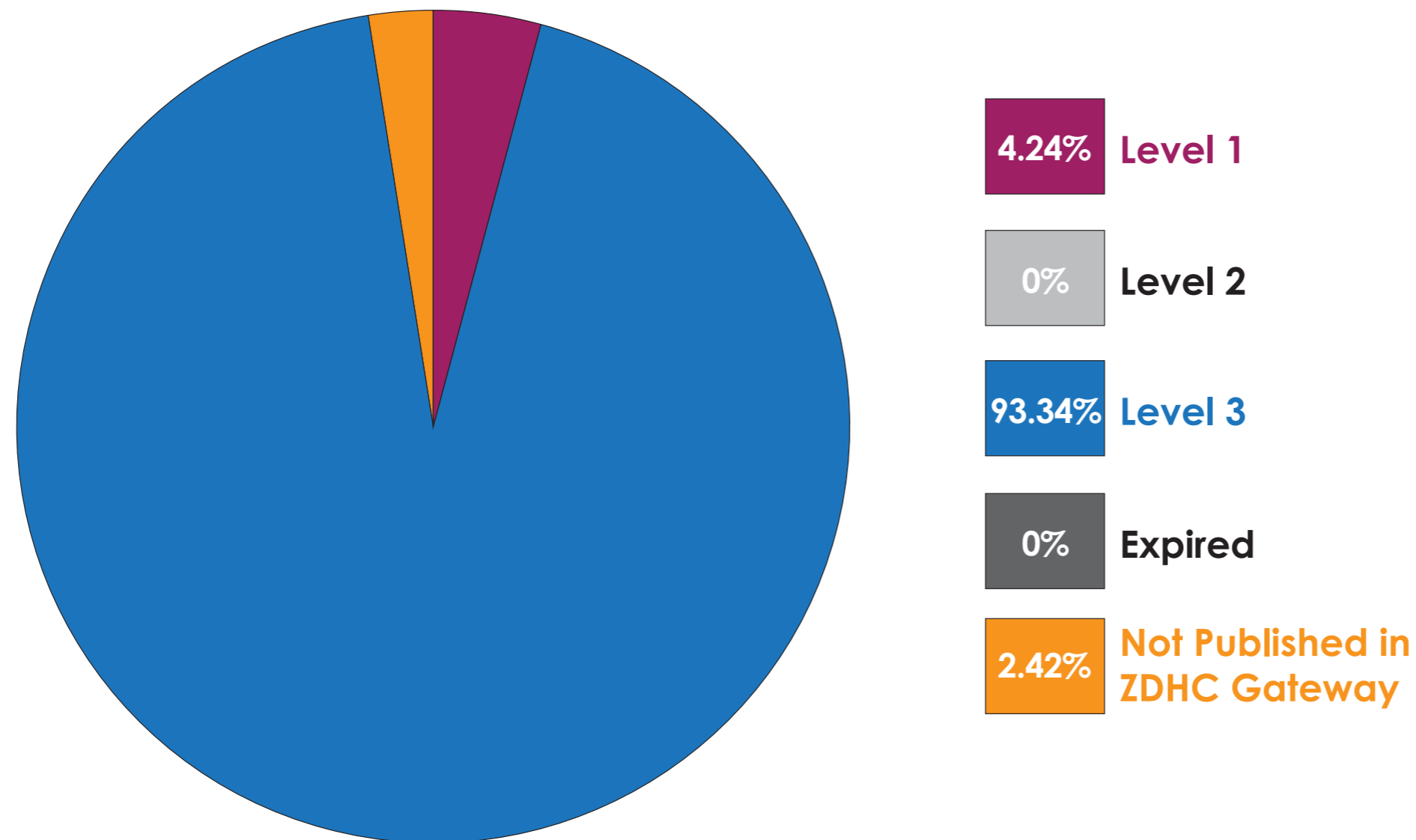
About 75% of our Raw Consumables are Sustainable materials like BCI Cotton, Recycled Cotton and Poly.



CHEMICAL INVENTORY PERFORMANCE BREAKDOWN

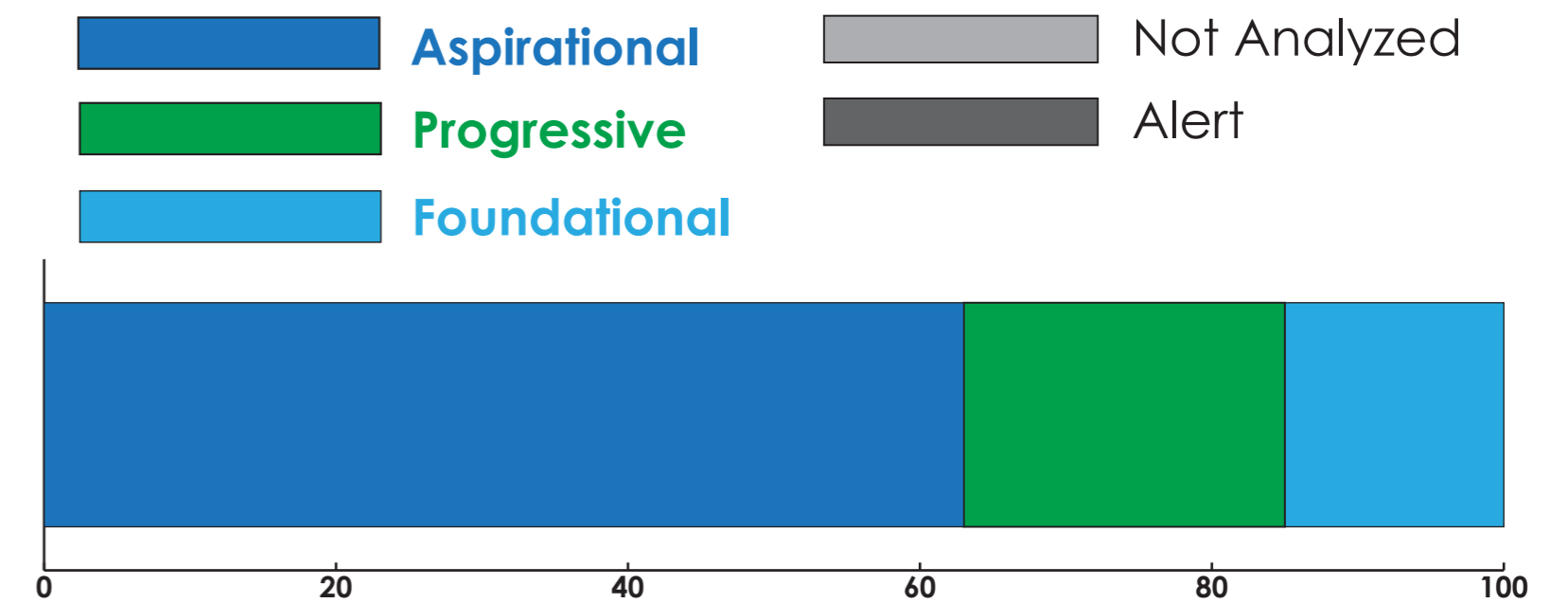
The section below shows the Laboratory results in context with ZDHC Wastewater Guidelines.

The **Zero Discharge of Hazardous Chemicals (ZDHC)** Program is a global initiative focused on eliminating hazardous chemicals from the textile, apparel, and footwear industries.



165 Chemical Inventory Products
97.58% Products published in Gateway
19.58% meets ZDHC MRSL Levels 1, 2 and 3

Conventional and Anions



100% **MRSL**
Meets Requirements

100% **Metals**
Aspirational

100% **Sludge**
Requirements met for Major Sludge Disposal



Bio Compost Facility

All types of organic and food waste is composed to create fertilizer in an eco-friendly manner.

Membrane Bioreactor (MBR) ETP

Wastewater is treated to meet all legal and ZDHC parameters

Capacity: **4800m³/day**

Future Goals:

- Using 100% ZDHC compliant chemicals for manufacturing by 2025
- Recycling 50% fabric by 2030
- Recycling 50% waste water by 2030





PILLAR 2 Talent Welfare

“

Economic growth must account for investment in human development, only then can it become Sustainable Growth

- Amartya Sen



PILLAR 2 Talent Welfare

CCKL believes that its employees or “talents” are its lifeblood. Led by the concept of Decent Work, it emphasizes on the safety, social and economic protection of all its talents.

By prioritizing talent welfare, CCKL enhances worker satisfaction, reduces turnover, and ensures overall efficiency.

This commitment not only aligns with global regulations, but also fosters a positive reputation and sustainable growth in the industry.

Diversity and Inclusion

Comfit Composite Knit Ltd. believes in **Equal Opportunity**, with no discrimination against gender, religion, age, sexual orientation, and locality.

- Total talents: **13,500+**
- **56% of Talents are Women**
- **28% Female Supervisors**
 - Total number of females in supervisory roles have grown from **02 women in 2016 to 75 women in 2023.**
- **96 Special-needs and Physically challenged CCKL talents** are breadwinners for their families.
- **601 Religious and Ethnic Minorities** are growing together with CCKL.
- Collaboration with **GEAR-IFC** and **Sudokkho**.



Maternity and Child Care

Maternity Support

- **120 Days paid maternity leave:** Ensuring ample time for recovery and bonding with the newborn.
- **Comprehensive pre and post-natal medical services:** Access to quality healthcare throughout the pregnancy and post-partum period.
- **Risk Awareness Training:** Educating on potential risks during maternity and breast-feeding for better safety.
- **Safe Work Environment:** Assigning tasks and working areas that are safe for pregnant women.

Childcare

- **Well-Equipped Day-Care Center:** CCKL provides state-of-the-art day-care facilities.
- **Breastfeeding Breaks:** Providing extra breaks for mothers breastfeeding their children.
- **Routine Medical Check-Ups:** Ensuring special care for children, including regular health check-ups.



Occupational Health and Safety

CCKL's **Occupational Health and Safety Program (OHS)**
is driven by National and International Regulations.

BNBC

**Bangladesh National
Building Code**



**Bangladesh
Labor Law**

**BUYERS CODE
OF CONDUCT**

**Buyers Code
Of Conduct**



**International Labor
Organization**

In-house Medical Facilities

CCKL is committed to the health and well-being of all its talents by providing comprehensive medical facilities across all factory complexes to address occupational health. These facilities include:

- **24/7 Ambulance Service:** Immediate medical transport available around the clock.
- **Full-time Medical Staff:** Four dedicated doctors managing a 10-bed ward unit, with a **10-bed** ward unit.
- **Advanced Diagnostic Facilities:** In-house pathological laboratory and Ultra-sound testing.
- **First-Aid Providers:** 225 trained individuals ready to provide first-aid.
- **Subsidized Medical Testing:** 50% discount on tests at Kumudini Medical College and Hospital.
- **Affordable SRHR Products:** 75% subsidy on Sexual and Reproductive Health and Rights products, including Sanitary Napkins.
- **Free Sanitary Pads:** An annual budget of 100,000 Tk dedicated to providing free sanitary pads to female talents.



Fire Safety

CCKL ensures a safe working environment with fire-related accident mitigation measures:

- All factory premises are equipped with up-to-date **fire extinguishers**
- Access to water hose for **emergency fire mitigation**
- **2131** individuals trained as **Fire Fighters** by FSCD & BGMEA
- **1996** individuals trained by **Internal Fire Safety Officer**





PILLAR 3
Corporate Social
Responsibility

““ Creating a strong business and building a better world are not conflicting goals, they are both essential ingredients for long-term success.

– **Bill Ford**



PILLAR 3 Corporate Social Responsibility

CSR is crucial for the garment industry, not only for buyer commitments but also because it tends to the well-being of the community. This is an investment for the people, one that gives back in the form of goodwill, strong brand image, and employee loyalty.

CCKL believes that, as trees once planted, good CSR gives back tenfold to the community to which it belongs. CCKL prioritizes making initiatives within and beyond its company borders, investing in bringing development, health, and security to its employees and the entire community where it operates.

Healthcare

Shornadip Foundation Hospital

- A Fully-funded Hospital in Sandwip providing free medical services.
- Up to 500 patients can receive treatment per day.
- 2 Free ambulance services available 24/7 in the community.

Corporate Health Service

50% Subsidized diagnostic rates available for all talents and their family members at:

- Kumudini Hospital
- Sheikh Fazilatunnesa Mujib Hospital



Other CSR Activities



Fair Price Shop

- On-site subsidized shop, available to all factory talents.
- 15% less than market price.

Disaster Relief

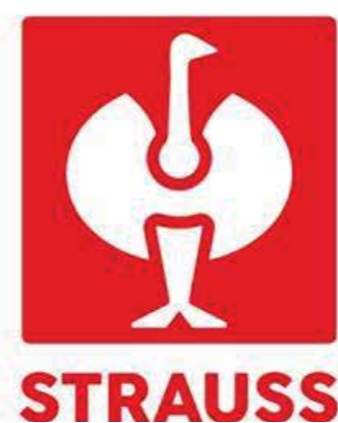
- Special funds donated to disaster effected areas.
- Approximately 20,000 people received Flood Relief in 2024.



Education

- A fully-funded school where:
- 30,000 children receive free education.
 - 300 people get employment as teaching, administrative and other .staff

Customer Partners



Certifications & Sustainability Partners

