

VALOR'S

CXO

SUMMIT 2022

IN PURSUIT OF SUSTAINABILITY



In pursuit of A BETTER TOMORROW™

VALOR OF BANGLADESH

We focus on Leadership and Leveraging values in instituting governance to achieve Business and Economic Sustainability.

ACTION PLAN 2023



PASSING THE TORCH

An Eccentric event to portray the now & then of business empires of Bangladesh.



NEXT LEVEL LEADER

The masterclass will address the principles of sustainable leadership entailing and recognizing how systems are connected to one another.



CLUB VALOR

Club Valor endeavors to constitute a corporate networking hub with the young generation for vibrant policy making.



STRATEGY SUMMIT 2023

A 3-days Strategy Fest portraying Bangladesh as a global economic footprint - a model of global sustainability practices and reflection on Bangladesh.



EXPERT EYE

An interactive group discussion by leading industry experts to formulate sustainability approaches and challenges.



THE CONCLAVE

A congregation of business experts regarding the current agendas and conduct policy discussions.



CTG BUSINESS SUMMIT 2023

The grand summit to promote the adoption of sustainable practices at the organizational level and devise policies at the Industrial Capital of Bangladesh.

ENGAGEMENTS

200+

Ambassadors

0.5 Million+

Per Summit Engagements
(Online and Offline)

60+

Patrons

Get in Touch

Amirul Haque Tanjim

+8801 950 737 601

corporate@valorofbangladesh.com

IN PURSUIT OF SUSTAINABILITY

Valor of Bangladesh (VoB) focuses on driving sustainable practices at the organizational level and devising policies at the national level, gathering industry leaders for the CXO Summit 2022 on December 3rd to discuss sustainable and resilient economic practices. The summit aimed to promote sustainable practices at the organizational level and to create policies for the optimal allocation and distribution of resources.

Distinguished speakers from organizations such as The World Bank, UNDP, and Bangladesh Security and Stock Exchange participated in panel discussions and forums centered on topics including innovative responses, operational efficiency, and adaptive responses to the challenges of sustainability. As the post-pandemic economic landscape evolves, sustainability is crucial for the long-term success of every organization.

CXO
SUMMIT 2022

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EDITOR

Shah Md. Ahsan Habib
Professor, BIBM

ASSOCIATE EDITORS

Wafiq Jawad Pranto
Executive
Valor of Bangladesh

Farzana Yesmin Priya
Communications Lead
Bangladesh Cancer Aid Trust

COORDINATOR

Amirul Haque Tanjim
Lead Business
Valor of Bangladesh

DESIGN

Anwar Faisal
Lead Visualizer
Valor of Bangladesh

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EDITOR'S NOTE

'Sustainability' may be reflected using the term 'quality'. It is about the quality of economic growth from the macroeconomic perspective whereas it is associated with the quality of profitability for a business entity.

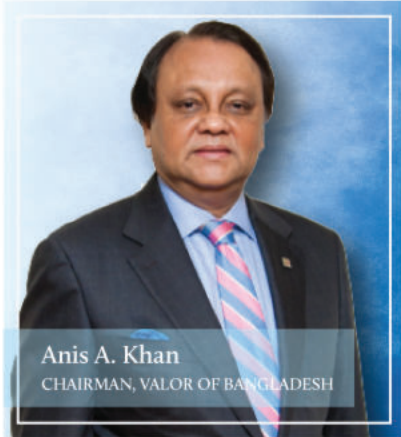
At the macro level, an economy starts with increasing production and income aspects. For a business house, it is profitability that comes first to sustain. But for long-term sustainability, only quantity is not sufficient. An economy is sustainable when it ensures reasonably good domestic production and income alongside creating an economically and socially inclusive and environmentally sustainable society. Aligned with that a sustainable business should ensure quality aspects through its operation by favorably impacting economic and social inclusivity and environmental concerns.

Sustainability concerns received special attention in the context of the Covid-19 devastation and following developments. With the growing recognition of the issues, sustainability has emerged as one of the most important criteria for organizations to remain competitive in today's world. In this background, Valor's mega activity 'CXO Summit 2022' undertakes the issue to highlight the associated agenda of national concern and aspires to bring out effective solutions and knowledge. As part of the event 'Valor of Bangladesh' created a platform with the influential industry icons of the nation through a series of insightful panel discussions to draw their perspectives on sustainability and its effective incorporation in the organizational landscape.

Through CXO Summit 2022, we have tried to offer opportunities to interact and learn from each other that may have remarkable implications in the policymaking and operations of business entities. This publication is an effort to disseminate the outcome of the CXO Summit 2022 and relevant opinions of the country's business and academic leaders to the stakeholders.



Dr. Shah Md. Ahsan Habib
*Professor, BIBM
Trustee, Valor of Bangladesh*



Anis A. Khan
CHAIRMAN, VALOR OF BANGLADESH

CHAIRMAN'S KEYNOTE

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“There is a need for an ESG Tracker in Bangladesh to measure progress by industry, company and financing options as the Environmental, Social and Governance issues are vital to achieving the Prime Minister's vision for 2021 and 2041”

In today's fast-paced and ever-changing business landscape, it is more important than ever to have leaders who are not only inspirational and innovative, but also able to adapt and lead their organizations through times of change. Dynamic CXOs are key to achieving this goal, as they possess the ability to drive transformation, focus on their goals, and deliver results. The importance of sustainable organizational leadership and sustainability of the corporate sector has become more apparent in the post-pandemic condition. The pandemic has highlighted the need for organizations to be resilient and adaptable, and has also brought attention to the role of the corporate sector in addressing global challenges such as climate change and inequality.

Sustainable organization leadership is crucial for addressing these challenges and ensuring the long-term viability of businesses. This includes implementing sustainable practices in areas such as energy and resource use, supply chain management, and community engagement. By doing so, organizations can not only benefit the environment and society, but also improve their own long-term viability and competitiveness.

The sustainability of the corporate sector is also crucial for addressing these challenges and ensuring a sustainable future for all. This includes implementing sustainable business practices and taking a long-term perspective in decision-making, rather than focusing solely on short-term profits. By doing so, companies can contribute to a more sustainable and equitable society, while also improving their own long-term success.

At Valor of Bangladesh, we believe that **true leadership is not just about being in charge, but also recognizing the need to develop the next generation of leaders.** As organizational leaders, it is our responsibility to pay forward the favor of being mentored and trained by our predecessors by developing our own successors. This is why we challenge conventional wisdom and practice around personal and organizational leadership through modern era excellence.



Anis A. Khan
CHAIRMAN
VALOR OF BANGLADESH

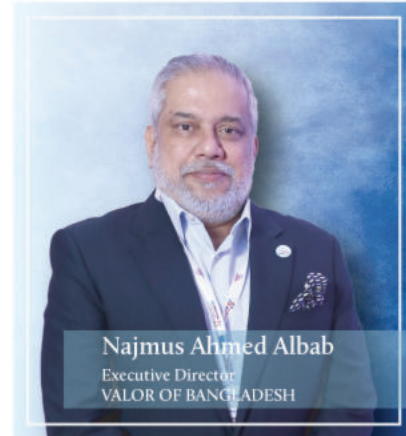
As the Chairman of this esteemed organization, I am thrilled to introduce you to the latest edition of our journal. In today's rapidly changing business environment, it is crucial for organizations to have leaders who possess the ability to inspire, innovate and adapt to the challenges. The success of any organization is closely tied to the leadership of its CXOs, who guide the organization forward with their dynamic approach, unwavering focus, and unwavering commitment to productivity.

“The success of any organization is closely tied to the Leadership of its CXOs, who guide the organization forward with their dynamic approach, unwavering focus, and unwavering commitment to productivity.”

INTRODUCTORY NOTE

"A leader is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind. He is someone who leads from the back — and lets others believe they are in front."

- *Nelson Mandela*



As we all know, the modern world is constantly changing and presents us with new challenges every day. The key to success in today's business landscape is to have an organization that is sustainable and can adapt to these changes. Organizational sustainability is not just about being environmentally friendly, it's about creating a business model that can withstand the test of time.

Organizational sustainability is becoming increasingly important as we face a variety of challenges in today's world, including economic uncertainty, social inequality, and environmental degradation. To address these challenges, organizations must prioritize sustainability in their operations and decision-making processes. This includes implementing sustainable practices in areas such as energy and resource use, supply chain management, and community engagement. By doing so, organizations can not only benefit the environment and society but also improve their own long-term viability and competitiveness.

However, as Brian Tracy says, *"The true test of leadership is how well you function in a crisis."* The young aspiring leaders are at a stage where their professional leadership is immensely crucial for addressing these challenges. These young professionals bring fresh perspectives, new ideas and innovative solutions to the table. They are the future of the organization and it is important to invest and groom them in the right way.

By fostering an environment that encourages young professionals to take on leadership roles and providing them with the necessary training and resources, organizations can not only benefit from their unique perspectives and ideas, but also help them to develop into strong leaders who will shape the future of the organization.

The CXO Summit 2022 is a program tailored for current and aspiring CXOs with the goal of achieving success and creating profitable organizations. Organizational sustainability and young professional leadership are essential for addressing the challenges of the modern world. By prioritizing sustainability and fostering young professional leadership, organizations can not only survive, but thrive in today's rapidly changing landscape.

This event will provide an opportunity for leaders to learn from industry experts, leaders, and academicians, and return to their organizations with new ideas and a renewed energy to inspire growth. The program's focus on executive development and management aligns with Valor of Bangladesh's mission to develop and cultivate excellent, principled leaders and generate new management practices. The summit also aims to promote extensive networking and professional and cultural exchange among attendees.



Najmus Ahmed Albab
EXECUTIVE DIRECTOR
VALOR OF BANGLADESH

6 Principles of Sustainability Leadership



2. Network

Sustainability leaders often work in a cross-boundary network that consists of leaders playing different leadership roles.



4. Influence

Sustainability leaders are able to exercise influence without authority.



6. Self-leadership

Sustainability leaders recognise the importance of leading themselves.



1. Worldview

Sustainability leaders typically have a worldview that is characterised by being ecocentric, systemic and long-term.



3. Boundaries

Sustainability leaders spend much of their time working across boundaries.



5. Complexity

Sustainability leaders are comfortable working with complexity.



CXO SUMMIT 2022 EDITOR'S PICK

Sustainability has emerged as one of the most important criteria for organizations to remain competitive in today's world, and sustainability practices are typically analyzed against environmental, social, and governance (ESG) metrics. Sustainability is satisfying existing demands without compromising future needs. Business and sustainability are intertwined, and companies increasingly recognize they have a critical role to play in improving the world environmentally, socially, and economically. They are also realizing the dependencies that their businesses and markets have on properly functioning environmental and social systems. Thus sustainability is being integrated into core business units to simultaneously drive economic returns, of course, but also social impact across supply and value chains. This push is backed by business leaders, employees, consumers, governments, and other stakeholders who want companies to deliver profits with purpose.

Sustainability involves activities that deliver long-term value for shareholders, who supply the capital that enables organizations to invest, expand, and innovate. Great brands are purpose-driven. The purpose-led and future-fit strategy of a company ensures greater performance. This is not simply about philanthropy, but rather an integral element of the business.

It must be remembered that a sustainable business strategy is not one-size-fits-all. A company's sustainability investments will be shaped by the specific challenges and opportunities facing its supply chain, customers, stakeholders, and industry. Businesses and enterprises commonly confront diverse and differential sustainability agendas since they have to deal with homogeneous and heterogeneous sustainability issues and policies. Multinational companies face even more complexities of the same both in multiple countries in their differential socioeconomic setup.

With the expansion of investments in the areas of sustainability, several priority areas command sustainable business investment and action for ensuring greater impacts. A company/ business must determine what issues and opportunities a company should prioritize. As part of a sustainable business strategy, it is crucial to identify where to invest their time, resources, and money to drive the greatest sustainable impact through their business processes and interventions.

CAPITAL

INVEST

EXPAND

INNOVATE

01 Sustainable Supply Chain

'Sustainable supply chain' is a key associated issue of sustainable business strategy. Without a clear picture of a product's journey from raw materials to point of sale, a company cannot make marks on sustainability. More specifically, it is about diversity, equity, and inclusion (DEI) across the business and value chain. One emerging trend that has been gaining traction to address corporate sustainability issues around DEI is how to operationalize within organizations and across supply chain processes that promote and leverage inclusive innovation. It should work to establish a rewarding work environment based on *trust, respect, and diversity*. Women should be encouraged to take part in different segments of the value chain by ensuring their *comfort, safety, and security*.





“

On the way to attain sustainability, a company should enable society to develop goods and services that suit consumer requirements. A great company's vision should be to strengthen its leadership by providing consumers with innovative, high-quality products, utilizing its resources effectively and together with its business partners, the team designs, manufactures, and sells unique, high quality products.

02 Circular Economy

Aligned with that, today's circular economy business models look to design out waste and pollution, keep materials in use, and regenerate natural systems. Companies are increasingly advancing the circular economy, rewriting their relationship to some of today's biggest sustainability challenges—from climate change to plastic waste to soil degradation. Those leading the way are also bringing an inclusivity lens to their work—integrating social impact elements into circular initiatives and strategies.

03 Community & Culture

As a socially and environmentally responsible organization, a company must add value to the community. They should work to minimize energy consumption by increasing manufacturing energy efficiency, substituting natural gas with biomass, revitalizing their energy site with a solar plant, and optimizing water use to promote sustainability. Within the organization, a diverse and inclusive workforce and culture should be preferred.

04 Nature Positive

To act on climate change, companies are under increasing pressure to back up net-zero commitments with a transparent and actionable strategy. There are increasing calls for the world to become net-zero and nature positive. A nature-positive economy asks considerably more of the private sector not just to do less harm but to take action to boost the resilience and health of natural systems. This requires companies to set quantifiable, time-bound science-based targets and have a plan with clear milestones and a way to track progress. But doing this right also means accounting for, and dealing with, the indirect emissions generated across a product's life cycle or as a result of business activities.

05 Technology Adoption

Technology adoption and capacity development of the workforce are crucial determinants of sustainable business operation. Businesses need huge resource allocations in these areas. This is challenging for a good number of medium and small-sized enterprises mainly in developing and low income economies. Social debate and monitoring of the concerns are a must for visible outcomes of sustainable strategies. Social debate and interactions need to be intensified for greater awareness. Without monitoring, policy and implementation strategies are ineffective.

08 Process Sustainability

In many instances, companies and business houses in the country are focusing on process sustainability such as waste management, recycling, achieving net zero emissions, managing chemicals, upcycling, and working with green factories. With the young generations being increasingly concerned about sustainability and compliance requirements, companies are left with no choice but to adapt and improve their sustainability practices.

06 Policy Making

Sustainability issues and concerns already received great attention in the policy documents and strategies, and there are notable instances of businesses that have adopted replicable sustainable business approaches.

The ongoing sustainability efforts are required to ensure Smart Bangladesh with digital access and inclusiveness by creating an environment of high ease of doing business. Broadly, smart education, smart government, smart transportation, smart community, smart healthcare, smart agriculture, smart finance, and smart supply chain should be the sustainability nexus for smart Bangladesh. To facilitate the desired transition, governments must expedite their net-zero energy plans.

07 Energy Management

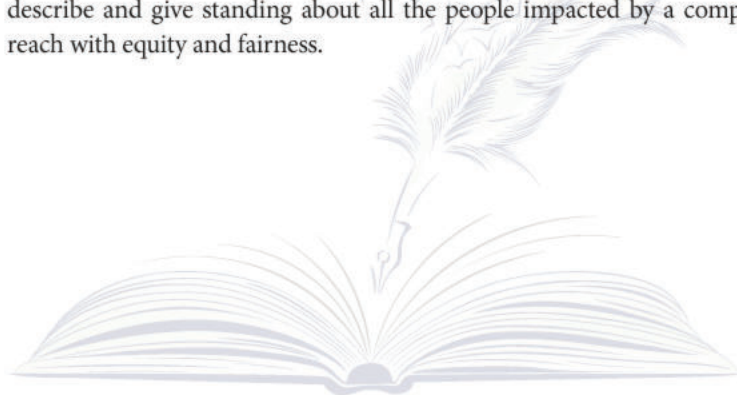
Sustainable energy is a major area to focus attention. Sustainable development objectives associated with affordable and clean energy, industry innovation and infrastructure, and climate action, with an emphasis on energy efficiency, and carbon intensity are notable issues. Considering the importance of the sector, RMG demands greater attention to sustainability concerns. It is encouraging that several RMGs have started using recycled polyesters and sustainable threads that can help garments to be dismantled at the end of their lifecycle. Several factories are engaged in energy and water management. Some are conserving water, sewage, recyclable materials, and chemicals, and many of these are replicable ventures. Investments on employees, corporate safety, and community development are associated actions by a good number of corporations in the country.



09 IT Infrastructure

IT infrastructure development with internet gateways and fiber optic network towers are great forces for a digital Bangladesh where digital service experiences must be trusted globally. ICT infrastructure is connecting metropolitan and rural inhabitants, a remarkable force for a sustainable and inclusive society. Internet penetration has also played a critical role in the transformation of businesses and organizations. For result-oriented technology transformation on a broader scale, it is important to convince teams, the nation, and citizens of the importance of the transformation and their role in it. Tech startup ecosystem should be supported with resources and capacity for the transformation of the country.

Finally, a meaningful action cannot take shape without first mapping what needs to be done and where. Thus, business entities must work on the issues strategically. It must be remembered that the issues are beyond environmental risks and commitments. Mapping requires reliable information and data. Accurate, better and inclusive data on sustainability issues in business describe and give standing about all the people impacted by a company's reach with equity and fairness.



10 Introducing Fintech

Fintech became a crucial force in attaining Financial Inclusion Goal of the National Financial Inclusion Strategy of the country.

Transformation in the technology driven financial service industry, especially mobile banking became inspiring in the sustainable financing front. Banks must finance transformation of carbon-intensive companies and rising green markets. Mobile banking and agent banking must be supported with technology, investment, and capacity development to take these to the rural and remote areas of the country in order to create a sustainable and inclusive Bangladesh.



Dr. Shah Md. Ahsan Habib

Professor, BIM
Independent Director, IPDC
Trustee, Valor Of Bangladesh

“A meaningful action cannot take shape without first mapping what needs to be done and where. Thus, business entities must work on the issues strategically. It must be remembered that the issues are beyond environmental risks and commitments.”



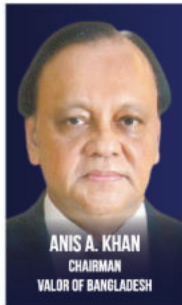
*“The most powerful person
in the world is the story teller.
The storyteller sets the vision, values
and agenda of an entire generation
that is to come.”*

~ Steve Jobs

VISION

CXO
SUMMIT 2022
IN PURSUIT OF SUSTAINABILITY

INDUSTRY VISIONARIES of THE SUMMIT



VISIONARIES



CXO SUMMIT 2022

At a Glance

The CXO Summit 2022, held on December 3rd at Radisson Blu Dhaka Water Garden, brought together industry leaders from various organizations to discuss the importance of sustainable and resilient economic practices. The summit was organized by Valor of Bangladesh (VoB), a platform that focuses on driving sustainable practices at the organizational level and devising policies at the national level. The theme of the summit was "**In Pursuit of Sustainability**", which emphasized the need for organizations to adopt sustainable practices in the post pandemic economic landscape.

The summit provided a platform for the leaders to discuss and exchange ideas on sustainable practices, policies, and solutions to challenges in the industry. Distinguished speakers from organizations such as the World Bank, UNDP, and the Bangladesh Security and Stock Exchange participated in the panel discussions and forums. The insightful sessions were enlightening in formulating current and future trends in sustainable practices and the challenges that organizations face.



The key topics discussed at the summit was the need for innovative responses to the challenges of sustainability and operational efficiency. The speakers highlighted the importance of using technology and innovation to create solutions that are both efficient and sustainable. The speakers discussed the importance of creating efficient operational processes and systems to ensure the optimal allocation and distribution of resources.

The participants were able to learn about various innovative practices that are being implemented by organizations and also policies to implement for increasing operational efficiency and reducing waste across the world and how these practices can be adapted for the Bangladesh market in attaining improved sustainability.

CXO Summit 2022 was a successful event that brought together industry leaders to discuss the importance of sustainable practices in the post-pandemic economic landscape. The summit emphasized the need for organizations to adopt sustainable practices in order to ensure long-term success.



SUMMIT KEYNOTES

At a Glance



Anis A. Khan
CHAIRMAN
VALOR OF BANGLADESH

ESG is the foundation of a sustainable future and crucial for realizing the **Honorable Prime Minister's** vision of a sustainable and developed Bangladesh by 2041.



PROF. Shibli Rubayat Ul Islam
CHAIRMAN
Bangladesh Securities and Exchange Commission.

Despite facing significant challenges, including the impact of global warming, Bangladesh remains optimistic for the future and has made progress in diversifying its economy, being committed to working together to address these challenges and continue to thrive as a nation.



Anir Chowdhury
Policy Advisor
GOVERNMENT OF BANGLADESH/UNDP

Bangladesh aims to become a developed and sustainable nation by 2041 through the implementation of a digital and intelligent approach, utilizing four pillars of development for Smart Bangladesh: smart citizens, society, government, and economy, with a focus on environmental, social, and governance sustainability.



Suraiya Zannath
Lead Financial Management Specialist
for The Governance Global Practice
THE WORLD BANK

Evaluating investments based on Environmental, Social, and Governance criteria is the future of sustainable investment and the key to navigating today's economic challenges while promoting long-term sustainability.

SUMMIT 2022



SUSTAINABLE

FUTURE

PLENARY SESSION 01 (At a Glance)

SUSTAINABILITY FORUM (Global)



Enamul Huque
Managing Director
STANDARD CHARTERED BANK

Standard Chartered Bank leads the way in sustainable finance, driving economic prosperity and environmental sustainability through its three pillars of ESG-focused business, operations, and community investment.



Yasir Azman
CEO
GRAMEENPHONE LTD.

Grameenphone drives sustainable development through consumer-centric goods and services, internet safety, reduced carbon footprint, and a commitment to diversity and inclusivity in the workforce.



Zaved Akhtar
CEO & MD
UNILEVER BANGLADESH LTD.

Unilever believes in prioritizing sustainability and positively impacting the society, as a key component of a successful business strategy, leading the company to a "Purpose-led, future-fit" vision with a goal of reducing plastic use, achieving net-zero emissions, and integrating sustainability into the business plan of their brands.



Ashish Kapoor
Managing Director
PERFETTI VAN MELLE



Perfetti Van Melle, a top marketer of sugar confections and chewing gum, prioritizes sustainability through reducing carbon and water footprint, implementing the 3Rs, enhancing waste management and packaging design, converting to eco-friendly materials, and optimizing energy and water use to promote a positive impact and a future-fit strategy.

Nuzhat Anwar
Senior Country Officer
INTERNATIONAL FINANCE CORPORATION



Invest in sustainability for long-term success with a focus on ESG, information policy, and openness, while promoting gender diversity and encouraging local adoption through sector monitoring and senior management initiatives.

Abul Kalam Azad
Special Envoy (CVF) Presidency
GOVERNMENT OF BANGLADESH



Empowering the private sector through sustainable growth and skill development will drive Bangladesh towards LDC graduation and achieving its long-term goals, despite challenges posed by COVID-19 and climate change.

PLENARY SESSION 02 (At a Glance)

SUSTAINABILITY FORUM (Local)



Manas Singh
Chief Executive Officer
K12 EDUCATION, STS GROUP

International School Dhaka provides a world-class education with international teachers, an up-to-par curriculum, and a focus on sustainability through a strong foundation in the first 1000 days of life and emphasizing subjects such as math and language. This prepares students for success and a sustainable future.



Sharif Zahir
Managing Director
ANANTA GROUP

Building a sustainable and diversified business in the RMG industry with a focus on world-class facilities, environmental responsibility, and expanding into new territories for continued growth and success.



Sharmin Zaman
Chief Marketing Officer
SUMMIT COMMUNICATIONS LTD.

Empowering digital Bangladesh, and promoting sustainability with end-to-end ICT solutions and responsible business practices, Summit Communications is committed to connecting communities and fostering growth for all.



Khourshed Alam
Director (Sales & Marketing,
Particle Board & Ceramics)
AKIJ GROUP

Akij Group is a socially responsible company leading the way in sustainability through innovative solutions in the furniture and ceramic tile industries, prioritizing employee and community safety, and making a positive impact on the environment.

PLENARY SESSION 03 (At a glance)

INNOVATIVE TRANSFORMATION



Ershad Hossain
Managing Director & CEO
CITY BANK CAPITAL

Despite its growing economy, Bangladesh's capital market lags with a small free float size, primarily driven by the banking sector and public sector, and in need of transformation to promote economic growth and attract investors.



Mamun Rashid
Country Clients and Markets
Lead
PWC BANGLADESH

Organizations must invest in their human capital and new technologies to stay ahead in the rapidly evolving business world.



Shwapna Bhowmick
Head of Region
(Bangladesh & India)
MARKS & SPENCER

Elevating Bangladesh's reputation, promoting value-added products, and implementing sustainable practices in waste management, recycling, and chemical management, companies in Bangladesh are driving a green revolution towards a more sustainable future.



Raihan Shamsi
Chairman and CEO
DEVOTECH

Internet penetration has also played a critical role in the transformation of businesses and organizations, with companies such as Google, Meta, Amazon becoming a part of our everyday lives. This transformation is a remarkable change that can have a significant impact on a business or organization.



Mohammad Al Kashem
Managing Director
COATS BANGLADESH

Adapting to the changing times and market conditions, the company has diversified its portfolio by the means of adopting the strategies that align with the United Nations SDGs and digitalization of the industry through IoT, data information and AI.

PLENARY SESSION 04 (At a glance)

OPERATIONAL EFFICIENCY



Adil Chowdhury
Managing Director & President
BANK ASIA LTD.

Despite its growing economy, Bangladesh's capital market is limited because of its small free float capacity, primarily driven by the banking sector and public sector and is in need of transformation to promote economic growth and attract investors.



Tanzeem Chowdhury
Chief Executive Officer
OMERA PETROLEUM

Omera transforms the energy sector through innovative solutions, providing financial stability with euro-denominated letters of credit, reducing truck expenses, expanding market share from 20% to 40-45% through direct gas procurement with a mother vessel, and maintaining efficiency with minimal inventory management.



Sharmin Sultan
Chief People Officer
GPH ISPAT

GPH Ispat sets a standard in sustainable steel production with quantum technology, responsible environmental practices, COVID relief with oxygen cylinder supply, employee incentives, and a focus on employee well-being through skills development and health and education programs.



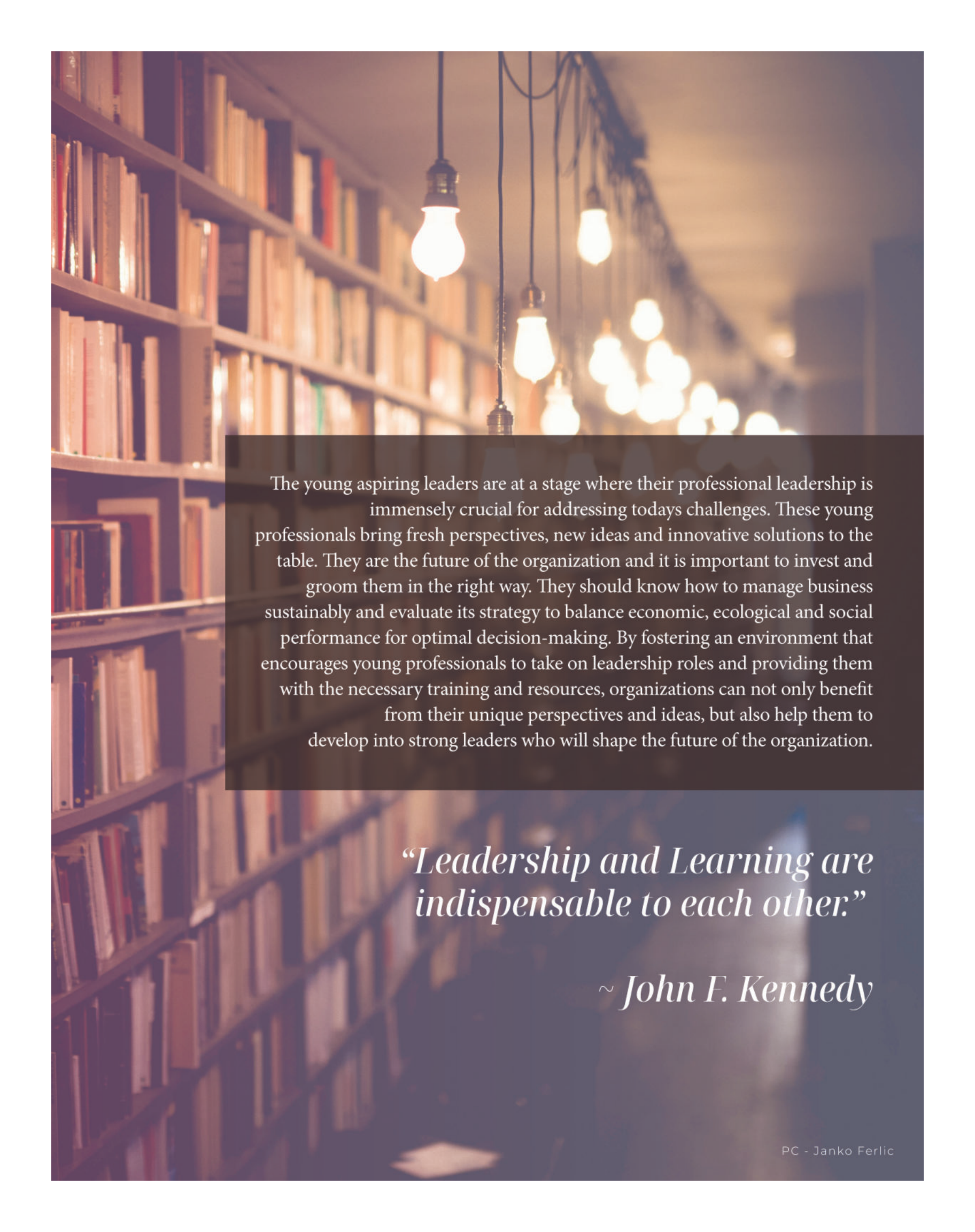
Uzayr Hafiz
Director, Marketing & Sales
QUALITY FEEDS LTD.

Navigating the challenges of the feed sector, they tackle the rising raw material costs through continuous comparison to make informed purchase decisions and secure essential materials.



Asadul Haque Sufyani
COO
BENGAL CEMENT

Bengal Cement drives operational efficiency through expanding into four sectors, optimizing production with pre-grinding equipment, streamlining marketing and sales with ERP, ensuring timely raw material delivery through owning six supply chain vessels, and tackling financial challenges with a focus on reducing the tax burden for increased profitability.



The young aspiring leaders are at a stage where their professional leadership is immensely crucial for addressing today's challenges. These young professionals bring fresh perspectives, new ideas and innovative solutions to the table. They are the future of the organization and it is important to invest and groom them in the right way. They should know how to manage business sustainably and evaluate its strategy to balance economic, ecological and social performance for optimal decision-making. By fostering an environment that encourages young professionals to take on leadership roles and providing them with the necessary training and resources, organizations can not only benefit from their unique perspectives and ideas, but also help them to develop into strong leaders who will shape the future of the organization.

“Leadership and Learning are indispensable to each other.”

~ John F. Kennedy



Prof. Shibli Rubayat Chairman

BANGLADESH SECURITIES AND
EXCHANGE COMMISSION (BSEC)

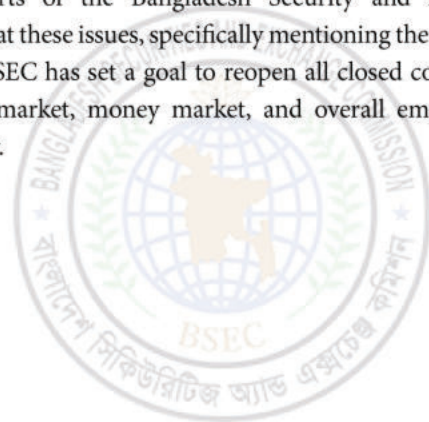
The country has made strides in diversifying its economy through value-added exports and growth in sectors such as technology and services. He expressed optimism for the future of the country despite economic challenges and emphasized the importance of working together to address issues and continue to grow and prosper as a nation.

In conclusion, his speech sheds light on the challenges and sustainability issues facing Bangladesh and the role of the BSEC in addressing them. The Commission's efforts to revive closed companies and improve the capital market serve as a model for promoting sustainability and addressing the impacts of the challenges facing Bangladesh.

CXO SUMMIT 2022 KEYNOTE

In his address, the Chairman of the Bangladesh Security and Exchange Commission, Professor Shibli Rubayat-Ul-Islam, discussed the current challenges facing Bangladesh. Despite being a low-carbon emitting country, Bangladesh is among the most affected by the impacts of global warming. He also highlighted the challenges in the capital market, including a lack of confidence in the wake of companies being closed and individuals losing their investments. This reflects a significant sustainability issue in the establishment of the capital market. The closure of companies, along with the creation of various boards, has a deep and far-reaching impact on the economy and society.

The Chairman also emphasized that the closure of companies leads to social disorder and job loss, and banks are left with more non-performing loans. Shareholders also stand to lose their investments. Mr. Rubayat highlighted the efforts of the Bangladesh Security and Exchange Commission to combat these issues, specifically mentioning the revival of 17 companies. The BSEC has set a goal to reopen all closed companies, improve the capital market, money market, and overall employment market in the country.



CXO SUMMIT 2022 KEYNOTE

The Chairman of Valor of Bangladesh delivered a speech on the importance of Environmental, Social, and Governance (ESG) issues and their significance in achieving the Prime Minister's vision for 2021 and 2041. ESG is a crucial component of sustainable development, and the Chairman emphasized the crucial role of ESG in preserving the planet and the need for a mutual understanding between the public and private sectors. In his speech, the Chairman highlighted various ESG indicators such as Sustainable Development Goals (SDG), Corporate Social Responsibility (CSR), and Finance. These indicators play a vital role in measuring a company's performance in areas that are crucial for sustainable development. He also discussed how these ESG indicators relate to the Prime Minister's vision of a Smart Bangladesh and becoming a developed country in 2041.

The Chairman emphasized the importance of public service delivery and how it aligns with ESG. Good public service delivery is essential for sustainable development and improving the quality of life of citizens. He stressed the need for an ESG Tracker in Bangladesh to assess progress in various industries, companies, and financing options. An ESG Tracker would provide valuable information on the performance of various sectors and enable stakeholders to make informed decisions. The COVID-19 pandemic has had a significant impact on socioeconomic conditions, and he acknowledged this in his speech. The pandemic has highlighted the need for better data management tools to monitor progress and respond to emerging challenges. The Chairman mentioned the ESG Dashboard of Hong Kong as an example of a one-stop data management tool that can help track ESG performance and drive sustainable development. In conclusion, he stressed the importance of ESG and its relevance to the Prime Minister's vision of a sustainable and developed Bangladesh. He urged all stakeholders to understand the significance of ESG indicators and their role in shaping the future of the country. His speech highlights the growing recognition of ESG as a critical aspect of sustainable development and the need for collective efforts to address ESG issues in Bangladesh.



Anis A. Khan
Chairman
VALOR OF BANGLADESH

ESG issues are increasingly becoming a critical aspect of sustainable development, and companies are taking steps to address these issues.

Investors are also paying close attention to ESG performance and investing in companies that prioritize ESG. The Chairman's speech serves as a reminder of the need for all stakeholders to take ESG seriously and work towards a sustainable future for Bangladesh. The Chairman's message is clear - ESG is essential for sustainable development, and all stakeholders must work together to ensure that ESG issues are adequately addressed.



Suraiya Zannath
Lead Financial
Management Specialist
THE WORLD BANK

The current state of the global economy is greatly impacted by various challenges, including the ongoing economic recession and natural disasters such as COVID-19, as well as crises like the Ukraine war. The use of environmental, social, and governance (ESG) criteria to evaluate investments and companies' sustainability is gaining significant attention as a way to navigate these challenges. In light of these challenges and the benefits of ESG investment, it is clear that ESG criteria are becoming increasingly important for investors and businesses worldwide as they navigate the current economic challenges and promote long-term sustainability. By taking into account these non-financial factors, companies can make informed decisions that not only benefit their bottom line, but also contribute to a more sustainable future for all.

CXO SUMMIT 2022 KEYNOTE

The global economy is facing significant challenges due to the ongoing economic recession and natural disasters such as COVID-19 and human-made crises like the Ukraine war. In response, the use of environmental, social, and governance (ESG) criteria to evaluate investments and companies' sustainability is gaining attention. ESG criteria assess the non-financial factors that investors use to determine the long-term sustainability and overall impact of investments. The environmental aspect of ESG examines climate change, water pollution, air pollution, deforestation, and water management, while the social aspect focuses on the treatment of employees and stakeholders, including health and safety, workers' rights, pay and benefits, diversity, and responsible marketing. The governance aspect concentrates on corporate governance codes, ethics, diversity of board members, executive pay, and best practices for hiring and onboarding.

The shift in consumer behavior towards sustainability has led to an increase in ESG investment. Consumers are becoming more conscious of making greener choices, which influences their financial and investment decisions. ESG investment is focused on monitoring performance, investing in companies that meet ESG criteria and using global standard chartered ESG financial reporting to make decisions. Europe has seen a growing trend of issuing ESG bonds, while Asia's green finance market has grown significantly with over \$500 trillion in loans in the last two years. There are several benefits to considering ESG criteria in investment decisions, including the potential for higher returns and greater sustainability. However, standardization of reporting and measurement is necessary, as well as further research to fully understand the implications of ESG investment. Considering ESG criteria in investment decisions has several benefits, including the potential for higher returns and greater sustainability. However, there are potential drawbacks, such as a need for standardization in reporting and measurement and additional research to fully understand the implications of ESG investment.

CXO SUMMIT 2022 KEYNOTE

Sustainability, according to the Policy Advisor for the Aspire to Innovate (a2i) Programme of the UNDP Bangladesh, can be defined as satisfying present needs without compromising future requirements. To achieve this, the advisor emphasizes the importance of digital access in erasing the digital divide, which has been a hindrance to development and progress. To address this issue, the government has introduced a sustainable assisted model of service delivery through more than 9,000 digital centers, aimed at serving the rural poor and the digitally illiterate. The introduction of an IVR-based voice platform '333' enables citizens to call for instant assistance even through feature phones, while the National Portal encompasses more than 50,000 government offices and serves 20 million visitors per month. To make the process even more accessible, a mobile app has been created to allow citizens to access government services from the comfort of their own devices.

The goal of this initiative is to make Bangladesh a developed nation by 2041, supported by four pillars of development for Smart Bangladesh. The first pillar is smart citizens with 100% digital access. The second pillar is a smart society with 100% inclusiveness, which is necessary for a truly sustainable society. The third pillar is a smart government that is 100% paperless, providing individualized services to each citizen. Finally, the fourth pillar is a smart economy with high ease of doing business, which will help drive the country's economic growth and development. To achieve this goal, Mr. Anir highlights the importance of sustainability as environmental, social, and governance (ESG). In the area of smart cities, the focus is on creating eco-friendly cities with intelligent parking, optimized garbage management and collection, quality air monitoring and forecasting, intelligent crowd identification and management, and an intelligent disaster warning system. In the agriculture sector, the focus is on precision agriculture, with plantations based on weather forecasts and soil sensing analysis, and Internet of Things crop readiness sensing. In terms of smart public services, he emphasizes the need for blended education, intelligent healthcare, intelligent postal services, intelligent tax, an intelligent social safety net, and intelligent land management, among others.



Anir Chowdhury
Policy Advisor
UNDP BANGLADESH

The use of data-driven smart policymaking and the implementation of smart border facilities such as e-passports, e-visas, e-payments, e-immigration, e-customs services, etc., are also critical to achieving the goal of Smart Bangladesh. Additionally, the advisor highlights the need for a smart judiciary and smart law enforcement to support the overall goal of sustainable development.

To summarize, the government's efforts to combat the global COVID-19 pandemic by using a tracker have also been noted as a positive step towards achieving global sustainability. The advisor emphasizes the creation of a national ESG tracker, which will be implemented by every industry, company, and financial option, to ensure that Bangladesh is on the path to sustainable progress.

Summit Plenary 01

Multinational enterprises face a unique challenge in balancing diverse sustainability agendas from both home and host countries. To address this, the MNEs congregated together in this forum to share experiences and tackle the difficulties in implementing workplace sustainability.

SUSTAINABILITY FORUM GLOBAL





SUSTAINABILITY FORUM (GLOBAL)

ENAMUL HUQUE
Managing Director
Standard Chartered Bank

YASIR AZMAN
CEO
Grameenphone Ltd.

ZAVED AKHTAR
CEO & MD
Unilever Bangladesh Ltd.

ASHISH KAPOOR
Managing Director
Perfetti Van Melle

NUZHAT ANWAR
Senior Country Officer
International Finance Corporation

ABUL KALAM AZAD
Special Envoy (CVF) Presidency
Government of BANGLADESH

Moderated by
MASUD KHAN
Chairman
Unilever Consumer Care Ltd.



ENAMUL HUQUE

Managing Director and Head of Client Coverage, Corporate, Commercial and Institutional Banking
Standard Chartered Bank

Standard Chartered Bank

Standard Chartered Bank implemented the first sustainable trade finance transaction in the country. The company has been operating for 118 years, and The Managing Director of Standard Chartered Bank (SCB), Mr. Enamul Haque, has expressed the bank's commitment to sustainable social and economic development across its business, operations, and communities. This includes achieving net zero emissions and the United Nations' Sustainable Development Goals. The bank has three sustainability pillars: **Business, Operations, and Communities.**

Under the Business pillar, Standard Chartered has established an end-to-end sustainable finance capability, including ESG advisory, sustainable loans and bonds, sustainable deposit, and project finance.

Additionally, the bank has engaged in blended finance for transition and raised Tk. 2 billion in financing for green products and projects, including the first green bonds and sustainable trade. The bank has also demonstrated its capability in managing ESG risks and maximizing impact through sustainable finance governance.

2 Billion
BDT **for Green**
Products



- ▶ Green Products & Projects
- ▶ Green Energy utilization
- ▶ Award winning Digital Services
- ▶ 99% coverage in Digital Payments
- ▶ Community Investments



standard
chartered

In terms of critical infrastructure, Standard Chartered has mobilised Tk. 44 billion in financing for sustainable sectors and projects, including the first utility scale solar power plant, metro rail, elevated expressway, and bus rapid transit. The Operations pillar of Standard Chartered includes award-winning digital services and a focus on leadership development, diversity, and sustainable practices.

Mr. Haque also mentioned that Standard Chartered has successfully conducted 99% of corporate payments digitally and has a self-assisted digital onboarding process that takes only 15 minutes to open an account. The bank has also saved 3,000 KW annually through efficiency and solar energy.

Standard Chartered's Community Investments for empowering Sustainability are focused on education, employability, and entrepreneurship. **Recently, the bank has financed a 54 KVA solar micro-grid, and has established 10 digital and 2 physical classrooms benefiting over 4,192 students. The bank has also provided entrepreneurial and employment opportunities to over 3,300 people.** Standard Chartered has also conducted three investment summit webinars and one in-person investment summit in recent years to showcase Bangladesh. The bank's ongoing initiatives include the Agrow Award and Governor scholarship.

In conclusion, Standard Chartered's commitment to sustainable development is evident in its three sustainability pillars and its various initiatives in the business, operations, and communities. The bank's success in conducting digital corporate payments, saving energy, and empowering sustainability through community investments demonstrates its dedication to creating a more sustainable future.



YASIR AZMAN

Chief Executive Officer (CEO)
Grameenphone Ltd.

Grameenphone(GP)

The concept of sustainability has become increasingly relevant in today's business world, and it is widely recognized as the driving force behind many companies' long-term strategies. Yasir Azman, a prominent figure in the business community, recently spoke at CXO Summit 2022 on the subject of sustainability, highlighting its significance for companies in the modern world. In his speech, he emphasized that a company's ultimate goal should be to allow society to develop goods and services that are in line with consumers' needs and requirements.

Grameenphone (GP), is a leading mobile service provider in Bangladesh, serving over **84 million** mobile subscribers in a country where internet penetration exceeds 50%. To ensure its long-term sustainability, GP has set several key objectives. The first of these is to upskill **5 million children**, providing them with the knowledge and skills necessary to take advantage of economic opportunities. In addition to this, GP aims to build a safer and more inclusive digital world, taking steps to ensure that the internet is a safe place for children to explore and learn.

Upskill
5 MILLION
CHILDREN

- ▶ 84 Million Mobile Subscribers
- ▶ Over 50% Internet Users
- ▶ Train users about Digital Security
- ▶ Upskill 5 Million Children
- ▶ Trained 200K People about Internet
- ▶ Funding Startups, Creating Jobs
- ▶ 50% Carbon Footprint Reduction
- ▶ Safer Society & Environment



In order to make the internet safer for children, GP has trained **2.5 million students and marginalized young people on internet safety, and has educated 200,000 educators, parents, and guardians on child intervention.** This national awareness initiative reaches 33 million people each year, ensuring that its impact is sustainable. Moreover, since 2015, GP has funded **seven cohorts of startups**, providing them with the resources and support necessary to grow and succeed. As a result of these efforts, **over 500,000 jobs** have been created, and the worth of these startups has been multiplied tenfold.

Another key objective for GP is to reduce its carbon footprint by **50% between 2019 and 2030.** This will be achieved through a number of measures, including a focus on energy-efficient technology and operations, and the use of renewable energy sources. Azman also emphasized the importance of a diverse and inclusive workforce and culture, recognizing that this is essential for the long-term sustainability of any company. To this end, GP is committed to achieving a critical mass of 25% diversity by 2024, providing new opportunities for new entrants, ensuring leadership and mid-level intervention, and establishing a culture of inclusiveness and equality for all employees.

The message conveyed by Yasir Azman at the CXO Summit 2022 highlights the significance of sustainability for companies in the modern world. **GP's focus on upskilling children, building a safer and more inclusive digital world, reducing its carbon footprint, and fostering a diverse and inclusive workforce and culture, are all key to its long-term sustainability.** These efforts demonstrate GP's commitment to making a positive impact on society and the environment, and serve as a model for other companies looking to do the same.



ZAVED AKHTAR

Managing Director and CEO
Unilever Bangladesh Ltd.

In recent years, the conventional principle of corporate responsibility has been challenged, with many businesses recognizing the need for a greater social impact in addition to their financial responsibilities. Unilever, one of the world's largest consumer goods companies, has adapted to these changing conditions by adopting a "Purpose-led, future-fit strategy" based on the belief that sustainable businesses lead to better performance in the long term.

According to Zaved Akhtar, CEO of Unilever, the company is dedicated to empowering individuals, promoting brand growth, and building enduring businesses that are intertwined with sustainability. The company has set ambitious sustainability goals, including a 50 percent reduction in virgin plastic use by 2025, 100 percent reusable, recyclable, or compostable plastic packaging by 2025, 25 percent recycled plastic by 2025, net-zero emissions by 2030, and implementing water stewardship programs in water-scarce areas of Bangladesh. He emphasized that Unilever's efforts towards sustainability are not just a corporate social responsibility (CSR) initiative, but an integral part of the company's business strategy.

**Purpose-Led
Future-Fit
STRATEGY**

Unilever Bangladesh



The CEO believes that great brands are purpose-driven, and all Unilever products reflect this principle. Unilever's commitment to sustainability can be seen through its various environmental initiatives, such as reducing virgin plastic usage, implementing water stewardship programs, and achieving net-zero emissions by 2030. Additionally, the company has taken steps to educate citizens about plastic waste and improve the livelihoods of waste pickers through awareness campaigns. In the future, Unilever aims to continue its efforts towards sustainability and strive to become a leader in the industry.

Unilever has already made significant environmental advancements, including a **70,000-tonne reduction in carbon emissions, the recovery of 1,006 tonnes of energy from plastic, and a decrease in water use of 412 million liters. The company has also made a Net Zero Carbon Pledge and is committed to decoupling by 2030.**

The CEO emphasizes that these sustainability efforts are not just part of Unilever's Corporate Social Responsibility (CSR) program, but are integral to the company's business strategy and brand ethos. Through various awareness campaigns and initiatives, Unilever is working towards a **plastic-free nation** and has already reached over **6.35 lakh citizens**, improved the livelihoods of waste pickers, and established the largest municipally supported plastic waste collection project.

Unilever's sustainability team closely monitors sales and plastic collection to ensure that its efforts are having a positive impact. The CEO highlights the importance of a plastic-free environment and the role that mega-corporations can play in achieving this goal. By including these campaigns in their business plan, Unilever's brands are leading the way as purpose-driven organizations, committed to making a lasting positive impact on the world.

- ▶ 50% Reduction in Virgin Plastic Use
- ▶ Net-zero Emissions by 2030
- ▶ Water Stewardship
- ▶ 70k Tonnes Carbon Emissions Reduced
- ▶ 412 Million Liters Less Water Usage
- ▶ Net Zero Carbon Pledge
- ▶ Towards a Plastic Free Nation



Unilever



ASHISH KAPOOR

Managing Director and CEO
Perfetti Van Melle Bangladesh Pvt Ltd.

Perfetti Van Melle (PVM) is one of the largest sugar confectionery and chewing gum marketers in 150 countries. With 17,900 employees in 36 operating companies and 31 global manufacturing hubs . Perfetti Van Melle has 20+ global brands of gum, candy, chewy, jelly, lollipops, and more.

In Bangladesh the organization first had its footprint set in 1997. In 2007, they revamped their distribution infrastructure and moved factories to their own manufacturing facility in 2009 with increased production capacity. Ashish Kapoor, Perfetti Van Melle Bangladesh's Managing Director says, the company's vision is to strengthen its confectionery leadership by offering consumers innovative, high-quality products. By efficiently using its resources and working with its business partners, the team creates, manufactures, and sells high-quality, innovative products. **PVM strives to provide a fulfilling workplace based on trust, respect, and diversity. As a socially and environmentally responsible company, they value its role in the community.** PVM's gives employees the opportunity to work on global brands. They have a fast paced and dynamic work environment that enables people to take ownership. They value the entrepreneurial spirit and encourage new ideas. Fostering an empowering and supportive culture, Perfetti Van Melle's work environment help employees succeed in their career.



Perfetti Van Melle

Ashish Kapoor mentioned Perfetti Van Melle Bangladesh began its business transformation in 2021-2022 with sustainability as a key project. They value sustainability alongside people engagement and development, operations, brand strategy, and go-to-market strategy. The company stressed on its goal to reduce CO2 emissions and water footprint with emphasis on the 3R of reduce, reuse, and recycle. PVM strives to improve its solid waste disposal with better packaging solutions to reduce plastic footprint.

Perfetti Van Melle positive impact and future initiative also includes an energy audit to identify opportunities, install a new highly efficient and environmentally friendly gas generator with a waste heating recovery system, and introduce solar energy. The keynote speech highlights PVM's initiative to switch from plastic to paperboard bottles, reduce plastic in wrappers and jars, and switch from plastic sticks to paper sticks for lollipops.

Ashish Kapoor in his concluding remarks informed that Perfetti Van Melle reduces energy consumption by optimizing manufacturing efficiency, replacing natural gas with biomass, and renewing their energy site with the solar plant. The final note suggested the implementation of 'Zero Liquid Discharge (ZLD)' with focus on standardizing equipment cleaning, collecting rain and surface water, and optimizing water use in cleaning to ensure sustainability.

- ▶ Encourages Entrepreneurial Spirit
- ▶ Reduce CO2 Emissions
- ▶ Reduce Plastic Footprints
- ▶ Introducing Green Energy
- ▶ Balanced Energy Consumption
- ▶ Zero Liquid Discharge (ZLD)
- ▶ Optimizing Water Usage





NUZHAT ANWAR

Senior Country Officer
International Finance Corporation Bangladesh

Investing globally requires adhering to the International Finance Corporation's (IFC) World Bank Group requirements. IFC has long struggled with the concept of sustainability in project and investment operations, but this notion has become more widespread in recent years as organizations have established best practices and become more successful in implementing them locally. The focus on sustainability is crucial to the success of global investments and is central to Environmental, Social, and Governance (ESG) principles, information policies, and openness.

The impact of investments on the environment and society is a critical consideration in the process. The relocation of individuals, loss of livelihoods, and decreased employment opportunities are examples of the social impact that must be taken into account. It is important to focus on creating exemplary models for sustainable investments. Nuzhat Anwar, an expert in the field, suggests that each Bangladeshi bank adopt a village and work towards sustainability in its operations.



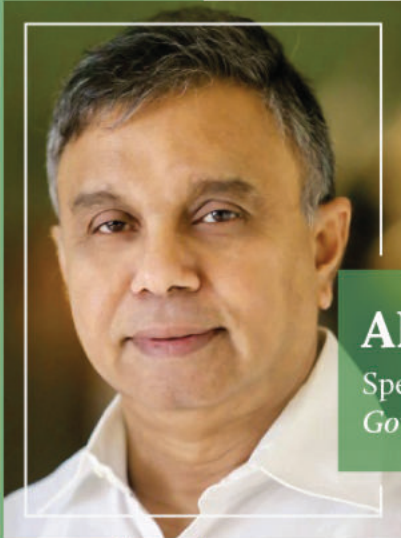
- ▶ Global Investments
- ▶ Financing Venture Capital
- ▶ Financing Manufacturing
- ▶ Financing Infrastructures
- ▶ Federal Assistance
- ▶ Diversity is very Important
- ▶ Utilizing Limited Resources
- ▶ Focusing on SDGs



IFC invests in Bangladesh's venture capital, infrastructure, manufacturing, and employment creation activities. When making investments, it is important to consider the impact on the balance sheet, as sustainability requirements can put significant strain on it. However, businesses that have thrived for a century have adopted these requirements and consider them essential to their success.

Federal assistance and coordination between the board and management is necessary to overcome the challenges posed by sustainability requirements, as well as to ensure that the majority of Bangladeshi businesses and financial institutions are equipped to implement them.

Diversity, particularly in terms of gender, is also important. Nuzhat Anwar focuses on encouraging women in senior management, who face numerous challenges but can be instrumental in promoting sustainability in the workplace. Overall, there is a need for education and advice for the board and top management, and limited resources are available to support these efforts. The focus must be on addressing capacity challenges and the Sustainable Development Goals, which will have a positive impact on the majority of Bangladeshi businesses and financial institutions.



ABUL KALAM AZAD

Special Envoy (CVF) Presidency
Government of BANGLADESH

The analysis of sustainability requires a comprehensive examination of three critical factors: climate change, the COVID-19 pandemic, and conflict. Over the past three years, both climate change and the COVID-19 pandemic have worsened. Last summer, the impact of climate change was felt across Europe as lakes and wildfires dried up. Bangladesh, in particular, is facing growing challenges from these issues. The interplay of economics, COVID, and climate change has exacerbated conflict, including the Russia-Ukraine conflict, which is affecting exports, imports, and the prices of essential products.

400
billion
Foreign currency
Reserve

However, there have been positive developments as well. The access to electricity in Bangladesh has improved, with 100% of households now having access, compared to 47% in 2009. Additionally, the education sector has seen significant growth, with the rate of schooling rising from 54% in 2009 to 74% at present. The foreign currency reserves of Bangladesh have also increased over the past decade, rising from \$5 billion to \$400 billion and are expected to surpass other nations by 2030.

- ▶ Electricity Coverage
- ▶ Increased Schooling
- ▶ Expected LDC Status by 2026
- ▶ Private Sectors play a Huge Role
- ▶ Public & Private Sector Collaboration
- ▶ Climate Prosperity Plan
- ▶ Achieving SDGs Together



In 2018 and 2021, Bangladesh received recommendations for graduation from the Least Developed Country (LDC) status. The criteria for LDC graduation include the Gross National Income (GNI), the human asset index, and the economic vulnerability index. Bangladesh has met the requirements in all three categories since 2018, and was originally expected to graduate from the LDC status by 2024, but this date has been postponed due to the COVID-19 pandemic until 2026.

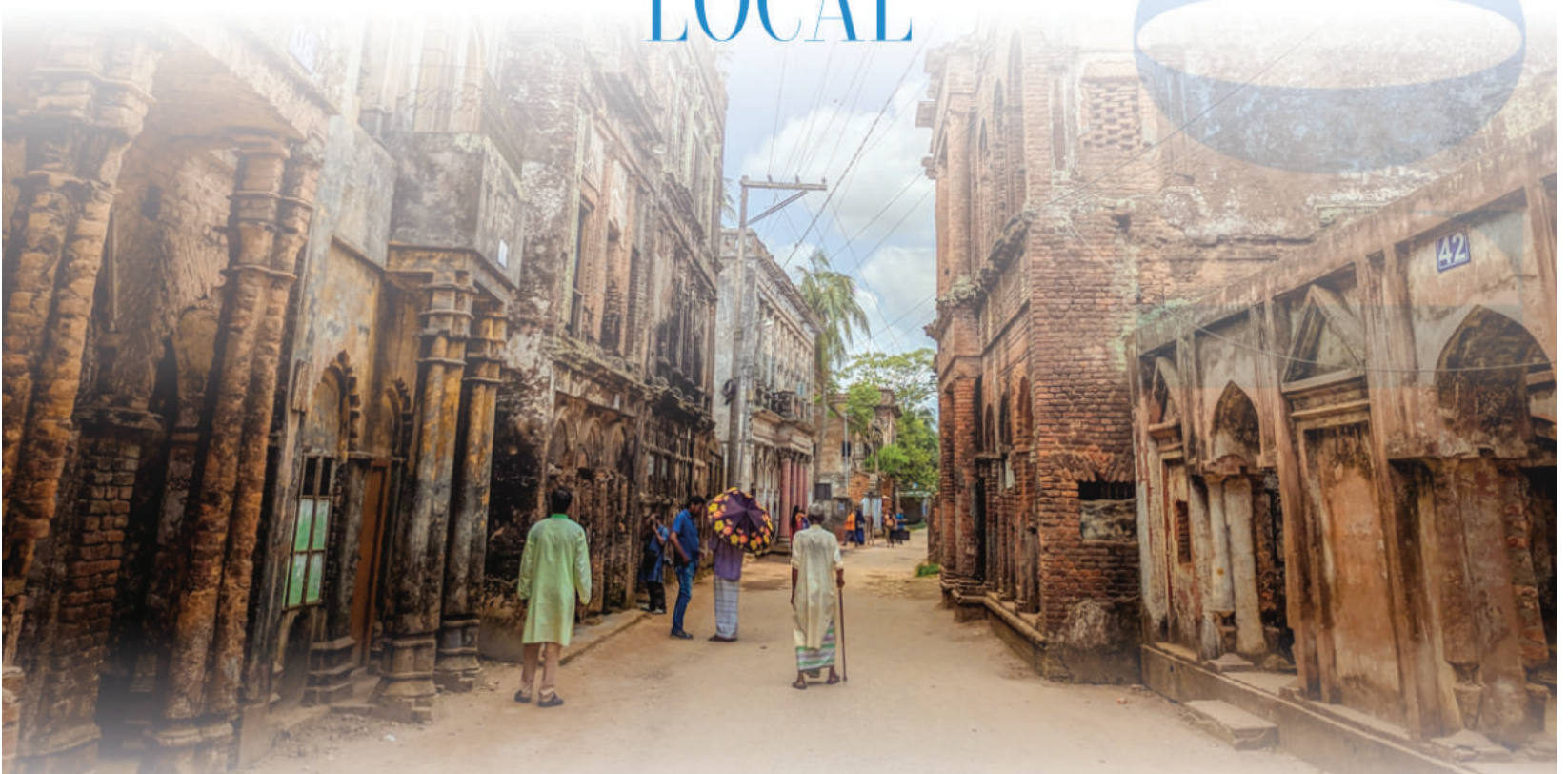
The Climate Vulnerability Forum, with its objective of limiting the temperature increase to 1.5 degrees Celsius above pre-industrial levels, is playing a crucial role in promoting sustainability in Bangladesh. The forum advises against carbon substitution and focuses on increasing the resilience of the people, the educated, the volunteers, and the infrastructure. The government has also approved the climate prosperity plan proposed by Mujib, which aims to make Bangladesh a developed and autonomous country by 2041 and implement the Delta Plan by 2100. Abul Kalam Azad, a renowned economist, believed that the private sector was essential for achieving the Sustainable Development Goals (SDGs). In his view, the private sector can be more efficient than the public sector, and the government has established 13 skill development councils to help the private sector grow. However, Azad also called for the private sector to take more responsibility for skill development and sustainable production and consumption.

In conclusion, the analysis of sustainability in Bangladesh involves a complex interplay of climate change, the COVID-19 pandemic, and conflict. Despite some positive developments, including improved access to electricity and education, the country is facing significant challenges that require a concerted effort from both the government and the private sector. The Climate Vulnerability Forum, the climate prosperity plan, and the recommendations of economists like Abul Kalam Azad all offer important guidance for the country to achieve sustainability and prosperity.

Summit Plenary 02

Incorporating sustainability into business practices not only benefits the environment but also improves company culture and the bottom line. The forum discussed the outcomes that would definitely equip professionals with the tools to create a more sustainable workplace, benefiting both employees and the wider world.

SUSTAINABILITY FORUM LOCAL





SUSTAINABILITY FORUM (LOCAL)

MANAS SINGH
CEO, K12 Education
STS Group

SHARIF ZAHIR
Managing Director
Ananta Group Ltd.

SHARMIN ZAMAN
Chief Marketing Officer
Summit Communications Ltd.

KHOURSHEED ALAM
Director, Particle Board &
Ceramics
Akij Group

Moderated by
SADRUDDIN IMRAN
Chairman and CEO
Innovision Consulting Private Ltd.

MANAS SINGH

CEO, K12 Education
STS Group



The promotion of sustainability through education is crucial in shaping a sustainable future. An effective way to do so is through the implementation of a comprehensive curriculum that includes subjects such as environmental studies, ethics, and social responsibility. The International School Dhaka (ISD), founded in 1999, is an example of a school that prioritizes sustainability through education. With its world-class infrastructure, international faculty, and commitment to academic excellence, ISD has produced successful graduates who have gone on to attend prestigious universities around the world. ISD recognizes the importance of early childhood education in promoting sustainability.

Studies show that 90% of a child's brain develops in the first 1000 days of life, making it crucial to focus on their early years. ISD offers a curriculum that is up to par with international standards, including the International Baccalaureate (IB) curriculum and Singaporean math, which is recognized as a world standard. According to our distinguished speaker, the school also recognizes the importance of preparing students for a sustainable future through continuous teacher training and development. This includes partnering with organizations such as the International School Services, which oversees the implementation of the IB curriculum, to ensure that students receive a well-rounded education that includes sustainability and environmental studies.

**SUSTAINABILITY
THROUGH
EDUCATION**

STS Group

In conclusion, education plays a crucial role in promoting sustainability and ensuring a bright future for the next generation. International schools like ISD in Dhaka are leading the way in providing a comprehensive education that prepares students for the challenges of tomorrow. The school has a proven track record of success, with its students being placed in the world's top universities, including Ivy League colleges and Bangladesh's top universities. Additionally, the school's collaboration with ISS, a leading provider of the IB curriculum, ensures that its academic curriculum is of the highest standard and prepares students for a sustainable future. The school's focus on math education using the Singaporean math curriculum, which is recognized globally, further strengthens its commitment to sustainability. The early years of a child's life are critical for their development, and ISD provides the best possible environment to nurture their potential.

By preparing today's teachers to teach tomorrow's students, the school is helping to ensure a sustainable future for all. Overall, education is a critical component in promoting sustainability and ensuring a bright future for the next generation.

- ▶ Comprehensive Education
- ▶ IB Curriculum
- ▶ Educate from a Very Early Age
- ▶ Preparing Teachers
- ▶ Following World Class Curriculum



SHARIF ZAHIR

Managing Director
Ananta Group



In 1999, our distinguished speaker Mr. Zahir, then in his early twenties, took over a growing business in the garment industry. The primary challenge was expanding the business globally, with a starting point of 1500 employees in a single factory located on Elephant Road. The focus of the company shifted towards proper staffing and expanding into new territories, with the first expansion being a factory in Gazipur, Bangladesh. The fast fashion industry, driven by companies such as H&M, saw significant growth in the past two decades, with H&M's revenue increasing from \$7 billion to \$20 billion. The author's factories in Bangladesh aimed to be at the forefront of this growth by investing in highly automated and efficient facilities, which each employ 5000 or more individuals.

Extended Producer Responsibility

Diversification of the product base was crucial for the sustainability of the business. The author's company has expanded from basic bottoms to suit manufacturing and, most recently, activewear. The garment industry is a lucrative market, with Bangladesh exporting less than \$2 billion in lingerie but laundry exports from China reaching \$44 billion. Sustainability is a critical factor in the industry, and the author's factories strive for high scores on the Higgs index, which measures environmental and social responsibility. The goal is to reduce carbon emissions and conserve resources such as water and energy. The company is committed to recycling and aims to achieve 100% recycling through the Extended Producer Responsibility initiative.

Ananta Group

Over the years, the author has established a reputation for being a forward-thinking business leader in the garment industry. The company has been recognized for its commitment to sustainability, with numerous awards and accolades for its efforts in reducing waste and promoting environmentally friendly practices. In addition to its focus on sustainability, the author has also placed a strong emphasis on employee well-being. The company offers fair wages, benefits, and training programs to its employees, and has established partnerships with local organizations to provide educational opportunities and healthcare services to its workers.

Despite facing numerous challenges along the way, the author has continued to grow the business, opening new factories and expanding into new markets. Today, the company operates multiple facilities in Bangladesh and has a workforce of over 10,000 individuals. Its products are sold globally, and it is widely considered one of the leading players in the fast fashion industry. The success of the author's business is a testament to his dedication and unwavering commitment to excellence. Whether it's through investments in new technologies or partnerships with local organizations, the author has demonstrated a tireless effort to build a better future for his employees and the planet. Through his work, he has shown that it is possible to achieve both financial success and a positive impact on society.

- ▶ Ananta Expanded Garment Industry Globally.
- ▶ Invested in Highly Automated Factories
- ▶ Diversified Product Base to Ensure Sustainability.
- ▶ Committed to Sustainability and Reducing Waste.
- ▶ Emphasis on Employee Well-being.





SHARMIN ZAMAN

Chief Marketing Officer
Summit Communications Ltd.

Summit Communications

Summit Communications Limited is an end-to-end ICT and telecom infrastructure operator in Bangladesh. The company was founded 12 years ago with a vision to connect the country through its fiber optic network, towers, and gateways. Today, Summit Communications is the largest internet bandwidth provider in Bangladesh, representing 35% of the total internet market. With its 47,000 kilometers of fiber optic network, it has connected 5,500 mobile base stations and 23,000 transmission links to ISPs and mobile operators. The company is committed to delivering world-class digital services and fostering a digital Bangladesh.

Affordable
Clean
ENERGY

Summit Communications values customer satisfaction and strives for end-to-end service excellence. The company's winning team and 360-degree value chain allow for a lean operation while maintaining a large network. Summit Communications practices sustainable development goals such as affordable and clean energy, responsible consumption production and climate action.



- ▶ Largest Internet Bandwidth Provider in Bangladesh.
- ▶ Values Customer Satisfaction and Practices Sustainability.
- ▶ Engages In CSR Initiatives And Compliance with Regulations.
- ▶ Commitment to Responsible and Ethical Business Practices.
- ▶ Dedicated to Connecting the Country and Delivering Digital Services.

The company deploys its underground fiber through horizontal directional drilling, which is safe and environmentally friendly. On the social front, the company prioritizes customer experiences, employee safety and well-being, and community development. It also engages in various CSR initiatives.

On the compliance agenda, Summit Communications prioritizes compliance and ethics, and has received recognition as the highest VAT payer in 2019. The company complies with all regulations in its business operations and has a governance and risk management program in place. With a focus on stakeholder engagement, business ethics, and compliance reporting, Summit Communications is committed to responsible and ethical business practices.

In summary, Summit Communications is a leading ICT and telecom infrastructure operator in Bangladesh, dedicated to connecting the country and delivering world-class digital services. With a commitment to sustainability, social responsibility, and compliance, the company is poised for continued success in the years to come.





KHOURSHED ALAM

Director, Particle Board & Ceramics
Akij Group

Akij Group is a nearly 80-year-old company operating in a competitive industry, managing several business verticals including Akij ceramics, particle boards, faucets, and paints. The company's focus on sustainability is reflected in its approach to employment, the environment, people, health and safety, responsible procurement, community, and technology. In the furniture segment, Akij Group used to rely on wood as its primary material. However, to reduce deforestation and provide a more sustainable solution, the company introduced particle boards. These lacquer-grade boards provide a budget-friendly alternative to traditional wooden furniture, enabling small and medium-sized enterprises (SMEs) to carve designs up to 4mm and capture 80% of the furniture market. As a result of this game-changing innovation, the furniture industry has grown by 15% and has provided an eco-friendly alternative to nearly 300,000 trees per year.

300K
Trees Saved
per Year

Akij Group



- ▶ Akij Group: 80-year-Old Company.
- ▶ Sustainability Focus: Employment, Environment, Community, Technology.
- ▶ Furniture Segment: Introduced Particle Boards to Reduce Deforestation and Capture 80% of The Furniture Market.
- ▶ Tile Business: Investing in Solar Energy to Generate 20 MW of Green Energy, Adopting Modern Technology to Save on Gas Consumption.
- ▶ Prioritizes Employee and Company Safety, Supports Local Schools, and Invests in Technology and Human Resource Development.



The tile business, which contributes 13% of carbon emission per square meter of production, is powered by natural gas. However, to reduce its impact on the environment, Akij Group is investing in solar energy to generate 20 MW of green energy, which is roughly 20% of its tile and ceramics industry demand. The company is also adopting modern technology from European industries to save on gas consumption. In addition to its sustainability efforts, Akij Group prioritizes employee and company safety, earning it the "Safety Champion" award. The company also supports local schools and invests in technology and human resource development to ensure the future growth and success of both the company and its community.

Overall, Akij Group is a highly innovative and socially responsible company that is dedicated to promoting sustainability and providing quality products and services to its customers. With a focus on employment, environment, community, and technology, Akij has been able to make a significant impact on its industry and the world at large. The company's introduction of particle boards as a sustainable alternative to traditional wood has not only helped to prevent deforestation but also contributed to the growth of the furniture market by providing a budget-friendly option for manufacturers and consumers. Additionally, Akij's investment in green energy has not only reduced its carbon footprint but also helped to mitigate the energy crisis in Bangladesh. The company's commitment to employee and community safety is demonstrated through its various social contributions and the awarding of the "Safety Champion" title. Akij's impact on society and its dedication to sustainability make it a leader in its industry and a true asset to the world.

Summit Plenary 03

The Summit aimed to impart knowledge on formulating innovative operating models to drive productivity and competitiveness. The panel discussed the meaningful strategies for the attendees that equipped them to bring positive transformation to their organizations, benefiting society and fostering growth.

INNOVATIVE TRANSFORMATION FORUM





INNOVATIVE TRANSFORMATION

ERSHAD HOSSAIN
Managing Director & CEO
City Bank Capital

MAMUN RASHID
Country Clients & Markets
Lead
PWC BANGALDESH

SHWAPNA BHOWMICK
Head of Region
Bangladesh and India
Marks & Spencer.

RAIHAN SHAMSI
Chairman & CEO
DEVOTECH

MOHAMMAD AL KASHEM
Managing Director
Coats Bangladesh

Moderated by
ADIL ISLAM
Country Head
Bank Alfalah Bangladesh



ERSHAD HOSSAIN
Managing Director & CEO
City Bank Capital



The Bangladesh capital market is currently facing several challenges, despite the country's impressive economic growth in recent years. The size of the stock market and capital market in Bangladesh is comparatively small, with a free float size of only 10-20%. This is in contrast to developed countries, where the capital market is typically larger than the GDP. When compared to its neighboring country India, Bangladesh's capital market is even smaller, with India's being around 50-60%.

The primary drivers of the Bangladesh economy are the banking sector and the public sector, and there is a need to diversify the country's economic drivers in order to promote economic growth. However, the Bangladesh stock market lacks top-quality companies, and the dividends paid by these companies are not shared with the public, which makes them less attractive to investors. Additionally, the lack of ease and convenience in investing in the market also discourages people from taking the leap. Despite these challenges, there is a silver lining in the form of small companies in Bangladesh, which are surprisingly performing well.



City Bank Capital

There has been a shift towards debt-based finance in the country, with the introduction of many perpetual bonds and Islamic bonds (Sukuk). This presents an opportunity for the country to develop its capital market, which could lead to significant economic growth in the future.

To summarize, while the Bangladesh capital market is currently facing significant challenges, there are opportunities for growth and development. The country needs to prioritize the transformation of its capital market in order to promote economic growth and achieve its full potential. This requires a focus on improving the quality of listed companies, increasing the ease and convenience of investing in the market, and diversifying the sources of finance. If these challenges can be overcome, the Bangladesh capital market has the potential to become a driving force for the country's economic development.

- ▶ Bangladesh's Capital Market is facing Challenges due to a small size and lack of Top-quality Companies.
- ▶ Diversification Boosts Economic Growth Beyond Banks and Government.
- ▶ Bangladeshi Small Businesses are doing well, Offering Expansion Opportunities.
- ▶ Debt-based financing offers Capital Market Growth.
- ▶ Addressing Obstacles and Modernizing the Capital Market could Boost Economic Growth.





MAMUN RASHID

Country Clients and Markets Lead
PwC Bangladesh

PwC Bangladesh, under the leadership of Country Clients and Markets Lead, Mr. Mamun Rashid, has set its sights on making a difference in the 156 countries it operates in, excluding Russia and Ukraine. As a leading professional services firm, PwC is dedicated to providing innovative solutions and fostering growth for clients in the banking sector.

In his recent speech, Mr. Rashid emphasized the critical importance of organizations investing in their human capital, HR, and people.

**Invest in
People**

This is a crucial aspect in ensuring the organization is prepared to face the challenges of the future and drive change effectively. He cited a Harvard Business article titled "The Great Resignation", which revealed that employees often resign from their organizations due to the perception that their company is not making sufficient investments to make them ready for future challenges.

PwC Bangladesh



- ▶ PwC Bangladesh Strives to Improve 156 Countries.
- ▶ Organizations must Invest in HR, Human Capital, and People for the Future.
- ▶ Staying Competitive Requires Adopting IoT and AI.
- ▶ Reluctant Organizations will fall Behind.
- ▶ Human Capital and HR Investments are Opportunities for Future Success, Not Costs.



Mr. Rashid stressed that organizations must focus on investing in their employees' future, as well as their business processes and drivers of change. This includes embracing modern technologies such as IoT and AI, which are becoming increasingly vital in the business world. Failing to invest in employees and new technologies can result in organizations being left behind in the rapidly evolving business landscape. The General Managers and HR managers should note Mr. Rashid's words and ensure that their organizations are making investments in their employees, HR, and human capital. The future of organizations will be determined by the investments they make in their people, as well as in new technologies and methodologies.

Investing in human capital and HR should not only be seen as a cost but as an investment in the future of the organization. This investment will not only benefit the employees, but will also lead to a more productive and motivated workforce, which will, in turn, drive the growth and success of the organization. Organizations that embrace change and invest in their employees and technology will be well-positioned to succeed in the future, while those that resist change and fail to make these investments will be left behind. The business world is rapidly evolving, and organizations must adapt to keep up with the pace of change. Investing in employees, HR, and human capital, as well as in new technologies and methodologies, is not only necessary for survival but is also the key to success in the future.

Overall, Mr. Rashid's speech highlights the need for organizations to invest in their human capital, HR, and people to drive change and stay ahead in the ever-changing business world. Organizations that make these investments will be well-prepared to face the challenges of the future, while those that resist change and fail to invest in their employees and technology will be left behind. It is important for organizations to view these investments not as costs but as opportunities to secure their future success.

M&S

EST. 1884

SHWAPNA BHOWMICK

Head of Region, Bangladesh and India
Marks & Spencer



Sustainability has become a crucial factor in the business world, and companies in Bangladesh have been making great strides in improving their sustainability practices in recent years. This shift towards sustainability is aimed at transforming Bangladesh's image from a country of cheap commodities to a hub of sustainable and environmentally friendly practices.

In the past two decades, Bangladesh has made tremendous progress in this regard, and the country now boasts of some of the world's leading green factories, with 7 out of the top 10 being owned by Marks & Spencer (M&S).

Another area of focus for companies in Bangladesh is ensuring a sustainable workforce. They have been working towards creating a pool of resilient workers, including trained physically challenged workers.

**Adapt &
Improve**

Marks & Spencer



Sustainability in processes has also been a key focus for companies in Bangladesh, with a particular emphasis on waste management, recycling, and reducing carbon emissions. Companies are now managing chemicals in a more sustainable manner, upcycling leftover products, and working with green factories to minimize the environmental impact of their operations. With the young generation becoming more and more concerned about sustainability, companies in Bangladesh have no choice but to adapt and improve their sustainability practices. With a focus on value-added products, a sustainable workforce, and process sustainability, Bangladesh is poised to become a hub of sustainable and environmentally friendly practices, making it an attractive destination for investment and business.

In conclusion, companies in Bangladesh have been making significant strides in sustainability practices, and the focus on changing the perception of the country, creating a sustainable workforce, and improving process sustainability, has put Bangladesh on the map as a hub of sustainable practices. The shift towards sustainability is driven by the increasing concern of the young generation, and companies in Bangladesh must continue to adapt and improve their sustainability practices to stay ahead of the curve and remain attractive to investment and business. The future of business and the environment in Bangladesh looks bright, and the country is poised to play a significant role in shaping the sustainable future of the world.

- ▶ Companies in Bangladesh are Improving their Sustainability Practices.
- ▶ The Focus on Sustainability is Transforming Bangladesh's Image.
- ▶ Sustainable Workforce and Process Sustainability are Key Areas of Focus.
- ▶ Young Generations are Driving the Shift towards Sustainability.
- ▶ Bangladesh is Poised to Become a Hub of Sustainable Practices.

M&S

EST. 1884



RAIHAN SHAMSI

Chairman & CEO
DEVOTECH

Transformation can bring about profound and meaningful change within an organization or industry, leading to significant advancements and improvements. One remarkable example of transformation can be seen in the mobile financial services sector in Bangladesh, where bKash has made a significant impact by identifying gaps in the traditional financial system and providing accessible financial services to the masses.

Technology for Transformation

The technological revolution and the widespread penetration of the internet have played an enormous role in transforming businesses and organizations globally, leading to unprecedented innovations and advancements. Companies like Google have revolutionized the way people communicate and access information by creating email accounts for each user around the world. The transformations taking place in Bangladesh are both global and local in nature, with goals and ambitions that require a high-level, result-oriented approach to be realized.

DEVOTECH



- ▶ Transformation can bring profound change to organizations and industries.
- ▶ Technological revolution has led to unprecedented innovations and advancements globally.
- ▶ The role of the tech startup ecosystem is crucial for the transformation of Bangladesh.
- ▶ Startups are thriving in sectors like education and health, leveraging machine learning and AI.
- ▶ Bangladesh is well-positioned to continue making advancements and improvements, leading to a brighter future.



However, realizing these goals is not just about designing the transformation, it also requires knowledge, investments, tools, and constant monitoring to be successful. Without these elements, it is impossible to achieve the desired outcomes. The role of the tech startup ecosystem is also crucial in the transformation of the country, with many startups working on various projects across different sectors. Despite the challenges posed by the COVID-19 pandemic, the education and health sectors are among the areas where startups are thriving and making a real impact. Machine learning and artificial intelligence are among the technological tools being leveraged by startups in Bangladesh, with innovative solutions being developed for a range of applications, including traffic lights control. These cutting-edge solutions have the potential to further enhance and transform the country, as well as the wider global community.

In conclusion, transformation requires a high-level, result-oriented approach, and a deep understanding of the crucial elements that need to be in place for it to be successful. This includes knowledge, investments, tools, and constant monitoring, as well as the support of the tech startup ecosystem and the commitment of individuals, teams, and organizations to the transformation effort. With these elements in place, Bangladesh is well-positioned to continue making significant advancements and improvements in various sectors, leading to a brighter future for the nation and its citizens.



MOHAMMAD AL KASHEM

Managing Director
COATS Bangladesh

Coats Bangladesh

The company, with a rich heritage of 250 years of operations, has undergone numerous transformations and revolutionized the industry. In order to remain relevant in today's dynamic market conditions, the company has diversified its portfolio and embraced new technologies. In alignment with the United Nations Sustainable Development Goals (SDGs), the company has established five aggressive pillars that focus on water, energy, influence, and power.

One of the company's key achievements is their commitment to sustainable energy sources, as they have been able to generate 40% of their energy from renewable sources. Their focus on water conservation has also paid off, as 7% of their water usage is from recycled sources. The company has implemented sustainable practices in their product manufacturing, using recycled polyesters and threads that enable garments to be easily dismantled at the end of their lifecycle.

Commitment
Opportunity
Innovation



- ▶ Long history with numerous transformations.
- ▶ Diversified portfolio and new technologies.
- ▶ Commitment to sustainable energy and water conservation.
- ▶ The company has integrated IoT and AI into their operations.
- ▶ The company has made strategic acquisitions to expand their offerings and explore the Asian market.



In response to the digital transformation of the industry, the company has embraced the Internet of Things (IoT) and integrated it into their operations. The company believes that sharing information is key to success, and has utilized AI to improve workplace safety during the COVID-19 pandemic, earning them a reputation as one of the safest factories in the industry.

The company has also made strategic acquisitions of software companies to expand their offerings beyond just thread products and take advantage of new technologies. With an eye on geopolitics, the company recognizes the dependence on western markets and is keen on exploring the rapidly growing Asian market, which presents a huge opportunity for their products.

In conclusion, the company's ability to adapt and innovate has been crucial to its longevity and success. From embracing sustainable practices to implementing cutting-edge technologies, the company is poised for continued growth and success in the years to come. The company's commitment to sustainability, digitalization, and strategic acquisitions are a testament to their vision and dedication to remain at the forefront of the industry.

Summit Plenary 04

Enhancing operational efficiency is crucial for the success of an organization. The discussions focused on streamlining resource utilization, production, inventory management, and distribution, organizations that would achieve their sustainability goals and improve overall performance by reducing waste and eliminating redundant processes.

OPERATIONAL EFFICIENCY FORUM





OPERATIONAL EFFICIENCY

ADIL CHOWDHURY

President & MD
Bank Asia Ltd.

TANZEEM CHOWDHURY

CEO
Omera Petroleum

SHARMIN SULTAN

Chief People Officer
GPH Ispat

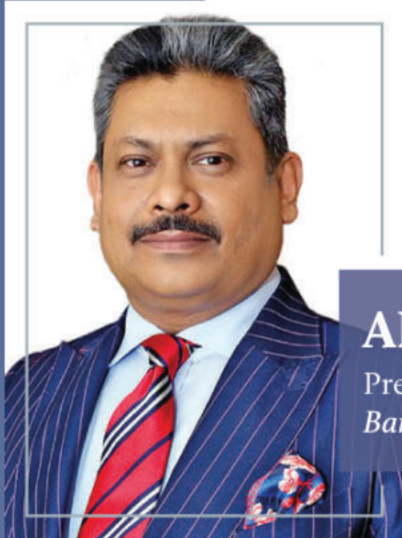
UZAYR HAFIZ

Director, Sales & Marketing
Quality Feeds Ltd.

ASADUL HAQUE SUFYANI

COO
Bengal Cement

Moderated by
IMRAN RAHMAN
Vice- Chancellor
ULAB



ADIL CHOWDHURY

President & Managing Director
Bank Asia Ltd.

Bank Asia is a leading financial institution in Bangladesh, providing a wide range of banking services to its customers through its vast network of over 5,000 agent points. With over 5.4 million individual accounts acquired through these agents, the bank has achieved significant success in providing financial services to rural areas, where traditional banking services were previously limited. Bank Asia's agent banking system has enabled the transfer of over BDT 2,300 billion, and has been instrumental in disbursing welfare benefits to 2.9 million people, totaling BDT 600 billion.

The bank provides its agent banking clients with the same services as regular clients, including access to collateral-free loans of up to BDT 50 lacs for CMSMEs. To mitigate the risk associated with these loans, the bank employs a Credit Guarantee Scheme, which provides a portion of the BDT 2,500 billion as a credit guarantee fund to each participating bank. Bank Asia's commitment to technology and innovation has allowed the bank to achieve operational efficiency and expand its reach, with rapidly increasing smartphone usage playing a crucial role in this process.



Bank Asia



- ▶ Bank Asia is a Leading Financial Institution in Bangladesh.
- ▶ The Bank has achieved Significant Success in providing financial Services to rural areas through its Vast Network of Agents.
- ▶ Bank Asia provides its Agent Banking clients with the Same Services as regular clients, including Collateral-free loans for CMSMEs.
- ▶ Bank Asia is Dedicated to Educating rural residents about Banking and Technology.
- ▶ The bank's Commitment to Technology and Innovation has allowed it to Expand its Reach and Improve the Financial Stability of Rural Communities.

 **Bank Asia**

In addition to its innovative banking services, Bank Asia is also dedicated to educating rural residents about banking and technology. The bank regularly organizes informal workshops in rural areas to help residents understand the benefits of financial services and technology. With the introduction of e-KYC and fingerprint technology, Bank Asia is also making banking services more accessible to people in rural areas.

The success of Bank Asia in providing financial services to rural areas is a testament to the bank's commitment to serving the needs of its customers and creating a more inclusive financial system. By leveraging technology and innovation, Bank Asia has been able to bring the benefits of modern banking services to people who previously lacked access to these services. The bank's efforts have not only improved the financial literacy and stability of rural communities, but have also contributed to the overall economic development of Bangladesh.

In conclusion, Bank Asia is a trailblazer in the field of financial services, leading the way in providing innovative and accessible banking services to people in rural areas. With its commitment to technology and customer service, Bank Asia continues to play a critical role in creating a more inclusive financial system in Bangladesh. The bank's success in serving its customers, both urban and rural, has made it a leader in the financial services industry, and a model for other financial institutions around the world.



TANZEEM CHOWDHURY

Chief Executive Officer
Omera Petroleum

Omera Petroleum

Omera Limited, a leading provider of liquefied petroleum gas (LPG) in Bangladesh, has made significant strides in the industry despite a challenging year in 2022. The elimination of diesel and octane subsidies has led to a shift in the market, with many enterprises switching to LPG. Omera has effectively capitalized on this opportunity and managed to maintain a high volume of sales.

One of the key factors that has contributed to Omera's success is their ability to reduce expenses related to truck transportation. By offering a letter of credit denominated in euros to foreign buyers, the company has effectively hedged its financial risk. Additionally, by searching for operators in Chittagong who can supply Mongla, the company has been able to significantly reduce truck-related expenses.



- ▶ LPG is becoming a Popular Alternative to Diesel and Octane in Bangladesh.
- ▶ The Company has reduced Transportation Expenses by hedging financial risks and finding more Cost-effective Operators.
- ▶ Adopting a Strategy of Ending each month with a Low Inventory allows the Company to be more Agile.
- ▶ The Acquisition of a mother vessel is Expected to Significantly increase the Company's Market Share.
- ▶ The Company's Commitment to Efficiency, Cost-effectiveness, and Customer Satisfaction positions it for Continued Success in the Future.



In order to maintain its efficiency throughout the year, Omera has adopted a strategy of ending each month with a relatively low inventory and starting the next month with a clean slate. This allows the company to be agile and respond quickly to changes in the market.

Furthermore, Omera is taking steps to increase its market share and enhance its competitiveness. The company is in the process of acquiring a mother vessel, which will be used to purchase gas directly from Gulf countries. This move is expected to increase Omera's market share from 20% to 40-45%, providing a significant boost to its overall business.

In conclusion, Omera has demonstrated its resilience and ability to adapt to changing market conditions in Bangladesh. By adopting innovative strategies and investing in technology, the company has positioned itself as a leading player in the LPG industry. With its commitment to efficiency, cost-effectiveness, and customer satisfaction, Omera is well-positioned for continued success in the future.



SHARMIN SULTAN

Chief People Officer
GPH Ispat

Operational efficiency is a critical component of sustainability in the manufacturing industry. The use of advanced technologies, such as quantum arc furnace technology, is one way that companies can ensure the production of high-quality, pure materials while minimizing waste and reducing environmental impact. GPH Ispat's adoption of this technology is a testament to its commitment to sustainable manufacturing practices.

GPH Ispat has also implemented various sustainability initiatives along with the efficient utilization of technology. Their rainwater collection system is a great example of a natural resource that can be harnessed to support sustainability efforts. By collecting and utilizing rainwater, the company is reducing its dependence on freshwater sources and minimizing its impact on the environment.

Quality
Dedication
Sustainability



- ▶ Quantum Arc Furnace Technology to ensure Sustainable Manufacturing.
- ▶ GPH Ispat Implements Sustainability Initiatives, such as Rainwater Collection.
- ▶ Distributed 80,000 Oxygen Cylinders during the COVID-19 Pandemic.
- ▶ GPH Ispat Incentivizes Workers for Producing Pure Steel and Invests on their Well-being.
- ▶ Prioritizing Sustainability can lead to a Prosperous and Sustainable Future for Companies and Stakeholders.



During the COVID-19 pandemic, GPH Ispat also demonstrated its commitment to sustainability by distributing 80,000 oxygen cylinders to several hospitals. This initiative not only supported the local community but also highlighted the company's focus on social responsibility.

The company's incentivization of workers who produce the purest steel is a commendable practice that promotes quality over quantity. This approach promotes a culture of excellence and encourages workers to strive for the best possible outcomes.

The dedication to maintaining the skills of its employees and ensuring their health and education is also noteworthy. Investing in the well-being and development of employees is not only ethical but also contributes to the long-term success of the business.

GPH Ispat's sustainability practices show that economic and environmental objectives can be achieved together. Prioritizing sustainability in manufacturing can lead to a prosperous and sustainable future for companies and stakeholders alike.



UZAYR HAFIZ

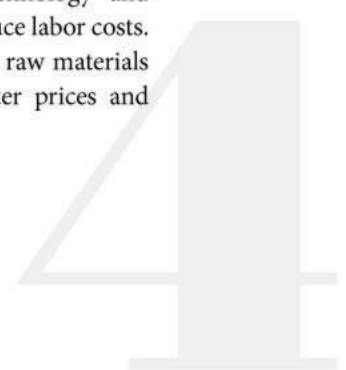
Director, Marketing & Sales
Quality Feeds Ltd.

The feed sector has been facing a major raw material problem in the last couple of years. The rising prices of raw materials and increasing import costs have put the industry in a challenging position. Securing the necessary basic materials has become a crucial concern for companies operating in this sector. In order to deal with the ongoing challenges, companies in the feed sector have had to continuously compare and evaluate their options to make informed purchasing decisions. The ability to assess and manage risks effectively has become an essential part of their operations.

One way to mitigate the impact of rising raw material costs is through operational efficiency. By implementing strategies to optimize resource usage, reduce waste, and improve productivity, companies can improve their bottom line while minimizing their environmental impact.

Challenge Adaptability Efficiency

For instance, companies can adopt lean manufacturing practices to reduce waste and streamline production processes. They can also invest in technology and automation to increase efficiency and reduce labor costs. Additionally, they can explore alternative raw materials or work with suppliers to negotiate better prices and ensure consistent quality.



- ▶ Feed Sector facing Raw Material Challenges due to Rising Prices and Import Costs.
- ▶ Companies need to Compare and Evaluate Options to make Informed Purchasing Decisions.
- ▶ Operational Efficiency can Mitigate Rising Costs and Minimize Environmental Impact.
- ▶ Companies can Adopt lean Manufacturing Practices to Increase Efficiency.
- ▶ Sustainability is Crucial, and Companies can Reduce Carbon Footprint by Sourcing Materials Locally and Adopting Sustainable Practices.

Sustainability should also be a key consideration for companies operating in the feed sector. This means implementing practices that minimize environmental harm and promote responsible use of resources. For instance, companies can reduce their carbon footprint by sourcing raw materials locally and adopting sustainable transportation practices.

So, the feed sector's raw material problem highlights the importance of operational efficiency and sustainability in business operations. By continuously evaluating purchasing decisions and implementing strategies to optimize resource usage, companies can maintain profitability in the face of rising costs. Moreover, by promoting sustainability, companies can contribute to a more responsible and sustainable future for all.



Quality Feeds Limited



ASADUL HAQUE SUFYANI

COO
Bengal Cement

Bengal Cement

Bengal Cement is a company that is constantly striving to improve its operational efficiency in order to become more sustainable and profitable. In recent years, the company has been focusing on four key areas of expansion to achieve this goal.

Firstly, in the production area, Bengal Cement has been using pre-grinding equipment to optimize their production process, which helps to save both time and energy. By doing so, the company is able to produce more cement at a lower cost, making their operations more sustainable and efficient.

Secondly, in the marketing and sales department, Bengal Cement has implemented an ERP system to manage orders, payments, and other tasks. This helps to streamline their processes and reduce errors, leading to a more efficient supply chain and improved customer satisfaction.

Thirdly, in terms of supply chain management, Bengal Cement owns six vessels to transport raw materials to their factory, reducing their reliance on external suppliers and ensuring timely delivery of materials. This helps to improve their production process and maintain their competitiveness in the market.

Strive
Excel
Impact

- ▶ Bengal Cement is Striving to Improve Operational Efficiency to become more Sustainable and Profitable.
- ▶ The Company is Focusing on four key areas of Expansion: Production, Marketing and Sales, Supply Chain Management, and Addressing Market Gaps.
- ▶ They are using Pre-grinding Equipment to Optimize Production, implementing an ERP system for Marketing and Sales, owning vessels for Supply Chain Management, and Addressing Currency Crisis-Induced Gaps in the Market.
- ▶ By doing so, They are Setting an Example for Other Companies in the Cement Industry to Follow.
- ▶ Bengal Cement is Driving Progress towards a more Sustainable Future.


Finally, Bengal Cement is working to address the currency crisis-induced gaps in the market, which have negatively impacted profitability. According to Mr. Sufyani, the tax burden should be reduced to increase efficiency, which would help the company to maintain its profitability and continue to invest in sustainable practices.

In conclusion, Bengal Cement is making significant strides towards operational efficiency and sustainability by focusing on key areas of expansion and implementing innovative solutions. By doing so, they are setting an example for other companies in the cement industry to follow, and helping to drive progress towards a more sustainable future.



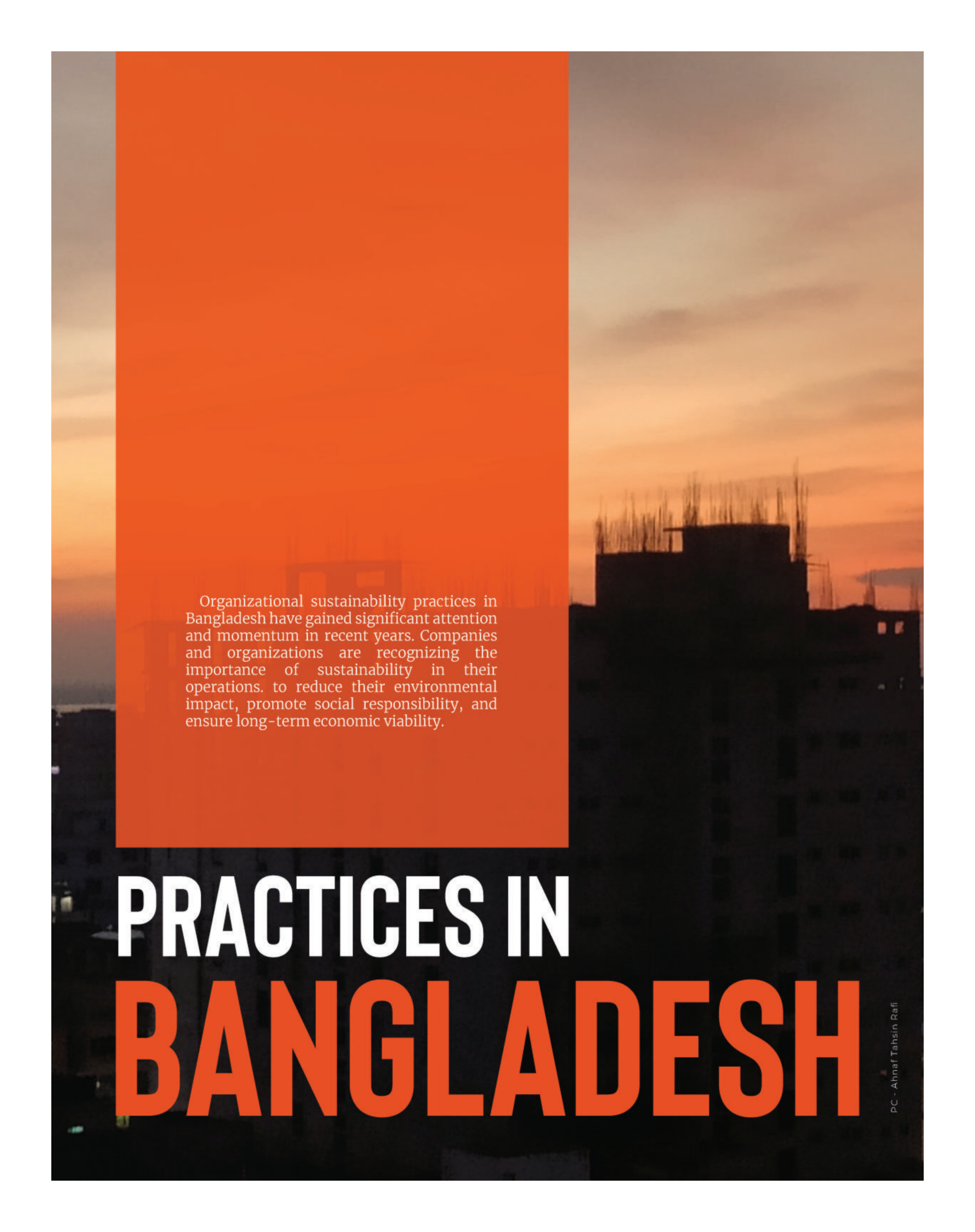




A large, white, stylized number '0' is positioned on the left side of the image. The background features a city skyline at sunset, with a prominent communication tower in the center. The sky is a mix of orange, yellow, and grey, and the city lights are visible in the foreground.

0

**ORGANIZATIONAL
SUSTAINABILITY**



Organizational sustainability practices in Bangladesh have gained significant attention and momentum in recent years. Companies and organizations are recognizing the importance of sustainability in their operations, to reduce their environmental impact, promote social responsibility, and ensure long-term economic viability.

PRACTICES IN BANGLADESH

The Pragmatic Change to **A** **Digital Nation**

BANGLADESH as a Role Model and Advocate for LDCs

“

“Hope is necessary in every condition. The miseries of poverty, sickness and captivity would, without this comfort, be insupportable” - Samuel Johnson.

Honorable Prime Minister Sheikh Hasina has declared the Smart Bangladesh vision after achieving the Digital Bangladesh vision in 2021. The government's flagship program, “Aspire to Innovate (a2i)”, played a pivotal role in achieving the vision. Initiated under the Prime Minister's office, a2i has constantly been the pioneer forerunner. It has not only changed the scenario of public service delivery in Bangladesh but also enabled the citizens of all walks of life to avail public services at their fingertips - contributing to the actualization of Digital Bangladesh.



জনগণের দোরগোড়ায় সেবা

Digitisation

Smart Bangladesh is about being inclusive, about the people, the citizens of Bangladesh, and built on the four pillars of Smart Citizens, Smart Government, Smart Economy, and Smart Society. Building on the launch pad created by Digital Bangladesh, Smart Bangladesh is the next major step towards realizing Bangabandhu's dream of Shonar Bangladesh, a Golden Bangladesh.

Service access & Decentralization

National Portal (Web) - The country's largest portal, National Portal, hosts 25,000 plus government office websites, claiming it is the largest web portal in the world. The portal will give a standard design and layout to all the government websites currently hosted and maintained individually by the respective departments. It is an exemplary programme where the websites of 4,550 union offices, and individual divisional offices are being covered.

My Gov (Apps) - To digitize manual government services, more than 1,800 services have been digitized through Digital Services Design Lab and the MyGov platform. Through the intelligent and integrated Service Delivery Platform, MyGov, the government is deploying and promoting a single window to access all public and essential private services.

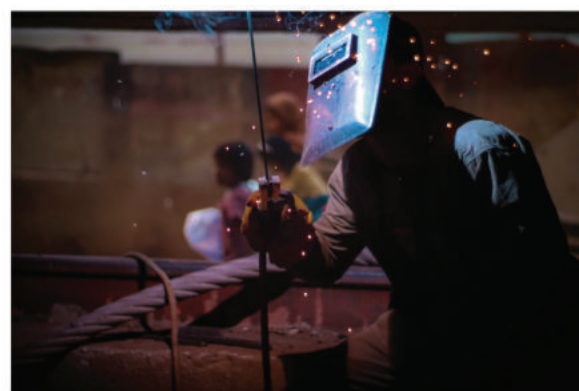
333 (Phone) - The Government's Call Center 333 was created to implement central information services and grievance redressal management activities, including providing a portal-based data storage facility to marginalized individuals who do not have Internet access.

Digital Center (Physical service point) - Union Digital Centers have significantly reduced time, cost, and visits associated with the traditional face-to-face service delivery model. A UDC is about 3 km from a typical rural citizen's home. Till date, marginalized and disadvantaged citizens have received more than 619 million services from 8363 Digital Centers across the country.

Sustainability

Transfer the platforms, technologies and networks created as outputs of this project to an institutional form of a2i that will continue to integrate and mainstream the various work streams of the project into the government's regular rules of business and working procedures, and subsequently, continuously improve the necessary enabling environment, regardless of duration of supporting projects.

a2i developed business models for last-mile public service delivery as much as possible. The business models in Digital Centers are strengthened by maturing the legal basis of entrepreneurship in the government-hosted centers and by increasing commercially hosted centers. For many public services, managed service models and PPP will be explored for financial sustainability and joint ownership of digital services by technical vendors.



Country Mirror and Replication of Social Goods Globally



SDG Tracker - SDG Tracker is a web-based information repository that tracks a country's progress towards attaining SDGs (Sustainable Development Goals) and other national development goals. Impressively, Bangladesh has achieved notable progress in MDGs and also has given Bangladesh hope to reach many more goals towards national development. Bangladesh's SDG Tracker is the 'Development Mirror of the country' monitored and coordinated by the Prime Minister's Office of Bangladesh.



DPG (Digital Public Goods) - a2i has joined the Digital public goods alliance which is helping a2i to support other LDCs by transferring technologies, providing technical consultation and implementation support in Turkey, Yemen, South Sudan, Philippines and 6 other countries.



ESG - ESG is a global mandate followed by public and private institutes. a2i created a framework for the private companies, NGOs and INGOs to collaborate with the government to create PPP and fulfill the mandate of ESG. Private sectors can directly work with multiple ministries on ESG.



About the authors:

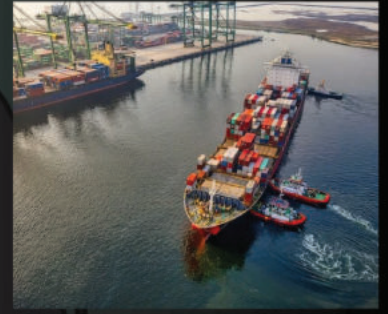
Md. Mazedul Islam
Project Manager, a2i
ICT Division

Md Sahariar Hasan
National Consultant, a2i,
ICT Division

Shabiba Binte Habib
Young Professional, a2i
ICT Division

An accurate delineation of the contribution of a2i in achieving Digital Bangladesh was exposed in the comments of Advisor to Honorable Prime Minister on Information and Communications Technology, **Mr Sajeeb Wazed Joy**, *“Ten years ago, nothing was digitized in Bangladesh when we started. We were a completely technologically backward country. Today no one questions Digital Bangladesh. Now digital Bangladesh is a reality. While the vision of Digital Bangladesh has been mine, a2i has been a crucial pioneer for implementing the visions of Digital Bangladesh.”*

DIGITAL BANGLADESH



ULAB's Approach to Sustainability in Education

SUSTAINABILITY in EDUCATION

The changing climate of our current world poses challenges to every domain of human society, from food security to health and well-being, and to prosperity. It remains a challenge how measures are taken to strengthen the capacity of society to adapt to a warming world and address the interconnected challenges around climate crisis, inequality and achieving sustainable development.

Education has a key role to play in addressing these challenges. Recognizing this from its onset, the University of Liberal Arts Bangladesh (ULAB) has adopted sustainability as a core principle and aimed to embed sustainability in both curriculum and operations.

Established in 2006, CSD is the only research institute in Bangladesh dedicated solely to the Sustainable Development dilemma: how can human development needs of all people be realized in a world of finite resources facing enormous environmental challenges, from the collapse of biodiversity to climate emergency?



Bangladesh national plans and strategies also call for a transformation toward a greener and more sustainable economy. There is a need for the education system and skills development in Bangladesh to re-orient themselves to meet the increasing needs for knowledge and skills to support the transition to a green economy. ULAB is addressing this in its education system in a number of ways.

1 Focusing on SDGs

Firstly, we generate original research concerning all aspects of sustainability, particularly the Sustainable Development Goals (SDGs), focussing on how to overcome the numerous obstacles to their achievement. We have mapped our curriculum to the individual SDGs and we publish an Annual Report highlighting what we are doing in teaching, research, and operations that address SDGs.

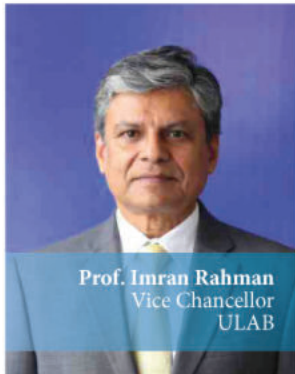
2 Greening ULAB Program

Secondly, we have a Greening ULAB Program which embeds sustainability and greening in three different areas curriculum, campus and bringing about behavioral change.

3 Minor in Sustainable Development Studies

Thirdly, we educate and train the next generation of sustainability leaders in Bangladesh, particularly through a Minor in Sustainable Development Studies that can be chosen by any undergraduate student.

GENERATION OF SUSTAINABILITY LEADERS



About the authors:

Professor Imran Rahman

Vice Chancellor
University of Liberal Arts
Bangladesh (ULAB).

Professor Samiya Selim

Director of the Center for
Sustainable Development (CSD)
University of Liberal Arts
Bangladesh (ULAB).

Currently, Bangladesh's tertiary education system through public, private, national, and international universities offers limited opportunities for the students to study in the environment and climate change related disciplines (e.g., environmental science, environmental studies and management) through enrolment in full graduate and postgraduate degree programs. Students who don't choose these disciplines miss out the opportunity to gain climate-change and environment-related knowledge that help foster green skills.

At ULAB, our Sustainable Development Minor is offered to students graduating in different disciplines ranging from Media Studies and Journalism to Computer Science and Engineering. Doing this Minor, in addition to their major, not only helps students to learn about the interesting climatic and environmental phenomena going around the world but also integrates appropriate pedagogical approaches to developing higher-order thinking skills to address environmental challenges. These include problem solving, critical thinking, integrity, effective communication, creativity, analytical reasoning, and management components that can help reduce environmental impacts and ensure socioeconomic sustainability.

By doing all of the above, ULAB aims to produce the next generation of sustainability leaders required for a greener and sustainable economy.

Sustainable Development through **Women Empowerment**

SUSTAINABILITY in COMMUNITY BUILDING

Igniting that spark of hope is in the core essence of Amal, as it is named after an Arabic word meaning “hope”. We are a youth-led NGO that is committed to addressing the development of underprivileged communities in Bangladesh, with a special focus on women’s empowerment, by working in partnership with the Bangladeshi people to build sustainable, healthy and productive communities across other areas like education, environment, emergency response, and health.



The Philosophy of Development at Amal Foundation

Activist Matcha Phorn-In once said: “If you are invisible in everyday life, your needs will not be thought of, let alone addressed, in a crisis situation” and as Matcha put it, women in climate-vulnerable countries like Bangladesh are invisible and their needs are seldom addressed during climate-induced crises. Women produce 60 to 80 percent of all food in the developing world and due to setbacks like drought and erratic rainfall, women now have to work harder to secure income for their families which often forces girls to leave schools and work with their mothers in fields. An increase in poverty does not only increase child marriages, it also leads to climate migration which as a result increases human trafficking and sexual violence against women. Climate change is also increasing health hazards to women. This is why women empowerment should always remain at the heart of every climate resilience initiative. Without the empowerment of women, a community can never become resilient.

1 Building a Climate-Resilient Community

Amal Foundation is also working on various skill development programs for various vulnerable women, Amal's Rowshan Ara skill Center in Shonpocha, Bogra, Courage Skill Centre in Teknaf's Leda Refugee Camp, The Hope Skill Centre in Chakaria and Bagura Women Empowerment Centre are currently empowering more than 325 women by providing them training on various income generating crafts like quilting, sewing, stitching and block printing. The women living in the char areas and Rohingya camps are some of the most climate vulnerable women in the country. Amal Foundation has worked directly with them to improve their situations as well as established a marketplace to sell the products of these women.



About the author:

Esrat Karim Eve
Director & Founder
Amal Foundation

2 Child Marriage Prevention Loan (CMPL)

To reduce the number of child marriages of girl children, Amal Foundation has initiated a project entitled "Child Marriage Prevention Loan" that aims to give parents of female children money so they may invest in their businesses and maintain their financial security. In addition to ensuring the families' financial security, this will enable the daughters to continue with their education. Because of their financial situation, the families would not feel obligated to marry off their daughters more quickly.

3 One Shop Initiative

Apart from operating these skills centers, Amal Foundation has also undertaken many other empowerment initiatives like the Women Empowerment on Women's day, One Shop Initiative, Amal Empowerment Project, and so on. The Women Empowerment on Women's day project donated 75 sewing machines to 75 destitute women of char areas, The One Shop initiative shops are to be run and owned by 20 destitute women and the Amal Empowerment Project has created goat farming opportunities for 800 women.

CRAFTING STORIES OF HOPE

Other than these projects related to climate resilience and women empowerment, Amal is working in various fields like reducing and recycling plastic wastage, rickshawBin, floating gardens in the char area and so on. Following is given a glimpse of the recent two most impactful projects among others: RickshawBin, স্বচ্ছতায় স্বাবলম্বী.

Amal is aspiring to coordinate with non-profit organizations in the areas concerning, supporting women's engagement and leadership in resilience programs, strengthening the capacity of the health sector to prepare for and effectively manage climate induced health risks, fulfilling the sexual and reproductive health care needs of women & specially investing in women's education and skill development.

The Environmentally Friendly Cement Revolution

SUSTAINABILITY in ENGINEERING

Sustainability is an integral part of HeidelbergCement and will be at the center of our strategy going forward. Our focus is on climate protection. As a global leader in construction materials and an energy-intensive company, we have been making a substantial effort to minimize our CO2 emissions for many years now. From 1990 to 2021, we reduced our specific net CO2 emissions by 25 % to 565 kg CO2 per tonne of cementitious material.

HEIDELBERG CEMENT

In the quest for sustainability and reducing the carbon footprint, HeidelbergCement introduced a new cement product named 'Multi Purpose Cement' in Bangladesh recently. This innovative solution to traditional cement production is making waves in America, Europe, and Asia in infrastructural, industrial, and residential construction with its eco-friendly properties and commitment to reducing its impact on the environment.



MULTIPURPOSE CEMENT



About the author :

Sayef Nasir
Director- Sales & Marketing
Heidelberg Cement Bangladesh
Ltd.

What is Multi Purpose Cement (MPC)?

MPC is made using the latest technology and a combination of clinker and blast-furnace slag, which is a byproduct of steel production. The use of this byproduct material helps to reduce the amount of greenhouse gases produced during cement production and results in a lower carbon footprint. In addition to these environmental benefits, Multi Purpose Cement also offers a range of technical advantages, including improved workability, higher long age strength, and increased resistance to chemical attack. These features make Multi Purpose Cement a versatile and durable solution for a wide range of construction projects.

Impact on the Environment

One of the major advantages of Multi Purpose Cement is its lower carbon emission compared to traditional cement production methods because during production it releases fewer greenhouse gases, including carbon dioxide, and consumes less energy, reducing the environmental impact of cement production. Multi Purpose Cement is also a more sustainable solution, as it utilizes waste materials that would otherwise go to landfill. This not only helps to reduce waste but also helps to conserve natural resources, as less raw materials are required to produce Multi Purpose Cement.

Impact on the Construction Industry

Multi Purpose Cement represents a major step forward in the quest for sustainability and reducing the carbon footprint of the construction industry. Its eco-friendly properties, combined with its technical advantages, make it a valuable solution for a wide range of construction projects. As the demand for sustainable products continues to grow, the use of Multi Purpose Cement is likely to become increasingly widespread, helping to create a more sustainable future for us all.

*The use of low CO₂ cement in concrete-
Our road to Carbon Neutrality*

দেশের সর্ববৃহৎ সেতু
'পদ্মা সেতু'-র
মূল কাঠামো গড়ে উঠেছে শুধুমাত্র
স্ক্যানসিমেন্টের
শক্তিতে



SCAN CEMENT®
HEIDELBERGCEMENT Group

SAJIDA FOUNDATION

We are a value-driven non-profit which embodies the principle of corporate philanthropy, with 51% shareholding of Renata Ltd, one of the fastest growing pharmaceutical and animal health product company in Bangladesh.

The organisation founded in 1993 aims to empower communities, catalyse entrepreneurship, build equity and establish enterprises for good with an overarching vision of Ensuring **Health, Happiness, and Dignity for All.**

PORTFOLIO COMPANIES



HOME & COMMUNITY CARE LTD. (HCCL)

a home-based clinical recovery and management service



INNER CIRCLE PRIVATE LTD. (ICPL)

provides early interventions for children with autism spectrum disorder, developmental delays, and mental health concerns



PSYCHOLOGICAL HEALTH & WELLNESS CLINIC (PHWC) LTD.

a one-stop place for psychological health and wellness needs for individuals and institutions



APPINION BD LTD.

a tech company creating dynamic and innovative solutions to match strategic business needs



RENATA LTD.



leading and fastest growing pharmaceutical and animal health product companies in Bangladesh

Long term Impact on Communities

C O R P O R A T E P H I L A N T H R O P Y

SAJIDA Foundation is a beacon of hope and a model of corporate philanthropy in Bangladesh. While it has a plethora of programs and initiatives to aid the vulnerable and marginalized, they are all designed to create a long-term impact on the lives and livelihood of the communities the Foundation is involved with. With three key areas of focus, SAJIDA has been creating sustainable frameworks of operations and designing projects that not only support them in the short run, but also create opportunities for them in the long-run.

SAJIDA Foundation's work spans across various domains to make a lasting impact in the lives of people in Bangladesh. However, its approach veers away from traditional non-profits that seek to perform an altruistic good through donations, grants and/or memberships. Case in point: SAJIDA Foundation holds 51% of the shares of Renata Limited, among the country's leading pharmaceutical and animal health product companies. As of February 16th 2023, Renata has a market capitalization of about USD 1.3 billion. Thanks to this unique partnership, a majority of SAJIDA's programmes are financed by dividend earnings from Renata Limited, contribution of surplus from microfinance operations, and fees from its health and insurance ventures.



Looking at the other portfolio of companies under SAJIDA's umbrella, we find similar success stories of symbiotic collaborations and leveraged resources in the interest of the greater common good, all while staying true to SAJIDA Foundation's guiding principles and values of innovation & quality, compassion & empathy, transparency & accountability, inclusiveness & dignity, and empowering mothers & families.

To ensure that quality services are provided in a timely manner to those that need them, Inner Circle partnered with the International Behaviour Analysis Organisation (IBAO) to conduct accreditation for international behavior therapists that seek to provide high-quality, scientifically proven early interventions for children with autism spectrum disorders (ASD) and other developmental delays.



Zahida Fizza Kabir

Chief Executive Officer
SAJIDA Foundation

Home & Community Care Ltd (HCCL) aims to create a safe and convenient environment at home for the clinical management and delivery of quality and effective palliative care to adult patients, especially the elderly and chronically ill.

The Psychological Health & Wellness Clinic is a global standard mental health clinic that was founded in 2018 with the specific purpose of supporting the wellbeing of psychologically distressed individuals and offering tailor-made corporate wellness services.

The diverse team of Appinion BD Ltd pools together the diverse skill sets of its own homegrown staff, along with their India and US-based counterparts, to create dynamic, innovative and sustainable technology-driven solutions that respond to the dramatically changing needs of organizations and the marketplace.

But SAJIDA Foundation wants to do more to support other organizations as well. Its **Impact Partners (IP) Unit**, formally launched nearly a year and a half ago, is a unique and transparent mechanism that aims to maximize the impact of innovative, socially-driven, sustainable initiatives of early-stage NGOs, social enterprises and start-ups working in the arenas of health (physical & mental), agriculture, education, environment and WASH. Taking an impact first approach, SIP offers blended financial and business development support to scale market-ready organisations, making them more attractive to potential donors and commercial investors, while enabling them to deliver social returns in a sustainable manner.

SAJIDA's commitment to deliver sustainable change, enabling the lives and livelihoods of millions to thrive has never been more relevant than it is today. As SAJIDA forges ahead with innovative and sustainable interventions for people from all strata of the society, we stand committed to always staying true to the values that define us. We carry forward our Founder Syed Humayun Kabir's legacy of reaching out to those in need, not as an act of charity, but as part of our individual and collective responsibility.

FIRST HOLISTIC CANCER CARE HOME

in Bangladesh

Present Alok Nibash with 24 beds at Bashundhara R/A



FRONT VIEW



INSIDE



DINING SPACE



A L O K N I B A S H

আলোক নিবাস



MEDICAL STRUCTURE



CANCER PATIENT'S
TREATMENT FLOOR



3D VISUALIZATION

Dream Alok Nibash with 250 beds

DONATE & BE PART OF THE DREAM

bKash/Nagad Merchant Account: +880 161 2226 223

A/C Name : Bangladesh Cancer Aid Trust

A/C No: 00733004894

Bank Asia Ltd.

Scotia branch

Routing No: 070276130



Present Alok Nibash Address: House No.-144, Road No.-3, Block-A, Bashundhara R/A, Dhaka

Contact us: +880 1303 073503

Hope is a powerful emotion that keeps us moving forward, even in the face of adversity. For cancer warriors in Bangladesh, hope is what keeps them fighting, and we at BANCAT understand the importance of providing them with the right kind of hope. We believe in achievable hope, realistic hope, and true hope, and that is what we strive to deliver every day.

It is true that receiving a diagnosis of a serious illness like cancer can be a daunting experience, but we believe that with the right kind of support, patients can still lead fulfilling lives. Palliative care is one such support system that focuses on improving the quality of life of patients, especially those with chronic illnesses like cancer, heart disease, Parkinson's disease, and lung disease. Palliative care gives patients a sense of control over their lives, even in the face of uncertain futures.



About the author:

Rokia Afzal Rahman
President
Bangladesh Cancer Aid Trust

As we interact with cancer warriors across Bangladesh, we have come to understand the importance of hope in their lives. At BANCAT, we know that courage is the key to success, and we are proud of the courage shown by our doctors and nurses in the face of adversity. We understand that at times, it can be difficult to maintain hope, especially when patients face setbacks. However, we know that it is in these moments that hope is needed the most. We strive to provide our patients with the courage they need to face their realities head-on.

Cancer Care Home

Alok Nibash, the first cancer care home in Bangladesh that provides palliative care to underserved cancer warriors, is a dream project for us. It is a 250-bed facility that aims to provide holistic care and help marginalized cancer patients in our society, especially those in rural areas. We are proud of the success of our current Alok Nibash in the capital's Banshundhara, and we hope to replicate that success with our new facility. We believe that every cancer warrior in Bangladesh deserves a chance at a fulfilling life, and we are committed to making that a reality.

In conclusion, we believe in the power of hope and the importance of providing realistic hope to cancer warriors in Bangladesh. We know that it is a difficult journey, but we are here to provide the support and courage that they need to face their realities head-on. With the opening of our new facility, Alok Nibash 250-bed, we hope to reach even more underserved cancer warriors and provide them with the hope and care they need to live fulfilling lives.

*“Together, we can make a difference,
and we can give cancer warriors
in Bangladesh a reason to hope.”*




A L O K N I B A S H
আলোক নিবাস

LEADERS' THOUGHTS ON



SUSTAINABILITY

The perspective of the leaders affirming on the sustainability practices that are critical to the long-term success of the business, health and wellbeing of the planet and communities. Their thoughts on the imperatives to integrate sustainability into the company's operations, creating positive impact on the environment, supporting social responsibility, and contributing to a more equitable and sustainable future for all driving positive change and promoting a better world.



*Body is
important
& so is mind*

“

*“The wise listens to
her mind, the foolish
to the mob.”*

First quarter of the new millennium brought plenty to be agitated about. We are in the midst of an historic episode that will especially change many social and health aspects of this world. Some changes we expect to see just after this pandemic might feel unfamiliar or unsettling. There will be major impacts on the global economy, geopolitics and our societies; but top of all there will be a big change in ‘individual personality’! It’s true that our life is much easier today “with a lot of gadgets”, yet each and every day a lot of unexplainable sicknesses are also approaching slowly behind our familiarity. Stress is a big piece in today’s everyday-life puzzle. As founder of the Stress Reduction Clinic (MIT, Boston) Dr. Kabat-Zinn, correctly said, “a typical stress reaction, which most of us experience countless times each day, begins with an avalanche of endless biochemical reactions in your body ...”, stress is really one of the key foundations in the pyramid of all illnesses. According to studies, people today are feeling more stress than they generally did 30/35 years ago — and those between the ages of 45 and 64 are feeling it the most. According to the Mayo clinic, ‘Stress’ symptoms may be affecting our health, even though we might not realize it. This can affect our thoughts and behaviors and body too.

The number of people affected by stress today is staggering; few of them do anything to cope with it. At the most, we talk to a friend or go shopping/ eating outside/smoking-drinking, which temporarily helps, but only at the surface level. In fact, more load on the digestive system, liver and the lungs will only put your body under chronic stress.

NOBLE WORKS

FORGIVENESS

KINDNESS

These days from a common soldier to General all are aware of their personal health benefits from exercise to selecting foods. But most people are not familiar with the importance of hormones. We are not aware of the significant relationship between the power of practicing forgiveness, gratitude, donation and having a sound body and mind. Hormones coordinate the physiology and behavior of individuals by regulating, integrating, and controlling bodily functions. Over evolutionary time, hormones have often been co-opted by the nervous system to influence behavior to ensure reproductive success. Gonadal hormones are produced by the gonads (the ovaries and testes) in response to other precursor hormones found in the pituitary gland and other brain areas. Although most researches that are correlated to 'why good habits (like forgiveness, kindness, giving) makes us feel better?' have centered around, these gonadal hormones also impact brain chemistry and circuitry, and hence influence emotions, mood and behavior. Forgiveness especially engages the parasympathetic nervous system, which helps our immune system. The hormone Oxytocin is so influential that some call it "the love hormone; it plays a role in trusting people and connection to others. It's the hormone mothers produce when they breastfeed, cementing their bond with their babies. In addition to boosting oxytocin and dopamine, being kind can also increase serotonin, a neurotransmitter that helps regulate mood.



About the author:

Dr. Rubaiul Murshed

Writer, Columnist, Researcher,
Social Reformer, Professor
Healthcare Management
SHOMMAN Foundation

Aging gracefully with contentment

Last but not least, aging gracefully with contentment has also become a serious area of research. It doesn't take a neuroscientist to recognize that doing good works especially for needy people. But now, some studies have also found that even thinking about doing something kindheartedly has real mood-boosting benefits in the brain & body. In fact, we can say 'mind health, best wealth'. There are a number of studies showing a significant relationship between noble work, body hormones and happiness. Besides the aged, teaching children to show those enhances learning and reduces the prevalence of mental health problems and live well along with the 'nature'.

Sustainable Human Resource Management for a Resilient and Ethical Workforce

In today's rapidly changing business landscape, a resilient and ethical workforce is critical for achieving sustainable growth and success. Sustainable human resource management (HRM) practices can play a key role in developing such a workforce. In this article, we will explore the benefits of sustainable HRM and the outcomes that it can drive for organizations.

Sustainable HRM practices prioritize the needs and well-being of employees, while also considering the broader impacts of HR decisions on society and the environment. This includes initiatives such as providing fair wages and benefits, investing in employee development and training, promoting diversity and inclusion, and prioritizing work-life balance.

01



Fair wages & benefits

02



Training & Development

03



Work - life Balance

04



Promoting Diversity & Inclusion



By prioritizing sustainability in HRM, organizations can achieve a variety of outcomes that drive both short-term and long-term success. Some of these outcomes include:

01 *Increased Employee Engagement and Retention:*

By investing in employee development, providing fair compensation and benefits, and promoting a positive work-life balance, organizations can increase employee engagement and retention. This leads to a more committed and motivated workforce that is better equipped to drive organizational success.

03 *Enhanced Innovation and Productivity:*

Sustainable HRM practices can drive innovation and productivity by promoting a culture of continuous learning, diverse thinking, and creativity. This can lead to new ideas, products, and services that can drive growth and success.

The development of a hardy and moral workforce that can propel business success depends on sustainable HRM practices, to sum up. Organizations can accomplish a number of results that support both short-term and long-term success by putting employee well-being, diversity and inclusion, and work-life balance first. It's time for businesses to adopt sustainable HRM and create a better future for their workers, clients, and the environment.

02 *Improved Corporate Reputation:*

Organizations that prioritize sustainability in their HRM practices can enhance their reputation as an ethical and responsible employer. This can improve the organization's brand, attract top talent, and enhance customer loyalty.

04 *Increased Regulatory Compliance:*

Sustainable HRM practices can help organizations to comply with a wide range of regulatory requirements related to human capital management, including labor laws, occupational health and safety regulations, and anti-discrimination laws.



About the author:

Akhteruiddin Mahmood
CHRO
Brac Bank Ltd.



COMMUNICATIONS: *Its Sustainability and Beyond*

In today's rapidly evolving business landscape, effective communication has become a crucial component of success for organizations in Bangladesh. As companies navigate an increasingly complex business environment, the role of communication professionals has become more important than ever. In this context, it is worth noting that I have several years of experience as a professional in the field of corporate communications, and have seen first-hand the impact that effective communication can have on the success of an organization.



CORPORATE COMMUNICATION

In Bangladesh, the role of communications in the corporate world involves a range of activities including media relations, public relations, internal communications, and crisis management. It is about crafting a message and delivering it in a way that resonates with the target audience, whether that be employees, customers, stakeholders or the general public. At the same time, it requires a deep understanding of the organization's goals and objectives, as well as an awareness of the broader context in which it operates.

BUILDING POSITIVE REPUTATION

Effective communication is essential for building trust and maintaining strong relationships with stakeholders. In Bangladesh, companies that prioritize communication are better able to engage with their customers, employees and other stakeholders, and build a positive reputation. This, in turn, helps to create a more favorable business environment and increases the likelihood of success.



USING DIGITAL TECHNOLOGIES

One of the key challenges facing organizations in Bangladesh is the need to effectively engage with stakeholders in a rapidly changing business environment. The advent of digital technologies has enabled companies to reach out to new audiences and engage with customers in new ways. However, it has also created new challenges, such as the need to manage and respond to customer inquiries in real-time, as well as the need to protect sensitive information in an increasingly connected world.

COMMUNICATION PROFESSIONALS

The role of communication professionals in Bangladesh is therefore to help organizations navigate this complex landscape, ensuring that they are able to effectively reach their target audience and achieve their goals. This requires a deep understanding of the latest technologies and trends, as well as the ability to adapt and respond quickly to changing circumstances.



About the author:
Mahzabin Ferdous
Co-founder and MD
CThreeSixty

In conclusion, the role of communications in the corporate landscape of Bangladesh is critical, and it is an area that is likely to continue to grow in importance in the years to come. As the business environment becomes more complex, companies that prioritize effective communication are more likely to succeed. The people who fill this role in different organizations are the key to ensuring that organizations are able to effectively engage with stakeholders and achieve their goals, and it is this kind of sustainability that will help them succeed in the long run.



Sustainable IT Solutions for Industry Domains : A Full-Cycle Approach to Business Transformation

The United Nations Brundtland Commission defined sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.” Unfortunately, damage to the environment caused by the last couple of decades’ fast moving industrialization across the globe is rapidly reaching a point of no return. If our future generations are to live on Earth, the only habitable planet in the universe, immediate actions are needed.

The effects of greenhouse gas emissions are deep. One of the examples is the raising of Earth’s atmospheric temperature affecting polar ice to melt. By 2100, sea level is predicted to rise by 1.5 meters causing many coastal areas to be permanently flooded causing mass migration of coastal populations. Unless we take immediate action to reverse the greenhouse effects, the human race may face excruciating difficulties to survive in the next few decades.

What is causing so much damage to the environment and can Information Technology help? To address the issue let us first identify the industries which are posing the greatest threat.



Fuel Industry:

Did you know that currently more than 100 million barrels of oil alone are being burnt every day across the world? Annual CO2 emission from fossil fuels include **13.98 billion tonnes** of coal, **11.07 billion tonnes** of oil, and **7.12 billion tonnes** of gas.



Information Technology :

Interestingly, **5.5% of world carbon emission is caused by the IT Industry itself.** With increased dependence on IT and the potential widespread use of technology such as blockchain, there is a huge possibility that this figure will rise in the future. However, as we discuss later, using appropriate strategies and proper use of IT can reduce greenhouse gas emissions by other industries. Let us, therefore, see how IT can help reduce greenhouse emissions in our fight for sustainability.



Plastic Usage :

Every year **800,000 tonnes** of plastic waste comes from the retail industry and a large portion of that ends up in the ocean. The fish in the ocean are being contaminated by carcinogenic micro-plastics, which are now ending up in the human food chain.



Fashion Industry:

10% of the global carbon emissions are caused by the fashion industry. 85% of all textile items manufactured are dumped every year just to keep pace with fashion trends. The secondary effects of chemicals used for dyeing and bleaching are polluting rivers which ultimately end up in the oceans causing enormous harm to marine life.



Construction :

40% of water pollution, **50%** of landfill waste, and **23%** of air pollution are caused by the construction industry.



Agriculture Industry:

8.5% of greenhouse emissions are caused by agriculture. 45% of it is attributable to food production and processing, 35% to enteric fermentation, 10% to manure storage, and 6% to transportation of products.



Transport :

20% of the global CO2 emissions are a result of transportation. 40% is attributable to freight and 60% to passenger travel.

Solutions

Fuel Industry

As we know, virtual meetings helped in the reduction of commuting and hence travel-related emissions during the pandemic. Online shopping and digital delivery can reduce the need for transportation and, in turn, reduce fossil fuel consumption. E-commerce platforms can optimize delivery routes to reduce transportation-related emissions.

IT Infrastructure Management:

Within the IT industry, it is possible to optimize energy consumption and reduce wastage. Examples include relocation and collocation of servers to optimize datacenter space, cooling systems and energy costs. If datacenters can be consolidated in cooler climates, it is estimated that 8% of greenhouse gas emissions will be reduced. Other initiatives may include migration to the cloud, use of state-of-the-art IT systems that use less energy, use of IoT to automate the control of lights, air-cooling systems and security systems. Smart grids that monitor and manage energy usage in real-time can also ensure that energy is only used when necessary. Advanced metering systems can help consumers to make more informed decisions about their energy usage.

Plastic Usage :

Software can be used for the development of sustainable materials like biodegradable and recycled fibers by modeling their performance and identifying the most sustainable options. This can help brands make more informed decisions about material sourcing and use. IT can help in the research and development of bio-degradable packaging material thus reducing the use of plastic that is causing widespread environmental issues across the world.

Fashion Industry:

IT can play an important role in making the fashion industry more sustainable too. Here are some examples.

Computer-aided design (CAD) and 3D prototyping software can help designers create virtual designs and prototypes of garments, which can reduce the need for physical samples and minimize fabric waste.

Virtual design can also allow for better visualization of garment patterns, which can help optimize fabric usage. Digital platforms can be used to facilitate the recycling and upcycling of garments. For instance, online marketplaces can be set up to connect buyers and sellers of pre-owned clothing.

Construction :

For the construction industry, building information modeling can be used for digital representation of a building's physical and functional characteristics. It allows architects, engineers, and construction professionals to collaborate more effectively, resulting in better building designs and more efficient construction processes. Computerized modeling can help reduce waste, optimize building materials, and improve energy efficiency.

Energy management systems aided by IoT can help construction companies monitor and manage energy usage in buildings, reducing energy waste and costs. They can also help track greenhouse gas emissions and identify opportunities for carbon reduction.

Virtual and augmented reality can be used to create immersive experiences that simulate building designs and construction processes, allowing stakeholders to visualize designs and identify potential issues before construction begins. This can help reduce waste and rework and optimize building performance.

Agriculture Industry:

In agriculture, IT can play a significant role in promoting sustainable practices by providing valuable information, tools, and resources to farmers, researchers, and policymakers. Examples include precision farming where IT can aid in the collection of data and analysis of variables such as soil moisture, nutrients, and crop yields. Information thus provided can help farmers optimize their use of resources such as water, fertilizers, and pesticides, leading to increased yields and reduced resource waste. Data analytics and predictive modelling can also help in analyzing and modeling data from various sources such as weather forecasts, satellite imagery, and crop yield data. This can enable farmers to make informed decisions about planting, irrigation, and harvesting, leading to better management of resources and improved crop yields.

Transport :

For making the transportation industry become more sustainable, intelligent transportation systems can be used that uses sensors, cameras, and other devices to collect and analyze data about traffic flow, road conditions, and other factors that impact transportation. This data can be used to optimize traffic flow, reduce congestion, and minimize fuel consumption.

Fleet management systems can help transportation companies optimize routes and schedules, reducing fuel consumption and emissions. Such systems can also monitor and manage vehicle maintenance, reducing breakdowns and improving efficiency.

Ride-sharing and carpooling platforms can help reduce the number of single-occupancy vehicles on the road, lowering emissions and traffic congestion. These platforms use IT to connect drivers and riders, optimize routes, and reduce wait times.

There are a number of technologies that can be applied across all industries to make them more efficient and sustainable. These are :

- a** ERP systems incorporating supply chain management that help manage procurement, inventory, production, workflow, accounting, and sales
- b** Smart building technology that can help manage energy use thus reducing the carbon footprint and energy costs
- c** Digital solutions for document management thus reducing the amount of paper used and wasted
- d** Cloud computing that allows for secure data storage and sharing, enabling project teams to collaborate and communicate more efficiently and thus help reduce the need for paper-based documentation and travel related carbon emissions

As it can be seen from the infographic above, information technology can be leveraged in major ways to increase sustainability by improving efficiency and reducing carbon emission across all major industries. However, a great deal of efforts are needed by governments, industry leaders and the general public to act now. If more time is lost by inaction or procrastination, we may reach the point of no return within a few years and our future generations will be put at enormous risk of dire consequences.



About the author :

Syed Mammun Quader
Managing Director & CEO
Southtech Limited

SOUTHTECH

Sustainable Water Management: Ensuring Access to Clean Water



Sustainable water management means to ensure there's enough clean, fresh drinking water to meet the needs of the current and future generations, as well as for domestic, farming, industry, and other sector uses. Achieving sustainable water management requires a multidisciplinary and holistic approach in which technical, environmental, economic, landscape aesthetic, societal and cultural issues are addressed. **Sustainable water management is a perilous issue that affects communities, businesses, and the environment around the world.** With the growing demand for clean water and the increasing strain on water resources due to population growth, climate change, and other factors, it is essential that we adopt sustainable practices to ensure access to this precious resource.

The United Nations (UN) has outlined the following areas where sustainable water resources management will need to take place:

Water for Agriculture



Agriculture is by far the thirstiest consumer of water globally, accounting for 70% of water withdrawals worldwide, and Rainfed agriculture is the predominant agricultural production system around the world. By 2050, world agriculture will need to produce 60% more food globally, and 100% more in developing countries.

Municipal Water



Municipal water use accounts for 10% of total water use. And yet, worldwide, an estimated 748 million people remain without access to an improved source of water, and 2.5 billion remain without access to improved sanitation.

Industry and Energy



Together, industry and energy account for 20% of water demand. More-developed countries have a much larger proportion of freshwater withdrawals for industry than less-developed countries.

Techniques for sustainable water supply



01

Agriculture

Techniques for sustainable water supply in agriculture include organic farming practices which limit substances that would contaminate water, efficient water delivery, micro-irrigation systems, adapted water lifting technologies, rainwater harvesting, runoff farming, and drip irrigation (efficient method that allows water to drip slowly to plant roots by using pipes, valves, tubes and emitters).



02

Conservation

One key aspect of sustainable water management is water conservation, which involves reducing the amount of water used and improving water efficiency in various sectors, such as agriculture, industry, and households. This can be achieved through a variety of measures, including water metering, leak detection, and the use of drought-resistant crops and water-efficient technologies.



03

Surface Water

Surface freshwater is unfortunately limited and unequally distributed in the world. Fortunately, Bangladesh is a riverine country, but most of the rivers are highly polluted. As it is a huge source of water, surface water should be properly treated to make it useful for industrial and domestic purpose. Structures such as dams may be used to impound water for consumption. Dams can be used for power generation, water supply, irrigation, flood prevention, water diversion, navigation, etc. Using surface water properly can reduce the extraction of groundwater which accounts for 50% of global fresh water.



04

Protection

Sustainable water management also requires the protection of water sources, such as rivers, lakes, and aquifers, from pollution and over-extraction. This involves implementing measures to prevent pollution from industrial and agricultural activities, as well as improving water governance and management systems to ensure that water resources are used sustainably.



05

Rain water

Collecting water from rainfall is one of the most sustainable sources of water supply since it has no risk of over-exploitation found in surface and groundwater sources. However, properly designed rainwater harvesting systems must be required in order to collect water efficiently, prevent contamination and ensure treatment of water in case the water is contaminated.



Recycle

Another important aspect of sustainable water management is water reuse and recycling, which involves treating and reusing wastewater for various purposes, such as irrigation, industrial processes, and even drinking water. Reclaimed water, or water recycled from human use can also be a sustainable source of water supply. Reclaimed water must be treated to provide the appropriate quality for a given application (irrigation, industry use, etc.).



Efficient Appliances

Reducing water use through water efficient appliances, and water quantity monitoring, is an important part of sustainability for domestic water supply. Efficient piping systems that are leak-free and well insulated provide a network that is reliable and helps to limit water waste. This helps to conserve water resources and reduce the amount of waste generated. Industrial water withdrawals represent 22% of total global water use. Its use is notable for manufacturing, processing, washing, diluting, cooling, transporting substances, sanitation needs within a facility.



Water Usage in Industries

A sustainable water supply in industry involves limiting water use through efficient machines and methods adapted to the particular industry. Industry releases organic water pollutants, heavy metals, solvents, toxic sludge, and other wastes into water supply sources. So, industrial wastewater must be treated properly before releasing to water bodies in order to prevent pollution to surface water and ground water. Moreover, properly treated water can be reused and recycled to industrial processes that will be a great effort to achieve sustainability. Moreover, installing and implementing Zero Liquid Discharge Plants for industries must be helpful to conserve water resources.



About the author:
Mustafa A. K. Khan
Managing Director
FloWater Solutions Ltd.

In addition to ensuring access to clean water, sustainable water management can also provide a range of economic and social benefits, such as improving public health, promoting economic growth, and supporting food security. It can also help to reduce the risk of water-related conflicts and ensure a more stable and secure future for communities around the world.

As has been demonstrated, sustainable water management is essential for addressing the growing demand for clean water and ensuring access to this vital resource for generations to come. By adopting sustainable practices and protecting water sources, we can ensure a more secure and prosperous future for all.

Sustainability in Manufacturing: Implementing Greener Production Processes

As the world becomes increasingly aware of the impact of human activity on the environment, sustainability in manufacturing is becoming a crucial issue. The manufacturing industry has a significant impact on the environment, with factories producing large amounts of waste and consuming vast amounts of energy and raw materials. However, it is also an industry with enormous potential to make a positive impact. By implementing greener production processes, the manufacturing industry can reduce its environmental impact, improve efficiency, and promote sustainability.

Sustainability has become a top priority for businesses across industries as the world faces pressing environmental challenges. The manufacturing sector, in particular, has a significant impact on the environment through its use of energy and natural resources, production of waste and emissions, and its supply chain practices. However, the industry also holds tremendous potential to drive positive change through the implementation of greener production processes.

This is why sustainability in manufacturing is more important than ever. By implementing greener production processes, manufacturers can reduce their carbon footprint, conserve resources, and reduce waste. This can be achieved through a variety of measures, including reducing energy consumption, optimizing supply chains, and using environmentally friendly materials. Additionally, by promoting sustainable practices, manufacturers can attract and retain customers who are increasingly focused on sustainability and responsible consumption.

Circular Economy Model

One approach to sustainable manufacturing is the adoption of the circular economy model. This model aims to keep resources in use for as long as possible and minimize waste through the design of products that are easy to repair, reuse, refurbish, and recycle. By incorporating these principles into their operations, manufacturers can reduce their environmental impact, improve efficiency, and promote sustainability.

Energy Efficiency

Another crucial aspect of sustainable manufacturing is the reduction of energy consumption. By using energy-efficient technologies and renewable energy sources, manufacturers can reduce their carbon footprint, conserve resources, and lower their operating costs. Implementing practices such as optimizing supply chains, using environmentally friendly materials, and engaging in life cycle assessments can also contribute to a more sustainable manufacturing process.



About the author :

Hasan Zafar Chowdhury

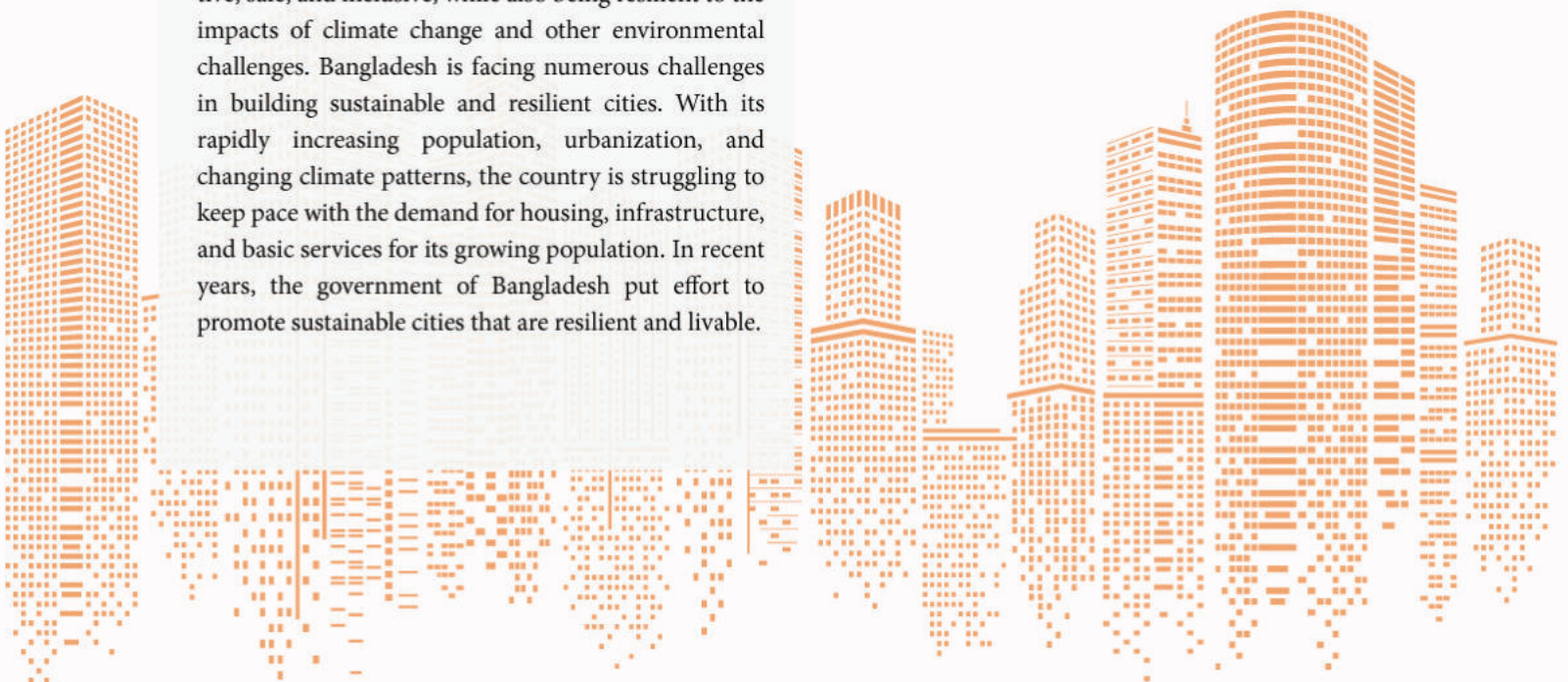
Chief Operating Officer
BSRM Steels Limited

Sustainable Cities: Building Resilient and Livable Cities

Sustainable cities are the future of urban living. They offer a vision of a resilient, livable, and equitable city that is designed for the needs of its residents, the environment, and the economy. Building sustainable cities is about creating places that are attractive, safe, and inclusive, while also being resilient to the impacts of climate change and other environmental challenges. Bangladesh is facing numerous challenges in building sustainable and resilient cities. With its rapidly increasing population, urbanization, and changing climate patterns, the country is struggling to keep pace with the demand for housing, infrastructure, and basic services for its growing population. In recent years, the government of Bangladesh put effort to promote sustainable cities that are resilient and livable.

"Sustainable cities are not a luxury, they are a necessity. They are the key to our collective future, providing economic opportunities and quality of life for all residents." - Ban Ki-moon

*Former Secretary-General of the
United Nations.*



SUSTAINABLE CITIES

Green infrastructure

One of the key components of sustainable cities is the use of green infrastructure. This refers to the incorporation of natural systems and features, such as green roofs, rain gardens, and urban forests, into the built environment. These features provide important ecosystem services, such as stormwater management, air quality improvement, and habitat creation, while also providing social and aesthetic benefits. In addition, green infrastructure helps to mitigate the impacts of climate change by reducing greenhouse gas emissions, reducing the heat island effect, and improving energy efficiency.

Smart city technologies

Another important aspect of sustainable cities is the use of innovative technologies and systems. This includes the use of smart city technologies, such as IoT sensors and real-time data analytics, to improve the efficiency and livability of urban areas. It also includes the use of renewable energy sources, such as solar, wind, and geothermal, to reduce the carbon footprint of cities and provide clean and affordable energy for residents.



About the author :

Malik Talha Ismail Bari

Director
United Group

Strong governance

In addition to the physical components, sustainable cities also require strong governance and community engagement. This includes the development of comprehensive plans and policies that prioritize sustainability and resilience, as well as the engagement of residents and stakeholders in the decision-making process. A sustainable city is not just about environmental sustainability, but also about economic and social sustainability. By creating a thriving economy and promoting social equality, Dhaka can attract investment and talent, and become a city where people want to live and work.

Green Roofs, Rain Gardens, Urban Forests

Solar, Wind, Geothermal Energy Sources

Environment, Economy, Society

Building sustainable cities is not just about the future of urban living, but also about creating a better future for all of us. By prioritizing sustainability, resilience, and livability, we can create cities that are healthier, safer, and more equitable for everyone. It is up to us to make this vision a reality. With the right approach, Dhaka can become a sustainable, resilient, and livable city for all. From improving transportation and access to basic services to promoting economic growth and social equality, there is much that can be done to build a sustainable future for Dhaka. **To build sustainable cities, we need to start by making changes at the local level.** This means engaging with communities, encouraging public transportation and active transportation, and investing in sustainable infrastructure. It also means promoting green spaces, supporting local businesses, and working to ensure that everyone has access to the resources they need to thrive.

Sustainable Supply Chain Management: Reducing Environmental Impacts

The implementation of greener production processes in manufacturing is a crucial aspect of sustainable supply chain management. This involves rethinking traditional production methods and replacing them with more environmentally friendly alternatives. This not only helps to reduce the negative impact of manufacturing on the environment but also has the potential to enhance the competitiveness of businesses and improve their bottom line. Sustainable Supply Chain Management (SSCM) has become increasingly important in the modern business landscape, as companies are recognizing the need to minimize their environmental impact and promote sustainability throughout their operations and supply chains.

Incorporating sustainable practices into the manufacturing process is crucial for reducing the environmental impact of supply chain operations. A key aspect of this is resource efficiency, which entails utilizing resources in a manner that reduces waste, lowers the carbon footprint, and prioritizes the use of renewable resources over non-renewable ones. Additionally, implementing responsible sourcing strategies, promoting environmentally friendly manufacturing processes, and reducing waste throughout the entire supply chain are important components of SSCM.

For SSCM to be effective, companies must engage in collaboration with suppliers, customers, and other stakeholders to identify and reduce environmental risks and impacts. Progress towards sustainability goals must be monitored, and environmental performance must be reported to stakeholders on a regular basis. Companies must also continuously improve their sustainability practices, such as investing in renewable energy, reducing carbon emissions, and implementing environmentally friendly technologies.

In addition to reducing environmental impact, SSCM can also provide significant economic benefits for companies. By reducing costs associated with waste management, energy and water usage, and raw materials sourcing, SSCM can improve a company's bottom line. Companies with a demonstrated commitment to sustainability may also experience improved brand reputation, increased customer loyalty, and greater market opportunities.

In conclusion, SSCM is no longer just a feel-good initiative, but rather a crucial business strategy for securing a sustainable future. Companies that embrace this approach reap numerous benefits including reduced waste, lower carbon footprint, and improved economic performance. And as consumers become more environmentally conscious and demand sustainable products, companies that lead the charge in implementing greener production processes will have a competitive advantage.



About the author :

Syed Naimul Abedin
Chief Executive Officer, Bangladesh
Peakward Enterprises (Holdings)
Ltd.



Sustainability of the RMG Industry of Bangladesh

The ready-made garment (RMG) industry in Bangladesh is one of the country's largest and most important economic drivers, accounting for approximately 80% of Bangladesh's total exports. Despite its economic significance, the sustainability of the RMG industry in Bangladesh has come under scrutiny in recent years due to concerns over working conditions, environmental impact, and ethical labor practices. In this article, we will take a closer look at the current state of sustainability in Bangladesh's RMG industry and what can be done to ensure its future viability.

One of the key issues facing the RMG industry in Bangladesh is the lack of proper working conditions for laborers. In 2013, the collapse of the Rana Plaza factory building, which killed more than 1,100 workers and injured many more, brought international attention to the hazardous working conditions in Bangladesh's RMG industry. Since then, the Bangladeshi government and international organizations have made significant efforts to improve working conditions, including increasing safety standards, improving labor rights, and enforcing labor laws. Despite these efforts, many workers still face hazardous working conditions, low wages, and limited job security.

Environment

Another major concern for the sustainability of the RMG industry in Bangladesh is its impact on the environment. The production of textiles and clothing requires significant amounts of energy, water, and chemicals, which can have a negative impact on the environment. For example, the use of chemicals in the production of dyes and finishes can lead to water pollution and soil contamination. Additionally, the energy used to produce textiles and clothing is often generated from coal-fired power plants, which emit large amounts of greenhouse gases and contribute to global warming.

To address these environmental concerns, many companies in the RMG industry have committed to becoming more sustainable. This includes investing in renewable energy, reducing water and chemical usage, and improving waste management practices. For example, many companies have implemented programs to conserve energy and water, reduce greenhouse gas emissions, and promote the use of environmentally friendly materials. Some companies have also committed to using only sustainable cotton, which is grown without the use of harmful chemicals, in their products.

International Competition

In addition to the environmental and labor concerns, the RMG industry in Bangladesh is also facing increased competition from other countries. Bangladesh has long been one of the world's leading exporters of textiles and clothing, but its market share is being threatened by countries like Vietnam, India, and Cambodia, which have lower labor costs and more favorable business environments. To remain competitive, the RMG industry in Bangladesh must continue to improve its efficiency and reduce costs, while also maintaining high standards for working conditions and environmental sustainability.

Consumer Role

Finally, it is important to recognize the important role that consumers can play in ensuring the sustainability of the RMG industry in Bangladesh. As consumers, we can make informed choices about the products we buy and the companies we support. This includes choosing to buy products made from sustainable materials, such as organic cotton, and supporting companies that are committed to environmental sustainability and fair labor practices. By making these choices, we can help to create a market demand for sustainable products and support the growth of sustainable practices in the RMG industry.



About the author :

Tahsin Azim Shezan

Director
Classic Group

In conclusion, the sustainability of the RMG industry in Bangladesh is crucial to the country's economic development and future viability. While there are significant challenges to overcome, including improving working conditions, reducing environmental impact, and staying competitive in a global marketplace, there is also great potential for growth and success. By working together and making informed choices, the RMG industry in Bangladesh can become a model for sustainable economic development.


Sustainability in the Newspaper Industry of Bangladesh

The newspaper industry of Bangladesh has been making headlines in recent years, and for good reason. With the increasing focus on sustainability and the impact of the industry on the environment, it is imperative that the newspaper industry adapts to these changes. In this article, we will examine the sustainability of the newspaper industry in Bangladesh and the steps it is taking to ensure a more sustainable future.

The production of newspapers has a significant impact on the environment, starting with the use of paper. The majority of the paper used in the production of newspapers comes from trees, and the destruction of forests for paper production contributes to deforestation and the loss of biodiversity. In Bangladesh, the newspaper industry is taking steps to reduce its impact on the environment by using recycled paper and promoting paper recycling among its readers.

Another aspect of the newspaper industry that has an impact on sustainability is the way in which newspapers are printed. The traditional printing process is energy-intensive and contributes to greenhouse gas emissions, which is why the newspaper industry in Bangladesh is exploring alternative printing methods that are more energy-efficient and environmentally friendly. This includes the use of digital printing, which is more energy-efficient and produces less waste than traditional printing methods.

*Irish
Star
Daily
The
Irish*



The business aspect of the newspaper industry in Bangladesh is also taking steps to ensure sustainability. One way in which this is being done is by reducing the waste produced by the industry, both in the production and distribution of newspapers. This includes reducing the amount of paper used in printing and exploring alternative packaging materials that are more environmentally friendly.

In addition, the newspaper industry in Bangladesh is exploring new business models that are more sustainable. One example of this is the growing trend of digital newspapers, which are available online and accessible to readers via smartphones and other devices. This has the potential to reduce the amount of paper and ink used in printing, as well as the amount of energy required for distribution.

To summarize, the newspaper industry in Bangladesh is taking important steps to ensure sustainability and reduce its impact on the environment. From reducing waste to exploring alternative printing methods and business models, the industry is taking a proactive approach to sustainability. By doing so, the newspaper industry in Bangladesh is not only making a positive impact on the environment but also setting an example for others to follow.

The newspaper industry in Bangladesh is also working to promote sustainability through its content. Many newspapers are now incorporating stories and articles about the environment, climate change, and sustainability into their content. This helps to raise awareness about these important issues and encourages readers to take action to support sustainability.

The government also has a role to play in ensuring the sustainability of the newspaper industry. This can include providing financial support for environmentally friendly practices, promoting paper recycling, and encouraging the development of new, sustainable business models. With the right support, the newspaper industry in Bangladesh can continue to grow and thrive while making a positive impact on the environment and society.



About the author :

Md. Tajdin Hassan
Chief Business Officer
The Daily Star

Integrating Sustainability into Business Models: A Pathway to Long-Term Success

Sustainability is not simply an organisation's responsibility anymore but a fundamental element of modern business models. While the current business model canvas helps evaluate and develop operations, it needs to explicitly address environmental or social impacts, which are becoming increasingly important to customers and other stakeholders. By adding sustainability to the business model canvas, companies can assess and improve their impact on the environment and society while increasing competitiveness and securing long-term success. So, in what ways can management incorporate sustainability into the business model?



01 *Sustainability Audit*

First, conducting a sustainability audit is an effective way for management to incorporate sustainability into the business model. The audit helps evaluate the company's environmental, social, and economic impact and identify areas for improvement. The results can then be utilised to develop a sustainability strategy and set sustainability goals.

02 *Renewable Energy Source*

Another way management can incorporate sustainability into the business model is by investing in renewable energy sources. This helps reduce the company's carbon footprint and promote environmental sustainability, making it a win-win situation for the business and the environment. Companies can also incorporate sustainable practices into operations by reducing waste, conserving energy and using sustainable transportation, which can positively impact the company's bottom line.

03 *Developing Sustainable Products*

Management can incorporate sustainability into the business model by developing sustainable products and services. This can involve using environmentally friendly materials or designing products that promote social responsibility. Sustainable products and services can help build a positive reputation for the company and attract ecologically and socially conscious customers.

04 *Incorporating all Stakeholders*

Incorporating other stakeholders like employees, local communities and solution partners into the business model is a powerful way for management to ensure sustainability by understanding their sustainability concerns and incorporating them into the decision-making process. This can help build trust, create a positive reputation, and ultimately drive long-term success. Management can involve their employees and make them sustainability champions with training and resources for sustainable practices.

05 *Creating Awareness among Customers*

Partnering with customers to co-create sustainable solutions or products can be another way to bring sustainability to the core of a firm's business. This can involve working with customers to identify sustainability challenges and develop solutions that meet their needs while promoting environmental and social responsibility. Creating awareness among customers about the importance of sustainable products can also be an agenda. This can involve marketing campaigns, educational resources, and other initiatives promoting sustainable products' environmental and social benefits. By doing so, companies can encourage customers to make more sustainable choices, leading to increased demand for sustainable products and services.

In this rapidly evolving business landscape, integrating sustainability into the business model is essential for long-term success. Therefore, management must prioritize sustainability as the crux of their business to ensure environmental and social responsibility and create value for stakeholders.



About the author :

Shuvashish Roy
Postgraduate Teaching Associate,
University of Exeter Business School
Former Head of Business,
The Daily Star

Energy Sustainability: Overcoming Current and Future Energy Challenges

Energy sustainability is one of the most critical challenges facing the world today. The rapid growth of the global population and the increasing demand for energy have put immense pressure on the world's energy systems. The current energy systems are heavily dependent on non-renewable resources like coal, oil, and natural gas, which are finite, and their consumption leads to environmental degradation and greenhouse gas emissions. Therefore, it is imperative that we find ways to overcome current and future energy challenges in a sustainable manner.

One of the most pressing energy challenges facing the world today is the lack of access to electricity for nearly one billion people globally. This lack of access impedes their growth and restricts their potential, hindering their overall development.



Invest in Energy Infrastructures & Renewable Energy sources

To address this issue, there is a crucial need for increased investment in energy infrastructure and renewable energy sources, particularly in developing countries. This could include investment in wind and solar energy, which are clean, sustainable, and can provide reliable energy to remote areas. By investing in energy infrastructure and renewable energy, the world can work towards ensuring energy access for all and support the development of communities globally.

Energy sustainability is a critical challenge that requires Global cooperation and commitment. By overcoming current and future energy challenges through increased access to energy, reduced greenhouse gas emissions, and a shift towards renewable energy, we can secure a sustainable energy future for all and ensure a healthy planet for future generations.





Reduce Greenhouse Gas Emissions

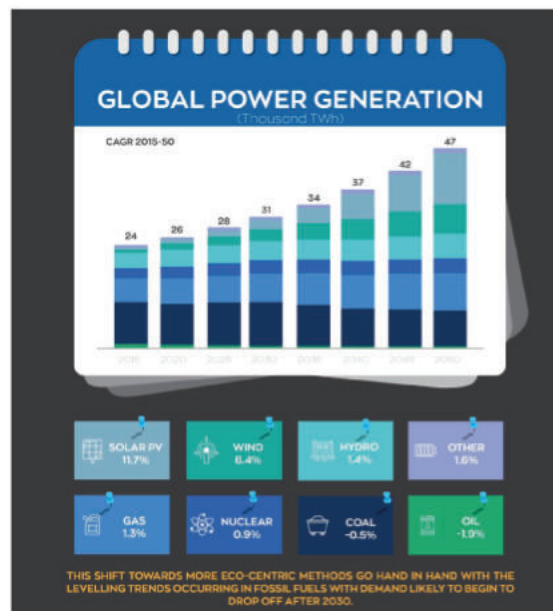
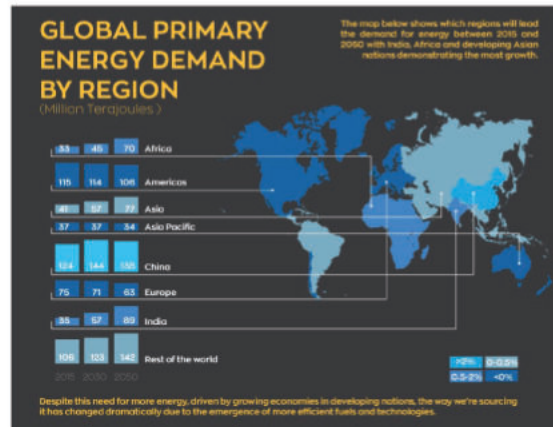
Another challenge is reducing greenhouse gas emissions. The burning of fossil fuels is the primary source of greenhouse gas emissions, contributing to global warming and climate change. To reduce these emissions, it is necessary to shift to clean and renewable energy sources, such as wind, solar, and hydropower. This shift will not only reduce emissions but also create new jobs and stimulate economic growth.



Future Energy Challenges

The world is also facing a future energy challenge, as non-renewable resources will eventually be depleted. To overcome this challenge, it is necessary to increase energy efficiency and conservation, and to continue the development and deployment of renewable energy technologies. Energy storage solutions, such as batteries, will play a critical role in integrating renewable energy into the grid and ensuring a reliable energy supply.

In conclusion, energy sustainability is a critical challenge that requires global cooperation and commitment. By overcoming current and future energy challenges through increased access to energy, reduced greenhouse gas emissions, and a shift towards renewable energy, we can secure a sustainable energy future for all and ensure a healthy planet for future generations. The time to act is now, and the world must work together to ensure energy sustainability for all.



About the author :

Humayun Rashid
 Managing Director & CEO
 Energypac Power Generation
 Limited



Sustainability in Agriculture: Modernizing Farming Techniques for a Greener Future

As the world population continues to grow, the demand for food also increases. However, traditional farming methods have a significant impact on the environment and its resources. Deforestation, water pollution, and soil degradation are just a few of the many problems caused by conventional agriculture. But it's not too late to turn things around and make farming a more sustainable practice. The solution lies in modernizing farming techniques.

Agricultural sustainability is about meeting the needs of the present without compromising the ability of future generations to meet their own needs. Modernizing farming techniques can help farmers produce food in a more efficient and environmentally friendly manner. From precision agriculture to regenerative agriculture, there are many innovative approaches that can reduce the environmental footprint of agriculture while increasing productivity.

Precision Agriculture

Precision agriculture, for example, involves using technology to optimize crop management. Farmers can use sensors, drones, and GPS to monitor soil conditions, water usage, and crop growth. This information can be used to make informed decisions about irrigation, fertilization, and pest control, reducing waste and increasing efficiency.



Regenerative Agriculture

Regenerative agriculture, on the other hand, focuses on improving soil health. This approach encourages farmers to use techniques such as cover cropping, intercropping, and reduced tillage to build soil fertility, retain moisture, and reduce erosion. By improving soil health, farmers can reduce their dependence on synthetic fertilizers and pesticides, which can have negative environmental impacts.



In conclusion, the agriculture industry must modernize its techniques in order to ensure a sustainable and environmentally friendly future. By incorporating innovative practices such as precision agriculture and regenerative agriculture, farmers can optimize their crop management and improve soil health. This not only reduces waste and increases efficiency, but also reduces dependence on synthetic fertilizers and pesticides. The time for change is now, and it is crucial for the agriculture industry to take actions toward a greener future.



By embracing modernization and sustainability, we can secure a healthy and prosperous future for both the environment and future generations.

About the author :
Md Nasiruzzaman
Chairman
Bangladesh Krishi Bank

Sustainable Finance: Encouraging Responsible Investing

In today's fast-paced and increasingly interconnected world, it is more important than ever to consider the long-term impact of our financial decisions. As consumers, we have the power to shape the future by choosing to invest in companies that align with our values and prioritize sustainability. This is where sustainable finance comes into play. With a focus on promoting responsible investing and protecting the environment, sustainable finance is a game-changer for the financial industry. **By considering environmental, social, and governance (ESG) factors in investment decisions, we can balance financial returns with a positive impact on society and the planet.**

Investment Analysis

One of the key aspects of sustainable finance is the integration of ESG factors into investment analysis and decision-making processes. This involves considering factors such as a company's carbon footprint, labor practices, and governance structure when evaluating potential investments. By considering these factors, investors can ensure that their money is being used in a way that aligns with their values and supports a sustainable future.

Promotion

Another important aspect of sustainable finance is the promotion of sustainable business practices. This involves encouraging companies to adopt sustainable practices, such as reducing their carbon footprint, improving labor practices, and increasing transparency and accountability. By doing so, companies can improve their ESG ratings, attract sustainable investment, and contribute to a more sustainable future.

In conclusion, sustainable finance represents a powerful opportunity for individuals and organizations to promote a sustainable future and make a positive impact on the world. By integrating ESG factors into investment analysis and promoting sustainable practices, sustainable finance can help ensure that financial investments are aligned with a sustainable future. As the financial industry continues to evolve, it is essential that we, as consumers, take an active role in shaping the future. Let's embrace sustainable finance and encourage responsible investment practices, not just for our own financial gain, but for the benefit of future generations.

The world is watching, and it's time for us to take a stand for a brighter, more sustainable future.



About the author :

Sayed Mahbubur Rahman
MD & CEO
Mutual Trust Bank Ltd.

INSURANCE
POLICY

TERMS AND CONDITIONS

Sustainability of The Insurance Industry in Bangladesh

The insurance industry in Bangladesh has been growing along with the country's strong economic growth over the past decade. The insurance penetration rate in Bangladesh is one of the lowest in the world, which presents an opportunity for insurance companies to tap into a largely untapped market. Moreover, the government has taken steps to promote the growth of the insurance industry, such as introducing tax incentives and mandating insurance for certain sectors such as the garments industry. These positive factors suggest that the industry has the potential for sustainability in the long run.

However, there are also negative factors that challenge the sustainability of the insurance industry in Bangladesh. Firstly, there is a lack of awareness and education about insurance among the general population, which makes it challenging for insurance companies to market their products effectively and grow their customer base. Secondly, there is a general lack of trust in insurance companies due to a lack of transparency in the industry and a history of fraudulent activities by some insurance companies. Thirdly, the regulatory framework for the insurance industry in Bangladesh is weak, which exposes the industry to risks such as underwriting losses, mismanagement, and fraud.

To address these challenges, insurance companies can work on improving awareness and education about insurance among the general population. This can be done through targeted marketing campaigns, financial education programs, and partnerships with educational institutions. Additionally, insurance companies can take steps to build trust with customers, such as increasing transparency and accountability, improving customer service, and taking action against fraudulent activities within the industry.

Meanwhile, the government of Bangladesh can take steps to strengthen the regulatory framework for the insurance industry. This can include introducing more stringent licensing requirements, increasing the frequency of inspections, and imposing stricter penalties for non-compliance. By addressing the challenges and building on the strengths of the industry, stakeholders can work together to ensure its sustainability in the long run.



About the author :

Md. Jalalul Azim

MD & CEO

Pragati Life Insurance Ltd.

Sustainable Business Governance & Practice

“Our business strategy is complemented by the right focus on its business goal, capacity, community development, and professional human resources with higher technical and specialized education. All of those have enabled us to deliver satisfactory shareholders' return which also contributes proudly towards the Sustainable Development Goals (SDG) of the country with the overarching aim of building a better Bangladesh.”

With a successful **21 years** of experience operating in Bangladesh, Lub-ref (Bangladesh) Limited (hereinafter referred to as 'LRBDL') believes in the strategy of delivering business growth with integrity to invest for a sustainable future. With the right strategy, production capability, portfolio, and most importantly people, we are confident that we will be able to continue delivering sustainable value for our shareholders of the Company and country as well.

The competition was fierce in the last couple of years and we were happy to compete fairly, but we hope to see a further increase in industry compliance as Lubricants companies in Bangladesh. In the coming years, our primary four focus areas of growth, productivity, winning organization, and sustainability remain constant. We have also been recognized both locally and globally in the fields of consistent environmentally sustainable governance, corporate governance, corporate social responsibility, process excellence, and human resources development.





Business Governance through The Board Leadership

A key hallmark of our leadership has also been the high standards of Corporate Governance that we have set for ourselves. **This has been reinforced by the quality of Board leadership we have maintained throughout our journey.** I obviously wholeheartedly recognize and owe to the contribution of Independent Directors, to the Board, and as the Chairman of the Audit Committee as well as the Nomination and Remuneration Committee respectively. Our Company has been facilitated by enjoying immense learning from their rich and diverse industry experience. Their contribution has been immensely valuable and has strengthened governance standards. LRBDL has benefited greatly from their guidance, especially in the areas of Accounts & Finance, Governance, and Risk Management which are the rudimentary pillars for establishing true business governance.



Good Governance and Compliance

Nowadays Good Governance is an integral part of Sustainable Business. Good Corporate Governance (GCG) provides the foundation for a healthy organization. It sets the tone as to how the organization operates and behaves. Our honorable members of the Board of Directors play a pivotal role in shaping governance structure and practices to drive the company to a growth path. Our utmost priority has always been to safeguard the interest of our business partners and shareholders. We continue to work closely with the regulators to ensure compliance in every aspect. Our focus during the last decades was to conduct businesses prudently keeping ourselves within the regulatory framework protecting the interest of all Stakeholders such as Investors, Employees, Customers, Suppliers, Bankers, the Central Governments and Local authorities, and the community by ensuring transparency in all aspects of the Company's affairs.



LUBRICANTS

Passion to Perform



Our Consistent Environment Sustainable Governance (ESG) Focus

In today's world, an industry leader also has the responsibility of taking the initiative to build sustainable business models that unlock greater value for all stakeholders. While 'ESG' is today's fad word, we have always looked at intertwining the sustainability agenda into your Company's business objectives and considered sustainability focus a key driver of long-term value creation. Some of the key elements that we continue to work on in this area are around providing customers with environmentally sustainable products, driving water neutrality, energy conservation, and taking initiatives around enhancing community livelihood. While each of these elements helps the organization drive its sustainability efforts, collectively they create a deep moat for our business, enabling us to generate value for years to come.

I am proud that we are able to make progress on elevating our ESG standards to model benchmarks, thanks to the holistic and facilitative support that we receive from our regulators, as well as through ongoing engagements with our diverse stakeholder groups. We are indeed thankful for their invaluable contributions and seek their continuous support – today and well into the future.

I take this opportunity to reiterate that at LRBDL good governance is not just a priority but a vital part of our culture. Continuing to meet our legal and regulatory obligations and delivering results with integrity and transparency represents a fundamental part of our identity. We have always placed our faith in the long-term, and this requires that we embrace an uncompromising stand on regulations and maintain world standards in our products' quality.



Our Contribution to Carbon Footprint Consideration of recycling of used LUBE-OIL

In Bangladesh, the yearly lube oil consumption is around 160,000 MT and after use, almost the same amount comes as waste which is toxic and a serious hydrocarbon pollutant to the environment. By recycling this used lube oil we can save almost 112,000 MT of Lube Base Oil every year amounting to TK. 1364 Crore and also reduces around 316,200 MT of CO2 emission as per US Energy Information Administration (EIA) that will be a direct synergy to the United Nation's [UN] mission for reduction of 1.50C Temperature by 2050 mainly targeting on reduction of the CO2 emission as major.

Recycling can save almost
112,000 MT
 of Lube Base Oil
Every Year!!

amounting to
TK. 1364 Crore

**Which also reduces around
 316,200 MT
 of CO₂ emission**

as per US Energy Information Administration (EIA)



Corporate Social Responsibility

- 01** Seminar and motivation on environmental cleaning campaign.
- 02** Contribution to Jessore University of Science and Technology for fresher reception program and Seminar on Prospects of Mining Engineering in the Power and Energy sector in Bangladesh.
- 03** Provide training to the University Students on Industrial applications.
- 04** Provide Practical Training to Bangladesh Marine Academy on Lubricants Basics and Lubricants Testing
- 05** With the aim of serving the community, we involved ourselves in socio-cultural and philanthropic activities for a couple of decades. We have been working to uplift underprivileged communities through the help and patronizing of Underprivileged Children's Education Programs (UCEP) for more than a decade.

Mr. Mohammad Yousuf, Managing Director is also serving as a Chairman of the Employer Association of UCEP, Ambagan, Chittagong.

06

In order to raise consciousness about a clean and healthy environment, LRBDL arranged several mass awareness seminars on environmental cleaning and participated regularly in environment cleaning operations which were organized by BSCIC, Chittagong. LRBDL is always aware of environmental compliance and adopts policies to preserve the environment by practically minimizing emissions and waste.

07

Effective waste oil management fits perfectly into CSR. It diminishes the influence on the environment. Additionally, it contributes to job creation and the development of a green economy. Lub-rref works towards recycling used oil and waste oil management to save the environment from air, soil, and water pollution.

08

What we believe to influence young researchers in the petroleum & mining field and perform research that enhances the state-of-the-art in petroleum & mining technology, Lub-rref donated funds to the Department of Petroleum and Mining Engineering, Jessore University of Science and Technology (JUST). An important seminar was held on the Prospect of Petroleum and Mining Engineering in the Power and Energy Sector in Bangladesh where Mr. Nasrul Hamid, the Honorable State Minister of Power, Energy, and Mineral Resources was the Chief Guest.



01 Motivational Campaign

02 Prospects of Mining Engineering

03 Training on Industrial Applications

04 Training on Lubricants Basic & Lubricants Testing

05 Socio-Cultural and Philanthropic Activities

06 Mass Awareness Seminars on Environmental Cleaning

07 Waste Oil Management for Green Economy

08 Influence Young Researchers

EMS

Sustainability Through The Environmental Management System

The management of Lub-rref (Bangladesh) Limited has taken an initiative to continuously improve the environmental aspects arising from the company's activities and to guarantee legal compliance. The system is documented in an environmental management system manual, which includes the environmental policy, the environmental objectives, and the planning process. In addition, the environmental management system (EMS) focuses on the following aspects:

- 01 Internal organization of an environmental management system and tasks at all management levels as well as control of processes with environmental impacts
- 02 Control, corrective and preventive measures
- 03 Environmental management system documentation.

Conclusion

Last but not least, Governance experts agree on many things, but they have historically struggled to develop a distinct way to measure good corporate governance, so the topic continues to be a lively subject for debate. Although ESG disclosures are becoming increasingly commonplace, and there are now frameworks for corporate governance monitoring and measurement, many companies still have work to structure their reporting on governance, CSR, and ESG as well we are not departed from these.

Good corporate governance is essentially built on three precedents — economic progress, social development, and environmental improvements. Good governance ultimately fosters sustainability, creates sustainable values, and helps companies achieve these values. Companies also realize long-term benefits, including reducing risks, attracting new investors and shareholders, and increasing the company's equity. Finally, without establishing true governance, sustainable business growth might transpire for ruin and shortly live.

EMS

- 01 The Environmental Policy
- 02 The Environmental Objectives
- 03 The Planning Process



About the author :
Salauddin Yousuf,
Director
Lub-rref (Bangladesh) Ltd.



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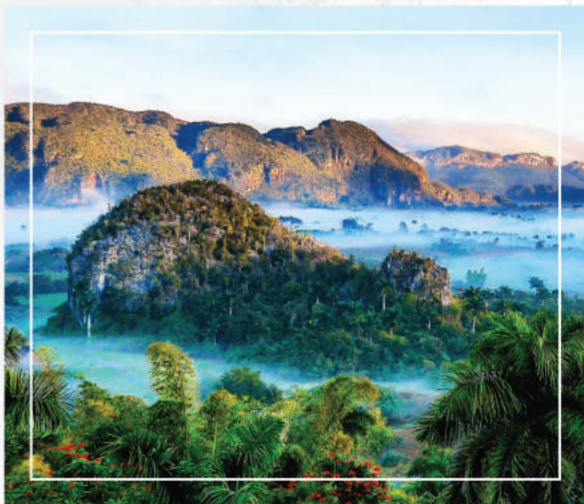
Lub-rref (Bangladesh) Ltd.

(An ISO 9001:2015, 14001:2015 & 45001:2018 Management System Certified Company)

Environmental Sustainability : Managing Natural Resources and Climate Change

"The ultimate test of man's conscience may be his willingness to sacrifice something today for future generations whose words of thanks will not be heard."

-Gaylord Nelson, founder of Earth Day.



The planet we call home is facing unprecedented environmental challenges, from climate change to the depletion of natural resources. But it's not too late to turn things around. By taking action for environmental sustainability, we can protect our planet and secure a healthy future for generations to come.

Managing natural resources is a critical component of environmental sustainability. From forests to water sources, our planet's resources are finite, and it's up to us to use them responsibly. This means reducing waste, conserving energy, and protecting ecosystems. It also means embracing sustainable practices, like recycling, composting, and reducing our carbon footprint.

The burning of fossil fuels, deforestation, and other human activities have caused the planet's average temperature to rise, leading to an increase in natural disasters such as hurricanes, droughts, and heatwaves. This is a pressing issue that demands immediate action. To tackle climate change, it is vital to reduce emissions and transition to clean, renewable energy sources such as wind and solar power. The future of our planet depends on it.



As we look towards the future, it's clear that environmental sustainability is a challenge that we must all come together to address. From the way we use energy in our homes to the products we buy, every choice we make has an impact on the planet. But this challenge is also an opportunity. By taking control of our impact on the environment and managing our natural resources wisely, we can create a world that is cleaner, healthier, and more sustainable for generations to come. It's time to embrace the responsibility that comes with being stewards of the planet. Let's start today by making small changes in our daily lives, like using energy-efficient light bulbs, taking public transportation, or recycling.

We must build on these efforts and continue to push for coordinated action at all levels. Our individual efforts towards sustainable practices are essential, but we must also collaborate with others to make a meaningful difference. Governments, businesses, and individuals all have a role to play in creating a sustainable future. By working together and holding each other accountable, we can achieve our shared goal of protecting our planet for future generations.



About the author :

Shehzad Munim
Managing Director ,
BAT Bangladesh
Trustee
Valor of Bangladesh

So, let's start today and take control of our impact on the environment, because the future of our planet depends on it.

*“Coming together is a beginning
staying together is progress
and working together is success.”*

- Henry Ford, Edward Everett Hale





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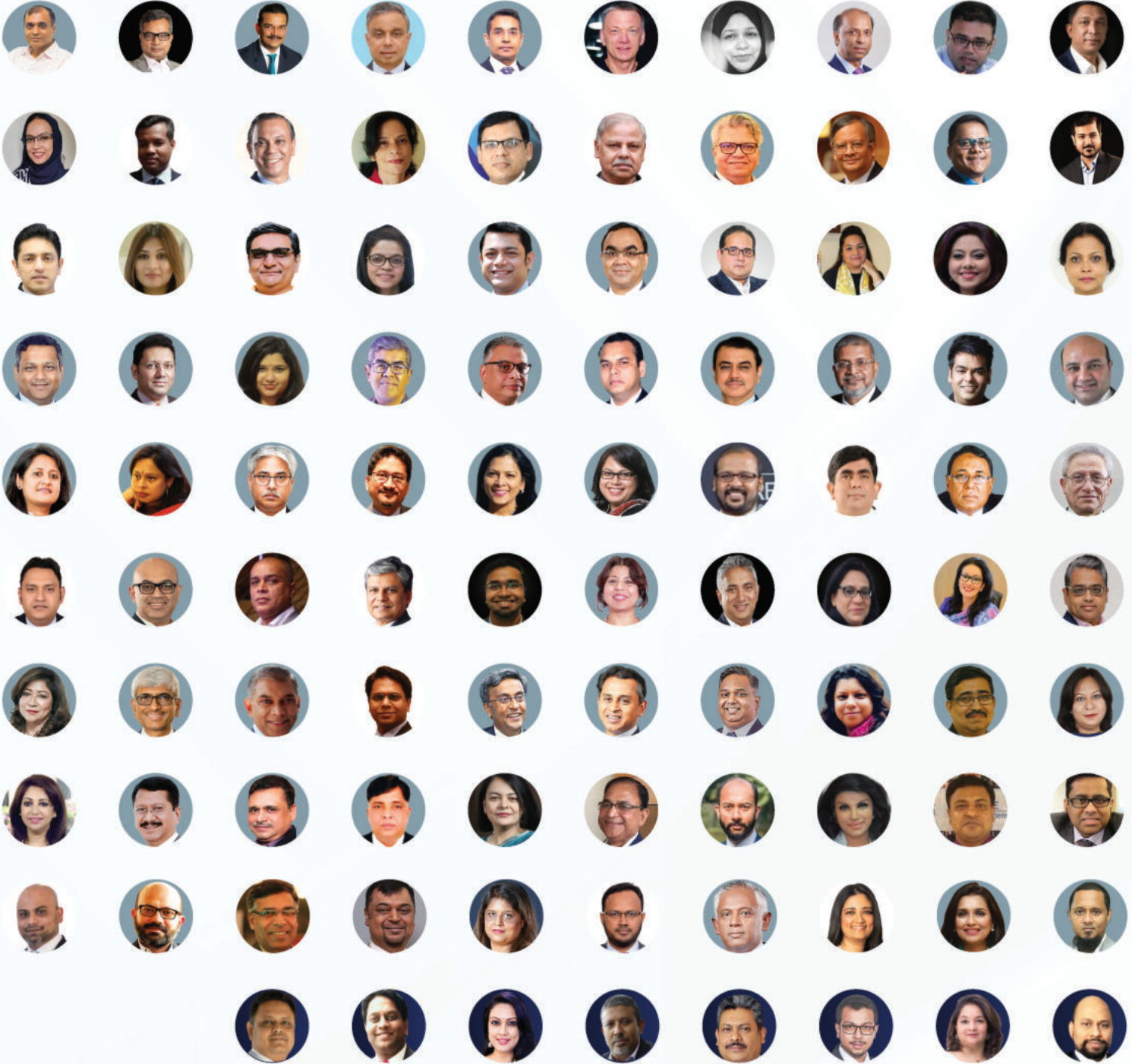
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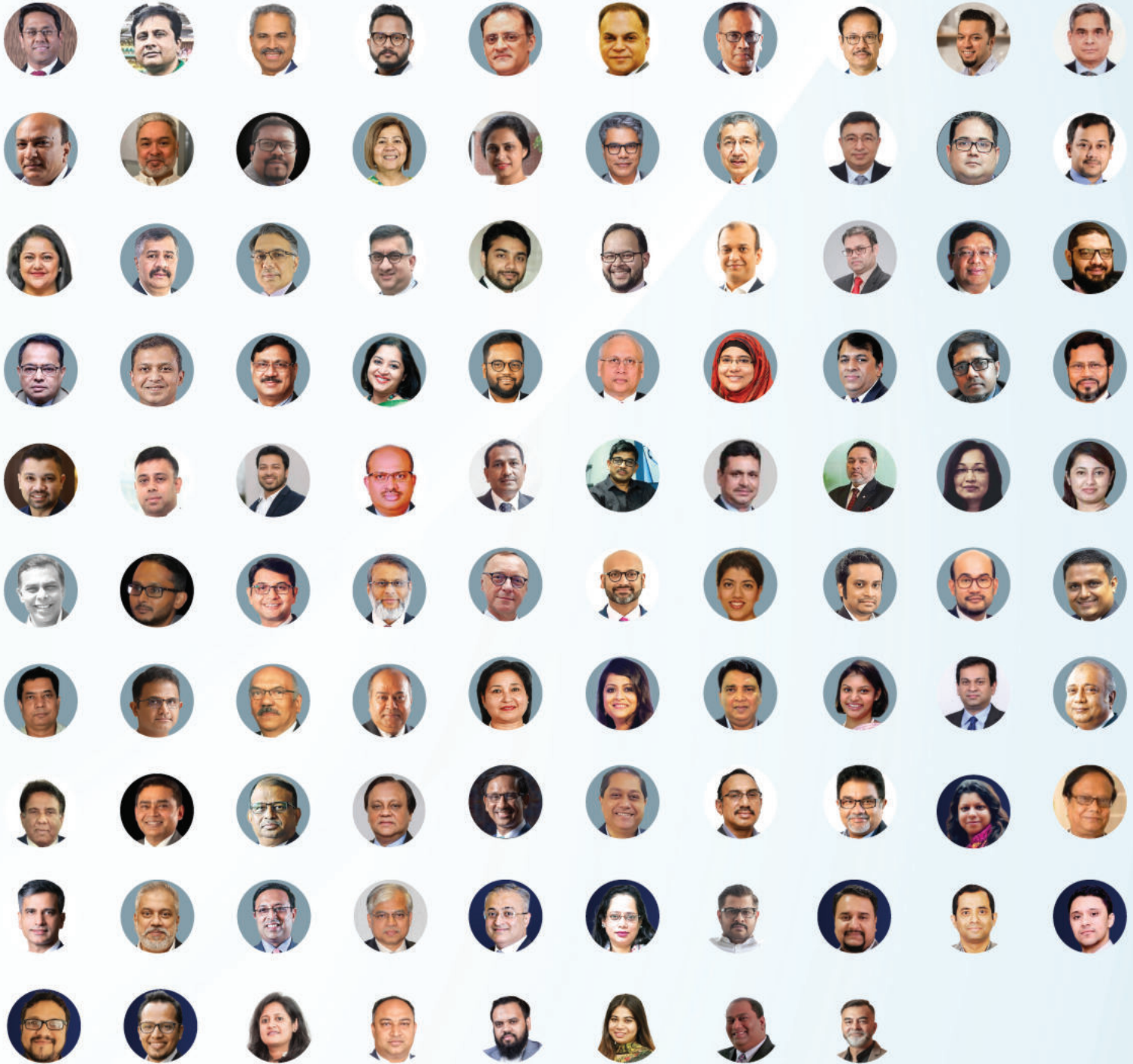


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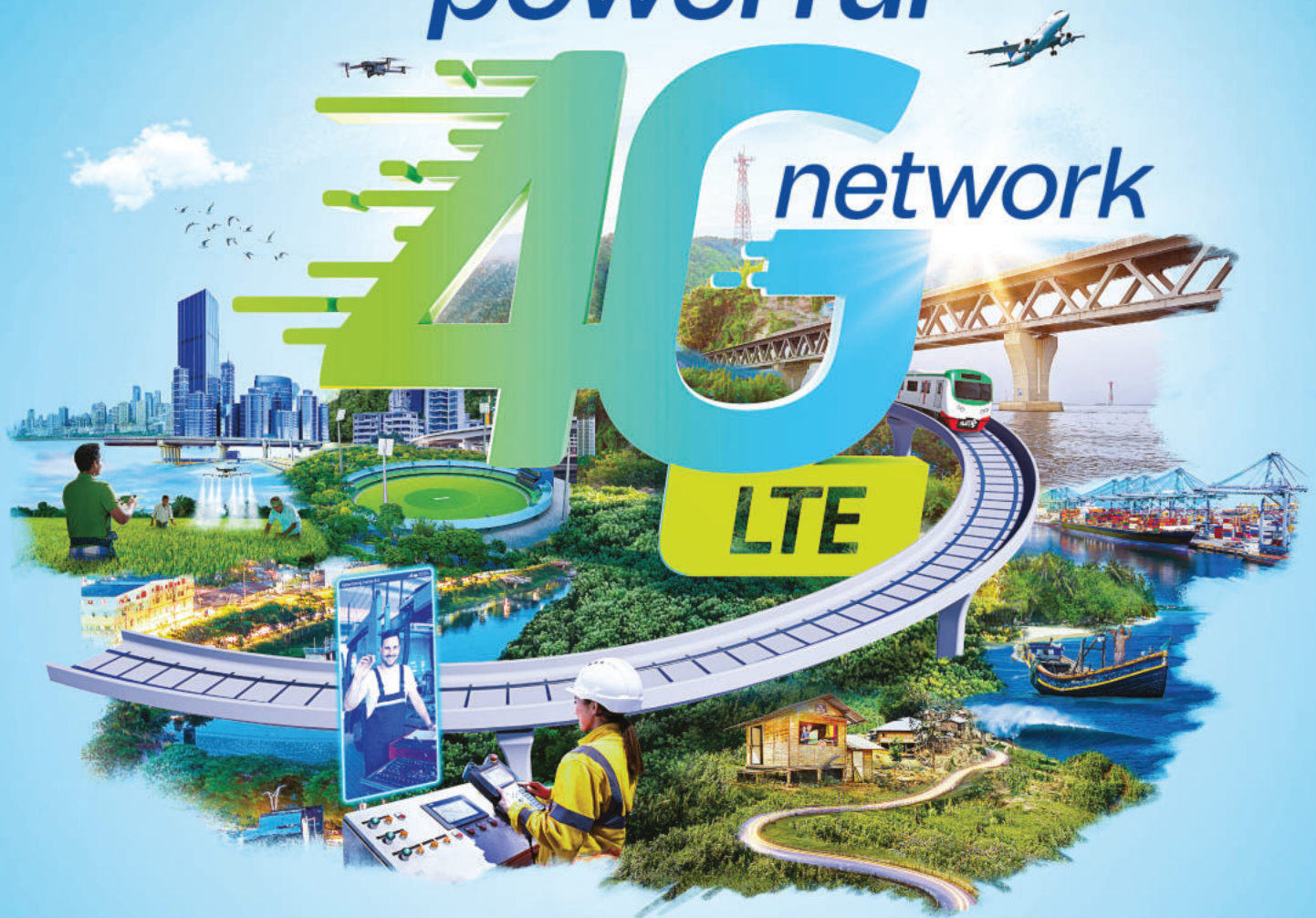


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Overall	4.5 
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Personality	4.1 

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NEXT LEVEL LEADER



PROGRAM MODULE

Module 01: People Excellence
Achieving through people

Module 02: Cultivating Sustainable Culture and Leadership
Driving the cultures of sustainability

Module 03: Brain Bone & Nerve
Building a sustainable organization of purpose

Module 04: Leading the Board
Vision and Mission, Objectives and Strategy

Module 05: Building Blocks & Corporate Strategy
Corporate Strategy and its Building Blocks

Module 06: Dive into ESG
Environment, Social & Governance



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The NEXT LEVEL LEADER is a two-day-long masterclass, teaching sustainable leadership principles, led by industry icons. It encourages challenging the status quo for a sustainable future. Participants receive certification and attend a grand dinner with business leaders.

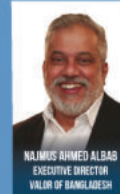
Coordinator (Chief Faculty)



GUEST FACULTY



PROGRAM MODERATOR



Program Details:

Time : 9:30 Am - 6:00 Pm
Facilitators : Board of VoB, Senior and Former Chief Executives, Academicians and Subject Matter Experts
Delegates : CXOs and Aspiring CEOs, Business Managers, Divisional Heads, Business Leaders & Entrepreneurs.

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**THE BANGLADESH
STRATEGY
SUMMIT 2023**

INTRODUCTION

To make substantial progress in Bangladesh towards building a greener, healthier, wealthier, and more inclusive society, it is crucial to bring together thought leaders, experts, and decision-makers in an open debate. The Bangladesh Strategy Summit 2023 provides the platform for this purpose, with a focus on key Sustainable Development Goals (SDGs) to help achieve national objectives. The summit highlights the importance of economic resilience and the capital market's role in creating a sustainable future. By promoting a green and inclusive economy, Bangladesh can improve livelihoods, create jobs, and reduce poverty.

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ONE-ON-ONE MEETINGS WITH
INVESTORS

GLOBAL AND NATIONAL BUSINESS
SUSTAINABILITY REPORT

C-SUITE EXECUTIVES

POLICY MAKERS & REGULATORS

STARTUPS & INNOVATORS

YOUTH & CHANGEMAKERS

DAY 01

KEYNOTE

BANGLADESH ECONOMIC RESILIENCE

PLENARY TOPICS

- 01 Banking & Small and Medium Enterprises
- 02 Financing the Green Transition: Green Financing and Bonds
- 03 Digital Economy and ICT engine: Potential of Digital Transformation
- 04 Revitalizing the Manufacturing Industry for Sustainable Export Growth: Manufacturing & Export

DAY 02

KEYNOTE

DEEP DIVE INTO SDG

PLENARY TOPICS

- 01 Powering Bangladesh: Transformative Energy and Infrastructure Solutions
- 02 Building a Healthier Bangladesh: Challenges and Opportunities
- 03 Transforming Agriculture in Bangladesh: Challenges and Opportunities
- 04 Reimagining Education: The Future of Learning in Bangladesh

DAY 03

ROUND TABLE

*Building a Sustainable Bangladesh :
Summit Takeaways and Actionable Solutions.*

bringing together thought leaders, experts, and decision-makers to summarize the event's key learnings and identify actionable solutions for driving progress towards a more sustainable and inclusive Bangladesh.

VENUE: Inter Continental Dhaka



DATE: August 26 - 28, 2023

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