

I'm not a bot



## Hirdaramani group annual report

**Hirdaramani group revenue. Hirdaramani company profile. Hirdaramani annual report. Hirdaramani group.**

Hirdaramani Group's Future First initiative sets ambitious sustainability targets for 2025, aiming to make a significant impact on the environment, employees, communities, and customers. Their 2022 Sustainability Report highlights impressive progress towards achieving 28 targets, including reduced carbon emissions, efficient water management, and controlled waste across facilities. The Group has made notable strides in promoting sustainable practices, such as renewable energy investments through rooftop solar projects and standalone wind and solar initiatives. Product development teams have launched circular apparel programs and detailed tracking of Certified Sustainable materials for production. In response to the challenging Sri Lankan economy in 2022, Hirdaramani focused on community support with food donation programs, medication donations, and launching a model vegetable garden initiative. 'Hirdaramani Waga Sangramaya', which received the Best Project Award at the Ceylon Chamber of Commerce's Sustainability Awards. The Group remains committed to promoting wellbeing through their in-house developed program, WOW, driving diversity, equity, and inclusion within the organization. Hirdaramani is a pioneering Sri Lankan apparel group that has evolved into a global manufacturer providing integrated design, sourcing, production, and distribution solutions to premium international brands. With over 55,000 employees across six countries, Hirdaramani partners with clients to deliver high-quality garments to discerning customers worldwide. Their approach to sustainability is deeply ingrained in their values, focusing on conserving resources, empowering people, supporting communities, and fostering trust through transparency and accountability. Key highlights from the 2021 Sustainability Report include: - **\*\*Sustainable Manufacturing Technologies\*\***: Empowering future ambitions with sustainable manufacturing practices. - **\*\*Equal Opportunities, Diversity and Inclusion\*\***: Ensuring a culture of equality in all aspects of work life. - **\*\*UN Sustainable Development Agenda\*\***: Aligning goals with global sustainability initiatives for a better tomorrow. **\*\*Ambitions for 2025\*\*** include significant strides in environmental conservation, community development, healthcare improvements, energy efficiency, water management, waste reduction, and commitment to ethical standards. At Hirdaramani, we've never taken the easy route - it's part of our DNA to push boundaries and make a positive impact on the planet, people, and communities. Our commitment to carbon neutrality has earned us certification for the ninth consecutive year, despite the challenges we faced during difficult times in 2021. We've also accelerated digitalisation investments that benefit our people, customers, suppliers, and the environment. Our internationally recognized Wellbeing program supported associates and their families during hard times, while our community initiatives across Sri Lanka, Vietnam, and Bangladesh demonstrated our alignment with global ESG standards. We've been early adopters of best practices, from UN Sustainable Development Goals to LEED certification, and we're proud of our long history of tackling obstacles head-on. This year, we launched our Future First sustainability roadmap, which aligns with science-based targets, giving us a renewed impetus to make a difference. By holding ourselves accountable through our roadmap, we'll not only have a direct impact but also support the sustainability agendas of leading global apparel and fashion brands. As a family business rooted in our heritage and culture, we live by values that drive innovation, do the right thing, and make things better. Our ambition is to be a global sustainability trailblazer and standard setter within the apparel industry - a journey that will continue for centuries to come. As we move forward together, we'll continue to take the lead in tackling the toughest challenges head-on. Believing that even the impossible is possible, we've been driven by our values to make a positive impact on the environment and society. Over the past two years, we've faced some of the most significant global ESG agenda has been at the forefront of our efforts. In 2006, a turning point for us was the documentary "An Inconvenient Truth." This sparked a fundamental shift in our approach to sustainability, moving from simply checking boxes on reports to genuinely transforming our business and committing to making things better. Since then, we've made significant strides - opening the world's first custom-built green apparel factory, launching wind energy projects, and striving for LEED green building standards. Throughout our journey, we've remained committed to aligning with UN Sustainable Development Goals and prioritizing environmental and social innovation. We collaborate with customers and industry peers to pioneer more sustainable products, use environmentally friendly materials, and reduce waste. Our efforts have not only reduced our own carbon footprint but also helped others do the same. As we look to the future, we're proud of what we've accomplished and excited for what's to come. We'll continue to innovate, think big, and strive for a better tomorrow - making it possible for everyone to thrive. We've been thinking about how we can make a positive impact through our manufacturing of denim jeans, one of the most resource-intensive garments. In 2019, emissions from energy across all activities were quite high, so we started reviewing our sustainability strategy with a new materiality assessment to set future goals. Our mindset shifted in 2020 when we began researching and implementing an environmental sustainability strategy that recognised the importance of our responsibility to future generations. We achieved I-REC accreditation, which showed us that we had high standards for energy monitoring systems. We then launched Future First, our sustainability roadmap, setting ambitious targets aligned with global initiatives from 2025 onwards. Our drive to making things better is guided by our company values, where we strive to create the future, make things better, be stronger together, keep it moving, and believe we can. Vietnam has embarked on a long-standing initiative to implement sustainable practices among customers, communities, colleagues, industry, and encompassed stakeholders, including a comprehensive benchmarking exercise that involves the implementation of Higg FEM and FSLM standards. The material topics under consideration include qualitative and quantitative analysis of green building certifications and the WOW project. During my work with Hirdaramani, I was impressed by the competent teams and their in-depth assessment of areas that matter most to stakeholders. The materiality assessment helps guide our future efforts and is a best practice example in sustainability. The team has conducted site visits to various facilities as part of their commitment to achieving measurable sustainability progress towards 2025 targets. Our approach aligns with the United Nations Sustainable Development Goals Framework (UN SDGs), which aims to preserve oceans, forests, and drive economic growth while tackling climate change. We recognize a holistic sustainability strategy that ensures ending poverty and deprivation must go hand-in-hand with strategies that improve health and impact. Our efforts are guided by international frameworks such as ISO 14001:2015 and ISO 26000:2010. As we embark on Future First, we're making our business and values - Conserve, Empower, Support, and Trust - more resilient while aligning with what our customers, employees, and society want: to work with and buy from brands they trust. This strategy was developed with input from a range of stakeholders, guided by industry best practices, and informed by expert consultants. We're committed to reducing the impact we have on the planet and making choices that are good for everyone involved. We promise every day to inspire, uplift, and protect our people - helping them live happy, healthy lives, and upholding the highest quality sustainable products. From how we manufacture to what we create, we're putting the future of lives first by aligning with science-based targets and working together with stakeholders to uphold governance and standards. Our 2025 ambitions include: - Achieving 100% LEED or green building certification for all facilities. - Reducing greenhouse gas emissions by 50%, water consumption by 30%, and waste to landfill by zero, while ensuring 80% of raw materials used are certified sustainable. - Having 70% of supervisors trained through our Supervisory Development Program and holding 30% of leadership positions with women. - Impacting 12,800 people annually through education and community projects spearheaded by each factory. We're on the road to net zero energy usage, using sustainable manufacturing technologies, conserving water resources, managing chemicals responsibly, and reducing waste. These actions are guided by our commitment to Conserve, Empower, Support, and Trust - a promise to everyone we touch. We are committed to making a positive impact on the planet by reducing our environmental footprint. Our approach focuses on conserving nature's resources while creating beautiful products that benefit future generations. We have long prioritized sustainability in our manufacturing processes, from sourcing natural fibers and colors to minimizing waste. Our Hirdaramani way has always emphasized the importance of preserving and enriching our environment. We've been a pioneer in driving initiatives and adopting technology to reduce our environmental impact. For example, we use energy-efficient solutions to power our facilities and transport raw materials and finished products. Although the fashion industry accounts for only 10% of global greenhouse gas emissions, we recognize its significant contribution to marine microplastics and carbon dioxide emissions. To address this, we've set ambitious targets: by 2025, we aim to achieve 100% certified sustainable raw materials, reduce energy consumption by 50%, and certify all facilities as Carbon Neutral. !!! As we move towards a more sustainable future, our goal is to equip all our facilities with at least 70% energy-efficient equipment by 2025 and source at least 50% renewable energy by 2030. We have already started implementing initial recommendations from our energy audits, including installing submeters in clusters and facilities, and setting specific KPIs for energy sources. With a strong track record of LEED and green building certifications, we are committed to achieving 100% certified facilities by 2025 through a combination of energy efficiency and renewable energy investments. Our ultimate aim is to reach net-zero greenhouse gas emissions each year across our entire manufacturing footprint. We have already achieved this status for our Sri Lankan facilities and have aligned with the Science Based Targets Initiative (SBTI) to provide us with a roadmap for achieving net-zero globally. We are not only investing in renewable energy but also holding ourselves accountable for our progress, ensuring transparency about our efforts to reduce greenhouse gas emissions. As part of our sustainability drive, we aim to have all our facilities LEED or green building certified and recognize international standards that acknowledge sustainability achievements and leadership. With 16 facilities across Sri Lanka already certified as of the end of 2021, we are committed to making steadfast progress towards our goals, including investing in renewable energy as a vital component of our future plans. Vietnam and Bangladesh have been certified, and we're working on upgrading existing facilities and building new ones to meet these standards. Our on-site renewable power generation capacity has grown significantly, reaching a massive 16.2 GWh annually. We also have wind and mini hydro power capacities of 100 MW and 25 MW, respectively. Most of our renewable energy comes from solar PV panels installed on all facility rooftops through the Suryadhanavi Rooftop Solar Project. This project generates 16.2 GWh annually, saving us 13,400 tonnes of carbon. The apparel industry has traditionally used a lot of water - it takes around 7,000 litres to make just one pair of denim jeans. To tackle this issue, we've focused on water efficiency by creating new processes that reduce consumption and improving rainwater harvesting methods at our facilities. We also ensure all our plants have water treatment systems in place or boost recycling rates. Our goal is not only to reduce consumption but also to manage chemical usage and discharge responsibly. Water is a valuable resource for both us as manufacturers and the environment, so we take preserving it very seriously. To achieve this, we're committed to optimising water use, minimising pollution, and reducing our reliance on ground water and municipal supplies by 2025. We've made significant progress in recent years. In 2021, we upgraded most of our laundries with more efficient equipment and conducted detailed audits to identify areas for improvement. We also installed sub meters to monitor water usage from all sources and implemented water-efficient systems like taps and dishwashers in non-industrial processes. We're on track to meet our ambitious targets by 2025, including reducing industrial wastewater recycling by 50%, increasing the use of rainwater harvesting for domestic water consumption, and meeting 10% of our freshwater needs through this method. These achievements are part of our broader commitment to sustainability and align with the United Nations' call for action on environmental issues. We're committed to being in fashion while minimizing our environmental impact. To achieve this, we're scrutinizing every aspect of our operations. Many of our facilities have already benefited from our long-standing Reduce, Reuse, Recycle policies, but we're constantly striving for improvement. We've implemented systems to accurately track waste generated during production and non-production processes. As part of this effort, we've mapped out fabric waste by composition and quantity to boost recycling rates. Our goal is to reduce waste sent to landfills by 5% and increase recycled fabric waste back into production processes by 80% (compared to our 2019 baseline). We're working towards a zero-waste goal for all of our facilities. As an initial manufacturing member of the Sustainable Apparel Coalition, we've played a key role in developing the Higg Index, which sets landmark standards for assessing environmental and social sustainability across the apparel supply chain. Over the years, we've worked closely with SAC to improve the standards, making them practical, actionable, and valuable in driving ESG outcomes. As of 2021, our Hirdaramani-owned facilities have achieved Higg Facility Environmental Module (FEM) Level 2, while our managed facilities have achieved FEM Level 1 or higher. Our goal is to achieve Higg FEM Level 3 by 2025. We've also made significant progress in chemical management. Our washing facilities have earned the 'Zero supplier Foundation Level' certification from ZDHHC. We're committed to reducing our use of hazardous substances and achieving best-practice standards in our approach to chemical management. To further reduce our environmental footprint, we've developed lists for industrial processes that use chemicals intensively. Our goal is to achieve Zero Discharge for Level 1 and 2 requirements on processes that manufacture Restricted Substances Lists (RSL) and Hazardous Chemicals (MRSL). We do this by implementing chemical management processes in line with our 2025 CHEMICAL GOALS. To ensure compliance, we use the ZDHHC Gateway to check our inventory against the MRSL. All chemicals used in our facilities, including production and non-production ones, are bound by ZDHHC MRSL Version 2.0. We've made significant progress in eliminating hazardous chemical usage in our processes, and we're committed to using safer chemicals wherever possible. Our washing plants adhere to ZDHHC Wastewater 1.1 version parameters, and we conduct bi-annual testing for treated water, raw waste water, and sludge. These reports are updated on the ZDHHC portal. We've also achieved Zero Discharge for industrial processes and eliminated the use of pumice stones in laundry processes. Our reports on these achievements are publicly available through our ZDHHC portfolio. As part of our approach to sustainability, we're committed to conserving resources, empowering our teams, supporting innovation, and trusting in our capabilities. Over the past 13 years, Mihila has been at the forefront of sustainable practices, adopting cutting-edge technologies to reduce energy use, water consumption, and waste generation. As a custom-built eco-friendly apparel factory, we've prioritized renewable energy sources, increasing our rooftop solar power from 22,000 kWh in 2018 to 1,181,482 kWh in 2021. We're committed to transparency and accountability through I-RECs for Mihila. As a family business, Hirdaramani has made a promise to its extended family every day - to inspire, uplift, and protect them. We cultivate a tight-knit culture that supports growth, both professionally and personally, through our wellbeing program. We're proud to promote diversity and inclusion and foster a welcoming working environment. Our 2025 People Ambitions aim to reach specific goals: 100% of the Group involved in Wonders of Wellbeing, 30% of leadership positions held by women, 70% of supervisors reached through our Career Enhancement Program, and 80% of facility supervisory positions held by women. We're committed to putting people's futures first, both within Hirdaramani and across the apparel industry. Our company has implemented a Social & Labour Convergence program (SLCP) in all our facilities, which also utilizes the Higg Facility Social and Labour Module (FSLM). This ensures that we meet the minimum score target of 21 in terms of sustainability and social responsibility. We are committed to creating a culture that promotes personal growth, wellbeing, entrepreneurship, and inclusion, along with competitive salary packages and benefits. We have a rich history of using our entrepreneurial policies and spirit to create opportunities for our associates. Our goal is to recognize and train new skills, and we continuously improve our processes to stay innovative. We offer flexible working arrangements, including on-site solutions, to support the well-being of our employees. With over 55,000 associates across six countries, we are dedicated to making a positive impact. Our approach to sustainability is based on international standards, and we have implemented the Higg Facility Social and Labour Module (FSLM) to ensure that all facilities meet the minimum score requirement by 2025. We engage with our stakeholders to foster a culture of values, which include respecting relationships, collaborating like family members, and implementing systems that benefit everyone. We value continuous progress, staying ahead of the curve, and overcoming obstacles with hope and determination. Our company has an insatiable hunger for achievement, and we believe in empowering our associates to succeed. We are committed to creating a better world through our sustainability initiatives and strive to be a leader in responsible business practices. WOW has become an integral part of our operations in Ethiopia, extending beyond direct employees to their families and broader communities. We started by defining what wellbeing means for us at Hirdaramani, and came up with the idea of a life well-lived - healthy, wealthy, and meaningful. This led to two more questions: How do we help people live healthier, wealthier, and more meaningful lives? And how do we make it happen in a systematic, scalable, and data-driven way? Our answer was Wonders of Wellbeing (WOW), a holistic strategy that integrates wellbeing into our business' agenda and culture. It's based on five key pillars - psychological, relational, physiological, economic, and environmental - which are assessed annually using 120+ indicators to measure our impact. As of 2021, approximately 21,708 people have participated in WOW. Our approach is inspired by the idea that an employer can make a positive difference to people's lives. We believe that happy employees are inspired employees, and that's why we're committed to promoting a holistic approach to wellbeing among staff, their families, and our wider communities. Recognised by Harvard University's T.H. Chan School of Public Health; Shine, the Sustainability and Health Initiative for NetPositive Enterprise; and public health advocates Swasti Health to name a few, our commitment to WOW has led to meaningful improvements in employee wellbeing, is centered around living life to the fullest, and as people evolve, we continuously introduce new elements that reflect what that means. As demographics change, lifestyles adapt, and individuals' perceptions of a fulfilling life shift. We're confident in our foundation of tools and resources to adjust to these changes, ensuring our strategy meets current and future wellbeing needs. ##### Wellbeing Initiatives We support over 250 pregnant mothers and 4,000+ employees through regular pregnancy care and parenting workshops. Factory canteens provide specialized meals for expectant mothers to promote their health and wellness. Additionally, we train more than 200 wellbeing champions each year, who champion wellness at the factory level, driving initiatives and programs that meet both global and localized priorities. ##### Financial Literacy Our WOW program focuses on financial literacy and positive financial habits, offering regular workshops and education to guide employees on various aspects of their financial wellbeing. As a result, we've seen a 40% improvement in savings behaviors among employees. ##### Equality, Diversity, and Inclusion Hirdaramani has always been an inclusive organization, where people from all genders, races, and religions work together. We pride ourselves on celebrating diversity, fostering a supportive culture, and giving people the freedom to achieve their goals. However, we recognize that upper management among women remains low due to social and cultural factors. In 2021, we marked a milestone by taking a systematic approach to addressing these issues, promoting female financial independence, and breaking cycles of violence and poverty. Hirdaramani values its employees' growth, fostering a supportive environment that prioritizes women's empowerment. The company's leadership breakdown reflects this commitment, with 64% of the team being female. Employees like Thanh Nga find motivation in Hirdaramani's learning opportunities and policies supporting work-life balance. These initiatives allow women to reach their potential and be present for their families. The company also has a strong approach to sustainability, conserve resources, empower its workforce, support diverse communities, and build trust with stakeholders. Parul's story is an inspiration of overcoming adversity through determination and hard work. She progressed from being a Junior Quality Checker to becoming a Supervisor, managing her family's expenses while achieving her own goals, including completing a Bachelor's Degree and supporting her siblings' education. Thejani Amarasinghe credits Hirdaramani's culture for enabling her to balance her career with family life without compromise. As an Assistant Manager - Merchandising, she is pursuing her MBA, highlighting the company's support for its employees' growth. Hirdaramani responded effectively to the COVID-19 pandemic by manufacturing and donating testing swabs, showcasing their commitment to supporting the community during a time of need. Due to unprecedented demand from various industries, we faced an uncharted challenge that required us to shift our focus towards safety and supporting the economy. With no prior plan in place, we invested heavily in learning and adapting quickly to change the way we work. In every country where we operate, we implemented measures to prioritize employee safety and continue contributing to local economies. This included adjusting production lines, adding safety panels, and using minimal staff to meet high demand for PPE and apparel exports. To minimize outbreaks, we introduced temperature checks, sanitization measures, and strict rules on mask-wearing and social distancing. We also established regular disinfection processes and provided employees with masks, handwashing stations, and medical support when needed. During this time, we maintained open communication channels and educated our staff on Covid-19 prevention methods. In some countries, we even arranged tele-consultations with doctors and delivered essential supplies to employees in need. As the situation evolved, our factories adapted by introducing innovations such as steam inhalation stations and hot water tumblers to support employee health. We also provided financial assistance, including a \$10,000 donation to a dental clinic in one of our locations. Hospital. Clinic offers free dental care to approximately 70,000 people working in the Karnaphuli Export Processing Zone, expanding access to essential treatment. FAIRTRADE: Empowering Workers to Lead Initiatives Fairtrade centre offers free childcare with sustainability labels, but what makes it a reality? Patagonia supported us in achieving Fairtrade certification. Free childcare signifies that people are treated well, paid fairly and have safe work environment. This also gives parents to work and offer new opportunities to their children. Our other Fairtrade factories are driving initiatives that make a difference. For instance, at our US Fairtrade-certified Mihila factory, the Fairtrade Employee Council decided to use initial funding to build and run community development fund. Support Communities Hirdaramani have supplied more than 9,300 pieces of personal protective equipment, 1,100 test kits and 300 hand sanitizers. We believe that by working together with agencies and frontline workers, along with proper equipment, we can help communities manage their own needs. This requires true collaboration to address complex issues and create positive changes in healthcare facilities like Wethara Hospital. In Vietnam, people's daily lives are crucial to us, as our actions have a significant impact on those around us. We strive to make a difference by helping one another, whether it's during a crisis or supporting long-term health and education initiatives. Our community ambitions for 2025 include: \* Supporting 6,000 students annually through education projects \* Impacting 6,000 people annually through community reforestation and biodiversity projects \* Reflecting the efforts of each factory in their respective areas We have set ambitious targets to achieve by 2025, including: \* One hundred percent of our facilities being LEED green building certified \* One hundred percent of our employees undergoing training and development programs Hirdaramani's Journey towards Sustainability At Hirdaramani, sustainability has always been an essential focus. As a family business with a heritage of being responsible and sustainable, our journey began in 2006 to commit to sustainability in a more structured manner. We opened our first green factory, "Mihila," in 2008, which changed how we viewed operations. While it may seem costly in the short term, long-term benefits for businesses and the planet are massive. Our goal is to be an example to other enterprises, as choosing sustainability requires commitment. Hirdaramani has won many accolades, including being the world's first custom-built green apparel factory and Asia's first carbon-neutral apparel factory. We continue this journey by innovating and challenging ourselves. Active involvement with organisations such as the Ellen MacArthur Foundation and the Sustainable Apparel Coalition helps us create a more sustainable industry. The company remains committed to its legacy of creating a better future for people and the planet. Despite challenges like COVID-19 and economic crises, our focus is on staying on track with ambitious targets. Projects are underway, and we will continue to do our best to make the world a better place.