**PADMA ESG - COMMUNITY ENGAGEMENT AND CONTRIBUTIONS POLICY**

Community Engagement and Community Contributions Policy

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Version** | **Issued** | **Revised** | **Next review due** | **Owner** |
| 1.0 | 06.7.2025 | 16.07.2025 | 30.12.2026 | AMDAP ESG Leadership Group |

1. Scope

This policy applies to all employees within PADMA regardless of employment contract, trainee status or working hours.

1. Purpose

Padma is dedicated to creating a more sustainable future for all. To support this goal, we are committed to building meaningful relationships with our stakeholders, including our clients, colleagues, suppliers and the communities of which we are members.

Our goal is to be a good neighbour – enhancing our community reputation and goodwill, whilst making a positive difference to society.

This policy outlines our approach to community engagement and contributions, in line with our Values and with a focus on social responsibility and environmental stewardship.

PADMA Values

Be a great partner Invest in people Be open and transparent

1. Definitions

We define our communities as follows:

**PADMA locations**: People and organisations who work or live close to Padma directly managed premises, including our office locations (London, Barcelona, Amsterdam, Izmir, Hong Kong ) and our four Padma-owned manufacturing facilities in Bangladesh.

**Third Party locations:** We require our third-party manufacturing and second tier supply partners in all regions to provide a means for community stakeholders to raise concerns and have them addressed.

**Business Community:** We participate in the business community within Bangladesh through membership organisations and participate in textile industry collaborations to address sector specific community issues in a collaborative manner.

**Global community:** We consider those affected by the global textiles industry today, including indigenous people as well as future generations when we act on waste, climate, pollution and water efficiency and participate in collaborative initiatives such as Cascale.

1. Our Commitment

Padma is dedicated to creating a more sustainable future for all. To support this goal we are committed to building meaningful relationships with our stakeholders, including our clients, colleagues, suppliers and the communities of which we are members.

Our goal is to be a good neighbour – enhancing our community reputation and goodwill, whilst making a positive difference to society.

1. Policy and Procedures

This policy outlines our approach to community engagement and contributions, with a focus on social responsibility and environmental stewardship

5.1 Community engagement

Our aim is to be a good neighbour and a responsible business. We will have systems in place relevant to each location, to identify community stakeholder concerns so that we can acknowledge and address them swiftly.

In Bangladesh, our employees come from local communities. Through consultation with employee network groups, along with liaison with local authorities and the BGMEA (manufacturing industry group) we can gain knowledgeable insights into the priorities and issues raised within our local communities.

5.1.2 Community Feedback Mechanisms

We implement a range of feedback mechanisms appropriate to location, by which community members can raise concerns or grievances. We seek to ensure these mechanisms are accessible to all, including the facility to raise concerns in local languages. We put processes in place to ensure that these are addressed appropriately and brought to the attention of senior leadership.

**For further information refer to the following policies:**

Padma Textiles External Feedback Procedure: Bangladesh

Padma Textiles External Feedback Procedure: EU, China and UK locations

5.2 Community contributions

PADMA will make contributions of time, money and resource to support selected environmental or social groups and organisations within our communities. We consider this at both group and local operational level, with each Country Manager supporting the group effort via ESG Committee and providing their local team with resource and empowerment to deliver the agreed strategy on a local level.

PADMA supports causes that are meaningful to our regional teams. These may include environmental initiatives which help to implement sustainable practices and support environmental conservation efforts. For example, planting trees, or reducing waste by donating products or waste materials for re-use and recycling. As a garmenting business PADMA is able to offer clothing to those in need at their time of crisis, such as the refugees of conflict and natural disaster.

PADMA employees must not make contributions on behalf of PADMA in support of political or election campaigns.

**5.2.1 Financial donations:** May be made locally (e.g. in Bangladesh) to support community needs, at the discretion of local management. Group-wide donations to support strategic priorities (for example, the PADMA Forest tree planting initiative) are proposed by the ESG Committee for approval by PADMA Group owners.

**5.2.2 In-kind donations of products, materials and other resources** can be made by local offices to agreed charity partners, supporting programmes addressing social issues such as poverty, homelessness, or healthcare needs.

**5.2.3 Community events:** PADMA offices/facilities participate in local events and festivals or collaborate with local community organisations on shared projects and initiatives.

**5.2.4 Volunteering:** Employees may be given opportunity to volunteer in the community, with PADMA approved charities or not-for-profit organisations. Depending on location, volunteering may take the form of either a PADMA-organised or self-organised activity. Any volunteering must be arranged in line with PADMA’s Volunteering Policy. Volunteering opportunities will be made clear in each location and the options are at the discretion of Country Managers.

**5.2.5 Educational programmes:** PADMA offices/facilities may participate in educational workshops, STEM programs, or apprenticeships to support students and job seekers.

1. Implementation and Responsibilities

**AMDAP ESG Leadership Group** is responsible for overall communication, implementation and management of this policy.

**PADMA ESG Committee** is responsible for reviewing the effectiveness of this policy annually to ensure accountability, implementation and effective decision-making

**PADMA Country Directors** are responsible cooperating fully with PADMA’s community policies and initiatives, implementing and promoting this policy in their own location, encouraging and recording feedback from stakeholders.

**ESG Manager:** The ESG Manager has responsibility for co-ordinating the strategy across the group.

**Employee Groups:** Employee groups in Bangladesh including (Women’s Welfare Committee, Community Well-being Committee) provide feedback and guidance on the selection of projects to receive funding or support from PADMA. They also provide feedback on the effectiveness of these contributions.

1. Communications

PADMA will communicate progress in Community Engagement and Community Contributions in the following ways:

**External:** Annual Sustainability Report, Padma website

**Internal:** Quarterly Employee Newsletter, and company-wide emails

Employee Groups

Notice boards at PADMA premises

**Contact emails:** For questions or to provide feedback on this policy email **esg@padmatextiles.com**

1. Measurement and Evaluation

PADMA’S aim is to implement a system for evaluating the impact of community contributions, beginning with a mapping of group-wide contributions, and a request for feedback from established charities receiving PADMA donations.

PADMA’S ESG Committee will also consider this data as part of its annual strategic ESG review. This review will assess:

**Community feedback:**

* The number and types of Community grievances received.
* The timeliness and effectiveness of grievance resolution.
* Patterns or trends in the issues raised, which may indicate underlying problems within the organisation or its supply chain.

**Community contributions:**

* The extent to which PADMA has fulfilled its charitable commitments
* The value of donations and contributions made by PADMA
* Feedback from colleagues
* Any concerns or issues which need to be addressed in future
1. Related policies

Volunteering Policy

Padma Textiles External Feedback Procedure: Bangladesh

Padma Textiles External Feedback Procedure: EU, China and UK locations

1. Approval

**Approved by Mr P.S. Shetty on behalf of Padma Textiles Bangladesh**

**16.07.2025**

**Approved by Marvic Fenech Adami, CFO, on behalf of AMDAP Ltd.**

**16.07.2025**

**Appendix**

**A: Contact details and persons responsible for community stakeholder feedback, by location:**

Responsible person:

Bangladesh inquiry@padmabd.com P.S Shetty

Hong Kong fancy@padmacn.com Fancy Zhang

Malta marvic@padmatextiles.com Marvic Fenech Adami

Netherlands floran@padmanl.com Floran Derijcke

Portugal mar@padmapt.com Mar Abreu

Spain (incorporating Italy) mireia@padmasp.com Maria Soler

Turkey (incorporating Egypt) esg@padmatextiles.com Mustafa Zeyir

UK glen@padmauk.com Glen George

**B: Charity Partners receiving financial or in-kind donations by location**

Padma Group: **Aegean Forest Foundation** – creating new forest plantations to address climate change

 **UNHCR** – supporting refugees and other people in need

Bangladesh: **Children are Reading** (CAR) Project with World Vision Bangladesh

Netherlands: **Sheltersuit Foundation** – a Dutch charity providing wearable sleeping bags to people experiencing homelessness.

Spain: **El Chiringuito de Dios** – a Spanish charity providing meals to homeless people.

  **Ronald McDonald** – a global children’s charity supporting families and children

Turkey [**LÖSEV**](https://en.losev.org.tr/)– Foundation for Children with Leukemia

UK: **Little Lives,** a UK Children’s charity supporting disabled and disadvantaged children

**C: Business Associations and Memberships**

Bangladesh BGMEA

Padma Textiles Cascale

**D: Volunteering Policy**

Available to employees via internal distribution

**E: Employee groups**

Women’s Welfare Committee (Bangladesh)

Community Well-being Committee (Bangladesh)