IMPACT AGENDA
CORTEX VIETNAM '23

HUMANITY
&
SUSTAINABILITY

A NOTE FROM OUR CEO:

"Mindfulness, awareness to nature & people are the only way forward..."

Our vision is to build and run an ethical organization on the principles of transparency, accountability and honesty for environmentally sustainable growth, while delivering high value to our customers and creating opportunities for our employees.

DHEERAJ LUTHRA
FOUNDER & CEO

THERE
IS NO
PLANET-B

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SUSTAINABILITY
OUR GOALS, INITIATIVES & ACHIEVEMENTS

We believe that every human on this planet can make a difference by being aware that there is no planet-B. Our highest priority is to run a carbon neutral business and reduce our carbon footprints on the planet to Zero.

RENEWABLE ENERGY

OUR GOAL:

OUR GOAL IS TO USE 100% RENEWABLE ENERGY BY 2024

OUR INITIATIVE:

WE ARE FULLY INVESTED IN SOLAR ENERGY FROM CONCEPTION TO FUTURE EXPANSION OF OUR FACILITY IN VIETNAM, SOLAR POWER TAKES CENTRE STAGE.

OUR ACHIEVEMENTS:

CURRENTLY AROUND 85% OF OUR ENERGY IS GENERATED FROM THE SUN.

EXTERNAL SOURCE OF POWER PER MONTH

3,483 KW

SOLAR GENERATED POWER PER MONTH

19,373 KW

33% GREEN AREA PLANNED FOR NATURE

OUR GOALS:

TO HAVE 33% LAND AREA RESERVED FOR GREEN COVER, TREES, ORGANIC VEGETABLES & A NURSERY.

GREEN SPACE

OUR INITIATIVES:

WE ENVISION AN EXERCISE & RELAXATION AREA FULL OF TREES & GREENERY.

WE FURTHER ENVISION AN ORGANIC GARDEN AND A NURSERY.

OUR ACHIEVEMENTS:

WE NOW HAVE AROUND 40% GREEN AREA RESERVED AND IN PROCESS TO BE GREENER BY THE DAY.

WE WILL ACHIEVE OUR GOAL OF A NURSERY & ORGANIC GARDEN BY 2023.

RECEPTION & OFFICES ARE FILLED WITH PLANTS TO ELEVATE THE MOOD OF OUR TEAMS.

RAIN WATER HARVESTING

OUR GOAL:

WE HARVEST MAXIMUM RAIN WATER FOR LANDSCAPE MAINTENANCE, THE KITCHEN, AND THE WASHROOM.

OUR INITIATIVE:

WE INVESTED INTO AN UNDERGROUND STORAGE TANK OF 240 CUBIC METERS & A PUMPING SYSTEM WHICH WOULD SERVE TO CONSERVE WATER FOR YEARS TO COME.

OUR ACHIEVEMENTS:

50% OF OUR WATER NEEDS ARE FULFILLED FROM RECYCLING & RAIN WATER HARVESTING.

RAIN WATER STORAGE CAPACITY

100 M3

RECYCLE WATER STORAGE CAPACITY

140 M3

WATER CONSUMPTIONS PER MONTH

473 M3

WATER RECYCLING

OUR GOAL:

WE RECYCLE & RE-USE 100% OF WATER LEAVING OUR FACILITIES.

OUR INITIATIVE:

WE INVESTED IN A SYSTEM WHICH RECYCLES WATER FROM OUR KITCHEN, TOILETS, STORES & THEN DISTRIBUTES THE WATER AGAIN FOR DAILY USE IN TOILETS.

OUR ACHIEVEMENTS:

CURRENTLY **80%** OF WATER IS RECYCLED FOR DAILY USAGE IN THE WASHROOMS AND TOILETS.

WATER CONSUMPTIONS PER DAY

17.5 M3

WATER RECYCLING PER DAY

14 M3

RECYCLE WATER STORAGE CAPACITY

140 M3

"ZERO" SINGLE-USE PLASTIC

OUR GOAL:

ZERO USE OF SINGLE-USE PLASTIC.

OUR INITIATIVES:

WE EDUCATED AND COUNSELED OUR TEAM MEMBERS TO AVOID USING SINGLE-USE PLASTIC.

WE GAVE GLASS BOTTLES FOR DRINKING WATER TO ALL OUR EMPLOYEES.

OUR ACHIEVEMENTS:

SO FAR, WE HAVE SEEN A REDUCTION IN USE OF PLASTIC BOTTLES IN OUR OFFICES BUT WE ARE STILL FAR FROM OUR AIM OF “ZERO” USE. WE ARE STRIVING EVERY DAY TO ACHIEVE IT.

PLANT TREES

OUR GOAL:

TO PLANT 1 TREE FOR EACH 20 EMPLOYEES.

OUR INITIATIVES:

TO KICK START THE PROCESS WE HAVE ALREADY PLANTED MANY TREES. WE PLAN TO INTEGRATE THESE TREES INTO TEAM BUILDING INITIATIVES BY CREATING AN ANNUAL COCONUT HARVESTING FESTIVAL AND A PICNIC WHERE TEAMS CAN COME TOGETHER AND HONOR WHAT THESE TREES GIVE TO US.

OUR ACHIEVEMENTS:

WE ALREADY PLANTED AROUND 60 TREES WHICH FAR EXCEEDS OUR GOAL BASED ON OUR CURRENT STAFF NUMBERS.

ORGANIC VEGETABLES

OUR GOAL:

TO GROW ORGANIC VEGETABLES FOR INTERNAL CONSUMPTION BY OUR WORKFORCE.

OUR INITIATIVES:

WE WILL BEGIN PLANTING ORGANIC VEGETABLES LIKE TOMATOES, LETTUCE, ARUGLA AND GOURDS FROM SPRING '23, THIS WILL BE PART OF OUR FREE DAILY LUNCH PROVIDED TO ALL OUR EMPLOYEES.

OUR ACHIEVEMENTS:

WE AIM TO ACHIEVE THIS GOAL IN THE SPRING OF 2023.

SUSTAINABILITY AWARENESS DAY

OUR GOAL:

TO START A SUSTAINABILITY AWARENESS DAY TO EDUCATE ALL EMPLOYEES ABOUT SUSTAINABILITY.

OUR INITIATIVE:

WE ARE CURRENTLY IN THE PROCESS OF SCRIPTING & PLANNING AN ENVIRONMENTAL AWARENESS DAY EVERY YEAR. HERE OUR TEAMS WILL LEARN ABOUT WHAT CARBON FOOT PRINT IS AND HOW AS A TEAM & AS AN INDIVIDUAL WE CAN LOWER IT TO ZERO.

OUR ACHIEVEMENT:

WE AIM TO ACHIEVE THIS GOAL IN THE SPRING OF 2023.

RECYCLE & RE-USE WASTE

OUR GOAL:

OUR GOAL IS TO RECYCLE, ANY KIND OF WASTE THAT LEAVES OUR FACTORY.

OUR INITIATIVE:

WE ARE IN PROCESS TO COLLABORATE WITH A WASTE MANAGEMENT COMPANY CALLED "**EVERGREEN LAB**", WHICH WILL COLLECT EVERYDAY PLASTIC WASTE FROM OUR PREMISES AND RECYCLE IT FOR BETTER USE.

OUR ACHIEVEMENT:

WE AIM TO ACHIEVE THIS GOAL IN 2023.

SUSTAINABLE FABRIC

OUR GOAL:

TO ACHIEVE 100% OF THE APPAREL WE MANUFACTURE TO BE MADE FROM BIO-DEGRADABLE & SUSTAINABLE MATERIAL BY 2024.

OUR INITIATIVES:

WE ENCOURAGE & EDUCATE ALL OUR CUSTOMERS ABOUT CIRCULARITY IN FASHION.

WE PROMOTE THE USE OF SUSTAINABLE FABRICS LIKE ORGANIC COTTON, BCI COTTON, TENCEL, MODAL, CUPRO, SEAWOOL, KAPOK, RECYCLED POLYESTER ETC.

WE ENCOURAGE THE USE OF SUSTAINABLE TRIMS LIKE COROZO BUTTONS, COCONUT SHELL BUTTONS, SEA SHELL BUTTONS, RECYCLABLE BAGS & PAPERS.

OUR ACHIEVEMENTS:

WITH OUR EFFORTS AND GLOBAL AWARENESS, 75% OF THE FABRICS BEING USED AT CORTEX ARE BIO-DEGRADABLE/SUSTAINABLE.

HUMANITY

OUR GOALS, INITIATIVES & ACHIEVEMENTS

We consider empathy as one of our core values & all our decisions are driven by it. We believe in the power of education, equality, inclusivity, work & life balance. To make a contribution to the society is high on the list of our priorities.
We have Internal & External goals to create a positive impact and be the change.

WELLNESS

INTERNAL GOALS

OUR GOAL:

TO PROVIDE PHYSICAL AND MENTAL WELLNESS TO OUR WORKFORCE.

OUR INITIATIVES:

WE COUNSEL OUR EMPLOYEES ABOUT THE IMPORTANCE OF A HEALTHY MIND & BODY.

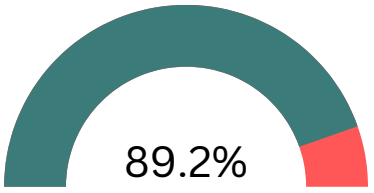
WE HAVE CREATED WELLNESS SPACES.

WE ARRANGE FITNESS/MINDFULNESS COACHES.

OUR ACHIEVEMENTS:

WEEKLY YOGA & MINDFULNESS SESSIONS FOR OUR ENTIRE WORKFORCE. SESSIONS ARE DELIVERED BY WELL TRAINED YOGA AND FITNESS COACHES.

AUDITED BY **HIGGS** FOR SOCIAL AND SUSTAINABLE WORK PRACTICES, AND RATING FOR OUR "**HEALTH AND SAFETY**" PARAMETER STOOD AT **89.2%.**



HEALTH & SAFETY

INCLUSIVITY

OUR GOAL:

TO PROVIDE A SAFE & INCLUSIVE WORKING ATMOSPHERE FOR OUR WORKFORCE.

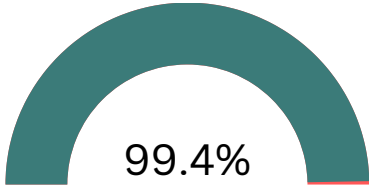
OUR INITIATIVE:

FROM THE ONSET OF OUR OPERATION, WE CLEARLY LAID OUT THIS GOAL IN OUR COMPANY BY-LAWS, THAT THERE WILL BE NO DISCRIMINATION ON THE BASIS OF RACE, GENDER AND/OR SEXUALITY. A COPY OF THE COMPANY'S BY-LAWS IS GIVEN TO EACH & EVERY EMPLOYEE TO READ & UNDERSTAND UPON JOINING THE COMPANY.

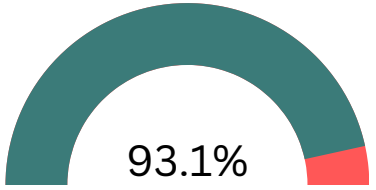
OUR ACHIEVEMENTS:

FAIR & EQUAL COMPENSATION BASED ON MERIT & ZERO DISCRIMINATION WITHIN OUR OFFICES AND OUR FACTORY.

AUDITED BY **HIGGS** FOR OUR SOCIAL AND SUSTAINABLE WORK PRACTICES, AND RATING FOR OUR "**WAGES & BENEFITS**" PARAMETER STOOD AT **93.1%** AND "**TREATMENT OF WORKFORCE**" PARAMETER AT **99.4%**.



WORKER TREATMENTS



WAGES & BENEFITS

COMPASSION

OUR GOAL:

TO HELP THE WEAKEST AMONGST US.

OUR INITIATIVES:

PROVIDE FINANCIAL SUPPORT FOR EDUCATION OF KIDS OF SINGLE PARENTS IN OUR WORKFORCE.

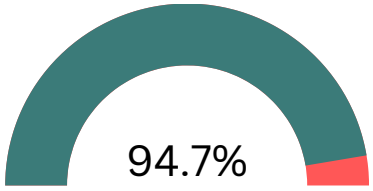
WE STARTED A TRAINING LINE FOR SEMI-SKILLED & UN-SKILLED WORKERS.

OUR ACHIEVEMENTS:

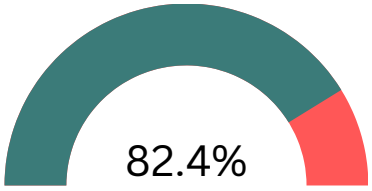
WE SUPPORT 35 EMPLOYEES WHO ARE SINGLE PARENTS, FOR THEIR KID'S EDUCATION.

IN 2022, WE HAVE TRAINED 25 SEMI SKILLED & UNSKILLED WORKERS.

OUR "**WORKER INVOLVEMENT**" AND "**WORKING HOURS**" PARAMETER STOOD AT **94.7%** & **82.4%** RESPECTIVELY, IN **HIGGS** AUDIT DATA FOR SUSTAINABLE WORK PRACTICES.



WORKER INVOLVEMENTS



WORKING HOURS

EMPOWERMENT

OUR GOAL:

TO EMPOWER OUR MULTI-CULTURAL TEAM MEMBERS TO BE 100% CONFIDENT IN COMMUNICATING WITH PEOPLE ACROSS THE GLOBE.

OUR INITIATIVE:

TO HIRE A NATIVE ENGLISH TEACHER FROM THE UNITED STATES TO WORK CLOSELY WITH OUR TEAM MEMBERS IN ORDER TO HELP THEM IMPROVE THEIR EXPRESSION, COMPREHENSION & TO GIVE THEM A BETTER UNDERSTANDING OF THE WESTERN CULTURAL CONTEXT.

OUR ACHIEVEMENTS:

WE HAVE SUCCESSFULLY ON-BOARDED OVER A DOZEN TEAM MEMBERS IN THIS PERSONAL PROGRAM IN 2022. THEY HAVE ALL SHOWN SIGNIFICANT PROGRESS.

COMPASSION

EXTERNAL GOALS

OUR GOAL:

TO HELP THE WEAKEST MEMBERS IN SOCIETY TO GET EDUCATED WHICH WILL LEAD TO UPWARD MOBILITY.

OUR INITIATIVE:

WE PROVIDE MONTHLY FUNDING TO A NON-PROFIT ORGANIZATION "**VOICE OF SLUM**", BASED IN INDIA, WHICH HELPS EDUCATE CHILDREN OF SLUM DWELLERS WHO CAN NOT AFFORD IT. WE ARE ONE OF THE MAJOR DONORS FOR "**VOICE OF SLUM**".

OUR ACHIEVEMENTS:

AS OF NOW, A TOTAL OF **70 KIDS** FROM SLUMS HAVE BEEN ADMITTED TO A "**VOICE OF SLUM**" SCHOOL IN 2022.

BASED ON MERITS, A TOTAL OF **4 KIDS** HAVE BEEN ADMITTED TO ONE OF THE TOP SCHOOLS IN NEW DELHI/INDIA.

INSPIRE

OUR GOAL:

IS TO INSPIRE YOUNG INDIVIDUALS TO HAVE A SNEAK PEAK INTO THE JOURNEY OF FASHION AND TO IGNITE THE SPARK OF INTEREST IN THOSE CREATIVE MINDS.

OUR INITIATIVES:

WE HAVE SCRIPTED A VERY INTERESTING ARTICLE CALLED "**THE JOURNEY OF FASHION**" & A INTRODUCTORY VIDEO THAT DESCRIBES THE WHOLE PROCESS OF APPAREL MAKING & FASHION. WE ARE REACHING OUT TO VARIOUS EDUCATIONAL INSTITUTES TO ARRANGE FIELD TRIPS TO OUR FACTORY.

WE ARE COMMITTED TO PLAN AT LEAST 2 FIELD TRIPS PER YEAR FROM LOCAL EDUCATIONAL INSTITUTES TO OUR FACILITIES TO INSPIRE & EDUCATE KIDS ABOUT THE FASHION INDUSTRY.

OUR ACHIEVEMENTS:

WE HAVE PLANNED AN EDUCATIONAL TRIP FOR "**GREEN SHOOT INTERNATIONAL SCHOOL, VIETNAM**" ON 31/JAN/2023.

WE ENDEAVOR TO CREATE A HANDS-ON EXPERIENCE FOR THOSE CREATIVE MINDS.

WE WELCOME YOUR THOUGHTS, IDEAS AND OPINIONS ON OUR ONGOING WORK

CORTEX VIETNAM GARMENT LLC
WWW.CORTEXTEXTILE.COM