



MADE IN
BANGLADESH
WEEK
বাংলাদেশে তৈরী

3rd Edition

Dhaka Apparel Summit 2022

15-16

Nov'22

ICCB

Dhaka, Bangladesh

Message



Faruque Hassan
President, BGMEA



The 3rd Dhaka Apparel Summit will be held this year on November 15 and 16 in conjunction with the groundbreaking 'Made in Bangladesh Week 2022' mega event. The summit brings together many of the leading entrepreneurs, policy-makers, foreign ambassadors, global fashion and supply chain experts and opinion leaders from Bangladesh and throughout the world for deliberations on all issues affecting the apparel industry of Bangladesh.

This also marks the dawn of a new era of interest and potential growth for the Bangladesh apparel industry. The collective eyes of the global fashion industry are now focused upon our industry's impressive growth, capacity and the high quality we produce. The stunning progress that we have made in terms of safety standards, environmental sustainability and compliance issues have helped us earn worldwide respect, appreciation and an enviable reputation. It is giving us the opportunity to grow at a speed never before encountered and increase our global market share significantly.

The opportunities are there for the taking and we are determined to accelerate the growth momentum of Bangladesh RMG industry. The summit provides a rare and unique opportunity for us to generate and share new ideas by holding interactive panel sessions and discussion on a wide range of issues relevant to the industry. We welcome open, interactive dialogue and a broad spectrum of proposals to benefit the industry even from members of the audiences.

Uniting the Industry



A two-day conference with keynote speakers and panel discussion is scheduled to take place during "Made in Bangladesh Week", a seven-day branding and celebration program of the Bangladesh apparel industry.

The third edition of Dhaka Apparel Summit 2022 will bring together all the national and international stakeholders under one roof to discuss the way forward to take Bangladesh's apparel industry to the next elevated level. It will also brand the industry's progress and highlight its impressive stories.

The apparel industry of Bangladesh is at the dawn of a new era in its development. Unprecedented safety standards have been adopted, and great strides have been taken in order to meet both environmental and sustainable targets. There is a strong will to keep the industry growing with these principles in mind. The Summit will hold a forum allowing visionary views of the future to be expressed and discussed, and a broad spectrum of proposals for improving environmental and sustainable credentials will be made, bringing to light various methods to achieve these goals. The summit will hold panel sessions and keynotes, offering a more open, interactive environment and allowing full audience participation and the opportunity for a valid exchange of ideas.

Objective of the Summit



01

To highlight the progress towards achieving the apparel export of US\$ 100 billion by 2030.

02

Open dialogue for a road map to building responsible sourcing destinations to contribute to the sustainable development and inclusive growth of the economy.

03

Showcasing the progress, strength and positive stories of Bangladesh's apparel industry will change the global narrative about 'Made in Bangladesh.'

Attendees Profile

Brands, Retailers
& Manufacturers

Apparel Supply
Chain

Policy
Makers

International
Trade Bodies

Foreign
Embassies

Economists &
Researchers

Development
Partners

Global Fashion
Influentials

Journalists,
& Media

Event Highlights

Promoting the apparel industry
of Bangladesh on both locally and globally

04

Keynotes

09

Panel Sessions

04

Video Message

Virtual
Presentation

Closing
Remark

Audio
Visual



Schedule (Day 01)

**09:45 AM -
10:40 AM**

OPENING PLENARY

**10:40 AM -
10:50 AM**

PRESENTATION

**10:51 AM -
11:05 AM**

KEYNOTE - 1

**11:06 AM -
11:55 AM**

SESSION I

**11:55 AM -
12:00 PM**

AUDIO VISUAL-1

**12:05 PM -
12:15 PM**

KEYNOTE 02

**12:20 PM -
01:20 PM**

SESSION II

**01:20 PM -
02:00 PM**

LUNCH & PRAYERS

**02:00 PM -
02:10 PM**

VIDEO MESSAGE-1

**02:15 PM -
03:15 PM**

SESSION III

**03:15 PM -
03:25 PM**

TEA/ COFFEE BREAK

**03:25 PM -
03:30 PM**

AUDIO VISUAL-2

**03:30 PM -
03:40 PM**

KEYNOTE- 3

**03:45 PM -
04:55 PM**

SESSION IV

**05:00 PM -
05:10 PM**

FIRST DAY SUMMARY
DELIVERY

- Registration will start from **09.00 AM** and will end at **09.45 AM**.

Schedule (Day 02)

**10:05 AM -
10:10 AM**

VIDEO MESSAGE-2

**10:10 AM -
11:20 AM**

SESSION V

**11:25 AM -
11:30 AM**

AUDIO VISUAL-3

**11:35 AM -
11:40 AM**

KEYNOTE 04

**11:45 AM -
12:45 PM**

SESSION VI

**12:45 PM -
01:30 PM**

LUNCH & PRAYERS

**01:30 PM -
01:35 PM**

AUDIO VISUAL-4

**01:40 PM -
02:40 PM**

SESSION VII

**02:45 PM -
02:50 PM**

VIDEO MESSAGE-3

**02:55 PM -
03:40 PM**

SESSION VIII

**03:45 PM -
03:50 PM**

VIDEO MESSAGE-4

**03:55 PM -
04:10 PM**

TEA/ COFFEE BREAK

**04:15 PM -
05:15 PM**

SESSION IX

**05:20 PM -
05:30 PM**

SUMMARY AND CLOSING

- Registration will start from **09.15 AM** and will end at **10.00 AM**.



Speakers

Opening Plenary



Abdus Salam Murshedy, MP

President,
Exporters
Association of
Bangladesh (EAB)
& Former President,
BGMEA



Faruque Hassan

President, BGMEA



Md. Jashim Uddin

President, FBCCI



Shahriar Alam, MP

State Minister,
Ministry of Foreign
Affairs, Government
of the People's Republic
of Bangladesh



Shafiqul Islam Mohiuddin, MP

Former President,
FBCCI & BGMEA



Siddiqur Rahman

Former President,
BGMEA

RMG Sector Roadmap: Towards a Prosperous Future

Session 01

The ever-changing global fashion industry is in cross-roads. There has always been an urge to make the supply chain responsible, sustainable and transparent. While sustainability is a key priority, structural shifts in manufacturing and consumption are impacting the global fashion landscape.

'Due diligence' in the EU looks set to lead another phase of transformation.

On the flip side, Covid pandemic exposed fundamental fault-lines in the global trading system as well as in the relationship between supply chain partners. Garment is life line of the country hence commitment is not only for industry but also to change livelihood of ordinary workers who are mostly female, living below or just above poverty level, enhancing education level of worker's family members (kids/ children). Brands business commitment has direct impact to worker, society, community, country level which will have 2nd example in the world where only garment/ textile can make such direct impact of the overall economy of the country. Therefore, business commitment, sustainable trading terms and product traceability are crucial.

The Bangladesh context brings in further issues like demand (i.e. overcapacity, volume driven model) and supply (i.e. raw material dependence) vulnerability, over-concentration on few products and markets. Graduation as a Middle Income Country (MIC), consequent dis-continuation of prevailing preferential tariffs and the need to develop backward and forward linkages add further challenges for Bangladesh economy as a whole. Yet, Bangladesh's growth trajectory speaks of uncanny resilience and excellence.

Bangladesh's growth trajectory tells an impressive story of resilience and excellence. The global fashion industry is facing shocks one after another. The wound caused by COVID is not healed yet, and now we are on the verge of recession. Shocks from geo political tensions might intensify in coming days. Given the current scenario global economic conditions, power shortages, wage hikes, sharp increase in cost-of-living etc. Bangladesh will really need to focus on creating and carving out a niche in the apparel industry.

In next 10 years the global manufacturing scenario will change, and buyers will look for alternatives to China for niche fashion products. Bangladesh needs to change by creating a niche for fashion products as well, bring that skill set into the country, focus on training & upgrade the infrastructure.

Moreover, there has been fundamental structural shifts impacting the global textile industry, e.g. Industry 4.0, fashion consumption to be driven by technology, Metaverse mindset and circularity, fiber shift to synthetic and growing trend for hemp and recycled fiber gaining more momentum. This indicates to reconsolidation of global retail industry leading to buyers sourcing behavior.

Expected Take-aways from the Session

This session aims to shed light on the emerging national and global priorities, the critical building blocks for Bangladesh's strategy over the next decade and the pathway for integrated, collaborative approach.

Speakers

Session 01

RMG Sector Roadmap: Towards a Prosperous Future



Keynote

Anne-Laure Descours

Chief Sourcing Officer, PUMA



Francisco Javier Losada Montero

Chief Sustainability Officer, Inditex



Kazi Zafarullah

Presidium Member of Bangladesh Awami League



Eng. Kutubuddin Ahmed

Former President, BGMEA



Moderator

Miran Ali

Vice President, BGMEA



Rita Lohani

Director for Operations, Walmart Sourcing, Bangladesh



H.E. Ms. Winnie Estrup Petersen

Ambassador of Denmark to the People's Republic of Bangladesh

Logistics Infrastructure to Take Bangladesh to Next Level of Economic Growth

Session 02

In last one decade, Bangladesh has achieved an impressive track record of growth and development. Bangladesh has proved itself through its performance in trade, investment and socio-economic improvements in last 50 years. With 8.3% GDP growth rate, it was seventh fastest growing economy in 2019. As per a study report of Price Waterhouse Coopers Bangladesh will be the 28th largest economy within 2030.

The RMG industry is expanding rapidly and so does the need for adequate infrastructure to support its growth. Ensuring sound infrastructure facilities is one of the prerequisites for realizing the vision this issue will be even more important because now buyers want to source more fashionable products with shorter lead time.

The readymade garment industry is one of the major pillars of the country's economic development. Despite numerous challenges and difficulties, the sector has gradually carved a niche in world market and kept continuing to show robust performance. Now the apparel industry is Bangladesh's biggest export earner with value of over \$42.61 billion of exports in 2021-22. Riding on the 40-year experience in the sector, entrepreneurial skills, huge workforce, and government policy support, Bangladesh now envisages taking export earnings from RMG industry to USD 100 billion by 2030. The promising prospect of the RMG industry is also reflected in a report of McKinsey as the global management consulting firm described Bangladesh as the most preferred apparel sourcing destination.

The country needs to develop a strong infrastructure linking the whole country. This will ensure higher job opportunities. The government needs to quickly complete the mega infrastructure projects and improve connectivity, i.e. road, rail, sea and airport. Promoting Mongla Port for export and Chattogram for import or vice versa would be a good option or making Mongla a viable 2nd port for both.

For that the country needs to develop a strong infrastructure linking the whole country. This will ensure higher job opportunities. The government needs to quickly complete the mega infrastructure projects and improve connectivity, i.e. road, rail, sea and airport. Promoting Mongla Port for export and Chattagram for import or vice versa would be a good option or making Mongla a viable 2nd port for both. 100 Economic Zones (EZ) are also being developed to create structured and balanced investment. So what is the current state of infrastructure of Bangladesh? Is it ready to support the strategic vision of the country as well as the growth target of RMG sector? If not, what can be done?

Expected Take-aways from the Session

The session will find answers to what needs to happen to the infrastructure of the country to support the growth, i.e. transport, ports, etc., and investment needed.

Speakers

Session 02

Logistics Infrastructure to Take Bangladesh to Next Level of Economic Growth



Keynote

**Angshuman
Mitra
Mustafi**

Country Manager,
Maersk Line



**Dr. Ahsan H
Mansur**

Chairman, PRI



Faisal Samad

Director, BGMEA



Navidul Huq

Director, BGMEA



**Rizwan
Rahman**

President, DCCI



Moderator

Zafar Sobhan

Editor,
Dhaka Tribune

From Global to Local Value Chains – Strategic Alliance & Collaborative Capacity Building for a Diversified Industry

Session 03

Profile of Bangladesh RMG industry portrays it as mostly a volume- driven industry which has little presence in the niche market i.e. 73% of our exports are concentrated in 5 basic items. 74% of the global textile and clothing consumption is secured by non-cotton materials while about 75% of Bangladesh apparel items are cotton-made. Furthermore, 80% of the products fall within the low-priced commodity segment. While manufacturers take enormous amount of risks and uncertainties, they continue to battle over minimum ‘pricing’ in a ‘buyers take it all’ market.

Clearly, the vision for ‘sustainable growth’ across the supply chain can hardly be sustainable leaving actual manufacturers at bay. As much it requires diversification of the industry, capacity enhancement to move up the ladder of value-added segments is called for.

Though Bangladesh scaled up as the second largest exporter of clothing globally, the over-concentration speaks of absence of collaborative and organized approach. Capacity optimization and product diversification need to be in focus. We should also focus on expanding exports to markets beyond Europe and North

America, especially to Asia, Latin American and Oceania. Prosperity and well-being of responsible entrepreneurs in Bangladesh indeed is in consonance with the interest of global Brands/buyers.

Expected Take-aways from the Session

This session is to focus on creating enabling environment for a well diverse industry. Also to explore the scope of foreign investments and supply chain collaboration.

The path is to graduate from OEM to ODM as we focus more on design development, innovation and end-to-end digital manufacturing. Collaborative capacity building to develop professionals, joint research and exclusive collaboration (technology, innovation and design development) between the buyers and suppliers to upgrade product baskets also merit attention.

The discussion is expected to shed lights on what should be the desired scope of policy support to rapidly advance immediate, mid- and longer term gains for Bangladesh.

Speakers

Session 03

From Global to Local Value Chains – Strategic Alliance & Collaborative Capacity Building for a Diversified Industry



Alan Wragg
Strategic Advisor,
QA, PDS Limited



**Anwar-ul Alam
Chowdhury
(Parvez)**
President, Bangladesh
Chamber of Industries
& Former President,
BGMEA



Naser Ezaz Bijoy
CEO,
Standard
Chartered Bank,
Bangladesh



**Dr. Ratnakar
Adhikari**
Executive Director
of the Executive
Secretariat for the
Enhanced Integrated
Framework, WTO



Moderator
Sharif Zahir
Managing Director,
Ananta Group



**Shams
Mahmud**
Managing Director,
Shasha Denims

Co-creating Sustainability - Shared Risks and Rewards

Session 04

Bangladesh is one of the developing nations where sustainability has thrived alongside economic progress, thanks to the inclusion of sustainability problems in long-term plans, and the country has committed to transforming SDG understanding.

This has been aided by national campaigns. The country has already incorporated the SDGs into the national development agenda, and of the 17 SDG targets, Goals 14, 16, and 17 are slightly (18%) aligned with Bangladesh government's Seventh Five Year Plan, but the remaining 14 goals are conceptually entirely connected.

Since the inception of the apparel industry in Bangladesh in 1979, the business has followed a linear cradle-to-grave model: extraction of raw materials, product manufacturing and waste disposal. This caused significant environmental degradation over the many decades that this system was in place, with global repercussions as a result. Climate change imperatives, ethical business practices/codes, and due diligence will progressively challenge the ever-changing global fashion sector. Compliance to ESG (Environmental Social Governance) is no longer a niche concern in the global corporate scene; it is now an acknowledged reality for every enterprise/entrepreneur. EU Green Deal (2015), OECD-G7-G20 outcomes must be actively valued. As Bangladesh prepares for the next phase of growth and aspires to be the leader in sustainable manufacturing, the Bangladesh RMG industry must realign its vision in relation to global ESG priorities, adapt to ESG trends, and factor in accordingly upfront to stay ahead of the curve in building a sustainable industry by 2030.

We live in a complicated world where the dangers, difficulties, and opportunities are all intertwined. Global business principles and aspirations are reviewed on a regular basis, with a focus on sustainability. Bangladesh is now regarded as one of the safest and most environmentally friendly RMG production countries in the world. We have the most USGBC-certified green factories. We are also a leader in transparency, which adds distinct

ethical aspects to our products. Because Bangladesh's RMG sector intends to be a pioneer in sustainable manufacturing, it is preparing for the next phase of expansion.

In light of this, the Bangladesh apparel industry has devised a 'strategic sustainability blueprint,' with the goal of creating a social and environmental ecosystem to support the anticipated expansion. BGMEA has developed a strategic sustainability vision for the industry to map out priorities and subsequent actions in relation to the SDG's and governments various pledges.

Needless to say, to be environmentally sustainable, the Bangladesh RMG industry need a complete plan. Both industry owners and policymakers must understand the worldwide influence of production and consumption patterns. Sustainability is not a sprint but a marathon, and it must be developed inside the industry. Now, the ultimate question is, how as an industry, we can bring all of our collective efforts together to make a bigger impact throughout the supply chain.

Expected Take-aways from the Session

Conversations would be focused on how the industry can adopt sustainability - renewable energy cost-effectively as well as build resilient environmental and social infrastructures.

Equally, how to arrive at a mutually beneficial 'compact' across all industry stakeholders to value respective role-contributions driven by a shared vision of 'shared prosperity'? How to secure 'harmonious industrial relations' in manufacturing?

The speakers are to share respective perspectives-insights-ideas towards building internal capacity as well as sustainability, including infrastructure, access to renewable energy, industrial waste management, policies and laws regarding circularity and emerging avenues to approach sustainability.

Speakers

Session 04

Co-creating Sustainability - Shared Risks and Rewards



Keynote
Vidhura Ralapanawe
Executive Vice President,
Epic Group



Avedis Seferian
President & CEO,
WRAP



Holly Syrett
Impact Programmes & Sustainability Director, Global Fashion Agenda



Katharine Stewart
Group Corporate Responsibility Director, Associated British Foods Plc.



Syed Naved Husain
Group Director and CEO,
Beximco



Roger Hubert
Managing Director,
RMG Sustainability Council (RSC)



Moderator
Barrister Vidiya Amrit Khan
Director, BGMEA



Zuena Aziz
Principal Coordinator (SDG Affairs) Prime Minister Office

Bangladesh's LDC Graduation – Impediments and Way Forward

Session 05

Bangladesh's graduation as a Middle Income Country brings much aspiration. Then, that is expected to lead to a shift in sourcing pattern of global apparel Brands/buyers.

Currently, around 73% of Bangladesh's RMG export enjoys duty-free market access i.e. as an LDC. As an initial impact, Bangladesh will face significant preference erosion in GSP/ duty-free eligible countries. This is likely to impact on social and economic vulnerability, possibly leading to environmental status-quo. Particularly in the EU as a 'double transformation' Rules of Origin will come in to effect as soon as Bangladesh graduates from EBA scheme thus making it difficult to utilize the GSP+ benefits.

Adherence to the global norms in terms of labor, environmental sustainability, human rights and good governance as well as correcting the labor narratives would be crucial for Bangladesh while joining the developing (wider MIC group) of countries.

Securing market access – competitively and creatively – is a growing necessity. Rapidly entering into Bilateral FTAs (with key markets) and select RTAs has to be prioritized as several competitor countries act faster e.g. EU-Vietnam FTA (EVFTA), India-EU FTA, RCEP. These may lead to significant cost differential and thus cause trade diversion in favour of the competing manufacturing destinations.

As the cost advantages enjoyed by the Bangladesh manufacturers w.r.t. cheaper labour and energy, export subsidy, tax incentives etc., look to diminish, export competitiveness need to be looked anew. Entire matrix of cost advantage needs to be re-aligned and re-purposed. Thus, need to strategize and facilitate 'new competitiveness matrix' for Bangladesh apparel industry and set off transformation across the industry.

Preparing for changes in international trade policy regime post-graduation:

Bangladesh's adaptation strategies may include seeking any alternative preferential arrangements after graduation while exploring opportunities for making those more favorable; and initiatives at the national level to support industrial upgrade as well as improve firm-level business and operational practices to boost competitiveness.

Making the most of existing trade preferences in the remaining years prior to graduation in tackling supply-side bottlenecks to boost competitiveness:

Bangladesh has about seven years' time to vigorously exploit existing preferences and expand its current exports. This should also be considered as a critical transitional phase to revamp country's export sector and related trade and industrial development strategies, and thus to prepare for the post-graduation period.

Actively engage with their trading partners to develop arrangements that would allow them to maintain LDC-like treatment after graduation:

- Currently only EU and UK provide three-years transitional period after graduation in terms of duty-free-quota-free access. There is opportunity to engage with other important preference-granting countries such as Australia, Canada, China, India, Japan, and the Republic of Korea, and urge them to offer a similarly extended transitional period beyond 2026.
- Bangladesh will qualify for the GSP+ scheme in practical terms if the country ratify and implement various international conventions, which will allow duty-free market access for RMG and textile products. But the safeguard provision could jeopardize the tariff benefit due to Bangladesh's high share in EU imports. The country can negotiate with EU before the new GSP+ provisions are approved at the European parliament.

- Meeting rules of origin (RoO) provisions under GSP+, especially the “double transformation” requirement for apparel exports could be a major challenge for Bangladesh, potentially restricting export supply capacities. Bangladesh can think of negotiating with EU for EBA-type liberal RoO terms for a longer transition period.
- There may be additional opportunities for maintaining the current level of market access through bilateral and regional free trade agreements. Cambodia, Lao PDR, and Myanmar already have access to ASEAN-China, ASEAN-India, ASEAN-Japan and RCEP trade preferences, and Nepal has an FTA with India. Bangladesh could also proactively consider joining the RCEP. India allowed Maldives to continue with LDC-specific favorable conditions under a specific SAFTA provision, Bangladesh could also engage with India to receive similar treatment after its graduation.
- Continue negotiation in WTO on LDC groups proposal with necessary revisions.

Adopt industrial upgrade strategies for moving up the global value chain and thus reduce vulnerabilities associated with competitiveness based on the low wage cost only:

Develop textile manufacturing and, wherever possible, fiber production, moving into backwards integration of the industry; and capture additional value by developing the services required to move into the pre-production and post-production stages of apparel development. Such upgrades will be vital for sustained growth and development. Sector strategies can include policies and activities aimed to support technological development; capacity building and skills development; production of yarns and textiles to support backward and forward linkages in the sector; diversification and production of higher complexity items; and design, branding and marketing of products.

Industrial upgrade with ESG considerations:

As consumers become more aware of workers’ rights and climate change, ESG factors are gaining prominence in international trade and business activities associated with RMG and textiles, and are being taken more seriously in supply chain management. Bangladesh can attract more buyers as a sourcing destination through reinvigorating efforts to protect the environment and comply with

labour standards.

Aim to exploit the link between better working conditions and productivity increases:

There is evidence that improving working conditions can reduce worker turnover, which is high in Bangladesh and can discourage entrepreneurs and contractors from investing in training and skill upgrading. Therefore, ensuring better working environments could unleash important competitive gains.

Improving resource efficiency and moving towards more circular production methods in establishing Bangladesh as a credible and responsible sourcing destination:

Many global clothing brands and retailers are now committing to ambitious greenhouse gas (GHG) emission reduction targets, aiming to implement them throughout their supply chains. There has been a strong focus on adopting renewable energy and phasing out fossil fuel-based electricity use; increasing the use of recycled or other sustainably sourced material; and reducing water usage. Although the country made good progress in terms of more than 150 green factories, Bangladesh need to adopt relevant environmental protection standards to remain a part of global supply chains.

Seek opportunities for more extensive use of LDC-related development financing mechanisms that could support firm-level preparedness:

These include the Enhanced Integrated Framework (EIF) for institutional and capacity building support in the field of trade; the United Nations Capital Development Fund (UNCDF) for supplementing capital assistance through grants and loans; the Least Developed Countries Fund (LDCF) for supporting climate change adaptation; and the United Nations Technology Bank for LDCs for helping nations identify and use appropriate technologies to transform their economies. In collaboration with the private sector, Bangladesh Government can determine what type of support is needed in view of its country contexts and approach development partners. The trade-related adjustment support mechanism under Aid for Trade could also be an important avenue through which Bangladesh could seek external resources to promote its supply-side capacities.

Reducing cost of doing business and investing in connectivity and trade facilitation measures:

Bangladesh suffers from weak and inadequate infrastructure in conjunction with inefficient inland road transport, customs procedures, and trade logistics. These factors lead to longer lead times and a high cost of doing business. Such challenges should be translated into opportunities as any improvements in these areas will contribute to the improved competitiveness of exporting firms.

Expected Take-aways from the Session

To address certain key crucial imperatives:

At macro level, how to prioritize actions/measures for smoother graduation? How to prepare the manufacturers as current trade preferences wind off or end?

How to accelerate preparation for tackling the challenges in MIC graduation, particularly for textile and RMG industry?

What is the pathway for trade policy reforms, including preparing and concluding FTAs/RTAs?

How to pursue FDI and create pathways for technological innovation for the industry?



Speakers

Session 05

Bangladesh's LDC Graduation- Impediments and Way Forward



Moderator

Asif Ashraf
Director, BGMEA



Asif Ibrahim
Director, BGMEA



Dr. Ahmad Kaikaus
Principal Secretary
to Prime Minister



**H.E. M Riaz
Hamidullah**
Ambassador,
Embassy of
Bangladesh to
the Netherlands



**Dr. Nazneen
Ahmed**
Country Economist,
UNDP



Sharifa Khan
Secretary, Economic
Relations Division,
Ministry of Finance



Ziaur Rahman
Regional Country Manager
Production (Bangladesh,
Pakistan and Ethiopia), H&M

Responsible Business Needs Global Alliance on Due Diligence - the Perspective of Manufacturers & the Western Buyers

Session 06

The world is abuzz with due diligence in global supply chain while certain key fault-lines remain unaddressed.

For long, world of work debated on 'shared risks, responsibilities and rewards'. During the COVID, sustainability priorities even faltered. All neatly exposed significant social and environmental vulnerabilities in the downstream of global manufacturing chain. Yet, Bangladesh stands uncompromised in delivering her bit on responsible manufacturing i.e. suo moto building hundreds of most-advanced factories and adopting innovation excellence. If changes are to be meaningfully made to make the industry sustainable, the terms of trade have to be equitable.

Due diligence are being adopted and protocols put in place to ensure transparency, but fragmented regulations would constrain to address the fundamental issues at different tiers of supply chain. Most importantly, in building collaborative spirit and forging stakeholders' relationship that are vital to achieve the common goals.

Also the imperative for unified code of conduct for social audits are discussed in international planes with little realization.

Expected Take-aways from the Session

Bangladeshi manufacturers ought to be apprised of:

The global convergence of social audit programs and alliance on due diligence protocols;

How an enabling environment could be created to ensure equality and level playing field for all supply chain partners?

How to jointly build a secured global market where workplace and jobs will be safer and sustainable?

The dialogue aims to further the global approach toward shared risks and responsibilities and share rewards.

How global brands see themselves to be part of the solution.

Speakers

Session 06

Responsible Business Needs Global Alliance on Due Diligence - the Perspective of Manufacturers & the Western Buyers



Keynote

Monique Leeuwenburgh

Director of Sourcing, Tech and Sustainability in Clothing & Home, M&S - London



Brice Berrad

Chief Sourcing Officer, Gemo France



Moderator

Jill Tucker

Head of Labour Rights Programme, Laudes Foundation



Linda Kronjong

President, amfori



H.E Mahub Hassan Saleh

Ambassador of Bangladesh to European Union



Sandeep Das

Regional Director, South Asia and MENAP Products, Intertek



Barrister Shehrin Salam Oishee

Director, BGMEA



Tapan Kanti Ghosh

Senior Secretary, Ministry of Commerce, Bangladesh

Ensuring Workers Well-being

Session 07

The unfortunate collapse of the Rana Plaza building in 2013 brought the issue of workplace safety under global spotlight, since that the industry has taken massive initiatives through the collaboration between buyers, suppliers, workers, governments and development partners. Bangladesh RMG industry has come a good distance in terms of safety, factories' remediation, capacity building of institutions, improving workers' rights and creating a culture of industrial harmony - equality - empowerment (of workers). More initiatives are underway as Bangladesh remains engaged with the world and working with private sector and development partners to ensure greater well-being for millions of workers. Increased attention is required to ensure social protection of the workers is recognized while the industry continues to fulfill its own obligations.

The ILO Technical Specialist will be presenting what Bangladesh has done and what needs to be done. No one should be left behind in the social and economic development of Bangladesh.

Expected Take-aways from the Session

This session will focus on –

The labor dynamics, emerging priorities and scope of collaborative approach;

Social protection of the workers and social aspects of technological transformation.

The ILO expert will also offer recent study on impacts of HRDD for Bangladesh.

Speakers

Session 07

Ensuring Workers Well-being



China Rahman
Women Secretary,
IndustriAll
Bangladesh Council



Md. Ehsan E Elahi
Secretary, Ministry of
Labour & Employment,
Bangladesh



Goerge Faller
CEng, MISTructE,
MIFireE Chief Safety
Officer, RSC



Imranur Rahman
Director, BGMEA



Peter McAllister
Executive Director,
Ethical Trading
Initiative



Paul Wright
Group ESG Director,
PDS Limited



S.M. Abu Tayyab
Former
First Vice President,
BGMEA



Sabina Yeasmin
Student, AUW



Moderator
Tuomo Poutiainen
Country Director, ILO



Zahara Ashraff
President of Human
Resources and
Administration,
Epic Group

Technology and How It Can Shape the Industry in Next 10 Years - Addressing Skill Gaps

Session 08

Bangladesh is poised for growth in the apparel business. The growth will be dependent on the availability of skilled workers and professionals. China excelled due to the same reason. Since Bangladesh pursues a job based growth strategy, the country needs to focus on ensuring the labor supply is optimum.

Efficiency, skill gaps, technology adoption need more attention to balance the equation. Workers are the strengths of the sector and the prosperity of the industry depends on skills development, productivity and through this enhanced income as well. Capability of product shifting from basic to semi-critical/critical products will be highlighted. Investing in bringing in good expat talent in a focused manner will help to train & mentor the local talent, especially in the areas of Design / PD / Marketing & high end manufacturing techniques.

The industry needs to bring about a lot of technology in manufacturing to be able to reduce the man/machine ratio. Understanding how technology can support the apparel industry in the future is key. Artificial intelligence used in supply chain data analytics are reducing waste, improving efficiencies and gaining more savings. The continuing advancement of digital sampling, for example which can incorporate a yarn scanner, is giving brilliant results which is helping to massively reduce sampling and reducing waste. More and more designers are becoming very proficient with the new systems and similar technologies are available for cut and sew.

So, what could those next technologies be over the next ten years that could aid sustainability, data consolidation for speed of decision making and drive better efficiencies? Bangladesh shouldn't be afraid of technology taking manpower but to embrace it to modernize the industry and how Bangladesh could be at the forefront of this globally. As the 4IR is sweeping the landscape of global manufacturing, supply chain and consumption, the manufacturing industry needs to adapt through re-skilling, up-skilling and innovating new skills, which ensures better and decent jobs, especially for women.

Local design capabilities and more sustainable production process / initiatives of reducing Co2 require attention while considering skills and professionals development.

Expected Take-aways from the Session

The session will address the importance of developing skills and professionals, especially to produce designers, industrial designers and engineers, SCM complete business model from design to production.

Speakers

Session 08

Technology and How It Can Shape the Industry in Next 10 Years - Addressing Skill Gaps



Abdullah Hil Rakib
Director, BGMEA



Arshad Jamal (Dipu)
Director, BGMEA



Moderator

Naureen Chowdhury
Senior Programme Manager, Laudes Foundation



Rene Van Berkel
Representative, UNIDO in India



Rajesh Bheda
Managing Director, Rajesh Bheda Consulting



Ram Sareen
Chairman and Founder, Tukatech



Werner Lange
Coordinator, GIZ Textile Cluster Bangladesh

Altering the Chronicle of Bangladesh RMG Industry Narrative

Session 09

Over the past one decade, Bangladesh RMG industry has undergone rapid transformation acknowledging ‘responsibility’. The industry is adapting to changes in global supply chain(s) and embracing challenges, with agility and transparency. Rising from the rubble of Rana Plaza, for instance, the industry is now the recognized home of world’s largest number of LEED certified factories. Women workers are offered the opportunities to pursue higher education. Hundreds of best practices followed by the industry makes it a globally exceptional one.

Yet, the US\$ 50 bln export industry suffers from (mis)perceptions and is still shrouded by old narratives internationally as against neatly opposite ground reality.

There are populist attempts that ignore the positive strides made by the industry. The global perception of workers being abused is overarching; and most unfortunately overrides the landscape where the workers engage willfully and with dignity and choice.

The general narrative about labour practices in Bangladesh has to be portrayed, rightfully. The apparel industry is a huge contributor to Bangladesh. The ‘story’ of how this industry has been changing the lives of millions need to be told, as it deserves, almost 40 years on. If there is one industry that has rapidly contributed to social and economic empowerment of women as also accomplishing the MDGs and SDGs in Bangladesh that is the apparel industry.

It is time to tell the other non-linear contributions of the four decades’ journey of the industry i.e. sustaining Bangladesh’s rich #culture #heritage #craftsmanship #skills #artisans. As an extension, the apparel industry also contributed to resurgence of global handloom heritage from Bangladesh e.g. Muslin, Jamdani, Kantha stitching, natural dyes, etc. This presents a hitherto untapped world of #design #designthinking vis-à-vis global fashion market that can best be measured against the influence/value created by North African and Maghreb or the Indian artisans on the global fashion industry. Moving on, these local culture/treasures from #Bangladesh delta merit to feature in an expanded conversation.

Expected Take-aways from the Session

This particular session would reflect on:

How to present the hitherto untapped elements-strengths-competencies that Bangladesh to the world of apparel and fashion?

How to creatively craft those into showcasing Bangladesh deeper and in worthwhile manner?

What ‘value’ propositions from Bangladesh can attract world-at-large?

What could be consequent co-branding and nation-branding specifics?

Speakers

Session 09

Altering the Chronicle of Bangladesh RMG Industry Narrative



H.E. Anne Gerard Van Leeuwen

Ambassador,
Embassy of the
Kingdom of the
Netherlands to
Bangladesh



Farzanah Chowdhury

Managing Director &
Chief Executive Officer,
Green Delta Insurance
Company Limited



Laura Husband

Managing Editor,
Just Style



Mohammad A. Momen

Director, IBA,
Dhaka University



Maheen Khan

Founder President,
Fashion Design
Council of
Bangladesh



Reaz Uddin Al-Mamoon

Chairman, Epyllion



Moderator

Shovon Islam (Shawn)

Managing Director,
Sparrow Group



Shahidullah Azim

Vice President,
BGMEA

Speakers

Video Messages



Kihak Sung

Founder & CEO,
Youngone
Corporation



Joris Aperghis

CEO, WE Fashion



Patrick Zahn

CEO, KiK



Dr. Rob Handfield

Professor, Supply Chain
Management, North Carolina
State University





Abdullah Hil Rakib

Director, BGMEA

Abdullah Hil Rakib is Managing Director of Team Group. Team Group is one of the leading RMG conglomerates of the country with its 15,800 proud family members. The Group also successfully diversified its presence in industries like pharmaceutical, real estate, information technology and retail.

As Mr. Rakib believes that sustainability, innovation and skill development are the keys for the progress of Bangladesh apparel industry, he has been promoting them from the fore. Two of his own factories – 4A Yarn Dyeing Ltd and Brothers Fashion Ltd – are certified LEED Platinum and Gold respectively by the United States Green Building Council (USGBC). Team Group as the 1st apparel factory achieved Bangladesh Innovation Award 2022 for its smart factory solution.

Abdullah Hil Rakib is a Director of Bangladesh Garment Manufacturers and Exporters Association (BGMEA). Among many responsibilities Mr. Rakib is discharging in the current BGMEA Board to take the industry forward, he is the Director In-charge of newly built BGMEA Center for Innovation, Efficiency and OSH. He is also looking after the Network to Integrate Productivity and Occupational Safety and Health (NIPOSH) initiated to enhance productivity and efficiency of the RMG industry. Being a member of the Board of Trustee in BGMEA University of Fashion & Technology (BUFT), Mr. Rakib is trying to force an 'Industry Academia Partnership'. He is one of the chief patrons of countrywide Textile Talent Hunt initiative which aims to cater to the need of good entry and mid-level management staff in the industry.

Abdus Salam Murshedy, MP, is highly regarded by the electorate in his native Wards and Unions of Rupsha-Terokhada-Digholia, Khulna, and beyond. He is playing an active and vital role in the Khulna Awami League as a Member of the district.

Mr. Murshedy has been serving in a multitude of leadership positions and is associated with multiple major organizations. He is the Sr. Vice President of the Bangladesh Football Federation (BFF), a Member of the Board of Trustee of the BGMEA University of Fashion and Technology (BUFT), a Syndicate member of Khulna Agriculture University, and the former President of BGMEA. He has been elected as a Member of Parliament for two consecutive terms. Currently, he is serving as a member of the Parliamentary Standing Committee under the Ministry of Local Government, Rural Development, and Co-operatives and the Ministry of Youth and Sports and as President of the Exporters Association of Bangladesh (EAB).



Abdus Salam Murshedy, MP

President, Exporters Association of Bangladesh (EAB)
& Former President, BGMEA



Dr. Ahmad Kaikaus

Principal Secretary to Prime Minister

Dr. Ahmad Kaikaus is the Principal Secretary to the Hon'ble Prime Minister of the Government of the People's Republic of Bangladesh. He formerly served as Senior Secretary and Additional Secretary for the Power Division of the Ministry of Power, Energy, and Mineral Resources, as well as the first Chairman of the Bangladesh Energy and Power Research Council. He played an instrumental role in implementing policies and strategies of the government in the power sector, which helped Bangladesh achieve its objective of total electrification.

As a highly experienced government official, Dr. Kaikaus has worked for the Ministry of Public Administration, the Ministry of Post and Telecommunications, and the Economic Relations Division at the ministerial level. He also held the position of Deputy Chief of the Party of the Policy Research and Strategy Support Program at the International Food Policy Research Institute (IFPRI). He has taught as part-time faculty at Collin County Community College in Texas, USA, and the American International University of Bangladesh, and is a frequent guest lecturer at the Public Administration Training Centre, the Bangladesh Civil Service Academy, and Dhaka University. Dr. Ahmad has published research papers and survey reports for IFPRI. His book, titled "The Making of the Blue Revolution in Bangladesh: Enablers, Impacts, and the Path Ahead of Aquaculture," as well as one notable journal paper on the structural restructuring of Bangladesh's economy, appeared in the World Development Journal.

Dr. Mansur started his career as a lecturer at the Department of Economics, Dhaka University, in 1976. As a graduate student and research assistant, he used to offer regular economics courses at the undergraduate level at the University of Western Ontario, Canada. In 1981, he joined the International Monetary Fund's Economist Program, and in 1982, he received his PhD in Economics (on general equilibrium analysis) from the University of Western Ontario.

During his long career at the IMF, Dr. Mansur has worked in Middle Eastern, Asian, African, and Central American countries in important functional departments (the Fiscal Affairs and Policy Review and Development departments) and area departments (the Middle East and Central Asia and Asian departments) of the IMF. He also served as the IMF Senior Resident Representative to Pakistan from 1998 to 2001 and as the Fiscal Advisor to the Minister of Finance, Government of Bangladesh (1989–1991). During his assignment in Bangladesh, Mr. Mansur was primarily involved with the successful introduction of Value Added Tax in Bangladesh. Most recently, he served as the Division Chief of the Gulf Cooperation Council (GCC) Division and was the IMF Mission Chief for Saudi Arabia, Kuwait, and Oman. After taking early retirement from the IMF, with a view to establishing an institute aimed at policy analysis, in coordination with other professionals, Dr. Mansur joined the Policy Research Institute of Bangladesh as its founder Director and Executive Director.

Dr. Mansur has published extensively in various prestigious journals, edited books on special economic topics, and in the IMF Occasional Paper and Working Paper series. His most recent edited book is Stock Market Developments in the Countries of the Gulf Cooperation Council, published by Palgrave Macmillan in its Finance and Capital Markets Series.



Dr. Ahsan H Mansur

Chairman, PRI



Alan Wragg

Strategic Advisor, QA, PDS Limited

Alan Wragg is the Strategic Advisor QA, Technical, and Sustainability at Poeticgem and is based out of the United Kingdom. Alan brings a deep understanding of the Garment industry and leads key projects to drive the integration of best practices relating to QA, Technical, Sustainability, whilst engaging with partner factories and Poeticgem verticals located across the world

Alan initially pursued a degree in pure Chemistry at Manchester University. He then received an exciting opportunity with Marks & Spencer (M&S) for a second degree in Textiles with Leeds University After a stint of 6 years with M&S, he relocated to Hong Kong in the role of a supplier.

For 12 years, out of which four in Sri Lanka. He joined Tesco International Sourcing in Hong Kong where he successfully opened seven additional hubs He returned to the UK in 2005 to work with on the technical side of F&F and lead the team as Senior Director, Technical, at Tesco.

Angshuman Mustafi has three decades of experience working in the Supply Chain Management domain in emerging markets. He started his career with Maersk in North India, where, apart from operations for two carriers, Maersk and Safmarine, he gained considerable expertise in curating international supply chain solutions for major European and US-based retail and lifestyle customers. He was also part of various assignments related to auditing and suggesting improvements to supply chain models, and he was a part of the project to start Maersk offices in Madagascar, Bahrain, and Saudi Arabia.

He subsequently took an assignment as Managing Director with the Mediternean Shipping Company in Angola. In this role, part of Liner Business, he was commercially responsible for Joint Ventures for investment in Inland Container Depots. He moved to Dhaka in 2018 to take up the country manager role with APM Global Logistics Bangladesh Limited and is now the Managing Director of Maersk Bangladesh Limited.

He holds a bachelor's degree in science from the University of Delhi and a master's degree in Operation and Supply Chain from the University of Liverpool. He additionally holds postgraduate qualifications in System Design, Mass communications, Marketing Management and Warehousing and Transportation. He is an honorary director of the Nordic Chamber of Commerce of Bangladesh and a Member of the Chartered Institute of Transportation.



Angshuman Mitra Mustafi

Country Manager, Maersk Line



H.E. Anne Gerard van Leeuwen

Ambassador, Embassy of the Kingdom of the Netherlands to Bangladesh

Anne van Leeuwen was born on January 31, 1962, in Driebergen-Rijsenburg, in the Dutch province of Utrecht. He graduated from the University of Amsterdam with a master's degree in social anthropology and joined the Dutch Foreign Service in 1990.

Anne van Leeuwen began his diplomatic career in the Foreign Ministry's South Asia Division (1991–1993), the Dutch Embassy in Paramaribo, Suriname (1993–1996), and the Ministry of Foreign Affairs' Conflict Management and Crisis Prevention Division (1996–1999).

Mr. van Leeuwen was the spokesperson for the Netherlands Embassy in Jakarta, Indonesia, from 1999 to 2002. Following that, he served as Deputy Director of the Facility Services and Housing Division in the Ministry of Foreign Affairs (2006–2009) and as Head of the Consular Affairs Division and Deputy Director of Consular Affairs and Migration in the Ministry of Foreign Affairs (2009–2013).

Mr. van Leeuwen served as the Consul General of the Kingdom of the Netherlands in Toronto, Canada, from July 2013 to July 2017. He worked as an advisor to the MFA's Director General for Political Affairs in The Hague from July 2017 to June 2018. He served in Luanda as the Dutch ambassador to Angola, also accredited to Sao Tomé and Príncipe, from June 2018 to June 2021. Mr. van Leeuwen is currently the ambassador of the Kingdom of the Netherlands to the People's Republic of Bangladesh, a position he has held since July 2021.

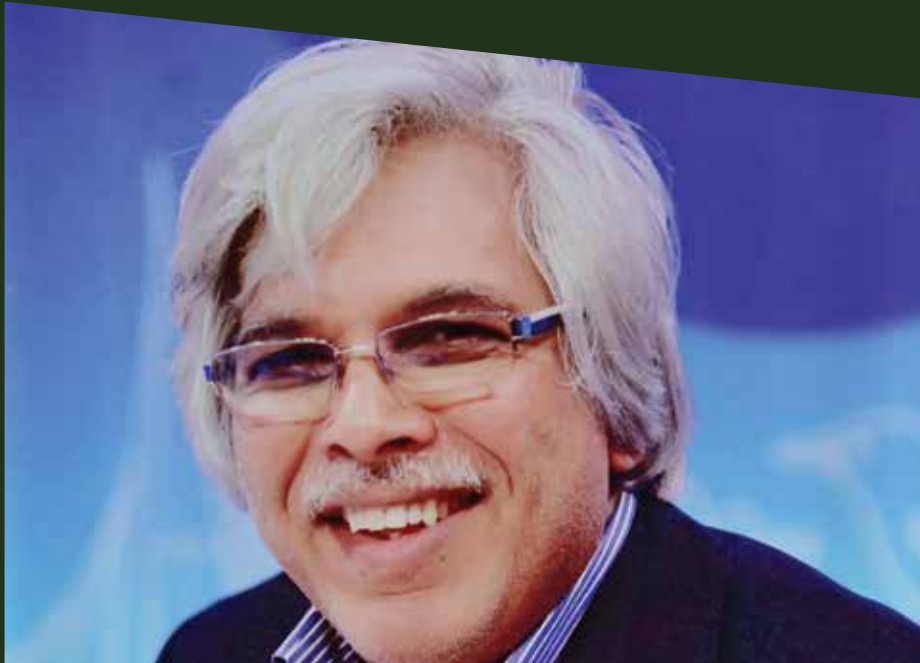
Anne-Laure Descours is the Chief Sourcing Officer of PUMA, based in Hong Kong. She has been associated with the company since 2012.

As an international sourcing expert, the French national has worked for companies such as Li & Fung and Otto International for almost 30 years. As part of her current role, Anne-Laure is responsible for PUMA's worldwide sourcing activities and for implementing the group's sustainability strategy, "FOREVER BETTER." The strategy outlines detailed targets for carbon emissions, chemicals, and social responsibility. With her paramount knowledge and expertise, she is continuously working towards ensuring ethical sourcing and a cleaner supply chain at one of the most luminous brands in the fashion scene.



Anne-Laure Descours

Chief Sourcing Officer, PUMA



Anwar-ul Alam Chowdhury (Parvez)

President, Bangladesh Chamber of Industries &
Former President, BGMEA

Anwar-ul Alam Chowdhury is the Managing Director of Evince Group, as well as the President of the Bangladesh Chamber of Industries (BCI), the Bangladesh Foreign Trade Institute (BFTI) and the Dhaka University Alumni Association. He is an Executive Board Member of the International Chamber of Commerce (ICC). He is also a member of the Dutch-Bangla Chamber of Commerce and the Malaysian-Bangla Chamber of Commerce. He always wanted to contribute to the well-being and prosperity of the country by generating employment and empowering a large section of the female population.

His firm belief led him to set up his first venture, "Evince Garments Limited," in the same year. He started with a relatively small investment and a workforce of about 350 employees at Mirpur, Dhaka. From a small-scale beginning in 1983, he has successfully diversified the operations, both vertically and horizontally, through his vision and tenacity. The group now has a total of 11 industries. Out of which, the garment, textile, design, fashion, and retail businesses employ more than 10,000 employees. Today, under his leadership and guidance, the company is growing significantly and has become one of the leading export-oriented business houses in the country, with buyers in the USA and Europe.

A forward-thinking entrepreneur since the beginning, Mr. Jamal started his business of buying houses while he was a student at Dhaka University and made it successful through hard work and perseverance. He established Tusuka Fashions Ltd., the group's first manufacturing unit in 2000. Now Tusuka Jeans Ltd, Tusuka Trousers Ltd, Tusuka Processing Ltd and Tusuka Apparels Ltd are the successful units in this process.

His milestone of success also includes his footstep in the telecom and air transport businesses with NovoTel Ltd. and Novo Air, respectively. In 2008, he also began the chartered operation of China Southern Airlines.

He was elected to the BGMEA's board of directors for three consecutive terms. He is currently a member of the board of trustees at the BGMEA University of Fashion and Technology. He was the successful Chairman of the BGMEA Foreign Mission Cell and visited the US Congress, Senate, and State Department in 2006 and 2010 as an active member of the BGMEA Lobbying Team to facilitate duty-free access in the USA market. In 2009, he also represented the BGMEA at the World Trade Organization conference in Geneva. In 2010, he worked as a Commerce Ministry representative to facilitate duty-free access to the Indian market. He also accompanied the prime minister to Japan and India.

As Director of Research and Policy, he served as a liaison between the GOB (Commerce Ministry) and the BGMEA on the GSP issue. He was also designated a CIP (commercially important person) by the Government of Bangladesh in 2008, 2010, 2011, 2013, 2014, 2015, 2016, and 2017.



Arshad Jamal (Dipu)

Director, BGMEA



Asif Ashraf

Director, BGMEA

Asif Ashraf is the Managing Director and CEO of Urmi Group and the Director of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA). He is a renowned entrepreneur in the apparel industry of Bangladesh with three decades of professional experience rooted in innovation and diversification.

After completing his MBA at the Institute of Business Administration (IBA), Asif took over his family business and transformed it from familial managerial hierarchies towards a fully corporate structure. His keen focus on data analysis, identifying trends, and responding to them has contributed to his professional success. Urmi was a forerunner in lean manufacturing due to his early emphasis on sustainability, as evidenced by the construction of a Platinum LEED-certified factory. Urmi also pioneered RFID warehousing by establishing Bangladesh's first seamless garment manufacturing plant, which was named a finalist for the 2022 RFID Journal Award in the Best Manufacturing RFID/IOT Implementation category.

Asif cares deeply about the lives and livelihoods of his entire workforce. He is committed to hiring people with disabilities, who now account for nearly 1% of the total employees. He collaborates closely with the government to ensure a smooth transition of strategies following the graduation of the LDC. As an industry leader, Asif is committed to the advancement of the RMG industry in Bangladesh.

Asif Ibrahim is the vice chairman of Newage Group of Industries, a business house involved in manufacturing and exporting ready-made garments, textiles and plastic products from Bangladesh, and a director of BGMEA. He is also shouldering many additional responsibilities including being the chairman of Chittagong Stock Exchange PLC. (CSE), the director of Central Depository Bangladesh Limited (CDBL), Central Counterparty Bangladesh Limited (CCBL) and the Bangladesh Institute of Capital Market (BICM). In addition, he is also serving as a governing body member of the Bangladesh Academy of Securities Markets (BASM) and a member of the board of governors of the Capital Market Stabilization Fund (CMSF).

An individual with a philanthropist mindset, Asif Ibrahim is one of the conveners of Resurgent Bangladesh, a platform to help develop policies and guidelines for the economic recovery of Bangladesh from the effects of the coronavirus pandemic. He is also an executive council member of the UNESCAP Sustainable Business Network (ESBN) and the chairman of the ESBN Taskforce on Disaster and Climate Risk Reduction. He is a member of the International Business Advisory Council of Freeflow Finance Group, a member of the board of advisers of BRAC Business School under BRAC University, and also a core committee member of the Citizens' Platform for SDGs Bangladesh representing the private sector.



Asif Ibrahim

Director, BGMEA



Avedis Seferian is the President & CEO of WRAP (Worldwide Responsible Accredited Production). A recognized expert in the area of social compliance and responsible sourcing, he was named by Assent Compliance as one of the Top 100 Corporate Social Responsibility Influence Leaders in 2020.

Mr. Seferian has extensive knowledge of social responsibility issues within the highly complex worldwide supply chains of the apparel, textile and footwear sectors, often speaking on topics in this field at different forums around the world and contributing to many leading trade publications and news outlets. He is the Chairman of the Executive Board of the Association of Professional Social Compliance Auditors (APSCA), sits on the Impartiality Committees of several audit organizations and served on the Board of Advisors of the Alliance for Bangladesh Worker Safety. Mr. Seferian speaks five languages, holds degrees from three continents (a BA from St. Stephen's College in India, an MBA from the American University of Armenia, and a JD from Georgetown University in Washington, DC) and is a member of the American Bar Association and the Virginia State Bar.

Avedis Seferian

President & CEO, WRAP

Brice Berrad is the Chief Sourcing Officer of GEMO as well as the Managing Director of Mix Fashion and GBO Asia, companies of the leading French apparel retailer Groupe ERAM. For the last two decades, he has been working in soft and hard goods sourcing and supply chains for mass retailers.

Brice has been shouldering the responsibilities of the group's corporate and social responsibility agenda, which has led GEMO to be the first apparel retailer in France to be awarded the Responsible Purchasing Label from LFAR, a distinction in its sustainable journey. The brand also led, together with Bangladesh, the Fire Safety Civil Defense (FSCD), a certification project to help factories prevent fire hazards. Brice launched a series of initiatives integrating the internet of things and data science within its global sourcing operations to improve traceability and reduce carbon footprint, in addition to the group's corporate and social responsibility agenda.

Brice previously worked for Carrefour Global Sourcing, holds an MBA from INSEAD, and completed an Artificial Intelligence executive program at MIT.



Brice Berrad

Chief Sourcing Officer, Gemo France



China Rahman

Women Secretary, IndustriAll Bangladesh Council

China Rahman is an advocate for women's labor rights, gender equality, and freedom from discrimination. She is currently the Women Secretary of the IndustriALL Bangladesh Council. She has been a trade unionist since 2000, serving multiple leadership positions within the national and sectoral union movements, including as Secretary at the Bangladesh Free Trade Union Congress and General Secretary at the Federation of Garment Workers.

She was a founding trustee member and is currently the Vice Chairman of WRC (Workers Resource Centre), a joint platform between two leading worker organizations—the National Coordination Committee on Workers Education (NCCWE) and IndustriALL Bangladesh Council (IBC)—supported by the ILO's SDIR project funded by Sweden and Denmark. She was IBC's first female general secretary for the term of 2020.

China is a proponent of "just transition," a framework devised by the trade union movement to incorporate a range of social interventions required to ensure workers' rights and livelihoods while economies transition to more sustainable production, particularly to battle climate change and maintain biodiversity.

Md. Ehsan-e-Elahi is the current secretary at the Ministry of Labour and Employment, GoB. He was also the Chairman (Grade I) of Bangladesh Chemical Industries Corporation.

During his long, 31-year career in the civil service, he worked in various capacities in renowned organizations. He participated in different overseas training sessions and tours in countries like Thailand, Singapore, Malaysia, Laos, the United Kingdom, Australia, Belgium, Canada, France, Germany, India, New Zealand, Japan, Sri Lanka, Nepal, and the USA.

He served as senior assistant secretary in the Ministry of Science and Technology, as PS in the Ministry of Health and Family Welfare, and as secretary of the planning department in the Ministry of Planning. He served as Upazila Nirbahi Officer, Narayanganj Sadar Upazila in 2006–2007, as Additional Deputy Commissioner (SA), Chittagong in 2007–2013, and as the "Chief Estate Officer" in the Bangladesh Railway after being promoted to Deputy Secretary. He worked for some time as the director of the Bangladesh Climate Change Trust under the Ministry of Environment and Forests. He then served as the Secretary and Director (Administration) of RAJUK in 2013 and as Deputy Commissioner, Gaibandha, from 2014 to 2015. He was then promoted to Joint Secretary and served in the Road Transport and Highways Department of the Ministry of Road Transport and Bridges.



Md. Ehsan-E-Elahi

Secretary, Ministry of Labour & Employment, Bangladesh



Faisal Samad

Director, BGMEA

Faisal Samad is a distinguished entrepreneur in the ready-made garment industry with 28 years of expertise, making him a true business and industry leader. He is the managing director of the Savartex Group's Surma Garments and the director of BGMEA. First elected a board member of the BGMEA in 2003, he served as one of the organization's youngest Vice Presidents to date.

Over the past 20 years, Faisal has served on the BGMEA board over eight times, helping to influence the industry for the better. His contribution to the industry ranges from negotiations in the early stages of the formation of the MFA dialogues to multiple areas of setting industry standards and policies.

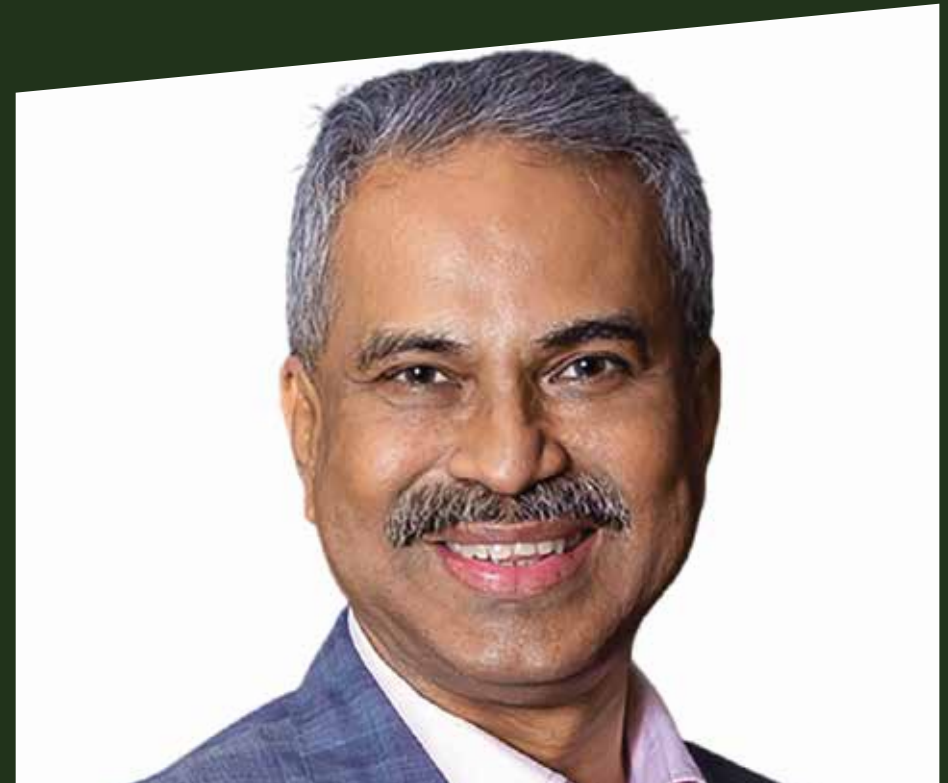
Faisal Samad has served twice as the senior Vice President of the BGMEA. During the pandemic, he collaborated closely with Dr. Rubana Haq, President of the BGMEA, to help stabilize the industry. His ardent dedication towards the industry drove him to devote time and effort to the sector's education and skill development. During his tenure as Vice President, he oversaw the establishment of the BGMEA University of Fashion and Technology at the then-BGMEA Fashion Institute. Today, the institution is helping to develop mid-level managers and future leaders who will drive the industry forward. He aims to continue contributing to the sector and the country with a vision toward building a stronger industry and creating a collaborative vision for the next 50 years.

Faruque Hassan is the President of Bangladesh Garment Manufacturers and Exporters Association (BGMEA). Before becoming the head of BGMEA, he served the association as elected Director for two consecutive tenures, and as elected Vice President for three terms. He has been elected as a Board Member of the International Apparel Federation (IAF) in May 2021. He was the first from the BGMEA Board joining the IAF in 2013. He is the Managing Director of Giant Group, a renowned business conglomerate having apparel, textile and agro business.

Mr. Hassan has been working for the development of textile and readymade garments sector in Bangladesh at large in many capacities, especially in promoting sustainability across the industry. He was the Co-chair of the Steering Committee of Partnership for Cleaner textile (PACT) project jointly implemented by International Finance Corporation (IFC) and BGMEA to reduce the water footprint in the textile processing industries with an aim to make the sector sustainable. He was also a member of the Steering Committee of WRG 2030 (World Bank Group), working towards cleaner water and sanitization for the community. He is a Founder Member of Board of Trustees of Bangladesh University of Fashion and Technology (BUFT).

As President of Dutch Bangla Chamber of Commerce and Industry (DBCCI), the first bilateral chamber in Bangladesh, Mr. Hassan has extensive experience serving as the Vice President of the French Chamber, alongside being involved in the German and Switzerland Chamber in Bangladesh. He is appointed by the Greek government as the Honorary Consul General of Greece in Bangladesh. He is a Member of the Executive Board of International Chamber of Commerce (ICC) - Bangladesh. He is also a Member of Bangladesh Business Council Dubai. He is a Director of Biman Bangladesh Airlines, the national flag carrier airline of Bangladesh.

Mr. Faruque Hassan did his post-graduation in Management from the University of Dhaka. He completed the Capstone course National Defense College (NDC) in the year 2019. He is an alumni of Bangladesh Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS).



Faruque Hassan

President, BGMEA



Farzanah Chowdhury

Managing Director & Chief Executive Officer,
Green Delta Insurance Company Limited

Farzanah Chowdhury, Chartered Insurer, is the Managing Director and Chief Executive Officer of Green Delta Insurance Company Limited (GDIC), the only non-life Insurance Company in Bangladesh to receive an AAA credit rating for the 9th consecutive year and the first and only Insurance Company in Bangladesh to earn Superbrands recognition.

Being the first female Managing Director and CEO in the insurance sector of the country, Ms. Chowdhury's guiding philosophy has always been driven by the intent of adding value not just in business, but also in every sphere that touches her life. She realized the concept of 'Insurance for Everyone' by establishing the retail insurance division and launching innovative products for the first time in Bangladesh. She was a pioneer in introducing SME banking in the country and served in a variety of capacities as the Head of SME Banking at BRAC Bank.

Ms. Chowdhury is recognized by the UN Global Compact as a Local SDG Pioneer for Women's Economic Security for her initiatives through Nibedita, a comprehensive insurance scheme for women. She was awarded the prestigious "Chartered Insurer" status by the Chartered Insurance Institute (CII) UK and recognized as the CII Goodwill Ambassador in Bangladesh. She also received the Senior Associate title from the Australian and New Zealand Institute of Insurance and Finance (ANZIIF). Under her charismatic and visionary leadership, GDIC has been a prime driver of the SDGs in Bangladesh, and GDIC is also the first organization in Bangladesh to introduce and publish Sustainability Reporting (SDG Report).

Francisco Javier Losada, who joined the group in 1993, is the Chief Sustainability Officer (CSO) of Inditex. He is in charge of leading the Corporate Sustainability Department. Javier, who reports to the COO, belongs to the Senior Management Team at Inditex, which comprises the company's senior executives and directors of all the brands.

As CSO, Javier shapes the sustainability strategy (approved by the Board) and supervises the implementation of the sustainability roadmap and the attainment of the climate and social goals. He regularly engages with various stakeholders, including, NGOs, investors, and other industry players, on sustainability issues. Prior to his role as CSO of the Group, he was the Corporate Risk Manager for 10 years and the Corporate Head of the Planning and Control Department for over 12 years. In this previous role, Javier was responsible for the budget and strategic planning of the group, which provided him with great knowledge of business operations.



Francisco Javier Losada Montero

Chief Sustainability Officer, Inditex



George Faller

CEng, MIStructE, MIFireE

Chief Safety Officer, RSC

George Faller is a Chartered Structural and Fire Safety Engineer with 40 years of experience in engineering consultancy and managing teams responsible for a wide range of technical services globally. He began his career as a structural engineer with international consultant Arup before transitioning to fire engineering in his mid-career.

In 2013, while leading the Arup fire engineering teams in Europe, the focus of his work shifted to promoting worker safety in global supply chains. As a consultant, he was involved in private sector initiatives with international garment brands in Bangladesh as well as with the government's national initiative on supply chain safety. Building on this experience, he led projects in 2016–2018 with brands on other programs in India, Vietnam, and Ethiopia, exploring ways to link safety initiatives in the RMG sector with environmental sustainability.

In early 2019, George joined ILO to take up the position of Chief Technical Advisor for the "Improving Working Conditions in the RMG Sector" (RMGPPI) program in Bangladesh. He was responsible for a team assisting the government with the remediation of building safety-related deficiencies in RMG factories, improving the governance and effectiveness of the labour inspectorate, and promoting good practices in occupational safety and health nationally.

In June 2022, he joined the RSC in Bangladesh as Chief Safety Officer to help realize their vision for safe workplaces, sustainable business, and due diligence in the supply chain. It is a private sector initiative representing the Bangladesh industry, global brands, and global and local Bangladeshi trade unions that offer a platform for him to continue contributing to due diligence in the RMG sector.

Holly Syrett is the Impact Programmes & Sustainability Director at Global Fashion Agenda. Her responsibilities include contributing to the strategic mission and sustainability agenda, driving GFA's impact programs such as the Circular Fashion Partnership, and ensuring strategic engagement with key stakeholders and partners. Holly Syrett joined Global Fashion Agenda as Senior Sustainability Manager in May 2020 to mobilize and guide the fashion industry to take bold action on sustainability by researching, project leading, and writing new and existing GFA publications, commitments, and reports such as the CEO Agenda.

Syrett has ten years of experience in the fashion industry, working on sustainability and transparency programs for both public and professional audiences. Syrett is a World Economic Forum Global Shaper and Climate Reality Leader, and she graduated from the Amsterdam Fashion Institute with a BA in Fashion and Branding. She co-founded the Shaping Fashion movement, which is now active in 50+ cities worldwide as a member of the Global Shapers' Community.



Holly Syrett

Impact Programmes & Sustainability Director,
Global Fashion Agenda



Imranur Rahman

Director, BGMEA

Md. Imranur Rahman has worked in the clothing industry for over 18 years. He has a Bachelor of Science in Business Administration from the United States and a Masters of Science in Marketing Management from the United Kingdom. He has been the managing director of Laila Style Ltd. since its inception. Since 2016, he has also served as the managing director of Laila Shipping Ltd. and TH Fishing Ltd.

His goal is to consistently deliver world-class products while ensuring the highest level of customer satisfaction and paving the way for the company to enter new markets and seize new opportunities. He aims to ensure profitability by offering world-class products at a competitive price and running the business with high motivation and deep commitment while providing a safe working environment for employees and contributing to national economic advancement in a global context.

Md. Jasim Uddin, newly elected President of the Federation of Bangladesh Chambers of Commerce and Industry (FBCCI) the apex trade body of Bangladesh representing eighty seven chambers and four hundred & nine associations. Prior to joining as the president of FBCCI, he was the President of Bangladesh Plastic Goods Manufacturers and Exporters Association. Earlier, he served as an elected First Vice President of FBCCI for the term 2010-2012 & as Director for the term 2008-2010.

Md. Jashim Uddin is, a business graduate, leading business personality, an industrialist and a philanthropist with a vision to develop the livelihood of the people of Bangladesh by providing income generating opportunities through making them skilled manpower to reduce poverty, adding value to the economy and protecting the environment. His focus is developing green and environmentally friendly business practices and support sick industries through leadership and govt. involvement.

Mr. Uddin is leading from the front as the Chairman of Bengal Commercial Bank Ltd, Desh General Insurance Ltd, and Bangladesh Plastic Engineering & Technology (BPET). He is also the Founder Chairman of Bangladesh Plastic & Rubber Foundation. And, life Member of Noakhali Samity, Bangladesh.



Md. Jashim Uddin

President, FBCCI



Jill Tucker

Head of Labour Rights Programme, Laudes Foundation

Jill Tucker is known in the apparel industry as an expert in delivering innovations that address labor rights issues. Among her three decades of grantmaking and responsible business work, Ms. Tucker established and led Reebok International Limited's Asia human rights program, where she managed staff in nine countries (1997 – 2005).

From 2011 to 2014, Ms. Tucker led the International Labour Organization's Better Factories Cambodia program. Better Factories Cambodia nearly doubled in size under her leadership and began publicly disclosing factory assessment information. Ms. Tucker worked as a grantmaker for The Asia Foundation for a decade, with assignments in San Francisco, Bangladesh, and Indonesia. She graduated from Stanford University with a Bachelor's degree and from the University of Massachusetts with a Master's degree.

Joris Aperghis was Chief Marketing Officer at LaDress, and Chief Marketing Officer at G-Star International. Joris Aperghis joined WE Fashion in 2014. Joris served as Chief Marketing Officer at WE Fashion.

Joris Aperghis is currently Chief Executive Officer at WE Fashion.



Joris Aperghis

CEO, WE Fashion



Katharine Stewart

Group Corporate Responsibility Director,
Associated British Foods Plc.

Katharine Stewart is in charge of ABF's Corporate Responsibility Hub, which provides support and guidance to ABF businesses across the Group on all aspects of ESG strategy, policy, and program implementation, as well as shoulders the overall responsibility for the Group's ESG strategy and corporate responsibility reporting.

Prior to this position, Katharine was Primark's first Ethical Trade and Environmental Sustainability Director, where she was in charge of developing and implementing the company's program. She grew Primark's Ethical Trade and Environmental Sustainability (ET/ES) team from two to over 130 specialists based in the company's key sourcing countries over a twelve-year period, and she continues to lead the ET/ES technical team, which includes Human Rights, Environmental Sustainability, and Social Impact experts.

Katharine works on sustainability issues with a wide range of stakeholders, including the UK Government and other governments, Trade Unions, NGOs, industry leaders, and influencers. In addition to her roles at Primark and, later, ABF, Katharine served on the Board of the Ethical Trading Initiative for four years, and in 2013 she was awarded the Business in the Community's Responsible Business "Game Changer" Award for her contribution to CSR.

Katharine's extensive knowledge and expertise stem from more than 35 years of fashion and retail experience with a variety of well-known brands. She began her career as a Buyer for several multinational brands before joining Primark in 1995, where she led the brand's hosiery and accessories division for more than ten years. Katharine is a highly business-oriented sustainability leader and creative problem solver who is passionate about harnessing the power of business strategy and collaboration to improve social and environmental impact.

As a pioneering entrepreneur with a patriotic mindset, Kazi Zafarullah has been associated with the Bangladesh Awami League, working in various major positions in the party. At present, he is actively working with Honorable Prime Minister Sheikh Hasina on foreign affairs, finance, trade, and commerce within the party. He has been elected to the ruling party's highest policy-making body five times and is an active member of the Dhaka Chamber of Commerce and Industries.

He is also the founder of the first and largest modern frozen food export plant in the country, the Fish Preservers Ltd., and three re-rolling steel mills at the Nasirabad industrial area in Chittagong. He was the founder and first chairman of NZN Garments and founded Reliance Spinning Mills Ltd., Reliance Textiles Industry Ltd., and Hongkong Shanghai Manjala Textiles Ltd., one of the largest single-spinning units in the country. As such, he is associated with some of the major associations in the country, including the Metropolitan Chamber of Commerce and Industries, the Bangladesh Textiles Mills Association, the Bangladesh Inland Ship Owner's Association, and the Bangladesh Frozen Food Owner's Association. In December 2002, he was elected as the youngest member of the Awami League Presidium, the highest policy-making body of the party.



Kazi Zafarullah

Presidium Member, Bangladesh Awami League



Kihak Sung

Founder & CEO, Youngone Corporation

Kihak Sung is the Founder and CEO of Youngone Corporation, which is a publicly listed Korea-based company engaged in the manufacture of a wide range of sports and outdoor clothing, shoes, and related goods. Youngone owns manufacturing facilities in Bangladesh, Vietnam, El Salvador, and the U.S.A. Kihak Sung is also the Chairman of Youngone Outdoor Corporation and a member of the International Advisory Council at the Brookings Institution. He completed his Bachelor of Arts in International Economics from Seoul National University in 1970.

Mr. Kihak started his career as an entrepreneur. He is also involved with a number of forums and associations. He was the Chairman of the Korea Federation of Textile Industries from 2014 to 2020. He is also the former President of the International Textile Manufacturers Federation. In addition, he is associated with the educational sector. He is a present Board member of Seoul National University, the Institute for Global Economics, and the Academy of Korean Studies. He has also been the Chairman of the board of the Sun-Nong Culture Forum since 2011.

Kutubuddin Ahmed is one of the leading businessmen in Bangladesh and has been successfully managing Envoy Legacy and Sheltech Group through his visionary leadership, strong principles, and self-motivation. In 1984, he started his business journey as an entrepreneur himself by establishing only one garment manufacturing unit factory, which later played a pioneering role in the garment and textile industries of Bangladesh. Over the years, it has evolved into today's Envoy Legacy. In 2008, he started Envoy Textiles Limited, which took Bangladesh's denim manufacturing industry to unprecedented heights.

Not only did he pioneer the country's garment sector, but he also pioneered the country's housing business by establishing Sheltech Group in 1988, which now includes a number of flourishing entities such as Sheltech Private Limited, Sheltech Ceramics Ltd., Platinum Hotels, Sheltech Brokerage Ltd., Sheltech Engineering Ltd., Sheltech Technology Ltd., Grind Tech Ltd., Sheltech Consultants Ltd., Aerospeed, Sheltech Homes Ltd., Sremangal Tea Estate, Bengal Meat, etc.

Mr. Kutubuddin Ahmed's activism led him to an elected and successful term as the President of the Bangladesh Garments Manufacturers and Exporters Association (BGMEA) and President of the Metropolitan Chamber of Commerce and Industry (MCCI), Dhaka. He has also won the CIP award every year since 1991.

Mr. Kutubuddin Ahmed's reputation transcends international borders; as such, he was awarded the prestigious title of Knight Officer of the Spanish Royal Order of Merit in 2020, which is an award bestowed by His Majesty King Felipe VI of Spain acknowledging his accomplishments. He was also honoured as "The Business Person of the Year 2016" by the Daily Star-DHL.



Eng. Kutubuddin Ahmed

Former President, BGMEA



Laura Husband is Just Style's managing editor, which is a daily news and insights digital publication that is widely regarded as the supply chain bible for the apparel sourcing industry. She has been in the position for just over a year and works with an incredible team that has over 20 years of experience in the industry.

Laura has over a decade of experience writing and editing B2B publications for print and online, ranging from titles aimed at the professional hair and beauty industries to pharmacy and mental health.

Laura Husband

Managing Editor, Just Style

Linda Kromjong took over as President of amfori on January 1, 2022. In this role, she continues to make a positive difference by assisting businesses in improving responsible supply chain practices. According to Amfori, trade should benefit everyone in terms of social, environmental, and economic benefits.

She worked as Samsung Electronics' Global Labor & Human Rights Director from October 2018 to December 2021. She was in charge of developing the company's labor and human rights framework in order to drive corporate and supply chain improvements, as well as strengthening relationships with key international policymakers and opinion formers.

Linda Kromjong previously served as Secretary-General of the International Organization of Employers (IOE) in Geneva from 1 May 2015 to 1 October 2018. She previously worked for Deutsche Post DHL as Vice President, Labor Relations International and Human Rights. Linda began her career in the hospitality industry with Sodexo in the Netherlands and has held senior positions in general management, human resources, labor relations, and business and human rights.

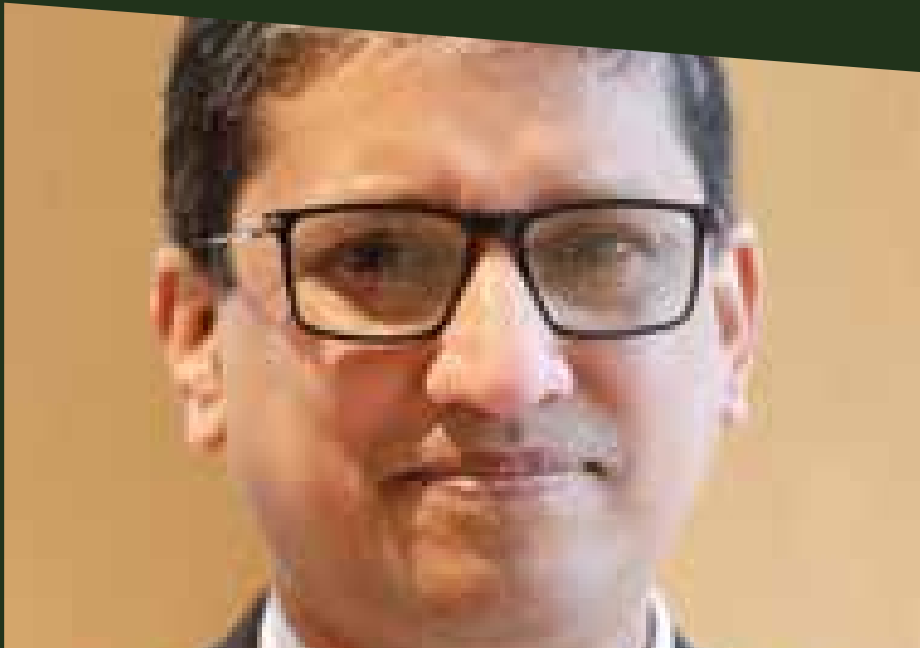
She is currently a member of the Association of Professional Social Compliance Auditors, Inc.'s Stakeholder Board (APSCA). From 2015 to 2018, she served on the UN Global Compact Advisory Board.

Linda Kromjong is a Dutch national who graduated from Hotel Management School and studied Business Management in the Netherlands.



Linda Kromjong

President, amfori



M Riaz Hamidullah is the Ambassador of Bangladesh to the Netherlands, with concurrent accreditation to Croatia and Bosnia & Herzegovina since 2020. Earlier, he served as High Commissioner to Sri Lanka (2016-20).

He had served in New York and New Delhi in his early diplomatic career, working extensively on regional economic cooperation matters in South Asia. As Director-General (Multilateral Economic Affairs) worked on sustainable development, climate change, migration, development finance, multilateral trade, connectivity, water, blue economy and steered Bangladesh's engagement in Agenda 2030 for Sustainable Development. He was the lead negotiator on Bangladesh Sustainability Compact on Apparel and Textile industry and dealt with Responsible Business Conduct (OECD, G7). He was also in the core team during the Bangladesh Chairmanship of the Global Forum for Migration and Development (GFMD).

H.E. M Riaz Hamidullah

Ambassador, Embassy of Bangladesh
to the Netherlands

Mahbub Hassan Saleh is an accomplished career diplomat. At present, He is serving in Brussels as Ambassador of Bangladesh to Belgium and Luxembourg, and Head of the Mission of Bangladesh to the European Union.

Throughout his long and distinguished career, he served in various capacities in the Ministry of Foreign Affairs in Dhaka and Bangladesh Missions in Kolkata, Seoul, Canberra, New Delhi and Washington, D.C.

Mr. Saleh has a Bachelor of Science in Civil Engineering from Bangladesh University of Engineering and Technology (BUET), Dhaka, and a Master's in Diplomacy and Trade from Monash University, Melbourne, Australia, winning the prestigious "Top Graduating Student" award in 2001. He is also a well-known public speaker and an acclaimed poet.



H.E Mahbub Hassan Saleh

Ambassador of Bangladesh to European Union



Maheen Khan is the founder and president of the Bangladesh Fashion Design Council. She received her bachelor's degree in textile design from Otis Parsons School of Art and Design.

She received numerous national and international awards for design, leadership, and her outstanding contribution to the fashion industry. She has spent the last 30 years in the fashion industry. She also received an Eisenhower Fellowship in 2012 and the USA's Athena Award of Excellence in 2019.

Maheen Khan

Founder President, Fashion Design Council of Bangladesh

Miran Ali is a leading entrepreneur in the garment sector. He leads the Bitopi Group as Managing Director. He is the Vice President of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) and a Director at the RMG Sustainability Council (RSC).

He is also the spokesperson for the Sustainable Terms and Trade Initiative (STTI). After graduating from Johns Hopkins University, Mr. Ali also earned an MBA from the University of Bristol.



Miran Ali

Vice President, BGMEA



Mohammad A. Momen

Director, IBA, Dhaka University

Professor Mohammad Abdul Momen is the director of the Institute of Business Administration (IBA), Dhaka University. He earned a B.com (Finance) and an M.com (Finance) from Dhaka University, as well as an MBA from Drake University in the United States. He began his business career while still in college.

Professor Abdul Momen has almost 40 years of experience in business and has been involved with Pride Group since its inception. Professor Abdul Momen is well known among the business community, the financial sector, and academicians. He is also the director of Pride Group, Dacca Textiles Limited, Pride Limited, Pride Spinning Limited, and Pride Properties Limited. His area of interest is in accounting, banking & finance, and the textile & apparel industry.

An inspirational leader with almost four decades of experience in the apparel industry, Monique is currently the Director of Sourcing, Tech and Sustainability in Clothing & Home at Marks and Spencer. In her current role, she is in charge of ensuring that products and people are aligned with a business strategy by leading a team of experts in Sourcing & Manufacturing, Product Technology and Sustainability and making every day remarkable.

Originally from the Netherlands, Monique worked for over 25 years in senior product and operational roles across the globe for the largest US sportswear brand. In 2019 she moved back to Europe to work for M&S in the role of Head of Product Technology, where she oversaw the product creation process from initial concept to commercialisation of Marks and Spencer, by providing technical leadership to their Technology teams. Her experience spans E2E products from design to delivery.



Monique Leeuwenburgh

Director of Sourcing, Tech and Sustainability in Clothing & Home, M&S - London



Naser Ezaz Bijoy

CEO, Standard Chartered Bank, Bangladesh

Naser Ezaz Bijoy is the Chief Executive Officer at Standard Chartered Bank, Bangladesh. During his nearly 30 years of tenure at Standard Chartered Bank, Naser Ezaz Bijoy has been working in diversified roles with varied complexities and dimensions, including senior roles in corporate banking, risk and audit in Asia, the Middle East, and Africa. He also worked closely with central banks in Bangladesh, the UAE, Mauritius, and Vietnam to implement the Basel Accord.

As the CEO, he is currently responsible for driving the business, ensuring robust governance, and executing the strategy for the bank in Bangladesh. Under his stewardship, Standard Chartered Bangladesh has maintained sustained growth, exceeding previous records, and closed several landmark transactions that are strategically important for the economy of the Country.

Before being appointed CEO, Naser was leading a successful Corporate and Institutional Banking business in Bangladesh since 2015, strengthening relationships with the private sector, public sector, and external stakeholders; closing several strategic transactions. Previously, he was vested with the responsibilities of Chief Risk Officer and a director appointed to the Board of Management of Standard Chartered Vietnam and Senior Credit Officer in Vietnam. Naser holds an MBA degree from Bangladesh's premier business school, the Institute of Business Administration (IBA), University of Dhaka. He received various overseas accreditations and certifications from the University of Cambridge, the London School of Economics, Omega USA, and INSEAD.

Naureen Chowdhury is Senior Programme Manager of the Labour Rights programme at Laudes Foundation, leading grant-making for the foundation predominantly in the apparel sector since 2016. Naureen has over two decades of experience in the development sector, focusing primarily in the Apparel sector.

Her previous roles include implementation lead for International Finance Corporation (IFC) working on sustainability and cleaner production (2006 – 2016). Prior to that, she worked on Corporate Finance and Private Equity in Lunn Partners, Chicago (2001 – 2003). She holds a Bachelor's degree from the University of Virginia and a Master's Degree from the SOAS, UK.



Naureen Chowdhury

Senior Programme Manager, Laudes Foundation



Navidul Huq

Director, BGMEA

An eminent industrialist and tech entrepreneur in Bangladesh, Navidul Huq has held leadership positions in some of the most prestigious organizations. At present, he serves as the Director of Mohammadi Group and the Managing Director of Desh Energy Limited, a power generation company that is linked to the national grid of the Government of Bangladesh. He is also the co-founder of Bongo BD, the largest OTT-Video streaming company in Bangladesh. Navidul Huq was elected as the director of BGMEA in 2021 and is also currently appointed the Vice-President of the Bangladesh Independent Power Producers Association, BIPPA.

Throughout his career, Navidul Huq has achieved extraordinary success. In 2006, Navidul Huq started his career by serving as a Director of Technovista.com while managing the Mohammadi Group under the guidance of his father. In 2007, he co-founded and became a Director of Bordingvista.com, a joint venture with the Danish Company Boarding Group of Denmark. His entrepreneurial contribution also includes the establishment of Bangladesh's first online video streaming service, BongoBD, bongobd.com in 2013. From 2013 to 2014, he served as a director of the Bangladesh Association of Software & Information Services (BASIS). His affiliation with Navidul Huq Desh Energy Limited as the Managing Director dates back to 2014. He is acknowledged as a Commercially Important Person (CIP) in Bangladesh.

Dr. Nazneen Ahmed has been working as the Country Economist of the United Nations Development Programme (UNDP) Bangladesh since July 2021. Previously, she worked as a Senior Research Fellow at the Bangladesh Institute of Development Studies (BIDS). She possesses 24 years of research experience in the field of development economics, focusing on macroeconomic management, inclusive growth, international trade, industry, SME development, labour rights, gender issues, financial inclusion, etc.

Dr. Nazneen obtained a Ph.D. from the University of Wageningen, the Netherlands. She obtained a master's degree in Development Economics from Sussex University, UK. She also has a bachelor's degree and a master's degree in Economics from the University of Dhaka. She has numerous publications in prestigious national and international journals, such as World Development, Bangladesh Development Studies, Journal of Contemporary Asia, Journal of Developing Areas, and others.

Dr. Nazneen has substantially contributed to national-level policy formulation. She was a member of the Panel of Economists to adopt the 7th Five-Year Plan of Bangladesh. She served as a Director of the Palli Sanchay Bank (a specialized public sector bank for the rural poor) and a member of the General Bodies of the Palli Karma Sahayak Foundation (PKSF, the Rural Employment Development Foundation), the SME Foundation, and the Bangladesh NGO Foundation.

Dr. Nazneen served as a consultant for several international organizations, including ADB, UNDP, UNCTAD, the World Bank, DFID, UnWomen, the ILO, the IFC, the European Commission, IFPRI, USAID, etc. She has published in renowned academic journals, including World Development, Bangladesh Development Studies, the Journal of Contemporary Asia, the Journal of Developing Areas, etc. She has also presented papers at various national and international conferences.



Dr. Nazneen Ahmed

Country Economist, UNDP



Paul Wright

Group ESG Director, PDS Limited

Paul Wright is the PDS Group's Group ESG Director. He is in charge of the PDS group's Ethical & Social Compliance, Sustainability, and Innovation efforts across all business verticals and subsidiaries. He and his team ensure that the PDS Group's Business Units, factories with which they collaborate, and suppliers actively support the PDS Group and its Customers' Policies, Code of Conduct, and defined standards of Ethical & Social Compliance & Sustainability.

Paul brings 35 years of extensive experience in retail and manufacturing. He began his career as an engineer in the garment industry in the United Kingdom before moving into production and quality management and running manufacturing facilities in Morocco and Portugal. His retail experience includes leading teams responsible for Ethical Sourcing, Quality, and Sustainability across all product categories including Apparel, H&B, and General Merchandise for several major retailers. He previously worked for well-known companies such as Primark, Asda, George Clothing, Matalan PLC, and Dunelm.

Dr. Rajesh Bheda is the managing director of Rajesh Bheda Consulting. He is a leading consultant, researcher, and educator with more than three decades of contributions to the apparel industry. He is known for his celebrated book "Managing Productivity in the Apparel Industry" and for inspiring supply-chain collaborations for win-win performance improvement. He believes in raising social standards through skill development, increased productivity, and higher quality.

RBC's clients include leading manufacturers, international brands, industry associations, the UN, and development agencies. Over the last 15 years, RBC has helped over 500 apparel factories around the world, including Bangladesh.

Dr. Bheda holds a doctorate in management from the Faculty of Management Studies, University of Delhi, and has undergone a fellowship at Manchester Metropolitan University, UK. He is also a member of the governing boards of educational institutes and civil society organizations.



Dr. Rajesh Bheda

Managing Director, Rajesh Bheda Consulting



Ram Sareen has provided the apparel sector with a long history of disruptive innovation that has upended the market. He has ingrained this philosophy of revolution in the industry at Tukatech, the fashion technology solutions company he founded in 1995.

Tukatech is credited with successfully bringing digital pattern-making to dozens of countries and is an innovative leader in virtual sample-making for design and fit with a real-time motion simulation. The company has made its mark in the apparel sector by being the first to develop and implement on-demand manufacturing processes and is known for its advanced cutting room solutions. Tukatech's robust systems are implemented by fashion experts from all corners of the garment industry.

Ram Sareen

Chairman and Founder, Tukatech

Since October 2013, Dr. Ratnakar Adhikari has been serving as the Executive Secretariat for the Enhanced Integrated Framework (EIF) at the World Trade Organization (WTO) as its Executive Director. Previously, he was the Chief Executive Director of South Asia Watch on Trade, Economics, and Environment, a Kathmandu-based regional think-tank.

Dr. Ratnakar has held a number of positions, including Senior Adviser to the National Planning Commission, Government of Nepal, and Trade Programme Specialist for UNDP's Asia Pacific Regional Centre in Colombo, Sri Lanka. He has done extensive research and contributed to renowned publications in the areas of international trade, regional economic integration, aid for trade, competition policy, and intellectual property rights, particularly from the perspective of the Least Developed Countries. He obtained his PhD from the University of Warwick, UK; his Masters of International Law and Economics from the World Trade Institute, Switzerland; and his Masters of Commerce from the University of Delhi, India.



Dr. Ratnakar Adhikari

Executive Director of the Executive Secretariat for the Enhanced Integrated Framework, WTO



Reaz Uddin Al-Mamoon

Chairman, Epyllion

The Ministry of Industries, Government of the People's Republic of Bangladesh, has declared Reaz Uddin Al-Mamoon, Managing Director, Epyllion Group, a CIP (commercially important person) in a large industry cluster for the year 2012. On October 1, 2014, the CIP Identity Card was formally handed over to him by Md. Tofayel Ahmed, honorable minister of the Ministry of Commerce.

He was honored for his outstanding contribution to the industry and positive input to the economy of Bangladesh. He has won this award in this category for the second time.

Dr. Rene Van Berkel is the Representative of the United Nations Industrial Development Organization (UNIDO) in India. Previously he was UNIDO Unit Chief of Cleaner and Sustainable Production and was responsible for UNIDO's contribution to the global Resource Efficient and Cleaner Production (RECP) programme which is operational in some 50 emerging and developing countries and supports the organization's Green Industry Initiative.

Between 1999 and 2006 he was Australia's first full professor of Cleaner Production at Curtin University of Technology in Perth and between 1989 and 1999 he held various research and leadership positions at the University of Amsterdam, The Netherlands. He is an environmental scientist by education and holds master's and doctoral degrees from respectively Wageningen University and University of Amsterdam, both in The Netherlands.

Throughout his career, Dr VAN BERKEL has worked at the interface of academia, government and industry to foster the application of cleaner production, eco-efficiency and industrial ecology practices and techniques in a wide range of industry sectors, including manufacturing, minerals, agriculture, food and beverages, health and services and crafts. Since 1993 he has been active in fostering the adaptation and adoption of cleaner production and industrial ecology in developing and emerging economies in particular in Asia and Eastern Europe.



Rene Van Berkel

Representative, UNIDO in India



As the Director of Operations at Walmart Sourcing Bangladesh, Rita Lohani is responsible for the local execution of global operational initiatives, managing risk, ensuring business effectiveness and efficiency, and complying with local requirements.

Her nearly two decades of experience working with leading global organizations and companies such as the International Finance Corporation, the United Nations Environment Program, and Tetra Tech Inc. has made her uniquely qualified to provide leadership, management, and strategic direction to programs and operations throughout Asia. She has substantial experience in a broad range of social and environmental issues, specifically working with both the public and private sectors and NGOs to address these challenges.

Rita Lohani

Director for Operations, Walmart Sourcing, Bangladesh

Rizwan Rahman is the current President of the Dhaka Chamber of Commerce and Industry. In his wide-ranging business career, he heads several segments of ETBL Holdings Ltd., a renowned local conglomerate that diversifies into financial services, dredging infrastructure, commodities trade, cold storage, furniture, print media, etc. He is a Director of Eastland Insurance Company Ltd. and the Daily Financial Express.

Since the completion of his higher education in the UK, he has been working with DCCI with the aim of contributing to the private sector's development for almost two decades. In his diverse career, he also served as the Director of the Bangladesh Chamber of Industries (BCI), the Bangladesh Philippines Chamber of Commerce and Industry (BPCCI), and as the Former Vice President of the Dutch-Bangla Chamber of Commerce and Industry (DBCCI) for the improvement of multilateral trade and investment relations. He is also involved with many CSR activities. He is the trustee of Syeda Anjuman Ara Girls School and Secretary General of the Anjuman Ara - Mujeeb Foundation.



Rizwan Rahman

President, DCCI



Born in 1955, Roger Hubert is a Swiss National with 50 Years of experience working in the Apparel Industry in Sales, Merchandising, Procurement, Quality Assurance and Control, CSR and Stakeholder Engagement.

Roger began his career in the fashion industry in 1970 and has focused on the RMG industry ever since, covering all aspects of sourcing, procurement, production, quality assurance, sustainability, and stakeholder engagement. With his experience of working in multiple different countries, including Bangladesh, Hong Kong, Addis Ababa, Pakistan, Africa, and Singapore, he has also previously served as the Managing Director at Alster Int'l Trading (Miles Fashion Group), the Vice President of Li & Fung's Country Operations in Dhaka, H&M's Regional Country Manager, and also H&M's Country Manager Ethiopia, to personally lead the development of this emerging sourcing market.

As the newly appointed Managing Director of the RMG Sustainability Council (RSC), Roger wishes to continue contributing to the ongoing transformational change in Bangladesh's apparel sector by engaging actively with the fashion industry and pertinent stakeholders through cooperation and collaboration.

Roger Hubert

Managing Director, RMG Sustainability Council (RSC)

S.M. Abu Tayyab has been the managing director of Independent Apparels Ltd. and Brother's Apparels Ltd. since 1995. He has 20 years of work experience as CEO of a private limited company. He has vast experience in the apparel manufacturing sector and has set up new manufacturing plants. He has rich exposure to working in the fields of marketing, manufacturing, and human resources (HR). He is a former first vice president of the Bangladesh Garments Manufacturers and Exporters Association (BGMEA). Apart from the ready-made garment industry, he is involved in several business forums. He is the current President of the International Business Forum Bangladesh, Chattagram Chapter, and an Independent Director of the Chattagram Stock Exchange (CSE). He is also a former director of the Chattagram Chamber of Commerce and Industry.

Mr. Tayyab is also involved in several social activities, such as being the former chairman of Chattagram Club Limited, and a member of Bhatiyari Golf & Country Club, Chattagram Senior's Club, and Chattagram Boat Club. He is the president of Nirapod Sharak Chai, Chattagram, and vice president of Community Police Chattagram. He is also a member of the Bangladesh Awami League-supported Combined Business Council. S.M. Abu Tayyab has visited a number of countries in North America, Europe, the UK, the Middle East, and Asia.



S.M. Abu Tayyab

Former First Vice President, BGMEA



Sandeep Das

Regional Director, South Asia and MENAP Products, Intertek

A business executive with over two decades of experience in South Asia, the Middle East, and Europe, Mr. Sandeep Das is the current president of Elect Global Softlines and Hardlines and Regional Managing Director at South Asia and MENAP Products. Extensive experience in FMCG sales and marketing was followed by general management and strategy leadership roles in the quality assurance sector.

Sandeep, who is currently based in New Delhi, India, will soon take over the global soft lines and hardlines businesses in addition to his current role as RMD South Asia and Products vertical of Intertek's Middle East, North Africa, and Pakistan chapters. Intertek is a leading total quality assurance provider to industries worldwide.

His extensive experience in FMCG sales and marketing along with general management and strategy leadership roles in the quality assurance sector has made him an asset in the industry.

Formerly a part of the workforce of the garment industry as a Junior Needle Issuer at Simba Fashions LTD, Adamjee EPZ, Sabina Yeasmin is currently a fresh graduate from Asian University For Women (AUW).

Sabina has been running her own non-profit project called "Ovoya Foundation" since 2019 after completing her Bachelor's in Politics, Philosophy & Economics (PPE) with a minor in Development Studies. Her ardent work is facilitating workshops for children to provide them basics of sex education. She was elected as the President of the AUW Student Government for the term 2021 to 2022. Her aspiration is to take her project and its mission to international heights and establish her own start-up producing biodegradable sanitary pads. At present, she is seeking opportunities to get involved with INGOs or NGOs to start her career in the non-profit or development sector.



Sabina Yeasmin

Student, AUW



Shaful Islam Mohiuddin, MP

Former President, FBCCI & Former President, BGMEA

Md. Shaful Islam Mohiuddin is a successful businessman, entrepreneur, and social activist born in 1955 in Dhaka. He completed his graduation in commerce with honors in accounting and has also done his master's in commerce from Dhaka University. Presently, he is the Managing Director of the Onus Group. He has successfully diversified his business into various sectors like RMG, real estate, shipping, dredging, auto bricks, etc.

He is the First Vice President of the Federation of Bangladesh Chambers of Commerce and Industry (FBCCI), Bangladesh's premier trade body. He is also a director of Titas Gas Distribution Company Limited, the Infrastructure Investment Facilitation Center (IIFC), and the Chittagong Stock Exchange Limited (CSEL).

Recently, he was made an executive committee member of the SAARC Chamber of Commerce and Industry (SAARC CCI). Formerly, Mr. Islam was the president of the Bangladesh Garments Manufacturers and Exporters Association (BGMEA). Mr. Islam is also a member of the France-Bangladesh Chamber of Commerce and Industry and the Rugby Federation's Vice President. He is a member of several social organizations, including the Society for Anti-Addiction Movement (SAAM), Mohammedan Sporting Club Limited, and the BGMEA University of Fashion and Technology (BUFT) Trustee Board.

M. Shahidullah Azim is the Vice President of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA). He served on the BGMEA Board of Directors as a Director from 2009 to 2012 and as Vice President from 2013 to 2015.

He is Classic Group's Managing Director. After graduating from the University of Dhaka, he began his career in the ready-made garment and clothing industry. He attended a Top Management Scholarship program in Tokyo, Japan.

Following the tragic factory building collapse in 2013, Mr. Azim served as the main focal point of the buyer-led Accord and Alliance safety initiative. He was also a member of the IFC Partnership for Cleaner Textiles (PACT) Steering Committee.

Mr. Azim represented BGMEA and the Bangladesh RMG industry at a number of local and international forums, including the Harvard University Bangladesh Development Conference and the Prime Source Forum in Hong Kong.

He was previously the Director of the Bangladesh-China Chamber of Commerce and Industry, as well as the Director of the Bangladesh-Malaysian Chamber of Commerce and Industry (BMCCI). From 2004 to 2012, he was the President of All Community Club Ltd., Gulshan. He is the President of Dhaka's Gregorian Club.



Shahidullah Azim

Vice President, BGMEA



Shahriar Alam, MP

State Minister, Ministry of Foreign Affairs,
Government of the People's Republic of Bangladesh

The State Minister for Foreign Affairs of the People's Republic of Bangladesh, Md. Shahriar Alam, MP, is a paragon of the young generation for his active role in the Awami League since 1997. He has also served as a member of the Awami League Sub-Committee on Information, Research, and Publicity and Publications. Mr. Alam has been thrice elected as a member of the National Parliament, consecutively in 2008, 2014, and 2018, from the Rajshahi-6 constituency with the highest victory margins.

He significantly contributed to finalizing the draft of the Right to Information (RTI) Act. He introduced a motion in Parliament under Rule 142, which paved the way for Bangladesh's first nuclear power plant to be built. In addition, he played a key role as a member of the Preview Committee on Sangsad Bangladesh TV.

As the State Minister for Foreign Affairs, Mr. Alam has been actively representing the government of the People's Republic of Bangladesh in various international forums. He served as the Vice Chairman of All-Party Parliamentary Groups (APPGs) on Climate Change, Education, and Poverty Reduction; and on Millennium Development Goals (MDGs), Poverty Reduction Strategy Paper (PRSP), the World Trade Organization, and the Bangladesh Development Forum.

Shams Mahmud has worked in the private sector since returning to Bangladesh in 2008 after completing his education in the United Kingdom and the United States. He is currently the Managing Director of Shasha Denims, Shasha Spinning, and Shasha Textiles, as well as the Director of Shasha Garments, EOS Textile Mills, and Fly Dhaka Airlines. In addition, he is the Honorary Consul of FDR Ethiopia in Bangladesh and a Capstone Fellow at the National Defense College.

Mr. Mahmud is the Secretary General of Consul Crops Bangladesh as well as the Vice President of the Philippine Bangladesh Chamber of Commerce and Industry. In 2020, Mr. Mahmud was also President of the Dhaka Chamber of Commerce and Industry. He is also the Chairman of the BGMEA's Standing Committee for Foreign Mission Cell and the FBCCI's Standing Committee for Readymade Garments, Knitwear, Sweater, etc.

Mr Mahmud previously served as Vice President of the Bangladesh Philippines Chamber of Commerce and Industry, as well as a member of the Boards of Directors of the Bangladesh Textile Mills Association and the Dutch Bangla Chamber of Commerce and Industry.



Shams Mahmud

Managing Director, Shasha Denims



Sharif Zahir

Managing Director, Ananta Group

Sharif Zahir is a young and successful businessman. He is the Managing Director of Ananta Group, one of the largest and fastest-growing apparels and textile companies in the world. For the past seven years, the government of Bangladesh has recognized him as one of the youngest commercially important persons (CIPs). Ananta Group has expanded into other industries under his dynamic leadership, including real estate (Hotel/Marriott, Gated Community, Mixed Use Properties, Gated Condominium (Ananta Terraces), e-commerce (sindabad.com), banking (ex-vice chairman, United Commercial Bank), and asset management (ex-chairman, Vanguard Asset Management).

As the former director of the Bangladesh Garment Manufacturers Association (BGMEA), Mr. Sharif Zahir played an instrumental role in improving the competitiveness of the Bangladesh apparel sector and increasing the country's export goals.

On July 17, 2022, Sharifa Khan was appointed Secretary of the Economic Relations Division (ERD) at the Ministry of Finance. Prior to this position, she was the Member (Secretary) of the Planning Commission, Bangladesh, for about one and a half years.

In her colorful career, Mrs. Sharifa Khan held various positions in the Ministry of Agriculture, BPATC, the Deputy Commissioner's office in Dhaka, the WTO Cell, and the Ministry of Commerce. She served for about five years at the International Fertilizer Development Center (IFDC). She also served as the Commercial Counselor at the Bangladesh High Commission in London from 2012 to 2017. She has vast experience in international trade and economic development. She participated in different training sessions, seminars, and conferences at home and abroad. In addition, she has earned a reputation as a guest speaker in various government and private institutions on international trade, WTO issues, free trade agreements, and macroeconomic management. She published a number of articles on global trade, LDC graduation, intellectual property rights, and agriculture negotiations in various local and international journals.



Sharifa Khan

Secretary , Economic Relations Division,
Ministry of Finance, Bangladesh



Barrister Shehrin Salam Oishee

Director, BGMEA

At the age of 21, Barrister. Shehrin Salam Oishee is the youngest Barrister to be Called to the Bar from City Law School (CLS). She earned her LLB (Hons) at the University of London (UK) and her Call-to-the-Bar at Lincoln's Inn (UK). She then earned an LLM in Commercial Law from the University of Derby (UK), followed by an MSC in Criminology from the University of Dhaka. She was awarded the Oxford Award for her outstanding performance in Southeast Asia. She is a Supreme Court of Bangladesh advocate as well as a trained arbitrator.

Barrister Shehrin Salam joined her father's RMG business after finishing her degrees and has since served as the Director of Envoy Group and Envoy Textiles, two of the country's leading RMG companies. She is the youngest elected Director on the current BGMEA board and hopes to add more value as a lawyer and through her own efforts as a woman. Barrister Shehrin, with a primary focus on research and development, has always been drawn to adapting newer modes of development in the RMG, evolving it into better folds through advancements.

She is the Chambers Director of Legal Access, a corporate law chamber. She is also involved in the RMG sector's backward linkage as the Chairman of Oishee Accessories LTD and the Managing Director of Packing Aid Ltd.

Shovon Islam (Shawn) is the CEO and Managing Director of Sparrow Group of Industries. The sparrow has now flourished and can be found in several locations in Bangladesh and Jordan. Under Shovon's leadership, Bangladesh's manufacturing output of Sparrow increased by approximately 35 million units in 2021, with revenue of \$210 million from Bangladesh and \$300 million from Jordan, and is now associated with the world's largest brands, including Gap, Marks & Spencer, Mango, American Eagle, Next, J. Crew, True Religion. The group's main success factor and differentiator is innovation in design and the use of cutting-edge raw materials, as well as a distinct fashion and quality signature.

Shovon was named a CIP for export by the Bangladesh government in 2015, 2016, 2017, 2018, and 2019. He is the chairman of the BGMEA's Press and Publication Standing Committee and a member of the Apparel Story magazine Editorial Board.

Shovon worked for Texas Instruments, Hewlett-Packard, and Microsoft in the United States for 24 years, holding various positions such as vice president of R&D, chief software functional architect, and CTO of HP Labs India and Israel. Shovon and Hewlett-Packard have 17 software innovation patents. Shovon wrote "Unix to Windows NT Migration," which was published by Prentice Hall USA in 1995 and received high praise from the computing community. He also published a large number of articles in computing and scientific journals on Big Data, Data Warehousing, Large-Scale Computer Network Management, and Electronic Voting Machines.



Shovon Islam (Shawn)

Managing Director, Sparrow Group



Siddiqur Rahman

Former President, BGMEA

Md. Siddiqur Rahman is the chairman of Sterling Group and Laila Group. He is a front-line business leader and has been playing a significant role in advancing the RMG industry in Bangladesh. He is the Secretary of Commerce and Industry in the Bangladesh Awami League. He is also serving his duties as the director of the Dhaka Stock Exchange (DSE). Mr. Siddiqur Rahman is the former President of the Bangladesh Garment Manufacturers and Exporters Association (BGMEA) for the period of September, 2015, to April, 2019. Before becoming president, he served the trade body in various capacities, including as the Vice President (Finance) and the Senior Vice President for the terms 2009–2010 and 2011–2012, respectively. He also served as a board director for Biman Bangladesh Airlines, the country's flag carrier. He is one of the founders and acting chairman of the BGMEA University of Fashion and Technology (BUFT). Mr. Siddiqur Rahman was also the former Vice President of the Federation of Bangladesh Chambers of Commerce and Industries (FBCCI).

Md. Siddiqur Rahman is awarded the title of "Commercially Important Person" (CIP) for the years 2013, 2016, 2017, and 2018 by the Government of the People's Republic of Bangladesh in recognition of his extraordinary performances and contributions to the economy of Bangladesh.

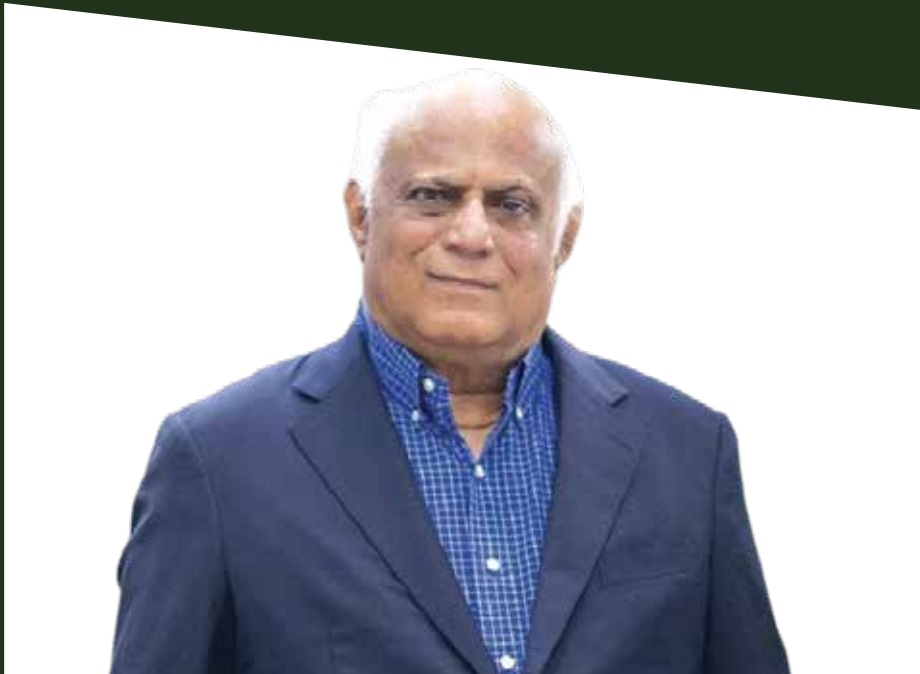
Sunny Malhotra is the Managing Partner at Simple Approach. He joined the PDS group in April 2005 and was previously Director of Sales for SKD Pacific Ltd. At Simple Approach, he has built strong businesses with UK and European retailers additionally he supplies to US and Canadian markets.

He is an active member in the PDS group and is the Managing Partner of Simple Approach. Notable customers include – Primark, Giant Tiger in Canada, Takko in Germany, Zara in Spain, Krogers in the US. His hobbies and other areas of interests are Running/Hiking/Tennis.



Sunny Malhotra

Managing Director, Simple Approach - part of PDS Limited



Syed Naved Husain is a Canadian Entrepreneur, Global Investor, Industrialist and Industrial Product Developer and Designer.

He has been at the helm of Beximco for the last 27 years as the Group Director and CEO of BEXIMCO, Bangladesh's largest conglomerate with 70,000 employees and USD 2 billion in revenue. Beximco's interests span Textiles, Apparel, Retail, Pharmaceuticals, PPE, Ceramics, Media, Energy and Banking.

Syed Naved Husain graduated with honours, completing his Bachelor of Engineering and MBA in the United States, and worked for several years with Fairchild Semiconductors in Silicon Valley (San Jose, Santa Clara, and Palo Alto), as well as 6 years in the Abu Dhabi Oil Industry working for Adnoc, building major plants such as refineries and LNG plants. He is also a board member of an Oil & Gas Engineering company as well as several educational institutions.

Syed Naved Husain

Group Director & CEO, BEXIMCO

Tapan Kanti Ghosh is the senior secretary of the Ministry of Commerce. Previously, he worked as Secretary of the Ministry of Liberation War Affairs. He also served as the Chairman of the Bangladesh Trade and Tariff Commission.

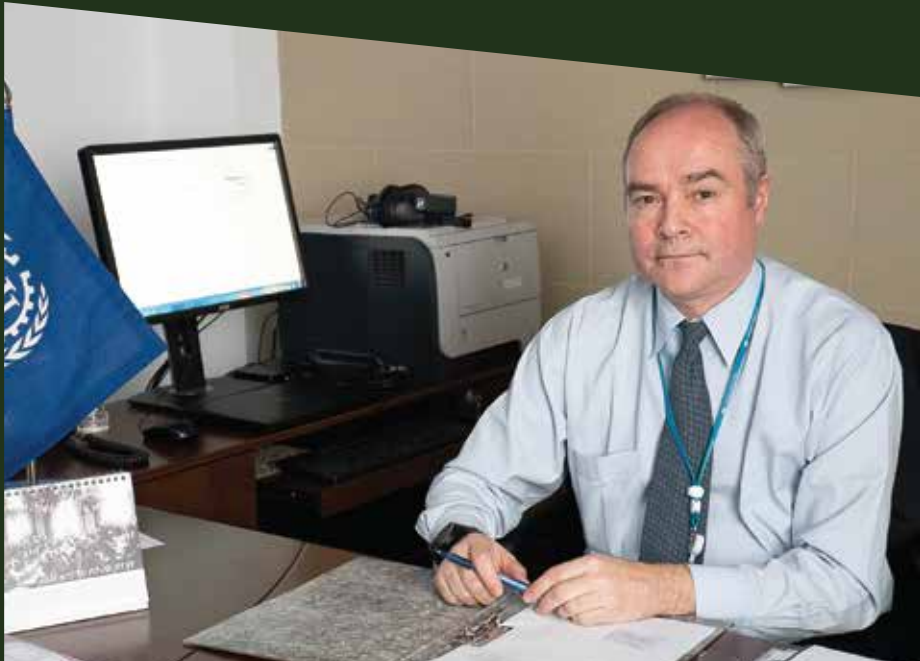
For more than three years, he was the Project Director of the Chittagong Hill Tracts Development Board's "Integrated Community Development Project." He was the Commercial Counselor and Minister (Commerce) of the Bangladesh Embassy in Brussels, Belgium, where he sought to improve bilateral trade and commercial connections.

Following the Rana Plaza tragedy, Mr. Tapan collaborated with the European Commission and the European Parliament's Committee on International Trade (INTA) to ensure Bangladesh's preferential market access in the EU. He played an instrumental role in the development, execution, and monitoring of the "Sustainability Compact."



Tapan Kanti Ghosh

Senior Secretary, Ministry of Commerce, Bangladesh



Tuomo Poutiainen

Country Director , ILO

Tuomo Poutiainen has spent 23 years working for the International Labour Organization (ILO) in the Philippines, Switzerland, Cambodia, Thailand, and Bangladesh. He has worked with the ILO on community-based development, child labour, indigenous peoples' issues, livelihoods promotion, and peace and development initiatives.

Mr. Poutiainen has recently specialized in developing and leading efforts aimed at improving working conditions and labour rights, as well as managing industry improvement processes in global supply chains.

Mr. Poutiainen was Head of Quality and Factory Services for the ILO/IFC Better Work Programme prior to his appointment as ILO Country Director for Bangladesh. He was based in Bangladesh from 2014 to 2017, where he led the ILO's Improving Working Conditions in the Ready-Made Garment Sector program. Mr. Poutiainen has also led a large-scale ILO program in Thailand to combat child labour and forced labour in the seafood processing industry, as well as the ILO's flagship Better Factories Cambodia program.

Vidhura is the Executive Vice President of the Epic Group, with a background of over 16 years in apparel sustainability. He shapes the sustainability strategy and leads implementation, covering manufacturing, products, and the supply chain. Prior to joining Epic Group, Vidhura worked for 12 years at MAS Intimates, where he set up the company's sustainability strategy and execution. He has a background in climate research, energy transition, and renewable energy. He has authored multiple scientific and technical publications, including the Sri Lanka Energy Efficient Building Code.

Vidhura has extensive knowledge of resource efficiency, life cycle assessments, green buildings, and sustainable product innovation. He currently serves as a Board Director of the Sustainable Apparel Coalition.

He holds a degree in Engineering from the University of Moratuwa, Sri Lanka; a master's in Sustainability from the University of Bath, UK; and a Doctorate in Organisational Change from the Ashridge Business School, UK.



Vidhura Ralapanawe

Executive Vice President, Epic Group



Barrister Vidiya Amrit Khan

Director, BGMEA

Vidiya Amrit Khan, who was born in Dhaka, Bangladesh, completed her G.C.E. "A" Level exams at Roedean School in the United Kingdom. She then went on to study at King's College London for her LL.B. Honors in 2003 and at the Inns of Court School of Law for her Barrister-at-Law vocational course in 2004. After a brief stint as a practicing barrister, she returned to the country and chose to join her family's business.

Vidiya's father, the late M. Noorul Quader, was a civil servant and valiant freedom fighter who pioneered Bangladesh's 100% export-oriented ready-made garment (RMG) industry. In 1978, he sent 130 trainees, including 18 women for the first time in the country's history, on a six-month training program to learn the know-how of the RMG trade through a collaboration with Daewoo Corporation of South Korea. He invented the back-to-back letter of the credit banking system as well as the bond warehousing system. Without his foresight, Bangladesh might not have risen so quickly to become one of the world's leading garment exporters.

Vidiya has served as a director of the BGMEA on two occasions and is currently the director-in-charge of the Circular Fashion Partnership. She is also the director of the Bangladesh Employers' Federation for the second time. She is also the Treasurer of the Swiss-Bangladesh Chamber of Commerce. Vidiya served on the Bangladesh Alliance for Worker Safety's Board of Advisors. She is a member of the Honourable Society of Gray's Inn and received the Duke of Edinburgh's Gold Award in her early days.

Werner Lange has been working as a coordinator for the portfolio of GIZ projects in Bangladesh's RMG sector since 2017. The portfolio manages a number of local projects funded by the German Ministry of Economic Cooperation and Development (BMZ).

Werner has over 30 years of experience in management in European fashion chains, including manufacturers and retailers. He held several top management positions in Germany. He joined GIZ in 2014 as the head of the secretariat for the BMZ-driven initiative 'Partnership for Sustainable Textiles' (PST) in Germany, before taking over coordination of the textile project portfolio in Bangladesh in 2017.



Werner Lange

Coordinator, GIZ Textile Cluster Bangladesh



Throughout her career, H. E. Winnie Estrup Petersen has served in a multitude of crucial positions. Before her current position as the Ambassador of Denmark to the People's Republic of Bangladesh, she also held the title and responsibilities of being the Ambassador of Denmark to the Republic of Mali.

Previously, she was also the Chargé d'affaires e. p., Head of the Danish Representation in Niamey, Niger, and the Head of the Danish Representation in Niamey, Niger. From 2009 to 2011, she served as the Chief Adviser of the Africa Department of the Ministry of Foreign Affairs in Copenhagen.

H.E. Winnie Estrup Petersen

Ambassador of Denmark to the People's Republic of Bangladesh

Zafar Sobhan is a Bangladeshi attorney, editor, and political commentator. He serves as Editor of the Dhaka Tribune, one of the most circulated English newspapers in Bangladesh. He was previously the op-ed editor of The Daily Star and the head of Forum magazine from 2004 to 2010.

He has been a columnist with The Guardian, The Sunday Guardian, Time, and Outlook. In 2005, he was named by the World Economic Forum as a "Young Global Leader" and was a Yale World Fellow in 2009.



Zafar Sobhan

Editor, Dhaka Tribune



Zahara's experience within multiple spheres of work internationally counts for over 17 years. She is currently the President of Human Resources and Administration for the Epic Group and has been with the group for over three years. She has been integral in the roles she plays in women's advocacy, worker well-being, and employee voice. Before her tenure at Epic, Zahara worked for 12 years at MAS Holdings, where she played multiple roles in talent management and operational HR. Prior to this, she also worked in merchandising in retail, HR consulting, and with the National Health Service in the UK.

Zahara's educational background includes a Bachelor's Degree in Psychology (Clinical) from Reading University in the United Kingdom and a Master's Degree in International Human Resource Management from Kingston University in the United Kingdom. She is presently in the final year of her PhD at the Ashridge (Hult) Business School in the UK in Organizational Behavior focusing on worker voice and the future of work.

Zahara Ashraff

President of Human Resources and Administration, Epic Group

Ziaur Rahman is a vastly experienced and enthusiastic textile industry supply chain professional who has worked in senior roles with one of the world's leading fashion brands, H&M, for the past 16 years. Over the course of a career spanning almost two decades, Zia has worked across major textile-sourcing hubs, including Bangladesh, Indonesia, Pakistan, and Ethiopia. In his current role, Zia heads up country production for H&M, covering Bangladesh, Pakistan, and Ethiopia.

Prior to taking up this position, Zia was H&M's Head of Supply Chain for Indonesia. In this role, he was responsible for sourcing and production operations in Indonesia and played an important role in facilitating sustainable business growth through a strong supplier base. Zia had also previously worked in different roles in the Bangladesh production office of H&M, including Supply Chain Manager where he was mainly responsible for business development. Zia has worked in the textile industry for 19 years in total. He holds an MBA degree, and he is also a core trainer at H&M.



Ziaur Rahman

Regional Country Manager Production
(Bangladesh, Pakistan and Ethiopia), H&M



Zuena Aziz

Principal Coordinator (SDG Affairs), Prime Minister's Office

Zuena Aziz is the current Principal Coordinator (SDGs Affairs) at the Prime Minister's Office. Previously, she worked as a Senior Secretary, contributing to the successful implementation of the National Social Security Strategy (NSSS). She significantly contributed to the successful implementation of the government's "Vision 2021" and the associated 1st Perspective Plan of Bangladesh (2010-2021), 7th Five Year Plan (2016-2020), Sustainable Development Goals (SDGs), and various development strategies and policies of the Government of Bangladesh as the Member (Secretary) of the Industry & Energy Division and the Physical Infrastructure Division of the Bangladesh Planning Commission. As the Secretary of the ICT Division, her mission was to prudently realize the vision of "Digital Bangladesh."

During her mid-career, Ms. Zuena worked as the Director of Primary Education, the Wing Head of Water Supply, and the Inspection and Evaluation Wings of the Local Government Division. She also worked in various roles in the Economic Relations Division (ERD), the Ministry of Public Administration, the Ministry of Education, the Ministry of Health and Family Welfare, and the Ministry of Women and Children Affairs. She completed several international training courses at prestigious universities and institutes such as Harvard Kennedy School in the US, the University of Birmingham in the UK, the University of Bradford in the UK, the World Bank Institute in the US, the Kerala Institute of Local Administration in India, and the JICA Training Institute in Japan.



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