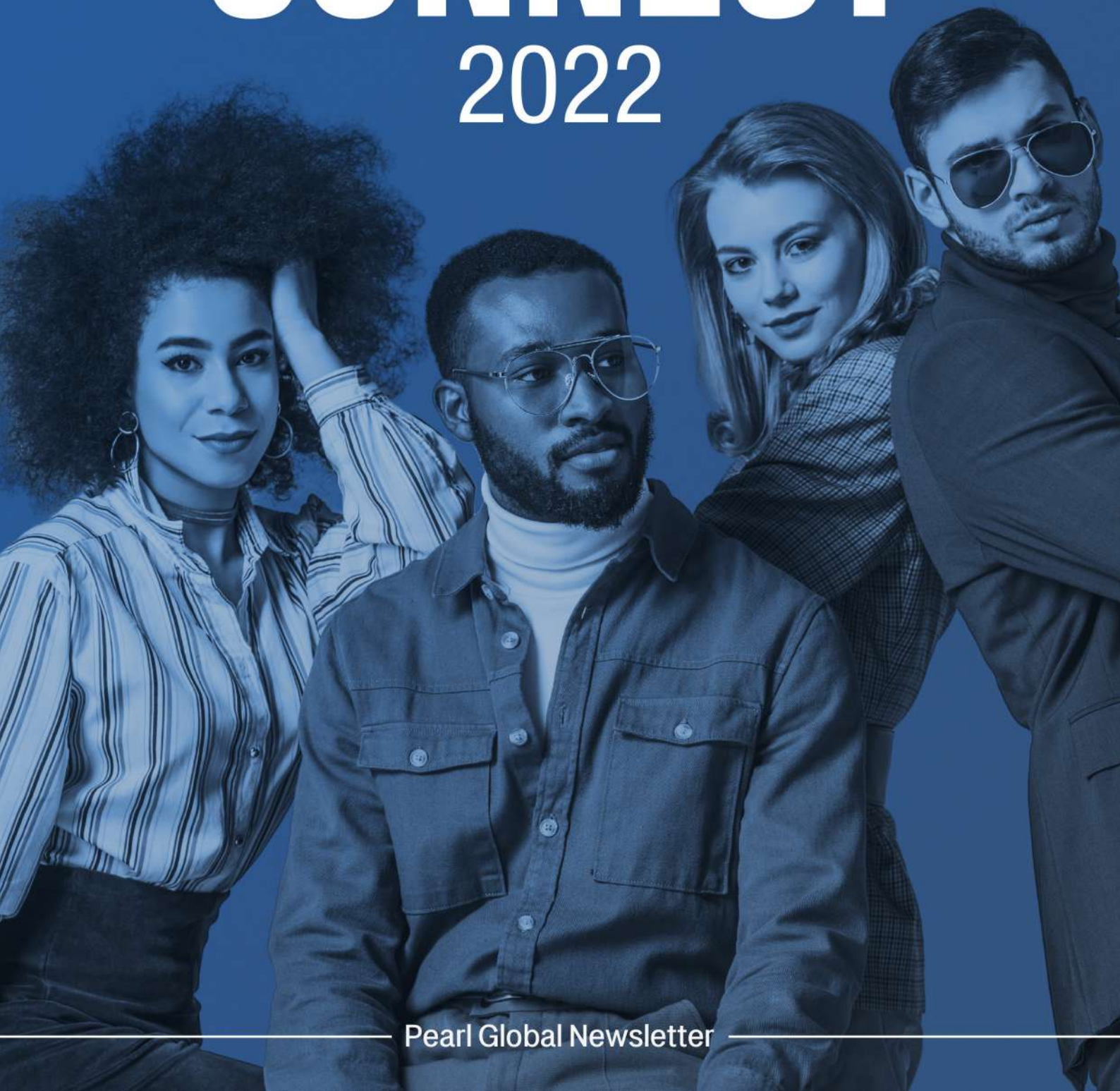


PEARL GLOBAL

Exceeding Expectations...Always

# PEARL CONNECT 2022



Pearl Global Newsletter

# Message from the Vice-Chairman



At the onset of 2023, we are delighted to move forward with great enthusiasm for an exceptional year.

The ability to be creative and come up with novel solutions, as well as our excellent standing, have been the building blocks of our success as an organization. We believe in finding the right harmony between introducing contemporary products and services while maintaining our distinguished legacy and keeping ESG at the heart of the business.

Pearl Global experienced a noteworthy year in terms of financial and other factors in 2021-22, made possible due to a robust and balanced business model and the significant decisions we have taken in the previous years. In addition, our flexibility and strength enabled us to battle the pandemic successfully and carry on our favourable trajectory.

At Pearl Global, we are devoted to transforming our company into an ideal, dependable, and advantageous corporate citizen. We have set our aim higher and promise to obey the planet's boundaries as determined by ecological science. The plan is founded on measurable objectives to reduce the effects of our company's operations on air, water, biodiversity, and natural resources while helping to address some of the most pressing social and ecological issues confronting the world.

We recognize that being a part of society is an essential obligation. We are aware of our duty to create a sustainable future, and subsequently, we will keep participating in socially beneficial endeavours. Our constant focus on empowering lives and making a considerable contribution to the communities around us has helped us transform many lives. We shall continue steadfast in our endeavours in this direction. I am extremely grateful to everyone for placing their trust in our company and its values, enabling us to continue to prosper and expand.

As we enter this new year, we anticipate effectively managing all the challenges and opportunities that will come our way and growing fearlessly, contributing towards the environment.

"I wish you abundance and joyous moments this new year.  
Happy New Year!"

**Pulkrit Seth**  
Vice-Chairman



# Message from the Managing Director



The year 2023 has arrived and as we gear up to battle the new demands and celebrate new wins, it gives me great pleasure to inform you that 2021-22 was an excellent year for us, and we not only met but exceeded our expectations. Our organization witnessed a phenomenal **82% revenue growth**. Many factors contributed to this, but the most important ones that impacted this are the increased utilization of capacity at our existing units and the launch of commercial production in the Bangladesh factory & our production facilities in India and Vietnam.

We had a great start to the financial year 2022-2023. However, as the year progressed, the international fashion industry witnessed a significant downturn due to the Russia-Ukraine war raging since February 2022. The global market became more challenging due to various reasons like severe impact on both availability and cost of raw material, hugely increased logistics costs due to an unprecedented surge in international crude oil prices, and inventory stockpiling at the retailers due to the impending slowdown in the European and US markets. Additionally, faced with order cancellations and under-utilized factory resources at their end, many vendors have become desperate to book business from the market due to fewer orders and are resorting to aggressive pricing tactics and faster turnaround times.

Our customers now have a lot of other options and manufacturers to choose from and are only willing to do business with vendors/factories who are not only offering the best quality and prices but are also focused upon DTIF (Disruptive Technologies In Fashion) and OTIF (On-Time In-Full Delivery); and Environmental, Social and Governance (ESG) assessment of the environmental & social impact of their organizations. As 2023 arrives, it is imperative that we recognize these challenges & aspirations of our customers and take necessary action to meet our customer expectations. I am happy to share, Pearl Global is more than equipped and ready to serve its clients. Our in-country offices are in contact with our customer's product development teams to continually innovate our products. Sustainability is at the core of our activities, and we assume responsibility for our environmental impact. Our vision is to reduce our carbon footprint, use renewable energy in our production processes, conserve water, and work towards becoming a carbon-neutral organization.

Our capable leadership team comprises accomplished experts devoted to the highest quality. We focus on delivering value to our customers by utilizing technology, automation, and analytics to create products of outstanding quality. In addition, we are committed to helping shape the future of our company through responsible business practices to reduce the risks involved in garment manufacturing and the supply chain.

As we start this new year, we are committed to preserving our distinctive company philosophy & methodology and overcoming any challenges while going after all opportunities that come our way.

I Wish You & Your Family A Very Happy New Year!

**Pallab Banerjee**  
Managing Director

# Pearl's Contribution To Protect The Future Through The Path Of Sustainability

A significant drop in **energy consumption** has been observed, from **0.569/Pc in 2019 to 0.46/Pc in 2021**. Furthermore, the past couple of years also witnessed a steep **decline of over 45% in water consumption** during manufacturing. These figures have proven the efforts to be impressive and established that when a step is taken, a change definitely comes through.

## CORPORATE SOCIAL RESPONSIBILITY - OUR INITIATIVES

Pearl Global believes that social accountability is the responsibility of all businesses. We also believe that successful businesses are not only profit-making enterprises but also economic contributors and partners in society. Our CSR initiatives are aimed at making an impact on society and bringing positive change in the lives of the underprivileged.

### 1. 'From Darkness to Light'

#### Solar Lamps Have Enabled The Transformation Of The Lives Of Residents Of A Village In Gurugram

Smart Power India undertook a survey in association with NITI Aayog in 2020. It exhibited that 13% of Indian households didn't have access to grid-connected electric power. As a result, solar-based systems have emerged as the most sustainable source of electricity which isn't just safe but also a green alternative to conventional fossil fuel-powered lighting.

As part of our CSR Initiative, **Pearl Global Industries installed 20 solar lights in a stretch of 2 km in Begampur Khatola**, a village in the Gurugram region of Haryana. This initiative is yet another step in our ongoing efforts of environment conservation while enhancing the standard of living of local communities with constrained access to reliable electrical engineering.

Alternate power sources like solar power play an indispensable role in this fight against climate change. We at Pearl Global Industries look forward to striving to continue our CSR journey by fulfilling our responsibilities toward environmental protection.

### Sharing Some Glimpses Of The Initiative Here





## 2. A Healthy Decision To Safe Drinking Water

### Installing 500 Litre Capacity RO Water System in Melavalam Village - Chennai

Having a scarcity of groundwater and drinking water facilities, the Melavalam locality falls in the Chengalpattu district in Tamil Nadu. It is a small locality that is largely agrarian. It has a Government School and a Primary Health Center, and yet it lacks access to clean & potable water.

We aim to help the people of the village get access to safe drinking water. In association with the Art of Living foundation, we've provided them with safe drinking water with a Reverse Osmosis (RO) drinking water system, which provides clean, refreshing water.

### Highlights of the initiative:

- 500 litre capacity RO water systems were installed.
- Overall, 700 families aided.
- Nearly 800 Government school students benefited.
- People are living healthy and prosperous life by drinking safe water.

### Sharing Some Glimpses Of The Initiative Here



## Event Organisers & Participants

1. Village President Mr. Dasarathan (DMK) inaugurated the RO water system along with Vice President Ms. Sangeetha Sankar (DMK), Ward Councillor Mr. Dinesh (DMK), (Executive Officer-PWD) Mr. Kesavan and other parties like AIADMK, BJP participated, and media from Kalaigarnar TV had successfully handed over the RO water system for the village usage.
2. From our PGIL family, Mr. Yuvaraj (AVP), Mr. Prince (General Manager), Mr. Leo Johnson (Sr. Manager HR), Mrs. Rashmi (General Manager Commercial), Mr. Santosh (Finance Manager), Mr. Raja (Sr. Manager Purchase) participated and supported donating the RO water system to the village.

We at Pearl Global Industries look forward to continuing our CSR journey by fulfilling our commitments towards environmental protection.

## How Pearl Global Approaches Sustainability

Limiting energy consumption to a bare minimum is at the heart of every manufacturing industry **striving to produce sustainably**. At Pearl, we have successfully updated our technology and installed solar roof panels to power our operations to keep our energy consumption in check. Similarly, replacing the traditional coal boiler with an electric boiler has allowed us to keep our coal usage in check. This will **reduce our greenhouse gas emissions by 92%** in 2023. Moreover, by planting trees around our PG premises, we aim to **eradicate approximately 800 tonnes of CO<sub>2</sub>** from the surrounding areas.

In addition to the initiatives mentioned above, we're also making various other multiple efforts in the "Environmental Management System" through:

1. Identification of the staff members responsible for coordinating environmental management activities and ensuring they have access to competent technical tools to carry out the same.
2. Identifying the impact our current operations generate on the environment.
3. Setting up a long-term environment management strategy.
4. Developing a system to ensure compliance with all laws, regulations, standards, codes, and other legislative and regulatory requirements.
5. Regularly looking after the maintenance of all factory equipment and switching to green sources of energy.
6. Setting up EMS teams that review environmental management systems yearly.
7. Delegating a person with in-depth knowledge of ISO 14001 to look after compliance and providing annual training for the same.

## Walmart Global Sustainable Score Card (2021 – 2022)

Norp Knit Industries Limited



### Overview



■ Walmart, 78% avg.  
■ THESIS, 78% avg.

THESIS Rank

**5 of 9**

Participating suppliers

Walmart Rank

**5 of 9**

Walmart suppliers

Rank and average updated as more and more suppliers share results.

Children's Clothing

### Overview



■ Walmart, 78% avg.  
■ THESIS, 78% avg.

THESIS Rank

**2 of 4**

Participating suppliers

Walmart Rank

**2 of 4**

Walmart suppliers

Rank and average updated as more suppliers share results.

Baby Clothing

**PGIL 1 UNIT,  
CHENNAI LEED  
Certified  
For Green Initiative**



Installed Solar Panels To  
Reduce Electrical Energy

Using Natural Sun Lights  
And LED Lights To  
Reduce Energy



Manufacturing For MUJI:  
99% Organic & Chemical  
Free Garments



# Breakthrough Innovations

Pearl Global assists its customers in bridging the divide between up-to-date innovations and a proficient workforce. Over the years, we have gradually established our experience in the fashion sector, with creativity driving our superiority.

Customer service is the lifeline of any business. Pearl Global has taken the customer experience to the next level by upgrading to 2D and 3D software. This maximizes efficiency while saving time and enables customers to view their choices with avatars, making it easier for them to decide. This innovative approach has added another dimension to our customer service, driving our sales and customer satisfaction.



## ALTERATION TAG SYSTEM

To minimize alteration in line.

## SELF-CHECKING SYSTEM

Every fifth garment is checked by operators to minimize alteration and improve quality & productivity.



## FULL-SIZE MOCK-UP

Full-size mock-ups are critical operations in line for a better understanding of the minute details of garments.



## HARNESSING THE POWER OF TECHNOLOGY



### AUTOMATION

WITH OUR UNIQUE COMBINATION OF AUTOMATION AND MODULAR LINE WE HAVE INCREASED THE EFFICIENCY BY 40%



### JEANS

2021	2022
15 MIN	13.5 to 14 MIN
SMV	SMV



### POLO

2021	2022
15 MIN	13.5 to 14 MIN
SMV	SMV



### LASER

THE LATEST MANUFACTURING TECHNIQUES SUCH AS LASER TO ETCH OFF A FINE LAYER OF FIBER AND COLOR FROM JEANS, WE HAVE TRANSFORMED A 20-30 MINUTE MANUAL PROCESS DOWN 4-5 MINUTE

## The Latest In Cutting-Edge Technology

**Tablets Added  
In All Lines To Enter  
Production Data**



**Streamline Production  
From Anywhere With  
A Centralized  
Dashboard**

## **Panel Cutting Machine**



## **Auto Packet Attaching Machine**



## **Elastic Machine: Reduces Manpower And Time Taken To Measure & Cut Elastic Band**





## NEW Organic Cutting, Storing, Sewing, Checking, Finishing, And Packing Lines Introduced



# Marquee Deals

## New Business. New Connections.

At Pearl Global, we understand that relationships are the backbone of any successful business, and thus, we are dedicated to building lasting relationships with the titans of the fashion industry. We strive to be at the forefront of trendsetting, taking today's trends and turning them into tomorrow's fashion. We constantly strive to adapt and innovate to stay at the cutting edge of fashion trends, always to create customer experiences that surpass their expectations.

## Unlocking The Power Of Shared Goals: The Key To Make Your Brand Stand Out

At Pearl Global, we've discovered the importance of setting mutually beneficial goals with our customers. In addition, it helps to foster an unparalleled level of trust and collaboration. By aligning our vision and collaborating on numerous fronts, like cost savings, production agility, and timeline adjustments, we've **achieved more than 50% year-over-year growth**. We have added some of the most prestigious organizations to our client list. Simply put, progress is unparalleled when everyone looks at the same target!

T O M M Y  H I L F I G E R  
(Europe)

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MANGO

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chico's

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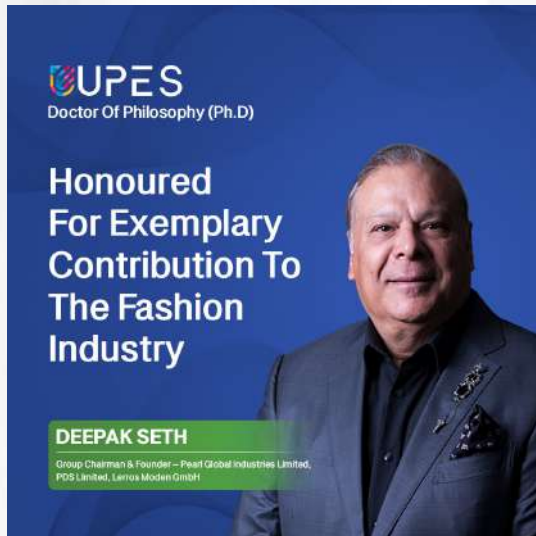
ck  
Calvin Klein

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# Awards & Recognition

## Achievements



The UPES awarded an Honorary Doctor of Philosophy Degree (PhD) to Mr. Deepak Seth, Founder & Chairman of Pearl Global Industries Limited, PDS Limited and Lerros Moden GmbH at their 20th Convocation Ceremony.

This award is a recognition of his exemplary journey as a self-made industrialist who has made a great contribution to the fields of apparel manufacturing, fashion and training.



Marksmen Daily recognised Pearl Global Industries Limited as the "Most Preferred Workplace 2022-23" this year. The recognition was presented in association with Media Partner India Today. We thank all our employees, associates and customers for their continued support.

Pearl Global Industries Limited is proud to have been recognized by The Economic Times as The Best Organization for Women, 2022.

At PGIL, women are much more than the sum of their parts. Their collaborative and passionate contributions spread across every aspect of our organization. We are grateful for this recognition and are confident that we will continue to strive to achieve more every passing year.

## Pearl Global Industries Ltd has been recognized as "The Economic Times Best Organisation for Women 2022"

- **The Economic Times** is the most respected financial focused newspaper equivalent to Wall Street Journal.
- **Femina** is the most recognized women focused Indian magazine, equivalent to Cosmopolitan or an Elle.



### Women Empowerment initiatives by PGIL

- 48% women employees across the globe.
- 45% women employees in India.
- Specially designed women centric trainings like PACE.
- We offer a culture of innovation, equality, mutual respect, inclusion & diversity that help our women colleagues thrive and succeed.

## Pearl Global Featured On The Economic Times

### OPERATIONAL RIGOUR

### Inclusion, Diversity, Empowerment

We go beyond our commitment to always achieve excellence by following quality standards and ensuring safety. The current strength of women in our organization is 48% Women (over 15% of our leadership who also act as mentors for our young P.G.I. (Pearl Global Industries) employees). We have a comprehensive program that empowers women to achieve gender equality in business. In addition, we also offer a Superstar Development Program aimed at positively impacting lives of women in our factories. Our standards, ethics, commitment, business continuity and resilience in our plants also drive to maintain the gender ratio to a 50:50 percent wherever possible keeping our leadership in check in mind.

### CHANGING STATUS QUO

There is gender inclusion in the manufacturing industry and I am working towards changing this. We have successfully introduced 15% women in leadership roles globally.

**RATNA SINGH**  
Group CEO

### Upwards and About

Our values define who we are both in letter & spirit. Our Vision to be the Global leader providing and to supply chain solutions to the fashion industry is rooted in the foundation of our 5 Values which govern the way we engage with our customers, employees, and stakeholders. Since its inception in 1987 when we started from India, the core values of our group have been Speed to action, Customer Centricity, Integrity, Drive for excellence, Sustainability. Owing to these values we have generated multinational success through multi product offerings.

### Belonging

Being part of the manufacturing industry to foster a worldwide believe requires creativity & discipline. By empowering our workers in their job roles, offering benefits such as vacation time, celebrating festivals at workplace, keeping to the working hours, flexibility for over time, providing support to working parents, during Covid-19, ensuring of being a manufacturer and had MHR for most employees to ensure their safety. Also, all of the cost of treatment was borne by the company. Employees could leave were declared to support recovery over the benefit of keeping a healthy and productive employee.

### Looking Ahead

We use diversity as a strategic asset to our business. We are continuously working on to improve the push our D&I agenda by taking our diversity goals a notch higher every year. We aim to achieve 50% women in leadership, also ensure policies like PGO are strictly adhered. We also ensure equal pay for both genders. We promote D&I in our training, our employee engagement strategy. We are focusing on empowering our female employees through PGO. Also ensuring development programs, encouraging them to take on extra responsibilities through supervisor/mentorship roles across levels.

### MULTI-COUNTRY PRESENCE

### LEADERSHIP PERSONA

At Pearl Global we value both individuals and teams and respect their opinions and views. In our organization talent has no gender and we are open to all individuals. Being with open-mindedness and having a strong sense of loyalty ensures opportunities for employee performance.

**PARUL ARORA**  
Vice Chairman, Pearl Global Industries

### As a business leader, Pearl Global provides an opportunity for growth and freedom to innovate. I feel valued and included being involved in important decision making.

**SHWETA JINDAL**  
VP-Key Accounts

### The important role that we women play at work, is the key to our success. We are a customer facing business, & most of our clothing is for the women, by the women.

**JOYANTA RAJES**  
SVP - UK Office

www.pearlglobal.com

## Best Organisation For Women, Powered By Femina Miss India

### Celebrating Success of Organisations and Brands

Presented by The Economic Times, Mumbai, Pune, Delhi, Bangalore, Hyderabad, Chennai, Ahmedabad, Jaipur, Lucknow, Goa, Kolkata, Chandigarh, Bhopal, Nagpur, Bhubaneswar, Patna, Ranchi & Varanasi

MISS INDIA, August 2022

An Award-Winning and International Feature

An Indian Fashion Design Institute, a division of The Everest Group

## Pillars of Growth

**Pulkit Seth, Vice Chairman, Pearl Global Industries, pinpoints the factors driving new-age workplaces**

We at Pearl Global focus on 3 areas: Firstly, the relationship with reporting manager and leaders, we believe teams who trust their leaders tend to be more forthcoming and loyal, hence a lot of efforts are put in the hiring of right leaders, managers and supervisors who are empathetic towards their teams, are capable of inspiring the team by walking the talk and can push the teams during tough times. Secondly, the emotional engagement of the employees with the organization, which instills loyalty, a trait which goes a long way in achieving Organizational success. It can be achieved by keeping an open communication, empathetic approach, and ethical policies. This develops mutual trust and understanding towards everyone. And lastly, keeping our people motivated by offering flexibility, empowering them to take decisions, allowing vacation and personal time, healthcare, and support to working parents we try to inculcate a positive work culture.

### INSPIRING CONVERSATIONS, DRIVING CHANGE

### in Focus

Click Here

At Pearl Global, we focus on 3 areas: firstly, the relationship with reporting manager and leaders, we believe teams who trust their leaders tend to be more forthcoming and loyal, hence a lot of efforts are put in the hiring of right leaders, managers and supervisors who are empathetic towards their teams, are capable of inspiring the team by walking the talk, and can push the teams during tough times.

Secondly, the emotional engagement of the employee with the organizations, which instills loyalty, a trait which goes a long way in achieving Organizational success. It can be achieved by keeping an open communication, empathetic approach, and ethical policies which to develop mutual trust and understanding towards everyone. And lastly, keeping our people motivated by offering flexibility, empowering them to take decisions, allowing vacation and personal time, health care and support to working parents we try to inculcate a positive work culture.

**Pulkit Seth**  
Vice Chairman, Pearl Global Industries

**PEARL GLOBAL**  
Exceeding Expectations...Always

### COVER STORY: INDUSTRY VOICE

#### "Our goal is to foster creativity and sustainability in fashion industry"

**P**earl Global is a multinational apparel manufacturing company. The company's vision is to be the Global leader providing and to supply chain solutions to the fashion industry. The company's mission is to provide a comprehensive range of products and services to its customers, ensuring the highest quality and sustainability. The company's core values are Speed to action, Customer Centricity, Integrity, Drive for excellence, and Sustainability. The company's success is driven by its commitment to these values and its focus on innovation and growth.

**Our vision is to be the Global leader providing and to supply chain solutions to the fashion industry.**

**Our mission is to provide a comprehensive range of products and services to its customers, ensuring the highest quality and sustainability.**

**Our core values are Speed to action, Customer Centricity, Integrity, Drive for excellence, and Sustainability.**

**Our success is driven by our commitment to these values and our focus on innovation and growth.**

**Pulkit Seth**  
Vice Chairman, Pearl Global Industries

**INDIAN TEXTILE JOURNAL**

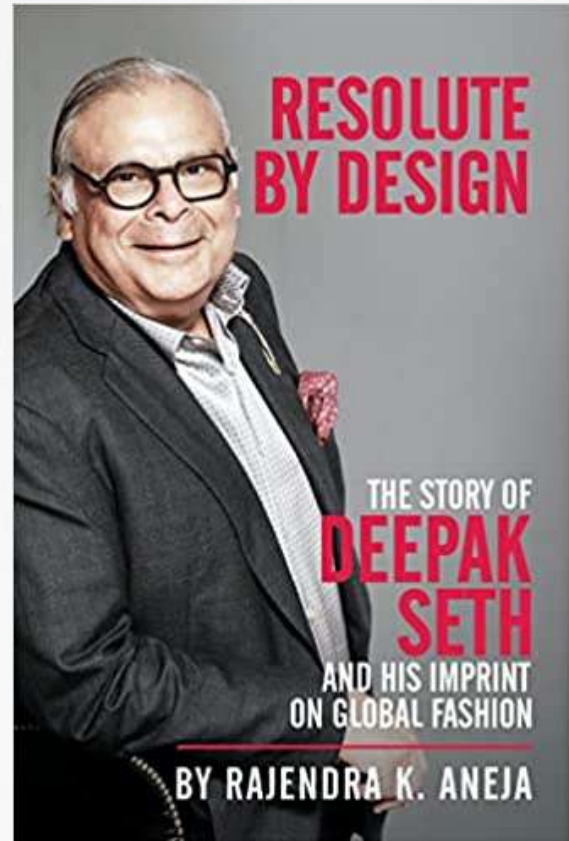


# Resolute By Design – The Story Of Mr. Deepak Seth

THE ANATOMY OF SUCCESS, STITCH BY STITCH From packing his first order in a garage to clothing the world, this is the fascinating journey of a self-made entrepreneur. One who has produced enough garments to clothe every person on this planet – twice over.

Deepak Seth started his affair with garments with an order for six thousand shirts in 1976. He packed the order in his house to dispatch it in time. He was only twenty-six years old at the time. So what did he do right to get his companies to become global multinationals? Today, the Deepak Seth Group (DS Group), including PDS Ltd. and Pearl Global Industries Ltd. (PGIL), ships over a million garments daily from factories worldwide. Resolute By Design traces the story of a legendary businessman and the events that shaped him.

The book explores his journey as he took opportunities before they knocked, had the vision to reach the very top, made timely decisions, assumed leadership, and chose not the easy but the ethical path to success. The life of Deepak Seth will capture your imagination, open your mind to possibilities and leave you with valuable life lessons on relationships and business.



## Glimpse Of The Book Launch Event With The Hands Of Shri Bhagat Singh Koshyari, Honourable Governor Of Maharashtra









# Building An Engaged Workforce Through Employee Recognition & Training

We conducted an employee survey in March 2022. This online survey was part of a global movement and gave us a unique insight into how employees feel about working at Pearl Global. All employees had the opportunity to participate, and **we were delighted to obtain a 92% response rate.**

## Highlights of the employee survey

### Strengths: Aspects we have scored well on

- A. With Pearl Global as my employer, I have a bright future.
- B. I have a positive outlook on Pearl Global as an organization.
- C. Pearl Global keeps up with the commitments made to its people.
- D. The executive team is responsive to employee needs and concerns.
- E. I believe what the executive team tells me about the future of the company.

### Opportunities: Aspects we should further focus on

- A. Pearl Global rewards merits at work.
- B. I feel that Pearl Global fosters meritocracy.
- C. I feel that the policy of the HR department is employee friendly.
- D. My pay is also the measure of my contribution to the organization.
- E. I receive recognition or appreciation for doing good work.

\*Engagement Index – is the overall engagement score based on the three indicators of Motivation, Leadership & Loyalty.

## Importance of upskilling

Upskilling not only accentuates the motivation and productivity of the employees but also helps to bolster the loyalty that employees show towards a business. In addition, the ability to garner knowledge, especially when combined with better training techniques, can make your employees more confident in their roles.

This is particularly important for the new employees of your business—if they need guidance to figure their way around a new job or task, they're likely to be less successful at it than had they been given a thorough introduction from an experienced colleague. The same goes for updating your current employees' skills: any additional knowledge can raise their creativity and help them perform tasks more efficiently.

Apart from this, there are numerous other reasons companies should invest in upskilling their workforce: by providing additional training courses or ensuring that workers have access to regular workshops on industry trends and developments. This way, they have a better knowledge of the industry they're dealing in and hence, greater productivity.

### Unlocking The Power Of Employee Upskilling For Business Success

Upskilling has become an essential part of employee development in recent years. It helps employees stay connected with the latest technologies and practices while acquiring new skills that contribute to the company's overall success in the long run. In addition, it creates a culture of appreciation and trust. Upskilling increases productivity and encourages a higher level of employee loyalty. It makes employees feel more confident in their roles, thanks to new and better training techniques that help them learn their way around new tasks and jobs faster.



## Training Initiatives

## Supervisory Skills Training By Gap Inc.



## Wazir Advisors Supervisor Trainings

## P.A.C.E. Trainings For Employees



## Health and Hygiene



Over the past six years, Phulki's HER project has improved women's health by increasing their access to healthcare services in Bangladesh.

Their sustainable workplace program, started by an internal factory management team consisting of two doctors, two nurses, and two medical assistants, continues in the factory to this day.

The team has built an **impressive network of 100 peers, called Sasthyo Shokhi**, who regularly monitor and provide training and awareness. These efforts are helping to strengthen the local community and promote healthcare access for all.

### BSRIHER Project: Increasing Women's Health Awareness and Access to Health Services Through Sustainable Workplace Programs

#### Modules Covered:

1. Personal Hygiene
2. Menstrual Hygiene
3. Maternal Health & Vaccinations
4. Food & Nutrition
5. Reproductive Health & Family Planning



## Our COVID-19 Task Force

Our COVID-19 task force took immediate action to ensure the safety of our people by implementing stringent contact tracing protocols. Our team ensured contact tracing to identify at-risk individuals quickly and accurately to provide timely medical assistance and curb the virus from being spread further.

#### Vaccination Drive in our Facility:

We are proud to report that our vaccination drive, conducted in collaboration with the National Health authorities and BGMEA, has provided first-dose coverage to almost 99% of our Bangladesh factories' employee population. The second and third doses have seen a similarly high uptake rate of nearly 98% and 88%, respectively. The remaining employees adhered to the vaccination schedule notified by the government via SMS.

We're committed to ensuring a safe working environment for our employees.



Vaccine Applied At Our Facility:





## A Successful COVID-19 Booster Dose Camp



## Dental Campaign



## Program Of Sputum Collecting For Tuberculosis (TB)



## Ambulance Inaugurated

## Free Medical Campaign



## WELFARE | APPRECIATION | CELEBRATION

An organization is only as strong as its employees. This makes it imperative to invest in employee welfare, training, and celebrations. A comprehensive training program is key to employee satisfaction and productivity. It helps reduce absenteeism while promoting job satisfaction and motivating employees to give their best, daily. Training programs must be tailored to the specific needs of each employee to ensure success, providing them with the vital skills needed to carry out their responsibilities smoothly and efficiently. Investing in your employees always leads to greater productivity and higher performance!

### Dutch Bangla Bank Booth Launched For Employees



Dutch Bangla Bank ATM Booth



### Vending Machine Installed In All The Units





## Employee Kids - Scholarship Programme 2022



## Rice For A Cause: 2022

As part of the new year celebration, Pearl Bangladesh Operations raised money internally by giving out rice to those in need, in and around the neighborhood surrounding the facility.



Our business unit employees enabling and making a difference.



## Yoga At Work: The Right Start To A Happier & Healthier Workplace





## Pearls Of Joy: How Pearl Global Celebrates Its Employees

Celebrations are vital to the success of any team. At Pearl Global, we understand the importance of celebrating our employees' hard work and achievements.

This year, as part of our annual retreat, we planned and executed activities that would boost morale and provide an opportunity for our employees to relax, have a good time, and feel a sense of belongingness. From corporate parties to picnics, we organised activities that allowed our employees to unwind and rejoice with their colleagues.

At Pearl Global, we believe in creating a healthy work environment by fostering a fun-filled positive culture among our teams. That's why celebration plans play an essential role in our annual retreat.





## Best Worker Of The Year 2022



## An Evening Of Fun & Laughter At Khazana's Annual Employee Get-Together!





## Annual Day Celebrations



## Annual Cricket Tournament: 2022





## Diwali Puja Celebration



## Vietnam Family Day



# TEAM BONDING

The Backbone Of Every Business's Success



# View To The Future: How Consumers Are Transforming The Fashion Industry

## How Premium Fashion Is Taking Over the World: An In-Depth Look At Consumer Trends

The global high-end fashion industry is continuously evolving due to various components, such as heightened demand for premium labels and a spike in interest, in ethnic garments. Also, consumers today are increasingly becoming conscious of the impact their choices have on the environment and are, at the same time, demanding products of superior quality.

- **A Look At The Rise Of Ethnicity Trends**

It has been observed that ethnicity is becoming a global trend. Take Asia, for instance. Bollywood has enjoyed widespread acceptance in recent years. This entails donning traditional Indian garb with a hint of western fashion or, sometimes, an innovative fusion. In Europe, gypsy-style garments have recently become a fashion favourite among the famous and affluent. Additionally, Africa and Latin America have also witnessed a rise in ethnic fashion as people opt for designs from their cultural heritage for clothing design ideas.

- **Strong Consumer Demand Driving High-End Fashion**

A variety of global developments has significantly impacted the fashion industry. Currently, an increased demand for high-end apparel and a heightened awareness of environmental concerns have led to a greater interest in sustainability worldwide. In addition, individuals embrace diverse styles from different cultures and backgrounds, with people of all ages actively participating in this trend.



## The Future: Why Customers Are Craving Premium Fashion Now More Than Ever

Evidently, consumer habits for premium fashion are transforming on a global scale. As more people can afford high-end items, their aspirations rise, resulting in increased demand for premium products. Moreover, shoppers frequently search for unique items that illustrate their fashion styles and heritage. Thanks to globalization and increased access to travel, the world is more connected than ever. It is no surprise that different designs can now traverse other parts of the world, becoming visible in different geographies they don't even belong to.

# Our Vision For The New Year

We understand our responsibility toward society and actively take steps to make a meaningful environmental contribution. Our dedication to uplifting people through establishing meaningful partnerships has been the cornerstone of our success, even in the face of hardships. We look forward to reaping the benefits from our accomplishments by introducing the best practices with our international partners.

As a responsible business, we understand the importance of delving not just into the trendiest styles but utmost quality, bearing in mind their environmental sustainability. Furthermore, we firmly believe that innovation is imperative for the competitive and cyclical future of the fashion industry. To this end, we are proactively searching for solutions and for new partnerships, systems, and materials to create value for all.

With the diverse nature of activities, we are confident about driving our future. Our capabilities and partnerships will help us propel growth, enabling us to benefit from the tailwinds in demand from international markets. In addition, our global presence will allow us to serve clients across geographical boundaries, thereby assisting us to keep up with the trends and bring our customers the best of the industry.

The Board of Directors is primarily responsible for maintaining a solid capital base and reducing the cost of capital through prudent management in deploying funds and sourcing. This can be done by leveraging opportunities in domestic and international markets to maintain investors, creditors, and markets' confidence and sustain the business's future development.







**PEARL GLOBAL**

Exceeding Expectations...Always