

A Case Study of Dip Knitwear Limited: Showcasing Safety, Sustainability and Inclusiveness in their Business Practices



Acknowledgement

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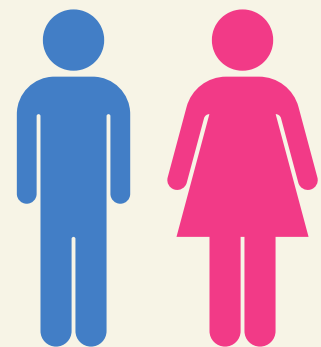
Project Overview

The International Centre for Climate Change and Development (ICCCAD), with the support of the Laudes Foundation is implementing a 3-year project on 'capacitating the garment industry workers for a greener transition in Bangladesh.'

- This initiative will particularly co-develop and deliver a climate change training module for garment workers and the management of factories.
- Aim to close the knowledge gap regarding climate change and its impact on the RMG sector's productivity and growth.
- Facilitate dialogues amongst key stakeholders to make the sector more climate-resilient and sustainable by acknowledging the policy gaps and systemic challenges.

About Dip Knitwear Ltd.

Dip Knitwear Ltd., established in 2005, is an export-oriented knitwear manufacturer based in Dhaka, Bangladesh. They specialize in producing high-quality knit garments for global clients, with a strong focus on sustainability, workers' welfare, and compliance. Their mission is to deliver excellence in every stitch while maintaining ethical business practices and social responsibility. They are committed to minimizing the environmental footprint and fostering a healthy, supportive workplace where workers feel valued, safe, and empowered.



Total Workforce: 1100+

Female Worker: 60%

Male Worker: 40%



Purpose of the Visit

The primary objective of the visit was to build a rapport with garment factory management and obtain their consent to conduct a training session on climate change with their workers and management staff. The visit also aimed to understand the factory owner's perspectives on current and future climate-related risks facing the RMG sector. Additionally, it helped to identify financial, technical, operational, and knowledge-based challenges related to transitioning toward greener operations. Observations were also made on the existing infrastructure, working conditions, and current initiatives in place that address environmental sustainability, worker well-being, and gender-sensitive practices.



Existing Operations and Infrastructure for Safety

Fire Safety Measures:

The factory ensures fire safety through a command room with a safety officer, smoke detectors, alarms, and evacuation plans. Fire drills occur biannually, with 18% of workers trained in hydrant use. Evacuation maps and stretchers are available on all floors, and coordination with the local fire department enhances readiness.



Hazardous Material Management:

Roadmaps on every floor guide for safe evacuation. Instant stretchers are accessible on all floors to handle emergencies. Coordination with the local fire department enhances readiness.



Routine Safety Oversight:

Regular safety audits are conducted to proactively identify and mitigate risks within the factory premises.



Safety Infrastructure Integration:

All safety systems—from signage to alarms—are strategically integrated within the facility's design to ensure accessibility and awareness for all workers.



Health & Hygiene Facilities:

A reliable potable water supply is ensured through water filtration systems, supporting workers' health and hygiene.

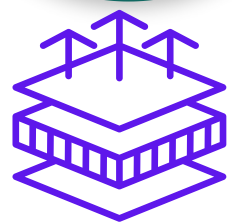


01



Operational
Effluent
Treatment Plant
(ETP)

03

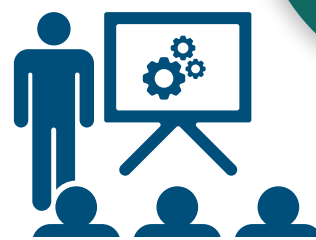


Low-cost insulation
(jute, scrap cloth)
inside the factory
premises roof to cool
down.

Environmental Initiatives



04



Training is given on waste
management,
management, and chemical
management to workers.



02



Waste segregation
including medical
waste

05



During the
heatwave, saline
and cold-water
supply are given to
workers.

Social & Gendered Initiatives



A social welfare officer addresses personal and family-related concerns of the workers.



Subsidized snack shop at wholesale prices for the workers



Attendance bonuses: BDT 725 (workers), BDT 625 (cleaners)



“Employee of the Year” award for punctuality.



Gender-sensitive complaint boxes



Separate restrooms and changing facilities to support hygiene and comfort.



On-site male & female doctors, a medical assistant, and medicine tracking.



Health awareness and skills training.



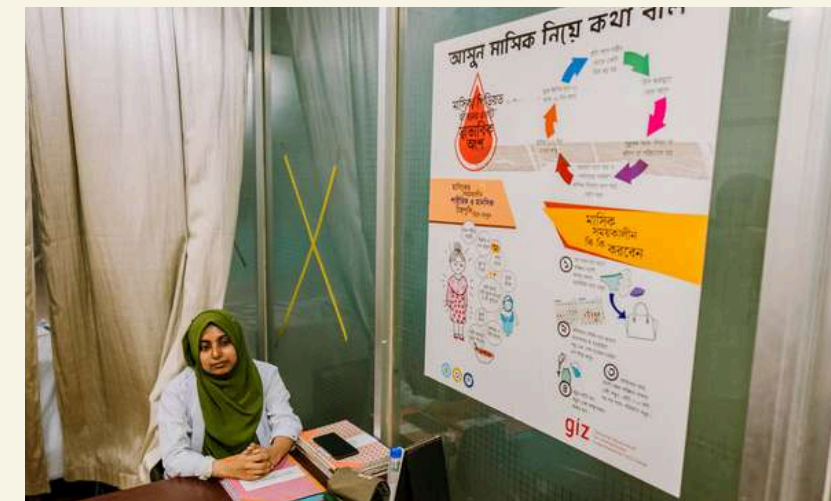
Pregnancy and emergency support provided. Expectant workers moved to lighter duties while providing them with ergonomic seating.



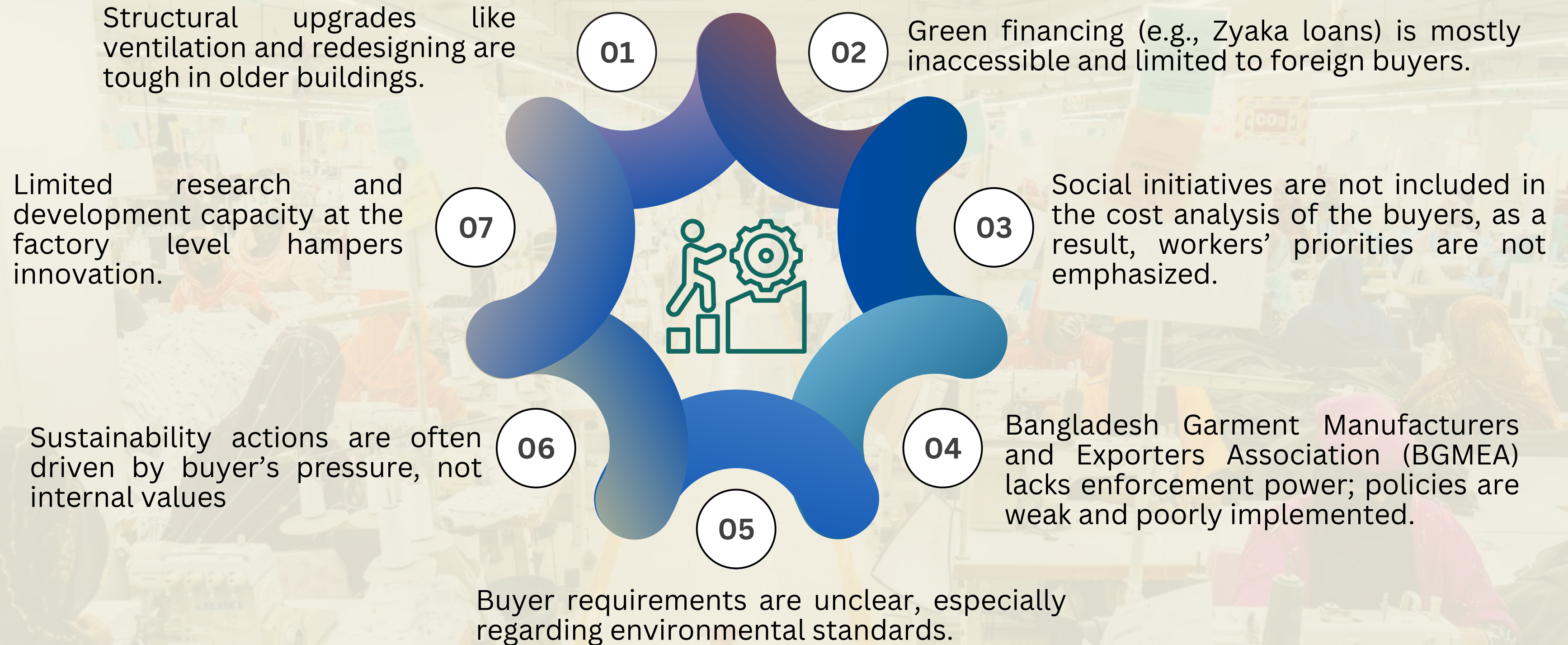
Flexible health breaks. Relaxation tools available during breaks to ease mental fatigue from repetitive work.

Workers Well-being & Mental Health Consideration

- **Hospital alliances:** Reduced treatment costs for workers and their families with factory ID. Workers do not face heavy medical bills, so they work with more contentment and ease.
- **Health awareness:** yearly, HIV & hepatitis training is conducted to build knowledge and reduce stigma.
- **Machinery Protection:** All harmful equipment is fitted with guards or shields to prevent accidents.
- **Visible Safety Information:** Every pillar displays posters with images showing what to do if someone feels sick, gets injured, or becomes unconscious.
- **Practical skills training:** On-desk training for new and current workers lowers stress and confusion.
- **Emergency support:** Management helps with school enrollment or hospital bills when workers struggle.



Challenges to Implement Green Initiatives



Future Sustainability Plans of Dip Knitwear Ltd.



1. Incorporate renewable energy adoption

To reduce reliance on fossil fuels and lower carbon emissions, the expansion of renewable energy sources such as solar and geothermal must be prioritized. A solar panel subsidy system, paired with national grid reimbursement, can incentivize factories to shift toward cleaner electricity use.



2. Build local capacity for sustainable transformation

Strengthening context-driven sustainability solutions requires training more local consultants. This must be coupled with enhanced use of cost-benefit analysis tools to ensure that environmental and social initiatives deliver tangible returns.



3. Stakeholder Partnerships for Worker Resilience

Partner with government programs for housing and climate change adaptation initiatives, and engage with research organizations to identify and address environmental challenges. Collaboration with diverse stakeholders ensures more targeted and sustainable worker well-being strategies.



4. Align with global market expectations

As global buyers like H&M and Inditex raise their sustainability standards, factories must align with SDG-driven expectations and meet stricter compliance and reporting timelines. This alignment is critical to maintaining competitiveness in an evolving global market.

Glimpses from the factory visit

