



Sustainable Roohsing&JDU is quarterly e-newsletter created to demonstrate Roohsing&JDU's business performance and corporate social responsibility. This publication is the joint efforts of various departments within Roohsing&JDU and is aim to report news on environmental protection, vocational health and employee care made by our company.

# Sustainable Roohsing&JDU

CSR Newsletter

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Pilot Issue  
Mar. 2018

## Making Roohsing&JDU Sustainable

“A good business model gives a company a good start, while it takes a company to act well and be responsible for it to go far.”

JDU successfully merged with Roo Hsing in 2017. We are now the world’s leading apparel supplier – with growth in unlimited possibilities comes with huge challenges. It is our goal to continue our high quality and high efficiency practice but at the same time, become a socially responsible company that takes more efforts than before, in sustainability.

The purpose of this magazine is to share our achievement and efforts in CSR with all Roohsing&JDU employees. And in the upcoming year, we ask all Roohsing&JDU employees to join our VOICE campaign, that is practicing the Virtue of our Openness, Integrity, Courage and Empathy. Together, we will bring Roohsing&JDU to the next level.





## 01. CSR Spotlight

- Staff committee meeting hosted in Changzhou Factory
- Machines and equipment operation training
- Fire Drills across all Factories

## 02. V.O.W. Update

- P.A.C.E. TOT (Training of Teachers)
- HER in Changzhou & Henan
- CARE\_SBF Programs in Cambodia
- CARE & HIV Programs in Cambodia
- H.E.A.R.T.- Listening & Taking into Consideration
- S.H.I.N.E in Changzhou & Cambodia
- New Year's Celebration across all Factories

## 03. CSR Dictionary

- CSR- Corporate Social Responsibility

## 04. CSR Telescope

- Environmental Protection Tax Law in 2018

## 05. CSR Kaleidoscope

- 8 types of environmental fabrics' innovation will defy traditional fashion industry in 2018

## 06. Green Experts

- Eco-enzyme's function & manufacture



## **Changzhou Finishing Sub Factory and No.1 Sub Factory hosted staff committee meeting**

Changzhou Finishing Sub Factory and Baolai Laundry hosted staff committee meeting individually on 01/20 and 01/26. Members had further discussion on CAP to ensure all things reasonable, by changing the projects logics and renewal.

# Machines & Equipment Operation Training

## Dryer Operation Training

- Applied to HG Series Dryers
- Regulate Operators' Conduct
- Ensure the Equipment Running Safely
- Promote the Products' Quality



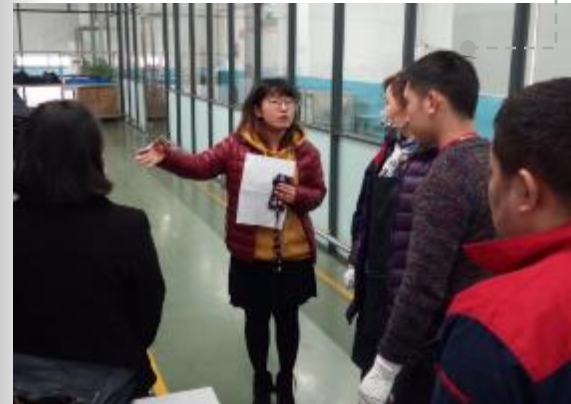
## Electric Block Operation Instruction

- Applied to Electric Block Operation
- Instruct Workers to Correctly Operate the Machines

To strengthen machines and equipment's learning, and delicately control each type's utilization, EHS Department implemented training on staffs about machine safety operation conduct, and helped answer all questions related to laser machines, dryers and dehydrators which are key equipment to the production process.

## Laundry Operation Safety Instruction

- Applied to HBM series washing machine
- Regulate the workers' conduct
- Ensure the equipment running safely
- Promote the products' quality
- Ensure workers' security



## Dehydration Operation Safety Instruction

- Applied to HNS series dehydrator
- Regulate the workers' conduct
- Ensure the equipment running safely
- Instructions on work contents and precaution



## Fire Drills across All Factories

### Implementation on 4C built-up



To promote the efficiency of fire drill training, JD United periodically host fire drills based on 4C(Check& Clean, Capability of extinguishing initial fire, Capability of organizing evacuation and fire escape scenario, Capability of advocating and training) as their key elements.

Other knowledge, like fire case study, real production life, fire prevention, extinguishment, evacuation and fire escape, are also distributed to enhance workers' fire security concepts and fire contingency.

Before CNY, EHS department greeted to the fire officers who protect and supervise fire control, for their hard work and instructions to our company.

# P.A.C.E. TEAM!



## Personal Advancement & Career Enhancement

P.A.C.E. TOT Training

P.A.C.E. programs will put into practice in Changzhou, Henan, and Cambodia in 2018.

To provide better training, JDU P.A.C.E. team had participated in GAP's TOT training in 2017/12 and 2018/01. Trainers from Changzhou and Henan listened to the teachers carefully and gave their feedback to improve the teaching plans.



# Female Workers Health Care Training

H.E.R. Program



*“I think that keeping your body and mind in good shape, and being healthy, would make you energetic enough to undertake what you’ve been through.”*

*Chinese media proprietor, journalist, Yang Lan*

## Changzhou, Henan Female Workers Health Care Training

Training is implemented in Changzhou and Henan’s factories every month. “Companion Education”, the feature of H.E.R. program has great impact and effect on trainees. Changzhou has run the program covering all workers, for 5 years since 2013. On the other hand, Henan Mar. Garment kicked off the project in Aug. 2017, and planned to complete the whole staff’s training this June.

## Unique “Companion Education”

HER uses “Companion Education” to disseminate the ideas, which is different from doctors’ lecture or staff physical exam. Workers are usually too shy to ask questions, especially those concerning personal privacy, and they opt to take medicines without prescription; hence the condition worsens. By offering “Companion Education”, it effectively breaks the communication barrier and accelerates the spread of health thoughts.



# C.A.R.E. PROGRAM



## Care for our Workers

CARE\_SBF program

Levi Strauss Foundation continues to run CARE SBF program in GDM, Nagapeace, Zhen Tai Factories and help workers develop accurate knowledge in health care and financial management.

# HIV/AIDS Training

## HIV/AIDS Committee Training in Cambodian Factories

Cambodian factories' HIV/AIDS committee attended a half-day training “How to manage and prevent AIDS at workplace” During the training, members clarified their responsibility and learned about the risk of AIDS. They also practiced with tools. After class, members will spread the AIDS prevention knowledge at workplace, and manage the disease risk.



# Listening & Taking into Consideration

## H.E.A.R.T. PROGRAM

Corporate Communication Department (CCD) implemented HEART Program in Jan. 2018 to listen to the staff's voice and build the bridge between the supervisors and workers. CCD will set CARE Hotlines in factories and report the constructive suggestions to HQs. Once the suggestions are beneficial to our company and adopted, workers will be praised and rewarded.

### Communication Channels

- 01 Suggestions Box
- 02 Employees Care Hotline
- 03 HEART's WeChat Account
- 04 Suggestions, Red Envelops



# Employees Well-Being Survey

S.H.I.N.E. Program



## Staff's Health and Well Being Evaluation & Discussion on Gender Equality

In Dec. 2017, Levis cooperated with Harvard University to conduct the survey on workers' well being in Changzhou Finishing Sub Factory and Nagapeace, Cambodia.

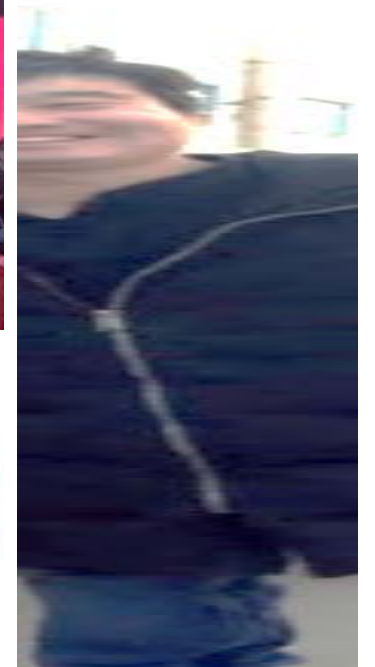
The aim of the survey is to acquire measurable KPI on workers' well being, and evaluate the results of the programs' implementation and workers' living standard.



# Spring Festival in Factories



On Feb. 16, 2018, the most important National Holiday, workers from ChangZhou, Henan and Chongqing factories assembled together to celebrate the Spring Festival.



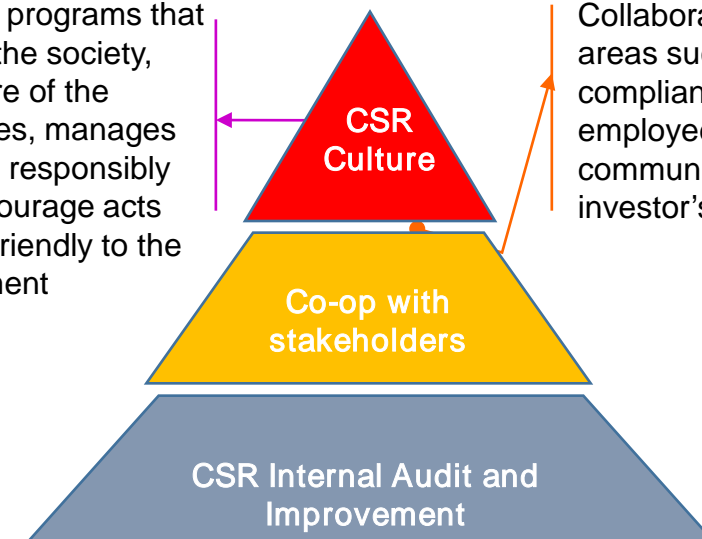
### CSR (Corporate Social Responsibility)

Corporate social responsibility (CSR, also called corporate conscience, corporate citizenship or responsible business) is a form of corporate self-regulation integrated into a business model. CSR policy functions as a self-regulatory mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards and national or international norms.

#### CSR Modules



Build a culture that supports CSR, including programs that benefits the society, takes care of the employees, manages suppliers responsibly and encourage acts that are friendly to the environment



Collaborate with stakeholders in areas such as compliance/regulations, employees wellbeing, community events and investor's feedback

Build tools and process to improve CSR implementation inside factories and seek external support (via clients or third parties) to help enhance the performance.

# Environment Protection Tax

The Environment Protection Tax of People's Republic Of China has been in effect starting from January 1, 2018.

China started collecting an environment tax to better protect the environment and cut pollutant discharge, as the country's Environmental Protection Tax Law took effect on Jan. 1, 2018.

The introduction of the tax called an end to the "pollutant discharge fee" which China had been collecting for nearly 40 years. This is China's first tax clearly designed for environmental protection, which will help establish a "green" financial and taxation system and promote pollution control and treatment of pollutants.



Under the Environmental Protection Tax Law, which targets enterprises and public institutions that discharge listed pollutants directly into the environment, companies will pay taxes for producing noise, air and water pollutants as well as solid waste.

On tax rates, the central authorities will set upper limits and allow local governments to determine the rates on their own.

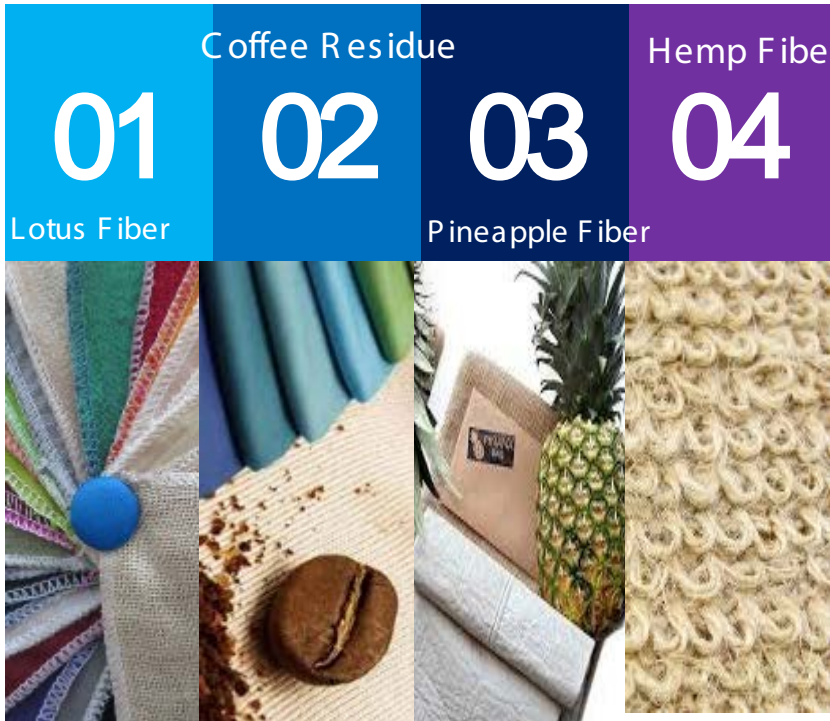
Up to 50 billion yuan (about 7.68 billion U.S. dollars) could be collected annually from the new tax, according to estimates from analysts.



# New Fashion Style

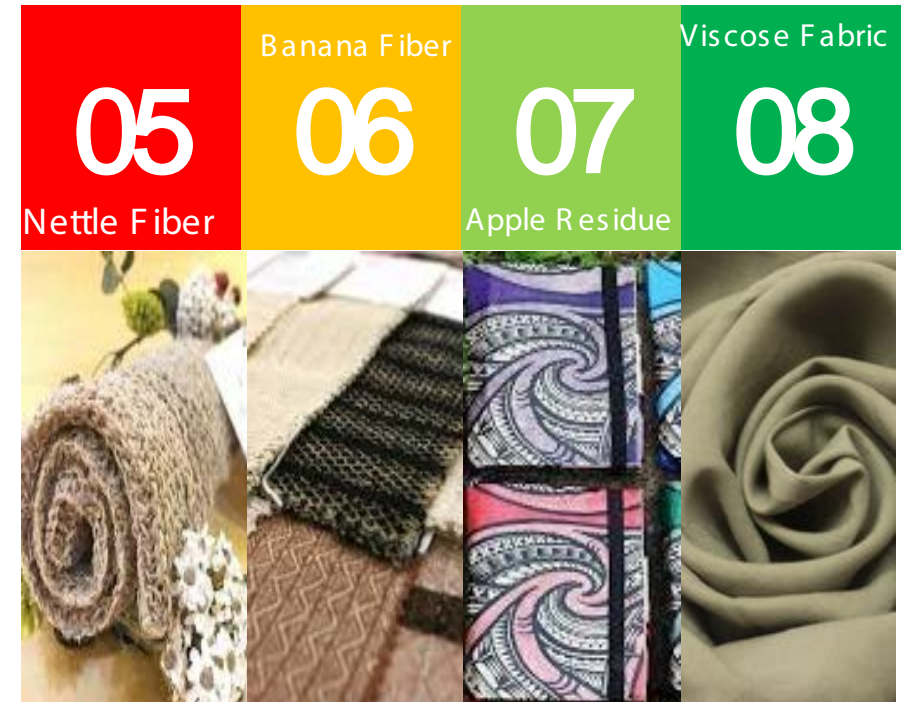
## 8 Eco-Friendly Fabric

Fashion Industry has long been criticized for not being eco-friendly- under such circumstances, looking for new sustainable ways and materials is a must. Below are 8 eco-friendly fabric that designers are looking into.



## 05. CSR Kaleidoscope

These 8 eco-friendly fabric come from natural plants that can often be seen in our day to day life. They might forever change fashion industry's future.





# DIY Enzymes

You can DIY Enzymes with Sugar, Water and some fruit/veggie left over – we learned this valuable process via P.A.C.E. and would like to share this useful practice with our employees.



## 06. Green Experts



Enzymes' Benefits :

**01.** Reduce Trash and Exhaust Gas

**02.** Great Detergent

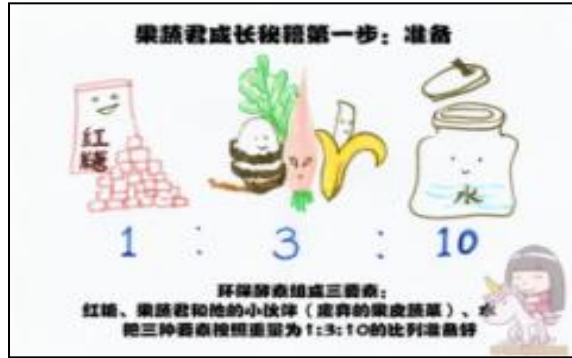
**03.** Organic fertilizer

**04.** Pet Care

**05.** Unclog the Drain

**06.** Used in Chemistry Lab.

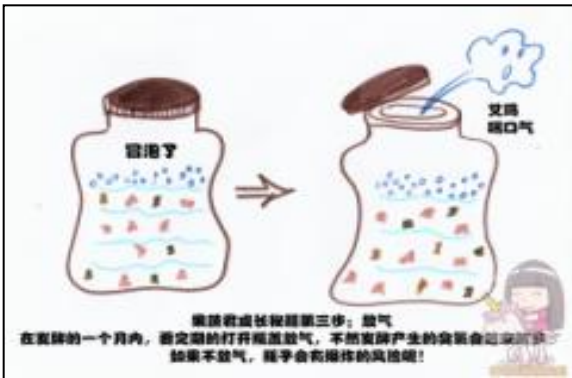
# Steps to DIY Eczymes



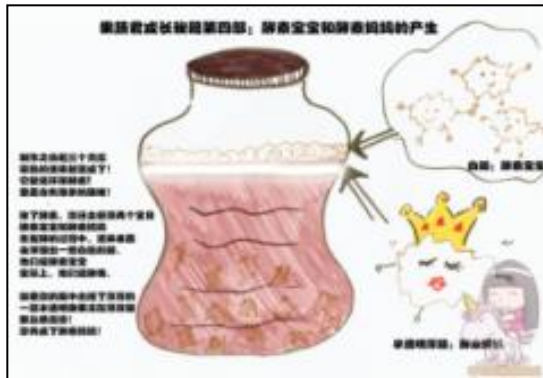
1. Brown Sugar, Veggie/Fruit/Water in 1:3:10 ratio.



2. Put all ingredients in a tightly sealed container!



3. Let it sit for a month, but make sure you open the cap periodically to release the gas.



4. Ready to use in 3 months.

