

Report on

Exploring the Role of Green Accessories Procurement in Enhancing

Sustainability within Square Textile Division

By

Ahnaf Tazwar

23282001

A practicum report submitted to the BRAC Institute of Governance and Development (BIGD) in partial fulfillment of the requirements for the degree of Masters in Procurement and Supply Management (MPSM).

BRAC Institute of Governance and Development (BIGD)

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Declaration

I hereby declare that this report titled "Exploring the Role of Green Accessories Procurement in Enhancing Sustainability within Square Textile Division" is my own original work and has been prepared under the guidance of my academic supervisor. To the best of my knowledge, this report does not contain any material previously published or written by another person, except where due reference is made.

I further confirm that this work has not been submitted, either in whole or in part, for any other degree or qualification at any other institution.

Student's Full Name and Signature

Ahnaf Tazwar

23282001

Academic Supervisor's Full Name and Signature

Mohammad Sirajul Islam

Sr. Academic Coordinator, BIGD, BRAC University

Letter of Transmittal

Mohammad Sirajul Islam
Sr. Academic Coordinator
BIGD, BRAC University

Subject: Submission of practicum report titled “**Exploring the Role of Green Accessories Procurement in Enhancing Sustainability within Square Textile Division**”

Dear Sir,

I am grateful to submit herewith my report on “Exploring the Role of Green Accessories Procurement in Enhancing Sustainability within Square Textile Division”, as a partial requirement to achieve the degree of Masters in Procurement and Supply Chain Management. It is my proud privilege to work under your active supervision and guidance.

I have attempted my best to finish the report with the essential data from senior officers of directorate of Primary Education, student and teacher in prevent dropout.

I hope that the report will meet the desires.

Sincerely yours,

Ahnaf Tazwar

ID: 23282001

BIGD, BRAC University

Non-Disclosure Agreement

This agreement is made and entered into by the undersigned Ahnaf Tazwar at BRAC University and the SQUARE Textile Division. As I am currently working at the organization, I have access to the Organization's information. I agree that I will keep all the information strictly confidential and will not share it with anyone outside of the organization.

Student's Full Name and Signature

Ahnaf Tazwar

23282001]

Workplace Supervisor's Full Name and Signature

Md Abdullah Al Masud

Manager, SQUARE Textile Division

Acknowledgement

I would like to express my sincere gratitude to everyone who supported me throughout the preparation of this report on green sustainable procurement and its role in enhancing sustainability within Square Textile Division. First and foremost, I thank the management and procurement teams at Square Textile Division for their valuable insights and openness in sharing information related to their commitment to eco-based accessories and sustainable practices. Their dedication to working for sustainability based on eco-quality rather than quantity has been truly inspiring and formed the foundation of this study.

I am deeply grateful to my academic supervisors and mentors for their continuous guidance, constructive feedback, and encouragement that helped shape this report into a comprehensive and high-quality piece of work. Special thanks go to the suppliers and stakeholders who participated in interviews and shared their experiences on adopting green accessories procurement. Their cooperation and transparency provided essential perspectives that enriched this research.

Finally, I appreciate the unwavering support of my family and friends, whose motivation and understanding allowed me to focus and complete this project. This report reflects not only an academic endeavor but also a commitment to advancing sustainability in the textile industry by promoting the responsible sourcing of accessories that align with global environmental goals.

Executive Summary

This report examines the role of green accessories procurement in strengthening sustainability within Square Textile Division, one of Bangladesh's leading textile manufacturers. Against the backdrop of rising environmental concerns and pressure from international buyers to adopt eco-friendly practices, Square Textile has increasingly focused on integrating green sustainable procurement (GSP) into its operations. The study emphasizes how sourcing eco-based accessories—such as zippers, buttons, labels, and packaging—can reduce environmental impact, enhance competitiveness, and align with global sustainability standards.

Chapter one introduces the background and rationale for the study. It highlights that the textile industry is a major contributor to global pollution, and Bangladesh, as the world's second-largest garment exporter, must meet stringent international sustainability standards to maintain competitiveness. Square Textile has recognized that even small components like accessories significantly contribute to a garment's environmental footprint. The chapter also outlines the report's scope: assessing current procurement practices, supplier readiness, challenges, and strategies for adopting green procurement, supported by case studies and practical insights.

Chapter two provides an overview of Square Textile's procurement practices alongside a literature review of global industry standards. The division has transitioned from cost-driven sourcing to a model prioritizing eco-friendly accessories, working closely with suppliers who comply with certifications such as OEKO-TEX and GOTS. While some local suppliers face challenges in meeting these standards, international partners are more advanced in sustainable production. Square Textile has adopted tools like the Green Scorecard, which evaluates suppliers based on energy use, waste management, and raw material sustainability. Literature also emphasizes

principles of green procurement—such as circular economy practices, reduced resource consumption, and fair trade—which Square Textile is actively incorporating.

Details of the practicum methodology and analytical framework are outlined in Chapter three. A combination of primary data (interviews, supplier audits, case studies) and secondary data (sustainability reports, industry studies, NGO reports) was used.

Chapter four presents the practicum findings in detail. The supplier assessment revealed varied levels of readiness: while international suppliers offered eco-based accessories like recycled zippers and biodegradable buttons, local suppliers lagged due to cost and knowledge barriers. Pilot projects demonstrated that eco-friendly packaging and recycled materials could match traditional options in durability while offering long-term savings. However, challenges persist in balancing cost, quality, and sustainability. Internal stakeholders expressed strong support, viewing sustainability as a market differentiator and a pathway to securing long-term international partnerships.

Key barriers include limited supplier availability, higher costs of eco-friendly accessories, lack of supplier awareness, and quality trade-offs. Additionally, evolving global compliance standards require continuous adaptation. To overcome these, the report recommends a Supplier Development Program, focusing on training, material sourcing support, and technology transfer. Cost-effective strategies such as bulk purchasing, long-term supplier contracts, and investment in R&D are suggested to offset higher costs. Formalizing green procurement policies and fostering internal and supplier training are also emphasized to embed sustainability in organizational culture.

The report concludes by affirming that green accessories procurement is not merely an operational strategy but a strategic shift aligning Square Textile with global environmental goals. By prioritizing eco-quality over quantity, engaging suppliers, and embracing innovation, the company

strengthens its position as a leader in sustainable textile manufacturing in Bangladesh. While challenges such as cost and supplier limitations remain, Square Textile's proactive measures position it to set an industry benchmark, contributing positively to both environmental conservation and business competitiveness.

Keywords: Green Sustainable Procurement; Eco-based accessories; sustainable practices; supplier development and compliance; environmental certifications; eco-quality over quantity

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List of Acronyms

BIGD	BRAC Institute of Governance and Development
GOTS	Global Organic Textile Standard
GSP	Green Sustainable Procurement
NGO	Non-Governmental Organization
RCS	Recycled Claim Standard
RMG	Ready-Made Garment
SAC	Sustainable Apparel Coalition
SSCM	Sustainable Supply Chain Management
SWOT	Strengths, Weaknesses, Opportunities, and Threats

Chapter 1: Background, Scope and Practicum Objectives

1.1 Background and Context

In the modern textile industry, sustainability has become a key focus, both as an ethical responsibility and a business imperative. The rise of environmentally-conscious consumers and the increasing pressure to adhere to global sustainability standards has driven companies to adopt sustainable practices. Square Textile Division, a leader in Bangladesh's textile sector, has recognized the importance of sustainability in its operations. With a growing portfolio of international clients who emphasize green practices, Square Textile has begun integrating sustainable procurement practices into its supply chain management, particularly in the procurement of accessories such as buttons, zippers, labels, art-work and packaging materials.

The textile industry is one of the largest contributors to global environmental degradation. From water pollution caused by dyeing processes to the massive amounts of waste generated by textile production, the environmental impact of the industry is staggering. As global awareness of these issues grows, there is increasing demand from consumers and regulators for companies to adopt more sustainable practices.

Bangladesh is a major player in the global garment export market, and the country's ready-made garment (RMG) sector is crucial to its economic development. As the second-largest exporter of garments worldwide, Bangladesh faces increasing pressure to meet international environmental standards, which require manufacturers to demonstrate their commitment to sustainable production practices. Green procurement, particularly in the area of accessories, can help

Bangladesh's textile sector enhance its competitiveness by meeting these standards and securing long-term business relationships with global buyers. The government of Bangladesh, along with international organizations, has also set ambitious sustainability targets for the country's garment industry.

Square Textile Division, a key player in Bangladesh's textile sector, has long been committed to maintaining high standards of sustainability. As a division within the Square Group, which has been a leader in the Bangladesh textile industry, Square Textile has positioned itself as an eco-conscious manufacturer of garments and accessories. The company's current sustainability efforts are reflected in its operations, which emphasize energy efficiency, waste reduction, and the use of eco-friendly materials across its production processes.

One of the major areas where Square Textile Division can enhance its sustainability efforts is through the procurement of green accessories. Adopting a green procurement strategy for accessories will not only reduce the environmental impact of its supply chain but will also allow the company to meet the growing demands of its international clients, which includes high-profile brands like Hugo Boss, H&M, EL Corte, Tommy Hilfiger, OlymP, Puma and Jack & Jones. These brands are known for their strict sustainability criteria, and failing to comply with these standards could jeopardize relationships and business opportunities.

As an individual working within Square Textile Division's Accessories Procurement Department, I have had firsthand exposure to the significant impact procurement decisions have on both the production process and the environment. Over the years, I've witnessed how accessory sourcing,

including materials such as zippers, buttons, labels, and packaging, can greatly affect the environmental footprint of manufacturing operations. In my role, I've been involved in sourcing decisions that directly contribute to both the operational efficiency and the environmental responsibility of the company.

Having always been deeply interested in sustainability, I chose this topic to explore how integrating green sustainable procurement (GSP) within accessory sourcing can mitigate the environmental impact of Square Textile Division's operations.

1.2 Scope of the Report

Green sustainable procurement (GSP) refers to the practice of sourcing goods and services that have minimal environmental impact throughout their lifecycle. This includes choosing products made from renewable or recycled materials, prioritizing eco-friendly production processes, and ensuring that suppliers meet strict environmental standards. In the case of Square Textile Division, the adoption of GSP in accessory procurement can significantly reduce the company's environmental footprint, enhance its brand image, and ensure compliance with international sustainability requirements.

This practicum report aims to provide a thorough analysis of current practices, challenges, and opportunities in green accessory procurement at Square Textile. This report examines the role of green accessory procurement in Square Textile Division and how it contributes to the company's sustainability objectives. The following aspects will be explored in detail:

- a. The current state of accessory procurement at Square Textile, with an emphasis on environmental sustainability.
- b. A review of supplier practices and the company's ability to meet green procurement standards.
- c. Identification of the challenges faced by Square Textile in implementing green procurement and strategies to overcome them.
- d. Recommendations for enhancing sustainability through green procurement, including supplier development and internal training programs.

The above objectives are addressed based on my practicum work that includes case studies and pilot projects, and primary and secondary data collection in accessory sourcing within Square Textile Division.

Chapter 2: Overview of Accessories Procurement at Square Textile Division

2.1 Current Procurement Practices

At Square Textile Division, procurement plays a vital role in ensuring that the company's operations run smoothly while maintaining high standards of environmental responsibility. Traditionally, procurement within the textile industry has focused primarily on meeting production demands, often prioritizing cost efficiency and the availability of raw materials. However, Square Textile Division has taken a more progressive approach, placing a stronger emphasis on sustainability and environmental considerations in its procurement decisions, particularly when it comes to accessories.

The procurement of accessories such as zippers, buttons, labels, and packaging materials has evolved within Square Textile to integrate "green sustainable procurement" principles. Square Textile recognizes that accessories, despite being a small portion of the overall garment production process, have a significant impact on the overall environmental footprint. Accessories, often made from synthetic and non-recyclable materials, can contribute to waste and pollution if not sourced responsibly.

As part of its sustainability strategy, Square Textile has initiated the transition from conventional accessory procurement to a more sustainable model. This shift involves identifying suppliers who adhere to green practices, such as using recycled or biodegradable materials, and encouraging local and international suppliers to align with Square's sustainability standards. The company's

procurement team now works closely with sustainability experts to ensure that accessory sourcing aligns with Square Textile's overall sustainability objectives.

For example, Square Textile has begun sourcing zippers made from recycled plastic, buttons from biodegradable materials, and packaging made from recyclable or compostable options. These accessories not only reduce the carbon footprint of the products but also contribute to the overall goal of reducing waste generated during production. Additionally, the use of eco-friendly materials supports Square Textile's position as a leader in sustainability within the Bangladesh textile industry.

Furthermore, Square Textile is committed to continuous innovation and improvement in the area of accessory procurement. The company is actively researching new, more sustainable materials and is collaborating with accessory manufacturers to develop innovative solutions that meet both environmental and functional requirements. By investing in sustainable materials and working closely with suppliers, Square Textile aims to stay ahead of the curve and lead the industry toward more sustainable production practices.

2.2 Supplier Landscape for Procurement of Accessories

The supply chain for accessories is highly complex, involving multiple stakeholders across local and international markets. Square Textile's focus on sustainability has meant that the company's suppliers must meet specific environmental standards and certifications, such as those outlined by GOTS (Global Organic Textile Standard) and OEKO-TEX. These certifications ensure that the materials used in accessory production adhere to stringent environmental and social standards.

Currently, Square Textile's supplier landscape consists of both local and international partners. Many local suppliers have made significant progress in adopting more sustainable practices, but some still face challenges in meeting the high environmental standards set by Square Textile. In contrast, international suppliers, particularly those in Europe and North America, are often more advanced in terms of sustainability practices. This global variation in sustainability levels poses both opportunities and challenges for Square Textile in its efforts to ensure that all accessories meet its green procurement criteria.

One of the key challenges Square faces is the limited availability of sustainable accessories from suppliers, especially for specific items like buttons and packaging materials. Despite this, Square Textile has made substantial strides in establishing long-term relationships with suppliers who are committed to sustainable practices. These partnerships are vital to ensuring that Square Textile's green procurement initiatives are successful and that the company can meet the growing demand for sustainable products.

In addition to sustainability certifications, Square Textile has also developed a "Green Scorecard" system, which evaluates suppliers based on their environmental performance. This scorecard measures factors such as energy usage, waste management practices, and the environmental impact of raw materials used in accessory production. The results from these evaluations guide procurement decisions and help Square Textile continuously improve its supply chain.

2.3 Structure of Square Procurement and Supply Chain Management

Square Textile Division follows a well-structured procurement and supply chain management framework designed to ensure efficiency, transparency, and sustainability across its operations. The procurement process is centralized under a dedicated team that is responsible for sourcing raw materials, accessories, and other inputs in alignment with the company's sustainability policies. This team works in close collaboration with the production, quality assurance, and sustainability departments to ensure that every purchasing decision meets both functional and environmental standards. The supply chain is built on a combination of local and international suppliers, carefully evaluated through certifications, audits, and Square's own "Green Scorecard" system. To maintain flexibility and resilience, Square Textile integrates modern supply chain practices such as supplier relationship management, sustainable sourcing strategies, and continuous monitoring of logistics efficiency. This structured approach not only helps reduce risks related to cost fluctuations, quality, and environmental compliance but also strengthens Square's competitive position as a leader in green procurement within the textile industry of Bangladesh.

Chapter 3: Practicum Methodology and Analytical Framework

The practicum is based on the comprehensive sources of data and practical observations as stated below.

3.1 Primary Data

Primary data was collected through a combination of interviews, supplier audits, and case studies. These methods provided direct insights into the experiences of key stakeholders within Square Textile Division, as well as suppliers and industry experts. The primary data collection process involved:

3.1.1 Interviews with Key Stakeholders

A series of semi-structured interviews were conducted with procurement managers, sourcing specialists, and compliance officers within Square Textile Division. These interviews focused on understanding the current procurement processes, challenges faced in integrating green accessories, and the perceived benefits and drawbacks of adopting green sustainable procurement practices. In addition to internal stakeholders, interviews were also conducted with a selection of accessory suppliers to gather their perspectives on sustainability in accessory production.

3.1.2 Supplier Audits

To evaluate the sustainability of the accessories being sourced by Square Textile, supplier audits were conducted. These audits focused on assessing the environmental practices of accessory manufacturers, including their compliance with environmental standards such as OEKO-TEX and

GOTS. The audits also reviewed suppliers' waste management practices, use of renewable materials, and energy consumption during production.

The sustainability of accessory suppliers was assessed using a 'Green Scorecard System' developed specifically for this report. The Green Scorecard evaluates suppliers based on several key sustainability criteria:

- a) Environmental Certifications: Suppliers were evaluated on their possession of environmental certifications such as OEKO-TEX, GOTS, and Recycled Claim Standard (RCS). These certifications ensure that suppliers meet specific environmental and social responsibility standards.
- b) Material Sustainability: The sustainability of materials used in accessory production was assessed. Suppliers who used recycled, biodegradable, or renewable materials were given higher scores. The use of eco-friendly materials in accessories such as buttons, zippers, and labels is essential for reducing the overall environmental impact of the products.
- c) Waste Management and Energy Usage: Suppliers' waste management practices and energy consumption were evaluated. Suppliers who demonstrated efficient waste disposal methods, energy-saving initiatives, and the use of renewable energy sources scored higher on the Green Scorecard.
- d) Carbon Footprint: The carbon footprint associated with accessory production was also considered. Suppliers who had implemented strategies to reduce emissions during the manufacturing process, such as using energy-efficient technologies and reducing transportation emissions, were given higher ratings.

This assessment framework provided a detailed understanding of the sustainability practices of Square Textile's accessory suppliers and identified areas where improvements could be made.

3.1.3 Case Studies

Specific case studies were selected where green accessories were integrated into the production process at Square Textile. These case studies provided detailed insights into the challenges and benefits of implementing green sustainable procurement in real-world scenarios. By examining the outcomes of pilot projects and the use of eco-friendly accessories in production, the case studies helped to identify practical solutions for scaling up green procurement practices within the company. The selected case studies included:

- a) **Pilot Projects:** A pilot project was conducted where eco-friendly zippers and buttons were sourced for a batch of garments produced by Square Textile. The success of this pilot project was evaluated based on key factors such as cost, quality, and lead time. The results of this project provided valuable insights into the feasibility of scaling up green sustainable procurement practices.
- b) **Sustainable Packaging Initiatives:** Another case study involved the use of sustainable packaging for shipments of garments produced by Square Textile. The case study explored the challenges faced by the company in sourcing packaging made from recycled materials and the impact on logistics and costs. It also highlighted the environmental benefits of reducing the use of plastic packaging.
- c) **Collaboration with Suppliers:** A third case study focused on Square Textile's collaboration with a key accessory supplier to develop eco-friendly alternatives to traditional packaging and garment labels. This case study provided insights into the challenges of working with

suppliers to adopt more sustainable practices and the benefits of building long-term, sustainable relationships with accessory manufacturers.

3.2 Secondary Data

Secondary data was gathered from various sources, including industry reports, academic literature, and publicly available documents from Square Textile Division and its suppliers. Key sources of secondary data included:

3.2.1 Sustainability Reports

Square Textile's annual sustainability reports, which highlight the company's environmental goals and achievements, were analyzed to provide context on the company's sustainability journey. These reports offer valuable insights into the company's efforts to adopt more eco-friendly practices, including in the procurement of accessories.

3.2.2 Industry Best Practices

Secondary data was also sourced from industry reports and academic studies on 'green procurement' and sustainable supply chain management in the textile sector. This data helped to compare Square Textile's procurement practices with global best practices and provided insights into the broader trends in the textile industry regarding green sustainable procurement.

3.3 Analytical Tools and Frameworks

To analyze the data collected from the interviews, supplier audits, and case studies, several analytical tools were employed:

3.3.1 SWOT Analysis

A SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis was conducted to assess the internal and external factors affecting Square Textile's ability to implement green sustainable procurement practices. This analysis identified the strengths of the company's current sustainability initiatives, potential challenges, and opportunities for improvement.

3.3.2 Cost-Benefit Analysis

A detailed cost-benefit analysis was conducted to evaluate the financial implications of implementing green sustainable procurement. This analysis compared the costs of sourcing eco-friendly accessories with the long-term benefits, including improved brand reputation, reduced waste, and compliance with international sustainability standards.

3.3.3 Benchmarking:

Benchmarking was used to compare Square Textile's green procurement practices with those of other leading textile manufacturers. This process helped identify industry trends and best practices that could be applied to Square Textile's procurement strategy.

Chapter 4: Practicum Findings and Analysis

3.1 Supplier Readiness and Compliance

In the effort to transition towards green sustainable procurement, one of the key findings was the varying levels of readiness among Square Textile Division's suppliers to meet the sustainability standards set by the company. The sustainability of accessory suppliers, particularly in terms of producing eco-based accessories, plays a pivotal role in achieving Square Textile's long-term sustainability goals.

It is found that a substantial portion of Square Textile's suppliers were committed to improving their environmental practices, but the level of readiness varied significantly. Some suppliers were already compliant with international environmental certifications such as OEKO-TEX and GOTS, while others still faced challenges in meeting these standards. A notable trend observed was the increasing availability of eco-based accessories in the market, particularly from international suppliers. Zippers made from recycled plastics, buttons made from biodegradable materials, and recyclable packaging were increasingly sourced by Square Textile, aligning with the company's green procurement goals. However, local suppliers showed slower adoption of eco-based accessory production, mainly due to the higher costs associated with sustainable materials and production methods.

3.2 Cost and Quality Considerations

One of the critical concerns for Square Textile Division when implementing green sustainable procurement is balancing cost and quality. While eco-based accessories may incur higher upfront

costs compared to conventional alternatives, Square Textile's commitment to sustainability is grounded in long-term value rather than immediate cost reduction.

Square Textile has consistently emphasized that the goal is not to increase the volume of accessories sourced, but to prioritize the eco-quality of these accessories. The company's approach is to carefully select green accessories that meet stringent environmental criteria without compromising on the durability and functionality required in textile production. Through pilot projects, Square Textile has tested several green accessories to determine whether they meet the required standards of quality and performance. Early results indicate that eco-friendly materials, while initially more expensive, can result in significant savings in the long term. For example, eco-friendly packaging made from recyclable materials has been shown to reduce waste disposal costs, while recycled zippers have proven to be just as durable as their conventional counterparts.

3.3 Challenges Faced in Green Procurement

Despite the positive outcomes observed, there are several challenges that Square Textile faces in fully implementing green sustainable procurement practices. These challenges primarily revolve around supply chain limitations, supplier education, and the high initial costs associated with eco-based accessories.

3.3.1 Limited Supplier Options

One of the main challenges in implementing green accessories procurement is the limited availability of sustainable accessory suppliers. While some suppliers offer eco-friendly options, the range of sustainable accessories (especially local suppliers) is still limited. For example,

recyclable zippers and biodegradable buttons are not as widely available as their conventional counterparts. This limited availability poses a challenge to Square Textile, as it seeks to expand its use of green accessories.

Furthermore, while many global accessory suppliers are producing green accessories like biodegradable buttons, recycled zippers, and packaging materials made from sustainable sources, the number of suppliers in Bangladesh that offer such products remains relatively small. Additionally, local suppliers may lack the technological capabilities to produce eco-based accessories that meet Square Textile's high standards for quality, cost, and sustainability. This limited supplier base not only impacts the availability of sustainable options but also increases the time and cost associated with sourcing these materials.

Square Textile Division has made efforts to address this challenge by actively engaging with existing suppliers to encourage them to adopt more sustainable practices. These efforts include providing training on the benefits of green sustainable procurement, assisting suppliers in obtaining relevant certifications (such as OEKO-TEX and GOTS), and facilitating collaborations to develop new, eco-friendly accessory options. However, scaling up this initiative remains a long-term challenge that requires continuous investment in supplier development and collaboration.

3.3.2 Higher Costs of Eco-Friendly Accessories

While green accessories are in line with Square Textile's sustainability objectives, the higher costs of eco-friendly materials and the certification processes for sustainable accessories present a financial challenge. Eco-based accessories, such as recycled zippers and organic buttons, often

come at a premium. This challenge is particularly evident when working with local suppliers, where economies of scale for green accessories have not yet been fully realized. This price difference is often due to the additional costs incurred during the production of eco-friendly materials, such as the use of sustainable raw materials, the need for specialized production techniques, and certification costs.

For Square Textile, this presents a challenge as the company must balance its commitment to eco-quality with the financial realities of sourcing sustainable materials. While eco-based accessories contribute to the company's environmental sustainability goals, they may increase the overall production cost in the short term. However, Square Textile's commitment to eco-quality over quantity means that the company is more focused on the long-term environmental and operational benefits of sustainable sourcing, rather than immediate cost-cutting measures.

3.3.3 Lack of Awareness among Suppliers

A critical barrier to implementing green procurement is the lack of awareness and understanding among many accessory suppliers regarding the benefits of eco-based accessories. Many suppliers in Bangladesh still prioritize traditional, low-cost manufacturing processes, which often rely on non-renewable materials and environmentally harmful production methods. This mindset, driven by price sensitivity and a lack of access to sustainable materials, makes it difficult for Square Textile to find reliable suppliers that can meet its sustainability standards.

To address this issue, Square Textile Division has initiated training programs for local suppliers to raise awareness about the importance of green sustainable procurement. These programs focus on

educating suppliers about the environmental benefits of sustainable materials, the financial advantages of energy-efficient production techniques, and the growing market demand for eco-friendly products. Additionally, Square Textile is working with local industry associations and governmental organizations to promote sustainable procurement practices and build a more environmentally-conscious supply chain. While progress has been made, there is still a significant gap in supplier knowledge about the impact of their production processes on the environment.

3.3.3 Quality vs. Sustainability Trade-off

In the procurement of eco-based accessories, Square Textile Division faces the challenge of balancing sustainability with the need for high-quality, durable products. While green accessories are often produced using recycled or organic materials, these materials can sometimes pose challenges in terms of strength, durability, or functionality.

For example, eco-friendly buttons made from recycled plastics or natural materials may not always meet the durability standards required for certain garments. Similarly, green packaging may not always be as cost-effective or functional as conventional packaging. Square Textile has faced situations where the environmental benefits of using eco-based accessories have been weighed against concerns about the performance and cost-effectiveness of these materials.

3.3.4 Compliance with Evolving International Standards

As global sustainability standards continue to evolve, Square Textile Division faces the challenge of ensuring that its procurement practices remain compliant with these changes. International certifications such as OEKO-TEX, GOTS, and Fair Trade are critical for ensuring that the

company meets the sustainability requirements set by its clients, particularly international brands such as H\&M and Puma.

3.4 Internal Stakeholder Perspectives

Internal stakeholders, including procurement executives, sourcing managers, and compliance officers, expressed strong support for the shift towards green sustainable procurement. However, there were some concerns regarding the scalability and financial implications of this transition.

Most internal stakeholders highlighted the importance of aligning the company's procurement practices with global sustainability trends. Square Textile's commitment to eco-quality over quantity was seen as a critical differentiator in the market, particularly with high-profile international clients who prioritize sustainability in their sourcing decisions. Many internal stakeholders emphasized the company's role in leading the Bangladesh textile sector toward more sustainable practices. Square Textile Division has the potential to serve as a model for other companies in the region by adopting and promoting green accessories procurement practices. Moreover, procurement managers believe that by taking a proactive approach to sustainable sourcing, Square Textile can enhance its competitive edge and secure long-term partnerships with global buyers.

Chapter 4: Proposed Solutions to Challenges in Implementing Green Procurement

Various strategies and steps are needed to address the challenges highlighted in the previous chapter.

4.1 Supplier Development Program

One of the most effective strategies for overcoming the challenges faced in implementing green sustainable procurement at Square Textile Division is to invest in a Supplier Development Program. This program would focus on helping accessory suppliers meet the sustainability standards required by Square Textile while maintaining high levels of quality and cost efficiency.

This development program will focus on the following:

- a) **Training and Education:** The program should include training sessions focused on sustainable sourcing practices, the importance of using eco-based accessories, and the long-term benefits of adopting greener manufacturing methods. By educating suppliers on the environmental and financial advantages of sustainability, Square Textile can encourage them to adopt green practices.
- b) **Material Sourcing Support:** As some suppliers may struggle to find sustainable raw materials, Square Textile should assist suppliers in sourcing eco-friendly materials, such as recycled plastics, biodegradable fabrics, and organic textiles. This support could come in the form of partnerships with sustainable material suppliers or facilitating bulk buying options to reduce costs.

- c) **Technology Transfer:** Many suppliers may lack the technology required to produce high-quality green accessories. Square Textile can provide technical support, including sharing best practices and offering access to advanced manufacturing technologies that help suppliers improve the quality and sustainability of their products.

By investing in supplier development, Square Textile can create a more sustainable and resilient supply chain, ensuring that all accessories meet the required standards for eco-quality while maintaining high production efficiency.

4.2 Collaboration with Industry Leaders

Square Textile should actively seek partnerships and collaborations with industry leaders and organizations that specialize in green accessories and sustainable procurement. These collaborations can provide Square Textile with the knowledge, resources, and networks needed to overcome the challenges of sourcing eco-based accessories and maintaining high-quality standards.

For example, Square Textile could collaborate with organizations such as the Sustainable Apparel Coalition (SAC), which promotes sustainability across the apparel and footwear industries. By engaging with such organizations, Square Textile can gain access to sustainability tools, industry benchmarks, and a network of like-minded companies that can help drive innovation in green accessories procurement.

4.3 Green Procurement Policies and Guidelines

To ensure that green accessories procurement becomes an integral part of Square Textile's operations, the company should formalize its commitment to sustainability through the development of comprehensive green procurement policies and guidelines. The policy should include the following key elements:

- a) **Clear Sustainability Standard:** Square Textile should establish clear sustainability criteria for all accessories sourced, with an emphasis on eco-quality over quantity. These criteria should include requirements for environmental certifications such as OEKO-TEX, GOTS, and Recycled Claim Standard (RCS), as well as guidelines for selecting suppliers based on their commitment to sustainability.
- b) **Sustainable Material Specifications:** The policy should outline specific material requirements for all accessories, prioritizing recycled, biodegradable, and organic materials. For example, Square Textile could mandate that all zippers must be made from recycled plastics or that all packaging materials must be compostable.
- c) **Performance Tracking and Reporting:** To ensure compliance with sustainability goals, Square Textile should implement a system to track the performance of its suppliers in meeting green procurement standards. This system should include regular sustainability audits, supplier assessments, and performance reports to ensure that suppliers are meeting the required environmental standards.

By establishing these policies, Square Textile can create a more structured and transparent approach to green procurement that aligns with its sustainability objectives and ensures consistent, high-quality sourcing of eco-based accessories.

4.4 Cost-Effective Strategies for Scaling Up Green Procurement

While the initial cost of green accessories may be higher, Square Textile can adopt several strategies to make green sustainable procurement more cost-effective over time. These strategies focus on reducing costs, increasing supplier collaboration, and achieving economies of scale:

- a) **Bulk Purchasing of Eco-Based Accessories:** Square Textile can negotiate bulk purchasing agreements with suppliers of green accessories to lower unit costs. By committing to larger orders of sustainable materials, Square Textile can secure better pricing and pass these savings on to its customers, making eco-based accessories more financially viable.
- b) **Long-Term Supplier Contracts:** Square Textile could offer long-term contracts to suppliers that meet the company's sustainability criteria. These contracts would provide suppliers with the security of consistent business, incentivizing them to invest in more efficient, sustainable production methods that ultimately lower costs.
- c) **Reinvestment in R\&D:** Square Textile should allocate a portion of its budget to research and development (R\&D) for eco-based accessories. By investing in the development of new, more cost-effective materials and production methods, Square Textile can reduce the long-term cost of green procurement and ensure that sustainable accessories become more accessible to its supply chain.
- d) **Environmental Cost Savings:** In the long run, sustainable procurement practices can lead to cost savings through reduced waste, lower energy consumption, and improved efficiency in the supply chain. By tracking and quantifying these savings, Square Textile can demonstrate the financial benefits of green procurement to its stakeholders, ensuring continued support for sustainability initiatives.

4.5 Internal Awareness and Training Programs

To ensure that green sustainable procurement becomes ingrained in Square Textile's organizational culture, the company should implement regular internal training programs for its staff. These programs should focus on the importance of sustainability in procurement, the benefits of eco-based accessories, and how to make informed, sustainable purchasing decisions.

- a) **Procurement Team Training:** The procurement team should receive in-depth training on green procurement principles, sustainability standards, and the specific requirements for sourcing eco-based accessories. This training will ensure that the team is equipped to make informed decisions that align with Square Textile's sustainability goals.
- b) **Cross-Department Collaboration:** Sustainability should be a company-wide priority. Square Textile can create cross-departmental working groups to foster collaboration between procurement, design, and production teams. These groups can share best practices, solve sustainability challenges, and ensure that sustainability considerations are integrated into every stage of the production process.
- c) **Supplier Education:** In addition to training internal staff, Square Textile should extend its educational efforts to suppliers. By educating suppliers about the benefits of sustainability and helping them understand the importance of green accessories procurement, Square Textile can create a more robust, environmentally conscious supply chain.

Chapter 5: Conclusion

The exploration of green accessories procurement within Square Textile Division reveals a clear pathway toward enhancing sustainability while maintaining high standards of eco-quality.

Throughout this report, it has become evident that sustainability is not only an ethical imperative but also a strategic business advantage for Square Textile, a leading player in Bangladesh's textile sector.

Square Textile Division's commitment to working for sustainability based on eco-quality rather than quantity demonstrates a forward-thinking approach to the evolving demands of the global textile market. The company recognizes that every component, down to the smallest accessory such as zippers, buttons, and packaging, plays a crucial role in reducing environmental impact. By sourcing eco-based accessories, Square Textile minimizes its carbon footprint, supports resource conservation, and aligns its operations with international sustainability standards.

The findings from supplier assessments, pilot projects, and case studies confirm that while challenges such as limited supplier availability, higher costs, and quality trade-offs exist, they are surmountable. Square Textile's proactive engagement with suppliers through development programs, training, and collaboration has begun to build a more sustainable and resilient supply chain. This supplier network is crucial in supporting Square Textile's green accessories procurement goals, ensuring that sustainability permeates every stage of production.

In conclusion, green sustainable procurement of accessories at Square Textile Division is not merely a procurement strategy; it is a comprehensive approach that embodies the company's vision for a sustainable future. By prioritizing eco-based accessories and fostering strong supplier partnerships, Square Textile is paving the way for sustainable growth that benefits the environment, the community, and the business. This report underscores the vital role that green accessories procurement plays in driving sustainability in the textile industry and highlights Square Textile Division's leadership and commitment to this crucial endeavor.