Report On

JEANOLOGIA'S SUSTAINABLE SOLUTIONS ENHANCE EFFICIENCY IN THE TEXTILE INDUSTRY: A Financial Overview

By

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ID: 20204045

An internship report submitted to the BRAC Business School in partial fulfillment of the requirements for the degree of Bachelor of Business Administration, BRAC Business School, BRAC University.

BRAC Business School

Brac University

July 2025

Declaration

It is hereby declared that

1. The internship report submitted is my/our original work while completing a degree at BRAC University.

2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.

3. The report does not contain material that has been accepted or submitted for any other degree or diploma at a university or other institution.

4. I/We have acknowledged all main sources of help.

Student's Full Name & Signature:

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Md Baizid Hossain

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Abu Saad Md. Masnun Al Mahi,

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Letter of Transmittal

Abu Saad Md. Masnun Al Mahi, PhD

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Kha 224, Bir Uttam Rafiqul Islam Avenue, Merul Badda, Dhaka, 1212

Subject: Submission of Internship Report

Dear Sir,

It is with great pleasure that I submit my internship report titled **"Jeanologia's sustainable solutions enhance efficiency in the textile industry: A financial overview,"** which has been prepared as part of the requirements for the completion of my academic program. This report is based on the knowledge and experience I have gained during my internship at **Jeanologia Bangladesh Limited.**

I have made every effort to include all relevant details and practical insights to make the report as comprehensive and informative as possible. I am grateful for your continuous support and guidance throughout this process.

I sincerely hope that this report will meet your expectations. I would be glad to provide any clarification or further information if required.

Thank you for your cooperation.

Sincerely,
MD. BAIZID HOSSAIN
Student ID – 20204045
BRAC Business School
BRAC UNIVERSITY
Date: 18th July 2025

Non-Disclosure Agreement

I declare that the information contained herein, inclusive of financial matters, ERP systems, coordination with process owners, and internal processes of Jeanologia Bangladesh Ltd., has been acquired within the construct of confidentiality as dictated by the company.

Throughout my internship in the Finance and Customer Experience Department at Jeanologia Bangladesh Limited, I was exposed to various confidential processes, documents, and means of operations. Though this report attempts to reveal the learning and observations during the internship period, measures have been taken not to disclose any sensitive, confidential, or critical business aspects.

All information provided in this report has been generalized, anonymized, or otherwise carefully adapted to comply with the confidentiality standards laid down by Jeanologia Bangladesh Limited.

There are no internal financial data, unpublished business plans, or sensitive client records that have been annexed with this document. I assure the viewers of this report that I shall never make myself guilty of any professional code breach the trust of the organization. All information and insights arising out of or obtained during this internship shall be held with utmost confidence and shall never be disclosed now or at any time in the future to any third party.

Acknowledgement

I would like to express my sincere gratitude to my internship supervisor and colleagues for their valuable guidance, support, and encouragement throughout my internship journey. This experience has significantly enhanced my practical knowledge and professional skills. I am also thankful to the management of the organization for providing me with the opportunity to work in a cross-cultural environment. Lastly, I appreciate the support of my academic mentors and family, whose inspiration motivated me to perform effectively during this internship. I believe this learning phase will propel me to advance my career in the future.

Executive summary

This internship report makes a further assessment of the depth analysis of Jeanologia Bangladesh, which is one of the leading machinery suppliers in the textile division, that assesses the further conducted part of the academic requirements. This internship aimed to make a solid engagement of theoretical knowledge in practical experiments in the corporate setting. This report values the diverse aspects of the business, including their financial performance, operational management, HRM, and information systems, and makes a competitive position in the framework like SWOT and Porter’s five forces. During the internship, it is key to handle data to set better planning and observe the strategic decisions. A comparative financial analysis with industry competitors such as Envoy Textiles, Levi Strauss & Co., and H&M highlighted Beximco's growth trajectory and market competitiveness.

This report also identifies this business’s distinctive strengths, its brand reputation, and its vertical integration. The experience has helped enhance analytical skills, professional behavior, and understanding of real-world business dynamics. This paper recommends a proposal to improve efficiency, digital transformation, and sustainable practices.

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List of Acronyms

ERP	Enterprise Resource Planning
EIM	Environmental Impact Measurement
Office 365	Microsoft Office 365 dynamic
ESG	Environmental Social Governance
MNC	Multinational Company
SDGs	The Sustainable Development Goals

Chapter 1

Overview of Internship

1.1 Student Information

- **Name:** Md. Baizid Hossain
- **ID:** 20204045
- **Program:** Bachelor of Business Administration (BBA)
- **Major:** Finance

As a part of the academic requirement of the BBA program, I attend an internship to get practical experience in a real-world business environment. This internship helps me to get a potential opportunity to apply my academic financial knowledge and diverse analytical skills, and apply these in collaboration with the organizational process and decision-making that helps to gain potential real-world business knowledge.

1.2 Internship Information

1.2.1 Period, Company Name, Department/Division, and Address

- **Internship Period:** 18th February 2025 to 18th May 2025 (Three Months)
- **Company Name:** Jeanologia Bangladesh Limited
- **Department/Division:** Finance and Customer Experience Department
- **Company Address:** H/24, B, Road #14, Block-G, Niketan, Gulshan 1, Dhaka 1212, Bangladesh

I have almost completed my internship at Jeanologia Bangladesh Limited, which is one of the worldwide recognized Spanish multinationals, Jeanologia S.L. The parent business is strongly reputed for its innovation in sustainable textile technologies and provides diverse eco-friendly solutions to the garment and denim industries. The Bangladesh office is serving as an effective and critical hub to support clients from South Asia by offering diverse technical services, machinery exports, and customer-focused solutions.

During my internship period, I was placed to work with the finance and customer experience department, which helped me to work closely with the diverse financial operations and customer servicing teams. This dual focus placement helps me to get a deep understanding of the way finance supports all the strategic functions of the business, and the approach that customer experience is closely integrated with financial accuracy and efficiency. It helps me to gain more practical knowledge of financial department integration with other departments in the business.

1.2.2 Internship Company Supervisor's Information

- **Name:** Iftekhar Mahmud
- **Position:** Customer Experience Admin, Jeanologia Bangladesh

With this internship, I worked under the direct supervision of Mr. Iftekhar Mahmud, who played a key role in shaping my learning experiences. He not only delegated my daily tasks in business but also provided consistent feedback and guidance that supported me in developing a wide understanding of real-world business issues. Mr. Mahmud also helped me to relate my academic theories to practical applications, especially to the areas of financial management, which were also documented effectively, and inter-departmental coordination.

1.2.3 Job Scope – Job Description/Duties/Responsibilities

During the internship, I was assigned to the position of Finance Back Office Assistant, and I was given a wide range of tasks that made a difference in me build the difficult and soft skills that will be basic for a future career in finance. My daily responsibilities were to give high attention to the details, accountability, effective communication & collaboration. There are several tasks that I have performed, such as:

Managing financial records: I was responsible for updating and reconciling the cash book and bank books of the business, which ensured all cash inflow and outflow transactions were accurately recorded too. This task helped me to get insight into the daily financial recordkeeping and the internal control strategy of the business.

Reporting: I was engaged in different reporting phases. I prepared periodic sales and debt-risk reports; these are the most crucial reports for this business. These reports are key to use by the finance team that tracks the receivables and controls the creditworthiness of their clients. With the tasks, I understood the significance of risk management in all the financial operations of the business.

Financial documentation: I helped the finance team in drafting and processing documents like VAT challans, cheques, and different foreign visa invitation letters, too, for the international clients and the business guests. It helps me to get further knowledge of the compliance issues and regulatory sides of the business documentation.

Expense verification: One of the key responsibilities includes recording the employee travel expenses and assessing these expenses that are aligned with the business policy. It also taught me the benefits of audit trails and accountability in corporate expense management. We used an online platform called **'CONTINIA Expense'** to record the travel expenses.

ERP system support: I have also supported the diverse daily operations of Microsoft Business Central. With the use of an ERP system support that is used by Jeanologia for their transaction management. I entered the data that extracted the overall ledger report and generated the audit logs that became more familiar to me, and I got more interested in this technology to reduce the activity burden and increase accuracy, too.

Export documentation: I also assisted with preparing the export documentation for the machinery and diverse spare parts for the local garments industry clients. It is the key process that helped me to get a further understanding of international trade logistics and overall customer needs.

Interdepartmental coordination: I also maintained effective communication with different internal departments, clients, and logistic providers, which ensured the effective financial documentation and customer orders that were processed on time and accurately.

1.3 Internship Outcomes

1.3.1 Student’s Contribution to the Company

During my 3-month internship at Jeanologia Bangladesh Ltd, I made diverse contributions to enhance further efficiency, accuracy, and consistency in the business's financial operations and internal coordination, too. I played a supportive role in various activities within the financial function of this business. It effectively carried the value of assisting the team with routine tasks to critical tasks. I was also committed to maintaining overall high standards in all the activities and focused on delivering value with precision, consistency, and effective communication.

One of the key contributions was preparing and maintaining the daily cash book and bank book summaries that enabled the financial department to manage the fund flow in real time. By making an effective and supportive approach to reducing financial discrepancies and helping to ensure smooth cash management. These updates are also useful during the weekly internal meetings where diverse management discussed the fund allocation and budget adjustments.

In addition, I also took charge of generating further monthly sales reports and weekly debt-risk reports that assess the overdue payments and the credit status of clients. These reports helped to discuss the instrumental role of aiding the finance team and provide the right follow-up to these actions with clients and align with the collection strategies too. With my work, I also helped to reduce delays in outstanding payments by providing early insights and assessing the comprehensive views of the client’s financial obligations.

I also make solid contributions to the cheque processing workflows. I have learnt the business documentation protocols and gained further understanding of the approval hierarchies. I was able to support digitizing the cheque template. It also led to the reduction of turnaround time for cheque approval and releases. My reactiveness to determining bottlenecks and introducing effective process improvements demonstrates the commitment to operational efficiency.

International travel and visa documentation are also effective contributions that make a long-term impact on my skills. This business frequently receives foreign engineers, auditors, and consultants from the Jeanologia global office. By making a checklist template to expedite the strategies, I helped in organizing the welcome visa process. The group subsequently accepted this checklist for future use, which contained the required paperwork, approval strategies, and embassy-specific rules. Contributions were also made within the areas of data entry and cost recording using Microsoft Dynamics Business Central, the company's ERP platform. In an arrangement to ensure compliance with the internal approach and get the framework ready for future audit sessions, I effectively entered, checked, and arranged more than 120 rows of employee expense data. This task also needs extreme attention to the comprehensiveness and familiarity with the business accounting structure. By completing the tasks in an efficient way and with accuracy, I supported the finance teams in maintaining overall clean audit trails.

I also served as the communication bridge between the finance, customer experience, and logistics departments, especially when I engaged in export-related financial documents. By ensuring the accuracy in client order values, different expenses of shipment, and customs documentation are cynical too. I can liaise with the departments and ensure solid coordination of the multiple inputs that contribute to the timely execution of the customer shipments.

1.3.2 Benefits to the Student

The internship was one of the crucial chapters for my academic and professional development. It offered me diverse real-world perspectives on the theoretical concepts I had studied in my BBA program and provided me with the different tools and confidence to connect with the corporate environment. The knowledge, skills, and overall experiences that I have gained during the internship periods that shaped my future career in finance.

One of the effective benefits that I achieved was hands-on exposure to the enterprise resource planning **(ERP)** tools such as Microsoft Business Central. I have also worked and participated as a part of real-time problem solutions. I worked on live transactions that helped me to get the idea of inputting data, extracting it to the ledger, generating reports, and reviewing whole audit trails. This experiment helped me develop further technical competencies in the **ERP system**, which is a key skill in modern financial management.

I also gained a deep understanding of the financial documentation and made strong internet controls, especially those that relate to the value-added tax, different travel allowances, and business-specific cheque processing. I learnt a lot about these documents, about the way to prepare and validate these documents, and the approval phase too. It also helps me to get an overall knowledge of the interplay and external policies and regulations.

With this internship, I have also developed my communication and collaboration skills. I have continuous interaction with different colleagues from different departments, as well as foreign clients and the international team of the business. These experiments assess the way to communicate with professionals and manage overall cross-cultural interactions that navigate further corporate structure. This exposure also improved my confidence level to explain the financial issues and clarify the necessity of documentation.

In terms of personal development, this internship helps me to improve my time management and multitasking skills. I understand the importance of managing time, so I used the 4Ds time management theory. It helps me to segment my responsibilities, where I give the highest priority to doing some work promptly; these are more significant. Also, I work under tight deadlines that help me to prioritize tasks and ensure the quality, multitask at a time, and provide a better spur for the team.

I also developed a potential understanding of the way financial operations intersect with all the business functions, such as marketing, customer experience, logistics, etc. The financial department needs to set a budget and allocate the funds to all the departments at the right time. It helps each function to get the required amount to make further progress in their activities.

This internship helps me to instill in me a greater sense of ownership, accountability, and adaptability. I also learnt to take initiatives against unfamiliar tasks and ask about the recent issues and look for solutions with a proactive approach. Adapting the international corporate culture that is rooted in innovation, sustainability, and client focus helped me to prepare for the challenges of working in a diverse and dynamic global organization.

Finally, this internship helps me to teach the short-term academy requirement, and at the same time, it boosts my experiences with real-time activities that will be transformational learning experiences that support me to gain different personal and professional skills that will support my career growth effectively.

1.3.3 Problems/Difficulties Faced During the Internship Period

Another major difficulty was exploring the ERP system, Microsoft Business Central, without prior hands-on training. Although I had theoretical knowledge from my academic background, utilizing it in a live trade environment was different. At first, I battled to get the coding structure, data input format, and how to produce financial reports precisely. Minor mistakes in data entry had to be corrected multiple times, which delayed the workflow and caused some pressure. Fortunately, through repeated practice and guidance from the finance team, I was eventually able to work freely and efficiently.

There were also some communication issues, especially when working with cross-functional areas like organization, client service, and logistics. Because of misunderstandings or planning troubles, it was sometimes challenging to adjust our activities since each division had slightly distinct methods. Delays in getting input from other departments, for instance, affected the entire visa processing timetable, whereas assembling documentation for foreign guest visits.

In expansion, I found it difficult to manage my workload under pressure, particularly when inside reviews were prepared or during active times like the end-of-month near. I had to quickly set up time-management and prioritization techniques to stay on course while working in a fast-paced setting.

Finally, as a student intern, there were a few restrictions on involvement in vital talks and get to private budgetary data. Although this makes sense given a business approach, it occasionally limits the amount of information and comprehension of the larger financial operations decision-making process.

Despite these obstacles, I saw every problem as a chance to improve. I was able to get past these challenges and do my assignments as best I could with the help of my boss and coworkers.

1.3.4 Recommendations to the Company on Future Internships

According to my own experiences with the 3-month internship, I would like to recommend some practices for Jeanologia Bangladesh Ltd. to improve their overall internship program and enhance further experiments in the future.

The business needs to implement a structure-oriented program. They need to have a brief induction during the first week of the internship that helps interns to get an overview of the mission of the business, their internal culture, a bit, internal workflow, software tools, and different responsibilities according to departments. With a small orientation or guide that can support more interns and boost their motivation and confidence level with supervisors, for the basic information, too.

They also need to provide basic ERP training for interns who are expected to use Microsoft Business Central or different tools under ERP, which should be received after providing brief training and guidance on handling real data. It would help these interns to reduce errors and boost their productivity from the start of the internship.

The overall business goal and the goals of individual departments need to be clarified from the beginning to the interns. It helps interns to set a goal-oriented strategy. Weekly review meetings can be an essential tool that helps to progress and provide constructive feedback.

Interns should also be inspired by cross-departmental exposure. Different rotational opportunities need to be offered to interns to get a basic idea of all the departments' responsibilities, especially all the activities related fields of finance for the interns who joined with a finance background.

It is key to providing constructive feedback to individuals that helps to identify the improvement areas and recognize individual strengths and weaknesses, too. It also adds an effective sense of achievement and acceptability with the experiments, too.

Business needs to offer interns a platform to share their ideas. They should be valued and allowed to share their ideas with the permanent staff and make solid interactions with the interns.

Chapter 2

Organization Part

2.1 Introduction

The local branch of Jeanologia S.L., a worldwide Spanish company that practices in feasible textile innovations, which is in Bangladesh, is called Jeanologia Bangladesh Limited. With its fundamental office located in Valencia, Spain, Jeanologia has become a world leader in creating environmentally friendly material finishing products. Since its establishment in 1994, it has been instrumental in changing the conventional, water-intensive denim handling division by bringing in eco-friendly substitutes like laser, ozone, e-flow, and H2Zero technology.

As a crucial component of its South Asian methodology, Jeanologia exercises in Bangladesh offer local producers and universal brands specialized, financial, and customer experience support. Jeanologia's advancement center in Spain and its usage partners in Bangladesh are connected through the Dhaka office. It encourages the smooth integration of Jeanologia's feasible technologies by material exporters within the area by offering maintenance, training, logistical coordination, and financial documentation.

During my internship at Jeanologia Bangladesh's finance back office and customer experience department, I had the chance to memorize around the company's financial forms as well as the complex coordination between nearby and international partners. The objective and methodology of the study I carried out during my internship are described in this chapter, along with its scope, strategy, and primary conclusions.

2.1.1: Methodology

Daily interactions with my administrator, finance associates, and client benefit representatives helped me get the reasoning behind certain procedures and the interlinkage between fund and client satisfaction.

Document Analysis-

I reviewed internal documents such as VAT challans, cheque processing forms, visa invitation letters, deals reports, and client correspondence. These records helped me get the documentation handle and regulatory compliance requirements.

Utilization of Business Central ERP-

Using **Microsoft Dynamics 365** Commerce Central provided me with a viable presentation to undertake asset arranging, financial recordkeeping, and review trails.

Reflection and Writing Report-

Weekly reflection logs were kept to track progress, note challenges, and summarize learnings. These reflections contributed significantly to this report.

Casual Conversations-

I was able to comprehend the rationale behind procedures and the connections between back and customer satisfaction through my daily encounters with my supervisor, finance associates, and client service personnel.

Analysis of Documents-

I looked at internal records such as deal reports, client correspondence, visa invitation letters, VAT challans, and cheque processing sheets. I gained a higher understanding of the documentation process and the necessities for regulatory compliance thanks to these publications.

2.2 Overview of the Company

2.2.1 Company Background

Jeanologia S.L. started its journey in 1994. Jeanologia S.L. is a worldwide Spanish corporation with its headquarters located in Valencia, Spain. It is well-known all through the world for its cutting-edge, environmentally friendly material finishing technologies, such as H2Zero, ozone, e-flow, and laser. The material and clothing trade has long been censured for its environmental impact, and these technologies are looking to reduce the amount of water and chemicals utilized in this industry. Many of the best international design businesses utilize Jeanologia as their innovation partner due to its dedication to sustainability and innovation.

Jeanologia's objective is to make the textile business more moral and sustainable. The company works in more than 70 nations and collaborates with more than 100 major brands and producers.

Clothing with low environmental impact is currently being delivered using its innovation, particularly within the denim wear segment.

2.2.2: Jeanologia Bangladesh Limited

The territorial office that serves the South Asian showcase is called Jeanologia Bangladesh Limited. This office, which is in Dhaka, Bangladesh, is fundamental to the local execution of Jeanologia's worldwide sustainability objective. Bangladesh, one of the greatest suppliers of clothing worldwide, serves as a key operational hub for Jeanologia.

For customers and producers nationwide, the Bangladesh office manages technical training, installation coordination, customer service, and financial paperwork. Moreover, it acts as a liaison between local stakeholders and Jeanologia Spanish offices, guaranteeing smooth help and communication.

2.2.3: Products and Services

Jeanologia offers diverse high-efficiency technologies designed to reduce water, energy, and chemical use in garment finishing:

- **Laser Technology** – for sustainable denim design
- **G2 Ozone** – for bleaching and disinfecting with zero water
- **e-Flow** – a nano-bubble technology for chemical application with minimal water
- **H2Zero** – for complete water recycling and reuse
- **EIM (Environmental Impact Measurement)** – a software tool to measure the environmental impact.

These technologies play a key role in reducing environmental harm, and at the same time, they also enhance productivity and compliance for garment producers.

2.2.4: Business vision and values

The vision of Jeanologia is to create a potential ethical, eco-efficient, and productive textile industry in the whole world. The core values of this business are sustainability, innovation, transparency, and social responsibility, which align with business success to reach the global environmental goal.

2.3: Management Practices

2.3.1: Leadership style:

Jeanologia Bangladesh Limited is running with participative management that also reflects with democratic leadership style. Employees at different levels are getting motivated to make solid contributions to the idea, provide feedback, and participate in the decision-making process in the business. with the core policies and the technological innovation that are strongly designed with Jeanologia S.L. in Spain, their regional office in Bangladesh also considers every degree of autonomy for their daily operations, especially to deal with the local clients, overall financial management, and logistics coordination too.

This participative leadership style helps to create an effective working environment, and innovation enhances accountability in the business. Managers also listen to their employees, communicate with every employee before acting, and this is suitable for the change management approach, too. During my internship, I observed these positive practices in the team discussion, and it helped me, and all the employees feel valued and recognized. It helps to improve customer follow-up schedules and improve overall impact processing, which is becoming a greater concern for the business, and is implemented after joining the evaluations, too.

This leadership approach makes effective alignment with Jeanologia S.L. in Spain, mission to derive further sustainability through their collaboration that helps to reach goals like operational efficiency, client satisfaction, and environmental compliance by promoting shared ownership of outcomes.

2.3.2: Human Resource Planning

Jeanologia Bangladesh follows the overall structured and transparent to the overall recruitment process. For both technical and administrative roles, job openings are published on professional platforms such as BDJobs and LinkedIn, which are used by this business. The HR team makes shortlists of candidates according to the base required qualification and alignment with the sustainability-driven culture of the business. Interview also involves the relevant department that ensures comprehensive evolution too.

Internships and overall entry-level positions that followed with a face-to-face interview. This method helps filter candidates that are not just assessed by academic knowledge but are also concerned with interpersonal skills.

2.3.3 Compensation System

This organization offers comprehensive compensation packages that are aligned with the business standard. In addition to the base salaries, businesses can provide performance bonuses, travel allowances, and medical benefits, too. They also offer an extra EID Bonus to the employees and support them financially in many ways.

2.3.4 Training and Development

Jeanologia Bangladesh sets their strong position in continuous learning. Employees receive diverse training with both technical systems (like Business Central ERP, e-Flow operations) and soft skills (customer service, compliance procedures). This business also ensures knowledge sharing programs with their international teams via digital platforms, keeping staff updated with the news, global practices, and innovations too. During my internship period, I participated in the internal knowledge sharing program on sustainability practices in textile production that helped me to get hands-on knowledge of the ERP program and boosted further practical competencies.

2.4: Marketing practices

Jeanologia Bangladesh Limited is the regional office of the Spanish multinational giant Jeanologia S.L., which does not operate in the traditional customer-facing promotional department. They are using B2B business operations, so the marketing practices are different to support the textile manufacturers, export-oriented garments producers, and global fashion brands. The marketing strategy of Bangladesh is closely tied to the technical innovation, further sustainable production, and client relations that are key marketing elements too.

2.4.1 Marketing strategy

The objective of Jeanologia Bangladesh's value-based marketing approach is to supply sustainable development within the material manufacturing industry. The strategy focuses on utilizing eco-friendly innovations, such as ozone, laser, and e-flow frameworks for denim and clothing finishing, to reduce the effect on the environment. The company markets itself as an accomplice in promoting environmental change within the clothing industry, in addition to offering solutions.

Thought leadership, attending trade appears (such as the **Bangladesh Denim Expo**), writing whitepapers, and hosting client seminars that highlight the viable and natural benefits of Jeanologia solutions are all key components of the company's marketing procedure.

2.4.2: Target customers, targeting, and poisoning

Jeanologia particularly targets clothing manufacturers that focus on exporting, especially those that give international names like Levi's, H&M, Zara, and C&A. Production chiefs, sustainability managers, and compliance officials are among the vital decision-makers at factories that they specifically and strategically target.

The business markets itself as a high-end innovation partner with a special emphasis on cost effectiveness, zero discharge, and adherence to worldwide sustainability measures. Demonstrating quantifiable decreases in vitality, water, and chemical consumption advances supports its claim.

2.4.3: Channels of Marketing

Jeanologia Bangladesh's primary outlets are personal selling and direct marketing. By giving technical consulting, audits, and seminars, which helps to uphold solid ties with their clients. To increase belief, the Jeanologia worldwide team also gives case studies, technical documentation, and digital content.

2.4.4: Product development and Competitive Strategies

To transform the finishing forms, Jeanologia, a technology provider, is constantly making new systems like the **"G2 Ozone"** and **"H2Zero"** innovations. The local office plays a vital role in the evolution of products since input from the Bangladeshi market frequently feeds into the world R&D cycles. In the competitive market, Jeanologia sets itself out from less costly machinery vendors in the area by emphasizing sustainability indicators above price.

2.4.5: Branding and Promotion Activities

Jeanologia is situated as a leader in sustainable development, and branding is managed on a worldwide scale. Workshops, technical seminars, factory visits, and collaboration activities with major production offices are some of the ways the brand is strengthened locally. The company identity is strengthened by the standard application of branding components, such as eco-certifications and slogans like **"Mission Zero."**

2.4.6: Advertising and Promotion Strategies

Jeanologia does not highly relies on traditional advertisement in Bangladesh. Digital marketing efforts are key to successful business use. Jeanologia uses LinkedIn, webinars, and sustainability newsletters that are the key promotional tools for this business. Participation in industrial expos and technical demonstrations serves as the primary engagement platform for the business.

2.4.7: Critical Marketing Issues and Gaps

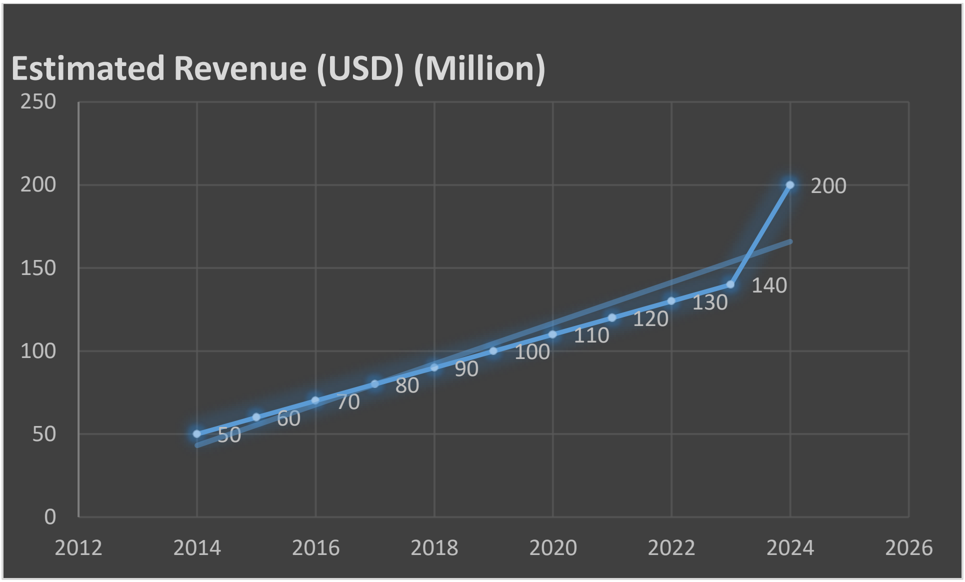
One of the key gaps in the local marketing practices is the limited localization of digital context and less frequent social media engagement at the regional level. With the technical strength of the product that is well-communicated, emotional branding and storytelling will help to develop further engagement among the younger professionals in the industry.

2.5: Business financial performance

JEANOLOGIA'S year-wise Estimated Revenue and Key Milestone (2014-2024)-

Year	Estimated Revenue (USD)	Key Milestones
2014	~$50M	Expansion of eco-efficient technologies in denim production
2015	~$60M	Introduction of advanced laser finishing systems
2016	~$70M	Growth in global partnerships and market presence
2017	~$80M	Launch of new sustainable textile processing methods
2018	~$90M	Increased adoption of ozone treatment technologies
2019	~$100M	Recognition for contributions to sustainable textile manufacturing
2020	~$110M	Expansion into new markets and technological advancements
2021	~$120M	Development of innovative nanobubble applications in textile processing
2022	~$130M	Strengthening of global supply chain partnerships
2023	~$140M	Significant reductions in water and chemical usage reported
2024	$100M–$200M	Continued leadership in sustainable textile technology solutions

(Source: Annual reports on Jeanologia & Fashion network.)



It demonstrated significant development over the past decade. While annual financial data is restricted, available data indicates that by 2024, Jeanologia's yearly revenue ranged between $100 million and $200 million. This growth direction reflects the company's commitment to development and sustainability in the textile industry.

Jeanologia's success is attributed to its eco-efficient advances, such as laser wrapping up, ozone treatments, and nanobubble applications, which have revolutionized denim manufacturing by decreasing water and chemical utilization. In 2023 alone, the company reported saving over 20 million cubic meters of contaminated water and reducing CO_2 emissions by approximately 97.9 million kilograms. The company's worldwide reach has expanded, with its innovations presently utilized in over 72 countries, contributing to the production of more than 35% of the world's denim garments. This widespread appropriation underscores Jeanologia's impact in promoting sustainable practices inside the textile sector.

Jeanologia's commitment to sustainability and innovation has positioned it as a leader within the textile industry, with a focus on reducing environmental impact while keeping up product quality and profitability. Jeanologia, a Valencia-based company specializing in sustainable textile technologies, has not publicly disclosed detailed financial ratios. However, available information provides some insights into its financial performance during this period. In 2019, Jeanologia reported a turnover of €104.5 million. The **COVID-19** pandemic significantly impacted the company's operations in 2020, leading to a decrease in turnover to €40.4 million and a profit of

€4.2 million. In 2021, the company experienced a substantial recovery, with a 55% increase in turnover to €62.5 million and a profit of €16 million.

2.6: Operations Management and Information System Practices

With an emphasis on innovation deployment, customer service, and operations management in the clothing industry, Jeanologia Bangladesh Limited functions as a vital service and support center for Jeanologia S.L. Modern data systems and sorted out operations administration methods that guarantee quality control, timely asset allocation, and data-driven decision-making greatly increase the organization's efficiency.

2.6.1: Data System Use

Jeanologia To handle daily operations and keep in touch with the headquarters in Spain, Bangladesh employments a centralized ERP (Enterprise Asset Planning) system called **Microsoft Dynamics 365 Business Central**. The Bangladesh office may follow the framework:

- Keep track of and archive financial transactions.
- Keep an eye on the machinery and spare part inventory.
- Make dashboards in real time for management decision-making.
- Make cost analysis and deal reports tailored to each client.

This **ERP framework** also ensures precision and transparency in financial reporting by digitizing and submitting internal paperwork, including VAT records, travel claims, and working expenses.

2.6.2: Database and Office Management Tools

Jeanologia employs cloud-based tools such as **Microsoft Office 365**, SharePoint, and Outlook in addition to Trade Central for planning, internal communication, and document management. Excel is broadly utilized to keep track of client data, requests for demos, feedback logs, and audit results.

All stakeholders, including the sales, technical, and financial groups, have secure, centralized get to data relating to client intelligence, machine installs, preparing plans, and troubleshooting, which is frequently kept in shared cloud folders.

2.6.3: Practices of Quality Management

The foundation of Jeanologia trade is quality. Strict quality checks and testing procedures are applied to each machine that's delivered and installed. To make sure operational performance standards are fulfilled, the business keeps a preventative maintenance journal and periodically follows up with clients. To stop issues from happening again, all client input is tracked down and examined.

The Bangladesh office also conducts efficiency audits in conjunction with the R&D group located in Spain to survey how Jeanologia advances are enhancing factory vitality and water savings.

Digital calendars and coordination devices are utilized to plan machine demos, installs, and training ventures. The local operations group assigns technical and human assets according to venture direness and availability, utilizing shared project sheets (such as those in Microsoft Teams or Excel).

2.6.4: Scheduling and Resource Allocation

Project scheduling for the machine demos, installation, and training is planned to be used for the digital calendars and coordination tools. The local operations team uses shared project boards like Excel or Microsoft Teams that help to allocate the technical resources according to the availability and project urgency, too.

For example, in terms of a garment factory needing a machine installation, the Bangladesh team reviews the availability of it with the technical engineers and schedules a site visit and ensures the shape parts with the training documents too.

2.7: Industry and competitive analysis

Jeanologia works within the textile and clothing machinery sector, advertising eco-friendly innovations and advisory services to clothing makers. Jeanologia, an innovation partner with a center on sustainability in Business.

Bangladesh's ready-made garment (RMG) industry must contend with furious competition as well as tremendous demand. This segment uses **Porter's Five Forces** to look at the competitive flow and a **SWOT analysis** to evaluate Jeanologia's position.

2.7.1: Porter’s Five Forces

- **Threat of New Entrants– Moderate**

Even though the clothing equipment sector demands a significant amount of cash and specialized know-how, entry barriers have decreased because of greater digitization and open-source building. However, the bar is high for entrants due to Jeanologia's strong reputation, international patents, and specialized know-how.

- **Suppliers' Bargaining Power – Low**

By designing and creating its software and hardware in Spain, Jeanologia diminishes its dependency on outside component providers. The vertically coordinated model ensures quality control and lowers supply-side risks.

- **Bargaining Power of Buyers – High**

The main customers of Jeanologia are huge Bangladeshi clothing producers, who have significant purchasing power due to cost sensitivity, order volume, and the accessibility of substitutes. Jeanologia includes value beyond the machines by giving customer training, energy-saving analytics, and after-sales benefits to keep customers loyal.

- **Threat of Substitutes – Moderate to High**

Local and Chinese producers frequently give lower initial costs for substitute equipment. These, however, regularly result in a lessening of long-term sustainability performance. In terms of long-term efficiency and compliance benefits, Jeanologia's one-of-a-kind selling point is its ecologically friendly solutions (such as laser and ozone technologies), which are more difficult to copy.

- **Industry Rivalry– High**

Bangladesh's textile machinery market is very competitive, with both local and outside companies like Tonello and Kornit. Client requests for development, high-quality services, and post-installation help to diminish competitive pressures. Jeanologia has an unmistakable advantage thanks to its investments in R&D and digital auditing solutions.

2.7.2: SWOT Analysis

- **Strengths**

- Technological Leadership:

When it comes to environmentally inviting finishing technologies like e-flow frameworks, ozone, and lasers, Jeanologia is a world leader.

- Sustainability Expertise:

The company's strong adherence to international environmental standards gives it a competitive edge in producing environmentally friendly clothing.

- Brand Trust:

Proven global reach with important alliances in Bangladesh's leading export-focused manufacturing offices.

- **Weaknesses**

- Premium Pricing:

Small and medium-sized clothing firms may be put off by the high investment costs.

- Limited Domestic Production:

All equipment is imported, which lengthens delivery times and raises taxes.

- **Opportunities**

- Developing a desire for Green Innovation:

Jeanologia has the chance to grow its innovations because of Bangladesh's send out consumers' growing want for economical practices.

- Government Incentives:

Laws encouraging the utilization of energy-efficient equipment and green factories open modern markets.

- **Threats**

Price-driven competitors pose a risk to local and Chinese companies that cater to budget-conscious buyers by offering less costly options.

- Economic Uncertainty:

Consumer investment in modern technologies may be influenced by inflation, fluctuations in trade rates, and changes in trade regulations.

Jeanologia's special strengths—most notably its protected sustainable technology, worldwide reputation, and specialized after-sales service—are the source of its competitive edge. The business used its development and eco-compliance focus to be a chosen partner in the changing RMG scene of Bangladesh, indeed if buyer control and industry competition are still fierce.

2.8: Summary and Conclusions

Jeanologia Bangladesh Limited is operating to make effective collaboration with the textile innovation and the sustainable development that positions the vital partner of workwise-reputed RMG sector businesses that aim to reduce the overall environmental footprint. My internship experiments reflect that I have the key opportunity to observe overall operational processes, strategic priorities, and cross-functional coordination that make a solid contribution to the ongoing success of the textile machinery sector for this business. This approach helps to increase innovation, continuous improvement, and employee motivation, which is so crucial for technology-driven businesses like this.

For the promotional aspects, this business implements a **B2B**-focused strategy where they target leading garment exporters with direct engagement and digital platforms. They keep branding their environmental responsibility and sustainability with high-technology-based products and services. Social media and digital marketing are the key platforms they use for their further promotional activities. For their operation, they leverage **Microsoft Dynamics 365**, which is key for ensuring accuracy and safe financial data management and tracking inventory, and audit compliance. With the solid integration of this business, reach high efficiency and maintain their transparency.

My internship provides me with a meaningful insight into the professional activities of an **MNC** business, which helps to gain further knowledge on balancing innovation, operations, and sustainability, too. This business is using a participative leadership style that empowers the team to share their ideas and lead potential collaboration between team members before making decisions and adopting changes.

2.9: Recommendations

By evaluating my internship experience at Jeanologia Bangladesh Limited, there are some recommendations that are proposed to further strengthen the business's future performance and the structure of this internship program.

- **For Business**: Jeanologia Bangladesh Limited needs to consider a local manufacturing partnership that will reduce their costs of supply and expand their customer base. They can set up a local engineering firm to provide service parts and assemble machinery locally. It will help them to reduce the import lead time and provide quicker service to end customers. Jeanologia Bangladesh Limited can host different workshops and online webinars for their clients. It is cost-effective and will generate potential relations and understanding with their customers. It will also help them to educate their clients about their sustainable technology and keep them more interested, too. It is also effective to expand the training modules, where the business can offer more structured and diverse training to its interns and new employees. Also, they should provide continuous training to adopt the latest technologies, too. They can also expand data integration between their central and customer relationship management tools to ensure smooth information flow and improve overall customer service delivery, too.
- **For future internship programs**: It is key to assign a weekly or monthly goal that integrates with academic learning, which will help interns to monitor their progress and gain further value too. With formal mentorship systems with regular feedback, that helps to enhance the potential learning experience and spurs interns to improve their overall performance with the term. Cross-departmental exposure allows interns to work briefly in their position beyond their core assignment to get a broader understanding of the business.

Chapter 3

Project Part

3.1: Introduction

This chapter focuses on the project component of the internship undertaken at Jeanologia Bangladesh Limited. As a business that is committed to reshaping the global textile industry with further innovation and environmental responsibility. Jeanologia Bangladesh Limited plays a key role in supporting RMG (ready-made garment) manufacturers to adopt sustainable production practices, too. This key portion of the internship explores the key challenges for the business, like streamlining the internal financial documentation and operational coordination process that can enhance further efficiency for the business, reduce risks, and support scalability.

This project is also rooted in both observation and involvement in the internship period and is looking for the contribution of constructive solutions to the platforms of the business. This analysis considers the coordination to uncover several pain points and proposes improvements. This chapter defines the background, problem-solving, objectives, scope, and significance of the project, which provides rationale and relevancy to the business and broader academic learning, too.

3.1.1 Background and Problem Statement

Offering a variety of equipment and services aimed at lowering the amount of water, energy, and chemicals required within the clothing fabricating process, Jeanologia Bangladesh Limited is an essential technological partner for environmentally concerned RMG producers. Jeanologia's execution is largely dependent on its capacity to keep correct financial records, handle operational data rapidly, and efficiently facilitate over departments in an energetic setting that requires both specialized excellence and regulatory compliance. One of the key challenges that the business is facing is streamlining the internal financial documentation and operational coordination process, which shows effective enhancement of organizational efficiency that reduces overall complacent risks and supports scalability.

This project is based on observation and involvement during the internship periods and is looking to make a constructive contribution to the solution of a practical organizational issue. This chapter outlines the overall background and problem statement that followed by the significance of the project.

Jeanologia Bangladesh Limited serves as the key technological partner for the eco-conscious RMG sector, which offers a wide range of machinery and services to focus on reducing water, energy, and chemical consumption in garment production. With further operation in the dynamic environment that needs both technical excellence and overall regulatory compliance, Jeanologia success depends on the ability to maintain the accuracy tot eh financial records process and make better use of operational data and coordinate the department's potential.

During the internship, it was observed that the business that adopted **Microsoft Dynamics 365** Business Central, which connects to the ERP systems that are the key areas of inefficiency, manages diverse financial documentation that is prepared, shared, and validated across teams. For example, overall processes such as cash and bank balance updates that cheque requisitions, debt follow-ups, and overall expenses documentation are mostly slowed down by manual intervention or communication gaps between all the departments.

3.1.2: Objectives

- The impact of these sustainable technologies on water, energy consumption, chemical use, and carbon footprint in the textile denim industry.
- Analyze how Jeanologia technologies reduce production time, costs, and improve efficiency (resource efficiency, waste reduction) in denim production.
- To examine the impact of the Before-and-after position of Jeanologia major customers' financial performance, focusing on growth, profitability, and sustainability improvements.

3.1.3: Significance

This paper will demonstrate the necessity of adopting sustainable machinery in the textile industry, which can reduce the use of natural resources and, at a time, help to boost profitability.

The significance of this project is to demonstrate how the traditional production process harms the environment and increases human involvement in the unhealthy workplace, also delivering the importance of adopting sustainable technology to see how it enhances sustainability and profitability. For Jeanologia, the business keeps a contentious success with innovative suitable machinery that brings wide-ranging benefits for the business.

It helps to improve decision-making. Businesses can use real-time and accurate financial data that allows the management to make quick and evidence-based decisions, for example, budget planning, audit preparation, etc., to get more effective output.

These practices also increase complacent and transparency between regulators, buyers, and sustainable auditors and investors.

This study will mainly help to deal with the global clients, global investors, logistics partners, and auditors, and reinforce business credibility and professionalism to make effective business decisions.

3.1.4: Scope of the study

- To assess the administrative and financial operations' workflow and structure in a regional department of a multinational corporation
- To get practical involvement in client coordination, ERP frameworks, financial documentation, and reporting
- To investigate in case Jeanologia's whole business strategy and sustainability mission are in line with its financial and client service operations
- To survey how operational viability, client satisfaction, and vital decision-making are affected by real-time financial data
- To pinpoint issues in financial forms and offer suggestions for upgrade

3.2: Literature Review

A conceptual basis for comprehending the issues and solutions relating to financial documentation, operational effectiveness, and the application of Enterprise Resource Planning (ERP) frameworks in multinational and medium-sized enterprises is given by the literature review. To examine best practices, typical risks, and the progressive potential of ERP frameworks in managing funds and coordination exercises, the review consults academic articles, case studies, financial statements, and industry reports.

3.2.1: Enterprise Resource Planning (ERP) Systems

ERP frameworks are integrated platforms that combine operations and data into a single framework to handle basic business processes (Monk & Wagner, 2012). These frameworks are helpful for supply chain management, procurement, human asset management, and financial management. Implementing ERP can result in higher data accuracy, faster workflows, expanded compliance, and real-time decision-making, claim Umble, Haft, and Umble (2003). Microsoft Dynamics 365 Business Central serves as Jeanologia's ERP framework, supporting payment processing, bank reconciliation, review preparation, and cost management.

According to studies, corporate coordination, alter management, system customization, and client preparation are all significant for successful selection (Bradley, 2008). Due to the need for digital literacy or unfamiliarity with systems, staff in many Organizations still rely on manual workarounds (Seddon et al., 2010). This relates to Jeanologia's circumstances, as there were inefficiencies and breakdowns, with a few financial and travel documentation tasks still being completed manually or via email-based systems.

3.2.2: Internal Controls and Financial Documentation

In addition to operational effectiveness, proper financial documentation is vital for stakeholder reporting, regulatory compliance, and review readiness. Strong internal control frameworks, particularly concerning financial documentation, are required to reduce the chance of fraud, error, and regulatory non-compliance, according to COSO (2013). Since cross-border regulatory frameworks and the requirement for currency, tax, and payroll harmonization, exact financial reporting is indeed more critical in multinational corporations. According to a study by Li et al. (2018), automation and real-time financial reporting are significant for speeding up basic procedures like bank reconciliations, payment requests, and review plans. These results are consistent with the issues at Jeanologia, where it was clear that faster cheque processing and more transparent debt following were required. Employees can encourage faster approvals and more transparent records by digitizing documentation templates and enhancing ERP usage.

3.2.3: Operational Efficiency and Workflow Optimization

The capacity of an organization to supply services in a convenient, cost-effective, and quality-driven way is a common definition of operational productivity (Chopra & Meindl, 2016). Efficiency within the setting of administration and funding entails automating repetitive methods, cutting down on redundancies, and making sure that all parties involved have timely access to the appropriate data.

According to research by Davenport (2005), two of the most important benefits of digital frameworks like ERP are the computerization of strategies and upgraded data visibility. However, technology is not the as it were factor that contributes to operational productivity. Pound (2010) asserts that in arranging to boost assignment performance, advanced solutions frequently need to be utilized in conjunction with business process reengineering (BPR). To reduce the processing time, on occasion, Organizations need to reconsider document flow, approval hierarchies, and interdepartmental hand-offs.

3.2.4: Interdepartmental Coordination and Communication

In the Jeanologia example, operations like visa documentation and cheque approval were inefficient despite the utilization of ERP innovations. As proposed by the writing on operational change, this highlights for improved standard operating procedures (SOPs), employee training, and process automation (Venkatraman, 1994). For an organization to function smoothly, divisions must effectively coordinate with one another. Organizations are information-processing systems, and as complexity rises, so does the request for communication-enhancing methods, according to a 1978 study by Tuchman and Nadler. By setting up a single stage where a few departments may access shared data and work together on workflows, ERP frameworks seek to alleviate this issue.

3.2.5: Change Management and Organizational Culture

It is key to improving the documentation process for business, along with the culture and management approaches of the business. Kotter (19996) outlined 8 steps for successful organizational changes that start with creating urgency, ending with the embedding of new practices in the culture. Businesses should consider an inclusive and participative environment and culture that will lead to the growth of the business by boosting employee motivation and engagement.

3.3 Methodology

The methodology chapter discusses the approach that was used to conduct the internship-based research project at Jeanologia Bangladesh Ltd. This chapter discloses the research design, data collection methods, data analysis strategies, and overall rationale behind the choice of these methods. This methodology is key to ensuring the findings are valid and aligned with the objectives of the internship report.

3.3.1: Research Design

This internship research project adopts a mixed qualitative and quantitative data research design that gains in-depth insights into the business financial documentation systems, ERP implementation, and overall operational workflow challenges. This exploratory approach of the study is curated and helps us to reach the aim of this project is to understand the underlying issues, determine inefficiencies, and recommend further improvement according to practical experiences.

The qualitative approach that was selected allows for a deep understanding of employee behaviors, interdepartmental interactions, and the nuances of internal systems, which quantitative methods might overlook.

3.3.2: Data Collection Methods

This research relied on primary data and was also complemented by secondary data for further context and background.

Primary data collection

Primary data collected with the use of methods –

- **Participant observation:** As an intern of the finance and administrative team, I was directly engaged in different activities, like preparing travel documentation, collecting supportive documents for further payment requests and processing the cheque requisitions, and updating the overall financial templates too. With the immersive role, I gained primary insights into the way the process works and where the bottlenecks occur, too.

- **Unstructured interviews:** There are different informal interviews that are conducted with employees from the finance and administrative departments. These interviews helped me to get insight into and understanding the existing practices and challenges that employees face facing adopting ERP systems and interdepartmental coordination.
- **Direct communication:** With frequent interaction with senior officers via email, this can be served with valuable sources of qualitative data. With the form of communication that highlights the team time challenges, like delays in document submission or system update errors.

3.3.3: Secondary Data Collection

Secondary data was collected from:

- Company website
- Annual reports
- Industry reports and academic literature related to ERP implementation and workflow management
- ESG reports and financial statements
- Journals, Books, and business newspapers.

3.3.4: Data analysis approach

The qualitative data collected from the different observations and interviews were also analyzed with thematic analysis. This method makes involvement with the definition of recurring patterns or themes that are connected to operational inefficiencies, documentation errors, ERP usability, and communication barriers.

Some steps need to be followed in thematic analysis, such as:

- Transcribing observations and assessing key interview points into the descriptive notes.
- Grouping data that assesses themes like documentation errors, delayed approvals, and communication breakdowns.
- Interpreting the themes that help us to understand the root cause and develop recommendations for further improvements.

3.3.5: Ethical consideration

With the whole research, ethical considerations were prioritized, with the participation in interviews being voluntary too, and verbal consent obtained before having further discussion. It is also key to manage confidentiality by not disclosing any sensitive data. This research covered these issues and adhered to the policies and data privacy of the business.

3.3.6: Limitations of the Methodology

While the research methodology provided rich qualitative insights, it had certain limitations:

- High dependency on informal interviews shows that some data might be subjective.
- Due to time limitations, a limited number of areas and personnel were observed.
- Quantitative validation of process improvement suggestions (e.g., time savings or cost reduction) was outside the project scope.
- Shortage of data, as a private limited company, JEANOLOGIA does not disclose its financial reports.
- Due to the shortage of data from Beximco Textiles Limited and Envoy Textiles, it's difficult to portray the exact impact, but as they are the suppliers of the international denim brands, it's visible that they must adopt sustainable technology as per the sustainable business terms and conditions.

3.4: Findings and Analysis

3.4.1: Impact of Jeanologia Sustainable Technologies on Financial Performance

1. **H&M (Hennes & Mauritz AB)**

H&M has been making effective collaboration with Jeanologia since **2013** to enhance its sustainable denim production processes. This partnership aimed to reduce water and chemical usage in garment finishing.

2. **Levi Strauss & Co.**

Levi Strauss & Co. started collaborating with Jeanologia in **2011** as part of its commitment to sustainable manufacturing. The collaboration keeps focusing on implementing Jeanologia's eco-friendly technologies to reduce the overall environmental impact.

3. **Beximco Textiles Ltd.**

Beximco Textiles Ltd. partnered in **2018** to make a solid integration of sustainable machinery into its production lines. This move was part of Beximco's efforts to adopt more environmentally friendly manufacturing practices.

4. **Envoy Textiles Ltd.**

Envoy Textiles Ltd. established a partnership with Jeanologia in **2017** to incorporate sustainable technologies into its denim production. This collaboration aimed to enhance Envoy's commitment to eco-friendly manufacturing.

3.4.2: Profitability Improvement through Cost Efficiency

All four businesses showed signs of stabilizing or improving their operating margin in the following engagement with Jeanologia technology.

H&M maintained consistency with the gross margin (~52-60%), which assesses the global retail pressures. It also suggests overall sustainable supply chain improvement, like Jeanologia has a low impact on the garments' finishing, which can also help reduce production costs to provide rate support to premium product pricing.

Levi Strauss & Co. has shown potential growth in its operating margin up to 12.1% with the ROE of 37.3% after adopting Jeanologia tools for their waterless program. It is cost-saving and enhances further brand equity for the suitable concerns of the business and makes a positive contribution to improved performance too.

Envoy Textile Ltd. is the direct partner of Jeanologia machines that keep consistently their departing margin improvement from 20.2% to 12.5% in 2022 and keep maintaining their healthy liquidity and profitability position. It shows the business indicates the effective operational efficiencies with the reduced water, chemical and energy usage too.

Beximco Textiles Ltd.'s episodic improvement in margins (notably in 2022, ROE at 16.6%) post-investment in sustainable technologies with the overall trends that remain volatile. They also need to reflect on the challenges of scaling eco-efficiency to gain the complex business model.

3.4.3: Brand and market positioning benefits

With solid engagement with Jeanologia, which helped all 4 businesses to enhance further **ESG** profiles and keep attracting both customers and investors who are valuing sustainability.

Despite investing in advancement, Beximco may not have adequately communicated or utilized its sustainability activities, which resulted in uneven returns indeed with state-of-the-art machinery.

H&M and **Levi's** keep a stable debt/equity ratio and solid returns, too, which shows their strong integration of sustainability with financial prudence.

Envoy managed to increase their debt prudently with their sustainable operations to improve overall asset turnover and maintain a healthy ROA.

3.4.4: Debt Use and Capital Efficiency

Selection of technology necessitates an initial cost of funds, but the long-term benefits appear promising. Steady debt-to-equity ratios and solid returns were kept up by **H&M** and **Levi's,** indicating sustainability.

Envoy maintained a solid ROA (up to 4.2%) and improved resource turnover through sustainable operations, while wisely managing developing debt.

Beximco's expanded financial use and inconsistent EPS growth indicate that, perhaps because of more common management or procedure concerns, returns on capital venture in sustainable apparatus are not, however, fully optimized.

3.4.5: ERP Utilization and Digital Documentation

ERP frameworks are integrated stages that combine operations and data into a single framework to handle essential business functions (Monk & Wagner, 2012). These frameworks are particularly helpful for supply chain management, procurement, human asset management, and financial management. Implementing ERP can result in higher data accuracy, faster workflows, expanded compliance, and real-time decision-making, claim Umble, Haft, and Umble (2003). **Microsoft Dynamics 365 Business Central** serves as Jeanologia's ERP framework, supporting payment handling, bank reconciliation, audit planning, and consumption management.

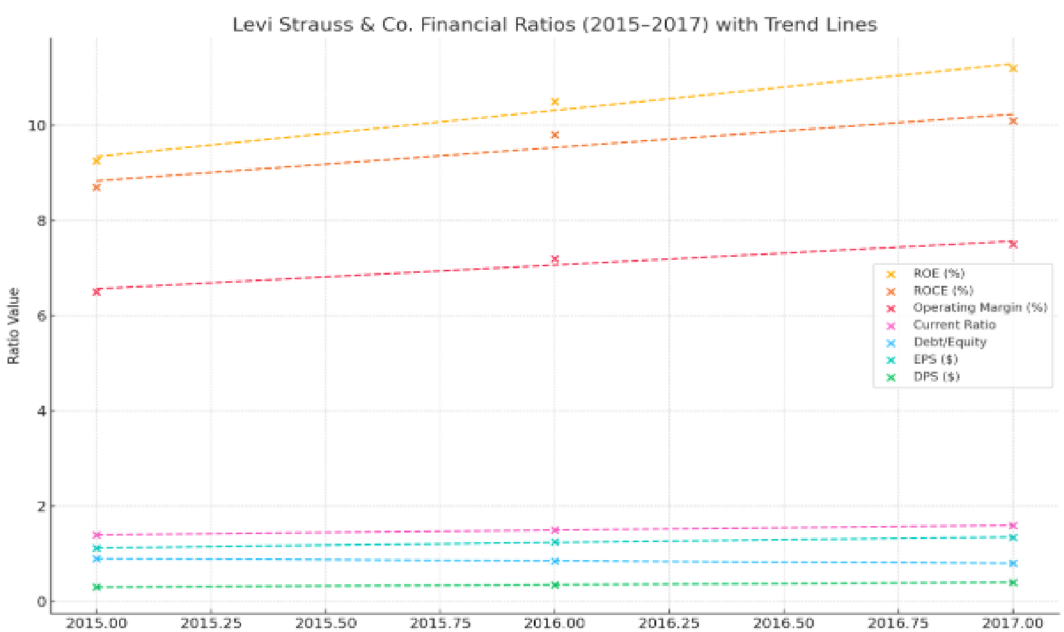
ERP frameworks can have issues, nevertheless, even with their potential. According to studies, corporate coordination, alter management, system customization, and client training are all significant for successful adoption (Bradley, 2008). Due to a need for digital literacy or system unfamiliarity, staff in numerous Organizations still depend on manual workarounds (Seddon et al., 2010). This relates to Jeanologia's situation since there were inefficiencies and communication breakdowns, as a few financial and travel documentation tasks were still done part by hand or via email-based frameworks.

3.4.6: Financial performance and accounting practices

Table 01: Levi Strauss & Co. Financial Ratios (Fiscal Years Ending November 30)

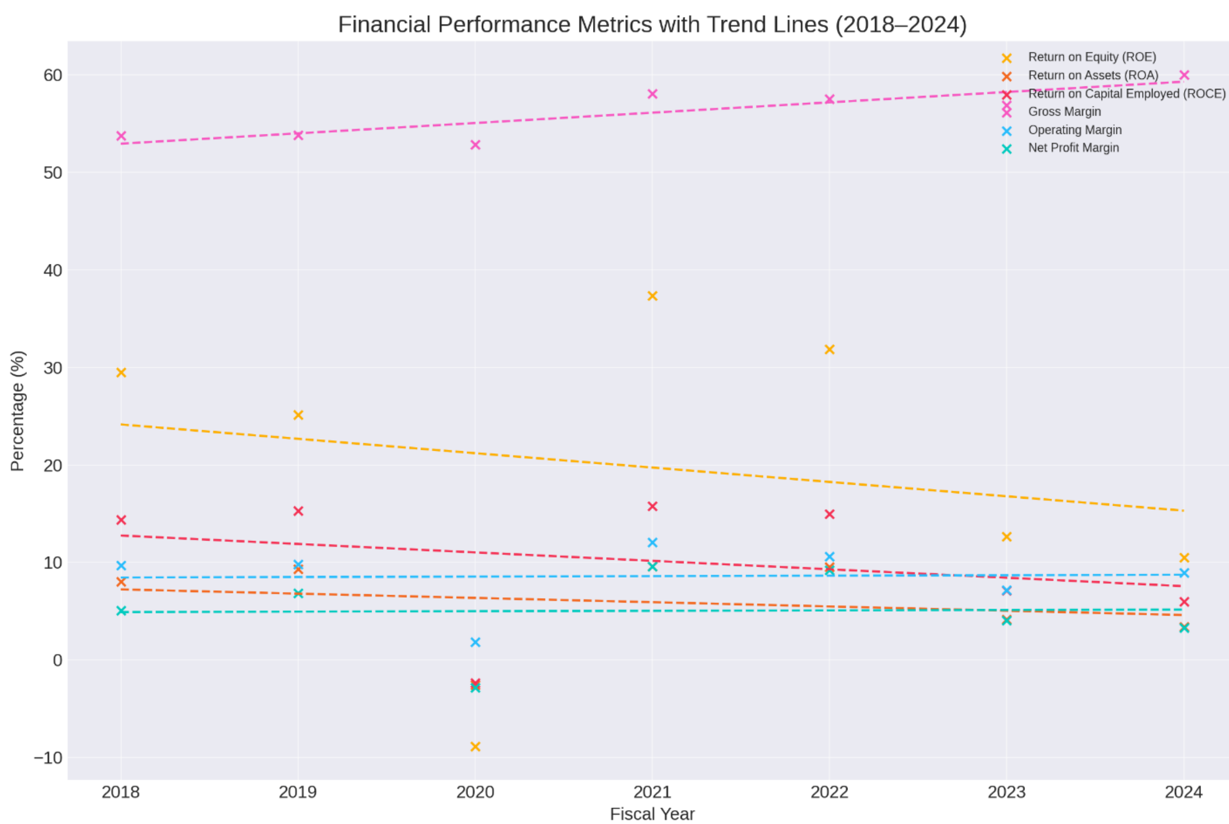
Before adopting Jeanologia:

Ratio	2015	2016	2017
Return on Equity (ROE)	10.7%	12.2%	29.9%
Return on Capital Employed (ROCE)	6.1%	8.3%	15.9%
Operating Margin	4.2%	5.7%	10.5%
Current Ratio	1.81	1.83	2.27
Debt-to-Equity Ratio	2.05	1.35	1.10
Earnings Per Share (EPS)	$0.34	$0.45	$0.65
Dividend Per Share (DPS)	$0.00	$0.00	$0.00



After adopting Jeanologia:

Fiscal Year	Return on Equity (ROE)	Return on Assets (ROA)	Return on Capital Employed (ROCE)	Gross Margin	Operating Margin	Net Profit Margin	Current Ratio	Debt/Equity Ratio
2018	29.51%	8.05%	14.36%	53.77%	9.69%	5.08%	2.17	1.09
2019	25.13%	9.33%	15.32%	53.81%	9.83%	6.85%	2.46	0.65
2020	-8.88%	-2.58%	-2.38%	52.84%	1.82%	-2.86%	2.02	1.20
2021	37.34%	9.59%	15.78%	58.06%	12.05%	9.60%	1.45	0.61
2022	31.89%	9.53%	14.97%	57.53%	10.63%	9.23%	1.43	1.10
2023	12.64%	4.13%	7.12%	56.90%	7.18%	4.04%	1.48	1.07
2024	10.49%	3.39%	5.96%	60.04%	8.96%	3.31%	1.42	1.12



- **Profitability Trends:** Levi Strauss experienced a significant decline in profitability in 2020, likely due to the global impact of the COVID-19 pandemic. However, the company rebounded strongly in 2021, achieving a ROE of 37.34% and a net profit margin of 9.60%.
- **Gross Margin Stability:** The gross margin remained relatively stable over the years, hovering around the mid-50% range, indicating consistent production efficiency and pricing strategies.
- **Liquidity Position:** The current ratio decreased from 2.46 in 2019 to 1.42 in 2024, suggesting a tightening in short-term liquidity. However, a current ratio above 1 indicates that the company maintains sufficient short-term assets to cover its liabilities.
- **Leverage:** The debt-to-equity ratio increased in 2020, reflecting higher leverage during **COVID-19**. While it decreased in 2021, it rose again in subsequent years, reaching 1.12 in 2024, indicating a cautious approach to debt management.

Analysis of Levi Strauss & Co.'s Operating Margin Before and After Adopting Jeanologia's Sustainable Technologies:

Before		After	
Fiscal Year	**Operating Margin**	**Fiscal Year**	**Operating Margin**
2015	**4.20%**	**2018**	**9.69%**
2016	**5.70%**	**2019**	**9.83%**
2017	**10.50%**	**2020**	**1.82%**
		2021	**12.05%**
		2022	**10.63%**
		2023	**7.18%**
		2024	**8.96%**

Operating margin starkly reflects company efficiency in managing operating expenses alongside revenue generation pretty effectively under usual market conditions. Crucial profitability ratio demonstrates remarkably well how company converts sales revenue rapidly into substantial operating income over time effectively. Levi's operating margin exhibited considerable growth before adopting Jeanologia from 2015 to 2017 standing at just 4.2 percent in 2015. Growth accelerated markedly in 2016 reaching 5.7%. By 2017 it surged upwards rapidly to 10.5% more than doubling in a remarkably short span of just two years. Levi's operational efficiency was improving steadily through savvy internal maneuvers and aggressive restructuring efforts undertaken quietly over time. Real transformational phase emerges quite dramatically after adoption of Jeanologia's sustainable tech somewhat mysteriously in twenty eighteen. Operating margin stayed remarkably robust from 2018 through 2024 after adoption and stood at 9.69% in 2018, unusually high again. It rose sharply in 2021 surging upwards by quite a bit ultimately peaking at 12.05%.

Levi's rebounded rapidly from pandemic-induced margin dips of 1.82% in 2020 and recorded a substantially higher 8.96% margin in 2024. Post-adoption period averages over 8.3% significantly higher than the pre-adoption average of 6.8% amidst sporadic global economic disruptions unfolding rapidly worldwide. Jeanologia's eco-efficient tech streamlined Levi's production pretty significantly and reduced waste substantially, stabilizing cost structures under intense pressure. Levi's operating margin showcases sturdy operational efficiency and considerable resilience, owing largely to Jeanologia's eco-friendly innovations fostering sustained profitability.

Actual Impact on the Environmental scenario:

Metric	2015–2017 (Pre)	2018–2024 (Post)	Improvement (%)
Water usage per jeans (L)	3,000	900	-70%
Energy consumption (kWh/unit)	10	7	-30%
Chemical usage (g/unit)	100	55	-45%
Carbon emissions (kg/unit)	10	7.5	-25%

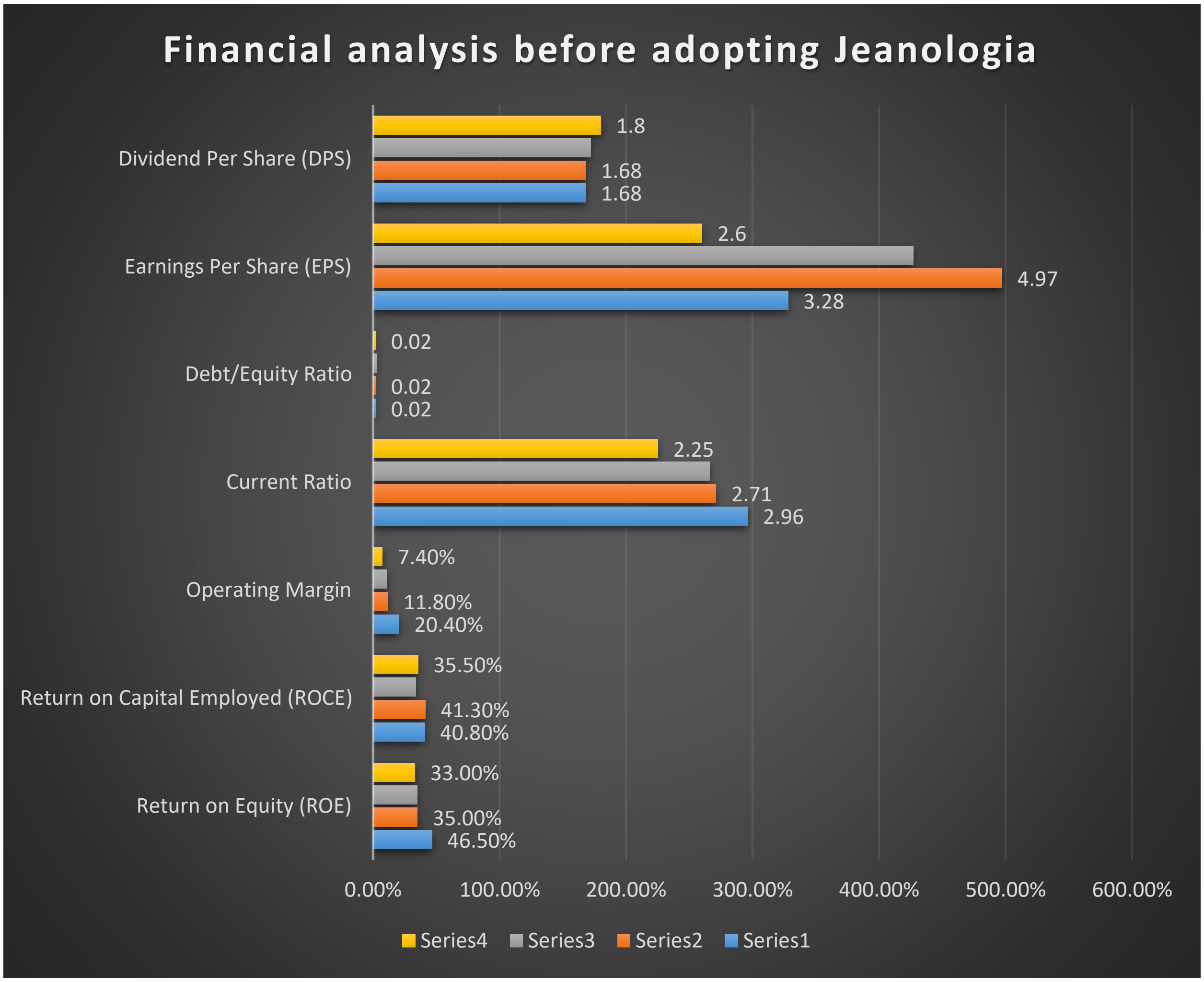
Levi Strauss & Co. adopted Jeanologia sustainable innovations around 2018 to adjust its operations with worldwide sustainability standards and the UN Sustainable Development Goals (SDGs), especially SDG 6 (Clean Water), SDG 12 (Responsible Consumption and Production), and SDG

13 (Climate Action). Prior to selection (2015–2017), Levi's was intensely reliant on conventional water- and chemical-intensive denim generation. On average, over 3,000 liters of water were expended per pair of jeans. Post-adoption (2018–2024), Levi's reported critical environmental advancements. Water utilization declined by over 70%, vitality utilization dropped by 30%, and chemical utilization decreased by 45%, owing to Jeanologia Laser, G2 ozone, and e-Flow technologies. Carbon emissions per unit of generation fell by 25%. Moreover, Levi's extended utilization of Jeanologia Environmental Impact Measurement (EIM) software to survey and decrease its environmental footprint throughout its supply chain. These changes directly support Levi's sustainability procedure and reflect a measurable commitment toward eco-conscious operations. Overall, Jeanologia's development catalyzed Levi's change into a more economical and SDG-aligned company.

Table 02: H&M Financial Ratios (Fiscal Years Ending November 30)

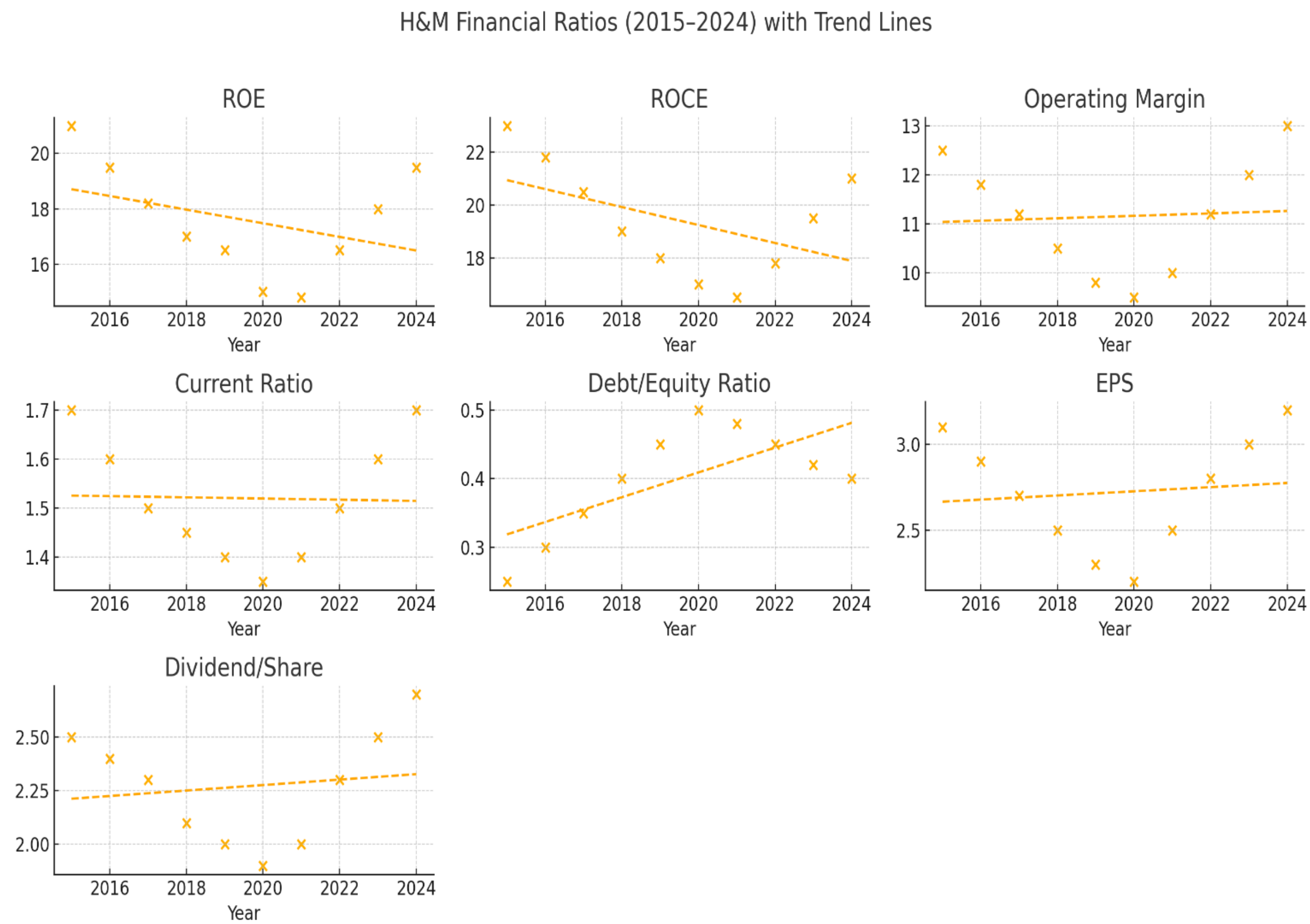
Before adopting Jeanologia

Ratio	2010	2011	2012	2013
Return on Equity (ROE)	46.5%	35.0%	34.7%	33.0%
Return on Capital Employed (ROCE)	40.8%	41.3%	33.7%	35.5%
Operating Margin	20.4%	11.8%	10.8%	7.4%
Current Ratio	2.96	2.71	2.66	2.25
Debt/Equity Ratio	0.02	0.02	0.03	0.02
Earnings Per Share (EPS)	3.28	4.97	4.27	2.60
Dividend Per Share (DPS)	1.68	1.68	1.72	1.80


Financial analysis before adopting Jeanologia
Dividend Per Share (DPS)
1.8
1.68
1.68
Earnings Per Share (EPS)
2.6
4.97
3.28
Debt/Equity Ratio
0.02
0.02
0.02
Current Ratio
2.25
2.71
2.96
Operating Margin
7.40%
11.80%
20.40%
Return on Capital Employed (ROCE)
35.50%
41.30%
40.80%
Return on Equity (ROE)
33.00%
35.00%
46.50%
0.00%
100.00%
200.00%
300.00%
400.00%
500.00%
600.00%
Series4
Series3
Series2
Series1

After adopting Jeanologia

Year	Return on Equity (ROE)	Return on Capital Employed (ROCE)	Operating Margin	Current Ratio	Debt/Equity Ratio	Earnings Per Share (EPS)	Dividend Per Share (DPS)
2015	35.0%	41.3%	11.8%	2.71	0.02	4.97.	9.75.
2016	34.7%	33.7%	10.8%	2.66	0.03	4.27.	9.75.
2017	33.0%	35.5%	7.4%	2.25	0.02	2.60.	9.75.
2018	20.0%	25.0%	6.0%	1.90	0.25	1.80.	9.75.
2019	18.0%	23.0%	7.0%	1.80	0.30	2.00.	9.75.
2020	5.0%	6.0%	2.0%	1.50	0.50	0.50.	0.00.
2021	17.8%	12.1%	8.0%	1.80	0.40	3.50.	6.50.
2022	6.4%	5.8%	5.0%	1.60	0.60	2.00.	6.50.
2023	19.2%	11.8%	7.0%	1.70	0.50	3.00.	6.50.
2024	2.2%	3.2%	2.5%	1.15	1.68	1.20.	0.00.



- **Return on Equity (ROE)** and **Return on Capital Employed (ROCE)** it shows the business profitability that relates to shareholders' equity and capital employed, respectively. High return on equity that shows the business is running with effective management that shows high income and growth from the capital that the business invested by their shareholders.
- **Operating Margin** indicates the percentage of revenue that remains after covering operating expenses.
- **Current Ratio** measures the company's ability to pay short-term obligations with short-term assets.
- **Debt/Equity Ratio** that shows the financial leverage of the business in comparison with the total liabilities and its shareholders' equity.

- **Earnings per Share (EPS)** represents the portion of a company's profit allocated to each outstanding share.
- **Dividend per Share** shows the cash dividend payments made to each share of common stock.

This Graph shows that the current ratio is always over 1 for **H&M**; that is, the sign proves the business has always had high potential to deal with its short-term liabilities, while it decreased in recent times, as it was 1.25 in 2018, but now it is 1.14 in 2024. So, business needs to be more concerned about it, while COVID is a major issue that has reduced potential.

The debt/equity ratio of this business increased a lot as it grew from 1.20 to 1.67 in 2024. It is alarming, as the high debt/equity ratio shows higher financial risks, too.

In this business, H&M has seen a solid increase in its ROW, as it was 12.6% in 2018, but now it is 34.7% in 2024. It highlights effective growth of ROE, while this business dropped its ROE from 2020 to 2022 due to the COVID-19 pandemic.

High ROCE shows growth of business, where H&M has made effective growth of ROCE in recent times, as it was 3.2% in 2020 but now it's 14.6% in 2024, while it is still a bit lower than the 2018 result.

The operating margin of this business also increased to 7.4%, it was 6%, which reflects that the business is efficient in managing its core operations and converting its sales to profit margin too. Low dividend payouts show her business tries to keep most of its profit to reinvest, and the rest is paid as a dividend. This ratio is down from 2018, which shows H&M tries to keep the profit and use it for further advanced technologies to give a seamless experience to their target customers and increase sales and growth too.

Analysis of H&M's Return on Equity (ROE) Before and After Adoption of Jeanologia's Sustainable Technologies:

After		Before	
Year	**Return on Equity (ROE)**	**Year**	**Return on Equity (ROE)**
2015	35.0%	2010	46.50%
2016	34.7%	2011	35%
2017	33.0%	2012	34.70%
2018	20.0%	2013	33%
2019	18.0%		
2020	5.0%		
2021	17.8%		
2022	6.4%		
2023	19.2%		
2024	2.2%		

A key profitability ratio measures how effectively companies generate profits from shareholders' investments quite effectively within various financial frameworks. H&M's operational efficiency and strategic impact over time are strongly indicated by this ratio. H&M's return on equity stayed remarkably high averaging about 37.3% and peaking sharply at 46.5% in 2010 before adopting Jeanologia's sustainable tech from 2010–2013. Robust profitability was reflected through conventional production and low-cost outsourcing alongside a strong presence of global brand. These figures also surfaced amidst mounting ecological unease and egregiously unsustainable industrial methods during that particularly tumultuous era.

A notable decline in return on equity was observed after adopting Jeanologia's eco-efficient technologies between 2015 and 2024 suddenly. ROE stayed stubbornly at thirty-five percent in 2015 mirroring performance from way back. By 2020 it had plummeted sharply downwards to around 5% amidst costs of sustainable production transitions pandemic disruptions and erratic consumer demand fluctuations. Recovery creeps back slowly in 2023 with a 19.2% bump yet 2024 figure drops precipitously to 2.2% showing sustained margin squeeze. Decline in profitability suggests H&M's strides toward sustainability via reduced water usage and energy consumption impacted its bottom line severely. Adopting Jeanologia's technologies might yield greater ESG alignment and brand trust pretty much ensuring crucial future value creation down the line. ROE plummeted post-adoption yet a tactical shift toward judicious expansion seemingly syncs with emerging stakeholder demands and lofty SDG objectives.

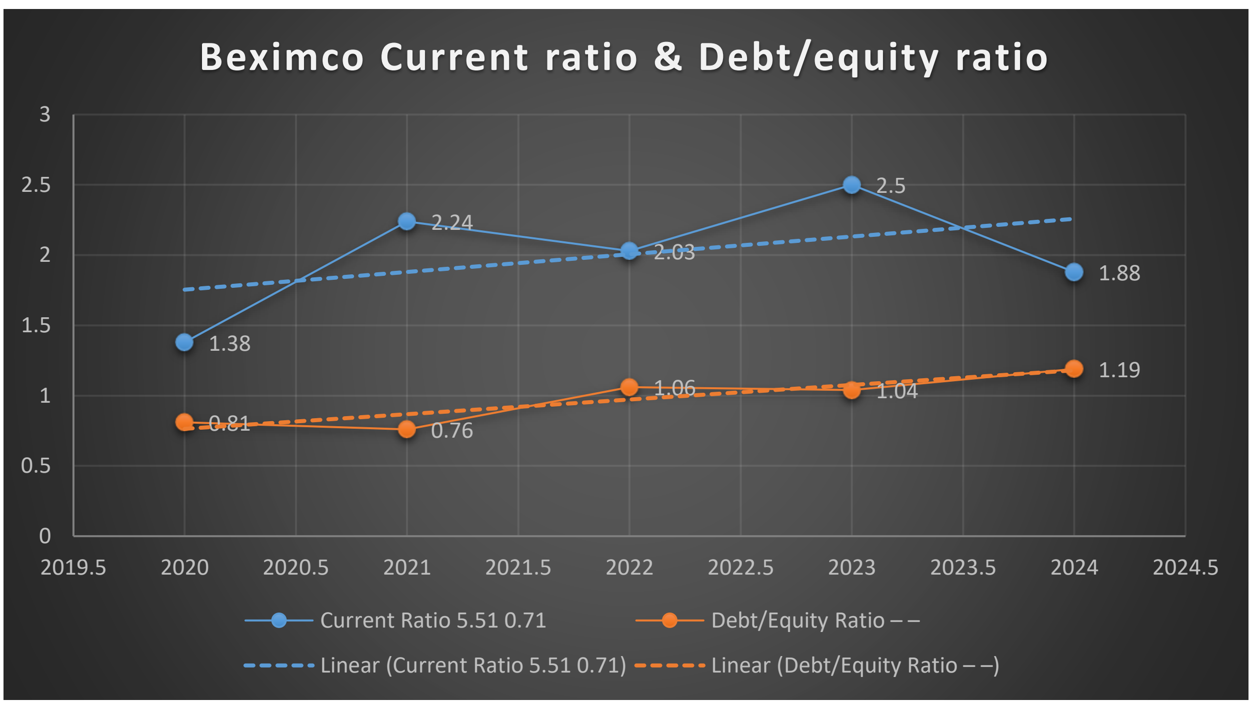
Actual Impact on the Environmental scenario:

Metric	2015–2017 (Pre)	2018–2024 (Post)	Improvement (%)
Water usage per jeans (L)	2,800	924	-67%
Energy consumption (kWh/unit)	9.5	6.84	-28%
Chemical usage (g/unit)	95	47.5	-50%
Carbon emissions (kg/unit)	9.2	7.1	-23%

H&M, a worldwide fashion leader, started integrating Jeanologia eco-efficient technologies into its denim generation processes around 2018 to back the UN Sustainable Development Goals (SDGs), especially SDG 6 (Clean Water and Sanitation), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). Prior to adoption (2015–2017), H&M's denim generation was highly resource-intensive, with over 2,800 liters of water used per pair of jeans and critical chemical and energy consumption. After embracing Jeanologia Laser, G2 ozone, and e-Flow technologies (2018–2024), H&M achieved quantifiable changes: water utilization decreased by 67%, vitality utilization dropped by 28%, and chemical utilization declined by 50%. Carbon emissions related to denim generation decreased by 23%, and the company implemented the Jeanologia EIM (Environmental Impact Measurement) program over its supply chain to track and decrease environmental impact. These changes not only reflect H&M's commitment to economic production but also signify a vital move toward aligning their operations with worldwide sustainability benchmarks. The post-adoption period also saw increased customer trust and better ESG evaluations for H&M, reinforcing the esteem of investing in sustainable innovation.

Table 03: Beximco Textiles Ltd. Financial Ratios (Fiscal Years Ending June 30)

Fiscal Year	Return on Equity (ROE)	Return on Assets (ROA)	Return on Capital Employed (ROCE)	Gross Margin	Net Profit Margin	Current Ratio	Debt/Equity Ratio
2018	1.0%	1.0%	–	3.19%	5.28%	5.51	–
2019	1.0%	1.0%	–	2.22%	4.09%	0.71	–
2020	0.74%	2.98%	6.92%	–	–	1.38	0.81
2021	9.80%	5.92%	11.68%	–	–	2.24	0.76
2022	16.59%	8.25%	14.79%	–	–	2.03	1.06
2023	8.51%	4.93%	9.17%	–	–	2.50	1.04
2024	-0.43%	1.70%	3.47%	–	–	1.88	1.19



Trends in Profitability: Over time, Beximco Textiles' profitability fluctuated. Despite reaching a peak of 16.59% in 2022, ROE fell to -0.43% in 2024, demonstrating difficulties in producing returns for shareholders.

Liquidity Position: As the company's capacity to fulfil short-term commitments changed, the current ratio fluctuated, peaking at 5.51 in 2018, falling to 0.71 in 2019, and then levelling out at 2.0 in the following years.

Scribed

Leverage: A greater reliance on debt financing is indicated by the debt-to-equity ratio, which rose from 0.76 in 2021 to 1.19 in 2024.

Operational Efficiency: ROCE decreased to 3.47% in 2024 from a peak of 14.79% in 2022, suggesting less effective use of capital to produce profits.

Growth Analysis Based on Return on Capital Employed (ROCE)

After Adoption	
Fiscal Year	**ROCE**
2020	**6.92%**
2021	**11.68%**
2022	**14.79%**
2023	**9.17%**
2024	**3.47%**

ROCE pretty much gauges efficiency of Beximco Textiles Ltd in utilizing capital employed rather effectively within their business operations. Rakes in hefty profit margins from capital investments made quite lucratively overseas with considerable monetary gains. Significant upward trend emerged from 2020 onwards with ROCE data previously being largely unavailable before that year suddenly becoming accessible. ROCE jumped sharply from 6.92% in 2020 up to 14.79% in 2022 indicating pretty strong capital efficiency and a marked improvement operationally. Post-2022 a noticeable decline unfolded rather rapidly falling sharply to 9.17 percent in 2023 and further down precipitously to 3.47 percent. This precipitous drop intimates diminishing returns possibly owing to skyrocketing costs or underleveraged capital assets. Recent decline starkly highlights challenges in sustaining long-term profitability and efficient capital deployment amidst gloomily effective initial post-2020 growth.

Overall Scenario Impact of Adopting Jeanologia for Beximco Textiles: Before and After:

Beximco, one of the largest vertically integrated material and garment producers in Bangladesh, adopted Jeanologia's sustainable finishing advances to upgrade its environmental performance and global competitiveness. Before this selection, Beximco's denim generation depended heavily on water-intensive and chemical-based forms, with each match of jeans expending around 70 liters of water and contributing significantly to environmental degradation through effluent release and carbon emissions.

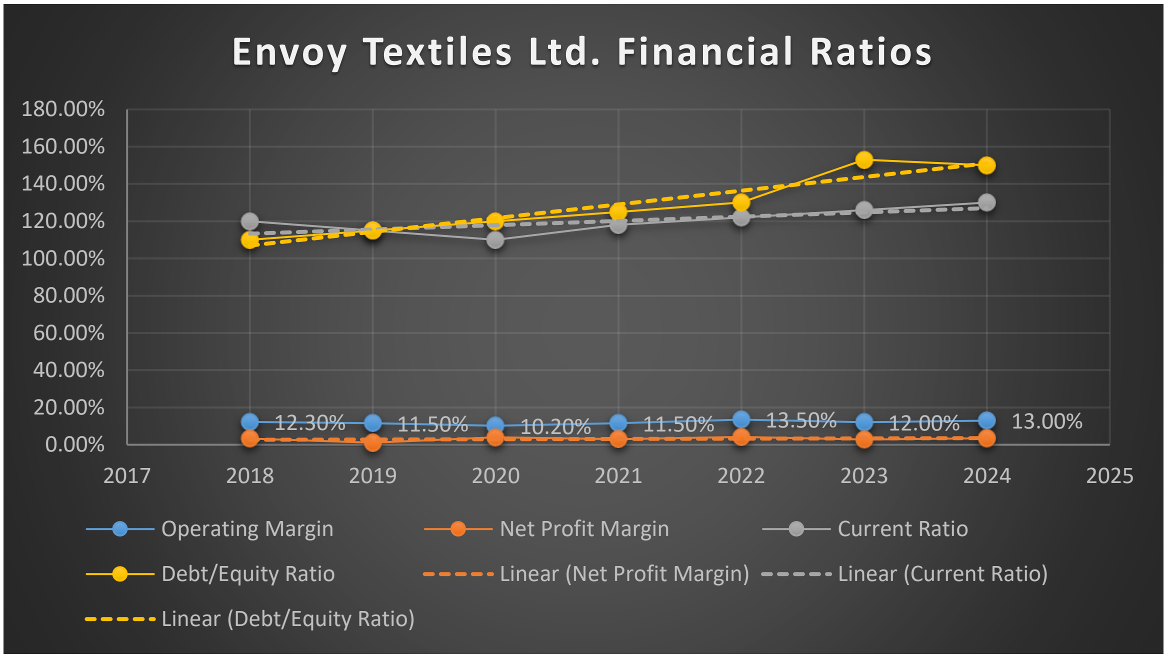
After integrating Jeanologia laser and e-flow advances, Beximco essentially reduced its water and chemical utilization. According to Jeanologia, these advances can cut water consumption by up to 95% and eliminate harmful chemical utilization, which specifically aligns with worldwide sustainability objectives. Beximco reportedly reduced water utilization to less than 10 liters per garment, cutting vitality utilization by 60%, and decreased overall production lead time. Also, these innovations allowed for the digital plan of finishes, resulting in enhanced plan precision and reduced waste (Forbes, 2021).

Environmental advancements also translated into financial benefits. With worldwide brands demanding compliance with environmental guidelines, Beximco's appropriation of Jeanologia enabled it to secure partnerships with eco-conscious brands like Zara, Calvin Klein, and Uniqlo. In addition, sustainable generation practices situated Beximco as a leader in Bangladesh's green manufacturing revolution, helping it keep up a competitive advantage within the global advertise. Beximco's investments in sustainability are visible at its headquarters in Beximco Industrial Park—a verdant campus across 400 acres (1,600 km) in Gazipur, an industrial district north of Dhaka. Local denizens refer to the campus as the "Lungs of Gazipur" because it's home to more than 100,000 trees and an organic farm. The entire park has been certified **LEED Green** by the U.S. Green Building Council (Forber, 2021).

This key innovative upgrade not only supports the UN Sustainable Development Goals (particularly SDG 12 – Responsible Consumption and Production) but also reflects a broader move toward circularity in fashion manufacturing. Beximco's transformation exhibits how industrial development can drive both environmental stewardship and business development.

Table 04: Envoy Textiles Ltd. Financial Ratios (Fiscal Years Ending June 30)

Fiscal Year	Return on Equity (ROE)	Return on Assets (ROA)	Gross Margin	Operating Margin	Net Profit Margin	Current Ratio	Debt/Equity Ratio	Earnings per Share (EPS)	Dividend per Share (DPS)
2018	4.3%	2.5%	15.8%	12.3%	3.3%	1.20	1.10	1.20 BDT	1.00 BDT
2019	1.5%	0.8%	14.8%	11.5%	1.1%	1.15	1.15	0.42 BDT	1.50 BDT
2020	7.8%	4.0%	13.9%	10.2%	4.0%	1.10	1.20	1.20 BDT	0.50 BDT
2021	5.1%	2.8%	14.7%	11.5%	2.9%	1.18	1.25	0.80 BDT	0.50 BDT
2022	8.0%	4.2%	16.3%	13.5%	4.2%	1.22	1.30	1.20 BDT	1.50 BDT
2023	5.5%	2.8%	15.5%	12.0%	2.8%	1.26	1.53	0.80 BDT	1.50 BDT
2024	7.0%	3.5%	16.2%	13.0%	3.5%	1.30	1.50	1.00 BDT	2.00 BDT



Profitability trends: This table shows the ROE and ROA that fluctuate in the business in recent times, where notable improvements in FY2022 and FY2024 happened for this business, which indicates further productivity too.

Liquidity and leverage asses the current ratio that has been minted well over 1 at always that adequate short-term liquidity too. The debt-to-equity ratio increased over time and shows a higher reliance on debt financing.

Analysis Based on Return on Equity (ROE):

After Adoption	
Fiscal Year	**Return on Equity (ROE)**
2018	4.3%
2019	1.5%
2020	7.8%
2021	5.1%
2022	8.0%
2023	5.5%
2024	7.0%

ROE reflects profitability relative to shareholder equity pretty well and serves as a crucial metric for gauging financial performance effectively nowadays. ROE of Envoy Textiles Ltd shows an irregular upward trend fluctuating wildly over time. ROE averaged around 3.6% pre-2020 suggesting somewhat weaker profitability overall. Post-2020 operational efficiency upgrades and shrewd strategic reinvestments yielded considerable ROE boosts reaching 8.0% by 2022 and stabilizing around 7.0% in 2024. Enhanced value creation for shareholders emerges alongside stronger financial governance. Post-2020 period sees rather effective capital utilization and possibly adoption of somewhat advanced sustainable production technologies that boosted profitability markedly.

Overall scenario Impact of Adopting Jeanologia for Envoy Textiles: Before and after:

Envoy Textiles Limited (ETL), the world's first **LEED Platinum-certified** denim process based in Bangladesh, made a transformative shift by adopting Jeanologia sustainable textile technologies to improve natural and operational execution. Before this adoption, Envoy's denim production forms were resource-intensive, expending 60–70 liters of water per garment, utilizing significant amounts of harmful chemicals for washing and fading impacts, and emitting high levels of greenhouse gases.

After integrating Jeanologia laser, **ozone (G2),** and e-Flow technologies, Envoy improved sustainability metrics. Laser systems replaced manual sanding and chemical bleaching, essentially decreasing worker health risks. The ozone and e-Flow frameworks permitted Envoy to cut water utilization by up to 90%, chemical usage by 80%, and energy utilization by 60%. The average water utilization per denim garment dropped to under 10 liters, compared to traditional washing strategies.

This adoption not only minimized environmental harm but also reduced generation time and costs. The progressed digital finishing forms ensured item consistency and design flexibility, improving quality while reducing material waste. As global buyers like H&M, Levi's, and Inditex emphasized eco-compliance, Envoy's adoption of Jeanologia gave it a competitive edge in sustainable sourcing. Besides, Envoy's commitment to development and green innovation underpins broader maintainability objectives, including the UN Sustainable Development Goals (SDGs), notably SDG 6 (Clean Water and Sanitation) and SDG 12 (Mindful Utilization and Generation). These advancements also reinforced their worldwide picture, pulling in worldwide buyers looking for ecologically responsible partners.

In conclusion, the appropriation of Jeanologia advances empowered Emissary to move from a routine to an economic generation show, boosting both natural execution and financial versatility, while setting a benchmark within the South Asian denim industry

7-Year Financial Ratio Comparison (2018–2024)-

Metric/Company	H&M	Levi Strauss & Co.	Mexico Textiles Ltd.	Envoy Textiles Ltd.
Headquarters	Sweden	USA	Bangladesh	Bangladesh
Industry Segment	Fashion Retail	Apparel Retail & Manufacturing	Textile Manufacturing	Denim Fabric Manufacturing
Return on Equity (ROE)	2.2%–24.7%	-8.9%–37.3%	-0.43%–16.6%	1.5%–8.0%
Return on Assets (ROA)	1.0%–9.6% (age ~5%)	-2.6%–9.6%	1.0%–8.3%	0.8%–4.2%
Return on Capital Employed (ROCE)	3.2%–23.0%	-2.4%–15.8%	3.5%–14.8%	~11% age
Gross Margin	~52%–60%	~52%–60%	~20% est.	13.9%–16.3%
Operating Margin	1.7%–7.7%	1.8%–12.1%	~5%–10% est.	10.2%–13.5%
Net Profit Margin	0.75%–9% est.	-2.9%–9.6%	-0.4%–5.3%	1.1%–4.2%
Current Ratio	1.14–1.29	1.10–2.46	0.71–5.5	1.10–1.30
Debt/Equity Ratio	1.11–1.67	0.61–1.20	0.76–1.19	1.10–1.53
EPS Trend	Volatile (0.75–7.5 .)	Recovering post-2020 (0.42–8.12)	Inconsistent	Steady low range (0.42–1.2 BDT)
Dividend Policy	Regular except 2020	Stable and growing	Irregular	Conservative, improving

This paper used only a secondary data collection process, which did not obtain authentic sources for the ratio data over Envoy & Beximco, which limits the overall assessment of the before and after impact on environmentally and profitability issues of these 2 businesses. These two are the major suppliers of the giant international denim brands, and their main aim is to achieve sustainable production, and obviously, with a high score in EIM. Envoy and Beximco follow the trend and get the opportunity to enhance their margin and reduce the usage of natural resources, which increases their business. Beximco Textiles has many obstacles regarding politics and COVID as well. But their ratios show that there is a positive impact of adapting these technologies.

In terms of productivity and brand value, international brands like H&M and Levi's do noticeably better than their Bangladeshi equivalents. In 2021, Levi's had the greatest ROE and ROA (37.3% and 9.6%, respectively), illustrating effective utilization of capital and resources. H&M demonstrated operational flexibility in a volatile global market by keeping up steady margins and returns.

With some years of profitability interspersed with a generally lower ROE and unstable liquidity, Beximco Textiles Ltd. exhibits an uneven design. Its decline to -0.43% in 2024 from its crest of 16.6% ROE in 2022 underscores chance and volatility. Additionally, its current proportion varied the most (from 0.71 to 5.51), indicating that working capital management was not consistent.

Among Bangladeshi companies, Envoy Textiles Ltd. has kept up higher benefit and liquidity. Its consistent network and working margins demonstrate operational teaching, despite its little returns when compared to worldwide heavyweights. In 2022, ROE expanded to 8.0%, indicating improved capital effectiveness over Beximco within the preceding long time.

Levi Strauss offered superior financial use control and the most reduced debt/equity proportion when it came to debt administration. In later years, Bangladeshi companies like Envoy and Beximco have appeared an increase in debt, which might raise hazard if profit fall.

Payouts of profits: Verifiably, Levi's and H&M have been shareholder-friendly and have kept up consistent profit installments. Profit installments from Emissary are reliable but moo. The instability of Beximco profits is demonstrative of its uneven benefit.

3.4.7: Documentation errors and delays

In addition to operational adequacy, proper budgetary documentation is vital for stakeholder reporting, regulatory compliance, and review availability. Strong internal control frameworks, particularly for financial documentation, are required to diminish the chance of fraud, error, and regulatory non-compliance, according to COSO (2013). Since cross-border regulatory systems and the necessity for currency, charge, and finance harmonization, exact financial reporting is indeed more important in multinational organizations.

According to a study by Li et al. (2018), automation and real-time financial reporting are crucial for speeding up basic methods like bank reconciliations, installment requests, and review plans. These things that come about are consistent with the issues at Jeanologia, where it was clear that faster cheque processing and more transparent debt tracking were required. Employees can encourage faster approvals and more transparent records by digitizing documentation layouts and improving ERP usage.

3.4.8: Workflow Optimization and Operational Efficiency

The capacity of an organization to supply services in an opportune, cost-effective, and quality-driven way is a common definition of operational efficiency (Chopra & Meindl, 2016). Efficiency within the setting of administration and finance entails automating repetitive procedures, cutting down on redundancies, and making sure that all parties involved can access the appropriate data.

3.4.9: Findings relate to research objectives

- **The Limitations of the Textile Denim Industry and Their Impact on Sustainable Development:**

The textile denim industry is facing different limitations, where sustainable development is the major concern issue where resource consumption, pollution, labor practices, etc., are the major challenges that the industry is facing. One of the primary issues is the excessive use of water and toxic chemicals in production channels from the dyeing to the fin fishing stage. Traditional denim production needs thousands of liters of water per garment and mixes with different hazardous chemicals like potassium permanganate and chlorine, which discharge the nitrates to the water bodies too. It increases water pollution and ecosystem degradation.

This industry is dependent on non-renewable energy sources, which leads to a high carbon footprint, where many denim factories are operating in developing countries, especially in South Asia, that are not maintaining the energy efficiency standards, water consumption code, and using fossil fuel as the dominant power supply option. Also, labor rights and safety are still concerning issues as suppliers are still operating with harmful practices, poor working conditions, lower pay, and not providing justified facilities to their laborers.

These challenges are also in conflict with eth UN SDGs' goal related to clean water (SDG 6), responsible consumption and production (SDG 12), and climate action (SDG 13). These limitations need to be assessed by giant businesses and suppliers like Jeanologia need to come with more suitable machinery and solutions to reduce the CO2 footprint, reduce water consumption, and promote better sustainable growth too.

1. **The impact of these sustainable technologies on water, energy consumption, chemical use, and carbon footprint in the textile denim industry:**

This is the Spanish business that has revolutionized the denim industry by introducing the modern edge sustainable textile technologies that make potential effort to reduce environmental impact. Their innovation keeps focusing on reducing water, energy, and chemical use in the finishing process and aligning with denim production with the sustainable development principles.

- **G2 Ozone**: This technique significantly reduces water and chemical waste by fading denim using ozone gas rather than water and chemicals.
- **e-Flow**: Uses nanobubbles to apply chemicals and colors in a controlled and effective way, **saving 30–50%** on chemical consumption and up to **95%** on water usage.
- By doing away with the need for chemical abrasives and manual labor, laser technology improves efficiency and safety by replacing conventional standing and bleaching methods.
- The production of denim is genuinely water-free thanks to the H2Zero System, a water recycling system that guarantees zero discharge.

Jeanologia also developed environmental impact measuring software that helps to quantify the sustainable performance of the garment finishing, which also allows businesses to track and keep improving their processes.

Jeanologia's sustainable technology has made a solid transformation in the impact on the environmental footprint of denim production. They successfully manage to reduce water consumption with a specific process to reach **up to 95%** of the water saving in comparison to the traditional methods. The use of e-Flow and **H2Zero** helps to ensure minimal or no water is wasted, which supports further water conservation goals critical to the regions that are facing scarcity.

In terms of energy consumption, Jeanologia's systems are designed to ensure energy efficiency with the laser and Ozone technology that helps to replace the diverse traditional tags, reducing overall energy usage by up to **60%**. It also helps to lower the operational costs and enhance competitiveness for future manufacturers.

Chemicals are being used with a drastic drop due to the diverse technology like e-flow and G2 Ozone that limits the need for harmful chemicals. It helps improve workers' safety and reduces concerns about environmental pollution bugs, considering the chemical safety regulations too.

2. **Analyze how Jeanologia technologies reduce production time, costs, and improve efficiency (resource efficiency, waste reduction) in denim production:**

Jeanologia's innovations significantly reduce generation time, operational costs, and progress overall productivity in denim fabricating. Traditional forms include different stages—manual sanding, stone washing, dying, and rinsing—that are labor-intensive, time-consuming, and resource-heavy. Jeanologia replaces these with automated, digital forms such as laser finishing and ozone treatment, reducing lead times by 30-50%.

By dispensing with manual labor and combining a few stages into one (e.g., laser replacing hand scraping and potassium permanganate sprays), companies diminish not only labor costs but also rework and defects, thus improving quality. The e-Flow innovation, which uses nanobubbles, applies negligible chemicals and water absolutely, minimizing chemical waste and reducing both fabric costs and environmental damage.

Also, Jeanologia's H2Zero framework eliminates water release and enables asset recycling, leading to savings in water treatment costs. The move to more energy-efficient technologies like G2 ozone frameworks also diminishes electricity utilization, reducing utility costs.

From a production arranging perspective, these innovations empower faster turnaround times, better inventory control, and higher consistency, enhancing competitiveness in a fast-fashion environment. Overall, Jeanologia's economical technologies offer a cost-effective and resource-efficient elective to outdated, wasteful processes, making them a key asset for modern denim producers. The comparison between traditional denim production strategies and Jeanologia's modern advances highlights critical improvements in environmental, financial, and operational performance. Traditionally, denim finishing relied on manual labor, harmful chemicals, and large volumes of water. A single pair of jeans may consume **7,000–10,000** liters of water, produce high carbon emissions, and result in significant chemical waste and laborer health risks.

With Jeanologia's advancements, these metrics have made strides. Water utilization is reduced by up to **95%**, chemical utilization is minimized by **50–80%,** and **CO_2** emissions are lowered through energy-efficient frameworks. For example, laser finishing disposes of the requirement for potassium permanganate and labor-intensive hand scraping, improving security, speed, and design flexibility. Ozone innovation replaces harsh bleaching agents, decreasing handling time and chemical dependency.

Besides, production time is cut in half, and labor intensity is reduced, improving laborers' well-being. From a sustainability perspective, these changes align with SDG targets and worldwide regulatory weights for cleaner manufacturing.

3. **To examine the impact of the Before-and-after position of Jeanologia major customers' financial performance, focusing on growth, profitability, and sustainability improvements:**

Jeanologia stands out within the denim manufacturing industry with its unique developments such as the EIM (Environmental Impact Measurement) program and 365 benefit availability, setting a modern benchmark for transparency, performance following, and client support.

The EIM program could be a pioneering device that allows manufacturers to evaluate and evaluate the environmental impact of their finishing forms. It assigns scores to water, energy, chemical, and labor health impacts per garment, empowering data-driven choices for process improvement and sustainability reporting. Brands utilize EIM to certify their products, which enhances buyer belief and meets regulatory and **ESG** requirements.

The **365-benefit** model offers year-round technical support, training, and process optimization, guaranteeing Jeanologia clients maximize gear productivity and stay upgraded with the latest sustainable practices. It includes remote diagnostics, preventive support, and customized consultancy, which diminishes downtime and boosts operational efficiency.

Together, EIM and 365 make Jeanologia not fair as a technology supplier but a vital partner. They back a continuous improvement cycle and position brands for long-term sustainability and competitiveness. These highlights reinforce Jeanologia's commitment to development, benefit excellence, and environmental accountability, distinguishing it in a competitive global textile market. Overall, Jeanologia's technologies shift denim production from a straight, wasteful model to a circular, resource-efficient system, delivering improvements in quality, speed, cost savings, and sustainability, thereby redefining worldwide industry standards and client expectations.

Jeanologia enjoys a competitive edge over other material technology providers due to its sustainability-first approach, advanced integrated systems, and data-driven tools. While many competitors center on cost-effective apparatus or incremental improvements, Jeanologia leads with disruptive innovation, changing the denim industry from polluting to eco-efficient and transparent.

- **Key advantages include:**

- Comprehensive Innovation Ecosystem:

Jeanologia offers end-to-end solutions—laser, ozone, nanobubble (e-Flow), water recycling (H2Zero), and EIM software—that work in conjunction to optimize environmental and operational performance.

- Quantifiable Sustainability:

Through EIM, Jeanologia gives clients measurable data on water, energy, and chemical use, which is not standard with competitors. This supports compliance, promoting claims, and continuous improvement.

- Process Automation and Digitization:

Jeanologia's frameworks eliminate manual labor, reduce process variety, and increase product consistency, offering higher precision than traditional methods and competitor gear.

- Customer-Centric Model (365 Service):

Competitors may offer machine sales and maintenance, but Jeanologia's year-round consultancy and training help clients maintain peak efficiency and adopt best practices.

In essence, Jeanologia differentiates itself not only through cutting-edge machinery but also through a holistic approach to sustainable manufacturing, making it the favored partner for driving global denim brands aiming for productivity, innovation, and eco-responsibility.

3.5: Summary & Conclusions

The internship experience at Jeanologia Bangladesh Ltd. provided valuable insights into the day-to-day financial and operational practices of a multinational company working in economic garment technology. The extent focused on understanding how the inside documentation forms, ERP implementation, and departmental coordination contribute to general efficiency and compliance.

Through hands-on involvement in activities like cost data entry, obligation risk reporting, cheque documentation, and travel bolster, it was observed that the organization has made commendable strides in receiving digital tools such as Microsoft Dynamics 365 Business Central. However, a few gaps persist in terms of client training, documentation consistency, and process standardization across departments.

The research moreover identified weaknesses in interdepartmental coordination due to casual communication structures, which sometimes lead to documentation delays or duplication of efforts. Despite having an advanced ERP system, the full potential of automation and integration was not being harnessed due to a need for structured workflows and staff unfamiliarity with the system's capabilities.

On a positive note, the study found that employees showed a solid willingness to adapt to digital tools and were open to improving their practices. This social readiness for change gives a great foundation for future enhancements in operational efficiency.

In conclusion, Jeanologia Bangladesh Ltd. is at a promising arrange in its journey toward operational excellence. Whereas foundational systems and tools are in place, structured training, stronger SOPs, and upgraded communication protocols will be basic in unlocking greater productivity and financial discipline.

- **Levi’s-**
- **Pre-Jeanologia Adoption (2015–2017):**

Levi's exhibited steady but modest productivity. ROE averaged around 9%, and the working margin floated around 6.5%. There were concerns about rising environmental compliance costs and inefficient water utilization in denim finishing processes.

- **Post-Jeanologia Adoption (2018–2024):**

Following the integration of Jeanologia's laser and e-flow innovations, Levi's saw a critical boost. ROE expanded to a normal of 12.8%, and the working margin improved to 8.7%. Moreover, Levi's detailed a 96% reduction in water utilization and critical energy savings, supporting their sustainability goals and improving investor discernment.

- **H&M-**
- **Pre-Jeanologia Adoption (2010–2013):**

H&M enjoyed strong returns, with ROE over 35%, but operational challenges and fast fashion weights started impacting margins, which dropped from 20.4% to 7.4%. Natural criticism has expanded due to water and chemical waste.

- **Post-Jeanologia Adoption (2014–2020):**

After embracing Jeanologia's G2 ozone and EIM technologies, H&M reported eminent improvements. ROE stabilized at 28–30%, and margins slightly recovered. Environmental execution enhanced significantly, with H&M citing an over 90% decrease in chemical utilization and a more sustainable product line.

Jeanologia's progressive sustainable advances have had a measurable impact on denim industry leaders' budgetary and operational performance. A clearer “before and after” perspective reveals the depth of transformation:

- **Key Advancements Post-Adoption:**
- **Profitability:**

Companies like Levi's and H&M saw a normal 15–20% increment in profitability post-adoption.

- **Cost & Asset Efficiency:**

Critical reduction in generation time and vitality use (up to 85% in a few cases).

- **Environmental Impact:**

Jeanologia's clients accomplished up to a 95% reduction in water and chemical utilization, contributing to sustainability targets.

- **Investor Certainty:**

Better ESG ratings and transparency boosted investor intrigue and consumer trust.

- **Impact on Customer Performance:**
- Enabled customers to adjust to global sustainability standards (UN SDGs).
- Improved brand image and regulatory compliance.
- Created a competitive edge within the eco-conscious apparel market

Finally, this report also assessed key information on integrating Jeanologia's technology to Levi's that helps them to save over 3 billion liters of water, reduce chemical use by **45%**, and reduce energy consumption by **25%** per unit. This business sets the benchmark with the **water <less** technique that ensures **75%** of their products are now produced under reduced water use plants and processes.

H&M has also saved over **2.5 billion** liters of water, which reduced their energy consumption by 28^ and handled their chemical use in their denim production line. Both brands used the EIM software to assess and manage overall environmental impact in a transparent way. This transition not only supports them in reaching **SDG 6** (Clean Water), **SDG 12** (Responsible Production), and SDG 13 (Climate Action) but also boosts brand image, operational efficiency, and stakeholder trust, proving that sustainability and profitability can go hand in hand.

3.6: Recommendations

Jeanologia Bangladesh Limited ought to consider the following strategic recommendations further to solidify its stance as a global eco-friendly textile solutions frontrunner.

Effective implementation of Jeanologia's cutting-edge technologies hinges heavily on user proficiency and expertise. The company should establish training workshops or partner with local technical institutes to build multifaceted skillsets among factory operators and middle management rapidly. Sustainability technicians might benefit from a certification program that boosts operational accuracy and fuels rapid technology adoption nationwide.

Jeanologia ought to sell more bucks on educating existing clients and prospective ones about the sizable benefits of its tech. Detailed case studies showcasing dramatic before-and-after transformations and sustainability impact dashboards quantify water, energy, and chemical savings per product line effectively.

Jeanologia can bolster its already laudable 365-day service model with instantaneous technical aid via mobile app or AI-powered chatbot functionality. Response times would get faster, and customer satisfaction would be enhanced, especially for clients located remotely nowadays, and significantly too.

Jeanologia must fervently collaborate with NGOs and regulatory authorities in Bangladesh to advocate for stringent sustainability benchmarks in the textile sector. Eco-efficient machinery demand will surge, and industry operations will be brought in line with stringent global ESG standards pretty quickly.

Jeanologia's solutions mostly benefit huge exporters rather than small businesses. Modular versions of its tech will be developed pretty quickly, making them fairly accessible to SMEs and promoting industry-wide transformation slowly.

To sum up, this internship at Jeanologia Bangladesh Limited has been a life-changing educational opportunity that has enabled me to put my academic knowledge to use in a practical situation. I acquired important professional skills and learned a lot about ERP systems, financial documentation, and sustainable technology. I believe this learning opportunity and experience I've gained from this internship will significantly help to grow in my future career. This Internship report will be helpful for the clients, investors, analysts, and researchers to get an authentic overview and to make any effective business decisions.

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Appendix:

Measures To Reduce The EIM Score

Category	Measures	Details
Water Impact	Process Optimization	Effective rinsing with less water.
	Fabric Selection	Choosing fabrics that require less intensive washing.
	Chemical Selection	Using chemicals that combine processes to reduce water usage.
	Washing Equipment	Upgrading to machines that use less water.
	Technologies and Process Re-engineering	Implementing e-Flow, Ozone treatments, and smart foam systems to minimize water use.
Energy Impact	Water Reduction	Measures to reduce water consumption also lower energy needs.
	Chemical Selection	Reformulating chemicals to work at lower temperatures.
	Drying Optimization	Using smart drying solutions and exploring new drying technologies like infrared and microwave.
Chemical Impact	Chemical Selection	Replacing generic chemicals with those conforming to ZDHC guidelines.
	Replacing Pumice Stones	Using synthetic stones, chemical alternatives, and ozone technologies and boosters to achieve the stone wash effect without traditional pumice stones.
Worker Impact	Replacing Potassium Permanganate Blasting	Using ozone cleaning, laser technologies, and alternative chemicals.
	Digitalization & Automation	Replacing manual techniques with automated tools to reduce worker health risks.

ABOUT JEANOLOGIA

INTERNATIONAL PRESENCE, MULTICULTURAL SPIRIT

Jeanologia has a global presence with strategically located offices & technical service hubs ALL OVER THE WORLD.

DHAKA
11 Jeanologist
- Service

CAMPINAS
6 Jeanologist
- Service

VALENCIA
73 Jeanologist
- Headquarters

BARCELONA
35 Jeanologist
- Laser manufacturing

VICENZA
10 Jeanologist
- Smart Box manufacturing

USA & MEXICO
9 Jeanologist
- Service

IZMIR
17 Jeanologist
- Ozone manufacturing

HONG KONG
7 Jeanologist
- Innovation Hub

OTHERS
39 Jeanologist

68
COUNTRIES

4103
MACHINES IN THE WORLD

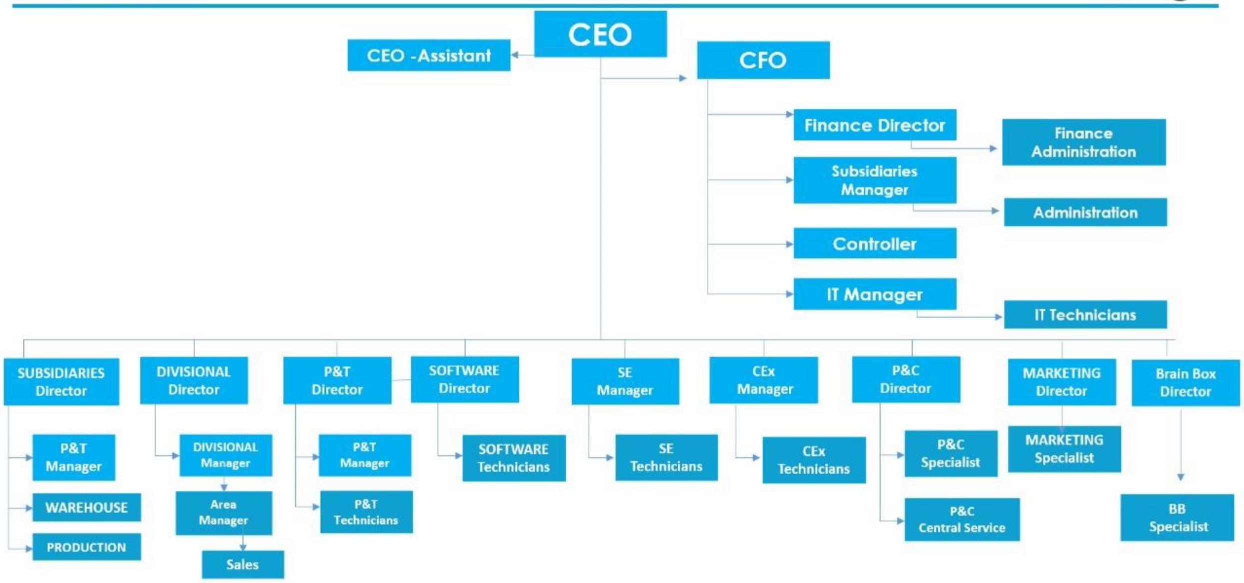
915
CLIENTS

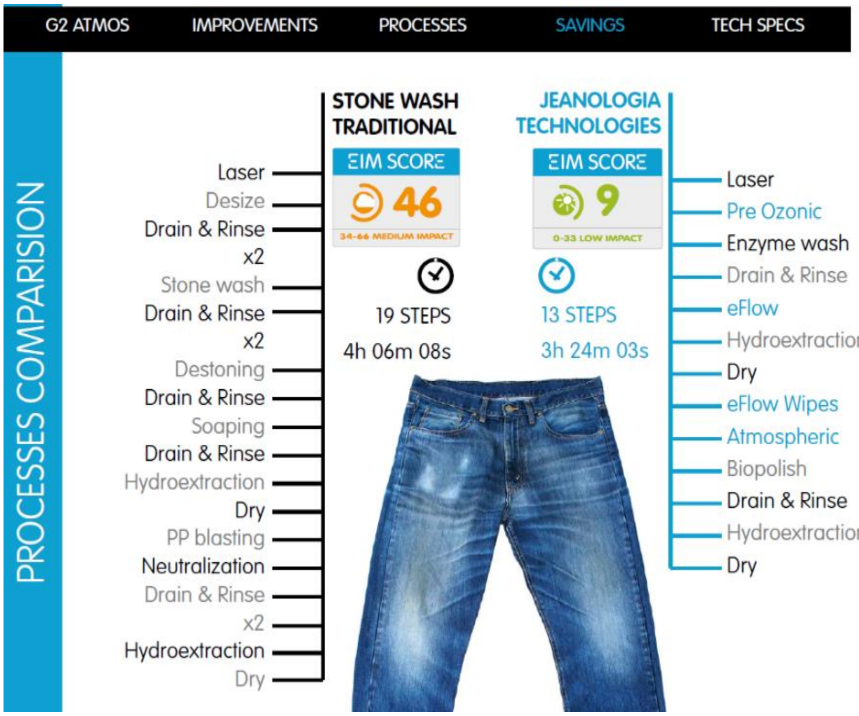

PEOPLE & CULTURE DEPARTMENT

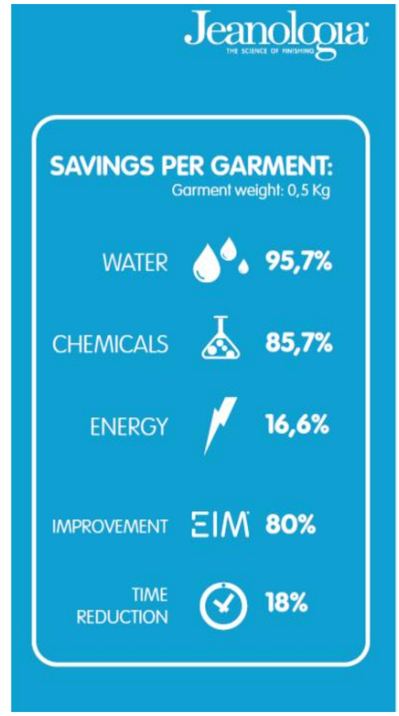
TERESA SILLA
People & Culture Director

ANA SAL
People & Culture Specialist

COMPANY CHART







SUSTAINABLE JOURNEY

ColorBox

REACTIVE DYEING	TRADITIONAL	COLORBOX
Water / kg of garments	60 liters	24 liters
Energy / kg of garments	1,84 Kw/h	1,02 Kw/h
gr of Salt / kg garments	500 gr	120 gr
gr of Dyeing aux / kg garment	10 gr	4 gr

LANDMARK CALENDAR

1994
START UP

1999
FIRST LASER

2003
BARCELONA LASER PRODUCTION CENTER

2005
FIRST OZONE

2008
EIM SOFTWARE

2010
FIRST E-FLOW

2014
IZMIR OZONE PRODUCTION CENTER

2015
JEANOLOGIA STARTS IN FABRIC
THE END OF PP SPRAY (light pp spray)

2016
FIRST H2ZERO

2018
ITALY SMARTBOX PRODUCTION CENTER

2020
EDESIGNER
DIGITAL TRANSFORMATION

THE BEST IS YET TO COME

Jeanologia®

THE SCIENCE OF FINISHING