

1. Introduction and Overview

Message from Leadership

At Imperial NTT, sustainability is embedded into every aspect of our operations. In 2024, we strengthened our commitment to environmental responsibility, social well-being, and ethical governance, ensuring that growth aligns with global sustainability standards. This report details our performance, initiatives, and strategic direction to create long-term value for stakeholders and the environment.

2. Sustainability Strategy

Vision and Goals

Our sustainability strategy is built on continuous improvement and measurable results. Goals include:

- Reducing CO₂ emissions by at least 2% annually
- Improving energy efficiency across operations
- Minimising waste generation while increasing recycling rates
- Ensuring fair, safe, and ethical work conditions for all employees

3. Environmental Impact

3.1 Energy Management

Imperial NTT holds ISO 9001, ISO 14001, and ISO 50001 (without licence) certifications, demonstrating commitment to quality, environmental, and energy management.

Electricity Consumption

- **2022:** 207,570 kWh
- **2023:** 248,786 kWh
- **2024:** 290,174 kWh

In 2024, electricity use increased, correlating with a 3.5% rise in production volume, more complex garment styles requiring additional processing, and purchase of new production machines.

Diesel Usage

Diesel consumption for transportation was 4,608 L in 2022. Efficiency measures reduced this to 4,050L in 2023 (a 12.1% decrease). In 2024, usage rose to 4,437 L, reflecting increased production and delivery needs but still 3.7% lower than in 2022.

3.2 Greenhouse Gas Emissions

- **2022:** 77.5 tons CO₂
- **2023:** 55.9 tons CO₂ (27.9% reduction)
- **2024:** 68.2 tons CO₂ (12% lower than 2022)

Despite the increase in 2024, emissions remain below 2022 levels. Contributing factors include production growth, higher electricity use, and transport demands.

Ongoing Energy Initiatives

- **Photovoltaic Monitoring:** continuous system monitoring, with annual professional cleaning to ensure maximum efficiency.

- **Water Conservation:** well water with regular testing by Tetovo Public Health Center. Moreover, minimal-fill regulators, and motion sensor faucets are maintained to reduce waste.
- **Chemical Use:** only environmentally friendly cleaning products are used to minimise ecological impact.

3.3 General Waste

We implement strict protocols for waste sorting, labelling, and disposal, with dedicated areas for plastics, cardboard, metals, electronics, and batteries.

- **2022:** 19,894kg
- **2023:** 17,408kg
- **2024:** 11,238kg (43.5% lower than 2022)

General waste decreased by 43.5% compared to 2022, reflecting successful employee training, better internal waste separation, and improved recycling partnerships.

4. Social Impact

4.1 Labour Practices and Employee Welfare

Imperial NTT prioritises ethical labour practices to ensure fair, supportive, and legally compliant work environment for all employees. Our practices include:

- **Employment Contracts:** All employees receive contracts in their local languages, ensuring clarity and understanding of rights and obligations.

- **Equal Pay:** We enforce equal pay policies, with no gender-based pay gaps, recognising that over 70% of our workforce are women.
- **Anonymous Grievance System:** Employees have access to an anonymous grievance reporting channel and a designated individual is available to address these concerns.
- **Psychological Assistance:** Psychological support is available for employees experiencing trauma, stress, or personal challenges.
- **Working Hours and Leave:** All working hours, breaks, and leave entitlements are in line with national labour regulations, including regular paid leave and breaks to maintain well-being.
- **Employment Contracts and Representation:** 45% of employees are on fixed-term contracts. Employees have the freedom to join representation structures and regularly elect workplace representatives to communicate needs and ideas to management.
- **Health and Social Insurance:** All employees are fully insured for health and social security in accordance with national laws.
- **Anti-Discrimination and Harassment Policies:** Policies and training ensure a safe environment free from harassment and discrimination.

4.2 Health and Safety

Our health and safety management includes:

- **Compliance:** Full compliance with legal requirements and ISO safety standards
- **Risk Assessments:** Conducted for all job roles to identify hazards and implement protective measures

- **Trainings and Drills:** Regular fire drills, first aid training, and emergency response preparedness for all employees.
- **PPE:** Provided to all employees based on their specific tasks, such as metal gloves for cutters.
- **Accident Statistics:** In recent years, there have been zero recorded work-related injuries, demonstrating the effectiveness of implemented safety systems.
- **Systematic Health Checks:** Regular mandatory health checks are conducted in accordance with Macedonian legislation.

5. Future Plans

5.1 CO₂ Reduction Plan (2025 Onward)

We aim for at least a 2% annual reduction in CO₂ emissions through:

- Company-wide awareness campaigns
- Full facility LED lighting with motion sensors
- Promoting group transport and bicycle use
- Further development of green spaces and landscaping
- Compliance with all environmental regulations and adoption of best practices

6. Conclusion

2024 marked achievements in production efficiency, waste reduction, and sustainability awareness. Although consumption rose with production, our environmental impact remains below 2022 benchmarks. With the CO₂ Reduction Plan and ongoing initiatives, Imperial NTT remains dedicated to achieving its ambitious sustainability goals in the coming years.