



SUSTAINEDGE

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CORPORATE BROCHURE



ABOUT US

Sustainedge is an impact-focused organization specializing in gender equality and labour rights, climate-resilient urban development, and sustainable resource and ecosystem management. By integrating research, advocacy, policy, capacity building, and program implementation, we address complex social, environmental and governance challenges holistically. In collaboration with a wide range of stakeholders, we equip individuals, institutions, industries, and communities with the knowledge and tools to drive transformative, long-term sustainability initiatives that foster equity, resilience, and real-world change.

OUR AIM

Deliver practical, actionable solutions that enable sustainable and resilient development across individuals, communities, industries, and urban systems. By integrating innovative approaches in climate resilience, gender equality, and labour rights, we empower our clients to lead with impact in a rapidly evolving sustainability landscape.

OUR VISION

Towards a future where sustainable practices, gender equality, labour rights, and climate resilience are embedded across all sectors. We aspire to be a catalyst for this transformation by promoting continuous improvement and fostering inclusive collaboration among stakeholders, industries, and communities – advancing a just, climate-resilient, and equitable world where no one is left behind.



OUR AREAS OF WORK



SOCIAL SUSTAINABILITY

We promote equity, inclusion, and resilience in all development efforts.



ESG AND SUSTAINABILITY REPORTING

We help organisations improve ESG compliance and sustainability reporting.



GENDER EQUALITY

We work on equal rights, participation, and opportunities across genders.



CLIMATE CHANGE

We support climate resilience through risk assessment and adaptation.



URBAN DEVELOPMENT

We drive inclusive, climate-smart urban growth and infrastructure.

SOCIAL SUSTAINABILITY

WHAT WE DO



ASSESSMENT

- Conduct factory assessments through virtual, on-site, and hybrid methods using standardised tools and protocols.
- Ensure accuracy and consistency with peer-reviewed, quality-assured reports backed by a robust internal QA/QC process.
- Carry out independent investigations into reported violations via grievance mechanisms or buyer hotlines to enable prompt and credible responses.

RESEARCH

- Conducts in-depth studies on social sustainability, covering labour conditions, gender equality, community resilience, and inclusive governance.
- Analyses social risks and supply chain impacts to guide mitigation strategies and improve social outcomes.
- Evaluates ESG reporting standards (e.g., GRI Social Standards) to support transparent disclosures and alignment with global best practices in social performance reporting.

POLICY

- Supports the development and revision of national and organisational policies on labour rights, gender equality, and social inclusion.
- Facilitates dialogue among private sector, civil society, and public institutions for inclusive policy processes.
- Advises on aligning policies with international frameworks (e.g., UN Guiding Principles), helping organisations ensure legal compliance and meet global social sustainability standards.

ADVOCACY

- Organises forums and policy dialogues, and develops briefs to inform corporate and regulatory reforms.
- Elevates worker and community voices to influence national and global agendas.
- Promotes gender equality, inclusion, and institutionalisation of worker voice through campaigns, tools, and participatory models.

TRAINING

- Delivers tailored trainings on GBV prevention, workplace communication, OSH, grievance, leadership, wages, reproductive health, CSR, HREDD, and RBC-HRDD.
- Provides factory-based coaching for practical application of gender and social compliance strategies.
- Offers flexible virtual, on-site, and hybrid learning across regions, with flagship e-learning modules on ethical sourcing and responsible practices.

IMPLEMENTATION

- Co-develops Corrective Action Plans (CAPs) with clear timelines and shared ownership.
- Provides on-site and remote coaching for HR, supervisors, and compliance teams, along with peer learning platforms to drive collective solutions.
- Offers technical guidance on policy updates, grievance systems, OSH, and documentation, embedding social compliance into factory management systems for lasting impact.

ESG AND SUSTAINABILITY REPORTING

WHAT WE DO



ASSESSMENT

- Conducts materiality mapping and ESG maturity assessments to identify key risks, opportunities, and integration gaps.
- Develops ESG scorecards and KPIs covering emissions, labour practices, DEI, and governance.
- Supports ESG data collection and validation aligned with global standards (e.g., GRI), and advises on reporting readiness to meet investor and regulatory requirements.

RESEARCH

- Develops evidence-based best practices for effective ESG integration across sectors and regions.
- Assesses ESG risks and opportunities, focusing on resilience, equity, and climate-smart solutions.
- Evaluates ESG compliance impacts on market access, investment, and business continuity; reviews policy and regulatory shifts to guide stakeholders in adapting to evolving sustainability standards.

POLICY

- Facilitates policy dialogue between the private sector and global institutions such as the UN, World Bank, ADB, and NGOs.
- Advises on ESG policy alignment to help businesses meet evolving regulations and global sustainability frameworks, supporting national SDG integration.
- Engages in regulatory review and consultation to develop inclusive sustainability policies, guiding stakeholders in effective ESG implementation within organisations.

ADVOCACY

- Drives ESG transformation by shaping industry norms and encouraging companies to adopt purpose beyond profit, enhancing investor and community trust through transparent reporting.
- Strengthens ESG communication by promoting credible, consistent disclosures and fostering cross-sector collaboration on climate and social inclusion.
- Engages in national and global dialogues to embed sustainability priorities in policy, practice, and public awareness.

TRAINING

- Introduces key frameworks like GRI and guides on embedding ESG in risk management, investment, and value creation.
- Trains teams to identify ESG priorities and ensure data accuracy for high-quality, globally aligned reporting.
- Builds governance capacity with focus on ESG oversight, accountability, and stakeholder engagement.

IMPLEMENTATION

- Translates ESG goals into actionable department-level plans, KPIs, and roadmaps aligned with business needs, supported by systems for data collection and real-time tracking.
- Facilitates dialogue with investors, employees, regulators, and communities to ensure ESG actions meet stakeholder expectations.
- Guides organisations through behavioural and process changes to embed ESG into culture, governance, and operations.

GENDER EQUALITY

WHAT WE DO



ASSESSMENT

- Examines occupational segregation, wage gaps, leadership disparities, Gender-Based Violence (GBV), discrimination, and workplace safety.
- Assesses unequal access to urban services, infrastructure, and public spaces, emphasizing women's roles in climate adaptation and governance.
- Develops monitoring frameworks with disaggregated data (sex, age, ability) aligned with global standards (SDG 5, CEDAW, ILO) to inform gender-responsive policies and resource allocation.

RESEARCH

- Investigates gender pay gaps, leadership barriers, and workplace harassment in supply chains, exploring socio-economic impacts and pathways to women's empowerment.
- Analyzes gendered risks in climate change, disaster vulnerability, and urbanization, with an intersectional focus on social norms and power dynamics affecting resource access.
- Develops toolkits, guidance notes, and training materials to support gender mainstreaming in policies and programs.

POLICY

- Aligns workplace policies with ILO standards on violence prevention, equal pay, maternity protection, and anti-discrimination.
- Supports governments to integrate gender in climate adaptation, disaster risk, and urban policies, improving women's safety and access.
- Aligns gender strategies with SDGs and the UNFCCC Gender Action Plan to strengthen social protection for unpaid care work and economic vulnerabilities.

ADVOCACY

- Facilitates dialogue among workers, management, unions, and governments to boost women's leadership and eliminate discrimination.
- Mobilizes civil society and private sectors for gender-responsive urban planning and climate resilience.
- Supports campaigns and platforms promoting intersectional advocacy and women's participation across formal and informal sectors.

TRAINING

- Provides gender-focused modules on workplace harassment prevention, non-discrimination, and women's leadership.
- Offers tailored formats – online, self-paced, and in-person – with practical case studies for workers, management, unions, and partners.
- Delivers targeted training for urban planners, officials, and leaders on gender-sensitive design, climate adaptation, and preventing gender-based violence.

IMPLEMENTATION

- Leads factory-level actions to reduce bias, prevent harassment, close wage gaps, and promote inclusive governance through gender committees.
- Supports policy updates and reporting systems aligned with ILO standards and national laws, collaborating with governments and industry platforms.
- Implements gender-responsive urban planning and climate resilience programs that address women's vulnerabilities and foster leadership.

CLIMATE CHANGE

WHAT WE DO



ASSESSMENT

- Conducts spatial mapping and climate hazard profiling, with scenario-based modelling using regional projections.
- Carries out socio-economic and sectoral vulnerability assessments and Climate Risk and Vulnerability Assessments (CRVAs) using Sustainedge's tools.
- Engages communities in participatory risk identification and integrates findings into local adaptation and resilience plans.

RESEARCH

- Conducts studies on climate impacts, nature-based solutions, and climate-smart agriculture.
- Develops community risk maps, early warning systems, and gender-sensitive vulnerability analyses.
- Generates evidence to inform climate policy, adaptation strategies, and inclusive planning.

POLICY

- Integrates resilience and DRR into urban planning, infrastructure, and land use policies.
- Develops climate adaptation policies aligned with NDCs, NAPs, and SDG targets, with a focus on vulnerable communities.
- Promotes nature-based solutions and green investment through inclusive, coordinated governance frameworks.

ADVOCACY

- Promotes climate resilience in national and local development planning.
- Advocates for gender-responsive, inclusive policies and supports community-led adaptation efforts.
- Facilitates multi-stakeholder dialogue and builds coalitions to influence climate-smart investments.

TRAINING

- Delivers training on CRVA, ecosystem-based adaptation, and nature-based solutions.
- Builds capacity on climate-smart agriculture, resilient livelihoods, and early warning systems.
- Offers practical toolkits, guides, and simulation-based learning for community and institutional use.

IMPLEMENTATION

- Executes green infrastructure and Nature-based Solutions (NbS) like urban greening and rainwater harvesting.
- Supports climate-smart agriculture and mobilizes community groups for local adaptation planning.
- Enhances infrastructure resilience and develops early warning and risk communication systems.

URBAN DEVELOPMENT

WHAT WE DO



ASSESSMENT

- Conducts land-use analysis and climate risk mapping to identify urban vulnerabilities.
- Assesses infrastructure gaps, service delivery, and socio-demographic risks with gender and equity lenses.
- Uses participatory methods and public space audits to integrate community needs and enhance inclusivity.

RESEARCH

- Evaluates socio-economic impacts of land use, transport, and green infrastructure practices.
- Develops inclusive, climate-resilient urban design frameworks in collaboration with partners.
- Translates global knowledge into local strategies, promoting scalable, nature-based solutions for urban resilience.

POLICY

- Develops climate-resilient zoning, land use, and sustainable transport policies.
- Aligns with international frameworks and SDGs through inclusive consultation and capacity building.
- Supports regulatory reforms, institutional strengthening, and effective policy enforcement.

ADVOCACY

- Strengthens marginalized voices and promotes social inclusion in urban planning.
- Builds multi-sector partnerships and raises public awareness on urban climate risks.
- Influences cultural norms, policies, and drives local and regional transformation.

TRAINING

- Provides capacity building on sustainable city planning, climate adaptation, and gender-sensitive urban design.
- Teaches stakeholder engagement, participatory planning, and institutionalizing resilience in local governments.
- Offers flexible delivery formats and includes financing modules on green bonds, climate funds, and PPPs.

IMPLEMENTATION

- Executes urban master plans with mixed-use zoning, green infrastructure, and accessible public spaces.
- Establishes monitoring systems and strengthens institutional capacity for regulation and maintenance.
- Facilitates public-private partnerships and engages stakeholders for participatory project delivery.



SUSTAINEDGE ACADEMY

Sustainedge Academy is a dedicated learning platform offering high-quality in-person, self-paced, and paid training opportunities across five core thematic areas.

Our mission is to build capacity, deepen understanding, and equip professionals, practitioners, and changemakers with the skills needed to drive sustainable transformation. Whether you're a development expert, corporate leader, or aspiring learner,

The academy provides practical, up-to-date content tailored to real-world needs.

Join us to enhance your knowledge and impact across today's most pressing sustainability challenges.

OUR TEAM



Md. Mamunur Rashid

Managing Director

Specializes in CSR, supply chain capacity building, risk management, and public-private sector engagement, sustainability systems (RBC-HRDD, CSRD, HRDD), EMS, OHSMS, QMS, and GRI reporting.



Shirajum Munira

Director

Specializes in supply chain sustainability, labour governance, gender equality, risk assessment, RBC-HRDD, and public-private sector engagement.



Dr Imrul Hasan

Consultant (Food Safety and Regulatory Compliance)

Specializes in food safety management, regulatory compliance, and policy advocacy. He is a certified Lead Auditor and Trainer for major global standards.



Dr Nazmul Huq

International Consultant (Climate Change)

Specializes in climate resilience, ecosystem-based adaptation, and geospatial methods for sustainability planning.



Mustaque Md. Sami

Consultant (ICT)

Specializes in GIS, database management, and web development, specializing in large-scale MIS and database systems.



Fahim Shariar Pranto

Junior Consultant

Specializes in climate change, disaster management, and environmental sustainability.

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