



ETHICAL GARMENTS LTD.

Manufacturer & Exporter of Ready-made garments.



**COMPANY
PROFILE**



Company View Point

We started as a garment manufacturing unit in 2017. Ethical Garments Ltd. has been engaged in manufacturing & exporting apparel. Our painstaking efforts to re-engineer each step of our value chain procurement, production process & planning, workforce productivity & efficiency, technologies and turn them into core competencies have paid off.

Moreover, having endless efforts to ensure internationally accepted employment practice, our clients recognize us as a partner to protect their value system and images among final consumers.

Our Vision

We stand behind our garments products with quality assurance. We believe quality is never an accident. It is always the result of high intention, sincere effort, intelligent direction and skillful execution. To provide customers with the most comprehensive sourcing, production, design & product development service, guaranteeing quality, competitive pricing & quick turnaround times with a world class professional personalized service.

Our Mission

Our mission is to be the market leader, in providing clothing from Bangladesh our customers around the globe. To be a market leader we are committed to develop high quality, sophisticated and deviation free products in our capacity and make on time delivery to our customers. To deliver high-quality products and exceptional services to our customers by harmoniously blending safety, quality and efficiency while diligently maintaining our integrity, honesty and dedication towards environmental and social responsibilities.



Sales & Merchandising

Simply, we believe we are very competitive in what we are doing, and as an experienced garments supplier, we know the significant of the "best". For workable prices, we make any number of counter samples requested by our buyer free of cost. Our sales & merchandising teams are well trained to fulfill our Buyer's needs.

Quality and Compliance

ETHICAL GARMENTD LTD.'s entire quality management team comprises of expatriate textile professionals with many years of experience in quality control and assurance behind them. Every customer order is subjected to a thorough, organized quality process with strict controls at every stage of production, ETHICAL GARMENTD LTD's unique system of testing fabrics & garments at all stages ensures that any potential quality issues are identified well before shipment dates & any such faults rectified well in time. ETHICAL GARMENTD LTD ensures extensive quality control monitoring & control systems right from the raw materials, sample development, pre-production, pattern designing, cutting, sewing, ironing and finishing, bulk production to product packing, meeting and surpassing the required quality standards of customers. ETHICAL GARMENTD LTD. quality control assurance team consists of specially selected qualified pro-active and result oriented people, who believe in finding solutions.

About Us

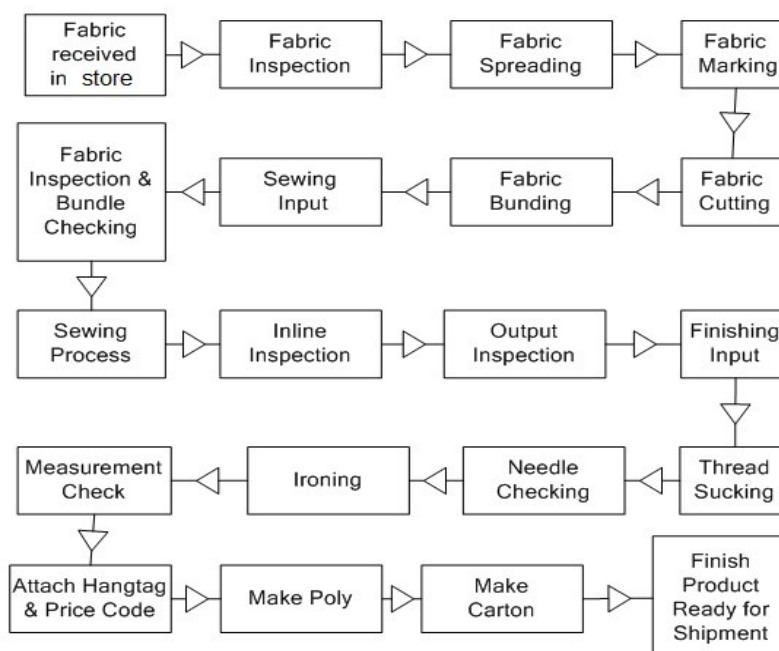
ADDRESS	:	East Narsinghapur, Ashulia Savar, Dhaka-134 Bangladesh.
LOCATION	:	Near about 17.8km from Dhaka Airport.
PORT OF LOADING	:	Chittagong
DISTANCE TO PORT	:	264 Kilometer (Approximate)
TEL NO.	:	+88-01711-549522
BANK DETAILS	:	Modhumoti Bank Limited Uttara Branch, Singapore Plaza House # 17, Road # 02, Sector # 03 Uttara , Dhaka-1230, Bangladesh. A/C No: 111011100000585 SWIFT CODE: MODHBDDHUTT
LEGAL STATUS	:	Private Company
Board of Director	:	MANAGING DIRECTOR: KG Morshed DIRECTOR: Mrs. Sultana Morshed
TOTAL FACTORY AREA	:	1,09,000 sft.
TOTAL PRODUCTION LINES	:	15 (85 Machines/Line)
MONTHLY CAPACITY	:	Jacket and bottom 4.8 Million pcs per year
MARKET	:	UK, USA & EUROPE
PRODUCTION CATEGORY (ITEM)	:	Woven & Denim Pant, Shorts, Skirt, Bermuda, Chino, Light Jacket, Heavy Jacket, PU Jacket, Padded Jacket & Vest.
YEAR ESTABLISHED	:	Since 2017



Manpower Details:

Sl#	Designation	Person
1	Operator	1070
2	Helper	672
3	Quality Inspector	179
4	Q.C. Manager	2
5	Quality Controller	22
6	Line Leader (Supervisor)	79
7	Line Manager (Line Chief)	15
8	Cutting In Charge	3
9	Cutter & Cutting Assistant	101
10	Iron man	22
11	Folding man	24
12	Packing man	21
13	Poly man	7
14	Mechanic	18
15	Electrician	5
16	Security Guard	18
17	Checker	8
18	Sweeper	5
19	Cleaner	29
20	Management/ Off. Staff	57
Total Employees		2350

Production Flow Chart:



List Of Machines

SL.	Description	Quantity		Remarks
1	Plain Machine (Auto)	183	sets	
2	Plain Machine (Manual)	92	sets	
3	Needle Fid Machine	20	sets	
4	Vertical Machine	10	sets	
5	Overlock Machine (4 thread)	44	sets	
6	Overlock Machine (5 thread)	34	sets	
7	02- Needle Machine (Auto)	22	sets	
8	02 - Needle Machine (Manual)	15	sets	
9	Flatlock Salander Fid Machine	12	sets	
10	Flatlock Narrow Head Machine	2	sets	
11	Flatlock Pipeing Machine	6	sets	
12	Bartek Machine	19	sets	
13	Button Stitch Machine	2	sets	
14	Button Hole Machine	4	sets	
15	Kancai (Pocket) Machine	1	sets	
16	Kancai (Special) Machine	8	sets	
17	Eyelet Hole Machine	2	sets	
18	Fit Of The Rollar Machine	8	sets	
19	Fit Of The Light Machine	10	sets	
20	Snap Button Machine	14	sets	
21	Chain Stitch Machine	5	sets	
22	Rib Cutting Machine	2	sets	
23	Pocket Attatched Machine	1	sets	
24	AMS Design Machine	2	sets	
25	Velcro Attatched Machine	2	sets	
26	Cutting Machine	6	sets	
27	ASS Brand Model: BASS-3050	5	sets	
28	Brothers Sewing Machine	873	sets	
29	Fida Brand Machine	211	sets	
30	Kansai Brand Machine	15	sets	
31	Pagabus Brand Machine	120	sets	
32	Fusing Machine(Hashima)	1	sets	
33	Boilar (750 KB)	1	sets	
34	Stream Iron	8	sets	
35	Generator	1	sets	
36	Cutting Machine (KM)	8	sets	

Our Code of Conduct

Ethical Garments Limited is committed to maintain a Code of Conduct in its work places. **Ethical Garments Limited** has sought to ensure that, all garments are manufactured in very good working conditions with meaningful job and providing all customers with high quality of products.

Our goal is to create and encourage the creation of model facilities. That not only provide good job at fair rates of pay, but also improve the workers' health and safety environment, working hours etc. **Ethical Garments Limited** must respect and comply with national and international laws and regulations.

Child Labor: **Ethical Garments Limited** policy is to discourage and not to support the use of child labor as defined by local law and ILO convention. Ethical Garments Limited does not employ any worker below the age of 18 years old.

Forced Labor: **Ethical Garments Limited** does not support the use of forced labor, bonded or involuntary labor. Also **Ethical Garments Limited** does not keep any deposits for employment.

Harassment & Abuse: **Ethical Garments Limited** treats employees with respect and dignity. No employee is subjected to any physical, sexual, psychological or verbal harassment and abuse. If any such incident takes place, it is dealt through existing disciplinary practices.

Discrimination: **Ethical Garments Limited** protects and promotes the basic human rights of the work force. **Ethical Garments Limited** does not encourage or support discrimination in hiring, compensation, access to training, promotion, termination or recruitment, based on race, caste, gender, sexual orientation, nationality, origin, religion, disability, pregnancy or marital status.

Freedom of Association: **Ethical Garments Limited's** employees can form any committee and join a trade union of their own choice. Employee is not subjected to intimidation or harassment for this.

Our Code of Conduct (Continued)

Wages & Benefits: **Ethical Garments Limited** ensures that, wages are paid for a standard working month, which meets the legal standards. **Ethical Garments Limited** follows the legally approved grading wage structure for the employee. Minimum wages is maintained as government declaration. **Ethical Garments Limited** is committed to pay all payments regularly on time. Also there is a provision of Ration shop, from where employees can buy their day to day living items in subsidized rate.

Working Hours: **Ethical Garments Limited** complies with the local law and industry standards on working hours. Workers do not require to work in excess of 48 hours per week. In case of more than 48 hours work Over Time, it is done with the concern of workers and is paid at premium rate as per local law. **Ethical Garments Limited** ensures that, over time remains within legal limit. Minimum 01 (One) hour break is given during daily work period. 01 day weekend in every week is mandatory for all employees.

Health & Safety: **Ethical Garments Limited** provides a safe and healthy working environment to prevent accident and injury to health. We contribute all facilities to the health care needs of the workers. Modern water purification system is in workplace to ensure pure drinking water including the provision of normal and cold water. Sufficient first aid boxes are available. Permanent Nurse and Doctor regularly check -up the health of workers at the premises. **Ethical Garments Limited** does the best to have adequate ventilation, lighting, toilets, personal protective equipment's, firefighting and safety equipment's. Fire training provided and fire drills carried out in the premises and record maintained as per law.

Environmental: **Ethical Garments Limited** committed to the environment to meet all applicable environmental local laws in the company and striving hard for a better environment at the factory.

Worker's Welfare

Besides paying a "living wage" which is substantially higher than the legal minimum, we support its employees by setting up welfare facilities like medical center, day-care center, and canteen.

The result is industry-low turnover rate in its workforce. Properly equipped with a team of full-time doctors and nurses, it's medical unit extends consultation & medication to workers' general health care requirements. It also bears full expenses of treatment of any injuries incurred in working hours.

In base, daycare center is not mere compliance with legal requirement, rather a pride-taking facility to take care & entertain children of working mothers. Spacious, highly hygienic and supervised by trained personnel - these day-care centers comfort working mother by ensuring quality time for their children.

Compliance Issues

Our factory has set up with complete social & ethical compliance issues such as:

- a) Full proof fire safety issues.
- b) Boards containing the facilities have been posted on the walls at visible places.
- c) In house Clinic consists of 3 sick beds with modern facility run by MBBS doctor.
- d) Day care center.
- e) Prayer room for male & female workers.
- f) Canteen room.
- g) Toilets -1:17.
- h) Mineral water drinking facility.
- i) Well equipped with sufficient fire-fighting instruments.
- j) Adequate first aid boxes in each section.
- k) Monthly fire drill demonstration.
- l) Free medical facility.

Toilets Status

Description	Quantity
Female Toilets	49
Male Toilets	38

Time & Action Plan:

ETHICAL GARMENTS LTD. professional expatriate production and merchandising teams with their vast practical experience in manufacturing & merchandising combine forces to bring customers a professional, well managed, proactive time & action calendar for every order & style. This enables them to analyze and foresee potential problems and plan the necessary solutions in doing so, all issues are controlled and resolved before they become unmanageable. The customer remains well informed about the status of each & every order without having to ask.

Our Clients

Over the years, we have achieved immense recognition in the garments industry, due to our sincere professionalism and high quality standards. It is our belief that the relationships developed over time with our clients and peers is our most valuable asset and accomplishment.

Export Markets: Spain, France, Poland, Germany, Denmark, Turkey, United Kingdom, Sweden, South Africa, Czech, Republic Ireland, Italy, USA & Canada.

Buyers with whom we are working:

1. STOOKER BRANDS (GmbH)
2. TEDDY (TERRANOVA) (ITALY)
3. PIAZZA ITALIA (ITALY)
4. HELLENIC (SWEDEN)
5. REGATTA (UK)
6. JHK (SPAIN)
7. ICA (SWEDEN)
8. SANDRYDS (SWEDEN)
9. RUSTA (SWEDEN)
10. FRABO (ITALY)
11. BRUGI (ITALY)
12. LOTTO (ITALY)
13. EDCON (SOUTH AFRICA)

Quality Guarantee System

From its inception, one of the main objectives of Ethical Garments Limited has been to provide buyer's satisfaction by offering quality products on time. Through our planned infrastructure, competent management and perfected organizational collaboration, we have aim to maintain our quality consciousness which, in turn, enables us to preserve our customer's continued patronage. Ethical Garments Limited ever-growing reputation in the garments fraternity is based on a simple but unwavering philosophy that runs through every aspect of our production process: QUALITY!

To ensure such quality, our internal Quality Assurance Department (QAD), under the leadership of highly experienced quality manager, along with a team of well-trained quality inspectors are operating the QAD independently and autonomously of the production team. Our QAD is subjected to continuous training to meet the new developments in the industry, and works towards quality assurance using the most sophisticated and modern technology and techniques.

The pursuit of excellence has honored our QAD to the extent that our in-depth accountability and bar-coding system can trace each single apparel to persons who have individually stitched, checked or supervised the process, even after the manufacturing course has long been complete. Lower defects percentage even by international standards and a dwindling number of customer concerns reinforce our belief in our quality guarantee system.



Our Ethical Standards

Ethical Garments Limited has always been a responsible and ethical name in the garments and textile industry of Bangladesh and as such, has never ceased to abide by the internationally recognized codes of social accountability and ethical business practices. Owing to our high standards of social accountability and our commitment to constantly improving the working conditions of our employees, Ethical Garments Limited has received the following international certifications in the field of social compliance:

- ◆ **OEKO-TEX Standard 100**
- ◆ **Business Social Compliance Initiative (amfori BSCI)**
- ◆ **Accord on Fire and Building Safety in Bangladesh**



Our Environment

At Ethical Garments Limited, sustainable and responsible business has always been a top priority, which is expressed through our sense of responsibility towards the community and the environment. Hence, corporate social responsibility (CSR) has always been an integral part of our corporate framework. Our CSR activities broadly take the forms of environmental sustainability, social responsibility and cultural involvement.

Moreover, at Ethical Garments Limited, we believe that our workforce is our biggest strength. In view of that, the provision of a safe and sound working environment whereby employees are respected as individuals trumps all other business practice. Thereby, Ethical Garments Limited has earned goodwill amongst its employees as one of the most worker-friendly companies in the industry. Apart from compliance with the existing laws and regulations of the industry, some of our additional working features are as follows:

- **Non-discrimination amongst employees**
- **No child or forced labor**
- **Zero tolerance to harassment or abuse of employees**
- **Biometric attendance system**
- **Worker welfare department**
- **No excess overtime**
- **Paid maternity leave as per law**
- **Medical staff and doctor's room**
- **Child care room**
- **Trained employees in CPR, fire fighting and rescuers amongst the workforce**
- **Male and female toilet facilities**
- **Safe drinking water for all employees**
- **Canteen for a seating arrangement of employees**
- **Clean, airy and well-lit workplace**
- **First aid boxes for every 100 workers**
- **Protective gear for all relevant employees**

PHOTO GALLERY



Front of Factory



Cutting Floor



Sewing Floor



Sewing Floor



Iron Section



Quality Section



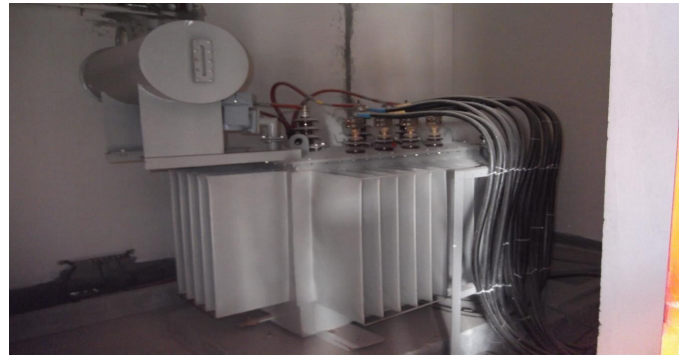
Heat Press Machine



Finishing Section



Packing Section



Substation



Generator



Substation

CONTACT INFORMATION

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